



REPORT

OF THE FOURTEENTH SESSION OF THE

UNITED NATIONS STAFF COUNCIL

VIENNA

2 March 1994

Please bring this report to the Annual General Meeting

Abbreviations and Titles

ACC	Administrative Committee on Co-ordination Consisting of the Executive Heads of all UN organizations, specialized agencies and is chaired by the UN Secretary-General, ensuring inter-agency consultation
APC	Appointment and Promotion Committee Consists of administration and staff representatives to give advice on the appointment and promotion of staff in the Professional categories
APP	Appointment and Promotion Panel Consists of administration and staff representatives to give advice on the appointment and promotion and review of staff in the General Service categories
CAC	Commissary Advisory Committee Consists of administration and staff representatives of the VBO's to assist in the selection, withdrawal and the mark-up of commissary items
CEB	Central Examination Board
CCISUA	Co-ordinating Committee for International Staff Unions and Associations of the United Nations System Consisting of representatives of Staff Associations of the United Nations organizations.
DAM	Division of Administration and Management
FICSA	Federation of International Civil Servants' Associations Consisting of representatives of Staff Associations of United Nations organizations and specialized agencies
Fifth Committee	United Nations General Assembly Fifth Committee The Committee of the General Assembly responsible for decisions on personnel, financial and administrative matters, consisting of representatives of Member States of the United Nations. It meets each year during the UN General Assembly and receives the recommendations of the ICSC and the UNJSPB
ICSC	International Civil Service Commission Is a technical body mandated to carry out objective studies on the conditions of service of all common system staff. Its fifteen members are appointed by the UN General Assembly from outside the UN System
JAC	Joint Advisory Committee Consisting of three representatives and three alternates of the UNOV Administration, and three representatives and three alternates from the UN Staff Council, Vienna; presided over by a neutral Chairperson
OHRM	Office of Human Resources Management
SMCC	Staff Management Co-ordination Committee A body of staff-management interaction in the United Nations Secretariat
UNGA	United Nations General Assembly
UNJSPB	United Nations Joint Staff Pension Board Is in charge of administering the Pension Fund. Board members consist of an equal number of representatives of Member States, administration and participants
UNSCV	United Nations Staff Council at Vienna
VBOs	Vienna-based organizations

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INTRODUCTION

Dear Colleagues,

Having thoroughly looked back at the past Council year while preparing this report, I realized that it had, indeed, been a very difficult Session. The **restructuring exercise** in the UN Secretariat necessitated the transfer of the former CSDHA from Vienna to New York. General Service posts were abolished; job security was at stake... Quite a new experience at the United Nations at Vienna. It proved to us that we are not "living on a island"; it told us that economic recessions do have snowball effects also on UN entities, even if those are situated in economically stable countries like Austria.

The "restructuring crisis" also showed everybody at UNOV/UNDCP that **there is** a strong potential in this Staff Council, and **there is** team spirit at UNOV/UNDCP - both Administration and Staff soon realized that we were all "sitting in the same boat" and only through a joint effort would we be able to overcome those critical times. The very positive bottom line was the **reabsorption of almost 100% of the former CSDHA General Service colleagues** whose posts had been abolished during the restructuring - only one staff member could not be placed and had to be terminated.

When you "fight your way" through this report you will, undoubtedly, notice that, in 1993, positive results and experiences have, by far, outweighed the negative ones; a few examples:

- After 11 years of negotiations **flexible working hours** were finally introduced at UNOV/UNDCP thanks to a very important quality that enables staff representatives to "score" from time to time - "notorious insistence".
- The Council did its share to protect the privileges of legitimation card holders at grades P-4 and below in the context of two revisions of Austrian laws, the **Foreign Residency Law** and the **Vehicle Tax Law**.
- UNSCV also contributed to the solidarity actions for **Mr. S. Zjalic**, a UN consultant at UNPROFOR, who was imprisoned by Croatian Authorities on charges of treason. All charges had to be dropped and Mr. Zjalic was released from prison about two months after the solidarity campaign for Mr. Zjalic had begun.
- The staff of the **UN Interregional Crime Research Institute (UNICRI)**, Rome, Italy, recently joined our Staff Union.

- The **9th Assembly of the Co-ordinating Committee of International Staff Unions and Associations (CCISUA)**, our umbrella organization, was hosted by UNSCV in January 1994 and turned into a great success.

- A number of important matters were successfully negotiated with the UNOV leadership in meetings with Mr. G. Giacomelli, Director-General, UNOV and Executive Director, UNDCP, and on the UNOV Joint Advisory Committee (JAC) and, Secretariat-wide, at the Staff Management Co-ordination Committee (SMCC) XVII in New York, such as the new **placement and promotion system, performance appraisal, revised 300-series of Staff Rules, new appointment guidelines**, etc.

- The World Conference on Human Rights saw a well-organized **staff demonstration** in memory of those colleagues who lost their lives in the line of duty or were imprisoned or otherwise detained. Let us not forget their tragic fates and never stop fighting for them...

- Certainly one of the highlights of 1993 for all of the UNSCV participants was their **meeting with the Secretary-General, Mr. B. Boutros-Ghali** during his first visit to UNOV in June 1993.

Having read this introduction so far, you might rightly blame me for looking at the past Council year "with pink glasses on"; to avoid that impression, let me also mention what I consider UNSCV's major defeats in 1993, namely the lack of progress on such burning issues as the extension of the **VIC child care centre**, the, since 1992, pending matter of our **end-of-service allowance** and the less than satisfactory **medical insurance** contract with Van Breda insurance company. Hopefully, the 15th Session of UNSCV will manage to break the ice and make headway on these issues.

Closing, I would like to thank the UNOV/UNDCP leadership for their "open door policy" and the continuous, exemplary support extended to me personally and to the Council. Further, let me thank my friends and colleagues on the Council who, despite heavy workloads in their substantive offices, gave so much time and idealism to UNSCV's work. Finally, I would like to express my gratitude and appreciation to Eileen Brown, the Administrative Secretary of UNSCV, for her loyalty and hard work throughout the year.

It was an unforgettable experience and an honour to represent and to serve all of you!

Peter Frank

28 February 1994

I. UNOV ISSUES

A. UNSCV 1993 WORK PROGRAMME

1. At the beginning of the Council's Fourteenth Session, staff representatives were asked to identify, in unit meetings, areas of concern which should be dealt with during the Session. As in previous Sessions, the Council decided to identify only a few topics to be dealt with by working groups in order to be able to complete the work by the end of the Council year, thus leaving the following Session with a clean slate. It was also decided that ad-hoc working groups would be constituted if the necessity arose. The following items were addressed in working groups:

1. Organization of the CCISUA¹ Assembly 1994

2. At the 8th Annual Assembly of the Co-ordinating Committee for International Staff Unions and Associations (CCISUA) of the United Nations System held in Bangkok in January 1992, UNSCV staff representatives proposed to host the 9th CCISUA Assembly at the Vienna International Centre. In difficult times, overshadowed by the slogan "Restructuring" and fears about job security, UNOV/UNDCP staff felt a strong need to promote Vienna's role as the third major duty station of the world organization. Despite the fact that UNSCV was CCISUA's youngest member, its invitation was accepted and the 9th CCISUA Assembly was scheduled to be held in Vienna from 20 to 28 January 1994.

3. A working group was formed which organized both a meeting lasting seven work days as well as a VIC-external social programme in an exemplary manner, which prompted countless statements and letters of appreciation. The ultimate goal of UNSCV, namely to present to colleagues of the entire Secretariat the opportunities and chances that Vienna has always offered - and continues to offer - to the diplomatic world, was undoubtedly achieved through both the efficient, dedicated work of the working group and the assistance and facilities so generously provided by UNOV/UNDCP Administration.

4. The importance of staging the CCISUA Assembly in Vienna, Austria was also recognized by high-ranking Austrian politicians. Both Prof. Dr. Helmut Zilk, Mayor and Governor of Vienna as well as Dr. Gerhard Jellaschitz, Vice-Governor of Burgenland spontaneously hosted receptions and classical musical performances in honour of the delegates to the 9th Annual Assembly of CCISUA. *For further details on the CCISUA Assembly in Vienna please refer to chapter III.*

¹ Co-ordinating Committee for International Staff Unions and Associations (CCISUA) of the United Nations System is the umbrella organization of staff associations consisting mainly of Secretariat duty stations. UNOV Staff decided, in a referendum, to become a member of CCISUA in 1992.

2. Referendum and Revision of Statutes

5. A second working group was entrusted with the task of formulating revisions of the Statutes and Rules of the Staff Union as well as related referendum questions. The referendum will be held at the time of the elections for the Fifteenth Session of the Staff Council - Vienna.

6. The revised version of the statutes and the referendum questions were reviewed, amended and approved by the Staff Council at its last meeting of the 14th Session in February 1994. The following are the most important revisions:

a. Two-Year Term of Office for Staff Representatives

7. The Council decided to follow the "signs of the time" and to recommend to its constituency an extension of the term of office of staff representatives from one to two years. This measure is expected to, generally, give more weight to the positions of the UNSCV leadership vis-a-vis the Administration, allow for more strategical planning and continuity in UNSCV's contribution to the work of its umbrella organization CCISUA and permit a particular Session of the Council and its elected officials to *begin and complete projects*. In the current one-year term it has been too often the frustrating reality for Council Officers that ambitious projects and good ideas could only be started *but seldom finalized*. In addition, the transition period of outgoing and incoming staff committees causes relatively long delays in the work of the Council.

8. Further to the above arguments, two crucial aspects were identified which speak for an extended term of office - continuity and expertise.

9. *Continuity:* A stable line in the work and representation of the Staff is not only technically important but also serves as a confidence-building aspect and is particularly advantageous when it comes to staff representation on joint bodies, particularly on the Joint Advisory Committee (JAC) where negotiations on some of the issues may take several years (examples: flexible working hours, end-of-service allowance, etc.).

10. *Technical expertise:* A major problem resulting from a shorter (one year) term of office is the unavoidable rotation of staff representatives and a certain lack of long-term-planning since it can never be anticipated what areas of expertise newly elected members may have and which expertise the Council may eventually lose after an election. In the daily work of the Staff Committee, and particularly at the negotiating table (e. g. JAC), this "rotation of Council expertise" stands vis-a-vis a well-organized administration block of experts of a high calibre with the required qualifications and extensive experience. It will be clearly understood that such a concept is very disadvantageous to the staff side. The proposed two-year term of office should offset this imbalance to a certain extent and help the Council to build up expertise, undertake training efforts for current and potential, future Council members and allow for better planning of long-term work strategies than in previous years. It should be noted that UNSCV is not trying to "re-invent the wheel", it has simply come to the same conclusions as an increasing number of Staff Unions and Associations both within the UN Secretariat (the New York Staff Union held a referendum on this question with

positive outcome in late 1993) and the Specialized Agencies which opted for an extended term of office quite some time ago.

11. In light of the above arguments, UNSCV decided to approve a revision to the related statutes and rules and to put these revisions before its constituency at the forthcoming referendum.

b. Increase of Staff Union Dues

12. Looking at its income and expenditure documentation, UNSCV, throughout its history, has been a very modest staff representational body. Its income - one per mille of net salaries plus allowances - has never allowed for more than the absolute minimum of travel activity to major meetings. Staff defense actions, like the Administrative Tribunal case on our Commissary privileges some years back, had to be financed through money collections, in the more recent past, in 1992, UNSCV's participation in the joint demonstration of CCISUA and FICSA, the two umbrella organizations of staff unions and associations, to protest against the new GS salary survey methodology devised by the ICSC, had to be supported through voluntary contributions of UNOV/UNDCP staff. While UNSCV has acquired a strong position within CCISUA, thanks to the dedicated work of the Council leadership in the past two years, it is lacking the funds to actively exercise its significant role and make maximum use of it in the interest of UNOV/UNDCP staff. The reasons for this discrepancy can be found in a well-known saying: "To be successful in life, one has to be at the right place, at the right time". Unfortunately, this is exactly UNSCV's main obstacle; first, active participation would necessitate *a stronger presence at major meetings allowing UNSCV to be represented simultaneously in the plenary and in important working group meetings* - regrettably, its income has never permitted UNSCV to send delegations of more than 1 - 2 delegates while New York and Geneva are represented by 3 - 5 officials. Also, UNSCV cannot afford to send delegates to more than two or, with the assistance of the Staff Welfare board, three major meetings, despite the fact that it is often invited to meetings of the CCISUA Bureau (the executive committee of CCISUA) and other important events. Second, because CCISUA's budget is limited, it can also not cover all necessary travel expenditure.

