



FICSA/C/60/R.1

## **FICSA Council**

**60<sup>th</sup> Session – IAEA Vienna – 29 January to 3 February 2007**

# **REPORT OF THE 60<sup>TH</sup> SESSION OF THE FICSA COUNCIL**



**FEDERATION OF INTERNATIONAL CIVIL SERVANTS' ASSOCIATIONS**

**FEDERATION DES ASSOCIATIONS DE FONCTIONNAIRES INTERNATIONAUX**

Geneva, 27 February 2007

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## **Report of the 60<sup>th</sup> session of the FICSA Council IAEA Vienna, 29 January to 3 February 2007**

### **Opening session (Agenda item 1)**

1. The President of the Federation of International Civil Servants' Associations (FICSA), Mr. Robert Weisell, opened the sixtieth session of the FICSA Council. He paid tribute to the International Atomic Energy Agency (IAEA), whose administration and staff association had lent extensive support to the preparations for the current session of the Council that most fittingly coincided with the fiftieth anniversary of the IAEA.

2. Speaking on behalf of Dr. Mohamed ElBaradei, Director-General of the IAEA, Mr. David Waller, Deputy Director-General for Management, welcomed the Federation to Vienna. He assured Council of his organisation's commitment to maintaining good relations with staff. He recalled the days of the Administrative Committee on Coordination (ACC), the precursor to the Chief Executives Board (CEB), when the dialogue with staff was always relegated to the last item of the agenda on the last day of the meeting when most executive heads were intent upon leaving the room. Following on the advice of three 'wise persons' on improving the workings of the ACC, the dialogue was subsequently taken up as the first item on the agenda of the meetings of the High-Level Committee on Management (HLCM) where the members, heads of administration, were arguably more attuned to the concerns of staff which were then transmitted to the CEB.

3. The new *modus operandi* ensured the time and attention essential to a genuine dialogue, whereafter staff views could be taken into account in the deliberations under the remaining agenda items. The new dynamic that thus emerged was very much in line with the kind of dialogue that the IAEA had long enjoyed.

4. A major factor in that positive and constructive dialogue was continuity. In the course of fifteen years, the IAEA had only had three staff council presidents, all of whom had dealt competently with both the positive and negative issues that marked staff/management relations. Despite the best efforts, the two sides might have to agree to disagree on certain tough issues, but they had done so with no hard feelings and mutual respect had been maintained. 'Management', he recalled, were also staff members. As long as transparency and fairness reigned, much could be achieved together. On the occasion of the presentation of the Nobel Prize to IAEA, representatives of the staff and the administration had travelled together to Oslo to receive the award.

5. The IAEA was particularly pleased to host the FICSA Council on two counts. First, it coincided with the Agency's fiftieth anniversary; secondly, the year had been marked by the arrival of a new Secretary-General of the United Nations: something that created a great opportunity for the whole UN family. Every effort should be made to support Ban Ki-moon, whom the IAEA held in the highest esteem, and take full advantage of the new opportunities. FICSA had an important role to play in that regard, redoubling its efforts to sort through the wide range of opinions and forge consensus among staff. It was the time to repair the tarnished image of the United Nations and its dedicated staff. FICSA would be central to that effort. He wished Council every success in its discussions as it went about tackling its long agenda.

6. After thanking the Deputy Director-General upon his departure from the room, the President invited Mr. Dean Neal, President of the IAEA Staff Association, to take the floor. In welcoming the participants to Vienna, Mr. Dean Neal described the facilities available to delegates throughout their stay and the opportunity they might still have of attending the IAEA Fiftieth Anniversary Ball. Coffee would be provided during the morning breaks by kind courtesy of the IAEA Staff

Association, the United Nations Federal Credit Union and AMFIE. He wished the delegates a productive and enjoyable stay.

7. In his opening remarks, the FICSA President summarised events in the past year that could be described as having been exciting, active and productive, yet tumultuous with disappointments, as the United Nations embarked on a period of dramatic change. The extent of change or the time needed to implement it could not be predicted, yet the message of ‘change’ would resonate throughout Council and thereafter.

8. FICSA was being affected by change, as was staff representation in general. The very basis of the United Nations was possibly changing, while some organisations would experience a marked increase in mobility and a greater field presence. Whereas some of the changes described in the report of the High-Level Panel on UN System-wide Coherence in the areas of development, humanitarian assistance and the environment entitled *Delivering as One* might be far off, one UN country offices had been set up on a pilot basis in a number of countries. Whatever form the reforms ultimately took, the staff representatives would have to change and adapt the way they served their colleagues.

9. The President stressed that FICSA should not approach the changing situation with dread or pessimism. Change offered an opportunity that the Federation should seize and move forward, a spirit that should prevail throughout the current session of the Council.

10. At a special session in the afternoon of the first day, Mr. Kingston P. Rhodes, Chairman of the International Civil Service Commission (ICSC), accompanied by Mr. Wolfgang Stöckl, ICSC Vice-Chairman, addressed the Council. In his statement, which is attached *in extenso* (Annex 17), the Chairman focused on the impact of change evidenced by shifting political alignments, emerging markets, rapid technological developments, globalisation and international trade that had placed special demands on organisations. Organisations had to go beyond simple reaction to change; they should embrace and anticipate change: no mean task.

11. The United Nations was not exempt. Member States demanded and continued to demand improved organisational performance at lower cost. The challenge of facilitating change had to be met head-on at minimal costs be it financial, administrative, psychological or physical, to staff and organisations alike. Innovation and creativity were called for in the reform process. Through reform, weaknesses would be purged, solutions sought, benchmarks set, new ideas absorbed and organisations re-invented: an ambitious goal that demanded understanding, commitment, stamina and perseverance.

12. A collective vision, commitment to change and common approach were essential to management reform. Despite it being a hackneyed phrase, the claim about staff being an organisation’s greatest asset could not be overstated. Staff representatives played an important role as their constituents’ stewards sharing their concerns, preserving their rights and seeking fairness and justice. As honest brokers and neutral negotiators, they had to be capable of looking at the broad picture and the potential benefits to both staff and organisations as a whole, while seeking to improve organisational effectiveness that ultimately enhanced the pride and commitment that all shared in working for the United Nations common system.

13. The United Nations could boast an exceptional staff body that was talented, dedicated and professional in its approach, bound together by a single noble cause. Sharing that talent equally with all organisations of the common system would have an unlimited multiplier effect. The basic concept should be that of a single family: full mobility across the system since a staff body that

was fully mobile and multi-tasked was better equipped to meet global challenges and uphold the purposes and principles of the organisation.

14. Mandated to coordinate and regulate the conditions of service in the common system organisations, the ICSC saw little advantage in mere coordination and regulation. It was not a police force. It was interested in the unity of the common system and could not allow dissent, competition and disagreement to distract the organisations from completing their work. The Commission would expect staff representatives to bring their vision and understanding of the meaning of change to the debate. For all the moments of disagreement, distrust and at times downright confrontation in the past, the Commission looked forward to increased collaboration with staff representatives in the years to come.

15. In an era of change, the ICSC was preparing to re-engineer itself, seeking greater pro-activity, readily liaising with its partners to identify challenges and work towards solutions. It was making greater use of working groups. He cited the working group on alternative arrangements for mobility and hardship entitlements as a good example. In the dialogue on the framework for contractual arrangements, the Commission's focus had not been solely on harmonisation and consistency, but also on equity and fairness to staff. The Chairman urged FICSA to be represented at all times in the working groups as there should never be any doubt surrounding the Federation's support of working group outcomes simply because of avoidable non-representation

16. The Chairman summarised his expectations of the Commission's work for the future as being about leading change, developing strategies that the organisations could usefully employ, building trust and holding fast the unity of the common system. He was convinced that with the dedication and spirit of FICSA, that goal would be realised.

17. In the ensuing discussion questions were raised on: strengthening the ICSC in areas of critical importance (mobility and hardship entitlements and contractual arrangements); reviewing the GS salary survey methodology and adherence to the Flemming principle; and funding staff representatives' participation in ICSC workshops (by the Commission or respective administrations). The frequency of the workshops on such issues as post adjustment and increasing the number of staff representatives in the same was a further issue.

18. A second set of questions related to: the lack of facilities being provided to staff representatives at both the local and Federation level, in particular the issue of full or part-time release and rights of association; reducing the lengthy ICSC agendas; and enforcing the Commission's recommendations and decisions, as well as enhancing its monitoring function to increase consistency. Reference was also made to an earlier proposal in the Commission to shift the benchmark outside employers away from best prevailing salaries to pay scales in ministries or industries working in the same area as various agencies, while a question was asked about increasing the flow of experience between the Commission and the organisations so as to secure the necessary expertise.

19. In the course of the discussion, the potentially deleterious effects of introducing broadbanding and pay-for-performance in the field were pointed out as they tended to engender distrust and competition: something that ran counter to the needs of small homogenous groups of outposted staff. The importance of a functioning and fair performance evaluation system was emphasised, as was the need to train managers in the proper application of such systems. The inadequacies of the Galaxy recruitment system were also questioned and a definition of the independence of the international civil service was sought.

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

20. Ms. Maria Dweggah, General Secretary a.i. 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)**

21. Mr. John Russell (IAEA) was elected Chair of the Council. Mr. Giovanni Muñoz (FAO-APS) and Mr. Jacques Sanou (ITU) were elected First and Second Vice-Chair, respectively. Mr. Peter Lillie (FAFICS) was nominated Rapporteur.

22. At a later stage in the first day's session Mr. Svend Booth (FAO/WFP-UGSS) was elected Chair of the Ad hoc Committee on Administrative and Budgetary Questions.

### **Adoption of the agenda (Agenda item 4)**

23. The provisional agenda as contained in document FICSA/C/60/1 was adopted with acceptance of the inclusion of a new item 9, "Vision and Medium-term Work Plan for FICSA" and one terminological amendment.

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

24. Council agreed to the schedule of work as contained in document FICSA/C/60/INFO/1. Attention was drawn to the briefing sessions on pensions and basic negotiation skills that had been expressly included in the week's work to cater to the needs of new participants (some of whose administrations had funded their participation so that they might acquire new skills and experience related to effective staff representation). The two briefing sessions would be supplemented by a workshop on staff/management relations focused on the freedom of association and the 'irksome' staff representative. A presentation on the appeals process would also be given by an outside lawyer. Arrangements had been made for delegates to attend the briefing sessions that AMFIE and UNFCU were holding for the Vienna-based staff at large.

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

25. Attention was drawn to the amendments to the FICSA Statutes and Rules of Procedure (document FICSA/C/60/CRP.1) that had been suggested by the former ILO Legal Adviser. After due consideration by the Standing Committee on Legal Questions, the suggestions would be submitted to plenary for appropriate action.

26. A verbal proposal was also made to split the mandate of the FICSA Regional Representative for Asia into two sub-regions: Middle East and Far East. The regional mandate it was suggested could be based on the formulae used by the two regional economic commissions (ESCWA and ESCAP). It was agreed that the proposing party would submit the proposal in writing as a precursor to consideration.

27. It was agreed to suspend Rule 38 of the Rules of Procedure so as to accommodate the late submission (for technical reasons) of nominations for election to various offices on the Executive Committee and, while maintaining a 48-hour deadline for nominations, pave the way for elections on the penultimate day of the Council.

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

28. The General Secretary a.i. informed Council of developments relating to the status of membership. She was pleased to report that the Federation had been able to welcome two new associate members:

- Staff Association of the South Centre; and
- Staff Association of the Preparatory Committee for the Comprehensive Nuclear-Test-Ban-Treaty Organisation (CTBTO).

### **Report of the Executive Committee for 2006-2007 (Agenda item 8)**

29. The President presented the Report of the Executive Committee for 2006-2007 (document FICSA/C/60/5). In the first section, the report gave an overview of developments in the common system that would have a major impact on the work of the Federation. In the second section, the Federation's activities were described in greater detail under eight discrete headings supplemented by four annexes.

30. In his statement, the President first focused on general issues of significance to the Federation's activities. Within the context of the overall reform of the United Nations and the reform initiatives in a number of specialised agencies, the emphasis lay on strengthening the management and coordination of the UN operational activities. The United Nations could be seen to be stepping out beyond its original role as an organiser of meetings and conferences. The primary focus currently lay on the field, not on New York or the other major duty stations. Moreover, implementing the proposals in the report entitled *Delivering as One* would ineluctably blur the identity of individual organisations. The very make-up of the United Nations was changing as steps were being taken to rationalise the proliferation, disparity and overlap of the UN 'entities'. Human resource policies and procedures compatible with the new situation had to be developed.

31. All those factors bore heavily on the thrust of the Federation's activities. Indeed, FICSA ran the very real risk of its participation in such bodies as the ICSC, HR Network, HLCM, ACPAQ, CEB and IASMN, outweighing its other activities and overstretching in resources, human and financial. The situation was exacerbated by the ever-increasing number of working groups that FICSA also had to attend (see also remarks of the ICSC Chairman in paragraph 15 above). It was thus essential that the FICSA Standing Committees should consider ways and means of contributing inputs to the activities of the relevant working groups.

32. Training in such areas as the application of the salary survey methodologies had become a regular (and expanding) activity that generated income for the Federation. Since the programme currently drew heavily on the services of retirees, the Federation would have to find ways and means of increasing the Federation's pool of expertise among active staff. On a related matter of crucial importance to the work of the member associations/unions, thought would also have to be given to providing training for staff representatives in the skills they need to enhance their effectiveness.

33. Staff representatives were facing constraints on their activities in terms of release from official duties and freedom of association: a factor that also impinged on the release of persons elected to serve on the FICSA Executive Committee.

34. The administration of justice was a key item in the reform package. In its report to the General Assembly the Redesign Panel had found the justice system in the United Nations to be



‘outmoded, dysfunctional (and) ineffective...lacking independence’: a view that was shared by a parallel report commissioned by the UN New York Staff Union. The subsequent reform endeavours related to the UN Secretariat in New York would ultimately devolve, wholly or in part, on the specialised agencies – and thus on the activities of the Federation.

35. The structure of FICSA membership also called for reform. Ways would have to be sought of including the growing number of non-traditional members and securing their fuller involvement in the work of the Federation. That would bear constitutional implications. Council might thus wish to consider that and other amendments, such as the provisions governing terms of office, in addition to the proposals that had been suggested by the former ILO Legal Adviser (see paragraph 25 above).

36. The President also pointed to a number of specific issues, such as the current status of the pilot study on broadbanding and pay-for-performance where the five pilot organisations were behind schedule. That notwithstanding, FICSA would have to continue to follow developments related to the pilot study. The Federation had also played a key role in the new mobility and hardship allowance package and it would have to remain vigilant so as to ensure an accurate reflection of current schooling costs in the education grant. Whereas the hazard pay entitlement for Professional staff had been increased for the first time in over twenty years, the General Assembly had failed to respond to the ICSC statement that the five-year average margin had not reached the midpoint since 1997. For its part, the ICSC had refused to expand the comparator, the essence of the Noblemaire principle, to include other international organisations with which the United Nations competed for staff. With the current round of GS salary surveys coming to a close, it was essential that the Federation be actively involved in the review process which might prove to be quite a battle.

37. The delay by the General Assembly in approving the Panel’s recommendations<sup>1</sup> to change certain aspects of the ICSC had been frustrating, but it was not for want of trying on the part of both the Federation and some administrations. In that connection, lobbying was an essential FICSA activity that would be heavily curtailed with the departure of the FICSA Research and Liaison Officer in New York. That, combined with the withdrawal of UNDP/UNFPA/UNOPS Staff Association from the Federation, left a major gap in terms of presence and expertise in North America. The issue of the vacant FICSA post in New York would have to be addressed at the current Council and two versions of the draft budget for 2007 had been prepared accordingly.

38. The President also touched on issues related to staff/management relations, staff security in the field, social security and pensions, all of which would be taken up in the respective standing committees. He also commented on the growing convergence of views between FICSA and CCISUA. Both staff bodies were committed to exploring ways and means of ensuring still closer collaboration.

39. In concluding his presentation, the President expressed his thanks to his fellow members on the Executive Committee. He also paid especial thanks the staff in the FICSA offices for the support they had provided throughout the year.

40. Following the presentation, the floor was open for discussion.

41. A number of delegations congratulated the Executive Committee on the clarity of the report and the manner in which it had been structured. The emphasis on such crucial issues as the administration of justice was welcomed. Recognition was also paid to those people who had

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<sup>1</sup> Recommendations of the Expert Panel on Strengthening the International Civil Service.

ensured that FICSA was represented at and participated in the various working groups and system-wide committees. The generosity of the ITU Staff Union in funding the travel of one member of the Executive Committee to meetings throughout the year was commended. Tribute was paid to the President's stalwart efforts (much appreciated by PAHO/WHO Washington) to fill the gap caused by the lack of a Regional Representative for the Americas: a situation that would worsen with the departure of the FICSA Research and Liaison Officer based in New York. Other delegations pointed to lacunae, such as the lack of information on the follow-up to the resolution on outsourcing adopted at the previous session of the Council.

42. Outsourcing and the fears associated with that rapidly growing trend featured prominently in the discussion. Outsourcing could be used as a form of intimidation; it also bore repercussions in terms of preventing access to staff associations. In some associations/unions core functions were being outsourced to independent contractors, in other organisations outsourced staff were employed under local national law and in still others social coverage was not even provided. The matter would have to be taken up in the relevant standing committees.

43. An associated problem was that of the growing numbers of temporary staff who likewise did not come under the aegis of the staff associations/unions. Management's perception of temporary staff or non-staff as they were sometimes termed was nuanced in different organisations, thus giving rise to distinctly local problems that detracted from the ability of staff associations/unions to commit themselves to system-wide issues. The situation was made all the worse by managers' failure to recognise the benefit of having good staff representatives. All too often, staff associations/unions were at the mercy of executive heads and their whims. It could not be gainsaid, however, that some of them were favourably inclined towards good staff/management relations. The right of association was a cardinal right to be respected by all. Furthermore, staff associations/unions should insist on the provision of the physical facilities and release modalities stipulated in the Administrative Instruction of 15 July 1982 (ST/AI/293). In the latter regard, it was essential that member associations/unions complete the FICSA questionnaire concerning staff/management relations and intangible support provided to staff representatives. Only upon receipt of adequate documented information would both staff bodies be able to assess the extent of the malaise. To date the response had been weak.

44. The Federation's training efforts to impart knowledge of such schemes as the salary survey methodology were recognised by several delegations as being most effective, not only did they heighten the quality of staff representatives to the survey process, but they also raised the profile of FICSA. It would have been useful had the report provided a breakdown of the number of trainees by member and non-member associations/unions and administrative representatives. The issue of maintaining the level of expertise was touched upon and the hope was expressed that not only would the training material on CD-Rom become available in the course of the current year, but that the Standing Committee on General Service Questions would come up with a suggestion on that point.

45. In response to a query about steps taken to win back former members of the Federation, it was reported that the UNIDO Staff Union and FICSA had finally reached an agreement over the past year on the settlement of dues outstanding; the UNIDO Staff Union had joined CCISUA prior to reaching this agreement. Meetings had been held with the ICAO Staff Association who had left the Federation primarily on account of their members' dissatisfaction over financial matters. Since leaving FICSA, the ICAO Staff Association had reduced its own dues and had reduced its functions for want of internal organisation. The WIPO Staff Association would be attending the current session of the Council as guest and was said to be considering seriously its future relationship with the Federation.

46. One delegation asked whether the Federation had sought a legal opinion on the ICSC contractual framework possibly impinging on staff's acquired rights. It was replied that in a report he had prepared for FICSA, Maitre Sicault had given an opinion intimating at the possibility of impingement. Another delegation noted the lack of legal expertise within the Federation compared to the days of old when people with a legal background served on the Executive Committee. It was suggested that FICSA might explore the possibility of retaining one or even two lawyers to provide legal advice at a reasonable rate. Whatever solution was found it would not solve the problem of people with grievances consulting FICSA at too late a juncture in the appeals process. There, as in every other aspect of the Federation's activities, member associations/unions should communicate frequently with each other and FICSA and share their concerns so as to find ways of alleviating them.

47. The same delegation also cautioned against being too optimistic about the degree of success achieved with the ICSC. Despite the progress achieved on approving some of the recommended changes, the changes to the rules of procedure that ICSC itself had approved had still not been written into an amended version. FICSA should press for the full recognition of the approved amendments.

48. Council expressed its general agreement with the Executive Committee report and formally approved the same.

### **Vision and Medium-Term Work Plan for FICSA (Agenda item 9)**

49. In the course of a one-day session the member associations/unions present set about exploring the future of the Federation, given the pressure for change and reform throughout the common system. The aim of the exercise was first to identify the challenges and opportunities that FICSA faced, on the basis of which priorities could be set. In the second stage of the exercise, the member associations/unions focused on the means of achieving those priorities and considered the inputs and resources required.

50. The Federation faced challenges on at least three levels. At the global or common system level, Member States could be seen to be changing their commitment to the ideals of the United Nations and new actors were emerging. It was thus essential that FICSA seek to legitimise its role in the UN reform process.

51. At the local level, member associations/unions were witnessing deterioration in conditions of work and erosion of acquired rights. Job insecurity gave rise to anxiety and/or apathy: a trend that was reinforced by the encroaching impact of IT. The problems faced by local staff associations/unions were compounded by such factors as curtailment of facilities (including release) for staff representatives, static or dwindling levels of membership, a high turn-over of staff representatives and the lack of legitimate representation of the growing number of temporary or outsourced staff.

52. At the Federation level, despite its limited financial and human resources, the Federation faced the challenge of trying to meet its members' disparate expectations. FICSA faced the task of increasing its visibility at headquarters, regional and field duty stations (including the one-country offices), as well as reaching out to non-UN entities. The return of former member associations/unions to the fold posed another challenge, all the more so as two major federations were 'competing' for membership.

53. The Federation's advocacy role was all-important. Upholding that role called for effective communication with the membership and forceful dialogue with management. It also called for a

pro-active (as distinct from reactive) stance and effective capacity building. A concerted effort to provide effective training in staff representative skills was needed at both the global and local levels. A clear correlation existed between the tasks of influencing, educating, learning and acting globally.

54. It was argued that structure would follow strategy; FICSA should thus first determine the services to be provided and then design the internal and external systems that were feasible given the budgetary constraints.

55. A host of priorities were identified. They included, but were not limited to: the pressing need to build capacities and train members; strengthen the FUNSAs; legitimise the representation of employees on short-term contracts; undertake fundraising on a broad scale; provide legal counsel; define, facilitate and expand membership; heighten the Federation's profile and improve its credibility; strengthen the Federation's capacity to respond swiftly to changing circumstances; and enhance communications.

56. In the latter part of the session, an historic overview was given of the history of the (on occasion) tempestuous relationship between the two major staff bodies: FICSA and CCISUA. Both had priorities and objectives in common and the upcoming CCISUA Assembly would also seriously explore ways and means of working together more closely and on a more equitable basis than hitherto: one voice and one umbrella for all staff associations/unions in international organisations.

57. At the end of the session, UNESCO presented a resolution pertaining to the Federation's participation in and preparations for the René Maheu symposium on the international civil service to be held in December 2007 at the UNESCO headquarters in Paris.

#### **Election of the Executive Committee and Regional Representatives for 2007-2008 (Agenda item 10)**

58. 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. In the course of that presentation, Valérie Seguin announced that she would have to withdraw her candidature for the post of General Secretary owing to the IMO Executive Head's refusal to authorise release in the event of her being elected. She hoped that FICSA would be able to secure with the approval of the CEB an arrangement, whereby facilities such as ad hoc cost-sharing arrangements could be provided that allowed staff representatives from all organisations (and not merely those that could afford it) to submit their candidature for the posts of FICSA President or General Secretary. Her proposal received the full support of the Council.

59. At the session devoted to elections, the General Secretary a.i. read out Articles 28-36 of the Statutes and Rules 35-44 of the Rules of Procedure to remind Council of the intricacies of the election process.

60. The Chair informed Council that he had received the following nominations (in alphabetical order) for election to the Executive Committee for the period 2007-2008 (see FICSA/C/60/INFO/2 and Add.1 and 2).

## Executive Committee

General Secretary	Françoise Plivard Valérie Seguin <sup>2</sup>	WMO Geneva IMO London
Treasurer	Manijeh Torabi	IAEA Vienna
First and second of two Members for Compensation Issues	Maria Dweggah Valérie Seguin	WHO/HQ Geneva IMO London
Member for Regional And Field Issues	No nominations	
Member without Portfolio	Véronique Allain Varghese Joseph	SCBD Montreal ITU Geneva

## Regional positions

Regional Representative for Africa	Jehane Khadr <sup>3</sup> Paul Matsiona	WHO/EMRO Cairo WHO/AFRO Brazzaville
Regional Representative for Asia	K. Ratnakaran	WHO/SEARO New Delhi
Regional Representative for Europe	No nomination	
Regional Representative for the Americas	Véronique Allain	SCBD Montreal

61. The Chair reminded Council that Valérie Seguin (IMO) had withdrawn her candidature for the post of General Secretary the previous evening, thus leaving only one nomination for that post. In addition, Veronique Allain also withdrew her candidature for Member without Portfolio. The Chair opened the afternoon session by announcing the elections for the Executive Committee and Regional Representatives, and gave the floor to the General Secretary a.i. to explain the election procedure. After her explanation, the President asked for the floor to address the issue of eligibility of members for voting.

62. The President explained that according to the Statutes/Rules of Procedure, only members in good standing would be permitted to vote, and that the list of members in good standing should have been announced under the Council's agenda item dealing with Credentials. This had not been done, and he apologized to Council for that oversight. In addition, because the issue had been

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<sup>2</sup> Rule 39

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(b)

A candidate nominated for a particular post who has not been elected to that post will be eligible for another post

<sup>3</sup> The candidates nomination by the WHO/EMRO Staff Association was confirmed to have arrived on time, but the CV was incomplete.

brought to previous Councils but no action had been taken to address it, the Executive Committee had decided during 2006 to forgive the arrears of the SCBD and WHO/SEARO Staff Associations without consulting the membership. That had not been a correct procedure as the question of forgiving those arrears should have been brought to the present Council for decision. The Chair went on to ask the membership whether they accepted the EXCOM decision to forgive those arrears. Council agreed to do so. The full list of members in good standing and permitted to vote was thus approved by Council.

