



FIRST 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

Staff structure and movements

1. On 31 December 2006, the number of officials on the regular budget stood at 145, of whom 56 belonged to the Professional category and above (see appended table). This total does not include 51 officials recruited specifically for training projects financed from extra-budgetary sources. The staff came from 34 countries. Women accounted for 64 per cent of the staff on the regular budget (36 per cent in the Professional category and above, and 82 per cent in the General Service category).
2. The following movements affected the regular-budget staff structure in 2006: 12 cessations of service, namely four retirements, three resignations, two terminations by mutual agreement, one inter-agency transfer to the ILO and two terminations for health reasons. Furthermore, five officials on contracts linked to training projects came to the end of those contracts or asked for their contract to end early. In addition, three officials took up new duties following a transfer within the Centre.
3. Four Professional category posts on the regular budget were filled in 2006, whereas eight officials were recruited for specific training projects. Noteworthy among the new officials were:
 - Mr. Arnout DE KOSTER (Belgium), recruited as Programme Manager, Employers' Activities, grade P.5, as from 1 April 2006
 - Mr. Arun KUMAR (India), recruited as Programme Officer, Workers' Activities, grade P.3, as from 1 May 2006
 - Mr. Merten SIEVERS (Germany), recruited as Programme Officer, Enterprise Development, grade P.3, as from 1 April 2006
 - Ms. Beatriz VACOTTO (Argentina), recruited as Programme Officer, Standards and Principles and Fundamental Rights at Work, grade P.3, as from 24 May 2006.

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4. These recruitments reflect the Centre's constant effort, while updating the technical and linguistic skills needed for it to function, both to provide a more balanced geographic spread and grade structure and to bring down the average age of its staff in the Professional category.
 5. In 2006, the Centre recruited 39 officials (four in the Professional category and 35 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 Government of Italy.

Human resources development

6. As part of the human resources forward-planning exercise launched at the beginning of 2006, following a preparatory phase during which the Centre equipped itself with the necessary databases and analytical tools, the Human Resources Services began a new piloting phase which involved an in-depth analysis of three of the Centre's Technical Programmes. The pilot project was based on the traditional human resources dimensions, but it also took into consideration the operational and financial results obtained by each Programme. It yielded a first set of indicators that could be used for strategic human resources management based on financial and operational performance. The approach adopted and the indicators proposed will be examined in a report on the piloting phase to be submitted to the Centre's management team during 2007, before the approach is extended to all the Centre's Technical Programmes.
7. It is also proposed to link this forward-planning management exercise with competency-based management systems currently under study, 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. This will be integrated into the overall methodology, with a view to completing the Human Resources Services' inventory of technical competencies, as mandated by the Joint Negotiating Committee.
8. As part of the temporary placement programme instituted in October 2005, five Centre officials were given temporary moves to other units within the Centre. By boosting in-house mobility, the programme aims specifically to achieve the following objectives: allowing officials to get to know other programmes and work units better, thereby broadening their experience, which will increase their qualifications and skills; diversifying and expanding the skills of General Service staff; meeting staff needs generated by special leave and changes in work flow; and keeping up the motivation of General Service staff by offering them a greater variety of tasks and the chance to acquire new skills.
9. A post classification exercise led to fourteen promotions, three of them (for one man and two women) in the Professional category and eleven in the General Service category. Six officials obtained personal promotions. Nonetheless, the grade point average was kept under tight control by lowering the grade level of vacant posts. Six officials received merit step awards.

Training

10. In 2006, staff training and refresher training covered subjects such as leadership, supervisory skills, conflict management, mediation, and writing skills. These activities, in which 79 officials participated, were part of the staff training and development programme for 2005-2006. In addition, information sessions on new Centre policies were held for the staff as a whole. To meet specific technical needs or to develop in-house skills, 20 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.
11. To enhance and update in-house capacities concerning training methods and training technology, in 2007 the Centre launched a specific programme on learning engineering and technology designed to keep the Centre at the cutting edge of training and knowledge-management methodology. Held in conjunction with the United Nations System Staff College, the programme had two components. The first sought to complete the training of trainers who had joined the Centre since 2000. The second sought to refresh the training-management skills of more experienced trainers, whose daily work did not always leave them enough time to keep up with the latest developments concerning learning. The first component included a one-week training workshop at the beginning of 2007 for 17 of the Centre's young trainers that covered such subjects as training cycle design, needs analysis, animation, learning technology, promotion, and training evaluation. Although the second component will only start in 2008, specific sessions on the subjects just listed will be held in 2007 for the Centre's entire training community.
12. In 2006, the Training Facilities and Technology unit provided further training in the use of the new computerized tool for managing training activities and participants, in which 60 officials took part. This ensured that the staff as a whole had been trained to use the new tool. In 2007, the Centre can therefore resume training in the main information technology applications it uses. The Training Facilities and Technology unit also provided officials with a direct, individual help service.

