

REPORT OF THE STANDING COMMITTEE COMMITTEE ON GENERAL SERVICE QUESTIONS

Chair	Marielle Wynsford-Brown (IAEA Vienna)
Rapporteur	Alberto Fernández (OPCW)
FICSA Treasurer	Irwan Mohd Razali (WHO/GSC Kuala Lumpur)
Members, FICSA Executive Committee	Véronique Allain (SCBD Montreal) Pilar Vidal Estevez (PAHO/WHO Washington DC) Imed Zabaar (IAEA Vienna)
Regional Representative	Diab El-Tabari (UNRWA/ASA Beirut)

Participants

FAO/WFP-UGSS	Paola Franceschelli Silvia Mariangeloni Eva Moller
IAEA	Katja Haslinger
IARC	Cécile Le Duc
ICAO	Viera Seben
IFAD	Silvana Scalzo
IMO	Edwin Titi-Lartey Tamara Vassilissin Irene Waite
ITU	Carmen Montenegro
OSCE	Jean-Claude Villemontix
UNAIDS	Evelyn Jonazi

UNESCO/STU	Amani El-Sheikh Elia Matias
UNFCCC	Mario Cabrera Schery
UNGSC	Paola De Mauro Cosimo Melpignano Vito Musa
UPU	Birahim Fall Franck Landauer Stephane Vuillemin
WHO/AFRO Brazzaville	Lydie Gassackys
WHO/EURO Copenhagen	Oleksandr Martynenko Kay Miller
WHO/HQ Geneva	Catherine Kirorei Corsini
WHO/SEARO New Delhi	Ritesh Singh
WHO/WPRO Manila	Rodel Rodriguez
WIPO	Kari Andreasson
WMO	Jalil Housni

Members with associate status

CTBTO	Michelle Delinde
OPCW	Alberto Fernandez

Federation with consultative status

AMFIE	Svend Booth
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Guest

UNIDO	Chantal Pothier
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Introduction

1. The Standing Committee met on 4 and 5 February 2019 under the chairmanship of Marielle Wynsford-Brown (IAEA).

Adoption of the agenda (Agenda item 1)

2. The Standing Committee (SC) approved the following agenda:
 1. Adoption of the agenda
 2. Election of the rapporteur
 3. Report of the Permanent Technical Committee (PTC/GSQ)
 4. ICSC review of the compensation package for locally recruited categories of staff, including the review of the GS salary survey methodologies
 5. Review of list of duty stations where salary survey issues have been reported to FICSA (FICSA/C/72/GSQ/CRP.3)
 6. Discussion on the global recruitment of local staff for GS positions
 7. Requests for training
 8. Other business
 9. Nomination of Standing Committee officers and core group members

Election of rapporteur (Agenda item 2)

3. Alberto Fernández (OPCW) was appointed rapporteur.

Report of the Permanent Technical Committee (PTC/GSQ) (Agenda item 3)

4. Marielle Wynsford-Brown (IAEA) briefly reported on the report of the PTC/GSQ and the recommendations contained therein (Annex 1).
5. It was agreed that the PTC/GSQ report would be adopted together with report of the Standing Committee (SC) as the members of the PTC/GSQ still needed to approve their own report.
6. Based on those of the PTC, the SC adopted the following recommendations from the PTC/GSQ:

The Standing Committee on General Service Questions requested the Executive Committee to continue to support the ongoing work of the Ad Hoc Task Force on the ICSC review of the GS salary survey methodologies and to report to members accordingly. Funds should be allocated for at least one meeting of the FICSA Ad Hoc Task Force, if necessary.

Pending the outcome of the upcoming ICSC review of the GS salary survey, the Standing Committee on General Service Questions requested the FICSA Executive Committee to continue to invest in training a pool of trainers, while considering gender balance and geographical distribution.

