



TRAINING & FELLOWSHIP



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UN Inter-Agency Newsletter

16th Meeting of Senior Fellowships Officers of the UN System

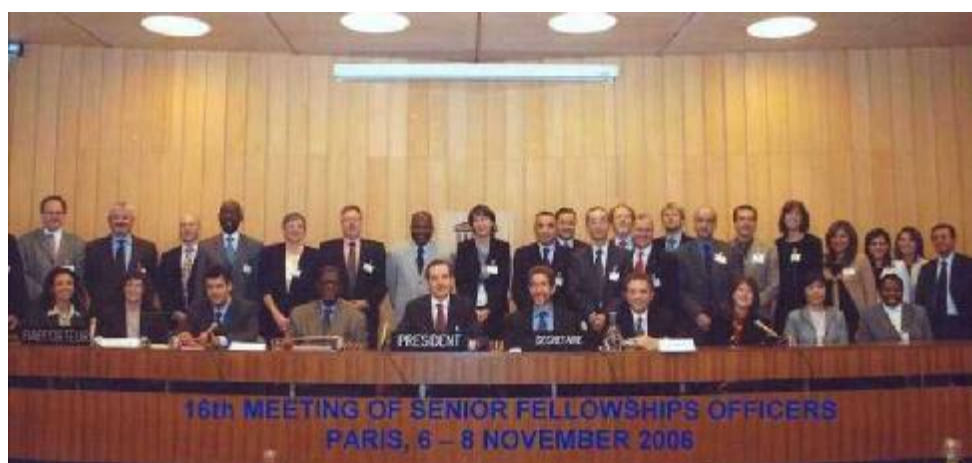
The 16th Meeting of Senior Fellowships Officers of the UN system agencies was held at UNESCO Headquarters in Paris, France from 6 to 8 November 2006. It was organized by Personnel Service, TCMS/DESA and hosted by the Fellowships Section, UNESCO. For more than three decades now, the Meeting of Senior

fellowships. The agendas of the meetings have also evolved from a few selected topics of an organizational and administrative nature to administrative, financial, operational and substantive issues, as well.

The coordination machinery for Training and Fellowships began in 1976 on the basis of

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Fellowships Officers has been serving as the main framework for inter-agency coordination on system-wide issues relating to the management of training and fellowships. Over the years, it has grown in scope and strength. It has become an all-inclusive forum, which covers the entire spectrum of the UN system organizations as well as major National Placement and Supervising Agencies. While the first meeting started with 16 agencies, the number of participating agencies in the 16th meeting almost doubled. The level of representation has also increased. The 16th meeting was honoured by the attendance of dignitaries such as Hon. Dr. Theo-Ben Gurirab, Speaker of the National Assembly of Namibia and former President of the 54th Session of the UN General Assembly. He delivered a speech and participated actively in the discussions on South-South Cooperation and its impact on training and

the recommendations of the Joint Inspection Unit contained in its report on Fellowships in the United Nations system as adopted by the ACC in 1976 (JIU/REP/76/1). The Preparatory Committee approved the arrangements proposed by the Sub-Committee on Education and Training concerning inter-Secretariat coordination of activities relating to Fellowships. These arrangements provided for the designation of a Secretary in one organization to serve as focal point with the following specified functions: a) promote the exchange of information on matters concerning fellowships; b) help to identify the interests and needs for further fellowships coordination; c) carry out consultations as may be required to deal with specific and urgent problems; d) prepare the agenda for regular meetings of Senior Fellowships Officers; and e) ensure that reports of these regular meetings were made available to the Sub-Committee on Education and Training.

16th Meeting of Senior Fellowships Officers of the UN System

The 16th Meeting marked the 32nd year that Senior Fellowships Officers have been using this forum as the main framework for inter-agency coordination on system-wide issues relating to the administration and management of training and fellowships.

