



FICSA/C/63/R.1

## **FICSA Council**

**63<sup>rd</sup> Session – United Nations Geneva – 18 to 22 January 2010**

# **REPORT OF THE 63<sup>RD</sup> SESSION OF THE FICSA COUNCIL**



FEDERATION OF INTERNATIONAL CIVIL SERVANTS' ASSOCIATIONS

FEDERATION DES ASSOCIATIONS DE FONCTIONNAIRES INTERNATIONAUX

Geneva, 15 March 2010

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# **Report of the 63rd session of the FICSA Council**

**United Nations, Geneva, 18 to 22 January 2010**

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

1. The President of the Federation of International Civil Servants' Associations (FICSA), Mr. Edmond Mobio, opened the sixty-third session of the FICSA Council and welcomed the participants to Geneva. He explained that the timing of the current session of the Council had come about as a result of the dates set for the meetings of the inter-agency bodies. He expressed his appreciation to the United Nations Office at Geneva for having provided invaluable assistance and he commended the staff of the FICSA secretariat on their logistical skills.
2. The President recalled the tragic loss of life in the ranks of the United Nations, in particular in the wake of the recent earthquake in Haiti that would increase the toll of lives lost still further. He invited those present to observe one minute's silence in honour of those who had paid the supreme sacrifice in the past year while serving the United Nations. On the third day of the Council, the Standing Committees observed one minute's silence on Wednesday, 20 January 2010, at 16.53 hrs as part of a global United Nations commemoration of those who died in the earthquake in Haiti.
3. The President remarked that the recent United Nations General Assembly resolution on the common system and the work of the International Civil Service Commission (ICSC) offered the Standing Committees ample food for thought in their upcoming meetings. He thus took great pleasure in welcoming Mr. Wolfgang Stoeckl, Vice-Chair of the International Civil Service Commission (ICSC), who would address Council and answer a limited number of questions from the floor.
4. In his opening remarks, Mr. Stoeckl reiterated the full support of the ICSC for the United Nations Secretary-General's concept of an organization firmly anchored in the 21<sup>st</sup> century. He then went on to address five key issues of particular interest to staff that were before the Commission: end-of-service payments; mandatory age of separation; post adjustment; hazard pay; and continuing appointments.
5. In the current proposal, end-of-service payments would be effected after ten years of consecutive fixed-term contracts. The General Assembly would resume its discussion of the proposal once a decision had been reached on continuing appointments.
6. Given the global discussion of increasing the age of retirement in various countries to 62, 65 and even 67, the ICSC would await the outcome of the discussion of the issue in the CEB/HLCM (Chief Executives Board/High Level Committee on Management) and the Pension Board before addressing the issue in 2011. Some Member States were in favour of rejuvenating the UN secretariat and achieving a more equitable gender diversification, therefore reaching a consensus on the matter looked as "an uphill struggle".

7. The speaker then referred to the delays in a net increase in the post adjustment owing to the fact that inflation figures had dropped even to negative values thus triggering no increase in pensionable remuneration for 2010. It also had to be remembered that under the present financial circumstances, several Member States were not inclined to grant increases in salaries in their national civil services, as well as in the international civil service.

8. As for hazard pay, the speaker noted that the United Nations itself was increasingly becoming a target in peace-keeping operations. It was possible that ultimately hazard pay might be adjusted to account for the increased threat to UN personnel in crisis areas, as well as the new Security Level System (SLS). In Afghanistan, for example, hazard pay had been increased by 50 per cent for three months.

9. In respect of post adjustment, the ICSC would be addressing the issue of out-of-area expenditures and their weighting. Furthermore the ICSC had been encouraged to exercise its mandate relating to the coordination of working conditions in the common-system organizations.

10. Mr. Stoeckl assured Council that the members of the Commission and the staff of the ICSC secretariat recognised the competence of FICSA representatives, as well as the high quality of the Federation's submissions.

11. The first question addressed to Mr. Stoeckl related to the widespread misconception and resultant staff dismay surrounding the no loss/no gain salary adjustments that typically took place in January of every year and almost always resulted in lower take-home pay as a result of increased staff assessment deductions.

12. In his reply, the ICSC Vice-Chair pointed out that the difficulties arose from the fact that the base/floor salary had to be kept at the level of the comparator. Moreover, adjustment of the base floor had an impact on certain benefits. A further complicating factor was that the New York post adjustment bore implications for pensionable remuneration. Without doubt, everybody would welcome proposals for improvement or for better understanding of such a complex mechanism.

13. The second question, which was more in the nature of signalling a problematic issue, related to the development of the single classification system for General Service (GS) jobs. Despite the number of 'loose ends' such as the need for benchmark job descriptions, guidelines and grade-level descriptors that had remained unresolved at the end of the previous session, subsequent consultation within the working group had been a mere formality. The fine-tuning required had not been carried out despite the decision to delay implementation pending the outcome of the adjustments. The fear was voiced that the Commission would insist on going ahead regardless.

14. Mr. Stoeckl replied that to his mind the promulgation of the new system, already approved in principle, would require the validation and fine tuning, as requested by the Commission at its 69<sup>th</sup> session. The FICSA President noted with appreciation the acknowledgement of the Federation's concerns in this respect.

15. The third question related to the reason for continuing to keep on hold the issue of continuing appointments. Mr. Stoeckl replied that the Member States were waiting for a number of clarifications by the UN Secretariat. In fact, the Secretariat had been asked to identify those instances where there was a continuing need for a staff member's functions and staff members qualified to fulfil those functions. It had also been asked to indicate the number of posts that were considered as core posts with continuing functions.

16. Mr. Stoeckl recalled that, following the moratorium on permanent appointments declared by the UN Secretary-General in 1995, some 2,500 staff members were 'on hold' for permanent appointments; a new proposal was expected for end-2010. He was of the opinion that the Member States were in favour of continuing appointments, which they saw as being good for staff morale. In fact, they were in favour of the number of continuing appointments being larger than that of permanent appointments. It was to be noted, however, that voluntary-funded programmes and peacekeeping operations posed challenging questions in terms of ensuring the financial coverage of continuing appointments.

17. The fourth question related to the staff survey that the ICSC had conducted on effective recruitment and retention measures and the evaluation of the concerns expressed by staff. Mr. Stoeckl replied that the evaluation had not been completed, but preliminary findings had indicated that although salaries were important, they were not the major driving force at the time of recruitment. Applicants were driven more by the prospects of working for the United Nations or a specific organization. Disappointment set in later as most organizations failed to meet the expectations of the new entrants. Mr. Stoeckl enquired about the results of the FICSA global staff survey. In that respect, the General Secretary informed him that its findings would be available in April 2010.

18. The final question related to hazard pay and whether local UNRWA staff would be part of the new scheme being devised for hazard pay. Mr. Stoeckl pointed out that in respect of UNRWA the ICSC was responsible solely for that organization's Professional staff and the GS staff located at headquarters - as distinct from the local area staff. He acknowledged FICSA's continued effort to raise the issue in the Commission.

19. The President thanked Mr. Stoeckl for his statement and the replies he had given. The Federation looked forward to his contribution on the following day in the context of the Standing Committee on General Service Questions.

20. The President introduced the keynote speaker, Mr. Yves Beigbeder, a former personnel officer who served at both FAO and WHO. At the outset of his statement (see Annex 17), Mr. Beigbeder expressed his conviction that administrations needed staff representatives as reliable partners so that staff interests and concerns were both heard and considered. The active participation of staff representatives in joint staff/management committees was of importance to both parties. At an early stage in his career he had witnessed political interference in an international secretariat; he noted that those countries that were the main critics of politicization of the organizations were themselves the main culprits of political interference in UN organizations. Fortunately the person wrongly dismissed for political reasons had his termination annulled by the UN Administrative Tribunal which

together with staff representatives constituted the independent counter-forces to unfair treatment and injustice.

21. Political pressure by governments was being replicated by the commercial pressure being brought to bear by private sector enterprises. That together with other developments such as protection of staff rights, various kinds of harassment and the right to safety and security called for action by staff associations/unions. In the case of appeals, it was essential that appellants be supported by legal representatives whom they could trust. Litigation should, however, be the last resort. Prevention was better than cure. One should never lose sight of the basic values and objectives for which the United Nations stood. Staff members should keep their faith in the United Nations system and continue to strive to improve what could be improved.

22. The strength of FICSA, which had brought together 29 staff associations/unions and 41 others with associate, consultative or observer status, bordered on the miraculous. The existence of an independent international civil service hinged on an independent, motivated and competent staff. The Federation and its member associations/unions were essential partners in constructive dialogue with the administrations.

23. Being a staff representative also incurred the risk of being considered a trouble-maker. Even though staff representation rights were assured in staff rules and regulations, certain officials were disinclined to cooperate with staff representatives. As loyal supporters of the work of the United Nations, staff representatives had the right to be consulted and heard. Even though they did not enjoy negotiating rights or could not draw on the same means of action as national trade unions, staff representatives had acquired access to legislative bodies and participated in the work of inter-agency bodies: a considerable achievement.

24. The areas of staff action were well known, such as the right of association and the right to fair hearings and due process. Current issues included staff safety and security, contractual arrangements, allowances and pensions and mandatory age of retirement. The strength of staff representatives lay in addressing the right issues with a comprehensive knowledge of staff rules and a sense of unity.

25. Active and retired staff had several concerns in common: health insurance and pensions. In addition to the lack of coverage of costs linked to long-term care, the most recent General Assembly resolution on after-service health insurance deserved particular attention as it spoke of the 'financial and legal implications of changing, **for current retirees and active staff members**, the scope and coverage of the after-service health insurance'. It was an ominous warning; retiree and staff associations/unions alike should look to the defence of their acquired rights. Retirees needed the help and support of active staff on both insurance and pension issues; in return they could offer active staff their good will and expertise in both areas. Mr. Beigbeder closed by wishing the Council a very fruitful meeting.

26. In the brief discussion after the keynote address, tribute was paid to the guidance given by retirees and Mr. Beigbeder assured Council that AFICS in Geneva was a useful source of information and expertise on both insurance and pension issues. The case of political interference that he had alluded to was well documented in the Administrative

Tribunal Judgement No. 13. In answer to a query about the role played by multinational corporations in the work of the United Nations, he referred to the Global Compact introduced by the previous UN Secretary-General. It bore the risk of the companies exerting greater influence and cited the impact of pharmaceutical companies in WHO expert committees.

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

27. After given her warmth welcome, Ms. Valérie de Kermel, 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)**

28. Mr. Varghese Joseph (former ITU staff member) was elected Chair of the Council. Mr. Christopher Pardy (AP-in-FAO) and Ms. Jenny Madsen (WHO/EURO Copenhagen) were elected First and Second Vice-Chair, respectively. Mr. Peter Lillie (FAFICS) was nominated Rapporteur.

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

29. The provisional agenda as contained in document FICSA/C/63/1 was adopted with one additional agenda item: Draft resolution on cost sharing for the release of the FICSA President and General Secretary (see Annex 1).

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

30. Council agreed to the schedule of work as contained in document FICSA/C/63/INFO/CRP.1. A working group was set up to elaborate a solution to the problem of securing a FICSA presence in New York and identifying the requirements in terms of the level of post, the office space required and secretarial support. A briefing session on the UN pension system would be given by Mr. Svend Booth (FAO/WFP-UGSS) on the third day. AMFIE, which had kindly co-funded the reception on the first evening, would give a presentation to UNOG staff on the second day, to which FICSA members were also invited.

31. Attention was drawn to the fact that nominations of candidates for election to three posts on the Executive Committee were still outstanding. They would have to be submitted before the deadline stipulated in Rule 38 of the Rules of Procedure which would otherwise have to be suspended.

32. On the final day of the session, Council adopted the terms of reference for FICSA Standing Committee Chairs and Vice-Chairs (document FICSA/C/63/6).

33. Mr. Svend Booth (FAO/WFP-UGSS) was elected Chair of the Ad hoc Committee on Administrative and Budgetary Questions.



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

34. Council agreed that the review of the FICSA Statutes and Rules of Procedure (document FICSA/C/63/8) prepared by Mr. Robert Weisell, former FICSA President, would be considered in the Standing Committee on Legal Questions.

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

35. The General Secretary informed Council of developments relating to the status of membership. She reported that a new member, the Staff Association of the International Thermonuclear Experimental Reactor (ITER), had joined the ranks of the Federation. Furthermore, the Staff Association of the Commonwealth Secretariat (CSSA) had applied for associate membership.

36. The Staff Association of the International Organization for Migration (IOM) had requested a change in status to associate membership. Recognizing that the Association met the criteria for associate membership, Council approved the request for change in status.

37. The Staff Union of UNESCO had given notice of its wish to withdraw from the Federation for financial reasons. It had intimated that it would rejoin once it had sufficient funds. It was agreed that the delegation would discuss the issue with the Executive Committee and in the context of the Ad hoc Committee on Administrative and Budgetary Questions prior to a final decision being taken on the issue.

### **Draft resolution on cost sharing for the release of the FICSA President and General Secretary (Agenda item 8)**

38. Council was informed that it had proven impossible to obtain funding for the release of the General Secretary for the final year of her term. The issue had been discussed at length during the pre-Council sessions and a draft resolution had been prepared as a basis for discussion in plenary. Recognizing that the current practice of having just one organization fund the release of the General Secretary imposed on the financial capacity of smaller organizations employing FICSA members, the first draft of the resolution had proposed that a more equitable cost-sharing solution be established and urged the UN Secretary-General to establish such a mechanism.

39. In the course of the subsequent discussion, it was pointed out that the International Maritime Organization (IMO) had already funded two years, thus fulfilling its obligations to the Federation. Furthermore, it was more a question of re-establishing a cost-sharing mechanism as costs had indeed been shared on earlier occasions. A note of caution was struck and the Federation was urged not to 'scare' organizations that were already willing to pay. It was pointed out that by no stretch of the imagination could the Federation be seen to be adopting a threatening stance; it was adopting a position of principle related to the responsibility incumbent on organizations to fund staff representation, in particular the release of both the President and General Secretary of FICSA.

40. Council agreed that the resolution would refer to the principle of equal representation and speak of ‘a long-term sustainable mechanism’ as distinct from a cost-sharing mechanism so as not to prejudge the solution ultimately established. Furthermore, the UN Secretary-General would be approached in his capacity as Chair of the CEB. The final text of the resolution was adopted in Council (see Annex 2). It was further agreed that the next steps to be taken as a follow up to the resolution would be determined in the Standing Committee on Staff/Management Relations and submitted to plenary as part of the Standing Committee’s report.

41. At a special plenary held at noon on the third day, the General Secretary announced her readiness to serve out her term on release without pay. Numerous questions were raised about the implications such a decision bore for the General Secretary in terms of health insurance and pension rights. Fears were also expressed about the acceptance of such a solution setting a precedent as well as undermining the arguments made in favour of finding a cost-sharing solution to the release of FICSA officers in the future. Other participants spoke of the powerful positive message being sent by someone sacrificing financial stability in her fight on a matter of principle. That sacrifice was seen to be a baton to be taken up by the new team of elected representatives as they strove for a swift solution to the problem. References were made to similar situations in the past when elected officers had not served the full term. Assurances were sought of the General Secretary that she would stay the course: an assurance that she gave. It was recognised that by not having to seek a replacement at the present juncture, the Federation would be able to ‘hit the ground running’ with respect to the tasks that lay ahead of it.

42. After a protracted debate, a vote was taken on the offer made by the General Secretary. Council adopted the following text [18 in favour, 1 against]:

*“Without prejudice to safeguarding the rights of the General Secretary to challenge any and all administrative decisions relating to her conditions of employment, Council exceptionally accepted with gratitude the offer by the General Secretary to serve out her term of office on release without pay. It further committed itself to seek vigorously a sustainable solution to funding her release in the current context and that of FICSA general secretaries and presidents in the future”.*

43. In the debate following the adoption of the text, major concerns were expressed that working free of charge ran counter to fundamental rights. It was feared that the hardship the General Secretary was assuming might possibly backfire on her. Others pointed to the fact that the General Secretary was fighting for the fundamental right to challenge a decision that ran counter to the principle of association. She herself was willing to take the chance and her decision should be respected, yet closely followed up.

44. The vigour of debate and lack of rigour were such that a number of participants expressed their discontent at the manner in which the meeting had been conducted. Instances of unintentional injurious remarks were cited and the more experienced participants in Council were reminded of the need to respect the needs of newcomers. For those whose mother tongue was not English and who were unfamiliar with the oft arcane workings of both the Council and the complicated issues at stake were often at a loss.

Information it seemed was often hoarded instead of being shared, while one member found itself being ignored by those conducting the meetings, plenary and standing committees alike. People were seen to be overwhelmed by events and the pressure of having to complete so many tasks in such a short period of time. That unsatisfactory state of affairs was recognised and sincere apologies were offered with every assurance that amends would be made.

### **Report of the Executive Committee for 2009-2010 (Agenda item 9)**

45. The President introduced the Report of the Executive Committee for 2009/2010 (document FICSA/C/63/5). In his introductory remarks, he drew attention to matters of particular significance to the work of the Federation, several of which were still under study such as the mandatory age of separation, separation indemnities, end-of-service payments, post adjustment, UN/US grade equivalencies and loss of purchasing power in the wake of a fluctuating dollar:euro exchange rate. In respect of the margin, he regretted the fact that for the past five years the mid-point of 115 had not been reached, but on average had been only 113.6. In the Pension Board, for example, discussion had focused, inter alia, on the impact of currency volatilities on pensions and the performance of the Fund.

46. As for the review of the GS classification standards, the Federation had played an active role in the ICSC working group. It was to be hoped that the final adjustments would be made prior to the scheme being promulgated. The review of the GS salary survey methodologies had also been extensively debated and would continue to be debated in the coming year. FICSA had participated actively in the discussion of hazard pay, in particular hazard pay for UNRWA staff, and had accorded prime importance to ensuring the safety and security of staff throughout the common system.

47. At the level of the Executive Committee, it had proved impossible to find satisfactory solutions in respect of establishing an effective FICSA presence in New York and securing funds for the final year of the General Secretary's term of office. At the same time, lobbying had proven effective in a number of crucial instances and careful management of the budget had yielded a surplus of CHF 126,000: an encouraging development in times of financial constraint.

48. In the year to come, the Federation would face the challenges of finding a cost-free office in New York, restraining expenditures without jeopardizing its activities and securing hazard pay for all UNRWA staff. A further objective would be to build up the Federation's capabilities in respect of Professional issues comparable to the expertise that FICSA displayed on GS issues. All that could be put to good effect in the upcoming meetings of the ICSC, ACPAQ, the HR Network and the CEB/HLCM.

49. In concluding his presentation, the President expressed his thanks to his fellow members on the Executive Committee who had worked as a true team. He also paid especial thanks the staff in the FICSA offices; they had provided unflagging support throughout the year and especially so in the run-up to the current session of the Council. The good reputation that FICSA currently enjoyed in the ICSC was due to the expertise of the Federation and he wished to commend the experts on their input. He also wished to express

his gratitude to the Treasurer whose term of office was coming to a close; her contribution had been greatly appreciated. FICSA could be justly proud of its efficiency and professionalism. The Federation was an essential element in the workings of the United Nations. FICSA was held in high esteem and listened to.

50. Council forwent the debate on the Executive Committee report due to time constraints. Great importance was thus attached to the reports of the Standing Committees. It was noted that the report of the Executive Committee provided a wealth of information on the ICSC, yet little analysis of the effectiveness of the Federation's work. It was recognized that the Federation owed much to the outgoing President Edmond Mobio. He was to be thanked for his commitment to the Federation and tribute was paid to his tact and willingness to listen to others. His natural sense of diplomacy had contributed greatly to improving the Federation's relationship with the ICSC. It was hoped that the Federation would be able to avail itself of his profound experience and human qualities in the years to come.

### **Election of the Executive Committee and Regional Representatives for 2010-2011 (Agenda item 10)**

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

52. At the session devoted to elections, the Chair informed Council that he had received the following nominations (in alphabetical order) for election to the Executive Committee for the period 2010/2011 (see document FICSA/C/63/INFO/3/Add.1).

#### **Executive Committee**

President	Mr. Edmond Mobio (WHO/HQ Geneva)
	Mr. Mauro Pace (FAO/WFP-UGSS Rome)
Treasurer	Ms. Margaret Robertson (IAEA Vienna)
First and second of two	Mr. Tony Capita (WHO/AFRO Brazzaville)
Members for	Mr. Vincenzo De Leo (UNLB-LSU Brindisi)
Compensation Issues	Mr. Giovanni Muñoz (AP-in-FAO Ankara)
Member for Regional and	Mr. K. Ratnakaran (WHO/SEARO New Delhi)
Field Issues	
Member without	Ms. Véronique Allain (SCBD Montreal)
Portfolio	

#### **Regional Representatives**

Regional Representative for Africa	Mr. Jean Bruce Pambou Malonda (WHO/AFRO Brazzaville)
Regional Representative for Asia	No nomination received
Regional representative for Europe	Mr. Cosimo Melpignano (UNLB-LSU Brindisi)

Regional representative for the Americas      Mr. Olivier Hillel (SCBD Montreal)

53. The following members were elected:

President	Mr. Mauro Pace (FAO/WFP-UGSS Rome)
Treasurer	Ms. Margaret Robinson (IAEA Vienna)
Compensation Issues	Mr. Giovanni Muños (AP-in-FAO Ankara)
	Mr. Vincenzo De Leo (UNLB-LSU Brindisi)
Regional and Field Issues	Mr. K. Ratnakaran (WHO/SEARO New Delhi)
Without Portfolio	Ms. Véronique Allain (SCBD Montreal)

#### *Regional Members*

Africa	Mr. Jean Bruce Pambou Malonda (WHO/AFRO Brazzaville)
Americas	Mr. Olivier Hillel (SCBD Montreal)
Asia	Vacant
Europe	Mr. Cosimo Melpignano (UNLB-LSU Brindisi)

#### **Election of the Standing Committee officers for 2010-2011 (Agenda item 11)**

54. Council elected the following Chairs and Vice-Chairs of the Standing Committees for 2010-2011:

#### *Legal questions*

Chair:	Mr. Michael Donoho (IAEA)
Vice-Chairs:	Mr. Joel Lahaye (CERN) and Ms. Elena Rotondo (FAO/WFP-UGSS)
Core Group:	Mr. David Nolan (IFAD) and Mr. Wolfgang Prante (AP-in-FAO)

#### *Human resources management*

Chair:	Ms. Lisa Villard (IAEA)
Vice-Chairs:	Ms. Cinzia Romani (FAO/WFP-UGSS) and Mr. Mario Cruz-Peñate (PAHO/WHO Washington)
Core Group:	Ms. Véronique Allain (SCBD), Mr. Tony Capita (WHO/AFRO Brazzaville), Ms. Daniela Cuneo (IFAD), Ms. Lisa Iannitti (UNESCO/ICTP), Ms. Melodie Karlson (WHO/EURO Copenhagen), Ms. Alessandra Marcorio (UNLB-LSU), Ms. Rasha Naguib (WHO/EMRO Cairo), Mr. Ram L. Rai (AFSM-WHO/SEARO)

#### *Social security/occupational health and safety*

Chair:	Mr. Svend Booth (FAO/WFP-UGSS)
Vice-Chairs:	Mr. Dean H. Neal (IAEA) and Ms. Nathalie Tschyrkow (UNWG)
Core Group:	Ms. Pilar Vidal Estevez (PAHO/WHO Washington), Mr. Charles Kameni (FUNSA Cameroon), Mr. Cosimo Melpignano (UNLB-LSU) and Ms. Marielle Richon (UNESCO)

*Conditions of service in the field*

Chair: Mr. Steven Ackumey-Affizie (FAO/WFP-UGSS)  
 Vice-Chair: Mr. Salim Shaikh (FUNSA Pakistan)  
 Core Group: Mr. Gustavo Casas (FAPNUU Uruguay), Ms. Daniela Cuneo (IFAD),  
 Ms. Margaret Eldon (FAO/WFP-UGSS), Mr. Diab El-Tabari (UNRWA/ASA  
 Lebanon), Ms. Amrita Mehrotra (FUNSA India)

*General Service questions*

Chair: Ms. Vivian Huizenga (PAHO/WHO Washington)  
 Vice-Chairs: Mr. Edmond Mobio (WHO/HQ Geneva) and Ms. Melodie Karlson  
 (WHO/EURO Copenhagen)  
 Core Group: Open

*Professional salaries and allowances*

Chair: Mr. Dean H. Neal (IAEA)  
 Vice-Chairs: Mr. Kees de Joncheere (WHO/EURO Copenhagen) and Mr. Kartik  
 Krishnan (OPCW)  
 Core Group: Open

*Staff/Management relations*

Chair: Mr. Imed Zabaar (IAEA)  
 Vice-Chairs: Ms. Pauline Guy (ITLOS) and Ms. Marie-Odile Pilley (UPU)  
 Core Group: Ms. Carolina Bascones (PAHO/WHO Washington), Mr. Jules  
 Bekombo'Joh (WHO/AFRO Brazzaville), Ms. Margaret Eldon (FAO/WFP-  
 UGSS), Ms. Alessandra Marcorio (UNLB-LSU), Ms. Souad Orhan  
 (UNAIDS) and Ms. Cordula Wohlmuther (UNWTO)

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

55. The report of the Standing Committee on Legal Questions was introduced by the Chair of the Committee (see Annex 3). The Standing Committee had focused on a limited number of items, the most important of which related to the rights and obligations of members associations/unions that were not full members of FICSA and the Statutes of the Federation.

