



# COMMUNICATION 01/20

## Testing of FICSA Electronic Voting System

To: Chairs, Member Associations/Unions  
Members of the Executive Committee

Geneva, 6 January 2020

For Information Only:

Chairs, Members with Associate Status  
Chairs, Associations with Consultative Status  
Presidents, Federations with Observer Status  
Chairs and Vice-Chairs of Standing Committees

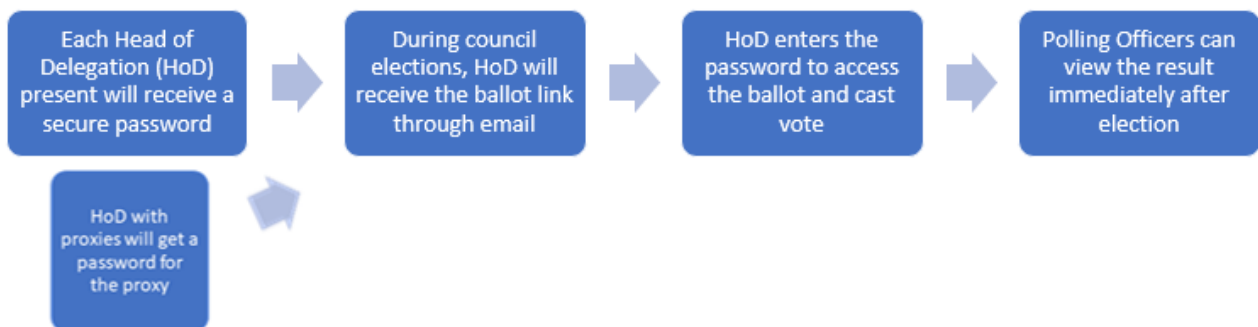
From: Evelyn Kortum, General Secretary

In order to facilitate and put in place a speedy voting process, and in accordance with decision FICSA/C/72/D/56 of the 72<sup>nd</sup> FICSA Council regarding testing and implementing an electronic voting system, the FICSA Executive Committee and Secretariat have successfully tested a well known online election system provided by [www.electionbuddy.com](http://www.electionbuddy.com).

The system has been found to be suitable. Therefore, a round of testing was initiated from Monday, 9 December 2019 onwards with all FICSA Full Members which are eligible for voting in Council elections.

### **How the electronic voting system functions:**

In a nutshell, the electronic voting process is as follows:



During the election:

- For each position open for election, and in the order of elections as prescribed in Rule 39(a)<sup>1</sup> of the FICSA Rules of Procedure of Council, each Head of Delegation (HoD) present at Council will receive the ballot link through email (*only for this testing purpose have all positions been combined into one ballot*).
- Each HoD will click on the link, enter the secure password, and cast that Member’s vote.
- HoDs with proxies will receive another email with the ballot link for the Member association/union absent from Council. The HoDs will then enter the separate secure password for that proxy voting, and cast the vote(s).

After the election:

- The Polling Officers will get the result of the elections in real-time, as soon as all Members have cast their votes. For purposes of tallying the votes cast in accordance with Article 20 (c) (1) and, if necessary, Article 21 (a) (b), the Polling Officers will see dashboards indicating the number of votes cast for each candidate on the following basis: 1) one vote per each Full Member; 2) one vote for each staff member represented by that Full Member, and 3) each Full Member’s weighted vote.
- The candidate that obtains a majority in both scenarios (double majority) – the highest number of votes for each staff member represented and highest number of votes per full member shall be elected for the position. If no candidate for a position obtains a majority in both dashboards one and two, then the final decision shall be made based on the weighted voting system. If no candidate obtains the weighted majority, then one or more subsequent rounds of voting will take place in accordance with Rules 40, 41, 42 and 43 of the Rules of Procedure of Council.

**Result Scenario 1: Candidate James Jackson received a double majority and is elected to the position.**

President PLURALITY	
Joseph Thomas from Coca-cola Staff Association	1344 votes (12.0%)
Robert Robinson from Nestle Staff Association	2202 votes (19.6%)
Charles Hughes from Starbucks Staff Association	2964 votes (26.4%)
<b>James Jackson from Blue Apron Staff Union</b>	<b>4717 votes (42.0%)</b>
<b>James Jackson from Blue Apron Staff Union wins with 42.0% of the vote.</b>	
<input checked="" type="radio"/> Weighted Ballots      11227.0 votes tallied and 1 abstention from 18 ballots	

President PLURALITY	
Joseph Thomas from Coca-cola Staff Association	2 votes (11.8%)
Robert Robinson from Nestle Staff Association	5 votes (29.4%)
Charles Hughes from Starbucks Staff Association	3 votes (17.6%)
<b>James Jackson from Blue Apron Staff Union</b>	<b>7 votes (41.2%)</b>
<b>James Jackson from Blue Apron Staff Union wins with 41.2% of the vote.</b>	
<input type="radio"/> Weighted Ballots      17.0 votes tallied and 1 abstention from 18 ballots	