Since 1976, the United Nations Department of Economic and Social Affairs and its predecessors have served regularly as Secretary and Focal Point for inter-agency fellowship coordination. UN/DESA has played a major role in streamlining and harmonizing the fellowship practices among the UN agencies. Senior Fellowships Officers have continuously commended the serious commitment and dedication of DESA. Based on the results achieved by each meeting, they have acknowledged that never before had UN/DESA put in place a stronger inter-agency co-ordination mechanism than in the last three meetings in 2002, 2004 and 2006.

Below are some of the major accomplishments of the Meetings of Senior Fellowships Officers of the UN system agencies:

- ▶ The Joint Inspection Unit in its latest report on Fellowships has ranked Training and Fellowships as one of the best coordinated activities in the United Nations system;
- ▶ The 14th Meeting at IAEA Headquarters in Vienna in 2002 reached a breakthrough: It agreed on a common definition of fellowships and harmonized all the policies, procedures and entitlements on Fellowships ;
- ▶ The 15th Meeting at WHO Headquarter in Geneva in 2004 harmonized all the policies, procedures and entitlements on Study Tours and Group Training and agreed on the common definitions of these activities.
- ▶ The 16th Meeting at UNESCO reached consensus on all of the items on the agenda. A specific recommendation about common standards for fellowships evaluation is in line with the report of the High Level Panel on System-Wide Coherence. The concept “One United Nations” permeated the discussions.
- ▶ Agendas have included major items which have had a significant impact on the training activities of the UN agencies. “Transparency in the Fellowships Selection Process” (2002); “Quality of Fellowships Programmes” (2004); and “South-South Cooperation” (2006).
- ▶ DESA is conducting the global review of fellowships stipend rates in collaboration with the UN Conditions of Service Section and UNDP.
- ▶ DESA has established its own Fellowships Website which serves as a common site for other agencies to utilize the monthly stipend rates and other fellowships documents of common use.
- ▶ DESA is publishing the second issue of the online Global Training and Fellowships Newsletter, with contributions from all agencies.
- ▶ DESA has put at the disposal of the Senior Fellowships Officers of the UN agencies the DESA-based e-Forum to be used as a tool for the discussion of various issues of common concern to them.
- ▶ The Meeting of Senior Fellowships Officers serves as a framework not only to tackle problems of common concern, but also to share the best practices among the agencies. Agencies have expressed a genuine willingness to make available to one another their best accomplishments and practices.
- ▶ UN agencies have established cooperation agreements with some major National Placement and Supervising Agencies on the placement and supervision of UN fellows in various host countries. The administrative charges levied on UN agencies by the National Placement and Supervising Agencies are uniform.
- ▶ Tuition fees are the same for all UN Fellows, regardless of the UN agency.

The 16th Meeting of Senior Fellowships Officers requested DESA to continue its inter-agency fellowships coordination role and to organize the 17th Meeting in 2008.

DESA Focal Point

Letter from ASG of DESA and Secretary of CEB addressed to the Director-General of WHO

This network is very good practical application of CEB's "One United Nations" concept.

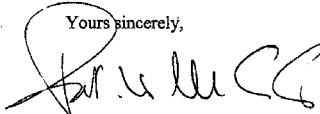
Dear Mr. Matsuura,

Both on behalf of UNDESA and in my capacity as Secretary of CEB, I should like to thank you for the excellent cooperation that UNESCO has extended to me and my colleagues throughout the past year.

One outstanding illustration of this collaboration is the 16th Meeting of Senior Fellowship Offers of the UN system and some National Placement and Supervising Agencies that was organized by UNDESA and kindly hosted by UNESCO Fellowship Section in Paris last November. This network is very good practical application of CEB's "One United Nations" concept.

The rich experience of UNESCO in its fellowship's work contributed invaluable to the success of the Meeting. My DESA colleagues have, in particular, asked me to convey, through you, their special thanks to Mr. James Michael Kulikowski, as well as Mr. Ali Zaid and his team for their warm hospitality and excellent working arrangements.

