

FICSA/C/74/AdHoc SD/CRP.1  
Provisional agenda item 11  
2 x 3 hours

Session 1: 18 January 2021 @ 12h00 Geneva Time (Teams)

Session 2: 19 January 2021 @ 12h00 Geneva Time (Teams)

## Participants: HEADS OF DELEGATIONS

### AD HOC COMMITTEE ON STRATEGIC DEVELOPMENT

#### Provisional Agenda



Chair: Imed Zabaar

1. Adoption of the agenda
  2. Election of the rapporteur
  3. Report on the implementation of FICSA Structural changes
    - a) Secretariat (General Secretary)
    - b) Budget (Treasurer, Chair A&B)
    - c) Membership dues (General Secretary)
    - d) FICSA training (Chair)
  4. FICSA knowledge inventory
  5. Review of FICSA's cooperation agreements
  6. Other matters from standing committees
  7. Other business
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# FICSA COUNCIL

AD HOC COMMITTEE ON STRATEGIC DEVELOPMENT

74<sup>th</sup> SESSION  
VIRTUAL

## Agenda Item 4 : Summary Sheet

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 FICSA /C/74/AdHoc SD/PA/4

<input checked="" type="checkbox"/> For Discussion <input type="checkbox"/> For Information <input checked="" type="checkbox"/> For Decision	
<b>Name of submitting member(s) &amp; organization (s)</b>	Imed Zabaar
<b>Issue (title)</b>	FICSA Knowledge Inventory
<b>Issue description (including reach: global versus local)</b>	<p>In order to respond in a timely manner and meet the multitude of requests, FICSA would desire a more proactive role by the FICSA membership to support the work of its Federation. Such participation would further enhance efficiencies and strengthen the Executive Committee in its endeavour to implement their mandate and the decisions of the Council, as well as support the various requests that FICSA receives from its membership and beyond.</p> <p>To make efficient use of existing resources and knowledge, FICSA is inviting its membership to participate in a survey to identify the wealth of talent in our members. Therefore, we propose that your Staff Association/Union contributes some of its resources in terms of knowledge, skills, abilities and competencies for the benefit of your Federation. This could be achieved through a survey which includes the following elements:</p> <p><b>Who we have</b> – The numbers and categories of Staff Representatives working in FICSA member organizations.</p> <p><b>Where they are</b> – Identifying where the staff representatives are located is extremely important when building a knowledge map</p> <p><b>What they do and what they know</b> –Competencies, skills, additional areas of expertise, languages and so on.</p> <p><b>Proposed survey questions:</b></p> <p><b>1) General</b></p> <ol style="list-style-type: none"> <li>1- Organization</li> <li>2- Name of the Staff Association Union</li> <li>3- Location</li> </ol>

	<p>4- Number of members on the Staff Council/Committee 5- Number of members of the Executive Committee</p> <p><b>II) Resource Persons available</b> <i>Remark: The below list can be further expanded:</i> Name: Competencies:</p> <ul style="list-style-type: none"> <li>▪ HR Policies</li> <li>▪ Social Security</li> <li>▪ Mediation / Conflict resolution</li> <li>▪ Experience with GS Salary Surveys</li> <li>▪ Experience with Cost of living surveys</li> <li>▪ Legal background</li> <li>▪ Finance</li> <li>▪ Audit</li> <li>▪ Layout and design</li> <li>▪ Editing / Writing</li> <li>▪ Web design</li> <li>▪ Social media</li> <li>▪ Training</li> </ul> <p>Briefly describe your experience:</p>
<b>Background documentation</b>	n/a
<b>Action(s) requested from Standing Committee participants</b>	To discuss the usefulness and the willingness to contribute to this inventory; to explore any further potential questions for the survey; agreement on the survey
<b>FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:</b>	
<b>Next step(s)/specific action(s)</b>	
<b>Deadline</b>	
<b>Resources required</b>	<input type="checkbox"/> Specialist/Consultant <input type="checkbox"/> Legal Adviser <input type="checkbox"/> SC Chair/Vice-Chair <input type="checkbox"/> Core group member(s) <input type="checkbox"/> FICSA Secretariat <input type="checkbox"/> FICSA ExCom (Compensation, Field, Treasurer, Other) <input type="checkbox"/> Volunteer/Intern <input type="checkbox"/> Other
<b>Deliverable</b>	<input type="checkbox"/> Literature review <input type="checkbox"/> Paper/Article <input type="checkbox"/> Background paper with options <input type="checkbox"/> Legal article/review/opinion

