



# ANNUAL DIVERSITY AND INCLUSION REPORT 2022



## Introduction



Abcom has been working to enhance people's lives for the past 18 years by creating international standards and influencing social, economic, and environmental policies that promote prosperity, sustainability, inclusivity, and well-being for all.

Our worth comes from our unique capacity for study, analysis, critique, and the creation of solutions and policies that are appropriate for the situation. We give the Organization's great employees credit for this. Our employees are drawn from all over the world, representing various racial groups, educational levels, gender identities, nationalities, tongues, cultures, and worldviews. This diversity encourages distinctive viewpoints and ground-breaking responses to global problems.

Abcom has made strides in recent years to advance gender equality and balance, and significant work is being done to expand our representation of talent from underrepresented countries. I'm happy to present you with a newly designed Abcom Annual Diversity & Inclusion Report, which we are making public for the first time, in the spirit of transparency and knowledge sharing. It is crucial for us as an organization to commit to making progress in this area.

Yours Sincerely,  
Pradeep Kumar, General Manager  
Abcom

The annual Abcom Diversity and Inclusion (D&I) Report aims to offer Member countries, staff, and an annual update on the Abcom's diversity and inclusion agenda, progress against major strategic initiatives, and descriptive statistics and data relevant to workforce diversity. Key data are included in the main report's summary of the Abcom's current D&I strategy, while the annex has details about each Member nation. Unless otherwise stated, every number given is based on statistics as of December 31, 2022.

Part One

# OUR FRAMEWORK FOR THE FIRM

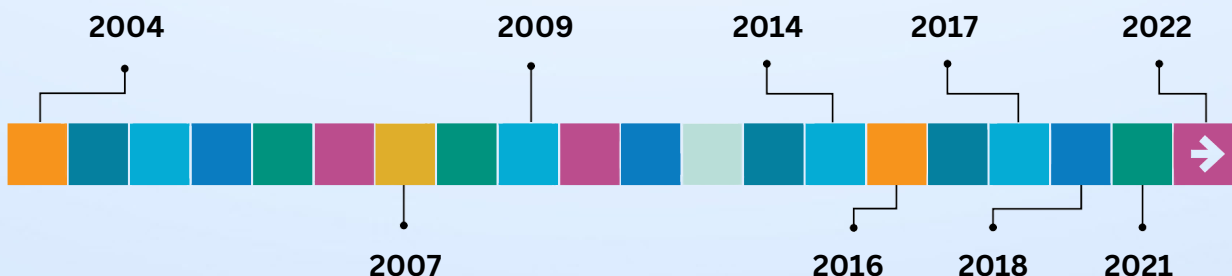
In all grades, directorates, and programs, the Abcom is dedicated to fostering personnel diversity. In order to develop public policies that reflect a variety of origins, viewpoints, methodologies, and demands, a diverse staff is crucial. Along with our dedication to diversity, we strive to provide a welcoming, secure, encouraging, and courteous workplace where every person can realize their full potential and feel equally appreciated.

The highest standards of competence and integrity are given first priority when choosing employees under the Abcom staff network. Additionally, the Organization shall ensure fair distribution among the citizens of its members and gender equality in representation.



## IMPORTANT PROGRESS IN DIVERSITY & INCLUSION

The most effective diversity and inclusion initiatives are those that have the support of the entire organization, are measurable over time, and are included into our work and procedures, as we consider our diversity and inclusion efforts to date. The development through time is depicted below.