Wishing you all the very best for the New Year.

Yours sincerely,

 Patrizio Civili

One of the Best Coordinating Activities in the UN System

Since 1976, the UN Department of Economic and Social Affairs and its predecessors have been serving as Secretary and Focal Point for inter-agency fellowships coordination.

The path towards one United Nations is shorter thanks to the coordinating machinery for training and fellowships provided by DESA and its predecessors for more than thirty years. Since 1976, the Department has served as secretary and focal point for inter-agency fellowship coordination, playing a central role in harmonizing fellowship practices among UN agencies so effectively that the ACC Consultative Committee on Substantive Questions (Operational Activities) considered it, in 1991, to be one of the best coordinated areas in the UN system. Since then, further steps have been taken to continue to advance inter-agency coordination.

Thirty years ago before the Department was given its coordination mandate, "every agency used to give different – sometimes completely different – treatment and entitlements to fellows", acknowledges Tom Rudi, a fellowship officer in DESA. "There was a complete lack of coordination." The main achievement throughout this three-decade span is arguably the fact the rules of the game among UN agencies have become unified and consistent.

The sixteenth meeting of senior fellowships officers of the UN system which took place recently at UNESCO Headquarters in Paris, from 6 to 8 November, was strongly influenced by

the idea of their being a single United Nations. The meeting made a recommendation on common standards for fellowship evaluation in line with the report of the High Level Panel on System-Wide Coherence.

Theo-Ben Gurirab, who is Speaker of the National Assembly of Namibia and former President of the 54th session of the General Assembly, delivered a speech recognizing the positive effect fellowships have in developing countries. As a former UN fellow himself, Mr. Gurirab speaks from experience. UN fellowships are intended for Government officials in developing countries and meant to provide them with short- or long-term specialized training. The training can take place either within the fellow's own country or abroad. The impact is far-reaching: while officials upgrade their skills in areas of high priority to their Governments, prospects for raising national capacities for development in these countries multiply.

Extract from DESA NEWS Feb. 2007

Fellowships Programme in EMRO/WHO at a Glance

WHO/EMRO has awarded 12,000 fellowships over a period of 22 years.

Δ Fellowships Programme has been utilized as an important approach to HRD in EMRO since its inception more than fifty years ago

Δ Fellowships in EMRO are planned as “activity components” of the country programmes during the biennial Joint Programme and Planning Review Missions.

Δ Detailed data on fellowships activity in EMRO is available since 1984 that shows an average of 1000 fellowships per biennium (a total number of 12000 fellowships awarded during a twenty two year period).

Δ Fluctuations seen are mainly due to political conflicts and the situation of health workforce within the countries of the Region

Δ Egypt, Sudan, Yemen and Syria have sent the highest number of fellows during the stated period and in that order of frequency

Δ Egypt has been receiving the highest number of fellows from other countries of the region and shows the most striking downward trend in sending fellows over time. Pakistan shows similar trend in sending fellows.

Δ Afghanistan, Iran, Iraq, Palestine and

Somalia have been utilizing fellowships with very low rates during the conflicts and sharp rises afterwards.

Δ Jordan, Bahrain and Oman show increasing capacity for receiving more and more fellows in the last decade

Δ More than 50% of the total fellows have been placed within the Region with the proportion increasing from 40 to 65% during the study period. The trend is in contrast to those placed in Europe where the proportion decreased from 45% to 17.3%

Δ Public health has been the most frequent area of study (about 40%) followed by clinical specialties (18%) and communicable diseases (15%) while the trend has been increasing for public health and decreasing for the clinical specialties.

Δ There has been an increasing trend for fellowships in the fields of non-communicable diseases, nursing and midwifery in recent years

Δ There is a significant drop in fellowships awarded in the field of environmental health.

Dr. Ali HASSANABADI

EMRO/WHO

IAEA Technical Cooperation in Human Resource Development Building capacities in nuclear science, technology and safety



Between 1958 and 2006, IAEA provided to fellows a total of 125714 years of training.

