

# WFP HUMAN RESOURCES

Partnering to Perform;  
Investing in People

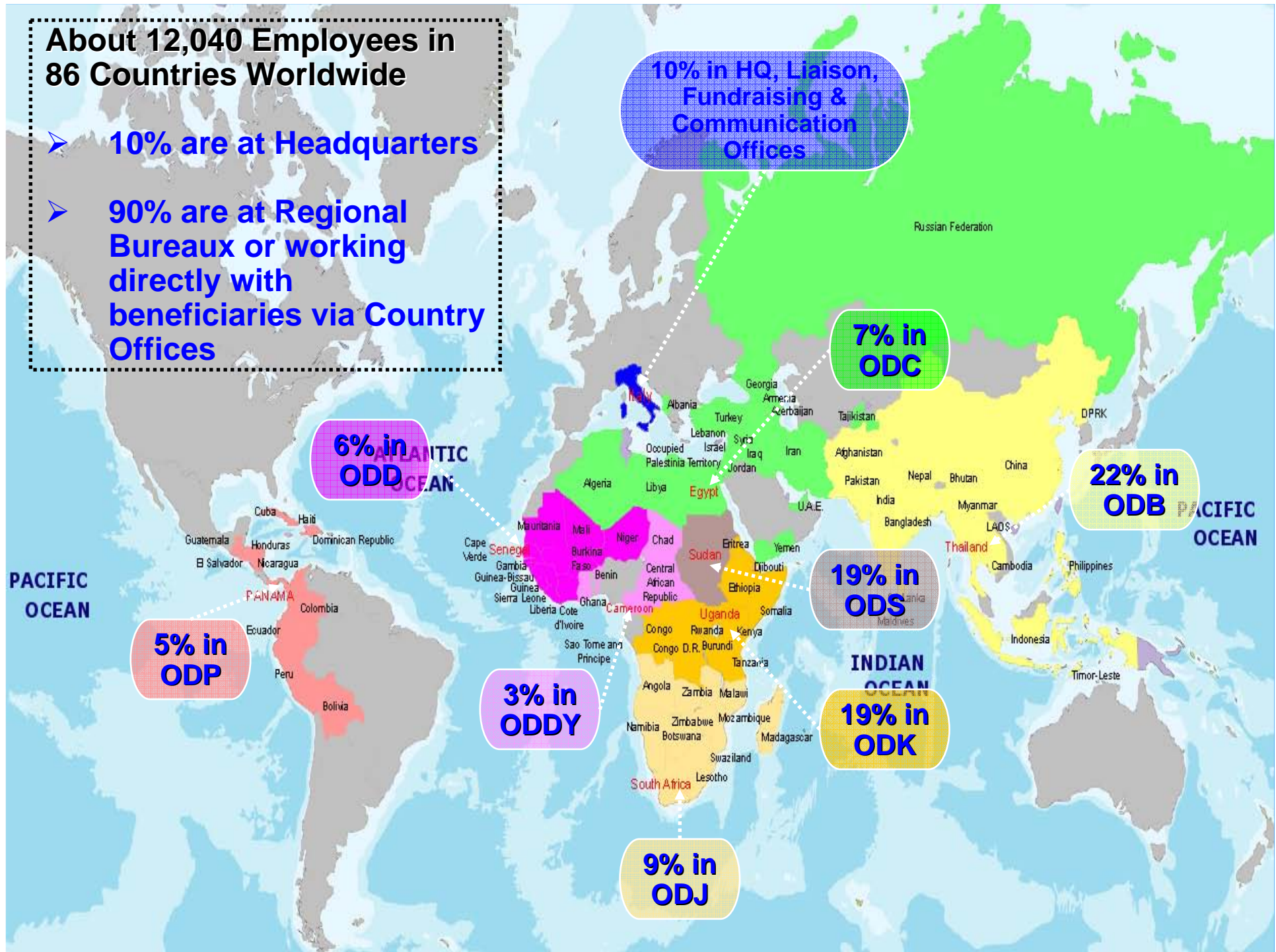
*“We want to earn and deserve the reputation for being the best UN agency in the way we treat our staff”*

*J. Morris*



**About 12,040 Employees in 86 Countries Worldwide**

- **10% are at Headquarters**
- **90% are at Regional Bureaux or working directly with beneficiaries via Country Offices**