## OUR FRAMEWORK FOR THE FIRM

### Part One

# FRAMEWORK FOR DIVERSITY AND INCLUSION

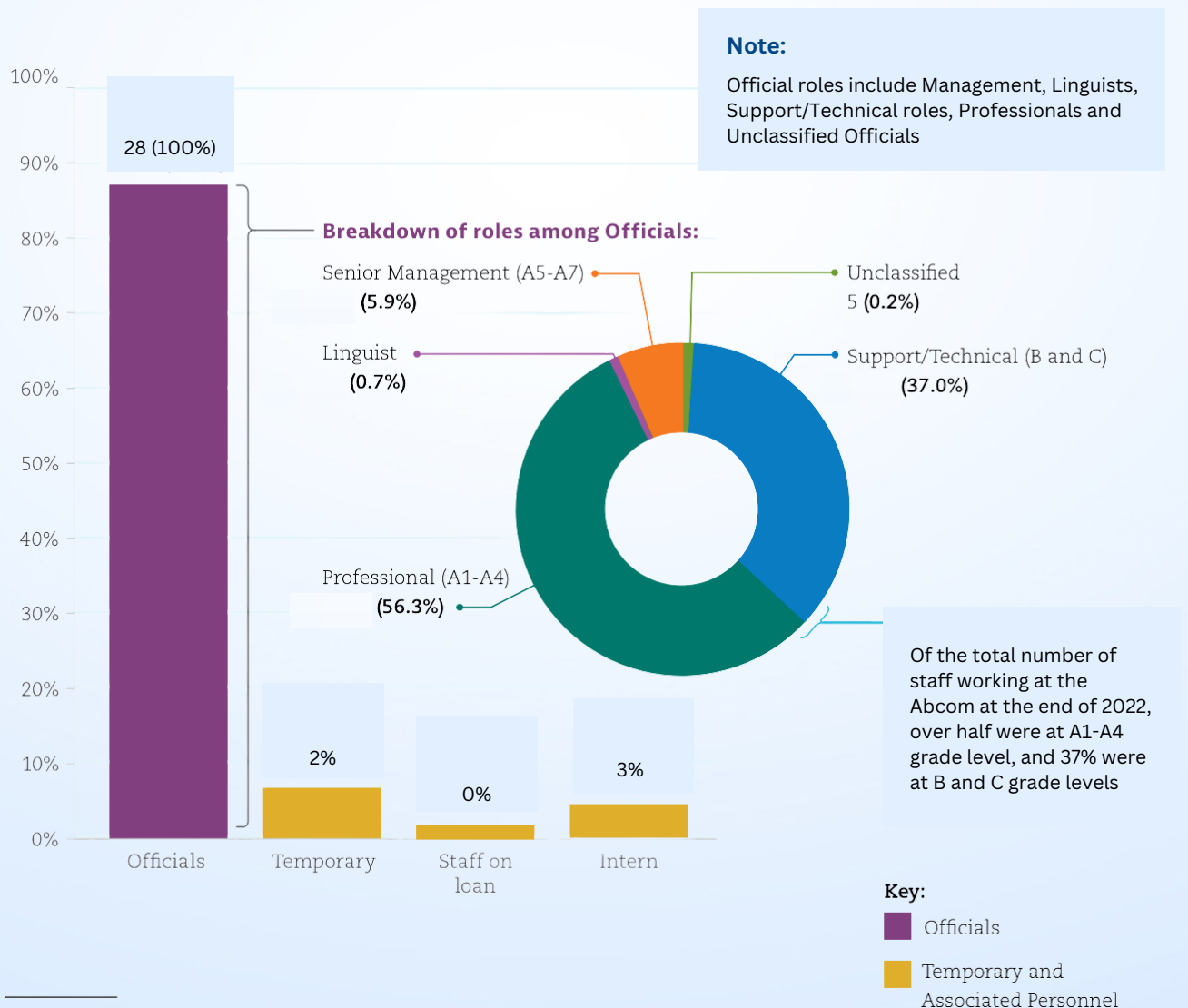
Our D&I Framework, which is organized around five primary pillars, serves as the foundation for a thorough and strategic approach and serves as the beginning point for both current efforts and upcoming plans. The organizational culture and ideals are supported by these five pillars. The Abcom's D&I plan is represented by each pillar by a different program or measure.



