

GENERAL AGREEMENT ON TARIFFS AND TRADE

RESTRICTED

Spec(85)15/Add.1
16 July 1985

REVIEW OF THE GATT TRAINING PROGRAMME

BACKGROUND NOTE

INTRODUCTION

1. A note containing a brief summary of the GATT Training Programme and certain observations on the role of the training courses in the 1980's was circulated by the Director-General in Spec(85)15 in connection with consultations he has been carrying out with a number of delegations on the future of the GATT Training Programme. The present addendum deals with the following interrelated key issues: (i) the constantly increasing demand for places in the GATT Commercial Policy Courses; (ii) conducting the courses in the three official languages; (iii) the human resources available to the secretariat for the Training Programme; (iv) accommodation for course participants; (v) certain other immediate problems. Annexes I-IV contain information relating to a number of questions which were put to the secretariat during the first round of consultations.

2. The value and usefulness of the courses have been clearly demonstrated by statements made during the first series of consultations as well as the declarations by large numbers of countries during meetings of the Council and sessions of the Contracting Parties over the years. The large number of former GATT trainees who are active in international trade circles also bears witness to the effectiveness of the Commercial Policy Courses. For example, 27 ex-participants are now posted in Geneva. On 23 April 1985, at their initiative, an "Association of Former Participants" was created. Other former participants can be found in senior positions in their administrations, or as ambassadors, experts or negotiators for their countries, or as officials in international secretariats. At the time the first Training Division's Newsletter was issued in 1982, the secretariat was able to establish that nearly all the former participants who attended the courses in the period 1971-1981 were still dealing with trade policy questions within their respective administrations at home or abroad. Fifty-five ex-trainees attended the 1982 Ministerial Meeting in Geneva.

I. THE MAIN PROBLEMS FACING THE TRAINING PROGRAMME

(a) Increasing Demand

3. As was stated in paragraph 8 of document Spec(85)15, the demand for GATT fellowships has been growing at a rapid pace. From 1961 to 1985 the overall demand has increased steadily from a ratio of 1:1 (1 candidature for 1 fellowship) to a ratio of approximately 4:1. This situation is likely to continue, especially if new multilateral trade negotiations were to be launched in the near future. This growing demand has not been matched by the number of fellowships (48) offered each year. The secretariat has always tried to be fair in its selection of participants. But the present circumstances are such that it finds itself more and more in the delicate situation of having to make difficult choices among equally deserving candidates from countries in need of the training offered by the GATT courses. (See Annex IV for selection criteria used by the secretariat.)

(b) Three Official Languages

4. The decision was taken at the 1982 Ministerial Meeting that, in addition to English and French, the Commercial Policy Courses should be held regularly in the Spanish language. A first course in the Spanish language was held in 1984 and another is scheduled for February to June 1986. This decision has created two problems: (i) the increased costs of courses in Spanish vis-à-vis the courses in English and French; (ii) the difficulty of scheduling the three courses so as to ensure equitable treatment for the three languages in terms of access to the courses.

5. The main reason why the courses in Spanish are more expensive than courses in the other two languages is that, despite efforts within the secretariat, including crash courses for members of the Training Division, lecturers are as yet unable to handle the courses in Spanish with the same facility as the courses in English and French. Therefore, interpreters are necessary to enable certain lecturers to communicate with Spanish-speaking participants.

6. Regarding the scheduling of the courses in the three languages, one view maintains that a straight rotation would ensure equity of treatment, i.e. over a period of three years there would be two courses in English, two in French and two in Spanish. However, this arrangement would not reflect the proportion of applications in the three languages, which is approximately three English, two French, and one Spanish since the course in Spanish was introduced. Whatever their mother tongue applicants have been free to apply for any of the courses. In the past there have been a number of Spanish-speaking applicants for the courses in English and French.

(c) Human Resources Available to the Secretariat.

7. Quality of instruction in the courses is essential to achieving their objectives. Over the years the secretariat has tried to ensure that experts on the GATT staff and members of delegations participating as lecturers in the Training Programme are experienced professionals. Due to a coincidence of age structure a number of top GATT officials with some twenty years of experience and a number of experienced delegates have either recently retired or will be retiring in the next two or three years. If, in addition to the present GATT staff, these retirees could be called upon as lecturers, the Training Programme would have a roster of talented individuals that could be drawn upon to greatly enhance the traditional high quality of instruction. However, the secretariat does not presently have the necessary financial resources.

