



United Nations Industrial Development Organization

Distr.: General
31 March 2006

Original: English

Industrial Development Board

Thirty-first session

Vienna, 6-7 June 2006

Item 10 of the provisional agenda

Personnel matters

Personnel matters

Report by the Director-General

Provides information on the composition of staff, developments in the common system and consequent amendments to schedules to the staff regulations and amendments to appendices to the staff rules.

Contents

	<i>Paragraphs</i>	<i>Page</i>
I. Composition of staff	1-6	2
II. Common system developments	7-10	4
III. Matters related to the staff rule	11-13	5
IV. Action required of the Board	14	6

For reasons of economy, this document has been printed in a limited number. Delegates are kindly requested to bring their copies of documents to meetings.



I. Composition of staff

1. The information provided in this report on the composition of staff in UNIDO is based on data as of 28 February 2006. For purposes of comparison, data from May 2001, the date when the Human Resource Management Framework came into effect, is used.

2. Table 1 shows the total number of staff at UNIDO Headquarters and established offices as of 28 February 2006.

Table 1

Composition of staff at UNIDO Headquarters and other established offices, 28 February 2006

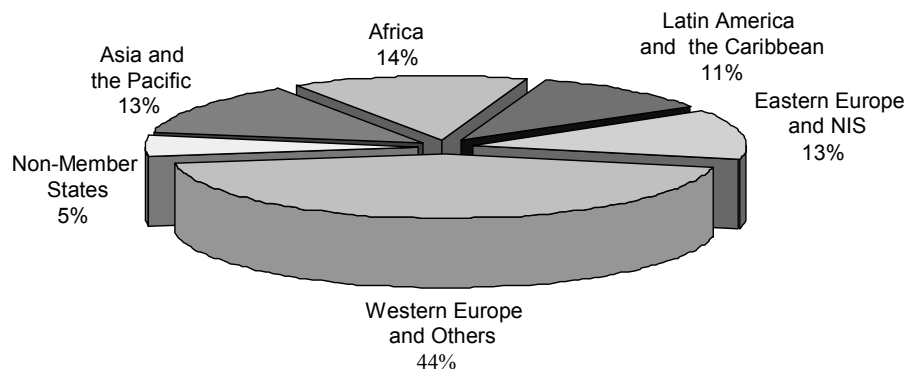
	<i>Headquarters</i>	<i>Geneva New York</i>	<i>Field</i>	<i>Mission assignments</i>	<i>ITPOs^a</i>	<i>Total</i>
Professional	192	4	22	0	26	244
National Officer	0	0	17	0	6	23
General Service	317	2	52	1	9	381
Total	509	6	91	1	41	648

^a Investment and Technology Promotion offices.

3. Figures 1 to 3 provide information on staff in the Professional and higher categories including internationally recruited project personnel.

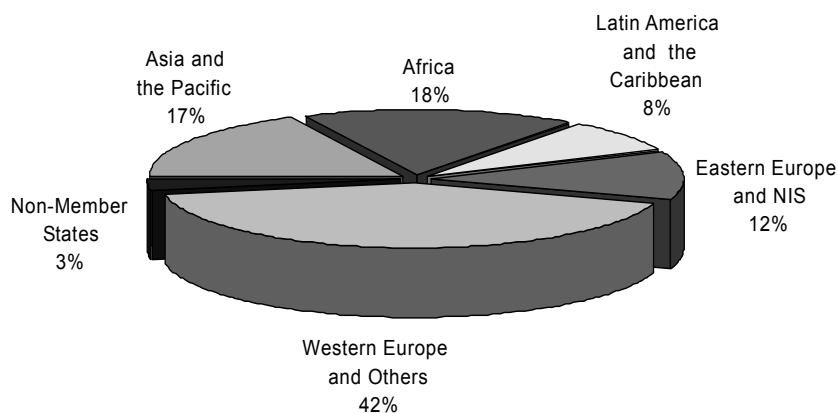
Figure 1A

Professional-level staff at Headquarters and field offices by region as at 1 May 2001



4. Figure 1B shows the regional representation of staff, with 17 per cent from Asia and the Pacific, 18 per cent from Africa, 8 per cent from Latin America and the Caribbean, 12 per cent from Eastern Europe and NIS, 42 per cent from Western Europe and Others and 3 per cent from non-Member States.