63. Two candidates were proposed from the floor in respect of the two vacant posts: Steven Ackumey-Affizie (FAO/WFP-UGSS Rome) for the post of Member for Regional and Field Issues; and Christopher Bailey (WHO/HQ Geneva) for the post of Regional Representative for Europe.

64. The Chair then proceeded with the elections. As per the Rules of Procedure, the Chair announced the single candidate for the position of General Secretary. One member called for a secret ballot, and the request was seconded. The candidate, Françoise Plivard, WMO Geneva, gained a double majority of those present and voting and was declared the new General Secretary for 2007-2008.

65. All other candidates for positions on the Executive Committee were elected by acclamation. Council then proceeded with the election of Regional Representatives. As there were two candidates for the Regional Representative for Africa, voting was carried out by secret ballot. The successful candidate was Jehane Khadr, WHO/EMRO Cairo. All other candidates were elected by acclamation.

66. The following members were elected:

### **Executive Committee**

General Secretary: Françoise Plivard (WMO Geneva)  
 Treasurer: Manijeh Torabi (IAEA Vienna)  
 First of two Members for Compensation Issues: Maria Dweggah (WHO/HQ Geneva)  
 Second of two Members for Compensation Issues: Valérie Seguin (IMO London)  
 Member for Regional and Field Issues: Steven Ackumey-Affizie (FAO/WFP-UGSS Rome)  
 Member without Portfolio: Varghese Joseph (ITU Geneva)

### **Regional Members**

Africa: Jehane Khadr (WHO/EMRO Cairo)  
 Asia: K. Ratnakaran (WHO/SEARO New Delhi)  
 Europe: Christopher Bailey (WHO/HQ Geneva)  
 Americas: Véronique Allain (SCBD Montreal)

### **Election of the Standing Committee officers for 2007-2008 (Agenda item 11)**

67. Council elected the following Chairs and Vice-Chairs of the Standing Committees for 2007-2008:

#### *Legal questions*

Chair: Michael Donoho (IAEA)  
 Vice-Chairs: Joel Lahaye (CERN)  
                   Jack Duggan (OPCW)  
 Core Group: Steve Haw (IMO), David Macfarlane (FAO-APS) and Jacques Sanou (ITU)

*Human resources management*

Chair: Margaret Eldon (FAO/WFP-UGSS)  
 Vice-Chairs: Christopher Bailey (WHO/HQ)  
 Lisa Villard (IAEA)  
 Core Group: Asiedua Asante (IARC), Afshaan Shafi (OPCW), Maite Comas-Barnes (ITU),  
 Imed Zabaar (IAEA) and Janice Albert (FAO-APS)

*Social security/occupational health and safety*

Chair: Svend Booth (FAO/WFP-UGSS)  
 Vice-Chairs: Dean Neal (IAEA)  
 Nathalie Tschyrkow (UNWG)  
 Core Group: Jacques Sanou (ITU) and Gerhard Schramek (FAFICS)

*Conditions of service in the field*

Chair: Aye Win (FUNSA Myanmar)  
 Vice-Chairs: Marcelle Mohammed (PAHO/WHO Washington)  
 Gustavo Casas (FAPNUU Uruguay)  
 Core Group: Margaret Eldon (FAO/WFP-UGSS) and Dagmar Kunze (FAO-APS)

*General Service questions*

Chair: Edmond Mobio (WHO/HQ)  
 Vice-Chairs: Mauro Pace (FAO/WFP-UGSS)  
 Rolando Chacon (PAHO/WHO Washington)  
 Vice-Coordinators  
 of the PTC: Varghese Joseph (ITU) and Mauro Pace (FAO/WFP-UGSS)  
 Core Group: Corliss Chapman (HQ) (IAEA). Sophie M'Bahia-Tete (Non-HQ) (FASPINUCI)  
 and K. Ratnakaran (Non-HQ) (WHO/SEARO New Delhi)

*Professional salaries and allowances*

Chair: Dean Neal (IAEA)  
 Vice-Chair: Matthew Montavon (FAO-APS)  
 Core Group: Kees de Joncheere (WHO/EURO). Kristin Kolhus (FAO-APS), David  
 Macfarlane (FAO-APS), Jakob Skoet (FAO-APS) and John Russell (IAEA)

*Staff/management relations*

Chair: Imed Zabaar (IAEA)  
 Vice-Chairs: Janice Albert (FAO-APS)  
 Maite Comas-Barnes (ITU)  
 Core Group: Asiedua Asante (IARC), Christopher Bailey (WHO/HQ), Pauline Guy (ITLOS),  
 Valérie Seguin (IMO), Afshaan Shafi (OPCW), Lisa Villard (IAEA) and Godfrey  
 Xuereb (PAHO/WHO)

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

68. The Vice-Chair of the Committee, who served as Chair during the session, Michael Donoho, introduced the report of the Standing Committee on Legal Questions (see annex 3). The Standing Committee had enjoyed a good working atmosphere. It had recommended that the Legal Defence Fund be used to retain a lawyer, inter alia on the grounds that i) FICSA often needs legal advice on certain issues; and ii) smaller associations often found it difficult to obtain legal advice. The Committee had not considered the FICSA Statutes since the changes proposed were largely

technical or syntactical, while those related to term of office were political and thus best dealt with in plenary.

69. The Committee had been consulted on the draft resolution on hazard pay that it supported (see report of Standing Committee on Conditions of Service in the Field). It had expressed its concern over the fact that in one organisation the Inland Revenue authorities of a host government had been granted access to staff members' records. FICSA should seek an explanation for the violation of privacy that such an act constituted. For want of clarity, the Committee had not discussed categories of membership; it would, however, deal with the issue in the course of the year.

70. In the subsequent discussion, the Chair explained that the reason for the Committee not taking a position on the request from a WMO staff member for financial assistance in a case to go before the ILOAT had been a lack of information. The matter had thus been left to the discretionary power of the Executive Committee for analysis and possible action. A similar lack of information attributable to the absence of the previous Chair had made it impossible to discuss staff rights and whistleblowing.

71. Concern was expressed over the tone and content of the paragraph describing the background to the difficulties that the UNLB LSU currently faced. It was suggested that the paragraph might have read as follows:

‘The representative of UNLB provided background information on the refusal of DPKO to provide release to the UNLB LSU so that its representatives might attend the FICSA Council, thereby compelling the UNLB delegation to use their annual leave entitlements to attend. The argument used by DPKO was that the staff at DPKO, to which UNLB belonged, should be members of CCISUA, the staff body already recognised by DPKO, thereby *de facto* interfering with, and attempting to restrict the staff members' rights of freedom to associate. The President stated that preliminary legal advice had indicated a long case, the positive outcome of which was uncertain.’

### *Summary*

72. The Standing Committee on Legal Questions presented recommendations relating to: the Legal Defence Fund; FICSA Statutes; a resolution on hazard pay; release of confidential information on salary details to government authorities without the staff member's consent; and rights of affiliation;

73. Council took note of the report with the amendments thereto and adopted the recommendations contained therein.

### **Council decided that:**

- **A lawyer be put on retainer (at a suggested annual estimated fee of CHF 10,000 from the Legal Defence Fund) by FICSA in order to provide general legal opinions and assess the merits of cases passed through the Executive Committee by staff associations/unions;**



- **The use of the Legal Defence Fund be expanded to provide advance funding for cases deemed promising, with a view to reimbursing FICSA from the money awarded under positive rulings;**
- **The proposed changes to the FICSA Statutes be submitted to plenary for consideration and possible adoption;**
- **The FICSA Executive Committee transmit the resolution on hazard pay to the General Assembly for its attention and immediate action;**
- **The FICSA Executive Committee write a letter to IMO requesting the administration to negotiate a positive solution to the situation that had arisen in connection with national insurance contributions; and**
- **FICSA write a letter to DPKO informing them of the acceptance by FICSA of the UNLB LSU as full members.**

### **Standing Committee on Human Resources Management (Agenda item 13)**

74. The report of the Standing Committee on Human Resources Management was introduced by the Chair of the Committee, Valérie Seguin (see annex 4). The Committee had truncated its agenda and opted for an interactive form of debate. After reviewing recent developments in respect of the contractual framework, broadbanding and domestic partnerships, it focused on three priorities that had been identified during the one-day session on the future of the Federation: whistleblowing, mobility and information. In connection with the latter, the Standing Committee had not only urged that new methods and mechanisms of information-sharing be explored, but that funds also be made available to hire a knowledge-management adviser. The Committee had also drafted a letter of support for the Staff Council of the ADB in its endeavours to better the lot of short-term staff working for the African Development Bank.

75. In the course of the subsequent discussion, it was pointed out that the situation with respect to the broadbanding pilot study was perhaps not as clear cut as it might at first appear. WFP was part of the pilot scheme, yet had suspended implementation as of December 2006. UNAIDS was said to be in a similarly difficult situation. Under those circumstances it was strategically unsound to write to the ICSC and ask for a suspension of the study as whole. It would be better to collect information in order to have adequate evidence of the shortcomings experienced by the agencies and organisations that could be used to good effect at the review stage. Council agreed with that change in approach.

76. Since the person nominated as Chair had been elected to the Executive Committee, she was no longer eligible for election as an officer on a Standing Committee. The slate of nominees was duly amended (see agenda item 11 above).

### *Summary*

77. The Standing Committee on Human Resources Management presented recommendations relating to: the contractual framework; broadbanding; domestic partnerships; mobility policy and knowledge management.

78. Council took note of the report with the amendments thereto and adopted the recommendations contained therein.

**Council decided that:**

- The FICSA Executive Committee should prepare by the next session of the Council a paper on the magnitude of the problems and conditions of service of ‘non-staff’ contracts. The paper should examine the legality of such staffing policies;
- The FICSA Executive Committee should monitor the manner in which the contract reforms were being implemented in its member organizations and see whether they were in the best interest of the organizations;
- The Chairman of the African Development Bank (ADB) Staff Council requested a demonstration of the Federation’s moral support for the ADB Staff Council in its endeavours to regularize the status of their short-term staff;
- The FICSA President should send a letter to the Chairman of the ICSC and its Commissioners requesting an update on the broadbanding pilots;
- The FICSA President should put the issue of domestic partnership on the agenda of the upcoming meetings of the HR Network and HLCM, using the time before the meetings to request updates from all organizations on the current application of the policy in their organizations;
- The Executive Committee should urge all executive heads to apply the administrative circular pertaining to domestic partnerships;
- FICSA should take the position that domestic partnership rights be applied across the board to all staff based on a set of defined criteria and regardless of the staff member’s country of origin, sex or location of the organization for which he/she was working;
- The Federation should continue to monitor the case law, informing and advising FICSA members accordingly;
- The FICSA Executive Committee should obtain an update from the HR Network and monitor the implementation of the mobility policies;
- The FICSA Executive Committee should explore new methods and mechanisms of improving the current structure of information sharing and dissemination. Those methods and mechanisms could include incorporating interactive web-based communications such as blogs, collaborative workspaces and web-based survey tools, as well as techniques such as ‘communities of practice’, ‘after-action reviews’, ‘peer assists’, and specific techniques to improve the effectiveness of large meetings.
- The FICSA Executive Committee should help catalyse a capacity-building strategy for member institutions, including a knowledge inventory and training in key staff representation skills, such as negotiation, facilitation and effective selection processes; and
- FICSA should appoint a knowledge management advisor/officer to the Executive Committee and to help draw up a knowledge strategy for FICSA.

**Standing Committee on Social Security/Occupational Health and Safety (Agenda item 14)**

79. The Chair of the Committee, Svend Booth, introduced the report of the Standing Committee on Social Security/Occupational Health and Safety (see annex 5). In summarising the Committee’s deliberations, the Chair reported that the Committee had been cognizant of the lack of interaction over the past year. To that end, it had set itself three priorities that it would address over the coming twelve months.

80. It reaffirmed its commitment to a defined-benefit pension system such as that in place for the United Nations Joint Staff Pension Fund (UNJSPF) and fully supported the position adopted by the participants’ representatives at the Pension Board in 2006.

81. The Chair paid tribute to the inputs, including a comprehensive summary of health insurance schemes applied throughout the common system provided by the FAFICS representative who had contributed markedly to the debate on pensions and long-term care; both issues were accorded the highest priority by the Committee. HIV/AIDS had also been discussed at length and the Committee recommended that all staff should have access to a free HIV test.

82. The Chair confirmed that the Committee was in favour of FICSA continuing to support the positions of the UN Women's Guild (UNWG) and FAFICS on Article 35 *bis* (surviving divorced spouse's pension benefits) at the Pension Board.

83. The Committee had focused on the plight of staff members with less than five years contributory service who, while not being able to remain in the Pension Fund, had invariably forgone the equivalent number of years of contributory services to their own national schemes. Three suggestions had been brought forward.

84. The Committee had discussed the issue of mandatory retirement: a problem that required attention throughout the common system. Another problem that had been discussed was the imposition of prohibitive bank charges imposed by some financial institutions on the transfer of payment of pension payments.

#### *Summary*

85. The Standing Committee on Social Security/Occupational Health and Safety presented recommendations relating to the following issues: the Pension Fund; long-term care insurance; HIV/AIDS; training; Article 35 *bis*; mandatory retirement age; and pension payments.

86. Council took note of the report with the amendments thereto and adopted the recommendations contained therein.

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

- **FICSA should continue to support a defined-benefit pension system, such as that currently in place for the United Nations Joint Staff Pension Fund (UNJSPF). It should therefore oppose any attempt to move towards a defined contribution plan or any type of privatization of the Fund and report back upon finalization of the assets and liability management study;**
- **FICSA should ascertain whether staff were interested in long-term care insurance;**
- **FICSA should continue to support the introduction of sustainable long-term care insurance plans in its discussions with the CEB and any other relevant administrative body and ensure that the Federation's position was known to the HR Network working group;**
- **FICSA should continue to follow developments on HIV/AIDS at the level of the CEB and inter-organizational committees;**
- **HIV tests should be made available free-of-charge to all UN personnel;**
- **FICSA should fund workshops to be held by knowledgeable staff as a means of promoting capacity-building among its member organizations;**
- **The additional items tabled by the UNWG in respect of survivors' benefit provisions (document FICSA/60/SOCSEC/CRP.3) should be considered in the light of the Pension Board's study on survivors' benefits to be presented to the next UNJSPB;**
- **FICSA should actively promote in the appropriate fora within the UN system the setting of separation age at 62 for all staff in UN organizations; and**

- **Given the difficulties associated with UN pension payments to retirees in Myanmar, FICSA was requested to pursue the issue with the UNJSPF and secure payment through UNDP in Yangon, given the similarity of the situation to a precedent set in Iran.**

### **Standing Committee on Conditions of Service in the Field (Agenda item 15)**

87. In the absence of the Chair, the Vice-Chair of the Committee, Mr. Aye Win was elected Acting Chair and introduced the report of the Standing Committee on Conditions of Service in the Field (see annex 6). In summarising the Committee's discussions, he focused on two dilemmas that field staff faced: the double standards in terms of security provided to national and international staff and the inequitable treatment of the ever-growing number of National Professional Officers (NPOs). No new developments had been observed in the classification of duty stations according to conditions of life and work. A matter of particular concern was the continued failure to resolve the problem of hazard pay for UNRWA local staff in Lebanon, West Bank and Gaza. The Committee had drafted a resolution that had also been considered by the Standing Committee on Legal Questions; it hoped that Council would adopt the same.

88. The Committee had devoted particular attention to the FUNSAs. Despite the shift in emphasis to the field that marked all UN activities at present, the FUNSAs were still not active enough. A coherent strategy was needed to ensure the full integration of the FUNSAs in the work of the Federation, such as empowering FUNSAs in the country offices. It had been suggested that FUNSAs should endorse the nomination of participants in regional workshops.

89. In the ensuing discussion the endorsement by the FUNSAs of participants' nominations for training courses did not meet with general acceptance. Although the need to establish closer links between FUNSAs and the Federation was essential, training courses were also open to non-member associations and administrations that paid to participate. One of the problems that arose with FUNSAs stemmed from the fact that among the members of some FUNSAs were staff associations of organisations that were no longer members of FICSA. The Executive Committee was urged to study the matter further.

90. The Committee had also considered the impact of the dwindling currencies, primarily the dollar, on current pensions that should be taken up by the participants' representatives at the upcoming Pension Board.

91. Since the person nominated as Vice-Chair had been elected to the Executive Committee, he was no longer eligible for election as an officer on a Standing Committee. The slate of nominees was duly amended and approved (see agenda item 11 above).

### *Summary*

92. The Standing Committee on Conditions of Service in the Field presented recommendations relating to the following issues: NPOs; security standards; classification of duty stations according to conditions of life and work; hazard pay and security in UNRWA; and FUNSAs.

93. Council took note of the report with the amendments thereto and adopted the recommendations contained therein.

**Council decided that:**

- **FICSA should ascertain the extent of the problems encountered by National Professional Officers (NPOs) and collect pertinent information and data through the FUNSA and UN field offices. On the basis of the information received, FICSA should determine whether, when, where and how the NPO status was being abused and problems were being created. The Federation should also assess the opportunities that NPO status offered staff with a view to developing a comprehensive position for the next session of the FICSA Council;**
- **While welcoming the statement of the Under-Secretary-General of the UN Department of Safety and Security (UNDSS) on his intention to promote the protection of national staff, FICSA should demand that security measures be put in place for all persons working for the UN and their immediate family, regardless of contractual status;**
- **FICSA should revert to the issue of detained UN staff worldwide and write a letter to the new UN Secretary-General urging him to accord priority attention to the issue;**
- **FICSA should survey the mobility policies of the field-oriented organizations and encourage those that had not already done so to develop and formulate clear and practical guidelines or regulations on the matter;**
- **FICSA should pay formal tribute to the dedication and courage of the staff of UNRWA and other humanitarian agencies working in Lebanon, West Bank and Gaza who took risks and worked day and night to alleviate the population's suffering. FICSA should press for the strengthening of the UNRWA security system and insist that special consideration should be given to the unique situation facing the UNRWA staff;**
- **FICSA should continue to bring the problem of hazard pay before the General Assembly; it should lend its support to staff demands and consider actively the viability of lodging an appeal, possibly backed by the Legal Defence Fund;**
- **In order to formulate a coherent and effective strategy for the better integration of the FUNSAs in the work of FICSA, the Executive Committee should approach the FUNSA representatives on a systematic basis and ascertain the nature of their problems, with a view to providing whatever assistance possible, while bearing in mind that the development of a FUNSA was primarily the responsibility of the staff in situ; and**
- **FICSA should reinforce the Resident Coordinator system by including capacity building during the induction of the Resident Coordinators and including staff support in their terms of reference.**

**Standing Committee on General Service Questions (Agenda item 16)**

94. The Chair of the Committee, Edmond Mobio, introduced the report of the Standing Committee on General Service Questions (see annex 7). In summarising the Committee's discussions, he drew attention to the need to determine the position that the Federation should adopt in the upcoming ICSC review of the GS reform and classification. The Committee had also urged that a working group be set up to monitor developments during the review process.

95. Similarly the Federation should screen the salary survey reports in preparation for the pending ICSC review of the salary survey methodology. In that connection, the Committee had noted the perceived non-compliance with the salary survey methodology in the Ivory Coast and the negative impact it had had (-20% for National Professional Officers (NPOs) and -2.8 for GS staff).

96. The Committee had drawn up the annual schedule for training workshops on the salary survey methodology. The previous year's workshops had generated income. A similar financial

benefit was expected to accrue in the current year. The Committee paid tribute to the offer by Leslie Ewart, FICSA Information Officer to assist in preparing the training material.

97. The Committee had also considered the terms of reference of the Permanent Technical Committee (PTC). The membership and list of resource persons had been reviewed and amended where necessary.

98. In the ensuing discussion, it was explained that the decision to hold a training workshop in the Czech Republic had been governed by the need to prepare for the many surveys that were planned for Eastern Europe. It was pointed out, however, that it might be more productive to hold the workshop in an Eastern European country with a larger contingent of GS staff. A plea was also made for the greater involvement of the FUNSAs in the preparation of those workshops (see also paragraph 89 above); the workshop in Amman was cited as a case in point. Once again the Executive Committee was requested to study the issue closely.

99. Particular emphasis was placed on the need to develop a common FICSA position on the ICSC efforts to reform GS job classification that would be discussed at a meeting in the immediate future. Margaret Eldon had prepared, on the basis of comments made on the work so far, a position paper to counter the insistence of the ICSC on a single standard that could be detrimental, if applied worldwide. The Federation should insist on the maintenance of the 7-grade structure. Moreover, the generic job profiles designed to cover the myriad tasks performed throughout the common system would perforce be drafted in such generic terms that they would impede career development. In that connection, the Federation should be aware of the risks associated with the principle of permeability: upward permeability could also work in the opposite direction, culminating in General Service staff being encumbered with Professional tasks - yet without the appropriate financial recognition. Although NPOs invariably found themselves performing higher-grade duties, it was pointed out that the position paper did not apply to that category. NPOs were classified as Professionals and fell within the classification in the Professional master standard.

100. Council unanimously adopted the following position paper.

#### **FICSA position on the efforts of the ICSC Working Group on GS Reform and Classification**

**1. FICSA has reservations on the feasibility of developing a single classification standard that can encompass the different kinds of work undertaken by local staff of all UN organizations and programmes worldwide. The jobs of local staff can differ substantially according to the size of the category and the internal structure of the individual organization. Although the ICSC may wish to have a simplified single standard for GS jobs, the priority of the Working Group should be that of developing a transparent and effective classification system, even if this requires more than one standard.**

**2. FICSA believes that the 7-grade structure of the GS category should be maintained. It is concerned that a reduction in the number of factors will render it difficult to differentiate between the seven grades. FICSA would oppose a reduction in the number of grades because career development opportunities are already limited for a locally-based category.**

**3. FICSA also has reservations on the development of generic job profiles since such profiles make it more difficult to upgrade the post and the incumbent due to the assumption of higher-level duties; the job growth tends to be hidden within the generic description of the**

work performed. This situation works against enhancing performance and career development.

4. The permeability between the GS and P categories mentioned in the reports of the Working Group must be permeability upwards in order to extend the career development opportunities of local staff; FICSA is against downward permeability that would result in professional functions being carried out at the GS level.

#### *Summary*

101. Council took note of the report with the amendments thereto and adopted the recommendations contained therein.

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

- While recognizing that the cost of participation might be prohibitive, FICSA should endeavour to ensure adequate representation on the ICSC Working Group on GS reform and classification;
- FICSA should urge its member associations/unions to devote attention to the role of focal points in ensuring an appropriate exchange of information with the Federation;
- FICSA should establish a dedicated working group to monitor developments within the ICSC Working Group on GS reform and classification;
- FICSA should investigate the possibility of setting up 'training of trainers' programmes to enhance capacity to cover needs, as well as accelerate the finalization of the CD-Rom training material on the salary survey methodology;
- The disproportionately high workload on the FICSA secretariat associated with implementing the workshops should be alleviated by delegating greater responsibility at the local level to local resource persons/focal points and regional representatives;
- FICSA should consider offering the following workshops on the GS salary survey methodology, by region:

##### **Africa:**

- |                        |   |
|------------------------|---|
| (a) English            | South Africa: at the earliest opportunity |
| (b) English and French | Cameroon: June 2007                       |
| (c) English            | Ethiopia: September 2007                  |

##### **Asia:**

- |             |                      |
|-------------|----------------------|
| (a) English | Thailand: April 2007 |
| (b) English | China: October 2007  |

##### **Latin and South America:**

- |           |                                       |
|-----------|---------------------------------------|
| - English | Surinam or Trinidad/Tobago: June 2007 |
|-----------|---------------------------------------|

##### **Europe:**

- |           |                            |
|-----------|----------------------------|
| - English | Czech Republic: April 2007 |
|-----------|----------------------------|

- The PTC should set up a working group with representatives from field duty stations as well as from HQ duty stations in order to prepare for the upcoming review of the salary survey methodology. The working group should study salary methodologies in the European region, as well as those applied by the World Bank group, in order to identify the best conditions offered;

- **FICSA should contact the UN secretariat on behalf of the delegation from Abidjan regarding the perceived non-compliance with the salary survey methodology during the most recent salary survey that had yielded a negative result (-20% for NPO and -2.8 for GS staff);**
- **FICSA should monitor the outcomes of all salary surveys conducted at Non-HQ duty stations, ensuring that they were conducted in full compliance with the methodology, and bring any breaches to the attention of the UN secretariat; and**
- **FICSA should ensure that copyright for the training material (handbook and CD-Rom) remained with FICSA in order to allow for any updating following possible changes that might be introduced during the upcoming ICSC review of the methodology.**

#### **Standing Committee on Professional Salaries and Allowances (Agenda item 17)**

102. In the absence of the Chair and Vice-Chair, the Chair designate, Dean Neal, introduced the report of the Standing Committee on Professional Salaries and Allowances (see annex 8). In the course of that introduction, a brief summary was given of the discrepancies between take-home pay in Vienna and New York, as well as the disappointing developments in terms of post-adjustment in Vienna. Concern had been expressed over the impact of the out-of-area index that seemed to be depressing salaries across the board; that pointed up the need for closer networking between Professional staff at all locations.

103. Concern had been expressed over the lack of well-functioning appraisal systems in those organisations in the broadbanding pilot study. It was thus essential that FICSA collect information in order to be able to adopt a well-informed stance in the review of the pilot scheme. The Committee had noted with appreciation that FAO-APS had volunteered to bear the cost of a study in connection with pilot study on broadbanding and pay-for-performance that had originally been proposed at a cost of US\$ 5,000.

