



FOR INFORMATION

THIRD ITEM ON THE AGENDA

DIRECTOR'S REPORT ON THE ACTIVITIES OF THE CENTRE IN 2009-2010 AND PERSPECTIVES FOR 2011

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 2009, the number of officials on the regular budget stood at 144, of whom 50 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 34 countries.
2. These figures are noticeably lower than those for 2008, when the number of (regular budget and extra-budgetary) officials with fixed-term or indeterminate contracts stood at 196, as against 194 at the end of 2009 and 190 in the first half of 2010. This reflects the Centre's constant effort, given the budget constraints it faces, to keep its staff numbers in check while preserving the knowledge and skills base needed to carry out its training operations.
3. In 2009, several movements affected the regular-budget staff structure. Ten regular-budget posts were filled, six of them in the Professional category. In addition, 13 officials were recruited for specific training projects. The new officials included:
 - Ms. Remedios DUNGCA (Canada), recruited as Treasurer and Chief of Financial Services, grade P.5, as from 1 February 2009;
 - Ms. Tzehainesh TEKLE (Eritrea), recruited as Senior Programme Officer, Standards and Fundamental Principles and Rights at Work, grade P.4, as from 1 November 2009;
 - Mr. Samuel ASFAHA (Eritrea), recruited as Programme Officer, Social Dimension of Trade and Investment, grade P.3, as from 1 November 2009;
 - Ms. Coumba DIOP (Senegal), recruited as Programme Officer, Programme Development and Regional Cooperation, grade P.3, as from 18 January 2009;
 - Mr. Martin GASSER (Italy), recruited as Programme Officer, Enterprise, Microfinance and Local Development, grade P.3, as from 1 September 2009;
 - Ms. Monica LISA (Italy), recruited as Programme Officer, DELTA, grade P.3, as from 1 September 2009.
4. During the same period, there were 11 cessations of service, namely eight retirements, one resignation and two inter-agency transfers to the ILO. Three officials went on loan to the ILO or other United Nations organizations, and 16 officials on contracts linked to training projects came to the end of those contracts. In addition, four officials took up new duties following a transfer within the Centre.
5. The Centre continued to strive for geographic, gender, age and grade balance among its staff, especially those in the Professional category and above.
6. In 2009, women accounted for 71 per cent of the regular-budget and project-based staff (43 per cent in the Professional category and above, and 88 per cent in the General Service category). The table below gives a breakdown by grade and sex of posts on the regular budget in the Professional category and above.

Grade	Total in each grade	Women	%	Men	%
P. 2	0	0	-	0	-
P. 3	20	7	35	13	65
P. 4	14	4	29	10	71
P. 5	13	5	38	8	62
D. 1	2	-	-	2	100
D. 2	1	-	-	1	100
<i>Total</i>	<i>50</i>	<i>16</i>	<i>32</i>	<i>34</i>	<i>68</i>

7. There was a sharp rise in the proportion of women occupying grade P.5 posts, from 33 per cent in 2008 to 38 per cent in 2009. At grade P.3, the proportion of women rose from 29 per cent in 2008 to 35 per cent in 2009. This reflects the Centre's pursuit of better gender balance in positions of responsibility at grade P. 5, and in new recruitments at grade P.3.
8. For the staff as a whole, the average age in 2009 was 44.5 (44 among staff in the General Service category and 45 among those in the Professional category), whereas for regular-budget staff, the average age was noticeably higher: 45.8 for the General Service category and 47.6 for the Professional category. These figures are 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	6	15	15	14
General Service category	7	45	30	12
<i>Total</i>	<i>13</i>	<i>60</i>	<i>45</i>	<i>26</i>

9. The Grade Point Average for each category of staff was kept similar to 2007, just 0.1 per cent lower at 4.6 for the General Service category and 4.0 for the Professional category and above, by re-designating vacant posts at a lower grade. This made it possible to limit fixed payroll costs tied to career advancement.
10. In 2009, 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. In 2010, the German and Spanish Governments will provide two associate experts.
11. In 2009, the Centre also drew up and signed with the French Ministry of Foreign and European Affairs (MAEE) an agreement to set up a programme for young French experts. The programme aims to give young qualified graduates valuable work experience within the mandate and strategic objectives of the International Labour Organization and, by placing them with the Technical Programmes of the

International Training Centre of ILO, to have them take part in training activities and research that will boost the capacity of the Centre in those areas. Accordingly, from November 2009, the MAEE funded three one-year positions for young experts, renewable for one further year.

Mobility between Turin and Geneva

12. In 2005, the Centre and the ILO made an agreement establishing a framework for cooperating on staff mobility and a set of rules governing loans of personnel. These rules were issued in parallel at the ILO and at the Centre in the form of circular which took effect on 1 January 2006. Since then, the volume of exchanges of personnel between the two institutions, especially from Turin to headquarters or to regional ILO structures, has consistently increased in the form of loans, secondments or permanent transfers. Between 2006 and 2009, six ILO officials were assigned to the Centre's Programmes, whereas 13 Centre staff were taken on by headquarters or regional offices, 11 of them recruited directly by the ILO in the form of permanent transfers without right of return.
13. New staff movements between the Centre and the Office will take place in 2010. Given the increasing volume of exchanges, discussions have begun between the human resources services of both bodies on revising the procedures for exchanges to facilitate mobility further. Given the benefits for integration and knowledge-sharing, it will be useful to clarify the rules on forms of exchange other than loans (secondments and transfers), right of return, and integration of these experiences into the mobility policy of the Organization.

Human resources development

14. Between 2007 and 2009, nearly 27 officials left the Centre on reaching retirement age or after asking for early cessation of service, often due to fluctuating exchange rates and their impact on the level of retirement pensions paid by the United Nations Pension Fund. This turnover has faced the Human Resources Services with the significant task of ensuring the replacement of the officials who left the organization, while preserving the knowledge base and technical skills necessary to carry out the Centre's activities.
15. That circumstance required the Centre to revise the requirements for the posts, as regards both the overall mandate of the organization and the institutional and functional framework of the respective Programmes and Services. It has also brought out the need to equip the Centre with human resources planning tools for periodically reassessing its needs, anticipating demographic changes and undertaking succession planning to ensure continuity and effectiveness in its operations.
16. This need has been sharpened by the budgetary constraints facing the Centre since 2009, which led to measures to optimize the use of human resources and their deployment, including a better distribution between administrative services and Programmes directly related to training, as well as limitations on filling positions and recruiting temporary staff.

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17. Given these recent developments, and to make such tools for forward-looking human resources management more readily available, the Centre decided to mandate a consultant to conduct a thorough analysis of the productive situations at the Centre and the way it manages its training activities, and then to propose a methodological approach and a series of productivity indicators with which to analyse each Programme's staffing relative to the volume of work produced and see whether Programmes could use their staff resources more flexibly or share them when the volume of work permitted. This analysis also draws on the pilot study of human resources management planning by the Human Resource Services, who provided the statistical databases and analytical tools for it. A first report has been submitted to the Centre's management, with a view to validating the approach and the proposed indicators.
 18. To enable better alignment between the internal management systems of the Centre and those of the ILO, discussions are under way with the Human Resources Department of the ILO on the introduction in Turin of the new system of performance evaluation using principles of results-based management and on the integration of the Centre into the "competency mapping" recently brought in at the Office. The introduction of common systems in these areas of human resources management will make it easier to share knowledge and skills between the two bodies and hence facilitate mobility between Turin and the ILO.
 19. A post classification exercise led to ten promotions, two of them the Professional category. Five officials obtained personal promotions. In addition, eight officials received merit step awards.