(d) Accommodation

8. In the last two or three years the GATT Training Programme has been seriously affected by the accommodation problem which now exists in Geneva. It has become extremely difficult for trainees to obtain reasonably priced hotel rooms. Many hotels are also unable or unwilling to make long-term bookings. Constant changing of hotels inevitably affects the ability of participants to concentrate on their studies. Furnished studios are also not always available at reasonable prices. An important complication has been the tendency on the part of some Geneva landlords to give preference to certain nationalities in the renting of accommodations.

9. The Director-General has repeatedly called on the permanent missions in Geneva to assist their nationals participating in the GATT courses in finding suitable accommodation. Unfortunately, not all missions have responded. Furthermore, many trainees do not have permanent missions in Geneva.

10. In addition to selection, instruction and travel arrangements, the GATT secretariat has been obliged to assume the responsibility for providing other services to the trainees, in particular, accommodations. A series of studios were rented by the GATT in an effort to alleviate the difficulties of accommodation, but these studios were not entirely satisfactory and, in any event, are no longer available.

11. A long-term solution to the accommodation problem should be sought. One possibility would be for the GATT to obtain a building where the trainees could be housed. This solution would have the advantage of providing the same type of accommodation for all concerned, and at the same time avoid past problems encountered with landlords - objection to noise, for example. In addition a GATT trainee building could be adapted to the needs of the Training Programme: Individual studios, common room for group study, etc.

(e) Other Immediate Problems

(i) Study Tours

12. A decision taken at the Budget Committee and endorsed by the GATT Council in November 1984 stipulated that, as from 1985, contracting parties that wish to invite GATT participants to visit their countries will have to meet certain costs involved (L/5699, page 13). Previously, there was no shortage of governments wishing to invite GATT trainees to visit their countries. Since the new arrangements were adopted, no government has offered to host study tours and the secretariat has been put in the awkward position of asking them to do so. This situation has made the planning and organization of study tours much more difficult.

(ii) Office Space and Lecture Rooms

13. The trainees are allocated a small number of offices, some of which are also used for certain collective training exercises. Shortage of office space for other divisions in the secretariat has obliged the secretariat to deprive trainees of some of these offices. A situation where both living and working conditions are difficult is not conducive to morale and to a good working atmosphere.

(iii) Attendance at GATT Meetings

14. Contracting parties will have noted that the size of the rooms for official GATT meetings is becoming increasingly inadequate. This has prevented the trainees from attending a number of key meetings. Such attendance is an important and integral part of the Training Programme.

II. POSSIBLE SOLUTIONS

15. The time has come for the Contracting Parties to address themselves to the Training Programme as a whole and to give guidance to the secretariat as to how the various problems outlined above should be tackled. The following options should be considered:

- (i) The number of fellowships would be maintained at the present level of 48 per year with the continuation of the current arrangement for two courses a year.
 - This option would not solve the problems of increased demand for courses and rotation of languages.

- (ii) The two-courses-a-year system would be continued with an increase in the number of fellowships from 48 to 60 per year.
 - This option would help relieve the increased demand for courses but would not solve the problem of language rotation. Furthermore, it would aggravate the problems of accommodation and office space. It would entail additional per diem and travel costs.

(iii) The present programme would be doubled, i.e., two parallel courses would be given twice a year thereby increasing the fellowships from 48 to 96 per year.

- This option would greatly relieve the increased demand for courses but would not solve the problem of language rotation. Also, it would multiply the problems of accommodation and office space. It would double per diem and travel costs. Furthermore, it would necessitate a considerable expansion of the staff of the GATT Training Division.

(iv) A three-courses-a-year system would be introduced increasing the fellowships from 48 to 72.

- This option would greatly relieve the increased demand for courses and would permit the annual rotation of languages. Although it would necessitate a reduction in the length of the courses from $16\frac{1}{2}$ to 12/13 weeks, this could be accomplished without seriously affecting the quality of the courses - the current length of study tours could be reduced, for example. It would increase per diem and travel costs and necessitate a modest increase in the staff of the GATT Training Division.