Joint Negotiating Committee

13. In 2006, discussions within the Joint Negotiating Committee (JNC) led to a final agreement on a series of new human resource management policies, namely to facilitate staff exchanges between Turin and Headquarters, to introduce "teleworking" and to ban smoking more effectively. Items currently on the Committee's agenda include: a new policy on paternity leave, based on measures to be adopted by the ILO on the issue; 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 handicapped people.

Cooperation with the integrated resource information system (IRIS) project

14. The Centre has been associated with the working party on the application of IRIS to the field as a whole. It regularly takes part in the coordination meetings held at Headquarters in Geneva with the IRIS project team. In the wake of the adoption of the 2007-2011

Investment Programme by the Board of the Centre, and more specifically the project to develop a human resources application of the integrated management software package, including the payroll system, a phase has been launched in which needs and existing procedures will be identified and analysed. In 2007, this preliminary phase should generate detailed specifications that can guide the discussions with the ILO and the IRIS project on the technical feasibility of integrating the Centre into the IRIS project.

Remuneration and working conditions

Professional category and above

15. The General Assembly has approved the recommendation by the International Civil Service Commission (ICSC) to raise the base/floor salary scale of officials in the Professional category and above by 4.57 per cent as from 1 January 2007 in accordance with the “no gain, no loss” principle. This generated an increase in end-of-service payments.
16. In accordance with article 54 b) of the Regulations and Rules of the United Nations Joint Staff Pension Fund, the pensionable remuneration of officials in the Professional category and above was increased by around 2.138 per cent as from 1 September 2006, following the increase in the net remuneration of the same categories in New York on the same day.
17. The General Assembly has approved the recommendation by the ICSC on the following change to allowances for dependent children and indirect dependants: for staff meeting the requirements for those allowances on or after 1 January 2007, the lower amounts have been approved; staff currently receiving higher amounts will continue to receive those amounts until the new amounts catch up with them after being revised.
18. In accordance with the existing methodology, the ICSC has recommended raising the maximum reimbursements for a number of countries and the reimbursement of other expenses related to the education grant (particularly the flat rate for boarding). The General Assembly has approved these recommendations, together with the abolition of the Norway area and the establishment of a distinct expenses ceiling for certain schools in France. The General Assembly has also approved the recommendation by the ICSC that the education grant be paid until the end of the fourth year of post-secondary studies, even if a degree has been awarded after three years of study; the age limit stays at 25. These changes apply from the school/academic year in course on 1 January 2007.
19. The ICSC proposals approved by the General Assembly concerning the allowances for mobility, hardship and non-removal, among others, came into effect on 1 January 2007. The main changes were the introduction of flat rates instead of percentages linked to the base/floor salary scale, the taking into account of a greater number of geographical moves, and a cut in the length of eligibility for mobility and non-removal allowances at the same duty station to five years.

General Service category

- 20.** Following a survey of the best conditions of service in Rome, the ICSC had recommended a new salary scale and revised family allowances for officials in the General Service category to the Director-General of the FAO and the other organizations that apply the terms of employment in force in Rome in its annual report for 2006. The new salary scale embodies a rise of 12.16 per cent over the previous one, and is back-dated to 1 November 2005.
- 21.** Subsequently, in line with the procedure established by the ICSC for adjustments between two surveys, a new increase, this time of 2.89 per cent, was applied to salaries of the General Service category, effective from 1 November 2006. This revision led to a change in the children's allowance. In contrast, the family allowance for dependent spouses remained unchanged, whereas the language proficiency allowance was increased by the same percentage. As a result, a new scale of pensionable remuneration came into effect from 1 November 2006.

For information.