56. In respect of the first, the Standing Committee was of the opinion that a FUNSA holding a position on the Executive Committee or office on a Standing Committee was inconsistent with the observer status of the FUNSAs. However, the rights and obligations deriving from observer status were undefined and it was incumbent upon the Executive Committee to submit a recommendation to Council. The Standing Committee would review the recommendation once submitted.

57. As for the Statutes, the Standing Committee had studied at great length the Statutes of the Federation. It had not touched on the Rules of Procedure which were equally in need of review and revision. In the initial round, the Standing Committee had focused on the non-controversial aspects that had been identified by the consultant, Bob Weisell, The aim of the

review had been to reduce confusion and be as inclusive as possible. Those articles on which agreement had been reached were appended to the Standing Committee's report.

58. In the brief ensuing discussion, it was agreed that Council could not approve in principle the changes appended to the report. Instead, the annex with a broader annotation would be sent out to all member associations/unions. Upon receipt of comments, the articles would be subjected to editorial and legal review prior to being resubmitted for ratification.

59. Council took note of the report which contained no recommendations.

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

60. The report of the Standing Committee on Human Resources Management was introduced by the Chair of the Committee (see Annex 4). The Standing Committee had focused on contracts and reported on differing practices in different organizations. It was considered useful, were member associations/unions to provide brief written summaries of the contractual situation in their organizations. In the course of the discussion in the Standing Committee it became apparent that the ICSC had been wanting in several regards. The ICSC working group on performance management had apparently not contacted the organizations, nor had the ICSC released information on exit interviews, while documentation on the ICSC staff survey was currently unavailable. The Standing Committee had, however, benefited greatly from a joint session with the Standing Committee on General Service Questions where Mr. Doug Smith, a retired ICSC consultant on human resource issues, had given a presentation on the GS job classification standards exercise.

61. The Standing Committee had also set up a focus group to study the multi-layered problem of staff mobility. As always, the Standing Committee found its discussion hampered for want of time. Under any other business, it had taken up the issues of: the new staff selection system; staff representation during the selection process; maternity, paternity and adoption leave; and the office of the Ombudsman. All those issues deserved longer and deeper analysis.

### *Summary*

62. The Standing Committee on Human Resources Management presented ten recommendations.

### **Council decided that:**

- **The FICSA Executive Committee should request member associations/unions to submit to the FICSA secretariat written confirmation of compliance or non-compliance with the ICSC contractual framework. Members should verify the situation with their organizations (preferably 1-2 weeks after the Council) so that FICSA had feedback for the upcoming HR Network meeting.**
- **The FICSA Executive Committee should request its members to send to the FICSA secretariat for further action, if needed, a one-page write-up of the contractual situation in their organizations.**

- Given that some organizations that had implemented UN reforms seemed to be re-implementing previously abandoned policies/recommendations with limited or fewer benefits, the FICSA Executive Committee should monitor the situation closely.
- A working group on inter-agency mobility should be set up within the Standing Committee on Human Resources Management to look fully into all components of mobility over the coming year and report back to the FICSA Executive Committee on the issue.
- The FICSA Executive Committee should request the ICSC to provide the questionnaire on exit interview reports for comments/suggestions.
- The FICSA Executive Committee should request the ICSC to provide information on the ICSC staff survey in order to address motivating and de-motivating factors common to all FICSA members.
- The FICSA Executive Committee should monitor the implementation of the new staff selection system and, with the aim of harmonizing common-system policy, pay particular attention to the following points: evaluating maximum post occupancy, exploring the mobility prospects for GS staff; ensuring that the ICSC establishes guidelines on the selection process, in particular with regard to internal vs. external candidates; and identifying the best practices relating to the participation of staff associations/unions in the selection process and their presence on boards (rosters and selection panels).
- The FICSA Executive Committee should gather information from its members regarding staff representation during the selection process, including the status of staff representatives on the respective panels. That information could be shared with the membership using the Human Resources Management (HRM) database on the FICSA website.
- The FICSA Executive Committee should gather information from its members on parental leave in order to ensure the rights of the child by harmonizing the duration of leave to the benefit of the child.
- The FICSA Executive Committee should request member associations/unions to provide information on the status of the Ombudsman in their organizations and share that information with the FICSA membership.

63. Council took note of the report and adopted the recommendations contained therein.

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

64. The report of the Standing Committee on Social Security/Occupational Health and Safety was introduced by the Chair of the Committee (see Annex 5). In summarizing the Committee's deliberations, the Chair explained that the emphasis in the discussion had been on maintaining previously held positions on such issues as after-service health insurance, compensation benefits, age of separation, medical treatment and divorced surviving spouse's benefit. The Standing Committee's recommendations were therefore directed at both the FICSA Executive Committee and the membership at large so as to ensure the greatest possible awareness of the issues at stake.



## Summary

65. The Standing Committee on Social Security/Occupational Health and Safety presented ten recommendations.

### Council decided that:

- In view of the analysis undertaken by the Standing Committee on Social Security/Occupational Health and Safety of the General Assembly resolution of 28 December 2009 on after-service health insurance (document A/C.5/64/L.15), the FICSA Executive Committee should liaise with FAFICS and monitor the situation so as to ensure the right of staff to after-service medical coverage.
- The FICSA Executive Committee and FICSA members should seek to advance the separation age in all organizations to 62 as a first step and take action in favour of increasing the separation age to 65, without prejudice to the rights of those who wished to retire at age 60.
- The FICSA Executive Committee and FICSA members should ensure that the compensation benefits provided for service-incurred injuries and illnesses in the various organizations should be maintained and that best practice was ensured for staff and their families.
- The FICSA Executive Committee should monitor the implementation of the policy on employment of persons with disabilities and the members of the Standing Committee on Social Security/Occupational Health and Security should liaise with their administrations concerning the implementation of that policy, one particular concern being that of architectural barriers to access for disabled (physically challenged) people.
- Staff associations/unions should contact their administrations regarding the UNAIDS consultant to provide training on HIV/AIDS to staff.
- Staff associations/unions should urge their administrations to maintain their pledges to UN Cares (their funding availability).
- In light of the report presented by the representative of FAFICS on the findings of the Pension Board Working Group on the Plan Design, FICSA should maintain its position concerning retirement age and separation age, and support collaboration between the Pension Board and the ICSC on initiating discussion on those issues.
- The FICSA representative should support FAFICS at the UN Pension Board in discussions on lowering from 10 to 5 years the period of eligibility needed for the receipt of a divorced surviving spouse's pension benefit.
- The FICSA Executive Committee should ask all organizations to provide information on where medical examination records were kept and how confidentiality was maintained. Results of that consultation should be circulated among the FICSA membership.
- As for the medical treatment of staff, the FICSA Executive Committee should persuade the members of the Inter-Agency Task Force on HIV/AIDS in the work place to apply the correct standards when testing for HIV. Organizations requiring counselling on HIV/AIDS should contact UN Cares and UNAIDS to provide information and (possibly) training.

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

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

67. The report of the Standing Committee on Conditions of Service in the Field was introduced by the Chair of the Committee (see Annex 6). In summarizing the Standing Committee's discussions, it was reported that the attention had focused on a number of crucial issues such as the terms and conditions of National Professional Officers (NPOs) who were invariably denied development opportunities. The Standing Committee had urged the FUNSA working group to adopt a more active stance and particular concerns had been expressed over the safety and security of staff, including the long outstanding issue of the failure to grant local UNRWA staff the benefit of hazard pay. The proposal that FICSA set up a solidarity fund for victims of natural disasters had provoked a lively discussion. It was which was not designed exclusively for the earthquake victims in Haiti, but for victims of other disasters as well. The issue would be taken up in the Ad hoc Committee on Administrative and Budgetary Questions and might well be revised in both structural and financial terms.

68. In the brief ensuing discussion, it was confirmed that the terms and conditions offered to NPOs was a ticklish issue that touched on so many different aspects of the conditions of employment, including salary surveys. That, however, should not deter the Federation from seeking an equitable solution – on the contrary, it was all the more reason to find an acceptable system-wide solution given the disparities between the many organizations employing NPOs. The Federation was thus specifically urged to oppose the notion of regional NPOs and NPOs at headquarters duty stations. As for the proposed solidarity fund, it was urged that it would be best to be part of a coordinated response. FICSA was thus asked to work through the UN Task Force in Haiti and also involve PAHO/WHO in the process.

### *Summary*

69. The Standing Committee on Conditions of Service in the Field presented ten recommendations.

### **Council decided that:**

- **The FICSA Executive Committee should continue to oppose the notion of regional NPOs and NPOs at headquarters duty stations during the discussion at the 70<sup>th</sup> session of the ICSC, support the harmonization of service conditions, qualifications and experience of NPOs and promote the determination of general emoluments, salaries and other related benefits.**
- **The FUNSA working group established the previous year should do more work in the current year to network and strengthen the FUNSAs, including the promotion of new FUNSAs, and submit a report thereon to the FICSA Executive Committee.**
- **In those instances where FUNSAs existed at the country level, it should be ensured that they be part of the respective inter-agency coordination bodies.**
- **The FICSA Executive Committee continue to champion the safety and security of all UN staff in all duty stations at its meetings with the various UN bodies related to**

safety and security, including the Inter-Agency Security Management Network (IASMN), HLCM and UNDSS.

- The FICSA Executive Committee should continue its good work on the classification of duty stations according to life and work and report back to the Standing Committee on Conditions of Service in the Field at the next Council session.
- The UNRWA staff representative should provide the FICSA Executive Committee with the actual costs associated with hazard pay and, if it could be established that the ICSC had taken a decision on the issue, the Executive Committee should follow up on its implementation.
- FICSA should establish a solidarity fund of USD 30,000 within the Federation's budget which could be utilized not only to provide support to UN staff in Haiti, but also to address future disasters.
- The FICSA Executive Committee, in consultation with the PAHO/WHO Staff Association and the Standing Committee on Social Security/Occupational Health and Safety, should assess the needs of UN staff affected by the earthquake in Haiti as soon as possible in terms of disbursing funds. PAHO/WHO should then liaise with the United Nations Task Force in Haiti. Consideration could also be given to drawing on the services of non-governmental organizations working at the field level.
- The provisions pertaining to disasters in the United Nations Security Handbook should be verified and the FICSA Executive Committee should pursue the proper definition of such terms as "in times of crisis" used in the Security Handbook in connection with disasters.
- The FICSA Executive Committee should pursue with the FAO Administration the issue of including locally-recruited WFP GS staff in the consultative process and ensure that due consideration be given to the FAO/WFP-UGSS proposal.

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

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

71. The report of the Standing Committee on General Service Questions was introduced by the Chair of the Committee (see Annex 7). The report had undergone extensive revision at the very last moment which reflected the intensity of the debate in the Standing Committee. Even more changes were incorporated into the report in the course of the discussion in plenary. Those latter changes related to review of the salary survey methodologies, the number of workshops and the fees for those workshops, as well as the treatment of salary related data.

#### *Summary*

72. The Standing Committee on General Service Questions presented four recommendations.

**Council decided that:**

- The FICSA Executive Committee should pursue the revision of the salary survey methodologies for headquarters and non-headquarters staff consistent with policies approved and decisions taken at previous FICSA Councils.
- The FICSA Executive Committee should follow closely with the working group on the revision of salary survey methodologies the issue relating to the role of the Local Salary Survey Committee (LSSC) and the possible participation of staff in the Steering Committee and keep the Standing Committee on General Service Questions informed of any progress.
- Up to eight workshops should be organized for 2010 and budgeted at USD 30,000.
- The FICSA Executive Committee should follow up on an instance of a serious violation in New Delhi relating to the analysis and transmittal of salary data and gather all the information required to determine an appropriate course of action.

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

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

74. The report of the Standing Committee on Professional Salaries and Allowances was introduced by the Executive Committee Member for Compensation Issues in the absence of the Chair and Vice-Chair (see Annex 8). In the course of that introduction, he drew attention to the flaws in the post adjustment methodology and the weak participation in the previous place-to-place survey. The comparator issue was still unsatisfactory as the US Federal Civil Service was demonstrably no longer the best paid service and education grants were under threat. For many people the system used to determine salaries was unclear, in particular the complexities surrounding the no loss/no gain adjustments that invariably yielded less take-home pay. Clearly, an information booklet was needed. The SCBD representative generously offered to translate the booklet into French once it was complete. It was suggested that the booklet be posted on the website to save printing and distribution costs.

75. A consultant had already been identified for the training of staff representatives on the place-to-place survey. IFAD had offered to identify a technical expert from among its members to serve on the proposed permanent professional technical committee. The Standing Committee would prepare terms of reference for submission through the Executive Committee to member associations/unions.

*Summary*

76. The Standing Committee on Professional Salaries and Allowances presented six recommendations.

**Council decided that:**

- The FICSA Executive Committee should advocate that the entitlement to an end-of-service allowance for staff on fixed-term contracts be approved by the General Assembly as already proposed by the ICSC; however, in the process, the allowance should not be used to lower other end-of-service entitlements.

- The FICSA Executive Committee should: (i) produce an information document/booklet explaining the terminology and how the salary determination system worked, which should be simple enough for staff bodies to distribute to staff; and (ii) lobby for real salary increases and the FICSA secretariat should develop lobbying materials.
- The Standing Committee recommended that FICSA should implement training of staff representatives on the place-to-place survey. The FICSA secretariat should finalize the materials that had been developed in the past. In 2010, a trainer should be hired to conduct two 2-day workshops comprised of 15-20 participants (based on the experience of GS workshops); USD 2,500 should be allocated as honorarium for the preparation and conduct of the workshops. The training sessions could be hosted by FICSA members at no cost to FICSA. Involving USD 2,800 for DSA, USD 1,000 for airfare and USD 500 for airfare within Europe, plus terminals, the total approximate cost was USD 7,900, including USD 1,100 for miscellaneous expenses.
- The FICSA Executive Committee should urge staff representatives to impress on their members the need to comply with the place-to-place survey.
- The Federation should go back to basics and review the way the Noblemaire principle was being implemented and the frequency with which the ICSC carried out its Noblemaire studies.
- Council should approve the establishment of a permanent professional technical committee as a matter of priority in 2010.

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

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

78. The report of the Standing Committee on Staff/Management Relations was introduced by the Chair (see Annex 9). At the outset of that introduction, he stressed that the Standing Committee fully supported the resolution that Council had adopted on the release of the General Secretary. It was a matter of fundamental rights. The Standing Committee had thus submitted a comprehensive recommendation on the issue. The Standing Committee was intent upon protecting staff rights as evidenced by the discussion on the MONUC staff representatives.

79. Staff representatives were not only hampered by the failings of ICSC joint working groups, but their contribution to their own organizations invariably passed unrecognized. The experience gained as a staff representative was not appreciated when they applied for a different job. The FICSA global staff satisfaction survey was scheduled for release towards the end of April. In that context, reference was made to the assessment of FICSA Councils and the wide array of differing perceptions and the need for briefing in crucial areas.

80. In the brief discussion, it was suggested that a list be drawn up of those organizations that supported cost-sharing the release of the Federation's officers so that they could be cited in lobbying exercises.

## Summary

81. The Standing Committee on Staff/Management Relations presented ten recommendations.

### Council decided that:

- The Standing Committee recommended that the FICSA Executive Committee should undertake any action it deemed appropriate in order to address the issue of the release and funding of the President and General Secretary. That action might include:
  - Follow up to the resolution with the Office of the Secretary-General as of the following week;
  - Copy the resolution to the executive heads of all member organizations;
  - Send a strong message to the HR Network;
  - Petition member organizations and members, including through the channels of the United Nations network on Facebook;
  - Approach the office of the Ombudsman in New York, stating that staff representation was a fundamental right which is being denied owing to a lack of funding;
  - Publicise the issue through appropriate media;
  - Participate in the JIU study on staff/management relations; and
  - Encourage FICSA members to lobby their administrations.
- The FICSA Executive Committee should verify the facts of the case involving the MONUC representatives and, if proven correct, the story be publicised widely in order to draw attention to it, including writing to the Ombudsman in New York and sending member organizations a reminder of their obligations.
- When ICSC joint working groups were established, the FICSA Executive Committee should ensure that the operative procedures of the working group were drawn up at the outset and adhered to throughout the term of the working group.
- The FICSA Executive Committee, in consultation with member associations/unions, should send letters to the executive heads of member organizations and to the staff associations/unions, reminding them that the role of the staff representative should be considered a corporate function and therefore staff representatives should be entitled to release time and that those functions should be appropriately recognized. Moreover, working experience gained while performing those functions should be recognized when the staff member applied for a different job; and the membership should be encouraged to publicize the role and function of the staff representative, using the staff representative profile developed during the 62<sup>nd</sup> session of the FICSA Council.
- The Chair of the Standing Committee on Staff/Management Relations should finalize the work on the global staff satisfaction survey, with the assistance of the consultant. Members who had participated in the survey should assign a contact person who could provide further information for the evaluation, as necessary. Furthermore, a follow-up plan should be prepared by the Standing Committee and presented to the 64<sup>th</sup> session of the FICSA Council.
- The FICSA Executive Committee, in consultation with the Standing Committee officers, should designate a qualified person (knowledgeable on the topic) to participate in the ICSC working group on the review of the standards of conduct and

report back to the Standing Committee on Staff/Management Relations prior to the 64<sup>th</sup> session of the FICSA Council.

- In light of the ITC/ILO (Turin) offer to hold a training session for staff representatives on its premises, the FICSA Executive Committee should organize a workshop there in 2010. It should also organize a second training workshop for staff representatives at one of the locations identified by the Standing Committee. A sum of CHF 10,000 should be allocated to fund the two workshops.
- The Standing Committee on Staff/Management Relations should explore new methods of training staff representatives, such as e-training, and present a proposal to the 64<sup>th</sup> session of the FICSA Council.
- During sessions of the FICSA Council, the FICSA Executive Committee should organize awareness-raising sessions on important topics, such as stigmatisation and discrimination of UN staff living with HIV and the rights of staff living with HIV, in consultation with UNAIDS.
- The FICSA Executive Committee should send out to the membership an appropriate questionnaire on the role of the Ombudsman in their organizations.

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

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

83. The Chair of the Ad hoc 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 85,179 (USD 83,509)

Chapter 2: CHF 54,403 (USD 53,336)

Chapter 3: CHF 91,359 (USD 89,568)

Chapter 4: CHF 542,710 (USD 532,069)

**Final: CHF 773,651 (USD 758,481); decrease of 3.37% over the budget of the previous year.**

84. The Ad hoc Committee had discussed at great length the reduction of fees for three member associations. In the case of FAFICS an amicable solution had been found and most gratefully acknowledged by FAFICS. In the case of WHO/SEARO, the issue would be scrutinised over the year and no reduction was granted. UNESCO/STU would be re-weighted from 2011 and its 2010 contributions were approved to an amount of 16,000 euros. At the same time, possible alternative solutions for associations experiencing financial difficulties would be sought over the coming year. The WMO request was acknowledged but could not be discussed as no WMO representative was present.

85. Two documents had been extensively revised in the course of the Committee's deliberations and the Chair wished to thank all the members for the patience they had displayed through an extended reiterative process.

## Summary

86. 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 the budget proposals and the recommendations contained therein:

- **As an act of goodwill, the Federation should forgo the debt outstanding in respect of the IOM Staff Association. Furthermore, in line with the decision adopted in plenary at the current session, the IOM Staff Association should have associate membership status as of 1 January 2010.**
- **The Treasurer should be requested to recommend improved formats for all budget-related reports.**
- **The Treasurer should determine whether a liability existed for the after-service health insurance of FICSA staff, determine the level of that liability, if any, and propose a funding plan to the next session of Council.**
- **In line with the recommendation of the FICSA Executive Committee UNESCO staff should be weighted for contribution purposes at 50% in recognition of the fact that there were two staff associations in the organization. The new weighting would enter into effect in January 2011 once the UNESCO/STU had completed its current payments plan.**
- **The Executive Committee in collaboration with the Standing Committee on Legal Questions should study the problems facing those member associations/unions with more than one staff association/union at one duty station or in one organization as well as those facing financial difficulties and submit a paper proposing an alternative solution or set of alternative solutions to the next session of Council.**

## Associate matters (Agenda item 20)

87. There were no issues raised under this agenda item.

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

88. The Council accepted the kind offer of the PAHO/WHO Washington to host the next session in the Americas. Council was informed that the 64<sup>th</sup> session had been scheduled for the third week in February 2011 as approved by the 62<sup>nd</sup> Council and if the inter-agency meetings permit it. Council adopted the proposed provisional agenda (document FICSA/C/63/9), it being pointed out that the reports of the ad hoc working groups established in the course of the current session would be included as additional items.

