

REPORT OF THE STANDING COMMITTEE COMMITTEE ON GENERAL SERVICE QUESTIONS

Officers

Chair	Marielle Wynsford-Brown (IAEA)
Vice-Chair	Alberto Fernández (OPCW)
Vice-Chair	Silvia Mariangeloni (FAO/WFP-UGSS)
Rapporteur	Alberto Fernandez (OPCW)
FICSA President	Brett Fitzgerald (WIPO)
Members, FICSA Executive Committee	Veronique Allain (SCBD), Pilar Vidal Estevez (PAHO/WHO), Imed Zabaar (IAEA)
Regional representatives	Anthony Ndinguri (ICAO), Tanya Quinn Maguire (UNAIDS)

Participants

FAO/WFP-UGSS	Paola Franceschelli
IAEA	Anne Schlosman
IARC	Cecile Le Duc
ICAO	Andrew Brown
ILO/ITC	Rute Mendes
IMO	Shereen Barry, Ivana Goode, Fola Odulana, Edwin Titi-Lartey
UNAIDS	Andrea Palazzi

UNFCCC	Mary Jean Abrazado, Ambretta Perrino
UNGSC	Cosimo Chimienti, Cosimo Lunedi, Cosimo Melpignano, Vito Musa
UNIDO	Osadolor Akpata
UPU	Stéphane Vuillemin
WHO/AFRO	Hamidou Bague
WHO/EMRO	Metry El Ashkar, Salwa Hassan
WHO/EURO	Antonella Biasiotto
WHO/GSC	Aizat Khalid
WHO/HQ	Catherine Kirorei Corsini
WHO/SEARO	Ritesh Singh
WHO/WPRO	Bess Bodegon
WIPO	Najib Ben Helal
WMO	Jalil Housni

Associations with consultative status

EMBL	Thomas Heinzmann
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Guest

FICSA Consultant	Mauro Pace
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Introduction

1. The Standing Committee met on 10 and 11 February 2020 under the joint chairmanship of Alberto Fernández (OPCW) and Silvia Mariangeloni (FAO/WFP-UGSS).

Adoption of the agenda (agenda item 1)

2. The Standing Committee approved the following agenda:

1. Adoption of agenda
2. Election of the rapporteur
3. Q&A with the ICSC Representatives
4. Report of the Permanent Technical Committee for General Service Questions (PTC/GSQ) – *Imed Zabaar and Pilar Vidal, members for Compensation Issues*
5. Technological changes affecting the future of the GS workforce (FICSA/C/73/GSQ/Summary Sheet 4) – *Imed Zabaar, Member for compensation issues*

6. Challenges faced by GS staff applying for positions in the professional category (FICSA/C/73/GSQ/ Summary Sheet 5) – *Imed Zabaar, Member for compensation issues*
7. Workshops and other business
8. Nomination of Standing Committee officers and core group members

Election of rapporteur (agenda item 2)

3. Paola Franceschelli (FAO/WFP-UGSS) was elected rapporteur.

Q&A with the ICSC representatives (agenda item 3)

4. The Standing Committee agreed on a set of questions to be put to the representatives of the ICSC (see Appendix 1).
5. The Standing Committee agreed to submit these questions in writing to the ICSC requesting a written response. A final version would be included in the Council report upon such response from the ICSC.

Report of the Permanent Technical Committee for General Service Questions (PTC/GSQ) (agenda item 4)

6. The Executive Committee members for Compensation Issues and the FICSA resource person presented the report of the PTC on General Service Questions (see Appendix 2).
7. The Standing Committee on General Service Questions adopted the following recommendations made by PTC/GSQ.

PTC/GSQ recommended that the Standing Committee on General Service Questions request the Executive Committee to ensure that the vital role of the local salary survey committee (LSSC) is maintained and strengthened during the review of the methodologies. Further, the FICSA representatives on the ICSC working group should ensure that the concerns raised by LSSCs prior to the review are taken into consideration. Funds should be allocated to facilitate the participation of the FICSA representatives on the ICSC working group and to conduct studies/analysis when required.