Training

20. In 2009, information and training activities covered workplace health and safety issues such as security within the United Nations system and ergonomics. They involved 53 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, 16 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 55 officials.
21. 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, the following training activities have been held in 2009 and 2010.
22. A crash course in training design and 'engineering' was held for ten new officials of the Training Department in July 2009 and again in May 2010 with six participants. These courses helped boost the training skills of officials who had been recruited primarily for their technical expertise. Two short workshops helped trainers and support staff at the Centre to become familiar with the latest developments in training technology. A familiarization activity using an interactive response system ("clickers") that the Centre has recently set up (100 units) was held. This was followed by an activity on recording videos, with PowerPoint support ("screencasting"). This system is increasingly in use since the creation of a small recording studio with the necessary software. Other training activities in 2009 were for the entire community of trainers at the Centre. One concerned the

organizational impact of learning and was run at the Centre by an outside expert. It contributed to the design of tools that go beyond the first level of satisfaction assessment; it was evaluated online by 16 participants. This generated interest in, and in-house demand for, end-of-course activity evaluation questionnaires to be completed online. The Centre is equipped with 40 notebook computers for that task, and the Evaluation Unit has devised a procedure for online assessments in the classroom. An intensive two-day creative training workshop was held in April 2010 for 15 officials, mostly trainers. It helped them to think creatively about improvements to the training processes used at the Centre.

23. A workshop to enhance the skills of learning and training support staff is planned for the end of the year. It will focus on the contribution of staff in the General Service category to the success of a training activity and the role played in the promotion of decent work.
24. The Training Facilities and Technology unit provided direct individual assistance to staff on office tools used at the Centre, including the computer-based tool for managing training activities and participants, while specific training was held for teams who need to use specific computer-based tools. The Management Information Systems section and the Distance Education and Learning Technology Programme provided technical support and training needed by different Technical Programmes to set up computer-based platforms for learning and training.
25. The threat of a difficult financial situation in 2010 has led the Centre to take a series of precautionary measures to control fixed costs and balance the budget. Among the cost-saving measures, the management felt obliged temporarily to reduce the scope, extent and funding of its staff training activities. Given the strategic importance of the specific programme on training engineering and technology for the organization, the Centre has preserved the funds needed to run it in 2010. The language training programme has also been funded for 2010, in view of the high level of participation by Centre staff in those activities.

Joint Negotiating Committee

26. In 2009 and 2010, the Joint Negotiating Committee (JNC) has examined a series of questions relating to human resources management. Specifically, it looked at the results of a survey by the Human Resources Services on “teleworking”, two years after the Centre introduced it. Those questioned were staff in general and line managers in units in which teleworking experiments had occurred. It investigated the level of satisfaction with the arrangement and suggested adjustments that would improve access to teleworking. The Committee concluded that the policy had achieved its objectives in terms of both quality of work and better balance between work and private life.
27. In discussions on the review of contractual arrangements at the Centre, the Committee also considered measures for project-based staff in the General Service category in service for many years that would stabilize their employment prospects, despite the financial difficulties faced by the Centre. Following negotiations, an agreement was reached on a policy to allow staff in the General Service category whose contract is linked to training projects to be considered as internal candidates in job competitions, using criteria fixed by mutual agreement, especially having

served for over five years on project-based contracts. These measures have been promulgated by the Director of the Centre and came into force on 1 March 2010.

28. Consultations and exchanges of information took place regularly between the Centre's Director and the Staff Union on the financial difficulties announced for 2010, particularly on measures to deal with the projected budget deficit. They included suspension of meal subsidies by the Centre and reduced funding for staff development and training. The consultations took place in a spirit of partnership and collaboration, despite the difficulty of the issues and their impact on staff.

Revision of contract arrangements at the Centre

29. The discussions initiated by the Centre's Director with the Staff Union in the wake of the commitments made by the Director during the 68th session of the Board of the Centre on the revision of contract arrangements, particularly on the contracts of staff working on technical cooperation activities with a project-based contract, have continued in 2010. The Human Resource Services, in conjunction with the Legal Adviser, had submitted a preliminary report to the Director on the pros and cons of changing the types of contract currently used at the Centre, on issues relating to the types of financing and financial limitations of Centre, and on legal issues. This report was presented to the Staff Union Committee for comment and discussion with the management.
30. Within the framework of these consultations, as announced earlier, some of the issues addressed by the report have already been the subject of direct negotiations between the management and the Staff Union within the Joint Negotiating Committee, which generated policies to stabilize the position of a group of officials who have been on project-based contracts for several years, under certain conditions.
31. In addition, discussions on certain aspects of the reform of contract arrangements at the organizations in the United Nations system, including the criteria for continued appointments, are pending at the United Nations General Assembly, which will examine them at its next session. The ILO is still studying the framework contract proposed by the International Civil Service Commission and has not yet adopted it. In these circumstances, it is prudent for the Centre to wait to know what decisions are taken by the General Assembly and the ILO in this regard before it proceeds further on these issues, in order to keep its own statutory provisions and procedures in line with those adopted by the United Nations common system, and the ILO in particular.

Cooperation with the integrated resource information system (IRIS) project

32. In the context of discussions of the financial difficulties faced by the Centre, the ILO has launched a study of scope for greater integration between the Centre and headquarters in management and administration, to reduce duplication of functions and make economies of scale. Among the processes that will be discussed is the possible integration of the Centre into the IRIS project, in particular the "human resources" application of the integrated management software. If the Office moves in this direction, the Centre will complete the analysis of needs and of existing processes as a basis for discussions with the ILO on the technical viability of integrating the Centre into the IRIS project.

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 3.41 per cent, was applied to General Service category salaries, with effect from 1 November 2009. 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 2009 to 30 September 2010

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	2009	Multiplier	74.1
November	"	"	76.9
December	"	"	79.8
January	2010	"	67.9
February	"	"	63.4
March	"	"	58.0
April	"	"	58.3
May	"	"	50.0
June	"	"	45.0
July	"	"	46.3
August	"	"	54.6
September	"	"	50.3

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 3.04 per cent, in accordance with the “no loss, no gain” principle, recommended by the ICSC, with effect from 1 January 2010. This rise entailed a proportional increase in separation payments.

2.2 Adoption leave (Article 9.7 of the Staff Regulations)

In order to bring the relevant provisions of the Staff Regulations on parental leave into harmony with those that apply at the ILO, after consulting the Joint Negotiating Committee, in accordance with Article 0.3 of the Staff Regulations (Amendments), the Director submitted to the Board for its approval a proposed amendment to Article 9.7 of the Staff Regulations that would introduce paid adoption leave for a maximum of eight weeks for officials of either sex. The Board approved this proposal at its 71st session (November 2009), and these measures have now been enacted.

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

3. Pensionable remuneration

3.1. Professional category and above

Article 54 (b) of the Regulations 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 2009.

