

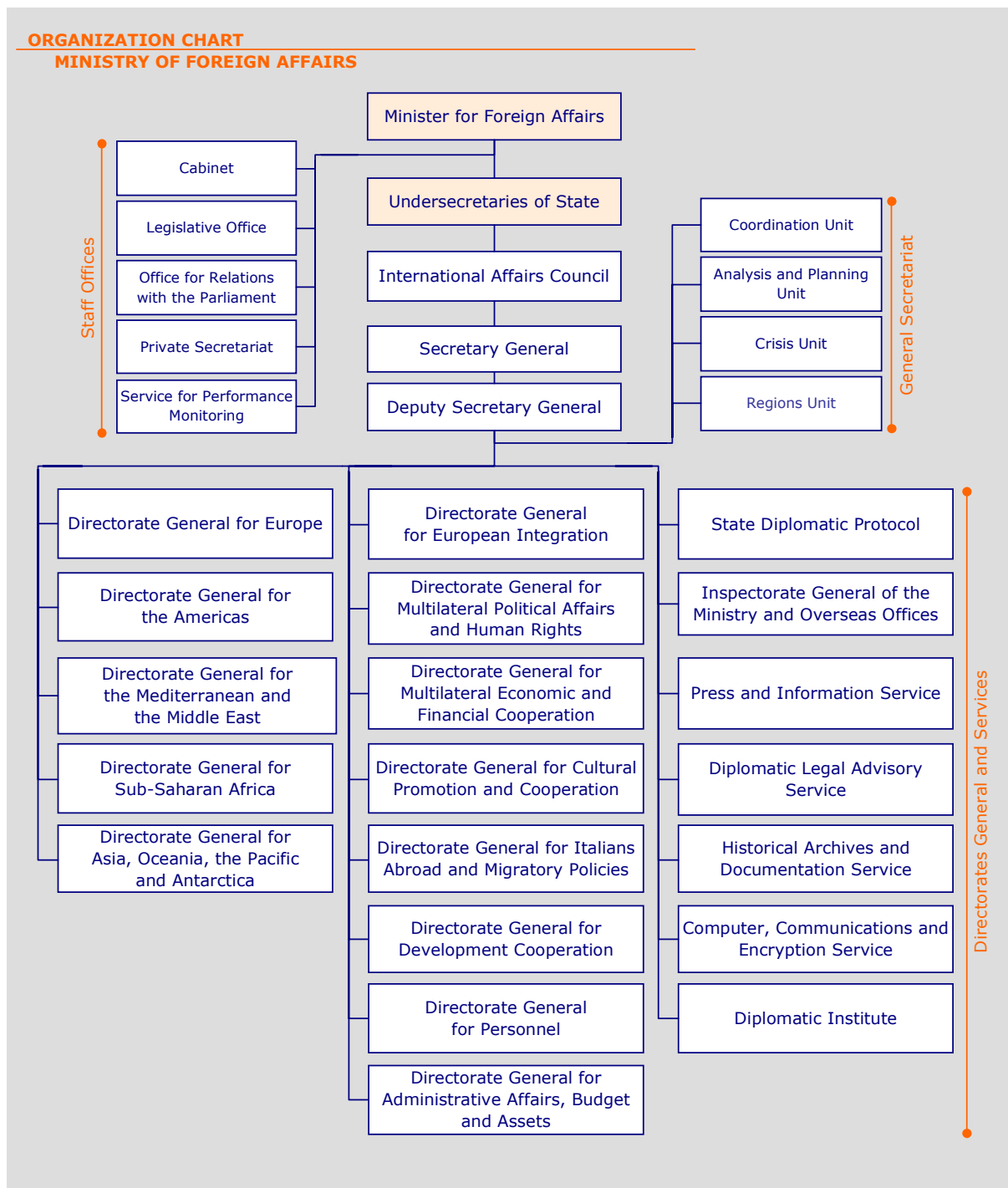
Chapter 1

STRUCTURE AND HUMAN RESOURCES

Introduction – Structure and human resources

Structure

According to the reform of 2000 the structure of the Ministry of Foreign Affairs consists now of 13 Directorates General, 4 Services and other articulations dedicated to specific tasks, as seen in the following chart:

