



FICSA/C/61/R.1

FICSA Council

61st Session – ITCILO Turin – 4 to 8 February 2008

REPORT OF THE 61ST SESSION OF THE FICSA COUNCIL



FEDERATION OF INTERNATIONAL CIVIL SERVANTS' ASSOCIATIONS

FEDERATION DES ASSOCIATIONS DE FONCTIONNAIRES INTERNATIONAUX

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CONTENTS

		Paragraphs	Page
1.	Opening of the session	1-21	1
2.	Credentials	22	4
3.	Election of the Chair, Vice-Chairs and Rapporteur	23-24	4
4.	Adoption of the agenda	25	4
5.	Organization of the Council's work	26	4
6.	Constitutional matters	27-28	4
7.	Questions relating to membership status in FICSA (changes in membership)	29	5
8.	Report of the Executive Committee for 2007-2008	30-52	5
9.	Report on discussions with CCISUA	53-85	8
10.	Election of the Executive Committee and Regional Representatives for 2008-2009	86-88	13
11.	Election of Standing Committee officers for 2008-2009	89	14
12.	Standing Committee on Legal Questions	90-93	16
13.	Standing Committee on Human Resources Management	94-98	16
14.	Standing Committee on Social Security/Occupational Health and Safety	99-106	18
15.	Standing Committee on Conditions of Service in the Field	107-111	20
16.	Standing Committee on General Service Questions	112-115	21
17.	Standing Committee on Professional Salaries and Allowances	116-121	22
18.	Standing Committee on Staff/Management Relations	122-124	24
19.	Ad Hoc Committee on Administrative and Budgetary Questions	125-128	25
20.	Associate matters	129	27
21.	Date, place and draft agenda of the next session	130	27
22.	Other business	131	27
23.	Closing of the session	132-134	27

ANNEXES

Annex		Page
1	Agenda of the 61 st FICSA Council	28
2	Resolutions	29
3	Report of the Standing Committee on Legal Questions	31
4	Report of the Standing Committee on Human Resources Management	35
5	Report of the Standing Committee on Social Security/Occupational Health and Safety	43
6	Report of the Standing Committee on Conditions of Service in the Field	50
7	Report of the Standing Committee on General Service Questions	54
	Appendix 1: Report of the meeting of the FICSA PTC on General Service Questions	60
	Appendix 2: Permanent Technical Committee on questions concerning staff in the General Service and related categories (Terms of reference)	63
	Appendix 3: Permanent Technical Committee – Membership 2008-2009	66
	Appendix 4: List of FICSA Resource Persons on General Service Issues (as of February 2008)	67
8	Report of the Standing Committee on Professional Salaries and Allowances	68
9	Report of the Standing Committee on Staff/Management Relations	73
10	Report of the Ad Hoc Committee on Administrative and Budgetary Questions	79
11	Budget for the year 2008	88
12	Distribution of staff for the purposes of the 2008 contributions	89
13	Methodology for calculating the scale of contributions for 2008	90
14	Scale of contributions for 2008	91
15	List of participants	92
16	List of documents and conference room papers	99
17	Transcription of the opening statement by Mr. François Eyraud, ITC/ILO Director	103
18	Statement by Mr. Alan Leather, Keynote Speaker	106
19	Discours prononcé par le Président du Comité du Syndicat du personnel au 61ème Conseil de la FICSA	109

Report of the 61st session of the FICSA Council

International Training Centre of the ILO (ITCILO), Turin, 4 to 8 February 2008

Opening session (Agenda item 1)

1. The President of the Federation of International Civil Servants' Associations (FICSA), Mr. Robert Weisell, opened the sixty first session of the FICSA Council. He paid tribute to the excellent preparations that had been made by the ITCILO Staff Union and extended the deep gratitude of the Federation to the lengths to which Mr. Vittorio Coscia, Ms. Liliana Noor, Ms. Laura Scarlazzetta and Ms. Michela Ripandelli had gone in ensuring that the meeting would be a success both on and off campus.¹

2. Ms. Valérie Seguin, General Secretary of FICSA, welcomed the participants to Council and expressed her conviction that it would be a constructive meeting. Members would learn from each other, the ultimate aim being to ensure effective representation of staff interests.

3. In his opening remarks, the FICSA President drew attention to the very good attendance at the meeting which would be devoted to determining the future of staff representation from the standpoint of FICSA and possible future links with CCISUA. The meeting would offer ample room for reflection on steps taken thitherto and the issue of mergers would be the theme of the keynote speaker's address that afternoon. That and other crucially important issues would be the focus of deliberations in the standing committees.

4. At the opening of a special session in the afternoon of the first day, the FICSA President invited the participants to observe one minute's silence in honour of those who had tragically lost their lives in the past year while serving the United Nations.

5. Mr. François Eyraud, Executive Director of the ITCILO, addressed the session. In extending a warm welcome to the participants, he thanked the Federation for having chosen Turin as the Council venue. It was a most fitting anniversary marking the twenty years that had passed since FICSA last met in Turin. As was well known, ILO paid particular attention to labour issues; its International Training Centre could be part of any training endeavour that FICSA might envisage. ILO was the main actor on the campus and it enjoyed extensive collaboration with other United Nations agencies, all of which were encouraged to draw on the facilities on 'their' campus.

6. He considered the presence of FICSA on the campus a matter of particular significance. He had no hesitation in welcoming the member unions/associations and apologised for the inclement weather. He closed by wishing the participants a pleasant and productive stay in Turin.

7. At a later juncture that afternoon, the FICSA President introduced the keynote speaker, Mr. Alan Leather, former Deputy General Secretary of Public Services International (PSI), who spoke on the subject of mergers under the heading of 'Building on common ground' (Annex 18).

8. Mr. Leather thanked the Federation for having invited him to address the opening session. In his address, he spoke of his long association with FICSA as it was the only Geneva-based affiliate of PSI. Together with the ILO Staff Union and the WHO Staff Association, both direct members of PSI, the Federation had kept him quite busy. That regular contact had revealed: (i) a surprising lack of understanding on the part of senior managers in dealing with industrial relations and human

¹ A copy of Mr. Vittorio Coscia's welcoming statement, presented at the cocktail on the Monday evening, is reproduced as Annex 19 (Original French).

resources issues; and (ii) the impressive dedication and hard work of staff representatives struggling to deal with difficult managements. Sadly, their work was sometimes undermined by a lack of solidarity among union and staff association members within and between institutions. FICSA had also suffered from too much brinkmanship, with member associations/unions leaving the Federation instead of negotiating an agreement.

9. The architecture of the trade union movement had been changing over the past twenty years; the most radical change had been the merger of the ICFTU and WCL in November 2006. Admittedly there had been tensions and differences, yet no fundamental differences of policy. They had, however, been competing for members, thereby undermining trade union solidarity at the national and international levels. That had made it easier for employers to play one group of workers off against the other. The two organizations had differed in terms of culture, structure and size. Moreover, the merger had not been an easy or rapid process. Even at an advanced stage in the negotiations, fears had been expressed that it would fall apart as the one body was afraid of being swallowed up by the other.

10. Mergers always presented problems in terms of jobs and positions in the new organization. Whereas positions could be accommodated, jobs were not available in the same numbers as before since one of the reasons for the merger had been economies of scale. Those responsible for negotiating the merger had held firm, realising that in an increasingly globalised economy employers and financiers would have the upper hand if labour were divided.

11. Interestingly enough after the merger, the new body experienced an influx of new trade unions which had not been previously members of either ICFTU or WCL. Membership grew as people realised the sense of being in one international body with a strengthened and united voice. In spite of the growth in membership at present, there were ten global unions as against fifteen a few years previous.

12. The public sector had witnessed major changes attributable to privatisation, contracting out, cuts in public expenditure and fewer full-time tenured workplaces. Workforces had shrunk and unions were no longer able to serve their members adequately or were no longer viable. Nearly all the industrialised countries had witnessed public sector union mergers, even though the resulting membership might have a large private sector component. Names had also shifted from unpronounceable acronyms or alphabetisms to become, for example, in the British context UNISON, UNITE or AMICUS.

13. Mr. Leather emphasised once again that a merger was not an easy or rapid process as demonstrated by the chequered history of VERDI in Germany. The key to success, however, lay in advance planning, together with leadership commitment and an informed membership. In the case of UNISON, the three unions involved had balloted all their members and kept them informed, in addition to developing a new rule book that they took to their members. All three unions, however, had no financial constraints and an assured income from contributions. The ultimate benefit of the UNISON merger lay in its: (i) speaking with one voice on behalf of all public service workers; (ii) ending unnecessary competition; and (iii) being given greater political weight. Since its formation fifteen years previous, UNISON had gone from strength to strength and had drawn up the most comprehensive review of health workers' pay and conditions.

14. The benefits of a merger lay in three main areas: rationalisation of industrial relations and stronger bargaining position; cost effectiveness and economies of scale ensuring better services to members; and stronger political voice and influence. Mergers needed to be transparent and well-planned. Various interim arrangements that enabled organizations to get to know each other and build up trust could be considered, such as 'no poaching' deals, sharing information, combining

research capacity, sharing offices, undertaking joint projects, establishing liaison committees and arranging regular coordination meetings.

15. Organizations considering mergers should analyse themselves and their situation. Various tools were available, such as STEP analysis, SWOT analysis and stakeholder analysis. Unions existed to represent the interests of their members. Answers must be given to their questions and fears allayed. If members were given the assurance that no decision would be made without their agreement, support was usually expressed for going ahead with the process.

16. Mr. Mike Dempsye, Assistant General Secretary at UNISON, in collaboration with the Centre for Strategic Trade Union Management, Cranfield University, UK, had written a booklet to guide trade union mergers. Based on case studies, the booklet emphasised the importance of the planning process and stressed four elements:

- Know your partners
- Be patient
- Convince people
- Communicate.

17. Knowing one's partners helped to anticipate and avert misunderstandings, while patience was essential in a process that could take between five and ten years to achieve cultural unity. Mergers were a traumatic change; and members had to be given the fullest consideration otherwise the stress caused would affect the progress of the change. Everyone had to be convinced. It was impossible to communicate too much. If information was lacking, people would not stop talking or spreading rumours.

18. A vision of what was to be achieved was important; however, the speed and effectiveness of achievement depended on the manner in which the process was managed. A working party should be setup and it should respond to what it learns from monitoring the process. Nothing should be left to chance. Mergers required adequate resources; they could not be done on the cheap. In a merger aftermath, the performance of the new organization could initially be less than the combined performance of the former organizations, had they remained in place. Consequently, adopting a positive and informed approach to managing the merger was of particular importance.

19. In closing, Mr. Leather assured Council that many trade unionists would be willing to share their experience with the Federation. He wished Council courage and wisdom in its deliberations and in its efforts to build a stronger organization, particularly at a time when many of its members faced an uncertain future in terms of pay and working conditions.

20. In the ensuing debate, the keynote speaker responded to specific questions about the urgency of taking action, the type of analyses that might be undertaken, the shift in relationship with management and instances of unions opting out of a merger. He stressed that once the decision to start the process had been made, no final or interim decision should be taken without consulting the membership. Both STEP and SWOT analyses could be undertaken; the one addressed the sociological, technological, economic and political aspects of the union's external environment and the other the strengths, weaknesses, opportunities and threats of the organizations themselves. Common to both, however, was the need to think ahead. He did not think that a merger should necessarily change the contractual relationship with the employer.

21. It was pointed out that the discussion was not so much about the creation of one union, but rather the merging of two federations which gave rise to the question about what would happen in the event of dissolution. In replying, Mr. Leather pointed out that in each workplace the unions

would have to come together and there would have to be continuous training available for elected representatives. However, if the merger were to dissolve, employers would have ‘a field day’ and point to the workers’ inability to ‘get their act together’. It was essential that the process be monitored on a continuous basis to avoid things going wrong and get everything back on track. Mergers took time, yet there was no doubting that mergers yielded benefits.

Credentials (Agenda item 2)

22. Ms. Valérie Seguin, General Secretary of FICSA, announced those delegations, whose credentials had been received, as well as those sending proxies and guest organizations 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)

23. Mr. Marc Bellanger (ITC/ILO) was elected Chair of the Council. Mr. Edward Seidler (FAO-APS) and Ms. Lisa Villard (IAEA) were elected First and Second Vice-Chair, respectively. Mr. Peter Lillie (FAFICS) was nominated Rapporteur.

24. At a later stage in plenary on the second day, 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)

25. The provisional agenda as contained in document FICSA/C/61/1 was adopted without change.

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

26. Council agreed to the schedule of work as contained in document FICSA/C/61/INFO/CRP.1. Attention was drawn to the fact that at various instances during the plenary sessions a series of ‘role-plays’ simulating workplace situations would take place. In the course of the week, three presentations were given: one by Mr. Jean-Pierre Cebon on hardship and mobility; a second one by Mr. Oliver Hillel (SCBD) on mobility; and a third one by Ms. Janice Albert (FAO-APS) on pay for performance. Presentations were also given by AMFIE and UNFCU during the lunch breaks on Tuesday and Wednesday, respectively and a briefing session was held on the United Nations pension scheme. A summary review of the 102nd session of the ILO Administrative Tribunal was given by the Federation’s Legal Advisor, Me. Laurence C. Fauth.

Constitutional matters (Agenda item 6)

27. The President reported on an attempt that was underway to rationalise the Federation’s statutes and rules of procedure and remove inconsistencies that had been observed over recent years. The current categorisation of membership that had evolved over time was a case in point and had been addressed in a conference room paper (FICSA/C/61/CRP.1). At a pre-session meeting, heads of delegations had recognised that the task was best undertaken in the context of a dedicated working group. The group would take up preliminary deliberations at the current session, whereafter it would continue to work as an open-ended e-mail forum throughout the year.²

² The Working Group will be composed of the following members: Carolina Bascones (PAHO) (also FICSA Excom), Hannes Spanring (OPCW), Joel Lahaye (CERN), Sally Young (WIPO), Janice Albert (FAO-APS), Giovanni Munoz (FAO-APS) (also FICSA Excom) and Mike Donoho (IAEA).

28. Council 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 for Regional Representatives, 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 (changes in membership) (Agenda item 7)

29. The General Secretary 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 member organizations: the World Intellectual Property Organization (WIPO) as a full member and the European Co-operative Association of International Civil Servants (AMFIE) as a consultative member. Regrettably one consultative member had withdrawn: the Former Officials Section of the ILO. The Inter-Parliamentary Union (IPU) had expressed interest in joining, while the Professional Staff Association of the World Food Programme (WFP/PSA) had requested special status for one year. Council subsequently voted unanimously in support of the WFP/PSA request for special status. The United Nations Industrial Development Organization (UNIDO) and the International Civil Aviation Organization (ICAO) had been invited to attend the current Council as guests.

Report of the Executive Committee for 2007-2008 (Agenda item 8)

30. The President introduced the Report of the Executive Committee for 2007-2008 (document FICSA/C/61/5). He highlighted major issues that had been included in the report that followed the structure of previous reports.

31. The overriding issue was that of United Nations reform. The reform would have a far-reaching impact, yet at the present juncture the actual impact on the specialised agencies was still unclear. In any event, the basic principle was that of closer coordination in the field in one physical location under the stewardship of a resident coordinator. A pilot scheme had been launched in 2007 in eight countries and the original intention had been that they would go 'live' the following year. However, as indicated in document FICSA/C/61/SMR/4 no additional pilots would be launched before evaluations of the current pilots had been completed, although non-pilot countries that wished to work together in the spirit of 'Delivering as One' would be encouraged to do so.

32. Another reform endeavour related to the reform of the administration of justice. Once again, the changes related to the United Nations and they ranged from adjustments to internal reviews, through expansion of the ombudsman scheme to the reconfiguration of the UN Administrative Tribunal (UNAT) into two bodies.

33. Such developments gave rise to the question of staff representation in the context of 'Delivering as One'. It was essential that attention be given to strengthening the FUNSAs (Federations of United Nations Staff Associations) as identifiable entities: a matter that the Standing Committee on Conditions of Service in the Field might take up in its deliberations during Council.

34. Over the year, FICSA had participated in the deliberations of numerous inter-agency bodies. In the case of the International Civil Service Commission (ICSC), the latter's shorter sessions and the briefer reports it had introduced made it increasingly difficult for FICSA to ensure its visibility. Furthermore, the increasing number of ICSC working groups entailed greater costs for the Federation as it had to attend the working group meetings. Whereas the experience FICSA had had of the HR Network sessions could be deemed positive, the same could not be said of its recent experience at the meetings of the High-Level Committee on Management (HLCM).

35. The training efforts of the Federation had secured an increase in income and raised the Federation's profile among its constituents. The expansion of the workshops on the GS salary survey methodology had been widely welcomed, but incurred the need to find more trainers/volunteers whose release then had to be secured.

36. Effective participation in staff/management relations was a difficult issue. Robust and valid staff representation was often denied by many organizations. The whole issue of obtaining release for the General Secretary was symptomatic of the situation. A short-term solution had been found, but a satisfactory long-term solution was still proving elusive. A working group had been set up to overcome that problem.

37. Despite the support of CCISUA, FICSA was still being denied permission to attend the sessions of the Staff/Management Coordination Committee (SMCC) as an observer. The situation was all the more regrettable as the SMCC was actively discussing the various aspects of the UN reform process that would ultimately devolve on the specialised agencies.

38. The President drew attention to a major pending issue: the FICSA presence in New York. At present, the UN Staff Union in New York dominated the Member States' perception of staff. In the past, FICSA had undertaken lobbying missions at a very hectic stage in the General Assembly deliberations. Whenever FICSA officers were in New York, they endeavoured to meet Member States and put the Federation's view across – but the lack of a permanent FICSA staff member in New York who could lobby throughout the year was sorely felt. The PAHO/WHO Staff Association had intervened and was in the process of creating a FICSA-funded P-3 post under its auspices. It was hoped that a solution could thus be found. In the meanwhile, FICSA had managed to find a new office on the commercial market at a rent of \$US 2,000 a month where the part-time secretary was accommodated.

39. Relations with CCISUA and other non-aligned staff associations and unions would feature prominently in the discussion at the present session, all the more so as a new body had emerged: UNISERV, a fusion of the UNNY Staff Union and the UNDP/UNFPA/UNOPS Staff Association. Its claim that it represented a large body of staff, including DPKO, was disputed by FICSA and CCISUA and its eligibility to participate in ICSC, HLCM and other interagency meetings was still unresolved.

40. The President drew attention to the CCISUA resolution on future orientation of staff representation and the commitment of CCISUA to undertake efforts to promote harmonisation, unity and the eventual establishment of 'One Union' for all staff. To date, FICSA had made no decision or commitment, but it was actively pursuing the matter that would be the subject of discussion under agenda item 9.

41. In concluding his presentation, the President expressed his thanks to his fellow members on the Executive Committee. He also paid especial thanks to the FICSA staff members who had provided unflagging support throughout the year, as well as to the representatives of member staff associations/unions who had attended meetings on behalf of the Federation in various locations, often at their own cost.

42. The floor was then opened for discussion, at the outset of which a number of delegations commended the Executive Committee on its report and thanks were expressed to all member associations/unions that had attended meetings on behalf of FICSA. In that connection, one delegation reported that it had attended the PSI Conference that had been held in Vienna to mark the 100th Anniversary of PSI. It was felt that FICSA should be more pro-active in drawing on the services offered by PSI.

43. One delegation suggested that there should be a closer correlation between the action points/decisions of the 60th FICSA Council as contained in FICSA/CIRC/1031 dated 27 May 2007, the objectives and results of the activities and missions listed chronologically in Annex 1 of the Report of the Executive Committee to the 61st session of the FICSA Council (FICSA/C/61/5) and the overview under the seven substantive headings in the body of that report.

44. Another delegation voiced concern over the changes in membership categories currently being mooted as they would undoubtedly bear implications for those members not belonging to the UN family and not applying the terms and conditions of service of the United Nations common system. Given the complexity of harmonising the statutes and rules of procedure, it was hoped that any working group would allow itself an adequate amount of time for the task.

45. The discussion thereafter focused primarily on the growing number of staff federations, maintaining the FICSA presence in New York and strengthening the role of the FUNSAs.

46. The accretion of federations was regretted. The situation called for consolidation and the adoption of a united stand. The President concurred fully with the plea made for solidarity as effective association hinged on commonality of philosophy. While paying lip service to unity, both HLCM and CEB tended to play the federations off against each other. CEB had even gone so far as to appear to believe that there was no need to consult staff or ICSC on most issues.

47. The lack of resources and its absence from New York only made it more difficult for FICSA to present its views to Member States. In retrospect, its views had never been adequately brought forward by the UNDP/UNFPA/UNOPS Staff Association that had broken away from the Federation in December 2006 and subsequently joined UNISERV. At one time, FICSA had sought full-time release for a vice-president who would have been located in New York. Another suggestion had been to have the President permanently located in New York – a costly arrangement that the administrations would no doubt resist. The ultimate solution of having a research and liaison officer had worked to good effect. With the assistance of the PAHO/WHO Staff Association, the Federation was seeking a replacement for the post that had been previously administered by UNDP.

48. The absence of FICSA from the discussions on reform in New York and the concomitant lack of opportunity to present the viewpoints of specialised agency staff were felt to be a matter of real concern. It was recalled that previously the President and the General Secretary used to meet regularly with the representatives of the Geneva Group of Missions; it was asked whether that channel of communication with Member States was still open.

49. It was admired that contacts had been more frequent in the past; however, the lack of resources and the tendency to focus on Geneva-related issues had resulted in fewer meetings. It was conceded that it would have been useful to approach the Geneva Group on the difficulties that had arisen in connection with WIPO and the South Centre.

50. A question was raised whether the New York post was indispensable regardless of cost or whether lobbying campaigns as in the past might not offer a workable solution, despite the difficulties in securing appointments. It was recognised that the issue of access to Member States was complex and evasive. Equally important was the need to obtain access to the informals and the Fifth Committee: a concern that would be best addressed in the Standing Committee on Staff/Management Relations.

51. A question was raised about ways and means of strengthening the identity of and links with the FUNSAs. It was recognised that FUNSAs were susceptible to the constant turnover of field staff, yet

they got on well despite squabbles between the federations. The FICSA regional representatives should clearly play a greater role. At a later juncture in the debate, it was recalled that at a special session of FICSA in 1977, it had been proposed that FUNSAs be full members: an idea that might be re-considered. Furthermore, CCAQ (former HLCM) had accepted FUNSAs as focal points when discussing local problems.

52. Council approved the Executive Committee Report with due consideration being given to the comments made during the discussion of the same.

Report on discussions with CCISUA (Agenda item 9)

53. The item opened with a PowerPoint presentation by the FICSA President on staff representation at the federation level in the United Nations. The slides had originally been presented to the René Maheu Symposium at UNESCO, Paris, in December 2007. This presentation was the result of the work of an informal working group, which was established at the Trades Union Congress (TUC) at Brighton, UK in September 2007, to which the two UN staff federations had been invited. The working group was composed of four CCISUA and five FICSA representatives and explore ways and means of establishing a rapprochement between the two federations.

54. Opening with the mandates to improve collaboration and linkages (with CCISUA) and to move closer together (with FICSA) that the respective federations had been given by their members, the initial discussions within the informal joint working group was reported to have led to the identification of three options:

- Two separate federations
- One ‘umbrella’
- An amalgam of the two ‘somewhere in between’.

55. CCISUA with its informal structure, members and lack of technical expertise differed from FICSA with its formal functioning structure, active secretariat with institutional memory, technical expertise/knowledge and an ambitious programme that called for an extensive budget. Both federations were affected by a set of common problems. The core group of international civil servants was diminishing, while the number of short-term and contractually insecure staff was growing. Administrations were demonstrating a lack of interest in staff concerns, viz. the failure of the CEB to invite the federations to their meetings. Staff members were also plagued by fear in terms of their contracts and careers, in addition to the impact of downsizing on job security. Over and above all those factors, staff members found themselves subject to an inordinately heavy workload in their regular jobs.

56. Prior to the founding of the United Nations, a staff committee had been established in the ILO as early as 1928, followed by the appointment of a similar committee in the League of Nations two years later. Following the establishment of the United Nations secretariat, staff elected a staff committee in 1947 that, in principle, was to be consulted on questions relating to ‘staff administration and welfare’. Three years later the United Nations General Assembly adopted permanent staff regulations, followed by similar provisions in the specialised agencies.

57. After summarising the history of FICSA from the early days in 1952 and recalling the Federation’s objectives and after recounting the creation of CCISUA, Mr. Weisell focused on the viability of the current organization of staff representation in the United Nations. In the course of the discussions within the informal joint working group, it had emerged that both federations were overly based on individual member associations and unions, with the federations endeavouring to provide the ‘glue’ and so add cohesion. Another problem related to the election of officers; the

CCISUA presidency, for example, had traditionally alternated between New York and Geneva, although that practice had recently been changed but not yet tested. The diversity of contracts and the lack of contractual security did not make for effective representation. The need for training was pronounced as was the need for a higher degree of professionalism in the way the federations operated. Implementation of the mobility policy had also led to disruptive shifts between federations, while the issue of ‘delivering as one’ gave rise to the problems of who represented whom at the different duty stations.

58. Given the changes in the organizational environment, it was hardly surprising that questions were being raised about the need to change the modalities of staff representation or the need for an all-encompassing union to which every staff member contributed financially. Other questions related to the inequity of a few staff members paying for work that secured benefits for all or which staff representative body should represent staff from a number of different organizations working in a ‘One UN’ office.

