



FIRST ITEM ON THE AGENDA

**DIRECTOR'S REPORT ON THE ACTIVITIES OF THE CENTRE IN  
2005-2006 AND PERSPECTIVES FOR 2007**

**Report on the Administration of the Centre's Human Resources**

**Staff structure and movements**

1. On 31 December 2005, the number of officials on the regular budget stood at 149, of whom 54 belonged to the Professional category and above (see appended table). This total was unchanged from the previous year. It does not include 48 officials recruited specifically for training projects financed from extra-budgetary sources. The staff came from 35 countries. Women accounted for 66 per cent of the staff as a whole (37 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 2005: ten cessations of service, namely five retirements, one resignation and four ends of contract of regular-budget officials. Furthermore, five officials on contracts linked to training projects came to the end of those contracts. In addition, two officials took up new duties: one following a loan to the United Nations System Staff College, the other following a transfer within the Centre.
3. Nine posts on the regular budget were filled in 2005, whereas eight officials were recruited for specific training projects. Noteworthy among the new officials in the Professional category were:
  - Mr. Vinícius CARVALHO PINHEIRO (Brazil), recruited as Senior Programme Officer, Social Protection, grade P.4, as from 1 March 2005
  - Mr. Nicolas SERRIERE (France), recruited as Programme Officer, Employment and Skills Development, grade P.3, as from 1 January 2005
  - Ms. Alessandra MOLZ (Germany), recruited as Programme Officer, Employment and Skills Development, grade P.3, as from 1 November 2005.

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These recruitments were part of a plan to replace the skills associated with a range of posts vacated, or due to be vacated, by officials going into retirement, and also to identify, through an in-depth analysis of the technical and language needs of the Programmes involved, future developments and needs concerning the subjects covered by those sectors.

4. In 2005, the Centre recruited 40 officials (five 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 two associate experts thanks to support provided by the Governments of Italy and Norway.

### **Human resources development**

5. Between 2006 and 2009, 17 officials will be retiring, ten of them in the Professional category and above (five men and five women). It is therefore particularly important for the Centre to plan for their replacement.
6. Against that background, the Human Resources Services carried out a human resources forward-planning exercise which included a detailed analysis of existing skills and of those which would be needed in the future. The exercise required a long preparation phase, during which the Centre had to equip itself with the databases and the analytical tools it called for. During this calendar year, it will generate a set of highly useful indicators for the long-term strategic management of human resources.
7. With a mandate from the Joint Negotiating Committee, the Human Resources Services have developed an overall methodology for completing the identification of the skills required by each official in each post. The planned approach seeks to identify the capabilities most relevant to achieving the organization's goals and ensuring high-performance programme implementation.
8. Although competency-based human resources management applies primarily to performance management, the system also allows for more effective selection and recruitment of staff, human resources planning, performance appraisal, remuneration, career development and the preparation of a staff training and development programme.
9. A post classification exercise led to four promotions, two of them in the Professional category and two in the General Service category. Four officials obtained personal promotions, and two other officials in the Professional category and above were promoted directly by the Director. Seven officials received merit step awards, and seven permanent contracts were awarded as part of an establishment exercise.

### **Training**

10. The staff training and development programmes were re-examined in 2005. After consulting the management and soliciting input from the staff via an electronic questionnaire, a new programme, more in line with the Centre's needs, was launched for 2005-2006. Training events held in 2005-2006 included refresher

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courses and cycles for the different categories of staff, in accordance with their needs or at the request of their responsible chiefs. These activities covered subjects such as leadership, supervisory skills, conflict management, mediation, job interviewing, writing technique, codes of behaviour, integrity and new Centre policies. To meet specific in-house skills development needs, 13 officials undertook specific training inside or outside the Centre. Language training in the Centre's main working languages (English, French, Italian, Portuguese and Spanish) was held for 79 officials.

11. At the end of 2006, the Human Resources Services will assess the current programmes in the light of the organization's strategic objectives and the need to develop the skills required to achieve them. The process will include new consultations with the management and staff, and will lead to a new training programme for 2007-2008.
12. In 2005 and 2006, the Training Facilities and Technology Unit provided further training in the use of the new computerized tool for managing training activities and participants, thus ensuring the necessary training for the staff as a whole. Once this programme has finished, the Centre will resume training activities that cover the main information technology applications used at the Centre. The Training Facilities and Technology Unit also provided officials with a direct, individual help service.

