

UNITED NATIONS SYSTEM STAFF COLLEGE

# ANNUAL REPORT

# 2015

# A LANDMARK YEAR FOR THE UN AND FOR THE COLLEGE



Message from the Director

2015 has been the year of the historic adoption of the new Sustainable Development Agenda: Transforming our World. Innovation and transformation are indeed today's priorities for the United Nations.

In line with this spirit and to boost its potentials to act as a change agent for the entirety of the UN system, the College embarked upon a far-reaching process of transformation.

Two critical initiatives have been among the main drivers of our work in 2015: the creation of the Bonn-based Knowledge Centre for Sustainable Development (KCSD) and the creation of the UN Lab for Organizational Change and Knowledge (UNLOCK). Their conceptualization and implementation represent the centrepiece of the achievements of this year, while the College continued in its effort to consolidate and further expand its regular portfolio.

Finally, the College continued to invest in new technology-enhanced learning and mobile learning products resulting in a growing number of participants receiving virtual training. This investment has proven to be an effective means of reaching a larger portion of the UN staff at a lower cost, maintaining the College at the forefront of learning innovation. The year 2015 was an exciting and challenging time for us, and I have the privilege to present you a glimpse of it through our annual report.

**Jafar Javan**  
UNSSC Director

A handwritten signature in black ink, appearing to read 'Jafar Javan', written over a white background.

# WHO WE ARE



## Establishment

The UNSSC was established on 1 January 2002, by the United Nations General Assembly's Resolution A/RES/55/278.



## Mandate

To serve as a system-wide knowledge management and learning institution, with a view to fostering a cohesive management culture across the United Nations system.



## Vision:

To provide the skills and knowledge to empower the most valuable resource of the UN system: our people.



## Mission

To contribute to a more effective, results-oriented and agile United Nations through learning, training and knowledge dissemination.



## Headquarters

The UNSSC is based in Turin, Italy and, since 2016, it has opened the Centre for Sustainable Development in Bonn, Germany.



## Staff Size

The UNSSC has 39 staff members, 69% directly engaged in learning and training activities.



## Outreach

Every year, we offer approximately 100 learning events, benefiting over 8,000 UN staff on average.



## What we offer

Residential courses on the UN campuses, e-learning opportunities, as well as "at the door" training in some 60 countries annually.



## We are known for

Helping the diverse staff of the UN system to learn together, share experiences, and formulate joint solutions to the challenges facing the UN.

# our learning programmes are...



## ...UN-specific

We are part of the UN family, so we know what it means to work in the United Nations – be it in the field or at headquarters, in middle-income countries, in programmes or in operations, in entry-level or in management positions.



## ...truly inter-agency

We bring together UN staff from across the system in a truly inter-agency spirit to learn from each other, exchange views on common issues, and build networks to continue learning beyond the classroom.



## ...relevant to the UN daily work

We blend external expertise with practical UN experience. Courses feature subject-matter experts and thought leaders from renowned academic institutions, think tanks, the private sector and civil society, as well as experienced UN practitioners.

# OUR ADDED VALUE



## ...closer than one thinks

We offer residential courses in state-of-the-art facilities on the UN Campuses in Turin, Italy and Bonn, Germany. We also deliver training in over 50 countries each year, thanks to our mobile team of trainers.



## ...delivered directly at desk

Our distance learning courses combine self-paced online learning with live sessions with the course instructor and participants from across the UN system worldwide. UN staff can learn how they want, when they want, and still benefit from an interactive experience.



## ...tailor-made for UN Organizations

We design and deliver customized learning programmes on-demand to meet the specific needs of organizations, departments, peace operations, or inter-agency groups.

# OUR AREAS of EXPERTISE

The **Staff College** delivers open-enrolment courses and learning events both face-to-face and at a distance in many areas which are crucial for UN staff. These include:



Leadership Development



Management Development



Peace & Security



Sustainable Development  
and Agenda 2030



Knowledge Management

# 2015 highlights



## **The UNSSC Knowledge Centre for Sustainable Development (KCSD)**

In 2015, the College inaugurated the Knowledge Centre for Sustainable Development in Bonn, which delivers on a comprehensive new set of offerings, aiming at building the capacity of UN staff on sustainable development and on the implementation of the 2030 Agenda. The Centre serves as a catalyst and convener of dialogue and knowledge sharing on sustainable development between UN staff and a diverse set of stakeholders from academia, the private sector and civil society.