ICSC review of the compensation package for locally recruited categories of staff, including the review of the GS salary survey methodologies (Agenda item 4)

7. Pilar Vidal (PAHO Washington) and Imed Zabaar (IAEA), both Members of the FICSA Executive Committee on Compensation Issues, provided the SC with an overview of the activities of the working group during 2018 (FICSA/C/72/GSQ/CRP.5). They reported on the work carried out by the working group together with FICSA experts in preparation for the ICSC discussions on the review of the GS salary survey methodologies.
8. During their presentation both members elaborated on the issues and challenges, and recommendations identified by the various members of the Local Salary Survey Committee (LSSC) on how to address the issues during the upcoming comprehensive review of the methodologies vis-à-vis the review by the ICSC.
9. Based on the report of the Executive Committee regarding the on-going review of the GS salary survey methodologies, the SC agreed on a resolution (Annex 2).
10. In addition to the concerns and recommendations made by the FICSA representatives in the ICSC working group, the Regional representative for Asia, Diab El-Tabari (UNRWA/ASA Beirut) also suggested including the following topics in future recommendations:
 - (a) Consider the review of the special measures, in particular, in cases of currency devaluation;
 - (b) Once finalized, both new methodologies should be reviewed by a legal expert;
 - (c) Consider adding additional steps to the GS salary scale, i.e. 12 steps similar to the P salary scale;
 - (d) The role of the LSSC should not be diminished if a decision were made to collect data from external vendors.

Review of list of duty stations where salary survey issues have been reported to FICSA (FICSA/C/72/GSQ/CRP.3) (Agenda item 5)

11. A representative from WHO/EURO Copenhagen reported on current issues and delays being experienced with the GS salary survey in the region (in all category five duty stations) for Europe particularly Lithuania, Latvia, and Estonia (Annex 3).
12. A representative from UNESCO/STU reported on the current issues concerning the November 2016 salary survey in Egypt following the devaluation of the local currency and the flow-on effect on staff salaries and pensions. UNESCO/STU reported on the activities of the LSSC and the challenges in attracting comparators to take part in the survey.
13. Further, it was reported by UNESCO/STU that although it had made use of an external consultant, the LSSC had been unable to identify any comparators. The issue was raised with the Office of Human Resources Management (OHRM) and the LSSC had subsequently requested the use of external data.

The Standing Committee on General Service Questions recommended that the Executive Committee follow up on this matter with OHRM and inform UNESCO/STU accordingly.

14. The list of duty stations with on-going salary surveys was reviewed, discussed and updated by the SC (Annex 3).

Discussion on the global recruitment of local staff for GS positions (Agenda item 6)

15. FAO/WFP-UGSS reported that FAO continued to make global calls for recruitment of local GS-staff without stipulating that the applicants had to be resident in Italy. It was noted that vacancy announcements for individual positions were not posted internally and, thus, neither staff nor UGSS were informed of vacancies or outcomes of selection processes. That effectively made it impossible to challenge any selection process. Staff members were greatly concerned about the lack of transparency and due process. Furthermore, it was mentioned that the practice was actively limiting the opportunities for career development among the internal GS staff within the organization.

16. A discussion followed within the Committee where various organizations shared their experiences and best practices on the subject.

Requests for training (Agenda item 7)

17. The following requests for training were received:

Methodology II:

- English-speaking in the Latin American and Caribbean Group (GRULAC) region: Brazil – April/May 2019
- Spanish-speaking in the GRULAC region: Peru – March 2019
- English-speaking in the African region: Egypt – March 2019
- English-speaking in the Asian region: Philippines – June 2019

Other business (Agenda item 8)

18. No issues were raised under this agenda item.

Nomination of Standing Committee officers and Core Group members (Agenda item 9)

19. The Standing Committee nominated Marielle Wynsford-Brown (IAEA) both as Chair and as Coordinator of the PTC/GSQ. Ms. Silvia Mariangeloni (FAO/WFP-UGSS) and Alberto Fernández (OPCW) were nominated Vice-Chairs.

