



---

**Chief Executives Board  
for Coordination**

CEB/2008/HR/2  
22 January 2008

---

**CONCLUSIONS OF THE MEETING  
OF THE HUMAN RESOURCES NETWORK**  
(Video conference, 11 January 2008)

**TABLE OF CONTENTS**

	<u>Paragraph/s</u>
Introduction .....	1
A. Staff Survey on the Effectiveness and Impact of Recruitment and Retention Measures in the United Nations Common System – Discussion with ICSC Secretariat.....	2 – 7
B. Proposals/suggestions for Spring HR Network Session Agenda .....	8 – 9
C. Other business .....	10 – 11

Annex I – List of Participants

## INTRODUCTION

1. The HR Network held a video conference on 11 January 2008. The main purpose was to hold a discussion with the ICSC secretariat regarding the Staff Survey on the Effectiveness and Impact of Recruitment and Retention Measures in the United Nations Common System. Other organizational issues were also on the agenda, such as the Education Grant data collection and proposals for the Network's Spring Session.

### **A. Staff Survey on the Effectiveness and Impact of Recruitment and Retention Measures in the United Nations Common System – Discussion with ICSC Secretariat**

2. The ICSC Secretariat thanked the HR Network for its participation in this video conference and interest in the survey. The HR Network spokesperson requested each duty station to provide any comments, questions, and concerns.

3. The concerns of the Geneva-based organizations related to the purpose, the desired outcome and the content of the questions in the survey; the design, language and neutrality of the survey questions; and the categories of staff to be surveyed. Organizations were also concerned about the fact that they had not been consulted on the survey before they were asked to support ICSC in disseminating it to staff. In addition, some organizations mentioned that they are already conducting their own staff surveys and were worried about survey fatigue. Finally, organizations asked for clarification on the link between this survey and the one conducted in late 2007 from the HR managers, especially as the results from the 2007 survey had not yet been shared with the HR Network. It was unclear how these surveys build on each other and how the results of the first one inform the questions of the second.

4. Vienna-based organizations agreed with previous comments and added that some questions were precarious for organizations with a strict rotation policy, as their language could jeopardize good staff relations. Also, the results would not be applicable to some personnel in a few organizations due to the use of short-term contracts.

5. Rome and Paris-based organizations echoed the comments of their colleagues, underlining the necessity of a clear purpose and neutral language. Some of the questions should be addressed to managers as they ask information that regular UN staff would not possess.

6. New York-based organizations stated that the survey should include the staff member's contract type, as some staff members leave after one year because their contract ends. Respondents should also be categorized into age groups as it is to be expected that answers will vary between younger and older staff members. They also suggested that the survey be developed and analyzed by external consultants with specific expertise in this area, such as psychometrics. The New York-based organizations stressed the need to make a clear distinction between generic staff surveys and this survey, which has a focus on recruitment and retention. There should also be a distinction between UN Secretariat HR terminology, and that used in other organizations across the system. Finally, they

were concerned about the fact that not all the questions in this survey relate strictly to recruitment and retention.

**Action:** *The HR Network confirmed its support to ICSC for a staff survey on recruitment and retention. It recommended that the ICSC provide the HR Network members with the opportunity to see and review the survey results before they are published in order to avoid misinterpretation. The HR Network also re-iterated its willingness to work together with the ICSC Secretariat to develop and conduct a good staff survey.*

7. ICSC thanked organizations for their comments and clarified that the aim of the survey is to get comments from staff at large, who are directly interested in and affected by retention and recruitment strategies. It recalled that the survey is focused on staff at the Professional level only, as requested by the General Assembly. Finally, ICSC stated that it was open and flexible about the process and the form in which the survey would be presented to staff members.

**Action:** *The ICSC proposed to create a small and efficient working group to work on the survey to ensure that it can still be conducted within the required timeline. Organizations agreed with this proposal. WHO, IFAD, IMO, UNICEF, UNDP and UNFPA volunteered to actively participate in this working group along with the ICSC secretariat. Other organizations agreed to send their comments to the working group.*

## **B. Proposals/suggestions for Spring HR Network Session Agenda**

8. HR Network members were requested to provide any proposals for consideration in the Agenda of the Network's Spring Session in March 2008. Issues proposed for the Spring session included:

- Harmonization of practices to support "Delivering as One"
- Harmonized guidelines on domestic partnerships;
- Recruitment practices;
- Competency framework.

9. Further suggestions should be forwarded to Marta Leichner-Boyce before the end of next week (18 January 2008).

**Action:** *Proposals and suggestions for the Spring session of the HR Network to be sent to Marta Leichner-Boyce and the spokespersons by 18 January 2008.*

### **C. Other business**

10. The CEB Secretariat recalled the need to complete the data collection for the Education Grant earlier than in past years as the ICSC has requested the data for the review of methodology. Organizations were requested to identify focal points for the data collection as soon as possible, a message would be sent out by the CEB Secretariat very shortly in this regard..

11. The CEB Secretariat announced that another video conference will be held at the end of January with the UN Staff College regarding the Leadership Programme and the SMN.

**Action:** *The HR Network was requested to make the collection of the data regarding the Education Grant a priority, ensuring that the responsible HR and IT focal points are given the necessary time for this important task.*

## **Annex 1 – List of Participants**

### **1. New York:**

Ms. Marta Helena Lopez, UN (Chairperson)  
Ms. Marianne Brzak-Metzler, UN  
Ms. Ruth de Miranda, UNICEF  
Mr. Dushyant Joshi, UNICEF  
Ms. Henrietta De Beer, UNDP  
Ms. Florence Sykes, UNFPA  
Mr. John Hamilton, ICSC  
Mr. Duncan Barclay, ICSC  
Ms. Shihana Mohamed, ICSC

### **2. Paris:**

Ms. Annick Grisar, UNESCO

### **3. Rome :**

Mr. Tony Alonzi, FAO  
Mr. Doug Smith , FAO  
Mr. Roger Michiels, IFAD  
Ms. Ama Brandford-Arthur, IFAD

### **4. London:**

Mr. Christian Dahoui, IMO  
Mr. Thierry Bregliano, IMO  
Mr. Alnoor Nathoo, IMO

### **5. Copenhagen:**

Ms. Monika Altmaier, UNOPS

### **6. The Hague :**

Ms. Danijela Milic, OPCW

### **7. Geneva:**

Ms. Sue Hudson, ILO  
Mr. David Nolan, WHO  
Ms. Patricia Geddes, WMO  
Mr. Svein Arneberg, WIPO  
Mr. Michel Ciampi, WIPO  
Ms. Kaori Saito, UNHCR  
Ms. Devendri Sandrasagren, UNAIDS  
Ms. Paola Gramegna, WTO  
Ms. Hye Seung Lee, WTO  
Ms. Ute Welp, WTO  
Ms. Marta Leichner-Boyce, CEB Secretariat  
Ms. Petra ten Hoope-Bender, CEB Secretariat  
Ms. Cristina Milano, CEB Secretariat

### **8. Vienna:**

Ms. Murielle Mrabit, IAEA  
Ms. Naomi Bichler-Bell, IAEA  
Mr. Paul Maseli, UNIDO  
Ms. Okusitina Bulvakarua, UNIDO

### **9. Arusha :**

Ms. Sarah Kilemi, UNICTR

### **10. Montreal :**

Ms. Johanne Girard, ICAO

### **11. Amman :**

Ms. Lubica Mandicova, UNRWA