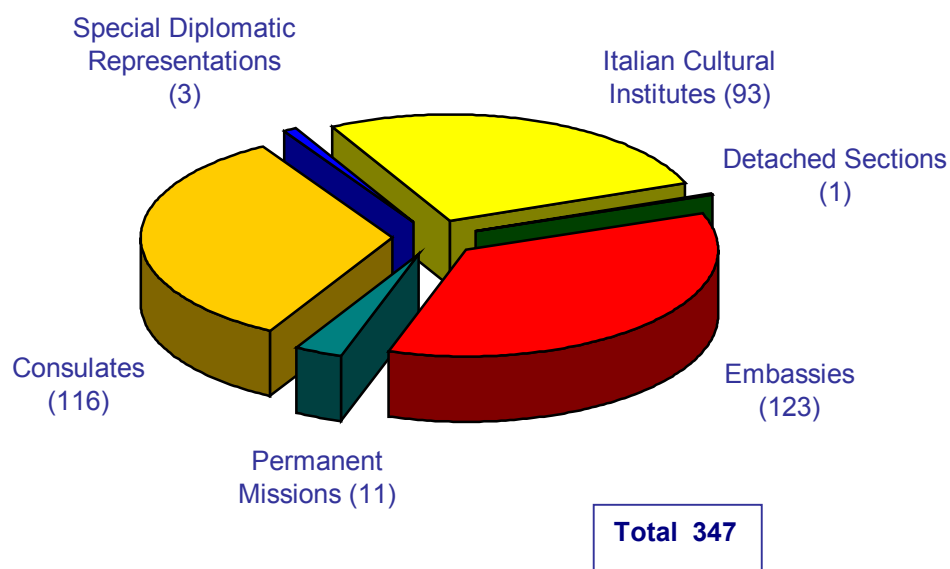


Human resources

The statistics shown in this Chapter concern not only the organization of the central headquarters (Farnesina) but also the overall network abroad composed of Embassies, Permanent Missions, Consulates, Special Diplomatic Representations and Italian Cultural Institutes.

There have been no significant variations in the network abroad, as compared with the previous year: the number of Embassies (123) and Italian Cultural Institutes (93) has remained the same, while the number of Consulates has gone from 114 to 116 as a result of the opening of new ones in Timisoara and Lagos (Fig. 1.1)

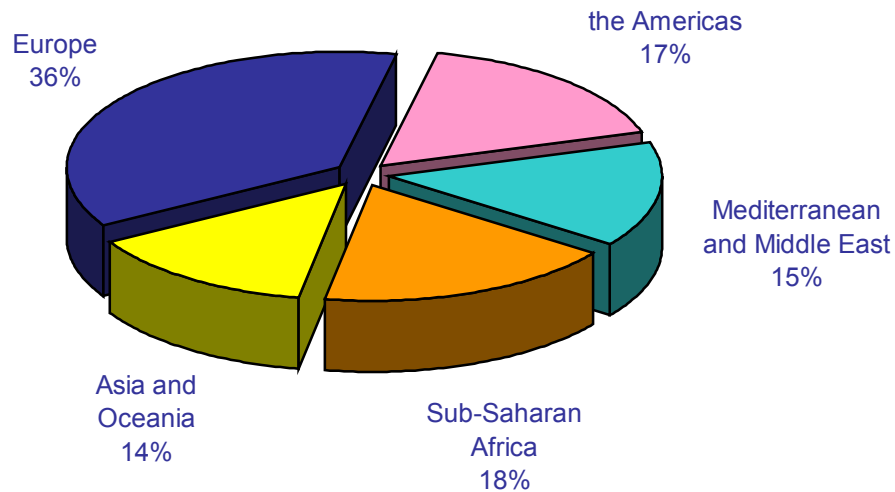
Fig. 1.1 – Network of Missions abroad (1st January 2003)



As regards the territorial distribution of the Embassies (Fig. 1.2) it can be seen that 45 (36% of total) are located in Europe, while the remaining 78 (64%) are distributed almost uniformly among the other four geographical areas (17% in the Americas, 15% in the Mediterranean and Middle East, 18% in Sub-Saharan Africa and 14% in Asia and Oceania).