59. Mr. Chris Land-Kazlauskas, Chairperson, ILO Staff Union, and Mr. Rick Cottam, President, ICTY Staff Union, gave a joint PowerPoint presentation entitled *‘One Union’ for ‘One UN’*. Mr. Land-Kazlauskas opened by describing the background and context in which the federations currently worked with their unique set of rules and practices, some of which were questionable. Not only were the terms and conditions of employment under attack (increasing workload, decreasing security), but the different structures and functions used to play staff representatives off against each other and the proliferation of mechanisms for social dialogue made it difficult to focus efforts on behalf of staff. The multiplicity of what he termed ‘instances of dialogue’ were matched by a multiplicity of unions, associations and councils, all of which adopted different approaches and underwent different experiences, yet faced the same challenges. All that pointed up the need for an effective exchange of information and a common approach: collectivity and common action.

60. The turnover of representatives merely compounded the lack of institutional knowledge, while the detachment of the federations extenuated the ‘disconnect’ from the membership. Moreover, there was a general lack of awareness of a union’s capabilities and the assistance it could offer.

61. A proactive (as distinct from reactive) structured and centralised system was called for; institutional memory should be developed and applied strategically. A sense of transparency, honesty and openness should be created.

62. The federations should take a long, hard look at themselves and compare the current situation with what it could be. On one occasion, UN staff representatives had been described as highly motivated individuals equipped with the tools and skills of the fifties. To Mr. Land-Kazlauskas’ mind, remaining the same was an untenable proposition. The federations should learn from the public/private sector unions that had experts in place and extensive support networks. Representatives received advance training and particular attention was paid to cultivating a proactive anticipatory approach to matters (second guessing).

63. Being outside national legislation, the United Nations was in a legal vacuum, while Member States were adopting private sector practices. Member States were micro-managing and intervening in administrative issues and decision-making policy. ICSC, for example, was being directed by Member States. The introduction of pay for performance, off-shoring and outsourcing was symptomatic of that development. Member States were said to be cherry-picking, taking up those things they liked from various sources that might well conflict with each other. The federations should join forces and draw on outside expertise. Three staff entities inevitably diluted the very purpose of effective staff representation. Moreover, the interests of staff and those of the United

Nations might on occasion be identical, yet the opportunities to seize on that commonality were invariably missed. Less was undoubtedly more.

64. In presenting his vision, Mr. Land-Kazlauskas spoke of the inevitability of change. He envisaged one union and one constitution, featuring: (i) a centralised body dealing with legal matters, communication, training, membership, policy and research; and (ii) a focus on outreach to local members. The centralised body would be complemented by many locals that enjoyed autonomy and support from the central body, enabling them to focus on local issues and negotiate improvements on global deals that the central body (or ‘elder brother’) had negotiated with the Fifth Committee or the ICSC.

65. He then went on to outline what he saw as the coming steps. He suggested bringing industrial relations experts, such as PSI, to help develop strategic approaches to staff/management relations. Analyses should be undertaken, the findings of which could be fed into the overall plan and timeline. It would also be necessary to negotiate as one body with administrations and Member States on such issues as an agency fee³ staff levy and recognition agreements. The interim steps would be to coordinate leads to upwards harmonisation, identify common issues for united action and undertake a global survey of the expectations that staff harboured in terms of staff representation. Basically, it was a call for a united front and the defeat of apathy.

66. At the outset of the ensuing discussion, a question was raised by one of the guests about the absence of the third federation in the debate. It was reported that attempts had been made to obtain its involvement, but they had never been reciprocated. It was hoped that some kind of discussion would evolve at a later stage. An example was cited of two staff unions in one location having responded to a request for common action from their respective members and successfully working together to avert a crisis, thus strengthening the case for a single federation. One of the staff unions concerned (UNESCO STU) was urged by another participant to continue down the same path. Unity of representation in one and the same location was essential.

67. At a later stage in the discussion, it was described how the PAHO/WHO staff representatives ‘delivered as one’: an approach that had proven useful in negotiations with managers. For example, PAHO/WHO shared an agenda with the World Bank, the International Monetary Fund and other Washington-based international organizations on such complex issues as the issuance of G-5 visas. Achieving that shared agenda had been a time-consuming process. At an even later stage in the discussion, it was suggested that collaboration between the two federations should be put to the test in their joint dealings with the ICSC.

68. It was recognised that the merger process was a long drawn-out process, yet it was feasible once those involved knew what they wanted. As the General Secretary pointed out, FICSA would have to think about the current environment and the desirability of change.

69. As for consolidating the federations into one body that spoke with one voice, it was suggested it might be more effective to have three bodies all saying the same thing. In reply it was pointed out that one consolidated voice provided greater leverage, while diversity tended to dilute the force of argument. Coalitions were said to be far stronger, while larger unions undoubtedly got a better hearing. As one participant noted, there was no ‘I’ in team; power lay in resources and the decisive factor at the current juncture was the need to establish a time-plan and secure genuine commitment. For its part, CCISUA was going to conduct a survey among its members to establish what could be done to represent their interests best.

³ Distinct from union dues, the nominal fee would be used to fund services provided to all staff.

70. Attention was drawn to a possible misconception in the CCISUA presentation. It had placed emphasis on collective bargaining, drawing on collective skills and cultural homogeneity in the various organizations. Organizations had no bargaining rights and their cultures were very diverse, even in one and the same organization. In FAO, for example, three staff associations/union addressed the concerns of three categories of staff. When unified, General Service issues tended to get lost, while the other categories of staff were reluctant to adopt industrial action that was more readily adopted by the local GS staff.

71. In his reply, Mr. Land-Kazlauskas cautioned that a union that was too homogeneous was not doing its job properly: it had to address diversity. The ILO Staff Union, for example, was going to highlight General Service issues. Mr. Cottam said that the problem was not new. The skill sets and resources were the same whatever the location. In the United Nations, the requisite techniques had not evolved for want of institutionalisation. The split between P and GS staff should not be perpetuated. At that point, one delegate reminded Council that in fact three categories of staff existed, the third being the National Professional Officers (NPOs).

72. The situation peculiar to FUNSAs was also raised. Not only were they not represented at every duty station, they often did not know which federation to approach. It was suggested that as staff members of UNDP, they should go to UNISERV; however, the question arose of the freedom of association with an alternative federation that better served their needs. That issue should be explored further since staff members were reported to be unhappy with the new structure. In the opinion of Mr. Cottam, the very fact that staff members should have to ask about the federation that represented them was a matter of particular concern. No staff member should have any doubt about where they could turn in a crisis. In that connection, however, merging the two federations would not solve the situation in those duty stations where there were no representatives of certain groups.

73. Concern was also expressed over the problem of democracy at the local level. Whether the two federations merged or a single union was created, every care should be taken to avoid a 'disconnect' between the local representatives and members of the executive who were not so immediately accountable. In a similar vein, the importance of ensuring democracy and equity was stressed: smaller organizations had to have a voice in matters. Yet another aspect of creating a single union was that local staff associations represented local interests. It was suggested that little stood to be gained by taking away the authority of individuals working in one location and subjugating them to the larger union.

74. However exciting the proposal might be and regardless whether some people saw it as a reconciliation or marriage, honesty was essential. The funding aspects were of paramount importance and had to be discussed openly. In the case of ICAO, for example, its withdrawal in 2003 had been justified on the grounds that FICSA lacked a results-based budget. In the case of the break with CCISUA, however, the FICSA President recalled that the rupture had been motivated by pride rather than money. That notwithstanding, the issue needed to be revisited as was recognised by Mr. Land-Kazlauskas. In that connection, the CCISUA representatives were asked whether their federation would adopt a fees-paying structure whereby they would contribute to the functioning of a central secretariat. Furthermore, it was posited that should its funding be cut, CCISUA might not be viable for want of a fee-collection modality at the local level. It was recalled that thitherto CCISUA had been reluctant to declare itself on funding modalities. As for FICSA, it was unclear whether financial provision had been made for funding the working group that would ultimately pursue the matter further.

75. The need for a sustainable and independent financial base as distinct from dependence on contributions from administrations was repeatedly raised. A further constraining factor was that some associations had withdrawn from their federations without paying their debts, secure in the

knowledge that they could not be arraigned. It was argued by the CCISUA representatives that provision of facilities by administrations did not compromise the independence of union activities that deserved appropriate recognition in the work place. Outside the United Nations, provision of such facilities was the subject of negotiation. Inside the United Nations, however, FICSA and CCISUA requests for financial contributions to fund their travel to inter-agency bodies had been rejected partially on the very grounds that it would compromise the federations' independence. More recently, rejection of the same request had been justified on the grounds that the federations were inefficient and business plans were demanded as a prerequisite!

76. The CCISUA representatives suggested that participants should not fixate on current funding levels. It was more important to recognise the needs first and funding second. The first stage lay in allocating modest resources to the working group that would work its way through the three models and the areas identified in the CCISUA resolution on strengthening staff representation in the United Nations (document FICSA/C/61/6). Every option should be kept on the table and a continuous process of going back to the constituents maintained. The initial steps were clearly spelt out in that resolution. In preparing proposals to engage with external expertise in the field of industrial relations, industrial anthropology and union structures, the focus would also be on strategic approaches to labour-staff/management relations, comparison of representative structures of member associations/unions and (good practice) external association/union bodies, comparison of financial management/organization (including dues structures) of member associations/unions and external association/union bodies, and comparison of statutes and rules of member associations/unions and external association/union bodies. The proposals would ultimately be costed, with due consideration being given to different sources of funding.

77. In an extraordinary plenary session, member associations/unions considered a proposal by the Executive Committee to establish a working group to explore relations between FICSA and CCISUA. For a number of delegations, the CCISUA presentation of the previous day had gone too far with its focus on the ultimate aim of establishing a 'superunion'. It was recognised that it would be unwise for the two federations not to come together; however, a less hasty process was called for. The issue was too important to be rushed into.

78. General support was expressed for the establishment of the working group proposed; however, a greater measure of pragmatism was sought. It was essential that the working group consider all possible options and focus on forms of practical collaboration that could be developed in the short term. The current collaboration on the GS salary survey methodology was a case in point.

79. The success of the initiative hinged on a change in culture, a requirement that was commented upon by a number of participants. One delegation entered a plea for improvement and change, a process to which it wished to contribute. That change was required had been demonstrated by the FICSA President's admission that over the past year the Federation had not been as effective as desired. That delegation did not feel that the CCISUA presentation had been aggressive or its approach too hasty. It had to be realised that fragmentation within the common system posed a real threat to effective staff presentation. Vision was called for and ultimately the creation of one union would be the solution.

80. Other participants reaffirmed that strength lay in speaking with one voice and coming together as one. The more the representatives were unified, the stronger they would be. Both federations, however, needed to change.

81. The risk of oversimplifying the task on hand was repeatedly alluded to. The process was seen to be lengthy and one that had to be taken with expert outside advice. Furthermore, working together had to be predicated on a commonality of values and philosophy. The doubts expressed were similar

to those that had been expressed at the CCISUA Extraordinary General Assembly in Santiago, Chile, in November 2007. In the ultimate analysis, however, the need to strengthen staff representation and move ahead had been recognised. The joint working group had enjoyed a positive dialogue to date. That bode well for future collaboration.

82. Clarity was sought on the mandate to be given to and the guidelines set for the working group. A resolution to the effect that ‘a working group be established to explore all issues related to the relations between FICSA and CCISUA and establish a working arrangement between the federations’ was not adopted. Consequently, it was decided to set up a drafting group that would formulate the mandate of the working group and draw up some preliminary guidelines, including the issues to be explored, the overall time-frame and reporting mechanisms, for consideration at a later stage during the current session.

83. At the final plenary session, a resolution on strengthening staff representation in the UN system within the framework of a joint FICSA-CCISUA working group was presented for consideration. In the ensuing discussion, it was recognised that FICSA and CCISUA had worked well on common issues within the context of the ICSC and the GS salary survey methodology. It was agreed that the resolution sent a clear signal of intent, while placing an inordinate burden on the Executive Committee in fulfilling its objectives.

84. Council was informed that the FICSA members of the working group would be those who attended the joint meeting FICSA-CCISUA at the Trades Union Congress in Brighton, UK: Robert Weisell (FAO-APS), Valérie Seguin (IMO), Mauro Pace (FAO/WFP-UGSS) and Vincenzo De Leo (UNLB), plus Hannes Spanring (OPCW) (nominated by the Ad Hoc Committee on Administrative and Budgetary Questions) and any other volunteers. In addition to the actions indicated in the resolution, it was emphasised that the working group would have to initiate a series of analyses as had been outlined by the keynote speaker: viz. risk analyses, as well as STEP and SWOT analyses. An active mode of implementation was called for; more immediate outcomes and tangible benefits should not be put aside in favour of broader long-term objectives. The membership should be able to see progress and be regularly informed of the same through a quarterly update or similar vehicle.

85. Council unanimously adopted the draft resolution (see Annex 2, Resolution 61/1).

Election of the Executive Committee for 2008-2009 (Agenda item 10)

86. 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.

87. At the session devoted to elections, the Chair informed Council that he had received the following nominations (in alphabetical order) for election to the Executive Committee for the period 2008/2009 (see FICSA/C/61/INFO/2 and 2/Corr.1):

Executive Committee

President	Mr. Diab El Tabari Mr. Edmond Mobio	UNRWA/ASA Beirut WHO/HQ Geneva
Treasurer	Ms. Manijeh Torabi	IAEA Vienna
First and second of two Members for Compensation Issues	Mr. Varghese Joseph Mr. Giovanni Muñoz	ITU Geneva FAO-APS Rome
Member for Regional and Field Issues	Mr. Steven Ackumey-Affizie	FAO Accra
Member without Portfolio	Ms. Carolina Bascones	PAHO/WHO Washington

Regional positions

Regional Representative for Africa	Ms. Jehane Khadr Mr. Jean-Bruce Pambou Malonda	WHO/EMRO Cairo WHO/AFRO Brazzaville
Regional Representative for Asia	Mr. K. Ratnakaran	WHO/SEARO New Delhi
Regional Representative for Europe	Ms. Guiomar Alonso	UNESCO STU
Regional Representative for the Americas	Ms. Véronique Allain	SCBD Montreal

88. The following members were elected:

Executive Committee

President: Mr. Edmond Mobio (WHO/HQ Geneva)

Treasurer: Ms. Manijeh Torabi (IAEA Vienna)

First of two members for Compensation Issues: Mr. Varghese Joseph (ITU Geneva)

Second of two members for Compensation Issues: Mr. Giovanni Muñoz (FAO-APS Rome)

Regional and Field Issues: Mr. Steven Ackumey-Affizie (FAO/WFP-UGSS Accra)

Without Portfolio: Ms. Carolina Bascones (PAHO/WHO Washington)

Regional Representatives

Africa: Ms. Jehane Khadr (WHO/EMRO Cairo)

Americas: Ms. Véronique Allain (SCBD Montréal)

Asia: Mr. K. Ratnakaran (WHO/SEARO New Delhi)

Europe: Ms. Guiomar Alonso (UNESCO STU Paris)

Election of the Standing Committee officers for 2008-2009 (Agenda item 11)

89. Council elected the following Chairs and Vice-Chairs of the Standing Committees and the respective core groups (where applicable) for 2008-2009:

Legal questions

Chair: Michael Donoho (IAEA)
 Vice-Chair: Joel Lahaye (CERN)
 Core group: Kees de Joncheere (WHO/EURO Copenhagen)
 Diab El-Tabari (UNRWA/ASA Lebanon)

Human resources management

Chair: Lisa Villard (IAEA)
 Vice-Chairs: Margaret Eldon (FAO/WFP-UGSS) and Cosimo Melpignano (UNLB)
 Core group: Janice Albert (FAO-APS), Guiomar Alonso Cano (UNESCO), Philippe Defert (CERN), Maria Dweggah (WHO/HQ Geneva), Steven Haw (IMO), Oliver Hillel (SCBD), Melodie Karlson (WHO/EURO Copenhagen), Cosimo Lunedi (UNLB), Sandar Thy (FUNSA Myanmar), Cho Nwe Oo (FUNSA Myanmar) and Imed Zabaar (IAEA)

Social security/occupational health and safety

Chair: Svend Booth (FAO/WFP-UGSS)
 Vice-Chairs: Dean H. Neal (IAEA) and Nathalie Tschyrkow (UNWG Switzerland)
 Core group: Melodie Karlson (WHO/EURO Copenhagen)
 Working group on impact of falling dollar on pensions:
 Carolina Bascones (PAHO/WHO Washington), Svend Booth (FAO/WFP-UGSS), Marie-Thérèse Conilh de Beyssac (UNESCO), David MacFarlane (FAO-APS), Jacques Sanou (ITU), Jean Tchicaya (WHO/AFRO Brazzaville) and Manijeh Torabi (IAEA)

Conditions of service in the field

Chair: Aye Win (FUNSA Myanmar)
 Vice-Chair: Gustavo Casas (FAPNUU Uruguay)
 Core group: Archana Bhardwaj (FUNSA New Delhi), Margaret Eldon (FAO/WFP-UGSS), Silvia Roggiero-Carpio (PAHO/WHO Washington) and Diab El Tabari (UNRWA/ASA Lebanon)

General Service questions

Chair: Vincenzo De Leo (UNLB)
 Vice-Chairs: Samir Abdel-Wahab (WHO/EMRO Cairo) and Mauro Pace (FAO/WFP-UGSS)
 Core group: Marie-Thérèse Conilh de Beyssac (UNESCO), Lisa Copple (WHO/EURO Copenhagen), Margaret Eldon (FAO/WFP-UGSS), K. Ratnakaran (WHO/SEARO New Delhi), Robert Russell (IMO) and Aye Win (FUNSA Myanmar)

Professional salaries and allowances

Chair: Dean H. Neal (IAEA)
 Vice-Chair: Kees de Joncheere (WHO/EURO Copenhagen)
 Core group: Christopher Bailey (WHO/HQ Geneva) and Jakob Skoët (FAO-APS)

Staff/management relations

Chair: Imed Zabaar (IAEA)
 Vice-Chairs: Pauline Guy (ITLOS) and Cosimo Melpignano (UNLB)
 Core group: Janice Albert (FAO-APS), Elvira M. Arciaga (WHO/WPRO Manila), Maite Comas-Barnes (ITU), Guiomar Alonso Cano (UNESCO), Maria Dweggah (WHO/HQ Geneva), Jenny Birkjaer Madsen (WHO/EURO Copenhagen), Cho Nwe Oo (FUNSA Myanmar), Afshaan Shafi (OPCW) and Sandar Thy (FUNSA Myanmar)

Standing Committee on Legal Questions (Agenda item 12)

90. The Report of the Standing Committee on Legal Questions was introduced by the Chair of the Committee (see Annex 3). In contrast to earlier years, the past year had been generally quiet. In the Standing Committee's deliberations, caution had been expressed about embarking on a revision of the statutes prior to resolving the issue of membership status. That having been said, it was quite apparent that overlaps and duplication between the statutes and the rules of procedure had to be removed. In a joint session with the Standing Committee on Human Resources Management devoted to whistle-blowing, it was recognised that the issue was mired in confusion over the distinction between ethics, mediation and ombudsman functions, while staff lacked protection from retaliatory actions. General agreement was reached on the need to develop a whistle-blowing protocol that offered timely resolution, a professional approach, independence, confidentiality, transparency to staff at every stage, applicability to all staff, including executive heads, and full accessibility.

91. Me. Laurence Fauth, FICSA Legal Advisor, had given a presentation in which he summarised the judgements handed down during the 102nd session of the ILO Administrative Tribunal. The topics he addressed had ranged from same-sex relationships, harassment/mobbing, allowances and benefits, job reorganization to freedom of association. His ability to make seemingly complex legal issues clear to lay audience was greatly appreciated.

Summary

92. The Standing Committee on Legal Questions presented one recommendation relating to whistle-blowing that it had adopted in a joint session with the Standing Committee on Human Resources Management.

93. Council took note of the report and adopted the recommendation contained therein.

Council decided that:

- **A working group be established to discuss all matters relating to whistle-blowing.**

Standing Committee on Human Resources Management (Agenda item 13)

94. The Report of the Standing Committee on Human Resources Management was introduced by the Chair of the Committee (see Annex 4). It had noted the large number of recommendations that usually devolved on the FICSA Executive Committee at Council. To that end, it had made a point of clearly assigning tasks to the Standing Committee.

95. After studying the current situation with respect to same-sex partnerships in various organizations, the Standing Committee urged that action also be taken on heterosexual ‘common law’ partnerships. It had also studied the inconsistencies in the interpretation of contractual mechanisms at the local level; observations over the years had revealed anomalies that called for correction. The much hailed master standard for the Professional category had failed to achieve its objective of motivating staff and increasing transparency. It had become a budget-driven exercise with widespread downgrading. A PowerPoint presentation had been given by FAO-APS on broadbanding to which the Standing Committee remained opposed. Although broadbanding had failed, the issue of pay for performance was still alive. Performance management was usually directed more towards senior management and its ability to maintain a motivated workforce by creating an enabling environment, while performance appraisal looked at individual performance that was affected by a series of factors. Pay for performance looked at motivation and assumed that money would further motivate the high performers while withholding a salary increment would motivate the lower performers into doing better. Those assumptions were not borne out in practice, while the one-size-fits-all approach to appraisal and development was considered inappropriate because different categories of staff may need to be evaluated against different criteria and have different development needs.

96. Inconsistencies in the approach to career development were observed across the common system and the Standing Committee identified a number of components essential to an effective career development system. Mobility of staff was a cardinal feature of the UN reform process and the Secretary-General had stressed that a mobile and dynamic workforce was a priority. Mobility had practical and financial implications for those being moved that were often ignored while mobility was not appropriate for all functions. The Standing Committee was of the opinion that mobility should be voluntary.

97. The need to defend staff interests given the growing shift towards offshoring and outsourcing was paramount. Outsourcing or offshoring should never be accepted if lower quality services were to be the result. The Standing Committee agreed that it should develop a list of examples of offshoring and/or outsourcing failures for circulation to members to be used as an aid in discussions at the local level. It would be unproductive, however, for staff representatives to adopt a position of opposition at all costs. If a reasonable business case was put forward, the approach should be to participate in the exercise in order to offer the best protection possible for the staff affected.

Summary

98. The Standing Committee on Human Resources Management presented six recommendations. Council took note of the report with the amendments thereto and adopted the recommendations contained therein, the financial resource requirements being subject to the allocations in the budget for 2008.

Council decided that:

- **The Executive Committee should take up the issue of recognition of heterosexual partnerships using the criteria drawn up by the HR Network as a starting point.**

- **The Executive Committee should: (a) provide a common interpretation of the contractual framework for use by member associations/unions with their own administrations; and (b) point out, in all appropriate fora at the inter-agency level, the contradiction in the Member States' demands for contractual mechanisms to be streamlined and at the same time their failure to provide the financial resources required for organizations to implement them, and the impact that had on the quality of work.**
- **The Standing Committee should: (a) continue to monitor the implementation of the contractual framework by collecting workforce statistics showing the percentage of employees on different contracts; and (b) focus on the abuse and misuse of temporary contracts as a priority, highlighting the inequality of treatment as well as the contradiction and illegality of long-term temporary status.**
- **The Standing Committee should: (a) as far as practically possible, collect from member associations/unions, statistics on grade distribution in the respective organizations; and (b) review current joint staff/management mechanisms for reviewing classification cases with the aim of identifying best practices; and (c) organize a post classification training workshop during the year.**
- **The Executive Committee should: (a) continue to oppose broadbanding and pay for performance; and (b) circulate to the membership the finalized version of the APS presentation as an aid to member associations/unions for their discussions with their local administrations.**
- **The Executive Committee should request the ICSC to undertake a survey on the types and effectiveness of mobility programmes in the UN system with a view to identifying best practice; and the Standing Committee should survey FICSA members on their experience with current mobility programmes and produce guidelines for staff associations/unions to use in discussions on mobility policies at the local level.**
- **The Standing Committee should develop a list of examples of offshoring and/or outsourcing failures for circulation to members to be used as an aid in discussions at the local level.**

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

99. The Report of the Standing Committee on Social Security/Occupational Health and Safety was introduced jointly by the Chair and Vice-Chair of the Committee (see Annex 5). In summarising the Committee's deliberations, attention was drawn to the fact that with the Pension Board having switched to meeting annually, an endeavour should be made to get the UN General Assembly to take up pension issues every year as well. The essentiality of maintaining a close relationship with FAFICS was stressed in combating eroding pension rights, but also as a source of expertise on pension matters. FICSA should support the claim of FAFICS to voting rights in the Pension Board.

100. The deleterious impact of the dwindling dollar on pensions was a particular cause for concern as reflected in two papers that had been submitted from staff associations in countries with soft currencies. It was thus essential that in any study on the impact of the dollar devaluation should not be restricted to hard currency countries. A series of ideas for consideration had been discussed in the Committee and a working group had been set up to study the issue.

101. Measures taken in respect of HIV/AIDS, such as availability of counselling and tests had been discussed at length. It was recognised that confidentiality was a key factor that was often disregarded. Staff associations were encouraged to exchange information on AIDS-related activities in their organizations.

102. The Standing Committee recognised the importance of trying to get the Pension Board to address the issue of paragraph 35 *bis*. The Standing Committee maintained the position it had adopted at the 60th Council and hoped that the issues raised in the paper that had gone forward from FAFICS would get a proper hearing at the Pension Board and the requests complied with. At the same time it was agreed that UNWG Geneva would ask FICSA to forward the position papers and other documentation to the Secretary-General, who despite his publicly expressed concern over the welfare of his staff and their families, might well be unaware of a situation that required his attention.

103. The Standing Committee also recognised the importance of long-term care and it had urged FICSA to send a letter to the CEB pressing for action on the issue and expressing profound concern over the failure of the Working Group to have met. FICSA should make every attempt to participate in the Working Group. Attention was drawn to the recent Joint Inspection Unit (JIU) report on health insurance that pointed to an expected increase in health insurance costs. That raised the possibility of organizations reducing health coverage and shifting the cost burden to staff. It was incumbent upon FICSA to take action in that regard.