13. Future projects will also require additional funds; a staff magazine, for instance, similar to the "UN STAFF REPORT" published at New York Headquarters is long overdue in UNOV/UNDCP. A second idea is UNSCV's establishment of a Staff Services Office or a financial participation in the project of the UNIDO Staff Council.

14. Last, but not least: It should not be forgotten that personalities as well as work relations of staff and management do change in our work environment from time to time. Recently received information from New York Headquarters does not give reason for much optimism in that respect. The numerous tribunal cases pursued by other staff unions/associations should also remind us of the necessity to accumulate reserves...

15. Although UNSCV's dues paying membership is satisfactorily high (over 90% of UNOV/UNDCP staff are *dues paying* union members), the necessities explained above cannot be adequately financed. Considering that the UNOV Staff Union, since its establishment, has

never increased its dues and in light of the fact that other comparable unions/associations, such as those of UNIDO (1,5 per mille), IAEA (1,5 per mille) and UN New York (1,4 per mille) have increased their dues several years ago despite their much larger membership (and income), UNSCV decided to take this, maybe unpopular, but necessary and long overdue step and to put it before its constituency in this year's referendum.

B. RESTRUCTURING OF THE SECRETARIAT

16. The Secretary-General, on taking office, had emphasized that among his main objectives was the restructuring and streamlining of the Secretariat. While phase one had affected the Division of Administration and Management at Headquarters, New York, the Secretary-General's key objective for phase two was the consolidation of the social, economic and environmental sectors of the Secretariat. Based on the findings of a panel of high-level advisers, the Secretary-General announced the establishment of three new and inter-active departments.

17. Even before the official announcement of the transfer of the then Centre for Social Development and Humanitarian Affairs (CSDHA) from Vienna to New York was communicated to the units and staff involved, the Staff Council had requested a special meeting of the JAC to formalize precise proposals and agreements. This meeting was convened on 12 February 1993 to discuss an administration document on "administrative aspects of the transfer of programmes 25, 26 and 27 to New York" which not only contained administrative concerns but also all points and proposals made by the staff relating to staff welfare and humanitarian aspects of the transfer. It was decided to immediately establish a JAC task force composed of two representatives each from staff and administration and that the administration's paper would serve as the JAC task force's terms of reference.

18. The issue had a prominent place on the agenda of each JAC meeting throughout 1993. The task force completed its work and produced an excellent document which served as the basis for all further JAC deliberations. Both administration and staff considered the task force report as the basis for the handling of the delicate issues of transfer of professionals and reabsorption of General Service staff. Position papers were added and aspects of the transfer were discussed in great detail.

19. On 5 May 1993 the substance of the "Report of the JAC on Administrative Aspects of the Redeployment of Programmes 25, 26 and 27 from Vienna to New York" was adopted by consensus by the UNOV Joint Advisory Committee. Mr. G. Giacomelli, Director-General, UNOV and Executive-Director, UNDCP agreed to the recommendations of the JAC and fully supported them vis-a-vis the New York Administration.

20. The professionals of the former CSDHA (with the exception of those working for the Crime Prevention and Criminal Justice Branch and the International Year of the Family) gradually moved to New York during the summer of 1993 and the most difficult phase of this exemplary joint effort of UNOV/UNDCP Administration and Staff began - the reabsorption process of General Service staff. UNSCV would like to take this opportunity and express its sincere thanks to the UNOV/UNDCP leadership, in particular to Mr. Richard van der Graaf,

Chief, Personnel Service for having displayed an exemplary degree of staff-mindedness, but also to the various programme managers in UNOV/UNDCP for their goodwill and flexibility.

21. With the exception of one staff member, all former CSDHA GS-staff whose posts had been abolished could be reabsorbed. In comparison with other duty stations of the UN Secretariat, this achievement of UNOV/UNDCP Staff and Administration constituted the most professional manner of handling the restructuring exercise. While numerous colleagues in other duty stations had to be terminated, UNOV/UNDCP managed to guarantee job safety to almost 100% of the affected staff. UNOV/UNDCP's outstanding record was also commended by the New York Administration at the occasion of the 17th Session of the Staff Management Co-ordination Committee (SMCC), held in New York, September 1993.

22. Another pleasant feature of "Restructuring", in addition to UNOV/UNDCP's successful reabsorption efforts, was, undoubtedly, the arrival of the Office of Outer Space Affairs (OOSA). Shortly after the arrival of the majority of OOSA staff, UNSCV called for a unit meeting to welcome the new colleagues who carry the responsibility for this important UN programme, and to introduce the Vienna Staff Union to them.

C. MEETING OF THE STAFF COMMITTEE WITH MR. B. BOUTROS-GHALI, SECRETARY-GENERAL OF THE UNITED NATIONS

23. Despite his tight schedule the Secretary-General, Mr. Boutros-Ghali, was able to meet with a reinforced Staff Committee on 17 June 1993 during his first visit to Vienna. The most prominent agenda items were, naturally, the *transfer of programmes 25, 26 and 27, the related question of job safety for GS staff as well as "Restructuring" in general, and the future status of the duty station Vienna*, in particular. Other agenda items dealt with the *security and safety of international civil servants, training and human resources development and the status of women in the Secretariat*.

24. Mr. Boutros-Ghali repeated a statement made on several previous occasions, namely that no staff member would lose his/her job as a result of the restructuring exercise. He explained that "Restructuring" should be understood as a redeployment and not as a retrenchment exercise and that staff of the GS category, if not reabsorbed at their duty station, would be either accommodated on missions or be given opportunities for relocation to Geneva, New York or other duty stations.

25. The Secretary-General emphasized his intentions of (a) maintaining Vienna's status as a major duty station and (b) reinforcing the role of Vienna within the UN-system in the future.

26. The Secretary-General shared the concerns of UNOV/UNDCP staff representatives on the subject of security and safety of staff. He appreciated the spirit of solidarity and promised to do his utmost to further raise awareness of Member States and the Security Council of this burning issue. He feared, however, that in view of the strengthened role of the UN in peace-keeping, peace-making and enforcement, and due to constant difficulties in adequate staffing of these operations, more tragic events could not be ruled out in the future.

27. The Secretary-General stressed his strong support for training in all fields of UN work, particularly for mission assignments. He had every expectation that greater financial resources would be available in the 1994-95 budget and that, for example, a management training programme as well as a training programme on peace-keeping and humanitarian operations in the field would soon be offered at all duty stations, including UNOV.

28. Mr. Boutros-Ghali dealt with the issue of the improvement of the status of women in the Secretariat in a very brief, but concrete statement saying that he was convinced that by the 50th Anniversary of the United Nations, 50% of higher level posts would be encumbered by women.

29. After having met with the UNOV staff representatives, the Secretary-General addressed the entire VIC staff in the Rotunda.

D. STAFF/MANAGEMENT CONSULTATION PROCESS AT UNOV

30. Both informal and formal contacts between staff and relevant administration offices (Division of Administrative and Common Services, Personnel Service) took place in a spirit of co-operation and mutual trust. The most important formal mechanisms for the functioning of the staff management consultation machinery at UNOV/UNDCP in 1993 were, undoubtedly, the meetings with the Director-General of UNOV and those with administration officials on the Joint Advisory Committee (JAC) - *chapter II is dealing exclusively with JAC encounters since these brought about the common ground for most of the burning issues of the past year.*

31. Two meetings were held with Mr. G. Giacomelli, Director-General, UNOV and Executive-Director, UNDCP. Both took place in a most constructive and fruitful work atmosphere. *Mr. Giacomelli, throughout the restructuring exercise, shared the concerns of the staff and played a key role in the joint fight of UNOV/UNDCP staff and management for the job security of staff.* Also on other issues Mr. Giacomelli had much understanding and support for the positions and worries of the Staff Committee; to mention just a few topics:

- (a) Administration's support of UNSCV's plans to host the 9th Annual Assembly of CCISUA;
- (b) External recruitment;
- (c) Security of mission staff; and various other items.

E. 1993 INTERIM ADJUSTMENT OF GS SALARIES

32. In accordance with the methodology for interim adjustments between salary surveys as established by the International Civil Service Commission (ICSC), as well as staff regulation 3.1 and staff rule 103.2, revised salary scales for staff in the General Service category came into effect as of 1 April 1993. An interim adjustment amounting to 4.14 per

cent was applicable to all staff in grades G-1 to G-5. For staff at the levels G-6 and G-7 whose salaries had been frozen following the 1991 Vienna salary survey, only a portion of the interim adjustment was implemented which amounted to 3.25 per cent and 1.74 per cent respectively.

F. CHANGES IN AUSTRIAN LEGISLATION

33. In March/April 1993 a minor procedural change in the context of the revision of the *Austrian vehicle tax legislation* caused considerable concern among the staff as soon as it became known that staff at the level of P-4 and below who hold legitimation cards would no longer be exempt from the payment of the vehicle tax. UNSCV reacted immediately and requested the Legal Office to intervene at the Austrian Ministry of Foreign Affairs which was done without delay. Some weeks later UNSCV was informed that the privilege of exemption from vehicle tax payment would continue to be granted by the Republic of Austria to non-local UN staff at P-4 and lower levels.

34. Significantly more negotiating was necessary to persuade the Austrian legislators that the revised *Austrian Foreign Residency Law* should, also in the future, permit UN staffers, again those at levels P-4 and below holding legitimation cards, to employ foreign household helpers or to invite family members to Austria for longer periods than six months.

35. Both UNSCV and the VIC Women's Group became involved and after an exchange of correspondence with UNOV/UNDCP Administration and the Staff Councils of the VBOs, a uniform approach was taken by the International Organizations and the initiative of UNSCV and the VIC Women's Group was even actively supported by the Directors-General of UNOV and UNIDO.

36. Finally an agreement was reached between the Ministry of Foreign Affairs and the VBOs which outlined the various conditions under which foreign household helpers could continue to be employed by staff of the VBOs. The conditions were basically identical with those applicable before the revision of the Foreign Residency Law.

37. UNSCV, on behalf of its affected colleagues at P-4 and below, would like to express its gratitude for the excellent co-operation and help which has been received from UNOV Administration and, in particular, the Senior Legal Liaison Officer, Mr. K. Opoku, in both legal issues mentioned in the preceding paragraphs.

G. DETENTION OF MR. SIMO ZJALIC

38. A United Nations expert, Simo ZJALIC, working on a peacebuilding project in Croatia, was arrested by the Croatian Police on 1 September 1993 on charges of treason. Despite protests by the United Nations regarding his immunity from arrest as a United Nations consultant and the fact that no specific acts of "treason" had been alleged, United Nations officials seeking to discuss the charges with him were denied contact. UNSCV, in letters to the Secretary-General of the United Nations and the Ambassador of the Permanent Mission of the Republic of Croatia, strongly protested against the actions of the Croatian Police, clearly stating that Mr. Zjalic's arrest and detention were in violation of the United

Nations Charter, the United Nations Privileges and Immunities and the specific provisions under which the United Nations operated in the Area. On request of the Staff at UNOV/UNDCP, the New York Staff Council also made all possible efforts in support of Mr. Zjalic.

39. On 27 October 1993 UNSCV was informed of the release from prison of Mr. Zjalic - the Croatian authorities had dropped all charges... UNSCV takes pride in the fact that it could contribute a little bit to the solidarity campaign in support of Mr. Zjalic and wishes him a quick and full recovery.

40. While Mr. Zjalic enjoyed the penultimate chapter of the story, namely his release from prison, the final chapter began - regrettably a most unpleasant one. New York Headquarters declined to pay the fees of the lawyer (US \$ 1,000.- only) who had been instrumental in achieving Mr. Zjalic's release. The Council was alarmed of this decision because it considered the Organization to be clearly responsible not only for the safety, but also for defense fees of personnel holding UN contracts who are detained illegally while engaged in activities of the UN. While the New York Administration admitted that there was no established procedure or policy for the coverage of legal expenses in cases of detention/arrest of staff members of UN personnel, UNOV Administration, once again, showed the appropriate tact and sense of responsibility and raised the necessary funds. UNSCV decided to take this precedential case before the 9th CCISUA Assembly, Vienna, 20-28 January and request CCISUA's support vis-a-vis the New York Administration in the fight for the establishment of a clear policy. *For more details please refer to chapter III (Co-ordinating Committee for International Staff Unions/Associations).*

H. G TO P EXAMINATIONS WORKSHOPS

41. As in previous years, a number of workshops for G to P candidates were organized. In addition, tape recordings of workshops of previous years were loaned to interested colleagues. UNSCV hopes that, through this support, it could facilitate a little bit the difficult task of the G to P candidates...

