



FOR INFORMATION

THIRD ITEM ON THE AGENDA

DIRECTOR'S REPORT ON THE ACTIVITIES OF THE CENTRE IN 2008-2009 AND PERSPECTIVES FOR 2010

Report on the Centre's human resources management

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Report on the Centre's human resources management

Staff structure and movements

1. On 31 December 2008, the number of fixed-term and indeterminate-contract officials on the regular budget stood at 146, of whom 53 belonged to the Professional category and above. This did not include 50 officials recruited specifically for training projects financed from extra-budgetary sources. The staff came from 30 countries.
2. In 2008, the Centre made a big effort to update the knowledge and skills base needed to keep it functioning effectively. Several movements affected the regular-budget staff structure and composition, providing evidence of their dynamic nature.
3. Fifteen regular-budget posts were filled, six of them (listed below) in the Professional category. In addition, 21 officials were recruited for specific training projects.
 - Ms. Ginette FORGUES (Canada), recruited as Social Protection Programme Manager, grade P.5, from 1 January 2008
 - Mr. Giacomo BARBIERI (Italy), recruited as Workers' Activities Programme Manager, grade P.5, from 1 September 2008
 - Mr. Jesus GARCIA JIMENEZ, recruited as Senior Programme Officer, Workers' Activities, grade P.4, from 1 September 2008
 - Ms. Mara CERDEIRO (Argentina), recruited as Programme Officer, Programme Development and Regional Cooperation, grade P.3, from 1 August 2008
 - Ms. Jeanne SCHMITT (France), recruited as Programme Officer, Employers' Activities, grade P.3, from 1 April 2008
 - Mr. Antonio GIANGREGORIO (Italy), recruited as Chief of the Maintenance Unit, Internal Administration Service, grade P.3, from 1 September 2008.
4. During the same period, there were 22 cessations of service, namely two retirements, one termination by mutual agreement, three inter-agency transfers to the ILO and six resignations, four of them by regular-budget staff, and ten officials on contracts linked to training projects coming to the end of those contracts. For seven of them, the cessation of service was due to their being appointed to posts on the regular budget. In addition, three officials took up new duties following a transfer within the Centre.
5. In the wake of mobility agreements between the Centre and the ILO, the positive trend of increased staff movement mentioned in 2007 continued in 2008. Three Centre officials were recruited by headquarters or the ILO's regional structures, and three ILO officials are currently detached to the Turin Centre. There are new staff movements between the Centre and the Office in 2009, and discussions are taking place on revising the exchange procedures to make mobility even easier.
6. The Centre continued to strive for a better geographic spread and gender balance among its staff in the Professional category and above.

7. In 2008, women accounted for 68 per cent of the staff as a whole (37 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. There was a sharp rise in the proportion of women occupying grade P.5 posts, from 27 per cent in 2007 to 33 per cent in 2008.

Grade	Total in each grade	Women	%	Men	%
P. 2	2	0	-	2	100
P. 3	17	5	29	12	71
P. 4	15	6	40	9	60
P. 5	15	5	33	10	67
D. 1	3	-	-	3	100
D. 2	1	-	-	1	100
Total	53	16	30	37	70

8. For the staff as a whole, the average age in 2008 was 43.5 (42 among staff in the General Service category and 46 among those in the Professional category). These percentages show a fall in the average age compared to 2007 (45.7), which reflects the constant effort at forward-looking human resources management to ensure a balanced age pyramid. Indeed, the average age is lower than at the ILO. The table below gives a breakdown by age of staff in posts on the regular budget.

	Under 35	36 – 45	46 – 55	Over 55
Professional category and above	3	15	17	18
General Service category	6	40	31	16
Total	9	55	48	34

9. To lessen the impact of staff movements on costs, the Centre again sought to maintain a balanced grade structure. The Grade Point Average for each category of staff was kept at the same level as in 2007, namely 4.6 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.
10. In 2008, the Centre recruited 54 officials (13 in the Professional category and 41 in the General Service category) on short-term contracts for specific fixed-term training projects or programmes. The Centre received one volunteer from the French Government's international civilian volunteer programme, and one associate expert thanks to support provided by the Italian Government.

Human resources development

11. The Human Resources Services continued a pilot exercise in human resources management based on forward planning, launched in 2006. Indicators concerning

the traditional human resources dimensions (demographic data, human capital development and working conditions) together with elements of operational and financial management have been developed and readied. The pilot phase has continued in 2009, involving three target Programmes in testing the chosen indicators. The aim is to go on to analyse the existing human and financial resources in full, and generate both a qualitative and a quantitative forecast of the human resources needed to achieve the objectives set for each Programme in the short, medium and long term.

12. Significant changes have taken place at the ILO regarding human resources management systems. In particular, a new performance appraisal system uses management principles based on results and competency mapping. This will have a strong influence on human resources management tools produced at the Centre, especially performance management systems and the methodology with which to complete the identification of technical competencies that the Human Resources Services have already established. These tools are based on a competency management system, and will have to be reshaped to harmonize the in-house management systems of the Centre with those of the ILO. This will make it easier for the two bodies to share knowledge and skills, thereby facilitating mobility between Turin and the Office.
13. A post classification exercise led to three promotions, one of them the Professional category. Two officials obtained personal promotions. In addition, eight officials received merit step awards.

Training

14. In 2008, staff training and refresher training covered subjects such as presentation skills, project cycle management, writing skills (a distance course in conjunction with the ILO), conflict management, mediation, and security in the field. These activities involved 92 officials in 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, 20 officials undertook special training either inside or outside the Centre. Individual and group training in the Centre's main working languages (English, French, Spanish, Italian and Portuguese) was held for 70 officials.
15. As part of a specific programme on training engineering and technology designed to keep the Centre at the cutting edge of training and knowledge-management methodology, a series of training activities have been held in 2008 and 2009.
16. An intensive course on learning conception and facilitation techniques was held for eight new Training Department officials in April 2008 and repeated in 2009 with ten participants. This training boosted the training skills of colleagues who had been recruited primarily for their subject expertise. Two one-day workshops enabled the Centre's trainers to keep up with the latest developments in training. They dealt with applying new training techniques to the Centre's activities and significant technological changes that are having a big impact on the structure and the management of knowledge and training cycles. Another activity made 11 experienced trainers familiar with interactive Web 2.0 use. A one-day specialist course in July 2008 for 16 General Service staff in the Training Department dealt

with making the end-of-activity CD-ROMs for each participant. In mid-September, a “learning lab” sought to stimulate innovation in devising, running and facilitating learner-centred training activities. The 33 participants appreciated its task-based methods.