**OFFICIALS IN SERVICE BY CATEGORY AND TYPE OF CONTRACT ON
31 DECEMBER 2005 AND ON 31 DECEMBER 2006**

31 December 2005				31 December 2006		
Grade	Indeterminate	Fixed-term	Total	Indeterminate	Fixed-term	Total
Professional category and above						
DIR	-	-	-*	-	-	-*
D.2	-	2	2	-	2	2
D.1	1	1	2	1	1	2
P.5	4	9	13	8	8	16
P.4	8	13	21	6	14	20
P.3	1	10	11	1	13	14
P.2	1	4	5	-	2	2
P.1	-	-	-	-	-	-
Total a)	15	39	54	16	40	56
General Service category						
G.7	11	-	11	10	-	10
G.6	16	2	18	14	4	18
G.5	10	13	23	13	11	24
G.4	3	23	26	1	27	28
G.3	-	15	15	-	7	7
G.2	-	2	2	-	2	2
G.1	-	-	-	-	-	-
Total b)	40	55	95	38	51	89
Grand Total (a + b)	55	94	149**	54	91	145***

* ILO Geneva contract.

** Includes five officials on part-time contracts, but does not include 48 officials on fixed-term contracts linked to specific long-term training projects.

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

STAFF DISTRIBUTION BY AGE BAND AND GRADE (REGULAR BUDGET)**ON 31 DECEMBER 2006**

Professional category and above	Under 30	30 – 40	41 – 50	51 – 60	Over 60
P. 2		1	1		
P. 3		7	5	1	1
P. 4		1	7	12	
P. 5			3	12	1
D. 1				1	1
D. 2				2	
Total	0	9	16	28	3
General Service category					
G. 2		2			
G. 3		6	1		
G. 4		13	10	5	1
G. 5		6	10	7	1
G. 6			5	11	2
G. 7				8	1
Total	0	27	26	31	5
Grand Total	0	36	42	59	8

**STAFF DISTRIBUTION IN THE PROFESSIONAL CATEGORY AND ABOVE BY SEX AND GRADE (REGULAR BUDGET)
ON 31 DECEMBER 2006**

Professional category and above	Total per grade	Women	%	Men	%
P. 2	2	0	-	2	100
P. 3	14	5	36	9	64
P. 4	20	9	45	11	55
P. 5	16	6	38	10	62
D. 1	2	-	-	2	100
D. 2	2	-	-	2	100
Total	56	20	36	36	64

**MONTHLY DISTRIBUTION BY CATEGORY OF SHORT-TERM STAFF
IN SERVICE IN 2006 ***

	Professional category	General Service category	TOTAL
January	2	10	12
February	2	10	12
March	2	12	14
April	2	17	19
May	1	20	21
June	2	17	19
July	2	17	19
August	2	20	22
September	3	21	24
October	3	21	24
November	3	20	23
December	3	19	22

* Includes both short-term staff whose contract was charged against training activities and those whose contract was charged against the regular budget.

FIXED-TERM (F/T) CONTRACTS LINKED TO TRAINING PROJECTS ON 31 DECEMBER 2006

(General Service category)

Name of official	Nationality	Entry date	Grade	Type of contract	Contract expiry date
ACTIS GROSSO Cristiana	Italy	21/01/03	G.3	F/T project (Enterprise Development)	20/01/07
AGNELLO Paola	Italy	01/01/00	G.4	F/T projects (ESF)	04/02/07
BIANCO Laura	Italy	20/12/97	G.4	F/T projects (ESF)	31/12/07
BOELLA Marco	Italy	22/05/06	G.3	F/T project (Social Dialogue)	21/05/07
CALLIERI Benedetta	Italy	04/04/05	G.3	F/T project (Hydroaid - Water for Development)	03/04/07
CHINAGLIA Silvia	Italy	16/02/06	G.3	F/T project (Gender Coordination)	15/02/07
CHRISTOPHE Marion	France	01/01/05	G.3	F/T projects (ESF)	31/12/07
COSTAMAGNA Laura	Italy	20/11/04	G.3	F/T projects (ESF)	30/11/07
COSTANTINI Paola	Italy	01/02/02	G.3	F/T project (Social Dialogue)	31/03/07
DELLA BIANCA Monica	Italy	01/03/02	G.3	F/T project (Management of Development)	31/12/07
DE MARCO Emanuela	Italy	06/07/06	G.3	F/T project (Gender Coordination)	05/07/07
FUGGIASCHI Claudia	Italy	03/11/01	G.3	F/T project (Gender Coordination)	31/12/06
JABBAR GHULAM Hamid Abdul	Iraq	01/12/98	G.4	F/T project (Arab States)	31/12/07
LEONETTI Cristina	Italy	23/08/04	G.3	F/T project (Management of Development)	31/12/07
LOWE Patricia	United Kingdom	08/04/02	G.4	F/T project (DeINet)	31/12/07
MONDINO Elena	Italy	20/12/97	G.4	F/T projects (ESF)	30/06/07
MONTEGNA Liliana	Italy	01/02/06	G.3	F/T project (Regional Programme for the Americas)	31/01/07
MORELLO Federica	Italy	01/06/00	G.3	F/T project (ILS/HR)	31/03/07
MOSCHINI Barbara	Italy	01/01/00	G.4	F/T projects (ESF)	31/03/07

