



FICSA/C/66/R.1

FICSA Council
66th Session
World Health Organization - Regional Office for Africa
Brazzaville, 4 to 8 February 2013

REPORT OF THE 66TH SESSION OF THE FICSA COUNCIL



FEDERATION OF THE INTERNATIONAL CIVIL SERVANTS' ASSOCIATION
FEDERATION DES ASSOCIATIONS DE FONCTIONNAIRES INTERNATIONAUX

Geneva, 28 March 2012

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Report of the 66th session of the FICSA Council
World Health Organization Regional Office for Africa (WHO/AFRO)
Brazzaville, 4 to 8 February 2013

Opening session (Agenda item 1)

1. The President of the Federation of International Civil Servants' Associations (FICSA), Mr. Mauro Pace, opened the session and thanked the host Association for their generosity and efficiency. He recollected that at the 65th Council held in Copenhagen the members voted to hold the next Council in a field location. In spite of the high cost and length of travel time, the vast majority of the members made the effort to be here in Brazzaville. The President recalled that twenty years ago, January 1993, the FICSA Council had been opened by the then Regional Director, Dr. Monekosso.
2. The FICSA President then introduced Dr. Louis Sambo, WHO Regional Director for Africa, who welcomed the Federation to Brazzaville. Dr. Sambo voiced his delight at the decision to hold the 66th Council in Brazzaville. He also extended a special welcome to the Chairman of the International Civil Service Commission (ICSC); to the President, the General Secretary, and the President of the WHO/AFRO Staff Association; participants and observers; members of the WHO/AFRO Management present; and the WHO/AFRO staff.
3. Dr. Sambo noted that since its creation in 1952, FICSA had played an important role in promoting the concept of an international civil service and in ensuring equitable employment conditions for all staff of the United Nations common system. He had been pleased to learn that the WHO/AFRO Staff Association had been one of the founding members of FICSA. Dr. Sambo reminded the audience that one of the fundamental principles agreed to by the constituent assembly in 1952 was that the Federation should not merely defend professional interests, but also further the aims and objectives of the United Nations and its specialized agencies. He reminded the Council that this principle was as important today as it was in 1952.
4. He stated that the world needed a strong United Nations and an effective international civil service. This was particularly true for the African region where there were so many people in need. The UN plays a crucial role in Africa through peace keeping, development aid, capacity building, emergency and humanitarian assistance, as well as promoting health and well being for all. The United Nations Millennium Declaration of 2000 has provided new opportunities and defined a frame of reference that puts health at the core of human development; and in this context, the World Health Organization had a very important role to play. However, Dr. Sambo added, the United Nations system had faced many challenges in recent years. During the last two years, the global financial crisis had adversely affected the UN and its specialized agencies. It had resulted in a scaling down of activities, budget cuts, reduction of staff in many UN organizations and the WHO Regional Office for Africa was without exception.
5. It had been his experience that a constructive, transparent and open dialogue between staff and management was crucial to face and overcome the challenges during such difficult

times. Dr. Sambo strongly believed that FICSA and its member associations/unions could help international civil servants to do this and to better serve the people of this world. He concluded by wishing FICSA a successful Council and again welcomed all to the WHO Regional Office for Africa in Brazzaville.

6. The President thanked Dr. Sambo for his inspirational statement. He pointed out that since 1952 “FICSA means staff”. No objective would be achieved without staff. He again expressed his appreciation to the WHO/AFRO Staff Association and invited Mr. Jean Tchicaya, President of the WHO/AFRO Staff Association, to take the floor. Mr. Tchicaya welcomed the participants and briefly conveyed his wishes for a fruitful and successful outcome. He sincerely hoped that the participants would take home with them good memories of Brazzaville and become advocates for the city as a good place to stay and to work.

7. 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.

8. The President noted with regret that Mr. Gérard Biraud, Inspector of the Joint Inspection Unit (JIU), was unable to join the Council via video conference.

9. As the last guest speaker at the opening ceremony, Mr. Kingston Rhodes, Chairman of the ICSC, was invited to address the Council. He recalled his participation at the last Council’s meeting in Copenhagen where he had stated the importance of working with FICSA along with other staff representative bodies at formal sessions of the Commission as well as working groups and other meetings. He added that as so much more is expected of the Commission in today’s unsteady economic climate, the Federation’s role and presence were even more significant.

10. The Federation’s contributions during the past year in various joint working groups established by the Commission, such as the review of the pensionable remuneration, the review of the Standards of Conduct for the international civil service, the review of hardship duty stations according to conditions of life and work and others were essential to the advancement of undertakings steered by the Commission. Given the representation of staff both at headquarters and in the field, the representatives brought a broad perspective to the discussions of the Commission, which eventually led to viable solutions.

11. The Chairman assured the Council that members of the Commission were fully committed to working with FICSA in order to achieve common goals, i.e. to recruit, develop and retain the best possible staff as well as to maintain a unified common system which was healthy and sound, and balanced the needs of the organizations, Member States and those of the staff. It was only through collaboration with all parties that this goal could be achieved.

12. He reminded the meeting that the global economic crisis left no one unscathed. Member States have had to manage resources more stringently than ever before; organizations were now faced with budget cuts and economy measures, and in the process the budgets for human resources were also shrinking. The work of the Commission continued amidst these turbulent economic times. He advised those present not to be discouraged in

that this might just be an opportunity to restock with innovative ideas, rethink pay and benefits to appeal to multiple generations of workers and to further invest in, and engage staff. He expressed the need to have the Federation's cooperation as the Commission endeavoured to fulfil its mandate.

13. Member States continued to scrutinize staff costs as demonstrated during the first part of the 67th session of the UN General Assembly; there were extensive deliberations over a number of recommendations put forth by the Commission, testing the Commission's efforts at finding equitable solutions for staff. Accordingly, on 24 December 2012, the General Assembly requested the Commission "to maintain the current New York post adjustment multiplier to 31 January 2013, with the understanding that the normal operation of the post adjustment system would resume on 1 February 2013". All other items in the ICSC report were deferred to its first resumed session, which was to take place in March this year. This meant that there would be no changes made, as of yet, to the base/floor salary scale, education grant ceilings, the mandatory age of separation, or danger pay for local staff. The same applied to all reports on human resources management, which were also deferred.

14. Mr. Rhodes reported that the Commission would be considering several items in the coming year. One of the main issues was the review of the common system compensation package. This review was expected to be broad and would be carried out in several phases; it would encompass both categories of staff and all aspects of the package. It was expected that during the review, the rationale behind the current compensation package would be examined, as well as possible issues on the various elements of the package with a view to streamlining it in a manner that communicated and gained commitments for the missions and values of our organizations, which also contributed to individual growth for members of staff. The Commission would be looking for the Federation's active participation during the review, which should take place over the next two years or more.

15. The Commission would also be reviewing the "H" category and field duty stations, the methodologies for "children's and secondary dependents allowances", as well as the grade equivalency. A working group had been formed to review the ICSC Framework for Human Resources Management. A revised framework should be an instrument to reinforce the role and function of human resources management as a strategic partner in the management of the organization. It should also be accessible and meaningful, not just to human resources managers and professionals, but also to all stakeholders, including line managers, staff and Member States.

16. The ICSC Chairperson concluded by stating that the Commission was looking forward to continuing working with FICSA in the spirit of partnership and in an atmosphere characterized by mutual trust, a shared long-term perspective, open communication, and in the hope of building a United Nations with enthusiastic, committed and productive staff. However, to do this the Commission needed diversity of views to use as building blocks.

17. In the first round of questions by AP-in-FAO, the focus was on the post adjustment in New York and how the ICSC had the capacity to implement decisions of the Member States without being unduly influenced by political interference. Mr. Rhodes confirmed that all issues surrounding the compensation package for UN Professional staff was currently on the table

for discussion and scrutiny, but the staff federations and representatives were properly consulted on all these matters. He noted that the UN Secretary-General also provided guidance and that the ICSC allowed Member States the opportunity to consult. On the more specific question as to whether the ICSC could divorce itself from political interference, Mr. Rhodes stated that “we are managing it OK”.

18. In the second round of questions, delegates from the IAEA enquired about the future of the ICSC considering that its work was being intensely scrutinized by the Member States. Mr. Rhodes replied by stating that the prevailing worldwide economic crisis could not be denied, noting that several national services in the Member States had been affected, which had led to UN staff working in New York not receiving an increase in salary for two years. Such developments have had an impact on the ability of the UN to attract and retain the best staff, as compensation packages were no longer considered competitive. He noted that, in reality, there was a low turnover in most UN organizations and that this was another issue that needed to be addressed. Mr. Rhodes also noted that there was no culture of bonuses in the UN and suggested that there was a need to work more on the issue of a pay-for-performance system.

19. Discussion was reverted by FAO/WFP-UGSS to the new methodology for GS salary surveys and the forced introduction of a comparator from the national civil service, without any possibility, in the case of Rome, to choose the entity; whereas duty stations such as Geneva or Montreal (as non-HQ duty stations) could have flexibility in choosing the comparator. Mr. Rhodes confirmed that the Flemming Principle compared the best prevailing conditions in the duty station although the results might not be necessarily the absolute best conditions. Mr. Rhodes agreed that duty stations were unbalanced and explained that the inclusion of the Ministry for Foreign Affairs was approved by the UN General Assembly to reflect better the conditions in the relevant national civil service in headquarters duty stations.

20. In conclusion, Mr. Rhodes urged FICSA to come to the ICSC prepared with position papers to be submitted in advance. He further suggested that FICSA and the staff representatives carry out in-depth research on the issue of compensation systems as they would need to be well informed on the subject. Finally, Mr. Rhodes advised the Federation to actively engage with Member States of the Fifth Committee as they were ultimately the UN staff's employers!

Credentials (Agenda item 2)

21. Ms. Marie-Thérèse Conilh de Beyssac, General Secretary of FICSA, announced the delegations whose credentials had been received, as well as those sending proxies and guest organizations in attendance.

Election of the Chair, Vice-Chairs and Rapporteur (Agenda item 3)

22. Professor Peter M. Ndumbe (WHO/AFRO Brazzaville) was elected Chair of the Council. Ms. Tanya Quinn-Maguire (UNAIDS) and Dr. Vijay Chandra (WHO/SEARO New Delhi) were elected First and Second Vice-Chairs, respectively. Ms. Maria Dweggah, Interim Information Officer, was elected Rapporteur.

Adoption of the agenda (Agenda item 4)

23. The President requested the Council's view as to whether the administrative and legal status of FICSA should be listed as an item on the provisional agenda. It was agreed that this issue would be best dealt with during the joint session of the Standing Committees on Legal Questions and Human Resources Management-Staff/Management Relations.

24. The provisional agenda as contained in document FICSA/C/66/1 was adopted with two amendments: the inclusion of an additional agenda item 13: Analytical Working Group (see Annex 1) and, as the venue for the 67th Council had already been approved, a minor amendment to the new agenda item 15 to read: Date and place of the next Council sessions.

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

25. 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/66/INFO/CRP.1.

26. Mr. Svend Booth, FICSA Consultant, had been elected Chair of the Ad hoc Committee on Administrative and Budgetary Questions during the last Council meeting. As Mr. Booth would not be present for the entire Council, he would chair the meeting to begin with and Mr. Christian Gerlier (ITU), Vice-Chair, would take over the functions as Chair after Mr. Booth's departure on 6 February 2013.

Constitutional matters (Agenda item 6)

27. It was agreed to suspend Rule 38 of the Rules of Procedure in order 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 positions of General Secretary and Executive Committee Member for Regional and Field Issues.

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

28. The General Secretary informed Council of developments relating to the status of membership. She reported that a new associate member, the Staff Association of the Bureau International de Poids et Mesures (BIPM), had joined the Federation and that the Staff Association of the United Nations Framework Convention on Climate Change (UNFCCC) had applied for special status. Council approved by acclamation special status for one year at 10 per cent of the annual assessment. The UNFCCC delegate thanked Council and particularly the IAEA Staff Association for its role in introducing FICSA.

29. The UNESCO/STU had given notice of its intent to withdraw from the Federation purely due to financial reasons. However, the delegation came to Council to present its willingness to continue its membership should a solution be found. It was agreed that the delegation would

discuss the issue within the Ad hoc Committee on Administrative and Budgetary Questions prior to a final decision being taken.

30. FUNSA Ghana, which had been reactivated, had requested to rejoin FICSA. Council agreed in principle and tasked the Executive Committee to first verify that all criteria for membership had been met and to subsequently inform the membership.

31. The General Secretary referred to the proposed amendments to the Statutes. These would be discussed initially in the Standing Committee for Legal Questions and brought to Council for approval.

Report of the Executive Committee for 2012-2013 (Agenda item 8)

32. The President introduced the Report of the Executive Committee for 2012/2013 (document FICSA/C/66/7). At the outset, he expressed his gratitude to his fellow members on the Executive Committee and to the FICSA secretariat who were able to deliver services to the membership under pressure and reduced resources. He reminded the Council that the heart and the institutional memory of this 61 year-old Federation rested with the secretariat and that the Federation needed to react to the unprecedented attempt to destabilize its operations.

33. He reported that the FICSA Information Officer, Leslie Ewart, retired in September 2012; her knowledge and institutional memory were unique. The General Secretary, Executive Committee and the secretariat managed to handle the transition as smoothly as possible, thanks to a collective effort. If, for another year, FICSA had kept up with its high reputation, it was attributable to their commitment and hard work. This Council would have the major task of formulating the guidelines for the forthcoming actions.

34. FICSA was back in Brazzaville exactly twenty years after the 46th FICSA Council which was held in 1993. The President recalled that last year, in Copenhagen, the Council celebrated the 60th anniversary of the Federation and that FICSA should use the opportunity in Brazzaville to focus on field issues in the year ahead. In the recent history of the common system, it was evident that the field has been at the very core of the debate: decentralization and globalization, off shoring of activities, security, danger, hazard and hardship had been central to many a debate in the UN and its governing organs. The growth of peacekeeping operations had also been a fundamental factor in driving policies and decisions in many directions.

35. He further reminded the meeting that out of the contention on harmonization of conditions of employment three years ago one of the most divisive confrontations took place, for which staff were still paying a hard price today in terms of accountability of the governance of the common system. During these past twenty years, the field has been the laboratory for the use and abuse of contractual modalities alternative to the regular international civil service career. National Professional Officers (NPOs) were being used beyond their institutional scope due to cheaper, local salary rates.

36. It should not be forgotten that the local salary survey exercise in many field duty stations had been questioned for its lack of transparency and had, on the policy and the capacity building side, been at the core of the Federation's attention. Less than a year ago staff

in Bangkok were protesting in front of the ICSC against the implementation of local salary scales which represented a cut between 20 and 40 per cent of the current salaries. In the meantime, the approach has been spreading to other field and headquarters duty stations.

37. Headquarters or field, staff are increasingly being seen under the same global framework and this was not happening without problems: most recently the mobility policy from and to the field had resulted in an unresolved impasse in the Fifth Committee, which caused a postponement to its resumed session in March of this year.

38. This year the Report of the Executive Committee to the 66th FICSA Council was organized in a way to help the standing committees and to guide their work through the Council. Areas of focus for the Standing Committee on Human Resources Management-Staff/Management Relations included contractual arrangements and abusive use of non-staff contracts; mobility, review of the ICSC HRM Framework, the JIU's report on staff/management relations, the HLCM retreat and its implications. For the joint discussion with the Standing Committee on Legal Questions, it included the security and legal status of both the FICSA secretariat and the Federation. The Standing Committee on Legal Questions would also review proposed amendments to the FICSA Statutes as well as the paper on the internal justice system.

39. Members of the Standing Committee on Social Security/Occupational Health and Safety were to review the Mandatory Age of Separation (MAS) as well as the JIU report on sick leave. Salary surveys, secondary scales and reclassification would be discussed in the Standing Committee of General Service Questions. The Standing Committee on Conditions of Service in the Field would examine the hardship and danger pay classification, focusing on objective criteria and methodology. As for the New York margin, the review of the compensation package and the H and A classifications, they would be discussed in the Standing Committee on Professional Salaries and Allowances.

40. The President continued to report that the Working Group on CCISUA/FICSA cooperation had, in order to offer renewed strength to staff unity and actions, been working extensively on increased collaboration and on a possible merger of the two federations. At the same time, the Federation's work to enhance the internal governance and statutes continued, with proposals in this respect to be discussed during the 66th Council. The year ahead looked at least as challenging (if not more) as the last. The President expressed confidence that the 66th Council would again provide the Federation with an Executive Committee capable and motivated to face future endeavours.

41. The President concluded by stating that it would no doubt be a long and challenging week. The outcome would, in one way or the other, be fundamental for the future of the Federation and for solidarity among staff representatives. "Let us stand united"!

42. The Executive Committee and Chairs of the Standing Committees were thanked for their hard work and contributions. The Council waived the debate on the Executive Committee Report due to time constraints. The Report was approved.

CCISUA/FICSA cooperation (Agenda item 9)

43. The Chair invited the FICSA President to introduce the item. Before speaking, the President asked Ms. Paulina Analena, CCISUA President, to join him on the podium, stating that they were both there to answer questions on cooperation between the two federations and perhaps on the creation of a new federation.

44. After delivering greetings and best wishes for a successful meeting from her Federation, Ms. Analena introduced the other members of the CCISUA delegation: Mr. James Ohayo, Vice-President, in charge of outreach and communication and President of the UN Staff Union in Nairobi; and Mr. Bayisa Wakwoya, Vice-President in charge of field and security issues and also Chairman of the UNHCR Staff Council in Geneva.

45. Ms. Analena expressed her appreciation for the invitation to the Council and for the work carried out by FICSA in representing staff interests. She stated that she herself had witnessed the real commitment and passion that the FICSA President had displayed at various fora in defending staff interests. She commented on the bonhomie present among the members of FICSA and CCISUA in the last few days which reaffirmed her belief that we were all indeed a family of staff representatives and that together FICSA and CCISUA would become a force to be reckoned with.

46. The members of the United Nations common system had a basis in common, but agencies had been able to maintain their individuality since they did not follow the rules and regulations of the UN Secretariat, Funds and Programmes. However in the last few years, more and more agencies were basing their rules on those of the UN Secretariat. The ICSC had become the equalizing forum and the Staff/management Committee (SMC), formerly SMCC, had become the basis of the equalization.

47. Then non-paper of the HLCM retreat demonstrated that the perspectives for staff members were grim.

48. Over the year it had become clear that FICSA and CCISUA defended the same interests and had similar working methods. It therefore made all the sense in the world to talk of closer collaboration and of pulling resources together and eventually of a fusion of both federations in a phased-in approach to defend staff interests.

49. Ms. Analena gave a brief overview of CCISUA. She explained that many issues which went to the ICSC had been discussed previously at the UN Secretariat, especially at the SMC of which she had been the Vice-President since 2007. An example was the contractual framework adopted by the General Assembly. CCISUA's membership was overwhelmingly composed of secretarial bodies with access to SMC. It was made up of 17 associations/unions with close to 60,000 members located in most UN cities in the world, including New York. New York was of special relevance to the common system since the ICSC was a subsidiary body of the General Assembly and reported to the Fifth Committee and both were based there. She further stated that CCISUA had a flexible structure that fitted all.

50. She explained that over the past months, following in the footsteps of her predecessor and the mandate given to her and the bureau to explore all ways of a closer collaboration with FICSA, she had worked closely with the FICSA President. They had made joint statements at the ICSC and had shared information of interest to both federations.

51. Times were hard and challenging, she stated, and would continue to be so for the coming years when staff would be called upon to do more with less; when more and more non-staff were being used to perform core functions because staff had come to be considered as an expense. Conditions of service and entitlements were being scrutinized. A united front was needed, pulling the collective resources tighter to better represent and defend the rights of staff. Joint statements were not enough, she argued. Multiple delegations to meetings of various fora to say the same thing was a waste of resources which could be channelled into more research and into maintaining two offices in Geneva and New York, and expanding regional capabilities.

52. Ms. Analena acknowledged that the Working Group had a lot to do; that there were delicate issues that needed in-depth discussion. The political will and determination were there. Both federations should seize the moment and press on and explore all options including the end goal being a merger at some point to serve our staff more effectively and more efficiently.

53. She concluded by ensuring continued logistical support to FICSA during the upcoming meeting of the ICSC, as was provided during the General Assembly session, and by thanking FICSA for its kind hospitality.

54. The FICSA President thanked Ms. Analena. He commented on the positive interaction that existed between the two federations and reiterated the importance of a unified force to face the challenges ahead. He reminded Council that this was not the first time that the possibility of a merger had been raised. He referred to the recommendation of a two-stage process towards a merger in Alan Leather's 2009 report, "FICSA-CCISUA, Future options for consideration", which had been submitted for consideration at the 62nd Council in Paris. He recalled that Mr. Leather had been asked to write the report following the decision of the 61st Council to establish a working group to explore relations between FICSA and CCISUA.

55. The first question addressed to Ms. Analena concerned the necessity of a merger. Members of FICSA had been paying substantial amounts to stay in FICSA when they could have just as easily gone to CCISUA for much less money. The second question related to the history of both federations, as contained in the above-mentioned 2009 report, asking for guarantees to avoid a repetition of 1982, when the UN agencies broke away from FICSA to form a new federation, CCISUA.

56. In her reply, Ms. Analena recalled that the issue of members leaving had been discussed in the Working Group and she admitted that it had been a problem in the past that needed to be dealt with and added that what was necessary was to look ahead and persevere. In response to the first comment, the President acknowledged the identity factor and assured that whatever the entity, it would be one where all would be represented equally, with respect to freedom of association. The issue was still open. There was a proposed road map. Since

2009 progress had been made. Budget had been discussed as well as representativity. Time had come to present concrete deliverables at the next Council.

57. Following a PowerPoint presentation by the FICSA President on the "Time table for establishing a new Federation", the floor was opened for questions. One delegation expressed appreciation for the investment of time and energy and honest collaboration. Another expressed confusion as to whether a new federation would be established or if the members of CCISUA would join FICSA. The delegate added that his staff association was proud to stay with FICSA and admitted that the federations needed to work together but there was a need to think wisely. He further added that FICSA's door was open; those who left in the past were welcome to return.

58. One speaker stated that he was unclear as to what exactly was being asked at this Council. He had gone through the documents which, according to him, focused primarily on constitutional and administrative issues; however, he found no mention of the vision. There was no clear idea, no concrete plan of action. He enquired as to the advantage of merging; there were many ways of joining forces such as the joint letters that had been written by the three federations. This collaboration could continue without actually joining forces. A clearer vision of the end product was needed.

59. Concern about the timing was expressed. The speaker was under the impression that the idea was to increase cooperation and that less thought had been given to merging, finding ways of working together before giving up identity. Another speaker recalled difficulties encountered when two staff associations in her own organization merged to form the current one. These stemmed from the differences in culture, vision and the approach to staff representation. The time line was considered overly ambitious.

60. The issue of identity had to be addressed, the speaker added. With the creation of a new entity with a change of name, logo, status, what were the assurances that a merger would be inclusive and avoid the potential of the smaller or the two federations to feel dominated by the larger one, she asked. She noted that CCISUA had some very large members. Would some smaller members feel crushed? The speaker stressed that it would be a long process. There was receptivity to the idea but something more concrete needed to be presented, thereby suggesting continuing working together to see how it worked and then focusing on a more detailed discussion.

61. Ms. Analena acknowledged the legitimacy of concerns raised. She explained that these were issues that were also examined by the Working Group, issues which appeared to be more complex than were at first thought.

62. The President intervened and added that the separation took place in 1982. Talks had been on going for some years, but this time the group had been able to go further. He was aware that the proposal would raise serious concerns and suggested that further discussions take place in the designated standing committees. Furthermore, there would be an opportunity to discuss the issue among the FICSA membership in plenary.

