



FICSA/C/64/R.1

FICSA Council

64th Session – Pan American Health Organization/World Health Organization – 14 to 18 February 2011

REPORT OF THE 64TH SESSION OF THE FICSA COUNCIL



FEDERATION OF INTERNATIONAL CIVIL SERVANTS' ASSOCIATIONS

FEDERATION DES ASSOCIATIONS DE FONCTIONNAIRES INTERNATIONAUX

Geneva, 28 March 2011

CONTENTS

		Para.	Page
1.	Opening of the session	1-54	1
2.	Credentials	55	10
3.	Election of the Chair, Vice-Chairs and Rapporteur	56	11
4.	Adoption of the agenda	57	11
5.	Organization of the Council's work	58	11
6.	Constitutional matters	59	11
7.	Questions relating to membership status in FICSA (changes in membership)	60	11
8.	Report of the Executive Committee for 2010-2011	61-71	11
9.	Election of the Executive Committee and Regional Representatives for 2011-2012	72-75	14
10.	Election of the Standing Committee officers for 2011-2012	76	15
11.	Standing Committee on Legal Questions	77-80	17
12.	Standing Committee on Human Resources Management	81-89	19
13.	Standing Committee on Social Security/Occupational Health and Safety	90-94	21
14.	Standing Committee on Conditions of Service in the Field	95-97	23
15.	Standing Committee on General Service Questions	98-101	24
16.	Standing Committee on Professional Salaries and Allowances	102-108	26
17.	Standing Committee on Staff/Management Relations	109-116	28
18.	Ad hoc Committee on Administrative and Budgetary Questions	117-123	30
19.	Associate matters	124	31
20.	Date, place and draft agenda for the next session	125	31
21.	Other business	126-127	32
22.	Closing of the session	128-133	32

ANNEXES

Annex		Page
1	Agenda of the 64 th FICSA Council	34
2	Resolutions	35
3	Report of the Standing Committee on Legal Questions	38
4	Report of the Standing Committee on Human Resources Management	55
5	Report of the Standing Committee on Social Security/ Occupational Health and Safety	61
6	Report of the Standing Committee on Conditions of Service in the Field	68
7	Report of the Standing Committee on General Service Questions	75
8	Report of the Standing Committee on Professional Salaries and Allowances	87
9	Report of the Standing Committee on Staff/Management Relations	99
10	Report of the Standing Committee on Administrative and Budgetary Questions	113
11	Budget for the year 2011	123
12	Distribution of staff for the purposes of the 2011 contributions	124
13	Methodology for calculating the scale of contributions for 2011	125
14	Scale of contributions for 2011	126
15	Statement by the FICSA President	127
16	List of participants	131
17	List of documents and conference room papers	137

Report of the 64th session of the FICSA Council

PAHO/WHO, Washington, D.C., 14-18 February 2011

Opening session (Agenda item 1)

1. The President of the PAHO/WHO Staff Association, Ms. Pilar Vidal, opened the sixty-fourth session of the FICSA Council and welcomed the participants to PAHO and Washington DC. She paid tribute to the Director of PAHO/WHO, Dr. Mirta Roses Periago, and fellow colleagues for the support they had lent to hosting the Council. She also expressed her gratitude to the staff of FICSA and PAHO for their contribution to the success of the meeting.

2. In the course of determining the policy of the Federation for the coming year, FICSA would have to redefine its role and policies for the future. It would have to face challenges and changes posed by such items as the review of the methodology relating to mobility/hardship and hazard pay, interagency mobility, recruitment policies, contractual reform, the review of salary methodologies for headquarters and non-headquarters duty stations, the incomplete recognition of domestic partnerships, the review of the ICSC framework for human resources management and UN Cares.

3. Challenges also arose in connection with the funding of the common system organisations, the growing number of emergencies, disasters and threats to security. It was essential to remain meaningful international civil servants, while many of the changes were related to strategies designed to increase the coherence and effectiveness of the United Nations system as a whole. Those challenges and changes called for a review of the Federation's visions and strategies as representatives of the rights, needs and interests of its members.

4. Ms. Vidal introduced Mr. Guillermo Birmingham, Director of Administration of PAHO/WHO, who spoke on behalf of the Director of PAHO. In his address, Mr. Birmingham spoke of the concerns that FICSA and PAHO/WHO had in common. Defending staff rights, ensuring equitable conditions of service and contributing to a positive image of the international civil service were not the sole purview of staff associations or unions. Those aims should be shared by all agencies that truly understood the strategic value of good staff/management relations.

5. For staff, the benefits were clear: open and transparent interaction with management and greater access to information on issues that might have an impact on the work environment; increased input, assisting management to avoid errors or decisions that impinged negatively on staff; greater job satisfaction; and swifter resolution of staff concerns. For management, the benefits were: increased levels of organisational achievement, improved organizational effectiveness and flexibility; improved workplace environment; enhanced organizational productivity; and an improvement in the organisation's reputation.

6. The greatest benefit of good staff/management relations was to have both parties fulfilling their missions and having an impact on the lives of those they served. In PAHO the

Staff Association participated in, and was consulted on, many processes and decisions. When first interviewed for the post he had taken up in June 2010, Mr. Birmingham had been impressed by the fact that a staff representative had been on the panel.

7. In closing, he assured Council that PAHO/WHO would not hesitate to provide any assistance the Federation needed. He thanked the President and members of the PAHO/WHO Staff Association for their dedicated efforts and wished all delegates a successful and productive discussion as well as a pleasant stay in Washington DC.

8. The President of FICSA, Mr. Mauro Pace, thanked the PAHO/WHO Staff Association for everything it had done in preparation for the meeting. He also paid tribute to the FICSA secretariat – and most particularly Ms. Amanda Gatti – for the time and effort they had invested in putting things together. He expressed his gratitude to the interpreters for the services they would be providing to the plenary session. He reminded the delegates that the key themes of the current session of the Council were staff/management relations and staff security: issues that would be addressed by the four keynote speakers. In closing his initial statement, Mr. Pace invited those present to observe one minute's silence in honour of those who had tragically lost their lives in the past year while serving the United Nations.

9. The first keynote speaker, Mr. Kingston Rhodes, Chairman of the International Civil Service Commission (ICSC), thanked the Federation for having invited him and Mr. Duncan Barclay, Chief of the Human Resource Policy Division of the ICSC Secretariat to the 64th session of the Council. In his address, he stressed the importance of FICSA to the work of the Commission and the Federation's input to the formal sessions of ICSC and the various working groups and other meetings. They were essential to achieving the common goal of improving and harmonising the conditions of service of United Nations staff. The active role that the Federation played had been borne out by its contributions to the joint working groups on such issues as the review of the General Service salary survey methodologies and the mobility and hardship scheme, as well as performance management. He assured Council of the Commission's total commitment to supporting organisations and staff throughout the system so that they could attract, develop and retain the best possible staff as well as maintain a well functioning unified common system that balanced the needs of the organisations, Member States and staff alike: no easy task.

10. ICSC and FICSA had ideals in common; they both sought to improve the conditions of service. They also strove to create a workplace that engendered a sense of pride among the employees in working for an organization with which they could identify, working for leaders they trusted and respected and performing jobs for which they were suited and in which they could grow. Motivated staff translated into solid outcomes: efficiency and innovation. The help of FICSA was key to achieving full mobility - the fluid movement of staff across common system organisations and geographic locations. It was one of the most effective ways of improving organizational performance, facilitating staff development and stimulating professional interest.

11. In closing, Mr. Rhodes stated that he looked forward to continuing the spirit of partnership in an atmosphere of mutual trust, shared long-term objectives and open communication as they built a United Nations in which staff enjoyed equitable day-to-day

treatment, thus paving the way for an organisation with enthusiastic, committed and productive staff. He wished Council a successful outcome to its meeting and stood ready to answer any questions about the Commission's work.

12. The floor was then opened for questions, the first of which related to the apparent lack of appreciation of the Federation's contribution and ways of improving the relationship and, in turn, performance. A case in point was the ICSC working group that had developed the new General Service classification standard. Contrary to the original agreement, FICSA had not been included in the subsequent training sessions: an omission that undermined trust in the ICSC. Another case in point was the disappointing outcome of the deliberations of the working group on family/non-family duty stations. At a later stage in the discussion, dismay was expressed at the disappointing outcome of the review of General Service salary survey methodologies and its impact on the relationship with the Commission. Although it was claimed that the ICSC and FICSA shared the same ideals, it had to be recognized that there were both common and divergent views. Whereas commonality was on the rise, greater efforts should be made to achieve consensus. The political influence on conditions of service was all too apparent and ways should be found to minimize it and reset the focus on technical aspects. In the case of staff remuneration, for example, the Commission had bowed to pressure from the Member States.

13. In his reply, Mr. Rhodes pointed out that administrations wished to pay fair wages, but the ultimate criterion was what the General Assembly, the taskmasters, approved. Politics were ineluctably part of the equation, further to which Member States, whose governments were introducing major budget cuts back home, could not agree to certain items, such as allowances for second homes. As he pointed out at a later stage in the debate, government departments were entities unto themselves. For all that, he stressed that ideas in the ICSC were enriched by contributions from staff and management alike: a truly collaborative effort. In connection with the issue of family/non-family duty stations, Mr. Rhodes underscored the fact that initial discussions helped to guard against later divergences. As for improving performance, he encouraged the Federation to make full use of the Secretariat's facilities.

14. In response to a question about harmonization, the ICSC Chairman stressed the need for common conditions of service in order to facilitate mobility. Although due recognition should be paid to diversity, the common system should strive for unity. In responding to criticism about the New York centrism of the approach to conditions of service and the risk of the specialised agencies' needs being ignored to the detriment of the common system, he pointed out that the proximity to the Fifth Committee was a governing factor, as was the fact that the current comparator was the US civil service. He recalled that in earlier times Geneva had been the 'salary adjustment centre'.

15. When asked about the most satisfying and challenging aspects of his job, Mr. Rhodes replied that it was most satisfying to enter into discussions with staff representatives. The greatest challenge was to find factual evidence and secure better information.

16. In response to a question about the freeze on salaries in the US public sector and the use of the US civil service as the comparator, the ICSC Chairman replied that he did not expect the freeze to have an impact before 2012. Salaries would remain within the range of 110-120 and

the danger of UN salaries being frozen was unlikely. In a supplementary remark on the same issue, a member association pointed out that the problem lay in the lack of statistical validity; sound data were needed and alternative ways of securing all-essential data should be explored.

17. In response to a question on the latest General Assembly decision relating to continuing contracts, it was pointed out that contracts fell into three categories: short-term, fixed-term and ongoing (continuous or open-ended). The terminology might differ, but basically the contracts were the same. Moreover, the General Assembly had found the proposal submitted by the UN Secretary-General to be too broad and all-encompassing, while the conditions governing the award of continuing contracts were seen as being too indistinct; Member States favoured a points system applicable to 75 per cent of all Professional and General Service contracts, with most points being awarded for mobility, hardship, linguistic proficiency and seniority. The system had no impact on the contractual framework; it represented a windfall for staff in the field and might bring about a potential ripple effect in other governing bodies. Organizations, however, were not obliged to accept all three basic contracts and the framework was flexible and open enough to accommodate all variations. That notwithstanding, it was confirmed at a later juncture that by their very nature, missions were time-limited, thus local national staff working on such missions were excluded from the award of continuing contracts.

18. Another question related to the mandatory age of separation and the likelihood of its being raised from 62 to 65 and the age of 62 being applied throughout the system. In replying, Mr. Rhodes pointed to the ongoing discussions among the organisations and the unlikelihood of any recommendations emerging before 2012. Furthermore, the Commission still awaited the findings of the actuarial impact analysis.

19. When asked whether the methodologies for General Service and Professional salary surveys were overly complex (as evidenced in the recent ACPAQ meeting) the ICSC Chairman explained that the complexity stemmed from a series of add-ons. Furthermore, the comparisons in the grade-equivalency study were highly data-dependent and non-statisticians encountered difficulties in appreciating the problems. Although the outcome was reasonable, the system per se was extremely complex.

20. In responding to the suggestion that the out-of-area component in Professional salaries was indefensible and the purchase of data from other sources was hazardous, Mr. Rhodes wondered why staff representatives did not draw on their own organizations' statistical services, whose data were validated by Member States.

21. The ICSC Chairman reaffirmed the importance of the role played by the Commission's working groups as they helped to lend focus to significant issues. As the common system looked to the future, it would experience a greater exchange of staff and an opening-up of career prospects. Given the importance of so many issues, the organisations should not await the Commission; they should open the debate. The United Nations system was unique and could not be bettered. It was essential that the Commission and staff representatives continue to work together so that things stayed that way.

22. The second keynote speaker, Ms. Marta Leichner-Boyce, Senior Inter-Agency Advisor on Human Resource Management, addressed the session via video-conference. She spoke on behalf of the Secretariat of the Chief Executives Board for Coordination (CEB), representing the High-Level Committee on Management (HLCM) and the Human Resources (HR) Network. She stressed the importance of staff participation in the efforts to bring about reforms in human resources management. FICSA, she noted, had contributed in many areas, such as the development of a disability policy, various security-related initiatives, dual career and staff mobility programmes. The Federation had also ensured that staff views were made known in various ICSC technical working groups such as those dealing with mobility and hardship allowance and the General Service survey methodology.

23. In the current year, one of the priority activities of the HR Network would be the implementation of some of the recommendations stemming from the review of contractual arrangements, staff regulations and rules, policies and practices. The Federation's participation in that harmonization initiative would be of crucial importance.

24. Towards the end of the previous year, the CEB Secretariat had entered into discussions with FICSA, CCISUA and UNISERV on efforts to improve dialogue. Terms of reference for a re-designed dialogue between HLCM and the staff federations had been drawn up and circulated for comment. The draft terms of reference would be finalized at the HLCM spring session in March 2011. FICSA and the other staff bodies would be invited to follow discussions on a number of issues. FICSA would also be receiving the agenda for the HR Network spring session in the same month.

25. In the ensuing debate, Ms. Leichner-Boyce responded to a number of questions, the first of which related to the allocation of responsibilities for the conduct of General Service salary surveys following the inclusion of some non-headquarters duty stations under procedure 1. Whereas staff representatives were of the opinion that the process should be with the ICSC Secretariat, it was explained that in the opinion of both the HR Network and the HLCM the responsibility for non-HQ duty stations should rest with the United Nations and WHO. CEB had not taken the decision unilaterally as the two responsible organizations had expressed a preference for the status quo.

26. A second question related to the release of the General Secretary of FICSA and the cost-sharing formula that had been proposed. It was explained that the HR Network had indeed agreed to the cost-sharing formula which, however, had not found favour with the HLCM. The proposal had thus been rejected by HLCM, the decision-making body. It was presumed that the HLCM had sound financial reasons for taking the decision, but the HR Network was still intent upon finding a solution to the issue in cooperation with FICSA. A final question related to the lack of openness in the relationship with both the CEB and the HLCM. Unlike the ICSC which offered the Federation the use of its modalities and facilities, the CEB and the HLCM failed to respond to questions in FICSA statements. Ms. Leichner-Boyce saw the video-conference as a first step, while the readiness of the HLCM to enter into an improved form of dialogue marked another step in the right direction.

27. The third keynote speaker, Mr. Gérard Biraud of the Joint Inspection Unit (JIU) also addressed Council via video-conference. In describing the Unit's activities in relation to the

study on staff/management relations in the common system, he stressed the role of the JIU inspectors as evaluators, investigators and inspectors on self-selected topics that cut across the common system organisations. They were accountable to the General Assembly and the legislative bodies of the respective organisations and agencies. Intent upon the improvement of efficiencies, they proposed reforms that they deemed necessary to the organizations and their executive heads; some organizations were willing to accept and others were not. The Unit's current involvement in staff/management relations stemmed from a formal request by Ms. Angela Kane, Under-Secretary-General for Management, the HR Network and the staff representatives from Geneva and New York: it bore testimony to the trust placed in the JIU.

28. In embarking on the first stage of the study, the JIU soon realized the complexity of the staff/management relations in the United Nations, compounded by the various categories of staff and operational difficulties. The first stage was limited to the United Nations and associated funds and programmes, as well as the UN Administrative Tribunal and the UN University. In the second stage, the focus would shift to other common system organisations, although emphasis would continue to be placed on decisions that pertained to the common system as a whole.

29. In both stages, the goal and philosophy were identical. Mr. Biraud stressed that the study would seek, on the basis of accepted principles, to understand the situation facing the various stakeholders (staff and management) and their interaction and ensure that for each of those stakeholders the best possible staff/management relations prevailed at the local, organizational and system-wide levels. In that respect, it bore a relation to the role of the Staff/Management Coordination Committee (SMCC) which sought to identify, examine and resolve issues relating to staff welfare. The study would also seek to identify the most hazardous barriers to seamless relationships. In so doing, full account would be taken of the historic and legal background. It was very much an issue of seeing how all entities involved could apply the human rights conventions and the ILO conventions governing relations with the workforce as adopted by the Member States. In the latter respect, it was remarked at a later juncture in the debate that organisations which promoted human rights tended to disregard staff rights in such areas as maternity rights or domestic partnerships.

30. The structure of the study was not purely academic nor did it focus on strictly critical issues; it focused on fundamental issues that had an impact on staff relations. Mr. Biraud noted with gratification that of the 15 entities approached, the response rate to the questionnaires had been 84 per cent and the inspectors had met with both the SMCC and staff representatives. The study would also delve into the foundations set when international organization first emerged (the League of Nations and ILO). It would then proceed to the early days of the United Nations and the first specialized agencies such as FAO. It would look into geographic distribution and the various staff categories in terms of their impact on staff/management relations. An attempt would be made to comment on the applicability of international norms and the various forms of staff representation. Freedom of association and speech would be investigated, as would the very purpose of staff representation.

31. Mr. Biraud admitted that certain issues had proven 'explosive', such as managers' perception of staff representatives and the profiles of newcomers in the ranks of management and the staff representative bodies. The study would also enter into problems of

communication, as well as the more 'trivial' issues of fees and the 'representativity' of staff representative bodies and fee-paying members.

32. A symmetrical analysis would be made of the responsibility and accountability of staff and management alike. Attention would be paid to the joint bodies that took up human resource issues, as well as the role of staff representatives in both the administration of justice and the recruitment of staff. Communications between staff representatives at the local and international levels would also be looked into.

33. In the ultimate analysis, both sides would have to put forward their ideas and initiatives. The exercise would call for a profound knowledge of the factors on both sides. Staff would need to rally round fewer representatives, something that the federations were better placed to do at the level of the common system. The need to converge would have to be matched by certain sacrifices. The role of 'egos' would have to be assessed. Active and informed participation should prevail in the negotiation process and any shift towards fragmentation should be countered. It was very much a question of honouring agreements and ensuring their implementation – an obligation that applied both to relations between staff and management and to relations with Member States. In their relations with Member States, organisations should defend agreements they had reached with staff.

34. It could not be gainsaid that in certain quarters a lack of interest in staff/management relations was to be observed – both among staff members and Member States. In the opinion of Mr. Biraud, it was essential that unionism recover the legitimacy it had acquired in the first decades of staff/management relations. Staff/management relations were more relevant than ever before.

35. In the ensuing discussion, a question was raised about the source of the current complexities. Mr. Biraud prefaced his reply by remarking that to his mind most staff and managers were serious in their desire for better staff/management relations. He attributed the complexities to the lack of overall vision of what the future held on the part of executive heads and Member States. A further contributory factor was the Member States' defence of specific interests, particularly where larger Member States were concerned.

36. In response to a question about protecting staff representatives against abuse when exercising their duties, Mr. Biraud pointed out that under current legislation staff representatives were protected in the exercise of their legitimate rights. Furthermore, both Member States and executive heads were responsible for the rule of law in their respective agencies.

37. Mediation offered a solution in instances where staff/management relations had broken down and become too venomous or personalized. However, in such instances it was not the role of the ombudsman to intervene; it might be more a question of changing the actors. In response to a question about protecting staff at the local level, he noted that reprisals did occur. A case in point was peacekeeping operations. In addition to the military personnel attached to such operations, the staff complement comprised both international and local civilian staff. Whereas the international staff were usually well represented, local staff were not and alternative means of representing them should be sought. There were no ready-made

solutions to hand, but each category of staff should designate their representatives or seek to reconcile both international and local staff in a common arrangement.

38. In answer to a question about the issuance of the JIU report, Mr. Biraud stated that he hoped to have the report ready by the end of April 2011, whereafter it would be sent to all partners for comment. After incorporating the comments, he would send the draft to the JIU inspectors to draw on their collective wisdom. By the time the next FICSA Council took place, one should have a good idea of the shape that the second stage was taking.

39. Recovery of full legitimacy was seen to be very pertinent to one organization and a question was raised about what mechanisms could be adopted so as to amend the rules of the game and so achieve proper negotiation (as distinct from the current cursory consultation process) amidst all the changes that were taking place in the common system. In his reply, Mr. Biraud stated that after reviewing 30 years of SMCC activities, the path from consultation to negotiation was 'the false problem'. In every case, discussion took place and only ex-post could it be claimed that such discussions had indeed constituted negotiations. The solution lay more in allowing time for the process; it was not a matter of days, but of months. As President Mitterand had once said, one should give time to time. Mr. Biraud felt that after seeing the various kinds of deregulation in labour law, it was no longer appropriate to consider what was fashionable three years previous. It was essential to identify what was needed under current conditions.

40. The fourth keynote speaker, Mr. Gregory Starr, Under-Secretary-General, United Nations Department of Safety and Security (UNDSS), presented a comprehensive picture of the overall security management system in the United Nations that was designed to enable the safest and most efficient conduct of the UN common system programmes and activities in all locations. Given the proliferation of incidents and attacks in the various UN facilities (6,400 in total) and the ever-increasing number of missions, the key aim was to ensure the effective application of security policies and guidelines so that people returned home safely.

41. Since 2002, the blue flag no longer provided its customary protection, thus necessitating the introduction of better and larger security programmes. In that context, he noted that security for national staff was not as comprehensive as security for international staff. 95 per cent of all International staff underwent security training, yet only 5 per cent of the national staff. Although more national staff were killed, in percentage terms they suffered fewer fatalities than international staff. That notwithstanding, the system had to exercise due diligence and care for both categories. Moreover, the United Nations spent USD 8 billion each year on security. It was thus legitimate to ask whether the common system was getting value for that money which others might have wished to see going to food and health programmes.

42. In describing the new security level system (SLS), Mr. Starr stressed that it was not a replacement for the security phase system. SLS permitted the definition and measurement of threats within a common system. Once the threats were known, a risk-analysis was performed and mitigation measures identified, on the basis of which the 'residual risk' could be determined. He cited examples of locations where crime rates were high, yet thanks to the mitigation measures in place, the residual risk was low. Criticality reviews enabled one to

determine the high residual risks in locations with high threat levels despite extensive mitigation measures.

43. In the ultimate analysis, the core issue was that of determining whether it was worth risking peoples' lives for the activities being carried out. Managers needed to be supported as they endeavoured to balance programme implementation and the need for security. Staff needed support; they had to be given the tools and training required to ensure their safety and security.

44. Mr. Starr struck a cautionary note. If the United Nations were to become risk-averse and not go where others would not go and if it no longer undertook development work, it would become irrelevant. For his part, he deemed it a privilege to work for the people in the field. Furthermore, hard times were a coming; he had already submitted a 'flat budget' for the biennium 2011-2012. That, however, should not detract from the essentiality of maintaining smart tailored security systems in place where the need was greatest.

45. In the ensuing discussion, a question was raised about the roll-out of the new basic security training system. Field staff were still undergoing training based on the old version. In his reply, Mr. Starr pointed out that there was no substitute for basic training which could be done via 'distance learning'. The new version would be out in the middle of the current year. The advanced training system was still quite in order combining, as it did, hands-on and on-line skills. For certain countries, hands-on training was essential. Training had to be reinvigorated; on-line training alone was insufficient. Moreover, it was untenable for people to claim that they were too busy to undergo training. It was equally untenable that a large proportion of the international staff received training, yet very few national staff.

46. In response to a question about some organizations doing more than others in terms of training, it was pointed out that organizations, such as human rights organizations, faced different threats. Training had to be threat-based. In answer to a question about the funding of evacuation exercises, Mr. Starr disagreed with the FICSA position. Some countries objected to their nationals being evacuated out of their home countries. In Egypt, for example, the United Nations had offered to relocate national staff to safer parts of the country. Nobody had taken up the option, but staff counsellors had gone in. Under the present circumstances, nothing was undertaken unless there was a direct threat to nationals. Better tools supported by staff training were needed to assess threats. Furthermore, UNDSS did not pay for evacuations. As one delegation pointed out, that contrasted sharply with the response of the World Bank; it had evacuated its entire national and international staff stationed in Egypt to Dubai.

47. In reply to a supplementary question whether international staff enjoyed priority over national staff in the event of an evacuation, Mr. Starr offered two possible responses. A staff member might not wish to be evacuated; however, if specifically threatened as a UN staff member, he/she would doubtless be happy to be evacuated. It had to be remembered that international staff were often 'targets of choice'.

48. A question was raised about the advanced security training and whether it involved the use of heavy artillery, to which Mr. Starr replied that it involved nothing on that scale. For his

part, he preferred to avoid problems rather than fight things out. At a later juncture in the discussion, he referred to the development of single world-wide policy for the use of deadly force (i.e. side-arms) for civilians in UN facilities.

49. Another question related to the steps that a staff member could take if threatened by a member of the security staff. The reply was that the task of UN security personnel was to protect, not threaten staff. The administration of justice in the United Nations had been greatly improved and the staff member could seek appropriate recourse.

50. It was suggested that security should be better focused on preventing fires rather than putting them out, to which the response was that too many unpredictable things happened - despite every effort on the part of the Security Information Operation Centres.

51. In answer to a complaint about the length of time it took to issue security visas, a most recent case being Egypt, Mr. Starr reminded Council of the personal responsibility that people bore in respect of their travel and the route they selected. It transpired that relatively few delegates had gone through security clearance prior to their trip to Washington to attend the Council session.

52. Questions were raised about the role and responsibility of UNDSS and the provision of safe havens in the event of natural disasters and ethnic cleansing. Natural disasters and floods, Mr. Starr reported, did not fall within the remit of UNDSS. He was unable at the present juncture to say what the policy on ethnic cleansing was; however, in the course of the coming year, a world-wide fire safety programme would be introduced for all UN facilities.

53. One delegate described his experience in Cote d'Ivoire where he had found himself forced to drive alone along an exposed coast road, yet he had been denied a helmet and bulletproof vest. In his initial response Mr. Starr suggested that perhaps the protective equipment was not needed, it being more important to get equipment out to where it was really needed. It was the task of the security personnel to assess the situation. On being told that eight people driving along the same road the previous day had been ambushed and killed, Mr. Starr said that nothing could be held against a person who refused to go unprotected.

54. Two questions touched on consolidation in the broadest sense of the term. One related to the fragmentation of budgets and responsibilities, the other to the appreciation of the non-discriminatory role of UNDSS across the common system. Mr. Starr gave the assurance that fragmentation was being countered in close cooperation with IASMN; the process would need time. As for the perception of the UNDSS, it was more an issue of mixing security policy and the need for continuous dialogue. In any event, he re-assured Council that UNDSS did not pose a threat to staff representatives.

Credentials (Agenda item 2)

55. 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)

56. Ms. Rachel McColgan-Arnold (World Bank) was elected Chair of the Council. Mr. Edmond Mobio (WHO/HQ Geneva) and Ms. Pilar Vidal (PAHO/WHO Washington) were elected First and Second Vice-Chair, respectively. Mr. Peter Lillie (FAFICS) was nominated Rapporteur.

Adoption of the agenda (Agenda item 4)

57. The provisional agenda as contained in document FICSA/C/64/1 was adopted without change (see Annex 1).

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

58. Council agreed to the schedule of work as contained in document FICSA/C/64/INFO/CRP.1. It also gave a mandate to the Standing Committee on Legal Questions to review categories of FICSA membership and the difficulties that member associations/unions faced in paying their dues. On the third day, the European Co-operative Association of International Civil Servants (AMFIE) would give a presentation on the financial services and products it offered to both active and retired international civil servants.

Constitutional matters (Agenda item 6)

59. It was agreed to suspend Rule 38 of the Rules of Procedure so as to accommodate the late submission (for technical reasons) of nominations for election to various offices on the Executive Committee and pave the way for elections on the penultimate day of the Council.

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

60. The General Secretary informed Council of developments relating to the status of membership. She was pleased to report that the Federation had been able to welcome two new associate members (the Commonwealth Secretariat Staff Association and the Staff Association of the World Trade Organization) and one new local federation of UN staff associations with observer status: FUNSA Guinea.

Report of the Executive Committee for 2010-2011 (Agenda item 8)

61. Prior to introducing the Report of the Executive Committee for 2010-2011 (document FICSA/C/64/4), the President delivered a statement (see Annex 15) in which he thanked the Executive Committee as whole, the regional representatives and the FICSA secretariat staff. He also fully recognized the support that the FICSA membership had provided throughout the year. The knowledge, diversity, commitment, institutional memory, human and financial resources, together with solidarity, were fundamental traits of the Federation and lent strength to its unique nature.

62. The buzzword of the year was 'harmonization' which, for all its connotations of peace and harmony, created winners and losers, with top priority being given to cost-neutrality and savings. Harmonization also posed a potential threat to staff representation in the common

system as only one federation had a recognized right to full-time release of two officers and the right to address the Fifth Committee as well as the capability to maintain its own secretariat. The internal and external challenges to the Federation were beyond all 'reasonable' expectations. Governments were trying to introduce major cuts and similar cuts being applied to what they perceived as the 'privileges' of the United Nations staff being subjected to similar cuts. It was thus essential that the debate on conditions of employment ensue on a more objective, less emotional and non-politicized level. Economy measures loomed large.

63. Although the General Assembly had reaffirmed the central role of the ICSC, some governing bodies did not feel bound by the Commission's recommendations. In the resultant dysfunctional context, matters of substance became controversial and political factors came into play. That notwithstanding, FICSA had attended all substantive discussions, yet the question still arose whether the Federation was getting a good return on its investment in knowledge and training.

64. Staff/management relations remained a highly sensitive topic. It was hoped that the upcoming JIU report on staff/management relations would point up the contradictions in the system and recommend tangible corrective actions, while hopes were being placed on the dialogue opening up with the HLCM. Finally, the forthcoming review of the ICSC framework for human resources management would offer a further opportunity to look at the application of the principles related to staff representation. That aspect took on particular importance with respect to the unpaid release of the outgoing General Secretary; she had paid a high personal price as she had worked devotedly without salary to complete her term. Pressure on IMO, the HR Network, HLCM, ICSC and the UN Secretary-General had not yielded the results that FICSA had initially hoped for. Experience had shown that first and foremost FICSA had to ensure that FICSA officers were elected freely and without interference, regardless of the organization to which they belonged. The President hoped that the legal appeal would succeed and lay down jurisprudence to support the free election of the Federation's officers: a major step forward in finding a solution. He also hoped that the appeal would provide the solution that Ms. de Kermel sought, given her willingness to fight the battle at great personal cost not only on behalf of FICSA, but on behalf of all staff representatives.

65. The current week would be challenging for the Council. A new Executive Committee had to be elected and a budget decided upon that would allow the Federation to overcome the difficult times ahead. Pensionable remuneration and the Noblemaire principle would have to be reviewed in order to identify the best-paying national civil service. The call was for a strong and competent FICSA, technically proficient and internationally connected. The support of the membership was indispensable as the sole tangible measure of the Federation's collective strength.