17. Further trainer-training activities have been launched in 2009 for the Centre’s training community. One of them, on the impact of learning on organizations, was facilitated by an expert from outside the Centre. It contributed to the development of tools that go beyond the first level of evaluation, and was assessed online by the 16 participants. This generated interest in filling in the end-of-activity questionnaires online.
18. New activities scheduled for Professional or General Service staff in the training programmes include a second learning lab, an intensive workshop on strategic creativity, and capacity building for learning and training activity support staff.
19. Finally, specific training sessions were held for teams who needed to use specific computing tools like the one for managing training activities and participants. In addition, the Training Facilities and Technology unit provided officials with a direct, individual help service.

Joint Negotiating Committee

20. In 2008, the Joint Negotiating Committee (JNC) examined proposed new human resource management policies, especially on paternity leave, ethics at the Centre, rules and procedures for outside activities, a register of financial interests and fraud prevention. In addition, following consultations within the JNC, the Centre now has a policy against harassment. The policy is based on fundamental principles such as zero tolerance of any form of harassment and the right of every individual to be treated with dignity and respect at the workplace. It clearly defines the different forms of harassment (sexual harassment, psychological harassment and discrimination) and sets out both informal and formal methods for the Centre to deal with suspected or alleged cases of harassment.
21. Currently on the Committee’s agenda are revision of the procedure for preventing or settling disputes, a policy on the employment of disabled people, and a system for monitoring workplace safety and health, including observance of ergonomic criteria. Training sessions on workplace ergonomics and on fire prevention have been launched in 2009.

Revision of contract arrangements at the Centre

22. In the wake of the commitments made by the Director at the 68th session of the Board of the Centre, the Human Resources Services, together with the Legal Adviser, have presented the Director with a report on the advantages and drawbacks of changing the types of contract currently used at the Centre, especially those of staff working on technical cooperation with project-based contracts. Their analysis brought out the salient issues which revising the contract arrangements raises, notably how types of contract adopted by the General Assembly have evolved within the United Nations system, problems linked to types of funding and financial limits, and legal questions. This preliminary report has been presented to the Staff Union Committee for comments and discussion with the management

team. The Board of the Centre will be informed of the final proposals that emerge from these consultations and will be submitted for its approval.

Cooperation with the integrated resource information system (IRIS) project

23. In the wake of an internal reorganization which saw a redeployment of the payroll system within the Centre's financial services, and given the need to ensure system continuity, the Centre has opted to develop new payroll software and to look into a leave-management system, drawing upon resources allocated for that purpose in the 2007-2011 Investment Programme. The development of these two computerized systems will allow the Centre to devote the necessary time to taking advantage of the results of the initial phases in the deployment of IRIS for the field, to conclude the analysis of the existing processes, and to draw up a list of specifications for the development of a human resources application, with a view to integrating the Centre into the IRIS project and thereby, potentially, making economies of scale.

For information.

Amendments to the Staff Regulations

This document describes 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 3.03 per cent, was applied to General Service category salaries, with effect from 1 November 2008. 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 2008 to 30 September 2009

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 and fluctuations in the exchange rate between the euro and the US dollar, using the following post adjustment multipliers:

October	2008	Multiplier	56.2
November	"	"	50.5
December	"	"	50.7
January	2009	"	50.1
February	"	"	49.0
March	"	"	45.6
April	"	"	59.3
May	"	"	64.0
June	"	"	67.7
July	"	"	69.0
August	"	"	68.8
September	"	"	72.5

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 2.33 per cent, in accordance with the “no loss, no gain” principle, recommended by the ICSC, with effect from 1 January 2009. This rise entailed a proportional increase in separation payments.

2.2. Mobility and non-removal allowance (Article 5.9 of the Staff Regulations)

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, to take a larger number of geographic moves into account and to lower the period of entitlement to a mobility and non-removal allowance to five years at the same duty station.

The General Assembly approved the ICSC’s recommendation to raise the payments by five per cent, as from 1 January 2009. At its 70th session (November 2008), the Board of the Centre accepted the ICSC’s recommendations in this respect and authorized the Director to apply them, subject to their approval by the United Nations General Assembly. Article 5.9 of the Staff Regulations has been modified to include these changes.

2.3. Revision of the family allowance for staff in the Professional category and above (Article 5.10 of the Staff Regulations)

The General Assembly approved the revised amounts for child dependants and for indirect dependants (2,686 and 940 United States dollars, respectively) and the ICSC’s recommendation 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, together with transitory measures for certain duty stations, remain unchanged until the next two-yearly revision. Details of these measures were submitted to the Board of the Centre at its 70th session (November 2008). The Board of the Centre accepted the ICSC’s recommendations in this respect and authorized the Director to apply them, subject to their approval by the United Nations General Assembly. Article 5.10 of the Staff Regulations has been modified to include these changes.

2.4. Education grant (Article 5.13 of the Staff Regulations)

In line with the current methodology, the ICSC recommended raising the maximum rates of reimbursement for 15 countries and zones, together with allowable educational expenses (especially boarding). The General Assembly approved these recommendations, together with the elimination of Finland as a zone and the setting of a distinct expenses ceiling for certain schools in France. The changes apply as from the school year in progress on 1 January 2009. Article 5.13 of the Staff Regulations has been modified to include them.

2.5. The amendments to Articles 5.1, 5.9, 5.10, 5.13 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 and Rules of the United Nations Joint Staff Pension Fund (UNJSPF) stipulates that the pensionable remuneration of officials in the Professional category and above shall be adjusted on the same date as the net remuneration of officials in the same category in New York. Because the post adjustment for New York remained stable, the ICSC had not revised the scale of pensionable remuneration when this document was written.

3.2. General Service category

The increase in net salaries described in paragraph 1.1, above, entailed a proportional increase in the pensionable remuneration of officials in the General Service category, with effect from 1 November 2008.

3.3. The revised scale is submitted to the Board for information (Annex III).

For information.