# Recruitment Objectives

- Secure the highest standards of efficiency, competence, and integrity
- Ensure that we have the right people in the right place at the right time
- Reach / Maintain:
  - ✓ **Gender Balance - Equal representation of men and women** at all levels and functions of the organization

$$\text{♀} = 50\%$$

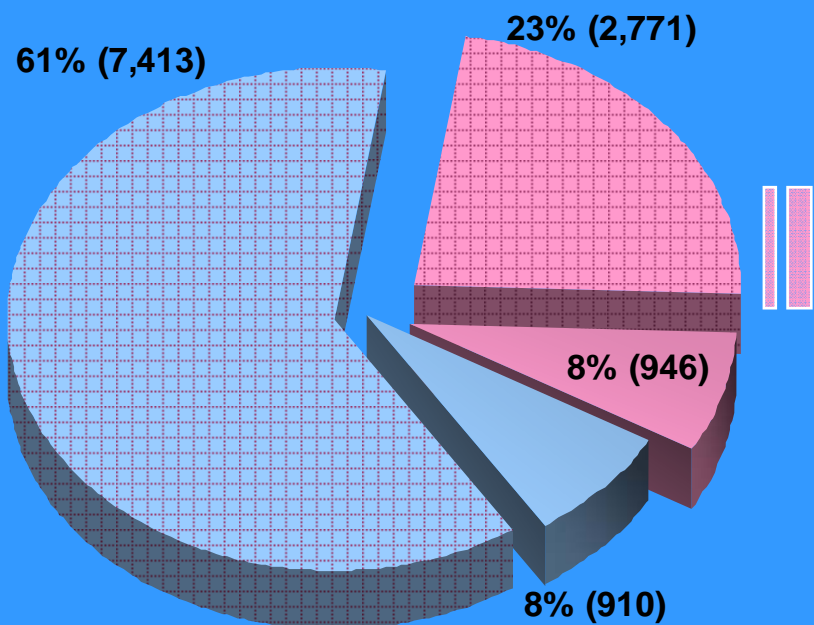
- ✓ **Geographical Diversity - Nationals of economically developing countries** among International Professional staff


