



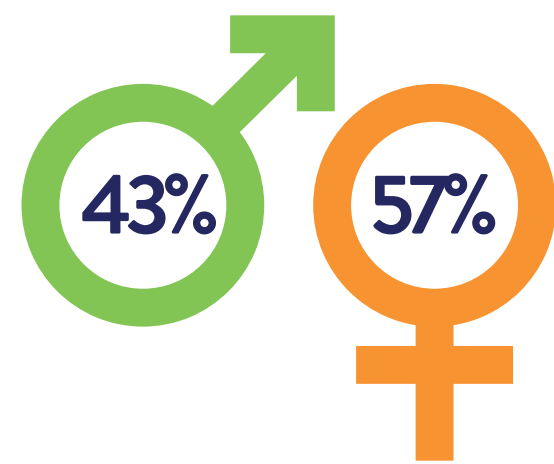
HUMAN RESOURCES REPORT 2020



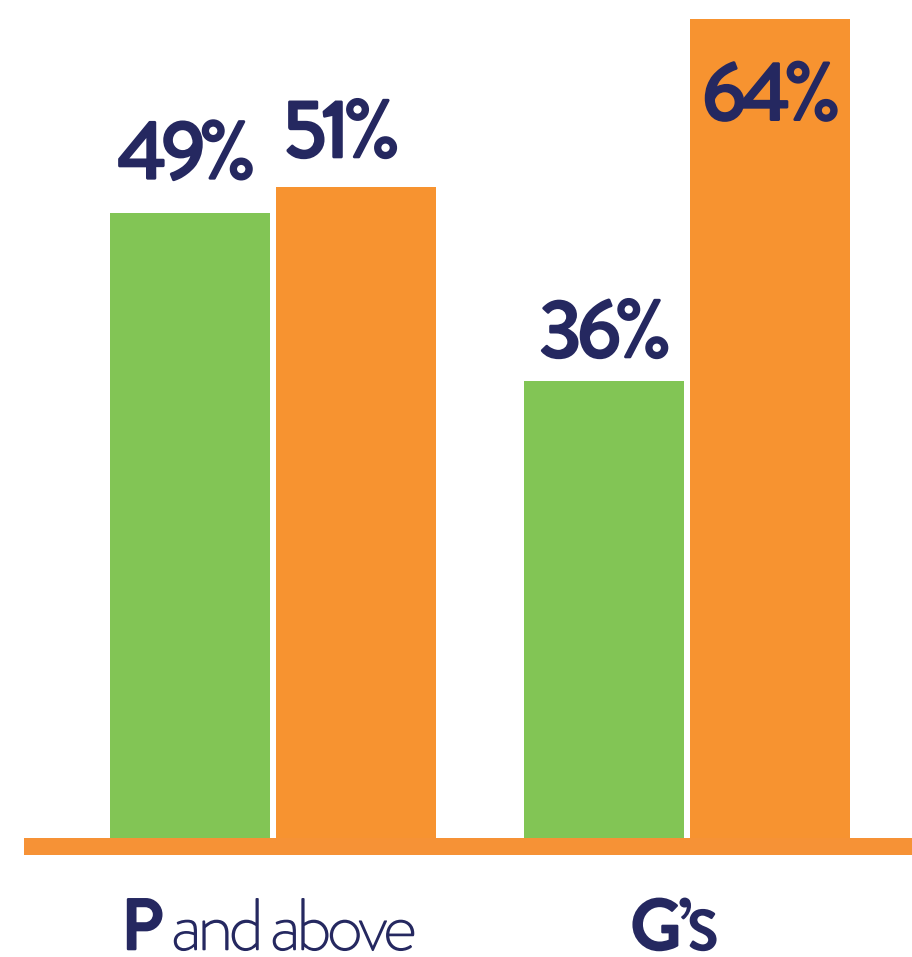
STAFF BY CATEGORY AND NATIONALITY

(INCLUDING SG AND ED POSITIONS) AS OF 1 JUNE 2020

GENDER DISTRIBUTION

