

REPORT OF THE STANDING COMMITTEE ON HUMAN RESOURCES MANAGEMENT

Chair	Lisa Villard (IAEA Vienna)
Rapporteur	Ambretta Perrino (UNFCCC Bonn)
FICSA President	Diab El-Tabari (UNRWA/ASA Lebanon)
FICSA General Secretary	Gemma Vestal (WHO/HQ Geneva)
Member, FICSA Executive Committee	Pilar Vidal Estevez (PAHO/WHO Washington)
Regional Representatives	Bernadette Fogue (WHO/AFRO Brazzaville) Christopher Mason (WIPO Geneva)

Participants

AP-in-FAO	Juan J. Coy Girón
FAO/WFP-UGSS	Simonetta Basile Antonio Culicigno Eva Moller
IAEA	Katja Haslinger Marielle Wynsford-Brown Imed Zabaar
IARC	Cécile Le Duc
ICAO	Gaston Jordan Ray Reynolds Viera Sieben
IFAD	Silvana Scalzo Dave Nolan
IMO	Juan Lyu Edwin Titi Lartey Tamara Vassilissin Gisela Vieira Irene Waite

ITU	Akim Falou-Dine Christine Gimenez Carmen Montenegro
OSCE	Nizar Zaher
UNAIDS	Tanya Quinn-Maguire
UNGSC	Ezio Capriola Vito Musa
UNESCO	Maria Helena Capelli Miguel Elia Matias
UNWTO	Maria Teresa Fernandez Samiti Siv
UPU	Birahim Fall Stéphane Vuillemin
WHO/EMRO	Nasr El Sottogy Ata Nour
WHO/EURO Copenhagen	Antonella Biasiotto Julia Nowacki
WHO/HQ Geneva	Marina Appiah Catherine Kirorei Corsini Kiranjeet Kaur
WHO/SEARO New Delhi	Rajesh Mehta
WHO/WPRO Manila	Rachelle Anyayahan
WIPO	Olivier Steele
WMO	Jalil Housni

Members with associate status

CERN	Isabelle Mardirossian Ghislain Roy
OPCW	Megan Lehmann

Guest

UNIDO	Chantal Pothier
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Adoption of the agenda (Agenda item 1)

1. Adoption of the agenda
2. Election of the rapporteur
3. Update from WHO regarding litigation relating to delays in implementing MAS65
4. Update on whistleblowing policies in international organizations
5. Update on the review of the differences relating to conditions for dismissal through the PMS in terms of time and process, while outlining the best and worst practices re. Council decision FICSA/C/70/D/5¹ (FICSA/C/71/HRM/1)
6. HLCM proposal - Agenda 2030, especially the proposal to increase the use of non-staff contracts (FICSA/C/71/HRM/4)
7. Findings and conclusions of the FICSA survey on alternative working arrangements (FICSA/C/71/HRM/2)
8. Guidelines for organizations in crisis (FICSA/C/71/HRM/5)
9. Update on UNRWA funding (FICSA/C/71/HRM/CRP.2)
10. Requests for training in 2018
11. FICSA resolution on harassment (FICSA/C/71/HRM/3/Rev.1)
12. Other business
13. Nomination of Standing Committee officers and core group members

Election of the rapporteur (Agenda item 2)

1. The Standing Committee (SC) elected Ms Ambretta Perrino (UNFCCC) as rapporteur.

Update from WHO regarding litigation relating to delays in implementing MAS65 (Agenda Item 3)

2. The representative from WHO explained that the reason for the appeal was that staff felt they had been deceived by the previous administration. Initially, staff had been told that MAS65 would be implemented in 2018, and therefore staff members were not required to

¹ The FICSA Executive Committee should also undertake a review of the differences relating to conditions for dismissal through the PMS in terms of time and process, while outlining the best and worst practices.

do anything. However, the Executive Board then went ahead and implemented MAS65 in 2019.

3. The discussion that followed noted that inconsistencies still prevailed among the agencies in the implementation of MAS65. Additionally, it was recognized that the implementation of MAS65 could have a negative impact on other policies. Staff associations/unions should thus be very vigilant and note any negative implications.

