

## REPORT OF THE STANDING COMMITTEE ON GENERAL SERVICE QUESTIONS

Chair	Silvia Mariangeloni (FAO/WFP-UGSS Rome)
Rapporteur	Alberto Fernández-Kleinloog (OPCW The Hague)
FICSA President	Diab El-Tabari (UNRWA/ASA Lebanon)
Members, FICSA Executive Committee	Véronique Allain (SCBD Montreal)
	Pilar Vidal Estevez (PAHO/WHO Washington DC)
Regional Representative	Christopher Mason (WIPO Geneva)

### Participants

FAO/WFP-UGSS	Simonetta Basile Antonio Culicigno Eva Moller
IARC	Cécile Le Duc
IAEA	Marielle Wynsford-Brown Imed Zabaar
ICAO	Anthony Ndinguri Viera Seben
IFAD	Silvana Scalzo
IMO	Edwin Titi-Lartey Tamara Vassilissin Gisela Vieira Irene Waite
ITU	Christine Gimenez Carmen Montenegro
OSCE	Nizar Zaher

UNAIDS	Tanya Quinn-Maguire
UNESCO/STU Montreal	Maria Helena Capelli Miguel Amani El-Sheikh
UNFCCC	Melita Kolundzic Stabile
UNGSC	Ezio Capriola Vito Musa
UNWTO	Maite Fernandez Samiti Siv
UPU	Birahim Fall Stephane Vuillemin
WHO/AFRO Brazzaville	Lydie Gassackys Lusamba Kabamba
WHO/EMRO Cairo	Ata Nour Nasr El-Sottohy
WHO/EURO Copenhagen	Antonella Biasiotto Larissa Badde Matthias Branbach Kay Miller
WHO/HQ Geneva	Catherine Kirorei Corsini
WHO/GSC Kuala Lumpur	Kiranjeet Kaur
WHO/WPRO Manila	Jed Yparraguirre
WHO/SEARO New Delhi	Rajesh Mehta Ritesh Singh
WIPO	Olivier Steele
WMO	Jalil Housni
<b>Federation with observer status</b>	
FUNSA Guinea	Lucie Gnongo Beavogui
<b>Guest</b>	
UNIDO	Chantal Pothier

## Introduction

1. The Standing Committee met on 5 and 6 February 2018 under the chairmanship of Ms. Silvia Mariangeloni (FAO/WFP-UGSS).
2. A brief summary was given of the Q&A session with the ICSC Chairman that had taken place during the plenary.

## Adoption of the agenda (Agenda item 1)

3. The Standing Committee adopted the following agenda:
  1. Adoption of agenda
  2. Election of the rapporteur
  3. Report of the Permanent Technical Committee (PTC/GSQ)
  4. Status of various appeals against the implementation of the results of salary surveys and the FAO appeal on the service differential (FICSA/C/71/GSQ/1)
  5. Global recruitment of local staff for GS positions
  6. ICSC Review of the compensation package for locally recruited categories of staff, including the review of the GS salary survey methodology
  7. Resolution on Harassment
  8. Other business
  9. Nomination of Standing Committee officers and core group members

## Election of the rapporteur (Agenda item 2)

4. Mr. Alberto Fernández-Kleinloog (OPCW) was appointed rapporteur.

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

5. Ms. Mariangeloni made a brief presentation to the Standing Committee on the draft report of the Permanent Technical Committee of the Standing Committee on General Service Questions (PTC/GS) (Annex 1).
6. It was agreed that the PTC/GSQ report would be adopted together with the report of the Standing Committee as members of the PTC/GSQ still needed to approve their report.
7. The Standing Committee discussed the following recommendation included in the draft report of the PTC/GSQ:

**The PTC/GSQ advised the Standing Committee on GS Questions to request the FICSA Executive Committee that it consult the PTC/GSQ on any matters relating to the review of the salary survey methodology. A working group should be established comprising of FICSA experts on the GS methodologies in order to review, analyse and prepare proposals to the Executive Committee. Funds should be allocated for at least two three-day meeting.**

8. Recalling the Ad hoc Task Force created in 2017, the Standing Committee did not consider the creation of an additional working group to be appropriate. A brief update on the activities of the Task Force was provided. The Task Force had met twice, once before the meeting of the ICSC Guatemala Working Group and then before the ICSC summer session, in order to review the documentation and devise a joint strategy to be adopted in the negotiations.

