



## **FICSA Council**

**72<sup>nd</sup> session**

**COMPREHENSIVE NUCLEAR-TEST-BAN TREATY ORGANIZATION  
(CTBTO)**

**Vienna, 2 to 8 February 2019**

## **REPORT OF THE 72<sup>ND</sup> SESSION OF THE FICSA COUNCIL**



*United, we are building a stronger future*

Geneva, 11 March 2019

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## Report of the 72nd session of the FICSA Council

### Comprehensive Nuclear-Test-Ban Treaty Organization (CTBTO) Vienna, 2 to 8 February 2019

#### Opening of the session (Agenda item 1)

1. Mr. Brett Fitzgerald (WIPO Geneva), President of FICSA, opened the 72nd session of the Federation's Council at 9.25 a.m. and thanked the hosts, the Staff Association of the Comprehensive Nuclear-Test-Ban Treaty Organization (CTBTO), for everything they had done in preparation for the meeting. The Staff Association's efforts and the warm welcome it had prepared were greatly appreciated. He declared the meeting open and invited Ms. Michelle Delinde, the CTBTO Staff Council President, to address Council.

2. Ms. Delinde welcomed the participants on behalf of the Staff Association and the staff of the CTBTO at large. As a young organization and with the support of the CTBTO Management, the Staff Association was honoured for having been given the opportunity to host the Council session in Vienna. She expressed her particular thanks to the IAEA Staff Association, the FICSA Secretariat and the FICSA Executive Committee and her colleagues in CTBTO who had gone the extra mile in organizing the Council session.

3. She pointed out that CTBTO had been a member of the United Nations common system for only two years. As a new child in the family, it was of crucial importance that the Staff Council incorporate the work of FICSA in staff representation matters. The Federation's spirit of unity was something that staff appreciated, as was its sense of justice in serving the interest of its members.

4. Before closing, Ms. Delinde described the facilities that participants could use during the week, ranging from the cafeterias and snack bars to the banking and medical services. She also recalled the various receptions that had been scheduled throughout the week, as well as the gala dinner. The CTBTO Staff Council, in cooperation with its IAEA counterpart, stood ready to assist participants in any way they could. She reiterated her warm welcome and wished the delegates a pleasant stay in Vienna and a very productive meeting.

5. The FICSA President then introduced Mr. Lassina Zerbo, the Executive Secretary of the CTBTO, who opened the session by welcoming everybody wholeheartedly to the 72nd FICSA council. He extended particular thanks to Ms. Delinde, one of the longest serving staff members in CTBTO, for the lengths to which she had gone in organizing everything: no mean feat considering the size of the host organization. He also noted a few former CTBTO staff among the delegates.

6. For his part, Mr. Zerbo was proud to have such active partners in the Staff Council, whose representatives worked constructively to achieve the organizational objectives and goals of CTBTO and provided a productive and healthy working environment for staff at large. Admittedly, staff and management might not always agree on the speed with which things progressed or on approaches to individual initiatives. That notwithstanding, both parties ultimately worked in unison to achieve the organizational goals and retain a familial spirit. This was particularly important at a time when multilateralism was being increasingly challenged and

ways had to be found to identify the issues at stake and use the discrete advantages that staff and management had in common to the benefit of mankind. It was incumbent on all to leave behind a safer, peaceful, economically prosperous and ecologically sound world for their children and children's children.

7. CTBTO had recently gone through a series of organizational changes, to which the Staff Council had provided an invaluable contribution. Early in 2017 it had joined the International Civil Service Commission (ICSC), whereafter it had been busy aligning itself to the new compensation package for Professional staff. He noted that FICSA had been instrumental in retaining certain benefits for staff. Following years of advocacy on the part of the Staff Council, CTBTO had also joined the UN Joint Staff Pension Fund (UNJSPF) as of 1 January 2019, with only six staff members opting to stay with the Provident Fund. Both moves had helped to dispel the disadvantages of not being a member of the wider UN common system family. Despite the similarity in regulations, rules and conditions of service, certain inconsistencies and inefficiencies had arisen. Given the difficulties associated with the three-year recruitment cycle, for example, effective staff retention had proved unsustainable. The balance struck with the ICSC best practices and experience was proving successful. Member States had also seen merit in the closer alignment as long as CTBTO continued to account for and retain the unique intricacies of the organization. Small organizations such as CTBTO stood to gain from alignment with the ICSC, the new policy on sexual harassment being a case in point. Mr. Zerbo hinted at other organizations that might follow suit. He thus looked forward to the closer collaboration between CTBTO and FICSA. Much stood to be gained from belonging to a broad network of staff associations/unions. In closing, Mr. Zerbo wished the Federation every success in its deliberations.

8. The FICSA President thanked the Executive Secretary of the CTBTO for his kind words. He reiterated his thanks to the host organization and its staff for having prepared so efficiently for the Council session. He also seized the opportunity to welcome the representatives of the counterpart federations, CCISUA and UNISERV, and extended his thanks to Mr. Larbi Djacta, Chairman of the ICSC, who was accompanied by Ms. Regina Pawlik, ICSC Executive Secretary, and Ms. Cleopatra Todis, for agreeing to address Council as well as having run workshops the days previous.

9. The FICSA President then asked everybody 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.

10. He reminded Council that at the current session, Council would have to take a number of important decisions. He thus looked forward to the Standing Committees providing essential policy advice on the role it should play in key interagency bodies such as ICSC, the High-Level Committee on Management (HLCM) and the Human Resources Network (HRN). He cautioned, however, against overloading the Executive Committee with a host of tasks that could not be undertaken in a meaningful manner.

11. The FICSA President then invited Mr. Djacta to address Council. As the newly appointed Chair of the Commission, he considered the invitation an honour and he wished the delegates a healthy and productive year.

12. At the very outset, he assured the Federation that its 'perspectives and concerns' would 'continue to be heard and receive full consideration. He was fully aware of the significant role that the ICSC played in the programme delivery of the common system organizations, as well as

in the lives of staff members and their families. At a time of profound socio-economic and technological change, his focus was on staff satisfaction as every endeavour was being made to attain the best possible conditions of service. Not only did employers need to be more flexible and adaptable, but employees would need to adapt to rapid cycles of reinvention as well as maintain relevance by observing, reflecting on and learning new skills. Given the austerity measures adopted by member states, staff should not grow complacent and believe that they would not be affected. A new generation with new skills and distinct employment preferences was emerging and would soon constitute the majority of common system staff. The nature of jobs would change and staff would need the skills that enabled them to cope and compete. Under those conditions, organizations should attract and retain the right staff and enhance staff satisfaction by investing in training staff to acquire the latest skills.

13. As ICSC Chairman, he was seeking more meaningful ways of engaging with organizations and association/union heads alike. He called for two-way dialogue. The success of partnership lay in communication. The new user-friendlier website bore testimony to the importance he attached to informing and educating staff. He also intended to be more visible and available to staff and organizations and issue more informative publications so as to keep staff abreast of all staff-related issues. He would supplement those activities with more frequent visits to duty stations and staff.

14. He listed the shifts in membership within the Commission and the Advisory Committee on Post Adjustment Questions (ACPAQ) as they were undergoing a process of change and rejuvenation. He was optimistic about the positive changes they would bring. Furthermore, the ICSC Secretariat would continue to work in various working groups with staff: a collaborative approach that had helped to build trust among partners. He cited the comprehensive review undertaken by the ICSC Working Group on the operational rules of the post adjustment system, the objective of which was to revise those rules so as to ensure greater accuracy, transparency, stability, equity and predictability in the adjustment of salaries. By setting the maximum and minimum percentage of permissible changes to salaries per year, the resultant controlled convergence mechanism yielded an increased level of short- to medium-term protection of staff salaries and salary movements that were more predictable and transparent. The convergence mechanism minimized the gap between the pay and the pension adjustment indices yet was flexible enough to adjust to changes in the structural macro-economic context without changing the entire architecture of the system. Opinion had differed during the Working Group's deliberations, but the decisions were taken collectively. The Commission would discuss the issue further at its 88th session.

15. The ICSC Working Group on the review of the General Service salary survey methodologies had completed its first meeting the week previous in New York. Set up to analyse and explore issues that had emerged during the seventh round of salary surveys, the Working Group had proposed solutions that incorporated the concerns of staff. The Working Group's progress report would be reviewed at the spring session of the ICSC.

16. Despite the soundness of the practice of using working groups, via the Contact Group that had been set up in 2018 the ICSC was reviewing ways of improving the consultative process and working arrangements. For all the complexity of the manifold mandates, the ICSC Chairman was confident that the diversity and talents of the staff body 'teeming with innovative ideas' and working as one family would ensure the realization of organizational goals as one united common system. For his part, the ICSC Chairman would be looking to staff members for concrete suggestions on how they could contribute more to the decision-making process, thus enabling

the Commission to carry out its mandate, while the system as a whole worked towards the achievement of the 2030 sustainable development goals.

17. Whereas the ICSC Statute spoke of the coordination and regulation of the conditions of service in the common system organizations, the Chairman stressed that the Commission was not a police force. His interest was focused on preserving equity among common system organizations. He was convinced that competition and disagreements should not distract the organizations from carrying out their mandates. The ICSC was 'a facilitator of business'; it had to ensure that organizations enjoyed equal conditions of service. In the search for equitable conditions of service, the Commission would be looking to staff representatives to voice their understanding of the term change and enter into a debate yielding balanced and sustainable ideas.

18. In closing, Mr. Djacta described the type of culture he wished to promote and cultivate throughout the common system. There was a pressing need to create a positive culture that supported inclusivity and equality among the common system organizations, including the ICSC Secretariat. He was proud that the UN General Assembly had adopted the revised ICSC diversity framework. He seized the opportunity to affirm his commitment to ensuring the effective implementation throughout the common system of the Secretary-General's zero tolerance policy on sexual harassment. Were all individual staff members and the common system as a whole to adopt that policy, everybody would be able to co-exist in a calm and serene workplace, free of bullying, harassment and abuse of power: all in keeping with the ICSC Standards of Conduct. He wished Council every success in its deliberations. He looked forward to answering questions (Annex 18 refers) that delegates might have during the session scheduled for the afternoon, as well as to a continued supportive and meaningful dialogue thereafter.

19. The morning session concluded with a presentation given by Mr. Alessandro Maggi, Chief of Ethics, IAEA, entitled *Active bystander intervention during a harassment incident*.

### **Credentials (Agenda item 2)**

20. 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 three associate members and three consultative members, together with two FUNSAs with observer status. The staff federations CCISUA and UNISERV were also represented, as was one guest organization (UNIDO).

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

21. Mr. Aaron Peacock (OSCE) was elected Chair of the Council. Ms. Delinde (CTBTO) and Mr. Christian Gerlier (ITU) 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)**

22. The provisional agenda as contained in document FICSA/C/72/1/Rev.1 was adopted (see Annex 1). One delegation pointed out that documents relating to agenda items of particular importance had not been available in good time, thus detracting from the all-essential depth of

discussion. The Federation was urged to ensure the timely availability of all documents for future Council sessions.

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

#### **a Election of the Chairs and Vice-Chairs of the Ad hoc Committees on Strategic Development and Administrative and Budgetary Questions**

23. Mr. Nizar Zaher (OSCE) and Mr. Edwin Titi-Lartey (IMO) were elected Chair and Vice-Chair of the Ad hoc Committee on Administrative and Budgetary Questions.

24. Mr. Imed Zabaar (IAEA) and Mr. Walter Parks (ICAO) were elected Chair and Vice-Chair of the Ad hoc Committee on Strategic Development.

#### **b Appointments of the Polling Officers**

25. Council also appointed 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 appointed were Mr. Andrew McKay and Ms. Elizabeth Delgado Pardo-Figueroa from the CTBTO.

26. Council agreed to the schedule of work as contained in document FICSA/C/72/INFO/CRP.1/Rev.1.

27. It was announced that UNFCU would be giving a presentation in the late afternoon of the first day and that AMFIE would be giving a presentation at the same time on the third day. UNFCU and CTBTO would be giving a joint cocktail after the presentation on the first day and AMFIE would be inviting participants to a cocktail after its presentation on the third day.

### **Constitutional matters (Agenda item 6)**

28. The General Secretary reported that nominations for all positions on the Executive Committee had been received in a timely manner as well as for three of the four Regional Representative positions. It would therefore be necessary to apply Rule 38 of the Rules of Procedure of the Council to accommodate nominations for the one regional position still open as provided for in the Rule.

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

The General Secretary informed Council that no full member had arrears to the extent that it would affect their voting rights.

### **Report of the Executive Committee for 2018-2019 (Agenda item 8)**

29. The FICSA President elected to use a PowerPoint presentation when introducing the Report of the Executive Committee for 2018-2019 (document FICSA/C/72/7). In the initial stages, he introduced the members of the Executive Committee before going on to focus on the major interagency organs with which FICSA actively interacted. The key players were: the Fifth Committee of the United Nations General Assembly; the ICSC and its working groups; ACPAQ whose recommendations on post-adjustment issues went to the ICSC; the High-Level Committee



on Management (HLCM) whose members were senior administrators at the Under-Secretary-General or Director levels reporting to organizational heads on the Chief Executives Board (CEB); the HLCM working groups; the Human Resources Network (HRN) and its working groups; the United Nations Joint Staff Pension Board (UNJSPB) and the Inter-Agency Security Management Network (IASMN).

30. The past year had been a hectic year not only on account of the many instances that FICSA had made its views known at the numerous meetings organized by the above interagency bodies. A major constraint had also been the lack of an information officer whose recruitment had taken up the whole year. That notwithstanding, FICSA had launched a new website; the first stage was complete and the second stage involving the updating of the site contents was underway. The FICSA Secretariat had undergone a functional review. The findings of that review together with the Executive Committee's comments had been summarized in a report that the Ad hoc Committee on Strategic Development would take up at the current session.

33. FICSA had signed a cooperation agreement with UNISERV thus strengthening the ties between the three staff federations. It had also been instrumental in securing the establishment of an ICSC contact group, in which FICSA had pressed for an improvement in the consultative process with the ICSC. The Federation had also drawn attention to revisions of and amendments to the ICSC Statutes and Rules of Procedure dating back to 1989 that had never been included in the current versions of the same. Following the Federation's recent intervention on this matter, the ICSC finally updated its Rules of Procedures.

34. FICSA had succeeded in obtaining a comprehensive review of the post adjustment methodology. It involved the creation of an ICSC task force to review the conceptual framework of the post adjustment index, a key role being played by the three expert statisticians from the staff federations. Moreover, FICSA had ensured that the ICSC Working Group would review the operational rules governing the determination of post adjustment multipliers. FICSA was represented in this Working Group by Mr. Imed Zabaar (IAEA) and Mr. Irwan Mohd Razali (WHO/GSC Kuala Lumpur). At the same time, an ICSC working group would also review the salary survey methodologies used to establish the salaries of local and General Service staff. From the Executive Committee, Mr. Zabaar (IAEA) and Ms. Pilar Vidal (PAHO/WHO Washington DC), both Members for Compensation Issues, had represented FICSA in the first meeting of this Working Group.

35. Other issues of particular concern to FICSA had been raised in the context of the formal organs with which the Federation participates. In addition to the UNJSPB and IASMN, they included three HLCM working groups on mental health strategy, duty of care (including to non-staff) and after-service health insurance.

36. Given the raging inflation and the rapid devaluation of the local currency in Egypt, Ms. Véronique Allain (SCBD), member of the Executive Committee for Regional and Field Issues had undertaken a mission there, in the course of which she had arranged a videoconference between a member of the Pension Fund Secretariat and staff/retirees in Cairo in an attempt to clarify the situation. Discussions would also be held with the regional representative in Asia and interventions on the matter made to the UNJSPB. Furthermore, plans were being made to approach the new Acting Chief Executive Officer (CEO) of the Pension Fund.

37. FICSA had managed to get things moving where its request to secure cost sharing of the two FICSA officer positions (President and General Secretary) was concerned. The apparent

intransigency of the situation was attributable to the reluctance on the part of releasing organizations to grant full-time release as it incurred absorbing the full costs of that release. At the same time, as noted a year previous, a sizeable percentage of the UN organizations involved had subscribed to the idea of spreading the costs across all organizations. FICSA was thus re-issuing its proposals that it had sent out two years previous.

38. The pay-cuts in Geneva had led to the active involvement of FICSA, in particular on the part of FICSA's General Secretary, Ms. Gemma Vestal (WHO/HQ Geneva), in the coordination and extensive alignment of the 2,000 legal appeals that had been lodged in protest.

39. The FICSA President was pleased to report that the proposed budget for the coming year reflected a 5 per cent reduction compared to previous years. The practice thitherto of continually withdrawing funds from reserves was not sustainable over the long term.

40. He was also pleased with the success of the training sessions/workshops that FICSA had offered in some 20 agencies and attended by close to 510 participants. The workshops demonstrated one of the Federation's competitive advantages that should be built on further.

41. Most disconcerting were the positions of the legal officers in certain specialized agencies relative to the ILO Statute. The aim was clearly to facilitate withdrawal from ILOAT jurisdiction and then search for jurisdiction that was more favourable to administrations and less so to staff. The matter was serious and FICSA had written to the ILO Legal Advisor stressing the enormity of the threat.

42. The extent of UN human resources reform process was far-reaching. The process was designed to build a strong and forward-looking organization in a challenging and fast changing environment. The reforms addressed a broad swathe of initiatives in terms of policies, conditions of service, talent management performance management, learning and career development, as well as staff health and well-being. The FICSA President pointed out that the process was aimed at the United Nations Secretariat and thus should have no immediate impact on FICSA-affiliated specialized agencies. None the less, outposted staff members working for FICSA-affiliated organizations were already feeling the impact of certain changes. It was recalled that changes in the United Nations tended to trickle down throughout the common system. Staff representatives were thus urged to keep a close watch on things and monitor developments closely. As one delegation pointed out, it was essential to report immediately any discrepancies attributable to the UN reform process that had an impact on specialized agencies. The FICSA President encouraged everybody to study General Assembly Resolution A/73/372/Add.1 and re-read the pertinent chapters in the Executive Committee report. It was suggested that a web discussion on the issue might be held.

43. In closing, the FICSA President spoke of the excellence of the Executive Committee. The team had put all personal interests behind them and he could not thank them enough for their commitment that had prevailed throughout the past year.

44. In the brief ensuing discussion, a question was raised about the new human resource service that had been set up in Bonn and what the advantages and disadvantages of such a service were. The FICSA President explained that the newly established centre known as the United Nations Joint Centre for Human Resource Services was concerned with the provision of classification and reference checking services to common system organizations. It served the UN organizations participating in the Joint Centre. Contrary to fears that had been expressed, its

remit did not include performance checks. Intended to share services across organizations, the Centre's aim was to avoid duplication and reduce costs. The General Secretary pointed out the centre was also aimed at specialized agencies, a possible downside being that it might facilitate the generation of blacklists.

45. The members of the Executive Committee were thanked for their perseverance and performance throughout the year and commended on 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.**

#### **FICSA cooperation with the other UN staff federations (Agenda item 9)**

46. In introducing the item in plenary, the FICSA President pointed to the lengths to which the three staff federations had gone to develop common positions. Cases in point were the positions on post adjustments and salaries for General Service staff. He was hopeful that with a newly elected ICSC Chairman and the upcoming changes in the composition of the Commission, matters might well improve.

47. The representatives of UNISERV and CCISUA both took the floor and delivered brief statements.

48. Mr. Ryad Bouhadeb (UNISERV) seized the opportunity to congratulate Mr. Djacta on his election to the office of ICSC Chairman at such a crucial point in time. It was essential that the human resources of the United Nations truly reflected the people they represented. Steps should be taken to ensure that women took up senior positions and true gender balance be obtained. Of equal importance were geographical balance, diversity, staff rights, protection of local staff and ethics, as well as combating harassment and ensuring promotion on merit. More than ever before, the three staff federations should work together. Conditions of work remained the major priority and a working group should be set up to look into the issues relating to decentralization, large-scale reform and revising the delegation of authority.

49. Mr. Stefan Brezina (CCISUA) spoke of the joint endeavours the staff federations had undertaken on many common issues. FICSA was a valued and esteemed partner. CCISUA stood ready to lend support to any reform initiatives.

#### **Agenda Item 10**

50. The item was withdrawn from the agenda.

#### **Election of the Executive Committee and Regional Representatives for 2019-2020 (Agenda item 11)**

51. 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.

52. 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 2019-2020 (see FICSA/C/72/6/Rev.1 and Add.1).

53. The candidates were:

#### Executive Committee

<b>President</b>	No election	
<b>General Secretary</b>	Evelyn Kortum Carmen Montenegro	WHO/HQ Geneva ITU Geneva
<b>Treasurer</b>	Diab El-Tabari Kay Miller Irwan Mohd Razali	UNRWA/ASA Lebanon WHO/EURO Copenhagen WHO/GSQ Kuala Lumpur
<b>First and second of two Members for Compensation Issues</b>	Pilar Vidal Estevez Imed Zabaar	PAHO/WHO Washington DC IAEA Vienna
<b>Member for Regional and Field Issues</b>	Véronique Allain	SCBD Montreal
<b>Member Without Portfolio</b>	Diab El-Tabari Irwan Mohd Razali	UNRWA/ASA Lebanon WHO/GSQ Kuala Lumpur

#### Regional positions

<b>Regional Representative for Africa</b>	Anthony Ndinguri (ICAO Nairobi)
<b>Regional Representative for the Americas</b>	Jesús García Jimenez (ILO/ITC Turin)
<b>Representative for Asia</b>	Rajesh Mehta (WHO/SEARO New Delhi)
<b>Regional Representative for Europe</b>	Christopher Mason (WIPO Geneva) Eva Moller (FAO/WFP-UGSS Rome) Tanya Quinn-Maguire (UNAIDS Geneva)

The following members were elected:

#### Executive Committee

<b>General Secretary</b>	Evelyn Kortum
<b>Treasurer</b>	Kay Miller
<b>First of two members for Compensation Issues</b>	Imed Zabaar
<b>Second of two members for Compensation Issues</b>	Pilar Vidal Estevez
<b>Regional and Field Issues</b>	Véronique Allain
<b>Member without Portfolio</b>	Diab El-Tabari

## Regional Members

<b>Africa</b>	Anthony Ndinguri
<b>Americas</b>	Jesús García Jimenez
<b>Asia</b>	Rajesh Mehta
<b>Europe</b>	Tanya Quinn-Maguire

## Approval of the session report (Agenda item 12)

56. Prior to taking up the individual standing committee reports, the Chair reminded Council of the form that the approval process would take. As was customary, a member of each standing committee would present the respective 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.

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

57. The Chair of the Standing Committee, Mr. Andrès Orias (WMO), introduced the report (see Annex 3). Of the issues taken up by the Standing Committee, he first focused on the steps that the Federation should consider in view of the current 'migration' from the jurisdiction of ILO Administrative Tribunal (ILOAT) to that of the UN Administrative Tribunal (UNAT). To date, WMO, UPU and CTA had withdrawn from the jurisdiction of ILO, as had two other organizations that were not affiliated to FICSA (AITIC and OTIF). The recommendations that the Committee had adopted in that regard related to the withdrawal process *per se*, the notification of withdrawals, the period of effectiveness, the essentiality of consultation with staff representative bodies and action to be taken by FICSA. The points raised should be explicitly stated in a letter to the ILO Legal Advisor by 11 February 2019 so that they could be brought to the attention of the ILO Governing Body at its upcoming session in March 2019.

58. The Standing Committee had also considered the action that it could take regarding the compensation review. The UNAT judgement seemed intent upon reducing acquired rights or at least significantly reducing their intrinsic value. The Standing Committee suggested that the legal opinion of a renowned scholar should be obtained, and his/her findings published in an academic journal. It could prove an effective tool when lobbying at the political level and strengthen the Federation's negotiating position.

59. The Chair also pointed to the offer that the Federation had secured with respect to securing legal coverage for individual staff members. The condition contrasted markedly with offers that had been mooted in the past; the mandatory minimum number of participating staff members was 600, at which level the individual fee was CHF 120. The Standing Committee had recommended that a document outlining the offer be sent to the FICSA membership.

60. At the previous session, concern had been expressed over the absence of a formalized legal personality for the Federation. Despite a task force being set up at the time, things had not progressed. The matter would be taken up once again in the year ahead and concrete

alternatives sought that would not jeopardize the individual legal responsibility and immunity from jurisdiction of FICSA officials.

61. After the Standing Committee's deliberations had come to a close, the Standing Committee on Conditions of Service in the Field had asked for a legal opinion on the creation of an additional geographical region to strengthen the Federation's representation in the Middle East, North Africa and Arab-speaking countries (MENAASC). It had recommended that the Executive Committee consider the proposal and pronounce itself on the matter and, if deemed appropriate, initiate a postal vote in the course of the year.

#### Summary

62. 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 write a letter to the ILO Legal Advisor and stress five points relating to: the withdrawal process per se, the manner in which notification of withdrawals were given, the effectiveness of withdrawals, consultations with staff representatives and proposals advanced by member organizations.
- In respect of the first point, it had to be recognized that constraints already existed at present and had to apply in respect of a decision to withdraw. Those constraints were, *inter alia*: (i) decisions could not be arbitrary; (ii) consultations with staff as provided for by existing provisions was a requirement; and (iii) decisions to withdraw could be challenged, if existing constraints were not heeded.
- In respect of the second point, it had to be recognized that notification by the executive head was not problematic provided that: (i) the decision to withdraw had in effect been taken by the organization's governing body; (ii) the relevant regulations had in effect been amended accordingly by the same governing body; and (iii) those governing body decisions were communicated together with the withdrawal declaration.
- In respect of the third point, it was essential that, in the interests of ensuring legal stability and security, the possibility of challenging administrative decisions taken prior to a withdrawal decision be upheld via an appeal being lodged with the ILOAT, irrespective of the effectiveness period; and (ii) the possibility of introducing requests for execution of ILOAT judgements must remain, irrespective of the effectiveness period.
- In respect of the fourth point, it had to be recognized that (i) consultation, concertation/dialogue or negotiation with staff representatives, as provided for in the existing regulatory texts of the withdrawing organization, were essential; and (ii) should the essentiality of the same not be respected, the possibility of challenging the corresponding withdrawal decision (including before the ILOAT) had to be upheld.
- In respect of the fifth point and in relation to proposals advanced by member organizations despite the ILOAT having already examined those proposals and providing a valid rationale for not entertaining them any further, FICSA should request that such proposals not be given any further consideration.
- The Executive Committee should seek the opinion of a renowned scholar on the UNAT judgement, in particular its impact on acquired rights, with a view to possibly publishing the findings in an academic journal and using them in lobbying at a political level in a manner to be decided by the Executive Committee after due analysis.

- The FICSA Executive Committee should prepare an informative document describing the offer of a collective legal insurance contract for international officials negotiated by FICSA and disseminate the same as soon as possible, so that staff associations/unions and individual members could decide whether to join and thus obtain the minimum number required for the entry into force of the legal protection contract.
- The Executive Committee should assess the proposal made by the Standing Committee on Conditions of Service in the Field on the creation of an additional geographical region for the purposes of representing the Federation in the Middle East, North Africa and Arab-speaking countries and, by virtue of the mandate conferred on it by Article 36 of the FICSA Statutes, pronounce itself and, if deemed appropriate, proceed to a postal vote during 2019 to settle the matter.

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

63. The Chair of the Standing Committee, Ms. Lisa Villard (IAEA), introduced the report (see Annex 4). She reported that the Standing Committee had had an extensive discussion on whistle-blowing policies. It had agreed that both a template of common policies and a draft resolution on whistle-blower protection should be drawn up for consideration at the 73rd Council session. In the same context, the definition of retaliation should be broadened to include persons who contributed to the disclosure of misconduct/wrongdoing. Staff representatives should be given training on whistle-blower protection and FICSA should take the lead in setting up a cross-federation task force on the same issue.

64. The Standing Committee had also expressed its concern over the organizations' practice of providing embassies with lists of their nationals who were staff members, as such data might be misused. Equally disconcerting was the fact that policies on performance appraisals, assessments and evaluations allowed for 'personality-driven' dismissal of staff. It was clear that easier-to-read data were needed on dismissal practices.

65. The implications that the ever-increasing use of 'non-staff' bore for the employment of regular staff were recognized. The Standing Committee set up a working group to address the issue; it would report back to the 73rd session of Council. The Committee had taken the items on telecommuting and alternative working arrangements together. Although guidelines and best practices had been described in the documents before the Committee, more information was needed on such issues as compressed working weeks and the mode of enactment.

66. FICSA had developed a set of guidelines for organizations in crisis that had been posted on the website. It would be useful were a similar compendium to be prepared on the experience of organizations that had been restructured and the role of staff associations/unions during the restructuring process. In the same vein the FICSA Executive Committee was urged to keep abreast of the ongoing United Nations reform and its impact on organizations.

*Summary*

67. Council took note of the report of the Standing Committee on Human Resources Management with the amendments thereto in the light of which:

Council decided that:

- The Working Group on Whistleblowing, established at the 70th session, should continue with its mandate in 2019 and: (a) prepare a template of common policies that the Committee could share at the 73rd 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 success stories; (c) develop a questionnaire to send to the membership so that an inventory of current whistle-blowing policies could be compiled; (d) establish whether the General Data Protection Regulation was being applied to the United Nations; and (e) draft a resolution on whistleblowing protection in the UN common system for review by the Committee at the 73rd FICSA Council.
- FICSA Executive Committee should: (a) advocate in all relevant bodies that the definition of 'retaliation' be broadened to include any action or lack thereof that could harm persons who disclosed or contributed to the disclosure of misconduct/wrongdoing; (b) strongly advocate that, in line with the duty of care of all UN organizations, any whistle-blower protection policy should apply to both serving and former UN staff members, as well as to so-called 'non-staff'; (c) promote training for staff representatives on the topic of whistle-blower protection in line with applicable UN policies; and (d) take the lead in the creation of a cross-federation whistle-blower protection task force in order to encourage dialogue and information-sharing among the staff associations/unions and ascertain the best practices across the UN system as a whole.
- The FICSA Executive Committee should compile and evaluate the information it received on conditions for dismissal via the policies on performance appraisals, assessments or evaluations and provide the FICSA membership with clear and concise recommendations on best practices.
- A working group should be set up to address, by organization, the implications that 'non-staff' contracts bore for staff in regular employment. The working group should submit its findings to the 73<sup>rd</sup> FICSA Council.
- The FICSA Secretariat should request the membership to provide information on any policies or practices relating to compressed working schedules. In submitting that information, the members should provide details on how their policies and practices were negotiated with their respective managements and the mode of implementation thereafter.
- FICSA Secretariat should request those staff associations/unions in organizations which had gone through a re-organization that had had an impact on staff to: (i) share their experience of the restructuring process; and (ii) describe their role in the process and steps they had taken to ensure transparency throughout the same. The FICSA Secretariat would compile a compendium to be posted on the FICSA website for ease of membership reference.
- FICSA Executive Committee should keep abreast of the UN Reform and its impact on organizations and brief the FICSA membership at the 73<sup>rd</sup> FICSA Council.
- Funds should be provided for training on: whistle-blowing issues; job classification; strategy for successful organizational change; communication and negotiation skills; as well as the rights of staff during a re-organization. The possibility of developing a training course on active bystander intervention should be explored.



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

68. Ms. Evelyn Kortum (WHO/HQ Geneva), Rapporteur of the Committee, introduced the report (see Annex 5). The first issue that the Standing Committee had addressed was after-service health insurance (ASHI) and the Federation's involvement in the Inter-Agency Working Group on ASHI. Of the many issues addressed, the Working Group had concluded that no further consideration be given to coverage under national health plans. That being said, organizations had been encouraged to consider insurance-related harmonization opportunities that might facilitate inter-agency mobility and portability. In the latter context, the inter-agency working group had recommended that a special body be set up under the auspices of the Finance and Budget Network to deal with insurance-related issues.

69. In her presentation the Rapporteur stressed that ASHI could not be seen as a purely financial issue, even though a number of issues related to the funding of liabilities or contribution ratios. ASHI was a staff and retiree issue that bore human resource implications as well. The Standing Committee had thus recommended that a summary of the key points in the Secretary-General's report on ASHI be prepared and distributed to the membership.

70. The Standing Committee had also devoted particular attention to the duty of care in the context of which the UN system-wide strategy on mental health had been launched. Data collected during a staff survey showed that the UN staff had reported a disproportionately high number of mental health issues compared to the general public. It was essential to reduce the stigma surrounding mental health. A number of delegations described the steps that their organizations had taken or not taken, while in one instance an administration's reluctance to divulge details of its implementation of the mental health strategy had delayed matters.

71. The Standing Committee recognized the need for a holistic approach that focused on addressing root causes and not solely focus on the symptoms, thus avoiding a culture of blame and stigmatization. It had also suggested that UN Cares be re-purposed to support the implementation of the Mental Health Strategy, particularly in the field. Members interested in contributing to the Mental Health Strategy Implementation Board were encouraged to contact the Chair of the Standing Committee and provide her with details of action taken in their respective organizations. A recommendation to that effect was drafted.

72. The FICSA General Secretary had described the work of the HLCM Duty of Care Task Force over the past year and gave a presentation on the duty of care in the UN system. Were the CEB to adopt the duty-of-care framework that had been drawn up, organizations failing to comply with it could be held accountable. She listed the five duty-of-care guiding principles as well as the core principles; she also encouraged the three staff federations to engage in the work of the Task Force.

73. Duty of care was also needed in respect of retirees, but a growing number of organizations were reluctant to address issues related to the latter. In that context, access for the disabled continued to be a matter of concern, particularly in field duty stations.

74. Ms. Kortum also touched on pension issues that had been raised in the Standing Committee ranging from significant improvements in the processing time for the payment of new pensions and the returns on Pension Fund investments. Problems, however, could well arise given the decline in the number of regular staff and its impact on the long-term sustainability of the Pension

Fund. It was also felt that the potential impact of pay cuts deserved closer study. The inflation and currency devaluation in Egypt had had a palpable negative impact on pension payments to retirees there. A note was appended to the report of the Standing Committee providing an explanation of the two-track system.

75. Requests for training had been submitted with the rider that UN counsellors in field duty stations should enjoy priority where training on mental health in the workplace was concerned. It was further recommended that not only should training for trainers be considered, but also an evaluation component be included in the FICSA training modules.

