

檔 號：

保存年限：

教育部 函

機關地址：10051臺北市中山南路5號

傳 真：02-23976800

聯絡人：林姮妤

電 話：02-7736-6731

受文者：國立中興大學

發文日期：中華民國104年6月5日

發文字號：臺教高(二)字第1040070947號

速別：普通件

密等及解密條件或保密期限：

附件：外交部來文、附件1、附件2、附件3(ATTCH4 0070947A00_ATTCH4.pdf、ATTCH1 0070947A00_ATTCH1.pdf、ATTCH2 0070947A00_ATTCH2.pdf、ATTCH3 0070947A00_ATTCH3.doc)

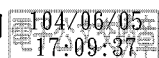
主旨：函轉外交部有關世界貿易組織(WTO)將於本(104)年度下半年執行「青年學者計畫」(Young Professionals Programme)徵選事，詳如說明，請查照。

說明：

- 一、依據外交部104年5月25日外經組字第10400148150號函辦理。
- 二、有關世界貿易組織(WTO)將於本(104)年度下半年執行「青年學者計畫」(Young Professionals Programme)徵選事宜(詳附件)，敬請相關大專院校鼓勵符合條件之我國青年踴躍申請。
- 三、相關合作事宜請洽外交部洪錦宜小姐，電話:(02)2348-2613。隨函檢附外交部來函影本等資料(詳附件)。

正本：各公私立大專校院

副本：外交部、本部高等教育司



國立中興大學



1040008930 104/6/5

檔 號：
保存年限：

外交部 函

地址：臺北市凱達格蘭大道二號
承辦人：洪錦宜
電話：(02)2348-2613
電子信箱：emagent40@mofa.gov.tw

受文者：教育部

發文日期：中華民國104年5月22日

發文字號：外經組字第10400148150號

速別：普通件

密等及解密條件或保密期限：

附件：如文（10400148150-0-0.pdf、10400148150-0-1.pdf、10400148150-0-2.doc，共3個電子檔案）

主旨：有關世界貿易組織(WTO)將於本（104）年度下半年執行「青年學者計畫」（Young Professionals Programme）徵選事，詳如說明，敬請協助惠轉相關大專院校，鼓勵符合條件之我國青年踴躍申請。

說明：

- 一、依據常駐世界貿易組織代表團本年5月18日世貿字第10400004340號函辦理。
- 二、查YPP計劃旨在提供WTO開發中與低度開發國家會員之青年學者於WTO各秘書處實習之機會，提供其了解WTO各項協定之專業知能、吸收貿易議題專業經驗並於日後WTO人才徵募時增加獲選機會。
- 三、該徵選計畫預計於本年度下半年開始執行，屆時將公佈於WTO官方網站（www.wto.org），有志青年學者可逕自上網申請，無須透過政府提名，報名資格如下：
 - （一）年齡32歲以下，須具有國際經貿相關科系之碩士學歷，並有2年相關工作經驗為佳；
 - （二）曾就WTO相關領域發表學術研究或展現相關專業能力；
 - （三）具備戰略思考並能獨自完成或參與團體工作之能力；

(四) 能展現對貿易政策之強烈興趣；

(五) 能流利使用英文、法語或西班牙語。

四、獲選者將可在WTO各秘書處工作實習1年（不可延長），並支付每個月3,500瑞郎薪水、醫療保險及旅行支出等。

五、檢送我常駐世界貿易組代表團來函及該計畫資訊如附，敬請協助周知我相關大專院校。

正本：教育部

副本：中華民國常駐世界貿易組織代表團(不含附件)

