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Report of the Executive Committee to the 71st session of the FICSA Council



*Fighting for decent working conditions for the diverse staff who serve the people of the world.
United we are heard, divided we are ignored.*

Bonn, 4 February 2018

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Report of the Executive Committee to the 71st session of the FICSA Council

1. This report of the FICSA Executive Committee covers the main FICSA activities for the period February 2017 to January 2018.

FICSA's participation in inter-agency meetings

HUMAN RESOURCES (HR) NETWORK

2. FICSA was represented at the both meetings of Chief Executives Board (CEB) and HR Network. The 34th session was held at UNAIDS Geneva, from 1 to 3 March, and the 35th session was held at UNIDO Vienna, from 5 to 7 July 2017. Some of the updates provided related to: the creation of a task force on duty of care in high-risk environments as recommended by the Working Group of the High-Level Committee on Management (HLCM) on “Reconciling duty of care for UN personnel while operating in high risk environments”; the need for further analysis of the data collected by the HLCM Mental Health Working Group and the suggestion that a holistic approach to the issue of mental health be key to ensuring that any strategy developed has a genuine and lasting impact on the lives of staff and on the future of the organizations; activities of the Medical Directors Working Group and the UN Staff/Stress Counsellors Special Interest Group, which included a health risk assessment methodology of duty stations and a methodology for assessing local health facilities in duty stations; the closure of UN Cares; items under consideration by the After-Service Health Insurance (ASHI) Working Group; and, the conclusions of the International Civil Service Commission (ICSC) concerning the 2016 cost-of-living surveys.

3. At its 35th session, the HR Network agreed on a shared budget for the conduct of local salary surveys for the period 2018/2019 and discussed a draft business plan for a joint UN Centre to provide the HR services of job classification and reference checking and which could be co-located with the offices of the UNDP and UNV in Bonn, Germany. The Joint Centre was expected to be operational by early 2018. However, some organizations stated that, for the time being, they could not even commit to a memorandum of understanding (MoU) by late 2017. Improvements in the Pension Fund secretariat's processing of pension payments to newly-retired staff were mentioned. Representatives of the ICSC secretariat then provided an overview of the following topics: the 2016 cost-of-living surveys conducted in Geneva, Rome and Madrid; the ICSC working group on the use of categories of staff including NPOs; review of the hardship classification methodology; the upcoming review of pensionable remuneration; and, the review of children's and secondary dependent's allowances. The HR Network then proceeded to discuss the issues of duty of care in high risk duty stations, a draft gender parity strategy and final transitional arrangements for the closure of UN Cares.

HIGH-LEVEL COMMITTEE ON MANAGEMENT (HLCM)

4. At its 33rd session held at the Ministry of Agriculture, Budapest, on 30 and 31 March 2017, the HLCM focused on developing innovative business models as key enablers of the integrated approaches required by the 2030 Agenda for Sustainable Development, and adopted its strategic plan 2017-2020 and the corresponding results framework. To begin addressing Member States' unanimous calls for a higher degree of integration, coordination, accountability and transparency in the UN system, the Committee discussed possibilities for enhanced consolidation and streamlining of service delivery. In this respect, the Committee decided to consolidate a summary of different approaches and best practices in global service delivery, develop an inventory of needs for operational services, conduct a review of cost recovery and

sharing, propose approaches to maintaining and sharing key performance indicators, consolidate a list of service level agreements and propose approaches to inter-agency learning and the sharing of best practices between service centres. Furthermore, the Committee decided to establish a joint human resources facility for job classification and reference checking. The Committee also discussed: progress towards achieving diversity, including gender parity; the health and well-being as well as safety and security of their staff; the goal of establishing a “global United Nations system workforce”; and the 2016 round of place-to-place cost-of-living surveys, in particular those duty stations where the results, as announced by the ICSC, were negative.

5. The 34th session of the HLCM, held at WIPO in Geneva on 28 and 29 September 2017, focused on three main themes: supporting the UN Secretary-General in his vision for management reform; duty of care for UN system personnel and human resources matters; and innovation. Discussions focused on simplification of regulatory and policy frameworks, decentralization and delegation of authority with decision-making closer to the point of delivery, the role of leadership in driving change, flexibility, leveraging technology, accountability mechanisms, effective protection for whistleblowers and enabling support functions for integrated field offices. The Committee received an interim report from its Task Force on Duty of Care which is focusing on high risk environments. It should be noted that, following the UN Secretary-General’s Senior Management Group meeting of 12 July 2017, the Secretary-General asked the Task Force to expedite work on duty of care for all staff, including a focus on national staff and on psycho-social welfare. The Task Force noted the need for a more proactive assessment and management of risks beyond security, while referring to the dangers of psychological strain, poor living conditions and lack of access to medical care. As such, the HLCM decided to develop a duty of care-specific risk management framework which would aim to look at threat and hazards with associated prevention and mitigation measures. The Committee also decided that a further review on the future of the UN Cares Programme be carried out. The ICSC Vice-Chair briefed the Committee on the Commission’s deliberations which took place at its July 2017 session, in particular the discussions related to the post adjustment methodology, at which time the Committee stressed its expectation that the process go beyond purely statistical discussions. Relative to the agenda item entitled “innovation”, the Committee decided to continue, as part of the UN Innovation Network, the work of the Innovation Labs which provided Lab participants with access to new types of data, data mining and visualization technologies and novel analytical methodologies. The continuation of this work will focus on data innovation to address the most critical issues of improving knowledge exchange and managing partnerships. Based on a request from FICSA, the last but far from least important issue was the HLCM’s decision to relaunch a consultative process among FICSA member organizations to discuss the development of a proposal on the operational model as well as funding approaches for FICSA elected officials’ positions, based on FICSA’s proposal for a cost-sharing arrangement. WHO/HQ Geneva offered to lead the consultations.

INTERNATIONAL CIVIL SERVICE COMMISSION (ICSC)

6. The Commission held its regular spring (84th) session in New York from 20 to 31 March 2017 and its summer (85th) session in Vienna from 10 to 21 July 2017. The following issues were discussed at the 84th session: the use of categories of staff, including General Service, National Professional Officers (NPOs), Field Service and Security Service (review of the compensation package for locally recruited staff); review of pensionable remuneration; review of hardship classification methodology; and methodological aspects of the 2016 round of cost-of-living surveys. It was noteworthy that the UN’s Chef de Cabinet, when delivering an opening statement to the 84th session of the Commission on behalf of the UN Secretary-General, reiterated the Secretary-General’s appeal to the Commission that it re-consider the elements of

the new compensation package (for staff in the Professional and higher categories) that would adversely affect current staff members who were working parents and whose spouse was not recognized as a dependent.

7. The 85th session of the Commission continued its discussions on the use of categories of staff and pensionable remuneration. As the first meeting of the ICSC Working Group on pensionable remuneration will be held in Madrid from 29 January to 2 February 2018, immediately prior to the 71st session of the FICSA Council, this matter will be reported on during Council. The Commission's 85th session also took up the following agenda items: monitoring of the implementation of decisions taken by the ICSC, the General Assembly and the organizations of the common system (the Commission specifically expressed concern with respect to FAO not taking steps towards implementing the new MAS65 for staff who had joined before 1 January 2014); study on performance management and proposals on performance incentives; a 0.97 per cent adjustment to the base/floor salary scale for staff in the Professional and higher categories on a no-loss/no-gain in net take-home pay basis; continued monitoring of the margin estimated at 113.4 for the calendar year 2017; review of the methodology establishing the children's and secondary dependant's allowances; review of the hardship classification methodology; report on diversity, including gender balance and geographical distribution in the common system; results of the local salary survey for General Service staff based in Vienna; the methodology for the adjustment of danger pay for both internationally and locally recruited staff in the field; review of the level of the security evacuation allowance for staff serving in the field and post adjustment issues following the 2016 round of cost-of-living surveys.

2016 cost-of-living surveys at headquarters duty stations for purposes of post adjustment for staff in the Professional and higher categories

8. The ICSC's conduct of the 2016 cost-of-living surveys at headquarters duty stations created worldwide unrest amongst international civil servants, most notably in Europe and, in particular, in Geneva. Following the ICSC's purchase of ECP data for purposes of the surveys relative to the European headquarters duty stations (except Geneva), the ICSC Secretariat, surprised by the data, realized the need to subsequently conduct its own price-collection exercise in Brussels in order to determine the value for a survey transition factor in order to make the move from its own price-collection exercises to the ECP data. As the ICSC's price-collection exercise was conducted in Brussels alone, FICSA continues to have doubts of the validity of applying the same transitional factor in other European headquarters duty stations. In respect of the ICSC's cost-of-living survey conducted for Geneva and the subsequent decisions of the Commission, FICSA and CCISUA, together with member associations/unions in Geneva, seized every opportunity to denounce certain irregular elements of the survey. Moreover, the HR Network mobilized against the ICSC methodology used for purposes of conducting the Geneva survey as well as the ICSC Secretariat's collection and analysis of the prices and data. Three senior statisticians identified by the HR Network were sent to the ICSC Secretariat offices in New York to review the application of the methodology and the data processing work conducted, following which the HR Network prepared a conference room paper, later submitted to the July 2017 session of the Commission, in which irregularities relative to the conduct of the survey were exposed. Two of the main findings were related to the rent component of the survey, the formula and weighting used. FICSA sent an Executive Committee member to the ICSC Secretariat to review the data collected in Brussels and compare it with the ECP data; the representative did find that the data collected manually represented an improvement with respect to the ECP data, and that this should allow for an adjustment of the negative results. FICSA and CCISUA also submitted a joint conference room paper to the July 2017 session of the Commission to denounce some aspects of the survey, including elements related to the methodology.

9. It is important to note that, until 2015, there existed a mechanism to address margins of error when conducting such cost-of-living exercises. It was an operational rule known as the gap closure measure. The rule was applied when the new post adjustment index resulting from a place-to-place survey turned out to be lower than the prevailing pay index by more than 5 per cent, in which case the updated post adjustment index was increased by 5 per cent. This 5 per cent gap closure measure was abolished by the Commission in 2015 when some of its members argued that they saw no justification for its existence, and the ICSC secretariat stated that it had never been used. In FICSA's view, the ICSC Secretariat would have already known, at that time, of the expected results of the Geneva survey and therefore the need to maintain this gap closure measure.

10. The summer of 2017 witnessed several demonstrations and extraordinary assemblies of mobilized staff in Geneva,¹ accompanied by the mission of the three senior statisticians sent by the HR Network to New York to review the application of the ICSC's methodology and data collected and retained or discarded. Furthermore, executive heads of the Geneva-based international organizations demonstrated their support for and cooperation with the staff and their representatives by writing and expressing their concern to the ICSC Chair. This cooperation and joint actions culminated at the July 2017 session of the Commission where it decided to put back into place a gap closure measure. However, instead of reintroducing the measure at 5 per cent, the Commission chose to set it at 3 per cent without providing any justification which would explain the basis of how this technical body had determined that the margin of error was initially 5 per cent, then zero per cent, and now 3 per cent. It had also been agreed that a working group would be created to review the relevant methodology, an agreement which the ICSC Chair no longer recognizes and instead says that the relevant issues will be dealt with by the Advisory Committee on Post Adjustment Questions (ACPAQ). Meanwhile, FICSA has learnt that the ICSC Secretariat has apparently hired its own "expert" to review the methodology and report thereon to the next session of ACPAQ.

Comprehensive review of the common system compensation package for General Service and National Professional Officer categories of staff

11. When the General Assembly adopted its resolution A/C.5/69/L.12 on 23 December 2014, it had also noted "the intention of the Commission to review the compensation package for the General Service and National Professional Officer categories of staff once the review of the Professional and higher categories is finished". Although the review of this latter category has been completed the Commission is, for the time being, focusing its review on the use of categories of staff including General Service, National Professional Officer and Field Service.

12. During its session of 2017 the Commission decided to: a) recommend to the General Assembly a set of guidelines for the use of the National Professional Officer category; recommend to the UN Secretary-General that jobs in the Field Service category be graded on the basis of the General Service and Professional job classification standards, that the organizations using the Field Service salary scales should confirm in consultations with the ICSC Secretariat the correspondence between the Field Service grades and the General Service and Professional grades, and that the criteria as defined by the Commission be used for the Field Service category.

¹ Jointly organized by FICSA and CCISUA.

ADVISORY COMMITTEE ON POST ADJUSTMENT QUESTIONS (ACPAQ)

13. FICSA participated in the February and June 2017 meetings of the 39th session of ACPAQ where the following matters were discussed: a report on the implementation of the methodology for the 2016 round of cost-of-living surveys at headquarters duty stations; the collection of survey data in New York for the purpose of place-to-place cost-of-living comparisons; the cost-of-living surveys conducted in Geneva, Rome, Vienna, Paris, Montreal, London, Madrid and Washington DC; the review of the methodology for application to field duty stations; and the outcome of the special price survey conducted by the ICSC Secretariat in Brussels and its application to the results of the cost-of-living surveys at headquarters duty stations for which price data collected under the ECP, instead of the ICSC secretariat, were used in post adjustment index calculations.

14. As reported above under the section “ICSC” of the present report, some of these surveys and the corresponding application of the methodology were drawn into question. The most problematic surveys were those took place in Geneva, Rome and Madrid.

15. In view of the fact that the place-to-place survey methodology and the suggestions of the ICSC’s “expert” consultant will be discussed at the 40th session of ACPAQ in New York from 26 February to 5 March 2018, it is imperative that the staff federations send representatives who are expert statisticians familiar with the methodology. The Geneva-based organizations are planning to send one of the expert statisticians who had, on behalf of the HR Network, reviewed and contested certain elements of the methodology and consequently the Geneva cost-of-living survey data. FICSA has requested that one of the other expert statisticians who had been equally involved in the afore-referenced review also participate in the 40th session of ACPAQ on the FICSA delegation.