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 2009

(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	37 875	39 055	40 234	41 414	42 593	43 814	45 077	46 342	47 607	48 872	50 137	51 402	52 666	53 931	55 196
	Net	29 468	30 340	31 213	32 086	32 959	33 832	34 703	35 576	36 449	37 322	38 194	39 067	39 940	40 813	41 686
G.2	Gross	40 262	41 697	43 134	44 668	46 207	47 746	49 285	50 825	52 364	53 904	55 444	57 431	58 971	60 510	62 049
	Net	31 234	32 296	33 359	34 421	35 483	36 545	37 607	38 669	39 731	40 794	41 856	42 918	43 980	45 042	46 104
G.3	Gross	43 222	45 068	46 914	48 761	50 607	52 454	54 300	56 146	58 440	60 286	62 133	63 979	65 826	67 672	69 518
	Net	33 423	34 697	35 971	37 245	38 519	39 793	41 067	42 341	43 614	44 888	46 162	47 436	48 710	49 984	51 258
G.4	Gross	47 583	49 742	51 902	54 062	56 670	58 830	60 989	63 149	65 309	67 468	69 628	71 787	73 498	75 658	77 817
	Net	36 432	37 923	39 413	40 903	42 393	43 883	45 373	46 863	48 353	49 844	51 334	52 824	54 314	55 804	57 294
G.5	Gross	53 380	55 866	58 801	61 288	63 772	66 259	68 745	71 230	73 267	75 754	78 240	80 725	83 211	85 698	88 184
	Net	40 432	42 148	43 863	45 579	47 294	49 009	50 725	52 439	54 155	55 870	57 586	59 300	61 016	62 732	64 447
G.6	Gross	62 623	65 452	68 283	71 113	73 494	76 323	79 154	81 984	84 813	87 644	90 474	93 303	96 134	98 964	101 794
	Net	46 500	48 453	50 406	52 359	54 311	56 263	58 217	60 169	62 121	64 075	66 027	67 980	69 933	71 885	73 838
G.7	Gross	72 278	75 548	78 820	82 090	85 362	88 632	91 904	95 174	98 445	101 716	104 987	108 259			
	Net	53 472	55 729	57 986	60 243	62 500	64 756	67 014	69 270	71 528	73 784	76 042	78 299			

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

ALLOWANCES

Family allowances under Article 5.11:

Paragraph (a) (for each dependent child)	1,347 euros per year from 1 November 2009
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:

2,021 euros per year for one language	from 1 November 2009
3,031 euros per year for two languages	from 1 November 2009

Overtime: from 1 November 2009

<i>Grade</i>	<i>Ordinary</i>	<i>Special</i>	<i>Night differential</i>
G.1	28.23	37.65	4.71
G.2	30.69	40.92	5.11
G.3	33.60	44.81	5.60
G.4	37.19	49.59	6.20
G.5	41.62	55.49	6.94
G.6	47.75	63.67	7.96
G.7	51.39	68.52	8.57

SALARY SCALE FOR THE PROFESSIONAL CATEGORY AND ABOVE

On 1 January 2010

(in US dollars per year)

Grade		Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step	Step
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
D-2	Gross	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	124 468
	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	93 138
	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	86 151
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	104 157
	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	79 327
	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	73 749
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.

Article 9.7
Parental leave

Maternity leave

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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 GENERAL SERVICE CATEGORY *

Effective 1 November 2009

(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	36793	37928	39061	40193	41327	42461	43595	44727	45860	46994	48128	49260	50394	51527	52662
G.2	39089	40467	41847	43225	44606	45985	47365	48743	50123	51503	52882	54261	55641	57030	58465
G.3	41931	43585	45240	46894	48549	50203	51857	53512	55166	56822	58544	60264	61986	63708	65430
G.4	45840	47774	49709	51645	53580	55516	57477	59491	61504	63518	65532	67545	69559	71572	73587
G.5	51034	53261	55489	57753	60072	62389	64708	67025	69344	71661	73980	76298	78615	80934	83251
G.6	59000	61639	64277	66916	69555	72193	74832	77471	80109	82748	85401	88230	91061	93890	96721
G.7	68420	71471	74519	77570	80621	83669	86830	90101	93372	96643	99914	103185			

* 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 2010 which, if approved, will directly affect the working conditions of officials and will call for a decision by the Board to amend the Staff Regulations.

Conditions of employment in all categories

2. The Commission has made the following recommendations.

2.1. Education grant

- a) For the following countries and currencies: Austria (euro), Denmark (Danish krone), France (euro), Germany (euro), Italy (euro), Netherlands (euro), Spain (euro), Switzerland (Swiss franc), United Kingdom (pound sterling), United States and US dollar zone (outside the United States), changes to the maximum education grant and maximum allowable educational expenses are shown in Annex I. For other countries and currencies, they remain unaltered.
- b) For all zones except Ireland and Japan, the revised flat rates for boarding, within the maximum allowable educational expenses payable, are shown in Annex I.
- c) Special provisions are to remain in force for China, Indonesia, the Russian Federation and Hungary, so that the organizations can reimburse 75 per cent of the educational expenses incurred in those countries, up to the maximum allowable educational expenses in the United States. Thailand is to be added to the list, whereas special measures for Bulgaria are to be removed.
- d) The international schools in Nice and Monaco should be added to the list of eight English-medium schools in France for which a scale in US dollars equal to the one in effect in the United States applies.
- e) 75 per cent of the total capital assessment fees that some educational establishments charge should be reimbursed, once only, for each child at each duty station.
- f) The special education grant for a handicapped child should amount, for each handicapped child, to 100 per cent of the maximum allowable educational expenses in the ordinary grant.
- g) All these measures shall take effect from the school year in progress on 1 January 2011.

- 2.2 Compensation in the event of illness, injury or death attributable to the performance of official duties (Annex F of the Staff Regulations of the Centre)

Unlike other organizations and agencies in the United Nations system, the ILO is not party to the insurance against acts of violence underwritten by the United Nations, which provides increased benefits when death or permanent total disability results from an act of violence or terrorism. The Office believes that benefits in cases of death or permanent total disability should not vary depending on the cause (act of violence, illness contracted during a mission, travel accident, natural disaster), because the effects and consequences suffered by the official or the official's surviving dependants are the same.

In order to match the amount of benefits paid by the ILO in the event of death or total permanent disability of one of its officials attributable to occupational activity with the benefits paid under insurance against acts of violence underwritten by the UN, the ILO Governing Body at its 360th session (November 2009), approved a change in benefits payable under Annex II of the Staff Regulations by including additional benefits for death or permanent total disability, which would be paid regardless of the cause of death or disability attributable to occupational activity, as is the case for other benefits payable under the said Annex II.

At the Centre, the provisions concerning compensation for illness, accident or death attributable to the performance of official duties are governed by Annex F of the Staff Regulations. This annex lists the provisions in force at the ILO on the basis of the decision taken by the Board at its 58th session (November 1996), which authorized the Director of the Centre to apply the corresponding provisions of Annex II of the Staff Regulations of the ILO, *mutatis mutandis*.

To implement the new provisions on compensation for illness, injury or death, the Board will no doubt wish to approve the inclusion in Annex F of the Staff Regulations of the new version of Annex II of the Staff Regulations approved by the ILO Governing Body at its 360th session (November 2009).

The proposed additional benefits for death or permanent total disability have already been included in the insurance coverage provided jointly by the ILO and the Centre to compensate staff in the above cases.

The wording of the amendments introduced in Annex II of the ILO Staff Regulations are contained in Annex II to this document.