9. Following a positive evaluation on the activities of the Task Force during the year it was proposed that:

**The Standing Committee on General Service Questions recommended that: (i) the Executive Committee should continue consultations with the Ad hoc Task Force on the Review of the Compensation Package for Locally Recruited Categories of Staff; (ii) the terms of reference of the latter be updated to include FICSA experts on Methodology I and II, and that funds should be allocated for at least two three-day meetings.**

**Status of various appeals against the implementation of the results of salary surveys and the FAO appeal on the service differential (FICSA/C/71/GSQ/1) (Agenda item 4)**

10. The representative of FAO/WFP-UGSS provided an update on the status of the appeals. They provided background information and noted the anomalies of the survey process (2012) that has been conducted at the duty station only to yield - 9.2 per cent.

11. Moreover, the representative of FAO/WFP-UGSS reported that three staff members had decided to lodge an appeal against the implementation of the results of the salary survey. The ILO Administrative Tribunal (ILOAT) had dismissed the appeal on the grounds that the appellants were not directly affected by the new salary scale.

12. The representative of FAO/WFP-UGSS provided an update on the status of the introduction of a third salary scale in Bangkok (-35.2% compared to the 2011 salary scale).

13. Members of the Committee stressed the need to support and reaffirm the principle of equal pay for equal work throughout the common system; however those activities should not be to the detriment of the acquired rights of staff and should demonstrate generational solidarity with future staff.

**The Standing Committee recommended that the FICSA Executive Committee collect information on the manner in which other international organisations established their compensation packages and salary scales.**

**The Standing Committee recommended that the FICSA Executive Committee request a FICSA Legal Adviser to review the principle of acquired rights vis-à-vis the manner in which the results of salary surveys were implemented.**

14. As for the appeal regarding the service differential, the representatives of FAO/WFP-UGSS provided extensive background information and reported that the appeal by some staff members, which enjoyed the support of the Staff Union, had also been lost. It was

further noted that in that particular instance, after the ILOAT judgement had been issued, the system of justice did not provide for a second recourse, should the internal system of justice have already been bypassed. As an alternative, the Staff Union, with the support of a private lawyer, had decided to submit a letter to the FAO Director-General and request compensation. No reply had been received to date.

**Global recruitment of local staff for GS positions (Agenda item 5) (See document FICSA/C/71/GSQ/1)**

15. FAO/WFP-UGSS reported that the organization had continued to issue the global call for expression of interest, but had limited issuance to persons residing within the EU. In answering questions by members of the Standing Committee, FAO/WFP-UGSS replied that they had not lodged an appeal to deal with the situation.

16. FAO reported on an internal recruitment procedure that had been imposed by the organization whereby only staff members considered to be suitable for a post were invited for an interview, thus denying other staff members the right to apply.

**The Standing Committee requested the FICSA Executive Committee to carry out an assessment among the membership of the Federation to evaluate the situation in other duty stations with regard to global recruitment of local staff for GS positions.**

**ICSC Review of the compensation package for locally recruited categories of staff, including the review of the GS salary methodology, and FICSA strategy for the year ahead (Agenda item 6)**

17. The FICSA President provided an update on the status of the review of the compensation package and salary survey methodologies for GS staff and NPOs as already reported in the PTC/GSQ report.

18. The representative from WHO/EMRO reported that the pensionable remuneration of local staff members had been drastically reduced, owing to the devaluation and currency conversion/exchange rate, affecting various countries, including but not limited to Egypt, Ukraine, Angola, Malaysia and the Russian Federation. Furthermore upon separation the compensation package had been decreased by 50 per cent. The FICSA President reported that the Executive Committee was already aware of the issue and encouraged the delegations to provide more information, follow up the matter and draw on the resources available to FICSA.