SALARY SCALE FOR OFFICIALS IN THE GENERAL SERVICE CATEGORY

Effective 1 November 2008

(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	36,503	37,643	38,784	39,924	41,065	43,346	44,486	45,706	46,929	48,153	49,376	50,599	51,822	53,045	
	Net	28,496	29,340	30,184	31,028	31,872	33,559	34,403	35,247	36,091	36,935	37,779	38,623	39,467	40,311	
G.2	Gross	38,811	40,200	41,588	42,976	44,364	47,329	48,818	50,307	51,795	53,284	54,772	56,261	57,750	59,239	
	Net	30,204	31,231	32,259	33,286	34,313	36,367	37,394	38,421	39,449	40,476	41,503	42,530	43,557	44,584	
G.3	Gross	41,672	43,337	45,036	46,822	48,607	52,178	53,963	55,749	57,534	59,320	61,106	62,891	64,677	66,462	
	Net	32,321	33,553	34,785	36,017	37,249	39,713	40,945	42,176	43,408	44,640	45,872	47,104	48,336	49,568	
G.4	Gross	45,683	47,771	49,860	51,948	54,037	58,214	60,303	62,391	64,480	66,568	68,657	70,745	72,833	74,922	
	Net	35,231	36,672	38,113	39,554	40,995	43,877	45,318	46,759	48,200	49,641	51,082	52,523	53,964	55,405	
G.5	Gross	51,289	53,693	56,097	58,501	60,906	65,714	68,118	70,522	72,926	75,330	77,734	80,138	82,542	84,945	
	Net	39,099	40,758	42,417	44,076	45,734	49,052	50,710	52,369	54,028	55,687	57,345	59,004	60,663	62,322	
G.6	Gross	59,794	62,530	65,267	68,004	70,740	76,214	78,950	81,687	84,424	87,160	89,897	92,634	95,370	98,107	
	Net	44,967	46,855	48,744	50,632	52,520	56,297	58,185	60,073	61,962	63,850	65,738	67,627	69,515	71,403	
G.7	Gross	69,564	72,727	75,890	79,053	82,217	88,543	91,706	94,869	98,032	101,195	104,358				
	Net	51,709	53,891	56,074	58,256	60,439	64,804	66,986	69,169	71,351	73,534	75,717				

Officials are entitled to consideration for an increment every two years.

ALLOWANCES

Paragraph (a) (for each dependent child)	1,303 euros per year from 1 November 2008
Paragraph (b) (1) (for a dependent spouse)	646 euros per year 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 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 from 1 November 2005
Non-resident allowance:	As per article 5.6 of the Staff Regulations
Language proficiency allowance:	1,954 euros per year for one language from 1 November 2008 2,931 euros per year for two languages from 1 November 2008

Overtime: From 1 November 2008

Grade	Ordinary	Special	Night differential
G.1	27,30	36,41	4,55
G.2	29,68	39,57	4,95
G.3	32,50	43,33	5,42
G.4	35,97	47,96	5,99
G.5	40,25	53,66	6,71
G.6	46,18	61,57	7,70
G.7	49,70	66,27	8,28

SALARY SCALE FOR THE PROFESSIONAL CATEGORY AND ABOVE

On 1 January 2009

(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
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
	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
	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
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
	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
	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
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	51,484	52,630	53,782	54,930	56,076	57,227		
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

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	14,402	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	5,458
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

* 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 GENERAL SERVICE CATEGORY *

Effective 1 November 2008

(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	35,580	36,677	37,773	38,868	39,964	41,061	42,157	43,252	44,348	45,444	46,541	47,636	48,732	49,828	50,925
G.2	37,800	39,133	40,467	41,800	43,135	44,469	45,803	47,136	48,470	49,805	51,138	52,472	53,806	55,149	56,537
G.3	40,548	42,148	43,748	45,348	46,948	48,548	50,147	51,747	53,347	54,948	56,613	58,277	59,942	61,607	63,272
G.4	44,328	46,199	48,070	49,942	51,813	53,685	55,582	57,529	59,476	61,423	63,371	65,318	67,265	69,212	71,160
G.5	49,351	51,505	53,659	55,849	58,091	60,332	62,574	64,815	67,057	69,298	71,540	73,782	76,023	78,265	80,506
G.6	57,054	59,606	62,157	64,709	67,261	69,812	72,364	74,916	77,467	80,019	82,585	85,321	88,058	90,794	93,532
G.7	66,164	69,114	72,062	75,012	77,962	80,910	83,967	87,130	90,293	93,456	96,619	99,782			

* As per Article 54 a) of the Regulations and Rules of the United Nations Joint Staff Pension Fund.

Proposed amendments to the Staff Regulations

Report of the International Civil Service Commission

1. This section reports on those recommendations of the International Civil Service Commission (ICSC) in its annual report to the United Nations General Assembly for 2009 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. End-of-service payments

After studying the end-of-service payments, the Commission decided to recommend that the organizations align their scale for calculating the termination payment and their conditions for paying the repatriation grant and the grant on death with the scale and the conditions for paying with those in effect at the UN. It also recommended that a separation payment for officials on fixed-term contracts who leave their posts after ten or more years be brought in at those organizations which have adopted, and are now applying, the new contractual system.

These measures, together with the new contractual system, are currently being studied by the Office. Pending their final approval by the General Assembly, and after consulting the Office, the Centre will inform the Board, at its next session, of how the measures will be applied, and of the amendments to the Staff Regulations that they call for.

2.2. Adoption leave

The practice at the organizations that apply the United Nations common system is to allow officials who adopt a child of pre-school age to take special paid leave. At the Centre, this leave lasts seven weeks.

At its 303rd session, in November 2008, the ILO Governing Body decided to bring in paid leave of up to eight weeks for officials of either sex who adopt a child of pre-school age. If the adoptive parents are both employees of the Office, the combined total of their adoption leave is limited to eight weeks.

To complete the relevant provisions of the Staff Regulations concerning parental leave, and to bring them into line with those in force at the ILO, the Director, after consulting the Joint Negotiating Committee, in accordance with article 0.3 of the Staff Regulations (Amendments), wishes to submit to the Board, for approval, a proposed amendment to article 9.7 of the Staff Regulations that will introduce paid adoption leave of up to eight weeks for officials of either sex. The wording of the proposed amendment is set out in Annex 1.

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 after comparing the net base salaries of United Nations officials with the salaries of their counterparts in the United States federal civil service. The Commission was informed that, in view of changes to federal civil service salaries in the United States in 2009 and to tax systems applicable to those salaries, an increase of 3.04 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 3.04 per cent through the standard consolidation procedures, on a "no-loss, no-gain" basis, with effect from 1 January 2010. This adjustment implies a proportional increase in end-of-service payments. The revised salary scale is shown in Annex II.

4. Article 5.1, Article 9.7 and Annex A of the Staff Regulations should be changed to 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 71st session. Since these measures should, in principle, come into effect for all organizations within the United Nations system in the first few months of 2010, 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 described above for approval by the Board at its present session, and to ask 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 here, 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

ARTICLE 7.7

Parental leave

Maternity leave

.....

Paternity leave

.....

Adoption leave

3. a) An official who adopts a child under six years old has the right to adoption leave on full salary and allowances for up to eight weeks, upon presentation of a certificate of adoption. If the adoptive parents are both employees of the Centre, and both of them ask for adoption leave, the combined total of their adoption leave is limited to twelve weeks, which may be split between the two of them, though neither one may take more than eight weeks.

b) Adoption leave is normally granted for a consecutive period from when the child is taken into the adoptive parents' charge.

c) An interval of at least twelve months is required between the end of one period of adoption leave and the beginning of another.

d) The Director may, upon request, grant adoption leave, under the conditions set out in paragraphs a), b) and c) above, when an official takes provisional charge of a child with a view to adoption.