Remuneration of the Professional category and above

3. The Commission has made the following recommendations:

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 2010 and to tax systems applicable to those salaries, an increase of 1.37 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 1.37 per cent through the standard consolidation procedures, on a "no-loss, no-gain" basis, with effect from 1 January 2011. The revised salary scale is shown in Annex III.

This adjustment implies a proportional increase in end-of-service payments.

3.2 Family allowance

The Commission decided to recommend that the General Assembly approve revised amounts for child dependants and for indirect dependants (2,929 and 1,025 United States dollars, respectively), as from 1 January 2011.

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

4. Articles 5.1, 5.10 5.13 and Annexes A and F 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 72nd session. Since these measures should, in principle, come into effect for all organizations within the United Nations system in the first few months of 2011, 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 to:
 - a) *apply, subject to compliance with the procedures laid down by the Staff Regulations, 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 ;*
 - b) *insert into Annex F of the Staff Regulations the new version of Annex II of the Staff Regulations of the ILO as approved by the Governing Body of the ILO at its 360th session (November 2009).*

The Board will be informed at its next session of the exact wording of the amendments adopted.

Point for decision: paragraph 6

TABLE OF EDUCATION GRANT ENTITLEMENTS IN LOCAL CURRENCY

Currency	Maximum allowable educational expenses	Maximum education grant	Flat rate for boarding
Austria (euro)	17 555	13 166	3 776
Belgium (euro)	15 458	11 593	3 518
Danish krone	113 554	85 166	27 242
France (euro)*	10 981	8 236	3 052
Germany (euro)	19 563	14 672	4 221
Ireland (euro)	17 045	12 784	3 112
Italy (euro)	20 830	15 623	3 147
Japanese yen	2 324 131	1 743 098	607 703
Luxembourg (euro)	15 458	11 593	3 518
Netherlands (euro)	17 512	13 134	3 875
Spain (euro)	16 653	12 490	3 162
Swedish krone	157 950	118 462	26 034
Swiss franc	31 911	23 933	5 540
United Kingdom pound sterling	24 941	18 706	3 690
United States dollar (for expenses incurred in the United States)	43 006	32 255	6 083
United States dollar (for expenses incurred in all currencies not listed above)	20 663	15 497	3 746

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

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

Annex F

PROVISIONS CONCERNING COMPENSATION IN THE EVENT OF ILLNESS, INJURY OR DEATH ATTRIBUTABLE TO THE PERFORMANCE OF OFFICIAL DUTIES

Amendements to paragraphs 8 and 16 of Annex II of the Staff Regulations:

8. In case of continuing total invalidity:

(a) an official shall be entitled, as from the date on which salary and allowances cease to be payable under paragraph 7, to a sum, not subject to deductions under paragraph 4, equal to ten times the official's annual pensionable remuneration at the date of cessation of service up to a maximum of US\$500,000;

~~b)~~ b) an official shall be entitled, as from the date on which salary and allowances cease to be payable under paragraph 7, to an annual invalidity pension equal to two-thirds of his annual pensionable remuneration;

...

16. If an official dies as a result of illness or injury which is within the scope of this Annex, the Organization shall, without prejudice to the provisions of article 9.8 (Expenses on Death), pay -

(a) all reasonable medical, hospital and directly related costs;

(b) reasonable funeral expenses;

(c) to a surviving spouse, or to the surviving dependent children if the official was widowed or divorced at the time of death, a sum, not subject to deductions under paragraph 4, equal to ten times the official's annual pensionable remuneration up to a maximum of US\$500,000.

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

Effective 1 January 2011

(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	152 231	155 592	158 954	162 315	165 675	169 035									
	Net D	111 950	114 135	116 320	118 505	120 689	122 873									
	Net S	102 847	104 691	106 528	108 359	110 186	112 002									
D-1	Gross	139 074	141 896	144 710	147 532	150 371	153 320	156 272	159 222	162 171						
	Net D	103 070	104 989	106 903	108 822	110 741	112 658	114 577	116 494	118 411						
	Net S	95 270	96 936	98 600	100 258	101 915	103 567	105 212	106 857	108 497						
P-5	Gross	115 134	117 532	119 934	122 331	124 732	127 129	129 531	131 929	134 329	136 729	139 129	141 528	143 929		
	Net D	86 791	88 422	90 055	91 685	93 318	94 948	96 581	98 212	99 844	101 476	103 108	104 739	106 372		
	Net S	80 629	82 079	83 524	84 969	86 412	87 849	89 286	90 720	92 152	93 581	95 008	96 431	97 853		
P-4	Gross	94 268	96 456	98 642	100 876	103 194	105 507	107 825	110 140	112 456	114 768	117 087	119 399	121 715	124 032	126 349
	Net D	72 373	73 948	75 522	77 096	78 672	80 245	81 821	83 395	84 970	86 542	88 119	89 691	91 266	92 842	94 417
	Net S	67 395	68 829	70 263	71 691	73 120	74 548	75 975	77 399	78 822	80 244	81 664	83 083	84 502	85 918	87 334
P-3	Gross	77 101	79 125	81 150	83 172	85 199	87 222	89 244	91 272	93 296	95 319	97 346	99 367	101 476	103 618	105 759
	Net D	60 013	61 470	62 928	64 384	65 843	67 300	68 756	70 216	71 673	73 130	74 589	76 044	77 504	78 960	80 416
	Net S	56 018	57 358	58 701	60 040	61 382	62 721	64 060	65 403	66 741	68 082	69 418	70 755	72 089	73 426	74 762
P-2	Gross	62 856	64 668	66 476	68 289	70 100	71 908	73 721	75 528	77 340	79 153	80 961	82 774			
	Net D	49 756	51 061	52 363	53 668	54 972	56 274	57 579	58 880	60 185	61 490	62 792	64 097			
	Net S	46 669	47 853	49 032	50 214	51 394	52 576	53 778	54 975	56 178	57 377	58 574	59 776			
P-1	Gross	48 627	50 199	51 933	53 678	55 414	57 154	58 896	60 638	62 374	64 114					
	Net D	39 388	40 643	41 892	43 148	44 398	45 651	46 905	48 159	49 409	50 662					
	Net S	37 154	38 309	39 465	40 618	41 773	42 926	44 081	45 222	46 356	47 491					

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 2008 and on 31 December 2009

A comparative table of officials in service by category and type of contract at the end of 2008 and 2009 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 2010 appears in Annex II.

Staff list

A staff list as at 1 June 2010 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 2009 appears in Annex IV.

Distribution of external collaborators and short-term officials in 2009

The distribution by country or territory of external collaborators and short-term officials recruited between 1 January and 31 December 2009 for Training Department activities appears in Annex V.

For information.

OFFICIALS IN SERVICE BY CATEGORY AND TYPE OF CONTRACT ON 31 DECEMBER 2008 AND ON 31 DECEMBER 2009

31 December 2008				31 December 2009		
Grade	Indeterminate	Fixed-term	Total	Indeterminate	Fixed-term	Total
Professional category and above						
DIR	-	-	_*	-	-	_*
D.2	-	1	1	-	1	1
D.1	-	3	3	-	2	2
P.5	5	10	15	4	9	13
P.4	4	11	15	3	11	14
P.3	-	17	17	-	20	20
P.2	-	2	2	-	-	-
P.1	-	-	-	-	-	-
Total a)	9	44	53	7	43	50
General Service category						
G.7	7	-	7	6	-	6
G.6	14	4	18	14	5	19
G.5	7	13	20	5	14	19
G.4	1	29	30	1	34	35
G.3	-	16	16	-	14	14
G.2	-	2	2	-	1	1
G.1	-	-	-	-	-	-
Total b)	29	64	93	26	68	94
Grand Total (a + b)	38	108	146**	33	111	144***

* ILO Geneva contract.