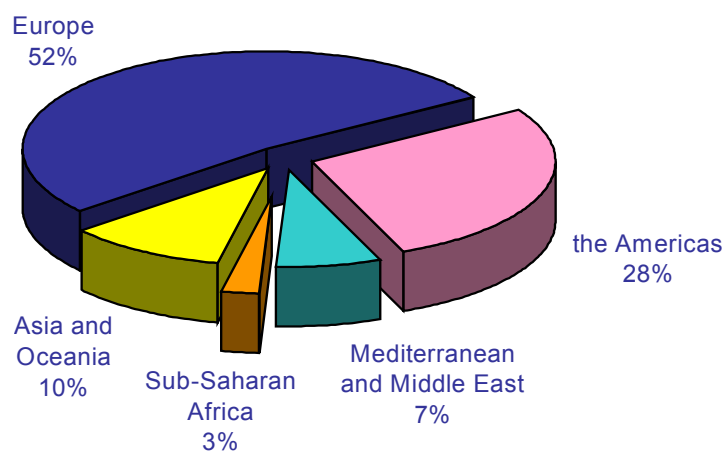
The Embassy in Kabul became operative once again in 2002.

Fig. 1.2 – Embassies by geographical area (1st January 2003)



By comparison, the territorial distribution of the Consulates is different (Fig. 1.3): 60 of them (52% of the total) are located in Europe, 32 (28%) in the Americas, 12 (10%) in the Asia Oceania area, 8 (7%) in the Mediterranean and Middle East and, finally, 4 (3%) in Sub-Saharan Africa.

Fig. 1.3 – Consulates by geographical area (1st January 2003)



Tables - Structure

Table 1.1 – Network of Missions abroad by type

Type	1999	2000	2001	2002	2003
Embassies	122	124	122	123	123
Permanent Missions to International Organizations	12	12	12	11	11
Special Diplomatic Representations	4	3	3	3	3
Detached Sections of Diplomatic Representations	-	-	-	-	1*
Consulates	127	125	116	114	116
<i>of which:</i>					
<i>General Consulates (I class)</i>	10	9	8	8	8
<i>General Consulates</i>	65	65	62	61	63
<i>Consulates (I class)</i>	10	9	8	8	8
<i>Consulates</i>	23	24	24	24	24
<i>Vice Consulates</i>	8	7	3	3	3
<i>Consular Agencies</i>	11	11	10	10	10
Cultural Institutes	86	94	93	93	93
TOTAL	351	358	346	344	347

Source: DGPE, DGPC, DGCS

(*) The detached section in Pristina of the Italian Embassy of Belgrade, established in accordance with law 109/2003 which specifically disciplines the “detached section” in question.

-- The Consular Offices listed on the table are ranked in decreasing order depending on the number of Italians in the country or on reasons of political advantageousness.

Table 1.2 – Embassies by geographical area

Geographical area	Embassies ^(*)				
	1999	2000	2001	2002	2003
Europe	43	45	45	45	45
The Americas	22	22	21	21	21
Mediterranean and Middle East	17	17	17	18	18
Sub-Saharan Africa	23	23	22	22	22
Asia and Oceania	17	17	17	17	17
TOTAL	122	124	122	123	123

Source: DGPE

(*) The figures shown include 4 non-operative Embassies: Mogadiscio (Somalia), Baghdad (Iraq), Reykjavik (Iceland) and Nouakchott (Mauritania).

