

# Preparing for Tomorrow Today

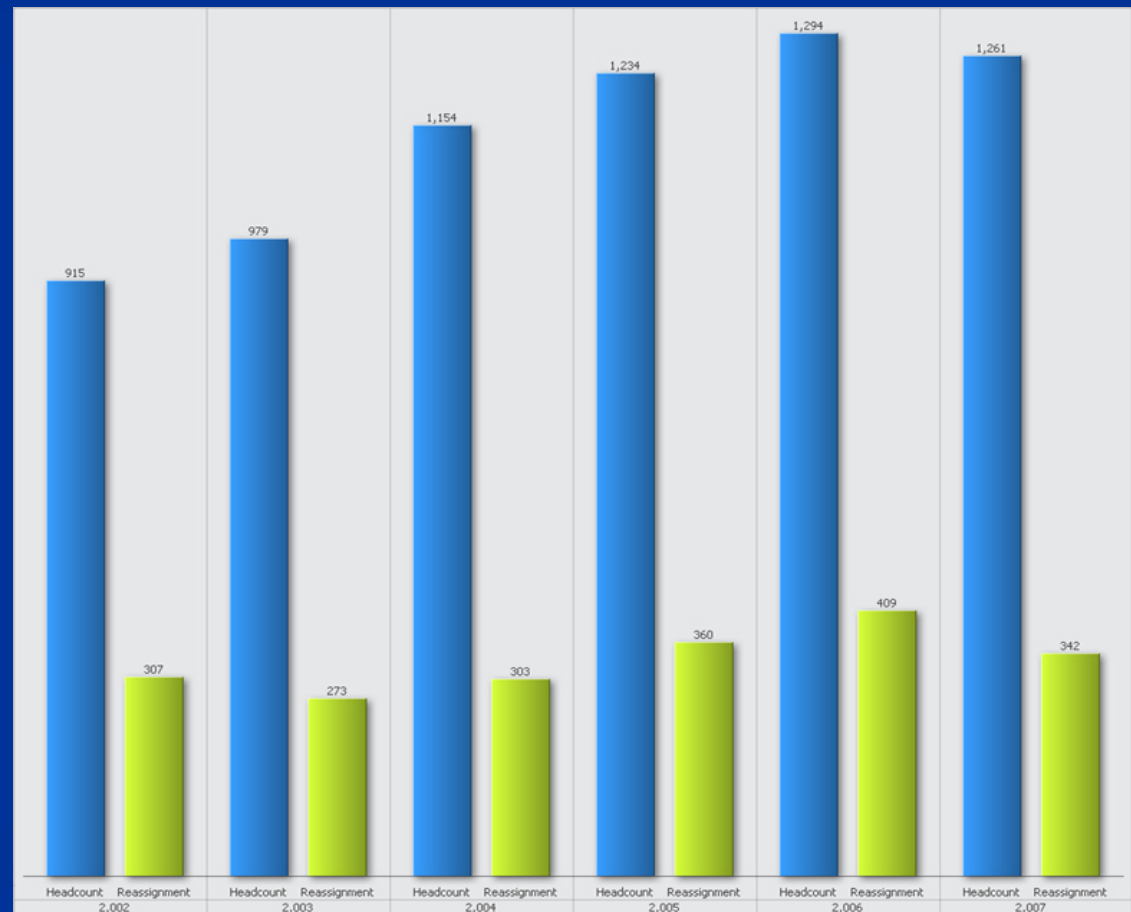
Strategy for  
Managing & Developing  
Human Resources in WFP  
(2008-2011)



# Nature of work

To respond to increasing global demands, the number of International Professional Staff in WFP has increased by 38% from 2002 to 2007.

Approximately 30% of staff are reassigned every year.