Human resource development activities play an essential role in building Member State capacities. Technical cooperation provides interregional and regional training courses and supports national training courses in cooperation with Member States. Courses focus on the peaceful use and application of nuclear energy and nuclear technology, and on safety. Training is also delivered through fellowships and scientific visits.

Fellowships are used to train personnel to support the development of atomic energy applications for peaceful purposes in their own countries. Scientific visits broaden the scientific or managerial qualifications of specialists in developing countries. Safety training provides a broad overview of nuclear safety concepts such as adequate

radiation protection and nuclear safety infrastructure. It also covers nuclear safety in power plants and in the design and operation of research reactors. Finally, safety training delivers more specialized knowledge, in particular in relation to the application of the IAEA safety standards. Over 1200 participants and fellows trained in various aspects of nuclear safety in 2006, with some 17 000 individuals receiving training in this area over the past twenty-five years.

Since the start of training courses in 1980, 2220.6 years of training have been provided to non-local participants. Between 1958 and 2006, an astonishing total of 12 571.4 years of training had been provided to fellows.

Ms. Nathalie Colinet

IAEA

Processing Time in Fellowships Implementation EMRO/WHO

WHO/EMRO had cut the processing time in the recent years to 120 days. This is attributed to the introduction of new systems, especially the use of computers and emails.

Introduction:

Time is a very critical issue and an important factor in administration of fellowships.

The fellowship as an activity component of the plans and programs of the countries is time-bound and should be undertaken within a limited time frame (biennium). Due to budgetary constraints the timeliness of processing is accordingly need to be observed at all level. The administration part of the fellowship process is mainly dealt with by the Fellowships Unit of the Regional Office and this is the place where everything should be checked, scrutinized and finalized. The time required for this process at the Unit differs according to many different factors such as the completeness of the documents received from the countries including the full and correct filling of all sections of the Fellowship Application Form (FAF) accompanied by endorsement sheet and medical record, an identified budget line, area of the study and proposed host country. This is superadded by response of the technical unit concerned at the Regional Office, and the security matters.

There are many factors that can cause a delay in finalizing a fellowship and are in most cases out of the control of the Fellowships Unit. These can be summarized as:

A. In the country:

- Incomplete or unclear handwritten FAF (Fellowships application Form)
- Absent or unclear objectives
- Unidentified or inadequate budget
- Delayed submission and/or correspondence
- Change of plan, nominee
- Personal problems of the candidate

Others

B. Country Office:

- Not checking the criteria for eligibility
- Submitting incomplete FAF
- Delays in response
- Unchecked budget lines
- Others

C. Regional Office:

- Delays in response from technical units
- Confusions related to budget line, problems with RAMS
- Others

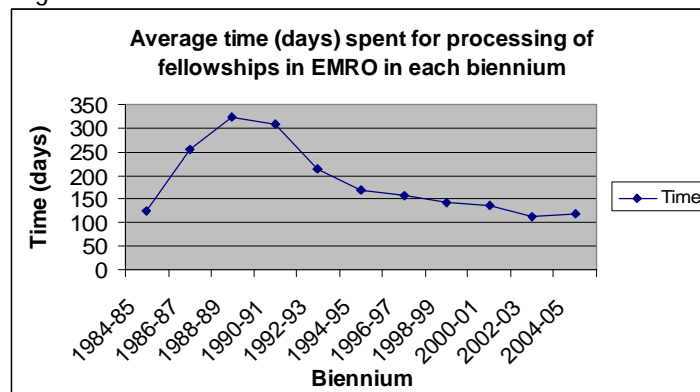
D. Host country and institution:

- Delays in response
- Visa
- Security clearance
- Travel
- Others

Looking at the data comprised of 12034 fellows awarded over 21 years starting from 1st January 1984 till 31st July 2005 showed that the average processing time for the whole period was 196 days. Studying the average processing time during this long period showed a decreasing trend reaching to less than 120 days during the recent years as shown in Figure 1.

