

FICSA/C/73/SMR/CRP.1

Session 1: 11 February 2020 @ 8:30 – 10:00 in Conference Room 3-5

Provisional agenda item 11(g)  
2 x 1.5 hours

Session 2: 12 February 2020 @ 15:30 – 17:00 in Conference Room 3-5

## STANDING COMMITTEE ON STAFF-MANAGEMENT RELATIONS

### Provisional Agenda



**Chair: Viera Seben**



**Vice-Chair: Eva Moller**

1. Adoption of the agenda
  2. Election of the rapporteur
  3. Results of the survey on arrangements for staff associations ([Questionnaire results](#)) - Eva Moller, Vice-Chair
  4. Update on cost sharing for release of FICSA officers ([FICSA/C/73/SMR/Summary Sheet 4](#)) - Brett Fitzgerald, FICSA President/Evelyn Kortum, General Secretary
  5. Follow-up on staff-management relations issues – Viera Seben, Chair
    - Impact of FICSA Resolution 72/2 on UNRWA
    - Impact/changes due to leadership change in FAO
    - Update on the WHO Transformation
    - UNFCCC
    - Others
  6. Effecting positive organizational change as a staff representative: approaches, methods, tools ([FICSA/C/73/SMR/PA/Summary Sheet 6](#)) - Eva Moller, Vice-Chair
  7. Ethics – Staff representation involvement in Ethics ([FICSA/C/73/SMR/Summary Sheet 7](#)) - Viera Seben, Chair
  8. Whistle-blowing frameworks ([FICSA/C/73/SMR/Summary Sheet 8](#)) - Eva Moller, Vice-Chair
  10. Workshops and other business
  11. Nomination of Standing Committee officers and core group members
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# FICSA COUNCIL

## Standing Committee on Staff-Management Relations (SMR)

73<sup>rd</sup> SESSION  
London, 8 to 14 February 2020

### Agenda Item 4: Update on the HLCM Ad-hoc Working Group on Funding Models for FICSA Elected (Full-time) Officials - (Cost-sharing arrangements)

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FICSA /C/73/SMR/Agenda Item 4

<input type="checkbox"/> For Discussion <input checked="" type="checkbox"/> For Information <input type="checkbox"/> For Decision	
<b>Name of submitting member(s) &amp; organization (s)</b>	FICSA President
<b>Issue (title)</b>	Cost-sharing arrangements for funding the two full-time FICSA officer positions
<b>Issue description (including reach: global versus local)</b>	<p>Since at least 1979 FICSA has been attempting to obtain a formal arrangement whereby all UN common system organizations having FICSA-member staff associations/unions would share the costs related to the salaries and benefits of FICSA's President and General Secretary (the two full-time FICSA officer positions). Thanks to the arduous efforts, interventions and networking of the current FICSA Executive Committee, a cost-sharing agreement has finally been reached. The organizations of IAEA, ICAO, IMO, ITU, UNAIDS, WHO and WIPO already gave their agreement in principle. Due to a change of management at ICAO, they subsequently requested a one-month extension of the 10 January 2020 deadline to consult with the new management to ensure they are still on board. At the same time, the new FAO management requested to receive an estimate of the amount of its share in case it should also join the agreement.</p> <p>The last opportunity for Organizations having FICSA-member staff associations/unions to join the cost-sharing arrangement before its forthcoming implementation will be at the end of the HR Network meeting scheduled for 19-20 February 2020. The Coordinator of this HLCM Ad-hoc Working Group is now liaising with the CEB Secretariat to seek guidance on the practical mechanism for payment as well as the appropriate way to communicate this agreement to the HRN and HLCM. The Coordinator of the WG intends to conclude the arrangements by the end of February 2020.</p>
<b>Background documentation</b>	<p><a href="#">27 January 2020 email</a> from the Coordinator of the HLCM Ad-hoc Working Group on Funding Models for FICSA Elected Officials announcing the above.</p> <p><a href="#">FICSA proposal/request dated 22 November 2017</a></p>