**Result Scenario 2: Candidate Elizabeth Wright received the highest number of votes for each staff member represented, however ties with Lisa Brown in the number of votes per Full Member. As per Rule 40 of the Rule of Procedure of the Council, a subsequent round of voting shall take place, limited to the two candidates who have obtained the highest number of votes, i.e. between Elizabeth Wright and Lisa Brown.**

FICSA ExCom Member for Compensation (First out of two positions) PLURALITY	
<b>Elizabeth Wright from ServiceNow Staff Union</b>	<b>4321 votes (38.5%)</b>
Mary Watson from Oracle Staff Association	1641 votes (14.6%)
Robert Williams from SAP Staff Association	1771 votes (15.8%)
Lisa Brown from Professional Association of Microsoft Employees	3494 votes (31.1%)
<b>Elizabeth Wright from ServiceNow Staff Union wins with 38.5% of the vote.</b>	
<input checked="" type="radio"/> Weighted Ballots      11227.0 votes tallied and 1 abstention from 18 ballots	

FICSA ExCom Member for Compensation (First out of two positions) PLURALITY	
<b>Elizabeth Wright from ServiceNow Staff Union</b>	<b>5 votes (29.4%)</b>
Mary Watson from Oracle Staff Association	3 votes (17.6%)
Robert Williams from SAP Staff Association	4 votes (23.5%)
<b>Lisa Brown from Professional Association of Microsoft Employees</b>	<b>5 votes (29.4%)</b>
<b>Lisa Brown from Professional Association of Microsoft Employees and Elizabeth Wright from ServiceNow Staff Union win with 29.4% of the vote each.</b>	
<input type="radio"/> Weighted Ballots      17.0 votes tallied and 1 abstention from 18 ballots	

<sup>1</sup> Rule 39 - Subject to the provisions of Articles 20, 21, 28, 29, 30, 31 and 32 of the Statutes, elections to the Executive Committee shall be conducted in the following manner:

- (a) The Council shall first elect the President or General Secretary. The Council shall then elect the Treasurer, two Members for Compensation Issues, the Member for Regional and Field Issues and the Member without Portfolio, in that order.

### **Test Methodology and Results:**

During the test from 9 December 2019 onwards, each Member would have received several emails :

- 1) An initial email titled "FICSA Electronic Voting System - Test with all FICSA Members" on 9 December 2019, with a PDF attachment "FICSA Electronic Voting System-Process Outline.pdf" sent from [FICSAInfOff@un.org](mailto:FICSAInfOff@un.org) to the President/Head of Staff Association in FICSA's records, copying the generic email/secretariat email of the Member Staff Association.
- 2) A second email titled "FICSA Electronic Voting System - Password to access Ballot and cast vote" sent only to the President/Head of Staff Association in FICSA's records, from [FICSAInfOff@un.org](mailto:FICSAInfOff@un.org)
- 3) A third system-generated email from the ElectionBuddy system (from [invitations@mail.electionbuddy.com](mailto:invitations@mail.electionbuddy.com)) containing the links and instructions to access the electronic ballot, plus several reminder emails to cast your vote, sent only to the President/Head of Staff Association in FICSA's records.

As of 30 December 2019, 18 members have cast their votes, and the resulting feedback received was positive:

- The system is secure. Even if the ballot paper is forwarded, without the password, a person who received the ballot paper will not be able to cast a vote on behalf of a Member.
- A Member will not be able to use the ballot to vote twice even with the password.
- The system is fast and user-friendly.
- The system can be reconfigured quickly, i.e. if the original ballot was sent to a wrong email address, the Administrator or Polling Officers can correct and send a new ballot to the correct email address.
- One misconfiguration was identified and corrected with regards to voter name (the initial email was showing Administrator's name instead of the Member's name).

The remaining Members who have not yet cast their votes can do so until 11<sup>th</sup> January 2020. If you have not received any of the emails mentioned above, please check your Junk Mail or Spam folder, and write to [FICSAInfOff@un.org](mailto:FICSAInfOff@un.org) so that the email(s) can be re-sent. Members should also check the email addresses in Annex I to ensure they are still valid and correct.

The Executive Committee would appreciate receiving any comment, concern, feedback or suggestion with regards to the electronic voting system by 11 January 2020, to complete the testing and evaluation. If there are no critical show-stoppers, the system will be implemented for the 73<sup>rd</sup> FICSA Council in line with Council decision FICSA/C/72/D/56 "to test and ensure final acceptance of the [electronic voting] system, and ensure that it is up and running in time for the Council session in 2020."