Part One

# THE KEY OBSERVATIONS AND HIGHLIGHTS FOR 2022

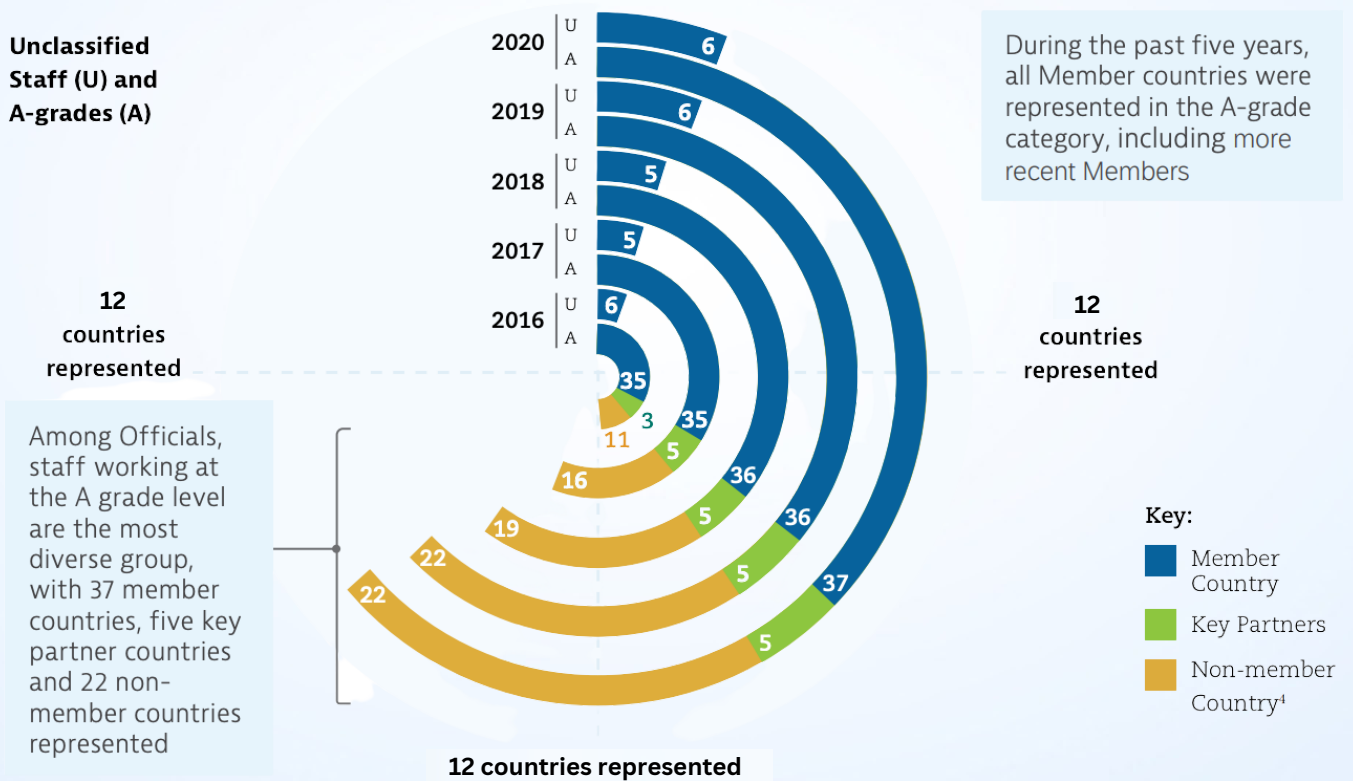
In crucial areas of its D&I priorities, the Abcom has consistently advanced. With a breakdown of our workforce by gender, nationality, and country representation, as well as by age and career specialization throughout time, this chapter sheds light on these accomplishments.



# NATIONALITY



The 28 Abcom Members are dispersed over UAE. This diversity of nationality is reflected in the staff's increased country representation over the 2010-2022 period. Abcom also collaborates closely with its Key Partners, which include South Africa, Brazil, China, India, and Indonesia. These countries also take part in regular Abcom surveys and are profiled in statistical databases.