63. The President took note of the views and concerns raised by the speakers regarding FICSA's identity, the vision of the new entity and budget implications. Regarding the issue of identity, he agreed that, as an example, the UN Staff Union alone represented 40 per cent of CCISUA's membership and that it would have an overwhelming presence. He referred to the Copenhagen Declaration, which described the founding principles, the vision, which would guide the new entity. He reported that the budget had been reviewed in the Working Group and that the merger would actually alleviate FICSA's burden while initially increasing that of CCISUA until a balance could be reached.

64. The discussion on FICSA-CCISUA collaboration continued on the following day. Additional speakers reiterated concerns on the branding of FICSA, its 61-year existence, the absence of a defined shared vision, unclear objectives for the merger, differences in rules, structure, affordability, methodology of collecting dues of the two federations, ambitious time table and lack of clear understanding of how it would work. The President was given the floor to reply. He read the preambles of the statutes of both federations and pointed out that the vision was a combination of the two. He emphasized that the goal was not to destroy but to build on what existed, to use both existing structures to build a stronger entity. FICSA's 61-year longevity would not be lost, its continuity would be ensured.

65. He explained that in simulating the new entity, the FICSA Statutes had been used as a basis. This new entity would need to meet the needs of each member of the UN common system. As to the overwhelming weight of larger members, CCISUA explained that within their federation it was one member, one vote, regardless of the size or of staff represented. The President assured the FICSA members that cooperation between the two federations would continue irrespective of a merger or not. What was needed from Council was approval to move forward. There was no expectation of a merger at the present time. What he was asking was if working on a merger was worth it, yes or no? If yes, a more concrete proposal would be presented at the 67th Council but this would entail time, resources and timeline for deliverables.

66. The Chair concluded the discussion by seeking clarity as to which questions the delegates needed answers to. He suggested that all the documentation referred to during the debate be made available to allow for a well informed decision to be arrived at.

67. Ms. Analena thanked the Council and stated she was leaving with a good feeling. She invited the FICSA President to the CCISUA Assembly to be held in Valencia from 29 April to 3 May 2013. She ended by reminding those present that "We are a family."

68. At the final plenary session, the President presented document FICSA/C/66/CRP.1 for consideration and endorsement by the member associations/unions. There was general acceptance of the paper; however, concerns and fears were expressed about including any reference to a specific timeline and any intimation of a merger or creation of a "new" federation or a "new entity".

69. Following a protracted discussions as to whether focus should be only on continued collaboration without a merger, the WHO/EURO representative proposed an amended text, removing the timeline and reference to creation of a new federation and adding that the

Working Group should develop a concrete plan of action, detailing all elements (visions, aims and objectives, administrative and legal frameworks, constitution, officers, staffing, budgeting, branding and communication strategy) to be presented at the 67th Council. The amended text (Annex 3) was approved by Council for inclusion in the current Report.

Election of the Executive Committee and Regional Representatives for 2012-2013 (Agenda item 10)

70. 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.

71. 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 2013/2014 (see document FICSA/C/66/INFO/Rev.1/Add.1). No candidature was received for the position of General Secretary.

| | |
|---|---|
| Treasurer | Nabil Michel Sahab (IAEA Vienna) |
| First and second of two Members for Compensation Issues | Janice Lee Albert (AP-in-FAO Rome) |
| Member for Regional and Field Issues | Vincenzo De Leo (UNLB Brindisi) |
| Member without Portfolio | Tony Alphonse Capita (WHO/AFRO Harare) |
| | Véronique Allain (SCBD Montreal) |
| Regional Representative for Africa | Bernadette Fogue Kongape (WHO/AFRO Brazzaville) |
| Regional Representative for Asia | Khurshid Alam Hyder (WHO/SEARO New Delhi) |
| Regional Representative for Europe | Imed Zabaar (IAEA Vienna) |
| Regional Representative for the Americas | Pilar Vidal (PAHO/WHO Washington) |

72. As the position of the General Secretary remained vacant, it was decided to hold a postal vote at the earliest possible juncture after the Council and to proceed with the elections at the close of the vote. Following the call for candidates, a deadline of four weeks should be proposed for receipt of candidatures. Should no candidature be forthcoming, an exceptional extension of two weeks could be considered. Members should be informed as such. Council was reminded that the polling officers of the 66th Council would be responsible for the postal vote.

73. It was decided not to address the proposals of the Chairs of the Standing Committees until the presentation of the respective reports the following day.

73. The following members were elected by acclamation:

| | |
|---------------------------|--------------------------|
| Treasurer | Nabil Michel Sahab |
| Compensation Issues | Janice Lee Albert |
| | Vincenzo De Leo |
| Regional and Field Issues | Tony Alphonse Capita |
| Without Portfolio | Véronique Allain |
| <i>Regional Members</i> | |
| Africa | Bernadette Fogue Kongape |
| Americas | Pilar Vidal Estevez |
| Asia | Khurshid Alam Hyder |
| Europe | Imed Zabar |

74. The President thanked the outgoing members and welcomed the newly elected ones. He thanked the outgoing General Secretary for her hard work and commitment and expressed his sadness concerning the vacancy of the position she had held, reminding delegates that this was the third Council that had faced such a situation. The Federation had persistently pursued the cost-sharing mechanism at the various inter-agency forums and would follow up again with the HR Network. He invited each staff association and union to request their respective administrations to support it.

75. The UNESCO/STU delegation expressed its pleasure in having had one of its members as General Secretary.

Approval of the session report (Agenda item 11)

(a) Legal Questions (Agenda item 11(a))

76. The Chair of the Committee introduced the Report of the Standing Committee on Legal Questions (see Annex 4).

Summary

77. Due to time constraints and the complexity and the magnitude involved, the Standing Committee on Legal Questions decided to postpone discussion on agenda item 3. “Review of the FICSA Statutes” and agenda item 4. “Administration of Internal Justice” until the 67th FICSA Council. It recommended that the Standing Committee’s core members continue working on the review of the statutes and seek legal advice where necessary, with a view to arriving at an agreed proposal for presentation to the 67th FICSA Council.

78. The President noted and expressed his concern that conference room papers that had been prepared by a consultant to facilitate discussions on the two agenda items had not been taken into consideration, especially as the two items had stemmed from recommendations of 65th Council. In reply, the Chair explained that as the proposed revision to the Statutes raised many opinions, it was impossible to come to agreement in such a short time. One member added that discussions had been going nowhere and that it would not have been beneficial to

have presented it to Council. The Committee decided to prioritize and focus on the General Secretary's release and the more urgent item of the legal status of FICSA as the interest of the FICSA secretariat was a priority. The Chair added that the WHO/HQ Staff Association, which had originally raised the issue, had agreed to this way forward, as had the rest of the Committee members.

79. The Standing Committee on Legal Questions moved to present the draft resolution on the legal status of FICSA, as contained in its report, drafted following the joint session of the Standing Committees on HRM-SMR and Legal Questions. This was discussed together with the draft resolution presented by the President on the same subject. It was agreed that a small working group would review both resolutions and merge them into one, taking into consideration the comments and concerns expressed. The consolidated version would be presented to Council.

80. 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 core members should continue to work on the review of the FICSA Statutes (seeking legal advice where necessary) with a view to arriving at an agreed proposal for presentation at the 67th FICSA Council in 2014.
- A small working group of Standing Committee core members should continue to work on the administration of internal justice (seeking legal advice where necessary), with a view to arriving at an agreed proposal for presentation at the 67th FICSA Council in 2014.
- The FICSA Executive Committee should pursue the issue of cost sharing for the position of the General Secretary amongst the organizations within the FICSA membership to facilitate obtaining release for potential candidates.
- The FICSA Executive Committee should ensure that release be obtained for potential candidates.
- The FICSA Executive Committee should provide a breakdown of funds used from the Legal Defence Fund to date, in pursuing the case of the FICSA General Secretary.
- Further to the analysis of this case, the FICSA Executive Committee should never again allow, under any circumstances, a General Secretary or President to accept the position without having previously secured full release, including entitlements for the full period of the mandate.
- The FICSA Executive Committee should organize appropriate legal training with the funds allocated in the approved budget of 2013.
- The FICSA Executive Committee should: (i) as a matter of urgency, negotiate with UNOG for a suitable solution regarding the Federation's legal status; (ii) write to the UN Secretary-General asking for a speedy solution to this unacceptable situation; (iii) seek legal advice on the legal status of the staff of the FICSA secretariat; (iv) update on a bi-monthly basis the membership on progress made.
- To endorse the revised resolution on the future of FICSA's relationship with the United Nations Office at Geneva (UNOG).

81. Council identified the officers of the Standing Committee and volunteers came forward to serve on the core group (see Agenda item 14).

(b) Human Resources Management and Staff/Management Relations (Agenda item 11(b))

82. The Chair of the Committee introduced the Report of the Standing Committee on Human Resources Management and Staff/Management Relations (see Annex 5) with a draft resolution on the lack of consultation with staff representative bodies. It was stated at the onset that the Chair presents and summarizes the report and does not review the full report in detail. He thus gave a succinct summary of the report and commented on the many items on the agenda with very limited time to address them all to full satisfaction. Some agenda items were combined to facilitate discussion. No significant comments were made on the body of the report with only minor comments on the draft resolutions

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

Council decided that:

- The FICSA Executive Committee insist that the HLCM implement the guidelines on issuing fixed-term contracts in a manner that they be standardized among different agencies.
- The FICSA Executive Committee endorse the implementation of a comprehensive exit interview approach as advocated by the ICSC. A model exit interview questionnaire (ICSC/70/CRP.5, pp. 5-10) should be circulated to the head of HR of all FICSA member organizations encouraging the use of the model which covered various elements of human resources, including: (i) job responsibilities and performance; (ii) job orientation and training; (iii) mentoring and coaching programmes; (iv) working conditions; (v) opportunities for skill development and career advancement; (vi) training and development programmes; (vii) supervision and management; (viii) work satisfaction; (ix) workload distribution and schedule flexibility; (x) salary and benefits; and (xi) organizational leadership and culture.
- Exit interviews should target all separating staff (men and women). Data should be collected and analyzed on gender, age, nationality, grade, contract type, length of service and duty station, and an annual report shared with respective staff association/unions.
- The FICSA Executive Committee should host a new round of training. A discussion should be conducted with the Trade Union Congress (TUC) in the preliminary phase to make sure that: (i) training was more specifically targeted for UN staff representation; (ii) that more material be made available during training sessions; (iii) that mandatory feedback should be required from participants - ensuring that comments on unsatisfactory delivery be followed up on with the aim of constant and continuous improvement in the quality of all training/workshops organized by FICSA; and (iv) that the Ad hoc Committee on Administrative and Budgetary Questions allocate the amount of CHF 15,000 to organize three workshops on 2013.

- With regard to the idea of a broader diffusion of training among field offices, that the FICSA Executive Committee explore how to invest on e-learning courses to be complementary to the face-to-face training.
- The FICSA Executive Committee explore the possibility of posting e-learning material offered by the trainer on the FICSA website for membership after the session.
- The FICSA Executive Committee: (i) report to FICSA members on the status of approval [of the ICSC Code of Conduct]; and (ii) inform members on any issues that could be raised after implementation.
- The FICSA Executive Committee instruct the core group members of the Standing Committee to provide feedback on agenda items 3 [separation payments], 6 [GS to P promotion] and 7 [inter-agency agreement] to the 67th FICSA Council.
- The FICSA Executive Committee: (i) advocate for regulations, policies and guidelines concerning diversity and in particular personal status to be updated in all UN entities so that all employees be treated equally, and that diversity in the workplace be respected; and (ii) request that UN Cares training be made mandatory in all UN entities, not only to newcomers but also to existing staff with the aim of raising awareness amongst all.
- The FICSA Executive Committee send a more general statement to the ombudspersons, human resources directors and/or equivalents of all member organizations on the matter of under-reporting rates of harassment in the workplace. This would have a direct impact on a much wider group than lesbian, gay, bisexual and transgender (LGBT) employees.
- The UN-GLOBE Focal Point, through this Standing Committee, urge FICSA to share the report with Mr. Johnston Barkat, Assistant Secretary-General and United Nations Ombudsman, with copy to Mr. Francisco Espejo, WFP Ombudsman, as Chair of the 2013 UNARIO, for their information and follow-up action before the latter Council to be held in Rome in June 2013;
- The FICSA Executive Committee should request to be invited to UNARIO as an observer.

84. Council identified the officers of the standing Committee and volunteers came forward to serve on the core group (see Agenda item 14).

(c) Social Security/Occupational Health and Safety (Agenda item 11(c))

85. The Rapporteur of the Standing Committee on Social Security/Occupation Health and Safety introduced the Report of the Committee (see Annex 6). He regretted the fact that the Chair of the Standing Committee had to leave Council early and that as such only one meeting was held.

86. It was brought to the attention of the Council that the Report of the United Nations Joint Staff Pension Board (UNJSPB) was available on the UNJSPF website. Clarification was sought by some members on the terminology of the retirement age issue, i.e. mandatory age of retirement versus mandatory age of separation. The President explained that during July 2012 the UNJSPB gave favourable consideration to increasing the retirement age to 65 as of January 2014. This was recommended to the Fifth Committee of the UN General Assembly. The mandatory age of separation (MAS) should thus normally increase also to 65 and that was a decision to be taken by the individual organization.

87. 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.

88. Whether the mandatory age of retirement and mandatory age of separation should be applicable to serving staff (while respecting serving staff acquired rights) in individual organizations was a matter to be debated during 2013 at the ICSC.

89. 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 remain vigilant and keep members informed of any mention of the creation of supplementary pension schemes within the UN common system.**
- **FICSA budget CHF 3,500 for an observer to attend the meeting of the Pension Board in July 2013 in New York to have access to Board participants.**
- **The FICSA Executive Committee continue to support the change to the MAS to 65, whilst ensuring that staff members' acquired rights were honoured.**
- **The FICSA Executive Committee should follow up with the JIU to monitor the implementation of recommendations contained in its Report on management of sick leave within the UN.**
- **The FICSA Executive Committee (i) request UN Plus to share the results of their health insurance survey with FICSA members; (ii) enquire amongst the FICSA membership about the level of participation on the relevant staff health insurance management boards; and (iii) explore, in the year to come, means by which comparative data could be obtained and possibly prepare a survey to compare medical insurance plans throughout the Federation.**

90. Council identified the officers of the standing Committees and volunteers came forward to serve on the core group (see Agenda item 14).

(d) Conditions of Service in the Field (Agenda item 11(d))

91. The Rapporteur of the Committee introduced the Report of the Standing Committee on Conditions of Service in the Field (see Annex 7). Focus was on the necessity to have clear, specific and objective criteria to determine moving duty stations from A to H categories and not base it solely on financial considerations.

92. 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: (i) continue insisting with the ICSC secretariat that more efforts should be made by the ICSC, WHO and UNDP to improve the compliance mechanism for submitting the hardship classification questionnaires; (ii) train staff responsible in the field on how to complete the questionnaire with more resources being allocated to the ICSC secretariat to compile the information; and (iii) explore the possibility of FUNSAs acting as an additional support to staff.
- The FICSA Executive Committee, at the next session of the ICSC in February-March 2013, continue monitoring the introduction of yet-again another methodology for “H” duty stations so that the UN staff serving in those duty stations could continue to benefit from the mobility and hardship allowances.
- The FICSA Executive Committee: (i) request clear criteria leading to the classification of “H” duty stations; (ii) continue working with the ICSC to ensure that “H” duty stations be properly classified; and (iii) inform the membership of FICSA accordingly.
- The Executive Committee follow up with the ICSC during their next session in February-March 2013 on the payment of danger pay for affected staff posted in Gaza.
- The FICSA Executive Committee, in collaboration with the CCISUA representative in the IASMN meeting, raise the strongest objections with regard to the security requirements compliance and ensure that those concerns be properly addressed.
- The FICSA Executive Committee raise, with the stakeholders at every opportunity, the delicate issue of the lack of flexibility on security matters, with the aim of reaching a compromise between the security requirements and the practical needs.
- The FICSA Executive Committee continue to monitor the use of NPO contracts as originally defined, including in the proposed upcoming review by the ICSC.
- The FICSA Executive Committee adopt a creative approach in establishing FUNSAs at any locality. Due to the low level of FUNSAs which were operational, it was thought that the previous formula did not work properly.
- The FICSA Executive Committee provide an information note to its membership in order to allow relevant staff associations/unions to inform their field staff and encourage them to organize FUNSAs at the local level.

93. One delegate brought to the attention of Council that two members of the Executive Committee were nominated as the Chair and Vice-Chair of the Standing Committee, which, for operational reasons, should be avoided. However, it was pointed out that field representation was very unsatisfactory. It was noted with great concern that very few staff from the field offices attended Council sessions. Moreover, there was no guarantee that the officials elected would be the same ones attending the following Councils. The President reminded that by putting forth and accepting nominations, staff associations and unions were committed to ensuring that at least one of the officers would be present at the following Council.

94. Council identified the officers of the Standing Committees and volunteers came forward to serve on the core group (see Agenda item 14).

(e) General Service Questions (Agenda item 11(e))

95. In light of the previous discussion on officers of the standing committees, the President pointed out that the Chair and three Vice-Chairs nominated were all from headquarter duty stations. Again the question of representation from the field was mentioned and the fact that few were available or willing to put their names forward for office. It was suggested that the FICSA Executive Committee should explore means to ensure larger representation and/or participation of staff from non-headquarter duty stations.

96. A member of the Standing Committee introduced the report (see Annex 8). A question was raised regarding the training of trainer's workshop and whether it was necessary to again show interest and whether original names should be retained. It was therefore suggested those who had already shown interest in the past should resubmit their names. The President asked for clarification on the amount of CHF 20,000 requested for workshops. It was suggested that perhaps it should be used for the training of trainers instead. The President pointed out that trainers such as Steven Ackumey-Affizie (FAO Accra) and Samir Abdel Wahab (WHO/EMRO Cairo) had been identified as potential trainers following interest shown and were trained on the job and that this had proven to be a successful way of training.

97. The Chair of the Standing Committee asked Council to take note of the Report of the Permanent Technical Committee on General Service Questions (PTC/GSQ) at the end of the Committee's report (see Appendix). He reminded Council that the Chair of the PTC/GSQ had to be a member of the Standing Committee. Traditionally the Chair of the Committee was also the Chair of the PTC/GSQ.

98. The membership of the PTC/GSQ for 2013-2014 was confirmed as follows:

Ram L. Rai (AFSM-WHO/SEARO retiree)
 Paolo Barchiesi (FAO/WFP UGSS)
 Margaret Eldon (FAO/WFP UGSS retiree)
 Mauro Pace (FICSA President)
 Steven Ackumey-Affizie (FAO/WFP UGSS Accra)
 Christine Sevenier (IAEA)
 Michael T. Donoho (IAEA)
 Marielle Wynsford-Brown (IAEA)
 Imed Zabaar (IAEA)
 Baharak Moradi (IMO)
 Varghese Joseph (ITU retiree)
 Sophie Diadhiou-Keita (UNAIDS Dakar)
 Vivian Huizenga (PAHO/WHO)
 Véronique Allain (SCBD and Executive Committee Member)
 Vincenzo De Leo (UNLB and Executive Committee Member)
 Cosimo Melpignano (UNLB)
 Samir Abdel Wahab (WHO/EMRO)
 Edmond Mobio (WHO/HQ)

99. 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 continue to address the ICSC on its strong disagreement over the unjustified bias introduced in both methodologies during the last review and should pursue technical, legal and other means available to staff, including mobilization, in order to redress these anomalies.**
- **The FICSA Executive Committee should be given the mandate to demand the ICSC to follow the principle of a fair, transparent and sound compensation policy and support members in rejecting the implementation of lower salary scales other than for notional purposes.**
- **The FICSA Executive Committee should once again follow up with the ICSC or any authority making such decisions on the Brindisi issue, including on the potential impact of linking the adjustment of salaries in Brindisi to that of the salaries in Rome.**
- **The FICSA Executive Committee should follow up with the ICSC secretariat on the new salary scale implemented in Montreal, liaise with the affected FICSA members and report back to the next FICSA Council.**

(f) Professional Salaries and Allowances (Agenda item 11(f))

100. The Chair of the Standing Committee on Professional Salaries and Allowances introduced the Report of the Committee (see Annex 9) and briefly summarized the PTC/PSA report (see Appendix); the outcome of the 34th session of ACPAQ, which focused on the update in the methodology in preparation for the next round of place-to-place surveys taking place in 2015; decisions of the ICSC and the General Assembly of 2012, which included the lifting of the freeze on the post adjustment in New York as of 1 February 2013, with a loss of retroactivity since August 2012; and the 2013 ICSC programme of work whose key item was the review of the common system compensation package. As the next session of ACPAQ would be in Geneva, it was requested that FICSA meet with other organizations in Geneva and fully collaborate with CCISUA, to which the President responded that he fully supported the request and reiterated that there was already strong collaboration between the two federations. The collaboration should not be limited to ACPAQ but also to the review of the overall compensation.

101. Members of the Standing Committee recalled that in 1992 FICSA had produced a report entitled “The United Nations: an uncompetitive employer” which was a commentary on a series of studies comparing professional salaries and pension systems of the UN with those of other international organizations and the private sector. In preparation for the forthcoming ICSC review, US\$ 40,000 was requested to commission a study to update the 1992 report. In addition, at the upcoming ICSC session in New York, FICSA needed to press for the creation of a working group with full participation of staff representatives as with other ICSC initiatives. The President pointed out that the review was not an ICSC initiative but that it had originated from the Member States.

102. The Committee nominated three new members to the PTC/PSA:

New members:

Festus Luboyera (UNFCCC)
Karine Langlois (IMO)
Giovanni Munoz (AP-in-FAO)

Continuing members from 2012 for an initial period of three years were:

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 and Executive Committee Member)
Jakob Skoet (AP-in-FAO)
Matthew Montavon (AP-in-FAO)
Federico Galati (WMO)
Benjamin Gobet (UNAIDS)
Vincent Vaurette (UNESCO)
Janice Albert (AP-in-FAO and Executive Committee Member)

103. 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 encourage the Geneva-based members to seek legal advice regarding the implications of participating or not participating in the ad hoc price collection to be carried out in late February 2013 and coordinate with CCISUA, in particular its Geneva-based members, with a view to having a unified approach.
- The FICSA Executive Committee should (i) work in close consultation with the PTC/PSA to review the history of all the entitlements, updating their rationale and commission an update of the 1992 study on UN as a non-competitive employer (estimated budget required: US\$ 40,000); (ii) undertake a targeted information campaign to improve perception of what UN staff do and how they are compensated (estimated budget required: US\$ 5,000); (iii) maintain a close follow up during the ICSC discussions on the review of the compensation package and keep members apprised of the situation; and (iv) request ICSC to set up a working group with proper staff representation to deal with the revision of the compensation package.
- FICSA members based in Geneva should request their administrations to present a strong united case against the expansion of price collection beyond the area of the duty station at the next ACPAQ.

Ad hoc Committee on Administrative and Budgetary Questions (Agenda item 12)

Report of the Ad hoc Committee (Agenda item 12(a))

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

105. The Chair of the Ad hoc Committee introduced the Committee's report (see Annex 10). He presented the proposals that had emerged from the Ad hoc Committee's deliberations. The Treasurer intervened and informed Council about the tax equalization fund issue involving the former FICSA Information Officer. Payment of US\$ 90,424 to UNOG for 2006, 2007, 2008 and 2009 had been thoroughly discussed during a special meeting between the Executive Committee and heads of delegations on Tuesday, 5 February 2013. He reported that the vast majority of votes cast were in favour of the payment. The Treasurer reminded that there were no implications in the decision on the 2013 budget. Payment was thus endorsed by Council and would be included in the budget report. The floor was then opened for discussion.