I. SPECIAL POST ALLOWANCE COMMITTEE (SPA)

42. The establishment of a local SPA Committee at UNOV was, undoubtedly, a major achievement in 1993. It consists of one representative each from Personnel Service, Financial Service and UNSCV and handles all requests for SPA up to the G-7 level; SPAs to the Professional category continue to be reviewed at Headquarters New York. In times of increased mobility of staff and ongoing mission activities of the Organization, staff "remaining behind" have to shoulder additional responsibilities and, consequently, have the legitimate right for adequate compensation. The creation of UNOV's own SPA Committee was an important step in the right direction, enabling staff to receive the well-deserved recognition for their extra efforts as expediently as possible.

J. UNITED NATIONS INTERREGIONAL CRIME RESEARCH INSTITUTE (UNICRI)

43. For the first time in its history, UNSCV will have to assume the responsibility for the representation of a constituency in a duty station away from Headquarters, Vienna. Effective 1 January 1993, the responsibility for administering UNICRI has been transferred from the United Nations Office at Geneva (UNOG) to the United Nations Office at Vienna (UNOV), and UNICRI staff approached UNSCV requesting membership in the Staff Union and, consequently, the right for representation on the Council. Their request did not come as a surprise to UNSCV - the Council, having learned about a number of serious difficulties in Rome in connection with the envisaged transfer of the Institute to Turin, Italy and the total lack of a staff management consultation machinery, decided to make every effort to help its new colleagues. An experienced staff representative was sent to Rome for three days to advise staff on the establishment of a staff management consultation machinery as well as on eventual procedural options on UNICRI's representation on and by the Vienna Staff Council. The UNOV staff representative advised UNICRI staff at unit assemblies and in numerous smaller meetings. During the last day of her stay in Rome, some policies and mechanisms for staff representation began to develop already.

44. UNSCV's assistance was enthusiastically appreciated by the UNICRI staff and their application for membership in the Staff Union was welcomed and accepted at the last meeting of the 14th Session of UNSCV in March 1994.

K. FAVOURABLE BANK CONDITIONS FOR UNOV STAFF UNION MEMBERS

45. In August 1993 UNSCV managed to negotiate favourable rates on personal savings books, personal loans and overdraft facilities with the VIC-based banks for all UNOV/UNDCP staff union members who hold probationary or permanent appointments. The rates agreed on are base rates and subject to change in accordance with fluctuations on the free market; *they will, however, remain more favourable than the standard rates normally available.* Proof of continued payment of Staff Union dues (staff union membership cards and/or pay slips) has to be provided.

L. PANEL OF RESOURCE PERSONS

46. An idea has started to materialize which has attracted officials within CCISUA as well as UNSCV for a considerable period of time, namely the establishment of a panel of resource persons.

47. As already explained earlier, the staff representational bodies unfortunately are sometimes lacking the technical expertise in important work areas, mainly due to the staff representatives' short term of office which often does not allow for medium - or long-term planning and the building up of the required expertise. UNSCV attempts to tackle this "dilemma" in two ways, (a) the extension of the term of office of staff representatives, as described in Chapter I, paras. 7 - 10, and (b) the establishment of a resource panel which, ideally, should consist of highly qualified and experienced UNOV/UNDCP retirees who would be willing to advise the Council and its Staff Committee on critical issues. These

experts would, of course, have to render their services voluntarily and free of charge, since UNSCV does not have the funds to compensate them for their valuable contributions.

48. In this context the Council was lucky enough to secure the co-operation of Ms. O. Harmankaya, the retired UNOV Classification Officer. The project will, however, take more concrete forms during the forthcoming 15th Session of UNSCV and union members will be informed of relevant details.

M. AGREEMENT WITH SOTOUR-AUSTRIA

49. In late 1992 the Council negotiated a co-operation agreement with SOTOUR-AUSTRIA, a travel agency affiliated with the Austrian Trade Unions. While, initially, this arrangement mainly offered to all dues-paying members of the Staff Union the opportunity to spend holidays in Carinthia at very favourable prices, SOTOUR-AUSTRIA, in 1993, extended its range of activities to include cultural, sporting and other attractive offers like seminars on drawing, photography, horseback-riding, scuba-diving, video workshops and "beauty weeks", all activities at most favourable prices, in some instances at rates over 50% lower than normally charged, but not of lesser quality. Some colleagues gave the offers a try and, afterwards, informed UNSCV of their satisfaction.

N. OBSERVER AT MEETINGS OF THE UNITED NATIONS STAFF COUNCIL - VIENNA

50. Staff of the UNIDO Conference Service are holding UN contracts but are administered by UNIDO. This arrangement has, ever since UNIDO had become a Specialized Agency, hampered staff's career development and negatively affected its contractual situation. The undesirable status quo became even more sensitive as a result of (a) the financial crisis of UNIDO and the UNIDO-internal restructuring exercise resulting from it, and (b) the forthcoming transfer of the Conference Service from UNIDO to UNOV on 1 January 1995. During the Council's 13th Session the Staff Committee, aware of the unacceptable situation of this large group of UN colleagues, had readily agreed to admit a representative of the group to attend UNSCV's meetings in the capacity of observer. During the 14th Session, the Staff Committee went even further and actively supported the group by discussing some of their current conditions of service with both the Director-General, UNOV and the Director, Administrative and Common Services, UNOV. It is believed that through these interventions the anxieties of our colleagues could, to a certain degree, be alleviated.

O. OTHER STAFF CONCERNS

51. Other staff concerns were discussed at Council meetings; Staff views were formulated as position papers and brought before the Joint Advisory Committee (JAC) for discussion and decision. *For details on the JAC's deliberations, please see chapter II below.*

II. JOINT ADVISORY COMMITTEE ²

52. The following is an account of the major issues dealt with during 1993:

A. TRANSFER OF PROGRAMMES 25, 26 AND 27

53. The transfer of parts of the former CSDHA from Vienna to New York in the context of the restructuring of the UN Secretariat was the most prominent item of most JAC meetings during 1993. *Please refer to chapter I, paragraphs 16 to 22 for a more comprehensive summary of this topic.*

B. FLEXIBLE WORKING HOURS

54. Based on the results of a questionnaire issued by the Staff Council in 1991, general agreement had been reached at the JAC that flexible working hours should be implemented at UNOV/UNDCP. A pilot project was started in Personnel Service on 1 December 1992.

55. Six months later, evaluation of the trial period revealed overall positive results and feedback from involved staff was most encouraging. At the 66th meeting, held on 9 July 1993, the JAC agreed, therefore, to recommend to the Director-General, UNOV that flexible working hours be introduced throughout UNOV and UNDCP, using as a basis the rules which had been applied within Personnel Service during the pilot project. It was recognized that these rules could be adjusted, as required, to specific needs of programmes.

56. Effective 1 January 1994, the Director-General, UNOV, following the recommendation of the JAC, agreed to the introduction of flexible working hours on a trial basis throughout the United Nations units at Vienna, with the exception of parts of the UN Security and Safety Service. After one year, a formal review of all aspects of the system will be carried out.

57. With the issuance of UN/INF. 395, the essence of it is reflected in the preceding paragraph, a "negotiating battle of 11 years" has finally come to an end (the first JAC deliberations on this subject began in 1983 during the Council's Fourth Session). Our special thanks to all our so very insisting predecessors and to the current leadership of UNOV/UNDCP who, despite reservations voiced from various corners, respected the results of both the questionnaire and pilot project and fulfilled the wish of the vast majority of UNOV/UNDCP staff.

² The Joint Advisory Committee is composed of an equal number of representatives and alternates from staff and administration. Its function is to provide advice to the Director-General on general questions of staff policy and staff welfare. The staff representatives on the JAC are elected by the Staff Council except for the Staff Council President whose membership is automatic.

C. SMOKE-FREE ENVIRONMENT

58. Administration and Staff agreed in view of the current research on the dangers of passive smoking that there was a general desirability of introducing a smoke-free environment in UNOV and UNDCP, but that it was necessary to move forward carefully in order to address all important aspects of this issue, to mention just a few:

- (a) Question of non-compliance and, eventually, envisaged disciplinary measures;
- (b) Space allocation (single offices for smokers, smokers' lounges, use of kitchenettes);
- (c) Involvement of the Joint Medical Service in devising and implementing a cessation programme and, after a trial period, evaluating its effectiveness;
- (d) Prevention of creation of a "class society" at UNOV/UNDCP and in the entire VIC and consequent tensions and conflicts among colleagues;
- (e) Requirement for the best possible co-operation between the VIC-based Organizations.

D. ADVISORY COMMITTEE ON THE CHILD CARE CENTRE

59. This is another long-standing issue which remained unresolved. While it was finally possible on the UNOV JAC to agree to the proposed Terms of Reference of the Advisory Committee on the Child Care Centre, thereby concurring with the fact that UNIDO would be the lead agency in this matter, it is still an unpleasant reality that the Committee has, to date, been unable to achieve significant progress towards its aim of reaching an agreement with the Austrian Authorities on the establishment of a full kindergarten in the vicinity of the VIC.

E. APPOINTMENT GUIDELINES FOR GENERAL SERVICE STAFF

60. Staff welcomed the Administration's proposal to review the appointment guidelines as well as its commitment to compile a handbook on General Service career development similar to the one established for GS at UN Headquarters.

61. It is intended to bring the policy with respect to initial appointments and extension of contracts of GS staff more in line with practices at Headquarters. The new policy would reduce the workload of Personnel Service as well as offer clear advantages to the staff, *for example, staff on regular budget posts and with a sound performance record could expect to be reviewed for probationary appointment after a total of only two years of fixed-term appointments* (initial fixed-term appointment of 6 months, followed by a second six-month and then a 12-month extension on fixed-term basis).

62. In this context, UNSCV notes with concern that the moratorium on permanent appointments has still not been lifted. The main reason for its imposition had been the restructuring of the UN Secretariat which, according to UNSCV's level of information and understanding, should be finalized. UNSCV, therefore, calls for a return to normal practices in appointment policies at the earliest possible date.

F. MEDICAL INSURANCE PLAN

63. The Van Breda insurance plan was, probably, the hottest issue of the last two meetings of the UNOV JAC. A premium increase of 25%, obligatory for the Organization and its Staff under the current contractual conditions, caused extensive and lively discussions. Differences in opinion became evident particularly with regard to the main reasons named for the sharp premium increase by the Chairman, Standing Committee on Health and Life Insurance - *inflation, high catastrophic expenses and stagnation of salaries* on which premiums are based. There was strong opposition on the staff side as it was felt that staff could not be penalized for salary stagnation and that the right to choose one's own doctors had to be safeguarded. Further points raised were the use of the accumulated reserves, the passive role of Joint Medical Service and the medical insurance situation on the local Austrian market.

64. In the second meeting agreement was reached, in the presence of the Chairman and Secretary of the UNIDO JAC, on how to optimize the use of the reserve fund for the purpose of cushioning the sharp increase of premium rates. Both UNOV/UNDCP Administration and Staff unanimously agreed that top priority will have to be given to a thorough review of the current medical insurance plan in the near future.

G. END-OF-SERVICE ALLOWANCE

65. The End-of-Service Allowance (EOSA) is a legal entitlement for GS staff in Vienna, whose conditions of service, according to the Fleming Principle, must be comparable to those enjoyed by local employees and must, in fact, be among the best at the duty station. Its equivalent is the "Abfertigung" due to employees of Austrian firms under certain conditions and upon retirement. From 1972 to 1987, this entitlement was quantified first at 2.85 %, later at 3 % annually, and paid as a portion of GS salaries. At the 1987 GS Salary Survey, the ICSC decided to recommend, despite opposition from staff and administrations of the Vienna-based Organizations, "that a scheme comparable to outside conditions should be established by the Vienna-based Organizations for eligible staff in the GS category". A joint working group, composed of staff and administrations of the IAEA, UNIDO and UNOV attempted to work out modalities for the correct implementation of a scheme in accordance with local conditions, but failed. Eventually, each of the Organizations implemented its own scheme, none of which were in the least comparable to local conditions, each of which was highly disadvantageous to staff. Staff of all three organizations maintained their position that the EOSA, as paid by the administrations, was not comparable to local conditions and therefore unacceptable to staff. UNOV's administration implemented the EOSA on an interim basis with the understanding that the ICSC, at the time of 1991 salary survey, would be requested to assist in solving the problem by providing clear guidelines for the correct

implementation of the scheme. *As of 1 April 1987, 3 % of each GS staff member's salary have been withheld towards the eventual payment of an EOSA.* In 1991, ICSC absolutely declined to become involved in the problem because, in the words of a member of the ICSC Secretariat, the EOSA was a complete mess. ICSC took the official position that *"the VBOs should review their current methods of calculating the end-of-service allowance while recalling its 1987 recommendation for a comparable scheme and considering that the outside practice appeared to be more beneficial to staff"*.