66. Following the statement, the floor was open for discussion of the report. A question was asked about the current status of the Federation's presence in New York. The President reported that the first stage of the relocation process had been completed. The physical office had been closed and a virtual office set up. The former secretary only served on a strictly 'as needed' basis. The second stage that entailed the identification of free space and commissioning a lobbyist had not been implemented given the difficulties of securing suitable

premises. That notwithstanding, the idea of maintaining a presence in New York remained an objective and budgetary provision had been made; however, a search group should be set up to undertake the task.

67. The ITU Staff Union delegation expressed concern over the interest shown by the ITU Staff Council in joining FICSA. It raised a number of issues, not the least of which was the fact that the ITU Staff Council was funded in part by the ITU Administration. With two entities from one and the same organization, the impact on membership dues would also have to be determined. In his reply, the President pointed out that FICSA had devoted considerable time to the issue. It had received an expression of interest on the part of the ITU Staff Council, but had noted the contradictions. He thus appreciated the unease expressed by the ITU Staff Union. In essence, it was a constitutional and ethical problem. FICSA had not replied to date and he hoped that a solution might be forthcoming in the Standing Committee on Staff/Management Relations. The Executive Committee intended to work in consultation with the ITU Staff Union towards a shared solution that would benefit staff and strengthen the Federation. He recalled that the ITU Staff Union had always been a competent and active member and it was important to maintain that fruitful cooperation.

68. In commending the Executive Committee on having prepared an extensive report that reflected the members' dedicated efforts, one delegation struck a note of caution and pointed to the rapidly escalating influence of the UN Secretariat and the threat posed by harmonization which, it was hoped, the JIU study would address. Concern was also expressed over the manner in which decisions pertaining to the salary survey methodologies were taken. Political and cost-saving considerations took precedence over technical considerations. Moreover, if the Federation argued along technical grounds, its arguments were not heeded. It was essential that the Federation adopt a strategy designed to ensure that staff voices were heard.

69. In his reply, the President stated that the UN-centric approach would have to be addressed through an alliance with organizations not based in New York. A major factor in the whole process was the ballooning staff strength at the United Nations that, according to the figures circulated at the latest session of the 5th Committee, had risen from 9,000 to 38,000 in a very brief period of time, mainly owing to increased recruitment in peacekeeping operations. Associated with that increase was the critical mass of funds, further to which the UN Secretariat was exerting ever greater influence in the HR Network. Therefore, it was essential that members lobby their own administrations to ensure higher 'representativity' of the specialized agencies, funds and programmes in the HLCM/HR Network. As for the threat posed by a potential 'harmonization' of staff representation, it was to be noted that the first stage of the JIU report would focus on the UN Secretariat. Moreover, pressure to establish a confederation of staff federations was building up as the HLCM was disinclined to listen to three staff federations. The need to act was self-evident; he hoped that the final day of the session would yield a cohesive strategy.

70. In response to an enquiry about the working group on the internal working practices of FICSA, the President remarked out that it pointed up the need to work throughout the year. Other delegations stressed the need to develop a long-term strategy for the future of FICSA and strengthen the role of staff associations that often found themselves facing fundamental

abuses related to freedom of speech and association. It was an issue that hinged on ethics and due diligence – and called for appropriate action.

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

Election of the Executive Committee and Regional Representatives for 2011-2012 (Agenda item 9)

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

73. At the session devoted to elections, Council was informed that the following nominations (in alphabetical order) had been received for election to the Executive Committee and regional representatives for the period 2011/2012 (see FICSA/C/64/INFO/3/Add.1):

General Secretary	Jean Bruce Pambou (WHO/AFRO Brazzaville)
Treasurer	Nabil Michel Sahab (IAEA Vienna)
First and second of two Members for Compensation Issues	Vincenzo De Leo (UNLB Brindisi) Giovanni Muñoz (AP-in-FAO Ankara)
Member for Regional and Field Issues	No candidature
Member without Portfolio	Véronique Allain (SCBD Montreal)
Regional Representative for Africa	Tony Alphonse Capita (WHO/AFRO Harare)
Regional Representative for Asia	Vijay Chandra (WHO/SEARO New Delhi)
Regional Representative for Europe	Cosimo Melpignano (UNLB Brindisi)
Regional Representative for the Americas	Carolina Bascones (PAHO/WHO Washington)

74. Given the restrictions imposed by the releasing organization on the terms and conditions of Mr. Pambou's relocation to Geneva, if elected to the position of General Secretary, the WHO/AFRO Staff Association withdrew his candidature. As the release of any other potential candidate could not be secured at such short notice, it was decided to hold a postal vote for the office of General Secretary at the earliest possible juncture after the Council. The member associations/unions entitled to participate in that postal vote would be those member associations/unions with voting rights, whose credentials had been announced at the opening of the Council session.

75. The following members were elected:

Treasurer	Nabil Michel Sahab (IAEA Vienna)
Compensation Issues	Vincenzo De Leo (UNLB Brindisi) Giovanni Muñoz (AP-in-FAO Rome)
Regional and Field Issues Without Portfolio	Jean Bruce Pambou (WHO/AFRO Brazzaville) Véronique Allain (SCBD Montreal)
Regional Members:	
Africa	Tony Alphonse Capita (WHO/AFRO Harare)
Americas	Carolina Bascones (PAHO/WHO Washington)
Asia	Vijay Chandra (WHO/SEARO New Delhi)
Europe	Cosimo Melpignano (UNLB Brindisi)

Election of the Standing Committee officers for 2011-2012 (Agenda item 10)

76. Council elected the following Chairs and Vice-Chairs of the Standing Committees for 2011-2012:

Legal questions:

Chair:	Elena Rotondo (FAO/WFP-UGSS)
Vice-Chairs:	Dean H. Neal (IAEA) Joel Lahaye (CERN)
Core Group:	Marie Thérèse Conilh de Beyssac (UNESCO) Pilar Vidal (PAHO/WHO Washington) Ritu Sadana (WHO/HQ Geneva)

Human resources management

Chair:	Lisa Villard (IAEA)
Vice-Chair:	Cinzia Romani (FAO/WFP-UGSS)
Core Group:	Melodie Karlson (WHO/EURO Copenhagen) Katja Haslinger (IAEA) Marielle Wynsford-Brown (IAEA) Tanya Quinn-Maguire (UNAIDS) Margaret Eldon (FAO/WFP-UGSS)

Social security/occupational health and safety

Chair:	Svend Booth (FAO/WFP-UGSS)
Vice-Chair:	Dean H. Neal (IAEA)
Core Group:	Joel Lahaye (CERN) Katja Haslinger (IAEA) Marielle Wynsford-Brown (IAEA) Baharak Moradi (IMO)

Isabel Vigil (PAHO/WHO Washington)
 Ezio Capriola (UNLB Brindisi)
 Cosimo Melpignano (UNLB Brindisi)
 Benjamin Bayutas (WHO/WPRO Manila)
 Mona Abbassy (FUNSA Egypt)
 Marie Thérèse Conilh de Beyssac (UNESCO)
 Claire Servoz (UNESCO)

Conditions of service in the field

Chair: Steven Ackumey-Affizie (FAO/WFP- UGSS)
 Vice-Chair: Maha Zaki (FUNSA Egypt)
 Core Group: Yvette Diei-Ouadi (AP-in-FAO Rome)
 Margaret Eldon (FAO/WFP-UGSS Rome)
 Diab El-Tabari (UNRWA/ASA Lebanon)
 Fernando-Ziata Kibikula (FUNSU Congo)
 Gustavo Casas (FAPNUU Uruguay)
 Bernadette Fogue Kongape (WHO/AFRO Brazzaville)

General Service questions

Chair: Vivian Huizenga (PAHO/WHO Washington)
 Vice-Chair: Edmond Mobio (WHO/HQ Geneva)
 Core Group: Thomas Odin (IARC)
 Johanna Danis (IMO)
 Benjamin Bayutas (WHO/WPRO Manila)
 Maha Zaki (FUNSA Egypt)
 Marielle Wynsford-Brown (IAEA)
 Imed Zabaar (IAEA)

Professional salaries and allowances

Chair: Dean H. Neal (IAEA)
 Vice-Chair: Mario Cruz-Peñate (PAHO/WHO Washington)
 Brett Fitzgerald (WIPO)
 Core Group: Dean H. Neal (IAEA)
 Mario Cruz-Peñate (PAHO/WHO Washington)
 Brett Fitzgerald (WIPO)
 Varghese Joseph (ITU Retiree)
 Benoit Thierry (IFAD)
 Blanca Piñero (IMO)
 Philippe Defert (CERN)
 Vincent Vaurette (UNESCO)
 Christian Gerlier (ITU)
 Vijay Chandra (WHO/SEARO New Delhi)

Staff/management relations

Chair:	Imed Zabaar (IAEA)
Vice-Chair:	Pauline Guy (WIPO)
Core Group:	David Nolan (IFAD)
	Margaret Eldon (FAO/WFP-UGSS)
	Blanca Pinero (IMO)
	Pilar Vidal (PAHO/WHO Washington)
	Thomas Odin (IARC)
	Odile Pilley (UPU)
	Marie-Thérèse Conilh de Beyssac (UNESCO)
	Kristel Hoogland (OPCW)

Standing Committee on Legal Questions (Agenda item 11)

77. The report of the Standing Committee on Legal Questions was introduced by the Chair of the Committee, Ms. Elena Rotondo (FAO/WFP-UGSS) (see Annex 3). The Standing Committee had focused on a number of priorities, the first of which had been the determination of membership categories within the Federation. The Standing Committee had agreed in principle to a system based on members' association with four 'pillars'. In addition, special categories had been drawn up for FUNSAs and honorary members. The migration to the new system would be based on an in-depth validation of all current membership data. The exercise called for the establishment of an ad hoc working group to develop further a proposal for a methodology for reviewing the membership structure. The Standing Committee had also determined the composition of that working group:

Diab El-Tabari (UNRWA/ASA)
 Dean H. Neal (IAEA)
 Joel Lahaye (CERN)
 Dave Nolan (IFAD)
 Svend Booth (FAO/WFP-UGSS)
 Brett Fitzgerald (WIPO)
 Robert Weisell (Former FICSA President)

78. Discussion had also centred on the administration of justice in the common system and the need to post on the FICSA website documentation pertaining to past cases. The Standing Committee had felt that the internal justice system had improved with the new institutions in the United Nations being swifter than in the past and the judgements increasingly in favour of the complainants. In plenary, however, a note of caution was struck on the grounds that not enough time had elapsed for a firm view to be established on that particular point. It was thus suggested that the third recommendation relating to lobbying for change in the ILOAT should await the outcome of the two other justice-related resolutions calling for a survey among member associations/unions and the applicability of case law in one internal justice system to another. It was further noted that UNESCO/STU was currently working on a comparison of ILOAT and UNAT/UNDT practices. It was also pointed out that the costs associated with securing a legal opinion on complicated points of law could hardly be met from the amount

set aside for the Legal Advisor's 'retainer'. It was hoped that the revenue generated by the two training workshops might be used to offset that cost.

79. The Standing Committee had also taken up the issue of harassment and its prevention in the workplace. Two comprehensive recommendations (supplemented by extensive background information) had been drawn up by WHO/HQ Geneva, with the support of all other WHO and UNAIDS delegations to the Council, relating to the creation of a working environment free from harassment and where grievances were promptly and fairly resolved. That issue was of particular pertinence to WHO which was facing the introduction of a new policy as well as to all member associations/unions that were intent upon preventing harassment.

Summary

80. Council adopted the report presented by the Standing Committee on Legal Questions with the amendments thereto and took note of the recommendations contained therein, in the light of which

Council decided that:

- A working group should be established to develop further the review of the categories of membership comprising the members listed in paragraph 77 above. Specifically, that group should consider, but not limit its discussions to:
 - Determining whether other 'pillars' could be included or any of the currently proposed pillars should be excluded;
 - Reviewing the percentages assigned to each 'pillar';
 - Guarding against diluting the UN nature of FICSA; and
 - Establishing if ways and means of 'grand-fathering' the fees could be found so as to minimize the potential threat of current FICSA members leaving as a result of a new fee structure.
- The FICSA secretariat should conduct a background check on all FICSA members to ensure the accuracy of the 'pillar' methodology.
- The FICSA President and/or General Secretary should consult with all associate and consultative members, as well as observers to ensure that they bought into the principles governing the scheme proposed.
- The FICSA secretariat should update the FICSA website to include all documentation pertaining to past cases as prepared by the Legal Advisor. That information should become a permanent feature of the FICSA website
- FICSA should organize a workshop on the appeals process in Washington (PAHO/WHO Washington) and a second workshop to be held in conjunction with the 65th session of the Council.
- The FICSA Executive Committee should conduct a survey among its members on their internal justice systems and practices. Based on that information, the FICSA Legal Advisor should prepare a brief document for distribution to members on such aspects as best practices and experience, internal justice systems, as well specifically compare ILOAT with UNAT/UNDT.

- The FICSA Legal Advisor should determine whether case law from one internal justice system could be used as a precedent for or have an influence on another internal justice system.
- The FICSA Executive Committee should lobby for changes within ILOAT, if it discovered that UNAT/UNDT had better practices than ILOAT.
- The FICSA Executive Committee should consider and respond to the recommendations contained in the document "Proposed joint statement on the new policy on the prevention of harassment at WHO for the 64th Session of the FICSA Council: Implementing ZERO tolerance for harassment".
- FICSA members should share information on their organizations' policies on harassment and whistle blowing, providing documentation and any evaluations of policy implementation for the FICSA Legal Advisor so that the material might be analysed and best practices identified. The analysis as well as full documentation should be made available to the membership.

Standing Committee on Human Resources Management (Agenda item 12)

81. The report of the Standing Committee on Human Resources Management was introduced by the Vice-Chair of the Committee, Ms. Cinzia Romani (FAO/WFP-UGSS) (see Annex 4). The Standing Committee had focused on the problems of and barriers to inter-agency mobility which had not yielded its potential benefits. Given the complexities of the issue, the Standing Committee had proposed the establishment of a sub-group within the Committee.

82. The ICSC review of the methodology of the education grant had also been considered from the standpoint of human resources management aspects. Whereas the Committee had looked at the issue in terms of the use of grants as opposed to lump sum and the applicability of such processes to nationally recruited staff, it had felt that the matter should be considered further by the Standing Committee on Professional Salaries and Allowances. That opinion was shared by the plenary session.

83. The Committee had also put forward a proposal on performance management, its concern being the fact staff often stagnated at the top of their respective grade. It was a subject that called for further study and would require the collection of information from member associations/unions.

84. The Standing Committee had also sought greater staff participation in exit interviews. The Committee recommended that the FICSA secretariat request organizations to share any data regarding exit report interviews so that they could see ways and means of encouraging the best staff to stay and understand the reasons for staff leaving.

85. The Standing Committee had also reaffirmed the right of staff to be represented by any staff representative body of their choice. The issue of recognizing domestic partnerships had also been the subject of discussion. A resolution on the recognition of domestic partnerships for dependency purposes had been drafted for adoption by the Council, further to which the Standing Committee had identified within the Committee a focal point for UNGLOBE matters: Mr. Antonio Brina (FAO/WFP-UGSS).

86. Council adopted the resolution on the recognition of domestic partnerships for dependency purposes by acclamation (Annex 2, Resolution 64/1).

87. A protracted debate ensued on the recommendation concerning the organization of training on the classification of General Service and Professional posts, for which funds were not available. It was explained however that the intention had been to 'tack' them onto the workshops on salary survey methodologies that would be held in the course of the year: a solution that would be explored further.

88. Two other issues that the Standing Committee had taken up were: the variety of rewards for and recognition of good service in the common system; and the practice of hiring retirees that was detrimental to the career prospects of both General Service and Professional staff still in service.

Summary

89. Council adopted the report presented by the Standing Committee on Human Resources Management with the amendments thereto and took note of the recommendations contained therein, in the light of which:

Council decided that:

- The Executive Committee should use the resources within its membership to establish a sub-group under the Standing Committee on Human Resources Management to conduct an analysis of the barriers to inter-agency mobility. Furthermore, the following members of the Standing Committee on Human Resources Management should be part of any sub-group set up to look at the issues and report on its findings to the 65th session of the FICSA Council: Ms. Cinzia Romani (FAO/WFP-UGSS), Ms. Melodie Karlson (WHO/EURO Copenhagen) and Ms. Bernadette Fogue (WHO/AFRO Brazzaville).
- In respect of performance management, the current system of step increments should be maintained. However, the FICSA Executive Committee should give thorough consideration to addressing the issue of stagnation encountered by staff members at the top of their grades.
- The FICSA Executive Committee should press for the involvement of staff representative bodies in all aspects of exit interviews and the analysis of the information obtained at such interviews.
- The FICSA Executive Committee should remind all organizations that they had to respect the right of all staff to be represented by any representative body. It should also undertake a review of those organizations that did not include staff representation in their staff rules and regulations;
- The FICSA Executive Committee should establish a working group under the auspices of the Standing Committee on Human Resources Management to analyse further the individual components of the ICSC Framework for Human Resources Management.
- Council should adopt the resolution on recognition of domestic partnerships for dependency purposes. The FICSA Executive Committee should take the issue forward

at any forum it attended and continue to foster further the dialogue on that issue. Furthermore, a focal point on UNGLOBE matters should be set up within FICSA.

- The FICSA Executive Committee should organize training courses on the classification of both General Service and Professional posts as an addition to the workshops on salary survey methodologies.
- The Executive Committee should follow issues related to the promotion of General Service staff to the Professional category and identify practices that facilitated that process.
- The FICSA Executive Committee should request the members to provide details on best practices regarding reward and recognition opportunities and upload those details to the HRM database on the FICSA website.
- The FICSA Executive Committee should once more request its members to share data related to the type and number of contracts used when hiring retirees.

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

90. The report of the Standing Committee on Social Security/Occupational Health and Safety was introduced by the Chair of the Committee, Mr. Svend Booth (FAO/WFP-UGSS) (see Annex 5). In summarizing the Committee's deliberations, the Chairman paid tribute to the work of the members. He expounded on the position that the Committee had adopted on lowering the period of eligibility for a divorced spouse benefit. In summary, the Standing Committee was not opposed to supporting the proposal to lower from 10 to 5 years the period of eligibility for a divorced spouse benefit. However, the Standing Committee took note of the IAEA survey results which demonstrated that the majority of staff in that organization did not support the initiative to lower the period of eligibility from 10 to 5 years for a divorced spouse benefit, and further noted that divorced spouses could not be represented by FICSA; IMO had supported that view. Council took note of the fact that the Committee was not opposed to lowering the eligibility period: a change that FAFICS had been seeking for some time.

91. Discussion had centred on the increasing use of non-staff to perform staff duties on the grounds of cost-savings. Those savings, however, were in the form of denying those hired as non-staff access to the medical and life insurance coverage that the organizations provided their staff. It was, however, pointed out that even when hiring non-staff, the organizations still incurred liabilities that they should respect. Furthermore, organizations were morally obliged to insure non-staff against death and disability.

92. Additional information was provided on the on-line petition for the introduction of the 120-month exchange rate average as a means of improving the income of Professional staff living outside the US dollar zone. The following text was read out:

We, the staff of the United Nations participating in the United Nations Joint Staff Pension Fund, express our deep concern over the decline in the pensionable income of staff retiring outside the USD zone.

And further concerned about the inequity caused by sharp fluctuation in the US dollar,

Request that the Board implement, on an urgent basis, the 120-month average solution, which has been agreed by the Board as offering the best long-term solution.

We further request the rapid implementation of temporary measures to protect staff members who are close to retirement, as has been done in the past

93. AP-in-FAO, the association that had prepared the draft text, was prepared to help with the logistics of the on-line petition. It was thus agreed that the text should be circulated to all member associations/unions for comment.

Summary

94. Council adopted the report presented by the Standing Committee on Social Security/Occupational Health and Safety with the amendments thereto and took note of the recommendations contained therein, in the light of which:

Council decided that:

- The FICSA Executive Committee should monitor the implementation of the policy on disability.
- Members of the Standing Committee on Social Security/Occupational Health and Safety should liaise with their administrations on encouraging disabled people to apply and establishing facilities suitable for disabled people, it being understood that hiring staff should be based on competence rather than on their degree of disability.
- Staff associations/unions should contact their administrations and encourage them to request UN Cares trainers to provide staff training on HIV/AIDS. Staff associations/unions should also urge their administrations to uphold their pledges to UN Cares (given the availability of funds).
- While recognizing that staff representative bodies did not represent non-staff, the FICSA Executive Committee should none the less try to secure adequate social security benefits for that category of employees, yet at the same time endeavour to limit the proliferation of the use of non-staff.
- For the purpose of social security benefits, non-staff should be treated in the same manner as regular staff. At the very least, minimum requirements should be observed (injury, death, disability and repatriation): non-staff should become regular staff members, if they performed core functions.
- FICSA should make every effort to ensure that no negative changes were made to the pensionable remuneration of its members. To that end, the FICSA Executive Committee should hire a consultant to prepare a written submission to the 73rd session of the ICSC in defence of the Federation's current position.
- The Executive Committee should insist that the mandatory separation age for all organizations should be 62, while the age limit might be raised to 65 for newly-appointed staff members or on a voluntary basis for current staff.

- FICSA should adopt the position of maintaining the status quo of the United Nations Joint Staff Pension Fund. The Executive Committee should pursue a policy of not changing to the rules. However, if negative changes were to be made, in no case should they be applied retroactively. The benefits of all current participants were not to be changed. Furthermore, if the Pension Board decided to touch any aspect of staff pension benefits, staff associations/unions would have to be informed immediately.
- FICSA could agree to the extension of the retirement age to 65, but the Federation should not agree to either retroactive application of any changes or an increase in the early retirement reduction factors, even for new participants.
- With respect to average exchange rates, FICSA should maintain that no distinction should be made between General Service and Professional staff, as the change could prove to be mutually beneficial over time owing to fluctuations in the average dollar exchange rate. An online petition concerning the implementation of the 120-month average exchange rate should be sent to all staff; the petition was to be prepared with the assistance of AP-in-FAO.
- The FICSA Executive Committee should assist any staff association/union, which felt that the medical insurance provided by their organization did not meet acceptable standards.

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

95. The report of the Standing Committee on Conditions of Service in the Field was introduced by the Chair of the Committee, Mr. Steven Ackumey-Affizie (FAO/WFP-UGSS Accra) (see Annex 6). In summarizing the Standing Committee's discussions, he reported that the Committee had adhered strictly to its agenda and discussion had been highly focused.

96. In the ensuing discussion, concern was expressed over the possible threats to staff safety arising out of the change in terminology - 'danger pay' instead of 'hazard pay' – and the measurement of risk. On a related matter, the representative of FUNSA Egypt had reported that the locally recruited staff had not been informed of any evacuation plans for national staff and had been upset by the unequal treatment. The representative went on to report that decisions to relocate locally recruited staff hinged on the assessment of the perceived threat to United Nations staff that were undertaken daily by the security management team.

Summary

97. Council adopted the report presented by the Standing Committee on Conditions of Service in the Field with the amendments thereto and took note of the recommendations contained therein, in the light of which:

Council decided that:

- The FICSA Executive Committee should continue to pursue its efforts for equal treatment and opportunities in security matters for all UN staff, including evacuation and relocation.
- Local staff associations should play a more meaningful role in informing and encouraging locally recruited staff to take appropriate security measures in situations

- affecting their own security and to be responsible for complying with security regulations and taking appropriate proactive measures.
- Staff associations/unions should establish security focal points and make available concise information and guidance on the procedures to be followed in emergencies in addition to the material provided by SMT/UNDSS.
 - Staff associations/unions should report back to the FICSA secretariat on their experience with security measures for locally recruited staff, as and when necessary.
 - The FICSA Executive Committee should monitor the new Security Level System (SLS) and after the first year of implementation subject it to a critical review in terms of its effectiveness.
 - Staff associations/unions should ensure that their members received adequate security training in the new SLS and report on their experience to the FICSA secretariat.
 - The FICSA Executive Committee should follow up on recommendations of the ICSC working group on mobility and hardship and monitor their implementation in order to ensure that duty stations where staff received hazard pay were not re-classified as duty stations only eligible for danger pay.
 - The FICSA Executive Committee should monitor the implementation at the local level of the General Assembly resolution governing the conditions of service for staff in non-family duty stations, as well as assess and follow up on its impact.
 - The FICSA Executive Committee should ensure that an updated list of FUNSAs, together with an appropriate exchange of information and experience, be distributed among members with the aim of improving effective communication.
 - The Executive Committee Member for Regional and Field Issues and the Regional Representatives should play a more pro-active role in promoting FUNSA activities in their respective regions, including reviving defunct FUNSAs and establishing new FUNSAs.
 - FICSA, together with the assistance of the Regional Representative for Africa, should continue to provide support to FUNSU Congo so as to assist it in resolving its difficulties.
 - The FICSA Executive Committee should continue to participate in the meeting of the annual ICSC review on classification of duty stations and remain vigilant where attempts to downgrade duty stations were concerned.
 - Member associations/unions should pay due and proper attention to the classification of duty stations and provide advance information to the FICSA secretariat so that appropriate preparations could be made for participation in the classification exercise and the defence of staff interests.
 - The FICSA Executive Committee should continue to raise the issue of hazard pay for UNRW area staff in the West Bank and Gaza in the UN General Assembly; it should lobby effectively with the Member States in order to find a permanent solution.

Standing Committee on General Service Questions (Agenda item 15)

98. The report of the Standing Committee on General Service Questions was introduced by the Chair of the Committee, Ms. Vivian Huizenga (PAHO/WHO Washington) (see Annex 7). Prior to summarizing the Standing Committee's discussions, the Chair drew attention to two additional names on the list of core group members, the absence of a comprehensive list of

members of the Permanent Technical Committee (PTC) and an amendment to the paragraph describing the salary situation at IMO in London. In respect of the salary survey methodologies, the Standing Committee had insisted on the same procedure being followed for all duty stations under the same methodology. In connection with the methodologies, the role of the local salary survey committees should be clearly defined. Furthermore, in the report of the PTC appended to the report, a plea had been entered for postponing the approval of the new salary survey methodology until July 2011.

99. The Standing Committee had stressed the importance of workshops on General Service job evaluation and classification, in addition to which it had listed a number of workshops that it considered necessary. It had also sought the approval of Council for three salary survey workshops at a cost of USD 15,900. The matter had since been addressed in the Ad hoc Committee on Administrative and Budgetary Questions.

100. In the ensuing discussion, it was pointed out that given the need for budgetary restraint, no funds were available to cover the training workshops on General Service job evaluation and classification. It was suggested that they might be funded on a rolling basis drawing on the revenue generated by the other workshops that had received funding (see also paragraph 86 for a similar recommendation and solution proposed).

Summary

101. Council adopted the report presented by the Standing Committee on General Service Questions with the amendments thereto and took note of the recommendations contained therein, in the light of which:

Council decided that:

- The FICSA Executive Committee should request the ICSC to rule that all duty stations under the same methodology followed the same procedure.
- FICSA Executive Committee should pursue the clarification and reinforcement of the role of the local salary survey committees, in terms of their composition, transparency of the process and increased accountability. The role of those committees should be clearly defined in the methodologies.
- The FICSA Executive Committee should organize training workshops on General Service job evaluation and classification.
- The FICSA Executive Committee should:
 - (i) organize a training of trainers workshop;
 - (ii) develop 'FICSA' standard training materials reflecting the new methodologies; and
 - (iii) draft terms of reference and draw up a scale of fees for the one-to-one workshop.
- The FICSA members of the Working Group on the salary survey methodologies should request the ICSC to postpone approval of the new methodology until July 2011. To that end, the FICSA Executive Committee should devise some form of staff mobilization in order to bring pressure to bear on the ICSC.

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

102. The report of the Standing Committee on Professional Salaries and Allowances was introduced by the Chair, Mr. Dean H. Neal (IAEA) (see Annex 8). In the course of that introduction, he announced the establishment of a permanent technical committee on Professional salaries and allowances analogous to a permanent technical committee attached to the Standing Committee on General Service Questions.

103. In the course of the debate, Council welcomed the establishment of the Permanent Technical Committee on Professional Salaries and Allowances (PTC/PSA). The members nominated for the new Committee were:

Dean H. Neal (IAEA)
 Mario Cruz-Peñate (PAHO/WHO Washington)
 Brett Fitzgerald (WIPO)
 Varghese Joseph (ITU Retiree)
 Benoit Thierry (IFAD)
 Blanca Piñero (IMO)
 Véronique Allain (SCBD)
 Jakob Skoet (FAO)
 Matthew Montavon (FAO)

104. The Chair also described the unsatisfactory state of affairs prevailing with respect to the comparator and the doubts whether in fact the US civil service was indeed the best comparator. Regrettably, from the three countries whose civil services were ultimately taken into consideration for the purposes of comparison (Belgium, the United Kingdom and the United States), it was known that not only was the British civil service introducing a series of cuts but the US civil service had also frozen salaries. Another area of contention was the place-to-place surveys; the Chair sought support for the legal action that the Vienna-based staff associations were mooting in preparation for contesting the surveys. He confirmed that the Standing Committee had also considered the issue of the payment of a lump sum for non-tuition expenses under the education grant (see also paragraph 82).

105. Mr. Neal also drew attention to a resolution that the Standing Committee had prepared in respect of a recent consultancy report that had recommended the withdrawal of IFAD from the common system, the application of World Bank salaries for Professional staff and adoption of a national scheme for General Service staff. Given the implications that those findings bore for other organizations intent upon introducing economy measures, the Committee was of the opinion that timely protest action should be initiated.

106. In the ensuing discussion, a question was asked about the funding for the study of past UN/US grade equivalence studies, it was suggested that it might be financed from 'windfall gains'. The debate centred primarily on the resolution and what steps were to be taken as no action plan had been presented in the report. It was suggested that as a first step, a letter should be sent to both the executive head of IFAD and the Chair of the ICSC. The IFAD delegation sought a few days grace so that they might discuss the letter with their Staff Association before it was sent.

107. Council adopted the resolution on the International Fund for Agricultural Development by acclamation (Annex 2, Resolution 64/2).

Summary

108. Council adopted the report presented by the Standing Committee on Professional Salaries and Allowances with the amendments thereto and took note of the recommendations contained therein, in the light of which:

Council decided that:

- The Permanent Technical Committee (PTC/PSA) should develop talking points for staff representatives as a guide to help in eventual discussions with management and representatives of Member States on strategies to deal with the global financial crisis and limiting the impact on staff.
- The FICSA Executive Committee should commission a study of past UN/US grade equivalence studies so as to: (i) identify the variation of the US civil service job categories among the different studies; and (ii) analyze whether denial of access to those data was really justifiable. If it were, the PTC/PSA should work on a proposal for changes in the methodology or other measures, including legal action.
- The FICSA Executive Committee should keep a close eye on the manner in which the margin was calculated and advocate that the margin be increased above the level of 115 so that the median level could be maintained for a period of 5 years. Moreover, the FICSA Information Officer should prepare an historic analysis of the margin's behaviour and the decisions affecting it.
- The FICSA Executive Committee should encourage the implementation of phase II of the total compensation comparisons under the Noblemaire principle so as to determine the highest paid civil service in the United States, Belgium and the United Kingdom.
- The FICSA Executive Committee should support the maintenance of the current education grant scheme and the introduction of the lump sum for non-tuition expenses of the education grant - but strictly only as an option.
- The FICSA Executive Committee should support the possible legal action by the Vienna-based staff associations and unions. In preparation for the next round of surveys, the PTC/PSA should identify all those elements in the methodology that called for improvement and prepare options for their modification.
- The FICSA Executive Committee should work with the ICSC to encourage the latter to use actual data collected instead of arbitrary numbers imposed by the existing rules of procedure, especially when statistically relevant data were available, as had been the case in the past survey with a large response rate.
- The FICSA Executive Committee should work with the ICSC on securing agreement to Copenhagen and The Hague being included in the headquarters duty station surveys in future.