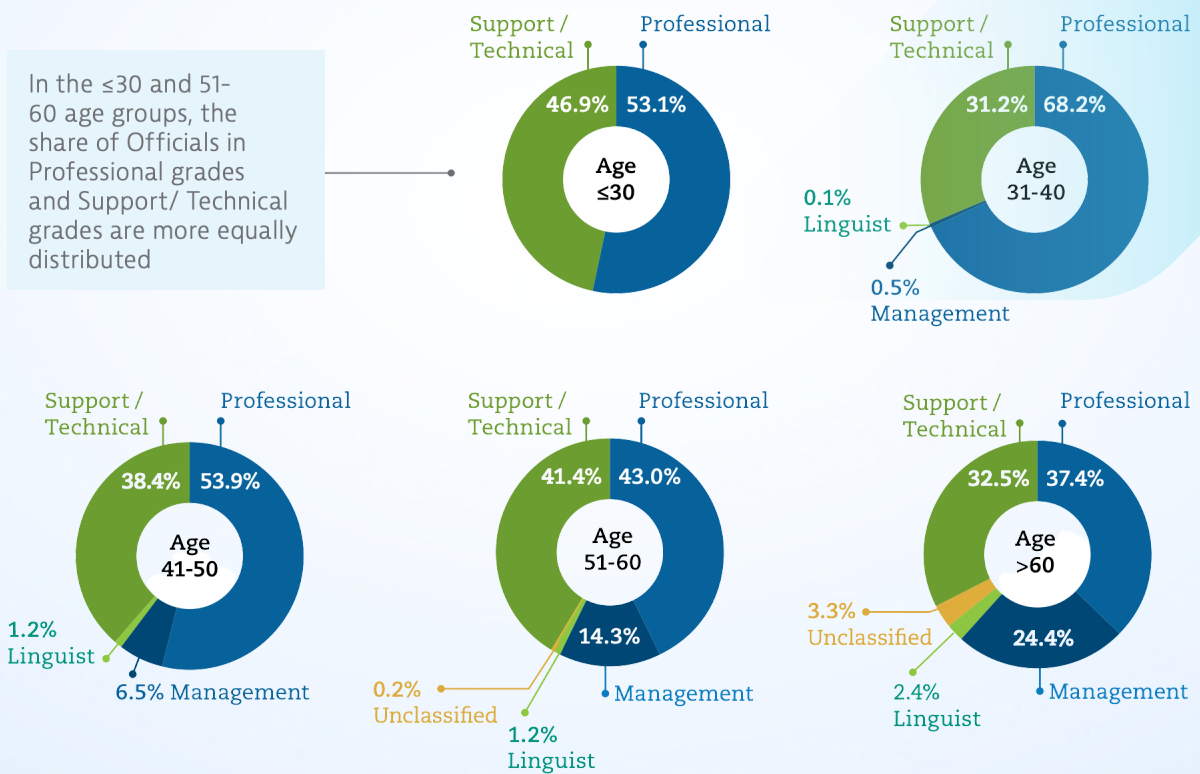


Only nationals of Members of the Organisation are appointed as officials, unless there is a specific exception agreed by the Council; accordingly persons who are not nationals of a Member of the Organisation may be appointed as officials only in the programmes and services and under conditions specified in the Abcom Staff Regulations, Rules and Instructions of the United Arab Emirates, Federal Authority for Identity and Citizenship.

# AGE

The 28 Abcom Members are dispersed over UAE. This diversity of nationality is reflected in the staff's increased country representation over the 2010-2022 period. Abcom also collaborates closely with its Key Partners, which includes entire GCC regions. These countries also take part in regular Abcom surveys and are profiled in statistical databases.

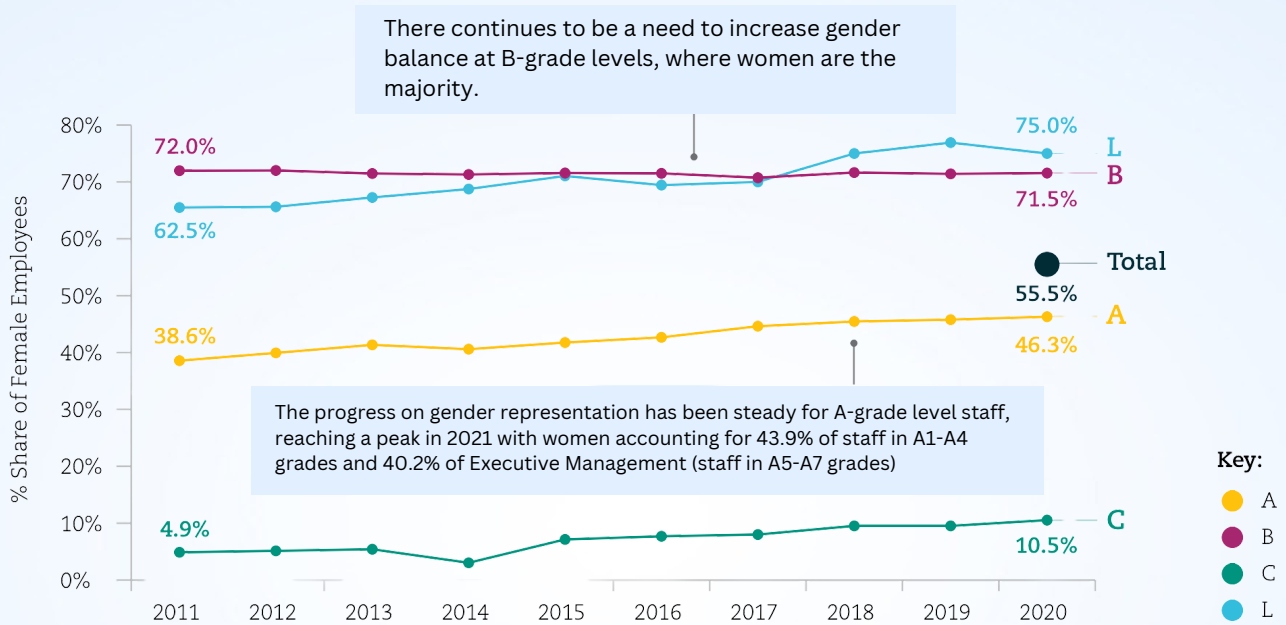
In the ≤30 and 51-60 age groups, the share of Officials in Professional grades and Support/ Technical grades are more equally distributed



The majority of Official staff are in the 31-50 years range, and among this age range, Professional grades are highly represented.