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

*** Includes nine 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 2010

(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				3	3
TOTAL		2							2		1	1	1				3	5
<i>Training</i>																		
Director's Office			1						1	1	1						2	3
Training Programmes				8	8	7			23		3	4	10	3			20	43
Programme Development and Regional Cooperation Service				2		3			5		2	4	3	2			11	16
Learning and Communication Service				1	1	5			7	1	2	3	4.5				10.5	17.5
Sustainable Development and Governance			1		1	1			3	1			1				2	5
TOTAL			2	11	10	16			39	3	8	11	18.5	5			45.5	84.5
<i>Administration</i>																		
Financial Services				1		1			2	3	3	3	2				11	13
Human Resources Services					1	1			2		2	1	2	2			7	9
Internal Administration Service						1			1	1		4	5	2			12	13
Training and Participant Support					1				1		2		3	3			8	9
Management Information Systems				1	1	3			5		1		1	1			3	8
TOTAL				2	3	6			13	4	8	8	13	8			41	52
GRAND TOTAL		2	2	13	13	22			52	7	17	20	32.5	13			89.5	141.5

N.B. (1) Does not include 50 officials on fixed-term contracts linked to a specific training project.

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

LISTE DU PERSONNEL au 1^{er} juin 2010	STAFF LIST as at 1 June 2010	LISTA DEL PERSONAL al 1.º de junio de 2010
EYRAUD François	Director	Mr France
ARRIGOTTI Dario	Deputy Director	Mr Italy D.2 F
Bureau du Directeur	Director's Office	Oficina del Director
MIRABILE Nathalie		Ms France 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
BERGERET- CASSAGNE Axelle ^(*)		Ms France
BIZZOTTO Cinzia		Ms Italy G.7 I
MOSCHETTI Sandra		Ms Italy G.6 I

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

(*) Jeune experte dans le cadre d'un accord entre le Gouvernement français et le CIFOIT
 Young expert within the framework of an agreement between the French Government and the ITCILO

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	France	P.4	F (TA)
MITTON Anna Giselle		Ms	USA	P.4	F/Project
TEKLÉ Tzehainesh		Ms	Erit	P.4	F
VILA Blerina		Ms	Alb	P.3	F/Project
MIRAGLIO Maura		Ms	Italy		S/T
GENTHON Ariane (**)		Ms	France		
FONGUE TCHONGO Christelle (***)		Ms	France		
CARTA Laura		Ms	Italy	G.6	I
BERTOLINO Federica		Ms	Italy	G.4	F
MORELLO Federica		Ms	Italy	G.4	F
BISCARO PARRINI Laura		Ms	Italy	G.3	F/Project
TAGLIATI Elena		Ms	Italy	G.3	F/Project (P/T)
BRUNO Eva		Ms	Italy		S/T
Emploi et développement des compétences	Employment and Skills Development	Empleo y Desarrollo de Competencias			
KOLEV Alexandre	Manager	Mr	France	P.5	F
BOUDIAF Mostefa		Mr	Alg	P.4	F
ZIEWERS Manfred		Mr	Ger	P.4	F/Project
MOLZ Alessandra		Ms	Ger	P.3	F

(**) Jeune expert dans le cadre d'un accord entre le Gouvernement français et le CIFOIT
Young expert within the framework of an agreement between the French Government and the ITCILO

(***) 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

SERRIÈRE Nicolas		Mr	France	P.3	F
SUAREZ ROBLES Pablo ^(****)		Mr	France		
DAMOUNI Anna		Ms	Leb	G.6	I
PIUTTI Arianna		Ms	Italy	G.5	F
BELLORA Elisabetta		Ms	Italy	G.4	F
PUJOL CARABANTES Pedro		Mr	Chile	G.3	F/Project
RIPANDELLI Michela		Ms	Italy	G.3	F/Project
Entreprise, micro finance et développement local	Enterprise, Microfinance and Local Development	Empresa, Microfinanza y Desarrollo Local			
TOMLINSON Peter	Manager	Mr	UK	P.5	F
ZU Liangrong		Mr	China	P.4	F
GASSER Martin		Mr	Italy	P.3	F (P/T)
TIEBY Sahar		Ms	Jord	P.3	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
<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
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

(****) Jeune expert dans le cadre d'un accord entre le Gouvernement français et le CIFOIT
Young expert within the framework of an agreement between the French Government and the ITCILO

Protection sociale	Social Protection	Protección Social			
FORGUES Ginette	Manager	Ms	Can	P.5	F
MARTÍN DAZA Félix		Mr	Spain	P.4	F
BOUDRAA Miriam		Ms	France	P.3	F/Project
CREVIER Charles		Mr	Can	P.3	F/Project
NORI Irene		Ms	Italy	G.4	F
CHRISTOPHE Marion		Ms	France	G.3	F (P/T)
ZAMBERNARDI Liza		Ms	Italy	G.2	F/Project
GARBERO Chiara		Ms	Italy		S/T
Dialogue social	Social Dialogue	Diálogo Social			
BERTINO Daniela	Manager	Ms	Italy	P.5	I
OLIVEIRA DA FONSECA Luís Fernando		Mr	Braz	P.4	F
BAFFI Sylvain		Mr	France	P.3	F/Project
COSTANTINI Paola		Ms	Italy	G.4	F (P/T)
MARTINOTTI Manuela		Ms	Italy	G.4	F (P/T)
CARDON Alessandro		Mr	Italy	G.3	F/Project
TAGLIATI Elena		Ms	Italy	G.3	F/Project (P/T)
PODKOPAI Dina		Ms	Est		S/T
Activités pour les travailleurs	Workers' Activities	Actividades para los Trabajadores			
BARBIERI Giacomo	Manager	Mr	Italy	P.5	F
GARCÍA JIMÉNEZ Jesús		Mr	Spain	P.4	F
KUMAR Arun		Mr	India	P.4	F
KABU Mban		Mr	SLeone	P.3	F
TOTH MUCCIACCIARO Evelin		Ms	Cro	P.3	F

TIRELLI Marta	Ms	Italy	G.6	I
KLEIN Daniela	Ms	Ger	G.4	F
PELLERINO Clelia	Ms	Italy	G.4	F
CIOT Daniela	Ms	Roman	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	Belg	P.5	F
SCHMITT Jeanne		Ms	France	P.3	F
VOZZA Alice	<i>Duty station: Nairobi</i>	Ms	Italy	P.3	F/Project
SALVAI Paolo		Mr	Italy	P.2	F/Project
MAINO Barbara		Ms	Italy	G.5	F
GHAZZA Biagio		Mr	Italy	G.3	F/Project
TURCO Stefania		Ms	Italy	G.3	F/Project
ZINGARA Rachida		Ms	Alg	G.3	F

