

WFP HUMAN RESOURCES



Data provided as at 31.12.2008

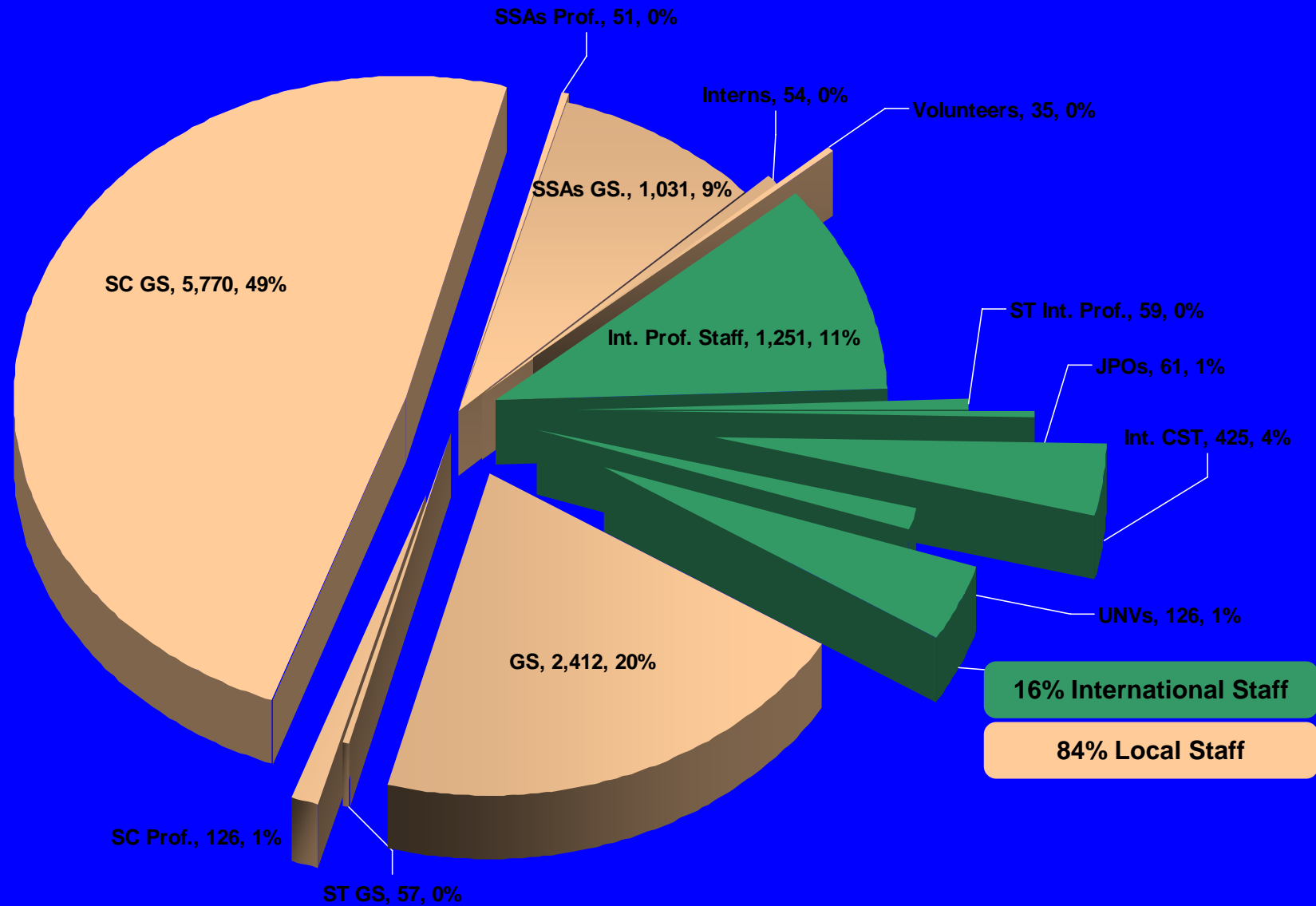
Key Employee Categories

	International	Local
Prof	Continuing Indefinite Fixed Term Short Term/CST	National Officer (NO) -Perm/Fixed Term Service Contract (SC) SSA
JPO	Fixed Term	
UNV	Fixed Term	
GS	International GS -Continuing -Fixed Term	Permanent (field) Continuing (HQ) Fixed Term Short Term/TAU (HQ)