The reason behind the steady rise in processing time and the peak of 1988-91 as appears in the curve is not clear but the decline thereafter that continued till present can be attributed to introduction of new systems and especially the use of computers and more specifically employing e-mails for communication from 1995 onwards.

Figure 1



Examining the average processing time according to the sending and the host country revealed that this is an important factor in determining the processing time. Processing time ranges from 111 to 240 days according to the sending country and 82 to 277 days depending on the host. Other factors are the region of the host institution and the subject of study.

Dr. Ali HASSANABADI

EMRO/WHO

WHO Sets Up the Task Force on Impact Assessment of Fellowships

Background:

In general, a Fellowship refers to a specially tailored or selected training activity of short or long duration that may be undertaken outside or within a fellow's country, with the primary objective of strengthening the human resource capacity of a programme or institution. In this regard, fellowships should be closely aligned with national or institutional human resource plans aimed at equipping the fellows with the necessary knowledge and skills required to achieve programme or institutional goals and outcomes as well as for the individual fellow's professional development and career advancement.

Systematic monitoring and evaluation can provide the information and evidence needed for quality improvement. Based on various reports and documents, assessing the relevance, quality and impact of fellowships on programme or institutional capacity strengthening and achievement of goals and outcomes is a common weakness of Fellowships programmes of United Nations system, international agencies, development Banks and partners. Assessment methods/tools used tend to focus more on the quantifiable outputs like the numbers of fellows trained, duration, knowledge gained, how the training impacted their personal and professional growth, and the fellows' feedback on the training host institute and the fellowships administration. In view of the significant funding being used for fellowships, the focus of assessment and evaluation should also be on determining the relevance, effectiveness, efficiency and impact of fellowships on programme outcomes and institutional capacity.

However, it is acknowledged that assessing / evaluating fellowships impact is a difficult task for many reasons, including the lack of specific

framework, methodology, tool available to measure impact/outcomes. The 16th Meeting of Senior Fellowships Officers of the UN system and Host Agencies, held in Paris from 6-8 November 2006, recommended the creation of a Task Force on Impact Assessment of Fellowships. This Task Force will be chaired by WHO with the support of UN/DESA as Focal Point and other Organizations (IAEA, ITTO, WB, WMO etc.) and some National Placement and Supervising Agencies.

Specific Objectives:

1. To undertake a literature search, document analysis and a critical review of fellowships assessment and evaluation methods and processes and in consultations with all the key stakeholders involved, to define the scope and dimensions of assessing a fellowship's relevance, effectiveness, efficiency, sustainability and impact /outcomes.
2. To identify and pre-test scientifically sound tools/methodologies, including core indicators and/or benchmarks to assess the successful impact and outcomes a fellowship programme.
3. To consolidate the defined scope, dimensions, core indicators /benchmarks and methodologies/tools to assess/evaluate a Fellowship programme's impact into a Draft Framework for discussion and review at the 17th Meeting of SFOs meeting.

Dr. Alexandre GOUBAREV
on behalf of WHO regional offices

The Impact Assessment of Fellowships will focus on the relevance, effectiveness, efficiency and impact of fellowships on programme outcomes and institutional capacity.

TASK FORCE TIMELINE

Activity	Time	Who is Responsible
1) Draft Terms of Reference (TOR)	June 2007	WHO and UN/DESA
2) Circulate for comments to potential Task Force (TF) members	End of June 2007	WHO and UN/DESA
3) Agreed TOR by TF members	August 2007	Task Force and UN/DESA
4) Work on development of Framework and tools	Sept. 2007- March 2008	Task Force and UN/DESA
5) Prepare a draft document on Impact Assessment of Fellowships	April - June 2008	Task Force and UN/DESA
6) Finalize a pre-tested tool for 17 th Meeting of SFOs	July - September 2008	Task Force and UN/DESA
7) Hire a qualified consultant (STC) to undertake defined tasks in TOR	As required	Task Force and UN/DESA

WHO and China Seek to Improve Health Communications



The most impressive thing for all the members of the team was that health communication in the two countries had reached a high degree of development, with mature work flows and very professional staff in all departments at various levels.