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)
MAGRI Benedetta		Ms	Italy	P.4	F/Project (P/T)
LORTIE Johanne		Ms	Can	P.3	F
CALLEGARI Claudia		Ms	Italy	P.2	F/Project (P/T)
FERRACINI Maria Carolina Marques		Ms	Italy	P.2	F/Project
FUGGIASCHI Claudia		Ms	Italy	G.4	F (P/T)
GRILLO Laura		Ms	Italy	G.2	F/Project

DÉVELOPPEMENT DE PROGRAMMES ET DE LA COOPÉRATION RÉGIONALE	PROGRAMME DEVELOPMENT AND REGIONAL COOPERATION	DESARROLLO DE PROGRAMAS Y COOPERACIÓN REGIONAL			
SHALABI Jeannette	Chief	Ms	Syria	P.5	F
GIOLO Marisa		Ms	Italy	G.5	F
BADEVA Magdalena E.		Ms	Italy		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	<i>Duty station: Rome</i>	Ms	Italy	G.4	F/Project (P/T)
TREGNAGHI Simonetta		Ms	Italy	G.4	F/Project (P/T)
COSTAMAGNA Laura		Ms	Italy	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
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	Leb	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.3	F
BARTUREN María José		Ms	Spain	G.5	F
VIARENGO Cynthia		Ms	USA	G.5	I
MONDINO Elena		Ms	Italy	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
SCABINI Graziella		Ms	Italy	G.5	F
<i>Évaluation</i>	<i>Evaluation</i>	<i>Evaluación</i>			
PATRONE Alessandro		Mr	Italy	P.3	F/Project
MAIA MENDES Rute		Ms	Port		S/T
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)			
LISA Monica		Ms	Italy	P.3	F
WAMBEKE Tom		Mr	Belg	P.3	F
FILGUEIRA PRATES Rodrigo		Mr	Urug	P.2	F/Project
GUGLIELMETTI Paula		Ms	Chile	G.5	F
DE MARCO Emanuela		Ms	Italy	G.4	F
VARGAS URREGO Gladys		Ms	Col	G.3	F/Project

Ressources d'apprentissage et information	Learning Resources and Information	Recursos de aprendizaje e información			
FANTON EMPRIN GILARDINI Josette		Ms	France	G.6	I
GASTALDI Cristina		Ms	Italy	G.4	F (TA)
Conception et production de matériel multimédia	Multimedia Design and Production	Concepción y producción de material multimedia			
MORRA Valeria	Head	Ms	Italy	P.4	I
<i>Graphique et textes</i>	<i>Text and Graphics</i>	<i>Diseño gráfico y textos</i>			
MONTESANO Matteo		Mr	Italy	G.7	I
FORTAREZZA Vincenzo		Mr	Italy	G.6	F
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
Traduction, révision et rapports	Translation, Editing and Reporting	Traducción, redacción e informes			
MORRA Valeria	Head	Ms	Italy	P.4	I
MARTÍNEZ LÓPEZ María Victoria		Ms	Spain	P.3	F
MURPHY Bryan		Mr	UK	P.3	F
SCHEEN Michael		Mr	Belg	P.3	F
BERSANI Anna		Ms	Italy	G.4	F (P/T) (TA)
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

Achats et gestion du cycle de projet	Procurement and Project Cycle Management	Contratación Pública y Gestión del Ciclo de los Proyectos			
MALOTCHKO Valery		Mr	Belar	P.4	F/Project
MERCIER Guillaume		Mr	Can	P.4	F
PISANI Maria 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	G.2	F/Project
Dimension sociale du commerce et de l'investissement	Social Dimension of Trade and Investment	Dimensión Social del Comercio y de las Inversiones			
NEBULONI Valter		Mr	Italy	P.5	L (ILO)
ASFAHA Samuel		Mr	Erit	P.3	F
VASQUEZ Maria João		Ms	Port	P.2	F/Project
OUINE Sophie		Ms	France	G.3	F/Project
PAVLOVSKA Vija		Ms	Latvia		S/T
COURS POST-UNIVERSITAIRES	POSTGRADUATE COURSES	POSTGRADOS			
<i>JADOUN George</i>	<i>Assistant Director</i>	<i>Mr</i>	<i>Jord</i>	<i>D.1</i>	<i>F</i>
LEONETTI Cristina		Ms	Italy	G.3	F/Project
SABBADINI Simonetta		Ms	Italy	G.3	F/Project
SERVICES FINANCIERS	FINANCIAL SERVICES	SERVICIOS FINANCIEROS			
DUNGCA Remedios	Treasurer, Chief	Ms	Can	P.5	F
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			
<i>Dungca Remedios</i>	<i>Chief, a.i.</i>	<i>Ms</i>	<i>Can</i>	<i>P.5</i>	<i>F</i>
<i>Comptabilité générale</i>	<i>General Accounting</i>	<i>Contabilidad general</i>			
SÁENZ FERNÁNDEZ DE MARTICORENA Jesús		Mr	Spain	P.3	F
COMISSO Gabriella		Ms	Italy	G.6	I
MORANDO Graziella		Ms	Italy	G.6	I
CAPPAI Claudio		Mr	Italy	G.4	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
<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>Paiements 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
PIOVANO Stefano		Mr	Italy		S/T
SERVICES DES RESSOURCES HUMAINES	HUMAN RESOURCES SERVICES	SERVICIO DE RECURSOS HUMANOS			
ZEFOLA Giuseppe	Chief a.i.	Mr	Italy	P.4	F
COSCIA Vittorio		Mr	Italy	P.3	F (TA)
BORELLO Loredana		Ms	Italy	G.5	F

CAMPONOGARA MILESI Carla		Ms Italy	G.6	I
FOLETTO Maria 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
Services médicaux	Medical Services	Servicios médicos		
MARINONE Carlo	Medical Adviser	Mr Italy		Coll
Infirmière	Nurse	Enfermera		
BORSOTTI Carla		Ms Italy	G.4	F
SERVICE DE L'ADMINISTRATION INTÉRIEURE	INTERNAL ADMINISTRATION SERVICE	SERVICIO DE ADMINISTRACIÓN INTERNA		
<i>ARRIGOTTI Dario</i>	<i>Chief, a.i.</i>	<i>Mr Italy</i>	<i>D.2</i>	<i>F</i>
BARBERO Paola		Ms Italy	G.5	F (P/T)
DEMARIN Manuela		Ms Italy	G.5	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.3	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
<i>Recrutement des participants</i>	<i>Participant Recruitment</i>	<i>Inscripción de participantes</i>		
IGNE Alessandra		Ms Italy	G.4	F
PERNIOLA Stefania		Ms Italy	G.4	F
BERUTTI Alberto		Mr 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 France	P.5	I
CASTAGNA Luigi		Mr Italy	P.4	I
FERRERO MERLINO Bernardino		Mr Italy	P.3	F
LAMS Gaël		Mr France	P.3	F

SANTIAGO Virgilio	Mr	Phil	P.3	F
MACI Michèle	Ms	Belg	G.6	F
AMAIOLO Stefania	Ms	Italy	G.4	F
BECHIS Emanuel	Mr	Italy	G.3	F