Interns, Volunteers, Private Partner Experts

WFP Employees Worldwide by Contract Category



About 11,909 Employees in 97 Countries Worldwide

- 11% are at Headquarters
- 89% are at Regional Bureaux or working directly with beneficiaries via Country Offices

11% in HQ, Liaison, Administration, Fundraising & Communication Offices

12% in OMD

5% in OMC

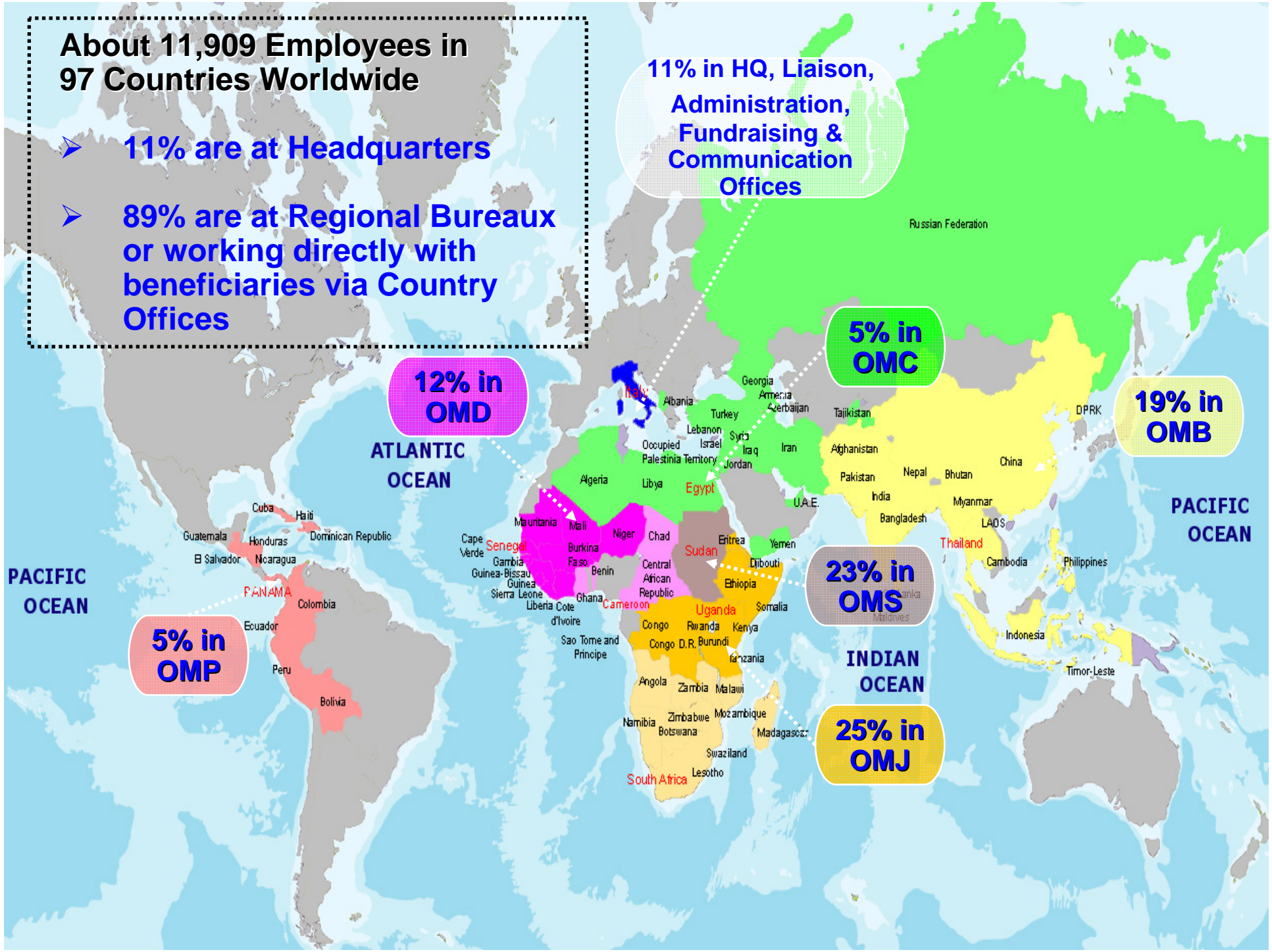
19% in OMB

5% in OMP

23% in OMS

INDIAN OCEAN

25% in OMJ

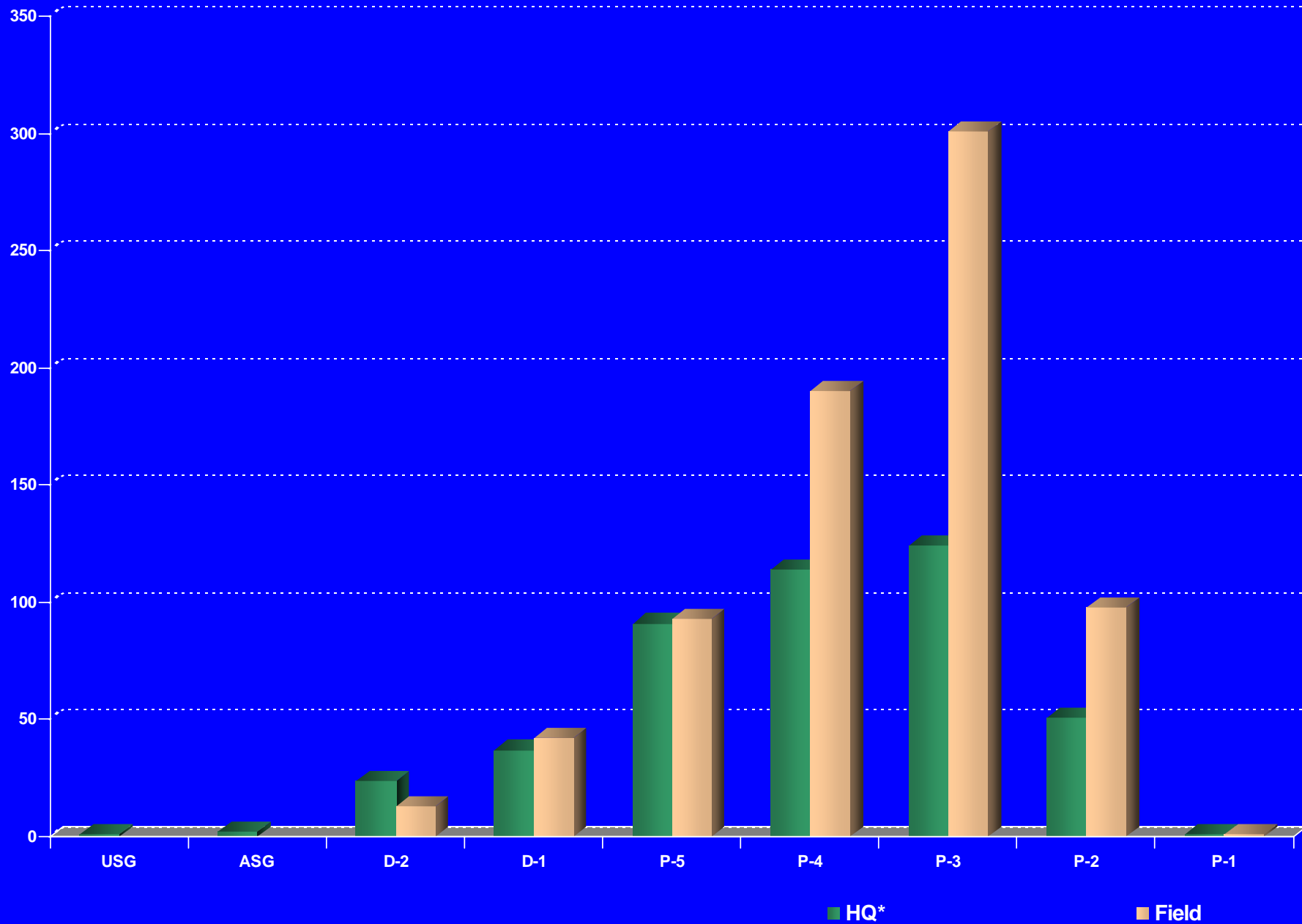


The majority (62%) of the international staff work in field locations



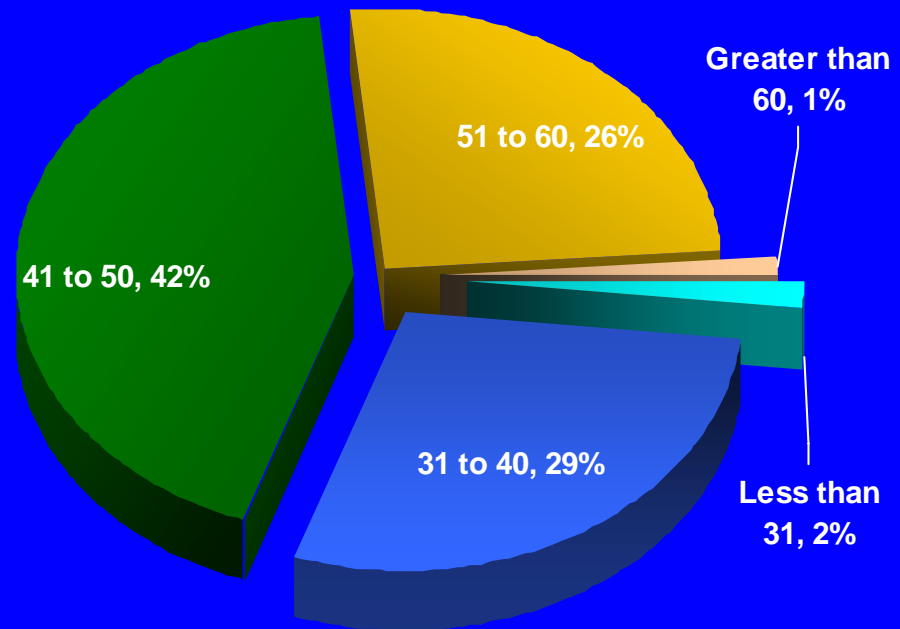
**...we are
MOBILE**

