



**FICSA Council**  
**67th Session**  
**International Atomic Energy Agency**  
**Vienna, 3 to 7 February 2014**

**REPORT OF THE 67<sup>TH</sup> SESSION OF THE FICSA COUNCIL**



FEDERATION OF INTERNATIONAL CIVIL SERVANTS' ASSOCIATIONS

FEDERATION DES ASSOCIATIONS DE FONCTIONNAIRES INTERNATIONAUX

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**Report of the 67<sup>th</sup> session of the FICSA Council  
International Atomic Energy Agency (IAEA)  
Vienna, 3 to 7 February 2014**

**Opening of the session (Agenda item 1)**

1. The formal opening of the 67<sup>th</sup> session of the Federation of International Civil Servants' Associations (FICSA) began with a musical prelude, whereafter Mr. Imed Zabaar, President of the IAEA Staff Association, welcomed the participants to Vienna. The preparations, in which the Staff Association had invested great efforts over the past two years, were an expression of gratitude to FICSA for having lent unrelenting support to the IAEA staff over countless years. He reaffirmed the IAEA Staff Association's commitment to the Federation that dated back to 1958. He thanked the IAEA Administration, staff and volunteers alike, all of whom had contributed to the organisation of the Council. He was convinced that their input would ensure a very productive session and make for a resounding success.

2. Mr. Zabaar went on to introduce Ms. Janice Dunn Lee, Deputy Director-General, Department of Management, IAEA, who welcomed the Federation to Vienna on behalf of the Director-General of the IAEA. In bidding FICSA welcome to Vienna, Ms. Dunn Lee wished the delegates an interesting and productive week ahead. The IAEA strove to make the Agency a place of work that was both rewarding and satisfying for its staff. Staff and management alike were intent upon providing an environment conducive to achieving the challenging goals that they had set themselves.

3. The IAEA was proud of its record of staff/management relations, a process that called for significant effort and patience on the part of everyone involved. The role played by the Staff Council, as a voice for staff in a wide range of settings, was invaluable to the IAEA as a whole. The regular interactions were seen as a partnership – in almost all situations. In the ultimate analysis, the greatest strength of any organization was its people, and the United Nations was no exception: staff members were pivotal to its success.

4. Ms. Dunn Lee recalled the three objectives that FICSA had set itself: (1) defending the rights of staff; (2) ensuring equitable and attractive conditions of employment; and (3) building a positive image of the international civil service. They were objectives that every good organization would share.

5. The IAEA had also joined with FICSA on many common system-wide issues of concern to both staff and the United Nations organizations. They had worked together on issues involving salaries, issues of fairness and other matters concerning both General Service and Professional salaries. In the area of pensions, they had worked together with the United Nations Joint Staff Pension Board (UNJSPB) on a number of issues, including pension entitlements for short-term staff and pension fluctuations caused by exchange rate changes. The IAEA had also joined with FICSA on other benefits and entitlements: matters that contributed to making the United Nations a good place to work.

6. Ms. Dunn Lee noted that both FICSA and the United Nations organizations were devoting substantial efforts to the 'comprehensive compensation review', led by the International Civil Service Commission (ICSC). The hope was that it might prove feasible to confirm or amend the current system's salary and benefit packages. A significant underlying issue in the review was the management of staff performance. The IAEA was moving to a new human resources IT system. Together with the IAEA Staff Council, it was seeking to ensure that

the performance and development systems supported the Agency's efficiency and effectiveness. Furthermore, despite not being a field-based organisation, the IAEA supported the 'Delivering as One' initiative as it permitted a sharing of ideas across the UN system - including those involving human resources. The FICSA workshops on issues related to job evaluation and other matters had provided a unique opportunity for sharing best practices, and to learn from the experience of others. Both FICSA and the United Nations organizations had an interest in ensuring that the United Nations continued to be 'employers of choice' and offered terms that attracted the very best talent available globally.

7. If the organisations wanted to draw upon the entire pool of talent available in the world, they should be places where women wanted to work. The IAEA was actively working to increase the number of women in senior positions and implement gender mainstreaming in its programmes. In the past ten years, the percentage of women in the Professional and higher level categories had increased from 18 to almost 27 per cent. The IAEA was proud to be one of three or four best UN organizations offering 'family friendly' and 'work-life balance' policies and practices, all of which helped to recruit and retain talented staff, including women, across the Agency.

8. The IAEA was duty bound to make efficient and effective use of its financial resources in the pursuit of its missions — and rightly so. As one of the first organizations to focus on outcomes, it had achieved impressive programmatic successes over recent years. One recently launched initiative was the partnership for continuous improvement that empowered staff to identify actions that the IAEA could take to streamline processes, thus helping staff to do their jobs more effectively, while minimizing bureaucracy and waste. In closing, Ms. Dunn Lee wished the participants well with their work over the week and a pleasurable stay in Vienna.

9. Mr. Mauro Pace, FICSA President, thanked Ms. Dunn Lee and Mr. Zabaar for their kind words. On declaring the meeting open he welcomed the participants to Vienna, the city where he had attended his very first FICSA Council in 1992. He thanked the host association for their generosity and efficiency with which they and other IAEA staff had prepared for the meeting. Every detail had been accounted for, including the musical performances marking both the opening and closing of the session. He paid tribute to the input of the FICSA secretariat in the run-up to the Council and thanked the interpreters in anticipation of the stalwart services they would provide throughout the coming week.

10. It was with a heightened sense of sadness and pain that the President called upon those present to observe one minute's silence in commemoration of those who had tragically lost their lives in the past year while serving the United Nations. In addition, he commemorated the death of Professor Ndumbe who had chaired the Council session in Brazzaville the year previous and that of Philippe Defert who had been such a familiar figure on the CERN delegation over the years.

11. In his concluding remarks, the FICSA President drew attention to the highlights of the upcoming session that would be taking a number of very important decisions, in addition to electing a new President and General Secretary. Council would also provide policy advice to the Executive Committee on the key issues on the agenda of the ICSC, of which the comprehensive review of the compensation package would be given the highest priority.

12. He introduced the first keynote speaker, Mr. Erich Foglar, President, Austrian Trades Union Federation (OeGB) who was accompanied by Mr. Marcus Strohmeier, Head of the International Department of the OeGB. On taking the floor, Mr. Foglar thanked FICSA for granting him the opportunity to address the opening session of the Council. He transmitted the best wishes of the Austrian trade unionists, who shared a commonality of purpose and a community of interest with FICSA: securing workers' rights and improving conditions of work. Both the United Nations and the admittedly smaller Austrian federation had emerged from the global conflicts that had marked the previous century, both intent upon shaping a better future for all. Vienna was honoured to play host to the United Nations. The organisation's presence strengthened Austria's commitment to working towards peace. Furthermore, the United Nations staff and their families contributed to the city's cultural diversity.

13. The OeGB congress the previous year had been held under the heading of '*Our mission: justice*'. It was not a short-term undertaking, but an ongoing mission on the part of the member unions to secure a just distribution of wealth, equal opportunities, social security, reduction of poverty and the equitable participation of the workforce. Social justice, fair working conditions and the redistribution of wealth contributed to the achievement of both social and universal peace. The Austrian federation sought to secure the political incorporation of its demands in governmental programmes via a process of strength through solidarity. FICSA was part of the global trades union movement, and hence partner in a collective that was intent upon securing workers' rights.

14. The effective participation of workers was contingent upon the conclusion of collective agreements that no less than 98 per cent of all employees in Austria currently enjoyed. Thanks to those 800 agreements and the Austrian tradition of social partnership, the country had been able to weather the current crisis better than many other countries. The participation of workers was not merely a matter of negotiation; it had to be assured on a daily basis. 65,000 workers' representatives and staff unionists throughout the country ensured the observance of labour laws, regulations and agreements.

15. The world would be a fairer place, were the unions to 'live out the principles of solidarity' at the national and international levels. The exchange of information and continual dialogue between unions and/or organisations were an all-important factor. In a time of global financial and commercial turmoil unions had to devise collective strategies and pool their strengths. United Nations staff could also contribute to the process and so adjust to external realities and assess benchmarks.

16. In concluding Mr. Foglar looked forward to close cooperation between FICSA and the OeGB. He wished Council every success in its deliberations and closed with the traditional cry of '*Glueck auf*' – a salutation among Austrian trade unionists akin to Good Luck and a hope for good fortune and solidarity.

17. Mr. Pace thanked Mr. Foglar for his inspiring words which had been music to the ears of FICSA. He went on to introduce the second keynote speaker, Mr. Kingston Rhodes, Chairman of the ICSC, who was accompanied by Mr. Wolfgang Stoeckel, Vice-Chairman of the ICSC and Mr. Yuri Orlov, Chief of the Salaries and Allowances Division of the ICSC Secretariat. Their presence bore testimony to the fruitful relationship between FICSA and the ICSC.

18. In his keynote address, Mr. Rhodes had a single overriding message. If staff were to fulfil its expectations and the Commission to perform its task, both parties would have to continue what he termed their ‘best good faith efforts’. Both sides would have to listen to each other, learn from each other and be realistic in their goals.

19. The Commission attached great importance to maintaining a constructive working relationship with the staff representative bodies: something that took on increased significance as the review of the United Nations common system compensation package proceeded apace. The review was perhaps the singlemost important endeavour, if not the singlemost important challenge, in recent decades. Mr. Rhodes believed that both parties stood before a make-or-break moment in the collective common-system history. What they accomplished together – or failed to accomplish – would either redound to their mutual credit or come back to haunt them. He hoped that the outcome of the review process would be something that made all proud.

20. FICSA had made valuable contributions to the Commission’s work over the years as evidenced by its focus on the comprehensive review and the ICSC framework for human resources management. As a body that represented staff at headquarters and in the field, FICSA wielded considerable influence. The ICSC had every trust in FICSA lending its experience, expertise and flexibility to the work ahead. The task they shared was to accomplish not only the desirable, but also the achievable against a backdrop of global economic and financial turmoil, low economic growth and high unemployment. Government austerity measures included pay cuts for public employees, freezes in salaries and benefits or even staff reductions. Mr. Rhodes recalled that in the previous year in resolution 67/257, the General Assembly had requested the Commission ‘in undertaking the review to bear in mind the financial situation of the organisations participating in the United Nations common system and their capacity to attract a competitive workforce’. Governing bodies of member organisations had also urged the ICSC to take into consideration the financial situation of the organisations and their Member States during the review. That was the macro-picture or ‘reality check’, as he termed it, that everybody faced.

21. The meeting of the first working group on the compensation review had taken place in New York in December 2013. Its objective was to assess the current common system remuneration structure against the attributes outlined by the Commission, identify related areas for possible review by other working groups and put forward recommendations for a revised remuneration structure. The first group had got off to a flying start and another two groups were scheduled to meet before the ICSC held its spring session in March.

22. The cooperation of FICSA was key to the outcome of the assessment. Reviews by their very nature gave rise to diverse expectations and even, at times, apprehension. Yet given the scale of the review process, it was incumbent on all stakeholders to lend their full support. Member States continued to scrutinise staff costs, some even suggesting lowering the post adjustment in New York: a move that would in effect lead to staff salary cuts. Even though the General Assembly had upheld the current margin management methodology, it had requested the ICSC to report in the current year on the range of actions and time schedules that would bring the margin back to the mid-point.

23. Although the focus was on the compensation package review, ICSC would be considering a number of other items, such as the report of the working group on the ICSC framework for human resources management, reports on gender balance and diversity in the

common system, the General Service salary survey methodologies and the outcome of the salary survey in Madrid. Mr. Rhodes looked forward to the customary constructive discussions with the Federation on all those issues. In closing, he wished Council a successful outcome to its meeting and looked forward to a continued meaningful and cooperative relationship.

24. Mauro Pace thanked the ICSC Chairman for his initial contribution to what would be a very interesting discussion with Mr. Rhodes and his colleagues. He seized the opportunity to welcome Ms. Paulina Analena, CCISUA President, and Mr. Alan Leather, former Assistant General Secretary of Public Services International (PSI) and facilitator for the working group on FICSA/CCISUA collaboration, both of whom would be bringing participants up to date on the progress in that regard. He also welcomed Mr. Eric Appiateng, President of the UNIDO Staff Union, Mr. Nizar Zihar of the OCSE Staff Association, as well as a number of former members of the FICSA Executive Committee, Ms. Judy Lavnick-Castelino and Ms. Margaret Robertson.

25. In closing the opening session, Mr. Pace spoke of the session's structure. Every care had been taken to hold no more than two standing committee meetings at any one time. However, given the importance of the debate on the ICSC comprehensive review of the compensation package, it had proven necessary to schedule a limited number of joint meetings to avoid duplication of discussion on cross-cutting issues.

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

26. Ms. Janice Lee Albert, who had assumed the duties of acting General Secretary of FICSA for the duration of the Council session, announced those delegations, whose credentials had been received, as well as those sending proxies and guest organisations in attendance. A definitive list of credentials, proxies and guests was read out in plenary. A list of participants was circulated during the session (see Annex 16).

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

27. Mr. Aaron Peacock (IAEA) was elected Chair of the Council. Mr. Edmond Mobio (WHO/HQ Geneva) and Ms. Tanya Quinn-Maguire (UNAIDS) were elected First and Second Vice-Chair, respectively. Council approved the appointment of Mr. Peter Lillie (FAFICS) as Rapporteur.

28. Council also elected two polling officers, whose duty it was to organise the elections scheduled for the current session in keeping with the Statutes and Rules of the Federation. The polling officers so elected were Ms. Svetlana Abakumova (IAEA) and Ms. Alexia Poriki (IAEA).

29. Mr. Vincenzo De Leo (UNGSC) was elected Chair of the Ad hoc Committee on Administrative and Budgetary Questions.

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

30. The provisional agenda as contained in document FICSA/C/67/1/Rev.2 was adopted without change, it being agreed that a presentation by UN-GLOBE would be included under agenda item 17. Other business (see Annex 1).



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

31. After a briefing on various logistical details encompassing social events, IT security, commissary access and cafeteria facilities, Council agreed to the schedule of work as contained in document FICSA/C/67/INFO/CRP.1. Delegates were reminded of the deadline for the submission of Standing Committee reports.

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

32. It was announced that nominations had been received for all positions on the Executive Committee; however, of the four seats for regional representatives two vacancies had emerged. Nominations had since been received and others could still be submitted. Council agreed to apply rule 38 of the Rules of Procedure so as to accommodate the late submission (for technical reasons) of nominations for election to various offices and, while maintaining a 48-hour deadline for nominations, pave the way for elections on the penultimate day of the Council. In a special plenary session on the day before the elections, all candidates would present their programmes and be invited to respond to questions.

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

33. In her capacity as acting General Secretary for the duration of the Council session, Ms. Albert informed Council of developments relating to the status of membership. She was pleased to announce that the International Civil Aviation Organization (ICAO) had requested full membership. In accordance with Article 7 of the FICSA Statutes, a vote by show of hands was called. An overwhelming majority voted in favour of ICAO returning to the fold. Mr. Gaston Jordan (ICAO) thanked the Federation for the expression of trust. Recalling that ICAO had been a founding member of FICSA, he was aware of the challenges that lay ahead. The ICAO Staff Association was also conscious of the culture of membership and he thanked the delegates for the warm welcome they had extended to his association. Several delegates spoke of the pleasure they felt on the return of ICAO. It was seen as a team effort and had the added benefit of strengthening the presence of FICSA in North America.

34. Ms. Albert was also pleased to welcome two new members: the World Customs Organization (WCO) based in Brussels as an associate member and the Staff Union of the United Nations Personnel in Senegal (SYPNUS) (*Syndicat du Personnel des Nations Unies au Senegal*) as an observer.

35. She also reported that the United Nations Framework Convention on Climate Change (UNFCCC) based in Bonn sought special status for a second year pursuant to Articles 16 and 17 prior to joining the Federation as a full member in 2015. Mr. Festus Luboyera (UNFCCC) explained that his association had carefully considered their finances; he confirmed that following a further year as a member enjoying special status, the UNFCCC Staff Association would have sufficient funds to apply for full membership in 2015. Council voted on the request and an overwhelming majority voted in favour of granting UNFCCU special status for a second year.

36. The Staff Association of the International Development Law Organisation (IDLO) based in Rome had requested special associate status for a year. The Executive Committee had recommended that the Ad hoc Committee on Administrative and Budgetary Questions should

calculate an appropriate fee that would be communicated to the Staff Association for its consideration.

37. The recently established Regional Association of United Nations Pensioners in Asia (RAUNPA), a consultative member, had applied for exemption from the payment of dues. The Executive Committee had suggested a change in membership status to that of observer with an annual fee of \$US 100. Two years previous, the Federation of Former International Civil Servants (FAFICS) had sought a halving of their contribution of CHF 600. The matter had not been taken up at the 66<sup>th</sup> Council and Council agreed to refer the matter to the Ad hoc Committee on Administrative and Budgetary Questions.

### **Report of the Executive Committee for 2013-2014 (Agenda item 8)**

38. The President introduced the Report of the Executive Committee to the 67<sup>th</sup> session of the FICSA Council (documents FICSA/C/67/6 and Add.1) and pointed to the comprehensive appendix that contained the reference documents essential to understanding the issues that the Executive Committee had addressed in the course of the year. Not only did the report describe the activities of the Federation's and those of the standing committees, but it also provided an exhaustive update of the decisions and work plan for 2013 in tabular form.

39. The report gave a clear indication of the challenges that the Federation had addressed and those that lay ahead. Mr. Pace conceded that the Federation had underestimated the impact on the common system of the worst global financial crisis since 1929. At the local level, however, he was hopeful that the difficulties associated with the Federation's administrative relationship with the United Nations Office at Geneva would ultimately be overcome. That notwithstanding, it had proven possible to extend FICSA staff contracts, although one post remained unoccupied. The FICSA Statutes had been studied at length and amendments proposed. Their adoption at the current session was infeasible as the opinion of the Federation's legal advisor would first be sought before seeking the concurrence of the membership.

40. At the level of the common system, major problems persisted. Many organisations were increasingly resorting to non-staff in an endeavour to cut costs and reduce liabilities. Little thought was being given to intergenerational succession. Tension remained high where Member States were concerned and despite the importance that FICSA attached to the mandatory age of separation (MAS) and after-service health insurance (ASHI), the General Assembly had adopted a selective approach to the issues.

41. In the general discussion of the report following its presentation, delegations thanked the Executive Committee for its extensive report and the annexes. Thanks were also expressed for the excellent training sessions that had taken place in Brazzaville and Ouagadougou. FICSA was always welcome in Africa. The Executive Committee was also praised for having kept the membership informed of developments, despite the absence of a General Secretary. Communication had been maintained throughout the year and laudable use made of teleconferencing and other means of communication such as WebEx.

42. FICSA was also thanked for having advocated at the 60<sup>th</sup> session of the UNJSPB the recognition of the personal status of United Nations staff members irrespective of their nationality, similar to the progressive policies adopted by UNESCO and UNAIDS. Much work,

however, remained to be done, if the Federation were to achieve its objective, given that recognition of personal status for pension purposes continued to be governed by the law of the staff member's country of nationality.

43. The situation surrounding the FICSA office in Geneva was a source of concern as it clearly impeded the recruitment of staff and implied there was confusion regarding the standing of the office and future staff-related liabilities. Officials of the United Nations Office at Geneva had indicated that any draft memorandum of understanding pertaining to the administration of FICSA and its staff in Geneva would have to be cleared with the Office of Legal Affairs in New York. Recognizing the urgency of filling the vacant FICSA position of the Policy and Advocacy Officer, several delegates suggested pragmatic alternatives that could be pursued in parallel with efforts to secure a more durable solution. These included the possibility of running the recruitment and selection process through an organisation with FICSA affiliation, or an approach involving reimbursable loans or an inter-agency transfer.

44. Discussion also focused on the difficulties surrounding the full-time release of persons elected to the positions of President or General Secretary. The responses to the Federation's letter seeking full-time release had also hinted at a cost-sharing mechanism that was both equitable and sustainable. Mr. Pace reported that although the benefits of having a properly functioning system of staff representation in the system were recognised, financial constraints had been cited as obstacles to granting full-time release at the individual organisational level. A slight shift in favour of re-opening the issue was to be discerned and the High-level Committee on Management (HLCM) had proven to be good listeners. The point was made that in the absence of finding a cost-sharing solution, the independence of the Federation was restricted. FICSA needed resources and in the absence of new arguments, a political decision was called for in the context of HLCM.

45. Another issue of contention was the merger or non-merger with CCISUA touched upon in paragraph 27 of the report. Questions were raised about a strengths-weaknesses-opportunities-threats analysis and whether a decision would be forthcoming at the present session. In his reply, Mr. Pace stated that no such decision would be taken at the present session. Clearly more inputs were needed and merit was to be found in closer collaboration over the long term. Delegations were reminded that an item had been included on the agenda that addressed the current status of the endeavours related to FICSA-CCISUA collaboration.

46. Council approved the Report of the Executive Committee to the 67<sup>th</sup> session of the FICSA Council with due consideration being given to the comments made during the discussion of the same.

### **CCISUA/FICSA cooperation (Agenda item 9)**

47. Mr. Pace opened the discussion by introducing Ms. Paulina Analena, CCISUA President and a trusted partner in numerous joint FICSA-CCISUA actions, and Mr. Leather, the facilitator, in the endeavours to strengthen cooperation between the two Federations over recent years.

48. In her opening statement Ms. Analena expressed her federation's appreciation for everything that FICSA had done in representing staff interests. The two federations had worked well together; they defended the same interests and had similar working methods. It thus made all the greater sense to talk of intensifying collaboration, pooling resources and ultimately

adopting a phased approach to fusing both federations. Times were hard and challenging; conditions of service were under strict scrutiny. Staff members were being considered a financial liability and not an operational asset. Staff members were far more than mere cyphers. At a time when still more was being demanded of staff, joint statements of intent were not enough. Collective action was of the essence and multiple delegations had to raise common issues in various fora. Strength lay in numbers, if staff were to be 'a force to reckon with'. The federations should not give up, but continue to explore all options, including the final aim of merging at some point so as to serve their members more effectively and efficiently. CCISUA looked forward to working with the new leadership of FICSA.

49. In his opening statement, Mr. Leather spoke of Mr. Pete Seeger and the anthem he had written for many movements of change. Staff would ultimately overcome. The spirit of justice to which the federations aspired, he hoped, would lend the current session the impetus to look determinedly at the important topic that lay before them.

50. He then went on to introduce the paper he had prepared on FICSA/CCISUA cooperation (see FICSA/C/67/INFO/CRP.2), a sequel to the report he had presented five years previous entitled *Future Options for Cooperation*.

51. In presenting an historical overview of the staff representation in the United Nations, he reiterated the observation made by a former FICSA Research Officer, the late Helene Schebesta, who had noted that in addition to the reasons for the split into two (and later three) federations never being clear, the rift had not been in the best interest of staff. The need for closer cooperation between FICSA and CCISUA had been on the agenda for the past sixteen years and a new round of talks had been launched in September 2012, that culminated in the proposal for a merger being rejected by the 66<sup>th</sup> FICSA Council in Brazzaville in February 2013 and the CCISUA General Assembly in May of the same year. A call, however, had been made for continuation of the talks in order to develop a cooperation agreement.

52. In a renewed effort that was more measured in its approach and marked by closer communication, a more comprehensive cooperation agreement had been developed and, subject to the federations' agreement, a detailed proposal for moving towards the formation of one single federation could be drawn up.

53. An ever more urgent case for closer collaboration was being made by the emergence of such problems as the growing proportion of non-staff in the United Nations workforce, less job security, significant increases in short-term contracts, downsizing and outsourcing, as well as lack of gender equality and the 'second-class citizenship' accorded to locally-recruited staff. At the same time, the demands on staff representatives were becoming increasingly onerous; time-release was inadequate and little or no investment was being made in building up staff representative capabilities. Staff federations thus had to 'sharpen their focus and purpose, and strengthen their voice'.

54. The proposal before Council comprised two steps: (a) an enhanced cooperation agreement; and (b) a mechanism to give effect to and monitor the agreement.

55. The enhanced cooperation agreement would recognise the combined strength of the two federations and enhance their capacity to represent and defend their members' interest. In line with that agreement:

- The two federations would consult and cooperate to the maximum extent on all issues that had been clearly defined as common system issues by the key decision-making and management bodies of the UN.
- They would jointly seek mechanisms to demonstrate their increased commitment to improved communication, information-sharing and publication of joint positions. The practical implementation of the mechanisms and how they would be utilized, including costs, would be set out.
- The two parties would develop a proposal for establishing a joint presence in New York.
- They would prepare a joint training programme for executives from both federations on the value of cooperation and other key issues, and harmonize training for staff representatives with a timetable for 2014-15.
- They would prepare a timetable for joint research anticipating the issues that would be confronting both federations in 2014-15.
- A joint Global Day of Action on protecting jobs, protecting people and protecting UN values would be organized in the latter part of 2014.

56. The mechanism to give effect to and monitor the cooperation agreement, would cover the following steps:

(a) Once both federations had approved the cooperation agreement, the presidents of the two federations and at least two advisers would meet at their earliest convenience in order to discuss how best to put the agreement into practice. The plan and timetable for joint activities would then be communicated to their respective decision-making bodies for approval.

(b) Once approval has been given, working groups would be established with representatives of both federations and a work-plan agreed.

(c) In order to monitor implementation of the agreement, the presidents of both federations and their advisers would meet in September/October 2014 to take stock of progress. Once that information had been collected every opportunity would be made to inform the membership of progress through written reports and teleconferences.

57. In the facilitator's opinion, a well-functioning cooperation agreement should ultimately lead to the formation of one federation with a new name and identity. It was, however, no easy task, yet where there was the will to form one union, all problems could be overcome (the late Pete Seeger). That will had been apparent among those involved in the cooperation talks to date. The federations needed to be ready to review the ways they worked and be open to the possibility of change. Mr. Leather was convinced that the risks were few and the potential benefits many.

58. The presentation was followed by an open discussion in which a range of opinions were expressed. One delegation, which prior to returning to FICSA had sent out 'feelers' to both federations, enquired about the manner in which a merger and a shift from an active to a proactive role could be achieved. A merger – a *rapprochement* - would create an even weightier and more powerful counterpart in discussions with administrative bodies. As the CCISUA President pointed out at a later stage in the debate, a unified front (*viribus unitis*) in support of collective bargaining had initially evoked a conflict and instigated a walk-out on the part of

management that was subsequently solved by the formal establishment of a joint staff-management working group.

59. Regardless of the date set for an eventual merger, CCISUA faced the problem of the fears of its members, many of which were small unions with few resources, having to pay what they sometimes perceived as “inordinate fees”. CCISUA did not wish to leave any of its members behind and at its upcoming General Assembly in April, it was hoped a solution could be found. To that end, a clear picture of the structure and the related budgetary resources would be needed.

60. The facilitator reported that the treasurers of the two federations had worked out a budget and weighted contributions over a two-three year period. It was essential that something solid be built, the first step of which would be a cooperation agreement. In the long term, one union should emerge, a move that would prove easier after two or more years of working under a cooperation agreement. However, unless the federations were serious, they should not embark on the endeavour. Many more challenges lay ahead, such as collective bargaining.

