



FICSA Council

71st session

United Nations Framework Convention on Climate Change
Bonn, 3 to 9 February 2018

REPORT OF THE 71ST SESSION OF THE FICSA COUNCIL



Fighting for decent working conditions for the diverse staff who serve the people of the world. United we are heard, divided we are ignored.

Geneva, 6 March 2018

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Report of the 71st session of the FICSA Council
United Nations Framework Convention on Climate Change (UNFCCC)
Bonn, 5 to 9 February 2018

Opening of the session (Agenda item 1)

1. Mr. Diab El-Tabari (UNRWA/ASA Lebanon), President of FICSA, opened the 71st session of the Federation's Council and thanked the hosts, the Staff Association of the United Nations Framework Convention on Climate Change (UNFCCC), for everything they had done in preparation for the meeting.
2. As was the custom at sessions of the FICSA Council, the President asked the participants to stand and observe a minute's silence in honour of those staff members who had passed away or lost their lives in the service of the United Nations over the past year. He expressed his sincere condolences to their families.
3. Mr. Santhosh Thanjavur Prakasam, President of the UNFCCC Staff Association, welcomed the participants on behalf of the Staff Association and the staff of UNFCCC at large. He thanked the Federation for having given the Staff Association the opportunity to host the Council session in Bonn. He saw it as a great opportunity to provide the requisite support and secure a good outcome and effective decisions over the course of the week ahead. A number of significant and vital matters that were of importance to the UN family as a whole would be discussed in detail. He wished to see the membership achieve a new horizon. He urged everybody to work in solidarity and set aside any differences. Through mutual support, he looked forward to achieving the objectives of the Council session. He recalled that FICSA had been in existence for more than seventy years. The vast pool of diverse experience would enable the session to move forward effectively. The UNFCCC Staff Association spoke of working together being a success. He hoped that Council would work together to achieve success. He wished the delegates a pleasant stay in Bonn and a very productive meeting.
4. The FICSA President then introduced Mr. Ovais Sarmad, the Deputy Executive Secretary of the UNFCCC. He had stepped in at short notice on behalf of Ms. Patricia Espinosa, the Executive Secretary of the UNFCCC who had fallen ill.
5. As somebody who had once served on the Staff Association of the IOM, he bade the participants a particularly warm welcome. He thanked the UNFCCC and the German Government for the facilities they had provided to ensure the success of the meeting.
6. Furthermore, as somebody who had been but five months in his current post, he had come to realize the magnitude of the tasks related to combating climate change. It was humbling to remember those on the front line in that struggle, who were in dire need of support. It was a matter of empowering the developing countries and heeding the voices of the many individuals.
7. FICSA was not tied to any one agency. The Federation represented all staff without whom no organization could exist. The wellbeing of staff was a prime concern of the Executive Secretary of the UNFCCC. Moreover, gender parity had been achieved in the upper echelons of management. In fact, gender balance like geographical balance was a key consideration in all UNFCCC recruitment panels.
8. Climate change akin to security was a crosscutting issue among all organizations. In order to be able to address such issues, the United Nations needed the highest calibre staff. It also needed to be bolder and firmer in its insistence that staff rights be safeguarded and respected at all levels. In fact, that insistence transcended staff interests and rights: it extended to the rights and interests of the billions across globe.

9. Everybody stood for the same values. The Sustainable Development Goals (SDGs) were a case in point. They were the foundation to improving people's lives und sustainable development. In addition to SDG 13 relating to combating climate change and its impact across the globe, he attached particular importance to SDG 4 that sought to obtain inclusive and quality education for all and life-long learning. To his mind, education for all was essential to societal change. In closing, Mr. Sarmad reiterated his appeal to be bold and firm in safeguarding the rights and interests of all. He wished the Federation every success in its deliberations.

10. The FICSA President thanked the Deputy Executive Secretary of the UNFCCC for his kind words. He assured him that FICSA treated everybody in the same manner and with mutual respect. He did not deliver a speech on the grounds that the work of the Federation spoke for itself. He then introduced two guest speakers: Mr. Andie Hill, Chairman, Confederation of NATO Civilian Staff Committees (CNCSC), and Ms. Catherine Comte-Thiberghien, CCISUA representative and President of the ILO Staff Union.

11. From the very outset of his PowerPoint presentation, Mr. Hill stressed the striking similarities between FICSA and the CNCSC. The Confederation comprised 29 discrete civilian staff associations. Its representatives together with members of the Advisory Panel on Administration, the executive management and human resources coordination at NATO headquarters met in a Joint Consultative Board to discuss civilian personnel regulations, terms and conditions of employment and implementing instructions. The Board's proposals went to the Secretary-General and the two Supreme Commanders.

12. NATO had a coordinated process for salaries, allowances and pension schemes and a tripartite-structure encompassing 58 Member States, 6 secretaries-general, staff and retirees. The Confederation enjoyed direct access to the Secretary-General and his private office. It also collaborated with the Assistant Secretary-General (ASG) and the Deputy ASG in NATO headquarters Executive Management Division on NATO-wide human resource matters. The officers of the Confederation visited NATO sites at the request of the local civilian staff associations and assisted in the establishment of new associations.

13. The Confederation provided essential services to the growing number of staff in the wake of the recent reorganization. It assisted in the preparation of appeals and provided legal and financial assistance in cases of common interest: it applied the principles of *ergo omnes* as distinct from *locus standi*. It could not introduce class actions and did not have legal insurance. It kept staff apprised through the issuance of newsflashes.

14. The Confederation's current priorities related to anomalies in remuneration, protection/reform of pensions, sustainable social security for both staff and retirees, the internal justice system and the exchange of information among all NATO staff.

15. The Confederation was recognized for achieving success through innovation, dedication, transparency, cooperation and communication. It addressed highly sensitive issues and maintained an open dialogue with all parties. It sought a balance between staff and employer interests in times of unrelenting budgetary pressure.

16. In the ensuing discussion, Council learnt that the Confederation levied a membership fee of EUR 8 per person. It also ensured protection against retaliation. Its officers were on full-time detachment and their jobs were protected.

17. Ms. Comte-Thiberghien thanked the Federation for granting her the honour and opportunity to address Council. She also extended thanks on behalf of CCISUA, which was defending the interests of both Federations at the meeting of the Inter-Agency Security Management Network (IASMN) concurrently being held in New York. Over the past year, CCISUA and FICSA had successfully joined forces in a common campaign protesting against the pay-cuts not only at headquarter duty stations but also in the field.

18. All endeavours to defend and ensure the independence of the international civil service were predicated on stable employment and working conditions. The joint endeavours of the two Federations had led to: the implementation of the mandatory retirement age in most organizations; favourable judgements in the administrative tribunals relating to salaries; guarding against slippage in the margin to below 113; the classification of hardship duty stations; and the introduction of policies relating to the duty of care.

19. All that called for close cooperation between the members of the Federations, but also between their leaders. Ms. Comte-Thiberghien paid tribute to the tenacity of the FICSA President. She also alerted the Federation to the challenges that were mounting and the need to work together still more closely. The previous week, staff in Bangkok had protested against the third salary cut of 13 per cent that had been preceded, if her memory served her well, by a cut of 25 per cent. She spoke of the disdain of the International Civil Service Commission (ICSC) for the principle of equal pay for equal work. Furthermore, the pay-cut envisaged for staff in Geneva would be higher than the 5 per cent previously announced: hardly an example of good faith.

20. Both examples pointed to the need for staff to continue fighting. They had no choice but to seek a reform of personnel policy. The Federations should strive to re-establish the respect of their employers for international civil servants: an objective that called for their being granted an equal voice in the decision-making fora. To that end, the Federations would have to set their short- and long-term objectives, continue their fruitful work to date and focus on the United Nations of the future - in terms of the staff's well-being and conditions of work. Ms. Comte-Thiberghien closed by wishing Council every success in its deliberations and expressed her willingness to discuss closer and more effective collaboration with everybody.

21. In the afternoon of the first day, the FICSA President invited Mr. Kingston Rhodes, Chairman of the ICSC, to address Council and to respond to questions from his audience.

22. Prior to embarking on his speech, Mr. Rhodes spoke of his having worked with Mr. El-Tabari over the years. He had represented his constituents most ably - and always from a position of reason. The Commissioners had always listened to what the FICSA President had to say.

23. As an introductory remark, Mr. Rhodes drew attention the changes taking place within the common system at an ever-increasing pace. It was essential that the staff federations start discussing those very changes. He looked forward to a productive discussion, as the Commission valued its constructive relationship with the staff representative bodies. He thus saw the interaction with Council as an opportunity to continue enhancing that mutual cooperation.

24. He first focused on the resolutions and decisions adopted by the UN General Assembly the previous year in relation to the work of the Commission. The Assembly had approved the ICSC recommendations pertaining to the United Nations/United States net remuneration margin, the

base/floor salary scale and pensionable remuneration. The Commission's decisions on post adjustment for 192 countries and the results of the General Service salary survey in Vienna had been noted.

25. The General Assembly had also approved revised guidelines for the use of National Professional Officers (NPOs), underscoring the need to respect the rules and regulations governing the use of NPOs. It had called upon organizations to refrain from posting NPOs on repeated short-term duty assignments to locations outside their country of recruitment. Furthermore, the General Assembly had approved the Commission's proposed guidelines for performance management and recognition of different levels of performance, including the use of non-cash rewards. As for the report on diversity, the General Assembly has asked the ICSC to continue providing it with reports on the progress achieved by organizations in the implementation of gender policies. It had also requested the ICSC to monitor the age distribution of the work force and report on its findings. Mr. Rhodes reminded Council that the average of entry into the United Nations was 40-41; younger people should be encouraged to join.

26. At the upcoming ICSC session in March, the focus would be on pensionable remuneration, post adjustment, human resources management, the Noblemaire principle and the revision of the hardship classification methodology, which had been approved and tested for African countries. The upcoming session would also focus on a proposal by the CEB Human Resources (HR) Network relating to non-family duty stations.

27. At its recent meeting in Madrid, the ICSC Working Group on pensionable remuneration had reviewed options regarding grossing-up factors and the alignment of pensionable remuneration with the revised salary structure when a unified salary scale was already in place. The Commission would take the issue up at its session in March. The report of the Advisory Committee on Post Adjustment Questions (ACPAQ) would also be reviewed at the same session. The report contained several recommendations relating to the post adjustment methodology and proposals on price-related data sources in New York. Some FICSA members might well recall the use of the European Comparison Programme (ECP) data for surveys undertaken in a number of European countries.

28. As part of periodic review of the highest paid national civil services, the Commission would be undertaking an examination of such civil services and compare cash compensation in those countries vis-à-vis the United States, the current comparator. At the same session, the impact of the changes in the hardship review methodology introduced the previous year would be assessed, based on the review of the outcome of the recent hardship review of duty stations in Africa. Field-based organizations had raised the issue of the 'D' and 'E' rated hardship duty stations not being designated as non-family locations. A CEB/HR Network proposal on those duty stations would be taken up at the ICSC session in March. The Commission would also be considering a proposal for reinforcing the diversity component in the framework for human resources management.

29. Mr. Rhodes reverted to the rapidly changing global landscape and its impact on operations throughout the common system. Budget constraints, ageing workforces, political uncertainties and the rapid advancement of technologies had been transforming the way people lived and worked. Whereas nearly all government employees in OECD countries had been paid on incremental or graduated pay scales, several decades later a large number of civil servants were being compensated in accordance with performance-related pay schemes. The latter yielded improved organisational performance as well as permitting greater flexibility in times of fiscal difficulty. The changes were of particular relevance to the Noblemaire principle. As more countries were adopting different pay philosophies, identifying countries to which the international civil service could be compared was becoming an increasingly challenging task. Other challenges were the growing impact of the use of

artificial intelligence. Mr. Rhodes cited the transformation of the legal profession and accountancy that were being anticipated. Many job functions within the common system might thus be affected as technology accelerated. Employees would need to adapt. Investment in staff training to acquire the latest skills was becoming more important than ever. Internal and external staff mobility as well as movements between functional areas might also be conducive to staff development and the creation of a more adaptable workforce.

30. All those global socio-economic and technological changes bore major implications for the common system, as evidenced by the growth of the NPO category. At present, one in every four Professional officers was an NPO. They currently accounted for more than half of the Professional work force in two organizations: UNICEF and UNFPA. The increase was attributable to two factors: the growing availability of local expertise and cost considerations. The trend was projected to continue, all the more so when extra-budgetary resources were being used.

31. A common system dialogue on an organizational culture that was more flexible, agile and adaptable to change was increasingly imperative. The present environment required people to adapt continuously in order to survive. If the common system failed to learn from the continual changes outside the system, it would run the risk of finding itself having change imposed in a manner that might threaten the very existence and continuity of the international civil service.

32. Citing both Louis Pasteur and the Ancient Romans, Mr. Rhodes spoke of individuals' capacity to decide their own fate through decisive action. It was essential that countries initiate a dialogue on the long-term existential threats that would challenge the very continuity of the United Nations system, if they were not heeded and solved. He thus appealed to both human resource managers and, in particular, staff representatives to assure the future of the international civil service by leading the way together towards a more modern, resilient and sustainable United Nations common system. He assured Council that his fellow Commissioners stood ready to carry out their mandate and assist staff in their endeavours to update the conditions of work in the international civil service.

33. The floor was then opened for the question-and-answer session (see Annex 17).

Credentials (Agenda item 2)

34. The General Secretary of FICSA, Ms. Gemma Vestal (WHO/HQ Geneva), read out a list of those delegations, whose credentials had been received. Twenty-eight full members were present, as were two associate members and two consultative members, together with one member with observer status. CCISUA was also represented, as was one other guest organization.

Election of the Chair, Vice-Chairs and approval of the appointment of the Rapporteur (Agenda item 3)

35. Mr. Thanjavur Prakasam (UNFCCC) was elected Chair of the Council. Ms. Ata Nour (WHO/EMRO Cairo) and Mr. Dave Nolan (IFAD) were elected First and Second Vice-Chairs, respectively. Council approved the appointment of Mr. Peter Lillie as Rapporteur.

Adoption of the agenda (Agenda item 4)

36. The provisional agenda as contained in document FICSA/C/71/1/Rev.1 was adopted (see Annex 1).

Organization of the Council's work (Agenda item 5)

37. Mr. Niza Zaher (OSCE) and Mr. Edwin Titi-Lartey (IMO) were elected Chair and Vice-Chair of the Ad hoc Committee on Administrative and Budgetary Questions.
38. Mr. Imed Zabaar (IAEA) and Mr. Walter Parks (ICAO) were elected Chair and Vice-Chair of the Ad hoc Committee on Strategic Development.
39. Council also elected two polling officers, whose duty it was to organize the elections scheduled for the current session in keeping with the Statutes and Rules of the Federation. The polling officers so elected were Ms. Ines Hollbauer and Ms. Rosemary Ngombe from the UNFCCC.
40. After a briefing on various logistical details encompassing social events and cafeteria facilities, Council agreed to the schedule of work as contained in document FICSA/C/71/INFO/CRP.1.
41. It was announced that AMFIE would be giving a presentation in the evening of the first day and UNFCU would be giving a presentation in the evening of the third day.

Constitutional matters (Agenda item 6)

42. The General Secretary announced that nominations for all positions on the Executive Committee as well as all positions of Regional Representative had been received in a timely manner.
43. All revisions to the FICSA Statutes as decided on at the Council sessions at Rome and Kuala Lumpur had entered into force on 4 February 2018 and been duly posted on the FICSA website. The recently proposed modification to Articles 30, 32(a) and 32(b) of the FICSA Statutes would first be discussed in the Standing Committee on Legal Questions, whereafter the proposal or a modification thereof would be proposed to plenary on the final day and voted upon.
44. On the final day of the Council session the amendments to Articles 30, 32(a) and 32(b) as shown in FICSA/C/71/LEGAL/1/Rev.1 were taken up. **The Standing Committee on Legal Questions had discussed the amendments in the course of its deliberations and spoken out in favour of Council adopting the modifications. Council concurred with that recommendation and no objections were raised. The matter was put to the vote and the full members present and voting adopted the modifications unanimously. The modified Articles duly entered into force as of 9 February 2018.**

Questions relating to membership status in FICSA (changes in membership) (Agenda item 7)

45. The General Secretary informed Council that all members had paid their dues, albeit in two instances not to the full amount. However, the arrears in both instances were of no significance in that they did not bear implications in terms of the two members' voting rights.

Report of the Executive Committee for 2017-2018 (Agenda item 8)

46. In introducing the Report of the Executive Committee for 2017-2018 (document FICSA/C/71/7), the FICSA President remarked that no fewer than 64 major decisions that bore profound implications for staff had been taken in the HR Network, the High-Level Committee on Management (HLCM), the ICSC, ACPAQ, the Fifth Committee of the United Nations General Assembly, IASMN and the United Nations Joint Staff Pension Board (UNJSPB).

47. Given the plethora of decisions and action, the FICSA President highlighted certain major features. For example, the HR Network had focused, inter alia, on the duty of care for UN personnel, in particular those staff members operating in high-risk environments, the work of the HLCM Mental Health Working Group, after-service health insurance and the conclusions of the ICSC on the cost-of-living surveys in 2016. The HLCM had focused on integrated approaches to the 2030 Agenda for Sustainable Development, progress towards achieving diversity, as well as the safety and security of staff. The HLCM had also focused on supporting the Secretary-General in his vision for management reform, duty of care and innovation.

48. The issues of particular concern to FICSA in the context of the ICSC were: (i) the adverse impact of the new compensation package; (ii) those organizations that were resisting or refusing implementation of MAS 65; and (iii) the monitoring of the margin, which was still adjusted annually despite attempts to introduce a five-year cycle.

49. Furthermore, it had been stated that the outcome of the ICSC Working Group on the review of pensionable remuneration recently held in Madrid would have no impact on salary scales in any category of staff. If that proved not to be the case, staff members should alert FICSA to any instances of loss. In the context of the post-adjustment exercise, the abolition of the gap closure measure had had an impact, while the manner in which the ICSC applied its methodology and collected data, in particular ECP data, gave rise to demonstrations in Geneva that had also been supported by executive heads of the Geneva-based organizations. Demonstrations were also organized in Rome and Madrid. Given the extent of the impact on salary scales, the Federations were considering litigation.

50. The FICSA President was able to provide more positive news on the cost-sharing mechanisms for the release of officials to serve as staff representatives, which, in their current guise, restricted the selection process to a limited pool of candidates. As things stood, some 70 per cent of the UN organizations subscribed to the idea of spreading the costs across all organizations. With respect to IASMN, the President also stressed that there could be no compromises where the security of staff was concerned. Regrettably, there was no discrete security budget; resort had been taken to a cost-sharing mechanism that could not always be enforced. Given the importance that both Federations attached to the safety and security of the staff, a representative of CCISUA was representing FICSA at the concurrent IASMN meeting in New York, as had also been the case on a previous occasion in Washington DC.

51. The FICSA President was also pleased to report that the delays in the payment of pensions to 'new' retirees were no longer an issue, while the current value of the UNJSPF was reassuringly high. Another bone of contention had arisen in connection with the extension of the contract of the Chief Executive Officer (CEO). He assured Council that the disagreement was not *ad hominem*, but exclusively related to the operational processes.

52. Turning to General Service issues, the President stressed that FICSA was focused on helping members to understand the methodological changes. Trainers were being retrained and 24 workshops had been held, with participation of non-FICSA trainees. The ICSC was to take up a review of the General Service salary survey methodology in 2019, with some preparatory steps possibly starting in the current year.

53. As for Professional issues, a major development had been the United Nations Dispute Tribunal (UNDT) having found that the Secretary-General had an obligation to act lawfully in implementing the unified salary scale for the applicants and to respect their acquired rights, which took precedence over the new conditions of employment set out in the amendments to the Staff Regulations and the

Staff Rules. What the Secretary-General would ultimately decide was unknown, despite the three Federations having sent him a collective letter urging him not to lodge an appeal against the UNDT judgement. The Staff Associations of PAHO, WHO/EURO and FAO were filing appeals against the impact on their acquired rights suffered on account of changes brought about by the new compensation package.

54. The FICSA President also spoke of the difficulties faced by staff in the field in terms of the classification of hardship posts. However, health care, an essential feature of the duty of care, had undergone some improvement with account being taken of such factors as stress, weather, pollution, isolation and violence. One explanation might be that nobody took the risk of shirking responsibilities that were matters of life or death.

55. In addition to the problems associated with the implementation of MAS65, other factors that had led to a deterioration in staff/management relations included the worrisome situation in both the European Patent Office (EPO) and FAO, as well as the emergence of a second 'in-house' Staff Association in WIPO. Whereas the long drawn-out battle in the International Coffee Organization (ICO) to achieve a semblance of justice had not yielded the results that the appellants had hoped for, a legitimate and functional internal justice system 'enforced' by the Foreign and Commonwealth Office in the United Kingdom had become operational in mid-2017.

56. Despite the General Assembly supporting the continuation of the pay-as-you-go approach to after-service health insurance (ASHI), other approaches were still being sought in an attempt to check the escalation of the United Nations' ASHI liabilities and limit the impact of the organization's pay-as-you-go obligations on future budgets. FICSA had worked hard with FAFICS on common concerns such as the requirement that people enrol in national health systems, a proposal that was continually being mooted.

57. The FICSA President stressed the need to maintain a close working relationship with Mr. Ian Richards (President of CCISUA) and Mr. Dimitri Samaras (President of UNISERV). That did not exclude disagreements that they might have, but cost-sharing offered financial benefits while opportunities for cross-representation made for synergies.

58. Looking ahead, the FICSA President spoke of the strategy being a long drawn-out process. It would not only involve enhancing the website, a work already in progress, but it would also entail devising a scheme for establishing an effective presence in New York during the meetings of the General Assembly and entering into a systematic engagement with the Fifth Committee. At the same time, ways of increasing the membership of FICSA would have to be found. At the administrative level, certain steps were being considered, such as electronic voting that might well be put to the test during the current session of Council using a solution devised by the Treasurer. Other administrative shifts would follow in the wake of Mr. Brett Fitzgerald moving from the post of Information Officer, should he be elected President, further to which Ms. Amanda Gatti, Administrative Assistant, would be taking early retirement later in the year.

59. In the ensuing discussion, it was recalled that influential Member States had invariably rejected the Federation's pleas. It was thus essential to work on changes through common efforts. It was also pointed out that ICSC was part of the problem and that the Federation should focus on the interface between the Commission and the Fifth Committee.

60. It was suggested that FICSA might also have its own 'experts' to hand, mirroring the Commission's experts, who could lend substance to the Federation's arguments. It was replied that

with the emergence of high-level delegates and statistical experts, the Federations were indeed sending people of equal calibre. At the upcoming ACPAQ meeting, the Presidents of FICSA and CCISUA would be accompanied by one such expert.

61. It was suggested that in view of the varying treatment of staff in the field, a problem that NATO also faced, the Federation and NATO could draw on each other's policies. As a rider to that suggestion, NATO also enquired about the issuance of ID cards, particularly for personnel in danger zones. In the case of NATO, the cards bore a reference to the Geneva Convention and stressed that the bearer was a civilian. It was acknowledged that UN local staff members were at particular risk in times of conflict; they did not have access to a Laissez-Passer, the issuance of which created a 'safe space' for the bearer. It was also reported that in some countries, ID cards were indeed issued, although in times of conflict the bearers of such cards were advised to keep their heads down.

62. The members of the Executive Committee were thanked for their perseverance throughout the year and the comprehensive presentation of their work. **Council took note of the Executive Committee report with due consideration being given to the comments made during the discussion of the same.**

CCISUA/FICSA cooperation (Agenda item 9)

63. It had been agreed *ab initio* that the agenda item would be discussed during the meetings of the Ad hoc Committee on Strategic Development (see paragraphs 19 to 22 of the latter's report, Annex 10).

FICSA resolution on harassment (Agenda item 10)

64. All standing committees had included an item on harassment in their agendas. Over the course of the week, a resolution was drafted and circulated to them for comment.

65. It was emphasised that the resolution was directed towards all forms of harassment and abuse. It referred to the ICSC Standards of Conduct for the International Civil Service and underscored the need for all organizations to uphold fully the United Nations policy of zero tolerance for all forms of harassment, including sexual harassment, in all offices and duty stations.

66. The operative paragraphs welcomed the steps taken by the Secretary-General to date and hoped they would be extended across the system as a whole. A specific indication was given of what was expected of executive heads, together with a call for firmer internal justice mechanisms and legal support accessible to all staff. The resolution also spoke of a culture of accountability and the promotion of an inclusive, respectful workplace until the objective of zero harassment had been attained. FICSA was entrusted with the task of transmitting the resolution to the Secretary-General of the United Nations and the executive heads of FICSA member organizations.

67. Thanks were expressed to all those who had contributed to the drafting exercise. **The resolution on harassment was adopted by acclamation (see Annex 2, Resolution 71/1).**

68. Council also adopted the two resolutions emanating from the Standing Committee on Staff/Management Relations pertaining to deterioration in staff/management relations in general and staff/management relations at FAO, in particular. **Both resolutions were likewise adopted by acclamation (see Annex 2, Resolutions 71/2 and 71/3).**

Election of the Executive Committee and Regional Representatives for 2017-2018 (Agenda item 11)

69. In a special plenary session called prior to the elections in order to hear out the candidates, those standing for election outlined what they saw to be the priorities for the coming year.

70. At the session devoted to elections, the Chair informed Council that he had received the following nominations (in alphabetical order) for election to the Executive Committee for the period 2018-2019 (see FICSA/C/71/6/Rev.1).

71. The candidates were:

Executive Committee

President	Brett Fitzgerald	WIPO Geneva
General Secretary	No election	
Treasurer	Irwan Mohd Razali	WHO/GSQ Kuala Lumpur
First and second of two Members for Compensation Issues	Christian Gerlier Gaston Jordan Irwan Mohd Razali Pilar Vidal Imed Zabaar	ITU Geneva ICAO Montreal WHO/GSQ Kuala Lumpur PAHO Washington DC IAEA Vienna
Member for Regional and Field Issues	Véronique Allain	SCBD Montreal
Member without Portfolio	Gaston Jordan Jason Sigurdson Pilar Vidal	ICAO Montreal UNAIDS Washington Dc PAHO Washington DC

Regional positions

Regional Representative for Africa	Bernadette Fogue Kongape (WHO/AFRO Brazzaville)
Regional Representative for the Americas	Jesús García Jimenez (ILO ITC Turin)
Representative for Asia	Diab Khalil El-Tabari (UNRWA/ASA Beirut)
Regional Representative for Europe	Christopher Mason (WIPO Geneva)

72. The following members were elected:

Executive Committee

President	Brett Fitzgerald
Treasurer	Irwan Mohd Razali
First of two members for Compensation Issues	Imed Zabaar
Second of two members for Compensation Issues	Pilar Vidal
Regional and Field Issues	Véronique Allain
Member without Portfolio	Jason Sigurdson

Regional Members

73. During the election of the Regional Representative for Africa, a vote by acclamation was objected by a member who requested a secret ballot. Consequently, after the first round of voting, the candidate did not attain the required majority and, as a result, Rule 42 was applied. Two new candidates were nominated from the floor: Mr. Anthony Ndinguri (ICAO Nairobi) and Mr. Lusamba Kabamba (WHO/AFRO Brazzaville). After the third round of voting, Mr. Ndinguri was duly elected.

Africa	Anthony Ndinguri
Americas	Jesús García Jimenez
Asia	Diab Khalil El-Tabari
Europe	Christopher Mason

Approval of the session report (Agenda item 12)

74. Prior to taking up the individual standing committee reports, the Chair reminded Council of the form that the approval process would take. A member of each standing committee would present the individual reports and the recommendations they contained, which would serve as a basis for the decisions to be adopted by Council. Amendments could be introduced in the course of the debate, as could omissions and corrections of fact. The budgetary resources recommended by the standing committees would be taken up under agenda item 14.

Standing Committee on Legal Questions (Agenda item 12(a))

75. Mr. Andrès Orias (WMO), Chair of the Committee, introduced the report of the Standing Committee on Legal Questions (see Annex 3). He focused on whistle-blower protection, the compensation review, the status of various legal cases, workshops, resolution on harassment, the legal personality of FICSA, the acquisition of *locus standi* before the ILO Administrative Tribunal (ILOAT) and calls for legal opinion.

76. With respect to whistle-blower protection, the Standing Committee would continue to provide advice on best practices and explore the scope for sharing resources with different organizations. It

was essential that all common system organizations set up a reporting mechanism and introduce effective protection procedures, a number of which the Standing Committee had discussed.

77. The Standing Committee had noted the lack of response to a call for information on the various appeals that member organizations had lodged pertaining to the compensation review. The delays in some instances were such that applicants found themselves time-barred. Staff members were sometimes at a loss given all the parameters at play and better briefing on the processes involved was of paramount importance.

78. The Standing Committee had been briefed on the status of the appeals relating to ICO and UPU, as well as the current litigation pertaining to post adjustment. The Chair had also reported on the favourable judgement UNDT 2017/098, in the light of which the three staff federations had written a letter urging the UN Secretary-General not to lodge an appeal against that judgement. A full presentation on most recent ILOAT judgements had been given in document FICSA/C/71/LEGAL/CRP.5.

79. The Standing Committee had studied the proposed revision of Articles 30 and 32 of the FICSA Statutes and recommended they be adopted in plenary (see Agenda item 6).

80. Although no problems had been encountered to date, the FICSA President was of the opinion that the absence of a formalized legal personality for the Federation might cause problems at a later juncture. His concern was shared by other members of the Committee and it had thus been decided to set up a working group to study the issue. In that connection, the importance of acquiring *locus standi* before the ILOAT was recognized.

81. The UNESCO representative had raised the issue of the extended periods of time that UNESCO sub-contractors were working. The Standing Committee would take up the issue upon receipt of substantive information.

82. The Standing Committee had also been approached by a retiree, a whistle-blower, who had found herself barred from employment with UN agencies. For want of time, the Committee had not been able to discuss the matter in depth and had recommended that the Executive Committee might examine the issue more closely. It was pointed out, however, the support to retirees was limited to USD 4,000 on the condition that the issue was of common interest to all retirees

Summary

83. Council took note of the report of the Standing Committee on Legal Questions with the amendments thereto and adopted the recommendations contained therein, in the light of which:

Council decided that:

- The Executive Committee should circulate to the membership the current guidelines on the use of the Legal Defence Fund.
- Council should adopt the modifications to Articles 30 and 32 of the FICSA Statutes.
- Council should approve an allocation of CHF 10, 000 for workshops on legal matters.
- Under the coordination of the Standing Committee on Legal Questions, FICSA members should:
 - (i) resume work on obtaining *locus standi* before the ILOAT for associations and unions (by, inter alia, re-establishing all relevant contacts and working actively with key external parties such as the EPO Staff Union, the ILO Staff Union, the ILO Legal Counsel and the Tribunal itself); and
 - (ii) examine the possibility of launching similar efforts in respect of the UNDT and UNAT.

- **Given the special circumstances of the case, the Executive Committee might examine the possibility of granting a former WIPO staff member, who had been barred from UN employment, financial support for legal proceedings.**

Standing Committee on Human Resources Management (Agenda item 12(b))

84. Ms. Lisa Villard (IAEA), Chair of the Committee, introduced the report of the Standing Committee on Human Resources Management (see Annex 4). She reported that the Standing Committee had had debated at length on no fewer than nine topics: mandatory age of separation (MAS), whistle-blowing policies, non-staff contracts, alternative working arrangements, organizations in crisis, UNRWA funding, the resolution on harassment and collaboration tools.

85. As for the MAS, staff in WHO had been hoodwinked as to its implementation date. In general, inconsistencies in terms of implementing MAS were prevalent. Staff associations/unions would have to be vigilant

86. The importance of protecting whistle-blowers could not be overestimated. The impact on a whistle-blower's overall health, family life and mental health was appreciable, further to which retaliation took many different forms. One stress factor was often the lack of independence on the part of the ethics office

87. The Standing Committee had also discussed the growing use by organizations of what were wrongly termed non-staff contracts. The ultimate effect of such a policy was job losses and a reduction in core staff accompanied by cuts in terms of pensions and pay.

88. The initial analysis of alternative working arrangements in various organizations had revealed a wide variance across the common system, as well as at the level of supervisors and different staff categories. The Standing Committee was of the opinion that further analysis of the inconsistencies within organizations would be beneficial.

89. FICSA had developed a set of guidelines that could be applied in times of organizational change. They were particularly applicable to organizations in times of crisis. The Committee felt it was essential to alert the Federation as soon as the first signs of a looming crisis were evident. UNRWA was a case in point. The swingeing blows to that Agency's budget had brought about a reversal of the MAS65 policy to MAS60.

90. The Standing Committee had also contributed to the drafting of the resolution on harassment. It had closed its deliberations with a plea for the use of 'collaboration tools' such as SharePoint as a means of improving the sharing of information in general - and so facilitate the work of core groups, chairs and vice-chairs.