104. The education grant also gave grounds for complaint, as the amounts were not always updated on time; the methodology is also under review. The evolution of the margin continued to disappoint and the Federation should seek a return to the desirable midpoint. Particularly frustrating was the practice of introducing 'no loss - no gain' salary increases. It should be established whether such practice was indeed legal or justified. Similarly, it was essential to ensure that the ICSC was consistent in its application of children's allowances.

105. The Committee had also urged the continued application of the Noblemaire principle and had cautioned against the increasing use of NPOs in all duty stations as it impinged on the principle of equal pay for equal work and bore implications for human resources management overall.

106. The Committee had pressed for extending the reference compensation comparisons being extended to include non-traditional civil services such as the European Commission in the identification of the best-compensated comparator. Similarly, data from other sources should be used to determine the validity of the cost-of-living differentials developed by the ICSC.

107. In common with the Standing Committee on General Service Questions, the Committee recognised the usefulness of training. The current training package on post adjustment methodology should be modified. The current dissemination of information on Professional salaries and allowances via the weblog established by Kristin Kolshus would be continued throughout the year.



108. In the ensuing discussion, the Executive Committee was urged to follow matters on the new methodology being considered by the ICSC for children's allowances so as to ensure that it avoided the flaws of the past.

109. The address of the weblog established by Kristin Kolshus was announced: [psawatch.blogspot.com](http://psawatch.blogspot.com).

### *Summary*

110. The Standing Committee on Professional Salaries and Allowances presented recommendations relating to: broadbanding; the desirable midpoint of the margin; education grants; comparator; calculation of cost-of-living differentials; training on post adjustment methodology; use of the weblog on Professional salaries and allowances.

111. Council took note of the report with the amendments thereto and adopted the recommendations contained therein.

### **Council decided that:**

- **FICSA should develop a set of key questions on broadbanding and conduct a study of the pilots. In each duty station where there was a pilot, a FICSA member should act as contact person for data collection. The data would be collected by e-mail and telephone; however, if necessary, the pilot organizations would be visited;**
- **FICSA should continue to put pressure on the ICSC and the Fifth Committee of the General Assembly to increase the margin for Professional salaries to a level that would bring the margin to a desirable midpoint of 115 over a period of years;**
- **FICSA should continue to seek timelier implementation of updates of the education grants by the ICSC so that the education grant ceiling was consistent with actual school fees for the school year in question;**
- **FICSA should seek new opportunities to improve the education grant entitlement by endeavouring to secure an increase in the permissible years of post-secondary education for UN staff dependants;**
- **FICSA should continue to insist that the ICSC make reference compensation comparisons to the European Commission with a view to changing the comparator to the best compensated civil service;**
- **FICSA should continue to monitor developments regarding the increased use of National Professional Officers (NPOs) in all duty stations and consider the consequences they bore for the principles of equal pay for equal work and for overall HR management;**
- **The Standing Committee should investigate the historical data from other sources such as the Economist Intelligence Unit to see how they compared to the cost-of-living differentials developed by the ICSC;**
- **FICSA should identify people familiar with the post adjustment methodology being used in field duty stations and modify the existing training package as appropriate; and**
- **The FICSA Secretariat should inform its members of the existence of the blog on Professional salaries and allowances ([psawatch.blogspot.com](http://psawatch.blogspot.com)) and encourage participation therein.**

### **Standing Committee on Staff/Management Relations (Agenda item 18)**

112. The Chair of the Committee, Valérie Seguin, introduced the report of the Standing Committee on Staff/Management Relations (see annex 9). In the course of that introduction, she gave a brief summary of the Committee's very first meeting. The participants had entered the interactive mode and had exchanged information on the staff/management mechanisms in their respective organisations. Attention had also focused on best practices and it was suggested that the Executive Committee should prepare a model partnership agreement pertaining to staff/management relations and a list of best practice case studies.

113. On a related matter, consideration had been given to ways and means of increasing the participation of FUNSAs in the country meetings chaired by the resident coordinators.

114. Other issues that came up for discussion had included: clarification of the Federation's position on whistleblowing and the status of the survey that FICSA had launched on staff/management relations. The crucial question in the debate on whistleblowing had been whether it was legal for a staff member to submit accusations anonymously against another staff member. As for the survey, the Committee had originally sought funding for the evaluation of the findings; that, however, had proven unnecessary thanks to the generosity of the IAEA and UNESCO and their readiness to provide services in kind. To date, the response to the questionnaire had been poor.

115. In the ensuing discussion, caution was expressed about including staff representatives' duties in the performance appraisal system. The more important objective was the full recognition of staff representative and other civic duties. It was reported that in PAHO/WHO, however, the setting of objectives at the beginning of the performance appraisal reporting period included activities in joint committees and was seen as a way of building up recognition of staff representative activities in the context of staff/management relations.

116. It was unacceptable that time dedicated by staff representatives to their duties as staff representatives be commented on negatively by their supervisors. Furthermore, the knowledge and experience staff representatives gained through their activities should be recognised as being positive components contributing to their career development potential. It was also urged that participation in FICSA activities be duly accredited by including certificates of participation in FICSA activities, viz. workshops, in the staff members' personnel files.

117. Clarification should also be sought on the manner in which staff representatives as distinct from staff members might interact with governing bodies and permanent missions.

118. Since the person nominated as Chair had been elected to the Executive Committee, she was no longer eligible for election as an officer on a Standing Committee. The slate of nominees was duly amended (see agenda item 11 above).

#### *Summary*

119. The Standing Committee on Staff/Management Relations presented recommendations relating to: FUNSAs; model partnership agreements; best practices; whistleblowing; and the survey on staff/management relations.

120. Council took note of the report with the amendments thereto and adopted the recommendations contained therein.

**Council decided that:**

- The FICSA Executive Committee should explore ways and means of negotiating the active participation of FUNSAs in the country meetings chaired by the Resident Coordinators;
- The FICSA Executive Committee should prepare a model partnership agreement between staff union/association and management to be distributed to all FICSA members by the end of May 2007, which should address, for example, release time, training for staff representatives, special leave and impact on career development;
- The Executive Committee should collect best practice case studies from among FICSA members to be shared and distributed to the membership via a dedicated collaborative web-space;
- The Executive Committee should make the Federation's position on whistleblowing clear to the membership; and
- The FICSA Executive Committee should complete the survey on staff/management relations in the course of 2007, ideally in continued collaboration with the CEB.

**Ad hoc Committee on Administrative and Budgetary Questions (Agenda item 19)**

121. The Chair of the Ad hoc Committee, Svend Booth, introduced the Committee's report (see Annex 10). After indicating minor typographical errors, he described the lengthy debate that had taken place in the Committee. He emphasised that no single member would be paying more than the previous year. The Ad hoc Committee had proposed capping the scale of contributions of: (i) those member associations/unions that had negotiated an agreement on deferred payment (PAHO/WHO, UNESCO, WHO/SEARO and SCBD); and (ii) those member associations/unions whose contributions would have increased (OPCW, UNRWA/ISA and ITLOS).

122. In the budget that had been elaborated in the course of the week, the proposed totals under the individual chapters were:

Chapter 1:	CHF 72,133
Chapter 2:	CHF 45,202
Chapter 3:	CHF 40,917
Chapter 4:	CHF 543,920
<b>Total:</b>	<b>CHF 702,172</b>

123. After deducting the surpluses in the Termination Indemnity and Legal Defence Funds and income earned on the workshops totalling CHF 139,891, the final budget came to: **CHF 562,282.**

124. In the course of the ensuing discussion, debate raged over the term 'final assessment' that had been used in the proposed scale of contributions. It was agreed to use the term 'final contribution rate' instead.

125. It was also agreed that the person attending the IASMN meeting in Rome (budget line 1.8) need not be a member of the Executive Committee. It was further agreed to set up a working group to discuss the contentious issue of dues and voting policy addressed in document FICSA/C/60/CRP.3. The composition of working group would be determined over the coming weeks so as to ensure that members were both available and willing to discuss the matter in depth. The outcome of their deliberations would be presented to the next session of the Council.

### *Summary*

126. In addition to the proposed budget and scale of contributions, the Ad hoc Committee on Administrative and Budgetary Questions presented recommendations relating to: the treatment of delinquent members; receipt of dues and surpluses under the Termination Indemnity and Legal Defence Funds.

127. Council took note of the report with the amendments thereto. It adopted both the budget proposals and the recommendations contained therein.

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

- **After three full years of non-payment, the member association/union, associate member, FUNSA or consultative member concerned should be declared delinquent with the attendant loss of rights and privileges. The delinquent members would be removed from the assessment process;**
- **Dues received after 31 December in any one year should be reflected in the statement of contributions for the following year;**
- **The surplus of CHF 97,039.40 in the Termination Indemnity Fund should be returned to income;**
- **The amount for the retainer for the lawyer should be 10,000CHF,**
- **The excess balance of CHF 14,351.70 in the Legal Defence Fund be returned to income; and**
- **The budget proposals and scales of contributions for 2007 presented in the report of the Ad hoc Committee on Administrative and Budgetary Questions should be adopted.**

#### **Associate matters (Agenda item 20)**

128. The Federation was urged to follow up on the openings for cooperation with CCISUA. Since both staff bodies faced office-space problems in New York, they could perhaps jointly approach a kindly disposed UN entity in New York. Cost sharing should also be explored with regard to the preparation of joint studies and position papers, the cost of which FICSA had invariably borne in the past.

129. It was also suggested that thought might be given to creating a group of associate members as a forum for discussing common problems along the lines proposed by the CERN delegation.

#### **Date, place and draft agenda for the next session (Agenda item 21)**

130. The Council accepted the invitation of the Staff Union Committee of the International Training Centre of the ILO (ITC/ILO) to hold the next session in Turin, Italy. The dates would be communicated at a later juncture; however, in keeping with a generally expressed wish, it would be held a week or so later than the current session. A preliminary draft of the provisional agenda for the 60<sup>th</sup> session would be distributed later in the year.

131. A request was made that an annotated agenda be distributed two weeks prior to the Council and, if feasible, the schedule of meetings one week prior to Council.

## **Other business (Agenda item 22)**

132. On the afternoon of the fourth day, the Council listened to a presentation by Mr. Larry Fauth, an outside lawyer with broad experience of the presentation of appeals to the Joint Appeals Boards (JABs) of various agencies, as well as to both the ILO and UN Administrative Tribunals. His talk was structured along the lines of a hypothetical case. Describing the various stages in the process, he drew attention to the steps that appellants should take to strengthen their cases as well as to the many pitfalls that awaited them. He pointed to the procedural differences in most JABs compared to the two Tribunals and the manner in which the various bodies treated the material submitted to them. He also highlighted systemic deficiencies and administrative shortcomings that complainants had to take into account in the course of what inevitably proved to be a long drawn out process.

133. In the workshop on freedom of association, Maria Dweggah pointed to those factors that deterred people from joining staff associations/unions, such as decentralisation, outsourcing, off-shoring and job insecurity. The situation was compounded by fear, real or perceived. All that, however, combined to create a situation where effective and well-informed staff representation was more meaningful than ever before. Staff representation like good staff/management relations called for the recognition of obligations and responsibilities from both parties, most importantly respect for and compliance with the right of association. All too often breaches of freedom of association were met with impunity, thus reinforcing the sense of insecurity among staff and damaging the exercise of staff association/union rights. She pointed to those elements that staff representatives should focus on in the course of defending staff and safeguarding their interests.

134. Appreciation was expressed for the two briefing sessions on pensions and basic negotiation skills given by Svend Booth and Christopher Bailey, respectively. Interest in pension-related issues was such that the briefing session had been repeated in the course of the week (see also the recommendation under the discussion of the report of the Standing Committee on Social Security/Occupational Health and Safety that the same presentation be given throughout the year as an income-generating activity).

135. At the final session, Council considered two resolutions that had been proposed: one on hazard payment for locally recruited UNRWA staff serving in the West Bank and Gaza duty stations that had been attached to the report of the Standing Committee on Conditions of Service in the Field; and the other presented by the UNESCO Staff Union on the Federation's participation in and preparations for the René Maheu symposium on the international civil service to be held in December 2007 at the UNESCO headquarters in Paris (document FICSA/C/60/A&B/CRP.3).

136. Given the fact that the hazard pay issue was still unresolved, the first resolution was adopted since it was seen to be a forceful plea for action that FICSA should pursue with vigour (see Resolution 60/1, Annex 2).

137. The second resolution was discussed at length (Resolution 60/2, Annex 2). It was recognised that the symposium would grant the Federation an opportunity to discuss with members and non-members the problems facing the international civil service and identify possible solutions. It called for inputs and papers from all participants and could be a source of new ideas for discussion at the 61<sup>st</sup> Council. It was essential, however, to determine well in advance what the expected outcomes of the symposium would be, thus necessitating close collaboration among all participants during the preparatory stages.

### **Closing of the session (Agenda item 23)**

138. A number of delegations expressed their thanks for what they saw as having been a positive and well-positioned discussion. Others spoke of an impassioned intellectual discussion and commended the interactive process that Valérie Seguin had introduced in the Standing Committees on Human Resources Management and Staff/Management Relations. In both groups the discussions had been closely tied into the visionary debate on the future of FICSA. In that connection it was suggested that FICSA might wish to review the priorities that had been set in that debate in two years. Many stressed the need to make renewed efforts to have the Standing Committees work throughout the year; the momentum gained should not be lost!!

139. The decision to retain a lawyer was welcomed by one small association as being a most constructive solution to the legal problems that many of the Non-HQ duty stations faced. Another delegation spoke of the harmony that had characterised the debate throughout the week; it bode well for the work of the Federation in the coming year, particularly in view of the many new participants and their patent commitment.

140. The Chairman of the host Staff Association (IAEA) spoke of the session having been most productive and presented tokens of his appreciation to the three members of the Secretariat. He also thanked the conference clerks for their unflagging services throughout the week.

141. The newly elected General Secretary thanked Council for the trust they placed in her. She was conscious of the responsibility she had taken on and the expectations placed on her. She assured all member associations/unions that she would do everything in her power to serve them well.

142. In his closing statement, the FICSA President thanked everybody for having contributed to the success of the session. Without exception everybody had worked hard; disagreements that had marked previous sessions had not emerged and commonality of interest had prevailed. It was his earnest hope that the Standing Committees would be active throughout the year.

143. To his mind, the decisions that Council had adopted fell into two categories: the comments on the improving the work of the Federation and the Standing Committees that could be described as ‘musings’; and the time-bound directives. It was his intention to ensure that action was taken to meet all deadlines that had been set, while aiming at three specific overriding objectives: maintaining an effective presence in New York; securing the return of former members, some of whom were on the verge of so doing; and intensifying collaboration with CCISUA. He paid tribute to all those who had provided stalwart services throughout the session, in particular the interpreters and engineer.

144. The Chair assured Council that it been both a pleasure and an honour to guide its deliberations. He declared the 60<sup>th</sup> session closed at 1.19 p.m. on 3 February 2007.

**Annex 1****AGENDA OF THE 60<sup>TH</sup> 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 2006-2007
9. Vision and Medium-Term Work Plan for FICSA
10. Election of the Executive Committee and regional representatives for 2007-2008
11. Election of Standing Committee officers for 2007-2008
12. Standing Committee on Legal Questions
13. Standing Committee on Human Resources Management
14. Standing Committee on Social Security/Occupational Health and Safety
15. Standing Committee on Conditions of Service in the Field
16. Standing Committee on General Service Questions
17. Standing Committee on Professional Salaries and Allowances
18. Standing Committee on Staff/Management Relations
19. Ad Hoc Committee on Administrative and Budgetary Questions
20. Associate matters
21. Date, place and draft agenda of the next session
22. Other business
23. Closing of the session

**Annex 2****RESOLUTION  
HAZARD PAYMENT FOR LOCALLY-RECRUITED UNRWA STAFF SERVING IN THE  
WEST BANK AND GAZA DUTY STATIONS*****Resolution 60/1***

*The Council of the Federation of International Civil Servants' Associations (FICSA) at its 60<sup>th</sup> session (Vienna, 29 January to 3 February 2007),*

*Recalling* at its 58<sup>th</sup> session (Rome, 7 to 11 February 2005), its resolution on hazard pay adopted by the Council:

*Concerned* over the lack of progress in finding an equitable solution for local staff who are entitled to 25 per cent of the net midpoint of the applicable local salary scale;

*Noting* further that the UNRWA Commissioner-General has repeatedly drawn the attention of the Fourth Committee to the anomaly that UNRWA Palestinian staff are the only United Nations employees in Israel and the occupied territory who do not receive hazard pay;

*Aware* that the internationally-recruited UNRWA staff members and internationally- and locally-recruited staff of other United Nations agencies whose duty station is the West Bank or Gaza receive hazard pay as authorized by the ICSC; and

*Recognizing* that the continuous denial of the entitlement to hazard pay is not only discriminatory, but also constitutes a breach of United Nations ethics and a violation of basic human rights;

***Calls upon*** the United Nations 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 five years and more to the UNRWA local staff who, to this day, remain unfairly deprived of the hazard payment to which they are entitled by virtue of their working under extremely hazardous conditions.



**RESOLUTION**  
**ANNOUNCEMENT OF THE FIRST “RENE MAHEU” SYMPOSIUM ON THE**  
**INTERNATIONAL CIVIL SERVICE**

*Resolution 60/2*

*The Council of the Federation of International Civil Servants’ Associations (FICSA) at its 60th session (Vienna, 29 January to 3 February 2007),*

*Expressing the satisfaction of most of its members regarding the unquestionably positive results of the 55 years of activity of the Federation,*

*Considering that in the current context of United Nations reform international civil servants must act in solidarity with each other and adapt their means of defending collective and individual rights to today’s challenges,*

- 1. Decides to accept the invitation issued by the UNESCO Staff Union (STU) to take part in the first “René Maheu” symposium on the international civil service, to be held in December 2007 at UNESCO Headquarters (Paris);*
- 2. Thanks STU for undertaking to bear all the costs of organizing the symposium and of publications resulting from it;*
- 3. Instructs the Executive Committee to work with STU to prepare the symposium so that an in-depth debate on the future of the international civil service and its collective representation may take place at it, and a report containing specific proposals for increasing the Federation’s effectiveness and representativeness may be submitted to the Council in 2008;*
- 4. Hopes that as many members, associate members and other associations and unions of international civil servants as possible will participate in preparing and holding the symposium;*
- 5. Reaffirms its commitment to the principle of a strong, wholly independent international civil service as the cornerstone of the United Nations system.*

**Annex 3**

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

Chair	Michael Donoho (IAEA)
Vice-Chair	Joel Lahaye (CERN)
Rapporteur	Jack Duggan (OPCW)
President, FICSA	Robert Weisell (FAO-APS)

**Participants**

CERN	Christopher Griggs
CTBTO	Masud Khan
FAO-APS	David Macfarlane
IAEA	Dean Neal Lydia Baban (guest)
IMO	Steven Haw
ITU	Jacques Sanou
PAHO/WHO Washington	Carolina Bascones <sup>4</sup>
SCBD	Véronique Allain <sup>4</sup>
UNESCO	Ana Dumitrescu <sup>4</sup> Marie-Thérèse Conilh de Beyssac
UNLB	Vincenzo de Leo <sup>4</sup>
UNRWA/ASA	Diab El-Tabari
UNRWA/ISA	Fredrik Schultz
UPU	Bilal Elkassab
UNWTO	Munir Rayes
WHO/EURO Copenhagen	Kees de Joncheere
WHO/HQ Geneva	Mario Conde
WMO	Françoise Plivard Monique Schalk

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<sup>4</sup> Afternoon session.

**Association with consultative status**

ADB Tah Asongwed

**Guests**

WFP-PSA Jean-Pierre Cebon

WIPO Sally Young

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

1. The agenda was adopted without change.
  1. Adoption of the agenda
  2. Appointment of a rapporteur
  3. Review of 59<sup>th</sup> FICSA Council Decisions
  4. Presentation by Larry Fauth (recent ILOAT cases)
  5. Report of Committee activity since 59<sup>th</sup> Council:
    - a. reform of UN internal justice system
    - b. meeting with President of the ILOAT
    - c. meeting with lawyers on FICSA legal roster
  6. Legal Defence Fund; new proposal
  7. Non-HQ lawyers
  8. CAP: Are organizations benefiting from this agreement? What are the rates? Are there other companies that can give more competitive rates?
  9. Staff rights—Do we need study as called for in Decision 3? How can we hold Administrations accountable for upholding staff rights?
  10. FICSA Statutes: How should we proceed?
  11. Should FICSA work on a legal aid/panel of counsel's initiative to be given to new Secretary-General?
  12. Issues referred by plenary
  13. Other business
  13. Nomination of Standing Committee officers and Core Group members (3)

**Appointment of a rapporteur (Agenda item 2)**

2. Jack Duggan (OPCW) was appointed Rapporteur.

**Report of the Committee on activities since the 59<sup>th</sup> Council (Agenda item 3)**

3. After an introduction by the Chair and review of the 59<sup>th</sup> FICSA Council, the Committee took note of the report. The Committee had no comments.

**Presentation by Larry Fauth (ILOAT case study) (Agenda item 4)**

4. The presentation under the agenda item was moved to Thursday, 1 February, at 14:00. At the suggestion of the General Secretary the presentation was made available to all FICSA representatives. Mr. Fauth went through the steps of a hypothetical case from filing of an appeal through to an ILOAT adjudication. The presentation was well received and was followed by a short question and answer session.

## **Report of Committee activity since 59<sup>th</sup> Council (Agenda item 5)**

5. As to the reform of the UN internal justice system, the Chair noted that the reform of the UN internal justice system had been discussed in plenary, which had supported the need to regularise the justice system throughout the UN. The Committee noted that the review process was more applicable to UN Administrative Tribunal (UNAT); however, it may also be of interest to FICSA. As to the meeting with the President of ILO Administrative Tribunal (ILOAT), it was of an informal nature; however it promised future good relations. As to the meeting with lawyers on the FICSA legal roster, the discussions were general in nature and enabled the participants to become familiar with the expertise of the lawyers, who might then be of use later. It was important that the lawyers understand the processes of cases in international organisations.

## **Legal Defence Fund (Agenda item 6)**

6. Given the high cost of legal insurance, there was a general consensus in the Committee that there was a need for a centralised legal service upon which staff associations/unions might call in order to assess the merits of cases (i.e. whether or not there was a chance of success), and when it would be appropriate to send letters from FICSA to the executive head of an organisation. There was an indication from some Committee members that staff associations/unions may be willing to contribute financially to such a scheme as a much less costly alternative to legal insurance. The Committee noted that some organisations already used such a mechanism. The Geneva-based staff associations/unions are currently exploring the use of a jointly funded lawyer, noting however the difficulty of finding an appropriate and competent lawyer familiar with the needs of international organisations and the legal processes of ILOAT. With regard to the FICSA Legal Defence Fund, the President noted that while there was approximately CHF 60,000 in the Fund, the money had been used in the past to solicit legal opinions rather than in support of particular cases. The Committee also discussed the good and bad experience that organizations had had with regard to mediation in order to solve issues at lower levels, thereby avoiding long and costly cases before ILOAT/UNAT.

**The Committee recommended that a lawyer be put on retainer (annual fee estimated at CHF 10,000) by FICSA in order to provide general legal opinions and assess the merits of cases passed through the Executive Committee by staff associations/unions.**

**It also recommended the use of the Legal Defence Fund be expanded to provide advance funding for cases deemed promising, with a view to reimbursing FICSA from the money awarded under positive rulings.**

## **Non-HQ lawyers (Agenda item 7)**

7. The Committee noted that the cost for lawyers outside the United States and Europe was considerably lower, while still providing eminently valuable legal representation. When looking at having a lawyer on retainer, the possibility of a lawyer from those regions should be explored. That having been stated, however, the President noted the willingness of Larry Fauth to work possibly under a retainer given his interest in ILOAT case reviews that he had provided to FICSA at no cost.

## **Legal insurance (Agenda item 8)**

8. The representative of the OPCW Staff Association provided an overview of its experience with the CAP insurance coverage. The Committee noted that OPCW had been satisfied with the

services provided by CAP during internal and external procedures. The rates were deemed to be too expensive by many organisations, such as WMO, IMO and UNESCO. The Chair noted that in smaller organisations, it appeared that the instances of staff abuse were higher and hence there was a need for an alternative to legal insurance (as discussed above under agenda item 6). It was noted that thus far there had been no formal discussion with regard to approaching companies for more competitive rates.

### **Staff rights (Agenda item 9)**

9. The agenda item was deferred until the current Chair could discuss the matter with the previous Chair. The previous Chair had intended to make a presentation but owing to circumstances was unable to attend the meeting of the Committee.

### **FICSA Statutes (Agenda item 10)**

10. The Chair noted the review of the Statutes that had been conducted by a retired legal counsel; however, the review was largely technical in nature, noting such things as repetitions and discrepancies between the English and French versions. The Committee believed that some of the changes suggested, such as term limits for Executive Committee members, were not of a legal nature. They were policy matters that needed to be decided by the FICSA Council.

**The Committee recommended that the changes be submitted to plenary for consideration and possible adoption.**

### **Legal aid/panel of counsel's initiative (Agenda item 11)**

11. The Committee called for input from the Executive Committee in order to conduct discussion of the agenda item.

### **Issues referred by plenary (Agenda item 12)**

12. No issues were discussed; FICSA/C/60/CRP.3 (FICSA and the Topic of Dues and Voting Policy) and document FICSA/C/60/LEGAL/2 (FICSA Membership Categories) were noted with both items being referred back to plenary.

### **Other business (Agenda item 13)**

13. The representative of UNRWA/ASA provided background on the issue of hazard pay for local staff in UNRWA and the continued refusal of UNRWA - despite the support of its Commissioner-General - to provide local staff with hazard pay because of funding concerns (see FICSA/C/60/LEGAL/CRP.2). He noted that two appeals were being prepared (one by West Bank staff and the other by Lebanon staff) and that there might be a request from the UNRWA/ASA for legal assistance. The representative submitted a resolution requesting the General Assembly to take immediate corrective action. The Committee agreed with the UNRWA representative's request (see Resolution 60/2, annex 2).