### **Joint Negotiating Committee**

13. The Joint Negotiating Committee (JNC) held regular meetings in 2005 and 2006. The Committee's discussions, always held in a spirit of constructive partnership, led to eventual agreement on a series of new human resources policies, such as a temporary mobility programme within the Centre, a policy to facilitate the exchange of staff between Turin and Headquarters, telecommuting, and a more effective anti-smoking policy. New subjects on the Committee's agenda include: a new policy on paternity leave; 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 kept in regular contact with the IRIS project team in Geneva. A videoconference on 9 March 2006 involved both the IRIS project team and representatives of the different Centre units working to develop an integrated management software package. Different options for collaborating with the ILO, especially regarding the use of human resources management applications, including the payroll system, were examined from a technical point of view, and the possibility of integrating the Turin Centre into the programme to deploy IRIS in the field was examined. A representative of the Centre was appointed to the working party set up especially for the application of IRIS to the field as a whole and regularly takes part in the coordination meetings held at Headquarters.
15. Agreement was reached with the IRIS project team on the need for the Centre to analyse the staff administration and payroll procedures and to produce detailed specifications. This preliminary phase is essential to guide the Centre as to which

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Oracle solution to adopt, in line with its needs, and to assess, on a precise and clearly documented basis, the technical feasibility of integrating the Centre into the IRIS project.

### **Remuneration and working conditions**

#### ***Professional category and above***

16. Document 67/6/b (“Proposed Amendments to the Staff Regulations”), submitted to the Board of the Centre at its previous session (November 2005), described recommendations in the report of the International Civil Service Commission (ICSC) for 2005. The Fifth Committee of the United Nations General Assembly decided to put off examining questions about the United Nations joint system until the resumption of its 60<sup>th</sup> session in the Spring of 2006. In April 2006, the General Assembly decided to postpone examining the recommendations in the ICSC report even further. When this document was being written, the corresponding General Assembly resolution was therefore not available for submission to the members of the Board. The Centre will present a complete report on the decisions of the General Assembly at the 68<sup>th</sup> session of the Board of the Centre in November 2006.
17. The ICSC recommendations whose examination has been put off concern revision of the current mobility and non-removal allowance and adoption of a new base/floor salary scale. On the first point, the ICSC had decided to recommend the following major changes to the mobility and non-removal system: lump sums instead of percentages linked to the base/floor salary scale; taking into account a greater number of moves from one geographical area to another; and cutting the length of eligibility (concerning the mobility and non-removal elements) at the same duty station to five years. As regards the base/floor salary scale, the ICSC had recommended an increase of 1.88 per cent in base/floor salaries by a normal post adjustment in accordance with the “no gain, no loss” principle as from 1 January 2006.
18. 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 3.80 per cent as from 1 September 2005, following the increase in the net remuneration of the same categories in New York on the same day.

#### ***General Service category***

19. In 2005, the International Civil Service Commission (ICSC) undertook a salary survey of the best conditions of service in Rome for staff in the General Service category. In accordance with the results of the survey, a rise of 12.16 per cent in remuneration, family allowance and language premiums became applicable to officials in the General Service category, effective 1 November 2005. Under the established procedure, given the significant financial impact which that measure would have had, the ICSC delegated examining how to implement the increase to the organizations concerned, in particular to the FAO, which was to implement the new salary scale after consulting its Council in November 2006. The Centre will present the Board of the Centre with a full report on the decisions of the FAO Council as soon as they are known.

***For information.***

**OFFICIALS IN SERVICE BY CATEGORY AND TYPE OF CONTRACT ON  
31 DECEMBER 2004 AND ON 31 DECEMBER 2005**

31 December 2004				31 December 2005		
Grade	Indeterminate	Fixed-term	Total	Indeterminate	Fixed-term	Total
<b>Professional category and above</b>						
DIR	-	-	-*	-	-	-
D.2	-	1	1	-	2	2
D.1	1	1	2	1	1	2
P.5	3	14	17	4	9	13
P.4	8	13	21	8	13	21
P.3	2	10	12	1	10	11
P.2	1	5	6	1	4	5
P.1	-	-	-	-	-	-
<b>Total a)</b>	<b>15</b>	<b>44</b>	<b>59</b>	<b>15</b>	<b>39</b>	<b>54</b>
<b>General Service category</b>						
G.7	10	-	10	11	-	11
G.6	15	3	18	16	2	18
G.5	10	13	23	10	13	23
G.4	4	21	25	3	23	26
G.3	-	14	14	-	15	15
G.2	-	-	-	-	2	2
G.1	-	-	-	-	-	-
<b>Total b)</b>	<b>39</b>	<b>51</b>	<b>90</b>	<b>40</b>	<b>55</b>	<b>95</b>
<b>Grand Total (a + b)</b>	<b>54</b>	<b>95</b>	<b>149**</b>	<b>55</b>	<b>94</b>	<b>149***</b>

\* ILO Geneva contract.