Standing Committee on Staff/Management Relations (Agenda item 17)

109. The report of the Standing Committee on Staff/Management Relations was introduced by the Chair, Mr. Imed Zabaar (see Annex 9). In the course of that introduction, he confirmed the importance that the Committee had attached to finding a solution to the release of the Federation's President and General Secretary and developing an acceptable cost-sharing arrangement. Despite having sent an earlier resolution to the Secretary-General of the United Nations after the previous session of the Council, no reply had been received and the problem remained unresolved. In a joint session with the Standing Committee on Legal Questions, a new resolution on the release of the officers of the Federation had been drawn up. It was also felt that matters would be improved were a working group to be set up draw up a strategy for future action on the issue. The working group comprised:

Alassane Guiro (UPU)
 Diab El Tabari (UNRWA/ASA Lebanon)
 David Nolan (IFAD)
 Margaret Eldon (FAO/WFP-UGSS)
 Valérie de Kermel (IMO)
 Blanca Pinero (IMO)
 Christopher Pardy (AP-in-FAO)
 Imed Zabaar (IAEA)
 Pauline Guy (WIPO)
 Odile Pilley (UPU)

110. The working group had been the driving force behind the resolution on the release of the principal officers of the Federation and the recommendations pertaining to the cost-sharing arrangement.

111. The Standing Committee felt the ongoing JIU report on staff/management relations should ultimately be made available to staff. It looked forward to a long-term partnership with the Trades Union Congress (TUC) in the United Kingdom as evidenced by the programme of activities (see Annex 9, Appendix 2).

112. In one particular instance, FUNSU Congo relations between staff representatives and management had reached a very low point (a statement prepared by the delegate describing the situation was appended to the report). The problems associated with the marked deterioration in staff/management relations were compounded by the refusal of an organization in that duty station to allow the direct deduction of staff association/union fees from the payroll. A further complication was that the members seeking such an arrangement came from different organizations, some of which were affiliated with other staff federations. The Standing Committee's recommendation on the issue was changed extensively in the course of the debate.

113. Under circumstances such as those described above, the Committee's recommendations pertaining to confidentiality and whistle blowing took on even greater significance.

114. In the discussion, questions were raised about the workshops that the TUC had listed. It was confirmed that they were not in order of priority. It was also pointed out that any legal advice given to FUNSU Congo by the Federation's Legal Adviser would be subject to fees. Furthermore, he reminded Council that the Federation could only intervene with organizations on behalf of staff associations/unions that were members of FICSA.

115. Council adopted the resolution on the release of the FICSA President and General Secretary by acclamation (Annex 2, Resolution 64/3).

Summary

116. Council adopted the report presented by the Standing Committee on Staff/Management Relations with the amendments thereto and took note of the recommendations contained therein, in the light of which:

Council decided that:

- The FICSA Executive Committee should follow up on the case of the FUNSU Congo staff representatives directly with the members concerned and ensure that the FICSA Legal Adviser provide the requisite legal assistance to them. Furthermore, with the approval of the FUNSU members involved, the FICSA Executive Committee should liaise with the relevant federation regarding the matter of staff association membership dues being deducted from salaries.
- The membership should provide the FICSA Executive Committee with appropriate recommendations on the review of the standards of conduct.
- Since no formal reply to the resolution adopted by the 63rd session of the FICSA Council had been received from the United Nations Secretary-General, Council should send another resolution. The FICSA Executive Committee should keep the membership fully abreast of developments.
- Furthermore, the FICSA President should request that the cost-sharing agreement be included as an item on the agenda of the upcoming session of the HLCM and the next session of the HR Network. He should also discuss the issue with the Chair of the HLCM. For its part, the Standing Committee should explore other ways of mobilizing staff on the issue of release.
- If possible, the FICSA Executive Committee should provide the membership of the Federation with a copy of the JIU report on staff/management for comment.
- The FICSA Executive Committee should go ahead with the partnership agreement with the TUC and three workshops should be held at FAO (Rome), WHO/EURO (Copenhagen) and IMO (London). Those workshops should be free-of-charge to fully paid-up members of FICSA only. Member associations/unions that were not in good standing should be charged for the workshops and the fees would be deducted from their dues.
- Member associations/unions should share details of the confidentiality clause applied in their organizations and included in recognition agreements and/or standards of conduct. At the international level, FICSA should seek to have a similar clause incorporated in the standards of conduct. Likewise details of whistle blowing should also be shared.

- The FICSA Executive Committee should advise members on how to proceed in those instances when a conflict arose between staff representatives and their management, and how the services of an independent investigative body might be engaged.

Ad hoc Committee on Administrative and Budgetary Questions (Agenda item 18)

117. Given that the Ad hoc Committee had had an extensive meeting three hours previous that had been well attended, the Chair of the Standing Committee confined his presentation to answering questions that were raised. In the budget, the proposed totals for expenditure under the individual chapters were:

Chapter 1: CHF 69,670
 Chapter 2: CHF 47,825
 Chapter 3 CHF 55,726
 Chapter 4: CHF 589,725

The final total for expenditure was CHF 762,946, representing a decrease of 1.38 per cent over the previous year. After having subtracted the expected income from consultative and observer members as well as expected income from other sources (workshops, interest, etc.) the final amount to be covered by the assessed contributions from members and associates was CHF 758,539, representing an increase of 4.66 per cent over the previous year.

118. For the most part, the questions related to the difficulties that certain members faced in meeting their obligations and the settlement of arrears. A case in point was WHO/WPRO which, owing to a certain inherent incongruity in the initial calculations, found that it would have to face an increase of 50 per cent. That was much more than it had bargained for; the Association thus wished its assessment be reverted to the amount proposed when the original methodology was used, a sum that it was committed to paying. WHO/WPRO was assured from several quarters that no shame was attached to arrears; debt could be lived with. A number of solutions were aired and a proactive solution would undoubtedly be found in a spirit of solidarity. The UNESCO/STU announced that it would reallocate the CHF 3151, previously added to its assessment, to WHO/WPRO. It was also agreed to waive the 5 per cent increase. In the final analysis the contribution for WHO/WPRO amounted to CHF 9,181.

119. UNRWA/ASA Lebanon and IFAD reaffirmed their willingness to contribute CHF 200 and CHF 100 respectively towards the payment of the dues of FAFICS.

120. In respect of the arrears of UNRWA/ASU West Bank and UNRWA/ISA, the Executive Committee was urged to follow up with the Area Staff Union in respect of its arrears and with the International Staff Association in respect of its status in the Federation given its failure to pay over an extended period of time.

121. Other questions related to the redistribution of the training costs across a broad range of budget lines. It was pointed out that those changes and the complete reversal of policy on the presence in New York had been agreed upon in the Ad hoc Committee after hours of negotiation.

122. In response to a question on the apparently steep increase in personnel costs in the FICSA office in Geneva, it was pointed out that a number of factors contributed to the increase. One staff member had been upgraded and received back-pay, another staff member had received a step increment, home leave had had to be accounted and the accountant's fee would also be increased in agreement with the decision taken in the Ad hoc Committee. Provision has also been made for staff assessment costs (2009-2011) related to the Federation's Information Officer.

Summary

123. Given the lateness of the hour it was proposed that Council adopt the report en bloc. Council thus took note of the report and adopted the budget proposals and the recommendations put forward in the report.

- Council agreed that in the case of the UNESCO/STU the outstanding balance of US\$ 27,510.97 should be written off and the Union thanked for having adhered to the payment plan.
- Council urged: (i) the WHO staff associations to discuss among themselves a plan for the settlement of the sum outstanding that was owed to the Federation by WHO/WPRO that would then be submitted to the FICSA Executive Committee; (ii) WHO/SEARO to present a plan for the settlement of the sum it owed to the Federation; and (iii) the FICSA Executive Committee to follow up in writing with those FUNSAs that had failed to pay their dues, in particular FUNSA Bangladesh which was three years in arrears.
- Council agreed that the hourly rate paid to the FICSA accountant should be increased by the cost-of-living index as at the end of December of the prior year upon renewal of the contract in July of each year.
- Council agreed that for budgeting and accounting purposes, the Federation should work in a single currency: Swiss Francs. In order to reduce the risks associated with currency transfers, the Ad hoc Committee recommended that the UN operational exchange rate as at 31 December of the prior year be used to establish the exchange rate for the budget and accounts.
- Council urged member associations/unions to contribute actively to the work of the Working Group on membership issues in the Standing Committee on Legal Questions so as to bring about a solution to the current malaise surrounding the issue of membership and assessed contributions.
- Council agreed to the adoption of the budget and to the adoption of an across-the-board increase in the scale of contributions of 5 per cent over 2010 (Annexes 11 to 14).

Associate matters (Agenda item 19)

124. No issues were raised under the agenda item.

Date, place and draft agenda for the next session (Agenda item 20)

125. It was announced that the 65th session of the FICSA Council would be held from 13 to 17 February 2012. A preliminary draft provisional agenda for the 65th session would be distributed later in the year. Two staff associations had offered to host the session:

WHO/EURO Copenhagen and WHO/AFRO Brazzaville. Both associations would have to determine the feasibility of those offers and the membership would be informed of the outcome in due course.

Other business (Agenda item 21)

126. Council considered a paper (document FICSA/C/64/CRP.1) on the formal establishment of an analytical working group on strategic development to assist the Executive Committee in the development of a long-term strategy. The terms of reference had been drawn up and its membership, which would be updated at each session of the Council, had been determined. The current members were:

Chair:	Imed Zabaar (IAEA)
Vice-Chair:	Melodie Karlson (WHO/EURO Copenhagen)
Members:	Diab El Tabari (UNRWA/ASA)
	Jean-Bruce Pambou Malonda (WHO/AFRO Brazzaville)
	Alassane Guiro (UPU)
	Véronique Allain (SCBD)
	Baharek Moradi (IMO)
	Marie-Thérèse Conilh de Beyssac (UNESCO)

127. The analytical working group had outlined a work plan for the current year which would focus, inter alia, on the FICSA website and creating a corporate image for the Federation. It had already set up a FICSA Facebook page and thus opened up a forum for discussion. It would also find more effective means of surveying the membership on their expectations and concerns, as well as presenting the Federation to various staff associations/unions in a drive for new members. It would also promote the introduction of results-based budgeting and programming, assist in the follow-up of Council decisions and propose various forms of on-line training.

- Council welcomed the initiative and formally approved the establishment of the analytical working group.

Closing of the session (Agenda item 22)

128. Prior to the formal closure of the meeting the OSCE delegate thanked the Federation for having invited his Association to the Council. He had learnt an immense amount and would carry back some very useful information to his colleagues. He wished the Federation every success as it kept up its good work.

129. Mr. K. Ratnakaran made a valedictory statement in which he thanked the Federation for the support it had lent him through difficult times. He had been unremitting in his attempts to find solutions within his own association and gone to every length to avoid creating antipathy. The Executive Committee had displayed great consideration throughout his term of office and he commended the outgoing General Secretary on the manner in which she had grown into the job. He saw the role of the Federation as that of a staff-protecting body: a role that the member associations/unions shared or should share. In stepping down from the Executive

Committee, he would not break ties with the Federation, but would take it upon himself to act as its unappointed ambassador throughout the region. The President thanked him wholeheartedly for his commitment.

130. The outgoing General Secretary commended the staff of the FICSA secretariat. They had provided stalwart services in the pre-session and in-session phases of the Council, as had the interpreters and the engineers whose services that went far beyond the normal call of duty had greatly facilitated the conduct of business. She also handed Amanda Gatti a present (personally funded) as a small token of the Federation's thanks for her 25 years of devoted service.

131. Given the late hour, the President did not wish to make a long statement. However, he would be remiss, were he not to thank one person in the Federation who had been attending what was in fact her last Council session as a delegate: Margaret Eldon. She had contributed beyond all measure to the work of FICSA and thus deserved to the full the standing ovation that the members present gladly gave. He was confident that she would maintain close ties with the Federation. In responding to the paeans of praise, Ms. Eldon spoke of her extreme gratitude to the Federation and trusted that it would thrive despite the difficult years ahead. In conclusion, the President thanked the delegations for their contribution to the Council's deliberations and wished everybody a safe trip home.

132. The outgoing General Secretary also gave a brief valedictory statement in which she stressed that the greatest challenge that the Federation faced was the Federation itself. The challenge was one of re-assessing the very essence of staff representation and the manner in which staff representatives dealt with their own fears and those of the staff in the current working environment. It was very much a matter of deciding whether the Federation should continue to question itself or act. She was convinced that the Federation's greatest strength lay in the unity of its actions. That, in turn, implied that the Federation should see its members in the same light and act in true unison. She thanked all those present for the trust they had placed in her.

133. The Chair assured Council that it been both a pleasure and an honour to guide its deliberations. He commended the participants for having stayed the full course of the debate on what had been very crucial issues. He declared the 64th session closed at 8.20 p.m. on 18 February 2011.

Annex 1

AGENDA FOR THE 64th 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 2011-2012
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 64/1

RESOLUTION

ON THE RECOGNITION OF DOMESTIC PARTNERSHIPS FOR DEPENDENCY PURPOSES

The Council of the Federation of International Civil Servants' Associations (FICSA) at its 64th session (Washington, D.C., 14-18 February 2011),

Recalling that the Secretary-General of the United Nations sent the following message on 17th September 2010 to the Panel discussion on ending violence and criminal sanctions on the basis of sexual orientation and gender identity, which read "No doubt deeply-rooted cultural sensitivities can be aroused when we talk about sexual orientation. Social attitudes run deep and take time to change. But cultural considerations should not stand in the way of basic human rights...The responsibilities of the United Nations and the obligations of States are clear";

Further recalling the Secretary-General's statement on 3rd August 200 that "In most countries, discrimination remains legal against women, men who have sex with men, sex workers, drug users and ethnic minorities. This must change";

Noting the Secretary-General's bulletin ST/SGB/2004/4, superseded by ST/SGB/2004/13 (and equivalent provisions of the Funds and Programmes);

Further noting that FICSA has in fact found instances of a number of agencies not complying with the SG's Bulletin on Family status for purposes of United Nations entitlements;

Reaffirming that the policy stems from the Charter of the United Nations and the Standards of Conduct for the International Civil Service and Core Values (ST/IC/2003/17), as well as the Secretary-General's Bulletin ST/SGB/2008/5 on Prohibition of discrimination, harassment, including sexual harassment, and abuse of authority,

Demands that:

1. As a minimum requirement, all United Nations organizations should comply uniformly with the minimum requirements of domestic partnership policies as per the Secretary-General's bulletins.
2. The entire United Nations system should recognize domestic partnerships and/or same gender marriages of staff, regardless of nationality, provided that the domestic partnership or marriage is recognized by a competent national authority as in the UNESCO rule pertaining to marriages.¹

¹ Administrative Circular 2298 (21 September 2007) amending the UNESCO Staff Rules: "Rule 100.2 Definitions.

Resolution 64/2

RESOLUTION ON
THE INTERNATIONAL FUND FOR AGRICULTURAL DEVELOPMENT (IFAD)

The Council of the Federation of International Civil Servants' Associations (FICSA) at its 64th session (Washington DC, 14 to 18 February 2011)

Noting that the "Birches/McGillicuddy" report commissioned by the Executive Board of the International Fund for Agriculture Development (IFAD) compares the compensation and entitlements system of IFAD to those of the International Financial Institutions, questions the value of the international civil service and proposes that IFAD leave the United Nations common system;

Recalling that:

- IFAD was founded by action taken by the World Food Conference in 1974 organized by FAO, itself a member of the UN family;
- IFAD has been an international financial institution within the UN family since its inception in 1977; and
- IFAD is successfully fulfilling its mandate to eradicate rural poverty and has gained justified respect and authority as a specialized agency of the United Nations;

Noting with concern that:

- Access to the comprehensive report delivered to the Executive Board was not granted to the staff representatives;
- The public version of the report does not provide a rationale, contains methodological errors, and does not detail all the options presented in the earlier report delivered to the Executive Board;
- The flawed analysis as contained in the report has caused other United Nations organisations to question basic principles such as those related to staff and terms and conditions of service;
- The ICSC has not been provided with a copy of the full report by IFAD management nor has the ICSC been requested to respond;

1. Strongly affirms its support for the IFAD Staff Association in its endeavours to keep IFAD in the UN common system;
2. Calls on the IFAD Administration to disclose the report in full to the ICSC and to the IFAD Staff Association in order to give them the opportunity to analyse the same and provide a response thereto; and
3. Calls on Member States of the UN common system agencies to refrain from making proposals based on the report until such time as the ICSC has had the chance to respond and IFAD Management has established a thorough consultation mechanism with IFAD staff on the HR implications.

Resolution 64/3

RESOLUTION ON THE RELEASE OF THE FICSA PRESIDENT AND GENERAL SECRETARY

The Council of the Federation of International Civil Servants' Associations (FICSA) at its 64th session (Washington D.C., 14 to 18 February 2011)

Recalling its resolution 63/1 on the release of the FICSA President and General Secretary,

Having considered the report of the Executive Committee on the current status of the release of the FICSA General Secretary,

Recalling that the CCAQ at its 52nd session recognized the need to grant officers of the Federation all possible facilities to enable them to carry out their duties responsibly and reaffirmed the principle of full-time release from duties for the two officers of FICSA,

Further recalling that in March 1982 the CCAQ agreed that the cost of the two staff members seconded to serve in FICSA should be borne by all organizations, the exact modalities to be worked out by the CCAQ(FB),

Recalling that the Human Resources Network at its 16th session acknowledged the importance of staff representation and sought commitment from all organizations in releasing staff when they were elected by the staff federations,

Reaffirming the Federation's freedom to elect the best candidates from among its members, irrespective of the releasing organization,

Acknowledging the increasing difficulty of securing an adequate number of candidates to hold the highest offices in the Federation,

1. Expresses its disappointment at the fact that the 19th session of the HLCM rejected the proposal emerging from the 19th meeting of the HR Network on sharing the cost of the release of the FICSA General Secretary for the term of office 2010/11;
2. Instructs the Executive Committee to continue pursuing the approval of cost-sharing among the member organizations concerned as a sustainable and fair solution; and
3. Agrees that individual member associations/unions should mobilize at the local level and maintain pressure on inter-agency bodies.

Annex 3

REPORT OF THE STANDING COMMITTEE ON LEGAL QUESTIONS

Chair, ad interim	Elena Rotondo (FAO/WFP-UGSS)
Vice-Chair	Joel Lahaye (CERN)
Rapporteur	David Barrett (WHO/EURO Copenhagen)
Treasurer, FICSA	Margaret Robertson (IAEA)
Member, FICSA Executive Committee	Giovanni Muñoz (AP-in-FAO)
Regional Representative for Europe	Cosimo Melpignano (UNLB-LSU)

Participants

AP-in-FAO	Christopher Pardy
FAO/WFP-UGSS	Svend Booth Margaret Eldon
IAEA	Dean H. Neal
IARC	Thomas Odin
IFAD	Dave Nolan
IMO	Blanca Pinero
ITU	Varghese Joseph
OPCW	Vivienne Robertson
PAHO/WHO Washington	Pilar Vidal
UNESCO	Marie-Thérèse Conilh de Beyssac
UNRWA/ASA	Diab El Tabari
UPU	Alassane Guiro Marie-Odile Pilley
WHO/AFRO Brazzaville	Jean Tchicaya
WHO/EURO Copenhagen	Melodie Karlson
WHO/HQ Geneva	Ritu Sadana

WIPO	Brett Fitzgerald
WMO	Federico Galati
Guest	
OSCE	Juan de Luis

1. Under the chairmanship ad interim of Ms. Elena Rotondo, the Standing Committee on Legal Questions met four times to address items 1-8 on the agenda. Item 4 was discussed in a joint session with the Standing Committee on Staff/Management Relations (SMR).

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 FICSA Statutes and membership categories
 4. Release of the FICSA General Secretary: update (joint session with the Standing Committee on Staff/Management Relations)
 5. Update on services delivered under the retainer agreement with the FICSA Legal Advisor
 6. Proposals for legal workshops
 7. Other business
 8. Nominations of Standing Committee officers and Core Group members

Appointment of the rapporteur (Agenda item 2)

3. Mr. David Barrett (WHO EURO) was appointed Rapporteur.

Review of FICSA Statutes and membership categories (Agenda item 3)

Background

4. The Chairperson presented a paper on the proposed revision of the membership categories (document FICSA/C/64/LEGAL/CRP.2) and informed the Standing Committee that she had been working on the issue with Mr. Robert Weisell (former FICSA President and adviser) throughout the year. In line with a mandate given at the 63rd FICSA Council, the small working group had analyzed the current structure. It was deemed that the current structure was open to interpretation. Furthermore, the financial problems faced by member associations/unions were also to be addressed. The working group wanted to determine objective criteria which it could use as a starting point for a proposal in order to achieve its objective. In doing so, it researched the United Nations common system in terms of FICSA membership. After careful examination, the working group decided to use four "pillars" as

objective criteria for membership. Almost all FICSA member associations/unions were deemed to be a part of at least one of the four pillars:

- International Labour Organisation Administrative Tribunal/United Nations Administrative Tribunal (ILO AT/UN AT)
- United Nations Joint Staff Pension Fund (UNJSPF)
- Chief Executive Board (CEB)
- International Civil Service Commission (ICSC)

5. Salaries, allowances and benefits had initially been considered a fifth pillar, however, it was deemed too large and complex a category to examine and eventually use. Moreover, the working group concluded that data on those aspects could be obtained indirectly from participation in the UNJSPF, which implied that members had similar or common salaries and benefits structures.

6. If FICSA membership could be based on the extent to which associations/unions belonged to the four pillars, membership fees and participation within FICSA would be based on concrete facts rather than on an interpretation of the statutes. The rights of membership would be proportional to each member's participation in the four pillars. This would also create a positive effect of identifying the areas of work that members might focus on, as well as helping FICSA provide a more tailored service, when needed.

7. Each pillar had been assigned a weight in percentage terms. Rather than giving each of the four pillars an equal weight of 25 per cent, a weight had been assigned to each pillar based on its perceived importance (ICSC and UNJSPF being weighted more heavily than the Tribunals and the CEB). It was stressed that the percentages were arbitrary and were thus open to discussion and review.

8. Depending on which and how many pillars a member belonged to, the staff association/union was allocated a final percentage. That percentage was then used to calculate the membership fees using a banded scale. For example, if a member participated in all four pillars, it would pay the full fee (100 per cent). If, however, it was only part of two pillars, its fee might vary between 40 and 80 per cent, depending on the pillars to which it belonged. A similar band mechanism was also proposed to determine rights of membership, for example voting rights.

9. A new membership category for FUNSAs was proposed, changing the current observer status to one named "FUNSAs". This category would foresee an inversely proportional fee system based on FUNSA membership. This would avoid FICSA drawing fees twice from the same organizations or agencies.

Feedback

10. Overall, the Standing Committee concluded that the proposal provided a good basis on which to build. The principles applied in the proposal were clear and the rationale used in the proposal had been understood. However, the weighting of the pillars was subjective; a consensus would have to be sought amongst the membership. In addition, further exploration of other possible pillars should be undertaken. IAEA suggested that in addition to honorary members not being entitled to vote for candidates, they should not be entitled to chair meetings or prepare papers for discussion. Honorary members should not be considered true members: a fact that was reflected in the low dues that they paid. Otherwise, honorary members should pay dues in relation to the number of members in their organization. Lastly, UNRWA/ASA proposed the existing bandwidth levels should be reviewed.

11. There was disagreement in the Standing Committee about whether the current statutes were unambiguous or otherwise on the issue of membership. However, it was stressed that the proposal stemmed from previous Council sessions where it was determined that the current membership structure was in fact unclear.

12. Concern was expressed that the proposal did not sufficiently address the difficulties some members faced in paying membership dues. Another concern was the 'representativity' of the existing weighting of staff levels and categories following the UN contract reform. It was felt that the Ad hoc Committee on Administrative and Budgetary Questions should address the issue. At the end, it was explained that the membership fees would be spread across more members; they would thus potentially reduce the overall contribution to be paid by each agency. Finally, concern arose over the fact that the proposal might dilute the UN nature of FICSA. Many members stressed that the Federation was ultimately designed to serve the agencies and organizations of the United Nations.

Suggestions

13. AP-in-FAO noted that the proposal and accompanying simulation provided a means for auditing FICSA membership and should be forwarded to FICSA as such. Furthermore, if the proposal was to be implemented, it was important to validate all current membership data and not just apply the methodology to new members. Similarly, migration to the new system should be slow so that everybody was given an opportunity to discuss fully with each member for the purposes of clarification and addressing concerns. Lastly, the FICSA secretariat should conduct a background check on the members to ensure accuracy of their association with each pillar.

The Standing Committee recommended that:

A working group be established to develop further the review of the categories of membership. Specifically, the group should consider, but not limit its discussions to:

- Determining whether other pillars could be included or any of the currently proposed pillars should be excluded;
- Reviewing the percentages assigned to each pillar;
- Guarding against diluting the UN nature of FICSA; and
- Establishing if ways and means of grand-fathering the fees were feasible, so as to

minimize the potential threat of current FICSA members leaving as a result of a new fee structure.

The FICSA secretariat conduct a background check on all FICSA members to ensure the accuracy of the pillar methodology.

The FICSA President and/or General Secretary consult with all associate and consultative members, as well as observers to ensure that they bought into the principles governing the scheme proposed.

Release of the FICSA General Secretary: update (Agenda item 4)

14. The meeting that discussed the release issue was held in coordination with the Standing Committee on Staff/Management Relations. The outcome of the discussion is to be found in the latter Committee's report.

Updates on services delivered under the retainer agreement with the FICSA Legal Advisor (Agenda item 5)

15. The Chairperson asked the members of the Standing Committee to refer to background document FICSA/C/64/LEGAL/1.

The Standing Committee recommended that the FICSA secretariat update the FICSA website to include all documentation pertaining to past cases as prepared by the Legal Advisor. That information should become a permanent feature of the FICSA website.

Proposals for legal workshops (Agenda item 6)

16. The FICSA Legal Advisor had run a workshop that offered a step-by-step guide to the appeals process in Rome in 2010, hosted by IFAD. IFAD stated that the feedback had been positive and the turnout excellent. A total of 14 agencies had participated. Many of the agencies were non-FICSA members and the workshop had generated revenue. A similar workshop had been held in Geneva, Switzerland.

17. Two workshops were proposed for 2011: a workshop on the appeals process to be held in Washington and one to be held in conjunction with, or as a component of, the 65th FICSA Council in order to reduce overhead costs for participants. Steps should be taken to ensure that the FICSA Legal Advisor attends the Council. The Committee considered his presence extremely useful.

The Standing Committee recommended that FICSA organize a workshop on the appeals process in Washington (PAHO/WHO) and a second workshop to be held in conjunction with the 65th session of the Council.

Other business (Agenda item 7)

Availability of FICSA documentation

18. IFAD expressed concern over the fact that the documentation needed by the Standing Committee had not been posted on the FICSA website until immediately prior to the FICSA Council. That had prevented an in-depth discussion on the agenda items with the associated staff committees. IFAD also noted that the shortcoming was not unique to the Standing Committee on Legal Questions. Attention was further drawn to the fact that a documentation submission policy already existed and should be strictly adhered to in future.

Internal justice systems within UN agencies

19. WHO/HQ Geneva understood that the UN internal justice system had improved dramatically with the UNAT and the UN Dispute Tribunal (UNDT). UNRWA/ASA Lebanon and IAEA confirmed that trend. It was explained that the new system had eliminated a step within the dispute process, thus increasing the speed with which cases were processed. It was also explained that the system employed independent professional judges. Lastly, it was noted that the judgements were more in favour of the complainants than in the past.

20. WHO/HQ Geneva requested that an examination of the system be undertaken so that the best practices could be incorporated into agencies' own internal justice systems. UNESCO/STU stated that it was currently compiling a document comparing the practices of ILOAT and UNAT/UNDT. The document would be completed in May 2011 (approximately).

The Standing Committee recommended that:

The FICSA Executive Committee conduct a survey among its members on their internal justice systems and practices. Based on that information, the FICSA Legal Advisor should prepare a short document for distribution to members on such aspects as best practices and experience, internal justice systems, as well specifically compare ILOAT with UNAT/UNDT.

The FICSA Legal Advisor determine whether case law from one internal justice system could be used as precedent for or have an influence on another internal justice system.

The FICSA Executive Committee should lobby for changes within ILOAT, if it discovered that UNAT/UNDT had better practices than ILOAT.

Prevention of harassment in the workplace

21. WHO/HQ Geneva, with the support of all other WHO and UNAIDS delegations in FICSA, presented a statement for discussion: "Implementing Zero tolerance for Harassment". It highlighted two recommendations for consideration by FICSA (Appendix).

22. WHO/HQ Geneva, using the International Federation of the Red Cross as an example, suggested extending the focus of harassment in the workplace beyond mere investigation to actual prevention. It could include, for example: pre-screening of candidates to be recruited; mandatory training of all employees; the signing of statements confirming the employee's understanding of the agency's harassment policy; and mandatory reporting, if harassment was witnessed in the workplace, etc.

23. WHO/EURO Copenhagen commented that mandatory training of new staff could follow a model similar to that of UN Cares.

24. FAO/WFP-UGSS confirmed support for preventative measures, especially the obligatory training of all staff in the area of understanding harassment, its prevention and intervention.

The Standing Committee recommended that the FICSA Executive Committee consider and respond to the recommendations contained in the document "Proposed joint statement on the new policy on the prevention of harassment at WHO for the 64th session of the FICSA Council: Implementing ZERO tolerance for harassment".

FICSA members should share information on their organizations' policy on harassment and whistle blowing, providing documentation and any evaluations of policy implementation for the FICSA Legal Advisor so that it may be analyzed and best practices identified. The analysis as well as full documentation should be made available to the membership.

Nominations of Standing Committee officers and Core Group members (Agenda item 8)

25. Ms. Elena Rotondo (FAO/WFP-UGSS) was nominated as Chair and Mr. Dean H. Neal (IAEA) and Mr. Joel Lahaye (CERN) as Vice-Chairs.

26. The following people volunteered to be part of the Core Group:

Marie Thérèse Conilh de Beyssac (UNESCO)
Pilar Vidal (PAHO/WHO Washington)
Ritu Sadana (WHO/HQ Geneva)

27. The Chair noted that if other committee members later wished to become Core Group members, they should contact her directly.

28. The following people volunteered for the working group on the proposed membership structure:

Diab Tabari (UNRWA/ASA)
Dean H. Neal (IAEA)
Joel Lahaye (CERN)
Dave Nolan (IFAD)
Svend Booth (FAO/WFP-UGSS)
Brett Fitzgerald (WIPO)
Robert Weisell (Former FICSA President)

Appendix

Proposed Joint Statement on the New Policy on the Prevention of Harassment at WHO for
the 64th Session of the FICSA Council
Washington, D.C., 14-18 February 2011

"Implementing ZERO Tolerance for Harassment"

Summary of statement: The FICSA Staff Associations (SAs) delegations across WHO and UNAIDS jointly declare that the new policy on the prevention of harassment at WHO [Information Note 28/2010] must be revised, monitored and analysed, to meet the stated policy objective "of creating a working environment that is free of from harassment and where grievances are promptly and fairly resolved." We agree that implementation, monitoring, and analysis of the policy should take place during 2011, with revisions needed to improve progress towards the stated objective, agreed upon during 2011, in collaboration with the administration and management of WHO. Revisions should be implemented in 2012. We submit this statement including background and 3 annexes and recommendations to FICSA's [Standing Committee on Legal Questions](#), for consideration for further action by FICSA and its Executive Committee.