$$= 40\%$$



# All WFP Employees Gender and Geographical Representation

*Total = 12,040*



3,717 Women  
Representing

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

31% overall

23% of all Senior Staff

41% of all P1 to P5s

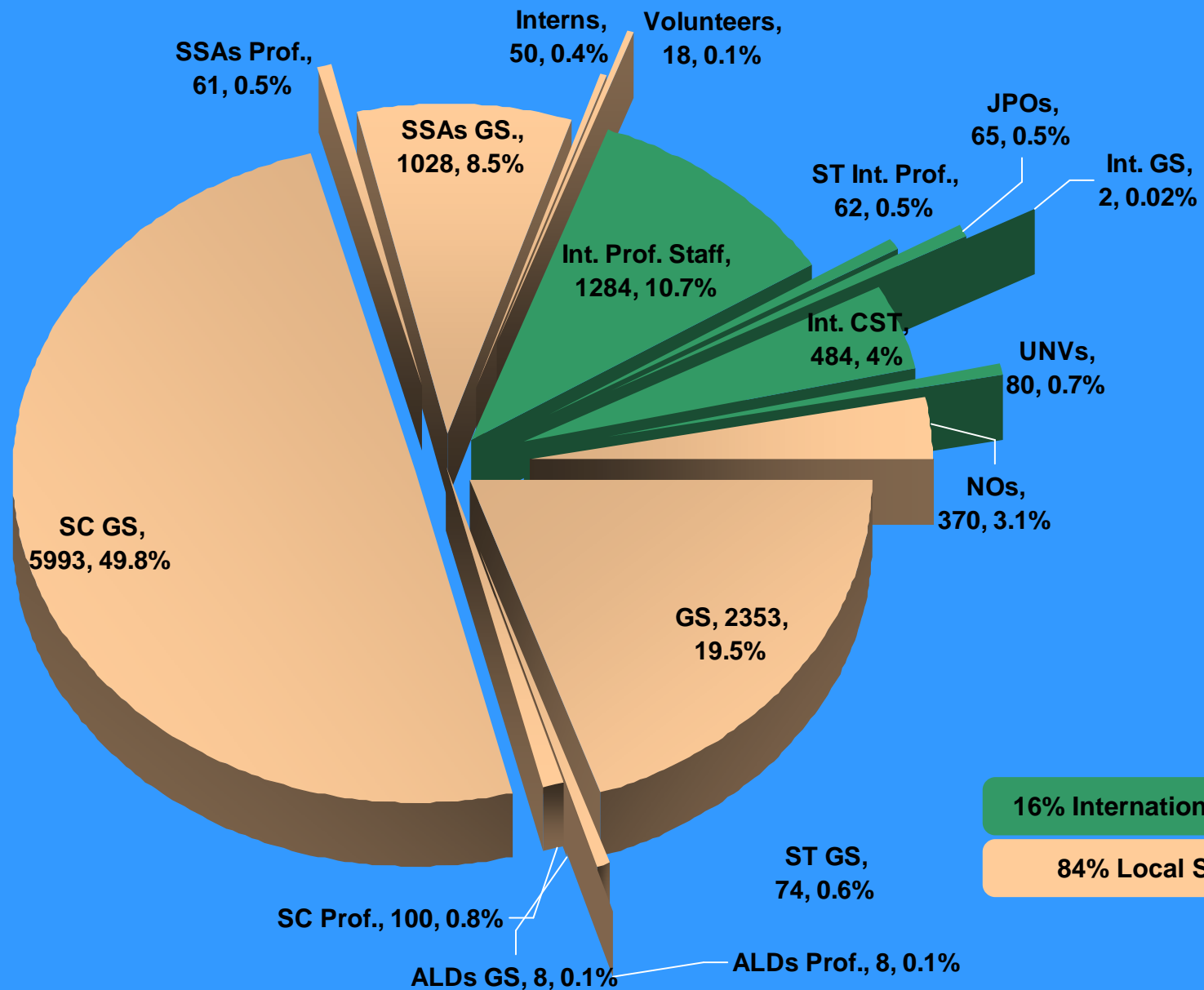