The Standing Committee recommended that the staff associations/unions should monitor the changes that the implementation of MAS65 might bring about in terms of existing policies in their organizations and keep the FICSA Secretariat informed of any negative impact on staff.

Update on whistle-blowing policies in international organizations (Agenda item 4)

4. At the 70th FICSA Council, the SC had recommended that a working group on whistle-blower protection be established. The Chair of that working group gave a comprehensive presentation on both the work of the group and whistle-blower protection policies in general, which would be made available to the FICSA membership on the website.

5. Whistle-blowing was recognized as an important issue. There needed to be a clear understanding of what happened to those who pointed out wrongdoings in their organizations. The effect on a staff member's overall health, family life and mental health was one major factor that could not be ignored. The Standing Committee also discussed that whistle-blowers suffered retaliation in many forms, such as non-renewal of fixed-term contracts, deliberately bad performance evaluations, blacklisting and ostracisation. Even if staff were able to file for protection against retaliation, the Ethics Office generally refused such requests. That had led to another important point which had also been included in the Working Group's terms of reference in 2017: the need for an independent ethics office.

The Standing Committee recommended that the Working Group established at the 70th session, should undertake the following tasks in the course of 2018:

- (a) Prepare a template of common policies that the Standing Committee could share at the 72nd session of the FICSA Council;**
- (b) Look into the establishment of a platform for FICSA members to facilitate the sharing of lessons learned, best practices and successes;**
- (c) Develop a questionnaire to be sent to the membership so that an inventory of current whistle-blowing policies could be compiled;**
- (d) Assist the FICSA Executive Committee in organizing a training workshop on whistle-blowing; and**
- (e) Develop a policy paper on addressing the issue of whistle-blowing and the manner in which staff associations/unions could help their organizations in that regard.**

The Standing Committee also recommended that the FICSA secretariat should make the 2018 JIU report on whistle-blowing available to the membership.

Update on the review of the differences relating to conditions for dismissal through the PMS in terms of time and process, while outlining the best and worst practices re. Council decision FICSA/C/70/D/5² (FICSA/C/71/HRM/1) (Agenda item 5)

6. The Standing Committee took note of the report provided by the FICSA Executive Committee and recognized that it was an excellent reference document that staff associations/unions could use as a basis for their discussions with management on performance management systems.

HLCM proposal - Agenda 2030, especially the proposal to increase the use of non-staff contracts (FICSA/C/71/HRM/4) (Agenda item 6)

7. The 2030 Agenda called on the United Nations common system to move from silos to synergy and from fragmentation to partnerships, as well as provide more efficient service delivery. The FICSA Executive Committee report (document FICSA/C/71/7) highlighted how that approach might lead to job losses, greater use of National Professional Officers (NPOs) and a reduction of core staff within UN organizations and specialized agencies. It was clear that organizations were interested in cutting costs by issuing non-staff contracts; however that trend would have countless detrimental effects ranging from a lack of independence to possible cuts in both pensions and pay.

The Standing Committee recommended that (a) The FICSA Executive Committee should remain vigilant and pro-active at the high level meetings when the use of non-staff contracts as well as such issues as flexible workforces and fit-for-purpose workforces were being discussed; and (b) Staff associations/unions should inform FICSA whenever it

²

The FICSA Executive Committee should also undertake a review of the differences relating to conditions for dismissal through the PMS in terms of time and process, while outlining the best and worst practices.

became apparent that their organizations were resorting to non-staff contracts and freezing posts.

Findings and conclusions of the FICSA survey on alternative working arrangements (FICSA/C/71/HRM/2) (Agenda item 7)

8. At the request of the IFAD Staff Association, FICSA had collected data from its membership on alternate working arrangements in place in the various organizations. The survey had yielded a good picture of the policies that existed on paper; however, it was evident that the implementation of the policies varied from organization to organization, from supervisor to supervisor, as well as between staff categories (P or GS). The Standing Committee expressed an interest in drilling down to analyse further the inconsistencies as applied within the organizations.