Table 1.3 – Consulates by geographical area

Geographical area	Consulates ^(*)				
	1999	2000	2001	2002	2003
Europe	68	65	60	59	60
The Americas	33	33	32	32	32
Mediterranean and Middle East	11	12	9	8	8
Sub-Saharan Africa	3	3	3	3	4
Asia and Oceania	12	12	12	12	12
TOTAL	127	125	116	114	116

Source: DGPE

(*) Honorary Consular Offices are not considered (Table 1.5).

-- As of January 2003 all existing Consular Offices were operative.

Table 1.4 – Cultural Institutes by geographical area

Geographical area	Cultural Institutes ^(*)			
	2000	2001	2002	2003
Europe	50	49	49	49
The Americas	19	19	19	19
Mediterranean and Middle East	10	10	10	10
Sub-Saharan Africa	3	3	3	3
Asia and Oceania	12	12	12	12
TOTAL	94	93	93	93

Source: DGPC

(*) Also included are 4 Italian Cultural Institutes not yet operative: Baghdad, Hong Kong, Mumbai and Shanghai.
 -- The data also consider 17 sections subordinate to main headquarters.

Table 1.5 – Commercial Offices, Diplomats and Employees (1st January 2003)

Geographical area	Commercial Offices	Personnel		Rate (1)/(2)
		Diplomats (1)	Officials and Economic-Commercial Collaborators (2)	
Europe	58	42	57	0.7
The Americas	33	17	24	0.7
Mediterranean and Middle East	23	20	18	1.1
Sub-Saharan Africa	19	17	9	1.9
Asia and Oceania	26	22	23	0.9
TOTAL	159	118	131	0.9

Source: DGCE, DGPE

Human resources

Table 1.6 – Permanent staff by classification (Years 1990 - 2002)

YEAR	Type				TOTAL	Index (base 1990 =100)
	Diplomats	Administrative Officers	Employees	Cultural Promotion Area		
1990	838	26	4 210	-	5 074	100,0
1991	863	32	4 104	-	4 999	98,5
1992	879	32	4 040	126	5 077	100,1
1993	897	32	4 014	140	5 083	100,2
1994	901	28	3 915	133	4 977	98,1
1995	901	29	3 858	134	4 922	97,0
1996	909	26	3 735	135	4 805	94,7
1997	904	24	3 716	131	4 775	94,1
1998	913	27	3 734	132	4 806	94,7
1999	934	27	3 733	128	4 822	95,0
2000	960	40	3 656	130	4 786	94,3
2001	988	50	3 902	189	5 129	101,1
2002	1 007	56	4 012	181	5 256	103,6

Source: DGPE

-- The functional areas also include the following figures for Inspectors (a disappearing role): 8 (1990), 6 (1991), 6 (1992), 4 (1993), 3 (1994), 3 (1995), 3 (1996), 2 (1997), 2 (1999), 1 (2000). The Cultural Promotion Area was instituted with Law no. 401/1990.

Table 1.7 – Total staff abroad by classification (1st January 2003)

	Type				Total
	Diplomats	Administrative Officers	Employees	Locally engaged staff	
EMBASSIES	350	5	1 013	1 025	2 393
CONSULATES	113	7	879	805	1 804
PERMANENT MISSIONS	78	-	148	58	284
TOTAL	541	12	2 040	1 888	4 481

Source: DGPE

**Table 1.7.1 – Permanent Missions: total staff abroad by classification
(1st January 2003)**

Permanent Missions by:		Type				Total
		Diplomats	Administrative Officers	Employees	Locally engaged staff	
Council of Europe	Strasbourg	3	-	11	4	18
Disarmament	Geneva	3	-	7	1	11
NATO	Bruxelles	7	-	15	7	29
OCSE	Paris	5	-	12	2	19
UN	New York	13	-	16	11	40
FAO-IFAD	Rome	3	-	12	-	15
International Org.	Geneva	7	-	14	6	27
International Org.	Vienna	4	-	8	5	17
OSCE	Vienna	4	-	8	2	14
EU	Brussels	26	-	40	18	84
WEU	Brussels	-	-	-	-	-
UNESCO	Paris	3	-	5	2	10
TOTAL		78	-	148	58	284

