



FICSA/C/58/R.1

*UGSS, in cooperation with
APS and FSA*

**REPORT OF
THE 58TH SESSION OF THE FICSA COUNCIL
(FAO, Rome, 7 to 11 February 2005)**



FEDERATION OF INTERNATIONAL CIVIL SERVANTS' ASSOCIATIONS
FEDERATION DES ASSOCIATIONS DE FONCTIONNAIRES INTERNATIONAUX

Geneva, 10 March 2005

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Report of the 58th session of the FICSA Council

FAO Rome, 7-11 February 2005

Opening of the session (Agenda item 1)

1. In his brief opening address, the President of the Federation of International Civil Servants' Associations (FICSA), Mr. Robert Weisell, welcomed the participants to Rome and thanked the three Rome-based staff associations/union for their collective efforts to ensure the success of the meeting.
2. The theme of the Council was introspection in a time of change. He hoped that in a proactive and positive manner, participants would develop a strategy and vision that built on the collective strength of the Federation.
3. In her welcoming address Ms. Margaret Eldon, General Secretary of FAO/WFP-UGSS, was confident that the Roman ambience would have a beneficial effect on the outcome of the Council. She reminded the participants of the importance of the Federation's annual meetings. Staff representatives had come for a purpose and on behalf of others, in whose interests they worked unstintingly.
4. In closing and taking Rome as an acrostic, she suggested that 'R' stood for readiness to meet the challenge and radicalism in thought and approach. 'O' stood for openness and *onestà* [honesty], while 'M' stood for meaningful and momentous in terms of the decisions that the Council would take and the improvements the participants would bring about for the members they represented. 'A' inevitably stood for *amore* – not in the romantic sense, but in the sense of altruistic love derived from a genuine willingness to understand the views of others and work together for a positive outcome to the Council.
5. The FICSA President introduced the first keynote speaker, Mohsen Bel Hadj Amor, Chairman of the International Civil Service Commission (ICSC), who thanked the Federation for having invited him once again to address its opening session. In his address, he expressed his sincere appreciation for having been given the chance to share his thoughts on the state of the common system. Since his previous meeting with Council, he had held discussions, both formal and informal, with the Federation's representatives on issues of common concern. In addition to the exchange of views that took place on formal occasions such as sessions of the Council and Commission, he assured the Council members that he was always at their disposal for consultations on issues pertaining to the conditions of service.
6. In looking back over the past year, he pointed to the General Assembly's positive reaction to the recommendations that the Commission had put forward in its annual report. They bore major implications for staff. The Assembly had approved increases in an important component of the compensation package: the education grant. It had also decided to take note of the Commission's decision on paternity leave and confirmed its recommendation to have paternity leave implemented throughout the common system within the parameters set by the Commission.
7. In looking ahead to the coming year, the Chairman identified one of the important issues facing the Commission as being the continuing review of the pay and benefits system, more particularly the dependency allowances for the Professional and higher categories, as well as the hardship and mobility allowance. Another major issue of especial importance would be that of identifying the highest-paid civil service.
8. In the latter part of the year, work would commence on the comprehensive review of pensionable remuneration. He rejected the utterly unfounded accounts that had been circulating about

the outcome of the review having already been decided. He recalled that the Commission had been requested by the General Assembly to undertake the review in 2002. However, given the workload incumbent on the Commission, primarily with respect to its ongoing review of the pay and benefits system, it had subsequently been decided to reschedule the review for 2004. Work would commence in the course of the current year, further to which it could not be said whether it would lead to any changes. In any event, staff representatives would be involved in the discussion of any new proposals.

9. The Chairman addressed the Federation's concern over the role of the *Global Consulting Service* of UNDP in the General Service salary services: in particular, its concern over outsourcing. As the body responsible for the survey methodology, the Commission was following developments closely and would continue to monitor the conduct of the salary surveys in non-headquarters duty stations. Furthermore, the Commission had established that UNDP subscribed to two basic principles. First, outsourcing could not change the methodological basis of the data collected and used to establish salary surveys. Secondly, outsourcing could not be the reason for changing the process currently being used in salary surveys.

10. On a related issue, the General Service salary survey in Brindisi, the Chairman reported that the local salary survey committee there had been in close contact with the United Nations to review and clarify a number of issue that had arisen in the wake of the survey conducted in October-November 2004. The ICSC would participate as observers in the Steering Committee meeting; he hoped the issue would be resolved to the satisfaction of all parties.

11. The Commission had also noted the objections that the Federation had raised to the possible introduction of a pay system based on broad banding and pay-for-performance as contained in FICSA/C/58/HRM/3. He assured the Council that staff's views were always taken into account in its deliberations and decisions alike. That was essential to good management and the efficient functioning of the common system. Open dialogue afforded both sides the opportunity to listen and understand not only one another's views, but also their constraints. The Commission had prepared a commentary on the FICSA paper which was circulated after the meeting.

12. Mr. Bel Hadj Amor reassured the members of the importance of the contributions of staff and FICSA, and the vital role of the ICSC. He also agreed to possible future interventions of ICSC, including assisting the UN system in monitoring staff-management relations through periodic reporting by senior management and staff representatives of their mutual commitment to strengthening staff-management roles, in the appropriate fora, for the sake of preserving the most effective international civil service system. In a subsequent question-and-answer session, the ICSC Chairman addressed seven questions that the Federation had submitted in writing. The questions related to: enhancing staff-management relations and the need to lend tangible and real support to staff in that regard; clarifying the role of the *Global Consulting Service* of UNDP and the outsourcing of the General Service salary survey; overcoming shortcomings in the information campaign on pay system reform; securing additional funding for the Federation's participation in the ever-increasing number of inter-agency fora; improving performance appraisal systems; applying the New Master Standards (NMS); and overcoming problems relating to common system human resources. A document summarising the Chairman's comments was circulated after the session.

13. The FICSA President introduced the second keynote speaker, Roger Eggleston, President of the Association for Human Resources Management in International Organisations (AHRMIO), who in the course of his long career had attended more than forty ICSC sessions over 20 years and had served as Executive Secretary to the HLCM (erstwhile CCAQ). He had been invited to talk of the lessons that staff could learn from his 'having been there' at the forefront of inter-agency relations for such a protracted period.

14. The speaker structured his presentation in four distinct parts, the first of which was a retrospective section looking at the evolution of both the ICSC and certain almost immutable features of the pay and benefits system, viz, the margin. In order to understanding the workings of both, it was essential that staff representatives develop a sense and understanding of history and the political forces at play. Politics undoubtedly played an undue role in the Commission which, at the outset, had been seen as a strictly technical body that bore promise of stability in an increasingly complex field of expertise.

15. In the second section of his presentation, the speaker urged staff associations/unions to assess and exercise the power that they actually had. The legislative framework was in place and it was good; the consultative process had simply broken down. Staff should thus return to basics and remind administrations of the power that staff rules and regulations accorded staff; they should exercise that power and persist in asking questions about human resources management. Mr. Eggleston encouraged staff representatives to fulfil their unique mandate and to consistently ask “why” in all matters affecting staff, staff rights and managerial accountability. He also stressed the opportunity to avail oneself of the services of secretariats in general as their role is to be neutral, factual, provide objective and balanced information and to support both staff and management alike for the common interest of the United Nations as a whole, e.g. the CEB Secretariat.

16. If power was to be used effectively, it had to be deployed strategically. In the third section of his presentation, the speaker spoke of adopting a ‘wise’ approach. It entailed exposing self-interest, highlighting abuse of power, pointing to instances of bad faith and keeping the organization honest. Good governance was also a major problem in an organizational setting. However, in order to be able to do that, staff had to be fully apprised of developments. It was impossible to conduct an orchestra, if the conductor did not know the score. It was essential to distinguish between political and administrative decisions. It was also essential to develop ways and means of establishing facts; for example, the number of telephone extensions in an organisation was usually a better indicator of staff numbers than established manning tables. The ultimate aim was to reconcile the need to maintain operational efficiency with the need to preserve the independence of the international civil service; however, it may be recognised that permanent contracts were a thing of the past. That notwithstanding, staff would have to impress upon Member States the need to assure staff security in more senses than one.

17. In the final section, the speaker pointed to the future issues that would confront staff in the years to come: contractual arrangements; work/life agenda; pay for performance; absenteeism; after-service health care; long-term care; improving managerial capacity; and single/dependant salary scales. Staff should address those issues with courage and armed with knowledge gleaned from other sources, such as JIU (Joint Inspection Union) reports or CEB (Chief Executives Board for Coordination) policy statements. Staff should never give up.

18. In the ensuing discussion, questions were raised on: the unrelenting pressure to do more with less and economise, be it in numbers of staff or the forms of contract; the essentiality of working in concert with management in dealing with Member States; the correlation between stress induced by hazardous postings in the field and longevity, the behaviour of political appointees; and the preference of some Member States for bilateral as distinct from multilateral approaches.

19. The final speaker in the opening session that extended through the morning to mid-afternoon was Janine Rivals of AMFIE, the Luxemburg-based credit union for active and retired civil servants. At present, it offered services in five currencies and transfers free of charge on a strictly confidential basis in accordance with the strict banking secrecy laws of Luxemburg. It purchased bonds, funds and shares for its clients at preferential rates and issued credit cards. Retirees could domicile their pensions with AMFIE. In the course of the coming year, the mutual fund was to offer loans for a trial period of one year which, if successful, would be extended to the provision of mortgages. For that to

be effective, it was essential that mechanisms be set up with organisations for payroll deductions. Ms. Rivals thus sought the support of staff unions and associations in establishing those mechanisms. For those interested in receiving further details, she referred them to the AMFIE website: www.amfie.org.

20. At a special afternoon session on the second day of the Council, a PowerPoint presentation was given by Professor David Marsden (London School of Economics) on performance-related pay.¹

21. The presentation which drew on OECD and CEP studies was structured along the following lines:

- Performance-related pay in the broader management context: key findings
- Major trends in performance-related pay policies
- Management objectives of performance-related pay
- Characteristics and effects of performance-related pay
- The role of unions
- Conclusions.

22. Basically all OECD countries had performance-related pay schemes and performance appraisal systems for employees; two-thirds of the OECD countries attempted to link performance appraisal to pay schemes. Performance-related pay was often based on objectives agreed upon between the manager and staff (individual objectives), although other schemes were based on team performance which often led to problems.

23. Staff associations/unions should establish at the outset the type of scheme envisaged and the reasons for its introduction. It should be recognised that there was no such thing as one optimal model; however, it was essential that staff be able to influence the design of the model and enter into a dialogue on adapting it to the working environment, particularly in a multicultural organisation. Staff associations/unions should be alert to the appraisal criteria being used and focus on such aspects as fairness of application, gender equality, cultural bias and provisions for appeals. Staff associations/unions should establish whether performance-related pay had an impact on promotion where there was still an element of personal choice in the matter.

24. Much to the dismay of the union concerned in the United Kingdom, the Inland Revenue staff it represented had initially agreed with the principle of performance-related pay. However, they were disillusioned once the principle was put into practice. In fact, most staff surveys had revealed that contrary to expectations, performance-related pay had but little impact on staff motivation and could lead to staff withdrawing their efforts and even sabotaging programmes; the lack of motivation was attributable to problems associated with appraisal and the limited incentive offered by 'marginal extra pay'. Clearly, the better incentives were satisfying job content, promotion, career and staff development. Irrespective of design, performance-related pay was unlikely to motivate a substantial majority of staff. Such factors as a lack of trust in management, want of necessary support and fear of management failing to invest the time and effort needed to introduce the scheme, as well as fear of senior management not 'playing fair' with the budget.

25. In the ensuing discussion², it emerged that performance-related pay was often used as a renegotiating tool for organisational change, facilitating goal-setting and clarifying job objectives. In such a context, collective bargaining offered a chance of better and fairer performance-related pay schemes being introduced. Performance-related pay schemes were not so much governed by

¹ Copies of the overheads used and a reading list were distributed, as was a paper outlining a new role for unions in public services that had implemented pay for performance (FICSA/C/58/INFO/CRP.5).

² The discussion had to be curtailed; those wishing to ask further questions were encouraged to contact the speaker via e-mail: d.marsden@lse.ac.uk.

ideological factors; the major determinant in the private sector had been the need to raise customer/client-consciousness and improve service. The public sector had subsequently come under pressure to adopt the same 'focus'.

26. Given that there was some evidence of the beneficial effects of team rewards, performance-related pay afforded an opportunity to encourage teamwork and set goals in a more focused manner. It helped to deflate managerial ego and bring senior executives back to earth; it also helped to overcome the difficulty that many middle managers faced when having to make adverse judgements on their staff.

27. Performance-related pay was not a mere fad; it would not simply fade away. It represented a culture change not only in terms of approach, but also in terms of costs – bonuses unlike annual salary increments were a 'one-off' affair.

28. The significance and impact of performance-related pay should not be overestimated. It did, however, require an atmosphere of trust. The cultural differences that marked the United Nations common system organisations and agencies made the role of the Federation even more challenging. In representing their members, staff associations/unions should endeavour to stop management making a mess of things or acting unfairly. A bottom-up approach and the involvement of staff representatives in the process were of elemental importance. The process could be summarised as 'dialogue first; recipe second'.

29. At a special morning session on the third day of the Council, Dr. Jacques Diouf, Director-General of FAO, addressed the Council with an exemplary endorsement of the work of FICSA. He also emphasized the importance of strengthened staff/management relationships for the good of the organisations and agencies of the United Nations (see Annex 17).

30. In the recently launched Millennium Project Report, 2005 had been flagged as the crucial year for stepping-up action if the world was to deliver on the pledges agreed at the Millennium Summit and other international conferences. The role of FAO in the overall effort to achieve the Millennium Development Goals (MDGs) was driven by its mandate to promote agriculture, forestry, fisheries and rural development. FAO had repeatedly maintained that improving agricultural productivity was closely linked to reducing hunger and poverty. In fact, the Organisation's mandate extended directly or indirectly to all MDGs. In the ultimate analysis, if real progress could be made in improving nutrition, it would contribute to the achievement of all the MDGs.

31. The universal membership, neutrality and political independence of the United Nations system enabled the organisations and their staff to play a positive role in providing support to developing countries and working towards the achievement of the MDGs. Indeed, the two valuable assets of FAO were the quality and, particularly, the technical competence of its staff, coupled with the highly motivating nature of its objective: eradication of hunger in the world.

32. However, if the UN system were to carry out their mandates effectively, the staff needed the best possible security and safety. Thanks to a corporate effort by UN-system organizations, FICSA and Member States, a number of measures had been put in place to improve the UN security system and afford staff better protection.

33. He noted that FICSA and the organizations of the common system had often pursued common goals such as competitive conditions of employment, increased staff development and training, the introduction of best practice human resources policies and the work/family agenda. His organisation was following with interest and vigilance the present ICSC review of the pay and benefit system. FAO had noted the concerns over the introduction of broad banding and pay for performance in the

common system. FAO considered it too early to take a firm stand on those issues as the pilot studies had yet to be completed.

34. The achievement of competitive conditions had been the underlying theme of many discussions in the UN system fora. He pledged to give his support to ensure that staff, Professional and General Service alike, enjoyed competitive working conditions. FICSA had always played an important role in the debate within the common system machinery in establishing conditions of service of staff. He expressed his appreciation to the Federation for its continuing efforts to promote the interest and welfare of staff. He looked forward to FICSA making significant contributions in that area. (The full text is attached as Annex 16)

Credentials (Agenda item 2)

35. Ms. Maria Dweggah, General Secretary of FICSA, announced those delegations, whose credentials had been received, as well as those sending proxies and guest organisations in attendance. A definitive list of credentials, proxies and guests was read out in plenary.

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

36. Ms. Margaret Eldon (FAO/WFP-UGSS) was elected Chair of the Council. Mr. Varghese Joseph (ITU) and Ms. Valérie Seguin (IMO) were elected First and Second Vice-Chair, respectively. Mr. Peter Lillie (FAFICS) was nominated Rapporteur. In keeping with the recommendation contained in paragraph 148 of the report of the 57th Council, an independent statutes expert was nominated for the duration of the Council to advise the Chair in the case of disputes. The adjudicator so appointed was Osvaldo Bastida (ex-UNHCR).

Adoption of the agenda (Agenda item 4)

37. The provisional agenda as contained in document FICSA/C/58/1 was adopted with the addition of an item on external relations (8 bis).

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

38. Council agreed to the schedule of work as contained in document FICSA/C/58/INFO/CRP 1. It was confirmed that candidates for the positions of Officers of FICSA (Executive Committees and Regional Representatives) would make individual presentations in the middle of the week, the elections themselves being scheduled for the penultimate day of the Council. It was also pointed out that a round-table on communications and a workshop would be held on the penultimate day of the Council, with a mini workshop on pensions scheduled for the final day of the meeting, while a presentation on the challenges facing staff representatives would be given in the middle of the week (see Other business below).

Constitutional matters (Agenda item 6)

39. In introducing the agenda item, the President of FICSA described the wide-ranging discussions that had taken place over the past two and a half years on the functioning of the Federation. It had led to a series of changes being made to the statutes and rules of procedure which had been sent to member associations/unions for acceptance or rejection. The postal vote returns had been 7 associations/unions in favour, with one union against. Pursuant to Article 20, the amendments so proposed had been approved. Consideration had also been given to Article 43 which allowed for a 90-day period following the announcement of the results in which members could submit written objections. No objections had been received to date. Unless a large number were to materialise by the following day, 8 February 2005, the amendments would come into force.

40. The entry into force of the new statutes bore implications for the upcoming elections which would be based on the new structure established for the Executive Committee. In reconsidering the terms of reference for the Executive Committee members as presented on page 8 of document FICSA/C/58/2, a number of amendments were introduced to accommodate the shift from regional Committees to regional representatives and expand on the latter's duties. Concern was expressed over the apparent lack of: (a) any provision being made for delegation of authority in the absence of certain office holders; and (b) a definition of financial authority and accountability. The Council's attention was drawn to Article 34 of the FICSA Statutes itemising the functions of the Executive Committee and Article 24 describing the Council's responsibility for the allocation of funds as distinct from the Executive Committee being responsible for disbursement.

41. Attention was also drawn to the apparent contradiction between the importance attached to Regional Representatives in Article 18 of the Statutes and their not being mentioned at any length in any other Article: a lacuna that might have to be addressed at a later juncture.

42. The CERN Staff Association also sought limited voting rights pursuant to Rule 11 of the Rules of the Procedure of the Council (FICSA/C/58/CRP.2). In keeping with the recommendation of the Executive Committee, the Council concurred with the request and granted the Association limited voting rights for the duration of the session and for any postal votes held before the next Council session.

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

43. The General Secretary informed Council of developments relating to the status of membership. She was pleased to report that the Federation had been joined by four new members with special status in the course of the year: International Tribunal for the Law of the Sea (ITLOS), Organization for the Prohibition of Chemical Weapons (OPCW), United Nations High Commissioner for Refugees (UNHCR) in Geneva and United Nations Logistics Base – LSU (UNLB) in Brindisi. It had also welcomed to its ranks FUNSA Egypt, FUNSA Myanmar and FASPANUCI Abidjan. The Council welcomed the newcomers with a round of applause.

44. One association, AFSM-WHO/SEAR, had formally requested that it be accorded observer status which it considered 'befitting and financially maintainable'. Three other associations, WHO/SEARO, SCBD and IFAD, were in arrears. Article 40 of the Statutes concerning the loss of voting rights for members in arrears was therefore applied. The SCBD Staff Association had reported that its financial difficulties were attributable to the calculation of FICSA dues being based on total staff numbers, whereas only half of the staff were members of the Staff Association. The assessment methodology also bore similar financial implications for the WHO/SEARO Staff Association as the FICSA contribution accounted for almost 60 per cent of the Association's budget. The WHO/SEARO Staff Association thus sought a reduction in its subscription to \$US 1,500 per annum.

45. The Council noted that the third association in arrears, IFAD, was located in Rome and the FICSA President had attended the Staff Association's annual general meeting there. It thus urged that the IFAD Staff Association, whose staff were involved in the pilot study on broad banding, be approached on the issue of the arrears.

46. The Council also considered an application for full membership from the Area Staff Union of UNRWA (UNRWA/ASU) in the West Bank (FICSA/C/58/CRP.1). Certain reservations were expressed about the Union's ability to meet its liabilities to FICSA. The Council was reassured that the majority of staff members (3,800 out of a total complement of 4,500) would be paying members,

further to which both the Executive Committee and the Standing Committee on Legal Questions supported the application.

- **The Council thus approved by consensus the application for full membership submitted by UNRWA/ASU West Bank.**
- **The Council further approved by acclamation the granting of observer status to AFSM-WHO/SEAR.**

47. The Council also listened with sympathy to an explanation given by the PAHO/WHO Staff Association (Washington) of their current financial plight. Over a period of ten years, the Staff Association had depleted its ample reserves and was currently embarking on a course designed to set it once again on a sound financial footing. A series of draconian measures had been introduced, thus deflecting the pressure that had built up in favour of withdrawing from FICSA. In fact, at one stage the PAHO/WHO Staff Association had served notice and paid all dues that had accrued during the six-month period of notice. In the interim, however, the Staff Association had reconsidered its options and despite dwindling membership stood firm to face new challenges. It was estimated that a three-year recovery period would be necessary. The PAHO/WHO Staff Association entered an impassioned plea for the Federation's understanding of its predicament. A document outlining the dues payment plan proposed by the Staff Association was subsequently issued (FICSA/58/A&B/CRP.5) and discussed under agenda item 18.

48. The Council recognised the honesty, clarity and perspicacity with which the PAHO/WHO Staff Association had presented its case. The problems that it faced, such as erosion of confidence in associations/unions and the debilitating effects of new contractual arrangements on staff morale, were common to many member associations/unions. It was a situation that called for solidarity and trust within the Federation.

- **The Council thus urged the Executive Committee to elaborate, in concert with the PAHO/WHO Staff Association, a solution to the financial problems it faced in paying its contribution to the Federation.**

49. Given the financial implications of the dire straits in which the PAHO/WHO Staff Association found itself and the shortfall in membership revenue with all the ripple effects, the Executive Committee was requested to recalculate the scale of contributions for 2005 prior to the deliberations of the ad hoc Committee on Administrative and Budgetary Questions.

Report of the Executive Committee for 2004-2005 (Agenda item 8)

50. The President introduced the Report of the Executive Committee for 2004/2005 (document FICSA/C/58/3 and Addenda 1 and 2). He described the structure of the report and spoke positively of the Federation's participation in inter-agency fora where FICSA had been given a warm welcome. However, in order to be able to hold one's own and enhance the substantive contribution of the Federation to the deliberations in such bodies as ICSC and HLCM, it was essential that member associations/unions provide the Federation with regular feedback on human resources policies and practices in their various organisations.

51. The Federation had found itself involved in an increasing number of ICSC working groups where it was intent upon safeguarding staff rights on a number of crucial issues, such as the mobility and hardship allowance. In respect of the ICSC, the Federation had undoubtedly benefited from the review of the Commission being delayed, as it would afford more time for a critical assessment of that body. He also drew attention to the work that FICSA was doing on pensionable remuneration; the situation was well in hand. That, however, did not lessen the importance that the Federation attached to the very complex issue of pensions.

52. Relations with other staff representative groups and non-affiliated staff associations/unions had been chequered over the past year. The President sought guidance on the issue. He also sought the Council's advice on means of assuring access to legal advice. The current roster of lawyers would have to be revised and ways found of keeping at least one lawyer on a retainer.

53. A factor of paramount importance to any federation was the drafting and distribution of information. FICSA was intent upon revamping its publications, improving dissemination and enhancing its website. That and all the other tasks incumbent on the Federation made great demands of both the Executive Committee and the staff of the Secretariat. In concluding, the President expressed his thanks to his fellow members on the Executive Committee. He also paid especial thanks the staff in the FICSA offices; they had provided unflagging support throughout the year.

54. Following the presentation, the floor was opened for discussion. A number of the delegations that took the floor spoke highly of the comprehensive nature of the report which reflected the broad range of activities that the Federation had undertaken in the course of the year. It was also suggested that the value of the report could be heightened further, were it to provide a synoptic analysis, possibly in the form a matrix, of results achieved and other outcomes in relation to the programme of activities identified by the standing committees and the Council plenary. Furthermore, the Executive Committee report for the coming year should include reports from all the regional representatives. It should also provide an indicative strategy and action plan.

55. Among the activities undertaken in the past year, attention had focused on the intolerable situation prevailing in UNRWA with respect to both hazard pay and malicious act insurance coverage, both of which were still denied to UNRWA area staff. The current policy was highly discriminatory. It was unacceptable that the General Assembly should declare an area to be hazardous, yet fail to provide the funding needed to cover the costs of ensuring the security of all staff in the area and awarding hazard pay and appropriate insurance coverage to those currently denied such rights. The Council was assured that FICSA would pursue the matter with renewed vigour.

56. The Federation was urged not to let up in its efforts to make its voice heard 'loud and clear' in the Fifth Committee of the General Assembly, other governing bodies, as well as in inter-agency bodies. It was intimated that ICSC had apparently relaxed its gatekeeper function somewhat and was leaving the door slightly ajar for FICSA interventions. The opportunity should be seized.

- **The Council decided that FICSA should make an official request for access to the informal sessions of the Fifth Committee of the General Assembly, as well as initiate the active advocacy activities with the Geneva Group of Member States.**

57. On a related plane, it was noted that given the importance of the debate in the Pension Board and the latter's standing committee, FICSA and FAFICS should enter into closer co-operation as many of the issues raised bore the same implications for active and retired staff alike.

58. The Federation was urged to adopt a high-profile communications strategy. As a first step towards that aim, it was suggested that the Council issue a statement or manifesto at the end of its deliberations reaffirming its commitment to the United Nations and collective responsibility.

59. The importance of effective communications was stressed by a number of delegations. It was essential that FICSA information reach the rank and file of the member associations/unions – and not merely the members of the various executive committees. Effective communication was particularly pertinent to the introduction of the New Master Standard. Staff had to be fully aware of what it all entailed.

60. At the close of the discussion, it was agreed that the Council would draft four resolutions on:

- Denial of hazard pay to UNRWA area staff addressed to the General Assembly
- Rights of staff associations addressed to all administrations
- Piloting broadbanding addressed to the ICSC
- ILO Administrative Tribunal reform addressed to the ILO Governing Body.

61. A fifth resolution would address the issue of relations with other staff representative bodies. In the ultimate analysis, only three of the above resolutions (first, second and forth) were adopted. The final resolutions appear in Annex 2.