20. It was decided to use the full list of participants for the composition of the core group.

Annex 1

REPORT OF THE PERMANENT TECHNICAL COMMITTEE ON GENERAL SERVICE QUESTIONS

Coordinator	Marielle Wynsford-Brown (IAEA Vienna)
Rapporteur	Alberto Fernández (OPCW The Hague)
Members, FICSA Executive Committee	Imed Zaabar (IAEA Vienna) Véronique Allain (SCBD Montreal) Pilar Vidal Estevez (PAHO/WHO Washington DC) Irwan Mohd Razali (WHO/GSC Kuala Lumpur)
Regional representative	Diab El-Tabari (UNRWA/ASA Beirut)

Participants

FAO/WFP-UGSS	Silvia Mariangeloni
UNAIDS	Evelyn Jonazi
UNGSC	Cosimo Melpignano
WHO/EURO Copenhagen	Oleksander Martynenko Kay Miller
WHO/HQ Geneva	Evelyn Kortum
WHO/SEARO New Delhi	Ritesh Sengh

Member with associate status

OPCW	Erik Prein
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Introduction

1. Imed Zabaar (IAEA) chaired the meeting of the Permanent Technical Committee on General Service Questions.

Adoption of the agenda (Agenda item 1)

1. The Permanent Technical Committee adopted the following agenda:
 1. Adoption of the agenda
 2. Election of the rapporteur
 3. Report by the working group on the ICSC review of the GS salary survey methodology – Presentation by the members of the FICSA Executive Committee on Compensation Issues
 4. Results from recent salary surveys
 5. Schedule of GS salary surveys for 2019

6. Requests for FICSA workshops on GS salary survey methodology I and II
7. Evaluation of workshops held in 2018 and review of the list of trainers and resource persons.
8. Review of the list of PTC/GSQ members
9. Other business

Election of the rapporteur (Agenda item 2)

2. Alberto Fernández (OPCW) was elected Rapporteur.

Report by the working group on the ICSC review of the GS salary survey methodology – Presentation by the members of the FICSA Executive Committee on Compensation Issues (Agenda item 3)

3. Pilar Vidal (PAHO Washington) and Imed Zabaar (IAEA), both FICSA Members of the Executive Committee for Compensation Issues, provided the PTC with an overview of the activities of the working group during 2018 (FICSA /C/72/GSQ /CRP.5). They reported on the work carried out by the working group together with FICSA experts in preparation for the ICSC discussions on the review of the GS salary survey methodologies.

4. During their presentation both members elaborated on issues, challenges, and recommendations identified by the various LSSC members on how to address the issues during the upcoming comprehensive review of the methodologies vis-à-vis the review by the ICSC.

The PTC/GSQ recommended that the Standing Committee on General Service Questions request the Executive Committee to continue supporting the ongoing work of the Ad Hoc Task Force on the ICSC review of the GS salary survey methodologies and report to members accordingly. Funds should be allocated for at least one meeting of the FICSA Ad hoc Task Force, if necessary.

Results from recent salary surveys (Agenda item 4)

5. An overview of the results of the recent comprehensive and interim GS salary surveys were presented to the members of the Committee (Appendix 1)

Schedule of Salary Surveys 2019

6. The schedule of Comprehensive Surveys for 2019 was noted (Appendix 2).

Requests for FICSA workshops on GS salary survey methodology I and II (Agenda item 6)

- Methodology II:
- English-speaking in Latin American and Caribbean Group (GRULAC) region: Brazil – April/May 2019
- Spanish-speaking in GRULAC region: Peru – March 2019
- English-speaking in African region: Cairo – March 2019
- English-speaking in Asian region: Philippines – June 2019

Evaluation of workshops held in 2018 and review of the list of trainers and resource persons (Agenda item 7)

7. The list of FICSA resource persons on GS salary survey methodology was reviewed and updated (Appendix 3).

8. Pilar Vidal Estevez (PAHO/WHO) and Veronique Allain (SCBD) expressed their wish to be included in the list of resource persons. Diab El-Tabari (UNRWA/ASA) noted the need to increase the pool of FICSA resource persons.

