STAFF BY CATEGORY AND NATIONALITY
(INCLUDING SG AND ED POSITIONS) AS OF 1 JUNE 2020

GENDER DISTRIBUTION

43% Male
57% Female

GENDER PER CATEGORY

49% G's
51% P and above

NATIONALITY PER CATEGORY

82 Staff members - 36 nationalities worldwide
NON-STAFF BY CATEGORY AND NATIONALITY
AS OF 1 JUNE 2020

29 NATIONALITIES WORLDWIDE

69 NON STAFF MEMBERS

91% Service Contract Holders
6% Interns
3% Officials on Loan

38% Female
62% Male

WORLDWIDE
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