



FOR INFORMATION

THIRD ITEM ON THE AGENDA

DIRECTOR'S REPORT ON THE ACTIVITIES OF THE CENTRE IN 2006- 2007 AND PERSPECTIVES FOR 2008

Report on the Centre's human resources management

Contents

	Page
Report on the Centre's human resources management (for information)	3
Amendments to the Staff Regulations (for information)	8
Proposed amendments to the Staff Regulations (point for decision: paragraph 6)	17 19
Staff resources (for information)	23

Report on the Centre's human resources management

Staff structure and movements

1. On 31 December 2007, the number of officials on the regular budget stood at 147, of whom 56 belonged to the Professional category and above. This total did not include 44 officials recruited specifically for training projects financed from extra-budgetary sources. The staff came from 32 countries.
2. Several movements affected the regular-budget staff structure in 2007. Twelve regular-budget posts were filled, six of them in the Professional category, whereas seven officials were recruited for specific training projects. Noteworthy among the new officials were:
 - Mr. Antonio GRAZIOSI (Italy), recruited as Director of Training, grade D.1, as from 1 November 2007.
 - Mr. Alexandre KOLEV (Bulgaria), recruited as Programme Manager, Employment and Skills Development, grade P.5, as from 12 November 2007.
 - Mr. Peter RADEMAKER (Netherlands), recruited as Programme Manager, Programme Development and Regional Cooperation, grade P.5, as from 1 May 2007.
 - Mr. Michael SCHEEN (Belgium), recruited as French-language Translator and Reviser in the Translation, Interpretation, Editing and Reporting Section, grade P.3, as from 1 April 2007.
 - Mr. Mehdi BACHA (Tunisia), recruited as Planning and Coordination Officer in the Resource Management and Mobilization unit, grade P.2, as from 1 January 2007.
 - Mr. Tom WAMBEKE (Belgium), recruited as Junior Programme Officer, Distance Education and Learning Technology Applications, grade P.2, as from 15 July 2007.
3. Mr. Antonio GRAZIOSI (Italy), recruited as Director of Training, grade D.1, as from 1 November 2007.
4. In contrast, there were 15 cessations of service, namely three retirements, three resignations, four terminations by mutual agreement, one inter-agency loan and three transfers to the ILO, and one cessation due to post restructuring. Furthermore, nine officials on contracts linked to training projects came to the end of those contracts. In addition, three officials took up new duties following a transfer within the Centre.
5. These numerous staff movements reveal a dynamic evolution in the structure and composition of the staff. Increased mobility between the Centre and the ILO enabled an exchange of several officials. Four Centre officials were thereby recruited by headquarters or the ILO's regional structures, and two ILO officials were loaned to the Turin Centre as part of the reorganization of the Centre's structure at the beginning of 2008, with the aim of bolstering technical collaboration between the Centre and headquarters, especially concerning the ILO's Decent Work Country Programmes.

6. The weakening of the United States dollar against the euro, and its impact on the retirement pensions paid by the United Nations Joint Staff Pension Fund to beneficiaries living outside the dollar zone, led to a rise in requests for early retirement by officials worried at seeing the purchasing power of their pensions in continuous decline. This required the Human Resources Services to act swiftly to preserve the knowledge and skills base needed for the Centre to function.
7. The Centre also sought an even geographic spread and gender balance among its staff, while maintaining a balanced age and grade structure, especially in the Professional category.
8. In 2007, women accounted for 66 per cent of the staff as a whole (35 per cent in the Professional category and above, and 86 per cent in the General Service category). The table below gives a breakdown by grade and sex of posts on the regular budget in the Professional category and above.

Grade	Total in each grade	Women	%	Men	%
P. 2	2	0	-	2	100
P. 3	16	5	31	11	69
P. 4	19	9	47	10	53
P. 5	15	4	27	11	73
D. 1	2	0	-	2	100
D. 2	2	0	-	2	100
<i>Total</i>	<i>55</i>	<i>18</i>	<i>33</i>	<i>37</i>	<i>67</i>

9. For the staff as a whole, the average age in 2007 was 45.7 (45 among staff in the General Service category and 47 among those in the Professional category). These figures are similar to those of the ILO and other organizations within the United Nations system. The table below gives a breakdown by age of staff in posts on the regular budget.

	Under 30	30 – 40	41 – 50	51 – 60	Over 60
Professional category and above	0	11	17	25	2
General Service category	0	28	31	28	4
<i>Total</i>	<i>0</i>	<i>39</i>	<i>48</i>	<i>53</i>	<i>6</i>

10. The Grade Point Average for each category of staff was kept at the same level as in 2006, namely 4.7 for the General Service category and 4.1 for the Professional category and above, by re-designating vacant posts at a lower grade. This made it possible to limit fixed payroll costs.

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11. In 2007, the Centre recruited 54 officials (nine in the Professional category and 45 in the General Service category) on short-term contracts for specific fixed-term training projects or programmes. The Centre received two volunteers from the French Government's international civilian volunteer programme, and one associate expert thanks to support provided by the Italian Government.

Human resources development

12. At the beginning of 2006, the Human Resources Services produced a tool for human resources management by objectives based on forward planning, following a long preparatory phase during which the Centre had equipped itself with the databases and analytical tools needed to use it. A report on the first pilot phase has been submitted to the Centre's management so that it can validate the approach and its indicators as used in the analysis of three of the Centre's Technical Programmes, after which the tool will be extended to all the Centre's Technical Programmes over a period yet to be specified.
13. The proposed indicators drew in part on the traditional human resources dimensions (demographic data, human capital development indicators and working conditions) but also brought in elements of operational and financial management of human resources within each Programme examined. It was a further step towards more strategic human resources management as part of a more general management approach based on performance and results.
14. At the same time, the overall methodology devised by the Human Resources Services for identifying technical competencies was completed. It will be discussed by the Centre's various joint committees in 2008 before being adopted and applied, as a first step, to the technical competencies required by those Programmes directly involved in training activities. It is also proposed to link this competency-based management system to the forward-planning management exercise described above, especially in terms of analysing future needs through a regular review of the competencies needed to achieve the objectives set and ensure high-quality performance by each Programme. In addition, the system will enable more efficient staff selection and recruitment, human resources planning, monitoring of job performance and remuneration, career management and career development. It will also be particularly useful in drawing up a programme of training and refresher courses for staff.
15. A post classification exercise led to seven promotions, two of them the Professional category. Two officials obtained personal promotions. In addition, six officials received merit step awards.

Training

16. In 2007, staff training and refresher training covered subjects such as conflict management, mediation, communication, media skills, change management, writing skills and assessing the impact of training. These activities, in which 87 officials participated, were part of the staff training and development programme. In addition, team coaching and management sessions were held for specific Programmes and Services. To meet specific technical needs

or to develop in-house skills, 12 officials undertook special training either inside or outside the Centre. Training in the Centre's main working languages (English, French, Spanish, Italian and Portuguese) was held for 66 officials.

17. As part of a specific programme on learning engineering and technology designed to keep the Centre at the cutting edge of training and knowledge-management methodology, a one-week training seminar was held at the beginning of 2007. It gave 17 of the Centre's young trainers a chance to attend sessions on such subjects as the training cycle, needs analysis, facilitation, training technology, promotion and evaluation. A seminar on training system management, facilitated by an outside consultant, was held in October 2007, and several of those who took part in the first seminar also attended training run by the United Nations System Staff College in training evaluation. Other trainer-training activities have been launched in 2008 for the Centre's entire training community. They aim to go more deeply into the use of new training technology and significant technological changes that are having a big impact on the structure and the management of knowledge and training cycles. They also enable the Centre's trainers to keep up with the latest developments.
18. The Training Facilities and Technology unit provided officials with a direct, individual help service, as well as specific training sessions for teams who needed to use specific computing tools.

Joint Negotiating Committee

19. In 2007 and 2008, the Joint Negotiating Committee (JNC) examined a series of new human resource management policies, especially on paternity leave, based on measures the ILO has adopted on the issue, and on ethics, with measures to reaffirm and detail the reference framework, setting out standards of behaviour and principles of good management and transparency for international officials and the international civil service in general, both at work and in private activities. These measures follow the ILO's example in setting out rules and procedures for outside activities, instituting a register of financial interests and an anti-fraud policy. Also on the Committee's agenda are revision of the procedure for preventing or settling disputes; setting up a system for monitoring workplace safety and health, including observance of ergonomic criteria; and a policy on the employment of disabled people.

Revision of contract arrangements at the Centre

20. At the 68th session of the Board of the Centre, the Director had made known his intention to revise the contract arrangements at the Centre, especially those of staff working on technical cooperation projects. Accordingly, the Human Resources Services, together with the Legal Adviser, had been asked to present the Director with a report on the advantages and drawbacks of changing the types of contract currently used, and on possible options.
21. A preliminary report was presented to the Director of the Centre at the beginning of 2008. This stimulated discussion at senior management level and formed the basis of the information note submitted to the Board. It brought out the salient issues which revising the contract arrangements would entail, notably how types of contract have evolved within

the United Nations system, problems linked to types of funding and financial limits, and legal questions. The discussions produced a consensus within the management team as to possible scenarios, regarding which the Director asked the Human Resources Services to carry out a deeper study of the financial and legal aspects of contract reform. This, in turn, would guide the consultations with those involved and with staff representatives and generate definitive proposals to submit to the Board for approval.