External relations (Agenda item 8 bis)

62. The Council noted with satisfaction the close relationship evolving with CCISUA. That cooperation stood in marked contrast to the relationship with other non-FICSA staff associations/unions which seemed bent on calling into question the *raison d'être* of the Federation and its activities, often capitalising on ideas and policies that FICSA had originally developed, yet without crediting the Federation. In order to overcome the current *impasse*, it was absolutely essential to build on commonality and identity of purpose.

63. Unity was strength, as were loyalty to the Federation and respect of the democratic process. The Executive Committee should make the re-establishment of those principles a priority and seek the most appropriate course of action.

64. The UNDP/UNFPA/UNOPS Staff Association offered its good offices as 'bridge-builder'. The ultimate aim would be to draw up with CCISUA - and, if feasible, with other non-member associations/unions – in all frankness and honesty a common plan of action extending over a two-year period itemising such activities as preparing joint reports, sharing expertise and pooling funds. In that context, the maintenance of good faith throughout the Federation and among its potential partners was of primordial importance.

65. A moral could be drawn from the experience of the FUNSAs where such divisions did not exist. The FUNSAs might possibly exert some pressure on their colleagues at headquarters.

Election of the Executive Committee and subsidiary organs for 2005-2006 (Agenda item 9)

66. 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.

67. At the session devoted to elections, the Chair informed Council that she had received the following nominations up to the time of the elections (in alphabetical order) for election to the Executive Committee and Regional Representatives for the period 2005/2006 (see FICSA/C/58/INFO/2/Rev.1):

| Name | Organization | Position |
|---------------------------------|------------------------------|---|
| Mr. Franco Becchi ³ | UNDP/UNFPA/UNOPS New York | Member without Portfolio |
| Ms. Maria Dweggah | WHO/HQ Geneva | First of two members for Compensation Issues |
| Mr. Diab El-Tabari | UNWRA/ASA Beirut | Member for Regional and Field Issues |
| Mr. Varghese Joseph | ITU Geneva | Member without Portfolio |
| Mr. Paul Matsiona | WHO/AFRO Brazzaville | Regional Representative for Africa |
| Mr. Mauro Pace | FAO/WFP-UGSS Rome | Second of two members for Compensation Issues |
| Ms. Vivien Ponniah ³ | UNDP/UNFPA/UNOPS New York | 1. General Secretary 2. Member without Portfolio |
| Mr. Dimitri Samaras | UNDP/UNFPA/UNOPS New York | Regional Representative for the Americas |
| Ms. Valérie Seguin | IMO London | 1. Member without Portfolio; or 2. Regional Representative for Europe |
| Mr. Edward Seidler | FAO/WFP-FSA Rome | Treasurer |
| Ms. Manijeh Torabi | IAEA Vienna | Regional Representative for Europe |

68. The following persons were elected:

Executive Committee Officers

| | |
|---|-----------------------------------|
| General Secretary | Vivien Ponniah (UNDP/UNFPA/UNOPS) |
| Treasurer Edward Seidler (FAO/WFP-FSA) | |
| First of two members for Compensation Issues | Maria Dweggah (WHO/HQ Geneva) |
| Second of two members for Compensation Issues | Mauro Pace (FAO/WFP-UGSS) |
| Member for Regional and Field Issues | Diab El-Tabari (UNRWA/ASA) |
| Member without Portfolio | Valérie Seguin (IMO) |

Regional Representatives

| | |
|--|--------------------------------------|
| Regional Representative for Africa | Paul Matsiona (WHO/AFRO Brazzaville) |
| Regional Representative for Asia (<i>Nomination received from the floor at the time of the election for this position.</i>) | Fredrik Schultz (UNRWA/ISA) |
| Regional Representative for Europe | Manijeh Torabi (IAEA) |
| Regional Representative for the Americas | Dimitri Samaras (UNDP/UNFPA/UNOPS) |

³ Article 29

The seven members of the Executive Committee shall be elected by the Council as representatives of the Federation. Each nomination for election shall require the support of the association/union to which the candidate belongs. **No association/union may provide more than one member of the Committee.** In electing the Executive Committee, the Council shall strive to balance gender, professional category, and geographical distribution.

Election of the Standing Committee officers for 2005-2006 (Agenda item 10)

69. The Council elected the following Chairs and Vice-Chairs of the Standing Committees, together with the members of the respective 'core groups' (a body to support the officers of each standing committee throughout the year), for 2005-2006:

Legal questions

Chair: Jean-Pol Matheys (CERN)
 Vice-Chair: Margaret Eldon (FAO/WFP-UGSS)
 Core group: Andrés Orias-Bleichner (WMO)
 Stephan Flaetgen (UNDP/UNFPA/UNOPS)

Human resources management

Chair: Bruno de Padirac (UNESCO)
 Vice-Chair: Valérie Seguin (IMO)
 Core group: Lisa Villard (IAEA)
 Maria Traficanti (UNRWA/ISA)
 Jane Wu (FAO/WFP-APS)
 Jean-Pierre Cebren (FAO/WFP-FSA)
 Martin Backlund (UNDP/UNFPA/UNOPS)

Social security/occupational health and safety

Chair: Claudio Cherubini (FAO/WFP-UGSS)
 Vice-Chairs: Jacques Sanou (ITU)
 Lawrence Clarke (FAO/WFP-APS)
 Core group: Rolando Chacon (PAHO/WHO Washington)
 Other nominations to be invited

Conditions of service in the field

Chair: Jean-Pierre Cebren (FAO/WFP-FSA)
 Vice-Chair: Simone Tetz (WHO/EURO Copenhagen)
 Core group: Nominations to be invited

General Service questions

Chair: Edmond Mobio (WHO/HQ Geneva)
 Vice-Chairs: Rolando Chacon (PAHO/WHO Washington)
 Mauro Pace (FAO/WFP-UGSS)
 Core group: Nominations to be invited

Professional salaries and allowances

Chair: Kristin Kolshus (FAO/WFP-APS)
 Vice-Chair: Kees de Joncheere (WHO/EURO Copenhagen)
 Core-group: Manijeh Torabi (IAEA)
 Rosamond Deming (WTO/OMT)
 Jakob Skoet (FAO/WFP-APS)
 Matt Montavon (FAO/WFP-APS)

Standing Committee on Legal Questions (Agenda item 11)

70. The report of the Standing Committee on Legal Questions (see Annex 3) was introduced by the Chair of the Committee. He focused on certain specific aspects of the Committee's deliberations. For the purpose of more efficient cross-referencing, the Committee recommended an indexing system for all Council decisions. It had also requested an allocation of SFR 8,000 to fund a study into the shortcomings of the UN Administrative Tribunal (UNAT). It had also drafted a resolution on the reform process in the ILO Administrative Tribunal (ILOAT).

71. Throughout the coming year, the Committee would maintain its consultative function, clarifying constitutional aspects of such issues as weighted voting rights and membership criteria. The FICSA Statutes were very much a 'work in progress' as lacunae and shortcomings became apparent that called for resolution. The Committee had noted a growing number of appeals being lodged in connection with the restructuring process in various agencies; it would follow developments closely.

72. The Committee had also 'revisited' the issue of recovering arrears. The report proposed a non-confrontational policy for approaching bad debtors. The Committee was also pleased to announce that Dean Neal, the former President of the IAEA Staff Association, had been completely exonerated of all charges against him. That confirmed the IAEA Staff Association's contention from the very outset that Dean Neal had always acted with the best interests of staff foremost in his mind. In closing the Chair announced that he would be stepping down, but would stay on to serve on the 'core group' attached to the Committee.

73. The Vice-Chair, who had been proposed as Chair for 2005, gave a brief analytical summary of ILOAT Judgment No. 2420. The appeal had been dismissed. The judgment clearly granted the General Assembly some leeway in determining the desirable mid-point, however instable, unpredictable and non-transparent the method used to determine that mid-point might have been. That notwithstanding, three positive and useful points had emerged from the judgement:

- (a) It was now part of the Tribunal's case law that associations/unions could submit *amicus curiae* briefs, even if those briefs could not '*be equated with the brief of an intervener.*'
- (b) The Tribunal confirmed that any organization '*that introduces elements of the common system [...] has a duty to ensure that [they] are lawful.*'
- (c) The Tribunal judges also recognised that '*the overall level of the margin remains significantly lower than 115*' and that it '*was considerably lower [...] at 111 in 2001 and 109.3 in 2002*' (emphasis added). It further considered that the General Assembly should pursue its goal of maintaining the margin '*around the desirable mid-point of 115.*' Such statements by the Tribunal could prove very useful, should the margin move still further away from 115 than at present to arrive at the level of 109-110.

74. In the subsequent discussion, appreciation was expressed for the Committee's focus on weighted voting rights and lacunae in the Statutes. The Federation stood to benefit from the Committee's close monitoring of the restructuring-based appeals being lodged in many agencies.

75. The Council was re-assured that the establishment of the 'core groups' was not tantamount to bypassing formal lines of communication. The 'core group' was designed as a body to support the officers of each Standing Committee throughout the year.

76. Debate raged over the issue of Public Services International (PSI). It was noted the issue of affiliation with PSI was primarily a financial matter that would be decided in the course of the budget discussion. The benefits of affiliation were explained, as were the financial implications. In the past

year a preferential affiliation fee had been negotiated that would have to be renegotiated for the current year.

77. A protracted debate also ensued on the issue of recovering arrears. Two delegations were opposed to the third stage in the recovery process, which was described as ‘letter-bombing’ and could well prove counter-productive. Furthermore, writing repeatedly on the same issue could be interpreted as a sign of weakness. Support was expressed for a more positive approach, drawing former members’ attention to the progress achieved by the Federation. The Chair of the Committee drew attention to the use in the recommendation of the terms ‘with all respect’, ‘deep concern’ and ‘a positive manner’. Furthermore, each association/union was free to chart its own course in the matter: the action recommended was voluntary. The head of the IAEA delegation undertook to speak to his counterpart in UNIDO. In that context, the Council took note of the constructive spirit prevailing at the Council and urged that former members of FICSA be encouraged to return to the Federation.

78. The Council adopted the resolution on the ILOAT reform process submitted by the Standing Committee (Resolution 58/1, Annex 2).

79. The Council supported the names put forward for the positions of Chair and Vice-Chair and noted the names proposed for the ‘core group’ subject to their final confirmation. The Standing Committee Officers and the members of the ‘core group’ were to be elected under agenda item 11.

80. The Council took note of the report with the amendments thereto and adopted the recommendations therein. The Council adopted the following decision.

Summary

81. On the basis of the report submitted by the Standing Committee on Legal Questions, the Council adopted the following decisions:

It was decided that:

- **The present Council should appoint three persons to each Standing Committee as the ‘core group’ to support the Chair and Vice-Chair in the course of next year;**
- **The Executive Committee should provide it with the guidance needed, as agreed at the 57th Council, regarding a review of the methodology used for preparing the scales of assessment;**
- **The Secretariat should provide each Council decision with a unique identification number to facilitate making reference to them (the suggested format being D.m.n where m is the Council session number and n the decision index number);**
- **The present Council should consider and adopt the resolution on The ILOAT reform process; and (ii) the Executive Committee should lobby actively via all possible channels in favour of *locus standi* and request a meeting with ILO Legal Counsel in order to review developments and press the Federation’s position;**
- **The present Council should allocate an amount of SFR 3,000 to commission a study by a renowned specialist into the shortcomings of UNAT;**
- **The Executive Committee should communicate the opinions already obtained regarding the Federation’s Statutes to the Committee for study; and (ii) the Standing Committee should be mandated to prepare, together with one or two persons appointed to that effect**

by the Executive Committee, proposals on an overall review of the Federation's Statutes to be submitted to the next Council (the initial purpose of that review being to close loopholes, harmonise wording, remove ambiguities, resolve contradictions and clarify categories of membership);

- The Committee should be mandated to draft statutory text such that any reduction in a member association's/union's annual assessment would result in a corresponding reduction in weighted voting rights and to submit that text to the Executive Committee. If the Executive Committee considered it appropriate, it should submit the text to the members of the Federation in the course of the year for their consideration and decision;
- The Standing Committee should be mandated to draft statutory text to reflect the fact that an Associate Member's weighted voting rights would be 9% of that of a Member of the corresponding size and to submit that text to the Executive Committee. If the Executive Committee considered it appropriate, it should submit the text to the members of the Federation in the course of the year for their consideration and decision;
- The present Council should mandate the Standing Committee to clarify the meaning of Article 6 of the Statutes in regard to *'belonging to the United Nations family, or applying the terms and conditions of service of the United Nations common system'* and submit its understanding to the Executive Committee. If the Executive Committee considered it appropriate, it should submit the text to the members of the Federation in the course of the year for their consideration and decision;
- The present Council should mandate the Committee to continue to refine the Framework Convention with CAP; and
- The Executive Committee should: (i) formally send a detailed invoice to each former member with outstanding arrears; (ii) if, after an appropriate period of time, those arrears were not paid, the Executive Committee should send each former member with outstanding arrears two reminders couched in increasingly strong language and seeking ways by which the arrears could be settled; and (iii) if, after an appropriate period of time, arrears were still not paid, the Executive Committee should request the membership to address a letter to each former member with outstanding arrears, expressing deep concern over the situation in a positive manner and with all respect accorded between staff representative bodies and requesting that a way be found to settle the arrears.

Standing Committee on Human Resources Management (Agenda item 12)

82. The report of the Standing Committee on Human Resources Management (see Annex 4) was introduced by the Chair of the Committee. In his opening remarks, he thanked the members of the Standing Committee, in particular the Rapporteur, Leslie Ewart, for their contribution to the deliberations.

83. In discussing the report, emphasis was placed on the importance of paternity leave, a policy that enjoyed varying degrees of acceptance and implementation in the different common system organisations. A similar degree of variance and non-implementation obtained with respect to the recognition of domestic partnerships. Even in those instances where domestic partnerships were recognised, their recognition was intrinsically discriminatory as it was based on the law of nationality and did not respect the independence of the international civil service. The Council further recognised the need to reform contractual arrangements, particular in view of the increasing use of short-term contracts and the shift towards outsourcing.

84. The lack of progress towards achieving gender balance was also noted, although its achievement should go beyond the mere issuance of vacancy notices which often represented 'wishful thinking'. Collecting statistics on gender balance might be beyond the scope of FICSA a note of caution was struck with respect to reverse discrimination. Gender balance had to be fair to both males and females. Regret was expressed at the lack of replies to the FICSA questionnaire on joint staff-management machinery.

85. The Standing Committee had also held a joint meeting with the Standing Committee on Professional Salaries and Allowances. The outcome of that meeting was discussed under the agenda item relating to the work of that Standing Committee (Agenda item 17).

86. The Council adopted the resolution on the basic rights of staff associations/unions submitted by the Standing Committee (Resolution 58/2, Annex 2).

87. The Council supported the names put forward for the positions of Chair and Vice-Chair and noted the names proposed for the 'core group' subject to their final confirmation. The Standing Committee Officers and the members of the 'core group' were to be elected under agenda item 11.

88. The Council took note of the report with the amendments thereto and adopted the recommendations therein. The Council adopted the following decisions:

It was decided that:

- **Each association/union should send information about the implementation of paternity leave policy in their respective organisations to the FICSA Secretariat for the purpose of updating the human resources database on the Federation's website;**
- **Members whose organizations had not yet implemented the paternity leave policy should meet with their administrations and urge them to do so;**
- **The FICSA Executive Committee should continue to monitor the implementation of the paternity leave policy and seize every opportunity to remind administrators of the need to introduce that policy, if that had not yet been done;**
- **The FICSA Executive Committee should urge administrations to keep their staff well informed about entitlements;**
- **The FICSA Secretariat should distribute to its members its position paper on contractual arrangements and the FICSA Executive Committee should distribute the same to the administrations of their organisations;**
- **The FICSA Secretariat should collect information on contractual arrangements in each organization, including rules and practices;**
- **The FICSA Secretariat should inform the membership about the outcome of discussions on ICSC/60/R.6;**
- **An item on minimum basic compliances should be placed on the agenda of the Standing Committee at the 59th FICSA Council in 2006;**

- A focus group had been established and will work towards identifying minimum basic employment standards by reviewing ILO legal instruments and the jurisprudence of administrative tribunals. Members of this group are: Lisa Villard (IAEA), Maria Traficante (UNRWA/ISA), Jane Wu (FAO/WFP-APS), Jean-Pierre Cebron (FAO/WFP-FSA) and Ingrid Lopez (IMO);
- The FICSA Executive Committee should seize every opportunity to urge administrations to respect and apply their own rules and should make a strong statement to that effect to the CEB;
- Members should work closely with their administrations to urge them to implement at all duty stations the policy promulgated on domestic partnerships;
- At the inter-agency level, the FICSA Executive Committee should monitor the implementation and urge administrators to implement the policy on domestic partnerships and the Executive Committee should report thereon to the 59th FICSA Council in 2006;
- A task force should work during the year to develop proposals for expanding the policy on domestic partnerships so that it could be applied to all staff without
- Discrimination, and those proposals would be submitted to the Standing Committee on Legal Questions for its opinion at the 59th FICSA Council in 2006. The composition of the Task Force would be as follows: FAO/WFP-APS, IAEA, IMO, ITU, UNESCO, UNRWA and WHO/EURO;
- The FICSA Secretariat should endeavour to meet the need for precise statistics on gender balance and collect those data or encourage the CEB Secretariat to undertake that task;
- Gender balance should be achieved at all levels, including within governing bodies, working groups and task forces, and when addressing their governing bodies, members should promote the need for gender balance and the Executive Committee should press for the same at the inter-agency level;
- Members should reply to the FICSA questionnaire on joint staff-management machinery, on the basis of which FICSA should identify best and worst practices, and post the information on the FICSA website. A working group would be established with participants from UNDP/UNFPA/UNOPS, FAO/WFP-APS, FAO/WFP-UGSS, IMO, ITU, UNESCO, WHO and WMO;
- An item on outsourcing should be placed on the agenda of the Standing Committee at the 59th FICSA Council in 2006.

Standing Committee on Social Security/Occupational Health and Safety (Agenda item 13)

89. The report of the Standing Committee on Social Security/Occupational Health and Safety (see Annex 5) was introduced by the Vice-Chair of the Committee, who described the thrust of the meeting in very summary terms. He drew attention to the various recommendations that had been adopted and pointed out that the Standing Committee had been unable to compose a 'core group' and thus sought nominations. One person stepped forward in the course of the plenary debate on the item.

90. In the ensuing discussion, it was stressed that the fluctuations in the dollar exchange rate had had a major impact on local track pensions in strong currency countries. It was also explained that in the discussion of the final average remuneration (FAR) thitherto, no legal problems had arisen; the reservations expressed had been solely of a technical nature. The domestic partnership issue, which had also been taken up in the Standing Committee on Human Resources Management was not a matter of applying rules more liberally, but one of overcoming the inherently discriminatory nature of the policy. The Standing Committee had introduced a recommendation pertaining to staff members wishing to return to work after recovering from a disability. It was reported that in some instances, some people had been refused re-entry to their former workplace on the grounds that the organisations were under no obligation to take them back.

91. The question of ethical investments by the United Nations Joint Staff Pension Fund was considered to be open to misinterpretation in the absence of a clear definition of the term 'ethical investment'. The Council supported fully the proposal that FICSA be represented on the joint UNJSPB-ICSC Working Group on pensionable remuneration.

92. The Council supported the names put forward for the positions of Chair and Vice-Chair and noted the name proposed for the 'core group' subject to their final confirmation. It looked forward to more nominations coming forward. The Standing Committee Officers and the members of the 'core group' were to be elected under agenda item 11.

93. The Council took note of the report with the amendments thereto and adopted the recommendations therein. The Council adopted the following decisions:

It was decided that:

- **The Executive Committee should disseminate the document on local track pensions, which focused on the problems raised by the depreciation of the dollar, to participants' representatives on the various local staff pension committees with the request that they press for the inclusion of an item related to the problem raised in the document in the agenda of the upcoming session of the Standing Committee of the UN Joint Staff Pension Board (UNJSPB);**
- **FICSA should maintain the position that FAR at the time of retirement should not be lower than the level to which the staff member would have been entitled at the age of 55;**
- **FICSA should maintain its position that the former staff members in the former Soviet Union were fully entitled to their benefits and insist on that position until the restoration of their pension rights. In the interim, the UNJSPF Emergency Fund should be used to alleviate the financial hardship currently facing former colleagues from those countries;**
- **FAFICS/FICSA/UNWG should continue their efforts and press for: (a) the resolution of the inconsistencies regarding benefits payable to surviving spouses and divorced spouses in Article 35(bis) of the Pension Fund Regulations; and (b) reduction to five years of the ten-year period of marriage now required under article 35 bis (b)(i);**
- **FICSA should adopt a firm position in favour of more liberal rules governing domestic partnerships so as to avoid, inter alia, discrimination based on nationality;**
- **The FICSA Executive Committee, through the participants' representatives, should endeavour to have the Pension Fund Secretariat undertake a comparative study on the best practices pertaining to the reinstatement of former staff members after recovery from disability in other international organizations for submission to the UNJSPB and,**

as a complementary measure, the FICSA Executive Committee should raise awareness of the issue within the HR Network;

- **The Executive Committee of FICSA should request the UNJSPB to review the issue of ethical investments and report thereon;**
- **FICSA should lend full support to the proposal that retirees be granted representation on the Pension Board in adequate number and with full voting rights;**
- **Should it prove necessary to appoint representatives to the joint UNJSPB-ICSC Working Group on pensionable remuneration, the FICSA Executive Committee should discuss the appointment with the Standing Committee;**
- **A discussion of the FAFICS survey of long-term care, supported by appropriate documentation, should be included in the agenda of the Standing Committee at its next session;**
- **FICSA should continue monitoring and participating in the inter-agency meetings on the subject, provided that participation incurred no costs.**

Standing Committee on Conditions of Service in the Field (Agenda item 14)

94. The report of the Standing Committee on Conditions of Service in the Field (see Annex 6) was introduced by the Chair of the Committee. He described the outcome of the discussions in the meetings of the Standing Committee and in the joint meeting with the Standing Committee on Professional salaries and Allowances.

95. FUNSA Myanmar had given an extensive report on conditions in that country and pointed out the shortcomings, inter alia, of the Flemming principle in terms of ensuring the well-being of national staff. The Standing Committee had also focused on hardship classification and a resolution had been drafted on the issue of hazard pay for locally-recruited UNRWA staff. In respect of safety and security, the Standing Committee had compiled a list of major concerns, while in respect of health-care it had urged that a comprehensive data base providing details of medical coverage for national staff be set so that the best practices could be identified. The Standing Committee had regretted the absence of any report from Latin America.

96. The Standing Committee had pointed to the key role played by FUNSAs in all regions. FUNSAs had been urged to provide FICSA with information on specific problems as well as information on local health care providers. It was suggested that that might be achieved through an exchange of information on-line, possibly linked through the FICSA website. However, in respect of websites in general, the Council cautioned against the use of websites as an alternative to, or substitute for, effective briefing. Electronic communications were often used by administrations in lieu of attempting to inform and communicate effectively.

97. The Standing Committee had particularly stressed the importance of regional representatives travelling within their regions of coverage. A more recent development was the marked deterioration in the conditions of service of staff serving in certain countries in South-Eastern Europe; the situation called for attention.

98. In the discussions with the Standing Committee on Professional Salaries and Allowances, the focus had been on the potential erosion of the hardship and mobility scheme that, as it stood currently, was seen to be functioning satisfactorily and thus should not be changed. The joint meeting had adopted two recommendations.

99. The Council adopted the resolution on hazard payment for locally-recruited UNRWA staff serving in the West Bank and Gaza duty stations submitted by the Standing Committee (Resolution 58/3, Annex 2).

100. The Council supported the names put forward for the positions of Chair and Vice-Chair and noted that nominations for the 'core group' were being invited. The Standing Committee Officers were to be elected under agenda item 11.

101. The Council took note of the report of the deliberations of the Standing Committee and that of the joint meeting with Standing Committee on Professional Salaries and Allowances, together with the amendments thereto, and adopted the recommendations therein. The Council adopted the following decisions:

It was decided that:

- **When participants finalised the draft survey of conditions in the field, efforts should be made to include questions which could draw out information on National Professional Officers (NPOs) and, wherever possible, the salary scales for NPOs should be attached to the completed questionnaires when submitted;**
- **The concerns over the safety and security of UN staff raised by the Standing Committee on Conditions of Service in the Field should be brought to the attention of the Department of Safety and Security at UN Headquarters;**
- **Individual staff members should take responsibility for their part in ensuring their own safety by taking security training seriously and by encouraging their colleagues to do likewise;**
- **FICSA should carry out a comparative study of best practices with a view to seeking unified arrangements for medical insurance coverage for field staff;**
- **The FICSA Executive Committee and Regional Representatives, together with members of the Standing Committee on Conditions of Service in the Field, should identify the areas where information gaps are most acute and also obtain, where possible, information on focal points for specific areas of concern to staff, from the organisations;**
- **Staff associations/unions should lobby the administrations of their organisations to inform staff better and engage their executive heads in communicating more directly with their staff;**
- **The FICSA Executive Committee should continue to address the many unresolved issues that confront UNRWA;**
- **While participating in the upcoming meetings of the Commission, the FICSA representatives should demand that given its insistence regarding the review and revision of the hardship and mobility scheme, the ICSC should take account of fair international standards and the need for transparency when deciding on any revisions;**
- **The FICSA Secretariat, together with the Standing Committees on Professional Salaries and Allowances and Conditions of Service in the Field, and their respective 'core groups', should review the original rationale for the mobility and hardship scheme as well as the recent document issued by the Secretary-General on recruitment and**

retention as a basis for supporting arguments against the erosion of the hardship and mobility scheme.

Standing Committee on General Service Questions (Agenda item 15)

102. The report of the Standing Committee on General Service Questions (see Annex 7) was introduced by the Chair of the Committee, who gave a brief summary of the Standing Committee's deliberations.

103. In the ensuing discussion a plea was made for amending the distinction made between 'headquarters' and 'field'; it was felt that 'centralised' and 'decentralised' might be more appropriate terms. The role of the FUNSAs was underscored once again. Thanks were extended to those FUNSAs whose representatives had travelled to the present Council and provided many valuable insights.

104. It was noted that the Standing Committee had not put forward any names for the 'core group'. It was suggested that given the extensive list of persons on the Permanent Technical Committees (PTCs) and the resource persons and experts listed in Annexes 3 and 4 of the Standing Committee's report, further nominations might not be necessary. That, however, should not discourage people stepping forward to serve in any of those capacities.