62% of all JPOs

37% of all National Officers

29% of all local staff

25% of 3,717 are from  
economically developing  
countries

# WFP Employees Worldwide by Contract Category

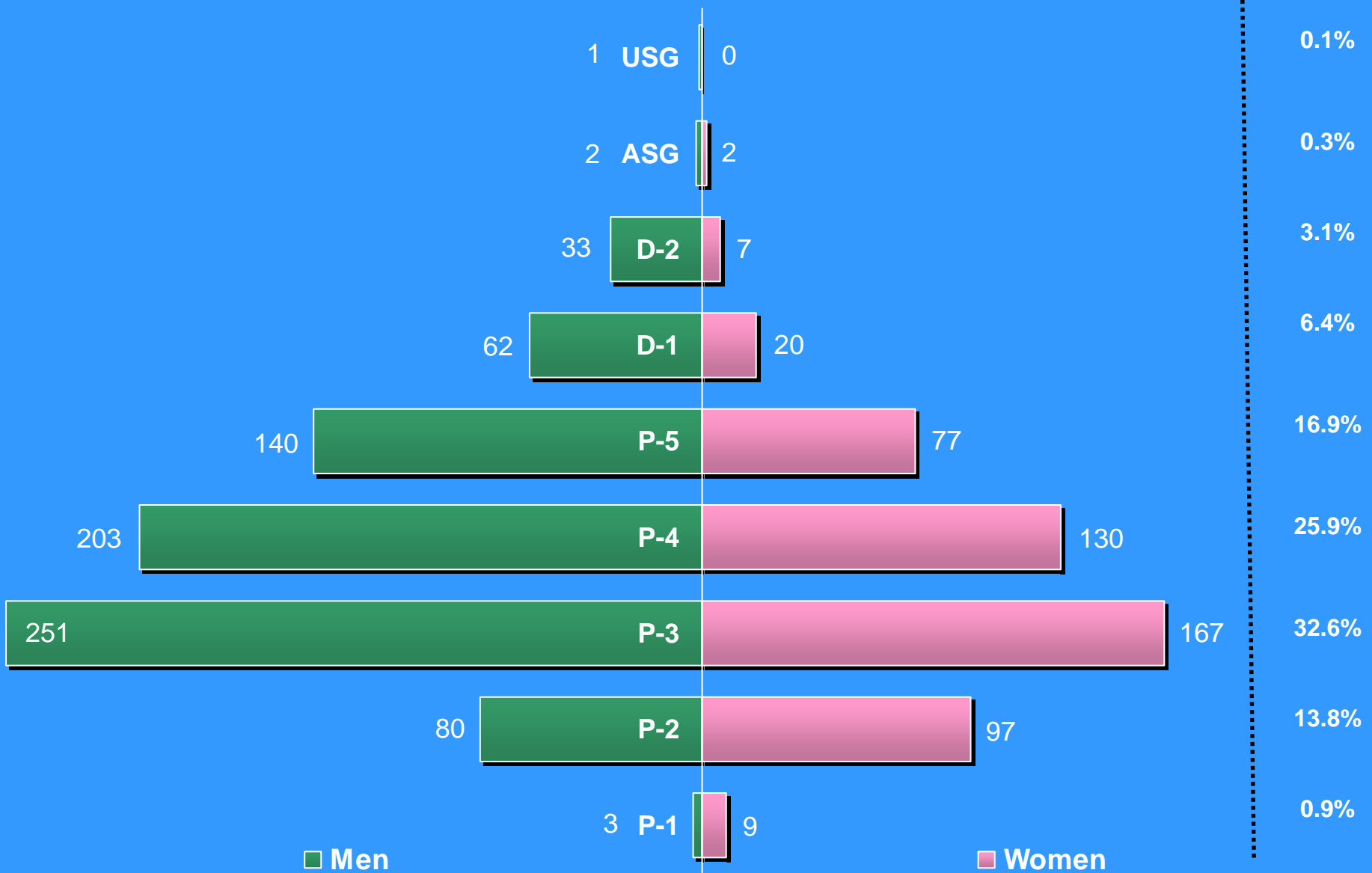


16% International Staff  