Cooperation with the integrated resource information system (IRIS) project

22. The Centre has continued to take part in the working party set up to apply IRIS to the field as a whole. In the wake of an internal reorganization which saw a redeployment of the payroll system within the Centre's financial services, the drawing up of specifications for the development of a human resources application of the integrated management software package, including the payroll system, will make it necessary to revise the responsibilities of the services involved in the use of the resources allocated to it in the 2007-2011 Investment Programme, especially for the phase of identifying and analysing needs and existing processes, a phase which will provide the basis for discussions with the ILO on the technical feasibility of integrating the Centre into the IRIS project.

For information.

Amendments to the Staff Regulations

This document gives an account of the amendments to the Staff Regulations that the Director has approved during the last twelve months under the authority delegated to him.

1. Amendments to the Staff Regulations approved by the Director

In line with Article 0.3 of the Staff Regulations, the Director has approved a number of amendments after consulting the Joint Negotiating Committee. The amendments concern the application of certain recommendations by the International Civil Service Commission (ICSC) and the application of the FAO salary scale (and relevant allowances) to the Centre's General Service category.

1.1 Salary scale and allowances for staff in the General Service category (Articles 5.1, 5.11 and Annex B of the Staff Regulations)

In line with the ICSC procedure for adjustments between two surveys, a new increase, of 1.67 per cent, was applied to General Service category salaries, with effect from 1 November 2007. This led to a change in the child allowance. In contrast, the family allowance for dependent spouses remained unchanged, whereas the language allowance was increased by the same percentage.

1.2 Changes in the post adjustment multiplier for the Professional category and above in Italy from 1 October 2007 to 30 September 2008

The remuneration of officials in the Professional category and above on duty in Turin was adjusted, in line with the decisions of the ICSC, to take into consideration the cost of living in Italy and fluctuations in the exchange rate between the euro and the US dollar, using the following post adjustment multipliers:

October	2007	Multiplier	66.6
November	"	"	69.0
December	"	"	72.6
January	2008	"	67.5
February	"	"	69.7
March	"	"	73.2
April	"	"	80.0
May	"	"	77.9
June	"	"	77.7
July	"	"	79.5
August	"	"	70.7
September	"	"	60.8

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- 1.3 The amendments to Annex B of the Staff Regulations (salary scale for staff in the General Service category) are submitted to the Board for information (Annex I).**

2. Amendments to the Staff Regulations approved by the Director under the authority delegated to him by the Board

In this section, the Director informs the Board of the Centre of the amendments to the Staff Regulations which he has approved under the authority delegated to him by the Board, subject to their approval by the United Nations General Assembly.

2.1 Salary scale for staff in the Professional category and above (Article 5.1 and Annex A of the Staff Regulations)

The General Assembly approved the rise in the base/floor salary scale for officials in the Professional category and above of 1.97 per cent, in accordance with the “no loss, no gain” principle, recommended by the ICSC with effect from 1 January 2008. This rise entailed a proportional increase in separation payments.

2.2 Paternity leave (Article 9.7 of the Staff Regulations)

At its 68th session, the Board had taken note of the ICSC’s decision to introduce, throughout the common system, up to four weeks’ paid paternity leave for staff at headquarters or posted at a duty station where a family is authorized. It might be extended to a maximum of eight weeks under exceptional circumstances, such as the death of the mother or complications during pregnancy.

Before applying these measures, the Centre had reserved the right, in consultation with the ILO, to study how to administer the new right to paternity leave and replace the relevant existing provisions. The measures have now been promulgated in both institutions.

2.3 The amendments to articles 5.1 and 9.7 and to Annex A of the Staff Regulations are submitted to the Board for information (Annex II).

3. Pensionable remuneration

3.1 Professional category and above

Article 54 (b) of the Regulations of the United Nations Joint Staff Pension Fund (UNJSPF) stipulates that the pensionable remuneration of officials in the Professional category and above is to be revised whenever the net remuneration of the same categories in New York is adjusted. Following an increase in post adjustment in New York, the Chairman of the ICSC promulgated a revised scale of pensionable remuneration entailing an across-the-board increase of 6.551 per cent, with effect from 1 August 2008.

3.2 General Service category

The rise in salaries described in section 1.1, above, entailed a proportional increase in the pensionable remuneration of officials in the General Service category, with effect from 1 November 2007.

3.3 The revised scales are submitted to the Board for information (Annex III).

For information.

SALARY SCALE FOR OFFICIALS IN THE GENERAL SERVICE CATEGORY

Effective 1 November 2007

(in euros per year)

GRADE		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
G.1	Gross	35 265	36 372	37 478	38 585	39 692	40 799	41 906	43 013	44 120	45 227	46 334	47 482	48 670	49 857	51 044
	Net	27 658	28 477	29 296	30 115	30 934	31 753	32 572	33 392	34 211	35 030	35 849	36 668	37 487	38 306	39 125
G.2	Gross	37 505	38 852	40 200	41 547	42 894	44 241	45 589	46 936	48 386	49 831	51 276	52 721	54 165	55 610	57 055
	Net	29 316	30 313	31 310	32 307	33 304	34 301	35 298	36 294	37 291	38 288	39 285	40 282	41 279	42 276	43 273
G.3	Gross	40 282	41 897	43 513	45 129	46 745	48 469	50 202	51 935	53 668	55 401	57 134	58 867	60 600	62 333	64 065
	Net	31 370	32 566	33 762	34 958	36 153	37 349	38 545	39 740	40 936	42 132	43 327	44 523	45 719	46 914	48 110
G.4	Gross	44 099	45 989	47 952	49 979	52 006	54 033	56 060	58 087	60 114	62 142	64 169	66 196	68 223	70 250	72 277
	Net	34 195	35 594	36 992	38 391	39 789	41 188	42 587	43 985	45 384	46 783	48 181	49 580	50 979	52 377	53 776
G.5	Gross	49 340	51 73	54 006	56 339	58 673	61 006	63 339	65 672	68 006	70 339	72 672	75 006	77 339	79 672	82 005
	Net	37 949	39 559	41 169	42 779	44 389	45 999	47 609	49 219	50 829	52 439	54 049	55 659	57 269	58 879	60 489
G.6	Gross	57 593	60 249	62 906	65 562	68 218	70 874	73 530	76 187	78 843	81 499	84 155	86 811	89 467	92 124	94 780
	Net	43 644	45 477	47 310	49 143	50 975	52 808	54 641	56 474	58 306	60 139	61 972	63 805	65 638	67 470	69 303
G.7	Gross	67 076	70 146	73 217	76 287	79 357	82 427	85 497	88 567	91 637	94 707	97 777	100 847			
	Net	50 188	52 306	54 424	56 543	58 661	60 779	62 898	65 016	67 135	69 253	71 371	73 490			

The qualifying period for a within-grade increment is two years.

ALLOWANCES

Family allowances under article 5.11:

Paragraph (a) (for each dependent child)	1 265 euros per year as from 1 November 2007
Paragraph (b) (1) (for a dependent spouse)	646 euros per year as from 1 November 2005 (791 euros per year for officials in service before 1 November 2005 who already received the allowance)
Paragraph (b) (2) (head of family allowance)	646 euros per year as from 1 November 2005 (791 euros per year for officials in service before 1 November 2005 who already received the allowance)
Paragraph (b) (3) (for a parent, brother or sister)	507 euros per year as from 1 November 2005
Non-resident allowance:	As per article 5.6 of the Staff Regulations
Language proficiency allowance:	1 897 euros per year for one language, as from 1 November 2007 2 846 euros per year for two languages, as from 1 November 2007

Overtime: As from 1 November 2007

Grade	Ordinary	Special	Night differential
G.1	26.50	35.34	4.42
G.2	28.80	38.41	4.80
G.3	31.54	42.05	5.26
G.4	34.91	46.54	5.82
G.5	39.06	52.08	6.51
G.6	44.82	59.76	7.47
G.7	48.24	64.32	8.04

SALARY SCALE FOR THE PROFESSIONAL CATEGORY AND ABOVE

As at 1 January 2008
(in US dollars per year)