66. Subsequently, and disregarding the ICSC position as stated above, UNOV/UNDCP administration proposed arrangements closely following the IAEA method of implementation which is even more detrimental to the interests of the majority of staff than UNOV/UNDCP's own interim implementation of EOSA.

67. Staff proposed to prepare its own position paper on the EOSA, stating that, as no final decision had been taken yet, the door was still open to develop an EOSA scheme for UNOV/UNDCP which would be consistent with outside practice and ICSC recommendations, decisions and instructions and which would do justice to staff. At the 62nd meeting of the JAC on 27 November 1992, the staff position paper was introduced for discussion and as a basis of negotiation. The paper provides background information and contains proposals on the implementation of EOSA. The administration stated that time would be needed to study the paper and assured staff of their good intentions to review the staff's proposals.

68. No progress could since then be made in the negotiations on a final version of the UNOV/UNDCP EOSA scheme. Staff is still awaiting the Administration's response to the position paper dated 21 July 1992.

H. VISITORS SERVICE

69. The Staff Committee reacted to unofficial information which contained "negative outlooks" on the future of the Visitors Service and some of its staff and brought the subject before the JAC. After a comprehensive briefing by the Director, UNIS which basically confirmed most of the pessimistic rumours, the following was the outcome of the deliberations:

- (a) It was not intended to close down the UN Guided Tours Operation because of current financial constraints;
- (b) Staff and Administration representatives unanimously emphasized the differences in appointment policies between UNOV/UNDCP, on one hand, and New York and Geneva, on the other. Guides in New York normally served for periods of 2-3 years, and were not considered as career staff. Contrary to New York's practice, there was consensus on the UNOV JAC that UNOV guides should be eligible for careers within the system.
- (c) The Committee agreed that, in case of a deterioration of the financial situation of the Guided Tours Unit which may negatively reflect on

the guides' job security, exceptional efforts should be made within UNOV/UNDCP, similar to those undertaken for former CSDHA GS staff during the restructuring exercise, to redeploy senior guides to other units rather than phasing them out.

- (d) The idea of converting staff back and forth from part-time to full-time status should not be pursued; in that context it was suggested to redesign job descriptions to include other tasks so as to avoid the need of conversions to part-time.

I. PLACEMENT AND PROMOTION

70. A new placement and promotion system has recently become effective, the most essential feature of which is the replacement of the annual review by a continuous review. Staff has welcomed the new system which should allow for more expeditious proceedings than the previous one. *Please see further details in Chapter ... Staff Management Co-ordination Committee (SMCC) XVII.*

J. OTHER JAC MATTERS

71. A variety of other topics have been on the agenda of the UNOV Joint Advisory Committee (mission training, compensation scheme for stand-by duties, General Service classification matters, 9th official holiday, status of women, dependency allowance, etc.) which, if all summarized here, would lead beyond the scope of this report. *All interested colleagues are kindly invited to direct their queries either to their unit representative(s) or to the Staff Council Office, E0425/6, Ext. 3588/5534.*

III. CO-ORDINATING COMMITTEE FOR INTERNATIONAL STAFF UNIONS AND ASSOCIATIONS OF THE UNITED NATIONS SYSTEM (CCISUA)

A. CCISUA - A BRIEF INTRODUCTION

72. CCISUA is the umbrella organization of the following staff associations and unions: UNNY (New York), UNOG (Geneva), UNOV, ESCAP (Bangkok), ESCWA (Amman), ECLAC (Santiago), UNEP (Nairobi), UNHCS (Nairobi), ECA (Addis Ababa), UNESCO (one of two staff unions in Paris), UNHCR (Geneva), UNICEF (New York), FSSU (Field Service, Naquora), and UNU (Tokyo). UNDP/UNFPA (New York) are currently attending CCISUA meetings in an observer status. As can be seen, CCISUA comprises the totality of the staff side of SMCC.

73. To make its voice heard, a staff union must be a member of an umbrella organization, either CCISUA or FICSA. Only an umbrella organization has the right to represent views, concerns and wishes of staff employed by the United Nations Secretariat and the Specialized Agencies before the principle organs preparing and adopting the decisions that affect staff's terms and conditions of service as international civil servants. These organs include the General Assembly and its Fifth Committee, the ICSC, the ACC, the CCAQ and the ACABQ.

B. NINTH ANNUAL ASSEMBLY OF CCISUA - Vienna, 20-28 January 1994

1. CCISUA EXECUTIVE BUREAU FOR 1994

74. The composition of the CCISUA Bureau for 1994 is as follows:

President:	Mr. Omar Abou-Zahr, Geneva
1st Vice-President:	Mr. Frederic Siegenthaler, New York
2nd Vice-President:	Mr. Yoftahe Dimetros, Field Service
3rd Vice-President:	Mr. Labeeb Abdunnur, ESCWA Amman

75. The responsibility for the CCISUA Treasury lies with the Geneva Staff Union. The Treasurer is closely co-operating with the Finance Committee which, for 1994, is composed of one representative each from UN New York, UN Vienna and ESCAP Bangkok.

76. Below is brief account of the agenda items discussed at the 9th CCISUA Assembly in Vienna as far as they are of interest to UNOV/UNDCP; copies of the complete session report can be obtained from the Staff Council Office, room E0425/6, ext 3588/5534.

2. ADMINISTRATION OF JUSTICE IN THE UNITED NATIONS SYSTEM

77. The New York delegation introduced a detailed position paper prepared by the Legal Committee of the New York Staff Council on the administration of justice in the United Nations system. The paper identified areas where general improvements were required and

reviewed the functioning of the bodies dealing with the administration of justice in the United Nations system, including the Panel on Discrimination and other Grievances, the Panel of Counsel and the Joint Appeals Board. The paper also considered proposals concerning the establishment of an ombudsman office.

78. It was explained that since the Secretary General would be submitting a comprehensive paper on the question of the administration of justice to the Sixth Committee during the General Assembly's forty-ninth session, it was important for the staff to make their views known to the administration so that they could be taken into account in the preparation of the Secretary-General's paper.

79. The Assembly took note of the problems with the administration of justice system encountered at duty stations away from Headquarters. Included were the extensions obtained by the administration concerning the submission of cases, the difficulty for field staff to make oral presentations to the Joint Appeals Board (JAB), the fact that the administration often disregarded the Tribunal's judgements and the need to strengthen the Panel of Counsel so that it could attend to cases submitted by field and other staff.

80. In this context it was pointed out that the Panel of Counsel at Headquarters dealt with over 300 cases a year. There were only 23 Counsels in New York willing to engage in formal litigation. They were too burdened to handle further requests from the field. *CCISUA should demand that the administration establish a panel of counsel in every duty station.*

81. The Assembly adopted a resolution on the establishment of panels of counsel at duty stations away from Headquarters and decided that all specific questions and concerns that CCISUA members would like to raise on the question of administration of justice should be sent to the New York Staff Council in writing as soon as possible so that they could be raised in the JAC working group that would be dealing with this issue in the near future.

82. On the question of the establishment of an ombudsman office in the Secretariat, it was felt that, ideally, the ombudsman and his staff should be totally independent from the administration as well as autonomous so as not to be subject to pressure from Staff or the Administration. This was very difficult to achieve in the context of the United Nations system. While Staff was prepared to discuss the possibility of establishing such an office, it believed that it would be better to strengthen the existing mechanisms.

3. RELATIONS WITH THE INTERNATIONAL CIVIL SERVICE COMMISSION

83. The discussion first focussed on *substantive changes in the report on the Commission's thirty-eighth session after its adoption*. These changes had not accurately reflected positions expressed by CCISUA representatives.

84. The Assembly decided to request the Commission to issue a corrigendum in order to revert to the text of the report adopted by ICSC at its thirty-eighth session.

85. In response to a question by the UNESCO International Staff Association concerning participation in future salary surveys to be conducted under the revised salary methodology,

it was said that CCISUA had made it clear before the Paris salary survey that it was up to the GS staff at the individual duty stations to decide whether they would participate in the current round of salary surveys. However, CCISUA was keeping record of the exceptions made at other duty stations during the current round and would request that the methodology be applied with the same flexibility everywhere.

86. The CCISUA membership was briefed on the main issues to be discussed by the Commission at its spring session. It was pointed out that in 1994 the focus would be on Professional remuneration, in particular, the study of the best paid national civil service; the study on the application of the Noblemaire principle (to be undertaken in response to a request made by the General Assembly at its forty-seventh session) as well as the question of special pay systems.

87. The Commission would also have before it a proposal from the Co-ordinating Committee on Administrative Questions (CCAQ) to separate the Director category from the Professional category and would consider the possibility of establishing a pay-for-performance system. It was agreed that while there was concern about the impact that the separation of the Director category might have particularly on margin calculations, it was probably best to wait for the presentation on this item that CCAQ would make at ICSC's thirty-ninth session.

4. MISSION ASSIGNMENTS

88. It was recalled that for lack of time and resources during SMCC XVII, CCISUA had decided to entrust the item on mission assignments to a working group that was to meet after SMCC XVII had adjourned. When a JAC working group finally met to discuss this question, the management representatives in it as well as the New York Director of Personnel in a memorandum to the New York Staff Committee, claimed that it had been their understanding that the working group would limit itself to the question of assignment to and reintegration from mission assignment. It was recalled that the staff had wanted to discuss other issues in SMCC, including conditions of service, medical insurance and security of staff on mission assignments. Several members concurred that the question of selection procedures was a crucial one and should be addressed by SMCC. They also had complaints about the way mission assignments were dealt with at Headquarters.

89. It was suggested that the question of selection procedures be put on the next SMCC agenda. In CCISUA's view, all duty stations should be given the same opportunities. The importance of addressing the question of conditions of service during mission assignment was stressed and it was suggested that a delegation consisting of the President and another Bureau member should visit missions to ascertain the staff's needs and problems.

90. The Assembly also decided to mandate the Bureau to follow up these questions with the Director of Personnel and to send a letter to her indicating that CCISUA had approved the commencement of consultations on the topics that management had proposed to give priority with the clear understanding, however, that all items concerning mission assignments were of equal importance and would be given equal attention by the working group that was to discuss the issue.

5. PERFORMANCE APPRAISAL

91. The New York delegation reported that the intersessional working group had agreed to implement a pilot test on the performance appraisal system with one major change to the administration's proposal - there would be four, instead of five, rating levels. On the question of limitations on the recourse procedure, the majority of the staff representatives in SMCC XVII had accepted certain limitations. The position of the New York Staff Council, however, was that there should be no limitations on the recourse procedure. The working group had agreed to meet again in January 1994 to discuss the areas that would participate in a sampling survey on performance appraisal, *but no date had yet been given by the administration.*

92. The intersessional working group had also agreed that the task to be performed by the staff member had to be well understood both by the staff member and the supervisor and clearly spelled out at the beginning of the report. Another important change was that in the performance appraisal report itself the staff member would be required to include his/her own comments on the appraisal of the supervisor. It was also pointed out that an agreement had been reached by the working group whereby a list of candidates for rebuttal panels would be established in order to accelerate the rebuttal process.

93. The Assembly decided to instruct its representatives on the working group that was to meet in January to represent the consensus reached by the Assembly that there should be no limitations on the recourse procedure. The staff should have the possibility to rebut the comments as well as the ratings in the performance appraisal reports.

6. HIRING OF PERSONNEL UNDER COMMERCIAL CONTRACTUAL ARRANGEMENTS

94. The delegates of UNHCR, Field Service and UNICEF described the problems posed by personnel hired under commercial contractual arrangements. They included the following: those staff were usually not adequately protected or insured; often they were assigned to supervise United Nations staff in spite of the fact that they were not familiar with United Nations rules and regulations; in some cases they engaged in criminal activities thereby endangering United Nations regular staff, who, by association, were tainted by these employees' unethical behaviour.