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線



中華民國常駐世界貿易組織代表團 函

機關地址：Avenue de Tournay 7, 1 2 9 2
Chambesy, Geneva Switzerland

承辦人：洪秘書蔚宇

電話：+41-22-545-5340

電子信箱：weiyu.hong@taiwanwto.ch

受文者：外交部

發文日期：中華民國104年5月18日

發文字號：世貿字第10400004340號

速別：最速件

密等及解密條件或保密期限：

附件：WTO YPP.pdf、WTO青年學者計畫.doc

主旨：呈報WTO「青年學者計畫」相關資訊事，敬請 鑒察。

說明：

- 一、依據WTO本（104）年5月4日副秘書長Yonov Frederick AGAH辦公室致各會員團長通知辦理。
- 二、本案係由WTO秘書長Roberto AZEVERDO於本年2月20日總理事會議交辦有關提供「WTO青年學者計畫」之詳細書面資料。
- 三、檢呈本案相關通知與本團撰擬之簡要說明如附件。敬請惠週知相關學術機構鼓勵我符合條件之青年踴躍申請。

正本：外交部

副本：經濟部經貿談判代表辦公室、行政院農業委員會、財政部、經濟部國際貿易局、經濟部、教育部

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WORLD TRADE
ORGANIZATION

12 MAI 2015

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F A X

To: Head of Delegation WTO Members	Fax No:
From: Yonov Frederick Agah Deputy Director-General	Date: 12/05/2015
Number of Pages (including this one): 5	Div. Ref: Reg. Ref:

INFORMATION NOTE ON THE PROPOSED WTO YOUNG PROFESSIONALS PROGRAMME

Further to the statement made by the Director-General at the General Council Meeting of 20 February 2015, please find attached the Information Note on the *proposed* WTO Young Professionals Programme (WTO YPP). The note seeks to provide Members with information on the different elements related to the programme.

The WTO Secretariat will be taking the WTO YPP forward as detailed in this Information Note.

This Information Note replaces the one sent to the Members on 4th May 2015 to ensure alignment with the French and Spanish versions.

Centre William Rappard Rue de Lausanne 154 Case postale CH - 1211 Genève 21
Téléphone: (+41 22) 739 51 11 Fax: (+41 22) 731 42 06
Internet: <http://www.wto.org>

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WTO YOUNG PROFESSIONALS PROGRAMME
Information Note**1. BACKGROUND**

Developing and least-developed Members have consistently raised concerns that the current representation in the WTO Secretariat does not fully reflect the diversity of its Membership.

The proposed WTO Young Professionals Programme (WTO YPP) is, in part, a step towards addressing this concern by equipping young professionals from developing and least-developed Members with the necessary experience and skills. This would be over and above what is currently available through the existing WTO Trade-Related Technical Assistance programmes, which will continue to run concurrently with the WTO YPP. The proposed WTO YPP will therefore be an important element of wider efforts to increase diversity and broaden the representation of the Membership within the Secretariat.

2. RATIONALE

The WTO Secretariat consists of a diverse team of highly qualified individuals possessing a wide range of skills, knowledge and experience, as is required in order to handle the Secretariat's responsibilities and to work together as an efficient and diligent international civil service. Recruitment to the Secretariat is governed by WTO staff rules and regulations and is based on the principle of equal opportunity for all, regardless of gender, nationality, race or religion, with the objective of ensuring the broadest possible diversification of the Secretariat. The aim of the WTO Secretariat's recruitment is to seek, attract and retain staff members offering the highest standards of competence, efficiency and integrity. It is important that this competitive recruitment process being operated is not compromised in any way.

Most international organizations of similar standing as the WTO have programmes that provide young professionals with an opportunity to gain entry-level professional experience in their organisations. Up until now, the WTO has not adopted a deliberate policy to attract young professionals. The proposed Young Professionals Programme should be seen as part of a conscious endeavour to increase the number of professionals in the Secretariat from developing and least-developed countries with low representation. The WTO YPP will offer targeted training and mentoring to enhance the skills of young professionals with outstanding graduate degrees and a demonstrated interest in a career in international trade. It will provide them with an opportunity to gain practical experience on WTO issues, making the selected individuals more competitive and eligible to apply for jobs requiring expertise in trade policy at the national, regional or international levels, including at the WTO. It would also provide a pool of potential candidates that would compete, along with others, to fill a limited number of WTO short term contracts.