Summary

91. Council took note of the report of the Standing Committee on Human Resources Management with the amendments thereto and adopted the recommendations contained therein together with the two resolutions on deterioration in staff/management relations and staff/management relations at FAO (see Annex 2, Resolution 71/2 and 71/3), in the light of which:

Council decided that:

- Staff associations/unions should monitor the changes that the implementation of MAS65 might bring about in terms of existing policies in their organizations and keep the FICSA Secretariat informed of any negative impact on staff.
- The Working Group on whistle-blower policies established at the 70th session should undertake the following tasks in the course of 2018:
 - (a) prepare a template of common policies that the Standing Committee could share at the 72nd session of the FICSA Council;
 - (b) look into the establishment of a platform for FICSA members to facilitate the sharing of lessons learned, best practices and successes;
 - (c) prepare a questionnaire to be sent to the membership so that an inventory of current whistleblowing policies could be compiled;
 - (d) assist the FICSA Executive Committee in organizing a training workshop on whistle-blowing; and
 - (e) develop a policy paper on addressing the issue of whistle-blowing and the manner in which staff associations/unions could help their organizations in that regard.
- The FICSA Secretariat should make available to the membership the 2018 JIU report on whistle-blowing.
- The FICSA Executive Committee should remain vigilant and pro-active at the high-level meetings when the use of non-staff contracts as well as such issues as flexible workforces and fit-for-purpose workforces were being discussed.
- Staff associations/unions should inform FICSA whenever it became apparent that their organizations were resorting to non-staff contracts and freezing posts.
- FICSA members that had not responded to the initial request for information should provide their policies on alternate working arrangements so that the FICSA Secretariat could add that information to the existing database;
- The Chair and Vice-Chairs of the Standing Committee re-examine the questions in the survey and provide the FICSA Executive Committee with a list of revised questions to be included in the survey monkey so as to facilitate the collection of information on the manner in which policies were implemented (job level, location (HQ or field)).
- The FICSA membership should share details of their organizations' policies on telecommuting direct with the UNFCCC Staff Association (SAExcom@unfccc.int).
- The membership should notify the FICSA Executive Committee as soon as they were aware that organizational changes might be taking place and, in the event of organizational change, apply the guidelines provided in the FICSA/C/71/HRM/5.
- FICSA Executive Committee should write a letter to the UNRWA Director-General, with a direct input from the former FICSA President, Mr. Diab El-Tabari, addressing the issues arising from the decrease in UNRWA funding.
- Funds should be provided for training on: whistle-blowing issues; job classification; and emotional intelligence in the workplace.
- The Executive Committee should put an item regarding parental leave on the Standing Committee's agenda for the 72nd session of the FICSA Council.
- FICSA members should share information on their parental leave policy with their counterparts in FAO direct (UGSS@FAO.org).
- The FICSA Executive Committee, together with the Chair and Vice-Chairs of the Standing Committee, should look into 'collaboration tools' as a means of facilitating the work of core groups, Chairs and Vice-Chairs and information-sharing in general.

Standing Committee on Social Security/Occupational Health and Safety (Agenda item 12(c))

92. Ms. Tanya Quinn-Maguire (UNAIDS), Chair of the Committee, introduced the report of the Standing Committee on Social Security/Occupational Health and Safety (see Annex 5). The main focus of the Standing Committee had been health and well-being. FICSA was a long established member of the Inter-Agency Working Group on ASHI, much of whose work had been on whether it would be appropriate, administratively practicable and financially beneficial, for retired UN staff to be enrolled for primary coverage under the national health insurance scheme of the country in which they ordinarily resided after service. Given the poor response of Member States to requests to provide information on their national health insurance schemes, the Working Group had undertaken a cost-benefit analysis of the of the national health insurance schemes in countries to which most UN retirees (close on 80%) had retired. The preliminary indications were that, in almost all instances, there would be no cost benefit to organizations or staff, were they to use national health insurance schemes for the purpose of primary coverage.

93. In February, the Working Group had extended its review to include cost-containment measures, plan design and eligibility, the achievement of critical scale (plan consolidation) and the portability of ASHI liabilities, the latter was a key concern given the UN reform agenda and the possible increase in staff mobility across agencies. The Standing Committee concluded that both after-service and staff health insurance should meet five minimum standards: (i) strong, global network of health facilities that recognized the SHI plan; (ii) 24 hour-a-day, 7 days-a-week multilingual support for SHI participants; (iii) claim-processing times not exceeding 15 calendar days; (iv) on-line platform for electronic submission of claims and supporting documentation; and (v) regular information and updates on ASHI-related matters for participants, particularly on entitlements, preventive medicine and health promotion.

94. FICSA had also been represented at all meetings of the Mental Health Strategy Working Group, which was mandated to propose a policy to address mental health concerns throughout the common system. Delegates had spoken at some length on the benefits to be derived from mental health training and overcoming the stigma attached to mental health issues. It was pointed out that a considerable number of staff present in the workplace would benefit from greater support in maintaining good mental health, while a lack of support could bear negative implications for an individual's overall performance and productivity. Given the correlation between work-related mental health issues and harassment, the Standing Committee recommended that staff associations/unions encourage their members to attend all related training activities. The Standing Committee had also contributed substantively to the draft resolution on harassment that it hoped Council would adopt.

95. The UN Secretary-General had expressed keen interest in ensuring that the common system observed its duty of care obligations, particular attention being given to staff involved in difficult and dangerous operations. The focus should be on national staff and psycho-social welfare, applicable to the system as a whole. Given the attention that senior management was giving to the issues ahead, staff associations/unions should set their agency-specific priorities in the context of that broader agenda. Furthermore, it was suggested that senior management reflect on the future of UN Cares, whose global network put staff members at the centre of its operations. As a system-wide staff health and well-being programme, its mandate could be broadened to include mental health, the prevention and treatment of chronic health conditions and the promotion of a stigma-free inclusive workplace: UN 4 All.

96. The Standing Committee had also discussed pension issues. Whereas many of the problems that had plagued the UNJSPF Secretariat had, for the most part, been resolved, it was important that staff

representatives be more active on the Pension Board where they should voice their constituents' concerns on such matters as the impact of currency devaluation and bank charges. At the same time, member associations/unions were encouraged to take advantage of the pre- and in-retirement seminars that the Pension Fund offered as they invariably drew a large crowd.

97. In the ensuing discussion, the issue of prioritizing requests for training was raised and whether the courses would be cost-neutral on account of co-financing with administrations or revenue accruing from the attendance of non-FICSA participants. It was stated that the training activities listed in the Standing Committee would be held subject to the availability of funds. It was also recalled that in the ultimate analysis some of the training requests emanating from the various standing committees drew on other sources (co-financing with administrations or staff associations/unions) and did not require funding from the Federation's budget. Excessive bank charges were reported to be excessive in a number of countries.

Summary

98. Council took note of the report of the Standing Committee on Social Security/Occupational Health and Safety with the amendments thereto and adopted the recommendations contained therein, in the light of which:

Council decided that:

- **The FICSA Executive Committee should:**
 - (a) continue its advocacy to protect and improve staff health insurance coverage and after-service health insurance eligibility as a social security priority, and to do so at every opportunity in all relevant UN system-wide bodies that address duty of care, staff health and staff well-being; and
 - (b) advocate the portability of after-service health insurance in the context of UN Reform processes and removing barriers to inter-agency mobility.
- **The FICSA Executive Committee should:**
 - (a) lend support to individual staff representatives on governing bodies of insurance plans to press for appropriate standards of coverage and access to quality care and oppose all proposed policy and rule changes that would undermine access or shift the financial burden to participants or categories of participants (e.g. retirees, people residing in locations deemed high cost); and
 - (b) encourage FICSA members to review their staff health insurance coverage and services vis-à-vis the five minimum standards and insist on management action to address any shortcomings.
- **The FICSA Executive Committee should include training on mental health for staff representatives in the FICSA training catalogue.**
- **The FICSA member organizations should encourage their staff to attend all related training, including training on harassment in the workplace, with a view to building up a network of trained staff representatives who could exchange experience and knowledge and harness the acquired skills for the benefit of all FICSA members.**
- **FICSA Executive Committee should advocate for consistency across the UN health insurance plans with regard to: access to quality medical care, including medical evacuation; and elimination of disparities in access to health care and benefits between locally and internationally recruited staff.**
- **The FICSA Executive Committee should develop a staff health insurance (SHI) scorecard for use in members' advocacy, which assesses SHI plans from the viewpoint of:**

- (a) equitable access to quality medical care for international and locally recruited staff; and
- (b) equitable eligibility for medical evacuation in cases of acute illness, injury and chronic conditions, when treatment and care in the duty station is either unavailable or inadequate.
- The FICSA Executive Committee should investigate, in cooperation with the Standing Committee's core group, how to capitalize on the group of trained staff representatives in the area of mental health so as to facilitate the identification of the next steps to be taken.
- The FICSA Executive Committee should press for the continuation of UN Cares as a UN system-wide staff health and well-being programme and urge that its mandate be expanded beyond HIV to include mental health, the prevention and treatment of chronic health conditions and the promotion of a stigma-free, inclusive UN workplace ('UN 4 All').
- The FICSA Executive Committee should develop guidelines and clear instructions for staff representatives elected to Pension Board bodies, so as to ensure that the interests of their respective constituents are represented.
- The FICSA Executive Committee should engage directly with the UNJSPF regarding the devaluation of currencies and its negative impact on UN retirees in the countries affected.
- The FICSA Executive Committee should enter into discussions with the UN Office of Human Resources Management (OHRM) on the subject of currency devaluations.

Standing Committee on Conditions of Service in the Field (Agenda item 12(d))

99. Ms. Véronique Allain (SCBD), Rapporteur, introduced the report of the Standing Committee on Conditions of Service in the Field (see Annex 6). She pointed to those items on the agenda that had generated the most discussion. First and foremost, the impact of the new compensation package varied from one organization/agency to another, as administrations were inconsistent in terms of its application. The manner in which they had addressed the implementation of the new provisions pertaining to the education grant was a case in point, another being the introduction of a unified salary scale. The Standing Committee urged staff representatives to help staff members prepare appeals in the light of the negative impact arising from the lack of proper new guidelines and administrative instructions.

100. Duty of care was another cross-cutting issue that called for clear management standards and accountability mechanisms. In that context, the Standing Committee, like other standing committees, had spoken of UN Cares as a peer education and support mechanism for staff health and well-being. Particularly important was the need for an inclusive approach that met the common system's duty of care towards all UN personnel in the field. The Standing Committee heard of the discrimination suffered by minorities (women, LGBT colleagues and disabled staff) as well religious and ethnic groups in various duty stations. It was felt that the 'UN 4 All' project might contribute to a working environment free of discrimination in all duty stations.

101. FICSA had participated in the highly complex discussions during IASMN. It would continue its essential participation. The Standing Committee had noted that in hardship duty stations, security should not outweigh other important factors such as health, isolation, local conditions and housing.

102. The Standing Committee also shared the concern over the impact of currency devaluation on staff serving in the field. Furthermore, it noted the inconsistencies in the calculation of danger pay, the most distressing being the differentiation between the treatment of international and local staff. The Standing Committee was adamant in its rejection of double standards that were applied to both danger pay and evacuation procedures.

103. The Standing Committee had also discussed the feasibility of adding a new region to the four already covered by FICSA. It had suggested that a region encompassing the countries of the Middle East and North Africa might constitute a new regional grouping. The Standing Committee had also recommended setting up a FUNSA in Nairobi that, it was hoped, would help the Federation raise its profile in the surrounding countries.

104. In the ensuing discussion, a first-hand account was given of the way in which, at one duty station, a concession to one religious group had been withdrawn, whereas another religious group had been granted a prayer room on the premises. It was felt that all religious minorities should enjoy equal rights.

105. As for the proposal to add a new region, the Standing Committee had adopted a decision whereby the Executive Committee, in consultation with the Standing Committee on Legal Questions, would look into the feasibility of revising the definition of regions. At a later juncture during plenary, the debate on the establishment of a Middle East and North African region was thus reopened after the statutory implications had been considered.

106. The Chair of the Standing Committee pointed out that Article 4 of the newly revised FICSA Statutes spoke of the Federation providing 'advice and assistance' to Members which wished 'to organize themselves in regional or other groups'.

107. Council recognized that a more structured engagement and balanced approach were needed in the region under discussion. In an endeavour to come up with a practical and pragmatic solution, it was agreed that a person would be nominated focal point for the region. That person would work jointly with the regional representatives for Africa and Asia over the coming year.

108. Support was expressed for the interim solution. It was recalled that the Council decision had spoken of looking into 'the feasibility of revising the definition of the regions' and submitting a report on the issue to Council at its 72nd session. It was hoped that the realignment of the regions would be settled by that time.

Summary

109. Council took note of the report of the Standing Committee on Conditions of Service in the Field with the amendments thereto and adopted the recommendations contained therein, in the light of which:

Council decided that:

- **The Executive Committee should undertake a survey among the members of the Federation on the overall implementation of the new education grant.**
- **The Executive Committee should work in collaboration with the Standing Committee on Professional Salaries and Allowances on monitoring closely the adverse effects of the new education grant scheme for staff working in the field.**
- **The Executive Committee should call upon the membership of FICSA to appeal against the manner in which the package had been implemented to date, in particular the provisions pertaining to the new education grant.**
- **The Executive Committee should follow up with organizations and the United Nations Department for Security and Safety (UNDSS) and advocate strongly for promoting diversity and inclusion, as well as ensuring zero discrimination in the workplace.**

- The Executive Committee should promote the 'UN for all' training programme of UN Cares and support efforts to organize training sessions for interested FICSA members and other UN entities in Egypt and beyond.
- The Executive Committee should continue to participate actively in the bi-annual IASMN deliberations.
- The Executive Committee should continue participating actively in the ICSC regular meetings devoted to the classification of hardship duty stations, stressing the importance of other sub-factors such as health, isolation, local conditions and housing on a par with the security assessments.
- The Executive Committee should participate actively in the upcoming ICSC spring session and advocate for a classification methodology that would reflect better the situation on the ground in terms of the actual living and working conditions and be easier to explain to staff, thereby facilitating the implementation of the duty of care.
- The Executive Committee should work closely with the UN Office of Human Resources Management (OHRM) and the UN Joint Staff Pension Fund (UNJSPF) with a view to securing the introduction of an improved mechanism for addressing the negative impact of high inflation and currency devaluations on salaries and pensions.
- The Executive Committee should support and facilitate the organization of training sessions on salary surveys under Methodology II, in both French and English, possible venues being: Conakry (Guinea), Yaoundé (Cameroon) and Nairobi (Kenya).
- The Executive Committee should advocate for further improvement in the provision of danger pay to locally recruited staff serving in high-risk locations. In all situations where the conditions prevailing in a duty station were equally dangerous for both internationally and locally recruited staff members, the compensation for 'danger' should be the same for all staff.
- The Executive Committee, in consultation with the Standing Committee on Legal Questions, should look into the feasibility of revising the definition of regions and report to the FICSA Council at its 72nd session in 2019.
- The Executive Committee should actively support the creation of a FUNSA in Nairobi.

Standing Committee on General Service Questions (Agenda item 12(e))

110. Ms. Silvia Mariangeloni (FAO/WFP-UGSS), Chair of the Committee, introduced the report of the Standing Committee on General Service Questions (see Annex 7). She drew attention to the very first recommendation that had been drafted by the Permanent Technical Committee of the Standing Committee on General Service Questions (PTC/GSQ), which stipulated that the Executive Committee should consult the PTC/GSQ on any matters relating to the review of the salary survey methodologies. Rather than create yet another working group, the Executive Committee should continue its consultation with the Ad hoc Task Force on the review of the compensation package for locally recruited categories of staff that had been active the previous year.

111. The Chair summarized the status of the appeals pertaining to the outcome of the salary surveys in Rome and Bangkok. In Rome, the survey had yielded a figure of -9.2 per cent. The appeal, which had pointed up anomalies in the survey process, was unsuccessful. No further action had been taken thereafter. The Standing Committee was also informed that an appeal pertaining to the service differential in Rome had also been lost. That notwithstanding, a letter requesting compensation had been sent to the FAO Director-General, to which no reply had been received to date.

112. A further disconcerting factor in FAO was the continued practice of recruiting staff from abroad, but appointing them locally. Although the practice had since been limited to persons residing in the European Union, the Committee was of the opinion that the Executive Committee should conduct an

assessment of other duty stations globally recruiting local staff for GS positions. At a later juncture, it was suggested that the Standing Committee could be renamed: Standing Committee on Locally Recruited Categories of Staff and so ensure the inclusion of all staff, including NPOs.

113. In Bangkok, over the past few years there had been a protracted sequence of no fewer than three different salary scales, each one more stringent than the one before, culminating in a figure of -39.2 per cent compared to the salary scale of 2011. 1,400 staff members had taken part in a protest headed by ESCAP and ILO that set a system-wide precedent. CCISUA had also played a very active supportive role. The administration in Bangkok currently faced an inordinately complicated task of administering three distinctly different payrolls for staff members who were performing identical tasks. The Chair spoke of the moral obligation incumbent on administrations to uphold the principle of equal pay for equal work. In Bangkok, a plea had been entered for a freeze to guard against further deterioration.

114. The Committee had also been apprised of the worsening of salaries on account of currency devaluation and exchange rate fluctuations affecting staff in Egypt, Ukraine, Angola, Malaysia and the Russian Federation. In the latter country, the compensation package had been halved upon separation. Given the seriousness of the situation, four resolutions had been drafted relating to: advocating for an upgrade in a country's status and payment in dollars; advancing the date of the salary survey in one country; securing access to independent national labour market data; and granting the Ad hoc Task Force on the review of the compensation package, mentioned at the outset, access to the upcoming review of salary survey methodologies.

115. It was also reported that the Standing Committee in common with all other standing committees had contributed to the draft resolution on harassment

Summary

116. Council took note of the report of the Standing Committee on General Service Questions with the amendments thereto and adopted the recommendations contained therein, in the light of which:

Council decided that:

- **The Executive Committee should consult the PTC/GSQ on any matters relating to the review of the salary survey methodology.**
- **A working group should be established comprising FICSA experts on the GS methodologies in order to review, analyse and prepare proposals to the Executive Committee.**
- **The Executive Committee should:**
 - (a) continue consultations with the Ad hoc Task Force on the Review of the Compensation Package for Locally Recruited Categories of Staff; and (b) update the terms of reference of the latter to include FICSA experts on Methodology I and II.**
- **The Executive Committee should collect information on the manner in which other international organizations established their compensation packages and salary scales.**
- **The Executive Committee should request a FICSA legal adviser to review the principle of acquired rights vis-à-vis the manner in which the results of salary surveys were implemented.**
- **The Executive Committee should carry out an assessment among the membership of the Federation to evaluate the situation in other duty stations with regard to global recruitment of local staff for GS positions.**

- The Executive Committee should negotiate with all relevant parties the upgrade of a country's category status and press for salary payments in US dollars in cases where the IMF had declared an economic crisis in that country.
- The Executive Committee should assist Egypt in expediting the conduct of a comprehensive salary survey at an earlier juncture than previously envisaged: by the end of the second quarter 2018 instead of 2019.
- The Executive Committee should explore possibilities of securing a global contract for FICSA members with the Haye Group or other companies that would enable the Federation to obtain national labour market data and report thereon to FICSA Council.
- The Ad hoc Task Force (created in 2017) should be requested to participate in the upcoming review of the current salary survey methodologies and, in consultation with the membership, suggest changes for submission to the Executive Committee for consideration by the ICSC.

Standing Committee on Professional Salaries and Allowances (Agenda item 12(f))

117. Mr. Christian Gerlier (ITU), Chair of the Committee, introduced the report of the Standing Committee on Professional Salaries and Allowances, jointly with Mr. Gaston Jordan (ICAO), Rapporteur (see Annex 8).

118. The Committee had implemented all the recommendations it had adopted at the previous Council session.

119. The Committee had also merged agenda items 5 and 6, both of which dealt with the new provisions that applied to all Professional staff members, not merely to those in the field. It noticed the lack of uniformity in the application of the changes to the compensation package and reviewed the table of changes that should be revised as new developments occurred. It was essential that staff have access to a comprehensive listing of all changes that could stand them in good stead when preparing their appeals.

120. In addition to being briefed on the status of appeals that staff had lodged in respect of the global effects of the compensation and the education grant provisions, the Standing Committee had also discussed the UNDT judgement 2017/098 relating to acquired rights. Member associations/unions were encouraged to identify cases that might be appealed on the basis of that judgement, which the UN Secretary-General had been urged not to dispute. At the same time, member associations/unions were urged to discuss with their executive heads the bearing the judgement could have on the manner in which they implemented the new compensation package.

121. The FICSA President also detailed the negative results related to the cost-of-living surveys, such as the misleading statements made by some ICSC Commissioners, the elimination of the 5 per cent gap closure measure and the move towards a 3 per cent measure. CCISUA urged the Federation to be well prepared for the upcoming ACPAQ meeting. To that end, the importance of training in acquiring a better knowledge of ICSC post adjustment methodologies was stressed. A seminar should be held on that issue so that the Federation was better equipped to face and counter the arguments on that front. A trainer for such a seminar would have to be identified.

122. The Standing Committee had also studied the draft resolution on harassment and had urged that it be adopted as soon as possible.

Summary

123. Council took note of the report of the Standing Committee on Professional Salaries and Allowances with the amendments thereto and adopted the recommendations contained therein, in the light of which:

Council decided that:

- **Member associations/unions should keep the Executive Committee informed of the manner in which their organizations were implementing the compensation package as a whole, and in particular phase 3, so that the Executive Committee could gather as much information as possible. That information could be useful to the membership in their appeals and the Executive Committee should update the table each year on the basis of the information received.**
- **The member associations/unions should share the UNDT judgement UNDT/2017/098 with their respective executive heads and discuss the implications that the judgement bore on the manner in which they implemented the new compensation package.**
- **In their interaction with the UN General Assembly, Member States and other relevant bodies, the three staff federations should emphasize the fact that the ICSC had provided misleading information regarding the actual impact of the post adjustment revision.**
- **The Executive Committee should participate in the review of the cost-of-living methodology and keep the membership informed of any developments.**
- **The Executive Committee should prepare the terms of reference for a technical training course on post adjustment issues, based on the list of features prepared by the ad hoc group.**
- **The resolution on harassment should be adopted and issued as soon as possible**

Standing Committee on Staff/Management Relations (Agenda item 12(g))

124. Ms. Viera Seben (ICAO), Chair of the Committee, introduced the report of the Standing Committee on Staff/Management Relations (see Annex 9). The Standing Committee had added the resolution on harassment to its agenda and, in common with the other standing committees, had supported its adoption in plenary

125. The Standing Committee had placed particular emphasis on the debate surrounding the issue of cost-sharing for the release of FICSA officers. It was recognized that were the cost-sharing proposal to be adopted by the administrations, it would benefit the Federation and its membership. Smaller organizations that had been hesitant in the past could release staff members to assume office in the Federation as the costs of that release would not have to be borne solely by the releasing organization, but would be shared among all administrations. The Federation should continue lobbying within the HLCM Working Group, as well as within the individual organizations.

126. The Standing Committee had also discussed the deplorable staff/management relations in WIPO. A description was given of the events leading up to the current situation (see Appendix to the Standing Committee's report below) following the institution of a management-approved staff council and irregular elections that had been accompanied by the harassment of and retaliation against the staff representatives. Furthermore, the staff council established by the WIPO Director-General was seeking legitimacy by applying for membership to one of the three staff federations. In the ultimate analysis, the Standing Committee had adopted a resolution on the prohibition of retaliation against staff representatives for submission to plenary (see Annex 2).

127. The Standing Committee had also adopted a resolution deploring the current staff/management situation in FAO (see Annex 2) that it would submit to plenary. The issue should be pursued in the governing bodies of FAO, the Fifth Committee, the CEB, the HLCM and ICSC.

128. Various delegations reported on the staff management situation in their organizations, the degree of deterioration being particularly marked in some, viz. ICO, yet quite satisfactory in others, viz. OPCW.

129. In the closing stages of her presentation, the Chair pointed to the need to have access to staff rules and regulations, recognition agreements and other relevant statutes in other organizations in order to identify best practices relating to communications with management and governing bodies. She then returned to the issue of staff representatives' release, albeit at the level of the individual organizations. The variance of practices in granting release time was noted and steps that some staff representatives had taken to improve matters

130. Council took note of the report of the Standing Committee on Staff/Management Relations with the amendments thereto and adopted the recommendations contained therein, in the light of which:

Council decided that:

- **The Executive Committee should continue its work with the HLCM Working Group on cost-sharing, while the staff associations/unions of full FICSA members should continue to lobby for cost-sharing through their respective contacts in human resources and/or their administrations, encouraging them either to join the cost-sharing initiative or confirm the administrations' support for the initiative.**
- **The Standing Committee's core group should focus on the issues pertaining to the agency rating survey rather than establish a separate working group for that purpose, while the core group members would contact each other per email no later than two weeks after the 71st session of the FICSA Council so as to begin work on the survey.**
- **The Standing Committee's core group should complete the collection of feedback and comments on the survey by the close of March 2018 and submit them to the Executive Committee by first week of April 2018.**
- **FICSA member organizations should share with the FICSA Secretariat, to the extent possible and as applicable, their internal Staff Rules and Regulations, Recognition Agreements, Memoranda of Understanding and any other statutes stipulating the provisions for communication between staff representatives and both (a) management/administration/human resources and (b) governing bodies, in order to create for the FICSA membership a searchable 'collaboration tool' which could foster and develop best practices in staff/management communications across the UN common system.**
- **The Executive Committee should collect said statutes from FICSA membership and establish, in line with the Terms of Reference for the new FICSA website and the decisions adopted by the Ad hoc Standing Committee for Strategic Development, a searchable 'collaboration tool' compiling Staff Rules and Regulations, Recognition Agreements, Memoranda of Understanding and any other statutes stipulating the provisions for communication between staff representatives and both (a) management/administration/human resources and (b) governing bodies, with the aim of fostering and developing best practices in staff/management communications across the UN common system.**
- **The Executive Committee should organize two training sessions:**
 - (a) emotional intelligence in the workplace; and**
 - (b) organizational change and staff representation.**

Ad hoc Committee on Strategic Development (Agenda item 13)

131. Mr. Imed Zabaar (IAEA), Chair of the Ad hoc Committee, introduced the report of the Ad hoc Committee on Strategic Development (see Annex 10).

132. At the outset of its deliberations, the Ad hoc Committee had focused on how best FICSA could be represented in New York. The current practices were discussed and the most opportune times for maintaining a FICSA presence during the meetings of crucially important legislative bodies such as the Fifth Committee, the ICSC and ACPAQ, as well as liaising with Member States. In the ultimate analysis, the Ad hoc Committee did not see any immediate need to establish a post in New York, an idea that was mooted at the 70th Council session, nor did it see the need to enter into a cost-sharing arrangement with CCISUA. As an interim solution, it was suggested that the Executive Committee might consider including the outgoing FICSA President as a member of the FICSA delegation attending meetings of the ICSC and the General Assembly in 2018.

133. The current year was of paramount importance given the UN reforms being mooted, budget cuts and the decentralization of services. FICSA should develop both short- and long-term solutions and fund them from its own resources. The issue of FICSA possibly being present in New York on a permanent basis should await the outcome of the internal review of the FICSA secretariat.

134. The Ad hoc Committee devoted particular attention to the internal review, which had also been debated at length in the meetings of the heads of delegation and the Ad hoc Committee on Administrative and Budgetary Questions. Not only was the Administrative Assistant of many years standing retiring at the end of October, but the post of Information Officer would have to be filled following the election of the previous incumbent to the post of FICSA President. It was essential that an outside independent expert be entrusted with the conduct of the internal review.

135. The Ad hoc Committee also stressed the need to implement the decision adopted at its previous session relating to the elaboration of FICSA communications strategy. That undertaking was closely tied to the current reconfiguration of the FICSA website, which should not be limited to the provision of static information alone, but should also be used as a registration tool for FICSA meetings and events, thereby reducing the workload on the FICSA secretariat.

136. The Ad hoc Committee had also observed certain pitfalls and wrinkles in the course of implementing FICSA/CCISUA cooperation agreement: a case in point being the misuse of the WhatsApp platform. It was recognized that both Federations had their strengths and weaknesses. The memorandum of understanding should be reviewed and CCISUA be reminded of its obligations.

137. Given the plethora of requests for funds submitted by the Standing Committees wishing to organize training courses, an overall long-term training strategy was called for. Greater use should be made of *pro bono* trainers and in-house/staff trainers rather than commercial trainers, and the potential benefits of e-training explored.

138. The Ad hoc Committee had also focused on means of increasing the membership of the Federation. Although there were many unaffiliated small UN organizations in the various regions, full members were those that could best sustain the viability of FICSA. The Ad hoc Committee sought the assistance of the Regional Representatives in promoting the activities of FICSA and approaching potential new members.

139. The Ad hoc Committee had also noted appreciable overspending on certain budget lines and drawn attention to the provisions in the Financial Rules on incurring expenses in excess of the approved budget. It was thus suggested that a mid-year budget review be institutionalized, an annual ceiling be set for the use of reserve funds and modern technology be used to reduce travel costs. It was further suggested that mission and travel reports should be standardized and made mandatory.

140. As for the 'mechanics' of the meetings of the Ad hoc and Standing Committees, consideration should be given to providing informal interpretation to those meetings. As for the meetings of the Ad hoc Committee, which tended to be overcrowded and assume the trappings of a plenary session, it was recommended that interventions in its deliberations be limited to one spokesperson per delegation per session.

141. In the ensuing discussion, one delegation urged that the internal review should not delay recruitment of the information officer nor should it be allowed to develop into a downgrading exercise. Every assurance was given that that would not be the case.

142. Council took note of the report of the Ad hoc Committee on Strategic Development with the amendments thereto and adopted the resolution contained therein.

Council decided that:

- The Executive Committee should consider including the outgoing FICSA President as a member of its delegation to the meetings of the ICSC and UNGA in 2018 (as listed in paragraph 6 of the report of the Ad hoc Committee on Strategic Development).
- The Executive Committee should explore within the FICSA membership whether other resource persons/experts were available (at the expense of their own staff associations/unions) to support the Executive Committee during the meetings of the ICSC and UNGA in 2018 or any related working groups.
- The Executive Committee should put the project for establishing a position in New York on hold until the internal review of the FICSA Secretariat was complete.
- In view of the possible changes in the staffing of the FICSA Secretariat and in consideration of the possible establishment of a position in New York, the Executive Committee should ensure that a holistic and strategic independent functional review of the FICSA Secretariat be undertaken without delay with a view to strengthening its activities. EUR 15,000 should be earmarked for the internal review.
- The Executive Committee should ensure that funds in the amount of CHF 20,000 be allocated to recruit a consultant (communications specialist) to prepare a communications strategy.
- The Executive Committee should ensure that the new website be finalized and launched prior to the 72nd FICSA Council.
- The Executive Committee should review the FICSA/CCISUA Memorandum of Understanding and remind CCISUA of the conditions pertaining to instances of non-compliance set out in the same.
- The Executive Committee should update continuously the FICSA training catalogue, including all necessary criteria/information related to requesting and hosting training/workshops.
- Ad hoc requests received throughout the year for training/workshops might be held on an exceptional basis, if approved by the respective Chair of the Standing Committee and Executive Committee, provided the request did not disrupt or affect any training courses/workshops already approved by Council.
- The new FICSA website should be used to facilitate online registration and payments for training/workshops.

- The Executive Committee should enhance the visibility of FICSA by securing the engagement of the Regional Representatives in the promotion of the Federation's activities.
- The Executive Committee should:
 - (a) undertake a mid-year budget review and share it with FICSA full members;
 - (b) Identify the minimum amount that should be maintained in the reserve funds and establish a ceiling for the annual utilisation of those funds;
 - (c) Increase the use of modern technology to reduce travel costs; and
 - (d) Institutionalize mission and travel reports and make them mandatory for all FICSA funded missions.
- The Executive Committee should give every consideration to providing informal interpretation to the standing committees.
- In the interests of enhancing efficiency, interventions in the deliberations of the Ad hoc Committee on Strategic Development should be limited to one spokesperson per delegation per session.

Administrative and Budgetary Questions (Agenda item 14)

Report of the Ad hoc Committee (Agenda item 14(a))

143. Mr. Nizar Zaher (OSCE), Chair of the Ad hoc Committee introduced the report of the Ad hoc Committee on Administrative and Budgetary Questions (see Annex 11). The Ad hoc Committee had held four meetings, during the first of which it had studied the FICSA financial statement related to 2016 and the findings of the independent reviewer, who had confirmed the adequacy of the Federation's bookkeeping.

144. Although all full members had paid their contributions in full or in part, the same could not be said of the other categories of membership. A number of proposals, which also included a methodology for assessing membership dues, had been submitted to the Executive Committee the previous year. At a later juncture, it was recalled that two years previous, the Ad hoc Committee had set up a working group to elaborate a FICSA methodology for assessing membership dues. It was decided to re-launch the initiative and seven volunteers stepped forward.

145. The Treasurer drew attention to the fact that certain FUNSAs were still heavily in arrears. In the case of those FUNSAs that had withdrawn or disbanded, it was decided to write-off the amounts they owed, while final notice would be served to others.

146. In going through the Treasurer's report, the Ad hoc Committee noticed instances of over-expenditure (staffing costs, external relations, contingency travel costs and Executive Committee/regional activities) and under-expenditure (training sessions and workshops. It was agreed that, unlike the current budget, future budgetary tables would show the amounts allocated to the individual standing committees and list the training courses/workshops to which those amounts referred. The footnote below presents a summary of the activities to be funded¹.

¹ In their respective submissions, SC/LEGAL had spoken of CHF 10,000 without specifying the activities; SC/HRM had listed a workshop on whistle-blowing issues (CHF 4,000), job classification (CHF 1,500) and emotional intelligence in the workplace (CHF 2,000); SC/SOCSEC had listed training on mental health in the workplace and harassment in the workplace. SC/FIELD had listed three training sessions on salary surveys under methodology II; GSQ/PTC had listed four workshops on the same issue; SC/PSA had mentioned training on litigation relating to the new compensation package and technical training on post adjustment issues (CHF 2,000); SC/SMR had listed emotional intelligence in the workplace and organizational change and staff representation; and SD had listed the need for funds for the internal review and the communications strategy.

147. The Chair assured the Ad hoc Committee that given the budgetary flexibility and the similarity of certain requests for funding, the resources available would cover those needs and overlaps. All the more so as certain activities had also been covered in Chapter 4 of the budget, where consultancy funds amounting to CHF 93,500 had been provided for. In the deliberations of the Ad hoc Committee, he had dismissed the suggestion that the figures in the draft budget were misleading and that no account had been taken of the discount awarded to those who paid their dues early (see paragraph 152 below).