## **The UN Lab for Organizational Change and Knowledge (UNLOCK)**

The UNLOCK programme aims at enhancing the capacity of the UN system to manage change by increasing the understanding of, commitment to, and capacity of its staff to manage and lead change. UNLOCK carries out two types of interventions: advisory services and learning activities. Advisory services support UN entities' in implementing comprehensive organizational change processes. Learning interventions include both formal and informal learning activities, including training, workshops, coaching, communities of practice and self-directed learning.



## **The Secretary-General's Retreat**

On 19 and 20 March 2015, the UN Secretary-General, Ban Ki-moon, held his sixth Retreat with senior officials in Turin, organized by the College. The Deputy Secretary-General and almost 70 UN senior advisors, comprising all Under-Secretaries-General and Assistant Secretaries-General including Heads of Funds and Programmes, attended the Retreat to actively debate the global challenges facing the UN.



## **Executive Master in Management of International Organizations (EMMIO)**

In 2015 the College developed, together with Bocconi University and the International Training Centre of the ILO (ITC/ILO), an Executive Master in Management of International Organizations, focused on topics and requirements that are particularly relevant to the UN system. The EMMIO is considered as unique within the UN system, since, for the first time, participants have the opportunity to take specific courses developed by two UN learning institutions. EMMIO attracted 22 students, 19 UN staff from 11 Agencies and 16 duty stations.



## **New mobile learning apps launched**

In June 2015 the College released through the iTunes Store the "UN Facilitator's Cookbook", its first mobile learning app (iOS). A second new mobile learning app "UNSSC PeerTalk" has also been released through the GooglePlay and iTunes stores.

# FEATURED

## Speakers

Each year, the College attracts a diverse faculty of world-renowned speakers, subject-matter experts, and UN champions.

### Charles Crawford

Public speaking and negotiation expert, and former British Ambassador to Poland



### Guy Ryder

ILO Director-General



### Thomas Weiss

Presidential Professor of Political Science at The CUNY Graduate Center



### John Sexton

President, New York University



### Amina J. Mohammed

Special Adviser to the Secretary General on Post-2015 Development Planning



### Linsey Addario

Photojournalist and Author



### José Manuel Durão Barroso

President of the European Commission (2004-2014) and Prime Minister of Portugal (2002-2004)



### Sigrid Kaag

UN Special Coordinator for Lebanon



### Thoraya Obaid

Member, Shura Council, Saudi Arabia



### Winnie Byanyima

Executive Director, Oxfam



# WHO SERVED

**DIRECT TRAINING: 2,034** participants

UN staff directly trained by the College either through face-to-face or distance learning activities

**INDIRECT TRAINING (SSAFE): 9,234** participants

UN staff trained by UNSSC certified trainers through the multiplier effect of the “training of trainers”

**USERS OF ONLINE TOOLS: 5,133** participants

**TOTAL BENEFICIARIES: 16,236**

## DIRECT TRAINING



**18**

Countries reached



No. of online participants

**608**

Total no. of course



face to face



**51**

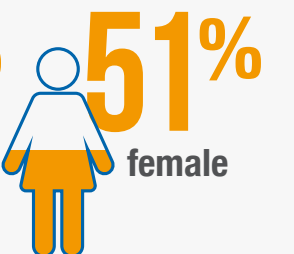
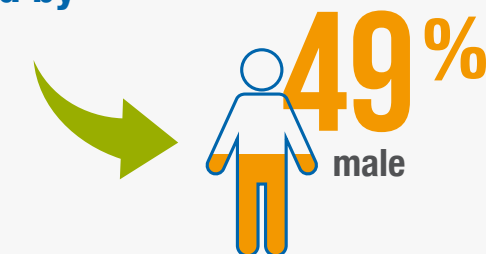
online