Figure 1B
Professional-level staff at Headquarters and field offices by region as at 28 February 2006



5. As shown in figure 2B, 25 per cent of staff in the Professional and higher categories as at 28 February 2006 were female. It should be added, however, that while the share of female staff increased by 4 percentage points for grades P-5 and above between May 2001 and 28 February 2006 (from 12 to 16 per cent), a marked improvement was achieved during the same period for grades D-1 and above, which recorded an increase from 7 to 28 per cent.

Figure 2A
Professional-level staff at Headquarters and field offices as at 1 May 2001

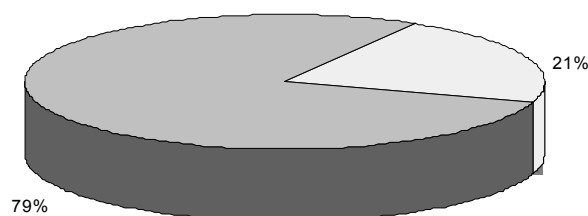
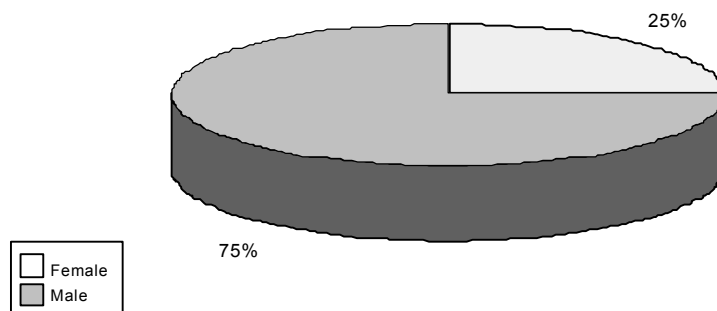


Figure 2B
Professional-level staff at Headquarters and field offices as at 28 February 2006



6. Figures 3A and 3B show the percentage of international consultants by region who were on board as at 31 May 2001 and of 28 February 2006 respectively.

Figure 3A

International consultants by region as at 31 May 2001

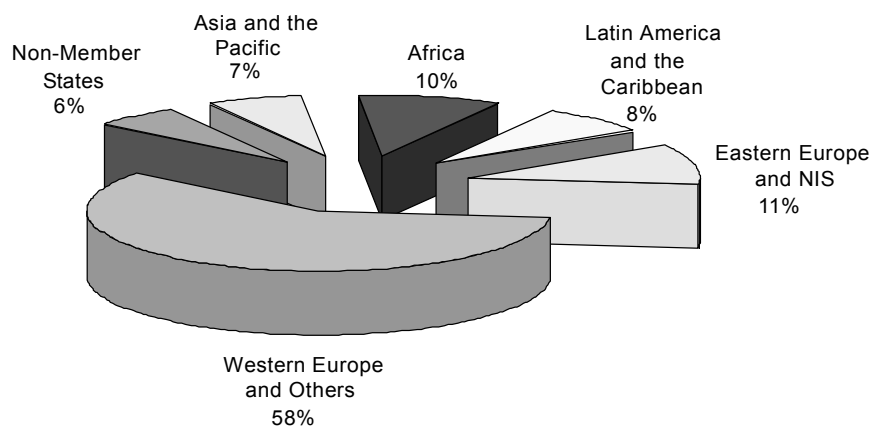
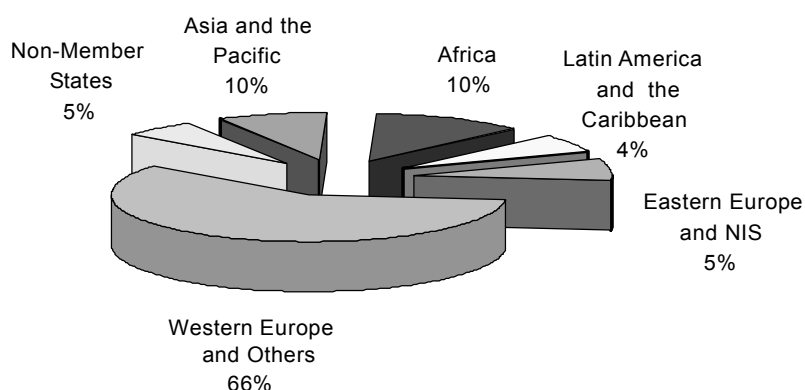