9. Imed Zabaar (IAEA) proposed establishing a certification process for all the trainers included in the list of resource persons, once the new salary survey methodology was implemented. Furthermore, a proposal for increasing collaboration with the ICSC so as to secure advance training for the pool of trainers could be explored once the on-going review of the methodology had been completed.

Pending the outcome of the upcoming ICSC review of the GS salary survey, the PTC/GSQ recommends the Standing Committee on General Service Questions to request the FICSA Executive Committee to continue to invest in training a pool of trainers, while considering gender balance and geographical distribution.

Review of the list of PTC Members (Agenda item 8)

10. The list of PTC/GSQ members was reviewed and updated (Appendix 4).

Other business (Agenda item 9)

11. No issues were discussed under this agenda item.

Appendix 1

Results from recent salary surveys

	Location	GS result	NO result	Employers retained
Comprehensive Survey	Italy: Rome	-9,20%		18
Comprehensive Survey	France: Paris	-2,20%		18
Comprehensive Survey	Canada: Montreal	1,20%		17
Comprehensive Survey	Spain: Madrid	2,90%		14
Comprehensive Survey	USA: New York	-5,80%		13
Comprehensive Survey	UK: London	3,50%		13
Comprehensive Survey	Switzerland: Geneva	-1,80%		17
Comprehensive Survey	Austria: Vienna	3,30%		17
Comprehensive Survey	Afghanistan: Kabul	-1,50%	-3,50%	5
Comprehensive Survey	Algeria: Algiers	20,20%	28,10%	7
Interim Surveys	Angola: Luanda	1,50%	1,50%	
Comprehensive Survey	Argentina: Buenos Aires	21,10%	19,40%	15
Interim Surveys	Azerbaijan: Baku	8,00%	8,70%	
Interim Surveys	Bangladesh: Dhaka	6,00%	5,10%	
Interim Surveys	Bhutan: Thimphu	7,00%	1,70%	
Interim Surveys	Bolivia: La Paz	2,60%	2,60%	
Interim Surveys	Bosnia and Herzegovina: Sarajevo	2,20%	2,20%	
Interim Surveys	Brazil: Brasilia	4,70%	5,00%	
Interim Surveys	Burkina Faso: Ouagadougou	3,10%	2,60%	
Comprehensive Survey	Burundi: Bujumbura	-4,70%	-0,40%	5
Comprehensive Survey	Cambodia: Phnom-Penh	9,10%	6,50%	5
Interim Surveys	Cambodia: Phnom-Penh	0,10%	4,80%	
Comprehensive Survey	Cameroon: Yaounde	15,80%	0,70%	7
Interim Surveys	Colombia: Bogota	4,80%	6,60%	
Interim Surveys	Costa Rica: San Jose	3,20%	2,30%	
Interim Surveys	Cuba: Havana	1,10%	1,10%	