## Other business (Agenda item 22)

89. Council discussed two conference papers on two crucially important issues: (i) the establishment and work programme of an ad hoc analytical working group on the presence of FICSA in New York, and (ii) and ad hoc analytical working group on strategic development. The in-Council sessions of the two groups had attracted great interest as evidenced by the list of the participants.



90. The first group proposed a two-phase approach to heightening the Federation's profile in New York. In the first immediate phase, secretarial and lobbying services should be provided via a service contract mechanism on an "as needed" or "when actually employed" basis. It would entail the use of a 'virtual office', employment of a consultant and would require technology and telecommunication services ('mobile professional'). The configuration of the New York office during the initial phase had been costed on a preliminary basis. In the second phase consideration could be given to other options, such as relocating the FICSA President to New York or re-assigning the Information Officer to New York. The intention was to keep the Executive Committee abreast of developments through regular reports every four months (i.e. by 31 May and 30 September 2010 and 31 January 2011).

91. The second group would focus first on the internal working practices of FICSA. Its ultimate aim was to assist the Executive Committee in the design of a long-term strategy for FICSA in line with the Council's decisions. It was essential that the members of the group think 'outside the box'. It was hoped that the first draft proposals could be submitted mid-2010 (i.e. by 31 July 2010).

92. It was essential to have the two groups operate as distinct entities, they would, however, exchange ideas as their work progressed. The proposals of both groups would be submitted to the Executive Committee. It was suggested that Mr. Imed Zabaar (IAEA) chair the group on strategic development and nominations were sought for a chair for the group on strengthening the FICSA presence in New York. Vice-chairs would be needed for both groups.

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

93. Speaking on behalf of the participants, the head of the PAHO/WHO Washington delegation bid the President elect welcome to his new office. She assured the Executive Committee of the constituents' full support. She paid tribute to the work of the past President and she was confident that the Federation would still be able to count on his guidance and wisdom. She thanked the participants for their commitment and the FICSA staff for the lengths to which they had gone in preparing the session in such a short space of time.

94. In his closing statement, the elected President thanked everybody for the trust that had been placed in him. He had been overwhelmed by the offers of support and he would do his very best to meet their expectations. He looked forward to moving ahead and implementing things together. He wished everybody a safe journey home.

95. The General Secretary paid tribute to the FICSA secretariat by thanking them for their professionalism, patience and support during the year. She further thanked the outgoing Executive Committee members for their work and commitment, and the members for their support. She reiterated the need to continue to be united in front of the challenges ahead. She then expressed her gratitude to the Rapporteur, the Chair, the Vice-Chairs, and the resource people, particularly those on retirement, who had helped with the budget and the Statutes. She also wished the very best to two incipient retirees in the ranks of the

Federation: Ms. Maria Dweggah (WHO/HQ Geneva) and Ms. Jenny Madsen (WHO/EURO Copenhagen) both of whom would be sorely missed, but not forgotten. She thanked PAHO/WHO for their kind offer to host the 64<sup>th</sup> Council and look forward to seeing you all in the Americas. Finally, she wished to the participants a safe journey back.

96. In his closing statement, the Council Chair paid copious thanks to the FICSA secretariat, the General Secretary, the former Executive Committee, and the Vice-Chairs. He thanked the members for their strength and unity and wished all the best to the future retirees. He commended the participants for the stamina they had shown in staying the course and declared the 63rd session closed at 9.23 p.m. on 22 January 2010.

**Annex 1****AGENDA FOR THE 63rd 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 2010-2011
9. Election of the Executive Committee and Regional Representatives for 2010-2011
10. Election of Standing Committee officers for 2011-2012
11. Standing Committee on Legal Questions
12. Standing Committee on Human Resources Management
13. Standing Committee on Social Security/Occupational Health and Safety
14. Standing Committee on Conditions of Service in the Field
15. Standing Committee on General Service Questions
16. Standing Committee on Professional Salaries and Allowances
17. Standing Committee on Staff/Management relations
18. Ad hoc Committee on Administrative and Budgetary Questions
19. Associate matters
20. Date, place and draft agenda of the next session
21. Other business
22. Closing of the session

**Annex 2****RESOLUTION  
ON THE RELEASE OF THE FICSA PRESIDENT AND GENERAL SECRETARY*****Resolution 63/1***

We the members of the Federation of International Civil Servants' Associations (FICSA) representing over 30,000 staff members worldwide:

Recalling the responsibility of organizations to uphold a global staff representation presence at the international level;

Noting that it is a point of principle that the release of the President and General Secretary of FICSA should be paid for by the participating organizations;

Also noting that it is a long standing practice of organizations to meet the cost of the release of the President and General Secretary of FICSA;

Dismayed at the lack of funding for the release of the FICSA General Secretary for the last year of her current mandate;

Deeply concerned that such lack of funding undermines the right of staff representatives from smaller organizations to be elected to the office of either President or General Secretary of FICSA and thus runs counter to the principle of equal representation;

Equally concerned that this also undermines the Federation's freedom to elect the best from among its members to hold the highest offices;

Urges the UN Secretary-General, in his capacity as Chair of the CEB, to find a long-term sustainable mechanism for organizations employing FICSA members that would enable the Federation to fulfil its rights and obligations deriving from its role as a recognized staff representative body at the international level.

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

Chair	Michael Donoho (IAEA)
Vice-Chair	Joel Lahaye (CERN)
Rapporteur	Kartik Krishnan (OPCW)
Member, FICSA Executive Committee	Giovanni Muñoz (AP-in-FAO)
Consultants, FICSA	Varghese Joseph Robert Weisell

**Participants**

AP-in-FAO	Janice Albert Wolfgang Prante
FAO/WFP-UGSS	Elena Rotondo
IFAD	Daniela Cuneo Dave Nolan
IMO	Johanna Danis
ITU	Caroline Debroye Henri-Louis Dufour
OPCW	Alina Abdurahmanovic-Rhode
PAHO/WHO Washington	Vivian Huizenga Pilar Vidal
UNAIDS	Marie Breton Ivy Manuel Da Quinta
UNRWA/ASA Lebanon	Diab El-Tabari
UPU	Irene Gruber Marie-Odile Pilley
WHO/AFRO Brazzaville	Jean Tchicaya
WHO/EMRO Cairo	Mona Abbassy
WHO/EURO Copenhagen	Melodie Karlson Jenny Madsen

WHO/WPRO Manila

Sigrun Roesel

WIPO

Abderrezak Smahi

### **Association with consultative status**

World Bank

Diana Corbin

### **Federations with observer status**

AFSM-WHO/SEARO India

Ram L. Rai

FUNSA Pakistan

Salim Shaikh

### **Introduction**

1. Under the chairmanship of Michael Donoho (IAEA), the Standing Committee met three times to address items 1 to 11 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 the rapporteur
3. Review of 62<sup>nd</sup> FICSA Council decisions
4. Proposal of a new internal justice system at the IMO
5. Review of the FICSA Statutes
6. Review of membership categories
7. Clarification of non-full members with regard to standing committees and elected positions
8. Use of security data (CCTV)
9. Update on UN Administrative Tribunal (UNAT)
10. Other business
11. Nomination of Standing Committee officers and Core Group members

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

3. Kartik Krishnan (OPCW) was appointed Rapporteur.

### **Review of 62<sup>nd</sup> FICSA Council decisions (Agenda item 3)**

4. The Chair explained that the decisions taken by the 62<sup>nd</sup> Council would be further addressed during the current session of the Standing Committee. The decisions related,

inter alia, to revising the Statutes and Rules of Procedure, and reviewing the categories of membership.

#### **Proposal of a new internal justice system at the IMO (Agenda item 4)**

5. The Standing Committee discussed the proposal of a new internal justice system at the International Maritime Organization (IMO). The changes had been introduced since IMO had previously subscribed to the UN Administrative Tribunal (UNAT), which had since been eliminated and transformed into the UN Appeals Tribunal. The IMO delegation stressed that the proposal was under discussion as the IMO Staff Committee felt that staff representatives should be involved from the initial stage of the process, including involvement in the Management Evaluation Panel.

6. After a brief exchange of information about internal appeals processes at the local level, the Standing Committee invited participants to submit further information regarding the involvement of staff representatives in the various stages of the process in their respective organizations and comments on the new system being proposed for IMO.

#### **Review of FICSA Statutes (Agenda item 5)**

7. Robert Weisell presented his paper, which focused on the review of the FICSA Statutes and Rules of Procedure. The initiative had been launched two years previous by the respective Executive Committees who had felt that the Statutes and Rules needed to be updated and clarified, but which had not resulted in any definite decisions.

8. The Chair decided that the Committee should discuss the Statutes article by article. Following an extensive discussion on a number of articles, the Committee reached consensus on a number of revisions, which would be presented to the membership for ratification. Since the Committee had been unable to complete its review for want of time, it would seek the advice of the membership on how work should proceed further.

9. The Standing Committee reviewed a number of proposed changes to the Statutes (see Appendix). In presenting the report to plenary, the consultant would provide an explanation and seek approval in principle to the changes suggested. Subsequently and after legal and editorial review, a final proposed version would be sent to the membership for ratification.

#### **Review of membership categories (Agenda item 6)**

10. The Committee decided to defer discussion of the item, since its work had focused primarily on the revision of the Statutes.

### **Clarification of non-full members with regard to standing committees and elected positions (Agenda item 7)**

11. The Committee considered a request by the Executive Committee to clarify the rights and obligations of FUNSAs. Of particular concern was the question whether a staff representative from a non-FICSA member who was part of a FUNSA would be eligible to fill a position on the Executive Committee or assume office on a Standing Committee.

12. In the opinion of the Committee, it appeared that a FUNSA holding one of those positions was inconsistent with the observer status of the FUNSAs. Holding one of those positions was a participatory function and not the function of an observer.

13. Per Article 15 of the Statutes, “The rights and obligations deriving from observer status shall be defined by the Council of the Federation, on the recommendation of the Executive Committee.” Currently those rights and obligations were undefined. It was therefore incumbent on the Executive Committee to make a recommendation to Council.

### **Use of security data (CCTV) (Agenda item 8)**

14. FAO/WFP-UGSS expressed its concern that at FAO there was no clear policy regarding the use of data obtained by security cameras installed on the premises. FAO/WFP-UGSS further noted that without a clear policy, it was possible that data might be misused. Committee members shared their own experiences with data security concerns. It was agreed that the Committee should monitor the situation during the coming year and should act as a focal point for data security matters.

### **Update on UN Administrative Tribunal (UNAT) (Agenda item 9)**

15. Owing to the lack of time, the matter was deferred. The Committee would continue to monitor developments during the coming year.

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

16. There was no other business.

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

17. Michael Donoho (IAEA) was nominated Chair and Joel Lahaye (CERN) and Elena Rotondo (FAO/WFP-UGSS) were nominated Vice-Chairs. David Nolan (IFAD) and Wolfgang Prante (AP-in-FAO) volunteered as Core Group members. The Chair noted that if other Committee members later wished to become Core Group members, they should contact him.



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

Chair	Lisa Villard (IAEA)
Vice-Chair	Cinzia Romani (FAO/WFP-UGSS)
Rapporteur	Lisa Iannitti (UNESCO/ICTP Trieste)
Regional Representatives, FICSA	Véronique Allain (SCBD)
	Cosimo Melpignano (UNLB-LSU)
Information Officer, FICSA	Leslie Ewart

**Participants**

AP-in-FAO	Pamela Pozarny
CERN	Philippe Defert
FAO/WFP-UGSS	Steven Ackumey-Affizie Elena Rotondo
IAEA	Margaret Robertson
IARC	Sandrine Mace
IFAD	Daniela Cuneo
IMO	Sarah Rabau-Dunlop
ITU	Caroline Debroye
PAHO/WHO Washington	Mario Cruz-Peñate
UNAIDS	Naiara Costa Chaves Cinzia Delaunay Souad Orhan Tanya Quinn-Maguire
UNESCO/STU	Marie-Thérèse Conilh de Beyssac
UNLB-LSU	Alessandra Marcorio
UPU	Marie-Odile Pilley

WHO/AFRO Brazzaville	Jules Bekombo’Joh Tony Capita Mark Chimombe Jean Tchicaya
WHO/EMRO Cairo	Rasha Naguib
WHO/EURO Copenhagen	Desislava Durcheva Melodie Karlson Sharon Miller Andrea Rhein
WHO/WPRO Manila	Dan Luzentales
WMO	Nanette Lombarda

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

World Bank	Diana Corbin
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#### **Federations with observer status**

AFSM-WHO/SEARO India	Ram L. Rai
FAPNUU Uruguay	Gustavo Casas
FASPANUCI Ivory Coast	Aka Tano-Bian
FUNSA Cameroon	Charles Kameni
FUNSA Egypt	Mona Abbassy
FUNSA India	Amrita Mehrotra
FUNSA Myanmar	Kyi Kyi Nyein
FUNSA Pakistan	Salim Shaikh

#### **Introduction**

1. The Standing Committee met twice to address items 1 to 4 and 6 to 7, and once in a joint session to address item 5 of its agenda.

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

2. The agenda was approved.
  1. Election of acting chair and/or vice-chair (in case of absence of incumbent(s))
  2. Adoption of the agenda
  3. Election of the rapporteur
  4. Progress towards implementing the recommendations adopted by FICSA Council at its 63<sup>rd</sup> session:
    - (a) Implementation of the ICSC contractual framework
    - (b) Contractual arrangements (including end-of-service grant and termination indemnities)
    - (c) Performance management
    - (d) Mobility (inter-agency and within the organization)
    - (e) Exit Interview report
    - (f) ICSC staff survey (includes 3 main questions: recruitment, motivating retention factors, de-motivating factors)
  5. ICSC working group on review of GS job classification (jointly with SC GSQ)
  6. Other business
  7. Nomination of Standing Committee officers and Core Group members

## **Election of a rapporteur (Agenda item 3)**

3. Lisa Iannitti (ICTP/UNESCO Trieste) was appointed Rapporteur.

## **Progress towards implementing the recommendations adopted by FICSA Council at its 63<sup>rd</sup> session (Agenda item 4)**

### *(a) Implementation of the ICSC contractual framework*

4. The Standing Committee made reference to the contractual framework provided in Annex IV of document A/60/30 of the ICSC report where the intention of the ICSC was to harmonize the contractual mechanisms in the common system.
5. The Standing Committee discussed and shared information on the current situation of implementation in their respective organizations. IARC and PAHO/WHO reported that contractual reforms had been implemented with a few minor exceptions: such as continuing contracts.

**The Standing Committee recommended that the FICSA Executive Committee request its members to submit a written confirmation of compliance or non-compliance to the FICSA secretariat once they had verified that with their organizations (preferably 1-2 weeks after the Council) so that FICSA had some feedback for the upcoming HR Network meeting.**

*(b) Contractual arrangements*

6. The Standing Committee discussed, in detail, the various types of contractual arrangements in use. Organizations reported that some benefits, such as health insurance, sick leave and annual leave, had been extended to short-term and temporary contracts.

7. UNESCO reported that the staff association/union had been invited by their administration to discuss long-term temporary assistance contracts with a view to improving the current situation. Currently UN contracts were proposed as options.

**The Standing Committee recommended that the FICSA Executive Committee request its members to send to the FICSA secretariat a 1-page write-up of the contractual situation in their organizations for further action, if needed.**

**The Standing Committee noted that some organizations that had implemented UN reforms seemed to be re-implementing policies/recommendations, with limited or fewer benefits that had been previously abandoned and requested that the FICSA Executive Committee monitor the situation closely.**

*(c) Performance management*

8. The Chair noted that the matter had been extensively discussed at previous FICSA meetings. There was vast documentation available online both on the ICSC and FICSA websites. Those present briefly remarked on performance reports being used in different ways by the various managements; however there was an overall need for clearer guidelines (e.g. could performance reports be used for promotion or disciplinary measures). Various systems were mentioned (peer to peer, 180 or 360 degrees). Furthermore, job descriptions from one organization do not necessarily match those of another. That further complicated the process.

9. With regard to the ICSC working group, those present mentioned that, to the best of their knowledge, the ICSC had not contacted their organizations.

*(d) Mobility*

10. An extensive discussion followed on various aspects of mobility. However, the Standing Committee agreed that the subject had many layers and required further discussion and consideration of the ramifications of inter-agency mobility.

11. Regarding the question raised by FICSA on the opportunity to support inter-agency mobility, the majority of the organizations present were in favour of the principle. However

some concerns were raised about the modalities of its implementation. Particular relevance was given to the following questions:

- Should all staff be considered “internal candidates” for any post in a UN organization?
- What were the pro and cons for the internal candidates?
- What actions would facilitate inter-agency mobility?
- Should all posts or only some be considered for mobility?

12. The Committee agreed that those issues would need to be examined further and individually in consultation with the constituencies of the respective organizations/agencies before submitting any final report for consideration by the Executive Committee. It was therefore decided to set up a focus group which would investigate those matters in depth in the course of the coming year and report to the Executive Committee.

**The Standing Committee recommended establishing a working group on inter-agency mobility that would to look fully into all components of mobility the coming year and report back to the FICSA Executive Committee for information.**

*(e) Exit interview report*

13. The Chair informed the Committee that the requisite ICSC documentation was not available. The Committee was requested to provide feedback on whether their organization had exit interviews. WHO/EMRO Cairo stressed the importance of having exit interview in order to understand the reasons for staff leaving their organizations. IFAD had the tool in place and would provide the FICSA secretariat with documentation.

**The Standing Committee recommended that the FICSA Executive Committee request the ICSC to provide the questionnaire for comments/suggestions.**

*(f) ICSC staff survey*

14. The Chair informed the Committee that the requisite ICSC documentation was not available. Various organizations commented that based on the data available, it was clear that common factors in motivating and de-motivating staff existed.

**The Standing Committee recommended that the FICSA Executive Committee request the ICSC to provide information on the staff survey in order to address motivating and de-motivating factors common to all FICSA members.**

**ICSC working group on review of GS job classification (joint session with the Standing Committee on General Service Questions (Agenda item 5))**

15. A joint session was held with the Standing Committee on General Service Questions regarding the master classifying standards exercise at the United Nations. Doug Smith, retired ICSC/HR Consultant, gave a presentation and held a Q&A session. (See report of the Standing Committee on General Service Questions.)

## Other business (Agenda item 6)

### *(a) Elements of the new staff selection system at the United Nations*

16. The Committee discussed document FICSA/C/63/HRM/2, *Elements of the new staff selection system at the United Nations*.

**The Standing Committee recommended that the FICSA Executive Committee monitor the implementation of the new staff selection system and pay particular attention to the following points:**

- Evaluating maximum post occupancy
- Exploring the possibility for GS staff to become mobile
- Ensuring that the ICSC establishes guidelines on the selection process in particular with regard to internal vs external candidates;
- Seeking where the best practices exist as regards the presence of staff associations/unions in the selection process and on the boards (rosters, selection panels) with the aim of harmonizing common system policy.

### *(b) Staff representation during the selection process*

17. The Committee discussed the various forms of staff representation during the selection process. Some organizations had staff representation, while others were still fighting for it. Discussion ensued on: whether there was representation, what the power of the representative was (observer or voting member); the origin of the representative (from the staff committee, elected or appointed by the committee, i.e. not on the committee); and whether the representative was in the same category and/or level (GS or P) as the advertised post.

**The Standing Committee recommended that the FICSA Executive Committee gather information from its members regarding staff representation during the selection process, including the status of the representatives on the respective panels. That information could be shared with the membership using the Human Resources Management (HRM) page on the FICSA website.**

### *(c) Maternity, paternity and adoption leave*

18. The Committee discussed the different types of leave and noted some discrepancies in the duration of the leave. Leave in the case of surrogacy was not mentioned in any of the organizations. Thus, from the child's perspective, there appeared to be discrimination between birth parents and adoptive parents. According to the Convention on the Rights of the Child, "parties shall respect and ensure the rights set forth in the present Convention to each child within their jurisdiction without discrimination of any kind, irrespective of the child's his or her parent's or legal guardian's race, colour, sex, language, religion, political or other opinion, national, ethnic or social origin, property, disability, birth or other status".

**The Standing Committee recommended that the FICSA Executive Committee gather information from its members on parental leave in order to ensure the rights of the child by harmonizing the duration of leave to the benefit of the child.**

*(d) Office of the Ombudsman*

19. A member requested information from the Committee whether organizations had an Office of the Ombudsman and that functions of that Office.

**The Standing Committee recommended that the FICSA Executive Committee request information from the members as to the status of an Ombudsman in their organization and to share that information with the FICSA membership.**

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

20. The Committee nominated Lisa Villard as Chair (IAEA) and Cinzia Romani (FAO/WFP-UGSS) and Mario Cruz-Peñate (PAHO/WHO Washington) as Vice-Chairs.

21. The following were nominated members of the Core Group:

Véronique Allain (SCBD)  
 Tony Capita (WHO/AFRO Brazzaville)  
 Daniela Cuneo (IFAD)  
 Lisa Iannitti (UNESCO/ICTP)  
 Melodie Karlson (WHO/EURO Copenhagen)  
 Alessandra Marcorio (UNLB-LSU)  
 Rasha Naguib (WHO/EMRO Cairo)  
 Ram L. Rai (AFSM-WHO/SEARO)

## Annex 5

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

Chair	Svend Booth (FAO/WFP-UGSS)
Vice-Chair	Dean H. Neal (IAEA)
Rapporteurs	Jenny Madsen and Sharon Miller (WHO/EURO Copenhagen)
Member, FICSA Executive Committee	Carolina Bascones (PAHO/WHO Washington)
Regional Representative, FICSA	Cosimo Melpignano (UNLB-LSU)

#### Participants

AP-in-FAO	Christopher Pardy
CERN	Flavio Costa Philippe Defert Alessandro Raimondo
FAO/WFP-UGSS	Margaret Eldon
IAEA	Imed Zabaar
IFAD	David Nolan
ITU	Caroline Debroye Henri-Louis Dufour
OPCW	Alina Abdurahmanovic-Rhode
PAHO/WHO Washington	Mario Cruz-Peñate Vivian Huizenga Pilar Vidal
UNAIDS	Naiara Da Costa Chaves Souad Orhan
UNESCO	Marielle Richon
UNLB-LSU	Alessandra Marcorio
UNWTO	Cordula Wohlmuther



UPU	Irene Gruber
WHO/AFRO Brazzaville	Mark Chimombe Chantal Kambire Jean Tchicaya
WHO/EMRO Cairo	Rasha Naguib
WHO/HQ Geneva	Severin von Xylander
WHO/SEARO New Delhi	Lin Aung
WHO/WPRO Manila	Dan Luzentales Sigrun Roesel
WIPO	Abderrezak Smahi
<b>Associations with consultative status</b>	
FAFICS	Katia Chestopalov Roger Eggleston
UNWG Geneva	Marit De Winter Tanja Sarenac-Petrovic Nathalie Tschyrcow Elisabeth Tschyrcow
<b>Association with consultative status</b>	
World Bank	Diana Corbin
<b>Federations with observer status</b>	
AFSM-WHO/SEARO India	Ram L. Rai
FASPANUCI Ivory Coast	Aka Tano-Bian
FUNSA Cameroon	Charles Kameni
FUNSA India	Amrita Mehrotra
FUNSA Myanmar	Kyi Kyi Nyein

## **Introduction**

1. The Chair of the Standing Committee on Social Security/Occupational Health and Safety Committee, Svend Booth (FAO/WFP-UGSS), welcomed all the participants and emphasized that the purpose/duty of a standing committee was to continue work throughout the year, between FICSA Councils: he therefore requested the standing committee and core group to give continuous feedback and input throughout the year in order to make a meaningful and effective contribution to the work of FICSA.