104. The Standing Committee had discussed the phenomena of absenteeism, presenteeism and burn-out. Absenteeism was defined as being medically away from work owing to stress related issues; presenteeism could occur when an organization was downsizing and the staff member felt his/her job was threatened. That could lead to long and sometimes unproductive work as staff did not take holidays and worked extended periods of overtime. Burn-out occurred when there was no job accomplishment and the person was not being rewarded. The stress associated with the three conditions was an issue of concern.

105. The purchase of additional years of pension had been discussed. If introduced, it might well prove that the cost to the staff member would be too expensive. The matter should be followed up at the Pension Board.

Summary

106. The Standing Committee on Social Security/Occupational Health and Safety presented eleven recommendations. Council took note of the report with the amendments thereto and adopted the recommendations contained therein.

Council decided that:

- **FICSA should recommend to the General Assembly that it deliberate pension matters and changes approved by the Pension Board every year rather than every two years in order to eliminate delays in implementation of decisions of the Board.**
- **FICSA should adopt a fall back position whereby it would request the General Assembly to backdate the implementation of any changes to the pension system that it might approve to the date those changes were adopted by the Pension Board.**
- **FICSA should continue to support the views of FAFICS in the Pension Board and eventual requests for voting rights.**

- **The Standing Committee should draft a letter for transmittal through FICSA to all member associations/unions reminding them of confidentiality requirements in HIV/AIDS matters.**
- **The Standing Committee should draft a letter for transmittal through FICSA to staff unions/associations requesting information on their experience of, and suggestions for, best practices in implementing the United Nations policy on HIV/AIDS in the workplace.**
- **FICSA should maintain its position on divorced surviving spouses' benefits with no additional action to be taken at the present juncture.**
- **UNWG should request FICSA to forward to the UN Secretary-General relevant documentation on the 35 *bis* issue.**
- **FICSA should conduct an analytical study on flexi-time in organizations so as to gain a better understanding of the same, establish the amount of time lost, and determine the kind of compensation mechanisms in place and the manner in which they were implemented. The findings of the study should be given to Standing Committees on Social Security/OHS and Human Resources Management.**
- **FICSA should alert staff associations/unions to the fact that staff needed to take care of themselves in order to avoid presenteeism which could ultimately lead to burn-out and seek possible solutions within their own organizations.**
- **FICSA should pursue the issue of the purchase of additional years of pension at the Pension Board.**
- **The Standing Committee should urge staff on Pension Committees and participants' representatives to present clear statements on the issue of the purchase of additional years of pension at all possible opportunities.**
- **Set up a Working Group on the 'Decline of the US dollar on pension benefits' to come up with suggestions to bring forward to the Pension Board for costing. The Vice-Chair suggested it be open to the Council, and anyone from the Standing Committee could join. The group would consist of around 10 people. (See Report of the Standing Committee for the composition of the Working Group.)**

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

107. The Report of the Standing Committee on Conditions of Service in the Field was introduced by the Vice-Chair of the Committee (see Annex 6). In summarising the Standing Committee's discussions, he reported that staff representation in the field was inadequate in the light of all the changes taking place during the 'One UN' process. It was essential that adequate funding be provided to ensure that regional representatives (\$US 3,000 for each representative) could carry out their tasks.

108. A presentation had been given by Jean-Pierre Cebron on the hotly debated issue of mobility and hardship arrangements for international staff. Security and immunity had also been discussed at some length and in some instances host governments had been unable or unwilling to assume responsibility for protecting national staff. The vulnerability of National staff had been demonstrated in the recent bombing in Algiers. The responsibility to protect humanitarian and UN personnel could not be overemphasised.

109. The continued failure on the part of UNRWA to pay the area staff hazard pay was most regrettable and the staff concerned had lodged an appeal with the UN Administrative Tribunal (UNAT). It was noted that the FICSA President had approached the UN System Staff College (UNSSC) to explore the possibility of the Federation giving a presentation to Resident Coordinators on staff representation matters. The request could not be accommodated in 2007 but the possibility exists in the future.

110. In a joint meeting with the Standing Committee on Human Resources Management, discussion had focused on certain practices with respect to National Professional Officers that violated the status of the staff involved. A recommendation to the Executive Committee on the issue had been included in the report.

Summary

111. The Standing Committee on Conditions of Service in the Field presented five recommendations. Council took note of the report with the amendments thereto and adopted the recommendations contained therein, the financial resource requirements being subject to the allocations in the budget for 2008.

Council decided that:

- **A working group should be formed to prepare a strategy to strengthen staff representation under the ‘One UN’ Project.**
- **Each regional representative should be given an appropriate budget in 2008 in order to strengthen field activities.**
- **FICSA should be constantly alert to those instances where agencies emphasized programme delivery over staff security. In keeping with the Secretary-General’s report highlighting the need to pay particular attention to local staff and the need to remind governments of their principal responsibilities towards the protection of humanitarian and UN personnel, FICSA should constantly raise the matter through the Permanent Representatives at the UN General Assembly.**
- **The FICSA Executive Committee should continue to follow up on the possibility of the Federation giving a presentation on staff representation to the Resident Coordinators.**
- **The FICSA Executive Committee should send a letter to those agencies offending the status and rights of National Professional Officers. FICSA should make the Federation’s position clear to HLCM and approach the ICSC on reviewing the issue. A background paper should be prepared to enable the Federation to take up the matter.**

Standing Committee on General Service Questions (Agenda item 16)

112. The Report of the Standing Committee on General Service Questions was introduced by the Vice-Chair of the Committee (see Annex 6). In summarising the Standing Committee’s discussions, it was reported that the Standing Committee had discussed the outcome of the GS salary surveys and the lessons learned from the workshops held in 2007. It was stressed that the list of venues for the workshops in the current year were flexible.

113. Attention was drawn to the resolution on the reform of the General Service and related categories. Council adopted the resolution unanimously (see Annex 2, Resolution 61/2). In that connection, the importance of taking part in the ICSC working groups was stressed and budgetary provision had been sought.

114. The work of the FICSA Permanent Technical Committee (PTC) on GS questions during the Council session was described in an appended report, together with the terms of reference of that group, a listing of its membership and resource persons on General Service issues.

Summary

115. The Standing Committee presented eight recommendations. Council took note of the report with the amendments thereto and adopted the recommendations contained therein, the financial resource requirements being subject to the allocations in the budget for 2008.

Council decided that:

- **The current categorization of some duty stations with a high number of comparators required for the salary survey was not yielding a level of remuneration for UN staff that would correctly reflect the best prevailing conditions.**
- **A FICSA salary survey specialist should participate in the conduct of the salary surveys which may counter the problems with the UN specialist as brought forward by the members.**
- **The Standing Committee recommended that for the time being and until there were sufficient resources to conduct workshops for different levels of expertise, the current practice of requiring that participants have some level of knowledge of the salary survey methodology prior to their attendance to the FICSA workshops should continue.**
- **The Standing Committee recommended that staff representatives at the local level be included in the GS job classification process.**
- **The current composition of FICSA representation in the ICSC Working Group on GS job classification should be maintained: Margaret Eldon (FAO/WFP-UGSS) and Mauro Pace (FAO/WFP-UGSS); alternates: Varghese Joseph (ITU) and Maria Dweggah (WHO/HQ Geneva).**
- **Staff representatives should be trained in job classification to assist them in the validation process.**
- **Workshops should be held at the following locations in the four regions:**
 - (a) Africa: Johannesburg/Addis Ababa (English) and Brazzaville/Freetown/Dakar (French);**
 - (b) Americas: Mexico (English/Spanish);**
 - (c) Asia: Kuala Lumpur/Beijing/New Dehli (English); and**
 - (d) Europe/North Africa: Moscow or any other country in Eastern Europe (English) and Tunis (French).**

Based on previous experience, alternative venues would be considered, if necessary, and the dates of the workshops announced later. The possibility of running parallel workshops in English and French would be considered.

- **Funds should be allocated to conduct workshops as well as to participate in the ICSC activities related to the review of the General Service salary methodology and the reform of the job evaluation standard for the General Service and related categories.**

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

116. The Report of the Standing Committee on Professional Salaries and Allowances was introduced by the Chair (see Annex 8). In the course of its deliberations the Committee had focused on the continuing problems with the ICSC on post adjustment. It had also reviewed the reward for performance in connection with the recently concluded ‘pilots’ on broadbanding by some organizations. However, the Standing Committee made no recommendations on rewards and incentives as that issue fell within the competence of the Standing Committee on Human Resources Management.

117. Performance evaluation had also been discussed. Participants mentioned the 360° evaluation system in WFP and the supervisors evaluation system (reverse appraisal) started in IAEA. The Chair of the Standing Committee offered to share the description of the latter system with FICSA.

118. Attention focused on the education grant. It seemed the new arrangement would not result in dramatic gains or losses for the staff. An improvement was the possibility of getting the education grant extended to the fourth year of post-secondary studies for children under 26. The Standing Committee had also debated the grade equivalencies between the UN and the comparator civil service. It was felt that no clear information was available and the Noblemaire principle was compromised by all the ambiguities about the better paying civil service.

119. In taking up its review of issues addressed at the Advisory Committee on Post Adjustment Questions (ACPAQ), the Committee agreed that the issues regarding post adjustment remain unchanged. In addition to the suggestion of integrating the internet as a source of item pricing in the next round of surveys, the methodology for post adjustment deserved to be thoroughly reviewed and new approaches carefully assessed. The Standing Committee also reviewed the differential in post adjustment between New York and Washington D.C. and noted that the ICSC had merely bought its data from a consulting firm and did not really know how relevant these figures were to UN staff.

120. The system-wide survey regarding staff satisfaction that ICSC had been mooting was either being kept in abeyance or had been cancelled. Given that the survey was opportune and timely, the Standing Committee recommended that FICSA take over and launch its own survey.

Summary

121. The Standing Committee presented six recommendations. Council took note of the report with the amendments thereto and adopted the recommendations contained therein, the financial resource requirements being subject to the allocations in the budget for 2008.

Council decided that:

- **The FICSA Executive Committee request the ICSC to better define and justify the parameters it used or intended to use in setting the percentage of out-of-area expenditures included in the calculation of the post adjustment and to justify why actual data were not used.**
- **The Standing Committee recommended that the FICSA Executive Committee continue to request ICSC to authorize the payment of the education grant to children of staff**

returning to serve in their own country as was done in many diplomatic services of Member States.

- **The FICSA Executive Committee should request ICSC to provide the calculator to FICSA (or place it on the ICSC website) so that the staff could readily obtain information on their expected education grant benefits. The Executive Committee should also request the ICSC to provide information on the administrative costs of the new system for monitoring purposes.**
- **The Executive Committee should urge the ICSC to be proactive and obtain precise and transparent data from the comparator regarding the parameters underpinning their grading system.**
- **The Executive Committee should establish a working group to undertake a review of the implementation of the margin over the past ten to fifteen years to ensure that the process had been technically sound and the data were correct.**
- **The Executive Committee should form a working group to undertake a review of the evolution of post adjustment over the past ten to fifteen years in order to determine whether there was a difference in results from the use of the ICSC methodology as compared to alternative approaches such as annual adjustments based on economic indices. The work could be carried out by an intern as a post graduate exercise.**
- **The Standing Committee requested FICSA to launch a global survey on recruitment and staff satisfaction without copying the ICSC format. A working group including members of the Standing Committees on Professional Salaries and Allowances, Human Resources Management and Staff/Management Relations should design a new format which would be transmitted to all member associations/unions.**

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

122. The Report of the Standing Committee on Staff/Management Relations was introduced by the Chair (see Annex 9). In the course of that introduction, it was stressed that Resident Coordinators should be made aware of the need to have FUNSAs participate actively in country meetings chaired by the Resident Coordinators. The Standing Committee had approved a model partnership agreement that had been developed by the FICSA Information Officer and although the response to the staff/management relations survey conducted by FICSA in 2007 had been lower than expected, the findings were statistically significant, providing adequate evidence of the importance of such issues as whistle-blowing. The work on staff satisfaction surveys would be expanded in the course of 2008.

123. In connection with model partnership agreements, it had become quite clear that the relationship between staff representatives and governing bodies and the right of the former to contact the latter direct were still quite unclear. Given the increasing use of alternative consultative mechanisms that by-passed the statutorily elected staff mechanisms, the Standing Committee had urged that a section on ways of responding to such mechanisms be included in the FICSA Handbook on Staff Representation. The very definition of staff representation was seen to vary widely and should also be addressed in the handbook. The ILO/ITC presentation on the role of staff representatives would feature on the FICSA website.

Summary

124. The Standing Committee presented eleven recommendations. Council took note of the report with the amendments thereto and adopted the recommendations contained therein, the financial resource requirements being subject to the allocations in the budget for 2008.

Council decided that:

- **The Executive Committee should request that training for UN Resident Coordinators on staff/management relations be included in the latter's training programme.**
- **The Executive Committee should ensure the distribution of best-practice case studies via a dedicated collaborative web-space.**
- **The Standing Committee on Legal Questions should address the issue of whistle-blowing in 2008, in particular the involvement and role of FICSA.**
- **The Standing Committee should form a working group to collect existing staff satisfaction surveys during 2008 and, on that basis, develop a global model staff satisfaction survey to be conducted on a regular basis (every 4 years) as from early 2009. The survey would be conducted by FICSA in order to ensure confidentiality and a high rate of response.**
- **The Standing Committee and the FICSA Executive Committee should create a portfolio for staff representatives indicating the skills and training required to perform their duties effectively. The Executive Committee should compile a list of training programmes, including those offered by ILO/ITC, and make it available to the membership so as to ensure that staff representatives receive the relevant training.**
- **The FICSA Information Officer should develop a section (possibly entitled 'Tips and tricks') in the FICSA Handbook on Staff Representation. The Standing Committee should also work in collaboration with the Information Officer on compiling a set of guidelines (to be included in the FICSA Handbook on Staff Representation) on the early detection of and responses to alternative consultative mechanisms.**
- **The Executive Committee should: (a) transmit the model partnership agreement to the legal advisor; and (b) investigate the procedure and the feasibility of FUNSAs having such agreements.**
- **The Executive Committee should seek legal advice on whether associations/unions had the right to engage in discussions with Member States on staff matters and conditions of service. The Executive Committee should also look into the appropriate way of formalizing that right (for example, in partnership agreements and staff rules).**
- **In the event of the ICSC and HR Network embarking on a similar broadbanding pilot exercise, the FICSA Executive Committee should make it clear from the outset that it expected full accountability both during and after the pilot.**
- **The Executive Committee should raise the issue of access to governing bodies when the Code of Conduct was next revised by the ICSC.**

- **The FICSA Secretariat should review the different types of staff representation and the information should be included in the FICSA Handbook on Staff Representation.**

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

125. The Chair of the Standing Committee introduced the Committee's Report (see Annex 10). In the budget that had been elaborated over the week, the proposed totals under the individual chapters were:

Chapter 1: CHF 76,177

Chapter 2: CHF 75,123

Chapter 3: CHF 35,240

Chapter 4: CHF 542,511

Total CHF 729,050 (US\$ 650,938)

126. The Committee had discussed at great length the question of an *ex gratia* payment to the Information Officer for pension contributions. Perusal of the reports and files dating back to the period had revealed that the records were incomplete and that a complete set of records may not exist. In the course of the discussion, it was felt by some of the participating members that erroneous conclusions might well have been drawn from factual errors.

Summary

127. Given the protracted deliberations that had gone before in the Committee, it was proposed that Council adopt the report *en bloc*. Council took note of the report and adopted both the budget proposals and the ten recommendations contained therein:

Council decided that:

- **The General Secretary and the Treasurer should be entrusted with the task of following up on the 2007 contribution payments of the IOM and SCBD Staff Associations.**
- **The FICSA regional representatives should be tasked with monitoring and reporting on the situation of the FUNSAs in their regions; their terms of reference should reflect that task. Furthermore, at each Council, a note should be sent to the Standing Committee on Conditions of Service in the Field seeking details on the current number and strength of the FUNSAs.**
- **Those associations/unions which adhered to the deferred payment plans they had negotiated with the Federation should continue to enjoy full membership rights and privileges.**
- **In future budget performance reports, an annex should be included showing the income and expenditure of the training courses organised by FICSA, together with a set of recommendations on the distribution of the revenue generated.**
- **The Executive Committee should introduce a structured programme and budget, with provisions for: (a) the transfer of funds between cost chapters up to 10%; and (b) the allocation of surplus income.**

- **Surplus income accruing from workshops and other activities in 2007 should be inserted in the global unit rate calculation of dues for 2008.**
- **The Treasurer and Accountant should explore the issue of reporting after-service health insurance for FICSA staff as a liability and present an analysis to the following session of the Council.**
- **Council to defer the reimbursement of CHF 25,788.08 to the Legal Defence Fund.**
- **An amount of \$US 8,000 should be paid to the Information Officer in compensation for being excluded from the Pension Fund in 1993 and 1994 due to the delay in carrying out Council's instructions to the Excom in both 1993 and 1994 to create a post of Information Officer.**
- **The Executive Committee should explore changing the dates set for Council and submit its proposals to the 62nd session of the Council.**

128. After adopting the budget proposals and the ten recommendations, Council adopted a supplementary decision to the effect that:

- **The payment of \$US 8,000 provided for in paragraph 27 of the Ad Hoc Committee's report be suspended pending the outcome of a further investigation by the Executive Committee based on as complete information as available and the submission of a report on the same to Council for its decision at its next session.**

Associate matters (Agenda item 20)

129. Nobody took the floor under the agenda item.

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

130. It was agreed that a preliminary draft of the provisional agenda for the 62nd session would be distributed later in the year. At the present juncture, neither an exact date nor a venue was known. It was presumed that the most probable date would be either the first or second week of February 2009. In that connection, attention was drawn to the recommendation of the Ad Hoc Committee on Administrative and Budgetary Questions that consideration be given to changing the cycle and dates set for the sessions of the Council. It was felt that the issue would best be studied by a working group.

Other business (Agenda item 22)

131. Council recalled that the Executive Committee should provide the membership with a breakdown of the documents emanating from the HR Network and HLCM.

Closing of the session (Agenda item 23)

132. Mr. Gustavo Casas (FAPNUU Uruguay), Mr. Munir Rayes (UNWTO), Mr. Diab El Tabari (UNRWA/ASA) and Mr. Giovanni Munoz (FAO-APS) expressed their thanks for what had been a constructive session. They also extended their thanks to the outgoing members of the Executive Committee, in particular the President after two full terms in office, and wished the incoming members every success in their task. The hope was expressed that the FUNSAs would be more

actively involved in the work of the Council and that the Federation would go from strength to strength.

133. The General Secretary paid tribute to ITC/ILO and the splendid support the local staff had provided throughout the session which had been complemented by the unstinting services of the FICSA Secretariat. She also thanked the City of Turin for having so generously hosted the Federation. She commended the outgoing members of the Executive Committee for their dedication throughout the year and congratulated the new members on their election. She extended especial thanks to the outgoing President who had instilled the Council with a genuine team spirit. She reminded Council that FICSA extended beyond the Executive Committee and encompassed everybody in the ranks of the federation. She, in closing, thanked all the participants and the Chair for his wise counsel and guidance throughout the plenary sessions. She wished a safe journey home to all.

134. The Chair assured Council that it been both a pleasure and an honour for ITC/ILO Staff Union to host the federation, it had also been an honour for him personally to guide Council's deliberations. He declared the 61st session closed at 11 p.m. on 8 February 2008.

Annex 1**AGENDA FOR THE 61st 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 2007-2008
9. Report on discussions with CCISUA
10. Election of the Executive Committee and regional representatives for 2008-2009
11. Election of Standing Committee officers for 2008-2009
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 ON STRENGTHENING STAFF REPRESENTATION IN THE UN SYSTEM WITHIN THE FRAMEWORK OF A JOINT FICSA-CCISUA WORKING GROUP

Resolution 61/1

The Council of the Federation of the International Civil Servants' Associations (FICSA) at its 61st session (Turin, 4 to 8 February 2008),

Considering the reform process at the United Nations, and the need to respond to the challenge of 'Delivering as One' (A/61/583)

Recognizing the pressing need to strengthen staff representation within the common system,

Building on the outcome of the Brighton meeting held on 10 and 11 September 2007 at the Trades Union Congress, UK,

In light of the internal debate at FICSA and of discussions held with CCISUA and PSI representatives during its 61st Council, and

Having taken note of the CCISUA resolution on strengthening staff representation in the UN system,

Decides to formalize and enhance the participation of FICSA in a joint FICSA-CCISUA working group, with a view to:

- (a) exploring possible scenarios to establish a more united staff representation front;
- (b) agreeing on concrete measures and developing mechanisms for coordination and cooperation with CCISUA with the ultimate goal of reaching a strategic alliance;
- (c) identifying the needs for external expertise;
- (d) providing the estimated costs and source of funding for such expertise and the activities of the working group; and
- (e) issuing a quarterly update to the membership and consulting with the focal point for this issue in each member association/union as necessary during the year.

**RESOLUTION ON
THE REFORM OF THE GENERAL SERVICE AND RELATED CATEGORIES**

Resolution 61/2

The Council of the Federation of International Civil Servants' Associations (FICSA) at its 61st session (Turin, 4 to 8 February 2008),

Having heard the report by its representatives in the Joint ICSC Working Group on the reform of the General Service and related categories;

Having considered the document provided (ICSC/66/R.7), including the relevant note by the Secretariat of the ICSC to be considered at the forthcoming session of the Commission;

Supports the continued development of a new job evaluation system for the General Service and related categories;

Expresses its concern that the factors in the proposed system may not fully capture the nature of the General Service work;

Invites the working group to carefully review the wording and the breakdown of the factors to ensure that a meaningful progression of the seven grade structure is maintained;

Requests that the new instrument be provided for the members of the working group sufficiently in advance to evaluate it in consultation with their respective constituencies;

Also requests that the testing by common system classification practitioners at local level includes staff representatives;

Invites the ICSC to consider introducing the proposed system before testing by means of demonstrations to be conducted locally in headquarters and selected non-headquarters duty stations;

Finally requests that the process be given sufficient time for further development, testing and fine-tuning, including a pilot phase to be conducted in selected duty stations; and

Instructs the Executive Committee of FICSA to bring the above resolution to the attention of the Chair of the ICSC as a matter of priority for consideration at the forthcoming session of the ICSC.

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

Chair	Michael Donoho (IAEA)
Vice-Chair	Joel Lahaye (CERN)
Rapporteur	Richard Long (IMO)
President, FICSA	Robert Weisell (FAO-APS)
General Secretary, FICSA	Valérie Seguin (IMO)
Legal Adviser, FICSA	Laurence Fauth
Regional Representative, FICSA	Christopher Bailey (WHO/HQ Geneva)

Participants

CERN	Joel Lahaye
ESO	Florence Puech
FAO/WFP-UGSS	Margarita Brattlof Tony Piccolo
IAEA	Dean Neal
OPCW	Afshaan Shafi Hannes Spanring
UNAIDS (special status)	Cinzia Mazzolari Delaunay
UNWTO	Munir Rayes
WHO/EURO Copenhagen	Kees de Joncheere
WIPO	Charles-Antoine Masset
WMO	Samuel Mbele Mbong

Association with consultative status

EMBL Germany	Catherine Floyd
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Federation with observer status

FUNSA Myanmar	Aye Win
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Guest

ICAO	Moaz Marouf
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Introduction

1. Under the chairmanship of Michael Donoho (IAEA), the Standing Committee met three times to address items 1 to 11 of its agenda. Item 9 was discussed in a joint session with the Standing Committee on Human Resources Management.

Adoption of the agenda (Agenda item 1)

2. The Standing Committee adopted the following agenda:
 1. Adoption of the agenda
 2. Appointment of the rapporteur
 3. Review of the decisions of the sixtieth FICSA Council
 4. Report on the Committee's activities since the sixtieth Council
 5. Issues referred by the plenary
 6. Membership status
 7. Representation of subsidiary staff bodies
 8. Whistle-blowing policies (joint session with SC/HRM)
 9. Update on the OPCW Staff Association's experience with CAP insurance
 10. Other business
 11. Nomination of Standing Committee officers and Core Group members (3)

Appointment of the rapporteur (Agenda item 2)

3. Richard Long (IMO) was appointed Rapporteur.

Review of the decisions of the 60th FICSA Council (Agenda item 3)

4. The Chair of the Standing Committee said that, owing to a general lack of information received, he was unable to confirm what action had been taken pursuant to most of the previous year's Council decisions relating to the Committee. The IMO representative stated that FICSA had sent a letter to the IMO Secretary-General requesting his intervention in achieving a positive outcome to the problem involving national insurance contributions. The IMO Staff Union had been assisted in finding a counsel to provide a general legal opinion, and his fee of CHF 1,500 had been shared 50:50 between FICSA and the IMO Staff Union. That had not changed the outcome: most of the IMO staff affected had paid the Inland Revenue amounts ranging from £25 to £900, the lowest-paid staff being worst affected. Unfortunately, several of them had paid promptly without consulting the Staff Union, seriously undermining its actions.

Report on the Committee's activities since the 60th FICSA Council (Agenda item 4)

5. The Chair said that it had been a generally quiet year. Exchanges of e-mails with the Secretariat concerning the proposed changes to the FICSA Statutes had been inconclusive. In the subsequent discussion, members emphasized the dangers of making substantive changes to the Statutes without first resolving the issue of membership status.

Issues referred by the plenary (Agenda item 5)

6. No issues were referred.

Membership status (Agenda item 6)

7. The representative of UNAIDS asked for clarification about his organization's voting rights as a full member with special status. It was noted that the FICSA Statutes provide that the rights and obligations of members with special status were established by the Council.