FONCTIONNAIRES EN PRÊT**OFFICIALS ON LOAN****FUNCIONARIOS EN PRÉSTAMO**

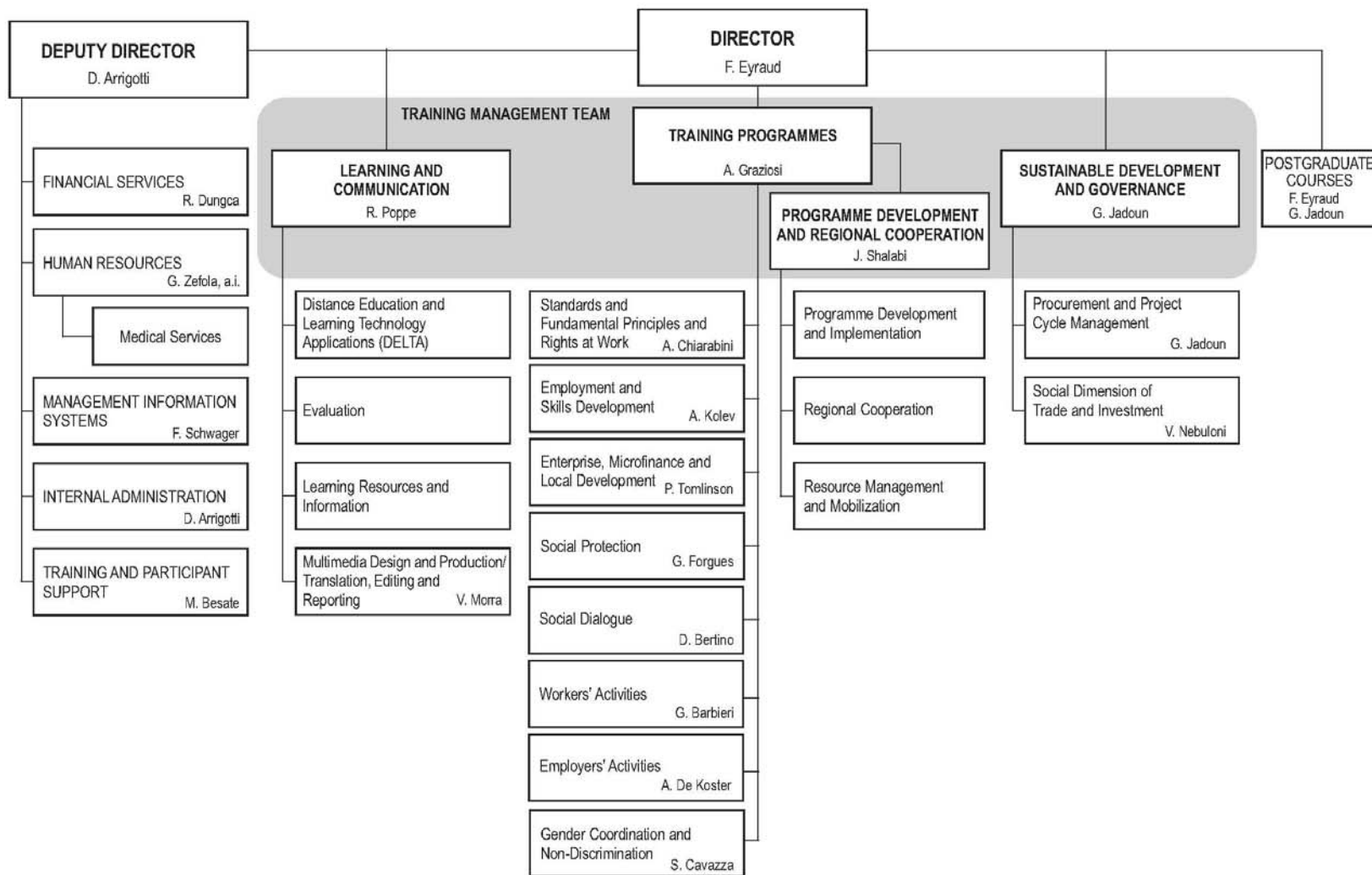
AL-KHALDI Kholoud	ILO-SRO	Cairo	Ms	Jord	P.4	F
AZZONI Luca	ILO-SRO	Cairo	Mr	Italy	P.5	F
BEZNOSSIKOV Victor	ILO	Geneva	Mr	RuFe	P.5	F
VILLEMONTÉIX Jean-Claude	UNV/UNDP	Bonn	Mr	France	P.5	F

FONCTIONNAIRE EN DÉTACHEMENT**OFFICIAL ON SECONDMENT****FUNCIONARIO EN CESIÓN**

AMERIO Alessandro	ILO-SRO	Pretoria	Mr	Italy		
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FONCTIONNAIRE EN CONGÉ SPÉCIAL**OFFICIAL ON SPECIAL LEAVE****FUNCIONARIA EN LICENCIA ESPECIAL**

HARDY VAN DAALEN Jeannine			Ms	Neth	G.4	F
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ITC ILO Organization Chart - 1st June 2010

FIXED-TERM (F/T) CONTRACTS LINKED TO TRAINING PROJECTS ON 31 DECEMBER 2009

(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)	31/12/10
AGNELLO Paola	Italy	01/01/00	G.4	F/T Project (Local Development – DelNet)	31/12/10
BIANCO Laura	Italy	20/12/97	G.4	F/T Project (Programme Development and Implementation - Duty station: Rome, Italy)	31/12/10
BISCARO PARRINI Laura	Italy	07/07/08	G.3	F/T Project (Standards)	31/08/10
CARDON Alessandro	Italy	14/05/07	G.3	F/T Project (Social Dialogue)	30/06/10
COSTAMAGNA Laura	Italy	20/11/04	G.3	F/T Project (Programme Development and Implementation)	31/12/10
DELLA BIANCA Monica	Italy	01/03/02	G.3	F/T Project (Procurement and Project Cycle Management)	31/12/10
FERRARI Debora	Italy	01/05/08	G.3	F/T Project (Regional Cooperation – The Americas)	31/03/10
FIORE Luca	Italy	26/01/09	G.3	F/T Project (Multimedia Design and Production)	25/01/10
GRILLO Laura	Italy	01/12/08	G.2	F/T Project (Gender Coordination and Non-discrimination)	31/12/10
HERRERA Ana Lourdes	United States	02/07/07	G.2	F/T Project (Workers' Activities)	31/03/10
LEONETTI Cristina	Italy	23/08/04	G.3	F/T Project (Post-graduate Courses)	31/12/10
LOWE Patricia	United Kingdom	08/04/02	G.4	F/T Project (Local Development – DelNet)	31/12/10
OUIINE Sophie	France	14/03/08	G.3	F/T Project (Social Dimension of Trade and Investment)	13/03/10
PAVLOVSKA Vija	Latvia	24/12/08	G.2	F/T Project (Gender Coordination and Non-discrimination)	31/12/09
RIPANDELLI Michela	Italy	07/08/08	G.3	F/T Project (Employment and Skills Development)	06/08/10
RODRIGUES LIMA Carla	Brazil	15/01/04	G.3	F/T Project (Local Development – DelNet)	31/12/10

