

The logo consists of a large orange circle. Inside the circle, the letters 'AP' are written in a large, white, sans-serif font. To the right of 'AP', the word 'in' is written in a smaller, white, sans-serif font inside a white circle. To the right of 'in', the letters 'FAO' are written in a large, white, sans-serif font. Below the text, there are six dark blue silhouettes of people of various ages and abilities, including one person in a wheelchair, standing in a row.

AP in FAO

Brief on Communications

Vanda Ferreira dos Santos
Deputy Secretary General

76th FICSA Council, Valencia – Spain
6-10 February 2023

ASSOCIATION OF PROFESSIONALS IN FAO

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ASSOCIATION OF PROFESSIONALS IN FAO

Overarching principles



Visual identity

PRIMARY LOGO



EXPANDED LOGO



SECONDARY LOGO



NEGATIVE 2 COLORS



1 COLOR



BLACK & WHITE

Digital Posters



Digital Poster



Do you want a professional workplace that

INSPIRES ELEVATES & EMPOWERS?

Let's do it together!

The Association of
Professionals in FAO.




Working together
for a better FAO.




intranet.fao.org/ap_in_fao

**I'M A
PROFESSIONAL
AGRONOMIST**




**AND PROUD
OF IT!**

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**"IF YOU WANT
TO GO FAST, GO
ALONE. IF YOU
WANT TO GO FAR,
GO TOGETHER."**

AFRICAN PROVERB



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I SUPPORT



**BECAUSE FAO'S
EXCELLENCE RESTS
WITH ITS PEOPLE**

intranet.fao.org/ap_in_fao



**23
YEARS
WITH FAO**

**AND
AT
THE
TOP
OF
MY
GAME!**

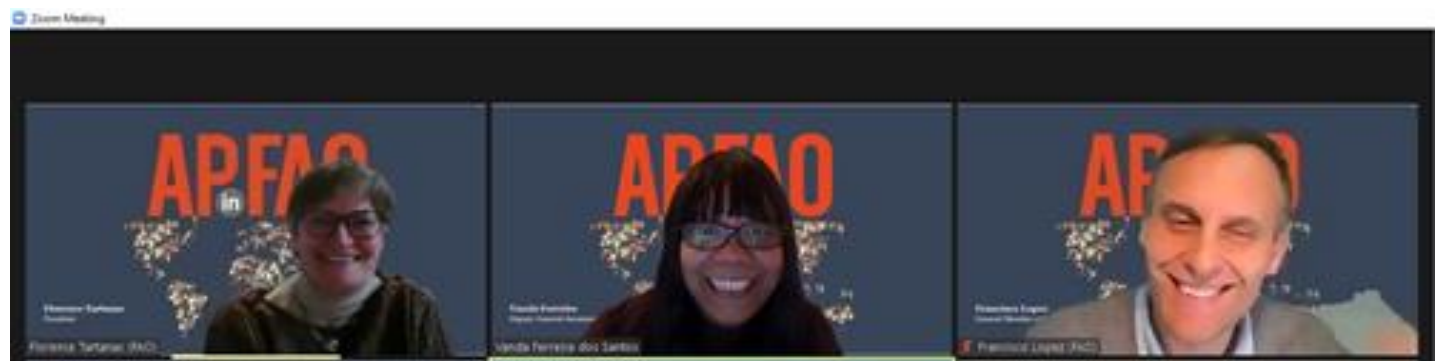


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Customizable posters

Banner



Website





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Working for a FAO where all professionals can thrive and grow

The Association of Professionals in FAO (AP-in-FAO) is a voluntary organization of staff members of all grades, backgrounds and nationalities who work together to represent and defend staff interests within the Organization and in the UN System as a whole.

Our elected Executive Secretariat regularly engages with management on issues ranging from career development to childcare arrangements to health care to workplace health and safety, and more.

Join us, and participate to make a difference!