# GENDER

Overall, the share of women across all Officials reached 46.3% as of 2022



## Part Two

# KEY INITIATIVES FOR 2022

In the midst of a pandemic, 2020-2021 presented its share of difficulties since nearly the whole crew had to work remotely. However, we have made progress on a number of programs related to diversity and inclusion.

This chapter summarizes the projects that have made progress during the past year in each of the five pillars of our D&I framework.



# TALENT ACQUISITION AND DEVELOPMENT



Who? Open to students enrolled in full-time degree programmes from member or non-member countries.

Why? Interns gain invaluable analytical, communication and technical skills working in an international team environment. Who? This two-year programme attracts recent undergraduates.

Why? Young Associates gain professional experience in multilateral policymaking, research and analysis. The programme also acts as a springboard to target future postgraduate studies at top-ranked universities.

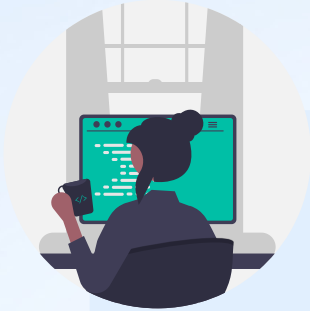


## Highlights of Talent Acquisition and Development Initiatives:

- **Partnering with professional networks** representing individuals of diverse backgrounds
- **Supporting on-boarding of newcomers** through parental and childcare programmes
- **Piloting AI in candidate screening** and reviewing the effects on the diversity and quality of recommended candidates
- **Enhancing diversity guidelines** for recruitment processes
- **Diversifying the channels** through which candidates are sourced
- **Collaborating with Member countries** for time-bound assignments



# AWARENESS & OUTREACH



## DIGITAL OUTREACH

Social media and online career events are useful instruments for promoting the Organization's employment prospects to a wider audience, especially in light of the difficulties caused by COVID-19.

# 35%

more traffic overall to our revamped career page (with the addition of the People Management Guidebook) and 37.3% more unique visits

# 40%

more career events across Member countries increased our digital outreach efforts, enabling us to reach more diverse talent



### Initiatives for Awareness and Outreach that Stand Out:

- Sharing Abcom job openings with member country delegations via a dedicated newsletter
- Collaborating with member nations to inform their citizens about Abcom employment opportunities
- Participation in our employee resource groups

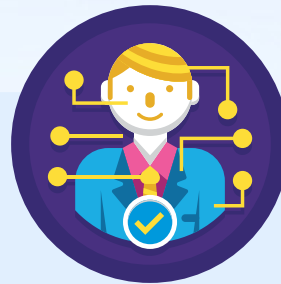
# WORKFORCE ANALYTICS



## CANDIDATE DIVERSITY DIAGNOSTIC

**What?** Shared with the hiring team prior to a recruitment drive, this reporting tool enables Abcom to access an overview of the representations of staff and candidate pool by nationality and gender.

**Why?** This equips us to take diversity into account when sourcing, screening and shortlisting candidates



## DIRECTORATE DIVERSITY DIAGNOSTIC

**What?** This live tool is used by all Abcom directorates to prepare and support key people management processes, including performance evaluation, promotion and contract decisions.

**Why?** To ensure our management processes consider the facts and figures as related to the diversity of our staff.



### Highlights of Workforce Analytics initiatives:

- Annually publishing the Diversity and Inclusion Report and Staff Profile Statistics presented to Executive Committee and Council
- Tracking diversity in Abcom Learning and Development activities
- Introducing a “new applicant diversity analysis report” for each vacancy (initial pool, longlist, shortlist)

## FUTURE PLANS



### Targeted Outreach

This will involve outreach initiatives to less represented nationalities and groups



### Promoting Race & Ethnicity

This will involve outreach initiatives to less represented nationalities and groups



### Collecting Data

This will involve outreach initiatives to less represented nationalities and groups



### Making Policies more inclusive

This will involve outreach initiatives to less represented nationalities and groups

## TARGETED OUTREACH

A crucial step in enabling us to access talent pools with low representation in our workforce is the sourcing of diverse applicants. Abcom engages in a number of initiatives to promote employment prospects and position the organization as an employer of choice.

Future goal?

To further enhance the Abcom's recruitment efforts, we intend to revamp our outreach strategy. This includes close collaboration with our Member countries – especially those who are less represented among our staff – through the following initiatives:

- Targeted online campaigns
- Participation in different career and outreach events
- Proactive sourcing of talent

## CONCLUSION

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The Organization has made strides in promoting more inclusiveness and diversity through our well-established initiatives, but we also acknowledge the need for ongoing improvement in these areas. As we work to create better policies, we anticipate the path ahead.



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