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EB/CAP/85/3

July 16, 1985

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, 1985.

Att: (1)

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Members of the Executive Board

REGISTER FILES

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ROOM C-180

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

July 16, 1985

The Fund's policy for 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 Individual Study Programs would be submitted to the Executive Board periodically. In 1982, a decision was taken to include information on the program for External Assignments for Professional and Career Development (EB/CAP/82/12 (12/3/82)).

This report covers FY 1985 and does not contain any proposals for changes in the existing programs. 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)

As anticipated in last year's report, participation in Individual Study Program I has increased. Five requests for study leave were approved during the reporting period filling all the available slots. Two staff members are enrolled in the mid-career program at The John F. Kennedy School of Government at Harvard University; a third staff member is a Visiting Fellow at Harvard University's Economics Department undertaking research and study; the fourth staff member is undertaking research and teaching at the London School of Economics; and the fifth is on secondment to the OECD. Although administered under Individual Study Program I, this secondment is part of an exchange agreement with the OECD, and at present, an OECD staff member is seconded to the Fund at OECD expense.

As anticipated in last year's report, the cost of the program increased threefold, due to increased participation and the cost of repatriating two staff members. Interest in the program remains high and participation is again expected to be at the budgetary ceiling of five participants.

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

The staff member referred to in the last report returned to duty, for personal reasons, almost a year earlier than scheduled. One request was approved during the reporting period for a staff member who is completing a Ph.D. dissertation at the University of Michigan. Participation in this program is expected to remain at a low level.

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

The number of staff members participating in the program decreased from 118 in FY 1984 to 96 in FY 1985 (18.6 percent). However, the number of courses reimbursed decreased by only 4.4 percent from 294 in FY 1984 to 281 in FY 1985. In recent years, there has been a trend toward fewer staff members taking more courses from 2.36 courses per staff member in FY 1983, to 2.49 courses in FY 1984, to 2.92 courses in FY 1985. Despite the 4.4 percent decrease in the number of courses reimbursed, the cost of the program increased by 11 percent over FY 1984, reflecting increasing tuition costs at local universities. Participation in the program is expected to increase somewhat in FY 1986 and the trend of increasing tuition costs to continue, although at a somewhat more moderate pace.

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

There were no participants in Individual Study Program IV during the reporting period. The cost indicated for the program covered reimbursed tuition costs for one of the staff members who participated during the previous year. Participation in the program is expected to remain low.

5. Other External Training

In FY 1985, 85 staff members attended a total of 97 courses/seminars, compared to 57 and 79, respectively, in FY 1984. This is due to the increase in high technology training, although the full impact of the training needs in this area has not yet been felt. Although the number of courses/seminars attended increased by 23 percent, the cost of the program increased by 49 percent, reflecting the relatively greater cost of high technology training. As the emphasis being placed on office automation will require continued staff training, the participation level and cost of this program is expected to increase.

6. External Assignments for Professional and Career Development

One staff member who was on assignment with the Japanese Ministry of Finance has returned to duty. Interest in the program has increased and four requests were approved during the reporting period. These four assignments were to the Central Banks of Ecuador, Greece, and Turkey, and to the IBRD.

The cost of the program increased fivefold, reflecting increased participation, the high travel costs involved in repatriating one staff member from Japan, and sending three new staff members out on assignment. Feedback from returning staff members and the official institutions to which they have been seconded, indicates that the program continues to be well regarded and useful. Participation in the program is expected to remain near the ceiling of five.

Attachments

Table 1. Cost of Individual Study Programs and External Assignments for Professional and Career Development for Fiscal Years Ended April 30, 1983-85 1/

(In U.S. dollars)

	1983			1984			1985		
	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	860	14,140	15,000	--	11,549	11,549	9,338	38,514	47,852
Individual Study Program II	1,340	--	1,340	--	10,042	10,042	--	530	530
Individual Study Program III	75,685	--	75,685	88,621	--	88,621	98,429	--	98,429
Individual Study Program IV	--	45	45	6,360	311	6,671	3,955	--	3,955
Other External Training	23,840	22,430	46,270	25,383	18,814	44,197	40,746	25,106	65,852
External Assignments	<u>--</u>	<u>17,075</u>	<u>17,075</u>	<u>--</u>	<u>5,395</u>	<u>5,395</u>	<u>--</u>	<u>33,871</u>	<u>33,871</u>
Total	101,725	53,960	155,415	120,364	46,111	166,475	152,468	98,021	250,489

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, 1983-85)

Subjects Studied	Number of Courses		
	1983	1984	1985
Accounting	15	11	8
Arabic	4	--	--
Business and Public Administration and Management <u>2/</u>	30	28	42
Data Processing and Computer Science <u>2/</u>	23	58	40
Economics <u>2/</u>	98	82	80
Editing	1	--	2
English	25	8	16
French	9	7	4
Graphics Arts and Printing	2	--	1
Linguistics and Translation	5	4	2
Mathematics <u>2/</u>	23	16	22
Psychology and Behavioral Science	1	12	7
Shorthand	11	10	9
Spanish	1	4	3
Statistics <u>2/</u>	6	16	6
Other	<u>13</u>	<u>38</u>	<u>39</u>
Total number of courses	267	294	281

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 1985, 96 staff members participated compared to 118 in FY 1984 and 113 in FY 1983.

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