61. Although the benefits of a cooperation agreement were widely acknowledged, delegations asked about other ‘elephants in the room’ apart from budgetary issues. The facilitator pointed out that in charting a union’s future account would have to be taken of cultural differences, the historical background, suspicions, the psychological impact of change and fear of identity loss. In the case of the two federations, however, CCISUA and FICSA had far greater commonalities than divergences and differences.

62. A note of caution was struck with regard to the merger option. Changing the name and very identity was a major move that could not be entered into lightly. Moreover, as history had shown, personality conflicts were a factor that should not be ignored. Once again, support was expressed for remaining with the cooperation agreement.

63. The issue of the long-term sustainability of the merger should be carefully assessed. Whereas both federations had the same interests, it was apparent that the budgetary and structural aspects were the two largest ‘elephants in the room’.

64. The FICSA President saw two distinct schools of thought: one in favour of a cooperation agreement without inclusion of a merger and the other in favour of the merger. Whatever was the ultimate outcome, it would be essential at the outset to limit cooperation to certain ‘deliverables’ with a sharing of the financial and personnel inputs.

65. Concern was also voiced over the problems arising from staff plurality; by definition it included the growing number of non-staff whose rights would also have to be safeguarded. It was subsequently argued that in an environment of delivering as one, plurality would pose no problem, whereupon it was countered that a merger was not essential to delivering as one either.

66. In the course of the discussion two schools of thought emerged in respect of the approach. The first espoused a project management approach involving a natural progression through collaboration to a merger. At the same time, all risk components had to be assessed; from the very outset, a systematic approach had to be followed. The second variant was rooted

in the principles of performance-based management. Form, it was pointed out, followed function, particularly if the aim was to create a stronger body.

67. Everybody should be ‘on board’ and it was suggested that using such terms as merger or marriage or coining a new name were best avoided at the current stage. At the same time, the discussion was described as ethereal. It was essential to focus on joint deliverables and the tasks involved. The most important factor was the ultimate aim of the exercise. One delegation quoted Seneca: ‘If one does not know to which port one is sailing, no wind is favourable’. Disenchantment was best avoided by focusing on tangibles.

68. In the final stages of the discussion, support for the cooperative agreement seemed to be growing all the more so as the upcoming debate on the compensation package underscored the need for joint action. The second round of discussion scheduled for the following day was designed to consolidate matters and facilitate the decision-making process.

69. In the second round of discussion on the second day of the session, Mr. Leather presented a paper entitled *Hollowing out the State*: a review of developments in national public service trade unions which showed how they were moving closer together in order to strengthen their capacity to respond to the growing challenges they were facing. Most central public administration (CPA) workers (aka civil servants) and their unions were facing the threats posed by downsizing: a development that had started in Africa back in the 1970s when countries were told to downsize in order to offset the debts they had incurred as a consequence of the hike in energy prices.

70. Downsizing had continued and other elements had since been added, in particular outsourcing and the privatisation of services. In the European Union countries, research had shown that CPA workers had less job security and wages had been cut or frozen, often falling below the level of inflation. They had had to increase their working time and related workloads because staff who had retired or been made redundant had not been replaced. There had also been a cut in the resources available for training and skill development. The age of retirement had been raised and some countries had reduced the entitlement to early retirement.

71. New management principles had also taken their toll – such as “managing the public sector like an enterprise”. The first step was to bring in private consultants to analyse the situation. Their recommendations normally consisted of streamlining the organisational structures and an overhaul of human resources management techniques, including new management cultures and performance-based results-oriented systems. Part of the package had also included the digitalisation of working practices, changing many work structures. Social dialogue and collective bargaining had been negatively affected by the manner in which public sector reforms had been introduced. Even in those countries where there was a tradition of bargaining, and where unions had recognised the need for reform, relations between negotiating parties had been strained. That had led to strikes and huge protests. In general the environment had become more hostile. The same study found that some trade unions had merged in response.

72. The partial and full privatisation of public services had meant a change in social dialogue and collective bargaining. Some workers were employed by the government and came under one set of legislation; others had had their employment outsourced to private companies. Trade unions had had to adapt their bargaining strategy to cover both sets of employers. That had

become complicated because the unions wanted to maintain the standards laid down in the former collective agreements, whereas the private employers invariably wanted to cut wages and benefits.

73. It was interesting to observe the way in which opening up the public sector to private companies had enabled companies to enter the market in one area and gradually expand their activities to others as new opportunities arose. Concern was growing over public policy being outsourced to consultants and that measures should be introduced to prevent private consultants or business interests from being appointed to bodies responsible for public policy decisions or assigning public contracts. Privatisation of public services through outsourcing could also lead to corruption, especially where large-scale government contracts were at stake, for example in defence procurement and construction.

74. The Quality Public Service Campaign had launched the Geneva Charter in January 2011. That Charter, which had been adopted by all the global unions, contained many references to the importance of public services in providing ‘social justice, sustainable development, equity and better quality of life for all’. It recognised the key role of public services in meeting the challenges of the Millennium Development Goals (MDGs) and the Sustainable Development Goals beyond 2015. The Charter was in line with the aims of the majority of intergovernmental organisations. It critically recognised the value of public services and their work force as the main driving force for a fairer society.

75. There were many parallels at the national level with what was happening to the reforms being introduced in intergovernmental organisations. The two were clearly interlinked as the same national government representatives were setting the agenda for both. The facilitator referred to the 2012 JIU report; it had written of management systems being introduced in the UN that were based on ‘concepts and practices in the field of business administration that were conceived for application in the private sector’.

76. In responding to those changes Mr. Leather proposed that FICSA should have closer cooperation with the unions representing CPA workers at the national level. The knowledge and experience they had gained in dealing with the problems outlined in his paper could prove valuable for FICSA members facing many of the same issues. In addition to the unions, there were research units that were following trends in public administration; their findings would also provide useful background material. Some of that material was publicly available and bore no cost implications.

77. The exchange of information, experiences and lessons learned, as well as structures for cooperation and collaboration, were vital tools for unions at all levels in an environment that placed increasing emphasis on systems and ignored the rights and needs of workers as human beings.

78. In the brief discussion following the presentation, note was taken of the human and organisational consequences of doing more with less. Attention was also drawn to discriminatory factors that came into play in connection with disability, health liabilities and gender issues when comparing people. It was essential to shift the narrative to ensure equality. In national civil services, people were being recruited under different contracts, some of which were not subject to public sector law, thus creating an opportunity to undermine the protection assured under that law. It bore a distinct resemblance to the practice of hiring non-staff and the



detriment it caused not only to established staff but also - and most particularly - to those in the non-staff category. Clearly it was time to redraft collective agreements and attention was drawn to the ILO publication entitled *Collective Bargaining and Dispute Settlement in the Public Sector*.

79. In a subsequent round of discussion on the third day of the Council session, Mr. Leather presented a draft proposal for consideration by Council outlining a FICSA/CCISUA Cooperation Agreement (document FICSA/C/67/CRP.1). He had been encouraged by the previous day's discussions on the need to fit the agreement being proposed into the Federation's programme budgeting and planning. To his mind, the journey was well prepared and he had witnessed a firm commitment to creating a strong proactive federation over time. It would ultimately have a larger secretariat with more than one office and both partners would contribute to its funding. The exchange of information would be regular and comprehensive and training programmes would be launched.

80. The eventual destination was a single federation, but when exactly that destination would be reached could not be determined at the present juncture. The exercise could not be undertaken alone. It called for a re-invigoration of the member associations/unions and the recruitment of new member associations/unions. It was all about raising the vision for a better future.

81. It was essential that each member association/union vote on the issue so that they could identify with the new venture. He spoke of 'appreciative inquiry', a method for studying and changing social systems (systems, groups and communities) that focused on establishing what is best in order to imagine what could be. It was a search for the best in people, their organisations and the world around them. Negation was inimical to the success of any new initiative. People had to be part of the process of discovery and change that such an undertaking involved.

82. In the subsequent brief discussion, the necessity of consulting the membership in both federations to secure 'ownership' was emphasised. Once both federations had agreed to the cooperation agreement and its entry into effect, both should pay into the common fund foreseen for attendance at interagency meetings and other joint activities.

83. Mr. Leather stressed the absence of a time-frame for the merger. The cooperation agreement should prove itself before consideration was given to establishing a single federation. He cautioned that at present major social and economic forces were at play and the structures of the common system organisations would inevitably change over time, hence due account should be taken of such shifts. That notwithstanding, he was encouraged by the fact that the two federations had more in common than other organisations he had seen merge successfully.

84. The FICSA President announced that the Working Group on Strategic Development would study the proposal and submit a recommendation to Council on the final day of the session (Agenda item 13). Whatever came out of that Working Group would have to be transmitted to the upcoming CCISUA Council for its consideration in keeping with the commitment to closer communication and sharing of information. He concluded by thanking Mr. Leather for his major contribution to the decision-making process on a crucially important issue.

## ICSC comprehensive review of the compensation package (Agenda item 10)

85. The session on the comprehensive review of the compensation package took the form of a discussion with Mr. Kingston Rhodes, ICSC Chairman, Mr. Wolfgang Stoeckel, ICSC Vice-Chairman and Mr. Yuri Orlov, Chief of the Salaries and Allowances Division of the ICSC Secretariat. The delegates had prepared a series of questions to which the representatives of the Commission would respond. The discussion was driven by the keynote address that the ICSC Chairman had delivered during the opening session of the Council the previous day. At the same time, delegates had before them document FICSA/C/67/7 that pointed to the possible impacts of the modified package and outlined the steps that the Federation should take to engage in the review process as well as prepare for the package's eventual introduction across the common system.

86. The first question read as follows:

*What do you consider to be the priority objective for each of the working groups involved in the compensation review?*

87. The overriding objective was to achieve a fair, competitive and equitable compensation package that was in keeping with Article 101 of the Charter of the United Nations. Consideration would also be given to the appropriate reward of excellence that had been sought by the General Assembly.

88. Whereas Working Group 1 would elaborate the work plan, the other two working groups would work on ensuring the effective coordination and cohesion of the individual aspects in order to prevent fragmentation of the issues and the overlap that was a function of the current system. The working groups would enjoy a certain measure of flexibility.

89. The second question read as follows:

*Considering the distribution of work and terms of reference of the three working groups established for the compensation review, it appears that the two-year time-frame established by the United Nations General Assembly is extremely tight. Could you please share your views on this issue, considering that the first briefing on progress has to be provided to the first resumed part of the 68<sup>th</sup> session? How will the work of the three working groups be coordinated? Can we expect advanced circulation of documents?*

90. It was conceded that the time-frame was very ambitious, particularly given that a redesigned package would represent a major change for the system. Completion by 2015 would call for strict adherence to the schedule that had been synchronised with those of the governing bodies involved. Throughout the deliberations, a collective approach would be adopted, documentation would be reduced and greater use made of hand-outs, PowerPoint presentations and the involvement of break-out groups as a preliminary to floating new ideas.

91. The third question read as follows:

*FICSA is increasingly concerned about the requests addressed by governing bodies and individual Member States to the ICSC. Do you believe that the review will be conducted free of undue pressure and on the basis of factual information? In addition, the Fifth Committee welcomed the*

*active management of the margin and asked to freeze all allowances until the comprehensive review has been submitted to the United Nations General Assembly for consideration. Does it mean that all ICSC methodologies are suspended for an indeterminate period of time?*

92. It had to be recalled that the ICSC was an independent entity that was also duty-bound to take a long-term view. Guidance would also be forthcoming from the two General Assembly sessions to be held in the course of the review. Furthermore, executive heads would have a certain role to play.

93. It was confirmed that pursuant to resolution A/C.5/68/L.17, the ICSC had been requested **not to increase** any of the allowances under its purview until the comprehensive review had been submitted to the General Assembly for its consideration. It thus followed that decreases were likewise excluded.

94. The fourth question read as follows:

*The United Nations General Assembly has recently added to its previous request for a comprehensive review the invitation to review the apportionment of health insurance premiums between United Nations organizations and participants. How will the ICSC respond to this request? Will another working group be established or will this task be included in the terms of reference of one of the three working groups? Resolution A/C.5/68/L.6 requests the UN Secretary-General to undertake a survey of current health-care plans for active and retired staff. Is there any risk of overlap? If not, what coordination mechanism is envisaged?*

95. ASHI and pensions were complicated issues. The review of the apportionment of health insurance premiums was unrelated to the comprehensive review. For its part, the ICSC was studying the practices of national civil services at major duty stations and the policies adopted by other international organisations.

96. In its resolution the General Assembly had requested the Secretary-General to undertake a survey of current health-care plans for active and retired staff within the United Nations system, to explore all options for efficiency and contain costs and to report thereon at its seventieth session. That survey would involve the Chief Executives Board for Coordination (CEB) and human resources staff. Inevitably ICSC data would be drawn upon, but the survey was not part of the review of the compensation package.

97. The fifth question read as follows:

*Access to quality health care is essential for the health and well-being of staff, retirees and their families, and fundamental to our conditions of service. Healthy staff are also productive staff, so there are organisational imperatives for a strong staff health insurance programme – as noted in the Secretary-General's helpful recent report on ASHI. How is the ICSC planning to take up this issue in the months ahead?*

98. Health care, a pillar of national and international civil services alike, was a fundamental right. It should be defended at all costs.

99. The sixth question read as follows:

*We have seen the suggestions that the Pension Fund is being considered vis-à-vis the management of after-service health insurance and the related liabilities and funds. We will follow these discussions with great interest. However, one initial and serious concern is the Pension Fund's restrictive framework for recognising the family members of participants – more restrictive than some of the participating entities, UNAIDS among them. How can the current review process ensure equal recognition and non-discrimination for all United Nations staff, regardless of their nationality, and in particular ensure that the recognition conferred by organisations is consistently recognised in retirement?*

100. The suggestion had arisen in connection with the fact that currently health insurance premia were paid by the Pension Fund on behalf of retirees and at their request so as to save the retirees the complications associated with transferring monthly payments through local bank accounts. It was a move to simplify things. To date, that has been the sole involvement of the Pension Fund in the issue. Some Member States have also taken note of the Pension Fund's role in managing large funds and projecting future liabilities.

101. The seventh question read as follows:

*With respect to the use of National Professional Officers (NPOs) and field packages, do you see any interesting model in other organizations that could be applied to the United Nations common system, without compromising its international nature?*

102. The ICSC had undertaken a review of packages applied outside the common system. Public and private employers drew on many different packages that were more diversified in nature. Whereas the United Nations had previously striven for cross-system harmonisation, the current practice was more along the lines of adjusting packages to meet individual organisational needs that shifted over time. In any event, field packages did not by definition compromise the international nature of the package.

103. The eighth question read as follows:

*Working Group 3 will meet in a few days and reopen discussions on pay-for-performance. Some years ago the project linked to broadbanding failed. What has changed today? What would you see as the priority deliverables expected from this group?*

104. The ICSC did not lay claim to a monopoly on good ideas and it had approached both staff representatives and the Human Resources Network for suggestions. It was debatable whether civil services were the proper 'venue' for the introduction of broadbanding. Opinions also varied on the issue of steps; numerous Member States saw them as 'a default setting or approach' in many organisations. However, it was more an issue of securing a closer linkage to performance in the progression of steps. It was also questionable whether grades sufficed or times in grade were too lengthy. The issue should be approached with an open mind.

105. The ninth question read as follows:

*FICSA considers the use of non-staff as both a human resources and compensation issue since, in real terms, the so-called non-staff contracts are often used as alternative compensation packages.*

*Will Working Group 3 look into this issue, in particular its impact on individual and organizational performance?*

106. The ICSC was concerned with staff-related issues. Its hands were tied where non-staff were concerned. The HLCM was more concerned with the matter, which despite being raised in the ICSC context, was not in the Commission's mandate. Non-staff were in an unenviable situation and staff federations should bring their influence to bear on HLCM, particularly since Member States saw a correlation between the use of non-staff and cost containment and were thus endeavouring to establish a link to the compensation package.

107. The tenth question read as follows:

*With respect to the legal consideration of acquired rights, what changes will be applicable and to whom?*

108. The Commission was all too conscious of acquired rights and means of effecting their transition of both serving staff and new entrants. The outcome of the comprehensive review would have to be awaited, whereafter potential problems would be drawn to the attention of the Pension Board. At the present juncture, any changes would apply solely to new entrants. That being said, everything would be considered in the light of the Noblemaire and Flemming principles. It was not a matter of rights being increased or decreased, but of rationalising things and being responsive to staff needs.

109. The eleventh question read as follows:

*How and in what measure do you see the impact of the review on General Service staff in the immediate and long term?*

110. In the short-term the focus would be on international Professional staff followed by national Professional staff, with locally-recruited General Service staff 'further down the road'. Possible overlaps were inevitable.

111. The twelfth question read as follows:

*Grade equivalence methodology will be looked at during the compensation review. Will this include looking at different US agencies that are not part of the General Schedule, such as the US Foreign Service and USAID?*

112. Grade equivalence had been the subject of countless studies. The approach had been fragmented and data often proved difficult to obtain. Grade equivalence was also part and parcel of the margin calculation comparison and constituted a general schedule for the majority of staff. The US Foreign Service had been specifically excluded. In the next review, various elements of different packages will be studied, viz. expatriate compensation, while the structure of remuneration in general would be considered and certain benchmarks introduced.

113. The thirteenth question read as follows:

*Could you please provide some detail on the role of the Advisory Committee on Post Adjustment Questions (ACPAQ) during the review and whether the 2015 round of HQ place-to-place surveys will take place?*

114. The 2015 round of surveys would be postponed.

115. The fourteenth question read as follows:

*The rationale behind the existence of the dependant and single salary scale is often poorly understood. What are the alternatives being considered by the ICSC?*

116. Dependant and single status was a most controversial issue, with questions being raised about the need to include the distinction as part of the salary scale. The two categories masked a whole set of differences. Both categories received the same gross salary, but those with dependants took home more pay: a school of thought and approach that prevailed in most national systems. Another school of thought was that one was paid for one's job. In simplistic terms, the difference was between being paid for who you were as against for what you did. At present no group was pressing for complete abolition of the dependant category, but allowances previously governed by the salary scale had been modified. The idea of reintroducing the spouse allowance was being mooted.

117. It was incumbent upon the United Nations to be family-friendly while striking a just balance between the two categories. Financial considerations were taking precedence with the advent in the Fifth Committee of accountants and experts in budgetary and financial matters in the stead of the diplomats of old. Staff representatives should thus bring forward the views of both categories and the two staff federations could advance ideas in the working groups.

118. The fifteenth question read as follows:

*Changes in the education grant are complex and will take time to design and implement. We still have fresh in our minds these difficulties, as we were involved a few years ago in the working group that discussed this specific issue at length. What changes to the education grant does the ICSC consider feasible to introduce within the limited time frame of the comprehensive review?*

119. The elaboration of the education grant had proved a painful experience. The major flaws in the complex system were the complicated nature of the grant and its fundamental rationale. Despite the tight schedule, good ideas were to be expected from the working groups. The ICSC was open to ideas from without and looked forward to receiving suggestions from staff representatives. Attempts had already been made to simplify things with the inevitability of there being both winners and losers. It was essential that people take a broad view.

120. The sixteenth question read as follows:

*As we learned during the working group discussions last December, the World Bank's current approach to the expatriate status was developed based on evidence collected through different means. Having this in mind as well as the CEB request for evidence-based reform, what mechanisms does the ICSC intend to use to collect data so as to propose reforms?*

121. Given the request for evidence-based reform, any review of alternative packages should comply strictly with that request; the ICSC was in close contact with the CEB on the issue.

122. The seventeenth question read as follows:

*The presentations by the ICSC secretariat during the 1st Working Group meeting last December, clearly demonstrated that the models used by other international organizations are not suited for adoption by the United Nations and in fact we were told how several of them try to mimic the globalist approach used by the United Nations. In the view of the ICSC, is there really a viable alternative model to the globalist approach for the United Nations?*

123. Other approaches, such as the home-based balance-sheet approach or the principle of ensuring purchasing power parity, had been raised in discussions, but given the cultural diversity of the United Nations a globalist approach was still applied. That, however, did not preclude an evidence-based approach and the use of hard and firm data.

124. The eighteenth question read as follows:

*Gender equality is a programmatic and operational imperative for the United Nations. Conditions of service in the United Nations fundamentally affect the ability to attract and retain women and men, and secure their professional advancement. Some FICSA members have heard Member States expressing concern over our conditions not being conducive to gender equality. How is the ICSC planning to take up this issue in its work?*

125. The focus in the ICSC had been on compensation systems; other human resources measures could further gender equality. None of the recommendations emerging from the comprehensive review were envisaged to run counter to the principle of gender parity. Gender diversity was very much 'part of the end game' and must be addressed across the review process. The total package would include provisions for leave and measures to ensure fairness in the workplace.

126. The nineteenth question read as follows:

*Would the ICSC consider supporting the participation of FICSA in the working groups?*

127. The ICSC was making every endeavour to minimise costs and keep the size of the working groups to a manageable number. That notwithstanding, FICSA, it was hoped, would continue to undertake analyses and provide data to ensure the implications for staff were well-reflected across the process.

128. In the brief discussion after the round of questions, information was sought on the number of working group meetings that had been scheduled in 2014 so that FICSA could make appropriate budgetary and logistical arrangements. On hearing that at least eight working group meetings were envisaged over the next eleven months, delegates noted that the funds required far outstretched those available in the Federation's budget for the current year.

129. It was further asked whether austerity measures were being used to undermine good human resources practices. The potential return of assignments of limited duration (ALDs) and the lack of job security associated with such assignments and the use of non-staff ran counter to

good staff management. It was assured that austerity was not replacing good human resources principles. The basis of the review could not be the current short-term financial crisis: a long-term view must be taken. The situation of National Professional Officers (NPOs), for example, should be reconsidered. The use of ALDs was very much an issue of perception and interpretation, the problem being compounded by the vastly different compensation packages in one and the same duty station.

130. The FICSA President thanked the ICSC team for their exhaustive replies, which had been attentively heeded by the delegations and guests attending the session, among whom were the CCISUA President and the chairs of the other Vienna-based staff councils. FICSA looked forward to working together with the ICSC on matters of paramount importance to the wellbeing of staff.

131. On the final day of the session after a round of consultations, Mr. Zabaar introduced the terms of reference for the special task force to advise the Executive Committee on the comprehensive review of the compensation package. In the ensuing discussion, particular importance was attached to maintaining flexibility in the terms of reference. Equally important was the issue of numbers. The task force should not be so large as to become unmanageable, nor should it be a closed list. Stability and continuity were key factors, but most importantly people electing to join the task force should be prepared to stay the full course.

132. Time was of the essence and questions were asked when the list would be ready. It was suggested that thought be given to nominating a coordinator and having a focal point on the Executive Committee.

133. **Council adopted unanimously the terms of reference for the special task force to advise the Executive Committee on the comprehensive review of the compensation package (see Annex 3).**

#### **Election of the Executive Committee and Regional Representatives for 2014-2015 (Agenda item 11)**

134. 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.

135. At the session devoted to elections, the Chair informed Council that he/she had received the nominations (in alphabetical order) for election to the Executive Committee for the period 2014/2015 (see FICSA/C/67/INFO/3 and Add.1).

136. The candidates were:

#### **Executive Committee**

President	Diab Khalil El Tabari (UNRWA/ASA Lebanon)
	Blanca Piero (IMO London)
General Secretary	Brett Fitzgerald (WIPO Geneva)
Treasurer	Nabil M. Sahab (IAEA Vienna)
First and second of two Members for Compensation Issues	Mario Cruz (PAHO/WHO Washington)



Christian Gerlier (ITU Geneva)  
 Evelyn Kortum (WHO/HQ Geneva)  
 Matthew Montavon (AP-in-FAO)

Member for Regional and Field Issues  
 Member without Portfolio

Jason Sigurdson (UNAIDS Geneva)  
 Véronique Allain (SCBD Montreal)

### **Regional positions**

Regional Representative for Africa

Florimond Tshioko Kweteminga (WHO/AFRO  
 Brazzaville)

Regional Representative for the Americas  
 Representative for Asia

Pilar Vidal Estevez (PAHO/WHO Washington)  
 Khursid Alam Hyder (WHO/SEARO New Delhi)

Regional Representative for Europe

Margaret Robertson (IAEA Vienna)

137. The following members were elected:

### **Executive Committee**

President

Diab Khalil El-Tabari

General Secretary

Brett Fitzgerald

Treasurer

Nabil M. Sahab

First of two members for Compensation  
 Issues

Matthew Montavon

Second of two members for Compensation  
 Issues

Evelyn Kortum

Regional and Field Issues

Jason Sigurdson

Without Portfolio

Véronique Allain

### **Regional Representatives**

Africa

Florimond Tshioko Kweteminga

Americas

Pilar Vidal Estevez

Asia

Khurshid Alam Hyder

Europe

Margaret Robertson

### **Approval of the session report (Agenda item 12)**

138. Prior to taking up the individual Standing Committee reports, the FICSA President noted that the requests for funds submitted by the various committees had been discussed in a meeting of committee chairs, heads of delegations and the Executive Committee and agreement reached on the reduced apportionment of the same. The requests contained in the recommendations would thus be amended; the revised allocations were reflected in the draft budget proposals for 2014 that would be taken up under Agenda item 14.

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

139. The Vice-Chair of the Committee introduced the report of the Standing Committee on Legal Questions (see Annex 4). In summarising the Committee's deliberations, he spoke of a good discussion and progress having been achieved. It was hoped that the Federation would be able to vote on the adoption of the revised statutes at the next Council session in Rome by the

latest. Delegations were invited to further review the proposed revisions and communicate these to the Standing Committee in the weeks ahead.

140. In connection with the symposium on access to justice for United Nations staff, which would be postponed until October 2014 to allow for full preparation, he thanked both the WHO/HQ Staff Association and the ILO Staff Union for the support they had lent thus far. Legal assistance was a crucially important service for the Federation's membership. That had been borne out by the reported egregious termination of contracts of three staff members in the International Coffee Organization (ICO). The case was strategically significant and its outcome would have significant implications for the membership at large.

141. Protecting acquired rights called for strong advocacy on the part of the Federation in the context of the comprehensive review. Any implications of specific proposals should be closely monitored and analysed.

141bis. In the opinion of the Committee, the proposed FICSA-CCISUA cooperation agreement bore no significant legal implications at the current juncture.

142. In the ensuing discussion, the focus was on the statutes. One delegate indicated that the statutes and its annexes should more clearly identify the tasks and responsibilities of the various officers and bodies. Three contentious issues also seemed to be under consideration by the Standing Committee: (i) the possibility of studying the implications of moving FICSA's offices to New York; (ii) the application of full membership to members that only applied in part the terms and conditions of service of the common system; and (iii) the introduction of an exclusion of members who had served as President or General Secretary from serving on the Executive Committee in another capacity for at least two years thereafter.

143. The Vice-Chair assured the delegates that nothing in the proposed revisions to the Statutes would result in the relocation of the headquarters of the Federation to New York, although there were participants in the Standing Committee's August 2013 meeting who had wanted a situation analysis on that issue. The flow of further work on the Statutes was clearly outlined in the report and modified budgetary provision had been made for the further legal review of the Statutes. The fundamental aim of the exercise was modernise the Federation and position it as a responsive and inclusive body for the future.