Grade		Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
D-2	Gross	141 524	144 528	147 534	150 566	153 709	156 854										
	Net D	104 736	106 779	108 823	110 868	112 911	114 955										
	Net S	96 219	97 944	99 663	101 375	103 084	104 784										
D-1	Gross	129 304	131 944	134 579	137 219	139 859	142 496	145 135	147 775	150 431							
	Net D	96 427	98 222	100 014	101 809	103 604	105 397	107 192	108 987	110 780							
	Net S	89 129	90 689	92 245	93 797	95 346	96 892	98 432	99 971	101 505							
P-5	Gross	106 907	109 153	111 399	113 641	115 888	118 131	120 378	122 622	124 868	127 112	129 356	131 601	133 847			
	Net D	81 197	82 724	84 251	85 776	87 304	88 829	90 357	91 883	93 410	94 936	96 462	97 989	99 516			
	Net S	75 432	76 789	78 141	79 493	80 842	82 187	83 532	84 873	86 213	87 550	88 885	90 216	91 547			
P-4	Gross	87 790	89 836	91 882	93 926	95 974	98 019	100 071	102 235	104 403	106 566	108 734	110 899	113 066	115 232	117 400	
	Net D	67 709	69 182	70 655	72 127	73 601	75 074	76 548	78 020	79 494	80 965	82 439	83 911	85 385	86 858	88 332	
	Net S	63 052	64 394	65 734	67 071	68 408	69 744	71 079	72 411	73 742	75 073	76 401	77 729	79 056	80 381	81 705	
P-3	Gross	71 729	73 622	75 518	77 410	79 306	81 197	83 090	84 986	86 881	88 774	90 669	92 560	94 457	96 349	98 242	
	Net D	56 145	57 508	58 873	60 235	61 600	62 962	64 325	65 690	67 054	68 417	69 782	71 143	72 509	73 871	75 234	
	Net S	52 408	53 662	54 918	56 171	57 427	58 679	59 932	61 188	62 440	63 694	64 944	66 195	67 443	68 693	69 943	
P-2	Gross	58 401	60 097	61 790	63 485	65 179	66 871	68 567	70 257	71 953	73 649	75 340	77 038				
	Net D	46 549	47 770	48 989	50 209	51 429	52 647	53 868	55 085	56 306	57 527	58 745	59 967				
	Net S	43 662	44 769	45 872	46 978	48 082	49 188	50 312	51 432	52 557	53 679	54 799	55 924				
P-1	Gross	45 493	46 942	48 386	49 836	51 440	53 068	54 699	56 326	57 951	59 581						
	Net D	36 849	38 023	39 193	40 367	41 537	42 709	43 883	45 055	46 225	47 398						
	Net S	34 760	35 840	36 921	38 001	39 080	40 159	41 240	42 307	43 369	44 431						

Net D: Salary payable to an official with a dependent spouse or child.

Net S: Salary payable to an official without a dependent spouse or child.

Note: Incremental steps within each grade are granted on an annual basis. At and above step 11 of grade P.2, step 13 of grade P.3, step 12 of grade P.4, step 10 of grade P.5, step 5 of grade D.1 and step 1 of grade D.2, officials are entitled to consideration for an increment every two years.

Article 9.7

Parental Leave

Maternity Leave

1. (a) An official shall be entitled to maternity leave with full salary and allowances upon the presentation of a certificate, signed by a duly qualified medical practitioner, that her confinement will probably take place within six weeks. At the request of the official, the Director may permit the maternity leave to commence less than six weeks but not less than two weeks before the probable date of confinement. Maternity leave shall extend for a period of sixteen weeks from the time it is granted, except that in no case shall it terminate less than ten weeks after the actual date of confinement.
- (b) In maternity cases, an official shall be entitled to reimbursement of the cost of attendance by a doctor or midwife, in accordance with a scale to be drawn up by the Director after consulting the Staff Relations Committee.
- (c) Upon presentation of a certificate, signed by a duly qualified medical practitioner, that she is pregnant, an official shall be temporarily transferred to other work if in the opinion of the Medical Adviser her job involves work which may prejudice her health.
- (d) An official shall be entitled to time off for two 30-minute periods daily in order to nurse her child.

Paternity Leave

2. (a) Upon presentation of his child's birth certificate, a male official shall be entitled to paternity leave with full salary and allowances for a total period of up to four weeks. In the case of internationally recruited staff serving at a non-family duty station and in other exceptional circumstances, paternity leave shall be granted for a total period of up to eight weeks.
- (b) Paternity leave may be granted either in one continuous period or in separate periods of at least one week.
- (c) Paternity leave must be exhausted within 12 months from the date of the child's birth. A minimum period of 12 months is required between the end of one paternity leave entitlement and the start of the next.

SCALE OF PENSIONABLE REMUNERATION FOR THE PROFESSIONAL CATEGORY AND ABOVE *

Effective 1 August 2008

(in US dollars per year)

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
P.1	71,718	74,186	76,648	79,109	81,574	84,034	86,502	88,961	91,425	93,887					
P.2	92,100	94,669	97,227	99,791	102,354	104,916	107,478	110,038	112,604	115,167	117,727	120,292			
P.3	112,262	115,131	117,995	120,856	123,726	126,590	129,455	132,324	135,323	138,458	141,590	144,720	147,855	150,986	154,119
P.4	136,592	139,973	143,346	146,721	150,104	153,476	156,853	160,234	163,608	166,982	170,356	173,745	177,116	180,493	183,872
P.5	167,337	170,844	174,349	177,860	181,366	184,873	188,377	191,889	195,394	198,901	202,410	205,925	209,684		
D.1	201,097	205,222	209,346	213,461	217,585	221,913	226,333	230,751	235,162						
D.2	221,246	226,277	231,304	236,327	241,354	246,380									

* In accordance with article 54 b) of the Regulations of the United Nations Joint Staff Pension Fund

SCALE OF PENSIONABLE REMUNERATION FOR THE GENERAL SERVICE CATEGORY *

As at 1 November 2007

(in euros per year)

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
G.1	34,534	35,598	36,662	37,725	38,789	39,853	40,917	41,980	43,044	44,108	45,172	46,235	47,299	48,363	49,427
G.2	36,688	37,982	39,277	40,571	41,866	43,161	44,456	45,750	47,045	48,340	49,634	50,929	52,224	53,527	54,874
G.3	39,356	40,908	42,461	44,014	45,567	47,120	48,672	50,225	51,778	53,332	54,948	56,563	58,179	59,795	61,411
G.4	43,024	44,840	46,656	48,473	50,289	52,106	53,947	55,837	57,727	59,617	61,507	63,397	65,287	67,177	69,067
G.5	47,900	49,990	52,081	54,207	56,383	58,558	60,734	62,909	65,085	67,260	69,436	71,612	73,787	75,963	78,138
G.6	55,376	57,853	60,329	62,806	65,283	67,759	70,236	72,713	75,189	77,666	80,156	82,812	85,468	88,124	90,781
G.7	64,218	67,081	69,943	72,806	75,669	78,531	81,498	84,568	87,638	90,708	93,778	96,848			

* In accordance with article 54 a) of the Regulations of the United Nations Joint Staff Pension Fund

Proposed amendments to the Staff Regulations

Report of the International Civil Service Commission

1. This document reports on those recommendations of the International Civil Service Commission (ICSC) in its annual report to the United Nations General Assembly for 2008, which, if approved, will directly affect the working conditions of officials and will call for a decision by the Board to amend the Staff Regulations.

Conditions of employment in all categories

2. The Commission has made the following recommendations:

2.1. Education grant

- a) For the following countries and currencies: Austria (euro), Belgium (euro), Italy (euro), Great Britain (pound sterling), Netherlands (euro), Spain (euro), Sweden (krone), Switzerland (Swiss franc), United States and US dollar zone (outside the United States), changes to the maximum education grant and maximum allowable educational expenses are shown in Annex I. For other countries and currencies, they remain unaltered.
- b) Revised flat rates for boarding costs, within the maximum education grant payable, for all zones, as per Annex I.
- c) Special provisions to remain in force for China, Indonesia and the Russian Federation. Bulgaria and Hungary are to be added to the list, so that the organizations can reimburse 75 per cent of the educational expenses incurred in those countries, up to the maximum allowable educational expenses in the United States.
- d) The separate zone of Finland should be discontinued and the education grant claims for that country should be included in the United States dollar area outside the United States.
- e) The Victor Hugo and Jeannine Manuel bilingual schools should be added to the list of six English-speaking schools in France for which a separate maximum admissible expense level in US dollars equal to the one in effect in the United States applies.
- f) The amount of the special education grant for each disabled child should be equal to 100 per cent of the revised amounts of the maximum allowable expense for the regular grant.
- g) All these measures to take effect from the school year in progress on 1 January 2009.

2.2. Education grant: revision of the way entitlements are determined

The ICSC has asked a working party to make proposals for revising the way education grant entitlements are determined. A preliminary report was presented at the 66th session of the Commission. Because some members of the Commission, the organizations and the staff representatives had expressed doubts over certain points in the report, the Commission sent those issues back to the working party to re-examine and submit a new report at the 67th session of the Commission, which was to take place in July 2008. As a final agreement on the methodology could not be reached, the Commission decided to the General Assembly that it would keep under review the education grant methodology and, in the meantime, the current methodology would be maintained.

2.3. Mobility and non-removal allowance

New provisions approved by the United Nations General Assembly concerning the mobility and hardship allowances came into effect on 1 January 2007. The main changes were to bring in flat-rate payments to replace percentages linked to the base/floor salary, take a larger number of geographic moves into account and lower the period of entitlement to a mobility and non-removal allowance to five years in the same duty station.

The new method adopted by the ICSC includes revising the allowances every three years in accordance with pre-set criteria. Because the current allowances were fixed in 2005, the ICSC re-examined the amounts in 2008 and recommended a five per cent increase, as from 1 January 2009. The revised amounts are shown in Annex II.

Remuneration of the Professional category and above

3. The Commission decided to recommend:

3.1 Base/floor salary scale

The base/floor salary scale for the Professional category and above is set by referring to the General Schedule salary scale of the United States federal civil service. Periodic adjustments are made on the basis of a comparison of net base salaries of United Nations officials with the corresponding salaries of their counterparts in the United States federal civil service. The Commission was informed that, in view of the change in federal civil service salaries in the United States in 2008 and in tax systems applicable to these salaries, an increase of 2.33 per cent in the United Nations common system's scale would be necessary to keep the base/floor scale in line with the comparator's base scale.

