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**Chief Executives Board  
for Coordination**CEB/2006/HLCM/35  
28 December 2006

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**CONCLUSIONS OF THE MEETING  
OF THE HUMAN RESOURCES NETWORK**

(Video conference, 3 October 2006)

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*The focus of the meeting was on organizational matters and particularly to determine the composition of a number of working groups, and to discuss the possibility of a special HR Network session as well as staffing of the CEB Secretariat. The proposed agenda therefore was:*

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**ANNEXES**

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## **I. OPENING AND ADOPTION OF THE AGENDA**

1. The spokesperson from UNDP chaired the meeting.
2. The agenda as adopted is attached as Annex I. The list of participants is in Annex II.

## **II. WORKING GROUPS**

### **a. Education Grant Methodology**

3. ICSC had decided to establish a small working group to analyze, model and test the overall performance of a lump-sum education grant scheme. The findings should be presented not later than at the ICSC's 65th session (July 2007). A document had to be prepared for circulation in April 2007, right after the spring session.

#### **Decisions by HR Network:**

 HR Network decided upon the following organizations as participants to the education grant working group (UN, UNDP, ILO, UNESCO and WFP).

#### **Required follow-up:**

 CEB Secretariat to get names from organizations of persons participating in the working group.

### **b. Conditions of Service at Non-Family Duty Stations**

4. A working group on this subject had been established in accordance with the terms of reference determined at ICSC's 63rd session. Its report would be considered at the ICSC's session in March 2007. The HR Network decided that the following organizations would participate in the working group: UN (OHRM and DPKO), UNICEF, UNDP, UNHCR, WHO and WFP. It was expected that the Working Group would meet in New York in the week of 13 November 2006 and in early January 2007.

#### **Decisions by HR Network:**

 HR Network decided upon the following organizations as participants to the established working group: (UN (OHRM and DPKO), UNICEF, UNDP, UNHCR, WHO and WFP.)

#### **Required follow-up:**

 CEB Secretariat to get names from organizations on persons participating in the working group.

**c. Leave Entitlements**

5. The spokesperson briefed the HR Network on the purpose of the establishment of this working group for Leave Entitlements. The documents submitted to ICSC last summer (ICSC/63/R.2 and CRP.3/Add.3) had not been considered complete. ICSC had therefore decided to request its secretariat “in cooperation with the HR Network secretariat and representatives of a few other organizations and staff, to develop a comprehensive inventory of leave practices, holidays and similar paid closure days and work hours of all organizations of the common system”.

6. The types of leave entitlements are to be organized in clusters. All organizations will need to contribute to the planned inventory which the Network will coordinate through a working group. The HR Network decided that the following organizations would be participating in the working group: ILO, UN (New York + Nairobi), UNHCR, FAO, UNFPA, WHO (tentatively), UNDP preferably by video conference.

7. The working group should complete its work in April 2007 for presentation to ICSC’s July session.

**Decisions by HR Network:**

📖 HR Network decided upon the following organizations as participants to the established working group: ILO, UN (New York + Nairobi), UNHCR, FAO, UNFPA, WHO (tentatively), UNDP

**Required follow-up:**

📖 CEB Secretariat to get names from organizations on persons participating in the working group.

**d. Local Salary Cost Sharing Methodology**

8. The HR Network had decided to establish a working group to revisit the methodology for calculating the local salary survey cost-sharing formula. This work will build on the work done by a previous group in 2004 and 2005. The timeframe set for this working group is to produce a paper for the fourth quarter of 2006. The UN (Martha Helena Lopez / Regina Pawlik) would lead on this working group.

9. The HR Network confirmed their decision on participating agencies in the working group: UN (lead agency), FAO, WHO, WIPO, ILO, WFP, UNDP, UNHCR, UNICEF.

10. The UNDP spokesperson noted that the best working method to kick off the working group would be through videoconferencing and one face-to-face meeting with dates to be determined.