76. Given the concern over the growing use of non-staff and the impact it might have and the recent request to organizations that they map out their staffing needs, a discussion had ensued on the situation with regards to using non-staff and issuing precarious contracts. It was suggested that the Federation raise the matter with the ICSC and the HLCM, as well as the Fifth Committee. The Standing Committee repeated its position that it had taken in a recommendation that Council had adopted at its 65th session.

77. In the ensuing discussion and in the light of the recommendation that the Standing Committee work closely with the Standing Committee on Human Resources Management, a note of caution was struck about overburdening both committees. One working group set up by the Standing Committee on Human Resources Management was going to define the term 'non-staff' and study the type of contracts involved, while another had ASHI and pensions in its remit. It was also recalled that the HR Network had a useful document prepared by a WHO retiree. Assurance was given that the effect of inflation on pensions would also be taken up in relation to the two-track system.

### *Summary*

78. 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 and action points contained therein, in the light of which:

### **Council decided that:**

- **The Co-Chair should be entrusted with the task of summarizing the key points in the Secretary-General's Report on ASHI (FICSA/C/72/SOCSEC/CRP.2), whereafter the FICSA Secretariat would distribute the summary to the FICSA membership.**
- **The Federation should support the re-purposing of the UN Cares model as part of the implementation of the Mental Health Strategy.**
- **FICSA Executive Committee should contact the FICSA member associations/unions and ask them to provide information on any steps taken towards the implementation of the Mental Health Strategy, whereafter that information should be compiled in a web publication of good practices.**
- **In the light of the report given by the FICSA General Secretary, the FICSA Executive Committee, in close collaboration with FAFICS, should continue to allocate appropriate time and resources to the issues that the General Secretary had raised in her presentation, including the IASMN, Mental Health Strategy and the Duty of Care Task Force.**
- **The Standing Committees on Social Security/OHS and Human Resources Management should liaise on matters related to the Working Group on the increase in the use of**

non-staff contracts and the impact on the UN system. The Working Group should also address issues related to the Pension Fund and ASHI.

- The FICSA Executive Committee should re-consider the documentation on the impact of currency devaluation and inflation on UN pensions that UNESCO had submitted to FICSA the previous year and take appropriate action, as required.
- The FICSA Executive Committee should consider the feasibility of developing an in-built evaluation component in the FICSA training modules.
- The Executive Committee should review the recommendation it had adopted at the 65th session of the FICSA Council, which read: 'While recognizing that staff representative bodies do not represent 'non-staff', the FICSA Executive Committee should try to ensure adequate social security benefits for that category and at the same time endeavour to limit the proliferation of non-staff use.'

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

79. Ms. Véronique Allain (SCBD), Rapporteur of the Committee, introduced the report (see Annex 6). She elaborated on some, if not all, those items on the agenda that had given rise to extensive debate in the Committee.

80. First, she mentioned the difficulties that had arisen in connection with the conduct of local salary surveys in various duty stations in the field. FICSA was convinced that the Flemming principle was still valid but given the current realities it was essential to secure a full and unbiased assessment.

81. The work of the Inter-Agency Security Management Network (IASMN) was the second issue. In the course of the two meetings in the past year, the major importance of ensuring staff security was recognized, particularly for field staff. New challenges had emerged such as children who had grown up in conflict zones and accepted violence as the norm. Social media were proving a most useful tool for terrorists and had played a key role in the preparation of the recent attack on an hotel in Nairobi. The contribution of the FICSA Executive Committee and other Federation representatives to the work of IASMN had been appreciated. The Standing Committee had drafted a recommendation directed at staff on duty travel addressing the need to observe certain safety procedures.

82. The third issue related to the revised methodology for the annual classification of hardship duty stations. The current cycle addressed countries in the Latin America and Caribbean region, the Commonwealth of Independent States and the Middle East. 169 active duty stations had been listed for review, of which 152 had responded to the questionnaire that had been sent to them (a return rate of 92 per cent). A new model approved by the ICSC was under review that attributed the same weight to all factors, except climate-related factors, as that given to security. The designation of non-family duty stations was also under review. This designation was normally based solely on family restrictions in terms of safety and security. Other factors that derived from the duty-of-care obligations had not been taken into consideration, such as inadequate medical services, non-availability of housing, isolation of family members and the lack of goods and services.

83. New terminology had also crept into use; the descriptor for non-family duty stations was 'very difficult duty stations'. The General Assembly had authorized a pilot scheme whereby staff members with eligible dependants were allocated USD 15,000, but only for those duty stations at the E hardship level. The pleas of staff at D duty stations had been ignored. The Committee

had suggested that other UN common system organizations might consider granting a payment of USD 15,000 'in lieu of family installation'.

84. The fourth issue was the proposal to establish a new geographical region encompassing countries in the Middle East, North Africa and Arabic-speaking countries (MENAASC). An interim solution was in place with the Vice-President of the WHO/EMRO Staff Association assuming the task of FICSA Regional Representative in the MENASC area until such time as the new region was formally established. The Committee had envisaged that the proposal would go to the Standing Committee on Legal Questions prior to initiating an election by postal vote.

85. The FICSA President pointed out that a recommendation from the Executive Committee was essential and cited Article 36 of the FICSA Statutes. He sought confirmation as to the impact that the creation of a new region would have on other regions. It was not merely an issue of creating something new; it was also a question of establishing whether it served the needs of the member associations/unions. It would thus be better to leave it to the Executive Committee to determine the outcome.

### *Summary*

86. 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 maintain an active presence in the different bodies involved with salary surveys and uphold the validity and applicability of the Flemming principle.**
- **When communicating with the membership, the Executive Committee should: (a) stress the importance of consistently completing the TRIP requirements in advance of all duty travel; and (b) strongly encourage all staff to complete the TRIP requirements even when leaving the office on personal leave, as it had proven to be equally important in terms of ensuring the safety of all UN staff in times of crisis that could occur at any time.**
- **The Executive Committee should continue participating actively in the ICSC regular meetings devoted to the classification of hardship duty stations.**
- **The Executive Committee should continue advocating on behalf of staff deployed in D duty stations and safeguarding their interests, since their living and working conditions did not justify simply ignoring their plight.**
- **In countries suffering from currency devaluation and volatilities, the Executive Committee, in tandem with the Standing Committee on General Service Questions, should argue in favour of switching payment of salaries for locally recruited staff from domestic currencies to US dollars, thus offering the Federation insight into the critical circumstances currently faced by a number of countries.**
- **The Executive Committee should take into consideration the list of countries proposed for the MENAASC region and discuss with the Standing Committee on Legal Questions the modalities of amending the Federation's Statutes, with a view to finalizing in due course the process for establishing the new region in line with FICSA procedures.**
- **The Executive Committee, in consultation with the Regional Representatives and the Executive Committee Member for Field and Regional Issues, should plan video**

presentations on the UNJSPF for FICSA members based in Africa, Latin America and the Caribbean, the Arabic-speaking countries and Europe.

- The Executive Committee should compare the compliance and consistency of the preferred hotel programme policy that WHO and FAO had recently introduced with that of the UN Secretariat official travel policy, based on which it could assess the impact on staff travelling on official business.
- The Executive Committee should seek the intervention of the ICSC in respect of the revised (unofficial) procedure that FAO was adopting to calculate rental subsidies in the field. The ICSC should alert the FAO Management to the fact that the ICSC place-to-place survey report should not be used to establish maximum reasonable rents.
- The Executive Committee should request the membership to inform the FICSA Secretariat promptly of any changes that would affect staff in the wake of the UN Reform currently being implemented.
- The Executive Committee should pay particular attention to the manner in which the Global Service Delivery Model was being implemented in the field so that the Federation could react and protect staff interests.

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

87. The Chair of the Standing Committee, Ms. Marielle Wynsford-Brown (IAEA), gave a brief introduction to the report of the Standing Committee on General Service Questions (see Annex 7). She drew attention to the two recommendations that had been drafted by the Permanent Technical Committee of the Standing Committee on General Service Questions (PTC/GSQ), which related to the review of the salary survey methodologies and continued investment in training a pool of trainers. The Standing Committee had adopted the PTC/GSQ report and the two recommendations it contained.

88. Ms. Pilar Vidal Estevez (PAHO Washington DC) and Mr. Imed Zabaar (IAEA) had presented an overview of the activities of the working group that had reviewed the GS salary survey methodologies. It had worked in collaboration with FICSA experts in preparation for the ICSC discussions on the review of those methodologies. The Standing Committee had subsequently adopted a resolution relating to GS salary survey methodologies, the operative paragraph of which the Chair read out; after adoption by the Standing Committee, the resolution would then be submitted to plenary for formal adoption.

89. In the course of the discussion on the report, attention was also drawn to the four points raised in paragraph 10 of the report pointing to the need to take account of currency devaluation, undertaking a legal review of the methodologies, including additional steps in the GS salary scale and not diminishing the role of the local salary survey committees in the event of data being collected from external vendors. Those points should be taken up with the ICSC in the upcoming review of the salary survey methodologies.

90. The UNESCO/STU had reported on the difficulties of identifying comparators and a recommendation on that issue had been adopted. WHO/EURO spoke of the delays in the survey process in the region relating to category 5 duty stations. In the discussion on the global recruitment of local staff for GS positions, FAO/WFP-UGSS reported on the continuation of that practice in Rome and the deleterious impact it had on current staff members who were not aware of the vacancy announcements for the posts in question and were thus prevented from applying for such posts. Council's attention was drawn to the fact that as far back as 1982 the

Administrative Tribunal had found that 'only in exceptional circumstances should non-local staff be recruited and granted a non-resident's allowance'.

91. The Standing Committee had also received four requests for training on Methodology II to be given in Brazil, Peru, Egypt and the Philippines.

### *Summary*

92. Council took note of the report of the Standing Committee on General Service Questions with the amendments thereto and adopted the recommendations contained therein, together with Resolution 72/1 on the Review of the General Service Salary Survey Methodologies (see Annex 2), in the light of which:

### **Council decided that:**

- **The FICSA Executive Committee should continue supporting the ongoing work of FICSA's Ad hoc Task Force on the ICSC review of the GS salary survey methodologies and report to members accordingly. Funds should be allocated for at least one meeting of the Ad hoc Task Force, if necessary.**
- **The FICSA Executive Committee should continue to invest in training a pool of trainers, with due consideration being given to gender balance and geographical distribution.**
- **Given the difficulties of finding comparator employers willing to participate in local salary surveys, the FICSA Executive Committee should follow up on the matter with UN OHRM and inform UNESCO/STU of the outcome accordingly.**

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

93. Mr. Christian Gerlier (ITU), Chair of the Committee, introduced the report.

94. The Permanent Technical Committee (PTC/PSA) had failed to meet prior to Council. That had given rise to the question whether that Committee should be maintained or abolished. A recommendation along those lines had been drafted, even though the Standing Committee itself was in favour of retaining the PTC/PSA as its main task was to prepare for the meetings of ACPAQ.

95. Mr. Imed Zabaar (IAEA) briefed the Committee on the various meetings on the post adjustment methodology that he had attended. He reported, inter alia, that the ICSC had been tasked with assessing the comparability of price data collected under the European Comparisons Programme (ECP) with those collected by the ICSC Secretariat. He was disappointed that the Commission had not set up a tripartite working group to discuss the 64 recommendations in the ICSC consultant's review of the post adjustment index which offered a sound basis for a holistic assessment of the methodology. The rent element of the cost-of-living surveys had proven most controversial as the ICSC used data provided by the International Service for Remuneration and Pensions (ISRP) rather than national statistics and indices. The survey in Geneva had been case in point; ISRP data indicated a significant downward trend in rents, whereas the statistical of the Canton of Geneva had shown a sharp upward trend. Despite the flaws in the post adjustment system, the ICSC did not agree to review its earlier decisions but did agree to review the post adjustment index methodology and operational rules.

96. The Standing Committee had also focused on the controlled convergence mechanism (CCM), which at first sight appeared simpler, more transparent and predictable than the current set of rules. FICSA had expressed the view that more time was needed to conduct further analyses and simulations to verify the mechanism's efficacy and its impact on the stability of staff remuneration, before making any recommendations. Prior to the Council, the ICSC representatives had demonstrated the mechanism and presented a number of scenarios. The Standing Committee expressed a wish to receive more feedback from the membership.

97. The Standing Committee had also discussed the follow-up to the UN Dispute Tribunal judgement No. 2017/098. Although it stood in contradiction to the UNAT judgement No. 2018/841, the latter could not be disputed. The Standing Committee thus recommended that a letter of protest be transmitted to the UN Administrative Tribunal, Member States and the UN Secretary General.

98. The Standing Committee was also briefed on the state of play with regards to the appeals lodged with the ILOAT on the pay cuts in Geneva. When asked whether appeals had been lodged in Rome, the response had been that nothing much happened in Rome. One staff member there had submitted an appeal, to which no response had been received to date. FICSA, however, would maintain a close watch.

99. The Standing Committee noted that the General Assembly had yet to increase the child allowance that had been in effect since 1 January 2011. Furthermore, a proposal had been made to the General Assembly that an end-of-service grant be paid to staff members after five years of service on a fixed-term contract.

### *Summary*

100. 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:**

- **The Executive Committee should convey to the ICSC the Federation's concern over the fact that the current survey methodology relative to post adjustment required revision and improvement.**
- **The Executive Committee should work closely with the ICSC on the new operational rules and keep the members of the PSA core group abreast of developments as and when they occurred.**
- **The Executive Committee should prepare a document with talking points on the proposed controlled convergence mechanism and draw up a comparison matrix with the current system.**
- **The Executive Committee should obtain the views of the membership on how interested they were in using the new system and, based on their perception of the stability and predictability of the new methodology, whether they accepted it.**
- **In the light of judgement No. 2017/098 delivered by the UN Dispute Tribunal on the implementation of the new compensation package, and the subsequent judgement No. 2018/841 of the UN Appeals Tribunal, the Executive Committee transmit a letter of protest to UNAT, the Member States and the UN Secretary-General, further to which the Standing Committee on Legal Questions should address the issue.**

- The Executive Committee should monitor appeal cases closely, follow up on ILOAT judgements and share the same with the FICSA membership.
- The Executive Committee should approach the ICSC Secretariat with a request that it provide training on: (i) the new CCM methodology, should it be approved; and (ii) the cost-of-living surveys.
- The Executive Committee should approach the ICSC Secretariat on revising the child allowance in keeping with current cost-of-living levels and including the introduction of an end-of-service grant as an item on the agenda of the Commission's spring session.

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

101. Ms. Viera Seben (ICAO), Chair of the Committee, introduced the (see Annex 9).

102. She opened the meeting by mentioning the debate surrounding the issue of cost-sharing for the release of FICSA officers and the work on the agency rating survey. Both items would be taken up later in the presentation. Some members had responded to the request that they submit their staff rules and regulations, recognition agreements, memoranda of understanding and statutory documents relating to communications between staff representatives and management/governing bodies. Given that the searchable collection tool requested the previous year would be installed on the new website, the call for documentation made the previous year was repeated.

103. An extensive debate had ensued on the state of staff/management relations in various organizations. Conditions in FAO remained difficult. The President of AP-in-FAO had been summarily dismissed: a swingeing blow that had been compounded by the superficiality of consultations with staff and disregard for staff representatives' views that engendered an atmosphere of fear and demotivation. FAO-WFP/UGSS spoke with particular concern of the FAO Management continuing to issue global calls for the local recruitment of General Service staff: a practice that contravened the very principle of fair recruitment.

104. The UNESCO Institute for Statistics (UIS) in Montreal had seen its staff complement reduced by 42 per cent with numerous staff members on sick leave. That notwithstanding, UIS with the aid of FICSA had managed to set up a staff representative body, to which the Director was adamantly opposed. The UNESCO/STU and FICSA would address a letter to the Director General of UNESCO.

105. The staff/management relations in the UN World Trade Organization (UNWTO) were equally dire. Previously, relations had been good, but with the arrival of the new executive head things had drastically changed. Administration had even threatened to shut down the Staff Association altogether and to strip it of basic facilities in complete disregard for the rights of association. UNWTO threatened to become a new case similar to WIPO. Its staff representatives had been prevented from attending the current Council.

106. The President and Vice-President of the WIPO had also been unable to attend the current Council. The WIPO Staff Association, an affiliate of FICSA, had been divested of all its privileges and facilities. Given the deplorable state of affairs and the fact that endeavours thitherto had failed to secure any improvement, the strategy should change to one of damage control. Members could demonstrate their moral support by including in any statements or speeches a sentence reading 'We support the WIPO Staff Association'. The Standing Committee encouraged more direct forms of support, such as hosting the WIPO Staff Association website.



107. The UNRWA/ASA delegate reported on the serious situation that the agency was facing in the wake of the USA having withdrawn its contribution in the order of USD 360 million. Although current staff contracts had not yet been affected, new recruits would face a precarious situation. A resolution was drafted pointing to senior management's interference in the governance of the Area Staff Union and the breach of acquired staff rights, the freedom of speech and choice pursuant to Article 20 of the Declaration of Human rights (FICSA Resolution 72/2 refers). FICSA members were urged to show their solidarity by sending letters to the Commissioner-General deploring the situation.

108. In summary, the variance across the Federation was wide in terms of the facilities granted to staff representative bodies, the legal framework governing consultation and negotiation and release times. Moreover, much remained to be done in terms of the assistance that staff committees could give their members. The attempt to rate agencies' staff/management relations by means of a survey had had to be aborted.

109. The consultative arrangements in the ICSC and the latter's working methods could also be improved.

110. Council took note of the report of the Standing Committee on Staff/Management Relations with the amendments thereto and adopted the recommendations contained therein, together with Resolution 72/2 on the severe situation in UNRWA (see Annex 2), in the light of which:

**Council decided that:**

- **FICSA members should, to the extent possible, submit to the FICSA Secretariat copies of their internal staff regulations rules, recognition agreements, memoranda of understanding and any other statutes and provisions pertaining to communications between staff representatives and management or governing bodies that would be shared on the FICSA website.**
- **The FICSA Executive Committee should continue its work with the HLCM Working Group on sharing the costs of securing the release of two FICSA officers.**
- **The FICSA Executive Committee, in collaboration with the UNESCO/STU, should draft a letter for signature by the President of FICSA addressed to the Director General of UNESCO, providing a detailed description of the difficult situation prevailing in the UNESCO Office in Montreal.**
- **The membership should note with concern the dire situation in UNWTO and offer full support to the staff there.**
- **As an expression of the Federation's support, the Executive Committee should include in all statements and addresses (in whatever context they be delivered) the sentence: 'We support the WIPO Staff Association'. It should also encourage all FICSA members to lend, to the extent possible, similar support to the WIPO Staff Association.**
- **Following adoption of Resolution 72/2 on the situation in UNRWA, all FICSA members and members of their sister organizations should be requested to follow up on the issue by sending letters to the Commissioner-General, with copies to the UN Secretary-General.**
- **Work on the agency rating survey be discontinued until further notice.**
- **The FICSA Executive Committee should organize two training courses on job classification during 2019 in Geneva (WHO/HQ) and Manila (WHO/WPRO), respectively.**

### **Ad hoc Committee on Strategic Development (Agenda item 13)**

111. Mr. Imed Zabaar (IAEA), Chair of the Ad hoc Committee, introduced the report (see Annex 10).

112. He focused on the internal review of the FICSA Secretariat that had been undertaken by two external consultants who had worked on a *pro bono* basis. They had put forward a series of recommendations related to: the level of staffing needs and overall strategic objectives; modernization of administrative processes and governance; a job description for administrative support to reflect operational needs; training opportunities for secretariat staff; effective communications between members of the Executive Committee, regional representatives, standing committees, membership and the secretariat staff; and the most suitable location (New York vs Geneva) for the Federation's operations.

113. After a review of the Federation's overall governance structure and interviews with officials and 'process owners', the consultants had studied the relevant documentation prior to undertaking surveys, conducting analytical reviews and testing managerial and financial control mechanisms. That had been supplemented by a series of questionnaires sent to the members of the Executive Committee and members of the Council. Based on their findings, the consultants identified the optimal governance structure and simplified work processes with a view to aligning them with the Federation's mission.

114. Mr. Zabaar explained that after the FICSA President and General Secretary had reviewed the consultants' draft report and their comments had been incorporated where appropriate, the report was sent to the Executive Committee, whose members had discussed at great length the recommendations and proposed actions. The recommendations *in toto* had been discussed in the Ad hoc Committee on Strategic Development, whose comments were also presented alongside those of the Executive Committee and the consultants. In the ultimate analysis, the consultants' recommendations were accepted *en bloc*.

115. The functional review also bore implications for the cooperation with the other two staff federations: CCISUA and UNISERV. It was remarked that the strategic approach adopted by FICSA was more in keeping with that of UNISERV, but in instances where independent outside expertise was required, all three staff federations shared the associated costs and adopted common positions. The Ad hoc Committee thus recommended that all three staff federations meet to draw up a plan of joint cooperation activities and the FICSA Executive Committee be responsible for following up on the implementation of the activities planned. At the same time, the FICSA Information Officer should advise the FICSA members in Geneva to withdraw from the WhatsApp group known as *Groupe de Genève* and only use the WhatsApp group that was reserved exclusively for use by FICSA members.

116. The Ad hoc Committee noted with satisfaction that UN New York had not only agreed to advertise the Information Officer post, but it was also expected that they would manage the contract of the new recruit. It was also hoped that a similar solution would be found in respect of the vacant administrative assistant post.

117. During the discussion, the Ad hoc Committee touched briefly on two other issues related to: (i) the Permanent Technical Committee of the Standing Committee on Professional Salaries and Allowances; and (ii) the Ad hoc Committee on Administrative and Budgetary Questions. It had been suggested that the first body be eliminated, but a stay of execution was achieved, at

least until such time as the ICSC had completed its review of the post adjustment methodology. The second suggestion had been that the Ad hoc Committee on Administrative and Budgetary Questions should assume the status of a Standing Committee so that it could work throughout the year and not have to await a Council session to be constituted.

118. In the ultimate stages of the discussion, participants regretted that it had proved impossible to allot more space and time to the internal review.

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

#### **Council decided that:**

- **Given the general agreement on the Executive Committee's comments in respect of the consultants' recommendations, FICSA should proceed with the implementation thereof in keeping with the internal review findings.**
- **In line with the conclusions of the functional analysis, the FICSA Executive Committee should initiate a tripartite meeting of all three staff federations for the purposes of preparing a joint plan of cooperation activities. The FICSA Executive Committee would be responsible for following up on the implementation of the activities planned.**
- **The FICSA Information Officer should advise the FICSA membership in Geneva to withdraw from the WhatsApp group known as *Groupe de Genève* and only use the WhatsApp group reserved exclusively for FICSA members.**
- **The Executive Committee should examine the possibility of converting the Ad hoc Committee on Administrative and Budgetary Questions into a Standing Committee and submit a proposal thereon to the 73rd session of the FICSA Council.**

#### **Administrative and Budgetary Questions (Agenda item 14)**

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

120. Mr. Nizar Zaher (OSCE), Chair of the Ad hoc Committee introduced the report (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 2017 and the findings of the independent reviewer, who had confirmed the adequacy of the Federation's bookkeeping. From the very outset, however, and throughout the meetings participants had urged that the format and presentation of all the budget-related reports and tables be extensively redesigned.

121. All full members had paid their contributions in full; in two cases minor amounts were outstanding. In two other cases somewhat larger sums were involved, one of which had since been clarified. It was reported that the Commonwealth Secretariat Staff Association (CSSA) had been suspended from the list of members for having failed to respond to the final demand of payment. The headings and descriptors used in the tables attached to the Treasurer's report and elsewhere were also in need of revision. Full explanations had been given of the variations between actual expenditures and budgeted figures. Such variations were, for example, attributable to a range of factors from US tax assessment or the provision of after-service health insurance to the cost of attendance at meetings of the General Assembly, the High-Level Committee on Management and the ICSC working groups.

122. Whereas overall expenditures had been lower than expected and a surplus had accrued, income over the same period had dropped. In order to increase future revenue, the Ad hoc Committee recognized the importance of organizing workshops and similar activities that had a demonstrable potential to attract more paying participants, as well as launching fundraising events and organizing membership drives and other campaigns with the backing of the revamped website.

123. Given the lengthy voting procedures currently in place, the Chair emphasized the need to set time lines for the introduction of an e-voting system. It was hoped that the system currently being developed would be up and running for the elections at the 73rd Council session. The Committee had also expressed its appreciation for the progress to date on revamping the FICSA website that would prove a boon to both external and internal clients given the many benefits it would offer.

124. Three members had requested a reduction in their dues: FAO/WFP-UGSS, WHO/AFRO Brazzaville and WIPO. The first two staff associations were asked to submit formal requests describing the situation they faced and justify the funding they sought. The WIPO Staff Association had submitted a request in writing describing the 'confusing climate' in which it had to work; it no longer enjoyed formal recognition, nor did it benefit from an annual subsidy that the administration had re-directed to the administration-compliant Staff Council. It was agreed to grant the WIPO Staff Association a reduction in its dues. It was suggested that guidelines (and a corresponding form) be drawn up to simplify the submission of such requests in future.

125. The discussion about the reduction of fees had led to a debate on whether the CEB statistics currently used to arrive at the figures for the dues truly reflected the staffing situation in the individual agencies and organizations. Should the figures prove to be misleading, it could well transpire that an association or union such as FAO/WFP-UGSS could move down a band. The root cause of the problems undoubtedly lay in the failure of the working group established in 2016 to identify improved means of calculating dues. The Treasurer was urged to take the lead in convening that group and a deadline was set for the submission of proposals. A number of minor tasks still had to be completed, such as securing the repayment of funds loaned in support of appeals or clarifying the issue of US tax demands and VAT payments.

### *Summary*

126. Council took note of the report of the Ad hoc Committee on Administrative and Budgetary Questions together with the attachments thereto and adopted the recommendations contained therein.

### **Council decided that:**

- **In view of the fact that the format and mode of presentation were a legacy from the past, the budget-related reports and tables should be extensively re-designed. Emphasis should be placed on comprehensibility and readability, as well as consistent adherence to any new accounting standards adopted.**
- **Given the importance of setting time lines for the testing stages and the final acceptance of the electronic voting system, due financial provision should be made to ensure that the system was up and running in time for the 73rd Council session in 2020.**
- **Both FAO/WFP-UGSS and WHO/AFRO Brazzaville should submit a formal request describing the situation they were facing and prepare a structured justification for the**

reduction in dues that they were requesting. Both submissions would be submitted to the Executive Committee for favourable consideration.

- The WIPO Staff Association, a full member of FICSA, should be granted a 50 per cent reduction in its dues for the current year, and that for the same year the Staff Association should be granted exceptional financial assistance amounting to one sixth of its regular dues.
- The FICSA Secretariat should send the staff figures that had been used to calculate the dues to all members for verification and confirmation.
- The working group entrusted with the task of identifying improved means of calculating dues should take up its work once more and submit its recommendations to the Executive Committee. The Treasurer should take the lead in re-launching the initiative and reconvene the working group, whose report should be finalized by October 2019 at the latest.
- The FICSA Executive Committee should be entrusted with the task of exploring and generating new sources of funding.

**b Draft programme and budget 2019 (Agenda item 14(b))**

127. 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 95,540**

**Chapter 2: CHF 37, 408**

**Chapter 3: CHF 50,550**

**Chapter 4: CHF 465,081**

The total sum of the four chapters of the budget was **CHF 648,578**.

128. In the ultimate analysis and having taken note of the proposed budget and the modifications thereto that had arisen during the extensive discussion of the various proposals, **Council formally adopted the draft programme and budget for 2019** amounting to CHF 648,578 (see Annex 12) as well as the scale of contributions for the same year (see Annex 13). In connection with the latter, it had proven necessary to draw down funds from the reserves in the order of CHF 67,092.

**Election of the Standing Committee officers for 2019-2020 (Agenda item 15)**

129. Council elected the following Chairs and Vice-Chairs of the Standing Committees for 2019-2020:

*Legal Questions*

Chair: Andrès Orias (WMO)

First Vice-Chair: Joël Lahaye (CERN)

Second Vice-Chair: Gemma Vestal (WHO/HQ Geneva)

Core group: Birahim Fall (UPU) and Jean-Pol Mathys (CERN)

It was hoped that the small group would meet on a regular basis throughout the year. Joël Lahaye (CERN) would also liaise directly with the Executive Committee and coordinate on all questions relating to the FICSA Statutes.

#### *Human Resources Management*

Chair: Lisa Villard (IAEA)  
 Vice-Chairs: Marina Appiah (WHO/HQ Geneva)  
 Jesús García Jiménez (ILO/ITC)

Core group: Susan Murray (FAO/WFP UGSS), Ambretta Perrino (UNFCCC), Viera Seben (ICAO), Birahim Fall (UPU), Ritesh Singh (WHO/SEARO), Veronique Allain (SCBD), Nuria Reques (OPCW), Tanya Quinn-Maguire (UNAIDS), Michelle Delinde (CTBTO), Simplicie Ntsiba (WHO/AFRO Brazzaville), Christin Pethas- Magilad (WHO/AFRO), 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: Amani El-Scheikh (UNESCO Cairo), Paola Franceschelli (FAO/WFP-UGSS), Evelyn Khortum (WHO/HQ Geneva), Irene Waite (IMO), Rajesh Mehta (WHO/SEARO New Delhi) and Cosimo Melpignano (UNGSC)

#### *Conditions of Service in the Field*

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

Core group: Véronique Allain (SCBD Montreal), Amani El-Sheikh (UNESCO/STU Cairo), Oleksandr Martynenko (WHO/EURO Copenhagen), Ritesh Singh (WHO/SEARO New Delhi), Evelyn Jonazi (UNAIDS Geneva), Lydie Gassackys (WHO/AFRO Brazzaville), Cosimo Lunedì (UNGSC Brindisi) and Cosimo Melpignano (UNGSC Brindisi)

#### *General Service Questions*

Chair/  
 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)  
 First Vice-Chair: Frank Campbell (IAEA)  
 Second Vice-Chair: Santhosh Prakasam (UNFCCC)

Core group: Juan José Coy Girón (AP-in-FAO Rome), Henri-Louis Dufour (ITU Geneva), Birahim Fall (UPU Bern), Akim Falou-Dine (ITU Geneva), Rajesh Mehta (WHO/SEARO New Delhi), Andrea Palazzi (UNAIDS Geneva), Ray Reynolds (ICAO Montreal), Rodel Rodriguez (WHO Manila) and Edwin Titi-Lartey (IMO)

### *Staff/Management Relations*

Chair: Viera Seben (ICAO)  
 Vice-Chairs: Eva Moller (FAO/WFP-UGSS)  
 Mario Cabreja (UNFCCC)

Core group: Rachelle Anyayahan (WHO/WPRO Manila), Jakob Skoet (AP-in-FAO), Catherine Kirorei Corsini (WHO/HQ Geneva), Paola De Mauro (UNGSC), Cécile Le Duc (IARC), Ritesh Singh (WHO/SEARO New Delhi) and Diab El-Tabari (UNRWA/ASA)

At the close of the agenda item, the officers of the Standing Committees were urged to meet as well as to communicate regularly with each other throughout the year.

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

130. The General Secretary announced the date and venue for the 73rd Council session: 8 to 14 February 2020 at the IMO headquarters in London, United Kingdom. Furthermore, WHO/EURO in Copenhagen, Denmark, had been identified as the venue for the 74th Council session in 2021, although the exact dates would be set at a later stage.

131. A preliminary draft of the provisional agenda for the 73<sup>rd</sup> session would be distributed later in the current year.

### **Other business (Agenda item 17)**

132. Three items were brought up under the agenda item.

133. Attention was drawn to the need to clarify Rule 39(b) of the FICSA Rules of Procedure that, as had emerged during the elections the day previous, was unclear and called for a minor amendment. The Executive Committee should discuss the matter and circulate an amendment to the membership so that the amended rule was in place and thus applicable prior to the 73rd Council session.

134. It was suggested that the Federation would benefit from an evaluation of the current Council proceedings and the lessons to be learnt therefrom. The Executive Committee should seek members' opinions on ways in which things might be improved before, during and after sessions of the Council.

135. Attention was also drawn to the recent resolution on breast-feeding that, despite opposition in certain quarters, had been adopted at the World Health Assembly. Focussing on maternal, infant and young child nutrition, the resolution also had a bearing on the rights of staff to bring infants into work and for them to take breaks to breast-feed their children during the working day. The matter should be carefully monitored.

### **Closing of the session (Agenda item 18)**

136. At the closing session, the FICSA President thanked everybody who had contributed to the success of the Council. He remarked that colleagues had become true friends and he hoped the newcomers to the Council had obtained significant amounts of information. He stressed that everybody could be justly proud of what they had achieved.

137. He paid tribute to the hard work and true commitment of the Executive Committee. He trusted that the transparent and constructive manner in which its members had gone about their work would prevail in the year ahead.

138. He wished to thank the hosts, CTBTO and its Staff Association, for their contribution to the success of the meeting. He also acknowledged the services of the interpreters and conference officers, as well as the support lent by the many others behind the scenes. He was most grateful to Mr. Peacock who had guided the debate with consummate skill and rapport.

139. In closing the FICSA President stressed that the Federation could only be as good as the members made it. He was most appreciative of the support he had enjoyed throughout the past year and during the Council session; it bodes well for the year ahead.

140. In the course of the many valedictory statements, fulsome tribute was paid to the staff of the FICSA Secretariat and the departing General Secretary, all of whom had always been most helpful. Countless standing ovations were paid those who had ensured the successful outcome of the Council's deliberations.

141. The Chair of the Council, Mr. Peacock, added his thanks to the polling officers, interpreters and conference staff as well as to the two Vienna-based staff associations and respective administrations that had joined forces in ensuring that the meeting went well.

142. He thanked the participants for their stamina and adherence to the schedule. He declared the 72nd session of the FICSA Council closed at 1.30 p.m. on 8 February 2019.



