

EB/CAP/84/5

July 2, 1984

To: Members of the Committee on Administrative Policies

From: The Committee Secretary

Subject: Report on the Operations of the Individual Study Programs
and External Assignments for Professional and Career
Development

Attached is a report prepared for the information of the Committee on Administrative Policies on the operations of the Individual Study Programs and External Assignments for Professional and Career Development, covering the year ended April 30, 1984.

Att: (1)

Other Distribution:
Members of the Executive Board

INTERNATIONAL MONETARY FUND

Report on the Operations of the Individual Study Programs and
External Assignments for Professional and Career Development

Prepared by the Administration Department

June 29, 1984

The Fund's program for assisting study leave was approved by the Executive Board on January 24, 1969 on the basis of proposals set out in EBAP/68/167 (10/21/68) and EBAP/68/208 (12/19/68). At that time, it was agreed that reports on the progress of the Individual Study Programs would be submitted to the Executive Board periodically. In addition to the information on Individual Study Programs, this report, which covers FY 1984, also contains information on the program for External Assignments for Professional and Career Development in accordance with a decision taken in 1982 (EB/CAP/82/12 (12/3/82)). This report does not contain any proposals for changing existing programs, nor does it contain an analysis of our experience in administering the new set of entitlements for the external assignment program that were introduced in EBAP/83/154 (6/9/83); however, such an analysis will be provided in next year's report, if participation in the program increases sufficiently so that there is enough new information to make the analysis worthwhile. Related costs for all programs are shown in Table 1 and details on the subjects studied under Individual Study Program III are shown in Table 2.

1. Individual Study Program I (Study Leave at Full Pay)

Two requests for study leave at full pay were approved for FY 1984. One staff member is undertaking a research project at the Brookings Institution as well as teaching a graduate course in applied economics at the Johns Hopkins School of Advanced International Studies (SAIS), and the second staff member is working on research projects and teaching at the Stockholm School of Economics and the University of Melbourne.

The cost of this program decreased by 23 percent in FY 1984, reflecting a period of reduced participation. However, participation for FY 1985 will be at the ceiling (five staff members at any one time). Consequently, a considerable increase in cost compared with the previous fiscal year is expected.

2. Individual Study Program II (Study Leave Without Pay)

One request for study leave without pay was approved during FY 1984. The staff member had intended to work on a research/study project at the Stockholm Institute for International Economic Studies and the Australian National University in Canberra but personal problems might compel this staff member to terminate his leave sooner than expected. Because there were no participants in the program during the previous year, there was, of course, an increase in the cost for FY 1984.

3. Individual Study Program III (Part-Time Study Outside Working Hours)

The number of staff members participating in the program increased slightly from 113 in FY 1983 to 118 in FY 1984 (4.4 percent). Two hundred and ninety-four courses were reimbursed in FY 1984, compared to 267 in FY 1983, an increase of approximately 10 percent. The cost of the program increased by 17 percent due to the increased participation, as well as higher tuition costs at local universities. Over the next reporting period, the trend of slightly increased participation and increased tuition costs is expected to continue and result in a further increase in the cost to the Fund for Individual Study Program III.

4. Individual Study Program IV (Study Leave at Half Pay)

The two staff members referred to in the last report have returned to duty and no new requests for leave under this program have been received. Although the two staff members participated in the program during both FY 1983 and FY 1984, all the costs involved were incurred during FY 1984, explaining the increase in cost shown for that period.

5. Other External Training

Other External Training covers training taken outside the Fund that meets a particular organizational need. Fifty-seven staff members attended a total of 79 courses and seminars in FY 1984, compared to 62 staff members attending 69 courses and seminars in FY 1983. Despite the increase in the number of courses and seminars attended, the cost decreased by 4.5 percent due to a shift, on average, toward somewhat less expensive programs. The expected increase in high technology training has been delayed but will have an impact on the program in FY 1985, because of the initiatives taken in this area by the Bureau of Computing Services and the Fund-wide acquisition of computer hardware.

6. External Assignments for Professional and Career Development

Three staff members participated in the program during FY 1984, compared to four during FY 1983. Two of these staff members have returned to duty. One staff member was assigned to the German Ministry of Economics in Bonn and a second worked on a project at the National University of Singapore and the Monetary Authority of Singapore. The third staff member remains on assignment with the Japanese Ministry of Finance in Tokyo.

The cost of the program was considerably lower for FY 1984 than for the previous year (68 percent), mainly due to unusually high transportation/shipping costs in FY 1983 for the staff member who took up an assignment in Japan. Participation in the program is expected to remain about the same level during FY 1985, but the cost will increase somewhat due to the repatriation of the staff member currently assigned in Japan.

Table 1. Cost of Individual Study Programs and External Assignments for Professional and Career Development for Fiscal Years Ended April 30, 1982-84 1/

(In U.S. dollars)

	1982			1983			1984		
	Fees/ Tuition	Travel/ Per Diem/ Shipment	Total	Fees/ Tuition	Travel/ Per Diem/ Shipment	Total	Fees/ Tuition	Travel/ Per Diem/ Shipment	Total
Individual Study Program I	3,265	38,970	42,235	860	14,140	15,000	--	11,549	11,549
Individual Study Program II	1,340	2,727	4,067	1,340	--	1,340	--	10,042	10,042
Individual Study Program III	58,538	--	58,538	75,685	--	75,685	88,621	--	88,621
Individual Study Program IV	--	--	--	--	45	45	6,360	311	6,671
Other External Training	33,647	27,145	60,792	23,840	22,430	46,270	25,383	18,814	44,197
External Assignments	--	13,406	13,406	--	17,075	17,075	--	5,395	5,395
Total	<u>96,790</u>	<u>82,248</u>	<u>179,038</u>	<u>101,725</u>	<u>53,960</u>	<u>155,415</u>	<u>120,364</u>	<u>46,111</u>	<u>166,475</u>

1/ Cost are shown under the year for which payment was made.

Table 2. Subjects Studied Under Individual Study Program III 1/
 (Fiscal Years Ended April 30, 1982-84)

Subjects Studied	Number of Courses		
	1982	1983	1984
Accounting	22	15	11
Arabic	--	4	--
Business and Public Administration and Management <u>2/</u>	45	30	28
Data Processing and Computer Science <u>2/</u>	13	23	58
Econometrics	2	2	3
Economics <u>2/</u>	61	96	79
Editing	2	1	--
English	11	25	8
French	8	9	7
Graphics Arts and Printing	8	2	--
Linguistics and Translation	8	5	4
Mathematics <u>2/</u>	4	23	16
Psychology and Behavioral Science	1	1	12
Records Management	5	--	--
Shorthand	6	11	10
Spanish	3	1	4
Statistics <u>2/</u>	9	6	16
Other	<u>22</u>	<u>13</u>	<u>38</u>
Total number of courses	222	267	294

1/ Each course is listed under the year in which reimbursement was made. Some staff members received reimbursement for more than one course in a year. In FY 1984, 118 staff members participated compared to 113 in FY 1983 and 94 in FY 1982.

2/ These general subject headings cover a variety of courses.