16. None of the above options would resolve the present problems of accommodation, financing of study tours, shortage of office space, and greater attendance at GATT meetings and, as noted, in some cases would aggravate them. However, the three-courses-a-year option would make the acquisition of a GATT building for the trainees a more viable proposition.

17. Undoubtedly the financial implications of these options will be an important factor in the decisions that have to be made. Although the purpose of the present consultations is not to discuss financial questions, Annex V, which will be distributed separately, will provide the approximate costs of each option in order to give some perspective to the present discussions.

ANNEX I

BREAKDOWN OF COMMERCIAL POLICY COURSE ACTIVITIES*

	<u>No. of sessions</u>	<u>% total</u>	<u>% overall total**</u>
A. LECTURES			52
(1) <u>GATT Officials</u>			
- GATT Articles	8	4.97	
- GATT MTN Codes and Texts	14	8.70	
- GATT-related Instruments (MFA, etc.)	3	1.86	
- GATT Other (CTD; History; Activities; QRs; etc.)	6	3.73	
- Trade-related Questions			
Monetary	4	2.48	
Agriculture & Commodities	6	3.73	
- Other	3	1.86	
- Negotiation Techniques	1	0.62	
- Technical Assistance	1	0.62	
	<u>46</u>	<u>28.57</u>	
(2) <u>Guest Lecturers</u>			
- Trade Theory & Policy	20	12.42	
- Organizations			
UNCTAD	8	4.97	
ITC	2	1.24	
IMF, IBRD	2	1.24	
- Permanent Missions	5	3.11	
	<u>37</u>	<u>22.98</u>	
B. PRACTICAL WORK			24
(1) <u>Seminars</u>	12	7.45	
(2) <u>Trade Negotiation Simulation</u>	8	4.97	
(3) <u>Attendance at Meetings</u>	8	4.97	
(4) <u>Working Group Sessions</u>	6	3.73	
(5) <u>Reporting & Evaluation</u>	4	2.48	
	<u>38</u>	<u>23.60</u>	
C. STUDY TOURS			19
(1) <u>Switzerland</u>	10	6.21	
(2) <u>Outside Switzerland</u>	20	12.42	
	<u>30</u>	<u>18.63</u>	
D. OTHER ACTIVITIES			6
(1) <u>Introductory Lectures</u>	5	3.11	
(2) <u>Administrative and Financial Questions</u>	5	3.11	
	<u>10</u>	<u>6.21</u>	
TOTAL:	161	100	100

NOTES:

*Each course extends over $16\frac{1}{2}$ weeks, i.e. $82\frac{1}{2}$ working days not allowing for holidays.

**These rounded percentages are indicative only but with small adjustments represent accurately the actual situation.

ANNEX II

CONTENT OF THE COURSES

(a) Basic Concepts Relating to International Trade,
Trade Policy and Its Instruments

1. Basic concepts are covered in the GATT courses by a series of lectures lasting ten working days. The objective has been (i) to expose participants to certain fundamental concepts relating to trade and trade policy and (ii) to acquaint them with the experience of experts who have had exposure to the intricacies of implementing trade policy at the national level. On the first point, it might seem unnecessary to introduce experienced middle-level trade officials to the fundamentals of trade and trade policies. However, experience has shown that in many countries, officials dealing with trade policy do not necessarily have formal training in trade policy and economics. Some have had a legal background, training in public administration or merely long public-service experience without relevant university training. The introductory aspect of the trade policy lectures tends to put all participants on roughly the same footing so that they can all benefit to the maximum extent from the rest of the Training Programme. As to the second point, lack of available lecturers with practical experience of trade policy in developing countries and with linguistic ability to work in the three official languages, and lack of funds to attract such lecturers, have not enabled the potentialities of this part of the course to be realized.

(b) The Text of the General Agreement and Related Legal Instruments

2. This aspect of the courses involves an article-by-article examination of the text of the General Agreement and a review of the various MTN Codes, and other GATT agreements and decisions.

(c) Relationship Between Monetary Problems and Trade Policy

3. While the basic, introductory lectures relating to this part of the course are limited, they could not be extended without adding to the overall length of the course, or without dropping other topics.