The PTC/GSQ recommended that the Standing Committee on General Service Questions request the Executive Committee to recommend to the ICSC working group that the pilot surveys not be rushed and changes be thoroughly studied and analysed prior to any decisions. FICSA should develop training materials to assist LSSCs during the pilot surveys.

PTC/GSQ recommended that the Standing Committee on General Service Questions request the Executive Committee to strengthen the role of the LSSC by making use of the FICSA website as an information resource and repository of all relevant information regarding GS salary-survey methodology, such as LSSC members' responsibilities and roles, FAQs, past issues and solutions, and exchange of views among members.

PTC/GSQ recommended that the Standing Committee on General Service Questions request the Executive Committee to develop an early-warning system on trends (information & coordination network of the LSSCs with clear focal points from Staff Association/Union who are members of FICSA) for all duty stations on Comprehensive Salary Surveys and interim adjustments.

8. A FICSA resource person proposed the issuance of a resolution to reinforce the request to the Executive Committee to have clear guidelines for the salary-survey pilots to be conducted by the ICSC working group. In this regard, the Standing Committee Vice-Chair recalled the 2019 FICSA Resolution on the Review of the General Salary Survey Methodologies (FICSA/C/72/GSQ/CRP.1) and proposed to use it as a starting point and follow up on it.

9. **FICSA Resolution no. 73/01 on ICSC Salary Survey Methodology review comprises** (see Appendix 3).

Technological changes affecting the future of the GS workforce (FICSA/C/73/GSQ/Summary Sheet 4) (agenda item 5)

10. A Member for Compensation Issues provided background information on the trend among international organizations of doing more with less, and the increase of the use of modern technology and artificial intelligence, which mainly effects General-Service staff members and their core functions first.

11. Participants reported their organizations' experience with the introduction of new technologies, the lack of proper training and challenges for staff when implementing new technologies.

12. The IAEA representative noted that the Standing Committee needed to recommend that the Executive Committee identify and assist staff to be proactive, not reactive, to the mentioned issues and specific actions taken by management. Staff members and associations should have the know-how to address these issues with management.

The Standing Committee recommended that the FICSA Executive Committee to conduct a study on the impact of digitalization and the use of artificial intelligence when implementing organizational change, on staff's workload and mental health and well-being, and prepare a readiness plan to assist staff representatives and their staff associations/unions.

Challenges faced by GS staff applying for positions in the Professional category (FICSA/C/73/GSQ/ Summary Sheet 5 (agenda item 6)

13. The Member for Compensation Issues (IAEA) briefed participants on the challenges faced by GS staff in their professional development since their entry into an organization. The IAEA Staff Association had worked to remove the barriers to the career development of GS staff to the Professional level; the work had helped several staff members to move to the Professional category.

14. An FAO/WFP-UGSS delegate noted the possibility of negotiation of return rights to a GS post at the previously held grade in their organization. On the same topic, the IAEA representative noted the possibility for staff members to have the same mechanism of return rights, but also staff members could go back to their previously held position from a development reassignment.

15. The IFAD representative reported that in that organization implemented an assessment for candidates at the higher GS level to move to the Professional level in the framework of career development. Nevertheless, there was still room for improvement to allow lower GS-level staff to be considered for entry-level posts in the Professional category.

16. In addition, various representatives noted that geographical distribution also posed a challenge for locally recruited GS staff to advance to the Professional category.

Workshops and other business (agenda item 7)

17. Taking into consideration the ongoing ICSC review of the GS salary-survey methodology, the Standing Committee agreed that no training workshops would be conducted in 2020 on Methodology I. Notwithstanding, specific training needs in upcoming regional salary reviews should be taken into consideration.

The Standing Committee recommended that the FICSA Executive Committee consider providing training in East Africa, according to the request from the Regional Representative for Africa to hold a workshop in Arusha, Tanzania for members of the Local Salary Survey Committee.

