



**CONCLUSIONS OF THE MEETING
OF THE HUMAN RESOURCES NETWORK**
(Videoconference, 26 April 2007)

TABLE OF CONTENTS

	<u>Paragraph/s</u>
1. UN Cares Implementation Plan Supplement	
1.1 Presentation of UN Cares Implementation Plan Supplement	1
1.2 Discussion of UN Cares Implementation Plan Supplement.....	2 – 5
1.3 Final Conclusions and Action Items	6
2. HR Network Participation in the ICSC Working Group on Grade Equivalency	7

ANNEX

- I. List of Participants

1. UN Cares Implementation Plan Supplement

1.1 Presentation of the UN Cares Implementation Plan Supplement

1. In response to a request at the 16 March 2007 HR Network meeting, the Inter-Agency Human Resources Task Force on HIV and AIDS in the UN System Workplace presented to the HR Network additional detail and options in relation to the UN Cares Implementation Plan. This included four possible implementation scenarios: the Regular Programme (100% costing) and Alternate Scenarios 1, 2 and 3 (costed respectively at 75%, 62% and 50% of the Regular Programme cost). Full details are available in the documentation submitted for discussion.

1.2 Discussion of UN Cares Implementation Plan Supplement

2. Each organization present made a statement about its position in relation to budgetary issues. The table below summarizes the statements made by each organization.

Organization	Issues and Comments	Budgetary Commitment
WHO	<ul style="list-style-type: none"> • This is a very busy time for WHO and WHO intends to review the documents in detail before the July HR Network meeting. • WHO would need to have an idea of the other cost-sharing arrangements being requested, as there are many worthy initiatives. • There was agreement at the HR Network meeting in March that the CEB Secretariat would provide a compilation of all cost-sharing arrangements and contributions by agency. There would be a need to have that information in hand in order fully to consider the level of support that could be provided to UN Cares, taking into consideration that other cost-sharing arrangements were also submitted to the meeting, including regarding spouse employment and staff representation. • There was discussion in March about the possibility of putting all staff well-being programmes under the structure of the CEB Secretariat. It would be helpful to have information from the CEB Secretariat whether this is a viable option and if so how it could be carried forward. 	WHO is not in a position to discuss budget at this time.
ILO	<ul style="list-style-type: none"> • The ILO is grateful for the work done and is increasing its own in-house activities. • Maintenance of the Inventory of Medical Services which has been developed is very important and must be done globally, not on an agency-specific basis. • Similarly, the work on PEP is important and support is needed for Security staff, who will now be custodians. • How can we achieve these goals without substantial investment? Is it possible to provide in-kind contributions? 	In the current ILO budget situation, the ILO is not able to support even the most economical of budget scenarios.
UNHCR	<ul style="list-style-type: none"> • UNHCR is committed and ready to support the programme. • Funds have been included in the proposed 2008-9 budget for this purpose. • It is important to keep in mind other cost-sharing initiatives. 	Funding available is in line with Alternate Scenario 3 (the 50% scenario).