**The Committee recommended that the FICSA Executive Committee forward Resolution 60/1 to the General Assembly for its attention and immediate action.**

14. The Chairman informed the Committee of the letter from a WMO ex-staff member requesting financial assistance with regard to a case to go before ILOAT and subsequent request by FICSA to the WMO Staff Association to provide a response, which came in the form of a letter

of “no objection”. After some discussion by the Committee, given that the relevant documentation and information was not available, the matter was to be referred to the Executive Committee for analysis and possible action.

15. The representative of the IMO Staff Union provided background on the issue of the host government’s request to staff members for payment of national insurance contribution shortfalls (see FICSA/C/60/LEGAL/CRP.3). There was some discussion as to the circumstances under which confidential staff information was released to the tax authorities without the staff members' consent.

**The Committee recommended that FICSA Executive Committee write a letter to IMO requesting the administration to negotiate a positive solution.**

16. The representative of UNLB provided background on the refusal of DPKO to allow the UNLB LSU to affiliate with FICSA as DPKO is a member of CCISUA, thereby restricting their freedom to associate. The President stated that preliminary legal advice indicated a long case with little hope of a positive outcome.

**The Committee recommended that FICSA write a letter to DPKO informing them of the acceptance by FICSA of the UNLB LSU as full members.**

#### **Nomination of Standing Committee officers and Core Group members (Agenda item 14)**

17. Motions for nominations were made, seconded and carried with the following results:

Chair:	Michael Donoho (IAEA)
Vice-Chairs:	Jack Duggan (OPCW)
	Joel Lahaye (CERN)
Core Group:	Steve Haw (IMO)
	David Macfarlane (FAO-APS)
	Jacques Sanou (ITU)

**Annex 4**

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

Chair	Valerie Seguin (IMO)
Vice-Chair	Lisa Villard (IAEA)
Rapporteur	Asiedua Asante (IARC)
<b>Participants</b>	
FAO-APS	Janice Albert Giovanni Munoz
FAO/WFP-UGSS	Margaret Eldon
IAEA	Corliss Chapman Lisa Villard Imed Zabaar
ILO/ITC Turin	Vittorio Coscio
ITU	Helder Barroso Mairos Jacques Sanou
OPCW	Afshaan Shafi
PAHO/WHO Washington	Carolina Bascones
SCBD	Véronique Allain
UNAIDS	Michael Hahn
UNESCO	Ana Dumitrescu Marie-Thérèse Conilh de Beyssac
UNLB LSU	Cosimo Melpignano
UNWTO	Munir Rayes
UPU	Paola Rossi
WHO/EMRO Cairo	Jehane Khadr
WHO/EURO Copenhagen	Jenny Birkjaer Madsen
WHO/HQ Geneva	Christopher Bailey Maria Dweggah
WHO/SEARO New Delhi	Shyam Sunder Lanka

**Associations with consultative status**

ADB Ivory Coast	Tah Asongwed
FAFICS	Gerhard Schramek

**Federations with observer status**

FASPANUCI Ivory Coast	Liliana Oulai-Guettey Sophie M'Bahia-Tete
FUNSA Myanmar	Aye Win

**Guest**

WFP-PSA	Jean-Pierre Cebron
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**Introduction**

1. The Standing Committee met twice to address items 1-6 of its agenda. Item 5 was discussed in a joint session with the Standing Committee on Staff/Management Relations.

**Election of a rapporteur, vice-chair (Agenda Item 1)**

2. Ms. Asiedua Asante (IARC) was appointed Rapporteur and Ms. Lisa Villard (IAEA) as Vice-Chair.

**Adoption of the agenda (Agenda Item 2)**

3. Given the number of issues that applied to other Standing Committees, a truncated agenda was adopted as follows:

1. Election of a rapporteur, vice-chair
2. Adoption of the agenda
3. Review of the action points (index of decisions)/recommendations from the 59<sup>th</sup> Session of the FICSA Council
  - (a) Report of the ICSC 2005
  - (b) Broadbanding
  - (c) Domestic partnership
4. Proposed list of priorities for 2007 (strategy)
  - (a) Joint Session with the HRM Standing Committee: Whistleblowing
  - (b) Mobility
  - (c) Information dissemination and communication
5. Other business
6. Nomination of Standing Committee officers and Core Group



## **Review of the action points (index of decisions)/recommendations from the 59<sup>th</sup> Session of the FICSA Council (Agenda item 3)**

### *Report of the ICSC 2005: Contractual framework*

4. The ICSC wanted to reduce the number of types of contracts and harmonize the “contractual status” of everyone in the system. It had thus proposed a framework of reforms. That framework had been accepted by the Fifth Committee of the General Assembly in 2006. (Reference documents included FICSA/C/60/HRM/CRP.3, and FICSA/C/60/HRM/1: An analysis by Me. Sicault of the possible problems that might arise).

5. In summary, the ICSC 2005 contractual framework contained three types of contracts:

- continuing appointments;
- fixed-term appointment;
- temporary appointment.

6. In the ensuing discussion on the ICSC framework, it was agreed that staff did not yet know the actual effects it would have on organizations. It was clear that organizations still had different contracts in place. In addition, “non-staff” contracts, such as consultants and special service agreements, were not covered by the framework.

7. The Standing Committee recognized the resulting framework was better than what would have been proposed, had FICSA not been part of the consultative process.

8. The Standing Committee agreed that if the situation brought about by the reforms was seen to be better than what organizations currently had, it should be accepted and applied to everyone. If, on the other hand, it was seen to be worse, there should be a possibility of invoking a ‘grandfather’ clause to retain the rights under the old conditions.

9. Discussions also took place regarding mobility and the portability of contracts: more specifically how they would be put into effect under the current framework and what, if any, impact that portability would have on entitlements.

**The Committee recommended that the FICSA Executive Committee should prepare, by the next session of the Council, a paper on the magnitude of the problems and conditions of service of ‘non-staff’ contracts. The paper should examine the legality of such staffing policies.**

**The FICSA Executive Committee should monitor the manner in which the contract reforms were being implemented in its member organizations and see whether they were in the best interest of the organizations.**

**The Executive Head of the African Development Bank (ADB) Staff Council requested a demonstration of the Federation’s moral support for the ADB Staff Council in its endeavours to regularize the status of their short-term staff (see appendix).**

### *Broadbanding*

10. Five organizations were participating in the broadbanding pilot study (UNAIDS, WFP, UNESCO-ICTP, UNDP Copenhagen and IFAD).

11. Broadbanding would replace the current step increases by combining and replacing several classification levels by a single, broader classification level (termed a band). The basic concept was to achieve a more flexible performance-based reward system.

12. The pilot project had got off to a rocky start. Two of the five organizations had suspended the project before it actually started, while one organization present reported that many problems had arisen in the course of implementation.

13. The banding itself was a problem; the categories of the bands were inappropriate and did not reflect the tasks performed by the post holders. Additionally, the remaining organizations still participating in the pilot project did not represent the greater UN.

**The Committee recommended that the FICSA President should send a letter to the Chairman of the ICSC and its Commissioners reporting on the findings of the FICSA members involved in the pilot project, i.e. its failure and requesting the suspension of the project.**

#### *Domestic partnership*

14. In 1998 the Human Resources managers and FICSA drew up a list of those criteria the UN would accept as conditions for the recognition of domestic partnership for the provision of entitlements to partners of staff members. Those had been compiled on the basis of information drawn up by each organization.

15. In 2003/4 FICSA obtained the assistance of Todd Larson of UN Globe in evaluating a basis for the recognition of domestic partnership for all (regardless of marital status, country of origin or country of residence). At the same time, the Secretary-General issued a directive before the list could be presented.

16. Each organization interpreted the UN circular on domestic partnership (FICSA/C/60/HRM/3) differently. UN Globe and the FICSA secretariat stood ready to help, at no cost to the membership, those organizations or individuals having trouble implementing the directive. They had many case histories that would aid in making a case.

17. Recent ILO judgments had been in favour of domestic partnerships. They seemed to hinge, however, on the plaintiff's country of nationality when determining the rights (if the staff member was from a country that recognized domestic partnerships, they were entitled to the rights; if not, they were not). Only the nationality of the staff member was taken into account, not that of the spouse. If the country of the staff member recognized "unions" on the same footing as marriages, the UN recognized the spouse for entitlement purposes.

18. The Standing Committee agreed that rights should be applied universally. They should not be dependent on the staff member's country of origin nor on the country in which the organization is located.

19. The most effective way of resolving the issue seemed to be through the courts since administrations only tended to accept change on the issue when compelled to do so by court rulings. Once the cumulative effect of the rulings on the lawsuits had led to change, an attempt should be made to get those changes applied retroactively.

**The Committee recommended that the FICSA President should put the issue of domestic partnership on the agenda of the upcoming meetings of the HR Network and HLCM, using the time before the meetings to request updates from all organizations on the current application of the policy in their organizations.**

**The Executive Committee should urge all executive heads to apply the administrative circular.**

**FICSA should take the position that domestic partnership rights be applied across the board to all staff based on a set of defined criteria and regardless of the staff member's country of origin, sex or location of the organization for which he/she was working. The Federation should continue to monitor the case law, informing and advising FICSA members accordingly.**

#### **Proposed list of priorities for 2007 and other business (Agenda items 4 and 5)**

20. The Standing Committee recognized that the increasing complexity and rapidly changing environments of HR-related challenges demanded that FICSA explore new ways of communicating and intervening with and among its members. Document production and dissemination had not always been effective in educating the membership and receiving needed information.

21. In line with three priorities identified for FICSA as a whole, the Committee believed that focusing on better ways of sharing, developing and preserving applicable knowledge would: improve communication; result in more effective capacity building; and reposition FICSA as a essential catalyst for encouraging all member institutions to become better learning organizations.

#### *Mobility*

22. The Standing Committee recognized that the contractual framework and the mobility system were at odds with each other, although the mobility system was seen to be working fairly well for some organizations.

23. In the best practice, the policy offered a chance for field staff to return to "rest" and share their experience, and for HQ staff to gain field experience. However, implementation of the policy, both internally and between organizations, needed to be monitored.

**The Committee recommended that FICSA Executive Committee should obtain an update from the HR Network and monitor the implementation of the mobility policies.**

24. The Committee discussed a number of issues related to knowledge management and capacity-building. FICSA Members should be encouraged to share their experiences in blogs, communities of practice and through shared stories/case studies.

25. The Committee discussed the possibility that FICSA Secretariat should act as a 'knowledge broker' for member organizations so as to link more effectively useful skills and experiences that could be shared and transferred from one institution to another. That could take the form of learning events, such as 'peer assists' between organizations on specific critical issues.

**The Committee recommended that FICSA Executive Committee should explore new methods and mechanisms to improve the current structure of information sharing and dissemination. These could include incorporating interactive web-based communications such as blogs, collaborative workspaces and web-based survey tools as well as techniques such as ‘communities of practice’, ‘after action reviews’, peer assists’, and specific techniques to improve effectiveness of large meetings.**

**The FICSA Executive Committee should help catalyze a capacity-building strategy for member institutions, including a knowledge inventory as well as training in key staff representation skills, such as negotiation, facilitation and effective selection processes.**

**FICSA should appoint a knowledge management advisor/officer to the Executive Committee to help draw up a knowledge strategy for FICSA.**

#### **Nominations of Standing Committee officers and Core Group (Agenda item 6)**

26. The Committee nominated Valerie Seguin (IMO) as Chair and Lisa Villard (IAEA) and Christopher Bailey (WHO/HQ) as Vice-Chairs.

27. It nominated Asiedua Asante (IARC), Afshaan Shafi (OPCW), Maite Comas-Barnes (ITU) and Imed Zabaar (IAEA) as members of the Core Group.

## Appendix

The Chairperson of the Staff Council of the African Development Bank (ADB), Mr. Tah Asongwed, has drawn the attention of the Federation of International Civil Servants Association (FICSA), of which the Staff Council of the ADB is a consultant member, to the fact that the ADB has short-term staff members, many of whom have been working from 5 to 15 years, without benefits such as pensions, education allowances and home leave.

FICSA is alarmed that the Management of the Bank has allowed such a situation to persist over the years since it contravenes the principles governing the recruitment of staff in the international civil service. Mr. Tah Asongwed has informed FICSA that management is currently considering how best to resolve this issue. We wish to encourage you to convert the positions in question into fixed-term or permanent positions since we assume that if the staff concerned have been maintained in the ADB for this long, it is because they have been performing satisfactorily and their services are needed.

We trust that you will give very serious consideration to the rapid resolution of this issue which is of utmost concern to FICSA.

Thank you,

Sincerely,

President FICSA

cc: Mr. Tah Asongwed  
Chairperson, Staff Council  
African Development Council

Ms. Arunma Oteh  
Vice-President, CSVP

Mr. Guy Terracol  
Director, HRM

**Annex 5**

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

Chair	Svend Booth (FAO/WFP-UGSS)
Vice-Chair	Dean Neal (IAEA)
Rapporteur	Savita Kulkarni (FAO-APS)

**Participants**

CERN	Christopher Griggs
FAO-APS	Dagmar Kunze Matthew Montavon
ILO/ITC	Mara Cerdeiro
ITU	Jacques Sanou
PAHO Washington	Maria Elena Lopez-Gomez
UNWTO	Munir Rayes
WHO/EMRO Cairo	Jehane Khadr
WHO/EURO Copenhagen	Rosemarie Alonzo Christensen

**Associations with consultative status**

FAFICS	Gerhard Schramek
UNWG Geneva	Nathalie Tschyrcow
UNWG Vienna	Clara Mubu

**Federation with observer status**

FUNSA Myanmar	Sandar Thy Aye Win
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**Guest**

WIPO	Sally Young
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### **Adoption of agenda (Agenda item 1)**

1. The Standing Committee adopted the following agenda:
  1. Adoption of the agenda
  2. Election of vice-chair and rapporteur
  3. Report on follow-up activities since the 59<sup>th</sup> Council
  4. Report on the 53<sup>rd</sup> meeting of the UNJSPB
  5. Long-term care
  6. Update on current practices governing return to service from disability
  7. HIV/AIDS in the UN workplace
  8. Training on social security issues
  9. Divorced surviving spouse's pension benefits
  10. Premiums
  11. Eroding pension benefits as a result of US dollar devaluation
  12. Staff members with less than five years of pension contributory service
  13. Nomination of Standing Committee officers and Core Group members
  14. Other business

### **Election of a vice-chair and rapporteur (Agenda item 2)**

2. Mr. Dean Neal (IAEA) was nominated Vice-Chair and Ms. Savita Kulkarni (FAO-APS) was nominated Rapporteur of the meeting.

### **Report on follow-up activities since the 59<sup>th</sup> Council (Agenda item 3)**

3. The Chair noted with disappointment that the Standing Committee had not interacted during the year and consequently there were no major activities to report on with the exception of his attendance at the 53<sup>rd</sup> UNJSPB meeting. He hoped that, by the end of the meeting, participants would be able to define three main topics for discussion during the year.

### **Report on the 53<sup>rd</sup> meeting of the United Nations Joint Staff Pension Board (UNJSPB) (Agenda item 4)**

4. It was pointed out that FICSA enjoyed the status of observer and not participant in the UNJSPB and could not, therefore, make recommendations directly to the Board. However, all the recommendations approved at the 59<sup>th</sup> FICSA Council had been presented to the UNJSPB by FAFICS/participants and had been adopted by the Board, with the exception of benefits for colleagues recovering from disabilities. The Pension Board Secretariat would be providing documentation on that aspect.
5. With regard to speculation that the Pension Fund's assets would be outsourced or otherwise invested in companies that did not comply with the principles expressed by the UN Global Compact, as had been suggested the previous year by the former representative of the UN Secretary-General, the Standing Committee noted the participants' position at the Pension Board as laid out in paragraph 89 of the report of the 53<sup>rd</sup> session of the UNJSPB (Appendix).
6. The matter would be brought up again during the 54<sup>th</sup> Session of the UNJSPB to be held in New York in July 2007, as the Asset Liability Management (ALM) study had yet to be finalized.

**The Standing Committee recommended that FICSA continue to support a defined benefit pension system, such as that currently in place for the United Nations Joint Staff Pension Fund. It should therefore oppose any attempt to move towards a defined contribution plan or any type of privatization of the Fund and report back upon finalization of the ALM study.**

#### **Long-term care (Agenda item 5)**

7. The Committee took note of the very informative article *Long-term Care Insurance – A Matter of Priority* written by Mr. Gerhard Schramek, the FAFICS representative, for ECHO, the IAEA staff journal. The paper was distributed to all participants; the ensuing discussion focused on the lack of consistency in the approach to that matter by individual organizations within the UN system. It was brought to the attention of the participants that a Human Resources Network working group had been set up to discuss the issue.

8. Mr. Christopher Griggs informed the meeting that CERN staff members contributed 0.6 per cent of their salary towards a long-term care scheme administered by UNIQA.

9. In consideration of the potential benefits resulting from implementation of long-term care insurance, the Standing Committee agreed on the following recommendations:

**That FICSA determine the position of staff to ascertain whether they would be interested in long-term care insurance.**

**FICSA should continue to support the introduction of sustainable long-term care insurance plans in its discussions with the CEB and any other relevant administrative body, to ensure that FICSA's position is known to the HR Network working group.**

#### **Update on current practices governing return to service from disability (Agenda item 6)**

10. The Chair noted that practices had not changed in the course of the year. The recommendations put forward to the 59<sup>th</sup> FICSA Council still applied.

11. The Standing Committee reiterated the need for establishing common practices governing the return to service of staff members recovering from disability. Although it was recognized that recovery from disability was not a frequent occurrence, it was felt that its social and human implications were substantial. The Committee took note of the fact that the UNJSPB Secretariat was currently examining the issue jointly with that of partial disability; it expressed interest in the outcome of that study and decided to take up the issue again upon its release.

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

12. It was noted that short-term staff did not enjoy the same medical benefits as fixed-term staff.

**The Standing Committee recommended that FICSA continue to follow developments on the issue at the level of the CEB and inter-organizational committees. It further recommended that a free HIV test be made available to all UN personnel.**

#### **Training on social security issues (Agenda item 8)**

13. It was envisaged that a training package would be developed, linking the GS salary survey to information on staff rights and entitlements.



14. In that regard, the participant from IAEA requested FICSA to provide resource persons such as Mr. Booth from FAO/WFP-UGSS, whose seminar on pensions had been highly appreciated, to make presentations to staff in the different regions. Workshops on LSSC and the GS salary survey methodology had already been held in IAEA to good effect.

**The Standing Committee recommended that FICSA fund workshops held by knowledgeable staff to promote capacity building within its member organizations.**

#### **Divorced surviving spouse's pension benefits (Agenda item 9)**

15. The Standing Committee considered document FICSA/C/60/SOCSEC/CRP.3 presented by the United Nations Women's Guild (UNWG), Geneva. The document proposed amendments to Article 35 *bis*, including the request that the minimum number of years of marriage required for entitlement by a divorced spouse for survivor benefit be lowered from 10 to 5.

16. One participant expressed the view that, since the issue had been discussed for the past 27 years, FICSA should not entertain any further debate on the topic. Other participants felt that, since FICSA was allowed to participate in the meetings of the UNJSPB in an observer capacity, it should continue to follow developments on the entitlements of divorced spouses. The UNWG participant expressed her view that many positive changes had been achieved but that further improvements were still needed.

17. The representative from CERN pointed out that widows and ex-spouses of deceased CERN staff members had been granted pension rights. He would provide documentation in that regard.

18. The Committee took note of the lack of consensus and expressed the intention to liaise with the Chief Executive Officer (CEO) of the UNJSPB on the matter. A proposal was made that the date of separation, and not that of divorce, could be taken into consideration for the duration of the marriage. The UNWG participant was not in agreement. It was pointed out by Mr. Schramek that FAFICS had covered most of the points made by the UNWG in its paper to the UNJSPB. The results of the UNJSPB study, which would be made available during the 54<sup>th</sup> Session of the UNJSPB, to be held in New York in July 2007, were awaited.

19. The Committee wholeheartedly thanked Ms. Nathalie Tschyrkow for the years of dedication, perseverance, hard work and even personal investment on the subject of divorced surviving spouse's pension benefits.

**The Standing Committee recommended that the additional items tabled by the UNWG in document FICSA/C/60/SOCSEC/CRP.3 be considered in light of the Board's study on survivors' benefits to be presented at the next UNJSPB.**

#### **Premiums (Agenda item 10)**

20. Surveys on premiums had been sent to all FICSA members. Replies to date indicated that almost all premiums were calculated as a percentage of salary. In IAEA a flat amount was used and the percentage of sharing with the organization was calculated according to grade, remaining within the 50-50 cost-sharing arrangement.

### **Eroding pension benefits as a result of US dollar devaluation (Agenda item 11)**

21. The item was added to the agenda at the request of IAEA. As a result of the declining US dollar, many retiring staff members found that they had a lower pension benefit than they would have had, had they retired one or two years earlier.

22. FICSA should remain vigilant and liaise with the participants' representatives on the UNJSP Board, in order to keep the item under review.

### **Staff members with less than five years of pension contributory service (Art. 21) (Agenda item 12)**

23. The IAEA representative drew the attention of the meeting to a very comprehensive article written on the subject in ECHO, the IAEA staff journal. The participant from FAFICS pointed out that an extensive *Final Report of the Working Group charged with undertaking a fundamental review of the Pension Fund* had been published in 2002, in which it was clearly stated that "The Fund was established for career officials; but today it is also required to be responsive to flexibility of employment of short-term recruits, and the need for portability of pension benefits to compensate for service of a shorter span (para.38). Regrettably, the Working Group did not address the problem, but concluded that the Fund provided full benefits to short-term staff, but the problem of the level of benefits and their portability is still a matter for discussion". It was a matter that should be taken up at the next meeting of the participants' representatives at the upcoming session of the Pension Board in July 2007.

24. IAEA put forward the following three suggestions:

That staff members:

- not be forced to join the Fund until completion of five years' service or acceptance of a longer term contract;
- be allowed to join after five years of service, with the possibility of buying back previous years of service; or
- be given the possibility of withdrawing both their own and the organization's contributions.

### **Nomination of Standing Committee officers and Core Group members (Agenda item 13)**

25. The Committee nominated Mr. Svend Booth (FAO/WFP-UGSS) as Chair and Mr. Dean Neal (IAEA) and Ms. Nathalie Tschyrkow (UNWG) as First and Second Vice-Chairs, respectively.

26. Mr. Jacques Sanou (ITU) and Mr. Gerhard Schramek (FAFICS) were nominated Core Group members.

### **Other business (Agenda item 14)**

27. Mr. Neal reported that several of his constituents had requested that the mandatory separation date, irrespective of entrance on duty, be raised to age 62 for all UN employees, as staff who had joined IAEA prior to 1 January 1990 were obliged to separate from the organization at age 60, irrespective of the actual date on which contributory service in the UNJSPF began.

28. Mr. Neal pointed out a problem that the IAEA was experiencing with staff of different ages at the time of separation. Specifically, staff who had joined the IAEA before 1 January 1990 and

joined the UNJSPF after 1 January 1990, found themselves with a mandatory separation age of 60, but a pension retirement age of 62. This disparity resulted in staff being forced to take an early retirement benefit upon separation at age 60.

29. He also requested that the UN mandatory separation age be raised to 65 without affecting the pension retirement entitlements.

**The Standing Committee recommended that FICSA actively promote at the appropriate fora within the UN system, the setting of separation age at 62 for all staff in UN organizations.**

30. Owing to the sanctions imposed by the United States on Myanmar, pensions paid to former UN staff in Myanmar had to pass through various intermediary banks and that resulted in burdensome bank charges being deducted from the meagre pensions. One retiree actually wrote to his former administration requesting that he forgo his pension since the bank charges he paid were higher than the pension he received. A plea was sent by a number of retirees to the former FUNSA President who took up the matter through UNDP administration and the Chair of the UN Operations Management Team. The matter was subsequently brought to the attention of the UNJSPF.

**A recommendation was made that the pensions be paid through UNDP finance in Yangon, since a similar precedent had been set in Iran. The matter remained unresolved and FICSA was requested to pursue the issue with the UNJSPF.**

31. The Committee decided to focus its attention in the course of the current year on the following three items:

- staff members with less than five years of pension contributory service (Art. 21);
- long-term care; and
- mandatory separation age of 62.

## Appendix

JSPB/53/R.50, Page 27, Paragraph 89

**“89. The proposal was adopted after a vote by roll call; the results were 17 in favour, 11 opposing and 1 abstention. The Participants’ representatives issued the following statement explaining their position:**

**“We endorse the request for the five new positions as set out in R.10/Rev.1 Annex I, and we strongly recommend that **the positions approved by the Standing Committee in 2005 be filled first.****

**“With regard to the shift from active to passive management, i.e. indexation of the North American equity portfolio, the Participants feel that this represents a major investment policy change. While we see the need to adapt the Investment Management of the Fund, in view of the lack of any proven urgency to this change and in light of the very good results achieved by the Fund over the past 46 years, we strongly recommend that **any shift in investment decision and the implementation thereof be based on an ALM study, with an investment strategy based on a defined asset allocation, elaborated in consultation with the Investment Committee, the Actuary Committee, the CEO and the Board.** This should be accompanied by an appropriate business plan with clearly defined costs including any hidden costs. The Participants’ group strongly supports **the recommendation of the External Auditors that the UNJSPF submit the new investment benchmark to the Board.** We also believe that the **Fund’s tolerance for risk needs to be established in quantitative terms with the involvement of the Pension Board.****

**“In light of the recruitment of a Director Risk and Compliance, that person should be included in these processes from the start.**

**“In addition we would like to see the implementation of the automated trade and management system before any major changes to the portfolio are made to reduce the potential risk of errors.**

**“In noting, on a strictly preliminary basis, the recommendations made by the consultant’s report, we wish to reiterate the need to ensure timely consultation and adequate information to the Board to allow for informed observations and suggestions.**

**“Finally, whilst we view with satisfaction the willingness of IMS to cooperate more closely with regard to the MOU between the Pension Fund Secretariat and IMS, we are concerned that this apparently has not been the case in the recent past. In this respect we strongly recommend that **the current MOU be revisited to include cooperation on Investment matters.**”**

This position of the Participants was supported by FAFICS.