## Annex 1

### AGENDA FOR THE 72<sup>nd</sup> 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 Ad hoc Committees on Strategic Development and Administrative and Budgetary Questions
  - Appointment of the polling officers
6. Constitutional matters
7. Questions relating to membership status in FICSA (changes in membership)
8. Report of the Executive Committee for 2018-2019 (February 2018-February 2019)
9. FICSA cooperation with the other UN staff federations
10. (Withdrawn)
11. Election of the Executive Committee Officers and Regional Representatives for 2019-2020 (February 2019 to February 2020)
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 2019 - 2020
15. Election of Standing Committee officers for 2019-2020 (February 2019-February 2020)
16. Date and place of the next Council session
17. Other business
18. Closing of the session

## Annex 2

### Resolution 72/1

#### THE REVIEW OF THE GENERAL SERVICE SALARY SURVEY METHODOLOGIES

*The Council of the Federation of International Civil Servants' Associations (FICSA) at its 72nd Session (Vienna, 2 to 8 February 2019),*

*Recalling Article 101 of the Charter of the United Nations which stipulates that: "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity",*

*Further recalling the current formulation of the Flemming principle which stipulates that: "To comply with the standards established by the Charter as regards the employment of locally recruited staff, the organizations of the United Nations system must be competitive with those employers in the same labour market who recruit staff of equally high calibre and qualifications for work which is similar in nature and equal in value to that of the organizations. Remaining competitive in order to both attract and retain staff of these high standards requires that the conditions of service for the locally recruited staff be determined by reference to the best prevailing conditions of service among other employers in the locality. The conditions of service, including both paid remuneration and other basic elements of compensation, are to be among the best in the locality, without being the absolute best",*

*Recalling also its Resolution 62/03 of 6 February 2009 on the ICSC review of the methodologies for surveys of best prevailing conditions of employment at headquarters and non-headquarters duty stations, which resulted in the promulgation of survey methodology I (ICSC/72/R.10) and II (ICSC/72/R.11), both issued on 26 April 2011,*

*Noting that, at its eighty-seventh session, the International Civil Service Commission (ICSC) initiated another review of both methodologies and decided to establish a working group to facilitate the review, with full participation of the staff federations,*

*Having considered the status report prepared by its representatives in the working group and the work plan developed for the work ahead,*

*Aware of the substantial impact of a large number of changes introduced at the last review, in particular with respect to (i) the categorization of duty stations, (ii) the respective roles of the responsible and coordinating agencies, (iii) the use of national civil service comparators, (iv) the weighting of comparator employers, (v) the use of external data; (vi) the calculation of benefits, and (vii) the existence of multiple salary scales in a single duty station, including secondary salary scales,*

*Also aware of the immediate and long-term implications of the current review, the outcome of which will have a palpable impact on the conditions of employment of approximately 65,000 locally recruited staff in the General Service and National Officer categories, who represent more than fifty per cent of the United Nations staff,*

*Notes with concern that the restrictive interpretation of the United Nations General Assembly Resolution A/RES/71/264 of 16 January 2017, which in section III requests the Commission “during its next review of the General Service salary survey methodologies under the Flemming principle, to consider the possibility of further increases in the weight of the local national civil services among the retained employers, taking into account that the United Nations is a civil service organization, as well as past experiences of the Commission from the previous round of surveys” may result in fundamental threats to the application of the Flemming principle,*

*Also expresses its concern regarding the weight attributed to Ministries of Foreign Affairs, which by means of a separate calculation bore extremely negative and distorting consequences for the results of salary surveys in many duty stations,*

*Dismayed that the Human Resources Network in its report CEB/2018/HLCM/HR/7 discussed the reconfiguration of the role of the Local Salary Survey Committee “as a salary survey partner with just 2-4 members per duty station that will provide a communication and change management role that would in turn be channelled to local staff and management more via informative town hall settings, rather than a committee deliberating the process”,*

*In the interest of ensuring full and effective participation in the ICSC working group on the review of the GS salary survey methodologies,*

*The Council,*

*Urges respect for Article 101 of the UN Charter and the Flemming Principle in all fora;*

*Seeks assurance that the fundamental role of the Local Salary Survey Committees will be safeguarded whenever the potential use of external data is considered;*

*Opposes any further increase in the weight accorded to national civil services;*

*Seeks reconsideration of the mandatory use of Ministries of Foreign Affairs as a comparator and objects to procedures being established that increase artificially the weight of those ministries compared to the rest of the survey sample;*

*Welcomes cooperation with the other federations in developing joint positions in the working group and coordinating advocacy activities at the upcoming ICSC sessions and other high-level meetings, while ensuring that the FICSA membership is kept apprised of progress made.*

**Resolution 72/2****THE SEVERE SITUATION IN THE UNITED NATIONS RELIEF AND WORKS AGENCY FOR  
PALESTINE REFUGEES IN THE NEAR EAST (UNRWA)**

*The Council of the Federation of International Civil Servants Association (FICSA), at its 72<sup>nd</sup> session in Vienna, which was held from 2 to 8 February 2019,*

*Noting with grave concern the severe financial situation at UNRWA,*

*Astonished by the lack of consultation with staff and the continued interference of senior management in the governance of the Staff Union by imposing amendments to the Union's Statutes,*

*Appalled by the one-sided decision-making process and the obvious breach of the right to early retirement, forcing the staff to resign and lose their benefits, in addition to not taking into account the UN General Assembly resolution increasing the mandatory age of separation to 65, the rights of association, freedom of speech and choice in accordance with Article 20 of the Declaration of Human Rights,*

*Stressing that objectivity and transparency are essential to healthy staff/management relations,*

*Protesting at the current atmosphere of selectivity and favouritism with regard to the recruitment freeze, and at the current unjustified appointments,*

**Urges** the Commissioner-General to address the above concerns without further delay.

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

Chair	Andrès Orias (WMO Geneva)
Vice-Chair	Joël Lahaye (CERN Geneva)
Rapporteur	Jean-Pol Matheys (CERN Geneva)
FICSA General Secretary	Gemma Vestal (WHO/HQ Geneva)
Regional Representative	Jesus García Jiménez (ILO/ITC Turin)

**Participants**

AP-in-FAO	Juan José Coy Girón Jean Risopoulos
FAO/WFP-UGSS	Paola Franceschelli Silvia Mariangeloni
IAEA	Nabil Sahab Lisa Villard
ICAO	Sanya Dehinde Ray Reynolds
IMO	Edwin Titi-Lartey Tamara Vassilissin Irene Waite
ITU	Henri-Louis Dufour Christian Gerlier
UNAIDS	Evelyn Jonazi Andrea Palazzi
UNESCO	Amani El-Sheikh
UNFCCC	Santhosh Thanjavur Prakasam
UNGSC	Paola De Mauro Vito Musa
UPU	Birahim Fall Franck Landauer Stéphane Vuillemin
WHO/AFRO Brazzaville	Simplice Ntsiba Christian Pethas-Magilad
WHO/EURO Copenhagen	Oleksandr Martynenko

WHO/HQ Geneva	Marina Appiah
WHO/SEARO New Delhi	Rajesh Mehta
WHO/WPRO Manila	Rodel Rodriguez

#### **Members with associate status**

CERN	Isabelle Mardirossian
IOM	Ivona Zakoska-Todorovska
OPCW	Erik Prein

#### **Federation with consultative status**

EMBL	Ayesha Asif Thomas Heinzmann
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#### **Adoption of the agenda (Agenda item 1)**

1. The Standing Committee on Legal Questions (SCLQ) approved the following agenda:
  1. Adoption of the agenda
  2. Election of the rapporteur
  3. FICSA's position on the proposed changes to the ILOAT Statute
  4. Update on legal actions relating to the compensation review (FICSA/C/72/PSA/1)
  5. Update on current litigation regarding post adjustment
  6. Update on recent ILOAT judgements of relevance to staff representatives
  7. Discussion on a possible legal insurance scheme for staff members in smaller organizations
  8. Requests for training
  9. Matters brought forward by other standing committees
  10. Update on discussion on FICSA legal status
  11. Other business
  12. Nomination of Standing Committee officers and core group members

#### **Election of the rapporteur (Agenda item 2)**

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

#### **FICSA's position on the proposed changes to the ILOAT Statute (Agenda item 3)**

3. After providing a summary of the background, the Chair of Standing Committee (SC) on Legal Questions invited the General Secretary of FICSA, Gemma Vestal (WHO/HQ Geneva) to give an update on the matter. Ms Vestal informed the Committee that: (a) three organizations had recently withdrawn<sup>1</sup> from the jurisdiction of the ILO Administrative Tribunal (ILOAT) (WMO, UPU

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<sup>1</sup> It was later noticed that organizations whose representative staff bodies were not FICSA members had also withdrawn, for instance AITIC and OTIF (as indicated in the corresponding ILOAT notice).

and CTA), having expressed different reasons, but apparently motivated by judgements detrimental to them; (b) the legal advisors of a number of organizations had written to their ILO counterpart to request significant changes to the proposed amendments to the Tribunal's Statute so as to allow swift withdrawals, with only minimal requirements being necessary; and (c) that, in addition to FICSA, only the Staff Associations of CERN and WHO had written to the ILO Legal Advisor with comments on the proposed amendments to the ILOAT Statute. In her view, the Federation had to find ways of avoiding further rapid and expeditious withdrawals; and at the same time, provide by 11 February 2019, the ILO Legal Advisor with comments on the letter by his counterparts, so that they could be brought to the attention of the ILO Governing Body at its March 2019 session.

4. In reply to a question by UPU, Ms. Vestal further stressed that whether Member States agreed with executive heads on the withdrawal from the Tribunal's jurisdiction was a valid question.

5. The Chair added that it appeared that the consultative process with staff had not been adhered to, when the decisions to withdraw had been taken.

6. Mr. Matheys gave a presentation (see document FICSA/C/72/LEGAL/CRP.3) covering the attempts by organizations to modify the Tribunal's Statute to their liking, the latest letter by legal advisors to their ILO counterpart and possible reactions by the Federation thereto. The SC agreed that the latter should be the basis of a letter by the Federation to the ILO Legal Advisor (J.G. Jimenez, J.-P. Matheys and G. Vestal volunteered to contribute to the drafting).

**The Standing Committee on Legal Questions recommended that the FICSA Executive Committee write a letter to the ILO Legal Advisor by the given deadline and stress the following points:**

- (a) In relation to the withdrawal process per se, it had to be recognized that constraints already existed at present and had to apply in respect of a decision to withdraw. Those constraints were, *inter alia*: (i) decisions could not be arbitrary; (ii) consultations with staff as provided for by existing provisions was a requirement; and (iii) decisions to withdraw could be challenged, if existing constraints were not heeded.**
- (b) In relation to the manner in which notification of withdrawals was given, it had to be recognized that notification by the executive head was not problematic provided that: (i) the decision to withdraw had in effect been taken by the organization's governing body; (ii) the relevant regulations had in effect been amended accordingly by the same governing body; and (iii) those governing body decisions were communicated together with the withdrawal declaration.**
- (c) In relation to the effectiveness of the withdrawals, it was essential that, in the interests of ensuring legal stability and security, the possibility of challenging administrative decisions taken prior to a withdrawal decision be upheld via an appeal being lodged with the ILOAT, irrespective of the effectiveness period; and (ii) the possibility of introducing requests for execution of ILOAT judgements must remain, irrespective of the effectiveness period.**

- (d) In relation to consultations with staff representatives, it had to be recognized that (i) consultation, concertation/dialogue or negotiation with staff representatives, as provided for in the existing regulatory texts of the withdrawing organization, were essential; and (ii) should the essentiality of the same not be respected, the possibility of challenging the corresponding withdrawal decision (including before the ILOAT) had to be upheld.
- (e) In relation to proposals advanced by member organizations despite the ILO Administrative Tribunal having already examined those proposals and providing a valid rationale for not entertaining them any further, FICSA should request that such proposals not be given any further consideration.

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

7. The SC took stock of a related document (ref. FICSA/C/72/PSA/1) as well as a number of comments, *inter alia*: (a) that the UN Appeals Tribunal (UNAT) judgement seemed to set aside acquired rights or, at least, significantly reduced their intrinsic value, a most worrying development; (b) that there were no further legal steps that could be taken beyond the judgements issued by established courts (UNAT and ILOAT) and that the matter could thus only be taken up at a political level; and (c) that the Federation had already made its concern known to the UN Secretary-General; thus, there was no point in repeating such an action.

8. The SC identified a possible step towards action at the political level and, given consensus, it was a step well worth taking.

**The Standing Committee recommended that the FICSA Executive Committee seek the opinion of a renowned scholar on the UNAT judgement, in particular its impact on acquired rights, with a view to possibly publishing the findings in an academic journal and using them in lobbying at a political level in a manner to be decided by the Executive Committee after analysis. For that purpose, the SC recommended the allocation of USD 5,000 in the 2019 budget.**

#### **Update on current litigation regarding post adjustment (Agenda item 5)**

9. Ms. Vestal pointed out that as some organizations in Geneva deferred to ILOAT while others deferred to UNAT, there was a real possibility that the two tribunals could issue conflicting judgements on the matter. It was hoped that the ILOAT would be the first to adjudicate and so pave the way for a compatible UNAT decision, thus avoiding a split in the common system.

10. Points already made at an earlier meeting of the Standing Committee on Professional Salaries and Allowances were repeated. It appeared that the matter was more suited to administrative, technical and political action rather than legal; the SC thus did not see any action it could take or recommend in respect of the issue at the present juncture.

#### **Update on recent ILOAT judgements of relevance to staff representatives (Agenda item 6)**

11. Mr. Matheys gave a presentation covering judgements delivered by the ILOAT at its 126<sup>th</sup> session and three judgements at its 127<sup>th</sup> session (end of November 2018) that were of particular interest (see document FICSA/C/72/LEGAL/CRP.4).



12. After a brief discussion on the possible link between some of the judgements and some of the withdrawals from the Tribunal's jurisdiction, as well as the apparent attitude of certain administrations, the SC reaffirmed its recommendation regarding actions to be taken on proposed changes to the ILOAT Statute (see Agenda item 3 above).

13. In reply to a question as to what happened to appeals already submitted to the ILOAT in cases where the corresponding organization withdrew from the latter's jurisdiction, it was indicated that withdrawals generally included a provision that such cases still had to be decided by the ILOAT. It was however pointed out that that was not enough. In order to ensure proper legal stability and security, which was a basic requirement, FICSA should seek explicit provisions to the effect that any administrative decision taken before withdrawal could be challenged at ILOAT (see paragraph c of the Recommendation under item 3 above).

### **Discussion on a possible legal insurance scheme for staff members in smaller organizations (Agenda item 7)**

14. The Chair summarized the previous negotiations and proposals received from international insurances companies that had been presented to previous FICSA Councils and rejected by members owing to the excessive prices and insufficient benefits. FICSA had decided to undertake an updated mapping in search of a satisfactory solution. The Chair invited Ms. Vestal to present the result of that inquiry.

15. Ms. Vestal gave a presentation (see document FICSA/C/72/LEGAL/CRP.2) highlighting the main points of the proposal. One of the advantages of the scheme was that no VAT would have to be paid. One of the limitations was the mandatory minimum number of staff members to be covered (600). The requirements presented were as follows:

- FICSA would take out the contract (each interested FICSA member association/union would pay the insurer through FICSA for the coverage, with FICSA forwarding the funds to the insurer);
- Individual premia would be CHF 120 if between 600 and 1,000 staff were enrolled, and CHF 100 if more than 1,000 staff were enrolled; and
- Overall premia would be determined each year, based on the number of staff covered on 1 January; it would be payable quarterly.

16. In the discussion, practical questions were addressed, for instance: to be a beneficiary of the contractual coverage, staff did not need to work in Switzerland (only the insurance subscriber i.e. FICSA needed be in Switzerland); and every year FICSA would need to provide a list of all individuals covered. Coverage entered into effect without any delay after payment of the fees (there was no waiting period).

17. Even though several SC participants expressed interest in such coverage, it appeared that it might be necessary to reach out to several FICSA members in order to obtain the minimum number of staff (600).

18. The SC requested the FICSA General Secretary to prepare a clear and brief informative summary, disseminate it among the members and thus obtain the necessary number of contributors to the insurance scheme, for the benefit of several staff associations/unions.

**The Standing Committee on Legal Questions recommended that the FICSA Executive Committee prepare an informative document presenting the offer of a collective legal insurance contract negotiated by FICSA for international officials for dissemination as soon as possible, with the aim of allowing staff associations/unions and individual members to decide whether to join and so obtain the minimum number required for the entry into force of the legal protection contract.**

### **Requests for training (Agenda item 8)**

19. The following training requests were presented:

- The mechanics of lodging appeals; and
- Handling investigations into harassment and/or fraud.

20. The Chair recalled that, as a matter of course, FICSA members were always welcome to submit training requests to the Executive Committee.

### **Matters brought forward by other standing committees (Agenda item 9)**

21. Even though participants indicated that some matters dealt with in other standing committees or ad hoc committees required the attention of the SC, no formal requests had been received by the Chair while the SC was in session. However, a proposal had arrived thereafter, submitted by the Standing Committee on Conditions of Service in the Field, to consider the creation of an additional geographical region for the purposes of representation of the Federation in the Middle East and North Africa and Arab-speaking countries.

**The Standing Committee on Legal Questions recommended that the FICSA Executive Committee assess the proposal made by the Standing Committee on Conditions of Service in the Field on the creation of an additional geographical region for the purposes of representing the Federation in the Middle East, North Africa and Arab-speaking countries and, by virtue of the mandate conferred on it by Article 36 of the FICSA Statutes, pronounce itself and, if deemed appropriate, proceed to a postal vote during 2019 to settle the matter.**

### **Update on discussion on FICSA legal status (Agenda item 10)**

22. A task force on the legal status of FICSA had been established at the previous Council, but nothing had come out of it. The Chair reaffirmed that it was a delicate, but important topic: uncertainty in the matter was problematic. Ms. Vestal pointed out that the issue was related to privileges and immunities, and host-state agreements. Even if, at the moment, there were no significant problems, some could materialize at any time and they would have an impact on the Federation's work (as did the 8-month delay in publishing the Information Officer's post).

23. One delegation indicated problems that had been encountered by its association when trying to open a bank account. Clearly, such problems depended on the organization and the country of establishment; there was no one single answer.

24. The Chair concluded the item by highlighting that the existence of FICSA was implicitly recognized by the permanent relationship with United Nations Secretary-General, the presence of the head and other officials of the Commission in FICSA Council sessions, as well as by the interaction with common system bodies. Therefore, he left the matter for consideration during

his next term and suggested that the FICSA Executive Committee and the Standing Committee on Legal Questions seek concrete alternatives that would not jeopardize the individual legal responsibility and immunity from jurisdiction of FICSA officials.

**Other business (Agenda item 11)**

25. No other business was raised.

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

26. At the suggestion of the Chair, the Committee decided that a core group of 6 persons at the most would be nominated, comprising persons committed to contributing and holding regular (quarterly) meetings or teleconferences.

27. The Standing Committee nominated Andrès Orias (WMO) as Chair, Joël Lahaye (CERN) as First-Vice-Chair and Gemma Vestal (WHO/HQ Geneva) as Second-Vice-Chair.

28. Birahim Fall (UPU) and Jean-Pol Matheys (CERN) were nominated core group members.

29. The Standing Committee further agreed that Mr. Matheys would coordinate the work on the ILOAT Statute questions, in direct liaison with the Executive Committee.

## Annex 4

### REPORT OF THE STANDING COMMITTEE ON HUMAN RESOURCES MANAGEMENT RELATIONS

Chair	Lisa Villard (IAEA Vienna)
Vice-Chair	Marina Appiah (WHO/HQ Geneva)
Rapporteur/Regional Representative	Jesús García Jiménez (ITC/ILO Turin)
FICSA President	Brett Fitzgerald (WIPO Geneva)
FICSA General Secretary	Gemma Vestal (WHO/HQ Geneva)
Members, FICSA Executive Committee	Véronique Allain (SCBD Montreal)
	Pilar Vidal Estevez (PAHO/WHO Washington DC)
Regional Representative	Diab El-Tabari (UNRWA/ASA Beirut)

### Participants

AP-in-FAO	Juan J. Coy Girón Jean Risopoulos Jakob Skoet
FAO/WFP-UGSS	Eva Moller Luca Vecchia
IAEA	Nabil Sahab
IARC	Cécile Le Duc
ICAO	Sanya Dehinde Ray Reynolds Viera Seben
IMO	Edwin Titi Lartey Alfredo Parroquin Ohlson Tamara Vassilissin Irene Waite
ITU	Henri-Louis Dufour Christine Gimenez Carmen Montenegro
OSCE	Michèle Schmiedl Nizar Zaher
UNAIDS	Tanya Quinn-Maguire Andrea Palazzi
UNESCO	Elia Matias
UNFCCC	Santhosh Thanjavur Prakasam

UNGSC	Paola De Mauro Cosimo Lunedi Vito Musa
UNRWA/ASA	Daoud Korman
UPU	Birahim Fall Franck Landauer
WHO/AFRO Brazzaville	Simplice Ntsiba Namouna Christian Pethas-Magilad
WHO/EURO Copenhagen	Oleksandr Martynenko
WHO/HQ Geneva	Evelyn Kortum
WHO/SEARO New Delhi	Rajesh Mehta
WHO/WPRO Manila	Rachelle Anyayahan
WMO	Jalil Housni
<b>Members with associate status</b>	
CERN	Joel Lahaye Isabelle Mardirossian Ghislain Roy
CTBTO	Michelle Delinde
OPCW	Erik Prein Nuria Reques
<b>Federation with consultative status</b>	
EMBL	Ayesha Asif Thomas Heinzmann
<b>Guest</b>	
UNIDO	Dagmar Diaz Costanti Muge Dolan Steven Eales

### **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. Update from members regarding their parental leave policies (FICSA/C/72/HRM/1)
  4. Update on whistleblowing seminar held in Geneva, 15 November 2018
    - Report of the Working Group
  5. Review of the differences relating to conditions for dismissal through the performance appraisal/assessment/evaluation (FICSA/C/70/D/5 and FICSA/C/71/HRM/1)
  6. Increase in use of non-staff contracts and the effect on the UN system (FICSA/C/71/HRM/4)
  7. Telecommuting policies of organizations (FICSA/C/72/HRM/3)
  8. Mobility incentives
  9. FICSA survey on alternative working arrangements (FICSA/C/72/HRM/2/Rev.1)
  10. Implementation of the CEB model policy on sexual harassment (policy)
  11. Guidelines for organizations in crisis (FICSA/C/71/HRM/5)
  12. What to expect when an organization 're-organizes': as experienced by members of the Standing Committee
  13. Update on training given in 2018
  14. Requests for training
  15. Other business
  16. Nomination of Standing Committee officers and core group members

### **Election of the rapporteur (Agenda item 2)**

2. The Standing Committee (SC) nominated Jesús García Jiménez (ILO/ ITC) as rapporteur.

### **Update from members regarding their parental leave policies (FICSA/C/72/HRM/CRP.2) (Agenda item 3)**

3. The Chair informed the SC that the compendium had been made available on the FICSA website for use by the membership.

### **Update on whistleblowing seminar held in Geneva, 15 November 2018**

#### **• Report of the Working Group (Agenda item 4)**

4. The Vice-Chair gave a presentation on the work that the Standing Committee had undertaken in 2018. A presentation was also given on the workshop that had taken place in November 2018 in Geneva. The participants of the workshop discussed two important concepts: whistle-blowing and retaliation, plus the important role of independent investigation. The workshop had also highlighted the fact that some UN organizations still lacked a whistle-blower protection policy.

5. The SC addressed an issue raised by one staff association; some embassies still requested a list of their nationals working in UN organizations. The Staff Association was concerned about the implications in terms of the safety of some staff members who might find themselves targets on account of their status (for example, refugees). It was asked whether requesting such lists of

names was normal practice. In the course of the discussion, it became evident that it was in fact an accepted practice for embassies to receive upon request lists of their nationals who were staff members. It was clear, however, that such lists were not routinely provided to all embassies in general.

**The Standing Committee recommended that the Working Group on Whistleblowing, established at the 70th session, continue with its mandate in 2019. It should: (a) prepare a template of common policies that the SC could share at the 73rd 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 success stories; (c) develop a questionnaire to send to the membership so that an inventory of current whistle-blowing policies could be compiled; (d) establish whether the General Data Protection Regulation was being applied to the United Nations; and (e) draft a resolution on whistleblowing protection in the UN common system for review by the SC at the 73rd FICSA Council.**

**The Standing Committee also recommended that the FICSA Executive Committee: (a) advocate in all relevant bodies that the definition of 'retaliation' be broadened in order to include any action or lack thereof that could harm persons who disclosed or contributed to the disclosure of misconduct/wrongdoing; (b) strongly advocate that, in line with the duty of care of all UN organizations, any whistle-blower protection policy should apply to both serving and former UN staff members, as well as to so-called 'non-staff'; (c) promote training for staff representatives on the topic of whistle-blower protection in line with applicable UN policies; and (d) take the lead in the creation of a cross-federation whistle-blower protection task force in order to encourage dialogue and information-sharing among the staff associations and ascertain the best practices across the UN system as a whole.**

#### **Review of the differences relating to conditions for dismissal through the performance appraisal/assessment/evaluation (FICSA/C/70/D/5 and FICSA/C/71/HRM/1) (Agenda item 5)**

6. The SC noted that the wording used in policies on performance appraisals, assessments or evaluations in some organizations allowed for 'personality driven' implementation and dismissal of staff. There continued to be no uniform system throughout the organizations. That made it difficult for staff representatives to safeguard staff members in those organizations implementing performance improvement plans. The SC noted that although information was available on the FICSA website, it might not be easily understood. The SC encouraged those staff associations that had not already done so to share with the FICSA Secretariat the conditions governing dismissal via the policies on performance appraisals, assessments or evaluations. On that basis, the Secretariat would be able to compile a compendium to which staff associations could refer when reviewing current or establishing new policies.

**The Standing Committee recommended that FICSA Executive Committee compile and evaluate the information it received on conditions for dismissal via policies on performance appraisals, assessments or evaluation policies and provide the FICSA membership with clear and concise recommendations on best practices.**

## **Increase in use of non-staff contracts and the effect on the UN system (FICSA/C/71/HRM/4) (Agenda item 6)**

7. The SC had a lively discussion on the issue and recognized that there was a need to have a strategy that FICSA could use with regards to ‘non-staff’ contracts and their impact on staff employment. It was noted that there was no clear unified definition of ‘non-staff’ and their rights and benefits, if any. The SC also noted that ‘non-staff’ was a very broad term; it touched on many issues such as access to justice, privileges and benefits and pension plans. Therefore, the SC decided that a working group should be established to address those issues as well as any other relevant matters it identified.

**The Standing Committee recommended that a working group be set up to address by organization the implications that ‘non-staff’ contracts bore for staff in regular employment. The Working Group should submit their findings to the 73<sup>rd</sup> FICSA Council. The Standing Committee recommended that the Working Group be constituted as follows:**  
**Chair: Jesús García Jiménez (ILO/ITC); Vice Chair: Diab El-Tabari (UNRWA/ASA)**  
**Core members: Marina Appiah (WHO/HQ Geneva); Oleksandr Martynenko (WHO/EURO Copenhagen); Santhosh Thanjavur (UNFCCC); Mamouna Simplicie Ntsiba (WHO/AFRO Brazzaville); Vito Musa (UN); Amani El-Sheikh (UNESCO/STU Cairo).**

## **Telecommuting policies of organizations (FICSA/C/72/HRM/3) (Agenda item 7) and FICSA survey on alternative working arrangements (FICSA/C/72/HRM/2/Rev.1) (Agenda item 9)**

30. The SC discussed the two topics jointly and shared the various practices throughout the organizations. It was noted once again that some organizations had well-defined family friendly teleworking policies and practices, whereas others had very restrictive practices.

31. The various alternative working arrangements and their impact on staff in organizations were also shared. It was noted that in some organizations, staff that availed themselves of part-time work were penalized by being given low evaluation ratings, although they worked long hours far in excess of the payment they received.

32. It was pointed that guidelines and best practices were to be found available in both documents FICSA/C/72/HRM/3 and FICSA/C/72/HRM/2/Rev.1. However, more information was needed.

**The Standing Committee recommended yet again that the FICSA Secretariat should request the membership to provide information on any policies or practices relating to compressed working schedules. In providing that information, the SC also requested that the membership provide details on how their policies and practices were negotiated with their respective managements and the mode of implementation thereafter.**

## **Mobility incentives (Agenda item 8)**

33. The SC discussed the difference between mandatory and voluntary mobility. Most of the discussion focused on possible incentives that would encourage staff to move among the different duty stations when mobility was mandatory. The prevailing practices in various organizations were shared. It was noted that the ICSC had recommended that a financial



incentive be used by organizations where mobility was mandatory. The exact amount was not yet clear.

34. Other incentives mentioned during the discussion included: promotion possibilities, use of extra-budgetary funds rather than regular budget funds in order to retain the right to return to the original post, and transfer to other UN organizations.

35. There was also a discussion on ways of ensuring that mobility policies and their implementation did not affect staff negatively.

36. There was also a general perception that in some organizations, mandatory mobility was being used as a tool in downsizing exercises.

#### **Implementation of the CEB model policy on sexual harassment (policy) (Agenda item 10)**

37. UNAIDS presented a report analysing the model policy developed by the CEB Task Force. The SC noted that the CEB model policy was a good starting point for any organization. The policy, however, would be more beneficial were it to incorporate the recommendations in the annex attached to the report.

#### **Guidelines for organizations in crisis (FICSA/C/71/HRM/5) (Agenda item 11)**

38. For those staff associations/unions whose organizations were in crisis, the Chair drew the SC's attention to the guidelines that the FICSA Executive Committee had posted on the website.

#### **What to expect when an organization 're-organizes': SC members are requested to provide their practical experience (Agenda item 12)**

39. The staff associations/unions whose organizations had undergone a re-organization shared their experiences. It was clear that staff associations/unions played a key role in keeping the anxiety levels of staff to a minimum. It was noted that the experience of the staff associations varied in each organization. The SC would thus recommend gathering more information from the membership.

40. The SC also noted that the impact on staff of the ongoing UN Reform was unclear.

**The Standing Committee recommended that the FICSA Secretariat request those staff associations/unions in organizations which had gone through a re-organization that had had an impact on staff to: (i) share their experience of the restructuring process; and (ii) describe their role in the process and steps they had taken to ensure transparency throughout the same. The FICSA Secretariat could compile a compendium to be posted on the FICSA website for ease of membership reference.**

**The Standing Committee also recommended that the FICSA Executive Committee keep abreast of the UN Reform and its impact on organizations and brief the FICSA membership at the 73<sup>rd</sup> FICSA Council.**

### **Update on training courses given in 2018 (Agenda item 13)**

41. All the training courses requested had been held.

### **Requests for training (Agenda item 14)**

42. Other organizations, such as OPCW and ITU, were prepared to host training courses:

**The Standing Committee recommended that the following training courses be conducted in 2019:**

- (a) Workshop on whistle-blowing issues for Africa and Europe (WHO/AFRO) (WHO/HQ);**
- (b) Job classification (WHO/WPRO);**
- (c) Strategy for successful organizational change (SCBD);**
- (d) Communication and negotiation skills (CTBTO);**
- (e) Training on the rights of staff during a re-organization (UNFCCC) (WMO).**

**The Standing Committee also recommended that the FICSA Executive Committee explore the possibility of developing a training course on Active Bystander Intervention.**

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

43. Lisa Villard (IAEA) was nominated Chair and Marina Appiah (WHO/HQ Geneva) and Jesús García Jiménez (ILO/ITC Turin) Vice-Chairs.

44. The following participants were nominated members of the core group:

Susan Murray (FAO/WPF-UGSS)  
 Birahim Fall (UPU)  
 Ambretta Perrino (UNFCCC)  
 Veronique Allain (SCBD)  
 Nuria Reques (OPCW)  
 Tanya Quinn-Maquire (UNAIDS)  
 Michelle Delinde (CTBTO)  
 Viera Seben (ICAO)  
 Simplicie Ntsiba (WHO/AFRO Brazzaville)  
 Christian Pethas- Magilad (WHO/AFRO Brazzaville)  
 Tamara Vassilissin (IMO)  
 Cécile Le Duc (IARC)  
 Ritesh Singh (WHO/SEARO New Delhi)

**Annex 5****REPORT OF THE STANDING COMMITTEE ON SOCIAL SECURITY/OCCUPATIONAL HEALTH AND SAFETY**

Co-Chairs	Tanya Quinn-Maguire (UNAIDS Geneva) Katja Haslinger (IAEA Vienna)
Rapporteur	Evelyn Kortum (WHO/HQ Geneva)
FICSA General Secretary	Gemma Vestal (WHO/HQ Geneva)
Member, FICSA Executive Committee	Pilar Vidal Estevez (PAHO/WHO Washington DC)
Regional Representative	Diab El-Tabari (UNRWA/ASA Beirut)

**Participants**

AP-in-FAO	Juan José Coy Girón Jean Risopoulos
FAO/WFP-UGSS	Paola Franceschelli
ICAO	Ray Reynolds
IMO	Edwin Titi-Lartey Irene Waite
ITU	Henri-Loius Dufour Christian Gerlier Carmen Montenegro
UNAIDS	Evelyn Jonazi
UNESCO	Amani El-Sheikh
UNFCCC	Santhosh Thanjavur Prakasam
UNGSC	Cosimo Lunedi Cosimo Melpignano
UPU	Franck Landauer Stephane Vuillemin
WHO/AFRO Brazzaville	Lusamba Kabamba
WHO/SEARO New Delhi	Rajesh Mehta Ritesh Singh
WHO/WPRO Manila	Rodel Rodriguez
WMO	Andrès Orias

**Members with associate status**

CERN	Joel Lahaye Isabelle Mardirossian
IOM	Ivona Zakoska-Todorovska
OPCW	Erik Prein

**Federations with consultative status**

AMFIE	Svend Booth
EMBL	Catherine Floyd
FAFICS	Jerry Barton Gerhard Schramek

**Guests**

UNIDO	Osodolor Akpata Carmela Centeno Julius Fiam-Coblakie Chantal Pothier Laura Reynaldo
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**Introduction**

1. Under the Co-Chairmanship of Tanya Quinn-Maguire (UNAIDS) and Katja Haslinger (IAEA), the Standing Committee (SC) met twice on 6 and 7 February 2019.