The Commission decided to recommend to the General Assembly that the current base/floor salary scale for the Professional category and above be increased by 2.33 per cent through the standard consolidation procedures, on a "no-loss, no-gain" basis, with effect from 1 January 2009. The revised salary scale is shown in Annex III.

This adjustment implies a proportional increase in separation payments.

3.2 Revision of the family allowance

The Commission decided to recommend that the General Assembly approve revised amounts for child dependants and for indirect dependants (2,686 and 940 United States dollars respectively), as from 1 January 2009.

The Commission also recommended that the amounts given in United States dollars be converted into local currency at the official United Nations rate in effect on the date of promulgation, and that those amounts remain unchanged until the next two-yearly revision.

4. Articles 5.1, 5.9, 5.10 and 5.13 and Annex A of the Staff Regulations should reflect the amendments described in paragraphs 2 and 3 above.
5. The United Nations General Assembly will not have reached any decisions concerning the measures described above when the Board of the Centre holds its 70th session. Since these measures should, in principle, come into effect for all organizations within the United Nations system in the first few months of 2009, and since the Centre (like the ILO and the other organizations in the common system) has so far followed the recommendations of the United Nations General Assembly in this area, the Director has decided to submit the recommendations outlined above for approval by the Board during its present session, while asking to be granted the flexibility needed in case the United Nations General Assembly does not accept the recommendations of the ICSC in their entirety.
6. *Consequently, the Board will no doubt wish to authorize the Director, subject to compliance with the procedures laid down by the Staff Regulations, to apply the recommendations formulated by the ICSC and described in this document, and to modify them as may be required to make them conform to the decisions subsequently taken by the United Nations General Assembly. The Board will be informed at its next session of the exact wording of the amendments adopted.*

Point for decision: paragraph 6

TABLE OF EDUCATION GRANT ENTITLEMENTS IN LOCAL CURRENCY

Currency	Maximum allowable educational expenses	Maximum education grant	Flat rate for boarding
Austria (euro)	16 719	12 539	3 709
Belgium (euro)	15 458	11 593	3 452
Danish krone	108 147	81 110	26 219
France (euro)*	10 263	7 697	2 995
Germany (euro)	18 993	14 245	4 179
Ireland (euro)	17 045	12 784	3 112
Italy (euro)	18 936	14 202	3 128
Japanese yen	2 324 131	1 743 098	607 703
Luxembourg (euro)	15 458	11 593	3 452
Netherlands (euro)	16 521	12 391	3 844
Spain (euro)	15 139	11 354	3 153
Swedish krone	157 950	118 462	24 653
Swiss franc	28 749	21 562	5 485
U.K. pound sterling	22 674	17 005	3 488
United States dollar (for expenses incurred in the United States)	39 096	29 322	5 777
United States dollar (for expenses incurred in all currencies not listed above)	19 311	14 484	3 655

* Except the following educational establishments, for which a scale equal to that in effect in the United States is set in United States dollars:

1. American School, Paris;
2. British School, Paris;
3. International School, Paris;
4. American University, Paris;
5. Marymount School, Paris;
6. European School of Management, Lyon;
7. Victor Hugo bilingual school;
8. Jeannine Manuel bilingual school.

Article 5.9

Mobility and Non-Removal Allowance

....

Mobility allowance (annual amounts in United States dollars)									
Duty station	Grade band	Number of assignments							
		1		2-3		4-6		7+	
		D	S	D	S	D	S	D	S
H	P1-P3	---	---	---	---	2 630	1 970	3 290	2 460
	P4-P5	---	---	---	---	2 990	2 250	3 740	2 800
	D1+	---	---	---	---	3 360	2 520	4 200	3 150
A to E	P1-P3	---	---	6 960	5 220	9 400	7 060	12 690	9 520
	P4-P5	---	---	8 000	6 010	10 800	8 110	14 580	10 940
	D1+	---	---	9 040	6 780	12 210	9 160	16 490	12 360

Non-removal allowance (annual amounts in United States dollars)			
Duty station	Grade band	Dependency rate	Single rate
H, A-E	P1-P3	2 100	1 580
	P4-P5	2 630	1 970
	D1+	3 150	2 360

.....

SCALE OF PENSIONABLE REMUNERATION OF OFFICIALS IN THE PROFESSIONAL CATEGORY AND ABOVE *
Effective 1 January 2009

(in US dollars per year)

Grade		Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
D-2	Gross	145 112	148 187	151 322	154 540	157 757	160 974									
	Net D	107 176	109 267	111 359	113 451	115 542	117 633									
	Net S	98 461	100 226	101 985	103 737	105 486	107 225									
D-1	Gross	132 609	135 310	138 006	140 707	143 409	146 107	148 809	151 578	154 402						
	Net D	98 674	100 511	102 344	104 181	106 018	107 853	109 690	111 526	113 361						
	Net S	91 206	92 802	94 394	95 982	97 568	99 150	100 725	102 300	103 870						
P-5	Gross	109 690	111 987	114 285	116 581	118 879	121 175	123 474	125 771	128 068	130 365	132 662	134 959	137 257		
	Net D	83 089	84 651	86 214	87 775	89 338	90 899	92 462	94 024	95 586	97 148	98 710	100 272	101 835		
	Net S	77 190	78 578	79 962	81 345	82 726	84 102	85 478	86 851	88 222	89 590	90 956	92 318	93 680		
P-4	Gross	89 982	92 075	94 168	96 261	98 356	100 475	102 694	104 909	107 126	109 340	111 559	113 774	115 991	118 209	120 426
	Net D	69 287	70 794	72 301	73 808	75 316	76 823	78 332	79 838	81 346	82 851	84 360	85 866	87 374	88 882	90 390
	Net S	64 521	65 894	67 266	68 634	70 002	71 369	72 735	74 098	75 460	76 822	78 181	79 540	80 898	82 254	83 609
P-3	Gross	73 546	75 483	77 424	79 358	81 299	83 235	85 172	87 113	89 050	90 988	92 928	94 863	96 803	98 739	100 716
	Net D	57 453	58 848	60 245	61 638	63 035	64 429	65 824	67 221	68 616	70 011	71 408	72 801	74 198	75 592	76 987
	Net S	53 629	54 912	56 198	57 480	58 765	60 046	61 328	62 614	63 895	65 178	66 457	67 737	69 014	70 294	71 573
P-2	Gross	59 908	61 643	63 375	65 110	66 843	68 575	70 310	72 039	73 775	75 510	77 242	78 978			
	Net D	47 634	48 883	50 130	51 379	52 627	53 874	55 123	56 368	57 618	58 867	60 114	61 364			
	Net S	44 679	45 812	46 941	48 073	49 202	50 334	51 464	52 593	53 722	54 850	55 976	57 102			
P-1	Gross	46 553	48 036	49 514	51 122	52 785	54 450	56 118	57 785	59 447	61 114					
	Net D	37 708	38 909	40 106	41 308	42 505	43 704	44 905	46 105	47 302	48 502					
	Net S	35 570	36 675	37 781	38 886	39 991	41 095	42 201	43 293	44 379	45 466					

Net D: Salary payable to an official with a dependent spouse or child.

Net S: Salary payable to an official without a dependent spouse or child.

Note: Incremental steps within each grade are granted on an annual basis. At and above step 11 of grade P.2, step 13 of grade P.3, step 12 of grade P.4, step 10 of grade P.5, step 5 of grade D.1 and step 1 of grade D.2, officials are entitled to consideration for an increment every two years.

STAFF RESOURCES

Officials in service by category and type of contract on 31 December 2006 and on 31 December 2007

A comparative table of officials in service by category and type of contract at the end of 2006 and 2007 appears in Annex I.

Current staff resources

In accordance with Article 4, paragraph 6 of the Centre's Financial Regulations, a staff table as at 1 June 2008 appears in Annex II.

Staff list

A staff list as at 1 June 2008 appears in Annex III.

List of officials on contracts linked to training projects

A list of officials on contracts linked to training projects on 31 December 2007 appears in Annex IV.

Distribution of external collaborators and short-term officials in 2007

The distribution by country or territory of external collaborators and short-term officials recruited between 1 January and 31 December 2007 for Training Department activities appears in Annex V.

For information.

OFFICIALS IN SERVICE BY CATEGORY AND TYPE OF CONTRACT ON 31 DECEMBER 2006 AND ON 31 DECEMBER 2007

Grade	31 December 2006			31 December 2007		
	Indeterminate	Fixed-term	Total	Indeterminate	Fixed-term	Total
Professional category and above						
DIR	-	1	1*	-	1	1*
D.2	-	2	2	-	1	1
D.1	1	1	2	-	2	2
P.5	8	8	16	6	9	15
P.4	6	14	20	6	13	19
P.3	1	13	14	1	15	16
P.2	-	2	2	-	2	2
P.1	-	-	-	-	-	-
Total a)	16	40	57	13	42	56
General Service category						
G.7	10	-	10	10	-	10
G.6	14	4	18	16	3	19
G.5	13	11	24	9	13	22
G.4	1	27	28	1	26	27
G.3	-	7	7	-	11	11
G.2	-	2	2	-	2	2
G.1	-	-	-	-	-	-
Total b)	38	51	89	36	55	91
Grand Total (a + b)	54	91	146 **	49	97	147***

* ILO Geneva contract.