(d) Training in Trade Negotiations

4. A trade negotiations simulation exercise was successfully introduced in 1980. Since then the simulation exercise has become one of the most important components of the course. Experience and the probability of a new round of multilateral trade negotiations indicate that this activity should be further developed. There are possibilities for improvement, but in view of current budgetary stringency, these possibilities have not been explored. For example, while the current simulation exercise develops skills among participants, which would help them during actual negotiating situations, this could be supplemented by another exercise, which would enable participants to promote teamwork within their negotiating teams and with their headquarters, and would also help them to better perceive within themselves the relative strength or weakness of those qualities that make good negotiators.

(e) Trade Policy Questions both Within and Outside the GATT Framework of Specific Interest to the Developing Countries

5. Given the vast dimensions of the subject, some of the subject matters falling under this heading can only be covered in a general way. This section could not be developed further without lengthening the course.

(f) Work of Other International Economic Organizations

6. A limited coverage of issues related to trade policy dealt with by other international organizations is included and is regarded as essential.

Methods and Techniques

7. In addition to the simulation exercise already mentioned above, the following methods and techniques are used in the course:

(a) Lectures

8. At present the bulk of the lectures are given by GATT officials. A number of lecturers from outside sources, e.g. the Customs Cooperation Council, international commodity agreements, trading companies in commodities, experts in trade policy from national governments and elsewhere, also take part on an ad hoc basis. The potential contribution of outside lecturers has not been fully exploited for lack of funds. Up to the present lectures have been the main method of instruction. The GATT secretariat should explore the use of more modern teaching and learning techniques, including case studies, audio-visual aids, etc. As this is a field which requires some research and financial input, virtually no exploration has been possible.

(b) Seminars

9. Seminars are considered to be a very important part of the training course. Not only do seminars oblige participants to synthesize knowledge gained, and to learn to work together with colleagues from different parts of the world, but they give practice in report writing and in the exercise of certain functions, such as chairman. As course participants have little time to prepare their seminar papers, the secretariat has sought an alternative to the seminar system. However, up to now, a satisfactory solution has not been found. One possibility would be to replace the seminar system by the case study method. The main problem in adopting such a method would be to find funds and available experts to write up such case studies.

Past Participation in GATT Courses

10. Of the 836 fellowships already granted, 14 went to officials of regional economic secretariats; 137 to nationals of least developed countries; 662 to countries which were, or subsequently became, contracting parties; 27 to "de facto" countries; and 144 to non-GATT countries of which 127 went to nationals of countries enjoying observer status.

ANNEX III

EXPLANATORY NOTES FOR THE INVITATION LIST

- (1) The following abbreviations have been used in the table:

Regions or areas:

AF = Africa
AS = Asia
CB = Caribbean
EU = Europe
LA = Latin America
ME = Middle East

GATT status:

CP = contracting party
DF = de facto
OB = observer
NS = no status, i.e.
not CP, DF or OB
SE = Secretariat of
regional organization

Lang. = official language

E = English
F = French
S = Spanish

- (2) This annex contains the list of countries and organizations currently invited to all GATT courses.
- (3) Official languages: The document used for this classification is the "List of Official Addresses" issued by the Protocol Office of the UN at Geneva (ST(Geneva)Ser.H/L.2). This is the only reliable and official source of information on languages.

INVITATION LIST
(in alphabetical order)