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

2. The Standing Committee adopted the following agenda:

1. Adoption of the agenda
2. Election of the rapporteur
3. After-service health insurance (UN Resolution 8/CP.5/64/L.15)
4. Mandatory age of separation
5. Service-incurred compensation review (Appendix D)
6. Policy statement on employment of persons with disabilities in the UN workplace
7. Update on UN Cares/UN Plus
8. Report on the UNJSPB
  - (a) Impact of currency fluctuation on pension benefits
  - (b) Divorced surviving spouse's pension benefit
9. Policies on the use of the examination data
10. Nomination of Standing Committee officers and Core Group members
11. Other business

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

3. Jenny Madsen and Sharon Miller (WHO/EURO Copenhagen) were nominated co-Rapporteurs of the meeting.

## **After-service health insurance (Agenda item 3)**

4. The question of funding to cover health insurance for UN retirees was of great concern to many organizations and to the UN in general as it contributed an enormous liability. A member of the FAFICS delegation distributed copies of UN Resolution A/C.5/64/L.15 (28 December 2009) which basically requested the Secretary-General to submit a report at the sixty-seventh session of the General Assembly (2012) on managing after-service health insurance liabilities. The FAFICS member pointed out that there were some elements of concern in that alternative funding options were sought.

5. FAFICS agreed to monitor the issue closely, wishing to preserve the acquired rights of those who had joined the service health insurance scheme and the right to after-service health insurance (after ten years' vesting). The group proposed that FICSA maintain its position on the importance of funding after-service health insurance.

**The Standing Committee, having read and analyzed the UN Resolution, requested the FICSA Executive Committee to liaise with FAFICS and monitor the situation so as to ensure the right of staff to after-service medical coverage.**

#### **Mandatory age of separation (Agenda item 4)**

6. The Chair emphasized that separation and retirement were two different things. The date of entry into the Pension Fund did not have anything to do with the date on which one retired. Separation from one's organization should be 62 throughout.

7. Although not yet implemented, there had been a decision to the effect that all organizations should have a mandatory age of separation set at age 62 throughout the UN, and up to 65, if feasible, maintaining the right to full pension benefits, if a staff member retained the right to retire at 60.

**The Standing Committee urged the FICSA Executive Committee and FICSA members to advance the separation age in all organizations to age 62 as a first step and favoured increasing the separation age to 65, without prejudice to the rights of those who wished to retire at age 60.**

#### **Service-incurred compensation review (Appendix D) (Agenda item 5)**

8. Over the years, different organizations had drawn up different compensation plans. The working group that had been set up to review compensation arrangements for service-incurred injuries and illnesses was to focus on a plan to harmonize compensation issues for the whole of the UN. The Standing Committee agreed that it was important to harmonize at the highest level rather than at the lowest level of commonality. It would be important for FICSA to monitor the developments of the working group and any changes made to Appendix D.

**The Standing Committee urged the FICSA Executive Committee and FICSA members to ensure that the benefits provided for the various organizations should be maintained and that best practice was ensured for staff and their families.**

#### **Policy statement on employment of persons with disabilities in the UN workplace (Agenda item 6)**

9. Reference was made to the policy statement. The importance of fair practices concerning the employment of persons with disabilities was stressed.

10. The Standing Committee recommended monitoring the implementation of the policy in all organizations. The Chair suggested a first step might be to set up an advisory committee in each duty station.

**The Standing Committee requested the FICSA Executive Committee to monitor the implementation of the policy and Standing Committee members would liaise with their own administrations concerning the implementation of the policy. In particular, one member would contact FICSA on the issue of the architectural barriers to access for disabled (physically challenged) people.**

#### **Update on UN Cares/UN Plus (Agenda item 7)**

11. In the absence of a representative from UN Cares or UN Plus, there was no verbal update. However, reference was made to the background paper containing several points of information from both organizations. One delegate highly recommended the training course provided by a UNAIDS consultant. Several local staff associations reported on how they were addressing support for HIV-positive staff/families.

12. The delegate from the UN Women's Guild mentioned her concern about the future of HIV/AIDS orphans, in particular orphans of former UN staff. The prevalence of HIV/AIDS in the UN system being above one per cent, the issue should be considered a pandemic which required attention from FICSA members. Information and free access to family-planning services should be facilitated in every duty station in order to raise awareness and avoid possible additional orphans among UN staff.

13. The delegate from UNAIDS reported that they counted on local staff to keep abreast of and disseminate information provided by UN Cares.

14. The issue of confidentiality regarding medical records was raised, but the discussion thereof was referred to agenda item 9.

**The Standing Committee encouraged staff associations/unions to contact their administrations regarding the UNAIDS consultant to provide training on HIV/AIDS to staff. Staff associations/unions should urge their administrations to maintain the pledges for UN Cares (their funding availability).**

#### **Report on the UNJSPB (Agenda item 8)**

15. The representative of FAFICS provided information in respect of the UNJSPF Working Group on Plan Design, of which he was a member. The working group, comprising participants, retirees, representatives of Member States and the administrations, was tasked with formulating and prioritizing proposals to meet the future long-term needs of the Fund and its constituent groups. The work of the Group in early 2009 had been largely been devoted to briefings and an assessment of recent developments including the revised mortality tables reflecting increased longevity rates and the impact of the global financial crisis.

16. The November 2009 meeting focused inter alia on:

- (i) the normal retirement age and the criteria for early retirement;
- (ii) the withdrawal settlements for participants with less than five years of service;

- (iii) accumulation rates;
- (iv) the date of entry as a participant in the Fund;
- (v) cost of living adjustment for those taking deferred benefits;
- (vi) FAFICS concerns - notably eliminating the 0.5% reduction in the first adjustment due after retirement; and
- (vii) The merits of a defined benefit as opposed to a defined contribution pension plan.

17. The working group was scheduled to meet again in February 2010 with a view to preparing proposals for the Pension Board in July 2010.

18. The Pension Board had not officially taken up the issue of increasing the age of retirement, but discussions were under way. Increasing the age of retirement to 65 would help to improve the viability of the Fund, as benefits would be paid out for a shorter time. The subject was expected to be on the agenda of the Pension Board meeting in July, 2010.

**The Standing Committee took note of the report presented by the representative of FAFICS concerning the Plan Design. It recommended that FICSA maintain its position concerning retirement age and separation age, and supported collaboration between the Pension Board and the ICSC on initiating discussion on the issues.**

*(a) Impact of currency fluctuations on pension benefits*

19. A paper entitled “Call for a more equitable solution in determining pensionable income in view of the sustained declining trend in the USD” was distributed. The Chair suggested that the Standing Committee adopt the document and that the core group set up two years ago previous to follow fluctuation of the pensions and problems related to exchange rate fluctuations should have time to study this document. The outcome should be presented at the Pension Fund Board meeting in July 2010.

20. The Committee discussed staff concerns in the Vienna duty station over the erosion of pension benefits (figures). The Pension Board had assigned the Pension Fund secretariat the task of studying the issue and bringing forward several solutions by the end of March 2010. They would be presented at the July meeting of the Board.

21. FICSA needed to provide feedback on the documents and might need to form a working group. The Standing Committee agreed that an expert should be sent to the Pension Board meeting and adequate funding should be set aside. An estimate would be put to the ad hoc Committee on Administrative and Budgetary Questions for approval.

*(b) Divorced surviving spouse's pension benefit*

22. A proposal had been put forward at the Pension Board the previous year to amend the recognition of divorced spouses' benefit (to lower the criteria). It was then deferred by the Board to the next session in 2010 (see document UNJSPB/56/R.23-17, Revision to Article 35bis (divorced spouse's benefit), Note by the Secretary CEO).

23. As had been discussed at previous Council sessions, one member recalled that such an issue should not be taken up by FICSA; it should be dealt with in a legal arena. The representative from UNESCO asked that the Standing Committee note her view that the very idea of not dealing with the issue was wrong, since it also affected children's rights: in particular, their right to education. FICSA was strongly urged to continue pursuing the issue.

**The majority of the Standing Committee recommended that the FICSA representative support FAFICS at the UN Pension Board in discussions on lowering from 10 to 5 years the period of eligibility needed for the receipt of a divorced surviving spouse's pension benefit.**

#### **Policies on the use of medical examination data**

24. The Standing Committee discussed the subject of medical examinations and the confidentiality of data, which in some organizations fell structurally under the HR Department/Administration. It was recommended by one member of the group to press for strict respect of staff confidentiality by moving medical examination records out of HR/Administration. It was further proposed that the organization of data should be properly structured.

**The Standing Committee recommended that FICSA should ask all organizations to provide information on where medical examination records are kept and how confidentiality was maintained. Results of that consultation should be circulated among the FICSA membership.**

**As for the medical treatment of staff, FICSA Executive Committee should persuade the members of the Inter-Agency Task Force on HIV/AIDS in the work place to apply the correct standards when testing for HIV.**

**Organizations requiring counselling on HIV/AIDS should contact UN Cares and UN Plus to provide information and (possibly) training.**

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

25. The Standing Committee nominated Svend Booth (FAO/WFP-UGSS) as Chair and Dean H. Neal (IAEA) and Nathalie Tschyrkow (UNWG) Vice-Chairs.

26. The following were nominated as members of the Core Group:

Charles Kameni (FUNSA Cameroon)

Cosimo Melpignano (UNLB-LSU)

Marielle Richon (UNESCO) (provided that UNESCO remained in FICSA)

Pilar Vidal (PAHO/WHO Washington)

#### **Other business**

27. There was no other business.

## Annex 6

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

Chair	Steven Ackumey-Affizie (FAO/WFP- UGSS)
Vice-Chair	Salim Shaikh (FUNSA Islamabad)
Rapporteur	Diana Corbin (World Bank)
President, FICSA	Edmond Mobio (WHO/HQ Geneva)
General Secretary, FICSA	Valérie de Kermel (IMO)
Member, FICSA Executive Committee	Carolina Bascones (PAHO/WHO Washington)
	K. Ratnakaran (WHO/SEARO New Delhi)
Regional Representative, FICSA	Cosimo Melpignano (UNLB-LSU)

### Participants

FAO/WFP-UGSS	Margaret Eldon Cinzia Romani
AP-in-FAO	Christopher Pardy Pamela Pozarny
IFAD	Daniela Cuneo
IMO	Robert Russell
PAHO/WHO Washington	Mario Cruz-Peñate Vivian Huizenga
UNAIDS	Naiara Da Costa Chaves Souad Orhan
UNLB-LSU	Alessandra Marcorio
UNRWA/ASA Lebanon	Diab El-Tabari Daoud Korman
WHO/AFRO Brazzaville	Tony Capita Mark Chimombe Chantal Kambire
WHO/EMRO Cairo	Mona Abbassy Rasha Naguib
WHO/EURO Copenhagen	Desislava Durcheva Andrea Rhein-Hubert

WHO/WPRO Manila

Danilo Ramon Luzentales

### **Association with consultative status**

ADB Africa

Laurence Gielen

### **Federations with observer status**

AFSM-WHO/SEARO New Delhi

Ram L. Rai

FAPNUU Uruguay

Gustavo Casas

FASPANUCI Ivory Coast

Aka Tano-Bian

FUNSA Cameroon

Charles Kameni

FUNSA India

Amrita Mehrotra

FUNSA Myanmar

Kyi Kyi Nyein

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

1. Following a brief discussion, the provisional agenda items were renumbered and the Standing Committee adopted the following agenda:

1. Adoption of the agenda
2. Appointment of the rapporteur
3. Terms and conditions of service of National Professional Officers (NPOs)
4. FUNSAs - Progress of the working group
5. Report on the IASMN (which includes the update on the recommendations of the HLCM Steering Group taken on safety and security of staff)
6. ICSC Review:
  - (a) Classification of duty station according to life and work
  - (b) Mobility/hardship scheme and the underlying methodology
7. Hazard pay for local areas staff in West Bank and Gaza
8. Donation for affected UN staff in Haiti
9. Representation of FAO and WFP GS staff in the field
10. Other business
11. Nomination of Standing Committee officers and Core Group members

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

2. Diana Corbin (World Bank) was appointed Rapporteur.



### **Terms and conditions of service of National Professional Officers (NPOs) (Agenda item 3)**

3. The Standing Committee took note of the discussion paper to be presented to the 70<sup>th</sup> session of the ICSC in Santiago in February 2010, which included proposals to: (i) not grant a language allowance to NPOs and determine whether language incentives for Professional (P) staff could be extended to NPOs at headquarter duty stations; (ii) consider whether the use of the NPO category in developed countries was consistent with the intent of the ICSC criteria; and (iii) revisit its decision taken in 2006 to reject the notion of a regional NPO.

4. The Standing Committee discussed the various aspects of those issues:

*(a) Language allowance/incentives:*

5. The scope of NPO assignments was subject to the geographical limitations, but NPOs had the potential and capability to apply for P posts. That was normally done through international recruitment. While the language allowance was granted to General Service (GS) staff, the Committee failed to understand why it was denied to NPOs. They displayed greater potential for moving up from the national to international Professional category. Denying NPOs that developmental opportunity to learn an additional UN language and receive a benefit, something that was in the interest of both staff and the organization, was a gross injustice.

6. One common system organization had proposed an amendment to its staff rules allowing for the granting of a language incentive to NPOs. However, that had not been approved by the organization's executive board. It had decided to wait until the common system practice was clear on the matter and a decision had been taken by the General Assembly.

*(b) Conditions of service:*

7. The qualifications and experience requirements for different NPO grades were generally not comparable to the corresponding P grade matches. While allowing some flexibility to suit certain situations, certain principles had to be applied when determining the qualification and experience requirements for NPO positions in comparison to their counterpart P grades. For example, the requirements of a National Officer (NO)-A should not exceed the requirements for P-1 grade which was its equivalent. Similarly, NO-B should match P-2 requirements. That would remove the anomaly between NPO and P grades and so enhance staff morale.

*(c) Issuance of UN laissez-passers (UNLPs) to NPOs:*

8. There was no consistent practice governing the issuance of UNLPs to NPOs and GS staff. While it was understood that the UN secretariat issued UNLPs, the practice was not the same across all organizations. While UNLPs were issued to NPOs in some organizations and duty stations, they were denied in others. All UN staff undertaking international travel on behalf of their respective organizations should be issued with a UNLP.

**The Standing Committee recommended that the FICSA Executive Committee should (i) Continue to oppose the notion of regional NPOs and NPOs at headquarters duty stations during the discussion at the 70th session of the ICSC; and (ii) Support the harmonization of service conditions, qualifications and experience of NPOs and promote the determination of general emoluments, salaries and other related benefits.**

#### **FUNSA – Progress of the working group (Agenda item 4)**

9. The Committee noted the recommendation of the 62<sup>nd</sup> Council decision to strengthen FUNSAs through networking and sharing information on the experience of the ongoing pilot of “Delivering as One UN”. The experience of Uruguay as a pilot country was shared. The benefits achieved by the FUNSA in that duty station in terms of preventing job losses and reducing the risks of having all UN staff on common premises were highlighted.

10. Other FUNSA representatives also shared their experiences in terms of the restructuring of various organizations at their duty stations. FUNSAs were being increasingly recognized by the Resident Coordinators as staff representatives. They also represented staff in inter-agency teams such as Country Management Teams, Operational Management Teams and the Local Salary Survey Committees for GS/NPO categories.

**The Standing Committee recommended that: (i) The working group established the previous year should do more work in the current year to network and strengthen the FUNSAs, including the promotion to create new FUNSAs and submit a report thereon to the FICSA Executive Committee; and (ii) In those instances where FUNSAs existed at the country level, it should be ensured that they be part of the respective inter-agency coordination bodies.**

#### **Report on the IASMN (which included the update on the recommendations of the High-Level Committee on Management (HLCM) Steering Group taken on safety and security of staff) (Agenda item 5)**

11. The Committee noted the points contained in the background document (FICSA/C/63/FIELD/1) and the three handbooks issued by the HR Network, which had been circulated by the FICSA secretariat. It noted the progress made since the establishment of the HLCM Steering Group which had submitted recommendations to HLCM/CEB.

12. The issue was raised of the discriminatory provision of security benefits to locally-recruited staff who had been victims of attacks and looting. The response of the United Nations Department of Safety and Security (UNDSS) to the security needs of GS staff was not encouraging. Certain benefits were only given to those living in single dwellings such as bungalows and villas, while denying the same to those living in apartments; that practice was unjustified. Minimum Operating Residential Security Standards (MORSS) and Minimum Operating Security Standards (MOSS) only provided support to internationally-recruited staff and nothing was being done for locally-recruited staff facing difficult situations. There had to be standard operating procedures to deal with such staff who faced an equal level of danger and security risks. The Committee noted that those concerns were being considered in the review of the current security handbook.

13. FICSA should find a way to promote safety and security for locally-recruited staff. All members of the HLCM were favourably inclined and were currently examining measures that could be implemented. The measures were being piloted in some duty stations. It would be appreciated, were colleagues from those duty stations, to share their experience at Council or subsequently through e-mail. The Standing Committee also asked its members to send to the FICSA secretariat their comments on the report of the UN Security Management System Project Group on the Security Level System and Guidelines for Acceptable Risk circulated by the Secretariat (document FICSA/C/63/FIELD/2).

14. FICSA had been taking advantage of every opportunity of workshops organized in the field to enter into a dialogue with UN staff and discuss their security concerns and provide guidance. The HR Network recognized that the security and safety of all staff was equally important. However, the organizations had failed to come up with implementable measures, citing budgetary constraints.

**The Standing Committee recommended that the FICSA Executive Committee continue to champion the safety and security of all UN staff in all duty stations at its meetings with the various UN bodies related to safety and security, including the Inter-Agency Security Management Network (IASMN), HLCM and UNDSS.**

#### **ICSC review (Agenda item 5)**

##### *(a) Classification of duty station according to life and work*

15. The FICSA President, who was part of the working group on the review of classification of duty stations according to life and work, gave the Standing Committee a detailed briefing on what had been done to date, including the use of the network of UN Security Offices at the various duty stations. He also explained to the Committee how the classification was conducted.

**The Standing Committee urged the FICSA Executive Committee to continue with the good work and report back to the Standing Committee at its next meeting.**

##### *(b) Mobility/hardship scheme and the underlying methodology*

16. The Standing Committee was briefed on the ICSC review of the revised mobility and hardship scheme which the Commission was considering at the same time as the current Council. Issues being considered included:

- (i) Overall evaluation of the scheme to determine if it continued to meet its purpose
- (ii) Effectiveness and impact on mobility
- (iii) Payment of mobility allowance in category H and A duty stations
- (iv) The relativities between amounts, especially at the senior levels
- (v) The five-year ceiling on the payment of mobility allowances.

17. The FICSA representative on the working group, Jean-Pierre Cebron, would report back to the Standing Committee after the working group had met.

#### **Hazard pay for local area staff in West Bank and Gaza (Agenda item 7)**

18. Hazard pay for UNRWA area staff was a long-standing issue that FICSA had addressed in several ways since the early 2000s. In 2002, FICSA had asked the ICSC to consider the question of area staff's eligibility for hazard pay. ICSC concluded that the Commissioner-General of UNRWA had full authority to deal with the matter by applying the relevant procedures in place for area staff. In 2003, the Commissioner-General raised the issue with the Fourth Committee of the UN General Assembly. In 2004, FICSA submitted a Conference Room Paper (ICSC/59/CRP.8) reviewing the issue and requesting funding for hazard pay for UNRWA staff. In 2005, FICSA Council adopted a resolution on the issue, which was distributed to the executive heads and Member States at the UN General Assembly, calling upon them to make the appropriate financial arrangements immediately. Subsequently, FICSA has raised the issue with Member States each year during its annual lobbying exercise and in its address to the Fifth Committee.

19. An update was provided by the UNRWA representative. A decision had been taken by the ICSC, but the UN General Assembly had said the organizations should pay. Nothing had moved. The UNRWA delegate said that launching an appeal might not get the staff anywhere. Every attempt should be made to get the money out of the General Assembly. FICSA had raised the issue several times at the General Assembly, but lobbying could make a significant impact.

20. The FICSA Executive Committee was also dismayed by the fact that the issue had been going on for some time without yielding an acceptable solution. The actual costs at stake dated back to 2002; that meant a lot of money for the staff affected. The UNRWA representative felt that a change in the administration might perhaps help to resolve the longstanding issue. It was suggested that FICSA should approach the UN Secretary-General direct and seek his good offices in settling the issue.

**The Standing Committee requested the UNRWA representative to provide the FICSA Executive Committee with the actual costs associated with hazard pay. If it could be established that the ICSC had taken a decision on the issue, the Executive Committee should follow up on its implementation.**

#### **Donation for affected UN staff in Haiti (Agenda item 8)**

21. The Committee felt strongly that the Security Handbook should have standard operating procedures to deal with natural disasters, providing clear guidelines. Salary advances were not enough; as in the case of Myanmar and the Nargis cyclone, they merely provided short-term relief. The guidelines should cover all aspects of environmental and natural disasters as well as other complex emergency situations.

22. The Committee proposed the idea of a FICSA Solidarity Fund to help in post-disaster reconstruction efforts, but stressed that a careful needs assessment was required. It was

equally essential to determine the manner in which the funds were to be distributed. In the case of Haiti, the UN Task Force already deployed in the country would serve as the best contact point.