106. A few members supported the idea that any amount over CHF 10,000 should be detailed in next year's report for the sake of transparency. This was also applicable to other chapters where no details were provided. The Treasurer took note that it was intended for single expenses over CHF 10,000 and not cumulatively. Some members questioned the amount paid for the former General Secretary's legal appeal as there was no breakdown of the amount in the paperwork and no indication as to which budget line was charged. The Treasurer explained that the payment was charged under Chapter 3.01 – Legal Services to FICSA members and taken out of the retainer agreement with FICSA's counsel, Larry Fauth, as stated in last year's report. The Chair of the Standing Committee on Legal Questions informed Council that the breakdown for the legal fees had been provided to the Committee.

107. A few members questioned the accuracy of the CEB personnel statistics which the calculation of the dues was based on. One member reported job cuts and voluntary separations in his organization, thus could not understand the high figure of staff. He proposed to contact his HR department to verify the figures. The Treasurer thereby explained that it was their HR departments which had provided the CEB with the figures.

108. It had not proven necessary to replenish the Termination Indemnity Fund nor the Legal Defence Fund.

Budget for 2013 (Agenda item 12(b))

109. Council went through the budget proposals paragraph by paragraph and adopted the recommendations in respect of Chapter 1, *FICSA representation*, and Chapter 2, *FICSA Council and Executive Committee*.

110. As for Chapter 3, *FICSA services*, Council proposed revising budget line 3.04 (Training and HR Matters) to read "Research & Analysis" and approved CHF 40,000.

111. As for Chapter 4, *FICSA administration*, Council took note of the allocation of CHF 50,000 under 4.03 for consultants and experts to undertake some of the functions of the vacant post of the Information Officer. CHF 20,000 was allocated for Contingencies which could be used to offset the balance of the dues of the IARC Staff Association and UNESCO/STU, as was agreed by Council. Although the position of the Information Office had not been filled, the cost of the position at the P-3 level was kept in the budget.

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

Chapter 1: CHF 111,056

Chapter 2: CHF 58 986

Chapter 3 CHF 89 699

Chapter 4: CHF 478 776

113. Council noted that the sum total of the four chapters of the budget yielded a final amount of **CHF 738,517**.

Scale of contributions for 2013 (Agenda item 12(c))

114. Council considered the documents related to the scale of contributions (Annexes 11 to 14). The UNESCO/STU pointed out that it would only be able to pay CHF 28,000 against the sum of CHF 39,374 shown in the scale of contributions for 2013. The UNESCO/STU was commended for its efforts in finding the resources to fully pay its arrears to FICSA, despite the very difficult circumstances prevailing in Paris.

115. The WIPO Staff Association also expressed its difficulty in meeting the 2013 assessed contributions which had increased due to WIPO being moved to a higher unit based on the CEB figures as at 31 December 2011. The WIPO delegate reported that the Staff Association could only pay the amount assessed in 2012, which amounted to CHF 48,076.

116. By consensus, it was decided as an exceptional measure to close the financial gap. The agreed measure was to base the contribution of other members on the 2012 assessed scale of the contribution table, with the exception of the UNESCO/STU.

117. The IARC Staff Association expressed difficulties in paying the assessed contribution of CHF 8,013 and stated they could only pay CHF 5,500. It was therefore decided to keep the original amount in the Scale of Contributions but to bill IARC for CHF 6,000, with the balance coming from budget line 4.13, Contingencies. It was also decided that the UNESCO/STU and the IARC Staff Association would not benefit from the 5 per cent rebate granted on early payment.

118. A request to the Treasurer was made to produce an annex to the provisional scale of contribution (FICSA/C/66/A&B/6) which would specify which members benefitted from the exceptional measures, how much they were billed, the received contribution and the justification.

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 FICSA Executive Committee should make one last attempt to contact UNRWA/ISA and UNRWA/ASU West Bank through a formal letter to a recognized interlocutor with return receipt. The letter would include a statement such as “we note our repeated requests to contact you which have gone unanswered; however, FICSA’s Statutes require a formal reply. This letter is without prejudice to our right of recourse. Please confirm your withdrawal by signing this letter”. The letter would stipulate that if no reply were received within three weeks, it would be considered as a notice of withdrawal. Legal advice should be sought on the inclusion of phrase “right of recourse”.
- The FICSA Executive Committee should forward to the Standing Committee on Legal Questions, for review, “policies to guide on procedures to follow when members are delinquent for more than three years, without having formally withdrawn from the Federation”.
- The Recommendations of the Auditor in his Management letter should be sent to the Executive Committee and the Standing Committee on Legal Questions for further review during the year on any legal implications of the changes in the financial statutes. The Executive Committee would present to the 67th Council whatever changes may be required.
- The FICSA Executive Committee and the FICSA legal advisor should review and prepare for the 67th Council a concrete proposal/guideline to address the ability of members to fully meet their contributions and to avoid repetition of exceptional measures.
- The FICSA Executive Committee should explore possible cost-sharing activities with CCISUA.
- The budget should be adopted in its revised form that would yield CHF 738,517.

Analytical Working Group (Agenda item 13)

120. In presenting the report of the FICSA Analytical Working Group on Strategic Development, the Chair of the Group brought to the Council’s attention the changes in the schedule of meetings for this year’s Council session, i.e. not more than two standing committee meetings at the same time and limitation of keynote speakers, thus allowing increased time to review the reports.

121. The President remarked that the report was cross-cutting and touched on many issues. He queried as to how the agenda items were selected and whether the agenda had been circulated to Council. The Chair replied that the working group did not function as a standing committee. Last year there had been a limited number of items; however, this year the standing committees had sent additional items to discuss. The President pointed out that the original terms of reference (ToRs) of the working group had been established at the 62nd FICSA Council to assist the FICSA Executive Committee on strategic management. Should the recommendation in the report be taken as advice to the Executive Committee, he had no further comment. One member thanked the Chair for the report. He stated that he was unfamiliar with the Working Group and the reporting mechanism, but that what would prevail would be what had been decided at the 62nd FICSA Council. Others expressed similar views.

122. The Chair explained that last year, the report was presented at Council, thus could not understand why the report should now be viewed as just a report to be submitted to the FICSA Executive Committee. He expressed puzzlement at the statement that the agenda was not shared as he had kept the Executive Committee informed. Members suggested the report should be attached to the Council report as it should not be forgotten. Justice needs to be done to the work that was carried out throughout the year by the Group.

123. One member was concerned with the recommendation that the “FICSA Executive Committee urgently canvass one or more association/union members based in Geneva to assist the FICSA secretariat to perform part of the duties of the General Secretary on a voluntary basis”. She asserted that the statement violated the statutes and sent out a message that FICSA didn’t really need this position. Following comments from other members and the subsequent suggestion from a member of the Working Group, paragraph 8 was deleted and the related agenda item 6 removed. The same member added that the group would appreciate the recognition of the document.

124. The President referred to the proposed name change to “Strategic Development Group” and questioned the implications and suggested changes. He expressed his concern for procedures and whether the Working Group had a time limitation, with a scope of certain deliverables. He suggested that should the Working Group feel there was need to maintain it, then different working modalities should be established with accessibility by other members.

125. There was an “uncomfortable” (as the Chair of the Council termed it) back and forth exchange between the President and the Chair of the Working Group. Clarity was sought as to the intent of this group, its ToRs, the overlap with other standing committees, transparency and accessibility. The President deferred the decision to Council as to how the Group would function.

126. Then followed a number of comments from the members who found value in the recommendations of the Group especially the idea of enhancing the layout structure of FICSA’s website. Others agreed with the work of the Group to make Council function better and urged the report to be accepted.

127. Although no agreement was reached on the draft terms of reference for FICSA focal points (Appendix 1, Annex 15) or the draft Appointment form (Appendix 2, Annex 15) the following comments and observations were made: under “Obligations and responsibilities”, the first sentence “The FICSA Focal Point shall not act independently” needed to be expanded; clarity was requested in terms of governance for the penultimate sentence “Unless previous approved by the local staff association/union, the FICSA Focal Point shall not disseminate or forward any messages or information received from the Federation;” the last sentence, “Attendance at meetings on behalf of the Federation is subject to approval by FICSA and the local staff association/union” raised the issue of representational duties.

128. Members requested that the Executive Committee collaborate with the Working Group to review the FICSA focal point proposal and the ToRs of the Group and report back to Council.

129. 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 Working Group liaise with the Standing Committee on Legal Questions to finalize the ToRs for the use of social media.
- The FICSA Executive Committee explore other means of communication such as the use of Webex.
- With regard to FICSA's website and acting on feedback received from the membership, the Working Group enhance the layout and structure of the Federation's website – in order to make it more user friendly.
- The FICSA Executive Committee be encouraged to explore the possibility of creating or advising on a means whereby FICSA member associations/unions could access each other's websites.
- The FICSA Executive Committee pursue further the cooperation between FICSA and CCISUA in the spirit of delivering as one.
- The Executive Committee establish a memorandum of understanding with CCISUA including safety mechanisms and a charter of communication – to be defined in collaboration with the Standing Committee on Legal Questions - outlining the terms and conditions of the cooperation with CCISUA and to safeguard the best interests of FICSA during the phase of transition to closer cooperation.
- The FICSA Executive Committee pursue closer cooperation with CCISUA and include a member of the Analytical Working Group in the FICSA/CCISUA Working Group.
- The FICSA Executive Committee provide FICSA membership with a quarterly status report on this cooperation (including any future analysis) and include this item in the agenda of the 67th Council.
- The FICSA Executive Committee review the methodology used for purpose of calculating the contributions.
- In order to improve the quality and efficiency of the Federation, organize training for Chairs, Vice-Chairs, Rapporteurs and newcomers prior to each Council session – this could be done in pre-Council meetings held the day before the Council officially opens.
- The FICSA Executive Committee set up mentoring schemes related to point 2 above at FICSA Councils in order to promote capacity building, knowledge sharing and the lowering of barriers to encourage and support active participation by newcomers

Election of the Standing Committee officers for 2013-2014 (Agenda item 14)

130. Council elected the following chairs and vice-chairs of the standing committees for 2013-2014:

Legal questions

| | |
|--------------|---|
| Chair: | Joel Lahaye (CERN Geneva) |
| Vice-Chairs: | Ilio Fornasero (FAO/WFP-UGSS Rome) Jason Sigurdson (UNAIDS Geneva) |
| Core Group: | Ivan Babovic (WHO/HQ Geneva) Marie-Thérèse Conilh de Beyssac (UNESCO/STU Paris) Caroline Debroye (ITU Geneva) Diab El-Tabari (UNRWA/ASA Lebanon) Sandra Gallet (UNESCO/STU Paris) Varghese Joseph (ITU Geneva Retiree) Mélodie Karlson (WHO/EURO Copenhagen) Susan Murray (FAO/WFP-UGSS Rome) Dave Nolan (IFAD Rome) Ritu Sadana (WHO/HQ Geneva) Vincent Vaurette (UNESCO/STU Paris) Imed Zabaar (IAEA Vienna) |

Human resources management- Staff/Management Relations

| | |
|--------------|---|
| Chair: | Lisa Villard (IAEA Vienna) |
| Vice-Chairs: | David Nolan (IFAD Rome) Cinzia Romani (FAO/WFP-UGSS Rome) |
| Core Group: | Marina Appiah (WHO/HQ Geneva) Fabio Bencivenga (IFAD Rome) Antonio Brina (FAO/WFP-UGSS Rome) Rudo Chikoto (WHO/AFRO Brazzaville) Caroline Debroye (ITU Geneva) Bernadette Fogue-Kongape (WHO/AFRO Brazzaville) Sandra Gallet (UNESCO/STU Paris) Michel Julian (UNWTO Madrid) Mélodie Karlson (WHO/EURO Copenhagen) Simbarashe Mazvida (WHO/AFRO Brazzaville) Cinzia Mazzolari Delaunay (UNAIDS Geneva) Susan Murray (FAO/WFP-UGSS Rome) Tanya Quinn-Maguire (UNAIDS Geneva) Carlos Streijffert (WHO/HQ Geneva) Pilar Vidal (PAHO/WHO Washington) Imed Zabaar (IAEA Vienna) |

Social security/occupational health and safety

Chair: Tanya Quinn-Maguire (UNAIDS Geneva)
 Vice-Chair: Katja Haslinger (IAEA Vienna)

General Service questions

Chair: Vivian Huizenga (PAHO/WHO Washington)
 Vice-Chairs: Paolo Romano Barchiese (FAO/WFP-UGSS Rome)
 Baharak Moradi (IMO London)
 Marielle Wynsford-Brown (IAEA Vienna)
 Core Group: Fabio Bencivenga (IFAD Rome)
 Amel Brice Amalet (WHO/AFRO Brazzaville)
 Katja Haslinger (IAEA Vienna)
 Varghese Joseph (ITU Geneva)
 Simbarashe Mazvida (WHO/AFRO Brazzaville)
 Edmond Mobio (WHO/HQ Geneva)
 Justin Nzambe (WHO/AFRO Brazzaville)
 Tanya Quinn-Maguire (UNAIDS Geneva)

Conditions of service in the field

Chair: Edmond Mobio (WHO/HQ Geneva)
 Vice-Chairs: Benjamin Gobet (UNAIDS Maputo)
 Susan Murray (FAO/WFP-UGSS Rome)
 Core Group: Véronique Allain (SCBD Montreal)
 Tony Capita (WHO/AFRO Harare)
 Rudo Chikoto (WHO/AFRO Brazzaville)
 Bernadette Fogue Kongape (WHO/AFRO Brazzaville)
 Justin Nzambe (WHO/AFRO, Brazzaville)
 Mazvida Simbarashe (WHO/AFRO Brazzaville)
 Ritesh Singh (WHO/SEARO New Delhi)

Professional salaries and allowances

Chair: Christian Gerlier (ITU Geneva)
 Vice-Chairs: Festus Luboyera (UNFCCC Bonn)
 Benjamin Gobet (UNAIDS Mozambique)

Date and place of the next Council sessions (Agenda item 15)

131. The 65th Council accepted the invitation of IAEA to hold the 67th session in Vienna, tentatively scheduled for 4 to 8 February 2014. Council thanked Mr. Neal for having extended the generous invitation and looked forward to a successful session in Vienna. It was agreed that 67th session of the Council would be of the same duration as the present session. A preliminary draft of the provisional agenda for the 67th session would be distributed later in

the year. FAO/WFP-UGSS extended an invitation to hold the 68th Council in Rome, to which AP-in-FAO agreed to assist, pending further information and approval.

Other business (Agenda item 16)

Report of the FICSA survey on diversity at the workplace

132. After thanking the host Staff Association for their kind hospitality Mr. Antonio Brina (FAO/WFP-UGSS), FICSA focal point for UN GLOBE, presented the report of the FICSA survey on diversity at the workplace. He prefaced the key findings of the survey and matters that could need further analysis by FICSA, with a brief background of the survey. He recalled that at the 64th Council, Resolution 64/1 was endorsed on the recognition of domestic partnerships for dependency purposes. The 65th Council endorsed the carrying out of a survey on matters highlighted by the FICSA Focal Point for UN GLOBE concerns, in collaboration with UNAIDS and UNESCO. The survey would be sent to member associations/unions.

133. A survey had been prepared and analyzed by a working group composed of: Antonio Brina, FICSA Focal point for UNGLOBE matters; Michael Riggs, FAO; and David Barrett, WHO Regional Office for Europe. Support in the design and implementation of the survey had been provided by colleagues from UNESCO, UNAIDS and the FICSA Secretariat. The survey had been designed to provide FICSA and its members with an insight into the state of “respect for diversity”, a core value of the United Nations, with a particular focus on LGBT issues, and equal treatment of all staff.

134. Mr. Brina stated that the respondents completed the survey with assured confidentiality. The scope of the survey gathered: information that characterized the respondents; data on attitudes towards sexual diversity in the workplace; relevant agency policies and employees familiarity with these policies; and, data on harassment and the perception of mechanisms for the prevention and management of harassment cases.

135. Designed as a cross-sectional survey, the data collected could be taken as representative of a larger population. Question response choices included multichotomous, multiple responses, and Likert scale formats. In addition, there had been an opportunity for respondents to provide open-ended comments.

136. The FICSA Executive Committee sent the survey to FICSA members and observers for dissemination and implementation on 7 June 2012. The response period deadline was extended twice to accommodate the slow uptake of the survey. The survey closed in October 2012.

137. Mr. Brina reported that the survey had been a successful exercise with a high total number (1,474) of responses. Of the respondents, 64.5% were women, 90% were heterosexual, 61% were based in Western Europe, and 46.5 % were Professional staff. Overall the survey data indicated a generally favorable atmosphere for LGBT employees. (See survey questions 13.) He stated that this was consistent across the breakdowns by sexual orientation and geographic region. The survey indicated that in their day-to-day work, both heterosexual and LGBT employees felt comfortable and accepted with diversity in the workplace.

138. However, Mr. Brina pointed out, LGBT employees were consistently more negative in their perceptions of acceptance when compared with their heterosexual colleagues. Nearly half of the self-identified LGBT respondents felt it necessary to hide their sexuality in the office. Explanations given included concern that being open about their sexual orientation would adversely affect their career (29%), fear that it would result in losing connections or relationships to co-workers (16.7%), concern about making colleagues uncomfortable (17.7%), or fear of harassment (14.6%).

139. While the overall attitude of employees was generally positive, significant differences in administrative regulations and processes did result in unequal, unfair treatment of LGBT staff (see questions 14-17). Related to this, question 13.8 indicated that actual awareness of LGBT issues might be lower than was commonly perceived.

140. Harassment (questions 22-28) was unacceptable in the UN, yet 6.8% of respondents report having been personally subjected to or witnessed another being subject to LGBT-related harassment. Of greater concern, he observed, was that cases of harassment were seriously under-reported. Over 85% of those who had been subjected to or witnessed harassment did not report the harassment for the following reasons: 24.5% were not aware they could report the harassment; 24.5% did not know to whom they could report it; 39.6% did not feel comfortable reporting the harassment; 50.9% feared the process would not be confidential; 30.2% believed that reporting would have a negative impact on their career; and, 41.5% thought the process would not do any good. These responses indicate that the low reporting of harassment was due to problems with the administration and processes around harassment in general, not due to LGBT issues in particular.

141. While the response data provided a generally positive attitude toward diversity in the workplace, the open ended comments in the survey (not the response data) made it clear that there was still room for improvement with regard to the understanding and practicing of respect for diversity in the work place.

142. Mr. Brina concluded with a quote from the UN Secretary-General of 10 December 2012 “Let me say this loud and clear: lesbian, gay, bisexual and transgender people are entitled to the same rights as everyone else. They, too, are born free and equal”.

143. Based on the results, two recommendations were presented that could be deferred to the Standing Committee on Human Resources Management-Staff/Management Relations for further discussion as per usual practice.

144. Council took note of the report and adopted the recommendations contained therein, in the light of which:

Council decided that:

- **The FICSA Executive Committee should advocate for regulations, policies and guidelines concerning diversity and in particular personal status to be updated in all UN member agencies so that all employees are treated equally, and diversity in the workplace is respected.**

- **FICSA Executive Committee should send a more general query/statement member organization's ombudspersons, human resources directors and/or equivalents on the matter of unacceptably low report rates of harassment in the workplace. This would have a direct impact on a much wider group than LGBT employees.**
- **FICSA share this report with Mr. Johnston Barkat, Assistant Secretary-General and United Nations Ombudsman with copy to Mr. Francisco Espejo, WFP Ombudsman and Chair of the 2013 UNARIO for their information and follow-up at the 2013 June Council to be held in Rome.**

Closing of the session (Agenda item 17)

145. Dr. Sambo participated in the closure of the session. He reiterated his earlier statement of the importance of the Federation's work in these difficult times and expressed his pleasure at having been able to welcome everyone in Brazzaville.

146. 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. He looked forward to coming back to Brazzaville and wished everybody a safe journey home.

147. In his closing statement, the Council Chair assured Council that it been both a pleasure and an honour to guide its deliberations. He declared the 66th session closed at 18h30 on 8 February 2013.

Annex 1**AGENDA FOR THE 66th 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. FICSA/CCISUA Cooperation
 10. Election of the Executive Committee and Regional Representatives for 2012-2013
 11. Approval of the session report:
 - (a) Legal Questions
 - (b) Human Resources Management-Staff/Management Relations
 - (c) Social Security/Occupational Health and Safety
 - (d) Conditions of Service in the Field
 - (e) General Service Questions
 - (f) Professional Salaries and Allowances
12. Administrative and Budgetary Questions
 - (a) Report of the Ad hoc Committee
 - (b) Budget for 2013
 - (c) Scale of contributions for 2013
13. Report of the Analytical Working Group on Strategic Development
14. Election of Standing Committee officers for 2013-2014
15. Date, place and draft agenda of the next sessions
16. Other business
17. Closing of the session

Annex 2**RESOLUTION
ON THE LACK OF CONSULTATION WITH STAFF REPRESENTATIVE BODIES**

Resolution 66/1

The Council of the Federation of International Civil Servants' Associations (FICSA) at its 66th Session (WHO/AFRO Brazzaville, 4 to 8 February 2013),

Disappointed that the staff representative bodies were not consulted during preparations to the retreat of the High-Level Committee on Management (HLCM) held in Turin on 14 and 15 January 2013,

Noting with concern that the “non-paper to guide discussions on the HLCM's Strategic Plan and the Committee's working modalities” addressed issues of a system-wide nature,

Also noting that the absence of consultation with the elected staff representative bodies is in breach of the fundamental principles of good governance as established by the ICSC Framework for Human Resources Management as well as the Terms of Reference of the HLCM, which stipulate that the Committee “... is responsible for maintaining an ongoing dialogue with staff representatives on concerns of a system-wide nature ...”,

Having considered the communication received from the Chef de Cabinet dated 31 January 2013, in reply to the letter sent by the three staff federations to the Secretary-General of the United Nations, regarding possible consultation with the staff representatives but without detailing the modalities for a meaningful exchange of views to happen,

Notes that a one-day closed meeting of the HR Directors will take place in Budapest on 12 February 2013 to discuss the outcome of the HLCM retreat,

Reiterates the request that on the occasion of the 26th HR Network meeting in Budapest, due consultation be held between the staff federations and the HR Directors,

Declares that a mere “briefing”, as referenced at point 2(a) in the draft agenda of the 26th meeting of the HR Network, would not respect the right to meaningful consultation with the elected staff representative bodies,

Underlining with extreme concern that the HLCM non-paper refers to staff as “the greatest expense of the UN system organizations”, while ignoring that staff is a resource and not a burden for the UN common system,

Considering that the approach chosen by the HLCM had a negative impact on staff/management relations and staff morale,

Alarmed by the ongoing threat to the independence of the international civil service and the conditions of service of staff,

Calls upon the UN Secretary-General, the Chief Executives Board (CEB) and its advisory bodies to:

1. *Inform and consult* the federations on the outcome of HLCM's retreat in Turin;
2. *Ensure* that proper and timely consultations are held with the recognized staff representative bodies in each HLCM member organization on this matter;
3. *Take the necessary measures* to rectify the perception that the staff is a liability for the UN common system, not its fundamental asset; and
4. *Identify and address* the threat to the independence of the international civil service resulting from the inordinate adoption of dysfunctional management practices inspired from the private sector.

Requests the FICSA Executive Committee to:

Transmit this resolution to the UN Secretary-General, the CEB, the ICSC, the executive heads of FICSA member organizations and sister staff federations;

Inform FICSA members on developments as soon as possible after the conclusion of the 26th meeting of the HR Network; and

Cooperate with the other federations also exploring the possibility of global mobilization on this issue.

Finally the FICSA members commit to:

1. *Pursuing* consultation at their level with respective executive heads and senior managements; and
2. *Informing* the FICSA Executive Committee on the outcome of the above consultation for information to membership.

