



FICSA/C/65/R.1

## FICSA Council

65th Session

World Health Organization Regional Office for Europe  
Copenhagen, 13 to 17 February 2012

### REPORT OF THE 65<sup>TH</sup> SESSION OF THE FICSA COUNCIL



FEDERATION OF INTERNATIONAL CIVIL SERVANTS' ASSOCIATIONS

FEDERATION DES ASSOCIATIONS DE FONCTIONNAIRES INTERNATIONAUX



Geneva, 16 April 2012

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**Report of the 65th session of the FICSA Council**  
**Word Health Organization Regional Office for Europe (WHO/EURO)**  
**Copenhagen, 13 to 17 February 2012**

**Opening session (Agenda item 1)**

1. Prior to the opening session, Council held a special session to commemorate the sixtieth anniversary of the Federation. The President of the Federation of International Civil Servants' Associations (FICSA), Mr. Mauro Pace, opened the celebratory session and thanked the host association for their generosity and efficiency. He paid tribute to the input of the FICSA secretariat in the run-up to the Council and thanked the interpreters in anticipation of the stalwart services they would provide throughout the coming week.

2. In the midst of all the celebrations, it was with a heightened sense of sadness and pain that the President called upon those present to observe one minute's silence in commemoration of those who had tragically lost their lives in the past year while serving the United Nations.

3. The President went on to cite pertinent excerpts from the preamble to the Charter of the United Nations that referred to the determination of the peoples of the United Nations to: save succeeding generations from the scourge of war; reaffirm faith in fundamental human rights; establish conditions under which justice could be maintained; and promote social progress and better standards of life in larger freedom. He spoke of the means essential to achieving those ends and the resolve to combine efforts to accomplish those aims. He reminded the participants of the basic purposes of the United Nations: maintaining international peace and security; developing friendly relations among nations; achieving international cooperation in solving international problems; and acting as a centre for harmonising the actions of nations in the achievement of those aims.

4. He also quoted from the preamble to the statutes of the Federation which referred specifically to: the harmonious development of an international civil service inspired by the greatest impartiality, integrity and devotion to the cause of international co-operation; awareness of the interests of the international civil servants as well as those of the organizations belonging to the United Nations family; and the coordination of the efforts to establish a federation.

5. Article 2 of the statutes set out the purposes of the Federation which were to: promote among its member associations/unions the exchange of information on all questions of common interest, the coordination of their activities and represent its members in negotiations with bodies of the United Nations common system; ensure the closest co-operation at all levels, with the aim of achieving the purposes set forth in the Charter of the United Nations; promote the development of the international civil service and the defence of its independence; and defend the interests of international civil servants, with due regard for the international standards on human rights, proclaimed or reaffirmed by the organizations in the United Nations system, including international labour standards.

6. The President recalled the history of FICSA. After setting up a preparatory committee in 1951, a small number of staff associations, including WHO, drafted the statutes of the Federation in English and French. They came into effect on 1 May 1952. To the President's mind, if the foundation of the United Nations had been a turning point in the history of mankind, the history of FICSA was deeply rooted in that of the United Nations.

7. At that juncture, a video clip of the Secretary-General's message to the Council was shown. Mr. Ban Ki-moon offered his best wishes to FICSA as the Federation celebrated its sixtieth anniversary. He regarded the Federation as a strong advocate of staff views on conditions of service. FICSA was a vital voice in the Human Resource Network (HRN), the International Civil Service Commission (ICSC) and the General Assembly of the United Nations, as well as the Security Council. It was a relationship based on transparency and trust. In common with FICSA, the Secretary-General looked forward to reading the report of the Joint Inspection Unit (JIU) on staff-management relations.

8. In closing, Mr. Ban Ki-moon reiterated his conviction that FICSA played an important role. Since staff and organizations alike faced momentous challenges, he hoped that both would continue to work together closely (see the FICSA website [[www.ficsa.org](http://www.ficsa.org)] for the complete video message).

9. Following the Secretary-General's address, the FICSA President spoke of the Secretary-General's recognition of the Federation's 'vital voice'. That statement underscored the role and responsibilities of FICSA. He saw the anniversary offering an opportunity to step back and reflect upon the past sixty years and determine the optimal approach to advancing staff rights and conditions of service.

10. Choosing Copenhagen as the venue for the Council's sixty-fifth session had not been a matter of coincidence. Denmark had a long-standing tradition in the pursuit of peace and respect for human rights. He hoped that the message emanating from the Council would encourage Member States to reflect on the application of the founding principles of the United Nations.

11. FICSA was not blind to the impact of the global financial crisis. The United Nations had promptly reacted and gone to great lengths to initiate a reform process; the reforms had yielded cost efficiencies and efficiency gains. Nevertheless, the United Nations continued to do more with less. It was reaching a crucial point where the very core functions of the international civil service were at risk. At the same time, however, with civil unrest and hunger looming large in ever more countries, the United Nations organizations needed more (not fewer) resources, both financial and human, to meet their growing needs.

12. FICSA would play its role with still greater motivation and renewed vigour. The Federation was almost as old as the United Nations and it would continue to be there in the years to come. FICSA would endeavour to fulfil its statutory mandate of ensuring the closest co-operation at all levels, with the aim of achieving the purposes set forth in the Charter of the United Nations. The Federation would be honoured and proud to serve one of the noblest objectives that human beings could aspire to: a peaceful world.

13. The FICSA President then introduced Ms. Zsuzsanna Jakab, WHO Regional Director for Europe, who welcomed the Federation to Copenhagen. She extended a special welcome to the special guests: the Secretary-General of the United Nations who had joined the session via a video link; the Danish State Secretary for Development Policy who would be speaking on behalf of the Danish Prime Minister; and the Chairman of the International Civil Service Commission. Coming from an organization with an active and committed staff association, she recognized the significance of the 60th anniversary as an important milestone in the history of FICSA. WHO had been one of the founding members in 1952. It came as no surprise that WHO staff and the staff association continued to be vocal and engaged in staff issues. She noted that the WHO Regional Office in Copenhagen had also been set up in 1952. Their being the same age was merely a coincidence of history.

14. The role of FICSA was extremely important as it fostered the principles of an international civil service in accordance with the UN Charter and the constitutions of the specialized agencies. It defended the staff rights and ensured equitable conditions of service. The Federation's role was of paramount importance as knowledge-based organizations sought to recruit and retain the most qualified staff.

15. Key to the staff fulfilling with excellence the mandates given them by the Member States was stability and security within the workforce. WHO was undergoing a major global reform to adapt to the global changes that had taken place over the past decades. Consultations and discussions with staff and staff representatives were an integral component in the global reform process within WHO aimed at realigning priorities and improving efficiencies. Given the numerous challenges posed by political upheaval and economic austerity, it was increasingly relevant for management and staff to work together towards a common purpose. The agencies had to remain competitive under existing market conditions.

16. The agenda of the present Council would contribute greatly to those endeavours. It would discuss such issues as the management of UN salaries and benefits that were vital to gaining and retaining high-quality staff. She congratulated FICSA on its achievement in respect of salaries in December the previous year and wished it continued success in the field of both salaries and pensions. Other important issues were: the safety and security of United Nations staff as many staff members were working in high-risk locations; the mandatory age of separation, the increase of which would make a lot of sense; and the huge potential offered by inter-agency mobility. The Regional Director wished Council a successful and productive meeting.

17. The President then welcomed Mr. Ib Petersen, the Danish Secretary of State for Development, whose presence was deemed a particular honour. Speaking on behalf of the Prime Minister and welcoming the participants, Mr. Petersen thanked the participants for having chosen Copenhagen as the venue for a session dedicated to celebrating the Federation's sixtieth anniversary. He was honoured and delighted to see the representatives of the tens of thousands of United Nations staff.

18. Denmark's cooperation with the United Nations was a fundamental pillar of both its foreign and development aid policy. Denmark had been a constructive and engaged Member

State of the United Nations since 24 October 1945. Danes were fully aware of the role of the United Nations as exemplified by the blue helmets risking their lives to keep warring parties apart and the nurses feeding undernourished children in refugee camps. Moreover, at least in Copenhagen, they knew of the people working in UNIPAC, packing live-supplies to be transported to people in need all over the world.

19. In 1945, as the world had begun to return to normality after a devastating world war, the focus was mainly on security: saving future generations from war. At the same time, the founding fathers of the United Nations were fully aware that human rights, justice and respect for international law and social progress were prerequisites for avoiding another war. Those challenges were still there – and new challenges were being faced. There was a job to do. Staff members were those who had to carry out the job, once the political masters had decided on action. As Dag Hammarskjöld had said, ‘The UN is not just a product of do-gooders. It is harshly real’.

20. War today was more often a conflict within a country than between countries. The mode of engagement had also changed tremendously since the early days. Despite the better understanding of how peace and security and humanitarian efforts went hand in hand with good governance, human rights and development, fragile states and states affected by conflict posed a major challenge, as a result of which security for United Nations staff had worsened. Climate change was another challenge that called for action at the global level. Whereas millions had been lifted out of poverty over the past 20 years, the current challenge lay in reaching those still excluded. Global challenges called for global actors. As the former Canadian ambassador to the United Nations, Mr. Paul Heinbecker, once said, ‘The UN – if it didn’t exist, we would have to invent it’.

21. In his speech on his agenda for the next five years, the United Nations Secretary-General had addressed the same challenges. He highlighted the need to build a modern work force, make the United Nations more open, flexible and accountable, launch a second generation of ‘delivering as one’, and enhance the safety and security of UN staff. A strong statement with which the Danish government agreed fully, it confirmed the Secretary-General’s belief that the staff members were the most notable resource of the United Nations. Only by ensuring that staff members were equipped with the right skills, tools, conditions and highest priority was given to their security in the field, would they be able to deliver. In that sense, the declared purpose of FICSA ‘to work for an international civil service of the highest standards of efficiency, competence and integrity’ went hand in hand with the overall purpose of the United Nations.

22. The Danish Ministry of Foreign Affairs had many features in common with the United Nations. It also had to work at the global level and deliver timely, high-quality results. It too had many masters that called for a global presence, placing extraordinary demands on the flexibility, mobility, competences and behaviour of all of its staff. The keywords in the human resources strategy of the Ministry were: utilisation of all talents and potential; focus on good management; reward for good leadership and management; cooperation, well-being and mutual respect; balance between work and family life. That strategy was based on the premise that the Ministry could only deliver if it were a workplace characterised by job satisfaction, trust, credibility, respect, helpfulness, transparency and openness. Close dialogue between

management and staff was essential, particularly in recent months as budgets were being cut back with concomitant staff reductions. In such a situation communication, dialogue and feedback was most important – although not always easy.

23. The strong United Nations presence in Copenhagen made for a close dialogue with the United Nations and hopes of inspiring the United Nations with some of Denmark's values. Copenhagen was currently the sixth largest UN city with more than a thousand staff members. A new UN-City in a prime location at the entrance to Copenhagen harbour was under construction for occupancy in 2013 by almost 1,300 people, while a new fully automatic warehouse for the supply division of UNICEF would open in a matter of days. The new UN building would be an energy-class A building: the highest standard for energy efficiency lowering both its environmental impact and the utility costs. It would feature a theatre for conferences designed to accommodate four hundred participants and several meeting rooms throughout the building, as well as a state-of-the-art gym. The final building would not be just a new empty shell; it bore living testimony to the needs and requirements of its many new inhabitants. It would be a place where dedicated UN staff would have the best possible conditions for making a difference – and so fulfil the spirit of the preambular statement in the statutes of FICSA: 'the development of an international civil service animated by the highest traditions of public service'. It was the Danish government's hope that the six organizations with their various mandates would work together, inspire each other and benefit from each other's experience with a view to securing the common good and an effective United Nations. He looked forward to reading the Copenhagen Declaration that Council would be adopting in the course of the week (see Annex 2). In closing Mr. Petersen wished the 65th session of the FICSA Council every success and the participants an enjoyable week in Copenhagen.

24. After escorting the Secretary of State out of the room, the FICSA President invited Mr. David Barrett, President of the WHO/EURO Staff Association, to take the floor. In welcoming the participants, Mr. Barrett recalled that at the time of the Federation's founding in 1952, the independence of the international civil service had been under threat. Only four years old at the time, the Staff Association of WHO had recognized that were the United Nations to succeed in fulfilling its mandate, it would have to remain free of undue influence from outside pressures and retain its all-essential independence. In many respects, it continued to face some of the same battles as well as new ones. Sixty years on, the WHO/EURO Staff Association stood proud in its support, participation and commitment to FICSA.

25. In the course of the week, Council would be addressing countless issues such as the impact of the economic downturn on UN salaries and benefits, staff/management relations, equal rights for staff regardless of sexual orientation or gender identity, safety and security in the field and inter-agency mobility. Any decisions it adopted would have to result in actions and follow-through in the months to come. FICSA represented 50,000 staff worldwide. The deliberations of 100 participants had a bearing on the working conditions of those tens of thousands. It was an awesome responsibility – in the truest sense of the word.

26. He assured Council of the host association's commitment to providing the tools and means to undertake such a task and so make for an environment conducive to collaboration with like-minded colleagues from around the globe. It had to be understood that to serve the peoples of the world with excellence, staff representatives should also promote and lobby

collectively for a safe and respectful work environment. He wished the participants every success in their work over the five following days.

27. As the last guest speaker at the opening ceremony, Mr. Kingston Rhodes, Chairman of the ICSC, addressed Council. He congratulated FICSA on its sixtieth anniversary. The leaflet on the Federation's history and role had been most interesting. At the time of its foundation, he had been sitting an entrance exam to high school in Sierra Leone and Queen Elizabeth II had just ascended the throne. Little had he imagined that sixty years later he would be sitting in Copenhagen addressing a FICSA Council. The leaflet on the Federation had one omission; it failed to report that back in 1952, the ICSC did not exist. A relative newcomer compared to FICSA, it had only come into existence in 1975.

28. Some participants would doubtless recall the mounting pressure on the dollar that led in 1971 to its devaluation and the subsequent collapse of the fixed exchange rate system. Two years later inflation rates soared in the wake of the oil shock. The need for cost-of-living adjustments increased in frequency, increasing the technical challenge of coordinating a number of United Nations system locations around the world. Once the system in force at the time had proven inadequate to the task and the need for a technically competent body to steer through increasingly stormy water, the General Assembly asked the Secretary-General to elaborate the statutes of the ICSC in consultation with the Administrative Committee on Coordination (ACC) - the predecessor of the present Chief Executives Board for Coordination (CEB), the Administrative Committee on Administrative and Budgetary Questions (ACABQ) and FICSA.

29. Some 37 years later, the ICSC and FICSA still shared the same ideals and goals – to improve and harmonize the conditions of service of the staff of the United Nations common system. The ICSC Chairman repeated his assertion of the previous year: FICSA and the other staff representative bodies were important to the work of the Commission, whose members counted on their inputs during the formal sessions as well as in the working groups and other meetings. The Federation's contributions to working groups established on the review of the standards of conduct, the biannual review of duty stations and the discussion on hardship schemes made for genuine collaboration.

30. He stressed that the members of the Commission were truly committed to supporting common system organizations and their staff so that they could attract, develop and retain the best possible staff and maintain a well-functioning unified system that balanced the needs of Member States, the organizations and the staff. Given the current economic climate and the cuts being undertaken in most national civil services, close scrutiny was being paid to staff costs. Efforts to find equitable solutions for staff were being severely tested as a result of developments that were beyond the Commission's control. The Commission's mandate was to develop to the best of its ability competitive conditions of service. Without them, an effective international service could not be built and maintained. He urged FICSA to work with the Commission and seize the opportunity to display greater flexibility and creativity in its thinking. He stressed that the Federation had an important role to play in communicating to staff throughout the world the realities of the current situation.

31. At the upcoming session of the Commission, the focus would be on certain aspects of the conditions of service, such as the review of the security evacuation allowance and danger pay for locally recruited staff. Other items would apply to staff worldwide, such as performance awards and recognition and standards of conduct. Still others would apply only to internationally recruited staff members, such as the review of the education grant methodology and a request by the General Assembly to examine the feasibility of reflecting the pay freeze of the comparator civil service in the administration of the post adjustment system for international Professional staff. The ICSC Chairman looked forward to continuing to work with FICSA. He sought a spirit of partnership in an atmosphere characterized by mutual trust, a shared long-term perspective and open communication as all parties worked towards building a United Nations in which staff enjoyed equitable day-to-day treatment. He would be happy to answer any questions that might arise during the substantive discussion later in the week and looked forward to a continued meaningful and cooperative relationship.

32. A message from Mr. Andres Castellanos del Corral, President of the Federation of Associations of Former International Civil Servants (FAFICS), was read out. Reaffirming the shared commitment of both federations to integrity, impartiality and independence as the guiding principles of the international civil service, he spoke of the importance of abiding by those principles amid increasing calls for cost-cuts. All had to live within their means while ensuring that excellence was not sacrificed on the altar of thrift, neither for those in service nor retired. He congratulated the Federation on its sixtieth anniversary.

33. Upon the conclusion of the commemoration of the Federation's sixtieth anniversary, the FICSA President proceeded to the formal opening of the 65<sup>th</sup> session of the Council. In a brief statement, he looked forward to a fruitful exchange of views, all the more so as FICSA had secured the cooperation of key players in the discussion of conditions of service that constituted the focus of the Council's discussion. At a later stage, Mr. Kingston Rhodes and Ms. Marta Leichner-Boyce would address Council on the work of the ICSC; Mr. Gérard Biraud of the Joint Inspection Unit would give a presentation on the JIU study on staff/management relations; and Mr. Larry Fauth, the FICSA Legal Advisor, would speak on the administration of justice in the United Nations. Video links would also be set up with Mr. Greg Starr (USG/UNDSS)<sup>1</sup> and Mr. Remo Lalli (CEB). The Federation had also been greatly helped by the sponsorship and generosity of the European Cooperative Association of International Civil Servants (AMFIE), whose founder, Mr. Pierre Henquet, had also been instrumental in the founding of FICSA. The link between the two entities was thus of long standing.

34. On the second day of the Council session, Mr. Biraud, JIU inspector and former Chairman of the JIU, gave a presentation on the study on staff/management relations that he was conducting. Before entering into a description of the study, he paid tribute to the comments that FICSA had submitted on the draft of the first report. He spoke of some comments couched in harsh or diplomatic terms that warned against interference in the freedom of association. That notwithstanding, the issues raised by the Federation had been duly incorporated in the report.

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<sup>1</sup> The videoconference was eventually called off due to technical problems.

35. Given the diversified structure of the United Nations system, the report had been split into two parts. The first part, the edited version of which would be posted on the JIU website in March 2012, would focus on those entities in the United Nations that were members or associate members of the Staff/Management Committee. The second part, which would also deal with the staff federations, would focus on staff/management relations in the specialized agencies of the United Nations and common system bodies as such.

36. Mr. Biraud did not conceal the fact that division weakened the staff's cause. The plurality of partners was not to the liking of the UN Under-Secretary-General for Administration nor to that of the Member States, whose representatives preferred to hear one united voice. The report excluded no stakeholder and it took into account all perceptions found. He reminded Council that by virtue of the statutes of the JIU, the inspectors, who exercised a purely advisory role, were not permitted to interfere in the operations of the services they inspected. They might, however, propose reforms or make recommendations. In accordance with that right, the report in the final stages of completion included a recommendation that the General Assembly request the Secretary-General to draft for its approval a staff regulation explicitly recognizing the right to collective bargaining for United Nations staff members.

37. He also stressed that only guidelines had been offered together with broad suggestions in order to respect the staff representative bodies' right of association. Each staff representative body could then decide whether to take up those suggestions or apply the guidelines. By virtue of that same freedom of association, staff members (and they alone) were free to establish their representative bodies and criticise, reform and improve the same.

38. The second volume is tentatively expected to present a comparison of factual and qualitative aspects of staff/management relations in the specialized agencies, specificities of staff/management relations in each organization, with an emphasis on good or best practices, staff/management relations in the common system frameworks, and the role of federations including the financial aspects of their operations. Conclusions, recommendations and guidelines based on lessons learnt during the inspection exercise would be presented along with challenges for the years ahead.

39. In the transition to the discussion segment, the FICSA President submitted a plea for a level playing field for the staff federations which were distinctly different. FICSA alone was encumbered with costs and the financial problems were coming to a crunch. The first questions asked whether the report had drawn any conclusions on the advantages or disadvantages of having one federation. It was also reported that in one organization staff/management relations were difficult as people harboured fears of retaliation. In his reply, Mr. Biraud said that at this stage, he had not yet come to any objective conclusion on the issue. Some respondents, including managers and Member States had pointed to the strength of unity. For his part, the Inspector had not tabled a recommendation in the first volume that there be only one staff federation. In his view, there first needed to be convergence and collaboration among federations on certain selected issues. FICSA could undoubtedly do a lot in that regard; however, one should not ignore past history nor budget problems. Personality clashes had also taken their toll.

40. The subject of fear had been taken up in the first volume. Despite the function of a staff representative being recognized as official via a General Assembly resolution, involvement in staff association/union matters was seen to incur risks. Theory and practice contradicted each other in that instance. It should not be forgotten that certain Member States did not heed trade unionism; the spirit of the time was very much each man for himself. Furthermore, some managers lacked flexibility in this regard.

41. The second round of questions touched on the effectiveness of staff/management relations. Despite all entities being in place, things did not work. Could any indication be given of the steps staff should take to improve staff/management relations and consultations? Most organizations had only one staff representative body, yet in ITU which had two such bodies, one enjoyed the support of management and the other that of staff.

42. In his reply, the Inspector pointed out that numerous mechanisms existed for improving relations, but they were not applied uniformly. Time-release, for example, was granted in some organizations, but not in others. A situation similar to that of ITU existed in UNOG, where various competing groups were, through general elections, forming a staff council, only recognized by the management. To his mind, a trade union must defend the interests of all categories of staff mentioned in its statutes. In some organizations, any staff member could, as such, vote or be elected to office, whereas in others only members of the staff association/union could assume office: they aim at protecting the interest of all staff, but only paid-up members could determine policy. Different systems co-existed; it was an open issue.

43. The third round of questions related to the extent to which JIU recommendations were actually implemented and whether organizations could plead financial constraints as an excuse for not implementing those recommendations. Other questions related to: the protection afforded to staff representatives; whether lobbying on collective issues of interest to staff members was a staff representative's right; and whether the status of staff representatives should be more clearly defined with appropriate conditions of service.

44. JIU recommendations were primarily addressed to heads of organizations or Member States. It was an indispensable element of the freedom of association that no action should be taken against a staff member on the grounds that he/she was or had been a staff representative or otherwise active in the staff association/union. Where whistle-blower policies were in place, they should also be to the benefit of staff representatives. It should not be forgotten that staff representatives also enjoyed special rights that included freedom of speech; that protected function, however, should not excuse any misconduct. As for the definition of the status of staff representatives, that was very much an issue for negotiation and time was of the essence.

45. The final questions related to whether: (i) Member States would be approached on the issue of staff/management relations; (ii) managers were willing to enter into and maintain a dialogue with staff representatives on such issues as time-release, training and financial support; and (iii) Member States would be willing to enter into a dialogue with staff representatives on conditions of service. In the ultimate analysis, a well-established dialogue offered the better cost-benefit ratio.

46. Member States had been consulted; they appeared ill-informed and scarcely interested in staff/management issues. That made it all the more important that Staff/Management (Coordination) Committee (SM(C)C) reports were passed on to them. Managers did not seem to have realized at all levels the benefit of having a balanced dialogue with staff. Furthermore, costs were nowadays the overwhelming issue; a good, rather than bad, staff/management relations had an excellent cost-benefit interest for the organization.

47. Immediately after the presentation given by Mr. Biraud, Mr. Kingston Rhodes, the ICSC Chairman, spoke on the Commission's programme of work for 2012. At the outset of the presentation, he gave a brief summary of the content of General Assembly resolution 66/235 entitled *United Nations Common System* which, inter alia, had approved the revised base/floor scale of gross and net salaries for staff in the Professional and higher categories. Given the protests that had preceded the adoption of the resolution on 24 December 2011, discussion in Council focused immediately on the base/floor salary scale and the level of the margin in the light of the freeze in salaries paid by the comparator civil service.

48. Matters had come to a head when a number of major Member States proposed that the acceptable margin range be lowered from 110-120 to 100-110, thus maintaining a desirable midpoint of 105 over a period of time. They also asked the ICSC to adjust the post adjustment multiplier in New York to ensure that the margin would be set at 105 and to adjust the post adjustment multipliers at other duty stations to ensure the same purchasing power as in New York. If implemented, those proposals would have led to decreases in take-home pay in the order of 10 per cent for staff in the Professional and higher categories.

49. The ICSC Chairman pointed out that the margin was 14.9 per cent above that of the comparator civil service and over a five-year period the average had been 14.1 per cent. It had never reached the desirable mid-point of 115. Given all the various indices, such as consumer price index (CPI), out-of-area costs, education expenses and family maintenance, that had to be factored in to the equation, it was difficult to maintain a hard and fast relationship between United Nations salaries and those of the comparator civil service. As things stood at present, should the margin exceed 120, the Commission was empowered to act; if it dropped below 110, it could recommend an increase.

50. Different Member States had different interpretations of the events. The ICSC Chairman drew an analogy with Scylla and Charybdis. In the ultimate analysis, also thanks to the well-prepared and well-briefed staff representatives, the proposals did not go through. Instead, the General Assembly reaffirmed the margin range of 110-120 and requested the Commission '*to explore the feasibility and suitability of possible measures to reflect in the administration of the post adjustment the pay freeze of the comparator civil service; to determine whether the implementation of such measures falls under its authority; to exercise such authority as appropriate; and to report thereon to the General Assembly at its sixty-seventh session*'. The ICSC had since sought legal opinion on whether the Commission could indeed act on developments that occurred outside the system. Staff federations would be informed of the outcome of that enquiry, which was expected to be presented at the forthcoming spring session of the ICSC. Although the immediate danger had been averted, it had not gone away. Post adjustment issues had a bearing not only on United Nations funds and programmes, but on the entire

common system as well. A freeze in New York would lead to a deflation of comparable magnitude in purchasing power at other duty stations.

51. In the first round of questions, the focus was on the insistence of certain Member States that base salaries reflect the pay freeze in the comparator civil service. It was felt that any freeze should be reflected in base salaries, but not in the post adjustment that hinged on purchasing power parity. Whereas staff members were enjoined to play by the rules, Member States flaunted the rules. In his reply, the ICSC Chairman reported that a proposal to extend the US civil service pay freeze was before Congress. It was still too early to decide whether the post adjustment could be frozen on account of its being also influenced by exchange rates. None the less by virtue of its statutes, the Commission could freeze post adjustment within the margin range. Whether it was possible to change the rules in midstream was open to question, particularly where staff adjustment was concerned. Furthermore, not all Member States had implemented freezes. Therefore, the issue was political, not technical. The leverage of the previous year was not applicable in the current year and the tax equalisation fund had generated a surplus of US\$ 160 million.

52. In the second round of questions, delegates asked whether ICSC decisions could be revisited. In the case of UNESCO, for example, the administration had approached the ICSC on the issue of freezing salaries. Doubts were also voiced about whether the current comparator civil service was in fact the highest-paid. Furthermore, if salaries were to be frozen, it would be difficult to retain staff of the highest standard and competence.

53. The ICSC Chairman pointed out that the identification of the best comparator civil service was a long saga. Over the years, other national civil services, such as those in Germany, Singapore and Switzerland, had been carefully investigated and identified as potential new comparators, but as practice showed, the civil services were extremely reluctant at assuming such a role. Consequently no change had ever occurred. Moreover, the US federal civil service would like to remain the comparator service and other countries were loath to take its place. Moves to draw a comparison with international organizations, such as OECD or the World Bank, which had not imposed a freeze, had been checked by a General Assembly resolution. In response to a suggestion that the ICSC consider Qatar, the Chairman said one would first need to assess the size and comparability of the Qatari civil service.

54. The FICSA President concurred with the statement that the issue was political rather than technical. Furthermore, the United States Ambassador to the Fifth Committee had cited erroneous figures which had fuelled the flames of dissent, viz. United Nations salaries 30 per cent higher than US federal civil service salaries. Furthermore, the proposals advanced by certain Member States were in violation of the Flemming and Noblemaire principles. He wondered whether the margin was something that the ACABQ could take up. It was also suggested that the magnitude of the salaries paid to National Professional Officers (NPOs) was a closely linked issue. Instead of their expertise being used to increase national capacities, NPOs were often asked, contrary to ICSC policy, to perform functions of international staff.

55. In his reply, the ICSC Chairman pointed out that the margin matter was not an issue for ACABQ, which had dealt with the matter of an excessive margin many years previous. He went on to stress that the Commission had to retain its impartiality; it could not act on instructions

from one Member State. Members of the Commission should also be reminded that they were a technical body driven by impartiality and integrity. The ICSC would be returning to the topic of NPOs to see whether its recommendations were being met..