**The Standing Committee recommended establishing a solidarity fund of USD 30,000 within the Federation's budget which could be utilized not only for providing support to UN staff in Haiti, but also for addressing future disasters.**

**The Standing Committee requested the Executive Committee, in consultation with the PAHO/WHO Staff Association and the Standing Committee on Social Security/Occupational Health and Safety, to assess the needs of UN staff affected by the earthquake in Haiti as soon as possible in disbursing the funds. PAHO/WHO would then liaise with the UN Task Force in Haiti. Drawing on the services of non-governmental organizations working at the field level could also be considered.**

**The Standing Committee further recommended that the provisions pertaining to disasters in the Security Handbook be verified. The Executive Committee should pursue the proper definition of such terms as "in times of crisis" used in the Security Handbook in connection with disasters.**

#### **Representation of FAO and WFP GS staff in the field (Agenda item 9)**

23. The Standing Committee was briefed by FAO/WFP-UGSS on efforts to include their locally-recruited staff at non-HQ duty stations in the consultative process. The union had forwarded a proposal to the FAO Administration that the locally-established representative bodies should associate with UGSS on issues decided at HQ. In small country offices, the suggestion was to have one or two spokespersons for all staff. The situation was exacerbated by the fact that WFP GS staff in the field had UNDP contracts and thus could not associate with FAO/WFP-UGSS.

**The Standing Committee recommended that the FICSA Executive Committee pursue the issue with the FAO Administration and that due consideration be given to the UGSS proposal.**

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

24. Holders of Special Service Agreements were not considered staff members in the UN common system. The Committee noted that the issue would be discussed in the Standing Committee on Human Resources Management.

25. GS staff at the UN secretariat took an examination that permitted the move from the GS to the P category. However, that was not the practice in many organizations in the common system, the argument being that it bore financial implications. The Committee felt that the situation was untenable as GS staff with the appropriate qualifications should be allowed to apply for Professional posts without having to take an examination.

26. The Committee noted that each organization had its own health-insurance scheme with the result that benefits differed between organizations. With respect to work-related illnesses, the Committee suggested that the staff representative bodies should take up such cases with the relevant administrations.

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

27. The Standing Committee nominated Steven Ackumey-Affizie (FAO/WFP-UGSS) as Chair and Salim Shaikh (FUNSA Pakistan) as Vice-Chair.

28. The following were nominated as Core Group members:

Gustavo Casas (FAPNUU Uruguay)

Daniela Cuneo (IFAD)

Margaret Eldon (FAO/WFP-UGSS)

Diab El-Tabari (UNRWA/ASA Lebanon)

Amrita Mehrotra (FUNSA India)

Cinzia Romani (FAO/WFP-UGSS)

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

Chair	Vincenzo De Leo (UNLB-LSU)
Vice-Chair	Vivian Huizenga (PAHO/WHO Washington)
Rapporteur	Elena Rotondo (FAO/WFP-UGSS)
Co-Rapporteur	R.L. Rai (AFSM-WHO/SEARO New Delhi)
President, FICSA	Edmond Mobio (WHO/HQ Geneva)
Members, FICSA Executive Committee	Mauro Pace (FAO/WFP-UGSS)
	K. Ratnakaran (WHO/SEARO New Delhi)
Regional Representatives, FICSA	Véronique Allain (SCBD)
	Cosimo Melpignano (UNLB-LSU)
Consultants, FICSA	Varghese Joseph
	Robert Weisell

**Participants**

CERN	Sebastien Evrard Joel Lahaye
FAO/WFP-UGSS	Steven Ackumey-Affizie Svend Booth Margaret Eldon Cinzia Romani
IAEA	Mike Donoho Margaret Robertson Imed Zabaar
IARC	Sandrine Mace
IFAD	Daniela Cuneo Dave Nolan
IMO	Johanna Danis Sarah Rabau-Dunlop
ITU	Maite Comas Barnes Caroline Debroye
OPCW	Alina Abdurahmanovic-Rhode
UNAIDS	Marie Breton Ivy
UNESCO/ICTP	Lisa Iannitti

UPU	Marie-Odile Pilley
WHO/AFRO Brazzaville	Jules Bekombo’Joh Tony Capita Mark Chimonbe
WHO/EMRO Cairo	Mona Abbassy Rasha Naguib
WHO/EURO Copenhagen	Desislava Durcheva Melodie Karlson Jenny Madsen Andrea Rhein
WHO/WPRO Manila	Dan Luzentales
WIPO	Abderrezak Smahi

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

ADB Abidjan	Laurence Gielen
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#### **Federations with observer status**

FASPANUCI Ivory Coast	Aka Tano-Bian
FUNSA Cameroon	Charles Kameni
FUNSA India	Amrita Mehrotra
FUNSA Myanmar	Kyi Kyi Nyein
FUNSA Pakistan	Salim Shaikh

#### **Guests**

ICSC	Wolfgang Stoeckl, Vice-Chair Doug Smith, Consultant on job classification
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## **Introduction**

1. Under the chairmanship of Vincenzo De Leo (UNLB-LSU), the Standing Committee met three times to address items 1-10 of its agenda. Item 7 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. Election of the rapporteur
  3. ICSC Review of the salary survey methodologies (headquarters and non-headquarters):
    - (a) Participation of ICSC Vice-Chairman, Wolfgang Stoeckl
    - (b) Report by FICSA representatives
    - (c) Planning and future strategy for 2010
  4. Standing Committee activity report for 2009, including PTC/GS
  5. Outcome of the GS salary surveys conducted in 2009
  6. Workshops:
    - (a) Report 2009
    - (b) Roster of trainers – update
    - (c) Training material and logistics
    - (d) Fees for 2010
    - (e) Planning for 2010
  7. ICSC working group on review of GS job classification (jointly with Human Resources Management Standing Committee):
    - (a) Report by FICSA representatives
    - (b) Planning for 2010
  8. Work plan for 2010
    - (a) PTC
    - (b) Standing Committee
  9. Other business
  10. Nomination of Standing Committee officers and Core Group members

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

3. Elena Rotondo (FAO/WFP-UGSS) was appointed Rapporteur and R.L. Rai (AFSM-WHO/SEARO New Delhi) as co-Rapporteur.

### **ICSC Review of the salary survey methodologies for headquarters and non-headquarters (Agenda item 3)**

- (a) *Participation of the ICSC Vice-Chairman, Wolfgang Stoeckl*
- (b) *Report by FICSA representatives*
- (c) *Planning and future strategy for 2010*

4. The ICSC Vice-Chair, Wolfgang Stoeckl, made a presentation of the work carried out by the working group on the revision of the salary survey methodologies, outlining the various aspects such as quantification of benefits, the status of the external data-collection proposal, the role of the committees involved in the salary survey process, etc. He then answered a series of questions from the membership.

5. A summary of FICSA activities during the year on the survey methodology was given by Mauro Pace (FAO/WFP-UGSS) and Edmond Mobio (WHO/HQ Geneva). It was proposed to go through the different issues analysed by FICSA and presented to the two ICSC working group meetings during the past year (April 2009 in New York and December 2009 in Paris).

6. The Committee supported and reinforced the position and technical guidance provided by the Council in previous sessions and recommendations on the matter.

**The Standing Committee recommended that the Executive Committee pursue the revision of the methodologies consistent with policies approved and decisions taken at previous FICSA Councils.**

**Furthermore, the Standing Committee recommended that the Executive Committee follow the matter about the role of the Local Salary Survey Committee (LSSC) and the possible participation of staff in the Steering Committee closely with the working group and keep the Standing Committee informed of any progress.**

### **Standing Committee activity report for 2009, including PTC/GS (Agenda item 4)**

7. The activities of the Standing Committee in 2009 were addressed under agenda items 5 and 6. As for the Permanent Technical Committee for General Service issues (PTC/GS), it had entered into consultations on updating the list of resource persons. However, it had not met as a Committee in the past year.

### **Outcome of the General Service salary surveys in 2009 (Agenda item 5)**

8. The Committee was informed, and noted with disappointment, the problems encountered in various duty stations, including Costa Rica, Montevideo, Cairo and Manila. Particularly with reference, inter alia, to employers' participation and retention, job matching, data collection, transparency of data used for interim adjustments, relations with the salary survey specialists and steering committees.

## Workshops (Agenda item 6)

### (a) Report 2009

9. As had become customary, workshop activities had not only generated income for FICSA, but (i) represented a great service to staff, and (ii) built credibility within the membership. Several workshops had been conducted during the year. Attendance at the Cairo workshop had been remarkable and justified two sessions (net income USD 12,000). The Manila workshop (net income USD 6,000) had had a positive turn out and good feedback had been received from participants. Two workshops had been carried out in Brazzaville (net income USD 5,000), where the training and information had extended to General Service job reviews. Finally, a workshop had been conducted in Monaco, which had not been as successful as expected, owing to late cancellations. Overall, the revenue was excellent.

### (b) Roster of trainers – update

### (c) Training material and logistics

10. Owing to the high demand for workshops and the upcoming finalization of the revision of the methodology, the list of FICSA trainers needed to be updated and new trainers identified in order to guarantee coverage of different locations and different UN working languages. The Standing Committee requested trainers and resource persons to identify participants who had shown particular interest in the matter and who could be trained as future FICSA trainers. It was essential for FICSA to guarantee a turnover in its roster of trainers and that gaps are filled as soon as possible. The importance of protecting FICSA's ownership of training material was reiterated. Only full members could thus propose names of potential trainers.

### (d) Fees for 2010

11. It was suggested that the Executive Committee might want to consider reviewing the fee structure in respect of non-FICSA members, thus bringing them more in line in with the fees charged by other United Nations agencies and organizations.

### (e) Planning for 2010

12. Prioritization would be geographic, based on upcoming non-headquarters salary surveys and of duty stations where training activities had not been carried out recently. Participants in the Standing Committee were urged to put forward proposals for future workshops (see Appendix) for the consideration of the Ad hoc Committee on Administrative and Budgetary Questions. The Standing Committee advised participants from headquarters duty stations to hold their expressions of interest until the headquarters methodology had been revised. The Standing Committee noted with gratitude the kind offer of IMO to consider hosting a FICSA workshop on HQ salary surveys, but it was felt that it would be better to hold such meetings in abeyance until the new methodology had been approved at the 71<sup>st</sup> session of the ICSC.

**The Standing Committee recommended that up to eight workshops be organized for 2010 and budgeted at USD 30,000.**

### **ICSC working group on review of GS job classification (Agenda item 7)**

13. The ICSC working group on review of GS job classification met three times in 2009 (New York, Geneva and Rome). The Standing Committee was informed that, at its summer session, the ICSC had agreed to postpone promulgation of the new classification standard until certain elements had been completed (guidelines, benchmark job descriptions, glossary, consistency between the Master Standard and the Grade Level Descriptions and fine-tuning). The Commission requested that the item be addressed at its spring session of 2010.

14. Unfortunately, no meeting of the working group had taken place in order to carry out the work. A teleconference had been held in Rome to develop a plan of work that the ICSC secretariat had not been able to adhere to. FICSA would have to report that at the next session of the Commission and find a way to complete the work since it would be impossible to fine-tune, validate and roll out the system at the same time. That had already been reported to the Vice-Chair during his visit to the FICSA Council.

15. The ICSC consultant helping the ICSC secretariat to complete the work on the standard, Doug Smith, gave a presentation of the work so far, outlining the changes inherent in a competency-based, results-oriented system and how it was expected to tie in with other HR systems, such as performance management and training. He then answered a series of questions from the membership.

16. WHO/EMRO Cairo gave an example of job titles versus job functions. The majority of GS grades in the Cairo office fall within G-4 and G-5 grades. The G-4 grade title was “secretary” whilst the G-5 title was “Senior Secretary” even though the work performed by G-4 and G-5 was of a technical nature. During the comprehensive GS salary survey for non-HQ duty stations, when compared with employers in the locality, the above titles created problems of mismatching with local comparators. The matter was discussed further during the joint meeting with Standing Committee on Human Resources Management.

### **Work plan for 2010 (Agenda item 8)**

- (a) PTC
- (b) *Standing Committee*

17. The PTC/GS Coordinator, Mauro Pace (FAO/WFP-UGSS), was asked to consult with PTC members in order to identify additional trainers and resource persons and update the relevant lists. It had been noted that there was a need to identify Spanish-speaking resource persons that might assist in the organization of workshops in Latin America. The Standing Committee would provide adequate coverage of the ICSC and related activities on the methodologies and the job evaluation system, including meetings of the relevant working groups and with the necessary technical support of the PTC.

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

18. The Standing Committee was made aware of a serious violation in the application of the methodology in New Delhi. FUNSA India described that, while previously WHO used to analyze salary data and transmit it to the UN for approval, data was currently being collected and analyzed by the UN survey specialists before being forwarded to the UN without passing through the responsible agency stipulated in the methodology. That practice impinged on the transparency of the data and was in violation of the procedures established by the Chief Executives Board (CEB).

19. The representative from FUNSA India requested that the excessive number of steps in the local salary scale (i.e. 19 regular steps plus one long-service step) be urgently looked at with a view to align the scale in India within commonly accepted standards. The Committee took note of the problem and agreed to support the call for harmonization in this respect.

**The Standing Committee recommended that the Executive Committee follow up on the issue and gather all information required to determine a course of action.**

20. Another anomaly was registered in Manila, where data was not disclosed to the LSSC on grounds of it being confidential. Once again, the methodology clearly stated that all parties should enter into a confidentiality agreement and that there should be no reason for preventing the disclosure of comparative information.

21. Attention was drawn to the low salary scale in London. The Standing Committee noted that there was an urgent need to implement appropriately the Flemming principle as some duty stations were suffering owing to the disappointing results of previous salary surveys.

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

22. The Standing Committee nominated Vivian Huizenga (PAHO/WHO Washington) as Chair and Edmond Mobio (WHO/HQ Geneva) and Melodie Karlson (WHO/EURO Copenhagen) as Vice-Chairs.

23. It took note of the appointment by the PTC Coordinator of Edmond Mobio (WHO/HQ Geneva) as first Vice-Coordinator and Lisa Copple (WHO/EURO Copenhagen) as second Vice-Coordinator.

24. The Standing Committee recommended the Executive Committee to follow up on the issue of the core group members based on information already available and proposals that the Standing Committee members may put forward at a later stage.

## Appendix

### Expressions of interest for 2010 workshops

AGENCY	LOCATION	Indicative period	Language
WHO/EMRO	Cairo	April-May	English
FUNSA Pakistan	Islamabad	June	English
WHO/WPRO	Manila	June-July	English
FUNSA India	New Delhi	September	English
FUNSA Myanmar	Yangon	September	English
ICTP Trieste	Trieste or Eastern Europe	Winter	English
FAO RAF (Accra) ...			
FUNSA Cote D' Ivoire ...			
PAHO to advise in March			

## Annex 8

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

Chair	Dean Neal (IAEA)
Vice-Chair	Christopher Pardy (AP-in-FAO)
Rapporteur	Janice Albert (AP-in-FAO)
Members, FICSA Executive Committee	Giovanni Muñoz (AP-in-FAO)
	Mauro Pace (FAO/WFP-UGSS)
Consultant, FICSA	Robert Weisell

### Participants

AP-in-FAO	Pamela Pozarny Wolfgang Prante
CERN	Philippe Defert Alessandro Raimondo
IARC	Sandrine Mace
IFAD	Dave Nolan
IMO	Sarah Rabau-Dunlop Robert Russell
ITU	Caroline Debroye Henri-Louis Dufour
OPCW	Alina Abdurahmanovic-Rhode Kartik Krishnan
PAHO/WHO Washington	Mario Cruz-Peñate Pilar Vidal
UNAIDS	Naiara Da Costa Chaves Souad Orhan
UNESCO/STU	Marielle Richon
UNWTO	Cordula Wohlmuther
UPU	Marie-Odile Pilley

WHO/AFRO Brazzaville	Jules Bekombo'Joh Mark Chimonde Jean Tchicaya
WHO/EMRO Cairo	Mona Abbassy
WHO/EURO Copenhagen	Melodie Karlson
WHO/WPRO Manila	Sigrun Roesel
WHO/SEARO New Delhi	Ling Aung
WIPO	Viviane Gross
WMO	Valery Detemmerman

#### **Associations with consultative status**

ADB Abidjan	Laurence Gielen
FAFICS	Katia Chestopalov Roger Eggleston

1. The Chair invited participants to introduce themselves.

#### **Adoption of the agenda**

2. The items on ACPAQ were deferred until the next session when documents would be available. The Executive Committee Member for Compensation Issues, Giovanni Muñoz, would provide a briefing on key topics for the ACPAQ meeting to be held the week after Council. A participant requested that rental subsidy be added to the agenda.
3. The Chair reflected that ACPAQ methodologies were extremely complex and even the ICSC Vice-Chair could not explain the issue of “no loss/no gain” easily. That complexity made it extremely difficult to make proposals for improving the methodology.
4. The Standing Committee reviewed the decisions taken at the previous Council.

#### **Place-to-place survey**

5. The decline in purchasing power of salaries was a growing concern. The purchasing power in Europe had deteriorated owing to the decline in the US dollar. Salaries had not improved in real terms during the past decade. The ICSC place-to-place survey, which was coming in 2010, might address the problem; however, in anticipation of poor results, the IAEA had consulted a lawyer regarding the feasibility of an appeal, should the survey lead to unacceptable results. It was possible to lodge an appeal over a flawed methodology;



however, that must be done quickly. Other staff associations/unions could join IAEA in an appeal.

6. The post adjustment methodology could be improved through changes in administrative rules and the frequency of data collection could be changed from 5 to 3 years. The survey needed to be simpler and prioritize items. The Standing Committee recognized that the Executive Committee Member for Compensation Issues had proposed ways of improving the methodology and its application as invited by the Vice-Chair of the ICSC.

7. In 2005, the data collection for the place-to-place survey had been very poor. Staff participation was weak (less than 10% response rate from most organizations). Therefore, the ICSC used data from 2000 as a surrogate to calculate the new common weights used in the post adjustment calculations since then. It was likely that the procedure brought about a negative effect in the post adjustment and as a result a detrimental effect on salaries. That should not happen again. Staff associations/unions and administrations had to work to ensure that the response rates were better in 2010 to ensure statistical significance. FICSA could propose text that staff associations/unions could use to promote participation in the survey. Staff associations/unions should request their administrations to allow staff to complete the survey during working hours.

### **US comparator**

8. The Noblemaire principle adopted by the General Assembly stated that if the UN were to be able to attract the best professionals from any of its Member States, the UN Professional salary scale should be based on that of the best national civil service among its country members. To reflect the fact that UN Professional staff were expatriates and mobile, the UN system added 15 per cent to the comparator and this is known as the margin. The ICSC used the US Federal Civil Service as the comparator for UN Professional compensation issues. It was a well known fact that for a number of years the US Federal Civil Service was no longer the best paid among the UN Member States. Moreover, the US was increasingly difficult to use as a comparator since it had many pay scales and adjustments that were difficult to use for comparison purposes. The ICSC was supposed to review the comparator every five years, however, the exercise was normally undertaken without a real commitment to finding a better comparator. As a result the US was always reconfirmed, even if other national civil services might have better conditions. FICSA should look into the possibility of commissioning a study on comparators.

9. CERN pointed out that their methodology included a step to review comparators, considering the countries where they recruited staff to ensure competitiveness.

## End-of-service allowance for staff on fixed-term contracts

**The Standing Committee recommended that the FICSA Executive Committee should advocate that the entitlement to an end-of-service allowance for staff on fixed-term contracts be approved by the UN General Assembly as already proposed by the ICSC; however, in the process, the allowance should not be used to lower other end-of-service entitlements.**

### Education grant

10. The ICSC had started a review of the education grant methodology with the stated objective of simplifying its administrative burden. However, the non-stated objective seems to be to reduce the cap on the amount of this allowance. A working group was convened for the purpose, but no consensus had been reached on the final proposals. The working group did not have access to the data that the ICSC was using for their models, and even several organizations were not convinced on the improvements proposed. Changes in methodologies often led to gains for some staff and losses for others.

11. The Federation's first aim should be to minimize losses for staff. For that reason and despite its participation in the working group, FICSA opposed the approval of the final proposal made by only some of the members of the working group. FICSA had sponsored a petition to prevent negative changes from being made; it had been effective in postponing a decision. Petitions were also good tools for raising awareness among staff and support for associations/unions. Thanks to FICSA's strong advocacy, no changes were made at the end of the process.

12. The ICSC would discuss changes in the methodology once again in 2010 and determine a new level. The ICSC had targeted the education grant for reduction. The Commission was focusing on schools that had lower fees which would have the effect of lowering the average (even though the Commission deemed that that was not its aim).

### No loss/no gain

13. When the comparator received a real pay increase (not cost-of-living increase), UN staff should also have an increase. Every year there were small adjustments to the salary scale of the comparator which were introduced in the UN salary scale a year later - often with a lower percentage and on a no-loss/no-gain basis. That meant that the base salary was increased, whilst the post adjustment was decreased in the same amount so that the total remained the same. However, when the base salary went up, the assessments that were based on percentages there of also went up, thus resulting in lower take-home pay. There was no loss/no gain for the employer, but the employee had lower take-home pay.

14. One participant suggested putting a threshold (floor) on the extent to which the post adjustment could be lowered. It was also suggested that organizations might make an adjustment to compensate for the increased deductions. Each organization determined their staff salary deductions in different ways as it depended on the medical insurance scheme and other related assessments. This was not determined by the ICSC.

15. When the base/floor salary was introduced, it was supposed to address negative post adjustments. Several allowances that used to be calculated as a percentage of the base salary were now given as lump sums and this has also contributed to less take-home pay over time.

16. In addition, the ICSC had ignored some actions of the comparator, e.g. the introduction of the locality pay to compensate for the fact that the salaries of the comparator were not competitive in some locations. Locality pay was now also paid in Washington DC, but was ignored by the ICSC.

17. There was a lack of awareness and transparency about the ways Professional salaries were adjusted. FICSA needed to follow more closely the comparator's practices and changes. The Federation needed to have a better understanding of what was happening in the US and know whether the ICSC was using reliable data.

18. According to the Noblemaire principle, staff should receive a salary increase whenever the US Federal Civil Service received an increase. Over the past 20 years, there had been few real increases.

**The Standing Committee recommended that the FICSA Executive Committee should: (i) produce an information document/booklet explaining the terminology and how the salary determination system worked, which should be simple enough for staff bodies to distribute to staff; and (ii) lobby for real salary increases and the FICSA secretariat should develop lobbying materials.**

#### **Forthcoming session of ACPAQ**

19. The FICSA Executive Committee member of compensation issues, Giovanni Muñoz, gave a presentation on the upcoming ACPAQ session (see Appendix).

#### **Place-to-place survey**

20. The presentation provided details about the plans. There was brief discussion about the survey design, weighting, and currency fluctuations. The out-of-area adjustment is a serious concern as the number is based on politics more than empirical evidence.

21. The place-to-place survey was the most important event in the coming 5 years. It should be a priority for staff associations/unions and FICSA.