**The Standing Committee recommended that the FICSA Executive Committee should negotiate with all relevant parties the upgrade of a country's category status and press for salary payments in US dollars in cases where the IMF had declared an economic crisis in the country concerned.**

**The Standing Committee recommended that the FICSA Executive Committee assist Egypt in expediting the conduct of a comprehensive salary survey at an earlier juncture than previously envisaged: by the end of the second quarter 2018 instead of 2019.**

The Standing Committee recommended that the FICSA Executive Committee explore possibilities of securing a global contract for FICSA members with the Haye Group or other companies that would enable the Federation to obtain national labour market data and report thereon to FICSA Council.

The Standing Committee recommended that the Ad hoc Task Force (created in 2017) be requested to participate in the upcoming review of the current salary survey methodologies and, in consultation with the membership, suggest changes to the Executive Committee for submission to the Executive Committee for consideration by the ICSC.

#### **Resolution on harassment (Agenda item 7)**

19. The Chair informed the members of the Standing Committee that a draft resolution on harassment was available online delegations were encouraged to review the document and provide inputs if any to Mr Jason Sigurdson (UNAIDS).

#### **Any other business (Agenda item 8)**

20. A request was made to change the name of the Standing Committee to Standing Committee on Locally Recruited Categories of Staff and extend its scope to reflect the inclusion of all locally recruited categories of staff, viz. NPOs..

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

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

22. The core group would comprise all those who had attended the meetings of the Standing Committee.

## Annex 1

### REPORT OF THE PERMANENT TECHNICAL COMMITTEE ON GENERAL SERVICE QUESTIONS

Coordinator	Silvia Mariangeloni (FAO/WFP-UGSS Rome)
Rapporteur	Alberto Fernández-Kleinloog (OPCW The Hague)
FICSA President	Diab El-Tabari (UNRWA/ASA Lebanon)
Members, FICSA Executive Committee	Véronique Allain (SCBD Montreal) Pilar Vidal Estevez (PAHO/WHO Washington) Irwan Mohd Razali (WHO/GSC Kuala Lumpur)

#### Participants

FAO/WFP-UGSS	Simonetta Basile Antonio Culicigno Eva Moller
IAEA	Marielle Wynsford-Brown Imed Zabaar

#### Introduction

1. Ms. Silvia Mariangeloni (FAO-WFP-UGSS) chaired the meeting of the Permanent Technical Committee on GS Questions (PTC/GSQ).

#### Adoption of the agenda (Agenda item 1)

2. The Permanent Technical Committee adopted the following agenda:
  1. Adoption of the agenda
  2. Election of the rapporteur
  3. Update on the ICSC GS methodology review by the President of FICSA
  4. Results and lessons learnt from recent salary surveys
  5. Schedule of GS salary surveys for 2018
  6. Requests for FICSA workshops on GS salary survey methodology I and II
  7. Evaluation of workshops held in 2017 and review of the list of trainers and resource persons, including assessment of training materials and exchange of experiences
  8. Training by UN OHRM for FICSA trainers
  9. Review of the list of PTC/GSQ members
  10. Any other business
  11. Nomination of Committee Coordinator

### **Election of the rapporteur (Agenda item 2)**

3. Mr Alberto Fernández-Kleinloog (OPCW) was elected Rapporteur.

### **Update on the ICSC GS methodology review by the President of FICSA (Agenda item 3)**

4. Mr Diab El-Tabari (UNRWA/ASA), President of FICSA, reported on the current activities within the International Civil Service Commission (ICSC) related to the review the GS salary survey methodology. He reported that FICSA had expected to include the 'non-staff categories' issue during ICSC discussions but that this had been rejected. Furthermore, the ICSC had adopted the new definitions of National Professional Officers (NPOs) with minor changes, giving duty stations more flexibility in recruiting them, i.e. greater focus on the role of the officers in the national context of the duty station.

5. In addition, Mr El-Tabari reported that the ICSC had received some proposals from Member States regarding the revision of the methodology which might, depending on the duty station, negatively impact the results of the salary surveys. He further noted that there was no rush within the ICSC to start the GS salary survey methodology review process.

6. It was further mentioned that there had been proposals within the ICSC to abolish the Field staff category. Strong arguments against that abolishment had been presented during the discussions.

7. Members of the PTC/GSQ also exchanged views on the role of GS posts, its evolution within the common system and the current different practices *vis-à-vis* recruitment (i.e. locally recruited vs. international recruited).