FIFTH COMMITTEE OF THE UNITED NATIONS GENERAL ASSEMBLY

16. Under General Assembly agenda item 141, United Nations Common System, the FICSA President delivered a statement to the Fifth Committee of the General Assembly on 16 November 2017 to address the following issues:

The cost-of-living surveys for staff in the Professional and higher categories

17. The Fifth Committee was informed that staff were contesting some of the cost-of-living surveys conducted in 2016, not only due to the methodology, but also on the manner in which the calculations had been carried out. Furthermore, FICSA urged the Fifth Committee to consider putting back into place the 5 per cent gap closure measure, an operational rule initially designed to address margins of error. In this respect, it is important to know that FICSA undertook an extensive two-week advocacy campaign in New York in an effort to convince Member States to reinstate the 5 per cent gap closure measure. Regrettably, some influential Member States appeared to be determined to reduce the post adjustment multiplier and thus save on staff costs. Consequently, numerous staff are now appealing the decisions of their respective organizations to implement the new post adjustment as decided by the Commission.

UN reform

18. Referring to the UN Secretary-General’s intention to reform the United Nations, FICSA stressed that the reform process must begin with the Member States, the mandates of the organizations, duplication of services, duty stations, offices, bureaucracy and the classification

of posts. FICSA highlighted the need for staff to be fully involved in any reform exercise. FICSA expressed its view that an approach, totally different than the current reform proposal, is required.

Mandatory age of separation (MAS)

19. FICSA brought to the attention of the Fifth Committee the fact that a few organizations did not have the intention of implementing the new MAS65 by the date decided upon by the UN General Assembly. ICAO, UNAIDS and WHO will implement on 1 January 2019 and WIPO on 1 January 2020. FICSA expressed its regret that FAO, IFAD and WFP had not decided on a date of implementation and requested the Fifth Committee to bring the organizations in line with the UN General Assembly decision.

United Nations Joint Staff Pension Fund (UNJSPB)

20. FICSA thanked the General Assembly, UN management and common system organizations for the improvement made in processing pensions for newly retired staff in a timely manner, and stated that it saw no reason for granting additional financial and human resources to the Pension Fund.

Whistleblowing

21. Although FICSA thanked the UN and the UN Staff Unions for its work in revising the UN Policy on Whistleblowing, FICSA stressed the need for a better policy and system, in particular the need to include whistleblowers' access to external arbitration and protection of the few whistleblowers who came forward prior to the implementation of this new policy.

INTER-AGENCY SECURITY MANAGEMENT NETWORK (IASMN)

22. The 25th session of the IASMN met from 7 to 9 February 2017 in Washington DC and the 26th session from 20 to 22 June 2017 in Montreux, Switzerland. Agenda items discussed at the 26th session included: amendments to the implementation of the new security risk management policy; abolishment of the minimum operating security standards (MOSS); changes to the policy relative to the locally cost-shared security budget; the establishment of an implementation working group (subject to the HLCM's endorsement) concerning the road safety strategy; new guidelines on security crisis management; additional work on the first responder guidelines; endorsed the recommendations of the Working Group on security in the Organization for Economic Co-operation and Development (OECD) and then abolished the working group; implementation of the recommendations in the residential security report and subsequent dismantlement of this working group; gender issues; humanitarian access; the need to prepare a draft policy on compliance; approval of the draft terms of reference for the Chemical, Biological, Radiological and Nuclear (CBRN) threats working group; adjustments to the security policy framework document; expansion of the IASMN Steering Group to 15 members; creation of a working group for purposes of funding mechanisms for security; priorities for technical development of future technology; global identity management (ITU planned to implement it in 2017, followed by WMO); and the draft handbook for the physical security unit.

23. The next meeting of the IASMN (27th session) will take place from 6 to 8 February 2018 in New York, at the same time as the 71st session of the FICSA Council. Due to the scheduling conflict, FICSA has coordinated with CCISUA to ensure that our views will be represented at the IASMN meeting.

UNITED NATIONS JOINT STAFF PENSION BOARD (UNJSPB)

24. Issues discussed at the 64th session of the UNJSPB, which met at UN Vienna (UNOV) from 24 to 28 July 2017, included: actuarial matters; report on the end-to-end review of the separation to benefit process; improvements related to the Fund secretariat's processing of pension requests from new retirees; report of the Asset Liability Management (ALM) Committee; investments of the assets of the Fund; the proposed 2018-2019 budget of the Fund's secretariat as well as the Fund's Investments Division; representation of retirees in Staff Pension Committees; conflicts of interest and confidentiality; reports of the Audit Committee, Board of Auditors and OIOS; and the highly controversial renewal of appointment of the Fund's Chief Executive Officer.

25. FICSA delivered a statement on behalf of all three staff federations in which it stated that resolving the problems surrounding the late payment of benefits and withdrawal settlements to new retirees was a matter of pre-eminent importance. It also referred to General Assembly Resolution 71/265 which had expressed serious concern over the investments of the Fund. It called on the Fund's management to address the dire state of staff-management relations in the Fund's secretariat, and stressed the need for enhanced transparency, improved communications and consultations, not only with the Fund's staff, but also with the Staff Pension Committees and participants at large.

26. Information relative to the current meeting of the ICSC Working Group on Pensionable Remuneration can be found above under the section entitled "International Civil Service Commission".

GENERAL SERVICE QUESTIONS

27. Information concerning the ICSC discussions relative to the review of the compensation package for staff in the General Service category can be found above under the section entitled "International Civil Service Commission".

Methodology I and II

28. The FICSA membership is reminded that the Report of the International Civil Service Commission for 2011 (document A/66/30) included the following schedule of GS salary surveys under **methodology I**. It should be noted that two of these surveys are yet to be completed, namely Brussels and Copenhagen.

Duty station	Pre-survey consultations	Survey date
Rome	Autumn 2011	April 2012
Paris	Spring 2012	October 2012
Montreal	Autumn 2012	April 2013
Tokyo	Autumn 2012	July 2013
Madrid	Spring 2013	October 2013
New York	Spring 2014	November 2014

London	Autumn 2014	May 2015
Geneva	Spring 2015	September 2015
The Hague	Autumn 2015	April 2016
Vienna	Autumn 2016	April 2017
Bonn	Spring 2016	October 2016
Washington, D.C.	Spring 2017	October 2017
Brussels	Autumn 2017	May 2018
Copenhagen	Spring 2018	September 2018

Summary of three ILO Administrative Tribunal (ILOAT) judgements relating to GS salary surveys for Rome and Bangkok as well as the pensionable service differential at FAO Delivered in 2017

29. Two ILOAT judgements on complaints filed by GS staff at FAO were delivered on 8 February 2017. In Judgement No. 3740 the complainants challenged the legality of changes to the FAO GS category salary scale, consequent to the implementation of recommendations by the Report of the International Civil Service Commission in 2012 on local employment conditions in Rome. The complainants in Judgement No. 3741 challenged the decision to cease treating the service differential as pensionable remuneration.

30. ILOAT Judgement No. 3883, delivered on 28 June 2017, concerned complaints filed by a number of ILO GS and NPO staff in Bangkok who contested the implementation of new salary scales as from 1 March 2012.

31. A brief look at Judgements UNDT/2014/026 and 2015-UNAT- 526, also involving the Bangkok 2011 salary survey, are also added.

32. For a summary of the above cases, please refer to document FICSA/C/71/GSQ/1.

33. After every round of a GS salary survey, the ICSC reviews the methodology. FICSA has been informed that the Commission will formally take up the review of the GS salary survey methodology in 2019, whilst some preparatory work may begin in 2018.

PROFESSIONAL SALARIES AND ALLOWANCES

34. In December 2016, FICSA held a caucus of staff associations/unions and lawyers to discuss the compensation package changes and next steps. Pursuant to Council decision FICSA/C/70/D/42, which informed member organizations of the need to draw attention to situations in which their staff members suffered losses due to the compensation package changes, the Council decided to fund three test cases pertaining to these losses. FICSA sent messages over a period of months in early 2017 reminding members to reach out to their colleagues in order to obtain possible test cases.

35. The FICSA Executive Committee decided to fund one case in PAHO in the amount of USD 10,000, a second in FAO and a third in WHO/EURO Copenhagen, for which FICSA committed Euros 10,000, respectively. It was agreed that FICSA would be reimbursed should the staff

members win and obtain relief for legal fees. While the PAHO case has progressed, subsequent follow up with WHO/EURO and FAO revealed that the staff member in WHO/EURO decided to appeal but to forego the use of a lawyer whilst no response has been received from the FAO staff member.

36. CCISUA, likewise, sent messages to its own members. On 19 April and 7 June 2017, two staff from UNODC in Vienna filed appeals to the United Nations Dispute Tribunal (UNDT) challenging the decision to reduce their contracted salary and the manner of the implementation of the unified salary scale effective 1 January 2017.

37. The Applicants assert that conversion of part of their salary into an allowance is unlawful, as their salary is an essential element of their contracts, constituting an acquired right. In converting a portion of the Applicants' salaries into an allowance, the Administration changed its meaning from an acquired right to a non-essential term and condition of employment. Such a change in meaning permits the Administration to amend its value without the Applicants' consent and as such violates their acquired rights. The Applicants also asserted that the reduction of the transitional allowance every year is discriminatory, as it makes an unlawful distinction between the Applicants and other categories of staff members. The Tribunal found that the Secretary-General *"had an obligation to act lawfully in implementing the Unified Salary Scale for the Applicants and to respect their acquired rights, which took precedence over the new conditions of employment set out in the amendments to the Staff Regulations and the Staff Rules"*. In its surprisingly courageous decision, the Tribunal berated the UN Secretary-General for having failed to protect his staff under the provisions of Staff Regulation 12.1.

38. Subsequent to the delivery of Judgement UNDT 2017/098, on 15 January 2018, the three Federations sent a collective letter to the UN Secretary-General urging him not to appeal the aforementioned UNDT judgement but to instead notify the ICSC of his intention to respect the collective wisdom of the three judges on the panel and to urge the Commission to rethink its approach in a more modern and productivity-focused way.

CONDITIONS OF SERVICE IN THE FIELD

39. At the mid-year review meeting for the hardship classifications of field duty stations (June 2017) (at mid-year between the 2016 annual review and the 2017 annual review), the Tripartite Working Group (TWG) met at the ICSC Secretariat in New York to classify 40 field duty stations. i.e. new and reactivated duty stations that had received a temporary classifications in 2016, duty stations in transition and duty stations that have exceptionally been approved by the Chairman for inclusion in the 2017 Mid-Year Review. This meeting was the occasion to confirm that the annual review of hardship duty stations would be devoted fully to the *Africa region* in November 2017. *The LAC Region + the Commonwealth of Independent States (CIS) countries + the Middle East will be reviewed in 2018.*

40. Health ratings: 40 duty stations were evaluated by the UN Medical Service Division (UNMSD) for this round of review. Unfortunately, many duty stations under review do not provide a completed health questionnaire, the ICSC therefore has to assess the local health facilities to the best of their knowledge and with the information available at hand (only 60% of the questionnaires were returned to the ICSC duly filled out). The low compliance rate for the health questionnaires is definitely due to the highly technical content of the questions which relate to the health-care facilities in the duty station under evaluation.

41. During its presentation, the UNMSD confirmed that it was looking to standardize the health evaluations and that it would move to health risk assessments in order to be able to

provide a more holistic evaluation of the health conditions to the duty stations. There was also a clear push for implementing an electronic version of the questionnaire to reduce significantly the amount of time it would take to review a duty station. With the impacts of more natural disasters, the spread of more infectious diseases and the increased flow of refugees worldwide, there is a need to deploy UN staff spontaneously and the classifications are becoming more and more technical. A better assessment of the health facilities for UN field staff is becoming more important.

42. If the notion of “Duty of Care”² is taken seriously in its own context, it should be reported that many members of the Working Group, including the representatives of the UNMSD, voiced their frustrations and concerns about the lack of accountability of many Field Resident Coordinators who do not seem to take much responsibility for the health condition of UN staff in the field. Certainly, when a medical or security evacuation is decided, Resident Coordinators face a challenge, due to the ensuring economic, political and social implications for the country hosting several UN organizations and staff. But still, Duty of Care needs to be followed, with no exceptions. In many field duty stations, the Country Team does not consider itself responsible for the health of the local UN staff. However, providing accurate information in these health questionnaires can significantly affect their entitlements.

43. The meeting of the Tripartite Working Group (TWG) for the mid-year review was preceded by a four-days’ technical meeting organized to review the methodology used for the classification of duty stations according to the conditions of life and work. It was an opportune moment to provide relevant and practical feedback on the proposed model which, after adoption by the 85th session of the ICSC in July 2017, would allow for more consistency in the factors and in the overall categorization. With the adjusted criteria, the consistency of ratings would increase with minimized need for adjustments. Ideally, once approved by the Commission, the revised methodology could start to be used from the year 2018 and the round of classification scheduled for that year, i.e. *the LAC Region + the Commonwealth of Independent States (CIS) countries*.

44. This proposed model is expected to:

- increase confidence in the scheme by strengthening the authority and the role of the TWG and by empowering it as its collective knowledge and experience is useful in making adjustments where deemed necessary and defensible;
- better reflect the situation on the ground in terms of the conditions of life and work. Recognition of the “deep field” by recognizing the hardship levels of duty stations without major security concerns, which is particularly important to peace-keeping operations;
- be easier to explain to staff the levels and relativities of the five-category scheme and would lead to less complaints from the field duty stations;
- facilitate recruitment and retention of UN staff: better recognition of the levels of hardship as “A” duty stations that should be “B”, better ability to attract staff and increased staff morale;
- would address the issue of broad ranges of “A” duty stations and correct it;
- connect with the notion of duty of care: the organizations have a duty to inform staff of accurate conditions on the ground and these proposed adjustments to the criteria for overall categorization would support duty of care efforts;

² The “Duty of Care” notion: it means that the UN organizations have the obligation to look after the well-being of their staff in the field duty station.

- the model would not place security as overly important: it still remains of high importance, however other factors are as well. The weighting of each indicator needs to be revisited taking into account that measuring hardship for all the UN staff is difficult, whether you are posted in a family set-up, or as a single female staff member, or as a single parent, etc.;
- LGBTI UN colleagues: UNDSS should try to include a specific focus on risks and reports on gender-based violence against female staff;
- create another stress tool in the health factor which could have a bearing in health ratings when negative environmental conditions are reported (i.e. a duty station affected by severe weather incidents with impacts on the health of UN staff), it should be reflected in the health ratings (such as in New Delhi);
- put less emphasis on the financial incentives; although they are important, they should not be considered as a driving force but consideration should be given more on the objective to have the duty station correctly classified into five categories (A, B, C, D, E);
- review each factor in the methodology, including isolation. An expansion of UN operations in remote areas has been observed over the past few years and isolation has become a defining factor in many duty stations; and
- there is now a proliferation of duty stations where the UN is active; the questionnaires should be adapted for smaller duty stations and the relativity to the capital city of the same country should be taken into account.

