



**CONCLUSIONS OF THE MEETING  
OF THE HUMAN RESOURCES NETWORK**  
(Videoconference, 31 October 2007)

**TABLE OF CONTENTS**

	<u>Paragraph/s</u>
Introduction .....	1
1. Briefing on HLCM 14 <sup>th</sup> Session, 20-21 September 2007 .....	2
2. Update on 3 HR Network Programmes:	
(i) UN Cares.....	3 – 4
(ii) Dual Career and Staff Mobility.....	5 – 6
(iii) Senior Management Network (SMN) / Senior Management Leadership Programme (SMNP) .....	7
3. Working Groups – Composition:	
<b>A. ICSC Working Groups:</b> .....	8 – 12
(i) Education Grant .....	9
(ii) Mobility and Hardship Review.....	10
(iii) Broad-banding and Pay for Performance – Pilot organizations.....	11
(iv) Reform of General Service/Job Classification.....	12
<b>B. HR Network Working Groups</b> .....	13 – 17
(i) Appendix D.....	14
(ii) Long Term Care .....	15
(iii) Disability.....	16
4. Proposed Programme of Work 2007/2008 .....	17
5. Expert Group Meeting on “Measures to accelerate the improvement in the status of women in the United Nations System .....	18
6. HR Network, 15 <sup>th</sup> Session, 12-14 March 2008, FAO, Rome .....	19
7. Other business.....	20
Annex I. List of Participants	

## INTRODUCTION

1. The HR Network held a Video Conference on 31 October 2007. The main purpose was to brief members on activities since the Network's Summer Session and to discuss various organizational issues such as composition of Working Groups and the proposed Programme of Work for the remainder of 2007 and 2008.

### 1. Briefing on HLCM 14<sup>th</sup> Session, 20-21 September 2007

2. The Chairperson, Dyane Dufresne-Klaus, briefed the Network on the outcome of the HLCM 14<sup>th</sup> Session which was held in Palisades, New York from 20-21 September 2007. She highlighted the following issues:

- **Statements by the Staff Representatives (FICSA and CCISUA):** the issue of the unequal treatment of national versus international staff in the area of security was highlighted. Other issues raised were job security which is closely linked to the issue of contract; staff mobility which in their view should be voluntary and not mandatory; and staff training. The issue of the release of FICSA elected officers was also raised including the consideration of a cost-sharing arrangement.

**Action:** *The HR Network was asked to review this matter and submit a proposal to HLCM.*

- **Cooperation with the International Civil Service Commission (ICSC),** the ICSC Chairman expressed the Commission's wish to work closely with the CEB and organizations to improve the exchange of information and views. The Chairman also informed the Committee of measures taken to improve the working methods of the Commission.
- **Harmonization and Reform of Business Practices:** Project proposals in HR, FB and ICT were presented and received the full support of HLCM. For each project there would be a lead agency who would set an implementation plan. The final Business Practices proposal will be re-packaged by the CEB to be presented to potential donors.
- **UN Cares Programme:** HLCM endorsed the implementation strategy within the resources available. The 2008-2009 budget would be based on voluntary contributions committed by organizations. As of 2010 onwards agencies should try to include this Programme in their regular budgets. The HLCM also endorsed the standards.
- **Dual Career and Staff Mobility:** HLCM supported the programme and continuation on the basis of voluntary contributions from organizations, as well as its move to the CEB Secretariat in Geneva as of 1 January 2008.
- **Staff Management Leadership Development Programme:** HLCM fully supported the programme and encouraged organizations to submit candidates for the November course.
- **Ethics:** The need for one UN Ethics Office and system wide-approach to ethics as well as having specialized personnel was stressed.

## **2. Update on 3 HR Network Programmes:**

### ***(i) UN Cares***

3. HLCM endorsed the implementation strategy within the resources available based on voluntary contributions committed by organizations. The budget and goals of the programme will need to be readjusted according to the funding committed. Six agencies have not yet responded; their financial commitment is needed as soon as possible. Currently there is a gap of some US\$600,000. This gap amounts to the salaries of the Regional Coordinators over the biennium (2 in the first year; 1 in second year). In addition, the Chairperson requested a more detailed summary of the Action Plan outlining expected results, timeframes, costing etc. All agencies should look at the UN Cares budget table and reconfirm their commitment within a week.

4. The Network was also reminded that the Global Coordinator post was filled under an informal arrangement for the transition period and hosted by UNFPA. Given the present funding of the programme, it was proposed to maintain the same arrangement for the post during 2008. The Network agreed to this proposal. UNFPA has agreed to continue hosting the Global Coordinator post under a reimbursable loan.