Recommendations:

1. We recommend that FICSA follow up with WHO as the new WHO policy must be revised, monitored and analyzed, as a priority in the following areas:

- The fairness and efficiency of the appeal mechanism in headquarters and regional offices
- The operational independence of the investigatory process and the competence of the investigators in the area of all forms of harassment
- The fairness of recommendations and decisions in light of all evidence and points of view, and the justifications for the decisions made.
- Specification and implementation of improved preventive measures including recruitment pre-screening, clear incorporation within staff code of conduct, training of all staff and mechanisms to empower staff (and protect them) to report on all forms of harassment witnessed.
- Preventing that the current simultaneous and accelerated reorganization processes within WHO increase the scope for potential harassment of or retaliation against staff.

2. We recommend that FICSA follow up with its Executive Committee to provide the following support to its member, associate and consultative organizations, addressing prevention and investigation of harassment:

- Updates and extends the sharing of written policies to prevent harassment or abuse of power and updates the sharing of monitoring and evaluations of existing policies and of internal grievance procedures;

- Supports a review of organizations' policies against harassment, in particular successful, documented approaches to prevent harassment.
- Continues to provide analysis of ILO AT judgments (and UN DT) on all forms of harassment and abuse of power.

Background

Section 1. The WHO Staff Associations [FICSA staff association delegations including six regional offices, headquarters and UNAIDS] declare that:

1) Staff across WHO are provided monitoring and evaluation results of the new policy, as proposed, at 6 and 12 months, followed by an open consultation, analysis and agreement on revisions to the new policy, to be implemented during 2012. In HQ, an extra internal step through the Headquarters Board of Appeal (HBA) is now required within the appeal process, and in ROs, two extra internal steps, the Regional Board of Appeal (RBA) and then the HBA: thus the fairness and efficiency of the appeal mechanism in headquarters and regional offices as described in the new policy must be reviewed and revised as a priority. Another priority highlighted by SAs is that the Internal Oversight Services (IOS) based in HQ, should also a) proactively address issues applicable to regional and country offices, covering prevention and investigation of harassment, and protection of individuals who report harassment, and b) swiftly respond to demands for assistance and investigation given the new policy effective 7 September 2010 applicable to all staff members in WHO offices, UNAIDS, ICC, and IARC.

2) An assessment of the operational independence of the investigatory process, the competence of the investigators in the area of all forms of harassment, the fairness of recommendations in light of all evidence and points of view, and the justifications for the decisions made, must be included within the monitoring and evaluation of the new policy. Although SAs welcome that the Grievance Panel made up of non-expert internal staff has been disbanded, the new investigatory process is under the sole responsibility of IOS and the management. The operational independence and competence of the investigation requires monitoring, particularly as it is unclear if external experts in the prevention and investigation of all forms of harassment will be drawn on. This concern and demand for assessment of independence, is made in light of:

- One of the three main recommendations from the WHO HQ 2004 Survey of Harassment conducted and analyzed by an independent expert in this area, noted that "it is essential that employees [staff of WHO] have confidence in such procedures and are able to see some success rate for complaints brought forward."
- FICSA has supported the analysis of ILO AT decisions and the lessons learned therefrom in the area of harassment over the past several years. For example, analysis of two judgments involving two different international organizations, one being WHO, found that procedures used do not instil confidence in the validity of decisions communicated via internal processes in those instances where those processes do not include independent and expert actors:

- that "internal panels, consisting of peers, are usually ill equipped to examine and investigate allegations of sexual harassment" [Judgment No. 2642]; or
- that "organization's internal investigation of a harassment claim is normally motivated by and determined by political considerations, i.e., whether the victim or the accused has the favour of the administration. The investigator or official body investigating the claim [the Office of Internal Oversight] for example can decide on its own which evidence to seek, reject and/or accept as relevant or significant, and thereby drive the outcome of the case." [Judgment No. 2552].

3) Concrete approaches to prevent harassment as defined by the new policy, and mechanisms to empower staff (and protect them) to speak out against all forms of harassment, are put in place. Concrete approaches can reflect innovative and evidence based policies and practices from other international and national organizations, as well as evidence based on recommendations that WHO has made to support occupational health and address workplace harassment, such as:

- WHO making it clear in current recruitment procedures that it has a tobacco-free work environment; in the same fashion, all recruitment procedures can make it quite clear that WHO has a harassment-free work environment. Furthermore, the organization could consider ways of ensuring that recruitment or reassignment (as well as mobility, rotation or transfers) take into account all previous cases of confirmed harassment and or abuse of power, and do not expose staff to potential harassment, as a preventive measure;
- Shifting from a culture of silence and perceived cover up of harassment, to a clear policy on prevention and requiring active and swift reporting, such as the following measures taken forward by the International Federation of Red Cross (IFRC) within its human resource systems and procedures, including recruitment pre-screening, reporting and investigation;
- Requiring all staff to participate in face-to-face discussions on the organization's policy and definition of harassment and abuse of power, and sign a statement noting that they understand the policy;
- Requiring all staff to sign a statement that they will conduct themselves in accordance with the policy and not commit any forms of harassment or abuse of power; and
- Requiring all staff to sign a statement that they will report behaviors that do not conform to the policy that the staff member witnesses and failure to do so is to be sanctioned.
 - For WHO, this could mean all new and existing staff are trained on the policy and over time, seminars and training are provided to refresh this policy. Different WHO offices are already providing different types of training, for example a recent lunch time workshop in WPRO looked at the new policy and focused on bullying and harassment:



NO TO BULLYING!

Bullying and harassment compromise not just the quality of our work, but also our relationships and even our health. Know what you can do about it.

Join the Brown Bag Session on Bullying and Harassment

on 15 February 2011, 12:00, Multi-function Room

Programme:

- Welcome remarks
- A short informative look at bullying
- Presentation on the newly revised WHO Global Policy on the Prevention of Harassment (attached)
- What can be done in WPRO
- Open forum

[Click here to register](#)

Deadline for registration is on Friday, 11 February 2011 COB. (Light snacks will be served)

- For WHO, this could mean that staff are required to report to the Internal Oversight Services or a similar entity with the mandate to communicate confidential information to the IOS (and be protected under the Whistleblower Policy) any behaviors he or she witnesses by another staff member:

"that is directed at another staff member and has the effect of offending, humiliating or intimidating that other staff member; and which that person knows or reasonably ought to know would offend, humiliate or intimidate that person; and which interferes with a staff member's ability to carry out their functions at work and/or creates an intimidating or hostile work environment" (e.g. reflecting the definition of harassment in the new WHO policy)

- WHO has produced technical documents that clearly note the types of behaviors that are unacceptable, that have the "effect of offending, humiliating or intimidating" a staff member that reflect harassment, such as the most frequent mobbing items identified in the Geneva Staff Association Survey of Harassment in the Workplace (Zapf, WHO):
 - Important information withheld from you
 - Continually given new tasks
 - Your suggestions ignored/declined
 - Being interrupted
 - Receiving criticisms of work
 - Given tasks below your capacity
 - Talking badly behind your back
 - Supervisor obstructing opinion
 - Your decisions being questioned
 - Insinuations without expressing issue
 - Work appraised incorrectly/hurtfully
 - Provoked to act in a negative manner
 - Spreading false rumors about you
 - Given senseless tasks
 - Others obstructing opinion
 - Degrading looks/gestures

- Being treated as invisible
 - Not receiving responses to queries
 - People don't talk to you
 - Someone shouting at you
 - Being ridiculed before others
 - Put in isolation
 - People refuse to carry out your orders
 - Receiving verbal threats
 - Given tasks which offend dignity
 - Attacking/ridiculing your origins/nationality
 - Not given tasks/not occupied
 - Receiving criticism of private life
 - People don't want to be approached
 - Excluding from parties/outings
 - Colleagues prohibited to talk to you
 - Receiving written threats
 - Telephone terror
 - Attacking political, religious, other views
 - Your tasks endanger your health
 - Sexually harassed/verbal sexual propositions
 - Physically attacked
 - Called obscene/degrading names
 - Suspected to be mentally ill
 - Making fun of your disability
 - Forced to see psychiatrist
- As a preventive measure, while recognizing and maintaining the rights of all staff members involved, it is the organization's duty of care to ensure swift recognition and prompt action in the interest of the victim of harassment (or related behaviour that has the same effect) given the well documented negative and rapidly deteriorating consequences of workplace harassment on the health of the victim (see the WHO publication, Raising Awareness of Psychological Harassment at Work, Protecting Workers' Health Series No 4., World Health Organization, 2003; Zapf, 2004, The Geneva Staff Association Survey of Harassment in the Workplace: results of the quantitative survey components). In practice, this means not leaving staff members in a context that they perceive as "offending, humiliating or intimidating." Years of evidence have supported this same principle of prevention and duty of care, that requires swift action to protect victims of physical or psychological domestic violence: swift action at an early stage usually translated into moving the victim out of the context, and with greater evidence on what works to prevent domestic violence. It is now recognized in the literature and increasingly in national regulations that it is the perpetrator of the psychological or physical violence, who must be swiftly removed from the context.
 - Knowledge that unacceptable behaviour will be sanctioned each time also provides a clear deterrent and can prevent harassment of all forms. It is necessary to remove any doubt that political considerations -- or other intervening factors that may reduce

fairness or appear to protect the perpetrators -- are taken into account in the investigation process and final decision. All cases of confirmed harassment and the sanction applied (via internal or external investigations and decisions) should be made public. Where such policies are implemented, monitoring and evaluation documents a dramatic decline on subsequent complaints of harassment and appeals.

4) In light of the WHO management and administration's recently announced reprofiling and matching exercises, reorganization, and roadmap exercises -- that in some cases entail abolition of posts or reassignment of staff -- staff associations/ are concerned that these simultaneous and accelerated reorganization processes may increase the scope for the potential harassment of staff.

- A serious concern is that the current informal conciliatory measures may not always be appropriate, in light of subsequent potential retaliation within these announced reprofiling and matching exercises, reorganization, and roadmap exercises.
- Concrete measures for the prevention and prompt consideration of claims of harassment must be pursued together so as to protect staff from the consequences of harassment including offending, humiliating or intimidating behaviour that might be mis-labelled as "mismanagement or poor judgment" during these processes.
- Further consideration must be given to approaches to collecting valid information on the impact of informal and formal investigation of harassment decisions on staff involved, including potential retaliation and professional development.

See Attachment 1 for background

Section 2. Furthermore, the WHO Staff Associations request that FICSA, including its [Standing Committee on Legal Questions](#) and the Executive Committee,

1) For all FICSA member, associate and observer organizations update and extend the sharing of written policies to prevent harassment or abuse of power and update the sharing of monitoring and evaluations of existing policies and internal grievance procedures;

2) For all FICSA member, associate and observer organizations, support a review of organizations' policies against harassment, in particular successful, documented approaches to preventing harassment.

3) Continue to provide analyses of ILOAT judgments pertaining to all forms of harassment and abuse of power, on a timely basis and make it available on the FICSA website.

See Attachment 2 and 3 for background details.

Attachment 1: Background to the New WHO policy on prevention of harassment and its monitoring and evaluation

Background: WHO introduced a revised policy on prevention of harassment at WHO applicable to all WHO staff members and former staff members (subject to certain conditions) as of 7 September 2010. The staff associations were consulted on the preparation of this new policy. The WHO management and administration ended the consultation process and issued a new policy in September 2010, with the staff associations wanting to continue the consultation process. Subsequently, the staff associations documented the strengths and potential weaknesses of this new policy, in light of experiences gained over the past 10 years, including staff experiences and suggestions, staff surveys assessing harassment at WHO headquarters (see Zapf, 2004, The Geneva Staff Association Survey of Harassment in the Workplace: results of the quantitative survey components), and reviews in this area supported by FICSA including bi-annual analyses of ILOAT judgments on all forms of harassment and abuse of power.

Among other changes, the new WHO policy disbands the former Grievance Panel that was made up of non-expert staff members, unifies the functions of investigation and decision-making under the responsibility of the WHO's Internal Oversight Services (IOS), and requires that staff members who wish to appeal a final administrative decision, must first do so through the WHO Board of Appeals (Headquarter and Regional): *nota bene*, prior to submitting a potential appeal to the ILOAT. This additional step may delay justice for several years, particularly for staff outside of Headquarters. The definition of harassment remains virtually unchanged and concerns not only intent but effect (see revised policy section 3.1.1):

"Harassment means any behaviour by a staff member:

- That is directed at another staff member and has the effect of offending, humiliating or intimidating that other staff member; and
- Which that person knows or reasonably ought to know would offend, humiliate or intimidate that person; and
- Which interferes with a staff member's ability to carry out their functions at work and/or creates an intimidating or hostile work environment."

Monitoring and evaluation: As part of the implementation of the new policy, the staff associations reached agreement with administration and management in November 2010 to participate in the monitoring and evaluation of the revised policy with milestones at 6 and 12 months, particularly on the aspects where the staff associations and administration and management disagreed considerably. The aim is to determine whether further revisions to the new policy on prevention of harassment are required in the medium term, so that it does "create a work environment that is free from harassment and where grievances are promptly and fairly resolved." Monitoring and evaluation are proposed in several key areas, as one step towards accountability (analysis and revision of the policy, as needed, are also required):

- 1) Timeliness of addressing complaints, including length of time between each phase;
- 2) Increased emphasis on preventive and informal conciliatory processes, while ensuring zero tolerance of harassment

3) Valid decisions in formal conciliation based on all evidence, in order to ensure justice and full consideration of the views of all parties involved

Progress to date: As confirmed by administration and management in February 2011 prior to the FICSA Council meeting, this proposal remains in the consultation phase, with focal points for prevention of harassment, ombudspersons, or those working within the Internal Oversight Services. Some comments from across WHO (IARC, AFRO, EURO) already shared with the staff association and additional comments are expected. The administration and management have confirmed that a consolidated note for the record will subsequently be circulated to staff associations throughout WHO and across the organization's administration and management. Data on the selected indicators agreed upon for the first 6 months are planned for compilation and dissemination by 30 March 2011.

Attachment 2: Role of FICSA Standing Committee on Legal Questions (on FICSA website)

The FICSA Standing Committee on Legal Questions advises the Executive Committee on:

Legal strategy: including the identification of cases which can be brought to an administrative tribunal for the common benefit of staff, either to advance their rights or to protect their conditions of service

Legal insurance: exchanging information on the best insurance coverage for international civil servants

Whistleblower policies: identifying best practice and protections for whistleblowers

Constitutional questions: interpreting the provisions of the FICSA Statutes and Rules

Interpretation of Staff Regulations and Rules: assisting members in understanding the staff rules and providing opinions on whether they have been applied correctly

Use of the FICSA Legal Defence Fund: advising on which legal appeals should be supported by the Fund

Administration of justice: monitoring the work and reform of the Administrative Tribunals

Roster of Legal Advisors: compiling a list of the best legal experts to assist in appeals

Administrative Tribunal case law: reviewing and providing information on the judgments of the Administrative Tribunals

Staff rights: identifying staff rights and the best strategies to protect and advance them

Membership issues: defining the parameters of membership categories

Training: providing training in the appeals process

Grievance procedures: identifying best practice and sharing information on internal grievance procedures

Attachment 3: Harassment policies from member organizations (on FICSA website)

Policy harassment – IFAD

Policy harassment – ITU

Policy harassment – Oath – harassment – IFAD

Policy harassment – OPCW

Policy harassment – UGSS

Policy harassment – UNESCO

Policy harassment – WHO / HQ

Policy harassment – WTO

Annex 4

REPORT OF THE STANDING COMMITTEE ON HUMAN RESOURCES MANAGEMENT

Chair	Lisa Villard (IAEA)
Vice-Chair	Cinzia Romani (FAO/WFP-UGSS)
Rapporteur	Yvette Diei-Ouadi (AP-in-FAO) Cinzia Romani (FAO/WFP-UGSS)
General Secretary, FICSA	Valérie de Kermel (IMO)
Members, FICSA Executive Committee	Véronique Allain (SCBD) Giovanni Muñoz (AP-in-FAO)
Regional Representative for Europe	Cosimo Melpignano (UNLB)
Participants	
AP-in-FAO	Christopher Pardy
CERN	Philippe Defert
FAO/WFP-UGSS	Antonio Brina Margaret Eldon Cinzia Romani
IAEA	Katja Haslinger Marielle Wynsford-Brown
IFAD	Benoit Thierry
IMO	Baharak Moradi
ITU	Christian Gerlier
OPCW	Vivienne Robertson
PAHO/WHO Washington	Pilar Vidal Jacinth Waugh
UNAIDS	Marie Breton-Ivy John Hassell Tanya Quinn-Maguire
UNESCO	Vincent Vaurette
UNLB	Ezio Capriola

WHO/AFRO Brazzaville	Bernadette Fogue Jean Tchicaya
WHO/EURO Copenhagen	Melodie Karlson
WHO/HQ Geneva	Edmond Mobio
WHO/WPRO Manila	Benjamin Bayutas
WIPO	Brett Fitzgerald
WMO	Federico Galati
Member with consultative status	
OAS	Luiz Azevedo Alicia Pita Joaquin Salgado

Introduction

1. The Standing Committee met three times to address items 1 to 9 of its agenda.

Election of the acting chair and/or vice-chair (Agenda item 1)

2. The Chair and Vice Chair were present therefore no election was necessary.

Adoption of the agenda (Agenda item 2)

3. 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. Inter-agency mobility
5. Education grant: ICSC review of the methodology for determining the grant (representative schools and eligibility)
6. Performance management: use of steps
7. Update on the exit interview report
8. Review of the ICSC Framework for Human Resources Management
9. Recognition of domestic partnerships for dependency purposes
10. Career development: policies and practices, promotion from G to P staff in certain functions
11. Best practices of reward and recognition policies- information gathering
12. Employment of retirees: policies & practices, effect of changing mandatory age of separation
13. Other business
14. Nomination of Standing Committee officers and Core group members

Election of a rapporteur (Agenda item 3)

4. Ms. Yvette Diei-Ouadi (AP-in-FAO Rome) was appointed Rapporteur.

Inter-agency mobility (Agenda item 4)

5. The Standing Committee discussed and shared information on the current situation pertaining to the implementation of the inter-agency mobility policy in their respective organizations. Some organizations pointed to the existence of inter-agency secondment and others to the internal rotation programme among countries. It was generally noted, however, that inter-agency mobility per se was still a limited practice within the UN system.

6. An extensive discussion followed on the various aspects of inter-agency mobility and its practicalities. Of particular concern were:

- The contractual status of the staff member involved in inter-agency mobility (continues with the same benefits such as health care and pension);
- The perception that the implementation of inter-agency mobility might be much easier in organizations having a culture of mobility (be it internal or to other countries);
- The need for a stepwise approach to inter-agency mobility policy: agencies to first identify posts which had a profile fitting within the mobility scheme and how subsequently those posts could be used in the context of the inter-agency mobility;
- Based on the above, vacancy announcements should mention that the position was part of inter-agency mobility, with due consideration being given to transparency in handling posts suitable for mobility; and
- Inter-agency mobility should not be limited to Professional staff; it should also be extended to GS staff, at least between agencies at the same duty station.

7. Taking into account the complexity of the aspects related to inter-agency mobility and the unanimous recognition by the organizations present that it had not proven a panacea to date, all were in favour of the need to examine the issue further. The following recommendations were made:

The Standing Committee recommended that the Executive Committee use the resources within its membership to establish a sub-group under the Standing Committee to conduct an analysis of the barriers to inter-agency mobility. The Committee further recommended that the following members be part of any sub-group to look at the issues and report on the findings to the 65th session of the FICSA Council: Ms. Cinzia Romani (FAO/WFP-UGSS), Ms. Melodie Karlson (WHO/EURO Copenhagen) and Ms. Bernadette Fogue (WHO/AFRO Brazzaville).

Education grant: ICSC review of the methodology (Agenda item 5)

8. After a brief discussion on whether nationally recruited staff should also be entitled to the education grant or whether from the standpoint of human resources management the

entitlement should be a grant or a lump sum, the Standing Committee recommended that the current system be kept as it was. It also felt that the issue should be considered further by the Standing Committee on Professional Salaries and Allowances.

The Standing Committee recommended that the current education grant system be maintained.

Performance management (Agenda item 6)

9. The discussions showed that several schemes of performance management were already in place and that most of their step increments were linked to satisfactory performance. It was emphasized that a key problem was stagnation at the top of the grade. Most members of the Standing Committee felt that the current system should be kept as it was, but a long-term view should be taken to find measures to address stagnation at the top of the grade.

The Standing Committee recommended that the current system of step increments be maintained. The Committee further recommended that the FICSA Executive Committee give thorough consideration to addressing the issue of stagnation at the top of the grade.

Update on the exit interview report (Agenda item 7)

10. The importance of the exit interview in providing useful information for improving the competitiveness of an organization was underlined. While the practice was not in place in some organizations, others such as FAO conducted exit interviews. However concerns were raised over the use of exit interview reports and the access to this type of information for the purpose of improvement was questionable. In order to improve that situation and to have transparency in the analysis of the information, the Standing Committee recognized the need to involve the staff representative bodies.

The Standing Committee recommended to the FICSA Executive Committee that it advocate that staff representative bodies be involved in exit interviews and the analysis of the information.

Review of the ICSC framework on HRM (Agenda item 8)

11. The ICSC Framework for Human Resources Management had been approved by the ICSC in 2000 and the current meeting offered the first opportunity for revision since its adoption. The Standing Committee was tasked to pay particular attention to staff well-being, good governance (including management style), staff representation, the administration of justice and ethics.

12. After analysing the ICSC Framework, the Standing Committee concluded that given the importance of the document, further analysis and revision was necessary. It therefore decided to establish a working group under the aegis of the Standing Committee with a view to conducting a more in-depth review of the individual components.

13. However, the Committee reiterated the right to staff representation and that above all it activity be recognized in the staff rules and regulations of each organization. The Standing Committee also agreed that, at the very least, the component of staff representation be moved from the NON-core to the CORE components of the Framework.

The Standing Committee recommended that the FICSA Executive Committee remind all organizations that they had to respect the right of all staff to representation by any representative body and would undertake a review of those organizations that did not include staff representation in their staff rules and regulations.

The Standing Committee further recommended that the FICSA Executive Committee establish a working group under the auspices of the Standing Committee to analyse further the individual components of the Framework.

Recognition of domestic partnerships for dependency purposes (Agenda item 9)

14. At the 20th session in July 2010 of the HLCM and pursuant to a request from the HR Network, UNAIDS had presented the results of a survey conducted among the member organizations in support of the proposal of the HR Network. UNAIDS had requested that those organisations willing to revise or expand the current basis for the recognition of personal status should be able to do so in accordance with their respective governance.

15. The Standing Committee noted that the majority of the agencies participating in the discussions did not comply with the Secretary-General's Bulletin on family status for purposes of United Nations entitlements and did not recognize domestic partnerships or same gender marriages.

The Standing Committee recommended the adoption of the resolution on the recognition of domestic partnerships for dependency purposes (Annex 2, Resolution 64/1). The FICSA Executive Committee should take the issue forward at any forum it attended and continue to foster a dialogue on that issue.

The Standing Committee further recommended the establishment within FICSA of a focal point on UN-GLOBE matters.

Career Development: policies and practices, promotion from GS to P staff in certain functions (Agenda item 10)

16. The Standing Committee shared views on practices in the various organizations. It noted that it was essential to distinguish between job classification and career development since, although linked they were not the same concept. The Standing Committee noted discrepancies between the organizations and policies needed to be harmonized to benefit staff in terms of career development.

The Standing Committee recommended that the FICSA Executive Committee organize training courses on classification of both General Service and Professional posts.

It further recommended that the Executive Committee follow the issue of the promotion of GS to the P category by identifying practices facilitating that process.

Best practices on rewards and recognition (Agenda item 11)

16. The Standing Committee exchanged information on current practices on reward and recognition in their respective organisations and noted that only some organizations pursued reward policies. During the discussion, it was noted that where a policy was in place, it contained both monetary and non-monetary rewards.

The Standing Committee recommended that the FICSA Executive Committee request the membership to provide details on best practices regarding reward and recognition opportunities and to have them uploaded on to the HRM blog via the FICSA website.

Employment of retirees (Agenda item 12)

17. The Standing Committee was not in the position to provide data with regard to the type of contracts used to hire retirees after separation. Nevertheless, the Committee shared the view that the hiring of retirees hindered career development opportunities for both General Service and Professional staff and should be discouraged. Moreover, the abuse whereby some organizations recruiting General Service retirees on Professional consultancy contracts to perform General Service functions should cease. The Committee felt that the increase in the mandatory retirement age would have no impact on current practice.

The Standing Committee recommended that the FICSA Executive Committee once again request the membership to share data related to the type and number of contracts used when hiring retirees.

Work/life balance (impact of financial crisis)

18. WHO Rules and Regulations stipulated a normal working week of 40 hours, yet both General Service and Professional staff were frequently requested to work beyond that limit. The Committee noted that it was not an isolated issue given the impact of the financial crisis and the resultant cuts in posts. The problem was more aggravated in the field where staff were more vulnerable since they might not be aware of their rights nor in a position to exercise those rights.

Other business

19. There was no other business.

20. The Standing Committee nominated Ms. Lisa Villard (IAEA) as Chair, Ms. Cinzia Romani (FAO/WFP-UGSS) as Vice-Chair and Ms. Melodie Karlson (WHO/EURO Copenhagen), Ms. Katja Haslinger (IAEA), Ms. Marielle Wynsford-Brown (IAEA), Ms. Tanya Quinn-Maguire (UNAIDS) and Ms. Margaret Eldon (FAO/WFP-UGSS) as Core Group Members. It also recommended Mr. Antonio Brina (FAO/WFP-UGSS) as Focal Point for UN GLOBE issues.

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	Baharak Moradi (IMO) Vivienne Robertson (OPCW)
Members, FICSA Executive Committee	Vincenzo De Leo (UNLB) Giovanni Munoz (AP-in-FAO) K. Ratnakaran (WHO/SEARO New Delhi)
Regional Representative for Europe	Cosimo Melpignano (UNLB)
Participants	
AP-in-FAO	Yvette Diei-Ouadi Christopher Pardy
CERN	Joel Lahaye
FAO/WFP-UGSS	Silvia Mariangeloni
IMO	Baharak Moradi
IAEA	Katja Haslinger Dean H. Neal Marielle Wynsford-Brown
PAHO/WHO Washington	Vivian Huizenga Isabel Vigil
UNESCO/STU	Marie-Thérèse Conilh de Beyssac Claire Servoz
UNLB	Ezio Capriola
WHO/AFRO Brazzaville	Jean-Bruce Pambou Malonda
WHO/HQ Geneva	Edmond Mobio
WHO/WPRO Manila	Benjamin Bayutas
WIPO	Faizan UI-Haq

Members with observer status

AFSM-WHO/SEARO New Delhi

Ram L. Rai

FUNSA Egypt

Mona Abbassy

Introduction

1. The Chair of the Standing Committee on Social Security/Occupational Health and Safety Committee, Mr. Svend Booth (FAO/WFP-UGSS), welcomed all the participants and emphasized that the purpose/duty of a standing committee was to continue the work throughout the year, between FICSA Councils. He therefore requested the Core Group to provide continuous feedback and input in order to make a meaningful and effective contribution to the work of the Federation. He encouraged the group to make every effort to respond to e-mail requests arising throughout the year.

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. Update on the implementation of the policy on disability and its suggested improvement
4. UN Cares
5. Service-incurred compensation and Appendix D
6. Review of pensionable remuneration
7. Mandatory age of separation
8. Update on the Pension Board decisions
9. Other business

Election of the rapporteur (Agenda item 2)

3. Ms. Baharak Moradi (IMO) and Ms. Vivienne Robertson (OPCW) were elected co-rapporteurs of the meeting.

Update on the implementation of the policy on disability and its suggested improvement (Agenda item 3)

4. The importance of fair practices concerning the employment of persons with disabilities was of great concern to the Standing Committee. The Chief Executives Board (CEB) secretariat had undertaken a survey in April 2010 on the implementation of a disability policy by organizations (ref. document CEB/2010/HLCEM/HR/28/Rev.1). Most organizations had reported that they were already implementing a policy or were in the process of developing a policy in the course of 2010.

5. In the view of the Standing Committee, the proposal was commendable. It also served to raise awareness of the artificial barriers that were presented by buildings that might not be able to accommodate some disabilities. Members expressed the view that staff should be hired on the basis of merit alone.

The Standing Committee recommended that the FICSA Executive Committee should monitor the implementation of the policy.

It further recommended that the Standing Committee members liaise with their own administrations so as to encourage disabled people to apply and establish facilities suitable for disabled people. Hiring staff members should be based on competence rather than on the degree of their disability.

Update on UN Cares (Agenda item 4)

6. UN Cares was regarded as a model programme within the context of harmonization and best business practices. The training programme organized by UN Cares was excellent, but the financial situation for the programme was very tenuous as some organizations had not yet paid their full share for the biennium.

7. FICSA had participated fully in the UN Cares meetings and supported the programme. The Standing Committee raised the question of how many organizations were actually applying the eleven standards.

The Standing Committee recommended that: Staff associations/unions contact their administrations and encourage them to request UN Cares trainers to provide staff training on HIV/AIDS; and staff associations/unions should urge their administrations to maintain their pledges to UN Cares (given availability of funds).

Service-incurred compensation and Appendix D (Agenda item 5)

8. The Committee discussed the fact that, while the safety of staff was an essential component in any organization's staff policy, compensation varied from organization to organization. The Chair called attention to the fact that a revised Appendix D was to be approved by the UN General Assembly as per the submission of the proposals tabled at the 20th session of the HLCM.

9. The Standing Committee discussed whether it was appropriate to defend the rights of non-staff who were not members of FICSA. The Chair informed Committee members that, while the contractual framework was beyond the scope of the Standing Committee, the Standing Committee could encourage promotion of best practices, together with the creation of minimum standards for the responsible use of non-staff contracts, including the provision of accident or disability insurance to all staff members in that category.

The Standing Committee recommended that while recognizing that staff representative bodies did not represent non-staff, the Executive Committee should try to ensure adequate social security benefits for that category, yet also try to limit the proliferation of non-staff use.

10. The Standing Committee acknowledged that many organizations provided insurance for staff going on mission, but that inadequacies persisted. The representative from AP-in-FAO added that organizations had a moral obligation to insure non-staff against death and disability, while social security benefits should be based on a percentage of time served. The representative from UNLB acknowledged that the use of non-staff was a widespread practice throughout the United Nations system, and stressed that, if core functions were required, a post should be created and filled by regular staff.

11. The Committee recognized that, if social security coverage were increased for those who had limited social security they would become more expensive to the organization; that would also be an incentive to use regular staff for the performance of core functions. The delegate from UNESCO expressed the view that the use of non-staff should be discouraged and should not be used as a tool to demonstrate to Member States that staff reductions were taking place.

The Standing Committee recommended that for the purpose of social security benefits, non-staff should be treated the same way as regular staff. At the very least, minimum requirements should be adhered to (injury, death, disability, repatriation), and non-staff should become regular staff members, if they performed core functions.

Review of pensionable remuneration (Agenda item 6)

12. The Chair informed the Committee of changes in the trend of the actuarial status of the Fund: in times of restrictions in financial commitments on the part of organizations, the implications of any increase or decrease on the benefits of the numerous participants of the Fund would be significant. An ICSC working paper on the review of pensionable remuneration was to be issued soon; it was imperative that FICSA participate in the working group. ILO had offered to organize a pre-meeting in Geneva in May in that regard and had invited FICSA to attend. Furthermore, the Executive Committee had suggested that FICSA hire a consultant to prepare a written defence for the 73rd ICSC meeting

The Standing Committee recommended that FICSA make all efforts to ensure that no changes were made to the pensionable remuneration of its members. It further recommended that FICSA engage a consultant to prepare a written submission to the 72nd session of the ICSC, to defend the Federation's current position.