84% Local Staff

# International Professional Staff: Gender Balance

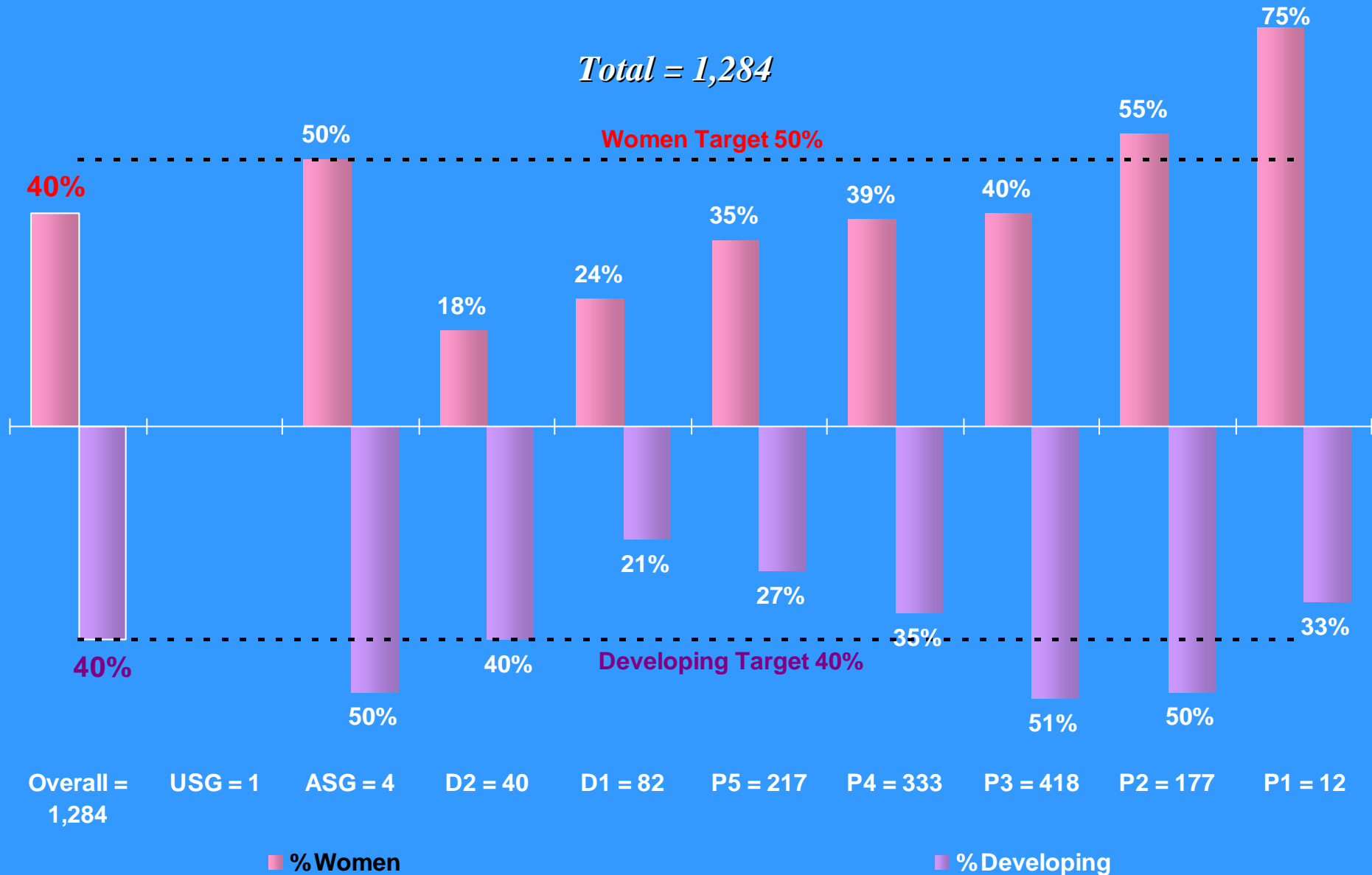
*Total = 1,284*

% by Grade



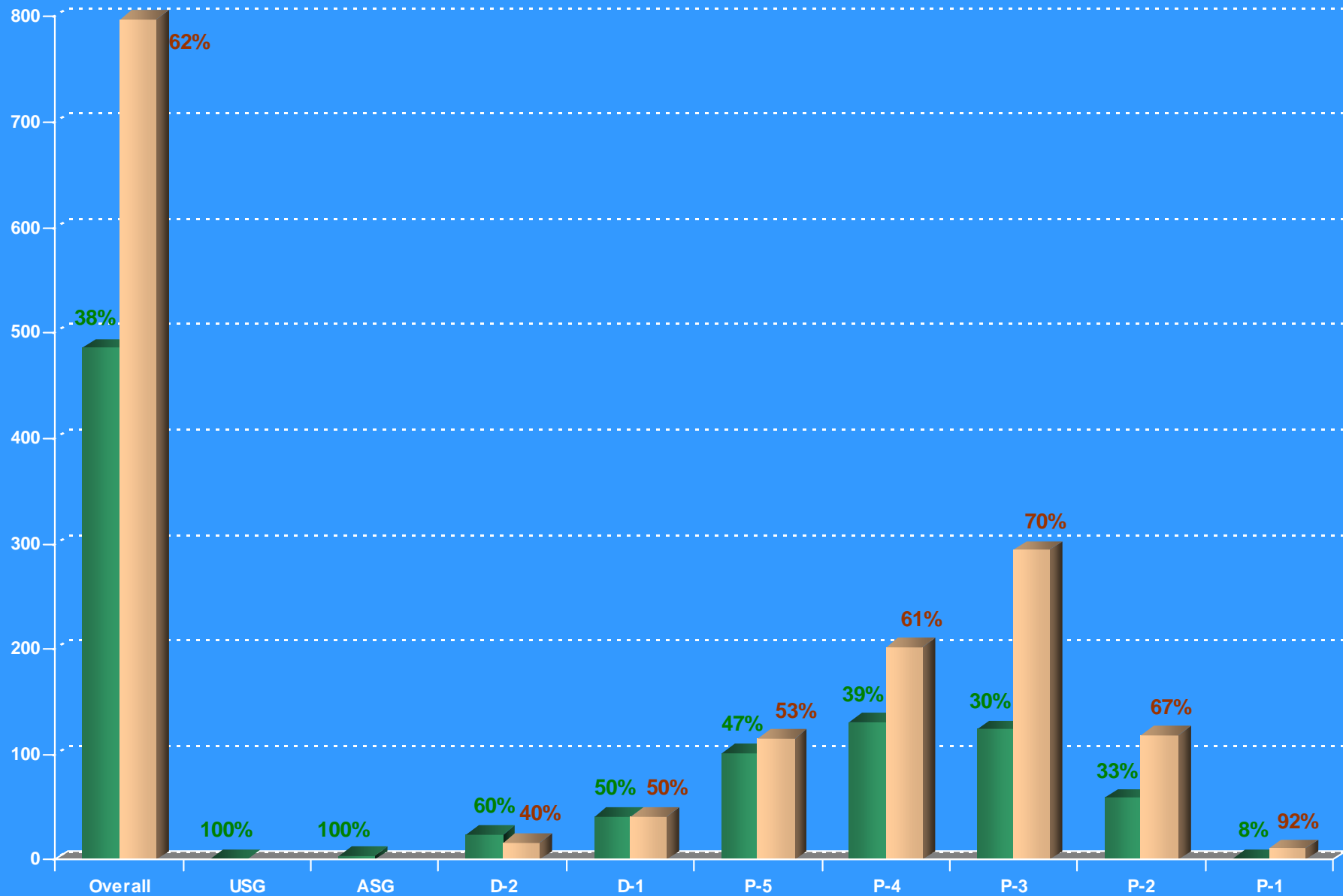
# International Professional Staff: Gender and Geographical Representation