\*\* Includes three officials on part-time contracts, but does not include **45 officials on fixed-term contracts linked to specific long-term training projects.**

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

**STAFF DISTRIBUTION BY AGE BAND AND GRADE (REGULAR BUDGET)**

**ON 31 DECEMBER 2005**

<b>Professional category and above</b>	<b>Under 30</b>	<b>30 – 40</b>	<b>41 – 50</b>	<b>51 – 60</b>	<b>Over 60</b>
<b>P. 2</b>		1	3	1	
<b>P. 3</b>		6	3	2	
<b>P. 4</b>		1	7	11	2
<b>P. 5</b>			5	8	
<b>D. 1</b>				1	1
<b>D. 2</b>				2	
<b>Total</b>	<b>0</b>	<b>8</b>	<b>18</b>	<b>25</b>	<b>3</b>
<b>General Service category</b>					
<b>G. 2</b>		2			
<b>G. 3</b>		13	2		
<b>G. 4</b>		8	13	4	1
<b>G. 5</b>		7	8	7	1
<b>G. 6</b>			7	10	1
<b>G. 7</b>				8	3
<b>Total</b>	<b>0</b>	<b>30</b>	<b>30</b>	<b>29</b>	<b>6</b>
<b>Grand Total</b>	<b>0</b>	<b>38</b>	<b>48</b>	<b>54</b>	<b>9</b>

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

**ON 31 DECEMBER 2005**

<b>Professional category and above</b>	<b>Total per grade</b>	<b>Women</b>	<b>%</b>	<b>Men</b>	<b>%</b>
<b>P. 2</b>	5	2	40	3	60
<b>P. 3</b>	11	4	37	7	63
<b>P. 4</b>	21	10	47	11	53
<b>P. 5</b>	13	4	31	9	69
<b>D. 1</b>	2	0	0	2	100
<b>D. 2</b>	2	0	0	2	100
<b>Total</b>	<b>54</b>	<b>20</b>	<b>37</b>	<b>34</b>	<b>63</b>

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## MONTHLY DISTRIBUTION BY CATEGORY OF SHORT-TERM STAFF IN SERVICE IN 2005 \*

	Professional category	General Service category	TOTAL
January	1	15	16
February	-	17	17
March	2	16	18
April	4	16	20
May	4	13	17
June	2	20	22
July	2	21	23
August	2	20	22
September	2	19	21
October	2	16	18
November	1	17	18
December	1	17	18

\* 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 2005**

**(General Service category)**

<b>Name of official</b>	<b>Nationality</b>	<b>Entry date</b>	<b>Grade</b>	<b>Type of contract</b>	<b>Contract expiry date</b>
ACTIS GROSSO Cristiana	Italy	21/01/03	G.3	F/T project (Enterprise Development)	20/01/06
AGNELLO Paola	Italy	01/01/00	G.4	F/T projects (ESF)	31/12/06
BIANCO Laura	Italy	20/12/97	G.4	F/T projects (ESF)	31/12/06
CALLIERI Benedetta	Italy	04/04/05	G.3	F/T project (Hydroaid - Water for Development)	03/04/06
CHRISTOPHE Marion	France	01/01/05	G.3	F/T projects (ESF)	31/12/06
COSTAMAGNA Laura	Italy	20/11/04	G.3	F/T projects (ESF)	19/11/06
COSTANTINI Paola	Italy	01/02/02	G.3	F/T project (Social Dialogue)	31/12/06
DELLA BIANCA Monica	Italy	01/03/02	G.3	F/T project (Management of Development)	31/12/06
FUGGIASCHI Claudia	Italy	03/11/01	G.3	F/T project (Gender Coordination)	30/06/06
JABBAR GHULAM Hamid Abdul	Iraq	01/12/98	G.4	F/T project (Arab States)	31/12/06
LEONETTI Cristina	Italy	23/08/04	G.3	F/T project (Management of Development)	31/12/06
LOWE Patricia	United Kingdom	08/04/02	G.4	F/T project (DeINet)	30/09/06
MONDINO Elena	Italy	20/12/97	G.4	F/T projects (ESF)	31/12/06
MORELLO Federica	Italy	01/06/00	G.3	F/T project (ILS/HR)	31/12/06
MOSCHINI Barbara	Italy	01/01/00	G.4	F/T projects (ESF)	31/12/06
NORI Irene	Italy	01/01/01	G.4	F/T project (Social Protection)	31/12/06
PERNIOLA Stefania	Italy	21/01/03	G.3	F/T project (Enterprise Development)	20/01/06
PIERINI Cristina	Italy	29/09/01	G.3	F/T project (Multimedia Development and Production)	31/12/06
PU Su	China	01/01/01	G.4	F/T project (China – Regional Programme for Asia and the Pacific)	31/12/06
RODRIGUES LIMA Carla	Brazil	15/01/04	G.3	F/T project (DeINet)	31/12/06