45. At the Annual Review Meeting, the Working Group reviewed the list of mandatory duty-stations in the Africa Region, scheduled for the 2017 Annual Review, which meant a grand total of 323 duty stations to be reviewed (280 duty-stations in Africa on mandatory review, 2 duty stations being temporarily classified, 4 duty stations rated for a transition period and 34 duty stations on the security watch list because they are rated D by the UNDSS). The response rate of questionnaires submitted improved considerably for the Africa region, i.e. 91% of all the duty-stations for review and 262 fully completed questionnaires. By comparison, the 2014 review (Africa Region) of the classification included only 54 per cent of questionnaires received and useful for all surveyed duty stations.

46. **Briefing by UNMSD:** The Working Group had a briefing from a medical officer of UNMSD, who reviewed the health ratings of 282 duty-stations in Africa, 2 duty stations which were temporarily classified, 4 duty stations classified on a transition basis from the previous classification exercise and 34 duty stations placed on the security watch list. Tangible information and a well prepared presentation of data available for the list of duty stations enabled the TWG to get a rather accurate picture of the health factor. The UNMSD has recently taken up a more pro-active role in improving the information on access to local health facilities with the building of a reliable database and the use of external sources of information to be able to draw a complete picture of the health facilities in the different regions. UNMSD stated that more fact-finding missions are being undertaken to conduct health risk assessments and mission reports are being used as a basis to confirm the health information. This improved set of information should provide a more holistic appraisal of the duty stations.

47. **Briefing by the UN Department on Safety and Security (UNDSS):** The Working Group had a briefing from 3 senior staff of UNDSS who used interactive Google maps to illustrate their findings and information and to give detailed explanation of the security conditions in the Africa region and in other locations. It was noted in the meeting that UNDSS makes assessment of the safety levels based on factors such as crime, terrorist threats, direct threat to the UN premises and staff, measures to limit exposure (for example, alternative walk modalities) and the attitude of the host country (pressure from the host government to maintain a certain security level so

that UN work can be carried out in a safer environment). According to UNDSS, when assessing the level of threats in a specific duty stations, emphasis is put on assessing the risks to the UN facilities and the UN staff, and then they look at the overall safety situation in the duty station.

48. Several UN organizations and all three Staff Federations took the opportunity to discuss the issue of designating non-family status to duty stations, whereas some minimum conditions conducive to a decent family life needed to be in place. The overall concern lied with the difficult duty stations which are not designated as non-family duty stations and that this matter was deemed critical for mobility and managed rotation programmes. In order for a staff member to bring his/her family to a particular duty station, minimum conditions needed to be in place in order to be conducive to family life (how absurd it is to have an “E” duty station not designated as non-family because of no prevailing security restrictions, such as a handful of very small duty stations in Sierra Leone where the security is rated at the B level but the overall rating of the duty station is E). Even some “D” duty stations (e.g. non-capital cities “D” duty stations) may not have the minimum infrastructure and conditions to support families.

49. It was explained that since hardship was faced by staff members in many areas, not only with respect to security, they were of the view that this should be linked with the designation of non-family duty stations, whereas currently hardship is based only on family restrictions **for reasons of safety and security**. However, other issues such as limited medical services, unavailability of proper housing, isolation of family members, unavailability of adequate schooling systems or unavailability of basic goods and services are not being taken into account. It was confirmed that this is just absurd. This situation will be prevailing more now that the presence or absence of international schools in duty stations under review is no longer asked in the questionnaires. The education grant travel has also disappeared from the new education grant scheme starting with the school-year 2017-2018. Many participants in the TWG suggested that, now that the education factor is no longer automatically reflected in the questionnaires, it should be captured under local conditions in order to reflect the different levels of hardship and that the new questionnaires should be adjusted accordingly asking about the availability or not of international schools in French and English. The ICSC confirmed that it will continue collecting the information about schools in the different duty stations under review and organizations of the UN will be in a position to ask more information before deploying staff.

50. The need to address this situation at an earliest opportunity was underscored. This issue was raised at the 2017 summer 85th session of the ICSC in Vienna and again in New York in November 2017, but no solid solution was put forward yet.

51. The ICSC Secretariat will introduce relevant documents and arguments on the changes suggested to improve the methodology for hardship classification at its upcoming Spring session in March 2018.

HUMAN RESOURCES MANAGEMENT

52. Further to the 70th Council decisions related to performance appraisals, the criteria applied in the IAEA reverse appraisal (180° evaluation) system was posted on the FICSA website so that those interested members would have the opportunity to study IAEA’s document and glean information from it. In addition, a request was sent to all member associations/unions to provide policies and procedures pertaining to performance management systems (PMS). These policies were then also posted on the FICSA website. Moreover, the FICSA Executive Committee was tasked to undertake a review of the differences relating to conditions for dismissal through the PMS in terms of time and process, while outlining the best and worst practices. In this respect, there was an insufficient response rate, which made the situation challenging to

analyse, nonetheless, a conference room paper was commissioned to serve as the basis for discussion during the meeting of the Standing Committee on human resources management (document FICSA/C/71/HRM/1).

53. At the 70th Council, an amount of CHF 2,000 was budgeted for the purpose of hiring legal counsel to determine whether a UN staff member, who (a) was employed by an agency that did not implement MAS65 by 1 January 2018; and (b) had launched a legal appeal against the agency, had a sound legal case. Attorney Larry Fauth was commissioned to undertake this legal analysis and he concluded that such staff members would not have a winnable case as the organizations have discretion not to implement MAS65. All the same, the Executive Committee continued its advocacy activities directed towards the agencies, urging them to (a) implement MAS65 no later than 1 January 2018; and (b) follow the United Nations' example in implementing procedures and standards, including the automatic extension of an employee's contract until the age of 65, unless otherwise requested by the employee. Despite the 24 December 2017 UNGA resolution which took note of the International Civil Service Commission's 2017 report, and which noted with serious concern that some common system organizations had decided not to implement the Commission's decisions regarding the mandatory age of separation, the Assembly called on those organizations and staff to fully cooperate with the Commission in implementing its decisions without undue delay (document A/72/666). Thus far, only seven agencies have not implemented MAS65 on 1 January 2018, namely: FAO,³ ICAO,⁴ IFAD,⁵ WEF,⁶ WHO,⁷ WIPO,⁸ and UNAIDS.⁹

54. The 70th Council also decided to set up a working group under the chairmanship of Mr. Christopher Mason (WIPO) to:

- (a) conduct research into current whistle-blower policies among the organizations of the member associations/unions;
- (b) determine those instances where the policies were aligned;
- (c) outline the best practices; and
- (d) standardize the definition of retaliation and whistle-blowing.

55. However, this working group has not been successfully set up. Mr. Mason will lead the discussion on this during the meeting of the Standing Committee.

STAFF/MANAGEMENT RELATIONS

European Patent Office (EPO)

56. Unfortunately, nothing changed at the European Patent Office (EPO) in 2017. It has been in the news for over four years now and FICSA has been following developments closely as there are still unresolved, worrisome issues, namely: continuous threats to union and staff representatives by the EPO President, Mr. Battistelli, and violation of workers' rights. This is now coupled with setting unreachable production objectives which are endangering the health of EPO staff.

³ Has not announced whether it is going to implement or not.

⁴ Implementation on 1 January 2019.

⁵ Has not announced whether it is going to implement or not.

⁶ Administratively tied to any FAO decision on this matter.

⁷ Implementation on 1 January 2019.

⁸ Implementation on 1 January 2020.

⁹ Administratively tied to any WHO decision on this matter.

57. After having halved the time spent on Staff Representation activities over the past three years, the EPO has in 2017 further curtailed the resources of the Staff Committee. In its extraordinary session of 6 December 2017, the ILO Administrative Tribunal (ILOAT) delivered several important judgements, Nos. 3958 and 3960, in which it ordered the immediate reinstatement of a Judge of the Boards of Appeal to his former post, after he had been suspended for three years. The Tribunal further ordered the EPO to pay the Judge costs as well as damages for material and moral injury. No. 3972 concerns the case of a sick EPO staff whose sickness was deliberately ignored by the EPO prior to being dismissed after a disciplinary committee in absentia.

58. The judgements concerning the three dismissed SUEPO officials are likely to be issued by the ILOAT next June/July and end 2018/beginning 2019. Mr. Campinos (PT), current head of EU-IPO in Alicante, will become the next President of the EPO as from 1 July 2018 with the mandate to reinstate social dialogue. It is however too early to have a clear idea of his intentions. Mr. Campinos is known for having close ties to Mr. Battistelli who strongly supported his candidacy.

59. FICSA hopes that the years of chaos will soon be over with the arrival of a new President at EPO respecting the rule of law, the social partners and EPO staff.

Food and Agriculture Organization (FAO)

60. Concerning the relationship between FAO Management and the staff representative bodies (SRBs), namely AP-in-FAO and FAO/WFP-UGSS, the SRBs reported that significant problems still persist. The SRBs' role and inputs continue to be inadequately recognized and, as previously reported, Management often takes unilateral action on matters that negatively affect terms of employment and staff welfare, bypassing the SRBs and thus infringing the statutory requirements for consultation and negotiation. Therefore, while cordial relationships in form are maintained between FAO Management and the SRBs, the situation continues to remain unsatisfactory. Dialogue between Management and the SRBs also continues to be rather ineffective, as Management seems to deliberately disregard staff needs and acquired rights.

International Coffee Organization (ICO)

61. FICSA has also been following closely the developments at the International Coffee Organization (ICO). You will recall that the FICSA Council had been informed in 2014 of the unjustified termination of three staff representatives at ICO. One subsequently accepted a settlement agreement while the cases of the remaining two were represented by two lawyers from Bretton Woods Law (BWL). The FICSA Council in 2014 had also decided to provide up to CHF 15,000 from the Legal Defence Fund to assist the remaining two colleagues in their long uphill legal battle to achieve some resemblance of justice. In 2016, FICSA agreed to guarantee an additional amount of up to GB£ 5,000 (should they lose their case) and should the UK's High Court procedures for Judicial Review not grant them a Cost Protection Order. This guarantee still remains with FICSA however, in the end, they did not submit the request for a cost protection order.

62. After exhausting all internal remedies within the ICO, BWL's strategy was instrumental in forcing ICO through the UK's Foreign and Commonwealth Office ("FCO") to put in place a legitimate and functional internal justice system which became operational in the summer of 2017. As such, although the two staff members lost their case, BWL and FICSA did accomplish getting the ICO's internal justice system up and running.

Universal Postal Union (UPU)

63. Document FICSA/C/71/LEGAL/3/Rev.1 entitled “Summaries of UPU ILOAT Judgments - Nos. 3927, 3928, 3929 and 3930” refers.

World Intellectual Property Organization (WIPO)

64. In March 2017, WIPO Director General, Mr. Francis Gurry, imposed management-led staff council elections that resulted in the creation of a new management-friendly “Staff Council.” After 60 years of representing staff and defending staff interests at WIPO, the Staff Council of the WIPO Staff Association was evicted from its premises and the release time for its President and Administrative Assistant was unilaterally withdrawn by the Director of Human Resources. The WIPO Staff Association was denied the right to address all WIPO staff members by email and the annual subsidy of CHF 37,000 from the WIPO Administration was also withdrawn. WIPO Administration refuses to answer any memoranda or representations from the WIPO Staff Association, despite the fact that its membership is approximately 500 people, half the number of WIPO Staff.

65. The Association’s officials are being harassed on a daily basis and three of the Association’s duly-elected Staff Council members are threatened with constructive dismissal. Additionally, in January 2018, the Director of Human Resources authorized an email to all staff by a number of self-elected management-friendly officials of a new “Staff Union” offering staff members membership to this new body at the modicum price of CHF 5 per year. The new “Staff Union” purports to offer legal coverage and set up a hardship fund as part of the benefits of membership. Once again this raises severe questions of who is actually providing the funding and further reveals management interference in staff representation matters at WIPO.

66. The WIPO Staff Association, meanwhile, is continuing with its ILOAT complaint, which was filed in October 2017, and its internal appeal against the conduct, results and aftermath of the management-imposed staff elections in 2017. The Staff Council of the WIPO Staff Association calls upon FICSA and the other Staff Federations to refuse to recognize the so-called new “Staff Council” and “Staff Union”, and to intervene with WIPO Director General and Member States in order to put an end to the Director General’s violation of free speech and manipulation of freedom of association. The WIPO Staff Association is of the view that their only recourse available may be to urge FICSA to call for an independent, external investigation into the mistreatment of witnesses, dissidents, whistleblowers and staff representatives at WIPO.

UNESCO Institute of Statistics (UIS)

67. The relatively small group of staff members of the UIS based in Montreal, Canada, had been willing to get organized in a local chapter of the STU (UNESCO HQ, Paris) for quite some time, following the advice of a few members of the FICSA Executive Committee. It eventually materialized in February 2017 when the FICSA membership was meeting in Kuala Lumpur for its 70th Council and when the difficulties in the UIS offices became really intense.

68. In July 2017, the FICSA President visited the UIS offices and met with the executive head and staff. The Director of the UIS explained frankly and honestly that at the end of June 2017 eighteen UIS staff members lost their jobs due to withholding of donations by some Member States, delay of donations by others to UNESCO in general and to the activities of the UIS in particular. The shortfall of USD 50 million for 2017 at UNESCO HQ negatively affected the UIS since 35 per cent of the UIS budget comes from UNESCO in Paris. All vacancies have been frozen

at both HQ and UIS, with the exception of the ongoing recruitment for an administrative officer and a human resources officer. Additionally, there is a freeze of all core activities and an overall review in search of possible savings. The UIS is a very specialized agency with highly specialized staff and this situation is starting to jeopardize the delivery of its programmes.