SABBADINI Simonetta	Italy	01/02/02	G.3	F/T Project (Post-graduate Courses)	31/12/11
TAGLIATI Elena	Italy	08/07/09	G.3	F/T Project (Social Dialogue)	07/07/10
TREGNAGHI Simonetta	Italy	23/01/96	G.4	F/T Project (Gender Coordination and Non-discrimination)	28/02/10
TURCO Stefania	Italy	01/11/08	G.2	F/T Project (Employers' Activities)	31/12/10
VALDEBENITO Erika	Chile	23/03/99	G.4	F/T Project (Local Development – DelNet)	31/12/10
VARGAS URREGO Gladys	Colombia	15/04/02	G.3	F/T Project (DELTA)	31/12/10
VEYRET-PICOT Maude	Belgium	11/07/08	G.3	F/T Project (Programme Development and Implementation)	31/12/09
ZAMBERNARDI Liza	Italy	01/11/08	G.2	F/T Project (Social Protection)	31/10/10

FIXED-TERM (F/T) CONTRACTS LINKED TO TRAINING PROJECTS ON 31 DECEMBER 2009

(Professional category and above)

Name of official	Nationality	Entry date	Grade	Type of contract	Contract expiry date
AMERIO Alessandro	Italy	01/03/09	P.2	F/T (Programme Development and Regional Cooperation – Duty station: Pretoria, South Africa)	28/02/10
BAFFI Sylvain	France	03/04/06	P.3	F/T Project (Social Dialogue)	31/12/10
BOUDRAA Miriam	France	01/04/08	P.2	F/T Project (Social Protection)	31/12/10
CALLEGARI Claudia	Italy	01/01/08	P.2	F/T Project (Gender Coordination and Non-discrimination)	28/02/10
CAMPANA Paola	Italy	24/12/08	P.2	F/T Project (Gender Coordination and Non-discrimination)	28/02/10
CARLIN DE TENORIO Airyn K.	United States	01/04/08	P.4	F/T Projects (Learning and Communication Service – Duty station: ILO, Geneva)	31/12/09
CASALI' Pablo Hernan	Argentina	10/01/09	P.3	F/T Project (Social Protection)	09/01/10
COYNE-JENSEN Astrid	Denmark	01/03/09	P.4	F/T (Programme Development and Regional Cooperation – Duty station: Pretoria, South Africa)	28/02/10
FERRACINI M. Carolina	Italy	01/03/08	P.2	F/T Project (Gender Coordination and Non-discrimination)	31/03/10
MAGRI Benedetta	Italy	01/01/04	P.3	F/T Project (Gender Coordination and Non-discrimination)	31/12/11
MALLO Maria José	Spain	01/11/03	P.2	F/T Project t (Local Development – DelNet)	31/12/10
MALOTCHKO Valery	Belarus	16/09/00	P.4	F/T Project (Procurement and Project Cycle Management)	31/01/10
MITTON Anna Giselle	United States	03/03/09	P.4	F/T Project (Standards)	06/03/10
PATRONE Alessandro	Italy	03/12/01	P.3	F/T Project (Evaluation)	31/12/10
PEREIRA GONÇALVES DE CASTRO Nuno	Portugal	01/02/05	P.2	F/T Project (Local Development – DelNet)	31/12/10
PISANI Maria Teresa	Italy	01/01/09	P.2	F/T Project (Procurement and Project Cycle Management)	31/12/10

ROSSI RIZZI Monica	Italy	02/12/95	P.3	F/T Project (Programme Development and Implementation)	31/12/10
SALVAI Paolo	Italy	29/11/08	P.2	F/T Project (Employers' Activities)	31/12/10
TEZZA Enrico	Italy	09/12/96	P.3	F/T Project (Programme Development and Implementation)	31/12/10
TIEBY Sahar	Jordan	29/09/09	P.3	F/T Project (Enterprise, Microfinance and Local Development)	28/09/10
TOTH MUCCIACCIARO Evelyn	Croatia	01/01/09	P.2	F/T Project (Employers' Activities)	31/12/09
VASQUEZ Maria J.	Portugal	07/01/08	P.2	F/T Project (Social Dimension of Trade and Investment)	06/01/10
VILA Blerina	Albania	01/04/09	P.3	F/T Project (Standards)	31/03/10
VOZZA Alice	Italy	15/01/07	P.2	F/T Project (Local Development – DelNet)	31/12/10
ZIEWERS Manfred T.	Germany	15/01/09	P.4	F/T Project (Employment and Skills Development)	14/01/11

Distribution of external collaborators and short-term officials recruited in 2009, by country/territory

(Training Department)

Provenance	Collaborators/short-term (*)		Days of work (*)	
Albania	72	(1)	112	(90)
Algeria	4		8	
Argentina	16	(1)	269	(89)
Australia	5		94	
Austria	8		62	
Bahrain	2		22	
Bangladesh	1		2	
Belarus	1		7	
Belgium	18	(2)	186	(255)
Benin	1		19	
Bolivia (Plurinational State of)	1		38	
Brazil	10		159	
Bulgaria	5		330	
Cameroon	2	(1)	129	(75.5)
Canada	13		446	
Chile	5	(1)	76	(127)
China	4		26	
Colombia	7		192	
Costa Rica	4		236	
Croatia	7		43	
Cyprus	4		40	
Czech Republic	2		9	
Denmark	9		89	
Djibouti	1		20	
Egypt	2		10	
Eritrea		(1)		(300)
Estonia	2	(1)	9	(88)
Finland	3		61	
France	39	(2)	867	(85)
French Guiana	1		15	
Georgia	1		4	
Germany	20		304	
Ghana	1		8	
Greece	8		538	
Guinea	1		11	

Provenance	Collaborators/short-term (*)		Days of work (*)	
Guinea-Bissau	2		3	
Honduras	1		1	
Hungary	7		47	
Iceland	2		42	
India	5		47	
Iraq	1		4	
Ireland	2		6	
Israel	2		12	
Italy	217	(17)	3951	(3365)
Japan	3		12	
Jordan	6	(2)	122	(22)
Kazakhstan	3		39	
Kenya	4		27	
Kosovo	1		10	
Kuwait	1		10	
Latvia	7		82	
Lebanon	10	(1)	114	(9)
Lithuania	7		58	
Luxembourg	1		20	
Malaysia	2		34	
Malta	2		27	
Mauritania	1		24	
Mauritius	2		10	
Mexico	3		34	
Moldova	1		4	
Morocco	3	(1)	14	(167)
Mozambique	2		42	
Nepal	1		21	
Netherlands	11		128	
New Zealand	2		5	
Nicaragua	1		89	
Norway	3		42	
Occupied Arab Territories	1		38	
Panama	1		4	
Paraguay	1		57	
Peru	2		17	
Poland	6		52	
Portugal	3	(1)	162	(135)
Republic of Korea	2		6	

Provenance	Collaborators/short-term (*)		Days of work (*)	
Romania	4	(2)	105	(482)
Russian Federation	7	(1)	255	(26)
Senegal	6		36	
Serbia	4		41	
Slovakia	5		103	
Slovenia	1		15	
South Africa	17		593	
Spain	35	(3)	623	(642)
Sri Lanka	1		5	
Sudan	1		7	
Sweden	6		338	
Switzerland	6		15	
Syrian Arab Republic	3		15	
Tunisia	4		11	
Turkey	2		126	
Uganda	1		6	
Ukraine	1		6	
United Kingdom	44	(2)	708	(38)
United States	15		529	
Uruguay	7		545	
Uzbekistan	1		1	
Venezuela (Bolivarian Republic of)	1		15	
Viet Nam	2		32	
TOTAL	721	(40)	13988	(5995.5)

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

For information.