95. The Assembly recommended that in view of the fact that the administration had developed and expanded the 300 series for the quick employment of outside personnel for mission assignments the present policy of recruitment under commercial contractual arrangements be discontinued forthwith and entrusted the representatives of UNICEF, UNHCR, FSSU and UNNY with the preparation of a position paper on this question for submission to SMCC XVIII.

7. COVERAGE OF COSTS BY UN OF LEGAL DEFENCE OF DETAINED STAFF

96. UNSCV introduced a position paper and a resolution on the coverage of costs by United Nations organizations of legal defence of detained UN employees requesting the establishment of a fund to cover legal fees; further the establishment of a clear policy to assist detained UN employees; guarantees from the administration that the posts of detained staff would be blocked until their return, that their salaries would continue to be paid and that their families would be assisted with legal advice and, if necessary, protected from harassment. The UNOV Staff Council also requested that this item be placed on the agenda for SMCC XVIII.

97. The Assembly unanimously supported the UNSCV position paper and resolution and decided to request that the item be placed on the next SMCC agenda.

8. DRAFT ST/AI ON SEPARATION FOR ABANDONMENT OF POST

98. The President of CCISUA indicated that when the draft ST/AI had been received in Geneva, the general reaction had been that the administrative instruction should not be discussed by correspondence but should be placed on the SMCC XVIII agenda. The rationale behind that approach had been that, by submitting comments via correspondence, the staff representatives could later be told that they had been consulted. He stressed that for consultations to be meaningful they would have to be conducted in good faith, and on such a serious matter, on a face to face basis.

99. The staff representatives of the New York Staff Union explained that their Council had decided to send its comments because the administration had indicated on previous occasions that the mere sending of a draft administrative instruction by the Administration to staff representatives was tantamount to staff consultation.

100. Several delegations reported that they had received copies of the draft ST/AI from the administration after the deadline for submission of comments had already expired.

101. The Assembly decided to:

- (a) Request that the concept of staff consultation be discussed at the next SMCC meeting;
- (b) Request the administration to send draft administrative instructions by fax rather than by pouch to the individual staff associations/unions;
- (c) Request CCISUA members to send copies of their comments on draft ST/AIs to all CCISUA members for co-ordination of the staff's position;
- (d) Copy the decisions on this question to the USG, DAM, the United Nations Director of Personnel, the President of SMCC and the Rules and Regulations staff concerned.

9. SECURITY AND INDEPENDENCE OF UNITED NATIONS STAFF

102. Four main aspects were covered under this item. First, there was the question of staff members in detention. The largest number of these staff members were in the territories occupied by Israel. Fortunately, as a result of recent developments in that area, it appeared that this problem might soon be resolved. Secondly, there was the question of the increasing dangers to which United Nations staff on mission or working for field-oriented organizations like UNHCR, UNDP or UNICEF were exposed. The number of staff members affected had reached record levels in 1993. A third aspect related to staff on secondment and the need for these staff members to be independent from their Governments. Finally, the fourth aspect referred to the question of supplementary payments received by the nationals of certain Member States. The Secretary General had issued an administrative instruction stating that those payments were illegal and should cease.

103. With regard to the question of supplementary payments, it was pointed out that it was a standing item on the ICSC agenda and that the Commission was supposed to report regularly on this issue. The last time CCISUA had raised this issue in the Commission was 1989. Since ICSC would be discussing Professional remuneration issues in 1994, CCISUA should request that an item be placed on the ICSC agenda for the spring - and, failing that, the summer - session of the Commission. *Supplementary payments were a clear indication of the inadequacy of Professional remuneration.*

104. The Assembly decided to request the CCISUA Bureau to ask the Commission to submit a report on the question of supplementary payments.

105. It was further stated that it was essential to have clear guidelines on when to evacuate and who would determine the need to evacuate. Sometimes there was no agreement between the administration and the Security Co-ordinator. It was also necessary to have a staff training programme for emergency situations as well as a clear policy on whether staff would be allowed to carry firearms. It was essential to make specific recommendations on this issue in the SMCC context.

106. The Assembly decided that UNNY would prepare a position paper on security and independence for submission to SMCC XVIII. It was agreed that the New York Staff Council Committee on Security and Independence would consult with UNICEF staff representatives on this position paper. It was also suggested that the New York Staff Council Committee on Security and Independence serve as focal point for the submission of proposals or comments on this question.

10. SPECIAL MEETING WITH THE CHAIRMAN OF ICSC

107. The Chairman of ICSC, Mr. Mohsen Bel Hadj Amor, thanked CCISUA for its invitation and stressed that he had not just accepted it to deliver a speech but to continue the dialogue with CCISUA.

108. He pointed out that CCISUA's wise decision to resume full participation in the work of the Commission had been an act of responsible and realistic staff leadership. It also had not gone unnoticed by the Member States, who had recognized it in the resolution on the

United Nations common system adopted at the General Assembly's forty-eighth session. He was confident that CCISUA would have no cause to regret the decision taken in the interest of its constituents.

109. With regard to the *agenda for the thirty-ninth session of the Commission*, he said that it consisted largely of a broad-ranging series of studies relating to the remuneration and conditions of service of the Professional and higher categories. It was too soon to say whether any dramatic changes would result from the review. It was certain, however, that the Commission would examine how to improve efficiency, productivity and motivation within the system, whether through a revised compensation package, improved performance management or a combination of the two. He said that there appeared to be a consensus among all parties that some improvement was needed, though views might differ as to what was needed, why and when. He pointed out, however, that the Member States had remained resolute in their desire to curtail waste and improve efficiency - a goal which could only be met with the full and active participation of an empowered work force. The Commission, with its interlocutors, would play a catalytic role in that process. The Commission also looked forward to a creative and positive contribution by the staff.

110. After the ICSC Chairman's statement, there followed a lively exchange of views between CCISUA members and the Chairman. On the first subject, the Commission's intentions regarding the main agenda item of the forthcoming spring session - *Professional remuneration*- the ICSC Chairman said that the extensive review of Professional remuneration scheduled for 1994 represented a bold move. Unfortunately, it was not the best time to conduct such a review. The current world economic recession and the financial difficulties that some Member States were experiencing did not create a favourable environment for such an exercise.

111. He stressed that when he had discussed the question of a new review of Professional remuneration with Member States, he had not found any real opposition to the idea. He thought, however, that special attention would have to be paid to the Member States' concern about increasing productivity in exchange for any improvements. He also did not think it would be possible to complete such a far-reaching exercise like the review of Professional remuneration in one year. Among other things, the question of whether to establish a working group would have to be looked into. In any case, he was of the view that it was not just a question of granting an across-the-board increase, as had been done at the time of the comprehensive review, and then find that it was cancelled out by inflation. This time it would be necessary to establish a system that would be in place for a sufficiently long period of time.

112. CCISUA members hoped that the world economic crisis would not be used as a pretext to avoid taking the measures that were necessary to redress the situation concerning Professional remuneration. Such an approach would only exacerbate the deep sense of frustration and demoralization among staff and create dangerous conditions.

113. With reference to the *changes introduced by the ICSC Secretariat after adoption of ICSC reports* it was emphasized that CCISUA had resumed participation in the Commission only after it had received certain assurances from it regarding different procedural aspects. CCISUA believed that the process had been a constructive one. However, every consultation

process required constant adjustment and CCISUA found it very difficult to accept that any substantive - as opposed to editorial - changes should be introduced in a report after its adoption, as had been the case with the report on the Commission's thirty-eighth session.

114. The ICSC Chairman replied that when he had first come to the Commission, he had instructed the Secretariat not to make any changes in the Commission's reports once they had been adopted. He noted that the changes in the Commission's report on the thirty-eighth session had first come to his attention when the CCISUA representatives had pointed them out to him. He had immediately held a meeting with various members of the Secretariat involved in finalizing the report, who had explained to him that the changes had been introduced so as to avoid negative interpretations of certain post adjustment decisions adopted at that session.

115. He further said that at the meeting he had insisted that all participants in the session as well as ACPAQ's members should have been notified in writing of the proposed changes. Another option would have been to put those questions on the agenda for the Commission's thirty-ninth session. In any case, he would meet in New York with CCISUA's representatives to decide on how to proceed regarding the changes. In this context, the ICSC Chairman also noted that all substantive contributions of staff representatives to the Commission's debate should be reflected in the relevant sections of the Commission's report. He assured the CCISUA membership that this would be done in all future reports.

116. On the question of *post adjustment problems at individual duty stations* the ICSC Chairman assured the concerned CCISUA members that the ICSC Secretariat would do the necessary research as soon as its busy work schedule would allow it.

117. The ICSC Chairman was asked to provide the calendar for the current *round of salary surveys at headquarters duty stations* and to inform the Assembly whether it would be possible to discuss the specific conditions at individual duty stations prior to holding a salary survey. It was recalled that the Chairman had promised that he would do his best to ensure that the new methodology was applied with flexibility.

118. The ICSC Chairman informed that the calendar for the remaining salary surveys at headquarters duty stations was the following: In 1994, New York and Rome; in 1995, Geneva and Vienna and in 1996, London. The Paris and Montreal salary surveys had already taken place. On the second question, the Chairman confirmed that formal or informal discussions with the administration and staff would be held to ascertain specific problems of individual duty stations. Should there be difficulties with the interpretation of an aspect of the methodology, he - the Chairman - would act as arbiter in such a situation.

11. CCISUA ASSEMBLY - OTHER ITEMS

119. The Assembly discussed various other items such as career development, problems at individual duty stations (particularly at regional commissions), the establishment of a UN scholarship fund, full-time release of Staff Council presidents/chairpersons and administrative secretaries, the Fiftieth Anniversary of the UN, the publishing of a CCISUA Newsletter, the access of non-Headquarters GS staff to the New York Credit Union and CCISUA-internal financial and statutory matters.

IV. STAFF-MANAGEMENT CO-ORDINATION COMMITTEE³

A. SEVENTEENTH SESSION OF THE SMCC

120. The Seventeenth Session of SMCC was held in New York from 20 to 23 September 1993 with a pre-SMCC session from 16 to 17 September 1993. The United Nations Staff Council, Vienna, was represented by Peter Frank and Helga Spielmann. The recommendations of SMCC XVII were submitted to the Secretary-General for approval in October 1993.

121. Below please find a summary of the discussions as far as they are of interest to UNOV/UNDCP. The report of SMCC XVII and background papers are available at the Staff Council Office (room E0425/6, ext. 3588/5534).

B. PROMOTION AND PLACEMENT SYSTEM

122. A draft administrative instruction was introduced by the representatives of the administration. Several aspects were extensively discussed, such as the elimination of the annual register and its replacement by a continuous review, the maintenance of the role of departmental panels and of the pre-review letters for staff members not recommended by their departments, to provide additional information to the appointment and promotion bodies.

123. The provisions in the draft and the staff observations were examined and it was decided to refer the matter to a small working group. An amended draft based on the working group's recommendations was endorsed by the plenary of SMCC, which finally recommended that this text on a new placement and promotion system, as modified, be promulgated and the necessary amendment to the Staff Rules submitted to the General Assembly at its 48th Session.

C. PERFORMANCE EVALUATION SYSTEM (PER)

124. The item was introduced by the USG/DAM who impressed upon the participants in SMCC XVII her strong belief in the necessity for establishing a new system for the evaluation of the staff's performance. Along with the USG/DAM, the staff representatives also assigned top priority to this matter and considered it essential both to recognize the staff members' abilities and to create a new - and more responsible - management culture.

125. A draft proposal together with a draft PER form were submitted by the administration and examined in the light of the written comments of the staff. It was agreed to establish and clarify certain questions of principle. The most important principles emphasized by the staff side were the following:

³ The SMCC is an annual meeting between top administration officials and staff representatives from UN Secretariat offices world-wide, to discuss and take decisions on recommendations to the Secretary-General on personnel and staff-welfare questions.

- (a) The new appraisal system should be performance-based;
- (b) Its implementation should be preceded by extensive training for managers if the aim of creating a new and more effective managerial culture was to be realized in the future;
- (c) The new system should be tested prior to its implementation.

126. A small task force consisting of staff and administration representatives examined the administration paper but, regrettably, could not finalize its work. The staff side of SMCC XVII entrusted its colleagues of the New York Staff Committee to continue the negotiations on the paper with Administration. Pending decisions concern the five stages of the evaluation system, the exact definition of its four ratings and the design of a recourse procedure.