56. Discussion reverted to the false image projected by the claim that United Nations salaries were 30 per cent higher than US federal civil service salaries and whether locality pay had been included in the comparison. In his reply, the ICSC spoke of the figure cited being a matter of presentation that had proven quite misleading despite the fact that the data fundamental to the both salary surveys had been collected by the same company. It had been suggested that instead of basing the comparison on Washington D.C, it be based on New York. New York, however, lacked the number of civil servants required for comparison purposes and did not have a comparable range of Professional posts. Furthermore, in one instance it had been claimed that university qualifications were better in the federal civil service than in the private sector. As for locality pay, it had been included in the equation. It was, however, correct to say that locality pay and post adjustment were different, the latter being related to maintaining purchasing power parity in all duty stations across the globe.

57. In response to a question on danger pay for General Service (GS) staff, the ICSC Chairman replied that the Commission had decided to set the level of danger pay for internationally recruited staff at US\$ 1,600 per month. The ICSC secretariat was looking into a methodology for establishing the level of danger pay for locally recruited staff. As an interim measure, the level of danger pay at the rate of 25 per cent of the net midpoint of the local GS salary scale and adjustments would continue to be made as the salary scales were revised. The ICSC would come to a decision at its spring session.

58. Fears were raised that in the coming twelve months, salaries and the freeze would dominate the debate to the detriment of discussions on health-care systems. The ICSC Chairman pointed out that in the United States, some of the United Nations health-care burden had been shifted to Medicare. None the less, the United States had requested the cessation of after-service health insurance after a certain number of years. In comparing the cost-of-living differential, however, medical insurance was not taken into account.

59. At a later juncture on the second day, Mr. Remo Lalli (CEB) addressed Council via video link on the work plan of the High-Level Committee on Management (HLCM) for 2012. He attested to the value of FICSA as an extremely important and authoritative partner that had contributed constructively to two key issues: staff safety and security; and the mandatory age of separation. It was, however, realistic to expect acceptance of the conclusions that took on particular importance in the light of the financial crisis.

60. The work on the mandatory age of separation (MAS) was nearing a close; the report would be presented to the HLCM meeting in Madrid in mid-March 2012 and ICSC would draw on the findings for its own study. The lack of understanding among key stakeholders was compounded by a lack of information on relevant issues, such as the possibility of extending the MAS and demographic statistics.

61. As for inter-agency mobility, the HR Network was revising the current agreement on transfers, secondments and loans as the mobility accord had met with varying acceptance. The

agreement being reinstated would meet concerns relating to contractual status in both the releasing and accepting organizations. Designed as a universal platform, it was hoped it would heighten inter-agency mobility that many organizations considered a key item. Pilot programmes led by UNESCO were to be launched in the near future in Uruguay and Vietnam. If they proved successful in enhancing the mobility factor, the programme would be extended.

62. In the ensuing discussion, concerns were raised about the failure to accept a policy whereby personnel divisions actively ‘marketed’ people seeking transfers. Moreover, with certain agencies downsizing on a massive scale, staff members looked to inter-agency transfers as a solution, but were not granted a right of return in the event that matters improved. It was replied that despite the reluctance to formalize a marketing approach, swaps were none the less taking place. In the case of inter-agency transfers, agreement had not been reached on the right of return for secondments nor on the grades and promotion opportunities. Many agencies pursued their own policies. In the event of downsizing, however, inter-agency transfers could facilitate transfer from one agency to another. Failure to place staff was not attributable to the accord or agreement, but to the lack of suitable posts.

63. Discussion then turned to the MAS and the normal age of retirement. Mr. Lalli pointed out that staff, management and Member States were often unclear as to the difference between the two terms. The normal age of retirement was the age set by the United Nations Joint Staff Pension Fund (UNJSPF) and was related to the age at which entitlement to a full pension came into effect. The MAS was after the normal age of retirement had been passed, yet certain organizations did not follow that definition. No formal recommendation had been put forward to increase the mandatory age of retirement and no formal policy on the issue had been enacted, although staff members often wished to stay on to acquire more years of contribution to the Pension Fund. That notwithstanding, certain organizations were reported to be introducing changes of their own accord.

64. FICSA was urged to place the issue on the agenda of both HCLM and the HR Network. Furthermore, it was felt that given the arbitrary nature of current practice, the Federation could send a form letter to all organizations seeking an increase in the MAS – to the benefit of all staff and to the detriment of none.

65. On the third day Mr. Larry Fauth, FICSA Legal Advisor, gave a presentation on the structure and practices of the two administrative tribunals: ILO Administrative Tribunal (ILOAT) and the United Nations Appeals Tribunal (UNAT). He took a typical case of a staff member contesting the non-confirmation of his/her probation period through the steps provided for under both systems.

66. Unlike the new justice administration process in the United Nations, the process involving the ILOAT had not undergone reform. For most of the organizations and agencies belonging to FICSA, the stages were: (i) attempting to settle the issue informally; (ii) if unsuccessful, submitting the complaint for peer review within the framework of a joint appeals body comprising staff and administration representatives that submitted its recommendation to the executive head; (iii) if the recommendation of the joint appeals was rejected, seeking a reversal of the administrative decision by the executive head; and (iv) if the executive head did

not rescind the administrative decision, lodging an appeal with the ILOAT: the first and last level of appeal.

67. Throughout his presentation, Mr. Fauth stressed the need to observe all deadlines and observe the rules. Complainants should also realize that the process could be very protracted and stressful. If successful, the complainant would be entitled to material, moral and (possibly) punitive damages as well as legal costs of varying magnitude.

68. The reform of the administration of justice in the United Nations had been driven by the recognition that the system lacked proper provision for due process and thus constituted a violation of human rights. The new system comprised two tiers: (i) Dispute Tribunal where first-level appeals were adjudged by one judge from within the organization, with the staff member being granted much greater access to material and legal support essential to settling the case; and (ii) Appeals Tribunal where cases were decided by three professional judges. The reformed system did not provide for peer review. In the opinion of the Legal Advisor, outside professionals served the cause of justice better than in-house peers who were susceptible to pressure. In one organization that subscribed to the ILOAT, attempts were being made to replace peer reviews by a quasi-judicial system drawing on the services of a judge selected by the administration. Those attempts were to be rejected as staff input was essential to the peer review system.

69. The Legal Advisor encouraged staff associations/unions to alert management to the fact that they were being closely watched. He also advised on a number of issues, such as the identification of what constituted a decision that could be contested, the advisability of taking out legal insurance to cover the costs of appeals supported by staff associations/unions and the fact that reinstatement was rarely recommended by the ILOAT.

70. On the final day of the Council, Mr. Fauth held a half-day workshop on the legal appeals process.

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

71. Ms. Marie-Thérèse Conilh de Beyssac, 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)**

72. Mr. David Barrett (WHO/EURO Copenhagen) was elected Chair of the Council. Mr. David Nolan (IFAD) and Ms. Miriam Saif (AP-in-FAO) were elected First and Second Vice-Chair, respectively. Mr. Peter Lillie (FAFICS) was elected Rapporteur.

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

73. The provisional agenda as contained in document FICSA/C/65/1 was adopted with one amendment: the inclusion of an additional agenda item 10(h) Strategic Development (see Annex 1). It was agreed that discussions related to internal governance and austerity measures, as well as accountability would be taken up in the relevant standing committees.

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

74. Subject to possible changes at a later juncture in order to avoid having three standing committees meeting simultaneously, Council agreed to the schedule of work as contained in document FICSA/C/65/INFO/CRP.1.

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

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

76. It was agreed to suspend rule 38 of the Rules of Procedure so as to accommodate the late submission (for technical reasons) of nominations for election to various offices on the Executive Committee and, while maintaining a 48-hour deadline for nominations, pave the way for elections on the penultimate day of the Council. In that connection, the General Secretary drew attention to the absence of any nominations for the posts of regional representative in the Americas, Asia and Europe.

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

77. Matters relating to the membership of ITU would be taken up in the relevant Standing Committee. It was pointed out that the voting rights of UNRWA/ASA, UNRWA/West Bank had been suspended owing to their having failed to pay their membership dues over the past two years. It was agreed to suspend the status of ITLOS, which wished to remain in the FICSA fold, until its financial situation had been clarified.

#### **Report of the Executive Committee for 2011-2012 (Agenda item 8)**

78. The President introduced the Report of the Executive Committee for 2011/2012 (document FICSA/C/65/6). At the outset, he expressed his gratitude to his fellow members on the Executive Committee. He also paid especial thanks the staff in the FICSA secretariat; Leslie Ewart, Robyn Thomas, Amanda Gatti, Marie-Paule Masson and Christel Rose who had provided unflagging services throughout the year. Thanks were also due to many others, including countless staff associations/ unions that had provided essential inputs. It was agreed that in future Council reports the main contributions should be duly acknowledged.

79. The President spoke of the pernicious atmosphere the Federation had encountered during its lobbying missions. External political influence was observed to be on the increase and things were becoming increasingly difficult as evidenced by the recent attack on salaries. Thanks to the success it had enjoyed in that latter respect, the Federation was more widely

known, although scope remained for heightening the profile of FICSA and increasing its visibility. Matters were also complicated by the labyrinthine structure of the United Nations and the inter-agency bodies. The President described the links between the Fifth Committee, ACABQ, ICSC, the Pension Fund, the CEB, HLCM and HR Network. In the ultimate analysis, the situation could be described as the supremacy of money over people.

80. Following the presentation, the floor was open for discussion. The first round of questions related to: work within the Executive Committee; the relationship with other staff federations; resolution of the tax problem that was discussed at the previous session; the impact of limited budgetary resources on lobbying activities both in the past and in the future; and the introduction of indicators/yardsticks to measure the progress achieved by the Federation.

81. The President described the working atmosphere within the Executive Committee as good. The constraints, personal and otherwise, had had no perceptible impact. The Executive Committee and the secretariat had always been most responsive as evidenced by their response to the poisonous chalice of lowering the acceptable margin range that would have led to decreases of some 10 per cent in take-home pay of staff in the Professional and higher categories. He conceded that everything could be improved. The Executive Committee was not immune to making mistakes, but it was learning.

82. Relationship with other staff federations fell into two distinct categories. The ties with CCISUA had been good, but had been ruptured when the issue of financial resources came to the fore. More recently, CCISUA was seeking to resume discussions. It could not be denied that synergies and speaking with one voice were important factors. That having been said, two parties were better than one. In the President's opinion, it was also quite healthy to have one UN-centred entity and another for the rest of the world. Having three parties as at present, however, was decidedly too many in the context of deliberations with inter-agency bodies. More recently, there had been no divergent views in the meeting on the safety and security of staff. CCISUA had prepared two conference room papers and speaking with one voice had certainly had an impact. Collaboration could well prove beneficial. Furthermore, FICSA had been invited to attend the upcoming CCISUA General Assembly in New York. Council should indicate its position on both issues.

83. As for the tax issue relating to the FICSA Information Officer, the matter was with the legal and financial experts. The financial problem besetting the lobbying activities was that lobbying was best conducted throughout the three-month period in that last quarter of the year. However, FICSA only had funds for a week. The situation was made all the more difficult by the fact that FICSA was the only federation officially entitled to address the Fifth Committee in the session on common system issues. Lobbying missions thus called for very careful timing and travel arrangements, particularly when changes to cheaper flights were invariably non-refundable.

84. The President welcomed the discussion on the introduction of indicators and result-based budgeting. For example, the commemorative session earlier in the day has been an indicator of the Federation's success in being publicly accepted as a serious interlocutor by the Secretary-General. The Federation had also achieved higher visibility by securing the

withdrawal of the technical adjustment in the Fifth Committee. However, good an idea the development of indicators might be, reality presented moving targets. The idea merited further consideration, possibly within the context of the Working Group on strategic development.

85. Questions were also raised about the MAS and the legal aspects of the mobility accord. The HLCM group would present its report in mid-March. The issue itself was in limbo; staff members were in favour, whereas some notable organizations were disinclined as they wished to rejuvenate their complement of staff. A number of options were open. Each organization could go its own way. Or the normal age of retirement could remain. Developments would be posted on the FICSA website.

86. In the words of the President, mobility was a “multi-headed monster”: a highly divisive issue. Everyone was purportedly committed to the concept, yet nobody was contributing to the process. Mobility was a topic with multiple layers, yet legal concerns over the lack of standard nomenclature and the absence of clearly defined rights/entitlements were hampering progress.

87. The final round of questions related to surviving divorced spouses’ benefits, the definition of hardship pay and the Trade Union Congress (TUC) training courses. No progress had been registered on Article 35 bis in the UNJSPF rules and regulations since changes to the surviving divorced spouses’ benefits, it was argued, could have a negative impact on the costs of after-service health insurance. The definitions pertaining to hardship pay had not changed. Danger pay for internationally recruited staff had been increased but the calculation of the allowance for locally recruited staff was under scrutiny of the ICSC. Financial concerns could be seen to have killed any hope of progress. As for the TUC training exercises, feedback from trainees and TUC alike had been positive. FICSA intended to continue the courses.

88. In concluding, the President remarked that the buzzword in the legislative bodies in the previous year had been ‘harmonization’, which was best described as reduction of everything to the lowest common denominator. In the current year, however, the buzzword was ‘pragmatism’, a term that could best be described as licence to do what one wanted regardless of established rules and methodologies.

89. Several participants expressed their thanks for the carefully crafted Executive Committee report. It was also observed that closer scrutiny of its contents revealed the shortcoming of the current imbalanced structure of the standing committees, thus strengthening the need for realignment in a more cohesive logic.

90. 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 2012-2013 (Agenda item 9)**

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

92. At the session devoted to elections, the Chair informed Council that he had received the nominations listed below (in alphabetical order) for election to the Executive Committee for the period 2012/2013 (see document FICSA/C/65/INFO/Rev.1/Add.1). Immediately prior to the elections, Ms. Annie Tonbazian-Garibian (WMO Geneva) announced the withdrawal of her candidature for the post of Regional Representative for Europe. One candidate was nominated from the floor for the post of Regional Representative for the Americas. The candidates were:

President	Mauro Pace (FAO/WFP-UGSS Rome)
Treasurer	Nabil Michel Sahab (IAEA Vienna)
First and second of two Members for Compensation Issues	Janice Lee Albert (AP-in-FAO) Vincenzo De Leo (UNLB Brindisi)
Member for Regional and Field Issues	Edmond Mobio (WHO/HQ Geneva)
Member without Portfolio	Véronique Allain (SCBD Montreal) Moncef Kateb (WIPO Geneva)
Regional Representative for Africa	Tony Alphonse Capita (WHO/AFRO Harare)
Regional Representative for Asia	Vijay Chandra (WHO/SEARO New Delhi)
Regional Representative for Europe	Imed Zabaar (IAEA)
Regional Representative for the Americas	Carolina Bascones (PAHO/WHO Washington DC)

93. The following members were elected:

President	Mauro Pace
Treasurer	Nabil Michel Sahab
Compensation Issues	Janice Lee Albert Vincenzo De Leo
Regional and Field Issues	Edmond Mobio
Without Portfolio	Véronique Allain
<i>Regional Members</i>	
Africa	Tony Alphonse Capita
Americas	Carolina Bascones
Asia	Vijay Chandra
Europe	Imed Zabar

## **Approval of the session report (Agenda item 10)**

### **(a) Legal Questions (Agenda item 10(a))**

94. The Chair of the Committee introduced the report of the Standing Committee on Legal Questions (see annex 4). The Standing Committee had focused on a number of priorities:

#### *Summary*

95. The Standing Committee on Legal Questions had focused on reviewing and updating the FICSA statutes. Revision of the statutes was seen to be a most protracted undertaking than most people had imagined, even though the Federation had proposed extensive revisions in earlier years. The task would doubtless require the services and guidance of a lawyer and would be best performed under the aegis of Larry Fauth, the FICSA Legal Advisor, who was on a retainer for the Federation. It was doubtful whether the appropriation of CHF 10,000 would suffice to cover the additional inputs required. The officers of the Federation would have to determine the funding requirements. Categories of membership had not been discussed and the appeals related to place-to-place surveys and the former General Secretary were still before the ILO Administrative Tribunal.

96. A motion had been submitted to the Standing Committee related to the improvement of the internal justice system. The Committee had been requested to support and develop options relating to securing greater access to justice. It would request all member associations/unions to provide information on gaps and weaknesses in the justice system in their respective organizations. The Standing Committee had not nominated any of its officers for want of time.

97. In the ensuing discussion, questions were raised about the status of the former General Secretary's appeal. As far as confidentiality allowed, it was reported that the joint appeals body in IMO had rejected her complaint and the case was currently before the Administrative Tribunal. Acceptance of the Federation as *amicus curiae* was still under consideration. The essentiality of obtaining adequate funding for the revision of the FICSA statutes was underscored. Council also identified the officers of the standing Committees and volunteers came forward to serve on the core group (see Agenda item 12).

98. Council took note of the report with the amendments thereto and adopted the recommendations contained therein, in the light of which:

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

- **The modification of Chapter III article 6 suggested by ITU, requesting financial independence of the staff association/unit, be analysed by the FICSA Legal Advisor, Larry Fauth, in the course of 2012 in order to ensure that it was relevant to and consistent for all staff associations/unions.**
- **A working group drawn from the membership of the Standing Committee be set up to work with Larry Fauth, in his capacity as Legal Advisor and Focal Point, on completing**

**the revision of the Statutes in the course of 2012, with a report thereon to be presented to the 66<sup>th</sup> session of the Council for approval.**

- **The Executive Committee should collect data from member associations/unions on gaps and weaknesses in their internal justice processes in order to open up a broad discussion within the Federation on those processes.**

**(b) Human Resources Management (Agenda item 10(b))**

99. The Chair of the Committee introduced the report of the Standing Committee on Human Resources Management (see annex 5). The Chair presented an intentionally succinct report and introduced a number of amendments that had proved necessary after the report. Performance management had understandably given rise to a lively discussion as had the issue of exit interviews, in which staff associations/unions were not involved nor did they enjoy access to any of the findings. The Committee had been unclear about what had been expected of it in respect of separation payments, but had discussed the different types of contracts and the use of temporary employees who were often hired to carry out core functions.

100. Core and non-core functions were also important with respect to the ICSC Framework for human resources management. Concerns were expressed over the growing shift towards outsourcing of core functions for cost reasons and a lively debate had centred on promotion from GS to P. The Committee recognized that post reclassifications were not always to the benefit of the incumbent, while the application of mobility policies should be closely monitored. The Committee had also recognised the need to maintain a FICSA focal point for UN Globe matters and increasing awareness of lesbian, gay, bisexual, and transgender (LGBT) staff concerns.

101. In the ensuing discussion, it was recognized that the Committee had addressed a host of issues under great time pressure. Council noted the request that two particular items be held over until the 66<sup>th</sup> session. It was also pointed out that the ICSC had already prepared a compendium of best performance practices that could serve as a starting point in any exercise on that issue. In any event, lack of funds would be a restraining factor. The question of core and non-core functions was further complicated by the fact that whereas the ICSC determined what constituted core-functions, organizations were at liberty to identify non-core functions. Discussion also centred on the definition of the term ‘ethical’ as used in connection with classification specialists. In the recommendation it was more in the sense of people enjoying the trust and confidence of staff, although a sense of ethics was a requirement for any certified accountant or evaluator. The view was expressed that mobility policy was a lost cause, despite which pressure should be maintained.

102. Council took note of the report with the amendments thereto and adopted the recommendations contained therein, in the light of which:

**Council decided that:**

- **The FICSA Executive Committee should undertake, within the resources available, a study on current best practices for performance management and endeavour to reach a consensus among member associations/unions so as to identify those practices that**

should be adopted in the interest of harmonizing performance management processes throughout the UN common system.

- At the upcoming ICSC session in February 2012, FICSA should advocate the implementation of any merit-based promotion system that adhered to the following fundamental principles: impartiality and accountability; fairness and transparency of process; support for career development and genuine exchange, dialogue and feedback between the incumbent and supervisor.
- The FICSA Executive Committee should: (i) send a letter to the ICSC expressing its concern over the inconsistent use of the ICSC exit questionnaire; and (ii) request organizations not only to implement the practice exit interviews, but also to share the data and analyses with the staff associations/unions at regular intervals, such as quarterly or annually.
- The FICSA Executive Committee should inform if it wished the Standing Committee to do some work on the subject of separation payments so that an appropriate item could be put on the Standing Committee agenda for the next Council, together with the clarification.
- The FICSA Executive Committee should remind the ICSC to urge organizations to implement the Contractual Framework in the agreed manner so as to harmonize the types of contracts being used.
- The FICSA Executive Committee should monitor any revisions to the ICSC Framework so as to ensure that any re-definition of core and non-core functions would include consultations with staff representative bodies in order to safeguard the best interests of staff.
- The FICSA Executive Committee should: (i) write to the various agencies and organizations, to which FICSA member associations/unions were affiliated, to reaffirm the importance of securing staff association/union participation in any re-definition of an organization's core functions. The FICSA Executive Committee should endeavour to ensure that core functions were performed by international civil servants and not outsourced for cost-savings expediency, while organizations should be reminded of their obligation to adhere to the ICSC Framework for Human Resources Management.
- The FICSA Executive Committee should: (i) encourage the membership to present FICSA resolution 64/1 to their administrations and urge them to move forward on eliminating the deficiencies, unfairness and inequality existing in some organizations, where current policies governing the recognition of personal status were concerned; and (ii) urge those organizations to provide appropriate training on the need to respect diversity (including sexual orientation) for all staff. That training should be incorporated into any on-going harassment and diversity training, with due consideration being paid to UN Cares and human rights-based approaches.
- A survey should be undertaken on matters highlighted by the FICSA focal point for UN-Globe concerns, in collaboration with UNAIDS and UNESCO. The draft survey would be sent to the FICSA Executive Committee for comments and endorsement, where after it would be sent to member associations/unions for implementation.
- The FICSA focal point for UN Globe concerns should submit a progress report and an update on LGBT matters as a standing item on the agenda of each FICSA Council.
- The FICSA Executive Committee should advocate the elimination of barriers to promotion from GS to P and take into consideration principles, such as equal pay for

equal work, years of experience in lieu of education requirements and the removal of restrictions on applications for Professional posts. Internal upward mobility should be encouraged and, as in the case of some organizations, staff should not be forced to resign in order to apply for a Professional position.

- The FICSA Executive Committee should: (i) organize, in 2012, training on GS and P classification; and (ii) develop and disseminate to the membership a roster of ethical and qualified classification specialists and negotiate a decent rate for their services.
- The Standing Committee on Human Resources Management should organize a webinar (facilitated by AP-in-FAO) to discuss the current reclassification exercise in IFAD.
- The Standing Committee recommended that it request, through the FICSA Executive Committee, member associations/unions to send details of their current mobility policies as well as share information on current practices in the implementation of those policies.
- All member associations/unions should follow up with their respective human resource management directors and encourage participation in the inter-agency mobility network.
- The right of return should be put on the agenda for the 66<sup>th</sup> session of the FICSA Council.

**(c) Social Security/Occupational Health and Safety (Agenda item 10(c))**

103. The Chair of the Committee introduced the report of the Standing Committee on Social Security/Occupational Health and Safety (see annex 6). In summarizing the Committee's deliberations, the Chair described the pressure under which the Committee had worked and the difficulties that had been experienced in reporting on the many issues covered. Despite the intensity of the discussion, the Committee had not identified members for a core group as experience had shown that very little had been undertaken during the past year. Concern was expressed over the lack of minutes and reports in the ICSC Pension Remuneration Working group. Furthermore, members of the Committee had felt it was incumbent upon the Federation to safeguard the interests of active staff rather than those of divorced spouses, although they were not unsympathetic to the problems that divorced spouses faced. He also regretted that nothing had been available on the issue of Appendix D.

104. In the ensuing discussion, the FAFICS representative felt that the report was unacceptable, as it had failed to include two major points that had been raised. One point was the briefing she had given on the special situation in Denmark with regard to an agreement reached between the UNJSPF and the Danish Government. The fiscal authorities had been informed that the Danish Parliament had adopted unanimously an addendum to the law concerning foreign pensions, including United Nations pensions. The law stated that tax should be solely on the interest earned while working, i.e. 3.25 per cent. The other point related to the role that nationality played in the legislation surrounding same-sex and domestic partnerships and their recognition within the United Nations common system. Recognition of unions and the application of rules should be the same for all staff, regardless of their sexual orientation and nationality.

105. In connection with tax issues, the Chair of the Standing Committee explained that he looked forward to an exchange of information between FICSA and FAFICS, whose member

associations/unions in over fifty countries were assuredly familiar with issues pertaining to the taxation of United Nations pensions and thus constituted an accessible data-base.

106. Council took note of the report with the amendments thereto and adopted the recommendations contained therein, in the light of which:

**Council decided that:**

- The FICSA budget should allow for the travel of representatives to attend the ICSC Working Group on Pensionable Remuneration, in connection with which the FICSA Executive Committee should: (i) request that minutes be taken and a report of the Working Group's deliberations be disseminated; and (ii) liaise with other Federations on the issue.
- FICSA should reaffirm its previous position on the MAS whereby the age of 62 should be the recommended mandatory age of separation for all organizations irrespective of the date on which the staff member joined the Fund. Furthermore, as a matter of principle, FICSA should continue to support the change to that limit, while ensuring that staff members' acquired rights were honoured.
- Discussions at the Pension Board on establishing a Euro fund and other related issues should be monitored as required.
- The FICSA Executive Committee should follow up in the relevant fora on matters related to the revision of Appendix D.
- 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 and at the same time endeavour to limit the proliferation of non-staff use.
- Organizations should keep each other informed of their experience of sharing information in the context of the new Security Level System (SLS).
- Steps should be taken to identify the best personal status policy practice in the UN system and to press for harmonization on that basis. Furthermore, recognition of unions (such as marriage, domestic partnerships and PACS) and application of the rules should be the same for all staff, regardless their sexual orientation and nationality.
- The FICSA Executive Committee should share the report on UNAIDS personal status policy with all member associations/unions. It should draw the report and its recommendations to the attention of the HR Network, and include it on the HLCM agenda for discussion and action. It should also request the cooperation of the other staff federations in advocating the implementation of the recommendations of the report.
- The FICSA Executive Committee should study carefully all developments related to the taxation of pensions and share that information with FAFICS.
- The FICSA Executive Committee should bring to the attention of those attending meetings of the Inter-agency Security Management Network (IASMN) the multifaceted nature of security threats and urge all member associations/unions to alert the FICSA Executive Committee to all serious safety issues.

**(d) Conditions of Service in the Field (Agenda item 10(d))**

107. The Chair of the Committee introduced the report of the Standing Committee on Conditions of Service in the Field (see annex 7). He regretted the fact that the elected rapporteur did not perform his task, in addition to which neither the Chair nor the Vice-Chair elected at the previous session of the Council were present. Fortunately, a substitute had kindly volunteered.

108. None of the recommendations put forward by the Committee bore any financial implications. It had proven necessary to merge agenda items 6 and 7, to which the discussion under agenda item 5 was also related. The most critical recommendation arose under Other Business and pertained to the absence of both the Chair and Vice Chair of the Committee.

109. In the ensuing discussion, sympathy was expressed for the inordinate problems that staff serving in non-family duty stations faced. At a later juncture, the FICSA President said he would try and come to an amicable agreement with the missing officers so as to guard against disintegration of the Committee's membership. The Committee was commended on the succinct nature of the report and the pointed recommendations.

110. Council took note of the report with the amendments thereto and adopted the recommendations contained therein, in the light of which:

**Council decided that:**

- **The FICSA Executive Committee should request the ICSC to reintroduce payment of DSA at its current level or introduce an alternative mechanism in respect of rest and recuperation travel.**
- **At the upcoming ICSC session, the representative FICSA should urge that danger pay for GS staff at least be maintained at the current level of hazard pay.**
- **FICSA should continue advocating the harmonization of conditions of evacuation for staff serving in non-family duty stations.**
- **The FICSA Executive Committee should follow up with the ICSC and advocate maintaining at their current levels both the extended monthly security evacuation and the mobility and hardship schemes.**
- **Member associations/unions, whose representatives had been nominated as Chair or Vice-Chair of a standing committee, should make every effort to guarantee the presence of those representatives at the following FICSA Council. In those situations where a chair of the standing committee would not be attending Council, the Executive Committee should immediately take proper measures to ensure that the vice-chair would attend. If the vice-chair was also unavailable, a member of the core group should be assigned.**
- **The FICSA Executive Committee should assist FUNSAs in raising funds for their attendance at the Council.**

### **(e) General Service Questions (Agenda item 10(e))**

111. The Chair of the Committee introduced the report of the Standing Committee on General Service Questions (see annex 8). In summarizing the Standing Committee's discussions, the Chair drew attention to the three recommendations adopted. She also pointed that the training of trainers workshop had revealed the need to refine certain features. She also mentioned that the debate over the anomalous situation in Rome with organizations applying different salary scales in one and the same duty station had been very lively.

112. In the discussion thereafter, a question was raised about the reasons for not discussing the preparations taking place in Rome for the testing of the new methodology. The reply was that no information had been forthcoming. Assurance was given in the course of the discussion, however, that preparations were well underway.