105. Attention was also drawn to the issues emanating from the workshops on GS salary survey methodology at non-HQ duty stations held in Bangkok and Cairo in 2004 which deserved the particular attention of all. Of comparable importance were the recommendations of the FICSA working group that had developed training material for the GS workshops; they would serve to strengthen the capabilities of those facing the prospects of a salary survey. Funding had been requested in the budget for 2005 to cover the costs of finalising the material and travelling to the workshops. The Standing Committee was commended for its efforts in that regard. Scope clearly existed for pooling resources with the Standing Committee on Professional Salaries and Allowances which had also prepared briefing material in PowerPoint format that would be available as of mid-June 2005.

106. During the extended discussion on the training material for the workshop, emphasis was placed on the need for a modular approach. Certain topics/modules should only be broached or used, if the need for them was proven. In other words, a careful assessment of the participants' needs should be made prior to the workshop. After testing the concept in Beirut, six similar workshops had been proposed for the current year, some of which would attempt to defray costs by charging a participation fee.

107. The discussion also confirmed the concerns raised over the proposed introduction of common GS classification standards for all HQ duty stations. It pointed out the need for careful preparation so as to be able to submit a convincing brief to the ICSC working group.

108. The Council supported the names put forward for the positions of Chair and Vice-Chair and noted that nominations for the 'core group' were being invited. The Standing Committee Officers were to be elected under agenda item 11.

109. The Council took note of the report of the deliberations of the Standing Committee and its annexes, together with the amendments thereto, and adopted the recommendations therein. The Council adopted the following decisions:

It was decided that:

- **The FICSA Executive Committee, in consultation with the Officers of the Standing Committee on General Service Questions, should set up a FICSA working group in preparation for participation in the ICSC Technical Working Group on GS post classification;**
- **The FICSA Executive Committee and Regional Representatives, in consultation with the Officers of the Standing Committee on General Service Questions, should arrange for the preparation of teaching material for the GS salary survey workshops;**
- **The FICSA Executive Committee and Regional Representatives, in consultation with the Officers of the Standing Committee on General Service Questions, should arrange for the conduct of six salary survey workshops for HQ and Non-HQ duty stations in the course of 2005;**
- **The FICSA Executive Committee, in consultation with the Officers of the Standing Committee on General Service Questions, should arrange for a one-day meeting of the HQ and Non-HQ PTCs to be held immediately prior to the 59th session of the FICSA Council;**
- **The FICSA Executive Committee, in consultation with the Officers of the Standing Committee on General Service Questions, should provide assistance to the member associations/unions concerned so as to ensure their effective participation in the salary surveys being undertaken in Montreal, Rome and New York;**
- **The FICSA Secretariat should collect information on areas affected by the devaluation of local currencies in order to compile enough data to prepare a working paper on that area and propose corrective measures.**

Standing Committee on Professional Salaries and Allowances (Agenda item 16)

110. The report of the Standing Committee on Professional Salaries and Allowances was introduced by the Chair, who briefly summarised the outcome of the meetings which had been mostly informational in nature. That, however, should not be allowed to detract from the importance of the coming year. It would witness the place-to-place surveys in the HQ duty stations, thus underscoring the pertinence of the workshops on Professional salaries and allowances. A strong plea had been entered for the implementation of the post adjustment and place-to-place survey modules of the workshop being implanted at those duty stations facing the prospects of a survey. Synergies could also be developed with the workshop material that had been developed by the Standing Committee on General Service Questions.

111. Other important issues looming large were the upcoming ICSC session at the end of the current month which would include discussions on spouse benefits and the pay and benefits system, more specifically modernising and simplifying children's and secondary dependant's allowances.

112. The year would also mark the initiation of work on updating certain sections of the publication entitled: the United Nations: An uncompetitive employer. A commensurate allocation of funds had been requested in the proposed budget for 2005.

113. The Standing Committee on Professional Salaries and Allowances had also held a joint meeting with the Standing Committee on Human Resources Management. It had focused on the ICSC review

of the pay and benefits system which called for particular vigilance on the part of FICSA and the provision of effective information to and support for the pilot organisations. Two recommendations had been adopted at that meeting.

114. The Council supported the name put forward for the positions of Chair and the ‘core group’. In the course of the discussion, Kees de Joncheere (WHO/EURO Copenhagen) stepped forward for the office of Vice-Chair. The Standing Committee Officers were to be elected under agenda item 11.

115. The Council took note of the report of the deliberations of the Standing Committee and that of the joint meeting with Standing Committee on Professional Salaries and Allowances, together with the amendments thereto, and adopted the recommendations therein. The Council adopted the following decisions:

It was decided that:

- **The Standing Committee on Professional Salaries and Allowances, in collaboration with the Standing Committee on Legal Questions and the FICSA Executive Committee, should ensure that the FICSA membership was informed of the outcome of the legal appeal against General Assembly resolution 57/285 (section II. A) of 20 December 2002 and its possible implications;**
- **Interested HQ duty stations should be requested to implement at least the post adjustment and place-to-place survey sections of the workshop on Professional salaries and allowances by the end of June 2005;**
- **The Standing Committee on Professional Salaries and Allowances, in co-operation with non-HQ duty stations, should review the issue of post adjustment methodology and the implications of being a non-HQ duty station and, if warranted, enhance or modify the workshop suite of presentations to accommodate that distinction;**
- **The FICSA Executive Committee in collaboration with the Standing Committee on Professional Salaries and Allowances, commission a preliminary study updating some aspects of the publication entitled “The United Nations: an Uncompetitive Employer” in preparation for the review of the Noblemaire principle, taking particular care to avoid any comparison of General Service and Professional salaries in view of prior experience in that respect;**
- **The FICSA Secretariat should continue to monitor the implementation of the pilot studies and work closely with the staff of the pilot organisations to provide support and information;**
- **The FICSA Executive Committee should contact a legal expert and offer views on the possible legal implications of a real implementation of the experimental pay system.**

Ad Hoc Committee on Administrative and Budgetary Questions (Agenda item 16)

116. In the absence of the Chair of the Ad Hoc Committee, the FICSA President introduced the Committee’s report (see Annex 9) and the draft budget contained therein, which had undergone numerous revisions during the current session of the Council.

117. In the course of its deliberations, the Ad Hoc Committee had put forward recommendations relating to the future treatment of the audited statements, the format of the tables in future statements of contributions and the presentation of the budget and performance report. A debate ensued on the

periodicity of the performance reports; it was ultimately agreed to issue them annually as had been the practice thitherto.

118. In its discussion of the agenda item on the termination indemnity and the Legal Defence Fund, the Ad Hoc Committee had urged the Executive Committee to clarify the issue of the contractual arrangements, including termination indemnities, for the Federation's staff in Geneva and New York.

119. In connection with the Legal Defence Fund, it was formally recommended that the cost of the margin appeal be covered by the Fund and those associations/unions that had already contributed to the cost of the margin appeal, and thus the replenishment of the Fund, would be reimbursed in the form of a corresponding reduction in their assessments for 2005. (See decisions below.)

120. The FICSA President went through the draft budget itemising the various budget lines and explaining the respective increases and decreases. In summary, as stated in the Ad Hoc Committee report, the proposed budget was one of the lowest budgets in the recent history of the Federation. It would break even, leaving a remaining cumulative deficit of SFR 60,000.

121. After a protracted discussion of specific items, including the public information requirements of the FICSA Secretariat, the cost of the FICSA Council, external affiliations and the feasibility of showing contributions in kind, agreement was reached on the budget as proposed.

122. Discussion then focused on the scale of contributions. At the outset of the discussion it was made clear that the scale of contributions applied to full members only, the difference between the total expenditures in the draft budget and the total income shown in the scale of contributions was made up by revenue from other categories of membership.

123. A few delegations questioned the validity of the CEB figures on which the scale of contribution was based. As indicated in the Ad Hoc Committee report, delegations were given the opportunity to verify the correctness of the CEB figures. Delegations were assured that if they could demonstrate that the CEB figures were wrong, their total staff figures would be adjusted accordingly, together with the scale of their contribution. A corresponding note would be inserted in the table showing the scale of contributions.

124. The discussion also focused on the dues payment plan proposed by the PAHO/WHO Staff Association (FICSA/C/58/CRP.4). The Association was making efforts to improve its financial situation; however, concern was expressed over setting a precedent. It also gave rise to questions about the manner in which that particular shortfall would be absorbed, other than redistribute it across the scale of contributions. For the present, the scale of contributions would not reflect the payment plan proposed by the PAHO/WHO Staff Association: \$US 5,000 in the first year and increments of 50 per cent each year thereafter until fully recovered. The Federation, it was agreed, would tackle the issue of default as and when it occurred.

125. It was also suggested that those associations/unions that had paid in SFR and had thus enjoyed a windfall gain on account of the advantageous exchange rate might consider paying the same amount as in the previous year. A plea for indulgence was made.

126. In the ultimate analysis, the Council adopted the budget for a total amount of SFR 782,512 equivalent to \$US 686,414 as contained in the report of the Ad Hoc Committee. The agreed budget is attached as Annex 10.

127. The Council adopted the scale of contributions totalling SFR 767,518 as contained in the report of the Ad Hoc Committee with the proviso reading 'Subject to the verification of the staff numbers provided by CEB'. The agreed scale of contributions is contained in Annex 13.

128. It also adopted the report of the Ad Hoc Committee and the recommendations contained therein. The Council adopted the following decisions:

It was decided that:

- **In future audited statements both the Treasurer and the Accountant should provide written responses to any comments made by the Auditor in the audited statements;**
- **The format of the tables in future statements of contributions should reflect the suggestions made in paragraph 11 of the report of the Ad Hoc Committee on Administrative and Budgetary Questions;**
- **The Treasurer and Accountant be entrusted with the task of determining the most appropriate changes to the presentation of both the budget and the performance report;**
- **The cost of the margin appeal should be covered by the Legal Defence Fund and those associations/unions that had already contributed to the cost of that appeal, and thus to the replenishment of the Fund, would be reimbursed in the form of a corresponding reduction in their assessments for 2005;**
- **The FICSA Executive Committee clarify the issue of the contractual arrangements, including termination indemnities, for the Federation's staff in Geneva and New York;**
- **A resource mobilisation group be set up to help the Executive Committee develop a strategy for the Federation and periodic reports on the group's activities should be submitted every six months.**

Associate matters (Agenda item 18)

129. The Council commended the representatives of the CERN Staff Association on the interesting review that they had prepared of developments within their organisation in 2004. It was suggested that theirs was an example that other staff associations/unions could do well to emulate. Participants were urged to prepare similar reports on developments in their own organisations for submission to the Council at its next session.

Date, place and draft agenda for the next session (Agenda item 19)

130. No definite offer of a venue for the 59th session of the Council had been made at the present juncture. Several avenues were being explored while other initiatives had failed to find the approval of the administrations of the prospective host staff association. A preliminary draft of the provisional agenda for the 59th session and details of the venue and dates would be distributed later in the year.

Other business (Agenda item 20)

131. In the late afternoon of the third day, Maria Dweggah, General Secretary, gave a valedictory presentation entitled *Staff Representation – Modern Challenges*. She stressed the necessity of securing the minimum requirements for staff representation based on rules, regulations and legislative rights. Similarly, staff representatives should enjoy the facilities, resources and release provisions that they needed to fulfil their tasks, in addition to securing full participation in crucial joint staff-management bodies ranging from appointment and promotion boards to grievance panels. They should also assert their right to be consulted on any new management initiatives and establish effective means of communication.

132. It was essential that staff representatives were fully apprised of the ways and means of going about securing those rights and fulfilling their responsibilities towards their constituents. To that end, FICSA should prepare a handbook for staff representatives – *Staff Representation for Dummies* as it were – to empower newcomers to union work as they fought their way through the maze of rules and regulations, as well as the rights and obligations. At the same time, FICSA should prepare a Federation manifesto for distribution to executive heads and senior management.

133. To her mind, the Federation was apparently going through two cyclical phases simultaneously: one was the regular cycle involving the transfer of responsibilities to the newly elected Executive Committee; the other was a less predictable cycle involving a shift in mood. It was not clear whether things were at such low ebb as some people thought; it was clearly a matter of perception. The outgoing General Secretary was confident that given the commitment displayed at the current Council, the mood would shift and things would take a turn for the better. However, nothing should be left to chance; it was of primordial importance that staff representatives acquire the knowledge they needed to safeguard their constituents' rights effectively.

134. On the fourth day of the Council, the Information Officer conducted a workshop on communications to share information about the communications policies of member associations and unions, review the type of information distributed by members and how and how often it is distributed, solicit feedback on the FICSA Website and develop recommendations for strengthening communication between FICSA, its members and staff.

135. On the same day, and immediately following the communications workshop, the Research/Liaison Officer gave a PowerPoint presentation on staff security. The aim of the presentation was to give participants an overview of the existing security management system within the UN and to provide information on the current new developments in the reform of the UN's security management system. Following the presentation, participants were encouraged to exchange views on security concerns at their respective duty stations. Participants were also provided with cards and handouts produced by UNSECOORD which provided further information on stress counseling and hostage incidence.

136. Following the success of the presentation at the 57th FICSA Council in 2004, Mr. Gilbert Ferrari, Chief, UN Joint Staff Pension Fund in Geneva, was once again invited to give a PowerPoint presentation on the UN Pension Fund, its current status and the possible trends for the future. The presentation took place on the last day of the Council.

137. On the same day, at the invitation of FICSA, two representatives of CAP Legal Protection made a presentation on collective legal insurance. They explained that the policy-holder would have to be a Geneva-based UN organisation, or FICSA Geneva on behalf of the association/union. The insurance would be negotiated with each staff association/union, based on its needs and its particular circumstances. All members of a subscribing staff association/union, and the staff association/union itself, would be covered in regard to labour law and matters regarding pension law including provident fund law and indemnity provided for cases of invalidity, accident or illness by the administrative law of the UN or ILO. The subscribing staff association/union is fully responsible for the payment of all premiums to CAP, but this is done through FICSA as the policy-holder. FICSA has no financial liability in any of this, but merely acts as a facilitator so that member association/union may obtain the coverage they desire. The presentation was followed by a question-and-answer session. The ITU Staff Union and OPCW Staff Association, which had already taken up the insurance coverage, were also available to answer any questions.

138. Prior to the closing of the session, the Council considered a draft statement prepared by the UNDP/UNFPA/UNOPS Staff Association (document FICSA/C/58/CRP.4). Intended as an upbeat declaration that focused on commitment, fairness and determination, the declaration found both the

approval and disapproval of the participants. Some found its freshness and return to basic appealing, while others were unable to subscribe to the sentiments, many of which had already been covered in the resolutions adopted at the present session. Still others found the statement to be inadequate in that it omitted salient aspects of the collective aspirations of the common system. It was thus agreed that the statement constituted a starting point and that over the coming month delegations would reconsider it and make suggestions for its improvement. It was seen as having set a positive trend in motion.

Closing of the session (Agenda item 21)

139. Prior to the closing statement by the Council Chair, numerous delegations paid tribute to the members of the Executive Committee and the FICSA Secretariat, all of whom had worked unstintingly on behalf of the membership. The general perception was that the Council had been a most stimulating event; it marked a great step forward and was living proof of the Federation's commitment to its cause.

140. In her closing statement, the Council Chair thanked all those who had contributed to the success of the Council – the interpreters, engineers, volunteers from the three Rome-based staff associations/union, not forgetting the staff of the FICSA Secretariat. She also thanked the administration for the strong moral and financial support that it had lent to the Council. She reminded the Council of what she had said at the outset – R for readiness and radicalism, O for openness and *onestà*, M for meaningful and momentous and A for amore. The Council had undoubtedly met all those criteria. She declared the 58th session closed at 6.30 p.m. on 11 February 2005.

Annex 1**AGENDA FOR THE 58TH FICSA COUNCIL**

1. Opening of the session
2. Credentials
3. Election of the Chair, Vice-Chairs and Rapporteur
4. Adoption of the agenda
5. Organization of the Council's work
6. Constitutional matters
7. Questions relating to membership status in FICSA (changes in membership)
8. Report of the Executive Committee for 2004-2005
- 8 bis. External relations
9. Election of the Executive Committee and subsidiary organs for 2005-2006
10. Election of Standing Committee officers for 2005-2006
11. Standing Committee on Legal Questions
12. Standing Committee on Human Resources Management
13. Standing Committee on Social Security/Occupational Health and Safety
14. Standing Committee on Conditions of Service in the Field
15. Standing Committee on General Service Questions
16. Standing Committee on Professional Salaries and Allowances
17. Ad Hoc Committee on Administrative and Budgetary Questions
18. Associate matters
19. Date, place and draft agenda of the next session
20. Other business
21. Closing of the session

Annex 2

Resolution 58/1

RESOLUTION ON THE ILOAT REFORM PROCESS

The Council of the Federation of International Civil Servants' Associations (FICSA) at its 58th session (Rome, 7 - 11 February 2005),

The staff associations and unions, representing the staff of organizations which have accepted the jurisdiction of the Administrative Tribunal of the International Labour Organization (hereafter the Tribunal);

Reaffirming that for staff associations or unions to acquire the right to bring an action before the Tribunal after exhaustion of the internal means of redress is important and useful where the rights of the whole staff or a category of staff have been infringed;

Convinced that granting *locus standi* to staff associations or unions would contribute to the legal certainty and security for staff and management alike, as it would promote more efficient, rational and timely legal proceedings in cases of collective interest;

Recalling the other reasons for which granting *locus standi* is of high importance to the staff associations or unions concerned, as presented in the Heidelberg Resolution they adopted in October 2003;

Noting with satisfaction that the Tribunal has recently allowed such staff associations or unions to submit *amicus curiae* briefs and that this possibility is now part of the Tribunal's jurisprudence;

Deeply concerned by the fact that the latest proposals regarding modifications to the Tribunal's Statute no longer contain any provisions at all in respect of *locus standi* where the rights of the whole staff or a category of staff have been infringed;

1. *Affirm* that these latest proposals fall far short of expectations and cannot constitute a useful amendment to the Tribunal's Statute;
2. *Call upon* the ILO to reconsider the option it initially proposed which allowed each organization having recognised the jurisdiction of the Tribunal to decide for itself if its staff representative body would be granted *locus standi*;
3. *Urge* the ILO Governing Body and Conference to amend Article II of the Statute of the Tribunal to grant *locus standi* to staff associations and unions, at least insofar as the pertinent Rules and Regulations of their organization so provide;
4. *Decide* to remain actively seized of the matter.

Resolution 58/2**RESOLUTION ON THE BASIC RIGHTS OF STAFF ASSOCIATIONS/UNIONS**

The Council of the Federation of International Civil Servants' Associations (FICSA) at its 58th session (Rome, 7 to 11 February 2005),

Recalling that the right to associate in order to defend individual and collective rights and interests of staff is derived from the Universal Declaration of Human Rights and Fundamental Freedoms and from many other international legal instruments, and is recognized by the staff rules and regulations of most of the organizations following the staff regime of the United Nations common system;

Recalling further, as recognized by administrative tribunals, that respect of the right to associate requires that administrations do not obstruct this right but facilitate its exercise by informing and consulting staff associations/unions and by providing the necessary facilities for its implementation;

Concerned that in some organizations such facilities and information are not provided as and when needed;

Appalled that in some organizations the administration obstructs the right of association and/or does not consult staff associations/unions or consults them in bad faith;

1. **Requests** the executive head of each organization where any of the following was not already standard practice to ensure that, without undue delay, it be made standard practice to:

(a) ascertain that all officers with supervisory and managerial responsibilities respect the independence, integrity, freedom of action and expression of staff representatives who should not be subject to harassment and discrimination or suffer adverse effects in terms of their careers during and after their term of office (as stated in the Standards of Conduct for the International Civil Servants promulgated by the ICSC), and who should benefit from all the flexibility and facilities they need to exercise their representational mandate as part of their official duties,

(b) enforce regularly scheduled meetings between the management (including him/herself) and representatives of the staff association/union,

(c) consult the staff association/union or, better, include staff representatives fully in discussions on all proposed amendments to staff rules and regulations, all proposed measures affecting conditions of employment and welfare of the staff, all draft documents on staff issues to be presented to governing bodies,

(d) communicate to the staff association/union any documents on staff issues prepared by the common bodies of the United Nations system, in particular the Fifth Committee, the International Civil Service Commission (ICSC) and the Joint Inspection Unit (JIU),

(e) provide release to the president/chair of the staff association/union,

(f) provide facilities free-of-charge to the staff association/union, *inter alia*, in the form of offices, communication facilities, secretarial assistance and meeting rooms,

(g) recognize the right that any staff member be accompanied by a staff representative and/or another staff member of his/her choice when his/her conditions of employment are being discussed by a supervisor or the administration,

2. ***Recommends*** that each staff association/union negotiate with the executive head of their organization on the facilities and support needed to exercise effectively the rights to associate and to organize a true concerted management in the organization, and reports back to the FICSA Executive Committee for intervention if necessary and to inform the Council at its 59th session.

Resolution 58/3

RESOLUTION
HAZARD PAYMENT FOR LOCALLY-RECRUITED UNRWA STAFF SERVING IN THE
WEST BANK AND GAZA DUTY STATIONS

The Council of the Federation of International Civil Servants' Associations (FICSA) at its 58th session (Rome, 7 to 11 February 2005),

Recalling its previous statements and interventions, on behalf of the locally-recruited UNRWA staff in the West Bank and Gaza, with the ICSC, UNRWA's Commissioner-General and the Fifth Committee of the General Assembly,

Recalling that hazard pay is a compensation granted to staff members who have been requested to remain and report to work in duty stations where hazardous conditions exist such as war or active hostilities,

Recalling further that the Chairman of the International Civil Service Commission (ICSC) has authorised the application of hazard pay to a duty stations based on the recommendation of the UNSECOORD,

Expressing grave concern that the issue of hazard payment for UNRWA locally-recruited staff has not yet been resolved in accordance with the ICSC's repeated decisions, over the past three years, authorizing the application of such hazard pay in the West Bank and Gaza.

Noting that locally-recruited staff are entitled to 25 per cent of the net midpoint of the applicable local salary scale on the condition that locally-recruited staff are required to work and actually do so,

Acknowledging the report of the Commissioner-General of UNRWA to the UN General Assembly (document A/59/13) for the period 1 July 2003 to 30 June 2004 in which it is stated that: "*The Agency notes with regret that the 12,000 local UNRWA staff in the occupied Palestine territory are ironically the only United Nations staff members working in the area who do not receive hazard pay*", and

Recognizing that the Commissioner-General of UNRWA has exhausted all possible remedies with UNRWA's traditional major donors,

Aware that the internationally-recruited UNRWA staff members and internationally- and locally-recruited staff of other UN agencies whose duty station is West Bank or Gaza receive hazard pay according to ICSC authorization,

Appalled by the fact that UNRWA locally-recruited staff up to today have been denied hazard pay even though they work under the same hazardous conditions,

Calls upon the UN General Assembly, the sole governing body of UNRWA, to make the appropriate financial arrangements immediately in order to effect the payment of hazard pay, including payments that have accrued over the past three years and more to the UNRWA locally-recruited staff who, to this day, have been unfairly deprived of the hazard payment to which they are entitled by virtue of their working under extremely hazardous conditions at their duty station.

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

| | |
|-----------------------|--|
| Chair | Andrés Orias-Bleichner (WMO) |
| Vice-Chair | Jean-Pol Matheys (CERN) |
| Rapporteurs | Janice Albert ⁴ (FAO/WFP-APS) |
| | Gordon Vachon ² (OPCW) |
| President, FICSA | Robert Weisell |
| Vice-President, FICSA | Vivien Joy Ponniah |
| Adjudicator | Osvaldo Bastida |

Participants

| | |
|--------------|-----------------------------------|
| FAO/WFP-UGSS | Margaret Eldon |
| FAO/WFP-APS | Giovanni Muñoz ⁵ |
| IAEA | Steven Cooper |
| | Lisa Villard ² |
| ILO/ITC | Vittorio Coscia ¹ |
| IMO | T. Anton Pushparajah ² |
| UNESCO/STU | Massoud Abtahi |
| UNRWA/ISA | Frederik W. Schultz ² |

⁴ Session of 8 February 2005.

⁵ Session of 9 February 2005.

Adoption of the agenda (Agenda item 1)

1. The agenda was adopted as follows:

1. Adoption of the agenda
2. Election of a rapporteur
3. Report of the SCLQ on activities since the 57th Council
4. Legal Defence Fund
 - (a) status of the Legal Defence Fund (FICSA/C/58/A&B/3)
 - (b) cases and financial implications
5. Professional Salaries Appeal: Outcome
6. Reform of the Administration of the justice – ILOAT and UNAT
7. Constitutional matters
 - (a) Terms of reference of Executive Committee Members and Regional Representatives
 - (b) FICSA Statutes
 - (c) Membership
8. Legal insurance and legal support for staff
9. ILOAT and UNAT cases
 - (a) current and recent cases
 - (b) prospective cases
10. Recovering arrears from former members
11. Legal studies that might be commissioned
12. Other business
13. Nomination of Standing Committee officers and core group (3)

Election of a rapporteur (Agenda item 2)

2. Ms. Janice Albert (FAO/WFP-APS) was elected Rapporteur for the session on 8 February 2005, and Mr. Gordon Vachon (OPCW) as Rapporteur for the session on 9 February.

Report of the Standing Committee on Legal Questions on activities since the 57th Council (Agenda item 3)

3. The draft report (FICSA/C/58/LEGAL/CRP.2) was considered and adopted with modifications. In the course of the examination of the report, the Committee adopted the following recommendations:

The Committee recommended that Council appoint three persons as the Committee's "core group" to support the Chair and Vice-Chair in the course of next year.

The Committee recommended that the Executive Committee provide it with the guidance needed, as agreed at the 57th Council, regarding a review of the methodology used for preparing the scales of assessment.

The Committee recommended that the Secretariat provide each Council decision with a unique identification number to facilitate making reference to them (the suggested format being D.m.n where m is the Council session number and n the decision index number).

Legal Defence Fund (Agenda item 4)

(a) *Status of the Legal Defence Fund (FICSA/C/58/A&B/3)*

4. The Committee considered the matter of the Legal Defence Fund and concluded that the current deficit in regard to funding for the Professional's Margin Appeal case, as well as the replenishment of the Fund, were matters that fall within the purview of the ad hoc Committee on Administrative and Budgetary Questions.

(b) *Cases and financial implications*

5. There was only a brief discussion of this item.

Professional salaries appeal: Outcome (Agenda item 5)

6. The Committee took note of a preliminary analysis of Judgement Nos. 2420 to 2424 (which had become available only a week before, on 2 February 2005) and agreed that the analysis should be presented to Plenary, albeit in a summary fashion.

The Committee recommended that Council take note of a brief preliminary oral analysis of ILOAT Judgement No. 2420.

