

## FOURTH ITEM ON THE AGENDA

**Collective Agreement Concerning Staff with Fixed-Term,  
Project-Based Contracts linked to Specific Training  
Activities forming a Coherent Programme**

1. On 1st July 2000, the Centre had adopted contractual arrangements designed to reduce precarious employment in the use of human resources for projects and activities. These measures included, inter alia, the extension of the scope of project-based appointments, by including contracts funded through a series of training activities forming a coherent programme. While these arrangements have allowed more continuity in programme implementation and provided stability to a large number of staff, the use of such contracts over time has attracted the attention of the Board since 2006.
2. At its 76th session (October 2014), Board members reiterated their concerns that the high proportion of staff employed on project-based contract linked to training activities called for clearer policies and the establishment of better and more stable working conditions. They therefore requested the management to find appropriate solutions and to engage in negotiations with the Staff Union.
3. In January 2015, a review of the Centre's contracts policy, including project-based contracts, was initiated under the auspices of the Joint Negotiating Committee. An initial round of negotiations took place between February and September 2015 without however concluding with the final approval of a draft agreement reached by the two parties.
4. In February 2016, a second round of negotiations was initiated by the Staff Union and the Management to address the long standing issue of project-based staff with contracts linked to training activities. The Management and the Staff Union resumed consultations within the Joint Negotiating Committee in a climate of mutual trust and confidence recognizing the full commitment of the two parties to reach a mutually acceptable agreement.
5. At the end of a long negotiation process, an agreement was reached on measures to harmonize conditions of employment and to provide more stable employment perspectives to the staff involved, within the overall goal of ensuring financial sustainability at the Centre. The Collective Agreement Concerning Staff with Fixed-Term, Project-Based Contracts Linked to Specific Training Activities Forming a Coherent Programme was signed between the Centre and the Staff Union in the Joint Negotiating Committee and approved by the Director on 26 October 2016 (hereinafter "The Agreement").

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6. The Agreement sets out a clear framework to address the issue of staff serving on project-based contracts linked to a series of training activities forming a coherent programme. At the time of signing the Agreement, this concerns a group of 25 officials employed on such contracts. The main points covered by the Agreement are as follows:
- a) The Staff Regulations shall apply equally to all officials with fixed-term contract irrespective of the source(s) of funding of the contract, except as otherwise provided for by the Staff Regulations;
  - b) A new category of staff will be established under the variable expenditure budget. The staff currently holding project-based contracts linked to specific training activities forming a coherent programme will be appointed under the new category to fixed-term positions funded from variable expenditure without competition as an exception to art. 1.2 c) of the Staff Regulations, subject to approval by the Board;
  - c) In the preparation of the Programme and Budget Proposals of the Centre, the Director will determine staffing needs in accordance with the Staff Regulations. New positions on the variable expenditure budget can be created to address staffing needs in income generating units. Appointments to newly established positions funded from variable expenditure shall be handled under normal selection procedures and be subject to a probationary period in accordance with the Staff Regulations;
  - d) The contract of staff appointed to positions funded from variable expenditure will contain a clause explaining the source of funding. It will also set out the applicable regulations and rules, length of the appointment and other conditions set out in the Agreement. Any extension will be subject to the continuing needs of the Centre, the availability of funds, satisfactory conduct and performance;
  - e) While staff on positions funded from the variable expenditure budget will be covered by the provisions of Chapter VII of the Staff Regulations on "Advancement and Promotion", they will not be eligible for titularization.
7. **In light of the above, the Board may wish to authorize the Director to appoint the staff members currently holding project-based contracts linked to a series of training activities forming a coherent programme to positions funded from variable expenditure without competition as an exception to art. 1.2 c) of the Staff Regulations.**

*Point for decision:* Paragraph 7.

Turin, 26 October, 2016