113. Council took note of the report with the amendments thereto and adopted the recommendations contained therein, in the light of which:

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

- **The FICSA Executive Committee should organise one training of trainers course and allocate an amount of CHF 20,000 to cover the cost.**
- **Council approve four salary survey workshops and allocate an amount of CHF 20,000 to cover the cost thereof.**
- **During the upcoming ICSC session, the FICSA representative, together with the other staff federations, should follow up with the Commission on the outcome of the comprehensive salary survey.**
- **The FICSA Executive Committee should seek clarification of the ICSC of the circumstances permitting the use of two different salary scales at one and the same duty station.**

### **(f) Professional Salaries and Allowances (Agenda item 10(f))**

114. The Chair of the Standing Committee on Professional Salaries and Allowances introduced the report of the Committee (see annex 9). He opened with a summary of the discussion that surrounded the issue of the attempts that certain Member States had made to reduce the margin and freeze the post adjustment. Prior to the Council, the Permanent Technical Committee/PSA (PTC/PSA) had met and drafted a report comprising a confidential strategy paper that had gone direct to the Executive Committee. In that discussion, attention also focused on the erroneous information on Professional salaries given by the US Ambassador to the United Nations and the steps that were taken to correct the false impression it had created.

115. In the discussion on salary structure, the Committee had considered the principle of equal pay for equal work regardless of marital status. Whereas the staff response to the cost-of-living surveys had been high, the outcome had been disappointing. Members had spoken of a lack of trust in the statistics used by the ICSC. The news from IFAD had been alarming. Not only was there talk of IFAD having initially considered withdrawing from the common system that had later been rescinded, but the organization had since frozen GS salary adjustments – but

not Professional post adjustments. The current job audit in IFAD was a further cause for concern.

116. The Committee had drafted a resolution on threats to Professional salaries. It strictly opposed any attempts to reduce the margin and freeze the post adjustment. The Committee had also nominated four new members to the PTC/PSA:

*New members:*

Janice Albert (AP-in-FAO and Executive Committee Member for compensation issues)  
Benjamin Gobet (UNAIDS)  
Vincent Vaurette (UNESCO)

*Continuing members from 2011 for an initial period of three years are:*

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

117. In the course of the subsequent discussion, a series of amendments were made to the resolution. It was also mentioned that the limited availability of resources might prove a constraint. At the same time, it was pointed out that the Federation would enjoy the benefit of the legal opinion that the ICSC had sought on whether the Commission could act on developments that occurred outside the system.

**118. Council adopted the resolution on the threats to Professional salaries by acclamation (Annex 3, Resolution 65/1).**

119. Council took note of the report with the amendments thereto and adopted the recommendations contained therein, in the light of which:

**Council decided that:**

- The Standing Committee recommended that the FICSA Executive Committee should closely monitor the developments affecting the base/floor salary and take appropriate action when required, including informing or consulting with PTC/PSA and the membership
- The Standing Committee recommended that the FICSA Executive Committee should keep a close eye on the manner in which the margin was calculated, and follow up on any intention to modify the margin or its methodology.
- The Standing Committee recommended maintaining the Federation's current position on the matter, i.e. advocating more comprehensive studies of the comparator with a view to identifying alternative comparator civil services.

- **The Standing Committee recommended that at ACPAQ the FICSA Executive Committee participate actively in the discussions on reviewing the methodology and communicate staff views on the issue.**

**(g) Staff/Management Relations (Agenda item 10(g))**

120. The Chair of the Committee introduced the report of the Standing Committee on Staff/Management Relations (see annex 10). He focused on the recommendations that the Standing Committee had proposed, the first two of which related to the dissemination of the JIU report on staff/management relations and progress reports on developments surrounding the standards of conduct. It was recognized that standards of conduct gave rise to a plethora of problems ranging from confidentiality to safety and security. In any event, it was felt appropriate that the Copenhagen Declaration to be adopted at the current Council should make some reference to good governance.

121. Given the resounding success of the training workshops organized under the aegis of TUC, the Committee had recommended that three further workshops be held in Vienna, Washington DC and London. FICSA was the only federation that offered training to its members; the workshops could be opened up to the other federations against payment of fees.

122. A number of member associations/unions had spoken of the difficulties they had experienced in their attempts to set up cooperation or recognition agreements with their organizations, while in other organizations governance was proving a contentious issue. It was recognized that FICSA should endeavour to make its voice heard at the highest possible level; for example, appearing before the CEB – a body that the Federation had never addressed.

123. The Committee had identified a chair and vice-chair during its deliberations; members would be invited to consider joining the core group after the Council session. However, during the discussion of the Standing Committee's report, it was suggested that the proposed chair and vice-chair switch office. A list of those members who had volunteered to join the core group had since been prepared (see Agenda item 12).

124. Council took note of the report with the amendments thereto and adopted the recommendations contained therein, in the light of which:

**Council decided that:**

- **The FICSA Executive Committee should publicise both volumes of the JIU report on staff/management relations as soon as they were released soon and send a message alerting its membership to the fact with a link to the reports. The FICSA Executive Committee should follow up closely on actions to be taken with respect to the findings of the JIU report.**
- **In line with previous recommendations, the Executive Committee should follow very closely any developments related to the standards of conduct and report back to Council on its findings.**
- **The Ad hoc Committee on Administrative and Budgetary Questions should allocate the amount of CHF 12,242 for the organization of three workshops.**

- The FICSA Executive Committee should organize three workshops to be held jointly with the TUC at the IAEA (Vienna), PAHO/WHO (Washington) and IMO (London) in the course of the current year. The FICSA Executive Committee should explore the possibility of having the costs for any further workshops offset by associations/unions interested in participating. The workshops should be free-of-charge to fully paid-up members of FICSA only. Those member associations/unions not in good standing should be charged for the workshops and the fees deducted from their arrears. Furthermore, registered participants who failed to attend without giving sufficient advance notice should be charged a penalty (the amount to be determined by the Executive Committee). The FICSA Executive Committee should also examine the feasibility of introducing web-based training or webinars
- The FICSA Executive Committee should pursue the possibility of FICSA addressing the CEB on important issues such as governance within the individual organizations/agencies.
- The Executive Committee should work closely with member associations/unions on developing such tools as training handbooks, templates for recognition/cooperation agreements and a policy for the treatment of sensitive documents.

#### **(h) Working Group on Strategic Development (Agenda item 10(h))**

125. After a brief introduction of the report (see Annex 11) by the Chair, questions were immediately raised about the agenda of the Working Group. One delegation wanted to see the Working Group described as the Analytical Working Group in keeping with the title it bore the previous year. The same delegation raised a question about the proposal for a biennial budget and whether it was a foregone conclusion, as it did not subscribe to the concept of biennial programmes and budgets, which it considered an infeasible proposition.

126. A discussion also ensued on the best way to combat the growing trend among certain member associations/unions to run up arrears. A plea was entered for much stricter penalties. At the same time, it was unclear which 'high-level FICSA official' would liaise with the members who were not in good standing. It was presumed that the Treasurer might be meant, but it was unclear. Furthermore, no indication had been given of the fundraising activities of the President and General Secretary.

127. It was generally recognized that the FICSA ambassadors would be appointed at the local level and they should operate at that level. By the same token, the officers of the Federation should not attempt to micro-manage the activities of the local associations/unions and their use of such ambassadors. Those factors should be taken into account when drafting the terms of reference.

128. As for the use of innovative technologies, it was pointed out that the Federation would have to forgo its copyright on anything it posted on Facebook. At present, the FICSA website was maintained by the FICSA Information Officer and the other staff members of the FICSA secretariat. Any work on the website's structure and layout would have to be carried out in consultation the secretariat. For its part, the Working Group could assist in a new structure and layout, but the content of the website would remain the responsibility of the Information

Officer. Council noted with appreciation the offer by the IAEA Staff Association's webmaster to assist pro bono in the enhancement of the layout and structure of the FICSA website.

129. In the light of the Federation's first attempts to use remote access technologies in plenary at an earlier stage in the Council session, attention was drawn to the fact that at the upcoming session of the HLCM in Madrid in mid-March 2012, one item on the agenda would be devoted to information and communication technology, more precisely the advanced piloting by ITU of remote participation in governing body meetings. A demonstration would be given of the cutting edge technology for managing large meetings and conferences and the modalities adopted by ITU for their effective utilisation. The FICSA representatives attending that meeting were encouraged to take note of the matter.

130. A discussion also focused on the size of the Working Group and the funding of its activities. It was pointed out the original proposal to set up the Working Group had foreseen a total of nine members, whose staff associations/unions would bear the costs of their participation. Véronique Allain (SCBD) volunteered to step down and Anil Sinha (WIPO) replaced her. In the subsequent discussion, it was recalled that at the previous year's Council the decision had been that the Working Group's proposals would go to the membership. It appeared, however, that a change of mind had occurred and the Working Group had felt it would be better to submit its proposals through the Executive Committee. Whatever route was ultimately taken, it was agreed that the membership should be given an opportunity to comment on the proposals well in advance of the Council.

131. Council took note of the report with the amendments thereto and adopted the recommendations contained therein, in the light of which:

**Council decided that:**

- **The Ad hoc Committee on Administrative and Budgetary Questions should investigate further the proposal to adopt biennial programming and budgeting.**
- **A high-level FICSA official should liaise with member associations/unions that were not in good standing and any member associations/unions in arrears wishing to participate in training and workshops organized by FICSA should be duly charged and their fees deducted from their payment of dues.**
- **The FICSA Executive Committee should follow up on their recent efforts to increase their participation in the UN General Assembly and inter-agency bodies, in particular the CEB.**
- **In connection with the Federation's corporate image, the FICSA secretariat should use the 60<sup>th</sup> anniversary logo throughout 2012, as was common practice elsewhere. Furthermore, the Executive Committee should encourage member associations/unions to include the FICSA logo in their electronic signatures and publications and so help to enhance the visibility of FICSA at the local level and strengthen the status of staff associations as members of a larger federation.**
- **The Working Group would finalize by 1 May 2012 a draft questionnaire on knowledge management that the Executive Committee would send to the FICSA membership.**
- **Given that it was a worthwhile initiative, local associations/unions should pursue the principle of appointing FICSA ambassadors who would operate under their authority.**

The Working Group would develop in the course of the current year terms of reference for the FICSA ambassadors.

- Based on feedback from members of the Working Group, especially those in the field, the possibility should be explored of leveraging participation in the FICSA Council through use of remote access technologies; for example, the use of Skype and Live stream.
- The Working Group should submit to the Executive Committee for approval a draft procedure for the content management of the Federation's Facebook page and website and make full use of available technology so as to enhance the layout and structure of the Federation's website. In order to eliminate any additional cost implications for associations/unions, the IAEA Staff Association's webmaster had volunteered to contribute to that task and maintain the technical aspects of the FICSA website/Facebook page pro bono.
- The Working Group would develop a new proposal for the structure of the FICSA Council to be submitted to the Executive Committee by 1 June 2012 for onward transmittal to the membership for comments and subsequent approval. Should it be approved, the new structure of the standing committees would come into effect at the next FICSA Council.
- With regard to the work of the standing committees during the year, the Executive Committee should develop a better follow-up mechanism so as to establish closer inter-sessional contact with the chairs of standing committees. At the beginning of each session, the chairs of standing committees should report on the status of pending issues.
- A review of the past year's activities and achievements should be systematically re-instated in each standing committee, as had been the practice in the past.
- The Executive Committee should setup a mentoring scheme at FICSA Councils in order to promote capacity-building and lower barriers to participation by newcomers.
- Should the chair of a standing committee be unable to attend the Council, the Executive Committee should inform the vice-chair of the committee concerned well in advance so that effective preparations could be initiated.
- Should neither the chair nor the vice-chair be able to attend the Council, a member of the core group should be informed well in advance in order to take the lead.
- The composition of the Working Group would be:

Chair:	Imed Zabaar (IAEA)
Vice-chair:	David Nolan (IFAD)
Members:	Diab El-Tabari (UNRWA/ASA)
	Melodie Karlson (WHO/EURO Copenhagen)
	Blanca Pinero (IMO)
	Caroline Bascones (PAHO)
	Cinzia Romani (FAO/WFP-UGSS)
	Vincent Vaurette (UNESCO)
	Anil Sinha (WIPO)

Ex officio members: FICSA President and General Secretary

## **Ad Hoc Committee on Administrative and Budgetary Questions (Agenda item 11)**

### **Report of the Ad hoc Committee (Agenda item 11(a))**

132. At the very outset of the Council, the Ad hoc Committee on Administrative and Budgetary Questions held a provisional meeting of the Ad hoc Committee and set a tentative budgetary frame prior to the deliberations in the standing committees themselves.

133. The Chair of the Ad hoc Committee introduced the Committee's report (see Annex 12). Given the late hour, he restricted himself to presenting the proposals that had emerged from the Ad hoc Committee's deliberations and the floor was opened for discussion.

134. As in other committees, the issue of member associations/unions in arrears was discussed. Some associations/unions questioned the basis for calculating the scale of contributions and others pointed to the financial difficulties that they were facing as a result. The Chair reminded the Ad hoc Committee that the FICSA secretariat had informed members of the staff numbers by email and that members had had time to object prior to the Council, and that there was a mechanism in place to do so. That notwithstanding, the FICSA Executive Committee was urged to draw up payment plans with the associations/unions concerned that were tailored to the needs of the individual associations/unions. Particular attention was drawn to the case of International Tribunal for the Law of the Sea (ITLOS), which currently lacked an executive body.

135. In that connection, several associations/unions remarked on the fact that certain associations which were in arrears had none the less sent delegations to the FICSA Council, even though the monies used to defray the travel costs could have been used to pay off the arrears. One delegation suggested that thought might be given to enforcing the provisions of Article 40 more strictly and, if necessary, reformulating that article to apply to members in arrears for one year (as distinct from the current three consecutive years in arrears).

136. The Chair also confirmed that FICSA had complied with the previous Council's decision to adhere to the new International Public Sector Accounting System (IPSAS) guidelines, as a result of which the functional, operating and reporting currency of the Federation was the Swiss franc (CHF).

137. It had not proven necessary to replenish the Termination Indemnity Fund nor the Legal Defence Fund as the costs accruing in respect of the former General Secretary's appeal had been changed against the budget line for the Legal Advisor. The Staff development Fund remained unchanged and since no information had been forthcoming on liabilities under the after-service health insurance scheme, no action would be taken pending notification from UNOG. It was also reported that the tax equalization fund issue involving some US\$ 90,000 was still open. While the FICSA Executive Committee was advised to resolve the issue, it was not a matter of urgency.

### **Budget for 2012 (Agenda item 11(b))**

138. Council went through the budget proposals paragraph by paragraph and adopted the recommendations in respect of chapters 1 *FICSA representation* and chapter 2 *FICSA Council and Executive Committee*.

139. As for chapter 3 *FICSA services*, Council proposed amending budget line 3.02 and added a note reading:

With regard to the GS salary survey, the Ad hoc Committee approved an increase of 10 per cent in the fees charged to non-FICSA members.

It also pointed out that in the draft budget table the descriptors for budget lines 3.02 and 3.05 should read Training on GS methodology and Training on legal appeals process.

140. As for chapter 4 *FICSA administration*, it proposed amending budget line 4.04 to read:

An allocation of CHF 9,500 to reflect a decrease of CHF 3,188 in the amount proposed for website development.

141. The proposed totals for expenditure under the individual chapters were:

Chapter 1: CHF 91,512

Chapter 2: CHF 42,568

Chapter 3 CHF 84,245

Chapter 4: CHF 565,896

142. Council noted that the sum total of the four chapters of the budget yielded a final amount of **CHF 784,221**.

143. WIPO expressed its deep concern over the increase in the budget. It found itself unable to join the consensus on its adoption.

### **Scale of contributions for 2012 (Agenda item 11(c))**

144. Council considered the documents related to the scale of contributions (annexes 14 to 16). The UNESCO/STU pointed out that it would only be able to pay CHF 40,200 as against the sum of CHF 44,070 shown in the scale of contributions for 2012. The UNESCO/STU was commended for its efforts to find the resources despite the very difficult circumstances prevailing in Paris. The IARC Staff Association committed itself to paying a solidarity contribution of CHF 1,000 to the UNESCO/STU to help reduce the latter's shortfall to CHF 2,870.

145. FAFICS also reiterated its thanks to the IFAD Staff Association and UNRWA/ASA Lebanon for having absorbed the payment of the FAFICS contribution for the current year; it pointed out, however, that the Ad hoc Committee itself had raised once again the subject of possibly revising the categories of membership and introducing a new fee structure. In previous Councils, the Standing Committee on Legal Questions had been tasked with the preparation of

proposals for such changes. It was scarcely tenable that all associations with consultative status, some of which had far greater resources than others, should be charged the same fee. It was hoped that a cost-free solution to the working partnership based on the active exchange of information and support between FICSA and FAFICS could be found. To that end, it was hoped that the Standing Committee on Legal Questions would ultimately propose a solution.

146. There was no actual across-the-board increase. It varies depending on the personnel statistics of the organization. Although the scale of contribution showed a palpable decrease in the contribution to be paid by WIPO (see annex 16), the delegation could not join the consensus in the absence of instructions from his Association. It was hoped that on his return to Geneva, the delegate would be able to provide a positive response to the matter.

147. Council took note of the report with the amendments thereto and adopted the recommendations contained therein, in the light of which:

**Council decided that:**

- **With respect to the payment of membership dues: (i) those member associations/unions in arrears should present a plan for the settlement of the sum it owed to the Federation; (ii) the FICSA Executive Committee should follow up in writing with consultative members and FUNSAs that had failed to pay their dues, in particular those members three years in arrears; and (iii) the FICSA Executive Committee should monitor closely the status of members in arrears to ensure that the Rules of Procedure (Rule 14 *bis*) and the Statutes (Article 40) of the Council were strictly enforced.**
- **The Financial Rules should be revised to: (i) show the Swiss franc as the functional and reporting currency of the Federation; and (ii) indicate that the UN operational exchange rate as at 31 December of the prior year should be used to establish the exchange rate for the budget and accounts.**
- **The FICSA secretariat should respond to the request from the ITLOS Staff Association in accordance with the Rules and Statutes of the FICSA Council regarding membership fees and terms of resignation.**
- **The FICSA Council should adopt as of 2013 a two-year work programme and budget with an opportunity being given to revise it on annual basis.**
- **The FICSA secretariat should retain the current Legal Advisor, while the Executive Committee should provide prior to the next Council a more detailed report on the arrangement between FICSA and Mr. Fauth and explore actively other cost-saving options for obtaining legal services.**
- **The budget should be adopted in its revised form that would yield CHF 784,221.**

## **Election of the Standing Committee officers for 2012-2013 (Agenda item 12)**

148. Council elected the following chairs and vice-chairs of the standing committees for 2012-2013:

### *Legal questions*

Chair: Joel Lahaye (CERN)  
 Vice-Chairs: Dean Neal (IAEA)  
 Mario Cruz-Peñate (PAHO/WHO Washington)  
 Core Group: Antonio Brina (FAO/WFP-UGSS), Diab El-Tabari (UNRWA/ASA Lebanon), Christian Gerlier (ITU), Susan Murray (FAO/WFP-UGSS), Cinzia Romani (FAO/WFP-UGSS), Ritu Sadana (WHO/HQ Geneva), Miriam Saif (AP-in-FAO)

### *Human resources management*

Chair: Lisa Villard (IAEA)  
 Vice-Chairs: Melodie Karlson (WHO/EURO Copenhagen)  
 Cinzia Romani (FAO/WFP-UGSS)  
 Core Group: Véronique Allain (SCBD), Antonio Brina (FAO/WFP-UGSS), Eveline Coveney (WHO/HQ Geneva), Bernadette Fogue-Kongape (WHO/AFRO Brazzaville), Alessandra Marcorio (UNLB-LSU), Luigia Sforza (FAO/WFP-UGSS), Pilar Vidal (PAHO/WHO Washington) and Marielle Wynsford-Brown (IAEA)

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

Chair: Sven Booth (FAO/WFP-UGSS)  
 Vice-Chairs: Katja Haslinger (IAEA)  
 Dean H. Neal (IAEA)

### *General Service questions*

Chair: Vivian Huizenga (PAHO/WHO Washington)  
 Vice-Chairs: Cosimo Melpignano (UNLB-BSU)  
 Edmond Mobio (WHO/HQ Geneva)  
 Core Group: Open to all participants in the Standing Committee meetings

### *Conditions of service in the field*

Chair: Jean-Bruce Pambou Malonda (WHO/AFRO Brazzaville)  
 Vice-Chair: Diab El-Tabari (UNRWA/ASA Lebanon)  
 Core Group: Michael Riggs (AP-in-FAO), Susan Murray (FAO/WFP-UGSS), Clarisse Museme (FUNSU Congo), Katja Haslinger (IAEA), Marielle Wynsford-Brown (IAEA), Claire Servoz (UNESCO), Vincenzo De Leo (UNLB-LSU), Tony Capita (WHO/AFRO Harare), Mirza Muminovic (WHO/EURO Copenhagen) and Edmond Mobio (WHO/HQ Geneva)

### *Professional salaries and allowances*

Chair: Giovanni Muñoz (AP-in-FAO)  
 Vice-Chair: Blanca Pinero (IMO)  
 Mario Cruz-Peñate (PAHO/WHO Washington)  
 Core Group: Giovanni Muñoz, (AP-in-FAO) Dean H. Neal (IAEA), Blanca Piñero (IMO),  
 Mario Cruz-Peñate (PAHO/WHO Washington), Vincent Vaurette  
 (UNESCO), Christian Gerlier (ITU) and Joana Crespo (WHO/WPRO Manila)

### *Staff/Management Relations*

Chair: David Nolan (IFAD)  
 Vice-Chair: Imed Zabaar (IAEA)  
 Core Group: Mario Cruz- Peñate (PAHO/WHO Washington), Christian Gerlier (ITU),  
 Melodie Karlson (WHO/EURO Copenhagen), Blanca Pinero (IMO) and  
 Vincent Vaurette (UNESCO)

### **Date and place of the next session (Agenda item 20)**

149. Council accepted the invitation of WHO/AFRO Brazzaville to hold the next session in Brazzaville, Republic of the Congo, tentatively scheduled for 4 to 8 February 2013. Council thanked Ms. Bernadette Fogue Kongape for having extended the generous invitation and looked forward to a successful session in Africa. It was agreed that 66th session of the Council would be of the same duration as the present session. A preliminary draft of the provisional agenda for the 66th session would be distributed later in the year.

### **Other business (Agenda item 21)**

150. After adopting by acclamation the resolution on the threats to Professional salaries that had been proposed (see Annex 3), Council took up four topics under the agenda item: harassment; relations with other staff federations; equal treatment of LGBT staff; and certain operational issues.

### *Policy for the prevention of harassment*

151. A presentation on the second day of the Council session was devoted to policy for the prevention of harassment given by Ms. Ritu Sadana (WHO/HQ Geneva). A telephone link was set up to Ms. Sarah Hunt, the Legal Advisor at the Centre for Accountability of International Organizations based in Geneva, who contributed to the presentation and answered questions in the subsequent discussion.

152. The prime requirement for zero tolerance of harassment was to ensure that staff of the international organization enjoyed broader access to justice. That basic requirement should be supported by a series of flanking prerequisites that provided for the enforcement of a code of conduct and the dissemination of a written policy against harassment. It was also essential that the policy be put into effect and implemented to the full. Staff should be made aware of the

policy and prevention measures should be visibly put in place. At the same time if harassment occurred, swift steps should first be taken to resolve the incidents in an informal manner. If the justice system had to address formal complaints, it was essential to ensure that the system be independent, competent and fair. Furthermore, the victims should be protected and the perpetrators sanctioned.

153. FICSA had been asked to carry out a number of activities at the previous session of the Council. Those included: collecting and sharing written policies to prevent harassment or abuse of power and evaluating existing policies and internal grievance procedures; supporting the review of different policies against harassment, especially documented approaches to prevent harassment, and providing analysis of ILO Administrative Tribunal judgements on all forms of harassment and abuse of power.

154. Obstacles to the administration of justice had been clearly identified by the ILOAT. The first judgement [No. 2642] read, 'Internal panels, consisting of peers, are usually ill-equipped to examine and investigate allegations of sexual harassment'. The second judgement [No. 2552] read, 'Organization's internal investigation of an 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'. Even more debilitating was the fact that victims often had to wait up to three years before their case went before the Tribunal.

155. The United Nations Appeals Tribunal took up office in 2009, prior to which the United Nations system of justice had been declared dysfunctional. In its current format, justice was seen to be enforceable, thus making for greater effectiveness. Furthermore, justice was more enforceable when it was swifter. Unfortunately, the benefits offered by the reformed system of justice in the United Nations were not available to those organizations under the jurisdiction of the ILOAT.

156. A draft motion was presented relating to the improvement of the internal justice system of those organizations that currently adhered to the ILOAT. The text was passed on to the Standing Committee on Legal Questions for further consideration.

157. A draft work plan was also presented for implementation over the current month that included: listing all member associations/unions that adhered to the ILO Administrative Tribunal and those who fell under the jurisdiction of the recently reformed United Nations Dispute Tribunal; identifying potential collaborators and supporters and events over 2012 that could add value and increase prospects of success; collecting documented shortcomings of first-instance panels and investigative processes; drafting a brief overview of the manner in which the UN reform of internal justice was accomplished and noting key successes; and identifying a work plan and resources to support learning and discussions on developing options for justice reform.

158. In the first round of the ensuing discussion, the initiative was generally welcomed. One member association suggested that the last item in the work plan should be to support joint

learning. Another member association felt it was a good time to take stock and proposed moving ahead, provided resources were available. Information about lessons learnt would be useful. In one instance, an organization had introduced changes based on criticisms voiced about the first-instance panels. An enabling environment was essential, particularly when power was clearly abused, and peer reviews were seen to be an important component in that context.

159. Other remarks in the first round related to the need for one policy on harassment for the common system as a whole since it would offer cost savings. The analysis and assessment of the ILOAT were welcomed, it being noted that organizations were consistently losing cases, yet did not refrain from repeating their mistakes. It was also noted that internal justice was only as good as the people who applied it; it was very much a question of integrity. It was further noted the harassment was not a uni-directional phenomenon from the top down; it also occurred laterally and from the bottom up.

160. In her reply Ms. Hunt replied that peer reviews were an effective mechanism and could prevent escalation of the incident. She also stated that administration was not merely a matter of integrity; independence and impartiality were equally essential. It should not be overlooked that witnesses could be easily intimidated. In her experience, some first-instance decision had been right from the very outset. It was important that people did not succumb to pressure.

161. In the second round of remarks, it was suggested that first-instance justice be reformed throughout all organizations adhering to the ILOAT; however, members of the Federation should know what they wanted. They should all get together and secure the cooperation of the ILO Staff Union.

162. Ms. Hunt pointed out that swift first-instance process would bring about a certain professionalization of the system. It would also be necessary to find a means whereby patterns of harassment could constitute a basis for an appeal. In any event, she reminded Council that administrations guarded their powers jealously. To her mind, the initiation of a public debate on reviewing the workings of the ILOAT would be the triggering point. The support of Ms. Mary G. Gaudron Q.C. might be sought. She had headed the change in the administration of justice in the United Nations, in addition to being the source of the statement about the dysfunctionality of the previous system. It would also be necessary to get the ILO Governing Body to agree to a review. To her mind, the timing was right.

#### *FICSA relations with other staff federations*

163. At the outset of the plenary session devoted to the strengthening relations with other staff federations, the President pointed out that for all its complexity, the problem of relations with the other staff federations was simple to resolve. It was more a question of degree and scale: merger was too strong a term, but scope for cooperation was apparent. For example, the Coordinating Committee for International Staff Unions and Associations of the United Nations System (CCISUA), which the New York Staff Union had recently joined, was fielding a mission of seven delegates to the upcoming ICSC session in Bangkok, whereas FICSA found it hard to cover all issues for want of budgetary resources to fund staff attending ICSC sessions. The need for greater coordination and pooling of resources to secure synergy was apparent.

164. In the ensuing debate, it was pointed out that the topic under discussion was not new. A cooperation agreement was called for that permitted unity in diversity. The structures of FICSA and CCISUA were different, yet complementary. CCISUA constituents were drawn mainly from the United Nations secretariat, funds and programmes, to which SMCC decisions applied. The constituents of FICSA were drawn mainly from the specialized agencies, to which SMCC only applied in certain instances and over time. The split was primarily attributable to funding issues that had been identified in the comparative study undertaken by Mr. Alan Leather (PSI) that had been presented to the 61<sup>st</sup> session of the Council in Turin in 2009.

165. Support was expressed for working more closely with CCISUA, but the separate institutional identities should be upheld. Various differences were alluded to, such as the fact that the President and General Secretary of FICSA enjoyed full-time release. In the case of CCISUA, the President was also President of his/her local staff association/union: an untenable situation in terms of workload and one that offered potential for conflict of interest.

166. It was recognized that cooperation with UNISERV was not a feasible proposition. Whereas UNISERV might have met the requirement relating to the percentage of staff represented, its recognition by ICSC had not followed standard procedure. Furthermore, it ran the risk of implosion in the near future.

167. In the case of CCISUA, all standards and norms governing its recognition by ICSC had been met. Cooperation with CCISUA on salary surveys and similar exercises had been good. CCISUA was also mooting the idea of convening a world congress of staff representatives: a CCISUA/FICSA summit so to speak.

168. It was cautioned that the highest hurdle to nirvana was ego. Personality issues should not be allowed to intrude. The strength of structure and substantive staff resources in FICSA and competence in certain crucial areas in CCISUA was such that the two federations should get together, but not necessarily merge.