69. The UIS/STU members undertook a job-satisfaction survey in October 2017 with a view to taking the current organizational pulse of the UIS and to gather data to identify areas for improvement. The survey was open for eight days and during that period, 54 out of the 69 staff members responded resulting in a 78 per cent response rate. The respondents included GS and P staff in fixed-term positions and with short-term contracts, both in the field and at headquarters in Montreal. The UIS-STU was very pleased with the survey response rate as it demonstrated that staff members do care about, and are willing to invest in improving, the UIS.

70. This survey, combined with the visit of the FICSA President and the regular encouragements and information-sharing sessions from the FICSA Executive Committee Member for Field and Regional Issues, are proof of the importance of building a sound and healthy dialogue between management and staff in times of hardships and financial difficulties. In addition, the FICSA President sent a letter to the UNESCO UIS Director in December 2017, after the publication of the survey result, to reiterate the message that UIS staff care for their work and want to be part of the solution in order for UIS to fulfil its noble mandate.

71. Updates on the situation prevailing in member organizations will be provided to the Standing Committee on Staff/Management Relations in a panel discussion during the present session of Council which may wish to decide on further actions to be taken to redress this situation.

SOCIAL SECURITY AND OCCUPATIONAL HEALTH AND SAFETY

After-service health insurance (ASHI)

72. FICSA participated in the continuing discussions which took place in the HLCM Working Group on after-service health insurance (ASHI). Those discussions will also be reported on in the upcoming meetings of the Standing Committee on Social Security/OHS. The UN Secretary-General reported to the 70th Session of the General Assembly on managing after-service health insurance (ASHI) liabilities. The report provided an overview and analysis of health insurance covering officials and former officials, and their family members, across the United Nations system. The report was largely informed by the work of a United Nations inter-agency Working Group on ASHI. The report included recommendations in relation to: undertaking collective negotiations with third-party administrators and health-care providers; undertaking underwriting reviews and negotiations with insurers; investigation into whether it would be appropriate, administratively practicable and financially beneficial, to require that insured persons be enrolled for primary coverage under the national health insurance scheme of the country in which they ordinarily reside; broadening the mandate of the United Nations Joint Staff Pension Fund (UNJSPF); standardizing the general ASHI liability valuation methodology and establishing the key liability valuation factors for application across the United Nations system; and exploring opportunities for inter-agency cooperation in the investment of funds earmarked for the coverage of ASHI liabilities. At its 68th and 70th sessions, the General Assembly expressed the view that the rationale for setting aside budgetary resources *earmarked for the purpose of funding the United Nations' ASHI obligation had not been sufficiently justified and that the pay-as-you-go (PAYG) approach should be continued "at the present time"*. In addition, the General Assembly requested that the Secretary-General maintain the Working Group in order to study further options for increasing efficiency and containing costs and put

forward specific proposals regarding those matters to the General Assembly at its 71st session. The Secretary-General had remained concerned about the level of unfunded ASHI liability that will place financial pressure on future budgets. The Working Group in its report to the 71st session therefore included a detailed proposal of partial funding, from January 2020, aimed at ensuring prudential control of the escalation of the United Nations' ASHI liability and limiting the impact of the United Nations' PAYG obligation on future budgets.

73. The Finance and Budget Network was of the opinion that the Working Group should concentrate more efforts on general cost-containment measures. Subsequently, at the face-to-face meeting of the ASHI Working Group in February 2017, the latter added issues around plan design and eligibility, efforts to achieve critical scale (plan consolidation) and the "portability" of ASHI liability to the work plan of the working group.

74. Despite best efforts of working group members to finalize the work around national health plans, this continues to be a major area of focus for the Working Group. The issue is far from simple and there has been minimum response to repeated appeals by the UN General Assembly for Member States to provide information to the Working Group (5% response rate).

75. FICSA worked closely with FAFICS counterparts on common concerns, particularly around the possibility of requirement for enrolment under the national health insurance schemes.

76. FICSA notes that, despite the diverse membership of the Working Group as well as the complexity of the subject matter, the basic principles of acquired rights, universal access to health care and duty of care have guided the work of the Working Group consistently.

77. It is envisaged that the work of the ASHI Working Group will be completed in advance of the 73rd session of the UN General Assembly in September 2018, at which point the Working Group will be dissolved.

UN Cares

78. The 34th session of the HR Network was hosted by UNAIDS in Geneva on 1 and 2 March 2017. While FICSA welcomed the agenda's focus on staff health and well-being, it voiced concern under agenda item 6 on the "closure of UN Cares and transitional arrangements". FICSA has strongly supported UN Cares over the years, recognizing that it is the only jointly-funded, UN system-wide initiative on staff health and well-being. If anything, UN Cares should be expanded, not closed. FICSA also stressed the need to ensure that the minimum standards for staff living with HIV are maintained and monitored. The ten minimum standards are as follows: information about UN policies and benefits related to HIV; information about preventing transmission of HIV and accessing services; learning and training activities on stigma and discrimination; access to male and female condoms; voluntary counselling and testing; insurance covering HIV-related expenses; confidential handling of personal information; first aid using standard precautions; rapid access to PEP starter kits; and managerial commitment.

79. Subsequent discussions under the mental health Working Group and duty of care Working Group have prompted further senior management reflection on the future of UN Cares. There are opportunities to adapt the UN Cares platform as part of efforts to better meet the UN's obligations to staff, recognized dependants and non-staff personnel. The global network of UN Cares focal points and trained peer support volunteers is recognized as an important asset of the programme, and moreover puts staff members at the centre. Several duty stations have already used UN Cares as an entry point for addressing broader health and well-being activities.

80. The FICSA Executive Committee sees two areas of strategic focus for advocacy in 2018 on these issues:

- PROTECTING AND PROMOTING STAFF WELL-BEING: A comprehensive approach to employee well-being to benefit all organizations and duty stations.
 - This should be in line with the principles outlined in the work on: Duty of Care in High-Risk environments; UN System Mental Health Strategy; and Occupational Safety and Health Framework.
 - Based on a recent survey, many organizations see potential value in collaborating on staff well-being. In keeping with the QCPR directive on UN Coherence, the possibility of inter-agency work on well-being should be woven into implementation planning on the above initiatives.
 - Within these larger discussions, continued attention to HIV is needed, alongside work on other health and well-being issues, and should not be lost.
- PROMOTING DIVERSITY AND INCLUSION, AND ENSURING ZERO DISCRIMINATION IN THE WORKPLACE - "UN FOR ALL": To help the UN walk the talk in terms of "leaving no one behind," a new institutional home" needs to be found for the UN for all project. At present, there is no activity funding foreseen for this project under UN Cares. Discussions are ongoing within a few organizations. FICSA member associations/unions are encouraged to take up this issue with their respective management counterparts ahead of the next HR Network meeting.

81. In 2017, FICSA introduced a new FICSA course on mental health in the workplace for staff representatives as per the request of the Standing Committee on Social Security/OHS. The course was offered once with the attendance of 12 participants. As the UN system as a whole and individual agencies develop their strategies on mental health and staff well-being, there will be increasing opportunities for FICSA member associations/unions to deploy their newly acquired expertise and capacity, advocating for state-of-the-art policies, approaches and investments across entities that will maximize positive impact for the health and performance of our colleagues while taking into consideration the latest discussions and recommendations of the HLCM Mental Health Strategy Working Group. A report on this training will be presented at the meeting of the Standing Committee on Social Security/OHS. The latter Standing Committee will make a recommendation to Council on the value and relevance of the course and whether or not FICSA should continue to offer the training to its membership.

HLCM Duty of Care Task Force

82. Through our FICSA participation in the Duty of Care Task Force and its sub-groups, we have reinforced the group's focus on:

- the need for clear management standards and accountability mechanisms (i.e. staff know what to expect from their organizations, managers know what support they are expected to provide, and Member States ensure that an appropriate duty of care standard is resourced);
- "non-negotiable"/mandatory actions across agencies, including with regards to pre-deployment orientation and support, and post-assignment debriefings and access to psychosocial support, especially when deployed to high-risk environments;
- better protection of locally-recruited staff and recognition of risks and hardships they may face in their service to the organization in high-risk or fragile operational environments;
- the need for increased investment in services for staff, especially in relation to counselling,

mental health;

- the opportunity to build on UN Cares as a peer education and support mechanism for staff health/wellbeing; and
- diversity and inclusive approaches that meet the organization's duty of care towards all UN personnel (including women; lesbian, gay, bisexual, transgender and intersex (LGBTI) colleagues; staff with disabilities; and ethnic and religious minorities).

83. As noted elsewhere in the report, the UN Secretary-General has expressed his strong commitment to staff and keen interest in ensuring that the organization is meeting its duty of care to all personnel, in all duty stations, with particular attention to staff working in difficult and dangerous operating environments. In light of the strong senior management attention to these issues that is expected in the year ahead, FICSA member associations/unions have an opportunity to put their agency-specific advocacy priorities in the context of this wider agenda when speaking with their respective management counterparts. Safety and security; mental health and well-being; managing health risks in duty stations; pre-deployment resilience briefings; and ensuring zero tolerance for harassment, discrimination and abuse of authority, are examples of specific duty of care issues where we have an opportunity to reinforce momentum in 2018 and shine a spotlight on areas where organizations should be doing more to protect staff, particularly in difficult operating environments.

LEGAL QUESTIONS

84. Attorney Larry Fauth's workshops have been included in the FICSA training catalogue as requested by the 70th Council in 2017. These workshops include "Employment disputes in the UN Justice System: What are my rights and remedies?" which was offered at WMO Geneva on 25 and 26 September, and "Law and Procedure Governing Internal and ILO Administrative Tribunal Appeals of Adverse Administrative Decisions," which was offered at WHO/HQ Geneva on 14 and 15 June and at CTBTO Vienna on 7 and 8 December 2017.

85. Resolution 70/1 was sent out via postal vote for approval at the beginning of 2017, and the final resolution was formally communicated to members in the summer of 2017. This resolution called for actions to alleviate the worsened relationship between the Staff Association and Management of WIPO. It requested that the UN Secretary-General instruct WIPO Management to be more respectful of the WIPO Staff Association's official position and that the WIPO Director General be held unequivocally accountable for the situation.

86. The FICSA General Secretary attended the annual meeting of the Conference of Staff Associations of International Organizations (CSAIO) at Interpol in Lyon on 12 and 13 October 2017, which focused on the following three topics, namely: pension reform, health and safety of staff, and facilities provided for staff representative bodies (session moderated by the FICSA General Secretary).

87. On the ILOAT front, four notable UPU cases were decided in 2017. Please refer to document FICSA/C/71/LEGAL/3/Rev.1 which provides the summaries.

88. ILOAT Judgements Nos. 3928, 3929 and 3930 are about post abolition and termination, wherein five posts got abolished within the UPU due to alleged "urgent" budgetary constraints and the subsequent failure to reassign the affected staff with resultant termination of all three Complainants while on sick leave.

89. The Complainants base their complaints on the lack consultation, breach of relevant staff rules and regulations, abuse of authority, violation of due process rights; violation of duty of

care by not re-assigning them to available posts; and termination of employment while on service-incurred sick leave without referring the case to a Medical Board. The Complainant in Judgement No. 3929, in addition, alleged the actions were UPU's retaliatory measures against her activities as a staff representative.

90. As there is an increase in organizational reforms due to budgetary constraints or changes in strategic directions in many agencies across the common system, so are appeals on post abolition and termination on the up rise. Incredibly, enough, the last few years have witnessed increased wins for the Complainants, with not so negligible amounts awarded for material and moral damages. All three Complainants won.

91. The judgements on all three appeals will serve as guidance for staff representatives as the decisions uphold certain legal principles that need to be kept in mind when staff wish to challenge the results of a restructuring exercise or administrative decisions in general.

92. ILOAT Judgement No. 3927 regarding suspension without pay of due to misconduct. The alleged misconduct involved the Complainant's outburst, allegedly shouting on her being fed up with working with Africans. While not directed to anyone specifically, it was found to be offensive by a staff member, who was herself an African, and who filed a complaint against the Complainant on the same day. At the time, the Complainant was an elected staff representative. The Tribunal found that regardless of the situation, the Complainant's statements (not directed to the staff member specifically but still referring to work of colleagues) were beyond what is appropriate for an international civil servant.

Mass actions and upcoming litigations against the Geneva pay cut

93. In the Spring and Summer of 2017, both FICSA and CCISUA called for mass actions to protest against the Geneva pay cut. However, the staff federations were urged to get a legal opinion regarding the issue of whether staff from the UN and its agencies in Geneva could strike or carry out other mass actions to protest the looming 7.5 per cent salary pay cut. FICSA and CCISUA therefore engaged Attorney Edward Flaherty to provide a legal opinion on the matter. After analyzing and examining staff regulations and rules of a few UN agencies, it appears that these documents neither explicitly forbid nor directly allow staff to strike.

94. However, even without a concrete strike policy, the right to strike still applies to UN and agency staff members. The UN and its agencies have guaranteed its staff "the right to organize and therefore the right of association", to which the right to strike/right to a work stoppage/slowdown "is an intrinsic corollary". These assurances would guard any striking staff members from punishment or retribution by their organization. Nevertheless, it is essential to note "that an organization can protect itself by deducting certain amounts from the salary of striking staff for services not rendered". So, although staff cannot face harsh punishment for participating in a strike, they have no claim to the wages they would have earned if they had worked.

95. Therefore, the FICSA Executive Committee decided that a more creative solution might be a work stoppage and/or work slowdown. Since all the participants would show up to work in these two scenarios, all of them would be paid. Administration would therefore have a tough time singling people out and distinguishing them from those who are not participating in the work stoppage or work slowdown. With this approach, all the participants could get their message of protest across without having to worry about losing part of their salary. And as recently as 25 January 2018, WHO staff undertook a silent protest by standing outside the Executive Board room as delegates entered to discuss the implementation of the pay cut by

WHO. All the same, the Executive Board Members went ahead and decided to implement the pay cut for WHO.

96. However, the silent protest by WHO staff served as an opening salvo in the upcoming litigation against the pay cut.

97. In terms of next steps for the litigation, Attorney Jean-Didier Sicault was invited to Geneva in October 2017 to meet with Geneva-based staff representatives to discuss strategies, process and timeframes for the envisioned litigations. He subsequently produced a template for staff to use as part of the “Request for an Administrative Review”, including a 7-page annexure.

