

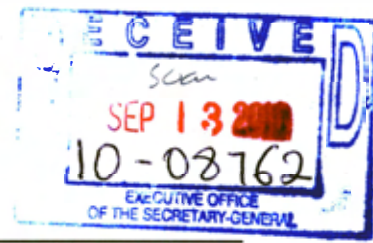
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DSG



Comisión Económica para América Latina y el Caribe

INTER-OFFICE MEMORANDUM

10 September 2010

To: Ms. Asha-Rose Migiro
Deputy Secretary-General

From: Alicia Bárcena
Executive Secretary, ECLAC

Subject: ECLAC's Human Resources Action Plan (HRAP)

This is in reference to your letter dated 8 June 2010 on the findings of the Management Performance Board which reviewed the performance of senior managers against the targets included in their 2009 Compacts and Human Resources Action Plans (HRAPs).

We have taken note of the HRAP indicators that require attention. Please rest assured that we are making every effort to improve the performance of ECLAC in the 2010 and 20100 cycles.

In the area of recruitment the following measures are being undertaken in order to meet our targets:

- Additional training has been delivered to Programme Case Officers (PCOs) and members of the Central Review bodies in 2009 and, on Inspira, in 2010.
- The Human Resources Section provides on-going support to PCOs in the use of Galaxy and Inspira and in the evaluation of candidates.
- The recruitment processes for posts that are becoming vacant due to the retirement of their incumbents are now being initiated far in advance of the retirement date.
- We are making every effort to recruit female candidates, but do not always have qualified candidates among applicants.

Best regards.







URGENT - Senior Managers' 2009 performance assessments

Loreto ARIZTIA to: Silvia Gaymer

13/09/2010 09:37 AM

Cc: Gerardo MENDOZA

Sender	Date	Subject
 Loreto ARIZTIA	13/09/2010 09:37 AM	 URGENT - Senior Managers' 2009 perfor

Dear Ms. Gaymer

Attached please find memo from Mrs. Alicia Barcena to Mrs. Asha-Rose Migiro on HRAP.



Memo to DSG on HRAP, 2010.pdf

Best regards



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