**Adoption of the agenda (Agenda item 1)**

2. The Standing Committee (SC) approved the following agenda with the addition of one point under Other business: UNESCO requested that non-staff issues in Egypt be discussed.

1. Adoption of the agenda
2. Election of the rapporteur
3. Well-being
  - (a) Update on the issue of After-Service Health Insurance (ASHI)  
(FICSA/C/72/SOCSEC/CRP.2)
  - (b) Implementation of the Mental Health Strategy
    - Future of UN Cares
  - (c) Update on the HLCM Duty of Care Task Force
4. Update on pension issues
5. Requests for training
6. Other business
7. Nomination of Standing Committee officers and core group members

## **Election of the rapporteur (Agenda item 2)**

3. Evelyn Kortum (WHO/HQ Geneva) was nominated rapporteur.

## **Wellbeing (Agenda item 3)**

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

4. UNAIDS reported that FICSA participated in the discussions which took place in the HLCM Working Group on after-service health insurance (ASHI):

- The UN Secretary-General had reported to the 73rd Session of the United Nations General Assembly on managing after-service health insurance (ASHI) liabilities (A/73/662). The report was informed by, and effectively concluded the work of, the United Nations inter-agency Working Group on ASHI in which FICSA was represented. The report provided updates on the main topics covered in the report of the Secretary General (A/71/698 and A/71/698/Corr,1): standardization of the valuation methodology and actuarial assumptions with regard to the ASHI liability; national health insurance schemes; negotiations with third-party administrators; and expanded on the issues of: cost-containment; ASHI liability funding options; and portability of health insurance benefits and entitlements. While the report had been endorsed by the HLCM in its meeting of December 2018, it was noted that the ASHI Working Group had not reached consensus on all topics. In particular, FICSA, CCISUA and FAFICS had not agreed to the cost containment proposal.
- The Working Group concluded that no further consideration should be given to the issue of eligibility for coverage under national health plans. The Working Group had identified no benefits in that regard.
- The Working Group recommended that organizations should continue to consider insurance-related harmonization opportunities which could support inter-agency mobility.
- FICSA worked closely with its FAFICS colleagues on common concerns, particularly those relating to the possible introduction of the requirement for enrolment under national health insurance schemes and the issue of portability.
- The Working Group recommended that a special body for insurance-related issues be established under the auspices of the Finance and Budget Network; it should include representation by participants, including staff and retirees.

5. It was noted that, 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 continued to guide the work of the Working Group.

6. It was understood that the ASHI Working Group had completed its work. It was expected that the Standing Committee on Social Security/OHS would advise Council on how to ensure that the issue of portability as well as the recommendations on third-party administrators were followed in the interest of FICSA members.

7. It was noted that the recommendations of the ASHI Working Group in relation to the funding of ASHI liabilities applied only to the UN Secretariat.

8. The FAFICS representative reported that there had been attempts to change the contribution ratio depending on the number of years of contribution. It was, however, decided that the general timeframe of ten years' contributions for eligibility should be kept instead of the 15 years proposed. Furthermore, it was recommended that the ratio of 2/3 (organization) and 1/3 (staff member) should remain.

9. ILO/ITC suggested that communications and information on the topic should be shared. FAFICS explained that all considerations and documents were classified as confidential, so it had not previously been allowed to share details while the Working Group was active.

10. FAFICS noted that a meeting with CIGNA had proved very useful, as almost 2/3 of all UN staff members were insured by that company.

11. FAFICS stressed that although portrayed as a financial matter, strictly speaking ASHI was not solely a monetary matter to be decided by the respective finance departments. It was a staff and retiree issue and therefore a human resource matter as well. UNAIDS pointed out that the model of working together with all stakeholders had proven very successful.

12. The Standing Committee agreed that the key points of the outcome of the discussions in the ASHI Working Group should be summarized and distributed to the FICSA membership.

**The Standing Committee entrusted the Co-Chair with the task of summarizing the key points in the Secretary General's Report on ASHI (FICSA/C/72/SOCSEC/CRP.2), whereafter the FICSA Secretariat would distribute the summary to the FICSA membership.**

*(b) Implementation of the UN system-wide Mental Health Strategy*

13. UNAIDS informed the Standing Committee that the UN Secretary General had formally launched the UN system-wide Strategy on Mental Health under the heading of *A Healthy Workforce for a Better World* in October 2018. The Standing Committee discussed how FICSA members could engage with and ensure the implementation of the Strategy in their organizations, as well as lend the support that might be required of FICSA in that regard.

14. Over the past three years, FICSA had been working on the development of the Strategy in the context of the *Duty of Care* agenda. It was further noted that FICSA was currently represented on the UN system-wide Implementation Board for the Mental Health Strategy. In that context it was noted that FICSA had advocated that staff voices be included in the launch of the strategy, for example by including videos of staff testimonies of staff living with, or affected by, mental health issues in the workplace. A survey of UN staff, which informed the work of the Mental Health Strategy Working Group, showed the need for its urgent implementation as data had revealed that UN staff had disproportionately high reporting numbers compared to the general public. Survey results had been posted on the FICSA website.

15. The Co-Chair asked FICSA members, including those who had completed the FICSA training on mental health, to bring forward examples of ongoing actions. She informed the Standing Committee that the first action of the Implementation Board would be to launch a campaign to reduce the stigma surrounding mental health. The Standing Committee was requested to provide names of volunteers to the FICSA Secretariat/Standing Committee Co-Chairs, which would then be communicated to the Implementation Board for action.

16. WHO/SEARO New Delhi noted the intention to run a survey on the issue of mental health within the context of the WHO Global Respectful Workplace Initiative at their duty station. The survey would focus on the issues of preventing mental ill health and promoting staff well-being. The Co-Chair recalled that the Implementation Board had stressed that regional data and research were relatively scarce; the inclusion of information from Asia and Africa, in particular, was encouraged.
17. It was noted that WHO-specific data from the system-wide survey had not been released by the WHO medical services; the WHO/HQ staff representative was asked to follow up on the issue.
18. ITU reported that its administration had included training courses specific to that topic in their training catalogue, including training on 'mental health first aid'.
19. UNAIDS had included the issue of mental health in the context of a 'dignity@work' agenda to expand knowledge, reduce stigma and broaden opportunities for staff to bring those issues forward.
20. IAEA pointed to the presentation on *Active bystander intervention during a harassment incident*, which the Agency's ethics officer had given to Council the previous day.
21. Empathy and emotional intelligence were also noted as important issues to be addressed in that context. FAO requested support for activities required to implement the Mental Health Strategy.
22. WHO/AFRO Brazzaville had attended the FICSA workshop on mental health in the workplace in Budapest the previous year; the participants had found it most inspiring.
23. IMO informed the Standing Committee that its administration wanted to keep implementation of the Mental Health Strategy to itself and seemed to be delaying moves towards action. In that regard, it was stressed that FICSA support was available to its members.
24. UNAIDS stressed the need for a holistic approach. That approach was seconded by the WHO/HQ and FAO delegates, both of whom had highlighted the need to focus on addressing root causes and not solely focus on the symptoms, thus avoiding a culture of blame and stigmatization.

(c) *Future of UN Cares*

25. UNAIDS reported that according to some organizations, UN Cares had lost its original purpose and no longer focused on HIV in the workplace. With a broader focus on general health and well-being of staff, the FICSA position had been, over the past few years, that UN Cares was a good model of staff engagement and involvement. The Standing Committee agreed that the FICSA position in that regard should continue to be that UN Cares could be re-purposed to support the implementation of the Mental Health Strategy, particularly in the field.

**Action to be taken:** FICSA members interested in contributing to the Mental Health Strategy Implementation Board should contact the Chair. FICSA Members should provide the Chair with examples of action taken to implement the Mental Health Strategy.

The WHO/HQ Staff Committee should follow up with WHO/HQ medical services on the release of WHO-specific data from results of the system-wide survey and implementation plan.

The Standing Committee recommended that the Federation should support the re-purposing of the UN Cares model as part of the implementation of the Mental Health Strategy.

The Standing Committee recommended that the FICSA Executive Committee should contact the FICSA membership and ask them to provide information on any steps taken towards the implementation of the Mental Health Strategy, whereafter that information should be compiled in a web publication of good practices.

(d) *Update on the HLCM Duty of Care Task Force*

26. The FICSA General Secretary informed the Standing Committee about the steps that the HLCM Duty of Care Task Force had taken since the previous Council. She noted that the overarching objective of the Duty of Care initiative was to create an organizational culture that was conducive to fulfilling the Duty of Care Agenda. The FICSA General Secretary gave a presentation on a major achievement in the implementation of the concept of ‘Duty of Care in the UN system’. She noted that in both the private sector and national governments, duty of care was standard. If the CEB adopted the Duty of Care framework in its third quarter session, organizations could be held accountable, should they fail to comply with the Duty of Care framework. The framework would become an obligation on the part of the organizations so as to mitigate or otherwise address foreseeable risks that might harm or injure their staff and their eligible family members.

27. The framework would include a set of Duty of Care guiding principles and the minimum standards expected, including those applicable to non-staff and outsourced staff.

28. In an organizational setting, the five Duty of Care guiding principles/core principles were:

1. *Risk awareness and transparency:* Organizations being proactive in providing information and remaining open to engagement, input and feedback from staff.
2. *Safe and healthy working and living environment:* Organizations and staff accepting a shared responsibility for promoting and sustaining security, safety, health and well-being of UN staff as far as it was reasonably practicable.
3. *Inclusion and respect for dignity:* Organizations treating staff in good faith, with due consideration being given to individual circumstances, respecting and preserving dignity.
4. *Caring for consequences of risk:* Caring for those adversely affected or impacted by hazardous events.
5. *Accountability at all levels:* Creating a just culture supporting a systems approach and individual accountability, where appropriate.

**Action to be taken:** As stressed by the FICSA General Secretary, the three staff federations should engage in the work of the HLCM Duty of Care Task Force.



29. FAFICS stressed the need for duty of care measures for retired staff. They noted that a growing number of organizations were reluctant to handle issues related to retirees. FAFICS and FICSA would continue to work together on the issue.

30. UNAIDS noted that, in the context of Duty of Care, access for disabled persons continued to be a matter of concern. That held particularly true for field duty stations, but it could also apply to headquarter duty stations. In that regard, the FICSA General Secretary pointed to a system-wide checklist that was available.

31. IAEA noted that duty of care applied to both physical and mental health issues.

**In the light of the report given by the FICSA General Secretary, the FICSA Executive Committee, in close collaboration with FAFICS, should continue to allocate appropriate time and resources to the issues that the General Secretary had raised in her presentation, including the IASMN, Mental Health Strategy and the Duty of Care Task Force.**

#### **Update on pension issues (Agenda item 4)**

32. As an observer at the Pension Board, FICSA had been represented by its Treasurer, who informed the Standing Committee about the significant improvements related to the payment of new pensions. Any staff member experiencing delays attributable to the backlog should contact the Pension Board through their retiree association or Federation. It was noted that the Pension Fund investments had yielded returns in excess of the benchmark targets for the year under consideration.

33. In its statement to the Pension Board (ref. FICSA/CIRC/1293), FICSA had highlighted three main issues:

1. Declining use of staff on regular contracts and its impact on the long-term sustainability of the Pension Fund. In the absence of sufficient data, the actuaries had been unable to issue a reliable study. FICSA recommended that more data be provided to the actuaries so as to help with the study.
2. Currency devaluation in countries such as Egypt and its impact on retirees.
3. The backlog remaining in terms of new pension payments which, however, as FAFICS had indicated, was no longer an issue.

34. Further information regarding the 65th session of the Pension Board was to be found in document FICSA/CIRC/1300.

35. The Standing Committee strongly urged FICSA to continue cooperating closely with FAFICS, as well as with UNISERV and CCISUA, on issues pertaining to pensions. WMO asked whether a study had been conducted on the impact of the recent pay cuts on pensions. If there were no such study, it should be considered.

36. The note attached to the final page of the current report provided an explanation of the two-track system and related inflation rate issues. Every retiree had the right to switch to the two-track system.

**The Standing Committees on Social Security/OHS should liaise with the Standing Committee on Human Resources Management regarding the Working Group on the increase in the use of non-staff contracts and the impact on the UN system.**

**The Standing Committee recommended that the Working Group on the increase in the use of non-staff contracts and the impact on the UN system set up by the Standing Committee on Human Resources Management should also address issues related to the Pension Fund and ASHI.**

**The Standing Committee recommended that the FICSA Executive Committee should re-visit the documentation submitted by the UNESCO/STU to FICSA the previous year regarding the impact of currency devaluation and inflation on UN pensions and take appropriate action, if required.**

#### **Requests for training (Agenda item 5)**

- WHO/GSC Kuala Lumpur and WHO/SEARO New Delhi agreed to host training courses on Mental Health and Emotional Intelligence for the Asia region – third quarter 2019.
- IMO requested a training course on mental health for staff representatives– third quarter 2019.

37. It was further noted that UN counsellors in field duty stations should enjoy priority where FICSA training on mental health in the workplace was concerned.

38. WHO/HQ Geneva suggested introducing quality control for training courses in line with the accountability framework proposed by the functional review. It should include the development of measures and indicators. WHO/GSC Kuala Lumpur agreed that it would be useful, but the time and expertise required would be an issue.

**Action to be taken: The Standing Committee should discuss with the Executive Committee (a) the possibility of training the trainers; and (b) assessing the effectiveness of training through an in-built evaluation component.**

**The Standing Committee requested the FICSA Executive Committee to consider the feasibility of developing an in-built evaluation component in the FICSA training modules.**

#### **Other business (Agenda item 6)**

39. In response to the concern over the impact of the use of non-staff contracts on Pension Fund contributions, the FICSA General Secretary reported that the CEB through the HR Network had been asking organizations to map out their staffing needs. Organizations had declined to do so, explaining that while staff recruitment was under Human Resources, non-staff recruitment was administered by procurement. UNRWA noted that it might be possible to obtain the data. FAFICS reported that in the HLCM, all the different contract models were currently being studied and evaluated.

40. UNESCO reported that in Egypt inflation and deterioration of the local currency had been ongoing since 2016; it had had a negative impact on pension payments. FAFICS informed the Standing Committee that the Pension Fund secretariat was monitoring the economic situation in Egypt. The UNESCO delegate noted that the data had already been provided to FICSA; further

documentary evidence of the situation in Egypt would be provided. The Standing Committee agreed to feed the above recommendation into the recommendations of the Standing Committee on Human Resources Management.

41. IAEA stressed that the use of non-staff was a long-standing topic of discussion at FICSA; the number of non-staff had been growing continually over the years since using non-staff was simply a less expensive option for organizations. WHO/GSC mentioned that 'precarious contracts' had been discussed with CCISUA and that FICSA did not represent 'non-staff'. FAFICS reiterated that it was a matter for the Pension Fund. It recommended that FICSA raise the matter in the ICSC, the HLCM and the Fifth Committee and take a position on the use of non-staff in core functions.

42. FAO noted that if the social standards for non-staff contracts in organizations were raised, organizations might be further encouraged to hire non-staff. FAO/WFP-UGSS reported that they had reached agreement with an insurance provider covering some non-staff.

**The Standing Committee reiterated the recommendation it had adopted at the 65th session of the FICSA Council. That recommendation read: "While recognizing that staff representative bodies do not represent 'non-staff', the FICSA Executive Committee should try to ensure adequate social security benefits for that category and at the same time endeavour to limit the proliferation of non-staff use."**

#### **Nomination of Standing Committee officers and core group members (Agenda item 7)**

43. The group nominated Tanya Quinn-Maguire (UNAIDS) and Katja Haslinger (IAEA) as Co-Chairs.

44. Six members indicated their interest in joining the core group:

Amani El-Scheikh (UNESCO)  
 Paola Franceschelli (FAO/WFP-UGSS)  
 Evelyn Khortum (WHO/HQ Geneva)  
 Irene Waite (IMO)  
 Rajesh Mehta (WHO/SEARO New Delhi)  
 Cosimo Melpignano (UNGSC)

## **Appendix**

### ***Explanatory note on the Two Track System of the United Nations Pension Adjustment System***

The Pension Adjustment System (PAS) of the UNJSPF is intended to ensure that the pension benefit payable to retirees and beneficiaries never falls below the “real” value of the US dollar amount and to preserve the purchasing power of the monthly pension benefit as initially established in the currency of the retiree’s country of residence.

All UNJSPF benefits are determined in US dollars (the US Dollar Track benefit). The Two Track feature of the Pension Adjustment System provides for a second benefit to be calculated by converting the dollar track benefit to the local currency at the time of separation (the Local Currency Track benefit). For the conversion of the dollar track benefit to the initial local currency benefit at the time of separation a 36-month average of exchange rates is used.

In order to ensure that retirees never receive less than the real value of the dollar track benefit, every quarter, the higher of the dollar track or the local currency track benefit is paid (converting the dollar track benefit to local currency using the quarterly exchange rate).

The monthly benefit is adjusted on an annual basis on 1 April, provided that the Consumer Price Index (CPI) has moved by at least 2%. The dollar track amount is adjusted by the movement of the United States CPI, the local currency track amount is adjusted by the movement of the CPI of the country of residence. If the applicable CPI has moved by 10% or more since the date of the last adjustment, the adjustment is made on a semi-annual basis on 1 April and also on 1 October.

To preserve the value of the dollar track benefit, the local track benefit can never be less than 80% of the dollar track benefit as adjusted for inflation. There is also a limitation on the dollar track benefit when the US dollar strengthens considerably against local currency. The dollar track amount, when converted to local currency on a quarterly basis, cannot exceed the local currency amount by more than 10%.

In anticipation that there would be a need to have some administrative flexibility to protect the Fund and retirees for situations where the economic situation relative to the US dollar is not stable, paragraph 26 was included in the Pension Adjustment System. This paragraph contains measures that may be exercised by the Fund’s CEO when extreme economic situations develop within a country creating extraordinary relationships between the US dollar or the local currency benefits. These measures include the suspension of existing local currency benefits as well as the suspension of offering the local currency track for new retirees. Currently the local currency track is suspended in 26 countries, including Argentina.

**Annex 6****REPORT OF THE STANDING COMMITTEE ON CONDITIONS OF SERVICE IN THE FIELD**

Chair	Amani El-Sheikh (UNESCO/STU Cairo)
Rapporteur/Member, FICSA Executive Committee	Véronique Allain (SCBD Montreal)
FICSA President	Brett Fitzgerald (WIPO Geneva)
FICSA General Secretary	Gemma Vestal (WHO/HQ Geneva)
FICSA Treasurer	Irwan Mohd Razali (WHO/GSC Kuala Lumpur)
Member, FICSA Executive Committee	Pilar Vidal Estevez (PAHO/WHO Washington DC)

**Participants**

AP-in-FAO	Jean Risopoulos Jakob Skoet
FAO/WFP-UGSS	Paola Franceschelli Silvia Mariangeloni
UNAIDS	Evelyn Jonazi Tanya Quinn-Maguire
UNESCO	Elia Matias
UNGSC	Paola De Mauro Cosimo Lunedi Vito Musa
WHO/AFRO Brazzaville	Lydie Gassackys
WHO/EURO Copenhagen	Oleksandr Martynenko
WHO/SEARO New Delhi	Ritesh Singh
WHO/WPRO Manila	Rachelle Anyayahan

**Association with consultative status**

EMBL	Thomas Heinzmann
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**Federation with observer status**

FAFICS	Gerhard Schramek
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**Guest**

UNIDO	Chantel Pothier
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### **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. Ongoing review of salary survey methodologies for locally recruited staff and their impact on the membership of FICSA (to be discussed in GSQ)
  4. Update on IASMN sessions
  5. Implementation of the revised methodology for the annual classification of hardship duty stations in the LAC Region, Middle East and CEE Countries
  6. Devaluation of local currencies with especial focus on Egypt and Argentina (FICSA/C/72/FIELD/2)
  7. Proposal to establish an additional geographical region for purposes of FICSA representation in the Middle East and North Africa (MENA) (FICSA/C/72/FIELD/1)
  8. Requests for training
  9. Other business
  10. Nomination of Standing Committee officers and core group members

### **Election of the rapporteur (Agenda item 2)**

2. Véronique Allain (SCBD) was nominated rapporteur.

### **Ongoing review of salary survey methodologies for locally recruited staff and their impact on the membership of FICSA (to be discussed in GSQ) (Agenda item 3)**

3. The Member of the Executive Committee for Compensation Issues gave a short presentation and explained that the membership of the Federation had been surveyed in the first half of 2018 to get a sense of the major difficulties encountered when conducting local salary surveys in various duty stations. That, in turn, had helped the FICSA Executive Committee to be well prepared for the first meeting of the Working Group set up by the ICSC to review the salary survey methodologies. For the FICSA representatives, it was obvious that the Flemming principle, as a guiding principle, was still valid. However, the methodologies applied needed to reflect the reality of today's workforce and ensure a full and unbiased assessment.

**The Standing Committee recommended that the Executive Committee should maintain an active presence in the different bodies involved with salary surveys and uphold the validity and applicability of the Flemming principle.**

### **Update on IASMN sessions (Agenda item 4)**

4. The Inter-Agency Security Management Network (IASMN) Steering Group meeting, composed of 15 members (DPKO-DFS, FAO, IOM, OCHA, UNDP, UNDSS, UNICEF, UNFPA, UNHCR, WHO, WFP, UN Women, DPA, UNESCO and World Bank) met twice: November 2018 and January 2019.

5. The Standing Committee took note of the following:
- The importance of the issue of security for UN staff, particularly in the field;
  - The evolving challenges that the security services were facing (i.e. a challenge being the new generation of children growing up in conflict areas who consider violence to be the norm);
  - Social media were proving to be a most helpful tool for terrorists. During the recent attack on the hotel in Nairobi, social media posts had provided information on the location of targets, armed forces etc., assisting the terrorists and hindering the work of the security personnel;
  - Appreciation for the work of the FICSA Executive Committee (ExCom) and other representatives on the IASMN on behalf of members during the year.

**The Standing Committee requested the Executive Committee when communicating with membership to: (a) stress the importance of consistently completing the TRIP requirements in advance of all duty travel; and (b) strongly encourage all staff to complete the TRIP requirements even when leaving the office on personal leave, as it had proven to be equally important in terms of ensuring the safety of all UN staff in times of crisis that could occur at any time.**

#### **Implementation of the revised methodology for the annual classification of hardship duty stations in the LAC Region, Middle East and CIS Countries (Agenda item 5)**

6. The Executive Committee Member for Field and Regional Issues informed the participants in the Standing Committee that the Latin America and the Caribbean region, the Commonwealth of Independent States (CIS) and the Middle East countries were under review in November 2018, after a cycle of three years. The countries that posed some challenges were: Nicaragua, Venezuela, Haiti, Libya, Lebanon as well as some Caribbean countries recently affected by natural disasters. A total of 169 active duty stations were listed for review and 152 questionnaires had been duly submitted to the International Civil Service Commission (ICSC), representing 90 per cent of all duty stations that had completed the process and returned all the information to the ICSC. A new model, approved by the Commission, for the evaluation of the level of hardship duty stations under review, allowed for all hardship factors, except climate, to be attributed the same level of importance as security. FICSA members were invited to refer to the ICSC official circular dated 12 December 2018, which provided a complete list of entitlements (ICSC/CIRC/HC/23) together with the official list of non-family duty stations. The document was available on the FICSA website or could be requested from the Executive Committee Member for Field and Regional Issues.

7. In the framework of the revision of the methodology to classify hardship duty stations (July 2017), the ICSC was asked to address the difficult topic of designating non-family duty stations at the request of the CEB HR Network, several organizations (UN, UNHCR, UNICEF, WFP, WHO, etc.) and the staff federations. Since staff members faced hardship in many areas, not only with respect to security, it should be linked to the designation of non-family duty stations which was currently and normally based only on family restrictions for reasons of safety and security. However, other issues such as limited medical services, non-availability of housing, isolation of family members or availability of goods and services were not being considered. The topic was first introduced with the Duty of Care obligations of UN organizations whereby, before deployment, a UN staff member should be provided with all the necessary information about a given duty station, in particular whether it was fit for the installation of family members.

8. It was interesting to note that since June 2017, the language had evolved slightly with the HR Network and the ICSC introducing the notion of ‘very difficult duty stations’ (not family-friendly) as opposed to ‘non-family duty stations’, which were designated as such based solely on the local security and safety situation. The UN General Assembly authorized, on a pilot-phase basis, the allocation of an amount of USD 15,000 for UN staff members with eligible dependants, only for those duty stations classified at the E hardship level, ignoring the pleas of the staff working in D duty stations. Other organizations of the UN common system should follow that recommendation to allocate the amount of USD 15,000 as payment “in lieu of family installation”.

**The Standing Committee recommended that the Executive Committee continue participating actively in the ICSC regular meetings devoted to the classification of hardship duty stations.**

**The Standing Committee also recommended that the Executive Committee continue advocating on behalf of staff deployed in D duty stations and safeguarding their interests, since their living and working conditions did not justify simply ignoring their plight.**

#### **Devaluation of local currencies with especial focus on Egypt and Argentina (Agenda item 6)**

9. The difficult subject of the devaluation of currencies in specific duty stations was already brought up at the 70<sup>th</sup> and 71<sup>st</sup> FICSA Councils held in 2017 and 2018 where the SC was asked to look seriously into the matter in particular for Egypt and Argentina. A document outlining the actual data and figures pertaining to these volatile currency situations was presented to the SC participants (ref document FICSA/C/72/FIELD/2). The cases illustrated that the recommendations of the 70<sup>th</sup> and 71<sup>st</sup> Councils to support rapid responses to address the negative impacts on staff at affected duty stations were still valid.

10. To understand better the conditions and the extreme circumstances such as economic distress or long-term economic and social instability which triggered special measures, the attention of the SC was drawn to section X. *Special Measures* in the Report adopted by the ICSC on the review of Methodology II for non-HQ duty stations (ICSC/72/R.11).

11. The SC was reminded that if the UN wished to remain a competitive employer and, more importantly, wished to recruit and retain staff with a high level of skills and the integrity essential to its work, it would be important to continue linking the UN salaries for locally recruited staff to dynamic, progressive employers in each locality. In countries where there was a high level of currency devaluation and inflation, local employers were also going through similar difficulties.

12. An ideal scenario was presented to the SC whereby the conversion of the salaries of locally recruited staff from the local currency to the US dollar could provide a solution to the dramatic impact of currency devaluations.

**The Standing Committee recommended that, in countries suffering from currency devaluation and volatilities, the Executive Committee, in tandem with the Standing Committee on General Service Questions, should argue in favour of switching payment of salaries for locally recruited staff from domestic currencies to US dollars, thus offering the Federation insight into the critical circumstances currently faced by a number of countries.**



### **Proposal to establish an additional geographical region for purposes of FICSA representation in the Middle East and North Africa (MENA) (Agenda item 7)**

13. At the 71<sup>st</sup> FICSA Council held in Bonn, Germany, the Standing Committee was presented with a proposal that took into consideration the diverse conditions prevailing in certain countries. Indeed, if FICSA were to be more effective in representing its membership, it was suggested that the Council introduce the possibility of adding a region to the geographical scope of the Federation's work: The Middle East and North Africa Region and Arabic-speaking countries (MENAASC). The Executive Committee had thus been approached soon after the Council session in Bonn to nominate, with the assistance of the Member for Field and Regional Issues, an ad interim focal point in that region. Dr Samar Elfeky, Vice-President of the WHO/EMRO Staff Association (based in Cairo, Egypt) had been identified and designated to undertake the task of FICSA Regional Representative in the MENAASC region until such time as the new region was formally established. The Standing Committee had taken into consideration the proposal of the WHO/EURO Staff Association regarding geographical distribution so as to determine the countries to be included in the latter region.

14. The Executive Committee had looked carefully into the definition of the additional region. It was suggested that a comparison be drawn with the geographic distribution adopted by the World Bank and other UN agencies, as well as international organizations in terms of regional activities (ref. document FICSA/C/72/FIELD/1). (See table below for the suggested geographical distribution for the MENAASC region):

<b>SUGGESTED LIST OF COUNTRIES FOR THE MENAASC REGION</b>	
1.	ALGERIA
2.	BAHRAIN
3.	EGYPT
4.	IRAN
5.	IRAQ
6.	JORDAN
7.	KUWAIT
8.	LEBANON
9.	LIBYA
10.	MOROCCO
11.	PALESTINE
12.	OMAN
13.	QATAR
14.	SAUDIA ARABIA
15.	SYRIAN ARAB REPUBLIC
16.	TUNISIA
17.	UNITED ARAB EMIRATES
18.	WEST BANK & GAZA
19.	YEMEN

**The Standing Committee recommended that the Executive Committee take into consideration the list of countries proposed for the MENAASC region and discuss with the Standing Committee on Legal Questions the modalities of amending the Federation's Statutes (see Appendix), with a view to finalizing in due course the process for establishing the new region in line with FICSA procedures.**

## Requests for training (agenda item 8)

15. It was suggested that video presentations on pension issues be given by the United Nations Joint Staff Pension Fund (UNJSPF) for FICSA members based in Africa, the LAC region, Arab-speaking countries and Europe, facilitated by the Regional Representatives and the Executive Committee Member for Field and Regional Issues (similar to those held in Santiago de Chile in April 2018 and at WHO/EMRO in Egypt in November 2018).

**The Standing Committee recommended that the Executive Committee, in consultation with the Regional Representatives and the Executive Committee Member for Field and Regional Issues, arrange for video presentations on the UNJPSF for FICSA members based in Africa, Latin America and the Caribbean, the Arabic-speaking countries and Europe.**

## Other business (Agenda item 9)

### Reduced per diem

16. The delegate from WHO/EURO Copenhagen informed the participants that since 1 January 2019, WHO had started implementing a so-called Preferred Hotel Programme (PHP) that envisaged the payment of a reduced DSA to both staff and non-staff undertaking official travel. The travellers participating in the scheme received a reduced per diem that did not include the accommodation component of the full DSA. After receiving the approval for travel, travellers made their hotel bookings via an online booking platform. While the platform permitted instant booking, the availability of rooms was subject to real time. The hotels controlled the platform and they might well adjust the availability of rooms depending on demand. Hotels participating in the programme were not obliged to keep a certain number of rooms available for WHO.

17. Unlike the flight booking policy of WHO, which had been recently updated so as to be in alignment with the UN SEC global travel policy, the new hotel policy placed limitations on staff in terms of the type of accommodation they could choose or its location, when travelling to the cities participating in the scheme (Geneva, London, Copenhagen, Rome and Paris). Staff members who undertook last minute or emergency travel at the request of their organizations might find that the choice of available hotels was limited and lacked flexibility, especially where health and mobility requirements were concerned.

18. WHO intended to expand the practice to the following cities: Accra, Addis Ababa, Amman, Atlanta, Bangkok, Beirut, Brazzaville, Cairo, Dakar, Jakarta, Johannesburg, Libreville, Manila and Nairobi.

**The Standing Committee recommended that the Executive Committee compare the UN Secretariat official travel policy with the compliance and consistency of the preferred hotel programme policy that WHO and FAO had recently introduced, on the basis of which it could assess the impact on staff travelling on official business.**

### FAO's calculations of the rental subsidy for Professional staff in the field

19. The representatives of the Association of Professionals in FAO (AP-in-FAO) informed the participants that since May 2017, the FAO Management had been applying a revised (unofficial) procedure for the approval of rental subsidies in the field. While staff members still needed to provide a signed lease and proof of payment, which had to be signed by the Responsible Official

in the field, actual approval and final decision rested with the Deputy Director-General for Operations stationed at the FAO HQ. In the course of approving rental subsidies, average rent levels stipulated in the ICSC cost-of-living survey reports were used to establish the maximum reasonable rental (MRR) levels for the field duty station in question.

20. However, those survey reports provided the average rental costs for UN staff at any given duty station. They were used to establish the Post Adjustment Index and Multiplier, as well as to set the rental subsidy threshold (with or without a dependant's allowance). Those reports should not be used for setting MRR figures.

21. By adopting that approach, FAO was artificially reducing the amount of rental subsidy granted to staff and, in some cases, phasing out the rental subsidy entirely (where, for any given family composition, a staff member's rental subsidy threshold was above the average rent paid by UN staff at that duty station). Estimates of the losses often ranged from USD 500 to USD 1,500 per month, i.e. USD 6,000 to USD 18,000 per year. Conversely, the FAO management had proudly announced to its Member States the impact that the new methodology would have, claiming that the "savings resulting from the new rental subsidies controls are estimated to be USD 950,000 per biennium" (Finance Committee document FC 173/8, paragraph 79, November 2018).

22. Beyond the significant financial impact that the measure was having on FAO Professional staff in the field, AP-in-FAO was extremely concerned that FAO might unilaterally decide to disregard MRR circulars drafted and distributed by the UN Resident Coordinators, which should apply to all UN staff at any specific duty station. In effect, the treatment of FAO Professional staff members in the field differed from that of any other UN staff in the same duty station. That practice undermined the very principle of the so-called 'UN common system'.

**The Standing Committee recommended that the Executive Committee seek the intervention of the ICSC in respect of the revised (unofficial) procedure that FAO was adopting to calculate rental subsidies in the field. The ICSC should alert the FAO Management to the fact that the ICSC place-to-place survey report should not be used to establish maximum reasonable rents.**

### **Impact of the UN Reform on staff in the field**

23. The General Assembly had called for new proposals on ways and means by which a Global Service Delivery Model could support the delivery of fit-for-purpose administrative support services to clients throughout the United Nations Secretariat, including the introduction of global shared services. Such administrative services would always need to be delivered to all destinations and as required by the United Nations Secretariat.

24. The Global Service Delivery Model was part of the more comprehensive UN Secretariat reform. Within the United Nations, many funds, programmes and agencies had already shifted to similar models of service delivery and other agencies might adopt similar models in the future.

The Standing Committee recommended that the Executive Committee request the membership to inform the FICSA Secretariat promptly of any changes that would affect staff in the wake of the UN Reform currently being implemented.

The Standing Committee also recommended that the Executive Committee pay particular attention to the manner in which the Global Service Delivery Model was being implemented in the field so that the Federation could react and protect staff interests.