148. Most importantly, although the Ad hoc Committee had ultimately adopted the programme and budget for 2018 and the scale of contributions for 2018 (see agenda item 14(b) below), it recognized the need to think its budgetary policy anew as it was apparent that FICSA was living beyond its means. Alternative sources of funding would have to be found, such as extra-budgetary resources, donations and services in kind. A campaign to secure more members would also increase income, as would the generation of revenue through training and other activities. Costs could be reduced by the standing committees providing services that would otherwise have to be 'outsourced', such as the provision of legal advice. It was thus suggested that the Federation should look into the manner in which other associations/unions generated funds.

Summary

149. Council took note of the report of the Ad hoc Committee on Administrative and Budgetary Questions and adopted the recommendations contained therein.

Council decided that:

- **The Working Group established in 2016 to identify improved means of calculating dues should take up its work once again and endeavour to identify improved means of calculating dues.**
- **Given the Ad hoc Committee's agreement with the Treasurer's recommendations relating to the various FUNSAs, the respective arrears should be written off and placed in a clearing or liability account.**
- **The Executive Committee should alert the Commonwealth Secretariat Staff Association (CSSA) to the fact that despite numerous reminders, failure to respond to the final demand for payment of its fees in the order of CHF 4,582.90 would result in its being struck off the list of members.**
- **The Executive Committee should take steps to introduce a mid-year budget review. At the same time, a certain degree of flexibility should be maintained that permitted the Federation to respond to the dynamics of new developments. That flexibility should be in compliance with the provisions in Articles 6 and 7 of the revised Financial Rules (FICSA/C/71/5, Annex 2) pertaining to the cap of 15 per cent set on incurring ordinary administrative expenses in excess of the approved budget and transferring funds between budgetary chapters.**
- **The interim e-voting system designed by the Treasurer should be carefully re-assessed and the Executive Committee make every endeavour to have it up and running for use at the 72nd session of the FICSA Council in 2019.**
- **At the same time, all member associations/unions should look at other e-voting options and establish whether people in their organizations were willing and able to work on finding workable alternative solutions.**
- **Given the gravity of the situation in WIPO, a series of steps should be taken:**

- (a) the three staff federations should address a letter to the Secretary-General of the United Nations and the Member States of WIPO drawing attention to the intolerable situation in WIPO and the gross infringement of staff rights;
 - (b) a resolution should also be drafted along the same lines;
 - (c) the Federation should alert all organizations in Geneva to the collapse of staff/management relations in WIPO and increase public awareness thereof; and
 - (d) all WIPO staff members should receive copies of the resolution and any letters sent out on their behalf.
- In light of the Ad hoc Committee's recommendation, the WIPO Staff Association should be granted a reduction of 50 per cent in its membership fee for 2018.
 - The Executive Committee should take steps to resuscitate the idea of establishing a solidarity fund, it being noted that at an earlier juncture work had been done on the structure and operations of such a fund that could serve as a basis for re-launching the concept.

Draft programme and budget 2018 (Agenda item 14(b))

150. Council took note of the proposed budget and the modifications thereto that had arisen during the extensive discussion of the proposals. The proposed totals under the individual chapters were:

Chapter 1: CHF 103,967

Chapter 2: CHF 37,408

Chapter 3 CHF 50,550

Chapter 4: CHF 504,095

The total sum of the four chapters of the budget was **CHF 696,020**.

151. **Council formally adopted the programme and budget for 2018** (see Annex 12).

152. Prior to adopting the scale of contributions, it had been necessary to itemise the amounts to be taken from the reserve fund. The amounts concerned were:

- (i) CHF 98,000 representing the carry-over from the reserves; and
- (ii) CHF 28,700 for the reduction in fees for UNESCO and WIPO.

After 31 March 2018, a provision would be added to account for the discount granted to those members who paid their contributions early.

153. The Chair urged all members to prepare themselves for a proposed increase in FICSA dues of at least 1.5 per cent at the 72nd Council session in 2019. It was unrealistic to maintain the dues at the 2015 level, while FICSA activities had increased consistently over the years to address the challenges currently faced by the membership.

154. **Council also took note of the scale of contributions for 2018 that the Ad hoc Committee had submitted and formally adopted the same** (see Annex 14).

Election of the Standing Committee officers for 2018-2019 (Agenda item 15)

155. Council elected the following Chairs and Vice-Chairs of the Standing Committees for 2018-2019:

Legal Questions

Chair: Andres Orias-Bleichner (WMO)
 Vice-Chairs: Gisela Vieira de Arújo (IMO)
 Joël Lahaya (CERN)

Core group: All participants in the meeting of the Standing Committee

Human Resources Management

Chair: Lisa Villard (IAEA)
 Vice-Chairs: Christopher Mason (WIPO)
 Marina Appiah (WHO/HQ Geneva)

Core group: Dave Nolan (IFAD), Ambretta Perrino (UNFCCC), Gisela Vieira de Arujo (IMO), Antonella Biasiotto (WHO/EURO Copenhagen), Akim Falou-Dine (ITU), Silvia Mariangeloni (FAO/WFP-UGSS), Viera Seben (ICAO), Amani El-Sheikh (UNESCO/STU), Ritesh Singh (WHO/SEARO New Delhi), Bernadette Fogue (WHO/AFRO Brazzaville), Ata Nour (WHO/EMRO Cairo), Alessandra Pani (IFAD), Irene Waite (IMO), Kiranjeet Kaur (WHO/GSC Kuala Lumpur), Tanja Quinn-Maguire (UNAIDS), Tamara Vassilissin (IMO) and Cécile Le Duc (IARC)

Social Security/Occupational Health and Safety

Co-Chairs: Tanya Quinn-Maguire (UNAIDS)
 Katja Haslinger (IAEA)

Core group: Diab El-Tabari (UNRWA/ASA Lebanon), Irwan Mohd Razali (WHO/GSC Kuala Lumpur), Véronique Allain (SCBD Montreal), Pilar Vidal Estevez (PAHO/WHO Washington DC), Jason Sigurdson (UNAIDS Washington DC), Jesús García Jimenez (ILO/ITC Turin), Roberto Bonafede (AP-in-FAO), Ray Reynolds (ICAO), Silvana Scalzo (IFAD), Edwin Titi-Lartey (IMO), Christian Gerlier (ITU), Christine Gimenez (ITU), Carmen Montenegro (ITU), Maria Helena Capelli Miguel (UNESCO/STU Montreal), Cosimo Lunedì (UNGSC), Cosimo Melpignano (UNGSC), Birahim Fall (UPU), Lusamba Kabamba (WHO/AFRO Brazzaville), Kay Miller (WHO/EURO Copenhagen), Tim Nguyen (WHO/HQ Geneva), Rajesh Mehta (WHO/SEARO New Delhi), Jed Yparraguirre (WHO/WPRO Manila), Olivier Steele (WIPO), Jalil Housni (WMO), Andrès Orias (WMO), Ghislain Roy (CERN), Catherine Floyd (EMBL), Lucie Gnongo Beavogui (FUNSA Guinea) and Anthony Ndinguri (ICAO)

Conditions of Service in the Field

Chair: Amani El-Sheikh (UNESCO Cairo)
 Vice-Chair: Cosimo Melpignano (UNGSC Brindisi)

Core group: Diab El-Tabari (UNRWA/ASA Beirut), Irwan Shahrezza Mohd Razali (WHO/GSC Kuala Lumpur), Gaston Jordan (ICAO Montreal), Jason Sigurdson (Washington DC), Jesus García Jimenez (ITC/ILO Turin), Roberto Bonafede (AP-in-FAO), Anthony Ndinguri (ICAO), Dave Nolan (IFAD), Cosimo Lunedi (UNGSC), Lydie Gassackys (WHO/AFRO Brazzaville), Lusamba Kabamba (WHO/AFRO Brazzaville), Ata Nour (WHO/EMRO Cairo), Nasr El-Sottohy (WHO/EMRO Cairo), Kiranjeet Kaur (WHO/GSC Kuala Lumpur), Ritesh Singh (WHO/SEARO New Delhi), Jed Yparraguirre (WHO/WPRO Manila) and Lucie Gnongo Beavogui (FUNSA Guinea)

General Service Questions

Chair and PTC Coordinator:
 Marielle Wynsford-Brown (IAEA)

Vice- Chairs: Silvia Mariangeloni (FAO/WFP-UGSS)
 Alberto Fernández-Kleinloog (OPCW)

Core group: All participants in the meeting of the Standing Committee

Professional Salaries and Allowances

Chair: Christian Gerlier (ITU)
 Vice-Chairs: Taavi Erkkola (UNAIDS)
 Walter Parks (ICAO)

Core group: Varghese Joseph (ITU), Akim Falou-Dine (ITU), Christian Gerlier (ITU), Matthew Montavon (AP-in-FAO), Giovanni Muñoz (AP-in-FAO), Lisa Villard (IAEA), Edwin Titi-Lartey (IMO), Lucie Gnongu Beavogui (FUNSA Guinea), Christian Pethas (WHO/AFRO Brazzaville) and Christopher Pardy (AP-in-FAO)

Staff/Management Relations

Chair: Viera Seben (ICAO)
 Vice-Chairs: Megan Lehmann (OPCW)
 Ata Nour (WHO/EMRO Cairo)

Core group: Christopher Mason (WIPO), Bernadette Fogue (WHO/AFRO Brazzaville), Ritesh Singh (WHO/SEARO New Delhi), Maria Helena Capelli Miguel (UNESCO/STU Montreal), Juan Coy (AP-in-FAO), Nasr El Sottohy (WHO/EMRO Cairo), Maria Teresa Fernández (UNWTO), Andrès Orias (WMO), Alex Gellert Paris (UNFCCC), Jalil Housni (WMO) and Irene Waite (IMO)

156. In closing the agenda item, the members of the standing committees were urged to meet and communicate throughout the year.

Date and place of the next Council session (Agenda item 16)

157. The General Secretary announced that as was customary, the date for the next Council session would be set for early February 2019. The venue would be Geneva, but the exact location was still uncertain owing to the extensive building work in the Palais des Nations. An alternative might well be WMO.

158. A preliminary draft of the provisional agenda for the 72nd session would be distributed later in the current year.

Other business (Agenda item 17)

159. Given the lateness of the hour, the lack of interpretation in the afternoon and the steady trickle of delegations leaving early to catch flights, it was urged that for the next Council session plans be made to provide for a full plenary session extending over the morning and afternoon of the final day with all the appropriate facilities. Delegations would also be requested to arrange their flight schedules accordingly.

Closing of the session (Agenda item 18)

160. At the closing session, the FICSA President thanked everybody who had contributed to the success of the meeting, first and foremost, the UNFCCC and its Staff Association. He also acknowledged the services of the interpreters and the many others behind the scenes. He was most grateful to Santhosh Thanjavur Prakasam, who had guided the debate with consummate skill and maintained the flow of constructive discussion. He thanked the Rapporteur and looked forward to reading his report.

161. As he was stepping down from office after four years, he wished to thank all those with whom he had had the honour and privilege of working. He was deeply grateful to Amanda Gatti and Marie-Paule Masson, who had provided such stalwart services throughout his two terms. They had been ably supported by the intern, Morine Mabboux. As a token of the Federation's gratitude, a gift was presented to Amanda Gatti who would be retiring at the end of October after thirty-two years of service. She was also given a standing ovation.

162. The FICSA President expressed his profound gratitude for the unstinting support lent him by the General Secretary, Gemma Vestal, and the officers of the Executive Committee. He was most grateful to the services that Brett Fitzgerald had provided as Information Officer. That experience would stand him in good stead as he was about to take up a new role as President designate.

163. His successor was a man of great eloquence. He displayed all the traits of a sound President and his skills were beyond dispute. He wished him all the very best in his new assignment.

164. Brett Fitzgerald, the President designate, thanked his predecessor for his kind words. He would try to emulate his successes and commitment. He looked forward to working with the newly elected members of the Executive Committee, as many were the challenges that lay ahead. He wished everybody all the very best.

165. The Chair thanked the participants for having stayed the course and hoped that in future sessions they would adhere more closely to the schedule. He declared the 71st session of the FICSA Council closed at 5.30 p.m. on 9 February 2016.

Annex 1

AGENDA FOR THE 71st FICSA COUNCIL

1. Opening of the session
2. Credentials
3. Election of the Chair and Vice-Chairs and approval of the appointment of the Rapporteur
4. Adoption of the agenda
5. Organization of the Council's work
 - Election of the Chairs and Vice-Chairs of the two ad hoc committees, and the Polling Officers
6. Constitutional matters
7. Questions relating to membership status in FICSA (changes in membership)
8. Report of the Executive Committee for 2017-2018 (February 2017-February 2018)
9. CCISUA/FICSA cooperation²
10. FICSA resolution on harassment
11. Election of the Executive Committee and Regional Representatives for 2018-2019 (February 2018 to February 2019)
12. Approval of the session report:
 - (a) Legal Questions
 - (b) Human Resources Management
 - (c) Social Security/Occupational Health and Safety
 - (d) Conditions of Service in the Field
 - (e) General Service Questions
 - (f) Professional Salaries and Allowances
 - (g) Staff/Management Relations
13. Ad hoc Committee on Strategic Development
14. Administrative and budgetary questions:
 - (a) Report of the Ad hoc Committee
 - (b) Draft programme and budget 2017 - 2018
15. Election of Standing Committee officers for 2018-2019 (February 2018-February 2019)
16. Date and place of the next Council session
17. Other business
18. Closing of the session

² To be discussed during the meeting of the Ad hoc Committee on Strategic Development.

Annex 2

Resolution 71/1

HARASSMENT

The Council of the Federation of International Civil Servants' Associations (FICSA), at its 71st session (Bonn, 5 to 9 February 2018),

Noting its profound concern over reports of harassment experienced by UN staff and other personnel in their workplace, and the resulting harm to those colleagues,

Recalling the ICSC Standards of Conduct for the International Civil Service that provides “International civil servants have the right to a workplace environment free of harassment or abuse. All organizations must prohibit any kind of harassment. Organizations have a duty to establish rules and provide guidance on what constitutes harassment and abuse of authority and how unacceptable behaviour will be addressed”.

Underscoring the need for all organizations to uphold fully the UN policy of zero tolerance for all forms of harassment in the workplace, including sexual harassment, in all offices and duty stations,

Further noting the fundamental importance to the United Nations of an inclusive, respectful and supportive workplace environment as being essential for the effective performance of its functions and delivery of its mandate,

1. **Welcomes** the establishment by the UN Secretary-General of a task force in order to step up efforts to tackle harassment and boost support for all those who have experienced harassment of any kind, and offers the full support of FICSA to the task force;
2. **Welcomes** plans announced by the Secretary-General to survey all UN staff on the prevalence of harassment and reporting rates, and invites the Secretary-General to expand those efforts to include consultants, interns and other beneficiaries of United Nations activities;
3. **Invites** the Secretary-General to consider the creation of a UN system-wide campaign to educate staff and other personnel on their rights in the workplace, and the means whereby they can secure access to support services (e.g. Ombudsman; staff counsellor; legal, human resources and ethics advisors), and formal complaint and internal justice mechanisms;
4. **Calls on** all executive heads, if they have not already done so, to make it mandatory for their staff and other personnel to complete the UN system-wide e-learning module on *Prevention of Harassment, Sexual Harassment and Abuse of Authority in the Workplace*;
5. **Calls on** all executive heads to review, jointly with staff representatives, their organizations' policies on harassment or to formulate and implement policies, if none exist, to ensure that there is clear guidance on what constitutes harassment and abuse of authority, as well as how unacceptable behaviour will be addressed, in accordance with the Standards of Conduct for the International Civil Service and taking into account best practice;

6. **Calls for** the review and strengthening of internal justice mechanisms and legal support or the establishment of such mechanisms where they do not exist, so as to ensure that: (i) information and mechanisms are fully accessible to all staff, as well as consultants, other personnel, interns and beneficiaries of United Nations activities in all locations; (ii) allegations of harassment are investigated promptly and in accordance with due process and confidentiality standards; (iii) policies on whistleblowing and protection against retaliation are fully implemented, thus protecting all people who bring forward complaints or otherwise cooperate in investigation processes; and (iv) support and protection are provided by the United Nations to alleged victims of harassment and abuse;
7. **Calls on** all executive heads to facilitate and respect the independence of their Offices of Internal Oversight when investigating cases of harassment;
8. **Calls on** all executive heads, if they have not yet adopted the practice, to publish summary outcomes of investigations and disciplinary matters to all staff, thus reinforcing a culture of accountability across the UN system;
9. **Calls for** regular reviews and comprehensive monitoring of harassment in the UN workplace and evaluation of actions carried out to promote an inclusive, respectful workplace, until the objective of zero harassment has been attained;
10. **Further encourages** the sharing of information and resources among entities of the UN system towards those ends;
11. **Instructs** the FICSA Executive Committee to transmit this resolution to the UN Secretary-General and executive heads of FICSA member organizations.

Resolution 71/2**DETERIORATION IN STAFF/MANAGEMENT RELATIONS**

The Council of the Federation of International Civil Servants' Associations (FICSA), at its 71st session (Bonn, 5 to 9 February 2018),

Recalling FICSA resolutions 70/1 and 69/1 relating to the deteriorating state of staff/management relations in certain common system organizations,

Noting that acts of retaliation against staff representatives are expressly forbidden by the International Civil Service Commission in Paragraph 32 of its Code of Conduct for International Civil Servants,

Further noting that interference by management in the administration or elections of staff unions or staff associations violates the principles of freedom of association and freedom of speech,

Calls urgently upon the UN Secretary-General, the executive heads of common system organizations and their governing bodies as well as Member States to condemn such practices and take all the necessary steps to secure the rights of duly elected staff representatives and staff associations to defend their constituents without fear of threats, intimidation or reprisals.

Resolution 71/3

STAFF/MANAGEMENT RELATIONS AT FAO

The Council of the Federation of International Civil Servants' Associations (FICSA), at its 71st session (Bonn, 5 to 9 February 2018),

Recalling its Resolution 69/2 on the Status of Staff/Management Relations at FAO, adopted at its Montreal session on 29 January 2016,

Having been apprised of the current situation in that regard and noting that there have been no improvements in the status of relations between FAO Management and the Organization's staff,

Noting in particular that FAO Management continues to delegitimize the role of the staff representatives and disregard the mechanisms for consultation and negotiation with staff, through their duly elected representatives, provided for in the relevant Recognition Agreements signed with the staff representative bodies and in the Staff Rules and Regulations,

Extremely concerned that FAO Management persists in taking unilateral action on matters that directly affect the conditions of service and welfare of staff, including the abolition of the Joint Commissary Committee and the subsequent closure of the Commissary, thus depriving all staff of a privilege granted by the Italian Government, and the renewal of the contract for the provision of health insurance, entailing a substantial cost increase for staff,

Aware of the refusal of FAO's Director-General to implement the raise to 65 years of the mandatory age of separation for staff in service prior to 1 January 2014, as decided and instructed by the United Nations General Assembly in Resolution RES/A/70/244,

Deeply worried about the far-reaching adverse effects that such actions have on the productivity and morale of FAO staff as well as, in some cases, on the administrations and staff of other Rome-based agencies who have no say in the decision-making processes,

Cognizant of the criticisms about FAO expressed by the International Civil Service Commission in its report for the year 2017 (United Nations General Assembly document A/72/30) and of the warnings issued by the General Assembly regarding organizations failing to comply with its decisions with respect to the common system (United Nations General Assembly Resolution A/RES/72/255):

1. **Calls upon** the Governing Bodies of FAO to impress on its Director-General the absolute and urgent necessity of re-establishing proper and effective staff/management relations, in accordance with the United Nations common system's principles and in full compliance with the FAO Staff Rules and Regulations and the applicable Recognition Agreements signed with the staff representative bodies;
2. **Requests** once more FICSA to support, as required, the actions of the staff representative bodies as an expression of its solidarity with the members of the Federation; and

3. **Urges** the FICSA Executive Committee to continue pursuing the issue, in cooperation with the staff representative bodies of FAO, in the appropriate platforms, such as the Governing Bodies of FAO, the Fifth Committee of the United Nations General Assembly, the United Nations System Chief Executives Board for Coordination, the High-Level Committee on Management and the International Civil Service Commission.

Annex 3**REPORT OF THE STANDING COMMITTEE ON LEGAL QUESTIONS**

Chair	Andrès Orias (WMO Geneva)
Rapporteur	Jean-Pol Matheys (CERN Geneva)
FICSA President	Diab El-Tabari (UNRWA/ASA Lebanon)
FICSA General Secretary	Gemma Vestal (WHO/HQ Geneva)
Members, FICSA Executive Committee	Gaston Jordan (ICAO Montreal)
	Jason Sigurdson (UNAIDS Washington DC)

Participants

AP-in-FAO	Roberto Bonafede Juan José Coy Girón
CERN	Isabelle Mardirossian Ghislain Roy
IARC	Cécile Le Duc Ray Reynolds
IMO	Tamara Vassilissin Gisela Vieira
ITU	Henri-Louis Dufour Christian Gerlier
UNESCO	Maria Helena Capelli Miguel Amani El-Sheikh
UNFCCC	Melita Kolundzic Stabile
UNGSC	Ezio Capriola Vito Musa
UNWTO	Maria Teresa Fernandez
UPU	Birahim Fall Stéphane Vuillemin
WHO/AFRO Brazzaville	Lusamba Kabamba
WHO/EMRO Cairo	Ata Nour
WHO/SEARO New Delhi	Ritesh K. Singh

Guests

CCISUA

Catherine Comte Tiberghien

NATO

Andie Hill

Hassink Wilhelmus

Introduction

1. The Standing Committee (SC) adopted the following agenda:

Adoption of the agenda (Agenda item 1)

1. Adoption of the agenda
2. Election of the rapporteur
3. Update on pending issues:
 - (a) Rule 14 – Credentials of delegates (FICSA/C/71/LEGAL/CRP.4)
 - (b) Legal aspects of the whistle-blower protection
 - (c) Clarification on the use of the legal defence fund
4. Update on legal actions relating to the compensation review (FICSA/C/71/LEGAL/2)
5. Update on the legal defence case of three ICO staff, financially supported by FICSA in 2014
6. Update on the status of the UPU appeals (FICSA/C/71/LEGAL/3/Rev.1)
7. Update on current litigation regarding post adjustment
8. Proposed revision of Articles 30 and 32 (FICSA/C/71/LEGAL/1/Rev.1)
9. Update on recent ILOAT cases of relevance to staff representatives
10. Requests for workshops on legal matters
11. FICSA resolution on harassment (FICSA/C/71/HRM/3/Rev.1)
12. Matters brought forward by other standing committees
13. FICSA legal personality
14. Other business
15. Nomination of Standing Committee officers and core group members

Election of a rapporteur (Agenda item 2)

2. The Standing Committee elected Mr. Jean-Pol Matheys (CERN) as rapporteur.

Update on pending issues (Agenda item 3)

(a) *Rule 14 – Credentials of delegates (FICSA/C/71/LEGAL/CRP.4)*

3. The SC reviewed FICSA/C/71/LEGAL/CRP.4 and agreed to a few clarifications, which were included in a revised version of the document to be provided for information at plenary.

(b) *Legal aspects of the whistle-blower protection*

4. Considering that the situation at WIPO had been discussed in detail earlier during the Council, again the SC did not address the matter.

5. Following a query by the representative of UNWTO, it was agreed that the SC would provide information and advice on the better practices for implementing whistle-blower protection, including the possibility for different organizations to share resources (e.g. ethics officer, social workers – as was done between WMO and ITU).

6. The SC noted that, for FICSA, it was important that all common system organizations establish a reporting mechanism and an effective protection for whistle-blowers. The following main principles from the legal point of view were recalled, in collaboration with the SC/HRM Working Group on whistle-blowing:

- Obligation to report suspected wrongdoing
- Reporting mechanism (Ethics officer, investigation office, HR officer)
- Provisions for avoiding conflicts of interest
- Confidentiality and anonymity
- Effective protection measures against retaliation
- Remedies (disciplinary measures or other sanctions).

(c) *Clarification on the use of the legal defence fund*

7. In the absence of Mr. Joel Lahaye (CERN), who was going to present information on this issue, the SC agreed, after a brief explanation by the Chair, that the Executive Committee should circulate the existing document on the topic to the membership.

The Committee recommended that the Executive Committee circulate to the membership the existing guidelines on the use of the FICSA Legal Defence Fund.

Update on legal actions relating to the compensation review (Agenda item 4)

8. As extensive information had already been provided on the issue at an earlier stage during the Council, in particular at the meetings for the Heads of Delegations, the Standing Committee on Professional Salaries and Allowances and in document FICSA/C/71/LEGAL/2, the Committee did not enter into a comprehensive discussion on the item.

9. The General Secretary, Ms. Gemma Vestal (WHO/HQ Geneva), however, indicated that it was somewhat disappointing that following a call for information on the various appeals introduced in the member organizations, so few responses had been received. She also indicated that, as many staff members had discovered with shock that they could no longer lodge appeals because the relevant time limits had passed, it appeared necessary to train staff at large on basic legal matters.

10. On the heels of the first remark by the FICSA General Secretary, the CCISUA representative, Ms. Catherine Comte Tiberghien (ILO), indicated that communication on such issues as the compensation review had to be improved. The fact that there were so many different parameters at play in respect of the elements of the employment conditions made it very difficult for staff to understand how they would be affected. That view was widely shared. WHO even went so far as to say that, in respect of the current set of changes, management had won the communications battle (many staff members had drawn conclusions that “*this does not have much impact on me*”). The upcoming review of compensation for staff in General Service category should offer an opportunity for taking lessons learnt into consideration. However, as they were not legal matters, the Committee did not see it fit to make recommendations thereon.

11. Particular interest was shown in finding out whether the UN Secretary-General would appeal against a favourable decision for the staff by the UN Dispute Tribunal (UNDT). Indeed, subsequent to the delivery of Judgement UNDT 2017/098, on 15 January 2018, the three staff federations had sent a collective letter to the UN Secretary-General urging him not to lodge an appeal against the aforementioned UNDT judgement but to notify the International Civil Service Commission (ICSC) instead of his intention to respect the collective wisdom of the three judges on the panel and urge the Commission to rethink its approach in a more modern and productivity-focused way.

Update on the legal defence case of three ICO staff (Agenda item 5)

12. The FICSA General Secretary reported that internal means of appeal, with a sound mechanism had been established in ICO. FICSA had thus attained its objective in the matter, even if three individual cases were still pending solution. In respect of a request to provide financial support to the staff members concerned who had lodged appeals with local courts, it was recalled that FICSA had never agreed to such support.

Update on the status of the UPU appeals (Agenda item 6)

13. The SC was informed by the UPU representative of the outcome of the three appeals against dismissal. Even though the Tribunal had reinstated only one of the three appellants, all three cases had resulted in moral and material damages, awarded in respect of procedural flaws by the UPU.

14. Regarding the appeal against a decision to suspend a staff representative without pay for strong inappropriate remarks, it was recalled that staff representatives were role models and, as such, should maintain the highest standards of conduct at all times. The Tribunal did not quash the decision by the UN Secretary-General, but the complainant was awarded damages on account of UPU having failed to abide by its own procedures in failing to communicate the fact-finding investigation report to the appellant during the internal procedure.

Update on current litigation regarding post adjustment (Agenda item 7)

15. As the issue had been discussed at length earlier in the Council, the General Secretary merely provided the SC with a brief summary of recent developments.

Proposed revision of Articles 30 and 32 (Agenda item 8)

16. In recent years, the Executive Committee had had to apply Article 32 of the FICSA Statutes in order to replace officers who had been compelled to resign owing to circumstances beyond their control. Sometimes, that occurred so late in the year that the new Executive Committee member was unable to assume his/her responsibilities to the full extent.

17. In consultation with the SC, the Executive Committee had thus proposed amending Article 32 as indicated in FICSA/C/71/LEGAL/1/Rev.1. Furthermore, in aligning the proposed amendment to Article 32, it was found necessary to modify Article 30 slightly. The SC deemed the changes appropriate.

<p>The Committee recommended that Council approve the modifications to the Statutes as indicated in FICSA/C/71/LEGAL/1/Rev.1.</p>
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Update on recent ILOAT cases of relevance to staff representatives (Agenda item 9)

18. Mr. Matheys presented points worth noting in the most recent ILO Administrative Tribunal (ILOAT) judgements (those of its 125th session). A full presentation was given in document FICSA/C/71/LEGAL/CRP.5.

Requests for workshops on legal matters (Agenda item 10)

19. Given the widespread interest in such training, the usefulness of which had been highlighted by the General Secretary (see Agenda item 4 above), the SC agreed that a specific allocation of CHF 10,000 should be included in the FICSA budget. It was further agreed that on the basis of specific requests provided by members to the Chair soon after Council, the SC and the FICSA Secretariat would establish a list of priorities for 2018 by March 2018.

The Committee recommended that the Council approve an allocation of CHF 10,000 for workshops to be held on legal matters in the course of 2018.

FICSA resolution on harassment (Agenda item 11)

20. The SC examined the draft resolution and did not see any legal issues or concerns therein that would have required changes to the text. It was however agreed that suggestions regarding operative paragraphs 3 (clarification regarding “support services”) and 5 (addition of a phrase to ensure that the review would be undertaken jointly with staff representatives) would be communicated for inclusion in the final draft.

Matters brought forward by other standing committees (Agenda item 12)

21. The SC took note that no such matters had been received.

FICSA legal personality (Agenda item 13)

22. The President of the Federation expressed his concerns over the apparent absence of a formalized legal personality for the Federation. Even though problems deriving there from had not yet materialized, he was of the opinion that the matter required urgent attention. Those concerns were shared by some Committee members, while others considered it was not a real problem and did not feel that the legal matter required any urgent attention. (The Federation was recognized by UN bodies and international organizations, this recognition should suffice.) Following an extended discussion, it was agreed by a majority of the SC members to establish an ad hoc working group to clarify the issue.

23. The SC appointed the following persons to the Working Group on FICSA’s legal personality:

Gisela Vieira de Araújo (IMO)
 Andrés Orias-Bleichner (WMO)
 Birahim Fall (UPU)
 Lusamba Kabamba (WHO/AFRO Brazzaville)
 Marina Appiah (WHO/HQ Geneva)
 Gemma Vestal (WHO/HQ Geneva)
 Vito Musa (UNGSC)
 Isabelle Mardirossian (CERN)

24. The Working Group on FICSA's legal personality remained open to additional interested persons. Those interested should contact the Chair or the FICSA Secretariat.

Other business (Agenda item 14)

- *Efforts towards staff associations and unions acquiring locus standi before the ILOAT*

25. Recalling previous efforts in respect of that particular objective (see, for instance, FICSA/C/57/LEGAL/1 and Resolution 58/1) and having noted the interest expressed in the matter during the pre-Council Workshop on “How to organize a collective appeal at the ILOAT”, the CERN Staff Association proposed that the matter be taken up once again. There was widespread support for the idea, and the Committee decided on the following recommendation.

The Committee recommended that, under the coordination of the Standing Committee on Legal Questions, FICSA members: (i) resume work on obtaining *locus standi* before the ILOAT for associations and unions (by, inter alia, re-establishing all relevant contacts and working actively with key external parties such as the EPO Staff Union, the ILO Staff Union, the ILO Legal Counsel and the Tribunal itself); and (ii) examine the possibility of launching similar efforts in respect of the UNDT and UNAT.

26. The UNESCO representative raised the issue of persons working over extended periods for UNESCO sub-contractors. Since the SC could not entertain a discussion on the matter in the absence of substantive elements to analyze, it was agreed that the SC would examine the question in the course of 2018, on the basis of information provided by the UNESCO delegate.

27. The WIPO representative submitted a request that the FICSA Council consider the case of a former WIPO staff member, a well-known whistle-blower, being granted access to the FICSA Legal Defence Fund in order to cover her legal fees in respect of litigation with her former employer. The request was particular in that the staff member had been effectively blacklisted and barred from employment with UN agencies for the past 3 years. She was not in a position to finance any form of litigation. Not having had the time to discuss the request, but recognizing its merits, the SC agreed to communicate the matter to plenary for a decision.

The Committee recommended that, given the special circumstances, the Executive Committee should examine the possibility of granting financial support to a former WIPO staff member for legal proceedings.

Nomination of Standing Committee officers and core group members (Agenda item 15)

28. Mr. Andrés Orias-Bleichner (WMO) was nominated as Chair and Ms. Gisela Vieira de Araújo (IMO) as First-Vice-Chair and Mr. Joël Lahaye (CERN) as Second-Vice-Chair.

29. Continuing with the practice of previous sessions of the FICSA Council, the core group was open to all participants in the meeting.