Figure 3B

International consultants by region as at 28 February 2006



II. Common system developments

7. The United Nations General Assembly in resolution 60/248, section XI, of 23 December 2005 approved new rates of staff assessment for staff in the Professional and higher categories as recommended by the International Civil Service Commission (ICSC). The adjustment in the staff assessment rates results in lower gross salaries but has no impact on net salaries.

8. In accordance with Article XIII, regulation 13.3 of the Staff Regulations, the Director-General is authorized within the budgetary level approved by the General Conference to make appropriate amendments to the schedules and annexes to the staff regulations so as to bring them into conformity with any relevant decisions that may be taken by the General Assembly of the United Nations on recommendation of the ICSC.

Salary scales and staff assessment rates for the Professional and higher categories—amendments to schedule I and schedule III of the staff regulations

9. The revised salary scale for the Professional and higher categories showing lower gross salaries with no impact on net salaries is contained in annex I to the present document.

10. The revised staff assessment rates are contained in annex II to the present document. Deletions are shown in square brackets and the new rates are underlined.

III. Matters related to the staff rules

Professional scales

11. Appendix C to the staff rules. In accordance with Article 54 of the regulations of the United Nations Joint Staff Pension Fund, the scale of pensionable remuneration for the Professional and higher categories should be adjusted on the same date as the net remuneration of officials in the Professional and higher categories serving in New York. In accordance with this provision, ICSC promulgated revised scales of pensionable remuneration effective 1 September 2005. These are contained in annex III to the present document.

Local scales

12. Appendix A to the staff rules. In accordance with the Flemming principle, General Service staff shall have pay and other conditions of employment that are among the best on offer at the duty station. The principle was first stated in 1949 by a body of experts on pay established by the United Nations General Assembly. It is the cornerstone of the methodology followed by ICSC for the conduct of local salary surveys. Based upon the Flemming principle, staff regulation 6.5 (a) provides that “The Director-General shall fix the salary scales for staff in the General Service and related categories, normally on the basis of the best prevailing conditions of employment in the locality, taking into account the recommendations of the International Civil Service Commission.” According to the approved ICSC methodology, which takes account of changes in the consumer price and wages indices over a period of 12 months, and in consultation with the other Vienna-based organizations, the Director-General implemented effective 1 April 2005 an interim adjustment of the salary scales for General Service staff of 2.35 per cent. The revised scale is contained in annex IV to the present document.

Financial implications

13. The financial implications of the revised pensionable remuneration for the Professional and higher categories amount to €234.26 for the biennium 2006-2007 and €58.24 for four months in 2005. The financial implications of the interim adjustment of General Service salaries amount to €322,000 per annum. The additional costs have been foreseen in the respective budgets and hence are being absorbed within the budgetary levels approved by Member States.

IV. Action required of the Board

14. The Board may wish to consider the adoption of the following draft decision:

“The Industrial Development Board;

“(a) Takes note of the information contained in document IDB.31/7;

“(b) Notes the amendments made in pursuance to staff regulation 13.3 to schedules I and III of the staff regulations in order to bring them into conformity with the decision of the General Assembly set out in resolution 60/248;

“(c) Also notes the amendment to appendices A and C to the staff rules.”