** Includes six officials on part-time contracts, but does not include 51 officials on fixed-term contracts linked to specific long-term training projects.

*** Includes five officials on part-time contracts, but does not include 44 officials on fixed-term contracts linked to specific long-term training projects.

STAFF TABLE AS AT 1 JUNE 2008

(Officials with indeterminate or fixed-term contracts)

	SDG	D2	D1	P5	P4	P3	P2	P1	TOTAL D+P	G7	G6	G5	G4	G3	G2	G1	TOTAL G	TOTAL
Director		1							1									1
Deputy Director		1							1									1
Director's Office												2					2	2
TOTAL		2							2			2					2	4
<i>Training</i>																		
Director's Office			1						1		2						2	3
Training Programmes				7	11	7			25		1	5	6.5	2			14.5	39.5
Programme Development and Regional Cooperation Service				2	1		1		4		2	5	1	1			9	13
Learning and Communication Service				1	3	4	1		9	1	3	3	7.5				14.5	23.5
Sustainable Development and Governance				1	1				2	1			1	2			4	6
TOTAL			1	11	16	11	2		41	2	8	13	16	5			44	85
<i>Administration</i>																		
Financial Services			1	1		1			3	3	2	5		2			12	15
Human Resources Services				1		1			2		4		4	2			10	12
Internal Administration Service						1			1	2		3	5		2		12	13
Training and Participant Support					1				1		2		2	2			6	7
Management Information Services				1	1	3			5		1			1			2	7
TOTAL			1	3	2	6			12	5	9	8	11	7	2		42	54
GRAND TOTAL		2	2	14	18	17	2		55	7	17	23	27	12	2		88	143

N.B. (1) Does not include 49 officials on fixed-term contracts linked to a clearly identified long-term training project.

(2) Includes one official in the Professional category and four officials in the General Service category even though they are working part-time (80%).

**LISTE DU PERSONNEL
au 1^{er} juin 2008****STAFF LIST
as at 1 June 2008****LISTA DEL PERSONAL
al 1.º de junio de 2008**

EYRAUD François

Director

Mr Fr

ARRIGOTTI Dario

Deputy Director

Mr Italy D.2 F

Bureau du Directeur

Director's Office**Oficina del Director**

ASTI Marina

Ms Italy G.5 F

MIRABILE Nathalie

Ms Fr G.5 F

TRISCIUZZI Mara

Ms Italy S/T (P/T)

**PROGRAMMES DE
FORMATION****TRAINING PROGRAMMES****PROGRAMAS DE FORMACIÓN**

GRAZIOSI Antonio

Director

Mr Italy D.1 F

MOSCHETTI Sandra

Ms Italy G.6 I

BIZZOTTO Cinzia

Ms Italy G.6 I

**Normes et principes et
droits fondamentaux au
travail****Standards and
Fundamental Principles
and Rights at Work****Normas y Principios y Derechos
Fundamentales en el Trabajo**

CHIARABINI Alessandro

Manager

Mr Italy P.5 F

RAMÍREZ MACHADO
José María

Mr Spain P.4 F/Project

N.B.

- "I" : Contrat de durée indéterminée - Indeterminate contract - Contrato de duración indeterminada.
- "F" : Contrat de durée déterminée - Fixed-term contract - Contrato de duración determinada.
- "F/Project" : Contrat de durée déterminée lié à un projet de formation - Fixed-term contract linked to a training project - Contrato de duración determinada vinculado a un proyecto de formación.
- "S/T" : Contrat à court terme - Short-term contract - Contrato de corta duración.
- "Coll." : Contrat de collaboration extérieure - External collaborator contract - Contrato de colaboración externa.
- "L" : Personnel en prêt auprès du Centre - Staff on loan to the Centre - Personal en préstamo al Centro.
- "P/T" : Personnel à temps partiel (50% ou 80%) - Part-time staff (50% or 80%) - Personal a tiempo parcial (50% u 80%).
- "TA" : Affectation temporaire – Temporary assignment – Cesión temporal

TEKLÉ Tzehainesh		Ms	Erit	P.3	L (ILO)
VACOTTO Beatriz		Ms	Arg	P.3	F
VILA Blerina		Ms	Alb	P.3	F/Project
FONGUE TCHONGO Christelle ²		Ms	Fr		
CARTA Laura		Ms	Italy	G.6	I
BERTOLINO Federica		Ms	Italy	G.4	F
BISCARO PARRINI Laura		Ms	Italy	G.3	F/Project
MIRAGLIO Maura		Ms	Italy	G.3	F/Project
MORELLO Federica		Ms	Italy	G.3	F (P/T)
Emploi et développement des compétences	Employment and Skills Development	Empleo y Desarrollo de Competencias			
KOLEV Alexandre	Manager	Mr	Fr	P.5	F
BOUDIAF Mostefa		Mr	Alg	P.4	F
MOLZ Alessandra		Ms	Ger	P.3	F
SERRIÈRE Nicolas		Mr	Fr	P.3	F
DAMOUNI Anna		Ms	Leb	G.5	I
PIUTTI Arianna		Ms	Italy	G.5	F
BELLORA Elisabetta		Ms	Italy	G.4	F
RIPANDELLI Michela		Ms	Italy		S/T
Développement des entreprises	Enterprise Development	Desarrollo Empresarial			
TOMLINSON Peter	Manager	Mr	UK	P.5	F
AL-KHALDI Kholoud		Ms	Jord	P.4	F
BEZNOSSIKOV Victor		Mr	RuFe	P.4	F
ZU Liangrong		Mr	China	P.4	F
SIEVERS Merten		Mr	Ger	P.3	F
GASSER Martin		Mr	Italy	P.2	F/Project

²Mise à la disposition du Centre par le gouvernement français.
Assigned to the Centre by the French Government.
Puesta a disposición del Centro por el Gobierno de Francia.

PERETTI Germana		Ms	Italy	G.5	I
ACTIS GROSSO Cristiana		Ms	Italy	G.4	F
DEGIOVANNI Maura		Ms	Italy	G.4	F
FIORAVANTI Rashmi		Ms	Italy	G.3	F/Project
ABBATE Paola		Ms	Italy		S/T
IVANOVA Liudmila		Ms	RuFe		S/T
PAVLOVSKA Vija		Ms	Latv		S/T
Protection sociale	Social Protection	Protección Social			
FORGUES Ginette	Manager	Ms	Can	P.5	F
VILLACORTA- ELLINGSON Lynn		Ms	USA	P.5	F
MARTÍN DAZA Félix		Mr	Spain	P.4	F
BOUDRAA Miriam		Ms	Fr	P.2	F/Project
ARGENIO Francesco		Mr	Italy		L (ILO)
NORI Irene		Ms	Italy	G.4	F/Project
CHRISTOPHE Marion		Ms	Fr	G.3	F
GAVILAN Monica		Ms	Chile		S/T
GIOVANNETTI Caterina		Ms	Italy		S/T (P/T)
ZAMBERNARDI Liza		Ms	Italy		S/T
Dialogue social	Social Dialogue	Diálogo Social			
BERTINO Daniela	Manager	Ms	Italy	P.5	I
OLIVEIRA DA FONSECA Luís Fernando		Mr	Braz	P.4	F
BAFFI Sylvain		Mr	Fr	P.2	F/Project
MARTINOTTI Manuela		Ms	Italy	G.4	F (P/T)
CARDON Alessandro		Mr	Italy	G.3	F/Project
COSTANTINI Paola		Ms	Italy	G.3	F/Project (P/T)
LUNARDELLI SANCTOS Paula		Ms	Italy		S/T
TAGLIATI Elena		Ms	Italy		S/T

Activités pour les travailleurs	Workers' Activities	Actividades para los Trabajadores			
BÉLANGER Marc	Manager a.i.	Mr	Can	P.4	F
BENÍTEZ GAMBIRAZIO Carmen		Ms	Peru	P.4	F
DIA Insa		Mr	Seneg	P.4	F
GARCÍA JIMÉNEZ Jesús	(ILO, Lima)	Mr	Spain	P.4	F/Project
KUMAR Arun		Mr	India	P.3	F
TOTH MUCCIACCIARO Evelin		Ms	Cro	P.2	F/Project
BARALE Stefano		Mr	Italy	G.5	F/Project (P/T)
TIRELLI Marta		Ms	Italy	G.5	I
KLEIN Daniela		Ms	Ger	G.4	F
PELLERINO Clelia		Ms	Italy	G.4	F
CAVAGLIÁ Chiara		Ms	Italy	G.2	F/Project (P/T)
HERRERA Ana Lourdes		Ms	USA	G.2	F/Project (P/T)
CIOT Daniela		Ms	Rom		S/T
Activités pour les employeurs	Employers' Activities	Actividades para los Empleadores			
DE KOSTER Arnout	Manager	Mr	Belg	P.5	F
MARCHANDISE Thierry		Mr	Fr	P.4	F
SCHMITT Jeanne		Ms	Fr	P.3	F
VASQUEZ Maria João		Ms	Port	P.2	F/Project
SALVAI Paolo		Mr	Italy		S/T
MAINO Barbara		Ms	Italy	G.5	F
ZINGARA Rachida		Ms	Alg	G.3	F/Project
MURETTO Claudia		Ms	Italy		S/T
TURCO Stefania		Ms	Italy		S/T
Coordination des questions de genre et non-discrimination	Gender Coordination and Non-Discrimination	Coordinación de cuestiones de género y lucha contra la discriminación			
CAVAZZA Simonetta	Coordinator	Ms	Italy	P.4	I (P/T)