Area	Country	Lang.	GATT status	Area	Country	Lang.	GATT status	Area	Country	Lang.	GATT status
AS	Afghanistan	E	OB	LA	Guatemala	E/S	OB	AS	Pakistan	E	CP
AF	Algeria	F	DF	AF	Guinea	F	OB	LA	Panama	E/S	OB
LA	AndeanCom.Mkt	S	SE	AF	Guin.-Bissau	F	DF	AS	PapuaN.Guin.	E	DF
AF	Angola	F	DF	ME	Gulf States	E	SE	LA	Paraguay	F/S	OB
CB	Antigua&Barb.	E	DF	CB	Guyana	E	CP	LA	Peru	E/S	CP
LA	Argentina	F/S	CP	CB	Haiti	F	CP	AS	Philippines	E	CP
CB	Bahamas	E	DF	LA	Honduras	E/S	OB	EU	Poland	E	CP
ME	Bahrein	E	DF	AS	Hong Kong	E	CP	EU	Portugal	E	CP
AS	Bangladesh	E	CP	EU	Hungary	E	CP	ME	Qatar	E	DF
CB	Barbados	E	CP	AS	India	E	CP	EU	Romania	F	CP
CB	Belize	E	CP	AS	Indonesia	E	CP	AF	Rwanda	F	CP
AF	Benin	F	CP	AS	Iran	F	OB	LA	SIECA	S	SE
AS	Bhutan	E	OB	ME	Iraq	E	OB	AS	Samoa	E	OB
LA	Bolivia	E/S	OB	ME	Israel	E	CP	AF	Sao Tome	F	DF
AF	Botswana	E	DF	AF	Ivory Coast	F	CP	ME	Saudi Arabia	E	OB
LA	Brazil	E	CP	CB	Jamaica	E	CP	AF	Senegal	F	CP
AS	Brunei	E	DF	ME	Jordan	E	OB	AF	Seychelles	E/F	DF
EU	Bulgaria	F	OB	AS	Kampuchea	F	DF	AF	Sierra Leone	E	CP
AF	Burkina Faso	F	CP	AF	Kenya	E	CP	AS	Singapore	E	CP
AS	Burma	E	CP	AS	Kiribati	E	DF	AS	Solomon Isl.	E	DF
AF	Burundi	F	CP	AS	Korea	E	CP	AF	Somalia	E	OB
AF	CEAO	F	SE	ME	Kuwait	E	CP	AS	Sri Lanka	E	CP
AF	CEPGL	F	SE	LA	LAIA	S	SE	CB	St.Christopher	E	DF
CB	CARICOM	E	SE	AS	Lao	F	OB	CB	St.Lucia	E	DF
AF	Cameroon	F	CP	ME	League Ar.St.	E	SE	CB	St.Vincent	E	DF
AF	Capo Verde	F	DF	ME	Lebanon	F	OB	AF	Sudan	E	OB
AF	Centr.Af.Rep.	F	CP	AF	Lesotho	E	DF	CB	Suriname	E	CP
AF	Chad	F	CP	AF	Liberia	E	OB	AF	Swaziland	E	DF
LA	Chile	E/S	CP	AF	Libya	E	OB	ME	Syria	E	OB
AS	China	E	OB	AF	Madagascar	F	CP	AF	Tanzania	E	CP
LA	Colombia	E/S	CP	AF	Malawi	E	CP	AS	Thailand	E	CP
AF	Comoros	F	OB	AS	Malaysia	E	CP	AF	Togo	F	CP
AF	Congo	F	CP	AS	Maldives	E	CP	AS	Tonga	E	DF
LA	Costa Rica	E/S	OB	AF	Mali	F	DF	CB	Trin.&Tobago	E	CP
CB	Cuba	E/S	CP	EU	Malta	E	CP	AF	Tunisia	F	CP
EU	Cyprus	E	CP	AF	Mano Riv.Un.	E/F	SE	ME	Turkey	F	CP
AF	Djibouti	F	NS	AF	Mauritania	F	CP	AS	Tuvalu	E	DF
CB	Dominica	E	DF	AF	Mauritius	E	CP	ME	U.Ar.Emirates	E	DF
CB	DominicanRep.	E/S	CP	LA	Mexico	E/S	OB	AF	UDEAC	F	SE
AF	ECOWAS	E/F	SE	AF	Morocco	F	OB	AF	Uganda	E	CP
LA	Ecuador	E/S	OB	AF	Mozambique	E	DF	LA	Uruguay	F/S	CP
AF	Egypt	E	CP	AS	Nauru	E	NS	AS	Vanuatu	E/F	NS
LA	El Salvador	E/S	OB	AS	Nepal	E	OB	LA	Venezuela	E/S	OB
AF	Equat.Guinea	F/S	DF	LA	Nicaragua	E/S	CP	AS	Viet Nam	F	OB
AF	Ethiopia	E	OB	AF	Niger	F	CP	ME	Yemen,Ar.Rep.	E	OB
AS	Fiji	E	DF	AF	Nigeria	E	CP	ME	Yemen,P.D.Rep.	E	DF
AF	Gabon	F	CP	LA	OAS	E/S	SE	EU	Yugoslavia	E	CP
AF	Gambia	E	CP	AF	OCAM	F	SE	AF	Zaire	F	CP
AF	Ghana	E	CP	AF	OAU	E/F	SE	AF	Zambia	E	CP
CB	Grenada	E	DF	ME	Oman	E	NS	AF	Zimbabwe	E	CP