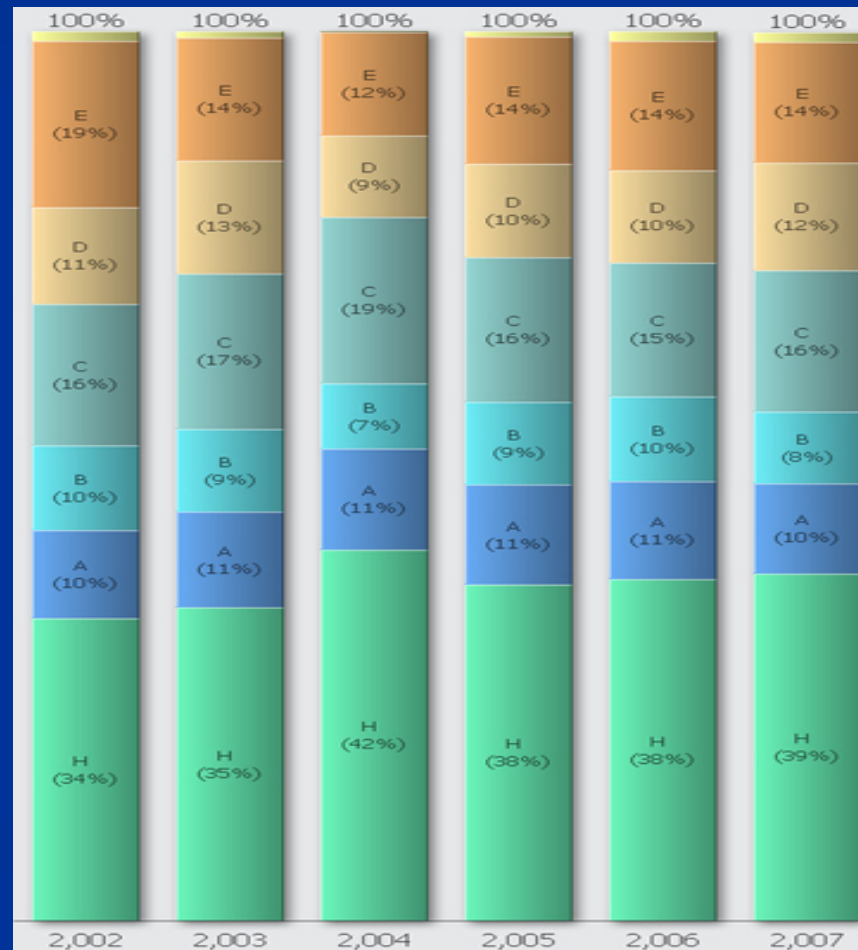


# Location of Operations

The distribution of staff by type of duty station has remained fairly constant over time.

Approximately 60% of the international staff are in field assignments.

Nearly a quarter of the staff are serving in hardship (D & E) duty stations.

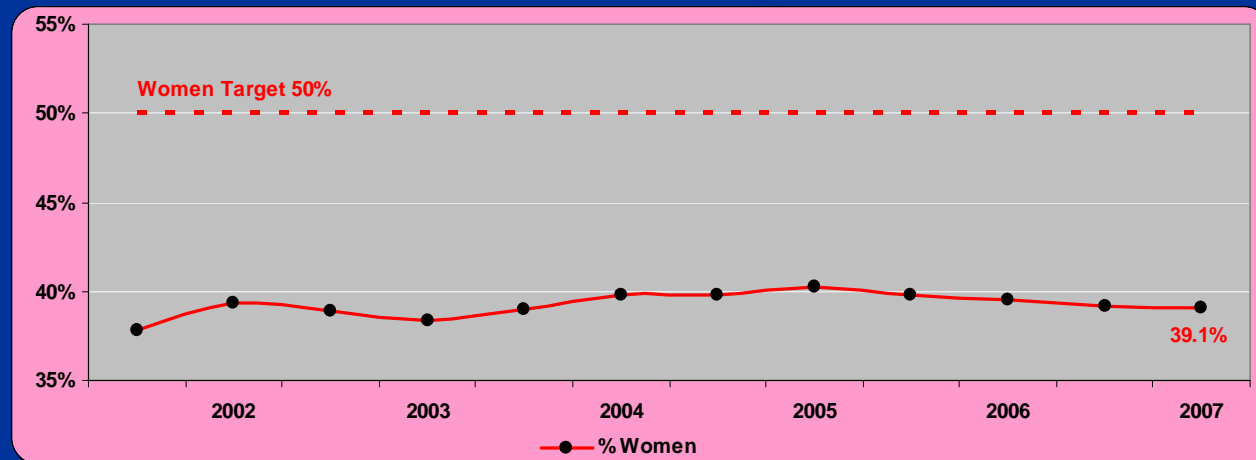
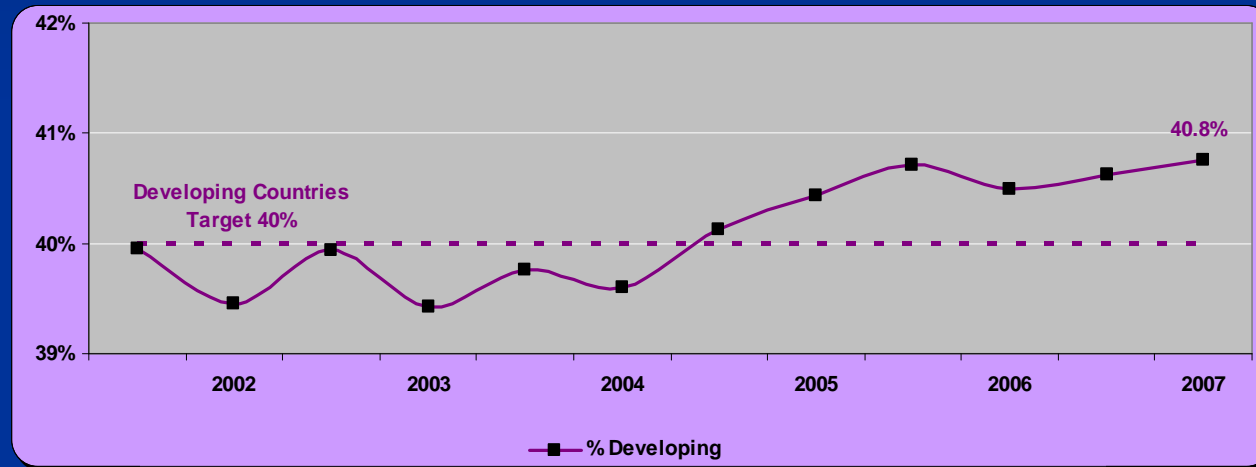