Reform of the administration of justice – ILOAT and UNAT (Agenda item 6)

7. The Committee considered document FICSA/C/58/LEGAL/CRP.4 and what had happened since adoption of the Heidelberg Resolution. In brief: Administrations are not favourable to *locus standi*; there is backtracking by ILO Legal Counsel away from *locus standi* and towards *amicus curiae*; and the ILOAT in its Judgement No. 2420 of 2 February 2005 has established in case law an opening in favour of *amicus curiae*. Thus, it was debatable whether expressing in ILO Statutes the possibility of submitting *amicus curiae* briefs would add any value beyond what had already been achieved. The Committee agreed that obtaining *locus standi* as an "opt in" possibility would require significant lobbying of the ILO Governing Body and that, in this respect, PSI could play an important role.

The Committee recommended that: (i) the present Council consider and adopt the resolution (Resolution 58/1, Annex 2); and (ii) the Executive Committee lobby actively via all possible channels in favour of *locus standi*, and requests a meeting with ILO Legal Counsel in order to review developments and press the Federation's position.

The Committee also recommended that the present Council examine the possibility of returning to PSI.

8. In regard to the UN Administrative Tribunal (UNAT): As agreed during the 57th Council, the Committee will coordinate with the Executive Committee in commissioning a renowned specialist to undertake a legal study into the shortcomings of UNAT, with a view to promoting a reform of that Tribunal. This Council should make an amount of SFR 3,000, which had already been made available for that purpose by the 57th Council but not used, available.

The Committee recommended that the present Council allocate an amount of SFR 3,000 to commission a study by a renowned specialist into the shortcomings of UNAT.

Constitutional matters (Agenda item 7)

(a) *Terms of reference of Executive Committee Members and Regional Representatives*

9. The Committee took note of the approval by Council of the above-mentioned terms of reference.

(b) *FICSA Statutes*

10. The Committee considered views that had been expressed in regard to the need to clarify and improve certain aspects of the Federation's Statutes.

The Committee recommended that: (i) the Executive Committee communicate the opinions already obtained regarding the Federation's Statutes to the Committee for study; and (ii) the Committee be mandated to prepare, together with one or two persons appointed to that effect by the Executive Committee, proposals on an overall review of the Federation's Statutes to be submitted to the next Council (the initial purpose of that review being to close loopholes, harmonise wording, remove ambiguities, resolve contradictions and clarify categories of membership).

(c) *Membership*

11. The Committee considered views that had been expressed in regard to the issue of any reduction of a member association's/union's annual assessment in relation to its weighted voting rights.

The Committee recommended to the Council that the Committee be mandated to: draft statutory text such that any reduction in a member association's/union's annual assessment would result in a corresponding reduction in weighted voting rights and submit the text to the Executive Committee. If the Executive Committee considered it appropriate, it should submit the text to the members of the Federation in the course of the year for their consideration and decision.

12. The Committee also considered the issue of limited voting rights for Associate Members, and how this might be applied in regard to weighted voting rights.

The Committee recommended to the Council that it be mandated to draft statutory text to reflect the fact that an Associate Member's weighted voting rights would be 9% of that of a member of the corresponding size and submit the text to the Executive Committee. If the Executive Committee considered it appropriate, it should submit the text to the members of the Federation in the course of the year for their consideration and decision.

13. The Committee considered Article 6 of the Statutes in regard to the criteria for membership of the Federation.

The Committee recommended that the Council mandate the Committee to clarify the meaning of Article 6 of the Statutes in regard to "*belonging to the United Nations family, or applying the terms and conditions of service of the United Nations common system*" and submit its understanding to the Executive Committee. If the Executive Committee considered it appropriate, it should submit the text to the members of the Federation in the course of the coming year for their consideration and decision.

Legal insurance and legal support for staff (Agenda item 8)

14. The Committee considered document FICSA/C/58/LEGAL/CRP.3 and received, with appreciation, an explanation from the OPCW Staff Association representative of matters related to the OPCW's insurance contract with CAP Legal Protection – Alliance Group, CH-6301, Zug, Switzerland. The Committee noted certain editorial matters in the Framework Convention between CAP and FICSA that would benefit from further refinement.

15. The Committee heard of difficulties faced by a staff representative body when changes in administrative approaches to misconduct increased the need for the provision of good legal advice and guidance to individual staff members. Legal insurance was one option but, where this proved expensive, the alternative seemed to be over-reliance on the good will of others who had some experience on such matters.

16. The Committee believed that there was a requirement for the collection of more information, by means of a carefully prepared questionnaire, on the practices of other staff representative bodies, before any recommendation could be made. The Committee welcomed the offer from FAO/WFP-UGSS to prepare such a questionnaire for circulation to the membership.

The Committee recommended that the Council mandate the Committee to continue to refine the Framework Convention with CAP.

ILOAT and UNAT cases (Agenda item 9)

17. The Committee received a request from the UNDP/UNFPA/UNOPS Staff Association that arrangements be made to share key Tribunal decisions of UNAT in favour of staff for various areas of staff appeal, and for ILOAT-related organisations to do the same for ILOAT decisions that may be taken.

(a) Current and recent cases

18. The ILOAT judgements having only become available on 2 February 2005, no time had been available to study them (except for Judgement No. 2420 as discussed under Agenda item 5 above).

(b) Prospective cases

19. The Committee took note of a few prospective cases, essentially related to re-structuring process undertaken in some UN agencies.

Recovering arrears from former members (Agenda item 10)

20. The Committee discussed how best to proceed in respect of this issue, considering the decision taken by the 57th Council.

21. The IAEA Staff Council believed that it would be more effective to use our efforts to improve the functioning of FICSA such that members, both current and past, would be motivated to pay outstanding financial obligations.

It was recommended that: (i) the Executive Committee formally send each former member with outstanding arrears a detailed invoice; (ii) if, after an appropriate period of time, arrears are not paid, the Executive Committee should send each former member with outstanding arrears two reminders couched in increasingly strong language and seeking ways by which the arrears could be settled; and (iii) if, after an appropriate period of time, arrears are still not paid, the Executive Committee should request the membership to address a letter to each former member with outstanding arrears expressing deep concern over the situation in a positive manner and with all respect accorded between staff representative bodies, and requesting that a way be found to settle the arrears.

Legal studies that might be commissioned (Agenda item 11)

22. Beyond the one mentioned above under Agenda item 7(b), the Committee did not identify any legal study to be commissioned in the course of the year.

Other business (Agenda item 12)

23. The Committee took note with pleasure of the positive outcome of the filed complaint against the former IAEA Staff Council President, and decided to add the communication received from IAEA Staff Council (see Appendix).

Nomination of the Standing Committee officers (Agenda item 13)

24. Participants in the Committee wished to put on record their particular appreciation for the excellent contributions by the outgoing Chairman.

25. Jean-Pol Matheys (CERN) and Margaret Eldon (FAO/WFP-UGSS) were nominated for the positions of Chair and Vice-Chair, respectively.

26. The Committee was pleased to endorse that Andrés Orias-Bleichner (WMO) and Stephan Flaetgen (UNDP/UNFPA/UNOPS) be proposed as the “core group” members.

Appendix

1. As reported in the 57th FICSA Council, in December 2002, the ICSC filed a complaint against the previous IAEA Staff Council President, Mr. Dean Neal, alleging he may have violated the confidentiality of the 2002 Vienna Local Salary Survey data.
2. While fully appreciating and supporting the ICSC's need to maintain the integrity and confidentiality of the local salary survey data, the IAEA Staff Council had grave concerns that such a complaint could be filed and acted upon by the IAEA administration without a single piece of supporting evidence. To the IAEA Staff Council this appeared to be a violation of due process and possibly an attempt to intimidate a staff representative for fulfilling the duties and responsibilities for which he had been elected.
3. The IAEA Staff Council is pleased to report that after nearly two years Mr. Neal has been fully exonerated, without reserve, of all charges against him. The IAEA Staff Council has always contended that Mr. Neal acted with the best interests of staff foremost in his mind at all times. Mr. Neal has always had the full and unreserved support of the IAEA Staff Council.
4. The IAEA Staff Council wishes to take this opportunity to thank FICSA for its support in this matter.

Original signed by Michael Donoho, President IAEA Staff Council

Dated 9 Feb 2005

(Original retained by the Chairman of the Standing Committee on Legal Questions)

Annex 4**REPORT OF THE STANDING COMMITTEE ON
HUMAN RESOURCES MANAGEMENT**

| | |
|---|----------------------------|
| Chair | Bruno de Padirac, (UNESCO) |
| Vice-Chair | Valérie Seguin, (IMO) |
| Information Officer and Rapporteur, FICSA | Leslie Ewart |

List of participants

| | |
|-----------------------|---|
| CERN | Pierre Bonnal |
| FAO/WFP-APS | Stephen Anderson Giovanni Munoz Jane Wu |
| FAO/WFP-UGSS | Olwen Gotts |
| IAEA | Mirta Matijevic Manijeh Torabi Lisa Villard |
| IARC | Valérie Gaborieau |
| IMO | Ingrid Lopez |
| ITU | Varghese Joseph |
| OPCW | Nina Kojevnikov |
| UNDP/UNFPA/UNOPS | Franco Becchi Tita Tiongson |
| UNESCO | Edoardo Nattelli Livia Zetto |
| UNLB | Samuel Cassista |
| UNRWA/ISA | Fredrik W. Schultz |
| UPU | Mirko Ponti |
| WHO/EURO (Copenhagen) | Jenny Birkjaer Madsen |
| WHO/HQ (Geneva) | Tina Colombo |
| WMO | Françoise Plivard |
| WTO/OMT | Michel Julien |

Federation with observer status

FASPANUCI Abidjan

Laurence Djeya
Sophie M'Bahia

Guest

UNOG/CCISUA

Susan Thompson

Introduction

1. The Standing Committee met in two sessions to address items 1-3 and 6-12 of its agenda. Items 4 and 5 were addressed in joint sessions with the Standing Committees on Professional Salaries and Allowances and General Service Questions.
2. Because the former Chair and Vice-Chairs of the Standing Committee had not attended the Council, nominations were put forward for those positions. Bruno de Padirac (UNESCO/STU) was elected Chair, and Valérie Seguin (IMO) was elected Vice-Chair. Leslie Ewart volunteered to serve as rapporteur.
3. The agenda was adopted without change.

Paternity leave (Agenda item 7) (FICSA/C/58/HRM/6)

4. Participants reviewed the policy on paternity leave adopted by ICSC in 2004, and reported on whether the policy had been implemented in their respective organizations and, if so, whether staff were accorded the full four weeks of leave. The UNDP/UNFPA/UNOPS Staff Association reported that the policy had been implemented and that staff were pleased with it. Some difficulties had been encountered in the field, particularly concerning staff on short-term contracts, and the Office of Human Resources had been asked to monitor the situation. UNOG-CCISUA reported that the policy had not been implemented at UNOG, but staff were permitted to take 7 days family leave. The Staff Regulations had not been changed, but staff were informed by circular. The IARC Staff Association noted a wide variation in implementation as only five days of paternity leave had been granted. The representative from WFP reported that the policy had been implemented recently to a favourable reception. However, greater effort was needed to inform staff about the policy and to explain the entitlement. Staff needed to be aware of their entitlements. OCHA reported that staff were permitted to use uncertified sick leave and that staff had not yet been informed about a paternity leave policy. The IMO Staff Union reported that the policy had not been implemented. The representative from FAO reported that their views had been solicited on a paternity leave policy, but that it had not yet been implemented. The UNESCO/STU reported that paternity leave was only one element of its family-friendly policy, which included other social measures and had been published two years ago. OPCW did not have a paternity leave benefit. The representative from UNLB reported that the policy had not been implemented and that staff used uncertified sick leave. UPU had not implemented the policy, and staff were encountering difficulties with sickness and maternity leave. ICTP reported that staff were accorded the entire four weeks, which could be expanded to eight weeks at half-time.

It was recommended that (i) each association/union should send information about the implementation of the paternity leave policy in their respective organisation to the FICSA Secretariat for updating the human resources database on the website (Action: Members, Deadline: mid-March); (ii) members whose organizations had not yet implemented the paternity leave policy should meet with their administrations and urge them to do so. (Action: Members); (iii) FICSA should continue to monitor the implementation of the paternity leave policy, and seize every opportunity to remind administrators of the need to introduce that policy, if that had not yet been done. (Action: EXCOM); and (iv) FICSA should urge administrations to keep their staff well-informed about entitlements. (Action: EXCOM).

Contractual reform (Agenda item 6) (ICSC/60/R.6)

5. Participants reviewed the ICSC paper that presented models for three types of contract in the common system: continuing, fixed term and short term. All participants reported on the abuse of short-term contracts in their respective organizations. There appeared to be a trend for management to minimize the long-term relationship with staff, which meant that staff were easily disposed of, managed and exploited. Job insecurity had increased. It was important to know the reasons why there was a tendency to reduce the number of permanent staff. Voluntary funding should not have an impact on permanent appointments; it should not be used as an excuse to keep staff on contracts of limited duration. Several participants reported that rules governing recruitment had not been respected. Senior managers and executive heads wished to bring in their own people.

It was recommended that: (i) the FICSA secretariat distribute to its members its position paper on contractual arrangements and the FICSA Executive Committee should distribute the same to the administrations of their organisations (Action: FICSA secretariat, Deadline: mid-February); (ii) the FICSA secretariat collect information on contractual arrangements in each organization, including rules and practices (Action: Members to provide information to the secretariat, Deadline: May 2005); (iii) the FICSA secretariat inform the membership about the outcome of discussions on ICSC/60/R.6. (Action: FICSA secretariat, Deadline: end-March 2005); (iv) an item on minimum basic compliances should be placed on the agenda of the Standing committee at the FICSA Council in 2006 (Action: FICSA secretariat and standing committee officers); (v) a focus group should be established and work towards identifying minimum basic employment standards by reviewing ILO legal instruments and the jurisprudence of administrative tribunals (Action: Lisa Villard (IAEA), Maria Traficante (UNRWA/ISA), Jane Wu (FAO/WFP-APS), Jean-Pierre Cebon (FAO/WFP-FSA), Ingrid Lopez (IMO), Deadline: Paper to be submitted to 59th FICSA Council); and (vi) FICSA take every opportunity to urge administrations to respect and apply their own rules and should make a strong statement to this effect at CEB (Action: FICSA EXCOM).

Dependency status/recognition of domestic partnership (Agenda item 8) (FICSA/C/58/HRM/8)

6. The Chairman reviewed the definition of domestic partnership, and the policy promulgated by the UN Secretary-General. Noting that the policy was based on “recognition based on the law of nationality”, he asked if participants agreed. Participants reported on the implementation of the policy in their respective organizations.

7. UNOG-CCISUA reported that the policy had been implemented, and that a letter had been sent to the permanent missions to certify recognition. A copy of that letter was found in the FICSA document. Some staff were still reluctant to come forward to ask for recognition or dependency purposes because they feared a backlash based on homophobia. WFP reported that the policy had been implemented, but that it was still discriminatory. Not all partnerships were recognized. The policy represented a step forward but there was still further work to do. In order to avoid discrimination, the definition of partnership should not rely on various national laws and should respect the independence of the international civil service. FAO, IAEA, IMO, UNESCO and WHO/EURO reported that the policy had not yet been implemented. Participants stressed that further work was needed to advance the policy.

It was recommended that (i) members should work closely with their administrations to urge them to implement at all duty stations the policy promulgated on domestic partnerships (Action: Members, Deadline: Policy should be implemented by mid-year); (ii) At the inter-agency level, FICSA should monitor the implementation and urge administrators to implement the policy on domestic partnerships and the Executive Committee should report thereon to the FICSA Council in 2006 (Action: FICSA EXCOM, Deadline: Policy should be implemented throughout the entire common system by mid-year); (iii) a task force would work during the year to develop proposals for expanding the policy on domestic partnerships so that it could be applied to all staff without discrimination, and those proposals would be submitted to the Standing Committee on Legal Questions for its opinion (Action: Report to 59th Council); and (iv) Composition of task force: IAEA, APS, UNRWA, UNESCO, IMO, ITU, WHO/EURO, and experts from the Standing Committee on Legal Questions (Deadline: Paper to be drafted by December 2005 for submission to 59th Council).

Statistical review of gender balance in the organizations (Agenda item 9) (FICSA/C/58/HRM/5)

8. The representative from UNRWA noted the statistics provided in the paper and the source of data and urged FICSA to include data on UNRWA staff. The UNESCO/STU stated that gender balance should be achieved at each grade and in all duty stations, and that priorities were unclear regarding the many criteria for recruitment. Participants did not support policies of preferential treatment to achieve gender balance because they were reverse discrimination. UGSS questioned whether a spouse employment policy would increase the attractiveness of FAO to female candidates; it would be monitoring the impact of the introduction of the new spouse employment policy. The representative from WHO/HQ reported on the Matthews case (ILOAT judgement), which had condemned reverse discrimination. As in WHO/HQ, the approach should be an active search for female candidates. As in many organizations, vacancy notices should state that women are particularly encouraged to apply. Participants noted that progress towards achieving gender balance had slowed down and hoped that it did not mark the beginning of a trend.

It was recommended that (i) FICSA should endeavour to meet the need for more precise statistics on gender balance and collect those data or encourage the CEB secretariat to undertake that task (Action: FICSA secretariat, Deadline: December 2005, for next version of personnel statistics); and (ii) Gender balance should be achieved at all levels, including within governing bodies, working groups and task forces (Action: Members should promote that message when they address their governing bodies, and the Executive Committee should press for the same at the inter-agency level, Deadline: Report to be submitted to 59th Council).

Joint staff-management machinery (Agenda item 10) (FICSA/C/58/HRM/7)

9. Because very few replies had been received to the questionnaire sent by the FICSA Secretariat, participants agreed to send their replies by the end of March 2005. It was decided that information should be included on how staff representatives were selected for joint staff-management bodies, and

whether the staff association/union participated. Participants briefly reviewed staff-management machinery and acknowledged the need for a manifesto outlining staff rights.

It was recommended that (i) members should reply to the FICSA questionnaire on joint staff/management machinery, on the basis of which FICSA should identify best and worst practice, and post the information on the FICSA website (Action: Members, FICSA secretariat, Deadline: end- March 2005); and (ii) a working group would be established with participants from UNDP/UNFPA/UNOPS, UGSS, APS, IMO, ITU, UNESCO, WHO and WMO to analyse the replies to the questionnaire and draft a paper on staff-management relations for promulgation at inter/agency level and within each organization.

Other business

10. The IMO Staff Union expressed its concern about downsizing and reorganization within the UN, and explained its administration's efforts to outsource printing functions, which affected 17 staff members. A similar trend exists in many organizations. The IMO Staff Union asked FICSA to investigate the matter as soon as possible.

It was recommended that (i) an item on outsourcing should be placed on the committee's agenda for the next Council (Action: FICSA secretariat, Standing Committee); and (ii) information on outsourcing should be collected (Action: FICSA secretariat, Members).

Nominations of Standing Committee officers and core group

11. Bruno de Padirac (UNESCO) was nominated Chair and Valérie Seguin (IMO) as Vice-Chair. Nominations for Core Group members were: Lisa Villard (IAEA), Maria Traficante (UNRWA/ISA), Jane Wu (FAO/WFP-APS) and Jean-Pierre Cebon (FAO/WFP-FSA).

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

| | |
|-------------|--|
| Chair | Claudio Cherubini (FAO/WFP-UGSS) |
| Vice-Chairs | Carlo Vellucci (FAO/WFP-UGSS) Jacques Sanou (ITU) |
| Rapporteur | Svend Booth (FAO/WFP-UGSS) |

Participants

| | |
|-----------------------|---|
| CERN | Gianni Deroma |
| FAO/WFP-APS | Yves Freypons Kristin Kolshus Matthew Montavon Jacob Skoet |
| FAO/WFP-UGSS | Mauro Pace |
| FAO/WFP-FSA | Julian Lefevre |
| IAEA | Michael Donoho |
| IARC | Fabrice Odeferey |
| IMO | Anton Pushparajah |
| PAHO/WHO (Washington) | Rolando Chacon |
| UNDP/UNFPA/UNOPS | Ruth Sison |
| UPU | Stéphane Vuillemin |
| WHO/HQ (Geneva) | Edmond Mobio |
| WMO | Françoise Plivard |
| WTO/OMT | Rosamond Deming |

Associations with consultative status

| | |
|--------|-----------------|
| FAFICS | Witold Zyss |
| FFOA | Maurice Purnell |

UNWG

Emma Echenique Proenza
Nathalie Tschyrikow**Federation with observer status**

AFSM-WHO/SEAR

R. L. Rai

Other

Expert/Resource Person

Franco Di Pancrazio

Adoption of agenda (Agenda item 1)

1. In view of the absence of the officers of the Standing Committee, it was decided to amend the agenda as follows:

1. Adoption of the agenda
2. Nomination of Standing Committee officers and core group
3. Election of rapporteur
4. Follow-up from previous FICSA Council meeting
5. Pension matters
6. Health insurance and long-term care
7. HIV/AIDS in the UN workplace
8. Other business

Nomination of Standing Committee officers and core group (Agenda item 2)

2. Claudio Cherubini (FAO/WFP-UGSS) was nominated as Chair and Jacques Sanou (ITU) as First Vice-Chair and Lawrence Clarke (FAO/WFP-APS) as Second Vice-Chair, all of whom would act as the core group throughout the year.

Election of rapporteur (Agenda item 3)

3. Svend Booth (FAO/WFP-UGSS) was elected rapporteur.

Follow-up from previous FICSA Council meeting (FICSA/C/58/SOCSEC/1) (Agenda item 4)

3. The Standing Committee determined that there were no matters arising from the report of the previous Standing Committee.

Pension matters (Agenda item 5)

(a) *Problem with the decrease in value of US dollar for Professional staff retiring in strong currency areas (e.g. the Euro)*

4. The Chair presented to the Standing Committee the paper on local track pensions (FICSA/C/58/SOCSEC/CRP.3) prepared by the three Rome-based staff associations/union. It was

discussed at length, in the course of which it was proposed that the study on the average exchange rates should also include Swiss francs.

It was recommended that the FICSA Executive Committee disseminate the document on local track pensions which focused on the problem raised by the depreciation of the dollar to participants' representatives on the various local staff pension committees with the request that they press for the inclusion of an item related to the problem raised in the document in the agenda of the upcoming session of the Standing Committee of the UN Joint Staff Pension Board (UNJSPB).

(b) Measures to protect GS and NPO pension benefits (Santiago, Chile)

5. After a brief discussion, the Standing Committee decided to maintain the proposal adopted at the FICSA meeting in Rome (June 2004) in support of the GS and NPO pension benefits in Santiago, Chile.

It was recommended that FICSA maintain the position that final average remuneration (FAR), at the time of retirement, should not be lower than the level to which the staff member would have been entitled at the age of 55.

(c) Former participants from USSR, Ukrainian SSR and Byelorussian SSR

It was recommended that FICSA maintain its position that the former staff members in the former Soviet Union are fully entitled to their benefits and insist on that position until the restoration of their pension rights. In the interim, the UNJSPF Emergency Fund should be used to alleviate the financial hardship currently facing former colleagues from those countries.

(d) Survivors' benefits for spouses and divorced spouses

6. The Standing Committee agreed to reiterate the recommendation it had put forward the previous year. The Standing Committee was also informed that a study was to be made on improving survivors' benefits for family members and former family members.

It was recommended that FAFICS/FICSA/UNWG continue their efforts and press for: (a) the resolution of the inconsistencies regarding benefits payable to surviving spouses and divorced spouses in Article 35(bis) of the Pension Fund Regulations; and (b) reduction to five years of the ten-year period of marriage now required under article 35 bis (b)(i).

(e) Domestic partnerships

7. The Standing Committee took note of the Administrative Circular issued by the UN Secretary-General on the recognition of domestic partnerships, the condition being that such partnership be recognised by the legislation of the staff member's country of nationality. The Committee took note of the concern expressed by the representative of FAFICS that the current attempt to solve the situation might ultimately lead to a different form of discrimination based on nationality.

It was recommended that FICSA adopt a firm position in favour of more liberal rules governing domestic partnerships so as to avoid, inter alia, discrimination based on nationality.

(f) *HR policy to cover return to work after disability*

8. In the course of the discussion, the Standing Committee proposed that some form of provision be developed for the reappointment of former staff members after they had recovered from a disability. The Committee also noted that practice varied in different parts of the common system.

It was recommended that FICSA through the participants' representatives should endeavour to have the Pension Fund Secretariat undertake a comparative study on the best practices pertaining to the reinstatement of former staff members after recovery from disability in other international organizations for submission to the UNJSPB. It was also recommended as a complementary measure that the FICSA Executive Committee raise awareness of the issue within the HR Network.

(g) *Investment policy*

9. While recognising the need to maintain the value of investments held by the Pension Fund, the Standing Committee reiterated its conviction that investments should also be ethical.

It was recommended that the Executive Committee of FICSA request the UNJSPB to review the issue of ethical investments and report thereon.

(h) *Increase retiree representation on the UNJSPB*

10. The Standing Committee supported the proposal made by the Working Group on the size and composition of the Pension Board to introduce seats with full voting rights for retiree representatives in the UNJSPB.

It was recommended that FICSA should lend full support to the proposal that retirees be granted representation on the Pension Board in adequate number and with full voting rights.

(I) *Review of pensionable remuneration by the Joint Working Group*

11. The Standing Committee noted that a joint working group for the purpose of reviewing pensionable remuneration had been endorsed by the ICSC. The Committee also noted that the Commission not included any pension-related items on its agenda for the current year.

Should it prove necessary to appoint representatives to the Joint UNJSPB/ICSC Working Group on pensionable remuneration, it was recommended that the FICSA Executive Committee should discuss the appointment with the Standing Committee.

(i) *Increase of mandatory retirement age to 65*

12. After some discussion it was felt that for want of information, the Standing Committee was not in a position to propose any changes in the mandatory retirement age. The Committee was of the opinion that any change should not infringe on acquired rights. Any extension of the age of retirement should be offered as an option - and not be mandatory.

13. Field staff representatives enquired about the possibility of lowering the age of retirement in certain field locations, owing to the shorter life expectancy associated with the conditions of service in those locations. The Committee recognized that the actuarial effect of such a proposal would be unsustainable.

Health insurance and long-term care (Agenda item 6)

14. The APS representatives reported that given the current discussions on the subject, it would appear that a voluntary scheme for long-term care was not a viable option. As the Committee recognised, the complexity of the issue was compounded by the fact that individual organizations had different insurance schemes.

15. The representative of FAFICS informed the Standing Committee that FAFICS was undertaking a survey of after-service long-term care schemes within the common system. FAFICS would be more than willing to share the surveys findings, once they had been endorsed by the upcoming FAFICS Council in June 2005.