Annex 4

REPORT OF THE STANDING COMMITTEE ON HUMAN RESOURCES MANAGEMENT

Chair	Lisa Villard (IAEA Vienna)
Rapporteur	Ambretta Perrino (UNFCCC Bonn)
FICSA President	Diab El-Tabari (UNRWA/ASA Lebanon)
FICSA General Secretary	Gemma Vestal (WHO/HQ Geneva)
Member, FICSA Executive Committee	Pilar Vidal Estevez (PAHO/WHO Washington)
Regional Representatives	Bernadette Fogue (WHO/AFRO Brazzaville)
	Christopher Mason (WIPO Geneva)

Participants

AP-in-FAO	Juan J. Coy Girón
FAO/WFP-UGSS	Simonetta Basile Antonio Culicigno Eva Moller
IAEA	Katja Haslinger Marielle Wynsford-Brown Imed Zabaar
IARC	Cécile Le Duc
ICAO	Gaston Jordan Ray Reynolds Viera Sieben
IFAD	Dave Nolan Silvana Scalzo
IMO	Juan Lyu Edwin Titi Lartey Tamara Vassilissin Gisela Vieira Irene Waite
ITU	Akim Falou-Dine Christine Gimenez Carmen Montenegro
OSCE	Nizar Zaher
UNAIDS	Tanya Quinn-Maguire
UNGSC	Ezio Capriola Vito Musa

UNESCO	Maria Helena Capelli Miguel Elia Matias
UNWTO	Maria Teresa Fernandez Samiti Siv
UPU	Birahim Fall Stéphane Vuillemin
WHO/EMRO	Nasr El-Sottohy Ata Nour
WHO/EURO Copenhagen	Antonella Biasiotto Julia Nowacki
WHO/GSC Kuala Lumpur	Kiranjeet Kaur
WHO/HQ Geneva	Marina Appiah Catherine Kirorei Corsini
WHO/SEARO New Delhi	Rajesh Mehta
WHO/WPRO Manila	Rachelle Anyayahan
WIPO	Olivier Steele
WMO	Jalil Housni
Members with associate status	
CERN	Isabelle Mardirossian Ghislain Roy
OPCW	Megan Lehmann
Guest	
UNIDO	Chantal Pothier

Adoption of the agenda (Agenda item 1)

1. Adoption of the agenda
2. Election of the rapporteur
3. Update from WHO regarding litigation relating to delays in implementing MAS65
4. Update on whistleblowing policies in international organizations
5. Update on the review of the differences relating to conditions for dismissal through the PMS in terms of time and process, while outlining the best and worst practices re. Council decision FICSA/C/70/D/5³ (FICSA/C/71/HRM/1)
6. HLCM proposal - Agenda 2030, especially the proposal to increase the use of non-staff contracts (FICSA/C/71/HRM/4)
7. Findings and conclusions of the FICSA survey on alternative working arrangements (FICSA/C/71/HRM/2)
8. Guidelines for organizations in crisis (FICSA/C/71/HRM/5)
9. Update on UNRWA funding (FICSA/C/71/HRM/CRP.2)
10. Requests for training in 2018
11. FICSA resolution on harassment (FICSA/C/71/HRM/3/Rev.1)
12. Other business
13. Nomination of Standing Committee officers and core group members

Election of the rapporteur (Agenda item 2)

1. The Standing Committee (SC) elected Ms. Ambretta Perrino (UNFCCC) as rapporteur.

Update from WHO regarding litigation relating to delays in implementing MAS65 (Agenda Item 3)

2. The representative from WHO explained that the reason for the appeal was that staff felt they had been deceived by the previous administration. Initially, staff had been told that MAS65 would be implemented in 2018 and as such staff members were not required to do anything. However, the Executive Board then went ahead and implemented MAS65 in 2019.
3. The discussion that followed noted that inconsistencies still prevailed among the agencies in the implementation of MAS65. Additionally, it was recognized that the implementation of MAS65 could have a negative impact on other policies. Staff associations/unions should thus be very vigilant and note any negative implications.

The Standing Committee recommended that the staff associations/unions should monitor the changes that the implementation of MAS65 might bring about in terms of existing policies in their organizations and keep the FICSA Secretariat informed of any negative impact on staff.

Update on whistle-blowing policies in international organizations (Agenda item 4)

4. At the 70th FICSA Council, the SC had recommended that a working group on whistle-blower protection be established. The Chair of that Working Group gave a comprehensive presentation on both the work of the group and whistle-blower protection policies in general, which would be made available to the FICSA membership on the website.

³ The FICSA Executive Committee should also undertake a review of the differences relating to conditions for dismissal through the PMS in terms of time and process, while outlining the best and worst practices.

5. Whistle-blowing was recognized as an important issue. There needed to be a clear understanding of what happened to those who pointed out wrongdoings in their organizations. The effect on a staff member's overall health, family life and mental health were major factors that could not be ignored. The Standing Committee also discussed that whistle-blowers suffered retaliation in many forms, such as non-renewal of fixed-term contracts, deliberately bad performance evaluations, blacklisting and ostracization. Even if staff were able to file for protection against retaliation, the Ethics Office generally refused such requests. That had led to another important point which had also been included in the Working Group's terms of reference in 2017: the need for an independent ethics office.

The Standing Committee recommended that the Working Group established at the 70th session, should undertake the following tasks in the course of 2018:

- (a) Prepare a template of common policies that the Standing Committee could share at the 72nd session of the FICSA Council;**
- (b) Look into the establishment of a platform for FICSA members to facilitate the sharing of lessons learned, best practices and successes;**
- (c) Prepare a questionnaire to be sent to the membership so that an inventory of current whistle-blowing policies could be compiled;**
- (d) Assist the FICSA Executive Committee in organizing a training workshop on whistle-blowing; and**
- (e) Develop a policy paper on addressing the issue of whistle-blowing and the manner in which staff associations/unions could help their organizations in that regard.**

The Standing Committee also recommended that the FICSA secretariat should make the 2018 JIU report on whistle-blowing available to the membership.

Update on the review of the differences relating to conditions for dismissal through the PMS in terms of time and process, while outlining the best and worst practices re. Council decision FICSA/C/70/D/5 (FICSA/C/71/HRM/1) (Agenda item 5)

6. The Standing Committee took note of the report provided by the FICSA Executive Committee and recognized that it was an excellent reference document that staff associations/unions could use as a basis for their discussions with management on performance management systems.

HLCM proposal - Agenda 2030, especially the proposal to increase the use of non-staff contracts (FICSA/C/71/HRM/4) (Agenda item 6)

7. The 2030 Agenda called on the United Nations common system to move from silos to synergy and from fragmentation to partnerships, as well as provide more efficient service delivery. The FICSA Executive Committee report (document FICSA/C/71/7) highlighted how that approach might lead to job losses, greater use of National Professional Officers (NPOs) and a reduction of core staff within UN organizations and specialized agencies. It was clear that organizations were interested in cutting costs by issuing non-staff contracts; however that trend would have countless detrimental effects ranging from a lack of independence to possible cuts in both pensions and pay.

The Standing Committee recommended that: (a) The FICSA Executive Committee should remain vigilant and pro-active at the high level meetings when the use of non-staff contracts as well as such issues as flexible workforces and fit-for-purpose workforces were being discussed; and (b) Staff associations/unions should inform FICSA whenever it became apparent that their organizations were resorting to non-staff contracts and freezing posts.

Findings and conclusions of the FICSA survey on alternative working arrangements (FICSA/C/71/HRM/2) (Agenda item 7)

8. At the request of the IFAD Staff Association, FICSA had collected data from its membership on alternate working arrangements in place in the various organizations. The survey had yielded a good picture of the policies that existed on paper; however, it was evident that the implementation of the policies varied from organization to organization, from supervisor to supervisor, as well as between staff categories (P or GS). The Standing Committee expressed an interest in drilling down to analyse further the inconsistencies as applied within the organizations.

The Standing Committee recommended that: (a) FICSA members that had not responded to the initial request for information should provide their policies on alternate working arrangements so that the FICSA secretariat could add that information to the existing database; (b) The Chair and Vice-Chairs should re-examine the questions in the survey and provide the FICSA Executive Committee with a list of revised questions to be included in the survey monkey so as to facilitate the collection of information on the manner in which policies were implemented (job level, location (HQ or field, etc.)); and (c) The FICSA membership should share details of their organizations' policies on telecommuting direct with the UNFCCC Staff Association (SAExcom@unfccc.int).

Guidelines for organizations in crisis (FICSA/C/71/HRM/5) (Agenda item 8)

9. FICSA shared a set of guidelines that could be followed during periods of transformation and transition in organizations in crisis. The document comprised 10 steps aimed at harmonizing the approach during the process and protecting staff affected by organizational change.

The Standing Committee recommended that the membership notify the FICSA Executive Committee as soon as they were aware that organizational changes might be taking place and in the event of organizational change use the guidelines provided in FICSA/C/71/HRM/5.

Update on UNRWA funding (FICSA/C/71/HRM/CRP.2) (Agenda item 9)

10. The FICSA President informed the SC of the latest situation following the cuts in UNRWA funding and the mitigation measures being set up and their drawbacks. One example was the reversion to MAS60, at a time when all organizations were trying to implement MAS65.

The Standing Committee recommended that FICSA Executive Committee write a letter to the UNRWA Director-General, with a direct input from the former FICSA President, Diab El-Tabari, addressing the issues arising from the decrease in UNRWA funding.

Requests for training in 2018 (Agenda item 10)

The Standing Committee recommended that the following training activities be conducted in 2018:
(a) Workshop on whistle-blowing issues (Geneva) (CHF 4,000);
(b) Job classification (ITU) (CHF 1,500); and
(c) Emotional intelligence in the workplace (Geneva) (CHF 2,000).

FICSA resolution on harassment (FICSA/C/71/HRM/3/Rev.1) (Agenda item 11)

The Standing Committee recommended that the resolution be issued as soon as possible.

Other business (Agenda item 12)

Parental leave

11. A representative of FAO notified the SC that the FAO Administration no longer granted parental leave in cases of adoption. The FAO staff representatives would welcome any information that members could provide on their organizations' current parental leave policies.

The Standing Committee recommended that: (a) Parental leave be put on the Standing Committee's agenda for the 72nd session of the FICSA Council; and (b) FICSA members share information on their parental leave policy with their counterparts in FAO direct (UGSS@FAO.org).

Work of the Chair, Vice-Chairs and core group members

12. Discussions arose on the need to use 'collaboration tools', viz. SharePoint, to facilitate communication in the work of the core groups.

The Standing Committee recommended that the FICSA Executive Committee, together with the Chair and Vice-Chairs of the Standing Committee, look into 'collaboration tools' as a means of facilitating the work of core groups, chairs and vice-chairs and information-sharing in general.

Nomination of Standing Committee officers and core group members (Agenda item 13)

13. Ms. Lisa Villard (IAEA) was nominated as Chair and Mr. Christopher Mason (WIPO) and Ms. Marina Appiah (WHO/HQ Geneva) as Vice-Chairs.

14. The following participants were nominated as core group members:

Dave Nolan (IFAD)
 Ambretta Perrino (UNFCCC)
 Gisela Vieira de Arujo (IMO)
 Antonella Biasiotto (WHO/EURO Copenhagen)
 Akim Falou-Dine (ITU)
 Silvia Mariangeloni (FAO/WFP-UGSS)
 Viera Seben (ICAO)
 Amani El-Sheikh (UNESCO/STU)
 Ritesh singh (WHO/SEARO New Delhi)
 Bernadette Fogue (WHO/AFRO Brazzaville)
 Ata Nour (WHO/EMRO Cairo)
 Alessandra Pani (IFAD)
 Irene Waite (IMO)
 Kiranjeet Kaur (WHO/GSC Kuala Lumpur)
 Tanja Quinn-Maguire (UNAIDS)
 Tamara Vassilissin (IMO)
 Cécile Le Duc (IARC)

Annex 5

REPORT OF THE STANDING COMMITTEE ON SOCIAL SECURITY / OCCUPATIONAL HEALTH AND SAFETY

Chair	Tanya Quinn-Maguire (UNAIDS Geneva)
Vice-Chair	Katja Haslinger (IAEA Vienna)
Rapporteur	Christine Gimenez (ITU Geneva)
FICSA President	Diab El-Tabari (UNRWA/ASA Lebanon)
FICSA Treasurer	Irwan Mohd Razali (WHO/GSC Kuala Lumpur)
Members, FICSA Executive Committee	Véronique Allain (SCBD Montreal)
	Pilar Vidal Estevez (PAHO/WHO Washington DC)
	Jason Sigurdson (UNAIDS Washington DC)
Regional Representative	Jesús García Jimenez (ILO/ITC Turin)

Participants

AP-in-FAO	Roberto Bonafede
ICAO	Anthony Ndinguri Ray Reynolds
IFAD	Silvana Scalzo
IMO	Edwin Titi-Lartey
ITU	Christian Gerlier Christine Gimenez Carmen Montenegro
UNESCO	Maria Helena Capelli Miguel
UNGSC	Cosimo Lunedi Cosimo Melpignano
UPU	Birahim Fall
WHO/AFRO Brazzaville	Lusamba Kabamba
WHO/EURO Copenhagen	Kay Miller
WHO/HQ Geneva	Tim Nguyen
WHO/SEARO New Delhi	Rajesh Mehta
WHO/WPRO Manila	Jed Yparraguirre
WIPO	Olivier Steele

WMO

Jalil Housni
Andrès Orias

Member with associate status

CERN

Ghislain Roy

Member with consultative status

EMBL

Catherine Floyd

Federation with observer status

FUNSA Guinea

Lucie Gnongo Beavogui

Introduction

1. Under the Chairmanship of Ms. Tanya Quinn-Maguire (UNAIDS) and Vice-Chair, Ms. Katja Haslinger (IAEA), the Standing Committee (SC) met twice on 6 and 7 February 2018.

Adoption of the agenda (Agenda item 1)

2. The SC the following agenda:

1. Adoption of the agenda
2. Election of the rapporteur
3. Brief report on activities since the 70th FICSA Council
4. Wellbeing
 - a) Update on the issue of after-service health insurance (ASHI)
 - b) Update on the Mental Health Strategy Working Group
 - Feedback on the mental health training conducted by Simon Ferrar
 - c) Update on the HLCM Duty of Care Working Group
 - d) UN Cares
5. Update on pension issues, including update on ICSC WG on pensionable remuneration
6. FICSA resolution on harassment (FICSA/C/71/SOCSEC/1/Rev.1)
7. Requests for training/workshops in 2018
8. Other business
9. Nomination of Standing Committee officers and core group members

Election of the rapporteur (Agenda item 2)

3. Ms. Christine Gimenez (ITU) was elected rapporteur.

Brief report on activities since the 70th FICSA Council (Agenda item 3)

4. The Chair noted that the items on the agenda coincided with the activities that had been undertaken since the previous Council session. She suggested that the discussion on the agenda items could serve as the report on activities. That suggestion was accepted.

Wellbeing (Agenda item 4)

(a) Update on the issue of After-Service Health Insurance (ASHI)

5. The Chair provided the SC with a brief report on FICSA representation in the UN inter-agency Working Group on ASHI since the previous Council. (Full details were to be found in the Report of the FICSA Executive Committee, FICSA/C/71/7).

6. In the interest of providing the SC with a summary on the main areas of work, the Chair noted the following points in particular: Much of the work of the Working Group on ASHI had been in relation to investigating whether it would be appropriate, administratively practicable and financially beneficial, for retired UN staff to be enrolled for primary coverage under the national health insurance scheme of the country in which they ordinarily resided after service. In that regard, she reported that there had been a 5 per cent response rate to the repeated requests to Member States to provide relevant information on their respective national health insurance schemes. To advance the work of the ASHI Working Group and provide an informed recommendation to the UN Secretary-General, the Working Group decided to maximize efforts to provide a cost-benefit analysis of the national health insurance schemes in countries to which most UN retirees (approximately 80%) retire, amongst them Canada, Switzerland, France and the United States. The Chair reported that the exercise was largely completed. The preliminary indications were that, in almost all instances, there would be no cost benefit for either organizations or staff to use national health insurance schemes for the purpose of primary coverage.

7. The Finance and Budget Network was of the opinion that the Working Group should concentrate more on general cost-containment measures. Subsequently, at the face-to-face meeting of the ASHI Working Group in February 2017, the latter added issues pertaining to plan design and eligibility, efforts to achieve critical scale (plan consolidation) and the portability of ASHI liability to the work plan of the working group.

8. FICSA had worked closely with its FAFICS counterparts on common concerns, particularly around the possibility of the requirement to enrol the national health insurance schemes.

9. Despite the diverse membership of the Working Group, as well as the complexity of the subject matter, the basic principles of acquired rights, universal access to health care and duty of care had guided the work of the Working Group consistently.

10. The Working Group had proposed to the HR Network that an “insurance group / network” should be established that could address issues of common concern across the 23 insurance plans in the common system using the composition of the ASHI Working Group as a guiding model. That suggestion had not been immediately accepted, although the Working Group would continue to propose the idea.

11. It was envisaged that the work of the ASHI Working Group would be completed in advance of the 73rd session of the UN General Assembly in September 2018, at which point the Working Group would be dissolved.
12. Several points were noted during the discussion of the SC on the report of the Chair. The PAHO representative suggested that the issue of ASHI should be included as a permanent item on the agenda of the HR Network. The FICSA Executive Committee Member without Portfolio underscored the need for vigilance in all discussions about containing the costs of ASHI programmes, and noted with concern that some entities appeared to be considering reductions in coverage or imposing terms that reduced the geographic scope of coverage for locally recruited staff. He noted that staff representatives needed to advocate for a more modern approach to cost containment, based on keeping people healthy, and using resources in smarter ways (e.g. negotiating preferred prices with health facilities and strengthening global networks for access to care). He stressed that Staff Health Insurance (SHI) was a central pillar of social security, guaranteeing access to the prevention, treatment, care and support services that participants needed for their wellbeing. Cost-containment approaches could not undermine that fundamental mission.
13. Considering the UN reform agenda as well as possible increased staff mobility across agencies, it was apparent to the members of the SC that the issue of portability with regard to ASHI liability was currently a key concern. It was suggested that the matter could be addressed in conjunction with the consolidation of the 23 plans.
14. The representative from FUNSA Guinea voiced her concern over the contractual situation of staff on temporary/short-term contracts, which had a negative impact on their eligibility for ASHI. She suggested that, in turn, it had an impact on the long-term sustainability of the ASHI and SHI systems as a whole.
15. The representative from FUNSA Guinea also highlighted concerns regarding access to health care in Conakry. It was suggested that the issue should be raised by the contract holder (the organization) with the relevant health insurance provider (Cigna, Allianz).
16. The SC concluded that ASHI and SHI should meet five minimum standards across the various UN plans: (1) strong, global network of health facilities that recognized the SHI plan, with direct payment arrangements to minimize the burden of out-of-pocket payments – covering all duty stations as well as other locations where staff, dependents and retirees might travel or reside; (2) 24 hour-a-day, 7 days-a-week multilingual support for SHI participants; (3) claim-processing times not exceeding 15 calendar days; (4) on-line platform for electronic submission of claims and supporting documentation; and (5) regular information and updates on ASHI-related matters for participants, particularly on entitlements, preventive medicine and health promotion.
19. The SC also noted that FICSA should support efforts to raise staff awareness of their rights in relation to SHI coverage and eligibility for ASHI.

The Standing Committee recommended that the FICSA Executive Committee (a) Continue its advocacy to protect and improve staff health insurance coverage and after-service health insurance eligibility as a social security priority, and to do so at every opportunity in all relevant UN system-wide bodies that address duty of care and staff health and well-being; (b) Advocate the portability of after-service health insurance in the context of UN reform processes and removing barriers to inter-agency mobility.

The Standing Committee further recommended that (a) Individual staff representatives on governing bodies of insurance plans should be supported to press for appropriate standards of coverage and access to quality care and oppose all proposed policy and rule changes that would undermine access or shift the financial burden to participants or categories of participants (e.g. retirees, people residing in locations deemed high cost); and (b) FICSA members be encouraged to review their staff health insurance coverage and services vis-à-vis the five minimum standards and insist on management action to address any shortcomings.

(b) Update on the work of the UN Mental Health Strategy Working Group

20. The Chair informed the Standing Committee that FICSA had been represented at all meetings of the Mental Health Strategic Working Group (MHSWG) in 2017, including a face-to-face meeting on 27 and 28 February in Geneva, which had preceded the meeting of the UN HR Network, where it had taken advantage of the presence of medical and HR experts in Geneva.

21. The Chair reported that the MHSWG was mandated to propose a strategy to address mental health concerns in the UN system, as well as develop a high-level implementation plan for the consideration of the High-Level Committee for Management (HLCM).

22. The Chair noted that she had requested the input of SC/SOCSEC core group members on the draft strategy before it was finalized by the MHSWG.

23. She further noted that the high-level implementation plan was currently being considered by the HLCM. The decision of the HLCM would determine the next phase which should be the implementation and roll-out of a mental health strategy across the common system.

24. The work of the MHSWG had since been completed and the final report was expected to be made available in April this year.

25. Should the HLCM concur with the implementation plan, a new task force would be convened to coordinate the implementation of the strategy; it would include representation from FICSA.

- *Feedback on the mental health training conducted by Simon Ferrar*

26. The representative from ITU, who had attended the training given by Simon Ferrar reported on the course and confirmed its usefulness for the attendees and its high quality. Fifteen staff representatives had attended the course. She also stressed the need to support follow-up action enabling staff representatives to shape the mental health strategy in their respective organizations.

27. The SC agreed that it would be helpful for participants in the mental health training to share knowledge across the FICSA membership to enhance staff representatives' capacity to support staff members and teams and raise awareness.

28. Following a discussion on the importance of data, the Chair informed the SC that a survey had been carried out under the auspices of the MHSWG and the data collected were not yet available in the public domain. However, data from the survey had been used extensively in the draft Mental Health Strategy, particularly to develop the “business case”.

29. The Vice-Chair mentioned the strong connection between harassment and work-related mental health issues in organizations. She highlighted the usefulness of both the FICSA training on mental health for staff representatives and the training on prevention of bullying and harassment in helping staff representatives to assist and guide affected staff in their respective organizations.

30. The representative from SCBD raised the issue regarding the manner in which staff representatives could overcome the barriers in engaging staff in training and awareness raising as a lot of stigma was still attached to issues related to mental health. She also raised the concern that an interest in attending mental health related training could imply that the staff member had a mental health issue. In response, it was stressed that the FICSA training was intended to build capacity for staff representatives to familiarize themselves with the topic and enable them to advise staff better on the resources available and support offered by their organizations.

31. The representative of UNESCO agreed that it was important to support the mental health of staff, but asked for guidance on how that support should be given in extreme or emergency cases. In response, it was stressed that it was not the role of the staff representative to intervene in such cases, but to guide the staff member to seek appropriate assistance from a health professional.

32. The representative of WHO/HQ Geneva underlined the importance of circulating survey data available within the agencies via the staff representative so as to ensure that the staff representatives were aware of the issues.

33. The representative of PAHO/WHO Washington DC informed the SC that once the HLCM approved the mental health strategy, PAHO/WHO Staff Association would request the organization to implement it.

34. The representative of WHO/SEARO New Delhi underlined the importance of preventative measures and the education of staff when it came to mental health and wellbeing, thus ensuring that any stigma was reduced and help was more accessible.

35. The representative of ITU reminded the SC that a large number of workplace absences were due to mental health issues. The Chair reminded the SC that a considerable number of staff present in the workplace would benefit from greater support in maintaining good mental health, while a lack of support could bear negative implications for an individual's overall performance and productivity owing to mental ill health ('presenteeism').

The Standing Committee requested the FICSA Executive Committee to include training on mental health for staff representatives in the FICSA training catalogue.

The Standing Committee further requested that the FICSA membership encourage their staff to attend all related training, including training on harassment in the workplace, with a view to building up a network of trained staff representatives who could exchange experience and knowledge and harness the acquired skills for the benefit of all FICSA members.

(c) *Update on the HLCM Duty of Care Working Group*

36. The representative of UNAIDS gave a brief report on the key developments on the issue of duty of care in 2017.

37. Through FICSA participation in the Duty of Care Task Force and its sub-groups, the Group's focus has been reinforced on:

- The need for clear management standards and accountability mechanisms (i.e. staff know what to expect from their organizations, managers know what support they are expected to provide, and Member States ensure that an appropriate duty of care standard is resourced).
- "Non-negotiable"/mandatory actions across agencies, including access to psychosocial support, especially when deployed to high-risk environments.
- Better protection of locally-recruited staff and recognition of risks and hardships they might face when serving in high-risk or fragile operational environments (e.g. closing the gaps in coverage between locally-recruited staff and internationally-recruited staff).
- The need for increased investment in services for staff, especially in relation to counselling and mental health.
- The opportunity to build on UN Cares as a peer education and support mechanism for staff health/wellbeing.
- Diversity and inclusive approaches that meet the organization's duty of care towards all UN personnel (including women; lesbian, gay, bisexual, transgender and intersex (LGBTI) colleagues; staff with disabilities; and ethnic and religious minorities).

38. The UNAIDS representative also reported that:

- The UN Secretary-General had expressed his strong commitment to staff and keen interest in ensuring that the organization was meeting its duty of care to all personnel, in all duty stations, with particular attention to staff working in difficult and dangerous operating environments.
- The Secretary-General's Senior Management Group (July 2017) elevated the priority and focus on duty of care asked the Duty of Care Task Force to expedite its work, strengthen its focus on national staff and on psycho-social welfare; and, wants this work to cover the whole system, not just "high-risk environments".
- Increasing accountability and responsiveness, strengthening the risk management framework: more proactive assessment and management of risks beyond security, mitigating dangers of psychological strain, poor living conditions and lack of access to medical care.
- It was decided that a further review on the future of the UN Cares programme be carried out.

39. The UNAIDS representative noted that, in light of the strong senior management attention to the issues expected in the year ahead, FICSA member associations/unions had an opportunity to put their agency-specific advocacy priorities in the context of that wider agenda when speaking with their respective management counterparts.

40. He further noted that safety and security; mental health and well-being; managing health risks in duty stations; pre-deployment resilience briefings; and ensuring zero tolerance for harassment, discrimination and abuse of authority, were examples of specific duty of care issues where FICSA had an opportunity to reinforce momentum in 2018 and shine a spotlight on areas where organizations should be doing more to protect staff, particularly in difficult operating environments.

The Standing Committee recommended that the FICSA Executive Committee should advocate for consistency across the UN health insurance plans with regard to: access to quality medical care, including medical evacuation; and elimination of disparities in access to health and benefits between locally-recruited and internationally-recruited staff.

The Standing Committee further recommended that the FICSA Executive Committee develop a SHI scorecard for use in members' advocacy, which assesses SHI plans from the perspective of: (1) equitable access to quality medical care for international and locally recruited staff, and (2) equitable eligibility for medical evacuation in cases of acute illness, injury and chronic conditions, when treatment and care in the duty station is either unavailable or inadequate.

The Standing Committee requested the FICSA Executive Committee to investigate, in cooperation with the SC/SOCSEC core group, how to capitalize on the group of trained staff representatives in the area of mental health so that the next steps could be identified.

41. The representative of UNGSC suggested that the level of consciousness should be raised for everyone and noted that the field staff had less access to information and education. FICSA should ensure inclusion of mental health training in all areas.

42. The representative of WHO/AFRO Brazzaville informed the meeting that in Angola the quality of health service was quite poor and that the health insurance provider delayed payments to an excessive degree to the hospital (up to one year). He further noted that UN staff often received "bad credit" because of the complexities related to reimbursement, including long delays in payment.

43. The representative of FUNSA Guinea raised the issue of health care providers overcharging UN staff.

(d) UN Cares

44. In the context of work on the issue of duty of care, the UNAIDS representative highlighted the following opportunities to retain and build upon the UN Cares programme:

- Discussions under the Mental Health Strategy Working Group and Duty of Care Working Group had prompted further senior management reflection on the future of UN Cares.
- There were opportunities to adapt the UN Cares platform as part of the efforts to meet better the UN's obligations to staff, recognized dependants and non-staff personnel. There was also unfinished business in relation to access to HIV prevention, treatment, care and support.
- The global network of UN Cares focal points and trained peer support volunteers was recognized as an important asset of the programme and moreover put staff members at the centre – particularly in the field. Several duty stations had already used UN Cares as an entry point for addressing broader health and well-being activities.

45. Following a discussion, the Standing Committee made the following recommendation regarding UN Cares.

The Standing Committee requested the FICSA Executive Committee to press for the continuation of UN Cares as a UN system-wide staff health and well-being programme, and urged that its mandate be expanded beyond HIV to include mental health, the prevention and treatment of chronic health conditions, and the promotion of a stigma-free, inclusive UN workplace ('UN 4 All').

Update on pension issues, including update on the ICSC WG on pensionable remuneration (Agenda item 5)

46. The FICSA President briefed the SC on recent developments related to the UN Joint Staff Pension Fund (UNJSPF). He reassured the SC that the major concerns from the previous year related to the payment and processing of pensions for newly retired staff were largely resolved.

47. The FICSA President emphasized that staff representatives should be more active on the Pension Board in order to ensure that their members' collective voice was heard by the UNJSPF.

48. He also informed the SC that in some duty stations there were major concerns related to the devaluation of the local currency, which, in turn, had a seriously negative effect on the value of pensions for staff retiring at those duty stations.

49. The representative of WHO/HQ Geneva requested clarification on action points for staff representatives elected to the Pension Board. He also stressed the need for experienced and informed staff representatives on those bodies.

50. The representative of CERN underlined the need for constant training on this topic for staff representatives because the duration of the mandate was three years and limited to two mandates.

The Standing Committee requested the FICSA Executive Committee to develop guidelines and clear instructions for staff representatives elected to Pension Board bodies, to ensure that the interests of their respective organization are represented.

The Standing Committee also requested that the FICSA Executive Committee engage directly with the UNJSPF regarding the devaluation of currencies and its negative impact on UN retirees in the countries affected.

The Standing Committee further recommended that the FICSA Executive Committee enter into discussions with the UN OHRM on the subject of currency devaluations.

FICSA resolution on harassment (FICSA/C/71/SOCSEC/1/Rev.1) (Agenda item 6)

51. During its first meeting the Standing Committee was made aware of the draft resolution on Harassment to be issued by FICSA during its first meeting and of the channels through which input could be provided.

Requests for training/workshops in 2018 (Agenda item 7)

52. The Standing Committee noted that it needed additional information on the criteria for granting training requests. In particular, the SC noted the need for guidance on the criteria for prioritizing workshop requests (for example, consideration of whether training requests, which were cost-neutral to FICSA (expected to be fully financed by the hosting organization or by the fees accruing through the attendance of non-FICSA members), should be prioritized.

53. Training on mental health in the workplace was requested by: WHO/EURO Copenhagen (2 training courses – one for Copenhagen and one in a second duty station in the east of the region, for example, Moscow) and UNGSC (Brindisi). Both organizations offered to host and finance the training in full, if that were necessary. IAEA Vienna, WHO/WPRO Manila, WHO/SEARO New Delhi and WIPO in Geneva had also offered to host training activities, while both WHO/WPRO and IAEA expected non-FICSA members to show interest and participate in the activities.

54. Training on harassment in the workplace was requested by: WHO/EURO Copenhagen (two training courses as per mental health request), WHO/WPRO Manila, IAEA Vienna and WHO/SEARO. WHO/SEARO was confident that it could organize some co-financing.

55. A number of members (IFAD/WFP/FAO in Rome), UN (Nairobi) and PAHO/WHO (Washington) would investigate their organizations' interest in hosting the mental health and harassment training. It might get back to the Standing Committee during the year with an ad hoc request for consideration by the Co-Chairs.

Other business (Agenda item 8)

56. The representative from WHO/EURO Copenhagen informed the meeting that during the previous summer, WHO/EURO had hosted briefings by the UNJSPF that had been attended by more than 200 retirees. She noted that training of that kind was greatly appreciated and reminded the Standing Committee that training activities along those lines could be requested directly through the UNJSPF.

Nomination of Standing Committee officers and core group members (Agenda item 9)

57. Ms. Tanya Quinn-Maguire (UNAIDS) and Ms. Katja Haslinger (IAEA) were nominated as Co-Chairs of the Standing Committee.

58. The following were nominated as core group members:

Diab El-Tabari (UNRWA/ASA Lebanon)
 Irwan Mohd Razali (WHO/GSC Kuala Lumpur)
 Véronique Allain (SCBD Montreal)
 Pilar Vidal Estevez (PAHO/WHO Washington DC)
 Jason Sigurdson (UNAIDS Washington DC)
 Jesús García Jimenez (ILO/ITC Turin)
 Roberto Bonafede (AP-in-FAO)
 Ray Reynolds (ICAO)
 Anthony Ndinguri (ICAO)
 Silvana Scalzo (IFAD)
 Edwin Titi-Lartey (IMO)
 Christian Gerlier (ITU)
 Christine Gimenez (ITU)
 Carmen Montenegro (ITU)
 Maria Helena Capelli Miguel (UNESCO/STU Montreal)
 Cosimo Lunedì (UNGSC)
 Cosimo Melpignano (UNGSC)
 Birahim Fall (UPU)
 Lusamba Kabamba (WHO/AFRO Brazzaville)

Kay Miller (WHO/EURO Copenhagen)
Tim Nguyen (WHO/HQ Geneva)
Rajesh Mehta (WHO/SEARO New Delhi)
Jed Yparraguirre (WHO/WPRO Manila)
Olivier Steele (WIPO)
Jalil Housni (WMO)
Andrès Orias (WMO)
Ghislain Roy (CERN)
Catherine Floyd (EMBL)
Lucie Gnongo Beavogui (FUNSA Guinea)

Annex 6

REPORT OF THE STANDING COMMITTEE ON CONDITIONS OF SERVICE IN THE FIELD

Chair	Amani El-Sheikh (UNESCO Cairo)
Vice-Chair	Cosimo Melpignano (UNGSC Brindisi)
Rapporteur	Véronique Allain (SCBD Montreal)
FICSA President	Diab El-Tabari (UNRWA/ASA Beirut)
FICSA Treasurer	Irwan Shahrezza Mohd Razali (WHO/GSC Kuala Lumpur)
Members, FICSA Executive Committee	Gaston Jordan (ICAO Montreal)
	Jason Sigurdson (Washington DC)
Regional Representative	Jesus García Jimenez (ITC/ILO Turin)

Participants

AP-in-FAO	Roberto Bonafede
ICAO	Anthony Ndinguri
IFAD	Dave Nolan
UNGSC	Cosimo Lunedì
WHO/AFRO Brazzaville	Lydie Gassackys Lusamba Kabamba
WHO/EMRO Cairo	Nasr El-Sottohy Ata Nour
WHO/EURO Copenhagen	Kay Miller
WHO/GSC Kuala Lumpur	Kiranjeet Kaur
WHO/SEARO New Delhi	Ritesh Singh
WHO/WPRO Manila	Jed Yparraguirre

Federation with observer status

FUNSA Guinea	Lucie Gnongo Beavogui
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Guest

CCISUA	Catherine Comte Tiberghien
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Adoption of the agenda (Agenda item 1)

1. Adoption of the agenda
2. Election of the rapporteur
3. Review of the compensation package for Professional staff deployed in the field and its potential and upcoming impact on UN staff deployed in the field
4. Update on the HLCM Duty of Care Working Group
5. 26th session of IASMN (June 2017) and feedback for the FICSA Council
6. 2017 Annual Review of hardship duty stations (Africa Region)
7. Report on the review of the methodology for classification of duty stations
8. Devaluation of local currencies (FICSA/C/71/FIELD/CRP.2)
9. Report on the review of the methodology for the calculation of danger pay
10. Other business
11. Nomination of Standing Committee officers and core group members

Election of the rapporteur (Agenda item 2)

1. Ms. Véronique Allain (SCBD) was elected rapporteur.

Review of the compensation package for Professional staff and its potential and upcoming impact on UN staff deployed in the field (Agenda item 3)

2. At the 70th FICSA Council, the Executive Committee was asked to prepare a table showing the adverse changes of the new compensation package for field staff following the review of the compensation package for Professional staff. Mr. Gaston Jordan (ICAO), one of the two Members for Compensation Issues, gave a presentation on the topic referring to document FICSA/C/71/PSA/1, listing the changes and the possible adverse impact of the different components in the compensation package. Of particular relevance for field-based UN staff were the changes introduced at the level of the hardship allowance, which had been replaced by a unified rate regardless of dependency status, based on grade brackets. The non-family service allowance, payable only in non-family duty stations, through two flat rates independent of grade levels, were reported to have a particularly major impact on the D-1s and above, who would lose about USD 3,000 per year.

