Gender Parity
A key WFP Human Resource Management goal is employee gender parity (50% women & 50% men). As well as through recruitment, achieving gender parity requires investing in the professional development of employees to ensure that the diverse women and men who work for WFP are:
- equally able to pursue careers of their choice
- gender competent and committed to gender equality

Gender Equality in the Workplace
WFP promotes gender equality in the workplace to attract and retain talented employees, strengthen organisational performance and productivity; and respect the core UN values of gender equality and diversity.

Professional Development: Professional development opportunities should be available to women and men, including mentoring and career coaching; where the timing and locations do not conflict with caring and other responsibilities of employees. The career development of women and men should be supported, including encouraging transformative leadership.

Performance Management & Accountability for Gender Equality: Individual work plans should include outputs related to gender mainstreaming and gender equality. Annual performance assessments of all employees should include gender equality competencies.

Gender Capacity Development: All employees should have access to guidelines, tools and learning opportunities, and to be encouraged, to strengthen their gender competencies.

How to advance Gender Equality in WFP Human Resource Management

1. Gender & Recruitment
   Include gender in the recruitment process. WFP is committed to diversity and inclusion in the workplace and considers qualified women & men from all backgrounds as applicants to work for the organization.

2. Awareness, Knowledge & Skills
   Ensure employees understand the WFP Gender Policy and have access to training and resources. Staff involved in recruitment need to understand the relevance of gender to the WFP mandate.

3. Vacancy Announcements, Terms of Reference, Job Descriptions
   Use gender-sensitive language and include gender considerations and requirements.

4. Sourcing & Outreach
   Circulate vacancy announcements widely. Share through women’s rights organisations and women’s professional associations to achieve a wider pool of qualified women candidates.

5. Shortlisting
   Gender balance in candidate shortlists is a key step towards parity. Women should constitute 30% of candidate longlists and shortlists.

6. Assessing & Interviewing
   Assess candidates’ gender awareness and competencies. Include women and people with gender expertise on panels. Ensure that interviewers understand the relevance of gender equality to WFP’s work.

7. Selection & Recommendation
   Make selections based on competence and merit. Where gender parity has yet to be achieved, and where candidates are equally qualified and deemed equally competent, give preference to the under-represented sex.

8. Monitoring
   Set targets and publish progress towards gender parity at all levels and across all functional areas. Keep HR dashboards up to date.

9. Committees
   It is important that women and men are represented on standing and ad-hoc committees so that diverse views and voices are heard. Ensure committees’ ToRs include a requirement for gender parity.

10. Gender & Retention
    Monitor staffing changes & conduct exit interviews. Use the information to improve the workplace for women and men. Provide professional development and career advancement opportunities to all employees. Educate WFP staff on diversity and inclusion.

WFP Gender Office 2017 – Visit the Gender Transformation Programme (http://gtp.wfp.org) or the Gender Toolkit (http://gender.manuals.wfp.org)