In the past 30 years, China has experienced world-shaking change and development in different fields. Over in the past five years since the SARS (Severe Acute Respiratory Syndrome) outbreak in early 2003 in Beijing, health has been an unprecedented hot topic in the world's biggest developing country with 1.3 billion people. This experiences pushed the Chinese authorities and the public to pay greater attention to public health, especially in epidemic prevention, health system reform and chronic disease control. Meanwhile, SARS also prompted the Chinese people to make restless efforts to alert themselves about the risks of SARS in daily news communications.

Health communication, either in emergency cars or daily, was quite laggard or often ignored in China before SARS. In the post-SARS period, thanks to the help and support from the WHO and many other international organizations, the Chinese government, especially the Ministry of Health, and even the whole society started to strengthen health communication through various ways: establishing an emergency response system, national epidemic monitoring and reporting network, informing and entrusting the media and the public. The Chinese media, like the English-language newspaper, *China Daily*, joined efforts in the campaign, too.

During the process, learning and sharing with the outside world played a key role in improving the capacity in health communication. WHO was the leading force to offer chances to Chinese officials, experts, journalists and even

medical staff to be trained through study tours, forums and others.

Although China has done a lot and learned a great deal, health communications still has a long way to go. I really appreciate that WHO/PAHO offered officials and experts from the Chinese Ministry of Health and Chinese Centre for Diseases Control and Prevention a chance to take a study tour of "Daily Health News and Risk Communications" in 2005 and 2007. And it was a great idea from WHO/PAHO that journalists from Chinese media, respectively Xinhua News Agency (2005) and *China Daily* (2007), to join the study tour team. I stress again that it was a great idea because media and journalists play a vital role in health communication. IF they learn more, they will do better.

During the "Daily Health News and Risk Communications" study tour (2007) to the USA and Canada, the most impressive thing for me and other members of the team was that health communication in the two countries had reached a high degree of development, with mature work flows and very professional staff in all departments at various levels. And of course, WHO/PAHO which designed and administered the study tour, impressed me the most both in term of training and communication.

We took back bags of materials, lots of pictures and power point presentations and millions of ideas. However, the most valuable thing I took back was the sweet smile, professional attitude and communication skills of the WHO/PAHO staff and all the people we met there. Thanks to the U.N., thanks to WHO/PAHO.

Zhang Feng

China Daily Editorial Office

Completion of Global Review of Fellowship Stipend Rates

In accordance with the recommendation of the 16th meeting of Senior Fellowships Officers to calculate, as a one-time exceptional and temporary measure, the fellowship stipend rates based on a percentage of the prevailing DSA rates for those countries where fellowship stipend rates had not been reviewed from 1989 to 2003, the UN Conditions of Service Section in collaboration with UN Department of Economic and Social Affairs completed the review of the remaining old stipend rates in July 2007.

The results of the review are:

Resident rate stipend will be 35% of the prevailing 1 st 60 days DSA rates whereas travel rate stipend will be 52.5% across the board for the following countries:	Afghanistan	Grenada (both seasons)
	Algeria	Guinea
	Angola	Guinea- Bissau
	Antigua	Guyana
	Austria	Hong Kong
	Bangladesh	Hungary
	Barbados (both seasons)	Iceland (both seasons)
	Belgium	Ireland
	Benin	Israel
	Bhutan	Jamaica (non- academic)
	Botswana	Japan
	British Virgin Islands (both seasons)	Jordan
	Burkina Faso	Kenya
	Canada (non- academic)	Kiribati
	Chad	Korea, Republic of
	Comoros	Kuwait
	Congo	Lesotho
	Congo, Democratic Republic of	Liberia
	Costa Rica	Libyan Arab Jamahiriya
	Cote D'Ivoire	Luxembourg
	Cyprus (non- academic)	Malta
	Czech Republic	Martinique
	Denmark	Micronesia
	Djibouti	Mongolia
	Dominica	Montserrat
	Ecuador	Mozambique
	Equatorial Guinea	Myanmar
	Fiji	Netherlands
Finland	Netherlands Antilles (both seasons)	
France	New Zealand (non- academic)	
Germany	Nicaragua	
Greece	Nigeria	