## Annex 6

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

Acting Chair	Aye Win (FUNSA Myanmar)
Acting Vice-Chair	Steven Ackumey-Affizie (FAO/WFP-UGSS)
Rapporteur	Jean-Pierre Cebon (WFP-PSA)
President, FICSA	Robert Weisell (FAO-APS)

#### Participants

CERN	Christopher Griggs
FAO-APS	Dagmar Kunze Giovanni Muñoz
FAO/WFP-UGSS	Margaret Eldon
UNRWA/ASA Lebanon	Diab El-Tabari Daoud Korman
UNRWA/ISA	Fredrik Schultz
WHO/EURO Copenhagen	Jenny Birkjaer Madsen

#### Federations with observer status

FAPNUU Uruguay	Gustavo Casas
FASPANUCI Ivory Coast	Rachel Pierre

#### Election of chair and vice-chair

1. Owing to the departure of the UNDP/UNFPA/UNOPS Staff Association from FICSA, the chair was vacant. The Acting Vice-Chair, Mr. Aye Win (FUNSA Myanmar) was elected Acting Chair and Mr. Ackumey-Affizie (FAO/WFP-UGSS) was elected as Acting Vice-Chair.

#### Adoption of agenda (Agenda item 2)

2. The agenda was adopted as follows:

1. Election of acting chair and/or vice-chair in case of absence of incumbent(s)
2. Adoption of the agenda
3. Election of a rapporteur
4. Status and career prospects of National Professional Officers (NPOs)
5. Security and immunity of UN staff in the field
6. Classification of conditions of life and work at field duty stations including non-family duty stations

7. Update on revised mobility and hardship arrangements
8. UNRWA issues
9. FUNSA, what they are, what they could be and FUNSA staff representation
10. Other business
11. Nomination of Standing Committee officers and Core Group members

#### **National Professional Officers (Agenda item 4)**

3. Participants reviewed the issue of National Professional Officers (NPOs) on the basis of the recent survey and report initiated by the ICSC in 2006. They first noted that the NPO category had grown tremendously since it was created in 1993 (from 1299 to 4777). The growth was due to the following factors:

- The growing availability of skilled and talented graduates in developing countries;
- The need to develop local-based expertise;
- The need to broaden the missions of staff in the field and cover new areas of expertise; and
- A trend to replace expensive international professionals for budgetary reasons.

4. The Committee noted that NPOs were employed and treated in many different ways, depending on their employing agencies. There was no harmonization of their terms of reference or their entitlements. The Committee viewed this heterogeneity as a deviation from the common system. It felt that ICSC was unable to control matters and had not kept abreast of evolutions in the field.

5. Within the field-oriented agencies, it appeared that NPO status was increasingly perceived as a backdoor entry to the international professional category. It was also evident that many NPOs were employed beyond their official terms of reference and covered tasks that were not intended for that category. Numerous NPOs in local and regional offices undertook regional responsibilities. This ad hoc management undercut the common system and created inequalities of treatment that would lead to further frustration and structural imbalances between organizations, as well as and between country teams. A dilemma had arisen. On the one hand, there was the principle of enforcing the common system, and on the other the recognition that ICSC was reluctant to refer the issue to the General Assembly or attempt to impose order on agencies which had their own way of treating NPOs and found the current arrangements expedient.

6. Mindful of these considerations, the Committee wished to reach a balanced position between the need to enforce commonality within the UN and the desirability of enhancing the NPO professional prospects. It was thus decided to assess further the evolution of the NPO category in order to identify better actual and potential abuses and opportunities.

**The Committee recommended that FICSA should ascertain the extent of the problem by collecting information and data through the FUNSA and UN field offices. On the basis of the information received, FICSA should determine whether, when, where and how the NPO status was being abused and causing problems. It should also assess the opportunities NPO status offered staff with a view to developing a comprehensive position for the next FICSA Council.**

#### **Security (Agenda item 5)**

7. The Committee took note of the interview given by Sir David Veness, Chief of the UN Department of Safety and Security (UNDSS) to the New York Times of 17 January. In that interview, Sir David expressed his concern that the UN national staff had become the main victim

of anti - UN violence or banditry in the field. He stated that strengthening their security and equating their status with UN international staff would be a UNDSS priority for 2007. One committee member praised the action of UNDSS during the military operations in Lebanon in July 2006 and the enhanced effectiveness of UN security in the Middle East area.

8. Concerns over the differences between the security provided to international and national staff were restated, as well as the unequal treatment meted out to staff based on their contractual status, under the Malicious Acts insurance programme. MORSS (Minimum Operating Residential Security Standards) was not officially applied to national staff; detention of local UN employees was a growing concern; and their functional immunity was too often ignored by local security forces or militias. It also appeared that some governments unilaterally exonerated themselves from the obligations borne of their own signature of the UN Convention on privileges and immunities.

9. On a more positive note, a growing number of organizations had become more involved in the protection of their national staff, while formally abiding by the UN principle that the State was fully responsible for the safety and well-being of UN staff, including its nationals. In practice, the degree of security provided by agencies to their staff was uneven and too often contingent on budgetary constraints. The protection was not harmonized throughout the common system.

**While welcoming the statement of the Under-Secretary-General of the UN Department of Safety and Security to promote the protection of national staff, the Committee recommended that FICSA urge that security measures be in place for all persons working for the UN and their immediate family, regardless of their contractual status.**

**FICSA should revert to the issue of detained UN staff worldwide and write a letter to the new UN Secretary-General requesting him to give priority attention to the issue.**

#### **Classification of conditions of life and work at field duty stations including non-family duty stations (Agenda item 6)**

10. The Committee was not aware of any major new developments over the past year and felt that the ICSC questionnaire that had served as the basis for the classification was comprehensive and balanced. It could perhaps be marginally improved, with greater weight being given to environmental health and communications. However, updating of the questionnaire could be sought through the HR Directors of field-oriented organizations. A member explained to other participants the As-If System informally used by a few agencies for "borderline" duty stations where the staff member had the option of bringing or not bringing his or her family and was thus treated in accordance with that choice. This informal arrangement, which was limited to a few duty cities, was convenient for staff and organizations alike, albeit not endorsed by ICSC.

11. Discussion of the item led to the issue of the Agencies' mobility policies or lack thereof. It was felt that too many agencies had failed to define clear and enforceable strategies in that respect. It was also recalled that mobility should be supported and bolstered by appropriate incentives.

**The Committee recommended that FICSA should survey the mobility policies of the field-oriented organizations and encourage those that had not already done so to develop and formulate clear and practical guidelines or regulations in that area.**

### **Update on revised mobility and hardship arrangements (Agenda item 7)**

12. The new framework had been designed and agreed upon in mid-2005 by a tripartite working group (ICSC, organizations, staff) in Cyprus, in which FICSA had been an influential participant. The staff representatives had gone to great lengths to emphasize to the ICSC the difference between mobility and hardship. The framework had since been endorsed by all concerned but its implementation had been delayed by a year, as it required the organizations concerned to rearrange their budgets and payrolls thoroughly and incurred some unplanned costs.

13. As the scheme's implementation had just begun in January 2007, the Committee had no comment and looked forward to feedback from the members.

### **UNRWA issues (Agenda item 8)**

14. Hazard pay: UNRWA staff had been heavily affected by the military operations of July/August 2006 in Lebanon. They had tried their best to provide assistance and protection to the people affected amid great dangers and difficulties. Owing to its location, the UNRWA Head Office building was particularly exposed.

15. Regardless of its devotion and commitment, the UNRWA area staff were minimally rewarded, as the long-standing issue of hazard pay was still unresolved to the satisfaction of either staff or FICSA. The Committee felt that FICSA should continue the fight on behalf of UNRWA area staff; it should press for fairness and the sound implementation of regulations in the UN system. The Standing Committee on Conditions of Service in the Field would therefore check with the Standing Committee on Legal Questions regarding the possibilities for an appeal. The relevant resolution of the 58th Council on hazard pay was recalled in that context (see annex 2).

16. Other UNRWA issue: The Committee took note that UNRWA was undergoing reforms that might help to address the long-standing issues of concern to UNRWA staff. At the current stage no further action was required.

**FICSA should formally pay tribute to the dedication and courage of the staff of UNRWA and other humanitarian agencies working in Lebanon, West Bank and Gaza who took risks and worked overnight to alleviate the populations' sufferings. FICSA should further advocate for the strengthening of the UNRWA security system and insist that special consideration be given to the unique situation of the staff.**

**FICSA should continue to bring the problem of hazard pay before the General Assembly, support the demands of the staff and consider actively the viability of a legal appeal possibly supported through the Legal Defence Fund.**



### **FUNSA: What they are, what they could be and FICSA representation (Agenda item 9)**

17. The Committee acknowledged that the issue of FUNSA participation in FICSA activities was frustrating and difficult to consolidate. Although FICSA was theoretically in touch with approximately forty FUNSAs, many of them were inactive. FUNSA had yet to be mainstreamed in the work of FICSA although the Federation has often gone out of its way to provide assistance.

18. FICSA had developed clear and complete guidelines regarding the development of FUNSA; the document is available to all field staff. However, the problem seemed to lie more at the local level where staff sometimes seemed reluctant to unite or coordinate and where local UN management might be unhelpful or intimidating. The issue of coordination and distribution of work between local staff associations and the local FUNSA remained contentious. The lack of feedback to the Federation from FUNSA representatives was not conducive to rapid progress.

19. The Committee agreed that FICSA should not give up on the development of FUNSAs as the local federations could logically play an expanded role in the context of the UN Reform and the agencies joint programming and implementation of activities. As the plenary had noted, FUNSAs would be a strategic tool in a context of decentralization and should therefore be actively promoted.

**The Committee recommended that in order to formulate a coherent and effective strategy for the better integration of the FUNSAs in the work of FICSA, the Executive Committee should approach the FUNSA representatives on a systematic basis and ascertain the nature of their problems, with a view to providing whatever assistance possible, while bearing in mind that the development of a FUNSA was primarily the responsibility of the staff in situ.**

**A recommendation had also been made in plenary that FICSA reinforce the Resident Coordinator system by including capacity building during the induction of the Resident Coordinators and including staff support in their terms of reference.**

### **Other business (Agenda item 10)**

20. One Committee member raised the issue of the devaluation of certain currencies vis-à-vis the US dollar and pointed to the unfairness of the system towards retirees in those countries. They had contributed US dollars to the Fund, which had secured profits, yet the retirees themselves received a devalued amount not proportional to the real value of their investment.

21. The Committee recommended that FICSA pursue the dialogue with the participants' representatives on the Pension Board in order to design a fairer arrangement.

### **Nomination of Standing Committee officers and Core Group (Agenda item 11)**

22. Mr. Aye Win (FUNSA Myanmar) was nominated as Chair and Messrs. Steven Ackumey-Affizie (FAO/WFP-UGSS) and Gustavo Casas (FAPNUU Uruguay) as Vice-Chairs.

23. Ms. Margaret Eldon (FAO/WFP UGSS) and Ms. Dagmar Kunze (FAO-APS) were nominated as Core Group members.

**Annex 7**

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

Chair	Edmond Mobio (WHO/HQ Geneva)
Rapporteur	Lisa Copple (WHO/EURO Copenhagen)
Member, FICSA Executive Committee	Varghese Joseph (ITU)
Former Resource Person, FICSA	Dieter Zeller

**Participants**

FAO/WFP-UGSS	Steven Ackumey-Affizie Paolo Romano Barchiesi Margaret Eldon
IAEA	Lydia Baben (guest) Rosa Bambina (guest) Corliss Chapman Nabil M. Sahab Norbert Sollinger (guest)
IARC	Asiedua Asante
IMO	Robert Russell
ITU	Christian Merino Mac-Kay
PAHO/WHO Washington	Maria Elena Lopez-Gomez
UNESCO	Christiane Nollet
UNLB/LSU	Vincenzo De Leo
WHO/AFRO Brazzaville	Paul Matsiona
WHO/EMRO Cairo	Jehane Khadr
WHO/SEARO New Delhi	Shyam Sunder Lanka

**Association with consultative status**

FAFICS	Gerhard Schramek
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**Federations with observer status**

FAPNUU Uruguay	Gustavo Casas
FASPANUCI	Liliana Oulai-Guettey Sophie M'Bahia-Tete

1. Mr. Edmond Mobio, Chair of the Standing Committee, opened the meeting and welcomed those present. Mr. Mobio regretted that, owing to illness, Mr. Mauro Pace, Member of the Executive Committee, was unable to attend. All present expressed their best wishes for his speedy recovery.

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

2. The order of items on the provisional agenda was amended as follows:

1. Adoption of agenda
2. Election of a rapporteur
3. ICSC review of GS classification
4. Reports of workshops (HQ and Non-HQ) 2006
  - (a) For HQ (Geneva)
  - (b) For Non-HQ (Washington DC, Copenhagen, Burundi (2), Dominican Republic, Jordan (2))
  - (c) Administrative set up and issues regarding FICSA training workshops
5. Brindisi situation
6. Planning of activities for 2007
7. Other business
8. PTC (HQ and Non-HQ)
  - (a) Preparation for the next review of the methodology: lessons learned from the survey in (Rome, New York, Paris and Montreal)
  - (b) Impact of transfer from UNDP to UN secretariat of survey activities for GS category: strategy to be adopted
  - (c) Finalization of training material (CD-Rom) and relevant material to be used during GS workshops
9. Nomination of Standing Committee officers and Core Group members

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

3. Ms. Lisa Copple (WHO/EURO Copenhagen) was unanimously designated Rapporteur of the meeting.

### **ICSC review of GS classification (Agenda item 3)**

4. Further to the documentation available, the Committee was briefed on the upcoming ICSC Review of the GS Job Classification, which followed on the reclassification of Professional staff five years previous. The ICSC had limited staff representation on the related working group to two members from FICSA and CCISUA respectively; in practice, however, representation had been lower.

**While recognizing that the cost of participation might be prohibitive, the Committee urged FICSA to ensure adequate representation on the ICSC Working Group on GS reform and classification.**

5. The Committee was made aware of the lack of interaction with member association/union focal points.

**FICSA should urge its member associations/unions to devote attention to the role of focal points in ensuring an appropriate exchange of information with FICSA.**

6. The Committee recognized the need for vigilance within the working group and resolved to revisit the item.

**The Committee suggested that FICSA establish a dedicated working group to monitor developments within the ICSC Working Group on GS reform and classification.**

#### **Reports of workshops (HQ and Non-HQ) 2006 (Agenda item 4)**

*(a) For HQ (Geneva)*

7. Feedback on the workshops was given by participants. A workshop that had been tentatively planned in Vienna had not been held. Participants from the Vienna duty station had, however, participated in the Geneva workshop.

*(b) For Non-HQ (Washington DC, Copenhagen, Burundi (2), Dominican Republic, Jordan (2))*

8. The reports of the workshops were made available to the Committee.

9. Representatives from FASPANUCI briefed the Committee on the recently concluded local salary survey, which had included short-term staff on the UN peacekeeping mission. FASPANUCI had thus contested the results of this survey and conveyed their concern to the United Nations Secretariat. The FICSA Executive Committee would be kept informed of developments. It should be vigilant in ensuring that no precedent adverse to the interests of staff is set by this case.

*(c) Administrative set up and issues regarding FICSA training workshops*

10. The Committee noted the growing need for training staff representatives in the salary survey methodology and a concomitant need to bolster the roster of resource persons.

**The Committee urged FICSA to investigate the possibility of setting up “training of trainers” programmes to enhance capacity to cover needs, as well as accelerate the finalization of the CD-Rom training material on the salary survey methodology.**

**The Committee recommended that the disproportionately high workload on the FICSA secretariat associated with implementing the workshops should be alleviated by delegating greater responsibility at the local level to local resource persons/focal points and regional representatives.**

11. In anticipation of the pending ICSC review of the salary survey methodology, the Committee found it important to scrutinize the survey reports for areas that might be subject to change in order to prepare adequate proposals and identify areas where changes in methodology would be detrimental to staff.

### **Brindisi situation (Agenda item 5)**

12. The Committee was briefed by the representative from UNLB-LSU on the situation prevailing in the Brindisi duty station. According to a 1995 decision for which documentation was lacking, it was classified as a field duty station with concomitantly lower salary levels following its move from Pisa. While it would support an investigation into the missing documentation and clarification of the exact content and origin of the 1995 decision, the Committee deferred further consideration of the issue until such time as further information became available.

### **Planning of activities for 2007 (Agenda item 6)**

13. The Committee was pleased to note that a list of prospective salary surveys was available. Based on the geographical distribution of those surveys, the following schedule for the workshop programme in 2007 was recommended.

**In 2007 FICSA should consider offering the following workshops on the GS salary survey methodology, by region:**

- |                                    |  |
|------------------------------------|--|
| <b>1. Africa:</b>                  |  |
| (a) English                        | <b>South Africa: at the earliest opportunity</b> |
| (b) English and French             | <b>Cameroon: June 2007</b>                       |
| (c) English                        | <b>Ethiopia: September 2007</b>                  |
| <b>2. Asia:</b>                    |  |
| (a) English                        | <b>Thailand: April 2007</b>                      |
| (b) English                        | <b>China: October 2007</b>                       |
| <b>3. Latin and South America:</b> |  |
| - English                          | <b>Surinam or Trinidad/Tobago: June 2007</b>     |
| <b>4. Europe:</b>                  |  |
| - English                          | <b>Czech Republic: April 2007</b>                |

**The Committee requested an allocation of CHF 28,000 to fund the workshops, as had been the practice hitherto. Out of this amount CHF 20,000 will be devoted to workshops on Non-HQ salary survey methodology, and CHF 8,000 for travel of regional representatives in order to ensure that facility requirements are met and to collect information from participants to be conveyed to FICSA.**

### **Other business (Agenda item 7)**

14. The Committee discussed the current trend to phase out the higher levels within the G-1 to G-7 scale by converting G-6 or G-7 levels to P-1, P-2 or higher levels through reclassification or through discontinuation of the function. The Committee resolved to monitor closely the trend.

### **PTC (HQ and Non-HQ) (Agenda item 8)**

*(a) Preparations for the next review of the methodology: lessons learned from survey in Rome, New York, Paris, Montreal)*

15. As introduction to the agenda item, the Committee was briefed on the history and content of the salary survey methodology (most recent revision 2003). It was given an orientation on the upcoming review that the ICSC had scheduled for 2008.

16. The Committee noted particular issues of concern that arose in relation to the implementation of salary surveys: inter alia, the non-participation of suitable employers, timeliness, the sectoral imbalance, the possible introduction of on-line data collection and the establishment of new criteria for the selection of the comparators (e.g. compliance with the principles of the Global Compact). Innovation was required in terms of incentives and alternative means of obtaining comparators e.g. through the mediation of trade unions. However, it should be noted that surveys conducted to date had yielded, under the current methodology, positive figures in: Paris, Montreal, Rome and New York.

17. The Committee saw a need to establish a working group in the near future to gather information and prepare a strategy and recommendations to be tabled before the 61<sup>st</sup> session of the FICSA Council.

**The PTC was thus advised to set up a working group with representatives from field duty stations as well as from HQ duty stations in order to prepare for the upcoming review of the salary survey methodology. The working group is urged to study salary methodologies within the European region as well as the World Bank group in order to identify the best conditions offered.**

*(b) Impact of transfer from UNDP to UN Secretariat of survey activities for GS category at Non-HQ duty station: strategy to be adopted*

18. Noting the transfer of Non-HQ duty station survey activities to the UN Secretariat, the Committee sought clarification on the current ownership of salary survey tools and material. Likewise, the Committee expressed its concern over the capacity of the UN Secretariat to fulfil this role, and any likelihood of outsourcing of, in particular, Non-HQ duty station salary surveys.

19. Special attention should be paid to the ongoing survey in Abidjan where the peacekeeping mission had been tasked to conduct the survey. During the surveys in Benin and Burundi considerable problems had been encountered.

**The Committee, on behalf of the delegation from Abidjan, urged FICSA to contact the UN Secretariat regarding perceived non-compliance with the salary survey methodology during the latest salary survey which yielded a negative result (-20% for NPO and -2.8 for GS staff).**

**The Committee further had recommended that FICSA monitor the outcomes of all salary surveys conducted at Non-HQ duty stations, ensuring that they were conducted in full compliance with the methodology, and bring any breaches to the attention of the UN secretariat.**

*(c) Finalization of training material (CD-Rom) and relevant material to be used during GS workshops*

20. The Committee noted with satisfaction that the first versions of the CD for Non-HQ duty stations had been prepared and tested by the group of trainers; further refinement was ongoing.

21. It was further noted that Leslie Ewart, FICSA Information Officer, had kindly offered to assist the team and all involved in the refinement of the training material (handbook and CD-Rom). Likewise, the Committee was pleased to learn that translation into other languages as requested would be ensured (Arabic, French, and Spanish).

**FICSA should ensure that copyright remained with FICSA in order to allow for any updating following possible changes that might be introduced during the upcoming ICSC review of the methodology.**

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

21. The Standing Committee nominated Mr. Edmond Mobio (WHO/HQ Geneva) as Chair, Messrs. Mauro Pace (FAO/WFP-UGSS) and Rolando Chacon (PAHO/WHO Washington) as Vice-Chairs.
22. The Standing Committee nominated Messrs. Varghese Joseph (ITU) and Mauro Pace (FAO WFP UGSS) as Vice-Coordinators of the PTC.
23. The Standing Committee nominated Ms. Corliss Chapman (HQ), Ms. Sophie M'Bahia-Tete (Non-HQ) and Mr. K. Ratnakaran (Non-HQ) as Core Group members.
24. The Committee extended its appreciation to the rapporteur.

## **Appendix 1**

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

#### **Terms of Reference**

#### **I. Mandate**

1.1 The Permanent Technical Committee on Questions Concerning the General Service and related categories (PTC/GSQ) is a sub-committee of the FICSA Standing Committee on General Service Questions (SC/GSQ), established with the mandate of advising the Standing Committee and the Executive Committee of FICSA on technical issues related to the conditions of service of the General Service and other locally recruited categories.

#### **II. Functions**

2.1 The main functions of the PTC/GSQ are:

- (i) *To advise* the Executive Committee and the Standing Committee on General Service Questions on issues related to the conditions of service of the General Service and other locally recruited categories;
- (ii) *To develop* documents and recommendations of a technical nature in support of FICSA's action on issues related to the conditions of service of the General Service and other locally recruited categories;
- (iii) *To propose* topics for discussion or items for inclusion in the agenda and/or the workplan of the Standing Committee on General Service Questions;
- (iv) *To assist* the Standing Committee on General Service Questions in coordinating and evaluating information received from member associations/unions on issues pertaining to the conditions of employment of GS and related categories of staff;
- (v) *To study and analyse* issues of a technical nature brought to its attention by the FICSA Executive Committee, the Standing Committee on General Service Questions or individual associations/unions represented by FICSA and
- (vi) *To recommend* relevant solutions and/or course of action, as appropriate.

#### **III. Composition, membership and coordination**

3.1 The PTC/GSQ is composed of staff members of associations/unions represented by FICSA, appointed in a technical capacity for an initial period of three years.

3.2 Members will be eligible for re-appointment.

3.3 The Chairperson of the SC/GSQ will assume *ex-officio* the functions of Coordinator of the PTC/GSQ.

3.4 The Chairperson will appoint, in consultation with the members of the PTC/GSQ and the SC/GSQ, two vice-Coordinators with portfolios for headquarters and non-headquarters issues.



3.5 The vice-Coordinators will be eligible for re-appointment.

3.6 Applications for membership will be open to staff associations/unions represented by FICSA, which should nominate candidates of the required level of expertise in matters related to the conditions of employment of the General Service and related categories.

3.5 Applications should be addressed by the head of the respective staff association/union to the Coordinator and should contain a *curriculum vitae* of the proposed candidate, including a summary of his/her experience with matters related to the conditions of employment of the General Service and other locally recruited categories.

3.6 Members will be recommended for appointment by the Coordinator, in consultation with the Vice-Coordinators and the officers of the SC/GSQ, subject to endorsement by the FICSA Executive Committee.

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

- (i) The members of the Committee should possess demonstrated experience on issues related to the conditions of service of the General Service and other locally recruited categories;
- (ii) The Committee should ensure the widest possible coverage of matters related to both headquarters and non-headquarters locations;
- (iii) As far as possible, the membership of the Committee should be equitably distributed between headquarters and non-headquarters locations, without prejudice to principles (i) and (ii) above; and
- (iv) The Committee should normally be composed of no less than seven and no more than fifteen members.

3.9 The Coordinator, upon request by individual staff associations/unions, may recommend the appointment of alternate members, in consultation with the Vice-Coordinators and the officers of the SC/GSQ, subject to endorsement by the FICSA Executive Committee.

3.10 The PTC/GSQ will assist the Standing Committee on General Service Questions in building up a roster of resource persons who have the required expertise in specific subject areas.

3.11 The members, the alternate members and the resource persons may be requested to serve as trainers in the workshops organized by FICSA on matters related to the General Service and other locally recruited categories. Their assignment will be a responsibility of the FICSA Executive Committee, in consultation with the officers of the SC on General Service Questions.

3.12 The members, the alternate members and the resource persons shall comply with the statutory obligations and the policy of the Federation. They shall not make personal use of any information/material developed by, or on behalf of, the Federation, unless so authorized by the Executive Committee.