2. As for the introduction of a single unified salary scale, it was explained that a staff member with a dependent spouse would receive a 6 per cent dependency allowance and a staff member currently on a dependent rate with respect to the first child would receive an allowance of 6 per cent of net remuneration, which would be reduced by 1 per cent every year, until it reached the amount of the child allowance. The members of the Standing Committee were informed that one of the adverse impacts of the new salary scale would be that a staff member in sole receipt of a child allowance would be affected.

3. As for the education grant for the school year in progress on 1 January 2018, a new system based on a global reimbursement ceiling had been introduced, with declining percentage levels. The lower claims would be receiving higher percentage reimbursements. The main adverse effects were related to the fees listed as “accessory services”. Some of those fees might be considered admissible under “tuition” or related to “capital assessment” and reimbursed separately, depending on the organization and on the country where the duty station was based.

4. Several members of the Standing Committee expressed concern over the fact that a number of organizations had still not worked on drawing up suitable new guidelines and administrative

instructions, in particular pertaining to the education grant. It was reported that a number of UN organizations would now be treating the Capital Assessment Fees (CAF) differently and that could have a negative impact if they were implemented retroactively. In some countries where headquarter organizations were based, the new listing of accessory services was reported to allow more room for interpretation of the new rules.

5. As for boarding and related expenses, the entitlement would be limited only to staff serving in field locations (A to E duty stations) whose children were attending primary and secondary education outside the duty station, while no boarding expenses would be paid in respect of children attending tertiary education. When payable, boarding assistance would be provided as a lump-sum amount of USD 5,000. Staff members based at headquarters duty stations would no longer be eligible for boarding. It was reported that the major adverse impact of the new rule was that the amount of USD 5,000 was excessively low and this new rule would severely constrain mobility within the UN of many international Professional staff with children of school age.

The Standing Committee recommended that the Executive Committee undertake a survey among the members of the Federation on the overall implementation of the new education grant.

The Standing Committee recommended that the Executive Committee work in collaboration with the Standing Committee on Professional Salaries and Allowances on monitoring closely the adverse effects of the new education grant scheme for staff working in the field. It also recommended that the Executive Committee call upon the FICSA membership to appeal against the manner in which the package had been implemented to date, in particular the provisions pertaining to the new education grant.

Update on the HLCM Duty of Care Working Group (Agenda item 4)

6. The Member of the Executive Committee without Portfolio provided an update on the participation of the Federation in the HLCM Working Group on Duty of Care⁴ for UN personnel operating in high-risk environments. A continuing focus on the following items was called for:

- Need for clear management standards and accountability mechanisms whereby UN staff knew what to expect from their organizations and managers knew what support they were expected to provide. Member States had to ensure that an appropriate duty of care standard was properly funded.
- "Non-negotiable"/mandatory actions across agencies, including pre-deployment orientation and support as well as post-assignment debriefings and access to psychosocial support, especially for staff deployed to high-risk environments.
- Better protection of locally-recruited staff and recognition of risks and hardships they might face in their service to the organization in high-risk or fragile operational environments.
- The need for increased investment in services for staff, especially in relation to counselling and mental health.
- The opportunity to build on UN Cares as a peer education and support mechanism for staff health/wellbeing.
- Diversity and inclusive approaches that met the organization's duty of care towards all UN personnel (including women; lesbian, gay, bisexual, transgender and intersex (LGBT) colleagues; staff with disabilities; and ethnic and religious minorities).

⁴ Duty of care is the obligation that UN organizations have to look after the well-being of their staff in all duty stations.

7. To help the UN walk the talk in terms of "leaving no one behind," participants discussed the importance of finding a new institutional home for the UN for All project. At present, there was no activity funding foreseen for the project under UN Cares. Discussions were ongoing within a few organizations. FICSA member associations/unions were encouraged to take up the issue with their respective management counterparts, with a view to enlisting support for activities to promote an inclusive working environment free of discrimination in all duty stations.

8. Member organizations of FICSA shared the concern of certain staff members coming from a minority religious group, who had requested accommodation in order to attend religious celebrations and rituals that fall on a normal working day in the duty station. Management and security officials had taken a position that there were security concerns preventing them from granting flexibility. That view was not shared by the staff concerned and they felt that the measures were unreasonable and discriminatory.

The Standing Committee recommended that the Executive Committee follow up with organizations and UNDSS and advocate strongly for promoting diversity and inclusion and ensuring zero discrimination in the workplace.

The Standing Committee also recommended that the Executive Committee promote the "UN for all" training programme of UN Cares and support efforts to organize training sessions for interested FICSA members and other UN entities in Egypt and beyond.

26th session of IASMN (June 2017) and feedback for the FICSA Council (Agenda item 5)

9. The 26th session of the IASMN took place from 20 to 22 June 2017 in Montreux, Switzerland, and discussed the following agenda items:

- Amendments to the implementation of the new security risk management policy
- Abolishment of the minimum operating security standards (MOSS)
- Changes to the policy relative to the locally cost-shared security budget
- Establishment of an implementation working group concerning the road safety strategy
- New guidelines on security crisis management
- Additional work on the first responder guidelines
- Implementation of the recommendations in the residential security report
- Gender issues
- Expansion of the IASMN Steering Group to 15 members
- Creation of a working group for purposes of funding mechanisms for security
- Global identity management.

10. Those highly technical security discussions needed to be followed up on closely and staff representatives were encouraged to advocate with their own organizations on the need to emphasize priorities for ensuring safety and security for staff in all locations and managing security risks and vulnerabilities related to their organization activities.

The Standing Committee recommended that the Executive Committee continue to participate actively in the bi-annual IASMN deliberations.

2017 Annual Review of hardship duty stations (Africa Region) (Agenda item 6)

11. The Member of the Executive Committee for Field and Regional Issues, Ms. Véronique Allain (SCBD), introduced the agenda item referring to document FICSA/CIRC/1282 containing the report of her attendance on behalf of FICSA at the annual exercise of classification of hardship duty stations located in the Africa Region. It listed of 323 duty stations with an improved response rate of 91 per cent of questionnaires submitted to the duty stations, thus providing complete sets of information. By comparison, during the 2014 annual review dedicated to the Africa region, the ICSC only received replies from 54 per cent of the duty stations. The classification of hardship duty stations in Africa offered an opportunity to test a model emanating from the review of the methodology aimed at reassessing the weighting of the different factors, such as isolation, local conditions and housing.

The Standing Committee recommended that the Executive Committee continue participating actively in the ICSC regular meetings devoted to the classification of hardship duty stations, stressing the importance of other sub-factors such as health, isolation, local conditions and housing on a par with the security assessments.

Report on the review of the methodology for classification of duty stations (Agenda item 7)

12. The Member of the Executive Committee for Field and Regional Issues informed the participants in the sub-committee that, in recent years, the ICSC Tri-partite Working Group had raised the issue of the classification methodology and the weight assumed by security and health, whereas other factors such as isolation, local conditions, housing and climate also had an impact on the conditions of life and work of UN staff deployed in the field. In particular, the wide range of A duty stations was flagged, especially for duty stations where security was not a major concern but other factors were. The ICSC 86th session in March 2018 would be discussing the recommended model, which provided more consistency across factors and overall categorizations and would have the merit of increasing confidence in the overall scheme. Reference was made to an information document posted on the FICSA website.

The Standing Committee recommended that the Executive Committee participate actively in the upcoming ICSC spring session and advocate for a classification methodology that would better reflect the situation on the ground in terms of actual living and working conditions and which would be easier to explain to staff, thereby facilitating the implementation of the duty of care.

Devaluation of local currencies (Agenda item 8)

13. The FICSA President, Mr. Diab El-Tabari (UNRWA/ASA Lebanon), reported that the devaluation of local currencies affected not only the salaries of active staff members, but also the take-home pension payments of retirees. The review of the methodologies for salary surveys for locally recruited staff would need to address that issue and provide concrete solutions in a list of special measures.

14. During the discussions, the need for training on salary surveys under Methodology II, in particular in Africa, was stressed. As such, FICSA was asked to facilitate trainings through its Regional Representative for Africa.

The Standing Committee recommended that the Executive Committee work closely with the UN Office of Human Resources Management and the UN Joint Staff Pension Fund with a view to securing the introduction of an improved mechanism for addressing the negative impact of high inflation and currency devaluations on salaries and pensions.

The Standing Committee recommended that the Executive Committee support and facilitate the organization of training sessions on salary surveys under Methodology II, in both French and English: Conakry (Guinea), Yaoundé (Cameroon) and Nairobi (Kenya).

Report on the review of the methodology for the calculation of danger pay (Agenda item 9)

15. The Member of the Executive Committee for Field and Regional Issues gave a short presentation (available on the FICSA website) recalling the basic principles of the application of danger pay in (i) locations where very dangerous conditions prevailed; (ii) duty stations where the UN staff or premises were clearly, persistently and directly targeted, thus presenting an imminent and constant threat to staff and activities; (iii) duty stations where UN staff or premises were at high risk of suffering collateral damage in a war or active armed conflict; and (iv) duty stations where medical staff were specifically at risk when deployed to deal with public health emergencies as declared by the World Health Organization.

16. Danger pay is calculated differently for internationally recruited Professional staff compared to locally recruited staff. Several participants reported differences in treatment between the international Professional staff and the locally recruited staff when an official evacuation was decided.

The Standing Committee recommended that the Executive Committee advocate for further improvement in the provision of danger pay to locally recruited staff serving in high-risk locations. In all situations where the conditions prevailing in a duty station were equally dangerous for both internationally and locally recruited staff members, the compensation for 'danger' should be the same for all staff.

Other business (Agenda item 10)

17. Taking into consideration the diverse political contexts and the instability of some regions in the Middle East, and for FICSA to be more effective in representing its membership, it was suggested to introduce to the Council the possibility of adding the Middle East region to the geographical scope of work for FICSA. It was thus recommended that an informal network of FICSA members, based in that region, start liaising actively with the Executive Committee through its Member for Field and Regional Issues.

The Standing Committee recommended that the Executive Committee, in consultation with the Standing Committee on Legal Questions, look into the feasibility of revising the definition of regions and report to the FICSA Council at its 72nd session in 2019.

18. The creation of a FUNSA in Nairobi was discussed and encouraged under the guidance of the FICSA Secretariat to allow for better representation of the FICSA membership in that part of Africa. The Nairobi-based staff representative of ICAO would act as the focal point.

The Standing Committee recommended that the Executive Committee actively support the creation of a FUNSA in Nairobi.

Nomination of Standing Committee officers and core group members (Agenda item 11)

19. The Standing Committee nominated Ms. Amani El-Sheikh (UNESCO Cairo) as Chair and Mr. Cosimo Melpignano (UNGSC Brindisi) as Vice-Chair.

20. The core group would comprise all those who had attended the meetings of the Standing Committee, except Ms. Kay Miller (WHO/EURO Copenhagen).

Diab El-Tabari (UNRWA/ASA Beirut)
 Irwan Shahrezza Mohd Razali (WHO/GSC Kuala Lumpur)
 Gaston Jordan (ICAO Montreal)
 Jason Sigurdson (Washington DC)
 Jesus García Jimenez (ITC/ILO Turin)
 Roberto Bonafede (AP-in-FAO)
 Anthony Ndinguri (ICAO)
 Dave Nolan (IFAD)
 Cosimo Lunedi (UNGSC)
 Lydie Gassackys (WHO/AFRO Brazzaville)
 Lusamba Kabamba (WHO/AFRO Brazzaville)
 Ata Nour (WHO/EMRO Cairo)
 Nasr El-Sottohy (WHO/EMRO Cairo)
 Kiranjeet Kaur (WHO/GSC Kuala Lumpur)
 Ritesh Singh (WHO/SEARO New Delhi)
 Jed Yparraguirre (WHO/WPRO Manila)
 Lucie Gnongo Beavogui (FUNSA Guinea)

Annex 7

REPORT OF THE STANDING COMMITTEE ON GENERAL SERVICE QUESTIONS

Chair	Silvia Mariangeloni (FAO/WFP-UGSS Rome)
Rapporteur	Alberto Fernández-Kleinloog (OPCW The Hague)
FICSA President	Diab El-Tabari (UNRWA/ASA Lebanon)
Members, FICSA Executive Committee	Véronique Allain (SCBD Montreal)
	Pilar Vidal Estevez (PAHO/WHO Washington DC)
Regional Representative	Christopher Mason (WIPO Geneva)

Participants

FAO/WFP-UGSS	Simonetta Basile Antonio Culicigno Eva Moller
IARC	Cécile Le Duc
IAEA	Marielle Wynsford-Brown Imed Zabaar
ICAO	Anthony Ndinguri Viera Seben
IFAD	Silvana Scalzo
IMO	Edwin Titi-Lartey Tamara Vassilissin Gisela Vieira Irene Waite
ITU	Christine Gimenez Carmen Montenegro
OSCE	Nizar Zaher
UNAIDS	Tanya Quinn-Maguire
UNESCO/STU Montreal	Maria Helena Capelli Miguel Amani El-Sheikh
UNFCCC	Melita Kolundzic Stabile
UNGSC	Ezio Capriola Vito Musa
UNWTO	Maria Teresa Fernandez Samiti Siv

UPU	Birahim Fall Stephane Vuillemin
WHO/AFRO Brazzaville	Lydie Gassackys Lusamba Kabamba
WHO/EMRO Cairo	Nasr El-Sottohy Ata Nour
WHO/EURO Copenhagen	Antonella Biasiotto Larissa Badde Matthias Branbach Kay Miller
WHO/HQ Geneva	Catherine Kirorei Corsini
WHO/GSC Kuala Lumpur	Kiranjeet Kaur
WHO/WPRO Manila	Jed Yparraguirre
WHO/SEARO New Delhi	Rajesh Mehta Ritesh Singh
WIPO	Olivier Steele
WMO	Jalil Housni
Federation with observer status	
FUNSA Guinea	Lucie Gnongo Beavogui
Guest	
UNIDO	Chantal Pothier

Introduction

1. The Standing Committee met on 5 and 6 February 2018 under the chairmanship of Ms. Silvia Mariangeloni (FAO/WFP-UGSS).
2. A brief summary was given on the Q&A session with the ICSC Chairman that had taken place during the plenary.

Adoption of the agenda (Agenda item 1)

3. The Standing Committee adopted the following agenda:
 1. Adoption of agenda
 2. Election of the rapporteur
 3. Report of the Permanent Technical Committee (PTC/GSQ)
 4. Status of various appeals against the implementation of the results of salary surveys and the FAO appeal on the service differential (FICSA/C/71/GSQ/1)
 5. Global recruitment of local staff for GS positions
 6. ICSC Review of the compensation package for locally recruited categories of staff, including the review of the GS salary survey methodology
 7. Resolution on Harassment
 8. Other business
 9. Nomination of Standing Committee officers and core group members

Election of the rapporteur (Agenda item 2)

4. Mr. Alberto Fernández-Kleinloog (OPCW) was elected rapporteur.

Report of the Permanent Technical Committee (PTC/GSQ) (Agenda item 3)

5. Ms. Mariangeloni made a brief presentation to the Standing Committee on the draft report of the Permanent Technical Committee of the Standing Committee on General Service Questions (PTC/GS) (Appendix 1).
6. It was agreed that the PTC/GSQ report would be adopted together with the report of the Standing Committee as members of the PTC/GSQ still needed to approve their report.
7. The Standing Committee discussed the following recommendation included in the draft report of the PTC/GSQ:

The PTC/GSQ advised the Standing Committee on GS Questions to request the FICSA Executive Committee that it consult the PTC/GSQ on any matters relating to the review of the salary survey methodology. A working group should be established comprising of FICSA experts on the GS methodologies in order to review, analyse and prepare proposals to the Executive Committee. Funds should be allocated for at least two three-day meetings.

8. Recalling the Ad hoc Task Force created in 2017, the Standing Committee did not consider the creation of an additional working group to be appropriate. A brief update on the activities of the Task Force was provided. The Task Force had met twice, once before the meeting of the ICSC Guatemala Working Group and then before the ICSC summer session, in order to review the documentation and devise a joint strategy to be adopted in the negotiations.

9. Following a positive evaluation on the activities of the Task Force during the year:

The Standing Committee on General Service Questions recommended that: (i) the Executive Committee should continue consultations with the Ad hoc Task Force on the Review of the Compensation Package for Locally Recruited Categories of Staff; (ii) the terms of reference of the latter be updated to include FICSA experts on Methodology I and II, and that funds should be allocated for at least two three-day meetings.

Status of various appeals against the implementation of the results of salary surveys and the FAO appeal on the service differential (FICSA/C/71/GSQ/1) (Agenda item 4)

10. The representative of FAO/WFP-UGSS provided an update on the status of the appeals. They provided background information and noted the anomalies of the survey process (2012) that had been conducted at the duty station only to yield - 9.2 per cent.
11. Moreover, the representative of FAO/WFP-UGSS reported that three staff members had decided to lodge an appeal against the implementation of the results of the salary survey. However, the ILO Administrative Tribunal (ILOAT) had dismissed the appeal on the grounds that the appellants were not directly affected by the new salary scale.
12. The representative of FAO/WFP-UGSS provided an update on the status of the introduction of a third salary scale in Bangkok (-35.2% compared to the 2011 salary scale).
13. Members of the Committee stressed the need to support and reaffirm the principle of equal pay for equal work throughout the common system; however those activities should not be to the detriment of the acquired rights of staff and should demonstrate generational solidarity with future staff.

The Standing Committee recommended that the FICSA Executive Committee collect information on the manner in which other international organizations established their compensation packages and salary scales.

The Standing Committee recommended that the FICSA Executive Committee request a FICSA legal adviser to review the principle of acquired rights vis-à-vis the manner in which the results of salary surveys were implemented.

14. As for the appeal regarding the service differential, the representatives of FAO/WFP-UGSS provided extensive background information and reported that the appeal by some staff members, which enjoyed the support of the Staff Union, had also been lost. It was further noted that in that particular instance, after the ILOAT judgement had been issued, the system of justice did not provide for a second recourse should the internal system of justice have already been bypassed. As an alternative, the Staff Union, with the support of a private lawyer, had decided to submit a letter to the FAO Director-General and request compensation. No reply had been received to date.

Global recruitment of local staff for GS positions (Agenda item 5) (FICSA/C/71/GSQ/1)

15. FAO/WFP-UGSS reported that the organization had continued to issue the global call for expression of interest, but had limited issuance to persons residing within the EU. In answering questions raised by members of the Standing Committee, FAO/WFP-UGSS replied that they had not lodged an appeal to deal with the situation.

16. FAO reported on an internal recruitment procedure that had been imposed by the organization whereby only staff members considered to be suitable for a post were invited for an interview, thus denying other staff members the right to apply.

The Standing Committee requested the FICSA Executive Committee to carry out an assessment among the membership of the Federation to evaluate the situation in other duty stations with regard to global recruitment of local staff for GS positions.

ICSC review of the compensation package for locally recruited categories of staff, including the review of the GS salary methodology, and FICSA strategy for the year ahead (Agenda item 6)

17. The FICSA President provided an update on the status of the review of the compensation package and salary survey methodologies for GS staff and NPOs as already described in the PTC/GSQ report.

18. The representative from WHO/EMRO reported that the pensionable remuneration of local staff members had been drastically reduced owing to the devaluation and currency conversion/exchange rate affecting various countries, including but not limited to Egypt, Ukraine, Angola, Malaysia and the Russian Federation. Furthermore, upon separation the compensation package had been decreased by 50 per cent. The FICSA President reported that the Executive Committee was already aware of the issue and encouraged the delegations to provide more information, follow up on the matter and draw on the resources available to FICSA.

The Standing Committee recommended that the Executive Committee should negotiate with all relevant parties the upgrade of a country's category status and press for salary payments in US dollars in cases where the IMF had declared an economic crisis there.

The Standing Committee recommended that the FICSA Executive Committee assist Egypt in expediting the conduct of a comprehensive salary survey at an earlier juncture than previously envisaged: by the end of the second quarter 2018 instead of 2019.

The Standing Committee recommended that the FICSA Executive Committee explore possibilities of securing a global contract for FICSA members with the Haye Group or other companies that would enable the Federation to obtain national labour market data and report thereon to the FICSA Council.

The Standing Committee recommended that the Ad hoc Task Force (created in 2017) be requested to participate in the upcoming review of the current salary survey methodologies and, in consultation with the membership, suggest changes for submission to the Executive Committee for consideration by the ICSC.

Resolution on harassment (Agenda item 7)

19. The Chair informed the members of the Standing Committee that a draft resolution on harassment was available online. Delegations were encouraged to review the document and provide inputs if any to Mr. Jason Sigurdson (UNAIDS).

Any other business (Agenda item 8)

20. A request was made to change the name of the Standing Committee to “Standing Committee on Locally Recruited Categories of Staff” and extend its scope to reflect the inclusion of all locally recruited categories of staff, viz. NPOs.

Nomination of Standing Committee officers and core group members (Agenda item 9)

21. The Standing Committee nominated Ms. Marielle Wynsford-Brown (IAEA) both as Chair and as Coordinator of the PTC/GSQ. Ms. Silvia Mariangeloni (FAO/WFP-UGSS) and Mr. Alberto Fernández-Kleinloog (OPCW) were nominated as Vice-Chairs.

22. The core group would comprise all those who had attended the meetings of the Standing Committee.

Appendix 1

REPORT OF THE PERMANENT TECHNICAL COMMITTEE ON GENERAL SERVICE QUESTIONS

Coordinator	Silvia Mariangeloni (FAO/WFP-UGSS Rome)
Rapporteur	Alberto Fernández-Kleinloog (OPCW The Hague)
FICSA President	Diab El-Tabari (UNRWA/ASA Lebanon)
Members, FICSA Executive Committee	Véronique Allain (SCBD Montreal)
	Pilar Vidal Estevez (PAHO/WHO Washington)
	Irwan Mohd Razali (WHO/GSC Kuala Lumpur)

Participants

FAO/WFP-UGSS	Simonetta Basile Antonio Culicigno Eva Moller
IAEA	Marielle Wynsford-Brown Imed Zabaar

Introduction

1. Ms. Silvia Mariangeloni (FAO-WFP-UGSS) chaired the meeting of the Permanent Technical Committee on GS Questions (PTC/GSQ).

Adoption of the agenda (Agenda item 1)

2. The Permanent Technical Committee adopted the following agenda:
 1. Adoption of the agenda
 2. Election of the rapporteur
 3. Update on the ICSC GS methodology review by the President of FICSA
 4. Results and lessons learnt from recent salary surveys
 5. Schedule of GS salary surveys for 2018
 6. Requests for FICSA workshops on GS salary survey methodology I and II
 7. Evaluation of workshops held in 2017 and review of the list of trainers and resource persons, including assessment of training materials and exchange of experiences
 8. Training by UN OHRM for FICSA trainers
 9. Review of the list of PTC/GSQ members
 10. Any other business
 11. Nomination of Committee Coordinator

Election of the rapporteur (Agenda item 2)

3. Mr. Alberto Fernández-Kleinloog (OPCW) was elected rapporteur.

Update on the ICSC GS methodology review by the President of FICSA (Agenda item 3)

4. The FICSA President, Mr. Diab El-Tabari (UNRWA/ASA Lebanon), reported on the current activities within the International Civil Service Commission (ICSC) related to the review the GS salary survey methodology. He reported that FICSA had expected to include the 'non-staff categories' issue during ICSC discussions but that this had been rejected. Furthermore, the ICSC had adopted the new definitions of National Professional Officers (NPOs) with minor changes, giving duty stations more flexibility in recruiting them, i.e. greater focus on the role of the officers in the national context of the duty station.
5. In addition, the FICSA President reported that the ICSC had received proposals from Member States regarding the revision of the methodology which might, depending on the duty station, negatively impact the results of the salary surveys. He further noted that there was no rush within the ICSC to start the GS salary survey methodology review process.
6. It was further mentioned that there had been proposals within the ICSC to abolish the Field Staff category. Strong arguments against that abolishment had been presented during the discussions.
7. Members of the PTC/GSQ also exchanged views on the role of GS posts, its evolution within the common system and the current different practices *vis-à-vis* recruitment (i.e. locally recruited vs. international recruited).

Results and lessons learnt from different salary surveys (Agenda item 4)

8. Vienna: The representative from the IAEA reported on the positive result (+ 3.3%) obtained during the last GS salary survey at the duty station, which were implemented fully in April 2017 and paid retroactively in December 2017.
9. As for lessons learnt, the representative from the IAEA recommended taking a proactive approach towards the preparation of the survey and not wait for the leading agency to start the process. By the time the ICSC contacted the duty station, the Local Salary Survey Committee (LSSC) had already done a lot of field work, i.e. collected a list of potential employers and a reserve list of companies to be surveyed, established corresponding working groups and recruited a consultant for six months to assist with the analysis of the labour market in Vienna well in advance of the survey date.
10. Furthermore, the importance of communicating with employers in their own language was emphasized as was providing them with incentives to encourage their participation in the survey.
11. Washington DC: The representative from PAHO reported on the difficulties and last-minute constraints faced by the LSSC leading agency in finding employers to be surveyed. They also reported that in 2016 a FICSA workshop had been held in Washington DC and some preparatory work had been done ahead of the survey. However, a list of employers had not been drawn up.
12. The PTC/GSQ members discussed the preparations for the upcoming GS salary survey in Brussels, which was to be conducted for the first time using methodology I. The PTC/GSQ sought clarification on why the survey still needed to be conducted by UN OHRM instead of the ICSC. This issue was again raised during a Q&A session with the ICSC.

13. The PTC/GSQ also discussed at length the activities, functions and future role of the Standing Committee Task Force established in 2017 to address the GS compensation package review to be undertaken by the ICSC (FICSA/C/70/R.1/Rev.1, page 95).

14. Various members of the Task Force provided an overview on the activities that had been undertaken in 2017.

The PTC/GSQ advised the Standing Committee on GS Questions to request the FICSA Executive Committee to consult with the PTC/GSQ on any matters related to the review of the salary survey methodology. A working group should be established comprised of FICSA experts on the GS methodologies to review, analyse and prepare proposals for the Executive Committee. Funds should be allocated for at least two three-day meetings.

Schedule of GS salary surveys for 2018 (Agenda item 5)

15. The schedule of GS salary surveys for 2018 (Appendix 2) was noted.

Request for FICSA workshops on GS salary survey methodology I and II (Agenda item 6)

16. The Coordinator noted the positive outcome of the salary survey in Africa and reported that four workshops had been requested for the region.

17. Methodology II:

- French-speaking in African region: Cameroon, Guinea (in cooperation with the Standing Committee on Conditions of Service in the Field)
- English-speaking in African region: Namibia, Angola and Kenya.

18. The representative from FAO/WFP-UGSS proposed holding a workshop on the salary survey methodology for new staff representatives in Rome. The request was rejected on the grounds that there would be no salary survey in Rome using the current methodology. It would be more prudent and cost-effective to wait until any revisions to the methodology had been implemented, at which time the relevant FICSA training would be available. FAO/WFP-UGSS therefore decided to hold their own workshop in Rome and fund it independently.

19. The PTC/GSQ discussed the value of providing workshops on a methodology that was in the course of being revised. The financial implications to the membership of FICSA were also noted. The representative from PAHO proposed to continue providing workshops to duty stations which were preparing for salary surveys in 2018 and 2019.

Evaluation of workshops held in 2017 and review of the list of trainers and resource persons, including assessment of training materials and exchange of experiences (Agenda item 7)

20. The FICSA Treasurer, Mr. Irwan Mohd Razali (WHO/GSC Kuala Lumpur), reported on the training activities conducted to date and noted that revenue had been generated by a large amount of non-FICSA participants. Many of the latter were very experienced and some of them had even chaired their corresponding LSSCs.

21. Mr. Imed Zabaar (IAEA) reported on the workshop conducted in Brussels and suggested that although the information package for trainers was complete, it was important that the training material be tailored to the trainees' requirements.

22. The list of FICSA resource persons on GS salary survey methodology was reviewed and updated (Appendix 3).

Training by UN OHRM for FICSA trainers (Agenda item 8)

23. The FICSA Treasurer reported on the training course that both he and Ms. Véronique Allain (SCBD), Member of the FICSA Executive Committee, had attended. He noted the value of that training for both trainers. It was stressed that during the training, all questions regarding the methodology were referred to the ICSC. The UN OHRM also drew the trainees' attention to the increasing lack of specialists and human resources available to conduct the surveys.

Review of the list of PTC/GSQ members (FICSA/C/70/R.1/Rev.1, Annex 6, Appendix 6, page 106) (Agenda item 9)

24. The list of PTC/GSQ members was reviewed and updated (Appendix 4); retirees should be removed as required by the terms of reference. It was again emphasized that heads of delegations should follow the procedure for putting names forward for new PTC/GSQ members.

25. Mr. Zabaar noted the need to maintain the technical character of the PTC/GSQ and ensure that members of the PTC and experts in the methodology attend the PTC/GSQ meeting and so provide regular feedback and guidance on the methodology and issues experienced during salary surveys.

Any other business (Agenda item 10)

26. No issues were discussed under this agenda item.

Nomination of Committee Coordinator (Agenda item 11)

27. As the Coordinator of the PTC/GSQ was traditionally the Chair of the Standing Committee on GS Questions, Ms. Marielle Wynsford-Brown (IAEA) was confirmed as Coordinator, and Ms. Silvia Mariangeloni (FAO/WFP-UGSS) and Mr. Alberto Fernández-Kleinloog (OPCW) as Vice-Coordinators during the meeting of the Standing Committee.

Appendix 2

SCHEDULE FOR GS SALARY SURVEYS - METHODOLOGY I

Proposed schedule

<i>Duty station</i>	<i>Previous survey</i>	<i>Pre-survey consultations</i>		<i>Pre-survey document to</i>	
Washington, D.C.	October 2010	Spring 2017	Autumn 2017	October 2017	Spring 2018
Brussels	May 2011	Autumn 2017	Spring 2018	May 2018	Summer 2018
Copenhagen	September 2010	Spring 2018	Autumn 2018	September 2018	Spring 2019

SCHEDULE OF GS SALARY SURVEYS FOR 2018 – METHODOLOGY II

First Quarter	January	Uzbekistan
	February	Ethiopia
Second Quarter	April	Indonesia, Cambodia, Argentina/Chile
	June	India-New Delhi, Guyana, Kyrgyzstan
Third Quarter	July	Ghana, Burundi
	August	Swaziland, Zambia
	September	Albania, Moldova, Denmark, Iran, Armenia
Fourth Quarter	October	Gambia, Yemen
	November	Kenya, Hungary, DRC

Appendix 3

LIST OF FICSA RESOURCE PERSONS ON GS SALARY SURVEY METHODOLOGY

2018

Name	Working Language	E-mail	Location	Trainer
Samir Abdel Wahab (non-HQ)	English/Arab	awahabs@emro.who.int	Middle East	Advanced
Jeanne d’Arc Matuje Mukamwiza (non-HQ)	English/French	dArc.MatujeMukamwiza@fao.org	Africa	Intermediate
Varghese Joseph (HQ and non-HQ)	English/French	vjosephvarghese@gmail.com	Europe	Advanced
Edmond Mobio (HQ and non-HQ)	English/French	mobioed@gmail.com	Europe	Advanced
Imed Zabaar (HQ)	English/French /Arabic	i.zabaar@iaea.org	Europe	Intermediate
Irwan Mohd Razali (non-HQ)	English	mohdrazalii@who.int	Asia	Intermediate

Appendix 4

PERMANENT TECHNICAL COMMITTEE OF GENERAL SERVICE AND RELATED CATEGORIES

Membership

2018 – 2019

ORGANIZATION	NAME	EMAIL ADDRESS
FAO/WFP-UGSS Rome	Elena Rotondo Silvia Mariangeloni Sonia Leuzzi	Elena.rotondo@fao.org silvia.mariangeloni@wfp.org sonia.leuzzi@wfp.org
IAEA Vienna	Katja Haslinger Marielle Wynsford-Brown Imed Zabaar	k.haslinger@iaea.org m.wynsford-brown@iaea.org i.zabaar@iaea.org
IMO London	Baharak Moradi	bmoradi@imo.org
ITU Geneva	Sylviane Asseraf	Sylviane.asseraf@itu.int
OPCW	Alberto Fernández-Kleinloog	alberto.fernandez@opcw.org
PAHO/WHO Washington	Pilar Vidal Estevez	vidalpil@paho.org>
SCBD	Véronique Allain	Veronique.allain@cbd.int
UNGSC	Cosimo Melpignano	melpignano@un.org
WHO/EMRO Cairo	Samir Abdel Wahab	Awahabs@emro.who.int

Annex 8

REPORT OF THE STANDING COMMITTEE ON PROFESSIONAL SALARIES AND ALLOWANCES

Chair	Christian Gerlier (ITU Geneva)
Rapporteur	Gaston Jordan (ICAO Montreal)
FICSA President	Diab El-Tabari (UNRWA/ASA Lebanon)
FICSA General Secretary	Gemma Vestal (WHO/HQ Geneva)
Members, FICSA Executive Committee`	Gaston Jordan (ICAO Montreal)
	Jason Sigurdson (UNAIDS Washington DC)
Regional Representatives	Bernadette Fogue (WHO/AFRO Brazzaville)
	Jesus García Jiménez (ILO/ITC Turin)
FICSA Information Officer	Brett Fitzgerald

Participants

AP-in-FAO	Roberto Bonafede Juan José Coy Girón
IAEA	Lisa Villard Imed Zabaar
ICAO	Walter Parks Ray Reynolds
IFAD	David Nolan
IMO	Blanca Pinero Gisela Vieira Irene Waite
ITU	Henri-Louis Dufour Akim Falou-Dime Carmen Montenegro
UNAIDS	Tanya Quinn-Maguire
UNESCO	Maria Helena Capelli Miguel Amani El-Scheikh
UNWTO	Maria Teresa Fernández
UPU	Birahim Fall Stéphane Vuillemin
WHO/AFRO Brazzaville	Lusamba Kabamba
WHO/EURO Copenhagen	Matthias Branbach

WHO/HQ Geneva	Tim Nguyen
WHO/SEARO New Delhi	Rajesh Mehta
WHO/GSC Kuala Lumpur	Kiranjeet Kaur
WHO/WPRO Manila	Rachelle Anyayahan
WIPO	Olivier Steele
WMO	Andrès Orias

Member with associate status

CERN	Isabelle Mardirossian Jean-Pol Matheys Ghislain Roy
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Guests

CCISUA	Catherine Comte Tiberghien
NATO	Andie Hill Hassink Wilhelmus

Adoption of the agenda (Agenda item 1)

1. The Standing Committee adopted the following agenda:
 1. Adoption of the agenda
 2. Election of the rapporteur
 3. Report of the PTC/PSA
 4. Review of the Standing Committee's recommendations adopted at the 70th FICSA Council
 5. The status of implementation of the compensation package in various duty stations and determination of uniformity of implementation. (Council decision FICSA/C/70/D/43)⁵
 6. Review of the compensation package for Professional staff deployed in the field and its potential and upcoming impact on those staff members (Council decision FICSA/C/70/D/24)⁶ (FICSA/C/71/PSA/1)
 7. Update on litigation pertaining to the revised compensation package
 - CCISUA update regarding its litigation at the UNAT
 8. Implications of the negative results of the cost-of-living surveys (staff mobilization, liaison work with HR Network and litigation)
 9. Review of the cost-of-living methodology (agreement to create a tri-partite working group) and lobbying to reinstate the 5% gap closure measure (GCM)

⁵ Study the implementation of the compensation package and, on the basis of its findings, make recommendations to the ICSC pertaining to adjustments and the uniformity of implementation.