SCALE OF PENSIONABLE REMUNERATION OF OFFICIALS IN THE PROFESSIONAL CATEGORY AND ABOVE

Effective 1 January 2010

(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
D-2	Gross	149,903	153,214	156,529	159,846	163,160	166,475								
	Net D	110,434	112,589	114,744	116,900	119,054	121,209								
	Net S	101,454	103,273	105,085	106,891	108,693	110,485								
D-1	Gross	137,021	139,804	142,581	145,365	148,149	150,972	153,885	156,794	159,703					
	Net D	101,674	103,567	105,455	107,348	109,241	111,132	113,025	114,916	116,807					
	Net S	93,979	95,623	97,264	98,900	100,534	102,164	103,787	105,410	107,028					
P-5	Gross	113,404	115,771	118,140	120,504	122,874	125,238	127,607	129,974	132,341	134,707	137,075	139,441	141,810	
	Net D	85,615	87,224	88,835	90,443	92,054	93,662	95,273	96,882	98,492	100,101	101,711	103,320	104,931	
	Net S	79,537	80,967	82,393	83,818	85,241	86,659	88,077	89,491	90,904	92,314	93,721	95,124	96,528	
P-4	Gross	92,907	95,064	97,221	99,378	101,626	103,909	106,196	108,478	110,763	113,044	115,331	117,612	119,897	122,182
	Net D	71,393	72,946	74,499	76,052	77,606	79,158	80,713	82,265	83,819	85,370	86,925	88,476	90,030	91,584
	Net S	66,482	67,897	69,311	70,720	72,130	73,539	74,946	76,351	77,754	79,157	80,558	81,958	83,357	84,755
P-3	Gross	75,972	77,968	79,967	81,961	83,960	85,956	87,951	89,951	91,947	93,943	95,943	97,936	99,936	102,044
	Net D	59,200	60,637	62,076	63,512	64,951	66,388	67,825	69,265	70,702	72,139	73,579	75,014	76,454	77,890
	Net S	55,259	56,581	57,906	59,227	60,551	61,871	63,192	64,517	65,837	67,159	68,477	69,796	71,112	72,431
P-2	Gross	61,919	63,707	65,492	67,279	69,065	70,850	72,638	74,419	76,208	77,996	79,779	81,568		
	Net D	49,082	50,369	51,654	52,941	54,227	55,512	56,799	58,082	59,370	60,657	61,941	63,229		
	Net S	46,037	47,205	48,368	49,534	50,698	51,864	53,049	54,230	55,417	56,600	57,781	58,967		
P-1	Gross	47,968	49,496	51,146	52,867	54,579	56,296	58,014	59,732	61,444	63,161				
	Net D	38,854	40,092	41,325	42,564	43,797	45,033	46,270	47,507	48,740	49,976				
	Net S	36,651	37,790	38,927	40,068	41,207	42,344	43,484	44,609	45,728	46,848				

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 2007 and on 31 December 2008

A comparative table of officials in service by category and type of contract at the end of 2007 and 2008 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 2009 appears in Annex II.

Staff list

A staff list as at 1 June 2009 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 2008 appears in Annex IV.

Distribution of external collaborators and short-term officials in 2008

The distribution by country or territory of external collaborators and short-term officials recruited between 1 January and 31 December 2008 for Training Programme activities appears in Annex III.

For information.

OFFICIALS IN SERVICE BY CATEGORY AND TYPE OF CONTRACT ON 31 DECEMBER 2007 AND ON 31 DECEMBER 2008

31 December 2007				31 December 2008		
Grade	Indeterminate	Fixed-term	Total	Indeterminate	Fixed-term	Total
Professional category and above						
DIR	-	-	_*	-	-	_*
D.2	-	1	1	-	1	1
D.1	-	2	2	-	3	3
P.5	6	9	15	5	10	15
P.4	6	13	19	4	11	15
P.3	1	15	16	-	17	17
P.2	-	2	2	-	2	2
P.1	-	-	-	-	-	-
Total a)	13	42	55	9	44	53
General Service category						
G.7	10	-	10	7	-	7
G.6	16	3	19	14	4	18
G.5	9	13	22	7	13	20
G.4	1	26	27	1	29	30
G.3	-	11	11	-	16	16
G.2	-	2	2	-	2	2
G.1	-	-	-	-	-	-
Total b)	36	55	91	29	64	93
Grand Total (a + b)	49	97	146**	38	108	146***

* ILO Geneva contract.

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

*** Eight officials on part-time contracts, but does not include **50 officials on fixed-term contracts linked to specific long-term training projects.**

STAFF TABLE AS AT 1 JUNE 2009

(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			1						1		1	1	1				3	4
TOTAL		2	1						3		1	1	1				3	6
<i>Training</i>																		
Director's Office			1						1		2	1	1				3	4
Training Programmes				9	9	5			23		2	5	6	5			18	41
Programme Development and Regional Cooperation Service				1	1	2	1		5		2	4	2	2			10	15
Learning and Communication Service				1	2	3	1		7		3	3	6,5				12,5	19,5
Sustainable Development and Governance			1						1		1	1	1				2	3
TOTAL		2	11	12	10	2			37	1	9	12	16,5	7			45,5	82,5
<i>Administration</i>																		
Financial Services				2		1			3		3	3	1	1			11	14
Human Resources Services				1		1			2		4	4	2	2			10	12
Internal Administration Service						2			2		1	3	6	1	1		12	14
Training and Participant Support				1					1		2	2	2	4			8	9
Management Information Systems				1	1	3			5		1	1	1				2	7
TOTAL			4	2	7				13	4	10	6	14	8	1		43	56
GRAND TOTAL		2	3	15	14	17	2		53	5	20	19	31,5	15	1		91,5	144,5

N.B.

(1) Does not include 56 officials on fixed-term contracts linked to a specific training project.

(2) Includes one official in the Professional category and six officials in the General Service category who are working part-time (80%).