International Professional Staff (HQ vs. Field)



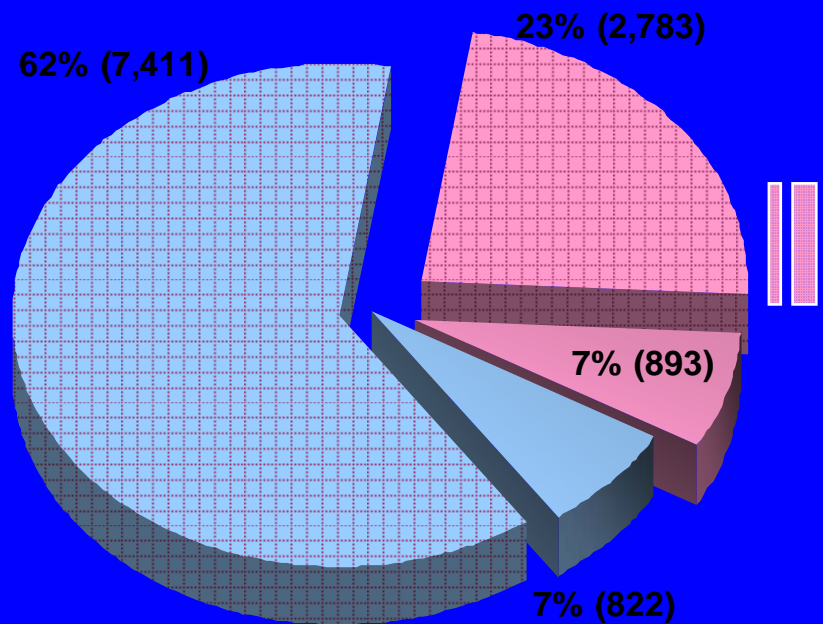
International Professional Staff

Age Group



All WFP Employees Gender and Geographical Representation

Total = 11,909



- Men from Developed Countries
- Men from Developing Countries
- Women from Developing Countries
- Women from Developed Countries