ANNEX IV

SELECTION CRITERIA

Listed below are the criteria usually taken into account by the GATT secretariat in selecting candidates:

- (1) Age: Minimum 28; maximum 45 years.
- (2) Education: University diploma in economics or a related field, or equivalent experience as civil servants in their administration.
- (3) Experience: Minimum of three years in a trade-policy related government department.
- (4) The kind of assignment to be given to the trainee by his authorities upon completion of the course.
- (5) Language proficiency level.
- (6) Official recommendation by the candidate's authorities.
- (7) Application signed by the candidate and by the relevant authorities.
- (8) The extent to which an applicant fulfills one of the following conditions for special consideration¹, i.e.:
 - (a) A much needed post has to be filled in a country. The candidate is particularly gifted for the post in question.
 - (b) The candidate is from a least developed country.
 - (c) The candidate is from a country which has recently achieved independence.
 - (d) The candidate is from a country which is taking initiatives with a view to acceding to the GATT.

¹Where the candidate does not yet meet all the criteria, but his government wishes to make a case for special consideration.

- (9) Inter-regional balance within the same course.
- (10) Overall world balance in the courses over a number of years.
- (11) A country's ability to participate in the GATT courses in the other official languages.
- (12) The number of participants accepted in the past from the applicant's country.

ANNEX V

I. Solution (i) "The number of fellowships would be maintained at the present level of 48 per year with the continuation of the current arrangement for two courses a year."

	Swiss francs			
	A		B	
	<u>Spanish</u>	<u>English</u>	<u>French</u>	<u>English</u>
1. Subsistence:				
- 103 days: 110 X 24 (Geneva)	272,000	272,000	272,000	272,000
- 12 days: 165 X 24 (Study Tour)	47,000	47,000	47,000	47,000
- 5 days: 172 X 24 (Switzerland)	<u>21,000</u>	<u>21,000</u>	<u>21,000</u>	<u>21,000</u>
	<u>340,000</u>	<u>340,000</u>	<u>340,000</u>	<u>340,000</u>
	680,000		680,000	
2. Travel	<u>178,000</u>	<u>133,000</u>	<u>113,000</u>	<u>133,000</u>
	311,000		246,000	
3. Miscellaneous	<u>4,000</u>	<u>4,000</u>	<u>4,000</u>	<u>4,000</u>
	8,000		8,000	
4. Interpreters	<u>50,000</u>	-	-	-
	50,000		-	
	=====		=====	
5. TOTAL	1,049,000		934,000	

A: 1 Spanish-speaking and 1 English-speaking course for 24 participants each.

B: 1 French-speaking and 1 English-speaking course for 24 participants each.

II. Solution (ii) "The two-courses-a-year system would be continued with an increase in the number of fellowships from 48 to 60 per year."

	Swiss francs			
	C		D	
	Spanish	English	French	English
1. Subsistence:				
- 103 days: 110 X 30 (Geneva)	340,000	340,000	340,000	340,000
- 12 days: 165 X 30 (Study Tour)	60,000	60,000	60,000	60,000
- 5 days: 172 X 30 (Switzerland)	<u>26,000</u>	<u>26,000</u>	<u>26,000</u>	<u>26,000</u>
	<u>426,000</u>	<u>426,000</u>	<u>426,000</u>	<u>426,000</u>
	852,000		852,000	
2. Travel	<u>222,000</u>	<u>166,000</u>	<u>140,000</u>	<u>166,000</u>
	388,000		306,000	
3. Miscellaneous				
- Various	<u>5,000</u>	<u>5,000</u>	<u>5,000</u>	<u>5,000</u>
	10,000		10,000	
4. Interpreters	<u>50,000</u>	-	-	-
	<u>50,000</u>		-	
5. TOTAL ⁽¹⁾	1,300,000		1,168,000	

C: 1 Spanish-speaking and 1 English-speaking course for 30 participants each.