**Annex I**

Email addresses on record for President or Head of Staff Association/Union, and generic email address or Secretariat email address of Member Staff Association/Union

<b>Name</b>	<b>Email Address of President or Head of Staff Association</b>	<b>Generic Email Address or Secretariat's Email Address of Staff Association</b>
AP-in-FAO	<a href="mailto:jakob.skoet@fao.org">jakob.skoet@fao.org</a>	<a href="mailto:ap-in-fao@fao.org">ap-in-fao@fao.org</a>
FAO/WFP-UGSS	<a href="mailto:susan.murray@fao.org">susan.murray@fao.org</a>	<a href="mailto:ugss@fao.org">ugss@fao.org</a> , <a href="mailto:ugss@wfp.org">ugss@wfp.org</a>
IAEA	<a href="mailto:I.Zabaar@iaea.org">I.Zabaar@iaea.org</a>	<a href="mailto:presidentstaffcouncil@iaea.org">presidentstaffcouncil@iaea.org</a>
IARC	<a href="mailto:moldans@iarc.fr">moldans@iarc.fr</a>	<a href="mailto:sac@iarc.fr">sac@iarc.fr</a>
ICAO	<a href="mailto:sdehinde@icao.int">sdehinde@icao.int</a>	<a href="mailto:staficao@icao.int">staficao@icao.int</a>
IFAD	<a href="mailto:l.fundukova@ifad.org">l.fundukova@ifad.org</a>	<a href="mailto:isa-execcommittee@ifad.org">isa-execcommittee@ifad.org</a>
ILO/ITCTurin	<a href="mailto:j.jimenez@itcilo.org">j.jimenez@itcilo.org</a>	<a href="mailto:staffunion@itcilo.org">staffunion@itcilo.org</a>
IMO	<a href="mailto:JLyu@imo.org">JLyu@imo.org</a>	<a href="mailto:staffassociation@imo.org">staffassociation@imo.org</a>
IPU	<a href="mailto:sas@ipu.org">sas@ipu.org</a>	<a href="mailto:association@ipu.org">association@ipu.org</a>
ITU	<a href="mailto:Henri-Louis.Dufour@itu.int">Henri-Louis.Dufour@itu.int</a>	<a href="mailto:contact@syndicat-uit.org">contact@syndicat-uit.org</a>
OSCE	<a href="mailto:Nizar.Zaher@osce.org">Nizar.Zaher@osce.org</a>	
PAHO/WHO	<a href="mailto:vidalpil@paho.org">vidalpil@paho.org</a>	<a href="mailto:hqstaffec@paho.org">hqstaffec@paho.org</a>
SCBD	<a href="mailto:lisa.pedicelli@cbd.int">lisa.pedicelli@cbd.int</a>	<a href="mailto:secretariat@cbd.int">secretariat@cbd.int</a>
UNAIDS	<a href="mailto:fontainec@unaids.org">fontainec@unaids.org</a>	<a href="mailto:unaidsstaffassociation@unaids.org">unaidsstaffassociation@unaids.org</a>
UNESCO	<a href="mailto:e.matias@unesco.org">e.matias@unesco.org</a>	<a href="mailto:unesco.stu@unesco.org">unesco.stu@unesco.org</a>
UNFCCC	<a href="mailto:mcabreja-schery@unfccc.int">mcabreja-schery@unfccc.int</a>	<a href="mailto:saexcom@unfccc.int">saexcom@unfccc.int</a>
UNGSC	<a href="mailto:melpignano@un.org">melpignano@un.org</a>	
UNIDO	<a href="mailto:h.malik@unido.org">h.malik@unido.org</a>	
UNRWA/ASA	<a href="mailto:d.tabari@unrwa.org">d.tabari@unrwa.org</a>	
UNWTO/OMT	<a href="mailto:ssiv@unwto.org">ssiv@unwto.org</a>	<a href="mailto:sac.comite@gmail.com">sac.comite@gmail.com</a>
UPU	<a href="mailto:birahim.fall@upu.int">birahim.fall@upu.int</a>	<a href="mailto:association@upu.int">association@upu.int</a>
WHO/AFRO	<a href="mailto:baguea@who.int">baguea@who.int</a>	<a href="mailto:afrgoasapresident@who.int">afrgoasapresident@who.int</a>
WHO/EMRO	<a href="mailto:elfekys@who.int">elfekys@who.int</a>	<a href="mailto:emrgostaffassociation@who.int">emrgostaffassociation@who.int</a>
WHO/EURO	<a href="mailto:huseynovs@who.int">huseynovs@who.int</a>	<a href="mailto:eursa@who.int">eursa@who.int</a>
WHO/GSC	<a href="mailto:kaurk@who.int">kaurk@who.int</a>	<a href="mailto:gscsa@who.int">gscsa@who.int</a>
WHO/HQ	<a href="mailto:corsinic@who.int">corsinic@who.int</a>	<a href="mailto:staffassociation@who.int">staffassociation@who.int</a>
WHO/SEARO	<a href="mailto:singhr@who.int">singhr@who.int</a>	<a href="mailto:searsa@who.int">searsa@who.int</a>
WHO/WPRO	<a href="mailto:chanpo@who.int">chanpo@who.int</a>	<a href="mailto:wpstaffassociation@who.int">wpstaffassociation@who.int</a>
WIPO	<a href="mailto:najib.benhelal@wipo.int">najib.benhelal@wipo.int</a>	<a href="mailto:staff.association@wipo.int">staff.association@wipo.int</a>
WMO	<a href="mailto:jhousni@wmo.int">jhousni@wmo.int</a>	<a href="mailto:staff-association@wmo.int">staff-association@wmo.int</a>