Field

Hardship



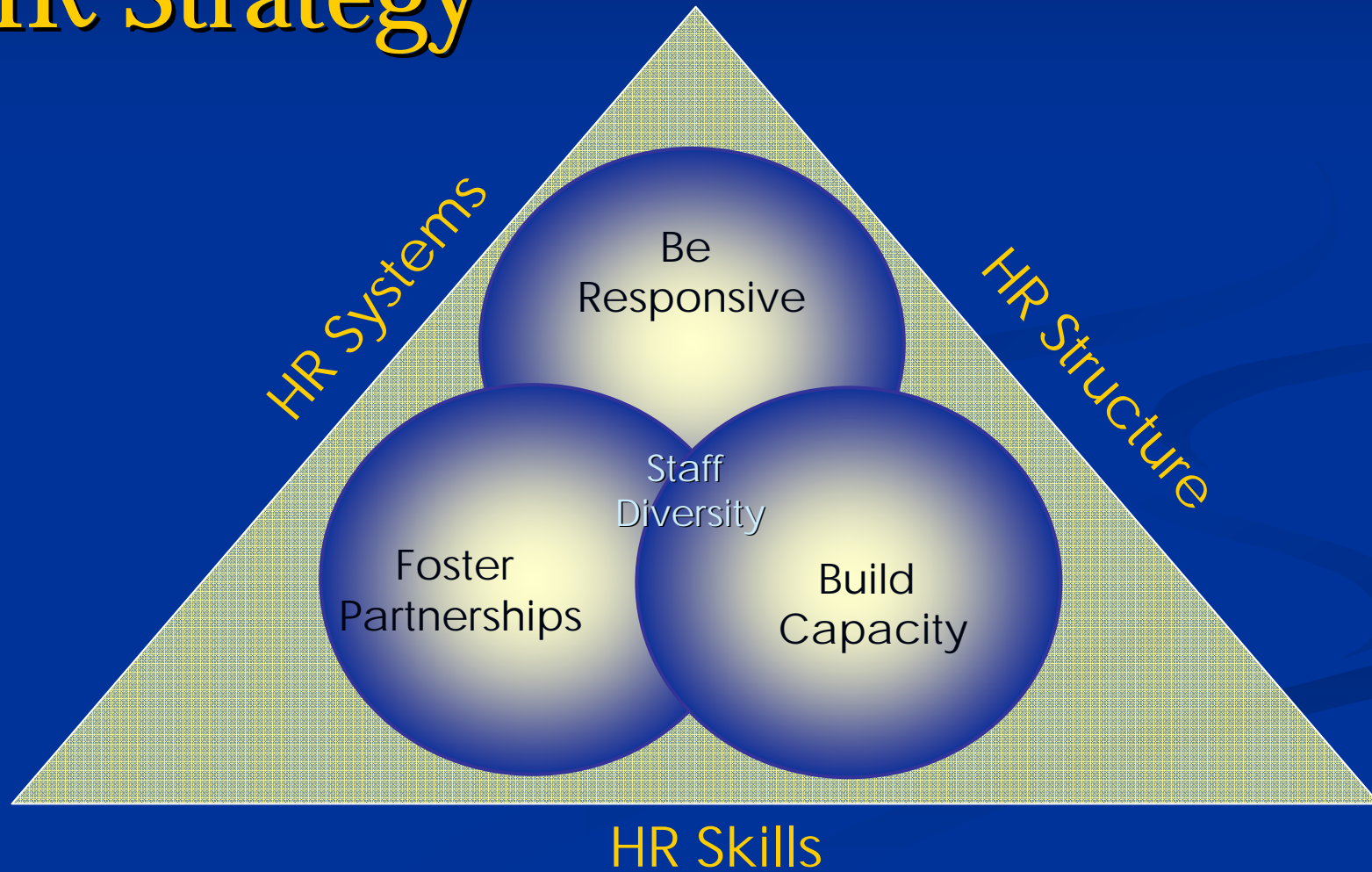
# Diversity Goals







# HR Strategy





# Strategic Staffing

Demand



GAP

Supply



# Proposed Milestones

Indicator	Goal	Current	Dec 2011
Diversity of women and nationals from developing countries in senior (D2 & above) positions	50% and 40%	27% and 41%	>30% and >40%
Diversity of women and nationals from developing countries in Country Director positions	50% and 40%	22.9% and 30%	>30% and >40%
Recruitment of Women (*current data only available on international staff)	50%	35% *	>50%
Recruitment of Nationals from Developing Countries in International Professional category	40%	37%	40%
Compliance rate for completion of Performance Appraisals	100%	62%	75%