A call to action to all members



Annual assembly tentatively slated for 22 March (tbc)



AP-in-FAO communications toolkit



Reps' corner



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About us

AP-in-FAO was established in 1975 to champion the rights of FAO professional staff. We are a voluntary membership organization and the only professional staff representative body to be recognized by management. We engage with management to address staff concerns, and also provide advice and legal assistance to help resolve workplace conflicts. All FAO staff in the professional and director categories are eligible for membership.

Our leadership and governance consists of an **Executive Secretariat** that manages the day-to-day work of the Association and engages directly with management; a **Representative Council** of elected members who act as a channel of communication between the Executive Secretariat and the Association's members; and a **Statutes and Procedures Committee** that makes sure the rules of the association are adhered to. Each year, the entire membership comes together in an **Annual Assembly** to discuss achievements of the previous year and agree on a programme of work for the new one.

Additionally, a series of **thematic working groups** (standing committees) comprised of volunteer members focus on

In this section

- Executive Secretariat
- Representative Council
- Statutes and Procedures Committee
- Thematic Working Groups
- Joint Staff Management Committees
- Annual Assemblies
- AP in FAO: Answers to FAQs
- AP-in-FAO flyer

Learn more

- Statutes
- Rules of procedure
- AP in FAO / FAO recognition agreement
- Federation of International Civil Servants' Associations (FICSA)



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Learn more

- Video message from General Secretary Wadzanal Garwe
- Additional information
- AP-in-FAO flyer
- Answers to FAQs
- Sign up form

What exactly is AP in FAO, and why should you consider joining? Here are five reasons.

1. AP in FAO is a watchdog that looks out for and defends staff interests.

We all know we are fortunate in our employment. But that doesn't mean we should stand idly by as conditions of employment change or developments unfold that are unfair or contrary to our personal and professional wellbeing. The Association of Professionals in FAO (AP-in-FAO) is a volunteer organization of FAO professionals that monitors the implementation of employment-related schemes and programmes by management and, when necessary, calls for the correct application of rules, equitable treatment, and respect for staff rights.

For example, when in 2017 field staff reported that their rental subsidy was drastically reduced without notice, AP-in-FAO appealed to HR, flagging that the subsidy was being unequally applied from duty station to duty station. In some cases, corrective action was taken; in others it wasn't. The Association has successfully supported a legal appeal on the issue. Similarly, when FAO locked down in March 2020 and almost everybody was sent home to telework, AP-in-FAO argued



Bulletin | Pending new policy on job classification and job growth 5th May 2022

Dear members:

As we all know, following years of poor HR management and weakened policies, FAO has a significant problem of mismatches between post grades and responsibilities. Far too many staff are stuck in the same grade year after year, often delivering against higher level responsibilities. At the same time, staff are discouraged by limited opportunities for career progression.

Finally, management has developed a draft Administrative Circular (AC), titled *Job classification in FAO* and submitted to the SRBs in January 2022, as its means of addressing this deeply rooted and pervasive problem.

We appreciate that the current management inherited a deep backlog of problems, significant in scale and complexity. However, the view of the Executive Secretariat and the Representative Council is that the current draft AC is unambitious and falls short of the mark.

As the Executive Secretariat continues to work on this, here is an update from our side on this high priority issue.

Consultations with the SRBs

The Executive Secretariat was asked to comment on the draft AC in two rounds of written feedback. We did this drawing on the views and perspectives voiced by members in the Annual Assembly, in the Representative Council, and through direct discussions. We also had a meeting with the CSH-Director to discuss our comments and concerns.

Email & newsletters



To learn more about the role of an AP-in-FAO electoral group representative, check out [this primer](#).

The reps are there to listen to your views, concerns, and ideas and can also tell you about ways you can be more active in the Association. Don't hesitate to reach out to them. [Here](#) is the list of all AP-in-FAO representatives.