LISTE DU PERSONNEL au 1^{er} juin 2009	STAFF LIST as at 1 June 2009	LISTA DEL PERSONAL al 1.º de junio de 2009			
EYRAUD François	Director	Mr	Fr		
ARRIGOTTI Dario	Deputy Director	Mr	Italy	D.2	F
JONES Peter	Special Adviser	Mr	UK	D.1	F
Bureau du Directeur	Director's Office	Oficina del Director			
MIRABILE Nathalie		Ms	Fr	G.6	F
ASTI Marina		Ms	Italy	G.5	F
TRISCIUZZI Mara		Ms	Italy	G.4	F
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
MARASCO Maria		Ms	Italy	G.4	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
MARCHANDISE Thierry		Mr	Fr	P.4	F (TA)

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

MITTON Anna Giselle	Ms	USA	P.4	F/Project
TEKLÉ Tzehainesh	Ms	Erit	P.3	L (ILO)
VILA Blerina	Ms	Alb	P.3	F/Project
MIRAGLIO Maura	Ms	Italy		S/T
FONGUE TCHONGO Christelle (*)	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
MORELLO Federica	Ms	Italy	G.3	F (P/T)
ELGHORMLI Zakaria	Mr	Moroc		S/T

**Emploi et développement
des compétences**

KOLEV Alexandre

**Employment and Skills
Development**

Manager

**Empleo y Desarrollo de
Competencias**

Mr Fr P.5 F

BOUDIAF Mostefa

Mr Alg P.4 F

CASSARINO Jean-Pierre

Mr Fr P.4 F/Project

ZIEWERS Manfred

Mr Ger P.4 F/Project

MOLZ Alessandra

Ms Ger P.3 F

SERRIÈRE Nicolas

Mr Fr P.3 F

DAMOUNI Anna

Ms Leb G.6 I

PIUTTI Arianna

Ms Italy G.5 F

BELLORA Elisabetta

Ms Italy G.4 F

RIPANDELLI Michela

Ms Italy G.3 F/Project

**Entreprise, micro finance et
développement local**

TOMLINSON Peter

**Enterprise, Microfinance
and Local Development**

Manager

**Empresa, Microfinanza y
Desarrollo Local**

Mr UK P.5 F

BEZNOSSIKOV Victor

Mr RuFe P.5 F

AL-KHALDI Kholoud

Ms Jord P.4 F

(*) Mise 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.

ZU Liangrong	Mr	China	P.4	F
SIEVERS Merten	Mr	Ger	P.3	F
GASSER Martin	Mr	Italy	P.2	F/Project
DEGIOVANNI Maura	Ms	Italy	G.5	F
PERETTI Germana	Ms	Italy	G.5	I
ACTIS GROSSO Cristiana	Ms	Italy	G.4	F
FIORAVANTI Rashmi	Ms	Italy	G.3	F/Project
ABBATE Paola	Ms	Italy		S/T
FILIPPI Gloria	Ms	Italy		S/T
<i>Développement local – DelNet</i>				
<i>Local Development – DelNet</i>				
<i>Desarrollo Local - DelNet</i>				
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
VALDEBENITO Erika	Ms	Chile	G.4	F/Project
RODRIGUES LIMA Carla	Ms	Braz	G.3	F/Project
Protection sociale				
Social Protection				
Protección Social				
FORGUES Ginette	Ms	Can	P.5	F
MARTÍN DAZA Félix	Mr	Spain	P.4	F
CASALÍ Pablo Hernán	Mr	Argen	P.3	F/Project
BOUDRAA Miriam	Ms	Fr	P.2	F/Project
ARGENIO Francesco	Mr	Italy		L (ILO)
CHRISTOPHE Marion	Ms	Fr	G.3	F
NORI Irene	Ms	Italy	G.3	F
ZAMBERNARDI Liza	Ms	Italy	G.2	F/Project
GAVILÁN Mónica	Ms	Chile		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 (P/T)
Activités pour les travailleurs	Workers' Activities	Actividades para los Trabajadores			
BARBIERI Giacomo	Manager	Mr	Italy	P.5	F
DIA Insa		Mr	Seneg	P.4	F
GARCÍA JIMÉNEZ Jesús		Mr	Spain	P.4	F
KUMAR Arun		Mr	India	P.4	F
TOTH MUCCIACCIARO Evelin		Ms	Cro	P.2	F/Project
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
HERRERA Ana Lourdes		Ms	USA	G.2	F/Project
BARALE Stefano		Mr	Italy		S/T (P/T)
Activités pour les employeurs	Employers' Activities	Actividades para los Empleadores			
DE KOSTER Arnout	Manager	Mr	Bel	P.5	F
SCHMITT Jeanne		Ms	Fr	P.3	F
SALVAI Paolo		Mr	Italy	P.2	F/Project
MAINO Barbara		Ms	Italy	G.5	F
ZINGARA Rachida		Ms	Alger	G.3	F/Project
TURCO Stefania		Ms	Italy	G.2	F/Project

GHIAZZA Biagio	Mr	Italy	S/T
SGARLAZZETTA Laura	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	Manager	Ms	Italy	P.5	I (P/T)
LORTIE Johanne		Ms	Can	P.3	F
MAGRI Benedetta		Ms	Italy	P.3	F/Project (P/T)
CALLEGARI Claudia		Ms	Italy	P.2	F/Project (P/T)
CAMPANA Paola		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 (P/T)
GRILLO Laura		Ms	Italy	G.2	F/Project
PAVLOVSKA Vija		Ms	Latv	G.2	F/Project
CUNIBERTI Sara		Ms	Italy		S/T

DÉVELOPPEMENT DE PROGRAMMES ET DE LA COOPÉRATION RÉGIONALE

PROGRAMME DEVELOPMENT AND REGIONAL COOPERATION

DESARROLLO DE PROGRAMAS Y COOPERACIÓN REGIONAL

Chief (vacant)