Organization	Issues and Comments	Budgetary Commitment
WIPO	<ul style="list-style-type: none"> • WIPO made a contribution toward UN Cares in 2006. • WIPO has been advocating in other fora for “realistic cost sharing” on all cost sharing initiatives. 	Until WIPO’s comments on cost-sharing arrangements are taken into account, WIPO is not able to agree to any cost sharing initiative where contributions are based on the existing formula.
ITC	<ul style="list-style-type: none"> • In the cost-sharing table, the ITC’s contribution is reflected under the UN Secretariat. The ITC has an agreement with UNOG for services on a reimbursable basis, and this seems the appropriate way to reflect the ITC’s contribution. 	If the UN Secretariat contributes to UN Cares, ITC would be prepared to negotiate with UNOG to include in its MOU for common services a formula for reimbursement for services rendered.
UNAIDS	<ul style="list-style-type: none"> • The UN Cares approach is consistent with UN Reform and is important to help ensure the health and safety of staff. • Alternate scenario 1 is a less expensive way to achieve a global programme. 	UNAIDS is ready to support Alternate Scenario 1 (75% scenario).
CEB Secretariat	<ul style="list-style-type: none"> • Three organizations wrote in that they are not able to make financial commitments to UN Cares at this stage. These are: UPU, UNIDO and UNOPS. 	UPU, UNIDO and UNOPS are not able to contribute.
UNDP	<ul style="list-style-type: none"> • As stated at the March HR Network meeting, UNDP remains prepared to fund the 100% scenario. • UNDP supports the minimum standards with the one exception that it is not able to commit to providing health insurance for non-staff. For staff, yes – not for all employees. 	UNDP ready to fund regular programme (100% scenario).
UNFPA	<ul style="list-style-type: none"> • As stated at the March HR Network meeting, UNFPA remains prepared to fund the 100% scenario, assuming the proposed UNFPA budget is approved by the governing body. • UN Cares offers an excellent example of “One UN.” Donors and member states tend to be very pleased to support initiatives moving toward “One UN” and it should be easy for UN system organizations to convince their governing bodies about the need for this initiative. 	UNFPA is ready to fund the regular programme (100% scenario)
UNICEF	<ul style="list-style-type: none"> • Fully supportive of the programme. • UNICEF is already making a significant in-kind contribution towards UN Cares thru its own dedicated P-4 HIV Workplace Specialist who spends 75% of her time on inter-agency activities. 	UNICEF is willing to either continue to make its specialist available to work on UN Cares activities <i>or</i> to contribute under the 100% scenario. It cannot do both.
UN Secretariat	<ul style="list-style-type: none"> • Not able to make a firm commitment at this time. • There are concerns about the cost-sharing formula being used, in which the Secretariat staff count includes many other UN system bodies. • UN Secretariat budget situation will be reviewed in September. • The possibility of securing matching funds from a donor or foundation, such as UNFIP, should be explored. 	UN Secretariat is not able to commit funds at this time. Situation will be reviewed in September.

Organization	Issues and Comments	Budgetary Commitment
UNESCO	<ul style="list-style-type: none"> The UNESCO budget for 2008-9 has zero nominal growth, which means a reduction in real terms and the need to cut staff costs. 	UNESCO is not able to financially support the project at this time.
FAO	<ul style="list-style-type: none"> Why is HIV being treated differently from other health concerns in this case? The movement toward a broader staff well-being programme is positive and needed. There have been questions about the number of posts proposed and, Alternate Scenario 3, with a reduced number of posts, is appreciated. Additional information is needed about other cost-sharing proposals before a decision can be made. Once this is received, FAO will consult with senior management before the July HR Network meeting. FAO has concerns about the standard cost-sharing formula and wonders about using a field-based staff count instead of the full staff count as the basis for cost-sharing for UN Cares. 	FAO is not able to make a firm financial commitment at this time.
WFP	<ul style="list-style-type: none"> Rebecca Hansen sends her regrets and her thanks to the Task Force for this additional work. WFP is committed to UN Cares and is requesting funding in its next biennial budget to cover Alternate Scenario 2 (62% scenario) for two years. This can only be confirmed after the budgetary exercise is complete. 	WFP tentatively commits to funding Alternate Scenario 2 (62% scenario).
PAHO*	<ul style="list-style-type: none"> PAHO will adhere to minimum standards and will not be in a position to implement insurance coverage for all non-UN personnel. Only costs associated with testing will be borne by PAHO, if not covered by health insurance. 	PAHO requested funding from the Director for 100% (i.e. regular programme) and expect to have a decision shortly.
IAEA*	<ul style="list-style-type: none"> IAEA is actively assisting in and supporting the HIV in-house awareness programme in Vienna. 	IAEA is however unable to make a financial commitment in connection with the UN Cares implementation plan
IMO*	<ul style="list-style-type: none"> The IMO position is in line with that recorded for WHO and ILO. 	