Retirement age (Agenda item 7)

13. The Chair informed the meeting that the Standing Committee had recommended that all organizations adopt the same age of separation from service: 62. FICSA was in agreement

with the harmonization of the separation age at 65 for new staff, and on a voluntary basis for existing staff.

The Standing Committee recommended that the Executive Committee should insist that that separation age for all organizations be 62, and that the age limit might be raised to 65 for newly-appointed staff members, or voluntarily for current staff.

14. The WHO/AFRO delegate raised the question of life expectancy in Africa where the mortality rate was much higher than in Europe. Should the retirement age be raised, members from that region would be penalized. The Chair opined that it would not be feasible to vary the retirement age from region to region.

Update on the Pension Board decisions (Agenda item 8)

(a) Report of the Working Group on Plan Design

15. The Chair provided the Standing Committee with an update on the Pension Board decisions and proposals outlined in the Report of the Working Group on Plan Design. The aim was to improve the actuarial situation of the Fund (Report available on the website of the UN Joint Staff Pension Fund (UNJSPF):

http://www.unjspf.org/UNJSPF_Web/pdf/workingGroup-eng.pdf).

The Chair summarized the numerous technical contents of the document and then proposed that the Standing Committee concentrate on the proposed changes to pension benefits.

16. The UNJSPF would be discussing the reduction factor for early retirement. Three possible scenarios were envisaged:

No change

Changes applicable only to new members

Changes to all members, regardless of when they joined the Pension Fund.

The Standing Committee recommended that FICSA adopt the position of maintaining the status quo of the Fund. The Executive Committee should pursue a stance of no change to rules. However, if changes were to materialize, in no case should they be applied retroactively. The benefits of all current participants were not to be changed. Furthermore, should the Pension Board decide to touch any aspect of staff pension benefits, staff associations/unions had to be informed immediately.

17. The general consensus among delegates was that it was not always easy to persuade Member States to reject cost-saving proposals. FICSA needed therefore to act at the local level of staff pension committees (tripartite groups) and put pressure on the UNJSPF.

The Standing Committee recommended that FICSA could agree to the extension of the retirement age to 65, but should not agree to either retroactive application of any changes or an increase in the early retirement reduction factors, even for new participants.

(b) Divorced spouse's benefit – possible revision of Article 35 bis(b)(i)

18. The Chair informed the Committee that the Standing Committee's 2010 decision was to support the reduction of the eligibility for a divorced spouse's benefit from ten to five years. In the interim, the Pension Board had not agreed with that proposal.

19. The IAEA delegate informed the Standing Committee that a questionnaire distributed to IAEA staff members in that regard had produced a resounding no. A similar survey, carried out by IAEA in 2002, had produced an identical result. The question was raised whether FICSA had the responsibility to support non-staff members, with the suggestion that such matters should be referred to the Pension Board.

The Standing Committee was not opposed to supporting the proposal to lower from 10 to 5 years the period of eligibility for a divorced spouse benefit. The Standing Committee took note of the IAEA survey results which demonstrated that the majority of staff of that organization did not support the initiative to lower the period of eligibility from 10 to 5 years for a divorced spouse benefit, and further noted that divorced spouses could not be represented by FICSA and IMO supported this view.

(c) Document provided by FAO on average exchange rates

20. The representative from FAO tabled a paper calling for an improvement in the pensionable income of professional level staff retiring outside the USD zone. In the face of the unfavourable currency exchange rate for such retirees, Rome-based organizations were requesting FICSA to intervene and propose the adoption of a 120-month exchange rate average. The delegate from FAO informed the Committee that the UNJSPF had taken note of the issue, had agreed that the adoption of a 120-month exchange rate average was the best long term solution, but had yet to take any action.

21. Delegates discussed whether General Service staff should be included in the FAO proposal. FAO would consider any action that could lead to a positive outcome, but expressed the concern that inclusion of the General Service category in that issue could possibly make it less likely to happen. The delegate from FAO also suggested that the Standing Committee assist FICSA in organizing an online petition, with FAO providing technical assistance.

22. The Chair requested that the Standing Committee examine previous reports regarding Professional pension benefits in the Eurozone.

The Standing Committee recommended that with respect to average exchange rates, FICSA should maintain that there should be no differentiation between General Service and Professional staff, as the change could prove to be mutually beneficial over time owing to fluctuations in the average dollar exchange rate. The Standing Committee proposed that an online petition concerning the implementation of the 120-month average exchange rate be sent to all staff; it was to be prepared with the assistance of AP-in-FAO.

Other business (Agenda item 9)

23. The representative from FUNSA Egypt requested the assistance of the Standing Committee in establishing minimum standards for medical coverage, in view of the considerable inconsistencies in the standard of medical coverage for field staff in Egypt. The Chair acknowledged that the establishment of minimum standards could lead to a reduction of standards across-the-board and that the level of coverage was usually reflected in the rate of premiums. Ever-increasing medical insurance premiums were placing a burden on governments. With each organization having its own health insurance contract, harmonization was not feasible. The UN was trying to set up a fund in that regard, but there was nothing concrete at the present time.

24. The Chair suggested that all Egypt-based staff associations, under the umbrella of the FUNSA, meet to gather information to be sent to FICSA, and that the associations discuss a plan of action. The associations should present a paper to the 65th FICSA Council in 2012 and the Standing Committee would assist them in presenting their case to headquarters.

The Standing Committee urged the FICSA Executive Committee to assist any staff association/union which felt that the medical insurance provided by their organization did not meet acceptable standards.

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

25. The Standing Committee nominated the Chair and Vice-Chair. Mr. Svend Booth (FAO/WFP-UGSS) was nominated Chair and Mr. Dean H. Neal (IAEA) was nominated as Vice-Chair. The representative from WHO/WPRO Manila proposed that young participants step forward as several members of the Standing Committee would be retiring over the coming years. The new members could learn from current members and become experts over time.

26. The following nominations were received for the Core Group members:

CERN	Joel Lahaye
IAEA	Katja Haslinger
	Marielle Wynsford-Brown
IMO	Baharak Moradi
PAHO/WHO Washington	Isabel Vigil
UNLB	Ezio Capriola
	Cosimo Melpignano
UNLB	Ezio Capriola
WHO/WPRO Manila	Benjamin Bayutas
FUNSA Egypt	Mona Abbassy
UNESCO	Marie Thérèse Conilh de Beyssac
	Claire Servoz

Annex 6

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

Chair	Steven Ackumey-Affizie (FAO/WFP-UGSS)
Rapporteur	R.L. Rai (AFSM-WHO/SEARO New Delhi)
Rapporteur/Member, FICSA Executive Committee	K. Ratnakaran (WHO/SEARO New Delhi)
General Secretary, FICSA	Valérie de Kermel (IMO)
Regional Representative for Africa	Jean-Bruce Pambou Malonda (WHO/AFRO Brazzaville)

Participants

AP-in-FAO	Yvette Diei-Ouadi
FAO/WFP-UGSS	Svend Booth Margaret Eldon
IFAD	Benoit Thierry
PAHO/WHO Washington	Jacynth Waugh Wallace Meissner (observer)
UNAIDS	John Hassell
UNESCO	Claire Servoz
UNRWA/ASA Lebanon	Diab El-Tabari Daoud Korman
WHO/AFRO Brazzaville	Bernadette Fogue Kongape
WHO/EURO Copenhagen	Anja Baumann
WHO/HQ Geneva	Edmond Mobio
WHO/WPRO Manila	Benjamin Bayutas
Federations with observer status	
FAPNUU Uruguay	Gustavo Casas

FUNSA Egypt	Mona Abbassy Maha Zaki
FUNSU Congo	Fernando-Ziata Kibikula
Guest	
OSCE	Nizar Zaher

Introduction

1. The Chair of the Standing Committee welcomed those present and opened the meeting.

Adoption of the agenda (Agenda item 1)

1. Following a brief discussion, the agenda was adopted as follows:
 1. Adoption of the agenda
 2. Election of the rapporteur
 3. Security measures for nationally-recruited staff
 4. New Security Level System (SLS)
 5. Mobility/hardship including hazard pay – review of the level
 6. Conditions of service for staff serving in non-family duty stations
 7. Update on FUNSA Network
 8. Classification of duty stations according to conditions of life and work
 9. Hazard pay for area staff in West Bank and Gaza
 10. Other business
 11. Nomination of Standing Committee officers and Core Group members

Election of a rapporteur (Agenda item 2)

2. Messrs. R.L. Rai (AFSM/SEARO New Delhi) and K. Ratnakaran (WHO/SEARO New Delhi) were appointed Rapporteurs.

Security measures for nationally-recruited staff (Agenda item 3)

3. The Standing Committee took note of the Background paper (document FICSA/C/64/FIELD/1). The discussion centred on the security measures undertaken for locally recruited staff in Somaliland, Rwanda, Brazzaville and Egypt. It was pointed out that in some cases the security management system (SMS) did not provide for evacuation of locally recruited staff in emergency situations or their relocation. Under such circumstances, staff members in distress had to fend for themselves in situations warranting evacuation. It was also noted that in certain situations, some staff members were not aware of the security plan available to them and, therefore, were not willing to move out owing to their own specific situations.

4. The Standing Committee discussed the various aspects of the issues involved. It felt that the staff associations/unions should discuss with managements the urgent need to put in place security measures for locally recruited staff as well. The Standing Committee was informed that information on issues concerning security of their locally recruited staff was not always available to them. They needed reliable sources of information, as well as support and guidance in times of need. It would be necessary to inform the locally recruited staff about the security concerns and risks. A general tendency prevailed among some staff not to take security issues with the seriousness they deserved and they did not comply with security regulations and requirements. It is also important to educate and motivate locally recruited staff so that they themselves also develop a sense of responsibility for their own security and that of their families.

5. It was pointed out that the UN security system discriminated against locally-recruited staff whereas all attention was directed towards the security of internationally recruited staff. All UN common system staff should be treated equally.

6. FICSA had been strongly advocating security measures for locally recruited staff, including non-nationals, and sharing information with its membership. The local staff associations also had a greater role to play in informing their staff on the security measures they had to follow in emergency situations. Evacuating locally recruited staff during politically sensitive situations should be handled carefully.

7. It was mentioned that in dealing with evacuation and relocation, the organizations should treat their staff on an equitable basis. The current policy discriminated against locally-recruited staff. In incidents requiring relocation and if staff members took that option, the UN Department for Safety and Security (UNDSS) should bear the relocation costs which could be subsequently recovered from the staff on affordable terms. Issues relating to funding should not become a barrier to evacuation in emergencies. First and foremost, the security of human life should receive priority attention. In cases where the UN staff were targeted, they should be provided adequate security.

The Standing Committee recommended that:

The FICSA Executive Committee continue to pursue its efforts for equal treatment and opportunities in security matters for all UN staff including evacuation and relocation.

Local staff associations play a more meaningful role in informing and encouraging locally-recruited staff to take appropriate security measures in situations affecting their own security and be responsible for complying with security regulations and taking appropriate action proactively.

Staff associations/unions should establish security focal points and make available concise information and guidance material to be followed at times of emergency in addition to what SMT/UNDSS was providing.

Staff associations/unions should report back on their experience to the FICSA Secretariat, as and when necessary.

New Security Level Systems (SLS) (Agenda item 4)

8. The Standing Committee noted the presentation made by Mr. Gregory Starr, Under-Secretary-General for UNDSS, which was discussed in detail. The discussions centred on what other documents of the United Nations Security Management System (UNSMS) needed to be looked at in terms of reviewing the Security Handbook (now entitled UN Security Management Manual) and security brochures, as both funds and programmes were going to review security issues in their respective organizations. The FICSA Secretariat was asked to provide drafts of documents to be shared by e-mail for review and comments by the core group members of the Standing Committee. FICSA would take note of those changes and present them to the next UNSMS meeting.

The Standing Committee recommended that:

The FICSA Executive Committee monitor the new Security Level System (SLS) and review critically its effectiveness after the first year of implementation.

Staff associations/unions ensure that their members received security training in the new SLS and report on their experience to the FICSA Secretariat.

Mobility/hardship including hazard pay - review of the methodology (Agenda item 5)

9. The Standing Committee noted that in accordance with the decisions of the International Civil Service Commission (ICSC), the amounts payable under the new mobility and hardship scheme that came into effect on 1 January 2007 were to be reviewed every three years. A working group established by the ICSC had reviewed the methodology and discussed the issues raised in the ICSC review on the mobility and hardship methodology.

10. FICSA, through its General Secretary, had participated in the working group meeting held in December 2010. In light of the introduction of the current SLS, the need to review hazard pay was recognized. The discussions in the ICSC working group had led to a change in terminology from "danger pay" to "hazard pay", together with an adjustment of the criteria. One of the criteria for "danger pay" related to those duty stations where UN premises and/or staff, by virtue of their employment with the UN common system, were already persistently and directly targeted. That presented an imminent and constant threat to both staff and their activities. FICSA raised the question of how that risk would be measured and determined. Its suggestion for a rewording had been rejected. However, an agreement on equal treatment of all categories of staff for the purpose of "danger pay" had been recommended by the ICSC working group. A question was raised whether that was a ploy on the part of the ICSC working group to shift all countries formerly listed under hazardous conditions to those under dangerous conditions and then introduce the payment of danger pay.

The Standing Committee recommended that the FICSA Executive Committee follow up on recommendations of the ICSC working group on mobility and hardship and monitor their implementation in order to ensure that duty stations where staff received hazard pay were not re-classified as duty stations only eligible for danger pay.

Conditions of service for staff serving in non-family duty stations (Agenda item 6)

11. The Standing Committee noted recent developments in the conditions of service for staff serving in non-family duty stations. All organizations of the United Nations common system, with the exception of the UN Secretariat, provided some form of compensation for the maintenance of a second household, when staff with dependants were assigned to non-family duty stations. Since the 1990s, the UN funds and programmes had adopted an alternative approach known as the Special Operations Approach (SOA), whereby staff required to work in non-family locations were assigned to a nearby safer location with the necessary infrastructure in terms of medical and educational facilities and good communication links. The staff member was paid an additional living allowance to cover the expenses of maintaining a second household. That allowance, known as the Special Operations Living Allowance (SOLA), was payable to all staff, irrespective of their category or family situation.

12. SOLA was not being paid to the staff of the UN Secretariat who wanted the allowance to be paid to their staff as well. When the issue came up before the UN General Assembly, it was not accepted. The General Assembly sought a harmonized approach across all funds and programmes, as well as the UN Secretariat. Thus, the need for a common approach was felt. The ICSC had made some proposals to the UN General Assembly. A technical working group had been established in which FICSA had participated. While the UN specialized agencies were satisfied with the SOLA approach, the UN Secretariat had its reservations. The working group put forward a series of recommendations. However, those recommendations had not been accepted by the ICSC which came up with a new methodology that was subsequently approved by the UN General Assembly in December 2010.

The Standing Committee recommended that the FICSA Executive Committee monitor the implementation of the General Assembly resolution at the local level, as well as assess and follow up its impact.

Update on FUNSA Network (Agenda item 7)

13. The Standing Committee was informed that the subject had first been raised at the 62nd session of the Council. The FUNSA representatives participating in the discussions of the Standing Committee at the time had agreed to establish a network in order to exchange information and experience with the FICSA Executive Committee. The FUNSA representatives had interacted with each other and general support for the proposal had been expressed. The subject came up again at the 63rd session of the Council. The Standing Committee at that time recommended that more work should be done in the course of the year to network FUNSAs and inform the FICSA Executive Committee.

14. In June 2010, Mr. Ram Rai (AFSM-WHO/SEARO New Delhi) requested the FUNSA members to express their support once again in establishing the network. Noting the general support received to the proposal, he volunteered his services as coordinator and requested the FUNSAs in Africa, Americas and Asia to designate regional coordinators. Regional coordinators had been designated for all three regions, viz., Ms. Mona Abbassy (FUNSA Egypt) for Africa, Mr. Gustavo Casas (FAPNUU Uruguay) for the Americas and Mr. Razi Mujtaba Haider (FUNSA Pakistan) for the Asia region. The regional coordinators had tried to

communicate with the other FUNSA members in their respective regions, but had been unable to move forward for want of a response. The Standing Committee noted that not much progress had been made.

15. FUNSU Congo informed the Standing Committee of the difficulties it faced. Even though it had a set of statutes, confusion reigned regarding the role and rights of each constituent member association. In particular, problem arose in dealing with the National Staff Association (NASA). It was reported that some organizations were denying legitimate staff rights and facilities to the elected FUNSU representatives. Intervention by the FICSA Executive Committee had been helpful, but much remained to be done to restore the legitimacy and credibility of the elected staff representatives.

The Standing Committee recommended to the FICSA Executive Committee that:
 An updated list of FUNSAs, as well as information and experience, be shared amongst members for purpose of effective communication.
 The Executive Committee Member for Regional and Field Issues and the Regional Representatives should play a more pro-active role in promoting FUNSA activities in their respective regions, including reviving defunct FUNSAs and establishing new FUNSAs.
 FICSA, with the assistance of the Regional Representative for Africa, should continue to provide support and assistance to FUNSU Congo, in resolving its difficulties.

Classification of duty stations according to conditions of life and work (Agenda item 8)

16. The Standing Committee was informed that at its meeting in November 2010 the tripartite working group had reviewed the classification of duty stations in the Asia region, which came under the three-year cycle. The review was undertaken for all duty stations that had received temporary classifications in 2008/2009 or those who were either on transitional classifications or on the security watch list, as well as those duty stations that had requested review of their classifications. The working group took into consideration such factors as health, security, isolation, climate, local conditions and housing. A new approach was being used to measure the risk factors.

17. FICSA had attended the working group meeting the previous year. It was essential that it continue to participate and present staff concerns and interests. The Federation's participation took on particular significance in the context of the new SLS, which was of direct relevance to classification of duty stations. An appropriate allocation should be provided in the budget.

The Standing Committee recommended that:
 The FICSA Executive Committee continue to participate in the meeting of the annual ICSC review on classification of duty stations and remain vigilant on attempts to downgrade duty stations.
 Member associations/unions pay due and proper attention to the issue and provide information to FICSA Secretariat in advance so that appropriate preparations could be made for participation in the classification exercise and the defence of staff interests.

Hazard pay for area staff in West Bank and Gaza (Agenda item 9)

18. The Standing Committee noted that at its 63rd session, Council had requested FICSA to press for hazard pay payments to UNRWA Area Staff and follow up on the implementation of the ICSC decision on hazard pay for UNRWA staff. FICSA had taken up the issue during its intervention in the UN General Assembly and sought an acceptable solution.

The Standing Committee recommended that the FICSA Executive Committee should continue to raise the issue in the UN General Assembly and should effectively lobby with the Member States in order to find a permanent solution.

Other business (Agenda item 10)

(a) Representation of field staff of FAO Rome:

19. The representative of FAO/WFP-UGSS in Rome updated the Standing Committee on the question of representation of General Service (GS) staff in the field serving FAO and WFP. A proposal that FAO GS staff be incorporated as members of FAO/WFP-UGSS was currently being worked out with the FAO Administration. For GS field staff serving in WFP, they either had UNDP contracts and were represented by the UNDP Staff Association or had WFP contracts (which did not grant staff member status); they were thus not represented by any staff representative body.

(b) The situation in Egypt:

20. The representative of FUNSA Egypt informed the Standing Committee that during the recent political developments in Egypt, UNDSS acted promptly to evacuate the internationally recruited staff and their recognized dependants. The locally-recruited staff were not informed of any such plan for them and were upset about the unequal treatment that could be due to the fact that the decision to relocate locally-recruited staff depended on the daily assessment by the Security Management Team/UNDSS of the perceived threat to UN staff.

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

21. The Standing Committee nominated Mr. Steven Ackumey-Affizie (FAO/WFP- UGSS) as Chair and Ms. Maha Zaki (FUNSA Egypt) as Vice-Chair. The Standing Committee also nominated the following as its core group members:

Yvette Diei-Ouadi (AP-in-FAO Rome)
 Margaret Eldon (FAO/WFP-UGSS Rome)
 Diab El-Tabari (UNRWA/ASA Lebanon)
 Fernando-Ziata Kibikula (FUNSU Congo)
 Gustavo Casas (FAPNUU Uruguay)
 Bernadette Fogue Kongape (WHO/AFRO Brazzaville)

Annex 7

REPORT OF THE STANDING COMMITTEE ON GENERAL SERVICE QUESTIONS

Chair	Vivian Huizenga (PAHO/WHO Washington)
Vice-Chair	Edmond Mobio (WHO/HQ Geneva)
Rapporteur	Silvia Mariangeloni (FAO/WFP-UGSS)
Co-Rapporteur/Member, FICSA Executive Committee	Véronique Allain (SCBD)
President, FICSA	Mauro Pace (FAO/WFP-UGSS)
Members, FICSA Executive Committee	Vincenzo De Leo (UNLB-LSU)
	K. Ratnakaran (WHO/SEARO New Delhi)
Regional Representative for Africa	Jean-Bruce Pambou Malonda (WHO/AFRO Brazzaville)
Participants	
CERN	Joel Lahaye
FAO/WFP-UGSS	Steven Ackumey-Affizie Svend Booth
IAEA	Katja Haslinger Marielle Wynsford-Brown Imed Zabaar
IARC	Thomas Odin
IMO	Johanna Danis
ITU	Varghese Joseph
OPCW	Kristel Hoogland
UNESCO	Marie-Thérèse Conilh de Beyssac Claire Servoz
UNRWA/ASA Lebanon	Daoud Korman
WHO/EURO Copenhagen	Melodie Karlson Liliana Yanovska
WHO/WPRO Manila	Benjamin Bayutas

Federations with observer status

AFSM-WHO/SEARO New Delhi	R. L. Rai
FAPNUU Uruguay	Gustavo Casas
FUNSA Egypt	Mona Abbassy Maha Zaki
Guests	
OSCE	Nizar Zaher
Former PAHO/WHO	Rolando Chacon

Participants who joined the GSQ/HRM joint session

AP-in FAO	Yvette Diei-Ouadi
FAO/WFP-UGSS	Cinzia Romani
OAS	Alicia Pita Joaquin Salgado
PAHO/WHO Washington	Pilar Vidal Estevez
UNAIDS	Marie Breton-Ivy Tanya Quinn-Maguire
UNLB-LSU	Ezio Capriola
WHO/AFRO Brazzaville	Bernadette Fogue Kongape
WIPO	Faizan Ul-Haq

Introduction

1. Under the chairmanship of Ms. Vivian Huizenga (PAHO/WHO Washington), the Standing Committee met four times to address items 1-8 of its agenda. Item 4 was discussed in a joint session with the Standing Committee on Human Resources Management.

Adoption of the agenda (Agenda item 1)

2. After consideration of the time schedule for the joint session with HRM, the Standing Committee adopted the following agenda:

1. Adoption of the agenda
2. Election of the rapporteur
3. ICSC review of the GS salary survey methodologies
4. Review of the GS job evaluation standards
5. Salary surveys (to be decided by ICSC)
6. Workshops
7. Other business
8. Nomination of Standing Committee officers and Core Group members

Election of the rapporteur (agenda item 2)

3. Ms. Silvia Mariangeloni (FAO/WFP-UGSS) was appointed Rapporteur and Ms. Véronique Allain (SCBD) Co-Rapporteur.

ICSC review of the GS salary survey methodologies (Agenda item 3)

4. Mr. Mauro Pace, in his capacity as FICSA President, and Mr. Edmond Mobio (WHO/HQ Geneva), who had participated in the sessions of the ICSC Working Group on the review of the GS salary survey methodologies, reported on the revisions discussed during the 6th meeting of the Working Group, held in New York, 17 to 21 January 2011 (see documents ICSC/72/R.7, Add.11 and Add.2). They answered a long series of questions from the membership.

5. The most recent session of the working group differed from previous sessions. It was felt that a more political approach had been adopted as a result of the pressure emanating from the UN General Assembly Resolution 64/231 on the importance of the national civil service. In the new methodology more weight would be given to the national civil service among the employers retained, while in the previous methodology all employers had the same weight. In addition, the use of multiple salary scales within the same country would be used.

6. FICSA had expressed its strong disagreement with most recommendations put forward by the working group, in particular the recommendations on the limitation of the pensionable component.

7. The Federation expressed its concern over the predominant role of the UN in terms of the methodologies to be discussed at the next meeting of the HR Network in New York, 15 to 17 March 2011. It was further suggested that the High-Level Committee on Management (HLMC) be requested to update the CCAQ manual incorporating the provisions of the latest methodology II.

8. Mr. Mobio briefed the Standing Committee on the revisions to the methodologies (I and II) for HQ and non-HQ duty stations, respectively. Some duty stations had been shifted to

methodology I (Lyon, Copenhagen, Bonn, Brussels, Berlin, Washington, The Hague, etc.). As a result, methodology I would be applied to all of them. The agencies responsible for conducting the survey would be the International Civil Service Commission (ICSC) for HQ duty stations and the United Nations and WHO for the others (the United Nations had taken over the surveys from UNDP as of June 2006).

The Standing Committee recommended that the FICSA Executive Committee request the ICSC that all duty stations under the same methodology follow the same procedure.

9. As for methodology II, which was the object of most of the discussion, members noted that the ICSC had come up with some proposals aimed at “diluting” the benefits for the staff and granting the specialist extensive authority over the data analysis. The role of the Local Salary Survey Committee (LSSC) in the survey has been progressively diminished. Once data collection was complete, the specialist tended to take all data to New York, where the data analysis was conducted, resulting in the inability of the LSSC to revise and validate the data analysis.

10. Under paragraph 16 of the report of the 6th meeting of the working group FICSA had reiterated the need for the LSSC to be consulted by the responsible agencies prior to the promulgation of the salary scale. Very often salary surveys were conducted in less than a week. That gave little time for quality analysis of the data at the duty station. Once the LSSC had agreed to the data, the specialist would not release any preliminary findings; data were inserted in the database and the data analysis was conducted in New York, where the new salary scale was promulgated. FICSA would advise staff representatives that the LSSC should be vigilant and not sign evaluation sheets before validating the data (see Cairo, Montevideo and many other duty stations).

The Standing Committee recommended that the FICSA Executive Committee pursue the clarification and reinforcement of role of the local salary survey committees, in terms of composition, transparency of the process and increased accountability. The role of the LSSCs should be clearly defined in the methodologies.

11. The Standing Committee was reminded of the fact that the actual review of the methodology had started in mid-2008. The introduction of external vendors of data, a component that was eventually dropped, had been a prominent feature in all earlier discussions.

12. Following the recommendation of the UN General Assembly, the national civil service was definitely included in the salary survey under methodology I and methodology II, category I and II (15 and 10 employer’s retention). It had been accorded heavier weight compared to the rest of the sample.

Review of the General Service job evaluation standards (Agenda item 4)

13. Ms. Margaret Eldon (FAO/WFP-UGSS), the FICSA participant in the ICSC Working Group on GS Job Classification, reported on developments during the year.

14. The secretariat of the ICSC had submitted the new master standard to the Commission for adoption at its session in March. Since some components of the standard had been incomplete (viz. the glossary, the guidelines, the benchmark job descriptions) FICSA succeeded in having the adoption of the standard postponed until the summer session.
15. At the summer session, the ICSC secretariat had still not completed all aspects, yet the Commission did not wish to delay adoption of the new standard any longer. It was approved and the HR specialists, who would be using the system, began training towards the end of 2010.
16. Prior to the training, the working group and the HR specialists had met to introduce the standard to the specialists and agree on a training schedule.
17. At the meeting, it had been agreed that local staff representatives would be included in the training. However, after the meeting, the ICSC reversed its decision and denied staff representatives access to the training.
18. The FICSA participant then accessed the ICSC website in order to give participants an overview of its structure and how it worked.
19. Particular issues to consider at the local level were:
 - (a) Ensuring transparency of the system in terms of staff member understanding and access to the system;
 - (b) Providing training in the interpretation and application of the system; and
 - (c) Preventing the system being rolled out to managers who would then "classify" posts and keep the system in the hands of HR experts.
20. FAO was in the process of developing an information booklet on the new standard. Once complete the staff associations/union would share it with members of the Federation.

The Standing Committee recommended that the FICSA Executive Committee organize training workshops on job evaluation and classification.

Salary surveys (to be decided by the ICSC) (Agenda item 5)

21. FICSA would need to obtain the list of salary survey workshops organized by the ICSC and the United Nations, as well as the schedule of the salary surveys for the current year.

Workshops (Agenda item 6)

22. The Standing Committee proposed to run four regional workshops: one in Africa (to be conducted in both English and French); one in South America; one in Asia; and the final workshop in Europe. However, considering that the first salary survey would not start before autumn, only two or three workshops on methodology II might be organized. AFSM-

WHO/SEARO offered New Delhi as the location for the Asia workshop, subject to confirmation.

23. The Standing Committee further proposed a workshop for 'training the trainers' (see the Report of the PTC, Annex 1). In consideration of the great number of requests received by FICSA the previous year, several one-to-one workshops would be conducted before the salary surveys took place.

The Standing Committee recommended that:
 The FICSA Executive Committee organize a training of trainers workshop.
 The FICSA Executive Committee develop 'FICSA' standard training materials reflecting the new methodologies.
 The Council approve three salary survey workshops and allocate an amount of USD 15,900 to cover the cost (see Appendix 2).
 The Executive Committee draft terms of reference and fees for the one-to-one workshop.

24. The PTC Coordinator reported on the preliminary meetings held before the start of the Council and the Standing Committee adopted its findings (see Appendix 1).

The Standing Committee recommended that the FICSA members of the Working Group request ICSC to postpone approval of the new methodology until July 2011. In that regard, the FICSA Executive Committee should devise some measure of staff mobilization in order to put pressure on the ICSC.

Other business (Agenda item 7)

25. Attention was drawn by the PTC, as had already been reported at the 63rd session of the FICSA Council, to the low salary scale in London compared to the salary scales in other duty stations in Europe. The local salary survey committee, with the help of the IMO Staff Union, should explore the possibility of narrowing the gap in salary scales.

26. The outcome of and interim adjustment to General Service salaries in Myanmar effective November 2010 was brought to the attention of the Standing Committee. The results brought down the salaries of the GS by 7.4 per cent and National Officers by 7.6 per cent, in contrast to an average increase in the consumer price index (CPI) of 7.8 per cent. FUNSA Myanmar requested advice and assistance in resolving the situation.

Nomination of Standing Committee officers and Core Group members (Agenda item 8)

27. The Standing Committee nominated Ms. Vivian Huizenga (PAHO/WHO Washington) as Chair and Mr. Edmond Mobio (WHO/HQ Geneva) as Vice-Chair. The Vice-Chair proposed that young participants step forward.

28. Core Group member nominations:

IAEA	Marielle Wynsford-Brown
	Imed Zabaar
IARC	Thomas Odin
IMO	Johanna Danis
WHO/WPRO Manila	Benjamin Bayutas
FUNSA Egypt	Maha Zaki

Appendix 1

REPORT OF THE MEETING OF THE PERMANENT TECHNICAL COMMITTEE (PTC)

Chairman/Member, FICSA Executive Committee	Vincenzo De Leo (UNLB)
Rapporteur	Cinzia Romani (FAO/WFP-UGSS)
President, FICSA	Mauro Pace (FAO/WFP-UGSS)
Member, FICSA Executive Committee	Véronique Allain (SCBD)

Participants

CERN	Joel Lahaye
FAO/WFP-UGSS	Steven Ackumey-Affizie Antonio Brina Margaret Eldon Silvia Mariangeloni
IAEA	Imed Zabaar
IARC	Thomas Odin
IMO	Johanna Danis
ITU	Varghese Joseph
PAHO/WHO Washington	Vivian Huizenga
UNESCO STU	Marie-Thérèse Conilh de Beyssac Claire Servoz
OPCW	Kristel Hoogland
WHO/EURO Copenhagen	David Barrett Melodie Karlson
WHO/HQ Geneva	Edmond Mobio
WHO/WPRO Manila	Benjamin Bayutas

Federations with observer status

AFSM-WHO/SEARO New Delhi

Ram L. Rai

FUNSA Egypt

Mona Abbassy

Maha Zaki

The meeting started at 16.30 on 12 February 2011.