⁶ The Executive Committee should work, in collaboration with the Standing Committee on Professional Salaries and Allowances, on drawing up a table showing the adverse changes for field staff following the review of the compensation package for Professional staff.

10. Update on the litigation planned by Geneva-based organizations against the pay cut
11. ICSC WG meeting on the review of pensionable remuneration
12. Requests for training/workshops in 2018
13. Harassment
14. Other business
15. Nomination of Standing Committee officers and core group members

2. The Chair opened the meeting at 18:55 on 5 February and the Standing Committee (SC) adopted the agenda with the addition of item 13, « Harassment ». For want of time, the Standing Committee on Professional Salaries and Allowances only met for about 40 minutes at its first sitting.

Election of the rapporteur (Agenda item 2)

3. Mr. Gaston Jordan (ICAO), Member of the FICSA Executive Committee, was elected rapporteur.

Report of the PTC/PSA (Agenda item 3)

4. The Chair asked if there were any comments on the Report of the Permanent Technical Committee (PTC/PSA) that had been prepared by Mr. Juan Coy (AP-in-FAO), in the absence of Ms. Andrea Leveque, but not yet published. There being no comments, the Chair suggested adding the appeals of WHO/EURO Copenhagen, FAO and PAHO. The Standing Committee took note of the PTC/PSA report (see annex).

Review of the Standing Committee's recommendations adopted at the 70th Council (Agenda item 4)

5. The Chair cited the recommendations, all of which had been implemented:

(a) Member associations/unions should inform the staff members in their organizations of the need to draw attention, in a timely manner, to situations where they had suffered losses in respect of the changes implemented as a result of the comprehensive review so that they could be considered as possible test cases for appeals. FICSA would focus on three test cases at an expected cost of CHF 30,000, of which CHF 15,000 would be required of FICSA and CHF 15,000 of CCISUA.

(b) Study the implementation of the compensation package and, on the basis of its findings, make recommendations to the International Civil Service Commission (ICSC) pertaining to adjustments and the uniformity of implementation.

(c) The FICSA delegation to the upcoming ACPAQ should voice concern over the lack of transparency in the cost-of-living survey process owing to the survey coordinator's report not being shared with the local survey committees or staff representatives.

(d) Alert the membership to the planned workshops in the field, as well as explore with the ICSC the possibility of holding an HQ methodology training session on the post adjustment system in either New York or Europe.

6. The action taken on the above recommendations was noted.

Status of implementation of changes to the compensation package and uniformity in application (Agenda item 5)

7. The Chair introduced the item and representatives of ILO, UNAIDS, IAEA and ICAO intervened to describe the status of implementation of the new compensation package in their respective organizations.
8. It appeared that phases 1 and 2 were being implemented quite consistently, whereas phase 3 (education grant) presented challenges in different organizations as not all the changes had been approved. Several organizations had yet to adopt new rules or were waiting for the UN to pave the way.
9. At the IAEA, an appeal had been launched against the elimination of boarding fees at headquarter duty stations. At ITU some appeals were foreseen on the elimination of boarding fees at headquarter duty stations. FAO obtained the reimbursement of capital assessment fees (CAF) in those cases where staff members were transferred to other locations by the administration. The ILO was trying to negotiate the creation of a fund from the savings to support GS staff in the field who also needed to resort to private schools. An exception would be IFAD where boarding was maintained regardless of the duty station and 100 per cent of the CAF was reimbursed.
10. The Standing Committee concluded that there was no general uniformity in terms of implementing of the changes, especially with respect to phase 3, which remained an issue.

Table of changes to the compensation package (Agenda item 6)

11. Mr. Jordan summarized the main features of the table: the fact that apart from phase 1, the new provisions applied to all Professional staff and not only to those in the field. The aim was to group all the changes in one document and present them in a concise and practical manner.
12. Representatives of FAO, WHO and CERN intervened after the summary. Following a comment on the new recruitment incentive, the discussion shifted to the matter of pay-for-performance. It was recalled that the incentive was a one-time measure only designed to allow the recruitment of certain talent, whereas that was a different issue altogether, pay-for-performance was to be avoided at all cost.
13. The participants noted the table, saying that it should be revised as new developments occurred.

The Committee recommended that members inform the Executive Committee of the implementation of the compensation package as a whole and in particular phase 3 (education grant) in the organizations, so that the Executive Committee could gather as much information as possible. That information could be useful to the membership in their appeals and the Executive Committee should continue updating the table yearly with the information received.

Update on litigation (Agenda item 7)

14. The President of FICSA described the current status of litigation, pertaining to the appeals lodged by staff on the global effects and the education grant. Emphasis was placed on the UN Dispute Tribunal (UNDT) judgement rendered in late December, which upheld acquired rights. However, the UN Secretary-General might lodge an appeal against that judgement. The three staff federations had written to the UN Secretary-General asking him not to appeal against the judgement.

15. Member associations/unions should continue to identify cases that might be appealed on the basis of that judgement and relay that information to FICSA. A proposal was made that FICSA consult its lawyers to determine the next steps to be taken.

The Standing Committee recommended that the FICSA membership share the UNDT judgement UNDT/2017/098 with their respective executive heads and discuss the implications that the judgement bore on the manner in which they implemented the new compensation package.

Implications of the negative results of the cost-of-living surveys (Agenda item 8)

16. The President of FICSA described the negative results, the context and the latest developments with regard to the cost-of-living surveys, in particular the misleading statements by the ICSC, the elimination of the 5 per cent gap closure measure and the introduction of a new measure at 3 per cent. He showed how the cut was being portrayed as being only 2 per cent in Geneva (to Member States, organizations, certain commissioners and staff representatives).

17. Participants asked what the way forward should be. The CCISUA representative, Ms. Catherine Comte Tiberghien (ILO), called for more mass mobilization in preparation for the upcoming ACPAQ meeting. It was suggested that FICSA act in an intelligent and strategic manner and not burn its bridges with the ICSC. It was decided that FICSA should continue action on three fronts: (i) mobilization, (ii) litigation (increase number of appeals), and (iii) continue to engage with the ICSC.

The Committee recommended that in their interaction with the UN General Assembly Member States and other relevant bodies, the three staff federations should emphasize the fact that the ICSC had provided misleading information regarding the actual impact of the post adjustment revision.

Review of the cost-of-living methodology, reinstatement of the 5% gap closure measure and creation of a tripartite working group (Agenda item 9)

18. The ICSC recruited a consultant, a senior statistician, Mr. Silvester Yung, former statistician of the ILO, to review the post adjustment methodology. FICSA needed to receive his report well ahead of the ACPAQ meeting that would start on 26 February 2018. The ICSC was not willing to set up a tripartite working group for the review. The mobilization and lobbying of the three staff federations must continue in an endeavour to obtain the reinstatement of the 5 per cent gap closure measure.

The Committee recommended that the Executive Committee participate in the review of the methodology and keep the membership informed of any developments.

Update on litigation planned against the pay cut by the Geneva-based organizations (Agenda item 10)

19. The FICSA General Secretary, Ms. Gemma Vestal (WHO/HQ Geneva), described the developments over the past three months:

- A statistician from the organizations had exposed the flaws in the application of the methodology
- The FICSA lawyers had been consulted on a legal strategy to challenge the resulting cut
- The ICSC Executive Secretary had been invited to explain the functioning so that FICSA fully understood the relationships between its different sections and divisions
- A legal workshop on appeals at the ILOAT was conducted at the FICSA Council (presented by Ms. Renuka Dhinakaran)
- Executive heads were helping indirectly by granting leave to bypass internal justice bodies
- A template was ready and hundreds of Professional staff in Geneva would sign it, thus permitting the launch of a mass appeal.

20. The Standing Committee noted the strategy in place for litigation in Geneva and the extent to which it could serve as a model in other duty stations.

ICSC Working Group meeting in Madrid to review pensionable remuneration (Agenda item 11)

21. The item was transferred to the Standing Committee on Social Security/OHS.

Training needs (Agenda item 12)

22. The General Secretary of FICSA proposed setting aside USD 2,000 (out of the USD 7,000 allotted to each Standing Committee) to provide further training for litigation with respect to the new compensation package.

23. Noting that there was a lack of knowledge among staff representatives on the technical aspects of the post adjustment, one participant proposed that an ad hoc group of four members at the most exchange mails to identify the features of a technical training course that would put staff representatives on an equal footing with the Commission and communicate those features to the Executive Committee

24. The ad hoc group would comprise Mr. Christian Gerlier (ITU), Mr. Olivier Steele (WIPO), Mr. Birahim Fall (UPU) and Mr. Gaston Jordan (ICAO). It would quickly get to work by email and prepare the list of features by the end of February.

The Committee recommended that the Executive Committee prepare the terms of reference for a technical training course on post adjustment issues, based on the list of features prepared by the ad hoc group.

Harassment (Agenda item 13)

25. As explained to the heads of delegations, all standing committees had been invited to review a draft resolution on harassment that would be adopted at the 71st session of the FICSA Council. It would enable the Federation to stay ahead on the matter that was currently at the forefront. The resolution, it was explained, would cover all forms of harassment, not just sexual harassment.

The Standing Committee recommended that the resolution under Council agenda item 11 be adopted and issued as soon as possible.

Any other business (Agenda item 14)

26. No items were raised under the heading.

Nominations of Standing Committee officers and core group members (Agenda item 15)

27. Mr. Christian Gerlier (ITU) was nominated as Chair and Mr. Walter Parks (ICAO) as first Vice-Chair and Mr. Juan José Coy Girón (AP-in-FAO) as second Vice-Chair.

28. Eight other participants would be core group members:

Henri-Louis Dufour (ITU)
 Birahim Fall (UPU)
 Akim Falou Dine (ITU)
 Bernadette Fogue (WHO/AFRO Brazzaville)
 Rajesh Mehta (WHO/SEARO New Delhi)
 David Nolan (IFAD)
 Ghislain Roy (CERN)
 Lisa Villard (IAEA)
 Irene Waite (IMO)
 Imed Zabaar (IAEA)

Appendix

REPORT OF THE PERMANENT TECHNICAL COMMITTEE OF THE STANDING COMMITTEE ON PROFESSIONAL SALARIES AND ALLOWANCES (PTC/PSA)

3 February 2018, 14:30

Chair	Christian Gerlier (ITU Geneva)
Rapporteur	Juan José Coy Girón (AP-in-FAO Rome)
FICSA President	Diab El-Tabari (UNRWA/ASA Lebanon)
FICSA Information Officer	Brett Fitzgerald

Participants

ITU	Henri-Louis Dufour
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Member with associate status

OPCW	Megan Lehmann
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Adoption of agenda (Agenda item 1)

1. The provisional agenda (FICSA/C/71/PSA/CRP.2) was adopted.

Election of the rapporteur (Agenda item 2)

2. Mr. Juan José Coy Girón (AP-in-FAO) was elected as rapporteur.

Report on the 2017 ACPAQ meetings (Agenda item 3)

3. FICSA delegations attended two ACPAQ meetings in New York City. The first was held from 19 to 27 February 2017 and the second an additional session, from 29 to 30 June 2017. Mr. Henri-Louis Dufour (ITU) made a brief presentation summarizing the work carried out by the FICSA delegation that travelled to New York (13 to 17 November 2017) at the time the Administrative and Budgetary Committee (Fifth Committee) of the United Nations General Assembly was discussing ACPAQ-related matters, particularly post adjustment issues.

4. The delegation comprised of the President, the General Secretary and the Information Officer of the Federation plus Mr. Dufour himself. The delegation held meetings with the representatives of several countries, including Brazil, Israel and Italy as well as with the Chair of the Fifth Committee and representatives of the International Civil Service Commission (ICSC). The President of FICSA also held informal meetings with different national delegations and the heads of several organizations. Finally, the FICSA delegation, together with the delegation of CCISUA, met with the Chair and the two Vice-Chairs of the G77 countries.

5. In those meetings, the FICSA delegation tried to advance the Federation's position with regard to the review of post adjustment. It emphasized the 2015 revision to the operational rules of the

methodology for the review was flawed further to which the ICSC should not have changed the rules along the way.

Strategize in preparation for the next ACPAQ meetings (29 February to 5 March and the summer of 2018) (Agenda item 4)

6. Mr. Brett Fitzgerald, FICSA Information Officer, explained to the Committee that the ICSC Chair did not acknowledge the agreement reached at the Commission's session held in Vienna in July 2017 whereby a tri-partite working group would be established to continue discussing and, if appropriate, fine-tuning the survey methodology relating to post adjustment revision.

7. The ICSC Chair apparently intended to bring a senior statistician, Mr. Silvester Yung, former ILO statistician, to the next ACPAQ meeting to present a report that would defend the Commission's work and refute the conclusions of the three expert statisticians who had been commissioned by the HR Network to review the revised methodology for the place-to-place surveys and who had identified serious flaws in it.

8. Mr. Fitzgerald informed the Committee that FICSA had asked one of the three expert statisticians, Mr. Kieran Walsh, to be part of the Federation's delegation to the next ACPAQ meeting. Mr. Walsh, however, had already agreed to accompany the HR Network delegation, so FICSA had asked another of the three experts, Mr. Steve MacFeely (UNCTAD's Senior Statistician who agreed to join the delegation. The third expert statistician, Ms. Valentina Stoevska, would also attend the meeting as part of the CCISUA delegation.

9. Mr. Fitzgerald therefore felt that FICSA had made the necessary arrangements, pending the election of the new Executive Committee members and subsequent identification of the exact composition of the delegation.

Any need for workshops? (Agenda item 5)

10. The FICSA President was of the view that, given the uncertainty regarding the outcome of the next ACPAQ meetings and ICSC sessions, it might be a good idea to schedule tentatively a couple of workshops late in the year. In so doing, once the situation was clearer, the Executive Committee could decide whether it would be necessary to hold them (if the ICSC made any further revisions to the methodology).

11. The PTC/PSA suggested that the Executive Committee might wish to ask the ICSC to provide further training on post adjustment issues as well.

Membership issues (Agenda item 6)

12. Some concern was expressed about the reduced participation and whether the PTC/PSA was really useful or necessary. Mr. Dufour (ITU) pointed out that its permanent character was what made the PTC/PSA worthwhile, by reason of its continuity and the participation throughout the years of some people extremely well versed in the subject matter.

Other business (Agenda item 7)

13. Mr. Coy Girón (AP-in-FAO) enquired about the status of the appeals in relation to the compensation review that the Council had agreed to finance. The FICSA President explained that initially the idea had been to support three test cases of different types (i.e. related to different aspects of the compensation package). However at the Geneva 'symposium' with lawyers it had been suggested that appeals should focus on overall loss or show cumulative damage, as that would provide better chances buttressing the argument that acquired rights had been breached.

14. To date, FICSA had contributed USD 10,000 to appeals filed by five PAHO staff members using a lawyer from Bretton Woods Law. In the case of WHO, Mr. Laurent Chambost had been introduced to Me Christopher Bollen, whom he had requested to go to WHO/HQ Geneva for an information meeting with staff affected by the change. The information session at WHO/HQ Geneva duly took place occur and most staff were annoyed when it transpired that they were most likely time-barred.

Annex 9

REPORT OF THE STANDING COMMITTEE ON STAFF/MANAGEMENT RELATIONS

Chair	Viera Seben (ICAO Montreal)
Rapporteur	Megan Lehmann (OPCW The Hague)
FICSA General Secretary	Gemma Vestal (WHO/HQ Geneva)
Members, FICSA Executive Committee	Véronique Allain (SCBD Montreal)
	Pilar Vilar Estevez (PAHO/WHO Washington)
Regional Representatives	Bernadette Fogue (WHO/AFRO Brazzaville)
	Christopher Mason (WIPO Geneva)

Participants

AP-in-FAO	Juan J. Coy Girón
IFAD	Dave Nolan
IMO	Juan Lyu Tamara Vassilissin Gisela Vieira Irene Waite
ITU	Henri-Louis Dufour Akim Falou-Dine
UNESCO	Amani El-Sheikh Elia Matias
UNFCCC	Ambretta Perrino Alex Gellert Paris
UNGSC	Ezio Capriola Vito Musa
UNWTO	Maria Teresa Fernandez Samiti Siv
UPU	Stéphane Vuillemin
WHO/AFRO Brazzaville	Lydie Fanny Gassackys
WHO/EMRO Cairo	Nasr El-Sottohy Ata Nour
WHO/EURO Copenhagen	Antonella Biasiotto Julia Nowacki
WHO/GSC Kuala Lumpur	Kiranjeet Kaur

WHO/HQ Geneva	Catherine Kirorei Corsini
WHO/SEARO New Delhi	Ritesh Singh
WHO/WPRO Manila	Rachelle Anyayahan

Members with associate status

CERN	Isabelle Mardirossian
OPCW	Alberto Fernandez-Kleinloog

Guests

CCISUA	Catherine Comte Tiberghien
UNIDO	Chantal Pothier

Adoption of the agenda (Agenda item 1)

1. The Standing Committee (SC) approved the following agenda:
 1. Adoption of the agenda
 2. Election of the rapporteur
 3. Report on previous year's activities
 4. Update on cost sharing for release of FICSA officers (FICSA/C/71/SMR/CRP.2)
 5. Update on staff/management relations issues:
 - WIPO
 - FAO
 - ICO
 - OPCW
 6. Update on the agency rating survey and presentation of the revised survey questions (FICSA/C/71/SMR/2/Rev.1)
 7. Discussion on joint staff/management bodies and access to governing bodies by staff associations and unions (FICSA/C/71/HRM/CRP.3)
 8. Support letter from executive head to supervisors of Staff Representatives regarding their release for staff association/staff union-related work (FICSA/C/71/HRM/CRP.4)
 9. FICSA resolution on harassment
 10. Request for training/workshops in 2018
 11. Other business
 12. Nomination of Standing Committee officers and core group members
2. A delegate from WIPO requested that an item on FICSA Resolution 70/1 be added under 'Other business'. The FICSA General Secretary, Ms. Gemma Vestal (WHO/HQ Geneva), provided clarification that the resolution was ready for issuance once cleared by the WIPO Staff Association. The agenda was then adopted.

Election of rapporteur (Agenda item 2)

3. Ms. Megan Lehmann (OPCW) was elected rapporteur.

Report on previous year's activities (Agenda item 3)

4. The Chair informed the SC that activities over 2017 had included actions taken on the cost-sharing proposal, which would be discussed in more detail under Agenda item 4. The Chair also noted that a working group had been formed at the 70th session of the FICSA Council to develop an inter-agency rating system. As the Working Group had not been sufficiently productive in 2017, the FICSA Executive Committee provided assistance towards the end of the year, specifically by identifying and commissioning a survey expert to assist the Working Group. The matter would also be covered in more detail under Agenda item 6.

5. The following training courses were provided under the umbrella of the Standing Committee on Staff/Management Relations (SC) in 2017:

- Nuts and bolts of staff representation; Bullying and harassment in the workplace—(Bonn, SMR)
- Negotiating in the context of performance appraisals, Staff representation in grievance and other disciplinary cases—(Geneva, HRM/SMR)
- FICSA workshop for staff representatives on mental health—(Geneva, SOCSEC/SMR)
- Job classification—(Vienna, HRM/SMR)
- Negotiating in the context of performance appraisals—Botswana (HRM/SMR)
- Staff representation—(Botswana, SMR)
- Negotiating in the context of performance appraisals; Staff representation in grievance and other disciplinary cases—(Manila, HRM, SMR).

In summary: six training courses in Europe, two in Africa, two in Asia and one distance learning course (webinar) under both HRM/SMR.

6. The SC expressed its gratitude to the FICSA Executive Committee and the Secretariat for organizing the above training activities in 2017.

Update on cost-sharing for release of FICSA officers (FICSA/C/71/SMR/CRP.2) (Agenda item 4)

7. The FICSA General Secretary informed the SC on the progress made on the cost-sharing proposal over the course of 2017, including reviewing the proposal that had previously been submitted and doing some background work with WHO to revise and reconfigure the terms of reference of the working group for submission to the High-Level Committee on Management (HLCM).

8. WHO took the lead on the issue and met twice: in December 2017 and late January 2018. The Working Group reviewed the contribution structure for each organization and achieved a contribution rate of 60% – 75% among the organizations affiliated with FICSA. However, it was noted that more lobbying was needed, including staff associations/unions lobbying with their respective administrations, in order to help move the cost-sharing proposal forward and up through the HLCM. The Working Group identified those organizations that were still reluctant to participate in the cost-sharing proposal. They would be lobbied ahead of the upcoming meeting of the HLCM in April this year.

9. It was noted that in addition to minimizing the financial burden to be borne by the organizations that were currently covering the costs associated with releasing the Executive Committee officers, implementing the cost-sharing proposal would benefit FICSA and its membership. It would be easier for potential Executive Committee candidates to secure release from their respective organizations, thus leading to a larger number of candidates and greater competition among them.

The Standing Committee recommended that the FICSA Executive Committee continue its work with the HLCM Working Group on cost-sharing and recommended that the staff associations/unions of full FICSA members continue to lobby for cost-sharing through their respective contacts in human resources and/or their administrations, encouraging them either to join the cost-sharing initiative or confirm the administrations' support for the initiative.

Updates on staff/management relations issues (Agenda item 5)

10. The WIPO delegate provided the SC with updated background information on the tense situation in his organization (see Appendix), which dated back to 2014 when the Director-General summarily dismissed the President of the Staff Council of the WIPO Staff Association. That was followed by the institution of a management-approved Staff Council and irregular elections, which were the subject of an official complaint by the WIPO Staff Association to the ILO Administrative Tribunal (ILOAT) and an internal appeal. That had been followed by an attempt to establish a wholly new management-friendly staff union and confirmed harassment of and retaliation against staff representatives. The Staff Council established unilaterally by the WIPO Director-General was currently seeking legitimacy by requesting membership in one of the staff federations (FICSA, CCISUA and UNISERV). The latter would not recognize any staff council or association other than the one that was legitimately established in 1958.

11. It was noted that it might be necessary to request FICSA to launch an investigation into the mistreatment of the staff representatives at WIPO, further to which remedial action via the WIPO Governing Body was urgently required.

12. The FICSA President, Mr. Diab El-Tabari (UNRWA/ASA Lebanon), stated that it was important to seek both short- and long-term solutions and to make it clear to common system organizations that they should not be subject to radical upheavals and sea changes in terms of staff/management relations based on hostile actions by a specific executive head. He added that FICSA should work to identify the best ways of offering protection to the WIPO Staff Association and its staff representatives and to continue negotiating with the WIPO Director-General. The FICSA President also requested that the WIPO delegate provide the Executive Committee with a summary of what was needed for its intervention.

13. The meeting participants also agreed to issue a joint resolution on the prohibition of retaliation against staff representatives in International organizations. It was subsequently submitted to plenary for approval (see Annex 2).

14. The delegate from FAO noted that the staff and their representatives had also been facing persistent problems ever since the arrival of the current Director-General in 2012, with no recent improvements. He noted in particular the latest issues of concern. FAO was the only agency that had publicly declared that it would not implement the MAS65, which was in contradiction to ICSC standards and recommendation. That action also prevented WFP from implementing MAS65.

Furthermore, FAO was improperly implementing the rental subsidy procedure, applying the rules for headquarters to staff in the field and disregarding the common system parameters (by using average rental costs published by the ICSC as maxima for determining reasonable rents) in order to decrease rental subsidy amounts. It also continued to hire GS staff globally, despite their status.

15. It was noted that the ICSC had taken the unusual step of condemning FAO in its yearly report for 2017, published in September of that year, following FAO's failure to implement certain ICSC decisions (ref. A/72/30, paragraphs 17 and 19 (a) and (b)). Having considered the said report, the General Assembly then adopted its Resolution 72/255 on 24 December 2017, reiterating the need for compliance with ICSC decisions.

16. The FAO delegate requested the SC to recommend that the Council adopt a resolution to continue raising awareness of the situation and seeking the support of the relevant UN common system bodies for the implementation by FAO of MAS65 and all other ICSC decisions.

17. The Standing Committee recommended the adoption of the resolution (see Annex 2, Resolution 71/3).

18. The FICSA General Secretary briefed the SC on the latest developments with the ICO. FICSA had funded legal support for three ICO staff members, who were left with no recourse following the failure to uphold ICO headquarters agreement. It was emphasized that the ICO needed to put into place an internal justice system, as the staff of international organizations did not have access to local national courts.

19. The General Secretary further noted that since the initiation of the process, an internal justice system has been put into place and FICSA was currently awaiting feedback from staff members regarding the effectiveness of the new system.

20. The delegate from the OPCW briefed the SC regarding improvements in staff/management relations in her organization in 2017, especially with the arrival of a new head of human resources. She noted that in line with established practices at the OPCW, Staff Council officers met with representatives from HR, Administration, Finance and the Staff Welfare Officer on a monthly basis, in addition to ongoing open information and direct communication with the Head of HR. She further noted that while the overall situation appeared to be developing in a positive way, a lot of uncertainties remained for OPCW, particularly in 2018, as a new head of administration would be joining the organization at the end of February and a new director-general in July.

Update on the agency rating survey and presentation of the revised survey questions (FICSA/C/71/SMR/2/Rev.1) (Agenda item 6)

21. The FICSA General Secretary provided an update on the status of the Inter-Agency Rating System (IARS) and noted that since the last FICSA Council in 2017, the document had been revised by both the Standing Committee's Working Group for the IARS and the Executive Committee. Comments and feedback relating to 2017 were finalized in August of that year. Over the year, FICSA had received feedback that the survey would benefit strongly from the involvement of a survey specialist to ensure that the questions, descriptions, rating scale and language were appropriate, clear and unambiguous. The Working Group had requested funds from the Executive Committee to hire a survey specialist. A suitable candidate had been identified close to the end of the year.

22. Meeting participants noted, inter alia, certain aspects that should be kept in mind when reviewing the language and format of the survey. First, the initial intention was to have one survey response from each participating organization; however, it had to be borne in mind that some organizations had more than one staff representative body. Secondly, questions had to be worded and follow-up questions developed in such a way as to allow respondents to portray the situation in their respective organisations as comprehensively as possible. For example, while an organization might have recognition agreement in place, management might not be complying in full with that agreement. Thirdly, it was essential to record how the survey was to be completed. It was debatable whether the President of the Staff Council alone should complete the survey or whether it should be a collective effort involving, for example, five elected staff representatives.

It was decided that the Standing Committee's core group would focus on the issues pertaining to the agency rating survey rather than establish a separate working group for that purpose, while the core group members would contact each other by email no later than two weeks after the 71st session of the FICSA Council so as to begin work on the survey.

The Standing Committee's core group should complete the collection of feedback and comments on the survey by the close of March 2018 and submit them to the Executive Committee by the first week of April 2018.

Discussion on joint staff/management bodies and access to governing bodies by staff associations and unions (FICSA/C/71/HRM/CRP.3) (Agenda item 7)

23. A number of delegates contributed to the discussion with information about the systems in place within their respective organizations that permitted staff representation to communicate directly with governing bodies. The meeting participants heard from representatives of WHO, UNAIDS, IFAD, OPCW, WMO, UMWTO, FAO, WIPO, EMRO and UNFCCC, all of which had formal or informal (or both) mechanisms in place for communicating with management and governing bodies.

24. The SC agreed that it would be beneficial for the FICSA membership as a whole to have access to the staff rules and regulations, recognition agreements, and other relevant statutes of FICSA member organizations in order to explore and research best practices and to have solid substantiation for moving initiatives forward in their respective organizations.

Support letter from executive head to supervisors of staff representatives regarding their release for staff association/staff union-related work (FICSA/C/71/HRM/CRP.4) (Agenda item 8)

25. The delegate from WHO/HQ opened the discussion on the item with background information on how release time was granted to staff representatives at her organization. The Director-General wrote to the head of the relevant division to request that the staff representative be granted the release time corresponding to the representative's post. The hope was expressed that perhaps other organizations might be able to use that system as an example in facilitating the allotment of release time.

26. Other delegations also contributed to the discussion, with UNAIDS noting that it had a similar mechanism in place and WHO/EMRO informing the SC that after consulting with the FICSA General Secretary at a FICSA training session in 2017, she had begun including her staff representation work in her performance management system (PMS). That had proven to be an effective disincentive to her supervisor against pressuring her to leave the Staff Council.

27. Delegates from UNFCCC, UNWTO, FAO and IFAD also contributed to this discussion with information on the mechanisms in place at their respective organizations for facilitating the allotment of release time for staff representatives.

28. Following the discussions held under Agenda Items 7 and 8:

The Standing Committee recommended that FICSA member organizations should share with the FICSA Secretariat, to the extent possible and as applicable, their internal Staff Rules and Regulations, Recognition Agreements, Memoranda of Understanding and any other statutes stipulating the provisions for communication between staff representatives and both (a) management/administration/human resources and (b) governing bodies, for the purpose of creating a searchable collaborative tool for FICSA membership in order to foster and develop best practices in staff/management communications across UN common system.

The Standing Committee recommended that the FICSA Executive Committee should collect the said statutes from FICSA membership and establish, in line with the Terms of Reference for the new FICSA website and the decisions adopted by the Ad hoc Standing Committee for Strategic Development, a searchable collaborative tool compiling Staff Rules and Regulations, Recognition Agreements, Memoranda of Understanding and any other statutes stipulating the provisions for communication between staff representatives and both (a) management/administration/human resources and (b) governing bodies, with the aim of fostering and developing best practices in staff/management communications across UN common system.

FICSA resolution on harassment (Agenda item 9)

29. Meeting participants were requested to review the draft FICSA resolution on harassment ahead of its adoption at Plenary.

Request for training/workshops in 2018 (Agenda item 10)

30. The OPCW delegates requested that the following training covered courses to be held in The Hague: Emotional intelligence in the workplace, and Organizational change and staff representation.

31. The IMO delegates also requested a training activity on Emotional intelligence in the workplace.

The Standing Committee requested that the FICSA Executive Committee organize the following training sessions in 2018: Emotional intelligence in the workplace (OPCW and IMO); and Organizational change and staff representation (OPCW).

Other business (Agenda item 11)

32. No other business was raised.

Nomination of Standing Committee officers and core group members (Agenda item 12)

33. Ms. Viera Seben (ICAO) was nominated as Chair and Ms. Megan Lehmann (OPCW) and Ms. Ata Nour (WHO/EMRO Cairo) as Vice-Chairs.

34. The following were nominated as core group members:

Christopher Mason (WIPO)

Bernadette Fogue (WHO/AFRO Brazzaville)

Ritesh Singh (WHO/SEARO New Delhi)

Maria Helena Capelli Miguel (UNESCO/STU Montreal)

Juan Coy (AP-in-FAO), Nasr El-Sottohy (WHO/EMRO Cairo)

Maria Teresa Fernández (UNWTO)

Andrès Orias (WMO)

Alex Gellert Paris (UNFCCC)

Jalil Housni (WMO)

Irene Waite (IMO)

Appendix

PRESENTATION BY THE WIPO DELEGATE

Update on the WIPO Staff Association for FICSA Council, Bonn

“If ever a UN Organization needed a union, it is WIPO”.