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SABBADINI Simonetta	Italy	01/02/02	G.3	F/T project (Management of Development)	31/12/06
SGARLAZZETTA Laura	Italy	01/08/04	G.3	F/T project (Social Protection)	30/06/06
TREGNAGHI Simonetta	Italy	23/01/96	G.4	F/T projects (ESF)	31/12/06
TRISCIUZZI Mara	Italy	20/01/99	G.4	F/T projects (ESF)	31/12/06
VALDEBENITO Erika	Chile	23/03/99	G.4	F/T project (DeINet, Argentina)	31/12/06
VARGAS URREGO Gladys	Colombia	15/04/02	G.3	F/T project (DELTA)	15/09/06
ZINGARA Rachida	Algeria	07/01/04	G.2	F/T project (Employers' Activities)	31/01/06

## FIXED-TERM (F/T) CONTRACTS LINKED TO TRAINING PROJECTS ON 31 DECEMBER 2005

(Professional category and above)

Nom Name of official	Nationality	Entry date	Grade	Type of contract	Contract expiry date ntrat
BERTOLINO Paolo	Italy	16/09/02	P.2	F/T project (Management of Development)	31/12/06
CALLEGARI Claudia	Argentina	04/04/01	P.2	F/T projects (ESF)	31/12/06
CERDEIRO Mara	Argentina	18/07/01	P.3	F/T project (DelNet)	31/12/06
CAUPIN Gilles	France	01/01/2005	P.4	F/T project on procurement certification for the United Nations	31/12/2005
CULPAN Michael	United Kingdom	22/07/02	P.4	F/T project (procurement reform project - duty station: Dhaka, Bangladesh)	28/02/06
GASSER martin	Italy	01/05/04	P.2	F/T project (Enterprise Development)	31/12/06
LISA Monica	Italy	16/05/05	P.2	F/T project (DELTA)	15/05/06
MAGRI Benedetta	Italy	01/01/04	P.3	F/T Training in gender mainstreaming in EU development cooperation - Duty station: Brussels	30/06/06
MALLO Maria José	Spain	01/11/03	P.2	F/T project (DelNet)	31/12/06
MALOTCHKO Valery	Belarus	16/09/00	P.4	F/T project (Management of Development)	31/12/06
PATRONE Alessandro	Italy	03/12/01	P.3	F/T project (MAE PON ATAS Ob.1 - duty station: Rome)	31/12/06
PEREIRA GONÇALVES DE CASTRO Nuno	Portugal	01/02/05	P.2	F/T project (DelNet)	30/09/06
PEYRON Céline	France	01/11/04	P.2	F/T project (Social Protection)	30/06/06
RAMIREZ MACHADO José María	Spain	22/08/05	P.3	F/T project on child labour and forced labour	21/08/06
ROSSI RIZZI Monica	Italy	02/12/95	P.3	F/T projects (ESF)	31/12/06
SCOVACRICCHI Roberto	Italy	01/01/05	P.4	F/T project (PPTIE)	31/12/05

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TEZZA Enrico	Italy	09/12/96	P.3	F/T projects (ESF)	31/12/06
VIDAL ALONSO Angel L.	Spain	15/06/98	P.4	F/T project (DelNet)	31/05/06
VILA Blerina	Albania	01/02/04	P.2	F/T Training in gender mainstreaming in EU development cooperation - duty station: Brussels	30/06/06
ZAMPOGNA Carlo	Italy	09/12/95	P.3	F/T projects (ESF)	31/12/06