Comprehensive Survey	Cyprus: Nicosia	-12,90%	-32,10%	10
Interim Surveys	D.P.R of Korea: Pyongyang	8,90%	8,90%	
Comprehensive Survey	Dem. Rep. of the Congo, : Kinshasa	5,80%	0%	5
Interim Surveys	Dominican Republic: Santo Domingo	-1,90%	0,70%	
Comprehensive Survey	Ecuador: Quito	-8,10%	-9,80%	10
Interim Surveys	Egypt: Cairo	-3,90%	-1,60%	
Interim Surveys	Egypt: Cairo	10,10%	10,10%	
Interim Surveys	Eritrea: Asmara	2,30%	2,30%	
Comprehensive Survey	Ethiopia: Addis Ababa	28,40%	35,50%	7
Interim Surveys	France: Lyon	1,30%	1,30%	
Interim Surveys	Georgia: Tbilisi	2,30%	3,10%	
Interim Surveys	Guatemala: Guatemala City	0,90%	0,70%	
Interim Surveys	Guinea: Conakry	13,80%	20,20%	
Interim Surveys	Guyana: Georgetown	1,10%	-4,30%	
Comprehensive Survey	Guyana:Georgetown	0,80%	6,20%	7
Interim Surveys	Honduras: Tegucigalpa	3,50%	1,00%	
Interim Surveys	Hungary: Budapest	0,90%	0,50%	
Comprehensive Survey	Indonesia: Jakarta	10,30%	10%	15
Interim Surveys	Iran: Teheran	12,20%	11,20%	
Comprehensive Survey	Iraq: Baghdad	6,90%	18,70%	5
Interim Surveys	Jamaica: Kingston	1,90%	5,20%	
Interim Surveys	Jamaica: Kingston	8,40%	3,60%	
Interim Surveys	Jordan: Amman	1,00%	3,20%	
Interim Surveys	Kazakhstan: Astana	10,50%	15,60%	
Interim Surveys	Kenya: Nairobi	4,90%	5,00%	
Interim Surveys	Kosovo: Pristina	5,60%	5,60%	
Comprehensive Survey	Kyrgyzstan: Bishkek	5,20%	11,70%	5
Interim Surveys	Lebanon: Beirut	2,90%	1,90%	
Interim Surveys	Liberia: Monrovia	0,70%	1,00%	
Interim Surveys	Madagascar: Antananarivo	-1,30%	7,40%	
Interim Surveys	Malawi: Lilongwe	9,20%	6,00%	
Interim Surveys	Malaysia: Kuala Lumpur	5,80%	5,10%	
Interim Surveys	Maldives: Male	1,40%	3,30%	
Interim Surveys	Mali: Bamako	1,50%	4%	
Interim Surveys	Malta:Valletta	0,90%	0,90%	
Interim Surveys	Moldova, Republic of: Chisinau	-5,20%	-0,40%	
Interim Surveys	Monaco: Monte Carlo	1,30%		
Interim Surveys	Mongolia: Ulan Bator	4,10%	5,50%	

Interim Surveys	Myanmar: Yangon	3,90%	8,70%	
Comprehensive Survey	Namibia: Windhoek	13,20%	7,10%	7
Interim Surveys	Nicaragua: Managua	9,70%	3,20%	
Interim Surveys	Nigeria: Abuja/Lagos	6,50%	6,30%	
Interim Surveys	Panama: Panama City	1,50%	1,60%	
Interim Surveys	Papua New Guinea: Port Moresby	9,40%	2,40%	
Interim Surveys	Paraguay: Asuncion	3,60%	5,20%	
Interim Surveys	Paraguay: Asuncion	0,80%	0,80%	
Interim Surveys	Lao People's Dem. Rep.: Vientiane	4,50%	14,60%	
Interim Surveys	Peru: Lima	0,00%	1,90%	
Interim Surveys	Philippines: Manila	1,70%	2,50%	
Interim Surveys	Republic of the Congo: Brazzaville	-2,40%	5,80%	
Interim Surveys	Russian Federation: Moscow	4,40%	4,60%	
Interim Surveys	Rwanda: Kigali	3,90%	9,10%	
Interim Surveys	Rwanda: Rwanda: Kigali	3,90%	9,10%	
Interim Surveys	Senegal: Dakar	1,70%	1,60%	
Interim Surveys	Serbia: Belgrade	6,30%	5,40%	
Interim Surveys	Sierra Leone: Freetown	9,50%	12,00%	
Interim Surveys	Somalia: Mogadiscio	2,10%	1,40%	
Comprehensive Survey	South Africa: Pretoria	3,50%	-3,30%	15
Interim Surveys	South Sudan: Juba	11,30%	4,30%	
Interim Surveys	Sri Lanka: Colombo	3,20%	4,90%	
Interim Surveys	Tanzania, United Rep. of: Dar-es-Salaam	9,20%	14,80%	
Interim Surveys	Trinidad and Tobago: Port of Spain	2,50%	1,10%	
Comprehensive Survey	Tunisia: Tunis	6,30%	11,80%	10
Interim Surveys	Turkey: Ankara	9,30%	4,80%	
Interim Surveys	Turkey: Ankara	5,90%	6,00%	
Interim Surveys	Uganda: Kampala	4,70%	6,50%	
Interim Surveys	Uruguay: Montevideo	5,40%	1,70%	
Comprehensive Survey	Uzbekistan: Tashkent	2,70%	1,30%	7
Interim Surveys	Viet Nam: Hanoi	4,40%	6,90%	
Interim Surveys	Zambia: Lusaka	3,90%	8,60%	
Interim Surveys	Zimbabwe: Harare	3,40%	1,80%	