Nomination of Standing Committee officers and Core Group members (agenda item 8)

18. The Standing Committee nominated Alberto Fernández (OPCW) as Chair and Silvia Mariangeloni (FAO/WFP-UGSS) as Vice-Chair. Pilar Vidal Estevez (PAHO/WHO) and Imed Zabaar (IAEA) were nominated as joint coordinators of the PTC/GSQ.

19. The Standing Committee agreed to include all participants in its meetings as core group members.

Appendix 1.

SQ Compilation of Questions for ICSC Q&A Session, 10 February 2020

1. Many Local Salary Survey Committees are not receiving replies from the Survey Specialist/OHRM, in particular information regarding the comparators and the reasons for dropping them is not shared with the members of the LSSC. As the independent technical body responsible for the establishment of the methodologies, could you please let us know how you plan to improve this situation, what steps will the ICSC take in the future to address consistent overall transparency across all duty stations?
2. What steps is the ICSC taking to address the issue of sharp fluctuations in the results of the implementation of the GS salary survey methodology?
3. What is the ICSC doing to enhance the job matching in the upcoming GS salary survey methodology?
4. While many of the LSSC have found difficulties in finding comparators in the labour local market, we understand that the ICSC has selected various vendors that could identify data from more than 100 comparators: What changes to the criteria has ICSC implemented to identify the comparators through the vendors and why the same cannot be implemented to the current methodologies?
5. This morning ICSC Chairman called us for our strong support for the review process, with that in mind, we provided the ICSC a list of issues and concerns relevant to the application of the current methodologies: can you let us know what the ICSC has done with the feedback provided and how the new methodology will address those concerns raised?
6. What is the ICSC doing to address the issue of different salary scales in specific duty stations? What does the ICSC intend to do to remedy this situation? Principle: Equal pay for work of equal value.
7. Implementation of Methodology II salary survey: Are you aware of serious delays in the implementation of results in specific duty stations and major discrepancies? Are you planning any steps to remedy this situation?
8. At a practical and operational level: How will the review of the methodology address the need for LSSC members to be granted release time and this requirement be enforced in their organizations and corresponding duty stations?
9. From our colleagues, we received information that interns in Egypt would earn more than a GS Staff which indicates that the current salary scales are not reflecting the local labour market. What will you do to address this situation?

Appendix 2.

Report of the Permanent Technical Committee for General Service Questions

Coordinator	Marielle Wynsford-Brown (IAEA)
Rapporteur	Alberto Fernández (OPCW)
FICSA President	Brett Fitzgerald (WIPO)
FICSA Treasurer	Kay Miller (WHO/EURO)
Members, FICSA Executive Committee	Veronique Allain (SCBD), Pilar Vidal Estevez (PAHO/WHO), Diab El Tabari (UNRWA ASA), Imed Zabaar (IAEA)
Regional Representative	Tanya Quinn Maguire (UNAIDS)

Participants

FAO/WFP-UGSS	Paola Franceschelli, Silvia Mariangeloni, Eva Moller
ICAO	Andrew Brown
UNFCCC	Ambretta Perrino, Tracy Tollman
UNGSC	Cosimo Melpignano
WHO/AFRO	Hamidou Bague
WHO/EMRO	Metry El Ashkar, Salwa Hassan
WHO/HQ	Catherine Kirorei Corsini
WHO/SEARO	Ritesh Singh

Guest

FICSA Consultant	Mauro Pace
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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)

2. 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 and status of salary surveys conducted between 2017 and 2019
 - 4a. Report on the GS Salary Survey results in the Hague - *Alberto Fernández*
 - 4b. 2018 Budapest Comprehensive Local Salary Survey in Hungary and Joint Statement of UN Agencies – *Catherine Kirorei Corsini*
5. Lessons learnt from conducting salary surveys in Headquarters duty stations and non-Headquarters duty stations – *Véronique Allain*
6. Schedule of GS salary surveys (issued by ICSC)
7. FICSA workshops on GS salary survey methodology I and II
8. Evaluation of workshops held in 2019 and review of the list of trainers and resource persons.
9. Review of the list of PTC/GSQ members
10. Other business