It was recommended that a discussion of the FAFICS survey of long-term care, supported by appropriate documentation, be included in the agenda of the Standing Committee at its next session.

HIV/AIDS in the UN workplace (Agenda item 7)

It was recommended that FICSA should continue monitoring and participating in the inter-agency meetings on the subject, provided that participation incurred no costs.

Other business (Agenda item 8)

16. No subject was taken up under the agenda item.

17. The Standing Committee on Social Security/Occupational Health and Safety presented eight recommendations relating to the following issues:

- **Circulation of document on local track pensions to participants' representatives on local staff pension committees and the inclusion of the item on the agenda of the upcoming session of the UNJSPB**
- **The level of FAR at the time of retirement**
- **Resolution of inconsistencies in Article 35 bis of the UNJSPF Regulations**
- **Adoption of firm position on liberalising rules governing domestic partnerships**
- **Reinstatement of former staff after recovery from disability**
- **Report on ethical investments**
- **Inclusion of the report of the FAFICS survey of long-term care in the Standing Committee agenda**
- **Active monitoring of issues related HIV/AIDS in the workplace.**

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

| | |
|---------------------------------|---|
| Chair | Jean-Pierre Cebron (FAO/WFP-FSA) |
| Vice-Chair/Member, FICSA | Diab El-Tabari (UNRWA/ASA & FUNSA Lebanon) |
| Executive Committee | Margaret Eldon (FAO/WFP-UGSS) |
| Vice-Chair | Pierangela Shaw (UNDP/UNFPA/UNOPS) |
| Rapporteur | Anne Marie Pinou |
| Research/Liaison Officer, FICSA | |

Participants

| | |
|-----------------------|-------------------------------------|
| FAO/WFP-FSA | Cristina Ascone Edith Mahabir |
| IAEA | Mirta Matijevic |
| PAHO/WHO (Washington) | Carolina Bascones |
| UNDP/UNFPA/UNOPS | Pierangela Shaw |
| UNRWA/ISA | Fredric Schultz Maria Traficanti |
| WHO/EURO (Copenhagen) | Simone Tetz |
| UNRWA/ASA | Daoud Korman |

Federations with observer status

| | |
|----------------|-------------------------------|
| AFSM-WHO/SEARO | R.L. Rai |
| FAPNUU Uruguay | Yacira Villalba |
| FASPANUCI | Aka Tano-Bian Ben Lakp Low |
| FUNSA Egypt | Ali Talib |
| FUNSA Mexico | Pilar Vidal |
| FUNSA Myanmar | Aye Win |

Guests

| | |
|------------------------|--------------------|
| CCISUA, FSSU, Brindisi | Hamilton Bridgeman |
| UNRWA/ISA (West Bank) | Pamela Bell |

Adoption of the agenda (Agenda item 1)

1. The group decided to move consideration of Agenda item 4 (FICSA/C/58/FIELD/2: Report of the ICSC working group on the review of the Hardship and Mobility Scheme (MHS)), to the joint session of the Standing Committees on Professional Salaries and Allowances and Conditions of Service in the Field. Item 7(a) (New developments in the UN's security management system) was moved to the Workshop on Security. It was further pointed out that the Standing Committee on Human Resources Management would consider item 8 (Harassment). In view of the limited time available to the standing committee, it was also decided that item 9 (FICSA/C/58/FIELD/1: FICSA Survey of Conditions of service in field duty stations) would be finalised via email exchanges based on a revised questionnaire to be circulated through the Research/Liaison Officer to participants in the Standing Committee.

The final agenda, as adopted, was:

1. Adoption of the agenda
2. Election of a Rapporteur
3. Presentation on the situation of national staff in difficult circumstances
4. Hardship classification (report on last ICSC working group on conditions of life and service in the field; report on extraordinary meeting of same working group; identification of proposals to improve the classification process)
5. Hazard pay
6. Safety and security of UN system staff- everyday security in field duty stations- identification of problems
7. Availability, adequacy and access to health care and health insurance in the field
8. Regional issues and reports by Regional Members of the FICSA Executive Committee, representatives of FUNSAs and local field staff associations
9. Focused priorities and programme of work for 2005
10. Dissemination of information to field staff
11. Other business
12. Nomination of standing committee officers and core group members

Election of a Rapporteur (Agenda item 2)

2. Ms. Pierangela Shaw (UNDP/UNFPA/UNOPS) was elected as Rapporteur.

Report on activities during 2004/Issues related to the field

3. It was decided that the issues to be considered were those pertaining to the field that were specified in the annual report of the Executive Committee to the FICSA Council. Under the agenda item, Aye Win (FUNSA Myanmar) gave a presentation entitled "National Staff in Field Offices – We are international civil servants too". The presentation highlighted the problems faced by national staff in field offices and the "second class citizen" treatment that prevailed. The huge disparities between international and national staff were highlighted, e.g. field security arrangements, high vulnerability to security risks, and unfairness in remuneration due to the differing basis on which national salaries were determined, e.g. the Flemming principle was applied to the salaries of national Professional staff who were often required to carry out the same work, side by side, as internationally recruited Professional staff. Currency fluctuations were only part of the problems in assessing remuneration of National staff. Political and geographical factors as well as a suppressed labour market in some economies should also be considered. Also highlighted were the problems with insufficient pensions (due to inadequate remuneration), poor access to loans, harassment when undertaking regional and international travel and the lack of any guarantee of immunity for national

staff and their families. Mr. Win urged that the 60-year celebration of the UN should ensure renewed dignity and a commitment to equitable conditions of service for all.

4. Some discussion ensued as a result of the presentation. It became clear that organisations that employed national staff (which include national officers as well as General Service staff) did not really follow one defined standard by which to determine salary levels despite the fact that we are all international civil servants.

It was recommended that, when participants finalise the draft Survey of conditions in the field, efforts be made to include questions which could draw out information on national Professional officers and that wherever possible, the salary scales for NPOs be attached to the completed questionnaires when submitted.

Hardship classification (report on the last ICSC working group on conditions of life and service in the field; Report on extraordinary meeting of this same working group; Identification of proposals to improve the classification process)

5. The FICSA Research/Liaison Officer briefed the group on the process for classifying hardship duty stations and about the last meeting of the ICSC working group to consider conditions of life and service in the field. It was pointed out that the classification process was in fact quite involved and complex. As much of the classification exercise rested on the information provided by the questionnaires which the ICSC sent to field offices, the importance of obtaining accurate and timely information was stressed. It was also indicated that where possible, photographs should be attached to questionnaires to provide for a better understanding of hardship conditions. The Research/Liaison Officer added that, although the system was not a scientific exercise and that the group exercised judgement in the assessment of duty stations, there had been an overall improvement in the process. In that respect, following the working group meeting on the Mobility and Hardship Scheme late last year, there had been another extraordinary meeting of the group to consider refinements and improvements to the classification process, e.g. to capture health and security risks and to revise the medical and general questionnaires with a view to eliciting more accurate and useful information.

6. One participant pointed out that staff involvement in the completion of hardship questionnaires was often limited or non-existent, as the questionnaire very often did not make it past the desk of the Designated Official (who is generally the UNDP resident representative) in the duty station concerned, and as a result, reporting might be skewed by political considerations. The Chair confirmed first and foremost that staff involvement in the questionnaire was limited to only international Professional staff as it was the only group that received the mobility and hardship allowance, the hardship portion of which was determined as a result of the classification exercise. Furthermore, the involvement of international Professional staff was limited in that the exercise was conducted in confidentiality as the questionnaire itself covered information which impacted on staff security and the perception of the duty station vis-a-vis the host government. Thus, the broad participation of staff in the completion of the questionnaire would put the UN country team at great risk.

The above information was provided for informational purposes – no recommendation was required.

Hazard pay

7. Participants were informed by the Regional Representative for Asia of the latest developments regarding the status of the payment of hazard pay to UNRWA area staff in West Bank and Gaza. Despite verbal support from some Member States as well as written support from the ICSC Commissioners and repeated pleas for funds from donors and from the Commissioner-General of

UNRWA, no funds were forthcoming. He stated that he would attempt once more to speak to the UNRWA Commissioner-General and requested that FICSA continue to pursue the issue with the Fifth Committee. However, should that not yield positive results, UNRWA staff would have no choice but to appeal to the UN Administrative Tribunal (UNAT).

It was recommended that the Council consider the attached resolution regarding the payment of hazard pay for UNRWA staff.

8. Another participant brought to the attention of the Committee that there were local General Service staff employed by WHO in the Ivory Coast who were not receiving the normal entitlement to hazard pay. A communication should be sent by FICSA to WHO/HQ (Geneva) in this regard.

9. Regarding the issue of an expanded definition of hazard pay, the Research/Liaison Officer explained that the issue was related to the recent decision by WHO to extend the application (and thus the definition) of hazard pay to those staff who were working directly with life-threatening viruses/diseases, i.e. hazard pay would be function- rather than location-specific in those cases.

Safety and security of UN system staff - everyday security in field duty stations-identification of problems

11. The Research/Liaison Officer informed participants that a new Under-Secretary General for The Department of Safety and Security, Mr. David Veness, would take up his duties at the end of February 2005 and from the outset, was welcoming input from FICSA on the Federation's security concerns. Participants therefore used the opportunity to enunciate some of their key concerns as indicated below:

- In their daily work, FSOs (Field Security Officers) were sometimes hamstrung in view of their reporting line to the DO (Designated Official) and the DOs need to take account of political considerations. Participants felt strongly that politics must be taken out of security situations.
- Problems were reported regarding the delegation by many DOs to their deputies of their responsibility to chair the SMT (Security Management Team) in their duty stations. That sent the clear message that some DO's were not taking their security responsibilities seriously. Furthermore, it was pointed out that, in some instances, an SMT had not been constituted at some duty stations.
- Concerns over carelessness of some managers regarding mandatory security training - i.e. reported incidences of managers asking their subordinates to complete the CD-ROM "Basic Security in the Field" on their behalf.
- The Committee noted that some country offices of "poorer" agencies did not have an adequate budget line for MOSS and MORS compliance.
- The need for a Security Handbook for Headquarters duty stations (including UN offices in Washington, DC) was restated in view of the current direct threat to UN premises and staff.
- Inappropriateness of maintaining an agency headquarters at duty stations with a Phase II and III classification. Such HQ could not provide adequate support to other field offices because it was preoccupied with its own local problems and risks: the UNRWA HQ in Gaza was a case in point but possibly not the sole instance.

- Participants stressed the need for clarification of clear lines of responsibility and accountability in the security management system.

It was recommended that the concerns over the safety and security of UN staff, raised by the Standing Committee on Conditions of Service in the Field, be brought to the attention of the Department of Safety and Security (DSS) at UN Headquarters.

It was also recommended that individual staff members take responsibility for their part in ensuring their own safety by taking security training seriously and by encouraging their colleagues to do likewise.

Availability, adequacy and access to health care and health insurance in the field

12. Participants discussed the various health care coverage available to staff in their organisations and the problems with settling health care expenses, including the need in some duty stations for up-front cash payments for hospital admission in some localities. FUNSA, Egypt informed the group that a staff emergency fund existed which could advance payments to staff and which was replenished upon receipt of reimbursement of expenses by the health insurance provider. Another participant pointed to the fact that its national officers did not even hold health insurance, as well as lacking other entitlements such as sick and annual leave and access to a pension plan.

It was recommended that FICSA carry out a comparative study of best practices with a view to seeking unified arrangements for medical insurance coverage for field staff.

FUNSA's are urged to provide FICSA with information on specific problems as well as information on local health care providers. This may be achieved through an exchange of information online, possibly linked through the FICSA website.

Regional issues and reports by Regional Members of the FICSA Executive Committee, representatives of FUNSA's and local field staff associations

13. The Regional Representative for Asia/Vice-Chair of the Standing Committee, gave a verbal report which also covered the activities of the regional representative for Africa who could not attend the meeting. The Regional Representative for Asia participated in two workshops in Bangkok during 2004 and endeavoured to establish an unofficial network among staff in the region covering approximately 15 countries. He urged that FAO staff in Bangkok strengthen its ties with its headquarters staff association.

14. Regarding Africa, it was felt that there was still a lot of ground to cover and the same applied to the Americas. Disappointment was expressed that there was no report on activities in those regions from the relevant regional representatives. The Regional Representative for Asia also pointed out that his travels throughout 2004 involved no extra expenses for the Federation and that, should he continue to represent the region, most of his future travels would most likely remain cost-free, in which case consideration of the monies budgeted for regional travel could be used for other regional representatives to undertake field visits. He continued to state that under the new structure of the Executive Committee he was deeply concerned that the position of regional representatives would be undermined. Once more, the importance of field visits was emphasised.

15. The representative from WHO/EURO (Copenhagen) pointed out that Europe should not be overlooked in that there were still a number of duty stations, such as Albania, Moldova and Russia where conditions were not on par with most countries in Western Europe and which required attention. She urged that those duty stations also be taken under FICSA's wing.

16. Lastly, the need to pre-plan field missions was stressed and that the Executive Committee undertake a minimum of two field missions per region per year. As part of this pre-planning, a needs assessment would have to be conducted to identify those duty stations most in need.

Focused priorities and programme of work for 2005

17. The Committee agreed that the list of priorities was evident from the topics discussed during the meeting. The following main areas of attention were thus identified:

- Equity towards national staff, particularly in the most disadvantaged countries where salaries of national Professional staff were adhering to the Flemming principle which, in turn, was not even fully respected. Identification of those countries was a prerequisite.
- Urgent improvement in health coverage, enhancing of pensions, improved security arrangements for national staff with a priority focus on the poorest countries.
- Need for an in-depth study of the problems of National Professional Officers and the identification of their main frustrations and the causes thereof.
- The priority of the hardship and mobility scheme and continued vigorous action to counteract ICSC and the UN General Assembly attempts to dismantle it.
- The importance of continuing to work with ICSC and the agencies in order to improve further the classification process of hardship duty stations. The problems of spouse employment and cultural isolation should be given greater importance in the weighing system.
- In respect of security, continue the constructive dialogue with the DSS.
- Ensure that complacency or politicisation at the field level did not jeopardise the implementation of MOSS and MORS.
- Target countries most in need of FICSA support and focus priority attention on those (including Europe) where the plight of UN staff was most difficult, possibly leaving aside the “wealthy” countries where staff associations/unions could fend for themselves.
- Establish a comprehensive database of medical coverage policies and arrangements for national staff worldwide, with a view to identifying the best practices.
- Overhaul FICSA internal information and communication system and design stages of promoting horizontal, informal exchange of information and ideas between members, without bypassing the official FICSA structure.

Dissemination of information to field staff

18. The flow of information to field staff and field offices continued to be problematic. Often, staff in field offices did not even know whom to contact at HQ for information on anything ranging from their conditions of service to other administrative and legal matters. Many participants felt that HR divisions were least able to inform staff and that there was a need for more frequent workshops and global staff meetings and that organisations should allocate funds for that purpose.

19. A participant raised the issue of the level of support that FICSA should or should not provide to delegations from FUNSAs who were not FICSA members. It was mentioned that active FUNSAs were extremely vital as a source of information and line of defence for field staff. However, it was

left to the plenary to decide on the definition of the relationship with non-FICSA members holding office in FUNSAs and the level of support provided.

It was recommended that the FICSA Executive Committee, together with members of the Standing Committee on Conditions of Service in the Field, identify the areas where information gaps are most acute and also obtain, where possible, information on focal points for specific areas of concern to staff, from the organisations.

It was also recommended that staff associations/unions lobby the administrations of their organisations to inform staff better and engage their executive heads in communicating more directly with their staff.

Other business

20. It was noted that several issues related to UNRWA area staff which had been raised the previous year, as listed below, remain unresolved, including but not limited too:

- Autocratic decision-making, arbitrary procedures, inadequate insurance systems and lack of coverage under the malicious act insurance, as well as arbitrariness and improper procedures in the handling of complaints, non-compliance with ICSC salary surveys, leave entitlements, general disrespect for staff representatives and for the freedom of association.

It was recommended that the FICSA Executive Committee continue to address the many unresolved administrative issues that confront UNRWA are staff.

Nominations of Standing Committee officers and core group

21. Jean Pierre Cebron (FAO/WFP-FSA) was nominated as Chair and Simone Tetz (WHO/EURO Copenhagen) was nominated as Vice-Chair.

Appendix

REPORT OF THE JOINT MEETING OF THE STANDING COMMITTEES ON PROFESSIONAL SALARIES AND ALLOWANCES AND CONDITIONS OF SERVICE IN THE FIELD

1. A joint session of the two standing committees was held to consider document FICSA/C/58/FIELD/2: Report of the ICSC Working group to review the Mobility and Hardship Scheme. The FICSA Research/Liaison Officer, who participated in the working group, briefed participants on the background to the issue and gave an overview of the current proposals which were summarised in the working group's report.
2. In summary, three proposals initiated by the ICSC Commissioners participating in the Working Group required the Standing Committees' attention: the proposal to reduce payments under the mobility portion of the hardship and mobility scheme; the proposal to eliminate H and A duty stations from the mobility portion of the scheme; and the tentative proposal to lump-sum entitlements under the scheme (including mobility and hardship payments, the non-removal allowance and the assignment grant).
3. Participants expressed deep concern over the perceived attempts by the ICSC to erode the allowance despite the Commission's persistent affirmations that it was not seeking to reduce or erode the allowance, but rather stop the automaticity of increases by delinking the hardship and mobility allowance from the base/floor salary scale.
4. Opposition was expressed to the possibility of lump-summing components of the allowance: not only would that cause cash flow problems within organizations, programmes and funds of the common system, but lump-summing introduced the risk of entitlements being eroded still further.
5. It was pointed out that when the scheme was constructed in 1988/89, it was intended to provide an incentive to encourage staff to be mobile and take up postings in hardship duty stations. It was confirmed that the justifications for the scheme were as valid in 2005 as in 1988.
6. The Research/Liaison Officer pointed out that one ICSC Commissioner in particular favoured the abolition of a mobility allowance altogether, to be replaced by strategic bonuses, i.e. a discretionary payment for mobility as that would be in line with what the comparator (i.e. the US civil service) currently provided. The same Commissioner believed that the present mobility allowance was not serving its purpose in encouraging mobility and based his judgement on the premise that staff did not really understand the allowance and on the conclusions reached by a consultant commissioned by the ICSC who produced a report declaring that UN staff did not really have a mobility mentality. In that context, participants discussed at some length the whole issue of staff mobility. While it was recognised that some staff did not want to be mobile and that there was a need to examine the 'real' reasons for that being the case, the prevailing view was that, contrary to the sweeping assumptions made by the ICSC consultant, many staff were willing to be mobile (and in some organisations this was a condition of service) and were very aware of the purpose of the mobility and hardship allowance.
7. Furthermore, participants believed that there was no evidence at present to suggest that the replacement of the mobility allowance by strategic bonuses would in actual fact be less costly and confirmed the present mobility allowance did in fact provide an incentive to staff to relocate, and facilitated that relocation.

8. The group was also informed that organisations had been asked to come prepared for the next (second) working group with statistics on the number of staff currently in receipt of the mobility and hardship allowance, as well as statistics indicating the status of the mobility of their staff, where possible. Participants felt that there should be no changes in the scheme before costings were made.

9. Participants confirmed that the present hardship and mobility allowance served two purposes: to provide for the proper level of payment to compensate staff for living in hardship conditions which were often worse than those endured by those working for national civil services or the private sector, and to provide for a proper level of payments to encourage mobility which entailed the necessity for the staff member to uproot his or her life and, in many cases, the lives of their families.

While FICSA maintained its original position that the hardship and mobility scheme is functioning well as it stands now and should ideally not be altered. In participating in the upcoming meetings of the Commission, it was recommended that the FICSA representatives demand that, given its insistence regarding the review and revision of the hardship and mobility scheme, the ICSC take account of fair international standards and the need for transparency when deciding on any revisions.

It was recommended that the FICSA Secretariat, together with the Standing Committees on Professional Salaries and Allowances and Conditions of Service in the Field and their respective 'core groups', should review the original rationale for the mobility and hardship scheme as well as a recent document issued by the Secretary-General on recruitment and retention as a basis for supporting arguments against the erosion of the hardship and mobility scheme.

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

| | |
|--|--------------------------------------|
| Chair | Edmond Mobio (WHO/HQ Geneva) |
| Vice-Chair/Member, FICSA Executive Committee | Rolando Chacon (PAHO/WHO Washington) |
| Vice-Chair | Mauro Pace (FAO/WFP-UGSS) |
| Rapporteur | R.L. Rai (AFSM-WHO/SEAR) |
| Members, FICSA Executive Committee | Diab El-Tabari (UNRWA/ASA) |
| | Paul Matsiona (WHO/AFRO Brazzaville) |

Participants

| | |
|-----------------------|--|
| CERN | Gianni Deroma |
| FAO/WFP-UGSS | Claudio Cherubini Franco di Pancrazio |
| IAEA | Steven Cooper Mirta Matijevic Lisa Villard |
| IARC | Fabrice Odefrey |
| IMO | Ingrid Lopez Valérie Seguin |
| ITU | Varghese Joseph Jacques Sanou |
| PAHO/WHO (Washington) | Carolina Bascones |
| UNDP/UNFPA/UNOPS | Ruth Sison Tita Tiongson |
| UNESCO | Livia Zetto |
| UPU | Stéphane Vuillemin |
| WHO/EMRO (Cairo) | Mona Abbassy |
| WHO/EURO (Copenhagen) | Jenny Birkjaer Madesn Simone Tetz |
| WHO/HQ (Geneva) | Edmond Mobio |
| WMO | Françoise Plivard |
| WTO/OMT | Michel Julian |

Association with consultative status

| | |
|-----------------|----------------|
| ADB Ivory Coast | Michel N’Kodia |
|-----------------|----------------|

Federations with observer status

| | |
|-------------------|---------------------------------|
| FASPANUCI Abidjan | Sophie M’Bahia Aka Tano-Bian |
|-------------------|---------------------------------|

| | |
|-------------|----------------|
| FUNSA India | Thrity Cawasji |
|-------------|----------------|

| | |
|--------------|-------------|
| FUNSA Mexico | Pilar Vidal |
|--------------|-------------|

| | |
|---------------|---------|
| FUNSA Myanmar | Aye Win |
|---------------|---------|

| | |
|----------------|-----------------|
| FAPNUU Uruguay | Yacira Villalba |
|----------------|-----------------|

1. The meeting started at 9.20 a.m. in the Iran Room. Edmond Mobio, Chair of the Standing Committee, opened the meeting and welcomed those present.

Adoption of agenda (Agenda item 1)

2. The provisional agenda circulated was amended with an additional item and re-arranging some of the items.

1. Adoption of agenda
2. Election of a rapporteur
3. Review of activities in 2004
4. ICSC activities on General Service questions:
 - (a) Notes on ICSC technical working group meetings on GS common classification standard: next step
 - (b) Review of notes of the WG on jointly funded salary surveys activities. The UNDP/UGSS proposal for an outsourcing of data collection. Discussions, and alternative views on GCS proposal
5. Review of report on salary surveys in Paris (ICSC/60/R.9) and Madrid (ICSC/59/R.12)
6. Workplan of the ICSC for 2005
7. Issues emanating from GS salary survey workshops at non-hq duty stations
8. Need to revive PTC (Non-HQ and HQ)
9. FICSA Working Group to develop training material for GS workshops
10. Planning of activities for 2005
11. Other business
12. Nomination of Standing Committee officers and core group (3)

Election of a rapporteur (Agenda item 2)

3. R.L. Rai (AFSM-WHO/SEAR) was unanimously designated as Rapporteur of the meeting.

Review of activities in 2004 (Agenda item 3)

4. The chairman briefly summarized the activities in 2004. The year was marked by mainly two items: a number of workshops on GS salary surveys at non-headquarters duty stations; and a meeting of the Working Group on classification standards for General Service and related categories at HQ (Geneva, 11 and 12 January 2005) with the participation of organisations and staff representatives.

5. A number of interventions were made on issues arising from the workshops on GS salary surveys at non-headquarters duty stations on problems encountered in various duty stations. The topics included job classification, maintaining the purchasing power of salaries, special measures and requests for FICSA to intervene in finding solutions.

ICSC activities on General Service questions (Agenda item 4)

(a) Notes on the ICSC technical working group meetings on GS common classification standard: next steps

6. The topic was discussed at length and in view of the ICSC intention to have a single GS job classification standard for all HQs duty stations, it was agreed that a FICSA working group be established to prepare for effective participation in the ICSC technical working group.

(b) Review of notes of the Working Group on jointly funded salary surveys activities: The UNDP/GCS proposal for outsourcing of data collection. Discussions, and alternative views on GCS proposal

7. The item was another subject of concern to all duty stations. Efforts should be made to counter the proposal for outsourcing of data collection.

8. The present methodology did not provide for outsourcing of data collection. The job matching, which was an important exercise in the conduct of the salary surveys, could not be done by outsourcing. It had to be done through a personal interview with the employer. It was suggested that the ICSC be involved in ensuring that data collection was not outsourced. However, at some duty stations it might be necessary to take certain measures to overcome the non-participation of good comparators.

Review of reports on salary surveys in Paris (ICSC/60/R.9) and Madrid (ICSC/59/R.12) (Agenda item 5)

9. A member of WTO/OMT, Madrid, gave a detailed account of the background and various aspects and the problems encountered in the conduct of the GS salary survey in Madrid in 2004. The outcome of the survey, however, was good with an 11 per cent increase.

10. The data collection for the survey in Paris took place in October/November 2004. The item was to be discussed in the 60th session of the ICSC scheduled to take place in March 2005 in Bangkok for guidance on retention of employers and jobs, treatment of cash and non-cash benefits, procedure for netting down outside gross salaries and the interim adjustment procedures. Thereafter, the salary scale would be constructed and dependency allowances calculated.

Workplan of the ICSC for 2005 (Agenda item 6)

11. The ICSC had scheduled three General Service salary surveys for 2005 and 2006 in Montreal, Rome and Paris. The FICSA members concerned should be well prepared to participate effectively in those surveys. In that regard and of particular importance was the development by ICSC of

common GS job classification standards for all headquarters duty stations. The issue was still under discussion. It was suggested that a FICSA working group be established to prepare for effective participation in the ICSC working group on the subject. That had been recommended in a joint session with the Standing Committee on Human Resources Management. The next meeting of the ICSC working group was scheduled to take place in May in New York.

Issues emanating from GS salary survey workshops at non-headquarters duty stations (Agenda item 7)

12. The issues and recommendations of the workshops held in Bangkok and Cairo were noted (see Appendix 1) and some of them were discussed. Those issues would be taken up by the Executive Committee in the appropriate fora.