#### *Summary*

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

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

- **In line with the schedule developed by the Standing Committee on Legal Questions, further consultations should take place between the Executive Committee and Legal Counsel on the revised Statutes, with a final version to be sent to the membership for approval no later than the 68<sup>th</sup> FICSA Council. Funds should be made available to cover the review of the document by Legal Counsel. Translation should be carried out via in-kind support from FICSA members.**

- FICSA should organize a symposium on access to justice for United Nations staff to be scheduled for the fourth quarter of 2014 and adequate funding should be made available to support the development of background papers and/or hire a rapporteur for the symposium.
- FICSA should organize access to justice training and capacity building before the 68<sup>th</sup> FICSA Council, including a one-day training session preceding the access to justice symposium.
- Up to CHF 15,000 should be made available from the Legal Defence Fund to support the case in the International Coffee Organisation, it being understood that should the outcome be successful and costs awarded, the funds advanced would be recovered.
- The FICSA Executive Committee should continue exploring options for brokering comprehensive, collective legal assistance for the membership and report regularly to the membership on progress in that regard.
- Contingency funding should be allocated to research and analysis on the issue of acquired rights in the context of the compensation review.

**Standing Committee on Human Resources Management – Staff/Management Relations (Agenda item 12(b))**

145. The Chair of the Committee introduced the report of the Standing Committee on Human Resources Management – Staff/Management relations (see Annex 5). In summarising the Committee's deliberations, she reported that the Committee had met but once, thus imposing an intolerable burden on its members in terms of getting through the agenda. She suggested that prior to the session in Rome thought might be given to granting the Committees more time to grapple with the issues confronting them.

146. A matter of major importance was the dire situation confronting the staff in UNESCO who faced prospects of swingeing staff cuts in the wake of the current redeployment being launched in Paris. She was confident that Council would support the resolution. The Committee had listed a series of actions that UNESCO/STU could adopt as it grappled with the problem.

147. The use of 'non-staff' (a term that she disliked) was a very contentious issue. The Committee noted that given the increasing use of non-staff, the Federation should endeavour to contain its expansion and work towards an eventual transition of the people concerned to full staff contracts. Misuse of temporary staff was a further issue. Once information of such practices had been obtained from member associations/unions, the core group would work on the topic. In fact, the lack of job security for staff and the lack of protection afforded to staff representatives could be a rewarding item of discussion at the Council session in Rome.

148. For want of time, the Standing Committee had not been able to treat the HLCM strategic plan 2013-2016 in the depth it deserved. It recognised that from the outset FICSA had adopted firm positions on each item in the plan; those positions should be made known to all member associations/unions.

149. With respect to performance management, the Standing Committee noted the failure of the pay-for-performance approach that had been unsuccessfully launched several years earlier and reiterated that a trusted, transparent and effective performance assessment tool was fundamental to any performance management scheme as was the ability of managers to manage their staff. Poor performance also bore medical connotations, more specifically in terms of work-related physical and psychological stressors.

150. In addition to urging an expansion of diversity and inclusion beyond gender and nationality to include sexual orientation and disability, the Standing Committee also encouraged the use of WebEx and similar packages. In conclusion, the Chair stressed the need to revert to the previous structure whereby two standing committees had dealt with the numerous issues currently being examined by one Standing Committee with limited time at its disposal.

### *Summary*

151. Council took note of the report of the Standing Committee on Human Resources Management - Staff/Management Relations with the amendments thereto and adopted the recommendations contained therein, in the light of which:

### **Council decided that:**

- **The 67<sup>th</sup> FICSA Council should approve the adoption of the resolution annexed to the report.**
- **The FICSA Executive Committee should establish a best practice database, including an update of existing information with regard to redeployment exercises, and identify key persons within the membership who could advise on the issue based on their own organization's experience.**
- **The FICSA Executive Committee should send a letter of solidarity to the UNESCO executive head, attaching the resolution adopted and noting that it was unanimously approved by all the delegations present at the 67<sup>th</sup> FICSA Council. The letter should also be copied to the President of the UNESCO/STU.**
- **The FICSA Executive Committee should work with CCISUA and UNISERV with a view to sensitizing other organizations in Paris to the plight of UNESCO staff.**
- **The FICSA Executive Committee should gather information from its membership on their respective organisations' definition of 'non-staff' and the latter's contractual status. That information should be used at the 68<sup>th</sup> FICSA Council to further the discussion of the topic and find a better way of referring to that category of employees as the term 'non-staff' was not entirely accurate.**
- **The FICSA Executive Committee should investigate how the Federation might benefit from existing research on the non-staff issue in the public service sector that might be applied to the United Nations system.**

- The FICSA Executive Committee should emphasise in all its discussions related to performance management that a clear, reliable and transparent performance appraisal system had to be in place as a basis for any performance management schemes. Both staff and managers should be trained in how to use such systems.
- The FICSA Executive Committee should indicate in their discussions that FICSA members acknowledged that managers needed to be trained on how to handle poor performance.
- In an effort to assess the reasons for the failure of the pilot projects on performance management, the FICSA Executive Committee should be requested to: (a) assess current literature available, including outside experience of national civil services and public sector employees; and (b) draw on the knowledge and experience of longer-serving FICSA members, who had dealt with the issue in the past.
- The FICSA Executive Committee should revive the idea discussed at the 66<sup>th</sup> FICSA Council of conducting a study of the current performance appraisal systems and the perception of their effectiveness in all organizations, whose staff associations/unions were members of FICSA.
- The FICSA Executive Committee should follow up with member association/unions to enquire if action had been taken as suggested in resolution 64/1 on the recognition of domestic partnerships for dependency purposes adopted at the Council session in 2011. If members had been unable to take action, they should be offered support, if needed, to do so.
- The FICSA Executive Committee should encourage member association/unions to adopt a broader approach to diversity in drafting diversity and inclusion policies.
- The FICSA Executive Committee should follow up on the discussion at the 66<sup>th</sup> Council on the possibility of using WebEx, for example, to facilitate access to training for members. It should be noted that it would be particularly helpful for field-based members.
- The FICSA Executive Committee should revert to the previous arrangement of two separate Standing Committees for Human Resources Management and Staff/Management Relations so as to ensure that enough time was available to discuss topics in depth.

152. Council adopted by acclamation the resolution on the current staff redeployment exercise at UNESCO (Annex 2, Resolution 67/1).

#### **Standing Committee on Social Security/Occupational Health and Safety (Agenda item 12(c))**

153. The Chair of the Committee introduced the report of the Standing Committee on Social Security/Occupational Health and Safety (see Annex 6). At the outset of her summary, the Chair expressed her thanks to FAFICS for its offer of cooperation in matters relating to ASHI and the provision of access to the FAFICS database on current health insurance plans currently applied throughout the system. It was unlikely that the Pension Board would accept the task of managing the ASHI plans and the related liabilities. To all intents and purposes, it seemed as though the ICSC was getting involved in health insurance matters within the scope of the

comprehensive review. The possibility of alternative health care systems emerging, such as one single unified system, made it all the more essential to keep a close eye on developments.

154. The Standing Committee had considered issues related to health and welfare, including mental and psychological health, and supported the plea for additional resources for health and medical services. It was noted that the structural and funding problems being reported in Geneva were also being faced by the health and medical services in other duty stations. The cooperation of FICSA had been urged in connection with the dissemination of UNCARES information material. The Standing Committee had also recommended adoption of a resolution on the recognition of same sex partnerships in the context of Pension Fund benefits. It entailed applying the same juridical approach that had been adopted by a number of organisations to date. The Chair hoped that Council would adopt the same.

#### *Summary*

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

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

- **The FICSA Executive Committee should follow the issue of the management of ASHI liabilities very closely and take up the offer to cooperate with FAFICS, including the sharing of the latter's database on health insurance.**
- **Recalling the recommendation in the Standing Committee's report submitted to the FICSA Council in 2013 (under Agenda item 7), which referred to a survey on health insurance in the United Nations system carried out by UN Plus, the FICSA Executive Committee should take action on the issue and share the information with its membership.**
- **The FICSA Executive Committee should keep an eye on any further options put forward by the Secretary-General with regard to the management of ASHI liabilities.**
- **The FICSA Executive Committee should avail itself of the guidelines for staff mentioned by the UN Medical Directors in the Medical Directors' Working Group (CEB/2013/5) and make them available to the entire FICSA membership.**
- **The FICSA Executive Committee should ask member organizations to share health and safety and/or staff wellness policies of their organizations and, perhaps with the assistance of the Social Security core group, identify what might be considered best practice and monitor the implementation thereof.**
- **The FICSA Executive Committee should remind member associations/unions that each of their respective organizations had a duty of care towards their staff and should provide adequate budget and resources for all aspects of staff health and wellness.**
- **The FICSA Executive Committee should distribute the UNCARES information note to its membership and ensure that the relevant links were available on the FICSA website.**

- **Recalling United Nations General Assembly resolutions 61/240 and 63/252, the FICSA Executive Committee should reiterate the request to the United Nations Joint Staff Pension Fund (UNJSPF) to follow the recommendations of the General Assembly or even apply the jurisdiction approach used in a number of the United Nations organisations.**
- **The FICSA Executive Committee should ask member associations/unions to ensure that the personal status of their staff members be reported to the Fund as indicated in the United Nations General Assembly resolutions 61/240 and 63/252.**
- **The 67<sup>th</sup> FICSA Council should adopt the resolution on the recognition of same sex partnerships in the context of Pension Fund benefits annexed to the Standing Committee's present report.**

**156. Council adopted by acclamation the resolution on the recognition of same sex partnerships in the context of Pension Fund benefits (Annex 2, Resolution 67/2).**

#### **Standing Committee on Conditions of Service in the Field (Agenda item 12(d))**

157. The Rapporteur of the Committee introduced the report of the Standing Committee on Conditions of Service in the Field (see Annex 7). In summarising the Standing Committee's discussions, it was reported that the categorisation of duty stations, in particular hardship duty stations, using a broad range of criteria was not without its problems. The difficulty was compounded by the fact that in the Asia and Pacific region alone there were no fewer than 140 duty stations to be reviewed. In its discussions the Standing Committee had paid particular attention to the better protection of field staff, the securement of their allowances and appropriate evacuation for both international and locally recruited staff and their dependants.

158. Staff concerns could not be ignored. The health and welfare of staff was increasingly threatened, particularly with recent reforms to the conditions of service for field-based staff in hardship situations. Provisions for stress counselling should be assured but were unfortunately uneven at best.

159. The Standing Committee emphasised the importance of securing the greater involvement of the Federations of United Nations Staff Associations (FUNSAs) through a process of outreach and coordination.

#### *Summary*

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

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

- **The FICSA Executive Committee should continue liaising with the ICSC on the issue of the definition of "H" duty stations and the implications it bore for staff in those duty stations.**

- The FICSA Executive Committee should continue insisting that the ICSC take better account of the need to provide protection for locally recruited staff and non-staff personnel that was generally insufficient and not being addressed consistently across the United Nations common system at a time when natural disasters were increasingly occurring at or close to United Nations duty stations and thus affecting the life of United Nations staff. In that connection, a clear distinction should be drawn between climatic (temperature and humidity levels) and environmental factors (sandstorms, volcanic activity, floods, earthquakes, hurricanes, etc.).
- The FICSA Executive Committee should work with the relevant United Nations bodies on a proper classification for duty stations according to actual conditions of life and work - and not according to political considerations.
- The FICSA Executive Committee should work with the relevant United Nations bodies so as to ensure that the needs of locally-recruited staff and their dependants are appropriately and consistently included in security evacuation or staff relocation plans.
- The FICSA Executive Committee should pursue the stress counselling issue at the Inter-Agency Security Management Network (IASMN) meeting tentatively scheduled for May or June 2014.
- The FICSA Executive Committee should be alert to hasty management decisions being made in respect of field entitlements and request sound methodologies for assessing the same.
- The FICSA Executive Committee should make sure that local FUNSAs, as well as the FICSA staff associations/unions that have field-based staff, reach out to the United Nations staff in the field and inform them of their entitlements to danger pay and other hardship-related conditions and allowances.
- The FICSA Executive Committee should encourage the reactivation of those FUNSAs that have not been operational for a long time and promote the creation of FUNSAs in field duty stations where they were not currently present.

#### **Standing Committee on General Service Questions (Agenda item 12)(e))**

161. The Chair of the Committee introduced the report of the Standing Committee on General Service Questions (see Annex 8). He repeated the recommendations that had been adopted in respect of the nine items on the Standing Committee's agenda. He also drew attention to the report of the Standing Committee's Permanent Technical Committee (PTC) that dealt with the technical issues arising in connection with the implementation of GS salary survey methodologies.

162. The Standing Committee had initially sought a larger allocation of funds, but had accepted the consensus on funding reached in the meeting of committee chairs, heads of delegations and the Executive Committee prior to the deliberations in the Ad hoc Committee on Administrative and Budgetary Questions. A number of issues loomed large, the most threatening of which was the decreasing number of resource people knowledgeable in matters



related to salary surveys and compensation packages. FICSA should guard against the loss of essential skills and institutional memory that were essential to the effective defence of staff rights, salaries and allowances. Experience of the most recent surveys and the upcoming comprehensive review merely served to underscore the magnitude of the problem. He trusted that members would step forward and help in hands-on and simulation exercises that were essential components in the Federation's training programme.

163. In the ensuing discussion, it was pointed out that the report included a list of duty stations scheduled for the seventh round of surveys of best prevailing conditions of employment of General Service and other locally-recruited staff at headquarters duty station that was no longer current. The latest schedule would be attached to the final report of the Council session. Support for the use of WebEx to facilitate training related to salary survey methodologies was expressed as it would complement any hands-on training and simulation exercises that FICSA might use. The PAHO/WHO Staff Association in Washington DC was thanked for the funding it was providing for the workshop in Brazil in the first half of the year. It was also hoped that the workshops would generate appreciable income. In answer to a question it was stated that the suspension of allowances would not bring surveys to a halt as it applied solely to international staff. GS salary surveys would not be affected; they would proceed apace as scheduled.

#### *Summary*

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

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

- The FICSA Executive Committee should make capacity-building a priority and invest in training a pool of trainers who should have the appropriate skills and knowledge of the General Service salary survey methodologies. Furthermore, in keeping with the recommendation of the Standing Committee's Permanent Technical Committee, a task force should be formed within FICSA to consolidate knowledge on salary survey methodologies and prepare/update training material by mid-2014 to be used uniformly for training purposes, for which an allocation of funds was requested. To that end, Edmond Mobio (WHO/HQ Geneva), Imed Zabaar (IAEA) and Mauro Pace (FAO/WFP-UGSS) should participate in the work of that task force to consolidate knowledge on salary survey methodologies and help in the preparation of training material.
- A feedback form should be developed for use as a mechanism to collect useful information/issues observed during salary surveys and workshops for purposes of knowledge management, with the information so gathered being posted on the FICSA website.
- The FICSA Executive Committee should liaise closely with duty stations that had had or would have salary surveys and be ready to provide any assistance needed.
- The FICSA Executive Committee should allocate adequate funding for the conduct of the planned workshops, bearing in mind that workshops generated income for the Federation that could also benefit other FICSA activities.

### **Standing Committee on Professional Salaries and Allowances (Agenda item 12(f))**

165. The Vice-Chair of the Committee introduced the report of the Standing Committee on Professional Salaries and Allowances (see Annex 9). The Standing Committee had studied the findings of its Permanent Technical Committee (PTC/PSA); they had stood the Standing Committee in good stead when it took up the manifold issues that had arisen in connection with the ICSC comprehensive review of the compensation package. In fact the ICSC comprehensive review and ACPAQ had dominated the debate in the Standing Committee.

166. Given the overriding importance of countering arguments that would surely be advanced in the ICSC working groups, it was essential that the special FICSA task force for the comprehensive review of the compensation package have a mix of old and new knowledgeable members to provide a panoply of ideas based on institutional memory and new initiatives tested elsewhere. Above all the people stepping forward must have the time to assume the tasks on hand and attend ICSC working group meetings as necessary. Synergies between FICSA and CCISUA should be drawn on and, if possible, consideration might be given to hiring a senior consultant to assist in finalising the Federation's position on various issues.

167. The Standing Committee was thanked for the support it had lent in achieving a successful outcome to the ACPAQ meeting the previous year where it was decided not to take prices in neighbouring France into account in the Geneva place-to-place survey. ACPAQ, it was suggested, would have a key role to play in the discussions on the compensation package.

168. In the ensuing debate, the funding issue was discussed at length. The Standing Committee had initially recommended that member associations/unions fund the participations of their representatives in the special task force. Some delegations had been in favour, others not. The Committee's recommendation was subsequently struck from the report as the terms of reference presented under agenda item 10 (see Annex 3) stated specifically that the expense of the participants in the task force would be covered by the Federation, not by the members' association/union/council, the members' employer or individuals.

#### *Summary*

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

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

- **The FICSA Executive Committee should establish a special task force for the comprehensive review of the compensation package, with clear terms of reference for its work, which should address the following key priority issues: (a) issues highlighted in FICSA paper FICSA/C/67/7; (b) issues highlighted in the responses of the ICSC during the question-and-answer session at the 2014 FICSA Council on 4 February; and (c) issues to be prioritized in accordance with the full schedule of meetings, once it was known.**
- **Appropriate funding should be made available for research and analysis so as to enable FICSA to respond appropriately to the comprehensive review of the compensation package.**

- The FICSA Executive Committee should inform FICSA members of the decision by the ICSC to postpone the 2015 round of place-to-place surveys until the comprehensive review of the compensation package had been completed, further to which the FICSA Executive Committee should explain to its members the implications of that decision.

### **Strategic development of FICSA (Agenda item 13)**

170. Mr. Zabaar, the Chair of the FICSA Working Group on Strategic Development (WGSD), introduced the working group's report (see Annex 10). In summarising the Group's work over the past twelve months and in compliance with the recommendations of the Working Group's report to the 67<sup>th</sup> Council session, he highlighted the ten pre-Council workshops attended by 164 participants in total as well as the orientation course for newcomers to the FICSA Council.

171. The administrator of the FICSA website was withdrawing its services; alternatives to having a webmaster located in the United States were being sought. It was possible that FICSA had in-house capabilities that would permit cooperation with a volunteer from one of the member associations/unions. In connection with other aspects of information technology, the Working Group had suggested using video conferencing tools such as WebEx to transmit the proceedings in real time of FICSA Council sessions to more remote duty stations, thus helping to reduce travel costs.

172. The Working Group reiterated its recommendation that a permanent technical committee on strategic development similar to PTC/GSQ and PTC/PSA be established. If Council agreed with the proposal, terms of reference would be drafted and sent to the membership for approval, whereafter and once approved steps could be taken to set up the PTC/SD. The Working Group, in cooperation with the Executive Committee, could assume the task of nominating a co-ordinator. It was suggested that as he had co-founded and chaired the Working Group, Mr. Zabaar was best suited for the role of coordinator.

173. The Chair also introduced a draft proposal for the FICSA/CCISUA cooperation agreement (see Annex 14). It followed closely the proposal advanced by Mr. Leather as did the listing of activities, the main differences being that the Working Group had extracted three activities and presented them in a modified form as the work plan for the current year (see Annex 15). In essence the programme of activities included the preparation of a joint training programme for the executives of both federations on the value of cooperation and key issues. Both federations should prepare a joint research programme, organise a day of action and develop a proposal for establishing a joint presence in New York.

174. In closing his presentation, the Chair pointed to a Working Group recommendation to the effect that in the interest of facilitating the task of the standing committees, the Treasurer should estimate the total amount of funds that could be allocated to the standing committees for activities in the budget year, while maintaining a zero-growth budget over the previous year.

175. In the ensuing discussion, it was pointed out that given the Working Group's importance as a key player in determining the Federation's programme, more resources in terms of time and effort would have to be invested so as to yield a clear strategic vision. It was cautioned that the terms of reference of the permanent technical committee should be sent to the

membership before approval of the same was sought. In the ultimate analysis, the coordinator could work on the committee's composition.

176. Council took note of the report of the Working Group on Strategic Development with the amendments thereto and adopted the recommendations contained therein, in the light of which:

**Council decided that:**

- Greater use should be made of videoconferencing tools such as WebEx to transmit in real time the proceedings of FICSA Council sessions to members in remote duty stations.
- The Working Group should continue working on the establishment of a permanent technical committee. To that end, the Chair of the Working Group and the FICSA Executive Committee should jointly finalize the terms of reference of the PTC/SD and send them to the membership for comment and approval, whereafter - and once approved - the PTC/SD could be established.
- The Council should approve the revised FICSA/CCISUA Cooperation Agreement as well as the work plan for 2014.
- Imed Zabaar as co-founder and Chair of the Working Group on Strategic Development should assume the functions of coordinator for the PTC/SD.
- Prior to FICSA Council sessions, the Treasurer should be entrusted with the task of estimating the total amount of funds that could be allocated to the standing committees for activities in the budget year, while maintaining a zero-growth budget compared to the previous year.

**Administrative and Budgetary Questions (Agenda item 14)**

**Report of the Ad hoc Committee on Administrative and Budgetary Questions (Agenda item 14(a))**

177. On the eve of the Council session, the Ad hoc Committee on Administrative and Budgetary Questions had held an informal meeting and pointed to the various budgetary issues that the standing committees would have to address. In particular, the need to confirm with the Treasurer and the Executive Committee the availability of funds for the activities planned for 2014. Awareness of that requirement would greatly facilitate the task of drawing up realistic and implementable programmes in the individual committees.

178. The Chair of the Ad hoc Committee introduced the Committee's report (see Annex 11). The Committee had held three meetings in the course of which it had made a series of recommendations relating to the collection of dues outstanding, a review of the methodology used to calculate membership dues, the use of modern communications technologies and special requests for reductions in fees. Most importantly, it had adopted the updated budget document for 2014 and the scale of contributions for 2014 (see Agenda items 14(b) and 14(c) below).

179. The Chair drew attention to the need to create new budget lines to accommodate the Working Group on Strategic Development as well as the proposal to split the Standing Committee on Human Resources Management and Staff/Management Relations into two discrete committees. The Standing Committees were urged to send to the Treasurer any suggestions for additional budget lines for review by the Executive Committee. In closing, he thanked the Auditor, the FICSA Accountant and the Treasurer for their contribution to the preparation of the financial statements and the updated draft budget.

#### *Summary*

180. Council took note of the report of the Ad Hoc Committee on Administrative and Budgetary Questions and adopted the recommendations contained therein, in the light of which:

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

- **The FICSA Executive Committee should follow up in writing with those members in all categories (including the FUNSAs) that had failed to pay their dues.**
- **A consultant should be hired to review the methodology used to calculate membership dues and develop an appropriate fee structure.**
- **The Federation's financial rules should be amended to reflect the adoption of biennial programme budgeting.**
- **As a general principle, the Federation should make full use of modern communication technologies wherever possible so as to reduce travel costs.**
- **The FAFICS contribution, which currently stood at CHF 600, should be reduced to half of the flat rate on a permanent basis without prejudice to similar applications being made by other member associations/unions.**
- **RAUNPA should be accorded observer status and requested to pay a reduced membership fee of US\$ 50 for the current year.**

#### **Updated budget document for 2014 (Agenda item 14(b))**

181. Council took note of the proposed updated budget and the modifications thereto that had arisen during the extensive discussion of the proposals. The proposed totals under the individual chapters were:

Chapter 1:	CHF 133,848
Chapter 2:	CHF 39,546
Chapter 3:	CHF 76,557
Chapter 4:	CHF 438,745

The sum total of the four chapters of the budget was **CHF 688,696**.

182. Council formally adopted the updated budget (see Annex 12) .

### **Scale of contributions for 2014 (Agenda item 14(c))**

183. Council took note of the scale of contributions for 2014 that the Ad hoc Committee had submitted and formally adopted the same (see Annex 13).

### **Election of the Standing Committee officers for 2014-2015 (Agenda item 15)**

184. Council elected the following Chairs and Vice-Chairs of the Standing Committees for 2014-2015:

#### *Legal questions*

Chair:	Joel Lahaye (CERN)
Vice-Chairs:	Jason Sigurdson (UNAIDS) Ilio Fornasero (FAO/WFP-UGSS)
Core group:	Cosimo Melpignano (UNGSC) Ivan Babovic (WHO/HQ Geneva) Caroline Debroye (ITU) Christian Gerlier (ITU) Varghese Joseph (ITU) Imed Zabaar (IAEA) Nabil Sahab (IAEA) Florimond Tshioko Kweteminga (WHO/AFRO Brazzaville) Khurshid Alam Hyder (WHO/SEARO New Delhi) Pilar Vidal Estevez (PAHO/WHO Washington) Diab El-Tabari (UNRWA/ASA Lebanon) Susan Murray (FAO/WFP-UGSS)

#### *Human resources management – staff-management relations*

Chairs:	Lisa Villard (IAEA) as Chair for HRM issues Bernadette Fogue (WHO/AFRO Brazzaville) as Chair for SMR issues
Vice-Chairs:	Antonio Brina (FAO/WFP-UGSS) as Vice-Chair for HR issues Christine Bétrémieux (UPU) as Vice-Chair for SMR issues
Core groups:	<i>Human Resources Management issues:</i> Carolina Bascones (PAHO/WHO Washington) Benonia Mbonzi-Mbemba (WHO/AFRO Brazzaville) Silvana Medica (UNESCO-ICTP) Véronique Allain (SCBD) Nadege Ondziel-Banguid (WHO/AFRO Brazzaville) Bernadette Fogue (WHO/AFRO Brazzaville) Cinzia Mazzolari-Delaunay (UNAIDS) Sophie Diadhiou Keira (UNAIDS) Tanya Quinn-Maguire (UNAIDS)

*Staff/Management Relations issues:*

Ruben Mayorga (UNAIDS)  
 Tanya Quinn-Maguire (UNAIDS)  
 Carolina Bascones (PAHO/WHO Washington)  
 Festus Luboyera (UNFCCC)  
 Véronique Allain (SCBD)  
 Lisa Villard (IAEA)  
 Caroline Debroye (ITU)  
 Tony Capita (WHO/AFRO Libreville)

*Social security/occupational health and safety*

Co-Chairs: Tanya Quinn-Maguire (UNAIDS)  
 Katja Haslinger (IAEA)

Core group: Antonio Brina (FAO/WFP-UGSS)  
 Caroline Debroye (ITU)  
 Erik Prein (OPCW)  
 Pilar Vidal Estevez (PAHO/WHO Washington)  
 Ruben Mayorga (UNAIDS)  
 Cosimo Melpignano (UNGSC)  
 Florimond Tshioko Kweteminga (WHO/AFRO Brazzaville)  
 Evelyn Kortum (WHO/HQ Geneva)  
 Silvana Medica (UNESCO/ICTP)  
 Gerhard Schramek (FAFICS)

*Conditions of service in the field*

Chair: Tony Capita (WHO/AFRO Libreville)  
 Vice-Chairs: Sophie Diadhiou Keita (UNAIDS)  
 Michael Donoho (IAEA)

Core group: Véronique Allain (SCBD)  
 Flavio Costa (CERN)  
 Sophie Diadhiou Keita (UNAIDS)  
 Diab El Tabari (UNRWA/ASA Lebanon)  
 Ilio Fornasero (FAO/WFP-UGSS)  
 Lydie Gassackys (WHO/AFRO Brazzaville)  
 Najibullah Habib (WHO/WPRO Manila)  
 Stian Holen (OPCW)  
 Simbarashe Mazvidza (WHO/AFRO Brazzaville)  
 Benonia Mbonzi-Mbemba (WHO/AFRO Brazzaville)  
 Edmond Mobio (WHO/HQ Geneva)  
 Susan Murray (FAO/WFP-UGSS)  
 Matthew Montavon (AP-in-FAO)  
 Giovanni Munoz (FAO/WFP-UGSS)  
 Nadège Ondziel-Banguid (WHO/AFRO Brazzaville)  
 Blanca Pinero (IMO)

Ram L. Rai (AFSM-WHO/SEARO New Delhi)  
 Pilar Ramon-Pardo (PAHO/WHO Washington)  
 Valérie Rut (IARC)  
 Viera Seben (ICAO)

### *General Service questions*

Chair: Paolo Barchiesi (FAO/WFP-UGSS)  
 Vice-Chairs: Caroline Debroye (ITU)  
 Baharak Moradi (IMO)  
 Marielle Wynsford-Brown (IAEA)

Core group: Ram L. Rai (AFSM-WHO/SEARO)  
 Silvia Mariangeloni (FAO/WFP-UGSS)  
 Susan Murray (FAO/WFP-UGSS)  
 Imed Zabaar (IAEA)  
 Alessandra Pani (IFAD)  
 Varghese Joseph (ITU)  
 Jorge Cruz (PAHO/WHO)  
 Vivian Huizenga (PAHO/WHO Washington)  
 Vincenzo De Leo (UNGSC)  
 Stefania Guadalupi (UNGSC)  
 Cosimo Melpginano (UNGSC)  
 Benonia Mbonzi-Mbemba (WHO/AFRO Brazzaville)  
 Tony Capita (WHO/AFRO Libreville)  
 Edmond Mobio (WHO/HQ Geneva)  
 Ivan Babovic (WHO/HQ Geneva)  
 Ritesh Singh (WHO/SEARO New Delhi)

### *Professional salaries and allowances*

Chair: Christian Gerlier (ITU)  
 Vice-Chairs: Katherine Asfaw (IAEA)  
 Festus Luboyera (UNFCCC)

Core group: Henri-Louis Dufour (ITU)  
 Varghese Joseph (ITU)  
 Matthew Montavon (AP-in-FAO)  
 Giovanni Munoz (AP-in-FAO)  
 Miriam Saif (AP-in-FAO)  
 Lisa Villard (IAEA)  
 Karine Langlois (IMO)  
 Pilar Ramon Pardo (PAHO/WHO Washington)  
 Christine Bétrémieux (UPU)  
 Florimond Tshioko Kweteminga (WHO/AFRO Brazzaville)  
 Tony Capita (WHO/AFRO Libreville)  
 Khurshid Alam Hyder (WHO/SEARO New Delhi)  
 Federico Galati (WMO)  
 Christopher Pardy (AP-in-FAO)



## *Working Group on Strategic Development*

Chair Imed Zabaar (IAEA)

### **Date and place of the next Council session (Agenda item 16)**

185. Ms. Susan Murray (FAO/WFP-UGSS) announced that she hoped to be able to confirm her Union's invitation to hold the 68th session in February 2015 in Rome in the course of the coming week. She sincerely hoped that Rome would be able to offer a venue comparable to the splendid setting provided by Vienna. The IAEA would be a hard act to follow.

