



Commitment to Reform

DGII Strategic choices

Programme objectives

Capitalizing on strengths

Rebalance 3 dimensions of strategic triangle

Balance exploration vs exploitation,

Strengthen communication and visibility

Financial objectives Increasing Efficiency

Strategic objectives

Internal processes objectives

Reducing redtape,
Promoting new working methods,
Outsourcing routine tasks,
Better management of data

People & Learning objectives

Flatter hierarchy,

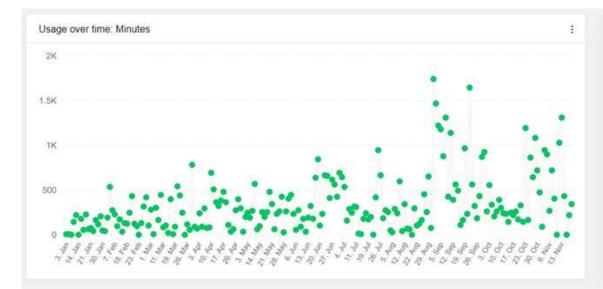
Task based work organisation,

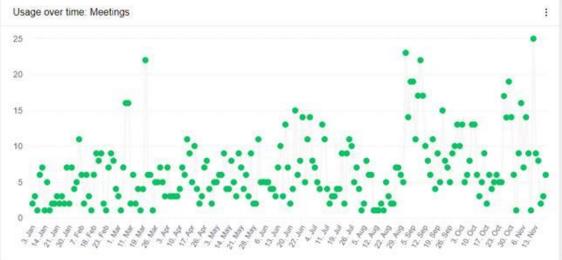
Attracting new talents,

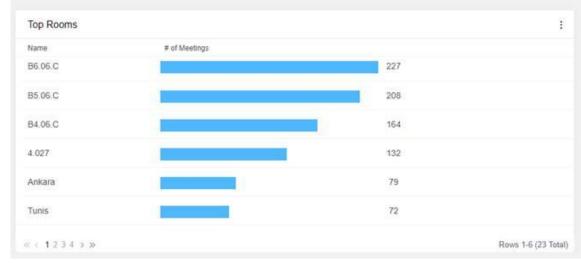
Transfer knowledge

Internal Processes Objective: Promoting new working methods

- Organisation of On-line meetings
 - 2018 we invested in highperformance equipment for organising online meetings in three rooms in the Agora building the bureau of the Director General and a virtual bureau
- Results in 2019 = **628** meetings were organised
- B4.06.C : 164 meetings
- B5.06.C : 208 meetings
- B6.06.C : 227 meetings
- A6.04.C: 12 meetings
- 4213123624 : 28 meetings







Project Management : European Qualifications Passeport for Refugees (EQPR)

- 396 EQPR issued out of 476 interviews (140 interviews done via on-line and virtual Agora Rooms)
- Week 18-22 November 2019 large scale on-line implementation of the project: 4 virtual rooms connected via the project manager in Strasbourg with experts from 9 participating countries and refugees in their centres.
- Student refugees based in the reception center in **Amsterdam** interviewed by credential evaluators from the Netherlands (together with refugees in the reception center) and other credential evaluators sitting in their offices in one of the countries participating in the project (Armenia, Canada, France, Germany, Greece, Italy, Norway and United Kingdom)

DIO Recommendations

Financial Management

Project Methodology Management

Intergovernmental Committees

People and Learning Objectives – Training

Project Methodology Management

- Training 2 days methodology = 18 agents in 2019 (144 in total)
- Training ½ PMM tool day for project design = 7 agents in 2019 (99 in total)
- Training ½ PMM tool day for implementation = 34 agents in 2019 (42 in total)

Financial Management

• **69** agents in 2019 (**437** since 2014)

529 DGII Staff members followed at least one training session from the training catalog of the Organisation during 2019



Programme Objectives: Strengthening communication and visibility — WEB & Social Media

Top 20 most visited Council of Europe websites, there are in order of ranking the following DGII websites:

- Common European framework reference languages CEFR (3rd position)
- Compass (4th position)
- Youth (6th position)
- Language policy (9th position just after the CM website)
- Children (12th position just after the CPT)
- Istanbul Convention (15th position just after press freedom)
- Youth Partnership (17th position)
- Gender equality (18th position)
- ECRI (20th position just after GRECO)
- 9 DGII sites are in the top 20 Council of Europe sites

Intranet.coe.int/dg-democracy

New DGII INTRANET page for Permanent Representations, Intergovernmental Committee members and Staff