**The Standing Committee recommended that FICSA should implement training of staff representatives on place-to-place surveys. The FICSA secretariat should finalize the materials that had been developed in the past. In 2010, a trainer should be hired to conduct two 2-day workshops comprised of 15-20 participants (based on the experience of GS workshops); USD 2,500 should be allocated as honorarium for the preparation and conduct of the workshops. The training sessions could be hosted by FICSA members at no cost to FICSA. Involving USD 2,800 for DSA, USD 1,000 for airfare and USD 500 for airfare within**

**Europe, plus terminals, the total approximate cost was USD 7,900, including USD 1,100 for miscellaneous expenses.**

**The FICSA Executive Committee should urge staff representatives to impress on their members the need to comply with the survey.**

### **Discrepancies between public and private sector salaries**

22. The FICSA secretariat provided a paper on the discrepancies between private and public sector salaries in the comparator. The public sector salaries were roughly 60 per cent below private sector salaries in Washington DC, the civil service comparator.

23. The US Congress introduced FEPCA (Federal Employees Pay Comparability Act of 1990) to raise civil service salaries, but the incoming Administration had not implemented it. Locality pay had been introduced instead. Locality pay was similar to post adjustment; however, the ICSC did not consider locality pay an integral part of the salary.

24. For some occupations, the salaries were extremely uncompetitive. However, special pay for some occupations undermined the concept of a common system. The situation surrounding the determination of salaries had become so complex that it was impossible to understand. FICSA should insist on the principle as distinct from simply tinkering with methodology

**The Standing Committee recommended that the Federation needed to go back to basics and review the way the Noblemaire principle was being implemented and the frequency with which the ICSC carried out its Noblemaire studies.**

### **Salaries and recruitment**

25. The ICSC had asked for proof that lower Professional salaries were creating a recruitment problem. ICSC said bonuses and special operational rates could be used to address recruitment problems, but that was not a long-term solution.

### **Gender balance**

26. Gender should be considered by FICSA under human resources management. It was not a simple matter of setting targets that were systematically not met. Organizations needed to look at the issue in greater depth to find ways of improving gender balance, particularly at higher levels.

### **Rental subsidy**

27. The rental subsidy should be reviewed every five years. The methodology should be updated to focus on total size of the housing, not the number of rooms. The ICSC bought data on housing and that was problematic, as the Commission did not always know what it was buying.

28. Some FICSA members stated that surveys had not been conducted recently in Geneva and The Hague.

## **Conclusions**

29. There was a clear need for more technical work on the part of FICSA regarding Professional salaries and allowances. FICSA should establish a permanent professional technical committee (PPTC), similar to the one for General Service questions. That would create a pool of trainers and training materials. The technical committee would be more intensive and technical than the Standing Committee and would address technical issues related to professional salaries.

**The Standing Committee recommended that the FICSA Council should approve the establishment of a permanent professional technical committee as a matter of priority in 2010.**

30. The Standing Committee would prepare terms of reference for submission through the Executive Committee to member associations/unions.

## **Nomination of Standing Committee officers and Core Group members**

31. The Committee nominated Dean Neal (IAEA) as Chair and Kartik Krishnan (OPCW) as Vice-Chair. Kees de Joncheere (WHO/EURO Copenhagen) was also nominated to serve as Vice-Chair.

32. The Committee nominated the following as PPTC members:

Alina Abdurahmanovic-Rhode (OPCW)  
 Mario Cruz-Peñate (PAHO/WHO Washington)  
 Dean Neal (IAEA)  
 AP-in-FAO (name to be identified)  
 IFAD (name to be identified)

33. The following were nominated as Core Group members:

Jean Tchicaya (WHO/AFRO Brazzaville)  
 Mario Cruz-Peñate (PAHO/WHO Washington)  
 AP-in-FAO (to be arranged)

## **Appendix**

### **Issues arising from the documentation prepared for the meeting of the Advisory Committee on Post Adjustment Questions (ACPAQ) (Thirty-second session, New York, 25 January to 1 February 2010)**

*Presented by the Executive Committee Member for Compensation Issues, Giovanni Muñoz*

#### **Methodological issues pertaining to the next round of surveys - ICSC/ACPAQ/32/R.2**

This document presents:

- Simplified PA index structure based on 84 basic headings, down from 104
- Application of the Real Time Price Comparison approach
- Use of the Internet as a source of price data
- Expansion of the list of organic and biological items to the entire category of foods and beverages.

FICSA has commented earlier on the list of items. The description of the methods to weight organic and biological products is not very clear and further explanations will be requested. However, the third method seems most appropriate and will be supported, as the first two appear cumbersome.

#### **Revised survey data-collection forms - ICSC/ACPAQ/32/R.3**

This document presents:

- The Household expenditures questionnaire (to be filled by staff)
- The Housing and domestic service costs questionnaire (to be filled by staff)
- The pricing form (to be filled by the pricing agent)
- The Coordinator's Report

#### **Revised survey questionnaires - ICSC/ACPAQ/32/R.3/Add.1**

It is expected that that the electronic questionnaires are user friendly and that that participants will be able to enter the questionnaire several times before submitting the final questionnaire, so that they can complete it at their convenience and revise it as they go along.

#### **Procedures for establishing new common weights - ICSC/ACPAQ/32/R.4**

This document describes how the surveys will be conducted. In particular it details the following steps:

- Determination of sample sizes by duty station, stratified by grade
- Subdivision of duty stations' random samples in "Survey Champions" and "Rest of the Sample"
- Expenditure shares at each duty station will be based on:
  - (i) Long-forms (SC subgroup only), if achieved, otherwise
  - (ii) Short- and long-forms (RS+SC subgroups + external data), if achieved, otherwise
  - (iii) External data only.

FICSA appreciates the ICSC secretariat's efforts to come up with strategies to try to achieve adequate response rates for the household expenditure survey and for identifying alternative strategies in case of an inadequate response rate. We think the idea of "Survey Champions" is a good one, but it only works if you identify the group early on, try to work closely with them, provide them with good information about what is expected of them and provide some sort of incentive to them.

We have to recognize that while we all consider it important that the place-to-place survey is done as correctly and professionally as possible, an individual staff member has no particular incentive to participate and spend time completing the forms (free-rider problem). There needs to be some sort of incentive or recognition of the time staff spend doing this. It is suggested that a compensatory day (or special leave day) be granted to those staff members who complete the long version of the form. If Organizations consider it important that the salaries of their professional staff are determined in a methodologically sound way, they ought to be ready to consider such a measure considering also that after all, place-to-place surveys only happen every five years.

It would be up to each organization in the Common System to decide on this. However, if a recommendation or request to this effect were to come from ACPAQ and/or the ICSC, it would certainly be helpful and carry some weight.

It is not clear how the group of survey champions will be identified. However, the document calls for the selection of a random sample. One could consider appealing to staff to volunteer to do it, on the condition of receiving a compensatory day. It is not clear whether such an approach would be consistent with the requirement of a randomly selected sample or might introduce some unacceptable statistical bias. This might merit some discussion at ACPAQ.

### **Roles of key players - ICSC/ACPAQ/32/R.5**

This document describes in some detail what each main actor in the survey process is expected to do. Roles are defined for:

- The ICSC secretariat
- Survey Coordinator
- Price survey consultants
- Organizations and staff: participation of independent experts and observers

**Results of the evaluation of the new basket of countries used in the calculation of the out-of-area index - ICSC/ACPAQ/32/R.7**

FICSA should monitor closely the actual impact of this apparently not threatening change.

**An analysis of the impact of modifications to the post adjustment classification review cycles and of shortening the duration of survey rounds for group I duty stations ICSC/ACPAQ/32/R.8**

FICSA support bringing the PAC review cycles in line with those of New York as proposed in section II of the document, as this will bring a small gain to staff in other duty stations and eliminate the current disadvantage vis-à-vis New York relating the pension contribution. Of the two options introduced in Section II, FICSA strongly recommends option 1, which retains the 5-per cent rule. Option 2, which abolishes the 5-per cent rule should be rejected as there is risk of salaries lagging too far behind in the case of rapid increases in cost of living.

The shortening of the survey cycle discussed in section III probably does not make sense, as the cost implications are significant.

Further studies on improved methodology for comparison with New York as suggested in Section IV are worth pursuing.



## Annex 9

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

Chair	Imed Zabaar (IAEA)
Vice-Chair/Rapporteur	Pauline Guy (ITLOS)
President, FICSA	Edmond Mobio (WHO/HQ Geneva)
General Secretary, FICSA	Valérie de Kermel (IMO)
Member, FICSA Executive Committee	Carolina Bascones (PAHO/WHO Washington)
Regional Representatives, FICSA	Véronique Allain (SCBD)
	Cosimo Melpignano (UNLB-LSU)
Consultant, FICSA	Robert Weisell

#### Participants

AP-in-FAO	Janice Albert Christopher Pardy Pamela Pozarny Wolfgang Prante
CERN	Philippe Defert Alessandro Raimondo
FAO/WFP-UGSS	Margaret Eldon Elena Rotondo
IAEA	Michael Donoho Lisa Villard
IARC	Sandrine Mace
IFAD	Daniela Cuneo
IMO	Johanna Danis Sarah Rabau-Dunlop Robert Russell
ITU	Henri-Louis Dufour
OPCW	Kartik Krishnan
PAHO/WHO Washington	Mario Cruz-Peñate Vivian Huizenga Pilar Vidal

UNAIDS	Cinzia Mazzaloari-Delaunay Souad Orhan Tanya Quinn-Maguire
UNESCO/STU	Marielle Richon
UNESCO/ICTP	Lisa Iannitti
UNLB-LSU	Alessandra Marcorio
UNWTO	Cordula Wohlmuther
UPU	Marie-Odile Pilley
WHO/AFRO Brazzaville	Jules Bekombo'Joh Jean Tchicaya
WHO/EMRO Cairo	Mona Abbassy
WHO/EURO Copenhagen	Jenny Madsen Sharon Miller
WHO/HQ Geneva	Severin von Xylander
WHO/SEARO New Delhi	Lin Aung
WIPO	Abderrezak Smahi Viviane Gross

### **Association with Consultative status**

World Bank	Diana Corbin
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### **Introduction**

1. Under the chairmanship of Imed Zabaar, the Standing Committee met three times to address items 1 to 10 of its agenda.

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

2. The Standing Committee adopted the following agenda:

1. Adoption of agenda
2. Election of the rapporteur
3. Report by the Chair on previous year's activities

4. Staff representation at stake
  - (a) FICSA situation
  - (b) MONUC staff representatives
  - (c) FICSA participation in the ICSC Working Group on GS job classification
5. Recognition of staff representatives' contribution to the organization - questionnaires
6. FICSA global staff satisfaction survey
7. ICSC review on the standard of conduct
8. Training issues
9. Other business
10. Nomination of Standing Committee officers and Core Group members

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

3. Pauline Guy was appointed Rapporteur.

### **Report of the Standing Committee's activities in 2009 (Agenda item 3)**

4. The Committee reviewed the activities of the past year. With respect to the global staff satisfaction survey, it was reported that it had been conducted in 2009, as planned, but the deadline had had to be extended twice because of the low rate of response. As a consequence, the evaluation and analysis of the data had been delayed. A full report on the survey would be presented under agenda item 6. The Chair recalled that, at the 62<sup>nd</sup> Council, two offers to organize training sessions had been presented, by ILO/ITC and ITLOS, respectively. A training session had taken place on the ITLOS premises in Hamburg in June, which, according to feedback from the participants, had been a success. A full report on the training would be provided under agenda item 8. Regarding the question of whistle-blowing, as recommended at the 62<sup>nd</sup> Council, the GAP definition of whistle-blowing had been adopted by FICSA and distributed to the membership. The staff representative profile had been prepared and circulated to FICSA members in order to identify the training needs of staff representatives. As requested by the Standing Committee, the FICSA Secretariat had solicited comments from the membership. It had identified certain areas, which indicated that a review of the standards should be carried out. As a follow up, that specific item has also been included on the agenda (item 7).

### **Staff representation at stake (Agenda item 4)**

#### **FICSA situation (Agenda item 4(a))**

5. The item related to the situation of the FICSA General Secretary. Owing to the urgency of the matter, the Council resolution adopted in the plenary had already been faxed to the Office of the UN Secretary-General on the evening of 18 January 2010, on the first day of the Council session. A clear majority of participants reiterated that action on the matter should have been taken at an earlier stage, since the question of the General Secretary's release from the International Maritime Organization (IMO) had been pending for a year. It was felt that the matter was a question of the fundamental right of representation and the issue has to be raised to a higher ethical level.

6. The IMO representative stressed that their administration had agreed to release the General Secretary for two years only. The administration had complied with and subsequently agreed to a third year of release without pay and that arrangement had been made clear to the current General Secretary and the membership.

7. Ideally, members running for election should ensure that, before standing, they had obtained the full support of their organization for the full term of release, the length of which should be made clear to the organization at the outset. FICSA members should be able to select the most suitable candidates on the basis of their qualities and aptitude, not on the provision of funding. It was the fundamental principle of the right of representation that was at stake.

8. Leaving the larger organizations to fund those posts went against the FICSA policy of allowing the best people to be elected, irrespective of their organization.

**The Standing Committee recommended that the FICSA Executive Committee should undertake any action it deemed appropriate in order to address the issue of the release and funding of the President and General Secretary. That action might include:**

- Follow up to the resolution with the Office of the Secretary-General as of the following week;
- Copy the resolution to the executive heads of all member organizations;
- Send a strong message to the HR Network;
- Petition member organizations and members, including through the channels of the United Nations network on Facebook;
- Approach the office of the Ombudsman in New York, stating that staff representation was a fundamental right which is being denied owing to a lack of funding;
- Publicise the issue through appropriate media;
- Participate in the JIU study on staff/management relations; and
- Encourage FICSA members to lobby their administrations.

#### **MONUC staff representatives (Agenda item 4(b))**

9. The Chair reported on the most unfortunate situation concerning the staff representatives of MONUC. The FICSA President elaborated on the grave situation, informing the Standing Committee, inter alia, of the accusations levelled against the staff representatives, the harassment to which they had been subjected; the fact that they had been put on administrative leave; and the withholding of their pay. The case appeared to be one of whistle-blowing since the staff representatives had reported officials in the organization for having sold aircraft fuel.

10. It was mentioned that, although an agreement on staff representation had been drawn up with the MONUC office in New York, the terms of that agreement were not being respected. The Head of Mission had even visited the region but had not met with the staff representatives. That was yet another instance of staff representation issues not being taken seriously. At the request of the FICSA President during his meeting with the Head of

Mission, the latter had arranged for the staff representatives to receive some of their pay, but other portions were still outstanding. Their pecuniary situation was very serious.

11. The Chair informed the Committee that he had been informed about the case by the FICSA Executive Committee. He had attempted to raise the issue with the UN Secretary-General when he had visited the IAEA recently, but had not been given the opportunity to speak.

12. The Regional Representative for Europe, Cosimo Melpignano, confirmed that similarly unfortunate situations occurred frequently in the field. In his case, staff representatives were not being defended by DPKO. He further informed the Committee that the Under-Secretary-General for the Department of Field Support would soon be visiting Brindisi; he offered to raise the issue with her then.

**The Standing Committee recommended that FICSA Executive Committee verify the facts of the case and, if proven correct, the story be publicised widely in order to draw attention to it, including writing to the Ombudsman in New York and sending member organizations a reminder of their obligations.**

#### **FICSA participation in the ICSC working group on GS job classification (Agenda item 4(c))**

13. The Standing Committee was informed of the difficulties encountered by the FICSA representatives when participating in the ICSC working group dealing with the development of a single classification standard for the GS category. The difficulties related to the organization of working group meetings, adhering to the agreed work plan and providing records of meetings. It was recalled that the establishment of working groups was one of the components of a strategy agreed to by the ICSC, the administrations and the staff representatives in order to enhance the consultative process with the Commission. It was thus of great importance to FICSA that such working groups were able to function efficiently.

**The Standing Committee recommended that, when ICSC joint working groups were established, the Executive Committee ensure that the operative procedures of the working group were drawn up at the outset and adhered to throughout the term of the working group.**

#### **Recognition of staff representatives' contribution to the organization – questionnaires (Agenda item 5)**

14. The Chair provided background information on the rationale for the questionnaire. It had been a FICSA initiative to send to the executive heads of member organizations a letter requesting them to give due recognition to chairs and vice-chairs of its standing committees and Executive Committee officers. However, staff representatives' work was still not widely recognized or evaluated properly as part of staff members' overall work performance.

15. AP-in-FAO explained the situation within their organization and the way in which their staff representatives were seeking to gain increased recognition within the organization. There was lengthy discussion on the modalities of evaluating and including staff

representatives' performance in performance evaluation systems. At FAO, internal vacancy announcements might provide for the inclusion of staff representative work and the 360 degree appraisal system was currently being explored, as a mechanism for evaluating the performance of staff representatives during the time of their release. The objective was to obtain recognition for that work as well. The comment was made that it was also difficult to balance staff representation work with the results-based systems in which many staff representatives operate.

16. The CERN delegate also described the positive situation within his organization. Staff representation is not yet included in the organization's performance appraisal system but the intention is to have the president of its staff association make a brief comment on the representative's performance for inclusion in the performance evaluation report.

18. It was generally agreed that a culture change was needed. Views of what staff representation comprised had to change, including peer perception. The Chair mentioned that the staff representative profile prepared by the Committee could be used as one means of bringing about that cultural change, by having it inserted in the personal files of staff representatives.

19. However, the opposite view was also expressed that staff representative work should not be included in any evaluation process since staff representatives were elected and it was a matter for the electoral body (constituency) to evaluate their performance. The Committee therefore agreed to leave the decision to include staff representative work in any performance evaluation system up to each member organization.

**The Standing Committee recommended that the FICSA Executive Committee, in consultation with member associations/unions, send letters to the executive heads of member organizations and to the staff associations/unions, reminding them that the role of the staff representative be considered a corporate function and therefore staff representatives should be entitled to release time and that those functions should be appropriately recognized; working experience gained while performing these functions should be recognized when the staff member applies for a different job; and the membership should be encouraged to publicize the role and function of the staff representative, using the staff representative profile developed during the 62<sup>nd</sup> session of the FICSA Council.**

#### **FICSA global staff satisfaction survey (Agenda item 6)**

20. The Chair gave a brief presentation on the history and current status of the FICSA global staff satisfaction survey and the work in progress (see Appendix 1). He also requested each organization to provide the name of one contact person who could supply any further information required to assist in finalizing the reports. It was hoped that the final report would be published by the end of April 2010. No additional costs would be incurred since the amount budgeted in 2009 (€6,000) had not yet been used and would be carried over into 2010.

**The Standing Committee recommended that the Chair of the Committee finalize the work on the global staff satisfaction survey, with the assistance of the consultant. Members who had participated in the survey should assign a contact person who could provide further information for the evaluation, as necessary. It further recommended that a follow-up plan be prepared by the Standing Committee and presented during the 64<sup>th</sup> session of the FICSA Council.**

### **ICSC review on the standards of conduct (Agenda item 7)**

21. Following the recommendation made at the 62<sup>nd</sup> FICSA Council, the Executive Committee sent a questionnaire to the membership concerning their views on and expectations of the ICSC review of the standards of conduct. The FICSA secretariat had solicited comments from the membership and identified certain areas for review (protection from retaliation for whistle-blowers; identification of what constituted abuse of authority; privacy laws; and language that would ensure that internal justice systems remained fair and balanced).

22. The Standing Committee reviewed the background information concerning this issue provided by the FICSA Executive Committee. It made the following recommendation.

**The Standing Committee recommended that the FICSA Executive Committee, in consultation with the Standing Committee officers, designate a qualified person (knowledgeable in the topic) to participate in the ICSC working group on the review of the standards of conduct and report back to the Standing Committee prior to the 64<sup>th</sup> session of the FICSA Council.**

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

23. Following the recommendation made at the 62<sup>nd</sup> Council, a 3-day training session for staff representatives had been held in June on the ITLOS premises in Hamburg. The trainer had been provided by the Trades Union Congress (UK). Twenty-four participants from Europe, Asia and Africa had attended the training course, which was very well received. The Vice-Chair presented a report on the training course, kindly prepared by Christopher Parry (AP-in-FAO) (see Appendix 2).

24. There was some discussion on whether similar training could be provided in the form of e-training and whether training sessions could be held in parallel with the FICSA Council. Training was felt to be especially important for new staff representatives.

25. The following organizations kindly offered to host such a training workshop in 2010:

- IAEA (Vienna)
- ITLOS (Hamburg)
- PAHO in partnership with the World Bank (Washington)
- UNLB-LSU (Brindisi)
- UNWTO (Madrid)

26. As in 2009, participation in the training workshops would be free for FICSA members. The travel and accommodation costs would be borne by the respective staff association/union.

**The Standing Committee recommended that, in light of the ITC/ILO (Turin) offer to hold a training session on its premises, the FICSA Executive Committee should organize such a workshop there in 2010. It should also organize a second training workshop at one of the locations proposed above. The Standing Committee further recommended that a sum of CHF 10,000 be allocated to fund the two workshops.**

**The Standing Committee further recommended that the Standing Committee explore new methods of training, such as e-training, and present a proposal to the 64<sup>th</sup> session of the FICSA Council.**

**The Standing Committee further recommended that, during sessions of the FICSA Council, the FICSA Executive Committee organize awareness-raising sessions, in consultation with UNAIDS Staff Association, on important topics, such as stigma and discrimination against staff living with HIV and rights of staff living with HIV, etc.**

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

27. Questions were raised about the role of the Ombudsman and whether other organizations had such an office. It was felt necessary to explore the matter further.

**The Standing Committee recommended that the FICSA Executive Committee send an appropriate questionnaire to the membership.**

#### **Nomination of Standing Committee officers and Core Group members**

28. The Standing Committee nominated Imed Zabaar (IAEA) as Chair and Pauline Guy (ITLOS) and Marie-Odile Pilley (UPU) as Vice-Chairs.

29. It nominated the following persons as members of the Core Group:

Lin Aung (WHO/SEARO New Delhi)  
 Carolina Bascones (PAHO/WHO Washington)  
 Jules Bekombo'Joh ((WHO/AFRO Brazzaville)  
 Johanna Danis (IMO)  
 Margaret Eldon (FAO/WFP-UGSS)  
 Alessandra Marcorio (UNLB-LSU)  
 Dave Nolan (IFAD)  
 Souad Orhan (UNAIDS)  
 Cordula Wohlmuther (UNWTO)



## **Appendix 1**

### **EVALUATION OF THE UN GLOBAL STAFF SATISFACTION SURVEY**

*Presentation by Imed Zabaar(IAEA)*

I want to give you an overview of the situation regarding evaluation of the UN Global Staff Satisfaction Survey as of the present date.

#### **Summary of the present situation**

At the deadline in May for return of the on-line questionnaires, 5272 responses had been received.