	<ul style="list-style-type: none"><li><input type="checkbox"/> Talking points for high-level fora/forum – Advocacy</li><li><input type="checkbox"/> Comparative study</li><li><input type="checkbox"/> Good practices</li><li><input type="checkbox"/> Recommendations/ guideline for SAs/unions</li></ul>
<b>Issue for high level fora</b>	<ul style="list-style-type: none"><li><input type="checkbox"/> International Civil Service Commission (ICSC)</li><li><input type="checkbox"/> High-Level Committee for Management (HLCM)</li><li><input type="checkbox"/> HR Network</li><li><input type="checkbox"/> Joint Pension Board</li><li><input type="checkbox"/> UN General Assembly</li><li><input type="checkbox"/> Inter-Agency Security and Management Network (IASMN)</li><li><input type="checkbox"/> Other</li></ul>

# FICSA COUNCIL

AD HOC COMMITTEE ON STRATEGIC DEVELOPMENT

74<sup>th</sup> SESSION  
VIRTUAL

## Agenda Item 5: Summary Sheet

FICSA /C/74/PSA/PA/5

<input checked="" type="checkbox"/> For Discussion <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Decision	
<b>Name of submitting member(s) &amp; organization (s)</b>	Imed Zabaar
<b>Issue (title)</b>	Review of the FICSA Cooperation agreements
<b>Issue description</b> (including reach: global versus local)	Current agreements: FICSA – CCISUA FICSA – UNISERV FICSA – CCISUA – UNISERV FICSA – UNGLOBE FICSA - LAWYERS FICSA – ILO TC
<b>Background documentation</b>	All Memorandum of Understanding are at this location: <a href="https://ficsa.org/topics/partnerships-and-memoranda-of-understanding.html">https://ficsa.org/topics/partnerships-and-memoranda-of-understanding.html</a>
<b>Action(s) requested from Standing Committee participants</b>	
<b>FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:</b>	
<b>Next step(s)/specific action(s)</b>	
<b>Deadline</b>	
<b>Resources required</b>	<input type="checkbox"/> Specialist/Consultant <input type="checkbox"/> Legal Adviser <input type="checkbox"/> SC Chair/Vice-Chair <input type="checkbox"/> Core group member(s)

	<input type="checkbox"/> FICSA Secretariat <input type="checkbox"/> FICSA ExCom (Compensation, Field, Treasurer, Other) <input type="checkbox"/> Volunteer/Intern <input type="checkbox"/> Other
<b>Deliverable</b>	<input type="checkbox"/> Literature review <input type="checkbox"/> Paper/Article <input type="checkbox"/> Background paper with options <input type="checkbox"/> Legal article/review/opinion <input type="checkbox"/> Talking points for high-level fora/forum – Advocacy <input type="checkbox"/> Comparative study <input type="checkbox"/> Good practices <input type="checkbox"/> Recommendations/ guideline for SAs/unions
<b>Issue for high level fora</b>	<input type="checkbox"/> International Civil Service Commission (ICSC) <input type="checkbox"/> High-Level Committee for Management (HLCM) <input type="checkbox"/> HR Network <input type="checkbox"/> Joint Pension Board <input type="checkbox"/> UN General Assembly <input type="checkbox"/> Inter-Agency Security and Management Network (IASMN) <input type="checkbox"/> Other