Annex I

Schedule I

Salary scales for the Professional and higher categories showing annual gross salaries and the net equivalents after application of staff assessment

(United States dollars)

Effective 1 January 2006

LEVEL	STEPS														
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
Director															
D-2 Gross	131 947	134 765	137 584	140 403	143 222	146 040									
Net D	98 224	100 140	102 057	103 974	105 891	107 807									
Net S	90 236	91 854	93 466	95 072	96 674	98 269									
Principal Officer															
D-1 Gross	120 487	122 962	125 435	127 910	130 385	132 859	135 334	137 809	140 282						
Net D	90 431	92 114	93 796	95 479	97 162	98 844	100 527	102 210	103 892						
Net S	83 587	85 050	86 509	87 965	89 418	90 867	92 312	93 755	95 194						
Senior Officer															
P-5 Gross	99 511	101 590	103 694	105 799	107 904	110 009	112 115	114 221	116 326	118 431	120 535	122 641	124 747		
Net D	76 148	77 581	79 012	80 443	81 875	83 306	84 738	86 170	87 602	89 033	90 464	91 896	93 328		
Net S	70 742	72 014	73 282	74 550	75 815	77 077	78 338	79 596	80 852	82 106	83 358	84 607	85 855		
First Officer															
P-4 Gross	81 943	83 861	85 781	87 669	89 618	91 536	93 456	95 374	97 293	99 210	101 196	103 226	105 259	107 290	109 322
Net D	63 499	64 880	66 262	67 643	69 025	70 406	71 788	73 169	74 551	75 931	77 313	78 694	80 076	81 457	82 839
Net S	59 132	60 390	61 647	62 901	64 155	65 407	66 659	67 909	69 157	70 405	71 651	72 896	74 140	75 383	76 625
Second Officer															
P-3 Gross	66 881	68 656	70 435	72 207	73 986	75 761	77 535	79 314	81 090	82 865	84 643	86 417	88 194	89 969	91 746
Net D	52 654	53 932	55 213	56 489	57 770	59 048	60 325	61 606	62 885	64 163	65 443	66 720	68 000	69 278	70 557
Net S	49 149	50 325	51 503	52 678	53 856	55 030	56 206	57 383	58 558	59 734	60 906	62 079	63 250	64 422	65 594
Associate Officer															
P-2 Gross	54 382	55 972	57 560	59 149	60 738	62 325	63 914	65 500	67 090	68 681	70 267	71 858			
Net D	43 655	44 800	45 943	47 087	48 231	49 374	50 518	51 660	52 805	53 950	55 092	56 238			
Net S	40 947	41 985	43 020	44 057	45 092	46 130	47 184	48 234	49 289	50 341	51 392	52 447			
Assistant Officer															
P-1 Gross	42 664	44 022	45 378	46 737	48 093	49 449	50 908	52 436	53 960	55 488					
Net D	34 558	35 658	36 756	37 857	38 955	40 054	41 154	42 254	43 351	44 451					
Net S	32 599	33 612	34 625	35 638	36 650	37 662	38 676	39 676	40 672	41 668					

D = Rate applicable to staff members with a dependent spouse or child

S = Rate applicable to staff members with no dependent spouse or child

Annex II

Schedule III

Assessment (*continued*)

(in percentages)

**Staff assessment rates used in conjunction with gross base salaries
and the gross amounts of separation payments**

A. Staff assessment rates for staff members with dependants

Total assessable payments (US dollars)	Staff member with a dependent spouse or a dependent child (per cent)
First \$[30,000] <u>50,000</u> per year	[18] <u>19</u>
Next \$[30,000] <u>50,000</u> per year	28
Next \$[30,000] <u>50,000</u> per year	[34] <u>32</u>
Remaining assessable payments	[38] <u>35</u>

B. Staff assessment for staff members without dependants

No change.

(ii) The assessment shall be calculated at the following rates for staff whose salary rates are established under regulation 6.5 (a) of the present regulations:

No change.

(iii) The Director-General shall determine which of the scales of assessment set out in (i) and (ii) above shall apply to staff whose salary rates are established under regulation 6.4 or 6.6 of the present regulations.

No change.