169. With the two federations working together, the potential problems looming large in Denmark with diverse United Nations entities working in the new UN Centre might prove easier to address. If problems arose, the FICSA President could intervene. The Vienna International Centre was cited as an example of cooperation between associations/unions attached to different staff federations. Furthermore, in the Americas and with CCISUA not addressing field concerns, local PAHO/WHO staff associations had stepped into the breach and secured cooperation between all UN entities.

170. An overwhelming number of member associations/unions present at the Council were in favour of working together with CCISUA as it would strengthen the voice of staff. Moreover, if the two federations had interests in common, discussions should be all the simpler. The FICSA President should thus attend the CCISUA General Assembly in May 2012 and explore the situation. He should be given a broad mandate reflecting the consensus of the Council that was conducive to convergence and open dialogue. A work plan should be drawn up and the Executive Committee would judge what was in the best interests of FICSA.

*Equal treatment of lesbian, gay, bisexual and transgender (LGBT) staff*

171. Mr. Antonio Brina (FAO/WFP-UGSS) introduced a report on UN Globe, a group of staff throughout the common system founded in 1996. It served a dual purpose: (i) providing an informal network for lesbian, gay, bisexual and transgender (LGBT) staff (active, potential or retired) from headquarters duty stations and field missions alike; and (ii) liaising with administrations on substantive gender identity and sexual orientation issues as they related to employment. It consulted regularly with human resources officials at the UN Secretariat and all levels of the common system on issues of importance to its members. It had also reached out to departments dealing with visas, moving allowances, spousal programmes, retirement, death or disability benefits and staff counselling.

172. UN Globe had always sought equal - not special - treatment for LGBT staff, as inequality was an impediment to a good working environment, good performance and the very principles of the United Nations itself. The organizations of the United Nations common system could do more in that regard. One source of inequality was the ability or inability of LGBT staff to have their personal status recognized by their employers. Some UN system organizations did not acknowledge same-sex domestic partnerships or marriages. Many did, but solely on the basis of consultation with the authorities of a staff member's country of nationality, thus creating the only situation in which discrimination between employees on the basis of citizenship was tolerated. A limited number of UN system organizations used an alternative method; they looked at the legislation of the country in which the partnership or marriage had been formalized.

173. The difference in conditions of employment between single and married people led to major discrepancies, affecting salaries, allowances, health insurance, pensions, visas, access to emergency evacuation arrangements and assignment to family or non-family duty station for organizations such as the UN Secretariat, UNDP, UNICEF, WFP, UNHCR and UNESCO, soon to be followed by FAO and others with a mobility obligation.

174. Although reports of bullying and suicides in the schools and workplaces around the world had continued to come in throughout 2011 and some retrograde legislation had been introduced in a number of countries, significant progress had been registered elsewhere:

- The United Nations Human Rights Council had passed its first ever resolution on human rights, sexual orientation and gender identity, leading to the first ever report by the Office of the UN High Commissioner for Human Rights on the situation of LGBT individuals around the world.
- The World Health Organization had released a report stating that legal sanctions against homosexuality had worsened the worldwide AIDS pandemic;
- The United States, the United Kingdom and other donors had indicated that persecution on grounds of sexual orientation or gender identity would be considered grounds for reducing aid allocations; and
- Senior international officials including the UN Secretary-General and the UN High Commissioner for Human Rights continued to insist that human rights were universal and indivisible, and could not be denied, even if a government or a population group invoked cultural or religious motives for discrimination.

175. Were the operative paragraphs of resolution 64/1 on Recognition of Domestic Partnership for Dependency Purposes adopted by the 64<sup>th</sup> FICSA Council to be implemented, it would mark an important step towards equal treatment in employment policy that was very much a logical continuation of a FICSA tradition.

176. While UN Globe no longer received many reports of direct harassment or discrimination from LGBT staff, it still received numerous reports of casual expressions of disdain and even hatred of LGBT individuals, uttered in their presence, and often in the workplace. All organizations in the UN system explicitly condemned discrimination and harassment. Many also made respect for diversity a cornerstone of their employment policies, and one on which staff members were specifically evaluated in their annual performance reports. A number of organizations provided training in diversity and inclusion, recognizing that the rights promoted and protected through the United Nations human rights mechanisms had to be enforced within common system organizations.

177. The speaker thus suggested that staff associations/unions should present and explain Council resolution 64/1 to the administrations of their organizations so as to convince them to move forward on eliminating the deficiencies, unfairness and inequality in the current arrangements, taking as their primary inspiration the approach UNESCO had adopted. Staff associations/unions should also ensure that the organizations of the UN system took a clear stand against discrimination and harassment not only in theory, but also in practice. Staff should be made aware of the official, written, policies against discrimination and harassment; violations should be followed by disciplinary action. FICSA might conduct a survey of all staff on their perception of differences in sexual orientation, their awareness of official policies against discrimination and harassment, and their awareness of how benefits and entitlements applied to LGBT staff. The results of such a survey would provide a good basis for pressing administrations to take further action. In closing, the speaker hoped that the FICSA Council might include the presentation of a report from UN Globe a regular feature of each Council session.

178. In the ensuing discussion, it was reported that UNESCO had celebrated International day against Homophobia and Transphobia. A symposium had been held: a message was sent by the United Nations High Commissioner for Human Rights and the Director-General of UNESCO had officially committed the organization to take a stand on the issue. The education section in UNESCO had taken up the issue and significant work had already been undertaken, creating awareness and combating discrimination and prejudice. On the same day, Hillary Clinton, US Secretary of State, called for an end to the discrimination and mistreatment of LGBT persons and expressed support for the effort at the United Nations to affirm the human rights of LGBT persons.

179. In welcoming the discussion of the subject at the Council, the PAHO/WHO Staff Association reported that their attempts to press for the implementation of resolution 64/1 had been to no avail. The new human resources manual might offer an opportunity, while the appointment of an officer for diversity could well play a role in the survey being proposed. UNAIDS expressed support for the endeavours of UN Globe and pointed to the new mobility policy and the implications it bore for staff wishing to move with their partners. UN

Globe/WHO stressed the importance of increasing the visibility of the activities and endeavours of the campaign, to which staff associations/unions could lend support. The FICSA President welcomed the trail-blazing work by UNESCO in the attempt to bring about a massive cultural change; he suggested that the proposals outlined in the presentation be taken up in the working group on strategic development.

### *Operational issues*

180. A number of proposals were put forwarded by Mr. Dean Neal (IAEA) related to the management of the agenda, timely payment of dues and the determination of a quorum.

181. In respect of the agenda management, the suggestion was that meetings of the Ad hoc Committee on Administrative and Budgetary Questions should never be scheduled for the final day of Council as it invariably resulted in late night meetings at a juncture when many participants had already left to catch flights. As for the proposal on timely payment of dues, the Head of the IAEA delegation had suggested in the course of the debate a revision of article 40 of the Federation's statutes. The amendment was designed to motivate associations/unions to pay and reward those who did so by ensuring that those who failed to pay did not enjoy rights equal to those who did.

182. The amendment he had proposed read:

*A member which is in arrears of contributions by the opening date of the regular session of the Council shall not be entitled to vote, sponsor candidates or stand for positions on the Executive Committee or Standing Committees at that session at the time of election. Nor are they allowed to propose papers or agenda items for Council or Standing Committees or take the floor.*

183. His disappointment was heightened by the fact that a vote could not be taken on the above proposal for want of a quorum. Furthermore, polling officers had not been retained, even though they had been requested ten hours earlier. As a result thereof he requested a postal vote on the issue. A formal request was thus submitted and approved that the amendment cited in paragraph 182 be put to a postal vote.

184. The Chair assumed full responsibility for the absence of the polling officers whom he had sent home given the exceedingly late hour and the perceptible decrease in the number of participants in the conference room.

### **Closing of the session (Agenda item 22)**

185. In a final ceremonial act immediately prior to the closure of the session, Council adopted the Copenhagen Declaration (see Annex 2). Ms. Melodie Karlson (WHO/EURO Copenhagen) welcomed the adoption of the Copenhagen Declaration and likened the Federation's renewed spirit of cooperation and commitment to the fundamental principles of the United Nations to a renewal of marriage vows. In reaffirming its commitment, the Federation was assuming the major responsibility for ensuring that those principles would be

heeded by staff and management alike. She trusted that the Declaration would enjoy the broadest possible dissemination and the highest possible commitment.

186. Immediately thereafter, the FICSA President thanked the host association and assured them that in the final version of the report all those who had contributed so successfully to the success of the Council session would be personally thanked. He also thanked the participants for the commitment and stamina, particularly during the last gruelling session by name. He looked forward to coming back to Copenhagen and wished everybody a safe journey home.

187. In his closing statement, the Council Chair commended the staff of the FICSA secretariat. They had provided stalwart services throughout the session, as had the interpreters and the engineer. He also thanked all those members of the host association who had been unstinting with their time and energies. They had contributed inestimably to the smooth running of the Council sessions.

188. The Chair assured Council that it been both a pleasure and an honour to guide its deliberations. He declared the 65th session closed at 1.47 a.m. on 18 February 2012.

**Annex 1****AGENDA FOR THE 65th 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 2011-2012
9. Election of the Executive Committee and Regional Representatives for 2012-2013
10. Approval of the session report:
  - (a) Legal Questions
  - (b) Human Resources Management
  - (c) Social Security/Occupational Health and Safety
  - (d) Conditions of Service in the Field
  - (e) General Service Questions
  - (f) Professional Salaries and Allowances
  - (g) Staff/Management Relations
  - (h) Strategic Development
11. Administrative and Budgetary Questions
  - (a) Report of the Ad hoc Committee
  - (b) Budget for 2012
  - (c) Scale of contributions for 2012
12. Election of Standing Committee officers for 2012-2013
13. Date, place and draft agenda of the next session
14. Other business
15. Closing of the session

## Annex 2

## COPENHAGEN DECLARATION



*Recalling Article 100 of the Charter of the United Nations, wherein it is stated that “In the performance of their duties the Secretary-General and the staff shall not seek or receive instructions from any government or from any other authority external to the Organization. They shall refrain from any action which might reflect on their position as international officials responsible only to the Organization”,*

*Recalling Article 100 of the Charter of the United Nations, wherein it is also stated that “Each Member of the United Nations undertakes to respect the exclusively international character of the responsibilities of the Secretary-General and the staff and not to seek to influence them in the discharge of their responsibilities”,*

*Recalling Article 101 of the Charter of the United Nations, wherein it is affirmed that “The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity”, and*

*In pursuance thereof,*

**We, the Members of FICSA,**

On the occasion of the meeting of the 65<sup>th</sup> Council of FICSA (Copenhagen, 13 to 17 February 2012) do solemnly declare the following, hereafter to be known as the

### **Copenhagen Declaration**

*We reaffirm our commitment to the aims and objectives of the Federation of International Civil Servants’ Associations as stated in the Federation’s Statutes to:*

- (a) Ensure the closest cooperation at all levels, with the aim of achieving the purposes set forth in the Charter of the United Nations;
- (b) Promote the development of the international civil service and the defence of its independence, in accordance with the relevant constitutional provisions and the staff regulations of the respective organizations;
- (c) Defend the interests of international civil servants, with due regard for the international standards on human rights, proclaimed or reaffirmed by the organizations in the United Nations system, including international labour standards.

We, furthermore, *reaffirm our* commitment to the pursuit of fundamental human and labour rights for all international civil servants, including

- (i) The right to freedom of association,
- (ii) The right to collective bargaining, through our staff associations and unions, regarding our working conditions;
- (iii) The right to due process before independent administrative tribunals; and
- (iv) The application of those rights according to internationally-agreed human rights instruments and labour standards, as embodied in ILO Conventions and Recommendations relating to conditions of employment.

We, moreover, *declare our* commitment to exert renewed efforts, at all levels, to safeguard the highest standards of impartiality and integrity embodied in the international civil service, in the pursuit of international cooperation and good governance.

***Adopted in Copenhagen on the occasion of the 60<sup>th</sup> Anniversary of the  
Federation of International Civil Servants' Associations (FICSA) on 18 February 2012.***

### Annex 3

## RESOLUTION ON THE THREATS TO PROFESSIONAL SALARIES

### *Resolution 65/1*

*The Council of the Federation of International Civil Servants' Associations (FICSA) at its 65<sup>th</sup> Session (Copenhagen, 13 to 17 February 2012),*

Noting with concern the recent threats to professional salaries and post adjustments by certain Member States attempting to reduce or freeze salaries and post adjustments

Also noting with extreme concern that in section B1 of UNGA Resolution 66/235 of 24 December 2011 the General Assembly “requested the Commission to explore the feasibility and suitability of possible measures to reflect in the administration of the post adjustment system the pay freeze of the comparator civil service.”

Considering that that request would have a huge negative impact on:

- The financial situation for UN staff and their families;
- A reduction of morale;
- The ability to recruit and retain the best qualified staff in the UN;

**Instructs** the FICSA Executive Committee to:

1. Find common interests and positions of other common system or inter agency bodies and other staff federations in order to consider common or joint actions;
2. Ensure that Permanent Representatives are briefed on the views of FICSA and that they receive correct information on how UN salaries are determined;
3. Advise member unions/associations on how to communicate better with staff on this subject, should it prove necessary to call for industrial action;
4. Undertake lobbying activities at the time and places required in order to influence decisions on the matter;
5. Advocate the respect of the principle of purchasing power parity in all duty stations at all times.

**Further instructs** the Executive Committee to adhere to the extent possible to the following principles:

1. UN staff shall oppose any attempt to reduce the margin or freeze the post adjustment;
- and

2. Any issues on developing and implementing any ad hoc mechanism related to post adjustment should be determined by ACPAQ (Advisory Committee on Post Adjustment Questions).

**Requests** the Executive Committee to undertake further research into the following:

1. Obtaining a legal opinion on the matter at the appropriate time; and
2. Considering the impact of any proposed measures on pensionable remuneration.

**Requests** FICSA membership to make their administrations aware of staff concerns and the financial management implications of the proposed changes.

**Annex 4****REPORT OF THE STANDING COMMITTEE ON LEGAL QUESTIONS**

Chair	Joel Lahaye (CERN)
Vice-Chair	Dean Neal (IAEA)
Rapporteur	Anja Baumann (WHO/EURO Copenhagen)
President, FICSA	Mauro Pace (FAO/WFP-UGSS)
Legal Advisor, FICSA	Laurence Fauth

**Participants**

AP-in-FAO	Michael Riggs
FAO/WFP-UGSS	Susan Murray
IARC	Thomas Odin
IFAD	Dave Nolan
ITU	Christian Gerlier Varghese Joseph
PAHO/WHO Washington	Mario Cruz-Peñate
UNAIDS	Benjamin Gobet
UNESCO	Vincent Vaurette
UNRWA/ASA Lebanon	Diab El-Tabari
WHO/HQ Geneva	Edmond Mobio Janet Siberry-Dumenil
WHO/WPRO Manila	Anthony Catalig
WMO	Federico Galati

**Association with consultative status**

EMBL	Catherine Floyd
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## **Introduction**

1. Under the chairmanship of Mr. Joel Lahaye (CERN), the Standing Committee on Legal Questions met twice to address items 1-10 of its agenda.

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

2. The Standing Committee adopted the following agenda:
  1. Adoption of the agenda
  2. Election of a rapporteur
  3. Workshops
  4. Review and updating of FICSA Statutes
  5. Categories of membership
  6. IAEA legal appeal against the results of the place-to-place survey
  7. Former General Secretary's legal appeal
  8. Review of the reformed system of justice of the UN and identify elements that could be introduced in the legal system of other UN organizations
  9. Other business
  10. Nomination of Standing Committee officers and core group members

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

3. Dr. Anja Baumann (WHO/EURO Copenhagen) was appointed rapporteur.

## **Workshops (Agenda item 3)**

4. The Standing Committee proposed that the FICSA Executive Committee hold regular workshops on legal matters and appeals procedures for members of the Federation.

## **Review and updating of FICSA Statutes (Agenda item 4)**

5. The ITU representative suggested modifying Chapter III, article 6 of the Statutes, Rules of Procedure of the Council and Financial Rules (Revised effective 8 February 2005) by including a paragraph stating that a staff association/union had to be financially independent if it wanted to become a member of FICSA. To that end, the revised article would read as follows:

### **Chapter III MEMBERSHIP**

Article 6 The membership of the Federation shall be constituted by the staff associations/unions of organisations belonging to the United Nations family, or applying the terms and conditions of service of the United Nations common system, and by the staff associations/unions of regional offices of any of these organisations, which:

- (a) Possess legislative organs consisting of elected representatives;
- (b) **Are mainly funded by dues collected from their membership;**
- (c) Accept these Statutes in writing and undertake to respect them.

#### *Background*

6. In principle each staff association/union which fulfilled the requirements set in Chapter III article 6 could become a FICSA member. However, some of the United Nations organizations had more than one staff association/union: for example, FAO. The Statutes did not indicate clearly whether more than one association/union per organization could join the Federation.

#### *Feedback*

7. Overall, the Standing Committee agreed that in general only one staff association/union should become a member of FICSA. There might be exceptions such as in the case of FAO which had two discrete staff associations, both of which were approved by staff: one dealing with General Service staff issues, the other with Professional staff issues. The case for ITU was different. One of the two bodies was the Staff Council which, though approved by staff, had been created by Member States and approved by the administration; the other was the ITU Staff Union which had been independently created by staff and had been a dues-paying FICSA member representing ITU staff for many years. The Committee saw the main point confirming the legitimacy of an association/union becoming part of FICSA was the fact that the association/union had been created by staff. According to ILO definitions, a staff union was a body created independently by staff and not a body created by Member States. The Committee was of the opinion that the ITU Staff Council should not become a member of FICSA, because it had no statutes, no budget, and served the same constituents as the ITU Staff Union. ITU dues were calculated on the basis of CEB figures quoted for ITU as a whole.

**The Standing Committee recommended that the modification of Chapter III article 6 suggested by ITU, requesting financial independence of the staff associations/unions, be analyzed by the FICSA Legal Advisor, Laurence Fauth, in the course of 2012 in order to ensure that it was relevant to and consistent for all staff associations/unions.**

8. As an additional point related to the modification of the Statutes, IAEA proposed modifying article 40 so as to provide for an increase in penalties against associations/unions which failed to pay the dues. The FICSA President stated that the revision of the Statutes had started two years ago and that the latter point would be reviewed in due course in relation to the discussion on membership categories. Both points, modification of article 40 and revision of membership categories, were also linked to the budget of FICSA and would have to be announced in the Ad hoc Committee on Administrative and Budgetary Questions. The revision would take place in the course of 2012 and the FICSA Legal Advisor would accompany the process.

**The Standing Committee recommended establishing a working group with Laurence Fauth as Legal Advisor and Focal Point to complete the revision of the Statutes in the course of 2012 and present a report thereon to the 66<sup>th</sup> session of the Council for approval.**

### **Categories of membership (Agenda item 5)**

9. The item was not discussed.

### **IAEA legal appeal against the results of the place-to-place survey (Agenda item 6)**

10. Mr. Dean Neal (IAEA) reported on the complaints that had been lodged in respect of the methodology used for the place-to-place survey. The shortcomings were perceived as having led to a lack of increase in salaries and thus constituted the basis of the legal appeal against the survey results.

11. The main issues of the complaint were:

- Out-of-area component: artificial numbers had been used and therefore post adjustments were incorrect;
- Maintenance costs of dwellings had not been included;
- Rental data: OECD data had been used instead of data provided by the participating organizations or the local real estate agents.

12. The appeal was currently before the ILO Administrative Tribunal (ILOAT). The IAEA was awaiting the final decision and would inform FICSA of the outcome.

### **Former General Secretary's legal appeal (Agenda item 7)**

13. The Standing Committee had not received any documentation or new information about the status of the appeal. As the former General Secretary was not present, the item was not discussed any further.

### **Review of the reformed system of justice of the UN and identification of elements that could be introduced in the legal system of other UN organizations (Agenda item 8)**

14. All WHO staff associations, including IARC and UNAIDS, had submitted a joint draft motion to the Standing Committee entitled: *Expanding access to justice for staff of the International organizations – with a focus on first-instance investigations and panels within member organizations adhering to the ILO Administrative Tribunal.*

15. The motion requested the Standing Committee to:

- Support and promote deliberations to improve the internal justice system of FICSA members whose organizations currently adhere to the ILOAT, collaborating with allies who could increase the chances of success;
- Support and promote efforts to evaluate first instance investigations and panels within member organizations adhering to the ILOAT and the United Nations Dispute Tribunal (UNDT) since 2009 and staff perspectives within member organizations adhering to the UNDT;
- Support and develop options for action towards expanding access to justice during 2012 for discussion and agreement on a preferred option during the 66<sup>th</sup> session of the FICSA Council.

16. The Standing Committee agreed to send out a request to all staff associations/unions to deliver information on gaps and weaknesses in the internal justice processes in each organization.

**The Standing Committee recommended that the Executive Committee collect data from members about gaps and weaknesses in their internal justice process in order to open up a broad discussion within the Federation on internal justice processes.**

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

17. The Standing Committee nominated Mr. Joel Lahaye (CERN) as Chair and Mr. Dean Neal (IAEA) and Mr. Mario Cruz-Peñate (PAHO/WHO Washington) as Vice-Chairs.

18. It nominated Mr. Antonio Brina (FAO/WFP-UGSS), Mr. Diab El-Tabari (UNRWA/ASA Lebanon), Mr. Christian Gerlier (ITU), Ms. Susan Murray (FAO/WFP-UGSS), Ms. Cinzia Romani (FAO/WFP-UGSS), Ms. Ritu Sadana (WHO/HQ Geneva) and Ms. Miriam Saif (AP-in-FAO) as members of the core group.

## Annex 5

### REPORT OF STANDING COMMITTEE ON HUMAN RESOURCES MANAGEMENT

Chair	Lisa Villard (IAEA)
Vice-Chair	Cinzia Romani (FAO/WFP-UGSS)
Rapporteurs	Michael Riggs (AP-in-FAO)
	Claire Servoz (UNESCO)
	Vivienne Robertson (OPCW)
General Secretary, FICSA	Marie-Thérèse Conilh de Beyssac (UNESCO)
Member, FICSA Executive Committee	Veronique Allain (SCBD)
Regional Representative, FICSA	Carolina Bascones (PAHO/WHO Washington)

#### Participants

CERN	Philippe Defert
AP-in-FAO	Christopher Pardy
	Miriam Saif
FAO/WFP-UGSS	Antonio Brina
	Cinzia Romani
	Luigia Sforza
IAEA	Helga (Maxa) Danesi
IARC	Nathalie Lamandé
IFAD	Silvana Scalzo
IMO	Baharak Moradi
ILO/ITC	Stefania Perniola
PAHO/WHO Washington	Pilar Vidal
UNAIDS	Ashley Heslop
UNESCO	Ronan Grippay
UNLB	Alessandra Marcorio
WHO/AFRO Brazzaville	Bernadette Fogue
WHO/EURO Copenhagen	Melodie Karlson

WHO/HQ Geneva	Lahouari Belgharbi Eveline Coveney Janet Siberry-Dumenil
WHO/WPRO Manila	Anthony Catalig
WIPO	Jacqueline Tinguely
WMO	Federico Galati

### **Associations with consultative status**

EMBL	Catherine Floyd
UNWG	Valérie de Kermel

### **Introduction**

1. The Standing Committee met four times to address items 1 to 14 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(s)
  3. Performance management: performance rewards and recognition - use of steps
  4. Exit interview reports
  5. Separation payment: guidelines for agreed termination
  6. Contractual arrangements: review of the implementation of the three types of contract and the phasing out of appointments of limited duration
  7. Review of the ICSC Framework for Human Resources Management
  8. Outsourcing of GS functions
  9. UN Globe matters
  10. Promotion from GS to P: issues
  11. Local Expatriate Spouse Association (LESA)
  12. Post reclassification
  13. Other business
  14. Nomination of Standing Committee officers and core group members

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

3. Mr. Michael Riggs (AP-in-FAO), Ms. Claire Servoz (UNESCO) and Ms. Vivienne Robertson (OPCW) were appointed rapporteurs.

### **Performance management: performance rewards and recognition - use of steps (Agenda item 3)**

4. A lengthy and productive discussion centered on the status of steps, both merit-based and other types and processes related thereto. It became clear that appraisal and review systems varied greatly, as did the role of step increases. Concern was also expressed over the confusion and inconsistency surrounding the processes both within and between organizations. The Committee noted the lack of process harmony among the organizations in which FICSA members served. That together with the fact that the General Assembly had not yet addressed the merit step issue in the proposed ICSC Framework had created a crucially important opening for FICSA intervention.

5. The Standing Committee further concluded that it would be of crucial importance for the FICSA Executive Committee to remain engaged throughout the implementation of the new framework, as well as to craft appropriate positions.

6. The Chair reiterated the importance of establishing a FICSA focal point within each member association/union in order to facilitate data collection and to ensure effective dissemination of information.

**The Standing Committee recommended that the FICSA Executive Committee should undertake a study on current best practices for performance management and endeavour to reach a consensus among member associations/unions so as to identify those practices that should be adopted in the interest of harmonizing performance management processes throughout the UN common system.**

**The Standing Committee further recommended that at the upcoming ICSC session in February 2012, FICSA should advocate the implementation of any merit-based promotion system that adhered to the following fundamental principles: impartiality and accountability; fairness and transparency of process; support for career development and genuine exchange, dialogue and feedback between the incumbent and supervisor.**

### **Exit interview reports (Agenda item 4)**

7. The discussion centred on which organizations carried out exit interviews and the manner in which the information acquired was used. Discussion ensued on the usefulness of the process and whether any merit lay in keeping the process anonymous. It was noted that most of the staff representatives were not involved in the process, nor did they receive any data from their human resource departments.

**The Standing Committee recommended that the FICSA Executive Committee: (i) send a letter to the ICSC expressing its concern over the inconsistent use of the ICSC exit questionnaire; and (ii) request organizations not only to implement a mandatory exit interview procedure, but also to share the data collected and analyses drawn with the staff associations/unions at regular intervals, such as quarterly or annually.**

**Separation payment: guidelines for agreed termination (Agenda item 5)**

8. The Standing Committee discussed the many aspects of separation payments. It became clear that throughout the organizations, when related to agreed terminations, various forms of separation payments were to be found.

**The Standing Committee requested the FICSA Executive Committee to provide clarification on what it wished the Standing Committee to do on the subject of separation payments so that an appropriate item could be put on the Standing Committee's agenda for the next Council, together with the clarification.**

**Contractual arrangements: review of the implementation of the three types of contract and the phasing out of appointments of limited duration (Agenda item 6)**

9. Several staff associations/unions confirmed that their organizations had more than three types of contractual arrangements. They included such contracts as temporary, fixed-term and continuing appointments; permanent contracts; non-staff contractual arrangements; and temporary assessment projects. Attention was drawn to the practice in some organizations of using temporary employees, such as consultants, to fulfil core functions. Contracts of limited duration were still being employed, albeit under another name.

**The Standing Committee recommended that the FICSA Executive Committee remind the ICSC to urge organizations to implement the Contractual Framework in the agreed manner so as to harmonize the types of contracts being used.**

**Review of the ICSC Framework for Human Resources Management (Agenda item 7)**

10. The Chair briefed the Committee on the history of the ICSC Framework and pointed out that this agenda item had been included for the purposes of information. Concern was expressed that the Framework had most probably been introduced to permit the review of core and non-core staff functions.

**The Standing Committee recommended that the FICSA Executive Committee monitor any revisions to the ICSC Framework so as to ensure that any re-definition of core and non-core functions was not to the detriment of staff.**

### **Outsourcing of GS core functions (Agenda item 8)**

11. The Standing Committee noted with great concern the recent trend towards outsourcing core functions of an organization. Consensus was reached on the essentiality of safeguarding the interests and jobs of international civil servants.

**The Standing Committee recommended that the FICSA Executive Committee: (i) reaffirm the importance of securing staff association/union participation in any re-definition of an organization's core functions. (ii) The FICSA Executive Committee should endeavour to ensure that core functions were performed by international civil servants and not outsourced for cost-savings expediency, while organizations should be reminded of their obligation to adhere to the ICSC Framework for Human Resources Management.**

### **UN Globe matters (Agenda item 9)**

12. The Standing Committee noted the importance of maintaining a FICSA focal point for UN Globe matters. It also recognized the importance of training staff and raising their awareness of issues related to lesbian, gay, bisexual and transgender (LGBT) concerns.

**The Standing Committee recommended that the FICSA Executive Committee: (i) encourage the membership to present Resolution 64/1 to their administrations and urge them to move forward on eliminating the deficiencies, unfairness and inequality existing in some organizations, where current policies governing the recognition of personal status were concerned; and (ii) urge those organizations to provide appropriate training on the need to respect diversity (including sexual orientation) for all staff. Training should also be incorporated into any on-going harassment and diversity training, with due consideration given to UN Cares and human rights-based approaches.**

**The Standing Committee further recommended that: (i) a survey be undertaken on matters highlighted by the FICSA focal point for UN Globe concerns, in collaboration with UNAIDS and UNESCO. The draft survey would be sent to the FICSA Executive Committee for comments and endorsement, whereafter it would be sent to member associations/unions for implementation; and (ii) to the FICSA focal point for UN Globe concerns to submit a progress report and an update on LGBT matters as a standing item on the agenda of each FICSA Council.**

### **Promotion from GS to P: issues (Agenda item 10)**

13. The Standing Committee engaged in a lively and informative discussion on the barriers and continued resistance to promotion from GS to P in the various organizations.