3. OVERALL OBJECTIVES

The WTO YPP will complement the existing internship programmes by providing young professionals, the opportunity to work directly with a WTO Division thus gaining hands-on experience and an in-depth understanding of the different functions and activities of the WTO. It will provide them with training and mentoring opportunities, professional interactions and policy dialogues to enhance their skills, knowledge and leadership potential, which will be beneficial not only for their career progression but also for their respective countries.

More specifically, the WTO YPP will aim to attract highly talented young professionals interested in a career in international trade. The programme will seek to:

- i. Provide a platform to acquire practical experience on trade issues and contribute to the work of WTO;
- ii. Provide an opportunity to develop expertise and specialization on different WTO Agreement;
- iii. Widen the diversity and pool of relevant expertise from developing and least-developed Members with low representation in the WTO Secretariat, thereby increasing the chances of young professionals to succeed in general competitive WTO recruitment.

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4. PROGRAMME DESCRIPTION

The WTO YPP initiative is particularly important as there is a great need to ensure that efforts to address the persisting concerns relating to under representation in the Secretariat do not compromise the competitive recruitment process being operated by the WTO. The Programme will start by recruiting up to five candidates for a period of one year from eligible developing and least developed Members. During the initial years of its implementation, priority will be accorded to young professionals from those developing and least-developed Members that are not currently represented at the professional level in the Secretariat.

Following a call for candidates on the WTO website, a selection Committee will screen applicants on the basis of their competence. The young professionals will apply in their own capacities and will not require to be nominated by their respective governments as is the case with other WTO TRTA programmes or activities.

There will be no extension as well as no guarantee of employment at the WTO after the one year period is over. Additionally, countries represented in one year will not be eligible to participate in the succeeding year. The WTO YPPs will be treated like Secretariat staff members with respect to their obligations, including with regard to confidentiality during their one year stay with the WTO Secretariat.

The selected beneficiaries will be placed in a specific Division of the WTO Secretariat and will have the opportunity to work in the areas of their interest in accordance with organisational needs. The Divisions involved will nurture and mentor the young professionals during their tenure.



5. TARGET GROUPS

The WTO YPP programme will be focused primarily on young professionals from developing and least-developed Members with graduate degrees in international trade and trade policy. During the initial years of the programme, priority will be accorded to young professionals from those eligible members that are not currently represented in the Secretariat at the professional level. Based on the 31 December 2014 Diversity Report, there are 71 Members falling into this category (Annex 1). Funding permitting, it would then be extended to those individuals from countries with low representation in the Secretariat.

5.1 ELIGIBILITY

To be eligible for the programme, candidates should fulfil the following requirements:

- i. Be 32 years of age or younger;
- ii. Have at least a graduate degree in an international trade-related subject;
- iii. Have demonstrated relevant expertise or continued academic study in a field of interest to the work of the WTO;
- iv. Possess the ability to think strategically, work independently and in a team;
- v. Demonstrate a strong interest in trade policy;
- vi. Preferably possess at least 2 years of relevant work experience;
- vii. Be fluent in one of the official WTO languages, English or French or Spanish.

5.2 PROGRAMME MANAGEMENT

A Programme Manager from ITTC will be assigned the responsibility to manage and monitor the programme in close cooperation with the Technical Assistance Monitoring and Evaluation Team (TAME), the Human Resources Division (HRD) and participating Divisions. The ITTC Director will oversee the implementation of the programme.

Once a young professional is selected and placed in a Division, the Director of the Division to which he/she is placed will be responsible to provide a targeted work programme and overall guidance during the one year. The scope of work will be developed by a senior officer responsible for the direct supervision of the WTO YPP, which will include clear work responsibilities and outputs. Participating Divisions will be expected to allocate mentors who will work closely with the Young Professionals.

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The Programme Manager, in consultation with TAME and relevant divisions, will be responsible for monitoring the programme. He/she will provide regular feedback on the performance of these Young Professionals while TAME will conduct an internal evaluation of the programme at the end of each year, the result of which will be reported to the Members through the Committee on Trade and Development. The programme will be assessed in the same way as other programmes and TRTA activities managed by the ITTC.