**33**

**2,034**

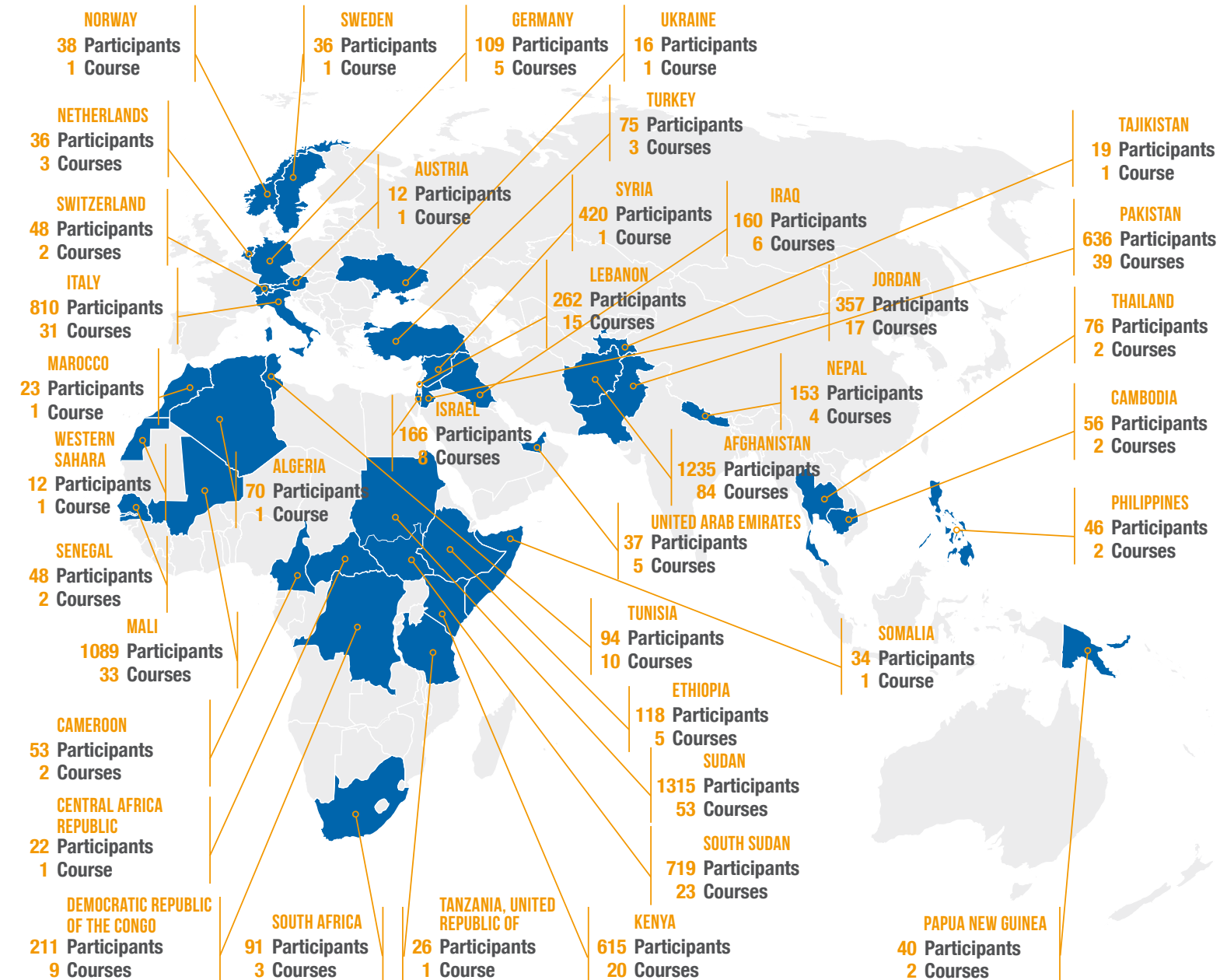