2. The agenda was adopted as follows:

1. Election of the rapporteur
2. Adoption of the agenda
3. Report of the last PTC meeting in Rome
4. Status of the review of the salary survey methodology
5. Questions to be posed to the Chairman of the ICSC at the Council
6. Training of Trainers workshop
8. Updating of PTC members and resource persons
9. Other business

3. The Coordinator introduced the report of the most recent PTC meeting, hosted by IFAD, which had concentrated on the major points to be covered during the 6th meeting of the ICSC Working Group on the Review of the Salary Survey Methodology in January 2011. He drew attention to the points contained in the report such as the diminishing impact and role of the local salary survey committee (LSSC).

4. Mr. Mauro Pace, FICSA President, and Mr. Edmond Mobio, who had represented FICSA in the Working Group, reported on the meeting of the last session. The session had been very difficult, with the Commissioners being forceful in order to obtain certain changes and bring the review of the methodology to an end since, in their opinion, the discussion had been going on for a long time. FICSA managed to achieve some damage containment and, above all, averted the worst possible scenario, i.e. outsourcing the salary survey. After considerable effort, the Working Group had accepted that the data collection should be done, as had been done in the past, by the LSSC and the specialist and externally collected data should be used only as residual data when the required number of comparators could not be found. That was considered an achievement; however, other damaging changes had gone through and would be proposed for discussion at the Commission in March. Some of the proposed changes which were particularly disappointing to FICSA were:

- Use of the national civil service as a comparator with a defined weight larger than any other comparator in the sample
- The potential reduction of pensionable components
- Quantification of fringe benefits
- Implementation of multiple salary scales in one and the same country (clearly in contradiction with the concept of harmonization).

5. FICSA had strongly opposed the introduction of changes clearly aimed at damaging the results of salary surveys, but it was clear from the beginning that the agenda of other members of the Working Group was politically driven. The outcome expected by Member States was cost reductions. The atmosphere throughout the Working Group meeting was tense and some members adopted an almost intimidating attitude.

6. The PTC concluded that a strong message should be sent to the ICSC, prior to the approval of the final version of the revised methodology, by means of staff mobilization or any other means considered appropriate to indicate that political pressure was not acceptable as a means of forcing changes that made a mockery of the Flemming principle, had not been reached by consensus or lacked any other logic than that of reducing General Service salaries.

7. FICSA should do its utmost to postpone the final approval of the revision of the methodology to the 73rd ICSC session in July 2011 in order to allow for further discussion of issues on which consensus had not been reached. Approval of a methodology that was going to affect negatively the conditions of service of General Service staff worldwide for the many years should not be rushed through.

8. A list of questions to be posed to the Chairman of the ICSC was drawn:

- Where does the Flemming principle give weight to the national civil service in the salary survey?
- Why does the Commission operate in an intimidatory manner in working groups simply to get its own way? This is not conducive to harmonious staff/management relations.
- Why are the commitments entered into by the ICSC secretariat not honoured? That undermines trust.

Training of trainers workshops

9. Given that the new methodology might be implemented in July 2011, the PTC is of the opinion that the FICSA resource persons would have to undergo a training programme to enable them to conduct successful workshops as required by FICSA members. It had to be recalled that the UN had adopted an aggressive marketing strategy with regard to salary survey workshops, running them at low cost and in many locations. FICSA should maintain the quality and relevance of its primary income generating activity, therefore a resource person would need to be professionally trained in order to raise the Federation's standards and deliver a better product.

10. The PTC thought that May/June in Geneva could be a workable date for the training of trainers workshop and participation should include 8/9 trainers from FICSA plus others to be identified depending on budget allocation.

11. Expressions of interest in becoming a FICSA trainer should be sent to the PTC Coordinator and interested members will be assessed based on their past experience and proven knowledge of the topic.

12. In the past year, FICSA had received several requests for one-to-one training/assistance during the salary survey process. In recognizing that it was a valuable service to members and a potential source of income when applied to non FICSA Members the PTC recommended that terms of reference be drafted to regulate the one-to-one training or assistance as requested.

The PTC recommended that the Standing Committee on General Service Questions take up the training proposals, while the PTC Committee develop should standard training material for trainers.

Updating of the PTC members

13. Members of the PTC should have a deep knowledge of the subject. People interested in joining the PTC should send their CVs to the Co-coordinator of the PTC for consideration, as per current practice.

The PTC recommended that the Committee ensure that an updated list of members was received by the end of the current week.

Appendix 2

on Salary Survey Methodology II – 2011

Region	Location	Language	# of FICSA	Costs				Expected participants		Estimated Income	Balance
				A/tkt	DSA (+/- 6 days)	Material/Facilities	Total cost	Members	Non Members		
			Trainers								
S. America	TBE	Spanish	1	\$ 1,000	\$ 1,500	\$ 300	\$ 2,800	10	10	\$ 6,000	\$ 3,200
		English	1	\$ 1,500	\$ 1,500		\$ 3,000	10	10	\$ 6,000	\$ 3,000
S.E. Asia	New Delhi	English	1	\$ 1,500	\$ 1,500	\$ 300	\$ 3,300	10	15	\$ 9,000	\$ 5,700
Africa	TBE	English	1	\$ 1,500	\$ 1,500	\$ 300	\$ 3,300	10	10	\$ 6,000	\$ 2,700
		French	1	\$ 2,000	\$ 1,500		\$ 3,500	10	10	\$ 6,000	\$ 2,500

Sub Total \$ 17,100

on Salary Survey Methodology I – 2011

Region	Location	Language	# of FICSA	Costs				Expected participants		Estimated Income	Balance
				A/tkt	DSA (+/- 6 days)	Material/Facilities	Total cost	Members	Non Members		
Europe	TBE	English	1	\$ 1,500	\$ 2,100	\$ 300	\$ 3,900	10	15	\$ 9,000	\$ 5,100

Sub Total \$ 5,100

Grand Total \$ 22,200

Annex 8

REPORT OF THE STANDING COMMITTEE ON PROFESSIONAL SALARIES AND ALLOWANCES

Chair	Dean H. Neal (IAEA)
Vice-Chair	Christopher Pardy (AP-in-FAO)
Rapporteur	Mario Cruz-Peñate (PAHO/WHO Washington)
Treasurer	Margaret Robertson (IAEA)
Members, FICSA Executive Committee	Giovanni Muñoz (AP-in-FAO) Véronique Allain (SCBD Montreal) K. Ratnakaran (WHO/SEARO New Delhi)

Participants

AP-in-FAO	Yvette Diei-Ouadi
CERN	Philippe Defert
FAO/WFP-UGSS	Margaret Eldon
IFAD	Dave Nolan Benoit Thierry
IMO	Blanca Piñero
ITU	Christian Gerlier Varghese Joseph
OPCW	Vivienne Robertson
PAHO/WHO Washington	Pilar Vidal Estevez Jacinth Waugh
UNAIDS	John Hassell
UNESCO	Vincent Vaurette
WHO/AFRO Brazzaville	Jean Tchicaya
WHO/HQ Geneva	Ritu Sadana
WHO/WPRO Manila	Benjamin Bayutas
WHO/SEARO New Delhi	Vijay Chandra

WIPO	Brett Fitzgerald
WMO	Federico Galati

Federation with observer status

AFSM-WHO/SEARO New Delhi	Ram L. Rai
--------------------------	------------

Introduction

1. The Chair invited participants to introduce themselves.

Election of the Rapporteur

2. Mr. Mario Cruz-Peñate (PAHO/WHO Washington) was elected rapporteur.

Adoption of the agenda (Agenda item 1)

3. The items on the agenda were reviewed and the final agenda adopted. The agenda item, Survey and report on diversity in the UN common system, was dropped, since the ICSC document was still not available; moreover, none of the participants present at the Standing Committee had information on the topic. In substitution the item, Education grant, lump sum, was included in the agenda following a request from the Standing Committee on Human Resources Management. The agenda was adopted as follows:

1. Adoption of agenda
2. Election of the rapporteur
3. Base/floor salary scale
4. UN/US grade equivalency studies
5. Evolution of the margin and review of the methodology
6. Total compensation comparisons under the Noblemaire principle to determine the highest paid civil service
7. Total compensation study UN/comparator civil service
8. Education grant, lump sum
9. Children's and secondary dependant's allowances: review of the level
10. Oral report of the 33rd session of ACPAQ
11. Outcome of the place-to-place surveys
12. Other business
13. Nomination of Standing Committee officers and Core Group members

Base/floor salary scale (Agenda item 3)

4. The Chair recalled the information provided by Mr. Kingston Rhodes, the current Chairman of the International Civil Service Commission (ICSC), in his keynote speech at the inaugural session of the Council, regarding the decision of the United States of America to

freeze the salaries of the US civil service for the next two years, and the implications that bore for the UN common system base/floor salary.

5. When Washington DC civil service salaries increased, the same percentage increase was applied to the UN base/floor salaries and subtracted from the post adjustment with no loss/no gain.

6. Given the global financial crisis and the potential risk it entailed for staff entitlements and job security, the Standing Committee adopted the following recommendation:

The Standing Committee recommended that the proposed Permanent Technical Committee/PSA (PTC/PSA) should develop talking points for staff representatives to guide possible discussions with management and Member States' representatives on strategies to deal with the crisis and limit the impact on staff.

UN/US grade equivalency studies (Agenda item 4)

7. Participants were briefed on the results of the recommendations of the consultant engaged by the ICSC on ways of conducting the UN/US equivalency studies. It was clear that there were no statistical ways of applying the principle correctly without the required data and that the ICSC was moving in circles. The statistical aspects of the proposal in the consultant's report was forwarded to Advisory Committee on Post Adjustment Questions (ACPAQ) for review, but its members, five high-level world-class statisticians, did not provide any further guidance beyond dismissing the methodology proposed. The only valuable and accepted recommendation from the consultants was to gather information in a continuous and progressive manner instead of trying to get it all at the same time.

8. Several comments were made regarding the pros and cons of the comparator, the politics and concerns over the lack of access to data that could not be properly applied to the Noblemaire principle. Without real and opportune access to data, the ICSC could not demonstrate that the US civil service continued to be the best paid civil service in the world.

9. It was discussed whether the revision of the methodology should be explored or other changes, such as adapting the UN job classification to that of the US civil service with a view to exploring the options. The Standing Committee adopted the following recommendation:

The Standing Committee recommended that the FICSA Executive Committee should commission a study of past UN/US equivalence studies so as to; (i) identify the variation of the US civil service job categories among the different studies; and (ii) analyze whether denial of access to those data was really justifiable. If it were, the PTC/PSA should work on a proposal for changes in the methodology or other measures, including legal action.

Evolution of the margin and review of the methodology (Agenda item 5)

10. Reflections were made on the fact that the margin had never reached the desirable level of 115. Moreover, it had not been recorded whether this median point had ever been

maintained for a consecutive period of five years as intended. Furthermore, the ICSC had only taken action on the margin on three occasions when it was less than 1.1o (the lower level permitted).

11. Given that the increase of the margin was the only way that base/floor salaries in the Professional category could be improved in the near future, at a time when the comparator had introduced a salary freeze, the Standing Committee adopted the following recommendation:

The Standing Committee recommended that the FICSA Executive Committee should keep a close eye on the manner in which the margin was calculated and advocate that the margin be increased above the level of 115 so that the median level be maintained for a period of 5 years. It requested the FICSA Information Officer to prepare a historic analysis of the margin behaviour and the decisions affecting it.

Total compensation comparisons under the Noblemaire principle to determine the highest paid civil service and total compensation study UN/comparator civil service (Agenda items 6 and 7)

12. The Executive Committee Member for Compensation Issues, Mr. Giovanni Muñoz (AP-in-FAO), provided a briefing on the results of phase I of the comparison reconfirming the United States as the best paid civil service. The manner in which the findings had been presented implied that it was unlikely that the ICSC would proceed with phase II. The decision would be taken at their next meeting in March 2011.

13. Most of the countries included in phase I had been rejected as options. Only the United Kingdom and Belgium remained. It was known that the United Kingdom had frozen civil service salaries.

14. The Standing Committee analyzed the situation, discussed the difficulties raised by the fact that for political reasons, different civil service organizations had no wish to be compared with others. Politicians might have reservations on discovering that their national civil service was the highest paid in the world. The Standing Committee also discussed the fact that EU salaries are 20 to 25 per cent higher than UN salaries; however, unfortunately the EU could not be considered a national civil service. Nevertheless, the Standing Committee stressed the importance of respecting and strictly following all rules and those data should be in the public domain; it was necessary to obtain a complete picture. For example, it should be established whether other civil services offered better access to the data needed to make comparisons.

The Standing Committee recommended that the FICSA Executive Committee encourage the implementation of phase II of the total compensation comparisons under the Noblemaire principle so as to determine the highest paid civil service in the United States, Belgium and the United Kingdom.

Education grant, lump sum (Agenda item 8)

15. The Standing Committee was informed that a proposal to introduce the payment of a lump sum for the non-tuition expenses component of the education grant had been referred to the ICSC by the HR Network.

16. The Standing Committee hoped that the measure was to be seen as a cost-containment measure and would only be acceptable, if it resulted in a win/win situation for the administration and staff. Some participants (representing staff associations/unions from CERN, IMO, and FAO) shared their experience in the introduction of lump-sum payments for other entitlements, such as home leave, and their potential positive effects in terms of reducing administrative costs and ensuring flexibility and simplicity for staff. At the same time, the latter adjustment could negatively affect staff, if the lump sum were the only way of obtaining the entitlement.

The Standing Committee recommended that the FICSA Executive Committee should support maintaining the current scheme and support the introduction of the lump sum for non-tuition expenses of the education grant but only as an option.

Children's and secondary dependant's allowances: review of the level (Agenda item 9)

17. This point was included in the agenda for information only. The levels of the allowances had increased in the course of the year.

Oral report of the 33rd session of ACPAQ and outcome of the place-to-place surveys (Agenda items 10 and 11)

18. Agenda items 10 and 11 were combined since the most recent ACPAQ meeting agenda focused mainly on the place-to-place survey conducted at group I headquarters duty stations. The Executive Committee Member for Compensation Issues, Mr. Giovanni Muñoz, presented his report on the most recent meeting of ACPAQ. He recommended the review of the information packages available at the ICSC website <http://icsc.un.org> and provided an explanation on how UN salaries were composed, what post adjustment and the post adjustment index were, and how they were calculated and updated. He raised awareness of the main points of controversy in the calculation of the post adjustment, such as the artificial setting of the weight for the out- of-area component of the expenditure around 23.5 per cent, including the non-consumable component of 3 to 5 per cent, supposedly introduced to maintain stability in the salary system.

19. On the results of the place-to-place survey, it was mentioned that ACPAQ questioned the fact that all duty stations presented positive values. On the other hand, owing to the small or practically inexistent increases in the post adjustment for some duty stations, the risk of staff refusing to participate in future surveys was a concern for staff representatives and organizations alike.

20. Reports from observers, staff representatives participating in the ACPAQ meeting and some Standing Committee participants who were part of the local survey committees

coincided with concerns around three elements: (a) outliers: the discretionary introduction of errors and the need to define and consistently apply criteria to identify what an outlier was, as well as the selection of outlets; (b) the definition of weights for the out-of-area expenditures; and (c) housing component, use of the data collected from the staff and the reliability of the independent data acquired by the ICSC from EUROSTAT. It was noted that housing was considered a major issue with discrepancies between the costs of a three-bedroom apartment which staff reported as being around USD 3,200 and the purchased data obtained from OECD showing a value of USD 6,200 that the ICSC used. The ICSC applied the latter value for indexing purposes. Furthermore, two-thirds of rent data used by the ICSC was attributed to Manhattan even though, it was believed that two thirds of UN staff did not live in Manhattan. The out-of-area component used by the ICSC was around 23.5 per cent even though collected data submitted by staff indicated that 5 to 9 per cent was more correct. The ICSC used the higher figure for stability in duty stations with rapidly changing exchange rates even though it was believed that it often contributed to a large negative effect on post adjustment.

21. An extensive discussion was held on several elements in the methodology that were subject to manipulation and lack of transparency. The Standing Committee was informed that the four staff associations/unions based in Vienna would be taking legal action and presenting appeals related to the application of the salary survey methodology.

22. As for the preparation of the New York reference price list for Group II duty stations, the Standing Committee was informed that, following its request, FICSA had been accepted as an observer. The application of the survey to that group of countries would start later during 2011.

23. A positive amendment in the methodology was the inclusion of the real-time price collection items list and the collection of prices through the Internet. Prices outside the RTP methodology collected in New York continued to remain valid for five years.

24. The attention of the Standing Committee was drawn to complaints from staff stationed in certain countries in Eastern Europe, regarding their classification for the purpose of updating the post adjustment. Mr. Munoz explained that Hungary, Poland, Romania and Bulgaria were reclassified as Group I duty stations in 2004, when it was thought that they were about to join the eurozone. The petition from staff stationed in those countries to be considered within the Group II duty stations was not accepted by the ICSC. However, an alternative possible improvement to the current situation was proposed by the ICSC secretariat, it consisted of conducting place-to-place surveys more frequently in those four countries: twice every five years. This topic was not on the ACPAQ agenda, but FICSA had raised the issue. The FICSA representative discussed the long-standing issue of the place-to-place survey in Zimbabwe and was informed that it would be conducted during the second quarter of 2011. A participant from FAO recalled a request received from the FAO Regional Office in Santiago on the low post adjustment in that duty station. It was explained that the actual negative effects seen at present were mainly due to the fluctuations in the dollar exchange rate.

25. Furthermore, it was reported that following discussions at ACPAQ, the ICSC secretariat had agreed that in future surveys, the process of selection of New York outlets be conducted

in consultation with the ACPAQ participants. It had also agreed to look for ways of harmonizing brand name prices that differ from outlet to outlet.

26. The participant from OPCW raised the issue of The Hague and Copenhagen not being included in the list of headquarters duty stations for the purpose of the baseline place-to-place surveys. It was recalled that the issue had already been discussed at a previous session of ACPAQ. On that occasion, the Secretariat stated that only UN specialized agencies with the exception of Nairobi were included. Given that the issue of duty stations classification in Group I and Group II would likely be on the agenda for the next ACPAQ session, the participant was advised to prepare a written justification to be used by the FICSA Executive Committee when it raised the case at the ACPAQ session, so that those duty stations were placed on the list for baseline surveys as at all other headquarter duty stations.

The Standing Committee recommended that:

The FICSA Executive Committee support the possible legal action by the Vienna-based member associations and unions. In preparation for the next round of surveys, the PTC/PSA should identify all those elements in the methodology that called for improvement and prepare options for their modification.

The FICSA Executive Committee work with the ICSC to encourage the latter to use actual data collected instead of arbitrary numbers imposed by the existing rules of procedure, especially when statistically relevant data were available as had been the case in the past survey with a large response rate.

The FICSA Executive Committee work with the ICSC on securing agreement that Copenhagen and The Hague be included in the headquarters duty station surveys in the future.

Other business (Agenda item 12)

27. The IFAD delegation explained the situation regarding a consultancy report to the organizations' Executive Board which had recommended that the agency leave the UN common system, use the World Bank salaries system for the Professional category and accept a national system for the General Service staff.

28. The Standing Committee analyzed the case and discussed the situation with the IFAD delegation. It transpired that other agencies were exploring the legal implications or possibly moving out of the UN common system. The Standing Committee prepared a resolution for consideration by the FICSA Council (see Annex 2, Resolution 64/2).

29. It was recalled that FICSA Council at its 63rd session approved the establishment of a permanent professional technical committee on professional salaries and allowances as a matter of priority in 2010, and that several action points have been identified by the Standing Committee. After reviewing the draft terms of reference that had been prepared by the FICSA Secretariat, the Standing Committee presented the terms of reference of the Permanent Technical Committee on Professional Salaries and Allowances (PTC/PSA) for consideration and approval by the FICSA Council (see Appendix below).

Nomination of Standing Committee officers and Core Group members

30. The Committee nominated Mr. Dean H. Neal (IAEA) as Chair and Mr. Mario Cruz-Peñate (PAHO/WHO Washington) and Mr. Brett Fitzgerald (WIPO) as Vice-Chairs.

31. The Committee nominated the following as Permanent Technical Committee members:

Dean H. Neal (IAEA)
Mario Cruz-Peñate (PAHO/WHO Washington)
Brett Fitzgerald (WIPO)
Varghese Joseph (ITU Retiree)
Benoit Thierry (IFAD)
Blanca Piñero (IMO)
Veronique Allain (SCBD)
Jakob Skoet (FAO)
Matthew Montavon (FAO)

32. The following were nominated as Core Group members:

Dean H. Neal (IAEA)
Mario Cruz-Peñate (PAHO/WHO Washington)
Brett Fitzgerald (WIPO)
Varghese Joseph (ITU Retiree)
Benoit Thierry (IFAD)
Blanca Piñero (IMO)
Philippe Defert (CERN)
Vincent Vaurette (UNESCO)
Christian Gerlier (ITU)
Vijay Chandra (WHO/SEARO New Delhi)

Appendix

PERMANENT TECHNICAL COMMITTEE ON PROFESSIONAL SALARIES AND ALLOWANCES
(PTC/PSA)

Terms of Reference

I. Mandate

1.1 The Permanent Technical Committee on Professional Salaries and Allowances is a sub-committee of the FICSA Standing Committee on Professional Salaries and Allowances, established with the mandate of advising the Standing Committee and the Executive Committee of FICSA on technical issues related to the salaries and allowances of staff in the Professional and higher categories.

II. Functions

2.1 The main functions of the PTC/PSA are:

(i) To advise the Executive Committee and the Standing Committee on Professional Salaries and Allowances on technical issues related to the salaries and allowances of staff in the Professional and higher categories;

(ii) To develop documents and recommendations of a technical nature in support of the Federation's action on issues related to the conditions of service of staff in the Professional and higher categories;

(iii) To propose topics for discussion or items for inclusion in the agenda and/or the work plan of the Standing Committee on Professional Salaries and Allowances;

(iv) To assist the Standing Committee on Professional Salaries and Allowances in coordinating and evaluating information received from member associations/unions on issues pertaining to the conditions of employment of staff in the Professional and higher categories;

(v) To study and analyse issues of a technical nature brought to its attention by the FICSA Executive Committee, the Standing Committee on Professional Salaries and Allowances or individual associations/unions represented by FICSA;

To recommend relevant solutions and/or course of action, as appropriate;

To propose to the Executive Committee the name(s) of participant(s) to represent FICSA at ACPAQ and any other working groups and ICSC sessions that focus on issues related to the salaries and allowances of staff in the Professional and higher categories.

To develop a roster of trainers on issues related to the salaries and allowances of staff in the Professional and higher categories; and

To participate in the development of training material on issues related to the salaries and allowances of staff in the Professional and higher categories.

III. Composition, membership and coordination

3.1 The PTC/PSA is composed of staff members of associations/unions represented by FICSA, appointed in a technical capacity for an initial period of three years. A Member for Compensation Issues of the Executive Committee will also be a member.

3.2 Members will be eligible for re-appointment.

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

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

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

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

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

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

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

(i) The members of the Committee should possess demonstrated experience on issues related to the conditions of service of staff in the Professional and higher categories;

(ii) The Committee should ensure the widest possible coverage of matters related to both headquarters and non-headquarters locations;

(iii) As far as possible, the membership of the Committee should be equitably distributed between headquarters and non-headquarters locations, without prejudice to principles (i) and (ii) above; and

(iv) The Committee should normally be composed of no less than four and no more than ten members.

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

3.10 The PTC/PSA will assist the Standing Committee on Professional Salaries and Allowances in building up a roster of trainers.

3.11 The trainers may be requested to carry out workshops organized by FICSA on matters related to the salaries and allowances of staff in the Professional and higher categories. Their assignment will be a responsibility of the FICSA Executive Committee, in consultation with the officers of the SC/PSA.

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

IV. Methods of work

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

4.2 As far as possible, information exchange, cooperation and coordination of activities should be conducted by correspondence and use of electronic communication methods. A data/knowledge base on the FICSA website will be maintained by the Committee.

V. Meetings

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

5.2 The costs for attendance to meetings of the PTC/PSA will normally be borne by the association/union to which the participant belongs, while all efforts will be made to conduct their business through tele/videoconference.

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

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

5.5 The Coordinator and the Vice-Coordinators shall be responsible for the organization of the meetings of the PTC/PSA, the preparation of the relevant documentation and the organization of the tele/videoconference. In the case of presencal meetings, and in as far as possible, the venue shall be selected on the basis of invitations received from staff associations/unions represented by FICSA.

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

VI. Reporting

6.1 The PTC/PSA shall report to the Standing Committee on Professional Salaries and Allowances and submit a yearly report of activities for transmission to the FICSA Executive Committee. The report of the PTC/PSA shall be made available to the FICSA Council. The PTC/PSA will also report on the purpose and outcome of its meetings.

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

VII. Revision of the terms of reference

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

Annex 9

REPORT OF THE STANDING COMMITTEE ON STAFF/MANAGEMENT RELATIONS

Chair	Imed Zabaar (IAEA)
Vice-Chair/Rapporteur	Pauline Guy (WIPO)
Vice-Chair	Odile Pilley (UPU)
President, FICSA	Mauro Pace (FAO/WFP-UGSS)
General Secretary, FICSA	Valérie de Kermel (IMO)
Treasurer, FICSA	Margaret Robertson (IAEA)
Member, FICSA Executive Committee	Véronique Allain (SCBD)
	K. Ratnakaran (WHO/SEARO New Delhi)
Regional Representatives, FICSA	Cosimo Melpignano (UNLB-LSU)
	Jean-Bruce Pambou Malonda (WHO/AFRO Brazzaville)
Participants	
AP-in-FAO	Christopher Pardy
CERN	Philippe Defert Joel Lahaye
FAO/WFP-UGSS	Antonio Brina Cinzia Romani Margaret Eldon Elena Rotondo
IAEA	Dean H. Neal
IARC	Thomas Odan
IFAD	David Nolan
IMO	Johanna Danis Blanca Piñero
ITU	Christian Gerlier
OPCW	Kristel Hoogland
PAHO/WHO Washington	Carolina Bascones Pillar Vidal Estevez
UNAIDS	Marie Breton-Ivy Tanya Quinn-Maguire

UNESCO	Marie-Thérèse Conilh de Beyssac
UNRWA/ASA Lebanon	Diab El-Tabari
UNWTO	Munir Rayes
UPU	Alassane Guiro
WHO/EURO Copenhagen	David Barrett Melodie Karlson
WHO/HQ Geneva	Ritu Sadana
WHO/SEARO New Delhi	Vijay Chandra
WIPO	Brett Fitzgerald Faizan UI-Haq
WMO	Federico Galati

Federation with observer status

FUNSU Congo	Fernando-Ziata Kibikula
-------------	-------------------------

Introduction

1. Under the chairmanship of Mr. Imed Zabaar (IAEA), the Standing Committee met four 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. Report by the Chair on previous year's activities
 - (a) Staff representation at stake
 - (i) FICSA situation
 - (ii) MONUC staff representatives
 - (iii) FICSA participation in the ICSC Working Group on GS job classification
 - (b) Recognition of staff representatives' contribution to the organization - questionnaires
 - (c) FICSA global staff satisfaction survey
 - (d) ICSC review on the standards of conduct
 - (e) Training issues

4. Release of the FICSA General Secretary: update (Joint session with the Standing Committee on Legal Questions)
5. Joint Inspection Unit study on staff/management relations
6. Proposal for partnership with the Trades Union Congress for training proposals
7. Challenges faced by the members and how they were handled
8. Staff representatives and confidentiality
9. Whistleblowing
10. Other business
11. Nomination of Standing Committee officers and Core Group members

Election of the rapporteur (Agenda item 2)

3. Ms. Pauline Guy (WIPO), Vice-Chair of the Standing Committee, was elected rapporteur.

Report on the Standing Committee's activities in 2010 (Agenda item 3)

4. As regards the funding of the release of the FICSA General Secretary, the Chair of the Standing Committee recalled the recommendations submitted to the Executive Committee at the 63rd FICSA Council and the adoption of a resolution which had been forwarded on the same day to the United Nations Secretary-General. To date no reply had been received from the UN Secretary-General and a request for a cost-sharing arrangement to fund the release of the FICSA General Secretary had been submitted to the Human Resources Network (HR Network). Although the Network had supported that request, the High-Level Committee on Management (HLCM) had rejected it. The General Secretary, on behalf of the Federation, had subsequently taken legal action to safeguard the rights of its membership. She had lodged an appeal against the International Maritime Organization (IMO), the organization releasing her.

5. The point was reiterated that the issue was governed by two factors: (i) the situation of the present incumbent; and (ii) the wider issue of the principle of staff representation and freedom of association, involving the right of FICSA to select the best candidates for posts from its membership as a whole, regardless of the size of the releasing organization. The issue would be discussed further under agenda item 4.

6. As for the issue of the FUNSU Congo staff representatives, the Vice-President Fernando Ziata Kibikula (MONUC) addressed the Standing Committee and informed them of the appalling treatment to which he and the President had been subjected. He was grateful for the assistance extended by the former FICSA President. He was seeking further assistance since the officers' ability to carry out staff representative functions was still very much hampered. (See Appendix for a written report).

The Standing Committee recommended that the FICSA Executive Committee should follow up on the case directly with the members concerned and ensure that the FICSA Legal Adviser provide the requisite legal assistance to them, subject to legal fees being borne by the members concerned.

7. As for FICSA's participation in the ICSC Working Group on General Service job classification and the Standing Committee's recommendation was that when ICSC joint

working groups were established, the FICSA Executive Committee should ensure that the working group's operative procedures be drawn up at the outset and adhered to throughout the term of the working group, the Chair stated that members' response to the statement made by the keynote speaker (Mr. Kingston Rhodes) at the opening of the Council clearly highlighted the fact that issues concerning that working group were still outstanding. The Chair asked the members to suggest an action plan for strengthening the Federation's position when dealing with the ICSC or other entities in the future.

8. Concerning the recognition of staff representatives' contribution to their organizations and the distribution of questionnaires, the Chair asked whether any organizations had implemented the recommendation put forward at the 63rd Council whereby executive heads of member organizations be reminded that: (i) the role of staff representative should be considered a corporate function; (ii) release time be granted; and (iii) staff representative functions be included in staff work plans. Some organizations, it was reported, had reacted positively: their administrations had since recognized the principle of staff representation, which had been included in performance appraisal mechanisms, and due budgetary provisions for the same had been made.

9. As for the FICSA global staff satisfaction survey, the Chair reported that an in-depth analysis of the data collected during the survey revealed that, owing to the low number of responses received (6.53%), the consultant's conclusion was that the data collected did not have sufficient statistical validity to permit an overall report on the survey to be established. However, he had recommended that those organizations with a high response rate might consider producing their own report. He had further recommended that, if no report were produced, the data could be used as a comparator for future surveys. The consultant had initially agreed to produce individual reports for those organizations with a high response rate; however, owing to the amount of work involved and the consultant's illness, he had withdrawn from the project without charging FICSA.

10. With respect to the ICSC review of the standards of conduct, the FICSA President confirmed that revision of the matter had been postponed until the ICSC met in 2011. The Standing Committee was requested to present more detailed recommendations, if it so wished.

The Standing Committee recommended that the membership should provide the FICSA Executive Committee with appropriate recommendations.