Quote of US Congressman, Chris Smith, House of Foreign Affairs Committee, Joint Subcommittee Hearing, Washington, February 2016.

1. In March 2017, WIPO Administration held elections for a 'new' Staff Council.
2. This was the culmination of a process which had begun in September 2014 when WIPO Director General Francis Gurry summarily dismissed Moncef Kateb for defending staff members just weeks before he was due to deliver a controversial speech to Member States, criticizing Mr Gurry's behaviour and management and decision to supply North Korea and Iran with sensitive, dual use IT equipment, allegedly in exchange for votes at the WIPO DG elections.
3. In November 2014, the WIPO DG suddenly announced a “new interpretation of Staff Rule 8.1 claiming that all WIPO Staff members, irrespective of whether they were members of the Staff Association should be allowed to vote for or stand in elections of the WIPO Staff Association. 70 staff members, less than 6 per cent of the WIPO Staff workforce signed a petition in support of the DG's interpretation (entitled “For a representative Staff Council”), which the Director General subsequently imposed on all WIPO Staff Members.
4. The WIPO Staff Association had been defending and representing staff at WIPO since 1958.
5. Despite filing an official complaint with ILOAT, five members of the Staff Council of the WIPO Staff Association decided to stand for the Director General's elections for a 'new' staff council on the advice of their lawyer, without prejudice and with full reservation of all rights.
6. They were hopelessly beaten in what they believe to be totally irregular elections. We noted 17 irregularities and are currently appealing against the results, conduct and aftermath in the internal justice system at WIPO with a view to launching a 2nd ILOAT appeal.
7. Alleged irregularities include the following:
 - i) The polling officers for the elections, appointed by WIPO Administration, violated their own rules of procedure which were written by a close aide of the WIPO Director General.
 - ii) a senior official in WIPO HRMD drew up a question and answers document that openly spoke of disbanding the WIPO Staff Association.
 - iii) Pro-management candidates received preferential treatment in terms of publicity and exposure.
 - iv) Staff Association candidates were not allowed to be present or even receive a copy of the results of the electronic elections.

- v) Staff voted using work computers and e-mail systems which were not confidential – they are expressly monitored by WIPO IT services.
 - vi) Polling officers authorized the sending of mass-emails for electoral purposes from WIPO work addresses when this was expressly forbidden by the Rules of Procedure.
 - vii) Voting figures seemed grossly inflated – just like the results, which put the pro-management team ahead despite their disastrous performance at a meet-the- candidates forum in the run-up to the elections and total lack of experience in staff representation (video information on this event exists) .
 - viii) Pro-management team flyers were mysteriously distributed against staff members' will in their letterboxes at WIPO.
 - ix) Pro-management team resorted to issuing personal insults against the WIPO Staff Association, which were left unsanctioned.
8. Retribution against the existing Staff Council of the WIPO Association was swift. Within days of the election results, the release time for its President and Administrative Assistant was withdrawn; the Staff Council was evicted from its premises against its will and it was denied the right to send all staff e-mails. The Director of Human Resources subsequently introduced a censorship system for messages emanating from the Staff Council of the WIPO Staff Association. WIPO Administration's annual subsidy of the WIPO Staff Association (CHF 37,200) was unilaterally withdrawn and redirected to the Director General's 'new' Staff Council. Three members of the WIPO Staff Council are currently being harassed on a daily basis – the threat of bad performance evaluations; ostracization, and non-renewal of fixed-term contracts.
9. In parallel, the 'new' WIPO Staff Council is trying to take over the WIPO Staff Association's sporting activities and reach out to the 'new' representative WIPO Staff Union with its estimated 30 members.
10. In January 2018, the WIPO DG formally changed the wording of rule 8.1. to justify *post facto* his imposition of management-orchestrated staff elections.
11. Several days later, the Head of WIPO HRMD authorized five self-proclaimed officials of a 'new' representative (sic) Staff Union to canvas for members in an all- staff e-mail that purported to charge WIPO Staff Members the modicum sum of CHF 5 per year to join the 'new' Union. The language of the e-mail was highly reminiscent of the original petition against the Staff Council of the WIPO Staff Association and the people involved, like many of the original petitioners, can be traced back to working under the orders of one of the WIPO DG's closest aides.
12. The Staff Council of the WIPO Staff Association has made it clear from the very beginning that it is pursuing the legal route to put an end to ill treatment of the WIPO Staff Association – via the ILOAT and WIPO Appeal Board. In May it met with the Director of WIPO HRMD to see if some kind of *modus operandi* could be worked out while the matter is decided in the courts. The Director of WIPO HRMD refused bluntly and said that the WIPO Staff Association no longer represented staff in front of the WIPO DG, despite the fact that it has more than 500 members, representing approximately half of the WIPO workforce. The WIPO Staff Association is now barred from taking part in selection boards and other committees at WIPO, or entering into discussions with WIPO Management and its memoranda in favour of staff remain unanswered. The WIPO Staff Association is campaigning for the restoration of its rights and it has received support from FICSA Executive Committee whose members made it quite clear that the WIPO DG's 'new' staff council and 'new' staff union (sic) have no representative power outside WIPO and cannot become a member of a Staff Federation. The WIPO Staff Association is counting upon receiving the same support from CCISUA and UNISERV.

13. What the WIPO Staff Association experienced is a pure case of union bashing and the creation of a fake 'in-house' or 'yellow' union and staff council.
14. The WIPO Staff Association has requested its members to remain calm and collected, to keep their feet on the ground and move forward. Not a day goes past without a new attempt by Management to destroy it.
15. What the WIPO Staff Association would ask of FICSA is to recommend an updated resolution from the FICSA Council asking for intervention in the unhealthy situation at WIPO. The WIPO Staff Association is trying to contact the Head of the Coordination Committee for his help in resolving what it sees as a very clear case of retaliation against whistle-blowers. Historically, the WIPO Staff Association has been a whistle-blower ever since Moncef Kateb denounced the shipment of sensitive, dual use IT equipment to North Korea and Iran in 2012. He paid for it with his job.

Annex 10**REPORT OF THE AD HOC COMMITTEE ON STRATEGIC DEVELOPMENT**

Chair	Imed Zabaar (IAEA Vienna)
Rapporteur	Walter Parks (ICAO Montreal)
FICSA President	Diab El-Tabari (UNRWA/ASA Lebanon)
FICSA General Secretary	Gemma Vestal (WHO/HQ Geneva)
FICSA Treasurer	Irwan Shahrezza Mohd Razali (WHO/GSC Kuala Lumpur)
Members, FICSA Executive Committee	Véronique Allain (SCBD Montreal)
	Jason Sigurdson (UNAIDS Washington DC)
	Pilar Vidal (PAHO/WHO Washington DC)
FICSA Information Officer	Brett Fitzgerald
Regional Representatives	Bernadette Fogue (WHO/AFRO Brazzaville)
	Jesus Garcia Gimenez (ILO/ITC Turin)
	Christopher Mason (WIPO Geneva)

Participants

AP-in-FAO	Roberto Bonafede
FAO/WFP-UGSS	Simonetta Basile Antonio Culicigno Silvia Mariangeloni Eva Moller
IAEA	Katja Haslinger Lisa Villard Marielle Wynsford-Brown
ICAO	Anthony Ndinguri Viera Seben
IFAD	Dave Nolan Juan Lyu Edwin Titi-Lartey Tamara Vassilissin
IMO	Irene Waite
ITU	Akim Falou-Dine Henri-Louis Dufour Christine Gimenez Carmen Montenegro
OSCE	Nizar Zaher
UNAIDS	Tanya Quinn-Maguire

UNESCO	Elia Matias
UNGSC	Cosimo Lunedi Cosimo Melpignano
UNWTO	Samiti Siv
WHO/AFRO Brazzaville	Lydie Gassackys Lusamba Kabamba
WHO/EMRO Cairo	Nasr El-Sottohy Ata Nour
WHO/EURO Copenhagen	Antonella Biasiotto Kay Miller
WHO/GSC Kuala Lumpur	Kiran Kaur
WHO/HQ Geneva	Marina Appiah
WHO/SEARO New Delhi	Ritesh Singh
WHO/WPRO Manila	Rachelle Anyayahan Jed Yparraguirre
WMO	Jalil Housni

Members with associate status

CERN	Ghislain Roy
OPCW	Alberto Fernandez-Kleinloog Megan Lehmann

Adoption of the agenda (Agenda item 1)

1. The Standing Committee adopted the following agenda:
 1. Adoption of the agenda
 2. Election of the rapporteur
 3. FICSA representation in New York
 4. FICSA communication strategy in light of the new political dynamics
 - a) Mass and social media
 - b) Advocacy and campaigns
 - c) FICSA magazine
 5. FICSA website
 6. Assessment and review of FICSA/CCISUA cooperation agreement plus FICSA/CCISUA future collaboration
 7. Other matters from Standing Committees
 8. Other business

Election of the rapporteur (Agenda item 2)

2. Mr. Walter Parks (ICAO) was elected rapporteur.

FICSA representation in New York (FICSA/C/71/SD/1 and SD/2) (Agenda item 3)

3. The Chair reminded the participants that, at the 70th FICSA Council, the Ad hoc Committee had recommended that FICSA should have a position based in New York with a public affairs and liaison portfolio and funded from the surplus in FICSA resources on a trial basis of one year. Moreover, it had proposed that FICSA should establish a working group to explore a longer-term approach to the Federation's presence and activities in New York based on a review that should cover a broad range of options.
4. The President provided the Ad hoc Committee with general background details on the functioning of the Fifth Committee of the UN General Assembly (UNGA) and highlighted the current practices that were deployed by the Executive Committee when dealing with the UNGA and its associated bodies. He also stressed the urgent need to establish a permanent presence in New York, for the express purpose of maintaining on-going liaison with Member States, UNGA, the International Civil Service Commission (ICSC) and the Advisory Committee on Post Adjustment Questions (ACPAQ) as well as strengthening coordination with the other staff federations.
5. The President further noted that although at the 70th FICSA Council, the Committee had recommended that a fulltime (100%) position at the P-4 level might be required, he had concluded after a thorough analysis that the position did not necessarily need to be a full-time post nor at the P-4 level.
6. He stated that based on past experience, the most opportune times to meet with the UNGA 5th Committee Members were the following:
 - Two weeks in March, which coincided with the ICSC session;
 - Two weeks in April, either staying on from March or the last two weeks in April;
 - One or two weeks in May, depending on the importance and relevance of the issues being discussed;
 - One week or two in June, depending on the specific issues being considered;
 - One week in September;
 - Two weeks in October;
 - Two weeks in November; and
 - One or two weeks in December depending on the interactions on issues at the 5th Committee.
7. In order to address the budgetary implications, the FICSA President had discussed the matter with CCISUA. That Federation had offered in principle to fund the costs of such a position/post on a joint basis.
8. The Ad hoc Committee noted with thanks the work of the President and the Executive Committee for preparing the papers and sharing their knowledge and experience. However owing to the numerous interventions made concerning cost-sharing with CCISUA, the majority of those present did not see the need to enter into such an arrangement at the current juncture.

9. The Chair noted that the biennium 2018-19 would be a case of ‘make or break’ given the envisaged UN reform, restructuring, budget cuts and decentralization of services. He asked the Ad hoc Committee to consider what could be done to strengthen the Executive Committee as it went about fulfilling its mandate.

10. The Ad hoc Committee stressed the urgency of being represented at the upcoming sessions of UNGA, ICSC and ACPAQ starting in February 2018. It emphasized the need for both short- and long-term strategies to address that urgency. The Committee reiterated its conviction that both the short- and long-term solutions should be funded by FICSA alone.

11. With regard to devising a long-term solution, the Committee agreed that the establishment of a permanent presence in New York should only be considered a part of the total internal review of the Secretariat (see agenda item 4). To address the issues of knowledge loss and lobbying in New York, it was suggested that a formal handover process be put in place for the positions of President and General Secretary with a component on “lessons learned”.

12. In conclusion, the Committee made the following recommendations:

The Ad hoc Committee requested the Executive Committee to consider that the outgoing FICSA President be a member of its delegation to the meetings of the ICSC and UNGA in 2018 (as listed in paragraph 6 above).

The Ad hoc Committee further requested the Executive Committee to explore within the FICSA membership whether other resource persons/experts were available (at the expense of their own staff associations/unions) to support the Executive Committee during the meetings of the ICSC and UNGA in 2018 or any related working groups.

The Ad hoc Committee also requested the Executive Committee to put the project of establishment of a position in New York on hold until the internal review of the FICSA Secretariat was complete.

Internal review of the FICSA Secretariat (Agenda Item 4)

13. The Chair informed the Committee of the discussions that had taken place at the meeting of the Heads of Delegations as well at the meeting of Ad hoc Committee on Administrative and Budgetary Questions concerning the FICSA Secretariat. It was mentioned that the Administrative Assistant would retire by the end of October 2018. Furthermore, the WIPO Staff Association had nominated the FICSA Information Officer for the position of President. Those changes triggered an opportunity to review the functions and work procedures of the FICSA Secretariat.

14. The Ad hoc Committee noted that the review should include elements such as the modernization of processes, functionality of the roles and responsibilities of the Secretariat, in addition to the pertinence of a FICSA presence in New York. The FICSA Treasurer advised the Committee that the review of the Secretariat should take into consideration the current Secretariat staff.

15. It was agreed that the review should be conducted as soon as possible and led by an independent reviewer/specialist, to ensure the transparency and objectivity of the exercise. The IAEA delegation offered to check with their Office of Internal Oversight and Management Services whether it could assist FICSA in the exercise.

In view of the possible changes in the staffing of the FICSA Secretariat and in consideration of the possible establishment of a position in New York, the Ad hoc Committee recommended that a holistic and strategic independent functional review of the FICSA Secretariat be undertaken without delay in order to strengthen it

The Ad hoc Committee recommended the allocation of EUR 15,000 to fund the conduct of the internal review.

FICSA communication strategy (Agenda Item 5)

16. Members reiterated their recommendation of the previous year on the need to hire a consultant to develop a communication strategy.

The Committee recommended that funds in the amount of CHF 20,000 be allocated to recruit a consultant (communications specialist) to prepare a communications strategy.

Update on the FICSA website (Agenda item 6)

17. The FICSA Treasurer informed the Committee that the analysis for a new/revised website had been completed. Requests for quotations (RFQs) had been sent out and submissions from several vendors had been received. The review/selection process was underway, but no contract had been awarded to date. One member asked whether additional quotations could still be submitted. The reply was affirmative, but the Chair advised the Secretariat to set a deadline so that the new website could be launched as soon as possible.

18. The Chair also advised that given the change in technology and tools, the website should not be limited to providing static information alone, but should also be used, for example, as a tool for registering participants in workshops and other FICSA events. That would facilitate and reduce the workload on the FICSA Secretariat.

The Committee recommended that the Executive Committee finalize and launch the new website prior to the 72nd FICSA Council.

Assessment and review of FICSA/CCISUA cooperation agreement, plus future collaboration between FICSA and CCISUA (Agenda item 7)

19. The FICSA General Secretary, Ms. Gemma Vestal (WHO/HQ Geneva), provided an update on the work and cooperation between FICSA and CCISUA over the past year. While recognizing the need to cooperate with the other staff federations, the Ad hoc Committee noted the continuing challenges experienced when working with CCISUA. It was mentioned that despite numerous reminders and complaints, CCISUA was not fully adhering to the “Cooperation Agreement” with FICSA. Very often communications were issued without proper consultation or coordination with FICSA. This has led to unnecessary frustration and tension within the FICSA membership.

20. Specifically, the Committee noted the current misuse of the 'WhatsApp' platform. The 'Groupe de Geneve' had been originally conceived as a means of communicating and keeping abreast of developments exclusively for FICSA membership in Geneva. However, CCISUA was ultimately granted the opportunity to be a part of the group. While the platform was originally utilized in a friendly and

cooperative manner, it has been used as a platform for CCISUA to complain about FICSA in a very offensive and condescending manner.

21. While noting those problems, the Ad hoc Committee acknowledged that both FICSA and CCISUA had their strengths and weaknesses. However, when combined (within the framework of the existing memorandum of understanding), there had been instances of demonstrable success.

22. In conclusion, the following recommendation was submitted for consideration:

The Committee requested the Executive Committee to review the memorandum of understanding (MoU) and remind CCISUA of the conditions set out in the MoU in instances of non-compliance.

Overall strategy for and defined purpose of FICSA training/workshops (Agenda item 8)

23. While taking into consideration the budget allocated to the Standing Committees for FICSA training/workshops, and in view of the numerous training requests received, the Ad hoc Committee took up the agenda item to establish a long-term training strategy. Although the primary objective was not to generate money for FICSA, the Committee acknowledged that any revenue could help reduce dues and recover costs.

24. The Committee re-affirmed that the long-term goal/strategy purpose of FICSA training/workshops was to create and build capacity within the FICSA membership. The 'train-the-trainer' approach had been undertaken to build capacity and ensure knowledge transfer and to assist FICSA in the promulgation of its training/workshops programme.

25. The Committee also agreed that, to the extent possible, training should be conducted through the use of *pro bono* trainers of staff/in-house trainers as opposed to commercial trainers.

26. Any useful training identified in the regions or member organizations should be recommended to FICSA for inclusion in the training catalogue, including training in other UN working languages where possible.

27. Several members of the Ad hoc Committee suggested increasing access to training through the use of e-learning including on-line tools, thus facilitating the opportunity to reach a wider audience whilst reducing costs.

The Committee recommended that the FICSA Executive Committee update continuously the FICSA training catalogue, including all necessary criteria/information related to requesting and hosting training/workshops.

The Committee further recommended that any ad hoc requests received throughout the year for training/workshops may be held on an exceptional basis, if approved by the respective Chair of the Standing Committee and Executive Committee, provided the request would not disrupt or affect any training/workshops already approved by Council.

In addition, the Committee recommended that the new FICSA website be used to facilitate online registration and payments for training/workshops.

Strategy for recruiting new members (Agenda item 9)

28. The Chair advised the Ad hoc Committee to approach the issue in a very strategic manner and consider marketing the work of FICSA. The Chair described his recent experience in Brussels during which he took the opportunity to explain to UN staff the role of FICSA and the training provided to its members. Thereafter, many organizations had shown interest in participating in FICSA workshops and in joining the Federation. The representative from WHO/EMRO advised the Ad hoc Committee on the existing potential in Nairobi, where over 40 unaffiliated small UN organizations were located. It would be beneficial for FICSA to engage through the Regional Representatives, in promoting the value/benefits of FICSA.

29. The IFAD representative advised that while FUNSA(s) were indeed an integral part of the FICSA family, it had to be accepted that the Federation's membership was shrinking. It actually needed full members in order to sustain the viability of FICSA.

The Ad hoc Committee recommended that the Executive Committee enhance the visibility of FICSA by securing the engagement of the Regional Representatives in the promotion of the Federation's activities.

Matters brought forward by other standing committees (Agenda item 10)

30. In the Ad hoc Committee on Administrative and Budgetary Questions, it had been noted that the Treasurer's report had shown overspending on certain budget lines of up to 615 per cent. Those budgetary issues were referred to the Ad hoc Committee on Strategic Development that was requested to review that practice and submit recommendations.

31. The WHO/HQ representative suggested that as a part of the Committee's review, an accountability framework be established. UNAIDS pointed out that Article 6 of the newly revised Financial Rules stated that "the Executive Committee is authorized to incur ordinary administrative expenses in excess of the approved budget for the preceding year, not to exceed 15 per cent thereof".

The Committee recommended that the Executive Committee should: (i) undertake a mid-year budget review and share it with FICSA full members; (ii) Identify the minimum amount that should be maintained in the reserve funds and establish a ceiling for the annual utilization of those funds; (iii) Increase the use of modern technology to reduce travel costs; and (iv) Institutionalize mission and travel reports and make them mandatory for all FICSA funded missions.

Other business (Agenda item 11)

32. A delegate from the IAEA brought forward the issue that it was time for FICSA to expand its use of French/English interpretation to include the activities of the standing committees.

33. The discussion was limited as in principle the Ad hoc Committee was in agreement.

The Committee recommended to the Executive Committee that every consideration should be given to providing informal interpretation to the standing committees.

34. Some participants noted that since the composition of the Strategic Working Group had changed to an Ad hoc Committee where participation was unrestricted and unlimited, it had become very difficult to brainstorm and develop strategic plans with so many participants involved.

In the interests of enhancing efficiency, the Ad hoc Committee recommended limiting interventions in its deliberations to one spokesperson per delegation per session.

Annex 11

**REPORT OF THE
AD HOC COMMITTEE ON ADMINISTRATIVE AND BUDGETARY QUESTIONS**

Chair	Nizar Zaher (OSCE Vienna)
Vice-Chair	Edwin Titi-Lartey (IMO London)
Rapporteur	Peter Lillie (FAFICS Vienna)
FICSA President	Diab El-Tabari (UNRWA/ASA Lebanon)
FICSA General Secretary	Gemma Vestal (WHO/HQ Geneva)
FICSA Treasurer	Irwan Shahrezza Mohd Razali (WHO/GSC Kuala Lumpur)
Member, FICSA Executive Committee	Veronique Allain (SCBD Montreal)
	Gaston Jordan (ICAO Montreal)
	Jason Sigurdson (UNAIDS Washington DC)
	Pilar Vidal (PAHO/WHO Washington DC)
Regional Representatives	Bernadette Fogue (WHO/AFRO Brazzaville)
	Jesus Garcia Jimenez (ILO/ITC Turin)
	Christopher Mason (WIPO Geneva)
FICSA Information Officer	Brett Fitzgerald

Participants

AP-in-FAO	Roberto Bonafede Juan José Coy Giròn
FAO/WFP-UGSS	Silvia Mariangeloni
IAEA	Katja Haslinger Lisa Villard Imed Zabaar
ICAO	Ray Reynolds Walter Parks
IFAD	Dave Nolan
IMO	Juan Lyu Edwin Titi-Lartey
ITU	Henri-Louis Dufour Akim Falou-Dine Christine Gimenez
UNESCO	Elia Matias
UNFCCC	Ambretta Perrino
UNGSC	Cosimo Lunedi Cosimo Melpignano

UNWTO	Samiti Siv
WHO/EURO Copenhagen	Kay Miller
WHO/HQ Geneva	Marina Appiah
WHO/SEARO New Delhi	Ritesh Singh
WHO/WPRO Manila	Rachelle Anyayahan
WMO	Jalil Housni Andrès Orias

Members with associate status

CERN	Ghislain Roy
OPCW	Alberto Fernandez-Kleinloog

Member with consultative status

EMBL	Catherine Floyd
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Introduction

Adoption of the agenda (Agenda item 1)

1. The Ad hoc Committee adopted the agenda as below:
 1. Adoption of the agenda (FICSA/C/71/A&B/CRP.1)
 2. Nomination of the rapporteur
 3. Independent reviewer's report and FICSA financial statements for 2016 (FICSA/C/71/A&B/1)
 4. Contributions received from member associations/unions, associate members, consultative and observer bodies up to 30 January 2018 (FICSA/C/71/A&B/5/Rev.1 and Rev.1/Add.1)
 5. Treasurer's report for 2017 (FICSA/C/71/A&B/2)
 6. Current status of the request for e-voting at Council elections
 7. Current status of the revamp of the FICSA website
 8. Reports on the status of the Termination Indemnity Fund, Legal Defence Fund and Staff Development Fund (FICSA/C/71/A&B/3)
 9. Special requests for reduced fees
 10. Update on the work related to the new methodology for assessing dues
 11. After-service health insurance (ASHI) for FICSA staff
 12. Draft Programme and Budget 2018 (FICSA/C/71/A&B/4)
 13. Proposed scale of contributions for 2018 (FICSA/C/70/A&B/6)
 14. Update on staff contracts
 15. Other business

Nomination of the rapporteur (Agenda item 2)

2. Mr. Peter Lillie was nominated rapporteur.

Independent reviewer's report and FICSA financial statements for 2016 (Agenda item 3)

3. The Treasurer introduced the Independent Reviewer's report and the FICSA financial statements for 2016 (documents FICSA/C/71/A&B/1 and Add.1). He pointed to the fact that the independent reviewer, Mr. John McGhie, had expressed his satisfaction that the financial statement for 2016 was in accord with the books and records of the Federation. He was also satisfied that the financial transactions reflected in the financial statements were in accordance with the Financial Rules and Regulations, the budgetary provisions and other applicable directives.

4. In the discussion of the Independent Reviewer's management letter, it was noted that Mr. McGhie had upheld his recommendation from the previous year that financial statements be kept as simple as possible. He had also discussed with Ms. Robyn Thomas, the FICSA accountant, the need to: (i) follow up with the Swiss authorities on the issue of income tax recovery; and (ii) secure exemption from withholding tax on funds held with UNFCU.

5. The Ad hoc Committee took note of the review of the Federation's financial statements for 2016. Thanks were expressed to both the independent reviewer and the FICSA accountant.

Contributions received from member associations/unions, associate members, consultative and observer bodies up to 30 January 2018 (Agenda item 4)

6. The Treasurer introduced the statement of contributions received from member associations/unions, associate members, consultative and observer bodies up to 30 January 2018 (FICSA/C/71/A&B/5/Rev.1 and Rev.1/Add.1).

7. The Treasurer reported that all full members had paid, some in partial. Shortfalls in several other instances were attributable to bank charges. The Ad hoc Committee noted that the system for calculating dues was still a cause for concern. The Working Group established in 2016 that had been entrusted with the task of identifying improved means of calculating dues had submitted a number of proposals that the FICSA Executive Committee had not been able to pursue for want of time and in the light of the financial problems besetting the member associations/unions.

The Ad hoc Committee suggested that the Working Group take up its work once again and endeavour to identify improved means of calculating dues.

8. The Ad hoc Committee took note of the statement of contributions and thanked those associations/unions that had paid their annual contributions on time.

Treasurer's report for 2016 (Agenda item 5)

9. The Treasurer introduced his report and highlighted various sections thereof (document FICSA/C/71/A&B/2).

10. In addressing contributions and income, the Treasurer pointed to those FUNSAs that still held arrears. He recommended that Council write off the amounts owed by those FUNSAs which had

withdrawn or been suspended, on the understanding that if they sought to re-join the Federation, they would be expected to settle their arrears. The FUNSAs concerned were FAPNUPAR Paraguay, FUNSA Bangladesh, FUNSA Myanmar and SYNPUSS Senegal.

11. Two other FUNSAs had withdrawn or been disbanded and had been granted a waiver or cancellation of their debts. The FUNSAs concerned were: FUNSA Cameroon and FUNSA Egypt. Two other FUNSAs were still active, but had not paid the dues for the last year they were billed (2015). Since the membership of one association, RAUNPA Pakistan, was totally UN retirees, it could retain its membership as a consultative member at no cost, while the other, FUNSA Mexico, had yet to respond to the reminder to pay its dues.

The Ad hoc Committee agreed with the Treasurer's recommendations relating to the various FUNSAs, but suggested that the arrears be written off and placed in a clearing or liability account.

It further suggested that the Executive Committee alert the Commonwealth Secretariat Staff Association (CSSA) to the fact that despite numerous reminders, failure to respond to the final demand for payment of its fees in the order of CHF 4,582.90 would result in its being struck off the list of members.

12. The Treasurer drew the Ad hoc Committee's attention to the FICSA Secretariat staffing costs amounting to CHF 433,358 (a rate of utilization of 103.18 per cent) and the consultancy costs totalling CHF 37,139 (a rate of utilization of 47.92 per cent) that had accrued over the year. Those figures stood in sharp contrast to the external relations and contingency travel costs amounting to CHF 25,404 (a rate of utilization of 171.22 per cent) and the costs accruing to Executive Committee and regional activities that amounted to CHF 12,173 (a rate of utilization of 615.42 per cent).

13. Discussion centred on expenditures and income related to training sessions and workshops organized by FICSA. The total costs had amounted to CHF 57,984. That figure exceeded the amount budgeted (CHF 50,000), while the revenue generated had totalled CHF 28,548. In the interest of heightening transparency, future budgetary tables should show the amounts allocated to the individual standing committees and clearly indicate in the list of workshops, under which standing committee it was organized.

14. The issue of over-expenditure and under-budgeting needed to be addressed. It was recognized that travel requirements and training costs had been underestimated in the interests of maintaining minimal or zero growth. The Ad hoc Committee urged that, wherever possible, the practice of drawing down funds from reserves should be lessened. While the Ad hoc Committee recognized that the income from dues did not cover all budgetary requirements, every effort should be made to reduce expenditures. Corrective measures had to be taken, in particular with respect to the manner in which budgets were constructed.

The Ad hoc Committee recommended that as a first step, a mid-year budget review be introduced. At the same time, a certain degree of flexibility should be maintained that permitted the Federation to respond to the dynamics of new developments. That flexibility should be in compliance with the provisions in Articles 6 and 7 of the revised Financial Rules (FICSA/C/71/5) pertaining to the cap of 15 per cent set on incurring ordinary administrative expenses in excess of the approved budget and transferring funds between budgetary chapters.

15. In the final stages of the discussion of the agenda item, the Treasurer presented a table showing a revised figure for the actual and estimated receipts as at December 2017: CHF 600,494. It

was suggested that in future, it would be better to have a table showing all payments received in the course of the financial year, for the purpose of current year's dues as opposed to arrears or overpayments. The Ad hoc Committee commended the Treasurer on his report and thanked him for the time and effort he had invested in its preparation.

Current status of the request for e-voting at Council elections (Agenda item 6)

16. The Treasurer described the length to which the FICSA Secretariat had gone in its search for a tenable solution to the difficulties that the Federation faced when holding elections at each Council session. A commercial solution had been identified, but it had proved far too expensive: USD 25,000 for each election. FICSA had also developed an interim process of its own and demonstrated its use during the meeting of the heads of delegations in preparation for the current Council session. A number of minor glitches had occurred during the demonstration; it had thus been decided to put the system on hold until it proved absolutely secure and breach-proof.

17. Had the Secretariat had more time, the interim solution that the Treasurer had designed could well have been de-bugged. Due diligence demanded that rather than throwing the baby out with the bath water, the interim system be carefully re-examined.

The Ad hoc Committee recommended that the interim e-voting system designed by the Treasurer be carefully re-assessed and the FICSA Executive Committee make every endeavour to have it up and running for use at the Council session in 2019.

At the same time, all member organizations should look at other options and establish whether people in their organizations were willing and able to work on finding workable alternative solutions.

Current status of the revamp of the FICSA website (Agenda item 7)

18. Work on the FICSA website during 2017 had been extensive. In compliance with UNOG procurement rules, the task of updating the FICSA website had been put out to tender. The request for quotations had yielded a number of tenders ranging from USD 29,990 to USD 160,000. At present, a background check was being conducted on the lowest offer.

19. The Ad hoc Committee struck a note of company. Overreliance on a single company could be reduced by: (i) locating operations in the FICSA Secretariat; and (ii) using standard easy-to-learn technologies. Cloud operations varied widely in terms of security and the provider should be carefully selected. The Vice-Chair offered to help in that regard.

Reports on the status of the Termination Indemnity Fund, Legal Defence Fund and Staff Development Fund (agenda item 8)

20. The Treasurer introduced the report related to the item (document FICSA/C/71/A&B/3).

21. The Ad hoc Committee noted that the total Indemnity Fund requirement of CHF 282, 642 had been 'overprovisioned' to the tune of approximately CHF 10,191. It further noted that no changes to the Termination Indemnity Fund had been proposed on account of the minimal excesses in the balance relating to both the Professional and General Service staff. That notwithstanding, attention was drawn to the fact that with the upcoming retirement of Amanda Gatti, funds in the order of CHF 108,000 would have to be drawn down. Funds in that amount would have to be taken from the reserve.

22. The Ad hoc Committee also commented on the accrual of unused annual leave. While recognizing that people in the months leading up to retirement tended to accrue a maximum amount of unused leave, in the interests of good health and from the standpoint of sound office management, it was not a good practice. Staff needed to take regular leave in order to recuperate.

23. Within the context of the Legal Defence Fund, the Ad hoc Committee took note of the funds that had been advanced as contributions towards the legal costs associated with three appeals lodged by three staff associations (ICO, UPU and WIPO) over the past four years. A sum of USD 5,000 had also been reserved for WHO/SEARO in connection with the appeals lodged by 250 staff members against their administration on the issue of the recent cuts in pay.

24. As for the Staff Development Fund, the Ad hoc Committee noted that although staff in the FICSA Secretariat had received language training, it had not proved necessary to draw on the Fund. Given that the total liability of the Staff Development Fund, CHF 6,026, was greater than the salary expenditure for 2017, no action was proposed.

Special requests for reduced fees (Agenda item 9)

25. The Ad hoc Committee considered two requests for reduced fees. The first request related to decision taken at the previous Council to fix the membership fees for UNESCO/STU at CHF 25,000 for each year of the biennium 2017-2018. The Ad hoc Committee reaffirmed that decision.

26. The second request related to the difficulties arising from the major drop in the membership of the WIPO Staff Association. The reasons for that slump were twofold: (i) the baby boomers were going into retirement; and (ii) staff members were under pressure to leave the WIPO Staff Association. Added to that, the WIPO Administration had actively engaged in setting up and backing a staff council/staff association that did not comply with established principles of freedom of association, such as neutrality of elections and non-interference. The Administration had withdrawn its financial assistance from the WIPO Staff Association, diverting the funds to the newly established association instead. Current membership of the 'original' Staff Association that was a full affiliate of FICSA stood at some 507 staff members, but it could not be gainsaid that many staff members were fearful of the future.

27. It was recognized that staff/management relations were deteriorating across the common system as whole. WIPO was a prime example of the depths to which mismanagement of staff relations could sink. It was incumbent upon all member organizations to express their support for their colleagues in WIPO. FICSA, CCISUA and UNISERV must stand united and speak in unison.