#### **IV. Methods of work**

4.1 The PTC/GSQ will determine its own methods of work, including preparation of its agenda, establishment of ad-hoc working groups, work assignments, record-keeping and other procedures.

4.2 As far as possible, information exchange, cooperation and coordination of activities should be conducted by correspondence and use of electronic communication methods.

#### **V. Meetings**

5.1 The PTC/GSQ will normally meet at least once a year, in conjunction with the FICSA Council. Ad-hoc meetings may be convened if specific tasks or circumstances so require, with the endorsement of the FICSA Executive Committee and the officers of the SC/GSQ.

5.2 The costs for attendance to meetings of the PTC/GSQ will normally be borne by the association/union to which the participant belongs.

5.3 However, should financial coverage be envisaged for the performance of specific assignments, it should be approved through the established financial procedures of the Federation, following a specific request by the Coordinator or the Executive Committee.

5.4 PTC/GSQ meetings may be attended by participants other than members as proposed by individual associations/unions, subject to endorsement by the Executive Committee, and the concurrence of the Coordinator. The costs related to such participation will normally be borne by the sponsoring association/union.

5.5 The Coordinator and the Vice-Coordinators shall be responsible for the organization of the meetings of the PTC/GSQ, the preparation of the relevant documentation and the selection of the venue. As far as possible, the venue shall be selected on the basis of invitations received from staff associations/unions represented by FICSA.

5.6 The Coordinator or one of the two Vice-Coordinators shall normally preside the meetings of the PTC/GSQ. In their absence, the Presiding Officer will be selected from among the members present at each meeting. A rapporteur shall be also nominated at each session among the participants.

#### **VI. Reporting**

6.1 The PTC/GSQ shall report to the Standing Committee on GS Questions and submit a yearly report of activities for transmission to the FICSA Executive Committee. It will also report on the purpose and outcome of its meetings.

6.2 The Coordinator shall be responsible for keeping the Standing Committee/GSQ and the Executive Committee informed of the activities of the PTC/GSQ.

#### **VII. Revision of the terms of reference**

7.1 Request for amendments of the TOR should be addressed to the coordinator of the PTC/GSQ. If endorsed by the Standing Committee they will be transmitted to the FICSA Executive Committee for appropriate action.

## Appendix 2

### PERMANENT TECHNICAL COMMITTEE Membership 2007-2008

ASSOCIATIONS/UNIONS/ FUNSAs	NAMES	EMAIL ADDRESSES
FAO/WFP-UGSS Rome	Paolo Barchiesi Margaret Eldon Mauro Pace  Steven Akumey	<a href="mailto:paolo.barchiesi@fao.org">paolo.barchiesi@fao.org</a> <a href="mailto:margaret.eldon@fao.org">margaret.eldon@fao.org</a> <a href="mailto:mauro.pace@fao.org">mauro.pace@fao.org</a> <a href="mailto:ugss@fao.org">ugss@fao.org</a> <a href="mailto:steven.ackumey@fao.org">steven.ackumey@fao.org</a>
FUNSA Myanmar	Aye Win	<a href="mailto:Aye.win@undp.org">Aye.win@undp.org</a>
FUNSA Romania	Cristina Balan	<a href="mailto:Cristina.balan@undp.org">Cristina.balan@undp.org</a>
IMO London	Antonio Paoletti Robert Russell	<a href="mailto:apaoletti@imo.org">apaoletti@imo.org</a> <a href="mailto:rrussell@imo.org">rrussell@imo.org</a>
IAEA Vienna	Helga (Maxa) Danesi	<a href="mailto:h.danesi@iaea.org">h.danesi@iaea.org</a>
ITU Geneva	Varghese Joseph Jacques Sanou	<a href="mailto:Varghese.joseph@itu.int">Varghese.joseph@itu.int</a> <a href="mailto:Jacques.sanou@itu.int">Jacques.sanou@itu.int</a>
PAHO/WHO Washington	Rolando Chacon NN (pending) NN (pending)	<a href="mailto:Chaconed@paho.org">Chaconed@paho.org</a>
UNDP/UNFPA/UNOPS New York	Ruth Sison	<a href="mailto:Ruth.sison@undp.org">Ruth.sison@undp.org</a>
UNESCO Paris	Christiane Nollet	<a href="mailto:c.nollet@unesco.org">c.nollet@unesco.org</a>
UNWTO Madrid	Monica Gonzales Michel Julien Amparo Muñoz	<a href="mailto:mgonzalez@world-tourism.org">mgonzalez@world-tourism.org</a> <a href="mailto:mjulien@world-tourism.org">mjulien@world-tourism.org</a>
WHO/EURO Copenhagen	Gareth Burns	<a href="mailto:gbu@euro.who.int">gbu@euro.who.int</a>
WHO/EURO Barcelona	May Hansen	<a href="mailto:may@euro.who.int">may@euro.who.int</a>
WHO/HQ Geneva	Edmond Mobio	<a href="mailto:mobioe@who.int">mobioe@who.int</a>
WMO Geneva	Françoise Plivard	<a href="mailto:FPlivard@wmo.int">FPlivard@wmo.int</a>

### Appendix 3

#### LIST OF FICSA RESOURCE PERSONS ON GENERAL SERVICE ISSUES AS OF FEBRUARY 2007

<i>Name</i>	<i>Working language(s)</i>	<i>Duty station</i>
<b><i>Headquarters</i></b>		
Franco di Pancrazio (also Non-HQ)	English, French	Retiree, contact through FAO/WFP-UGSS Rome Email: frandip@libero.it
Varghese Joseph	English, French	ITU Geneva Email: varghese.joseph@itu.int
Edmond Mobio	French	WHO/HQ Geneva Email: mobioe@who.int
Christiane Nollet	French	UNESCO Paris Email: c.nollet@unesco.org
Mauro Pace (also Non-HQ)	English, French, Spanish	FAO/WFP-UGSS Rome Email: mauro.pace@fao.org
Fredrik Schultz	English	UNRWA/ISA Jordan Email: f.schultz@unrwa.org
Dieter Zeller (also Non-HQ)	English, German	Retiree, contact through FICSA Email: dietrich.zeller@chello.at
<b><i>Non-Headquarters</i></b>		
G.K. Mandapati	English	WHO/SEARO New Delhi Email: mandapatig@searo.who.int
Osvaldo Bastida	English, Spanish, Portuguese	Former UNHCR Buenos Aires Email: odbconsultant@fibertal.com.ar
Rolando Chacon	English, Spanish	PAHO-WHO/AMRO Washington Email: chaconed@paho.org
R.L. Rai	English	Retiree, contact through WHO New Delhi Email: ramrai@gmail.com
Samir Abdel Wahab	English, Arabic	WHO/EMRO Cairo Email: AWAHABS@emro.who.int
Paul Matsiona	French	WHO/AFRO Brazzaville Email: matsionap@afro.who.int
Vincenzo De Leo	English	UNLB Brindisi, Italy Email: vdeleo@unlb.org

**Annex 8**

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

Chair	Matthew Montavon (FAO-APS)
Rapporteur (first session)	Janice Albert (FAO-APS)
Rapporteur (second session)	David MacFarlane (FAO-APS)

**Participants**

FAO-APS	Edward Seidler
IAEA	Dean Neal John Russell
IMO	Steven Haw
OPCW	Afshaan Shafi
SCBD	Véronique Allain
UNRWA/ISA	Fredrik W. Schultz
UNWTO	Munir Rayes
UPU	Bilal Elkassab
WHO/EURO Copenhagen	Kees de Joncheere
WHO/HQ Geneva	Christopher Bailey
WHO/SEARO New Delhi	Shyam Sunder Lama

**Federation with observer status**

FUNSA Myanmar	Aye Aye Yee
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**Guest**

WIPO	Sally Young
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The Chair of the Standing Committee, Kristin Kolshus, was absent with apologies.

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

1. The agenda (FICSA/C/60/PSA/CRP.1) was approved.
  1. Adoption of the agenda (FICSA/C/59/PSA/CRP.1)
  2. Election of a rapporteur
  3. Review of report of the Standing Committee for 2006 (FICSA/C/59/PSA/1) including the Index of Decisions (FICSA/C/59/PSA/CRP.2)
  4. Programme of work of the International Civil Service Commission for 2007-2008
  5. Review the agenda for the 29th session of ACPAQ (Madrid, 5 to 12 February 2007)
  6. Training and capacity building within FICSA on PSA-related issues: what is needed, how do we proceed?
  7. Post adjustment methodology and the implications of being a Non-HQ duty station
  8. Other business
  9. Nomination of Standing Committee officers and Core Group members (3)

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

2. Janice Albert (FAO-APS) was elected as Rapporteur. David Macfarlane (FAO-APS) replaced her for the second half of the session.

### **Review of the report of the Standing Committee for 2006 (Agenda item 3)**

3. The Committee reviewed the report of the Standing Committee and commented on the issues raised in the report.
4. Under post adjustment issues – The results of the recent place-to-place surveys were discussed. In Italy, the market had become more open and thus had a negative impact on post adjustment. The 2006 result for Rome was a 2 per cent increase in the post adjustment. APS continued to harbour concerns over the rent data for Rome. In Vienna, IAEA was disappointed with the results (4.25 per cent increase in the post adjustment); it had expected higher amounts given the increase in the inflation index by approximately 10 per cent over the past five years.
5. IAEA expressed concern that the cost-of-living increases in Vienna did not seem to be captured in the ICSC methodology. They also had concerns regarding the differences in the manner in which housing and utility costs were collected in Vienna and New York; they were exploring ways to contest the ICSC practice in Vienna. IAEA also had concerns regarding the impact that the 20-30 per cent drop in the dollar was having on salaries in the system. APS noted with concern the impact of out-of-area index, which seemed to be depressing salaries across the board.
6. With regard to non-headquarters duty stations, the Committee noted that it needed to encourage more networking between professionals at those locations. The Federation should encourage regional and local staff to form core teams to gather price information and monitor the methodology in their duty stations.

## **Programme of work of the International Civil Service Commission for 2007-2008 (Agenda item 4)**

7. The Committee reviewed the programme of work of the ICSC and commented on particular concerns. With regard to the broadbanding pilot, the Committee noted that the pilot agencies did not have viable performance appraisals systems, although that had been a criterion for implementing broadbanding (and for participation in the pilot). The information obtained indicated that the pilots were not working as intended.

8. FICSA should collect information that reflected the true situation in the pilots and ensure that the reporting to the ICSC in 2008 was an honest assessment of the pilot experiences. In order to have the data ready for the ICSC debate in 2008, FICSA needed to collect information in 2007. Ms. Albert agreed to coordinate this information collection.

**The Committee recommended that FICSA should develop a set of key questions and conduct a study of the pilots. In each duty station where there was a pilot, a FICSA member should act as a contact person for the data collection. The data would be collected by e-mail and telephone. However, if necessary, the pilot organizations would be visited. The Committee requested US\$ 5,000 for travel costs if necessary.**

9. With regard to the education grant, the WHO/EURO Copenhagen delegate noted that there was confusion in the way in which the claims are calculated in Copenhagen. Staff should receive 75 per cent of entitlement, not 75 per cent of the maximum costs.

10. The Committee also noted that in some duty stations the ceiling maximum level was far below the actual costs of education. IAEA noted that in Vienna the method included schools that were subsidized, thus lowering the entitlement. APS informed the Committee that FAO was considering lump-sum education payments, although there was concern that such a step could impact negatively on the data collections for setting future education grant levels.

11. Regarding the evolution of the margin the Committee agreed that the Federation should insist on the midpoint being brought back to the desirable level of 115. It understood that might require a level higher than 115 for some time, so that the average over several years would return to 115.

**FICSA should continue to put pressure on the ICSC and the Fifth Committee of the General Assembly to increase the margin for Professional salaries to a level that would bring the margin to a desirable midpoint of 115 over a period of years.**

12. On a related issue and given its effect on the margin, the Committee requested that FICSA: (i) pursue the question of whether “no-cost” adjustments to base salary and post adjustment were either justified or legal; and (ii) determine the rationale behind the practice.

13. With regard to children’s allowances the Committee noted the issue and urged the Executive Committee to follow the matter so as to ensure that the ICSC was consistent in its application. At the request of the member from WHO/EURO Copenhagen, the Standing Committee agreed there should be a common interpretation of support for dependants whatever the source. The Core Group would investigate the Copenhagen situation, gather information on the treatment of the issue from other duty stations and report back to the Committee.

**FICSA should continue to seek timelier implementation of updates of the education grants by the ICSC so that the ceiling of education grants was consistent with the reality of actual school fees for the school year in question.**

**FICSA should seek new opportunities to improve the education grant entitlement by endeavouring to secure an increase in the permissible years of post-secondary education for UN staff dependants.**

14. Regarding the Noblemaire principle, the Committee urged FICSA to continue to recommend to the ICSC that the provisions of the principle be applied including looking at potential comparators such as the European Commission.

**FICSA should continue to press for reference compensation comparisons to the European Commission being made by the ICSC with a view to changing the comparator to the best-compensated civil service.**

15. With respect to the use of National Professional Officers (NPOs), concern was expressed over the potential for abuse.

**FICSA should continue to monitor developments regarding the increased use of National Professionals Officers in all duty stations and consider the consequences they bore for the principles of equal pay for equal work and for overall HR management.**

#### **Review of the agenda of the 29<sup>th</sup> session of ACPAQ (Agenda Item 5)**

16. The Standing Committee discussed the agenda for the next meeting in Madrid. The Committee had no objection to simplification regarding the number of headings but it also noted that adjustment should be made with due regard to simplifying the survey. That would facilitate staff participation.

17. It was recommended that the Committee investigate the use of outside sources of information similar to that collected in place-to-place surveys for example, data provided by the Economist Intelligence Unit.

**The Standing Committee to investigate the historic data from other sources such as the Economist Intelligence Unit to see how they compared to the cost of living differentials developed by the ICSC. The Committee requested a budget of US\$2,000 to carry out a study of external sources of information including a comparison of the changes in the series of those data with regard to the post adjustments based on ICSC surveys.**

18. The Committee suggested close monitoring of the application of new techniques, such as the hedonic regression techniques.

19. The Committee expressed concern that the application of the weight of the out-of-area index might be arbitrary, subject to manipulation and used in a way detrimental to post adjustment. The Committee recommended vigilance to ensure fair, consistent and transparent application of the index. The Committee Core Group would continue to monitor the issue. The Committee was also concerned over discussions on the differential between New York and Washington; it noted the importance of monitoring this issue as well.



### **Training and capacity building within FICSA on PSA-related issues (Agenda item 6)**

20. The excellent work of Kristin Kolshus in developing training material and establishing a Professional Salaries and Allowances (PSA) blog was noted and commended by the Committee. Although formal training sessions had not been arranged, the staff associations/unions in Vienna indicated their intentions to establish a session. It was noted that more work was required to establish training material for Non-HQ duty stations.

**FICSA should identify people who were familiar with the post adjustment methodology being used in field duty stations, and modify the existing training package as appropriate. US\$ 1,000 should be allocated for this work.**

21. The web blog established by Ms. Kolshus to disseminate information on Professional Salaries and Allowances issues would be maintained. The Core Group would investigate using wiki software to establish an online compendium of PSA material. Members were encouraged to participate in the blog by contributing information and comments. A successful blog required regular updates.

**The FICSA Secretariat should inform its members of the existence of the blog and encourage participation therein.**

### **Post adjustment methodology and the implications of being Non-HQ duty stations (agenda item 7)**

22. This item was addressed in relation to item 3.

### **Other business (agenda item 8)**

23. No item was discussed.

### **Nominations of Standing Committee officers and Core Group members (Agenda Item 9)**

24. The Standing Committee nominated Dean Neal (IAEA) as Chair and Matthew Montavon (FAO-APS) as Vice-Chair.

25. The Standing Committee nominated the following Core Group:

Kees de Joncheere	WHO/EURO Copenhagen
Kristin Kolshus	FAO-APS
David Macfarlane	FAO-APS
Matthew Montavon	FAO-APS
Jakob Skoet	FAO-APS
John Russell	IAEA
Varghese Joseph	ITU

**Annex 9**

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

Chair	Valerie Seguin (IMO)
Vice-Chair	Janice Albert (FAO-APS)
Vice-Chair	Maria Dweggah (WHO/HQ Geneva)
Rapporteur	Giovanni Muñoz (FAO-APS)

**Participants**

FAO/WFP-UGSS	Svend Booth
IAEA	Corliss Chapman Lisa Villard Imed Zabaar
IARC	Asiedua Asante
ILO/ITC Turin	Vittorio Coscio
ITU	Helder Barroso Mairos Jacques Sanou
OPCW	Afshaan Shafi
PAHO/WHO Washington	Carolina Bascones
SCBD	Véronique Allain
UNAIDS	Michael Hahn
UNESCO	Ana Dumitrescu Marie-Thérèse Conilh de Beyssac
UNLB LSU	Cosimo Melpignano
UNWTO	Munir Rayes
UPU	Paola Rossi
WHO/EMRO Cairo	Jehane Khadr
WHO/EURO Copenhagen	Jenny Birkjaer Madsen
WHO/HQ Geneva	Christopher Bailey
WHO/SEARO New Delhi	Shyam Sunder Lanka
WMO	Monique Schalk

## **Federations with observer status**

FUNSA Myanmar

Aye Win

### **Introduction**

1. The Standing Committee met once to address items 1 to 4 and 6 and 7 of its agenda. Item 5 was discussed in a joint session with Standing Committee on Human Resources Management. The sessions were guided by document FICSA/C/60/SMR/CRP.4 “Report of the Standing Committee on Staff/Management Relations for 2006” which also provided an introduction to the items of the agenda.

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

2. The following agenda was adopted:

1. **Adoption of the agenda**
2. **Election of two rapporteurs**
3. **Exercise 1: Define the existing mechanism in place in your organization**
4. **Exercise 2: Recognition agreement of their staff association/union**
5. **Proposed priority activity for 2007 (strategy):**
  - Joint Session with the HRM Standing Committee: Whistleblowing
  - Follow-up on the survey on staff/management relations
6. **Other business**
7. **Nominations of Standing Committee officers and Core Group**

### **Election of two rapporteurs (Agenda item 2):**

3. Christopher Bailey (WHO/HQ Geneva) and Giovanni Muñoz (FAO-APS) were elected as rapporteurs.

### **Exercise 1: Define the existing mechanism in place in your organization (Agenda item 3)**

4. Following a short group discussion, existing staff/management mechanisms were described:

- Ad hoc meetings with senior management: Occasionally decisions were reached in those meetings, but often they put forward recommendations to higher-level management.
- Joint advisory bodies: The bodies might be ad hoc and short term in nature or a formal permanent body. A number of organisations had detailed rules of procedures and clear functions. The bodies were empowered to make recommendations on a wide range of staff/management issues to senior management and formal minutes were kept.
- Joint consultative panels: In some cases, they were defined within the staff rules and regulations. From experience, however, some organizations noted that they were only effective when agreement was reached among panel members. However, they were considered a useful platform for the exchange of points of view.
- Tripartite formal structure: Representing three bodies: (i) country level, (ii) regional; and (iii) joint policy committee.
- Informal irregular staff/management meetings with no decision-making power: This informal mechanism does not include minutes or any written form of recognition.
- In two cases (IARC and UPU), it was reported that no mechanisms, formal or informal, were in place.

5. There were wide differences among different organisations as to the level of satisfaction with their staff/management arrangements. In a few cases, staff representatives played an active role in determining the frequency of meetings, defining the agenda. In those cases these bodies were empowered to make recommendations, had rotating chairs for the meetings and prepared the minutes jointly.

6. On the other hand, most associations/unions had a limited voice in determining the frequency of meetings, influencing the agenda or conducting the meetings. Often they did not keep minutes and were not empowered to make formal recommendations. However, for certain issues, some participants mentioned the value of informal structures.

7. Several organisations used a mixture of the mechanisms described above and sometimes included informal meetings where agenda items were decided and positions expressed prior to the actual more formal meetings.

8. Few organisations had a recognized right to address their governing bodies.

9. The Secretary-General's bulletin on Staff/Management Coordination Committee (ST/SGB/2002/15) was mentioned as an example of formal mechanisms.

10. Best practices mentioned included:

- Written agreements on the composition, power and proceedings of the S/M Committee.
- Rotating chairs of the joint body, with minutes prepared jointly or approved by both parties.
- Frequent meetings with high-level management.
- Clear definition of committees and working groups for specific issues, including terms of reference, description of the limitations of powers and accountability aspects.
- Participating in decision-making bodies.
- Smart use of informal meetings/committees as an occasionally more effective tool than formal bodies.

**The FICSA Executive Committee should explore ways and means of negotiating FUNSA's active participation in the country meetings chaired by the resident coordinators.**

**The FICSA Executive Committee should prepare a model partnership agreement between staff union/association and management to be distributed to all FICSA members by the end of May 2007. The model agreement should include issues such as release time, training for staff representatives, special leave and ways in which to include staff representative duties as part of the performance appraisal system.**

**The Executive Committee should collect best practice case studies from among FICSA members to be shared and distributed to FICSA members. The exercise could be completed using a dedicated collaborative web-space.**

## **Exercise 2: Recognition agreement of their staff union/association (Agenda item 4)**

11. Recognition agreements or partnership agreements were documents in which organizations formally recognized a staff body to represent staff. It often included the description of facilities given to the staff representative body in the discharge of its functions, including release of elected officers and rights or lack thereof to address the governing bodies of the organization. In some cases, it included mechanisms for training of staff representatives.

12. A short discussion revealed that few organizations had such formal agreements and in most cases it was thought to be embedded in the staff rules and regulations or administrative manuals. It was recalled that in 1982 FICSA produced a document on best practices on staff/management relations. It was proposed that the FICSA secretariat should prepare a model agreement. FAO agreed to share with FICSA members the outline of its agreement.

## **Proposed priority activity for 2007 (Agenda item 5)**

### **➤ Joint session with the HRM Standing Committee: Whistleblowing**

13. “Whistleblowing” was explained to the Standing Committees. The protection of the person reporting instances of misconduct was questioned. It was agreed that the issue should be within the purview of the Standing Committee on Legal Questions. It could be discussed in a joint session at the next session of the FICSA Council.

14. WFP, which had such a policy, explained their process. IAEA had it as part and parcel of its standard regulations.

**The Standing Committee requested that the Executive Committee should make the Federation’s position on “Whistleblowing” clear to the membership.**

### **➤ Follow-up on the survey on staff/management relations**

15. The Chair reported that few questionnaires had been completed and returned to the FICSA Secretariat. All were reminded of its importance. The background and purpose of the survey were described. The Standing Committee requested that the questionnaire be reissued to the membership with acknowledgement being paid to those who had already replied. The analysis of the data was questioned by the participants, and the recruitment of a consultant was mentioned. The IAEA Staff Association offered their support for the analysis.

**The Standing Committee took note of the collaborative effort with CEB to conduct a survey on staff/management relations. The FICSA Executive Committee was requested to complete the survey in the course of 2007 ideally continuing the collaboration with CEB. Thanks to the assistance offered by the IAEA Staff Association, the cost of the survey was considered to be only US\$ 1,000.**

**Other business (Agenda item 6)**

16. There were no additional items presented for discussion.

**Nomination of Standing Committee officers and Core Group (Agenda item 7)**

17. Valerie Seguin (IMO) was nominated as Chair and Christopher Bailey (WHO/HQ Geneva) and Imed Zabaar (IAEA) were nominated as Vice-Chairs. Janice Albert (FAO-APS), Lisa Villard (IAEA), Afshaan Shafi (OPCW) and Ms. Asiedua Asante (IARC) were nominated as Core Group members.

**Annex 10**

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

Chair	Svend Booth (FAO/WFP-UGSS)
Rapporteur	Peter Lillie
President, FICSA	Robert Weisell (FAO-APS)
Treasurer, FICSA	Manijeh Torabi (IAEA)
Members, FICSA Executive Committee	Maria Dweggah (WHO/HQ Geneva)
	Varghese Joseph (ITU)
	Christiane Nollet (UNESCO)
Regional Representatives	Fredrik W. Schultz (UNRWA/ISA)
Accountant, FICSA	Brian Turner
Resource person, FICSA	Shirley Clements

**Participants**

CERN	Christopher Griggs Joel Lahaye
CTBTO	Gerhard Wotawa
FAO-APS	Janice Albert Savita Kulkarni Dagmar Kunze David Macfarlane Giovanni Muñoz Edward Seidler
FAO/WFP-UGSS	Paolo Romano Barchiesi Margaret Eldon
IAEA	Dean Neal Nabil Michel Sahab Imed Zabaar
IARC	Asiedua Asante
ILO/ITC Turin	Vittorio Coscia
IMO	Steven Haw Robert Russell Valérie Seguin
ITU	Helder Barroso Mairos Christian Merino MacKay Jacques Sanou
OPCW	John Duggan

PAHO/WHO Washington	Carolina Bascones Maria Elena Lopez-Gomez
SCBD	Véronique Allain
UNESCO	Marie-Thérèse Conilh de Beyssac Ana Dumitrescu
UNLB	Vincenzo de Leo Cosimo Melpignano
UNRWA/ASA	Diab El-Tabari
UNWTO	Munir Rayes
UPU	Paola Rossi
WHO/AFRO Brazzaville	Paul Matsiona
WHO/HQ Geneva	Edmond Mobio Mario Condé
WHO/EMRO Cairo	Jehane Khadr
WHO/EURO Copenhagen	Rosemarie Alonzo Christensen Kees de Joncheere
WHO/SEARO New Delhi	Shyam Sunder Lanka
WMO	Françoise Plivard Monique Schalk

#### **Association with consultative status**

UNWG Geneva	Nathalie Tschyrcow
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#### **Federations with observer status**

FUNSA Myanmar	Aye Win
FASPANUCI Ivory Coast	Rachel Pierre-Duquesne

#### **Guest**

WIPO	Sally Young
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#### **Introduction**

1. The Ad hoc Committee held its first meeting on 30 January 2007 under the chairmanship of Mr. Svend Booth (FAO/WFP-UGSS).