Election of the rapporteur (agenda item 2)

3. 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)

4. Pilar Vidal (PAHO/WHO) and Imed Zabaar (IAEA), both FICSA Members of the Executive Committee for Compensation Issues, briefed attendees on their activities and work in 2019 and 2020 carried out together with FICSA experts during the meeting of the ICSC Working Group on the review of the GS salary survey methodologies.
5. They reported that the last meeting of the ICSC working group focused particularly on the use and scope of external data in the future for the purpose of the GS salary survey methodology.
6. In preparation for the meeting, FICSA Representatives together with the FICSA resource person (Mr. Mauro Pace) prepared a reference document identifying 47 issues with the current methodology which was also adopted as a Conference Room Report of the ICSC Working Group.
7. The FICSA representatives on the ICSC working group mentioned that they will continue to request the ICSC to consider relaxing the criteria for the selection and retention of comparators. Notwithstanding, the ICSC Working group has reached consensus in providing flexibility when selecting the representative of the National Civil Service from a mainstream of ministries instead of the mandatory use of the Ministry of Foreign Affairs.
8. In addition, they reported on the plans of the ICSC Working Group to conduct a pilot with external data from vendors for selected duty stations that have conducted salary surveys in 2019 or before the end of 2018.

The PTC/GSQ recommended that the Standing Committee on General Service Questions request the Executive Committee to ensure that the vital role of the Local Salary Survey Committee (LSSC) is maintained and strengthened during the review of the methodologies.

FICSA representatives on the ICSC WG should ensure that the concerns raised by LSSCs prior to the review are taken into consideration.

Funds should be allocated to facilitate the participation of the FICSA Representatives on the ICSC WG and to conduct studies/analysis when required.

The PTC/GSQ recommended that the Standing Committee on General Service Questions request the Executive Committee to recommend to the ICSC working group that the pilot surveys should not be rushed and changes should be thoroughly studied and analysed prior to any decisions.

FICSA should develop training material to assist LSSCs during the pilot surveys.

Results and status of salary surveys conducted between 2017 and 2019 (agenda item 4)

9. Attendees reported issues identified by the LSSC in various duty stations, Kay Miller (WHO/EURO) reported on a number of European duty stations where surveys have not been finalized since 2017 and that for an extended number of years, salaries have not been adjusted to reflect the changes in the local labour market.

Report on the GS Salary Survey results in the Hague - *Alberto Fernández* (agenda item 4b)

10. Alberto Fernández reported on the results of the Salary Survey in The Hague which remained opened since 2016. The duty station received an increase of 0.7% retroactive to 1 May 2017, an interim adjustment of 1.6 retroactive to 1 May 2018 and an interim adjustment of 2% as of 1 May 2019.

11. Although a positive result, it was reported that throughout the process OHRM communication on status updates was very poor, a final report of the results has not been provided to the members of the LSSC and members of the LSSC were not able to validate the data collected and used by the survey specialist. Furthermore, he reported on the poor coordination between all agencies in the duty station.

2018 Budapest Comprehensive Local Salary Survey in Hungary and Joint Statement of UN Agencies – *Catherine Kirorei Corsini* (agenda item 4b)

12. Catherine Kirorei Corsini (WHO/HQ) reported the results of the comprehensive salary survey in Budapest on behalf of the Budapest staff of FAO, ILO, UNHCR, UNICEF, and WHO, which reflected an increase of 10.3% for GGSS and 28.5% for NNOO.

13. The Committee noted the joint letter sent by these organizations to the heads of their administrations stating that there is need to reach out to all FICSA members to acquaint them with the salary surveys and outcomes so that they can be well informed when they sent such communication. It was also noted that this information should have reached the Executive Committee Members for compensation issues and the FICSA resource person before their meeting with ICSC. The Executive Committee Members for compensation issues and the FICSA resource person were requested to contact these organizations for further discussion of this matter and how best they can help them.