RESOLUTION ON FICSA SECRETARIAT ISSUES

Resolution 66/2

The Council of the Federation of International Civil Servants' Associations (FICSA) at its 66th session (WHO/AFRO Brazzaville, 4-8 February 2013),

Recalling the Universal Declaration of Human Rights, notably Article 23 recognising the right to form and to join trade unions for the protection of one's interests, as well as related standards of the International Labour Organisation (ILO),

Recalling the message of the United Nations Secretary-General to the 65th FICSA Council, where he recognised the 60-year history of FICSA; the Federation's important contributions to the work of the Human Resources Network, the International Civil Service Commission and the General Assembly, among other bodies; and its strong relationship based on transparency and trust; and where he expressed his hope that we would continue to work together closely to address the challenges faced by staff and the organizations alike,

Noting with alarm the information received on 31 January 2013 from the Director, Human Resources of the United Nations Office at Geneva (UNOG), that in the framework of a review of UNOG cooperation with non-UN secretariat entities, the Office of Legal Affairs of the UN advised that the existing administrative arrangements be suspended,

Further alarmed at the information that one of the employees serving in the FICSA secretariat on UNOG contracts since January 1986 with no break in service received from UNOG/HR notification of renewal of her fixed-term contract for only 11 months until 31 December 2013,

Also aware that the fixed-term contract of another employee serving in the FICSA secretariat on UNOG contracts since September 2002 with no break in service will expire on 31 August 2013,

Also dismayed that the decision taken by UNOG Human Resources will prevent the advertisement of the post of the FICSA Information Officer, vacant since 1 October 2012, resulting in delays and reducing the effectiveness of the Federation,

Expresses its strong disappointment at this unprecedented attack on the core structure of the Federation, its secretariat and its staff, as well as its purpose and ability to carry out its mandate,

Affirms that securing the continued employment of the colleagues in the FICSA secretariat will be given the highest priority by the Executive Committee,

Emphasizes the urgent need to obtain from the United Nations confirmation of the administrative arrangements already in place for decades, in order to ensure that the Federation is in a position to pursue its statutory mandate and make effective use of the financial resources of its members,

Instructs the FICSA Executive Committee to:

1. *Start* immediate action aimed at defining a recognition and administrative agreement in the form of a Memorandum of Understanding between the United Nations and FICSA;
2. *Take the matter* to the competent authorities, including the UN Secretary-General and the UN General Assembly, as necessary;
3. *Ensure* that affected staff members in the FICSA secretariat have access to legal counsel and the support of the Federation's legal defence fund, as necessary, so that these staff members can make full use of available recourse to protect their rights *inter alia* under the relevant UN Secretariat Staff Rules and Regulations; and
4. *Inform* the FICSA membership of progress on a bi-monthly basis.

Annex 3

FICSA/CCISUA COOPERATION

The Council expressed its appreciation for, and interest in, a continued working relationship with CCISUA.

The Council also noted that a merging of the two Federations into a single entity would not be possible until all strengths, weaknesses, opportunities and threats of the process are examined and elements such as vision, aims and objectives, administrative and legal frameworks, constitution, officers, staffing, budgeting, branding and communication strategy are clearly and transparently spelled out and addressed.

It was noted that some of the barriers to an eventual merging, as identified in Alan Leather's report issued in 2009, remain unresolved and would require appropriate answers (financial, budgeting, constitutional, cultural and other operational issues).

The Council noted that not only the historical legacy of the Federation and its unique secretariat structure should not be lost in the process, but should be reinforced by the possible synergies of a potential merge.

Some members expressed their concern about the loss of identity of a recognized and respected sixty-one year old staff representation body.

The Executive Committee and representatives from CCISUA recognized that the deep emotions evoked by the issue were understandable and justified, due to both the past history of the relations between the two federations and the uncertainties of the future.

The leadership of both Federations reassured the Council that these concerns were noted and would be addressed as requested.

The Council finally stressed that, in order to allow for an informed decision-making process, information should be provided to FICSA members with adequate advance and detail.

The joint FICSA/CCISUA Working Group should develop a concrete proposal and plan of action detailing all the elements mentioned above to be presented to the 67th Council.

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

| | |
|-----------------------------------|-------------------------------------|
| Chair | Ilio Fornasero (FAO/WFP-UGSS) |
| Vice-Chair | Dave Nolan (IFAD) |
| Rapporteur | Susan Murray (FAO/WFP-UGSS) |
| President, FICSA | Mauro Pace (FAO/WFP-UGSS) |
| Treasurer, FICSA | Nabil M. Sahab (IAEA) |
| Member, FICSA Executive Committee | Janice Albert (AP-in-FAO) |
| Regional Representatives | Vijay Chandra (WHO/SEARO New Delhi) |
| | Imed Zabaar (IAEA) |

Participants

| | |
|----------------------|--|
| AP-in-FAO | Wolfgang Prante |
| IMO | Steven Haw Karine Langlois |
| ITU | Caroline Debroye Varghese Joseph |
| PAHO/WHO Washington | Pilar Vidal Estevez |
| UNAIDS | Cinzia Mazzolari Delaunay Jason Sigurdson |
| UNESCO | Sandra Gallet Vincent Vaurette |
| UNRWA/ASA Lebanon | Diab El-Tabari |
| WHO/AFRO Brazzaville | Rudo Chikoto Bernadette Fogue Kongape |
| WHO/EURO Copenhagen | Melodie Karlson |
| WHO/HQ Geneva | Ivan Babovic Carlos Streijffert |
| WHO/SEARO New Delhi | Ritesh Singh |

WIPO

Brett Fitzgerald
Faizan Ul-Haq**Introduction**

1. Under the chairmanship of Ilio Fornasero (FAO/WFP-UGSS), the Standing Committee on Legal Questions met to address items 1-9 of its agenda.

Adoption of the agenda (Agenda item 1)

2. The Standing Committee decided to postpone the discussion item 7. “Legal Status of FICSA” in view of the fact that the item would be discussed in a joint session of the Standing Committees on SMR-HRM and Legal Questions scheduled for the following day, and adopted the following agenda:
 1. Adoption of the agenda
 2. Election of the rapporteur
 3. Review of FICSA Statutes
 4. Administration of Internal Justice
 5. Analysis of the case of the FICSA General Secretary (Release)
 6. Training programme for 2013
 7. Legal status of FICSA (joint session with SC/HRM-SMR)
 8. Other business
 9. Nomination of Standing Committee officers and core group members

Election of a rapporteur (Agenda item 2)

3. Susan Murray (FAO/WFP-UGSS) was appointed rapporteur.

Review of FICSA Statutes (Agenda item 3)

4. Considering the complexity and the magnitude of work involved, the Committee decided to postpone discussion on the issue to the next FICSA Council.

The Standing Committee recommended that core members continue working on this subject (seeking legal advice where necessary) with a view to arriving at an agreed proposal for presentation at the 67th FICSA Council in 2014.

Administration of Internal Justice (Agenda item 4)

5. There was not sufficient time to dedicate the required attention to this issue.

The Standing Committee recommended that a small working group of core members continue working on the subject (seeking legal advice where necessary), with a view to arriving at an agreed proposal for presentation at the 67th FICSA Council in 2014.

Analysis of the case of the FICSA General Secretary (Release) (Agenda item 5)

6. After analyzing all the case documentation the Standing Committee adopted the following recommendations.

The Standing Committee recommended that: (i) The Executive Committee pursue the issue of cost sharing amongst the organizations with FICSA membership for the position of General Secretary to facilitate the ease of obtaining release for potential candidates to this position; (ii) The Executive Committee ensure that release be obtained for potential candidates; (iii) The Standing Committee request the Executive Committee to provide a breakdown of funds used from the Legal Defence Fund to date, in pursuing this case; and (iv) Strongly instructs, further to the analysis of this case, the Executive Committee to never again allow, under any circumstances, a General Secretary or President to accept the position without having previously secured full release, including entitlements for the full period of their mandate.

Training programme for 2013 (Agenda item 6)

7. The training programme for 2013 was not fully discussed due to lack of time, however it was noted that a request had been made to the Ad hoc Committee on Administrative and Budgetary Questions for an allocation of CHF 10,000 to be included in the 2013 budget.

The Standing Committee recommended that Council allow the Executive Committee to organize appropriate legal training with the funds allocated in the approved budget of 2013.

Legal status of FICSA (Agenda item 7)

8. Although it had been decided to discuss this item in a joint session with the Standing Committees on SMR-HRM and Legal Questions, the Committee felt that a short discussion would still take place.
9. It was noted that none of the FICSA staff associations/unions had recognition agreements with their respective host governments but seeing as FICSA was a recognized interlocutor of the ICSC, which in turn was recognized by the General Assembly, then essentially FICSA was a recognized UN Entity. Additionally, it was noted that the vast majority of its member associations/unions had recognition agreements with their own administrations, so FICSA had that same recognition by extension through its members. It was also noted that as FICSA had the ability to enter into contractual agreements and held various bank accounts, it also had a legal personality.

10. Lastly, the Committee was concerned that the FICSA secretariat should not become a nomad entity and urged that a permanent solution be sought by whatever means. It was suggested the Executive Committee should write to the UN Secretary-General asking that the FICSA secretariat be administered by them much in the same way as the ICSC officials. This sentiment was further reinforced by the fact that the UN Secretary-General had manifested his support for staff representative bodies by personally addressing the 65th FICSA Council in Copenhagen in 2012.

Joint session of the Standing Committees on HRM-SMR and Legal Questions - 6 February 2013

11. The legal status of FICSA had been called into question by the insistence of UNOG that it had no legal obligation to continue administering the contracts of FICSA secretariat staff, and refused to issue the vacancy announcement for the position of the FICSA Information Officer. Consequently, after 31 December 2013, the contractual status of the 3 current FICSA secretariat staff was uncertain.
12. The joint committee expressed its relief that in the meantime Council had agreed to take immediate steps to solve the outstanding problem of taxation that had arisen with UNOG, regarding a previous staff member of the FICSA secretariat.
13. The Joint Committee agreed that the best solution would be for the FICSA secretariat to maintain its offices in Geneva and for its staff contracts to continue to be administered by UNOG, vis-a-vis a formal recognition agreement such as a Memorandum of Understanding between FICSA and UNOG.
14. The Committee was also concerned that the 3 staff members involved should be given assurance that, no matter what, they would not find themselves without employment on 1 January 2014. The Committee debated this argument and finally agreed that in the worst case scenario the Executive Committee should provide the employees with consultancy contracts as a temporary measure. The FICSA Treasurer confirmed that this provision was financially viable.
15. Recognizing the urgency of the situation and in order to assure that the matter was not over looked by any future event, the Standing Committee decided to make the following recommendations.

The Standing Committee recommended that the Executive Committee: (i) Negotiate with UNOG for a suitable solution as a matter of urgency; (ii) Write to the UN Secretary-General asking for a speedy solution to this unacceptable situation; (iii) Seek legal advice on the legal status of the staff of the FICSA secretariat; (iv) Update the membership on a bi-monthly basis of progress made.

The Committee also recommended that the 66th FICSA Council endorse the resolution (66/2) on the future of FICSA's relationship with the United Nations Office at Geneva (UNOG) (Annex 2).

Other business (Agenda item 8)

16. No other business.

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

17. The Standing Committee nominated Mr. Joel Lahaye (CERN) as Chair and Mr. Ilio Fornasero (FAO/WFP-UGSS) and Mr. Jason Sigurdson (UNAIDS) as Vice-Chairs.

18. It nominated Ms. Susan Murray (FAO/WFP-UGSS), Mr. Imed Zabaar (IAEA), Mr. Dave Nolan (IFAD), Ms. Caroline Debroye (ITU), Mr. Varghese Joseph (ITU retiree), Ms. Marie-Thérèse Conilh de Beyssac (UNESCO), Ms. Sandra Gallet (UNESCO), Mr. Vincent Vaurette (UNESCO), Mr. Diab El-Tabari (UNRWA/ASA), Ms. Melodie Karlson (WHO/EURO), Mr. Ivan Babovic (WHO/HQ) and Ms. Ritu Sadana (WHO/HQ), as members of the Core Group.

Annex 5

**REPORT OF
STANDING COMMITTEE ON HUMAN RESOURCES MANAGEMENT
AND STAFF/MANAGEMENT RELATIONS**

| | |
|------------------------------------|--|
| Chair | David Nolan (IFAD) |
| Vice-Chair | Melodie Karlson (WHO/EURO Copenhagen) |
| Rapporteur | Antonio Brina (FAO/WFP-UGSS) |
| President, FICSA | Mauro Pace (FAO/WFP-UGSS) |
| General Secretary, FICSA | Marie-Thérèse Conilh de Beyssac (UNESCO) |
| Members, FICSA Executive Committee | Janice Albert (AP-in- FAO) Véronique Allain (SCBD) |
| Regional Representatives | Tony Capita (WHO/AFRO Brazzaville) Imed Zabaar (IAEA) |

Participants

| | |
|---------------------|---|
| AP-in-FAO | Wolfgang Prante |
| FAO/WFP-UGSS | Ilio Fornasero Susan Murray |
| IFAD | Fabio Bencivenga Dave Nolan |
| IMO | Karine Langlois |
| ITU | Caroline Debroye Varghese Joseph |
| PAHO/WHO Washington | Pilar Vidal Estevez |
| UNAIDS | Cinzia Mazzolari Delaunay Tanya Quinn-Maguire Jason Sigurdson |
| UNESCO | Sandra Gallet |

| | |
|----------------------|---|
| UNFCCC | Festus Luboyera |
| UNWTO | Michel Julian |
| UNRWA | Diab El-Tabari |
| WHO/AFRO Brazzaville | Rudo Chikoto Bernadette Fogue Kongape Justin Nzambe Mazvida Simbarashe Etienne Magloire Minkoulou |
| WHO/HQ Geneva | Marina Appiah Carlos Streijffert |
| WHO/SEARO New Delhi | Ritesh Singh |
| WIPO | Brett Fitzgerald Faizan Ul-Haq |

Introduction

1. The Standing Committee met twice 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
 3. Separation payments
 4. Contractual arrangements
 5. ICSC Framework for Human Resources Management
 6. GS to P promotion (results of the FICSA survey, January 2013)
 7. Inter-agency agreement
 8. Review of the common system compensation package (HR implications)
 9. Exit interview (ICSC report)
 10. Training issues
 11. Strategy/action to take on JIU recommendation on collective bargaining
 12. ICSC review of the Code of conduct
 13. Other business
 - (a) UNGLOBE
 - (b) HLCM retreat
 14. Nomination of Standing Committee officers and core group members

Election of the rapporteur (Agenda item 2)

3. Mr. Antonio Brina (FAO/WFP-UGSS) was appointed rapporteur.

Contractual arrangements (Agenda item 4)

4. The Standing committee discussed the issue of contractual arrangements with a broad view on different practices in the different organizations. The majority of members of the Standing Committee acknowledged a general trend of misuse of contracts resulting in discontinuation of continuing contracts, abuse of short term or non-staff to perform corporate core functions. Some new staff rules and regulations containing provisions for the issuance of continuing contracts were implemented without issuing continuing contracts. There would appear to be a broad consensus that there was no proper consultation and negotiation with staff representative bodies. Administrations were under increasing pressure from governing bodies to reduce staff costs. Often, existing rules were frozen with no official notification to the staff or to their representatives. It was noted that the ICSC contractual framework left each organization the possibility to deal with contracts independently.

The Standing Committee recommended that the Executive Committee insist that the HLCM implement the guidelines on issuing of fixed-term contracts in a manner that they are standardized among the different agencies.

ICSC Framework for Human Resources Management (Agenda item 5)

Review of common system compensation package (HR implications) (Agenda item 8)

HLCM Retreat (Agenda items 13(b))

5. The Standing Committee has been requested to discuss the review of common system compensation package from the human resources (HR) perspective with a particular view to staff mobility. Since compensation affects HR administration, the Standing Committee was called to evaluate if within the current overall review conducted by the ICSC, it would be possible to identify any areas that would be covered by this Standing Committee throughout the year whilst other aspects of the same item would be pursued by the Standing Committee on Professional Salaries and Allowances – or other interested standing committees.

6. Whilst the ICSC previously had an individual approach to the issues, the upcoming review for 2013 had the aim of identifying possible areas of improvement taking a holistic look at best practices - the Standing Committee suggested otherwise. The flexibility requested from administrations to adapt to changing market conditions should not change the perception on staff and should not be used as grounds for reducing staff entitlements. The Standing Committee believed that other key areas included ethics and internal justice, career and performance management, pay and benefit systems, conditions of service and entitlements. The Committee also noted that there was a risk coming from the desire of the HLCM to exercise a greater influence on the ICSC.

7. The Standing Committee agreed on a resolution 66/1 (see Annex 2).

Exit interview (ICSC Report) (Agenda item 9)

8. The Standing Committee recalled the review on the implementation of exit interviews carried out by the ICSC in 2010 (ICSC/70/CRP.5). It further noted that in most agencies, exit interviews were still not mandatory. The Standing Committee agreed with the Commission's conclusion that there should be a comprehensive approach to exit interviews.

The Standing Committee recommended that the FICSA Executive Committee endorse the implementation of a comprehensive exit interview approach as advocated by the ICSC. A model exit interview questionnaire (ICSC/70/CRP.5, pp. 5-10) should be circulated to the heads of HR of all FICSA member organizations encouraging the use of the model which covered various human resources elements, including: (i) job responsibilities and performance; (ii) job orientation and training; (iii) mentoring and coaching programmes; (iv) working conditions; (v) opportunities for skill development and career advancement; (vi) training and development programmes; (vii) supervision and management; (viii) work satisfaction; (ix) workload distribution and schedule flexibility; (x) salary and benefits; and (xi) organizational leadership and culture.

Since exit interviews should target all separating staff (men and women), data should be collected and analyzed on gender, age, nationality, grade, contract type, length of service, and duty station and an annual report shared with our respective staff associations/unions.

Training issues (Agenda item 10)

9. The Standing Committee acknowledged that, since last year, the quality of the training and the number of member participants had increased. It was recognized that training was an asset for FICSA, promoting quality standards of staff representation. The necessity of another round of training this year had also been envisaged. In the spirit of solidarity, it was suggested that actions be taken to make the training available to all members' organizations. The Standing Committee also discussed the possibility to make e-learning training available for accessibility as well as cost-saving purposes. However, it was highlighted that the contact with colleagues from other agencies was part of the enriching experience represented during training.

The Standing Committee recommended that: (i) FICSA Executive Committee host a new round of training; (ii) A discussion be conducted with the TUC in the preliminary phase to make sure that: (a) training be more specifically targeted for UN staff representation; (b) that more material be made available during training sessions; (iii) that mandatory feedback be required from participants - ensuring that comments on unsatisfactory delivery be followed up with the aim of a constant and continuous improvement in the quality of all training/workshops organized by FICSA; and (iii) The Ad hoc Committee on Administrative and Budgetary Questions allocate the amount of CHF 15,000 to organize three workshops in 2013.

With regard to the idea of a broader diffusion of training among field offices, the Standing Committee further recommended to the FICSA Executive Committee to explore how to invest on e-learning courses to be complementary to the face-to-face training.

The Standing Committee also requested the Executive Committee to explore the possibility that e-learning material offered by the trainer after the session be posted on the FICSA website for membership.

Strategy action to take on JIU recommendation on collective bargaining (Agenda item 11)

10. The Standing Committee acknowledged a general trend from administrations to ignore corporate agreements with staff associations/unions, which was confirmed by the JIU study on staff/management relations. The conclusion underlined by the latter study was that the definition of consultation was interpreted differently by staff representative bodies and their respective senior managements. It was agreed between Standing Committee members that stronger determination should be applied by staff representative bodies when dealing with administrations.

ICSC review of the code of conduct (Agenda item 12)

11. FICSA, CCISUA and UNISERV participated in the ICSC Working Group on the review of the Code of Conduct. The process was pending the General Assembly's approval.

The Standing Committee recommended that the FICSA Executive Committee: (i) Report to FICSA members on the status of approval; and (ii) Inform members on any issues that could be raised after the implementation.

12. It was decided to link agenda items 5, 8 and 13(b).

13. Given time constraints and urgent business, there was not sufficient time to discuss and make recommendations on points 3, 6 and 7.

The Standing Committee recommended that Council ask the Executive Committee to instruct the core members of the Standing Committee to provide feedback on agenda items 3, 6 and 7 to the 67th Council.

Other business (Agenda item 13)

UNGLOBE report on the FICSA Survey on Diversity in the Workplace (Agenda item 13(a))

14. Whereas the results of the FICSA Survey on Diversity in the Workplace were generally positive with respect to employee perceptions and actions around LGBT issues and equality, the regulations, policies and guidelines of many UN organizations remained discriminatory. Employees responding to the survey indicated that they were ready for equality in the workplace, regardless of sexual orientation, and took the opportunity in the comment section of the survey to clearly state that the UN should move forward in updating and harmonizing its own rules and regulations on diversity and related issues.

The Standing Committee requested the FICSA Executive Committee: (i) to advocate for regulations, policies and guidelines concerning diversity and in particular personal status to be updated in all UN entities so that all employees are treated equally, and diversity in the workplace is respected; and (ii) to request that UN Cares training be made mandatory in all UN entities, not only to newcomers but also to existing staff with the aim of raising awareness among All.

15. The lack of faith in a fair and confidential process against harassment, combined with the lack of anti-harassment policies covering sexual orientation in most UN entities, affected staff productivity and endangered UN ability to recruit and retain the best staff.

The Standing Committee recommended that: The FICSA Executive Committee send a more general statement to all member organizations' ombudspersons, human resources directors and/or equivalents on the matter of under-reporting rates of harassment in the workplace. This would have a direct impact on a much wider group than LGBT employees. The UN-GLOBE Focal Point, through this Standing Committee, urged FICSA to share this report with Mr. Johnston Barkat, Assistant Secretary-General and United Nations Ombudsman, with copy to Mr. Francisco Espejo, WFP Ombudsman, as Chair of the 2013 UNARIO, for their information and follow-up action before the Council to be held in Rome in June 2013. The Committee also recommended that the FICSA Executive Committee request to be invited to UNARIO as an observer. The 2013 session will be held in Rome.

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

16. The Standing Committee recommended Ms. Lisa Villard (IAEA) as Chair and Mr. Dave Nolan (IFAD) and Ms. Cinzia Romani (FAO/WFP-UGSS) as Vice-Chairs.

17. The following were nominated as core group members: Ms. Pilar Vidal Estevez (PAHO/WHO Washington), Mr. Fabio Bencivenga (IFAD), Mr. Carlos Streijffert (WHO/HQ Geneva), Ms. Melodie Karlson (WHO/EURO Copenhagen), Ms. Marina Appiah (WHO/HQ Geneva), Mr. Rudo Chikoto (WHO/AFRO Brazzaville), Ms. Cinzia Mazzolari Delaunay (UNAIDS), Ms. Tanya Quinn-Maguire (UNAIDS), Mr. Imed Zabaar (IAEA), Mr. Mazvidza Simbarashe (WHO/AFRO Brazzaville), Mr. Antonio Brina (FAO/WFP-UGSS), Ms. Sandra Gallet (UNESCO), Mr. Michel Julien (UNWTO), Ms. Caroline Debroye (ITU), Ms. Bernardette Fogue Kongape (WHO/AFRO Brazzaville) and Ms. Susan Murray (FAO/WFP-UGSS).