Source: DGPE

**Table 1.8 – Embassies: total staff abroad by classification and geographical
area (1st January 2003)**

Geographical area	Type				Total
	Diplomats	Administrative Officers	Employees	Locally engaged staff	
Europe	148	3	473	381	1 005
The Americas	59	1	156	198	414
Mediterranean and Middle East	48	-	144	149	341
Sub-Saharan Africa	43	-	111	139	293
Asia and Oceania	52	1	129	158	340
TOTAL	350	5	1 013	1 025	2 393

Source: DGPE

Table 1.9 – Consulates: total staff abroad by classification and geographical area (1st January 2003)

Geographical area	Type				Total
	Diplomats	Administrative Officers	Employees	Locally engaged staff	
Europe	52	5	479	405	941
The Americas	37	1	267	247	552
Mediterranean and Middle East	8	-	51	42	101
Sub-Saharan Africa	4	-	14	28	46
Asia and Oceania	12	1	68	83	164
TOTAL	113	7	879	805	1 804

Source: DGPE

Table 1.10 – Diplomatic Service

Rank	1999	2002	2003
Ambassador	22	22	22
Minister Plenipotentiary I Class (a)	56	208	208
Minister Plenipotentiary II Class (a)	90		
First Counsellor	190	232	232
Counsellor	270	270	270
First Secretary (b)	310	387	387
Secretary (b)			
TOTAL	938	1 119	1 119

Source: DGPE

-- The current staff posts were established by Legislative Decree no. 85 27 of March 2000

(a) As of 26.4.2000 consolidated in the rank of Plenipotentiary Minister

(b) As of 26.4.2000 consolidated in the rank of Delegation Secretary

Table 1.11 – Recruitment of Diplomats by rank and sex (2000 - 2002)

RANK	2000				2001				2002			
	M	F	Tot.	% change	M	F	Tot.	% change	M	F	Tot.	% change
Ambassador	22	-	22	4.8	19	-	19	-13.6	22	-	22	15.8
Minister Plenipotentiary (a)	219	8	227	15.2	213	8	221	-2.6	211	9	220	-0.5
First Counsellor	215	20	235	-2.1	221	21	242	3.0	224	22	246	1.7
Counsellor	153	20	173	-10.8	171	22	193	11.6	172	24	196	1.6
First Secretary (b)	214	45	259	-8.2	209	52	261	0.8	223	59	282	8.0
Secretary(c)	34	10	44	-	40	12	52	18.2	30	11	41	-21.2
TOTAL	857	103	960	2.8	873	115	988	2.9	882	125	1 007	1.9
<i>Total annual rate of increase (%) by sex</i>	1.9	10.8			1.9	11.7			7.8	8.7		

Source: DGPE

(a) Up until 25.4.2000 rank subdivided into I and II Class.

(b) Up until 25.4.2000 rank subdivided into First Secretary and Secretary.

(c) Post instituted on 26.4.2000 and which replaces Diplomatic Volunteers.

var.% = percentage of variation in previous year total

Table 1.12 – Recruitment of Diplomats (2000 – 2002)

	2000			2001			2002		
	M	F	Total	M	F	Total	M	F	Total
Applications	1 018	1 035	2 053	657	552	1 209	702	607	1 309
Candidates at the end of the written examination	229	108	337	274	161	435	319	195	514
Candidates admitted to the oral examination	44	14	58	49	17	66	37	13	50
Recruited	35	10	45	39	13	52	29	11	40

Source: DGPE

- only valid applications were considered

Table 1.13 – Recruitment of Diplomats by university degree (1999 – 2002)

University	Admitted			
	1999	2000	2001	2002
Political Science	21	19	19	20
Law	14	16	24	13
Economics	3	7	6	5
Humanities	2	2	2	2
Foreign degree (recognized in Italy)	-	1	1	0
TOTAL	40	45	52	40

Source: DGPE

Table 1.14 – Italian Cultural Institutes staff (1st January 2003)

Functions	Abroad	Headquarters
APC Manager	2	10
Director (*) (C3)	40	6
Attachés (C1 e C2)	48	86
Locally engaged staff	333	-
TOTAL	423	102

Source: DGPC, DGPE

(*) 7 “direttori di chiara fama” (chosen for appointment from amongst well-known cultural personalities) (art. 14 of Law 401/90) and 8 experts (art. 14 of Law 410/90), 2 of whom in service at MFA) are to be added to Directors.