Appendix 2

Schedule of Comprehensive Surveys for 2019-2020

SN	Location	Region
2019		
1	Guinea: Conakry	Africa
2	Malawi: Lilongwe	Africa
3	Botswana: Gaborone	Africa
4	Zimbabwe: Harare	Africa
5	Burkina Faso: Ouagadougou	Africa
6	Republic of the Congo: Brazzaville	Africa
7	Lebanon: Beirut	Arab States
8	United Arab Emirates: Abu Dhabi	Arab States
9	Saudi Arabia: Riyadh	Arab States
10	Djibouti: Djibouti	Arab States
11	Egypt: Cairo	Arab States
12	Yemen: Sana'a	Arab States
13	Libya: Tripoli	Arab States
14	Mongolia: Ulan Bator	Asia and Pacific
15	Malaysia: Kuala Lumpur	Asia and Pacific
16	Timor-Leste: Dili	Asia and Pacific
17	Lao, People's Dem. Rep.: Vientiane	Asia and Pacific
18	Myanmar: Yangon	Asia and Pacific
19	Azerbaijan: Baku	Europe
20	Turkmenistan: Ashkhabad	Europe
21	Romania: Bucharest	Europe
22	Turkey: Ankara	Europe
23	Bosnia and Herzegovina: Sarajevo	Europe
24	Kosovo: Pristina	Europe
25	Malta: Valletta	Europe
26	Tajikistan: Dushanbe	Europe
27	Georgia: Tbilisi	Europe
28	Kazakhstan: Astana	Europe
29	Albania: Tirana	Europe
30	Bolivia: La Paz	Latin America and Caribbean
31	Nicaragua: Managua	Latin America and Caribbean
32	Venezuela: Caracas	Latin America and Caribbean
33	Costa Rica: San Jose	Latin America and Caribbean
34	Guatemala: Guatemala City	Latin America and Caribbean
35	Honduras: Tegucigalpa	Latin America and Caribbean
36	Brazil: Brasilia	Latin America and Caribbean
37	Panama: Panama City	Latin America and Caribbean
2020		
1	Somalia: Mogadiscio	Africa

2	Benin: Cotonou	Africa
3	Nigeria: Abuja/Lagos	Africa
4	Senegal: Dakar	Africa
5	Lesotho: Maseru	Africa
6	Sudan: Khartoum	Africa
7	Tanzania, United Rep. of: Dar-es-Salaam	Africa
8	Liberia: Monrovia	Africa
9	Angola: Luanda	Africa
10	Chad: N'Djamena	Africa
11	Morocco: Rabat	Arab States
12	Israel: Jerusalem	Arab States
13	Kuwait: Kuwait	Arab States
14	Cook Islands: Rarotonga	Asia and Pacific
15	Korea, Republic of: Seoul	Asia and Pacific
16	Samoa: Apia	Asia and Pacific
17	Philippines: Manila	Asia and Pacific
18	Bangladesh: Dhaka	Asia and Pacific
19	Viet Nam: Hanoi	Asia and Pacific
20	Sri Lanka: Colombo	Asia and Pacific
21	Ukraine: Kiev	Europe
22	TFYR of Macedonia: Skopje	Europe
23	Peru: Lima	Latin America and Caribbean
24	Colombia: Bogota	Latin America and Caribbean
25	Mexico: Mexico City	Latin America and Caribbean
26	Cuba: Havana	Latin America and Caribbean
27	Dominican Republic: Santo Domingo	Latin America and Caribbean