Annex 6

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

| | |
|-----------------------------------|-------------------------------------|
| Chair | Svend Booth (FICSA Resource Person) |
| Rapporteur | Steven Haw (IMO) |
| Member, FICSA Executive Committee | Edmond Mobio (WHO/HQ Geneva) |
| FICSA Regional Representative | Vijay Chandra (WHO/SEARO New Delhi) |

Participants

| | |
|----------------------|---------------------------------------|
| AP-in-FAO | Giovanni Muñoz |
| FAO/WFP-UGSS | Paolo Barchiesi |
| IAEA | Marielle Wynsford-Brown |
| ITU | Christian Gerlier |
| UNAIDS | Benjamin Gobet Tanya Quinn-Maguire |
| UNESCO | Vincent Vaurette |
| WHO/AFRO Brazzaville | Minata Traore |
| WHO/HQ Geneva | Ivan Babovic |
| WHO/SEARO New Delhi | Ritesh Singh |

Introduction

1. Under the chairmanship of Mr. Svend Booth (FICSA Resource Person), the Standing Committee met once to address items 1-8 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. Report of the UNJSPB
 4. Mandatory age of separation
 5. Report from the JIU on management of sick leave within the UN

6. UN divorced spouses
7. One UN health insurance plan
8. Nomination of Standing Committee officers and core group members

Election of a rapporteur (Agenda item 2)

3. Mr. Steven Haw (IMO) was appointed Rapporteur.

Report of the UNJSPB (Agenda item 3)

4. A debrief was provided of the report of the UNJSPB (available this year for the first time on the UNJSPF website).
5. Concern was expressed by the Standing Committee regarding suggestions, expressed across various fora within the UN common system, about the possible creation of a supplementary pension scheme, which could be along the lines of the World Bank's pension model. The Committee was also informed of the on-going Working Group on Sustainability, the results of which need to be monitored as its deliberations could affect future pension entitlements.

The Standing Committee recommended that: (i) the FICSA Executive Committee remain vigilant and keep members informed of any mention of the creation of supplementary pension schemes within the UN common system; and (ii) the FICSA budget allot USD 3,500 for an observer to attend the meeting of the Pension Board in July 2013 in New York to have access to Board participants.

Mandatory age of separation (Agenda item 4)

6. The age for normal retirement from the Pension Fund would be 65 years for staff members joining after 1 January 2014. The mandatory age of separation (MAS) was currently 60 or 62 depending on years of service and would be increased to 65 for those joining after 1 January 2014. The Standing Committee discussed the importance of harmonizing practices throughout organizations of the UN to give all staff members the option to separate from their organizations at age 65 irrespective of the Entrance on Duty (EOD) date. FICSA had conducted a survey in 2011 regarding the MAS with the majority of respondents indicating that staff members were open to increasing the MAS to age 65.
7. The Committee noted the positive effect the change in the MAS would have on the long-term stability of the Pension Fund, particularly in view of new staff joining the Fund in later years of their careers and not having many years of contributory service in the Pension Fund, as well as the proliferation of non-staff contractors.

The Standing Committee recommended that, recognizing the Pension Fund retirement age had been set as 65 for staff members starting after 1 January 2014, the age of 65 should be the recommended mandatory age of separation (MAS) for all organizations, with 65 being optional for staff members who joined the Fund before 1 January 2014. The Committee also recommended that FICSA continue to support the change to the MAS

while ensuring that staff members' acquired rights be honoured.

Report from the Joint Inspection Unit (JIU) on management of sick leave within the UN (Agenda item 5)

8. The Committee discussed the contents of the report.

The Standing Committee took note of the publication of the first JIU report and recognized the recommendations put forward by the JIU as valid points. The Executive Committee might wish to follow up with the JIU to monitor the implementation of these recommendations.

UN divorced spouses (Agenda item 6)

9. Article 35 *bis* of the UNJSPF Regulations pertained to surviving spouse benefits after divorce. For a divorced spouse to be eligible for a pension payment, the spouse must have been married for at least 10 years during which period the staff member contributed to the Pension Fund. UNWG-Geneva sought a reduction in that period to five years.

10. The Standing Committee members discussed whether the Federation had a mandate on this issue and were ultimately unable to reach consensus regarding Article 35 *bis* on a decision that FICSA could take forward.

One UN health insurance plan (Agenda item 7)

11. One delegation proposed consideration of a move towards a single staff health insurance scheme. This was based on the recommendation of the 2007 JIU report and the recent UN Plus survey on UN health insurance schemes; both reports demonstrated disparities and inequalities across these schemes thus provoking inefficiencies.

12. Committee members discussed different medical insurance schemes within their organisations, including issues like non-recognition by health providers, coverage, reimbursement, variations within organisations, mobility, long-term care, staff participation in health insurance committees, etc. The potential benefits of a single health insurance plan were acknowledged, as well as the complexity of comparing widely differing schemes.

The Standing Committee recommended that the Executive Committee: (i) Request UN Plus to share the results of their health insurance survey with FICSA members; and (ii) Enquire among the FICSA membership about the level of participation on the relevant staff health insurance management boards.
The Committee also recommended that during the year, means by which comparative data could be obtained and possibly prepare a survey to compare medical insurance plans across the Federation.

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

13. The Standing Committee nominated Ms. Tanya Quinn-Maguire (UNAIDS) as Chair and Ms. Katja Haslinger (IAEA) as Vice-Chair.

Annex 7**REPORT OF THE STANDING COMMITTEE ON CONDITIONS OF SERVICE IN THE FIELD**

| | |
|--|------------------------------------|
| Chair | Edmond Mobio (WHO/HQ Geneva) |
| Rapporteur/Member, FICSA Executive Committee | Véronique Allain (SCBD) |
| Member, FICSA Executive Committee | Edmond Mobio (WHO/HQ Geneva) |
| Regional Representative, FICSA | Tony Capita (WHO/AFRO Brazzaville) |

Participants

| | |
|----------------------|--|
| AP-in-FAO | Giovanni Muñoz |
| FAO/WFP-UGSS | Susan Murray |
| IAEA | Marielle Wynsford-Brown |
| IFAD | Fabio Bencivenga |
| UNAIDS | Benjamin Gobet Tanya Quinn-Maguire |
| UNESCO | Sandra Gallet |
| UNRWA/ASA Lebanon | Diab El-Tabari |
| WHO/AFRO Brazzaville | Rudo Chikoto Bernadette Fogue Kongape Leon Kinuani Gildas Makaya Firmine Mavila Roger Nabalma Justin Nzambe Mazvida Simbarashe Jean Tchicaya |
| WHO/SEARO New Delhi | Ritesh Singh |

Association with consultative status

| | |
|-------------|-----------------|
| ADB Abidjan | Véronique Mahan |
|-------------|-----------------|

1. In the absence of the Chair and the Vice-Chair, Mr. Edmond Mobio (WHO/HQ Geneva) chaired the Standing Committee meeting.

Adoption of the agenda (Agenda item 1)

2. The Standing Committee adopted the following agenda:

3. Adoption of the agenda

4. Election of the rapporteur

3. Hardship classification: proposal to add the shifting from “A to “H” category duty stations

4. Danger pay

5. Security of UN staff and premises in field locations (from the last IASMN report) use of private security

6. National Professional Officer: contracts and conditions of service

7. Other business: FUNSAs

8. Nomination of Standing Committee officers and core group members

Election of the rapporteur (Agenda item 2)

3. Ms. Véronique Allain (SCBD) was elected rapporteur.

Hardship classification (Agenda item 3)

4. Every three years, the ICSC Commission established a working group to discuss the classification of field duty stations according to the conditions of life and work. The Working Group reviewed the hardship scheme, hardship categorization and assessed the overall quality of life at a field duty station. In determining the degree of hardship, consideration was given to local conditions of safety and security, health care, education, housing, climate, isolation and the availability of the basic amenities of life that resulted in a less than acceptable standard of living for staff and their families. FICSA participated in the work of the Working Group.

5. Duty stations were categorized on a scale of difficulty from A to E with A being the least difficult. All field staff were required to fill out a questionnaire and all duty stations had to be reviewed whether or not a questionnaire was duly returned to the ICSC. If a questionnaire was not received from the field duty station, the ICSC secretariat needed to assess the situation locally through other means. On the health criteria, very often the questionnaires were not filled out and the UN Medical Services did not have any authority over the local Resident Representative to comply with the Health Questionnaires as it was the WHO which was the only authority in this field. The UN Department of Health Services was looking into the possibility of obtaining information from the health insurance providers of UN staff posted in specific duty stations.

The Standing Committee recommended that the FICSA Executive Committee: (i) Continue insisting with the ICSC secretariat that more efforts be made by the ICSC, WHO and the UNDP to improve the compliance mechanism for submitting the hardship classification questionnaires; and (ii) Explore the possibility of FUNSAs acting as an additional support to staff.

The Committee also highly recommended that training be provided for the staff responsible in the field on how to fill out the questionnaire and that more resources should be allocated to the ICSC secretariat in compiling the information.

6. Then discussions took place on the ICSC's proposal to shift the "A" category duty stations to "H" duty stations. The Commission defined "H" category duty stations as headquarters and similarly designated locations whereas the United Nations had no development or humanitarian assistance programmes for that country, or locations in countries that were members of the European Union (EU). Several Member States found it unacceptable to have to classify duty stations that were located in Europe and members of the EU. The fact that some of these duty stations became members of the EU, but did not adopt the Euro currency, added to the difficulty of classifying these duty stations in a fair manner for the UN staff working there. Several UN organizations were currently moving to these "H" duty stations. There were serious implications for UN staff serving in these duty stations regarding the mobility and the hardship scheme.

The Standing Committee recommended to the Executive Committee that: (i) At the next session of the ICSC (25 February to 8 March 2013), it continue to monitor the introduction of yet-again another methodology for "H" duty stations so that UN staff serving in these duty stations kept benefitting from the mobility and hardship allowances; (ii) Request clear criteria leading to the classification of "H" duty stations; (iii) Continue working with the ICSC to ensure that "H" duty stations be properly classified; and (iii) Inform the membership of FICSA accordingly.

Danger pay (Agenda item 4)

7. The Standing Committee took note that the danger pay replaced the hazard pay effective 1 April 2012. Danger pay was a special allowance established for internationally- and locally-recruited staff who were required to work in locations where very dangerous conditions prevailed. Danger pay may normally be granted for periods of up to three consecutive months. The application of danger pay was lifted when dangerous conditions were deemed to have abated. The allowance was payable as a monthly sum to internationally-recruited and locally-recruited staff whenever staff were present in the qualifying location, whether or not staff were required to report to duty at a UN office. Twenty-five per cent of the mid-point of the salary scale was the rate actually provided to local staff but the Commission was proposing to increase the percentage to 30 per cent and still waiting for the final decision by the UN General Assembly.

8. It was confirmed that locally-recruited staff in the Gaza Strip were now eligible for the danger pay but the UNRWA Administration had not yet implemented it.

The Standing Committee recommended to the Executive Committee follow up with the ICSC in the next session (25 February to 8 March 2013), regarding the payment of danger pay for affected staff posted in Gaza.

Security of UN staff and premises in field locations (from the last IASMN report): use of private security (Agenda item 5)

9. The issue was that for cost containment, organizations tended to outsource the security and maintenance services to private companies. This created a problem with regard to the minimum security requirement compliance. The Standing Committee shared the concerns mentioned in document FICSA/CIRC/1131, i.e. extensive outsourcing of security companies, the screening of security personnel, and their working conditions.

The Standing Committee recommended that the Executive Committee, in collaboration with the CCISUA representative in the IASMN meeting, raise strongest objections with regard to the security requirements compliance and ensure that those concerns were properly addressed.

10. In the field, it may often be difficult to implement on practical levels the minimum security requirements, i.e. the MOSS and the MORSS standards. However, the issue of the lack of flexibility was a very delicate one and should be dealt with pragmatically.

The Standing Committee recommended that the Executive Committee raise the delicate issue of the lack of flexibility at every opportunity, with all stakeholders on security matters, with the aim of reaching a compromise between the security requirements and the practical needs.

National Professional Officer (NPO): contracts and conditions of service (Agenda item 6)

11. The Standing Committee informed the participants in the meeting that the use of NPOs had become more and more common in occupying functions normally carried out by internationally-recruited staff. The Standing Committee was reminded of the original definition of NPOs:

- NPOs should be nationals of the country where they serve. They should be recruited locally and should not be subject to assignment to any duty station outside the home country.
- The work performed by NPOs should have a national content. It should be at the Professional level and the same standards of recruitment qualifications and performance as required for other Professional staff should apply. The functions of all NPO posts should be justified within the overall efforts of the United Nations system to increase national development and other related categories.
- NPO posts should be graded on the basis of the Common Job Evaluation Standard for the classification of Professional and higher categories. Their conditions of service should be established in accordance with the principle of the best prevailing conditions in the locality for nationals carrying out functions at the same level, through the application of the NPO salary survey methodology promulgated by the ICSC.

12. Organizations tended to overuse NPO contracts as salaries were less costly. The drawback was that this category of staff did not have the same terms and conditions of service as well as protection as internationally-recruited staff.

The Standing Committee recommended that the FICSA Executive Committee continue monitoring the use of NPO contracts as originally defined, including in the proposed upcoming review by the ICSC.

Other business (Agenda item 7)

13. The situation with federations of UN staff associations (FUNSAs) was tackled, as many Council participants had to realize that very often the FUNSAs were not well organized, structured and engaged locally. FICSA had a certain responsibility to reach out more to the FUNSAs to improve their level of awareness and capacity-building about staff associations in the field. A coordination mechanism could be put in place locally to help FUNSAs improve their structure as all staff in the field would benefit from a stronger FUNSA. Once united, you would be stronger!

14. It was noted with great concern the lack of involvement at this Council of field staff in this and other standing committees. It was highly recommended that measures be identified to correct this trend.

The Standing Committee recommended that the FICSA Executive Committee: (i) Adopt a creative approach in establishing FUNSAs at the locality. Due to the low level of FUNSAs which were operational, it was thought that the previous formula did not work properly. The Committee also recommended that: FICSA provide an information note to its membership for staff associations/unions to inform their field staff and encourage them to organize at the local level.

Election of Standing Committee officers and core group members (Agenda item 8)

15. The Standing Committee nominated Ms. Véronique Allain (SCBD) as Chair and Mr. Tony Capita (WHO/AFRO Brazzaville), Mr. Benjamin Gobet (UNAIDS) and Ms. Susan Murray (FAO/WFP-UGSS) as Vice-Chairs.

16. The following were nominated as core group members:

Mr. Justin Nzambe
 Mr. Mazvida Simbarashe
 Ms. Bernadette Fogue Kongape
 Mr. Benjamin Gobet
 Mr. Ritesh Singh
 Mr. Edmond Mobio
 Mr. Rudo Chikoto

Annex 8

REPORT OF THE STANDING COMMITTEE ON GENERAL SERVICE QUESTIONS

| | |
|---|--------------------------------|
| Chair/Member, FICSA Executive Committee | Edmond Mobio (WHO/HQ Geneva) |
| Rapporteur | Marielle Wynsford-Brown (IAEA) |
| FICSA President | Mauro Pace (FAO/WFP-UGSS) |
| Member, FICSA Executive Committee | Veronique Allain (SCBD) |
| Regional Representative, FICSA | Tony Capita (WHO/AFRO Harare) |

Participants

| | |
|---------------------|---|
| FAO/WFP-UGSS | Paolo Barchiesi Antonio Brina |
| IFAD | Fabio Bencivenga |
| IMO | Steven Haw |
| ITU | Varghese Joseph |
| UNAIDS | Cinzia Mazzolari-Delaunay Tanya Quinn-Maguire |
| UNESCO | Sandra Gallet |
| UNWTO | Michel Julian |
| WHO/AFRO | Armel Brice Amalet Rudo Chikoto Simbarashe Mazvidza Justin Isawlebube Nzambe |
| WHO/HQ Geneva | Ivan Babovic Carlos Streijffert |
| WHO/SEARO New Delhi | Ritesh Singh |

Member with consultative status

| | |
|-------------|-----------------|
| ADB Abidjan | Véronique Mahan |
|-------------|-----------------|

Introduction

1. Due to the absence of the Chair, Mr. Edmond Mobio (WHO/HQ Geneva) chaired the meeting. The Standing Committee met once 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 the rapporteur
 3. Activity report since the 65th Council - review of decisions
 4. Report of the PTC/GSQ meeting of 3 February 2013 (Brazzaville)
 5. Recommendations on methodological issues, including:
 - a. Impact of forced inclusion of the Ministry of Foreign Affairs (MoFA) into the sample of required employers
 - b. Dual salary scales (HQ and Field locations)
 - c. Chairmanship of LSSCs in the field (Cameroon)
 - d. Index for interim adjustments in field locations
 - e. Other anomalies with the GS salary scale in Brindisi
 6. Impact of reclassification (re-numbering) exercise in Montreal
 7. Planning of FICSA support on GSQ matters in 2013/14
 8. Training matters
 - a. Planning of workshops (Africa, Europe, America, Asia)
 - b. Inventory of resources and training of trainers
 9. Other business
 10. Nomination of Standing Committee officers and core group members

Election of a rapporteur (Agenda item 2)

3. Marielle Wynsford-Brown (IAEA) was appointed rapporteur.

Activity report since the 65th Council - review of decisions (Agenda item 3)

4. The Standing Committee on General Service Questions was happy to report that all the recommendations were followed up and implemented with the exception of the training of trainers which was again added to the 2013 work plan.

Report of the PTC/GSQ meeting of 3 February 2013 (Brazzaville) (Agenda item 4)

5. See Appendix 1.

**Recommendations on methodological issues, including: (Agenda item 5)
Impact of forced inclusion of the Ministry of Foreign Affairs (MoFA) into the sample of
required employers (Agenda item 5a)**

6. FICSA participated all along in the process of development of both new methodologies with open dissent about the methodology I, in particular regarding the forced introduction of the Ministry of Foreign Affairs (MoFA) as a comparator with a weight of 10 per cent alone.
7. The inclusion of the MoFA as an additional comparator has proved to be detrimental to the salary survey result, since it goes against the Flemming Principle and sound statistical analysis. In addition, the presence of the MoFA in some duty stations and not in others created an additional bias.
8. Finally, it was recognized that the 10 per cent weight coupled with the absence of flexibility to use a different national civil service employer, where conditions of employment may be more favourable, was not justified by the UN General Assembly resolution (A/RES/64/231, 2009). It was of concern that the ICSC had no intention to review its methodology until the current cycle has been completed in approximately eight years.

The Standing Committee recommended the FICSA Executive Committee (i) continue bringing its strong disagreement to the ICSC over the unjustified bias introduced in both methodologies during the last review; and (ii) pursue technical, legal and other means available to staff, including mobilization, to redress these anomalies.

Dual salary scales (HQ and field locations) (Agenda item 5b)

9. As a consequence of the negative result of the salary survey in Rome, the administration had introduced dual salary scales for existing and new staff. This not only went against the fundamental principle of equal pay for a job of equal value, but also contradicted the methodological requirement to avoid the proliferation of salary scales in the same duty station.
10. Although this dual salary scale would immediately affect staff on short-term contracts, it would also lead in the long term to the degradation of the conditions of employment of all staff. When short-term staff were imposed their unethical “mandatory” break in contract, their new conditions of employment would be based on the revised salary scale. The staff representative bodies in the affected duty stations were determined to pursue legal action to redress this situation.

The Standing Committee strongly recommended that the FICSA Executive Committee be given the mandate to demand the ICSC to follow the principle of a fair, transparent and sound compensation policy and support members in rejecting the implementation of lower salary scales other than for notional purposes.

Chairmanship of LSSCs in the field (Cameroon) (Agenda item 5c)

11. The methodology stated that the Local Salary Survey Committee (LSSC) must be chaired by an internationally-recruited Professional staff member. Caution was advised in appointing a GS local staff member to chair the LSSC as this would be grounds for the responsible agency to declare the survey invalid through conflict of interest. It was important that the LSSC be chaired by a Professional as senior staff could convey any problems to higher authority (Cameroon).

Index for interim adjustments in field locations (Agenda item 5d)

12. Interim or mini-surveys were conducted in between comprehensive salary surveys. Indexes could be used to calculate interim adjustments if available and reliable.

Other anomalies with the GS salary scale in Brindisi (Agenda item 5e)

13. The salaries for locally-recruited staff in Brindisi were already lower than the rest of Italy (by around 30%). Possible indexation to the Rome salary scale (-9.2%) might create further anomalies. The ICSC maintained that the decision to change Brindisi to a field duty station status was made by the General Assembly but to date, they had not been able to provide any evidence that such a decision was made.

The Standing Committee recommended that the FICSA Executive Committee once again follow the Brindisi issue up with the ICSC or any authority making such decisions, including the potential impact of linking the adjustment of salaries in Brindisi to that of the salaries in Rome.

Impact of reclassification (re-numbering) exercise in Montreal (Agenda item 6)

14. The representative from the SCBD Staff Association was asked to explain to the group the situation in Montreal regarding the reclassification exercise for GS positions in order to comply with the ICSC request for a 7-grade structure. (ICAO was the only UN agency in the UN family which still had grades from G-1 to G-8.)
15. On 1 April 2012, a new salary scale was introduced by ICAO for the locally-recruited GS staff in Montreal, after a “renumbering” exercise. However, the two other UN agencies located in Montreal were not informed in advance of this process so that a reclassification process became highly necessary from May 2012.
16. At this stage, and taking into account all of the difficulties on the ground (the use of the wrong form, for instance), the process was still under completion.

The Standing Committee recommended that the FICSA Executive Committee follow up on the matter with the ICSC secretariat and liaise with the affected FICSA members and report back to the next FICSA Council.

Planning of FICSA support on GSQ matters in 2013/14 (Agenda item 7)

The Standing Committee recommended that the FICSA Executive Committee liaise closely with duty stations that had had, and with those with upcoming salary surveys, and be ready to provide any assistance needed.

17. Furthermore, Paolo Barchiesi (FAO/WFP-UGSS) kindly informed the group of his availability to assist on any issues related to salary surveys (Methodology I), provided it did not breach the LSSC confidentiality rules.

Training matters (Agenda item 8)

(a) *Planning of workshops (Africa, Europe, America, Asia)*

Africa: Nairobi offered to host a workshop in English, and possibly in French (in parallel) on Methodology II. The FICSA Executive Committee was to decide on the format (normal or expanded).

Europe: IMO in London offered to host a workshop, preferably in October 2013 on Methodology I.

Madrid UNWTO also offered to host a training workshop on Methodology I.

Americas: Montreal requested an expanded training workshop to be held in 2013 (classification, salary survey and pension).

(b) *Inventory of resources and training of trainers*

18. Any FICSA members interested in being trained as a trainer should put their names forward for consideration, provided they were conversant with the Methodologies (I and II).

The Standing Committee recommended that the FICSA Executive Committee allocate CHF 20,000 to conduct the planned workshops, bearing in mind that this activity generated income for the Federation that could also benefit other FICSA activities.

Other business (Agenda item 9)

19. None.

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

20. The Standing Committee nominated Vivian Huizenga (PAHO/WHO Washington) as Chair and Marielle Wynsford-Brown (IAEA), Baharak Moradi (IMO) and Paolo Barchiesi (FAO/WFP-UGSS) as Vice-Chairs.

21. The following were nominated as core group members:

Armel Brice Amalet (WHO/AFRO Brazzaville)
Fabio Bencivenga (IFAD)
Katja Haslinger (IAEA)
Edmond Mobio (WHO/HQ Geneva)
Justin Nzambe (WHO/AFRO Brazzaville)
Tanya Quinn-Maguire (UNAIDS)
Simbarashe Mazvidza (WHO/AFRO Brazzaville)
Varghese Joseph (ITU)

Appendix 1

REPORT OF THE PERMANENT TECHNICAL COMMITTEE ON GENERAL SERVICE QUESTIONS

1. In the absence of the PTC Coordinator Edmond Mobio (WHO/HQ Geneva) chaired the meeting and explained to the group that the Permanent Technical Committee (PTC) was a technical committee and that it would deal mainly with technical issues arising from the implementation of the GS salary survey methodology.