Representation of subsidiary staff bodies (Agenda item 7)

8. The Vice-Chair drew attention to the current situation of FUNSAs which, having broken away from their parent organization, wished to join FICSA as full members in their own right. A FUNSA representative emphasized the organizational difficulties, and the potential for personality clashes and employer disapproval, that his organization currently faced after having broken away from UNDP. Considering the importance of involving field staff in any upcoming FICSA-CCISUA merger negotiations, it would be important to resolve such issues in the near future. Nor was the FUNSAs' current status helpful in the context of "Delivering as One". The Committee concurred that the FICSA Statutes did not appear to block the way to full FUNSA membership, but the issue was highly politically sensitive. It was observed that FICSA had achieved financial stability after much hard work, and the financial implications of representation of subsidiary staff bodies were likely to attract special scrutiny.

Whistle-blowing policies (Agenda item 8) - Joint session with SC/HRM

9. The item related to a FICSA questionnaire circulated to members in the previous year, and aimed at identifying aspects of the interrelationship between internal justice mechanisms and developing guidelines for establishing whistle-blower policies. Only 10 associations/unions had replied, and it was clear that much work needed to be done. During the ensuing discussion, many examples were cited of confusing overlap between the ethics, mediation and ombudsman functions, and frequent reference was made to staff scepticism about whistle-blowing owing to lack of protection from retaliatory actions. There was also some inconsistency in the application of disciplinary measures. Others pointed out that non-financial misconduct often seemed to be investigated more haphazardly than financial.

10. Other aspects discussed included: the independence of the appointment process for external mediators, their accountability, possible compromise relating to contract renewal fears, confidentiality and transparency, protection for whistle-blowers and for the falsely accused, active staff representative support for the falsely accused, timely production of evidence to avoid witch-hunts, the lack of attention accorded to ombudsman reports by administrations and lack of legal expertise among staff representatives called upon to act in whistle-blowing cases.

11. There was general agreement on the desirability of developing a whistle-blowing protocol that offered timely resolution, a professional approach, independence, confidentiality, transparency to staff at every stage, applicability to all staff, including executive heads, and full accessibility.

The two Standing Committees recommended that the Council should form a working group to discuss all matters relating to whistle-blowing.

Update on the OPCW Staff Association's experience with CAP insurance (Agenda item 9)

12. Ms. Afshaan Shafi (OPCW) said that her organization had enjoyed a generally positive experience with CAP, which had provided useful legal advice on a few cases, one of which was currently before the ILO Administrative Tribunal (ILOAT). The OPCW Staff Council had a staff representative who acted as the point of contact with CAP and reviewed the merits of each case

before contacting them. Occasionally CAP had also provided advice on internal appeal processes in order to ensure that a case that might go to ILO was not jeopardized in any way. During the ensuing discussion, it emerged that the erstwhile FICSA General Secretary acted as intermediary for OPCW in obtaining a better membership rate based on organizational group size among the FICSA membership.

Other business (Agenda item 10)

13. The Executive Committee had submitted proposals for changes to the FICSA Statutes for consideration by the Committee. A working group was formed to continue working on the revision of the Statutes with a view to completing that task in time for approval by the 62nd FICSA Council. The members of this working group are: Carolina Bascones (PAHO) (also FICSA Excom), Hannes Spanring (OPCW), Joel Lahaye (CERN), Sally Young (WIPO), Janice Albert (FAO-APS), Giovanni Munoz (FAO-APS) (also FICSA Excom) and Mike Donoho (IAEA).

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

14. Michael Donoho (IAEA) was nominated as Chair and Joel Lahaye (CERN) as Vice-Chair. A large number of those present expressed the wish to join the Core Group. The Chair said that he would confirm its membership at the end of the Council session.

Presentation by Laurence Fauth, FICSA Legal Adviser

15. Me. Fauth described a number of judgments given during the 102nd session of ILO Administrative Tribunal (ILOAT), taken from his own semi-annual review. He noted that the Tribunal handled approximately 100 cases per year in two sessions. The topics addressed in his review included same-sex relationships, harassment/mobbing, allowances and benefits, job reorganization and freedom of association. A large audience responded with interest and enthusiasm to his presentation.

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

Chair	Margaret Eldon (FAO/WFP-UGSS)
Vice-Chairs	Lisa Villard (IAEA)
	Christopher Bailey (WHO/HQ Geneva)
Rapporteur	Carolina Bascones (PAHO/WHO Washington)
General Secretary, FICSA	Valérie Seguin (IMO)
Member, FICSA Executive Committee	Maria Dweggah (WHO/HQ Geneva)
Information Office, FICSA	Leslie Ewart
Legal Advisor, FICSA	Laurence Fauth
Consultant, Field Issues	Jean-Pierre Cebron
Regional Representatives, FICSA	Jehane Khadr (WHO/EMRO Cairo)
	K. Ratnakaran (WHO/SEARO New Delhi)

Participants

CERN	Philippe Defert
ESO	Florence Puech
FAO-APS	Janice Albert
	Joachim Laubhouet
	David MacFarlane
	Giovanni Munoz
	Edward Seidler
IAEA	Dean H. Neal
	Lisa Villard
	Imed Zabaar
IMO	Steven Haw
	Robert Russell
ILO/ITC	J.C. Villemonteix
ITLOS	Emma Bartlett
	Pauline Guy
OPCW	Afshaan Shafi
UNAIDS (special status)	Marie Breton Ivy
	Cinzia Mazzolari Delaunay
UNESCO	Marie-Thérèse Conilh de Beyssac
UNLB-LSU	Cosimo Lunedi
	Cosimo Melpignano

UPU	Stéphane Vuillemin
WHO/EMRO Cairo	Samir Abdel Wahab
WHO/EURO Copenhagen	Jennifer Birkjaer Madsen Lisa Copple Melodie Karlson
WHO/WPRO Manila	Elvira M. Arciaga Sigrun Roesel
WIPO	Charles-Antoine Masset Sarah Neyroud Sally Young
WMO	Federico Galati
Federation with observer status	
FUNSA Myanmar	Cho Nwe Oo Sandar Thy Aye Aye Yee
Guests	
ICAO	Gerry Ercolani Moaz J. Marouf
UNICRI Turin	Luigi Trossarelli
UNIDO	Marie-Odile Dorer
UNSSC	Anna-Karin Kruse

Introduction

1. The Standing Committee met four times to address items 1-13 of its agenda. Part of Agenda item 5 was discussed in a joint session with the Standing Committee on GS Questions, Item 6 was discussed in a joint session with the Standing Committee on Professional Salaries and Allowances, and Item 9 was discussed in a joint session with the Standing Committee on Conditions of Service in the Field.

Election of a rapporteur (Agenda item 1)

2. Ms. Carolina Bascones (PAHO/WHO Washington) was appointed Rapporteur.

Adoption of the agenda (Agenda item 2)

3. The agenda as adopted as presented and covered the following items:

1. Election of a rapporteur
2. Adoption of the agenda
3. Review of the 60th FICSA Council decisions
4. Contractual mechanisms and their evolution-non-staff contracts, temporary staff, assignments of limited duration
5. Job classification (evaluating the implementation of the Master Standard for the Professional category and the process of developing single standard for GS category) (Joint session with SC/GSQ)
6. Performance management (including pay for performance) (Joint session with SC/PSA)
7. Career development
8. Mobility (in its broad sense the includes forced or encouraged lateral transfers, even with the same organization)
9. National Professional Officers (NPOs) (Joint session with SC/FIELD)
10. Offshoring and outsourcing
11. Ethics, whistle-blowing and conflict management resolution mechanism (Joint session SC/LEGAL)
12. Other business
13. Election of Chair and Vice-Chair for 2008/9 and Core Group members

Review of the 60th FICSA Council decisions (Agenda item 3)

4. It was noted that the recommendations of the Standing Committee of the previous Council had left the bulk of the work to the Executive Committee. It was agreed to apportion the work to be undertaken during the forthcoming year more equitably, involving the Chairs, Vice-Chairs and Members of the Core Group.

5. Many UN organizations were applying the provisions of the UN Secretariat with regard to recognition of same-sex partnerships. The United Nations Joint Staff Pension Fund (UNJSPF) also recognized the partnership if it was registered as a marriage and recognized by the organization. Also, the Fund requested that organizations report to it any same-sex marriage even if not recognized by the organization. CERN reported that same-sex marriages were not recognized by the Centre for pension purposes. It was recalled that domestic partnerships also included heterosexual 'common law' partnerships and that during discussions on the issue the HR Network had developed a list of criteria for the recognition of such partnerships but had not pursued their adoption preferring first to press for recognition of same-sex partnerships.

The Committee recommended that the FICSA Executive Committee now take up the issue of recognition of heterosexual partnerships using the criteria drawn up by the HR Network as a starting point.

6. It was reported that the pilot project on pay for performance had failed, although the issue itself had not been laid to rest. The subject was discussed under Agenda item 6, performance management.

Contractual mechanisms (Agenda item 4)

7. Information received from the membership revealed an inconsistent adoption by organizations of the ICSC contractual framework; some organizations had applied the framework to streamline their contractual mechanisms and regularize temporary staff (WHO) but this was not true of all. For example, notwithstanding the approval of the contractual framework by WHO, the PAHO Governing Bodies had not approved it. There were several reasons for these inconsistencies in implementation. The framework was only a guide and was not binding on organizations, and much depended on an organization's interpretation of the framework. It was recalled that the purpose of the framework was to harmonize the number and type of contractual mechanisms used in the common system and to facilitate mobility. However, financial pressure to do more with less was impacting on the number of established posts within organizations and leading to an increase in the use of temporary and non-staff contracts to carry out long-term core functions. Further, there was an increase in the use of volunteers and interns – forms of cheaper labour - which affected the quality of work; organizations were working with what volunteers and interns could provide rather than with the expertise required for what the organization should provide.

The Committee recommended that the FICSA Executive Committee:

- (a) Provide a common interpretation of the framework for use by member associations/unions with their own administrations;**
- (b) Point out, in all appropriate fora at the inter-agency level, the contradiction in the Member States' demands for contractual mechanisms to be streamlined and at the same time their failure to provide the financial resources required for organizations to implement them, and the impact of this on the quality of work.**

The Committee also recommended that the Standing Committee:

- (a) Continue to monitor the implementation of the framework by collecting workforce statistics showing the percentage of employees on different contracts;**
- (b) Focus on the misuse of temporary contracts as a priority, highlighting the inequality of treatment as well as the contradiction and illegality of long-term temporary status.**

Job classification (Agenda item 5)

8. When the new Master Standard for the Professional category was introduced, it was hailed as a means of motivating staff and increasing transparency in the classification process by making it accessible to all and reducing dependence on a group of expert classifiers. However, this was not the case; the system was password protected, not accessible to all and understood by few. Further, classification had now become a budget-driven exercise with widespread downgrading which negatively affected the motivation of staff. Undergrading was a problem that was not easy to rectify; few organizations had a joint staff/management mechanism (as, for example, in IAEA) for reviewing undergraded posts and appeals boards would not interfere with a technical judgement if the process had been correctly followed. Yet the consequences of undergrading were severe; it failed to respect the principle of equal pay for equal work thus inflicting financial damage on the staff member whose career progression in terms of promotion was also inhibited. Divisions might be reluctant to upgrade posts because of financial constraints. CERN reported that a percentage of its advancement budget had been lost to the correction of undergraded posts. Staff representatives felt that post classification was a technical area in which they needed more expertise.

The Committee recommended that:

- (a) As far as practically possible, it collect from member associations/unions statistics on grade distribution in the respective organizations;**
- (b) It review current joint staff/management mechanisms for reviewing classification cases with the aim of identifying best practices; and**
- (c) A post classification training workshop be organized during the year for staff representatives. A budget provision of Euro 1,500 would be requested for this purpose.**

9. The second part of the discussion concerning the ICSC Joint Working Group on GS Classification was discussed in a joint session of the HRM and GSQ Standing Committees and is reported on separately (see Report of the Standing Committee on GS Questions, Annex 7, paras. 12 and 13).

Performance management (Agenda item 6) – Joint session with SC/PSA

10. The Standing Committee benefited from a presentation given by APS on a meeting at the international level on broadbanding. Although the broadbanding pilot had failed, the issue of pay for performance was still alive. The question “Where do we go from here?” had been raised by the ICSC itself which seemed to be veering in the direction of allowing organizations more flexibility in how they approached the broadbanding issue. The moment offered an opportunity to further analyse the whole question of improving performance and to clarify the role of pay for performance in achieving this objective. In that context, it was important to have clear definitions of the terms ‘performance appraisal’, ‘performance management’ and ‘pay for performance’ since they are different concepts leading to different conclusions.

11. Performance management was used in connection with managing the performance of people to enhance the performance of the organization; it was addressed more to senior management and its ability to maintain a motivated workforce by creating an enabling environment.

12. Performance appraisal looked at individual performance. Individual performance was affected by many factors – work unit, teamwork, type of leadership, distribution of work, budget pressures, individual competencies and personal life. Much was made of the opportunity performance appraisal offered for constructive face-to-face dialogue, but this was often what was precisely avoided. If staff and managers disliked it and tried to avoid it, what was the use of forcing it? Further, the current focus on having electronic appraisals where the form can be filled out on screen and passed along for comments seemed designed to provide a mechanism that was more interested in controlling whether or not appraisals were being done and whether managers were being too lenient. Imposing limits to the percentage of staff whose performance could be rated ‘above satisfactory’ (to achieve a bell curve graph) was considered to be artificial and unfair to the individual. Further, how team performance related to individual performance was not catered for. Performance appraisals were being undertaken to see whether or not to grant the WIGSI (within grade step increment) and not to enhance performance.

13. Pay for performance looked at motivation and assumes that money would further motivate the high performers while no salary increment would motivate the lower performers into doing better. In looking into the question of motivation, it was equally important to identify what de-motivates staff e.g. lack of respect.

14. The Standing Committee felt that performance appraisal belonged more to the area of career development than compensation, with an accent on continuous improvement and identifying ways to progress. It was suggested that a change of name – from performance appraisal to something akin to achievement and career enhancement - should be used to denote the development focus. The

usefulness of a single-size-fits-all approach to appraisal and development was raised since different categories of staff may need to be evaluated against different criteria and have different development needs. However, it was important not to give the impression that different categories were being treated less equitably. Further, the usefulness of having a rating system was questionable; people tended to get more hung up on the rating than the text detailing the areas for improvement. Training of managers and staff was, of course, crucial, as was an effective rebuttal system.

In concluding its discussion, the Committee recommended that FICSA:

- (a) Continue to oppose broadbanding and pay for performance; and**
- (b) Circulate to the membership the finalized version of the APS presentation as an aid to member associations/unions for their discussions with their local administrations.**

Career development (Agenda item 7)

15. The purpose of discussing this agenda item was to identify what, if any, specific career development mechanisms exist throughout the common system and how they could be improved. The trend was to redefine career development to mean the acquisition of new skills through training and changing assignments rather than promotion, although the concept clearly contained the idea of vertical progression. One association reported that some of its members felt the staff representatives should focus on the issue of promotion. Discussion on approaches to career development revealed the usual inconsistency across the UN common system with some organizations having done more than others. It was recognized that, in principle, individual staff members should take responsibility for their own career development and that management should create an enabling environment. Some components of a career development system were listed as follows:

- An organizational data bank of current and required skills
- Career paths within and across occupational groups
- Provision of and equal access to training
- Supervisor support (e.g. in release of staff, endorsement of training)
- Knowledgeable and competent HR managers
- Financial resources.

Mobility (Agenda item 8)

16. Mobility of staff was part of the UN reform measures and was intended to develop a multi-skilled, motivated workforce. However, it posed a number of problems. In discussing the issue, the Standing Committee benefited from the case study of the Secretariat of the Convention on Biological Diversity (SCBD/UNEP).

17. In 2002, the UN Secretariat introduced a mobility programme. Recently, the current Secretary-General re-iterated that having a mobile and dynamic workforce was a priority for the UN. In early 2007, UN OHRM and UNON identified three staff members of SCBD at the P-3 level for mandatory relocation (along with others in similar organizations managed by UNEP). Those staff members had completed the mandatory five years in the same position. In parallel, UNEP informed staff members in the Nairobi headquarters and outposted offices that it would initiate consultations on a pilot rotation programme. The Staff Association requested that the relocation action be stopped immediately to allow time for the consultation process and transparency and consistency in communication. The position of the SCBD Staff Association was that, even if approved, the UNEP rotation process could not be retroactive. The Staff Association requested support from FICSA to deal with this issue.

18. It was clarified that, from a legal perspective, a new ruling cannot be retroactive.

19. The ensuing discussion noted that mobility had practical and financial implications (e.g. for relocation) that were often not considered at the planning stages and that mobility is not appropriate for all functions. It could also have a negative impact on gender balance (women dropping out to avoid forced mobility during child-rearing years) and reportedly on divorce rates (although spouse employment was attempting to deal with this). It was agreed that mobility should be voluntary and not be a precondition for promotion. It should include rotation and training to qualify for rotation, and be flexibly applied. Currently, the UN mobility process is confusing. Clarification is needed on such terms as rotation, mobility and re-assignment. Also, some agencies such as UNESCO and UNHCR have mobility policies while others such as WHO, FAO and IMO do not.

The Committee recommended that:

- (a) The FICSA Executive Committee request the ICSC to undertake a survey on the types and effectiveness of mobility programmes in the UN system with a view to identify best practice; and**
- (b) The Standing Committee survey FICSA members on their experience with current mobility programmes and produce guidelines for staff associations to use in discussions on mobility policies at the local level.**

National Professional Officers (Agenda item 9) – Joint session with the SC/FIELD

20. The report on the discussions of the joint session on this agenda item is contained in Annex 6, Report of the Standing Committee on Conditions of Service in the Field (see “Other business”).

Offshoring and outsourcing (Agenda item 10)

21. The steady trend to offshore and outsource functions for financial reasons, often without regard to maintaining quality of service, was outlined. Staff representatives had often ignored the trickling away of internal jobs when there was no negative effect on a staff member, but this was changing. Member States’ insistence on every dollar of public money being “wisely spent” and slashing budgets to force “efficiency savings” in order to do more with less pressurized managers into proposing alternative ways of delivering the same services at lower cost. What was the role of staff representatives in that context – to oppose to the bitter end offshoring and outsourcing, even at the cost of putting in jeopardy the political and financial credibility of the organization or to accept the inevitability of outsourcing and offshoring and ensure that the rules were respected and the correct procedures followed?

22. The role of staff representatives to defend the interests of the staff was emphasized. If outsourcing or offshoring was shown to be inevitable, then it should be done in stages that allowed time for retraining and redeployment of staff, and conducted with the full participation of staff representatives.

23. The representative from CERN provided a number of examples of costly failures of outsourcing, indicating a need to examine closely an organization’s claims that the work can be done more cheaply. Too often, such claims were based on a simple comparison of salaries, but there were other undeclared costs associated with outsourcing e.g. the cost of tendering, of contracting, of monitoring the contract, of having to rescind the contract if it fails. Discussions with administrations on offshoring or outsourcing should challenge their financial calculations. Outsourcing or offshoring should never be accepted if lower quality service will be the result.

24. In conclusion, the Committee agreed that it should develop a list of examples of offshoring and/or outsourcing failures for circulation to members to be used as an aid in discussions at the local

level. It also felt that it would be unproductive for staff representatives to adopt a position of opposition at all costs, but that in the event that a reasonable business case was put forward, the approach should be to participate in the exercise in order to offer the best protection possible for the staff affected.

The Standing Committee should develop a list of examples of offshoring and/or outsourcing failures for circulation to members to be used as an aid in discussions at the local level.

Whistle-blowing policies (Agenda item 11) – Joint session with the SC/LEGAL

25. The report on the discussions of the joint session on this agenda item is contained in Annex 3, Report of the Standing Committee on Legal Questions (paras. 9 to 11).

Other business

26. There was no time to discuss any other issues.

Election of Chair, Vice-Chairs and Core Group members (Agenda item 13)

27. The Standing Committee nominated Lisa Villard (IAEA) as the Chair and Margaret Eldon (FAO-WFP-UGSS) and Cosimo Melpignano (UNLB-LSU) as Vice-Chairs.

28. The Committee also nominated Melodie Karlson (WHO/EURO Copenhagen), Guiomar Alonso Cano (UNESCO), Philippe Defert (CERN), Steven Haw (IMO), Oliver Hillel (SCBD), Cosimo Lunedì (UNLB), Janice Albert (FAO-APS), Maria Dweggah (WHO/HQ Geneva), Sandar Thy and Cho Nwe Oo (FUNSA Myanmar) and Imed Zabaar (IAEA) as Core Group members.

Annex 5

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

Chair	Svend Booth (FAO/WFP-UGSS)
Vice-Chair	Dean H. Neal (IAEA)
Rapporteur	Doros Panayi (EMBL)
Treasurer, FICSA	Manijeh Torabi (IAEA)
Regional Representative, FICSA	Jehane Khadr (WHO/EMRO Cairo)

Participants

FAO-APS	Joachim Laubhouet David Macfarlane Edward Seidler
FAO/WFP-UGSS	Mauro Pace
IAEA	Margaret Robertson
IMO	Steven Haw
ITLOS	Emma Bartlett
ITU	Jacques Sanou
PAHO/WHO Washington	Silvia Roggiero-Carpio
UNESCO	Marie-Thérèse Conilh de Beyssac
UNLB-LSU	Vincenzo De Leo
UNRWA/ASA Lebanon	Diab El Tabari
WMO	Samuel Mbele Mbong
WHO/AFRO Brazzaville	Jean Tchicaya
WHO/EURO Copenhagen	Melodie Karlson Mirza Muminovic
WHO/EMRO Cairo	Samir Abdel Wahab
WHO/HQ Geneva	Edmond Mobio
WHO/WPRO Manila	Sigrun Roesel

Associations with consultative status

ADB Abidjan	Maimouna Dabo-Diouf
AMFIE	Dominique Bertaud
UNWG Geneva	Nathalie Tschyrkow

Federations with observer status

AFSM-WHO/SEARO India	R.L. Rai
FASPANUCI Ivory Coast	Ben Lakp-Low
FUNSA Cameroon	Charles Kameni
FUNSA Myanmar	Kyi Kyi Nyein Aye Aye Yee

Guests

ICAO	Gerry Ercolani
UNIDO	Marie-Odile Dorer
WFP PSA	Julian Lefèvre

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 60th Council
 4. Report on the 54th meeting of the UNJSPB
 5. Eroding pension benefits as a result of US dollar devaluation
 6. HIV/AIDS in the UN workplace
 7. Divorced surviving spouse's pension benefits
 8. Long-term care
 9. Presenteeism, absenteeism, burnt out
 10. Other business
 11. Nomination of Standing Committee officers and Core Group members

Election of rapporteur (Agenda item 2)

2. Mr. Doros Panayi (EMBL) was nominated Rapporteur of the meeting.

Report on follow-up activities since the 60th Council (Agenda item 3)

3. The Chair expressed disappointment with the level of response during the year from Standing Committee representatives and asked for stronger engagement in the future in order to deal with all the important social security issues.

Report on the 54th meeting of the UNJSPB (Agenda item 4)

4. The Chair noted that the Pension Board report was available in advance to all delegates in the room and asked for comments and suggestions. It was agreed that the most pressing topic was the decline in the US dollar exchange rate for non-US resident staff.

5. *Policy for Investment* was singled out as an issue reported from the ALM study. The report signalled that the performance of the Fund was healthy and that there was therefore no rush to change the investment policy. The study recommended respecting the investment principles and to elaborate a global investment strategy. Passive and active investment strategies were briefly explained.

6. *Governance* – there had been a claim from the Chief Executive Officer (CEO) of the Pension Fund that he was not being fully consulted on the investment policy. The CEO and the UN Secretary-General representatives were encouraged to work together to find a better working arrangement. A memorandum of understanding was being drawn up. It was noted that the UN General Assembly only considers pension issues on a two-year cycle, administrative issues one year and budget ones the next year. It was proposed to explore the possibility of requesting the General Assembly to consider pension matters on a yearly basis or having the decisions retroactively implemented to the date of the decision of the Board.

7. It was noted that FICSA was only permitted to approach the Pension Board as an observer, but was allowed to intervene on some issues.

8. A discussion was started by the Chair on the support of FICSA for the position of FAFICS. It was suggested that FAFICS should finally be granted their own vote on the Pension Board.

The Standing Committee recommended that FICSA:

- (a) **Recommend to the General Assembly that it should deliberate pension matters and changes approved by the Pension Board every year rather than every 2 years in order to eliminate delays in implementation of decisions of the Board;**
- (b) **Adopt a fall-back position of asking the General Assembly to backdate the implementation of pension changes which they approve to the date these changes were adopted by the Pension Board; and**
- (c) **Continue to support the views of FAFICS to the Pension Board and eventual requests for voting rights.**

Eroding pension benefits as a result of US dollar devaluation (Agenda item 5)

9. Papers were submitted by Diab El-Tabari (UNRWA/ASA Lebanon) and R.L. Rai (AFSM-WHO/SEARO New Delhi) which created a lengthy discussion. The Chair asked for volunteers to constitute a working group to develop, distribute and finalize proposals for solving the problems related to the decline of both the USD and local currencies to be forwarded to participants.

10. The representative from FAO-APS suggested some ideas for consideration and costing:
- (a) Using a basket of currencies in the same proportion as in the Fund's investments;
 - (b) Allowing retirees to move from local track to US dollar track more frequently;
 - (c) Using the best 36-month average exchange rate out of the last 5 years;
 - (d) Applying some type of adjustment similar to the post adjustment mechanism.

