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World Food Programme

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Regional Bureau for **Eastern Africa**

# People and Culture

## 2022 Regional **Achievements and Outlook**

April 2023

# “ DELIVERING THROUGH PEOPLE IN EMERGENCIES ”

## Introduction

WFP extensive footprint and expertise in Eastern Africa are key to supporting government work towards achieving Zero Hunger. WFP's Eastern Africa region comprises over 6,200 employees (38.8 percent being women as of Quarter 4, 2022), supporting WFP operations in increasingly challenging environments in 10 country offices.

The Regional Bureau for Eastern Africa Human Resource (HR) function is a strategic business partner supporting humanitarian response in the region. The HR function provides this support by building and empowering an agile, diverse, talented, and engaged workforce that works to save lives and change lives in the region. This is done with the recognition that employees, regardless of their roles, and through the strength of their diversity, are the most important and valuable resource driving the organisation's mission.

In the region, 86 percent of WFP employees are locally recruited with 62 percent of employees serving in emergency designated duty stations in Ethiopia, Somalia, Sudan, South Sudan, and some parts of Northern Kenya.

WFP's People Policy provides a coherent and overarching corporate framework for excellence in people management and establishes mutual accountability among the organisation's leaders and employees. The Regional Bureau's HR function has continued to empower WFP employees to fulfil their commitments and achieve the high-performance standards articulated in the WFP People Policy.

### 2022 **Priority areas** with high-impact outcomes

- 1 Enabling people management excellence** with the aim of enabling and equipping leaders with the mindset, skills and behaviours that put people management at the centre of WFP's culture and act as role models in promoting a respectful work environment.
- 2 Leading the implementation of Critical Corporate Initiatives**, a three-year critical resource specifically designed to support excellence in people management, and the required organizational change by strengthening organizational capacity to establish, operationalize and absorb identified corporate and cross-functional change-driving activities.
- 3 Building the next generation of humanitarians in the region** by spearheading the development of **WFP's future talent today through internship programmes** that are geared towards equipping youth from the Eastern Africa region with employability skills relevant to the humanitarian sector.
- 4 Supporting country offices to deliver in emergencies through people.**

## Delivering through **People in Emergencies**

2022 saw one of the most challenging years for the region due to unprecedented economic shocks, the worsening drought and floods catastrophe, and the global food crisis. Thanks to the support from WFP donors, WFP scaled up its response in the Horn of Africa to avert the drought situation in collaboration with governments and partners.

To support the emergency scale-up operation, the Regional Bureau's facilitated the effective resourcing of country office operations in line with corporate guidelines to ensure that the right emergency staff emergency profiles were in place at the right time. In total, HR processed more than 90 emergency scale-up requests within the region as well as support to the Ukrainian crisis where a number of staff from the region were at the forefront leading the emergency operations.

## Enabling People **Management Excellence**

WFP delivers through people at the centre of the humanitarian operations. Several leadership development programmes were implemented in 2022 to build professional capacity of its leaders for increased engagement, and personal and professional effectiveness, and to broaden understanding of WFP mandate locally and internationally.







With a focus on building current and next-generation humanitarian leaders, a total of **188** leaders from the region were enrolled in the various leadership programmes.



## Critical Corporate Initiatives: **People Policy Initiatives**

The Critical Corporate Initiatives is a three-year critical resource specifically designed to support excellence in people management, and the required organizational change by strengthening organizational capacity to establish, operationalize and absorb identified corporate and cross-functional change driving activities.

In 2022, the Regional Bureau rolled out various People Policy initiatives across the various Country Offices including:

<p><b>SOMALIA</b></p> 	<p><b>Green Talent Programme</b> where 15 graduates were selected to an incubation programme to take on National Officers role inside Somalia.</p>
<p><b>SOUTH SUDAN</b></p> 	<p><b>Staff Bursary Programme</b> where the organization sponsored 70 staff to undertake upskilling through graduate studies in local and international universities in the 2022/23 academic year.</p>
<p><b>RWANDA</b></p> 	<p><b>Female Internship programme</b> where 10 female interns were hired across the Head office and the field offices.</p>
<p><b>SUDAN</b></p> 	<p><b>Women Internship Programme</b> where 32 interns were onboarded in the country office and area offices/ field offices.</p>
<p><b>DJIBOUTI</b></p> 	<p><b>Persons with disabilities and a female internship programme</b> where 5 female interns, 3 of whom are persons with disability, were hired.</p>
<p><b>ETHIOPIA, KENYA &amp; UGANDA</b></p> 	<p><b>Disability Inclusion 'Hiring Beyond Labels' programme,</b> where 4 employees who are persons with disabilities were hired in each of the country offices.</p>

## Building the **Next Generation** of Humanitarians in the Region

Through internship programmes at the Regional Bureau in Nairobi and at country office level, in 2022 WFP provided opportunities to more than 100 students/graduates drawn from across communities in the Eastern Africa region to augment their studies and career development with the humanitarian and development sectors, while contributing to WFP's mission of saving and changing lives.

Thus, through the internship programmes, WFP also developed young talent in its programmes, built its employer brand, and subsequently attracted qualified female candidates in male-dominated roles. WFP offered them placements that contribute to workforce diversity and gender equality at all levels.



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