186. It was agreed that 68th session of the Council would be of the same duration as the present session. A preliminary draft of the provisional agenda for the 68th session would be distributed later in the year.

187. Given that FICSA had introduced a biennial cycle for its programmes and budgets, Mr. Gaston Jordan (ICAO) expressed the hope that his Association would be able to invite FICSA to hold the 69<sup>th</sup> session at the ICAO headquarters in Montreal. He would pursue the matter on his return to Canada.

188. It was also suggested that the Federation should endeavour to maintain an alternating cycle of Council session with a headquarters venue one year and a field station venue the year thereafter. The regional representatives could put out feelers.

### **Other business (Agenda item 17)**

#### *UN-GLOBE*

189. As agreed at the outset of the Council deliberations, the activities of UN-GLOBE were taken up under the agenda item.

190. Mr. Antonio Brina (FAO/WFP-UGSS) addressed Council on the activities in the previous year of UN-GLOBE, a group of staff throughout the common system founded in 1996. It served a dual purpose: (i) providing an informal network for lesbian, gay, bisexual and transgender (LGBT) staff (active, potential or retired) from headquarters duty stations and field missions alike; and (ii) liaising with administrations on substantive gender identity and sexual orientation issues as they related to employment.

191. Addressing the FICSA Council for the third year in a row, he was pleased to report that the LGBT community considered the FICSA Council to be 'a respectable and inclusive forum'. As the world changed, people had to embrace the move towards greater freedom, equity and equal opportunities for all. Respect for individual differences, minority groups and diversity should be a 'given' in the United Nations system; sadly they were not.

192. On 17 May 2013, 17 heads of United Nations agencies, funds and programmes had released statements on the International Day against Homophobia and Transphobia. UN-GLOBE had been working with UNDP, UNHCR and WFP to draft diversity strategies that addressed the needs of LGBT staff members. Two papers on same sex unions and mobility had been issued

and widely distributed, and would be posted on the FICSA website. At the same time, ties had been strengthened with the staff union in New York and UNISERV.

193. A growing number of United Nations organisations and agencies were recognising personal status on the basis of the legislation of the country in which the partnership or marriage had been formalised. The Pension Fund had not yet responded to such developments and continued as a basic principle to refer to the law of the nationality of the UNJSPF participant concerned, agency policies notwithstanding. He hoped a resolution would emerge on the issue at the current session.

194. The most recent threat was the growing trend among employers in the common system to reduce the discussion of both staff and human rights to financial considerations and use the financial crisis as an excuse to chip away at staff's acquired rights. Human rights did not bear a price tag and the United Nations should adhere to best practices rather than foster discrimination and diminish job security.

195. Although as the UN-GLOBE focal point in respect of FICSA, his focus had been on LGBT matters, he was conscious of the broader implications of diversity as a concept that also extended to disability and gender issues. Administrations should adopt diversity and inclusion policies and ensure that equal opportunities were accorded to all staff members regardless of their gender, race, sexual orientation or ability. He hoped to take the matter up in the Standing Committee on Human Resources Management - Staff/Management Relations. The full statement was contained in document FICSA/C/67/CRP.4

#### *Review of working conditions*

196. The delegation of the CERN Staff Association alerted Council to the fact that their organization had just embarked on a five-year review of working conditions. Given the magnitude of the task and the burden it imposed on staff representatives, he trusted that his association would be able to draw on the resources and advice of FICSA and its member organisations – particularly where the mandatory salary component was concerned. The delegation of the WIPO Staff Association reported that a similar two-year review had just been concluded in his organisation; the WIPO Staff Association would be more than pleased to share any or all of the information it had generated.

#### **Closing of the session (Agenda item 18)**

197. At the closing session, Ms. Dunn Lee, Deputy Director-General, Department of Management, IAEA, read out a message from the IAEA Director-General. It read:

*'Although I am unable to join you today, I wish you well with the work that you have done here in Vienna over this week.*

*It has been a pleasure for the IAEA to host the 2014 Annual General Meeting of FICSA.*

*We do hope that you have had an opportunity to see and appreciate some of IAEA's work, and perhaps also to enjoy a little of our host city – even in mid-winter!*

*I take this opportunity to pay a special tribute to our staff representatives, who voluntarily work in the interests of all of our colleagues. They are an important part of the work of the Agency, and their individual and collective contributions are appreciated.*

*We have had a long and valued relationship with our Staff Council colleagues, and with their Federation – FICSA. We will continue to work hard together on the many issues of interest to UN organizations and to staff.*

*I wish you all a safe trip home’.*

198. For her part, Ms. Dunn Lee looked forward to a debriefing on the important issues Council had discussed concerning salaries, pension entitlements, comprehensive compensation review and performance management. She stressed the importance of a ‘robust partnership with staff representative bodies and FICSA’. No doubt differences arose, but those bore testimony to the fact that both parties were doing their jobs. She wished the participants a safe journey home.

199. In his valedictory statement, Mr. Wolfgang Stoeckl transmitted the best wishes from Mr. Kingston Rhodes. He stressed the close relationship between the ICSC and FICSA. The Commission had always enjoyed a frank and open discussion with the Federation, whose representatives not only safeguarded the interests of staff, but also contributed tangibly to the discussion. He wished to thank FICSA for having invited the ICSC to participate in the Council session.

200. In thanking both speakers, the FICSA President reciprocated their best wishes and kind regards. He reiterated that the input made by the ICSC had provided much food for thought.

201. Immediately after the two speakers had left the conference room, the representative of the Organisation for Security and Cooperation in Europe (OSCE) took the floor to thank FICSA for having been granted the opportunity to attend the Council session. The OSCE Staff Committee clearly saw the benefits of joining the Federation and was determined to join. As the Staff Committee did not have the funds, discussions were being held with management on the financial obligations of the membership. The discussions were in their final stages and the Staff Committee was optimistic about enjoying a different status at the Council in 2015.

202. The FICSA President was delighted to announce that on his final day in office, he was able to witness palpable interest in FICSA. Not only had the OSCE Staff Association shown every intention of joining, but the Staff Association of the Inter-Parliamentary Union (IPU) had also expressed an interest in membership. That bore clear testimony to the esteem in which the Federation was held.

203. Mr. Brett Fitzgerald, the incoming General Secretary, extended his especial thanks to two colleagues: Ms. Maria Dweggah who had so capably helped to fill the gap left by the previous General Secretary and Mauro Pace for his splendid leadership. Their knowledge and skills had complemented those of the FICSA secretariat staff. He sincerely thanked the outgoing Executive Committee for all their endeavours.

204. Mr. Zabaar, President of the IAEA Staff Association, trusted that everybody had enjoyed their stay in Vienna. He looked forward to seeing everybody again in Rome. He wanted to thank

everybody behind the scenes who had contributed to the smooth running of the session: the technicians, interpreters and Ms. Alison Sweeney who had been unflagging in her endeavours to ensure an effective Council session. He was sad to see Mr. Pace leaving the Federation, and he thanked Ms. Dweggah profusely for having assumed the task of Information Officer at a very crucial moment in the history of FICSA. The gifts for both of them were but a small token of everybody's gratitude.

205. Mr. Jordan (ICAO) wished to thank Ms. Véronique Allain for the lengths to which she had gone in easing the return of the ICAO Staff Association to the Federation. He looked forward to welcoming the Council to Montreal in 2016.

206. Ms. Pilar Vidal Estevez (PAHO/WHO Washington) thanked the hosts, praised Mr. Pace for his leadership over the past four years, the members of the outgoing Executive Committee for their commitment and Ms. Amanda Gatti who had managed to maintain her customary calm and efficiency both prior to and throughout the session.

207. Ms. Murray (FAO/WFP-UGSS) spoke of the pride her delegation had taken in Mr. Pace's leadership. Admittedly there had been differences and difficulties, but loyalty and commitment to the Federation reigned supreme.

208. Mr. Diab El-Tabari (UNRWA/ASA Lebanon), the incoming President, expressed his gratitude to the interpreters, the technicians and conference staff, the rapporteur and the presiding officer, as well as Ms. Gatti and Ms. Sweeney. Together FICSA was a team. The member associations/unions would work together as team players, setting priority targets and working to achieve all of them.

209. Mr. Pace, the outgoing President, admitted he had had no time to think about what he would be doing next. His aim had been to ensure that the session in Vienna would be a memorable event; his endeavours would seem to have been crowned with success. He was proud to have been most ably supported in his efforts by Ms. Gatti and Ms. Sweeney, as well as Ms. Dweggah, to all three of whom he handed bouquets. He went on to pay tribute to Ms. Janice Albert, who had uncomplainingly assumed extra duties, Mr. Tony Capita, who was a fundamental and indispensable resource person for FICSA activities in Africa, Mr. Vincenzo De Leo, who had chaired the deliberations of the Ad hoc Committee on Administrative and Budgetary Questions with the same enthusiasm that he had displayed in all his other assignments, and Ms. Margaret Robertson, who had provided invaluable assistance at a crucially important stage in the recent history of FICSA. In closing, Mr. Pace paid fulsome tribute to his wife who had lent him her unstinting and loyal support throughout his two terms of office.

210. The Chair assured Council that it had been both a pleasure and an honour to guide its deliberations. With what he termed 'slavish attention to the clock', he declared the 67th session closed at 1.42 p.m. on 7 February 2014.

**Annex 1****AGENDA FOR THE 67th 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 2013-2014 (February 2013 - January 2014)
9. CCISUA/FICSA cooperation
10. ICSC comprehensive review of the compensation package
11. Election of the Executive Committee and Regional Representatives for 2014-2015  
(February 2014 to January 2015)
12. 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
13. Strategic development of FICSA
14. Administrative and budgetary questions
  - (a) Report of the Ad hoc Committee
  - (b) Updated budget document for 2014
  - (c) Scale of contributions for 2014
15. Election of Standing Committee officers for 2014-2015 (February 2014 – January - 2015)
16. Date and place of the next Council session
17. Other business
18. Closing of the session

## Annex 2

### RESOLUTIONS

#### Resolution 67/1

*The Council of the Federation of International Civil Servants' Associations (FICSA) at its 67th session (Vienna, 3 to 7 February 2014),*

*Noting with concern the on-going staff redeployment exercise at the United Nations Education, Science and Culture Organization (UNESCO);*

*Recalling the exceptional budgetary constraints that have been imposed on UNESCO since the end of 2011;*

*Recognising that the exceptional nature of the situation confronting UNESCO is rooted in a political decision and thus calls for a genuinely political solution as distinct from a purely administrative decision;*

*Cognisant of the staffing proposals put forward for the 2014-2015 biennium at a cost of \$507 million that will call for far-reaching retrenchment measures;*

*Deeply concerned over the forthcoming redeployment exercise scheduled to start in the immediate future; and*

*Fearing that the composition of the redeployment group will not be based on the principles of equity and fairness;*

1. **Urges** that the redeployment exercise be strictly guided by the criteria of efficacy, competence, integrity and length of service;
2. **Seeks** the full involvement of the UNESCO Staff Union in all elements and stages of the redeployment exercise;
3. **Further urges** that each of the staff representative bodies in UNESCO be allotted an additional seat in the redeployment group so that they all may contribute effectively to the deliberations of that group;
4. **Demands** that in the context of the staffing proposals review, twenty days and **not** ten days be envisaged for the submission of comments on the list of currently occupied posts affected by the retrenchment proposals so that for each post earmarked for abolition a complete individual assessment can be carried out and a due comparison drawn with the programme priorities set by Member States; and
5. **Requests** that the timelines proposed for the posts to be abolished be extended and enter into effect **six months** after receipt of the official notification so that within the context of the redeployment exercise, sufficient time is provided in which all possible options for all of the staff members affected can be exhaustively explored.

*Resolution 67/2*

*The Council of the Federation of International Civil Servants' Associations (FICSA) at its 67th session (Vienna, 3 to 7 February 2014),*

*Recognizing* the increase each year in the number of organizations in the United Nations system that granted recognition of personal status on the basis of the legislation of the country in which the partnership or marriage was formalized;

*Noting* that UNESCO and UNAIDS, in particular, had moved forward on this issue over the past two years and IFAD and WFP had adapted their HR policies to this new best practice;

*Recalling* United Nations General Assembly Resolution No. 61/240, section V, paragraph 2 “the Board agreed that the Fund would record, for the purposes of eventually determining entitlements to pension benefits under Articles 34 and 35 of the Regulations of the Fund, the personal status of a participant as recognized and reported to the Fund by the participant’s employing organization”;

*Further recalling* United Nations General Assembly Resolution No. 63/252, section II, paragraph 6 endorsing “the decision taken by the United Nations Joint Staff Pension Board in 2007, in which it reaffirmed its earlier decision maintaining that the United Nations Joint Staff Pension Fund should determine entitlements to pension benefits, in particular under articles 34 and 35 of the Regulations of the Fund, which cover spousal benefits, in accordance with the personal status of a participant as recognized and reported to the Fund by the participant’s employing organization, on the understanding that the final verification that the personal status has remained the same will be done by the Fund at the time of granting such pension benefits”;

*Further noting* that, in a number of reported cases, the United Nations Joint Staff Pension Fund (UNJSPF) did not comply with the United Nations General Assembly resolutions mentioned above, but also drew a distinction between marriage and civil partnerships which a growing number of employing organizations did not draw;

*Demands that:*

1. As a minimum requirement, the United Nations Joint Staff Pension Fund should comply with Resolutions 61/240 and 63/252;
2. Furthermore, the United Nations Joint Staff Pension Fund should align its regulations to United Nations standards and non-discriminatory practices and recognize personal status for the purpose of pension entitlements of the survivor based on the legislation of the country in which the partnership or marriage was formalised.

### **Annex 3**

#### **TERMS OF REFERENCE FOR THE SPECIAL TASK FORCE TO ADVISE THE EXECUTIVE COMMITTEE ON THE COMPREHENSIVE REVIEW OF THE COMPENSATION PACKAGE**

In view of the extraordinary challenge of the comprehensive review of the compensation package of the UN common system, the FICSA Council established the Task Force to advise its Executive Committee on issues under review. The Task Force is a temporary committee which will disband when the comprehensive review ends (expected to be early 2016). The Task Force does not replace the standing committees or permanent technical committees of the Federation but is established to be able to respond quickly to a range of cross-cutting questions.

Actions of the Task force members:

- Participate in electronic and/or physical meeting prior to the ICSC working groups' meetings to review the topics on the agenda;
- Obtain evidence to support FICSA positions, develop new ideas, analyze information provided by the ICSC and obtain information as needed (e.g. best practices in other organizations);
- Draft talking points for the FICSA representatives attending the ICSC working groups;
- Meet after ICSC working groups' meetings to discuss results and further develop strategy;
- Recommend FICSA representatives to the working groups.

Some Task Force members may be requested to participate in the FICSA delegation of the working groups. Those members should be prepared to participate in more than one session of the working group to ensure continuity.

Members of the Task Force are not FICSA officers and no one in the Task Force will speak for the Federation without the permission of the FICSA Executive Committee. The Executive Committee will designate one of its member(s) to coordinate the work of the Task Force.

The Task Force is comprised of active staff and retirees who have extensive knowledge of the topics under review. The members will serve in their individual capacities and they are not representing their associations/unions/councils. They should not share information discussed in the Task Force with their staff representative body or others without the agreement of the FICSA Executive Committee.

The expenses of participating in the Task Force shall be covered by the Federation, not the members' association/union/council, the members' employer or individuals. Expenses could include travel to meetings (transportation and DSA), purchase of publications or data, commissioning of research and analysis and communication expenses. Staff serving as members of the Task Force will not receive honorarium for their work. They should receive special paid leave from their organizations to participate in the Task Force according to the requirements. FICSA will assist in obtaining release to participate in the working groups. Retirees may receive honorarium if deemed appropriate by the FICSA Executive Committee and shall not be requested to represent the Federation in meetings of the working groups. Consultants for the Task Force will be paid from the FICSA budget.



The Task Force will not be expected to communicate with the FICSA members directly but will provide information to the FICSA Executive Committee and secretariat to inform FICSA members.

The 67<sup>th</sup> FICSA Council shall provide the Executive Committee with a list of Task Force members including the individual expertise they will bring in to the Task Force.

The Executive Committee will inform the membership on the work of the Task Force throughout the year.

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

Chair	Joel Lahaye (CERN)
Vice-Chairs	Jason Sigurdson (UNAIDS) Ilio Fornasero (FAO/WFP-UGSS)
Rapporteur	Susan Murray (FAO/WFP-UGSS)
President, FICSA	Mauro Pace (FAO/WFP-UGSS)
Treasurer, FICSA	Nabil Sahab (IAEA)
Regional Representatives	Khurshid Alam Hyder (WHO/SEARO New Delhi) Pilar Vidal Estevez (PAHO/WHO Washington)

**Participants**

AP-in-FAO	Giovanni Munoz
IAEA	Imed Zabaar
IARC	Valérie Rut
ICAO	Carola Degreef
IFAD	Rudolph Cleveringa
IMO	Blanca Pinero
ITU	Christian Gerlier Caroline Debroye Varghese Joseph
UNGSC	Cosimo Melpignano
UNRWA/ASA Lebanon	Diab El-Tabari
UNWTO	Philippe Lemaistre
UPU	Bilal ElKassab
WHO/AFRO Brazzaville	Florimond Tshioko Kweteminga Simbarashe Mazvidza
WHO/EURO Copenhagen	Jimmi Nielsen
WHO/HQ Geneva	Ivan Babovic Prem P. Chopra
WMO	Federico Galati

## **Federation with observer status**

AFSM-WHO/SEARO New Delhi

Ram L. Rai

### **Introduction**

1. The Committee elected Joel Lahaye (CERN) as Chair and Jason Sigurdson (UNAIDS) as Vice-Chair.

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

2. The Standing Committee on Legal Questions met on 5 February 2014 and adopted the following agenda:

1. Adoption of the agenda
2. Election of the rapporteur
3. Proposed revisions to the FICSA Statutes, Rules of Procedures and Financial Rules  
Objectives:
  - (a) Discuss the views of the membership on the proposals put forward by the Standing Committee following its August 2013 meeting (Beirut, Lebanon – ref. FICSA/C/67/LEG/1).
  - (b) Discuss the Standing Committee's recommendation in relation to the adoption of the proposed amendments to the Statutes, Rules of Procedure and Financial Rules at the present session of the Council.
  - (c) Review recommendations of the Standing Committee outlined in document FICSA/C/67/LEG/1.

#### Background documents:

- Report of the FICSA Standing Committee on Legal Questions (22-24 August 2013, Beirut, Lebanon) and annexes, ref. FICSA/C/67/LEG/1.
4. Internal justice reform and access to justice for United Nations staff  
Objectives:
    - (a) Receive an update on planning for the FICSA-CCISUA symposium on internal justice.
    - (b) Discuss opportunities to use the symposium outputs in individual UN agencies/entities and at ILOAT/UN system levels to promote reform and improve access to justice.
    - (c) Develop recommendations on FICSA's engagement in this issue in 2014, and related budgetary implications.

#### Background documents:

- Concept note and draft provisional agenda (TBC).
5. Legal capacity building activities for the FICSA membership  
Objectives:
    - Discuss legal capacity needs of the membership (e.g. vis-à-vis grievance procedures) and possible training activities to be undertaken in 2014.

6. Legal Defence Fund: Request from the ICO Staff Association (Associate Member) for financial support to continue the legal defense of three ICO staff

Objectives:

- (a) Overview and explanation of the case by ICO
- (b) FICSA framework and legal defence guidelines
- (c) Recommendation to the Council

7. Legal assistance mechanisms available to the Federation's member associations/unions

Objectives:

- (a) Review results of the November 2013 questionnaire distributed to FICSA members.
- (b) Discuss recent developments in the legal services environment in relation to International Organizations Law.
- (c) Develop possible recommendations for the consideration of the Council.

Background documents:

- FICSA questionnaire on legal assistance mechanisms available to staff associations/unions
- Consolidated reply (TBC)

8. Other business

9. Nomination of Standing Committee officers and core group members

### **Election of the Rapporteur (Agenda Item 2)**

3. Ms. Susan Murray (FAO/WFP) was elected Rapporteur.

### **Proposed revisions to the FICSA Statutes, Rules of Procedures and Financial Rules (Agenda Item 3)**

4. The Vice-Chair gave a summary of the meeting in Beirut and the report that was produced. The Standing Committee raised several questions and engaged in discussion. The Committee took note of the report and decided that the membership should be requested to submit their comments and requests for clarification in writing to the Standing Committee by end March 2014. If feasible, the membership would also be invited to indicate their support for the various proposals, article by article, via an on-line survey mechanism.

5. The comments received were then to be consolidated and sent to FICSA Executive Committee for circulation in English and French to the membership for comment, with opportunities for discussion via teleconference or WebEx. The document should then go to Legal Counsel for opinion, whereafter they would be circulated to the membership, for final approval no later than the 68<sup>th</sup> session of the FICSA Council in February 2015. A budget proposal related to the above process would be submitted to the Ad hoc Committee on Administrative and Budgetary Questions.

**The Standing Committee recommended that in line with the proposals outlined above, further consultations take place between the FICSA Executive Committee and Legal Counsel on the revised statutes, with a final version to be sent to the membership for approval no later than the 68<sup>th</sup> FICSA Council. Funds should be made available to cover the review of the document by Legal Counsel. Translation should be carried out via in-kind support from FICSA members.**

#### **Internal justice reform and access to justice for United Nations staff (Agenda Item 4)**

6. The Committee received an update on work undertaken in preparation for a FICSA-CCISUA symposium on internal justice. It took note with appreciation of the leadership and support of WHO/HQ Staff Association in the preparations to date. It was intended that the scope of the proposed two-day symposium would cover informal mechanisms, first instance peer review mechanisms and the ILO Administrative Tribunal (ILOAT), with a view to ensuring access to justice for all United Nations staff, regardless of grade or location. Although the most recently proposed dates had been set for May 2014, it was considered beneficial to postpone the symposium until October 2014 so as to give more time for preparation and engagement of the membership. It was recommended that funds be allocated in support of drafting background papers and/or hiring a rapporteur for the symposium.

**The Standing Committee recommended that FICSA organize a symposium on access to justice for United Nations staff to be scheduled for the fourth quarter of 2014, and that adequate funding be made available to support the development of background papers and/or hire a rapporteur for the symposium.**

#### **Legal capacity building activities for the FICSA membership (Agenda Item 5)**

7. The Committee discussed the need to continue building up the capacity of staff representatives with regard to the legal representation of their membership. The Committee noted the successful courses held prior to the Council and confirmed the desire to continue such training.

**The Standing Committee recommended that FICSA organize access to justice training and capacity building before the 68<sup>th</sup> FICSA Council, including a one-day training session preceding the access to justice symposium.**

#### **Legal Defence Fund: Request from the ICO Staff Association (Associate Member) for financial support to continue the legal defence of three ICO staff (Agenda Item 6)**

8. The Staff Association of the International Coffee Association (ICO), an associate member of FICSA with 24 staff members, had reported the unjustified termination of three staff members. Following consultations with FICSA, the ICO Staff Association was requesting financial assistance so that it could continue its legal action. The Committee reviewed the rules regarding the use of the Legal Defence Fund and concluded that support would be within the statutes (Article 14). Questions were raised about the likelihood of further financial support being sought of FICSA. Following general discussion, it was clarified that the Legal Defence Fund was not a form of 'legal insurance' for individuals whenever grievances arose; rather it was intended to support legal action of strategic importance with possible ramifications for the wider membership. The Committee members were of the opinion that FICSA should defend individuals when the issue at stake was of high significance for all staff or would create significant precedents. Cases that involved attacks on staff representatives would be generally accorded major importance.