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

2. The provisional agenda was adopted with two amendments 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 2005 (FICSA/C/60/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 2006 (FICSA/C/60/A&B/5) and update (FICSA/C/60/A&B/CRP.2)
6. Budget performance report for 2006 (FICSA/C/60/A&B/2)
7. Reports on the status of the Termination Indemnity Fund, Legal Defence Fund and Staff Development Fund (FICSA/C/60/A&B/3)
8. Funding of the post of Research and Liaison Officer
9. Draft budget for 2007 (FICSA/C/60/A&B/4/Rev.1)
10. Proposed scale of contributions for 2007 (FICSA/C/60/A&B/6/Rev.1)
11. General accounting and banking matters
12. Administrative matters
13. Other business

### **Appointment of a rapporteur (Agenda item 2)**

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

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

4. The Chairman reported that certain anomalies had been found in the audited accounts for 2004 and 2005. The audited accounts for 2005 were correct and those for 2004 would be adjusted by the accountant and an appropriate note circulated.

### **FICSA audited accounts for 2005 (Agenda item 4)**

5. The Chairman introduced the audited accounts (document FICSA/C/60/A&B/1/Corr.1) and explained that typographical errors relating to the figures for the Non-HQ workshops in the earlier version of the document had been expunged.

6. The Committee noted and approved the audited accounts. Thanks were expressed to the auditor.

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

7. The Committee took note of the information contained in the statement and update (documents FICSA/C/60/A&B/5 and CRP.2) which reflected the financial contributions as at the beginning of the current session of the Council. A typographical error was noted in the consultancies column (for FFAO should read FFOA).

8. It was suggested that additional explanatory notes be included concerning those members who had not paid their debts, which, moreover, should be shown as receivables. The associations/unions/federations in arrears were asked to provide an explanation. It was suggested

once again that after three full years of non-payment, the association/union/federation concerned should be declared delinquent with the attendant loss of rights and privileges. The delinquent members would be removed from the assessment process. The Committee was reminded that, as agreed at the previous year's meeting of the ad hoc Standing Committee, FICSA should inform the delinquent member of the loss of rights and privileges, as well as of the balance outstanding that was still due.

9. Due recognition was paid to the fact that the Staff Association of PAHO/WHO (Washington) had abided scrupulously to the deferred payment plan it had negotiated with FICSA. The outstanding balance still owed by the Staff Association would be shown in the statement of contributions and the decision whether to waive the monies still owed would be taken in 2008.

10. UNESCO STU indicated the problems it faced in meeting its financial obligations that were also rooted in political problems the association was facing. UNESCO STU was requested to submit a note citing the reasons for the Union's inability to pay their contribution.

11. It was suggested that FICSA explore the possibility of introducing an appropriate invoice reference system that would simplify the recognition of payments effected by the individual member associations/unions.

12. Disappointment was voiced over the lack of financial discipline displayed by the FUNSAs, a considerable number of which were up to five years in default.

13. The Committee took note of the statement of contributions, in relation to which it put forward two recommendations.

**The Committee recommended that after three full years of non-payment, the member association/union, associate member, FUNSA or consultative member concerned should be declared delinquent with the attendant loss of rights and privileges. The delinquent members would be removed from the assessment process.**

**The Committee recommended that dues received after 31 December in any one year should be reflected in the statement of contributions for the following year.**

#### **Budget performance report for 2006 (Agenda item 6)**

14. The Chair introduced the report (document FICSA/C/60/A&B/2) and drew attention to the figure cited in paragraph 3 of the introduction; it should have read CHF 7,125 so as to reflect the shift of an accounting allocation from contingency travel.

15. The Committee noted with satisfaction that steps had been taken to implement the two recommendations it had proposed the previous year pertaining to the provision of more detailed explanations of any significant over-expenditures and the placement of the income generated by FICSA workshops in the income table as a separate item line.

16. The Committee took note of the budget performance report for 2006. Thanks were expressed to the Accountant and Treasurer.

### **Report on the status of the Termination Indemnity Fund, Legal Defence Fund and Staff Development Fund (Agenda item 7)**

17. In introducing the reports on the status of the Termination Indemnity Fund and Legal Defence Fund as contained in document FICSA/C/60/A&B/3, the Chairman explained that the Termination Indemnity Fund covered the Federation's liabilities for terminal payment to the FICSA secretariat staff. The provision of indemnity related to the indemnity for salary, termination and commuted annual leave.

18. He drew attention to the paragraph describing how the Termination Indemnity Fund had a balance of CHF 393,602 or CHF 97,039.40 more than was needed. That amount had been deducted from the Fund and shown in the 2007 budget as 'Receipts, Other'. After a protracted discussion, in the course of which it was argued that even if the surplus were to be shifted to the income line in the current year's budget, it would have to be refunded the following year once the post of Research and Liaison Officer in New York had been filled. Given the unlikelihood of filling the post, it was recommended that the surplus of CHF 97,039.40 in the Termination Indemnity Fund be returned to income.

**The Committee recommended that the surplus of CHF 97,039.40 in the Termination Indemnity Fund be returned to income.**

19. In the discussion of the report on the status of the Legal Defence Fund it was pointed out that the FICSA Council in London in 1996 had been the forty-ninth session of the Council. It was further pointed out that the figures in paragraph 5 relating to the Legal Defence Fund were somewhat misleading. It was agreed to insert the following table:

#### **Total reimbursement from the Fund**

	CHF
Para 2 – Repayment by Ali Basaran	25,000.00
Para 3 – Legal costs, Drago case	(1,945.00)
Para 4 – Legal costs Mr. Sicault	(8,935.50)
Para 5 – Excess balance of Fund	232.20
<b>Total</b>	<b>14,351.70</b>

**The Committee recommended that the excess balance of CHF 14,351.70 in the Legal Defence Fund be returned to income.**

20. The Committee took note of the reports.

### **Funding of the post of Research and Liaison Officer (Agenda item 8)**

21. A series of conflicting opinions were expressed on the need (or otherwise) to recruit a replacement for the recently vacated post of Research and Liaison Officer in New York. It was suggested by some that given the need to specify the requirements of the post and in view of the lengthy recruitment process, the opening should be frozen for twelve months. The funds thus saved could be used to finance training programmes that had been accorded high priority in the debate on the vision and future for FICSA the previous day.

22. Various compromise solutions were suggested such as: allocating six months' funding to liaison activities and using the remaining six months to train member associations/unions in the

skills they needed or the new recruit in the skills he or she might require. It was also pointed out that the recruitment process *per se* incurred extra costs related to candidates' travel, interviews and advertising. Others pointed to the need to ensure that all member associations/unions paid their contributions on time and so ensure the availability of funds, while still others pointed out that those most vociferously in support of retaining the post were indeed member associations/unions in demonstrably good standing.

23. It was pointed out that in the course of the previous day's debate on the vision and future for FICSA, high priority had also been given to maintaining a FICSA presence in New York at a time when a new Secretary-General had just taken up office and the ICSC was under new chairmanship. A window of opportunity had been opened up by the spirit of change and reform: something that FICSA could ill ignore. It was considered strategically unsound to delay things for twelve months. Furthermore, given the time needed to find a suitable replacement, it might be feasible to have somebody from within the FICSA membership to 'hold the fort'.

24. It was recognised that the post required a mix of attributes that might be hard to find. However, the previous incumbent had had those qualities in abundance and fulsome tribute with a round of applause was paid to the splendid support that Anne Marie Pinou had lent FICSA and the Executive Committee throughout her tenure. It was to be hoped that a person of similar stature could be found.

25. In the ultimate analysis and with due consideration for the straitened financial circumstances of the Federation, it was recommended that the post be retained and the Executive Committee consider temporary solutions up until it had proved possible to find a suitable candidate. The Excom was urged to clarify with the UNDP Administration the current administrative status of the Research and Liaison Officer's post, now that it was being vacated.

**The Committee recommended that the post of Research and Liaison Officer in New York be maintained, for which a provision equivalent to six months salary and common staff costs be budgeted.**

**It further recommended that the Executive Committee proceed to fill the post as soon as possible, while exploring temporary solutions, possibly through secondment of FICSA members.**

### **Draft budget for 2007 (Agenda item 9)**

26. The Chairman introduced the draft budget for 2007 as contained in document FICSA/C/60/A&B/4/Rev.1.

27. The Committee decided to go through the draft budget chapter by chapter.

#### *Chapter 1*

28. The main items related to representation at ICSC meetings and associated bodies, as well as missions to the General Assembly and common system entities. However, in view of the fact that the mid-year meeting of the ICSC would be held in Geneva instead of New York, the figures against line item 1.7 would be amended to permit attendance by the President and the General Secretary at the first ICSC session in New York. The need to ensure a continued FICSA presence at the meetings of such bodies as the Working Group on the review of the General Service and the Working Group on hardship entitlements was recognised. It was also agreed that it lay within the

authority of the Executive Committee to shift funds from one budget line to another, once the venues and dates of specific certain meetings were known.

29. The Committee proposed the following changes against the respective budget lines:

Budget line 1.7	A revision to CHF 22,652 (US\$ 18,721) to cover the cost of participation of the President and the General Secretary at the spring session of the ICSC in New York, and of the President at the summer session in Geneva.
Budget line 1.2	A decrease of CHF 1,143 as the meeting would be held in Geneva.
Budget line 1.6	A decrease of CHF 1,071 as meeting could be attended by a local FICSA representative.
Budget line 1.8	A decrease of CHF 6,200 as the IASMN meeting had been rescheduled to meet in Rome.
Budget line 1.9	An increase of CHF 3,000 to cover the cost of website revisions based on a quotation by the software house.

## *Chapter 2*

30. The Committee proposed the following changes against the respective budget lines:

Budget line 2.2	A decrease of CHF 2,000 in regional travel to reflect the cut in travel in the Asian region.
Budget line 2.3	A decrease of CHF 8,000 in costs of affiliation with PSI.

## *Chapter 3*

31. The Committee proposed amending the descriptor in budget line 3.1 to read GS Non-HQ workshops.

32. A protracted discussion was held on the request submitted by the Standing Committee for Legal Questions that an allocation be made to fund the retention of a lawyer by the Federation who would give a legal opinion on cases and establish whether they were worth pursuing. The value of such a screening process *per se* was recognised and initial opposition to the idea yielded to acceptance of the proposal that would provide the Federation with much needed advice on the legal aspects of common system issues as well as on problems specific to individual member associations/unions that were considering legal action. It was ultimately decided to draw on the Legal Defence Fund, which at the present juncture was fully funded (US\$ 60,000), to fund the retainer, as well as take advantage of the offer by the PAHO/WHO Staff Association to provide the services of its legal expert (see paragraph 48 below).

33. In a similar vein, FAO-APS volunteered to bear the cost of a study in connection with pilot study on broadbanding and pay-for-performance that had originally been proposed at a cost of US\$ 5,000 against budget line 3.21.

34. In connection with budget line 3.4, a question was raised about the criteria governing the allocation of funds for FUNSA travel to the Council. Some FUNSAs in need were funded by sympathetic member associations/unions and others organised fund-raising drives to finance their

travel. The Executive Committee was requested to study the matter further and present the allocation criteria to the next session of the Council.

35. The Committee agreed to an additional amount of US\$ 2,000 to cover the cost of a knowledge management adviser/officer requested by the Standing Committee on Human Resources Management. It was also agreed that the chapter be broken down into separate budget lines for all Standing Committees in order to facilitate the identification of specific allocations in the chapter.

#### *Chapter 4*

36. The Chairman explained that the items in the chapter referred to the essential fixed costs of running the Federation. Provision had been made for: (a) the salary costs of the part-time secretary in New York for the current year; and (b) a provision equivalent to six months salary and common staff costs for the Research and Liaison Officer in New York (see paragraph 25 above). The Staff Development Fund, which had not been drawn upon in the previous year, stood at a level equivalent to 1% of the Federation's staff costs.

37. The Committee pointed to the need to secure the continuation of cost-free office space in New York, in the absence of which the costs of maintaining a FICSA presence in New York could be high. The Executive Committee would investigate the matter accordingly.

38. The Committee proposed the following changes against the respective budget lines:

Budget line 4.8                      An amount of CHF 8,000 under contingencies

39. The allocation of CHF 8,000 to contingencies was related to the Federation seeking exemption from paying affiliation fees to PSI in 2007. It was understood that priority in the use of those contingencies funds would be given to strengthening the presence of the Federation in New York. The Executive Committee was urged to explore its outstanding liabilities vis-à-vis UNDP in the course of 2007.

40. The proposed totals under the individual chapters (see annex 11)<sup>5</sup> were:

Chapter 1: CHF 72,133

Chapter 2: CHF 45,202

Chapter 3: CHF 40,917

Chapter 4: CHF 543,920

**Total:            CHF 702,172**

41. After deducting the surpluses in the Termination Indemnity and Legal Defence Funds and income earned on the workshops totalling CHF 139,891, the final budget was:

**Final:            CHF 562,282**

#### **Proposed scale of contributions for 2007 (Agenda item 10)**

42. The Committee re-approved its acceptance of the PAHO/WHO Washington deferred payment plan that had been negotiated the previous year with FICSA (see paragraph 9 above).

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<sup>5</sup> Reference to annex in the report of the Council.

43. It also studied the dues payment plan proposed by UNESCO STU (document FICSA/C/60/A&B/CRP.5) that extended up until 2010. After a lengthy discussion, it agreed that for the current year UNESCO STU would pay a sum of €16,000 (approximately equivalent to half its assessed contribution) plus €5,000 to pay off part of the debt it had accumulated. Since the Committee did not concur with the plan extending over such a long period, the situation would be reviewed each year. The Union's debt would remain on the books.

44. The Committee also considered the plea entered by the WHO/SEARO Staff Association (document FICSA/C/60/A&B/CRP.6) that favourable consideration be given to its request that the association pay only US\$ 1,500 for the current year. It faced inordinate problems associated with dues collection and the level of membership. While urging the WHO/SEARO Staff Association to bring its fee structure up to date and increase its level of membership, the Committee agreed to the association paying US\$ 1,500 for 2007; the Association's debt would remain on the books.

45. The Committee took note of the situation prevailing in SCBD which likewise would only be able to pay a reduced amount, it being understood that the Association's debts would remain on the books.

46. The shortfall resulting from the application of the above ceilings had to be redistributed over the membership at large at the same scale of contribution. After a lengthy debate that explored ways and means of reducing the increases that would inevitably befall a limited number of members, the Committee approved the calculation of the contribution for 2007 (see annex 13)<sup>6</sup> and the revised scale of contributions (see annex 14)<sup>7</sup>.

47. In the discussion surrounding the scale of contributions, a number of associations/unions pointed to the burden that thus fell on members in good standing. Others pointed to the implications that it bore for the weighted voting that currently failed to reflect the full extent of the financial burden that larger associations/unions absorbed. In that connection attention was drawn once more to the concept paper on dues and voting policy (document FICSA/C/60/CRP.3) that would have to be taken up in plenary.

48. Delinquent associations were encouraged to find ways and means of contributing services in kind to specific FICSA activities. The PAHO/WHO Staff Association, for example, declared its willingness to provide the services of a legal expert up to an amount equivalent to US\$ 5,000. The UNESCO STU made a similar offer in respect of both legal and translation services.

### **General accounting and banking matters (Agenda item 11)**

49. The Accountant informed the Committee of the status of the Federation's current account: CHF 135,000 that sufficed for two months' operation. He also described the status of the Termination Indemnity Fund account with the Banque Coop and a term deposit with the UNFCU totalling CHF 393,000. A further CHF 300,000 was on term deposit with the Banque Coop. He expressed his gratitude to the Treasurer who had advised the Federation soundly on long- and short-term investments.

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<sup>6</sup> Reference to annex in the report of the Council.

<sup>7</sup> Reference to annex in the report of the Council.

**Administrative matters (Agenda item 12)**

50. Profuse thanks were paid to the FICSA Secretariat and all those associated with the preparation of the budget.

**Other business (Agenda item 13)**

51. In view of the fact that the UNESCO STU had presented its resolution on the René Maheu symposium under agenda item 9, it was assumed that it would go direct to plenary.



## Annex 11

## BUDGET FOR THE YEAR 2007

Expenditures by Line	Swiss Francs			\$US
	Budget 2006	Estimated Actual 06	Proposed Budget 2007	
<b>1 Chapter One, External Activities and PR&amp;I</b>				
1.1 UN General Assembly	5,701	7,954	7,933	6,556
1.2 Consult with UNJSPB	0	3,899	0	0
1.3 HLCM	2,878	2,714	3,303	2,730
1.4 HR Network	8,791	3,874	9,579	7,917
1.5 CEB	400	3,509	666	550
1.6 CSAIO	1,143	0	0	0
1.7 ICSC	23,882	28,416	22,652	18,721
1.8 IASMN (Security)	5,444	5,306	0	0
1.9 Public Relations & Information	15,000	4,050	18,000	14,876
1.1 Contingency Travel	10,000	7,342	10,000	8,264
<b>Expenditures, Chapter One</b>	<b>73,239</b>	<b>67,064</b>	<b>72,133</b>	<b>59,614</b>
<b>2 Chapter Two, Annual Programmes</b>				
2.1 FICSA Council/Executive Committee	40,994	61,843	37,202	30,745
2.2 Regional Travel	10,480	3,355	8,000	6,612
2.3 External Affiliation (PSI)	8,000	8,000	0	0
<b>Expenditures, Chapter Two</b>	<b>59,474</b>	<b>73,198</b>	<b>45,202</b>	<b>37,357</b>
<b>3 Chapter Three, Spec. Progs. &amp; St. Comm. Support</b>				
3.1 GS Non-HQ Workshops	27,772	29,730	28,000	23,140
3.21 P Questions	4,692	1,801	3,267	2,700
3.22 Field Questions/Training	3,000	0	3,000	2,479
3.23 GS St. Committee	8,708	4,861	0	0
3.24 SocSec St. Committee	0	0	0	0
3.25 Legal St. Committee	550	3,649	600	496
3.26 SMR St. Committee	0	0	0	0
3.27 HRM St. Committee	0	0	2,420	2,000
3.3 Legal Defence Fund	(25,000)	(14,120)	0	0
3.4 FUNSA Participation in Council	3,930	3,115	3,630	3,000
<b>Expenditures, Chapter Three</b>	<b>23,652</b>	<b>29,036</b>	<b>40,917</b>	<b>33,816</b>
<b>4 Chapter 4, FICSA Administration</b>				
4.1 Salaries & Comm. Staff Costs	603,295	603,956	518,470	428,488
4.2 Staff Development	6,033	6,040	0	0
4.3 Communications	9,000	2,921	3,000	2,479
4.4 Supplies, Materials & Maintenance	2,500	983	2,500	2,066
4.5 Geneva Office Rent	6,500	6,500	6,500	5,372
4.6 Computer and Electronic Equipment	4,500	2,369	4,500	3,719
4.7 Bank Charges	1,400	930	950	785
4.8 Contingencies		132	8000	6,612
<b>Expenditures, Chapter Four</b>	<b>633,228</b>	<b>623,831</b>	<b>543,920</b>	<b>449,521</b>
<b>Total Expenditures</b>	<b>789,593</b>	<b>793,129</b>	<b>702,172</b>	<b>580,308</b>
<b>Surplus Indemnity &amp; Legal Defence &amp; Workshop Income</b>			<b>(139,891)</b>	<b>(115,612)</b>
<b>Final Budget</b>	<b>789,593</b>	<b>793,129</b>	<b>562,282</b>	<b>464,695</b>
% reduction over previous year			28.79%	

## Annex 12

## DISTRIBUTION OF STAFF FOR THE PURPOSES OF THE 2007 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 2.3101	UNITS 0.023101
							0	0
<i>CERN</i>	1450	634		816			1042	0.99
<i>CTBTO</i>	270	175		95			222.5	0.18
FAO-APS	1077	1077					1077	10
FAO/WFP-UGSS	1377			1377			688.5	6
<i>ECB</i>	1090	890		200				0.72
<i>ESO</i>	309	208	55	46			280.5	0.18
IAEA	2172	968	41	1127	36		1586.4	11
IARC	138	47		91			92.5	0.6
<i>ICCO</i>	15	8		7			11.5	0.01035
<i>ICO</i>	29	10		19			19.5	0.01755
IFAD	377	185	4	188			282.6	2
ILO/ITC	197	69	5	122	1		135	1
IMO	314	130	10	155		19	216.69	2
IOM	1450	80	166	93		1111	287.01	2
<i>IOC</i>	46	16		30			31	0.0279
<i>IPGRI</i>	76	42		34			59	0.036
ITLOS	35	15		20			25	0.25
ITU	847	314	24	491	18		590.1	5
<i>OPCW</i>	498	322		176			410	0.36
PAHO/WHO	647	223	193	231			512.2	5
SCBD	68	36		32			52	0.4
UNESCO	2219	687	337	754	441		1032.07	5
UNLB	137			137			68.5	0.6
UNRWA/ISA	129		121		8		112.9	1
UNRWA/ASA	2773					2773	27.73	0.2773
UNRWA/ASU WB	4593					4593	45.93	0.4
UNWTO	96	42		54			69	0.6
UPU	173	81		92			127	1
WHO/AFRO	770		281			489	257.79	2
WHO/EMRO	418		111			307	102.97	1
WHO/EURO	364	96	71	122	75		258.4	2
WHO/HQ	1524	832		692			1178	11
WHO/WPRO	381		123			258	113.28	1
WHO/SEARO	441		121			320	112.1	1
WMO	262	116	8	134	4		192.2	1.5
Totals	26762	7303	1671	7335	583	9870	12308.87	76.149
Special status member UNAIDS (SS)	305	92	141	71	1		254.9	1.5

## Annex 13

## METHODOLOGY FOR CALCULATING THE SCALE OF CONTRIBUTIONS FOR 2007

RoE Used: 1.21

**Determining the value of one unit for the total budget**

Total amount to be covered by contributions

Contributions by Consultative Members: 18 x CHF 600

Contributions by Observer Members (FUNSAs): 26 x US\$ 100 x 1.21

Total budgeted amount to be covered by Full and Associate Members

Total number of units

Value of one unit

CHF	US\$
562,282	464,695
10,800	8,926
3,146	2,600
548,336	453,170
76.149	
<b>7200.83</b>	<b>5951.10</b>

**Determining the value of one unit for the cost of capped members**

Total amount to be covered by contributions

Contributions by Consultative Members: 18 x CHF 600

Contributions by Observer Members (FUNSAs): 26 x US\$ 100 x 1.21

Total defaulted amount to be covered by Full and Assoc Members

Total number of units

Value of one unit

38,275	31,632
	0
	0
38,275	31,632
64.749	
<b>591.12</b>	<b>488.53</b>

Band	Weighted number of staff	Units	CHF		US\$	
			Member	Associate	Member	Associate
1	1100 plus	11	6,502	585	5,374	484
2	1000 - 1099.9	10	5,911	532	4,885	440
3	800 - 999.9	8	4,729	426	3,908	352
4	700 - 799.9	7	4,138	372	3,420	308
5	600 - 699.9	6	3,547	319	2,931	264
6	500 - 599.9	5	2,956	266	2,443	220
7	400 - 499.9	4	2,364	213	1,954	176
8	300 - 399.9	3	1,773	160	1,466	132
9	200 - 299.9	2	1,182	106	977	88
10	150 - 199.9	1.5	887	80	733	66
11	100 - 149.9	1	591	53	489	44
12	60 - 99.9	0.6	355	32	293	26
13	40 - 59.9	0.4	236	21	195	18
14	<40	WN / 100				

