

# HUMAN RESOURCES REPORT

The year 2021, in the same manner as 2020, constituted another year of remarkable change and challenge due to the COVID-19 pandemic with the extensive use of telework, travel restrictions and work from home remaining the norm. The EEAS human resources management retained the duty of care for the safety, wellbeing and the health of staff in HQ and Delegations worldwide, as its ultimate priority.

As regards the EEAS organisational structure:

In **January 2021**, following the creation of the Integrated Approach for Security and Peace Directorate (ISPD), the organisation structure and title of the division "Concepts, Knowledge Management and Programmes" was renamed as "Integrated Approach: Methodology and Implementation" in order to take better into account the reality of its work as well as the expectations towards its mandate.

In **February 2021**, the Secretary General reorganised the services attached to him, with regard to both the structure of the office and the entities directly attached to it. The purpose was twofold: on the one hand, the aim was to streamline the services directly allocated to the Secretary General, on the other hand to integrate some posts into the services so as to ensure a more coordinated output and reinforce the policy-making structures. This reorganisation resulted to the creation of the "Office of the Secretary-General".

In addition, the "Connectivity Adviser" entity was moved under the Deputy Managing Directorate for Human rights, global and multilateral issues, the "Task Force Iran" entity under the Deputy Secretary-General for Political Affairs and the 'Space Task Force' under the Deputy Secretary General for CSDP and Crisis Response.

In **March 2021**, the Space Task Force, previously attached directly to the Secretary General, was transformed into a division under the Security and Defence Policy Directorate.

Finally, in **September 2021**, the EEAS went through a **significant reorganisation**, affecting most of the EEAS structure, in an effort to ensure an efficient organisation and optimal distribution of tasks in light of the changing geopolitical context and shifting priorities. The "AFFGEN" Directorate was split into two new directorates: the directorate "General Affairs and Chief Legal Officer" and the directorate "Strategic Communication and Foresight". The new division "Financial Instruments and International Cooperation" was also created.

Furthermore, the Managing Directorate Global is now comprised of two Deputy Managing Directorates (DMD): The DMD "Values and Multilateral Relations" and the DMD "Global Issues". In addition, several entities, including geographical as well as horizontal directorates were restructured, by re-naming, merging, moving, or splitting entities, to facilitate a more efficient and functioning organisational structure.

One of the most prominent changes was the re-naming of the Managing Directorates for Europe and Central Africa (MD EURCA) from MD-EURCA, WEST to MD-EUROPE and from MD-EURCA, EAST to MD-EURCA. Finally as of September, the Directorate 'Budget and Administration' adopted its new name "Resource Management".

The new EEAS Organisation Chart is available at the end of this report.

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**South African Human Resource Management** Ben Swanepoel, Barney Erasmus, Heinz Schenk, 2008 Book Strategising designing and planning as preparatory HRM work Sourcing work talent Facing the country's people empowerment challenge Meeting the reward and care challenge Handling labour and employee relations challenges Championing change and transformation Managing HRM related information including HRM and sustainability reporting Based on most recent theoretical developments the emphasis is on the practical applications Samples of relevant documents are included and an accompanying CD contains a wealth of relevant resources as well as a continuing integrating case study that serves as a basis for these applications and individual and group activities As a package South African Human Resource Management will be extremely valuable to both current and aspirant managers and human resource practitioners

**Technical Writing** William S. Pfeiffer, Jan Boogerd, 2004 This book offers an easy to use approach towards learning the fundamentals of technical writing The author's writing style is user friendly and engages the reader by providing a comprehensive overview of current topics in technical writing Chapter topics cover process in technical writing ethics and globalism in the workplace organizing information page design patterns of organization process descriptions and instructions letters memos and electronic communication informal reports formal reports proposals and feasibility studies graphics oral communication technical research and style in technical writing For professionals in the technical writing field **CIO**

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, 2009-01-01 This volume features the latest research and practical data from the premier event for the microelectronics failure analysis community The papers cover a wide range of testing and failure analysis topics of practical value to anyone working to detect understand and eliminate electronic device and system failures Case histories and review papers are included as well as guides to new and unique tools and methodologies applications and results The Blackwell Handbook

of Personnel Selection Arne Evers, Neil Anderson, Olga Smit-Voskuijl, 2009-02-04 The Blackwell Handbook of Personnel Selection provides a state of the art review of theory research and professional practice in the field of selection and assessment. Reviews research and practical developments in all of the main selection methods including interviews, psychometric tests, assessment centres and work sample tests. Considers selection from the organization's and the applicant's perspective and covers the use of new technology in selection and adverse impact issues. Each section includes contributions from internationally eminent authors based in North America and Europe.

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