Need to revive PTCs (HQs and Non-HQs) (Agenda item 8)

13. The Permanent Technical Committees (PTCs) for both HQs and Non-HQs were in existence, but had not been active for the past two years. The membership of the two PTCs needed to be updated and the work plan defined. Generally their task was to advise the Executive Committee on technical questions concerning staff in the GS and related categories including the provisions of the respective salary survey methodologies for HQs and Non-HQs duty stations and preparing for their revisions by the ICSC. The two PTCs should be activated with a separate coordinator for each PTC and their meetings could be held the day prior to the sessions of the FICSA Councils. If the need arose, the Standing Committee could recommend holding meetings during the year.

14. The Standing Committee re-confirmed the terms of reference of the Permanent Technical Committees (Appendix 2).

15. The term of office of the members of the PTC was for three years and could be renewed. The cost of their participation in the meetings of the PTCs was to be borne by the respective nominating associations/unions.

16. The Committee designated Varghese Joseph (ITU) and Claudio Cherubini (FAO/WFP-UGSS) as Coordinator and Vice-Coordinator, respectively, for PTC/HQ and Rolando Chacon (PAHO/WHO Washington) and R.L. Rai (AFSM-WHO/SEAR) as Coordinator and Vice-Coordinator, respectively, for PTC/NHQ.

17. After reviewing the list, the Committee decided to maintain the present members (Appendix 3).

18. The Chairman invited the member associations/unions to nominate additional members to the two PTCs in accordance with the terms of reference (Appendix 2).

FICSA Working Group to develop training material for GS workshops (Agenda item 9) (FICSA/C/58/GSQ/CRP.5)

19. Prior to the Council, the Executive Committee had arranged for a three-day meeting of a working group to develop training materials for salary survey workshops. The group had reviewed the teaching material currently used by the resource persons/trainers and had recommended that the content of the training materials should cover the following topics:

Core topics

- Core content – salary survey
- Overview of the common system

- Basics of job classification
- Familiarisation with the B6/B7 Excel programme.

20. Based on a needs assessment, the following topics might also be touched upon:

- External HR policies
- Pre and post evaluation forms
- Possibility of additional modules on HR issues – contracts, grievance procedures, performance appraisals, harassment, staff representation.

21. The training material should consist of the following:

(a) A CD containing copies of the following to be sent to the participants on acceptance of their nominations:

- (i) the programme of the workshop
- (ii) the ICSC methodology
- (iii) the Manual.

(b) Quick reference kit consisting of: (a) the programme; (b) the main document including group exercises; (c) review questions; and (d) the workshop evaluation questionnaire. The kit was to be given to the participants on arrival at the workshop.

(c) PowerPoint presentation/trainer manual as CD (and/or manual) for use by the resource person for training - not for distribution to the participants.

22. Mr. Osvaldo Bastida was designated to prepare the PowerPoint presentation and trainers' manual based on the methodology and the Manual and the materials used by the trainers. The above materials were proposed for testing at the first workshop in around July 2005, possibly at UNRWA in Beirut, which the trainers would also attend. The total cost of the above will be around US\$ 10,000.

Planning of activities for 2005 (Agenda item 10)

23. The major activities during the coming year would include preparing for participation in the ICSC Working Group on job classification, salary surveys in Montreal, Rome and New York and the holding of workshops for General Service salary surveys both for HQs and Non-HQs duty stations.

24. FICSA should fully prepare for participation in the meetings of working group on GS classification standards. It was suggested that a FICSA working group be established for the purpose, prior to the meeting of the ICSC Technical Working Group.

25. A workshop for non-headquarters duty stations was planned for around July 2005 in Beirut, simultaneously testing the teaching material prepared as a result of the meeting of the Working Group held for that purpose in Rome from 4 to 6 February 2005. UNRWA would provide all the facilities necessary.

26. The facilities required by the host association/union/federations was a room to accommodate 30-35 in the case of non-headquarters and about 10 in the case of headquarters participants for one working week, a laptop and beamer for PowerPoint presentation, stationery, reproduction facilities and assistance in reserving hotel accommodation.

27. FUNSA Abidjan also offered to host a workshop. The IMO Staff Union also offered to host a workshop in London on a cost-sharing basis.

28. The Standing Committee recommended that 6 workshops (1-2 HQs and 4-5 Non-HQs) be conducted during 2005. The total cost of the workshops for HQs and Non-HQs in 2005 was estimated at US\$ 20,000. Those workshops should be self-financing by levying participation charges from non-member association/unions of FICSA. (Appendix 4, List of experts/resource persons).

29. FUNSA Mexico also proposed to conduct similar workshops on other subjects such as pensions and job classification. They had also prepared information on the salary survey process, which might be of substantive use to the PTCs and the activities of the Federation.

Other business (Agenda item 11)

30. FUNSA New Delhi reported that the local salary scale had 20 steps which ran counter to the spirit of the ICSC methodology provisions and was also to the disadvantage of staff. The salary package was divided into 20 portions instead of 9-12. Their efforts to get the number of steps reduced had not proved successful. They therefore asked FICSA to intervene and get the number of steps reduced to 9-12. The members, however, were of the view that that could not be done 'in one go', but would have to be a phased exercise.

31. The representative of WHO/EMRO (Cairo) also raised the issue of devaluation of local currency, inflation and exchange rate fluctuations and their effects on local salaries, which called for intervention by FICSA.

Nomination of Standing Committee officers and core group (3) (Agenda item 12)

32. Edmond Mobio (WHO/HQ Geneva) was nominated Chair and Rolando Chacon (PAHO/WHO Washington) and Mauro Pace (FAO/WFP-UGSS) Vice-Chairs.

Summary of recommendations

33. The Standing Committee on General Service Questions requested the Executive Committee in consultation with the Standing Committee officers to:

- Establish a working group in preparing for participation in the ICSC Technical Working Group on GS post classification.
- Arrange for the preparation of teaching material for the GS salary survey workshops.
- Arrange for the conduct of six salary survey workshops for HQs and Non-HQs duty stations in 2005.
- Arrange for a one-day meeting of the HQs and Non-HQs PTCs to be held immediately prior to the 59th session of the FICSA Council.
- Assist the concerned member associations/unions to participate effectively in the salary surveys at Montreal, Rome and New York.
- Collect information on areas affected by the devaluation of local currency in order to compile enough data to prepare a working paper on this issue and take corrective measures.

Closure of the meeting

34. The meeting closed with a vote of thanks to the Chair.

Appendix 1

ISSUES EMANATING FROM THE WORKSHOPS ON GS SALARY SURVEY METHODOLOGY AT NON-HQS DUTY STATIONS BANGKOK, OCTOBER/NOVEMBER 2004 AND CAIRO DECEMBER 2004

1. At many duty stations there was a tendency on the part of the best employers to refuse, for various reasons, to provide information on their pay policies and salaries, allowances and benefits. It was also noted that some national and international management consultancy agencies were in possession of such reliable information and data about these comparators. It was therefore suggested that the Local Salary Survey Committees (LSSCs) could utilise the services of external consulting agencies to gather/provide information on best paying comparators to enable LSSCs to select and retain them.
2. The presence of the salary survey specialist appointed by the Designated Agency creates an imbalance in the LSSC, the data collection and data analysis teams. The need to rectify this has already been accepted. At the request of the staff at the duty station, a FICSA/CCISUA salary survey specialist can be assigned to the LSSC. This will provide necessary technical support to the staff.
3. The purchasing power of the salaries of the UN system staff in a number of countries in the region has not kept pace with high inflation. This situation can be remedied by linking/indexing the staff salary scales in the affected countries to the currency of the UN system. It was also suggested that the conditions for application of special measures be reviewed to cater to such situations.
4. In many countries, owing to local conditions, appropriate and adequate employers are not present and hence not available as comparators. For countries where such situations exist, it was recommended that the best salary scale available in the region be adopted.
5. The need for a review of the criteria for the categorisation of duty stations was strongly felt, in particular, the lack of relevance of the size of the UN local staff at the duty station in that regard.
6. The Global Classification Standards for Non-Headquarters Duty Stations were finalised and promulgated by the International Civil Service Commission in September 1991. The benchmark job classifications developed accordingly are being used for job matching and consequent data collection. It is evident that the situation has changed enormously since then. Information technology has emerged in a big way and such posts should be included as benchmarks. Certain jobs, i.e. guards and drivers with the comparator employers are fast vanishing. Some of the benchmarks appear outdated and part of the job matching is becoming speculative. These and other relevant factors should be taken into account while reviewing the Classification Standards. Consequently, some portions of the April 1994 version of the ICSC Common Classification of Occupational Groups may need a re-look.
7. Based on the experiences at some duty stations, it was strongly felt that the salary survey specialist should be familiar with and respect the local culture. Any untoward behaviour on the part of the salary survey specialist should be brought to the attention of all participating agencies and reflected in the report of the LSSC. Also, the specialist should know the language of the duty station.
8. The software used in the data analysis, commonly known as B6 programme, should be made available to the staff representatives for their meaningful participation in the survey exercise.

9. At a specific duty station recently the comprehensive survey exercise was conducted through remote control procedure with an outcome that the staff felt was not reflective of the local conditions. In that regard it was stressed that the staff representatives should remain vigilant and exercise their right not to accept this procedure for the conduct of the survey.
10. At some duty stations it was found that the Designated and Responsible Agencies took a long time in processing the recommendations of the LSSC on survey or interim adjustment exercises causing avoidable anxiety for the staff at the local duty station. It was suggested that a time-frame, say 30 days, be fixed for finalising decisions on such exercises by the Designated and Responsible Agencies.
11. In the quantification of benefits, the limitation of percentage utilisation factor should be removed.
12. In the event it is discovered that there were deficiencies in any aspect of the conduct of the salary survey, it should be in the terms of reference of the LSSC to request for a review of the salary scale.
13. It was felt that effectiveness of the LSSC in the conduct of the salary survey needed to be strengthened. In that respect the terms of reference of the LSSC and its members should be defined.
14. In addition, the participants suggested that FICSA create a website serving as a data base, on a regional basis, on salary surveys and interim adjustments also providing information on the GS salary survey specialists available to assist their colleagues in the region.

Appendix 2

TERMS OF REFERENCE

PERMANENT TECHNICAL COMMITTEE ON QUESTIONS CONCERNING STAFF IN THE GENERAL SERVICE AND RELATED CATEGORIES

I. Purpose

The Permanent Technical Committee (PTC) on Questions concerning GS and Related Categories of Staff is a continuing sub-committee of the Standing Committee on GS Questions with the aim of advising the Standing Committee and FICSA on all technical issues related to the conditions of service of GS and related categories of staff.

II. Functions

The main functions of the PTC are:

- (i) to advise the Standing Committee on the validity and technical appropriateness of issues affecting the conditions of service of GS and related categories of staff;
- (ii) to prepare technically sound arguments and positions for FICSA in defending the interests of GS and related categories of staff;
- (iii) to propose topics for inclusion in the Standing Committee's work plans;
- (iv) to coordinate and evaluate input by member associations/unions;
- (v) to study and analyse specific problems brought to its attention by the Standing Committee, FICSA or any of its member associations/unions and to recommend technically based solutions and courses of action.

III. Composition and Membership

The PTC is composed of the Coordinator and members appointed in their personal capacity for an initial period of three years. The Coordinator and the members are eligible for re-appointment. The Chair and Vice-Chairs of the Standing Committee are ex officio members of the PTC.

Application for membership is open to all staff associations/unions which may nominate candidates who have the required expertise in GS and related categories' conditions of work. Applications should contain a brief record of activities and/or tasks carried out by the candidate in support of GS matters and be submitted to the Coordinator.

Members will be appointed by the Chair of the Standing Committee upon recommendation of the Coordinator of the PTC and after endorsement by the FICSA Executive Committee.

In recommending members for appointment, the Coordinator will be guided by the following considerations:

- (i) Each member will have proven expertise in issues affecting GS and related categories' conditions of work and has actively participated in studies and tasks related to the subject;

- (ii) In order to cover a wide spectrum of the peculiarities in individual Headquarters and Non-Headquarters duty stations, representation from such locations should be assured;
- (iii) In order to have a workable size, membership in the PTC should not exceed ten members.

The Coordinator may co-opt staff members who are known to have detailed knowledge and expertise in specific subject areas.

IV. Methods of Work

The PTC will determine its own methods of work, including preparation of its agenda, establishment of special working groups, work assignments, keeping of records and other procedures. As far as possible, information exchange, cooperation and coordination of activities should be conducted by correspondence.

V. Meetings

The PTC meets normally once a year to discuss the work plan for the coming year and to assign responsibilities and priorities for specific tasks. Unless otherwise decided, the PTC will meet in conjunction with the FICSA Council. Ad-hoc meetings will be convened if specific tasks or circumstances so require. The venue of such meetings will be determined after invitations for hosting have been received from individual staff associations/unions. The costs for members to attend meetings of the PTC are to be borne by the association/union to which the participant belongs.

PTC meetings may be attended by participants other than members as decided by their own association/union. All costs related to such participation have to be borne by the relevant association/union.

The Coordinator will organize meetings of the PTC. A Presiding Officer and a Rapporteur will be elected from among the members present for each session of the PTC.

VI. Reporting

The PTC reports to the Standing Committee on GS Questions.

Appendix 3

**PERMANENT TECHNICAL COMMITTEES
(HQ and Non-HQ)**

| ASSOCIATIONS/UNIONS/FUNSA _s | NAMES | EMAIL ADDRESSES |
|--|--|---|
| PTC – Non HQ | | |
| PAHO/WHO Washington | Rolando Chacon | Chaconed@paho.org |
| Former WHO/SEARO New Delhi | J. S. Battra R. L. Rai A. N. Sachdeva | rlrai@hotmail.com |
| FUNSA Islamabad | Basharat Ahmad | basharat@iloisb.org.pk |
| PTC HQ | | |
| FAO/WFP-UGSS Rome | Paolo Barchiesi Claudio Cherubini Margaret Eldon Mauro Pace | paolo.barchiesi@fao.org claudio.cherubini@fao.org margaret.eldon@fao.org or ugss@fao.org mauro.pace@fao.org |
| FUNSA Romania | Cristina Balan | cristina.balan@undp.org |
| IMO London | Ingrid Lopez Antonio Paoletti | ilopez@imo.org apaoletti@imo.org |
| ITU Geneva | Varghese Joseph Jacques Sanou | Varghese.joseph@itu.int Jacques.sanou@itu.int |
| UNDP/UNFPA/UNOPS New York | Ruth Sison | Ruth.sison@undp.org |
| UNESCO Paris | Christiane Nollet | c.nollet@unesco.org |
| WHO/EURO Copenhagen | Gareth Burns | gbu@who.dk |
| WHO/EURO Barcelona | May Hansen | may@es.euro.who.int |
| WHO/HQ Geneva | Edmond Mobio | mobioe@who.int |
| WMO Geneva | Françoise Plivard | Plivard_f@gateway.wmo.ch |
| WTO/OMT Madrid | Monica Gonzales Michel Julien Amparo Muñoz | mgonzalez@world-tourism.org mjulien@world-tourism.org |

Appendix 4

REVISED 2005 RESOURCE PERSONS AND EXPERTS IN HQ AND NON-HQ SALARY SURVEY METHODOLOGY

| <i>Name</i> | <i>Working language(s)</i> | <i>Duty station</i> |
|---|--------------------------------|--|
| Headquarters | | |
| Claudio Cherubini | English | FAO/WFP Rome Email: Claudio.cherubini@fao.org |
| Franco di Pancrazio (also Non-HQ) | English, French | Retiree, contact through FAO/WFP-UGSS Rome Email: frandip@libero.it |
| Vittorio Fiumi | English | Retiree, contact through FAO/WFP-UGSS Rome |
| Varghese Joseph | English, French | ITU Geneva Email: Varghese.joseph@itu.int |
| Edmond Mobio | French | WHO/HQ Geneva Email: mobioe@who.ch |
| Christiane Nollet | French | UNESCO Paris Email: c.nollet@unesco.org |
| Mauro Pace (also Non-HQ) | English | FAO/WFP-UGSS Rome Email: mauro.pace@fao.org |
| Non-Headquarters | | |
| Basharat Ahmad | English | ILO Islamabad Email: basharat@iloisb.org.pk |
| Osvaldo Bastida | English, Spanish Portuguese | Former UNHCR Buenos Aires Email: odbconsultant@sinectis.com.ar |
| Rolando Chacon | English, Spanish | PAHO-WHO/AMRO Washington Email: chaconed@paho.org |
| R. L. Rai (non-HQ) | English | Retiree, contact through WHO New Delhi Email: exstaffwho@yahoo.com |
| <i>N.B. Names are listed in alphabetical order.</i> | | |

Annex 8**REPORT OF THE STANDING COMMITTEE ON
PROFESSIONAL SALARIES AND ALLOWANCES**

| | |
|---------------------------------|-------------------------------|
| Chair | Kristin Kolshus (FAO/WFP-APS) |
| Rapporteur | Jakob Skoet (FAO/WFP-APS) |
| President, FICSA | Robert Weisell (FAO/WFP-APS) |
| Research/Liaison Officer, FICSA | Anne Marie Pinou |

Participants

| | |
|-----------------------|-------------------------------------|
| FAO/WFP-APS | Lawrence Clarke Matthew Montavon |
| FAO/WFP-FSA | Raymon van Anrooy |
| IAEA | Michael Donoho Manijeh Torabi |
| IMO | T. Anton Pushparajah |
| ILO/ITC | Vittorio Coscia |
| UNRWA/ISA | Fredrik Schultz Maria Traficanti |
| WHO/EURO (Copenhagen) | Rainer Verhoeven |
| WTO/OMT | Rosamond Deming |

1. The Standing Committee met once on Wednesday, 9 February from 08:30 to 10:15 hours. It met in a joint session with the Standing Committees on Human Resources Management and General Service Questions on Wednesday, 9 February from 16:30 to 17:00 hours to review the Pay and Benefits Reform initiative. A joint session with the Standing Committees on Conditions of Service in the Field was also held on Wednesday, 9 February from 13:30 to 15:30 hours to review issues related to the Hardship and Mobility scheme. The two joint sessions are covered in separate reports (Annex 10 and Appendix to Annex 15, respectively).

Adoption of the agenda (Agenda item 1)

2. Under agenda item 9, Other business, “Update of the publication *The United Nations: an Uncompetitive Employer*” was added. The agenda was then adopted as presented.

1. Adoption of the agenda
2. Election of a rapporteur
3. Review of report of the Standing Committee for 2004 (including the Index of Decisions):
 - (a) Review of issues addressed at the 26th session of ACPAQ
 - (b) Total compensation comparisons under the Noblemaire principle to determine the highest paid national civil service
 - (c) Report on the legal appeal against General Assembly resolution 57/285 (section II.A) of 20 December 2002
 - (d) Preparation for 2005 place-to-place surveys, including implementing the PSA workshops on post adjustment place-to-place survey methodology
4. ICSC review of the pay and benefits system: joint session with HRM (FICSA/C/58/HRM/1,2,3,4)
5. Review of the pay and benefits system: modernizing and simplifying allowances – children's and secondary dependant's allowances (ICSC/60/R.4)
6. ICSC review of spouse benefits (ICSC/60/R.3)
7. Review of issues addressed at the 27th session of ACPAQ (16-22 January 2004 in New York) (ICSC/ACPAQ/27/R.9)
8. Education grant: Review of the methodology for determining the grant
9. Other business
10. Nomination of Standing Committee officers and core group (3)

Election of the rapporteur (Agenda item 2)

3. Mr. Jakob Skoet (FAO/WFP-APS) accepted the responsibility of serving as Rapporteur.

Review of report of the Standing Committee for 2004 (including the Index of Decisions): (Agenda item 3) (FICSA/C/58/PSA/CRP.3)

4. A general overview was given. The Index of Decisions of the 57th FICSA Council and actions taken was provided as a handout.
5. Two issues had dominated the 2004 deliberations of the Standing Committee: the appeal against the UN General Assembly decision to set the margin at 112 instead of the desirable midpoint of 115, and the preparation of FICSA training material on place-to-place surveys and post adjustment. The issue of the appeal was dealt with under Agenda item 3(c). Different aspects of place-to-place survey matters were also discussed under agenda items 3(a), 3(d) and 7.

Review of issues addressed at the 26th session of ACPAQ (Agenda item 3(a)) (FICSA/C/58/PSA/CRP.6)

5. It was explained that the session of ACPAQ (the Advisory Committee on Post Adjustment Questions), which had taken place in February 2004, had not been contentious, and had mainly focused on preparatory work for the upcoming place-to-place surveys for HQ duty stations in 2005. However, while the experience with the 2000 place-to-place surveys had in general been satisfactory, the problems with the comparability, as well as the lack of transparency of data on rent comparisons remains a major issue of concern. Since rental data were collected by a body external to the ICSC (IOS: Inter-Organizations Study Section on Salaries and Prices), there was no possibility of verifying the accuracy and comparability of the data on housing costs. That contrasted with the relatively high degree of transparency that existed in the other components of the place-to-place survey process. FICSA/C/58/PSA/CRP.6 (FICSA Update No. 2/2004) refers. As it was an informational agenda item, no recommendations were made.

Total compensation comparisons under the Noblemaire principle to determine the highest paid national civil service (Agenda item 3(b)) (FICSA/C/58/PSA/CRP.2)

7. The FICSA Research/Liaison Officer explained the background which included the discussions which took place at the ICSC's 59th summer session on the issue. It was noted that the 60th session of the ICSC would be considering total compensation comparisons: see document ICSC/60/R.10. The purpose was to determine whether the US civil service was still the best paid national civil service or if another national civil service would be more suitable as a comparator in the common system. The 60th session of the ICSC would only be reviewing a report on the first phase of the study, which had identified national civil services which would require further study. Reference was also made to the grade equivalency study currently being conducted by the ICSC, for which results were expected for the 60th session of the ICSC: see document ICSC/60/R.10. A lengthy discussion ensued, also touching on recruitment/retention issues. The Committee was reminded that while organizations often claimed to face recruitment/retention problems, the ICSC has repeatedly called for evidence to substantiate these claims. That had not been forthcoming so far. While that was an interesting area of concern, it was also highly political (vis-a-vis geographical representation issues) and complicated by lack of transparency in data on recruitment, as well as lack of systematic data on retention and on reasons for leaving the UN system. Any documentation/information that member associations/unions could share on this issue would be most appreciated.

8. As it was an informational agenda item, no recommendations were made. However, the issue was also touched on under Agenda item 9. The ICSC document on the history of the Noblemaire principle (from the 59th session of the ICSC) would be sent to the participants of the Standing Committee on Professional Salaries and Allowances for reference.

Report on the legal appeal against General Assembly resolution 57/285 (section II.A) of 20 December 2002 (Agenda item 3(c)) (FICSA/C/58/PSA/CRP.4)

9. The item was briefly discussed. At the end of 2002, the UN General Assembly had decided to disregard the recommendation of ICSC to bring the margin back to 115, which marked the desirable midpoint of the range, and had opted instead for an arbitrary increase which was below that required by the methodology approved by the General Assembly itself. The 26th FICSA Council supported the lodging of appeals. Eleven separate individual appeals ranging from P-2 to D-1 were submitted to the Registry of the ILOAT on 7 November 2003 from staff members at the following organizations: FAO (5), IAEA (2), WFP (2) and WMO (2).

10. While the outcome of the ILOAT decision had been negative, there were certain positive elements within the judgment. The Committee commended the hard efforts of many which had gone into carrying through that important legal appeal. The Committee noted the importance of informing the FICSA membership of the outcome of the appeal and its implications.

Recommendation: Ensure that the FICSA membership is informed of the outcome of the legal appeal against General Assembly resolution 57/285 (section II.A) of 20 December 2002 and possible implications (Action: To be followed up by the Chair of the Standing Committee, in collaboration with Standing Committee on Legal Questions and the Executive Committee).

Preparation for 2005 place-to-place surveys, including implementing the PSA workshops on post adjustment place-to-place survey methodology (Agenda item 3(d)) (FICSA/C/58/PSA/CRP.5)

11. Some background on HQ place-to-place surveys was provided. What was a place-to-place survey and why was it important? The ICSC Secretariat conducted place-to-place surveys in headquarters duty stations every 4-5 years. The purpose of the surveys was to compare the cost of

living in the various duty stations. On the basis of the results of the survey, the post adjustment was reset throughout the system so as to ensure equality of purchasing power of professional salaries across the various duty stations. In between the place-to-place surveys, the post adjustment was adjusted, based on trends in cost-of-living over time at each individual duty station

12. The importance of staff representatives and staff in general being prepared for the place-to-place surveys was stressed. This place-to-place survey can have a major (positive or negative) impact on Professional remuneration levels at the various duty stations, and it is important that staff representatives be ready to and capable of participating in the survey and that they support the ICSC's conduct of the survey in a constructive but vigilant manner. This included explaining the survey process to staff and encouraging them to contribute and participate. It was important to note that the place-to-place survey was supposed to be a technical exercise aimed at ensuring equality of purchasing power of professional remuneration across duty stations. Consequently, implementation of the survey results did not require the political endorsement of the UN General Assembly and its Fifth Committee.

13. As requested by the 56th FICSA Council, and with funding from FICSA, a training package had been developed for FICSA members on post adjustment and place-to-place survey methodology. The work had been coordinated by the Chair of the Standing Committee, with the collaboration of a consultant, Maurizio de Nigris, and with the strong involvement of a working group in Rome. The pilot workshop had been held at FAO, Rome, in November 2004. The next workshop was planned for PAHO/WHO (Washington), in early March 2005.

14. The question also arose of the suitability of the workshop and of the possibility of adapting it to non-HQ duty stations, which had a somewhat different survey mechanism to that of HQ duty stations.

15. The approximate dates for the place-to-place surveys were known:

Survey month for price and other data collection

June 2005: New York

September 2005: Geneva, London, Paris, Montreal, Madrid

October 2005: Rome, Vienna, Washington, D.C.

16. The Committee strongly urged the implementation of workshops on Professional salaries and allowances at other duty stations over the next few months, with modalities depending on local conditions. The workshop material is a set of ten separate PowerPoint presentations, which could be chosen and combined in different ways, depending on time availability and interest. It was crucial to strengthen general capacity on how the common system worked and on salary and post adjustment methodology in particular. Whereas FICSA had funded the development of the training material (\$US 3,000, as approved by the 56th FICSA Council), individual headquarters duty stations would be expected to fund the trainer's travel, DSA and honorarium (see FICSA/C/57/PSA/1 for details). While it was desirable to run the workshop with an expert on place-to-place surveys present, the material had been written so local staff representatives with some knowledge could also run the workshop. Questions that arose could be referred to Standing Committee. Feedback on possible improvements would be most welcome. Action needed: Contact the Chair of the Standing Committee.