**The Standing Committee recommended that up to 15,000 CHF be made available from the Legal Defence Fund to support the case, it being understood that should the outcome be successful and costs awarded, the funds advanced would be recovered.**

**Legal assistance mechanisms available to the Federation's member staff association/unions (Agenda Item 7)**

9. A questionnaire had been circulated to assess the different types of legal aid mechanisms available across the FICSA membership. It was recommended that those organizations that had not yet replied to the questionnaire would be requested to do so by end-February 2014. The replies would be consolidated by the FICSA Secretariat and shared as a report to the membership. It was recommended that the information so obtained should form the basis of a report to be developed by the Standing Committee, with a view to supporting efforts to provide more comprehensive legal assistance to the Federation's membership. As part of the general discussion, a suggestion was made that the rules and guidelines for the Legal Defence Fund be revised. It was furthermore suggested that the usefulness of the one-hour free consultation with the FICSA Legal Counsel be evaluated. Furthermore, it should be ensured that the Policy/Advocacy Officer to be recruited to work in the FICSA Secretariat had the capacity to provide strategic advice on procedural / legal matters.

**The Standing Committee recommended that the FICSA Executive Committee continue exploring options for brokering comprehensive, collective legal assistance for the membership and report regularly to the membership on progress in that regard.**

**Other business (Agenda Item 8)**

***ICSC compensation review and the issue of acquired rights***

10. Regarding the far-reaching and potentially significant implications of the compensation review, it was noted that FICSA would possibly need to advocate the protection of acquired rights of serving staff. Although some general analysis had been carried out on the issue, specific proposals and scenarios might be developed over the coming twelve months that required legal analysis. Although the direction and pace of the compensation review was uncertain at the current juncture, the Committee considered it prudent to set aside funds for legal advice and analysis of legal issues arising in relation to that review.

**The Standing Committee recommended that contingency funding be allocated to research and analysis on the issue of acquired rights in the context of the compensation review.**

***FICSA-CCISUA Cooperation***

11. The Committee members were advised that the draft cooperation agreement prepared by the facilitator, Alan Leather, would be further discussed in the Working Group on Strategic Development. Given that the statement in its current form was an articulation of principles and general intentions, it was concluded that it bore no significant legal implications calling for discussion by the Standing Committee.

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

12. The Standing Committee recommended Joel Lahaye (CERN) as Chair and Jason Sigurdson (UNAIDS) and Ilio Fornasero (FAO/WFP-UGSS) as First and Second Vice-Chair respectively.

13. The following were nominated as core group members:

Cosimo Melpignano (UNGSC)  
Ivan Babovic (WHO/HQ Geneva)  
Caroline Debroye (ITU)  
Christian Gerlier (ITU)  
Varghese Joseph (ITU)  
Ihmed Zabaar (IAEA)  
Nabil Sahab (IAEA)  
Florimond Tshioko Kweteminga (WHO/AFRO Brazzaville)  
Khurshid Alam Hyder (WHO/SEARO New Delhi)  
Pilar Vidal Estevez (PAHO/WHO Washington)  
Diab Tabari (UNRWA)  
Susan Murray (FAO/WFP-UGSS)

## Annex 5

### REPORT OF THE STANDING COMMITTEE ON HUMAN RESOURCES MANAGEMENT – STAFF/MANAGEMENT RELATIONS

Chair	Lisa Villard (IAEA)
Vice-Chairs	Antonio Brina (FAO/WFP-UGSS)
Rapporteur	Tanya Quinn-Maguire (UNAIDS)
President, FICSA	Mauro Pace (FAO/WFP-UGSS)
Members, FICSA Executive Committee	Janice Albert (AP-in-FAO)
	Véronique Allain (SCBD)
	Tony Capita (WHO/AFRO Libreville)
Regional Representative	Bernadette Fogue (WHO/AFRO Brazzaville)

#### Participants

AP-in-FAO	Matthew Montavon Miriam Saif
CERN	Flavio Costa
FAO/WFP-UGSS	Silvia Mariangeloni Gianni Trupia
IAEA	Katja Haslinger Marielle Wynsford-Brown
IARC	Geoffroy Durand
ICAO	Gaston Jordan Viera Seben
IFAD	Alexandra Pani
IMO	Karine Langlois Baharak Moradi
ITU	Henri-Louis Dufour
OPCW	Erik Prein
PAHO/WHO Washington	Pilar Ramon-Pardo
UNAIDS	Cinzia Delaunay Mazzolari Sophie Diadhiou-Keita Ruben Mayorga
UNESCO/ICTP	Lisanna Iannitti



UNFCCC	Festus Luboyera
UNGSC	Stefania Guadalupi
UPU	Christine Bétrémieux
UNWTO	Zhanna Yakovleva
WHO/AFRO Brazzaville	Lydie Gassackys Benonia Mbonzi-Mbemba Nadège Ondziel
WHO/HQ Geneva	Evelyn Kortum
WHO/SEARO New Delhi	Ritesh Singh
WHO/WPRO Manila	Najibullah Habib
WIPO	Faizan Ul-Haq
WMO	Nanette Lomarda
<b>Federation with observer status</b>	
FAPNUU Uruguay	Gustavo Casas

## Introduction

1. 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. Report of Chair of previous year's activities
  4. UNESCO resolution
  5. SMR JIU report (JIU/REP/2012/10)
  6. Contractual status and conditions for temporary staff
  7. HLCM strategic plan 2013-2016 and results framework (CEB/2013/HLCM/2, CEB/2013/H:CM/9)
  8. Performance management (CEB/2013/HLCM/3, CEB/2013/HLCM/9, ICSC/76/R.3)
  9. Other business
    - (a) UNGLOBE
    - (b) E-learning and materials

- (c) One committee or splitting committee into two separate committees (SMR and HRM)
- 10. Nomination of Standing Committee officers and core group members

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

- 3. Tanya Quinn-Maguire (UNAIDS) was appointed rapporteur.

### **Report of the Chair of previous year's activities (Agenda item 3)**

- 4. The Chair reported that the previous FICSA Council had decided to combine two standing committees – SMR and HRM – into the present HRM/SMR Standing Committee. It was noted that the move had resulted in a huge amount of issues falling within the mandate of the Committee. As a result, it unfortunately meant that not all of the issues could be accommodated on the agenda for the one meeting - with some issues having to be dropped from the agenda.

### **UNESCO resolution (Agenda item 4)**

- 5. The delegate from UNESCO/ITCP presented the resolution (Annex 2, Resolution 67/1) on behalf of the President of the UNESCO/STU who was unable to attend the meeting owing to the current situation at the UNESCO headquarter in Paris.
- 6. UNESCO/ITCP thanked the FICSA Secretariat, the Chair of the Standing Committee on HRM/SMR and all the others who had assisted over the past few days to develop the resolution.
- 7. A brief explanation of the background to the current situation faced by UNESCO staff was provided to the Committee. It was noted that the current financial situation in UNESCO stemmed from a political decision in 2011 resulting in a budget cut of approximately US\$200 million. In 2013 Member States had requested UNESCO to cut staff costs in particular. That had ultimately resulted in the very recent decision to abolish approximately 160 posts (although that might well not be the final figure which would only become available following the approval of the UNESCO Director-General at the end of the current month).
- 8. The UNESCO/STU reported that the organization intended to re-deploy staff where possible, although that would only apply to international staff - and not to GS. It was also reported that there were serious concerns over the lack of clear criteria governing the manner in which the decisions were made on the posts to be abolished. Particular concern was expressed for longer-serving staff, who might not be in a position to take up offers for re-deployment to other duty stations. The voluntary separation package proposed by UNESCO was also criticized for its lack of transparency, as well as for the undue pressure being placed on staff to accept the package.
- 9. The UNESCO/STU requested the 67<sup>th</sup> FICSA Council to support UNESCO staff in the form of letters of support to the UNESCO executive head from the Federation and its member associations/unions. The Standing Committee encouraged the FICSA membership to avail themselves of the letter to be sent to the UNESCO Director-General.

10. The 67<sup>th</sup> FICSA Council was also requested to assist the UNESCO/STU by sharing their members' experience of re-deployment and/or reorganization processes.
11. The UNESCO/ITCP also proposed that the Standing Committee consider the option of some form of inter-agency mobility network, which would allow preferential treatment in the employment of staff who had lost their jobs owing to the abolition of their posts.
12. It was noted that in some organizations staff representatives were neither strong nor experienced to provide job security for their members when faced with such an extreme situation. The need for training in that regard was stressed by one delegation.
13. In the following discussion, it was noted that while some delegations doubted the effectiveness of letters of support to executive heads in such situations, the proposed action by FICSA and its members would at the very least boost staff morale in UNESCO and might have an impact on the manner in which the UNESCO administration dealt with the crisis.
14. The delegate from FAPNUU Uruguay appealed as a UNESCO staff member for FICSA support for the UNESCO/STU. He noted with concern the recent decision by UNESCO to move at an enormous cost to the organization 55 field directors and their families, one of whom had less than one year to serve before retiring. He also suggested that a member of the FICSA Executive Committee meet with the UNESCO Director-General to assist with negotiations.
15. In the discussion thereafter, a number of delegations offered advice to the UNESCO/STU, illustrated by examples of their experience of same type of situation. They included: demonstrations by staff; drafting of strict guidelines on redeployment; formation of a redeployment task force; provision of training to staff in interview techniques etc.; requests to other organizations in the same duty station for solidarity; exploring options for G to P promotions and/or mobility for affected GS staff with the necessary experience; consideration of part-time work; solidarity between different groups of staff – particularly between General Service and Professional staff; insistence on internal vacancy notices only, etc.
16. The UNESCO/STU was strongly encouraged by the other delegations to consider every option available to them and reach out to colleagues in the FICSA network for advice.

**The Standing Committee recommended that:**

- (i) The 67<sup>th</sup> FICSA Council approve the adoption of resolution 67/2.
- (ii) The FICSA Executive Committee establish a best practice database, including an update of existing information with regard to redeployment exercises, and identify key persons within the membership who could advise on the issue based on their own organization's experience.
- (iii) The FICSA Executive Committee send a letter of solidarity to the UNESCO Executive Head, attaching the resolution adopted and noting that it had been unanimously approved by all the delegations present at the 67<sup>th</sup> FICSA Council. The letter should also be copied to the President of the UNESCO/STU.
- (iv) The FICSA Executive Committee work with CISSUA and UNISERV with a view to sensitizing other organizations in Paris to the plight of UNESCO staff.

### **JIU Report on staff/management relations (Agenda item 5)**

17. The Chair noted that staff representatives lacked protection in some organizations - both while serving and upon completion of service. That state of affairs should be followed up with the membership and discussed at the 68<sup>th</sup> FICSA Council.
18. It was also noted that one of the main issues emanating from the JIU report was the issue of the so-called 'non-staff' contracts and the manner in which the persons concerned should be represented by the staff associations/unions.
19. It was noted that despite efforts on the part of some staff associations/unions to assist 'non-staff' in organizing themselves, the 'non-staff' were too afraid to do so.
20. Following discussion it was acknowledged that the situation was complex with pay scales and contractual status for that category of employees differing from organization to organization. A number of options were suggested by the delegates.
21. It was also noted that while the Committee acknowledged that the use of "non-staff contracts" was increasing, FICSA should fight to ensure that such use was limited to the extent possible and work towards the eventual transition to full staff contracts.

**The Standing Committee recommended that:**

- (i) **The FICSA Executive Committee should gather information from its membership on their organisations' definition of 'non-staff' and the latter's contractual status. That information should be used at the next Council to further the discussion of the topic and find a better way of referring to that category of employees as the term 'non-staff' was not entirely accurate.**
- (ii) **The FICSA Executive Committee should investigate how the Federation might benefit from existing research on the non-staff issue in the public service sector that might be applied to the United Nations system.**

### **Contractual status and conditions for temporary staff (Agenda item 6)**

22. The Vice-Chair informed the meeting that the basis for discussion was the background paper prepared for the Committee by FAO/WFP-UGSS on the misuse of temporary staff. The purpose of that paper was to initiate a debate on the issue. It was noted that the main problem was that temporary staff members did not want to engage with staff associations/unions. They were insecure where their positions were concerned and did not wish to be branded 'trouble makers'.
23. It was noted that the ILO Administrative Tribunal (ILOAT) Judgment 3225 was particularly relevant and showed how seriously the ILOAT took the issue.
24. It was suggested that information be gathered by the Executive Committee from the FICSA membership. Once the information had been received and disseminated, the core group should continue working on the topic.

### **HLCM strategic plan 2013-2016 (Agenda item 7)**

25. The Committee had been requested by the Executive Committee to take note of the report, in particular paragraph 16 that referred to attracting and retaining talent. It was also requested that the Committee note that when reforms were being considered, United Nations standards should be observed by all parties involved.

26. The attention of the Committee was also drawn to Annex 1, paragraph (h) of the report, which noted that the dialogue with the staff federations would not be a stand-alone item on the agenda. The Committee noted that development with concern and suggested that FICSA and the other federations should challenge it at every available opportunity.

27. The Committee was informed that when the document was first circulated, FICSA had reacted strongly to the content and conveyed the Federation's position on each of the items to the High Level Committee on Management (HLCM). The FICSA secretariat should disseminate the record of the Federation's position on the topic.

### **Performance management (Agenda item 8)**

28. The Chair invited the Committee to give their opinions on the document issued by the Chief Executives Board (CEB), ref. CEB/2013/HLCM/9, regarding performance management. In particular, they should focus on the issue of pay-for-performance with a view to assisting the FICSA Executive Committee on how to deal with the issue in the context of the upcoming discussions on the compensation review.

29. As mentioned during the discussion in the plenary session with the ICSC, the topic had already been discussed some years ago and ultimately rejected. At the present juncture, it would be important to identify what was new in that regard that justified re-opening the debate.

30. It was also noted that some organizations had participated in pilot projects between 2002 and 2006. The UNAIDS Staff Association reported that in general the staff's impressions following a pay-for-performance project in 2006 had been quite negative.

31. The Committee's attention was drawn to the fact that the FICSA library was full of documentation on the issue. It would provide a good place to start research with a view to illustrating what went wrong in the past, as well as informing the Federation's position for the next Working Group.

32. The members of the Standing Committee noted that a trusted, transparent and effective performance assessment tool was the basis for any performance management scheme, as was the ability for managers to manage their staff. The Committee also noted that an organizational culture conducive to staff/management dialogue was a key element in performance management, as was the need to hold staff and managers responsible for the process. Among other things, the Committee also noted that many staff needed to have mutually agreed upon targets that could be measured within existing performance appraisal schemes.

33. The Committee also acknowledged that poor performance was an issue. It noted with interest the remarks of the Medical Directors' Working Group in the report CEB/2013/5 which

had stressed that the work-related physical and psychological stressors might be a factor in poor performance.

**The Standing Committee recommended that:**

- (i) The FICSA Executive Committee emphasise in all its discussions related to performance management that a clear, reliable and transparent performance appraisal system had to be in place as a basis for any performance management schemes. Both staff and managers should be trained in how to use such systems.
- (ii) The FICSA Executive Committee indicate in their discussions that FICSA members acknowledged that managers needed to be trained on how to handle poor performance.
- (iii) In an effort to assess the reasons for the failure of the pilot projects on performance management, the FICSA Executive Committee be requested to: (a) assess current literature available, including outside experience of national civil services and public sector employees; and (b) draw on the knowledge and experience of longer-serving FICSA members, who had dealt with the issue in the past.
- (iv) The FICSA Executive Committee should revive the idea discussed at the 66<sup>th</sup> FICSA Council of conducting a study of the current performance appraisal systems and the perception of their effectiveness in all organizations, whose staff associations/unions were members of FICSA.

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

##### **UNGLOBE**

34. The FICSA focal point for UNGLOBE informed the Committee that a resolution on UNJSPF issues would be proposed by the Standing Committee on Social Security/Occupational Health and Security. He suggested that FICSA should ask their members if they had followed up with their organizations on the issue raised in FICSA Council resolution 64/1 adopted in 2011. If the response was negative, FICSA should ask why and how the staff association/union could be supported in following up on that request.

35. The UNGLOBE focal point acknowledged that many UN agencies were looking at diversity and inclusion policies as per private sector practice in an effort to recruit and retain the best talent. However, most of the time the definition of diversity was based on gender and nationality – FICSA was requested to encourage their members to apply a broader approach to diversity, including also sexual orientation and disability.

**The Standing Committee recommended that:**

- (i) The FICSA Executive Committee follow up with member association/unions to enquire if action had been taken as suggested in resolution 64/1 on the recognition of domestic partnerships for dependency purposes adopted at the Council session in 2011. If members had been unable to take action, they should be offered support, if needed, to do so.
- (ii) The FICSA Executive Committee encourage member association/unions to adopt a broader approach to diversity in drafting diversity and inclusion policies.

## E-Learning

36. The Committee was of the opinion that the FICSA Executive Committee should explore the possibility of using WebEx and other such packages so as to facilitate training – particularly for FICSA members in field offices.

**The Standing Committee recommended that the Executive Committee follow up on the discussion at the 66<sup>th</sup> Council on the possibility of using WebEx, for example, to facilitate access to training for members. It should be noted that it would be particularly helpful for field-based members.**

## *Status of the joint HRM/SMR standing committee*

37. The Committee discussed the large amount of work on the agenda, which was in some way due to having merged the Standing Committees on Human Resources Management and Staff/Management Relations into one committee. The Committee agreed to recommend that the FICSA Executive Committee revert to the previous arrangement of two separate standing committees so as to ensure that enough time was allowed for discussion of the topics.

**The Standing Committee recommended that the FICSA Executive Committee revert to the previous arrangement of two separate Standing Committees for Human Resources Management and Staff/Management Relations so as to ensure that enough time was available to discuss topics in depth.**

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

38. In order to facilitate the possible eventual split of the current Standing Committee into the two Standing Committees on Human Resources Management and Staff/Management relations, the Committee recommended the following structure: (a) Lisa Villard (IAEA) as Chair for Human Resources Management issues and Antonio Brina (FAO/WFP-UGSS) as the Vice-Chair; and (b) Bernadette Fogue (WHO/AFRO Brazzaville) as Chair for Staff/Management Relations issues, and Christine Bétrémieux (UPU) as the Vice-Chair.

39. The following were nominated as core group members:

### **HRM issues:**

Carolina Bascones (PAHO/WHO Washington)  
 Benonia Mbonzi-Mbemba (WHO/AFRO Brazzaville)  
 Silvana Medica (UNESCO-ICTP)  
 Véronique Allain (SCBD)  
 Nadège Ondziel-Banguid (WHO/AFRO Brazzaville)  
 Bernadette Fogue (WHO/AFRO Brazzaville)  
 Cinzia Mazzolari-Delaunay (UNAIDS)  
 Sophie Diadhiou Keira (UNAIDS)  
 Tanya Quinn-Maguire (UNAIDS)

**SMR issues:**

Ruben Mayorga (UNAIDS)

Tanya Quinn-Maguire (UNAIDS)

Carolina Bascones (PAHO/WHO Washington)

Festus Luboyera (UNFCCC)

Véronique Allain (SCBD)

Lisa Villard (IAEA)

Caroline Debroye (ITU)

Tony Capita (WHO/AFRO Brazzaville)



## Annex 6

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

Chair	Tanya Quinn-Maguire (UNAIDS)
Vice-Chair	Katja Haslinger (IAEA)
Rapporteur	Ivan Babovic (WHO/HQ Geneva)
Regional Representatives	Khurshid Alam Hyder (WHO/SEARO New Delhi) Pilar Vidal Estevez (PAHO/WHO Washington)

#### Participants

AP-in-FAO	Miriam Saif
CERN	Joel Lahaye
FAO/WFP-UGSS	Paolo Barchiesi Antonio Brina Silvia Mariangeloni Giovanni Trupia
IARC	Geoffroy Durand
ICAO	Gaston Jordan Carola Degreeef
IMO	Karine Langlois
ITU	Caroline Debroye
OPCW	Erik Prein
UNAIDS	Ruben Mayorga
UNESCO/ICTP Trieste	Silvana Medica
UNGSC	Stefania Guadalupi Cosimo Melpginano
WHO/AFRO Brazzaville	Florimond Tshioko Kweteminga
WHO/EURO Copenhagen	Isabel Yordi
WHO/HQ Geneva	Evelyn Kortum
WIPO	Brett Fitzgerald Faizan Ul-Haq

WMO

Nanette Lomarda

**Member with consultative status**

FAFICS

Gerhard Schramek

**Federation with observer status**

AFSM-WHO/SEARO

Ram L. Rai

**Introduction**

1. Under the chairmanship of Ms. Tanya Quinn-Maguire (UNAIDS), the Standing Committee met once to address items 1-7 of its agenda.

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

2. The Standing Committee adopted the following agenda:

1. Adoption of the agenda
2. Election of the rapporteur
3. After-service health insurance (ASHI)
4. Staff health and wellness
5. UNCARES
6. UNGLOBE
7. Nomination of Standing Committee officers and core group members

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

3. Ivan Babovic (WHO/HQ Geneva) was elected Rapporteur.

**Health insurance and after-service health insurance (ASHI) (Agenda item 3)**

4. The Committee noted with concern recent developments pertaining to the ASHI, in particular:

5. Resolution (A/C.5/68/L.6) which requested the Secretary-General to examine the option of broadening the mandate of the United Nations Joint Staff Pension Fund (UNJSPF) to include the cost-effective, efficient and sustainable administration of ASHI. Following discussion in plenary with the ICSC as well as discussion within the Committee, it seemed unlikely that the UNJSPF would be able to include the management of ASHI in its mandate. The Committee noted that the request would raise a number of legal questions, as it would affect 23 organizations, some of which were not even part of the common system. The Committee was concerned about the request, as well as paragraph 4 of the resolution, which indicated that the request did not prevent the Secretary-General from considering other options. It felt strongly that FICSA should follow the issue closely in all relevant fora in the coming months. The FAFICS representative informed the meeting that his Federation had a database on the subject, which it would gladly share with FICSA, and offered to cooperate on that topic. The FAFICS

representative informed the Committee that the UNJSPF would most likely deal with the issue at its meeting in July 2014.

6. Document A/C.5/68/L.17 which, among many other issues, requested the International Civil Service Commission (ICSC) to review the apportionment of health insurance premia between US and non-US plans. The Committee noted that particular development with interest, since thitherto the ICSC had not included health insurance in its mandate. As the request would also seem to imply that health insurance in general would thenceforth be included in the scope of the compensation review, the Committee felt that it important for FICSA to follow the issue closely.

**The Standing Committee recommended that:**

- (i) The FICSA Executive Committee follow the issue of the management of ASHI liabilities very closely and take up the offer to cooperate with FAFICS, including the sharing of the latter's database on health insurance;**
- (ii) Recalling the recommendation in the Standing Committee's report submitted to Council in 2013 (under agenda item 7), which referred to a survey on health insurance in the United Nations system carried out by UN Plus, the FICSA Executive Committee take action on the issue and share the information with its membership; and**
- (iii) The FICSA Executive Committee keep an eye on any further options put forward by the Secretary-General with regard to the management of ASHI liabilities.**

**Staff health and wellness (Agenda item 4)**

7. The UNAIDS Staff Association briefly described the experience they had gone through when addressing the situation of staff health and wellness in their organization with senior management and all related partners such as Health and Medical Services, UNCARES, UN Plus, Office of the Ombudsman and Health and Safety officers. UNAIDS was working on a handbook for staff on the issue. It had been suggested that the handbook could serve as a model for other organizations and so bring together all stakeholders to address that important topic.

8. The issue had been brought up particularly in the context of the intervention of the UN Medical Directors at a meeting of the HR Network, which highlighted 'previously hidden health issues – both physical and psychological'. They had offered to develop guidelines and other pertinent support for line managers so that they could recognize better such health problems. Following discussion in the Standing Committee, it was apparent that the issue of staff health and wellness was particularly relevant across organizations. Whereas the Medical Directors might have raised the problem under performance management, it was obvious to the Committee that it was a cross-cutting issue, which would need to be followed in a more holistic manner.

9. During the debate, the Standing Committee felt strongly that organisations needed to understand clearly that managers were responsible for exercising their duty of care towards staff and organisations needed to establish the framework for them to do so.

10. The Committee further noted during the discussion that in addressing the above issues, emphasis needed to be placed on prevention, not only in the context of mental health, but also in the context of managing careers, expectations, work-life balance, etc. A number of delegates

pointed out that there was clear need for policy documents outlining the need for health and safety provisions, along with descriptions of the roles and duties of the parties involved.

11. It was suggested that a survey of the FICSA membership on health and wellness policies of their respective organizations could reveal existing practices and help identify the best, which could then be used as a benchmark for FICSA members. Committee members also noted that the information provided could include advice on implementation, monitoring, etc. A delegate from the WHO/HQ Staff Association informed the meeting that a comprehensive policy on occupational health and safety had been developed by WHO and could be shared with the members; however, it was noted that the policy had not yet been implemented. It was brought to the attention of the Committee that the IAEA Staff Council had recently started working on an occupational health and safety policy for their staff.

12. A related issue was raised by one delegation regarding the lack of resources within the Health and Medical Services in Geneva that might point to a deeper structural and funding problem that possibly existed in more than one duty station.

**The Standing Committee recommended that:**

- (i) **The FICSA Executive Committee avail itself of the guidelines for staff mentioned by the UN Medical Directors in the Medical Directors' Working Group (CEB/2013/5) and make them available to the entire FICSA membership;**
- (ii) **The FICSA Executive Committee ask member organizations to share health and safety and/or staff wellness policies of their organizations and, perhaps with the assistance of the Social Security core group, identify what might be considered best practice and monitor the implementation thereof;**
- (iii) **The FICSA Executive Committee remind member associations / unions that each of their respective organizations had a duty of care towards their staff and should provide adequate budget and resources for all aspects of staff health and wellness.**

**UNCARES (Agenda item 5)**

13. A one-page information flyer from UNCARES was presented, which highlighted the recent key developments within the UN system-wide workplace programme on HIV.

14. The Committee was reminded that FICSA had a cooperative partnership with UNCARES, and FICSA members were encouraged to visit the websites listed on the flyer and review the relevant information.

15. It was noted that UNCARES had come to the conclusion that their staff members were more comfortable making use of their services when offered in a comprehensive wellness package - perhaps during a staff health day, for example - when staff members could avail themselves of a number of health-care services.

16. It was also noted that UNCARES relied on partners like FICSA for the dissemination of information, in particular at the country level. In cases where there were no medical services in the agency, the agency's staff association could distribute the information to staff under its mandate and so alert their staff to issues relevant to the services provided by UNCARES.

**The Standing Committee recommended that the FICSA Executive Committee distribute the UNCARES information note to its membership and ensure that the relevant links were available on the FICSA website.**

#### **UNGLOBE (Agenda item 6)**

17. The current system for pension benefits for surviving spouses of staff members was based on the nationality principle, which stipulated that surviving same-sex spouse/partner would receive the surviving spouse benefit paid by the UNJSPF only if the country of origin of the participant recognized the partnership/marriage.

18. While many UN agencies are now recognizing same-sex union on the basis of the legislation of the country in which the partnership or marriage has taken place, the United Nations Joint Staff Pension Fund (UNJSPF) did not recognize the employers' decision in that regard, effectively retracting recognition of the dependent spouse.