**The Standing Committee recommended that the FICSA Executive Committee advocate the elimination of barriers to promotion from GS to P and to take into consideration principles, such as equal pay for equal work, years of experience in lieu of education requirements, and remove restrictions on applications for Professional posts. Internal upward mobility should be encouraged and, as in the case of some organizations, staff should not be forced to resign in order to apply for a Professional position.**

#### **Local Expatriate Spouse Association (LESA) (Agenda item 11)**

14. The Standing Committee noted the absence of LESAs throughout the common system. It also recognized that the major barrier to spouse employment hinged on local visa regulations in the host country and that the policies in some countries could hinder mobility of staff with families.

#### **Post reclassification (Agenda item 12)**

15. The Standing Committee noted with concern the trend towards re-classifying posts: a process which did not necessarily benefit the incumbent. It was generally noted that the most common shortcoming was the lack of staff representatives trained in classification procedures, as staff associations/unions did not have experts on hand whom they could consult and seek advice when necessary.

**The Standing Committee recommended that: (i) the FICSA Executive Committee organize, in 2012, training on GS and P classification; (ii) the FICSA Executive Committee develop and disseminate to the membership a roster of ethical and qualified classification specialists and negotiate a decent rate for their services; and (iii) the Standing Committee itself organize a webinar (facilitated by AP-in-FAO) to discuss the current reclassification exercise in IFAD.**

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

##### *Staff mobility*

16. The Standing Committee noted that there were many aspects of staff mobility which needed to be addressed in depth: inter-agency mobility and intra-agency mobility issues. The Standing Committee noted with approval that one organization had appointed a mobility coordinator and looked forward to receiving a status report at the next 66<sup>th</sup> session of the Council.

**The Standing Committee recommended that it request, through the FICSA Executive Committee, member associations/unions to send details of their current mobility policies as well as share information on current practices in the implementation of those policies.**

**The Standing Committee further requested all member associations/unions to follow up with their respective human resource management directors so as to encourage participation in the inter-agency mobility network.**

*Secondment policy: right of return*

17. In the spirit of encouraging mobility it was agreed that the right of return should be factored in to all secondment policies. For want of time, the Standing Committee could not enter into an in-depth consideration of this issue.

**The Standing Committee requested that the item be put on the agenda for the 66<sup>th</sup> session of the FICSA Council.**

**Nomination of Standing Committee officers and core group members (Agenda item 14)**

18. The Standing Committee recommended Lisa Villard (IAEA) as Chair, Melodie Karlson (WHO/EURO Copenhagen), Cinzia Romani (FAO/WFP-UGSS) as Vice-Chairs and Eveline Coveney (WHO/HQ Geneva), Veronique Allain (SCBD), Pilar Vidal (PAHO/WHO Washington), Alessandra Marcorio (UNLB), Luigia Sforza (FAO/WFP-UGSS), Bernadette Fogue-Kongape (WHO/AFRO Brazzaville), Marielle Wynsford-Brown (IAEA) and Antonio Brina (FAO/WFP-UGSS) as core group members.

**Annex 6**

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

Chair	Svend Booth (FAO/WFP-UGSS)
Vice-Chair	Dean H. Neal (IAEA)
Rapporteur	Ronan Grippay (UNESCO)
Members, FICSA Executive Committee	Vincenzo De Leo (UNLB-LSU)
	Giovanni Muñoz (AP-in-FAO)
Regional Representative, FICSA	Cosimo Melpignano (UNLB-LSU)

**Participants**

AP-in-FAO	Miriam Saif
CERN	Philippe Defert Joel Lahaye
FAO/WFP-UGSS	Antonio Brina
IAEA	Helga Danesi Katja Haslinger Dean H. Neal Marielle Wynsford-Brown
IARC	Nathalie Lamandé
IFAD	Silvana Scalzo
ILO/ITC	Cristiana Actis
IMO	Baharak Moradi
PAHO/WHO Washington	Pilar Vidal
UNAIDS	Ashley Heslop
UNRWA/ASA	Daoud Korman
WHO/AFRO Brazzaville	Bernadette Fogue
WHO/EURO Copenhagen	Melodie Karlson Mirza Muminovic

WHO/HQ Geneva

Eveline Coveney  
Edmond Mobio

WHO/WPRO Manila

Joana Crespo

### **Associations with consultative status**

EMBL

Catherine Floyd

FAFICS

Jill Conway-Fell

UNWG

Valérie de Kermel

### **Federation with observer status**

FUNSU Congo

Clarisse Museme

### **Introduction**

1. Under the chairmanship of Mr. Svend Booth (FAO/WFP-UGSS) the Standing Committee met three times to address items 1-13 of its agenda.

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

2. The Standing Committee adopted the following agenda:

Adoption of the agenda  
Election of a rapporteur  
Review of pensionable remuneration, including pension comparison methodology  
Mandatory age of separation (MAS)  
Report on the UNJSPB  
Article 35 bis  
Appendix A  
Benefits for non-staff  
Training in the new Security Level System (SLS): information sharing  
Update by UNAIDS on same sex and domestic partnerships  
Presentation of a study on long-term care health insurance by UN Plus  
Taxation of pensions  
Other business  
Nomination of Standing Committee officers and core group members

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

3. Mr. Ronan Grippay (UNESCO/STU) was appointed rapporteur.

### **Review of pensionable remuneration, including pension comparison methodology (Agenda item 3)**

4. A debrief was provided on the meeting convened in February 2012 to discuss the issue of pensionable remuneration as mandated by the UN General Assembly.
5. Concern was expressed over a possible change in the future distribution between the pension contributions of staff (one third) and those of the organizations (two thirds) in an endeavour to secure cost-savings, which would affect staff salaries and pensions. Discussion followed on the investments of the Fund: the fact that the UN Pension Fund had a policy on ethical investments was one of the main features that distinguished it from US civil service pensions.
6. Questions about staff assessment and its link with pensionable remuneration were also discussed. Clear information on the definition of staff assessment should be posted on the FICSA website.
7. The Federation's prime objective was to maintain the current distribution of pension contributions (1/3 : 2/3) in light of the fact that the Pension Fund was well balanced at present.

**The Standing Committee recommended that: (i) the FICSA budget allow for the travel of representatives to attend the ICSC Working Group on pensionable remuneration; (ii) the FICSA Executive Committee request that minutes be taken and a report of the Working Group's deliberations be disseminated; and (iii) FICSA liaise with other federations on the issue.**

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

8. During the debate, the Standing Committee was reminded that the mandatory age of separation (MAS), which was decided by the organizations, differed significantly from the age of retirement which was fixed by the Pension Fund. Current policy on the issue could sometimes lead to serious problems for staff, in particular when the organization forced staff to leave at 60, whereas the United Nations Joint Staff Pension Fund (UNJSPF) had set the age of retirement at 62 for pension purposes. It was reported that a staff member had recently won a case on that very issue before the ILO Administrative Tribunal (ILOAT) and had been granted a full retirement pension as compensation.
9. The Standing Committee recalled that FICSA had agreed on 65 as a good target for the age of retirement. However, the Pension Fund had set no limit should someone wish to continue contributing beyond that age. It was reported that discussions at the HR Network had not reached consensus on the issue as some organizations were opposed to extending the MAS to the age of 65.

**The Standing Committee recommended that the age of 62 should be the recommended MAS for all organizations irrespective of the date that the staff member joined the Fund and that FICSA continue to support the change to that limit, while staff members' acquired rights should be honoured.**

#### **Report on the UN Joint Staff Pension Board (UNJSPB) (Agenda item 5)**

10. A summary of the deliberations at the Pension Board was distributed (see Appendix 1).
11. The impact of fluctuating exchange rates on the calculation of the pension payments was discussed. It had been on the agenda of the UNJSPB the previous summer. Differences between P and GS staff had to be taken into account as both the calculation and the contribution currency differed.
12. An online petition had been launched by FICSA last year (2011) but to date no relevant number of answers had been received.
13. It was proposed that the Pension Fund set up a Euro fund, which would permit direct contributions in that currency. Other participants, however, raised the issue of using other currencies. It was also stressed that the present system enabled the Fund to benefit from currency fluctuations, especially given the current favourable dollar exchange rate.

**The Standing Committee recommended monitoring discussions at the Pension Board on that particular issue as well other issues as required.**

#### **Article 35 bis (Agenda item 6)**

14. Article 35 *bis* pertained to surviving spouse benefits after divorce. It was recalled that for his/her divorced spouse to be eligible for a pension payment, a staff member must have been married at least 10 years and throughout that period have contributed to the Fund. For information see document FICSA/C/62/SOCSE/CRP.2/Rev.1
15. Questions were raised about the Federation's mandate on the issue. It was opined that the federation should be the advocate of active staff and not divorced spouses. Discussion also centred on the liabilities arising in connection with dependent children, especially in the case of multiple spouses. No consensus was reached on the subject. In the ultimate analysis, the Committee recognized the cause for concern, but felt that it was not within the purview of FICSA to fight for the rights of non-staff. It was agreed that the UNWG-Geneva would provide a paper on this issue for discussion during the forthcoming year.

#### **Revision of Appendix D**

16. No information had been received on the revision of Appendix D.

**FICSA should follow up on the required for a on the revision of Appendix D.**

### **Benefits for non staff (Agenda item 8)**

17. The issue of the social coverage for non-staff (Consultants, SSA, SC) was discussed. It was felt that a minimum of coverage should be given to provide a greater sense of security.

**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 and at the same time try to limit the proliferation of non-staff use.**

### **Training in the new Security Level System (SLS): information sharing (Agenda item 9)**

18. The Committee discussed the sharing of experience.

**The Standing Committee decided that organizations should keep each other informed of their experience in that field.**

### **Update by UNAIDS on same sex and domestic partnerships (Agenda item 10)**

19. Background information was provided on the UNAIDS human resources management policy (see Appendix 2). The UNAIDS Staff Association reported that the Executive Director had approved and signed off on the UNAIDS Personal Status Policy. The policy was to be implemented with immediate effect. The UNAIDS Staff Association would monitor the implementation of the policy, especially during the forthcoming mobility exercise.

20. The members of the Committee entered into a discussion on the recognition of personal status within the UN system. The striking inconsistency in personal status policy throughout the system was noted. Staff should be informed that if the marriage or partnership of a UN staff member was not recognized by a UN organization, the staff member should inform the Pension Fund of the change in his/her personal status. A copy of the UNAIDS Personal Status Policy, Procedures and Guidelines was made available for dissemination among members of the Federation.

**The Standing Committee recommended that steps be taken to identify the best practice in the UN system and to press for harmonization on that basis. The Committee also stressed that recognition of unions (such as marriage, domestic partnerships and PACS) and application of the rules should be the same for all staff, regardless of their sexual orientation.**

### **Presentation of a study on long-term care health insurance by UN Plus (Agenda item 11)**

21. UN Plus had conducted a series of studies to identify gaps within various health insurance schemes adopted by UN agencies in the context of HIV/AIDS and other chronic diseases. The latest study reviewed some qualitative data from 10 countries and included additional interviews with UN personnel responsible for staff insurance, human resources management, medical services, finances and staff welfare.

22. Given the stigma and discrimination at the workplace that hindered staff living with HIV and/or other chronic diseases from having full access to care, appropriate action should be initiated.

**The Standing Committee recommended that: (i) the report be shared with all member associations/unions; (ii) the FICSA Executive Committee begin to put the report and its recommendations on the radar of the HR Network, and include it on the HLCM agenda for discussion and action; and (iii) the FICSA Executive Committee seek the cooperation of the other staff federations to advocate the implementation of the recommendations of the report.**

#### **Taxation of pensions (Agenda item 12)**

23. Discussions were going on among the EU Member States about taxing the lump sum received by retirees.

**The Standing Committee took note of the issue and recommended that any developments be carefully studied and information shared with FAFICS.**

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

24. The issue of security in all offices was raised. Security was not just an issue of threats posed by terrorist attacks; it also related to the security of the buildings themselves in the event of earthquakes.

**The Standing Committee recommended that FICSA bring the matter to the attention of those attending meetings of the Inter-agency Security Management Network (IASMN) and urged all member associations/unions to alert the FICSA Executive Committee to serious safety issues.**

25. It was mentioned that some participants in the Pension Fund had been denied the possibility of running for election to the staff pension committees.

**The Standing Committee recommended that at the next session of the UN Joint Staff Pension Board (UNJSPB) the FICSA representative with observer status should seize the opportunity to insist on all participants being eligible for election as participant representatives to the staff pension committees in their respective organizations.**

#### **Nomination of Standing Committee officers and core group members (Agenda item 14)**

26. The Standing Committee nominated Mr. Svend Booth (FAO/WFP-UGSS) as Chair and Mr. Dean H. Neal (IAEA) and Ms. Katja Haslinger (IAEA) as Vice-Chairs.

## Appendix 1

### Pension Board Report

While the general purpose of the meeting was to seek instructions/guidance from the three constituents' groups (executive heads, governing bodies and Fund participants), there were several conflicting points of view regarding many of the issues on the table:

1. The actual state of the Fund's assets/liabilities, as well as proposed budget (JSPB/58/CRP.8, JSPB/58/R.9 and JSPB/58/R.18 refer).
2. The proposed increase in the pensionable remuneration age (JSPB/58/CRP.6, JSPB/50/R.38 and JSPB/50/R.39, JSPB/58/R.20 refer). It was noted that this particular issue was covered in depth in paras. 62-70 of the last document, R.20, and that the matter was part of the larger framework under discussion in the HR Network and the ICSC – the Fund participants and the governing bodies' groups were both very much in favour of action regarding the proposed increase in the mandatory age of retirement taking place in the not-too-distant future, whereas the executive heads group, specifically at the UN-New York level, were more reluctant to embrace this issue at this time. They were especially adamant that actual valuations should not be the driving force for raising the retirement age, which was precisely the point being made by the participants' representatives (more on this below).
3. Currency fluctuations impacting on pensionable remuneration, and the move towards the 120-month average to offset negative repercussions (JSPB/58/R.40 refers).
4. Financial statements and the managements of the investments portfolio, including the provision of doubtful accounts and the Emergency Fund (A/CN.8/R.324, JSPB/58/R.10, A/RES/65/249, JSPB/58/R.15 and JSPB/58/R.19 refer).
5. Purchase of additional years of contributory service by part-time staff (JSPB/58/R.4 refers).
6. The Strategic Framework for 2012-2013, and its implications to budget discussions and investments (JSPB/58/R.20 refers), as well as the Actuaries' observation that the Pension Fund has not been meeting its 3.5 rate of return – which could pose severe difficulties in the current financial climate.

#### FURTHER ELABORATION OF EACH OF THE POINTS ABOVE

1. It should be noted at the outset that at the end of 2010, the number of participants, retirees and beneficiaries serviced by the Fund was 184,968, broken down as follows:
  - 121,138 participants – or a 78.2 per cent growth since 1996
  - 63, 830 periodic benefits – or a 54.1 per cent growth since 1996 (paras. 20 -24 of Final Report refer).

These trends signalled not just increased workloads, but also the need to ascertain that the Fund was financially solvent.

Moreover, over the last 6 biennia, the number of benefits awarded increased by 9,629, or 65 per cent, and growth in the volume of work has been accompanied by an increasing complexity in the Fund's benefit provisions. The Asset Liability Management (ALM) Study reviewed the current asset allocation, and validated the Fund's actuarial valuation. It was noted, in this connection, that there were increasing linkages between investment and asset-liability. It was also noted that there was some degree of risk to satisfy the 7.5 per cent expected return on assets. (More on this on Investment Policy matters under Item 6 below.)

Despite the fact that the Secretariat, especially that regarding the Investments Committee, was dead-set on inflating the budget and creating a considerable number of posts, very ably-justified on the basis of the above-noted statistics (but also with a twinge of empire-building to the lay observer), the participants' representatives stood firm and insisted, as all the governing bodies of all the sister agencies had consistently said, that "we should do more with less". Hence, for this year at least, we managed to contain the Fund's costs considerably by refusing to have unnecessary posts created at our expense. (See pages 30 – 37 of the Final Report on the budgetary discussion, and on the final, severely curtailed results.)

2. As noted above, the increase in the mandatory retirement age continued to be a "hot potato" issue, and one that the executive heads wished to "shove under the carpet". The participants' representatives reiterated many of the concerns expressed last year regarding this proposal, i.e. the Fund could not maintain itself solvent on the basis of investments alone, especially in this economically-volatile period; the entry-into-duty age of many staff members had become progressively older, and UN staff members needed to be afforded every possibility of continuing to work to accrue benefits leading to their retirement, but the executive heads continued to insist that this matter was a human resources one, and that it would be dealt with in other fora of the Chief Executives Board (CEB). From unofficial rumblings in the corridors, it is our understanding that the increase in the retirement age will take place within the next three years. In this connection, you should all be advised that 2011 was a "non-actuarial" year, and that the new Actuarial Review is scheduled to take place at the end of this year, beginning of the next (2012), so that the results will be reported to the next session of the Pension Board in July 2012. Despite the many rosy projections regarding the Fund's current status, it is by no means certain that the Actuarial Review for 2012 will be just as rosy... again given the highly-volatile economic and financial situation in the world. If you are interested in the current financial situation of the Fund's Investment Portfolio, please refer to documents A/CN.8/R.324 and JSPB/58/R.10, which shall be elaborated upon under Item 4 below.

3. On the question of currency fluctuations so dear to our hearts, I am afraid that the Secretariat came up with a paper (JSPB/58/R.40) whereby there did not seem to be considerable alterations in the local-currency track for non-US dollar –based countries. It was emphasized that the goal was to have the New York rate in line with the local track and, according to their statistics, France, Italy and Austria seemed to be OK, with Switzerland's local track running slightly lower and the UK's local track running slightly above the target rate. Both the executive heads and the governing bodies groups felt that any currency fluctuations needed to be carefully monitored, and that this issue should be reviewed on a quarterly basis.

The governing bodies group moreover felt that this particular document needed to be assessed in conjunction with all other documents relating to the Plan Design (which included the increase in the mandatory retirement age). Needless to say, the participants' representatives reaffirmed our strong commitment to the early implementation of the 120-month average for calculation of final pensions despite protestations that no action could be taken at the present time to attempt to smooth the effects of fluctuations due to the increased costs deriving from there to the Fund.

4. Although the Investments Committee seemed to be ecstatic at progress achieved to date, there was some hesitation on the part of the participants' representatives as to where all this was leading. Document JSPB/58/R.10 indicated that as at 5 May 2010, the Fund's value stood at USD 37,484 billion. By March 2011, the Fund reached an all-time high of USD 42,889 billion, or an 11.9 per cent increase over 12 months as markets in developed economies continued to recover. It was noted that the dollar's weakening throughout the period in question actually assisted the situation, but please note that the Pension Board meeting took place BEFORE BOTH the USD and the EURO considerably weakened throughout the course of the summer 2011. The Investments Committee noted that it was necessary to balance risks and expectations and, in this connection, indicated that they foresaw growth in investments in emerging economies (there had already been a 25 % increase there from the previous year), and specifically the BRIC (Brazil, Russia, India and China) countries. Meetings in China and India had taken place recently to investigate further scope for investments in those two countries. The participants' representatives reiterated concern that investments in BRIC countries could possibly backfire, especially if inflationary situations would compel the respective governments to decrease interest rates. A request for caution was made in no uncertain terms, as there had been negative antecedents in the not-too-distant past regarding investments in deflationary economies (i.e. Argentina). (See paras. 38 – 48 of Final Report, as well as paras. 53-79.)

5. Although of great concern to the participants' representatives, and specifically to the colleagues from the ILO, the question of purchasing additional years of contributory service to part-time staff members did not meet with much support from the executive heads or the governing bodies (paragraphs 9 to 11 of Final Report).

6. As already noted, the bulk of the discussions during this meeting of the Pension Board focused on how to better manage the Fund. To this effect, many documents were presented that were, coincidentally, quite similar to those produced by the FAO for the Programme of Work and Budget exercise every two years, i.e. Strategic Framework, IPSAS Implementation, Performance Reports, Management Charters, etc. The participants' group could not help but think that things had become a bit widespread, with so many consultants working on so many "management" issues presumably affecting the Fund, yet with considerable expenses needed to be incurred to pay for all the consultants and business plans underway. A look at the Final Report of the session will suffice to give the lay observer a true indication of the number of projects underway, and of the budgets necessary to see them through. Should this trend continue in the foreseeable future, I would venture to suggest that our delegation to the next Pension Board meeting in 2012 should also include highly-skilled financial experts to put "caps" on the colossal projects proposed which, in the opinion of most of the participants' representatives, were of dubious value for the effective functioning of the Fund.

## Appendix 2

UNAIDS - HRM/IN 2011-5

ODD / HRM

13 February 2012

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### Personal Status Policy, Procedures and Guidelines

#### Introduction

1. The “personal status” of a staff member is the terminology used to reflect his/her marital, partner, or parental status, or his/her role as the primary provider of financial support to eligible family members. Determination of personal status is fundamental to establishing salary and entitlements at single or dependency/family rates in accordance with the WHO Staff Regulations and Staff Rules adjusted, as necessary, to take into account special needs of UNAIDS.

#### Purpose

2. The purpose of this information note is to communicate the personal status policy, procedures and guidelines decided by the Executive Director to establish entitlements under the Staff Regulations and Staff Rules for staff members of UNAIDS.

#### Guiding principles

3. UNAIDS’ policy for determining the personal status of staff for the purposes of establishing entitlements is guided by the Staff Regulations and Staff Rules, in addition to the following principles:

- a. Employment opportunities must be available to all staff members without discrimination on the basis of sex, gender, sexual orientation, or marital status;
- b. Personal status and entitlements should be determined in a transparent, fair and equitable manner; and
- c. Diversity among UNAIDS’ staff members promotes greater understanding, awareness and innovation.

#### Determination of personal status

4. A staff member’s personal status will be determined or reassessed for the purposes of establishing his/her entitlements under the Staff Regulations and Staff Rules upon joining UNAIDS and at the point of any major life event (e.g. entry into a legally recognized marriage or domestic partnership, birth or adoption of a child, death of a recognized dependant, child reaching 18 years of age, child between the ages of 18 and 21 who is not or who ceases to be enrolled in full-time attendance at a school or university, physical or mental incapacity of a child, etc.). While the law of the country of nationality of the staff member is normally used as the

point of reference in determining a staff member's personal status for administrative purposes, spousal status will be determined in accordance with paragraph 6 below.

5. It is the responsibility of every staff member to transmit any information which may affect his/her recognized personal status to Human Resources Management (HRM) no later than thirty (30) calendar days from the date of any change in circumstances. Payments or benefits provided to a staff member, for whom it is later determined that he/she was not eligible or entitled, will be recovered.

### **Spouse for purposes of entitlements**

6. The status of spouse for the purposes of determining entitlements will be recognized for staff members who have entered into a marriage or domestic partnership legally recognized by a competent legislative authority. For practical purposes, spousal status is determined by reference to the law of the location where the marriage or domestic partnership was celebrated or registered.

7. Following determination of the personal status of the staff member and recognition for the purposes of entitlements of a spouse, the determination of whether the spouse is a dependent spouse will be made in accordance with Staff Rule 310.5.1.

### **Determination of entitlements**

8. For the purposes of dependency benefits, only one spouse will be recognized by UNAIDS. Where more than one spouse is legally recognized in the country of nationality, the staff member may elect which spouse to designate for dependency purposes. The names of the other spouses are recorded for Pension Fund purposes.

9. A staff member who is legally separated may claim dependency benefits in respect of his/her spouse as long as the staff member continues to provide financial support to him/her in accordance with the Staff Rules and can provide UNAIDS with proof thereof.

10. A staff member who is divorced or whose domestic partnership has been dissolved may not claim dependency benefits in respect of the former partner whom UNAIDS had considered as a spouse for the purposes of entitlements under paragraph 6 above.

### **Dependent child and secondary dependants**

11. Following determination of the personal status of the staff member and recognition for the purposes of entitlements of a spouse, the determination of whether such status requires recognition of other eligible dependants will be made in accordance with:

- a. The definition of dependent child, Staff Rule 310.5.2 and related policy; and
- b. The definition of secondary dependants (i.e., mother, father, brother or sister), Staff Rule 310.5.3 and related policy.

## **Responsibilities of staff members and HRM**

12. Staff members must provide satisfactory evidence of the personal status claimed. Depending on the status claimed, this may include, for example, a certificate of marriage or domestic partnership legally recognized by a competent legislative authority; certificates or other formal documentation issued by a competent legislative authority or court legally recognizing the birth or adoption of a child, death, divorce or separation. For dependency status of a spouse, salary statements and national tax returns verifying the exact period of employment and the gross occupational earnings from the exercise of trade, profession, business or other regular employment will be required. These documents will be retained in the staff member's records management folder.

13. All documentation submitted is subject to verification and approval by HRM. An official translation of documentation into English or French may be required from staff members by HRM, where necessary.

14. Supplemental information may also be sought by HRM from UN common system organizations and/or from the Permanent Delegation of the country where the marriage or domestic partnership was celebrated or registered to inform and/or advise whether the status claimed by the staff member is legally recognized under the applicable law with a view to granting staff entitlements and benefits arising from that status and to verify whether the documentation provided would be sufficient to establish such status.

## **Salaries and post adjustment**

15. Following determination of the personal status of a staff member and recognition for the purposes of entitlements of a spouse as a dependent spouse, the staff member's salary and post adjustment will be paid at the dependency rate for staff in the professional and higher categories. A flat rate allowance may be payable to general service staff members with an eligible spouse in accordance with the applicable local salary scale.

16. If both spouses are staff members of UNAIDS or if one is employed by another common system organization, and both are in the international professional category, each is paid salary and post adjustment and the allowances of the mobility and hardship scheme at the single rate (see Staff Rule 310.5.1.3).

17. If one or both spouses are staff members of UNAIDS employed in the general service category, one spouse may remain a dependant of the other if the annual gross occupational earnings are below the annual limit provided by Staff Rules 310.5.1.1 and 310.5.1.2.

18. Where there are dependent children:

- a. only one spouse may claim dependency allowance in respect of their children; and
- b. dependency benefits will normally be paid to the spouse whose annual gross occupational earnings yield the higher amount.

## **Dependency allowances**

19. Dependency allowances are a social benefit payable to eligible staff members with respect to family members who are recognized by UNAIDS as dependants under Staff Rules 310.5.1 to 310.5.3. The rates and conditions for payment of dependency allowances differ for staff in the professional and higher categories from staff in the general service category.

20. For staff members in the professional and higher categories, dependency allowances may be comprised of higher net salaries and allowances with respect to a dependent spouse, together with flat-rate allowances for children and secondary dependants. Professional staff members who have dependent children but no dependent spouse, qualify for the dependency rate of salary and allowances in respect of the first dependent child and the children's allowance is not paid for the first dependent child.

21. For general service staff, dependency allowances are payable in the form of non-pensionable flat allowances on a duty station-by-duty station basis.

22. To claim a dependants' allowance or request recognition for purposes of entitlements of a spouse, the staff member must provide UNAIDS with complete information regarding their family status through the self-service feature in the on-line ERP/GSM system.

## **Other allowances**

23. Following verification and determination of the personal status of the staff member and recognition of a spouse for the purposes of entitlements, he/she will be granted the allowances given in respect of a spouse in accordance with Section 3 of the Staff Rules and applicable policy, including:

- a. assignment grant;
- b. mobility, hardship and non-removal allowances; and
- c. repatriation grant.

24. In connection with payment of salary and allowances, due regard will be had, as appropriate, to the provisions set out in Section 13 of the Staff Rules on special conditions of employment for staff in posts subject to local recruitment, and applicable policy.

## **Travel**

25. Following verification and determination of the personal status of the staff member and recognition of his/her spouse for purposes of entitlements, he/she will be granted the travel entitlements and benefits given in respect of a spouse and the spouse will be considered an eligible family member for purposes of travel at UNAIDS' expense in accordance with Section 8 of the Staff Rules, UNAIDS travel policies, and applicable e-Manual provisions, including for:

- a. **travel on appointment, transfer or separation and payment of travel expenses:** UNAIDS will assist in the installation in the country of assignment. Please note, however, that the issuances of visas are governed by the relevant Convention on the Privileges and Immunities or Host Agreement/Basic Agreement. Host countries may decline to issue an entry visa or residence permit if the personal status recognized by UNAIDS for the purposes of entitlements is not recognized under their own laws. UNAIDS will make all reasonable efforts to assist the staff member to obtain an appropriate visa but, ultimately, it cannot guarantee that it will be possible. In those cases where a visa allowing for the installation of the spouse is not obtained, the staff member should contact Chief, HRM for advice as to the administration of the entitlements in respect of a spouse;
- b. **shipment entitlements:** Transportation of personal effects, removal of household goods, or lump sum relocation grant (lump sum in lieu of normal shipment entitlements);
- c. home leave;
- d. family visit (spouse visit);
- e. medical evacuation; and
- f. transportation of mortal remains.