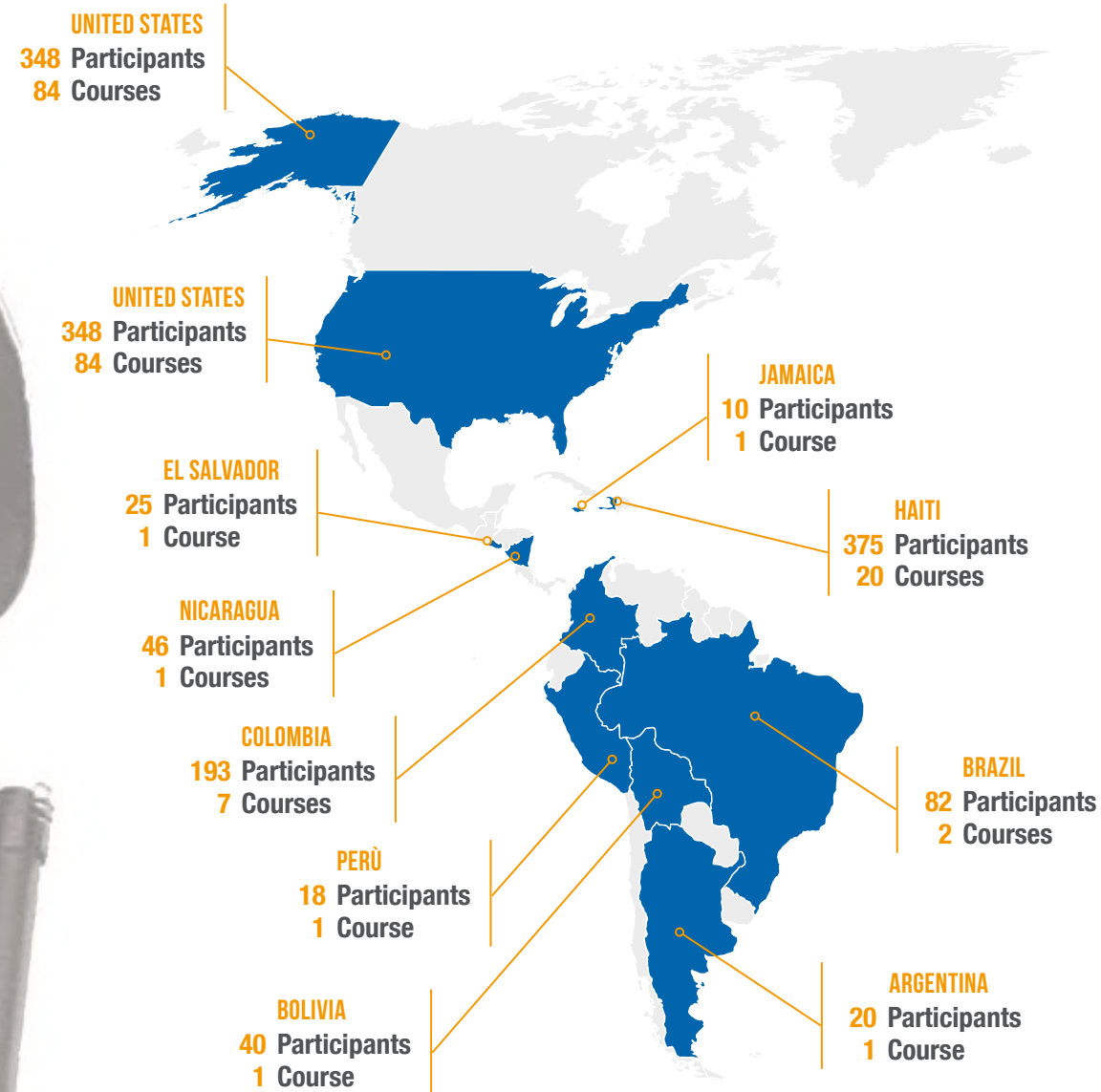
UN staff served by direct training