HIV/AIDS in the UN workplace (Agenda item 6)

11. The Research/Liaison Officer in New York used to provide reports on the issue but she was no longer in post. The Chair lacked information on the subject.
12. In 2007, the Standing Committee had decided to continue to strive towards having a HIV/AIDS test available for every staff member. The Chair believed that was currently available, upon request. Confidential HIV/AIDS testing and counselling was a component of the UN policy on HIV/AIDS in the workplace.
13. It was suggested that FICSA should have more input into the implementation process. Discussions focused on the issue of confidentiality. Some organizations medical services ran under Human Resources making staff reluctant to take such tests.
14. The Standing Committee also discussed the availability of condom distribution in their organization. Practices varied greatly; in some agencies condoms were part of travel kits and mainly provided to Professional staff on duty travel. In others, condoms were provided to all staff for free. Less information was apparently available on provision of post exposure prophylaxis (PEP) kits and on who was the custodian in the respective duty stations. Issues about PEP kits also included application protocols and the role of the staff assaulted in the process; including reporting and documentation of incidents. Once again, PEP kits should be available to all staff under the UN policy on HIV/AIDS in the workplace.
15. Great variance also existed in the conduct of information sessions for staff and the role staff associations/unions could play. It was recommended that a process of staff associations/unions exchanging information on their activities and identifying practices be initiated.
16. The Chair suggested that most of the matters should be addressed to the Standing Committee on Human Resources Management.
17. The representative from WHO/EURO Copenhagen suggested that a UNAIDS day briefing could be of benefit to staff in the local area. Experience could be drawn from organizations already conducting such briefings.

The Standing Committee recommended that:

- (a) **A letter be prepared by the Standing Committee to be sent by FICSA to all member organizations reminding them about confidentiality requirements in HIV/AIDS matters; and**
- (b) **A letter be prepared by the Standing Committee to be sent by FICSA to staff unions/associations on experience and suggestions for best practice in implementing the UN policy on HIV/AIDS in the workplace.**

Divorced surviving spouse's pension benefits (Agenda item number 7)

18. Since 1999, upon the death of a retiree, the former divorced spouse had been entitled to a pension benefit under certain conditions. There had been many cases of a staff member who had been married for 30 years, then divorced and remarried, whereupon the new spouse ultimately received all the benefits.

19. The Chair thanked Ms. Nathalie Tschyrkow for the enormous amount of work done to date and mentioned that it was also thanks to her that surviving divorced spouses were currently entitled to receive pension benefits under certain eligibility conditions. Further proposed amendments included reducing the eligibility period from 10 to 5 years of marriage and increasing the minimum divorced surviving spouses' benefits.

20. Ms. Tschyrkow suggested that the Standing Committee transmit relevant papers to the UN Secretary-General as he might be unaware of the situation. Although he had representatives on the Pension Board, many issues had only been partly implemented and might require closer attention.

21. Further discussions focused on whether FICSA should support the rights of divorced spouses. Although there was strong feeling that the rights of divorced spouses should be further protected, it was suggested that such matters be resolved in court or through the Pension Board.

The Standing Committee recommended that:

- (a) FICSA maintains its position on divorced surviving spouses' benefits with no additional action to be taken at the present juncture; and**
- (b) The UNWG should request FICSA to forward to the UN Secretary-General relevant documentation on the 35 bis issue.**

The floor was passed to the Vice-Chair due to the Chair having to attend another meeting.

Long-term care (Agenda item 8)

22. The Standing Committee requested FICSA to send a letter to the Chief Executives Board (CEB) showing their concern about the long-term care issue and the fact that the Working Group had not yet met. FICSA should try to attend future working group meetings.

23. The Chair pointed out that the Joint Inspection Unit (JIU), which looked at the administrative aspects of the UN worldwide, had just produced a document on health insurance. One of the key elements was an expected increase in health insurance costs. The Chair suggested that the Committee members visit the unit's website and discuss the topics among their own unions/associations:

www.unjiu.org/en/reports.htm

24. There was a risk of organizations reducing health coverage as it was getting too costly. The Standing Committee agreed that it should be the responsibility of FICSA to ensure that that did not happen. Some organizations might initially maintain a benefit package, but in all likelihood they would shift more and more costs onto the staff.

Presenteeism, absenteeism, burn out (Agenda item 9)

25. The topic had been added to the agenda to promote awareness of the subject.

26. The Standing Committee discussed the meaning of the absenteeism, presenteeism and burn-out. Absenteeism could be defined as being medically away from work due to stress related issues. Presenteeism could occur when an organization was downsizing and the staff member felt his job was threatened; it could lead to long and sometimes unproductive work as staff did not take holidays and worked an extreme amount of overtime. Burn-out occurred when there was no job accomplishment and where the person was not being rewarded.

27. The Standing Committee suggested that organizations should encourage staff to take on the responsibility for their personal and professional lives as issues discussed could have an impact on both their job and family.

28. The Standing Committee discussed the pressure felt by staff as not necessarily being the staff member's fault and suggested that there should be some kind of training for both staff and management. Many managers who came from technical backgrounds were being expected to manage areas such as budgets and people for which they had no training.

29. Staff training could be a partial solution where understaffing existed in order to make staff more efficient. One organization had also introduced and recommended team-building courses to increase the efficiency of the workflow and provide multi-functional social skills. All staff development activities needed to have a pre- and post-evaluation and should be part of long-term plan.

30. The ILO International Training Centre could be a source of information to help develop training programmes.

31. The group discussed how staff members were granted compensation leave or overtime in their organizations. It was stressed that staff associations/unions should ensure that all staff knew what their entitlements were and support them.

The Standing Committee recommended that FICSA:

- (a) Conduct a study of organizations to understand flexi hours, how much time is being lost, what kind of compensation mechanism is in place and how it is implemented;**
- (b) The analysis of the study should be given to SOCSEC and HRM Standing Committees;**
- (c) Alert staff associations/unions to the fact that staff needed to take care of themselves in order to avoid presenteeism which could ultimately lead to burn out; and**
- (d) Recommend staff associations/unions seek possible solutions within their own organizations.**

Other business (Agenda item 10)

(a) Purchase of additional years of pension

32. UNESCO initially offers short-term and consultancy contracts to employees that eventually continue for long periods of time. Ultimately, many staff received staff contracts, but had no pension entitlement for their previous years. Staff members in that situation were currently asking whether they could purchase some additional years to make up for the time they were not permitted to pay contributions. At present, some staff were prepared to go to the ILO Administrative Tribunal (ILOAT), stating that they had had questionable contracts for years and had therefore been unable to contribute towards their pension. That aspect could be used to negotiate the right to purchase additional pension years.

33. The Vice-Chair thought that the Pension Board might consider accepting the issue. It might be that when staff found out how high the costs were, they would probably not opt for it. The amounts might be significant as the contributions included the employer's contribution. In addition, the Secretariat would have to spend time calculating costs although there was no guarantee that the staff member would end up paying the contributions. The Vice-Chair suggested that the calculations should be offered on a web-based programme. He hoped that the Board would agree to buying back years within the next few years.

The Standing Committee recommended that:

(a) The FICSA delegation pursues the issue of the purchase of additional years at the Pension Board; and

(b) The Standing Committee urge the staff on Pension Committees and participants' representatives to present clear statements on the issue at all possible opportunities.

(b) Decline of the US dollar on pension benefits

34. The Chair proposed setting up a Working Group on the '**Decline of the US dollar on pension benefits**' to come up with suggestions to bring forward to the Pension Board for costing. The Vice-Chair suggested it be open to the Council, and anyone from the Standing Committee could join. The group would consist of around 10 people.

35. The following participants agreed to be part of the Working Group:

Carolina Bascones (PAHO/WHO Washington)

Svend Booth (FAO/WFP-UGSS)

Marie-Thérèse Conilh de Beyssac (UNESCO)

David MacFarlane (FAO-APS)

Jacques Sanou (ITU)

Jean Tchicaya (WHO/AFRO Brazzaville)

Manijeh Torabi (IAEA)

Nathalie Tschyrkow (UNWG)

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

36. The Standing Committee nominated Svend Booth (FAO/WFP-UGSS) as Chair, Dean H. Neal (IAEA) as Vice-Chair and Melodie Karlson (WHO/EURO Copenhagen) as Core Group member.

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

Chair	Aye Win (FUNSA Myanmar)
Vice-Chair/Member, FICSA Executive Committee	Steven Ackumey-Affizie (FAO/WFP-UGSS)
Rapporteur	Archana Bhardwaj (FUNSA India)
Consultant on Field Issues, FICSA	Jean-Pierre Cebron
Regional Representative, FICSA	K. Ratnakaran (WHO/SEARO New Delhi)

Participants

FAO-APS	Joachim Laubhouet David MacFarlane Edward Seidler
FAO/WFP-UGSS	Svend Booth Mauro Pace
PAHO/WHO Washington	Silvia Roggiero-Carpio
UNRWA/ASA Lebanon	Diab El Tabari
WHO/EURO Copenhagen	Mirza Muminovic
WHO/WPRO Manila	Sigrun Roesel

Association with consultative status

ADB Africa	Maimouna Dabo-Diouf
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Federation with observer status

AFSM-WHO/SEARO New Delhi	Ram L. Rai
FAPNUU Uruguay	Gustavo Casas
FASPANUCI Ivory Coast	Ben Lakp Low Aka Tano-Bian
FUNSA Cameroon	Charles Kameni
FUNSA Myanmar	Kyi Kyi Nyein Aye Aye Yee

Guest

WFP-PSA	Julian Lefèvre
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Adoption of the agenda (Agenda item 1)

1. The Standing Committee adopted the following agenda:
 1. Election of acting chair and/or vice-chair in case of absence of incumbent(s)
 2. Review of the recommendations of the 60th Session of the FICSA Council
 3. Security and immunity of UN staff in field
 4. Update on revised mobility and hardship arrangements
(Presentation by Jean-Pierre Cebren on Wednesday, 6 February)
 5. Importance of strengthening of FUNSAs:
 - (a) Staff representation in the context of the 'One UN' approach
 - (b) Mechanisms to promote staff representation
 6. Reinforcing the RC system through inclusion of support to staff representation in their ToRs
 7. UNRWA issues
 8. Other business
 - Status and career prospects of National Professional Officers (NPOs) (Joint session with SC/HRM)
 9. Nomination of Standing Committee officers and Core Group members

Election of acting chair and/ or vice-chair in case of absence of incumbent(s) (Agenda item 1)

2. The Committee elected Mr. Aye Win (FUNSA Myanmar) as Chair and Mr. Gustavo Casas (FAPNUU Uruguay) as Vice-Chair.

Election of a rapporteur (Agenda item 2)

3. Ms. Archana Bhardwaj (FUNSA India) was appointed Rapporteur.

Importance of strengthening of FUNSAs (Agenda item 3)

- (a) *Staff representation in the context of the 'One UN' approach*
- (b) *Mechanisms to promote staff representation*

4. The participant from FUNSA Uruguay shared his experience from his country, which was one of the eight pilot countries and expressed his concern over the 'One UN' approach. Although the 'One UN' approach did not mean firing staff, no assurance was given regarding staff's retention. The FUNSA in that country was constantly following up on the issue with the management. The concern was raised that the FUNSAs or staff representation might not be adequate in the eight pilot countries. The Standing Committee noted the further need for strengthening of FUNSAs. The suggestion was made that the regional representatives of FICSA should play a vital role and take stock of the situation in their respective regions. The issue was raised about the budget needed for those representatives to visit their regions. The Committee suggested that the strategy should be discussed on the plan of action.

The Standing Committee recommended that:

- (a) **A working group should be formed to prepare a strategy to strengthen staff representation under the 'One UN' Project; and**
- (b) **Regional representatives be budgeted in 2008 with an amount up to \$US 3,000 each for strengthening field activities.**

Update on revised mobility and hardship arrangements (Agenda item 4) – Joint session with SC/PSA

5. Following his participation in the recently held ICSC Workshop to review the mobility/hardship allowance, hazard pay and strategic bonuses (New York, 15 to 17 January 2008), the FICSA Consultant, Jean-Pierre Cebon, gave a presentation on the history and present status of the mobility and hardship arrangements for international staff. The Standing Committee noted that the system devised in 2005 in Cyprus had some flaws and would need some adjustment. It was also noted that in some countries national staff were also required to relocate to an in-country duty station without receiving adequate compensation for the cost of relocation.

Security and immunity of UN staff in field (Agenda item 5)

6. The Standing Committee welcomed the Secretary-General's Report on Safety and Security of Humanitarian Personnel and Protection of United Nations Personnel and noted that staff security was of increasing concern especially in the light of the attacks against the UN in Algeria. National staff were particularly vulnerable. The FICSA Consultant briefed the Committee on his meeting with Sir David Veness, Under-Secretary-General of the Department of Safety and Security (DSS). Concerns were raised over agencies emphasizing programme delivery over staff security. Noting that in some instances, the host government might be either unable or unwilling to assume the responsibility for the protection of the national staff. It urged FICSA to follow up constantly on the issue at the highest levels. The Standing Committee noted with concern that the PAHO/WHO building in Washington was not MOSS-compliant.

The Standing Committee recommended that FICSA should be constantly alert to those instances where agencies emphasized programme delivery over staff security. It recommended that in keeping with the Secretary-General's report highlighting the need to pay particular attention to local staff and the need to remind governments of their principal responsibilities towards the protection of humanitarian and UN personnel, FICSA should constantly raise the matter through the Permanent Representatives at the UN General Assembly.

UNRWA issues (Agenda item 7)

7. The Standing Committee took note of the fact that UNRWA has currently undergone an organizational re-development, with staff representatives involved in the process. Issues were moving forward and no action was required at this stage.

8. Despite the acknowledgement by the ICSC and the UNRWA Commissioner-General of the right to hazard pay for UNRWA area staff, the organization was still not paying it owing to budgetary limitations. The Standing Committee took note of the fact that the UNRWA area staff had appealed against the administrative decision of non-payment of hazard pay. The Standing Committee did not have any further recommendations on the issue.

Reinforcing the resident coordinator system through inclusion of support to staff representation in their terms of reference (Agenda item 6)

9. Following up on the recommendations of the previous FICSA Council, the FICSA President met with the UN System Staff College (UNSSC) to explore the possibility of FICSA making a presentation on staff representation to incumbent resident coordinators. However, the request could not be accommodated at the present time.

The Standing Committee recommended that the incoming FICSA Executive Committee continue to follow up on the possibility of the Federation giving a presentation on staff representation to the resident coordinators.

Other business (Agenda item 8)

- *Status and career prospects of National Professional Officers (NPOs) - Joint session with SC/HRM)*

10. Noting that some agencies were sending NPOs abroad on extended assignments, while failing to change the status of the staff involved, the Standing Committee recalled the ICSC position that the practice violated the original intent of the NPO category. The practice also manipulated the staff's desire for career development. The two Standing Committees believed that any evolution towards such assignments should be conducted systematically so as to avoid abuse of any national staff member, where the conditions of service of the international civil service should apply throughout. Furthermore, staff training opportunities should not be compromised by sending staff abroad for assignments under the guise of training opportunities.

The Standing Committees recommended that the FICSA Executive Committee send a letter to offending agencies. The Federation's position should be made clear to HLCM and FICSA should approach the ICSC on reviewing the issue. A background paper should be prepared for FICSA so that the Federation could take up the matter.

Nomination of Standing Committee officers and Core Group members (Agenda item 10)

11. The Standing Committee nominated Mr. Aye Win (FUNSA Myanmar) as Chair and Mr. Gustavo Casas (FAPNUU Uruguay) as Vice-Chair.

12. A working group on recommending a strategy to strengthen staff representation, under the One UN umbrella, was formed consisting of Aye Win (FUNSA Myanmar), Archana Bhardwaj (FUNSA India), Steven Ackumey-Affizie (FAO/WFP-UGSS Ghana), Gustavo Casas (FAPNUU Uruguay) and Diab El Tabari (UNRWA/ASA Lebanon).

13. The following were nominated as Core Group members: Archana Bhardwaj (FUNSA India), Margaret Eldon (FAO/WFP-UGSS), Diab El Tabari (UNRWA/ASA Lebanon) and Silvia Roggiero-Carpio (PAHO/WHO Washington).

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

Chair	Edmond Mobio (WHO/HQ Geneva)
Vice-Chair/Member, FICSA Executive Committee	Varghese Joseph (ITU)
Vice-Chair	Mauro Pace (FAO/WFP-UGSS)
Rapporteur	Margaret Robertson (IAEA)
Member, FICSA Executive Committee	Steven Ackumey-Affizie (FAO/WFP-UGSS Ghana)
Regional Representative, FICSA	K. Ratnakaran (WHO/SEARO New Delhi)

Participants

CERN	Philippe Defert Joel Lahaye
FAO/WFP-UGSS	Margarita Brattlof Tony Piccolo
IAEA	Lisa Villard
IMO	Robert Russell
ITLOS	Emma Bartlett
OPCW	Afshaan Shafi
PAHO/WHO Washington	Silvia Roggiero-Carpio
UNAIDS	Marie Breton Ivy
UNESCO	Marie-Thérèse Conilh de Beyssac
UNLB-LSU	Vincenzo De Leo Cosimo Lunedì Cosimo Melpignano
WHO/EMRO Cairo	Samir Abdel Wahab
WHO/EURO Copenhagen	Lisa Copple Mirza Muminovic
WHO/WPRO Manila	Elvira M. Arciaga
WMO	Samuel Mbele Mbong

Association with consultative status

ADB Africa	Maimouna Dabo-Diouf
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Federations with observer status

AFSM-WHO/SEARO New Delhi	Ram L. Rai
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FAPNUU Uruguay	Gustavo Casas
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FASPANUCI Ivory Coast	Ben Lakp Low Aka Tano-Bian
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FUNSA Cameroon	Charles Kameni
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FUNSA India	Archana Bhardwaj
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FUNSA Myanmar	Kyi Kyi Nyein Aye Win
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Guests

ICAO	Adriana Bonilla Gerry Ercolani
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UNICRI	Luigi Trossardi
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UNIDO	Marie-Odile Dorer
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Introduction

1. Under the chairmanship of Edmond Mobio (WHO/HQ Geneva), the Standing Committee met twice to address items 1 to 9 of its agenda. Item 5 was discussed in a joint session with the Standing Committee on Human Resources Management (HRM) on 6 February 2008.

Adoption of the agenda (Agenda item 1)

2. The Standing Committee adopted the following provisional agenda:

1. Adoption of the agenda
2. Election of a rapporteur
3. Outcome of GS salary surveys in New York, Paris, Rome, Montreal, Geneva and non-HQ duty stations and potential areas for next ICSC review of the methodology
4. Reports of workshops in 2007 and lessons learned
5. Outcome of the ICSC Working Group on GS job classification and next steps (joint meeting with SC/HRM)
6. Planning of activities for 2008
7. Provisional agenda of the PTC on GS Questions (FICSA/C/61/GSQ/CRP.3)
8. Other business
9. Nomination of Standing Committee officers and Core Group members

Election of a rapporteur (Agenda item 2)

3. Ms. Margaret Robertson (IAEA) was appointed Rapporteur.

Outcome of GS salary surveys in New York, Paris, Rome, Montreal, Geneva and non-HQ duty stations and potential areas for next ICSC review of the methodology (Agenda item 3)

4. The members shared their experiences regarding the conduct of salary surveys at different duty stations.
5. The issue of working hours and their application in the calculation was a concern in Paris.
6. During the Geneva salary survey the main problem encountered was that the best employer refused to participate.
7. The salary survey in Rome was conducted in 2005 with the participation of 19/20 employers and there was a 12.15 per cent increase in salaries. However the salaries were not keeping pace with the rise in the cost of living since the introduction of the Euro. There was also a problem in obtaining comparable job matches for technical workers. The quantification of fringe benefits was also in question.
8. In London, the salary survey was conducted in October 2007 resulting in a small increase of 1.25 per cent. There was a problem of non-participation by comparator employers. The data provided by 20 comparators was unsatisfactory.
9. In Vienna, the salary survey is being conducted and has not yet been finalized.
10. Some members reported the following about the salary surveys at non-headquarter duty stations:
 - (a) In Brindisi, the survey resulted in a freeze in salaries as there was a negative result of 7 per cent. It was difficult to identify suitable employers, the benchmarks were not comparable with the jobs in comparative employers and most of the benefits could not be included because of the 75 per cent utilization factor.
 - (b) The comprehensive salary survey in Egypt, conducted in 2006, resulted in a 6.3 per cent increase for General Service staff and 6.7 per cent for National Officers. Due to the fact that the LSSC was not involved in the process of data entry done by the salary survey specialist, subsequent discrepancies were found. Furthermore, potential good comparators were not willing to participate in the comprehensive salary survey and retained comparators were reluctant to release data during the mini survey. The overall result of the survey has been negatively affected by outsourcing of some jobs (mostly in the G-1 and G-2 levels).
 - (c) The salary survey in Manila, conducted in May 2006, resulted in a decrease of 15 per cent in salaries of General Service staff and 23 per cent of National Officers due to the increase in the number of comparators from 12 to 15. There was also a difference of opinion between the salary survey specialist and LSSC in the interpretation of some data.
 - (d) The salary survey in Hamburg was conducted in 2006 and resulted in a freeze in salaries as there was a negative result of 16.1 per cent. The increase in the number of comparators was a key element in the outcome.

(e) In Copenhagen, the survey was conducted in 2006 with the resultant decrease in salary by 4.1 per cent. Among the concerns was the lack of prior training of some LSSC members and the difficulty in ensuring participation by the required number of comparators.

(f) In the interim survey conducted in New Delhi, the LSSC was not involved in data analysis as this was done in New York by the UN specialists. The LSSC was also concerned about the delay in the announcement of results.

The Standing Committee noted that the current categorization of some duty stations with a high number of comparators required for the salary survey is not yielding a level of remuneration for UN staff that would correctly reflect the best prevailing condition.

The Standing Committee recommended that a FICSA salary survey specialist should also participate in the conduct of the salary surveys which may counter the problems with the UN specialist as brought forward by the members.

Reports of workshops in 2007 and lessons learned (Agenda item 4)

11. In 2007, FICSA conducted non-headquarters duty station workshops in Trinidad and Tobago, Budapest and Accra. These workshops were well received and there was extensive participation. The workshop in Accra was expanded to cover additional subjects including HR, pensions, etc. However as a result of interaction with the participants, three specific lessons were learned from the conduct of the workshops.

- (i) It was found that in most cases that the UN salary survey specialist was not forthcoming in involving the LSSC members in the data-analysis process and in sharing the result of the analysis with the LSSC.
- (ii) There was a mix of experienced and less experienced participants in the workshops resulting in a considerable amount of time being spent by the FICSA trainer on explanation of basic principles of the methodology.
- (iii) Participants with a greater expertise and knowledge of the salary survey process found that not enough time was dedicated to the last aspects of the survey, namely data analysis and construction of the salary scales.

The Standing Committee recommended that for the time being and until there were sufficient resources to conduct workshops for different levels of expertise, the current practice of requiring that participants have some level of knowledge of the salary survey methodology prior to their attendance to the FICSA workshops would continue.

Outcome of ICSC Working Group on GS job classification and next steps (Agenda item 5) - Joint meeting with SC/HRM

12. In a joint meeting with the Standing Committee on Human Resources Management, an advanced copy of the ICSC document ICSC/66/R.7, dated 21 January 2008, entitled "Review of the Job Evaluation Standards for the General Service and related categories" was brought to the attention of the members of both Standing Committees. The members of the Standing Committees specifically made observations on paragraph 14 and its sub-paragraphs (a) (b) (c) and (d). The concerns of the Standing Committees related to the suitability of the factors on qualifications and experience, levels of knowledge and introduction and testing of an electronic evaluation system. Furthermore, the Standing Committees recommended that sufficient time be allocated for the testing process including the possibility of a pilot phase in the selected headquarters and non-headquarters duty stations.

The Standing Committees recommended that staff representatives at local level be included in the process.

13. Although the Working Group was reassured by the ICSC Secretariat that the changes that will be made to the job descriptions as a result of the adoption of the new job evaluation standards will not affect the benchmarks used in the present GS salary surveys, the Standing Committees felt however that in the long run there would be effects and consequences.

The Standing Committees recommended:

- (a) To the Excom that the current composition of FICSA representation in this Working Group be maintained: Maria Dweggah (WHO/HQ), Margaret Eldon (FAO/WFP-UGSS); alternates: Varghese Joseph (ITU) and Mauro Pace (FAO/WFP-UGSS);**
- (b) That the staff representatives should be trained in job classification to assist them with the validation; and**
- (c) That the resolution on the reform of the General Service and related categories be adopted by the FICSA Council and that its implementation be pursued throughout the year.**

Planning of activities for 2008 (Agenda item 6)

14. The Standing Committee learned that the UN has planned to conduct four local salary survey workshops in: Bangkok (Thailand), Santiago (Chile), The Hague (Netherlands) and Nairobi (Kenya) during 2008 to assist in carrying out the local salary surveys. It also learned that 43 salary surveys have been planned at non-headquarter duty stations in 2008. This should be borne in mind along with the issue of security and the availability of adequate facilities.

The Standing Committee recommended:

- (i) To the Excom to hold the workshops at the following locations in the four regions:**
- (ii) Africa: Johannesburg/Addis Ababa (English)
Brazzaville/Freetown/Dakar (French)**
- (iii) Americas: Mexico (English/Spanish)**
- (iv) Asia: Kuala Lumpur/Beijing/New Delhi (English)**
- (v) Europe/
N. Africa: Moscow or any other country in Eastern Europe (English)
Tunis (French)**

However, based on previous experience, the Standing Committee was informed that alternative venues would be considered, if necessary.

The dates for conducting the workshops would be announced later.

- (b) The possibility of running parallel workshops in English and French.**
- (c) That the Council be requested to approve the sum of US\$ 30,000 for this purpose.**

Provisional agenda of the PTC on GS Questions (FICSA/C/61/GSQ/CRP.3) (Agenda item 7)

15. The Standing Committee reviewed the draft report of the meeting of the FICSA PTC on GS Questions held on 5 February 2008. The report was adopted (see Appendix 1).