NORI Irene	Italy	01/01/01	G.4	F/T project (Social Protection)	02/03/07
PERNIOLA Stefania	Italy	21/01/03	G.3	F/T project (Enterprise Development)	20/01/07
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 and the Pacific)	31/12/07
RODRIGUES LIMA Carla	Brazil	15/01/04	G.3	F/T project (DeINet)	31/12/07
SABBADINI Simonetta	Italy	01/02/02	G.3	F/T project (Management of Development)	31/12/07
SGARLAZZETTA Laura	Italy	01/08/04	G.3	F/T project (Social Protection)	02/03/07
TREGNAGHI Simonetta	Italy	23/01/96	G.4	F/T projects (ESF)	31/12/07
TRISCIUZZI Mara	Italy	20/01/99	G.4	F/T projects (ESF)	30/11/07
VALDEBENITO Erika	Chile	23/03/99	G.4	F/T project (DeINet)	31/12/07
VARGAS URREGO Gladys	Colombia	15/04/02	G.3	F/T project (DELTA)	03/08/07
ZINGARA Rachida	Algeria	07/01/04	G.2	F/T project (Employers' Activities)	31/12/07

FIXED-TERM (F/T) CONTRACTS LINKED TO TRAINING PROJECTS ON 31 DECEMBER 2006

(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)	31/03/07
BERTOLINO Paolo	Italy	16/09/02	P.3	F/T project (Management of Development)	31/12/07
CALLEGARI Claudia	Argentina	04/04/01	P.2	F/T projects (ESF)	30/11/07
CERDEIRO Mara	Argentina	18/07/01	P.3	F/T project (DelNet)	31/12/07
FELDENGUT Karl	Germany	29/01/06	P.4	F/T "Europe AID/12114D/SV/TR" - duty station: Ankara, Turkey	28/01/07
GASSER Martin	Italy	01/05/04	P.2	F/T project (Enterprise Development)	31/12/07
LISA Monica	Italy	16/05/05	P.2	F/T project (DELTA)	15/05/07
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 (DelNet)	31/12/07
MALOTCHKO Valery	Belarus	16/09/00	P.4	F/T project (Management of Development)	31/12/07
MARCON Federico	Italy	20/10/06	P.3	F/T project (Regional Programme for the Americas)	19/10/07
PATRONE Alessandro	Italy	03/12/01	P.3	F/T "MAE PON ATAS Objective 1" - duty station: Rome	30/11/07
PEREIRA GONÇALVES DE CASTRO Nuno	Portugal	01/02/05	P.2	F/T project (DelNet)	31/12/07
RAMIREZ MACHADO José María	Spain	22/08/05	P.4	F/T project (child labour and forced labour)	21/08/07
ROSSI RIZZI Monica	Italy	02/12/95	P.3	F/T projects (ESF)	31/12/07
TEZZA Enrico	Italy	09/12/96	P.3	F/T projects (ESF)	31/12/07

TOTH MUCCIACCIARO Evelin	Croatia	01/09/06	P.2	F/T project (Workers' Activities)	31/08/07
VIDAL ALONSO Angel L.	Spain	15/06/98	P.4	F/T project (DelNet)	31/03/07
VILA Blerina	Albania	01/02/04	P.2	F/T "Training in gender mainstreaming in EU development cooperation" - duty station: Brussels	31/12/06
ZAMPOGNA Carlo	Italy	09/12/95	P.3	F/T projects (ESF)	30/06/07