98. As of January 2018, Geneva-based agencies have been guided to do the following:

- Request their respective executive heads to exercise discretionary authority and waive the internal review process and allow all pay cut cases to go straight to the ILOAT. If this request is not granted, the template, including preliminary legal arguments, for lodging the internal appeal via the administrative review process is ready and can be distributed to staff. This was prepared by one of FICSA’s Legal Advisors in October 2018. [It should be noted here that the ITU Staff Union have filed their cases already.]¹⁰
- In addition, request their executive heads to request the ILOAT to join all these pay cut related cases. If this request is not granted by the executive head, the chair/president of the staff association/union can make this request directly to the ILOAT.
- Request their executive heads to request the ILOAT for an injunction to stay the implementation of the pay cut until the cases are fully heard and decided by the ILOAT. However, this request needs to be received by the ILOAT BEFORE the actual salary deduction in February 2018 takes place. If the executive head fails to make this request, then the chair/president of the staff association/union could make this but with the signature of all staff participating in the litigation. A letter to this effect is currently being drafted by another FICSA Legal Advisor.
- Request their respective administration to send a communication to all staff that the organization intends to follow the ICSC decision to cut pay starting in February. The February payslip is of course the “final administrative decision” that would be appealable. But a communication from management about its intention to implement is needed for the staff associations/unions to start holding town halls and gathering signatures.
- FICSA is working with a third lawyer who has experience lodging collective actions at the ILOAT so that the staff associations/unions would get guidance from a procedural perspective.
- A final note on the appeals is that most staff associations/unions in Geneva only have 60 days to file, so the timeline is tight and they need to be ready. Communications on this issue need to be shared rapidly through the Geneva WhatsApp Group which includes members of both FICSA and CCISUA. There is also a WhatsApp group just for FICSA members.

FICSA-CCISUA COOPERATION

99. Following decisions taken at previous sessions of Council, FICSA officers have continued to collaborate with CCISUA in meetings of the UN Fifth Committee, the ICSC, the ICSC working groups, the HR Network, HLCM, IASMN and the Pension Board. They have issued joint communiqués on numerous issues. As per consultations between the President and General Secretary of FICSA and the President of CCISUA and as requested by the 68th session of the

¹⁰ 1]Judgement Nos. 3927, 3929, 3930 delivered on 24 January 2018; Judgement 3928 delivered on 6 December 2017.

FICSA Council, a FICSA/CCISUA Cooperation Agreement was signed. In 2017, the cooperation between the two federations continued.

100. For joint projects and campaigns, FICSA and CCISUA have a working arrangement for cost sharing. CCISUA normally reimburses FICSA in a timely fashion; however, for 2017, CCISUA still has an outstanding amount of CHF 1,500.

101. Cooperation between FICSA and CCISUA has been highly visible in 2017 in the fight against the pay cut in Geneva where both federations issued joint statements and convened town halls and mass protests. Both federations are continuing to share information and strategize on the litigation against the pay cut, which will be launched in February 2018 once the pay slips are made available to staff.

102. There have been lessons learned from the FICSA/CCISUA cooperation with plenty of room for improvement so that together the two federations could: i) optimize synergies for maximum efficiency and effectiveness; and ii) avoid political and strategic pitfalls. In this regard, these will be discussed at length again at the Ad hoc Committee on Strategic Development. And ideally, a joint meeting between FICSA and CCISUA leadership could occur in 2018 in order to strengthen the relationship, since this did not take place in 2017.

STRATEGY

Strategy to sustain lobbying activities at the UNGA and the Fifth Committee

103. FICSA maintains the right to address the UN General Assembly's Fifth Committee, which discusses and makes decisions on issues of budget, internal UN operations, procedures, policies and common system compensation. The UN General Assembly in Resolution RES/A/35/213 granted this right to FICSA in 1980. FICSA is mostly present during the Committee's Fall session. One or several FICSA representatives need to be present at different moments from September to December, and sometimes during other periods of the year, to engage the Fifth Committee as described below.

104. Participation of FICSA representatives is subject to the protocol of the Fifth Committee's formal and informal sessions. Within the formal session, FICSA can only address the Fifth Committee if it has sent a request to its Secretariat one week prior to the session. FICSA's statement follows the report given by ACPAQ and cannot exceed 4 minutes in duration. During the two informal sessions that follow, representatives from FICSA engage in meetings with members of the Fifth Committee and the UN-based country missions to offer perspectives on the various common system issues and to create support bases. The staff representatives can provide references, relevant documents and written views to the delegates in an attempt to advocate for the improved conditions of work within common system organizations.

105. By the second informal session, the Fifth Committee provides a draft decision regarding each considered topic. After extensive discussions, negotiations and amendments, the Committee reaches its final decisions and resolutions by consensus

106. Moreover, it is imperative that within the Fifth Committee's formal and informal sessions FICSA's representatives maintain straightforward and direct communication on issues of interest, ensure active participation and meet in person with as many delegates as possible to ensure a solid support base for the issues that they bring up and monitor any changes. As the decisions are in the hands of the Fifth Committee, the strategy FICSA employs in its participation can determine how well its voice is heard and taken into account.

107. The above needs to be discussed more fully at the meetings of the Ad hoc Committee on Strategic Development so that a well-articulated and budgeted lobbying strategy can be implemented in 2018.

Strategy to increase FICSA membership

108. Another crucial matter of strategic importance is on the recruitment of new members. FICSA is currently healthy with its membership meeting their dues, coupled with a healthy working capital. However, times are changing. Individual FICSA members are facing structural changes and the number of staff is decreasing in most organization with the non-staff option becoming the norm. Consequently, staff associations and unions are directly impacted. Restructuring, offshoring, downsizing means that, in time, the assessed dues will be reduced and the current FICSA policy to freeze dues in drawing on the working capital would result in FICSA no longer being in a position to deliver the same level of services.

109. It is important in our long-term strategy to undertake the project of increasing membership preferably in 2018 when the new Executive Committee is in place. FICSA needs to be prepared to adapt to realities if it wishes to continue delivering the same level of work without having to sacrifice any aspects of its quality or quantity due to lack of funding.

FICSA trainings - a competitive advantage

110. One way to increase cash flow and entice new members is through the trainings and workshops that the Federation provides. In 2017, there were 26 trainings/workshops offered in about 20 different agencies/offices, with approximately 508 participants in total. Trainings and workshops are FICSA's competitive advantage and should be supported and strengthened.

ADMINISTRATIVE MATTERS

An electronic voting system

111. The Executive Committee explored the possibility of using electronic voting to streamline the elections at Council. The contact information of Everyone Counts, a company based in California that provides voting solutions to governments, unions, associations, etc. (see www.everyonecounts.com), was obtained through ICAO, which has implemented electronic voting at its General Assembly to elect the members of its governing body. It would seem the application designed by this company offers high guarantees of security, reliability and confidentiality.

112. FICSA explained to a representative of Everyone Counts that it wanted to use electronic voting for better efficiency during the election of the officers, and eventually for a vote on a motion or a change of statutes. Their Operations Department was contacted and replied that they could provide their services for the election of officers, but not for votes on a motion during the Council. They sent us a demo webpage and a PDF document explaining the security features.

113. After the initial contact, the representative indicated a tentative price of between USD 25,000 and USD 30,000. Three members of the Executive Committee immediately held a webex meeting to discuss the offer and the price. It was also useful to clearly establish our needs so as to ask the right questions in any further dealings with this company. The price was deemed too high and therefore decided to present the matter to Council. It was then decided

to ask the company for a detailed offer, with a breakdown of the different aspects of the work to undertake in order to present the information to Council with a view to future use. It was also hoped to negotiate the price but unfortunately at the time of writing the company representative had not gotten back to FICSA.

114. Meanwhile, the Treasurer will design an in-house solution using the SurveyMonkey application, for which we have a licence. The result of this work will be submitted to the Heads of Delegations first and if they approve, it could be used for the upcoming Council elections.

Website

115. The FICSA website is in serious need of revamping. Progressive work was carried out in 2017 to address this issue. The work should continue in 2018.

Analysis of requirements

116. Throughout 2017, the Executive Committee worked closely with the Information Officer, Secretariat and Mr. Imed Zabaar from IAEA Staff Association, to analyze the requirements for a FICSA website. This includes a pro and con analysis on whether a Content Management System (CMS) or Document Management System (DMS/ECM) are required, the suitable platform and technologies to use, etc. Requirements and comments from the FICSA Secretariat as well as the views from other members were taken into account and documented.

Initial offer

117. In January 2017, because the website was producing serious errors and because the FICSA Secretariat was already in contact with several Geneva-based companies, the Executive Committee in principle approved working with the vendor “Cybermedia” to start work, prioritizing in fixing the current website. However, the Executive Committee never received an official Statement of Work or Agreement to sign with Cybermedia and there was no news from them until the FICSA Executive Committee issued a formal Request for Quotation (RFQ) for the website, at which point Cybermedia raised the issue that they had been awarded the work and would like to charge FICSA for it (when no work was done and no contract signed).

Assistance from IAEA Staff Association (April to June)

118. Mr. Zabaar took the initiative to propose a format for the FICSA Website, in collaboration with the IAEA IT staff. An estimation of effort, cost and time was undertaken to develop a new website for FICSA, migrate the existing content and document to the new site, and also to maintain it in the future. It was envisioned that the IAEA staff members will be paid a stipend to underrun this project and also for maintenance of the website. The Executive Committee evaluated this proposal and decided that it is unable to take up the offer, in order to comply with UN procurement rules with regards to selection of supplier and awarding of contract. The Executive Committee wishes to express gratitude towards Mr. Zabaar and the IAEA Staff Association for the valuable time and effort presented in this activity.

Request for Quotation (RFQ) drafting (June to November)

119. FICSA reached out to UNOG to obtain documentation and clarification with regards to the UN procurement rules as applied within the UNOG, which is hosting FICSA contracts. Once the documentation was received, the modality was to be determined, i.e. to use a Request for Proposal (RFP), Request for Quotation (RFQ), or Invitation to Bid (ITB). It was also important

to draft evaluation criteria that would adhere to the procurement rules. The version that the Executive Committee utilized to guide the FICSA RFQ is the United Nations Procurement Manual Revision 7.

Request for Quotation (RFQ) (29 November to 15 December)

120. Over the period mentioned, an information package was sent out to a list of companies well known for working / provisioning of Websites in the Geneva, Europe, North America and Asia regions. A diversity of companies were approached with the target of getting the best offer at the best cost.

Request for Quotation (RFQ) evaluation and background check (December to February)

121. After the closure of the RFQ, the Executive Committee met to evaluate the individual quotations received. Four quotations were received, ranging from USD 29,990 to USD 160,000 per year (implementation cost plus first year cost), and recurring yearly cost between CHF 1,250 to CHF 22,800 per year for support, maintenance, hosting, etc. The most cost-effective quotation was shortlisted and the Executive Committee decided to contact several companies which this vendor had worked with to perform a background check on the quality of the work, satisfactory completion of the work/product and ongoing services. The Executive Committee is waiting for replies from these companies in order to make a decision to award the contract and start work.

New computer equipment (UNOG computer refresh)

122. FICSA was informed by UNOG that there is currently an initiative to migrate all computers to the latest Windows 10 and Microsoft Office 365 platform, which requires outdated computers to be replaced. FICSA's computers were last replaced in 2013 and it is standard operations at least in WHO to replace outdated equipment after 3 years of use (desktop/laptop) or 5 years of use (monitors).

123. The total cost is estimated to be around USD 8,600 and has already been included in the draft budget for 2018.

ACKNOWLEDGEMENTS

124. The Executive Committee wishes to express its appreciation for the support rendered from the FICSA membership throughout the year. A very special note of thanks goes to the staff of the FICSA Secretariat, all of whom have frequently performed far above and beyond the call of duty. Without their commitment, FICSA would be unable to function. The Executive Committee wishes to especially thank Amanda Gatti, who will be taking early retirement after 32 years of employment with the Federation. This will be Amanda's final Council session and we encourage all the participants to personally convey to her your appreciation for all her excellent and untiring work in the last 32 years. We wish Amanda a fabulous retirement as she enters this next phase of her life.

125. Annex 1 to the present report contains the activity report of the four FICSA Regional Representatives for Africa.

126. Annex 2 to the present report contains updates on actions regarding the FICSA Council decisions at its 70th session in February 2017.

127. Annex 3 is the list of FICSA circulars from 2017.

ANNEX 1**ACTIVITY REPORTS BY REGIONAL REPRESENTATIVES FOR 2017****REPORT FROM THE REGIONAL REPRESENTATIVE FOR AFRICA FOR 2017****Bernadette Fogue Kongape (WHO/AFRO Brazzaville)**

1. La Région africaine a organisé durant l'année 2017 une série d'activités parmi lesquelles la formation, le renforcement des relations entre la FUNSA des pays, etc....

La formation

2. Quatre ateliers de formations ont été organisés en 2017 dans la région africaine. Deux ateliers de formation sur la méthode applicable sur les enquêtes salariales des agents des services généraux dans les lieux d'affectation hors sièges et les lieux d'affectation similaires (méthode d'enquête II) au bureau de l'OMS à Abidjan par un expert de la FICSA M. Edmond Mobio. La langue utilisée durant cet atelier était le français.

3. Deux autres ateliers sur les problèmes des pensions pour le personnel des Nations Unies ont eu lieu au Ghana en anglais et en Guinée Conakry en français par un expert de la FICSA M. Svend Booth.

4. Il est important de mentionner que le mois d'octobre était tout à fait particulier dans notre région dans la mesure où en dehors des ateliers précités nous avons accueilli la formation sur l'évaluation de la performance en matière de négociation ainsi que le rôle d'un représentant du personnel dans la gestion des différents conflits.

5. Il est à noter que la FUNSA des pays qui ont eu la chance de recevoir ces différents ateliers était fortement représentée.

6. Les participants des différents ateliers sont venus de plusieurs pays de la région (minimum 12 participants représentants de 12 pays par atelier) ont émis les recommandations suivantes pour la FICSA :

- a) Organisation en 2018 des ateliers sur la négociation si possible en français ou alors de voir comment traduire cette formation et la mettre à la disposition de tous ;
- b) Organisation en 2018 des ateliers sur la méthode applicable sur les enquêtes salariales des agents des Services généraux dans les lieux d'affectation hors sièges et les lieux d'affectation similaires (méthode d'enquête II) dans les deux langues à Yaoundé avant fin mars 2018 et en Angola ou Namibie en anglais.