16. The Standing Committee nominated the Chair of the Standing Committee, Vincenzo De Leo (UNLB), as Coordinator of the PTC and Mauro Pace (FAO/WFP-UGSS) and Varghese Joseph (ITU) as Vice-Coordinators.

Composition of FICSA delegation on the ICSC Working Group (Agenda item 4)

17. In addition to the four names already nominated by the PTC (Mr. Edmond Mobio (WHO/HQ Geneva), Mr. Varghese Joseph (ITU), Mr. Mauro Pace (FAO/WFP-UGSS) and Mr. Steven Ackumey-Affizie (FAO/WFP-UGSS)) (see Report of the PTC on GS Questions, Appendix 1), the following three names were also nominated:

Francesco Di Pancrazio, FICSA Expert and Resource Person
 Samir Abdel-Wahab, WHO/EMRO Cairo
 Rolando Chacon, PAHO/WHO Washington.

18. The Executive Committee, in consultation with the Standing Committee officers, will select the delegation from the Core Group to participate in the ICSC meeting and activities related to the salary survey methodology as required.

The Standing Committee recommended that a sum of US\$ 20,000 be allocated for participation of FICSA delegation in the ICSC activities relating to the review of the General Service salary survey methodology and the reform of the General Service and related categories.

Other business (Agenda item 8)

19. The representative of WHO/EMRO proposed some changes to be considered in the revision of the salary survey methodology regarding the benchmark jobs and the categorization of the duty stations.

20. A salary survey data analysis program, in Excel, had been developed by WHO/EMRO and made available to FICSA to be used as a training tool in its salary survey workshops. Both the changes in the revision of the salary survey methodology and the salary survey data analysis programme should be submitted to the PTC for consideration.

21. In response to a question regarding the CD-Rom on interactive training on GS salary survey methodology for non-headquarters duty stations, the Chair responded that there had been no progress and the matter was being followed up.

22. The Standing Committee extended its sincere thanks to the Rapporteur, Margaret Robertson (IAEA), for her hard work and efficient collaboration.

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

23. The Standing Committee nominated Vincenzo De Leo (UNLB Brindisi) as Chair and Mauro Pace (FAO/WFP-UGSS) and Samir Abdel-Wahab (WHO/EMRO Cairo) as Vice-Chairs.

24. The following officer were nominated as Core Group members: Marie-Thérèse Conilh de Beyssac (UNESCO), Lisa Copple (WHO/EURO Copenhagen), Margaret Eldon (FAO/WFP-UGSS), K. Ratnakaran (WHO/SEARO New Delhi), Robert Russell (IMO) and Aye Win (FUNSA Myanmar).

Appendix 1

REPORT OF THE MEETING OF THE FICSA PTC ON GS QUESTIONS (Turin, 5 February 2008 (13h00-14h00))

Chair	Varghese Joseph (ITU)
Rapporteur	Ram L. Rai (AFSM-WHO/SEARO New Delhi)
Vice-Coordinator, PTC	Mauro Pace (FAO/WFP-UGSS)
Chair, SC on GS Questions	Edmond Mobio (WHO/HQ Geneva)
Member, FICSA Executive Committee	Steven-Ackumey-Affizie (FAO/WFP-UGSS)
Regional Representative, FICSA	K. Ratnakaran (WHO/SEARO New Delhi)

Participants

FAO/WFP-UGSS	Svend Booth
IAEA	Imed Zabaar
IMO	Robert Russell
PAHO/WHO Washington	Silvia Roggiero-Carpio
WHO/EMRO Cairo	Samir Abdel Wahab
WHO/EURO Copenhagen	Lisa Copple

Association with consultative status

ADB Africa	Maimouna Dabo-Diouf
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Federations with observer status

FAPNUU Uruguay	Gustavo Casas
FUNSA India	Archana Bhardwaj
FUNSA Myanmar	Kyi Kyi Nyein Aye Win

Guest

UNIDO	Marie-Odile Dorer
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Introduction

1. The meeting was chaired by Varghese Joseph (ITU), one of the Vice-Coordinators of the PTC.
2. The provisional agenda was taken up item by item.

Adoption of the agenda (Agenda item 1)

3. The provisional agenda was adopted.

Election of a rapporteur (Agenda item 2)

4. Mr. Ram L. Rai (AFSM-WHO/SEARO) was unanimously designated as Rapporteur for the meeting.

Organizational matters (Agenda item 3)

(a) Re-evaluation of the terms of reference and mandate of the PTC which have been approved by Council

5. The Terms of Reference of the PTC as approved by the Council were re-affirmed (Appendix 2).

6. As per paragraph 7.1 of the Terms of Reference any request for amendment should be addressed to the Coordinator of the PTC and endorsed by the Standing Committee on GS Questions and transmitted to the FICSA Executive Committee (Excom) for appropriate action. However, in view of the exceptional circumstances that the meetings of the PTC were scheduled to take place on 9 and 10 February 2008 when the Standing Committee on GS Questions will have no opportunity to endorse its report, the FICSA Council was requested to give a mandate to the Excom to endorse it.

(b) Current status of the PTC membership

7. The membership of the PTC and the list of Resource Persons on General Service issues as of February 2007 was thoroughly reviewed and revised appropriately to date. The revised lists are attached (Appendices 3 and 4, respectively).

Composition of the FICSA delegation on the ICSC Working Group (Agenda item 4)

8. The following four members were nominated to work with the ICSC Working Group for revisions of the methodologies for HQ and Non-HQ duty stations:

Mr. Edmond Mobio	WHO/HQ Geneva
Mr. Varghese Joseph	ITU
Mr. Mauro Pace	FAO/WFP-UGSS
Mr. Steven Ackumey-Affizie	FAO/WFP-UGSS

9. The Standing Committee on GS Questions was asked to determine the appropriate allocation and request the Council to approve the provision.

Follow up on the interactive training material (HQ/Non-HQ) (Agenda item 5)

10. The matter should be followed up.

Preliminary work plan 2008/2009 and financial implications and support (Agenda item 6)

11. The Standing Committee was requested to develop the work plan and request the Council for adequate financial allocation.

Nomination of Coordinator(s) and Vice-Coordinators (Agenda item 8)

12. The Standing Committee on GS Questions was entrusted to nominate the Coordinator and Vice-Coordinators.

Appendix 2

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 3

PERMANENT TECHNICAL COMMITTEE

Membership 2008-2009

ASSOCIATIONS/UNIONS/ FUNSAs	NAMES	EMAIL ADDRESSES
AFSM-WHO/SEARO New Delhi	Ram L. Rai	ramrai@gmail.com
FAO/WFP-UGSS Rome	Paolo Barchiesi Margaret Eldon Mauro Pace Steven Ackumey-Affizie	paolo.barchiesi@fao.org margaret.eldon@fao.org mauro.pace@fao.org ugss@fao.org steven.ackumey@fao.org
FUNSA Myanmar	Aye Win	Aye.win@undp.org
IMO London	Robert Russell	rrussell@imo.org
IAEA Vienna	Helga (Maxa) Danesi Michael T. Donoho Imed Zabaar	h.danesi@iaea.org m.donoho@iaea.org i.zabaar@iaea.org
ITU Geneva	Varghese Joseph Jacques Sanou	Varghese.joseph@itu.int Jacques.sanou@itu.int
PAHO/WHO Washington	Rolando Chacon	Chaconed@paho.org
UNESCO Paris	Christiane Nollet	c.nollet@unesco.org
UNWTO Madrid	Azucena Pernia	apernia@unwto.org
WHO/EMRO Cairo	Samir Abdel Wahab	awahabs@emro.who.int
WHO/EURO Copenhagen	Lisa Copple	lco@euro.who.int
WHO/HQ Geneva	Edmond Mobio	mobioe@who.int
WHO/SEARO New Delhi	K. Ratnakaran	ratnakarank@searo.who.int
WMO Geneva	Françoise Plivard	FPlivard@wmo.int

Appendix 4

LIST OF FICSA RESOURCE PERSONS ON GENERAL SERVICE ISSUES AS OF FEBRUARY 2008

<i>Name</i>	<i>Working language(s)</i>	<i>Duty station</i>
Headquarters		
Franco di Pancrazio (also Non-HQ)	English, French	Retiree, contact through FAO/WFP-UGSS Rome Email: frandip@libero.it
Varghese Joseph (also Non-HQ)	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
Non-Headquarters		
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
Ram 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	Dean H. Neal (IAEA)
Vice-Chair	Mathew Montavon (FAO-APS) - Absent
Rapporteur and FICSA consultant	Jean-Pierre Cebron
President, FICSA	Robert Weisell (FAO-APS)
Regional Representative, FICSA	Christopher Bailey (WHO/HQ Geneva)

Participants

CERN	Philippe Defert
ESO	Florence Puech
FAO-APS	Joachim Laubhouet David Macfarlane Giovanni Munoz
IMO	Richard Long
UNESCO	Guiomar Alonso Cano
WHO/AFRO Brazzaville	Jean Tchicaya
WHO/EURO Copenhagen	Kees de Jonchere
WHO/WPRO Manila	Sigrun Roesel

Association with consultative status

EMBL	Catherine Floyd Doros Panayi
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Federation with observer status

FUNSA Myanmar	Aye Aye Yee
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Guests

ICAO	Moaz J. Marouf
WFP/PSA	Julian Lefèvre

Introduction

1. Under the chairmanship of Dean H. Neal, the Standing Committee met three times to address items 1 to 9 of its agenda.

Adoption of the agenda (Agenda item 1)

2. The Standing Committee adopted the following agenda:

1. Adoption of the agenda
2. Election of a rapporteur
3. Review of report of the Standing Committee for 2007
4. Programme of work of the ICSC for 2008-2009
 - Review of the methodology for the education grant
5. Review of issues addressed at the 29th session of ACPAQ (5-12 February 2007)
6. Review of issues addressed at the 30th session of ACPAQ (28 January-4 February 2008 in New York)
7. Recruitment and retention of staff - ICSC survey
8. Other business
9. Nomination of Standing Committee officers and Core Group members

Election of a rapporteur (Agenda item 2)

3. Mr. Jean-Pierre Cebon, FICSA Consultant, was appointed Rapporteur.

Review of the report of the Standing Committee for 2007 (Agenda item 3)

4. The Standing Committee focused on the continuing problems with the methodologies the ICSC was using in respect of the post adjustment. No substantial improvement had taken place regarding the flaws already identified in 2007. Of particular concern was the housing survey where the ICSC appears unable to technically justify the weighing and nature of the data used.

5. The other main issue regarding post adjustment was the inability of the ICSC to clearly justify its options regarding the percentage of salary spent by expatriate staff outside the duty station. It appeared that ACPAQ was using an “administrative” or “political” percentage in order not to disadvantage headquarters staff or field staff whose expenditures patterns were quite different although headquarters staff tended to be disadvantaged with the current system when the dollar was weak and advantaged when the dollar was strong. The Commission did not deny that the percentage (around 22.5%) was arbitrary but no alternative approach seemed to fit. Furthermore there was a great risk that a different approach might be counterproductive and result in some parameters more adverse to staff’s interest while benefiting others. There might also be some justification for two different approaches for staff in headquarters and staff in the field.

The Standing Committee recommended that the FICSA Executive Committee request the ICSC to define better and justify the parameters it used or intended to use in setting the percentage of out-of-area expenditures included in the calculation of the post adjustment and to justify why actual data were not used.

6. The Standing Committee reviewed the issue of reward for performance in connection with the recently concluded pilots on broadbanding by some organizations. There was an exchange of information regarding the current practices applied by some organizations, such as the combination of performance and seniority in CERN, the accelerated step increases for language skills in WIPO

and WHO and the monetary awards for distinguished service in CERN as well as merit awards and merit promotions in the IAEA. Although those systems were generally viewed positively by the staff, their scope was limited. Promotion was clearly the best reward, however, availability, opportunities and criteria greatly varied from one organization to the other.

7. Performance evaluation was also discussed. Participants mentioned the 360° evaluation system in WFP and the supervisors evaluation system (reverse appraisal) started in IAEA. The Chair of the Standing Committee offered to share the description of the latter system with FICSA.

8. As the topic of rewards and incentives did not fully come under the competence of the Standing Committee on Professional Salaries and Allowances, it was decided to defer it to the Standing Committee on Human Resources Management and refrain from making recommendations.

Programme of work of the ICSC for 2008/09 (Agenda item 4)

9. The item identified as a matter for the Standing Committee was the review of the methodology for the education grant. One of the Standing Committee members described the new scheme that would be rolled out in 2009. The ICSC had reconfirmed the importance of the education grant. It seemed that the new arrangement would not result in dramatic gains or losses for the staff. An improvement was the possibility of getting the education grant extended to the fourth year of post-secondary studies for children under 26. By and large the new scheme was cost neutral and was not unfavourable to staff, although some would be disadvantaged with the new system compared to the old while others might benefit. If it resulted in savings on processing costs for the organizations, a portion of that windfall should perhaps be shared between the organizations and the staff.

10. A longstanding issue remained unresolved in respect of international Professional staff being repatriated to their home country for work at headquarters, whose children had spent years in international schools (mainly anglophone and francophone) and who could no longer fit in with their national systems. Since the international schools at headquarters duty stations were unaffordable without the education grant, these children were disadvantaged as they had to catch up within an educational system they had left long ago, or might never even have attended. Although the ICSC was not in favour of granting an exception, the Standing Committee felt that FICSA should pursue the matter.

The Standing Committee recommended that:

- (a) The FICSA Executive Committee continue to request the ICSC to authorize the payment of the grant to children of staff returning to serve in their own country as was done in many diplomatic services of Member States; and**
- (b) The FICSA Executive Committee request ICSC to provide the calculator to FICSA (or place it on the ICSC website) so that the staff could readily obtain information on their expected education grant benefits. The FICSA Executive Committee should also request the ICSC to provide information on administrative costs of the new system for monitoring purposes.**

11. As the last topic under the item, the Standing Committee restated its interrogations about the grade equivalencies between the UN and the comparator civil service. It was felt that no clear information was available and that the Noblemaire principle was compromised by all the ambiguities about the better paying civil service. There was also scepticism about the application of the margin and suspicions that the staff had been short-changed over an extended period as the margin had not been at or above its desired midpoint for many years.

The Standing Committee:

- (a) Requested the FICSA Executive Committee to urge the ICSC to be proactive and obtain precise and transparent data from the comparator regarding the parameters underpinning their grading system.**
- (b) Recommended that the Executive Committee establish a working group to undertake a review of the implementation of the margin over the past 10 to 15 years to ensure that the process had been technically sound and the data were correct.**

Review of issues addressed at the 29th session of ACPAQ (Agenda item 5)**Review of issues addressed at the 30th session of ACPAQ (Agenda item 6)**

12. In the course of the discussion both items were merged and considered together. The Chair of the Standing Committee reported on his attendance at both meetings. The issues regarding post-adjustment had not changed, and included:

- (i) The difficulty in understanding the methodology which grew ever more complex.
- (ii) The excessive number of products to be covered.
- (iii) The lack of involvement of staff and the disappointing number of returns.
- (iv) The accelerated turnover of high technology products owing to technical innovations.
- (v) The unclear structure of the out of area component.
- (vi) The growing importance of internet shopping and how the internet should be used in future cost determinations.

13. Since 2007, the Commission had successfully decreased the size of the questionnaire (number of headings), identified and ranked the countries where UN staff procured goods and services, and begun to adjust the weighting average over 26 countries. However, it was felt that the Commissioners were not very familiar with the use of the Internet for purchasing and had misconceptions about it. In principle, the Commissioners wanted Internet shopping to figure more prominently in the weighting system but had not yet grasped all the implications: an assumption being that prices on the Internet were comparable to those in shops. In particular there was a big risk of a gap between staff at headquarters duty stations and staff in emerging countries, because accessibility and security of Internet purchases were very different. It was not even easy to determine whether an Internet purchase was “in area” or “out of area” or some other area. The assumption that Internet shopping was uniform throughout the world could skew the survey results and disadvantage a significant portion of UN staff if the post adjustment gave too much weight to this modality. For the time being the ICSC recommended a greater weighting for Internet purchases for specified groups of items with highest ratings from the survey on Internet usage. It seemed clear to the Standing Committee that integrating the Internet as a source of item pricing for the next round of surveys might raise issues of reliability, accuracy and balance.

14. Overall, it was clear that besides the internet issue, the methodology for post adjustment deserved to be thoroughly reviewed and new approaches carefully assessed.

15. The Standing Committee also reviewed the differential in post adjustment between New York and Washington DC and noted that the ICSC had merely bought its data from a consulting firm and did not really know how relevant these figures were to UN staff.

The Standing Committee recommended that the FICSA Executive Committee form a working group to undertake a review of the evolution of post adjustment over the last 10 to 15 years in order to determine whether there was a difference in results from the use of the ICSC methodology as compared to alternative approaches such as annual adjustments based on economic indexes. The work could be carried out by an intern as a post graduate exercise at a cost of CHF 3,200.

Recruitment and retention of staff (Agenda item 7)

16. It appeared that ICSC had intended to launch a system-wide survey regarding staff satisfaction in order to identify better the causes of the recruitment and retention problems that organizations were facing. However, it seemed that the ICSC had second thoughts and the survey was either being kept in abeyance or had been cancelled since the results could be embarrassing for some organizations.

17. The change of mind in the ICSC was frustrating as the survey was opportune and timely. The Standing Committee therefore decided that FICSA could take-over and launch its own survey of a similar nature.

The Standing Committee requested FICSA to launch a global survey on recruitment and staff satisfaction without copying the ICSC format. A working group including members of the Standing Committees on Professional Salaries and Allowances, Human Resources Management and Staff/Management Relations should design a new format which would be transmitted to all member associations/union.

Other business (Agenda item 8)

18. There was no other business.

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

19. The Standing Committee nominated Dean H. Neal (IAEA) as Chair and Kees de Joncheere (WHO/EURO Copenhagen) as Vice-Chair.

20. The Standing Committee also nominated Christopher Bailey (WHO/HQ Geneva) and Jacob Skoet (FAO-APS) as Core Group members.

Annex 9

REPORT OF THE STANDING COMMITTEE ON STAFF/MANAGEMENT RELATIONS

Chair	Imed Zabaar (IAEA)
Vice-Chair	Janice Albert (FAO-APS)
Rapporteur	Giovanni Munoz (FAO-APS)
Members, FICSA Executive Committee	Steven Ackumey-Affizie (FAO/WFP-UGSS)
	Maria Dweggah (WHO/HQ Geneva)
Regional Representatives, FICSA	Jehane Khadr (WHO/EMRO Cairo)
	K. Ratnakaran (WHO/SEARO New Delhi)
Information Officer, FICSA	Leslie Ewart
Legal Adviser, FICSA	Laurence Fauth

Participants

CERN	Philippe Defert
ESO	Florence Puech
FAO/WFP-UGSS	Margaret Eldon
IMO	Robert Russell
ITLOS	Pauline Guy
OPCW	Afshaan Shafi
PAHO/WHO Washington	Carolina Bascones
UNAIDS (special status)	Marie Breton Ivy Cinzia Mazzolari Delauney
UNLB	Cosimo Lunedi Cosimo Melpignano
UNWTO	Munir Rayes
UPU	Stéphane Vuillemin
WHO/EURO Copenhagen	David Barrett Jenny Birkjaer Madsen Lisa Copple
WHO/WPRO Manila	Elvira M. Arciaga
WIPO	Sally Young

WMO

Federico Galati

Associations with consultative status

ADB Africa

Maimouna Dabo-Diouf

EMBL

Liselott Maidment

FAFICS (FOA ILOITC)

Judith Trinchero

Federations with observer status

FASPANUCI Ivory Coast

Aka Tano-Bian

FUNSA Myanmar

Cho Nwe Oo
Sandar Thy**Guests**

ICAO

Adriana Bonilla
Moaz J. Marouf

UNICRI

Luigi Trossarelli

Introduction

1. Under the chairmanship of Imed Zabaar (IAEA) the Standing Committee met twice to address the agenda items.

Adoption of the agenda (Agenda item 1)

2. The Standing Committee adopted the following agenda:

1. Adoption of the agenda
2. Election of two rapporteurs
3. Review of the recommendations of the 60th Session of the FICSA Council
4. SMR survey conducted by FICSA in 2007
5. Alternative consultative mechanisms
6. Model partnership agreements
7. Relations with members of inter-agency bodies
8. Access to governing bodies
9. Definition of representation
10. Training of staff representatives
11. UN reform and its impact on staff representation
12. Cooperation with AFSM-WHO/SEAR
13. Other business
14. Nomination of Standing Committee Officers and Core Group members

Election of a rapporteur (Agenda item 2)

3. Giovanni Munoz (FAO-APS) was appointed Rapporteur and Maria Dweggah (WHO/HQ Geneva) second Rapporteur

Review of the recommendations of the 60th Session of the FICSA Council (Agenda item 3)

(a) 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

4. The President had met with the Coordinator of the UN System Staff College (UNSSC) with a view to obtaining an invitation to the resident coordinators training workshop held in Turin to allow FICSA to address the group and to present staff/management relation issues in the field. Even though it was considered a good idea in principle, it was not possible to accommodate it within the tight training programme owing to time limits.

The Executive Committee should request that training for UN resident coordinators on staff/management relations be included in their training programme.

(b) 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

5. The Standing Committee had collected various partnership agreement models and the FICSA Information Officer had developed a model for all FICSA members. It was presented as Council document FICSA/C/61/SMR/1.

(c) 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 item was on hold, awaiting the update of FICSA's website. The Executive Committee should make sure that it implemented the previous year's recommendation when updating its website.

(d) The Executive Committee should make the Federation's position on whistle-blowing clear to the membership

6. The results of the survey on staff/management relations conducted by FICSA in 2007 confirmed the relevance and growing importance of this issue.

The Standing Committee felt that in 2008 the Standing Committee on Legal Questions should address the issue of whistle-blowing, in particular the involvement and role of FICSA.

(e) The FICSA Executive Committee should complete the survey on staff/management relations in the course of 2007, ideally in continued collaboration with the CEB

7. Although the CEB secretariat had contributed input into the early drafting of the survey, the HR Network had chosen not to conduct it. FICSA had thus carried out the survey independent of the CEB and distributed it to all its members and associate members.

SMR survey conducted by FICSA in 2007 (Agenda item 4)

8. The main results of the survey were presented in document FICSA/C/61/SMR/CRP.5. Even though the response rate to the survey had not been as high as initially hoped, it was felt that it had good statistical validity, while the response rate was enough to provide an overview of the status of staff/management relations for use by FICSA. Thus, participants agreed other members who had missed the deadline did not need to complete it. The discussion that followed the presentation clearly supported the outcomes and recommendations presented in the document.

The Standing Committee:

(a) **Decided to form a working group to collect existing staff satisfaction surveys during 2008 and, on that basis, develop a global model staff satisfaction survey to be conducted on a regular basis (every 4 years) as from early 2009. The survey would be conducted by FICSA in order to ensure confidentiality and a high rate of response. This activity would cost an estimated US\$ 3,000 for the 2008 budget. The actual survey would need the support of a consultant for the analysis and preparation of reports, the estimated cost being US\$ 10,000 (every 4 years); and**

(b) **And the FICSA Executive Committee should create a portfolio for staff representatives indicating the skills and training required to perform their duties effectively. The Executive Committee should compile a list of training programmes, including those offered by ILO/ITC, and make it available to its membership so as to ensure that their staff representatives received the relevant training.**

Alternative consultative mechanisms (Agenda item 5)

9. Alternative consultative mechanisms were defined as mechanisms used by administrations to transmit to and collect information from staff by-passing the statutorily elected staff representatives.

10. The use of such mechanisms had the potential to undermine the credibility and authority of the staff representative bodies. Participants in the Standing Committee cited examples such as town hall meetings, contacting staff directly, opinion surveys and creating positions that would seem to replace and/or weaken the mandate of the staff representative bodies. While there might be advantages to those alternative consultative mechanisms, the participants, in sharing their experiences, recognized that the proliferation of such practices could pose risks; and that staff representatives should be vigilant.

The Standing Committee recommended that the FICSA Information Officer develop a section (possibly entitled “Tips and tricks”) in the FICSA Handbook on Staff Representation. The Standing Committee should work in collaboration with the Information Officer to put together a set of guidelines (to be included in the FICSA Handbook on Staff Representation) on the early detection of and ways of responding to alternative consultative mechanisms.

Model partnership agreement (Agenda item 6)

11. The Standing Committee had before it a model document prepared by the Information Officer during the previous year (FICSA/C/61/SMR/1).

12. Of note was the lack of clarity about the relationship between staff representatives and governing bodies/Member States and the right to contact them directly. Questions were raised as to the origin of those perceived restrictions and whether they related to policy, practice or provisions in their respective rules and regulations.

The Standing Committee recommended that the Executive Committee:

- (a) Be requested to:**
 - (i) Transmit the model partnership agreement to the legal advisor; and**
 - (ii) Investigate the procedure and the feasibility of FUNSAs having such agreements.**
- (b) Seek legal advice (costed at US\$ 4,500) on whether or not associations/unions had the right to engage in discussions with Member States on staff matters and conditions of service. The Executive Committee should also look into the appropriate way of formalizing that right (e.g. in partnership agreements, staff rules, etc.).**

Relations with members of inter-agency bodies (Agenda item 7)

13. A case study (Pilot on Broadbanding, document FICSA/C/61/SMR/CRP.4) was presented to illustrate the challenges of interacting with the HR Network and the ICSC and the evolution of the Federation's interaction with those entities since the boycott ended in 2001. In 2002, FICSA, the ICSC and the HR Network agreed on a rigorous methodology and criteria for the success of the pilot. Now that the pilot was officially completed, it is clear that the methodology had been violated and it was impossible to share lessons learned as no evidence had been presented.

The Standing Committee recommended that in the event of the ICSC and HR Network embarking on a similar pilot exercise, FICSA should make it clear from the outset that it expected full accountability both during and after the pilot.