D: 1 French-speaking and 1 English-speaking course for 30 participants each.

(1) Should this solution be chosen, adaptation of conference room facilities could prove necessary.

III. Solution (iii) "The present programme would be doubled, i.e. two parallel courses would be given twice a year thereby increasing the fellowships from 48 to 96 per year."

	Swiss francs		
	<u>1 Spanish</u>	<u>2 English</u>	<u>1 French</u>
1. Subsistence:			
- 103 days: 110 X 24 (Geneva)	272,000	544,000	272,000
- 12 days: 165 X 24 (Study Tour)	47,000	94,000	47,000
- 5 days: 172 X 24 (Switzerland)	<u>21,000</u>	<u>42,000</u>	<u>21,000</u>
	<u>340,000</u>	<u>680,000</u>	<u>340,000</u>
		1,360,000	
2. Travel	<u>178,000</u>	<u>266,000</u>	<u>113,000</u>
		557,000	
3. Miscellaneous	<u>4,000</u>	<u>8,000</u>	<u>4,000</u>
		16,000	
4. Interpreters	<u>50,000</u>	-	-
		50,000	
5. TOTAL		1,983,000	
6. Staff increase ⁽¹⁾			
- 2 P3		250,000	
- 2 G5		130,000	
- 2 G3		110,000	
		<u>490,000</u> ⁽²⁾	
7. GRAND TOTAL ⁽³⁾		2,473,000	

(1) Made on the following assumption: a "modest increase" in the staff corresponds for the Training Division to 1 P3, 1 G5 and 1 G3; therefore it could be assumed that a "considerable expansion" of the staff corresponds to 2 P3s, 2 G5s and 2 G3s. [See Spec(85)15/Add.1 - page 6 end of paragraphs (iii) and (iv)].

(2) Without travel, removal and installation expenses.

(3) This solution could also necessitate the adaptation of conference room facilities.

IV. Solution (iv) "A three-courses-a-year system would be introduced increasing the fellowships from 48 to 72."

	<u>Swiss francs</u>		
	<u>Spanish</u>	<u>English</u>	<u>French</u>
1. Subsistence:			
- 75 days: 110 X 24 (Geneva)	198,000	198,000	198,000
- 10 days: 165 X 24 (Study Tour)	40,000	40,000	40,000
- 5 days: 172 X 24 (Switzerland)	<u>21,000</u>	<u>21,000</u>	<u>21,000</u>
	<u>259,000</u>	<u>259,000</u>	<u>259,000</u>
		777,000	
2. Travel	<u>178,000</u>	<u>133,000</u>	<u>113,000</u>
		424,000	
3. Miscellaneous	<u>4,000</u>	<u>4,000</u>	<u>4,000</u>
		12,000	
4. Interpreters	<u>40,000</u>	<u>-</u>	<u>-</u>
		40,000	
5. TOTAL		1,253,000	
6. Staff increase			
- 1 P3		125,000	
- 1 G5		65,000	
- 1 G3		<u>55,000</u>	
		245,000 (1)	
7. GRAND TOTAL		1,498,000	

(1) Without travel, removal and installation expenses.

TRAINING COURSES

Swiss francs									
2,400,000									
2,300,000									
2,200,000									
2,100,000									
2,000,000									
1,900,000									
1,800,000									
1,700,000									
1,600,000									
1,500,000									
1,400,000									
1,300,000									
1,200,000									
1,100,000									
1,000,000									
900,000									
800,000									
700,000									
600,000									
500,000									
	1,049,000	934,000	1,300,000	1,168,000	2,473,000	1,498,000			
	1 Spanish + 1 English	1 Spanish + 1 French	1 Spanish + 1 English	1 French + 1 English	1 Spanish + 2 English + 1 French	1 Spanish + 1 English + 1 French			
	OPTION (I) 48 fellowships	OPTION (II) 60 fellowships	OPTION (III) 96 fellowships	OPTION (IV) 72 fellowships					