* Additional responses received after the videoconference from organizations (PAHO, IAEA, IMO) not present at the meeting.

3. The CEB Secretariat agreed to solicit additional responses from those organizations not present at the meeting on their position in relation to funding UN Cares.

4. UNDP expressed concern that if insufficient funds are provided, the HR Network would risk making again past mistakes, by providing insufficient funds to produce real results. UNDP suggested that the issue be raised to the level of the HLCM, noting that disagreements between the HR Network and the Finance and Budget Network would best be resolved by senior management.

5. The CEB Secretariat noted that the next HLCM meeting will be in September at which a “proposal on best practices” with costed projects will be presented and that UN Cares would be included among these projects.

1.3 Final Conclusions and Action Items

6. The items below were agreed as conclusions and action items.

Item	Conclusion/Action	Responsible Person
Soliciting replies from organizations not present at the meeting	CEB Secretariat to request replies from those not present	Remo Lalli
Providing the HR Network with information on the full list of proposed cost-sharing initiatives	CEB Secretariat to develop this and provide it to the HR Network before its July meeting.	CEB Secretariat

2. HR Network Participation in the ICSC Working Group on Grade Equivalency

7. The HR Network suggested that the CEB Secretariat asks the ICSC for the Terms of Reference of the Working Group on Grade Equivalency so that the appropriate representatives can be nominated to participate.

Annex I – List of Participants

Org.	Name and title
ILO	Mr. Satoru Tabusa , Chief, HR/PROTECT
	Mr. Brian Wenk , Deputy Field Security Focal Point
FAO	Mr. Gregory Flood , Chief, Human Resources Policy and Social Security
	Mr. Serge Nakouzi , Senior HR Officer HR Policy, Planning & UN Common System Branch
	Ms. Lisa Anne Jepsen , Programme and Budget Officer Programme and Budget, Service, Budget and Evaluation Division
UNESCO	Mr. Malik Aït Si Selmi , Deputy Director
	Ms. Nidza Monthy , Training Officer
WHO	Ms. Mercedes Gervilla , Coordinator, HR Management Department
	Ms. Eva Lustigova , HRM Policy and Admin. Justice
UNAIDS	Mr. Bruce Frank , Director, HR Management
	Ms. Laurie Newell , Global Coordinator, UN Cares
	Ms. Genevieve Merceur , Interagency Workplace Officer
	Mr. Alan Silverman , Global Learning Strategy Advisor
WIPO	Ms. Lise Ezana , Senior Staff Welfare Officer
UNDP	Mr. Duncan Barclay , Chief, Human Resources Policy
	Ms. Christine Bendel , Staff Well-Being Advisor
	Ms. Anne Dachs , Staff Well-Being Unit
UNHCR	Ms. Marta Leichner-Boyce , Head, Human Resources Policy
	Ms. Anna Bystrom , Policy Officer, Division of Human Resources
UNICEF	Ms. Mieko Tarui , Deputy Director, Division of Human Resources
	Ms. Ruth de Miranda , Chief, Policy and Administrative Law Section
	Ms. Martina Clark , HIV Workplace Advisor
UNFPA	Mr. Sean Hand , Director, Division for Human Resources
	Ms. Florence Sykes , Chief, Planning and Policy Branch, Division of HR
WFP	Ms. Ana Luiza Thompson-Flores , Chief, Human Resources Policy
	Ms. Nanayaa Nikoi , Senior Staff Relations Advisor
	Ms. Mayra Mireya de la Garza , HR Officer (Policy)
ITC	Mr. Jay Wormus , HR Special Adviser
UN Secretariat	Mr. Nick Fucile , Staff Counsellor's Office
CEB secretariat	Mr. Remo Lalli , Officer-in-charge