Overall, it is expected that after a specified period of time, there will be an increased pool of young professionals possessing the necessary expertise from developing and least-developed Members with no representation in the Secretariat, applying and competing for jobs in the WTO, at regional Secretariats and other international organisations.

6. FUNDING

The total amount of funding required will depend on the number of candidates admitted to the programme. The standard cost for one young professional is estimated at CHF 45,000 per year, which includes a CHF 3,500 monthly salary, appropriate medical cover and travel costs. The number of young professionals recruited in any year will depend on resources available and the WTO organisational needs.

Funding for the programme will be considered along with that for other technical assistance activities as part of the 2016-2017 Biennial Technical Assistance Plan. At the same time, the Secretariat hopes to secure funding from interested donors to allow for the gradual expansion of the programme.

7. IMPLEMENTATION TIMELINES

As indicated the WTO YPP will be discussed further with the Members as part of the 2016-17 TA Plan preparations. Once approved for implementation, the Programme will be advertised both on the recruitment page of the WTO and the WTO TRTA page. The programme will open for applications in the second half of 2015 with the aim of ensuring that the selected young professionals can start work by January 2016. This cycle of recruitment and placement will continue in the subsequent year(s).



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ANNEX 1

DEVELOPING AND LEAST-DEVELOPED MEMBERS NOT CURRENTLY REPRESENTED
AT THE PROFESSIONAL LEVEL¹

REGION	MEMBER	REGION	MEMBER
Africa	Angola	Caribbean	Antigua and Barbuda
	Botswana		Belize
	Burkina Faso		Dominica
	Cabo Verde		Dominican Republic
	Cameroon		Grenada
	Central African Republic		Guyana
	Congo		Haiti
	Cote d'Ivoire		Saint Kitts and Nevis
	Djibouti		Saint Vincent & the Grenadines
	Gabon		Suriname
	Guinea-Bissau		
	Lesotho	subtotal	10 members
	Madagascar	CEECAC²	Albania
	Mali		Armenia
	Mauritania		Georgia
	Mozambique		Israel
	Namibia		Kyrgyz Republic
	Niger		The FYR of Macedonia
	Swaziland		Republic of Moldova
	Togo		Montenegro
	Tajikistan		
	Ukraine		
subtotal	20 Members		
Asia	Brunei Darussalam	subtotal	10 Members
	Cambodia	Latin America	Chile
	Hong Kong China		Cuba
	Indonesia		El Salvador
	Lao People's Democratic Republic		Honduras
	Macao, China		Nicaragua
	Maldives		Panama
	Mongolia		Paraguay
	Myanmar		
	Singapore	subtotal	7 Members
Chinese Taipei			
subtotal	11 Members	Pacific	Fiji
Arab Region³	Kingdom of Bahrain		Papua New Guinea
			Samoa
			Solomon Islands
	Kuwait, the State of		Tonga
	Oman		Vanuatu
	Qatar		
	Kingdom of Saudi Arabia	subtotal	6 Members
	United Arab Emirates		
	Yemen		
subtotal	7 Members		

¹ There are currently 71 developing and least-developed Members who are not represented at the professional level in the Secretariat.

² CEECAC-Central and Eastern Europe, Central and the Caucasus

³ For this purpose Arab group excludes those Arab League Members in Africa.

WTO 青年學者計畫(WTO Young Professionals Programme, 簡稱 YPP 計畫)

1. 背景

開發中國家與低度開發國家之會員持續向 WTO 秘書處反應，盼秘書處之工作人員配置能更反映出 WTO 會員國籍之多樣化。因此 YPP 計畫由此誕生。

2. 基本方針

- WTO 秘書處係由一群具有高專業知能之工作人員所組成。工作人員之招募係根據 WTO 員工規範與準則且係遵照機會平等、性別、種族與宗教平等之原則來進行。WTO 招募人才之主要訴求係尋找高專業知識工作人員以提供最高標準之能力、效率與整合能力。
- 其他國際組織目前業有類似 YPP 計畫，而 WTO 目前則尚未有一個確切的政策來吸引青年學者。YPP 計畫能幫助開發中與低度開發國家對國際貿易有興趣之優秀青年學者(擁有碩士學歷)在 WTO 學習更高階之專業知能並接受專業人士輔導，並可增進渠等在國家、區域或者國際層級更多之工作機會，另亦可增進渠等在 WTO 獲得短期計畫合約之徵選機會。