# OUR global

# OUTREACH



The United Nations emblem, featuring a world map surrounded by olive branches, is faintly visible in the background.

# TESTIMONIALS

## *UN Summer Academy edition 2015*

"One of the strengths of this course is the quality and diversity of the participants, allowing for sharing of experience and networking... The overall experience was delightful, informative, and intellectually enriching."

## *UN Leadership Exchange*

"It made me stop and think about my leadership and I learned a lot from others." "I found the Exchange to be enlightening, thought-provoking and engaging. I very much believe that it will contribute to my work."

## *Results-based Management for UN's Common Programming*

"Thank you very much for the very productive time spent for our empowerment on the required knowledge. You are a great team!"

## *UN Country Team Leadership Skills*

"The course allows us to tap into the expertise of other colleagues in the field and to learn from their experience." "The critical approach to all the issues was crucial for the high quality of the course. The course is a very good basis for further reflection on the UN and on our proper role."

# END Of course EVALUATIONS



OVERALL RELEVANCE



QUALITY OF FACILITATION  
AND TEACHING METHODOLOGY



OVERALL SATISFACTION



RECOMMENDATION RATE

# OUR GOVERNANCE



The Director of the UNSSC reports to the Board of Governors on an annual basis. The UNSSC Board of Governors is composed of nine UN representatives selected by the UN Chief Executives Board (CEB) and appointed by the UN Secretary-General.



## Chair of the Board

Edmond Mulet, UN Chef de Cabinet, Executive Office of the Secretary-General



## 2015 Members

Janice Dunn Lee,	Deputy Director-General and Head of the Department of Management, IAEA
Getachew Engida,	Deputy Director-General, UNESCO
Tegegnework Gettu,	Associate Administrator, UNDP
Navid Hanif,	Director Office of ECOSOC Support and Coordination, UNDESA
Elliot Harris,	Assistant Secretary-General and Head of the New York Office, UNEP
Manoj Juneja,	Assistant Executive Director and Chief Financial Officer, WFP
Jane Stewart,	ILO Special Representative to the United Nations and Vice-Chair of the HLCP, ILO
Carole Wainaina,	Assistant Secretary-General for Human Resources Management, OHRM



## Ex-officio Members

Jafar Javan,	Director, UNSSC
Nikhil Seth,	Executive Director, UNITAR
Simona Petrova,	Acting Secretary and Director, CEB

# EXPENDITURE

by

# BIENNIA

( EXPRESSED IN US DOLLARS )

Object Class	2010 - 2011 Biennium Expenditure	2012 - 2013 Biennium Expenditure	2014 - 2015 Biennium Expenditure
Salaries and other personnel costs	\$13.421.704	\$12.406.421	\$9.971.582
Travel	\$3.419.126	\$1.302.059	\$1.146.713
Contractual services	\$581.747	\$653.460	\$3.916.353
Operating expenses	\$2.137.106	\$1.181.059	\$1.489.008
Acquisitions	\$348.513	\$184.670	\$--
<b>Total expenditure</b>	<b>\$19.908.196</b>	<b>\$15.727.668</b>	<b>\$16.523.656</b>

■ 2010 - 2011 ■ 2012 - 2013 ■ 2014 - 2015

Note:

- 1) 2010-2011 expenditure is based on the UNOG statement of income and expenditure for the biennium 2010-2011 ending 31 December 2011
- 2) 2012-2013 expenditure is based on the UNOG statement of income and expenditure for the biennium 2012-2013 ending 31 December 2013
- 3) 2014-2015 expenditure is based on IPSAS accounting standards and include non-cash items such as depreciation expenses for capital assets
- 4) For the biennium 2014-2015, the adaptation of IPSAS in 2015 resulted in an additional non-cash expenditure of \$33,904 for depreciation expenses, \$329,091 for current portion of staff benefit liabilities.

# EXPENDITURE

by

# YEAR

( EXPRESSED IN US DOLLARS )

Object Class	2012 Expenditure	2013 Expenditure	2014 Expenditure	2015 Expenditure
Salaries and other personnel costs	\$6.014.570	\$6.391.851	\$6.460.864	\$5.907.195
Travel	\$691.721	\$610.339	\$673.696	\$473.017
Contractual services	\$338.203	\$315.256	\$1.407.011	\$112.865
Operating expenses	\$601.551	\$579.508	\$838.325	\$650.684
Acquisitions	\$98.286	\$86.384	\$--	\$--
<b>Total expenditure</b>	<b>\$7.744.330</b>	<b>\$7.983.338</b>	<b>\$9.379.896</b>	<b>\$7.143.761</b>