### **Results and lessons learnt from different salary surveys (Agenda item 4)**

8. Vienna: The representative from the IAEA reported on the positive result (+ 3.3%) obtained during the last GS salary survey at the duty station. It had been implemented fully in April 2017 and paid retroactively in December 2017.

9. As for lessons learnt, the representative from the IAEA recommended taking a proactive approach towards the preparation of the survey and not wait for the leading agency to start the process. By the time the ICSC contacted the duty station, the Local Salary Survey Committee (LSSC) had already done a lot of field work, i.e. collected a list of potential employers and a reserve list of companies to be surveyed, established corresponding working groups and recruited a consultant for six months to assist with the analysis of the labour market in Vienna well in advance of the survey date.

10. Furthermore, the importance of communicating with employers in their own language was emphasized as was providing them with incentives so as to encourage their participation in the survey.

11. Washington DC: The representative from PAHO reported the difficulties and last-minute constraints faced by the LSSC leading agency in finding employers to be surveyed. They also

reported that in 2016 a FICSA workshop had been held in Washington DC and some preparatory work had been done ahead of the survey. However, a list of employers had not been drawn up.

12. The PTC/GSQ members discussed the preparations for the upcoming GS salary survey in Brussels, which was to be conducted for the first time using methodology I. The PTC/GSQ sought clarification on why the survey still needed to be conducted by UN OHRM instead of the ICSC. This issue was again raised during a Q&A session with the ICSC.

13. The PTC/GSQ also discussed at length the activities, functions and future role of the Standing Committee Task Force established in 2017 to address the GS compensation package review to be undertaken by the ICSC (FICSA/C/70/R.1/Rev.1, page 95).

14. Various members of the Task Force provided an overview on the activities that had been undertaken in 2017.

***The PTC/GSQ advises the Standing Committee on GS Questions (SC/GSQ) to request the FICSA Executive Committee to consult with the PTC/GSQ on any matters related to the review of the salary survey methodology. A working group should be established comprised of FICSA experts on the GS methodologies to review, analyse and prepare proposals for the Executive Committee. Funds should be allocated for at least two three-day meetings.***

#### **Schedule of GS salary surveys for 2018 (Agenda item 5)**

15. The schedule of GS salary surveys for 2018 (Appendix 2) was noted.

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

16. The Coordinator noted the positive outcome of the salary survey in Africa and reported that four workshops had been requested for the region.

17. Methodology II:

- French-speaking in African region: Cameroon, Guinea (in cooperation with the Standing Committee on conditions of service in the field)
- English-speaking in African region: Namibia, Angola and Kenya

18. The representative from FAO/WFP-UGSS proposed holding a workshop on the salary survey methodology for new staff representatives in Rome. The request was rejected on the grounds that there would be no salary survey in Rome using the current methodology. It would be more prudent and cost-effective to wait until any revisions to the methodology had been implemented, at which time the relevant FICSA training would be available. FAO/WFP-UGSS therefore decided to hold their own workshop in Rome and fund it independently.

19. The PTC/GSQ discussed the value of providing workshops on a methodology that was in the course of being revised. The financial implications to the membership of FICSA were also

noted. The representative from PAHO proposed to continue providing workshops to the duty stations that were preparing for salary surveys in 2018 and 2019.

**Evaluation of workshops held in 2017 and review of the list of trainers and resource persons, including assessment of training materials and exchange of experiences (Agenda item 7)**

20. Mr Irwan Mohd Razali (WHO/GSC Kuala Lumpur), FICSA Treasurer, reported on the training activities conducted to date and noted that revenue had been generated by a large amount of non-FICSA participants. Many of the latter were very experienced and some of them had even chaired their corresponding LSSCs.

21. Mr Imed Zabaar (IAEA) reported on the workshop conducted in Brussels and suggested that although the information package for trainers was complete, it was important that the training material be tailored to the trainees' requirements.

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

**Training by UN OHRM for FICSA trainers (Agenda item 8)**

23. Mr Irwan Mohd Razali reported on the training course that both he and Ms. Véronique Allain (SCBD), Member of the FICSA Executive Committee, had attended. He noted the value of that training for both trainers. It was stressed that during the training, all questions regarding the methodology were referred to the ICSC. OHRM also drew the trainees' attention to the increasing lack of specialists and human resources available to conduct the surveys.