The Standing Committee recommended that (a) FICSA members that had not responded to the initial request for information should provide their policies on alternate working arrangements so that the FICSA secretariat could add that information to the existing database; (b) The Chair/Vice-Chairs should re-examine the questions in the survey and provide the FICSA Executive Committee with a list of revised questions to be included in the survey monkey so as to facilitate the collection of information on the manner in which policies were implemented (job level, location (HQ or field, etc.); and (c) The FICSA membership should share details of their organizations' policies on telecommuting direct with the UNFCCC Staff Association (SAExcom@unfccc.int).

Guidelines for organizations in crisis (FICSA/C/71/HRM/5) (Agenda item 8)

9. FICSA shared a set of guidelines that could be followed during periods of transformation and transition in organizations in crisis. The document comprised 10 steps aimed at harmonizing the approach during the process and protecting staff affected by organizational change.

The Standing Committee recommended that the Membership notify the FICSA Executive Committee as soon as they were aware that organizational changes might be taking place and in the event of organizational change use the guidelines provided in the FICSA/C/71/HRM/5.

Update on UNRWA funding (FICSA/C/71/HRM/CRP.2) (Agenda item 9)

10. The FICSA President informed the Standing Committee of the latest situation following the cuts in UNRWA funding and the mitigation measures being set up and their drawbacks. One example was the reversion to MAS60, at a time when all organizations were trying to implement MAS65.

The Standing Committee recommended that FICSA Executive Committee write a letter to the UNRWA Director-General, with a direct input from the former FICSA President, Diab El-Tabari, addressing the issues arising from the decrease in UNRWA funding.

Requests for training in 2018 (Agenda item 10)

The Standing Committee recommended that the following training activities be conducted in 2018:

- (a) Workshop on whistle-blowing issues (Geneva) (CHF 4,000);**
- (b) Job classification (ITU) (CHF 1,500); and**
- (c) Emotional intelligence in the workplace (Geneva) (CHF 2,000).**

FICSA resolution on harassment (FICSA/C/71/HRM/3/Rev.1) (Agenda item 11)

The Standing Committee recommended that the resolution be issued as soon as possible.

Other business (Agenda item 12)

Parental leave

11. A representative of FAO notified the SC that the FAO Administration no longer granted parental leave in cases of adoption. The FAO staff representatives would welcome any information that members could provide on their organizations' current parental leave policies.

The Standing Committee recommended that (a) Parental leave be put on the Standing Committee's agenda for the 72nd session of the FICSA Council; and (b) FICSA members share information on their parental leave policy with their counterparts in FAO direct (UGSS@FAO.org).

Work of the Chair, Vice-Chairs and core group members

12. Discussions arose on the need to use 'collaboration tools', viz. SharePoint, to facilitate communication in the work of the core groups.

The Standing Committee recommended that the FICSA Executive Committee, together with the Chair/Vice-Chairs of the Standing Committee, look into 'collaboration tools' as a means of facilitating the work of core groups, chairs and vice chairs and information-sharing in general.

Nomination of Standing Committee officers and core group members (Agenda item 13)

13. Ms Lisa Villard (IAEA) was nominated as Chair and Mr Christopher Mason (WIPO) and Ms Marina Appiah (WHO/HQ Geneva) as Vice-Chairs.

14. The following participants were nominated as core group members:

Dave Nolan (IFAD)
Ambretta Perrino (UNFCCC)
Gisela Vieira de Arujo (IMO)
Antonella Biasiotto (WHO/EURO Copenhagen)
Akim Falou-Dine (ITU)
Silvia Mariangeloni (FAO/WFP-UGSS)
Viera Seben (ICAO)
Amani El-Sheikh (UNESCO/STU)
Ritesh Singh (WHO/SEARO New Delhi)
Bernadette Fogue (WHO/AFRO Brazzaville)
Ata Nour (WHO/EMRO Cairo)
Alessandra Pani (IFAD)
Irene Waite (IMO)
Kiranjeet Kaur (WHO/GSC Kuala Lumpur)
Tanja Quinn-Maguire (UNAIDS)
Tamara Vassilissin (IMO)
Cécile Le Duc (IARC)