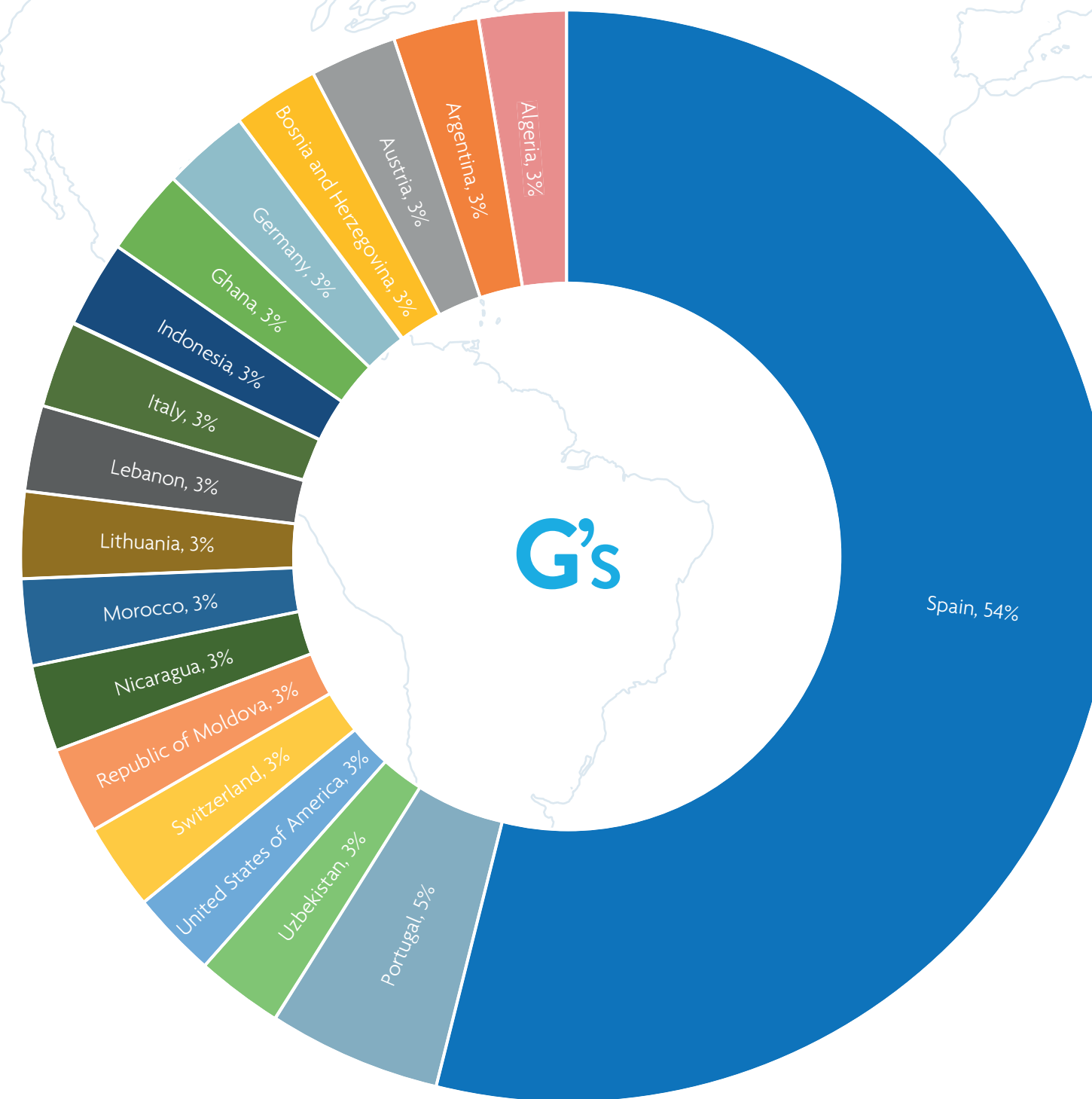


GENDER PER CATEGORY



NATIONALITY PER CATEGORY

82 Staff members - 36 nationalities worldwide

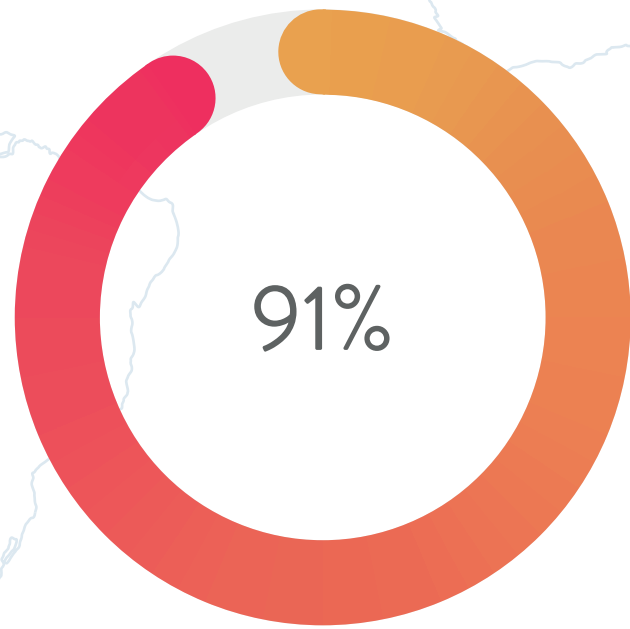
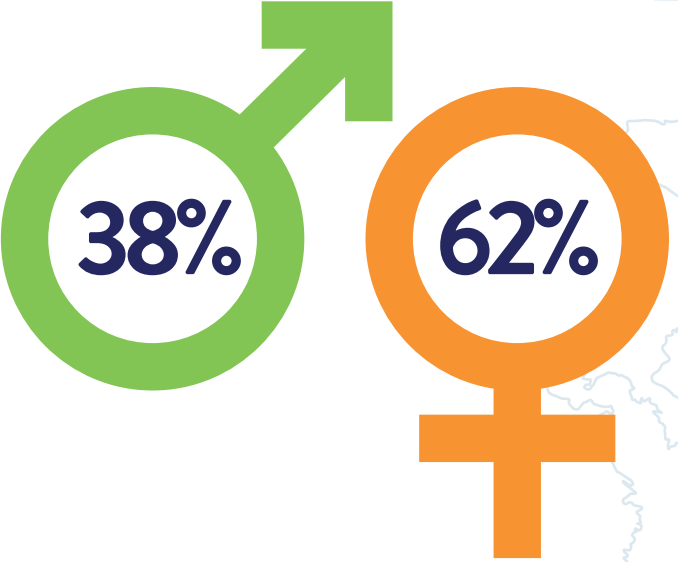


