



# Forty-fourth Regular Meeting of the Executive Committee

of the Inter-American Institute for Cooperation on Agriculture (IICA)



**IICA**



**23-24 July 2024**

# Amendments to the Regulations of the General Directorate

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## SCOPE

### Includes

- **Staff Rules, which requires the approval of the Committee and the IABA**
  - **Remuneration System**
  - **Chapter III of the Rules of Procedure of the General Directorate**
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### Does not include

- **Financial Rules (Chapters V-VII of the RPGD)**
  - **Other regulatory provisions remain within the purview of the DG in keeping with articles 6, 7 and 12 of Chapter II of the Rules of Procedure of the General Directorate; as well as the Personnel Manual, Code of Ethics and Executive Orders.**
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# Process



First comprehensive review since 1983.



Proposal at the 2023 SACMI, supported by the Committee and the IABA.



Establishment of a multidisciplinary team led by the Directorate of Corporate Services that includes the Human Talent Division and receives support from IICA's legal advisors.



Consultation process with APIICA, the IICA Delegations and other units of the General Directorate.

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Distribution of working document No. 5 to the Member States before the SACMI meeting, for their observations and feedback.



Next step: Consideration and adoption, ad referendum, of the draft Staff Rules by the Committee.

# Objectives: Amendments to the Regulations of the General Directorate

## Update

- Reflect changes in IICA's practices and technology since 1983.
- Gender equality.
- Change "Human Resources" to "Human Talent".
- Eliminate the "Regular Personnel" category.
- Underscore the idea that classifications apply to positions, not individuals.
- Incorporate: Code of Ethics, Personal Data Protection Policy, Policy on Whistleblowers and severe sanctions for retaliation.
- Obligation of the Institute to foster a workplace that is free of all types of harassment and discrimination.



## Simplify and clarify

- Integrate Chapter III of the RPGD, the Remuneration System and the Staff Rules.
- Eliminate duplicated information.
- Adjust terminology for greater consistency.



## Reorganize

- All personnel obligations in a single chapter—new Chapter III.
- All aspects related to remuneration, wages and emoluments (including licenses) in Chapter IV.
- All rules about promotions, training and the merit system in Chapter V.
- Glossary and acronyms.



## Objectives: Amendments to the Regulations of the General Directorate

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An update that **does not require or involve an increase** in the approved Program Budget.



Improve the efficiency of human talent management.

# Documents: Amendments to the Regulations of the General Directorate

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## Documents WD 767 No. 1 to 6

- No. 1. Report on the status of amendments to the Rules of Procedure of the General Directorate
- No. 2. Incorporation of Chapter III of the Rules of Procedure of the General Directorate into the Staff Rules
- No. 3. Organization of chapters and articles
- No. 4. Incorporation of the Remuneration System into the Staff Rules
- No. 5. Proposed update, by chapter and article (with explanations)
- No. 6. Comments from Member States on the proposed update to the Staff Rules

# Thank you!