### ***(ii) Dual Career and Staff Mobility***

5. After the endorsement by HLCM, that the programme be moved from WFP to the CEB Secretariat, the transition is now in progress. WFP and the CEB Secretariat are holding frequent discussions on policy and strategy as well as practical issues for the future of the programme. Three posts are foreseen to run the programme from the CEB Secretariat, a full-time Coordination Officer, a half-time Researcher/Writer and a part-time Admin Assistant.

6. The programme was presented to HLCM with a budget of US\$290,000 per annum for 2008 and 2009. However, a minimum budget of US\$235,000 was also developed to ensure continuation of the programme with a lesser number of deliverables. Current confirmed commitments from participating organizations stand at US\$227,000 with a potential final amount of US\$258,750. Once the programme is running in Geneva, further fund-raising activities will be undertaken, both within and outside the UN system. Activities that would not be covered under the minimum budget are the visits to a selection of LESAs and the evaluation of the programme in 2009.

### ***(iii) Senior Management Network (SMN)/Senior Management Leadership Programme (SMNP)***

7. A message was forwarded to all HR Directors by the CEB Secretariat regarding the selection process of the SMN along with the Secretary General's letter to all Executive Heads, the membership criteria and the notional SMN Membership per agency for the SMN and each SMN cohort. Organizations should use these figures to guide in their selection. It is not necessary to fill all the slots at this time, some may be kept in reserve for inclusion of staff who will fit the criteria in a few years. The Leadership Programme is moving ahead with the first programme taking place in the Netherlands on 25-29 November. Some 50 persons from all agencies will participate in the first cohort. Four more cohorts are planned for 2008.

### 3. Working Groups – Composition

#### A. ICSC Working Groups:

8. The HR Network Spokespersons and the CEB Secretariat held discussions with the ICSC Chairman regarding the issue of Working Groups. The ICSC had proposed holding several WGs in December, however the Spokespersons proposed to hold the Mobility and Hardship WG in January 2008 as well as a second Workshop on the Broad-banding & Pay-for-Performance. ICSC has agreed to these date changes. The Revised Education Grant Methodology WG will take place from 10-14 December 2007 in New York and the Network needs to identify four organizational representatives as soon as possible. It was stressed that that we need to be strategic in selecting organizations and representatives. The WG should have the right balance of people from senior levels, not only with technical knowledge, but who are also strategic, innovative and visionary, as this is a critical review of the fundamental principles of the Education Grant. The organizational representatives will need to receive a sound briefing on the position of the HR Network prior to the meeting.

**Action:** *The organizational representatives will need to have a position from the HR Network prior to the meeting.*

#### (i) Education Grant

9. The following organizations volunteered to participate in the WG:

- UNESCO (Colin Bell)
- UNHCR (Arnab Roy)
- UNDP (Henrietta de Beer)
- ILO (Sue Hudson)
- FAO proposed Serge Nakouzi but will not be able to travel to NY in December
- WHO would be interested in participating but can be flexible

**Action:** *The final decision on the four organizations and representatives needs to be taken.*

#### (ii) Mobility and Hardship Review

10. The WG will meet in January 2008. The following organizations volunteered to participate:

- UN
- UNICEF
- WHO
- WFP
- UNDP
- FAO

**Action:** *The above organizations should forward the name of their proposed representatives to the CEB Secretariat as soon as possible and a final decision on the four organizations and representatives needs to be taken.*

**(iii) Broad-banding and Pay for Performance – Pilot organizations**

11. ICSC is conducting a review of the five pilot organizations. A second workshop that will focus on the way forward will be held in January 2008, including the five pilot organizations plus any interested organizations.

**(iv) Reform of General Service/Job Classification**

12. ICSC established this Working Group which has met several times in the past year, progress has been slow. Another meeting of the WG is planned in the near future.

***B. HR Network Working Groups:***

13. The CEB Secretariat gave an update on the HR Network Working Groups as follows:

**(i) Appendix D**

14. The Working Group is established and met several times. A new lead agency needs to be identified as UNDP relinquished its role of coordinator of this WG. The FB Network should also participate in this WG given the financial implications.

**Action:** *HR Network to identify a lead agency.*

**(ii) Long Term Care**

15. The Working Group is established and met several times.

**Action:** *The FB Network should also participate in this WG given the financial implications. A paper is being prepared by ILO and will be shared with the Network shortly.*

**(iii) Disability**

16. Several organizations have started working on this issue. It is therefore proposed to form a WG of interested organizations to prepare a framework and general statement on Disability.