NON-STAFF BY CATEGORY AND NATIONALITY

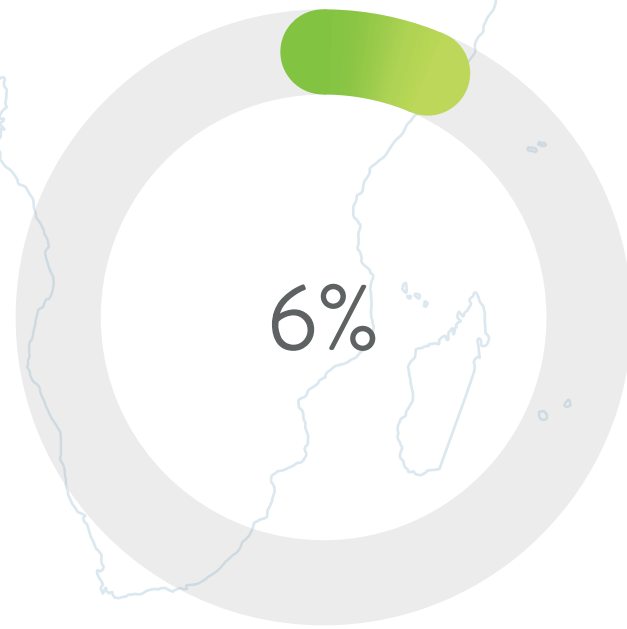
AS OF 1 JUNE 2020



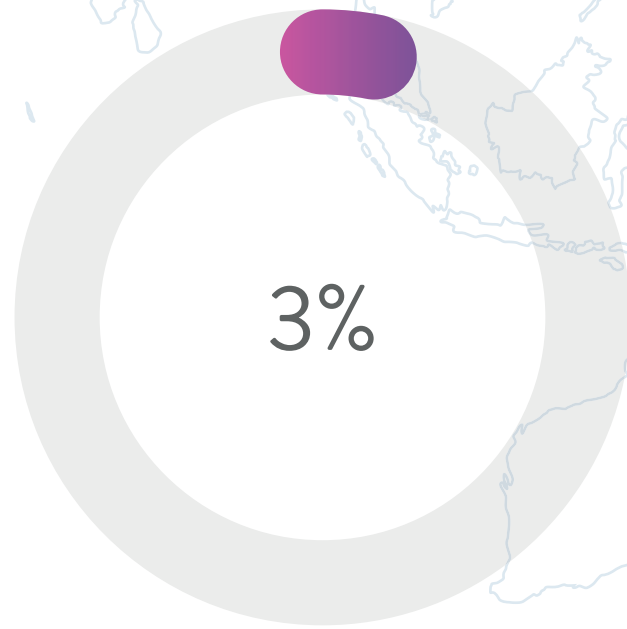
69 NON STAFF MEMBERS



Service Contract Holders



Interns



Officials on Loan

HR FOCUS



2020-2021 HR FOCUS

- Review of the **performance appraisal system** to align objectives with organizational goals, make better use of the Organization's human resources and address underperformance
- Develop the **induction programme** for new personnel and offer more targeted **learning and development opportunities** for the benefit of personnel and the Organization
- Automate applications and form for more efficient use of resources and reduce paperwork
- Implementation of a **health and well-being** strategy based on strategic themes



HR MAIN RECOMMENDATIONS TO THE EXECUTIVE COUNCIL

- Encourage Member States to send concrete proposals on the **Junior Professional Officer Programme** and the **Official on Loan Scheme** to further improve on talent development for the Organization and our Members
- Endorsement of clarification to **Staff Rules** and exception to **Staff Regulation 28**
- Endorsement of **reclassification** of posts to ensure the better use of financial resources and in view of the small structure of the Organization
- Implement **policies** to address discrimination, harassment, including sexual harassment, and abuse of authority
- Revise the **contractual schemes** to ensure a more agile workforce
- Enforce **induction** and health and well-being policies
- Improve **efficiency** through internal electronic systems



112 EXECUTIVE COUNCIL

TBILISI, GEORGIA, 15 – 17 SEPTEMBER 2020