14. A discussion ensued among attendees, about the information provided in the communications and the paramount need for proper training of LSSC members in advance of the salary surveys taking place in their duty stations.

6. The PTC/GSQ recommended that the Standing Committee on General Service Questions request the Executive Committee to strengthen the role of the LSSC by making use of the FICSA website as an information resource and repository of all relevant information regarding GS salary survey methodology, e.g. LSSC members responsibilities and roles, FAQs, past issues and solutions, exchange of views among members.

7. PTC/GSQ recommended that the Standing Committee on General Service Questions request the Executive Committee to develop an early-warning system for all duty stations on the status of implementation of Local Salary Surveys and interim adjustments.

Lessons learnt from conducting salary surveys in Headquarters duty stations and non-Headquarters duty stations (FICSA/C/73/PTC/GSQ/Summary Sheet 5) – Véronique Allain (agenda item 5)

15. Ms. Veronique Allain provided a report to the PTC/GSQ members on the agenda item, it was requested to include her information sheet on this item as an annex to the PTC/GSQ report (Annex 1 of Appendix 2).

Schedule of GS salary surveys (issued by ICSC) (agenda item 6)

16. The schedule of Comprehensive Salary Surveys for 2020 was noted (Annex 2 of Appendix 2)

FICSA workshops on GS salary survey methodology I and II (agenda item 7)

17. In light of the ongoing review, the chairperson proposed to limit training only to those duty stations that are planning to conduct a salary survey in the near future.

18. In this regard, the FICSA President briefly mentioned that for 2020 the proposal by the Executive Committee is to continue providing the trainings but handover ownership of the trainings to the corresponding Staff Association in each duty station, who will be bearing the costs implications and benefitting of potential external attendees.

**Evaluation of workshops held in 2019 and review of the list of trainers and resource persons.
(agenda item 8)**

19. The chairperson informed that the evaluation of workshops is contained in the annual report provided by the FICSA Executive Committee.
20. Due to the ongoing work on the revision of the GS salary survey methodology, it was agreed to maintain the list of trainers as it currently stands (Annex 3 of Appendix 2).
21. The FICSA resource person proposed to have an updated list from OHRM on any planned surveys on methodology II in 2020.

Review of the list of PTC/GSQ members (agenda item 9)

22. The list of PTC/GSQ members will remain the same as per 2019 (Annex 4 of Appendix 2).

Other business (agenda item 10)

23. No issues were discussed under this agenda item.

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FICSA COUNCIL

Permanent technical Committee on GSQ

73rd SESSION

London, 8 to 14 February 2020

Agenda Item 5: Summary Sheet

FICSA /C/73/GSQ/Agenda Item 5

<input checked="" type="checkbox"/> For Discussion <input type="checkbox"/> For Information <input type="checkbox"/> For Decision	
Name of submitting member(s) & organization (s)	Véronique Allain, SCBD
Issue (title)	Lessons learnt from conducting salary surveys in Headquarters duty stations and non-Headquarters duty stations
Issue description (including reach: global versus local)	<p>20. Following the 2 training workshops organized by the Federation in June 2019 in Brasilia, Brazil and in October 2019 in Lima, Peru, there was a need to reflect about the impacts these workshops have on participants in the regions. A short survey was conducted among the participants in these 2 workshops by Veronique Allain and below are interesting findings:</p> <ul style="list-style-type: none"> • Need to really explain the Flemming Principle, it may be known superficially but not so well understood; • Participation of employer comparators to the UN: <p>21. ensuring participation by competitive employers is a major problem, and the Federation wanted to find out what the major hurdles could be. (1) lack of interests on the part of the non-UN community; (2) no interest to share data and numbers; (3) many employers use the argument of the confidentiality for not sharing their data and not participating; (4) the communication patterns used by many LSSC members might not be efficient and purposeful but communication is key in this exercise.</p> <p>It is necessary to explain to these employers what these benchmarks are about and why this exercise is carried out. Many colleagues in certain duty stations confirmed that if employers are assured of the full transparency of the documents shared with them and the full confidentiality of the information shared with the UN, the LSSC members and the employers ; potentially this could have a positive impact on the whole exercise; (5) the LSSC Members have to be available at the time when the</p>

employers are ready to meet and discuss, not the other way around, even if it is late in the evening or early in the morning. Being fully available on the LSSC members for the employers is essential. This is a reciprocal exercise of trust.

