

Extract from the WMO Staff Regulations and Rules

Rule 142.2 Local recruitment

- (a) The conditions under which a staff member of the General Service category is regarded as a local recruit within the meaning of these rules are given in Appendix B.2;
- (b) Local recruits shall not be eligible for the allowances and benefits provided under Rule 142.3.

Rule 142.3 International recruitment

(a) All staff members, other than those regarded under Rule 142.2 as locally recruited, shall be considered as internationally recruited. The allowances and benefits in general available to internationally recruited staff include:

- (i) Payment of travel expenses upon initial appointment and on separation for themselves and their spouses and dependent children;
- (ii) Subsistence allowance for installation purposes;
- (iii) Removal expenses;
- (iv) Non-resident's allowance or rental subsidy, as appropriate;
- (v) Home leave;
- (vi) Education grant;
- (vii) Repatriation grant.

(b) A staff member who has changed his or her residential status in such a way that, in the opinion of the Secretary-General, he or she can be considered as residing locally may lose entitlement to the allowances and benefits enumerated under (a) above if the Secretary-General considers that the continuation of such entitlement would be contrary to the purposes for which the allowances or benefits were created.

Rule 142.4 Nationality

(a) In the application of the Staff Regulations and Staff Rules, the Organization shall not recognize more than one nationality for each staff member;

(b) When a staff member has been legally accorded nationality status by more than one State, the staff member's nationality for the purposes of the Staff Regulations and these rules shall be the nationality of the State with which the staff member is, in the opinion of the Secretary-General, most closely associated, due regard being taken of evidence presented by the staff member. Notwithstanding the foregoing, if a staff member possesses or acquires the nationality of the country of the duty station, that shall become the recognized nationality of the staff member.

Regulation 4.3 Selection of staff members shall be without regard to race, creed, political belief or sex. So far as is practicable, selection shall be made on a competitive basis.

Rule 143.1 Family relationships

(a) Except where another person equally well qualified cannot be recruited, appointment shall not be granted to a person who bears any of the following relationships to a staff member: father, mother, son, daughter, brother or sister;

(b) The spouse of a staff member may be appointed provided that he or she is fully qualified for the post for which he or she is being considered and that the spouse is not given any preference by virtue of the relationship to the staff member;

(c) A staff member who bears to another staff member any of the relationships specified in (a) and (b) above:

(i) Shall not be assigned to serve in a post which is superior or subordinate in the line of authority to the staff member to whom he or she is related;

(ii) Shall disqualify himself or herself from participating in the process of reaching or reviewing an administrative decision affecting the status or entitlements of the staff member to whom he or she is related;

(d) If two staff members marry, the benefits and entitlements which accrue to them shall be modified as provided in the relevant Staff Rules; their appointment status shall not, however, be affected.

Regulation 4.4 Subject to the provisions of Staff Regulation 4.3 and without prejudice to the recruitment of fresh talent at all levels, the fullest regard shall be had, in filling vacancies, to the requisite qualifications and experience of persons already in the service of the Organization. This consideration shall also be applied, on a reciprocal basis, to the United Nations and the specialized agencies brought into relationship with the United Nations.