3. 主要計畫內容

獲選成為 YPP 計畫之青年學者將被分發至 WTO 各秘書處實

習，接受第一手秘書處專業人員之督導與深入了解各秘書處工作內容與各項活動。計畫主要目的如下：

- 為青年學者提供吸取貿易議題專業實用經驗之舞台並可貢獻於 WTO；
- 提供了解 WTO 各項協定之專業知能；
- 俾利在秘書處少有能見度之開發中與低度開發國家會員藉由該計畫可在 WTO 人才招募上增加獲選機會。

4. 計畫敘述

- YPP 計畫之徵選標準係依照 WTO 目前現有之招募人員相關計畫與標準進行，遴選標準不會為了讓開發中與低度開發國家會員在 WTO 秘書處有席位即妥協。
- 計畫將先從徵選 5 名來自開發中與低度開發國家之候選人開始，為期一年。計畫初前幾年將優先選擇目前在 WTO 秘書處未有高階工作人員之開發中與低度開發國家會員。
- WTO 將在網上公布徵選計畫，遴選委員會嗣將首先審視各申請者之專業能力。與目前 WTO 之技術訓練計畫不同，青年學者將逕自上網申請，無須經過其政府提名。
- 獲選者在 WTO 工作實習一年後將不會獲得延長。另獲得機會之開發中與低度開發國家青年學者代表，該國青年學者於下一年度即喪失資格入選，以增加公平性與多樣性。
- 獲選者與秘書處官員具有同樣的義務，包括在實習期

間應遵守相關保密義務。

- 獲選者將依照個人興趣與機關訴求分發至秘書處各單位實習。

5. 計畫對象

申請 YPP 計畫之主要對象將係目前在 WTO 秘書處專業人士等級 (professional level) 尚未有相關國籍人士之 71 個開發中與低度開發國家 (包括我國，如附件一)。

5.1 資格

參選者必須具備下列資格：

- 年齡在 32 歲以下
- 具國際經貿相關科系之碩士學歷
- 曾就 WTO 相關領域發表學術研究或展現相關專業能力
- 具備戰略思考能力，能獨自完成或參與團體工作之能力
- 能展現對貿易政策之強烈興趣
- 具有 2 年相關工作經驗為佳
- 能流利使用 WTO 官方語言其一 (英文、法語或西班牙)

5.2 計畫管理

- WTO 技術暨訓練處將指派乙名課程經理 (Programme Manager) 督導獲選之青年學者，與技術協助督導與考評團隊 (TAME) 與 WTO 人力資源處及分發單位緊密合作。

- WTO 技術暨訓練合作處處長將係整個 YPP 計畫之總督導人。
- 獲選成員將接受訓練單位之處長指派該處資深同仁分發工作並且提供督導協助。

6. 財政預算

- YPP 計畫之財政預算編列將視有多少青年學者參加計畫。
- 乙位青年學者之標準支出預計每年約 45000 瑞郎，其中包括每個月 3500 瑞郎薪水，醫療保險與旅行支出。
- 每年徵選名額將視預算資源分配與 WTO 各機關之需求而定。
- YPP 計畫之財政預算將放在 WTO 2016-2017 技術訓練計畫中併同討論。

7. 執行時程

一旦 WTO 確認通過執行 YPP 計畫後，該項計畫將放置在 WTO 招募網頁與技術協助 (TRTA) 之網頁上。徵選計畫預計於 2015 年下半年開始執行，即表示獲選之青年學者成員最快可於 2016 年 1 月開始實習。