D. MEMBERSHIP IN ADVISORY BODIES

127. A draft ST/AI was introduced by the Administration, the main purpose of which was the avoidance of real or perceived conflicts of interest of participants in advisory bodies, particularly those related to the administration of justice and appointment and promotion.

128. The representatives of the staff stated that while they were fully in agreement with the need to avoid any real or perceived conflicts of interests that may impair the impartiality and objectivity of participants in advisory bodies, they objected to some of the provisions in the draft ST/AI that could be considered as curtailment of their participation in advisory functions as established in the Staff Regulations and Rules. The staff representatives suggested to re-issue and circulate the Standards of Conduct for the International Civil Service rather than producing an ST/AI with similar contents and aim.

129. The Administration took note of the Staff's comments and decided to withdraw the draft ST/AI from the Agenda of SMCC XVII.

E. NEW 300 SERIES OF STAFF RULES

130. The Administration emphasized the necessity for a revision of the 300 Series of Staff Rules to create the legal framework for the introduction of a new type of contractual status - appointments of limited duration (LD). After detailed discussions the following was agreed by both sides:

131. The new 300 Series must not be used to replace existing series of Staff Rules (100 or 200 Series) but to complement them in providing an appropriate form of contract for staff specifically recruited for peace-keeping, peace-making, humanitarian and emergency operations. Consequently, these contracts will clearly indicate that the service of the staff so recruited will be limited to the operation. Staff hired under such contracts may be recruited for a maximum of 3 years and, under exceptional circumstances, extended by one more year. While such staff may be allowed to apply for regular posts after a defined period of service

on 300 Series status, they will still be considered as *external* applicants and, consequently, career chances of staff under the 100 or 200 series will not be affected.

132. In addition to their base salary such staff will receive non-pensionable lumpsum allowances which will take into consideration the recruits' qualifications and compensate for non-payment of a number of allowances presently payable to mission recruits. Further, it must not be the intention to place limitations on the current practice of sending UN staff to missions where their inside-knowledge and experience provides a much needed and stabilizing element. The new 300 Series appointees will remain supplements to senior staff under the 100 or 200 Series.

133. On the understanding that the above principles and clarifications would be reflected in the relevant administrative instruction, SMCC recommended that suitably amended 300 Series of the Staff Rules be introduced to allow for appointments of limited duration.

F. THE CONSEQUENCES OF "RESTRUCTURING" ON JOB SECURITY

134. CCISUA presented a position paper on the subject which had been prepared by the delegation of UNSCV. During the discussion of the item the New York Administration publicly commended both Administration and Staff of UNOV for the efficient way in which the restructuring exercise and its impacts on job security had been handled at UNOV/UNDCP.

G. AGE OF SEPARATION

135. The representatives of the staff proposed that, in view of the fact that many professional staff members have been recruited at a later age and therefore their careers and pension entitlements were limited, the mandatory age of separation, at least for those with less than 20 years of service, be fixed at the age of 62, without altering the retirement age and pension entitlements presently in effect.

136. It was agreed that the matter needed to be looked into in a more comprehensive manner. Taking into account observations from the Legal Adviser, it was decided that the matter should be brought up more appropriately in the context of the Pension Board deliberations as a measure to improve the actuarial situation of the Fund.

H. OTHER AGENDA ITEMS AT SMCC XVII

137. A variety of other important issues were discussed at SMCC XVII such as assignment of staff to and re-integration from mission service, G to P examinations, advance notice for non-renewal of fixed-term contracts, budgetary grouping of posts (P-1 to P-4), unified personnel nomenclature, facilities to be provided to staff representatives, conversion from the Field Service to the Professional Category, relations between staff representatives and their supervisors, application of the Medical Insurance Plan to certain duty stations, status of women in the Secretariat, career development, 50th Anniversary of the UN and other topics.

V. COMMON SYSTEM ISSUES

A. THE INTERNATIONAL CIVIL SERVICE COMMISSION (ICSC)⁴

138. In July 1992, the ICSC held its summer session in London. One of the items on its agenda was a review of the methodology for General Services salary surveys at headquarters duty stations. When it became clear that the Commission was not reviewing the methodology but was determined to change it in a way which would not permit fair salary surveys any more, the representatives of CCISUA and FICSA decided to discontinue their participation at that Session. Subsequently, staff councils of all the member organizations system-wide endorsed this decision and CCISUA and FICSA decided, in a meeting in September 1992 to suspend participation in all meetings of the Commission until staff were satisfied that ICSC has resumed work as mandated, that is, as a purely technical body.

139. The implications of this new methodology, of which the General Assembly took note at its 1992 session and which is, therefore, in effect since then, have been published in a FOCUS; below a brief summary:

- (a) The ICSC Secretariat will have the exclusive responsibility for, and supervision of future GS salary surveys, making staff participation totally ineffective. The former methodology called for a tripartite salary survey body (staff representatives, administration and the ICSC Secretariat). In the future, the role of staff will be reduced to that of bystanders, possibly useful only to do some preparatory work. The ICSC Secretariat and its Chairman will be responsible for all decisions;

⁴ The ICSC was established by the General Assembly in 1974 "for the regulation and coordination of the conditions of service of the United Nations common system". It consists of 15 members appointed by the General Assembly of whom two, the Chairman and the Vice-Chairman, serve full-time. The Commission normally meets twice a year and is supported by a Secretariat.

The ICSC was entrusted with a wide range of functions and powers. To mention just a few: To make **recommendations** to the General Assembly on the broad principles for the determination of the conditions of service of the staff; the scales of Professional salaries and post adjustments; allowances and benefits and staff assessment; to **establish**, at Headquarters duty stations, the relevant facts for, and make recommendations as to, the salary scales of GS staff; if requested by an executive head and after consultations with staff, it may also **determine** the salary scales at a particular duty station. **The salary scales so determined shall apply to all staff in the same category at the duty station.**

Article 3 of the ICSC's Statutes states that "The members of the Commission shall be appointed in their personal capacity as individuals of recognized competence....." and Article 6 states that, inter alia, "....Its members shall perform their functions in full independence and with impartiality; they shall not seek or receive instructions from any Government, or from any secretariat or staff association of an Organization in the United Nations common system....."

Under Rule 37 of the Commission's rules of procedure, representatives of CCISUA and FICSA may attend meetings and may address the Commission on any matters on its agenda.

- (b) In the future, compensation for local salary increases and inflation (interim adjustment) will not be granted in salary survey years, but added to a salary increase which results from the survey at a later date. With the proposed new methodology, it will be easy to manipulate survey results and to eliminate any interim adjustment due in the same year.
- (c) As of the next Vienna salary survey (1995/96), the 4 % language factor, up to then an integral part of Vienna GS salaries, will be abolished and GS salaries will automatically be reduced by 4 %. *This recommendation was initiated by the IAEA Administration.* The language factor was established to compensate for the fact that in Vienna the duties and responsibilities of a GS post are carried out mainly in English, a language considered foreign at the duty station, while local salary survey results in Vienna are established on the basis of jobs performed in German, the language of the locality. A job carried out in English in Austria has a higher salary value on the local market than a job performed only in the local language. *This justification for the language factor still applies and, according to expert advice, this ICSC decision should be legally challenged once it is implemented.*

140. It will be appreciated that the 14th Session of UNSCV, therefore, did not "inherit" an easy task; extensive negotiations took place within CCISUA and, thereafter, between the CCISUA Bureau and the ICSC. An exchange of letters of understanding, containing the below outlined concessions, finally lead to the decision of the CCISUA membership to resume participation in the deliberations of the Commission in July 1993:

- (a) Commission decisions requiring secretariat studies will take into account the views of all parties concerned;
- (b) Studies prepared by the secretariat will, before being presented to the Commission, be subject to prior discussion with administration and staff representatives;
- (c) There will be informal discussions on issues affecting conditions of service of staff with the Commission;
- (d) If, after due discussion, no agreement is reached among the parties, it will be possible, at the request of one of the parties, to set up a tripartite working group to propose a solution to the Commission;
- (e) All parties will have access to all information available to the Commission's secretariat and will receive support by the secretariat in presenting their views to the Commission.

141. It has been made perfectly clear to the Commission that CCISUA's return to the negotiating table with ICSC *should not be seen as a consent to the decisions taken by ICSC*

on pensions and salaries of General Service. ICSC was further informed that CCISUA would expect it to respect the current agreement and to proceed in a more co-operative and constructive spirit in the future.

142. CCISUA's decision to resume participation in ICSC deliberations was, undoubtedly, a very risky and courageous one as ICSC had not taken back its decisions with regard to the General Service salary survey methodology which had prompted CCISUA's "exodus" from the Commission in 1992. The 1993 summer session in Vienna and, in particular, the GS salary survey at UNESCO, Paris, was the first "test run" for the "new relationship" between Staff and Commission. It was the first application of the revised methodology for GS salary surveys and it was also the first time that ICSC conducted a salary survey without the participation of the staff.

143. To CCISUA's satisfaction, the Commission remained committed to the framework of the "new relationship", as agreed between the CCISUA Bureau and the ICSC Chairman. UNESCO's General Service salary survey was discussed in a constructive manner and the staff delegates, generally, commented positively on the Commission's deliberations. The Chairman of ICSC, Mr. Mohsen Bel Hadj Amor, also appeared at the CCISUA Annual Assembly, which was convened in Vienna in January 1994, to reiterate his commitment to fair negotiations and the Commission's interest in comprehensive input from the staff to the agenda items of ICSC's forthcoming spring session in Bangkok.

144. At the recent CCISUA Assembly in Vienna, the entire membership of CCISUA expressed its full appreciation to the CCISUA Bureau for the guidance and prudent judgement exercised in the negotiations with ICSC, CCISUA's return to the negotiating table and the establishment of mutually respectful relations with the Commission.

B. PROFESSIONAL SALARIES AND PENSIONS

*Please note that credit for this item must go, with appreciation, to the
IAEA Staff Council President.*

1. Salaries of Professional Staff

145. Under the application of the 12-month rule for cost-of-living adjustments, Professional staff in Vienna were granted an average salary increase (net base salary plus post adjustment) of 4.8% effective 1 July 1993. While this is already a major improvement compared with the extended periods of salary freezes of previous years, it neither makes up for the losses in purchasing power experienced by Professional staff since 1984, nor can it keep up with the pace of rising costs experienced by international civil servants in Vienna with respect, for example, to housing and schooling (Vienna International School, in particular). Furthermore, it does not close the gap between the United Nations system organizations and other international organizations, such as the OECD, the World Bank and the European Community. The salaries of employees in those organizations are some 30% to 40% higher. In addition, staff in those organizations can expect a pension that is between 26% and 70% higher than for staff of the United Nations system organizations.

146. With respect to the latest margin calculations (United Nations salaries are maintained at a level that is 10-20% above the United States civil service salaries), the ICSC has reported to the United Nations General Assembly a margin for 1993 of 114.2% and has projected a margin of 112.4% for 1994. As to future developments, as a direct result of budgetary constraints, the United States Government has recently decided to delay implementation of the United States Federal Employees Pay Comparability Act of 1990 (FEPCA), which is expected to close the gap between salaries in the public and private sector in the United States (about 20% for Washington and 30% for New York), and should slowly provide some relief for Professional staff in the United Nations system. Implementation of FEPCA was originally due to begin in January 1994 (effects on United Nations salaries would not be apparent until a year later) and it was intended that the gap should be closed over a 8-year period with an increase granted to close the gap by 20% in the year of implementation, followed by increases in the 8 years following implementation to close the gap by a further 10% each year. The exact details of the latest situation with respect to the implementation of FEPCA are not yet available.