**Action:** *Volunteer organizations should inform the CEB Secretariat. Recent documents on the issue of Disability, such as the "Convention on the Rights of Persons with Disabilities" will be shared with the Network by the CEB Secretariat.*

#### 4. Proposed Programme of Work 2007/2008

17. The Draft Programme of Work was shared with the Network for comments. As there is a long list of issues, these should be prioritized. The CEB Secretariat suggested giving High, Medium, Low priority to each issue.

**Action:** *Organizations should forward their comments, including any additions, to the CEB Secretariat by 15 November 2007.*

#### 5. Expert Group Meeting on “Measures to accelerate the improvement in the status of women in the United Nations System

18. The Expert Group meeting will be held in New York on 14-16 November 2007 and it is important for the HR Network to be represented as an observer. For practical reasons, a volunteer from a New York based organization should participate. Any other agencies are welcome to participate as observers.

**Action:** *The HR Network will designate a representative who would report to the whole Network on the outcome of the meeting.*

#### 6. HR Network, 15<sup>th</sup> Session, 12-14 March 2008, FAO, Rome

19. The CEB Secretariat informed the Network that the ICSC Spring Session will be held in Addis Ababa from 31 March to 11 April 2008. It is proposed to hold the HR Network Spring Session in Rome, hosted by FAO, from 12-14 March 2008. This is two weeks ahead of the ICSC Session and would give more time for preparation. Participants agreed with the proposed dates and venue.

#### 7. Other business: JIU Report on Medical practices

20. The report was recently brought to the attention of the Spokespersons and was shared with the Network. Although the deadline for comments has passed, it is important for the Network to forward its position to JIU.

**Action:** *The CEB Secretariat will request JIU for additional time to respond. Organizations should therefore forward their comments to the CEB Secretariat by 15 November 2007.*

## Annex 1 – List of Participants

### New York:

Ms. Marta Helena Lopez, UN  
Ms. Marianne Brzak-Metzler, UN  
Mr. Matthew Sanidas, UN  
Ms. Ruth de Miranda, UNICEF  
Ms. Henrietta De Beer, UNDP  
Mr. Mark Farnsworth, UNDP  
Ms. Christine Bendel, UNDP  
Ms. Florence Sykes, UNFPA

### Washington DC:

Ms. Dianne Arnold, PAHO  
Ms. Cindy Rowe, PAHO

### Paris:

Ms. Dyane Dufresne-Klaus, UNESCO  
Ms. Annick Grisar, UNESCO  
Ms. Geneviève Rouchet, UNESCO  
Mr. Colin Bell, UNESCO  
Ms. Katia Konkola, UNESCO

### Rome :

Ms. Rebecca Hansen, WFP  
Ms. Ana Luiza Thompson-Flores, WFP  
Mr. Tony Alonzi, FAO  
Mr. Gregory Flood , FAO  
Mr. Serge Nakouzi , FAO  
Mr. Alejandro Rovira, FAO

### London:

Mr. Christian Dahoui, IMO  
Mr. Alnoor Nathoo, IMO  
Mr. Thierry Bregliano, IMO  
Ms. Berty Louis Nayna, IMO

### Geneva:

Ms. Sue Hudson, ILO  
Ms. Mercedes Gervilla, WHO  
Ms. Yajaira Freudiger, ITU  
Ms. Thérèse Dayer, WIPO  
Mr. Svein Arneberg, WIPO  
Mr. Arnab Roy, UNHCR  
Ms. Kaori Saito, UNHCR  
Mr. Jay Wormus, ITC  
Mr. Michael Alford, UNSSC  
Ms. Geneviève Merceur, UNAIDS  
Ms. Bhatupe Mhango, UNAIDS  
Mr. Miguel Figuerola, WTO  
Ms. Monica Lezama, WTO  
Ms. Marta Leichner-Boyce, CEB Secretariat  
Ms. Petra ten Hoop-Bender, CEB Secretariat  
Ms. Cristina Milano, CEB Secretariat

### Vienna:

Ms. Sotiria Antonopoulou, UNIDO  
Mr. Paul Maseli, UNIDO  
Ms. Sandra Hochegger, UNIDO  
Ms. Paula Nenonen, UNIDO  
Ms. Cynthia Valenzuela, IAEA  
Ms. Kamini Balram, CTBTO  
Ms. Daniela Kabiljo, CTBTO