The consultant originally engaged to evaluate the survey and write up an overall and individual reports started the work but was taken ill and had to withdraw from the task.

In my search for replacement, I eventually in mid-October reached Mr. Robert Beck, who had undertaken very successful surveys with his university team for the IAEA Commissary in 1999 and 2004. His background as an ex-IAEA/WHO staff member is proving to be very valuable.

He spent an afternoon at IAEA looking at the data, and suggested that, while there would certainly be some thorny problems, if delivered in good shape for analysis, he would attempt the task of making a statistically sound evaluation together with a colleague, a statistician.

Our original wish was to have an overview report by mid-December, and at least a range of individual reports by mid January. But all data would need to be ready for immediate processing, and he noted that, even if all data were in good shape, it would be difficult to meet the deadlines.

Despite the claims of the providers of a programme that we had used to enter the data, it turned out that it would not download directly into the current SPSS statistical package as claimed, and much effort was required to get it into a tabular form that could be analysed.

#### **First steps — some examples of the current difficulties**

On attempting to run the first analyses a range of problems surfaced. I shall list some.

Some responders evaluated a policy in the person's organization (Qu.11 & 12) without indicating which policy it was that was being evaluated!

There were 8 sets of paired questions where continuing to answer the second of a pair depended on the answer to the first.

For example, if you answered "no" to Qu.7 (familiar with rules of your organization), you were supposed to indicate why in Qu.8. An answer of "yes" to Qu.7 should have been blocked by the on-line questionnaire, since it led to a logical inconsistency. This is usual

design practice. Furthermore, with the 77 persons who answered "yes" to familiarity with their organization's rules, but then answered Qu.8 (which required a "no"), one might have been tempted to reassign them to "no" — but some thought made it clear that the yes-answer also made sense, though not as was planned and expected. ***Such assignment would count as data manipulation!!!***

Then if one did not know whether there was an appeals procedure (Qu.14), but one claimed to have brought an appeal (Qu.16), one was also being logically inconsistent. Equally, if one had never made an appeal (Qu.16), one would hardly have approached a Staff Union for advice beforehand (Qu.17)!

In some cases, certain questions even have an impact on yet later questions: we have not yet clarified whether this was intended, i.e. that these additional links need also be considered.

There are even problems with some simple answers: for example, in one organization, while some 100 persons said there was an ombudsman, a similar number said "no", and some 400 didn't know. In fact there was none! It will be necessary to ascertain true answers in many cases.

So far the consultant team has primarily been looking "globally". By this I mean that they have looked at all the answers made to questions without looking at how many came from any one organization. If, for example, for an organization with 500 staff, the 70 unexpected answers came from the 100 (20%) who had responded, the impact would be local to that organization, not global. Thus the assessment would be different from that were the 70 to be evenly spread among 10 large organizations with many responders. So far, only three organizations are being studied in depth, so there is much here we cannot yet know.

One case was clear: Qu.2 was discarded after discussion, since it turned out that a very large number of persons did not know what or where their duty station was, the name of it, or even how to spell it! Bearing in mind that the detailed data compilation was to be done by computer and this requires strict terminological control, it would have required looking through and correcting each questionnaire — totally uneconomic in time and effort. And other surprises will doubtless still be in store!

## **Approaches**

If the results of the survey are to have validity, inconsistencies and errors must be resolved, or the effort that has been put into preparation, filling in the forms, collection and data entering will have been wasted.

Since November, the consultant and colleague have been using the statistical programme to help define the inconsistencies by setting logic-blockers (should perhaps be called illogic blockers!) to throw up such errors for the team's and my attention.

Many decisions have already been made between the team and myself regarding how to solve the more basic and small-scale errors.

If one has to eliminate 5 or 10 answers to a series of questions out of, say, 500 plus, this will not affect those particular statistics markedly (though a check has to be run before doing cross correlations). But the 77 that I referred to previously...!

Many traps have opened up in these past weeks, and are being taken care of.

### **Evaluation and report preparation for individual organizations**

After studying the range of different organizations involved, it became clear that bulking the data together for analysis in any way would be logically meaningless and unacceptable.

One cannot compare an organization of 40 staff with a 50% feedback with one having 31,500 staff with 12% feedback, or even with one having 170 staff with 110% feedback! And one having all its staff in one duty station does not compare easily with another that is decentralized and has semi-autonomous regional offices in several locations around the globe.

Thus, it appears the only practical route is to tackle the organizations one by one, producing individual reports to be transmitted via FICSA to the organization concerned.

In doing this, however, it has been realized that many questions can only be answered, many errors only corrected if the consultant has access to a counterpart in the respective organization. This person's duty will be to help solve **promptly** the problems as they come up. Their role is so important that the consultant believes the counterpart should be acknowledged by name on the respective organization's final report.

### **The composite-overview report**

Only when the individual reports have been prepared and delivered can the results be considered collectively. The aim would then be to see what meaningful commonalities and differences can be highlighted that might give insights into the inner health and fitness of the composite body that is the UN — with a view to seeing if any lessons learned could be used to improve its effectiveness and its "teamgeist".

The consultant team, working with me on general questions, and with FICSA representatives, the team's local counterparts, on specific organization-focused questions, are our route to a successful outcome. I ask you all to give this effort and them your strong support.

I hope my report has clarified any questions you may have about the status of the Global Staff Satisfaction Survey at the present time.

Thank you.

<b>Organizations</b>	<b>Responses</b>	<b>Percent</b>	<b>Number of Staff</b>	<b>Percent</b>
BIOVERSITY	5	0%	76	6.58%
CERN	4	0%	2544	0.16%
CTBTO	113	2%	253	44.66%
ECB	0	0%	1385	0.00%
ESO	0	0%	371	0.00%
FAO	441	8%	3337	13.22%
IAEA	647	12%	2182	29.65%
IARC	62	1%	163	38.04%
ICAO	137	3%	716	19.13%
ICCO	7	0%	20	35.00%
ICO	0	0%	29	0.00%
IFAD	105	2%	512	20.51%
ILO	14	0%	2319	0.60%
IMO	93	2%	320	29.06%
IOC	21	0%	40	52.50%
IOM	190	4%	173	109.83%
ITC	6	0%	244	2.46%
ITC/ILO	50	1%	187	26.74%
ITLOS	18	0%	37	48.65%
ITU	88	2%	827	10.64%
OPCW	190	4%	490	38.78%
PAHO	89	2%	768	11.59%
SCBD	29	1%	72	40.28%
UN	624	12%	31494	1.98%
UNAIDS	81	2%	353	22.95%
UNDP	29	1%	5351	0.54%
UNESCO	274	5%	2155	12.71%
UNFPA	7	0%	1301	0.54%
UNHCR	23	0%	4619	0.50%
UNICEF	67	1%	5951	1.13%
UNIDO	130	2%	666	19.52%
UNLB-LSU	54	1%	173	31.21%
UNOPS	4	0%	523	0.76%
UNRWA	34	1%	167	20.36%
UNWTO	27	1%	101	26.73%
UPU	1	0%	177	0.56%
WFP	28	1%	3917	0.71%
WHO	1018	19%	5433	18.74%
WIPO	200	4%	937	21.34%
WMO	71	1%	292	24.32%
Other (please specify)	291	6%		
<b>Total</b>	<b>5272</b>	<b>100%</b>	<b>80675</b>	<b>6.53%</b>

## **Appendix 2**

### **Back to Office Report FICSA Training Workshop for Staff Representatives (Hamburg, 17-19 June 2009)**

*Christopher Pardy*

I attended the 3-day FICSA Training Workshop for Staff Representatives held at ITLOS in Hamburg. The training was presented by Simon Ferrar from the Trade Union Congress based in the United Kingdom. Mr. Ferrar is manager of the trade unions education centre at Derby College.

The conference provided an excellent opportunity to develop and solidify knowledge of how to be an effective staff representative, as well as to network with staff representatives from a wide variety of international organisations (UN and European Union agencies were represented).

Throughout the training, the term “union” was employed rather than “staff association”. Based on the training, it does not appear that the work of a union is very different from that of a staff association. Throughout this report the term union will be employed.

#### **Main subjects covered**

The training workshop covered the following subject areas. The workshop included a large number of activities which allowed participants to practice the techniques introduced.

- Relevance of trade unions in today’s workplace (to members but also to employers).
- Main roles of union representatives.
- Organisation in the work place for the purposes of communication, involving members and recruiting.
- Agreements and their usefulness in the workplace.
- Counselling individual members.
- Union structures.

#### **Main highlights**

The following section presents the main highlights of the information presented with a view towards actions that can result in improvements for APS.

#### **Relevance/roles of union representatives**

- Stressing the utility of unions to management.

#### **Communication**

The importance of good communication with members was underscored and some ideas presented as to how to improve communication. Some of the more important ideas presented included:

- Using the “6 W” method of communications planning—Who, What, Who, When, How and Why.
- Publishing bullet points of what is discussed at meetings of the Union’s executive body.
- Explaining successes to members.
- Explaining to members what positions have been taken by the union and what management has taken on-board or not taken on board. Union representatives should think in terms of effort, not necessarily results achieved. Communication in this area is challenging as one must avoid giving the impression that the union is impotent.

### **Recruitment**

- Creating a workplace profile can be a useful recruitment tool. A workplace profile is a visual map of one’s workplace. The workplace profile presents information that is useful for recruitment purposes; in other words, information which may indicate what issues people find important (e.g. number of members, number of staff, gender).
- Social gatherings can be useful recruitment tools.
- Not having been asked remains the single most often cited reason for not joining a union.
- One-on-one approaches are recognised as the most effective.

### **Facilities and support**

- Union representatives were encouraged to keep a log of time spent on union matters. This information should be used when negotiating for release time, always recognising the need to demonstrate to senior managers that release time benefits them. Unions should be open watchful for opportunities when management needs their input—then push for time off.

### **Agreements**

Agreements are negotiated between management and the union. Agreements define how the union and the employer have agreed to deal with a particular issue. They improve upon the minimum statutory rights provided to employees.

APS should consider entering into agreements with management. Some suggested areas are:

- Right to accompany a staff member to speak to anyone at FAO about any issue.
- Right of employees to any interview for any position to which they meet the minimum qualifications.
- Right of employees to a debriefing with a member of the selection committee on their performance and fitness for the position.

It was noted that recognition agreements should define the items that management will provide to the Union.

### **From cases to trend data**

Unions must be able to extrapolate trends from individual cases being dealt with. A simple technique to implement is a case log, which can be set-up without compromising confidentiality.

A case log shows the types of issues being raised by individual members, and includes basic data on the case, such as location (headquarters, field), gender, and grade.

**Assisting members**

An approach was proposed for assisting individual members. This approach is called “PIP” for Problem (identify the nature and causes of the problem); Information (find relevant information to help resolve the problem); Plan (options, strategy and tactics to deal with the problem). A SWOT analysis can be useful for evaluating the options.

**Annex 10**

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

Chair	Svend Booth (FAO/WFP-UGSS)
Rapporteur	Peter Lille (FAFICS)
President, FICSA	Edmond Mobio (WHO/HQ Geneva)
General Secretary, FICSA	Valérie de Kermel (IMO)
Treasurer, FICSA	Manijeh Torabi (IAEA)
Members, FICSA Executive Committee	Carolina Bascones (PAHO/WHO Washington)
	Giovanni Muñoz (AP-in-FAO)
	Mauro Pace (FAO/WFP-UGSS)
	K. Ratnakaran (WHO/SEARO New Delhi)
Regional Representative, FICSA	Véronique Allain (SCBD)
Information Officer, FICSA	Leslie Ewart
Accountant, FICSA	Robyn Thomas
Consultant, FICSA	Shirley Clements
	Robert Weisell

**Participants**

AP-in-FAO	Christopher Pardy Wolfgang Prante
CERN	Joel Lahaye
FAO/WFP-UGSS	Margaret Eldon Cinzia Romani
IAEA	Dean H. Neal Margaret Robinson
IARC	Sandrine Mace
IFAD	David Nolan
IMO	Robert Russell
ITLOS	Pauline Guy
ITU	Caroline Debroye Henri-Louis Dufour
OPCW	Alina Abdurahmanovic-Rhode
PAHO/WHO Washington	Mario Cruz-Peñate Vivian Huizenga Pilar Vidal



UNAIDS	Marie Breton Ivy Naiara Da Costa Chaves Manuel Da Quinta Souad Orhan
UNESCO	Marie-Thérèse Conilh de Beyssac Marielle Richon
UNLB-LSU	Vincenzo De Leo
UNRWA/ASA Lebanon	Diab El-Tabari
UNWTO	Cordula Wohlmuther
WHO/AFRO Brazzaville	Jules Bekombo’Joh Tony Capita Mark Chimombe Jean Tchicaya
WHO/EMRO Cairo	Mona Abbassy Rasha Naguib
WHO/EURO Copenhagen	Melodie Karlson
WHO/HQ Geneva	Christopher Bailey Maria Dweggah
WHO/SEARO New Delhi	Lin Aung
WHO/WPRO Manila	Danila Ramon Luzentales
<b>Associations with observer status</b>	
AFSM-WHO/SEARO India	Ram L. Rai
FAFICS	Anders Tholle
<b>Federations with observer status</b>	
FASPANUCI Ivory Coast	Aka Tano-Bian
FUNSA India	Amrita Mehrotra
FUNSA Myanmar	Kyi Kyi Nyein
FUNSA Pakistan	Salim Shaikh

## **Introduction**

1. The Ad hoc Committee held its first meeting on 19 January 2010 under the chairmanship of Svend Booth (FAO/WFP-UGSS). Subsequent meetings were held on 21 and 22 January 2010.

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

2. The agenda was adopted as below:
  1. Adoption of the agenda
  2. Election of the rapporteur
  3. General comments on the A&B meeting
  4. FICSA Audited Accounts for 2008 (FICSA/C/63/A&B/1)
  5. Statement of contributions of member associations/unions, associate members, consultative and observer bodies based on information received up to 30 November 2009 (FICSA/C/63/A&B/5) and update (FICSA/C/63/A&B/5/Rev.1)
  6. Budget performance report for 2009 (FICSA/C/63/A&B/2)
  7. Reports on the status of the Termination Indemnity Fund, Legal Defence Fund and Staff Development Fund (FICSA/C/63/A&B/3)
  8. Draft budget for 2010 (FICSA/C/63/A&B/4)
  9. Proposed scale of contributions for 2010 (FICSA/C/63/A&B/6)
  10. Review of the FICSA Financial Rules
  11. General accounting and banking matters
  12. Administrative matters
  13. Other business

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

3. Peter Lillie (FAFICS) was appointed Rapporteur.

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

4. After welcoming the members of the Committee and hoping for a constructive debate, the Chair drew the attention to the updated statement of contributions received up to 18 January 2010 (document FICSA/C/63/A&B/5/Rev.1). He also welcomed the FICSA General Secretary and Treasurer, as well as the FICSA Accountant, Robyn Thomas.

## **FICSA audited accounts for 2008 (FICSA/C/63/A&B/1) (Agenda item 4)**

5. The Chair introduced the audited accounts for 2008 (document FICSA/C/63/A&B/1). No questions were raised.
6. The Committee noted the audited accounts. Thanks were expressed to the auditor, Ettore Denti, as well as to the FICSA Accountant, Ms. Thomas.

**Statements of contributions of member associations/unions, associate members, consultative and observer bodies based on information received up to 30 November 2009 (FICSA/C/63/A&B/5) and updates (Rev.1 and 2) (Agenda item 5)**

7. After considering the latest set of figures (document FICSA/C/63/A&B/5/Rev.1), a number of delegates urged the Federation to adopt a more proactive approach to requesting the payment of arrears. In response, it was pointed out that the Executive Committee did in fact follow up on arrears as evidenced by the various payment plans that had been drawn up over the years. In fact, the Executive Committee was currently looking at a possible plan for the SCBD.

8. The Committee pointed out that prior to approving matters in plenary, it would be more appropriate to subject the issues under debate to proper scrutiny and technical analysis in the relevant Standing Committee so as to determine any budgetary implications. The change in the membership status of IOM that had been approved in plenary the day previous was a case in point.

9. The Committee urged that the statement of contributions be amended to show that in the light of the decision in plenary, IOM was no longer indebted, on the understanding that any outstanding matter related to IOM's contribution to FICSA up to 31 December 2009 had been finally settled.

**The Ad hoc Committee recommended that as an act of goodwill, the Federation should forgo the debt outstanding in respect of IOM. It further agreed in line with the decision adopted in plenary that IOM should have associate membership status as of 1 January 2010**

10. It was suggested that in future statements of contributions, an appropriate footnote be inserted to show that contributions paid by UNRWA/ASU West Bank always came in a year late owing to the manner in which its executive operated.

11. The Committee took note of the statement of contributions as contained in the latest updated statement of contributions (FICSA/C/63/A&B/5/Rev.2) and thanked those associations/unions that had paid their annual contributions on time.

**Budget performance report (FICSA/C/63/A&B/2) (Agenda item 6)**

12. The Chair introduced the performance report and sought comments on the various chapters.

*Introduction*

13. The Committee thanked those Executive Committee members and staff representatives that had kindly accepted reduced DSA rates during the year and adhered to the Federation's policy of using the most economical routes.

*Chapter 3*

14. The Committee requested that more details be added on the income and expenditures associated with the workshops.

## Chapter 4

15. In respect of item 4.5 - Office rent (New York), it was explained that Corporate Suites was a company that offered short-term leases in New York. A three-month lease had been signed with the company to provide office accommodation for the President during his prolonged stay in New York lobbying delegations.

16. In respect of item 4.8 – Contingencies, The Committee insisted that the text be re-written to read:

*‘Expenditures under this item relate to: (i) donations to CGAS for May Day activities; and (ii) an ex gratia payment in settlement of a dispute with the FICSA Information Officer over pension payments. A decision was taken by the Executive Committee upon legal advice to make a payment of US\$ 24,000, thus resolving the issue.’*

### Annex 2 Expenditures and income on FICSA workshops during 2009

17. It was reported that the payments pending in the order of US\$ 1,000 relating to the workshop in Manila (9-13 November) had since been paid.

18. The Committee requested that the budget performance report be re-drafted and re-submitted for renewed consideration at a later juncture during the current session of the Council.

**In response to a question whether the budget performance report constituted the statutory Treasurer’s report, the Ad hoc Committee requested the Treasurer to recommend improved formats for all budget-related reports.**

19. At a later meeting, the Committee took note of the redrafted version of the budget performance report (document FICSA/63/A&B/2/Rev.1). It commended the FICSA secretariat on the budget-related work it had performed throughout the year and thanked Mesdames Clements, Thomas and Torabi for having redrafted the report so swiftly.

### **Reports on the status of the Termination Indemnity Fund, Legal Defence Fund and Staff Development Fund (FICSA/C/63/A&B/3) (Agenda item 7)**

20. The Chair introduced the document and sought comments on the reports.

21. Within the context of the Termination Fund, the Committee insisted on the deletion of the reference to the Executive Committee having agreed to pay from the Termination Indemnity Fund the pension contribution (US\$ 24,000) claimed by the FICSA Information Officer. The paragraph should be re-drafted to read:

*‘The Termination Indemnity Fund currently has a balance of CHF 295,355, which is CHF 4,668 more than is needed. It is proposed that there be no change to the balance of the fund owing to the current volatility of the exchange rates.’*

22. A query was also raised in respect of the monies to be reimbursed from the Legal Defence Fund and the year in which that reimbursement was to be effected.

**The Committee recommended that the Treasurer determine whether a liability existed for the after-service health insurance of FICSA staff, determine the level of that liability, if any, and propose a funding plan to the next session of Council.**

23. The Committee requested that the reports be re-drafted and re-submitted for renewed consideration at a later juncture during the current session of the Council.

24. At a later meeting, the Committee took note of the redrafted version of the report (document FICSA/63/A&B/3/Rev.1) and once again thanked Mesdames Clements, Thomas and Torabi for having redrafted the report so swiftly.

25. The Committee expressed his profound regret at the manner in which certain items had come to light that necessitated extensive revisions in at least two documents presented to the Committee. The revisions to the text in both documents that the Committee had requested were the direct outcome of discrepancies that had emerged in the course of discussions within the Committee.

#### **Draft budget for 2010 (FICSA/C/63/A&B/4) (Agenda item 8)**

26. The Chair introduced the draft budget for 2010 and the Committee decided to go through the draft budget chapter by chapter.

##### *Chapter 1*

27. Discussion focused on member associations/unions possibly absorbing some of the printing costs. For its part, WHO/EURO would explore the possibility of its assuming a portion of those costs in the proposed public information and information allocation. Further economies could be achieved by the use of print-ready material, a standardized template, that member associations/unions could download and adapt to their own needs prior to printing locally.

28. It was further suggested that given the careful scheduling and costing of the Federation's travel programme, contingency travel could be reduced.

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

Budget line 1.09	A decrease of CHF 4,050 (US\$ 3,971) to reflect the absorption of printing costs by WHO/EURO
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Budget line 1.10	A decrease of CHF 4,000 (US\$ 3,922) in respect of contingency travel
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##### *Chapter 2*

30. The Committee approved the proposed expenditures

##### *Chapter 3*

31. The Committee noted with appreciation the revenue generated by the FICSA workshops which were being organized under two budget lines: 3.01 and 3.02. It further suggested that the proposal to set up a Solidarity Fund in budget line 3.03 need not be shown against a budget line in the chapter, but could be established as a genuine solidarity fund with the seed money being

drawn down from the excess shown against the Termination Indemnity Fund. The FICSA secretariat would have to draw up terms of reference for the fund that would permit the receipt of donations at any time.

Budget line 3.03      A decrease of CHF 30,600 (US\$ 30,000) following the shift in the source of funding for the solidarity fund

Budget line 3.09      A decrease of CHF 9,808 (US\$ 9,615) to reflect a correction of wrongly allocated funds

#### Chapter 4

32. The Committee focused its attention on the component parts of the allocation under salaries and common staff costs and New York rent/insurance. It was explained that budget line 4.01 included both salaries and consultancies. It was thus decided to break out the New York services contract and show them in a separate budget line: 4.01b. It was further explained that the New York Liaison officer's special service contract had been costed at a level equivalent to P-4 step 1.

33. The costs under the New York Office rent/insurance comprised rental of the office up until end-January 2010, removal costs and storage in one container for a transitional period of no more than one year, insurance and the establishment of a virtual office. In that connection, WHO/EURO placed on record its insistence on securing free office space on the UN premises. The establishment of a virtual office was not to be seen as the Federation relinquishing its claim to free office space.

34. The Committee proposed changing the headings under certain budget lines to read:

Budget line 4.02	Telecommunications and related
Budget line 4.05	New York virtual office
Budget line 4.09	Staff Development replenishment

35. The proposed totals under the individual chapters were:

Chapter 1:	CHF 85,179 (US\$ 83,509)
Chapter 2:	CHF 54,403 (US\$ 53,336)
Chapter 3:	CHF 91,359 (US\$ 89,568)
Chapter 4:	CHF 542,710 (US\$ 532,069)

36. The final budget was:

Final: CHF 773,651 (US\$ 758,481) which is a 3.37% decrease over the 2009 budget.