Table 1.15 – Scientific Attachés by geographical area

Geographical area	2000	2001	2002	2003	
				Total	Of which Experts
Europe	10	10	10	11	1
The Americas	6	6	6	7	1
Mediterranean and Middle East	1	1	1	3	2
Sub-Saharan Africa	-	-	-	-	-
Asia and Oceania	5	5	5	6	1
TOTAL	22	22	22	27	5

Source: DGPC

Table 1.16 – Italians in International Organizations (2000 – 2002)

International Organizations ^(*)	Italians		
	2000	2001	2002
UN System			
UN	73	207	150
UNDP	30	31	....
UNHCR	33	38	38
UNESCO	30	20	34
FAO	128	96	....
ILO-GENEVA	20	31	26
OPCW	5	6	5
UNICEF	48	62	60
UNIDO	26	18	....
IAEA	17	14	....
WHO	31	31	....
Financial Institutions			
African Development Bank	2	4	....
Asian Development Bank	10	10	15
Inter American Development Bank	17	16	19
European Bank for Reconstruction and Development	36	34	27
World Bank	80	82	94
Bank for International Settlements	6	6	....
International Monetary Fund	50	55	53
EU System			
European Central bank	76	76	....
European Investment Bank	78	77	71
EU – Court of Auditors	10	20	....
EU – Economic and Social Committee	7	7	....
EU – Court of Justice	4	32	....
EU – Commission	643	972	....
EU – European Parliament	42	42	....
EU – Committee of Regions	3	3	....
EU – Council Secretariat	34	31	....
Other International Organizations			
NATO	22	20	....
WEU	12	13	....
COUNCIL OF EUROPE	38	38	44
OCSE	40	51	52
ESA	252	288	302
WTO	10	10	13
CERN	294	270	243
OIM	16	19	25
EMBL	12	37	55
TOTAL	2 235	2 767	1 326

Source: DGPE

(*) the table refers only to the better known organizations.

Table 1.17 – Electoral watchdogs financed by Italy: Italian participation in OSCE electoral missions (2002)

COUNTRIES	Male	of which STO	of which LTO	of which MTO	Female	of which STO	of which LTO	of which MTO	TOTAL
Ukraine (31 st March)	1	1	-	-	3	3	-	-	4
Fyrom (15 th September)	17	16	1	-	15	14	-	1	32
Serbia (29 th September)	3	2	1	-	9	8	1	-	12
Bosnia (5 th October)	8	7	1	-	8	7	1	-	16
Kosovo (18 th October)	10	10	-	-	20	20	-	-	30
Montenegro (21 st October)	4	3	1	-	1	1	-	-	5
Serbia (8 th December)	1	1	-	-	4	4	-	-	5
Montenegro (22 nd December)	1	1	-	-	1	1	-	-	2
TOTAL	45	41	4	0	61	58	2	1	106

Source: DGAP, DGAS, DGAO, DGAM

STO - Short Term Observer. This charge has a duration of 6/7 days.

LTO - Long Term Observer. Generally this charge has a 30-day duration; in the case of the Fyrom Mission it lasted 58 days.

MTO - Medium Term Observer. This charge was introduced for the first time on the occasion of the Fyrom Mission and lasted 30 days.

Table 1.18 – National experts detached to the European Commission (1995-2002)

	1995	1996	1997	1998	1999	2000	2001	2002
Experts	24	30	40	53	56	60	75	82

Source: DGIE