Contacts avec les FUNSAs

7. Au cours de l'année écoulée, nous sommes restés en contact avec plusieurs FUNSAs dans le but de leur apporter notre appui en termes de conseils et les informer sur les changements au niveau de la CFPI et autres.

8. Au niveau d'Abidjan, Accra, Brazzaville, Conakry, Gaborone, Yaoundé, Hararé, etc. Plusieurs activités conjointes ont été organisées en collaboration avec la FUNSA Congo.

9. Nous avons profité des différents ateliers organisés dans la région pour renforcer le lien avec la FUNSA et les participants.

10. Il est important de souligner que nos messages ont été relayés par les représentants de la FUNSA dans leur pays afin que la retransmission soit faite dans leurs agences respectives.

Conclusion

11. L'année 2017 a été une année pleine de défis en terme de renforcement de capacités du personnel des Nations Unies dans différents domaines. Le personnel de notre région souhaite que leurs recommandations soient prises en considération.

12. Pour votre information, les participants du Soudan qui ont participé à l'atelier sur la Négociation à Gaborone ont émis le souhait d'accueillir un atelier de formation en 2018.

13. Nous vous remercions pour votre appui constant.

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REPORT FROM THE REGIONAL REPRESENTATIVE FOR THE AMERICAS FOR 2017

Jesus Jimenez (ITCILO)

Lima, Peru - Visited in July and November 2017

1. Staff Association of the PAHO/WHO Regional Office in Lima has membership of close to 75% of the total in the Office (18 out of 24). Violeta Egusquiza has had responsibilities in the association for the longest, and it is obvious that she has very complete knowledge of the operation of the organization and of the processes. Violeta would be our principal reference point, even if Dr. Gustavo Vargas has appeared for three years now as the person responsible for the Association.

2. The activity of the association up to the present time has been limited to certain offers of training and social events, even if it is recognized that there are shared unresolved concerns regarding the operation of the medical insurance, or some issues concerning pay calculation, both for the national staff as well as the international staff. Within the headquarters, they are attempting to reduce the contribution that goes from their membership dues to the headquarters in Washington (75% of the regional contributions), in order to have more resources at their disposal which can be used to broaden the scope of their actions.

3. In terms of what concerns them overall and what FICSA could support, there is a lack of clarity regarding the health care coverage to which they are entitled as a United Nations agency, which would affect a total of 192 beneficiaries, including active rights holders, retirees and family members of the rights holders. They expressed a serious concern with the methodology for the pay calculation applied to the national staff, given that the salary structures are not fixed and get recalculated in accordance with a set of principal local companies. Over time, these companies have declined in number and representation, thus affecting the outcome of the final calculation. It is estimated that the loss of purchasing power over the past five years could exceed an accumulated 20%. This was also indicated at the meeting with the staff of the International Civil Aviation Organization).

4. Concern was also conveyed for the recognition of health and pension entitlements for dependents within same-sex couples.

Staff Association of the South American Office of the International Civil Aviation Organization, also in Lima:

5. Among the subjects identified by the Association as priority are the salary calculations for the local staff and the reduction in healthcare coverage that they have experienced progressively, deriving from unilateral decisions of the Secretary-General of ICAO. The relative exchange rate volatility of the local currency against the dollar was also mentioned, which has also harmed the purchasing power of the local staff. Another point mentioned in this meeting, similarly important for the agencies with offices in Peru, was the “education grant”, since the UN System rule sets the age of five years for the start of schooling and payment of the education grant. Nonetheless, Peruvian legislation sets the compulsory school attendance age to three, which leads to two years without coverage. For this reason, the ICAO has begun a process of extending the payment starting from the third year, which creates a significant precedent for this duty station. At the end of the meeting, several staff members brought it to my attention that the Secretary-General of ICAO centralizes all decision-making capacity in person, with no collective bargaining of any sort and based on unilateral prerogatives of the management and backed up by the Board of Directors.

6. I met with the Chairperson of FUNSA Peru and with the Chairperson of the Trade Union of the Regional and Sub-regional ILO Offices in Lima, to introduce myself as FICSA regional representative. Both had already been informed of my appointment, and we had had informal contacts due to being ILO work colleagues. On this occasion they also afforded me the opportunity to introduce myself to the staff of both offices under my new responsibility. Accordingly, the communications channel with the board is open to establishing lines of joint collaboration, although they did not display any concern to me that we ought to be able to identify together in a coming contact. In all of the meetings the possibility was raised of moving forward with the distance education course on Agenda 2030. This initiative was always very well received.

São Paulo, Brazil - Visited in August and October

Meeting with Victor Báez Mosqueira, General Secretary of the Trade Union Confederation of the Americas (TUCA), in São Paulo:

7. This meeting had been previously arranged and served to introduce myself as FICSA regional representative, which was very much appreciated and valued by the General Secretary of TUCA. I spoke to him about the importance of strengthening the regional work with the trade unions and associations of the staff of the UN agencies, so as to deepen our organization and membership, as well as its important role in implementation of Agenda 2030 for Sustainable Development. I proposed to him the signing of a memorandum of understanding for joint work between TUCA and FICSA in this spirit, and he agreed. I am awaiting the details of his wording, which was finally signed in October.

Meeting with the Regional Office of Public Services International (PSI), with Jocelio Drummond (Inter-American Regional Secretary), Diego Gómez (Sub-Regional Secretary) and Viviana Makia (Assistant to the Regional Secretary):

8. We talked on the need to strengthen our relationship with them as a PSI affiliate, as well as defining common objectives that may help us to strengthen the organization in the region. They were likewise available to move forward with the signing of a regional memorandum of understanding. Both regional memoranda (with PSI and with TUCA), were signed in October.

Santiago, Chile - Visited in August

9. I met with Ricardo Jordan as President of the ECLAC Staff Association, as a contact facilitated by Diab. Through the President of the ILO Union in Santiago, Patricia Bustos, we were able to convene a meeting which we held at ECLAC. Ricardo Jordan is the regional resource person for CCISUA (Coordinating Committee of International Staff Unions and Associations of the United Nations System).

10. Taking into account the importance that we ought to give to Chile as duty station, we should promote the conditions for joint work with Chile FUNSA, with its reactivation, and with ECLAC, in order to be able to improve the channels of communication and information. For Ricardo Jordan, Guterres' attitude toward dialogue is much more open than that of Ban Ki-Moon. Guterres has even asserted that the reform of the United Nations will take place without staffing cuts and without salary cuts. It seemed very remarkable to me that that there has never been real collective bargaining within the United Nations system, with dialogue being limited to simple interchange of information at best, and blocking any initiative that might seek to move forward with real bargaining on any issue.

11. It is important for us to develop closer ties, and for this reason, I proposed to move forward with a joint FICSA-CCISUA initiative in the area of training, serving to revive the contact between organizations.

12. Lastly, I also met with the PSI coordinator for the Southern Cone to fill her in on the previous liaisons with PSI and the importance of her support in implementation of the Memorandum of Understanding that we signed with its Regional Office. We agreed to see how to participate in PSI meetings through representatives of organizations with their headquarters in Chile and affiliated to the PSI.

Mexico - Visited in December

13. I tried to have a meeting with FUNSA Mexico Chairperson, but my attempts were unsuccessful. There will be another opportunity in July 2018.

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REPORT FROM THE REGIONAL REPRESENTATIVE FOR ASIA FOR 2017

Kelvin Khow (WHO/WPRO China)

1. It was a relatively quiet year. As I did not travel much outside of my duty station, opportunities for face-to-face meetings were limited to a large extent.

2. On the issue of Federation of United Nations Staff Associations (FUNSA), I am closely following the revival of FUNSAP in Manila, as they are planning to re-apply for membership to FICSA with observer status.

3. I have also reached out to the UN agencies located in Beijing and am exploring the idea of establishing a FUNSA for China.

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REPORT FROM THE REGIONAL REPRESENTATIVE FOR EUROPE FOR 2017**Christopher Mason (WIPO Geneva)**

1. I spent the major part of my activities as FICSA Regional Representative for Europe fighting against the proposed pay cut for Geneva staff. This involved attending meetings of the Geneva Group of Staff Associations from FICSA and CCISUA, strategizing, coordinating, and representing FICSA at official meetings on this subject, and taking part in work stoppages and demonstrations at the Palais des Nations.
2. In July 2017, I attended the International Civil Servants Commission session in Vienna as a member of the FICSA Delegation. The meeting discussed the results of the 2016 cost-of-living survey and the flawed methodology used for Geneva, as well as the situation in other duty stations, where the results were also far from desirable.
3. In the Autumn of 2017, I interceded for colleagues in Rome and Madrid in our communications with Maître Sicault regarding the legal action that staff members will be taking against the expected salary losses. I also attended a specific FICSA training session on the ICSC methodology and its calculation errors.
4. Throughout the year, I lobbied in favour of whistleblowers and their protection against retaliation. In January 2017, I wrote a letter to the UN Secretary General proposing the creation of a special adviser post for whistleblower protection, which remained unanswered. Along with a group of like-minded colleagues I intervened, in particular, in the case of Emma Reilly, a Geneva whistleblower from OHCHR who was threatened with non-renewal of her contract. In the face of considerable opposition, OHCHR finally relented and extended Ms. Reilly's contract for 2 years. Her case, however, still remains unsettled. In the course of my whistleblower protection activities, I additionally attended a highly informative seminar on whistleblowing, organized by Public Service International at ILO, Geneva in November 2017. I would strongly recommend reading of PSI's report on whistleblowing, which can be downloaded at : <http://www.world-psi.org/en/checkmate-corruption-making-case-wide-ranging-initiative-whistleblower-protection> . I was also interviewed by JIU investigators for the JIU report on whistleblowing in the UN common system, which is set for publication in April 2018.
5. In addition to the above, I attended a number of other FICSA training courses on subjects such as mental health, job classification, staff grievances, and the appeals process.

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ANNEX 2

**UPDATE ON ACTIONS REGARDING THE FICSA COUNCIL DECISIONS
AND WORK PLAN FOR 2017**

2 February 2018

Decision No.	I. LEGAL	Responsibility	Action / Comments
FICSA/C/70/D/1	If found relevant, the three appeals training workshops proposed in document FICSA/C/70/LEGAL/CRP.2, be included in the FICSA training catalogue: <ul style="list-style-type: none"> • Maintaining a general ILOAT track case appeal workshop; • Having a UNDT and UNAT appeal process workshop; and • An appeal workshop for individual staff associations/unions. 	SC/LEGAL FICSA secretariat	Done. These courses are now on the FICSA catalogue. Larry Fauth taught both ILOAT and UNAT appeals this year.
FICSA/C/70/D/2	A resolution expressing solidarity and support for the WIPO Staff Association be adopted, the final form of which together with the channels of distribution would be determined at a later juncture.	CERN SA SC/LEGAL FICSA Inf. Off.	Resolution adopted by members but not yet distributed due to ongoing discussions with WIPO DG, and separate discussions with WIPO SA.
Decision No.	II. HUMAN RESOURCES MANAGEMENT	Responsibility	Action / Comments
FICSA/C/70/D/3	Approach the IAEA Staff Association with a view to sharing the criteria applied in the IAEA reverse appraisal (180°evaluation) system and post the details on the FICSA website.	FICSA Inf. Off. FICSA secretariat	Done. Posted under “FICSA Guidelines and Models”.
FICSA/C/70/D/4	Request the agencies of all member associations/unions to provide policies and procedures pertaining to performance management systems (PMS) and post those policies on the FICSA website.	FICSA GenSec FICSA secretariat	Email 27.03.2017 to membership. Poor response. Several reminders sent. NB. When new website is available will post under “Performance Management Systems”.
FICSA/C/70/D/5	The FICSA Executive Committee should also undertake a review of the differences relating to conditions for dismissal through the PMS in terms of time and process, while outlining the best and worst practices. (State in the report the orgs that responded and say that not enough response rate to analyse.)	FICSA GenSec FICSA ExCom	Request had poor response rate. A Council document has been prepared.

FICSA/C/70/D/6	Budget CHF 2,000 for the purpose of hiring legal counsel to determine whether a UN staff member, who (a) was employed by an agency that did not implement MAS65 by 1 January 2018; and (b) had launched a legal appeal against the agency, had a sound legal case.	FICSA ExCom	Done. Submit to Council.
FICSA/C/70/D/7	The Executive Committee should continue its advocacy activities directed towards agencies urging them to: (a) implement MAS65 no later than 1 January 2018; and (b) follow the United Nations' example of implementation procedures and standards, including the automatic extension of an employee's contract until the age of 65, unless otherwise requested by the employee.	FICSA ExCom Lobbying	Done at HRN and HLCM as well as in individual bilateral meetings with ExHds (FAO, ICAO, IFAD, UNAIDS, WFP, WHO, WIPO will implement later).
FICSA/C/70/D/8	Continue advocating a shift in policy towards encompassing parental leave and the extension of that leave to a minimum duration of one year.	FICSA ExCom FICSA MA/U	This was clarified during the Webex with SC HRM on 21 Nov 2017. Alessandra will liaise with Lisa and Marina and then get back to us whether there will be a presentation or not during the SC meeting.
FICSA/C/70/D/9	Press for an accepted definition of parental leave so that staff benefits could be expanded to include maternity, paternity, surrogacy and adoption leave.	FICSA ExCom	Same as above.
FICSA/C/70/D/10	All staff representative bodies should advocate, in their respective agencies, for the implementation at an earlier date of the new rule on the mandatory age of separation.	FICSA MA/U FICSA ExCom	Done.
FICSA/C/70/D/11	Advocate for a shift in policy towards encompassing parental leave and the extension of that leave to a minimum duration of one year.	FICSA ExCom	The same as above.
FICSA/C/70/D/12	Set up a working group under the chairmanship of Mr. Christopher Mason (WIPO) to: (a) conduct research into current whistle-blower policies among the organizations of the member associations/unions; (b) determine those instances where the policies were aligned; (c) outline the best practices; and (d) standardize the definition of retaliation and whistle-blowing.	Christopher Mason / FICSA ExCom	FICSA sent an email to all members on in October 2017 to activate the WG and to possibly organize a 2-day symposium in Geneva in December. In addition, the SC HRM (Alessandra, Lisa, and Marina) have offered to assist Chris in order to move this forward.