Access to governing bodies (Agenda item 8)

14. The Standing Committee decided that the item had been covered under agenda item 6.

The Standing Committee recommended that the Executive Committee should raise the issue of access to governing bodies when the Code of Conduct was next revised by the ICSC.

Definition of representation (Agenda item 9)

15. The definition of staff representation varied according to the situation and the statutes of each individual staff association and union. A definition could be generated, but it should be done carefully so to encompass the many types of representation.

The Standing Committee recommended that the different types of representation should be reviewed and the information included in the FICSA Handbook on Staff Representation.

Training of staff representatives (Agenda item 10)

16. A PowerPoint presentation was given by the ITC/ILO and would be made available to the membership.

The Standing Committee recommended to the Executive Committee to work together with the ITC/ILO on organizing future training sessions for its members, since training was viewed as an essential factor for the effectiveness of staff representation and staff/management relations.

UN Reform and impact on staff representation (Agenda item 11)

17. The participants took note of the two papers presented (FICSA/C/61/SMR/2 and FICSA/C/61/SMR/4). For want of time, discussion was limited and focused on only four areas:

- Potential job losses
- Performance evaluation
- Impact on staff representation
- Career path.

Given the especial impact of UN reform on field staff, the Standing Committee recommended that the item should also be referred to the Standing Committee on Conditions of Service in the Field for discussion. The Executive Committee should continue to monitor the effect of the ‘One UN’ Reform on staff representation, and keep the item on the agenda during its discussions with inter-agency bodies.

Cooperation with AFSM-WHO/SEAR (Agenda item 12)

18. The document FICSA/C/61/SMR/3 was introduced by one of the Executive Committee members who had recently visited India and met members of AFSM-WHO/SEAR. The paper related to that group’s offer of its knowledge and experience to the FICSA Executive Committee on regional issues.

Other business (Agenda item 13)

19. No item arose under any other business.

Nomination of Standing Committee Officers and Core Group members (Agenda item 14)

20. The Standing Committee nominated Imed Zabaar (IAEA) as Chair, Pauline Guy (ITLOS) as 1st Vice-Chair and Cosimo Melpignano (UNLB) as 2nd Vice-Chair.

21. The Standing Committee also nominated the following persons as members of the Core Group:

- Janice Albert (FAO-APS)
- Guiomar Alonso (UNESCO)
- Elvira M. Arciaga (WHO/WPRO Manila)
- Jenny Birkjaer Madsen (WHO/EURO Copenhagen)
- Maite Comas-Barnes (ITU)
- Maria Dweggah (WHO/HQ Geneva)
- Cho Nwe Oo (FUNSA Myanmar)
- Afshaan Shafi (OPCW)
- Sandar Thy (FUNSA Myanmar)

Annex 10

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

Chair	Svend Booth (FAO/WFP-UGSS)
Rapporteur	Peter Lillie (FAFICS)
President, FICSA	Robert Weisell (FAO-APS)
General Secretary, FICSA	Valérie Seguin (IMO)
Treasurer, FICSA	Manijeh Torabi (IAEA)
Executive Committee Member	Maria Dweggah (WHO/HQ Geneva)
Regional Representatives, FICSA	Christopher Bailey (WHO/HQ Geneva)
	Jehane Khadr (WHO/EMRO Cairo)
	K. Ratnakaran (WHO/SEARO New Delhi)
Accountant, FICSA	Brian Turner
Resource person, FICSA	Shirley Clements
Participants	
FAO-APS	David Macfarlane
	Giovanni Muñoz
	Edward Seidler
FAO/WFP-UGSS	Margarita Brattlof
	Margaret Eldon
	Mauro Pace
IAEA	Dean Neal
IMO	Steven Haw
ITU	Jacques Sanou
PAHO/WHO Washington	Carolina Bascones
	Silvia Roggiero-Carpio
SCBD	Oliver Hillel
UNESCO	Marie-Thérèse Conilh de Beyssac
UNRWA/ASA Lebanon	Diab El-Tabari
UNWTO	Munir Rayes
UPU	Stéphane Vuillemin
WHO/AFRO Brazzaville	Jean Tchicaya
WHO/EURO Copenhagen	David Barrett
	Lisa Copple
	Kees de Joncheere

WHO/HQ Geneva	Edmond Mobio
WHO/WPRO Manila	Elvira M. Arciaga
WIPO	Sally Young
WMO	Samuel Mbele Mbong

Associate members

CERN	Joel Lahaye
OPCW	Hannes Spanring

Introduction

1. The Ad hoc Committee held its first meeting on 6 February 2008 under the chairmanship of Mr. Svend Booth (FAO/WFP-UGSS).

Adoption of the agenda (Agenda item 1)

2. The provisional agenda was adopted as below:

1. Approval of the provisional agenda
2. Appointment of a rapporteur
3. General comments on the A&B meeting
4. FICSA Audited Accounts for 2006 (FICSA/C/61/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 2007 (FICSA/C/61/A&B/5) and update (FICSA/C/61/A&B/CRP.2)
6. Budget performance report for 2007 (FICSA/C/61/A&B/2)
7. Reports on the status of the Termination Indemnity Fund, Legal Defence Fund and Staff Development Fund (FICSA/C/61/A&B/3)
8. Draft budget for 2008 (FICSA/C/61/A&B/4/)
9. Proposed scale of contributions for 2008 (FICSA/C/61/A&B/6/)
10. General accounting and banking matters
11. Administrative matters
12. Other business

3. It was decided to include two items under 'Other business': (i) a request from the Executive Committee for a payment to the Information Officer for pension contribution (FICSA/C/61/A&B/CRP.3); and (ii) changes in accounting practices to accommodate proposed shifts in the Council schedule (FICSA/C/61/5, para. 20).

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 looked forward to a fruitful meeting in the light of the constructive atmosphere prevailing at the current session. He was confident that the meetings of the Committee would follow suit.

FICSA audited accounts for 2006 (Agenda item 4)

5. The Treasurer introduced the audited accounts (FICSA/C/61/A&B/1) which the Committee noted and approved. Thanks were expressed to the auditor, Mr. Ettore Denti, who continued to give his stalwart services free of charge.

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

6. The Treasurer introduced the statement and update (FICSA/C/61/A&B/5 and CRP.2) which reflected the financial contributions as at 31 January 2008. She reported that of the members effecting payments in CHF, one member, IOM, had not paid its contribution for 2007. Its assessment was based on the CEB figures issued at the end of 2006; since then the organization had undergone major structural changes and staff had been relocated to the field. It was agreed that the General Secretary and the Treasurer should follow the matter up and establish the current staff strength and scope for payment.

7. Of the members paying in US dollars, PAHO/WHO had assiduously adhered to the deferred payment plan it had negotiated with FICSA and paid the instalments as agreed. Moreover, it had paid US\$ 1,162 over the agreed amount. The PAHO/WHO Staff Association informed the Committee that the additional amount could be credited to the accounts. The Committee noted with gratitude the member's adherence to the plan, thanked the PAHO/WHO Staff Association for the additional amount and recommended that the monies still owed be waived as the Committee had indicated in its report of the previous year.

8. It was noted with gratitude that UNESCO STU had also adhered to the recovery plan it had negotiated with Council the year previous. The outstanding balance still owed by UNESCO STU would be shown in the statement of contributions and the decision whether to waive the monies still owed would be taken in 2010.

9. The Committee recommended that the General Secretary and the Treasurer be entrusted with the task of following up on the failure of SCBD to pay its 2007 contribution in full. The SCBD Staff Association acknowledged the situation in terms of partial payments for 2007, expressed its desire to achieve resolution of the issue, as discussed with the Treasurer, and offered to return with an appropriate payment plan by April 2008.

The Committee recommended that the General Secretary and the Treasurer be entrusted with the task of following up on the contribution payments of the IOM and SCBD Staff Associations in 2007.

10. The Committee also noted that the apparent late payment by UNRWA/ASU West Bank was solely due to the constraints imposed by the association's financial cycle.

11. Associate members paying in CHF were fully paid up, while only a small number of consultative members were still delinquent in their payments. Among the FUNSAs, however, the situation was markedly different; a considerable number of which were up to five years in default. It

was surmised that the turnover in staff in the field offices and the lack of a FICSA presence meant that a number of the FUNSAs listed might no longer be active. It was recommended that the FICSA regional representatives should be tasked with monitoring and reporting to the Executive Committee Member for Regional and Field Issues on the situation of the FUNSAs in their regions; their terms of reference should reflect that task.

The Committee recommended that the FICSA regional representatives should be tasked with monitoring and reporting on the situation of the FUNSAs in their regions; their terms of reference should reflect that task. Furthermore, at each Council, a note should be sent to the Standing Committee on Conditions of Service in the Field seeking details on the current number and strength of the FUNSAs.

12. The Committee recalled 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. That ruling, however, did not apply to staff associations/unions that had negotiated and respected deferred payment plans with the Federation.

The Committee recommended that those associations/unions which adhered to the deferred payments plans they had negotiated with the Federation should continue to enjoy full membership rights and privileges.

13. In closing the item, the Chair thanked those associations/unions that had paid their annual contributions on time and reminded those present of the 5 per cent discount offered on early payments of the same.

Budget performance report for 2007 (Agenda item 6)

14. The Chair introduced the report (document FICSA/C/61/A&B/2). He drew attention to a typographical error in the reference numbers on page 6 which did not correspond in every instance to the reference numbers in the table on page 9.

15. One member of the Committee noted with concern the large delegations that FICSA sent to certain meetings, in particular the meetings related to training. Furthermore, the contribution of her staff association to a training course in Trinidad and Tobago had not been reflected. It was subsequently explained that the large number referred to the number of trainers.

16. Recognising that the training sessions organised by FICSA generated considerable revenue, the Committee recommended that in future budget performance reports an annex be included showing the income and expenditure of those training courses. That annex should also reflect the outlay of resources and contributions in kind from other associations/unions.

17. The Committee also discussed the introduction of a structured programme and budget. It requested that in future the Executive Committee and the Treasurer should prepare draft programme and budget proposals for decision by Council. Designed to ensure greater flexibility, the structure and process would be as follows:

- (a) At each Council session, the Executive Committee and the Treasurer would submit a draft programme and budget to the Ad Hoc Committee on Administrative and Budgetary Questions for its consideration. The programme and budget would be subdivided into four discrete chapters; a clear indication of the expenditures and income anticipated would be given under each chapter;

- (b) Should the need arise, the Executive Committee and Treasurer would be authorised to transfer funds within and between chapters not to exceed 10 per cent of the budget approved. An explanation of any transfers within and between chapters would be given in the following year's performance report;
- (c) Any eventual cash surplus accruing during any one year would be reported to Council the year thereafter, together with a proposal on the allocation of the same to be decided by Council.

18. For the current year, net income accruing from workshops in the 2007 would be inserted in the global unit rate calculation of dues for 2008.

The Committee recommended that:

- (a) In future budget performance reports, an annex should be included showing the income and expenditure of the training courses organised by FICSA, together with a set of recommendations on the distribution of the revenue generated.
- (b) The Executive Committee introduce a structured programme and budget, with provisions for: (i) the transfer of funds between cost chapters up to 10%; and (ii) the allocation of surplus income.
- (c) Surplus income accruing from workshops and other activities in 2007 should be inserted in the global unit rate calculation of dues for 2008.

19. The Committee took note of the budget performance report for 2007. It expressed its sincere thanks to the Treasurer and Accountant.

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

20. The Treasurer introduced the reports on the status of the Termination Indemnity Fund, Legal Defence Fund and Staff Development Fund (FICSA/C/61/A&B/3). In the subsequent discussion, the Chair explained that the Termination Indemnity Fund covered the Federation's liabilities for terminal payment to the FICSA secretariat staff in the unlikely event of FICSA having to close down. The provision of indemnity related to the indemnity for salary, termination and commuted annual leave: an unlikely proposition.

21. A question was raised about the Federation's liability for the after-service health insurance of its staff that was a component part of the staff benefits in the United Nations common system. If FICSA were to provide for the costs associated with the provision of after-service health insurance to its retired staff (payment of the employer's share of the monthly contribution), it would have to set funds aside in the same manner as it did with the termination indemnity. The Committee recommended that the Treasurer and Accountant explore the issue further, establish whether UNOG would provide after-service health insurance for FICSA staff and present an analysis to the following session of the Council.

The Committee recommended that the Treasurer and Accountant explore the issue of reporting after-service health insurance for FICSA staff as a liability and present an analysis to the following session of the Council.

22. In the discussion of the report on the status of the two other funds, the Committee recommended that Council defer the reimbursement of CHF 25,788.08 to the Legal Defence Fund and noted that the Staff Development Fund did not need replenishing.

The Committee recommended that Council defer the reimbursement of CHF 25,788.08 to the Legal Defence Fund.

23. The Committee took note of the reports.

Draft budget for 2008 (Agenda item 8)

24. The Chairman introduced the draft budget for 2008 as contained in document FICSA/C/61/A&B/4.

25. Prior to taking up its consideration of the budget, the Committee discussed the request from the Executive Committee for a payment to the Information Officer for pension contributions (FICSA/C/61/A&B/CRP.3). A brief history of the Information Officer's association with FICSA dating back to 1990 was given. After a series of short-term consultancy contracts, the Council directed that her post be regularised in 1993 and repeated that instruction in 1994. It was not clear why the execution of this directive was delayed for two years. Pursuance of that direction would have meant the Information Officer being given a regular fixed-term contract administered by UNOG with all the attendant benefits. Such a contract was finally formalised on 1 January 1995. The Executive Committee sympathised with the argument that the Information Officer had been denied two years of occupying a regular fixed-term post administered by UNOG, on the basis of which she would have been able to contribute to the Pension Fund over that period.

26. Perusal of the reports and files dating back to the period had revealed that the records were incomplete. Sympathy was expressed for the case: it was noted that the Executive Committee, which supported the case, had spoken of a moral obligation, although no legal obligation and submitted the request to the Ad Hoc Committee for a decision. In the course of a lengthy discussion, a series of calculations (subject to confirmation by the Pension Fund and based on some unconfirmed assumptions) were presented showing the cost of reimbursing the pension contributions on the basis of (a) the organization's contribution alone [15.8%] and (b) the staff member's contribution plus that of the organization [23.7%]. The respective figures were: (a) US\$ 16,929.46 and (b) US\$ 25,394.19. Neither figure provided for compound interest or included an accumulation rate.

27. Having considered the document and after debating the issue at great length, the Committee agreed that the Executive Committee find appropriate ways and means of paying the Information Officer a sum equivalent to the pension contributions that the Federation would have paid (15.8%) from 1 January 1993 to 31 December 1994 on the basis of the salary of a staff member at the level P-3 step 1. The Committee further noted that the Information Officer's contract at that time exceeded a P-3 step 1 salary by 14.9%. The General Secretary informed the Committee that the post of the Information Officer was regularised on 1 January 1995 at a grade of P-3 step 6, and not at P-3 step 1. She then questioned how a professional staff could go from step 1 to step 6 in 2 years of service. Despite of the above facts, the Committee recommended that an amount of US\$ 8,000 be paid to the Information Officer.

The Committee recommended that an amount of US\$ 8,000 be paid to the Information Officer.

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

Chapter 1

29. In 2007 additional travel to New York had been necessary owing to the lack of a Research/Liaison Officer in New York who would have otherwise attended the inter-agency bodies

there. However, the figures against line item 1.10 would be increased in order to provide for: (a) travel to New York to interview candidates for the post of Research/Liaison Officer; and (b) ad hoc travel by FICSA representatives based in Washington and Montréal to travel to New York to undertake activities on behalf of the Federation.

30. The Committee proposed the following change against two budget lines:

Budget line 1.9 A reduction of CHF 5,000 (US\$ 4,464) as half the total cost of the website redesign had been paid in 2007.

Budget line 1.10 An increase of CHF 5,000 (US\$ 4,464) to cover the cost of additional travel pending the appointment of the Research/Liaison Officer in New York.

Chapter 2

31. The Committee proposed the following change against one budget line:

Budget line 2.1 An increase to CHF 56,633 to cover additional costs related to the 61st session of the Council, as well as the cost of the Executive Committee meetings that had been omitted.

Budget line 2.2 A reduction to CHF 8,960 (US\$ 8,000) of the costs of regional travel by Excom members.

Chapter 3

32. The Committee proposed the changes below against the following budget lines:

Budget line 3.1 An increase to CHF 33,600 (US\$ 30,000) to cover the cost of additional GS salary methodology training workshops. However, on the assumption that the income generated by fee-paying participants at workshops would offset the relevant costs, the line was shown as zero in the final budget document.

Budget line 3.2 An increase of CHF 2,305 (US\$ 2,058) for an intern to assist in conducting a study on comparing current place-to-place survey results with various economic indices.

Budget line 3.4 An increase to CHF 22,400 (US\$20,000) for attendance at ICSC working groups on GS methodology and revision of the classification system, as well as other ICSC-related activities.

Budget line 3.7 In view of the probability that the Federation would recover the contribution of CHF 20,000 made to help with an appeal before the ILOAT, the Committee recommended that replenishment be deferred.

Budget line 3.8 An amount of CHF 2,240 (US\$ 2,000) to cover the provision of legal advice and CHF 3,360 (US\$ 3,000) for a global staff/management relations survey.

Budget line 3.9 An amount of CHF 2,240 (US\$ 2,000) to cover a workshop on human resources management.

Budget line 3.10 No amount would be shown against the line as the funding of the FUNSA participant in the current session had been covered under budget line 2.1.

Chapter 4

33. It was reported that the salaries and common staff costs in budget line 4.1 included a provision equivalent to six months salary and common staff costs for the Research/Liaison Officer to be hired in 2008 in New York.

34. The Committee proposed the following change against one budget line:

Budget line 4.1 An amount of CHF 8,960 (US\$ 8,000) to be paid to the Information Officer.

35. The proposed totals under the individual chapters were (see Annex 11):

Chapter 1: CHF 76,177

Chapter 2: CHF 75,123

Chapter 3: CHF 35,240

Chapter 4: CHF 542,511

Total CHF 729,050

36. The final budget was:

Final: CHF 729,050 (US\$ 650,938)

Proposed scale of contributions for 2008 (Agenda item 9)

37. The Committee encouraged the Executive Committee to explore ways and means of increasing the fees of non-full members in order to encourage them to assume full membership. It was also recognized that the diverse categories of membership were not unproblematic. The matter should also be taken up in the discussions of the joint FICSA-CCISUA working group.

38. The Committee approved the calculation of the contributions for 2008 (Annex 12) and the revised scale of contributions (Annex 13).

General accounting and banking matters (Agenda item 10)

39. The Accountant informed the Committee of the status of the Federation's current account: CHF 108,280 at the Banque Coop sufficient for two months' operation. A further \$US 109,500 was in a current account at the Chase Bank in New York. The Treasurer presented a document summarising the status of the Termination Indemnity Fund and the Legal Defence Fund, as well as a term-deposit in the Coop Banque totalling CHF 300,000.

40. The Committee expressed its gratitude to the Treasurer who had advised the Federation soundly on long- and short-term investments.

Administrative matters (Agenda item 11)

41. The Committee expressed its sincere thanks to the FICSA Secretariat and all those associated with the preparation of the budget.

Other business (Agenda item 12)

42. The Committee took up the issue of changes in accounting practices to accommodate proposed shifts in the Council schedule. It would first be necessary to know the changes being mooted before introducing changes in accounting practices. The Committee thus recommended that Executive Committee explore possible changes in the dates set for Council and submit its proposals to the 62nd session of the Council.

The Committee recommended that the Executive Committee explore changing the dates set for Council and submit its proposals to the 62nd session of the Council.

43. The Committee suggested that a member of the Ad Hoc Committee should be included the joint FICSA-CCISUA working group. It nominated Hannes Spanring.

44. The Committee expressed its dismay at the inconsistencies in the documentation presented to the Committee that ineluctably led to excessive delays in the discussion. The Executive Committee was urged to take every care to ensure the accuracy of budgetary documents submitted to the Committee at future Councils.

Annex 11

BUDGET FOR THE YEAR 2008

RoE
Used: 1.12

Expenditures by Line**1 Chapter One, External Activities and PR&I**

1.1	UN General Assembly
1.2	Consult with UNJSPB
1.3	HLCM machinery
1.4	HR Network
1.5	CEB
1.6	CSAIO
1.7	ICSC
1.8	Security
1.9	Public Relations & Information
1.10	Contingency Travel
Expenditures, Chapter One	

Swiss Francs			\$
<i>Budget 2007</i>	<i>Est. Actual 2007</i>	Proposed Budget 2008	
7,932	13,812	7,566	6,755
1,143	5,149	2,451	2,189
3,303	4,802	3,023	2,699
9,923	3,635	5,884	,253
666	833	777	694
1,071		799	713
26,064	25,582	26,499	23,660
6,200	999	4,178	3,730
15,000	8,825	10,000	8,929
10,000	5,512	15,000	13,393
81,302	69,149	76,177	68,015

2 Chapter Two, Annual Programmes

2.1	FICSA Council/Excom
2.2	Regional Travel
2.3	External Affiliation (PSI)
Expenditures, Chapter Two	

37,202	32,456	56,663	50,592
10,000	6,150	8,960	8,000
8,000	9,153	9,500	8,482
55,202	47,759	75,123	67,074

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

3.01	GS Non-HQ Workshops
3.02	P Questions
3.03	Field Questions/Training
3.04	GS Methodology & ICSC
3.05	SocSec St. Committees
3.06	Legal St. Committees
3.07	Legal Defence Fund
3.08	Staff Management Relations
3.09	HRM Committee
3.10	FUNSA Participation in Council
Expenditures, Chapter Three	

28,000	19,090		-
3,267	3,223	5,000	4,464
3,000			-
	1,315	22,400	20,000
			-
600			-
			-
		5,600	5,000
		2,240	2,000
3,630	1,250		-
38,497	24,878	35,240	31,464

4 Chapter 4, FICSA Administration

4.1	Salaries & Comm. Staff Costs
4.2	Communications
4.3	Supplies, Materials & Maintenance
4.4	Geneva Office Rent
4.5	New York Office Rent
4.6	Computer and Electronic Equipment
4.7	Bank Charges
4.8	Contingencies
4.9	Staff Development
Expenditures, Chapter Four	

518,470	449,518	494,963	441,931
3,000	6,251	4,500	4,018
2,500	2,148	2,500	2,232
6,500	6,500	6,500	5,804
		31,248	27,900
4,500	5,525	1,800	1,607
950	1,052	1,000	893
	1,023		-
			-
535,920	472,017	542,511	484,385

Total Expenditures

710,921	613,803	729,050	650,938
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Annex 12

DISTRIBUTION OF STAFF FOR THE PURPOSES OF THE 2008 CONTRIBUTIONS

Factor	TOTAL STAFF	Prof HQ 1	Prof Field 0.9	GS HQ 0.5	GS Other 0.5	GS Low pay 0.01	STAFF WEIGHTED	UNITS
<i>CERN</i>	2545	1078		1467			1811.5	0.99
<i>CTBTO</i>	254	161		93			207.5	0.18
FAO-APS	1028	1028					1028	10
FAO/WFP-UGSS	1390			1390			695	6
<i>ECB</i>	1385	1047		338			1216	0.99
<i>ESO</i>	348	234	62	52			315.8	0.27
IAEA	2181	969	47	1131	34		1593.8	11
IARC	164	57		107			110.5	1
<i>ICCO</i>	17	10		7			13.5	0.01215
<i>ICO</i>	29	10		19			19.5	0.01755
IFAD	471	228		243			349.5	3
ILO/ITC	196	73	4	118	1		136.1	1
IMO	314	135	10	151		18	219.68	2
<i>IOC</i>	47	22		25			34.5	0.03105
IOM	1450	80	166	93		1111	287.01	2
<i>IPGRI</i>	76	42		34			59	0.036
ITLOS	33	13		20			23	0.23
ITU	839	308	27	504			584.3	5
<i>OPCW</i>	490	318		172			404	0.36
PAHO/WHO	798	222	185	222	154	15	576.65	5
SCBD	72	40		32			56	0.4
UNAIDS	340	108	156	75	1		286.4	2
UNESCO	2159	662	334	724	439		1003.665	5
UNLB	162			162			81	0.6
UNRWA/ASA	2932					2932	29.32	0.29
UNRWA/ISA	140	62	68	5	5		128.2	1
UNRWA/ASU W.Bank	5900					5900	59	0.4
UNWTO/OMT	100	42		58			71	0.6
UPU	183	91		92			137	1
WHO/AFRO	1117		310			807	287.07	2
WHO/EMRO	494		125			369	116.19	1
WHO/EURO	349	89	50	130	80		239	2
WHO/HQ	1639	907		732			1273	11
WHO/SEARO	278		69			209	64.19	0.6
WHO/WPRO	421		150			271	137.71	1
WIPO	887	420	7	459	1		656.3	6
WMO	283	127	11	139	6	0	209.4	2
Totals	31511	8583	1781	8794	721	11632	14519.29	86.0068

Annex 13

METHODOLOGY FOR CALCULATING THE SCALE OF CONTRIBUTIONS FOR 2008

		RoE used:	1.12
Determining the value of one unit for the total budget	CHF	US\$	
Total amount to be covered by contributions	729,050	650,938	
Contributions by Consultative Members: 18 x CHF 600	10,800	9,643	
Contributions by Observer Members (FUNSAs): 26 x US\$ 100 x 1.12	2,912	2,600	
Total amount to be covered by Full and Associate Members	706,837	631,104	
Total number of units	86.0068		
Value of one unit	8218.38	7337.84	