**The Standing Committee recommended that:**

- (i) Recalling United Nations General Assembly Resolutions 61/240 and 63/252, the FICSA Executive Committee reiterate the request to the UNJSPF to follow the recommendations of the General Assembly or even apply the jurisdiction approach applied in many of the United Nations organisations.**
- (ii) The FICSA Executive Committee ask member associations/unions to ensure that the personal status of their staff members be reported to the Fund as indicated in the United Nations General Assembly resolutions 61/240 and 63/252.**
- (iii) The 67<sup>th</sup> FICSA Council adopt the resolution on the recognition of same sex partnerships in the context of Pension Fund benefits annexed to the Standing Committee's present report.**

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

19. The Standing Committee recommended Tanya Quinn-Maguire (UNAIDS) and Katja Haslinger (IAEA) as Co-Chairs of the Standing Committee.

20. The following were nominated as core group members: Antonio Brina (FAO/WFP-UGSS), Caroline Debroye (ITU), Erik Prein (OPCW), Pilar Vidal Estevez (PAHO/WHO Washington), Ruben Mayorga (UNAIDS), Cosimo Melpignano (UNGSC), Florimond Tshioko Kweteminga (WHO/AFRO Brazzaville), Evelyn Kortum (WHO/HQ Geneva), Silvana Medica (UNESCO/ICTP) and Gerhard Schramek (FAFICS).

## Annex 7

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

Chair	Edmond Mobio (WHO/HQ Geneva)
Vice-Chair/Member, FICSA Executive Committee	Vincenzo De Leo (UNGSC)
Rapporteur/Member, FICSA Executive Committee	Véronique Allain (SCBD)
President, FICSA	Mauro Pace (FAO/WFP-UGSS)
Members, FICSA Executive Committee	Janice Albert (AP-in-FAO)
	Tony Capita (WHO/AFRO Libreville)

### Participants

AP-in-FAO	Matthew Montavon Giovanni Munoz
CERN	Flavio Costa
FAO/WFP-UGSS	Ilio Fornasero Susan Murray
IAEA	Michael Donoho
IMO	Blanca Pinero
OPCW	Stian Holen
UNAIDS	Sophie Diadhiou Keita
UNRWA/ASA Lebanon	Diab El-Tabari
WHO/AFRO Brazzaville	Lydie Gassackys Simbarashe Mazvidza Benonia Mbonzi-Mbemba Nadège Ondziel-Banguid
WHO/WPRO Manila	Najibullah Habib

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

1. The Standing Committee adopted the following agenda:
  1. Adoption of the agenda
  2. Election of the rapporteur
  3. Mobility/hardship scheme: review of the “H” category duty stations
  4. Annual review of hardship field duty stations according to conditions of life and work in the Asia and Pacific Region

5. Security of UN staff and premises in field locations (cf. the report of the last IASMN session, Sept. 2013) and security evacuation(SEA)
6. Field-related compensation elements potentially affected by the ICSC compensation review
7. Danger pay modalities
8. FUNSAs
9. Other business
10. Nomination of Standing Committee officers and core group members

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

2. Véronique Allain (SCBD) was appointed rapporteur.

### **Mobility/hardship scheme: review of the “H” category duty stations (Agenda item 3)**

3. Reference was made to two documents posted on the FICSA website: (i) document ICSC/75/R.10 issued in May 2012; and (ii) FICSA report on attendance at the meeting of the ICSC tripartite working group established to undertake the mid-year review of field duty stations in June 2013).

4. A tripartite working group composed of representatives from United Nations organizations, the staff federations (FICSA and CCISUA) and the ICSC Secretariat had been requested to look into a correct classification system for “H” duty stations, after the ICSC Secretariat had conducted a formal review of all “H” category duty stations and field duty stations. Organisations and staff federations alike had expressed the firm belief that the definition of countries falling within the “H” category should be reviewed by either reverting to the original definition (i.e. an “H” duty station was identified by the absence of development or humanitarian programmes conducted for that country, plus headquarters duty stations) or describing more accurately the political notion of being a member of the European Union. For those locations designated as an “H” or “A” duty station, no hardship compensation was paid.

5. A definition for “H” category duty stations was put forward: “H” duty stations were duty stations in countries where the UN had no operational presence for implementing development or humanitarian assistance programmes and where high standards of living and working conditions existed for international staff based on the following assessment criteria:

- Convertibility and strength of currency and stability of exchange rate;
- Low inflation and stability of economy;
- Availability of goods and services;
- Education;
- Security;
- Health;
- Local conditions;
- Isolation.

6. The International Civil Service Commission (ICSC) had been requested to endorse the proposal submitted by the tripartite working group for further presentation to the ICSC session held in the summer of 2013 and to come up with a tested and validated methodology.

**The Standing Committee recommended that the FICSA Executive Committee continue liaising with the ICSC on the issue of the definition of “H” duty stations and the implications it bore for staff in those duty stations.**

**Annual review of hardship field duty stations according to conditions of life and work in the Asia and Pacific Region (Agenda item 4)**

7. The work of the Standing Committee was facilitated by the availability of a document posted on the FICSA website: FICSA Circular CIRC/1156 on attendance at the ICSC annual review meeting of hardship duty stations according to Conditions of Life and Work held in New York in November 2013.

8. The list of mandatory duty stations in the Asia and Pacific Region scheduled for the 2013 Annual Review meant that some 141 duty-stations would have to be reviewed. For the purpose of the hardship scheme, the categorization 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, and isolation, as well as the availability of the basic amenities of life that resulted in a less than acceptable standard of living for staff and their families. Duty stations were categorized on a scale of difficulty from A to E, A being the least difficult.

**The Standing Committee recommended that:**

- (i) The FICSA Executive Committee continue insisting that the ICSC take better account of the need to provide protection for locally recruited staff and non-staff personnel that was generally insufficient and was not being addressed consistently across the United Nations common system at a time when natural disasters were increasingly occurring at or close to United Nations duty stations and affecting the life of United Nations staff. In that connection, a clear distinction should be drawn between climatic (temperature and humidity levels) and environmental factors (sandstorms, volcanic activity, floods, earthquakes, hurricanes, etc.).**
- (ii) The FICSA Executive Committee work with other United Nations bodies on a proper classification for duty stations according to actual conditions of life and work - and not according to political considerations.**

**Security of UN staff and premises in field locations (cf. the report of the last Inter-Agency Security Management Network (IASMN) session, September 2013) and security evacuation allowance (SEA) (Agenda item 5)**

8. Greater vigilance, determination, and ingenuity were required on the part of security officials given the ever-increasing global instability and the threat posed by terrorists the world over. There was a need for increased awareness and application of the latest security procedures, while effective security policies were needed to keep United Nations staff safe and secure. Increased sharing of data among UN agencies was required so that security risks could be tackled in a less obtrusive and more targeted manner over the coming years.

9. Of particular relevance to the Standing Committee was the fact that the IASMN had reaffirmed that for the United Nations to continue operating safely and securely, it was dependent on the health and welfare of its staff. In that regard, the IASMN has recognized the necessity and value of stress counselling, in both critical and non-critical situations, as well as on



a long-term basis. The IASMN had supported the provision of stress counselling, including critical incident stress counselling, and has requested predictable and sustainable funding for the same.

**The Standing Committee recommended that:**

- (i) The FICSA Executive Committee work with the relevant United Nations bodies so as to ensure that locally recruited staff and their recognized dependants were included in the event of orders being given for security evacuations or staff relocation.**
- (ii) The FICSA Executive Committee pursue the stress counselling issue at the IASMN meeting tentatively scheduled for May or June 2014.**

#### **Field-related compensation elements potentially affected by the ICSC compensation review (Agenda item 6)**

10. In the light of the upcoming ICSC compensation review, the members of the Standing Committee recognized that the impact of the review on the type of allowances usually allocated to United Nations staff deployed in the field would take several forms. It would be important to keep in mind the situation of locally recruited United Nations staff when an evacuation order was given. The Rest and Recuperation allowance should be re-introduced. The compensation review headed by the ICSC would be looking into the mobility allowance, the hardship allowance, the additional hardship allowance (AHA), the assignment grant, the non-removal allowance, the removal of household goods, danger pay, the security evacuation allowance and the rest and recuperation grant. In that connection, a diagram was circulated depicting the various allowances in respect of dependants, leave and travel, assignment, removal/relocation, mobility and hardship, as well as separation from service (see Appendix).

**The Standing Committee recommended that the Executive Committee be alert to hasty management decisions being made in respect of field entitlements and request sound methodologies for assessing the same.**

#### **Danger pay modalities (Agenda item 7)**

11. It was noted that danger pay (that had replaced hazard pay) was a less generous allowance. Very often human resources officers at some duty stations did not inform the staff of that entitlement.

**The Standing Committee recommended that the FICSA Executive Committee make sure that the local FUNSAs or the staff associations/unions that were members of FICSA reach out to the United Nations staff in the field and alert them properly to, and inform them better of, their entitlements to danger pay and when they came into effect.**

#### **FUNSA's (Agenda item 8)**

12. The Standing Committee noted that, in many cases, the FUNSAs in the field duty stations needed to be better organized and structured. It is in the field that the staff were more vulnerable. Closer cooperation with CCISUA could be envisaged to reach out better and inform staff in the field of the need to be active in the defence of their rights as United Nations staff.

**The Standing Committee recommends that the FICSA Executive Committee encourage the reactivation of those FUNSAs that have not been operational for a long time and promote the creation of FUNSAs in field duty stations.**

**Other business (Agenda item 9)**

13. No item was introduced under the agenda item.

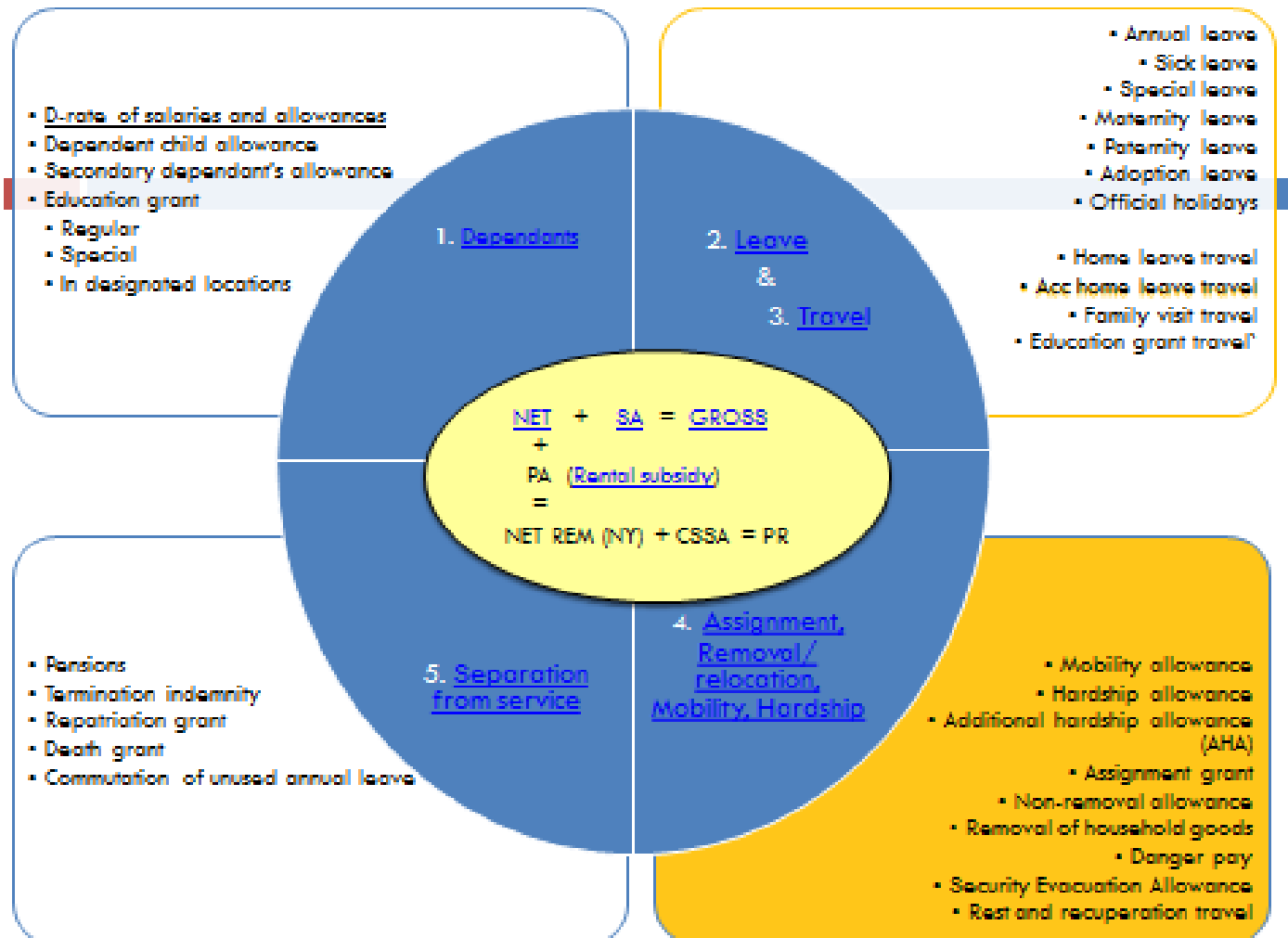
**Nomination of Standing Committee officers and core group members (Agenda item 10)**

14. The Standing Committee nominated Tony Capita (WHO/AFRO Libreville) as Chair and Sophie Diadhiou Keita (UNAIDS) and Michael Donoho (IAEA) as Vice-Chairs.

15. The following were nominated as core group members:

Véronique Allain	SCBD
Flavio Costa	CERN
Sophie Diadhiou Keita	UNAIDS
Michael Donoho	IAEA
Diab El-Tabari	UNRWA/ASA Lebanon
Ilio Fornasero	FAO/WFP-UGSS
Lydie Gassackys	WHO/AFRO Brazzaville
Najibullah Habib	WHO/WPRO Manila
Stian Holen	OPCW
Simbarashe Mazvidza	WHO/AFRO Brazzaville
Benonia Mbonzi-Mbemba	WHO/AFRO Brazzaville
Edmond Mobio	WHO/HQ Geneva
Susan Murray	FAO/WFP-UGSS
Matthew Montavon	AP-in-FAO
Giovanni Munoz	FAO/WFP-UGSS
Nadège Ondziel-Banguid	WHO/AFRO Brazzaville
Blanca Pinero	IMO
Ram Rai	AFSM-WHO/SEARO New Deli
Pilar Ramon-Pardo	PAHO/WHO Washington
Valérie Rut	IARC
Viera Seben	ICAO

## Appendix



## Annex 8

### REPORT OF THE STANDING COMMITTEE ON GENERAL SERVICE QUESTIONS

Chair	Edmond Mobio (WHO/HQ Geneva)
Vice-Chairs	Paolo Barchiesi (FAO/WFP-UGSS) Baharak Moradi (IMO)
Vice-Chair and Rapporteur	Marielle Wynsford-Brown (IAEA)
President, FICSA	Mauro Pace (FAO/WFP-UGSS)
Members, FICSA Executive Committee	Véronique Allain (SCBD) Tony Capita (WHO/AFRO Libreville) Vincenzo De Leo (UNGSC)
Regional Representatives	Bernadette Fogue Kongape (WHO/AFRO Brazzaville) Pilar Vidal Estevez (PAHO/WHO Washington)

### Participants

CERN	Joel Lahaye
FAO/WFP-UGSS	Antonio Brina Ilio Fornasero Silvia Mariangeloni Susan Murray Giovanni Trupia
IAEA	Katja Haslinger Imed Zabaar
IARC	Geoffroy Durand
ICAO	Gaston Jordan Viera Seben
IFAD	Alessandra Pani
ITU	Caroline Debroye Varghese Joseph
OPCW	Erik Prein
UNAIDS	Sophie Diadhiou Keita Cinzia Mazzolari Delaunay
UNESCO/ICTP-Trieste	Lisanna Iannitti Silvana Medica
UNGSC	Stefania Guadalupi Cosimo Melpginano

UPU	Bilal ElKassab
WHO/AFRO Brazzaville	Nadège Ondziel Banguid Ingoba Lydie Fanny Florence Gassackys Simbarashe Mazvidza Benonia Mbonzi-Mbemba
WHO/HQ Geneva	Ivan Babovic Prem Prakash Chopra
WHO/WPRO Manila	Najibullah Habib
WHO/SEARO New Delhi	Ritesh Singh
WIPO	Faizan Ul-Haq
WMO	Nanette Lomarda

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

FAFICS	Gerhard Schramek
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#### **Federations with observer status**

AFSM-WHO/SEARO New Delhi	Ram L. Rai
FAPNUU Uruguay	Gustavo Casas

#### **Introduction**

1. Owing to the absence of the Chair, Edmond Mobio (WHO/HQ Geneva) chaired the meeting. The Standing Committee met twice to address the nine items on its agenda.

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

2. The Standing Committee adopted the provisional agenda with the addition of item 7: WHO/SEARO New Delhi salary survey:

1. Adoption of the Agenda
2. Election of the rapporteur
3. Report of the PTC/GSQ
4. Review of the recent and ongoing salary surveys:
  - a. Methodology I
  - b. Methodology II (provisional list of surveys 2014-2015)
5. Compensation review
6. Training matters
7. WHO/SEARO New Delhi salary survey
8. Other business

## 9. Nomination of Standing Committee officers and core group members

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

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

### Report of the PTC/GSQ (Agenda item 3)

4. Imed Zabaar (IAEA and Acting Chair of the Permanent Technical Committee of the Standing Committee on General Service Questions (PTC/GSQ)) presented the draft PTC/GSQ report. It was noted that the training of trainers had not taken place to date and the related budget had been carried over for the past three years. It was agreed among the members of the PTC/GSQ that the Chair should urge the Executive Committee to ensure that training activities would actually take place in 2014.

5. The Standing Committee adopted the report (see Appendix 1), subject to agreed editorial changes.

**The Standing Committee recommended that the FICSA Executive Committee make capacity-building a priority and invest in training a pool of trainers who should have the appropriate skills and knowledge of the methodologies. Furthermore, the PTC had recommended that a task force be formed within FICSA to consolidate knowledge of salary survey methodologies and prepare/update training material by mid-2014 to be used uniformly for training purposes, for which the Standing Committee requested an allocation of funds. To that end, The Standing Committee recommended that Edmond Mobio (WHO/HQ Geneva), Imed Zabaar (IAEA) and Mauro Pace (FAO/WFP-UGSS) participate in the work of that task force to consolidate knowledge on salary survey methodologies and help in the preparation of training material.**

**The Standing Committee recommended that a feedback form be developed for use as a mechanism to collect useful information/issues observed during salary surveys and workshops for purposes of knowledge management. The information should be posted on the FICSA website.**

### Review of recent and ongoing salary surveys (Agenda item 4)

#### (a) Methodology I

6. The Rome salary survey result had reached the appeal stage. A detailed report was be found in the PTC/GSQ minutes submitted to the 66<sup>th</sup> FICSA Council.

7. No feedback had been received on the Paris and Madrid salary surveys.

8. Véronique Allain (SCBD) presented a summary of the Montreal salary survey. Of the 20 employers on the main list proposed by the Local Salary Survey Committee (LSSC), six had declined to participate and two did not provide any information despite their repeated agreement to do so. In the end, 17 employers were retained and the data for three comparators had to be purchased. The data collected from the 17 employers covered a total of 19,909 office employees in the Montreal labour market, including 4,317 in the jobs surveyed. In comparison,

the Montreal-based organizations had a total of 367 General Service staff as of the reference date of the survey.

9. The external data related to the period between the previous review of the Montreal salary scale and the reference date of the present survey. They reflected a movement of 3 per cent on a gross basis or 2.5 per cent after adjusting for the gross to net factor of 0.82 based on the tax model applied in the present survey.

10. Since Montreal was not a duty station where employers from the Foreign Services were on hand, the LSSC had been forced to opt for an entity from the Canadian Federal Civil Service: the Canada Revenue Agency (national civil service).

11. A weight of 10 per cent had been assigned to the adjustment derived from the comparison with the national civil service. The remaining weight of 90 per cent was assigned to the adjustment derived from the comparison with the other employers.

12. Ten of the employers surveyed were from the previous survey and thus the continuity rate, excluding the national civil service comparator, a new requirement under Methodology I, was around 63 per cent.

13. Some seven individual positions (1.9 per cent) were excluded from the survey in accordance with the methodology, since their classification had still to be finalized subsequent to the adoption of a 7-grade structure by the Montreal-based organizations in April 2012. The grades G-1 and G-2 included a total of only four incumbents and were excluded from the survey. In the current exercise, compared to the previous survey in 2005, it was possible to compare the benchmark jobs for more equivalent positions at the G-6 and G-7 levels.

14. The complex taxation system for Canada at both the provincial and federal levels was scrutinized by the ICSC and all the elements of the taxable remuneration plus all permissible deductions were taken into account. That could explain the formidable increase of about 50 per cent in the spouse allowance accorded by the ICSC as a result of the Montreal survey.

15. London was preparing for its salary survey in May 2015. A request would be made to FICSA to provide assistance in its preparation as of autumn 2014. The local job market was not favourable in London. Finding companies willing to participate in the survey that did not outsource most of their support functions was well-nigh to impossible. Discrepancies in matching jobs between the United Nations and the Greater London labour market were problematic. Those discrepancies posed one of the major challenges to be faced.

16. New York would conduct its salary survey in late 2014. FICSA should liaise with CCISUA to obtain feedback on the experience and knowledge gained.

17. The schedule for salary surveys provided by the United Nations was circulated (see Appendix 2).

(b) *Methodology II*

18. A list of Methodology II duty stations that were to conduct salary surveys over the coming two years was distributed (see Appendix 3). Information should be requested of the United Nations as to the dates envisaged for surveys.

**The Standing Committee recommended that the FICSA Executive Committee liaise closely with duty stations that had had or would have salary surveys and be ready to provide any assistance needed.**

**Compensation review (Agenda item 5)**

19. Mauro Pace (FAO/WFP-UGSS and FICSA President) briefed the Committee on issues that might affect GS benefits as a result of the review of the ICSC compensation package, particularly the dependency allowances and the assessment National Professional Officers' (NPOs) remuneration.

**Training Matters (Agenda item 6)**

Africa: In light of the large number of salary surveys being conducted in Africa over the coming two years, it was recommended that two workshops be held, one in English (proposed for Harare, Zimbabwe) and one in French (proposed for, Libreville, Gabon).

Europe: Many European duty stations would also conduct salary surveys in 2014. A workshop should therefore be organised in English.

Americas: PAHO/WHO Washington requested that a workshop, which they would fully fund, be organized in Brazil in the first half of 2014 to assist duty stations in Latin America.

Asia: It was recommended that FICSA cooperate with WHO/SEARO New Delhi and WHO/WPRO Manila in organizing a workshop for South Asia. The FICSA resource person in the region, SEARO and the Association of Former Staff Members (AFSM) of WHO/SEARO in New Delhi were ready to assist in the organisation of a workshop in that region.

**The Standing Committee recommended that the FICSA Executive Committee allocate adequate funding for the conduct of the planned workshops, bearing in mind that workshops generated income for the Federation that could also benefit other FICSA activities.**

20. FICSA maintained a list of resource persons who had the expertise required to give assistance to its members on General Service issues. The list was reviewed, updated and reissued by the GSQ Standing Committee (see Appendix 4).

21. As for the depleting number of FICSA training officers, it was suggested that existing trainers might identify potential trainer candidates from among the participants in courses held in the field.



### **WHO/SEARO New Delhi salary survey (Agenda item 7)**

22. A paper was submitted by the delegation of the WHO/SEARO Staff Association with information about the issues that had arisen during the New Delhi salary survey. Edmond Mobio and Ram Rai agreed to review the paper and provide answers to the questions raised where possible.

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

23. There was no other business.

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

24. The Standing Committee nominated Paolo Barchiesi (FAO/WFP-UGSS) as Chair and Marielle Wynsford-Brown (IAEA), Baharak Moradi (IMO) and Caroline Debroye (ITU) as Vice-Chairs.

25. The following were nominated as core group members:

Ram L. Rai (AFSM-WHO/SEARO New Delhi)  
 Silvia Mariangeloni (FAO/WFP-UGSS)  
 Susan Murray (FAO/WFP-UGSS)  
 Imed Zabaar (IAEA)  
 Alessandra Pani (IFAD)  
 Varghese Joseph (ITU)  
 Jorge Cruz (PAHO/WHO Washington)  
 Vivian Huizenga (PAHO/WHO Washington)  
 Vincenzo De Leo (UNGSC)  
 Stefania Guadalupi (UNGSC)  
 Cosimo Melpginano (UNGSC)  
 Benonia Mbonzi-Mbemba (WHO/AFRO Brazzaville))  
 Tony Capita (WHO/AFRO Libreville)  
 Edmond Mobio (WHO/HQ Geneva)  
 Ivan Babovic (WHO/HQ Geneva)  
 Ritesh Singh (WHO/SEARO New Delhi)

## Appendix 1

### REPORT OF THE PERMANENT TECHNICAL COMMITTEE OF THE STANDING COMMITTEE ON GENERAL SERVICE QUESTIONS

Chair	Imed Zabaar (IAEA)
Rapporteurs	Marielle Wynsford-Brown (IAEA) Silvia Mariangeloni (FAO/WFP-UGSS)
President, FICSA	Mauro Pace (FAO/WFP-UGSS)
Members, FICSA Executive Committee	Véronique Allain (SCBD) Vincenzo De Leo (UNGSC)
Regional Representatives	Bernadette Fogue (WHO/AFRO Brazzaville) Khurshid Alam Hyder (WHO/SEARO New Delhi) Pilar Vidal Estevez (PAHO/WHO Washington)

#### Participants

FAO/WFP-UGSS	Paolo Barchiesi Silvia Mariangeloni
IAEA	Marielle Wynsford-Brown Imed Zabaar
ICAO	Viera Seben
IMO	Baharak Moradi
ITU	Caroline Debroye Varghese Joseph
WHO/HQ Geneva	Edmond Mobio

#### Introduction

1. In the absence of the PTC Coordinator, Imed Zabaar (IAEA) chaired the meeting and welcomed all participants including the newcomers to the meeting of the Committee. He explained that the PTC was a technical committee which dealt mainly with technical issues arising from the implementation of the GS salary survey methodologies.

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

2. The Standing Committee adopted the following agenda:

1. Election of the rapporteur
2. Resource and capacity building in FICSA
3. Review of the ICSC compensation package – Recommendation to GSQ
4. Membership issues
5. Other business

## 6. Nomination of Standing Committee officers and core group members

### **Election of the rapporteur (Agenda item 1)**

3. Marielle Wynsford-Brown (IAEA) and Silvia Mariangelnoni (FAO/WFP-UGSS) were elected rapporteurs.

### **Resource and capacity building (Agenda item 2)**

4. The FICSA pool of training resources pool was depleted and a cause of concern to the Permanent Technical Committee of the Standing Committee on GS Questions (PTC/GSQ). The recommendation to 'train the trainers' had been on the FICSA work plan for three years, but had not been implemented to date. It was emphasized that the trainers should have presentation skills as well as a thorough knowledge of the methodologies. The delivery of the message was just as important as the content of the training materials.

5. The PTC agreed that a task force be formed to produce a set of standardized training materials for all trainers to use. There was enough knowledge among FICSA members, hence there was no need to recruit an external consultant. However there would be an immense drain on the technical knowledge of FICSA over the next two years owing to the review of the ICSC compensation package.

