



COMMUNICATION 15/20

VICTORY for FAO and the Civil Servants at large!

To: Chairs, Member Associations/Unions
Members of the Executive Committee
Chairs, Members with Associate Status
Chairs, Associations with Consultative Status
Presidents, Federations with Observer Status
Chairs and Vice-Chairs of Standing Committees
Participants and Guests of the 73rd FICSA Council

Geneva, 11 February 2020

From: Evelyn Kortum, General Secretary



FICSA is extremely pleased to inform its membership that on 10 February 2020, the ILO Administrative Tribunal (ILOAT) ruled that the FAO Administrative Circular (AC) no. 2015/07 of 6 March 2015 is set aside.

The AC established, with immediate effect, a maximum length of 55 aggregated months for short-term appointments. The decision had a devastating impact on many long serving short-term staff members, several of whom found themselves without a job from one day to the next.

[Judgment no. 4230](#)¹ comes after a five-year long struggle, spearheaded by Mauro Pace in his capacity as General Secretary of the Union of General Service Staff (UGSS) at the time of the issuance of the AC.

The judgment reads that:

“the complainant has proved that the Organization showed bad faith by denying the UGSS its right to be consulted, in accordance with the Recognition Agreement and the Staff Regulations and Rules cited above. Presenting the SMCC with a pre-determined decision instead of providing for a proper consultation, and then later choosing to deal with the affected staff members on a case-by-case basis undermined the reputation, competence, and authority of the SRBs”.

This is a huge victory for all staff associations because it stresses the need for any Management within the UN common system to properly consult staff on issues that concern their conditions of service and work.

To see the reading of the judgment, please go to minute 50:40 of this footage:

<https://www.youtube.com/watch?v=3M8zKYwwPIE&feature=youtu.be>

¹ Recording of the public reading of the Judgement is available [at minute 50:40 of this video, available on the ILOAT website](#)