Appendix 3

LIST OF FICSA RESOURCE PERSONS ON GS SALARY SURVEY METHODOLOGY 2019

Name	Working Language	E-mail	Location	Trainer
Jeanne d'Arc Matuje Mukamwiza (non-HQ)	English/French	dArc.MatujeMukamwiza@fao.org	Africa	Intermediate
Varghese Joseph (HQ and non-HQ)	English/French	vjosephvarghese@gmail.com	Europe	Advanced
Edmond Mobio (HQ and non-HQ)	English/French	mobioed@gmail.com	Europe	Advanced
Mauro Pace (HQ and non-HQ)	English/French/ Spanish	mauro.pace@fao.org	Europe	Advanced
Imed Zabaar (HQ)	English/French/ Arabic	i.zabaar@iaea.org	Europe	Advanced
Irwan Mohd Razali (non-HQ)	English	mohdrazalii@who.int	Asia	Intermediate
Pilar Vidal Estevez	English/Spanish	vidalpil@paho.org	Americas	Beginner
Veronique Allain	English/French/ Spanish	veronique.allain@cbd.int	Americas	Beginner

Appendix 4

PERMANENT TECHNICAL COMMITTEE OF GENERAL SERVICE AND RELATED CATEGORIES
Membership 2019 – 2020

ORGANIZATION	NAME	EMAIL ADDRESS
FAO/WFP-UGSS Rome	Silvia Mariangeloni Sonia Leuzzi	silvia.mariangeloni@wfp.org sonia.leuzzi@wfp.org
IAEA Vienna	Marielle Wynsford-Brown Imed Zabaar	m.wynsford-brown@iaea.org i.zabaar@iaea.org
IMO London	Baharak Moradi	bmoradi@imo.org
OPCW	Alberto Fernández	alberto.fernandez@opcw.org
PAHO/WHO Washington	Pilar Vidal Estevez	vidalpil@paho.org>
SCBD	Véronique Allain	Veronique.allain@cbd.int
UNGSC	Cosimo Melpignano	melpignano@un.org
WHO/EURO/Copenhagen	Kay Miller	millerk@who.int
WHO/GSC/Kuala Lumpur	Irwan Mohd-Razali	Mohdrazalii@who.int

Annex 2**RESOLUTION ON THE REVIEW OF THE GENERAL SERVICE SALARY SURVEY
METHODOLOGIES**

The Council of the Federation of International Civil Servants' Associations (FICSA) at its 72nd Session (Vienna, 2 to 8 February 2019),

Recalling Article 101 of the Charter of the United Nations which stipulates that: "The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity".

Further recalling the current formulation of the Flemming principle, which stipulates that: "To comply with the standards established by the Charter as regards the employment of locally recruited staff, the organizations of the United Nations system must be competitive with those employers in the same labour market who recruit staff of equally high calibre and qualifications for work which is similar in nature and equal in value to that of the organizations. Remaining competitive in order to both attract and retain staff of these high standards requires that the conditions of service for the locally recruited staff be determined by reference to the best prevailing conditions of service among other employers in the locality. The conditions of service, including both paid remuneration and other basic elements of compensation, are to be among the best in the locality, without being the absolute best.";

Recalling also its Resolution 62/03 of 6 February 2009 on the ICSC review of the methodologies for surveys of best prevailing conditions of employment at headquarters and non-headquarters duty stations, which resulted in the promulgation of survey methodology I (ICSC R.72/10) and II (ICSC R.72/11), both issued on 26 April 2011;