<b>Action(s) requested from Standing Committee participants</b>	<p>If your staff association/union is from an organization which has not clearly said that it will not sign on to this cost-sharing agreement, then you are encouraged to urgently reach out to your Administration to encourage them to sign on. Should your organization be potentially interested in joining, it may contact the current FICSA President who can prepare an estimate of the annual amount their share would be.</p>
<b>FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:</b>	
<b>Next step(s)/specific action(s)</b>	
<b>Timeline</b>	
<b>Resources required</b>	

# FICSA COUNCIL

## Standing Committee on Staff-Management Relations (SMR)

73<sup>rd</sup> SESSION  
London, 8 to 14 February 2020

### Agenda Item 6: Summary Sheet

FICSA /C/73/SMR/Agenda Item 6

<input checked="" type="checkbox"/> For Discussion <input type="checkbox"/> For Information <input type="checkbox"/> For Decision	
<b>Name of submitting member(s) &amp; organization (s)</b>	Eva Moller, FAO/WFP UGSS
<b>Issue (title)</b>	Effecting positive organizational change as a staff representative: approaches, methods, tools...
<b>Issue description (including reach: global versus local)</b>	<p>In an attempt to increase members' negotiation strengths with an overall aim to improve staff conditions and benefits, this agenda item intends to discuss freely which are the best practices and lessons learned from negotiations undertaken in the past. The hope is to have a creative discussion and brainstorming session on what works and what does not to give members new approaches and tools to undertake negotiations. Some of the questions we would ask are:</p> <p>Are there different "Defense" and "Attack" methods of negotiation to protect rights and to actively propose changes and if so, which are the tools and approaches used?</p> <p>What are the experiences of the use of leverage in negotiations (e.g. supported by national unions or profiting from personal relations and management being more or less pro staff)?</p> <p>How useful is Negotiation training and are staff representatives encouraged to undertake it?</p>
<b>Background documentation</b>	Those members who have undertaken training are encouraged to read up on the material, which cannot be shared due to copyright issues.
<b>Action(s) requested from Standing Committee participants</b>	Discuss experiences and lessons learned to provide suggestions for best practices in negotiations. Discuss if different or additional training should be developed.
<b>FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:</b>	

<b>Next step(s)/specific action(s)</b>	Collate ideas, suggestions and potentially recommendations for the report. Synthesize suggestions for training and work with FICSA to accommodate them, if any.
<b>Timeline</b>	First half of 2020.
<b>Resources required</b>	

# FICSA COUNCIL

Standing Committee on  
Staff-Management Relations (SMR)

73<sup>rd</sup> SESSION  
London, 8 to 14 February 2020

## Agenda Item 7: Summary Sheet

FICSA /C/73/SMR/Agenda Item 7

<input checked="" type="checkbox"/> For Discussion <input type="checkbox"/> For Information <input type="checkbox"/> For Decision	
<b>Name of submitting member(s) &amp; organization (s)</b>	Viera Seben, ICAO
<b>Issue (title)</b>	<b>Ethics – Staff representation involvement in Ethics</b>
<b>Issue description</b> (including reach: global versus local)	<p>Ethics frameworks of member organizations are being developed and/or amended in view of the JIU's report (2018) as well as UN GS's bulletin on protection against retaliation (2017), to such extend that organizations' rules and regulations are often being revised as well.</p> <p>This process can be very delicate, involving the legal language and introducing changes that may, regardless the "good intentions", disadvantage the staff.</p> <p>Members are encouraged to discuss:</p> <p>A. Ethics frameworks in their ORG's:</p> <ul style="list-style-type: none"> <li>• Is the ethics framework a stands alone document or it is embedded in the organization's rules and regulations;</li> <li>• What are the provisions included in the ethics framework (conflict of interest; relations; conduct/misconduct, sexual harassment; whistleblowing; protection against retaliation; reporting tools; investigation process);</li> <li>• Is the reporting and investigation handled separately;</li> <li>• Who / which division is responsible for development / revisions, overseeing and monitoring this policy.</li> </ul> <p>B. Staff's representative's involvement in the creation/amendment of ethics framework:</p> <ul style="list-style-type: none"> <li>• Means of involvement (via staff-management bodies) and level of involvement (active joint discussion/negotiations or direct information only "fait accompli");</li> <li>• Level of involvement of staff representatives in development / revision / implementation of ethics framework;</li> <li>• Challenges in the implementation of ethics framework as well as good practices;</li> <li>• Level of staff representatives' and staff's trust in the effectiveness and accountability of the established ethics framework;</li> </ul>