6. The Committee agreed that there was a need to request feedback from duty stations that recently went through the GS salary survey. The experience of those duty stations would be invaluable in assisting other FICSA members to prepare for their own salary surveys. A questionnaire would be developed by the Committee to be used as a mechanism for gathering that information for knowledge management purposes. In that regard, a paper containing concerns arising from the salary survey in New Delhi was provided.

- (i) The PTC recommended that the Standing Committee on General Service Questions request the FICSA Executive Committee to make capacity building a priority and invest in training a pool of trainers who should have appropriate skills and knowledge of the methodologies. Furthermore, the PTC recommended that a task force be formed within FICSA to consolidate knowledge on salary survey methodology and prepare/update training material by mid-2014 to be used uniformly for training purposes.
- (ii) For that purpose, the PTC recommended that the Standing Committee on General Service Questions request from the Ad hoc Committee on Administrative and Budgetary Questions (A&B) an allocation of CHF 20,000.
- (iii) The PTC recommended that a feedback form be developed by the Standing Committee to be used as a mechanism to collect best practices and/or issues observed during salary surveys for knowledge management purposes. The information should be posted on the FICSA website.

### **Review of the ICSC compensation package (Agenda item 3)**

7. It was acknowledged that the review of the ICSC compensation package would involve a lot of hard work and call for resources from FICSA, while GS salaries would ultimately be

affected by the outcome of the review. The role of the National Professional Officers (NPOs) and their remuneration, GS category and its relationship to other scales would be scrutinized.

#### **Membership issues (Agenda item 4)**

8. Heads of delegations were requested to put forward the names of new PTC members with technical knowledge and expertise on the salary survey methodologies to the Chair of the PTC for approval and inclusion in the list of membership. The FICSA website included a list of current PTC members and documentation on the Committee's mandate and functions.

#### **Other business (Agenda item 5)**

9. The President of FICSA presented the forthcoming comprehensive review of the compensation package. He indicated that there was a strong need for FICSA to ensure its response to the review was well coordinated, given its expansive scope and the fact that it would be discussed in three separate Working Groups. So far, it was not clear how the three Working Groups would be coordinated from the standpoint of ICSC.

10. The President indicated that it was intended to establish a task force on the review of the compensation package, made up of knowledgeable individuals who could respond quickly to support Executive Committee members attending meetings of the Working Groups. Delegations and Standing Committee Chairs were requested to suggest names of possible candidates for that task force.

#### **Rome salary survey Issues**

11. On an earlier occasion, the Standing Committee on General Service Questions had recommended to the FICSA Executive Committee that full assistance be given to Rome in their efforts to lodge an appeal before the ILO Administrative Tribunal against the application of methodology I to the salary survey conducted at that duty station. The PTC recommended that the recommendation be reiterated in the current year.

#### **Nomination of Standing Committee officers and core group members (Agenda item 5)**

12. Imed Zabaar (IAEA) was nominated Chair.

## Appendix 2

### PROPOSED TIMETABLE FOR THE SEVENTH ROUND OF SURVEYS OF BEST PREVAILING CONDITIONS OF EMPLOYMENT OF GENERAL SERVICE AND OTHER LOCALLY-RECRUITED STAFF AT HEADQUARTERS DUTY STATIONS

#### Methodology I

(Ref. Memo, ICSC 40-2-1 of 4 February 2011)

Duty station	Last survey date	Pre-survey consultations	Pre-survey document to Chairman	Survey date	Survey review
<b>Tokyo</b>	June 1995	Autumn 2011	Spring 2012	April 2012	Autumn 2012
<b>Madrid</b>	April 2004	Spring 2012	Autumn 2012	October 2012	Spring 2013
<b>Paris</b>	October 2004	Autumn 2012	Spring 2013	April 2013	Autumn 2013
<b>Rome</b>	November 2005	Spring 2013	Autumn 2013	November 2013	Spring 2014
<b>Montreal</b>	April 2005	Autumn 2013	Spring 2014	April 2014	Autumn 2014
<b>New York</b>	November 2005	Spring 2014	Autumn 2014	November 2014	Spring 2015
<b>London</b>	November 2006	Autumn 2014	Spring 2015	May 2015	Autumn 2015
<b>Geneva</b>	March 2007	Spring 2015	Autumn 2015	September 2015	Spring 2016
<b>The Hague</b>	October 2008	Autumn 2015	Spring 2016	April 2016	Autumn 2016
<b>Bonn</b>	October 2009	Spring 2016	Autumn 2016	October 2016	Spring 2017
<b>Vienna</b>	November 2007	Autumn 2016	Spring 2017	May 2017	Autumn 2017
<b>Washington DC</b>	October 2010	Spring 2017	Autumn 2017	October 2017	Spring 2018
<b>Brussels</b>	May 2011	Autumn 2017	Spring 2018	May 2018	Autumn 2018
<b>Copenhagen</b>	September 2010	Spring 2018	Autumn 2018	September 2018	Spring 2019

## Appendix 3

**COMPREHENSIVE SURVEYS FOR 2014-2015**  
**Methodology II**

2014	2015
1 Malaysia	1 Cuba
2 Timor-Leste	2 Sudan
3 Azerbaijan	3 Lao
4 Bosnia and Herzegovina	4 Colombia
5 Kosovo	5 Paraguay
6 <b>Guinea</b>	6 <b>Benin</b>
7 Turkey	7 <b>Senegal</b>
8 Turkmenistan	8 Tanzania
9 Ukraine	9 Israel
10 Venezuela	10 Kuwait
11 Zimbabwe	11 <b>Nigeria</b>
12 Egypt	12 Macedonia
13 Kazakhstan	13 Philippines
14 <b>Burkina Faso</b>	14 Sri Lanka
15 Saudi Arabia	15 Dominican Republic
16 Belarus	16 Cyprus
17 Georgia	17 Bangladesh
18 Slovakia	18 Samoa
19 Tajikistan	19 Vietnam
20 Botswana	20 Mexico
21 Costa Rica	21 Uruguay
22 Guatemala	22 Angola
23 Jamaica	23 Chad
24 <b>Congo</b>	24 Lesotho
25 Honduras	25 <b>Liberia</b>
26 Djibouti	
27 Morocco	
28 Myanmar	
29 Brazil	
30 Panama	
31 Peru	

### Appendix 4

#### LIST OF FICSA RESOURCE PERSONS ON GENERAL SERVICE ISSUES As of February 2014

NAME	WORKING LANGUAGE	EMAIL
Samir Abdel Wahab	English/Arab	awahabs@emro.who.int
Steven Ackumey-Affizie	English	steven.ackumey@fao.org
Paolo Barchiesi	English/French	paolo.barchiesi@fao.org
Vincenzo De Leo	English	leov@un.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)	English/French	mobioed@gmail.com
Mauro Pace (also non-HQ)	English/French/Spanish	mauro.pace@fao.org
Imed Zabaar	English/French/Arabic	i.zabaar@iaea.org
Ram L. Rai	English	ramrai@gmail.com

## Annex 9

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

Chair	Christian Gerlier (ITU)
Vice-Chair	Festus Luboyera (UNFCCC)
Rapporteur	Katherine Asfaw (IAEA)
President, FICSA	Mauro Pace (FAO/WFP-UGSS)
Treasurer, FICSA	Nabil Sahab (IAEA)
Members, FICSA Executive Committee	Janice Albert (AP-in-FAO)
	Tony Capita (WHO/AFRO Libreville)
Regional Representative	Khurshid Alam Hyder (WHO/SEARO New Delhi)

#### Participants

AP-in-FAO	Matthew Montavon Giovanni Munoz Miriam Saif Wolfgang Prante
CERN	Flavio Costa
IAEA	Lisa Villard
IARC	Geoffroy Durand
ICAO	Carola Degreef Gaston Jordan
IFAD	Rudolph Cleveringa
IMO	Karine Langlois
ITU	Henri-Louis Dufour Varghese Joseph
UNAIDS	Ruben Mayorga Tanya Quinn-Maguire Jason Sigurdson
UPU	Christine Bétrémieux
OPCW	Stian Holen
PAHO/WHO Washington	Pilar Ramon Pardo



WHO/AFRO Brazzaville	Florimond Tshioko Kweteminga
WHO/EURO Copenhagen	Isabel Yordi
WHO/HQ Geneva	Evelyn Kortum
WHO/WPRO Manila	Najibullah Habib
WIPO	Brett Fitzgerald
WMO	Nanette Lomarda

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

1. 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. Comprehensive review of the compensation package
  5. ACPAQ meeting
  6. Other business
  7. Nomination of Standing Committee Officers and Core Group members

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

2. Ms. Katherine Asfaw (IAEA) was elected rapporteur.

### **Report of the PTC/PSA (Agenda item 3)**

3. The meeting of the Permanent Technical Committee of the Standing Committee on Professional Salaries and Allowances (PTC/PSA) had taken place on 2 February 2014 and the draft report was presented to, and discussed by, the Standing Committee. A number of corrections and improvements were suggested by the members of the PTC present at the meeting of the Standing Committee, which were duly reflected in the report of the PTC/PSA (see Appendix).

### **Comprehensive review of the compensation package (Agenda item 4)**

4. Members of the Standing Committee deliberated as to the best approach to developing key questions to be addressed as priorities by the special task force on the comprehensive review of the compensation package in cooperation with the Executive Committee. Mr. Christian Gerlier (ITU) suggested using the responses of the ICSC to the previous day's questions and answers session as a springboard for determining the key issues. Ms. Lisa Villard (IAEA) proposed the use of document FICSA/C/67/7 entitled *ICSC Compensation Review of the Compensation Package: What can we expect, how should FICSA get ready?* (see the FICSA website

under [FICSA Documentation/FICSA Councils/67<sup>th</sup> FICSA Council](#)). Mr. Giovanni Munoz (AP-in-FAO) considered that the issues of the education grant and the single vs. dependency salary scales were likely to be addressed early in the review, and so should be addressed as priorities. The Standing Committee should prepare background papers on those two issues so as to provide input to the task force. An additional possibility would be to prioritize issues in accordance with the order of the ICSC Working Group meetings as currently scheduled:

- Working Group 3.1 24 - 28 February in Geneva (on performance management and other HR issues)
- Working Group 2.1 10 - 14 March in New York (prior to ICSC session) (on competitiveness issues)
- Working Group 1.2 12 - 16 May in New York (tentative) (remuneration structure, including post adjustment)
- Working Group 1.3 14 - 18 July in Italy (tentative, prior to ICSC session) (remuneration structure, including post adjustment)

5. The Standing Committee also deliberated on the optimal composition of the task force. Although the Committee agreed that it was necessary to have individuals with considerable institutional knowledge as members of the Task Force, Ms. Janice Albert (AP-in-FAO) also encouraged newer, younger people who were motivated to take part, as different skillsets would enhance the quality of the Federation's response to the comprehensive review of the compensation package. She also noted that potential members would need to be realistic in terms of the amount of special leave they were likely to be granted by their organizations in conducting that work.

6. The Standing Committee also debated the role of the task force. It was considered that the task force would need terms of reference, setting out whether it was an advisory committee or not, what its working methods would be, and how it would interact with the Standing Committees.

7. Members of the Standing Committee were requested to put forward names of individuals for the task force as soon as possible, as the first meeting of the task force was planned for the afternoon of 5 February. Nevertheless, Mr. Brett Fitzgerald (WIPO) recommended that the list of task force members be kept open, to permit as broad a consultation as possible.

**The Standing Committee recommended that the FICSA Executive Committee establish a special task force for the comprehensive review of the compensation package, with clear terms of reference for its work. The Standing Committee recommended that the Task Force address the following key priority issues: (a) issues highlighted in FICSA paper C/67/7; (b) issues highlighted in the responses of the ICSC during the questions and answers session at the 2014 FICSA Council on 4 February; and (c) issues to be prioritized in accordance with the full schedule of meetings, once it was known.**

8. The Committee also deliberated on possible budget items that would permit a proper response to the comprehensive review of the compensation package. Ms. Janice Albert (AP-in-FAO) reported that permission had been granted for up to two FICSA experts to attend each ICSC Working Group meeting. At present, four Working Group meetings had been scheduled for

2014, but it was recalled that Mr. Yuri Orlov of ICSC had indicated the previous day that up to, or perhaps even more than, eight Working Group meetings were in fact foreseen for 2014. The President proposed that some synergies could perhaps be achieved in ensuring close liaison with CCISUA, which would also be sending representatives to each Working Group meeting. Ms. Albert considered that some budget resources might need to be set aside to enable such liaison to be held for one or two additional days prior to each meeting. Furthermore, an early, initial face-to-face meeting of the task force might be necessary, to determine strategy and approach.

9. The Committee was informed that the additional necessary funding for travel by FICSA representatives to meetings of the three Working Groups and contingency funding were already foreseen and had been set out in lines 1.05 and 1.07 of the 2014 budget. The Committee had considered recruiting a senior consultant to produce one or several reports in support of the FICSA position on the comprehensive review of the compensation package. The scope of that report should be the compensation package as a whole, since the comprehensive review covered both Professional and General Service categories of staff.

**The Standing Committee recommended to the Ad hoc Committee for Administrative and Budgetary Questions that appropriate funding be made available for research and analysis so as to enable FICSA to respond appropriately to the comprehensive review of the compensation package.**

#### **ACPAQ meeting (Agenda item 5)**

10. Mr. Varghese Joseph (ITU) thanked the members of the Standing Committee for their support lent to the Geneva UN organizations. It had led to the successful outcome of the 2013 ACPAQ meeting whereby prices in neighbouring France were not taken into account in the place-to-place survey. Had that happened, it would have likely been very detrimental to the post adjustment index for Geneva.

11. Mr. Christian Gerlier (ITU) noted that the 2015 round of place-to-place surveys had been postponed, and therefore it was not yet clear what would be on the agenda for the 2014 ACPAQ meeting to be held in Budapest in April. ACPAQ was likely to have a major role to play in the comprehensive review of the compensation package.

12. Mr. Giovanni Munoz (AP-in-FAO) suggested that a note be circulated informing FICSA members that the 2015 round of place-to-place surveys would not take place.

**The Standing Committee for Professional Salaries and Allowances recommended that the FICSA Executive Committee inform FICSA members that ICSC had decided to postpone the 2015 round of place-to-place surveys until the completion of the comprehensive review of the compensation package. Furthermore, the FICSA Executive Committee should explain to FICSA members the implications of that decision.**

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

13. Mr. Rudolf Cleveringa (IFAD) requested that Standing Committee reports in future include hyperlinks, where necessary, so as to enable the reader to locate rapidly on line any background documentation to which reference had been made.

### **Nomination of Standing Committee Officers and Core Group members (Agenda item 7)**

14. The Standing Committee nominated Mr. Christian Gerlier (ITU) as Chair. Mr. Festus Luboyera (UNFCCC) and Ms. Katherine Asfaw (IAEA) were nominated as Vice-Chairs.

15. The following participants indicated their interest in being part of the Core Group:

Henri-Louis Dufour (ITU)  
 Matthew Montavon (AP-in-FAO)  
 Giovanni Munoz (AP-in-FAO)  
 Miriam Saif (AP-in-FAO)  
 Lisa Villard (IAEA)  
 Karine Langlois (IMO)  
 Varghese Joseph (ITU)  
 Pilar Ramon Pardo (PAHO/WHO Washington)  
 Christine Bétrémieux (UPU)  
 Florimond Tshioko Kweteminga (WHO/AFRO Brazzaville)  
 Tony Capita (WHO/AFRO Libreville)  
 Khurshid Alam Hyder (WHO/SEARO New Delhi)  
 Federico Galati (WMO)  
 Christopher Pardy (AP-in-FAO)

## Appendix

### REPORT OF THE PERMANENT TECHNICAL COMMITTEE OF THE STANDING COMMITTEE ON PROFESSIONAL SALARIES AND ALLOWANCES (2 February 2014)

Chair	Christian Gerlier (ITU)
Vice-Chair	Festus Luboyera (UNFCCC)
Rapporteur	Katherine Asfaw (IAEA)
President, FICSA	Mauro Pace (FAO/WFP-UGSS)
Members FICSA Executive Committee	Janice Albert (AP-in-FAO) Tony Capita (WHO/AFRO Brazzaville)

#### Participants

AP-in-FAO	Giovanni Munoz
ICAO	Carola Degreef Gaston Jordan
ITU	Henri-Louis Dufour Varghese Joseph
UNAIDS	Ruben Mayorga Jason Sigurdson
WHO/AFRO Brazzaville	Florimond Tshioko Kweteminga
WHO/HQ Geneva	Evelyn Kortum
WHO/WPRO Manila	Najibullah Habib

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

1. 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 2013 ACPAQ Meeting
  4. General Assembly resolution 68/253 on the United Nations common system
  5. February 2014 ICSC post adjustment memorandum
  6. Revision of the compensation package
  7. Membership issues
  8. Other business

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

2. Ms. Katherine Asfaw (IAEA) was elected rapporteur.

## **Report of the 2013 ACPAQ Meeting (Agenda item 3)**

3. Mr. Christian Gerlier (ITU) reported on the 2013 ACPAQ meeting, which had taken place in April 2013 in Geneva. The detailed report of the ACPAQ meeting was available on the FICSA website.

4. Mr. Gerlier summarized the main outcomes of the meeting:

(a) ACPAQ recommended that the weights of the out-of-area component of the post adjustment (PA) index be recalculated to a certain extent (for example, for headquarters duty stations of more than 100 staff members, the actual percentage spent outside the duty station should be used rather than the current, large nominal value), but did not recommend any very significant changes to addressing out-of-area expenditures;

(b) ACPAQ members had been briefed on the rationale for including the pension component in the PA index and had recommended that the component be retained in the PA index;

(c) ACPAQ had received a report on the feasibility of including geographical areas outside Geneva in the calculation of the PA for Geneva, most notably areas of Canton de Vaud in Switzerland and areas in neighbouring France, where some staff members working in Geneva reside. It was determined that the goods available, particularly in France, were not comparable with those available in Geneva, and so ACPAQ recommended that France should not be included in the calculation of the PA for Geneva. FICSA was satisfied with that outcome, which could have broader implications, for example for the salary survey for GS staff in Geneva, and for surveys for staff in other duty stations near national borders, such as Vienna (close to Bratislava) or Brazzaville (close to Kinshasa).

## **General Assembly resolution 68/253 on the United Nations common system (Agenda item 4)**

5. Mr. Giovanni Munoz (AP-in-FAO) reported on General Assembly resolution 68/253, the full text of which was available on the FICSA website as draft resolution A/C.5/68/L.17.

6. Mr. Munoz pointed out the following points of interest and several individuals present provided their views:

(a) The forthcoming comprehensive review of the compensation package was to be a holistic review, covering monetary and non-monetary aspects of compensation (paras A.1.2 and A.1.3) and including After Service Health Insurance (para. A.1.6), in respect of which Member States were concerned about its unsustainability in the long term.

(b) Executive heads of organizations and staff federations and Member States were requested to provide feedback (para. A.1.4).

(c) No increases in allowances would be permitted until the comprehensive review of the compensation package was complete (scheduled for the end of 2015) (para. A.1.5). As the post adjustment (PA) was mentioned separately in the resolution (para. 5), it would appear that the statement did not apply to PA, but rather to specific allowances.

(d) The General Assembly was concerned about After-Service Health Insurance being unsustainable in the long term (para. A.1.6); it was not clear whether staff or retirees would be expected to fund that liability, which had since been included in the accounts following the introduction of IPSAS; however, it would only be a true liability, were organizations to cease operation.

(e) In order to ensure that the five-year average of the net remuneration margin was reduced below its current value of 115.7, the General Assembly had frozen the PA for New York (para. B.2.4).

#### **February 2014 ICSC post adjustment memorandum (Agenda item 5)**

7. Mr. Munoz reported on the ICSC memorandum on post adjustment dated 31 January 2014, which was posted on the ICSC website. It stated that the PA multiplier for New York would be maintained at 68.4, and that the PA indices for all other duty stations had been scaled back in line with that freeze. That was an indication that General Assembly resolution 68/253 was already being implemented.

#### **Revision of the compensation package (Agenda item 6)**

8. Mr. Munoz presented a matrix, which had been presented to the first meeting of Working Group 1 of the ICSC comprehensive review of the compensation package in December 2013. The matrix was available on the FICSA website (see under [Library/Interagency Documentation/Working Group 1: Remuneration structure - New York, 2 to 6 December 2013/Presentations](#)).

9. In the matrix, each aspect of the compensation package was reviewed in terms of several attributes, viz. competitiveness, fairness and equity, transparency, simplicity, flexibility and cost effectiveness. Possible alternatives were also presented. However, Working Group 1 had not reached any further conclusions other than to set the agenda for the three Working Groups.

10. In terms of developing a strategic approach to the comprehensive review of the compensation package, Jason Sigurdson (UNAIDS) considered that it would not be sufficient for FICSA to defend the status quo. Instead FICSA should use the opportunity to put staff issues on the agenda.

#### **Membership issues (Agenda item 7)**

11. Member associations/unions were requested to submit to the Chair of the Standing Committee the names of new delegates to work on the PSA Permanent Technical Committee. The FICSA website included a list of current PTC members and documentation on the mandate and functions of the PTC. In general, attendance at the PTC assumed a greater level of technical knowledge on the subject matter than attendance at the Standing Committee. Specifically, and in accordance with the terms of reference of the PTC (which could be found in an appendix to the report of the 64<sup>th</sup> FICSA Council): “The members of the Committee should possess demonstrated experience on issues related to the conditions of service of staff in the Professional and higher categories”.

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

12. Immediately following the meeting of the PTC of the Standing Committee on Professional Salaries and Allowances, a joint meeting took place between the Permanent Technical Committees of the Standing Committees on Professional Salaries and Allowances and on General Service Questions.

13. The President of FICSA presented the forthcoming comprehensive review of the compensation package. He indicated that there was a strong need for FICSA to ensure its response to the review was well coordinated, given its expansive scope and the fact that it would be discussed in three separate Working Groups. So far, it was not clear how or how well the three Working Groups would be coordinated from the viewpoint of the ICSC.

14. Many participants noted that, although many of the compensation elements currently being put forward for review had been subjected to review in the past (and indeed relevant documentation was available on the FICSA website), there were two key aspects at the present juncture that made things different: the current political climate was such that many Member States were intent on making financial cuts and the expansive scope of the review was unprecedented. Furthermore, the political alliances which had helped staff in the past, such as between FICSA and the HR Network or between FICSA and the G77, were no longer a given. Finally, the timeline for completion of the review was very tight (end of 2015). Yet, there were perhaps some positive signs reflected in the social improvements currently underway in the United States.

15. The President provided his views on the objectives and motivations behind each of the elements of the compensation package to be addressed by each Working Group. There was a desire to increase remuneration at the top end of the salary scale, which would necessarily lead to a reduction in salaries at the lower end. No change was expected from the US civil service as a comparator. Efforts would be made to remove the difference between single and dependency rates of pay and replace them with a lump sum depending on family status, considered a 'quick fix' by ICSC. The general approach to the methodology of calculating post adjustment was under review. There was a perception that allowances for field duty stations overlapped with each other. The notion of 'de-linking' adjustments in allowances from salary increases was present. There was a perception that the education grant was overly generous. It was intended to reduce expatriate benefits, including, for example, the margin itself, after staff members had resided at the same duty station for a number of years. No updating of the post adjustment index was likely until the margin reached the midpoint of 115.

16. The PTC also discussed possible questions for the questions and answers session with the Chair of ICSC. It was agreed to address the issue of the timeline, and what would happen if the deadline set for the end of 2015 was not met. It was also agreed to pose questions on both broad, strategic issues as well as on detailed technical issues set out in the matrix, which was the main output to date of Working Group 1. A further aspect to be questioned was in what context would the issues of after-service health insurance be addressed, as it was currently not assigned to any Working Group. It was agreed that the questions would be finalized on the morning of 4 February.

17. The President indicated that it was intended to establish a task force on the comprehensive review of the compensation package, made up of knowledgeable individuals



who could respond quickly to support the Executive Committee. Delegations were requested to put forward names of possible members.

## Annex 10

### REPORT OF THE WORKING GROUP ON STRATEGIC DEVELOPMENT

Chair	Imed Zabaar (IAEA)
Rapporteur	Blanca Pinero (IMO)
President, FICSA	Mauro Pace (FAO/WFP-UGSS)

#### Participants

FAO/WFP-UGSS	Susan Murray
IARC	Geoffroy Durand Valérie Rut
ITU	Caroline Debroye Christian Gerlier
PAHO/WHO Washington	Pilar Vidal Estevez
UNRWA/ASA	Diab El-Tabari
WIPO	Brett Fitzgerald
WMO	Frederico Galati

#### Adoption of the agenda (Agenda item1)

1. The Group adopted the agenda presented below.
  1. Adoption of the agenda
  2. Election of the rapporteur
  3. Assessment of previous year work plan and achievements and the future functioning of the working group
  4. Future activities and establishment of the Permanent Technical Committee on FICSA Strategic Development
  5. FICSA/CCISUA Cooperation
  6. Joint session with the Standing Committee on Legal Questions
  7. Nomination of the PTC/SD officers
  8. Other business

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

2. Blanca Pinero (IMO) was appointed rapporteur

### **Assessment of previous year work plan and achievements and the future functioning of the working group (Agenda item 3)**

3. The Chair introduced the report of the previous meeting of the Group (FICSA/C/66/AWSD/1) and summarized its main achievements. He highlighted the organisation of a pre-Council session (30-31 January 2014) comprising ten workshops in compliance with recommendation 2 under agenda item 7 of the previous meeting's agenda. The event had been very well attended; no fewer than 164 participants had availed themselves of the training opportunities. An orientation session for newcomers had also been organised in line with recommendation 3; the preliminary feedback was that it had been well received.

4. For want of time, the Group was unable to address the issue of drafting terms of reference for FICSA Focal points. The Group decided to follow up on the proposal with the Executive Committee.

#### *IT matters*

5. The Chair informed the Group that the administrator of the FICSA website was located in the United States and would no longer be available. It had been agreed that FICSA would be given a period of grace in which to find an alternative solution. A number of options were discussed, including the possibility of a FICSA Member volunteering to act as webmaster in cooperation with the FICSA Secretariat, should in-house resources be available.

6. In discussing tactics for lowering the costs of attendance at FICSA meetings and a swifter flow of information within the membership, the Group recommended broadening the use of videoconferencing tools such as WebEx. In future, it would be desirable to explore the viability of transmitting the proceedings of the FICSA Council so as to permit broader participation in Council deliberations, especially for members in more remote field duty stations.

**The Working Group recommended broadening the use of videoconferencing tools such as WebEx to transmit in real time the proceedings of FICSA Council sessions to members in remote duty stations.**

### **Future activities and establishment of the Permanent Technical Committee on FICSA Strategic Development (Agenda item 4)**

7. Following on comments during the 66<sup>th</sup> session of the FICSA Council, the working group suggested establishing a permanent technical committee (PTC/SD) similar to the PTC/GSQ and PTC/PA.

