

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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