- The reasons for non-participation could be of a temporary nature or non-availability of responsible officers, or lack of resources or lack of interest in cooperation with the UN in the absence of a valuable return for the efforts required. It could be also a reason of cultural compliance with privacy principles or legal considerations or constraints. It was suggested by many colleagues in the LAC regions surveyed that being very flexible with the HR person or the Head of these companies/entities is of crucial importance in order not to lose their interest in the UN.

- The intervals between comprehensive surveys seem also to be an issue, i.e. 8-10 years for methodology I and approx. 5 years for methodology II.

22. The colleagues surveyed suggested to keep the interim surveys each year but would suggest that the comprehensive surveys under methodology II be done every 3 years. In specific countries, like Colombia, it is easier to see the salary movements over a period of 3 years than over 5 years.

23. It has happened that some employers have introduced salary increases on an annual basis so that the comparison can become more difficult if it is done after 5 years.

- The roles and responsibilities of the LSSC should be strengthened and enforced through proper training and adequate resources should be allocated for these training sessions on the part of the lead UN agency and the other UN agencies participating.

24. The Methodology II is complex enough and being trained once is not sufficient nor ideal; training sessions need to be repeated and sharing of the knowledge should be thoroughly thought of.

25. All UN agencies participating in the LSSC should make sure that the staff is adequately trained and up-to-speed with the requirements.

26. Being trained is one thing but being able to apply all the principles contained in the Methodology II is another matter that is not done by participating in one single training session.

- Considering that many UN organizations are employing more and more staff on temporary contracts basis, it could be useful to include statistics of short-term staff in the selection of benchmark jobs, but the danger is that the UN starts to consider the conditions of service and work of short-term staff as normal and that the more stable and fixed-term positions tend to disappear rapidly.

Background documentation	<p>27. Informal discussions held between Véronique Allain and participants in the training workshops on salary surveys in Brasilia (June 2019) and Lima (October 2019). To be reported at the session.</p>
Action(s) requested from Standing Committee participants	<p>Actions proposed:</p> <ul style="list-style-type: none"> • Continue advertising the high quality of training courses offered by FICSA and its pool of trainers, in English, French and Spanish; • Monitor the changes meant to be introduced into both methodologies by the ICSC, through its different working groups, so that the Flemming Principle prevails and the role of the LSSC is reaffirmed as vital and extremely important for the smooth carrying out of salary surveys in the duty stations; • Continue advocating, as a Staff Federation, for a well-informed and trained composition of members of the LSSCs to ensure complete transparency in the processes of salary surveys.