MAGRI Benedetta		Ms	Italy	P.3	F/Project (P/T)
LORTIE Johanne		Ms	Can	P.3	F
CALLEGARI Claudia		Ms	Italy	P.2	F/Project
FERRACINI Maria Carolina Marques		Ms	Italy	P.2	F/Project
TREGNAGHI Simonetta		Ms	Italy	G.4	F/Project (P/T)
FUGGIASCHI Claudia		Ms	Italy	G.3	F/Project (P/T)
GRILLO Laura		Ms	Italy		S/T
Développement local – DelNet	Local Development – DelNet	Desarrollo Local - DelNet			
CERDEIRO Mara	Coordinator	Ms	Arg	P.3	F/Project
MALLO María José		Ms	Spain	P.2	F/Project
PEREIRA GONÇALVES DE CASTRO Nuno		Mr	Port	P.2	F/Project
VOZZA Alice		Ms	Italy	P.2	F/Project
AGNELLO Paola		Ms	Italy	G.4	F/Project (P/T)
LOWE Patricia		Ms	UK	G.4	F/Project (P/T)
VALDEBENITO Erika		Ms	Chile	G.4	F/Project
RODRIGUES LIMA Carla		Ms	Brazil	G.3	F/Project (P/T)
PIZZINAT Sandro		Mr	Italy		S/T
DÉVELOPPEMENT DE PROGRAMMES ET COOPÉRATION RÉGIONALE	PROGRAMME DEVELOPMENT AND REGIONAL COOPERATION	DESARROLLO DE PROGRAMAS Y COOPERACIÓN REGIONAL			
RADEMAKER Peter	Chief	Mr	Neth	P.5	F
GIOLO Marisa		Ms	Italy	G.5	F
VIARENGO Cynthia		Ms	USA	G.5	I
ROBERT René		Mr	Can		S/T
MONDO Manuela	Tendering Support	Ms	Italy	G.5	F

Développement et mise en œuvre de programmes	Programme Development and Implementation	Concepción y Ejecución de Programas			
ROSSI-RIZZI Monica		Ms	Italy	P.3	F/Project
TEZZA Enrico		Mr	Italy	P.3	F/Project
BIANCO Laura	(Duty station: Rome)	Ms	Italy	G.4	F/Project (P/T)
COSTAMAGNA Laura		Ms	Italy	G.3	F/Project
VEYRET-PICOT Maude		Ms	Belg		S/T
Coopération régionale	Regional Cooperation	Cooperación Regional			
TZVETKOVA Yordanka	(Europe)	Ms	Bulg	P.5	F
SHALABI Jeannette	(Arab States)	Ms	Syria	P.4	F
DOLCINO Elena	(Europe)	Ms	Italy	G.6	I
PANDOLFI Lucia	(Africa)	Ms	Italy	G.6	I (P/T)
DE LOS RIOS Maria Luisa	(Arab States)	Ms	Leban	G.5	F
HAMID ABDUL JABBAR GHULAM Mayada	(Arab States)	Ms	Iraq	G.4	F/Project
PU Su	(Asia)	Ms	China	G.4	F/Project
FERRARI Debora Isabel	(The Americas)	Ms	Italy	G.3	F/Project
MONTEGNA Liliana	(The Americas)	Ms	Italy	G.3	F
SGARLAZZETTA Laura		Ms	Italy		S/T
Gestion et mobilisation de ressources	Resource Management and Mobilization	Gestión y Movilización de Recursos			
BACHA Mehdi		Mr	Tunis	P.2	F
BARTUREN María José		Ms	Spain	G.5	F
HARDY VAN DAALEN Jeannine		Ms	Neth	G.4	F

SERVICE DES TECHNOLOGIES DE L'APPRENTISSAGE ET DE LA COMMUNICATION	LEARNING AND COMMUNICATION SERVICE	SERVICIO DE APRENDIZAJE Y COMUNICACIÓN
POPPE Robin	Chief	Mr Belg P.5 I
CARLIN DE TENORIO Airyn K.	(ILO, Geneva)	Ms USA P.4 F/Project
AMERIO Alessandro		Mr Italy G.5 F
SCABINI Mirella		Ms Italy G.4 F
<i>Évaluation</i>	<i>Evaluation</i>	<i>Evaluación</i>
PATRONE Alessandro		Mr Italy S/T
CARELLO Silvia		Ms Italy G.4 F (P/T)
MAIA MENDES Rute		Ms Port S/T (P/T)
Formation à distance et technologies de l'apprentissage (DELTA)	Distance Education and Learning Technology Applications (DELTA)	Educación a distancia y tecnologías de la formación (DELTA)
LEIBOWICZ Julieta		Ms Arg P.4 F
ZAMPOGNA Carlo		Mr Italy P.3 F/Project
LISA Monica		Ms Italy P.2 F/Project
WAMBEKE Tom		Mr Belg P.2 F
GIUSIANO Caterina		Ms Italy G.5 I
GUGLIELMETTI Paula		Ms Chile G.5 F
DE MARCO Emanuela		Ms Italy G.4 F
MONDINO Elena		Ms Italy G.4 F/Project (P/T)
VARGAS URREGO Gladys		Ms Col G.3 F/Project
Service de documentation	Documentation	Documentación
KROUCH Catherine		Ms France P.3 I
FANTON EMPRIN GILARDINI Josette		Ms France G.6 I
BERSANI Anna		Ms Italy G.4 F (P/T)

Conception et production de matériel multimédia – Traduction, interprétation, révision et rapports	Multimedia Design and Production – Translation, Interpretation, Editing and Reporting	Concepción y producción de material multimedia – Traducción, interpretación, revisión e informes
MORRA Valeria	Head	Ms Italy P.4 I
<i>Graphique et textes</i>	<i>Text and Graphics</i>	<i>Diseño gráfico y textos</i>
BRANDI Giampaolo		Mr Italy G.7 I
FORTAREZZA Vincenzo		Mr Italy G.6 F
MONTESANO Matteo		Mr Italy G.6 I
BISSACA Paola		Ms Italy G.4 F
McCLURE Michele		Ms USA G.4 F (P/T)
PIERINI Cristina		Ms Italy G.4 F
<i>Traduction, interprétation, révision et rapports</i>	<i>Translation, Interpretation, Editing and Reporting</i>	<i>Traducción, interpretación, revisión e informes</i>
MARTÍNEZ LÓPEZ María Victoria		Ms Spain P.3 F
MURPHY Bryan		Mr UK P.3 F
SCHEEN Michael		Mr Belg P.3 F
GASTALDI Cristina		Ms Italy G.4 F
DÉVELOPPEMENT DURABLE ET GOUVERNANCE	SUSTAINABLE DEVELOPMENT AND GOVERNANCE	DESARROLLO SOSTENIBLE Y GOBERNANZA
JADOUN George	Manager	Mr Jord P.5 I
GARINO Anna		Ms Italy G.4 F
Achats et gestion du cycle de projet	Procurement and Project Cycle Management	Contratación Pública y Gestión del Ciclo de los Proyectos
MALOTCHKO Valery		Mr Belar P.4 F/Project
SCARFÓ FRANCESE Maria Concetta		Ms Italy P.4 I
PISANI Maria Teresa		Ms Italy S/T
LATINI Emanuela		Ms Italy G.7 I
DELLA BIANCA Monica		Ms Italy G.3 F/Project

KOTCHOUBEI Natalia		Ms	RuFe	G.3	F
MAGLI Carmelisa		Ms	Italy	G.3	F
Dimension sociale du commerce et de l'investissement	Social Dimension of Trade and Investment	Dimensión Social del Comercio y de las Inversiones			
NEBULONI Valter		Mr	Italy	P.5	L (ILO)
ASFAHA Samuel		Mr	Erit		S/T
OUIINE Sophie		Ms	France	G.3	F/Project
COURS POST-UNIVERSITAIRES	POSTGRADUATE COURSES	POSTGRADOS			
<i>JADOUN George</i>		<i>Mr</i>	<i>Jord</i>	<i>P.5</i>	<i>I</i>
BERTOLINO Paolo		Mr	Italy	P.3	F/Project
LEONETTI Cristina		Ms	Italy	G.3	F/Project
SABBADINI Simonetta		Ms	Italy	G.3	F/Project
SERVICES FINANCIERS	FINANCIAL SERVICES	SERVICIOS FINANCIEROS			
JONES Peter	Treasurer and Director	Mr	UK	D.1	F
SACCO Luciano		Mr	Italy	P.5	I
PRATO Michela		Ms	Italy	G.5	F
Comptabilité et contrôle des comptes	Accounts and Control	Contabilidad y control de cuentas			
<i>JONES Peter</i>	<i>Chief, a.i.</i>				
<i>Comptabilité générale</i>	<i>General Accounting</i>	<i>Contabilidad general</i>			
SÁENZ FERNÁNDEZ DE MARTICORENA Jesús		Mr	Spain	P.3	F