Annex III

Appendix C (100 Series)

Scale of pensionable remuneration for the Professional and higher categories

(For purposes of pension benefits and pension contributions)
(United States dollars)

Effective 1 September 2005

LEVEL	STEPS														
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV
D-2	197 012	201 491	205 967	210 440	214 917	219 392									
D-1	179 070	182 743	186 414	190 079	193 751	197 406	201 541	205 475	209 403						
P-5	149 007	152 130	155 252	158 378	161 500	164 622	167 744	170 871	173 991	177 114	180 238	183 368	186 716		
P-4	121 630	124 641	127 644	130 650	133 662	136 665	139 672	142 682	145 687	148 691	151 696	154 713	157 715	160 722	163 731
P-3	99 966	102 520	105 071	107 618	110 173	112 724	115 274	117 830	120 501	123 292	126 080	128 868	131 659	134 447	137 238
P-2	82 012	84 299	86 577	88 860	91 142	93 424	95 706	97 984	100 270	102 552	104 832	107 116			
P-1	63 862	66 061	68 252	70 444	72 638	74 829	77 026	79 216	81 410	83 603					

Appendix A

Salary scales for staff in the general service category showing annual gross, gross pensionable and net salary after application of staff assessment (Euros)

Effective 1 April 2005

		S T E P S											
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII*
G-1	Gross	25 023	25 851	26 678	27 505	28 332	29 160	29 987	30 814	31 642	32 469	33 296	34 123
	Gross pens.	24 654	25 444	26 232	27 020	27 808	28 598	29 386	30 174	30 962	31 751	32 539	33 327
	Net	19 972	20 609	21 246	21 883	22 520	23 157	23 794	24 431	25 068	25 705	26 342	26 979
G-2	Gross	29 094	30 052	31 010	31 969	32 927	33 886	34 844	35 827	36 824	37 822	38 819	39 816
	Gross pens.	28 525	29 439	30 350	31 263	32 176	33 088	34 000	34 949	35 911	36 870	37 831	38 790
	Net	23 106	23 844	24 582	25 320	26 058	26 796	27 534	28 272	29 010	29 748	30 486	31 224
G-3	Gross	33 803	34 914	36 059	37 216	38 373	39 530	40 686	41 843	43 000	44 157	45 314	46 470
	Gross pens.	33 004	34 059	35 163	36 275	37 384	38 497	39 608	40 720	41 830	42 942	44 053	45 165
	Net	26 732	27 588	28 444	29 300	30 156	31 012	31 868	32 724	33 580	34 436	35 292	36 148
G-4	Gross	39 419	40 758	42 097	43 436	44 776	46 115	47 454	48 793	50 132	51 472	52 812	54 248
	Gross pens.	38 393	39 678	40 966	42 250	43 537	44 822	46 109	47 394	48 680	49 966	51 252	52 537
	Net	30 930	31 921	32 912	33 903	34 894	35 885	36 876	37 867	38 858	39 849	40 840	41 831
G-5	Gross	45 981	47 528	49 076	50 623	52 170	53 784	55 443	57 103	58 762	60 422	62 081	63 741
	Gross pens.	44 698	46 185	47 672	49 158	50 645	52 132	53 618	55 105	56 592	58 080	59 566	61 053
	Net	35 786	36 931	38 076	39 221	40 366	41 511	42 656	43 801	44 946	46 091	47 236	48 381
G-6	Gross	53 630	55 549	57 468	59 387	61 306	63 225	65 143	67 062	68 981	70 900	72 819	74 738
	Gross pens.	51 995	53 715	55 436	57 156	58 877	60 598	62 317	64 038	65 759	67 479	69 233	71 023
	Net	41 405	42 729	44 053	45 377	46 701	48 025	49 349	50 673	51 997	53 321	54 645	55 969
G-7	Gross	63 051	65 274	67 497	69 720	71 943	74 167	76 390	78 613	80 836	83 059	85 283	87 506
	Gross pens.	60 438	62 429	64 421	66 413	68 404	70 475	72 547	74 619	76 693	78 764	80 837	82 910
	Net	47 905	49 439	50 973	52 507	54 041	55 575	57 109	58 643	60 177	61 711	63 245	64 779

* Long-service step.