#### **Nomination of Standing Committee officers and core group members (Agenda item 10)**

25. Amani El-Sheikh (UNESCO/STU Cairo) was nominated Chair and Vito Musa (UNGSC Brindisi) Vice-Chair.

26. The following participants were nominated members of the core group:

Véronique Allain (SCBD Montreal)  
 Amani El-Sheikh (UNESCO/STU Cairo)  
 Oleksandr Martynenko (WHO/EURO Copenhagen)  
 Ritesh Singh (WHO/SEARO New Delhi)  
 Evelyn Jonazi (UNAIDS Geneva)  
 Lydie Gassackys (WHO/AFRO Brazzaville)  
 Cosimo Lunedì (UNGSC Brindisi)  
 Cosimo Melpignano (UNGSC Brindisi)

## Appendix

### PROPOSED AMENDMENTS TO THE FICSA STATUTES

Change in «Statutes, Rules of Procedure of the Council and Financial Rules»

#### Special Status

#### Chapter IV ORGANS AND OFFICERS OF THE FEDERATION

**Article 18** The Federation shall act through its organs: the Council and the Executive Committee.

The Officers of the Federation are:

- the members of the Executive Committee; and
- the **five** Regional Representatives.

The Terms of Reference of the Officers of the Federation are annexed to these Statutes and approved by Council in accordance with Article 20(c)(2) of the Statutes.

#### The Regional Representatives

**Article 36** Candidates for the Offices of Regional Representatives must be serving in the region concerned at the time of their election and be supported by the staff association or union to which the candidate belongs. However, if after the closure of candidatures no nomination has been received for one of the empty Regional Representative seats, candidates from a different region may be nominated provided they have previously served in the region and have the competency and the knowledge of the region in which there is an empty seat. The Council, upon recommendation of the Executive Committee, shall define from time to time the regions (Africa, the Americas, Asia, Europe and **the Middle East and North Africa Region and Arabic-speaking countries (MENAASC)**) for the purpose of the elections of the Regional Representatives as well as their functions.

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**Annex 7****REPORT OF THE STANDING COMMITTEE ON GENERAL SERVICE QUESTIONS**

Chair	Marielle Wynsford-Brown (IAEA Vienna)
Rapporteur	Alberto Fernández (OPCW The Hague)
FICSA Treasurer	Irwan Mohd Razali (WHO/GSC Kuala Lumpur)
Members, FICSA Executive Committee	Véronique Allain (SCBD Montreal)
	Pilar Vidal Estevez (PAHO/WHO Washington DC)
	Imed Zabaar (IAEA Vienna)
Regional Representative	Diab El-Tabari (UNRWA/ASA Beirut)

**Participants**

FAO/WFP-UGSS	Paola Franceschelli Silvia Mariangeloni Eva Moller
IAEA	Katja Haslinger
IARC	Cécile Le Duc
ICAO	Viera Seben
IFAD	Silvana Scalzo
IMO	Edwin Titi-Lartey Tamara Vassilissin Irene Waite
ITU	Carmen Montenegro
OSCE	Jean-Claude Villemontix
UNAIDS	Evelyn Jonazi
UNESCO/STU	Amani El-Sheikh Elia Matias
UNFCCC	Mario Cabrera Schery
UNGSC	Paola De Mauro Cosimo Melpignano Vito Musa
UPU	Birahim Fall Franck Landauer Stephane Vuillemin
WHO/AFRO Brazzaville	Lydie Gassackys

WHO/EURO Copenhagen	Oleksandr Martynenko Kay Miller
WHO/HQ Geneva	Catherine Kirorei Corsini
WHO/SEARO New Delhi	Ritesh Singh
WHO/WPRO Manila	Rodel Rodriguez
WIPO	Kari Andreasson
WMO	Jalil Housni

#### **Members with associate status**

CTBTO	Michelle Delinde
OPCW	Alberto Fernandez

#### **Federation with consultative status**

AMFIE	Svend Booth
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#### **Guest**

UNIDO	Chantal Pothier
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#### **Introduction**

1. The Standing Committee met on 4 and 5 February 2019 under the chairmanship of Marielle Wynsford-Brown (IAEA).

#### **Adoption of the agenda (Agenda item 1)**

2. The Standing Committee (SC) approved the following agenda:
  1. Adoption of the agenda
  2. Election of the rapporteur
  3. Report of the Permanent Technical Committee (PTC/GSQ)
  4. ICSC review of the compensation package for locally recruited categories of staff, including the review of the GS salary survey methodologies
  5. Review of list of duty stations where salary survey issues have been reported to FICSA (FICSA/C/72/GSQ/CRP.3)
  6. Discussion on the global recruitment of local staff for GS positions
  7. Requests for training
  8. Other business
  9. Nomination of Standing Committee officers and core group members

### **Election of rapporteur (Agenda item 2)**

3. Alberto Fernández (OPCW) was nominated rapporteur.

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

4. Marielle Wynsford-Brown (IAEA) briefly reported on the report of the PTC/GSQ and the recommendations contained therein (Appendix 1).
5. It was agreed that the PTC/GSQ report would be adopted together with report of the SC as the members of the PTC/GSQ still needed to approve their own report.
6. The SC adopted the following recommendations from the PTC/GSQ:

**The Standing Committee on General Service Questions requested the Executive Committee to continue supporting the ongoing work of the Ad hoc Task Force on the ICSC review of the GS salary survey methodologies and to report to members accordingly. Funds should be allocated for at least one meeting of the FICSA Ad hoc Task Force, if necessary.**

**Pending the outcome of the upcoming ICSC review of the GS salary survey, the Standing Committee on General Service Questions requested the FICSA Executive Committee to continue to invest in training a pool of trainers, with due consideration being given to gender balance and geographical distribution.**

### **ICSC review of the compensation package for locally recruited categories of staff, including the review of the GS salary survey methodologies (Agenda item 4)**

7. Pilar Vidal Estevez (PAHO Washington DC) and Imed Zabaar (IAEA), both Members of the FICSA Executive Committee on Compensation Issues, provided the SC with an overview of the activities of the Working Group during 2018 (document FICSA/C/72/GSQ/CRP.5). They reported on the work carried out by the Working Group together with FICSA experts in preparation for the ICSC discussions on the review of the GS salary survey methodologies.
8. During their presentations both members elaborated on the issues and challenges, and recommendations identified by the various members of the Local Salary Survey Committees (LSSC) on how to address the issues during the upcoming comprehensive review of the methodologies vis-à-vis the review by the ICSC.
9. Based on the report of the Executive Committee regarding the on-going review of the GS salary survey methodologies, the Standing Committee agreed on a resolution, which included six specific instructions addressed to the Executive Committee (see Annex 2, Resolution 72/1). It recommended that the resolution be adopted in plenary.
10. In addition to the concerns and recommendations made by the FICSA representatives in the ICSC Working Group, the Regional representative for Asia, Diab El-Tabari (UNRWA/ASA Beirut) also suggested including the following topics in future recommendations:
  - a. Consider the review of the special measures, in particular, in cases of currency devaluation;
  - b. Once finalized, both new methodologies should be reviewed by a legal expert;



- c. Consider adding additional steps to the GS salary scale, i.e. 12 steps similar to the P salary scale; and
- d. The role of the LSSC should not be diminished, if a decision were made to collect data from external vendors.

**Review of list of duty stations where salary survey issues have been reported to FICSA (FICSA/C/72/GSQ/CRP.3) (Agenda item 5)**

- 11. A representative from WHO/EURO Copenhagen reported on current issues and delays being experienced with the GS salary survey in the region (in all category five duty stations) for Europe particularly Lithuania, Latvia, and Estonia (Appendix 6).
- 12. A representative from UNESCO/STU reported on the current issues concerning the November 2016 salary survey in Egypt following the devaluation of the local currency and the flow-on effect on staff salaries and pensions. UNESCO/STU reported on the activities of the LSSC and the challenges in attracting comparators to take part in the survey.
- 13. Furthermore, it was reported by UNESCO/STU that although it had made use of an external consultant, the LSSC had been unable to identify any comparators. The issue was raised with the Office of Human Resources Management (OHRM) and the LSSC had subsequently requested the use of external data.

**The Standing Committee on General Service Questions recommended that given the difficulties of finding comparators willing to participate in local salary surveys, the Executive Committee follow up on the matter with UN OHRM and inform UNESCO/STU accordingly.**

- 14. The list of duty stations with on-going salary surveys was reviewed, discussed and updated by the SC (Appendix 3).

**Discussion on the global recruitment of local staff for GS positions (Agenda item 6)**

- 15. FAO/WFP-UGSS reported that FAO continued to make global calls for recruitment of local GS-staff without stipulating that the applicants had to be resident in Italy. It was noted that vacancy announcements for individual positions were not posted internally and, thus, neither staff nor UGSS were informed of vacancies or outcomes of selection processes. That effectively made it impossible to challenge any selection process. Staff members were greatly concerned about the lack of transparency and due process. Furthermore, it was mentioned that the practice was actively limiting the opportunities for career development among the internal GS staff within the organization.
- 16. A discussion followed within the Committee where various organizations shared their experiences and best practices on the subject.

**Requests for training (Agenda item 7)**

- 17. The following requests for training were received:

**Methodology II:**

- English-speaking in the Latin American and Caribbean Group (GRULAC) region: Brazil – April/May 2019

- Spanish-speaking in the GRULAC region: Peru – March 2019
- English-speaking in the African region: Egypt – March 2019
- English-speaking in the Asian region: Philippines – June 2019

**Other business (Agenda item 8)**

18. No issues were raised under the agenda item.

**Nomination of Standing Committee officers and Core Group members (Agenda item 9)**

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

20. All those as participants would constitute the core group.

## Appendix 1

### REPORT OF THE PERMANENT TECHNICAL COMMITTEE ON GENERAL SERVICE QUESTIONS (PTC/GSQ)

Coordinator	Marielle Wynsford-Brown (IAEA Vienna)
Rapporteur	Alberto Fernández (OPCW The Hague)
FICSA Treasurer	Irwan Mohd Razali (WHO/GSC Kuala Lumpur)
Members, FICSA Executive Committee	Véronique Allain (SCBD Montreal) Pilar Vidal Estevez (PAHO/WHO Washington DC) Imed Zaabar (IAEA Vienna)
Regional representative	Diab El-Tabari (UNRWA/ASA Beirut)

#### Participants

FAO/WFP-UGSS	Silvia Mariangeloni
UNAIDS	Evelyn Jonazi
UNGSC	Cosimo Melpignano
WHO/EURO Copenhagen	Oleksander Martynenko Kay Miller
WHO/HQ Geneva	Evelyn Kortum
WHO/SEARO New Delhi	Ritesh Singh

#### Member with associate status

OPCW	Erik Prein
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#### Introduction

1. Imed Zabaar (IAEA) chaired the meeting of the Permanent Technical Committee on General Service Questions.

#### 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. Report by the Working Group on the ICSC review of the GS salary survey methodology – Presentation by the members of the FICSA Executive Committee on Compensation Issues
  4. Results from recent salary surveys
  5. Schedule of GS salary surveys for 2019
  6. Requests for FICSA workshops on GS salary survey methodology I and II

7. Evaluation of workshops held in 2018 and review of the list of trainers and resource persons.
8. Review of the list of PTC/GSQ members
9. Other business

### **Election of the rapporteur (Agenda item 2)**

3. Alberto Fernández (OPCW) was nominated rapporteur.

### **Report by the Working Group on the ICSC review of the GS salary survey methodology – Presentation by the members of the FICSA Executive Committee on Compensation Issues (Agenda item 3)**

4. Pilar Vidal Estevez (PAHO Washington DC) and Imed Zabaar (IAEA), both of whom dealt with compensation issues on the Executive Committee, provided the PTC with an overview of the activities of the Working Group during the past year (FICSA/C/72/GSQ/CRP.5). They reported on the work carried out by the Working Group together with FICSA experts in preparation for the ICSC discussions on the review of the GS salary survey methodologies.

5. During their presentation both members elaborated on issues and challenges, as well as recommendations brought forward by members of the various LSSCs on how to address the issues during the upcoming comprehensive review of the methodologies vis-à-vis the review by the ICSC.

**The PTC/GSQ recommended that the Standing Committee on General Service Questions request the Executive Committee to continue supporting the ongoing work of the Ad hoc Task Force on the ICSC review of the GS salary survey methodologies and report to members accordingly. Funds should be allocated for at least one meeting of the FICSA Ad hoc Task Force, if necessary.**

### **Results from recent salary surveys (Agenda item 4)**

6. An overview of the results of the recent comprehensive and interim GS salary surveys were presented to the members of the Committee (see Appendix 2).

### **Schedule of salary surveys 2019**

7. The schedule of comprehensive surveys for 2019 was noted (see Appendix 3).

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

- Methodology II:
- English-speaking in Latin American and Caribbean Group (GRULAC) region: Brazil – April/May 2019
- Spanish-speaking in GRULAC region: Peru – March 2019
- English-speaking in African region: Cairo – March 2019
- English-speaking in Asian region: Philippines – June 2019

## **Evaluation of workshops held in 2018 and review of the list of trainers and resource persons (Agenda item 7)**

8. The list of FICSA resource persons for the GS salary survey methodology was reviewed and updated (see Appendix 4).
9. Pilar Vidal Estevez (PAHO/WHO Washington DC) and Veronique Allain (SCBD) expressed their wish to be included in the list of resource persons. Diab El-Tabari (UNRWA/ASA) noted the need to increase the pool of FICSA resource persons.
10. Imed Zabaar (IAEA) proposed establishing a certification process for all the trainers on the list of resource persons, once the new salary survey methodology was operational. Furthermore, a proposal for increasing collaboration with the ICSC so as to secure advance training for the pool of trainers could be explored once the on-going review of the methodology had been completed.

**Pending the outcome of the upcoming ICSC review of the GS salary survey, the PTC/GSQ recommended that the Standing Committee on General Service Questions request the FICSA Executive Committee to continue investing in training a pool of trainers, while paying due consideration to gender balance and geographical distribution.**

## **Review of the list of PTC Members (Agenda item 8)**

11. The list of PTC/GSQ members was reviewed and updated (see Appendix 5).

## **Other business (Agenda item 9)**

12. No issues were discussed under this agenda item.

## Appendix 2

## RESULTS FROM RECENT SALARY SURVEYS

	Location	GS result	NO result	Employers retained
Comprehensive Survey	Italy: Rome	-9,20%		18
Comprehensive Survey	France: Paris	-2,20%		18
Comprehensive Survey	Canada: Montreal	1,20%		17
Comprehensive Survey	Spain: Madrid	2,90%		14
Comprehensive Survey	USA: New York	-5,80%		13
Comprehensive Survey	UK: London	3,50%		13
Comprehensive Survey	Switzerland: Geneva	-1,80%		17
Comprehensive Survey	Austria: Vienna	3,30%		17
Comprehensive Survey	Afghanistan: Kabul	-1,50%	-3,50%	5
Comprehensive Survey	Algeria: Algiers	20,20%	28,10%	7
Interim Surveys	Angola: Luanda	1,50%	1,50%	
Comprehensive Survey	Argentina: Buenos Aires	21,10%	19,40%	15
Interim Surveys	Azerbaijan: Baku	8,00%	8,70%	
Interim Surveys	Bangladesh: Dhaka	6,00%	5,10%	
Interim Surveys	Bhutan: Thimphu	7,00%	1,70%	
Interim Surveys	Bolivia: La Paz	2,60%	2,60%	
Interim Surveys	Bosnia and Herzegovina: Sarajevo	2,20%	2,20%	
Interim Surveys	Brazil: Brasilia	4,70%	5,00%	
Interim Surveys	Burkina Faso: Ouagadougou	3,10%	2,60%	
Comprehensive Survey	Burundi: Bujumbura	-4,70%	-0,40%	5
Comprehensive Survey	Cambodia: Phnom-Penh	9,10%	6,50%	5
Interim Surveys	Cambodia: Phnom-Penh	0,10%	4,80%	
Comprehensive Survey	Cameroon: Yaounde	15,80%	0,70%	7
Interim Surveys	Colombia: Bogota	4,80%	6,60%	
Interim Surveys	Costa Rica: San Jose	3,20%	2,30%	
Interim Surveys	Cuba: Havana	1,10%	1,10%	
Comprehensive Survey	Cyprus: Nicosia	-12,90%	-32,10%	10
Interim Surveys	D.P.R of Korea: Pyongyang	8,90%	8,90%	
Comprehensive Survey	Dem. Rep. of the Congo: Kinshasa	5,80%	0%	5
Interim Surveys	Dominican Republic: Santo Domingo	-1,90%	0,70%	
Comprehensive Survey	Ecuador: Quito	-8,10%	-9,80%	10
Interim Surveys	Egypt: Cairo	-3,90%	-1,60%	
Interim Surveys	Egypt: Cairo	10,10%	10,10%	
Interim Surveys	Eritrea: Asmara	2,30%	2,30%	
Comprehensive Survey	Ethiopia: Addis Ababa	28,40%	35,50%	7
Interim Surveys	France: Lyon	1,30%	1,30%	
Interim Surveys	Georgia: Tbilisi	2,30%	3,10%	
Interim Surveys	Guatemala: Guatemala City	0,90%	0,70%	
Interim Surveys	Guinea: Conakry	13,80%	20,20%	
Interim Surveys	Guyana: Georgetown	1,10%	-4,30%	
Comprehensive Survey	Guyana: Georgetown	0,80%	6,20%	7
Interim Surveys	Honduras: Tegucigalpa	3,50%	1,00%	
Interim Surveys	Hungary: Budapest	0,90%	0,50%	

Comprehensive Survey	Indonesia: Jakarta	10,30%	10%	15
Interim Surveys	Iran: Teheran	12,20%	11,20%	
Comprehensive Survey	Iraq: Baghdad	6,90%	18,70%	5
Interim Surveys	Jamaica: Kingston	1,90%	5,20%	
Interim Surveys	Jamaica: Kingston	8,40%	3,60%	
Interim Surveys	Jordan: Amman	1,00%	3,20%	
Interim Surveys	Kazakhstan: Astana	10,50%	15,60%	
Interim Surveys	Kenya: Nairobi	4,90%	5,00%	
Interim Surveys	Kosovo: Pristina	5,60%	5,60%	
Comprehensive Survey	Kyrgyzstan: Bishkek	5,20%	11,70%	5
Interim Surveys	Lebanon: Beirut	2,90%	1,90%	
Interim Surveys	Liberia: Monrovia	0,70%	1,00%	
Interim Surveys	Madagascar: Antananarivo	-1,30%	7,40%	
Interim Surveys	Malawi: Lilongwe	9,20%	6,00%	
Interim Surveys	Malaysia: Kuala Lumpur	5,80%	5,10%	
Interim Surveys	Maldives: Male	1,40%	3,30%	
Interim Surveys	Mali: Bamako	1,50%	4%	
Interim Surveys	Malta: Valletta	0,90%	0,90%	
Interim Surveys	Moldova, Republic of: Chisinau	-5,20%	-0,40%	
Interim Surveys	Monaco: Monte Carlo	1,30%		
Interim Surveys	Mongolia: Ulan Bator	4,10%	5,50%	
Interim Surveys	Myanmar: Yangon	3,90%	8,70%	
Comprehensive Survey	Namibia: Windhoek	13,20%	7,10%	7
Interim Surveys	Nicaragua: Managua	9,70%	3,20%	
Interim Surveys	Nigeria: Abuja/Lagos	6,50%	6,30%	
Interim Surveys	Panama: Panama City	1,50%	1,60%	
Interim Surveys	Papua New Guinea: Port Moresby	9,40%	2,40%	
Interim Surveys	Paraguay: Asuncion	3,60%	5,20%	
Interim Surveys	Paraguay: Asuncion	0,80%	0,80%	
Interim Surveys	Lao People's Dem. Rep.: Vientiane	4,50%	14,60%	
Interim Surveys	Peru: Lima	0,00%	1,90%	
Interim Surveys	Philippines: Manila	1,70%	2,50%	
Interim Surveys	Republic of the Congo: Brazzaville	-2,40%	5,80%	
Interim Surveys	Russian Federation: Moscow	4,40%	4,60%	
Interim Surveys	Rwanda: Kigali	3,90%	9,10%	
Interim Surveys	Rwanda: Rwanda: Kigali	3,90%	9,10%	
Interim Surveys	Senegal: Dakar	1,70%	1,60%	
Interim Surveys	Serbia: Belgrade	6,30%	5,40%	
Interim Surveys	Sierra Leone: Freetown	9,50%	12,00%	
Interim Surveys	Somalia: Mogadishu	2,10%	1,40%	
Comprehensive Survey	South Africa: Pretoria	3,50%	-3,30%	15
Interim Surveys	South Sudan: Juba	11,30%	4,30%	
Interim Surveys	Sri Lanka: Colombo	3,20%	4,90%	
Interim Surveys	Tanzania, United Rep. of: Dar-es-Salaam	9,20%	14,80%	
Interim Surveys	Trinidad and Tobago: Port of Spain	2,50%	1,10%	
Comprehensive Survey	Tunisia: Tunis	6,30%	11,80%	10
Interim Surveys	Turkey: Ankara	9,30%	4,80%	

Interim Surveys	Turkey: Ankara	5,90%	6,00%	
Interim Surveys	Uganda: Kampala	4,70%	6,50%	
Interim Surveys	Uruguay: Montevideo	5,40%	1,70%	
Comprehensive Survey	Uzbekistan: Tashkent	2,70%	1,30%	7
Interim Surveys	Viet Nam: Hanoi	4,40%	6,90%	
Interim Surveys	Zambia: Lusaka	3,90%	8,60%	
Interim Surveys	Zimbabwe: Harare	3,40%	1,80%	



## Appendix 3

**SCHEDULE OF COMPREHENSIVE SURVEYS FOR 2019-2020  
UNDER METHODOLOGY II**

SN	Location	Region
<b>2019</b>		
1	Guinea: Conakry	Africa
2	Malawi: Lilongwe	Africa
3	Botswana: Gaborone	Africa
4	Zimbabwe: Harare	Africa
5	Burkina Faso: Ouagadougou	Africa
6	Republic of the Congo: Brazzaville	Africa
7	Lebanon: Beirut	Arab States
8	United Arab Emirates: Abu Dhabi	Arab States
9	Saudi Arabia: Riyadh	Arab States
10	Djibouti: Djibouti	Arab States
11	Egypt: Cairo	Arab States
12	Yemen: Sana'a	Arab States
13	Libya: Tripoli	Arab States
14	Mongolia: Ulan Bator	Asia and Pacific
15	Malaysia: Kuala Lumpur	Asia and Pacific
16	Timor-Leste: Dili	Asia and Pacific
17	Lao, People's Dem. Rep.: Vientiane	Asia and Pacific
18	Myanmar: Yangon	Asia and Pacific
19	Azerbaijan: Baku	Europe
20	Turkmenistan: Ashkhabad	Europe
21	Romania: Bucharest	Europe
22	Turkey: Ankara	Europe
23	Bosnia and Herzegovina: Sarajevo	Europe
24	Kosovo: Pristina	Europe
25	Malta: Valletta	Europe
26	Tajikistan: Dushanbe	Europe
27	Georgia: Tbilisi	Europe
28	Kazakhstan: Astana	Europe
29	Albania: Tirana	Europe
30	Bolivia: La Paz	Latin America and Caribbean
31	Nicaragua: Managua	Latin America and Caribbean
32	Venezuela: Caracas	Latin America and Caribbean
33	Costa Rica: San Jose	Latin America and Caribbean
34	Guatemala: Guatemala City	Latin America and Caribbean
35	Honduras: Tegucigalpa	Latin America and Caribbean
36	Brazil: Brasilia	Latin America and Caribbean
37	Panama: Panama City	Latin America and Caribbean

2020		
1	Somalia: Mogadishu	Africa
2	Benin: Cotonou	Africa
3	Nigeria: Abuja/Lagos	Africa
4	Senegal: Dakar	Africa
5	Lesotho: Maseru	Africa
6	Sudan: Khartoum	Africa
7	Tanzania, United Rep. of: Dar-es-Salaam	Africa
8	Liberia: Monrovia	Africa
9	Angola: Luanda	Africa
10	Chad: N'Djamena	Africa
11	Morocco: Rabat	Arab States
12	Israel: Jerusalem	Arab States
13	Kuwait: Kuwait	Arab States
14	Cook Islands: Rarotonga	Asia and Pacific
15	Korea, Republic of: Seoul	Asia and Pacific
16	Samoa: Apia	Asia and Pacific
17	Philippines: Manila	Asia and Pacific
18	Bangladesh: Dhaka	Asia and Pacific
19	Viet Nam: Hanoi	Asia and Pacific
20	Sri Lanka: Colombo	Asia and Pacific
21	Ukraine: Kiev	Europe
22	TFYR of Macedonia: Skopje	Europe
23	Peru: Lima	Latin America and Caribbean
24	Colombia: Bogota	Latin America and Caribbean
25	Mexico: Mexico City	Latin America and Caribbean
26	Cuba: Havana	Latin America and Caribbean
27	Dominican Republic: Santo Domingo	Latin America and Caribbean

### Appendix 4

#### LIST OF FICSA RESOURCE PERSONS ON GS SALARY SURVEY METHODOLOGY 2019

Name	Working Language	E-mail	Location	Trainer
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
Mauro Pace (HQ and non-HQ)	English/French/ Spanish	mauro.pace@fao.org	Europe	Advanced
Imed Zabaar (HQ)	English/French/ Arabic	i.zabaar@iaea.org	Europe	Advanced
Irwan Mohd Razali (non-HQ)	English	mohdrazalii@who.int	Asia	Intermediate
Pilar Vidal Estevez	English/Spanish	vidalpil@paho.org	Americas	Beginner
Veronique Allain	English/French/ Spanish	veronique.allain@cbd.int	Americas	Beginner

### Appendix 5

#### PERMANENT TECHNICAL COMMITTEE OF GENERAL SERVICE AND RELATED CATEGORIES Membership 2019 – 2020

ORGANIZATION	NAME	EMAIL ADDRESS
FAO/WFP-UGSS Rome	Silvia Mariangeloni Sonia Leuzzi	silvia.mariangeloni@wfp.org sonia.leuzzi@wfp.org
IAEA Vienna	Marielle Wynsford-Brown Imed Zabaar	m.wynsford-brown@iaea.org i.zabaar@iaea.org
IMO London	Baharak Moradi	bmoradi@imo.org
OPCW	Alberto Fernández	alberto.fernandez@opcw.org
PAHO/WHO Washington DC	Pilar Vidal Estevez	vidalpil@paho.org>
SCBD	Véronique Allain	Veronique.allain@cbd.int
UNGSC	Cosimo Melpignano	melpignano@un.org
WHO/EURO Copenhagen	Kay Miller	millerk@who.int
WHO/GSC Kuala Lumpur	Irwan Mohd-Razali	Mohdrazalii@who.int

## Appendix 6

### LIST OF ICSC METHODOLOGY II DUTY STATIONS WHERE ISSUES HAVE BEEN REPORTED TO FICSA

Bonn	
Brussels	The 2018 comprehensive salary survey is at a standstill. Survey specialist apparently disappeared and cannot be reached.
Copenhagen	Standard issues.
Croatia	Survey carried out in December 2017, but no results shared.
Czech Republic	Survey carried out in 2016, but no results shared. 2016 notification about reference checks, but no further news since September 2017.
Estonia	Survey carried out in March 2016, but no results shared.
Greece	Last survey carried out in 2010. Staff members there do not know whether a new survey has been conducted.
Latvia	Survey carried out in April 2016, but no results shared.
Lithuania	Survey carried in March 2016, but no results shared.
Slovak Republic	Last survey carried out in 2008. Staff members there do not know whether a new survey has been conducted.
Slovenia	Last survey carried out in November 2017, but no results shared.

**Comments provided by WHO/EURO on Lithuania, Slovakia, Slovenia:** All three countries are on pay scales from 2008-2010. All were converted to Euros in 2013-2015, thus making it appear as though they had a change in salaries, but the only change was the currency conversion of 2008-2010 salaries to Euros.

## Appendix 7

## SCHEDULE OF GS SALARY SURVEYS FOR 2019 – METHODOLOGY II

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

## Annex 8

## REPORT OF THE STANDING COMMITTEE ON PROFESSIONAL SALARIES AND ALLOWANCES

Chair	Christian Gerlier (ITU Geneva)
Rapporteur	Frank Campbell (IAEA Vienna)
FICSA President	Brett Fitzgerald (WIPO Geneva)
FICSA Treasurer	Irwan Mohd Razali (WHO/GSC Kuala Lumpur)
Members, FICSA Executive Committee	Imed Zabaar (IAEA Vienna)
Regional Representative	Diab El-Tabari (UNRWA/ASA Beirut)

## Participants

AP-in-FAO	Juan José Coy Girón Jakob Skoet
IARC	Cécile Le Duc
ICAO	Sanya Dehinde Ray Reynolds
IMO	Alfredo Parroquin Ohlson Edwin Titi-Larty Irene Waite
ITU	Henri-Louis Dufour Akim Falou-Dine
OSCE	Ilknur Ozturk Nizar Zaher
UNAIDS	Tanya Quinn-Maguire Andrea Palazzi
UNESCO	Elia Matias
UNFCCC	Mario Cabrera Schery Santhosh Thanjavur Prakasam
UNGSC	Cosimo Melpignano
UPU	Birahim Fall Franck Landauer
WHO/AFRO Brazzaville	Lydie Gassackys Christian Pethas-Magilad
WHO/EURO Copenhagen	Caroline Brown Kay Miller

WHO/HQ Geneva	Evelyn Kortum
WHO/SEARO New Delhi	Rajesh Mehta Ritesh Singh
WHO/WPRO Manila	Rachelle Anyayahan Rodel Rodriguez
WIPO	Kari Andreasson
WMO	Jalil Housni

### **Member with associate status**

CERN	Joel Lahaye Isabelle Mardirossian Ghislain Roy
OPCW	Eric Prein Nuria Reques

### **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 of the Permanent Technical Committee (PTC/PSA)
  4. Update on the ICSC review of the post adjustment methodology and operational rules
  5. Follow up to UNDT/2017/098 decision on unified salary scale (FICSA/C/72/PSA/1)
  6. Implications of the pay cut in Geneva (staff mobilization, liaison work with HR Network and litigation)
  7. Requests for training/workshops in 2019
  8. Other business
  9. Nomination of Standing Committee officers and core group members

### **Election of the rapporteur (Agenda item 2)**

2. Frank Campbell (IAEA) was nominated rapporteur.

### **Report of the PTC/PSA (Agenda item 3)**

3. Since no meeting had taken place, there was no report.
4. Some discussion ensued on the following points:
  - Better meeting schedules should be prepared and communicated to the membership in advance, including room assignments, so that participants are able to plan ahead to attend the meetings.



- A question was raised as to whether the PTC/PSA should be maintained or abolished given that its main purpose was to prepare for meetings of the Advisory Committee on Post Adjustment Questions (ACPAQ). The group agreed that it should be maintained. The Committee recommended that the issue as to whether the PTC/PSA should be maintained be brought to the attention of the Ad hoc Committee on Strategic Development. In the Ad hoc Committee it was subsequently decided to maintain the PTC for the time being, at least until after the ICSC review of the post adjustment methodology had been completed.

#### **Update on the ICSC review of the post adjustment methodology and operational rules (Agenda item 4)**

5. Imed Zabaar (IAEA), Member for Compensation Issues on the FICSA Executive Committee, gave a presentation and summary on the various meetings on the post adjustment methodology he had attended. The following points were noted:

- In light of the issues experienced during the previous round of cost-of-living surveys, the International Civil Service Commission (ICSC) had been requested to pursue further analytical studies aimed at assessing the comparability of price data collected under the European Comparisons Programme (ECP) with those collected by the ICSC Secretariat. The ICSC Secretariat had also been requested to identify other sources of comparable price data by the next round of surveys.
- Discussions at the 40th session of ACPAQ had focused mainly on the ICSC consultant's report on the review of the post adjustment index methodology. Although the staff representatives jointly expressed their disappointment that the ICSC Secretariat had not honoured the commitment given at the July 2017 session to create a tri-partite working group, the report was still deemed objective. The 64 recommendations contained in the consultant's report provided a sound basis on which to undertake a holistic review of the methodology.
- Representatives of the executive heads reiterated that whatever ACPAQ and the ICSC might recommend, eventually the executive heads of the organizations would need to be consulted. Emphasis was placed on the fundamental principle of international civil service law that the organizations were bound under law to check that the decision of an authority external to the organizations was legal before incorporating it within their own legal order. That requirement had been repeatedly upheld in numerous ILO Administrative Tribunal (ILOAT) judgements.
- During the discussions, it was recalled that the rent element of the 2016 cost-of-living surveys was one of the most controversial parts of the surveys conducted at headquarters duty stations. Instead of basing house/apartment rental costs on national statistics and indexes, the ICSC used data provided by the International Service for Remunerations and Pensions (ISRP). Following the 2016 cost-of-living surveys, a senior statistician nominated by the HR Network found that the ISRP data used for the survey in Geneva had indicated a significant downward trend in rents for the period covered by the survey (2010-2016), whereas the rent statistics gathered and published by the Statistical Office of the Canton of Geneva for the same period had revealed a steep upward trend. To enhance transparency, FICSA requested that in future members of the Local Survey Committee be permitted to participate in the selection of the neighbourhoods.