## Annex 14

## SCALE OF CONTRIBUTIONS FOR 2007

A	B	C	D		E		F		G	H		J		K		L		M	
Member / Associate			Assessed Contribution Rates		Rates with ceilings for paho, unesco, who/searo		Difference [D-E] (Shortfall)		Units	Additional rates [sum of Unit xG]		Total Rates [E + H]		5%		Final Contribution Rates (incl. 5%)		2006	
	W'ed Staff	Units	CHF	US\$	CHF	US\$	CHF	US\$		CHF	US\$	CHF	US\$	CHF	US\$	CHF	US\$	CHF	US\$
										Unit = 591	Unit = 489								
CERN	1042	0.99	7,129	5,892	7,129	5,892	0	0	0.99	585	484	7,714	6,375	386	319	8,100	6,694	8,500	6,489
CTBTO	222.5	0.18	1,296	1,071	1,296	1,071	0	0	0.18	106	88	1,403	1,159	70	58	1,473	1,217	0	0
FAO-APS	1077	10	72,008	59,511	72,008	59,511	0	0	10	5,911	4,885	77,919	64,396	3,896	3,220	81,815	67,616	85,859	65,541
FAO/WFP-UGSS	688.5	6	43,205	35,707	43,205	35,707	0	0	6	3,547	2,931	46,752	38,638	2,338	1,932	49,089	40,570	51,515	39,325
ECB	990	0.72	5,185	4,285	5,185	4,285	0	0	0.72	426	352	5,610	4,637	281	232	5,891	4,868	6,182	4,719
ESO	280.5	0.18	1,296	1,071	1,296	1,071	0	0	0.18	106	88	1,403	1,159	70	58	1,473	1,217	1,545	1,180
IAEA	1586.4	11	79,209	65,462	79,209	65,462	0	0	11	6,502	5,374	85,711	70,836	4,286	3,542	89,997	74,378	94,445	72,095
IARC	92.5	0.6	4,320	3,571	4,320	3,571	0	0	0.6	355	293	4,675	3,864	234	193	4,909	4,057	5,152	3,932
ICCO	11.5	0.01035	75	62	75	62	0	0	0.01035	6	5	81	67	4	3	85	70	89	68
ICO	19.5	0.01755	126	104	126	104	0	0	0.01755	10	9	137	113	7	6	144	119	151	115
IFAD	282.6	2	14,402	11,902	14,402	11,902	0	0	2	1,182	977	15,584	12,879	779	644	16,363	13,523	17,172	13,108
ILO/TC	135	1	7,201	5,951	7,201	5,951	0	0	1	591	489	7,792	6,440	390	322	8,182	6,762	8,586	6,554
IMO	216.69	2	14,402	11,902	14,402	11,902	0	0	2	1,182	977	15,584	12,879	779	644	16,363	13,523	17,172	13,108
IOM	287.01	2	14,402	11,902	14,402	11,902	0	0	2	1,182	977	15,584	12,879	779	644	16,363	13,523	25,758	19,662
IOC	31	0.0279	201	166	201	166	0	0	0.0279	16	14	217	180	11	9	228	189	228	174
IPGRI	59	0.036	259	214	259	214	0	0	0.036	21	18	281	232	14	12	295	243	456	348
ITLOS	25	0.25	1,800	1,488	1,800	1,488	0	0	0.25	148	122	1,948	1,610	0	0	1,948	1,610	1,803	1,376
ITU	590.1	5	36,004	29,755	36,004	29,755	0	0	5	2,956	2,443	38,960	32,198	1,948	1,610	40,908	33,808	42,930	32,771
OPCW	410	0.36	2,592	2,142	2,592	2,142	0	0	0.36	213	176	2,805	2,318	0	0	2,805	2,318	1,989	1,518
PAHO/WHO	512.2	5	36,004	29,755	13,613	11,250	22,392	18,505		0	0	13,613	11,250	0	0	13,613	11,250	42,930	32,771
SCBD	52	0.4	2,880	2,380	2,880	2,380	0	0		0	0	2,880	2,380	0	0	2,880	2,380	3,864	2,949
UNESCO	1032.07	5	36,004	29,755	25,507	21,080	10,497	8,675		0	0	25,507	21,080	0	0	25,507	21,080	42,930	32,771
UNLB	68.5	0.6	4,320	3,571	4,320	3,571	0	0	0.6	355	293	4,675	3,864	234	193	4,909	4,057	687	524
UNRWA/ISA	112.9	1	7,201	5,951	7,201	5,951	0	0	1	591	489	7,792	6,440	0	0	7,792	6,440	5,152	3,932
UNRWA/ASA	27.73	0.2773	1,997	1,650	1,997	1,650	0	0	0.2773	164	135	2,161	1,786	108	89	2,269	1,875	2,146	1,639
UNRWA/ASU WB	45.93	0.4	2,880	2,380	2,880	2,380	0	0	0.4	236	195	3,117	2,576	156	129	3,273	2,705	3,263	2,491
UNWTO	69	0.6	4,320	3,571	4,320	3,571	0	0	0.6	355	293	4,675	3,864	234	193	4,909	4,057	5,152	3,932

A	B	C	D		E		F		G	H		J		K		L		M	
Member / Associate			Assessed Contribution Rates		Rates with ceilings for paho, unesco, who/searo		Difference [D-E] (Shortfall)		Units	Additional rates [sum of Unit xG]		Total Rates [E + H]		5%		Final Contribution Rates (incl. 5%)		2006	
	W'ed Staff	Units	CHF	US\$	CHF	US\$	CHF	US\$		CHF	US\$	CHF	US\$	CHF	US\$	CHF	US\$	CHF	US\$
UPU	127	1	7,201	5,951	7,201	5,951	0	0	1	591	489	7,792	6,440	390	322	8,182	6,762	8,586	6,554
WHO/AFRO	257.79	2	14,402	11,902	14,402	11,902	0	0	2	1,182	977	15,584	12,879	779	644	16,363	13,523	17,172	13,108
WHO/EMRO	102.97	1	7,201	5,951	7,201	5,951	0	0	1	591	489	7,792	6,440	390	322	8,182	6,762	8,586	6,554
WHO/EURO	258.4	2	14,402	11,902	14,402	11,902	0	0	2	1,182	977	15,584	12,879	779	644	16,363	13,523	17,172	13,108
WHO/HQ	1178	11	79,209	65,462	79,209	65,462	0	0	11	6,502	5,374	85,711	70,836	4,286	3,542	89,997	74,378	94,445	72,095
WHOWPRO	113.28	1	7,201	5,951	7,201	5,951	0	0	1	591	489	7,792	6,440	390	322	8,182	6,762	8,586	6,554
WHO/SEARO	112.1	1	7,201	5,951	1,815	1,500	5,386	4,451		0	0	1,815	1,500	0	0	1,815	1,500	8,586	6,554
WMO	192.2	1.5	10,801	8,927	10,801	8,927	0	0	1.5	887	733	11,688	9,659	584	483	12,272	10,142	12,879	9,831
Totals	12308.87	76.149	548,336	453,170	510,061	421,538	38,275	31,632	64.749	38,275	31,632	548,336	453,170	24,599	20,330	572,934	473,499	651,663	497,453
<b>Special status members</b>																			
UNAIDS	254.9	1.5	2,576	2,129	2,576	2,129	0	0	0	0	0	2,576	2,129	0	0	2,576	2,129	1,288	983

**Annex 15****LIST OF PARTICIPANTS**

<b>MEMBER ASSOCIATION OR UNION</b>	<b>HEAD OF DELEGATION</b>	<b>MEMBERS OF THE DELEGATION</b>
CTBTO	Mr. Gerhard Wotawa (gerhard.wotawa@ctbto.org)	Mr. Masud Khan (masud.khan@ctbto.org)
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**Annex 16****LIST OF DOCUMENTS AND CONFERENCE ROOM PAPERS****DOCUMENTS**

FICSA/C/60/	Title
1	Provisional agenda for the 60 <sup>th</sup> FICSA Council
2	Nomination form and terms of reference for the officers of FICSA (Executive Committee and Regional Representatives)
3	Credentials for the 60 <sup>th</sup> FICSA Council
E/F 4	Statutes, Rules of Procedure of the Council and Financial Rules
5	Report of the Excom
6	Federations of United Nations Staff Associations (FUNSAs)

FICSA/C/60/CRP.	Title
1	Suggested revisions to the FICSA Statutes and Rules of Procedure
2	FICSA and non-common system issues – Proposal for addressing non-common system issues within FICSA
3	FICSA and the topic of dues and voting policy

**INFORMATION DOCUMENTS**

FICSA/C/60/INFO.	Title
1	Information for delegates
2 and Add.1, 2 and 3	Candidates for election to the Executive Committee

FICSA/C/60/INFO/CRP.	Title
1 and Rev.1	Schedule of meetings
2	Provisional list of participants
3	Provisional list of documents and conference room papers for the 60 <sup>th</sup> FICSA Council
4	Opening statement by the IAEA Deputy Director General, Mr. David Waller
5	Statement of the ICSC Chairman, Mr. Kingston P. Rhodes to the 60 <sup>th</sup> FICSA Council meeting

**AD HOC COMMITTEE ON ADMINISTRATIVE AND BUDGETARY QUESTIONS**

FICSA/C/60/A&B	Title
1 and Corr.1	Audited Accounts (as at the close of accounts 31 December 2005) Statement of assets, liabilities, income and expenditure
2	Budget performance report for 2006
3	Reports on the status of the termination indemnity fund, legal defence fund and staff development fund
4/Rev.1	Draft budget for 2007
5/Rev.1	Statement of contributions of member associations/unions, associate members, consultative and observer bodies based on information received up to 31 December 2006
6/Rev.1	Proposed scale of contributions for 2007

FICSA/C/60/A&B/CRP.	Title
1	Provisional agenda
2	Update on statement of contributions of member associations/unions, associate members, consultative and observer bodies based on information received up to 29 January 2007
E/F 3	Draft resolution – Presented by the UNESCO Staff Union (STU)
4	Comments from the Staff Association (SA) of the Secretariat of the Convention on Biological Diversity (SCBD) regarding the payment of its contribution to FICSA
5	Plan de financement propose par le Syndicat du personnel de l'UNESCO (STU)
6	WHO Staff Association for South-East Region - Payment of FICSA contribution

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

FICSA/C/60/FIELD/CRP.	Title
1	Provisional agenda
2	Survey and report on the status of National Professional Officers
3	The new mobility, hardship, non-removal and assignment grant schemes
(See also FICSA/C/60/SMR/CRP.2) 4	Minutes of the session to review health-insurance issues related to HIV in the UN system workplace
(See also FICSA/C/60/LEGAL/CRP.2) 5	Situation report: UNRWA area staff working in hazardous duty stations

**STANDING COMMITTEE ON GENERAL SERVICE QUESTIONS**

FICSA/C/60/GSQ/CRP.	Title
1	Provisional agenda

**STANDING COMMITTEE ON HUMAN RESOURCES MANAGEMENT**

FICSA/C/60/HRM	Title
1	Orientation note on “A Framework for contractual arrangements in the organizations of the United Nations common system” by Jean-Didier Sicault
2	ILO Administrative Tribunal supports same-sex couples
3	Recognition of domestic partnership for dependency
4	Human Resources pilot project (HRPP) overview – 2006 (submitted by the UNAIDS Staff Association)

FICSA/C/60/HRM/CRP.	Title
1	Provisional agenda
(See also FICSA/C/60/SMR/CRP.2)	2 Standards of conduct for the international civil service – Extract from A/56/30 – Report of the ICSC for the year 2001
3	A framework for contractual arrangements in the organizations of the UN common system

**STANDING COMMITTEE ON LEGAL QUESTIONS**

FICSA/C/60/LEGAL/	Title
1	Thoughts on the “Guidelines on the use of the FICSA Legal Defence Fund” and a proposal
2	FICSA membership categories: An overview
3	Dismissal – Procedural requirements

FICSA/C/60/LEGAL/CRP.	Title
1	Provisional agenda
(See also FICSA/C/60/FIELD/5)	2 Situation report: UNRWA area staff working in hazardous duty stations
3	IMO and HRMC – National Insurance contributions shortfall

**STANDING COMMITTEE ON PROFESSIONAL SALARIES AND ALLOWANCES**

FICSA/C/60/PSA/	Title
1	Report of the Standing Committee on Professional Salaries and Allowances for 2006
2	The out-of-area component of post adjustment

FICSA/C/60/PSA/CRP.	Title
1	Provisional agenda

**STANDING COMMITTEE ON STAFF/MANAGEMENT RELATIONS**

FICSA/C/60/SMR/CRP.	Title
1	Provisional agenda
(See also FICSA/C/60/HRM/CRP.2) 2	Standards of conduct for the international civil service – Extract from A/56/30 – Report of the ICSC for the year 2001
3	The Standards of conduct, ethics and whistleblowing
4	Report of the Standing Committee on Staff/Management Relations for 2006

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

FICSA/C/60/SOCSEC	Title
1	Long-term care

FICSA/C/60/SOCSEC/CRP.	Title
1	Provisional agenda
2/Rev.1	FAFICS summary of health insurance schemes
3	UN spouses and former UN spouses – Survivor's benefit provisions - Proposed modifications
4	Staff separating from UNJSPF before vesting (5 years) lose organization's contributions

**Annex 17****STATEMENT OF THE ICSC CHAIRMAN, MR. KINGSTON P. RHODES, TO THE 60<sup>th</sup>  
FICSA COUNCIL**

Vienna, Monday 29 January 2007

1. Mr. President, distinguished delegates of the FICSA council, dear colleagues, it is at once a pleasure and a privilege for me to be here with you today at the beginning of a new year and in a new function. Allow me to take this opportunity to wish you all a healthy and productive 2007. It was not very long ago that I served you in a different capacity; facilitating the presentation of your views to the Commission. Today, as the Chairman of the Commission I assure you that as in the past, your perspectives and concerns will continue to be heard in their entirety and to receive full consideration by the Commission.
2. The buzz word today is change and this is a year of change for many of us. Whether it be in our personal or professional life, at national or international level, we are witnessing and living in an era of rapid change. Shifting political alignments, emerging markets, rapid technological developments, globalization and international trade have created some of the most significant changes in the recent past; generating in turn special demands on organizations in terms of organizational efficiency and management accountability and ultimately impacting on the professional and at times, even the personal lives of all staff. The success of organizations must go beyond simple reaction to change – they must embrace and anticipate it. This is no easy task as the very nature of change forces one into the unknown from a familiar environment. It is therefore no surprise that people are resistant to change.
3. And so it is with the United Nations system. Member States have demanded and continue to demand improved organizational performance at lower cost. We will never be able to ignore that demand no matter how hard we try to do so. Let us, instead of railing against it, meet that challenge head-on; let us seek to build together an environment that facilitates change at minimal cost to the staff and the organization. By cost, I do not of course refer only to the financial aspect but to other costs such as administrative, psychological and physical.
4. Such an approach calls for innovation and creativity – two competencies that exist in abundance among staff of the United Nations system. We have an excellent opportunity to exercise those talents in this era of change in which we live today. Most, if not all, organizations of the United Nations common system are engaged in management reform.
5. But what is the purpose of this reform – is it simply change for the sake of change? If that is the objective, then we would have failed before we have even begun. No, my belief is that through reform, we are purging our weaknesses, searching for solutions, benchmarking ourselves, absorbing new ideas, and re-inventing our organizations. This is an ambitious goal which is not for the faint of heart. It demands understanding, commitment, stamina and perseverance. Understanding of who we are, what we are doing and where we want to go; commitment to that objective; and stamina and perseverance to see it through to a successful conclusion despite the obstacles and setbacks that we meet along the way. All of which cannot be achieved by one group exclusive of another.
6. Take the prime example of “management reform” - this objective cannot be successful unless it is a vision shared by all staff. Furthermore, how often have you heard the term “our staff is our greatest asset”? For some of you, it might have the ring of a cliché not worth repeating. I assure you however, that it bears repeating over and over again – simply because it is

true. The value of staff cannot be overstated. In the absence of a collective vision, a commitment to change, and a shared and dedicated approach, there can be no successful management reform in any organization.

7. Your role in this environment is therefore especially weighty. Not only are you the stewards of your constituencies, sharing the concerns of your constituents, preserving their rights and seeking fairness and justice; you must also be honest brokers, neutral negotiators with no hidden motives. But most importantly, you must be able to scan the horizon, look to the broad picture and see the advantages not only to the staff as a body but to the organization as a whole. In other words, you too must have a vision, one which hopefully, also looks toward improved organizational effectiveness.

8. This is why it is important for each and every one of us to understand the need to recognize and understand the change that occurs at the international level and how it impacts on the organization and on our professional life. The demand for improved efficiency and greater accountability is not to make things difficult for us; it is to improve the effectiveness of the organization. Our professional instinct drives us to take pride in what we do, therefore improved effectiveness will only enhance the pride and commitment that we share in working for the United Nations common system.

9. The United Nations system is a unique world of complex organizations with diverse mandates working together to make the world a better place. This is the single noble cause that binds us all together. Our pride lies in what we are attempting to do as a collective body, irrespective of the organization in which we serve. Assignments are multi-faceted and challenging. We can boast of an exceptional staff body that is talented, dedicated and professional in approach. The diversity of staff brings wide-ranging talents from individual member states, informed by that specific culture to enable the United Nations system to arrive at a composite whole. Therein lies our strength – the paradox is that those same strengths become our downfall if we believe we are capable enough to remain independent of one another. “No man is an island.....”an adage which can be applied to organizations too! Think of the multiplier effect on the system if the staff talent pool could be equally shared with all organizations of the common system.....

10. Our concept then should be one of a single family, one in which easy access from one organization to another is realized, where talent and contribution are fully recognized and where staff will be welcomed and integrated, fully encouraged to commit to the organizational goals of one and all. In other words, full mobility across the common system is one of the most effective ways in which to improve organizational performance, to facilitate staff development, and to rekindle professional interest. Several organizations are already promoting the idea of mobility within the organization, we should now expand internal opportunities to a larger landscape, particularly if we want to increase the capabilities of staff in meeting the global challenges of the 21<sup>st</sup> century. I cite here the position of the new Secretary-General of the United Nations who has noted that mobility must be a top management priority as a staff body that is truly mobile and multi-tasked is a body that is better equipped to meet global challenges and to uphold the purposes and principles of the Organization. In this credo he leads by example, having opened a number of positions in his own office to expressions of interest from staff in the UN Funds and Programmes. Staff representatives and FICSA in particular should urge its membership to embrace this vision of mobility and to act upon it.

11. The Commission for its part is serious about its particular role in this great scenario of enhancing the effectiveness of the organizations of the common system. Our Statute speaks to the coordination and regulation of the conditions of service in the organizations of the common



system. As with all forward-looking institutions, the Commission sees little advantage in mere coordination and regulation. We are not a police force. We are interested in the unity of the common system because we believe that a house divided cannot stand. The preservation of equity is essential if organizations are to achieve their mandate. We cannot afford to allow dissention, competition and disagreements to distract the organizations from completing their work. The Commission must consider itself a facilitator of business, by ensuring that the organizations are equal not in terms of the lowest common factor but of the highest common denominator.

12. In this ambitious approach, the Commission, while seeking the best possible approach for setting conditions of service to meet the needs of all concerned, will be looking to you, the representatives of staff, to bring your vision and understanding of the meaning of change to the debate, and to enunciate rational and sustainable ideas.

13. In the past we have not always enjoyed smooth sailing as you well know. There have been moments of disagreement, distrust, and at times downright confrontation. Fortunately these moments have been much fewer in the recent past. We look forward to increased collaboration with representatives of staff in the coming years for we envisage a shared responsibility in holding the common system together. The challenge of working together to ensure improved effectiveness of the organizations will be one that I am sure will be overcome with our combined effort.

14. This is the era of change, and the Commission will also be preparing to re-engineer itself. We will be seeking to be more proactive; readily liaising with our partners to identify challenges and to work together towards a solution before they become unmanageable, establishing outreach strategies to appraise best practices in the common system, in national and other international organizations and to clarify for others the role and thrust of the Commission.

15. You are also aware of changes in the work methods of the Commission which include the increased use of working groups to analyze complex human resources management issues. This collaborative approach has proved extremely useful as a means of building trust and confidence with our partners. One of the most successful examples from the recent past is the working group which was established to study alternative arrangements for mobility and hardship entitlements across the common system. In spite of differences of opinion in a number of areas, the outcome of the work carried out by this dedicated and talented working group reflects the spirit of collaboration which we should set as our goal for the future.

16. The framework for contractual arrangements that was concluded by the Commission in 2005 following intensive dialogue with representatives of the staff and the organizations is another example of the spirit of goodwill and cooperation that exist between the Commission, the organizations and the staff. The intent of the Commission in framing these guidelines is not only about harmonization and consistency but also about equity and fairness to staff. By defining the expectations for each contractual category, organizations and staff will be clear on the provisions that accompany each arrangement. The process by which a new contractual arrangement is concluded will also be clear to staff as there is the expectation that organizations will define these processes in the staff rules where they do not now exist. You, the steward for your constituents, must keep watch that this is done.

17. I have said that your responsibility is a weighty one, and so it is indeed. The latest ICSC working group has just completed its work on the harmonization of entitlements of staff serving in non-family duty stations and unfortunately, FICSA was not represented in the second week of the working group. I am aware that there have been staff changes in the FICSA council but your responsibility should be to ensure that there is representation at all times. There should never be any doubt surrounding your support of working group outcomes simply because of avoidable non-

representation. The working group put in long and difficult hours and through the diligent efforts of all the members it was able to make a number of proposals aimed at facilitating greater equity across the common system, after studying the conditions of service applied by various organizations.

18. This approach has indeed proved to be a sound one which we should continue and possibly increase in the future. I am convinced that the words of that popular song from my youth “Together we stand, divided we fall...” hold true for us all in the common system.

19. Finally, let me leave you with a summary of my expectations of the Commission’s work for the future: it is about leading change, developing strategies the organizations could usefully employ, building trust and holding fast the unity of the common system. I am convinced that with your dedication and spirit we will realize that goal.

20. I wish you a successful outcome for your Council meeting and look forward to continued meaningful and cooperative dialogue with you during my term of office as Chairman of the Commission.

## Annex 18

### OPENING STATEMENT BY THE IAEA DEPUTY DIRECTOR GENERAL, MR. DAVID WALLER

10 or 12 years ago, I attended for the first time a meeting at the UN headquarters of what was then known as the ACC (Administrative Committee on Coordination) — it's now called the CEB (Chief Executives Board). That group, as many of you know, consists of the executive heads of all the UN organizations and is chaired by the SG. It meets twice-a-year. I was there sitting in temporarily for Hans Blix, who was then the Agency's Director General.

Those meetings were routinely scheduled to last a day and half. They were to adjourn on the second day at the conclusion of a morning session — at 1:00 PM — so that participants from elsewhere could catch afternoon flights back to Europe, Africa, or wherever. Good idea, but — guess what — the meetings almost always ran over the scheduled time — they are *UN* meetings after all. And, so, by 1:30 or 2 PM participants were nervously looking at their watches and some began getting up and leaving — to make their dash for the airport.

And *that's* usually just about the time the *last* item on the agenda — entitled *Dialogue with Staff Representatives* — would begin.

The SG would invite the poor FICSA and CCISUA Presidents into the room to make their introductory statements — which often were long, arguably *too* long under the circumstances. And, as they read on, more and more Executive Heads made their exits. By the time the statements were finished the room was half full, at best.

At the conclusion of the statements, the SG would open the floor — for the 'dialogue', if you will. At most there would be a comment or two before the meeting was officially adjourned and put out of its misery. It would be a *real* stretch to call what took place a 'dialogue'.

But, did it really matter? Most, if not all, of the agenda items had been decided *prior* to the dialogue, anyway. It just wasn't working, as both staff reps and Executive Heads recognized.

The ACC meetings had other shortcomings, as well. Recognizing this, the SG in the late '90s established a group of 'three wise persons' to advise him on how to improve the ACC mechanism. And, Hans Blix, who retired from the IAEA about that time, was one of them.

In their report to the SG, the wise persons, among other things, acknowledged that the dialogue with staff representatives was dysfunctional. They recommended that, instead of being part of the ACC meetings, the dialogue take place at the meetings of the *High Level Committee on Management* (HLCM) — made up of heads of Management of all the organizations and reporting to the CEB.

The intent was to facilitate a *real* dialogue, between the Staff Representatives and the senior managers, who were arguably more familiar with the issues of interest to the staff. The results would then be fed into the CEB.

The recommendation was adopted and at the HLCM meetings that followed the *Dialogue with Staff Reps* agenda item was placed early in the Agenda — in fact, typically it's the *first* item.

This accomplished two things. First, it ensured adequate time and attention necessary for real dialogue. And second, staff views on the various agenda items, as voiced by the reps, could be taken into account in the deliberations that followed on those other agenda items. This *very* different dynamic is now the established practice, and Bob, you should know, takes full advantage of it on your behalf.

Frankly, this approach is more in keeping with the kind of dialogue we've long enjoyed here at the Agency.

My own experience in dealing with our staff council reps has been largely a very positive and constructive one. There are a number of reasons for that; but certainly one reason is continuity. During my nearly 15 years here we've had only three Presidents.

When I arrived, and for my first several years, Walter Scherzer was President – his 14 consecutive years in that capacity reflect his success (he was sometimes referred to as *Staff Council President for Life*). And he served as President of FICSA in 1997/8.

From my perspective, Walter and I had a very open and productive relationship – one of our proudest achievements was our work together that led to the building of our terrific new state-of-the-art Child Care Center that opened in 2001, and has been highly appreciated by our staff.

Walter retired at the end of 2001 and, despite his long tenure, he was succeeded rather seamlessly by Dean Neal. But, although Dean did a fine job that year, he embraced the concept of term limits. He did not seek re-election, and instead returned to his work as one of our senior, critical safeguards inspectors.

That's when Mike Donoho took over and served for four years, through 2006. Mike and I worked together on countless issues. The tough ones included the implementation of our more stringent office space standards — telling people the office they've had for years is going to get smaller, or that they're now going to have a roommate is no fun, and was a real challenge for both of us.

But Mike's tenure *also* covered our receipt of the 2005 *Nobel Peace Prize* and we had the thrill of going to Oslo to represent the staff and management, respectively. And, not long after returning we had a wonderful celebration here for all staff — specifically aimed at recognizing that each and every one of them had contributed to the work that was recognized by the Nobel Committee.

One thing we learned in that context is that if you want an instant and major morale boost in an organization — even in an organization that already has good morale — just win the Nobel Prize.

But back to our staff council presidents – this past December, having duly respected the concept of term limits, Dean Neal was *again* elected president, and has picked up right where he left off.

Sure, there have been tough issues and principled disagreements between staff and management. And occasionally — after all best efforts on both sides — we have to *agree to disagree*. But, so far, we've managed to do so with no hard feelings, and maintaining mutual respect. And, we remain mindful that 'management' are *also* members of the 'staff', and, as long as fairness and transparency reign, much can be achieved.

It's in that spirit *that* we host this meeting of FICSA.

And we're *particularly* pleased to host the meeting at *this* moment in time, during our 50<sup>th</sup> anniversary year. But there's *another* reason.

The arrival of a new SG, of course, creates great opportunity for everyone in the UN family. Ban Ki-moon served here in Vienna from '99 to '01 as Ambassador of the Republic of Korea to the IAEA. Given that concerns about North Korea's nuclear programme are Korea's #1 national security concern, Seoul sends us only its very best diplomats. And that was certainly the case with Ambassador Ban. He was both effective and well liked. We all need to support him and take full advantage of the opportunities his arrival now creates.

And FICSA's role will be very important in that regard. On the issues important to staff it should now redouble its efforts to sort through the wide range of opinion among individual staff, and between organizations, and forge consensus staff positions. This process of formulating a best case — is your mission as you meet this week. And in a broader sense *this* is the time to repair the tarnished reputation of the UN system — and its dedicated staff. FICSA will be central to that effort.

So on behalf of the Agency, I welcome you here to Vienna and wish you every success in your discussions. We're pleased and proud to host your session. Now I'll get out of the way and let you begin to tackle your long agenda.

But, I'll look forward to joining you again this evening for a cocktail.