37. The Committee adopted the draft budget in its revised form (Annex 11).

#### **Proposed scale of contributions for 2010 (FICSA/C/63/A&B/6) (Agenda item 9)**

38. The Chair introduced the proposed scale of contributions and pointed out that some member associations/unions stood to gain from the changes in exchange rates that had come about as a result of the weaker dollar. That notwithstanding, some member associations/unions had requested a reduction in their fees: WHO/SEARO, WMO, UNESCO and FAFICS.

39. In the case of FAFICS, despite certain members insisting on a general increase in the fees for associations and federations with observer status, the Ad hoc Committee recognized that the budget of FAFICS was such that a reduction of its fee from CHF 600 to CHF 300 was an acceptable request. In the ultimate analysis, three member associations (WHO/AFRO Brazzaville, WHO/EURO Copenhagen and UNRWA/ASA Lebanon) volunteered to absorb the total fee for 2010. Tribute was paid to the tangible contribution that FAFICS had made to the discussion in the Standing Committee on Social Security/Occupational Health and Security.

40. In the case of WHO/SEARO, the Committee decided that during the year the re-elected Executive Committee member would establish whether decentralization of the WHO/SEARO Staff Association did in fact constitute grounds for reducing its contributions to the Federation. He would report to the next session of Council on the matter. The request to reduce dues for the current year was thus not granted.

41. In the case of UNESCO, after a protracted discussion, the Committee accepted the recommendation of the Executive Committee to weight UNESCO staff for contribution purposes at 50 per cent recognition of the fact that there was a staff union and a staff association in the organization. The new weighting would enter into effect in 2011 once UNESCO had completed its current payments plan.

**The Committee recommended that the Executive Committee in collaboration with the Standing Committee on Legal Questions study the problems facing those member associations/unions with more than one staff association/union at one duty station as well as those facing financial difficulties and propose a suitable formula to the next session of Council.**

42. The Committee recognized the need for a new category of membership and a new fees structure, particularly in view of the fact that certain major associations with consultative status were enjoying benefits far in excess of the fees they paid to FICSA. The Treasurer was requested to liaise with the Standing Committee on Legal Questions for an in-depth evaluation of the relevant issues i.e. establish what other federations or associations, the 'major players' among the FICSA member associations with consultative status, had joined.

43. The Committee approved the revised scale of contributions (Annex 14).

#### **Review of the FICSA Financial Rules (Agenda item 11)**

44. The Committee noted that the Standing Committee on Legal Questions had not provided any amendments to the financial rules for consideration by the Committee.

#### **General accounting and banking matters (Agenda item 12)**

45. The Committee had nothing to report on the item.

#### **Administrative matters (Agenda item 13)**

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

**Other matters (Agenda item 14)**

47. No issue was discussed under the agenda item.



**Annex 11**  
**BUDGET FOR THE YEAR 2010**

<b>Expenditures by Line</b>		RoE		1.020
		Swiss Francs		\$
		Budget 2009	Est. Actual 2009	Proposed Budget 2010
<b>1</b>	<b><u>Chapter One, FICSA Representation</u></b>			
1.01	UN General Assembly	8,250	7,828	7,204
1.02	Consult with UNJSPB	2,310	-	5,004
1.03	HLCM machinery	3,242	2,585	2,396
1.04	HR Network	10,096	10,020	8,470
1.05	CEB	1,270	-	-
1.06	CSAIO	1,546	-	1,394
1.07	ICSC	38,789	24,897	40,666
1.08	IASMN	6,374	2,266	5,046
1.09	Public Relations & Information	11,940	1,218	10,000
1.10	Contingency Travel	18,000	2,471	5,000
	<b>Expenditures, Chapter One</b>	<b>101,817</b>	<b>51,286</b>	<b>85,179</b>
<b>2</b>	<b><u>Chapter Two, FICSA EXCOM</u></b>			
2.01	FICSA Council/Excom	51,188	42,145	46,403
2.02	Regional Travel	8,370	-	8,000
2.03	External Affiliation (PSI)		-	-
	<b>Expenditures, Chapter Two</b>	<b>59,558</b>	<b>42,145</b>	<b>54,403</b>
<b>3</b>	<b><u>Chapter Three, Spec. Progs. &amp; Training</u></b>			
3.01	Training & Workshops	30,000	32,181	42,981
3.02	P Questions & AQPAC	3,815	2,244	12,101
3.03	Field Questions & ICSC		-	2,774
3.04	GS Methodology & ICSC	30,000	19,144	22,403
3.05	SocSec St. Committees		-	-
3.06	Legal St. Committees		-	-
3.07	Legal Defence Fund		-	-
3.08	Staff Management Relations	18,200	6,595	9,060
3.09	HRM Committee	2,320	-	-
3.10	FUNSA Participation in Council	3,582	2,040	2,040
	<b>Expenditures, Chapter Three</b>	<b>87,917</b>	<b>62,203</b>	<b>91,359</b>
<b>4</b>	<b><u>Chapter 4, FICSA Administration</u></b>			
4.01a	Salaries & Comm. Staff Costs	487,692	474,962	440,016
4.01b	Service Contracts - New York			57,178
4.02	Telecommunications & related	6,213	5,149	6,220
4.03	Supplies, Materials & Maintenance	2,580	1,043	4,620
4.04	Geneva Office Rent	6,500	6,500	6,500
4.05	New York Virtual Office	33,313	26,753	12,801
4.06	Computer and Electronic Equipment	1,800	702	2,412
4.07	Bank Charges	1,100	1,019	1,100
4.08	Contingencies	1,000	24,590	1,000
4.09	Staff Development Replenishment		-	-
4.10	Term. Indemnity Replenishment		-	-
4.11	Legal Retainer & Consultation	11,136	3,721	10,864
	<b>Expenditures, Chapter Four</b>	<b>551,334</b>	<b>544,439</b>	<b>542,710</b>
	<b>Total Expenditures</b>	<b>800,626</b>	<b>700,073</b>	<b>773,651</b>

Percentage increase/decrease over previous year

-3.37%

**Annex 12**  
**DISTRIBUTION OF STAFF FOR THE PURPOSES OF THE 2010 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	change from 2009
CERN	2400	1091		1309			1745.5	0.99	
CTBTO	265	169		96			217	0.18	
AP-in-FAO	1276	1001	275				1248.5	11	
FAO/WFP-UGSS	1358			1358			679	6	
ECB <sup>2</sup>	1385	1047		338			1216	0.99	
ESO	429	262	86	75	6		379.9	0.27	
IAEA	2147	985	45	1082	35		1584	11	
IARC	172	62		110			117	1	
ICCO	16	10		6			13	0.0117	
ICO	28	13		15			20.5	0.01845	
IFAD	513	261	9	243	0		390.6	3	
ILO/ITC	188	69		119	0		128.5	1	
IMO	282	143		138	1		212.5	2	
IOM	196	121		75			158.5	0.135	1
IOC	33	13		20			23	0.0207	0.02655
Bioversity <sup>2</sup>	76	42		34			59	0.036	
ITER	300	200		100			250	0.18	
ITLOS	34	15		19			24.5	0.245	
ITU	739	296	21	403	19		525.9	5	
OPCW	478	300		178			389	0.27	
PAHO/WHO	693	220	150	203	120		516.5	5	5
SCBD	74	41		33			57.5	0.4	
UNAIDS	376	113	178	84		1	315.21	3	3
UNESCO <sup>1</sup>	1377	411	218	446	302		637.78	2.6583	5
UNLB-LSU	193			193			96.5	0.6	
UNRWA/ISA	175	58	94	3	11	9	149.69	1	1
UNRWA/ASA	2989					2989	29.89	0.2989	0.2998
UNRWA/ASU W.Bank <sup>2</sup>	5900					5900	59	0.4	
UNWTO/OMT	96	41		55			68.5	0.6	
UPU	177	89		88			133	1	
WHO/AFRO	1389		358			1031	332.51	3	
WHO/EMRO	557		134			423	124.83	1	
WHO/EURO	443	142	67	234			319.3	3	2
WHO/HQ	1903	1058		845			1480.5	11	
WHO/SEARO	456		130			326	120.26	1	
WHO/WPRO	466		171			295	156.85	1.5	1
WIPO	942	462	4	475	1		703.6	7	6
WMO	286	134	6	138	8	0	212.4	2	
Totals	30807	8869	1946	8515	503	10974	14895.72	85.14575	

<sup>1</sup> UNESCO weighting reduced by 35% due to membership of a rival union (implemented since the 52nd FICSA Council, 1999).

<sup>2</sup> Staff numbers are from 2009 statistics.

## Annex 13

## CALCULATION OF THE CONTRIBUTIONS FOR 2010

	ROE 1.02	
	CHF	US\$
Total amount to be covered by contributions	735751	721325
Contributions by Consultative Members: 16 x CHF 600	9600	9412
Contributions by Observer Members (FUNSAs): 20 x		
US\$ 100 x 1.02	2000	1961
UNESCO payment plans	24142	23669
Total amount to be covered by Full and Associate		
Members	700009	686283
Total number of units	85.146	
Value of one unit	<b>8221.30</b>	<b>8060.10</b>

CHF					US\$	
Band	Weighted number of staff	Units	Member	Associate	Member	Associate
1	1100 plus	11	90434	8139	88661	7980
2	1000 - 1099.9	10	82213	7399	80601	7254
3	800 - 999.9	9	73992	6659	72541	6529
3	800 - 899.9	8	65770	5919	64481	5803
4	700 - 799.9	7	57549	5179	56421	5078
5	600 - 699.9	6	49328	4440	48361	4352
6	500 - 599.9	5	41107	3700	40301	3627
7	400 - 499.9	4	32885	2960	32240	2902
8	300 - 399.9	3	24664	2220	24180	2176
9	200 - 299.9	2	16443	1480	16120	1451
10	150 - 199.9	1.5	12332	1110	12090	1088
11	100 - 149.9	1	8221	740	8060	725
12	60 - 99.9	0.6	4933	444	4836	435
13	40 - 59.9	0.4	3289	296	3224	290
14	<40	WN / 100				

## Annex 14

## SCALE OF CONTRIBUTIONS FOR 2010

Member / Associate	W'ed Staff	Units	CHF	US\$	CHF	US\$
			2010		2009	
CERN	1745.5	0.99	8,139	7,980	8,951	7,497
CTBTO	217	0.18	1,480	1,451	1,627	1,363
FAO-AP	1248.5	11	90,434	88,661	99,453	83,294
FAO/WFP-UGSS	679	6	49,328	48,361	54,247	45,433
ECB	1216	0.99	8,139	7,980	8,951	7,497
ESO	379.9	0.27	2,220	2,176	2,441	2,044
IAEA	1584	11	90,434	88,661	99,453	83,294
IARC	117	1	8,221	8,060	9,041	7,572
ICCO	13	0.0117	96	94	134	112
ICO	20.5	0.01845	152	149	167	140
IFAD	390.6	3	24,664	24,180	27,123	22,716
ILO/ITC	128.5	1	8,221	8,060	9,041	7,572
IMO	212.5	2	16,443	16,120	18,082	15,144
IOM	158.5	0.135	1,110	1,088	9,041	7,572
IOC	23	0.0207	170	167	240	201
Bioversity	59	0.036	296	290	325	272
ITER	250	0.18	1,480	1,451		
ITLOS	24.5	0.245	2,014	1,975	2,260	1,893
ITU	525.9	5	41,107	40,301	45,206	37,861
OPCW	389	0.27	2,220	2,176	2,441	2,044
PAHO/WHO	516.5	5	41,107	40,301	45,206	37,861
SCBD	57.5	0.4	3,289	3,224	3,616	3,028
UNAIDS	315.21	3	24,664	24,180	27,123	22,716
UNESCO	637.78	2.6583	24,142	23,669	34,026	28,497
UNLB-LSU	96.5	0.6	4,933	4,836	5,425	4,544
UNRWA/ISA	149.69	1	8,221	8,060	9,041	7,572
UNRWA/ASA	29.89	0.2989	2,457	2,409	2,711	2,271
UNRWA/ASU W.Bank	59	0.4	3,289	3,224	3,616	3,028
UNWTO/OMT	68.5	0.6	4,933	4,836	5,425	4,544
UPU	133	1	8,221	8,060	9,041	7,572
WHO/AFRO	332.51	3	24,664	24,180	27,123	22,716
WHO/EMRO	124.83	1	8,221	8,060	9,041	7,572
WHO/EURO	319.3	3	24,664	24,180	18,082	15,144
WHO/HQ	1480.5	11	90,434	88,661	99,453	83,294
WHO/SEARO	120.26	1	8,221	8,060	9,041	7,572
WHO/WPRO	156.85	1.5	12,332	12,090	9,041	7,572
WIPO	703.6	7	57,549	56,421	54,247	45,433
WMO	212.4	2	16,443	16,120	12,000	10,050
<b>Totals</b>	<b>14895.72</b>	<b>85.1458</b>	<b>724,151</b>	<b>709,952</b>	<b>781,482</b>	<b>654,508</b>

## Annex 15

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Keynote Speaker	Yves Beigbeder
Former WMO staff member	Françoise Plivard (Thurs-Fri)
Former ITU staff member/ Chairman	Varghese Joseph

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

FICSA/C/63	Title
1	Provisional agenda for the 63 <sup>rd</sup> FICSA Council
/Rev.1	Agenda for the 63 <sup>rd</sup> FICSA Council
2	Nomination form and terms of reference for the officers of FICSA (Executive Committee and Regional Representatives)
3	Credentials for the 63 <sup>rd</sup> FICSA Council
E/F 4	Statutes, Rules of Procedure of the Council and Financial Rules
5	Report of the Executive Committee to the 63 <sup>rd</sup> session of the FICSA Council
5/Add.1	Report by the FICSA Regional Representative for Europe
6	Draft terms of reference for the FICSA standing committee chairs and vice-chairs
7	Results of the survey on members' expectations from the FICSA Council
8	Review of the FICSA Statutes and Rules of Procedure
9	Proposed provisional agenda for the 64 <sup>th</sup> session of the FICSA Council

FICSA/C/63/CRP.	Title
1	Draft resolution on cost sharing for the release of the FICSA President and General Secretary
Rev.1	Resolution on cost sharing for the release of the FICSA President and General Secretary
2	Ad hoc Working Group on New York presence
3	FICSA Analytical Working Group on strategic development

**INFORMATION DOCUMENTS**

FICSA/C/63/INFO	Title
1	List of hotels in Geneva and booking details
2	Information for delegates
2/Add.1	Schedule of pre-Council meetings
3	Candidates for election to the Executive Committee and Regional Representatives
/Add.1	

FICSA/C/63/INFO/CRP.	Title
1	Schedule of meetings
2	Provisional list of participants
3	Provisional list of documents and conference room papers for the 63 <sup>rd</sup> FICSA Council

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

FICSA/C/63/A&B	Title
1	Audited Accounts (as at the close of accounts 31 December 2008) Statement of assets, liabilities, income and expenditure
2/Rev.1	Budget performance report for 2009
3/Rev.1	Reports on the status of the termination indemnity fund, legal defence fund and staff development fund
4	Draft budget for 2010
5	Statement of contributions of member associations/unions, associate members, consultative and observer bodies based on information received up to 30 November 2009
5/Rev.1	Update - Statement of contributions of member associations/unions, associate members, consultative and observer bodies based on information received up to 18 January 2010
5/Rev.2	Update - Statement of contributions of member associations/unions, associate members, consultative and observer bodies based on information received up to 21 January 2010
6	Proposed scale of contributions for 2010

FICSA/C/63/A&B/CRP.	Title
1	Provisional agenda

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

FICSA/C/63/FIELD	Title
1	Background paper for the Standing Committee on Conditions of Service in the Field
2	Report of the UN Security Management System Project Group on the Security Level System (SLS) and Guidelines for Acceptable Risk

FICSA/C/63/FIELD/CRP.	Title
1	Provisional agenda

**STANDING COMMITTEE ON GENERAL SERVICE QUESTIONS**

FICSA/C/63/GSQ	Title
1	Reference documentation for the FICSA Standing Committee on General Service Questions
(see also 63/HRM/3)	2 Reference documentation for the joint meeting of the FICSA Standing Committees on General Service Questions and Human Resources Management

FICSA/C/63/GSQ/CRP.	Title
1	Provisional agenda

**STANDING COMMITTEE ON HUMAN RESOURCES MANAGEMENT**

FICSA/C/63/HRM		Title
	1	Background paper for the Standing Committee on Human Resources Management
	2	Elements of the new staff selection system at the United Nations
(see also 63/GSQ/2)	3	Reference documentation for the joint meeting of the FICSA Standing Committees on General Service Questions and Human Resources Management

FICSA/C/63/HRM/CRP.		Title
	1	Provisional agenda

**STANDING COMMITTEE ON LEGAL QUESTIONS**

FICSA/C/63/LEGAL/CRP.		Title
	1	Provisional agenda
	2	Issues relating to FICSA membership

**STANDING COMMITTEE ON PROFESSIONAL SALARIES AND ALLOWANCES**

FICSA/C/63/PSA		Title
	1	Background paper for the Standing Committee on Professional Salaries and Allowances

FICSA/C/63/PSA/CRP.		Title
	1	Provisional agenda

**STANDING COMMITTEE ON STAFF/MANAGEMENT RELATIONS**

FICSA/C/63/SMR		Title
	1	Background paper for the Standing Committee on Staff/Management Relations

FICSA/C/63/SMR/CRP.		Title
	1	Provisional agenda

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

FICSA/C/63/SOCSEC		Title
1 and /Corr.1		Background paper for the Standing Committee on Social Security and Occupational Health and Safety

FICSA/C/63/SOCSEC/CRP.		Title
	1	Provisional agenda

**STATEMENT BY MR. YVES BEIGBEDER, KEYNOTE SPEAKER**

Dear Friends,

I am honoured and flattered by your invitation and pleased to be here. I am not sure I deserve this honour, as I have been on the management side for many years, as a Personnel Officer in FAO and WHO. However, I have always felt that international administrations need staff representatives as reliable partners so that staff's interests and concerns are heard and considered. I also believe that the active participation of staff representatives in joint staff/management committees in recruitment, selection, promotion, classification, appeals boards, insurance and pension matters are important for both parties.

As a young Personnel Officer in FAO in the 50s, I met my first live example of politics intruding in an international secretariat, not the first example, and unfortunately not the last. UN organizations are inter-governmental bodies and therefore subject to the politics of Member States. Those countries which principally criticize the organizations as "politicized" are often the main culprits of political interference with the UN secretariats.

I was shocked by the way an American Budget Officer, Mr. McIntyre was dismissed under pressure by his government on the organization. The ILO Administrative Tribunal later recognized his rights – and I saw how necessary it was to have judicial controls over an international administration, as one independent counter-power, as well as representative staff groups to help staff facing and fighting unfair treatment or injustice.

Political pressures by governments, and more recently interference and pressures by private sector business firms in UN secretariats are some of the threats to the independence of the international civil service. There are many other problems, employment conditions, protection of staff rights, work or sexual harassment, and the more recent safety and security threats, in which staff associations are required to act.

After my retirement, besides writing books and playing golf, I have acted as Legal Representative of appellants from various organizations at internal Appeal Boards and at the Administrative Tribunals of the ILO and the UN. I then realized how important it is for appellants to have the support of a legal representative whom they can trust. At the same time, I encouraged appellants to accept a decent compromise if one was offered, instead of pursuing a long and painful litigation process.

Of course, litigation should only be the last recourse. Prevention is best through good management, improving the work environment, good supervision, an atmosphere of dialogue and trust, conciliation and mediation. One knows that UN organizations are far from perfect, that their internal management is often faulty, that they face many external challenges, that they are often the targets of fair and unfair attacks. But we should keep in mind what the UN and UN organizations are all about, their core values and objectives: peace and security, human rights, fundamental freedoms, democracy, humanitarian assistance, international justice – multilateral cooperation: we should keep our faith in the UN system, while striving to improve what can be improved.

I congratulate FICSA for its work for more of a half-century, by grouping 29 associations and unions and further 41 staff associations and federations with associate, consultative or observer status.

I support FICSA's fight for an independent and necessary international civil service: there are no useful, effective and credible international organizations without independent, motivated and competent staff.

FICSA's work and the work of its associations and unions are necessary as partners to the Administrations, preferably in a constructive dialogue with the management representatives, and, if necessary as legitimate counter-powers. Your work is not easy, but an essential one. You represent and promote staff's interests, you fight for their rights. Being a staff representative exposes you to being considered a trouble-maker or even an enemy by the Administration and may damage your career prospects. Even though staff representation rights are included in the organizations' Statutes and Regulations, some of the officials you deal with may not be inclined to cooperate with you.

Furthermore, your employer is not a CEO, or just one government: you face heads of secretariats, who face governing bodies, which include influential and powerful governments.

You are staff representatives who reflect your members' views and claims, you are not revolutionaries, but loyal supporters of the purposes and work of the UN. You have the right to be consulted and heard, but you do not have negotiating rights, nor the effective means of action used by trade unions in a national context. You now have access to governing bodies, and are represented in all inter-agency meetings, a considerable achievement.

Your fields of action are well-known and legitimate: the right to associate, the rights of staff representatives to be consulted on employment policies, fair conditions of service in a decent work environment, respect for the dignity of all staff, right to challenge decisions, right to fair hearings and due process. Current issues include safety and security of staff, contractual arrangements, conditions of service including salaries, allowances and pensions, and also flexible retirement age (I personally feel that there should not be any forced retirement age). Your strength is in addressing the right issues, knowing the rules and being united.

As a committee member of several associations of UN retirees (Association of Former International Civil Servants in Geneva, the WHO Retiree Association), I feel that I must say a word on their behalf. You, serving staff and us, retirees, have common interests in health insurance coverage and in pension benefits. Retirees' representatives are admitted as full members or non-voting observers in Insurance Committees. One of our current concerns is the weak or insufficient coverage of costs linked with long-term care.

The General Assembly resolution of 28 December 2009 on "After-service health insurance" which in part requests the Secretary-General to report on "measures to reduce the UN costs related to health-care plans" and on "The financial and legal implications of changing, for current retirees and active staff members, (i) the scope and coverage of the after-service health insurance" is an ominous warning to both serving and retired staff associations in all organizations that both need to defend acquired rights.

Both FICSA and retirees' representations are only observers at the UN Joint Staff Pension Board. Our concerns are the same as yours: for you, ensuring that your future pension benefits are adequate and protected for now and the future, and for us, to ensure that pension benefits provide us with decent living means.

We need your help and support on both insurance and pension issues. We offer you our goodwill and our expertise in both areas.

I wish you a very fruitful Council meeting.