147. On the following pages please find statistical and graphical data which illustrate the professional salaries' loss of purchasing power in Vienna during the period July 1984 to July 1993:

B. PROFESSIONAL SALARIES AND PENSIONS

1. Salaries of Professional Staff

PROFESSIONAL SALARIES		
EVOLUTION OF THE MONTHLY TAKE-HOME PAY OF A VIENNA-BASED P4/VI DURING THE PERIOD JULY 1984 TO JULY 1993 (in Austrian Schillings)		
Month	Take-home pay ⁵	Austrian Consumer Price Index % changes
JULY 1984	66 497	0.0
JANUARY 1985	67 608	2.1
JULY 1985	68 241	3.5
JANUARY 1986	62 664	5.1
JULY 1986	60 843	5.1
JANUARY 1987	60 088	5.5
JULY 1987	60 222	7.6
JANUARY 1988	60 637	7.4
JULY 1988	60 350	9.7
JANUARY 1989	60 013	9.7
JULY 1989	61 032	12.6
JANUARY 1990	60 808	12.9
JULY 1990	63 341	16.0
JANUARY 1991	62 773	16.7
JULY 1991	63 800	20.2
JANUARY 1992	63 239	21.2
JULY 1992	65 580	25.0
JANUARY 1993	65 224	26.0
JULY 1993	68 332	

Conclusions to be drawn from the above table:

Increase in cost of living (inflation):	+ 29.4
Increase in take-home pay necessary to restore purchasing power to the July 1984 level:	+ 25.9
Percentage rise of relevant Austrian Wage Index:	+ 58.0
Increase in absolute level of Professional take-home pay:	+ 2.8

By way of comparison to give some indication of the real losses experienced by Professional staff in Vienna:

Increase in average rental costs for new leases in Vienna from 1985 to 1993:	+ 98.0
Increase in school fees for the upper grade levels at the Vienna International School from 1985 to 1993:	+ 139.0

⁵ Base salary plus post adjustment (dependency rate) minus staff member's contribution to the UN Pension Fund

VI. VIC ISSUES

A. UNITED NATIONS DAY 1993

156. The 1993 United Nations Day was organized by the UN Staff Council on behalf of all Vienna-based Organizations on Friday, 22 October 1993. *EUREST* once again transformed the Cafeteria into a gourmet's delight with an international buffet serving food and drinks from all five continents.

157. The Staff Council would like to express its gratitude to *EUREST*, *Creditanstalt-Bankverein*, *Bank Austria AG*, *Cosmos Travel Agency*, *Magnavox - VIC Video Club*, *Laudon-Wäscherei*, *Schrack-Telecom AG*, *American Express Travel Office*, *Morawa*, *Zürich Kosmos Versicherung*, and *Center Nachrichtentechnik* whose generosity provided the means to offer a glass of sekt or orange juice to each and everyone. Special thanks are again due to Mr. Kriser and to the chef of *EUREST* for their continuing co-operation and professionalism.

158. During lunchtime in the Rotunda the VIC Staff was entertained by musical performances of a mixed group of amateurs and professionals. The programme started off with "an experience in brass" - a group of top professionals called Brassissimo. They were followed by a children's orchestra which received particular praise and applause. An African Balafon (Xylophone) Group concluded the festivities. Our special thanks to all of them who played for free, but most professionally in honour of the United Nations Day 1993.

159. Last, but not least, the biggest thank you of all must go to Eileen Brown who shouldered the enormous workload connected with the preparation of UN Day almost singlehandedly and did an outstanding job.

160. As is shown on the balance sheet below, UN Day 1993 yielded a net profit of AS 45,781.28. The UNSCV share is AS 15,260.43.

Income and Expenditure UN DAY 1993	
Donations	1993
EUREST	5,000.00
Creditanstalt-Bankverein	2,000.00
Bank Austria AG	2,000.00
Cosmos Travel Agency	1,000.00
Magnavox - VIC Video Club	5,000.00
Laudon-Wäscherei	2,000.00
Schrack-Telecom AG	2,500.00
American Express Travel Office	1,500.00

Morawa	500.00
Zürich Kosmos Vers.	1,500.00
Neuburg & Son Dry Cleaners	2000.00
Center Nachrichtentechnik	3,000.00
Subtotal 1	28,000.00

Other	
Markup from food in Cafeteria (AS 15 per plate)	27,675.00
Miscellaneous	1,287.28
Subtotal 2	28,962.28

Expenditures	
Orange juice / Sekt (Commissary)	9,036.00
Catering for Musicians (EUREST)	2,145.00
Subtotal 3	11,181.00

Subtotal 1 + Subtotal 2	56,962.28
(Subtotal 3)	11,181.00
TOTAL PROFIT	45,781.28

B. STAFF DEMONSTRATION AT THE OCCASION OF THE WORLD CONFERENCE ON HUMAN RIGHTS

161. On Wednesday, 16 June 1993, at the occasion of the World Conference on Human Rights in the Austria Centre - Vienna, a silent demonstration was organized jointly by the Association for the Security and Independence of International Civil Servants (ASIICS), the Federation of International Civil Servants' Association (FICSA) and the Co-ordinating Committee of International Staff Unions/Associations (CCISUA), to draw the world's attention to the fates of over 100 UN colleagues who have been detained, deported, abducted, expelled or attacked by Member States or by the people they have been working to help. Posters with the names of missing colleagues were displayed and of those, about 50 were UN Staffers who have been killed in the line of duty since 1973. A very large number of VIC staff participated and there was strong media interest in the demonstration. The organizers had the expected, sufficient opportunity to relay their message to the public. UNSCV hopes that the unacceptable security situation of UN colleagues in many parts of the world will, in the future, receive the attention from Member States that it deserves.

C. "DONAU-CITY"

162. In spring 1993, on the initiative of UNSCV, contacts were established between Austrian marketing group involved in the development of the, so-called, "Donau-City" project and the VIC Staff Association/Unions. Staff representatives were informed that in the close vicinity of the VIC the second Vienna city centre - the "Donau-City" - will be developed. The whole settlement will be located between the southern border of the VIC/Austria Centre and the banks of the river Danube, reaching from Reichsbrücke to the Danube Park. "Donau-City" will comprise of a typical urban mix of buildings, offices, research, medical and educational facilities, a large variety of stores and restaurants and coffee shops, some entertainment and cultural facilities as well as a hotel and a large number of condominiums and flats.

163. A questionnaire to determine the market demands at "Donau-City" was drafted and distributed to all VIC staff. They were asked, as the closest neighbours and potential major user group of "Donau-City", to complete the questionnaire in order to help the city planners to optimize the "Donau-City" facilities. The questionnaire was a great success with more than 1,600 staff members responding to it. This is an exceptionally fine example of co-operation of staff considering that the "Donau-City" project will not be finalized before the year 2002 and, consequently, have its full impact on a future "VIC-generation".

D. HUMANITARIAN AID FOR INFANTS IN BOSNIA

164. Before the summer holiday season, UNSCV participated in an initiative of the IAEA Staff Council for the purpose of raising funds for the victims of the civil war in Bosnia. The project took the form of a door-to-door money collection throughout the VIC and resulted in a total contribution of VIC staff of over AS 90,000.-. After some discussion the donation was entrusted to CARE AUSTRIA, in particular to their "hygienic project". 100 baby hygienic parcels, including packaging and transportation, could be financed; they contained baby shampoo, baby bath, baby oil, baby clothes, detergent, diaper, etc. (supplies per package last for six months) and were distributed by CARE AUSTRIA officials among female refugees with small children in Tuzla, Central Bosnia.

165. UNSCV would like to thank all UNOV/UNDCP colleagues who have contributed to the good cause as well as all those who, during lunchtime, volunteered to go from door to door asking for donations. Our wholehearted thanks to all of you!

E. VIC STAFF COMMITTEE

166. The Staff Council Presidents of the IAEA, UNIDO and UNOV continued to meet informally, whenever necessary. Consultations invariably took place in a congenial atmosphere and thanks are herewith extended to Judy Lavnick-Wainstead and Walter Scherzer for their co-operation.

VII. REPORTS OF JOINT BODIES AND WORKING GROUPS

A. CATERING ADVISORY COMMITTEE

167. The Committee met four times in 1993. The report on the VIC Catering Service for 1992 was submitted in May 1993. The total turnover in 1992 amounted to AS 58,989,234.00, of which AS 45,711,822.00 (77.5%) related to food and AS 13,277,412.00 (22.5%) to beverages. The financial statements show that in 1992 the Catering Service's operation closed with a surplus of AS 819,780.00, while the cumulative net balance available, i. e. after deducting liabilities and reserves for termination benefits, amounts to AS 6,681,633.00.

168. Effective 1 January 1993, a contract of extension for a period of seven years was awarded to EUREST Restaurationsbetrieb GesmbH.

169. To reduce waiting time during peak periods, one additional cash register was installed. Hygienic tests of food, air and work utensils continue to be carried out by the Austrian Federal Institute of Hygiene and the VIC Buildings Management on a regular basis. Further, a renovation of the Patisserie and adjoining areas was carried out in 1993.

B. COMMISSARY ADVISORY COMMITTEE

170. The Committee met 5 times in 1993. The Selection Sub-Committee, a subsidiary body of the Joint Commissary Advisory Committee involved in the evaluation of goods carried and the selection of items to be introduced, met 4 times.

171. The Report on the Operation of the VIC Commissary, submitted in May 1993 for the year 1992, showed an increase in sales of 2.31% compared to 1991. The distribution of the total turnover within the main article groups in percentages for 1990, 1991 and 1992 for comparison, is given below:

VIC COMMISSARY - turnover of articles			
Articles	1990	1991	1992
Food	34.97%	34.90%	34.89%
Cosmetics	20.09%	20.64%	20.91%
Non-Food	14.77%	14.30%	14.17%
Wine	13.79%	13.57%	13.32%
Tobacco	9.51%	9.58%	9.67%
Hard Liquor	6.87%	7.02%	7.04%
<i>In actual figures, sales increased from AS 325,39 million to AS 332,90 million in 1992.</i>			

172. In 1992, the Commissary suffered an operational loss of AS 5.39 million. As in previous years, it was the non-operational income, such as interest on investment and advertising revenue, which contributed to the fact that an overall net profit was achieved.

173. The Committee, *inter alia*, examined the question of the new computer system for the Commissary and welcomed the idea of payment by Bankomat cards. The new manager, Mr. Georg Pluess, a Swiss national, was introduced to the Committee at its November meeting.

C. JOINT ADVISORY GROUP ON THE VIC GARAGE OPERATION

174. The JAGGO submitted its revised parking rules for the Vienna International Centre to the chairs of the three Joint Advisory Committees for approval in December 1992 and met for the last time on 2 February 1993. Since that time, it has transpired that further Garage-related consultations are being held among representatives of the Administration of the three Vienna-based organizations with the aim of reviewing and simplifying the said rules. The question of Garage rules and their implementation has to be seen in the overall context; although it might be nice to do away with rules and regulations, the fact remains that the parking facilities have been repeatedly abused by staff members and that observance of some set of security measures has to be enforced in the interest of all Garage users.

D. STAFF ASSISTANCE FUND

175. The Staff Assistance Fund was established to provide low interest loans to staff members of UNOV/UNDCP and UNIDO located at Vienna as outlined in Information Circular UNIDO/DA/INF.266/Rev.1 dated 15 October 1991. The financial resources are provided by the Staff Welfare Board from the mark-up of commissary items, and the Fund is administered by the Staff Assistance Committee.

176. The Staff Assistance Committee met 12 times during 1993. All together 56 loans were granted to UNOV/UNDCP Staff amounting to AS 7,256,107.

177. The Fund's activities are summarized briefly as follows:

Staff Assistance Fund			
Year end as of 30 September	1991	1992	1993
Number of loans approved and disbursed	251	252	220
Total of value of loans approved and disbursed	AS19,997,000	AS21,956,000	AS19,785,000
Average amount of loan	AS79,700	AS87,100	AS89,900
Total amount of all outstanding loans as of 30 September	AS22,733,079	AS24,403,905	AS20,761,408

E. STAFF WELFARE BOARD

178. In 1993, the Staff Welfare Board held six meetings. The Staff Welfare Board provided financial support for UNIDO, UNOV and UNRWA to attend the 1993 Inter-Agency Games in Cervia Milano Marittima. The Staff Welfare Board sponsored a lecture on "Ergonomics" of the Wellness Programme and a lecture on "Health Promotion for Retirees" for the Association of Retired International Civil Servants. AS 5,000.- were granted as a contribution subsidy towards the acquisition of new lockers in the changing room in F09. A subsidy was approved for the attendance of four UNIDO staff members at the FICSA Council in Brazzaville. The requests from the UN Staff Council, Vienna, have been favourably dealt with, namely a request for a subsidy for the travel of the alternate delegate to the SMCC XVII meeting in New York and towards hospitality for hosting the CCISUA Assembly 1994 in January 1994 in Vienna. Requests for grants from the Basketball Club for a scoreboard/clock and the Confraternidad Hispanica for a video cassette recorder/player have also been approved. The Staff Welfare Board has reviewed projects in the interest of staff at large and will continue this review in its 1994 work programme.