The Ad hoc Committee recommended a series of steps to publicise the gravity of the situation in WIPO:

- **The three Federations should address a letter to the Secretary-General of the United Nations and the Member States of WIPO drawing attention to the intolerable situation in WIPO and the gross infringement of staff rights.**
- **A resolution should also be drafted along the same lines.**
- **The Federation should alert all organizations in Geneva to the collapse of staff/management relations in WIPO and increase public awareness thereof.**
- **All WIPO staff members should receive copies of the resolution and any letters sent out on their behalf.**

28. The situation that WIPO was currently facing was reminiscent of the situation that had faced UNESCO at the 66th Council session in Brazzaville. At that time, Council had suggested setting up a solidarity fund to assist member organizations in financial plight and work had already commenced on the structure and operation of such a fund. It was suggested that the idea be taken up once again and a measure of relief be granted to the WIPO Staff Association in the meantime.

The Ad hoc Committee recommended that WIPO be granted a reduction of 50 per cent in its membership fee for the current year.

It further recommended steps be taken to resuscitate the idea of establishing a solidarity fund, it being noted that at an earlier juncture work had been done on the structure and operations of such a fund that could serve as a basis for re-launching the concept.

Update on the work related to the new methodology for assessing dues (Agenda item 10)

29. Despite the completion of an extensive study two years previous that had been discussed at length at the 69th session of the Council and the establishment of a working group immediately, no work had been undertaken over the past twelve months on a new methodology for assessing dues.

30. Despite a note of scepticism on the part of some members, others felt that the initiative could be seized once again. It would define the objectives in the light of the consultant's report and draw on the findings of the working group. A number of volunteers stepped forward: Akim Filou Dine (ITU), Jalil Housni (WMO), Ghislain Roy (CERN), Edwin Titi-Lartey (IMO), Imed Zabaar (IAEA), Diab El-Tabari (UNRWA/ASA Lebanon) and Juan José Coy Girón (AP-in-FAO).

After-service health insurance (ASHI) for FICSA staff (Agenda item 11)

31. For the first time in the history of FICSA, a staff member would be retiring from the FICSA Secretariat. Budgetary provision would thus have to be made for ASHI contributions that FICSA would pay through the UN Office at Geneva. It was thus decided that the issue would be included in the discussion of the allocation under various chapters of the draft programme and budget for 2018.

Draft Programme and Budget 2018 (Agenda item 12)

32. The Treasurer introduced the draft programme and budget for 2018 (document FICSA/C/71/A&B/4). From the very outset of the discussion, a note of caution was struck. The Federation could not continue drawing from its reserves to reduce the burden on members, despite the independent reviewer having recommended a number of years previous that the reserves be reduced. Furthermore, given the limited and finite volume of income accruing from the payment of fees, it was agreed that alternative sources of funding would have to be found.

33. The proposed distribution of funds over the four chapters of the budget highlighted the fact that staff and administrative costs accounted for the major proportion of funds. In the ultimate analysis only some CHF 200,000 were available for such substantive activities of the Federation, such as lobbying, workshops and training, Council sessions and regional activities, as well as the work of the Executive Committee.

Chapter 1

34. The Ad hoc Committee approved expenditures of **CHF 103,967**, the primary activities being to maintain a presence in New York during meetings of the UN General Assembly, attending ICSC sessions and working groups, as well as external relations and contingency travel.

Chapter 2

35. The Ad hoc Committee approved expenditures of **CHF 37,408**, the largest portion being allocated to the organization of the annual FICSA Council, with lesser amounts allocated to the activities of the Executive Committee and the Regional Representatives.

Chapter 3

36. The Ad hoc Committee approved a global amount distributed equally across all items of expenditure of **CHF 50,550** that would be used to fund the activities of the various standing committees, some of which generated revenue.

Chapter 4

37. The Ad hoc Committee approved expenditures of **CHF 504,094** which related primarily to staffing costs, fees for consultants and experts, external audits and IT services, office rental, supplies and materials, as well as contingencies and staff training. The ASHI contribution relating to the first retiree in FICSA would be drawn down from this chapter.

38. The proposed totals under the individual chapters were:

Chapter 1:	CHF 103,967
Chapter 2:	CHF 37,408
Chapter 3:	CHF 50,550
Chapter 4:	CHF 504,094

39. The sum total of the four chapters of the budget was **CHF 696,020**: the amount to be covered by contributions that included the amount to be covered by full and associate members, contributions from consultative members and the amount to be covered by funds from reserves.

40. The Ad hoc Committee adopted the draft budget (Annex 1) together with the duly amended scale of contributions for 2018.

41. The adoption of the budget notwithstanding, the Ad hoc Committee recognized the need to think its budgetary policy anew. It could be claimed that the Federation was living beyond its means. Alternative sources of funding, possibly extra-budgetary, would have to be found. Given the burden borne by the staff in the Secretariat, it would be counterproductive to seek reductions in that area as the staff services constituted the 'edge' that FICSA had over the other two staff federations. Reductions should be sought elsewhere.

The Ad hoc Committee recommended that the Executive Committee, in unison with member organizations, make every endeavour to approach those common system organizations and agencies that were not members of any Staff Federation with a view to securing their affiliation with FICSA.

As a matter of principle and given the amount drawn done for the current budget, FICSA should refrain in future from drawing down large amounts from the reserve funds.

The FICSA Executive Committee should ensure that a functional review of the FICSA budget be included in the agenda for the Council session in 2019.

Proposed scale of contributions for 2018 (Agenda item 13)

42. Prior to adopting the scale of contributions, it was necessary to itemize the amounts to be taken from the reserve fund. The amounts concerned were: (i) CHF 98,000 representing the carry-over from the reserves; and (ii) CHF 28,700 for the reduction in fees for UNESCO and WIPO. After 31 March 2018 a provision would be added to account for the early payment of contributions. All members were requested to begin preparations in the current year for a proposed increase in FICSA dues by at least 1.5 per cent at the 72nd session of the Council in 2019. It was unrealistic to maintain the dues at the 2015 level, while FICSA activities had increased consistently over the years to address the challenges currently faced by the membership.

43. **The Ad hoc Committee adopted the duly amended scale of contributions (Annex 13).**

Update on staff contracts (Agenda item 14)

44. The Information Officer was on a one-year renewable loan from WIPO that had been extended for a further year as of 1 January 2017. All remaining staff held 5-year contracts with the United Nations Office at Geneva. Two of the contracts ran until 31 December 2020 and the third until April 2022. Ms. Amanda Gatti, the FICSA administrative Assistant, was to retire after 32 years of service. It was hoped that an incumbency overlap could be secured to permit the transfer of skills and knowledge, in particular institutional memory.

Other business (Agenda item 15)

45. For want of time, the Ad hoc Committee did not discuss the proposal to discontinue biennial budgeting presented in the final section of the introduction to the draft programme and budget for 2018. It did, however, take note of the viewpoint of both the Treasurer and the accountant on the issue. Biennial budgeting incurred more work, yet yielded little or no gains in efficiency. Biennial budgeting could also act as a straitjacket that constrained flexibility and hampered adjustment to changing circumstances. A certain element of strategic planning would none the less be advisable, be it in the form of a three-year forecast or a five-year plan. Council could take up the issue at its 72nd session, by which time the outcome of the internal review would be known.

Annex 12

BUDGET for 2018
in Swiss Francs (CHF)

Expenditures by Line

		2017 Approved Budget	2018 estimates at 2017 prices	variance 2018 over 2017	variance 2018 over 2017 - %	Price Adjustment *	2018 estimates at 2018 prices
1	Chapter One, FICSA Representation						
1.01	UN General Assembly Meetings & Presence in New York	22,750	35,000	12,250	53.84%	1.1%	35,385
1.02	UNJSPB	5,005	4,000	(1,005)	-20.09%	1.1%	4,044
1.03	HLCM	5,935	5,000	(935)	-15.76%	1.1%	5,055
1.04	HR Network	1,978	2,000	22	1.13%	1.1%	2,022
1.05	ICSC (Sessions, Working Groups & Committees)	39,565	40,000	435	1.10%	1.1%	40,440
1.06	IASMN	3,956	2,000	(1,956)	-49.44%	1.1%	2,022
	External Relations, Contingency						
1.07	Travel	14,837	14,837	-	0.00%	1.1%	15,000
	Total, Chapter One	94,026	102,837	8,812	9.37%		103,967
2	Chapter Two, FICSA EXCOM						
2.01	FICSA Council	52,255	31,000	(21,255)	-40.68%	1.1%	31,341
2.02	EXCOM and Regional Activities	1,978	2,000	22	1.13%	1.1%	2,022
2.03	FICSA Council overheads	3,956	4,000	44	1.12%	1.1%	4,044
	Total, Chapter Two	58,189	37,000	(21,189)	-36.41%		37,408
3	Chapter Three, FICSA Services						
3.01	Conditions of Services in the Field			-	0.00%		-
3.02	General Service Questions			-	0.00%		-
3.03	Human Resources Management			-	0.00%		-
3.04	Legal Questions			-	0.00%		-
3.05	Professional Salaries and Allowances			-	0.00%		-
3.06	Staff/Management Relations			-	0.00%		-
3.07	Social Security/OHS			-	0.00%		-
	Total, Chapter Three	50,000	50,000	-	0.00%	1.1%	50,550

4 Chapter Four, FICSA Administration

4.01	Geneva Staff costs	420,000	355,000	(65,000)	-15.48%	0.0%	355,000
4.02	US Tax Assessment	17,300	15,500	(1,800)	-10.40%	0.0%	15,500
4.03	Consultants/Experts	77,500	93,500	16,000	20.65%	0.0%	93,500
4.04	External Audit	3,000	3,000	-	0.00%	0.0%	3,000
4.05	IT services	5,935	20,000	14,065	236.97%	1.1%	20,220
4.06	Supplies & Materials	2,473	2,446	(27)	-1.09%	1.1%	2,473
4.07	Geneva Office Rent	8,902	8,805	(97)	-1.09%	1.1%	8,902
4.08	Bank Charges	1,750	1,750	-	0.00%	0.0%	1,750
4.09	Contingencies	2,000	2,000	-	0.00%	0.0%	2,000
4.1	Staff Training	1,000	1,000	-	0.00%	0.0%	1,000
4.11	ASHI Premium (for 3 months in 2018)		750	750	0.00%	0.0%	750
Total, Chapter Four		539,859	503,751	(36,108)	-6.69%		504,094
Grand Total		741,530	693,588	(47,942)	-6.47%		696,020

* Source: Eurostat, the statistical office of the European Union, 1/2017, 4 January, 2017, <http://ec.europa.eu/eurostat/documents/2995521/7782184/2-04012017-AP-EN.pdf/01994045-b896-4314-81b7-477d6b97918f>

Annex 13
SCALE OF THE CONTRIBUTIONS FOR 2018

Member / Associate	W'ed Staff	Units	CHF 2018	CHF 2017	CHF 2016
Bioversity	142.2	0.135	763	762	811
BIPM	56.5	0.036	203	203	216
CERN	1946	0.99	5,596	5,590	5,948
CSSA	217.43	0.18	1,017	1,016	1,224
CTBTO	258.5	0.18	1,017	1,016	1,081
AP-in-FAO	1355.79	11	62,179	62,111	66,084
FAO/WFP-UGSS	527.5	5	28,263	28,232	30,038
ECB	1235	0.99	5,596	5,590	5,948
ESO	378.7	0.27	1,526	1,525	1,622
Global Fund	684.5	0.54	3,052	3,049	3,244
IAEA	2006.13	11	62,179	62,111	66,084
IARC	166.01	1.5	8,479	8,470	6,008
ICAO	556.3	5	28,263	28,232	30,038
ICCO	14.5	0.01305	74	61	65
ICO	15.5	0.01395	79	76	78
IDLO	61.5	0.036	203	203	216
IFAD	454.24	4	22,610	22,586	24,031
ILO/ITC	119.5	1	5,653	5,646	6,008
IMO	208.64	2	11,305	11,293	12,015
IOC	23	0.0207	117	112	103
IOM	1231.94	0.99	5,596	5,082	4,326
IPU	30.5	0.305	1,724	1,835	2,210
ISSN/CIEPS	8	0.0072	41	41	-
ITER	606	0.45	2,544	2,541	1,622
ITU	570.3	5	28,263	28,232	30,038
OPCW	338.5	0.27	1,526	1,525	1,622
OSCE	232	2	11,305	11,293	-
PAHO/WHO	520.29	5	28,263	28,232	30,038
SCBD	54.5	0.4	2,261	2,259	2,403
UNAIDS	455.82	4	22,610	22,586	24,031
UNESCO	1212.16	5.5	31,089	25,000	25,000
UNFCCC	308.7	3	16,958	16,939	18,023
UNGSC	140.5	1	5,653	5,646	6,008
UNRWA/ASA	30	0.3	1,696	1,694	1,802
UNWTO	64	0.6	3,392	3,388	3,605
UPU	116.5	1	5,653	5,646	6,779
WCO	73	0.054	305	305	324
WHO/AFRO	326.85	3	16,958	16,939	18,023
WHO/EMRO	154.21	1.5	8,479	8,470	9,011
WHO/EURO	270.58	2	11,305	11,293	12,015
WHO/GSC	18.48	0.1848	1,045	1,416	-
WHO/HQ	1340.5	11	62,179	62,111	66,084
WHO/SEARO	124.62	1	5,653	5,646	6,008
WHO/WPRO	159.04	1.5	8,479	8,470	9,011
WIPO	887.03	8	45,221	39,525	42,054
WMO	241.62	2	11,305	11,293	12,015
WTO/OMC	535	0.45	2,544	2,541	2,703
Totals	20478.08	104.4157	590,220	577,832	595,617

Annex 14

DUES METHODOLOGY FOR 2018

Annex 2

CALCULATION OF THE CONTRIBUTIONS FOR 2018

	CHF
Total budget	696,020
Contributions by Consultative Members: 13 x CHF 600 ¹	7,800
Amount to be covered by funds from Reserves ²	98,000
Special Request(s) for Reduced Fees	28,700
Total Amount to be covered by funds from Reserves²	126,700
Total amount to be covered by Full and Associate Members	590,220
Total number of units	104.4157
Value of one unit	5,652.60

CHF				
Band	Weighted number of staff	Units	Member	Associate
1	1100 plus	11	62,179	5,596
2	1000 - 1099.9	10	56,526	5,087
3	900 - 999.9	9	50,873	4,579
3	800 - 899.9	8	45,221	4,070
4	700 - 799.9	7	39,568	3,561
5	600 - 699.9	6	33,916	3,052
6	500 - 599.9	5	28,263	2,544
7	400 - 499.9	4	22,610	2,035
8	300 - 399.9	3	16,958	1,526
9	200 - 299.9	2	11,305	1,017
10	150 - 199.9	1.5	8,479	763
11	100 - 149.9	1	5,653	509
12	60 - 99.9	0.6	3,392	305
13	40 - 59.9	0.4	2,261	203
14	<40	WN / 100		

¹Article 39bis states 'Any association/union holding Consultative Status and with at least seventy-five percent of its Membership comprising retirees of the United Nations common system shall be exonerated from paying fees to FICSA'

Annex 15
DISTRIBUTION OF STAFF FOR THE PURPOSES OF THE 2018 CONTRIBUTIONS

Factor	TOTAL STAFF	Prof HQ 1	Prof Field 0.9	GS HQ 0.5	GS Other 0.5	NPO/GS Low pay 0.01	STAFF WEIGHTED	UNITS	Change from 2017
Bioversity	190	59	81	20		30	142.2	0.135	
BIPM	70	43		27			56.5	0.036	
CERN	2560	1332		1228			1946	0.99	
CSSA ¹	385	141		151		93	217.43	0.18	
CTBTO	309	208		101			258.5	0.18	
AP-in-FAO	1599	1027	363			209	1355.79	11	
FAO/WFP-UGSS	1055			1055			527.5	5	
ECB ¹	1384	1086		298			1235	0.99	
ESO	418	269	88	61			378.7	0.27	
Global Fund	732	637		95			684.5	0.54	
IAEA	2609	1411	43	1077	35	43	2006.13	11	
IARC	231	102		128		1	166.01	1.5	
ICAO	757	254	127	270	106		556.3	5	
ICCO	16	13		3			14.5	0.01305	0.00225
ICO	21	10		11			15.5	0.01395	
IDLO	68	55		13			61.5	0.036	
IFAD	619	303	37	206	29	44	454.24	4	
ILO/ITC	172	67		105			119.5	1	
IMO	271	147	4	114	2	4	208.64	2	
IOC	31	15		16			23	0.0207	0.0171
IOM	10184	208	985	97		8894	1231.94	0.99	0.72
IPU	38	23		15			30.5	0.305	
ISSN/CIEPS	12	4		8			8	0.0072	
ITER	740	472		268			606	0.45	0.27
ITU	743	368	37	313	25		570.3	5	
OPCW	425	252		173			338.5	0.27	
OSCE	323	141		182			232	2	
PAHO/WHO	744	262	140	156	107	79	520.29	5	
SCBD	69	40		29			54.5	0.4	
UNAIDS	704	146	202	61	193	102	455.82	4	
UNESCO ³	2103	609	395	483		616	1212.16	5.5	
UNFCCC	414	1	253	1	159		308.7	3	
UNGSC	281			281			140.5	1	
UNRWA/ASA ²	3000					3000	30	0.3	
UNWTO	85	43		42			64	0.6	
UPU	152	81		71			116.5	1	
WCO ²	98	48		50			73	0.054	
WHO/AFRO	2158		343			1815	326.85	3	
WHO/EMRO	736		165			571	154.21	1.5	
WHO/EURO	415	183		174		58	270.58	2	
WHO/GSC	246		18			228	18.48	0.1848	0.2507
WHO/HQ	1618	1063		555			1340.5	11	
WHO/SEARO	536		134			402	124.62	1	
WHO/WPRO	596		172			424	159.04	1.5	
WIPO	1160	605	15	534	3	3	887.03	8	7
WMO	303	175	9	110	7	2	241.62	2	
WTO/OMC	666	404		262			535	0.45	
Totals	42046	12307	3611	8844	666	16618	20478.08	104.4157	

¹ In the absence of updated Personnel Statistics, the staffing figures used at a Council prior to 2017 have been applied.

² In the absence of updated Personnel Statistics, the staffing figures used at 70th Council have been applied.

³ Dues halved due presence of a second staff union.

Annex 16

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Annex 17**LIST OF DOCUMENTS AND CONFERENCE ROOM PAPERS****DOCUMENTS**

FICSA/C/71	Title
1	Provisional agenda for the 71 st FICSA Council
2	Nomination form and terms of reference for the officers of FICSA (Executive Committee and Regional Representatives)
3	Credentials for the 71 st FICSA Council
4	Terms of reference for the FICSA standing committee chairs and vice-chairs
(E/F) 5	FICSA Statutes, Rules of Procedure of the Council and Financial Rules (2013 version and new 2018 version)
6	Candidates for election to the Executive Committee and Regional Representatives
7	Report of the Executive Committee to the 71 st session of the FICSA Council

FICSA/C/71/CRP.	Title
1	Draft resolution on harassment for adoption

INFORMATION DOCUMENTS

FICSA/C/71/INFO	Title
1	Information for delegates

FICSA/C/71/INFO/CRP.	Title
1	Schedule of meetings
2	List of participants (as at 5 February 2018, 16h00)
3	List of documents and conference room papers for the 71 st FICSA Council (as at 5 February 2018)

AD HOC COMMITTEE ON ADMINISTRATIVE AND BUDGETARY QUESTIONS

FICSA/C/71/A&B	Title
1	Independent reviewer's report – FICSA financial statements for 2016
1/Add.1	Management Letter of the examination of the Financial Statements of the Federation of International Civil Servants' Associations (FICSA) for 2016
2	Treasurer's Report for 2017
3	Reports on the status of the termination indemnity fund, legal defence fund and staff development fund
4	Draft programme and budget – 2018
5/Rev.1	Statement of contributions of member associations/unions, associate members, consultative and observer bodies based on information received up to 15 January 2018
5/Rev.1/Add.1	Update on the statements of contributions for member associations/unions based on information received up to 30 January 2018
6/Rev.1	Provisional scale of contributions for 2018

FICSA/C/71/A&B/CRP.	Title
1	Provisional agenda

STANDING COMMITTEE ON CONDITIONS OF SERVICE IN THE FIELD

FICSA/C/71/FIELD/CRP.	Title
1	Provisional agenda
2	Devaluation of local currencies (10 major steps)

STANDING COMMITTEE ON GENERAL SERVICE QUESTIONS

FICSA/C/71/GSQ	Title
1	Summary of three ILO Administrative Tribunal (ILOAT) judgments relating to GS salary surveys for Rome and Bangkok as well as the pensionable service differential at FAO - Delivered in 2017

FICSA/C/71/GSQ/CRP.	Title
1	Provisional agenda
2	Provisional agenda of the Permanent Technical Committee on General Service Questions (PTC/GSQ)

STANDING COMMITTEE ON HUMAN RESOURCES MANAGEMENT

FICSA/C/71/HRM	Title
1	Performance management systems – Dismissals linked to underperformance - Guidelines for staff representatives
2	Alternative working arrangements in the UN common system
Ref. FICSA/C/71/SOCSEC/1 3/Rev.1	Sexual harassment
4	The 2030 Agenda for Sustainable Development: Implication for the UN workforce
5	Organizations in crisis: Guidelines for organizational change

FICSA/C/71/HRM/CRP.	Title
1	Provisional agenda
2	UNRWA financial crisis
3	PowerPoint presentation on whistleblower protection policy

STANDING COMMITTEE ON LEGAL QUESTIONS

FICSA/C/71/LEGAL	Title
1/Rev.1	Proposed amendments to Articles 30, 32(a) and 32(b) of the FICSA Statutes (FICSA Executive Committee)
2	Updated on litigation regarding the changes to the compensation package

FICSA/C/71/LEGAL/CRP.	Title
1	Provisional agenda
2	Proposed amendment to Article 32(a) and (b) of the FICSA Statutes (FICSA Executive Committee)
3/Rev.1	Summaries of UPU ILOAT Judgments - Nos. 3927, 3928, 3929 and 3930
4/Rev.1	Procedure of accreditation of delegations to the Council (Clarification of Rule 14 of the Rules of Procedure of the Council)
5	ILOAT's 125th session in brief

STANDING COMMITTEE ON PROFESSIONAL SALARIES AND ALLOWANCES

FICSA/C/71/PSA	Title
1	Table on the adverse impact of changes to the compensation package

FICSA/C/71/PSA/CRP.	Title
1	Provisional agenda
2	Provisional agenda of the Permanent Technical Committee on Professional Salaries and Allowances (PTC/PSA)

STANDING COMMITTEE ON STAFF/MANAGEMENT RELATIONS

FICSA/C/71/SMR	Title
1	No document
2/Rev.1	Progress on the "Agency Rating" Project

FICSA/C/71/SMR/CRP.	Title
1	Provisional agenda
2	Cost-sharing proposal submitted by FICSA in accordance with the recommendations of the JIU for consideration by the HLCM on 22 November 2017
3	Background document for the Standing Committee's discussion on joint staff/management bodies and access to governing bodies by staff associations and unions
4	Background documentation for the Standing Committee's discussions regarding letters of support from executive heads to the supervisors of staff representatives on release for staff association/union activities

**STANDING COMMITTEE ON SOCIAL SECURITY/
OCCUPATIONAL HEALTH AND SAFETY**

FICSA/C/71/SOCSEC		Title
Ref FICSA/C/71/HRM/3/Rev.1	1	Sexual harassment

FICSA/C/71/SOCSEC/CRP.		Title
	1	Provisional agenda

AD HOC COMMITTEE ON STRATEGIC DEVELOPMENT

FICSA/C/71/SD		Title
	1	Effective lobbying mechanisms: FICSA's presence in New York
	2	Insight into the UN General Assembly and Fifth Committee machinery

FICSA/C/71/SD/CRP.		Title
	1	Provisional agenda

MISCELLANEOUS

		Title
		A Pocket Guide to the FICSA Council

Annex 18

QUESTION-AND-ANSWER SESSION WITH KINGSTON RHODES, CHAIRMAN OF THE ICSC

1. **The first question** related to the situation in Egypt and the floating of the Egyptian pound, which was posing inordinate challenges for the local staff. In the course of the current year they had first lost one-third of their entitlements and later one eighth. It was suggested that rather than providing training in the current salary survey methodology, it would be more appropriate to have a company first assess the actual situation and then set the date for a comprehensive survey at an earlier juncture than currently envisaged.
2. In his reply, Mr. Rhodes stressed that employers must have the methodologies that were used to set salaries. The Fleming principle was applied to determine levels. He also pointed out that in certain instances General Service salaries exceeded Professional salaries, the overlap was currently at the P4 level. He stressed the need to select employers carefully; one should act on hearsay. A different approach had to be taken and the starting point for that were the administration. Given the particular nature of the case, the matter should be taken up with the FICSA President.
3. At a later stage in the session, it was pointed out that a situation very similar to that prevailing in Egypt was also looming large in Angola. In reply, Mr. Rhodes pointed to the spiralling bank charges and fluctuating exchange rates. The matter was best addressed to the United Nations and the Federations could raise the issue, as could the staff representatives in that country.
4. **The second question** related to the elimination of the 5 per cent gap closure measure in Geneva in 2015. Mr. Rhodes was asked whether it was a mistake to eliminate it in the first place knowing what the situation was in Geneva and then reinstate it at only 3 per cent. Under those circumstances, it was unclear why a number of Commissioners and senior staff in the ICSC Secretariat had suggested to other Commissioners, organisations, staff representatives and Member States that once the US salary increases were in place, the cut would experience a 'soft landing'.
5. In his reply, Mr. Rhodes stressed that the elimination had not been a mistake. Cost-of-living calculations related to a basket of goods and services. He recalled that the ICSC ran workshops and held briefing sessions on developments related to post adjustment methodologies. The cost-of-living index was akin to the consumer price index. As with any learning process, things took their time.
6. The administrations had supported the elimination of the 5 per cent gap closure measure. Similar reductions had occurred before. In the case of Geneva, the base used to be Geneva, but was subsequently shifted to New York. It had initially experienced a reduction from 20 to 9.6 per cent. Both the ICSC statisticians and APAQ had confirmed the correct application of the methodologies. In the case of the margin, the determining factors had been the new tax provisions introduced by the US administration, a salary increase of 2.29 per cent in gross terms in the comparator service, and a rate of inflation estimated to be in the order of 1.4 per cent. The margin was set at 113.1 per cent, i.e. it had remained within the 113-117 range, thus eliminating any justification for reverting to 115 per cent. If the margin had exceeded 117, the General Assembly would have imposed a salary freeze. As things stood, however, no special action had been required of the Commission.
7. **In a third question**, it was noted that The United Nations was at the heart of an intense debate about the changes to be introduced throughout the system. In a healthy relationship, all parties to that debate should be on an equal footing. Staff representatives were not an adjustable variable. It

was felt to be time for the ICSC to reform its practices and break with traditions of the past and act as an independent technical body.

8. In his reply, the ICSC Chairman pointed out that the structure of the Commission and its relationship to the General Assembly was a creation of the General Assembly and a subsidiary body of the same, although at one stage staff had wanted it to be a tri-partite body. It should be recalled, however, that the ICSC had dispensed with closed sessions, thus permitting both staff and the HR network an opportunity to comment and make their views known.

9. **In the fourth question**, the ICSC Chairman was asked about the current status of the review of the compensation package for the various categories of locally recruited staff.

10. In his reply, Mr. Rhodes stated that the issues related to NPOs had already been addressed. As for the methodology, national civil services should be included in salary surveys to a greater extent than at present (the current proportion was 10%). Member States were actually pressing for a higher fraction. For General Service staff and NPOs in headquarter locations, it was proving very difficult to obtain salary details from local companies, thus making it necessary to review once again the source and type of data used. The situation was similar to the previously experienced lack or reluctance of comparators to participate in such exercises.

11. **The fifth question** related to maintaining the international character or profile of the United Nations at a time when the use of NPOs and non-staff was on the increase.

12. In his reply, Mr. Rhodes spoke of a shared concern. The United Nations would have to start thinking about the level at which it operates. Expertise and knowledge were increasingly available at the local level, hence the growth in drawing on the services of NPOs. Extensive work on the Sustainable Development Goals was being carried out at the local level. The United Nations should perhaps focus on providing the highest level of expertise. Local talent was currently performing functions that had previously been carried out by expatriate/international staff.

13. **In the sixth question**, Mr. Rhodes was asked about the independent statisticians who had prepared a CRP at the ICSC session on various issues surrounding the survey methodology. Some of the questions raised by the statisticians had remained unanswered. The Federation did not expect an immediate reply; however, in the interests of transparency and trust in the neutrality of the Commission, the Federation would like to know by which date a written response would be forthcoming.

14. In his reply, the ICSC Chair pointed out that answers had been given at Geneva at the time the CRP was issued. Responses would also be given at the upcoming ACPAQ meeting, together with the responses of the ICSC statisticians.

15. **The seventh question** related to the General Assembly having adopted a resolution approving the new compensation package for Professional Staff and higher categories in accordance with an ICSC recommendation. Of the many changes introduced in keeping with that resolution, the General Assembly had decided to abolish the payment of boarding-related expenses to staff in H duty stations. The change had led to substantial financial losses - not to mention the disruption caused to families' schooling arrangements. Some parents would have to take their children out of school and bring them back to their duty station or adopt other burdensome solutions. It was also to be noted that the General Assembly had recommended a number of transitional measures specifically designed to facilitate the implementation of the compensation package without imposing a burden on

staff. The General Assembly resolution stated categorically that *“in exceptional cases, boarding assistance should be granted to staff at 'H' duty stations under the discretionary authority of executive heads”*.

16. Aware of that discretionary authority, FICSA had requested that without exceeding the maximum admissible expenses of \$ 40 600, those parents whose children were already attending a boarding school should be granted, on an exceptional basis, boarding assistance and education grant travel until their children had finished their schooling, in which they had been enrolled before the amendments came into effect. Regrettably to date, none of the executive heads had granted that exception. Since the ICSC was the body entrusted with establishing the conditions of service and recommending the compensation methodologies, it was asked whether the manner in which the new compensation package was being implemented was fair and whether the ICSC could intervene and encourage the executive heads to establish transitional measures.

17. Mr. Rhodes assured Council that everything was being done in accordance with the General Assembly resolution. He answered in a similar manner to a follow up question on the reasons for the UN conducting a GS salary survey in Brussels under Methodology I.

18. **In the eighth question** information was sought on the reasons for setting the dependency rate on a 'hard' fixed amount and not on a sliding scale. Mr. Rhodes replied saying that the sliding scale was a newly introduced 'wrinkle' and no thought had been given to changing cut-off levels. Staff representatives should raise the issue at the next opportunity.

19. **The ninth question** focused on the global discussion on sexual harassment: an issue that the FICSA Council would be taking up at its current session. Staff welcomed the Secretary-General's commitment to zero harassment and his creation of a task force on the issue. Given that the ICSC was the guardian of the Standards of Conduct of the International Civil Service, it would be interesting to know what discussions the Commissioners may have had among themselves on the issue and whether the ICSC Chair wished to share any other perspectives.

20. In his reply, Mr. Rhodes pointed out that the Commission had issued a document that spoke of harassment 'in all its forms'. Each agency/organisation might wish to include similar wording in their Code of Conduct.

21. **The tenth question** focused on the form that the performance management framework would take. In his reply, Mr. Rhodes spoke of the Commission having a document that spoke of both cash and non-cash rewards. For their part, Member States had expressed concern over the financial implications of the compensation package and caps were subsequently imposed. Five organisations already had pilot performance management schemes in place, whereas good reward schemes took years before the systems were up and running.

22. **The eleventh question** was an enquiry about the unsuitability of the data submitted by staff in Guinea in connection with a salary survey. Mr. Rhodes replied that the unacceptability of the data provided by staff was due to the collapse of the mining companies in that country. He did, however, hint at the feasibility of an early comprehensive survey.

23. **The twelfth question** referred to the disconcerting reference that Mr. Rhodes had made in his speech on the rise in the use of artificial intelligence and study undertaken at Oxford that projected that 94 per cent of all accountants would be replaced by robots in the not too distant future. That

notwithstanding, methodologies still took up a key position in salary surveys and compensation reviews.

24. In his reply, the ICSC Chair stated that the conduct of salary surveys for HQ duty stations was the responsibility of the Commission, but in non-HQ locations it was the responsibility of the United Nations. The General Assembly had asked the ICSC to look into the possibility of according greater weight to the public sector in non-HQ duty stations in countries that lacked the requisite number of comparators. Staff could suggest switching to the private sector, to which the United Nations was already losing staff. A key factor was the data used. If a large multinational company was selected as the comparator, data relating to the local level could be obtained from the company's headquarters.

25. **In the thirteenth question** reference was made to the negative outcome of the survey in Madrid that had been undertaken at the time of an extreme financial crisis and the date of the next survey. In his reply, the ICSC replied that the consumer price and the cost-of-living indices were closely monitored, whereas in field duty stations they were checked annually.

26. **The fourteenth question** touched on the fact that a training course on survey methodologies took a week and whether material was available in advance. Mr. Rhodes pointed out that documents were available before hand in respect of methodologies I and II. Furthermore, both the ICSC and FICSA organised seminars on the same.

27. **The fifteenth question** was on the work of the ICSC, which was seen to be very difficult and sensitive. The ICSC Chair was asked whether he was willing to admit to the ICSC having made errors where the surveys were concerned. As rider to that question, he was also asked whether he thought it was time to reform the Commission, to which Mr. Rhodes replied that there was no short answer to that particular question. He pointed out that, in his opinion, no mistakes had been committed by the ICSC Secretariat.

28. **The sixteenth question** focused on the post adjustment in Rome where the personal transitional allowances reduced by 7 per cent over a period when inflation was close to 8.4 per cent. In his reply, Mr. Rhodes pointed out that in accordance with the provisions of the gap closure measure to mitigate the impact of highly negative survey results on take-home pay, the most recent revision of those allowances had resulted in the reduction to the negative impact for both Italy and Spain.