■ 2012 ■ 2013 ■ 2014 ■ 2015

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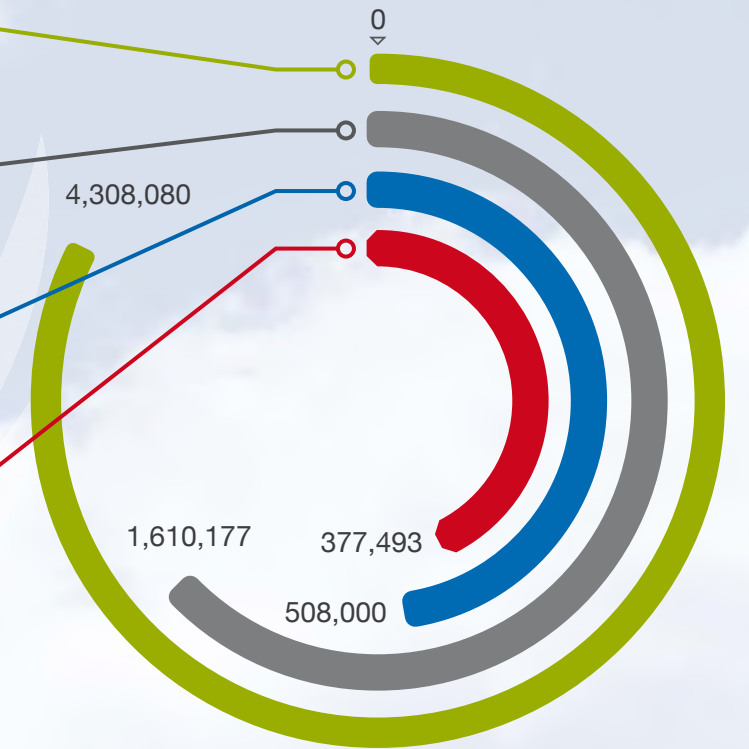
# TOTAL FUNDING by SOURCE 2015 ( EXPRESSED IN US DOLLARS )

SELF GENERATED  
INCOME  
63%

GOVERNMENTS  
24%

UN CORE  
CONTRIBUTION  
7%

FOUNDATIONS  
6%



**TOTAL: 6,803,750**

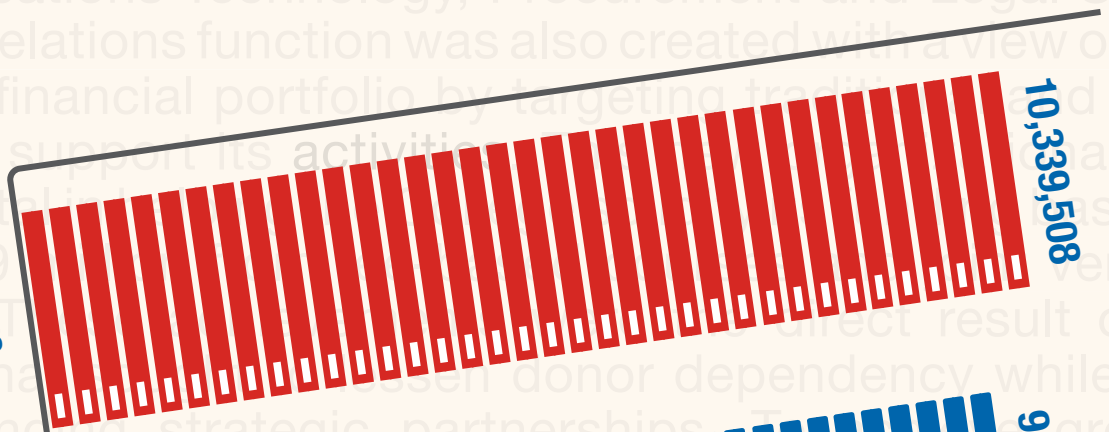
# CORE CONTRIBUTIONS from UN AGENCIES for 2015