F. JOINT JAC ADVISORY COMMITTEE ON THE VIC CHILD CARE CENTRE

179. Meetings were held with the Head of Vienna's 22nd District and the Head of the Youth Authorities, the purpose of which was to find ways and means of obtaining additional support for the attempt to expand the current facilities. While it was confirmed that the present municipal child care facilities in the "Weissau" will be expanded in 1995 to accommodate four more groups, no support could be obtained for the allocation of additional municipal places in the new "Donaustadt". If municipal child care facilities are built, they will be reserved primarily for residents of the area.

180. The Advisory Committee was informed by the Magistratsabteilung 11 (MA11) of the Municipality of Vienna, which is the responsible authority for erecting new kindergartens or expanding existing ones, that the concept of the municipality, that children should be placed in the nearest child care centre in the district of residence and not in the district of employment, remains unchanged. The fact that VIC working hours make it very difficult to reach a child care centre in another district is not considered in the assessment of the MA11. The UNSCV representative on the Committee admitted that the whole scenario was quite discouraging.

G. FACT-FINDING GROUP ON CLUBS AND COMMERCIAL ACTIVITIES

181. This group had not officially met for at least five years and efforts have been instigated to reactivate it. Only provisional terms of reference have been established. UNOV, IAEA and UNRWA have nominated staff representatives to the group and the IAEA Administration has nominated a representative. Efforts are being made to get nominations from the staff of UNIDO and administration representation of UNIDO, UNRWA and UNOV.

H. VIC RECREATION COMMITTEE

182. This is another of those committees that have been dormant for years. With the efforts of the chairpersons of the IAEA and UNIDO Staff Activities/Recreation Committees, this Committee has been revived and new terms of reference have been submitted to the VIC Staff Committee for approval. The Committee intends to co-ordinate the use of common facilities in the VIC.

I. UNOV WOMEN'S GROUP

183. The UNOV Women's Group was very active during the year. It decided to break itself into task forces to consider problems affecting specific sub-groups of women staff members. Task forces on general service matters, professional matters and welfare matters were established, and the general group also continued to meet regularly. Monthly meetings of task forces and of the general group took place on Thursday during the luncheon break.

184. Several approaches, formal and informal, were made to OHRM and Personnel Services through the Co-ordinator to assist individuals or groups who were facing problems of an administrative type, *inter alia* in connection with the restructuring of the Secretariat.

185. The feasibility of establishment of a committee at UNOV with similar functions as the Headquarters Steering Committee for the Improvement of the Status of Women, possibly with involvement of the UNOV Women's Group, was investigated with the Director of Personnel Services. The Women's Group established contact with the Headquarters Steering Committee, and compiled a full set of administrative issuances and other documentation relating to women in the Secretariat for the Group's use in future activities. Modalities for establishing a fund-raising activity were discussed, as was the matter of statutes, which might follow the same lines as those of the VIC Women's Group.

186. In January, it was decided to suspend meetings of the UNOV Women's Group so that members might devote their time instead to the preparations for observance of International Women's Day being carried out by the VIC Women's Group. After Women's Day, on 8 March, the Group will resume its regular meetings and draw up its work programme for the coming year.

Month	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
1	1	1	1	1	1	1	1	1	1	1	1	1	12
2	1	1	1	1	1	1	1	1	1	1	1	1	12
3	1	1	1	1	1	1	1	1	1	1	1	1	12
4	1	1	1	1	1	1	1	1	1	1	1	1	12
5	1	1	1	1	1	1	1	1	1	1	1	1	12
6	1	1	1	1	1	1	1	1	1	1	1	1	12
7	1	1	1	1	1	1	1	1	1	1	1	1	12
8	1	1	1	1	1	1	1	1	1	1	1	1	12
9	1	1	1	1	1	1	1	1	1	1	1	1	12
10	1	1	1	1	1	1	1	1	1	1	1	1	12
11	1	1	1	1	1	1	1	1	1	1	1	1	12
12	1	1	1	1	1	1	1	1	1	1	1	1	12
Total	12	12	12	12	12	12	12	12	12	12	12	12	144

Total number of meetings from 20 March 1992 to 2 March 1994:
11 regular, 1 Extraordinary and 2 Director-General meetings.
Absence given only for the regular meetings.

Annex 1: Staff Representation

UNIT REPRESENTATION OF REPRESENTATIVES AND/OR ALTERNATES AT COUNCIL MEETINGS										
Meeting	Date	CSDHA	DACS	ITLB	MPIS	UNDCP	ODG	UNIS	UNPA	UNSS
1	29.3.93	6	2	1	2	7	2	2	2	4
2	22.4.93	2	3	1	2	3	1	-	2	2
3	20.5.93	3	3	-	1	3	-	1	1	2
4	14.6.93	3	3	-	1	5	-	1	1	3
5	1.7.93	1	3	1	1	2	-	1	1	2
6	26.8.93	2	2	-	1	5	-	1	1	2
7	14.10.93	1	3	1	1	3	1	-	1	2
8	18.11.93	2	-	1	-	3	1	1	1	2
9	16.12.93	2	2	-	-	3	1	1	1	2
10	18.1.94	1	4	1	-	2	1	1	1	2
11	2.3.94	1	2	1	-	2	-	1	1	2

Total number of meetings from 29 March 1993 to 2 March 1994:
11 regular, 1 Extra-ordinary and 2 Director-General meetings.
Attendance given only for the regular meetings.

Officers of the Staff Council

Staff Council	Presiding Officer	Liselotte Waldheim-Natural
Staff Committee	President	Peter Frank
	Secretary	Emil Wandzilak
	Treasurer	Eileen McCafferty (until 14 June 1993)
		Morten Johannessen (from 14 June 1993)
	Rapporteur	Simeon Sahaydachny
Unit Presidents	CSDHA	Burkhard Dammann
	ITLB	Jernej Sekeloc
	UNDCP	Glenn Mitterman
	UNPA	Harald Schober
	UNSS	Abdulkhalek Mansour
Polling Officers	Chairperson	Rosemarie Bulant
		Raul Dano
		Gertraud Fichtenthal
Auditing Committee		Mathew Kurinjimala
		Elwood Graham
		Udo Raich
UNSCV Representatives at the Staff Management Co-ordination Committee XVII New York, September 1993		Peter Frank
		Helga Spielmann
UNSCV Representatives at the 9th CCISUA Assembly UNOV, Vienna - January 1993		Peter Frank
		Helga Spielmann
		Emil Wandzilak
		Morten Johannessen
		Liselotte Waldheim-Natural
		Julia McGeough-Widowitsch
		Minhazur Rahman
		Smart Eze
		Anders Norsker
		Ragupathy Sankaran
		Akira Fujino
UNSCV Representative at the CCISUA Bureau Meeting, New York - November 1993		Peter Frank
UNSCV Representative on Mission to the UN Interregional Crime Research Institute Rome, November 1993		Helga Spielmann

***Annex 2: Representatives and Alternates
on Joint Bodies and Working Groups in 1993***

Joint Bodies

Joint Advisory Committee of the
United Nations Office at Vienna

Members

Peter Frank
Helga Spielmann
Akira Fujino

Alternates

Dimitrios Vlassis
Leslie Halterman
Morten Johannessen

Joint JAC Standing Committee
on Medical & Life Insurance

Smart Eze
Raghupathy Sankaran

Staff Welfare Board

Member

Patrick Seramy

Staff Assistance Committee

Member
Alternate

Rosemarie Bulant
Pieter Delcour

UNSCV Working Groups

Working Group on Revision of Statutes
and Rules of the Staff Union

Emil Wandzilak
Eileen Brown

Working Group on Organization of
CCISUA Assembly, 20-28 January 1994

Peter Frank
Helga Spielmann
Minhazur Rahman
James Henry
Peter Puehringer
Emil Wandzilak

VIC Working Groups/Committees

VIC Fact-Finding Group on Clubs and Commercial Activities	Member Alternate	Yan-Ning Yin Dagmar Thomas-Halasek
VIV Recreation Committee	Member Alternate	Dagmar Thomas-Halasek Yan-Ning Yin
VIC Commissary Advisory Committee	Member Alternate	Rodrigo Paris-Steffens Dimitrios Vlassis
VIC Catering Advisory Committee	Member Alternate	Dimitrios Vlassis Minhazur Rahman
Joint Advisory Group on the VIC Garage Operations	Member	Heinz-Dieter Bierschok

Participation in statutory bodies upon nomination by the staff

Appointment and Promotion Committee	Members	Mamadou Barry Liselotte Waldheim-Natural Catherine Volz
	Alternates	Mohamed Abdul-Aziz Akira Fujino Michael Huins
Appointment and Promotion Panel	Members	Ernst Blaha Ilse Huettler Lucia Seidl
	Alternates	Burkhard Dammann Vladimir Fenopetov Patrick Seramy
Departmental Advisory Panel (UNOV/CSDHA)	Prof. Category Alternate	Rodrigo Paris-Steffens Jernej Sekolec
	GS Category Alternate	Gerhard Muszak Ramiro Rengifo
(UNDCP)	Prof. Category Alternate	Gerd Merrem Bogumil Andrasevic
	GS Category Alternate	Anders Ole Norsker Gisela Wieser-Herbeck

Joint Appeals Board

Elected by Staff

Dimitris Vlassis
Simeon Sahaydachny

Joint Disciplinary Committee

Elected by Staff

Boris Pogodine
Beatrice Romero
Renaud SorieulPanel on Discrimination
and other GrievancesJoseph Findlay (Co-ordinator)
Marie Kuesell
Ernst Blaha
Susan Mlango
Kristiaan Ndiribe
Muna NduloPanel of Counsel in
Disciplinary and Appeals CasesCarlos Bueno-Guzman
Jacques du Guerny
Leslie Halterman
Helmut Kus
Jasbir Mangat
Luis Manueco-Jenkins
Mathieu Mounikou
Kurt Neudek
Jernej Sekolec
Winston Sims

Review Group for Initial Classification Exercise

Ernst Blaha
Brigid Donelan
Lucia Seidl

GS Classification Appeals and Review Committee

Ernst Blaha
Anton Reitbauer
Kathleen Stocker

Annex 3:***Issuances of FOCUS***

UNSCV/XIV/F/1	29 March 1993	Elections of United Nations Staff Council Officers at Vienna and Joint Advisory Committee Members
UNSCV/XIV/F/2	23 June 1993	Meeting of the Secretary-General and UNOV Staff Representatives
UNSCV/XIV/F/3	19 July 1993	CCISUA Returns to Negotiating Table with ICSC
UNSCV/XIV/F/4	9 August 1993	G to P Examination Workshops
UNSCV/XIV/F/5	13 August 1993	SOTOUR-AUSTRIA Autumn Holiday Offers
UNSCV/XIV/F/6	26 August 1993	Favourable Conditions for UNOV Staff Union Members Offered by CA-BV and Bank Austria
UNSCV/XIV/F/7	6 October 1993	Information Briefing on AMFIE
UNSCV/XIV/F/8	6 October 1993	Elections of Polling Officers and Auditors
UNSCV/XIV/F/9	21 October 1993	United Nations Peace Worker Jailed by Croatian Authorities
UNSCV/XIV/F/10	27 October 1993	Free! (UN Peace Worker freed)
UNSCV/XIV/F/11	2 November 1993	IAEA Staff Council Computer Training Programme
UNSCV/XIV/F/12	17 December 1993	IAEA Staff Council Computer Training Programme
UNSCV/XIV/F/13	17 January 1993	Co-ordinating Council of International Staff Unions and Associations (CCISUA) of the United Nations System
UNSCV/XIV/F/14	21 February 1994	Medical Assistance
UNSCV/XIV/F/15	7 March 1994	Referendum on UNSCV Statutes and Rules

Issuances of VIC Staff Associations/Unions

1	29 January 1993	Children's Faschings Party
2	15 June 1993	Collection for the Benefit of War Victims in Bosnia
3	20 June 1993	Missing A Colleague? Solidarity Demonstration in connection with the World Conference on Human Rights
4	22 June 1993	Task Force on Salary Deduction of Austrian Tax Abatement/Tax Refund
5	15 September 1993	Task Force on Child Care/Household Help
6	22 October 1993	United Nations Day
7	6 December 1993	Special Thanks to UN Day Donators
8	28 January 1993	Children's Faschings Party