#### Insurance and social security

26. Following verification and determination of the personal status of the staff member and recognition of his/her spouse for purposes of entitlements, the spouse will be considered an eligible family member for purposes of social security benefits, to the extent that this is possible, in accordance with Section 7 of the Staff Rules and applicable policy, including for the purposes of:

- a. Pension Fund, in accordance with its Regulations and Rules;
- b. Health Insurance;
- c. Accident and Illness Insurance;
- d. Compensation for Illness, Injury or Death attributable to service; and
- e. Grant in case of death.

27. A spouse recognized under this policy shall be considered a spouse also for the purpose of compensation under the Malicious Acts Insurance.

**Security evacuation allowance and travel**

28. In the event of a security evacuation, internationally-recruited staff members may be granted a security evacuation allowance in respect of eligible family members residing at the duty station. A recognized spouse will be considered an eligible family member for purposes of travel at UNAIDS' expense in accordance with UNAIDS' travel policies, and applicable e-Manual provisions.

## Annex 7

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

Chair/Regional Representative, FICSA	Tony Capita (WHO/AFRO Harare)
Vice-Chair	Michael Riggs (AP-in-FAO)
Rapporteur	Susan Murray (FAO/WFP-UGSS)
Member, FICSA Executive Committee	Vincenzo De Leo (UNLB-LSU)
Regional Representative, FICSA	Jean Bruce Pambou Malonda (WHO/AFRO Brazzaville)

#### Participants

IAEA	Katja Haslinger Marielle Wynsford-Brown
UNESCO	Claire Servoz
UNRWA/ASA Lebanon	Diab El-Tabari Daoud Korman
WHO/HQ Geneva	Edmond Mobio

#### Federation with observer status

FUNSU Congo	Clarisse Museme
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1. In the absence of the Chair and the Vice-Chair, the Committee elected for this session Mr. Tony Capita (WHO/AFRO Brazzaville) as Chair and Mr. Michael Riggs (AP-in-FAO) as Vice-Chair, whereafter the meeting started.

#### 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. Accommodation portion of rest and recuperation travel
4. Danger pay for GS staff: possibility of de-linking pay for salary scales
5. Harmonization of conditions of service for staff serving in non-family duty stations
6. Review of extended monthly security evacuation allowance
7. Mobility and hardship scheme: review of all HQ and field duty stations
8. Other business
9. Nomination of Standing Committee officers and core group members

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

3. Mr. Jean-Bruce Pambou Malonda (WHO/AFRO Brazzaville) was elected rapporteur. Ms. Susan Murray (FAO/WFP-UGSS) offered additional support.

### **Accommodation portion of rest and recuperation travel (Agenda item 3)**

4. The Committee expressed its concern over the elimination of DSA payments for rest and recuperation travel. The consequence would be that staff would restrict that kind of travel. The cost savings achieved would not justify the increased risk to psychological and physical health.

**The Committee recommended that FICSA should request the ICSC to reintroduce payment of DSA at its current level or introduce an alternative mechanism in respect of rest and recuperation travel.**

### **Danger pay for GS staff: possibility of de-linking pay from salary scales (Agenda item 4)**

5. The Committee discussed the recent replacement of hazard pay by danger pay, which was intended to provide comprehensive coverage of various danger components at difficult duty stations. It was noted that the Professional category had been given a lump sum fixed at UD\$ 1,600 higher than the previous hazard pay. However, for GS staff the calculation was currently still governed by the previous system of 25 per cent of the mid-point of the salary scale at the duty station until the revision of the allowance. The participants expressed their fear that for that category an inadequate lump sum would be agreed upon. FICSA learned that the actual ICSC proposals were to:

- (a) Maintain the current practice (25% of mid-point in salary scale);
- (b) Freeze the pay at the December 2011 level and review the situation every 3 years taking into consideration a percentage of the salary scale;
- (c) Freeze at the December 2011 level and review every 3 years taking into consideration a percentage of the mobility and hardship allowance; or
- (d) Introduce an average of the 2011 rates and review the situation every 3 years.

**The Standing Committee recommended that at the upcoming ICSC session, FICSA should urge that danger pay for GS staff at least be maintained at the current level of hazard pay.**

## **Harmonization of conditions of service for staff serving in non-family duty stations (Agenda item 5)**

6. The Committee debated the difference in treatment between internationally recruited staff and local staff during periods of national disturbances or security situations. It was agreed that it seemed unfair that only international staff were evacuated when deemed necessary, despite the situation being equally dangerous for all staff members. One committee member stated that often the local staff did not want to be moved and other nations might not want to accept them as it would send an undesired political message. However, other Committee members felt that the United Nations was extra-territorial and that the desires of the hosting nations should not be considered. It was also agreed that all staff should be entitled to evacuation but were free to refuse.

**The Standing Committee recommended that FICSA should continue advocating the harmonization of conditions of evacuation for staff serving in non-family duty stations.**

## **Review of extended monthly security evacuation allowance / Mobility and hardship scheme: review of all HQ and field duty stations (Agenda items 6 and 7)**

7. As no information or documentation was available on the issues, the Committee decided to seek immediate intervention from the President of FICSA or any other knowledgeable Executive Committee member. The President joined the Committee and gave a brief update of the situation. He also recommended that the Committee consult the 2011 ICSC Annual Report for further clarification.

**The Standing Committee recommended that FICSA follow up with the ICSC and advocate maintaining at their current levels both the extended monthly security evacuation and the mobility and hardship schemes.**

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

8. The Committee deplored the absence of the Chair and Vice-Chair plus the lack of documentation. It left the Committee ill-equipped to discuss fully its agenda.

**The Committee recommended that member associations/unions, whose representatives have been nominated as chair or vice-chair of a standing committee, should make every effort to guarantee the presence of those representatives at the following FICSA Council. In those situations where a chair of a standing committee could not attend Council, the Executive Committee should immediately take proper measures to ensure that the vice-chair would attend. If the vice-chair was also unavailable, a member of the core group should be assigned.**

9. It was noted that only two FUNSAs were present at the 65<sup>th</sup> Council. It was discussed and agreed that their presence needed to be reinforced. It appeared that the major constraint was funding and a suggestion was made that they could try to obtain funds from the training budgets of their local administrations.

**The Standing Committee recommended that the Executive Committee should assist FUNSAs in raising funds for their attendance at the Council.**

**Election of Standing Committee officers and core group members (Agenda item 9)**

10. The Standing Committee nominated Mr. Jean-Bruce Pambou Malonda (WHO/AFRO Brazzaville) as Chair and Mr. Diab El-Tabari (UNRWA/ASA) as Vice-Chair.

11. The following were nominated as core group members:

Michael Riggs (AP-in-FAO)  
 Susan Murray (FAO/WFP-UGSS)  
 Clarisse Museme (FUNSU Congo)  
 Katja Haslinger (IAEA)  
 Marielle Wynsford-Brown (IAEA)  
 Claire Servoz (UNESCO)  
 Vincenzo De Leo (UNLB-LSU)  
 Tony Capita (WHO/AFRO Harare)  
 Mirza Muminovic (WHO/EURO Copenhagen)  
 Edmond Mobio (WHO/HQ Geneva)

**Annex 8****REPORT OF THE STANDING COMMITTEE ON GENERAL SERVICE QUESTIONS**

Chair	Vivian Huizenga (PAHO/WHO Washington)
Vice-Chair	Edmond Mobio (WHO/HQ Geneva)
Vice-Chair/Regional Representative, FICSA	Cosimo Melpignano (UNLB-LSU)
Rapporteur	Silvia Mariangeloni (FAO/WFP-UGSS)
Co-Rapporteur	Marielle Wynsford-Brown (IAEA)
Members, FICSA Executive Committee	Vincenzo De Leo (UNLB-LSU)
	Jean Bruce Pambou Malonda (WHO/AFRO Brazzaville)
Regional Representative, FICSA	Tony Capita (WHO/AFRO Harare)

**Participants**

FAO/WFP-UGSS	Susan Murray
IAEA	Maxa (Helga) Danesi Katja Haslinger Imed Zabaar
IARC	Nathalie Lamandé Thomas Odin
IFAD	Silvana Scalzo
IMO	Baharak Moradi
ILO/ITC	Cristiana Actis
ITU	Varghese Joseph
UNESCO	Claire Servoz
UNRWA/ASA Lebanon	Daoud Korman
WHO/EURO Copenhagen	Mirza Muminovic
WHO/HQ Geneva	Janet Siberry-Dumenil
WHO/WPRO Manila	Anthony Catalig
WIPO	Jacqueline Tinguely

**Member with associate status**

OPCW

Eric Prein

**Federation with observer status**

FUNSU Congo

Clarisse Museme

**Introduction**

1. Under the chairmanship of Ms. Vivian Huizenga (PAHO/WHO Washington), the Standing Committee held three sessions to address items 1 to 7 of its agenda.

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

2. The Standing Committee adopted the following agenda:
  1. Adoption of the agenda
  2. Election of the rapporteur
  3. Review of the methodologies I and II (ICSC/72/R.10 and ICSC/72/R.11)
    - Major changes
    - Lessons learnt from the Rome preparation phase
  4. Training of FICSA trainers and preparation of training material
  5. Workshops
  6. Other business
  7. 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.

**Review of the methodologies I and II (ICSC/72/R.10 and ICSC/72/R.11) (Agenda item 3)***Major changes*

4. Messrs. Edmond Mobio (WHO/HQ) and Varghese Joseph (ITU) briefed the members on the major changes to methodology I (for HQ and similar duty stations) and methodology II (for non-HQ duty stations) after their promulgation during the 72nd spring session of the ICSC held in New York in March 2011. They answered a number of questions raised in the meeting.

5. The major changes were: the increased weight given to the national civil service (Ministry of Foreign Affairs) among the comparator employers; the shift in periodicity of surveys from every 8 to every 10 years (in HQ and similar duty stations); the use of modified logarithmic weighting, and the introduction of the purchase of external data on salary movements, should the required number of employers not be secured.

- (i) The national civil service, represented by the Ministry of Foreign Affairs in the case of Methodology I, had been accorded greater weight compared to the rest of the sample.
- (ii) As for the periodicity of surveys, it had been changed from every 5 years to every 8 to 10 years for Methodology I and from every 4 years to every 5 years for Methodology II. Members remarked that the extension of the interval between surveys could cause the loss of valuable employers and public relations initiatives would thus be necessary to retain the employers.
- (iii) The use of a modified logarithmic weighting - in lieu of a simple weighting tool - avoided the dominance of employers with a large number of staff. It also allowed the retention of single incumbent jobs.

6. In the view of the Standing Committee the introduction of external data on salary movements would present a number of difficulties. Vendors would not be able to provide data covering all economic sectors required nor on UN benchmark jobs. Furthermore, it was noted that vendors would not be able to provide data for the public sector.

7. The ICSC would be responsible for the purchase of external data under Methodology I, whereas the UN would be the responsible agency under methodology II. The purchase of external data would be residual, should the Local Salary Survey Committee (LSSC) not be able to secure the requisite number of employers. Between surveys, the Standing Committee strongly advised LSSC members to maintain close contact with employers so as to ensure their participation in subsequent surveys.

#### *Lessons learnt from the Rome preparation phase*

8. The item was not discussed.

#### **Training of FICSA trainers and preparation of training material (Agenda item 4)**

9. FICSA held its first Training of Trainers workshop using the new methodologies in Vienna in October 2011. It was noted that the new training materials would need to be refined. It was recommended that they incorporate feedback and experience from the salary surveys scheduled for 2012.

10. The IAEA Staff Association offered a three-day GS job classification workshop to be hosted in Vienna, possibly in cooperation with the Standing Committee on Human Resources Management, thereby securing synergies and facilitating cooperation with a salary survey workshop.

#### **Workshops (Agenda item 5)**

11. The Standing Committee strongly recommended that the LSSCs familiarize themselves with the text of the methodology and make every possible effort to attend a FICSA salary survey workshop before the salary survey took place (see Appendix 2 for further details)

12. In 2012, the following comprehensive salary surveys were to be held for non-HQ duty stations: 12 duty stations in Africa, 2 in Eastern Europe, 8 in Asia, 8 in the Middle East and 6 in

Latin America. For HQ and similar duty stations three surveys would be held: Rome (April) Paris (October) and Montreal (preparation phase in autumn.)

13. The Standing Committee was proposing to hold 4 regional FICSA workshops on the new methodologies: two in Africa, to be held in English and in French, one in Latin America, to be held in both English and Spanish, and the fourth in Europe/Asia. Should FICSA be requested to provide urgent assistance in the preparation of a salary survey, one-to-one assistance could be arranged.

14. Both the IMO Staff Union and FAO/WFP -UGSS proposed their duty stations as locations for the training of trainers/salary survey workshops.

**The Standing Committee recommended that: (i) the FICSA Executive Committee organize one Training of Trainers course and allocate an amount of USD 20,000 to cover the cost; and (ii) the Council approve four salary survey workshops and allocate an amount of USD 20,000 to cover the cost (see Appendix 2).**

#### **Other business (Agenda item 6)**

15. It was reported to the Standing Committee that the official results of the comprehensive salary surveys held in 2011 in Santiago de Chile and Bangkok were extremely negative (-20% and -41%, respectively).

16. Those results were obtained using the old methodology. It was feared that once the new methodology was applied, the outcome would be far worse.

**The Standing Committee recommended that the FICSA Executive Committee follow up with the ICSC on the outcome of the comprehensive salary survey jointly with other staff federations, during the upcoming ICSC session.**

17. Following an interim adjustment, the increase in the Rome salary scale in 2010 was not implemented by one of the UN organizations there. That led to two different salary scales being applied simultaneously at the same duty station. Concern was raised by FAO-WFP UGSS over the anomalous situation and an extensive debate followed.

**The Standing Committee recommended that the FICSA Executive Committee follow up with the ICSC and seek clarification of the circumstances permitting the use of two different salary scales at the same duty station.**

#### **Nomination of Standing Committee officers and core group members (Agenda item 7)**

18. The Standing Committee nominated Ms. Vivian Huizenga (PAHO/WHO Washington) as Chair and Mr. Edmond Mobio (WHO/HQ Geneva) and Mr. Cosimo Melpignano (UNLB-LSU) as Vice-Chairs. The Vice-Chair proposed that all participants in the three Standing Committee meetings be included in the core group.

## Appendix 1

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

Coordinator	Vivian Huizenga (PAHO/WHO Washington)
Vice-Coordinator	Edmond Mobio (WHO/HQ Geneva)
Rapporteur/Member, FICSA Executive Committee	Véronique Allain (SCBD)
President, FICSA	Mauro Pace (FAO/WFP-UGSS)
Members, FICSA Executive Committee	Vincenzo De Leo (UNLB)
	Jean Bruce Pambou Malonda (WHO/AFRO Brazzaville)

#### Participants

FAO/WFP-UGSS	Svend Booth Silvia Mariangeloni Cinzia Romani
IAEA	Imed Zabaar
ITU	Varghese Joseph
UNLB	Cosimo Melpignano

#### Guest

WHO/EMRO Cairo	Samir Abdel Wahab (by skype)
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#### Introduction

1. The meeting started at 10.30 on Sunday, 12 February 2012 under the chairmanship of Mr. Edmond Mobio (WHO/HQ Geneva).

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

2. The agenda was adopted as follows:
  1. Adoption of the agenda
  2. Election of the rapporteur
  3. Report of the last PTC meeting in Washington
  4. Review of the revised salary survey methodologies (I & II) promulgated by ICSC at its 72<sup>nd</sup> session (spring session March 2011):
    - (a) Major changes
    - (b) Feedback from the Cairo workshop

- (c) Feedback from the Rome preparation phase
- 5. Training of Trainers workshop
- 6. Updating of PTC members and resource persons
- 7. Other business

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

- 3. Ms. Véronique Allain (SCBD) was appointed rapporteur.

### **Report of the last PTC meeting in Washington (Agenda item 3)**

4. The Coordinator and the Vice-coordinator introduced the report of the most recent PTC meeting hosted by PAHO/WHO Washington which had concentrated on changes that the ICSC intended to introduce into the methodologies at the spring session of the ICSC in New York (March 2011).

5. With the methodologies I and II having been promulgated with effect 1 January 2012, the PTC Coordinator drew the attention of the PTC to the major changes that had been introduced, despite the opposition and counter-arguments of FICSA.

### **Review of the revised salary survey methodologies (I and II) promulgated by ICSC at its 72<sup>nd</sup> session (spring session March 2011) (Agenda item 4)**

6. Even though the major changes were listed in the methodologies, a few here are worth mentioning:

- (a) Use of the national civil service as a separate employer with a defined weight larger than any other employer in the sample;
- (b) Change in the formula for quantifying and calculating fringe benefits (meals, beverages, cars);
- (c) Use of modified logarithmic weighting that would avoid the dominance of employers having a large number of employees and allow for the retention of single job incumbent;
- (d) Single scale in a country with multiple duty stations (Italy, France); and
- (e) New definition of parastatal organizations.

7. As for the use of external data on salary movements, it was understood that it would be a residual tool to be used should the Local Salary Service Committee (LSSC) not be in a position to secure the required number of employers. However, vendors had already indicated their inability to provide data for all benchmark jobs, including the public sector.

8. The PTC established a skype connection with Mr. Samir Abdel Wahab, the Cairo workshop trainer, to get feedback from the participants. Owing to the fact that for the time

being no experience was to be observed on the ground, the participants provided no feedback. However, the trainer mentioned the lack of an updated HR Manual; he also regretted that the ICSC had dropped the benchmark job for NOD. He further expressed disappointment over the non-participation of LSSCs in deliberations of the Steering Committee.

9. With regards to the Rome survey that was at the initial stage (preparation phase) no information was provided. The data-collection phase was due to start in April 2012, by which time the Federation would be able to secure more information on the major changes introduced in methodology I.

#### **Training of trainers workshop (Agenda item 5)**

10. The current year should be the year in which to build capacity for FICSA trainers. In that regard a training of trainers workshop had been organized and hosted by the IAEA Staff Council in Vienna in 2011. That training also provided an opportunity to prepare standard training material. However, owing to the lack of experience on the ground with regard to the implementation of the new methodologies, that work was not completed.

The Permanent Technical Committee recommended that the Standing Committee on General Service Questions request the FICSA Executive Committee to provide funding to cover the training of trainers during the year 2012 in order to build capacity and further refine the training material with additional experience that would have been gained on the ground.

#### **Updating of PTC members and resource persons (Agenda item 6)**

11. In view of the fact that many members of the PTC had retired or shown any interest in recent years, and other would be retiring in the next two to three years, the PTC recommended that the Standing Committee on General Service Questions issue a call for nomination of younger people in order to rejuvenate the PTC membership. The list of experts and resource persons was updated and can be found in Attachment 2 to the current Appendix.

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

12. No issue was discussed under this item.

## Attachment 1

**PERMANENT TECHNICAL COMMITTEE OF GENERAL SERVICE AND RELATED CATEGORIES  
Membership 2012 – 2013**

<b>ORGANIZATION</b>	<b>NAME</b>	<b>EMAIL ADDRESS</b>
AFSM-WHO/SEARO New Delhi	Ram L. Rai	ramrai@gmail.com
FAO/WFP UGSS Rome	Paolo Barchiesi Margaret Eldon Mauro Pace Steven Ackumey-Affizie	paolo.barchiesi@fao.org margaret.eldon@fao.org mauro.pace@fao.org steven.ackumey@fao.org
IAEA Vienna	Christine Sevenier Helga (Maxa) Danesi Michael T. Donoho Imed Zabaar	c.sevenier@iaea.org h.danesi@iaea.org m.donoho@iaea.org i.zabaar@iaea.org
IMO London	Baharat Moradi	bmoradi@imo.org
ITU Geneva (retiree)	Varghese Joseph	vjosephvarghese@gmail.com
PAHO/WHO Washington	Vivian Huizenga	huizenvi@paho.org
UNLB	Vincenzo De Leo Cosimo Melpignano	leov@un.org melpignano@un.org
WHO/EMRO Cairo	Samir Abdel Wahab	Awahabs@emro.who.int
WHO/HQ Geneva	Edmond Mobio	mobioe@who.int

## Attachment 2

**LIST OF FICSA RESOURCE PERSONS ON GENERAL SERVICE ISSUES**  
**As of February 2012**

NAME	WORKING LANGUAGE	DUTY STATION
<b>Headquarters</b>		
Franco di Pancrazio (also non-HQ)	English/French	frandip@libero.it
Varghese Joseph (also non-HQ)	English/French	vjosephvarghese@gmail.com
Edmond Mobio (also non-HQ)	French	mobioe@who.int
Mauro Pace (also non-HQ)	English/French/Spanish	mauro.pace@fao.org
Françoise Plivard	French	plivard.francoise@orange.fr
Imed Zabaar	English	i.zabaar@iaea.org
<b>Non-headquarters</b>		
Ram L. Rai	English	ramrai@gmail.com
Samir Abdel Wahab	English/Arab	awahabs@emro.who.int
Vincenzo De Leo	English	leov@un.org
Steven Ackumey-Affizie	English	steven.ackumey@fao.org

## Appendix 2

Workshops on salary survey methodology II - 2012											
Region	Location	Language	No. of	Costs			Expected participants			Estimated	Balance
Trainers				A/tkt	DSA/+6 Days)	Material/ Facilities	Total cost	Members	Non- Members	Income	
S.America	TBA	Spanish	1	1,000.00	1,500.00	0.00	2,500.00	15	10	6,000.00	3,500.00
		English	1	1,500.00	1,500.00	0.00	3,000.00	10	10	6,000.00	3,000.00
Asia/Europe	TBA	English	1	1,500.00	1,500.00	0.00	3,000.00	10	15	9,000.00	6,000.00
Africa	TBA	English		1,500.00	1,500.00	0.00	3,000.00	10	10	6,000.00	3,000.00
		French		2,000.00	1,500.00	0.00	3,500.00	10	10	6,000.00	2,500.00

<b>Sub-total</b>	15,000.00	33,000.00	18,000.00
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Region	Location	Language	No. of	Costs			Expected participants			Estimated	Balance
			Trainers	A/tkt	DSA/+-6 Days)	Material/ Facilities	Total cost	Members	Non-Members	Income	
Europe	Vienna	English	1	800.00	1,600.00	0.00	2,400.00	10	15	9,000.00	6,600.00

<b>Sub-total</b>	2,400.00	9,000.00	6,600.00
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Workshop on Training the Trainers -2012											
Region	Location	Language	No. of	Expected participants						Estimated	Balance
			Trainers	A/tkt	DSA/+-6 Days)	Material/ Facilities	Total cost	Trainees Members	Non Members	Cost A/tkt + DSA	
Europe	TBA	English	1	1,000.00	1,500.00	0.00	2,500.00	6	0	17,500.00	20,000.00

<b>Sub-total</b>	2,500.00	17,500.00	<b>-20,000.00</b>
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Grand total	4,600.00
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## Annex 9

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

Chair	Dean H. Neal (IAEA)
Vice-Chair/Rapporteur	Mario Cruz-Peñate (PAHO/WHO Washington)
Member, FICSA Executive Committee	Giovanni Muñoz (AP-in-FAO)

#### Participants

AP-in-FAO	Christopher Pardy Miriam M. Saif
CERN	Joel Lahaye
IFAD	Dave Nolan
IMO	Blanca Piñero
ITU	Christian Gerlier
UNAIDS	Benjamin Gobet
UNESCO	Vincent Vaurette
WHO/WPRO Manila	Joana Crespo
WIPO	Anil Sinha
WMO	Federico Galati

#### Introduction

1. The Chair welcomed participants.

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

2. The items on the agenda were reviewed and the final agenda was adopted as follows:
  1. Adoption of agenda
  2. Election of the rapporteur
  3. Possible reduction of margin/freeze of post adjustment
  4. Review of pensionable remuneration
  5. Base/floor salary scale
  6. Evolution of the margin/ review of the margin methodology

7. Review of the salary structure: single versus dependency rates
8. Total compensation study: UN/US civil service
9. Post adjustment questions
10. Other business
11. Nomination of Standing Committee officers and Core Group members

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

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

### **Possible reduction of margin/freeze of post adjustment (Agenda item 3)**

4. Standing Committee members were informed about the situation that arose during the sixty-sixth session of the Fifth Committee of the General Assembly in December 2011 regarding the initiative of certain Member States to ask for the decrease in the margin and a freeze in the post adjustment of UN salaries. After long debate and negotiations (including FICSA interventions to contain negative effects on staff) it resulted in General Assembly resolution [66/235](#) which, inter alia, in section B 1 (Conditions of service of staff in the Professional and higher Categories/Post adjustment matters) stated:

“Recalls paragraphs 103 and 123 of the report of the Commission and paragraph 2 of section I.A, of its resolution 51/216, and requests the Commission to explore the feasibility and suitability of possible measures to reflect in the administration of the post adjustment system the pay freeze of the comparator civil service; to determine whether the implementation of such measures falls under its authority; to exercise such authority, as appropriate; and to report thereon to the General Assembly at its sixty-seventh session,...

5. In preparation for the current Council session, the Permanent Technical Committee on Professional Salaries and Allowances (PSA/PTC) held a session on Sunday, 12 February to analyze the situation and prepare a strategy paper for the FICSA Executive Committee. The Standing Committee also prepared a resolution for consideration by the 65<sup>th</sup> FICSA Council (see Annex 3, Resolution 65/1 as adopted).

6. In his presentation to the Council, Mr. Kingston Rhodes, Chairman of the International Civil Service Commission (ICSC), had also referred to the situation. He mentioned that the ICSC would discuss the matter in their upcoming (74<sup>th</sup>) session in Bangkok, 27 February- 9 March 2012.

7. The Executive Committee Member for Compensation Issues, Mr. Giovanni Muñoz, and other members of the PTC/PSA called attention to document ICSC/74/CRP.8: a document prepared by ICSC secretariat for the 74<sup>th</sup> session, where the mandate from the Fifth Committee of the UN General Assembly would be discussed. Several aspects of that document were considered in the drafting of the resolution. In order to inform their constituents better, the Standing Committee recommended that the staff representatives of the FICSA member associations/unions review that document, as well as document ICSC/74/CRP.9, in which the Commission described the specific measures that the US and other national civil services and

other international organizations had taken in light of the ongoing global economic and financial crises.

#### **Review of pensionable remuneration (Agenda item 4)**

8. The Chair informed the Standing Committee about the recent meeting of the ICSC Working Group on pensionable remuneration that had taken place in Lisbon. He also reported that the item had been extensively discussed in the Standing Committee on Social Security/OHS. In the interest of time and efficiency, the Standing Committee decided not to discuss the topic. Members were advised to pay special heed to that agenda item in the report of the Standing Committee on Social Security/OHS.

9. Having attended the meeting, the Chair had the impression that UN pensions could be lagging behind the US federal civil service pensions.

#### **Base/floor salary scale (Agenda item 5)**

10. The Standing Committee discussed the confusion that arose from a comment by the ICSC Chairman, Mr. Rhodes, in response to a question about the consideration of locality pay of the US civil service when calculating the margin. He had mentioned that the locality pay was considered when calculating the margin. It was clarified that locality pay was considered when calculating the margin, but not for the purpose of establishing the UN base/floor salary scale. The base/floor salary scale was based on the salaries of US civil service expatriate staff when it was established in 1989, as stated in General Assembly resolution 44/198, who at the time did not receive the locality pay adjustment.

11. FICSA was of the opinion that the base/floor should be adjusted by reference to the Overseas Comparability Pay being received by US expatriate staff. FICSA members should keep that in mind for the sake of clarity when considering the relationship between the base/floor salary scale and locality pay/overseas comparability pay in the comparator civil service.

**The Standing Committee recommended that the FICSA Executive Committee should closely monitor the developments affecting the base/floor salary and take appropriate action when required, including informing or consulting with PTC/PSA and the membership.**

#### **Evolution of the margin and review of the methodology (Agenda item 6)**

12. The topic was discussed in extenso among other aspects related to agenda item 1. Special interest was shown in the misinformation presented by the US Ambassador at the Fifth Committee showing that the margin was over 130. Document ICSC/63/R.8 was a reference tool for anyone wishing to become familiar with the margin methodology.

13. The facts were:

- (a) The margin for 2011 was reported to be 114.9 by the ICSC.
- (b) The current average margin level for the past five years (2007-2011) was estimated at 114.1, which was below the desirable mid-point of 115, set in 1985 by the General Assembly.
- (c) Since 1995 the five-year average of the margin had never reached the desirable level of 115. Moreover, the yearly margin had been below 115 since 1998. Furthermore, the ICSC had only taken action on the margin on three occasions when it was less than 110 (the lowest level permitted).

**The Standing Committee recommended that the FICSA Executive Committee should keep a close eye on the manner in which the margin was calculated and follow up on any intention to modify the margin or its methodology.**

#### **Review of the salary structure: single versus dependency rates (Agenda item 7)**

14. Although the item was discussed, the Standing Committee did not recommend any action at the present juncture. The Council background document provided valuable information (see FICSA/C/65/PSA/1).

#### **Total compensation study: UN/US civil service (Agenda item 8)**

15. A discussion was held as to whether the US federal civil service was really the best-paid international civil service. Furthermore, the ICSC had never completed the total compensation study during their five-year review, as a result of which it only covered cash payments and ignored all other compensation.

16. Reference was made to comments made by the Chairman of the ICSC in his address to the Council regarding the difficulty in changing the current comparator, including the fact that many governments did not want to be singled out as having the best-paid civil service in the world.