3,676 Women
Representing

31% overall

28% of all Senior Staff

41% of all P1 to P5s

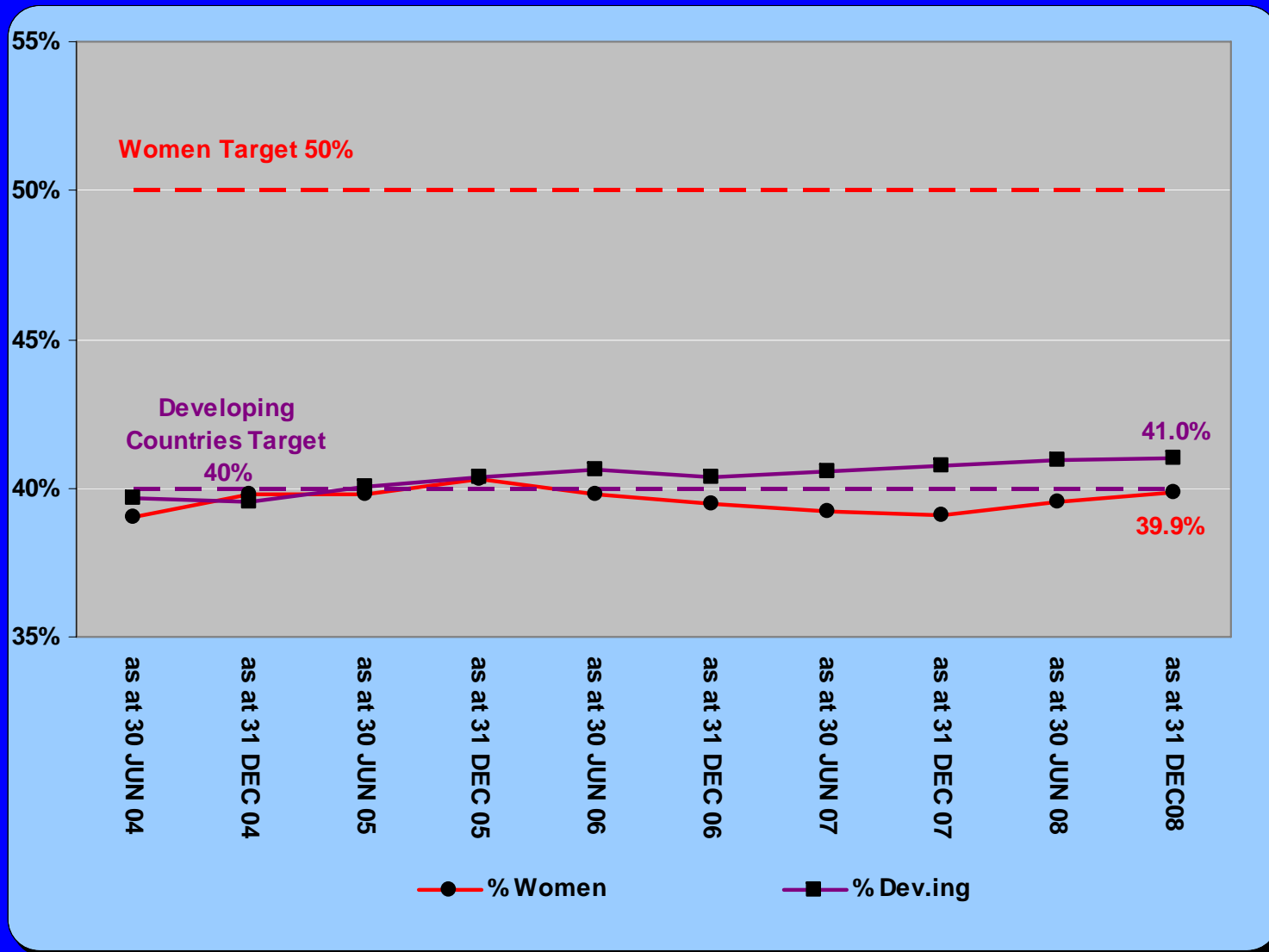
59% of all JPOs

36% of all National Officers

29% of all local staff

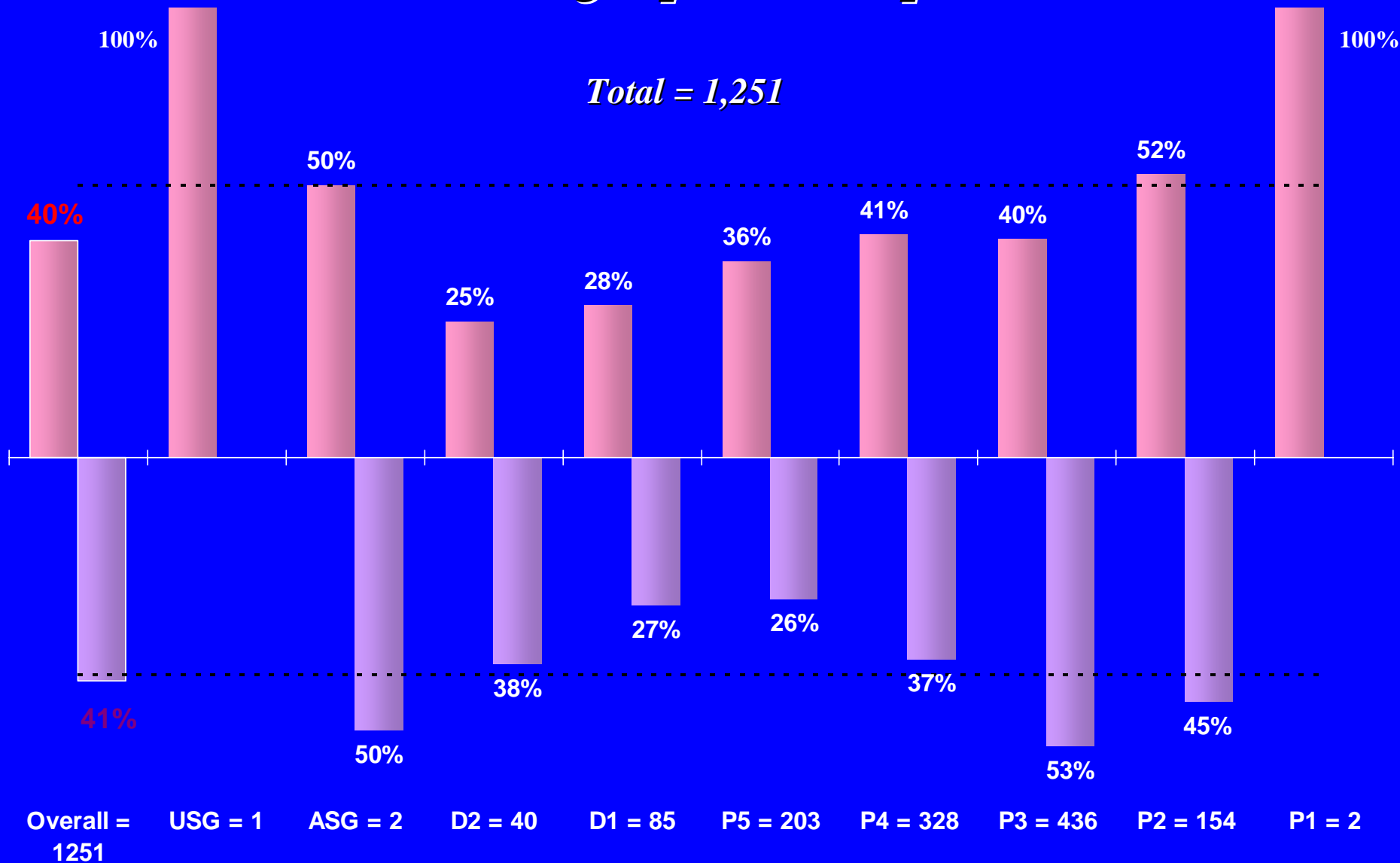
76% of 3,676 are from
economically developing
countries

International Professional Staff Gender / Developing



International Professional Staff: Gender and Geographical Representation

Total = 1,251



■ %Women

■ %Developing

International Recruitment and Selection

- **All vacant positions are announced to international staff for internal reassignment**

- **The Reassignment Committee determines if post can/cannot be filled through internal reassignment**

- **If post cannot be filled through internal reassignment, the post is filled through:**
 - External recruitment search utilizing *StaffNet*
 - Vacancy Announcement specific to the vacant post
 - Targeted recruitment drives

Junior Professional Officers

61 in total

- In 2008, 6 countries provided JPOs
- In 2008, largest providers of JPOs to WFP were Japan and Denmark.

JPO Retention Rate (Jan – Dec):