FICSA/C/70/D/13	The Executive Committee, together with the other staff federations, CCISUA and UNISERV, should advocate for the incorporation of provisions for external arbitration and independence in the new UN whistle-blower policy.	FICSA ExCom (with CCISUA and UNISERV)	FICSA President intervened with UN NY which will incorporate external arbitration in the revised policy. Still not incorporated. We need to continue to lobby for this.
FICSA/C/70/D/14	The Federation should urge the Secretary-General of the United Nations to protect or reinstate the following UN staff members, should the individuals wish to work again for the United Nations: Ms. Miranda Brown; Mr. Moncef Kateb; Mr. Wei Lei; Mr. Anders Kompass; Mr. James Wasserstrom; and Ms. Emma Reilly.	FICSA ExCom	Letters to SG sent 13 Jan, 17 March, and 21 April 2017. Moncef settled. Anders resigned. James working as a US diplomat at the US Embassy in Kabul. Emma still in her job but continues to require protection. FICSA President in discussions concerning Miranda and Wei. SG never responded. Diab met with UN CDC in March and with WIPO DG several times.
FICSA/C/70/D/15	Allocate the sum of CHF 5,000, plus two subsistence allowances and two flights, to training courses relating to performance management and whistle-blowing.	FICSA ExCom (Workshops)	Symposium on whistleblowing was planned to be organized in Geneva in December. The Secretariat was in contact with Chris Mason following discussions at the Webex with SC HRM on 21 Nov 2017. Simon held 3 workshops on performance management during 2017.

Decision No.	III. SOCIAL SECURITY / OCCUPATIONAL HEALTH AND SAFETY	Responsibility	Action / Comments
FICSA/C/70/D/16	Ensure that the UNJSPF Newsletter is made available to membership on the FICSA website.	FICSA secretariat	Done
FICSA/C/70/D/17	Encourage the membership to ensure that, to the extent possible, participants' representatives on the Board of the UNJSPF are members of staff representative bodies.	FICSA ExCom	Ongoing. Brett is preparing a draft email to our membership and request the dates of election and procedures. Prepare list.
FICSA/C/70/D/18	Insist, in its statement to the 5th Committee, that the report of the 5th Committee contain the tri-partite statement of the staff federations to the UNJSPF Board at the latter's session in July 2016.	FICSA ExCom	Done.
FICSA/C/70/D/19	Request in the meeting with the Executive Office of the Secretary-General that the final version of the OIOS audit on the management of delays in processing pension benefits in the UNJSPF be published and made publicly available.	FICSA ExCom	Item included in the FICSA letter to SG (21 April 2017 letter). OIOS Decision 19 is published on the FICSA website. Published on the OIOS website.
FICSA/C/70/D/20	Request that the UNJSPF key performance indicators be made available to staff and updated on a regular basis.	FICSA ExCom	Brett will provide the document and will update the ExCom.
FICSA/C/70/D/21	Advocate a system-wide approach to, and investments in, employee well-being to the benefit of all organizations and duty stations that would build on the success of UN Cares and be carried out in line with the principles outlined in the work undertaken, inter alia, on duty of care in high-risk environments, UN system mental health strategy and occupational safety and health framework, while ensuring continued attention be paid to HIV so as to attain the UN Cares 10 minimum standards for staff living with HIV that had not yet been achieved in all duty stations.	FICSA ExCom UN Cares Rep.	Concerns expressed at HLCM where a WG has been created to address these issues and establish guidelines/policies thereon. This was discussed at the HLCM. Ongoing as an HLCM WG, Jason to report at 71st Council.
FICSA/C/70/D/22	Ensure that FICSA members had the requisite capacity to advocate and support a mentally healthy workplace, in particular the capability to address the fear, stigma and misunderstanding of mental health issues by offering the membership a training course on mental health in the workplace.	FICSA ExCom (Workshop)	Simon was commissioned to prepare this course. The 2-day course was hosted by UNAIDS on 2 and 3 Oct 2017. This course should be considered FICSA intellectual property.

FICSA/C/70/D/23	Advocate that the UN-for-All project continue to be rolled out across the UN system, irrespective of whether the UN Cares programme continues in its current form.	FICSA ExCom	FICSA advocated for this at the HR Network meeting in Geneva in March 2017. FICSA pointed out that it supported the continuation of UN Cares.
Decision No.	IV. CONDITION OF SERVICE IN THE FIELD	Responsibility	Action / Comments
FICSA/C/70/D/24	The Executive Committee should work, in collaboration with the Standing Committee on Professional Salaries and Allowances, on drawing up a table showing the adverse changes for field staff following the review of the compensation package for Professional staff.	SC/PSA FICSA RegReps FICSA ExCom	Agreed on 13 Nov: Gaston will present this at Council.
FICSA/C/70/D/25	Inform the ICSC of the negative impact of the elimination of accelerated home leave in duty stations classified at the C level, when a deterioration of the security situation necessitated restriction of movement, thus increasing isolation and hardship for field staff.	FICSA ExCom	We did at the March and July session of the ICSC. Was also raised at the UN GA. However, this will not be raised/reviewed at the GA level until 2019, but we would keep this issue on the radar.

FICSA/C/70/D/26	Continue its involvement in the follow-up to the Working Group on the Duty of Care for UN personnel operating in high-risk environments, with particular attention being paid to: (i) adequate and equitable access to healthcare and psychosocial support for both locally and internationally recruited UN personnel; and (ii) the development and enforcement of UN system-wide health and safety standards.	FICSA ExCom FICSA RegReps	<p>Done.</p> <p>This HLCM WG met in Sept 2017. Vero took advantage of the November meeting of the ICSC review of classification of duty stations to voice the concern of the Federation and other representatives from UN organizations and UNISERV and CCISUA also confirmed the need for adequate healthcare systems, safety standards and other important local conditions for the right level of living conditions of UN staff.</p> <p>FICSA continues to advocate for this in the WG. It should be noted that the Medical Services of the UN have been doing a much better job in assessing the health risks of duty stations (since 2015) and it shows when comes the time to assess a duty station in terms of health care facilities available to UN staff deployed in the field.</p>
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FICSA/C/70/D/27	<p>Ensure that the upcoming ICSC review of conditions of service for locally recruited staff also include a focus on staff serving in high-risk field environments and take into account the findings and recommendations of the HLCM Working Group on Duty of Care, in particular as they applied to danger pay.</p>	FICSA ExCom	<p>Done. Some slight changes were introduced in the criteria used for classifying duty stations as high risk, i.e., the focus is not only on the security level but its impacts on the local conditions and the isolation factors of a duty station. For instance, if a duty station is classified as C or D for security purposes, a revision of the classification methodology allows now for a better assessment of the general local living conditions. This may even influence whether a duty station is family-friendly or not. And this is the type of messages that all members of the tripartite WG on the classification of field duty stations are conveying to the ICSC and other instances for the denomination of non-family or family duty stations. So a small step in the right direction. FICSA will keep pushing for this.</p> <p>The ICSC proposal to adjust the danger pay to 30% of the net midpoint of the applicable 2016 GS salary scales (not 2012 anymore) was accepted after some deliberations; the financial implications would not be so big in the end. The amount for IPS would remain at USD 1,600/month</p>
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FICSA/C/70/D/28	Assist colleagues in New Delhi and Dhaka by providing technical support in preparing the revised questionnaire on living and working conditions, to be submitted for the ICSC mid-year review in June 2017, so as to help ensure that the results of the upcoming classification reflected the actual conditions faced by staff working in those duty stations.	FICSA ExCom / FICSA Resource Persons FICSA RegRep Asia	<p>Done. Vero did the follow up. New Delhi did not respond. Dhaka (Chris Pardy) responded.</p> <p>No need to follow up anymore, these 2 duty stations will now be subjected to their annual review in 2019.</p>
FICSA/C/70/D/29	In connection with the ratings used in the revised methodology for classifying duty stations, the Executive Committee should advocate that increased weight be accorded to the following factors: (a) isolation factors resulting from restrictions on movement introduced to mitigate security risks; (b) environmental factors, including air, water and noise pollution as well as food contamination; (c) discrimination, harassment and violence faced by members of the LGBTI community; and (d) gender-based violence.	FICSA ExCom FICSA RegReps	<p>The ICSC organized a special session in June 2017 to review the classification methodology and factors such as isolation, local conditions, climate (to some extent the level of pollution, the quality of air, etc.) were given more weightage and importance in order to better assess overall the duty station. So it is a working Model that the ICSC has introduced, after brainstorming during 3 days within the tripartite WG in June 2017.</p>
FICSA/C/70/D/30	In the same context as FICSA/C/70/D/29, the Executive Committee should urge that: (a) health data duly reflect possible gaps in the availability and access to health-care services that both women and men experienced; (b) In cases where the quality of data in duty stations under review was either inadequate or absent, use be made of data from independent external sources, such as the comparator civil service, the World Bank or health insurance providers; and (c) the process of classification be independent of all considerations of a political nature.		<p>The ICSC has been quite honest in informing the TWG that other models of classification of field duty stations were contemplated but in the end the World Bank and other bodies end up using the UN classification system because after all it is not so bad!</p>

FICSA/C/70/D/31	Establish an ad hoc technical committee to support the FICSA Executive Committee Member for Field and Regional Issues so as to assist her in preparing the Federation's input to the review of the duty station classification methodology.	FICSA ExCom Member Field SC/FIELD FICSA RegReps	<p>This ad hoc technical committee was never established due to lack of interest of members of the Field SC. Unfortunately the Chairperson and others never showed any sign of life during the year 2017.</p> <p>The November 2017 meeting tested a model proposed to better address some inconsistencies and gaps of the methodology. This model proved to be working for the November Africa Review and the ICSC Secretariat will propose officially in March 2018 to adopt these changes in the classification methodology.</p>
FICSA/C/70/D/32	During the review of the compensation package for locally recruited staff, the Federation should advocate for the introduction of an improved mechanism to address the negative impact of high inflation and currency devaluation.	FICSA ExCom	<p>We can raise this once compensation review starts. This is an issue to be raised during the review of the GS Salary Survey methodology. This needs to be alive for next year. Diab followed up with UN NY and see Marta and Robert Smith. Done.</p>
FICSA/C/70/D/33	Share details of the ten major steps that staff representatives could take to protect salaries and purchasing power in the event of rapid currency devaluation (document FICSA/C/70/FIELD/R.1, Annex 1) and encourage those associations/unions that had experienced a similar deterioration in economic conditions to share their experience.	FICSA ExCom FICSA RegReps FICSA secretariat	<p>Done. List posted on the Website and published in FICSA magazine. 5.5.2017.</p>

FICSA/C/70/D/34	FICSA should organize specific training on the special measures contained in the current methodology and publicize the same for staff based in countries vulnerable to rapid currency devaluation.	FICSA RegReps FICSA ExCom (Workshops)	We can do this, but honestly this is a waste of time as this would not serve a purpose if the methodology gets changed. We can do a series of 3 webex meetings with African and Asian and Latin American countries and explain what can be done in this situation based on the circular of D33. For now, UNRWA has a solution which it has been using for many years.
Decision No.	V. GENERAL SERVICE QUESTIONS	Responsibility	Action / Comments
FICSA/C/70/D/35	The Executive Committee should continue to invest in training a pool of trainers, while taking into account gender balance and geographical distribution.	FICSA ExCom	In progress. Irwan trained to become a trainer. Vivian Huizenga of PAHO commenced the process of becoming a trainer. Véro and Amrita expressed interest in becoming trainers. Done.
FICSA/C/70/D/36	Bearing in mind that salary survey methodology workshops might generate income, the Ad hoc Committee on Administrative and Budgetary Questions should be requested to allocate the amount of CHF 20,000 for the organization of specialized workshops on the salary survey methodology I and II, taking into account the need for capacity building.	Ad hoc A&B (Workshops)	Done Approved by Council.
FICSA/C/70/D/37	In view of the negative outcome of the appeal on the service differential in FAO, the Executive Committee should follow up with the FAO Administration, in liaison with FAO/WFP-UGSS, in order to find a mutually agreeable solution whereby the unsuccessful appellants be awarded financial compensation, such as had been granted to other staff members who had not lodged an appeal.	FICSA ExCom FAO/WFP-UGSS	Gemma asked Silvia on 21 Nov what exactly she wants so that we can do it.

FICSA/C/70/D/38	The Executive Committee should establish a special task force to participate in the comprehensive review of the compensation package for the General Service category, with clear terms of reference for its work and a budget of up to CHF 7,000 to cover the cost of attending relevant meetings.	FICSA ExCom	As of 13 Nov, this issue has not yet been taken up. Task force created but ICSC review has not yet progressed enough. (Elena, Mino and Sylvia are members of the task force.) Pilar serves as the focal point for this group.
FICSA/C/70/D/39	The task force established under FICSA/C/70/D/38 above should address the following key topics: (a) issues highlighted in the responses that the representatives of the ICSC had given during the question-and-answer session held by the Standing Committee on 14 February 2017; and (b) issues to be prioritized in accordance with the full schedule of meetings, once the latter was available.	FICSA ExCom / FICSA Task Force	Done but the work of the task force will continue when the ICSC begins the review.
FICSA/C/70/D/40	The Executive Committee should keep the membership informed on any developments related to the comprehensive review of the compensation package for the GS category.	FICSA ExCom FICSA Info. Off.	We continue to do this in the FICSA reports on the ICSC meetings. ICSC finished the phase it considered necessary, which is the definition of categories of staff, as a prerequisite to the revision of the GS comp package. The ICSC will start the revision of the G comp package in March 2018. NB: use the ICSC report to get the new definitions.
FICSA/C/70/D/41	The Executive Committee should assist FUNSA Guinea in its advocacy efforts to secure the introduction of special measures to address the deteriorating economic situation in the wake of the Ebola crisis and offset its negative impact on staff.	FICSA ExCom	Diab handed the Guinea letter to the UN CDC. Referred to this in our letter to the SG dated 21 April 2017. Vero also brought this up at the meeting in June. Diab also spoke with the CDC of UN. Staff get occasional bonuses to compensate for the losses.