- Another item of particular importance came up for discussion: the ICSC Secretariat's work on building an ECP comparable to the New York price database. It was somewhat ironic that the item had even been on the agenda given the fact that the ICSC consultant, in his report on the review of the post adjustment index methodology, had strongly questioned whether the ICSC Secretariat should even continue to use ECP data. In his report, he had drawn attention to the serious differences between the ECP and ICSC price-collection exercises, as revealed during the 2016 round of surveys in European headquarters duty stations. Moreover, both the organization representatives and the CEB had strongly opposed the use of ECP data in the future.
- At the 86th session of the ICSC held in New York from 19 to 29 March 2018, discussions relating to the post adjustment methodology had also focused on the 2016 round of cost-of-living surveys that served as a basis for establishing post adjustment indices. On seeing the proposals, both the staff representatives and those representing the majority of the common system organizations had come to the conclusion that the method for determining salaries of staff in the Professional and higher categories was overly complex as well as seriously flawed.
- Despite the fact that the ICSC consultant's report contained 64 recommendations which alone offered evidence enough of the post adjustment system's flaws and failings and despite all the arguments put forward by the staff representatives, the Commission had not agreed to review its earlier decisions relating to the 2016 surveys, nor to reinstate the 5 per cent gap closure measure that had been discontinued in 2015. The Commission had, however, agreed to review fully and comprehensively the post adjustment index methodology and operational rules. FICSA requested that throughout the entire exercise action should focus on adherence to ensuring the following criteria: (i) fit-for-purpose; (ii) easily understandable; (iii) transparent; and (iv) predictable.
- At its 87th session, the ICSC had considered a project management plan for the comprehensive review of the post adjustment system, including the methodology for the compilation of the post adjustment index; the operational rules governing the determination of post adjustment multipliers; and other aspects related to procedures, guidelines and processes underlying the post adjustment system. In addition, the Commission had approved the establishment of a working group for the review of the operational rules and a task force on the review of the conceptual framework of the post adjustment index. The work of the task force, together with methodological issues pertaining to the housing component of the post adjustment index, would be discussed at the upcoming meeting of ACPAQ in May 2019.
- A meeting of the Working Group on the review of the operational rules had been held in New York from 10 to 17 December 2018 to revise the system of operational rules in such a way as to ensure greater accuracy, transparency, stability, equity and predictability in the adjustment of salaries. As outlined in its terms of reference, the Working Group had focused primarily on achieving two key objectives:
  - (a) To respond to the United Nations General Assembly, which had requested the ICSC, in its Resolution 72/255 to "continue its efforts to improve the post adjustment system in order to minimize any gap between the pay indices and the post adjustment indices and, in this context, to consider the feasibility of more frequent reviews of post adjustment

classifications of duty stations” as well as to “review the gap closure measure in the post adjustment system during its next round of cost-of-living surveys”; and

- (b) To address specific recommendations of the independent consultant appointed by the ICSC to review the PAS, which included, inter alia, the harmonization of the trends between the post adjustment (PAI) and pay indices and the streamlining of the current system of operational rules.
- The Working Group examined the operational rules for salary setting and adjustments applicable to expatriate staff of three international organizations and one national civil service, viz. the European Union (EU), the Co-ordinated Organizations (CO), the World Bank Group (WBG), and the US State Department (US). As in the case of the UN common system, the Working Group found that each of the pay systems reviewed was more or less based on the principle of purchasing power parity between a duty station and the headquarters location.
- In addition, the Working Group had reviewed the current system of operational rules which could be classified into five broad categories:
  - ✓ Survey implementation rules
  - ✓ Updating rules
  - ✓ Calendar rules
  - ✓ Trigger survey rules
  - ✓ Rental subsidy rules.
- While recognizing the merits of the current system of operational rules in fulfilling many of the UN’s compensation policy objectives, the Working Group had concluded that one of the major shortcomings associated with the current system relating to the possible breach of the principle of equalization of purchasing power originated from the repeated application of salary protection and asymmetrical measures which might generate a sustained and prolonged gap between post adjustment and pay indices. The Working Group had deemed it important that the place-to-place surveys should remain the principal instrument for assessing PPP in the current system prevailing over the results of the PAI adjustments between the surveys, whereby place-to-place survey data were updated using CPI and exchange rates.
- In order to address some of the shortcomings of the current system of operational rules, especially those associated with the subset of updating rules, viz. the 12-month, 0.5 per cent and 5 per cent rules (for group I) and the four-month review rule (for group II), as well as, to some extent, other rules such as the Gap Closure Measure (GCM), the 1-month and 10-point rules, the ICSC Secretariat had proposed a new model. Known as the controlled convergence mechanism (CCM), the new model entailed specifying a no action zone around the theoretical parity (PAI) and constraining, in a smooth and controlled manner, the path of the pay index (or equivalently the NTP) to be inside or closer to the zone, using control parameters whose values reflected trade-offs between various and often competing, compensation policy objectives, such as stability of remuneration and accuracy.

- The architecture of the CCM involved the setting of explicit policy parameters defined as follows:

Frequency of reviews and operational schedule	The number and dates of review(s) when corrective action with respect to the gap between the PAI and Pay Index can be initiated
Upper limit (%)	Representing the tolerance of a Pay Index higher than the PAI
Lower limit (%)	Representing the tolerance of a Pay Index lower than the PAI
Max annual increase (%)	Representing the speed for adjusting the level of NTP upward (expressed in percentage of NTP annual increases)
Max annual decrease (%)	Representing the speed for adjusting the level of NTP downward (expressed in percentage of NTP annual decreases)
Acceleration/outer bounds coefficient	Defining an ‘excessive gap’ with respect to the upper and lower limits and how much faster adjustments (max annual increases and decreases) have to be compared to normal adjustment speeds



Figure 1. Example of Upper and Lower limits that define the no action zone

- Based on historical data for the period July 2010-October 2018, the Working Group had simulated the CCM under various scenarios, for various duty stations.
- Although the CCM appears to be simpler, more transparent and predictable than the current system of rules, FICSA had expressed the view that more time was needed to conduct further analyses and simulations to verify its efficacy and the impact on stability of staff remuneration, before making any recommendation on whether to adopt it along with a chosen set of parameters; or to retain the current system with appropriate adjustments designed to respond to the request of the General Assembly in its Resolution 72/255.
- At the request of FICSA, the ICSC Secretariat had agreed to demonstrate the CCM to FICSA delegates and to conduct a number of scenarios at the FICSA Council.

9. The Standing Committee deliberated on the importance of strengthening the mandate of FICSA to speak with organizations, perhaps even for FICSA to prepare talking points for anyone speaking on its behalf so that a clear and uniform message could be delivered.
10. The Executive Committee stated that it wished to receive more feedback from FICSA membership on the proposed CCM.
11. The PSA core group together with the Executive Committee needed to review the methodology in depth, i.e. the parameters and how to proceed further. It was important to be clear as to who could update the parameters and how often they could be amended. Furthermore, once that was completed, a document with talking points should be prepared.
12. An option for different duty stations to opt in or out of CCM should be created so as to avoid conflict between those who would win and those who would lose under the new system.
13. The lawyers present suggested that the operational rules be kept under observation.
14. Given the need for consistency and discretion, the Standing Committee reiterated that the factors to be applied should be limited. Concern was also expressed over the opt in/opt out possibility as that might entail getting the worst of both worlds.
15. A comparison as to which system brought best benefits to the staff should be made, preferably starting from upcoming surveys.
16. A question was also raised as to which time frame should be adopted.
17. The Standing Committee reiterated its concern regarding the methodology for the collection of price data and noted that the proposed CCM would not help in solving that root problem.

**The Standing Committee recommended that the Executive Committee convey to the ICSC its concern over the fact that the current survey methodology required revision and improvement.**

**The Standing Committee recommended that the Executive Committee work closely with the ICSC on the new system and that the PSA core group members be kept up to date on developments as and when they happened.**

**The Standing Committee recommended that the Executive Committee prepare a document with talking points on the proposed CCM as well as a comparison matrix between the two systems.**

**The Standing Committee also recommended that the Executive Committee obtain views from the FICSA members on how interested they were in using the new system and, based on their perception of the stability and predictability of the new methodology, whether it was acceptable to them.**

### **Follow up to UNDT/2017/098 decision on unified salary scale (FICSA/C/72/PSA/1) (Agenda item 5)**

18. The Chairman briefly presented a document on the follow-up to the UN Dispute Tribunal (UNDT) 2017/098 judgement regarding the implementation of the new compensation package, which highlighted the contradiction between that judgement and Judgement No. 2018/UNAT-841 on the principle of acquired rights. Whereas the first judgment recognized the principle of acquired rights, the second judgement did not. That discrepancy was to the advantage of the organizations, but not to the benefit of staff.

19. A discussion ensued on how to deal with the UNAT judgement, perhaps even appealing to the ILOAT to see whether it gave a different judgement. It was acknowledged that a UNAT judgement could not be appealed since it was the final step in any appeal process within the UN.

20. The UNAT judgement was unfavourable to staff. The Standing Committee on Legal Questions should also look at it.

21. Furthermore, the Standing Committee decided that a protest note should be prepared for transmittal to UNAT, the Member States and the UN Secretary-General.

22. It was also suggested to explore ways and means of challenging the judgement, even before the International Court of Justice in The Hague, The Netherlands.

23. Any tribunal decision should be restricted to that particular case so as not to create precedence.

24. UNAT decisions were almost always in favour of the administrations (80-20 ratio), whereas those of the ILOAT were less biased and offered staff better chances (50-50 ratio).

**The Standing Committee recommended that the Executive Committee transmit a letter of protest to UNAT, the Member States and the UN Secretary-General, further to which the Standing Committee on Legal Questions should address the issue.**

### **Implications of the pay cut in Geneva (staff mobilization, liaison work with HR Network and litigation) (Agenda item 6)**

25. FICSA asked members to submit more cases that it could bring before the ILOAT. To date only a few cases had been submitted, but it was hoped that the ILOAT judgement would be different to and more favourable than the UNAT judgement.

26. It should be noted that even if an appeal lodged by only one staff member were to succeed, it would be a victory for everyone. The point of the massive campaign was to highlight the degree of frustration among staff and send a strong political message to the organizations.

27. An extraordinary session of the ILOAT was expected to take place during the summer with all seven judges presiding.

28. Since the case was of major importance and might even change case law, the preference was to have it heard first by the ILOAT rather than UNAT.

29. The Chair requested a *tour de table* of the six organizations in Geneva and Bern: WHO, WIPO, ITU, WMO, UNAIDS and UPU. In Geneva, some 2,000 staff in toto had filed an appeal; it was reported that

- WHO in collaboration with FICSA and CCISUA, some 400 staff members (out of a total staff complement of 6,000) had lodged an appeal
- UNAIDS had lodged 42 appeals (out of a total staff complement of 120)
- WMO, which recently moved to UNAT, had lodged more than 100 appeals (equivalent to 70% of the Professional staff); they were hesitant to move too quickly and were still at the Joint Appeals Board (JAB) stage
- No information was available from WIPO because the President and Vice-President were not present at the Council session. Eighty staff members had launched appeals; the WIPO Staff Association would provide the information once it was available
- ITU was in the final stages of sending four cases to the ILOAT comprising 278 appeals equivalent to 80% of the Professional staff)
- UPU had submitted only one appeal from approximately 70 staff members.

30. The Standing Committee enquired whether the members from Rome had also lodged appeals. The response was that that ‘nothing much happened’ in Rome and no requests for assistance had been received. One staff member who had suffered a severe loss had been encouraged to appeal and had been provided with the necessary information and support; however, no response had been received to date.

31. It was noted that FICSA could only intervene, if the staff in the affected organizations lodged an appeal. It was repeated once again that successful judgements pertaining to the pay cuts, judgements would apply to all staff members affected. That, however, was an exception.

32. In order to encourage more appeals, a draft appeal text had been shared with many different organizations, not solely with members of FICSA.

**The Committee recommended that the Executive Committee closely monitor appeal cases, follow up on ILOAT judgements and share the same with the FICSA membership.**

#### **Requests for training/workshops in 2019 (Agenda item 7)**

33. The floor suggested that if the new CCM were approved, several workshops would be necessary. It was stated that, although it was important to understand the new CCM, the real issue originated from the cost-of-living survey and not with the post adjustment itself. It was thus essential to pay greater attention to the survey.

34. It was agreed that, in fact, two types of training were needed during the year:
- (i) New CCM
  - (ii) Cost-of-living surveys.

**The Committee recommended that the Executive Committee approach the ICSC Secretariat and request the Commission to provide training on both the new CCM methodology, if approved, and the cost-of-living surveys.**

## Other business (Agenda item 8)

35. It was reported that at its July session, the ICSC had recommended that the UN General Assembly increase the child allowance that had been in effect since 1 January 2011. The General Assembly, however, had not followed up on that recommendation.

36. It had also been proposed to the General Assembly that an end-of-service grant be paid to staff members who separated from the organization on expiry of their fixed-term appointment, after five or more years of continuous service. It had been proposed that the grant be paid as a lump sum in accordance with the following eligibility criteria:

- (a) A staff member who elected to receive a retirement benefit immediately upon separation;
- (b) A staff member who had separated on account of unsatisfactory service or for disciplinary reasons;
- (c) A staff member who transferred to another common system organization;
- (d) A staff member who returned to another common system organization upon completion of a loan or secondment assignment;
- (e) A staff member who had been promoted or accepted a position in a different category.

37. Eligible staff members should receive a lump-sum amount in accordance with the schedule of rates below:

<i>Completed years of service</i>	<i>Months of net base salary</i>
5	1.25
6	1.5
7	2.5
8	3.5
9	4.5
10	4.75
11	5
12	5.25
13	5.5
14	5.75
15 or more	6

38. Regrettably, owing to strong resistance on the part of some Member States, the Fifth Committee of the General Assembly had made no comment. The Standing Committee urged the FICSA Executive Committee to address the issue at the upcoming ICSC session.

**The Committee recommended that the Executive Committee approach the ICSC on the issue of: (i) revising the child allowance amount and increasing it to current cost-of-living levels; and (ii) including an item on an end-of-service grant on the ICSC agenda for the spring session.**

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

39. Christian Gerlier (ITU) was nominated Chair, Frank Campbell (IAEA) first Vice-Chair and Santhosh Prakasam (UNFCCC) second Vice-Chair.



40. The following were nominated as core group members:

Juan José Coy Girón (AP-in-FAO Rome)  
Henri-Louis Dufour (ITU Geneva)  
Birahim Fall (UPU Bern)  
Akim Falou-Dine (ITU Geneva)  
Rajesh Mehta (WHO/SEARO New Delhi)  
Andrea Palazzi (UNAIDS Geneva)  
Ray Reynolds (ICAO Montreal)  
Rodel Rodriguez (WHO Manila)  
Edwin Titi-Lartey (IMO London)

**Annex 9****REPORT OF THE STANDING COMMITTEE ON STAFF/MANAGEMENT RELATIONS**

Chair	Viera Seben (ICAO Montreal)
Rapporteur	Eva Moller (FAO/WFP-UGSS Rome)
FICSA President	Brett Fitzgerald (WIPO Geneva)
FICSA General Secretary	Gemma Vestal (WHO/HQ Geneva)
Member, FICSA Executive Committee	Véronique Allain (SCBD Montreal)
Regional Representative	Diab El-Tabari (UNRWA/ASA Beirut)

**Participants**

AP-in-FAO	Juan J. Coy Girón Jakob Skoet
FAO/WFP-UGSS	Luca Vecchia
IAEA	Nabil Sahab Lisa Villard
IARC	Cécile Le Duc
IMO	Alfredo Parroquin Ohlson Tamara Vassilissin Irene Waite
ITU	Carmen Montenegro
UNAIDS	Evelyn Jonazi Andrea Palazzi
UNESCO	Elia Matias
UNFCCC	Mario Cabreja Santhosh Thanjavur Prakasam
UNGSC	Paola De Mauro Cosimo Lunedi Vito Musa
UPU	Birahim Fall
WHO/AFRO Brazzaville	Lydie Fanny Gassackys
WHO/EURO Copenhagen	Caroline Brown
WHO/HQ Geneva	Catherine Kirorei Corsini

WHO/SEARO New Delhi

Rajesh Mehta  
Ritesh Singh

WHO/WPRO Manila

Rachelle Anyayahan

WIPO

Kari Andreasson

WMO

Andrès Orias

**Members with associate status**

CERN

Joel Lahaye  
Isabelle Mardirossian  
Jean-Pol Matheys  
Ghislain Roy

OPCW

Alberto Fernandez-Kleinloog  
Erik Prein  
Nuria Reques**Federation with consultative status**

EMBL

Ayesha Asif  
Thomas Heinzmann**Guest**

UNIDO

Steven Eales

**Adoption of the agenda (Agenda item 1)**

1. The Standing Committee 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
  5. Update on staff/management relations issues:
    - FAO
    - UNESCO
    - UNWTO
    - WIPO
  6. Discussion regarding Staff Representative Bodies (SRBs) and the legal framework governing consultation and negotiation (FICSA/C/72/SMR/CRP.2)
  7. Review of the ICSC consultative arrangements and ICSC working methods
  8. Assistance provided by staff committees to their members
  9. (FICSA Handbook on Staff Representation in the International Organizations)
  10. Discussion on feasibility of the agency rating survey
  11. Requests for training
  12. Other business
  13. Nomination of Standing Committee officers and core group members

## **Election of the rapporteur (Agenda item 2)**

2. Eva Moller (FAO/WFP-UGSS) was nominated rapporteur.

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

3. The Chair provided an overview of the activities undertaken over the past year. Concerning the cost sharing for release of FICSA officers, the FICSA Executive Committee had continued its work with the HLCM Working Group (WG). That would be covered in more detail under agenda item 4. The Agency rating survey had been worked on with the initial aim of submitting the finalized version for the FICSA Executive Committee's review by April 2018. The matter was discussed in detail under Agenda item 9 (see below).

4. At its 71st session, the FICSA Council had recommended that FICSA member associations/unions share with the FICSA Secretariat, to the extent possible, their internal Staff Regulations and Rules, Recognition Agreements, Memoranda of Understanding and any other statutes stipulating the provisions for communication between staff representatives and management/governing bodies, with the aim of fostering and developing best practices in staff/management communications across the UN common system. The Chair advised that while some documents were already available on the current site, the new Information Officer of the FICSA Secretariat had confirmed that a searchable tool would become available on the new FICSA website and a call for the said documentation would go out during 2019.

**The Standing Committee recommended that, upon request from the FICSA Secretariat, the FICSA members, to the extent possible, submit to the Secretariat their internal staff regulations and rules, recognition agreements, memoranda of understanding and any other statutes and provisions pertaining to communication between staff representatives and management or governing bodies to be shared on the FICSA website.**

5. The Chair also recalled that none of the workshops requested by the Standing Committee (SC) at the 71st session of the FICSA Council, viz. on emotional intelligence in the workplace or organizational change and staff representation, had taken place. FICSA had, however, organized other workshops in 2018 similar to the ones requested:

- Role of the staff representatives during investigations and disciplinary procedures (June, Geneva)
- Staff representation (October, Rome)
- Negotiations skills (October, Rome).

6. Finally, the Chair noted that the SC had monitored staff/management relations within the membership; it had closely observed the situation in WIPO and FAO. That situation was covered in greater detail under agenda item 5 below.

#### **Update on cost sharing for release of FICSA officers (Agenda item 4)**

7. The FICSA General Secretary confirmed that FICSA's request for sharing the cost of the two FICSA posts (President and General Secretary) among organizations having FICSA-affiliated staff associations/unions had advanced. The High-Level Committee on Management (HLCM) Working Group had been tasked to work on the issue. The FICSA General Secretary further clarified that because not all the agencies in the HLCM were FICSA affiliates, the WG had decided to invite only members from among the FICSA affiliates.

8. The Working Group had initially intended to have a proposal ready for the HCLM session scheduled for the third quarter 2018. However, the Chair of the Working Group (from WHO) needed more time to conduct more background work. He subsequently reached out to certain organizations currently experiencing difficulties in obtaining staff release.

9. Despite the initial intention to present the proposal to the HCLM meeting in the third quarter of 2018, the current intention was to present the proposal to the upcoming meeting of the HCLM in March 2019.

**The Standing Committee recommended that the FICSA Executive Committee continue its work with the HLCM Working Group on sharing the costs of securing the release of the two full-time FICSA officers.**

#### **Update on staff/management relations issues (Agenda item 5)**

10. The delegate from AP-in-FAO provided a summary of the past year's staff/management relations, stressing that the situation had remained very difficult. Major issues of concern to staff were either discussed superficially with the staff representation bodies (SRBs) without any consideration being given to staff views or unilateral decisions were taken without any consultation.

11. One of the latest examples of the disregard in which the SRBs' views were held pertained to the re-issuance of the vacancy announcement of the joint position of Ombudsman/Ethics Officer - despite the particular concern voiced by the SRBs that was also in line with JIU recommendations. However, during the present FICSA Council, the SRBs had been notified that FAO had agreed to split the two positions and would create a separate position for the Ombudsman.

12. The summary dismissal of the President of AP-in-FAO in the first part of 2018 had also delivered a harsh blow to AP-in-FAO and the SRBs' work overall. It had contributed to the atmosphere of fear that made it difficult to attract members and staff representatives.

14. Some positive progress was to be seen in the indication given by FAO Member States on the occasion of the SRBs' statement to the FAO Council in June 2018, which had subsequently mandated the FAO Finance Committee to discuss the SRB statement in November 2018. For that occasion, the SRBs had prepared an additional paper, which, unfortunately, they were not granted the opportunity to present. The issue was only briefly discussed in a session of the Finance Committee. The SRBs had hoped that Member States would become more aware of the difficult situation in FAO, using such examples as the FAO Council's request in December 2018 that a staff satisfaction survey as well as a review of the mobility policy be carried out.

15. In June 2019 an election was to be held for the position of FAO Director-General. The SRBs were compiling a list of the issues to be addressed and developing a strategic plan aimed at improving staff/management relations. Once new senior management was in place, the SRBs looked forward to an improved relationship with management and an enhanced working environment for all staff.

16. The UNESCO/STU delegate brought the SC up to date on staff/management relations. She highlighted the fact that since November 2017, UNESCO had a new management team with a new Under Director General for Administration and Management and, as of November 2018, a new Supervisor of the Director of HR; it had led to much improved relations.

17. The UNESCO/STU met on a regular basis with the Director of Human Resources. In addition, there were monthly meetings covering HR policies in general, where the SRBs were requested to provide their comments on the policies defined in the HR Manual. There were also specific meetings dealing with individual cases of colleagues experiencing difficulty or emergency meetings whenever the situation demanded (i.e. the situation faced by the UNESCO colleagues in Montreal). However, on the negative side, having a less experienced management team had regrettably resulted in blatant violations of the HR manual, such as the decision to freeze the reclassification of all posts. Fortunately, following pressure exerted by the SRBs over a period of several weeks, management had reversed its decision.

18. The situation remained difficult in the UNESCO Institute for Statistics (UIS) in Montreal where the staff had been seriously affected by financial cuts. Of the 103 posts in 2015, there were currently only 59, equivalent to a reduction of 42 per cent. In addition, many staff members were on extended sick leave. The FICSA Executive Committee had been in contact with UIS over the past ten years to help them set up a staff association. In 2017 the Montreal section of the STU was finally created, a major achievement. However, the Director of UIS was adamantly opposed to that development. The Staff Union of UNESCO (STU) had suggested that the issue be taken up by FICSA. The Standing Committee agreed that a letter should be prepared describing in detail the situation in the Montreal office and, if possible, a meeting with the head of UNESCO be requested.

**The Standing Committee recommended that the STU and FICSA Executive Committee draft a letter for signature by the President of FICSA addressed to the Director General of UNESCO, providing a detailed description of the difficult situation prevailing in the UNESCO Office in Montreal.**

19. The FICSA General Secretary read a statement prepared by UNWTO related to the staff representatives there having been prevented from attending the Council. She expressed her disappointment over the way the situation had worsened over the past year. In late 2016, when the previous Secretary General had been in the office, relations were so good that the FICSA General Secretary had been invited to provide a workshop on performance management, specifically for managers.

20. Recently, the situation had drastically changed as the newly elected Secretary General failed to respect the Cooperation Framework Agreement signed in 2017. That was evidenced by his refusal to release staff representatives to attend the FICSA Council and his failure to meet the SAC every three months for open discussions and exchange of views. Furthermore, it was noted

that an external audit that UNWTO had organized had at some point morphed into an investigation. The new Secretary General was using the investigation as a tool to take disciplinary measures against management. At the moment the situation was such that staff representatives' actions were restrained for fear of individual retaliation.

21. More recently, the Administration had even threatened to disband the staff association altogether, including the removal of common e-mail accounts for use by SRBs, the use of facilities for meetings, the removal of storage space for archived files, etc. all of which ran counter to the rights of association.

**The Standing Committee encouraged the Council to note with concern the dire situation in UNWTO and to offer full support to the staff there.**

22. The President and Vice President of the WIPO Staff Association (WSA) had been unable to attend Council owing to retaliation-related issues (they were both under investigation). With reference to a statement prepared by the WSA Staff Council (Appendix), the WSA delegate confirmed that the situation in WIPO remained extremely difficult. For example, WSA had been evicted from its premises, release time was being refused, and the organization's financial contribution had been withdrawn. WSA was also no longer authorised to send emails to all staff and WSA members had been rejected from all committees and replaced by new members from the illegal staff council set up by the Director General. In addition, WSA was not granted the opportunity to organise recreational activities. Finally, it was reported that retaliation was widespread and crippling; of the 750 members seven years ago, WSA currently had only 450 members on account of members withdrawing out of fear or because they felt that WSA no longer had any influence at WIPO. The Director General had effectively destroyed the fundamental rights of association.

23. The FICSA President and General Secretary summarized the past actions organized by FICSA in support of WSA and the Federation's objections to the Director General's actions, including sending him numerous letters, organizing a demonstration in front of WIPO, lobbying with WIPO member states and, lastly, a joint letter to the Director General from FICSA, UNISERV and CCISUA. The matter had also been brought to the attention of the UN Secretary General. Nevertheless, none of those actions had yielded an improvement in the situation that WSA faced.

24. It appeared that previous strategies, such as filing appeals, sending out numerous communications or bringing pressure to bear on the WIPO Director General, had not bettered, but rather worsened, the situation. In considering the situation, the Committee suggested that damage control be the focus of future strategy so that the WSA and individual staff members would suffer less possible harm or retaliation. To leverage support, the Committee also agreed that FICSA should include a sentence in all speeches made in any context as an expression of the Federation's support. Finally, the Committee would encourage FICSA member organizations to offer the WSA any direct support they could, such as hosting the WSA website.

**The Standing Committee recommended that the FICSA Executive Committee should include as an expression of its support the following sentence in all statements and addresses delivered in any context: "We support the WIPO Staff Association".**

**The Executive Committee should also encourage all FICSA members to lend, to the extent possible, similar support to the WIPO Staff Association.**

25. The UNRWA/ASA delegate recalled that UNRWA had been established in 1948 as a temporary agency to deal with what was thought to be a short-term crisis. To that end its mandate had been renewed every two years. Currently, 70 years later, the Agency was still active and recent developments in global politics had heightened the relevance of the Agency's mandate. The Agency had approximately 3,000 staff members in Lebanon, most of whom were locally recruited. There were two staff associations: one of which was recognized by the executive head and one not, albeit the latter was a member of FICSA.

26. Despite the United States of America having withdrawn its contribution to the Agency of about USD 360 million, no existing staff contracts had been affected to date. However, all new recruits stood to be seriously affected, as their contracts would be of limited duration and offer fewer benefits. In addition, the developments had had a very serious impact of another kind, specifically in relation to services and staff benefits. Voluntary early retirement was being denied and staff members were being pressured to resign instead, thus losing their benefits, while the mandatory age of separation of 62 (recently implemented in the Agency) had been reduced to 60. An indirect consequence of the sharp decrease in the budgetary resources was widespread corruption, selectivity and favouritism, such as the unnecessary creation of new senior positions, in respect of which the staff association was filing a request for investigation.

**The Standing Committee recommended the adoption of the resolution on the situation in UNRWA (see Resolution 72/2) and requested all FICSA members and members of their sister organizations to follow up on the issue by sending letters to the Commissioner-General with a copy to the UN Secretary-General.**

**Discussion regarding Staff Representative Bodies (SRBs) and the legal framework governing consultation and negotiation (FICSA/C/72/SMR/CRP.2) (Agenda item 6)**

27. The member associations/unions present provided an overview of their legal frameworks and their mechanisms for consultation and negotiation.

28. A number of the delegates (e.g. ICAO, WHO/HQ, WHO/EURO, IMO, UNGSC, UNAIDS, OPCW, UNFCCC, WHO/WPRO) enjoyed good to excellent relations with HR and senior management, with regular and meaningful consultations via various types of committees, particularly when policy changes were proposed. In some cases, management and SRBs reached mutual agreements. Some of the organizations (e.g. IMO, WHO/HQ, UNGSC, UNFCCC, UNAIDS, ICAO) enjoyed regular direct access to the executive heads (even fixed/recurrent scheduled meetings), allowing for dialogue and increased mutual understanding. In UNESCO, the SRB was granted the opportunity to provide comments on policy-change proposals in a joint consultative committee. All points of view were then reflected in a report that was submitted to the Director General for decision. WHO/HQ Geneva had weekly meetings with HR, with each side represented by four representatives. The meetings were either informal (no minutes) or formal (minutes that were agreed to by all). In addition, they had monthly meetings with the Director General, HR and other representatives of senior management where any issue could be brought forward.

29. A few organizations (such as UNGSC) had no written agreements providing for a legal operational framework; nevertheless, the SRBs enjoyed good relations. Other organizations (e.g. UNAIDS) had extensive written agreements that also provided for presence at FICSA Councils and on committees; other provisions stipulated that SRBs be consulted on all policy changes. In UNAIDS, the Staff Association Chair was a member of the mobility and reassignment committee, thus an observer of due process.



30. In a few organizations, such as FAO, the SRBs had individual recognition agreements and internal rules that referred to consultation and negotiation. That notwithstanding, most consultations were merely superficial with management taking unilateral decisions on any issues of real concern. In UPU regular meetings were held in the consultative committee that prepared recommendations addressed to the Director General; however, the previous good relations between management and the SRB were in decline, owing partly to pressure from Member States to reduce the SRB's involvement, e.g. in the appointment and promotion committee. The latest case occurred when the SRB was not consulted, and only informed after the fact, when UPU decided to move its jurisdiction from ILOAT to UNAT.

31. Some of the member associations/unions could address the governing bodies.

32. The Chair thanked all members for their interventions that bore testimony to the usefulness of good staff/management relations. They demonstrated that most UN agencies were aware of the fact; they both appreciated and welcomed staff's involvement in decision-making processes.

### **Review of the ICSC consultative arrangements and ICSC working methods (Agenda item 7)**

33. The FICSA General Secretary provided a brief update on the latest developments related to the ICSC. She recalled that particular concern had been voiced over the ICSC methodology for post adjustment, leading to an overall lack of confidence in the ICSC. After months of lobbying, the three Staff Federations had met with the ICSC and several heads of UN agencies. Following that meeting, an ICSC Contact Group had been set up in 2018. Further information on the topic would be provided to the 73rd session of Council.

### **Assistance provided by Staff Committees to their members (FICSA Handbook on Staff Representation in the International Organizations) (Agenda item 8)**

34. The Chair referred to the FICSA Handbook on staff representation in international organizations and invited the members to provide details on their operational frameworks and the type of assistance provided to staff.

35. Almost all organizations reported that they had formalized arrangements for release time in respect of staff representatives' daily work. The release time varied among the members - from 2 hours a week to 100% according to the role of the representative and the need for release. Some members noted that while they might be granted release time officially, in reality their regular tasks were not reduced. In brief, they were not actually released, but were carrying out their staff representation duties on top of everything else. Most of the members had additional release time to attend meetings, such as the FICSA Council and workshops, with the missions for a number of representatives often being funded (at least in part) by their agencies. Release was approved either by the direct supervisor or, in some cases, by the executive head so as to emphasize the close links between the parties.

36. The delegates, who shared details of their situation in their respective organizations, assisted all staff members and not only paying members of their associations/unions, although some associations/unions suggested or insisted on membership when requests were repeated. All delegates had any number of ways of assisting staff, including open-door policies where staff could pass by in person, e-mail contact to handle individual cases, meetings with the HR director on a bilateral basis or the like. Depending on the situation, the SRB would assess the type of

action to be taken and advise staff accordingly. They might well advise people to contact the Ombudsman or refer them to a lawyer.

37. Several member associations/unions received financial contributions from the agency either by way of staff resources or funds - or both. The majority of the delegates who shared details of their experience with SMR reported that they were provided with physical premises and support staff, at the cost of their respective organizations. In addition, some delegates received full or partial funding for travel for staff representation purposes, thus enabling them to carry out their functions.

### **Discussion on feasibility of the agency rating survey (Agenda item 9)**

38. The Chair introduced the item and the reasons behind the agency rating survey. The agency rating survey had been proposed during the FICSA Council in 2017. It was intended to be an annual survey with responses from all FICSA members, with FICSA publishing the results in order to rate the agencies' staff/management relations and, possibly, incentivize those with lower ratings to improve.

39. The SC had contacted a specialist to conduct an analysis of the possible advantages and disadvantages of such a survey. The specialist advised against it, referring to the considerable risks involved, including the potential loss of credibility for FICSA, if not done properly. Pragmatically there were also several challenges (e.g. in cases of more than one SRB per agency, problems of determining which SRB should respond to the survey, which member within the SRB should submit the answers, and how could consistency be ensured in terms of the questions and answers over time).

40. Despite that advice, and as mandated by the Council, the SC had continued to work on the survey throughout 2018 but had encountered numerous challenges. Consequently, another specialist was contacted, who ultimately advised the SC that it would be impossible to ensure objectivity in such a survey, unless management was also invited to participate.

41. Finally, the Chair recalled that the JIU had not scored or rated the performance of various organizations in their reports of 2011 and 2012. They might have had the same reservations about the scoring which, in their view, might not yield any added value to their reports.

42. After weighing the information on what the survey would achieve against the potential loss of credibility, the member associations/unions agreed to discontinue work on the agency-rating survey until further notice. As for the option of having a consulting company carry out the survey in order to ensure objectivity, it could be a very costly undertaking.

**The Standing Committee recommended discontinuing work on the agency rating survey until further notice.**

### **Requests for training (Agenda item 10)**

43. Both WHO/HQ Geneva and WHO/WPRO Manila offered to host a workshop on job classification (led by Aaron Peacock) in two distinct regions.

**The Standing Committee requested that the FICSA Executive Committee organize two training courses on job classification in 2018 to be held in Geneva (WHO/HQ) and Manila (WHO/WPRO) respectively.**

**Other business (Agenda item 11)**

44. The delegates from UNFCCC informed the meeting that although their agency was going through a major restructuring exercise, the UNFCCC management had been consulting and working with the SRB to address any issues. UNFCCC recognized and thanked their management for maintaining respectful SRB/management relations and hoped to continue in the same vein, given the uncertain circumstances that UNFCCC was facing.