**Decisions by HR Network:**

📖 The following organizations would participate in the working group: UN (lead agency), FAO, WHO, WIPO, ILO, WFP, UNDP, UNHCR, UNICEF.

📖 The focal point for this working group would be the UN (Martha Helena Lopez / Regina Pawlik)

**Required follow-up:**

📖 CEB Secretariat to get dates from organizations on videoconferencing and one face-to-face meeting to be set up.

**III. SPECIAL SESSION ON GENDER**

**a. Purpose**

11. It was recalled that the HR Network had expressed interest in devoting a day or one and a half day event to one or two strategic issues. The proposal was made to focus on Gender balance and the advancement of women.

12. It was proposed that the Network would initially organize a specific VC forum dedicated to prepare the topic, in order for a special session to be held in 2007.

**b. Method of work and participation**

13. The HR Network decided to schedule a VC in November to prepare for a special session on Gender in 2007.

14. The UNDP spokesperson informed the HR Network that the CEB Secretariat would be the focal point for this event and assist in determining dates and venue (Madrid is an option) during the VC in November for a special session on Gender to take place in 2007.

**IV OTHER BUSINESS**

**a. Staffing of CEB Secretariat**

15. The HR Network spokesperson informed the HR Network that Ms. Kristiane Golze was leaving the UN system in October 2006. The Chairperson expressed the Network's appreciation to Ms. Golze, for her contributions to the work of the Network, particularly at a time of change. HLCM had requested the CEB Secretariat to advertise the position of Senior Inter-Agency Advisor on HRM and HR Network Secretary immediately at the current P-5 level. A formal vacancy announcement would therefore be sent out very soon.

16. The HR Network was also informed that the HLCM also requested that interim arrangements be made for coverage of this critical inter-agency function pending the selection of a new incumbent which could take between 3 to 5 months until a new incumbent is in place.

**b. Outcome of the HLCM**

17. The Acting Secretary of HLCM provided a brief summary of the recent discussions at HLCM on Management Reform and the joint session with HLCP, which had discussed the work of the High-level Panel on System-wide Coherence. Gender mainstreaming, results-based management and the business plan for the UN System Staff College.

## **Annex I – Agenda**

1. Working Groups:
  - (a) Education Grant Methodology
  - (b) Conditions of Service at non-family duty stations
  - (c) Leave Entitlements
  - (d) Local Salary Cost Sharing Methodology
3. Special Session on Gender
4. Other business

## **Annex II – List of Participants**

### **NEW YORK**

Martha Helena Lopez, UN  
Marianne Brzak-Metlzer, UN  
Regina Pawlik, UN  
Duncan Barclay, UNDP  
Mieko Tarui, UNICEF  
Florence Sykes, UNFPA

### **GENEVA**

Herman van der Laan, ILO  
Josiane Sidibe-Pimpie, WHO  
Marta Leichner-Boyce, UNHCR  
Annie Tanmizi, UNCTAD  
Fiona Walker, ITC  
Svein Arneberg, WIPO  
Therese Dayer, WIPO  
Miguel Figuerola, WTO  
Kristiane Golze, CEB Secretariat  
Alexander Thern-Svanberg, CEB Secretariat

### **VIENNA**

Doug Northey, IAEA  
Angela Jackson, IAEA  
Agnes Wanderer, IAEA  
Paul Maseli, UNIDO  
Paula Nenonen, UNIDO

### **PARIS**

Annick Grisar, UNESCO

### **ROME**

Julio Camarena, FAO  
Doug Smith, FAO  
Serge Nakouzi, FAO  
Aldo Piscino, WFP  
Ana Luiza Thompson-Flores, WFP  
Jessie Sisto, IFAD

### **TURIN**

Jean-Claude Villemonteix, ICTILO  
Karina Sarajyan, UNSSC  
Maria Theresa Foletto, UNSSC

### **NAIROBI**

Suleiman Elmi, UNON/ UNEP/ UN-HABITAT  
Anastasia Wilson, UNON/ UNEP/UN-HABITAT