It was recommended that: (a) interested HQ duty stations be requested to implement at least the post adjustment and place-to-place survey sections of the workshop by the end of June 2005 (Action: All FICSA members); and (b) the issue of post adjustment methodology and implications of being a non-HQ duty station be reviewed. If warranted, the workshop suite of presentations should be enhanced or modified to accommodate that distinction (Action: Non-HQ duty stations and SC/PSA).

ICSC review of the pay and benefits system: joint session with HRM (Agenda item 4) (FICSA/C/58/HRM/1,2,3,4)

17. As the item was to be discussed in the joint session of the Standing Committees on General Service Questions and Human Resources Management, it was not discussed in the Standing Committee on Professional Salaries and Allowances.

Review of the pay and benefits system: modernizing and simplifying allowances – children's and secondary dependant's allowances (Agenda item 5) (ICSC/60/R.4)

18. Attention was drawn to document ICSC/60/R.4 and the issues raised therein, including proposals for modernizing and simplifying children's and secondary dependants' allowances. As the Committee had not had time to review the document in detail, it was agreed that it would be circulated by e-mail to Committee members in order to seek views for the preparation of the FICSA position on the issue. Note: The issue was to be discussed at the 60th session of the ICSC, beginning 28 February 2005.

ICSC review of spouse benefits (Agenda item 6) (ICSC/60/R.3)

19. Attention was drawn to document ICSC/60/R.3 and the issues raised therein. The basic question was whether the distinction in remuneration between staff with and without primary dependents should be maintained and if, in case of an affirmative answer, the current single rate should be increased so as to bring it slightly closer to the dependent rate, particularly at the higher grades where the difference tended to be largest; that would also ensure uniformity in the ratio of remuneration levels between the two at all grades. There were a range of interesting questions and possible implications, such as implications for broadbanding, margin comparison methodology, general equity concerns and others. In principle the issue of eliminating a separate and lower single rate was distinct from the margin comparison, which was indeed done at dependant rate; in theory eliminating the single rate and bringing it to the level of the dependent rate should not affect the margin comparison. However, in practice the two issues risked getting intertwined. Hence, a conservative approach was recommended. However, as all Committee participants had not had time to review the document in the detail, it was agreed that ICSC/60/R.3 would be e-mailed to Committee members in order to seek views for the preparation of the FICSA position on the issue of unifying the single and dependant rates. Note: The issue was to be discussed at the 60th session of the ICSC, beginning 28 February 2005.

Review of issues addressed at the 27th session of ACPAQ (16-22 January 2004 in New York) (Agenda item 7) (ICSC/ACPAQ/27/R.9)

20. Attention was drawn to the recently issued report of the 27th session of ACPAQ, ICSC/ACPAQ/27/R.9, which had just been received, and the issues raised therein all of which pertained to methodological questions concerning the 2005 place-to-place surveys. The FICSA Research/Liaison Officer briefed the Committee on the work of the 27th session. Since it was an informational agenda item, no recommendations were made. The issue was also partly covered under Agenda item 3a. A FICSA Update was expected in due course.

Education grant: review of the methodology for determining the grant (Agenda item 8) (FICSA/C/58/PSA/CRP.7)

21. Attention was drawn to document FICSA/C/58/PSA/CRP.7 and the issues raised therein. The document related to the introduction of the lump-sum approach in regards to education grant. The issue was raised for information only.

Other business (Agenda item 9)

22. In 1992 FICSA had prepared an extensive study on the Noblemaire principle entitled *The United Nations: an Uncompetitive Employer*. It had been presented to the ICSC at its session in London in 1992. Its comprehensiveness had created a major impression at that session. It has thus been suggested that an update be prepared to include developments from 1993 to 2003, and released as a revised edition. At the 57th FICSA Council, the Standing Committee recommended to the Council that the updated document be used to demonstrate the continual deterioration of professional salaries since 1992. The expected cost was around US\$ 10,000. This had been rejected by ad hoc Committee on Administrative and Budgetary Questions.

23. While there was some expertise in the Standing Committee on Professional Salaries and Allowances, there was a lack of time on behalf of its members to carry through such an undertaking without the involvement of an external expert (with 2005 being an HQ place-to-place survey year, the Standing Committee members would be particularly short of time for other activities). The Committee, acknowledging the budgetary constraints within FICSA, decided to request US\$ 2,000. The funds requested would not be sufficient for an in-depth study, but would permit a start which could be built on by the Standing Committee. The study would take particular care to avoid any comparison of General Service and Professional salaries in view of prior negative experience in that regard. The exact focus of the study might also be changed somewhat compared to the initial study from 1992 in view of changed political circumstances.

It was recommended to the Executive Committee that in preparation for the review of the Noblemaire principle, a preliminary study updating some aspects of the publication entitled “The United Nations: an Uncompetitive Employer” be prepared at an estimated cost of US\$ 2,000, taking particular care to avoid any comparison of General Service and Professional salaries in view of prior experience in this respect (Action: Standing Committee on Professional Salaries and Allowances to coordinate, Budgetary implication, and request to A&B: \$US 2,000).

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

24. The Chair, Kristin Kolshus (FAO/WFP-APS) indicated her willingness to continue as Chair of the Standing Committee in 2005; this was endorsed by the Committee. There were no candidates for the post of Vice-Chair. However, the Committee was delighted to welcome Manijeh Torabi (IAEA), Rosamond Deming (WTO/OMT), Jakob Skoet (FAO/WFP-APS) as “core members” of the Committee. Matt Montavon (FAO/WFP-APS) has also indicated interest in serving as a core member of Standing Committee, which would bring the total number of core members to four.

Annex 9**REPORT OF THE AD HOC STANDING COMMITTEE ON
ADMINISTRATIVE AND BUDGETARY QUESTIONS**

| | |
|------------------------------------|--------------------------------------|
| Chair | Edward Seidler (FAO/WFP-FSA) |
| Rapporteur | Peter Lillie (FAFICS) |
| President, FICSA | Robert Weisell (FAO/WFP-APS) |
| Vice-President, FICSA | Vivien Ponniah (UNDP/UNFPA/UNOPS) |
| General Secretary, FICSA | Maria Dweggah (WHO/HQ Geneva) |
| Members, FICSA Executive Committee | Diab El-Tabari (UNRWA/ASA) |
| | Paul Matsiona (WHO/AFRO Brazzaville) |
| Accountant, FICSA | Brian Turner |

Participants

| | |
|---------------|---|
| CERN | Jean-Pol Matheys |
| FAO/WFP-APS | Janice Albert Stephen Anderson Lawrence Clarke Kristin Kolshus Giovanni Muñoz |
| FAO/WFP-FSA | Julien Lefèvre |
| FAO/WFP-UGSS | Cristina Ascone Paolo Romano Barchiesi Margaret Eldon Mauro Pace |
| IAEA | Michael Donoho Mirta Matijevic Manijeh Torabi Lisa Villard |
| IARC | Valérie Gaborieau Fabrice Odefrey |
| ILO/ITC Turin | Vittorio Coscia |
| IMO | Ingrid Lopez T. Anton Pushparajah Valérie Seguin |
| ITU | Varghese Joseph Jacques Sanou |
| OPCW | Nina Kojevnikov Gordon Vachon |

| | |
|---|---|
| PAHO/WHO (Washington) | Carolina Bascones |
| UNDP/UNFPA/UNOPS | Franco Becchi Ruth Sison Tita Tiongson |
| UNESCO | Bruno de Padirac |
| UNRWA/ASA (Beirut) | Daoud Naji Korman |
| UNRWA/ISA | Fredrik Schultz Maria Traficanti |
| UPU | Mirko Ponti Stéphane Vuillemin |
| WHO/HQ (Geneva) | Edmond Mobio |
| WHO/EMRO Cairo | Mona Abbassy |
| WHO/EURO (Copenhagen) | Kees de Joncheere Simone Tetz Rainer Verhoeven |
| WMO | Andrès Orias-Bleichner Françoise Plivard |
| WTO/OMT | Rosamond Deming |
| Association with consultative status | |
| FFOA | Maurice Purnell |
| Federations with observer status | |
| FUNSA Egypt | Ali Talib |
| FUNSA Myanmar | Aye Win |
| FASPANUCI Abidjan | Sophie M'Bahia Dr. Aka Tano-Bian Laurence Djeya |

Introduction

1. Prior to the first meeting of the Standing Committee, an extraordinary meeting of heads of delegations and members of the Committee was held on 8 February 2005 to discuss on a preliminary basis the replenishment of the Legal Defence Fund and the absorption of the costs associated with the margin appeal. Background papers (FICSA/C/58/A&B/3/Add.1 and Corr.1) together with a recalculation of the budget and scale of contributions for 2005 had been submitted. Two possible approaches had been proposed: (a) pledges on a voluntary basis to cover the cost of the appeal; or (b) allocation of the costs of the appeal from the Legal Defence Fund, while maintaining the latter at SFR 60,000.
2. The Ad Hoc Committee held its first meeting on 10 February 2004 under the Chairmanship of Mr. Edward S. Seidler (FAO/WFP-FSA).

Adoption of the agenda (Agenda item 1)

3. The provisional agenda was adopted and comprised the following items:
 1. Approval of the provisional agenda
 2. Appointment of a rapporteur
 3. General comments on the A&B meeting
 4. FICSA Audited Accounts for 2003 (FICSA/C/58/A&B/1)
 5. Statement of contributions of member associations/unions, associate members, consultative and observer bodies based on information received up to 31 December 2004 (FICSA/C/58/A&B/5 and Rev.1) and update (FICSA/C/58/A&B/CRP.4)
 6. Budget performance report for 2004 (FICSA/C/58/A&B/2)
 7. Reports on the status of the Termination Indemnity Fund and Legal Defence Fund (FICSA/C/58/A&B/3)
 8. Draft budget for 2004 (FICSA/C/58/A&B/4)
 9. Proposed scale of contributions for 2004 (FICSA/C/58/A&B/6)
 10. General accounting and banking matters
 11. Administrative matters
 12. Other business

Appointment of a rapporteur (Agenda item 2)

4. Mr. Peter Lillie (FAFICS) was appointed Rapporteur.

General comments on the A&B meeting (Agenda item 3)

5. The Chairman explained the structure of the meeting and drew attention to various papers before the Committee, in particular to the papers on the revised draft budget for 2005 and the proposed scale of contributions for 2005, as well as the updated paper on the status of the margin appeal and the Legal Defence Fund. He asked for initial indications of the funds that the various Standing Committees would need for activities in the current year. It was reported that the Standing Committee on Legal Questions would need an allocation of SFR 3,000: an amount it had been allocated the previous year, but had not used. The Standing Committee on Professional Salaries and Allowances would require an allocation of SFR 2,280 to start work on updating the paper on the United Nations as an uncompetitive employer. In the course of the later discussion it also emerged that SFR 8,000 would be needed to cover the cost of association with PSI, while a further \$30,000 had been requested by the Standing Committee on General Service Questions to meet the costs of training and developing a training manual on GS salary survey methodologies.

FICSA audited accounts for 2003 (Agenda item 4)

6. The Chairman introduced and expanded on the audited accounts (document FICSA/C/58/A&B/1).

7. In the ensuing discussion, attention focused on the introduction to the document and the need for further elaboration.

- **It was recommended that in future both the Treasurer and the Accountant provide written responses to any comments made by the Auditor in the audited statements.**

8. Questions were also raised about the manner in which the accounts provided for termination indemnities. The Chairman explained the manner in which termination indemnities were determined. Attention was also drawn to the provisions in Article 9 of the FICSA Statutes which, however, did not stipulate an amount.

9. The Committee noted and approved the audited accounts as submitted. Thanks were expressed to the auditor.

Statement of contributions of member associations/unions, associate members, consultative and observer bodies (Agenda item 5)

10. The information contained in the statement and update (documents FICSA/C/58/A&B/5 and Rev.1 and CRP.4) reflected the financial contributions as at the beginning of the current month. In the ensuing debate, attention focused on a number of issues: format of the tables; revenue shortfalls, timely payment of contributions, and treatment of arrears.

11. In future statements of contributions, the tables should show the payment date. They should also distinguish between those organizations that had paid in full and thus had a zero balance and those that had made no payments at all on account of their having resigned or made no payments at all. The tables should also show whether a discounted rate had been applied.

- **It was recommended that the format of the tables in future statements of contributions reflect the suggestions made in paragraph 11.**

12. The Committee was informed that in accounting for shortfalls in any one year, it followed UN practice even if it entailed going into deficit. Furthermore, debtors were not entered into the accounts and if payments were subsequently received, they would be entered as income. However, in an attempt to keep income shortfall to a minimum, the FICSA secretariat sent out regular reminders to members in arrears. Furthermore, it encouraged timely payment by offering a sliding scale of discounts to those organisations that paid early in the first two quarters of the year. All those efforts notwithstanding, some member associations/unions remained silent – and hence in debt. The Executive Committee was urged to follow up on such cases.

13. The Standing Committee agreed that there was little point in pursuing further the matter of seeking payment from the UNIDO Staff Union. The sizeable amount owing to FICSA would have to be seen as an irrecoverable bad debt. Little stood to be gained from flogging a dead horse, despite which efforts should continue to recoup some funds.

14. Consideration of the agenda item ended on a positive note following the announcement that the UNESCO Staff Union had recently transferred the amount of \$7,500 to the FICSA account and the second payment of the same amount would be effected at the end of March 2005.

Budget performance report for 2004 (Agenda item 6)

15. The Chair introduced the report (document FICSA/C/58/A&B/2). It was decided to go through the document chapter by chapter.

Introduction

16. It was felt that the introduction would have benefited from an explanation of the accumulated deficit figure shown in the provisional balance sheet as at 31 December 2004.

Chapter 1

17. It was explained that the travel savings had been achieved through the use of extra-budgetary resources: a donation that had been made that had a bearing on the travel costs shown in items 1.4 and 1.9 (and later in 3.2). It was generally felt that by not showing those resources, the budget costs had been underestimated. A strong plea was entered for including in the tables all sources of income, be they extra-budgetary payments or contributions in kind, however, that was considered infeasible. It was also suggested that the heading of chapter 1 in the summary table on page 7 should include the term 'travel'.

Chapter 2

18. All the expenditures shown in the chapter related to costs associated with the annual Council. It was reported, however, that in the course of the year affiliation with PSI, a move that was being recommended by the Standing Committee on Legal Questions at the current Council, had been activated. The costs of affiliation had been set off against the reimbursement of communications costs. The PSI Governing Council had approved a negotiated affiliation fee of SFR 8,000 in November 2004 for payment in 2005 (see also paragraph 4 above).

Chapter 3

19. It was urged that the line items be broken down to distinguish between, and show the costs of, the different activities, viz. field activities as distinct from training, legal costs as distinct from replenishment of the Legal Defence Fund.

Chapter 4

20. As in the case of the other chapters, it was suggested that extra-budgetary costs and income in kind be included in some form or other.

- **It was recommended that the treasurer and accountant be entrusted with the task of determining the most appropriate changes to the presentation of both the budget and the performance report.**

21. In concluding the item, particular thanks were expressed to the former FICSA President, Richard Kerby, for his foresight and skill in his negotiations with UNDP, the outcome of which had ensured a highly welcome degree of budgetary relief at a most crucial juncture in the Federation's history. FAO/WFP-APS were also thanked for their generous contribution. Thanks were also expressed to Mr. Brian Turner, FICSA accountant, and Mr. Ettore Denti, the voluntary external auditor.

Report on the status of the Termination Indemnity Fund and Legal Defence Fund (Agenda item 7)

22. The Chair introduced the report (document FICSA/C/58/A&B/3) and explained that the expenditures under the Legal Defence Fund in 2004 had been SFR 27,000 for Dr. A. Basaran's appeal, SFR 10,000 for the Margin Appeal and a payment of SFR 23,000 incurred in 2003, but charged against 2004. Those associations/unions that had already contributed to the cost of the margin appeal, and thus the replenishment of the Fund, would be reimbursed in the form of a corresponding reduction in their assessments for 2005.

23. In connection with the termination indemnities, a question was raised about the legal framework governing the contracts of the staff working in the FICSA offices. It was explained that the contractual arrangements had been drawn up with both UNOG and UNDP. The matter would be followed up and clarification provided in written form.

- **It was recommended that the Executive Committee clarify the issue of the contractual arrangements, including termination indemnities, for the Federation's staff in Geneva and New York.**

Draft budget for 2005 (Agenda item 8)

24. The Committee took the draft budget for 2005 as contained in document FICSA/C/58/A&B/4 chapter by chapter. It was understood that the overriding aims were to maintain the core activities of the Federation and replenish the Legal Defence Fund, while recognising that every attempt should be made to increase membership and seek extra-budgetary funding.

Chapter 1

25. The main increases related to: (a) increasing representation at ICSC meetings, and (b) improving the functionality of the FICSA website, as well as the impact and range of the Federation's publications.

26. It was suggested that travel costs could be reduced by booking flights electronically via cheaper travel agents in New York and by making greater use of FICSA members in the various regions in attending meetings.

Chapter 2

27. The increase was mainly due to the cost of bringing the members of the Executive Committee and FICSA staff to the 2005 Council.

Chapter 3

28. The costs shown against the Legal Defence Fund had been explained under the previous agenda item. Replenishment of the Fund would be spread across the whole membership. It was proposed that the funding requirements of the Standing Committee on General Service Questions (see paragraph 4) be met under budget lines 3.1 and 3.4.

29. The Committee suggested that the various budget lines in the chapter as in other chapters could be broken down still further, thus heightening the transparency of the individual allocations. The Committee urged that the funds allocated to FUNSA participation in Council meetings, which perhaps belonged more correctly in chapter 1 given the fact that they related primarily to travel, be retained in chapter 3 and used judiciously.

Chapter 4

30. It was argued that the current table gave a biased picture in respect of salaries and common staff costs as it failed to show the absorption by UNDP of the salary of the Research/Liaison Officer in New York in 2002 and 2003. However, in view of the fact that the absorption of the costs in the previous year had been a one-time solution negotiated by the former FICSA President, it would have been misleading to provide for similar relief in the budget for 2005. UNDP/UNFPA/UNOPS offered its good offices and would attempt to negotiate a similar arrangement for the current year.

Total expenditures

31. The Committee was informed that the proposed budget as it had been revised in the course of the debate would break even leaving a remaining cumulative deficit of SFR 60,000. Furthermore, it was one of the lowest budgets in the recent history of the Federation. That notwithstanding, a protracted discussion ensued on the possibility of releasing only a portion of the funds pending a further revision of the budget and an assessment of the financial situation in mid-2005. After lengthy consideration and detailed discussion of the various alternatives, the Committee agreed to a budget level of SFR 782,512 equivalent to \$US 686,414. See Annex 11 for agreed budget.

Proposed scale of contributions for 2005 (Agenda item 9)

32. The Committee debated at length the scale of contributions. Two factors played a major role: the CEB figures on which the scale of contributions was based, and the SFR:US\$ exchange rate.

33. Delegations had been requested in the latter months of the previous year to verify the correctness of the CEB figures as they applied to their organisations. For some delegations, the increases delivered a swingeing blow, particularly those paying in dollars. Some delegations in questioning their increased assessments were informed that the increases resulted from an increase in reported staff numbers and their moving to a higher scale. However, delegations were assured that the CEB figures would be adjusted – and hence the scale of their contribution – if they could prove a demonstrable error. The FICSA Secretariat would be writing to all member associations/unions seeking confirmation of the figures.

General accounting and banking matters (Agenda item 10)

34. The Committee was informed that FICSA was in the process of shifting its accounts to a new bank, the Coop Bank. Furthermore, they had adopted e-banking, thus sharply reducing the hefty bank charges.

Administrative matters (Agenda item 11)

35. No matters were raised under the agenda item.

Other business (Agenda item 12)

36. The President stressed the importance of effective fund-raising (document FICSA/C/58/A&B/CRP.2) and the benefits that could be derived from sponsorship. However, as was pointed out in the subsequent discussion, success hinged on two factors: effective networking and a good reputation. Since FICSA could lay claim to both, it was hoped that it could set in motion an effective fundraising programme.

37. On a related issue, the Federation was urged to offer advice to delegations on ways and means of improving the collection of dues in their own organisations.

38. In conclusion, it was stressed that the Federation should develop a work plan commensurate with its budget as well as an appropriate forward-looking strategy. To that end, a resource mobilization group should be set up.

- **It was recommended that a resource mobilisation group be set up to help the Executive Committee develop a strategy for the Federation and periodic reports on the group's activities would be submitted every six months.**

Summary

39. The Ad Hoc Committee on Administrative and Budgetary Questions presented six recommendations relating to:

- **Written responses be given to the Auditor's comments**
- **Constitutional aspects of termination indemnities**
- **Format of future statements of contributions**
- **Presentation of budgets and performance reports**
- **Contractual arrangements for the federation's staff**
- **Creation of a resource mobilisation group**

Annex 10

REPORT OF THE JOINT SESSION OF THE STANDING COMMITTEES ON GENERAL SERVICE QUESTIONS, HUMAN RESOURCES MANAGEMENT AND PROFESSIONAL SALARIES AND ALLOWANCES

| | |
|--|-------------------------------|
| Chair | Kristin Kolshus (FAO/WFP-APS) |
| Co-Chair | Bruno de Padirac (UNESCO-STU) |
| Rapporteur and FICSA Information Officer | Leslie Ewart |

1. The Standing Committees met in a brief joint session on 10 February 2005 to discuss an agenda item on the ICSC review of the pay and benefits system. Background papers for the session were FICSA/C/58/HRM/1, 2, 3, and 4.
2. The FICSA Information Officer introduced the papers and the FICSA President provided a brief overview of the ICSC discussions on and status of implementation of pay system reform, expressing the Federation's disappointment that the Commissioners had not been more stringent in applying the rules that they themselves had established for the conduct of the pilot studies. ICSC had submitted a paper to the FICSA Council in rebuttal to FICSA/C/58/HRM/3, marking the first time that the ICSC secretariat had done so. FICSA considered that this indicated the importance of the issue and the serious need for open dialogue and exchange of information. FICSA would prepare a paper in reply for ICSC.
3. The FICSA Executive Committee indicated its intention to continue to closely monitor the pay system reform, and to not let its guard down.
4. The Chair explained that flexibility appealed to Member States in their desire for a more efficient UN system. Much time, effort and prestige had been devoted to the pay system reform and even in the event that the pilot studies were unsuccessful, efforts might be made to whitewash the results. FICSA should continue to be vigilant: this included the full FICSA membership, not only the FICSA Executive Committee and the organizations participating in the pilot. The papers on pay system reform that had been prepared by the FICSA secretariat for the Council were important, and all participants were urged to read them and to share the information with their constituents.
5. The representative of the PAHO/WHO Staff Association reported on a visit by several inspectors from the Joint Inspection Unit (JIU), who had requested a conversation with the Staff Association. The inspectors were seen to have been promoting PAHO/WHO participation in the pay system pilot, and PAHO/WHO wished to know if other staff associations/unions had had a similar experience with the JIU. Had the JIU performed the same sales job in other organizations?
6. The representative of FAO/WFP-FSA extended special thanks for the sustained support and follow-up that had been provided by FICSA to his Association. The FICSA President had attended meetings at WFP on the subject of the pilot study, and FICSA had provided much in the way of information and analysis. In fact, WFP had only recently decided to slow down the implementation of the pilot. With specific regard to the pilot, WFP was proposing to implement the experimental pay system on a virtual basis during the first year – now 2006 -, and to transfer to a real implementation during the second year. This raised legal issues, as the staff rules and regulations would need to be revised in accordance with the needs of a real pilot study and the relationship with pensions would need to be examined. Staff at WFP had been equally concerned about the fact that an important amount of resources had been allocated to the pilot, in a time of scarce funding.

7. The Chair drew attention to the paradox of cost-cutting overall in the UN system, while at the same time devoting considerable resources to pay system reform, and asked participants for proposals for follow-up action to guide the FICSA Executive Committee during the coming year.

8. Participants stressed the importance of examining the legal implications of the pilot study, especially if it is implemented on a real basis, and the PAHO/WHO Staff Association offered the services of its legal advisor to assist FICSA in that work. UNDP/UNFPA/UNOPS Staff Association offered to brief the Executive Committee on the implementation of the pilot study in a field office. ICTP representatives reported that their organization would participate in the pilot but they were unable to provide further details because the staff association had not been involved in discussions or decisions.

It was recommended that: (a) FICSA should continue to monitor the implementation of the pilot studies and to work closely with the staff associations of the pilot organizations to provide support and information (Action: EXCOM, FICSA Secretariat); (b) the FICSA Executive Committee should contact a local expert and offer views on the possible legal implications of a real implementation of the experimental pay system.