45. WHO/EURO Copenhagen suggested that such positive experiences should be showcased on the FICSA website.

46. IMO sought advice and/or templates for available policies on provisions for legal assistance. The Chair noted that the FICSA Secretariat could send out a request to all members.

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

47. Viera Seben (ICAO) was nominated Chair and Eva Moller (FAO/WFP-UGSS) and Mario Cabreja (UNFCCC) as Vice-Chairs.

48. The following were nominated members of the core group:

Rachelle Anyayahan (WHO/WPRO Manila)  
 Jakob Skoet (AP-in-FAO)  
 Catherine Kirorei Corsini (WHO/HQ Geneva)  
 Paola De Mauro (UNGSC)  
 Cécile Le Duc (IARC)  
 Ritesh Singh (WHO/SEARO New Delhi)  
 Diab El-Tabari (UNRWA/ASA)

## Appendix

### STATEMENT BY THE WIPO STAFF ASSOCIATION ON THE STAFF/MANAGEMENT RELATIONSHIP AT WORLD INTELLECTUAL PROPERTY ORGANIZATION (WIPO)

The staff-management relationship at WIPO continues to be dominated by fear and reprisal. Since the installation of the management-friendly WIPO Staff Union, which charges symbolic membership fees and depends on the Administration for its existence, and the WIPO Staff Council, which does not have any membership at all, the Staff Council of the WIPO Staff Association, which retains approximately 50% of staff as its members, has been deprived by the WIPO Administration of its right to represent WIPO staff internally, despite the fact that its duly elected Staff Council is the only staff representation body at WIPO to be acknowledged by the three staff federations of the UN common system (CCISUA, FICSA and UNISERV).

The Director General's "new", unilateral interpretation of Staff Rule 8.1. concerning the election of the WIPO Staff Council is currently being challenged at the Administrative Tribunal of the International Labour Organisation (ILOAT) as a violation of freedom of assembly and freedom of speech. A further appeal is pending at the WIPO Appeal Board relating to the conduct, results and aftermath of the management-imposed March 2016 elections. No doubt that appeal will soon be transformed into a second, official complaint at ILOAT.

In the meantime, the WIPO Administration has unilaterally withdrawn its decades-long tradition of an annual subsidy to the WIPO Staff Association, while absorbing all the costs incurred by the "new" Staff Council that it unilaterally and irregularly set up. It has cancelled all release time for duly elected WIPO Staff Association officials and drastically reduced the allocation time of its administrative assistant thereby endangering the services that the WIPO Staff Association provides to all staff, as per its statutes. The WIPO Staff Association has been evicted from its premises, making it more difficult to receive staff with adequate privacy and confidentiality. Its email communications to all staff are subject to the censorship of the Director of the Human Resources Management Department. Its President and Vice Presidents are suffering retaliation and are routinely harassed with bogus investigations and threats of negative performance evaluations or even constructive dismissal, despite their outstanding records of longstanding service to the Organization. More recently, the WIPO Staff Association was informed that, contrary to its statutes, it no longer had the right to organize social, recreational or sporting events, which are traditionally the prerogative of staff associations across the UN common system.

Despite deliberate attempts by WIPO Management to destroy it and its duly elected Staff Council, the WIPO Staff Association is still standing and continuing to assist and advise its members. It is an emblem of staff solidarity, generousness and concern.

Many WIPO staff members are particularly concerned about the WIPO Administration's abuse of performance management and investigations as tools to harass, retaliate or even constructively dismiss staff representatives, whistle-blowers, and other staff at large who dare to speak out.

This concern is heightened by the ever-increasing concentration of power by the Administration over staff. One recent example concerns the revised WIPO Staff Regulations and Rules (SRR) and the demand that staff produce all sick leave certificates, regardless of their duration, with

diagnoses. This new practice was introduced without consulting staff at large and with little regard for staff's privacy.

Staff members at WIPO are also worried about the abolition of the clocking and flexi-time system. Without this system and other tools to keep track of attendance, staff are concerned that they may be vulnerable to the Administration's unjustified investigations. This concern shows a clear deficit in trust between staff and the WIPO Administration.

In short, the staff-management relationship at WIPO has entered its most difficult period in recent history.

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

Chair	Imed Zabaar (IAEA Vienna)
Rapporteur/FICSA President	Brett Fitzgerald (WIPO Geneva)
FICSA General Secretary	Gemma Vestal (WHO/HQ Geneva)
FICSA Treasurer	Irwan Mohd Razali (WHO/GSC Kuala Lumpur)
Members, FICSA ExCom	Véronique Allain (SCBD)
	Pilar Vidal Estevez (PAHO/WHO Washington DC)
Regional Representative	Diab El-Tabari (UNRWA/ASA Beirut)

**Participants**

AP-in-FAO	Jakob Skoet
FAO/WFP-UGSS	Eva Moller Luca Vecchia
IAEA	Nabil Sahab
IARC	Cécile Le Duc
ICAO	Viera Seben
IMO	Alfredo Parroquin-Ohlson Tamara Vassilissin
ITU	Christian Gerlier Carmen Montenegro
OSCE	Nizar Zaher
UNAIDS	Evelyn Jonazi Andrea Palazzi Tanya Quinn-Maguire
UNESCO	Elia Matias Silvana Medica (ICTP Trieste)
UNFCCC	Mario Cabreja Santhosh Thanjavur Prakasam
UNGSC	Cosimo Melpignano
WHO/EURO Copenhagen	Kay Miller
WHO/HQ Geneva	Catherine Kirorei Corsini Evelyn Kortum

WHO/SEARO New Delhi	Ritesh Singh
WHO/WPRO Manila	Rachelle Anyayahan Rodel Rodriguez
WIPO	Kari Andreasson
WMO	Jalil Housni

#### **Members with associate status**

CERN	Ghislain Roy
OPCW	Nuria Reques

#### **Adoption of the agenda (Agenda item 1)**

1. The Ad hoc Committee approved the following agenda:
  1. Adoption of the agenda
  2. Election of the rapporteur
  3. Discussion on the internal review of the FICSA Secretariat
  4. Update on the situation relating to FICSA being officially hosted by the UN Secretariat
  5. Assessment and review of cooperation agreements with other staff federations:
    - a) FICSA/CCISUA
    - b) FICSA/UNISERV
  6. Other matters from standing committees
  7. Other business

#### **Election of the rapporteur (Agenda item 2)**

2. The Ad hoc Committee nominated the FICSA President, Brett Fitzgerald (WIPO) as rapporteur.

#### **Discussion on the internal review of the FICSA Secretariat (Agenda item 3)**

3. The Chair informed the meeting that, based on a decision taken by the 71<sup>st</sup> Council session, the Federation's Executive Committee (ExCom) had engaged a team of external consultants, Verasak Liengsriwat and Valentina Berardini (loaned by IFAD), on a pro-bono basis to conduct a functional review of the FICSA Secretariat in 2018.
4. The consultants reviewed and made recommendations on:
  1. The level of staffing needs of the Federation in light of the most recent decisions of FICSA's Council (including approved budget and activities), overall strategic objectives, governance and accountability requirements, and future membership and resource outlook;

2. The modernization required in terms of administrative processes, member engagement and governance to achieve the Federation's goals in the most cost-effective and efficient way possible;
  3. An updated job description for the support staff functions to reflect current operational needs, opportunities to optimize processes and systems (e.g. efficient, streamlined, and paperless processes and procedures within the Secretariat);
  4. Training opportunities for secretariat staff for career development;
  5. Effective and timely communications between the elected Executive Committee members, Regional Representatives, Standing Committees, membership and its secretariat staff be streamlined and made more efficient; and
  6. The most suitable location(s) for the Federation's operations, taking into consideration its membership and key interlocutors, retention of serving staff, as well as cost considerations
5. The methodology used in carrying out this exercise included:
- (a) a review of the overall governance structure;
  - (b) interviews with officials and process owners;
  - (c) a review of relevant documentation; and
  - (d) surveys, analytical reviews and tests of managerial and financial controls.
6. The review was carried out in three different phases. Information gathering was carried out at the Federation's office in Geneva from 24 to 28 September 2018. That stage included a review of policy papers and other documentation and meetings with officials and secretariat staff to understand fully the current and future needs and expectations of the Federation. Furthermore, two questionnaires were sent out, through the Secretariat, to (i) the members of the Executive Committee and (ii) the members of the Council, in order to obtain their views.
7. An analysis of the current governance structure and work processes was conducted. The Federation's mission, objectives, current organizational structure and work processes and practices were analysed with a view to identifying the optimal governance structure and simplifying the work processes in order to support and align them with the Federation's missions in an effective and efficient manner.
8. A draft report had been sent to the FICSA President and General Secretary for their review and input. Their views were noted and incorporated where appropriate. To that end, a report on the consultants' service was submitted to the members of the Executive Committee, detailing the findings and recommendations, a proposed functional base classification filing system, workflow and implementation plan. Subsequently, the Executive Committee discussed all the recommendations and actions that, in its view, could or could not be taken. For a record of that discussion, see the attached table, which was reviewed by the Ad hoc Committee on Strategic Development.



**The Ad hoc Committee agreed with the FICSA Executive Committee's comments on the consultants' recommendations and recommended that the Federation proceed to the implementation stage as suggested in the appendix attached to the Ad hoc Committee report.**

**Update on the situation relating to FICSA being officially hosted by UNOG (Agenda item 4)**

9. The FICSA President informed the meeting that the secretariat staff continue to hold UN contracts, that the UN New York had agreed to advertise the FICSA Information Officer position and that, based on the most recent information received from the UN, it is anticipated that the UN will now agree to manage the contract of the newly recruited FICSA Information Officer. Once the Executive Committee had reviewed the new support staff job description as prepared by the consultants who had conducted the functional review, it would be submitted to HR for classification of the position, following which a vacancy announcement would be published and a competitive selection process undertaken to fill the position. In the meantime, the FICSA Executive Committee had found a temporary solution until the General Service position was filled.

**Assessment and review of cooperation agreements with other Staff Federations: (Agenda item 5)**

- a) FICSA/CCISUA
- b) FICSA/UNISERV

10. The Chair stated that the Cooperation Agreement between FICSA and CCISUA had been in place for several years already, while the current Executive Committee, shortly after coming into office, had signed a Cooperation Agreement between FICSA and UNISERV. The President reported that, based on his observations and experiences at the ICSC sessions in 2018, it would appear that FICSA's strategical approach in addressing issues was more in line with that of UNISERV, with which FICSA had developed a close collaborative relationship. It was also mentioned that when it was necessary to send expert statisticians to ACPAQ, for example, the costs related thereto were shared by the three Staff Federations, thus ensuring a common position on the issues under discussion.

11. Some participants requested that FICSA be the administrator of its own WhatsApp group which should be exclusively available to its members. The FICSA Secretariat should advise all FICSA members that they should use this WhatsApp group.

**The Ad hoc Committee recommended, in line with the conclusions of the functional analysis, that the FICSA Executive Committee initiate a tripartite meeting of all three staff federations for the purposes of preparing a joint plan of cooperation activities. The FICSA Executive Committee would be responsible for following up on the implementation of the activities planned.**

**The Ad hoc Committee also recommended that the new FICSA Information Officer advise the FICSA membership in Geneva to withdraw from the WhatsApp group known as *Groupe de Genève* and use only the WhatsApp group reserved exclusively for FICSA members.**

**Other matters from standing committees (Agenda item 6)**

12. It was suggested that perhaps the PTC/PSA be eliminated. However, after further discussion it was decided to maintain the PTC for the time being, at least until after the ICSC review of the post adjustment methodology had been completed.

**Other business (Agenda item 7)**

13. It was suggested by a participant that the Ad hoc Committee on Administrative and Budgetary Questions be converted to a standing committee.

<b>The Ad hoc Committee recommended that the Executive Committee examine the possibility of converting the Ad hoc Committee on Administrative and Budgetary Questions into a Standing Committee and submit a proposal thereon to the next FICSA Council.</b>
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**Appendix 1**  
**FUNCTIONAL REVIEW RECOMMENDATIONS**

Title	Recommendations	ExCom comments	Ad hoc Committee on Strategic Development
Standing Committee for Programme, Administrative, Finance and Budget	The Council should establish a Standing Committee on Programme, Administrative and Financial Matters with the mandate to assist the Council in reviewing strategies – short and long-term plans proposed by the ExCom and the administrative and financial matters including the items such as scale of contributions, budget, selection of external auditor, investment policy, review of the treasurer's financial report and auditor's report.	We note the report, but at the time this is not a practical or feasible suggestion to combine both committees.	Agree
Functions of the President and the General Secretary	The wording on the General Secretary's ToR, states that the General Secretary "coordinates and leads the FICSA Secretariat Staff". For a clearer accountability on the performance of the secretary staff, it would be better to replace it with "supervises and leads the FICSA Secretariat staff".	We agree.	Agree
Secretary of the ExCom	The Statutes and the Annex to the Statutes on roles and responsibilities of the President and General Secretary be revised to provide clarity and proper assignment of responsibility and accountability to each functional role. The secretary for the ExCom be appointed to assist in conducting its business.	We accept this recommendation and acknowledge that we need to revise the General Secretary's job responsibilities and maybe those of the President as well to make them clearer. Also, there is no designated official secretary of the ExCom. This will be added in the post description of the FICSA Information Officer.	Agree  Ensure to provide training and initiate annual performance evaluation.

Terms of ExCom and Regional Representatives	The ExCom should review the above rationale related to the possible extension of the duration of the term and submit a proposal to Council for its consideration.	We agree that one year is too short for a term, but that this issue be addressed in Phase II.	Agree
Council Decisions	The Council should focus on providing decisions at the strategic and policy setting levels and to streamline the decision-making process to avoid duplicative decisions.	We fully support this recommendation and will make efforts to implement this at this year's Council. Having more than 80 decisions is both untenable and counterproductive.	Agree
Plan of Actions and Following up on Implementation of the Council's Decisions	The ExCom, through the Secretariat, through a face to face annual retreat, should prepare and agree on an implementation plan of actions for all Council decisions. The implementation plan of actions should clearly identify the priorities, specific timeframes, actions needed to be taken, and the responsible individuals.	We agree with this recommendation and plan to implement this in Phase I, meaning in 2019.	Agree
ExCom - Mode of Operations	An annual workplan should be prepared and agreed upon by the members of the ExCom. Items such as travel plans should be approved quarterly or on a semi-annual basis for the Secretariat to implement.	Same as above.	Agree
	Formal approval of the minutes of the prior meeting; follow up on the outstanding items from previous meetings and a note when the time of the meeting ended should be added.	Same as above.	Agree
Regional Representative for Middle East and North Africa	The ExCom should conclude the discussion and make a proposal for the Federation to have additional representation for the MENA region.	We agree, but even without this recommendation we are addressing this as ExCom and plan to discuss this at Council. A CRP with the proposed Statutory changes has been prepared.	Agree

Accountability	It is recommended that FICSA, like other public sectors which manage programmes and funds in trust, start instilling an accountability culture, and the above accountability mechanism in their operations.	We agree, and much of these things we are already doing (with room for improvement), but overall should postpone this recommendation for the time being. To be implemented in Phase II.	Agree
Risk Management	It is recommended that a “light-touch” risk management system be established where high risks that can affect the organization to achieve objectives be identified and measures be taken to mitigate those risks and the responsibility in managing those identified risks be assigned to a person that could manage those risks or escalate it to a higher level as necessary.	Will be addressed in Phase II.	Agree
Internal Control	It is recommended that an internal control framework be set up to cover both the operational and financial areas and that the ToR of the General Secretary be modified to reflect the ownership of the internal control framework.	Will be addressed in Phase II.	Agree  Implement with immediate effect.
Standard Operating Procedures	It is recommended that a set of standard operating procedures be written to assist in its operations.	We support this recommendation and will ask Amanda to do so while it is still fresh in her head.	Agree
Strategic Objectives and Plan (including priority setting and performance indicators)	The ExCom, based on the prescribed purposes under Chapter II of the Statutes and long-term needs of its members, should draw up multi-years’ strategic objectives (2 or 4 years) with estimated resources required to achieve the strategic objectives.	We will address this in Phase II.	Agree
	The Council should discuss, review and provide necessary input, then approve those strategic objectives as a direction of the Federation.	We will address this in Phase II.	Agree

Cooperation Agreements and Addressing the Emerging Staff Issues by the Federations	The President of FICSA is to reach out to the other two Federations to arrange meetings with an agenda to work out an annual plan with possible division of labor to avoid duplication of efforts and to achieve the spirit and objectives of the cooperation agreements.	This has already been initiated and will be continued.	Agree
	It is also recommended that periodic meetings be held to review the implementation of, and update/adjustment to, the workplan to reflect emerging issues.	This has already been initiated and will be continued.	Agree
Communication Strategy	It is recommended that FICSA develop a communication strategy designed to help FICSA communicate effectively and meet core organizational objectives, and that the Communication Strategy be part of the Information Officer's portfolio.	We cannot engage as of yet, as we need the resources for the completion of the website. We firstly need to recruit and bring on board an Information Officer. Therefore, this communication strategy will be addressed in Phase II.	Agree  Communication strategy should be part of the communication portfolio of the Information Officer.
Federation's Membership and Financial Viability	It is important for the ExCom to continue to look closely into increasing its membership.	This is an ongoing matter.	Agree
	An exercise of zero-based budgeting should be taken by the ExCom to prioritize its programme and deliver it effectively while ensuring that the needs of its members are met.	This is an ongoing matter.	Agree
Training and Workshop Activities provided by the Federation	(a) Establishing a central body to set priority and central funding to finance those training activities;	This is an ongoing matter.	Agree
	(b) Maintaining a roster of internal and external experts on training subjects to set its internal training capacity;	This is an ongoing matter.	Agree
	(c) Capitalizing on the training courses provided within the UN system, particularly those which are mandatory training courses;	This is an ongoing matter.	Agree

	(d) Reviewing core-training courses that continue to be carried out year after year and other training courses which could be targeted for on-line (web-based) or webcast training courses offered by the Federation;	This is an ongoing matter.	Agree
	(e) Establishing the minimum number of participants required for a training course to be conducted.	This is an ongoing matter.	Agree
Economical Use of Resources	Based on the review, from the effectiveness and economical use of resources lens, the recommended option is for the FICSA Secretariat to remain in Geneva and that the President travel to New York about 3 months per year, or more, if needs arise to advocate concerns of staff to the UN Governing bodies and other organs such as the ICSC.	We feel that this needs to be further evaluated and explored so that our options and price options are clearer.	Agree  Conduct further analysis and report to the membership.
	However, if in future it should be deemed necessary, the next step would be to exercise the option where an office in New York be established for only one person with high-level representation, i.e. the Federation's President be permanently stationed in New York.	We are of the view that this could be looked at during some point in the future, as for the time being it is simply hypothetical.	Agree  Conduct further analysis and report to the membership.
Information Managements procedures, workflow and systems	<b>(i) Implementing a Functional Classification Scheme for FICSA's Document Management System</b>		
	The "functional base" classification scheme (Annex III: Proposed Functional Base Classification Scheme), be implemented by the Federation as part of its Record Management System.	We agree with this recommendation.	Agree
	<b>(ii) Implementing Retention Schedules</b>		
	Retention schedules be developed in line with the practice of the UN system, bearing in mind the Federation's special needs and that "keeping everything forever" is not an option.	We agree with this recommendation.	Agree

	<b>(iii) Implementing an Electronic Filing System</b>		
	It is recommended that a decision be taken to implement an electronic filing system for the Federation.	We agree with this recommendation	Agree
	Such repository to be designed following the classification scheme with record series in the home page and subfolders at a lower level.	We agree with this recommendation	Agree
	<b>(iv) Implementing a Direct Connection between Email Software (i.e. Outlook) and the Common Shared Repository</b>		
	To minimize manual effort and enhance efficiency, it is recommended to liaise with an IT expert to develop a tool to connect directly the email software and the common shared repository to ensure capturing of the email into the repository directly from the email application.	We agree with this recommendation.	Agree
	<b>(v) Developing an Incoming Correspondence Tracking System</b>		
	It is recommended that an incoming correspondence tracking system be developed to track all the emails received at the official FICSA account, i.e. ficsa@un.org. To this end, it is recommended that FICSA liaise with an IT expert to develop an ad-hoc solution tailored to FICSA Secretariat needs.	We agree with this recommendation.	Agree
	<b>(vi) Creating Dedicated FICSA Email Accounts for FICSA Staff</b>		
	It is recommended to create FICSA standard email accounts linked to the “role” rather than to the “incumbent name”, e.g. president@ficsa.un.org.	We agree with this recommendation	Agree
	<b>(vii) Appraising the needs to Digitize Old Printed Emails and Other Documents</b>		



	<p>It is recommended that FICSA should launch a digitization project, transferring the papers into digital format. To minimize the costs of digitization, it is further recommended that the project be divided into two phases: (a) Appraisal of old correspondence: old correspondence should be appraised to determine if it still has some legal/business/historical value. If not, it can be deleted; (b) Digitization of old correspondence applying Optical Character Recognition (OCR) technology to ensure enriched text search; and (c) Once it is digitized, it should be filed in the common repository according to the functional base classification scheme.</p>	We agree with this recommendation.	Agree
Monitoring of Website Traffic	<p>Consideration and planning should take place now to determine the type of information that the Federation would like to obtain through monitoring of its website traffic.</p>	<p>This is an ongoing matter that is already being taken into consideration.</p>	Agree
Information Officer - P3	<p>It is recommended that the incumbent be tasked to develop FICSA's information, communication and advocacy strategies and these tasks be part of the subsequent job description and required competencies.</p>	<p>We plan to include this into the job description once the person is recruited.</p>	Agree
Job Description for Administrative and Support Services' Post	<p>It is recommended that the suggested new job description for the administrative and support services function, which puts more emphasis on knowledge and experience in modern technology and its applications as the requirements for the job, be used to recruit a new administrative assistant.</p>	<p>This is to be done with HR. In the future will need to adapt job responsibilities and descriptions to be more reflective of our needs at that time.</p>	<p>Agree</p> <p>Recruit TA until a new structure has been implemented.</p> <p>Increase resources to expedite the transformation.</p>
Training for Administrative Services Staff	<p>A training and development plan be drawn up between the staff and supervisor.</p>	<p>Staff have been encouraged to take trainings all along, including PMDS training.</p>	Agree

Administrative Assistant	All in all, either one full-time or two part-time staff members sharing one full-time position (one work on first half of the week and other on the second half of the week with half an hour overlap on Wednesday to ensure continuity of work) will be sufficient to provide the administrative and support services.	This can be done once the new website is up and running and properly populated, and once all the boxes of documents have been scanned and uploaded to the website in searchable formats. In addition, Sak was requested to draft the TORs for 2 Admin Assistants working at 60% (one working from Monday to Wednesday, the other working from Wednesday to Friday). The ExCom will review the TORs and once agreed, FICSA will request OHRM to announce this VN.	Agree  Recruit TA until a new structure has been implemented.
Approval of Financial Statements	It is recommended that in addition to the Treasurer, the President and the General Secretary should sign the financial statements to enhance the financial accountability.	Phase II	Agree
External Auditor	The appointment of an External Auditor should be carried by the Council based on the recommendation of the ExCom; and	Phase II.	Agree
	The External Auditor should carry out an examination of the financial records and the Treasurer's report and provide audit's opinion on the financial statements in accordance with the generally accepted auditing standards.	Phase II	Agree
Operating Reserve Fund	The Treasurer should consider requesting the approval of the ExCom to set up an Operating Reserve Fund in an amount from CHF 200,000 to CHF 400,000 and set it aside for unrestricted resources.	In Phase II will look into this further together with the Treasurer & the Chair of A&B.	Agree
	A policy related to the sources and use including the replenishment of the Operating Reserve Fund be written for	In Phase II will look into this further together with the	Agree

Financial Performances and Budgetary Control	the ExCom's consideration and approval.  Financial performance, preferably on a quarterly basis, be presented to, and discussed with, the ExCom in their meetings on a periodical basis, preferably quarterly.	Treasurer & the Chair of A&B.  Quarterly is too much work considering that the ExCom Treasurer has no release.	Agree  Continue with Mid-term review.
Investment Policy	An investment policy be established for the Federation's unused funds including the restricted funds. In establishing an investment policy, the ExCom and the Council may wish to seek the advice of an investment or financial expert from its member organizations to assist in the formulation of such a policy.	Need to consider moving investment funds into more secure banks that will insure our investments. In Phase II will look into this further together with the Treasurer & the Chair of A&B.	Agree
	The Treasurer should carry out the day-to-day investments and periodically report its performance to the ExCom.	In Phase II will look into this further together with the Treasurer & the Chair of A&B.	Agree
Segregation of Duties	The Treasurer should resolve the difficulty in exercising his authority to perform the bank transfers;	We agree with this recommendation.	Agree
	Strict compliance with the segregation of duties, in particular the responsibility and authority of bank signatory, should be observed; and	We agree with this recommendation.	Agree
	If necessary, an additional bank signatory be established to provide proper financial controls over the payment transactions.	Phase II	Agree
Function of the Treasurer	The Treasurer's ToR be amended to include an overall responsibility to ensure that the financial governance, financial controls and management practices within the Federation are sound, i.e., adequate and effective.	We agree, but in Phase II will look into this further together with the Treasurer & the Chair of A&B.	Agree
Bonding of the Person(s) Responsible for the Financial Transactions	The ExCom should consider complying with the provision outlined in Article 5, i.e. the Treasurer be bonded.	In Phase II will look into this further together with the Treasurer & the Chair of A&B.	Agree

Bank Accounts	The Treasurer should obtain a written assurance that the deposited funds are fully insured.	In Phase II will look into this further together with the Treasurer & the chair of A&B.	Agree
	The Federation should further reduce the number of bank accounts to a minimum, as well as the level of balances in those accounts.	In Phase II will look into this further together with the Treasurer & the Chair of A&B.	Agree
Bank Reconciliation Procedures	It is recommended that the General Secretary review and approve the bank reconciliation statements.	In Phase II will look into this further together with the Treasurer & the Chair of A&B.	Agree
Numbering of Receipts and Payments	Both receipt and payment vouchers should be either pre-numbered or sequentially numbered to ensure the completeness of recording of financial transactions into the books and accounts of the Federation.	In Phase II will look into this further together with the Treasurer & the Chair of A&B.	Agree
Paid Invoices	The paid invoices be marked with “paid” and “date of payment” on the face of the invoice, as per generally accepted practice.	In Phase II will look into this further together with the Treasurer & the Chair of A&B.	Agree
American Express – Membership Rewards Programme	The points in American Express Card – Membership Rewards Programme be utilized immediately before they expire or closing of the account.	In Phase II will look into this further together with the Treasurer & the Chair of A&B.	Agree

**Annex 11**

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

Chair	Nizar Zaher (OSCE Vienna)
Rapporteur	Peter Lillie (FAFICS Vienna)
FICSA President	Brett Fitzgerald (WIPO Geneva)
FICSA General Secretary	Gemma Vestal (WHO/HQ Geneva)
FICSA Treasurer	Irwan Mohd Razali (WHO/GSC Kuala Lumpur)
Members, FICSA Executive Committee	Véronique Allain (SCBD Montreal)
	Pilar Vidal Estevez (PAHO/WHO Washington DC)
	Imed Zabaar (IAEA Vienna)
Regional Representative	Diab El-Tabari (UNRWA/ASA Beirut)

**Participants**

AP-in-FAO	Juan José Coy Giròn Jean Risopoulos Jakob Skoet
FAO/WFP-UGSS	Eva Moller Luca Vecchia
IAEA	Nabil Sahab
ICAO	Sanya Dehinde Ray Reynolds
IMO	Edwin Titi-Lartey
ITU	Christian Gerlier Christine Gimenez
OSCE	Ilknur Ozturk Michele Schmiedl
UNAIDS	Andrea Palazzi Tanya Quinn-Maguire
UNESCO	Elia Matias
UNFCCC	Mario Cabreja Santhosh Thanjavur Prakasam
UNGSC	Cosimo Lunedì Cosimo Melpignano

WHO/AFRO Brazzaville	Lydie Gassackys Simplice Ntsiba Christian Pethas-Magilad
WHO/EURO Copenhagen	Kay Miller
WHO/HQ Geneva	Evelyn Kortum
WHO/SEARO New Delhi	Rajesh Mehta Ritesh Singh
WHO/WPRO Manila	Rachelle Anyayahan Rodel Rodriguez
WIPO	Kari Andreasson
WMO	Jalil Housni Andrès Orias

#### **Members with associate status**

CERN	Joel Lahaye Jean-Pol Matheys Ghislain Roy Isabelle Mardirossian
OPCW	Nuria Reques

#### **Federation with consultative status**

EMBL	Thomas Heinzmann
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#### **Adoption of the agenda (Agenda item 1)**

1. The Standing Committee (SC) approved the following agenda:
  1. Adoption of the agenda (FICSA/C/72/A&B/CRP.1)
  2. Election of the rapporteur
  3. Independent reviewer's report and FICSA financial statements for 2017 (FICSA/C/72/A&B/1 and Add/1)
  4. Contributions received from member associations/unions, associate members, consultative and observer bodies up to 30 January 2019 (FICSA/C/72/A&B/5)
  5. Treasurer's report for 2018 (FICSA/C/72/A&B/2)
  6. Reports on the status of the Termination Indemnity Fund, Legal Defence Fund and Staff Development Fund (FICSA/C/72/A&B/3)
  7. Status of the request for e-voting at Council elections
  8. Status of the revamp of the FICSA website
  9. Special requests for reduced fees
  10. Alternative sources of income for FICSA (FICSA/C/72/A&B/CRP.2)
  11. Update on the work related to the new methodology for assessing dues

12. Draft Programme and Budget 2019 (FICSA/C/72/A&B/4)
13. Proposed scale of contributions for 2019 (FICSA/C/72/A&B/6)
14. Update on FICSA staff contracts and contracts hosting by UNOG
15. Other business

### **Election of rapporteur (Agenda item 2)**

2. Peter Lillie was nominated rapporteur.

### **Independent reviewer's report and FICSA financial statements for 2017 (Agenda item 3)**

3. The Treasurer introduced the independent reviewer's report and the FICSA financial statements for 2017 (document FICSA/C/72/A&B/1 and Add.1). He pointed to the fact that the independent reviewer, John McGhie, had expressed his satisfaction that the financial statement for 2017 was in accord with the books and records of the Federation. The reviewer 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. The Chair reported that should new accounting standards be adopted, steps would be taken to change the format of the tables annexed to the report in future years (see also agenda item 5 below).

5. The Ad hoc Committee took note of the review of the Federation's financial statements for 2017. 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 1 February 2019 (Agenda item 4)**

6. The Treasurer introduced the statement of contributions received from member associations/unions, associate members, consultative and observer bodies up to 1 February 2019 (FICSA/C/72/A&B/5).

7. He reported that most full members had paid their contributions in full; in the case of two full members minor sums were outstanding, while two other members, OSCE and WHO/AFRO Brazzaville, owed larger sums. Given the financial problems besetting WHO/AFRO Brazzaville, the delegation sought a reduction in the contribution for the current year. It was agreed to take the matter up under agenda item 9.

8. It was reported that the Commonwealth Secretariat Staff Association (CSSA) had been struck off the list of members at the end of the previous year for having failed to respond to the final demand for payment.

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

### **Treasurer's report for 2018 (Agenda item 5)**

10. The Treasurer introduced his report (document FICSA/C/72/A&B/2) and highlighted various sections thereof.

11. He drew particular attention to Table 1 on financial performance that showed the funds utilization rate for each budget line. Since the expenditures related to the previous year, most of them could no longer be deemed estimates but should be described in the header as actual or estimated expenditures. The same held true for other tables.
12. The variations in Chapter 1 were attributable to the utilization of funds earmarked in the approved budget for activities related to the UN General Assembly being less than anticipated, whereas those earmarked for activities in the High-Level Committee on Management (HLCM) and the ICSC working groups had been higher than expected.
13. The variations in Chapter 2 were attributable, for the most part, to unexpected rental costs for conference rooms and other facilities.
14. The figures in Chapter 3 reflected the impact of revenue that had accrued on account of the workshops organized by the standing committees throughout the year. They had attracted paying participants from outside the Federation.
15. The variations in Chapter 4 related to staff costs reflected, inter alia, the fact that it had not been possible to recruit an information officer throughout the year. It had thus not proved necessary to pay the US tax assessment that had been appropriated for 2018 in case the candidate ultimately selected were a US citizen. The provision for after-service health insurance (ASHI) premia had also not been drawn down: the utilization of funds related to consultants/experts had also been less than anticipated.
16. Whereas expenditures had been lower than budgeted and overall a surplus of CHF 144,244 had accrued, income over the same period had diminished. The receipt of dues had not reached the budgeted figure, whereas the income from other sources had increased slightly. A negative balance of CHF 1,920 had thus been shown for 2018. In order to increase future revenue, the Ad hoc Committee suggested that still greater emphasis be placed on organizing workshops on post adjustment or salary survey methodologies that had the potential to attract more paying participants. The workshops could be advertised on the new website that was clearly a good strategic tool conducive to improved communication and greater publicity. The Chair urged all member associations/unions to spare no efforts in publicizing all FICSA workshops and training courses being held at their duty stations: the greater the number of participants, the larger their impact and revenue growth.
17. In the ensuing discussion, attention focused on the lack of explanation for the net deficit of CHF 170,983 shown in the tables in the reports of both the independent reviewer and the Treasurer. It was suggested that the formats used in the tables in both reports should be changed and the presentation consolidated, for example, by inserting additional columns for obligations/commitments. Furthermore, a comprehensive and comparative table for the years 2017, 2018 and 2019 would have been useful; a table along those lines should feature in future reports, together with adequate explanatory notes.

**While recognizing that the format and mode of presentation was a legacy from the past, the Ad hoc Committee urged that the format and presentation of budget-related reports and tables be extensively re-designed. Emphasis should be placed on comprehensibility and readability and consistent adherence to any new accounting standards adopted.**



18. The Ad hoc Committee commended the Treasurer on his report and the time and effort he had invested in its preparation.

