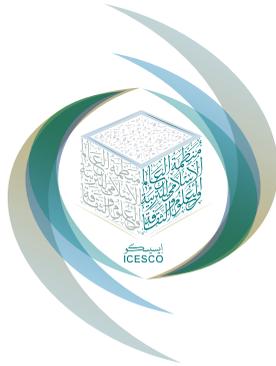




مُنظمة العالم الإسلامي للتربية والعلوم والثقافة
ISLAMIC WORLD EDUCATIONAL, SCIENTIFIC AND CULTURAL ORGANIZATION
ORGANISATION DU MONDE ISLAMIQUE POUR L'ÉDUCATION, LES SCIENCES ET LA CULTURE

Regulations of the Young Professionals Programme





مِنْظَمَةُ الْعَالَمِ الْإِسْلَامِيِّ لِلْعِلْمِ وَاللِّغَةِ وَاللِّسَانِ وَاللِّتَرَاثِ وَاللِّتَعَالُفِ وَاللِّتَعَالُفِ
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Definitions

The following terms shall have the meanings hereunder assigned to them:

- **Organization:** the Islamic World Educational, Scientific and Cultural Organization (ICESCO);
- **General Directorate:** the General Directorate of the Islamic World Educational, Scientific and Cultural Organization (ICESCO);
- **Director General:** the Director General of the Islamic World Educational, Scientific and Cultural Organization (ICESCO);
- **Council:** the Executive Council of the Islamic World Educational, Scientific and Cultural Organization (ICESCO);
- **Conference:** the General Conference of the Islamic World Educational, Scientific and Cultural Organization (ICESCO);
- **Programme:** ICESCO Young Professionals Programme;
- **Vocational training period:** the 24-months training period spent by young professionals at ICESCO's sectors, departments or centers in its Headquarters or Regional Offices;
- **Professional:** the candidate fully admitted for the vocational training;
- **Committee:** the committee formed by the Director General to examine, assess and select the candidates for the programme.

Article 1

General provisions :

1. The Young Professionals Programme allows a training opportunity at one of ICESCO's sectors, departments or centers for young professionals from the Islamic world. It also allows under-represented Member States to benefit from the Organization's programmes;
2. The Director General can, by virtue of a decision, open the call for applications for the programme once every two years. Such a decision shall specify the number of young professionals the Organization wishes to train, with due regard to the Organization's budget and needs in terms of human resources in each session of the programme;
3. The professional shall work for twenty-four (24) months at the Organization's headquarters or Regional Offices. The General Directorate can assign. The professional with tasks outside its headquarters;
4. Submission to Young Professionals Programme is limited to member states that have paid their contributions in full and are not in arrears;
5. At the end of each session of the programme, the professional shall be ranked according to their performance and efficiency. The Director General may recruit the professionals who have excelled during the training period with due regard to the Organization's needs and budget. In all cases, the Organization shall notify and coordinate with the National Commission, if any, of the country of the professional concerned.



Article 2

Application requirements :

The candidate must:

1. Be a citizen of one of the Member States of the Organization;
2. Not exceed 35 years of age at the date of the opening of applications;
3. Hold at least a bachelor's degree or an equivalent qualification in education, science, culture or any field relevant to the Organization's areas of action;
4. Provide true copies of the original qualifications or of the equivalent ones, where appropriate. The General Directorate has the right to contact the relevant official authorities to verify the authenticity of the submitted qualifications;
5. Be proficient in at least one of the Organization's working languages (Arabic, English and French);
6. Have, if needed, a minimum professional experience.

Article 3

Period :

1. Each session of the programme shall last for an 24-months period as from the date of signing the contract;
2. The professional shall regularly report for work at the Organization's headquarters up to the end of the training period.

Article 4

Candidates' selection procedures :

1. The Director General shall, for each session of the Programme, form a special committee to select the best candidates. The committee shall submit its report and recommendations to the Director General;
2. The committee shall adopt its internal regulations and establish the criteria for selecting candidates based on their qualifications, in accordance with the needs of the Organization's sectors, departments and centers;
3. The committee shall take into account the principles of fair geographical distribution between Member States and gender equality in the selection of candidates;
4. The General Directorate shall notify the National Commissions of the opening of applications for the Programme.

Article 5

Admission procedures :

1. The admission of candidates shall be approved by virtue of a decision of the Director General;
2. The General Directorate shall conclude a contract with the professional containing all the provisions set out in these regulations.

Article 6

Duties and obligations :

The professional shall observe all the obligations provided for in the Organization's Personnel Regulations.



Article 7

Benefits and allowances :

1. The professional shall be ranked at the General Services Category (grade GS1). His/her grade shall be determined based on his/her academic and professional qualifications;
2. The professional shall be entitled to the monthly transport allowance. The non-resident professional shall be entitled to a housing allowance, in accordance with Article 32(a) of the Personnel Regulations;
3. The General Directorate shall provide the non-resident professional with accommodation (bed and breakfast only) for a maximum period of fourteen (14) days as from the day of joining the Programme;
4. The Organization shall offer an economy air ticket for the non-resident professional at the start and upon completion of the programme;
5. The professional shall be entitled to the leaves provided for in Articles 85 and 59(a) of the Personnel Regulations;
6. The professional shall receive a per-diem on assignments inside and outside the Seat Country, in accordance with the Personnel Regulations;
7. The professional shall be covered by occupational hazards and health insurance, in accordance with the Medical Insurance Fund of ICESCO's Staff.

Article 8

Entry into force :

1. These regulations shall enter into force following their adoption by the Executive Council and approval by a two-third majority of the General Conference;
2. These regulations can only be amended by a two-third majority of the attending members. No amendment or revocation request shall be taken into account unless a proposal thereon is submitted to all Member States four months prior to the General Conference.







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