11. On training issues, the Chair reported that, following the recommendation of the 63rd session of the FICSA Council, IAEA had hosted a training session in Vienna. The workshop had been attended by several members from different organizations and various locations, including a number of staff from the Vienna-based organizations. Very positive feedback had been received from the participants, who had called for further workshops.

12. The FICSA Executive Committee had subsequently investigated the possibility of signing a partnership agreement with the Trades Union Congress (TUC) (United Kingdom) in order to establish a long-term strategy for training workshops. A related proposal would be presented during a video conference on 16 February 2011 (see Agenda item 6).

Release of the FICSA General Secretary: update - Joint session with the Standing Committee on Legal Questions (Agenda item 4)

13. The FICSA President provided detailed background information on the issue and updated the members on the situation. After prolonged discussion, the general feeling of the meeting appeared to be that FICSA should move forward on the issue. Various suggestions were made as to the best manner of proceeding. It was finally decided that a working group should be established in order to draw up a strategy for future action. The working group would consist of:

- Alassane Guiro (UPU)
- Diab el Tabari (UNRWA/ASA Lebanon)
- David Nolan (IFAD)
- Margaret Eldon (FAO/WFP-UGSS)
- Valérie de Kermel (IMO – FICSA General Secretary)
- Blanca Pinero (IMO)
- Christopher Pardy (AP-in-FAO)
- Imed Zabaar (IAEA – Chair of the Standing Committee)
- Pauline Guy (WIPO – 1st Vice-Chair)
- Odile Pilley (UPU – 2nd Vice-Chair)

14. Despite FICSA having managed to have the HR Network raise the question of cost-sharing in the HLCM, the objective had still not been attained. After further discussion, it was stressed that one way forward would be to analyze the reason for the HLCM not having concurred with the recommendation of its subordinate body and the Standing Committee instructed the FICSA Executive Committee to explore ways of overcoming the problem. A number of members also felt that those organizations in the HLCM whose staff associations/unions were currently affiliated with FICSA should be targeted. Clear commitment on the part of the entire FICSA membership was also necessary; it was not simply a matter of the Council instructing the FICSA Executive Committee and President to take appropriate action. Membership also had to take action at the grassroots level. That could be done, for example, by each member association/union sending a letter to the UN Secretary-General, as recommended at the previous Council or by other forms of mobilizing staff.

15. On the basis of those discussions, the working group decided to instruct the Standing Committee to make the following recommendation:

The Standing Committee recommended that a further resolution should be sent to the United Nations Secretary-General, since no formal reply had been received to the resolution forwarded by the previous FICSA Council. The Executive Committee should keep the membership fully abreast of the situation. (Annex 2, Resolution 64/3.)

The Standing Committee further recommended that the FICSA President should request that the cost-sharing agreement be included as an item on the agenda of the upcoming session of the HLCM and the next session of the HR Network. He should also discuss the issue with the Chair of the HLCM.

For its part, the Standing Committee should explore other ways of mobilizing staff.

Joint Inspection Unit study on staff/management relations (Agenda item 5)

16. The Chair introduced the topic and referred to the video conference with Mr. Biraud of the Joint Inspection Unit (JIU) on the opening day of Council. The FICSA President provided background information and pointed out that the report on phase I of the study would be published shortly. It was hoped that FICSA would be given an opportunity to comment on the study. Concern was voiced that the first phase was specific to the United Nations secretariat.

The Standing Committee recommended that, if possible, the FICSA Executive Committee should provide its membership with a copy of the report for comment.

Proposed partnership with the Trade Union Congress (TUC) - training proposals (Agenda item 6)

17. The proposed partnership between FICSA and the TUC (document FICSA/C/64/SMR/CRP.3) was discussed via a video conference held with Mr. Martin Hegarty, TUC education coordinator. The rationale behind the partnership was to provide FICSA members with a long-term strategy for training staff representatives at different levels, including the officers of the Executive Committee, based on the needs that the trainers had observed at the workshops in Hamburg and Vienna.

18. The sensitive issue of participation by non-FICSA members was discussed. Mr. Hegarty stressed that the TUC would be entering into the partnership on the understanding that it was only offered to staff associations/unions. Affiliates of his organization would not be in favour of offering such a low-cost service to other entities as the commercial cost was considerably higher than the amount which the TUC was charging FICSA.

19. In response to an earlier comment that the training workshops should not be restricted to Europe since different members in different areas, specifically in the field, faced different challenges, it was reported that the training workshops already held in Hamburg and Vienna had been generic in nature. They thus met the needs of staff representatives in general.

20. The modalities of the workshops and certification were also discussed. Mr. Hegarty suggested that it would be more appropriate for FICSA to award certificates to participants, as it had already done at the Vienna workshop.

21. It was emphasized that the entire training programme would be centralized and monitored by the FICSA Secretariat, not by individual member organizations. The Chair of the Standing Committee had already drafted a budgetary proposal for the allocation of CHF 12,242 for the organization of those workshops. The proposal had been submitted to the Ad hoc Committee on Administrative and Budgetary Questions. Only fully paid-up members would be entitled to attend the workshop free-of-charge (see Appendix 2 for a copy of the partnership agreement).

The Standing Committee recommended that:

The Ad hoc Committee on Administrative and Budgetary Questions allocate the amount of CHF 12,242 for the organization of three workshops.

The FICSA Executive Committee should go ahead with the partnership agreement with the TUC and that three workshops be held at FAO (Rome), WHO/EURO (Copenhagen) and IMO (London).

The workshops be free-of-charge to fully paid-up members of FICSA only. Member organizations which were not in good standing should be charged for the workshops and the fees would be deducted from their arrears.

Challenges faced by the members and how they were handled (Agenda item 7)

22. Various delegates gave examples of the challenges that their staff association/union had faced during the year; for example, the UNESCO representative stated that establishing credibility before the administration was one of its major challenges. Overall, a matter of great concern was the diminishing role of staff representation. The IFAD delegate commented that staff representatives should proceed diplomatically with their administrations and once diplomatic channels had been exhausted, action such as working to rule could be considered. A further possibility would be to approach governing bodies rather than simply giving up, if executive heads refused to listen. Regular two-way communication between staff representatives and their constituencies was also advocated, as was enhanced involvement of staff members.

23. The delegate from FAO/WFP-UGSS informed the Standing Committee that her staff association had engaged the services of an external company to interview members in order to obtain feedback on the members' level of satisfaction with their union. Once the results had been published, the union would seek ways of improving and adapting to the changing working culture. The delegate said she would also distribute the results of the survey to interested members of FICSA.

24. On the issue of increasing staff association/union membership, automatic membership of the staff association and direct deduction of membership fees from staff members' salaries had a positive influence on membership levels. At this point, the delegate from FUNSU Congo stated that his organization had attempted that approach which, however, had been blocked by management.

The Standing Committee recommended that the FICSA Executive Committee should, with the FUNSU member's approval, liaise with the relevant federation regarding the matter of allowing staff association membership dues to be deducted from salaries.

Staff representatives and confidentiality (Agenda item 8)

25. FAO/WFP-UGSS reported on a case in which a staff representative had been caught in a difficult situation since she was party to confidential information concerning a staff member who had been the subject of an investigation. The staff representative had been asked to divulge that information. Staff representatives in that union were not covered by any confidentiality clause in their standards of conduct. Following discussion, it emerged that

certain staff associations/unions did have such clauses in their standards of conduct, which they were invited to share with other members. Such a clause could then be included in the appropriate document on the standards of conduct and/or recognition agreement.

The Standing Committee recommended that confidentiality clauses be shared between member organizations and included in recognition agreements and/or standards of conduct. At the international level, FICSA should seek to have a similar clause incorporated in the standards of conduct.

Whistle blowing (Agenda item 9)

26. Members reported that whistleblowing policies were gradually being incorporated in their organizations' standards of conduct.

The Standing Committee recommended that whistleblowing policies be shared between member staff associations/unions.

Other business (Agenda item 10)

27. A question was raised by the delegate from FUNSU Congo, concerning impartial investigation of conflicts between staff representatives and their administrations.

The Standing Committee recommended that the FICSA Executive Committee should investigate and advise members on how to proceed when there was a conflict between staff representatives and their management, and how the services of an independent investigative body might be engaged.

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

28. Mr. Imed Zabaar was nominated Chair and Ms. Pauline Guy was nominated Vice-Chair.

29. The following agreed to join the core group:

- David Nolan (IFAD)
- Margaret Eldon (FAO/WFP-UGSS)
- Blanca Pinero (IMO)
- Pilar Vidal Estevez (PAHO)
- Thomas Odin (IARC)
- Odile Pilley (UPU)
- Marie-Therese Conihl de Beyssac (UNESCO)
- Kristel Hoogland (OPCW)

Appendix 1

Dear Honorable Chairpersons and Executive members of SMR,
Good Afternoon,
Thank you for the opportunity to speak to you today.
My name is Fernando Ziata, I represent FUNSU CONGO.

We seek your assistance because of the continued harassment by the local managements on the actions of the FUNSU on behalf of its inclusive Associations and other types of violence's inflicted to the leaders of the National Staff Association which is part of FUNSU, which therefore is entitled to benefit from the protection by FICSA as our mother Federation.

We want to thank FICSA for having made a careful follow up on the crisis within FUNSU and for inviting to the 64th Session of the Council held here in New York, thank you again. I'm appealing to seek your involvement through a durable solution on the followings implications: I quote, "Saving the FUNSU and its inclusive Associations to survive based on their freedom of Association and opinion, recommending that the leaders of staff Associations abused to recover their violated rights just because of their belonging a representational body of Staff.

FUNSU SITUATION,

- a) Since the make up of FUNSU DRC, many rights of Staffs have been recovered on a leveled basis that said according to the common rights of the local UN organizations, however FUNSU has not yet recovered the right to be represented to in Joint board meetings as the coordination of the UN organizations have remained very closed to itself despite several recommendations raised by the Federation.
- b) The communication has become hard in between the internal members of FUNSU, due to the penalization observed by as the managements obstruct on the right on the reasonable time, and the lack of provision on broadcasting privilege to ease the adequate sharing of information to the members (There I will remind of the inaccessibility of the President of the Federation to the Office of the Federation subsequently it has generated the lack of official information of the FICSA activities to the rest of the members.
- c) The incident started due to the last request by the FUNSU DRC to obtain the 2009 local salary survey, it had made things worst, bearing in mind that the Coordination found it to be an unnecessary exercise in the plain course of the current world financial crisis, however the coordination of the UN managements in DRC did not sustain its expressed views with any other substantial reasons in writing.
- d) As a matter of fact, the coordination through the MONUC managements had decided to impose the investigations upon the FUNSU concerning its statuts, and some of it rights, such an action which was beyond the MONUC jurisdiction.
- e) Subsequently, these actions as they were conducted directly against the most active leaders of the FUNSU DRC, they therefore had resulted into the reprisals targeting the

President Guershom Nondo and his Vice-President Mr. Kodjo who later would decide to resign from the UN system.

f) As per the one that resisted them, I'm talking about Guershom; he was suspended unilaterally from his functions and was therefore banished to not enter the UN premises.

g) His absence to the Office of the both FUNSU and NASA, had promoted me as the acting President of NASA, as per his written recommendation to the Management and the staff before he lived; the function of acting President of NASA entitled me to often the links with the FUNSU for representing my association.

h) Unfortunately, the same kind of reprisals conducted earlier by the MONUC-Management came to be targeting me too as I supported the position of Mr. Guershom-Nondo by threatening that NASA was ready to complain against the management for disclosing to all National Staff that He was under investigation, in the turn The management closed the office of the Association which I was occupying, my salary got block, the rights that were given me previously and others facilities on behalf of my official function in the Association were threatened to be confiscated. The management of MONUC refused to transfer money of the staff that had dully subscribed to have their salary deducted from the source, in the order to pay their dues as members of the Association, MONUC had been threatening me verbally to make NASA resign from FUNSU and that failure to so could result into stopping their full support as if our choice had to be dictated by the MONUC management.

i) In this battle, the former Executive Committee of FICSA has played its role, a role which helped me to be restored in the office of the Association, however the management kept unpaid our salaries for many months, threatened that if I would not leave the office of the Staff Association, they would declare me as under the abandonment of post but I resisted them until we aggressively warned the UNSU of protecting the management then, the negotiation team known as FJNC in New York (was conducted with the DFS, It was decided that I could be entitled to rejoice from 50% of reasonable time off without financial implication but unfortunately, I did not enjoy its results of that measure).

j) On a particular basis, we must retain that the personal involvement of Mr. Mobio as former President of FICSA who mediated in between FUNSU-UNSU-DFS, resulted into the restoring of Mr. Nondo to his post at his duty station in Kinshasa.

k) We must mention also that, the developing of hostilities against our persons (President and Vice-President) in retaliations made that, upon the President Guershom's return from New York to Kinshasa, he had no longer found me acting in the representational activities for the Association as, it happened that once more I was banned from entering UN premises at the moment I did claim for my salary to be paid to me and, as soon as I was expelled , I did inform every administrative level of the Organization starting by DRC up till to the DFS in New York .

- l) After I was banned, I fled my house and went to Rwanda based on the increased attempt or attack by gunmen at my house, I reported all this issue to the DFS and my wife had sought for protection to MONUC management office but her request remains vain.
- m) While trying to effectuate an official travel to my duty post at Goma, in order to solve the issue and conduct the annual General Council of the Association, Mr. Guershom, the President was denied the access to enter MONUC as well as to use the UN flight to return to his duty station and later on the the management accuse him of having abandoned his post.
- n) After I traveled to New York to meet with the UNSU which failed to receive me but did not also provide support to me at the airport, thing that forced me being detained into the US Federal detention, but at least two months after I was released from the Federal Detention, I requested a meeting with the UNSU by my request was rejected.
- o) My meeting with DFS/OHRM in New York as recommended by Ms. Malcorra has resulted to a nothing result, save that they verbally promised their support to me and said that they must release my salary but still unrealistic. Their recommendation to human resources office of the UN-secretariat on my re-recruitment at New York-HQ seemed to be not very clear to me.
- p) Speaking of the violence used by my allegedly grudgers, I have no proof to identify them but the only link I can establish is that , in 2007 when I was still Interpreter of the United Nations, the rebels of a very identified rebel group threatened to slaughter me and the management decided to move me back to the city, but later on in the years 2009, these same bunch of criminals joined back the city where were circulated freely whereas they became government integrated Army and, it is in this just title that they were receiving a full logistic support from the MONUC management and some their officers identified me physically in the town of Goma, and they were in a constant contact with the MONUC civilian officials.
- q) The other approach is that when we can consider that Association has been used in several times by the MONUC mission in the teaching of the ideology of the disarmament of the ethnical armed militants and it is possible that the discontents could make the negotiator become the targets.
- r) Also we should recall that the aggressively lobbying of the rights of staff by active members of NASA could be one of the most cause for the continuing crisis while bearing in the mind that NASA exposed many evil practices revealing wide spread mismanagement, failure in recruiting transparently, non- implementation of the reclassification process with equity, sale of the UN fuel in Bunia and Mbandaka, lack of transparence in the payment of IC staff members, militarily support to the irresponsible Army groups were accused of perpetrating multiple violations of the human resources.
- s) Consequently, every staff representative's revelators of these practices had been several times targeted by tugs, Mr. Guershom in Kinshasa, I myself and Mr. John Dimandja who has fled the country like I did.

RECOMMENDATIONS:

FICSA can play a big role while making a follow up of the case to the office of the DFS where the case was earlier addressed.

Once the contact is established with DFS, FICSA can emphasize that FUNSU being part of FICSA and given the fact that NASA is affiliated locally into FUNSU therefore, for the sake of the democracy, FICSA does not have the right to obstruct to the request of NASA Executive members to seek for assistance where needed, therefore the DFS has to help FUNSU as NASA to survive.

FICSA can propose on a particular basis, that the President and the vice President be reinstated in their rights, back to the office or otherwise requesting as per the sake of the restoration of a peaceable workplace environment and for equity, FICSA can propose a relocation of every individuals involved in the crisis out the mission.

In case of failure, FICSA can assist by providing the legal assistance to Mr. Fernando and Mr. Guershom Nondo.

Appendix 2

PARTNERSHIP AGREEMENT BETWEEN
THE FEDERATION OF INTERNATIONAL CIVIL SERVANTS' ASSOCIATIONS (FICSA) AND THE
TRADES UNION CONGRESS (TUC)

Background

TUC Education has been working with UN Staff Unions since 2005 and has established a successful relationship with FICSA and CCISUA and several individual Staff Unions/Associations.

At the 64th session of the FICSA Council, Washington, D.C., 14-18 February 2011, the TUC submitted a Proposal for Staff Representative and Union/Association Officer Training for FICSA Members. The proposal was adopted by the Council.

TUC Training Programme for FICSA

It is envisioned that each course would be of two days duration although some elements will involve some online work. It is recommended that more than one module is scheduled at a time so that participants can attend for four days and study at least two courses.

A General Staff Representatives Programme

1 Staff Representatives Training

This is the existing training course which has run successfully in several UN Staff Unions/Associations. We recommend this as an essential training course for all staff representatives.

The course covers basic understanding of the role of the staff representative and deals with:

- Working together with members and other union/association representatives
- Talking to members and dealing with their problems
- Recruiting members and getting them involved in the union/association
- Meeting management to discuss a range of issues at work
- Representing your union/association
- Keeping your members in touch with wider issues

2 Negotiation Skills

This course would examine different negotiating styles and strategies and include sections on preparation for negotiations and managing agreements after negotiations have been concluded.

3 Collectivising Single Issues and Handling Casework

This course will enable staff representative to identify issues in individual cases which would make suitable topics for collective negotiations or grievances. It would establish a process for recording casework and tracking progress and lead to the creation of a database for use by other union/association staff representative to assist in their own casework.

4 Supporting Union/Association Branches

This course is designed to establish the importance of developing the skills and experience of staff representatives in individual staff union/association branches. It will increase staff union/association capacity by using every development opportunity that arises in the work of the staff union/association to maximum advantage and build stronger, more effective staff unions/associations.

B Staff Union/Staff Association Officer Training

This training will develop the skills of key senior union personnel such as Staff Union/Association President, Vice-President or Executive Member to understand the need to develop and implement effective plans for the future of the staff union/Association and Federations.

It will cover:

- administration issues,
- identifying and addressing organisational gaps, and
- developing staff union capacity, effectiveness and membership.

Costs

We have made strenuous attempts to keep costs to a minimum and the proposed charge for delivering training has been held at the same rate that we offered when we began working with UN Staff Unions/Associations in 2005. This may not be sustainable as we expect to be under pressure from some of our providers to increase our charges as they are facing more austere times.

However, at this moment in time, we propose our charges to be:

- £500 per trainer per day
- DSA at the current rate for each trainer for the duration of the training
- Travel arrangements for each trainer to be made and paid for by FICSA.

From time to time there may be costs incurred to write new materials, or create online resources or facilities as the need arises and these will be charged at the daily rate for training, that is, £500 per day.

Such a charge will apply to writing the additional materials for courses described above as they are bespoke to FICSA members and should agreement to proceed be reached we will discuss these costs with FICSA fully before going ahead.

Signed:

Date: _____

Date: _____

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	Mauro Pace (FAO/WFP-UGSS)
General Secretary, FICSA	Valérie de Kermel (IMO)
Treasurer, FICSA	Margaret Robertson (IAEA)
Members, FICSA Executive Committee	Vincenzo De Leo (UNLB-LSU)
	Giovanni Muñoz (AP-in-FAO)
	K. Ratnakaran (WHO/SEARO New Delhi)
	Véronique Allain (SCBD)
Consultant, FICSA	Shirley Clements
Participants	
AP-in-FAO	Yvette Diei-Ouadi
	Christopher Pardy
FAO/WFP-UGSS	Antonio Brina
	Margaret Eldon
	Silvia Mariangeloni
	Cinzia Romani
	Elena Rotondo
IAEA	Dean H. Neal
IARC	Thomas Odin
IFAD	David Nolan
	Benoit Thierry
IMO	Johanna Danis
	Blanca Piñero
ITU	Christian Gerlier
	Varghese Joseph
PAHO/WHO Washington	Carolina Bascones
	Pilar Vidal
UNAIDS	Marie Breton Ivy

Tanya Quinn-Maguire

UNESCO

Marie-Thérèse Conilh de Beyssac
Claire Servoz
Vincent Vaurette

UNLB-LSU

Ezio Capriola
Cosimo Melpignano

UNRWA/ASA Lebanon

Diab El-Tabari

UNWTO

Munir Rayes

UPU

Alassane Guiro
Marie-Odile Pilley

WHO/AFRO Brazzaville

Jean Tchicaya

WHO/EURO Copenhagen

David Barrett
Melodie Karlson

WHO/HQ Geneva

Edmond Mobio
Ritu Sadana

WHO/SEARO New Delhi

Vijay Chandra

WHO/WPRO Manila

Benjamin Bayutas

WIPO

Brett Fitzgerald
Faizan Ul-Haq

WMO

Federico Galati

Members with associate status

CERN

Joel Lahaye

OPCW

Kristel Hoogland
Vivienne Robertson

Association with consultative status

FAFICS

Andres Castellanos
Linda Saputelli

Federations with observer status

FUNSA Egypt	Mona Abbassy
AFSM-WHO/SEARO	R.L.Rai
Guest	
OSCE	Juan de Luis

Introduction

1. The Ad hoc Committee held its first meeting on 15 February 2011 under the chairmanship of Mr. Svend Booth (FAO/WFP-UGSS). Subsequent meetings were held on 17, 18 and 19 February 2011.

Adoption of the agenda (Agenda item 1)

2. After welcoming the members of the Committee, the Chair entered a plea for a constructive, honest and open debate.

3. The agenda was adopted as below:

1. Adoption of the agenda
2. Election of the rapporteur
3. FICSA audited accounts for 2009 (FICSA/C/64/A&B/1)
4. Statement of contributions of member associations/unions, associate members, consultative and observer bodies based on information received up to 31 December 2010 (FICSA/C/64/A&B/5)
5. Financial statements and Treasurer's report for 2010 (FICSA/C/64/A&B/2)
6. Reports on the status of the Termination Indemnity Fund, Legal Defence Fund and Staff Development Fund (FICSA/C/64/A&B/3)
7. Proposed budget for 2011 (FICSA/C/64/A&B/4/Rev.1)
8. Proposed scale of contributions for 2011 (FICSA/C/64/A&B/6)
9. Other business

4. The lateness of the issuance of the agenda was noted. It urged that in future instances, documentation be uploaded in a timely fashion so as to facilitate prior discussion in associations/unions at the local level.

Election of the rapporteur (Agenda item 2)

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

FICSA audited accounts for 2009 (FICSA/C/64/A&B/1) (Agenda item 3)

6. The Chair introduced the audited accounts for 2009 (document FICSA/C/64/A&B/1). No questions were raised.

7. The Committee took note of the audited accounts. Thanks were expressed to the External Auditor, Mr. Ettore Denti, as well as to the FICSA Accountant, Ms. Robyn Thomas.

Statements of contributions of member associations/unions, associate members, consultative and observer bodies based on information received up to 31 December 2010 (FICSA/C/64/A&B/5) (Agenda item 4)

8. The Treasurer went through the document item by item indicating those member associations/unions that were in arrears. She first drew attention to the payment plan that had been drawn up at the request of, and in close consultation with, SCBD. She was confident that the Committee would accept the payment plan.

9. The Treasurer reported that the UNESCO/STU had met all its financial obligations under its payment plan which it had successfully completed on schedule. She urged that the Committee concur with the proposal in footnote 2 in the document that the amount outstanding be waived.

The Ad hoc Committee recommended that in the case of UNESCO/STU the outstanding balance of US\$ 27,510.97 be written off and the Union be thanked for having adhered to the payment plan.

10. Concern was expressed over the uncertainties surrounding the non-payment of dues by both UNRWA/ISA and UNRWA/ASU. In the first instance, the member association claimed to have sent an e-mail to the FICSA secretariat in August 2010 announcing its withdrawal from the Federation; the e-mail was never received. The Committee urged the Executive Committee to pursue the matter and contact UNRWA/ISA.

11. In view of the fact that UNRWA/ASU always paid its fees one year late owing to the manner in which its executive operated, the hope was expressed that the union would settle the balance. That notwithstanding, the Committee insisted that the Federation adopt formal procedures when dealing with the debt issues relating to both UNRWA/ISA and UNRWA/ASU.

12. Two other member associations, WHO/SEARO and WHO/WPRO, gave brief oral presentations describing their financial constraints and the impact that the FICSA dues had upon their financial viability. While sympathizing with their plight, the Committee was none the less insistent that the two member associations in question should submit formal requests and put forward proposals for payment plans tailored to their respective financial circumstances. In a later meeting WHO/WPRO reported that after consultation with his Association in Manila, he had been instructed to report that the Association would pay its full membership fee as of the current year; however, no funds were available for the payment of arrears (USD 8,000) and a request for their waiver was made.

13. The Ad hoc Committee recognized the commitment of the WHO/WPRO Staff Association to pay their full dues as of the current year. With respect to the arrears, the Committee requested the WHO staff associations to discuss among themselves a plan for the reimbursement of the sum outstanding for submission to the FICSA Executive Committee. WHO/SEARO was likewise encouraged to submit a payment plan to the FICSA Executive Committee, it being noted that failure to pay dues by some meant the additional costs had to be absorbed by others.

14. The Ad hoc Committee took note of the amounts owed to the Federation by a number of associate and consultative members, as well as by the FUNSAs in Argentina, Bangladesh, Cameroon, Mexico and Nigeria. Corrective action should be undertaken.

The Ad hoc Committee recommended that:

The WHO staff associations discuss among themselves a plan for the settlement of the sum outstanding that was owed to the Federation by WHO/WPRO that would then be submitted to the FICSA Executive Committee;

The WHO/SEARO Staff Association present a plan for the settlement of the sum it owed to the Federation;

The FICSA Executive Committee follow up in writing with those FUNSAs that had failed to pay their dues, in particular FUNSAB Bangladesh which was three years in arrears.

15. The Ad hoc Committee took note of the statement of contributions as contained in the latest updated statement of contributions (FICSA/C/64/A&B/5) and thanked those associations/unions that had paid their annual contributions on time.

Financial statements and Treasurer's report for 2010 (FICSA/C/64/A&B/2) (Agenda item 5)

16. The Chair introduced the report and asked the Treasurer to go through the Report section by section. In the course of her presentation, the Treasurer pointed to the manner in which the Federation had acted on the recommendations and issues from the 63rd FICSA Council. She paid due recognition to the manner in which UNESCO/STU had strictly adhered to the payment plan. In respect of the liabilities arising in connection with after-service health insurance and the need to comply with new International Public Sector Accounting System (IPSAS) despite the Federation's small staff complement, she advised the Committee that as FICSA was paid via UNOG, it would await until that office had prepared its action plan.

17. It had proven too complex to set up a FICSA solidarity fund to assist FICSA members affected by natural disasters. The need to ensure effective monitoring of expenditures and their distribution was beyond the limited capacity of the FICSA office. Furthermore, it had to be recognized that within the UN family, an adequate number of specialized agencies were already raising and administering funds for disaster relief.

18. The Executive Committee had agreed to increase the salary paid to the accountant, Ms. Robyn Thomas. The accountant's salary had not been increased since 2002 and the increase amounted to CHF 150 a month. It was further suggested that the fee paid should be adjusted annually in line with the cost-of-living index.

The Ad hoc Committee recommended that the hourly rate paid to the FICSA Accountant be increased by the cost-of-living index as at the end of December of the prior year upon renewal of the contract in July of each year.

19. IPSAS would also have an impact on the Federations financial statements and reports as the new financial guidelines stipulated that only one currency should be used for reporting purposes. The Executive Committee had proposed that assessments should also be calculated in Swiss Francs and the sums transferred had to amount to the equivalent in Swiss Francs as assessed. The proposal met with vociferous opposition as the exchange rates would have to be borne by the member associations/unions. In the interest of ensuring some stability in the equation, it was suggested that the UN operational exchange rate as at a stipulated date be used.

The Ad hoc Committee recommended that for budgeting and accounting purposes, the Federation should work in a single currency: Swiss francs. In order to reduce the risks associated with currency transfers, the Ad Hoc Committee recommended that the UN operational exchange rate as at 31 December of the prior year be used to establish the exchange rate for the budget and accounts.

20. In closing the discussion of the item, the Treasurer was warmly thanked for the efforts she had invested in improving the presentation of the budget, the bar charts and itemized tables of travel expenditures, supplemented by the excellent oral explanations she had given. Both had heightened the transparency of the budget process and should be emulated in the year to come.

Reports on the status of the Termination Indemnity Fund, Legal Defence Fund and Staff Development Fund (FICSA/C/64/A&B/3) (Agenda item 6)

21. The Chair sought comments on the reports confirmed that there was no need to replenish any of the funds. The Committee encouraged the FICS Executive Committee to create awareness among the staff of the FICSA Secretariat that funds were available for training purposes.

Proposed budget for 2011 (FICSA/C/64/A&B/4/Rev.1) (Agenda item 7)

22. The Chair introduced the draft budget for 2011 and the Committee decided to go through the draft budget chapter by chapter.

Chapter 1

23. Discussion focused on the careful scheduling and costing of the Federation's travel programme and reductions were sought.

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

- | | |
|------------------|--|
| Budget line 1.02 | A decrease of CHF 2,239 to reflect the fact that the UNJSPB would be meeting in Geneva, thus obviating the need for travel funds |
| Budget line 1.04 | A decrease of CHF 1,315 following the reduction of the delegation to the HR Network meeting to one person |
| Budget line 1.07 | A decrease of CHF 18,877 following the reduction of the size of delegations to ICSC [no more than two persons at any one time] |

Chapter 2

25. The Ad hoc Committee approved the proposed expenditures.

Chapter 3

26. The Committee decided that the expenses for workshops shown under budget line 3.01 should be re-allocated to the budget lines of the corresponding committees and proposed changes against the following budget lines:

- | | |
|------------------|---|
| Budget line 3.01 | A decrease of CHF 38,543 to reflect the redistribution of workshops to the corresponding committees |
| Budget line 3.04 | An increase of CHF 22,935 to reflect the reallocation of the training the trainers workshops |
| Budget line 3.06 | An increase of CHF 3,367 to reflect the reallocation of the workshops on legal matters |
| Budget line 3.08 | An increase of CHF 7,242 arising out of a decrease of CHF 5,000 to reflect a reduction in the funding for the FICSA website and an increase of CHF 12,242 to reflect the reallocation of the staff representation workshop. |

Chapter 4

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

- | | |
|--------------------|--|
| Budget line 4.01a | Salaries and common staff costs |
| Budget line 4.01aa | Information officer's staff assessment costs for 2009, 2010 and 2011 |
| Budget line 4.01b | Service contracts – New York |
| Budget line 4.01bb | Service contracts – lobbying/liaison New York |

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

Budget line 401a	A decrease of CHF 71,315 to reflect the shift of staff assessment costs for 2009, 2010 and 2011 to budget line 401aa
Budget line 401aa	An amount of CHF 71,315 to reflect the shift of the Information Officer's staff assessment costs for 2009, 2010 and 2011 from budget line 4.01a. That amount was further reduced by CHF 12,500 representing 50 per cent of the staff assessment for 2009.
Budget line 401b	A decrease of CHF 25,421 to reflect a shift of the service costs for US lobbying/liaison and a reduction in the number of days to be worked by the secretary in New York. That amount was further reduced by CHF 2,140 representing a reduction to 40 days of secretarial assistance in New York.
Budget line 401bb	The amount of CHF 40,000 foreseen for US lobbying/ liaison was first reduced to CHF 20,000 and then ultimately deleted.
Budget line 401.11	A decrease of CHF 25,000 to reflect the absorption under the Legal Defence Fund of the costs of the appeal pertaining to the release of the General Secretary. The costs would be borne by the Legal Defence Fund.