**Reports on the status of the Termination Indemnity Fund, Legal Defence Fund and Staff Development Fund (Agenda item 6)**

19. The Treasurer introduced the report related to the item (document FICSA/C/72/A&B/3). The FICSA President, Brett Fitzgerald, drew the Ad hoc Committee's attention to the financial rules of the Federation pertaining to the reserve fund for termination indemnities for the staff of the Federation's secretariat (Article 9) and the maintenance of a legal defence fund (Article 14(b)) which was replenished when necessary. For the purposes of the newcomers to the FICSA Council, he explained that FICSA was obliged to have both funds as per the articles above.

20. The Ad hoc Committee noted that as at 31 December 2018, the total Indemnity Fund requirement of CHF 282,642 (CHF 195,865 and USD 78,500) had been 'overprovisioned' to the tune of approximately CHF 18,781. However, since the positions of Information Officer and Administrative Assistant had not yet been filled and 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, the Ad hoc Committee concurred with the recommendation that the Termination Fund be maintained at the same balance as in 2018.

21. 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 four appeals lodged by four staff associations (PAHO/WHO Washington DC, ICO, UPU and WIPO) over the past four years. Given that the UPU staff member had not reimbursed FICSA, the Executive Committee should follow up on the issue. At present, the Fund stood at the required level.

22. A discussion ensued on new ways of funding the legal defence of members, other than via the statutory Legal Defence Fund. Numerous staff associations/unions had taken out legal insurance for their membership; they only came to FICSA in times of dire distress. FICSA had previously explored the possibility of providing legal insurance protection to all FICSA members, following which it was found to be unfeasible as a legal protection insurance provider was not allowed, as per Swiss law, to provide such insurance to someone living and working outside Switzerland. Moreover, the offers received from companies offering legal insurance were prohibitively costly. In addition, some FICSA-member associations/unions had informed FICSA that they were not interested owing to the fact that their staff association/union already had such insurance coverage and frequently at a lower cost. A staff association that had legal insurance coverage for its members confirmed that it covered the lodging of appeals before internal bodies as well as the two administrative tribunals.

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 expenditure for 2018, no action was proposed.

**Status of the request for e-voting at Council elections (Agenda item 7)**

25. The Treasurer described the lengths to which the Executive Committee had gone in its search for a company capable of providing a voting system that met the Federation's requirements. The tendering process had yielded a company that seemed to fit the bill. The annual service fee was very reasonable, support was provided in a timely manner and no

confidentiality problems had been encountered. Costs to date had been within the current budget.

**The Ad hoc Committee stressed the importance of setting time lines for the testing stages and the final acceptance of the system. Due financial provision should be made to ensure that the system was up and running in time for the Council session in 2020.**

#### **Status of the revamp of the FICSA website (agenda item 8)**

26. Similar to the e-voting system, revamping the website was proceeding apace. Although the website development was the responsibility of Web Bay, a company based in Zürich, but offshored in Serbia, which the Federation had selected, FICSA had decided to retain its current hosting company. Its content had been shifted to the new platform but would continue to run concurrently on the old site until the new website was fully operational.

27. Once the second stage was complete, members would be able to set up individual accounts and the documents library would be more efficiently controlled than at present. Other features included enhanced security and support for crowd funding and donations. The FICSA Executive Committee had yet to identify the financial institution best suited to such funding activities. Particular emphasis would be placed on privacy policy and data protection.

28. Delegations spoke of the importance of ensuring effective validation of the contract and increasing user interactivity supplemented by attractive graphics and images.

29. The members of the Executive Committee, in particular the Treasurer, were thanked for the efforts they had invested in launching the re-vamp of the FICSA website.

#### **Special requests for reduced fees (Agenda item 9)**

30. Three member-associations/unions, FAO/WFP-UGSS, WIPO and WHO/AFRO Brazzaville, had alerted Council to the daunting financial constraints they were facing and the impact on their ability to pay the dues to the full.

31. In a prepared statement, the WIPO delegate described the situation that had arisen out of the fact that WIPO at present had no fewer than three staff representative bodies, two of which were not recognized by any of the staff federations. Moreover, following a change in the Director General's interpretation of the WIPO staff regulations, the WIPO Administration refused to recognize the representational role of the WIPO Staff Association. Furthermore, the WIPO Staff Association no longer benefited from the annual subsidy from the WIPO Administration; that subsidy went to the management-compliant WIPO Staff Council that was neither an association nor a union in the accepted sense of the term.

32. The WIPO Staff Association currently had 457 dues-paying members. In all probability, however, that figure could well drop in the course of the current year as people went into retirement or withdrew on account of the confusing climate prevailing in WIPO. Under such circumstances, the WIPO Staff Association requested that it be assessed on the basis of one third of the annual contribution that it had paid thitherto. Were the situation to improve, the WIPO Staff Association would be willing to discuss a review of the membership fee.

33. In an oral statement, the FAO/WFP-UGSS delegation explained that the Union was in dire straits. As a result of FAO's new recruitment policy, a great majority of its members were now at lower General Service levels. The most devastating blow had come with the loss of the financial contribution previously made by the administration.

34. The WHO/AFRO Brazzaville delegation delivered an oral statement, in which it was stressed that the Staff Association had previously been a regular payer. Over the past two years, however, the Association had experienced a major crisis. Membership was dwindling, as were the funds at its disposal. It was not in a position to pay its dues in full for both the past and present year.

35. In the ensuing discussion, a number of suggestions were made ranging from a merger of the two staff associations in Rome to obtain savings and locating alternative sources of funding (see agenda item 10 below). The following day, the FAO/WFP-UGSS delegation re-opened the debate and requested that the figures used in calculating the dues be double-checked. If the figures were erroneous, it could well transpire that the Staff Union could move down a band. She did not know whether the figures provided to FICSA had been CEB figures, which had the disadvantage of being at least a year old, or whether the data had been provided by the FAO Administration. Whatever the origin of the figures might have been, she had not had an opportunity to verify their incontrovertibility. Furthermore, she did not know whether the figures included short-term staff. Given that the organization lent the association no support, the threat of its inability to meet its financial obligations was real. Other associations/unions shared her concern. It was thus agreed the staff figures sent to FICSA each October would be forwarded to the individual associations/unions for confirmation that they reflected reality.

**The Ad hoc Committee recommended that both FAO/WFP-UGSS and WHO/AFRO Brazzaville should submit a formal request describing the situation they were facing and prepare a structured justification for the reduction that they were requesting. Both submissions would be submitted to the Executive Committee for favourable consideration.**

**The Ad hoc Committee recommended that the WIPO Staff Association, a full affiliate of FICSA, be granted a 50 per cent reduction in its dues for the current year, and that for the same year the Association should be granted exceptional financial assistance amounting to one sixth of its regular dues.**

**The FICSA secretariat should send the staff figures that had been used to calculate the dues to all members for verification and confirmation.**

36. In the ultimate analysis, it was agreed that the root cause of the ever-increasing demands for reductions in fees lay in the failure of the Working Group established in 2016 to identify improved means of calculating dues. At the previous Council session, the Ad hoc Committee had suggested that the Working Group take up its work once again. Regrettably no action had ensued. The debilitating situation brooked no delay as time was of the essence.

**The Ad hoc Committee insisted that:**

**The Working Group entrusted with the task of identifying improved means of calculating dues take up its work once more and submit its recommendations to the Executive Committee.**

**The Treasurer take the lead in re-launching the initiative and reconvene the Working Group, whose report should be finalized by October 2019 at the latest.**

### **Alternative sources of income (Agenda item 10)**

37. The Treasurer introduced the white paper on the item (document FICSA/C/72/A&B/CRP.2), which outlined ways in which member associations/unions might make in-kind contributions to FICSA with or without credit against dues. It was recognized that such 'insourcing' called for discipline and respect of deadlines. Sharing travel costs was another possibility.

38. Corporate sponsorship and fundraising events were other avenues to be explored. Members described their experience with the organization of sports events, raffles and the like, all of which could be replicated by other associations/unions.

<p><b>The Ad hoc Committee recommended that:</b></p> <p><b>The Executive Committee should be entrusted with the task of exploring and generating new sources of funding.</b></p>
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### **Update on the work related to the new methodology for assessing dues (agenda item 11)**

39. In the light of the discussion that had taken place in the item on the special requests for reduced fees and the recommendation it had adopted (see paragraph 36 above), the Ad hoc Committee felt that no further discussion of the item was needed.

### **Draft programme and budget 2019 (Agenda item 12)**

40. The Treasurer introduced the draft programme and budget for 2019 (document FICSA/C/72/A&B/4). From the very outset of the discussion, a note of caution was struck in the light of the limited and finite volume of income accruing from the payment of fees. It made it all the more important that FICSA should find alternative sources of funding.

41. 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: just over CHF 476,000. The 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, accounted for CHF 184,500.

#### *Chapter 1*

42. The Ad hoc Committee approved a budget of **CHF 95,540**, the primary activities being participation in meetings of the Fifth Committee, the ICSC and its working groups, as well as external relations and contingency travel.

#### *Chapter 2*

43. The Ad hoc Committee approved a budget 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

44. 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 ever-increasing revenue.

### Chapter 4

45. The Ad hoc Committee approved a budget of **CHF 465,081** 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.

46. The proposed totals under the individual chapters were:

**Chapter 1: CHF 95,540**  
**Chapter 2: CHF 37,408**  
**Chapter 3: CHF 50,550**  
**Chapter 4: CHF 465,081**

47. The sum of the four chapters of the budget was **CHF 648,578**: the amount to be covered by contributions from full and associate members, contributions from consultative members and withdrawals from the reserve funds, albeit to a lesser degree than in previous years.

48. **The Ad hoc Committee adopted the draft programme and budget (see Annex 12).**

### **Proposed scale of contributions for 2019 (Agenda item 13)**

49. Prior to adopting the scale of contributions, it was necessary to itemise the amounts to be taken from reserve funds. The amounts concerned were: CHF 36,000 as the carry-over of unused monies that would have gone into reserves to cover items in the budget; CHF 22,740 in response to a special request from WIPO for reduced fees (50%) and CHF 7,500 for special assistance to WIPO. Total amount to be drawn from reserves: **CHF 66,240**.

50. **The Ad hoc Committee adopted the scale of contributions for 2019 (see Annex 13) subject to possible correction of the staffing figures.**

### **Update on FICSA staff contracts and contracts hosting by UNOG (Agenda item 14)**

51. It was reported that UNOG had reassumed the administration of the staff contracts in the FICSA secretariat. Furthermore, the Federation's share of the after-service health insurance contributions pertaining to Amanda Gatti, the recently retired FICSA administrative assistant, would be included in the FICSA regular budget.

### **Other business (Agenda item 15)**

52. In the course of the discussions over the week, the issue of biennial budgeting had been raised. The FICSA President responded and informed the Ad hoc Committee that at its 70th session Council had modified Article 18 of the FICSA Financial Rules, thus eliminating the requirement for biennial budgeting.

**Annex 12**  
**BUDGET FOR 2019**  
**in Swiss Francs (CHF)**

**Expenditures by Line**

		2018	2019	variance	variance	Price	2019
<b>1</b>	<b>Chapter One. FICSA Representation</b>						
1.01	UN General Assembly Meetings & Presence in New York				-43.48%	1.1%	
1.02	UNJSPB				11.28%	1.1%	
1.03	HLCM				18.69%	1.1%	
1.04	HR Network				-1.09%	1.1%	
1.05	ICSC (Sessions, Working Groups & Committees)				23.64%	1.1%	
1.06	IASMN				-1.09%	1.1%	
1.07	External Relations, Contingency				-33.33%	1.1%	
	<b>Total, Chapter One</b>				-9.11%		
<b>2</b>	<b>Chapter Two. FICSA EXCOM</b>						
2.01	FICSA Council				-1.09%	1.1%	
2.02	EXCOM and Regional Activities				-1.09%	1.1%	
2.03	FICSA Council overheads				-1.09%	1.1%	
	<b>Total, Chapter Two</b>				-1.09%		
<b>3</b>	<b>Chapter Three. FICSA Services</b>						
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%		
	<b>Total, Chapter</b>				-1.09%	1.1%	
<b>4</b>	<b>Chapter Four. FICSA</b>						
4.01	Geneva Staff costs				3.11%	0.0%	
4.02	Consultants/Experts				-33.69%	0.0%	
4.03	External Audit	3,000			0.00%	0.0%	
4.04	IT services & Digitalization of Documents	20,220			-25.82%	1.1%	
4.05	Supplies & Materials	2,473			-1.09%	1.1%	
4.06	Geneva Office Cost	8,902			-1.09%	1.1%	
4.07	Bank Charges	1,750			0.00%	0.0%	
4.08	Contingencies	2,000			0.00%	0.0%	
4.1	Staff Training	1,000			0.00%	0.0%	
4.11	ASHI Premium	750			266.67%	0.0%	
	<b>Total, Chapter Four</b>				-7.80%		
	<b>Grand Total</b>				-7.14%		

\* Source: International Monetary Fund, Switzerland Country Report, June 2018, <https://www.imf.org/en/Countries/CHE>

**Annex 13**  
**SCALE OF CONTRIBUTIONS FOR 2019**

Using reserves CHF 30,000

Member / Associate	W'ed Staff	Units	CHF	CHF	CHF
			2019	2018	2017
Bioversity	141.4	0.09	514	763	762
BIPM	58	0.036	206	203	203
CERN	2018.5	0.99	5,657	5,596	5,590
CSSA	217.43	0	-	1,017	1,016
CTBTO	256.5	0.18	1,028	1,017	1,016
AP-in-FAO	1061	10	57,139	62,179	62,111
FAO/WFP-UGSS	400	4	22,855	28,263	28,232
ECB	1235	0.99	5,657	5,596	5,590
ESO	395.9	0.27	1,543	1,526	1,525
Global Fund	706	0.63	3,600	3,052	3,049
IAEA	1868.4	11	62,852	62,179	62,111
IARC	167.01	1.5	8,571	8,479	8,470
ICAO	568.26	5	28,569	28,263	28,232
ICCO	14.5	0.01305	75	74	61
ICO	15.5	0.01395	80	79	76
IDLO	61.5	0.036	206	203	203
IFAD	461.26	4	22,855	22,610	22,586
ILO/ITC	113	1	5,714	5,653	5,646
IMO	207.1	2	11,428	11,305	11,293
IOC	23	0.0207	118	117	112
IOM	1488.82	0.99	5,657	5,596	5,082
IPU	33	0.33	1,886	1,724	1,835
ISSN/CIEPS	9	0.0081	46	41	41
ITER	606	0.45	2,571	2,544	2,541
ITU	526.5	5	28,569	28,263	28,232
OPCW	336	0.27	1,543	1,526	1,525
OSCE	227.5	2	11,428	11,305	11,293
PAHO/WHO	477.56	4	22,855	28,263	28,232
SCBD	55.5	0.4	2,286	2,261	2,259
UNAIDS	443.01	4	22,855	22,610	22,586
UNESCO	1238.05	5.5	31,426	25,000	25,000
UNFCCC	287	2	11,428	16,958	16,939
UNGSC	132.5	1	5,714	5,653	5,646
UNRWA/ASA	33.07	0.3307	1,890	1,696	1,694
UNWTO	65.5	0.6	3,428	3,392	3,388
UPU	135.9	1	5,714	5,653	5,646
WCO	75	0.054	309	305	305
WHO/AFRO	354.8	3	17,142	16,958	16,939
WHO/EMRO	158.84	1.5	8,571	8,479	8,470
WHO/EURO	313.06	3	17,142	11,305	11,293
WHO/GSC	16.24	0.1624	928	1,045	1,416
WHO/HQ	1356.74	11	62,852	62,179	62,111
WHO/SEARO	127.27	1	5,714	5,653	5,646
WHO/WPRO	154.57	1.5	8,571	8,479	8,470
WIPO	892.03	8	22,740	22,611	39,525
WMO	257.42	2	11,428	11,305	11,293
WTO/OMC	537	0.45	2,571	2,544	2,541
<b>Totals</b>	<b>20327.14</b>	<b>101.3149</b>	<b>555,929</b>	<b>561,520</b>	<b>577,832</b>

## Annex 14

## DUES METHODOLOGY FOR 2019

## CALCULATION OF THE CONTRIBUTIONS FOR 2019

	CHF
Total budget	646,292
Contributions by Consultative Members: 13 x CHF 600 <sup>1</sup>	7,800
Amount to be covered by funds from Reserves <sup>2</sup>	36,852
Special Request(s) for Reduced Fees	22,740
<b>Total Amount to be covered by funds from Reserves<sup>2</sup></b>	<b>59,592</b>
Total amount to be covered by Full and Associate Members	578,899
<b>Special Assistance to WIPO drawn from Reserves</b>	<b>7,500</b>
Total number of units	101.3149
Value of one unit	<b>5,713.86</b>

CHF				
Band	Weighted number of staff	Units	Member	Associate
1	1100 plus	11	62,852	5,657
2	1000 - 1099.9	10	57,139	5,142
3	900 - 999.9	9	51,425	4,628
3	800 - 899.9	8	45,711	4,114
4	700 - 799.9	7	39,997	3,600
5	600 - 699.9	6	34,283	3,085
6	500 - 599.9	5	28,569	2,571
7	400 - 499.9	4	22,855	2,057
8	300 - 399.9	3	17,142	1,543
9	200 - 299.9	2	11,428	1,028
10	150 - 199.9	1.5	8,571	771
11	100 - 149.9	1	5,714	514
12	60 - 99.9	0.6	3,428	309
13	40 - 59.9	0.4	2,286	206
14	<40	WN / 100		

<sup>1</sup>Article 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'

<sup>2</sup> Exceptionally for 2019 an amount of CHF 65,000 has been drawn from Reserve funds.



## Annex 15

## DISTRIBUTION OF STAFF FOR THE PURPOSES OF THE 2019 CONTRIBUTIONS

Factor	TOTA STAFF	Prof HQ 1	Prof Fiel 0.9	GS HQ 0.5	GS Othe 0.5	NPO/ Low 0.01	STAFF WEIGHTE	UNITS	Change from 2018
Bioversity	190	55	84	21		30	141.4	0.09	0.135
BIPM	72	44		28			58	0.036	
CERN	2633	1404		1229			2018.5	0.99	
CSSA <sup>5</sup>	385	141		151		93	217.43	0	
CTBTO	307	206		101			256.5	0.18	
AP-in-FAO	1061	1061					1061	10	
FAO/WFP-	800			800			400	4	5
ECB <sup>1</sup>	1384	1086		298			1235	0.99	
ESO	436	287	86	63			395.9	0.27	
Global Fund	757	655		102			706	0.63	0.54
IAEA	2393	1311	41	1008	33		1868.4	11	
IARC	232	103		128		1	167.01	1.5	
ICAO	795	259	135	271	104	26	568.26	5	
ICCO	18	11		7			14.5	0.01305	
ICO <sup>2</sup>	21	10		11			15.5	0.01395	
IDLO <sup>2</sup>	68	55		13			61.5	0.036	
IFAD	627	315	32	211	23	46	461.26	4	
ILO/ITC	164	62		102			113	1	
IMO	265	146	4	112	3		207.1	2	
IOC <sup>2</sup>	31	15		16			23	0.0207	
IOM	10978	249	1218	99		9412	1488.82	0.99	
IPU	42	24		18			33	0.33	0.305
ISSN/CIEPS	14	4		10			9	0.0081	0.0072
ITER <sup>2</sup>	740	472		268			606	0.45	
ITU	680	345	35	276	24		526.5	5	
OPCW	419	253		166			336	0.27	
OSCE	319	136		183			227.5	2	
PAHO/WHO	754	261	153	154		186	477.56	4	5
SCBD	70	41		29			55.5	0.4	
UNAIDS	684	145	195	58	185	101	443.01	4	
UNESCO <sup>3</sup>	2148	636	393	484		635	1238.05	5.5	
UNFCCC	385	1	235		149		287	2	3
UNGSC	265			265			132.5	1	
UNRWA/AS	3307					3307	33.07	0.3307	0.3000
UNWTO	87	44		43			65.5	0.6	
UPU	178	89	6	83			135.9	1	
WCO	101	49		52			75	0.054	
WHO/AFRO	2105		375			1730	354.8	3	
WHO/EMRO	754		170			584	158.84	1.5	
WHO/EURO	461	220		185		56	313.06	3	2
WHO/GSC	200		16			184	16.24	0.1624	0.1848
WHO/HQ	1655	1082		549		24	1356.74	11	
WHO/SEAR	534		137			397	127.27	1	
WHO/WPRO	594		167			427	154.57	1.5	
WIPO <sup>4</sup>	1159	616	15	521	4	3	892.03	8.0000	
WMO	319	189	11	110	7	2	257.42	2	
WTO/OMC	664	410		254			537	0.45	
Totals	42255	1249	3508	8479	532	17244	20327.14	101.3149	

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

<sup>2</sup> In the absence of updated Personnel Statistics, the staffing figures used at 71st Council (2018) have been applied.

<sup>3</sup> Number of units halved due presence of a second staff union.

<sup>4</sup> Request to have number of units reduced by 66% due to the presence of two other staff bodies

<sup>5</sup> Suspended in 2018 - dues unpaid for three

## Annex 16

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**Annex 17**

**LIST OF DOCUMENTS AND CONFERENCE ROOM PAPERS  
FOR THE 72<sup>nd</sup> FICSA COUNCIL**

**DOCUMENTS**

FICSA/C/72	Title
1/Rev.1	Provisional agenda for the 72 <sup>nd</sup> FICSA Council
2/Rev.1	Nomination form and terms of reference for the officers of FICSA (Executive Committee and Regional Representatives)
3	Credentials for the 72 <sup>nd</sup> 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
6/Rev.1	Candidates for election to the Executive Committee and Regional Representatives - Revision
6/Rev.1/Add.1	Candidates for election to the Executive Committee and Regional Representatives - Addendum
7	Report of the Executive Committee to the 72 <sup>nd</sup> session of the FICSA Council

FICSA/C/72/CRP.	Title
1	Recording action taken on the FICSA Council decisions and work plan for 2018 (As of 2 February 2019)
2	Resolutions adopted by the General Assembly at its 73 <sup>rd</sup> session: United Nations common system and United Nations pension system

**INFORMATION DOCUMENTS**

FICSA/C/72/INFO	Title
1	Information for delegates

FICSA/C/72/INFO/CRP.	Title
1	Schedule of meetings
2	Provisional list of participants
3	List of documents and conference room papers for the 72 <sup>nd</sup> FICSA Council (Issued to date)

**AD HOC COMMITTEE ON ADMINISTRATIVE AND BUDGETARY QUESTIONS**

FICSA/C/72/A&B	Title
1	Independent reviewer's report – FICSA financial statements for 2018
2	Treasurer's Report for 2018
3	Reports on the status of the termination indemnity fund, legal defence fund and staff development fund
4 4/Add.1	Draft programme and budget – 2019 Biennium budget 2019-2020
5	Statement of contributions of member associations/unions, associate members, consultative and observer bodies based on information received up to 1 February 2019
6	Provisional scale of contributions for 2019

FICSA/C/72/A&B/CRP.	Title
1	Provisional agenda
2	Alternative sources of income for FICSA

**AD HOC COMMITTEE ON STRATEGIC DEVELOPMENT**

FICSA/C/72/SD	Title
1	FICSA - Functional Review Report

FICSA/C/72/SD/CRP.	Title
1	Provisional agenda

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

FICSA/C/72/FIELD	Title
1	Establishment of a distinct region for FICSA in the Middle East and North Africa (MENA)
2	Devaluation of local currencies with a special focus on Egypt and Argentina

FICSA/C/72/FIELD/CRP.	Title
1	Provisional agenda
2	UNRWA crisis

**STANDING COMMITTEE ON GENERAL SERVICE QUESTIONS**

FICSA/C/72/GSQ/CRP.	Title
1	Provisional agenda
2	Provisional agenda of the Permanent Technical Committee on General Service Questions (PTC/GSQ)
3	List of duty stations where issues regarding salary survey have been reported to FICSA
4	Legal opinion/study addressing some of the proposed changes to the ICSC GS salary survey methodology to be discussed at the next meeting of the ICSC Working Group on the review of the methodology
5	Report of the FICSA Task Force on the review of the GS salary survey methodology (Vienna, 4 to 6 July 2018)

**STANDING COMMITTEE ON HUMAN RESOURCES MANAGEMENT**

FICSA/C/72/HRM	Title
1	Compendium of parental leave policies and information notes
2/Rev.1	Compendium of policies on alternative working arrangements
3	Telecommuting policies

FICSA/C/72/HRM/CRP.	Title
1	Provisional agenda
2	FICSA Working Group on whistleblower protection policy - 2018 Report of Activities

**STANDING COMMITTEE ON LEGAL QUESTIONS**

FICSA/C/72/LEGAL/CRP.	Title
1	Provisional agenda
2	Fortuna legal insurance protection - The legal protection branch of Generali insurances – PowerPoint presentation by FICSA
3	Opposing ILOAT Statute changes - Allowing jurisdiction “Fast Escape” PowerPoint presentation - Jean-Pol Matheys (CERN Staff Association)
4	ILOAT’s 126 <sup>th</sup> session in brief PowerPoint presentation - Jean-Pol Matheys (CERN Staff Association)

**STANDING COMMITTEE ON PROFESSIONAL SALARIES AND ALLOWANCES**

FICSA/C/72/PSA	Title
1	Follow up to judgement UNDT/2017/098 (regarding the implementation of the new compensation package) (Ref. FICSA/C/71/D/55)

FICSA/C/72/PSA/CRP.	Title
1	Provisional agenda
2	Provisional agenda of the Permanent Technical Committee on Professional Salaries and Allowances (PTC/PSA)
3	ICSC post adjustment system
4	Comprehensive review of the post adjustment system – PowerPoint presentation by FICSA
5	A proposal: Controlled convergence mechanism – PowerPoint presentation by the ICSC

**STANDING COMMITTEE ON STAFF/MANAGEMENT RELATIONS**

FICSA/C/72/SMR/CRP.	Title
1	Provisional agenda
2	Negotiation and consultation - The battle of words

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

FICSA/C/72/SOCSEC/CRP.	Title
1	Provisional agenda
2	Managing after-service health insurance – Report by the UN Secretary-General (UNGA document ref. A/73/662 of 19 December 2018)

**MISCELLANEOUS**

	Title
	A Pocket Guide to the FICSA Council

## Annex 18

**QUESTION-AND-ANSWER SESSION WITH LARBI DJACTA, ICSC CHAIR,  
AND REGINA PAWLIK, ICSC EXECUTIVE SECRETARY**

1. **The first question** related to the steps that ICSC would take to ensure that the post-adjustment system was: (i) fit-for-purpose; (ii) easily understandable; (iii) transparent; and (iv) predictable.
2. In her reply, the ICSC Executive Secretary explained that the system had been designed to combat variances in costs of living. It was important to remember that the system was also New York-based. ICSC was looking into the points raised and the Working Group would be reporting to the Commission's spring session. The statisticians in the ICSC task force were also studying the issue, further to which ACPAQ would be meeting in May 2019. Furthermore, questions had been raised about the basic philosophy behind the post adjustment system. Answers to the all those questions should be forthcoming at the Commission's summer session.
3. **The second question** related to the position of the ICSC Secretariat with regard to the proposal to use external data from vendors for future salary surveys and its perception of the role of the local salary survey committees in the future.
4. In her reply, the ICSC Executive Secretary stated that the use of external data was one of many options and could be used to improve things in certain situations. Various sources would have to be approached. For example, one could approach the vendors direct, but it might prove difficult to get the best possible response. As a multilateral system, the United Nations was not concerned with profit considerations. The ICSC looked into issues but did not take the final decision. It had been asked to use external data.
5. As for improving the role of the local salary survey committees, it should be recalled that a meeting on salary survey methodologies had just been completed. Despite the thoroughness of the deliberations, the issue would not be settled soon. For her part, the Executive Secretary could not see any solution that would do away with the local salary survey committees. The purchase of data could be restricted solely to the private sector; however, everything depended on the outcome of the ICSC Working Group. She did not foresee the abolition of the local salary survey committees.
6. **The third question** related to the well-known fact that almost 2,000 staff members in Geneva had filed appeals to ILOAT regarding the pay cuts. It had since come to knowledge of staff the some of the Geneva administrations had requested the ICSC Secretariat to provide a response. The ICSC Chairman was asked whether the ICSC had already responded to that request.
7. In his reply, the ICSC Chairman pointed out that the Secretariat was dealing with all such questions via very formal channels. At present the ICSC was trying to overcome the problem and find a long-term solution. The ICSC Executive Secretary replied that the UNDT was also involved. The ICSC was in touch with legal officers in all organizations. The questions to the ILO Administrative Tribunal also dealt with other issues. UNAT had already reached a decision in one instance. It was to be hoped that ILOAT would come to the same decision; otherwise, one would not be able to speak of a common system.

8. **In the fourth question**, the ICSC Chairman was asked what he thought of the FAO practice of setting a maximum reasonable rental by using the results of the cost-of-living surveys (place-to-place or housing) to establish average rental costs for UN staff at any given duty station.

9. In her reply, the ICSC Executive Secretary stated that if that was the practice in FAO, it was not very helpful. Maxima could not be used to establish averages. Furthermore, FAO claimed that it did not have to observe the ceilings set by the UN Resident Coordinators. ICSC did not set ceilings, yet organizations could set their own ceiling, while others did not stipulate an amount. Setting levels in that manner was also not very helpful.

10. **The fifth question** sought information on the ongoing discussion in the ICSC Contact Group related to the consultative process and working arrangements within the Commission.

11. The ICSC Executive Secretary explained that the Contact Group had been set up expressly to improve the consultative process. The solution to the confidence crisis that had arisen lay in collegiality. Transparency needed to be heightened and agenda further elaborated. The crisis had been overcome. The Commission was still intent upon increasing transparency, promoting a collegial approach to work that led to effective collective decision-making processes.

12. **In the sixth question**, Mr. Djacta was asked about how he envisaged the future of the United Nations common system.

13. In his reply, the ICSC Chairman pointed out that the common system comprised a number of components: for example, recruitment and retention of the best staff and securing of optimal performance by creating a favourable working environment. Another component related to harmonizing recruitment and making it a more effective process, in addition to securing the necessary funds. It was essential that the common system secure the highest standards of efficiency, competence and integrity.

14. The prerequisites for success were the establishment of simple transparent systems, the simplification of methodologies that led to the creation of a pyramid-based system that engendered a culture of ethics, equality and legality. Other equally essential contributory factors were a healthy vertical and horizontal dialogue, effective career development and the establishment of various differentials within the system. The very fundament of the common system lay in transparency, respect and ethics.

15. **The seventh question** related to a number of salary surveys within the purview of UN OHRM being long overdue. For almost two years, a number of organizations had been unable to implement the annual interim adjustment. How could the ICSC help the staff so affected?

16. The ICSC Chairman opined that the root cause lay in communication problems. The ICSC Executive Secretary spoke of a number of reasons. The ICSC had lost a large number of staff and the new joint human resource service had moved to Bonn. The surveys had also been hampered by the lack of comparators. UN OHRM realised that it was a long process; it was currently developing more fluid processes to overcome the delays and would investigate the circumstances surrounding the salary surveys that were long overdue.

17. In response to a supplementary question whether the ICSC had considered the potential impact of Brexit on the cost of living in the United Kingdom, where prices for basic commodities were said to have increased sharply (in the order of 30%), the ICSC Chairman said that London was a very important duty station. He had every confidence in the competence of the ICSC

Secretariat to address those concerns in a timely manner. The ICSC Executive Secretary reminded Council that cost-of-living figures were checked monthly and adjusted annually. Appropriate provisions were in place, should drastic circumstances occur.

18. **The eighth question** was also a supplementary question relating to two problems faced by staff serving in the field: (i) the salaries paid to international staff were based on the cost of living in the duty station, those paid to local staff were based on comparators; and (ii) the relevance of location in determining salaries.

19. The ICSC Chairman pointed out that ICSC was a subsidiary organ of the General Assembly, which had long adopted the Noblemaire and Flemming principles as salary determinants. The salaries paid to Professional staff were adjusted for cost-of-living variations at different duty stations and over time in relation to a base index by means of post adjustment reflecting the classification for the duty station concerned as determined by the ICSC. The salaries paid to General Service staff were based on the best prevailing conditions of employment in the locality, taking into account the recommendations of the ICSC. There were clearly other ways of determining salary levels and there was always room for improvement. Changes, however, could not be introduced without entering into a lengthy constitutional debate. As for the impact of locality, it was not possible to align two countries, but you could realign the system. At present, data on local salaries were being purchased to an ever-greater degree - but blanket exceptions to the current provisions could not be made.

20. **The ninth question**, a supplementary question, related to the situation in Egypt where the local currency had suffered sharp devaluation. The next salary survey was scheduled for April 2019, but difficulties loomed large, as local comparators were not willing to cooperate in the customary manner. Under such circumstances, it was asked whether the local salary survey committee would have to purchase data from the comparators, the rider to the question being how could one validate the data so purchased.

21. The ICSC Executive Secretary was aware of some countries not allowing the sharing of market data. She thus suggested that the local salary survey committee contact UN OHRM on the matter. The UN OHRM staff knew about global employers and the data they provided. They could thus best advise on sources for data on local comparators.

22. During the exchange, a remark was made on the ICSC website. It was said to be vague about the role of the Commission, while its coverage was not as international as it should be. Links to certain duty stations were missing. It was hoped that everything would work once the website was fully operational.

23. The ICSC Chairman stressed that the Commission was a strictly independent body comprising the commissioners, federations and organizations. He referred specifically to Article 6 of the ICSC Statutes. Its mandate was to regulate and coordinate the conditions of service of staff in the United Nations common system, while promoting and maintaining high standards in the international civil service. For his part, the ICSC Chairman assured Council that the Commission would be fully independent during his tenure. Its membership would also reflect international balance. He was committed to the independence of the Commission as his top priority, his other priority being communication so that the mission of the ICSC was understood by all.

24. **The final question** cited Article 6 of the ICSC statutes which, it was recalled, provided that *'The Commission shall be responsible as a body to the General Assembly. Its members shall perform their functions in full independence and with impartiality; they shall not seek or receive instructions from any Government, or from any secretariat or staff association of an organization in the United Nations common system'*. The question related thereto enquired about the way the ICSC ensured its independence and avoided undue influence.

25. The staff association that had posed the question felt that the substance of its enquiry had been covered in the response given by the ICSC Chairman (see paragraph 23).

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