Need advice on how to navigate a difficult situation or administrative issue? Check out the growing [Resources](#) section on our website. If you have suggestions for topics that you'd like to see addressed there, please let us know.

Want to know AP-in-FAO's position on a particular issue, or wish to inform yourselves on the matters we are working on as priorities? Have a look at AP-in-FAO website's [Issues](#) section.

Additional resources of note:

- [FICSA ask the expert webinar on UN system salaries and allowances \(6 December\)](#)
- [UNSCC training opportunities](#)
- [UN HQ's approach to ombuds](#)
- [UN mentoring program career growth and professional development training](#)
- [Learn about the UN's stance on decent work / working conditions](#)

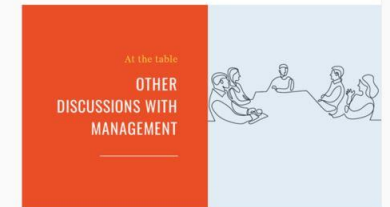


We hope this latest edition of the newsletter has been useful. Be sure to also check the various sections of the [AP-in-FAO website](#).

In solidarity,

The ExSec

REACTIONS? LET US KNOW AT AP-IN-FAO@FAO.ORG



STAFF-MANAGEMENT CONSULTATION
Progress on key issues remains slow, but the nature of SRB-management consultation is getting better

Two Staff-Management Consultation Committee (SMCC) meetings have taken place since the last newsletter, on 23 October and 25 November. The tenor and substance of conversations has improved under the new SMCC chairperson (CSH Director).

AP-in-FAO and UGSS recently raised our concerns over management's promulgation of a new Administrative Circulars touching on issues of conditions of employment/staff privileges without any prior consultation with the SRBs, as per established practice.



CAREER GROWTH: INTERNAL CANDIDATES APPLYING TO HIGHER LEVEL POSTS
Some members report not being called for interviews for advertised FAO posts because their current grade was two grades below that of the advertised post

In response to a query from the Executive Secretariat, CSH confirmed that staff can indeed apply to posts two grades higher than their current grade - there is no such limitation in effect, and all candidates are evaluated in the same way.

They also highlighted that it is not sufficient to meet the minimum requirements to be interviewed, as other considerations are also important such as length of experience, mobility and field experience, and skills. CSH also said that from their point of view, due consideration is given to internal candidates.

AP-in-FAO stressed the need to be sure that all hiring managers are adequately informed of the above, and reiterated that "unwritten rules" that exclude internal candidates due to their grade level blindly ignore the reality that across the Organization many professionals have for years been performing at higher levels but have had only limited options for career advancement.

We also asked for disaggregated data on professional staff as preparatory information in the lead up to next year's job classification exercise due professionals (e.g. data regarding how many P-staff have held the same positions for how many years. Their gender? HQ versus Decentralized Offices?). CSH confirmed that the request is on the radar screen, but parked until beginning of the new year while gathering data and to have a better idea following the job growth exercise.

On the overall topic of recruitment, CSH mentioned that they prepared a new draft recruitment policy that is being reviewed by LEG and Ethics offices. This draft will be shared with AP-in-FAO after this first round of feedback.



CAREER OPPORTUNITIES: NON-RANKING OF PSCC RESULTS
Many Association members have also complained that PSCC results following recruitment processes are once again not being ranked to illustrate which candidates performed the best

Our understanding at this juncture is that these instructions came from management and the issue of whether to rank or not rank is not included in the FAO Manual. Many of our members have expressed the view that failure to rank candidates makes hiring processes essentially non-competitive.

In response to our queries on this, CSH has indicated that ranking of candidates is not an obligation in the UN systems and several agencies do not do it. They would welcome AP-in-FAO's views about this topic as well as justification coming from previous ILOAT judgements.

Members should feel free to contact their representative and/or the Executive Secretariat in case of any concerns related to this topic and/or unsuccessful applications for FAO posts. We will be following up.

Videos





Shortcomings and challenges