Completion of Global Review of Fellowship Stipend Rates

	Norway	St. Lucia (both seasons)
	Oman	St. Vincent (both seasons)
	Peru	Suriname
	Portugal	Swaziland
	Qatar	Sweden
	Rwanda	Tanzania
	Samoa	Togo
	Saudi Arabia	Trinidad and tabago
	Senegal	Uganda
	Singapore	United Arab Emirate
	Spain	Vietnam
	Sri Lanka	Yemen
	St. Kitts (both seasons)	Zimbabwe (non- academic)
The following countries remained at the same level of resident rate after the application of the approved percentage of 35%:	Australia	Sudan
	Dominica Republic	Switzerland
	Iraq	Syria
	Northern Mariana Islands	
The Conditions of Service Section approved, on an exceptional basis, the new academic rates for the following countries:	Canada	20%
	Jamaica	20%
	Mexico	26.5%
	New Zealand	13%
	The Philippines Outside Metro Manila	20%
	The Philippines University- subsidized housing	13%
	Thailand Residing at AIT campus	13%
	Thailand CATC fellows	7%
	Thailand Nationals from Bangkok	2.5%
	Thailand Nationals from outside Bangkok	4%
	USA Select cities (New York, Washington DC area, San Francisco, Berkeley, Los Angeles, Boston, Cambridge, Honolulu)	17%
USA Elsewhere	20%	

The above-mentioned exceptional and temporary measure is a one-time exercise which entered into effect on 1 July 2007. It is anticipated to have another global review of the fellowships stipend rates in 2008-2009.

Events this Autumn

TC special exhibition during The IAEA General Conference

As part of the 50th Anniversary Celebrations of the IAEA, the Department of Technical Cooperation has been requested to demonstrate the achievements of the TC programme through an exhibition during the forthcoming GC (17-21 September 2007), which will depict the visible and tangible results of selected projects. The

objective is to show the impact of the TC programme on the improvement of people's lives, and the economic development of countries. One of the displays at the TC exhibition shows the importance of training activities within the technical cooperation programme....

Events to come

CBIE Annual Conference 2007

November 25-28, 2007

Westin Ottawa, Ottawa, Ontario, Canada

As education becomes increasingly global, Canadian citizens and Canadian institutions must internationalize their approach and actions in order to compete. This year's CBIE Conference, "Citizens of the World: Making an Impact through International Education", is a reflection of the

growing importance in preparing our institutions, faculty, staff and students to be "global-ready". This year we will explore the many facets and meanings of administrators, counselors, humanitarians and internationalists to a better understanding of this compelling and challenging concept.

"Citizens of the World: Making an Impact through International Education"

With a Special Feature Event: Canada-India Education Forum

Coming and Going...

Left	Ms. Lulu Del Rosario, UN/OHRM/CSS
	Mr. Alexander THERN-SVANBERG, Senior HR Management Specialist CEB
	Ms. Fatou DIARRA, UNOPS

TRAINING & FELLOWSHIP CONTACT

Training & Fellowships is an output of Personnel Service, TCMS UN/DESA. Your comments & contributions for inclusion in subsequent issues should be sent to Tom Rudi

One UN Plaza, Room 1202
New York, NY 10017
Tel: +1 212-963-6146
Fax: +1 212-963-1273
Email: rudi@un.org

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