COMISSO Gabriella	Ms	Italy	G.6	I
MORANDO Graziella	Ms	Italy	G.5	I
CAPPAL Claudio	Mr	Italy	G.3	F
PIOVANO Stefano	Mr	Italy		S/T

*Facturation mandants
financiers*

Sponsor Billing

Facturación de patrocinadores financieros

DABRAIO Anna

Ms Italy G.7 I

BRAGAIA BOERO
Nadia

Ms Italy G.5 I

Contrôle de coûts

Cost Control

Control de costos

FIORE Claudio

Mr Italy G.7 I

GIARDINI Juliette

Ms Can G.6 I

*Paiements et
encaissements*

Payments and Receipts

Pagos y recibos

MENARELLO Remigio

Mr Italy G.7 I

SOAVE Agostino

Mr USA G.5 I

TERRENI Alessandro

Mr Italy G.5 F

PAOLUCCI DELLE
RONCOLE Filippo

Mr Italy G.3 F

**SERVICES DES
RESSOURCES
HUMAINES**

**HUMAN RESOURCES
SERVICES**

**SERVICIO DE
RECURSOS HUMANOS**

VILLEMONTAIX
Jean-Claude

Chief

Mr Fr P.5 F

ZEFOLA Giuseppe

Mr Italy P.3 F

BORELLO Loredana

Ms Italy G.4 F

CAMPONOGARA
MILESI Carla

Ms Italy G.6 I

CONFAIT Angeline

Ms Seych G.6 I

FOLETTO M. Teresa

Ms Italy G.6 I

MARASCO Maria

Ms Italy G.4 I

ZUANELLI Claudia		Ms	Italy	G.4	F
VACCA ARLERI Michela		Ms	Italy	G.3	F
NOOR Liliana	(Staff Union Secretary)	Ms	Italy	G.4	F
Services médicaux	Medical Services	Servicios médicos			
MARINONE Carlo	Medical Adviser	Mr	Italy		Coll
<i>Infirmières</i>	<i>Nurses</i>	<i>Enfermeras</i>			
GRISONI Margherita		Ms	Italy	G.6	I
BORSOTTI Carla		Ms	Italy	G.3	F
SERVICE DE L'ADMINISTRATION INTÉRIEURE	INTERNAL ADMINISTRATION SERVICE	SERVICIO DE ADMINISTRACIÓN INTERNA			
<i>ARRIGOTTI Dario</i>	<i>Chief, a.i.</i>				
COSCIA Vittorio		Mr	Italy	P.3	F
DEMARIN Manuela		Ms	Italy	G.5	F
BARBERO Paola		Ms	Italy	G.4	F
<i>Chauffeur principal</i>	<i>Executive Driver</i>	<i>Chófer ejecutivo</i>			
BERARDI Nicola		Mr	Italy	G.4	F
<i>Achats, communications et télécommunications</i>	<i>Purchasing, Communications and Telecommunications</i>	<i>Adquisiciones, comunicaciones y telecomunicaciones</i>			
BOERO Giangiacomo	Head	Mr	Italy	G.7	I
MICHELA Margherita		Ms	Italy	G.5	I
VOLTA Mario		Mr	Italy	G.2	F
MOSCHINI Barbara		Ms	Italy		S/T
<i>Infrastructures et entretien</i>	<i>Facilities and Maintenance</i>	<i>Infraestructuras y mantenimiento</i>			
BEVILACQUA Cristiana		Ms	Italy		S/T

BARETTINI Stefano	Mr	Italy	G.5	F
ROUSSELET ARQUIOLA Belén	Ms	Spain	G.2	F

<i>Voyages et transports</i>	<i>Travel and Transport</i>	<i>Viajes y transportes</i>
PESCI Mara	Ms	Italy G.7 I

PEIROLO Antonella	Ms	Italy	G.4	F
PESCUMA Grazia	Ms	Italy	G.4	F
ROBBA Maurizia	Ms	Italy	G.4	F

SOUTIEN À LA FORMATION ET AUX PARTICIPANTS	TRAINING AND PARTICIPANT SUPPORT	SECCIÓN DE APOYO A LA FORMACIÓN Y A LOS PARTICIPANTES
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BESATE Mariella	Head	Ms	Italy	P.4	I
BETTI Stefania		Ms	Italy	G.6	F
FERRANDO Learco		Mr	Italy	G.4	F
KEMPPAINEN Marja- Riitta		Ms	Fin	G.3	F

<i>Activités extra curricula</i>	<i>Extra-curricular Activities</i>	<i>Actividades extracurriculares</i>
O'KEEFFE Rosanna		Ms UK G.6 I
FIOCCO Maurizio		Mr Italy S/T

<i>Recrutement des participants</i>	<i>Participant Recruitment</i>	<i>Inscripción de participantes</i>
PERNIOLA Stefania		Ms Italy G.4 F
IGNE Alessandra		Ms Italy G.3 F
BERUTTI Alberto		Mr Italy S/T
CUBAS CANTAMESSA Lesley		Ms Spain S/T

SECTION DE L'INFORMATIQUE	MANAGEMENT INFORMATION SYSTEMS	SECCIÓN DE INFORMÁTICA
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SCHWAGER François	Chief	Mr	Fr	P.5	I
CASTAGNA Luigi		Mr	Italy	P.4	I

FERRERO MERLINO
Bernardino Mr Italy P.3 F

LAMS Gaël Mr Fr P.3 F

SANTIAGO Virgilio Mr Phil P.3 F

MACI Michèle Ms Belg G.6 F

AMAIOLO Stefania Ms Italy G.3 F

**FONCTIONNAIRE EN
DETACHEMENT**

**OFFICIAL ON
SECONDMENT**

FUNCIONARIO EN AFECTACIÓN

CARVALHO PINHEIRO (ILO, Geneva) Mr Braz P.4 F
Vinicius

**FONCTIONNAIRES EN
CONGÉ SPÉCIAL**

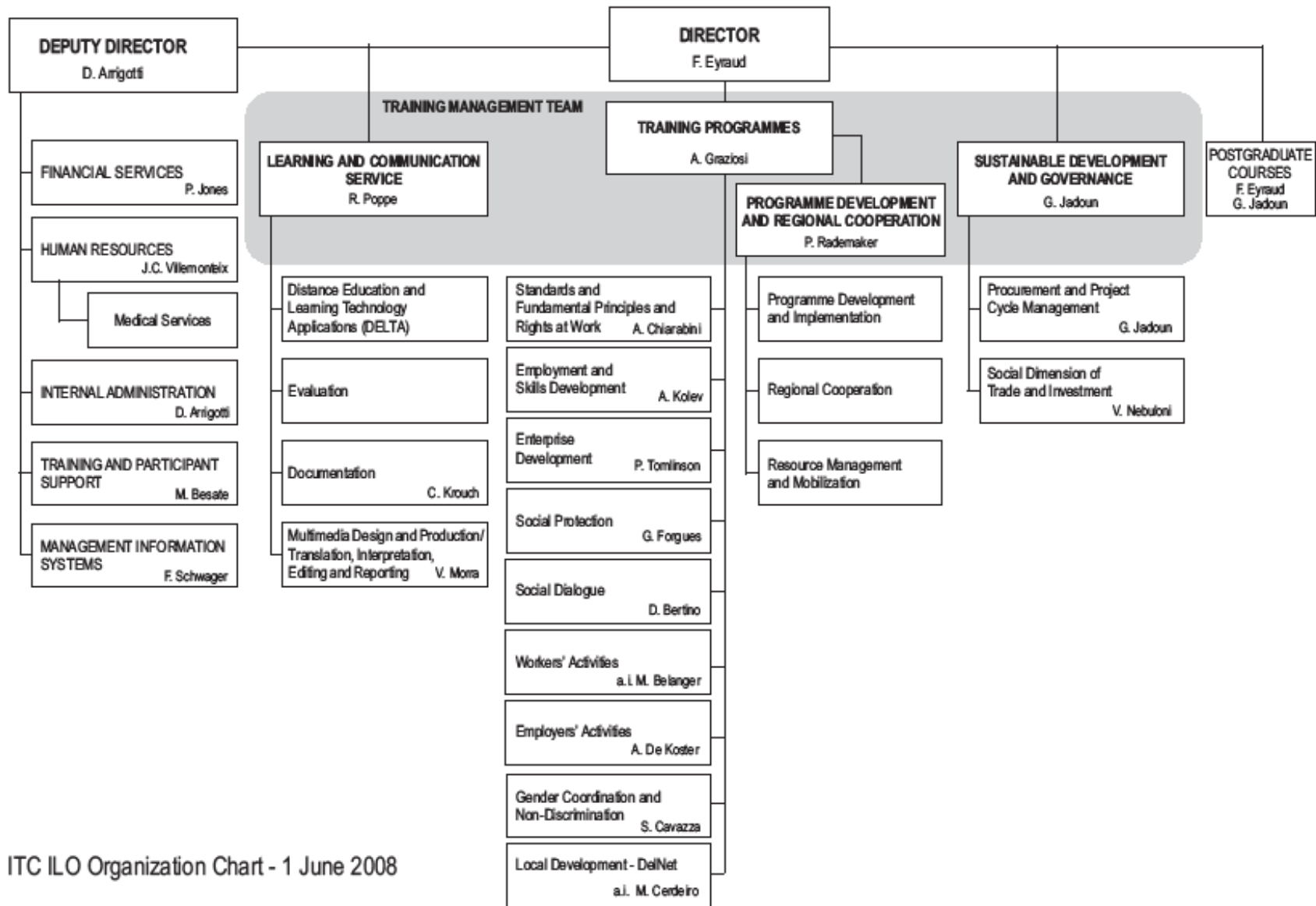
**OFFICIALS ON SPECIAL
LEAVE**

FUNCIONARIOS EN LICENCIA ESPECIAL

LENGLET Franciscus B. Mr Neth D.2 F

MUKHI Niloufer Ms India P.4 F

SCOVACRICCHI Mr Italy P.4 F
Roberto



ITC ILO Organization Chart - 1 June 2008

FIXED-TERM (F/T) CONTRACTS LINKED TO TRAINING PROJECTS ON 31 DECEMBER 2007

(General Service category)

