



EXECUTIVE COMMITTEE

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**PROPOSED AMENDMENTS TO THE RULES OF PROCEDURE
OF THE GENERAL DIRECTORATE
REGARDING THE CATEGORY OF ASSOCIATE PERSONNEL**

San Jose, Costa Rica

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OF THE GENERAL DIRECTORATE
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By Resolution IICA/CE/Res.369(XXII-O/02), the Executive Committee, at its Twenty-second Regular Meeting instructed the Director General to propose amendments to the Rules of Procedure of the General Directorate for creating the category of associate expert as a vehicle for obtaining sufficient technical expertise to carry out IICA's mandates, and to incorporate the principle of gender equity.

This stemmed from a proposal submitted by the Director General to the Executive Committee at that meeting, for finding viable ways to strengthen the Institute's technical and operating capabilities that will enable it to: i) address the growing demand for cooperation services from its Member States at a time when the Institute faces financial limitations due to the freeze on its Regular Fund since 1995, and ii) move forward in the process to become a development organization.

The new proposal will make it possible to: i) extend the category of Associate Personnel to include professionals and other persons who have skills needed for IICA projects; ii) clearly define the different types of Associate Personnel; iii) establish a regulatory framework for defining their relationship with IICA **without their becoming staff members of the Institute**; iv) establish incentives and measures to motivate potential associates to work with IICA under one of the forms established for that purpose; v) establish a regulatory framework to facilitate the administration of Associate Personnel; vi) set limits that will enable this category of personnel to meet the objectives for which the category was created, without entering into conflict with the labor legislation of the countries; vii) take into account the criteria of gender and age, providing opportunities and incentives for skilled women and youths to work with IICA as Associates; and viii) amend the Rules of Procedure of the General Directorate as pertains to Associate Personnel.

In view of the above, the Director General will present to the consideration of the Executive Committee, at its Twenty-third Regular Meeting, proposed amendments to the Rules of Procedure of the General Directorate, through which it will expand the existing category of "Associate Personnel" and establish the framework on the basis of which the General Directorate may issue Executive Orders and administrative directives for effectively administering this new category of personnel.