Annex 11

BUDGET FOR THE YEAR 2005

Expenditures by Line**Chapter One, External Activities and PR&I**

| |
|-------------------------------------|
| UN General Assembly |
| Consult with UNJSPB |
| HLCM machinery |
| HR Network |
| CEB |
| CSAIO |
| Liaison with European Organisations |
| ICSC |
| IAAG |
| Security |
| Public Relations & Information |
| Contingency Travel |
| Expenditures, Chapter One |

| Swiss Francs | | \$ | |
|--------------|---------------------|-------------|--------|
| Budget 2004 | Estimated Actual 04 | Budget 2005 | |
| 3,837 | 7,043 | 4,298 | 3,770 |
| 1,300 | 2,109 | - | - |
| 2,178 | 984 | 363 | 318 |
| 2,441 | 39 | 1,590 | 1,395 |
| 650 | | 314 | 275 |
| - | | 1,457 | 1,278 |
| | | | - |
| 16,432 | 23,797 | 21,377 | 18,752 |
| | | | - |
| | | | - |
| | 367 | 11,400 | 10,000 |
| 10,000 | 6,998 | 10,000 | 8,772 |
| 36,838 | 41,337 | 50,799 | 44,561 |

Chapter Two, Annual Programmes

| |
|-------------------------------------|
| FICSA Council |
| Excom Meetings |
| Excom Regional Travel |
| External Affiliations (PSI, AHRMIO) |
| Expenditures, Chapter Two |

| | | | |
|--------|--------|--------|--------|
| 29,484 | 18,679 | 33,425 | 29,320 |
| - | | | - |
| - | | | - |
| - | | | - |
| 29,484 | 18,679 | 33,425 | 29,320 |

Chapter Three, Spec. Progs. & St. Comm. Support

| |
|----------------------------------|
| GS Non-HQ Workshops, Methodology |
| P Questions |
| Field Questions/Training |
| GS, SocSec, Legal St. Committees |
| Legal Defence Fund |
| FUNSA Participation in Council |
| Expenditures, Chapter Three |

| | | | |
|--------|--------|---------|--------|
| 20,000 | 16,140 | 17,100 | 15,000 |
| | 2,933 | 2,280 | 2,000 |
| 15,000 | | 15,000 | 13,158 |
| | 189 | 6,400 | 5,614 |
| 23,000 | 60,000 | 59,585 | 52,268 |
| 3,250 | 1,585 | 3,420 | 3,000 |
| 61,250 | 80,847 | 103,785 | 91,039 |

Chapter 4, FICSA Administration

| |
|-----------------------------------|
| Salaries & Comm. Staff Costs |
| Communications |
| Supplies, Materials & Maintenance |
| NY Office Rent |
| Geneva Office Rent |
| Computer and Electronic Equipment |
| Insurance NY Office |
| Bank Charges |
| Contingencies |
| Expenditures, Chapter Four |

| | | | |
|---------|----------|---------|---------|
| 609,845 | 321,537 | 567,163 | 497,511 |
| 9,880 | (12,709) | 12,000 | 10,526 |
| 1,000 | 6,616 | 4,400 | 3,860 |
| - | 5,140 | - | - |
| 6,500 | 6,500 | 6,500 | 5,702 |
| 1,300 | | 2,500 | 2,193 |
| - | | - | - |
| 2,800 | 2,230 | 1,940 | 1,702 |
| - | 3,116 | | - |
| 631,325 | 332,430 | 594,503 | 521,494 |

Total Expenditures

| | | | |
|---------|---------|---------|---------|
| 758,897 | 473,293 | 782,512 | 686,414 |
|---------|---------|---------|---------|

Annex 12

DISTRIBUTION OF STAFF FOR THE PURPOSES OF THE 2005 CONTRIBUTIONS

| Factor | TOTAL STAFF | Prof HQ 1 | Prof Field 0.9 | GS HQ 0.5 | GS Other 0.5 | GS Low pay 0.01 | STAFF WEIGHTED |
|--------------------|----------------|-----------------|----------------------|-----------------|--------------------|-----------------------|-------------------|
| <i>AIF</i> | 0 | | | | | | 0 |
| <i>CERN</i> | 2507 | 1153 | | 1354 | | | 1830 |
| FAOWFP-APS | 1397 | 1397 | | | | | 1397 |
| FAOWFP-FSA | 1034 | | 1034 | | | | 930.6 |
| FAOWFP-UGSS | 1172 | | | 1167 | 5 | | 586 |
| <i>ECB</i> | 1010 | 812 | | 198 | | | 911 |
| <i>ESO</i> | 305 | 93 | 40 | 152 | 20 | | 215 |
| IARC | 143 | 51 | | 92 | | | 97 |
| IAEA | 2112 | 925 | 37 | 1116 | 34 | | 1533.3 |
| <i>ICCO</i> | 17 | 6 | | 11 | | | 11.5 |
| <i>ICO</i> | 32 | 11 | | 21 | | | 21.5 |
| IFAD | 412 | 189 | | 223 | | | 300.5 |
| ILO/TC | 184 | 70 | 4 | 110 | | | 128.6 |
| IMO | 301 | 134 | | 167 | | | 217.5 |
| IOM | 1450 | 80 | 166 | 93 | 154 | 957 | 362.47 |
| <i>IPGRI</i> | 76 | 42 | | 34 | | | 59 |
| ITU | 754 | 279 | 20 | 436 | 19 | | 524.5 |
| PAHO/WHO | 747 | 114 | 295 | 91 | | 247 | 427.47 |
| SCBD | 68 | 38 | | 30 | | | 53 |
| UNDP/UNFPA/UNOPS | 6013 | 691 | 1371 | 536 | | 3415 | 2227.05 |
| UNESCO | 2585 | 703 | 301 | 810 | 434 | 337 | 1039.53 |
| UNRWA/ISA | 110 | | 99 | | | 11 | 89.21 |
| UNRWA/ASA | 2500 | | | | | 2500 | 25 |
| UNRWA/ASU - W.Bank | 3800 | | | | | 3800 | 38 |
| UPU | 171 | 74 | | 97 | | | 122.5 |
| WHO/AFRO | 881 | | 247 | | | 634 | 228.64 |
| WHO/EMRO | 273 | | 67 | | | 206 | 62.36 |
| WHO/EURO | 303 | 74 | 27 | 114 | 88 | | 199.3 |
| WHO/HQ | 1457 | 768 | | 689 | | | 1112.5 |
| WHO/WPRO | 345 | | 106 | | | 239 | 97.79 |
| WHO/SEARO | 413 | | 107 | | | 306 | 99.36 |
| WMO | 252 | 112 | 4 | 135 | 1 | | 183.6 |
| WTO/OMT | 90 | 39 | | 51 | | | 64.5 |
| Totals | 32914 | 7855 | 3925 | 7727 | 755 | 12652 | 15195.28 |

Annex 13

METHODOLOGY FOR CALCULATING THE SCALE OF CONTRIBUTIONS FOR 2005

| | CHF | US\$ |
|--|----------------|----------------|
| Total amount to be covered by contributions | 782512.00 | 686414.04 |
| Contributions by Consultative Members: 21 x CHF 600 | 12600.00 | 11052.63 |
| Contributions by Observer Members (FUNSAs): 21 x US\$ 100 x 1.14 | 2394.00 | 2100.00 |
| Total amount to be covered by Full and Associate Members | 767518 | 673261.40 |
| Total number of units | 92.772 | |
| Value of one unit | 8273.16 | 7257.16 |

| Band | Weighted number of staff | Units | CHF | | US\$ | |
|------|--------------------------|----------|----------|-----------|----------|-----------|
| | | | Member | Associate | Member | Associate |
| 1 | 1100 plus | 11 | 91004.81 | 8190.43 | 79828.78 | 7184.59 |
| 2 | 1000 - 1099.9 | 10 | 82731.64 | 7445.85 | 72571.62 | 6531.45 |
| 3 | 800 - 999.9 | 8 | 66185.31 | 5956.68 | 58057.29 | 5225.16 |
| 4 | 700 - 799.9 | 7 | 57912.15 | 5212.09 | 50800.13 | 4572.01 |
| 5 | 600 - 699.9 | 6 | 49638.99 | 4467.51 | 43542.97 | 3918.87 |
| 6 | 500 - 599.9 | 5 | 41365.82 | 3722.92 | 36285.81 | 3265.72 |
| 7 | 400 - 499.9 | 4 | 33092.66 | 2978.34 | 29028.65 | 2612.58 |
| 8 | 300 - 399.9 | 3 | 24819.49 | 2233.75 | 21771.49 | 1959.43 |
| 9 | 200 - 299.9 | 2 | 16546.33 | 1489.17 | 14514.32 | 1306.29 |
| 10 | 150 - 199.9 | 1.5 | 12409.75 | 1116.88 | 10885.74 | 979.72 |
| 11 | 100 - 149.9 | 1 | 8273.16 | 744.58 | 7257.16 | 653.14 |
| 12 | 60 - 99.9 | 0.6 | 4963.90 | 446.75 | 4354.30 | 391.89 |
| 13 | 40 - 59.9 | 0.4 | 3309.27 | 297.83 | 2902.86 | 261.26 |
| 14 | <40 | WN / 100 | | | | |

Annex 14

SCALE OF CONTRIBUTIONS FOR 2005

| Member / Associate | W'ed Staff | Units | CHF | US\$ |
|--------------------|------------|--------|-----------|-----------|
| <i>AIF</i> | 0 | 0.09 | 744.58 | 653.14 |
| <i>CERN</i> | 1830 | 0.99 | 8190.43 | 7184.59 |
| FAO/WFP-APS | 1397 | 11 | 91004.81 | 79828.78 |
| FAO/WFP-FSA | 930.6 | 8 | 66185.31 | 58057.29 |
| FAO/WFP-UGSS | 586 | 5 | 41365.82 | 36285.81 |
| <i>ECB</i> | 911 | 0.72 | 5956.68 | 5225.16 |
| <i>ESO</i> | 215 | 0.18 | 1489.17 | 1306.29 |
| IARC | 97 | 0.6 | 4963.90 | 4354.30 |
| IAEA | 1533.3 | 11 | 91004.81 | 79828.78 |
| <i>ICCO</i> | 11.5 | 0.01 | 82.73 | 72.57 |
| <i>ICO</i> | 21.5 | 0.017 | 140.64 | 123.37 |
| IFAD | 300.5 | 3 | 24819.49 | 21771.49 |
| ILO/TC | 128.6 | 1 | 8273.16 | 7257.16 |
| IMO | 217.5 | 2 | 16546.33 | 14514.32 |
| IOM | 362.47 | 3 | 24819.49 | 21771.49 |
| <i>IPGRI</i> | 59 | 0.135 | 1116.88 | 979.72 |
| ITU | 524.5 | 5 | 41365.82 | 36285.81 |
| PAHO/WHO | 427.47 | 4 | 33092.66 | 29028.65 |
| SCBD | 53 | 0.4 | 3309.27 | 2902.86 |
| UNDP/UNFPA/UNOPS | 2227.05 | 11 | 91004.81 | 79828.78 |
| UNESCO | 1039.5255 | 5 | 41365.82 | 36285.81 |
| UNRWA/ISA | 89.21 | 0.6 | 4963.90 | 4354.30 |
| UNRWA/ASA | 25 | 0.25 | 2068.29 | 1814.29 |
| UNRWA/ASU - W.Bank | 38 | 0.38 | 3143.80 | 2757.72 |
| UPU | 122.5 | 1 | 8273.16 | 7257.16 |
| WHO/AFRO | 228.64 | 2 | 16546.33 | 14514.32 |
| WHO/EMRO | 62.36 | 0.6 | 4963.90 | 4354.30 |
| WHO/EURO | 199.3 | 1.5 | 12409.75 | 10885.74 |
| WHO/HQ | 1112.5 | 11 | 91004.81 | 79828.78 |
| WHO/WPRO | 97.79 | 0.6 | 4963.90 | 4354.30 |
| WHO/SEARO | 99.36 | 0.6 | 4963.90 | 4354.30 |
| WMO | 183.6 | 1.5 | 12409.75 | 10885.74 |
| WTO/OMT | 64.5 | 0.6 | 4963.90 | 4354.30 |
| Totals | 15195.28 | 92.772 | 767518.00 | 673261.40 |

Annex 15**LIST OF PARTICIPANTS**

| MEMBER ASSOCIATION OR UNION | HEAD OF DELEGATION | MEMBERS OF THE DELEGATION |
|--|---------------------------|--|
| CERN | Jean-Pol Matheys | Pierre Bonnal Gianni Deroma |
| FAO/WFP-APS | Lawrence Clarke | Janice Albert Stephen Anderson Kristin Kolshus Yves Freypons Sheila Grudem George Heymell Matthew Montavon Giovanni Munoz Jakob Skoet Robert Weisell Jane Wu |
| FAO/WFP-FSA | Edward Seidler | Jean-Pierre Cebon Dario Gilmozzi Fernanda Guerrieri Julian Lefèvre Raymon Van Anrooy |
| FAO/WFP-UGSS | Margaret Eldon | Cristina Ascone Paolo Romano Barchiesi Bruna Bartolelli Svend Booth Claudio Cherubini Annibale Fusco-Femiano Olwen Gotts Georges Labrinopoulos Edith Mahabir Mauro Pace Cinzia Romani Carlo Vellucci Wulian Weng |
| IAEA | Michael Donoho | Steven Cooper Mirta Matijevic Manijeh Torabi Lisa Villard |
| IARC | Valérie Gaborieau | Fabrice Odefrey |
| ILO/ITC Turin | Vittorio Coscia | |
| IMO | Valérie Seguin | Ingrid Lopez Anton Pushparajah |

| | | |
|------------------------|-----------------------------|--|
| IFAD | Mattia Prayer Gallett | |
| ITU | Jacques Sanou | Varghese Joseph |
| OPCW | Nina Kojevnikov | Gordon Vachon |
| PAHO/WHO (Washington) | Carolina Bascones | Rolando Chacon |
| UNDP/UNFPA/UNOPS | Franco Becchi | Vivien-Joy Ponniah Pierangela Shaw Ruth Sison Tita Tionson |
| UNESCO | Bruno de Padirac | Massoud Abtahi Livia Zetto Edoardo Nattelli |
| UNLB | Vincenzo De Leo | Sam Cassista |
| UPU | Stéphane Vuillemin | Mirko Ponti |
| UNRWA/ASA (Beirut) | Diab El-Tabari | Daoud Naji Korman |
| UNRWA/ISA | Fredrik Schultz | Maria Traficanti |
| WHO/AFRO (Brazzaville) | Paul Matsiona | |
| WHO/EURO (Copenhagen) | Rainer Verhoeven (6-9 Feb.) | Jenny Birkjaer Madsen Kees De Joncheere (10-12 Feb.) Simone Tetz |
| WHO/EMRO (Cairo) | Mona Abbassy | |
| WHO/HQ (Geneva) | Edmond Mobio | Tina Colombo Gisèle Laliberte |
| WMO | Andrés Orias-Bleichner | Françoise Plivard |
| WTO/OMT | Rosamond Deming | Michel Julian |

| |
|--|
| ASSOCIATIONS WITH CONSULTATIVE STATUS |
|--|

| | | |
|-----------------|-------------------------------------|--|
| ADB Ivory Coast | Michel N’Kodia | |
| FAFICS | Witold Zyss (Head) | Peter Lillie (Also Rapporteur) |
| FFOA Rome | Anton Doeve (Deputy Head FAFICS) | Aurelio Marcucci Gianni Monciotti Iolanda Novelli Maurice Purnell Sabatino Salvi Joan Smidt Bronek Szynalski |
| UNWG Geneva | Nathalie Tschyrkow | Emma Echenique Proenza |

| |
|---|
| FEDERATIONS WITH OBSERVER STATUS |
|---|

| | | |
|-------------------------|-------------------|---|
| AFSM-WHO/SEAR New Delhi | R.L. Rai | |
| FAPNUU Uruguay | Yacira Villalba | |
| FUNSA Egypt | Ali Talib | |
| FUNSA Mexico | Pilar Vidal | |
| FUNSA Myanmar | Aye Win | |
| FUNSA New Delhi | Thrity Cawasji | |
| FASPANUCI Abidjan | Dr. Aka Tano-Bian | Laurence Djeya Benjamin Lakp Low Sophie M’Bahia |

| |
|-----------------------|
| GUEST SPEAKERS |
|-----------------------|

| | |
|--|--|
| ICSC (7 February, am) | Mohsen Bel Hadj Amor, Chairman Manfred Ordelt, Chief, Salaries and Allowances |
| FAO Director General (9 February, am) | Jacques Diouf |
| Former Secretary of HLCM (7 February, pm) | Roger Eggleston |

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| GUESTS |
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| AMFIE | Janine Rivals |
| CAP Insurance (11 February) | Michèle Maycock Gaelle Stuppoeck |
| CCISUA (8-9 February) | Hamilton Bridgeman Susan Thompson |
| HLCM (7 February) | Mary Jane Peters |
| London School of Economics (8 February, pm) | David Marsden |
| UN New York | Richard Kerby |
| UNJSPF (11 February, am) | Gilbert Ferrari |
| UNRWA/ISA (West Bank) | Pamela Bell |

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| EXECUTIVE COMMITTEE |
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| President | Robert Weisell |
| Vice President | Vivien Ponniah |
| General Secretary | Maria Dweggah |
| Members | Rolando Chacon (PAHO/WHO Washington) Diab El-Tabari (UNRWA/ASA Beirut) Paul Matsiona (WHO/AFRO Brazzaville) Edward Seidler (FAO/WFP-FSA Rome) |

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| <p style="text-align: center;">FICSA SECRETARIAT / FICSA LIAISON OFFICE AND LOCAL ASSISTANCE</p> |
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| Liaison/research Officer, New York | Anne Marie Pinou |
| Information Office, Geneva | Leslie Ewart |
| Administrative Assistant, Geneva | Amanda Gatti |
| Accountant, Geneva (10-11 February) | Brian Turner |
| Secretaries: FAO/WFP-APS FAO/WFP-FSA FAO/WFP-UGSS | Debora Casalvieri Beatriz Cleaves Suzie Saint |
| Interpreters | Caroline Curta Chantal Fayolle Isabelle LeBon Anne Tango |
| Rapporteur | Peter Lillie |
| Adjudicator | Osvaldo Bastida |

Annex 16**LIST OF DOCUMENTS AND CONFERENCE ROOM PAPERS****DOCUMENTS**

| FICSA/C/58/ | Title |
|-------------------------------------|--|
| 1 1/Rev.1 | Provisional agenda of the 58 th FICSA Council Agenda of the 58 th FICSA Council |
| 2 | Nomination form and terms of reference for the officers of FICSA (Executive Committee and Regional Representatives) <i>Version No. 1: Based on current Statutes and current Excom composition</i> <i>Version No. 2: Based on revised Statutes, therefore new Excom structure</i> |
| 3 3/Corr.1 3/Add.1 3/Add.2 | Report of the FICSA Executive Committee FICSA membership list Resolutions adopted by the UN General Assembly Report of the Regional Member for Africa, Mr. Paul Matsiona |
| 4 | FICSA Workshop on improving information dissemination |
| 5 | Recommendation of the Executive Committee on according the right to vote to Members with special status |
| 6 and Rev.1 | FICSA Statutes, Rules of Procedure of the Council and Financial Rules |

| FICSA/C/58/CRP. | Title |
|-----------------|---|
| 1 | Application for full membership – Area Staff Union of United Nations Relief and Works Agency (UNRWA/ASU) in the West Bank |
| 2 | Request for limited voting rights – CERN Staff Association |
| 3 | Developments at CERN in 2004 |
| 4 | UNDP/UNFPA/UNOPS Staff Association proposal for a FICSA statement |

INFORMATION DOCUMENTS

| FICSA/C/58/INFO. | Title |
|--|---|
| 1 1/Add.1 | Information for delegates Local facilities |
| 2 2/Add.1 2/Add.2 2/Rev.1 2/Rev.1/Corr.1 | Candidates for election to the Executive Committee Addendum Update on candidates for election to the Executive Committee “ “ “ “ Candidates for election to the Executive Committee |

| FICSA/C/58/INFO/CRP. | Title |
|----------------------|--|
| 1 | Schedule of meetings for the 58 th FICSA Council |
| 2 | Provisional list of participants |
| 3 | List of documents and conference room papers for the 58 th FICSA Council |
| 4 | Profile of Professor David Marsden |
| 5 | Discussion paper by Professor Marsden and Richard Belfield (London School of Economics and Political Science) outlining a new role for unions in public services that have implemented pay for performance |

AD HOC COMMITTEE ON ADMINISTRATIVE AND BUDGETARY QUESTIONS

| FICSA/C/58/A&B | Title |
|----------------|--|
| 1 | FICSA audited accounts |
| 2 | Budget performance report for the year 2004 |
| 3 | Reports on the status of the termination indemnity fund and legal defence fund |
| 3/Corr.1 | Report of the legal defence fund |
| 4 | Draft budget for 2005 |
| 5 and Rev.1 | Statement of contributions of member associations/unions, associate members, consultative and observer bodies based on information received up to 31 December 2004 |
| 6 | Proposed scale of contributions for 2005 |

| FICSA/C/58/A&B/CRP. | Title |
|---------------------|---|
| 1 | Provisional agenda |
| 2 | Fund raising |
| 3 | Proposal for a more dynamic development of the FICSA website |
| 4 | Update on the statement of contributions of member associations/unions, associate members, consultative and observer bodies based on information received up to 4 February 2005 |
| 5 | Dues payment plan proposed by the PAHO/WHO Staff Association |

STANDING COMMITTEE ON CONDITIONS OF SERVICE IN THE FIELD

| FICSA/C/58/FIELD | Title |
|------------------|---|
| 1 | FICSA survey on conditions of service in field duty stations |
| 2 | Report of the Working Group to Review the Mobility And Hardship Scheme (MHS) (Guatemala City, 29 November to 3 December 2004) |

| FICSA/C/58/FIELD/CRP. | Title |
|-----------------------|--|
| 1 | Provisional agenda |
| 2 | Situation report – UNRWA staff working conditions - 2004 |

STANDING COMMITTEE ON GENERAL SERVICE QUESTIONS

| FICSA/C/58/GSQ/CRP. | Title |
|---------------------|---|
| 1 | Provisional agenda |
| 2 | Salary survey results announced in 2004 |
| 3 | Workshop on jointly funded salary survey activities |
| 4 | Joint FICSA/CCISUA note - ICSC Technical Working Group on Reform of the General Service Classification Standard |
| 5 | Report on the meeting of the FICSA Working Group to develop training material for GS salary survey workshops for non-headquarters duty stations (FAO, Rome, 4-6 February 2005) |

STANDING COMMITTEE ON HUMAN RESOURCES MANAGEMENT

| FICSA/C/58/HRM | Title |
|----------------|--|
| 1 | Pay system reform: Rationale for steps |
| 2 and Rev.1 | Comments on broadbanding |
| 3 | Pay-for-performance: FICSA objections |
| 4 | FICSA views on the broadband model for the pilot studies |
| 5 | Improvement of the status of women in the United Nations system |
| 6 | Paternity leave |
| 7 | Questionnaire on staff/management relations |
| 8 | Personal status as the basis for recognizing dependency benefits |

| FICSA/C/58/HRM/CRP. | Title |
|---------------------|--|
| 1 | Provisional agenda |
| 2 and Rev.1 | Resolution on the rights of staff associations/unions |
| 3 | The Right of Association – PAHO/WHO Executive Committee Bulletin |

STANDING COMMITTEE ON LEGAL QUESTIONS

| FICSA/C/58/LEGAL/ | Title |
|-------------------|--|
| 1 | Appointment and promotion boards in international civil services |

| FICSA/C/58/LEGAL/CRP. | Title |
|-----------------------|---|
| 1 | Provisional agenda |
| 2 | Report of the Standing Committee on Legal Questions |
| 3 | Legal protection insurance for FICSA members |
| 4 | ILOAT reform – Latest developments |

STANDING COMMITTEE ON PROFESSIONAL SALARIES AND ALLOWANCES

| FICSA/C/58/PSA/CRP. | Title |
|---------------------|---|
| 1 | Provisional agenda |
| 2 | Review of the Noblemaire principle, including total compensation comparisons |
| 3 | Chair of PSA SC report for 2004 |
| 4 | Margin Appeal – Administrative Tribunal of the International Labour Organization – Judgement No. 2420 |
| 5 | Fourth FICSA Workshop on Professional Salaries and Allowances |
| 6 | Education grant (FICSA Report on the 58th session of ICSC) |

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

| FICSA/C/58/SOCSEC | Title |
|-------------------|--|
| 1 | Summary of recommendations of the 52 nd session of the UNJSPB |
| 2 | HIV/AIDS in the UN Workplace |

| FICSA/C/58/SOCSEC/CRP. | Title |
|------------------------|---|
| 1 | Provisional agenda |
| 2 | Measures to protect GS and NPO pension benefits (Santiago, Chile) |
| 3 | Local track pensions |
| 4 | Notes on consequences of continued devaluation of the US dollar on initial amounts of local currency pensions |
| 5 | Divorced surviving spouse's benefit - United Nations Women's Guild, Geneva - Comments |

Annex 17

**STATEMENT OF THE FAO DIRECTOR-GENERAL, DR. JACQUES DIOUF,
ON THE OCCASION OF THE FICSA COUNCIL
(Rome, 9 February 2005, 11.00 hrs)**

Distinguished delegates, colleagues, first of all, I am pleased to welcome you to FAO and to Rome.

It is with pleasure that I address this Council and I welcome the opportunity to strengthen the ties with the Federation of International Civil Servants.

Little more than two weeks ago the Millennium Project Report was launched. The Report flags 2005 as the crucial year for stepping-up action if the world is to deliver on the pledges agreed at the Millennium Summit and other international summits and conferences. FAO's role in the overall effort has been driven by its mandate to promote agriculture, forestry, fisheries and rural development, and to facilitate the achievement of the goal set by world leaders during the World Food Summit in 1996, namely to halve the number of hungry people by 2015. Our mandate links us most closely with the first of the MDGs, the reduction of poverty and hunger. FAO has many times emphasized that there are strong links between improving agricultural productivity, and reduction of hunger and poverty. After all, three-quarters of the world's poor live in rural areas of developing countries and make their living from agriculture. While not denying the growing importance of poverty in urban areas, the fight against hunger and malnutrition will be won or lost primarily in the rural areas. FAO's mandate extends also directly or indirectly to all of the other MDGs, particularly the environmental sustainability (MDG seven), with natural resources being vital for maintaining agricultural productivity and rural livelihoods. Likewise the Organization is a crucial partner in the effort to create a fair and rules-based multilateral trading system (MDG eight). The fact is that if real progress can be made in improving nutrition, it will contribute to achievement of all the MDGs. FAO's efforts are directed to integrate better our work within the overall objectives of the Millennium Development Goals and we are taking an initiative working with different institutions around the world to see how we could adjust/adapt our work to contribute to the maximum towards achieving the MDGs.

The universal membership, neutrality and political independence enables the Organizations of the UN system and their staff to play a positive role in providing support to developing countries and to work towards the achievement of the Millennium Development Goals.

FAO has two valuable assets at its disposal, on the one hand, the quality and particularly, the technical competence of its staff and, on the other, the highly motivating nature of our objective, namely to eradicate hunger in the world.

However, in order for staff of the UN system to be effective in carrying out their mandates they need the best possible security and safety. Today, staff of the UN system face a security environment of unprecedented risk. Due to a corporate effort by UN-system organizations, FICSA and member states, a number of measures have been put in place to improve the UN security system and to better protect staff. I hope that these measures will allow us to avoid the type of problem that we have seen in Baghdad and other parts of the world.

Looking back on the human resources issues discussed in the UN fora over the past years, I note that FICSA and the organizations of the common system have often pursued common goals; competitive conditions of employment, increased staff development and training, the introduction of best practice

human resources policies and the work/family agenda are only a few examples for joint efforts to further the conditions of service of UN staff.

Our Organization is following with interest and vigilance the present ICSC review of the pay and benefit system. Concerns have been expressed over the introduction of broad banding and pay for performance in the common system. FAO considers that it is too early to take a firm stand on these issues as the pilot studies are not yet completed.

The achievement of competitive conditions has been the underlying theme of many discussions in the UN system fora. I will continue to give my support to ensure that staff, Professional and General Service, enjoy competitive working conditions.

FICSA has always played an important role in the debate within the common system machinery in establishing conditions of service of staff. I would like to express my appreciation to the Federation for its continuing efforts to promote the interest and welfare of staff and look forward to your making significant contributions in this area.

You have a heavy task before you. Rest assured that you have not only my best wishes for the success of your Council, but also my continuing esteem for your most valuable contribution to our common goals.