*Total = 1,284*





# International Professional Staff: HQ vs. Field



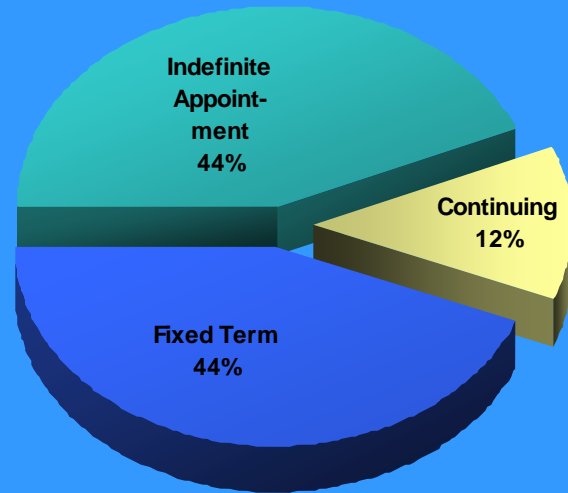
Note(\*): Including Liaison, Fundraising & Communication offices

■ HQ\*

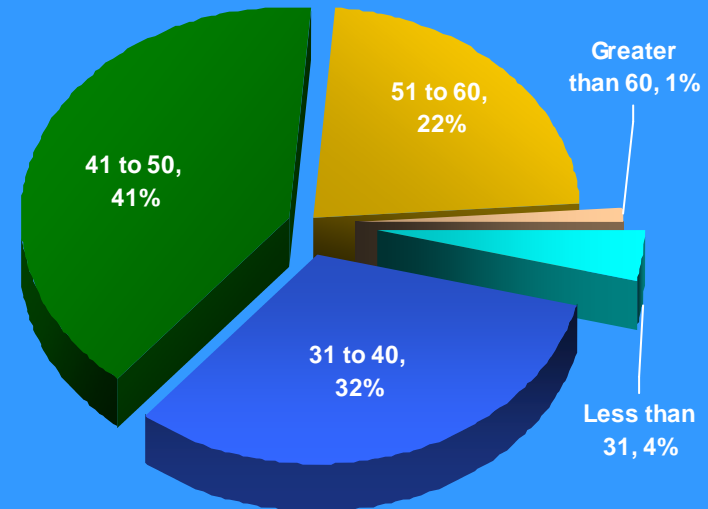
■ Field

# International Professional Staff

## 1. By Contract Type



## 2. By Age Group



3. Retirement: 2% (23) of the International Professional Staff will retire in 2007

## *Between 1 January to 30 September 2006:*

- 105 new recruitments (8% of the total)
- 54 separations (4% of the total)
- 153 staff promoted (12% of the total)

## ***Focus Areas***

- Staffing and Recruitment
- Career Management
- Performance Management
- Service Orientation

# 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

# StaffNet and Vacancy Announcements

## **StaffNet is WFP's web-based application system**

- ✓ Allows for filtered searches to help managers reach recruitment targets
- ✓ Used by managers for staffing in general, including consultants, short-term requests, and fixed-term posts
- ✓ Applicants apply to Job Profiles by functional areas, to replenish *StaffNet*
- ✓ Applications remain in the database for a period of one year

## **Vacancy Announcements**

- ✓ Public advertisement: 4-6 weeks
- ✓ Average 3-4 months to fill a post

# Junior Professional Officers

## **65 in total**

- In 2006 15 countries provided JPOs
- Largest providers of JPOs to WFP are Japan, Denmark, and Canada.