Name of official	Nationality	Entry date	Grade	Type of contract	Contract expiry date
AGNELLO Paola	Italy	01/01/00	G.4	F/T project (DelNet)	04/02/08
BIANCO Laura	Italy	20/12/97	G.4	F/T projects (ESF)	31/12/08
CALLIERI Benedetta	Italy	04/04/05	G.3	F/T project (Hydroaid - Water for Development)	03/04/08
CARDON Alessandro	Italy	14/05/07	G.3	F/T project (Social Dialogue)	13/05/08
CAVAGLIÁ Chiara	Italy	01/09/07	G.2	F/T project (Workers' Activities)	31/08/08
CHINAGLIA Silvia	Italy	16/02/06	G.3	F/T project (Gender Coordination)	30/06/08
COSTAMAGNA Laura	Italy	20/11/04	G.3	F/T projects (ESF)	31/12/08
COSTANTINI Paola	Italy	01/02/02	G.3	F/T project (Social Dialogue)	28/02/08
DELLA BIANCA Monica	Italy	01/03/02	G.3	F/T project (Management of Development)	31/12/08
FUGGIASCHI Claudia	Italy	03/11/01	G.3	F/T project (Gender Coordination)	02/03/08
JABBAR GHULAM Hamid Abdul	Iraq	01/12/98	G.4	F/T project (Arab States)	31/12/08
HERRERA Ana Lourdes	United States	02/07/07	G.2	F/T project (Workers' Activities)	01/07/08
LEONETTI Cristina	Italy	23/08/04	G.3	F/T project (Management of Development)	31/12/08
LOWE Patricia	United Kingdom	08/04/02	G.4	F/T project (DelNet)	30/04/08
MONDINO Elena	Italy	20/12/97	G.4	F/T projects (DELTA)	31/05/08
MONTEGNA Liliana	Italy	01/02/06	G.3	F/T project (Regional Programme for the Americas, Eurosocial)	31/03/08
NORI Irene	Italy	01/01/01	G.4	F/T project (Social Protection)	31/12/08
PIERINI Cristina	Italy	29/09/01	G.3	F/T project (MDP)	31/12/07
PU Su	China	01/01/01	G.4	F/T project (Regional Programme for Asia, China)	31/12/08
RODRIGUES LIMA Carla	Brazil	15/01/04	G.3	F/T project (DelNet)	30/04/08

SABBADINI Simonetta	Italy	01/02/02	G.3	F/T project (Management of Development)	31/12/08
TREGNAGHI Simonetta	Italy	23/01/96	G.4	F/T projects (ESF)	28/02/08
VALDEBENITO Erika	Chile	23/03/99	G.4	F/T project (DelNet, Argentina)	30/04/08
VARGAS URREGO Gladys	Colombia	15/04/02	G.3	F/T project (DELTA)	31/12/08
ZINGARA Rachida	Algeria	07/01/04	G.2	F/T project (Employers' Activities)	31/12/08

FIXED-TERM (F/T) CONTRACTS LINKED TO TRAINING PROJECTS ON 31 DECEMBER 2007

(Professional category and above)

Name of official	Nationality	Entry date	Grade	Type of contract	Contract expiry date
BAFFI Sylvain	France	03/04/06	P.1	F/T project (Social Dialogue)	02/04/08
BERTOLINO Paolo	Italy	16/09/02	P.3	F/T project (Management of Development)	31/12/08
CERDEIRO Mara	Argentina	18/07/01	P.3	F/T project (DeINet)	30/04/08
GARCIA JIMENEZ Jesús	Spain	01/04/07	P.4	F/T project (Workers' Activities) - duty station: Lima	31/03/08
GASSER Martin	Italy	01/05/04	P.2	F/T project (Enterprise Development)	31/12/08
LISA Monica	Italy	16/05/05	P.2	F/T project (DELTA)	15/05/08
MAGRI Benedetta	Italy	01/01/04	P.3	F/T project (Gender Coordination)	31/12/07
MALLO Maria José	Spain	01/11/03	P.2	F/T project (DeINet)	30/04/08
MALOTCHKO Valery	Belarus	16/09/00	P.4	F/T project (Management of Development)	31/12/08
PATRONE Alessandro	Italy	03/12/01	P.3	F/T "MAE PON ATAS Objective 1" - duty station: Rome	31/12/07
PEREIRA GONÇALVES DE CASTRO Nuno	Portugal	01/02/05	P.2	F/T project (DeINet)	30/04/08
RAMIREZ MACHADO José María	Spain	22/08/05	P.4	F/T project on child labour and forced labour	31/12/08
ROSSI RIZZI Monica	Italy	02/12/95	P.3	F/T projects (ESF)	31/12/08
TEZZA Enrico	Italy	09/12/96	P.3	F/T projects (ESF)	31/12/08
TOTH MUCCIACCIARO Evelin	Croatia	01/09/06	P.2	F/T project (Workers' Activities)	31/08/08
VIDAL ALONSO Angel L.	Spain	15/06/98	P.4	F/T project (DeINet)	31/12/07

VILA Blerina	Albania	01/02/04	P.2	F/T "Training in gender mainstreaming in EU development cooperation" - duty station: Brussels	02/03/08
VOZZA Alice	Italy	15/01/07	P2	F/T project (DeINet)	14/01/08
ZAMPOGNA Carlo	Italy	09/12/95	P.3	F/T project (DELTA)	05/07/08

Distribution of external collaborators and short-term officials recruited in 2007, by country/territory

(Training Department)

Provenance	Collaborators/short-term (*)		Days of work (*)	
Albania	1	(1)	200	(61)
Algeria	3		19	
Argentina	12		574	
Australia	5		99.5	
Austria	1		4	
Bahrain	1		10	
Bangladesh	1		5	
Barbados	1		1	
Belarus	1		6.5	
Belgium		(1)		(173)
Benin	1		42	
Bolivia	2		20	
Bosnia and Herzegovina	1		6	
Botswana	2		6	
Brazil	13		252	
Bulgaria	9		190	
Cameroon	4		65	
Canada	12	(1)	130	(106)
Cape Verde	1		2	
Chile	4	(1)	17	(211)
China	5		29	
Colombia	4		11	
Costa Rica	5		209.5	
Croatia	2		6	
Czech Republic	1		3	
Denmark	2		202	
Egypt	3		19	
France	21	(2)	142	(501)
Gabon	1		4	
Germany	16		363	
Ghana	1		25	
Greece	2		13	
Haiti	1		5	

Provenance	Collaborators/short-term (*)		Days of work (*)	
Hungary	2		15	
India	4		38	
Indonesia	1		4	
Ireland	3		32.5	
Israel	2		13	
Italy	334	(32)	6500.5	(3910)
Jamaica	1		2	
Japan	2		7	
Jordan	7	(1)	81	(287)
Kazakhstan	1		3	
Kenya	5		19	
Korea, Republic of	2		7	
Kuwait	2		8	
Latvia	3	(1)	20	(83)
Lebanon	3		31	
Lithuania	5		7	
Luxembourg	1		1	
Malaysia	1		43	
Malta	2		6.5	
Mauritania	1		5	
Mauritius	2		88	
Mexico	11		36	
Mongolia	1	(1)	4	(58)
Morocco	3		101.5	
Mozambique	1		8	
Netherlands	5		129.5	
New Zealand	1		4	
Nicaragua	1		108	
Norway	1		2	
Paraguay	2		129	
Peru	8		75	
Philippines	2		55	
Poland	3		9	
Portugal	4	(1)	109	(82)
Romania	2	(2)	26	(193)
Russian Federation	20	(1)	684.5	(79)
Rwanda	2		2	

Provenance	Collaborators/short-term (*)		Days of work (*)	
Senegal	3		27	
Singapore	1		11	
Slovenia	2		4	
South Africa	4		88	
Spain	25		192	
Sri Lanka	1		3	
Sudan	2		5.5	
Sweden	2		9	
Switzerland	2		10	
Syrian Arab Republic	2		10	
Tanzania, United Republic of	1		10	
Thailand	2		12	
Togo	1		10	
Tunisia	5	(1)	17	(12)
Turkey	19		596	
Uganda	1		3	
Ukraine	2		74	
United Kingdom	32		305.5	
United States	34	(1)	856.5	(43)
Uruguay	4		30	
Uzbekistan	2		13	
Venezuela	2		11	
Viet Nam	2		10	
Zimbabwe	1		11	
TOTAL	742	(47)	13413	(5799)

(*) Figures within brackets refer to short-term officials.

For information.