Adoption of the agenda

2. The agenda was approved without any modifications.

Election of the rapporteur

3. Ms. Véronique Allain (SCBD) was elected rapporteur.

Salary matters

a. ICSC Methodology I and II: update on implementation

4. FICSA participated all along in the process of development of both new methodologies with open dissent about Methodology I, in particular regarding the forced introduction of the Ministry of Foreign Affairs (MoFA) as a comparator with a weight of 10 per cent alone. Some surveys were carried out by the ICSC in HQ duty stations and other surveys were carried out by other organizations such as WHO and UN in certain duty stations. Concern also was raised over new benchmark jobs introduced.

b. Survey results in Bangkok and Haiti

5. In the absence of a staff representative from that region, the President of FICSA briefed the group on the salary survey held in Bangkok in June 2011 under the old methodology. It resulted in a negative impact of -20 per cent for GS staff and -40 per cent for NPOs. The UN decided to implement this new salary scale in parallel. Several staff members had launched an appeal before the two Tribunals (UNDT and ILOAT) against the survey and its result. Introducing a revised salary scale contradicted the “principle of equal pay for job of equal value” and the methodological recommendation to avoid proliferation of salary scales in the same duty station (paragraph 109 of the ICSC Methodology).

6. The PTC/GSQ expressed concern over the lack of representation from field duty stations in the PTC meeting. If this trend continued, the mobilization of staff would be difficult. Training was essential in these locations for the LSSC members representing staff in the field duty stations to be more effective.

7. The same situation happened in Haiti (double salary scale).

8. A full evaluation of the bias in the methodology was needed and should be carefully addressed.

c. Survey results in Rome and Italy (ICSC responsible)

9. The representative of FAO/WFP-UGSS, who was part of both the Rome LSSC and the Data-Collection Team, was asked to provide the participants with an overview of the difficulties encountered during the last survey held in Rome in April 2012. This salary survey resulted in a decrease of 9.2 per cent in the salary scale of locally-recruited staff in Rome of which more than half was attributed to the forced inclusion of the Ministry of Foreign Affairs (MoFA) as the national civil service comparator in total breach of the Flemming Principle, outside the comparator's sample, on a one-to-one comparison and with a weight of 10 per cent, double to what a comparator out of twenty should have. He pointed out that in Rome, the MoFA was even far from being the best remunerated mainstream national civil service and that several other Italian ministries were better paid. He further noted that, with such a driving importance on the survey's overall results, the above imposition was also introducing an additional bias for both the duty stations with MoFAs, depending on their relative position, with regard to their remuneration package, in the group of the mainstream national civil service, and those duty stations, non-state capitals, like New York, Geneva, Montreal, who could instead be able to choose their 'damaging' comparator.

10. Also particularly detrimental was the imposition to go to the outside comparators with the common set of benchmarks prepared by the ICSC annexed in the Methodology and built in line with the new Common Job Classification Standard promulgated by the Commission in 2009 and not with the benchmarks which had been built, like always in the past, on the duties actually performed at the different grades and occupational groups, as per paragraph 35 of the Methodology. This had a series of detrimental effects on the final result of Rome. First, the fact that almost two months were spent to come up with those benchmarks led to the denial by the ICSC of some additional time to replace from the reserve list the traditionally best comparator of the roman sample, after it had finally decided that this time it would not participate in the survey. Second, at the date of the survey, the leading agency, FAO, had only reclassified 16 per cent of its GS posts according to the new Job Classification Standard thus biasing the internal job and grade inventories. In addition, due to the very generic and basic descriptions for grades G-2 and G-3 of the ICSC benchmarks 8 out of 18 comparators did not have matches with G-2 posts and 4 of them neither with the G-2 nor with the G-3 posts, starting their matches at the G-4 level. It was to be noted that in Rome, in particular at FAO, the average seniority of G-2's in the organization was of some 6 years and that of the G-4's was of 18 years. Eighteen comparators were surveyed and there was the use of the new vendor system for two comparators. This was by the way the only positive element (although quite low) of the final combination of main sample, national civil service and vendor! Due to the very low progression of the present wage index interim adjustment the negative result of the Rome survey would likely end up representing a loss of about 20-25 per cent in the purchasing power for the locally-recruited staff.

11. After having IFAD participating in all the phases of the survey, including the data collection, the ICSC decided not to use their data in the final determination of the result, claiming that they had departed from the UN common system by not granting the 2.1 interim

adjustment due in November 2010. Such inclusion, requested by all the members of the LSSC, would have resulted in lowering the negative result by almost 1 per cent.

12. Finally, contrary to what was requested by paragraph 43 of the Methodology, which read that the members of the survey teams, including the ICSC specialists “should be conversant in the language spoken by outside employers”, the ICSC secretariat sent to Rome two specialists who were both unable to speak Italian. This element, apparently marginal, could have some importance in the case of a legal appeal.

13. The use of a revised scale was a huge problem. This would be the first time that a revised scale was in use in Rome. The President of FICSA suggested that the FICSA Council come up with a draft resolution to address the Rome LSSC issues. Since the methodology was approved by the UN General Assembly, there was no alternative but to use it. At this stage, we needed to show the inconsistencies of the Methodology.

d. Survey results in Paris (ICSC responsible)

14. The Paris Survey would be discussed at the next ICSC session in March 2013. In the absence of a staff representative in the local salary survey in Paris in the PTC meeting, it was not possible to get as much information as possible with regards to the conduct of the survey. However, from the available ICSC documentation, FICSA could anticipate the difficulty that Paris faced regarding the survey. The ICSC documents showed that 18 employers were surveyed in the end.

e. Forthcoming salary surveys (ICSC responsible)

Methodology I: Montreal, Madrid and New York. The representative from the SCBD Staff Association in Montreal was asked to report on the work of the LSSC. The ICSC conducted a training session in September 2012, and the LSSC was established in July 2012. The LSSC was currently at the stage of identifying the companies that would be used as comparators; this was a difficult process to find the sufficient number of companies willing to be engaged in the work of the LSSC. The Montreal representative also informed the participants that in the case of Montreal, the posts at the G-1 and G-2 levels would not be used, meaning that the benchmarks used would start at the G-3 level only. The representative from FAO/WFP-UGSS in Rome warned the group of the risks to do so and explained the reasons why this could be detrimental for the survey results; the comparators would then tend to match their entry level positions with the first position that we would provide to them for comparison. In the case of Montreal, not being the capital city, the LSSC would have the possibility of choosing another national civil service entity to replace the MoFAs.

Buenos Aires, New Delhi, Jakarta, Tokyo, Nairobi and Budapest. These duty stations would have their comprehensive survey this year under Methodology II.

15. **Reclassification exercise in Montreal:** The representative from the SCBD Staff Association was asked to explain to the group the situation in Montreal regarding the reclassification exercise for GS positions in order to comply with the ICSC request for a 7-grade

structure. (ICAO was the only UN Agency in the UN family which still had grades from G-1 to G-8).

16. On 1 April 2012, a new salary scale was introduced by ICAO for the locally-recruited GS staff of Montreal, after a “renumbering” exercise. But the two other UN agencies located in Montreal were not informed in advance of this process so that a reclassification exercise became highly necessary from May 2012.

17. At this stage, and taking into account all the difficulties on the ground (the use of the wrong form, for instance) the process was still under completion.

The PTC/GSQ recommended that the Standing Committee on General Service Questions ask the FICSA Executive Committee to follow up with the ICSC secretariat on the matter.

Technical recommendations to the Standing Committee on General Service Questions on the PTC work plan 2013/2014:

The PTC/GSQ recommended to the Standing Committee on General Service Questions that: (i) The PTC meet at the next FICSA Council in Vienna in 2014 unless there urgent matters arose beforehand (technical help had been requested by the Rome agencies when preparing their legal appeal regarding the survey results); and (ii) FICSA hold a meeting to train the trainers in order to expand the pool of trainers. In this regard, IMO London and UNWTO Madrid offered to host this session. Due to the fact that the funds budgeted in 2012 were not used (because the training did not take place), the PTC requested carrying over the funds for the 2013 budget and including an additional amount of CHF 20,000.

Regarding membership issues, the Chair reminded the group of the criteria to be a member of the PTC which was to be conversant with Methodologies I and II and to have the relevant knowledge. The list of PTC members was reviewed and updated (Appendix 2).

Appendix 2

PERMANENT TECHNICAL COMMITTEE OF GENERAL SERVICE AND RELATED CATEGORIES
Membership 2013 – 2014

| ORGANIZATION | NAME | EMAIL ADDRESS |
|--------------------------|---|---|
| AFSM-WHO/SEARO New Delhi | Ram L. Rai (retiree) | ramrai@gmail.com |
| FAO/WFP UGSS Rome | Paolo Barchiesi Margaret Eldon (retiree) 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 Michael T. Donoho Marielle Wynsford-Brown Imed Zabaar | c.sevenier@iaea.org m.donoho@iaea.org m.wynsford-brown@iaea.org i.zabaar@iaea.org |
| IMO London | Baharak Moradi | bmoradi@imo.org |
| ITU Geneva (retiree) | Varghese Joseph | vjosephvarghese@gmail.com |
| PAHO/WHO Washington | Vivian Huizenga | huizenvi@paho.org |
| SCBD | Véronique Allain | Veronique.allain@cbd.int |
| UNAIDS (Dakar office) | Sophie Diadhiou-Keita | diadhioukeitas@unaids.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 |

Appendix 3

LIST OF FICSA RESOURCE PERSONS ON GENERAL SERVICE ISSUES
As of February 2013

| NAME | WORKING LANGUAGE | DUTY STATION |
|-----------------------------------|------------------------|-----------------------------|
| | | |
| Headquarters | | |
| Paola Barchiesi | English/French | paolo.barchiesi@fao.org |
| 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 |
| | | |
| Non-headquarters | | |
| 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 |

Annex 9

REPORT OF THE STANDING COMMITTEE ON PROFESSIONAL SALARIES AND ALLOWANCES

| | |
|------------------------------------|-------------------------------------|
| Chair | Giovanni Muñoz (AP-in-FAO) |
| Rapporteur | Festus Luboyera (UNFCCC) |
| President, FICSA | Mauro Pace (FAO/WFP-UGSS) |
| Treasurer, FICSA | Nabil M. Sahab (IAEA) |
| Members, FICSA Executive Committee | Janice Albert (AP-in-FAO) |
| | Véronique Allain (SCBD) |
| Regional Representative | Vijay Chandra (WHO/SEARO New Delhi) |

Participants

| | |
|----------------------|---|
| AP-in-FAO | Wolfgang Prante |
| IAEA | Imed Zabaar |
| IFAD | Dave Nolan |
| IMO | Steven Haw Karine Langlois |
| ITU | Caroline Debroye Christian Gerlier Varghese Joseph |
| UNAIDS | Benjamin Gobet Jason Sigurdson |
| UNESCO | Sandra Gallet Vincent Vaurette |
| UNWTO | Michel Julian |
| WHO/AFRO Brazzaville | Brice Amalet Etienne Magloire Minkoupou Saye Mulaleya |
| WHO/EURO Copenhagen | Melodie Karlson |
| WHO/HQ Geneva | Marina Appiah Ivan Babovic Carlos Streijffert |
| WHO/SEARO New Delhi | Ritesh Singh |

WIPO

Brett Fitzgerald
Faizan Ul-Haq

Introduction

1. The Standing Committee met two times and deliberated on the following issues.

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 the agenda
 2. Election of the rapporteur
 3. Report of the PTC/PSA
 4. Report of the 34th session of ACPAQ
 - Changes in the methodology for place-place surveys
 5. Review of the ICSC Report and the General Assembly decisions 2012
 - a. Freeze of post adjustment
 - b. Base/floor salary scale
 - c. Evolution of the margin
 - d. Review of the level of the children's and secondary dependants' allowance
 - e. Review of the level of the education grant
 - f. Danger pay and Rest and recuperation
 - g. Review of the work group on the review of pensionable remuneration
 6. ICSC programme 2013, in particular the revisions of the compensation package
 7. Nomination of Standing Committee officers and Core Group members

Election of the rapporteur (Agenda item 2)

3. Mr. Festus Luboyera (UNFCCC) was elected rapporteur.
4. The Chair made a PowerPoint presentation for the purpose of clarifying the salary structure of the UN staff, making clarifications between post adjustment, post adjustment index and some of the salary components.

Report of the PTC/PSA (Agenda item 3)

5. The Report of the PTC/PSA (Appendix) was presented and the following items were discussed:

ICSC study on cost of living of staff residing in areas neighbouring Geneva

The Standing Committee recommended that the FICSA Executive Committee (i) Encourage the Geneva-based FICSA members to seek legal advice regarding the implications of participating or not participating in the ad hoc price collection to be carried out in late February; and (ii) Coordinate with CCISUA, in particular its members based in Geneva, with a view to have a unified approach.

Post adjustment and ad hoc measures by ICSC and the General Assembly

6. The Chair informed the Standing Committee about the decision by the ICSC to defer the implementation of the increase in the post adjustment (PA) for New York as calculated by the approved methodology, following pressure from the UN Secretariat, to give the opportunity to the Member States to express their opinion at the General Assembly (GA). In December 2012, the GA decided not to implement the change in the PA in New York but to extend the freeze on the PA until 1 February 2013 when the normal methodology would resume.

ICSC 2013 revision of the compensation package

7. The list of items to be reviewed under this item by the ICSC were highlighted as presented in document ICSC/76/R.3 “Review of the common system compensation package”. The description of this item, as presented in the document above, was not a mere routine review but it questioned the fundamental basis of the compensation package (i.e. cuts in pensionable remuneration, evaluation of margin, education grant, dependency), including the Noblemaire principle itself. It was recognized that the world had changed greatly since the 1930’s when this principle was first used in the League of Nations and that the world in 2013 was very different. Therefore, FICSA needed to put forward its own ideas about what aspects of the compensation package were still appropriate and could be revisited by probably undertaking a review. It was emphasized that this review should not be a cost-cutting exercise but should lead to improvements in the International civil service. With reference to FICSA being proactive, it was recalled that FICSA had carried out its own study in 1992-1993 titled “UN as a Competitive Employer”.

The Standing Committee recommended that the FICSA Executive Committee: (i) Work in close consultation with the PTC/PSA to review the history of all the entitlements, updating their rationale and commission the update of the 1992 study on UN as a competitive employer (Estimated Budget required: US\$ 40,000); (ii) Undertake a targeted information campaign to improve perception of what UN staff did and how they were compensated (Estimated Budget required: US\$ 5,000); (iii) Maintain a close follow up during the ICSC discussions on the review of the compensation package and keep members apprised of the situation; and (iv) Should request the ICSC to set up a working group with proper staff representation to deal with the Revision of the Compensation Package.

Report of the 34th session of ACPAQ (Agenda item 4)

Changes in the methodology for place-place surveys

8. The Executive Committee Member for Compensation Issues presented the highlights of the 34th ACPAQ session. The 2012 session dealt with the update and hopefully the improvements in the methodology to prepare it for the next round of place-to-place survey to start in 2015. In addition the Committee also decided to conduct a study on price collection for Geneva but including neighbouring cantons and areas across the border in France, as the next ACPAQ session dealing with the same issues would be held in Geneva.

The Standing Committee recommended that the FICSA Geneva-based members request their administrations to present a strong united case against the expansion of price collection beyond the area of the duty station at the next ACPAQ.

Review of the ICSC Report and the General Assembly decisions 2012 (Agenda item 5)

Freeze of post adjustment (Sub-Agenda item 5 (a))

9. The Chair pointed to the lifting of the freeze on the PA in New York as of 1 February, with the loss in retroactivity since August 2012. On the date of the lifting, the PA for New York was updated from 65.5 to 68.7. As a consequence the pensionable remuneration of all UN staff was increased by 1.93 per cent.

Base/floor salary scale (Sub-Agenda item 5 (b))

10. The Committee was informed that the Commission decided to recommend to the General Assembly for approval with effect from 1 January 2013 the revised base/floor salary scale for the Professional and higher categories reflecting a 0.12 per cent increase.

Evolution of the margin (Sub-Agenda item 5 (c))

11. The Chair recalled the Commission's reported figures of the margin which for 2012 stands at 117.7 while the five-year average (2008-2012) was 114.9 and therefore no action was necessary as it was within the range of 110-120.

Review of the level of the children's and secondary dependants' allowance (Sub-Agenda item 5 (d))

12. The Chair informed the meeting that the Commission requested its secretariat to conduct a comprehensive review of the dependency allowances methodology to be reported to the ICSC at its seventy-sixth session. The Commission also decided to defer its consideration of the levels of the children's and secondary dependant's allowances until its seventy-seventh session.

Review of the level of the education grant (Sub-Agenda item 5 (e))

13. The Chair informed the meeting of the changes decided by the ICSC in some countries as presented in Annex III of the 2012 ICSC Annual report.

Danger pay and Rest and recuperation (Sub-Agenda item 5 (f))

14. The Chair recalled the introduction of danger pay as of 1 April 2012 and the discussion in the ICSC including increasing its level for locally-recruited staff.

Review of the Working Group on the review of pensionable remuneration (Sub-Agenda item 5 (h))

15. The Chair informed the meeting that he had been told by the FICSA representative in the Working Group that there was nothing to report during the last year.

ICSC programme 2013, in particular the revisions of the compensation package (Agenda item 6)

16. Discussion on this item was held during two sessions and the Chair of the ICSC, Mr. Kingston Rhodes, was present at the first one. In introducing this item, the ICSC Chair recalled how some Member States wanted to reduce the margin arguing that after some time staff were not an expatriate anymore and therefore should not be continuously compensated for that. Some Member States were requesting reviewing the methodology for the education grant with proposal such as limiting the age of students to 18 years of age.

17. In relation to the Noblemaire studies, some commissioners were open to exploring the possibility of using an envelope of comparators possibly including international organizations. Over the years the grade equivalency studies were becoming more and more difficult to conduct as the US civil service becomes more fragmented. Changing the comparator during a period of financial crisis was difficult as no country wants to be singled out as having the best paying civil service.

18. Some entitlements were not in touch with reality anymore. The dependency/single differentiation was perceived as unfair by many as well as the limitations on dependency entitlements. What would be discussed in the review of the compensation package was not the level of the entitlements but the rationale for their existence. There was a perception that for some entitlements this rationale did not exist anymore.

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

19. The Committee nominated Mr. Christian Gerlier (ITU) as Chair and Mr. Festus Luboyera (UNFCCC) and Mr. Benjamin Gobet (UNAIDS) were nominated as Vice-Chairs.

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

New members:

Festus Luboyera (UNFCCC)

Karine Langlois (IMO)

Giovanni Muñoz (AP-in-FAO)

Continuing members from 2012 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 (AP-in-FAO)

Matthew Montavon (AP-in-FAO)

Federico Galati (WMO)

Benjamin Gobet (UNAIDS)

Vincent Vaurette (UNESCO)

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

The Committee recommended that the Executive Committee: (i) invite FICSA members to nominate PTC/PSA members; and (ii) convene an ad hoc group to work on a communication campaign.

21. All participants in the meeting, as listed above, expressed their interest to remain part of the core group and were thereby nominated as such.

Appendix

REPORT OF THE PERMANENT TECHNICAL COMMITTEE OF THE STANDING COMMITTEE ON PROFESSIONAL SALARIES AND ALLOWANCES (3 February 2013)

| | |
|--|-------------------------------------|
| Chair | Giovanni Muñoz (AP-in-FAO) |
| Rapporteur/Member, FICSA Executive Committee | Janice Albert (AP-in FAO) |
| President, FICSA | Mauro Pace (FAO/WFP-UGSS) |
| Interim Information Officer, FICSA | Maria Dweggah |
| Regional Representative | Vijay Chandra (WHO/SEARO New Delhi) |

Participants

| | |
|-----------|--------------------------------------|
| AP-in-FAO | Wolfgang Prante |
| ITU | Christian Gerlier Varghese Joseph |
| UNAIDS | Jason Sigurdson |
| UNFCCC | Festus Luboyera |

Adoption of the agenda (Agenda item 1)

1. The agenda was adopted as follows:

1. Adoption of the agenda
2. Election of the rapporteur
3. ICSC study on cost of living of staff residing in areas neighbouring Geneva
4. Post adjustment and ad hoc measures by ICSC and the General Assembly
5. ICSC 2013 revision of the compensation package
6. Total Compensation Study: Comparator
7. Membership issues
8. Other business

2. The Chair opened the meeting and the participants introduced themselves. In reviewing the agenda it was requested to discuss the Cost of Living Study for the Geneva planned in late February 2013 by the ICSC.

Election of the rapporteur (Agenda item 2)

3. Ms. Janice Albert (AP-in-FAO) volunteered to be the rapporteur for this meeting.

ICSC study on cost of living of staff residing in areas neighbouring Geneva (Agenda item 3)

4. After several attempts by ACPAQ, the ICSC secretariat was undertaking an exploratory study to incorporate outlets for price collection outside Geneva with the purpose of the calculations of the post adjustment (PA). The secretariat was planning to have a working group in which administrations and staff representatives in Geneva were expected to participate. However, most administrations and staff representatives were reluctant to participate in this exercise so as not to appear to be endorsing this ad hoc process, which was inconsistent with the current methodology. The question posed to the PTC/PSA was whether it was preferable to participate as observers in order to understand how the data was collected, which could appear as an endorsement of the process, or whether it was wiser not to participate. Further details about the price collection are available in the ICSC booklet on Post Adjustment.

5. One opinion was to have an observer status in the study to better know what was done and collect evidence for later use. A second possibility was not to participate in the study and not to endorse a process that goes against the approved methodology.

6. The PTC agreed to submit this to the Standing Committee Professional Salaries Allowances for its consideration.

Post adjustment and ad hoc measures by ICSC and the General Assembly (Agenda item 4)

7. The Chair recalled the decision by the ICSC to defer the implementation of the increase in the post adjustment for New York as calculated by the approved methodology, following pressure from the UN Secretariat, to give the opportunity to the Member States to express their opinion at the General Assembly. In December 2012, the General Assembly decided not to implement the change in the PA in New York but to extend the freeze on the PA until 1 February 2013 when the normal methodology would resume.

8. It was not clear to the PTC what the impact of these decisions were to the staff in New York and those elsewhere. The PTC discussed the possibilities of using legal means to challenge this ad hoc measure.

9. During the first day of the Council, the following question was posed to the ICSC Chairman. The post adjustment for New York affected all staff members in the Professional and higher categories, everywhere in the world. Last year the ICSC decided to defer the promulgation of this revised multiplier for New York to 1 January 2013, with retro-active effect as of 1 August 2012. The General Assembly in December decided to ignore that recommendation and instead froze the PA until this month of February 2013. Mr. Rhodes, Chairman of the ICSC, could you please explain the implications of this decision in terms of the salaries for both for New York staff and for staff in other duty stations and also on the growing threat to the ICSC's capacity to implement its methodologies without political interference?

ICSC 2013 revision of the compensation package (Agenda item 5)

10. The Chair highlighted the list of items to be reviewed under this item by the ICSC as presented in document ICSC/76/R.3 “Review of the common system compensation package”. The description of this item, as presented in the document above, was not a mere routine review but it questioned the fundamental basis of the compensation package (i.e. cuts in pensionable remuneration, evaluation of margin, education grant, dependency), including the Noblemaire principle itself. One participant said the world had changed greatly since the 1930’s when this principle was first used in the League of Nations and that the world in 2013 was very different. Therefore, a review should not be surprising. However, FICSA needed to put forward its own ideas about what aspects of the compensation package were still appropriate and could be revisited. This review should not only be a cost-cutting exercise but should lead to improvements in the International civil service. With reference to FICSA being proactive, it was recalled that FICSA had carried out its own study in 1992-1993 titled “UN as a Competitive Employer” and another participant mentioned how this study was still relevant and that it could serve as the basis for a new study. Another participant observed that gender and social services factors should be considered in reviewing the compensation package. It was suggested that the PTC recommended to the Standing Committee on Professional Salaries and Allowances commissioning a new study on this matter and requested the necessary resources to the Council.