29. The proposed totals under the individual chapters were:

Chapter 1:	CHF 69,670
Chapter 2:	CHF 47,825
Chapter 3:	CHF 55,726
Chapter 4:	CHF 589,725

30. The Ad hoc Committee then discussed income which showed a negative amount of CHF 7,000 owing to expected exchange rate losses. That amount together with CHF 11,407 representing the assessed income from consultative and observer members was then subtracted from the sum total of the four chapters of the budget to yield the final amount of CHF 758,539, which was the amount to be paid by full and associate members. It represented a 4.69 per cent increase over the 2010 assessment.

31. The Ad hoc Committee adopted the draft budget in its revised form (Annexes 11, 12 and 13).

Proposed scale of contributions for 2010 (FICSA/C/63/A&B/6) (Agenda item 8)

32. The Chair introduced the proposed scale of contributions (Annex 14) and drew attention to the tables showing the distribution of staff for the purposes of the 2011 contributions (Annex 12) and the calculation of the contributions (Annex 13). He requested those member associations/unions that sought a reduction in their fees to state their case.

33. The UNESCO/STU described its current financial plight and its wish not to be further encumbered by debt. Unless a solution could be found, it would have ultimately to withdraw. FAFICS described the financial constraints that the Federation was facing and hoped that it would be possible to accept a lower contribution rate, particularly in view of the other resource-rich associations in the same category as itself. The WHO/SEARO Staff Association pointed to the fact that its total annual budget was equivalent to its assessed contribution to FICSA at a time when greater demands were being made of the association to help staff under duress in Myanmar and Bhutan.

34. In the ensuing protracted debate, a number of delegations drew attention to the risk of losing still more members. In the case of FAFICS, UNRWA/ASA Lebanon offered to pay CHF 200 and IFAD contributed CHF 100 in recognition of the contribution of FAFICS to upholding the aims and objectives of the international civil service. Other delegations suggested that the retiree federation be granted honorary status in light of their contribution over the years in such areas as pension entitlements and social security issues.

35. In the course of the debate, the Committee recognized the need to revise the categories of membership and introduce a new fees structure that took into what the associations/unions got in return from FICSA and what they contributed to the work of the Federation. Repeated reference was made to the important role assigned to the working group in the Standing Committee on Legal Questions that was studying the revision of the categories of membership and the associated fees. It was essential that the working group be supported to the greatest possible extent so that proposals might emerge by July 2011 which could then be properly aired well before the 65th session of the FICSA Council that would then determine the best possible strategic solution to the financial problems of the Federation.

The Ad hoc Committee recommended that member associations/unions contribute actively to the work of the Working Group on membership issues in the Standing Committee on Legal Questions so as to bring about a solution to the current malaise surrounding the issue of membership and assessed contributions.

36. The Ad hoc Committee recognized that the room for savings was extremely limited and discussed a host of possible solutions. In the ultimate analysis it decided to adopt an across-the-board increase of 5 per cent on the contributions paid in 2010. The UNESCO/STU delegation offered to pay CHF 28,500 which represented an increase of 18 per cent over the previous year, while a number of member associations/unions (to date FAO/WFP-UGSS, IAEA, IARC and WHO/EURO) had offered to 'round up' their assessed contributions.

The Ad hoc Committee recommended the adoption of the across-the-board increase which would yield CHF 760,917.

37. The Ad hoc Committee approved the revised scale of contributions (Annex 14).

Other matters (Agenda item 9)

38. No issue was discussed under the agenda item.

Annex 11

ADOPTED BUDGET FOR THE YEAR 2011

Expenditures by Line		Swiss Francs		
		Budget 2010	Actual 2010	Budget 2011
1	Chapter One, FICSA Representation	CHF		
1.01	UN General Assembly	7,204	7,193	6,325
1.02	UNJSPB	5,004	2,679	-
1.03	HLCM	2,396	4,617	5,554
1.04	HR Network	8,470	7,377	4,574
1.05	CEB	-	-	-
1.06	CSAIO	1,394	-	-
1.07	ICSC (Sessions, Working Groups & Committees)	40,666	38,868	37,057
1.08	IASMN	5,046	5,196	5,160
1.09	Public Relations & Information	10,000	376	1,000
1.10	Contingency Travel	5,000	8,117	10,000
	Expenditures, Chapter One	85,180	74,424	69,670
2	Chapter Two, FICSA EXCOM			
2.01	FICSA Council/Excom	46,403	39,831	41,825
2.02	Regional Travel	8,000	153	6,000
	Expenditures, Chapter Two	54,403	39,984	47,825
3	Chapter Three, Spec. Progs. & Training			
3.01	Training/Workshops	42,981	7,340	-
3.02	P Questions	12,101	14,070	-
3.03	Field Questions	2,774	-	-
3.04	GS Questions/Methodology	22,403	16,181	28,625
3.05	SocSec/OHS Questions	-	-	-
3.06	Legal Questions	-	-	9,860
3.07	Legal Defence Fund	-	-	-
3.08	SMR Questions	9,060	-	17,242
3.09	HRM Questions	-	-	-
3.10	FUNSA Participation in Council	2,040	951	-
	Expenditures, Chapter Three	91,359	38,541	55,726
4	Chapter 4, FICSA Administration			
4.01a	Salaries & Comm. Staff Costs - Geneva	440,016	446,351	484,269
4.01aa	Inf. Officer: Staff assessment costs for 09,10 & 11	-	-	59,438
4.01b	Service Contracts - New York	57,178	6,373	12,616
4.01bb	US\$ Service Contract Lobbying/Liaison NY	-	-	-
4.02	Communications & Related	6,220	4,044	6,220
4.03	Supplies, Materials & Maintenance	4,620	3,124	4,620
4.04	Geneva Office Rent	6,500	6,500	8,000
4.05	New York Virtual Office	12,801	12,066	8,854
4.06	Computer and Electronic Equipment	2,412	45	1,800
4.07	Bank Charges	1,100	812	1,100
4.08	Contingencies	1,000	55	1,000
4.09	Staff Development Replenishment	-	-	-
4.10	Term. Indemnity Replenishment	-	15,674	-
4.11	Legal Retainer & Consultation	10,864	9,707	8,998
	Expenditures, Chapter Four	542,710	504,752	589,725
	Total Expenditures	773,651	659,499	762,946
	Percentage budget increase/decrease over previous year			-1.38%

Annex 12

DISTRIBUTION OF STAFF FOR THE PURPOSES OF THE 2011 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 **	No. of UNITS
CERN	2378	1091		1287			1734.5	0.99
CSSA	274	150		124			212	0.18
CTBTO	262	169		93			215.5	0.18
AP-in-FAO	1312	1034	278				1284.2	11
FAO/WFP-UGSS	1406			1406			703	7
ECB ²	1468	1140		328			1304	0.99
ESO	430	290	92	48			396.8	0.27
IAEA	2168	1015	40	1078	35		1607.5	11
IARC	173	64		109			118.5	1
ICCO	15	12		3			13.5	0.01215
ICO	24	11		13			17.5	0.01575
IFAD	509	266	10	232	1		391.5	3
ILO/ITC	194	75		119			134.5	1
IMO	300	137	12	143	8		223.3	2
IOM	7132	152	699	96		6185	890.95	0.72
IOC	30	11		19			20.5	0.01845
Biodiversity ²	241	75	84	55	27		191.6	0.09
ITER	430	291		139			360.5	0.27
ITLOS	32	13		19			22.5	0.225
ITU	745	303	24	392	26		533.6	5
OPCW	499	323		176			411	0.36
PAHO/WHO	693	220	150	203		120	457.7	4
SCBD	74	41		33			57.5	0.4
UNAIDS	489	178	108	118		85	335.05	3
UNESCO ²	1651	511	237	572	331		1175.80	5.5
UNLB	212			212			106	1
UNRWA/ISA	180	63	102	3	12		162.3	1.5
UNRWA/ASA	2989					2989	29.89	0.2989
UNRWA/ASU WBank ³	5900					5900	59	0.4
UNWTO	95	40		55			67.5	0.6
UPU	186	98		88			142	1
WHO/AFRO	2397		388			2009	369.29	3
WHO/EMRO	615		127			488	119.18	1
WHO/EURO	505	158		260	87		331.5	3
WHO/HQ	1630	839		762	29		1234.5	11
WHO/SEARO	516		113			403	105.73	1
WHO/WPRO	502		162			340	149.2	1
WIPO	983	469	6	507	1		728.4	7
WMO	286	134	6	138	8	0	212.4	2
WTO/OMC	662	366		296			514	0.45
Totals	40587	9739	2638	9126	565	18519	17143.89	92.47025

² UNESCO weighting reduced by 50% due to membership of a rival union (implemented since the 63rd FICSA Council, 1999).

³ Staff numbers are from 2008 distribution of staff.

**Formular: (PHQ x 1) + (Pfield x 0.9) + (GSHQ x 0.5) + (GSField-other x 0.5) + (GSField-low pay x 0.01) = Staff Wt'd

Annex 13

METHODOLOGY FOR CALCULATING THE SCALE OF CONTRIBUTIONS FOR 2011

					CHF
Total amount to be covered by contributions					769946
Contributions by Consultative Members: 16 x CHF 600					9600
Contributions by Observer Members (FUNSAs): 20 x US\$ 100 x 0.951					1807
Total amount to be covered by Full and Associate Members					758539
Total number of units					92.4703
Value of one unit					8203.06
					CHF
Band	Weighted number of staff	No. of Units	Member (Unit Value / No. of Units)	Associate (Unit Value / 9% of No. of Units)	
1	1100 plus	11	90234	8121	
2	1000 – 1099.9	10	82031	7383	
3	900 – 999.9	9	73828	6644	
3	800 – 899.9	8	65624	5906	
4	700 – 799.9	7	57421	5168	
5	600 – 699.9	6	49218	4430	
6	500 – 599.9	5	41015	3691	
7	400 – 499.9	4	32812	2953	
8	300 – 399.9	3	24609	2215	
9	200 – 299.9	2	16406	1477	
10	150 – 199.9	1.5	12305	1107	
11	100 – 149.9	1	8203	738	
12	60 – 99.9	0.6	4922	443	
13	40 – 59.9	0.4	3281	295	
14	<40	WN / 100			

ADOPTED SCALE OF CONTRIBUTIONS FOR 2011

Member / Associate	W'ed Staff	Units	Banded CHF 2011	CHF 2010	2011 CHF 2010 + 5%
CERN	1734.5	0.99	8,121	8,139	8,546
CSSA	212	0.18	1,477	432	454
CTBTO	215.5	0.18	1,477	1,480	1,554
AP-in-FAO	1284.2	11	90,234	90,434	94,956
FAO/WFP-UGSS *	703	7	57,421	49,328	52,000
ECB	1304	0.99	8,121	8,139	8,546
ESO	396.8	0.27	2,215	2,220	2,331
IAEA *	1607.5	11	90,234	90,434	95,000
IARC *	118.5	1	8,203	8,221	9,000
ICCO	13.5	0.01215	100	96	101
ICO	17.5	0.01575	129	152	160
IFAD	391.5	3	24,609	24,664	25,897
ILO/ITC	134.5	1	8,203	8,221	8,632
IMO	223.3	2	16,406	16,443	17,265
IOM	890.95	0.72	5,906	1,110	1,166
IOC	20.5	0.01845	151	170	179
Bioversity	191.6	0.09	738	296	311
ITER	360.5	0.27	2,215	1,480	1,554
ITLOS	22.5	0.225	1,846	2,014	2,115
ITU	533.6	5	41,015	41,107	43,162
OPCW	411	0.36	2,953	2,220	2,331
PAHO/WHO	457.7	4	32,812	41,107	43,162
SCBD	57.5	0.4	3,281	3,289	3,453
UNAIDS	335.05	3	24,609	24,664	25,897
UNESCO **	587.90	5.5	45,11	24,142	28,500
UNLB	106	1	8,203	4,933	5,180
UNRWA/ISA	162.3	1.5	12,305	8,221	8,632
UNRWA/ASA	29.89	0.2989	2,452	2,457	2,580
UNRWA/ASU W.Bank	59	0.4	3,281	3,289	3,453
UNWTO	67.5	0.6	4,922	4,933	5,180
UPU	142	1	8,203	8,221	8,632
WHO/AFRO	369.29	3	24,609	24,664	25,897
WHO/EMRO	119.18	1	8,203	8,221	8,632
WHO/EURO *	331.5	3	24,609	24,664	26,000
WHO/HQ	1234.5	11	90,234	90,434	94,956
WHO/SEARO	105.73	1	8,203	8,221	8,632
WHO/WPRO **	149.2	1	8,203	12,332	9,181
WIPO	728.4	7	57,421	57,549	60,426
WMO	212.4	2	16,406	16,443	17,265
WTO/OMC ++	514	0.45	3,691	-	3,698
Totals	17143.89	92.4703	758,539	724,584	764,616

++ New member as of 2011 - therefore 2011 banded assessment amount used.

* Amount rounded up by member association/union.

** WHO/WPRO = CHF 3,150 less which represents the extra amount offered by UNESCO (added to UNESCO/STU assessment).

STATEMENT BY THE FICSA PRESIDENT

Dear colleagues and friends,

I am pleased to introduce to the 64th Council the report of the Executive Committee for the previous year, twelve months during which the team elected to be your representatives has been working hard, sharing ideas, emotions, enthusiasm and frustrations, opinions and, above all, a great deal of commitment.

Therefore, I wish to thank the whole ExCom, the regional representatives and our staff in the secretariat for their indispensable contribution to the day-to-day life of our Federation. A separate issue is represented by the case of Valerie, our General Secretary, who has been serving until the end of her mandate on forced leave without pay. I will come back to this issue shortly, to add a few considerations.

We also have to recognize the support that you, our membership, provided during the year. I not only refer to the financial contribution - which we know often represents a considerable share of your budgets; I refer to those who during the year offered input and comments who helped us to refine our position before the meetings, to the standing committee officers who worked on their objectives, to the examples of mutual help among members, as well as the availability of colleagues and experts to serve the Federation as trainers, or as part of the FICSA delegation in inter agency meetings, often at their own expense.

All these components - knowledge, diversity, commitment, institutional memory, human and financial resources, solidarity - are fundamental elements of our structure; they make FICSA a truly different staff body. However, quite often, differences are not welcome.

We open our report recalling that the buzz word of 2010 was "harmonization": a nice term; it reminds us of peace and fairness. However, the UN approach to harmonization set out to create winners and losers, cost-neutrality and savings were top priority; consequently, what we have been witnessing during the year has been a process of homogenization, a constant attempt to align in terms of lower denominators that, by their very own nature, are different and should be treated differently.

In this context, the risk that staff representation in the common system could become part of this "harmonization" process - or, should we better say "normalization"? - cannot be ruled out.

Just try to guess: in a system where only one federation has a recognized right to full time release for two officers and the right to address the 5th Committee, as well as the ability to maintain its own secretariat, what direction would the "harmonization effort" take? I suppose we don't have to mention recent examples to make this potential scenario more explicit.

Last year I spoke about the external and the internal challenges of the Federation; admittedly, I had underestimated the magnitude of such challenges.

We have been working against the backdrop of an extremely unfavorable global situation. The impact of the continued financial crisis is felt worldwide, almost no country is left untouched, and this has been influencing the attitude of the Member States - beyond all expectation. I would add, beyond all "reasonable" expectations.

Many governments are taking drastic measures to curb their debt, to halt the rise in prices, to make their public or national civil service more cost effective: for example, the salaries of the comparator, the US civil service, are frozen. No wonder they expect United Nations staff to pay the same price!

However, an alarming side effect of the crisis, which we could define as the "perceived privileges of the UN staff", is to be noted. For some reasons, there is a widespread perception amongst the Member States that we have been immune from the effects of the crisis.

The consequences of this misperception could be devastating, unless we succeed in guiding the debate on our conditions of employment back to a more objective, less emotional and politicized level: what happened before and after the abolition of the Special Operations Approach in non-family duty stations is just the tip of the iceberg.

In the name of the financial crisis, anything can be justified: it can be claimed that the Flemming Principle has to be interpreted within the context of the national civil service, that a margin consistently below 115 is still "desirable", that the rest and recuperation package has to be reduced, that our pensions are "extremely generous" and the hypothesis of saving measures is slowly but surely making its appearance.

This is not the only risk the common system is facing. The United Nations General Assembly recently reinforced, with unprecedented emphasis, the central role of the ICSC; paradoxically, at the same time, centrifugal forces are emerging, some governing bodies are claiming increased independence from the Commission's recommendations.

In this dysfunctional context, any substantial matter becomes a controversial issue; normally, the first attempt is to find a compromise in a working group, or a task force, resulting in a growing number of meetings, position papers, lobbying and advocacy. Very often, the final decision is forced by the political pressure of the governing bodies. Nothing new, but the crisis provides a powerful boost to this mechanism.

Despite the tight budget, FICSA has always been present, whenever a substantive issue is discussed: staff safety and security, performance management, post classification, salaries, allowances and pensions, contracts and staff management relations.

The immediate question is: are we paying a fair price for this? What is the value of our unprecedented participation in the place-to-place survey? How should we quantify the fact that the GS salary surveys - although at a considerable cost - were not outsourced and the ownership of the process remained within the system and the LSSC? Or, how can we assess

our success in reaffirming the national nature of the NPOs, thus avoiding a major threat to the international nature of the professionals' careers? And can we put a price tag on any improvement in the safety of staff? Finally, what is the real return on our investment in knowledge and training for all categories of staff on salaries, pensions, legal issues and staff representation?

Still, a very sensitive topic is that of Staff/Management Relations. Many parallel discussions are open: understandably, we are waiting with high expectations the JIU report on staff/management relations - introduced by Mr. Biraud earlier today - in which FICSA participates, hoping that the inspectors will point out the contradiction of the system and recommend tangible corrective actions.

We managed to open a debate with the HLCM to discuss how the so called "dialogue" should become more effective. In real terms, our aim is to achieve a wider evaluation of the consultative machinery represented by the HLCM and its subsidiary (I would say "subordinate") bodies. Finally, the forthcoming review of the ICSC Framework for Human Resources Management should offer a further opportunity to look at a meaningful application of the principles related to staff representation (staff should be "able to influence decisions").

In this connection, we must also acknowledge the difficult situation that the Federation confronted when its General Secretary did not receive paid release from her organization. Despite the encouraging consensus reached in the HR Network, following patient and protracted negotiations, we need to recognize that the failure of the inter-agency bodies to adopt a common position on an ad hoc cost-sharing agreement regrettably led to the high personal price paid by our General Secretary, who worked devotedly without salary to complete her term.

Unfortunately our pressure on IMO, on the HR Network, the HLCM, the ICSC, and the UN Secretary General did not yield the results we had hoped for. A huge effort also went into the definition of, and the support to, the legal appeal, which is still underway. However, we need to recognize, identify and analyze our own shortcomings. For it is imperative to continue the action to reach an acceptable solution, if we want our Federation to survive.

Important lessons were learned which will guide our future actions. We must first and foremost ensure that FICSA officers may be elected freely and without interference regardless of the organization to which they belong.

We also need to be cautious about whom to trust, when recommendations and decisions that we believe in can so easily be overridden by a superior body.

And we need to strengthen our ability to organize concerted action by the members at the local level to influence the people who make the decisions at the inter-agency level.

We trust that the legal appeal will be successful and will establish jurisprudence to support the free election of our officers, which will be a major step forward in finding a solution. And we hope that it will provide the resolution that Valerie seeks for her willingness to fight this battle at her personal cost on behalf of not only FICSA but all staff representatives.

Dear colleagues,

Please allow me a few considerations about the responsibilities and the tasks we have in front of us this week.

You shall soon be called to elect a new Executive Committee: it is imperative that it is fully staffed, motivated and able to operate from day one. The common system agenda doesn't wait: the HLCM is going to be held on 8 and 9 March in Paris, while during the last three weeks in March FICSA will have to attend the HR Network and the 72nd session of ICSC in New York.

So, our appeal to you is: please, don't leave any position vacant. Start considering within your delegations the submission of candidates, in accordance with the statutes of the Federation.

This Council also has some challenging budget issues to deal with: we trust that we shall be able to work out the best solution to allow our Federation to overcome these difficult times.

This is a challenging moment in which to undertake a review of PR and the Noblemaire comparisons to identify the best-paying national civil service, we shouldn't limit our expectations but, realistically, we should be prepared for an uphill battle.

A strong and competent FICSA will continue to say things that others don't know how to say or seem to be unaware of; it shall remain technically proficient and continue to develop its network of external relations. Your support is indispensable, since it is the only real, tangible measure of our collective strength.

Don't let external pressures or contingent difficulties undermine that strength. We should be proud of the work we do as international civil servants and as staff representatives; FICSA, on your behalf, shall continue to oppose any misinformed attempts to limit our independence and our rights.

On behalf of the Executive Committee, thank you for your attention, and I wish you all a fruitful and constructive Council.

LIST OF PARTICIPANTS

MEMBER ASSOCIATION OR UNION	HEAD OF DELEGATION	MEMBERS OF THE DELEGATION
AP-in-FAO	Christopher Pardy christopher.pardy@fao.org	Yvette Diei-Ouadi yvette.DieiOuadi@fao.org Giovanni Muñoz giovanni.munoz@fao.org
FAO/WFP-UGSS	Margaret Eldon margaret.eldon@fao.org	Svend Booth svend.booth@fao.org Antonio Brina antonio.brina@wfp.org Silvia Mariangeloni silvia.mariangeloni@wfp.org Mauro Pace mauro.pace@fao.org Cinzia Romani cinzia.romani@fao.org Elena Rotondo elena.rotondo@fao.org Steven Ackumey-Affizie steven.ackumey@fao.org
IAEA	Dean Neal d.neal@iaea.org	Katja Haslinger k.haslinger@iaea.org Margaret Robertson m.robertson@iaea.org Lisa Villard l.villard@iaea.org Marielle Wynsford-Brown m.wynsford-brown@iaea.org Imed Zabaar i.zabaar@iaea.org
IARC	Thomas Odin todin@iarc.fr	
IFAD	Benoit Thierry b.thierry@ifad.org	Dave Nolan d.nolan@ifad.org
IMO	Blanca Piñero BPINERO@imo.org	Baharak Moradi BMORADI@imo.org Johanna Danis

MEMBER ASSOCIATION OR UNION	HEAD OF DELEGATION	MEMBERS OF THE DELEGATION
		jdanis@imo.org Valérie de Kermel vdekermel@unog.ch
ITLOS		
ITU	Christian Gerlier Christian.Gerlier@itu.int	Varghese Joseph vjosephvarghese@gmail.com
PAHO/WHO Washington	Pilar Vidal Estevez vidalpil@paho.org	Carolina Bascones basconc@paho.org Mario Cruz Peñate cruzmari@paho.org Vivian Huizenga huizenvi@paho.org Jacinth Waugh waughjac@cfni-paho.org
SCBD	Véronique Allain veronique.allain@cbd.int	
UNAIDS	Marie Breton-Ivy bretonivym@unaids.org	John Hassell hassellj@unaids.org Tanya Quinn-Maguire QuinnmaguireT@unaids.org
UNESCO	Marie Thérèse Conilh de Beyssac mt.conilh-de-beyssac@unesco.org	Claire Servoz c.servoz@unesco.org Vincent Vaurette v.vaurette@unesco.org
UNLB	Vincenzo De Leo vdeleo@unlb.org	Ezio Capriola capriola@un.org Cosimo Melpignano melpignano@un.org
UNRWA/ASA Lebanon	Diab El-Tabari d.tabari@unrwa.org	Daoud Korman d.korman@unrwa.org
UNWTO	Munir Rayes mrayes@unwto.org	
UPU	Alassane Guiro Alassane.guiro@upu.int	Odile Pilley marie-odile.pilley@upu.int
WHO/AFRO Brazzaville	Jean Tchicaya (as of 15.2.2011) tchicayaj@afro.who.int	Bernadette Fogue Kongape fogueb@afro.who.int

MEMBER ASSOCIATION OR UNION	HEAD OF DELEGATION	MEMBERS OF THE DELEGATION
		Jean Bruce Pambou Malonda pamboub@afro.who.int
WHO/EURO Copenhagen	David Barrett DBR@euro.who.int	Anja Baumann anj@euro.who.int Melodie Karlson jka@euro.who.int Liliana Yanovska LII@euro.who.int
WHO/HQ Geneva	Edmond Mobio mobioe@who.int	Ritu Sadana sadanar@who.int
WHO/SEARO New Delhi	Vijay Chandra CHANDRAV@searo.who.int	
WHO/WPRO Manila	Benjamin Bayutas BayutasB@wpro.who.int	
WIPO	Brett Fitzgerald brett.fitzgerald@wipo.int	Pauline Guy Pauline.Guy@wipo.int Faizan Ul-Haq Faizan.Ulhaq@wipo.int
WMO	Federico Galati FGalati@wmo.int	
MEMBERS WITH ASSOCIATE STATUS		

CERN

Joel Lahaye
Joel.lahaye@cern.chPhilippe Defert
philippe.defert@cern.ch

OPCW

Vivienne Robertson
Vivienne.Robertson@opcw.orgKristel Hoogland
Kristel.Hoogland@opcw.org

ASSOCIATIONS WITH CONSULTATIVE STATUS

AMFIE Luxembourg	Janine Rivals amfie@amfie.org	Dominique Bertaud db@amfie.org
FAFICS	Andres Castellanos (as of 17.2.2011) Castellanosa@un.org	Peter Lillie plillie@hotmail.com Linda Saputelli (as of 17.2.2011) fafics@unog.ch
OAS		Luiz Azevedo staffadmin@oas.org Alicia Pita staffadmin@oas.org Joaquin Salgado staffadmin@oas.org
World Bank	Rachel McColgan Arnold Rmccolgan@worldbank.org	Guillermo Almada galmada@worldbank.org Diana Corbin dcorbin@worldbank.org Diana Cortijo dcortijo@worldbank.org David Hawkes dhawkes@worldbank.org Francis R. Augustine Sheed faugustine@worldbank.org

FEDERATIONS WITH OBSERVER STATUS

FAPNUU Uruguay	Gustavo Casas g.casas@unesco.org.uy	
FUNSA Egypt	Mona Abbassy (as of 15.2.2011) abbassim@emro.who.int	Maha Zaki maha.zaki@fao.org
AFSM-WHO/SEARO	R.L. Rai ramrai@gmail.com	
FUNSU Congo	Fernando Ziata simeone_manu@yahoo.fr	

GUEST

OSCE

Nizar Zaher
Nizar.Zaher@osce.org

Juan de Luis
juan.deluis@osce.org

KEYNOTE SPEAKERS

CEB (video conference)

Remo Lalli
 Marta Leichner-Boyce

ICSC

Kingston Rhodes

Duncan Barclay

JIU (video conference)

Gérard Biraud

USG/UNDSS

Greg Starr

EXECUTIVE COMMITTEE

President

Mauro Pace (FAO/WFP-UGSS)
mauro.pace@fao.org

General Secretary

Valérie de Kermel (IMO)
vdekermel@unog.ch

Treasurer

Margaret Robertson (IAEA)
M.Robertson@iaea.org

First Member for
 Compensation Issues

Giovanni Muñoz (AP-in-FAO)
giovanni.munoz@fao.org

Second Member for
 Compensation Issues

Vincenzo de Leo (UNLB-LSU Brindisi)
vdeleo@unlb.org

Member, Regional and Field
 Issues

K. Ratnakaran (WHO/SEARO New Delhi)
ratnakarank@searo.who.int

Member, Without Portfolio

Véronique Allain (SCBD Montreal)
veronique.allain@cbd.int

FICSA SECRETARIAT

Administrative Assistant,
Geneva

Amanda Gatti

ficsa@unog.ch

Rapporteur

Peter Lillie

plillie@hotmail.com

Consultant/Former A&B Chair

Shirley Clements

shirleyclements@aon.at

LIST OF DOCUMENTS AND CONFERENCE ROOM PAPERS

DOCUMENTS

FICSA/C/64	Title
1	Provisional agenda for the 64 th FICSA Council
2	Nomination form and terms of reference for the officers of FICSA (Executive Committee and Regional Representatives)
3	Credentials for the 64 th FICSA Council
4	Report of the Executive Committee to the 64 th session of the FICSA Council
5	Terms of reference for the FICSA standing committee chairs and vice-chairs

FICSA/C/64/CRP.	Title
1	FICSA analytical working group on strategic development

INFORMATION DOCUMENTS

FICSA/C/64/INFO	Title
1	Information for delegates (incl. schedule of pre-Council meetings)
2	List of hotels in Washington DC and booking details
3	Candidates for election to the Executive Committee and Regional Representatives

FICSA/C/64/INFO/CRP.	Title
1	Schedule of meetings
2	List of documents and conference room papers for the 64 th FICSA Council (as at Monday, 14 February 2011)
3	Provisional list of participants

AD HOC COMMITTEE ON ADMINISTRATIVE AND BUDGETARY QUESTIONS

FICSA/C/64/A&B	Title
1	Audited Accounts (as at the close of accounts 31 December 2009) Statement of assets, liabilities, income and expenditure
2	Financial Statements and Treasurer's Report for 2010
3	Reports on the status of the termination indemnity fund, legal defence fund and staff development fund
4/Rev.1	Proposed budget for 2011
5	Statement of contributions of member associations/unions, associate members, consultative and observer bodies based on information received up to 31 December 2010
6	Proposed scale of contributions for 2011

FICSA/C/64/A&B/CRP.	Title
1	Provisional agenda

STANDING COMMITTEE ON CONDITIONS OF SERVICE IN THE FIELD

FICSA/C/64/FIELD	Title
1	Background paper for the Standing Committee on Conditions of Service in the Field

FICSA/C/64/FIELD/CRP.	Title
1	Provisional agenda

STANDING COMMITTEE ON GENERAL SERVICE QUESTIONS

FICSA/C/64/GSQ	Title
1	Background paper for the Standing Committee on General Service Questions

FICSA/C/64/GSQ/CRP.	Title
1	Provisional agenda

STANDING COMMITTEE ON HUMAN RESOURCES MANAGEMENT

FICSA/C/64/HRM	Title
1	Background paper for the Standing Committee on Human Resources Management

FICSA/C/64/HRM/CRP.	Title
1	Provisional agenda

STANDING COMMITTEE ON LEGAL QUESTIONS

FICSA/C/64/LEGAL	Title
1	Background paper for the Standing Committee on Legal Questions

FICSA/C/64/LEGAL/CRP.	Title
1	Provisional agenda
2	Revising FICSA for a stronger Federation – A proposal for discussion
2/Add.1	A History of membership categories in the FICSA Statutes
2/Add.2	FICSA and the topic of dues and voting policy
2/Add.3	Analysis through common system pillars
2/Add.4	FICSA Statutes in time

STANDING COMMITTEE ON PROFESSIONAL SALARIES AND ALLOWANCES

FICSA/C/64/PSA	Title
1	Background paper for the Standing Committee on Professional Salaries and Allowances

FICSA/C/64/PSA/CRP.	Title
1	Provisional agenda

STANDING COMMITTEE ON STAFF/MANAGEMENT RELATIONS

FICSA/C/64/SMR	Title
1	Background paper for the Standing Committee on Staff/Management Relations

FICSA/C/64/SMR/CRP.	Title
1	Provisional agenda
2	Standing Committee on Staff/Management Relations
3	Proposal for staff representatives and union/association officer training for FICSA members

STANDING COMMITTEE ON SOCIAL SECURITY/OCCUPATIONAL HEALTH AND SAFETY

FICSA/C/64/SOCSEC	Title
1	Background paper for the Standing Committee on Social Security/Occupational Health and Safety

FICSA/C/64/SOCSEC/CRP.	Title
1	Provisional agenda