Organization	%	Contribution for 2015
FAO	7,3	\$36.934
IAEA	4,1	\$20.789
ICAO	1,7	\$8.458
IFAD	0,7	\$3.549
ILO	4,9	\$25.130
IMO	0,6	\$3.093
ITU	1,6	\$8.133
UNDP	7,2	\$36.630
UNESCO	4,9	\$24.998
UNFPA	1,5	\$7.849
UNHCR	7,0	\$35.687
UNICEF	9,5	\$48.140
UNIDO	1,5	\$7.403
United Nations	29,6	\$150.424
UNOPS	1,4	\$7.068
UNRWA	0,4	\$2.130
UNWomen	0,6	\$3.000
UPU	0,3	\$1.714
WFP	2,7	\$13.964
WHO	9,4	\$47.572
WIPO	1,5	\$7.575
WMO	0,5	\$2.758
UNAIDS	1,0	\$5.000
<b>Total expenditure</b>		<b>\$508.000</b>

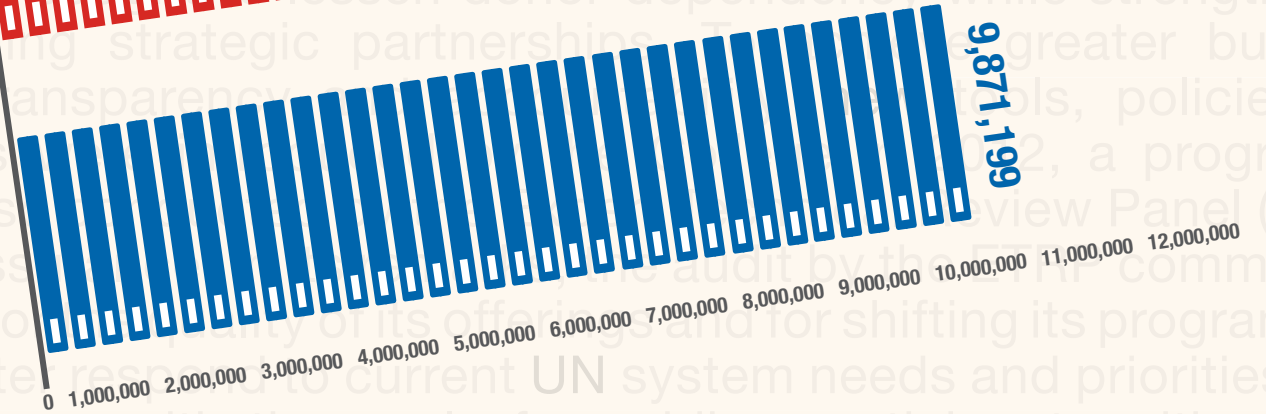
# SELF GENERATED INCOME by BIENNIUM

( EXPRESSED IN US DOLLARS )

2012 - 2013



2014 - 2015





# STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2015

( EXPRESSED IN US DOLLARS )

## ASSET

Current assets	
Cash and cash equivalents	3.869.951
Investments	7.000.000
Voluntary contributions receivable	468.586
Other receivables	954.573
Advance transfers	86.880
Other assets	1.014.185
<b>Total current assets</b>	<b>13.394.176</b>
Non-current assets	
Property, plant and equipment	29.997
<b>Total non-current assets</b>	<b>29.997</b>
<b>Total Assets</b>	<b>13.424.173</b>

## LIABILITIES

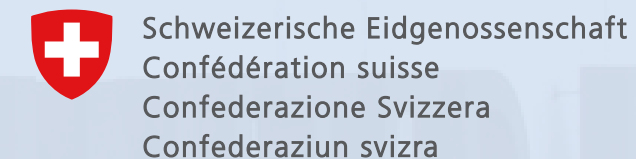
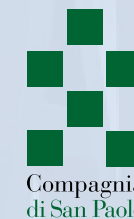
Current liabilities	
Accounts payable and accrued payables	1.747
Employee benefit liabilities	75.810
Advacepts	1.031.099
Other liabilities	--
<b>Total current liabilities</b>	<b>1.108.656</b>
Non-current liabilities	
Employee benefit liabilities	5.963.318
<b>Total non-current liabilities</b>	<b>5.963.318</b>
<b>Total Liabilities</b>	<b>7.071.974</b>

## NET ASSETS

Accumulated surplus	6.352.199
<b>Total Net Assets</b>	<b>6.352.199</b>
<b>Total of Assets and Liabilities</b>	<b>13.424.173</b>

# OUR SPECIAL THANKS

go to



...and to all our alumni!



### Headquarters

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### Knowledge Centre for Sustainable Development

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