	<ul style="list-style-type: none"> <li>• Examples of good and bad practices.</li> </ul>
<b>Background documentation</b>	<p>1) Organizational policies on Ethics Framework.</p> <p>2) <a href="#">UN SG’s General Bulletin– “Protection against retaliation for reporting misconduct and for cooperating with duly authorized audits or investigations” (ST/SGB/2017/2/Rev.1)</a></p> <p>3) <a href="#">Report of Joint Inspection Unit “Review of whistle-blower policies and practises in United Nations System Organizations” (JIU/REP/2018/4)</a></p>
<b>Action(s) requested from Standing Committee participants</b>	Discuss the good practises with respect to negotiations and implementation of acceptable ethics framework. Provide recommendations for effective negotiations methods and outline the major challenges thereto.
<b>FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:</b>	
<b>Next step(s)/specific action(s)</b>	Summarize challenges, suggestions and recommendations for the report. Produce recommendations for FICSA Secretariat to forward to the relevant committees at ICSC level with a purpose to influence (i) policy changes and (ii) UN agencies member countries’ understanding of the challenges and needs to effective governance (iii) invite the members to share their ethics framework on FICSA website, for informative purposes.
<b>Timeline</b>	First half of 2020.
<b>Resources required</b>	

# FICSA COUNCIL

Standing Committee on  
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73<sup>rd</sup> SESSION  
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## Agenda Item 8: Summary Sheet

FICSA /C/73/SMR/Agenda Item 8

<input checked="" type="checkbox"/> For Discussion <input type="checkbox"/> For Information <input type="checkbox"/> For Decision	
<b>Name of submitting member(s) &amp; organization (s)</b>	Eva Moller, FAO/WFP UGSS
<b>Issue (title)</b>	<b>Whistle-blowing frameworks</b>
<b>Issue description</b> (including reach: global versus local)	<p>Member organizations are increasingly focusing on developing solid whistle-blowing policies that should help protect those who report wrong-doing, in accordance with their international civil servant obligations.</p> <p>However, how effective are these policies really? Are they effectively being implemented and enforced? Who / which division is responsible for overseeing and monitoring this and do staff feel that there is accountability and trust in the system?</p> <p>How is the implementation of the policies monitored at governance level? Does the lack of protection result in repercussions on the Organization?</p> <p>Members are encouraged to discuss examples of faulty policies or challenges in implementation as well as good practices, with an aim to identify the major challenges that need to be tackled to ensure effective protection.</p>
<b>Background documentation</b>	<ul style="list-style-type: none"><li>• <a href="#">Review of Whistle-blower policies and practices in UN System Organizations (JUI/REP/2018/4)</a></li><li>• <a href="#">UN SG bulletin: Protection against retaliation for reporting misconduct...</a></li><li>• <a href="#">FICSA /C/72/HRM/CRP.2</a></li></ul>
<b>Action(s) requested from Standing Committee participants</b>	Provide recommendations for effective whistle-blower protection policy implementation and outline the major challenges thereto.
<b>FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:</b>	



<b>Next step(s)/specific action(s)</b>	Collate challenges, suggestions and recommendations for the report.  Synthesize recommendations for FICSA Secretariat to forward to the relevant committees at ICSC level with a purpose to influence (i) policy changes and (ii) UN agencies member countries' understanding of the challenges and needs to effective governance.
<b>Timeline</b>	First half of 2020.
<b>Resources required</b>	