**The Working Group should continue working on the establishment of a permanent technical committee. To that end, the Working Group recommended that the Chair of the Working Group and the FICSA Executive Committee jointly finalize the terms of reference of the PTC/SD and send them to the membership for comment and approval, whereafter - and once approved - the PTC/SD could be established.**

### **FICSA/CCISUA Cooperation (Agenda item 5)**

8. On the basis of the protracted discussion that had taken place under Agenda item 9, the Group revised the draft FICSA/CCISUA Corporation Agreement (see Annex 14) and developed a work plan for 2014 (see Annex 15). Once approved, the Executive Committee should transmit the proposal for the FICSA/CCISUA cooperation agreement so as to avoid undue delay of the activities envisaged for the current year.

**The Working Group recommended that the Council approve the revised FICSA/CCISUA Cooperation Agreement as well as the work plan for 2014.**

### **Joint session with the Standing Committee on Legal Questions (Agenda item 6)**

9. The deliberations of the joint session were reflected in the report of the Standing Committee on Legal Questions.

### **Nomination of the PTC/SD officers (Agenda item 7)**

10. The Group felt that as a first stage it would be appropriate to have Imed Zabaar, as co-founder and Chair of the Group, to assume the functions of co-ordinator for the PTC/SD.

**The Working Group recommended that Imed Zabaar as co-founder and Chair of the Working Group on Strategic Development should assume the functions of coordinator for the PTC/SD.**

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

11. The Group discussed ways and means of facilitating the tasks of the Standing Committees, some indication should be given at the outset of Council of the funding available to the Standing Committees.

**The Working Group recommended that prior to FICSA Council sessions, the Treasurer be entrusted with the task of estimating the total amount of funds that could be allocated to the standing committees for activities in the budget year, while maintaining a zero-growth budget compared to the previous year.**

**Annex 11****REPORT OF THE AD HOC STANDING COMMITTEE ON  
ADMINISTRATIVE AND BUDGETARY QUESTIONS**

Chair	Vincenzo De Leo (UNGSC)
Rapporteur	Peter Lillie (FAFICS)
President, FICSA	Mauro Pace (FAO/WFP-UGSS)
Treasurer, FICSA	Nabil Sahab (IAEA)
Members, FICSA Executive Committee	Véronique Allain (SCBD)
	Tony Capita (WHO/AFRO Libreville)
Regional Representatives	Bernadette Fogue (WHO/AFRO Brazzaville)
	Khurshid Alam Hyder (WHO/SEARO New Delhi)

**Participants**

AP-in-FAO	Giovanni Muñoz Wolfgang Prante
CERN	Flavio Costa Joel Lahaye
FAO/WFP-UGSS	Paolo Barchiesi Ilio Fornasero Silvia Mariangeloni Susan Murray Giovanni Trupia
IAEA	Margaret Robertson Imed Zabaar
IARC	Geoffroy Durand Valérie Rut
ICAO	Gaston Jordan
IFAD	Rudolph Cleveringa Alessandra Pani
IMO	Blanca Piñero Maw Tun
ITU	Caroline Debroye Henri-Louis Dufour Varghese Joseph
PAHO/WHO Washington	Pilar Vidal Estevez Pilar Ramon Pardo

UNAIDS	Ruben Mayorga Tanya Quinn-Maguire Jason Sigurdson
UNFCCC	Festus Luboyera
UNGSC	Stefania Guadalupi Cosimo Melpignano
UNRWA/ASA Lebanon	Diab El-Tabari
UPU	Christine Bétrémieux Bilal ElKassab
WHO/AFRO Brazzaville	Lydie Fanny Florence Gassackys Simbarasha Mazvidza Benonia Mbonzi-Mbemba Nadège Ondziel Banguid Ingoba Florimond Tshioko Kweteminga
WHO/EURO Copenhagen	Jimmi Nielsen Lilian Yanovska Isabel Yordi
WHO/HQ Geneva	Ivan Babovic Evelyn Kortum Edmond Mobio Prem Prakash Chopra
WHO/SEARO New Delhi	Ritesh Singh
WHO/WPRO Manila	Najibullah Habib
WIPO	Brett Fitzgerald Faizan Ul-Haq
WMO	Federico Galati Nanette Lomarda
<b>Association with consultative status</b>	
FAFICS	Gerhard Schramek
<b>Federation with observer status</b>	
AFSM-WHO/SEARO	Ram. L. Rai

**Guest**

OSCE

Juan de Luis

**Introduction**

1. The Ad hoc Committee held its first meeting on 3 February 2014 under the chairmanship of Vincenzo De Leo (UNGSC). Two subsequent meetings were held on 6 February 2014.

**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, honest and open debate.

3. The agenda was adopted as below:

1. Adoption of the agenda (FICSA/C/67/A&B/CRP.1)
2. Nomination of the rapporteur
3. FICSA audited accounts for 2012 (FICSA/C/67/A&B/1 and Add.1)
4. Statement of contributions of member associations/unions, associate members, consultative and observer bodies based on information received up to 31 December 2013 (FICSA/C/67/A&B/5)
5. Treasurer's report for 2013 (FICSA/C/67/A&B/2)
6. Reports on the status of the Termination Indemnity Fund, Legal Defence Fund and Staff Development Fund (FICSA/C/67/A&B/3)
7. Special requests for reduced fees
8. Updated budget document for 2014 (FICSA/C/67/A&B/4)
9. Proposed scale of contributions for 2014 (FICSA/C/67/A&B/6 and Rev.1)
10. Other business

**Nomination of the rapporteur (Agenda item 2)**

4. Peter Lillie (FAFICS) was nominated Rapporteur.

**FICSA audited accounts for 2012 (FICSA/C/67/A&B/1 and Add.1) (Agenda item 3)**

5. The Chair introduced the audited accounts for 2012 (document FICSA/C/67/A&B/1 and Add.1) and the Treasurer pointed to the compliance with the recommendations put forward by the Auditor in his management letter on the examination of the financial statements for 2011. No questions were raised.

6. The Ad hoc Committee took note of the audited accounts and the recommendations contained in the Auditor's management letter relating to the financial statements for 2012, which would be drawn, as appropriate, to the attention of the Executive Committee. Thanks were expressed to the auditor, Mr. John McGhie, as well as to the FICSA Accountant, Ms. Robyn Thomas.

**Statements of contributions of member associations/unions, associate members, consultative and observer bodies based on information received up to 31 December 2013 (FICSA/C/67/A&B/5) (Agenda item 4)**

7. The Treasurer presented the statement (document FICSA/C/67/A&B/5) and drew attention to contributions that had been received in the interim and the extent of arrears.
8. In respect of the full members, the Treasurer reported that the UNESCO/STU had recently paid a further CHF 6,000, thereby reducing its balance outstanding to CHF10,000. The WHO/EMRO Staff Association had paid CHF 5,167.33 in January 2014, thus meeting all its financial obligations.
9. In respect of the associate members, the Treasurer reported that the ITER Staff Association was in arrears to the amount of CHF 2,108.92. The matter was being followed up by the Secretariat.
10. In respect of the members with consultative status, the Treasurer reported that three member associations – ADBA, FFOA and RAUNPA - were in arrears. The matter was being followed up by the Secretariat.
11. In respect of the members with observer status, it was reported that AFSM-WHO/SEARO had since paid. The Ad hoc Committee noted, however, that a significant number of FUNSAs were in arrears and suggested that corrective action be taken.

**The Ad hoc Committee recommended that the FICSA Executive Committee follow up in writing with those members in all categories (including the FUNSAs) that had failed to pay their dues.**

12. The Ad hoc Committee took note of the statement of contributions as contained in the latest updated statement of contributions (FICSA/C/67/A&B/5) and thanked those associations/unions that had paid their annual contributions on time.

**Treasurer's report for 2013 (FICSA/C/67/A&B/2) (Agenda item 5)**

13. The Chair introduced the report (document FICSA/C/67/A&B/2) and asked the Treasurer to go through the same section by section. At the outset of his presentation, the Treasurer pointed to the difficulties that several member associations/unions had experienced in paying their dues. Those difficulties were compounded by the staff cuts that had been made in the wake of the financial crisis. He thus urged that the categories of membership be revised, a new fee structure introduced and the methodology for calculating dues reviewed and amended as appropriate. To that end, he suggested hiring a consultant to undertake that task in close cooperation with the Treasurer, FICSA Accountant and Auditor. The Treasurer suggested that the consultant's fee could be drawn from the contingency funds.
14. The Treasurer also pointed to the need to amend the Federation's financial rules following the adoption of biennial budgets that provided for better programme planning and greater flexibility in terms of programme implementation.



**The Ad hoc Committee recommended that:**

- (i) A consultant be hired to review the methodology used to calculate membership dues and develop an appropriate fee structure: and**
- (ii) The Federation's financial rules be amended to reflect the adoption of biennial programme budgeting.**

15. The Treasurer provided supplementary information on the travel costs associated with FICSA/CCISUA cooperation, portions of which had also covered attendance at concurrent HLCM and ICSC meetings. It was felt that as a general principle the Federation be urged to use modern communications technology wherever possible so as to reduce travel costs. The example set by the Executive Committee in that regard over the previous year bore out the practicability of such an approach. The Treasurer suggested that travel related to FICSA/CCISUA cooperation continue to be drawn from contingency funds.

**The Ad hoc Committee recommended that, as a general principle, the Federation should make full use of modern communication technologies wherever possible so as to reduce travel costs.**

16. As he took the delegations through the various chapters and tables, the Treasurer provided supplementary details. It was noted that certain footnotes could have been more exhaustive. The annotations introduced in the statement of assets, liabilities, income and expenditure could serve as model for the 2014 Treasurer's report. That having been said, due recognition was paid to the endeavours the Treasurer had made to present the budget in a transparent manner. The bar, pie and other charts, together with the itemised tables, had undoubtedly heightened the transparency of the budget process.

17. The Ad hoc Committee took note of the Treasurer's report and thanked him and the FICSA Accountant for the time and effort they had invested in its preparation.

#### **Reports on the status of the Termination Indemnity Fund, Legal Defence Fund and Staff Development Fund (FICSA/C/67/A&B/3) (Agenda item 6)**

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

#### **Special requests for reduced fees (Agenda item 7)**

19. Requests for a reduction in or exemption from the payment of annual membership fees had been received from the Federation of Former International Civil Servants (FAFICS) and the recently established Retirees' Association of the United Nations in Pakistan (RAUNPA). In the case of FAFICS, the membership was drawn exclusively from the ranks of United Nations retirees who had many interests in common with FICSA. Over the years, FAFICS had provided support to FICSA in the form of advice on pension entitlements and social security matters. The financial constraints that FAFICS faced were the direct outcome of the fact that it had to manage on a minimal budget a membership comprising 56 member associations, many of which were based in developing countries. The request before the Ad hoc Committee was that the

FAFICS contribution, which currently stood at CHF 600, be reduced to half of the flat rate on a permanent basis without prejudice to similar applications being made by other member associations/unions. Given that the membership of FAFICS was composed exclusively of United Nations retirees, the Ad hoc Committee concurred with the request that would be submitted to plenary in the context of the Ad hoc Committee's report.

20. The request from RAUNPA was two-fold. The federation, whose members were for the most part United Nations retirees of very limited means, had requested: (i) a shift in status to that of a federation with observer status; and (ii) exemption from the payment of the \$100 fee for members in that status. Whereas there was agreement that RAUNPA might be accorded observer status by virtue of its being a FUNSA with a membership drawn from United Nations retirees, it was felt that exemption could not be granted. It was thus recommended that RAUNPA be asked to pay a membership fee of US\$ 50 for the current year. That request would likewise be submitted to plenary in the context of the Ad hoc Committee's report.

**The Ad hoc Committee recommended that:**

- (i) The FAFICS contribution, which currently stood at CHF 600, be reduced to half of the flat rate on a permanent basis without prejudice to similar applications being made by other member associations/unions; and**
- (ii) RAUNPA be accorded observer status and requested to pay a reduced membership fee of US\$ 50 for the current year.**

**Updated budget document for 2014 (FICSA/C/67/A&B/4) (Agenda item 8)**

21. The Treasurer introduced the updated draft budget for 2014. It was agreed that in going through the draft budget chapter by chapter, the Ad hoc Committee should have before it the requests for additional funds emanating from the Standing Committees. Those details, which related mostly to Chapter 3 FICSA Services of the draft budget, were presented at the appropriate juncture.

*Chapter 1*

22. The Ad hoc Committee approved the proposed expenditures.

*Chapter 2*

23. The Ad hoc Committee approved the proposed expenditures.

*Chapter 3*

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

- |                  |   |
|------------------|---|
| Budget line 3.01 | An increase of CHF 5,000 to reflect FICSA contribution to the preparations for a joint FICSA/CCISUA symposium on internal justice.          |
| Budget line 3.02 | An increase of CHF 3,000 to reflect an allocation of additional funds needed for five income-generating training workshops in five regions. |

Budget line 3.03	An increase of CHF 8,000 to reflect the allocation of additional funds needed for the organisation of a training the trainers workshop and the preparation of standardised training material
Budget line 3.05	A decrease of CHF 3,000 as no expenditures had been incurred in the first year of the biennium.
Budget line 3.06	A decrease of CHF 2,500 as no expenditures had been incurred in the first year of the biennium.

#### *Chapter 4*

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

Budget line 4.11	An increase of CHF 10,000 to provide for the hiring of a consultant to review the methodology used to calculate membership dues and develop an appropriate fee structure
------------------	--

26. After price adjustment, the proposed totals under the individual chapters were:

Chapter 1:	CHF 133,848
Chapter 2:	CHF 39,546
Chapter 3:	CHF 76,557
Chapter 4:	CHF 438,745

27. The sum total of the four chapters of the budget was **CHF 688,696**. The amount to be paid by the full membership (members, associates, consultative and observers) after deduction of the estimated income for workshops and interest was **CHF 686,196**.

28. The Ad hoc Committee adopted the draft updated budget in its revised form (Annex 12).

#### **Proposed scale of contributions for 2014 (FICSA/C/67/A&B/6) (Agenda item 8)**

29. The Ad hoc Committee adopted the proposed scale of contributions after adjustment had been made to reflect the current size of one member association (Annex 13).

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

30. It was pointed out that in the biennial programme and budget 2015-2016, it would be necessary to create a new budget line to accommodate the Working Group on Strategic Development. To that end, the Treasurer asked all standing committees to send by September 2014 any suggestions for additional budget lines for review by the Executive Committee.

**Annex 12**  
**Budget Update for 2014**  
**in Swiss Francs (CHF)**

**Expenditures by Line**

		2013 Approved Budget	2014 estimates at 2013 prices	Price Adjustment *	2014 estimates at 2014 prices
<b>1</b>	<b><u>Chapter One, FICSA Representation</u></b>				
1.01	UN General Assembly	18,306	18,000	1.4%	18,252
1.02	UNJSPB	5,288	5,000	1.4%	5,070
1.03	HLCM	3,051	6,000	1.4%	6,084
1.04	HR Network	8,136	8,000	1.4%	8,112
1.05	ICSC (Sessions, Working Groups & Committees)	45,765	60,000	1.4%	60,840
1.06	IASMN	5,085	5,000	1.4%	5,070
1.07	External Relations & Contingency Travel	25,425	30,000	1.4%	30,420
	<b>Total, Chapter One</b>	<b>111,056</b>	<b>132,000</b>		<b>133,848</b>
<b>2</b>	<b><u>Chapter Two, FICSA EXCOM</u></b>				
2.01	FICSA Council	45,765	30,000	1.4%	30,420
2.02	EXCOM and Regional Activities	3,051	4,000	1.4%	4,056
2.03	FICSA Council overheads	10,170	5,000	1.4%	5,070
	<b>Total, Chapter Two</b>	<b>58,986</b>	<b>39,000</b>		<b>39,546</b>
<b>3</b>	<b><u>Chapter Three, FICSA Services</u></b>				
3.01	Legal Services to FICSA Members	5,085	10,000	1.4%	10,140
3.02	Training on GS Methodology	20,340	15,000	1.4%	15,210
3.03	Training for Capacity building & Staff Reps.	15,255	20,000	1.4%	20,280
3.04	Research & Analysis	40,680	25,000	1.4%	25,350
3.05	Training on Legal appeal process	5,085	3,000	1.4%	3,042
3.06	Training on Pension and Social security matters	3,254	2,500	1.4%	2,535
	<b>Total, Chapter Three</b>	<b>89,699</b>	<b>75,500</b>		<b>76,557</b>
<b>4</b>	<b><u>Chapter Four, FICSA Administration</u></b>				
4.01	Geneva Staff costs	320,000	330,000	0.0%	330,000
4.02	Staff assessment - (Tax Refund)	30,000	-	0.0%	-
4.03	Consultants/Experts	50,000	55,000	0.0%	55,000
4.04	External Audit	5,000	5,000	1.4%	5,070
4.05	Telecommunications	10,170	5,000	1.4%	5,070
4.06	IT services	15,255	5,000	1.4%	5,070
4.07	Supplies & Materials	5,085	2,000	1.4%	2,028
4.08	Geneva Office Rent	8,645	8,800	1.4%	8,923
4.09	Computer and Electronic Equipment	8,136	4,000	1.4%	4,056
4.1	Bank Charges	1,400	1,500	0.0%	1,500
4.11	Contingencies	20,000	20,000	0.0%	20,000
4.12	Staff Training	5,085	2,000	1.4%	2,028
	<b>Total, Chapter Four</b>	<b>478,776</b>	<b>438,300</b>		<b>438,745</b>
	<b>Grand Total</b>	<b>738,517</b>	<b>684,800</b>		<b>688,696</b>

\* Source: IMF, World Economic Outlook October 2013, page 161: Euro Area

## Annex 13

## SCALE OF CONTRIBUTIONS FOR 2014

Member / Associate	W'ed Staff	Units	CHF
			<b>2014</b>
<b>Bioversity</b>	173.4	0.135	967
<b>BIPM</b>	57.5	0.036	258
<b>CERN</b>	1868	0.99	7,095
<b>CSSA</b>	217.43	0.18	1,290
<b>CTBTO</b>	220	0.18	1,290
<b>AP-in-FAO</b>	1399.9	11	78,833
<b>FAO/WFP-UGSS</b>	643.5	6	43,000
<b>ECB</b>	1235	0.99	7,095
<b>ESO</b>	411.4	0.36	2,580
<b>Global Fund</b>	562.5	0.45	3,225
<b>IAEA</b>	1779.3	11	78,833
<b>IARC</b>	125	1	7,167
<b>ICAO</b>	382	3	21,500
<b>ICCO</b>	14	0.0126	90
<b>ICO</b>	19.5	0.0176	126
<b>IFAD</b>	419	4	28,667
<b>ILO/ITC</b>	122.5	1	7,167
<b>IMO</b>	230	2	14,333
<b>IOC</b>	19	0.0171	123
<b>IOM</b>	631.2	0.54	3,870
<b>ITER</b>	386	0.27	1,935
<b>ITU</b>	552.1	5	35,833
<b>OPCW</b>	364	0.27	1,935
<b>PAHO/WHO</b>	537.58	5	35,833
<b>SCBD</b>	50	0.4	2,867
<b>UNAIDS</b>	409.16	4	28,667
<b>UNESCO</b>	1570.44	5.5	39,417
<b>UNFCCC</b>	69.3	0.6	4,300
<b>UNGSC</b>	137.5	1	7,167
<b>UNRWA/ASA</b>	30	0.3	2,150
<b>UNWTO</b>	70	0.6	4,300
<b>UPU</b>	144.5	1	7,167
<b>WCO</b>	71.5	0.054	387
<b>WHO/AFRO</b>	282.59	2	14,333
<b>WHO/EMRO</b>	148.68	1	7,167
<b>WHO/EURO</b>	232.13	2	14,333
<b>WHO/HQ</b>	1328	11	78,833
<b>WHO/SEARO</b>	116.54	1	7,167
<b>WHO/WPRO</b>	138.73	1	7,167
<b>WIPO</b>	759	7	50,167
<b>WMO</b>	206.17	2	14,333
<b>WTO/OMC</b>	532.5	0.45	3,225
<b>Totals</b>	<b>18666.55</b>	<b>94.3523</b>	<b>676,189</b>

## Annex 14

### PROPOSAL FOR THE FICSA/CCISUA COOPERATION AGREEMENT

- Step One: an enhanced CA  
 Step Two: a mechanism to give effect to and monitor the CA  
 Step Three: move to solidify relationship, based on successful outcome of CA
- 

#### **Step One: Proposal for an enhanced FICSA/CCISUA Cooperation Agreement**

##### *Overriding principle*

This agreement recognizes that the combined strength of the two Federations - representing over 100,000\*<sup>1</sup> staff in the United Nations system and related inter-governmental organizations - will considerably enhance their capacity to represent and defend their members' interests.

In keeping with the Cooperation Agreement the two Federations will cover the following activities:

1. Consult and cooperate to the maximum extent on all issues that have been clearly defined as common system issues, namely those issues under consideration by the International Civil Service Commission (ICSC) and its subsidiary bodies such as the Advisory Committee on Post Adjustment Questions (AQPAQ); the Chief Executives Board for Coordination (CEB), the High Level Committee on Management (HLCM), the Human Resources Network (HRN), the Inter-Agency Security Management Network (IASMN); the United Nations General Assembly (UNGA); and the United Nations Joint Pension Board (UNJSPB) and any other consultative body.
2. Jointly seek mechanisms to effectively demonstrate their increasing commitment to greater communication, information-sharing and publication of joint positions.
3. The two parties will develop a proposal for establishing a joint presence in New York.
4. They will prepare a joint training programme for executives from both Federations on the value of cooperation and other key issues, and harmonized training for staff associations/unions. This should include a timetable that covers content, dates, venues, trainers and costs.
5. They will prepare a timetable for joint research which anticipates the issues that will be confronting both federations including topics, terms of reference, research personnel and costs.
6. Organise a joint Global Day of Action on protecting jobs, protecting people and protecting UN values. In undertaking such action support will be sought from other international organizations that share a common agenda with the two Federations.

#### **Step Two: Mechanism to give effect to and monitor the Cooperation Agreement**

- a) Once the decision-making bodies of both Federations have agreed to the CA, the Presidents of the two Federations, accompanied by at least two advisers (EXCOM members), should meet at their earliest convenience in order to discuss how best to put

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\* Number to be confirmed.

the CA into practice.

- b) Both Federations shall develop a joint annual work plan in line with their respective Council's decisions.
- c) Both Federations shall prepare Terms of Reference and a timetable for all their joint activities.
- d) Required funds should be estimated and allocated for the various joint activities.
- e) Both Federations shall, on a periodic basis, review and assess the progress of the work plan.
- f) Periodic reports regarding the CA and progress made on joint activities should be shared with the membership.

**Step three: Move to solidify relationship based on successful outcome of CA**

- Through the formal approval of this CA by the respective decision-making bodies, both Federations commit to solidify their relationship.

\_\_\_\_\_  
President FICSA      Date: \_\_\_\_\_

\_\_\_\_\_  
President CCISUA      Date: \_\_\_\_\_

**Annex 15**

**FICSA/CCISUA WORK PLAN FOR 2014**

- (a) Both Federations should prepare a joint training programme for Executives of both Federations on the value of cooperation and other key issues, and harmonize training for staff associations/unions.
- (b) Both Federations should prepare a timetable for joint research, which anticipates the issues that will be confronting both Federations, including topics, Terms of Reference and research personnel and costs.
- (c) Both Federations should organise a day of action.
- (d) Both Federations should develop a proposal for establishing a joint presence in New York.



## Annex 16

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	Marcus Strohmeier, International Secretary, Head of the International Department
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## Annex 17

## LIST OF DOCUMENTS AND CONFERENCE ROOM PAPERS

## DOCUMENTS

<b>FICSA/C/67</b>	<b>Title</b>
1	Agenda for the 67 <sup>th</sup> FICSA Council
2	Nomination form and terms of reference for the officers of FICSA (Executive Committee and Regional Representatives)
3	Credentials for the 67 <sup>th</sup> FICSA Council
(E/F) 4	Statutes, Rules of Procedure of the Council and Financial Rules
5	Terms of reference for the FICSA standing committee chairs and vice-chairs
6	Report of the Executive Committee to the 67th session of the FICSA Council
7	ICSC compensation review of the compensation package: What we can expect, how should FICSA get ready?

<b>FICSA/C/67/CRP.</b>	<b>Title</b>
1	Proposal for consideration by the 67 <sup>th</sup> session of the FICSA Council - FICSA/CCISUA Cooperation Agreement (CA) - Plans for 2014
2	Draft terms of reference - Task Force to advise the FICSA Executive Committee on the comprehensive compensation review

## INFORMATION DOCUMENTS

<b>FICSA/C/67/INFO</b>	<b>Title</b>
1	Information for delegates
2	No document
3 and Add.1	Candidates for election to the Executive Committee and Regional Representatives

<b>FICSA/C/67/INFO/CRP.</b>	<b>Title</b>
1	Schedule of meetings
2	Statement by Alan Leather, Facilitator, FICSA/CCISUA cooperation
3	Provisional list of participants
4	UNGLOBE presentation (Presented by Antonio Brina, FAO/WFP-UGSS)
5	Provisional list of documents and conference room papers for the 67th FICSA Council

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

<b>FICSA/C/67/A&amp;B</b>	<b>Title</b>
1	Audited Accounts (as at the close of accounts 31 December 2012) Statement of assets, liabilities, income and expenditure
Add.1	Notes to financial statements
2	Treasurer's Report for 2013
3	Reports on the status of the termination indemnity fund, legal defence fund and staff development fund
4	Updated budget document for 2014
5	Statement of contributions of member associations/unions, associate members, consultative and observer bodies based on information received up to 31 December 2013
6 and Rev.1	Provisional scale of contributions for 2014

<b>FICSA/C/67/A&amp;B/CRP.</b>	<b>Title</b>
1	Provisional agenda

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

<b>FICSA/C/67/FIELD/CRP.</b>	<b>Title</b>
1	Provisional agenda

**STANDING COMMITTEE ON GENERAL SERVICE QUESTIONS**

<b>FICSA/C/67/GSQ/CRP.</b>	<b>Title</b>
1	Provisional agenda
2	Need for revisiting the methodology for salary surveys at non- headquarter duty stations (Prepared by the WHO/SEARO Staff Association)

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

<b>FICSA/C/67/HRM/CRP.</b>	<b>Title</b>
1	Provisional agenda
2	Draft resolution - UNESCO

**STANDING COMMITTEE ON LEGAL QUESTIONS**

<b>FICSA/C/67/LEGAL/CRP.</b>	<b>Title</b>
1	Provisional agenda
2	The current state of the internal justice system – appeal mechanism (Prepared by the WHO/SEARO Staff Association)



**STANDING COMMITTEE ON PROFESSIONAL SALARIES AND ALLOWANCES**

<b>FICSA/C/67/PSA/CRP.</b>	<b>Title</b>
1	Provisional agenda
2	Provisional agenda of the Permanent Technical Committee on Professional Salaries and Allowances (PTC/PSA)
3	Report of the Permanent Technical Committee of the Standing Committee on Professional Salaries and Allowances

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

<b>FICSA/C/67/SOCSEC/CRP.</b>	<b>Title</b>
1	Provisional agenda

**ANALYTICAL WORKING GROUP ON STRATEGIC DEVELOPMENT**

<b>FICSA/C/67/AWGSD/CRP.</b>	<b>Title</b>
1	Provisional agenda