Noting that, at its eighty-seventh session, the International Civil Service Commission (ICSC) initiated another review of both methodologies and decided to establish a Working Group to facilitate the review, with full participation of the Staff Federations;

Having considered the status report prepared by its representatives in the Working Group and the work plan developed for the work ahead;

Aware of the substantial impact of a large number of changes introduced at the last review, in particular with respect to (i) the categorization of duty stations, (ii) the respective roles of the responsible and coordinating agencies, (iii) the use of national civil service comparators, (iv) the weighting of comparator employers, (v) the use of external data; (vi) the calculation of benefits and, (vii) the existence of multiple salary scales in a single duty station, including secondary salary scales;

Also aware of the immediate and long-term implications of the current review, the outcome of which will have a palpable impact on the conditions of employment of approximately 65,000 locally recruited staff in the General Service and National Officer categories, who represent more than fifty percent of the United Nations staff;

Notes with concern that the restrictive interpretation of the United Nations General Assembly Resolution A/RES/71/264 of 16 January 2017, which in section III requests the Commission “during its next review of the General Service salary survey methodologies under the Flemming principle, to consider the possibility of further increases in the weight of the local national civil services among the retained employers, taking into account that the United Nations is a civil service organization, as well as past experiences of the Commission from the previous round of surveys” may result in fundamental threats to the application of the Flemming principle;

Also expresses its concern regarding the weight attributed to ministries of foreign affairs, which by means of a separate calculation had extremely negative and distorting consequences on the results of salary surveys in many duty stations,

Dismayed that the Human Resources Network in its report CEB/2018/HLCM/HR/7 discussed the reconfiguration of the role of the Local Salary Survey Committee “as a salary survey partner with just 2-4 members per duty station that will provide a communication and change management role that would in turn be channelled to local staff and management more via informative town hall settings, rather than a committee deliberating the process”.

Therefore, it instructs the FICSA Executive Committee to:

1. Continue participating in the ICSC working group on the review of the GS salary survey methodologies, securing all necessary resources for full and effective participation;
2. Advocate the respect of article 101 of the UN Charter and the Flemming Principle in all fora, as it may deem appropriate;
3. Ensure that the fundamental role of the Local Salary Survey Committees is safeguarded whenever the potential use of external data is being considered;
4. Avert any further increase in the weight of national civil services, requesting at the same time reconsideration of the mandatory use and singling out of Ministries of Foreign Affairs as a comparator and the procedures established to increase artificially the weight of such ministries compared to the rest of the survey sample;
5. Cooperate with the other federations in developing joint positions in the Working Group and advocacy activities at the next ICSC session and other high-level meetings; and
6. Inform the FICSA membership of progress made.

Annex 3

LIST OF ICSC METHODOLOGY II DUTY STATIONS WHERE ISSUES HAVE BEEN REPORTED TO FICSA

Bonn	
Brussels	The 2018 comprehensive salary survey is at a standstill. Survey specialist apparently disappeared and cannot be reached.
Copenhagen	Standard issues
Croatia	Survey done in December 2017 but no results shared.
Czech Republic	Survey done in 2016 but no results shared. 2016 notification about reference checks, but no further news since September 2017.
Estonia	Survey done in March 2016 but no results shared.
Greece	Last survey in 2010. Staff there do not know whether a new survey has been conducted.
Latvia	Survey done in April 2016 but no results shared.
Lithuania	Survey done in March 2016 but no results shared.
Slovak Republic	Last survey in 2008. Staff there do not know whether a new survey has been conducted.
Slovenia	Last survey in November 2017 but no results shared.

Comments provided by WHO/ Euro on Lithuania, Slovakia, Slovenia: All 3 countries are on pay scales from 2008-2010. All were converted to EURO in 2013-2015 which makes it look like they had a change in salaries, but the only change was to convert 2008-2010 salaries into euros.