11. The question posed to the Chair regarding this item was: We read with great interest and concern the note prepared in late December by the ICSC secretariat on the “Review of the common system compensation package”. We see that almost every single item of the compensation package is on the table to be discussed, from the Noblemaire principle through the spouse benefits, dependants’ allowances, education grant and even pay for performance is to be discussed. We see that the ICSC secretariat is already warning that “care should be taken not to jeopardise its balance or efficiency with half-baked solutions”. We would like to hear your plans to ensure that the staff representatives are properly consulted in all the discussions scheduled for the next three years under this review.

12. Participants mentioned that political considerations often override technical evidence and therefore there was a need for intensive lobbying. Another participant mentioned the need to understand and influence public opinion, as public opinion influences governments. It was mentioned that FICSA needed to promote human face of UN to media.

Total Compensation Study: Comparator (Agenda item 6)

13. There was no updated information on this item.

Membership issues (Agenda item 7)

14. The Chair suggested that the PTC/PSA find the way to meet during the year to make its work more meaningful to the Federation and suggested using ICT.

Recommendations to Standing Committee on Professional Salaries and Allowances: (i) FICSA commission a study to update the 1992 study on UN as a competitive employer; (ii) FICSA carry out a public opinion campaign to improve UN staff image; and (iii) FICSA establish electronic platforms to facilitate the work of its committees throughout the year which may require the purchase of a software/service licence.

Other business (Agenda item 8)

15. The President invited the Committee to formulate questions for the Q&A session with the Chair of the ICSC. Due to lack of time during the meeting, the Chair prepared the question inserted in the text above.

Annex 10

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

| | |
|--|---|
| Chair/FICSA Consultant (5 Feb.) | Svend Booth |
| Chair (6-8 Feb.) | Christian Gerlier (ITU) |
| Rapporteur/Interim Information Officer | Maria Dweggah |
| President, FICSA | Mauro Pace (FAO) |
| General Secretary, FICSA | Marie-Thérèse Conih de Beyssac (UNESCO) |
| Treasurer, FICSA | Nabil Michel Sahab (IAEA) |
| Member, FICSA Executive Committee | Janice Albert (AP-in-FAO) |
| Regional Representatives, FICSA | Tony Capita (WHO/AFRO Harare) |
| | Vijay Chandra (WHO/SEARO New Delhi) |

Participants

| | |
|---------------------|--|
| AP-in-FAO | Giovanni Muñoz Wolfgang Prante |
| FAO/WFP-UGSS | Paolo Barchesi Ilio Fornasero Susan Murray |
| IFAD | Fabio Bencivenga David Nolan |
| IMO | Steven Haw Karine Langlois |
| ITU | Caroline Debroye Joseph Varghese |
| PAHO/WHO Washington | Pilar Vidal |
| UNAIDS | Benjamin Gobet Jason Sigurdson |
| UNESCO | Vincent Vaurette |
| UNFCCC | Festus Luboyera |

| | |
|----------------------|--|
| UNRWA/ASA Lebanon | Diab Tabari |
| UNWTO | Michel Julian |
| WHO/AFRO Brazzaville | Peter Ndumbe |
| WHO/EURO Copenhagen | Melodie Karlson |
| WHO/HQ Geneva | Marina Appiah Ivan Babovic Carlos Streijfferts |
| WIPO | Brett Fitzgerald Faizan Ul-Haq |

Introduction

1. The Ad hoc Committee held its first meeting on Tuesday, 5 February 2013 under the chairmanship of Mr. Svend Booth. Svend informed the Ad hoc Committee that he would only be available until Wednesday. He had been in Brazzaville to facilitate a FICSA workshop prior to the Council and had been asked to stay on a few days to train someone to take over as Chair. He explained that this was one of the most, if not the most, important Committee. Svend proposed that a vice-chair be nominated, as a transition measure, to take over as Chair after his departure on Wednesday. Mr. Christian Gerlier (ITU) volunteered. He was now the current Chair. Subsequent meetings were held on Wednesday, 6 February; and Thursday, 7 February 2013.

Adoption of the agenda (Agenda item 1)

2. After welcoming the members of the Ad hoc Committee, the Chair entered a plea for a constructive and open debate.
3. Prior to approving the agenda, a member suggested adding, as item 7, “Solidarity Fund” and to add a budget line for this item.

4. With the addition of a new item 7, the Committee adopted the agenda items as given below (document FICSA/66/A&B/CRP.1):

1. Adoption of the agenda
2. Election of the rapporteur
3. FICSA audited accounts for 2011 (FICSA/C/66/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 2012 (FICSA/C/66/A&B/5)
5. Financial statements and Treasurer's report for 2012 (FICSA/C/66/A&B/2)
6. Reports on the status of the Termination Indemnity Fund, Legal Defence Fund and Staff Development Fund (FICSA/C/66/A&B/3)
7. Solidarity Fund
8. Proposed budget for 2013 (FICSA/C/66/A&B/4)
9. Proposed scale of contributions for 2013 (FICSA/C/66/A&B/6)
10. Other business

Election of the rapporteur (Agenda item 2)

5. Ms. Maria Dweggah (FICSA) was appointed rapporteur at session 1.

FICSA audited accounts for 2011 (FICSA/C/66/A&B/1) (Agenda item 3)

6. The Chair introduced the Audited Accounts for 2011 (document FICSA/C/66/A&B/1). No questions were raised.

7. The Ad hoc Committee took note of the Audited Accounts. Thanks were expressed to the External Auditor, John McGhie, and to the FICSA Accountant, Robyn Thomas, as well as the FICSA secretariat.

8. The Treasurer brought the attention of the Ad hoc Committee to the Auditor's Management letter whereby he made a number of recommendations related to the accounting records, procedures, systems and controls – some that would entail a revision of the Federation's financial rules, others which were matters of clarity. A discussion ensued as to how these recommendations would be treated. These were only recommendations, but it was clear that they could not be ignored.

9. It was decided that a group would be formed to review the recommendations, to identify which were to be dealt with by the Ad hoc Committee on Administrative and Budgetary Questions and which were of a legal nature to be forwarded to the Standing Committee on Legal Questions and to FICSA's legal counsel and report its findings to the Ad hoc Committee. The group consisted of Diab El-Tabari, (UNRWA/ASA Lebanon); Melodie Karlson (WHO/EURO Copenhagen); Ilio Fornasero (FAO/WFP-UGSS) and Wolfgang Prante (AP-in-FAO).

10. Following the formation of the group with instructions that they report their findings at the next meeting of the Ad hoc Committee, 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 2012 (FICSA/C/66/A&B/5) (Agenda item 4)

11. The Treasurer reminded the Committee of 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 document FICSA/C/64/R.1, page 31, para. 123, bullet point 4).

12. The Ad hoc Committee took note of the outstanding amounts owed to the Federation by two members, UNRWA/ASU West Bank, totalling CHF 12,604.60; and UNRWA/ISA, totalling CHF 35,517.03. Voting rights had been suspended due to their arrears. Questions ensued as to whether they had formally withdrawn from FICSA according the FICSA Statutes which required a written notification as well as payment of all arrears. Follow-up procedures for collecting outstanding debts were raised. The Ad hoc Committee also enquired as to whether the FICSA Executive Committee had attempted to contact them and perhaps work out a mutually agreeable plan of action to redress the situation.

13. It was explained that there had been numerous attempts by the FICSA Executive Committee to contact the President of UNRWA/ASU West Bank for the last few years by telephone, by e-mail, to no avail. As to UNRWA/ISA, the FICSA secretariat received a message that he should be taken off the mailing list as they were no longer interested in being in FICSA. Questions were also raised as to the validity of the email in question as a notice of withdrawal. Questions were raised as to whether they should be included in the 2013 budget. One other member insisted that the Executive Committee make additional efforts to contact the two associations and meet them face-to-face to end this once and for all.

The FICSA Executive Committee should make one last attempt to contact UNRWA/ISA and UNRWA/ASU West Bank through a formal letter to a recognized interlocutor with return receipt. The letter would include a statement such as “we note our repeated requests to contact you which have gone unanswered; however, FICSA’s Statutes require a formal reply. This letter is without prejudice to our right of recourse. Please confirm your withdrawal by signing this letter”. The letter would stipulate that if no reply was received within three weeks, it would be considered as a notice of withdrawal. Legal advice should be sought on the inclusion of “our right of recourse”.

The matter should be forwarded to the Standing Committee on Legal Questions to review policies to guide on procedures to follow when members were delinquent for more than three years, without having formally withdrawn from the Federation.

14. The reconvening of the Ad hoc Committee on 8 February 2013 was opened with the Chair presenting the report from the Working Group on the Management Letter from the Auditor. He also thanked the working group for their valiant effort. The report was projected on the screen. Following numerous comments and questions by the Members, it was clear that

further review was needed. Some suggested that any changes to the Statutes could be undertaken during the comprehensive review of the Statutes that was currently taking place.

15. The Ad hoc Committee wished to thank the Auditor for his work and took note of his recommendations.

The Recommendations of the Auditor in his Management letter should be sent to the Executive Committee and the Standing Committee on Legal Questions for further review during the year for any legal implications of the changes in the financial statutes. The Executive Committee would present to the 67th Council whatever changes may be required.

Financial statements and Treasurer's report for 2012 (FICSA/C/66/A&B/2) (Agenda item 5)

16. The Chair introduced the report and opened the floor for comments and questions. The Treasurer went through the report section by section. The functional, operational and reporting currency of FICSA was therefore the Swiss franc (CHF). Further to questions on rate of exchange, the Treasurer 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.

17. Prior to approving this Treasurer's report one member questioned whether adopting the report would mean adopting the full report including the opinion of the Treasurer on the CCISUA/FICSA collaboration or if the approval could be related to the budget only and the Treasurer's opinion separately. The President FICSA intervened and stated that it was agreed to include this document as part of the Treasurer's report.

18. Upon closure of the discussion under this item, the Treasurer was commended for his efforts. The Ad hoc Committee approved the 2012 accounts and took note of the Treasurer's opinion on the CCISUA/FICSA collaboration.

Reports on the status of the Termination Indemnity Fund, Legal Defence Fund and Staff Development Fund (FICSA/C/66/A&B/3) (Agenda item 6)

19. The Chair opened the floor for comments. Members raised questions as to the use of the termination fund for the Information Officer as she had already retired. The Treasurer explained that this amount was there for the future staff member. One member questioned the amount that was listed in the 2010 report which was US\$ 50,000 more than the current year and wondered what happened to the money as the staff member was not eligible for this fund. The Treasurer replied that he had contacted the FICSA accountant. As soon as she replied, he would share the information with the members. Members raised issues of entitlements for serving staff and were assured that these were in place. Another member asked if the former Information Officer had received a repatriation grant and the answer was in the affirmative.

20. It was noted that one member questioned whether previous Councils had authorized the Federation to finance the legal appeal of the former FICSA General Secretary.

21. One member enquired as to the purpose of the Emergency Fund and how it was funded. The Chair replied that any amount not spent was rolled over to the Emergency Fund. This was referred to in Article 13 of the Financial Rules.

22. The Ad hoc Committee took note of the Termination Indemnity Fund, Legal Defence Fund and Staff Development Fund as described in the document FICSA/C/66/A&B/3.

Solidarity Fund (Agenda item 7)

23. A Solidarity Fund was originally proposed to help those staff associations/unions which were confronted with extraordinary financial difficulties disabling them from meeting their full contributions. A member who proposed such a fund had drafted a one-page document presenting possible mechanisms for the Fund. As this entailed specific terms of reference, administration and legal procedures, it needed further review by the legal counsel and the Executive Committee. It was proposed that the matter be further reviewed at the next Council. The Treasurer mentioned that establishing such a fund needed further discussion and clarification before the administration any financial assistance of this type could be set up. The main concern would be the distribution of the funds and how the needs should be assessed and the funds monitored in both distribution and expenditure. This might require more staff to monitor such a fund. One member mentioned that the purpose of the fund should not be in helping members paying the dues, but should be for the protection of staff rights instead.

24. In the need to address the financial constraints of the UNESCO/STU in 2013, the Ad hoc Committee agreed that a practical solution would be addressed under item 9, Provisional Scale of Contributions for 2013.

The FICSA Executive Committee and FICSA legal counsel should review and prepare for the 67th Council a concrete proposal/guideline to address the ability of members to fully meet their contributions to avoid repetitions of this kind of exceptional measures.

Proposed budget for 2013 (FICSA/C/66/A&B/4) (Agenda item 8)

25. The Treasurer opened the item. At this point the Chair asked for any budget requests from the standing committees. He remarked that only one standing committee had replied to the Treasurer's request which he had sent out over a month prior to the Council. The Standing Committee on Professional Salaries and Allowances submitted a request for CHF 40,000 to be placed under a revised budget line "Research and Analysis".

26. The Standing Committee on Professional Salaries and Allowances requested an additional CHF 5,000 to undertake an advocacy campaign to improve public perception of what UN staff do and how they are compensated.

27. One member raised the issue of the lack of translation and interpretation services and that perhaps a budget line should be introduced to cover that need. The FICSA President intervened and whilst he expressed his agreement with the member, he called attention to the need to prioritize the use of the limited resources.

28. The Chair introduced the draft budget for 2013 and the Ad hoc Committee agreed to review the draft budget chapter by chapter, which it undertook to do.

29. The Ad hoc Committee then noted that the total sum of the four chapters of the budget yielded the final amount of **CHF 738,517** which was the amount to be covered by contributive members.

30. The Ad hoc Committee adopted the draft budget in its revised form (Annex 11).

The Ad hoc Committee requested the Executive Committee to explore possible cost-sharing activities with CCISUA.

Proposed scale of contributions for 2013 (FICSA/C/66/A&B/6) (Agenda item 12)

31. The Ad hoc Committee approved the revised scale of contributions, which included the exceptional measures (Annex 14).

32. The Ad hoc Committee examined and took note of the letter submitted by the UNESCO/STU regarding its intention to withdraw from FICSA due to financial constraints. The UNESCO/STU expressed its willingness to remain with FICSA and requested a possible course of action to enable its union to fulfil its financial obligations towards FICSA. It was noted that the UNESCO/STU was up to date with its contributions. The UNESCO/STU reported that they would not be able to cover the full assessment but would be able to pay up to CHF 28,000.

33. The WIPO Staff Association also expressed its difficulty in meeting 2013 assessed contributions which had increased due to WIPO being moved to a higher unit based on 2011 CEB figures. He stated that his Staff Association could only pay the amount assessed in 2012 which amounted to CHF 48,076.

34. By consensus, the members decided, as an exceptional measure, to close the financing gap. The agreed measure was to base the contribution of other members on the 2012 assessed scale of contribution table, with the exception of the UNESCO/STU.

35. During the deliberation, it was brought to the Ad hoc Committee's attention that the IARC Staff Association had requested a reduction in its 2013 contribution to CHF 5,500, against its established contribution of CHF 8,013. The Ad hoc Committee agreed that the IARC Staff Association would contribute with CHF 6,000 and that the difference be retrieved from the contingency budget line. It was agreed to maintain the amount of CHF 8,013 in the provisional scale of contributions for 2013. A footnote would be added to the table to reflect this decision.

36. Members agreed that those members benefitting from this year's exceptional measures (UNESCO and IARC) would not benefit from any reduction for early payment and were encouraged to pay as soon as possible.

37. Members highlighted that the above measures should be considered of an extraordinary nature and that members not fully meeting their contribution liaise with the Executive Committee to define a plan of action for future financial obligations.

38. The WIPO Staff Association's wish to be transparent was met with agreement from other members. A request was made to the Treasurer to produce an annex to the provisional scale of contribution (FICSA/C/66/A&B/6) which would specify which members benefitted from the exceptional measures, how much and the justification.

Other matters (Agenda item 9)

39. The Executive Committee met with the Heads of Delegation to discuss the matter of the tax equalization fund involving the FICSA Information Officer for the amount of CHF 90,000. The President reminded that a working group had been designated to examine the situation. He referred to the working group which had recommended that should it be determined by the FICSA Legal Advisor that reimbursement of US taxes be required, the UN Income Tax Unit should process the tax advances and reimbursement on behalf of FICSA. FICSA had paid for 2010 but had declined to a proposal by UNOG to settle on the amount under dispute for years 2006, 2007, 2008 and 2009.

40. Following lengthy discussions on whether to pay, in view of the more important issue of the status of FICSA and its staff, and the supposition that based on the information provided, and the understanding that the terms of conditions of service were applied, the vast majority of the members voted for payment of the CHF 90,000. Thirteen voted yes; three voted no; and two abstained.

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

Annex 11

BUDGET FOR THE YEAR 2013

in Swiss Francs (CHF)

| | | 2012 Approved Budget | 2013 estimates at 2012 prices | Price Adjustment* | 2013 estimates at 2013 prices |
|-----------------------------|--|----------------------------|----------------------------------|----------------------|----------------------------------|
| Expenditures by Line | | | | | |
| 1 | <u>Chapter One, FICSA Representation</u> | | | | |
| 1.01 | UN General Assembly | 17,499 | 18,000 | 1.7% | 18,306 |
| 1.02 | UNJSPB | 1,981 | 5,200 | 1.7% | 5,288 |
| 1.03 | HLCM | 5,873 | 3,000 | 1.7% | 3,051 |
| 1.04 | HR Network | 5,609 | 8,000 | 1.7% | 8,136 |
| 1.05 | ICSC (Sessions, Working Groups & Committees) | 40,348 | 45,000 | 1.7% | 45,765 |
| 1.06 | IASMN | 4,978 | 5,000 | 1.7% | 5,085 |
| 1.07 | External Relations & Contingency Travel | 15,225 | 25,000 | 1.7% | 25,425 |
| | Total, Chapter One | 91,513 | 109,200 | | 111,056 |
| 2 | <u>Chapter Two, FICSA EXCOM</u> | | | | |
| 2.01 | FICSA Council | 29,903 | 45,000 | 1.7% | 45,765 |
| 2.02 | EXCOM and Regional Activities | 2,515 | 3,000 | 1.7% | 3,051 |
| 2.03 | FICSA Council overheads | 10,150 | 10,000 | 1.7% | 10,170 |
| | Total, Chapter Two | 42,568 | 58,000 | | 58,986 |
| 3 | <u>Chapter Three, FICSA Services</u> | | | | |
| 3.01 | Legal Services to FICSA Members | 10,150 | 5,000 | 1.7% | 5,085 |
| 3.02 | Training on GS Methodology | 35,525 | 20,000 | 1.7% | 20,340 |
| 3.03 | Training for Capacity building & Staff Reps. | 12,180 | 15,000 | 1.7% | 15,255 |
| 3.04 | Research & Analysis | - | 40,000 | 1.7% | 40,680 |
| 3.05 | Training on Legal appeal process | 5,075 | 5,000 | 1.7% | 5,085 |
| 3.06 | Training on Pension and Social security matters | 6,090 | 3,200 | 1.7% | 3,254 |
| | Total, Chapter Three | 69,020 | 88,200 | | 89,699 |
| 4 | <u>Chapter Four, FICSA Administration</u> | | | | |
| 4.01 | Geneva Staff costs | 485,000 | 320,000 | 0.0% | 320,000 |
| 4.02 | Staff assessment | 25,000 | 30,000 | 0.0% | 30,000 |
| 4.03 | Consultants/Experts | - | 50,000 | 0.0% | 50,000 |
| 4.04 | External Audit | - | 5,000 | 0.0% | 5,000 |
| 4.05 | New York service contracts | 1,000 | - | 0.0% | - |
| 4.0 | | | | | |
| 6 | Telecommunications | 9,643 | 10,000 | 1.7% | 10,170 |
| 4.07 | IT services | - | 15,000 | 1.7% | 15,255 |
| 4.08 | Supplies & Materials | 4,669 | 5,000 | 1.7% | 5,085 |
| 4.09 | Geneva Office Rent | 8,120 | 8,500 | 1.7% | 8,645 |
| 4.1 | New York Virtual Office | 8,072 | - | 0.0% | - |
| 4.11 | Computer and Electronic Equipment | 8,120 | 8,000 | 1.7% | 8,136 |
| 4.12 | Bank Charges | 1,200 | 1,400 | 0.0% | 1,400 |
| 4.13 | Contingencies | 2,000 | 20,000 | 0.0% | 20,000 |
| 4.14 | Staff Training | 2,030 | 5,000 | 1.7% | 5,085 |
| 4.15 | Termination Indemnity Fund | 11,042 | - | 0.0% | - |
| 4.16 | Legal Defence Fund | - | - | - | - |
| | Total, Chapter Four | 565,896 | 477,900 | | 478,776 |
| | Grand Total | 768,997 | 733,300 | | 738,517 |

* Source: IMF, World Economic Outlook October 2012, page 198: Europe

Annex 12

DISTRIBUTION OF STAFF FOR THE PURPOSES OF THE 2013 CONTRIBUTIONS

| Factor | TOTAL STAFF | Prof HQ 1 | Prof Field 0.9 | GS HQ 0.5 | GS Other 0.5 | GS Low pay 0.01 | STAFF WEIGHTED | UNITS |
|--------------------------|----------------|-----------------|----------------------|-----------------|--------------------|-----------------------|-------------------|---------|
| Bioversity | 88 | 24 | 34 | 30 | | | 69.6 | 0.054 |
| BIPM | 74 | 42 | | 32 | | | 58 | 0.036 |
| CERN | 2424 | 1166 | | 1258 | | | 1795 | 0.99 |
| CSSA ¹ | 282 | 156 | | 126 | | | 219 | 0.18 |
| CTBTO | 252 | 171 | | 81 | | | 211.5 | 0.18 |
| AP-in-FAO | 1481 | 1194 | 287 | | | | 1452.3 | 11 |
| FAO/WFP-UGSS | 1391 | | | 1391 | | | 695.5 | 6 |
| ECB | 1384 | 1086 | | 298 | | | 1235 | 0.99 |
| ESO ¹ | 444 | 298 | 101 | 45 | | | 411.4 | 0.36 |
| Global Fund ¹ | 603 | 492 | | 111 | | | 547.5 | 0.45 |
| IAEA | 2238 | 1128 | 32 | 1045 | 33 | | 1695.8 | 11 |
| IARC | 171 | 66 | | 105 | | | 118.5 | 1 |
| ICCO | 16 | 13 | | 3 | | | 14.5 | 0.01305 |
| ICO | 26 | 13 | | 13 | | | 19.5 | 0.01755 |
| IFAD | 544 | 287 | 23 | 221 | 13 | | 424.7 | 4 |
| ILO/ITC | 192 | 72 | 3 | 117 | | | 133.2 | 1 |
| IMO | 286 | 153 | 5 | 121 | 7 | | 221.5 | 2 |
| IOC | 28 | 10 | | 18 | | | 19 | 0.0171 |
| IOM | 681 | | 601 | | 80 | | 580.9 | 0.45 |
| ITER | 471 | 301 | | 170 | | | 386 | 0.27 |
| ITU | 746 | 325 | 30 | 368 | 23 | | 547.5 | 5 |
| OPCW | 485 | 306 | | 179 | | | 395.5 | 0.27 |
| PAHO/WHO | 750 | 265 | 160 | 211 | | 114 | 515.64 | 5 |
| SCBD | 64 | 36 | | 28 | | | 50 | 0.4 |
| UNAIDS | 770 | 197 | 218 | 113 | 3 | 239 | 453.59 | 4 |
| UNESCO 2 | 1928 | 646 | 286 | 640 | 356 | | 1401.4 | 5.5 |
| UNFCCC 3 | 449 | | 270 | | 179 | | 332.5 | 0.3 |
| UNGSC | 269 | | | 269 | | | 134.5 | 1 |
| UNRWA/ASA | 2965 | | | | | 2965 | 29.65 | 0.2965 |
| UNRWA/ASU W. Bank | 5900 | | | | | 5900 | 59 | 0.4 |
| UNRWA/ISA | 189 | 85 | 87 | 7 | 10 | | 171.8 | 1.5 |
| UNWTO | 98 | 45 | | 53 | | | 71.5 | 0.6 |
| UPU | 191 | 100 | | 91 | | | 145.5 | 1 |
| WHO/AFRO | 1767 | | 373 | | | 1394 | 349.64 | 3 |
| WHO/EMRO | 655 | | 173 | | | 482 | 160.52 | 1.5 |
| WHO/EURO | 444 | 197 | | 247 | | | 320.5 | 3 |
| WHO/HQ | 1977 | 1144 | | 833 | | | 1560.5 | 11 |
| WHO/SEARO | 509 | | 137 | | | 372 | 127.02 | 1 |
| WHO/WPRO | 480 | | 172 | | | 308 | 157.88 | 1.5 |
| WIPO | 975 | 497 | 3 | 474 | 1 | | 737.2 | 7 |
| WMO | 270 | 137 | 5 | 121 | 7 | | 205.5 | 2 |
| WTO/OMC | 686 | 392 | | 294 | | | 539 | 0.45 |
| Totals | 35643 | 11044 | 3000 | 9113 | 712 | 11774 | 18774.24 | 95.7242 |