COYNE-JENSEN Astrid		Ms	Denm	P.4	F/Project
AMERIO Alessandro		Mr	Italy	P.2	F/Project
WELSLAU Kristof		Mr	Bel		S/T
GIOLO Marisa		Ms	Italy	G.5	F
CIOT Daniela		Ms	Roman		S/T
MONDO Manuela	Tendering Support	Ms	Italy	G.6	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
COSTAMAGNA Laura		Ms	Italy	G.3	F/Project
VEYRET-PICOT Maude		Ms	Belg	G.3	F/Project
Coopération régionale	Regional Cooperation	Cooperación Regional			
DI MEGLIO Roberto	(The Americas)	Mr	Italy	P.5	L (ILO)
TZVETKOVA Yordanka	(Europe)	Ms	Bulg	P.5	F
SHALABI Jeannette	(Arab States)	Ms	Syria	P.4	F
CERDEIRO Mara	(The Americas)	Ms	Arg	P.3	F
DIOP Coumba	(Africa)	Ms	Seneg	P.3	F
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
FERRARI Debora Isabel	(The Americas)	Ms	Italy	G.3	F/Project
MONTEGNA Liliana	(The Americas)	Ms	Italy	G.3	F
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
VIARENGO Cynthia		Ms	USA	G.5	I
HARDY VAN DAALEN Jeannine		Ms	Neth	G.4	F
KOTCHOUBEI Natalia		Ms	RuFe	G.3	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
SCABINI Graziella		Ms Italy G.4 F
<i>Évaluation</i>	<i>Evaluation</i>	<i>Evaluación</i>
PATRONE Alessandro		Mr Italy P.3 F/Project
MAIA MENDES Rute		Ms Port G.3 F/Project
Formation à distance et technologie de l'apprentissage (DELTA)	Distance Education and Learning Technology Applications (DELTA)	Educación a distancia y tecnología de la formación (DELTA)
LEIBOWICZ Julieta		Ms Arg P.4 F
LISA Monica		Ms Italy P.2 F/Project (P/T)
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
FANTON EMPRIN GILARDINI Josette		Ms Fr 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>			
FORTAREZZA Vincenzo		Mr	Italy	G.6	F
MONTESANO Matteo		Mr	Italy	G.6	I
BISSACA Paola		Ms	Italy	G.5	F
McCLURE Michele		Ms	USA	G.4	F (P/T)
PIERINI Cristina		Ms	Italy	G.4	F
FIORE Luca		Mr	Italy	G.3	F/Project (P/T)
BUZDUGAN Ana		Ms	Roman		S/T
IANNONE Luigi		Mr	Italy		S/T
<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	Bel	P.3	F
GASTALDI Cristina		Ms	Italy	G.4	F
DÉVELOPPEMENT DURABLE ET GOUVERNANCE	SUSTAINABLE DEVELOPMENT AND GOVERNANCE	DESARROLLO SOSTENIBLE Y GOBERNANZA			
JADOUN George	Chief	Mr	Jord	D.1	F
GRASSONE Tiziana		Ms	Italy		S/T
<i>Achats et gestion du cycle de projet</i>	<i>Procurement and Project Cycle Management</i>	<i>Contratación Pública y Gestión del Ciclo de los Proyectos</i>			
MALOTCHKO Valery		Mr	Belar	P.4	F/Project
PISANI M. Teresa		Ms	Italy	P.2	F/Project
LATINI Emanuela		Ms	Italy	G.7	I
MAGLI Carmelisa		Ms	Italy	G.4	F
DELLA BIANCA Monica		Ms	Italy	G.3	F/Project
CUBAS CANTAMESSA Lesley		Ms	Spain		S/T

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)
VASQUEZ Maria João		Ms	Port	P.2	F/Project
ASFAHA Samuel		Mr	Eritr		S/T
OUINE Sophie		Ms	Fr	G.3	F/Project
COURS POST-UNIVERSITAIRES	POSTGRADUATE COURSES	POSTGRADOS			
JADOUN George	Assistant Director	Mr	Jord	D.1	F
LEONETTI Cristina		Ms	Italy	G.3	F/Project
SABBADINI Simonetta		Ms	Italy	G.3	F/Project
IANNAZZO Flavia		Ms	Italy		S/T
SERVICES FINANCIERS	FINANCIAL SERVICES	SERVICIOS FINANCIEROS			
DUNGCA Remedios	Treasurer, Chief	Ms	Can	P.5	F
SACCO Luciano		Mr	Italy	P.5	I
MENARELLO Remigio		Mr	Italy	G.7	I
PRATO Michela		Ms	Italy	G.5	F
Comptabilité et Contrôle des comptes	Accounts and Control	Contabilidad y control de cuentas			
Dungca Remedios	Chief, a.i.	Ms	Can	P.5	F
<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.6	I
CAPPAI Claudio		Mr	Italy	G.3	F

<i>Facturation mandants financiers</i>	<i>Sponsor Billing</i>	<i>Facturación de patrocinadores financieros</i>
DABRAIO Anna		Ms Italy G.7 I
BRAGAIA BOERO Nadia		Ms Italy G.5 I
CUCCURU Tamara		Ms Italy S/T
<i>Contrôle de coûts</i>	<i>Cost Control</i>	<i>Control de costos</i>
FIORE Claudio		Mr Italy G.7 I
GIARDINI Juliette		Ms Can G.6 I
<i>Paielements et Encaissements</i>	<i>Payments and Receipts</i>	<i>Pagos y recibos</i>
TERRENI Alessandro		Mr Italy G.5 F
GARINO Anna		Ms Italy G.4 F
SERVICES DES RESSOURCES HUMAINES	HUMAN RESOURCES SERVICES	SERVICIO DE RECURSOS HUMANOS
ZEFOLA Giuseppe	Chief a.i.	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
ZUANELLI Claudia		Ms Italy G.4 F
PAOLUCCI DELLE RONCOLE Filippo		Mr Italy G.3 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.4 F

SERVICE DE L'ADMINISTRATION INTÉRIEURE	INTERNAL ADMINISTRATION SERVICE	SERVICIO DE ADMINISTRACIÓN INTERNA			
ARRIGOTTI Dario	Chief, a.i.	Mr	Italy	D.2	F
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>Chofer 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>			
MICHELA Margherita		Ms	Italy	G.5	I
MOSCHINI Barbara		Ms	Italy	G.4	F
VOLTA Mario		Mr	Italy	G.3	F
<i>Infrastructures et entretien</i>	<i>Facilities and Maintenance</i>	<i>Infraestructuras y mantenimiento</i>			
GIANGREGORIO Antonio		Mr	Italy	P.3	F
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			
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
GARBERO Chiara		Ms	Italy		S/T
<i>Recrutement des participants</i>	<i>Participant Recruitment</i>	<i>Inscripción de participantes</i>			
PERNIOLA Stefania		Ms	Italy	G.4	F
BERUTTI Alberto		Mr	Italy	G.3	F
IGNE Alessandra		Ms	Italy	G.3	F
RODIA Carola		Ms	Italy	G.3	F
SECTION DE L'INFORMATIQUE	MANAGEMENT INFORMATION SYSTEMS	SECCIÓN DE INFORMÁTICA			
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.4	F

FONCTIONNAIRE EN PRÊT

VILLEMONTEIX Jean-Claude

OFFICIAL ON LOAN**FUNCIONARIO EN PRÉSTAMO**

Mr Fr P.5 F

**FONCTIONNAIRE EN
DETACHEMENT**

CARVALHO PINHEIRO Vinicius

**OFFICIAL ON
SECONDMENT**

(ILO, Geneva)