Band	Weighted number of staff	Units	CHF		US\$	
			Member	Associate	Member	Associate
1	1100 plus	11	90402.22	8136.20	80716.27	7264.46
2	1000 - 1099.9	10	82183.84	7396.55	73378.43	6604.06
3	900 - 999.9	9	73965.46	6656.89	66040.59	5943.65
4	800 - 899.9	8	65747.07	5917.24	58702.74	5283.25
5	700 - 799.9	7	57528.69	5177.58	51364.90	4622.84
6	600 - 699.9	6	49310.30	4437.93	44027.06	3962.44
7	500 - 599.9	5	41091.92	3698.27	36689.21	3302.03
8	400 - 499.9	4	32873.54	2958.62	29351.37	2641.62
9	300 - 399.9	3	24655.15	2218.96	22013.53	1981.22
10	200 - 299.9	2	16436.77	1479.31	14675.69	1320.81
11	150 - 199.9	1.5	12327.58	1109.48	11006.76	990.61
12	100 - 149.9	1	8218.38	739.65	7337.84	660.41
13	60 - 99.9	0.6	4931.03	443.79	4402.71	396.24
14	40 - 59.9	0.4	3287.35	295.86	2935.14	264.16
15	<40	WN / 100				

Annex 14

SCALE OF CONTRIBUTIONS FOR 2008

Member / Associate	W'ed Staff	Units	CHF	US\$	CHF	US\$
<i>CERN</i>	1811.5	0.99	8,136	7,264	8,100	6,694
<i>CTBTO</i>	207.5	0.18	1,479	1,321	1,473	1,217
FAO-APS	1028	10	82,184	73,378	81,815	67,616
FAO/WFP-UGSS	695	6	49,310	44,027	49,089	40,570
<i>ECB</i>	1216	0.99	8,136	7,264	5,891	4,868
<i>ESO</i>	315.8	0.27	2,219	1,981	1,473	1,217
IAEA	1593.8	11	90,402	80,716	89,997	74,378
IARC	110.5	1	8,218	7,338	4,909	4,057
<i>ICCO</i>	13.5	0.01215	100	89	85	70
<i>ICO</i>	19.5	0.01755	144	129	144	119
IFAD	349.5	3	24,655	22,014	16,363	13,523
ILO/ITC	136.1	1	8,218	7,338	8,182	6,762
IMO	219.68	2	16,437	14,676	16,363	13,523
<i>IOC</i>	34.5	0.03105	255	228	228	189
IOM	287.01	2	16,437	14,676	16,363	13,523
<i>IPGRI</i>	59	0.036	296	264	295	243
ITLOS	23	0.23	1,890	1,688	1,948	1,610
ITU	584.3	5	41,092	36,689	40,908	33,808
<i>OPCW</i>	404	0.36	2,959	2,642	2,805	2,318
PAHO/WHO	576.65	5	41,092	36,689	13,613	11,250
SCBD	56	0.4	3,287	2,935	2,880	2,380
UNAIDS	286.4	2	16,437	14,676	2,576	2,129
UNESCO	1003.67	5	41,092	36,689	25,507	21,080
UNLB	81	0.6	4,931	4,403	4,909	4,057
UNRWA/ASA	29.32	0.29	2,383	2,128	2,269	1,875
UNRWA/ISA	128.2	1	8,218	7,338	7,792	6,440
UNRWA/ASU WB	59	0.4	3,287	2,935	3,273	2,705
UNWTO/OMT	71	0.6	4,931	4,403	4,909	4,057
UPU	137	1	8,218	7,338	8,182	6,762
WHO/AFRO	287.07	2	16,437	14,676	16,363	13,523
WHO/EMRO	116.19	1	8,218	7,338	8,182	6,762
WHO/EURO	239	2	16,437	14,676	16,363	13,523
WHO/HQ	1273	11	90,402	80,716	89,997	74,378
WHO/SEARO	137.71	0.6	4,931	4,403	1,815	1,500
WHO/WPRO	64.19	1	8,218	7,338	8,182	6,762
WIPO	656.3	6	49,310	44,027		
WMO	209.4	2	16,437	14,676	12,272	10,142
Totals	14519.29	86.0068	706,837	631,104	575,510	475,628

Annex 15

LIST OF PARTICIPANTS

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ITC/ILO STAFF UNION COMMITTEE SECRETARIAT
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Staff Union Committee Secretariat	Ms. Liliana Noor Ms. Michela Ripandelli Ms. Laura Sgarlazzetta	staffunion@itcilo.org
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Annex 16**LIST OF DOCUMENTS AND CONFERENCE ROOM PAPERS****DOCUMENTS**

FICSA/C/61/		Title
	1	Provisional agenda for the 61 st FICSA Council
	2	Nomination form and terms of reference for the officers of FICSA (Executive Committee and Regional Representatives)
	3	Credentials for the 61 st FICSA Council
E/F	4	Statutes, Rules of Procedure of the Council and Financial Rules
	5	Report of the Executive Committee to the 61 st session of the FICSA Council
Add.1		Report of activities undertaken as Regional Representative for Asia – Mr. K. Ratnakaran
E/F	6	CCISUA resolution on future orientation of staff representation (Extraordinary General Assembly, Santiago, Chile, 26 and 27 November 2007)

FICSA/C/61/CRP.		Title
	1	Questions relating to membership
	2	Proposal to facilitate discussion on the future coordination between FICSA and CCISUA

INFORMATION DOCUMENTS

FICSA/C/61/INFO.		Title
	1	Information for delegates
	2	Candidates for election to the Executive Committee and Regional Representatives

FICSA/C/61/INFO/CRP.		Title
1 and Rev.1,2		Schedule of meetings
	2	Provisional list of participants
	3	Provisional list of documents and conference room papers for the 61 st FICSA Council

AD HOC COMMITTEE ON ADMINISTRATIVE AND BUDGETARY QUESTIONS

FICSA/C/61/A&B	Title
1	Audited Accounts (as at the close of accounts 31 December 2006) Statement of assets, liabilities, income and expenditure
2	Budget performance report for 2007
3	Reports on the status of the termination indemnity fund, legal defence fund and staff development fund
4	Draft budget for 2008
5	Statement of contributions of member associations/unions, associate members, consultative and observer bodies based on information received up to 31 December 2007
6 and Rev.1	Proposed scale of contributions for 2008

FICSA/C/61/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 4 February 2008
3	Request from the Executive Committee for a payment to the Information Officer for pension contribution

STANDING COMMITTEE ON CONDITIONS OF SERVICE IN THE FIELD

FICSA/C/61/FIELD	Title
1	FICSA participation in the 14 th and 15 th sessions of the Inter-Agency Security Management Network (IASMN)
Add.1	Report of the Inter-Agency Security Management Network (Turin, 8 and 9 October 2007)

FICSA/C/61/FIELD/CRP.	Title
1	Provisional agenda
(see also FICSA/C/61/HRM/CRP.5) 2	National Professional Officers (NPOs)
3	Security issues

STANDING COMMITTEE ON GENERAL SERVICE QUESTIONS

FICSA/C/61/GSQ	Title
1	Comments from the field on the methodology used for salary surveys

FICSA/C/61/GSQ/CRP.	Title
1	Provisional agenda
2	GS/NO salary surveys at Non-Hq duty stations – Country specific workshops
3 Rev.1	Provisional agenda of the meeting of the FICSA PTC on GS questions Provisional agenda of the meeting of the FICSA PTC on the review of the GS salary survey methodology

STANDING COMMITTEE ON HUMAN RESOURCES MANAGEMENT

FICSA/C/61/HRM/CRP.	Title
1	Provisional agenda
2	Short-term contracts
3	Position paper on mobility - SCBD/UNEP Staff Association
4	FICSA questionnaire: United Nations System wide ethics office(s), internal justice mechanisms and internal oversight services (Replies received by 30 January 2008)
(see also FICSA/C/61/FIELD/CRP.2) 5	National Professional Officers (NPOs)
6	Results of questionnaire on contracts
7	Resolutions on outsourcing practices

STANDING COMMITTEE ON LEGAL QUESTIONS

FICSA/C/61/LEGAL/	Title
1	Recourse process of United Nations system – Extension of time-limits
2	Summary of the United Nations General Assembly Resolution on the Administration of Justice

FICSA/C/61/LEGAL/CRP.	Title
1	Provisional agenda
2	Musungu v. Switzerland Application No. 41196/07; European Court of Human Rights

STANDING COMMITTEE ON PROFESSIONAL SALARIES AND ALLOWANCES

FICSA/C/61/PSA/	Title
1 and Rev.1	Summary of the proposals adopted by the ICSC Working Group on the review of the education grant methodology

FICSA/C/61/PSA/CRP.	Title
1	Provisional agenda
2	Staff survey – Effectiveness and impact of recruitment and retention measures in the United Nations common system

STANDING COMMITTEE ON STAFF/MANAGEMENT RELATIONS

FICSA/C/61/SMR/	Title
1	Model recognition agreement
2	A short review of UN reform
3	Cooperation with AFSM-WHO/SEAR
4	Information about the implementation of the Delivering as One approach in Uruguay
Add.1	United Nations Development Group Newsletter on the One UN Pilot Projects

FICSA/C/61/SMR/CRP.	Title
1	Provisional agenda
2	Information on workshops offered by the ILO/ITC for staff representatives
3	Staff representative participation in governing bodies - Replies compiled by the FICSA secretariat
4	The pilot on broadbanding and pay for performance is over - What have we learned about collaboration among staff representatives/agencies/the commission?
Add.1	Pay for performance – Meeting with ICSC (Vienna, 24 January 2008) – Comments by the CEB
5	Staff/management survey – draft report

STANDING COMMITTEE ON SOCIAL SECURITY/ OCCUPATIONAL HEALTH AND SAFETY

FICSA/C/61/SOCSEC/CRP.	Title
1	Provisional agenda
2 and Corr.1	UN spouses and former UN spouses - Survivors' benefit provisions - Proposed modifications
3	The work of the United Nations Women's Guild to obtain pension rights for divorced spouses
4	Devaluation of currencies – Salaries and pensions
5	Impact of weakening of US dollar on UN pensions

Annex 17**TRANSCRIPTION OF THE OPENING STATEMENT BY
MR. FRANCOIS EYRAUD, ITC/ILO EXECUTIVE DIRECTOR**

The Director thanked the organizers who decided to host the 61st FICSA Council in Turin. He affirmed that it was a great pleasure but also an honour to welcome the participants to the Council.

In fact, twenty years ago a previous FICSA Council had been held here in Turin, and the presence of all the FICSA representatives marked a good anniversary. Also, he stated that it was really important for the ILO to be at the forefront of discussions concerning labour rights. The ILO pays particular attention to labour issues, and it is very much in support of what FICSA is doing.

Mr. Eyraud pointed out that the Turin campus had been created by the ILO. Although it is still the main actor of the campus, other UN organizations are present on campus. It is therefore clear that the Turin Centre is becoming a campus where all the UN organizations are welcomed and, therefore participants should consider it as their own campus. The Director encouraged the FICSA representatives and their respective organizations to push for more collaboration between their institutions and the Centre, especially in the field of training and capacity building.

In conclusion, Mr. Eyraud thanked the staff representatives of the Turin Centre, who had taken the lead in organizing the Council and wished a very good week to all.

Annex 18**STATEMENT BY MR. ALAN LEATHER, KEYNOTE SPEAKER*****Building on common ground***

It is a privilege for me to be invited to give the key note address at your Council meeting.

I bring greetings from the new PSI General Secretary Peter Waldorff who was elected at the PSI Centenary Congress last September.

There were times during my work at PSI that I knew FICSA better than any other PSI affiliate. It is the only affiliate based in Geneva and, with the ILO Staff union and the WHO Staff Association, who were direct members of PSI before FICSA joined, they combined to keep me quite busy. I certainly knew more FICSA General Secretaries than any other affiliate because of the restrictions on their period in office. I even thought of writing a book about FICSA General Secretaries I have known. They were certainly very different in their approach to the job!

Having regular contact with member associations in this way did keep me informed about the issues they were dealing with. Two reflections on this: first I was surprised at the lack of understanding and basic competence on the part of some senior managers in dealing with industrial relations and human resource issues. Secondly, I was impressed by the dedication and hard work of staff representatives struggling to deal with difficult managements. Sadly, their work was sometimes undermined by a lack of solidarity among union and staff association members within and between institutions.

I thought I would start by saying something about the changing architecture of the trade union movement over the last twenty years. As many of you will be aware, in November 2006 there was the biggest change in the international trade union movement since the Second World War with the merger of the ICFTU and WCL. It is fair to say that there had been tensions and differences between the two bodies for a considerable period, though not fundamental differences of policy. They grew from different roots, with the ICFTU coming out of socialist and social democratic party traditions and the WCL having a Christian worker background.

They were in competition for members, which undermined trade union solidarity at both the national and international level, and made it easier for employers to play one group of workers against another – as was the case at the European Commission.

The organizations had different cultures and different structures. The ICFTU was much larger than the WCL. Their relations with the sectoral federations also differed. At the ICFTU these federations, such as PSI, were completely independent, but under the WCL they were a part of the organization.

In terms of process, as well as the global merger there have been mergers of most of the sectors and of regional structures, taken progressively and on a case by case basis. The public sector, however, remains divided – unfinished business. The European region was relatively easy to manage because rather than having its own structure there, the ICFTU worked with and through the independent European Trade Union Confederation. The African region merged in November 2007 and the other two regions will merge in 2008.

As you can imagine this merger has not been an easy or a rapid process. There were times, even late in the negotiations, when there were fears that it could all fall apart. There were those, especially from the WCL, who didn't want it to happen. They were afraid of being swallowed by a large fish, of losing their identity.

Mergers always present problems in terms of jobs and positions in the new organization. It was possible to accommodate positions but there were certainly not enough jobs for all the staff. One of the reasons for the merger was to make the economies of scale.

However the leaders responsible for negotiating the merger held firm. They realised that in our increasingly globalised economy the employers and financiers will have the upper hand if labour is divided. In meetings with the World Bank and the IMF, with the captains of industry at Davos and other forums, at the ILO, labour is weakened when each labour organization gives its own speech, promotes its own position.

One of the interesting facts is that after the merger took place, national trade union centres joined the new body which had not previously been members of either the ICFTU or WCL. They hadn't wished to take sides but could see the sense of being in one international with a strengthened and united voice. So membership has grown.

Over the last twenty years there have been many other significant mergers at global and national levels. There are now ten Global Unions when there were 15 a few years ago. This number is bound to be further reduced as industries that were at one time large employers have shrunk, such as mining, textiles and heavy manufacturing. More work has moved into the informal sector, which is difficult to organise, or hard to organise formal sectors such as IT.

The public sector has also seen major changes due to privatisation, contracting out, cuts in public expenditure and fewer full-time tenured workplaces. There has been shrinkage in the workforce which has led to unions not being able to service their members adequately or no longer being viable. Indeed a PSI aim is to: "promote co-operation amongst the affiliated organizations with the objective of coordinating their activities directed at establishing social justice, and to promote reciprocal assistance in the pursuit of their aims and objectives." Nearly all the industrialised countries have witnessed public sector union mergers, although the resulting membership may have a significant private sector component.

One of the side effects of merger has been a make-over in terms of union names. Gone are the initials which were often difficult to say as a word, or remember. In have come the one-word names, for example COHSE, NUPE and NALGO who became UNISON, the largest public service union in the UK. UK also has AMICUS and UNITE. In the Czech Republic a similar merger produced UNIOS.

Again, the process hasn't always been easy. In Germany five unions from different sectors formed Verdi, including the PSI affiliate OTV, the largest of the five. OTV members were divided over joining and the general secretary resigned. OTV finally became part of Verdi but it found it difficult to retain a public sector identity and lost members.

Last week I met Dave Prentis, General Secretary UNISON and this year the President of the Trade Union Congress, and I asked him about the merger process to form UNISON. He was a key negotiator, representing the largest of the three unions. He said the secret of their success was advance planning, together with leadership commitment and an informed membership. They worked together for three years, and at every critical stage brought all the relevant people together. They balloted all the members about the merger and kept them informed. They developed a new rule book which they took to the members. It's worth noting that none of the three had financial constraints as they owned their own offices and had enough members to provide a regular income.

In summing up the main advantage of forming UNISON he said that it speaks with one voice on behalf of all public service workers. It ended unnecessary competition between unions, and gave it greater political weight as it became the largest union affiliated to the UK Labour Party.

As I mentioned earlier, that merger brought three unions together. They were very different in terms of the workers represented and their political positions. NUPE represented low-paid public service workers, hospital cleaners, garbage collectors, dinner ladies - they had a tradition of militancy and were on the left of the Labour Party. NALGO was made up of local government employees from senior management to lower grade officials and had a more conservative political position. COHSE represented health workers and was politically in between the two.

Since the new union was formed 15 years ago the membership has grown year on year.

In spite of the differences and difficulties, the benefits of merger are substantial. Although specific objectives may vary, these benefits generally fall into three main categories:

1. **Industrial relations** – merger rationalises industrial relations, ends inter-union competition, gives labour a stronger voice in collective bargaining and greater respect from the employer.
2. **Cost effectiveness** – merger provides a response to membership loss, enables economies of scale in staff and other resources, leads to better or more services to members, eliminates the decline in structures and services.
3. **Political** – merger helps unions gain a stronger voice in political affairs and have greater influence.

Preparation for merger or other forms of cooperation needs to be transparent and well-planned. It is easier to pull an organization apart than to build one up.

There are various interim arrangements which can start bringing unions together or even, if wished, represent an option to full merger. For example, unions can agree to 'no poaching' deals, share information, combine research capacity, undertake joint activities or projects such as pay or political campaigns, share offices, have liaison committees, and arrange regular meetings to coordinate work.

These types of cooperation are often a good way of organizations getting to know one another, building trust and realising the advantages of joint action.

It's important for organizations that are thinking of merging or establishing other forms of cooperation to analyse themselves and their situation. There are different ways of doing this. The STEP analysis, for example, examines the Sociological, Technological, Economic and Political aspects of the unions' external environment. This helps the parties understand more clearly the external forces affecting them now and in the future.

Then there is the more inward-looking SWOT analysis to help understanding of the strengths, weakness, opportunities and threats of the organizations themselves. A stakeholder analysis is the sort of exercise that most unions do regularly, to identify who are their main stakeholders - external, members, activists and staff. In this case the parties should ask who has the most to gain and who has the most to lose from a merger, who would oppose it and why. Change can be threatening: "We've survived as we are why change now?"

A union exists to represent the interest of the members. When members are asked their views on a merger or other forms of cooperation the first question will often be, "How will it affect me?" "How will it improve my situation in terms of wages and working conditions?" "Will I have to pay more in dues?" If the simple answer is that through unity there will be a stronger bargaining voice at the same price, but no decision will be made without your agreement, there will usually be support for going ahead.

The process of union mergers has been studied and written about. For the purpose of this talk I revisited a booklet to guide trade union mergers that I was involved in producing while I was at PSI. The text was written by Mike Dempsey, Assistant General Secretary at UNISON, in collaboration with the Centre for Strategic Trade Union Management, Cranfield University, UK.

This is based on practical experience and crammed full of good advice. It sets out a step by step process which is illustrated by case studies and includes activities for union leaders to undertake in planning the process. It recommends that unions make use of trade union educators and facilitators in carrying out the process.

Like Dave Prentis, it emphasises the importance of the planning process. It stresses four elements: Know your partners, Be patient, Convince people, and Communicate.

Knowing your partners helps anticipate and avert misunderstanding or conflict. I remember a merger process that I was involved with in South Africa. Two public service unions were being encouraged to merge. The back ground of the two unions was quite different. One had grown out of the coloured community in Cape Town the other from the black activists in Johannesburg. PSI was asked to raise money for the merger process. We raised a million rand. They started the process but it floundered on a lack of financial transparency from one side which undermined overall trust.

Patience Merger is a long term process. New organizations can take between five to ten years to become a cultural unity. Do not expect to make progress quickly.

Convincing people Remember that a union is nothing but a collection of people. A merger is a traumatic change. Fully consider the people in your union above all other things other wise you will cause stress which will affect the progress of the merger. Everyone has to be convinced.

Communication it is impossible to communicate too much. People will not stop talking or spreading unhelpful rumors.

It is important to have a vision for what you want to achieve but how quickly and how effectively you do so depends on how you manage the process.

A working party must be set up that is responsible for carrying the merger through to completion. They should be responding to what they learn from the monitoring process. If things are not working as planned they should be in a position to recommend changes to the leadership. Nothing should be left to chance.

There need to be sufficient resources committed to the merger. It cannot be carried it out on the cheap.

In a merger aftermath there is a period of time when the new organization performs less well than either of the old organizations would have done if they had remained in place. This is why taking a positive and informed approach to managing the merger can be of great importance.

I hope what I have said has given you some insight into the changes that have been taking place in union structures in the recent past, and into some of the broad lessons which have been learnt and which are there to be shared. There are many trade unionists who are willing to share their experience. I know I speak on behalf of Unison when I say this. They have managed to speak in Unison and in doing so they have achieved a great deal not just for their own members but for the future of public services.

I should like to finish by thanking you for giving me this opportunity to speak on an issue which I know is very much on your minds. I wish you courage and wisdom in your deliberations, in your efforts to build a

stronger organization in order to represent your members, many of whom are facing an uncertain future in term of wages and working conditions.

Annex 19

Original : français

**DISCOURS PRONONCE PAR LE PRESIDENT DU COMITE DU SYNDICAT DU PERSONNEL
AU COCKTAIL DE LA 61eme CONSEIL DE LA FICSA**

Monsieur le Directeur,
Chers participants,

J'ai le plaisir et l'honneur de vous souhaiter la bienvenue au nom du Comité du Syndicat et du personnel du Centre de l'OIT de Turin. Ce Centre, bien qu'étant une des plus petites organisations des Nations Unies, est représentatif des aspects positifs, mais aussi des lacunes du système commun.

Nous sommes ici aujourd'hui pour discuter des stratégies à adopter en cette période de crise généralisée. En effet, il n'y a pas lieu de se réjouir des événements de ces derniers temps: la détérioration progressive et constante des salaires suscite mécontentement, démotivation et crise d'embauche; l'aggravation générale des relations entre personnel et administration dans les organisations provoque non seulement un sentiment diffus d'instabilité, mais également une absence de perspectives de carrière et de programmes de formation du personnel; sans oublier le problème de la sécurité des fonctionnaires dans certains lieux d'affectation, comme nous l'a rappelé l'attentat d'Alger, lors duquel plusieurs collègues ont été tués.

Je ne cite là que les problèmes les plus graves et les plus ressentis que nous vivons tous et qui ne pourront être résolus que si les associations et les syndicats de chaque organisation appliquent des stratégies et des règles communes, échangeant leurs expériences et leurs informations et collaborent au rétablissement de conditions de travail normales.

J'insiste dans ce contexte sur la nécessité – je dirais même l'urgence – de disposer d'un organe judiciaire digne de ce nom et d'avoir au moins une instance supérieure à laquelle nous référer, d'avoir une possibilité d'appel contre des décisions trop souvent injustes. Nous nous rendons tous compte que la Fédération a en ce moment besoin d'une capacité contractuelle accrue. Cette capacité contractuelle, nous ne pouvons la créer, nous les associations et syndicats membres, qu'en sensibilisant le personnel et l'opinion publique et en rassemblant toutes nos forces pour atteindre nos objectifs communs. Cette opinion publique est devenue désormais un peu hostile, à cause notamment des articles parus dans la presse internationale ces dernières années, qui dénonçaient des scandales dans le système commun.

La Fédération, en renforçant les liens entre les différents syndicats et associations du personnel, offre à chaque organisation de grandes chances de succès dans la résolution des problèmes spécifiques.

En dépit de la situation critique dans laquelle nous nous trouvons et des jours de travail intense qui nous attendent, le personnel du Centre aimerait que cette réunion nous donne non seulement l'occasion de mieux nous connaître, mais également de profiter ensemble des moments de détente que nous offre la ville de Turin. Je vous souhaite un très bon séjour.

Mesdames, Messieurs, bon travail!

Turin, le 4 février 2008

Original: French

**SPEECH BY THE CHAIR OF THE STAFF UNION COMMITTEE AT THE COCKTAIL
RECEPTION OF THE 61ST FICSA COUNCIL**

Mr. President,
Dear Delegates,

I am both pleased and honoured to welcome you on behalf of the Union Committee and the staff of the ILO Turin Centre. Although this Centre is one of the smallest organizations within the Union Nations, it is representative of both the positive and the negative aspects of the common system.

We are here today to discuss strategies for this time of widespread crisis. Recent events offer no cause for rejoicing. The progressive, constant deterioration in salaries is generating discontent, de-motivation and a recruitment crisis. The general worsening of relations between staff and management within the organizations is giving rise not only to a pervasive feeling of instability but also to an absence of career prospects and staff training programmes. And let us not forget the issue of the safety of officials in certain duty stations, as the Algiers attack, in which several of our colleagues were killed, sharply reminded us.

I have only mentioned the most serious, most heartfelt problems among those which we are all experiencing, problems that can only be overcome if the associations and unions within each organization apply common strategies and rules, share their experience and information, and work together to restore normal working conditions.

In such a context, I insist on the need – indeed, the urgent need – to have a judicial body worthy of the name and to have at least one higher-level body to which we can turn to appeal against decisions which, all too often, are unjust. We are all aware that, right now, the Federation needs greater contractual capacity. We, the member associations and unions, can only create it by making staff and public opinion aware of what is going on, and by joining forces to reach our shared goals. Public opinion, however, has become somewhat hostile, largely as a result of articles appearing in the international press in the last few years which denounced scandals in the common system.

The Federation, by strengthening the bonds among the different staff associations and unions, offers each organization a good chance of success in resolving specific issues.

Despite the critical situation in which find ourselves, and the days of intense work that lie ahead of us, the staff of the Turin Centre would like this meeting to give us not only the opportunity to get to know each other better but also to take advantage together of the leisure activities that the City of Turin authorities have laid on for us. I wish you a very pleasant stay.

Ladies and gentlemen, let us set to work!

Turin, 4 February 2008