Decision No.	VI. PROFESSIONAL SALARIES AND ALLOWANCES	Responsibility	Action / Comments
FICSA/C/70/D/42	<p>Member associations/unions should inform the staff members in their organizations of the need to draw attention, in a timely manner, to situations where they had suffered losses in respect of the changes implemented as a result of the comprehensive review so that they could be considered as possible test cases for appeals. FICSA would focus on three test cases at an expected cost of CHF 30,000, of which CHF 15,000 would be required of FICSA and CHF 15,000 of CCISUA.</p>	FICSA ExCom	<p>FICSA sent several messages to its Members in order to identify these three test cases. ExCom authorized to fund PAHO cases through BrettonWoods Law. Also, 1 FAO case going through Larry Fauth. WHO EURO cases as well. For WHO, I introduced Laurent Chambost to Christopher Bollen, requesting him to go to WHO for information meeting with affected staff. This information session at WHO did occur and most staff were annoyed when they found out that they were most likely time-barred.</p>
FICSA/C/70/D/43	<p>Study the implementation of the compensation package and, on the basis of its findings, make recommendations to the ICSC pertaining to adjustments and the uniformity of implementation.</p> <p><i>(This decision is vague and needs to be implemented over the course of 2 or 3 years).</i></p>	FICSA ExCom SC/PSA	<p>Diab will inform the SC on the time of fine tuning of the compensation package. Meanwhile, we have to prepare Gaston's table to see if the orgs have implemented. Ex. Which org is paying CAF? Added to PA SC/PSA.</p>
FICSA/C/70/D/44	<p>The FICSA delegation to the upcoming ACPAQ should voice concern over the lack of transparency in the cost-of-living survey process owing to the survey coordinator's report not being shared with the local survey committees or staff representatives.</p>	FICSA delegation to ACPAQ	Done many times.

FICSA/C/70/D/45	<p>Alert the membership to the planned workshops in the field, as well as explore with the ICSC the possibility of holding an HQ methodology training session on the post adjustment system in either New York or Europe.</p> <p>(The ICSC Secretariat conducts training on this.)</p>	FICSA ExCom FICSA secretariat (Workshop)	<p>Convene a FICSA working group/training session in January on what we envisage we need on the revision of post adjustment methodology.</p> <p>Gemma liaised with Kieran Walsh, the ILO Senior Statistician. Workshop was held on 11 January 2018 at UNAIDS, attended by 6 Geneva SAs, and 4 lawyers. Kieran explained how the ICSC miscalculated, and pointed out questionable findings, etc. Kieran pointed out weaknesses and flaws in the ICSC Methodology. Lawyers now have a better a idea of how to frame their legal arguments and mount their attacks in the upcoming ILOAT litigation.</p>
Decision No.	VII. STAFF/MANAGEMENT RELATIONS	Responsibility	Action / Comments
FICSA/C/70/D/46	<p>The Federation should: (a) strongly urge all member associations/unions to, as far as informal and formal opportunities allowed, contact and lobby with their respective governing bodies and HLCM representative or their administration, seeking as soon as possible their support for a cost-sharing initiative; (b) in those discussions use in support of its argument recommendation 8 in the JIU Report, document JIU/REP/2012/10, which read: ‘The Legislative or Governing Bodies of the organizations under review should mandate their Executive Heads to prioritize the development of a burden-sharing formula and agreement with regard to financing all costs associated with the representational function of officials of staff federations that are recognized in the ICSC statutes and rules of procedures’; and (c) recall that the WHO/HQ Administration had expressed support in favour of implementing a cost-sharing formula.</p> <p>(Brett will report on this.)</p>	FICSA ExCom FICSA Reps. HLCM FICSA MAU	<p>Cost-sharing business plan submitted to HLCM.</p> <p>FICSA met with WHO Admin who agreed to Chair the WG.</p> <p>HLCM decided to reconstitute its WG.</p> <p>Two meetings of the WG have taken place, with the last one on 30 Jan. The aim is to have a recommendation to the HLCM meeting in March 2018.</p>

FICSA/C/70/D/47	The CERN Staff Association should: (a) submit its resolution that related in part to the situation at WIPO; and (b) the FICSA Executive Committee should present the resolution prepared by the latter Staff Association to the United Nations Secretariat and the Member States.	CERN SA FICSA ExCom FICSA Inf. Off.	Resolution has been adopted by Council via postal vote. Transmission on hold pending outcome of discussions with WIPO DG and in consultation with WIPO SA.
FICSA/C/70/D/48	All FICSA member associations/unions should: (a) familiarize themselves with the JIU Report on Staff-Management relations in the United Nations specialized agencies and common system (JIU/REP/2012/10), available at https://www.unjiu.org/en/reports-notes/CEB%20and%20organization%20document/Complementary%20Paper_JIU_REP_2012_10.pdf ; and (b) notify FICSA at the earliest possible juncture of any indication of potential deterioration in staff-management relations, including administrative actions labelled ‘transition,’ ‘review,’ ‘reform’ or ‘restructuring,’ as well as other related terms that might potentially bear negative implications for staff.	FICSA MA/U	Email sent on 21.4.2017 to the FICSA membership.
FICSA/C/70/D/49	FICSA should recognize the work of the Standing Committee’s Working Group on establishing a rating system for international organizations based on a survey of the FICSA membership to be completed by elected staff representatives; the Executive Committee should greatly encourage the membership to participate in the survey process; and (c) funding for the survey activities should be provided.	FICSA ExCom FICSA WG FICSA MA/U	Survey questions are done. ExCom decided in November 2017 that a survey expert needs to be engaged to review and ensure no bias and other design errors so that the survey won’t be criticized by those organizations who might score low. ExCom approved a budget of 1,000 CHF. Gemma and Brett had a in-depth discussion with survey expert in early January. Plan is to present at 71st Council the reviewed questions for final approval by Council. See CRP on this.

Decision No.	VIII. STRATEGIC DEVELOPMENT	Responsibility	Action / Comments
FICSA/C/70/D/50	<p>In view of the urgency and the immediate challenges that the United Nations and its staff were expected to face, FICSA should have a post or a position based in New York with a public affairs and liaison portfolio and funded from the surplus in FICSA resources on a trial basis for one year.</p> <p>(Diab will present this at the SD.)</p>	FICSA ExCom	<p>This issue has been explored. A CRP has been written to serve as the basis for discussion.</p>
FICSA/C/70/D/51	<p>FICSA should establish a working group to explore a longer-term approach to the Federation's presence and activities in New York based on a review that should cover a broad range of options. (same as above) Diab, Irwan, and Jason worked on the document.</p>	FICSA ExCom / FICSA WG	<p>After the assessment of the part-time presence in New York (based on D50) the longer-term approach will be explored. [Related to Decision 50.]</p>
FICSA/C/70/D/52	<p>Funds in the amount of CHF 20,000 should be drawn from the reserve for the purpose of recruiting a consultant (communications specialist) to prepare a communications strategy.</p>	FICSA Treasurer FICSA ExCom	<p>This will be done when the new web site is finished.</p>
FICSA/C/70/D/53	<p>Given that the FICSA website required updating, funds should be provided to permit the redesign of the website. Funds that had been allocated in previous years had not been spent and were currently being held in the reserves. Funding in the amount of CHF 20,000 should be drawn down from the surplus to fund the redesign of the website.</p>	FICSA Treasurer FICSA secretariat	<p>In progress. We have a potential winner but Brett and Irwan have reached out to the two referees provided. No response yet.</p>
FICSA/C/70/D/54	<p>Furthermore, the Executive Committee should explore the possibility of issuing a tender for consultant(s) to advise on the communications strategy and the redesign of the website on a joint basis for cost-saving reasons, while maintaining the option of issuing individual consultancy contracts, if deemed more beneficial;</p>	FICSA ExCom	<p>This is the same as Decision 52. Once the company is selected for redesigning the website, a consultant will be engaged to advise on the communications strategy and incorporate into the new website.</p>
FICSA/C/70/D/55	<p>While pursuing advantageous joint activities with the other staff federations, the Executive Committee should be cautious and duly diligent in its interactions with the same.</p>	FICSA ExCom	<p>Ongoing vigilance.</p>

FICSA/C/70/D/56	The Federation should reserve the right to: (a) refrain from taking part in initiatives taken by the other federations, should they be seen as impulsive or counterproductive; and (b) distance itself from actions that it perceived as not being in the best interest of FICSA and its members.	FICSA ExCom	Noted.
Decision No.	IX. ADMINISTRATIVE AND BUDGETARY QUESTIONS	Responsibility	Action / Comments
FICSA/C/70/D/57	A working group should be established to follow up on the findings of the previous working group that had done the groundwork on the dues methodologies. It would take up the suggestions that had emerged during the discussions at the present Council with a view to identifying the most viable dues structure.	FICSA Treasurer / FICSA ExCom	The 2018 session of Council may wish to create such a WG and consider introducing half bands. (WG not created due to lack of time.)
FICSA/C/70/D/58	The Independent Reviewer's comments relating to the differentiation of the roles of the President and the General Secretary should be brought to the attention of the FICSA Executive Committee, with due account being taken of the bank reconciliation requirements noted by the Independent Reviewer in 2011(1) and 2011(5).	FICSA Treasurer / FICSA ExCom	There is now a proposed text which is being reviewed by the ExCom. Then the external auditor will be asked to review the text. Then, this will be presented at Council.

ANNEX 3**LIST OF FICSA CIRCULARS****2017****FICSA/CIRC/1255**

Statement by the Federation in the UN Secretary-General's town hall meeting held at UNOG on 18 January

FICSA/CIRC/1256

FICSA Council decisions and work plan for 2017

FICSA/CIRC/1257/Rev.1

FICSA takes action against ICSC decision to cut pay for staff in Geneva

FICSA/CIRC/1257/Rev.2

FICSA takes action against ICSC decision to cut pay for staff in Geneva

FICSA/CIRC/1258

Statement by the Federation of International Civil Servants' Associations (FICSA) and the Coordinating Committee of International Staff Unions and Associations (CCISUA) to the 84th session of the International Civil Service Commission (ICSC) - (New York, 20 to 31 March)

FICSA/CIRC/1259

Report by the Federation of International Civil Servants' Association (FICSA) on the 39th session of the Advisory Committee on Post Adjustment Questions (ACPAQ) – (New York, 20 to 27 February)

FICSA/CIRC/1260

FICSA position paper and strategy regarding pay cut for staff in the professional and higher categories

FICSA/CIRC/1261

Report by the Federation of International Civil Servants' Association (FICSA) on the 34th session of the Human Resources Network (HR Network) - (1 to 3 March, UNAIDS, Geneva)

FICSA/CIRC/1262

Report by the Federation of International Civil Servants' Association (FICSA) on the 84th session of ICSC (New York, 20 to 31 March)

FICSA/CIRC/1263

Report by the Federation of International Civil Servants' Associations (FICSA) on the 33rd session of the High Level Committee Management (HLCM) - (Budapest, 30 and 31 March)

FICSA/CIRC/1264

Report on the Federation's participation in the 23rd session of the CCISUA General Assembly (Addis Ababa, Ethiopia, 5 to 9 June)

FICSA/CIRC/1265

Summary of the ICSC Working Group meeting on the review of the use of categories of staff (Antigua, Guatemala, 15 to 19 May)

FICSA/CIRC/1266

FICSA Report on the technical working group meeting designated to review the methodology for the classification of field duty stations according to the conditions of life and work (New York, 6 to 9 June)

FICSA/CIRC/1267/Rev.1

FICSA Report on the review of the data collected during the survey in Brussels, Belgium

FICSA/CIRC/1268/Rev.1

Revision – FICSA report on 39th session of the ACPAQ (New York, 29 and 30 June)

FICSA/CIRC/1269

Joint statement by the Federation of International Civil Servants' Association (FICSA) and the Coordinating Committee of International Staff Unions and Associations (CCISUA) at the opening of the 85th session of the International Civil Service Commission (ICSC) - (UN office, Vienna, 10 to 21 July)

FICSA/CIRC/1270

FICSA Report on the ICSC tripartite working group meeting established for the mid-year review of field duty stations according to the conditions of life and work (New York, 13 and 14 June)

FICSA/CIRC/1271/Rev.1

FICSA update on the results of the cost-of-living surveys in headquarters duty stations as discussed during the 85th session of the ICSC (Vienna, 13 to 18 July)

FICSA/CIRC/1272

Joint written statement by the Federation of International Civil Servants' Association (FICSA) and the Coordinating Committee of International Staff Unions and Associations (CCISUA) and the United Nations International Civil Servants' Federation (UNIVSERV) to the 64th session of the UNJSPB (Vienna, 28 July)

FICSA/CIRC/1273

Report of FICSA's participation in the 64th session of UNJSPB (Vienna, 24 to 28 July)

FICSA/CIRC/1274

Report of FICSA's participation in the 26th session of the Inter-Agency Security Management Network - IASMN (Montreux, 20 to 22 June)

FICSA/CIRC/1275

Report by the Federation of International Civil Servants' Association (FICSA) on the 35th session of the Human Resources Network (HR Network) – (UNIDO, Vienna, 5 to 7 July)

FICSA/CIRC/1276

Report on the FICSA workshops on pension issues (5 and 6 September, Accra, Ghana and 8 September Conakry, Guinea)

FICSA/CIRC/1277/Rev.1

Report by the Federation of International Civil Servants' Association (FICSA) on the 85th session of ICSC (Vienna, 10 to 21 July)

FICSA/CIRC/1278

Rapport sur l'assistance technique au comité local d'enquête sur les conditions d'emploi du personnel recruté localement – CLES – (Yaoundé, Cameroun, 9 to 13 octobre)

FICSA/CIRC/1279

Report by the Federation of International Civil Servants' Association (FICSA) on the 34th session of the HLCM (WIPO, Geneva, 28 and 29 September)

FICSA/CIRC/1280

Statement by the Federation of International Civil Servants' Association (FICSA) to the Fifth Committee of the UN General Assembly at its 72nd session (New York, 16 November)

FICSA/CIRC/1281

Cost-sharing proposal of the two full-time FICSA officer positions submitted by the Federation of International Civil Servants' Association (FICSA) in accordance with the recommendations of the Joint Inspection Unit (JIU) for consideration by the High Level Committee Management (HLCM)