¹ Staff numbers are from 2010 distribution of staff² UNESCO weighted at 50% due to rival staff association³ UNFCCC weighted at 10% of full dues

Annex 13

METHODOLOGY FOR CALCULATING THE SCALE OF CONTRIBUTIONS FOR 2013

| | |
|---|----------------|
| | CHF |
| Total amount to be covered by contributions | 738600 |
| Contributions by Consultative Members: 14 x CHF 600 | 8400 |
| Contributions by Observer Members (FUNSAs): 21 x US\$ 100 x 0.911 ¹ | 1913 |
| Total amount to be covered by Full and Associate Members | 728287 |
| Total number of units | 95.7242 |
| Value of one unit | 7608.18 |

| CHF | | | | |
|-------------|-------------------------------------|--------------|---------------|------------------|
| Band | Weighted number of staff | Units | Member | Associate |
| 1 | 1100 plus | 11 | 83690 | 7532 |
| 2 | 1000 - 1099.9 | 10 | 76082 | 6847 |
| 3 | 900 - 999.9 | 9 | 68474 | 6163 |
| 3 | 800 - 899.9 | 8 | 60865 | 5478 |
| 4 | 700 - 799.9 | 7 | 53257 | 4793 |
| 5 | 600 - 699.9 | 6 | 45649 | 4108 |
| 6 | 500 - 599.9 | 5 | 38041 | 3424 |
| 7 | 400 - 499.9 | 4 | 30433 | 2739 |
| 8 | 300 - 399.9 | 3 | 22825 | 2054 |
| 9 | 200 - 299.9 | 2 | 15216 | 1369 |
| 10 | 150 - 199.9 | 1.5 | 11412 | 1027 |
| 11 | 100 - 149.9 | 1 | 7608 | 685 |
| 12 | 60 - 99.9 | 0.6 | 4565 | 411 |
| 13 | 40 - 59.9 | 0.4 | 3043 | 274 |
| 14 | <40 | WN / 100 | | |

¹ Official UN Rate of Exchange as of 31/12/12: USD 1.0 = CHF 0.911

Annex 14

SCALE OF CONTRIBUTIONS FOR 2013

| Member / Associate | W'ed Staff | Units | CHF | CHF |
|--------------------|------------|---------|---------|---------|
| | | | 2013 | 2012 |
| Bioversity | 69.6 | 0.054 | 434 | 434 |
| BIPM | 58 | 0.036 | 272 | |
| CERN | 1795 | 0.99 | 7,933 | 7,933 |
| CSSA | 219 | 0.18 | 1,442 | 1,442 |
| CTBTO | 211.5 | 0.18 | 1,442 | 1,442 |
| AP-in-FAO | 1452.3 | 11 | 88,139 | 88,139 |
| FAO/WFP-UGSS | 695.5 | 6 | 56,088 | 56,088 |
| ECB | 1235 | 0.99 | 7,933 | 7,933 |
| ESO | 411.4 | 0.36 | 2,885 | 2,885 |
| Global Fund | 547.5 | 0.45 | 3,606 | 3,606 |
| IAEA | 1695.8 | 11 | 88,139 | 88,139 |
| IARC | 118.5 | 1 | 8,013 | 8,013 |
| ICCO | 14.5 | 0.0131 | 97 | 97 |
| ICO | 19.5 | 0.0176 | 133 | 133 |
| IFAD | 424.7 | 4 | 32,051 | 32,051 |
| ILO/ITC | 133.2 | 1 | 8,013 | 8,013 |
| IMO | 221.5 | 2 | 16,025 | 16,025 |
| IOC | 19 | 0.0171 | 137 | 137 |
| IOM | 580.9 | 0.45 | 4,341 | 4,341 |
| ITER | 386 | 0.27 | 2,163 | 2,163 |
| ITU | 547.5 | 5 | 40,063 | 40,063 |
| OPCW | 395.5 | 0.27 | 2,163 | 2,163 |
| PAHO/WHO | 515.64 | 5 | 32,051 | 32,051 |
| SCBD | 50 | 0.4 | 3,205 | 3,205 |
| UNAIDS | 453.59 | 4 | 32,051 | 32,051 |
| UNESCO | 1401.4 | 5.5 | 28,000 | 44,070 |
| UNFCCC 3 | 332.5 | 0.3 | 2,266 | - |
| UNGSC | 134.5 | 1 | 8,013 | 8,013 |
| UNRWA/ASA | 29.65 | 0.2965 | 2,395 | 2,395 |
| UNRWA/ASU W. Bank | 59 | 0.4 | - | 3,205 |
| UNRWA/ISA | 171.8 | 1.5 | - | 12,019 |
| UNWTO | 71.5 | 0.6 | 4,808 | 4,808 |
| UPU | 145.5 | 1 | 8,013 | 8,013 |
| WHO/AFRO | 349.64 | 3 | 24,038 | 24,038 |
| WHO/EMRO | 160.52 | 1.5 | 12,019 | 12,019 |
| WHO/EURO | 320.5 | 3 | 24,038 | 24,038 |
| WHO/HQ | 1560.5 | 11 | 88,139 | 88,139 |
| WHO/SEARO | 127.02 | 1 | 8,013 | 8,013 |
| WHO/WPRO | 157.88 | 1.5 | 12,019 | 12,019 |
| WIPO | 737.2 | 7 | 48,076 | 48,076 |
| WMO | 205.5 | 2 | 16,025 | 16,025 |
| WTO/OMC | 539 | 0.45 | 3,606 | 3,606 |
| Totals | 18774.24 | 95.7242 | 728,287 | 757,042 |

Annex 15

REPORT OF THE FICSA ANALYTICAL WORKING GROUP ON STRATEGIC DEVELOPMENT

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

Participants

| | |
|---------------------|------------------|
| UNESCO | Vincent Vaurette |
| UNRWA/ASA Lebanon | Diab El-Tabari |
| WHO/EURO Copenhagen | Melodie Karlson |

Introduction

1. Under the Chairmanship of Mr. Imed Zabaar (IAEA), the Working Group met twice to address the following agenda items:
2. The analytical working group adopted the following agenda:
 1. Adoption of the agenda
 2. Assessment of previous year work plan and achievements and the future functioning of the working group
 3. FICSA Focal Points proposal
 4. FICSA Communication including Social Media
 5. FICSA/CCISUA Cooperation
 6. Other business
 7. Composition of the group

Assessment of previous year work plan and achievements and the future functioning of the working group (Agenda item 2)

3. In order to address issues of concern on the programme and effective functioning of FICSA, particularly during its annual meeting, the FICSA Council recommended the establishment of the Analytical Working Group on Strategic Development. The FICSA Executive Committee had implemented recommendations of the Working Group which led to significant changes in the programme of the 66th FICSA Council.
4. In terms of time management, following on feedback received from the membership, not more than two standing committees were scheduled to meet simultaneously. These changes

demonstrated the value of the working group's recommendations. The working group continued to focus on ideas to benefit FICSA and, due to the nature of the work, proposed changing the name of working group to "Strategic Development Group".

FICSA focal points (Agenda item 3)

5. Following on from the previous Council's decision, the working group prepared terms of reference (ToRs) for FICSA focal points (see Appendices 1 and 2). The working group recommended that the Council approve the ToRs for the FICSA focal points and that the FICSA Executive Committee strongly encourage its members to appoint a focal point to facilitate and further develop intersessional collaboration with its members.

Communication including social media (Agenda item 4)

6. The working group agreed to liaise with the Standing Committee on Legal Questions to finalize the ToRs for the use of social media. The working group further recommended that the FICSA Executive Committee explore other means of communication such as the use of Webex.

7. With regard to the Federation's website and acting on feedback received from the membership, the working group recommended to enhance the layout and structure of the website – in order to make it more user friendly.

8. The working group also encouraged the FICSA Executive Committee to explore the possibility of all creating or advising on a means whereby FICSA member associations/unions could access each other's websites.

FICSA/CCISUA Cooperation (Agenda item 5)

9. Given the report and recommendations presented by Mr. Alan Leather (document FICSA/C/62/6) to improve the structuring of staff representation in the international civil service, and having seen the two presentations to Council on Monday, 4 and Tuesday, 5 February, no approval could be made by the working group on the time line offered as it was believed to be premature to think of merging both federations. However, the working group strongly believed in the idea of one federation.

The working group recommended that the FICSA Executive Committee: (i) Further the cooperation between FICSA and CCISUA in the spirit of delivering as one; (ii) Establish a memorandum of understanding with CCISUA including safety mechanisms and a charter of communication – to be defined in collaboration with the Standing Committee on Legal Questions - outlining the terms and conditions of the cooperation with CCISUA and to safeguard the best interests of FICSA during the phase of transition to closer cooperation; (iii) Pursue the closer cooperation with CCISUA and include a member of the Analytical Working Group in the FICSA/CCISUA Working Group; (iv) Provide FICSA membership with a quarterly status report on this cooperation (including any future analysis); and (v) Include this item in the agenda of the next council in 2014.

Other business (Agenda item 6)

10. Contribution scales: In order to have a fairer and more affordable Federation, the working group recommended the review of the methodology used for contributions.

The working group recommended the review of the methodology used for the purpose of calculating contributions.

10. Pre-council session: In order to improve the quality and efficiency of the Federation, the Working Group suggested organizing training for chairs, vice-chairs, rapporteurs and newcomers prior to each council which could be done through pre-council meetings held the day before the Council officially opened.

The working group recommended organizing training for chairs, vice-chairs, rapporteurs and newcomers prior to each council through pre-council meetings held the day before the Council officially opened.

11. In addition, the Working Group strongly urged the FICSA Executive Committee to set up mentoring schemes at FICSA councils in order to promote capacity building, knowledge sharing and the lowering of barriers to encourage and support active participation by newcomers.

The working group recommended that the FICSA Executive Committee set up mentoring schemes at FICSA councils to promote capacity building, knowledge sharing to encourage active participation by newcomers.

Composition of the working group (Agenda item 8)

12. 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-Tabari (UNRWA/ASA) |
| | Melodie Karlson (WHO/EURO Copenhagen) |
| | Blanca Pinero (IMO) |
| | Caroline Bascones (PAHO/WHO Washington) |
| | Cinzia Romani (FAO/WFP/UGSS) |
| | Vincent Vaurette (UNESCO) |

Ex officio members: FICSA President and General Secretary.

Appendix 1**DRAFT TERMS OF REFERENCE FOR
FICSA FOCAL POINTS****Purpose**

To assist the local staff associations and unions to be more proactive in FICSA activities and in responding to survey requests and to promote FICSA activities within local organizations.

Functions

The functions of the focal point are:

- Respond to all FICSA requests with particular attention to survey requests
- Promote and disseminate the regular FICSA newsletter
- Summarize and disseminate FICSA reports on special meetings attended (ICSC, HR Network, HLCM, General Assembly, etc.)
- Provide FICSA with frequent feedback from the membership of local staff associations/unions
- Ensure that any local staff association's/union's standing committee chair or core working group member follow up on previous Council decisions and actions to be performed throughout the year.

Nomination

Each member association/union shall appoint a FICSA Focal Point.

FICSA Focal Point shall be a staff member with a valid fixed-term contract at the time of the appointment.

Appointments can only be made on the enclosed appointment form, which must be signed by the Staff Association / Union.

Duration

Appointed FICSA Focal Points shall normally serve for a term of two (2) years or until a successor is selected.

Previous Focal Points are eligible for re-appointment up to a maximum of two consecutive 2-year terms of office.

The local staff association/union or the appointed FICSA focal point maintains the right to terminate the appointment prior to end of term.

Obligations and responsibilities

The FICSA Focal Point shall not act independently.

The FICSA Focal Point must work in close collaboration with the Chair/President of the local staff association/union.

The FICSA Focal Point shall copy the local staff association/union in all communications.

Unless previously approved by the FICSA Executive Committee, the FICSA Focal Point shall not forward or share any messages or information outside of the local Executive Committee received from the Federation.

Unless previously approved by the local staff association/union, the FICSA Focal Point shall not disseminate or forward any messages or information received from the Federation.

Attendance at meetings on behalf the Federation is subject to approval by FICSA and the local staff association/union.

Appendix 2**DRAFT APPOINTMENT FORM
FICSA FOCAL POINTS****Part 1 – Appointment of FICSA Focal Point**

(This part is to be completed by the Staff Association / Union)

I, the undersigned, hereby appoint:

Mr. / Ms. :.....

as a FICSA Focal Point.

I certify that I am Chair / President of Staff Association / Union

Full name of Appointing Officer:.....

Address:.....

Contact details:

Phone:..... Mobile:..... Email:
.....

Signature:.....

Date:.....

Part 2 – FICSA Focal Point acceptance and profile

(This part is to be completed by the appointed FICSA Focal Point)

I, the undersigned, hereby accept the appointment as a FICSA Focal Point and agree to serve for a term of 2 years.

I authorize my local Staff Association/Union to provide the information contained in my resume attached* to the FICSA Executive Committee.

Full name:.....

Address:.....

Contact details:

Phone..... Mobile.....

Email.....

Please provide the following information and attach to Part 2:

1. Current Employment
2. Qualifications (academic or professional qualifications)
3. Positions of Office (other than employment)
4. Other relevant Information

Signature:.....

Date:.....

Note: Appointing Officer and the nominee should be the same person.

Annex 16

LIST OF PARTICIPANTS

| MEMBER ASSOCIATION OR UNION | HEAD OF DELEGATION | MEMBERS OF THE DELEGATION |
|--------------------------------|--|--|
| AP-in-FAO | Wolfgang Prante wolfgang.prante@fao.org | Janice Albert Janice.albert@fao.org Giovanni Muñoz giovanni.munoz@fao.org |
| FAO/WFP-UGSS | Susan Murray Susan.Murray@fao.org | Paolo Barchiesi Paolo.Barchiesi@fao.org Antonio Brina Antonio.Brina@wfp.org Ilio Fornasero ilio.fornasero@fao.org |
| IAEA | Imed Zabaar I.Zabaar@iaea.org | Nabil M. Sahab n.m.sahab@iaea.org Marielle Wynsford-Brown m.wynsford-brown@iaea.org |
| IFAD | Dave Nolan d.nolan@ifad.org | Fabio Bencivenga f.bencivenga@ifad.org |
| IMO | Karine Langlois klanglois@imo.org | Steven John Haw shaw@imo.org |
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| PAHO/WHO Washington | Pilar Vidal Estevez vidalpil@paho.org | |
| SCBD | Véronique Allain veronique.allain@cbd.int | |

| MEMBER ASSOCIATION OR UNION | HEAD OF DELEGATION | MEMBERS OF THE DELEGATION |
|--------------------------------|--|--|
| UNAIDS | Jason Sigurdson sigurdsonj@unaids.org | Benjamin Gobet gobetb@unaids.org Cinzia Mazzolari Delaunay mazzolariedelaunayc@unaids.org Tanya Quinn-Maguire quinnmaguiret@unaids.org |
| UNESCO | Vincent Vaurette v.vaurette@unesco.org | Sandra Gallet s.gallet@unesco.org |
| UNRWA/ASA Lebanon | Diab El-Tabari d.tabari@unrwa.org | Daoud Korman d.korman@unrwa.org |
| UNWTO (As of 5 February) | Michel Julian mjulian@unwto.org | |
| WHO/AFRO Brazzaville | Bernadette Fogue Kongape fogueb@afro.who.int | Brice Amalet-Akagha amaletb@afro.who.int Tresor Ampa ampat@afro.who.int Jules Bekombo bekomboj@afro.who.int Tony Capita capitat@zw.afro.who.int Rudo Chikoto chikotor@zw.afro.who.int Frederic Diakoundila diakoundilaf@afro.who.int Leon Kinuani kinuanil@cd.afro.who.int Gildas Makaya makayag@afro.who.int Firmine Mavila mavilaf@afro.who.int Etienne Minkoulou minkouloue@afro.who.int Roger Nabalma nabalar@hotmai.com Juste Nzambe nzambej@cd.afro.who.int Simbarashe Mazvidza MazvidzaS@zw.afro.who.int |

| MEMBER ASSOCIATION OR UNION | HEAD OF DELEGATION | MEMBERS OF THE DELEGATION |
|--------------------------------|--|--|
| | | Viviane Tati tativ@afro.who.int Jean Tchicaya tchicayaj@afro.who.int Minata Traore traorem@afro.who.int |
| WHO/EURO Copenhagen | Melodie Karlson jka@euro.who.int | |
| WHO/HQ Geneva | Ivan Babovic babovici@who.int | Marina Appiah appiahm@who.int Edmond Mobio mobioe@who.int Carlos Streijffert streijffertc@who.int |
| WHO/SEARO New Delhi | Vijay Chandra chandrav@searo.who.int | Ritesh Singh singhr@searo.who.int |
| WIPO | Brett Fitzgerald brett.fitzgerald@wipo.int | Faizan Ul-Haq Faizan.Ulhaq@wipo.int |
| WMO | Nanette Lomarda nlomarda@wmo.int | |

| ASSOCIATIONS WITH CONSULTATIVE STATUS | | |
|---------------------------------------|---|---|
| ADB Abidjan | Véronique Mahan v.mahan@afdb.org | |
| AMFIE Luxembourg | Janine Rivals jr@amfie.org | Dominique Bertaud db@amfie.org |

| |
|--|
| FEDERATION WITH OBSERVER STATUS |
|--|

| | | |
|---------------|--|--|
| FUNSA Lebanon | Diab El-Tabari d.tabari@unrwa.org | Daoud Korman d.korman@unrwa.org |
|---------------|--|--|

| |
|---------------|
| GUESTS |
|---------------|

| | | |
|--------|-----------------|-------------------------------|
| CCISUA | Paulina Analena | James Ohayo Bayisa Wakwoya |
| UNFCCC | Festus Luboyera | |

| |
|-------------------------|
| KEYNOTE SPEAKERS |
|-------------------------|

| | | |
|----------|-----------------|-------------------|
| WHO/AFRO | Luis Sambo | Regional Director |
| ICSC | Kingston Rhodes | Chairman |

| |
|----------------------------|
| EXECUTIVE COMMITTEE |
|----------------------------|

| | |
|---|--|
| President | Mauro Pace (FAO/WFP-UGSS) FICSApresident@unog.ch |
| General Secretary | Marie-Thérèse Conilh de Beyssac (UNESCO) FICSAGenSec@unog.ch |
| Treasurer | Nabil Michel Sahab (IAEA) n.m.sahab@iaea.org |
| First Member for Compensation Issues | Janice Albert (AP-in-FAO) Janice.albert@fao.org |
| Member, Regional and Field Issues | Edmond Mobio (WHO/HQ) mobioe@who.int |
| Member, Without Portfolio | Véronique Allain (SCBD Montreal) veronique.allain@cbd.int |

| FICSA SECRETARIAT | | |
|--|------------------------------------|--|
| Administrative Assistant, Geneva Secretary, Geneva | Amanda Gatti Marie-Paule Masson | ficsa@unog.ch |
| Interim Information Officer / Rapporteur | Maria Dweggah | ficsainfoff@unog.ch |

Annex 17

**LIST OF DOCUMENTS AND CONFERENCE ROOM PAPERS
AT THE 66th FICSA COUNCIL**

DOCUMENTS

| FICSA/C/66 | Title |
|------------|---|
| 1/Rev.1 | Agenda for the 66 th FICSA Council |
| 2 | Nomination form and terms of reference for the officers of FICSA (Executive Committee and Regional Representatives) |
| 3 | Credentials for the 66 th 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 | Proposal: FICSA-CCISUA cooperation |
| 7 | Report of the Executive Committee to the 66th session of the FICSA Council |

| FICSA/C/66/CRP.1 | Title |
|------------------|--|
| 1 | FICSA/CCISUA Cooperation - Text proposed by the Executive Committee for approval by the 66 th FICSA Council |

INFORMATION DOCUMENTS

| FICSA/C/66/INFO | Title |
|-----------------|---|
| 1 | Information for delegates |
| 2 | List of hotels in Brazzaville and booking details |
| 3 | Candidates for election to the Executive Committee and Regional Representatives |
| 4 | Statutes, Rules of Procedure of the Council and Financial Rules |
| 5 | Terms of reference for the FICSA standing committee chairs and vice-chairs |

| FICSA/C/66/INFO/CRP. | Title |
|----------------------|---|
| 1 | Schedule of meetings |
| 2 | List of documents and conference room papers for the 66th FICSA Council |
| 3 | Provisional list of participants |

AD HOC COMMITTEE ON ADMINISTRATIVE AND BUDGETARY QUESTIONS

| FICSA/C/66/A&B | Title |
|----------------|--|
| 1 | Audited Accounts (as at the close of accounts 31 December 2011) Statement of assets, liabilities, income and expenditure |
| 2 | Financial Statements and Treasurer's Report for 2012 |
| 3 | Reports on the status of the termination indemnity fund, legal defence fund and staff development fund |
| 4 | Proposed programme and budget for 2013-2014 |
| 5 | Statement of contributions of member associations/unions, associate members, consultative and observer bodies based on information received up to 31 December 2012 |
| 6 and 6/Corr.1 | Provisional scale of contributions for 2013 |

| FICSA/C/66/A&B/CRP. | Title |
|---------------------|--------------------|
| 1 | Provisional agenda |

STANDING COMMITTEE ON CONDITIONS OF SERVICE IN THE FIELD

| FICSA/C/66/FIELD/CRP. | Title |
|-----------------------|--------------------|
| 1 | Provisional agenda |

STANDING COMMITTEE ON GENERAL SERVICE QUESTIONS

| FICSA/C/66/GSQ/CRP. | Title |
|---------------------|---|
| 1 | Provisional agenda |
| 2 | Provisional agenda of the Permanent Technical Committee on General Service Questions (PTC/GSQ) |

**STANDING COMMITTEE ON HUMAN RESOURCES MANAGEMENT AND
STAFF/MANAGEMENT RELATIONS**

| FICSA/C/66/HRM/CRP. | Title |
|---------------------|--------------------|
| 1 | Provisional agenda |

STANDING COMMITTEE ON LEGAL QUESTIONS

| FICSA/C/66/LEGAL/CRP. | Title |
|-----------------------|--|
| 1 | Provisional agenda |
| 2 | Draft resolution on FICSA secretariat issues |

STANDING COMMITTEE ON PROFESSIONAL SALARIES AND ALLOWANCES

| FICSA/C/66/PSA/CRP. | Title |
|---------------------|---|
| 1 | Provisional agenda |
| 2 | Provisional agenda of the Permanent Technical Committee on Professional Salaries and Allowances (PTC/PSA) |

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

| FICSA/C/66/SOCSEC/CRP. | Title |
|------------------------|--------------------|
| 1 | Provisional agenda |