## **JPO Retention Rate:**

- 2002 – 73% overall, 67% women retained
- 2003 – 66% overall, 52% women retained
- 2004 – 76% overall, 63% women retained
- 2005 – 58% overall, 90% women retained
- 2006 – 73% overall, 74% women retained



# New Graduates & Interns

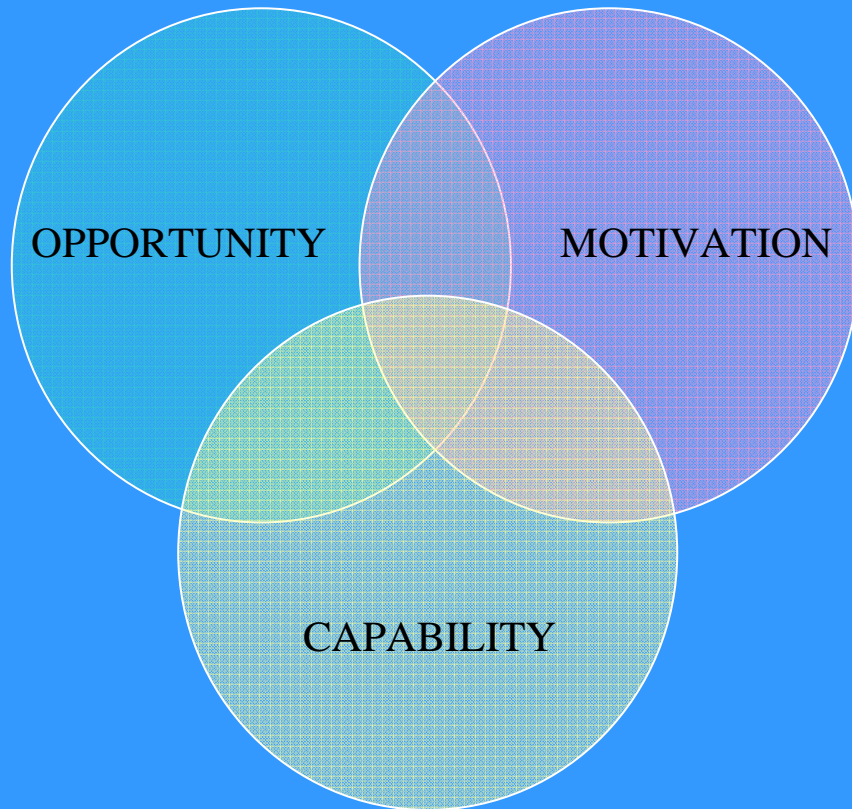
## **New graduates (total = 6)**

- WFP's outreach to build a pipeline of professionals
- 10 individuals were recruited on entry level FT contracts from universities in 6 countries; paid for by WFP
- Carry out 2 assignments: 1 HQs, 1 field

## **Interns (total = 50)**

- Must currently be in university
- Work for WFP for 1 semester
- Provides exposure and experience in working in an international organisation

# Career Management



Provide a broad set of opportunities to WFP staff based upon an effective matching of organisational needs and individual capabilities across the career cycle at WFP.

Create an environment that motivates and supports staff and managers to make their best contributions to achieving WFP objectives.

Broaden the concept of training to one of “learning” and ensure it is sustainable, accountable, and appropriately provided to the right audience at the right time according to the changing needs of the organisation.

# Career Management - Training

**Existing set of corporate trainings to improve managerial competencies, develop technical skills and increase awareness of UN policies and reform**



**Corporate:** Safety and Security Awareness Training, HIV/AIDS in the Workplace, SHAP, Code of Conduct, Induction

**Improvement of Competencies:** Managers Development Centre + new initiatives

**Development of technical skills:** Emergency Response Training, Country Director's Training , Automation and language centre, WINGS training

# Performance Management

- **Electronic performance management system** aligned to results based management and competency framework
- Enables staff and supervisors to **set outputs** for the next working period
- **Defines development needs** and creates an individual development plan
- **Reviews progress and achievement**
- Creates a **spirit of partnership** through feedback and continuous dialogue
- Basis for many **corporate exercises**: promotion, IAs

# Service Orientation

- Work organized by teams (contracting and entitlements)
- Focus on greater consistency and knowledge building of team members
- Faster turn around time:
  - Use of a help desk, AskHR, for responding to requests
  - Initiating a system of service agreements with requesters
  - Looking at possibilities for providing transactional services more efficiently

# HR Documents for Executive Board Sessions

- **Composition of WFP International Professional Staff and Higher Categories**
  - ✓ May session
- **Report by the Executive Director on Senior Staff Movements**
  - ✓ Every Executive Board session
- **HR input in the Annual Report**
  - ✓ May session