**FUNCIONARIO EN
AFECTACIÓN**

Mr Braz P.4 F

**FONCTIONNAIRES EN CONGÉ
SPÉCIAL**

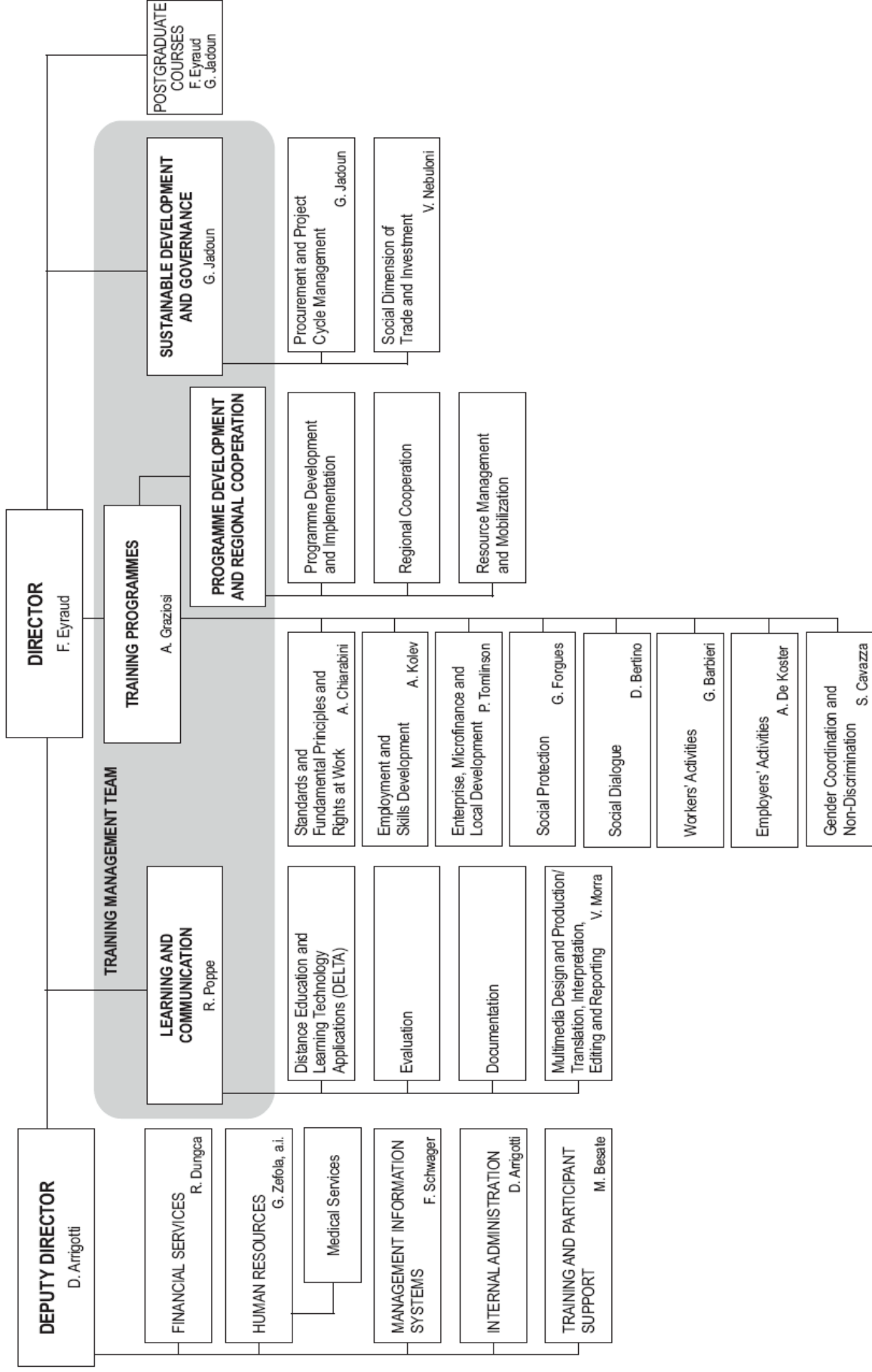
LENGLET Franciscus.

CARELLO Silvia

**OFFICIALS ON SPECIAL
LEAVE****FUNCIONARIOS EN LICENCIA
ESPECIAL**

Mr Neth D.2 F

Ms Italy G.4 F



ITC ILO Organization Chart - 1 June 2009

FIXED-TERM (F/T) CONTRACTS LINKED TO TRAINING PROJECTS ON 31 DECEMBER 2008

(General Service category)

Name of official	Nationality	Entry date	Grade	Type of contract	Contract expiry date
ABDUL JABBAR GHULAM Mayada H.	Iraq	01/12/98	G.4	F/T project (Regional Cooperation - Arab States)	31/12/09
AGNELLO Paola	Italy	01/01/00	G.4	F/T project (DeiNet)	31/12/09
BARALE Stefano	Italy	01/04/08	G.5	F/T project (Workers' Activities)	31/03/09
BIANCO Laura	Italy	20/12/97	G.4	F/T project (Programme Development and Implementation – Duty station: Rome)	31/12/09
BISCARO PARRINI Laura	Italy	07/07/08	G.3	F/T project (Standards)	18/04/09
CARDON Alessandro	Italy	14/05/07	G.3	F/T project (Social Dialogue)	31/12/09
COSTAMAGNA Laura	Italy	20/11/04	G.3	F/T project (Programme Development and Implementation)	31/12/09
DELLA BIANCA Monica	Italy	01/03/02	G.3	F/T project (Procurement and Project Cycle Management)	31/12/09
FERRARI Debora	Italy	01/05/08	G.3	F/T project (Regional Cooperation – Latin America)	30/04/09
GRILLO Laura	Italy	01/12/08	G.2	F/T project (Gender Coordination)	31/12/09
HERRERA Ana Lourdes	USA	02/07/07	G.2	F/T project (Workers' Activities)	31/03/09
LEONETTI Cristina	Italy	23/08/04	G.3	F/T project (Postgraduate Courses)	31/12/09
LOWE Patricia	UK	08/04/02	G.4	F/T project (DeiNet)	31/12/09
MAIA MENDES Rute	Portugal	11/08/08	G.3	F/T project (Evaluation)	10/08/09
MIRAGLIO Maura	Italy	01/05/08	G.3	F/T project (Standards)	30/04/09
MONDINO Elena	Italy	20/12/97	G.4	F/T project (DELTA)	31/12/09