**Review of the list of PTC/GSQ members (FICSA/C/70/R.1/Rev.1, Annex 6, Appendix 6, page 106) (Agenda item 9)**

24. The list of PTC/GSQ members was reviewed and updated (Appendix 4); retirees should be removed as required by the terms of reference. It was again emphasized that heads of delegations should follow the procedure for putting names forward for new PTC/GSQ members.

25. Mr Imed Zabaar noted the need to maintain the technical character of the PTC/GSQ and ensure that members of the PTC and experts in the methodology attend the PTC/GSQ meeting and so provide regular feedback and guidance on the methodology and issues experienced during salary surveys.

**Any other business (Agenda item 10)**

26. No issues were discussed under this agenda item.

**Nomination of Committee Coordinator (Agenda item 11)**

27. As the Coordinator of the PTC/GSQ was traditionally the Chair of the SC/GSQ, Ms Marielle Wynsford-Brown (IAEA) was confirmed as Coordinator, and Ms Silvia Mariangeloni (FAO/WFP-UGSS) and Mr Alberto Fernández-Kleinloog (OPCW) as Vice-Coordinators during the meeting of the Standing Committee.

## Annex 2

## SCHEDULE FOR GS SALARY SURVEYS - METHODOLOGY I

## Proposed schedule

*Duty station Previous survey Pre-survey consultations*

*Pre-survey document to*

Washington, D.C.	October 2010	Spring 2017	Autumn 2017	October 2017	<b>Spring 2018</b>
Brussels	May 2011	Autumn 2017	Spring 2018	May 2018	<b>Summer 2018</b>
Copenhagen	September 2010	Spring 2018	Autumn 2018	September 2018	<b>Spring 2019</b>

## SCHEDULE OF GS SALARY SURVEYS FOR 2018 – METHODOLOGY II

<b>First Quarter</b>	January	Uzbekistan
	February	Ethiopia
<b>Second Quarter</b>	April	Indonesia, Cambodia, Argentina/Chile
	June	India-New Delhi, Guyana, Kyrgyzstan
<b>Third Quarter</b>	July	Ghana, Burundi
	August	Swaziland, Zambia
	September	Albania, Moldova, Denmark, Iran, Armenia
<b>Fourth Quarter</b>	October	Gambia, Yemen
	November	Kenya, Hungary, DRC

## Annex 3

## LIST OF FICSA RESOURCE PERSONS ON GS SALARY SURVEY METHODOLOGY 2017

Name	Working Language	E-mail	Location	Trainer
Samir Abdel Wahab (non-HQ)	English/Arab	awahabs@emro.who.int	Middle East	Advanced
Jeanne d'Arc Matuje Mukamwiza (non-HQ)	English/French	dArc.MatujeMukamwiza@fao.org	Africa	Intermediate
Vincenzo De Leo (non- HQ)	English	leov@un.org	Europe	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	mauropace58@gmail.com	Europe	Advanced
Imed Zabaar (HQ)	English/French /Arabic	i.zabaar@iaea.org	Europe	Intermediate
Irwan Mohd Razali (non-HQ)	English	mohdrzalii@who.int	Asia	Intermediate

## Annex 4

**PERMANENT TECHNICAL COMMITTEE OF GENERAL SERVICE AND RELATED CATEGORIES  
Membership 2018 – 2019**

<b>ORGANIZATION</b>	<b>NAME</b>	<b>EMAIL ADDRESS</b>
FAO/WFP-UGSS Rome	Elena Rotondo Silvia Mariangeloni Sonia Leuzzi	Elena.rotondo@fao.org silvia.mariangeloni@wfp.org sonia.leuzzi@wfp.org
IAEA Vienna	Katja Haslinger Marielle Wynsford-Brown Imed Zabaar	k.haslinger@iaea.org m.wynsford-brown@iaea.org i.zabaar@iaea.org
IMO London	Baharak Moradi	bmoradi@imo.org
ITU Geneva	Sylviane Asseraf	Sylviane.asseraf@itu.int
OPCW	Alberto Fernández-Kleinloog	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/EMRO Cairo	Samir Abdel Wahab	Awahabs@emro.who.int