

Supporting ADB's Long-Term Strategic Framework: ADB's Human Resources Policy

16 October 2008

ADB

ADB STAFFING AND ORGANIZATION

- **About 2,489 staff (in HQ and field offices)**
 - **5 Management staff (President and 4 Vice Presidents)**
 - **867 Professional Staff or PS (including the MDG)**
 - **1,617 National Officers and Admin Staff or NO/AS**
- **67 ADB members, of which 56 are represented**
- **English as a Business Language**
- **245 Women PS or**
 - **28.3% of total PS as of 30 September 2008**
- **19.6% staff located in 26 Field Offices (19.4% in 2007)**

(as of 30 September 2008)

The logo for the Asian Development Bank (ADB), consisting of the letters "ADB" in a white, serif font on a dark blue rectangular background.

ADB STAFFING AND ORGANIZATION

- **The employment policy – MGT, PS, NO, AS**
- **Operations and non-operations**
 - **About 50% PS in each area**
- **Organization**
 - **Management Team: President/ 4 VPs/ MDG**
 - **23 Departments/ Offices**

OVERVIEW OF THE HRS

The 2005-2007 HR Strategy pursued three mutually reinforcing objectives:

- **Enhance Organizational Capability**
- **Establish an Effective Performance Management System**
- **Strengthen Leadership and Accountability**

REVIEW OF THE HRS

- **SES in March 2008**
- **Strategy 2020 approved in April 2008**
 - **Establish & Sustain Institutional Systems and Competencies**
 - **Enhancing HR and Skills Mix**
 - **Improve Organizational Structure**
- **Review of Resident Mission Operations**
- **External consultants conducting review**

BENEFIT TO DMCs

- **RM's Role Enhanced**
- **Staffing of RMs**