Name of official	Nationality	Entry date	Grade	Type of contract	Contract expiry date
OUINE Sophie	France	14/03/08	G.3	F/T project (Social Dimension of Trade and Investment)	13/03/09
PAVLOVSKA Vija	Latvia	24/12/08	G.2	F/T project (Gender Coordination)	31/12/09
PU Su	China	01/01/01	G.4	F/T project (Regional Cooperation – Asia)	31/03/09
RIPANDELLI Michela	Italy	07/08/08	G.3	F/T project (Employment and Skills Development)	06/08/09
RODRIGUES LIMA Carla	Brazil	15/01/04	G.3	F/T project (DeiNet)	31/12/09
SABBADINI Simonetta	Italy	01/02/02	G.3	F/T project (Postgraduate Courses)	31/12/10
TREGNAGHI Simonetta	Italy	23/01/96	G.4	F/T project (Gender Coordination)	31/12/09
TURCO Stefania	Italy	01/11/08	G.2	F/T project (Employers' Activities)	31/10/09
VALDEBENITO Erika	Chile	23/03/99	G.4	F/T project (DeiNet)	31/12/09
VARGAS URREGO Gladys	Colombia	15/04/02	G.3	F/T project (DELTA)	31/12/09
VEYRET-PICOT Maude	Belgium	11/07/08	G.3	F/T project (Programme Development and Implementation)	10/07/09
ZAMBERNARDI Liza	Italy	01/11/08	G.2	F/T project (Social Protection)	31/10/09
ZINGARA Rachida	Algeria	07/01/04	G.2	F/T project (Employers' Activities)	30/06/09

FIXED-TERM (F/T) CONTRACTS LINKED TO TRAINING PROJECTS ON 31 DECEMBER 2008

(Professional category and above)

Name of official	Nationality	Entry date	Grade	Type of contract	Contract expiry date
BAFFI Sylvain	France	03/04/06	P.2	F/T project (Social Dialogue)	31/12/09
BERTOLINO Paolo	Italy	16/09/02	P.3	F/T project (Postgraduate Courses)	31/12/11
BOUDRAA Miriam	France	01/04/08	P.2	F/T project (Social Protection)	31/03/09
CALLEGARI Claudia	Italy	01/01/08	P.2	F/T project (Gender Coordination)	31/12/09
CAMPANA Paola	Italy	24/12/08	P.2	F/T project (Gender Coordination)	31/12/09
CARLIN DE TENORIO Airyn	USA	01/04/08	P.4	F/T projects (Learning and Communication – Duty station: Geneva)	31/03/09
FERRACINI Carolina	Italy	01/03/08	P.2	F/T project (Gender Coordination)	31/03/09
GASSER Martin	Italy	01/05/04	P.2	F/T project (Enterprise Development)	31/12/09
LISA Monica	Italy	16/05/05	P.2	F/T project (DELTA)	31/12/09
MAGRI Benedetta	Italy	01/01/04	P.3	F/T project (Gender Coordination)	31/12/09
MALLO María José	Spain	01/11/03	P.2	F/T project (DeINet)	31/12/09
MALOTCHKO Valery	Belarus	16/09/00	P.4	F/T project (Procurement and Project Cycle Management)	31/12/10
PATRONE Alessandro	Italy	03/12/01	P.3	F/T project (Evaluation)	23/12/09
PEREIRA GONÇALVES DE CASTRO Nuno	Portugal	01/02/05	P.2	F/T project (DeINet)	31/12/09
ROSSI RIZZI Monica	Italy	02/12/95	P.3	F/T project (Programme Development and Implementation)	31/12/09
SALVAI Paolo	Italy	29/11/08	P.2	F/T project (Employers' Activities)	28/11/09

Name of official	Nationality	Entry date	Grade	Type of contract	Contract expiry date
TEZZA Enrico	Italy	09/12/96	P.3	F/T project (Programme Development and Implementation)	31/12/09
VASQUEZ Maria João	Portugal	07/01/08	P.2	F/T project (Social Dimension of Trade and Investment)	06/01/09
VOZZA Alice	Italy	15/01/07	P2	F/T project (DeINet)	31/12/09
ZAMPOGNA Carlo	Italy	09/12/95	P.3	F/T project (DELTA)	30/04/09

Distribution of external collaborators and short-term officials recruited in 2008, by country/territory

(Training Department)

Provenance	Collaborators/short-term (*)		Days of work (*)	
Albania	2	(1)	38	(61)
Algeria	1		28	
Argentina	8		143	
Australia	6		90	
Austria	3		5	
Bahrain	2		16	
Belarus	1	(1)	2	(11)
Belgium	17	(1)	263	(191)
Benin	2		35	
Bolivia	2		90	
Botswana	1		34	
Brazil	13		319	
Bulgaria	13		577	
Cameroon	2		31	
Canada	14	(1)	191	(213)
Chile	3	(1)	20	(236)
China	4		47	
Colombia	8		460	
Congo	1		8	
Costa Rica	3		280	
Croatia	8	(1)	35	(122)
Cyprus	2		18	
Czech Republic	2		14	
Denmark	1		5	
Egypt	2		17	
Eritrea		(1)		(306)
Estonia	3		39	
Finland	1		5	
France	37	(2)	723	(157)

Provenance	Collaborators/short-term (*)		Days of work (*)	
French Guyana	1		9	
Germany	16		350	
Greece	4		62	
Honduras	1		5	
Hungary	5		51	
India	6		103	
Ireland	2		33	
Israel	1		7	
Italy	327	(21)	5 411	(3 676)
Japan	3		17	
Jordan	11		275	
Kazakhstan	2		26	
Kenya	3		32	
Korea, Republic of	2		6	
Kuwait	1		10	
Latvia	1	(1)	8	(154)
Lebanon	8		127	
Lithuania	1		2	
Macedonia	2		9	
Malaysia	3		23	
Malta	6		57	
Mauritania	1		6	
Mauritius	2		28	
Mexico	4		120	
Morocco	3	(1)	26	(197)
Nicaragua	1		103	
Norway	1		2	
New Zealand	2		9	
Palestinian Authority	1		6	
Paraguay	1		191	
Pakistan	1		1	
Netherlands	12		403	
Peru	7		66	

Provenance	Collaborators/short-term (*)		Days of work (*)	
Philippines	1		17	
Poland	5		44	
Portugal	11	(1)	206	(183)
Romania	5	(1)	112	(193)
Russian Federation	8	(1)	234	(79)
Senegal	4		22	
Serbia	1		6	
Singapore	1		4	
Slovakia	1		17	
Slovenia	2		37	
South Africa	6		51	
Spain	38	(1)	520	(269)
Sri Lanka	2		9	
Sudan	2		27	
Sweden	6		277	
Switzerland	6		29	
Syrian Arab Republic	3		52	
Tanzania, United Republic of	1		20	
Tunisia	3		30	
Turkey	2		5	
Uganda	1		5	
United Kingdom	39		579	
United States	13		387	
Uruguay	6		41	
Uzbekistan	1		1	
Viet Nam	2		13	
TOTAL	774	(36)	13,862	(6,048)

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

For information.