17. Following discussion on the item, the Standing Committee reiterated the Federation's current position of not supporting the use of total compensation to compare US and UN salaries. Since the two systems were not comparable owing to the expatriate nature of the UN system and the different nature of their corresponding pension systems.

**The Standing Committee recommended maintaining the Federation's current position on the matter, i.e. advocating more comprehensive studies of the comparator with a view to identifying alternative comparator civil services.**

#### **Post adjustment questions (Agenda item 9)**

18. The Standing Committee was informed about the upcoming session of the Administrative Committee on Post Adjustment Questions (ACPAQ) to take place in Rome from 23 to 30 April.

19. It was noted that thanks to the efforts of staff representatives during the last round of cost-of-living surveys, the level of response had been high. There could be no question as to the statistical validity of the survey results on grounds of an insufficient response. The results of the application of the methodology had been disappointing for the majority of duty stations.

20. The Chair explained the main flaws in the methodology that related to the discretion in setting the percentage of out-of-area expenditure at more than 20 per cent when actual figures resulting from the surveys were much lower. There was also the lack of trust in the rental and housing information provided to the ICSC by the OECD or a private company, depending on the duty station. That bore implications for the results in the calculation of the post adjustment index (PAI) that negatively affected staff.

**The Standing Committee recommended that at ACPAQ the FICSA Executive Committee participate actively in the discussions on reviewing the methodology and communicate staff views on the issue.**

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

#### *IFAD Executive Board discussion regarding IFAD eventually leaving the UN common system*

21. The IFAD representative briefed the Standing Committee on the situation regarding the possibility of their leaving the ICSC salaries and benefits system. It would appear that the Executive Board had requested IFAD to stay in the common system and remain aligned to the ICSC. Currently, there was a freeze on GS salary adjustments, but not on the Professional post adjustment. For the present, IFAD had committed itself to continue aligning itself to the recommendations provided by the ICSC.

#### *IFAD job audits*

22. IFAD was currently undergoing a job audit of all positions in both categories in line with the ICSC grading system. Provisional figures pointed to some 20 per cent of current classifications being affected with an up- or downgrading of posts. That could also result in a small number of potential redundancies. Positions upgraded by one grade would be assessed by a panel and might be directly awarded to the incumbent. Positions upgraded by more than one grade would be advertised internally, up to and including P-3. Positions above P-3 would be advertised externally. Incumbents who were not successful in applying for their position would be considered 'redundant' but given six months within which to find a new position within the organization through the vacancy process. Incumbents downgraded would maintain their current salary, inclusive of within-grade step increase (WIGSI) or other increases where relevant, for two years during which they were eligible for redeployment at their current grade. After two years, should they not have found another position at their current grade; their salary would be adjusted to reflect the salary level of the lower grade.

23. Members of the Standing Committee shared information on similar processes that had been conducted in their respective organizations, emphasizing how they had managed to limit the negative impact on staff.

### **Nomination of Standing Committee officers and core group members (Agenda item 11)**

24. The Committee nominated Mr. Giovanni Muñoz (AP-in-FAO) as Chair. Ms. Blanca Pinero (IMO) and Mr. Mario Cruz-Peñate (PAHO/WHO Washington) were nominated as Vice-Chairs.

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

*New members:*

Benjamin Gobet (UNAIDS)

Vincent Vaurette (UNESCO)

Janice Albert (AP-in-FAO and Executive Committee Member for compensation issues)

*Continuing members from 2011 for an initial period of three years are:*

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)

26. The following were nominated as core group members:

Giovanni Muñoz, (AP-in-FAO)

Dean H. Neal (IAEA)

Blanca Piñero (IMO)

Mario Cruz-Peñate (PAHO/WHO Washington)

Vincent Vaurette (UNESCO)

Christian Gerlier (ITU)

Joana Crespo (WHO/WPRO Manila)

**Annex 10****REPORT OF THE STANDING COMMITTEE ON STAFF/MANAGEMENT RELATIONS**

Chair	Imed Zabaar (IAEA)
Vice-Chair/Rapporteur	Dave Nolan (IFAD)
President, FICSA	Mauro Pace (FAO/WFP-UGSS)
General Secretary, FICSA	Marie-Thérèse Conilh de Beyssac (UNESCO)

**Participants**

AP-in-FAO	Christopher Pardy Michael Riggs
CERN	Philippe Defert Joel Lahaye
FAO/WFP-UGSS	Svend Booth Susan Murray Cinzia Romani Luigia Sforza
IARC	Nathalie Lamandé Thomas Odin
IMO	Blanca Pinero
ILO/ITC	Cristiana Actis Stefania Perniola
OPCW	Vivienne Robertson Eric Prein
PAHO/WHO Washington	Carolina Bascones Mario Cruz-Peñate
UNAIDS	Benjamin Gobet
UNLB	Alessandra Marcorio

UNESCO	Claire Servos Vincent Vaurette
UNRWA/ASA Lebanon	Diab El-Tabari
UNWTO	Munir Rayes
WHO/AFRO Brazzaville	Bernadette Fogue
WHO/EURO Copenhagen	Anja Baumann Melodie Karlson
WHO/WPRO Manila	Anthony Catalig
WIPO	Anil Sinha Jacqueline Tinguely
WMO	Federico Galati

## **Introduction**

1. Under the chairmanship of Mr. Imed Zabaar (IAEA), the Standing Committee met two times to address items 1 to 8 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. JIU report on staff/management relations in the United Nations
  4. Standards of conduct
  5. Workshops
  6. Difficulties experienced by members and strategies used to address them
  7. Other business
  8. Nomination of Standing Committee officers and core group members

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

3. Mr. Dave Nolan (IFAD) was elected rapporteur.

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

4. The Standing Committee expressed its appreciation for the information given by Mr. Gérard Biraud (JIU) in his keynote address on the second day of the Council. Concerns were voiced regarding difficulties faced in relation to staff/management relations. Those concerns

were reiterated by others who explained that they had been excluded from essential working groups and spoke of management claiming that staff representatives were not required for consultation on all matters. One association suggested that the nature of staff/management relations depended on the personalities involved; another association asked if any mechanisms were in place to establish staff/management relations and whether FICSA had a template for recognition agreements.

5. The Standing Committee hoped that the report of the Joint Inspection Unit (JIU) would generate the necessary awareness and willingness to discuss with all parties, all the more so as the report would be based on the JIU principle of listening to all sides. It was hoped that it would be a useful report and not be ignored or simply shelved. The Standing Committee insisted that staff be properly consulted as the staff rules and regulations provided for discussion and consultations. At the same time, staff should have a sound knowledge of those rules and regulations, as well as local procedures. Staff associations/unions should protest whenever they saw themselves being excluded and draw attention to the provisions pertaining to staff-management relations in the staff regulations. It was hoped that the upcoming JIU report would strengthen staff's position in that regard. Exclusion from dialogue could result in unilateral actions on the part of management as evidenced by management's endeavours to set up quasi-judicial systems instead of joint staff-management consultative bodies. IFAD was a case in point. If no changes could be brought about, staff, the Committee stressed, should lodge a complaint with the ILO Administrative Tribunal. With regard to another observation that staff/management relations were heavily influenced by force of character, the Committee insisted that executive head be made aware of the fact that they could not ignore established rules and acquired rights. In the ultimate analysis, the solutions to the problem lay in the securement of rights to collective bargaining.

**The Standing Committee recommended that the FICSA Executive Committee should publish the reports as soon as they were released by sending a message to its membership with a link to the reports. The Standing Committee also recommended that the FICSA Executive Committee closely follow up on actions to be taken with respect to the report's findings.**

6. In the case of the second report, it would be discussed by the SMC, which, in turn, would submit its recommendations to the General Assembly. Executive heads would also need to decide on recommendations made in the report, as would staff representative bodies. Staff representatives could also share the recommendations with the governing bodies of their respective organizations.

#### **Standards of conduct (Agenda item 4)**

7. The ICSC working group established for the revision of standards of conduct had met twice in 2011 - in Budapest and Madrid with the assistance of IAEA and WTO. It was noted that some difficulties had been faced such as those related to social feeds and other new technologies. With tools such as Facebook, staff could risk breaching rules on contacting the press, etc. The President of FICSA offered wiki-leaks as an example of potential conflict. The work of the working group was ongoing.

8. The President also noted that staff representatives should be afforded the same rights of confidentiality as those accorded to auditors and doctors.

9. Another area of importance to the standards of conduct was that related to safety and security. Safety and security were fundamental to protecting staff from all potential dangers and risks. On that subject FICSA had been working closely and successfully with CCISUA.

**The Standing Committee recommended that the Executive Committee follow very closely the developments of the standards of conduct.**

### **Workshops (Agenda item 5)**

10. The Standing Committee noted that three training workshops by the Trade Union Congress (TUC) had been held in the past year: Rome, May 2011; Copenhagen, June 2011; and London, October 2011. They had been extremely successful with positive feedback from participants.

11. One association noted that the workshops should not be limited to Europe, but also should be held in Africa and Asia. The Chair noted that African and Asian staff associations had a very strong presence in the three workshops held in 2011.

12. The IAEA Staff Association voiced its interest in holding another workshop in Vienna, as did the PAHO/WHO Staff Association in Washington. PAHO/WHO Washington stated that they would be willing to cost-share with FICSA in order to reduce travel costs. The WHO/EURO Staff Association in Copenhagen also expressed its interest in directly hiring the TUC to run a workshop for its members with the possibility of opening it up to other FICSA members. AP-in-FAO noted that those workshops seemed to be a good opportunity to generate income and thus the location of future workshops should be taken into consideration. The President of FICSA underlined that FICSA was the only staff federation to offer training to its membership and it was increasing its members' knowledge of how best to represent staff.

13. The President of FICSA mentioned that the Federation had been approached by other federations on the subject of joint training. The Standing Committee agreed in principle on the idea of joint training provided that it was organized and run by FICSA, while the other federations' eventual participation was strictly governed by payment. More discussion followed in relation to the idea of workshops generating income; however, the general consensus of the Standing Committee was that the purpose of training was to enhance the capacity of members to represent staff and that potential income should be seen solely as a bonus.

14. It was noted that at times registered participants did not show up. Therefore, the Standing Committee felt that perhaps penalties should be applied to participants who registered and then did not attend.

15. Some discussion followed on the levels of training available and on the possibility of training the trainer.

**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 organize three workshops to be held at the IAEA (Vienna), PAHO (Washington) and IMO (London).**

**The EXCOM should explore the possibility of having further workshops with costs covered by interested associations. The workshops should be free-of-charge to fully paid-up members of FICSA only. Member associations/unions which were not in good standing should be charged for the workshops and the fees would be deducted from their arrears.**

**The Standing Committee recommended that registered participants that failed to attend, without giving sufficient advance notice, should be charged a penalty to be determined by the Executive Committee.**

**The Standing Committee also recommended that the Executive Committee examine the feasibility of web-based training.**

#### **Difficulties experienced by members and strategies used to address them (Agenda item 6)**

16. A member association informed the Standing Committee that it has been facing governance issues for the last three years with problems of witch-hunting, curbing of freedom of expression and retaliation to its staff representatives. As that association did not have a recognition agreement, the Chair underlined the importance of having such an agreement along the lines outlined by Mr. Biraud in his address to Council.

17. One association noted that after attending the 64<sup>th</sup> Council, they had returned to their organization with the intent to establish a recognition agreement. However, they were told by their executive head that it was not necessary as they had an open door policy. Another association mentioned that they had recently encountered problems with respect to staff/management relations and intended to modify their agreement in order to strengthen those relations.

18. The general consensus was that the existing UN regulations should be quoted to management in order to have recognition agreements established in each organization that did not already have one.

19. To facilitate the writing of such agreements, a number of associations voiced their willingness to share their agreements with other associations.

20. One association reiterated its problems with governance. The FICSA President informed the Committee that it was attempting to address an audience at a higher level, such as the Secretary-General and the Chief Executives Board (CEB). The President noted that FICSA was gaining respect at higher levels within the UN, as demonstrated by the Secretary-General's address to the 65<sup>th</sup> FICSA Council. He also informed the Standing Committee that in a meeting held with the UN Secretariat in 2010, FICSA had raised the issue of governance, highlighting

that human resources issues were too closely linked to finance. This link was not acceptable, if the UN truly believed that its most important asset was its staff. The President noted that FICSA needed to establish a link to the CEB, through the UN Secretariat and HLCCM – but that it would require extra funding. He further added that FICSA had never addressed the CEB; it would be beneficial to members if it could. A number of associations suggested that the Copenhagen Declaration should contain some reference to the issue of governance.

**The Standing Committee recommended that the EXCOM pursue the idea of establishing contacts with the CEB.**

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

21. It was also highlighted that the duties of staff representatives should be recognized as a core function and inserted in the performance evaluation systems in the respective organizations. It was also mentioned that in the past when the issue was raised, not all associations/unions were in agreement with the inclusion of the functions of staff representatives in the performance system. It had therefore decided to allow the associations/unions to decide at a local level.

22. One association informed the Standing Committee that they had a strong name and reputation along with collective bargaining. Some discussion followed on the choice of language, with some preferring cooperation agreement and others recognition agreement.

23. The Chair underlined the importance of remembering that work did not finish at the end of the Council session. Not only were issues to be followed up upon during the year by working groups, but that any association/union experiencing difficulties should contact the Executive Committee and the Chairs of Standing Committees.

24. One member suggested that there was a need to change the approach to workshops. A handbook and other tools should be created such as training information and templates, etc. The General Secretary suggested that a working group be established to define terms of reference for staff representatives. Another association suggested creating a policy on handling sensitive documentation and archives.

**The Standing Committee recommended that the Executive Committee collaborate with members in order to create tools such as a handbook on training, a template for recognition agreements and a policy for handling sensitive documents.**

### **Nomination of Standing Committee officers and core group members (Agenda item 8)**

25. Mr. Imed Zabaar (IAEA) was nominated Chair and Mr. Dave Nolan (IFAD) was nominated Vice-Chair.

26. The following staff representatives volunteered for the core group:

Mr. Mario Cruz-Peñate (PAHO/WHO Washington)

Mr. Vincent Vaurette (UNESCO)

Mr. Christian Gerlier (ITU)

Ms. Blanca Pinero (IMO)

Ms. Melodie Karlson (WHO/EURO Copenhagen)

## Annex 11

### REPORT OF THE FICSA ANALYTICAL WORKING GROUP ON STRATEGIC DEVELOPMENT

Chair	Imed Zabaar (IAEA)
Vice-Chair	Melodie Karlson (WHO/EURO Copenhagen)
Rapporteur	Blanca Pinero (IMO)
President, FICSA	Mauro Pace (FAO/WFP-UGSS)
General Secretary, FICSA	Marie-Thérèse Conilh de Beyssac (UNESCO)
Member, FICSA Executive Committee	Véronique Allain (SCBD)

#### Participants

AP-in-FAO	Christopher Pardy
FAO/WFP-UGSS	Cinzia Romani
IFAD	David Nolan
PAHO/WHO Washington	Carolina Bascones
UNESCO	Vincent Vaurette
UNRWA/ASA	Diab Tabari
WIPO	Anil Sinha

#### Introduction

1. Under the chairmanship of Mr. Imed Zabaar (IAEA), the working group met twice on Thursday, 16 February 2012.

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

2. The working group adopted the following agenda:
  1. Adoption of the agenda
  2. Election of the rapporteur
  3. Report by the Chair
  4. FICSA Budget
    - (a) Biennial budget
    - (b) Members in arrears in the payment of their dues
  5. FICSA's visibility
  6. Knowledge management (KM) strategy
  7. FICSA ambassadors/focal points

8. Use of innovative technology
9. Composition of the group
10. Other business

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

3. Blanca Pinero (IMO) was elected rapporteur.

### **Report by the Chair (Agenda item 3)**

4. In introducing his report, the Chair of the Working Group recalled that a working group had been formed two years previously to study the functioning of FICSA and, in particular, the possibility of a New York presence/office. At the previous FICSA Council and since the two topics were separate issues, it was agreed to establish the current working group with the following objectives:

- To review and analyse the Federation's internal working procedures and practices and advise the Executive Committee on changes that would assist the Federation to fulfil its mandate effectively and efficiently.
- Survey and analyse the expectations of FICSA members and convey any concerns they might have to the Executive Committee.
- Review any cases of complaints or dissatisfaction from members and advise the Executive Committee on ways to address such problems effectively.
- Assist the Executive Committee in the design of a long-term strategy for FICSA.
- Assist the Executive Committee in their follow-up to Council's decisions.

5. The agenda items for the current session were based on ideas that had come up during the previous Council and as a result of a study conducted by the Executive Committee to identify strengths, opportunities and threats facing FICSA.

### **FICSA budget - Biennial budget (Agenda item 4(a))**

6. The FICSA President informed the Working Group that the Executive Committee had already discussed the possibility of adopting a biennial budget. It had looked into the advantages and disadvantages as presented by the Treasurer in document FICSA/C/65/A&B/CRP.2.

7. Concerns were voiced with regard to the fluctuations in the payment of contributions and the difficulties that they caused for long-term planning, especially given the dynamic environment in which FICSA was operating. Questions were also asked with regard to the need to synchronize budgeting with the election of the General Secretary so as to avoid committing the new team to the predecessor's programme.

8. Other members pointed out that the latter practice was common among organizations, it facilitated the development of a long-term vision and programme and eliminated uncertainties.

**The Working Group recommended that the Ad hoc Committee on Administrative and Budgetary Questions be mandated to investigate the proposal further.**

#### **FICSA budget - Members in arrears in the payment of their dues (Agenda item 4(b))**

9. Following the extensive discussion in plenary regarding members who were continuously in arrears, the working group considered possible remedial actions.

10. It was stressed that the FICSA statutes already contained detailed provisions. The Working Group felt that it was not mandated to propose further sanctions that might call for statutory changes by the Legal Committee.

11. The Working Group agreed that enhanced outreach was urgently needed to understand causes and possible solutions/payment plans.

**The Working Group recommended that: (i) a high-level FICSA official should liaise with members who were not in good standing; and (ii) members in arrears participating in training and workshops organized by FICSA should be duly charged and their fees deducted from their payment of dues.**

#### **FICSA visibility (Agenda item 5)**

12. The item had already been discussed in the Standing Committee on Staff/Management Relations. In the Working Group, the FICSA President described recent changes among the main partners with whom the Federation entered into dialogue. The focus had shifted from the International Civil Service Commission (ICSC) to the UN General Assembly and the Fifth Committee, whose three-month session structure made it difficult to concentrate FICSA resources effectively. At the same time, FICSA had striven, with some success, to heighten its visibility in the inter-agency bodies of the UN Secretariat.

**The Working Group recommended that the FICSA Executive Committee should follow up on their recent efforts to increase their participation in the UN General Assembly and inter-agency bodies, in particular the Chief Executives Board (CEB).**

**The Working Group recommended that, in connection with the Federation's corporate image, the FICSA secretariat use the logo for the 60<sup>th</sup> anniversary throughout 2012, as it was a common practice. Furthermore, the Executive Committee should encourage member associations/unions to include the FICSA logo in their electronic signatures and publications. That would help to enhance the visibility of FICSA at the local level and strengthen the status of staff associations as members of a larger federation.**

### **Knowledge management (Agenda item 6)**

13. In response to requests from members on capacity-building and knowledge preservation, the Working Group felt that, as a first step, a knowledge inventory of FICSA resource persons should be created.

14. The Working Group recommended that the FICSA secretariat build an inventory of knowledge and, to that end, a form prepared by the working group should be sent to the local membership seeking possible areas of cooperation. A first draft was discussed and some modifications were suggested; inter alia, whether the staff associations/unions needed to sign it and so confirm the correctness of the contents.

**The Working Group agreed to finalize by 1 May 2012 a draft questionnaire that should be sent out by the Executive Committee to the FICSA membership.**

### **FICSA ambassadors/focal points (Agenda item 7)**

15. A member of the Working Group proposed that local associations/unions appoint a FICSA focal point or ambassador in each organization or location to facilitate communications with FICSA and coordinate the dissemination of information to and from the FICSA membership. The FICSA ambassador should also represent the Federation when required and deliver presentations on its behalf.

16. The President stressed that the ambassadors should operate under the umbrella of their respective local staff association/union and not independently so as to avoid stand-alone operators who could harm the relationship between the Federation and the local staff association/union.

17. Noting the latter point, several members stated that care should be taken to avoid micro-managing local staff associations/unions that might accommodate ambassadors in a variety of structures.

**The Working Group recommended that the principle of appointing FICSA ambassadors was a worthwhile initiative and should be pursued by the local associations/unions. The FICSA ambassadors should be appointed by their respective local staff associations/unions and operate under their authority.**

**It was agreed that the Working Group would develop terms of reference during 2012, should the Council approve the proposal.**

### **Use of innovative technologies (Agenda item 8)**

18. The Chair commended the members of the Executive Committee on their use of technology made available by the host association during the present Council (e.g. Skype conferences). The working group would run a pilot scheme using a new meeting tool and report on its feasibility to the Executive Committee.

19. Based on feedback from members, especially those in the field:

**The Working Group recommended exploring the possibility of leveraging participation in the FICSA Council through use of remote access technologies, e.g. use of Skype and Live stream, etc.**

20. The Working Group considered using social media as an easy and forceful tool to communicate and publicize issues as well as to obtain support from members.

**The Working Group should submit a draft procedure to the Executive Committee to regulate the publication of information on the Federation's Facebook page and website and make full use of available technology so as to enhance the layout and structure of the Federation's website. In order to eliminate any additional cost implications for associations/unions, the current Webmaster of the IAEA Staff Association had volunteered to assist in the process of enhancing FICSA's outreach tools.**

### **Composition of the working group (Agenda item 9)**

21. In accordance with the terms of reference, the following members volunteered to participate in the working group:

Chair: Imed Zabaar (IAEA)

Vice-Chair: David Nolan (IFAD)

Diab El- FICSA President and General Secretary Tabari (UNRWA/ASA)

Melodie Karlson (WHO/EURO Copenhagen)

Blanca Pinero (IMO)

Caroline Bascones (PAHO/WHO Washington)

Cinzia Romani (FAO/WFP/UGSS)

Vincent Vaurette (UNESCO)

Anil Sinha (WIPO)

Ex officio members: FICSA President and General Secretary

## Other business (Agenda item 10)

### *Structure of the FICSA Council*

22. Several concerns were voiced over the scheduling of sessions and reporting mechanisms during the FICSA Councils. The following points were among the issues highlighted:

- Small delegations found it difficult to attend all standing committees owing to simultaneous sessions.
- The mandate of the standing committees overlapped in certain cases.
- In order to be more proactive, the Executive Committee should contact local staff associations/unions to secure inputs into the preparation of the agenda. Burning issues at the local level should be discussed at the FICSA level when commonalities were identified.
- FICSA Councils were not synchronized with the schedule of UN meetings, whose agendas should be taken into account during Council sessions.
- Council lacked an independent organ for the interpretation of statutes: a shortcoming that sometimes led to lengthy debates in plenary.

23. In order to address those issues, the Executive Committee submitted a draft proposal for streamlining the work of the standing committees (see appendix).

24. The working group discussed the proposal as well as the input from other members into to organizing the work of the Council.

**The Working Group agreed to develop a new proposal for the structure of the FICSA Council to be submitted to the Executive Committee by 1 June 2012 for onward transmittal to the membership for comments and subsequent approval. Should it be approved, the new structure of the Standing Committees should be implemented at the next FICSA Council.**

25. **With regard to the work of the Standing Committees during the year:**

**The Working Group recommended that the Executive Committee should develop a better follow-up mechanism to establish closer inter-sessional contact with the chairs of standing committees. At the beginning of each session, the chairs of standing committees should report on the status of pending issues.**

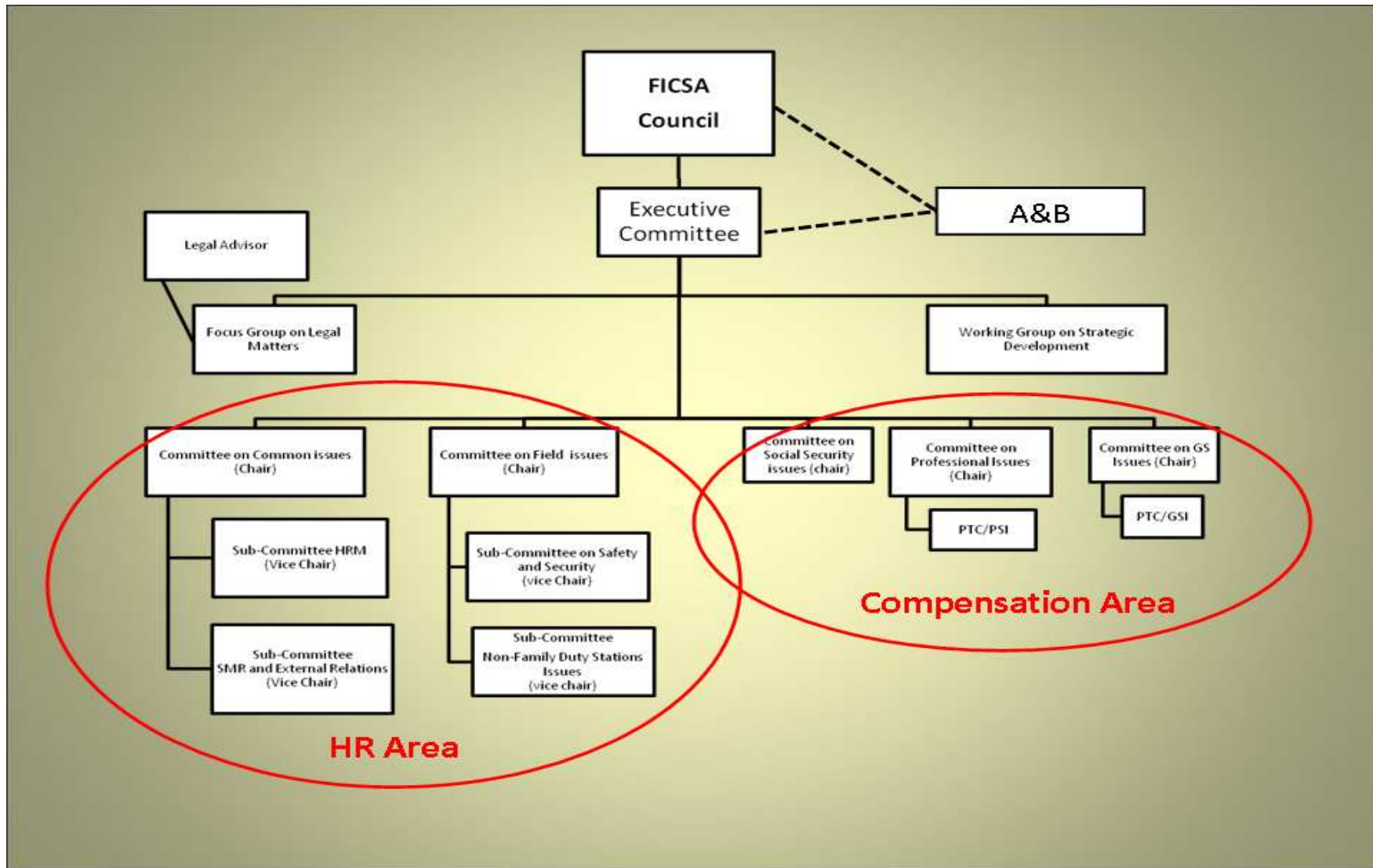
**Review of activities and achievements should be systematically re-instated as had been the practice in the past.**

**The Executive Committee should set up a mentoring scheme at FICSA Councils in order to promote capacity-building and lower barriers to participation by newcomers.**

**In the absence of the chair of a standing committee, the Executive Committee should inform the vice-chair of that standing committee well in advance to assure effective preparations.**

**Should neither the chair nor the vice-chair be able to attend the Council, a member of the core group should be informed well in advance to take the lead.**

## Appendix



**Annex 12**

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

Chair	Svend Booth (FAO/WFP-UGSS)
Rapporteurs	Melodie Karlson (WHO/EURO Copenhagen) Thomas Odin (IARC)
President, FICSA	Mauro Pace (FAO/WFP-UGSS)
General Secretary, FICSA	Marie-Thérèse Conih de Beyssac (UNESCO)
Treasurer, FICSA	Nabil Michel Sahab (IAEA)
Members, FICSA Executive Committee	Vincenzo De Leo (UNLB-LSU) Giovanni Muñoz (AP-in-FAO) Véronique Allain (SCBD)
Regional Representatives, FICSA	Carolina Bascones (PAHO/WHO Washington) Tony Capita (WHO/AFRO Harare) Cosimo Melpignano (UNLB-LSU) Jean Bruce Pambou Malonda (WHO/AFRO Brazzaville)

**Participants**

AP-in-FAO	Christopher Pardy Michael Riggs Miriam Saif
FAO/WFP-UGSS	Cinzia Romani
IAEA	Helga Danesi Katja Haslinger Dean H. Neal
IARC	Nathalie Lamandé Thomas Odin
IFAD	David Nolan Silvana Scalzo
ILO/ITC	Cristiana Actis
IMO	Blanca Pinero
ITU	Christian Gerlier Varghese Joseph
PAHO/WHO Washington	Pilar Vidal
UNAIDS	Ashley Heslop

UNESCO	Ronan Grippay Claire Servoz Vincent Vaurette
UNRWA/ASA Lebanon	Diab El-Tabari Daoud Korman
UNWTO	Munir Rayes
WHO/AFRO Brazzaville	Bernadette Fogue
WHO/EURO Copenhagen	David Barrett
WHO/HQ Geneva	Edmond Mobio Ritu Sadana
WHO/WPRO Manila	Anthony Catalig Maria Joana Crespo
WIPO	Anil Sinha Jacqueline Tinguely
WMO	Federico Galati

#### **Members with associate status**

CERN	Philippe Defert Joel Lahaye
EMBL	Catherine Floyd
OPCW	Vivienne Robertson

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

FAFICS	Jill Conway-Fell
UNWG	Valérie de Kermel

#### **Introduction**

1. The Ad hoc Committee held its first meeting on Tuesday, 14 February 2012 under the chairmanship of Mr. Svend Booth (FAO/WFP-UGSS). Subsequent meetings were held on Wednesday 15 February; Thursday, 16 February; and Friday, 17 February 2012.