Annex 2 of Appendix 2

SCHEDULE OF COMPREHENSIVE SURVEYS FOR 2020

2020	
<u>Somalia: Mogadiscio</u>	Africa
<u>Benin: Cotonou</u>	Africa
<u>Nigeria: Abuja/Lagos</u>	Africa
<u>Senegal: Dakar</u>	Africa
<u>Lesotho: Maseru</u>	Africa
<u>Sudan: Khartoum</u>	Africa
<u>Tanzania, United Rep. of: Dar-es-Salaam</u>	Africa
<u>Liberia: Monrovia</u>	Africa
<u>Angola: Luanda</u>	Africa
<u>Chad: N'Djamena</u>	Africa
<u>Morocco: Rabat</u>	Arab States
<u>Israel: Jerusalem</u>	Arab States
<u>Kuwait: Kuwait</u>	Arab States
<u>Cook Islands: Rarotonga</u>	Asia and Pacific
<u>Korea, Republic of: Seoul</u>	Asia and Pacific
<u>Samoa: Apia</u>	Asia and Pacific
<u>Philippines: Manila</u>	Asia and Pacific
<u>Bangladesh: Dhaka</u>	Asia and Pacific
<u>Viet Nam: Hanoi</u>	Asia and Pacific
<u>Sri Lanka: Colombo</u>	Asia and Pacific
<u>Ukraine: Kiev</u>	Europe
<u>TFYR of Macedonia: Skopje</u>	Europe
<u>Peru: Lima</u>	Latin America and Caribbean
<u>Colombia: Bogota</u>	Latin America and Caribbean
<u>Mexico: Mexico City</u>	Latin America and Caribbean
<u>Cuba: Havana</u>	Latin America and Caribbean
<u>Dominican Republic: Santo Domingo</u>	Latin America and Caribbean

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LIST OF FICSA RESOURCE PERSONS ON GS SALARY SURVEY METHODOLOGY 2020

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	Intermediate
Veronique Allain	English/French/ Spanish	veronique.allain@cbd.int	Americas	Intermediate

Annex 4 of Appendix 2

**PERMANENT TECHNICAL COMMITTEE OF GENERAL SERVICE AND RELATED CATEGORIES
Membership 2020 – 2021**

ORGANIZATION	NAME	EMAIL ADDRESS
FAO/WFP-UGSS Rome	Silvia Mariangeloni	silvia.mariangeloni@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

Appendix 3

FICSA Resolution on ICSC Salary Survey Methodology Review

The 73rd FICSA Council meeting at the IMO London from 10 to 14 February 2020,

Recalling its resolution No. 72/1 adopted at the 72nd Council;

Having heard the Executive Committee activity Report of activities 2019/2020;

Having carefully examined the information on the status of the current review shared by the ICSC secretariat and the Federation's representatives in the ICSC WG on the Review, which held its 3rd meeting at IMO, London from 3 to 7 February 2020;

Reiterates FICSA's commitment to continue participating in the Review and its intention to invest adequate resources for full and effective participation in the Working Group;

Expresses its satisfaction at the fact that, so far, all stakeholders (i.e. the ICSC, the organizations and the staff federations) are maintaining open and frank communication channels in the Working Group, ensuring that all participants offered equal and fair opportunities to express their views;

Also reiterates its concern that some of the changes under discussion, namely:

- the possible use of external data,
- the categorization of duty stations,
- the possibility of running pilot projects to assess the quality of the data during the next round of surveys,
- the re-discussion of transitional arrangement including the use of dual or multiple salary scales,
- the in-dept review of the experience gained during 2012 to 2019, particularly focusing on the fairness and correctness of the alternative salary adjustment procedures adopted for Category V duty stations and other locations,
- the potential redefinition of roles and responsibilities for salary surveys conducted both under Methodology I and II;

Expresses its concern for reported delays in the implementation of the results in several duty stations, also noting with concern that, at several duty stations, the results show deeply negative and technically questionable salary adjustments;

Request the Executive Committee and its representatives in the Working Group to do whatever possible, under the current circumstances, to:

- ensure availability of resources for effective participation in and contribution to the Review

- also ensure that the concerns expressed by the FICSA membership receive adequate attention in the Working Group
- further ensure that fair communication is maintained and reinforced with the ICSC and the Responsible organizations, namely UN/OHRM and WHO
- avert the risk that the use of dual or multiple salary scales continues after the Review
- ensure that the pilot testing of external data use – if eventually approved by the ICSC – be conducted in accordance with clear, transparent and technically sound parameters
- ensure that the fundamental role of LSSCs in the salary survey process be considered and enhanced by the Review.

Finally instructs the Executive Committee to share the resolution with the ICSC and the Organizations, as appropriate, and keep the membership apprised of future developments.

Adopted in London on 14 February 2020