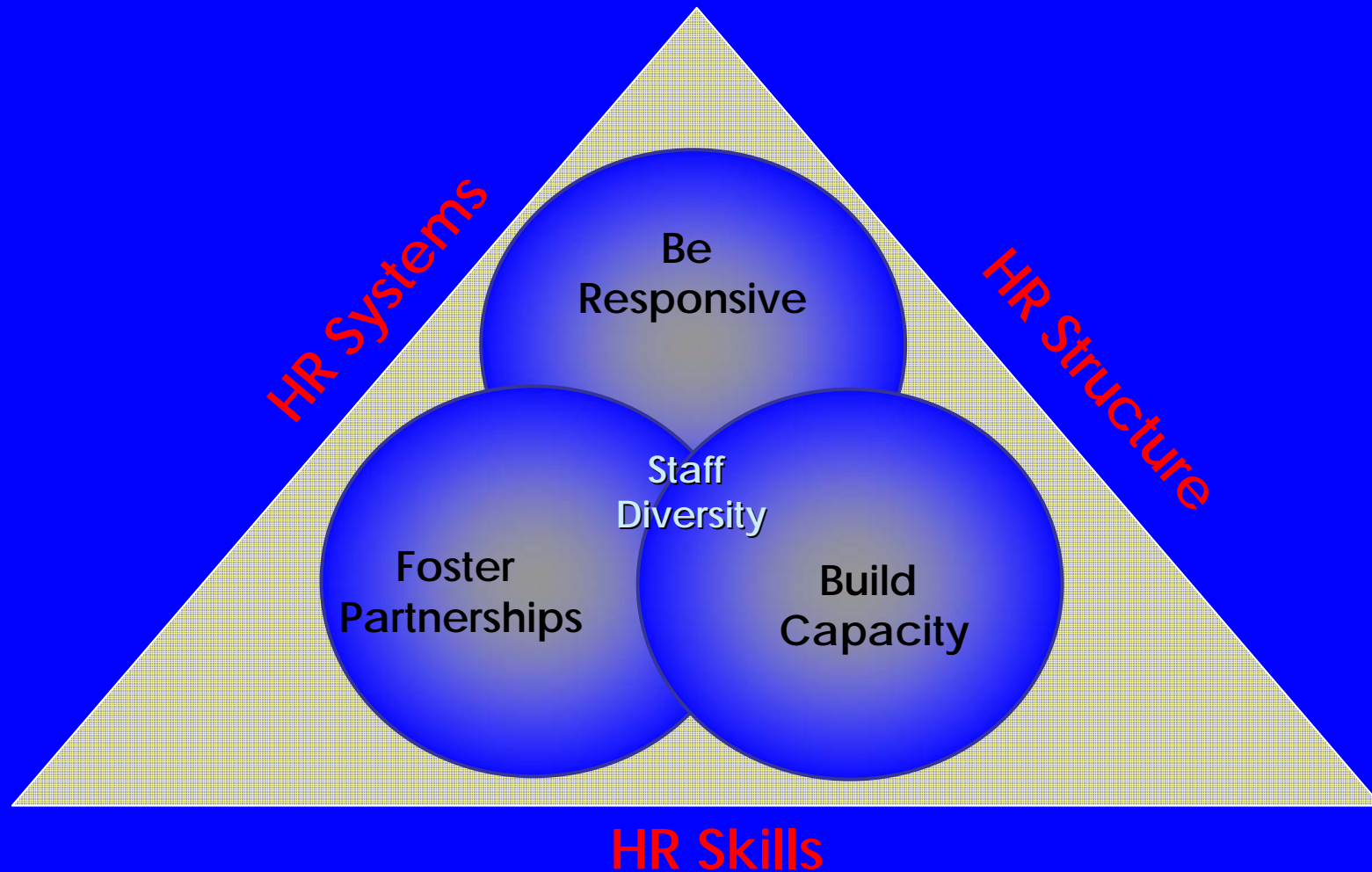
- 2003 – 66% overall, 52% women retained
- 2004 – 76% overall, 63% women retained
- 2005 – 58% overall, 90% women retained
- 2006 – 73% overall, 74% women retained
- 2007 – 31% overall, 45% women retained
- 2008 – 46% overall, 54% women retained

Interns

Interns 54 (as at 31/12/2008)

- Must currently be in university
- Work for WFP for 1 semester; receive a small stipend
- Provides exposure and experience in working in an international organisation

Human Resources Strategy



Focus Areas in 2009

- Launch of Leadership Development Programme
- Succession Planning Process
- Framework for International Mobility and Career Development
- Conditions of Service:
 - for locally recruited staff
 - staff serving in hardship duty station

HR Documents for Executive Board Sessions

- **Statistical Report on WFP International Professional Staff and Higher Categories**
 - ✓ June session
- **Information Note by the Executive Director on Senior Staff Movements**
 - ✓ Every Executive Board session
- **HR input in the Annual Performance Report**
 - ✓ June session

Questions