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

2. After welcoming the members of the Committee, the Chair entered a plea for a constructive and open debate.
3. As an agenda had not been issued, the Committee referred to the agenda from the previous FICSA Council meeting. The Chair urged that in future, the agenda be circulated in a timely fashion prior to Council so as to guide and facilitate constructive review of the items under consideration.
4. The Committee adopted the agenda items listed below (FICSA/65/A&B/CRP.1):
  1. Adoption of the agenda
  2. Election of the rapporteur
  3. FICSA audited accounts for 2010 (FICSA/C/65/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 2011 (FICSA/C/65/A&B/5)
  5. Financial statements and Treasurer's report for 2011 (FICSA/C/65/A&B/2)
  6. Reports on the status of the Termination Indemnity Fund, Legal Defence Fund and Staff Development Fund (FICSA/C/65/A&B/3)
  7. Proposed budget for 2012 (FICSA/C/65/A&B/4)
  8. Proposed scale of contributions for 2012 (FICSA/C/65/A&B/6)
  9. Other business

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

5. Ms. Melodie Karlson (WHO/EURO Copenhagen) was appointed rapporteur at session 1.

### **FICSA audited accounts for 2010 (FICSA/C/65/A&B/1) (Agenda item 3)**

6. The Chair introduced the Audited Accounts for 2010 (document FICSA/C/65/A&B/1). No questions were raised.
7. The Committee took note of the Audited Accounts. Thanks were expressed to the External Auditor, Ms. Hong-Ha Langmeier, and to the FICSA Accountant, Ms. Robyn Thomas.
8. The Treasurer assured the Committee that the signed original statement of the Audited Accounts was on file at the FICSA secretariat.
9. As there were no questions or comments on the contents of the document, a motion was put forward to adopt the Audited Accounts. The audited accounts were approved by consensus.

**Statements of contributions of member associations/unions, associate members, consultative and observer bodies based on information received up to 31 December 2011 (FICSA/C/65/A&B/5) (Agenda item 4)**

10. The Treasurer recalled for the Committee the decision by Council “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 budget and accounts” (see FICSA/C/64/R.1, page 31, para. 123, bullet point 4.)

11. The issue about suspension of voting rights and other entitlements for members in arrears was raised. The Chair reminded the Committee that the issue was covered by the Rules of Procedure (Rule 14 bis) and of the Statutes (Article 40) of the Council and was thus beyond the remit of the Committee. However, the Committee wished to urge strongly the FICSA Executive Committee to ensure that those rules were followed in an equitable and transparent manner and, should questions arise, that the appropriate legal counsel be sought. The Chair reminded the Committee that Mr. Laurence Fauth would be available throughout the Council should consultation be deemed necessary.

12. The Ad hoc Committee took note of the amounts owed to the Federation by two consultative members, AIIC and FFOA, totalling CHF 4,200, as well as outstanding fees of several FUNSAs, totalling CHF 1,463.90. The Committee noted that corrective action should be undertaken on each of these cases. AP-in-FAO offered to follow up with FFOA in Rome.

13. A question about follow-up procedures for collecting outstanding debts was raised. The Committee agreed that intervention by the FICSA Executive Committee was warranted when a member association/union/federation failed to pay. It was noted that other members did not have the authority, nor should they be asked, to address such issues.

14. The Committee urged the FICSA Executive Committee to determine why the member was in arrears and to work out a mutually agreeable plan of action to redress the situation. It was suggested that a summary of each instance be included in future reports to the Committee.

15. The IFAD Staff Association and UNRWA/ASA had offered to pay the membership fee for FAFICS for 2012 and this offer was accepted with appreciation by FAFICS. The Committee commended the IFAD Staff Association and UNRWA/ASA for coming to the aid of FAFICS.

16. The Treasurer reported that his understanding was that the WHO/SEARO Staff Association intended to pay their outstanding membership fee, but no specific details were available since the Staff Association had not been able to participate in the Council. The Treasurer assured that every effort would be made to follow up on the matter.

17. Two member associations, WHO/AFRO and WHO/WPRO, briefly reported on their financial situations and informed the Committee of their intention to meet their financial obligations in the very near future. Specifics would be arranged with FICSA. The WHO/HQ Staff Association offered to assist the regional offices with arrangements. The Committee took note of those positive developments.

18. The PAHO/WHO Staff Association stated for the record that, although supportive of other WHO offices, each WHO office was responsible solely for its own financial obligations and not the debts of other WHO offices.

19. The Committee took note the SCBD Staff Association was one year in arrears and some members noted that it did not reflect well on FICSA for one of the Executive Committee members to be in arrears. A discussion on the financial situation of SCBD ensued and the Committee noted that a payment plan should be developed in order to remedy the situation.

20. UNESCO/STU informed the Committee in writing that they would be able to pay CHF 40,200 for 2012. The Committee took that information and show of good faith under advisement.

21. It was pointed out that some members in arrears had sent delegations to the FICSA Council. It was suggested that the funds used on travel could have been used to pay the membership fee.

22. The Ad hoc Committee recognized with respect to the arrears, that the FICSA Executive Committee should be encouraged to develop payment plans with each of the members in arrears and report on those arrangements to the Committee prior to the next Council meeting, as it was noted that failure to pay dues on time meant that some costs in the budget would have to be absorbed by the other members.

23. The Committee took note of the fact that members in arrears who attended training courses were required to pay the registration fee, but that amount would be credited to the member when paying outstanding fees. While this had been the practice for the capacity building workshops organized by the Standing Committee on Staff/Management Relations, the Committee agreed that the practice be extended to include all FICSA sponsored training courses.

24. The issue of accurate staff numbers for calculating membership contributions was discussed as some members felt that the figures submitted by the CEB were not accurate. The Chair reminded the Committee that the FICSA secretariat had informed members of the staff numbers by email and that members had had the time to object prior to the Council, and that there was a mechanism in place to do so.

25. The Ad hoc Committee took note of the statement of contributions as contained in FICSA/C/65/A&B/5 and acknowledged all those associations/unions that had paid their annual contributions on time.

**The Ad hoc Committee recommended that: (i) those members in arrears present a plan for the settlement of the sum it owed to the Federation; (ii) the FICSA Executive Committee to follow up in writing with consultative members and FUNSAs that had failed to pay their dues, in particular those members three years in arrears; and (iii) the FICSA Executive Committee closely monitor the status of members in arrears to ensure that the Rules of Procedure (Rule 14 bis) and the Statutes (Article 40) of the Council were strictly enforced.**

### **Financial statements and Treasurer's report for 2011 (FICSA/C/65/A&B/2) (Agenda item 5)**

26. The Chair introduced the report and opened the floor for comments and questions. The Treasurer went through the report section by section. At the beginning of the discussion, the Treasurer reminded the Committee of the decision by the previous Council to comply with the new International Public Sector Accounting System (IPSAS) guidelines. As a result of that decision, only one currency would be used by the Federation for reporting purposes. The functional, operational and reporting currency of FICSA was therefore the Swiss franc (CHF).

27. The Treasurer further emphasized that the rate of exchange to be employed for financial reporting would be the UN operational exchange rate effective on 31 December of the prior year.

**The Ad hoc Committee recommended that the Financial Rules be revised to: (i) show the Swiss franc as the functional and reporting currency of the Federation; and (ii) indicate 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.**

28. As there was no new information on after-service health insurance (ASHI), the Committee accepted the proposal to suspend any action pending notification from the United Nations Office at Geneva (UNOG).

29. The FICSA President updated the Committee on the tax equalization fund (TEF) issue involving the FICSA Information Officer (see document FICSA/C/64/CRP.1). FICSA had paid for 2010, but had declined a proposal by UNOG to settle on the amount under dispute for years 2006, 2007, 2008, and 2009. The FICSA President noted that the absence of a Memorandum of Understanding with UNOG might have contributed to the situation involving the Information Officer and that the situation should be addressed so that the problem could be resolved. FICSA's Legal Advisor had been tasked with the case. The Committee would be apprised of any developments on this issue prior to the next Council.

30. The FICSA President shared with the Committee a letter from the former President of the Staff Association of the International Tribunal for the Law of the Sea (ITLOS), requesting suspension of their dues, as owing to a lack of interest from members, the association did not have, at the present time, an active executive body. The Committee took note of the request.

**The Ad hoc Committee recommended that the FICSA secretariat respond to the request from ITLOS in accordance with the Rules and Statutes of the FICSA Council regarding membership fees and terms of resignation.**

31. The Treasurer advised the Committee that AIIC had been informed of its suspension by the FICSA secretariat on the basis of failure to pay its dues for three consecutive years since 2008.

32. Upon closure of the discussion under the item, the Treasurer was commended for his efforts. The Committee noted that some items of the report had required additional background information and that the inclusion of more detail in future reports could serve to facilitate the work of the Committee.

**Reports on the status of the Termination Indemnity Fund, Legal Defence Fund and Staff Development Fund (FICSA/C/65/A&B/3) (Agenda item 6)**

33. The Chair opened the floor for comments. The Committee took note that there was no need to further replenish the Termination Indemnity Fund as the required amount for replenishment has been included in the expenditure under item Item 4.12 and that the expenditure for the former General Secretary's appeal against IMO had been charged to the legal retainer and not to the Legal Defence Fund, which remained unchanged. The Committee again encouraged the FICSA Executive Committee to create awareness among the staff of the FICSA secretariat that funds were available for training purposes under the Staff Development Fund, which also remained unchanged.

**Proposed budget for 2012 (FICSA/C/65/A&B/4) (Agenda item 7)**

34. The Treasurer opened the item by introducing a proposal prepared by the FICSA Executive Committee on the adoption of a biennial programme of work and budget instead of an annual cycle (FICSA/65/A&B/CRP.2). The main advantages would be that it allowed for longer term planning and for programme review and evaluation and that the process itself would be less time-consuming than repetitive one-year budgets, while still allowing for annual adjustments to be made.

35. The Committee discussed the proposal and, after animated interventions, supported and adopted the two-year biennium programme and budget, noting that it would welcome a more developed "programme" approach for the work of the Federation. It was noted that the Working Group on Strategic Development would also address the issue.

**The Ad hoc Committee recommended that the FICSA Council adopt a two-year work programme and budget to be synchronized with the term of the General Secretary.**

36. The Chair introduced the draft budget for 2012 and the Committee agreed to review the draft budget chapter by chapter.

*Chapter 1: FICSA representation*

37. Discussion focused on the scheduling of the Federation's representation at high level meetings.

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

Budget line 1.01	An allocation of CHF 17,240 to reflect increased presence of FICSA at the UN General Assembly
Budget line 1.05	An allocation of CHF 39,752 to reflect savings in travel
Budget line 1.06	An allocation of CHF 4,904 to reflect savings in travel

*Chapter 2: FICSA Council and ExCom*

Budget line 2.02	An allocation of CHF 2,478 to reflect savings in travel
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39. The Ad hoc Committee, taking note that the actual Council expenses were for the current budget year and not the next budget year, approved the expenditures as proposed.

### *Chapter 3: FICSA services*

40. The Committee had animated discussions in an attempt to understand the different types of trainings and workshops. Clarification on the origin of the proposals, as well as the purpose and priority of each training or workshop, was requested. The FICSA President explained that the Executive Committee had tried a new approach, based on requests received during the year for trainings and workshops. This data provided the basis for Chapter 3. In addition and separately, the standing committees had the opportunity to request funding, the Standing Committee on Staff/Management Relations and the Standing Committee on Human Resources Management both requested funding from the Executive Committee for trainings in 2012.

41. The arrangement between the FICSA secretariat and Mr. Laurence Fauth was discussed at length. The Ad hoc Committee was informed that Mr. Fauth worked on retainer for 5 hours per month at a set fee (EUR 180 per hour, including VAT), providing legal counsel to FICSA on secretariat issues as well as to FICSA members on a limited basis (one hour of ‘free’ consultation in a three-month period with additional hours invoiced directly to the member organization). While the Committee acknowledged the utility of having Mr. Fauth present at the Council, it was felt that other less costly avenues might be explored, such as an independent Statutes and Procedures Committee, comprised of volunteers, whose sole remit would be to interpret the Statutes and Rules of Procedure of the Federation.

**The Ad hoc Committee recognized the need for the FICSA secretariat to retain legal advisor and requested a more detailed report from the Executive Committee on the arrangement between FICSA and Mr. Fauth, and to explore actively other cost-saving options for obtaining legal services prior to the next Council.**

42. Further clarification was requested about regional workshops, training on HR matters, training on legal matters and training on salary matters. After interventions from the FICSA President, standing committee chairs and other members directly involved in organizing or delivering the trainings, changes against the following budget lines were proposed:

Budget line 3.02	Renamed “Training on GS methodology”, an allocation of CHF 35,000 to reflect the delivery of trainings and the development of training materials
Budget line 3.05	Renamed “Training on legal appeals process”, an allocation of CHF 5,000 to reflect a reduction in the number of proposed trainings and willingness to investigate more cost effective modes of delivery such as webinars and similar innovative technology
Budget line 3.07	Deleted as a result of a merger with budget line 3.02

### *Chapter 4: FICSA administration*

Budget line 4.04      An allocation of CHF 9,500 to reflect website development

43. The Committee approved the budget lines as proposed.

44. The proposed totals under the individual chapters after the price increases were:

Chapter 1:	CHF 91,512
Chapter 2:	CHF 42,568
Chapter 3:	CHF 84,245
Chapter 4:	CHF 565,896

45. The Ad hoc Committee then noted that the sum total of the four chapters of the budget yielded the final amount of **CHF 784,221**, which was the amount to be paid by full and associate members.

46. The Ad hoc Committee adopted the draft budget in its revised form (Annex 1).

**Proposed scale of contributions for 2012 (FICSA/C/65/A&B/6) (Agenda item 8)**

47. While the Committee made reference to the proposed scale of contributions (FICSA/C/65/A&B/6) for weighting purposes, the total expenditures from the draft budget **CHF 84,221** were used as the basis for a recalculation of member contributions.

48. The Ad hoc Committee approved the revised scale of contributions (Annex 2).

**The Ad hoc Committee approved the revised scale of contributions for full and associate members that would yield CHF 761,720.**

49. In the course of the deliberations, issues were raised regarding the possible need for the Federation to revise its categories of membership and introduce a new fee structure that could reflect not only the total number of staff represented, but also the annual income of the association. Reference was made to the importance of revising the categories of membership and the associated fees and whether that task could be undertaken by the Standing Committee on Legal Questions. It noted that the Working Group on Strategic Development might contribute its own proposals on the issue.

**Other matters (Agenda item 9)**

50. No issue was raised under the agenda item.

51. The Chair thanked the members of the Ad hoc Committee for their positive and constructive interventions and adjourned the meeting.

**Annex 13**  
**ADOPTED BUDGET FOR THE YEAR 2012**  
in Swiss Francs (CHF)

**REVISED AMOUNTS DURING PLENARY**

	<b>2011 Approved Budget</b>	<b>2012 Estimates at 2011 prices</b>	<b>Price Adjustment (*)</b>	<b>2012 Estimates at 2012 prices</b>
<b>1 Chapter One, FICSA representation</b>				
1.01 UN General Assembly	6,325	17,240	1.5%	17,499
1.02 UNJSPB	-	1,952	1.5%	1,981
1.03 HLCM	5,554	5,786	1.5%	5,873
1.04 HR Network	4,574	5,526	1.5%	5,609
1.05 ICSC (Sessions, WGs & Committees)	37,057	39,752	1.5%	40,348
1.06 IASMN	5,160	4,904	1.5%	4,978
1.07 External Relations & Contingency Travel	11,000	15,000	1.5%	15,225
<b>Total, Chapter One</b>	<b>69,670</b>	<b>90,160</b>	<b>-</b>	<b>91,512</b>
<b>2 Chapter Two, FICSA Council and ExCom</b>				
2.01 FICSA Council	41,825	29,461	1.5%	29,903
2.02 ExCom and regional activities	6,000	2,478	1.5%	2,515
2.03 FICSA Council overheads	-	10,000	1.5%	10,150
<b>Total, Chapter Two</b>	<b>47,825</b>	<b>41,939</b>	<b>-</b>	<b>42,568</b>
<b>3 Chapter Three, FICSA services</b>				
3.01 Legal services to FICSA members	8,998	10,000	1.5%	10,150
3.02 Training on GS Salary Methodology	-	35,000	1.5%	35,525
3.03 Training for capacity building & staff reps.	17,242	12,000	1.5%	12,180
3.04 Training on HR matters	-	15,000	1.5%	15,225
3.05 Training on legal matters	9,860	5,000	1.5%	5,075
3.06 Training on pension & social security	-	6,000	1.5%	6,090
3.07 Training on salary matters	28,625			
<b>Total, Chapter Three</b>	<b>64,725</b>	<b>83,000</b>	<b>-</b>	<b>84,245</b>
<b>4 Chapter Four, FICSA administration</b>				
4.01 Geneva staff costs	477,079	485,000	0.0%	485,000
4.02 Staff assessment	59,438	25,000	0.0%	25,000
4.03 New York service contracts	12,616	1,000	0.0%	1,000
4.04 Telecommunications & IT services	6,220	9,500	1.5%	9,643
4.05 Supplies and materials	4,620	4,600	1.5%	4,669
4.06 Geneva office rent	8,000	8,000	1.5%	8,120
4.07 New York virtual office	8,854	8,000	0.9%	8,072
4.08 Computer and electronic equipment	1,800	8,000	1.5%	8,120
4.09 Bank charges	1,100	1,200	0.0%	1,200
4.10 Contingencies	1,000	2,000	0.0%	2,000
4.11 Staff training	-	2,000	1.5%	2,030
4.12 Termination Indemnity Fund	-	11,042	0.0%	11,042
4.13 Legal Defence Fund	-	-	-	-
<b>Total, Chapter Four</b>	<b>580,727</b>	<b>565,342</b>	<b>-</b>	<b>565,896</b>
<b>Grand Total</b>	<b>762,947</b>	<b>780,441</b>	<b>-</b>	<b>784,221</b>

\* Source: IMF, World Economic Outlook 2012, page 187: Europe and USA

**Annex 14**  
**DISTRIBUTION OF STAFF FOR THE PURPOSES OF THE 2012 CONTRIBUTIONS**

	TOTAL	Prof	Prof	GS	GS	GS	STAFF	UNITS	
Factor	STAFF	HQ	Field	HQ	Other	Low pay	WEIGHTED		change
		1	0.9	0.5	0.5	0.01			from 2011
Bioversity	200	66	57	35	42		155.8	0.135	0.09
CERN	2427	1143		1284			1785	0.99	
CSSA	282	156		126			219	0.18	
CTBTO	246	160		86			203	0.18	
AP-in-FAO	1381	1086	295				1351.5	11	
FAO/WFP-UGSS	1401			1401			700.5	7	
ECB	1468	1140		328			1304	0.99	
ESO	444	298	101	45			411.4	0.36	0.27
Global Fund	603	492		111			547.5	0.45	
IAEA	2220	1093	33	1061	33		1669.7	11	
IARC	195	77		118			136	1	
ICCO <sup>2</sup>	15	12		3			13.5	0.01215	
ICO	25	12		13			18.5	0.01665	0.01575
IFAD	530	270	15	232	13		406	4	3
ILO/ITC	186	65	4	117			127.1	1	
IOC	28	10		18			19	0.0171	0.01845
IMO	283	143		140			213	2	
IOM	6992	141	728	98		6025	905.45	0.81	0.72
ITER	469	301		168			385	0.27	
ITLOS	33	14		19			23.5	0.235	0.225
ITU	738	314	29	372	23		537.6	5	
OPCW	476	297		179			386.5	0.27	0.36
PAHO/WHO	731	255	154	205		117	497.27	4	
SCBD	60	34		26			47	0.4	
UNAIDS	530	199	213	114	4		449.7	4	3
UNESCO <sup>1</sup>	1958	634	301	662	361		1416.40	5.5	
UNLB	248			248			124	1	
UNRWA/ASA	2989					2989	29.89	0.2989	
UNRWA/ASU WBank	5900					5900	59	0.4	
UNRWA/ISA	189	85	87	7	10		171.8	1.5	
UNWTO	95	43		52			69	0.6	
UPU	194	103		91			148.5	1	
WHO/AFRO	2598		416			2182	396.22	3	
WHO/EMRO	684		169			515	157.25	1.5	1
WHO/EURO	540	186		259	95		363	3	
WHO/HQ	2168	1218		911	39		1693	11	
WHO/SEARO	548		130			418	121.18	1	
WHO/WPRO	561		190			371	174.71	1.5	1
WIPO	923	468	7	447	1		698.3	6	7
WMO	271	136	6	122	7		205.9	2	
WTO/OMC	674	377		297			525.5	0.45	
Totals	42503	11028	2935	9395	628	18517	18866.17	95.0648	

<sup>1</sup> UNESCO weighting reduced by 50% due to membership of a rival union (implemented since the 63rd FICSA Council, 2010).

<sup>2</sup> Staff numbers are from 2009 distribution of staff.

## Annex 15

## METHODOLOGY FOR CALCULATING THE SCALE OF CONTRIBUTIONS FOR 2012

	CHF
Total amount to be covered by contributions	771221
Contributions by Consultative Members: 13 x CHF 600	7800
Contributions by Observer Members (FUNSAs): 18 x US\$ 100 x 0.945	1701
Total amount to be covered by Full and Associate Members	761720
Total number of units	95.0648
Value of one unit	8012.64

CHF				
Band	Weighted number of staff	Units	Member	Associate
1	1100 plus	11	88139	7933
2	1000 - 1099.9	10	80126	7211
3	900 - 999.9	9	72114	6490
3	800 - 899.9	8	64101	5769
4	700 - 799.9	7	56088	5048
5	600 - 699.9	6	48076	4327
6	500 - 599.9	5	40063	3606
7	400 - 499.9	4	32051	2885
8	300 - 399.9	3	24038	2163
9	200 - 299.9	2	16025	1442
10	150 - 199.9	1.5	12019	1082
11	100 - 149.9	1	8013	721
12	60 - 99.9	0.6	4808	433
13	40 - 59.9	0.4	3205	288
14	<40	WN / 100		

## Annex 16

## ADOPTED SCALE OF CONTRIBUTIONS FOR 2012

Member / Associate	W'ed Staff	Units	CHF		CHF
			2012		2011 <sup>1</sup>
Bioversity	155.8	0.135	1,082		311
CERN	1785	0.99	7,933		8,546
CSSA	219	0.18	1,442		454
CTBTO	203	0.18	1,442		1,554
AP-in-FAO	1351.5	11	88,139		94,956
FAO/WFP-UGSS	700.5	7	56,088		52,000
ECB	1304	0.99	7,933		8,546
ESO	411.4	0.36	2,885		2,331
Global Fund <sup>2</sup>	547.5	0.45	3,606		616
IAEA	1669.7	11	88,139		95,000
IARC	122.5	1	8,013		9,000
ICCO	13.5	0.01215	97		101
ICO	18.5	0.01665	133		160
IFAD	406	4	32,051		25,897
ILO/ITC	127.1	1	8,013		8,632
IMO	213	2	16,025		17,265
IOC	19	0.0171	137		179
IOM	905.45	0.81	6,490		1,166
ITER	385	0.27	2,163		1,554
ITLOS	23.5	0.235	1,883		2,115
ITU	537.6	5	40,063		43,162
OPCW	386.5	0.27	2,163		2,331
PAHO/WHO	497.27	4	32,051		43,162
SCBD	47	0.4	3,205		3,453
UNAIDS	449.7	4	32,051		25,897
UNESCO	1416.40	5.5	44,070		28,500
UNLB	124	1	8,013		5,180
UNRWA/ASA	29.89	0.2989	2,395		2,580
UNRWA/ASU WBank	59	0.4	3,205		3,453
UNRWA/ISA	171.8	1.5	12,019		8,632
UNWTO	69	0.6	4,808		5,180
UPU	148.5	1	8,013		8,632
WHO/AFRO	396.22	3	24,038		25,897
WHO/EMRO	157.25	1.5	12,019		8,632
WHO/EURO	363	3	24,038		26,000
WHO/HQ	1693	11	88,139		94,956
WHO/SEARO	121.18	1	8,013		8,632
WHO/WPRO	174.71	1.5	12,019		9,181
WIPO	698.3	6	48,076		60,426
WMO	205.9	2	16,025		17,265
WTO/OMC	525.5	0.45	3,606		3,698
<b>Totals</b>	<b>18852.67</b>	<b>95.0648</b>	<b>761,720</b>		<b>765,232</b>

<sup>1</sup> The 64th Council adopted a budget and Scale of Contributions increased by +5 percent as compared to the 'methodology'

## Annex 17

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**Annex 18**

**LIST OF DOCUMENTS AND CONFERENCE ROOM PAPERS  
FOR THE 65<sup>th</sup> FICSA COUNCIL**

**DOCUMENTS**

FICSA/C/65	Title
1	Provisional agenda for the 65 <sup>th</sup> FICSA Council
2	Nomination form and terms of reference for the officers of FICSA (Executive Committee and Regional Representatives)
3	Credentials for the 65 <sup>th</sup> FICSA Council
(E/F) 4	Statutes, Rules of Procedure of the Council and Financial Rules
5	Terms of reference for the FICSA standing committee chairs and vice-chairs
6	Report of the Executive Committee to the 65 <sup>th</sup> session of the FICSA Council

FICSA/C/65/CRP.	Title
1	FICSA Analytical Working Group on Strategic Development - Provisional agenda

**INFORMATION DOCUMENTS**

FICSA/C/65/INFO	Title
1	Information for delegates
2	List of hotels in Copenhagen and booking details
3	Schedule of pre-Council sessions
4	Candidates for election to the Executive Committee and Regional Representatives

FICSA/C/65/INFO/CRP.	Title
1	Schedule of meetings
2	List of documents and conference room papers for the 65 <sup>th</sup> FICSA Council (as at Monday, 13 February 2012)
3	Provisional list of participants

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

FICSA/C/65/A&B	Title
1	Audited Accounts (as at the close of accounts 31 December 2010) Statement of assets, liabilities, income and expenditure
2	Financial Statements and Treasurer's Report for 2011
3	Reports on the status of the termination indemnity fund, legal defence fund and staff development fund
4	Proposed budget for 2012
5	Statement of contributions of member associations/unions, associate members, consultative and observer bodies based on information received up to 31 December 2011
6	Provisional scale of contributions for 2012

FICSA/C/65/A&B/CRP.	Title
1	Provisional agenda
2	Working on a biennium programme and budget

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

FICSA/C/65/FIELD	Title
1	Standing Committee on Conditions of Service in the Field - General background paper
2	Security Level System (SLS)

FICSA/C/65/FIELD/CRP.	Title
1	Provisional agenda

#### STANDING COMMITTEE ON GENERAL SERVICE QUESTIONS

FICSA/C/65/GSQ/CRP.	Title
1	Provisional agenda

#### STANDING COMMITTEE ON HUMAN RESOURCES MANAGEMENT

FICSA/C/65/HRM	Title
1	Standing Committee on Human Resources Management – General background paper
2	Staff mobility – Comments by the SCBD Staff Association
3	Barriers to mobility of General Service Staff to the Professional (P) Staff Category – Submitted by the SCBD Staff Association
4	Performance reward and recognition

FICSA/C/65/HRM/CRP.	Title
1	Provisional agenda

#### STANDING COMMITTEE ON LEGAL QUESTIONS

FICSA/C/65/LEGAL/CRP.	Title
1	Provisional agenda

#### STANDING COMMITTEE ON PROFESSIONAL SALARIES AND ALLOWANCES

FICSA/C/65/PSA	Title
1	Standing Committee on Professional Salaries and Allowances – General background paper

FICSA/C/65/PSA/CRP.	Title
1	Provisional agenda

**STANDING COMMITTEE ON STAFF/MANAGEMENT RELATIONS**

FICSA/C/65/SMR	Title
1	Standing Committee on Staff/Management Relations – General background paper

FICSA/C/65/SMR/CRP.	Title
1	Provisional agenda

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

FICSA/C/65/SOCSEC	Title
1	Standing Committee on Social Security/OHS – General background paper

FICSA/C/65/SOCSEC/CRP.	Title
1	Provisional agenda