

**General Assembly of the Coordinating
Committee for International Staff
Unions and Associations (CCISUA)**

1-4 June 2021



Bureau Report



I. Video Message from the General Secretary

Dear colleagues,

I thank the members and the General Assembly of CCISUA for your commitment during the many challenges and tests of the COVID-19 pandemic.

Thanks to the flexibility of our personnel, the United Nations has been able to stay and deliver throughout the pandemic, from war zones and refugee camps to peacekeeping missions and healthcare facilities around the world.

We have established new working practices that have enabled us to achieve more than we ever thought possible. We are now considering how to build on some of these practices in future.

We aim to be a model employer with fair and forward-looking policies, so that we can recruit and retain the best people. The wellbeing and protection of our personnel are at the forefront of our thinking.

The internal discussion on racism and discrimination we initiated in the past year is just one example of our commitment to creating a safe environment, in which staff can report wrongdoing without fear of reprisal.

I am strongly committed to consultations with staff representatives and support regular dialogue between staff and management.

Dear colleagues,

Our world faces increasing divisions and polarization. But our Member States recognize the necessity of a multilateral system based on cooperation for the greater good.

We can and must adapt, to demonstrate the vital role of global institutions in international cooperation.

Our efforts will be anchored in the full and meaningful participation of women and those who are marginalized, and in intergenerational justice.

Together, let's move forward with confidence, creativity and compassion to build a strong recovery from COVID-19 and a strong United Nations, fit for the future.

Thank you.



II. Bureau Report

The composition of the Bureau has changed considerably with the resignation of three different presidents, the admin assistant, and the secretary. The start of the COVID-19 pandemic resulted in the creation of the guidelines and sensible solutions for working remotely, return to office as well as vaccination. Efforts have been invested so that the Federation is represented and participating in the WG that are addressing the future of work. Many decisions are made behind closed doors and are not including staff federations. There were issues in regard to local salary methodology rates, currency devaluation and exchange rates, we worked with ICSC and HLCM to find immediate solutions (Referral to the documents included in the GA package). Engagement with other Federations does need to be reviewed as well.

Harassment, occupational health, and the future of work were some topics of discussion that CCISUA could participate in. CCISUA took part within the Interagency security management network, we participated in these meetings with a focus on global security issues, staff security and COVID. ICSC has created a Task Force to harmonize the views of all stakeholders on Parental Leave, the HR network put together a presentation (included in GA package). Guy Avognon went through the presentation with the attendees. A working group will be created in the future. Regarding the ICSC 91st session, a special session is devoted to this topic so no details will be discussed now.

The Federation must push forward to participate in the discussions. With regards to maternity leave and parental leave, CCISUA discussed the options and amendments on the current policies, and it did not seem that Staff Unions were pushing for more parental and leave benefits. The focus seems to be on time or leave allotted to staff for parental leave, the HR network is only looking at amount of leave. We need to increase the amount of leave after giving birth and also for those who have adopted children, both parents. Suggestions were made to the future elected bureau to come back with a clear position on this topic.

III. Current Situation in CCISUA and Systemic Challenges

Communication and driving consensus among the Federation members was challenging, the tension resulted in resignations and a loss of a contributing member. Communication must be respectful, there is no space for power struggle and personal clashes. There is a lack of admin support, therefore the focus should be on governance and structure. Combining workload is a burden for colleagues, hence the Federation should make use of the budget available for hiring staff. Members reported on internal struggles. Although CCISUA is



recognized as a legitimate interlocutor, it has been extremely difficult and often impossible to cope due to multiple responsibilities as Head, Chair, General Secretary or Rep of the Federation as well as each and everyone's respective main roles outside of the CCISUA. There should be a mechanism for the federation so that people could be released. Some suggested that the President chooses an assistant from their own staff to make the process easier.

The pledging model is problematic (fix, voluntary contribution), there are some unions that are not contributing the same pledge (GA of 2020, one of the unions confirmed a specific rate or membership that was agreed with a former President).

Some of the structural problems have to do with resources, admin support and double hatting. Financial issues are tied to resignation issues as well, an admin assistant left because the Federation did not pay their staff. Some members asked for clarification as to why the admin assistant has not been paid for 3 months when it has been part of the budget. Furthermore, the question arose whether the admin support should be placed in the same geographic location as the General Secretary.

The president and assistant should be paid by the CCISUA organization. There is an urgent need to address payment issues and the issue of contribution. PSA agreed that membership contributions should be tied to the size of the union. The statute provides a pledge contribution by the 15th of April and it is clear from the statute that one can increase the pledge but not decrease.

How to do things differently?

- **Double hatting**

It has been proposed that an elected President should leave their union activity to their No.2. Moreover, it has been indicated that double hatting should be allowed to some degree.

- **Pledge structure:**

The question is how to make sure the pledge structure does not become a political tool? It has been reported that the system has been abused.

If the members were to change the pledge system, then a complete review of all unions will need to be facilitated. Yvan Poulin confirmed that they can provide all of the research, findings and survey results which showed that the pledge system is the fairest. FICSA has an assessed contribution system but many members cannot pay the high rates.



It has been argued that the Chair and their assistant should be funded by this association and members should have a fix contribution in order to accompany the next President with an assistant.

- **Release of the President of the Federation**

If we are elected to represent the interest of the entire UN family, there is a need to be released, there should be an equal distribution of time/post release. However, organizations have not always given staff release, there have been a set up for a cost-sharing system to share cost by other organizations as well, but it did not succeed.

- **The issue of the Secretariat of the Federation**

All agreed the Secretariat can only be funded if there are sufficient pledges.

- **Challenges of paying an Admin Assistant**

Philippe Migire confirmed that there has been a budget for an admin assistant, however, the process of bringing an admin assistant on board resulted in some legal challenges moreover, there is no full-time Secretariat in place due to our budget.

A part-time mechanism is a potential solution provided it is stable as well as the pledges.

IV. Financial Report, Discussion and Adoption of Budget

Philippe Migire presented finances, starting with 2021 reported pledges. As of today, 88k has been received in total pledges. Two unions have not indicated yet how much they will pledge (STL and ICJ). Accounts were shared by email with the membership. T

The Profit and loss statement Jan 2020 to April 2021 (14 months) has been discussed in detail through the different lines of income and expenditure. Based on 74k savings from previous years plus the estimated pledges of 88k, a total of 162k will finance the budget 2021-2022. 427k cumulated cash is available.

With these reserves, which do not factor yet 2021 pledges. CCISUA will have no problem in covering its expenses. Pending pledges from 2020 were called out by member and a total of 32k remained pending. It was said that the Admin Assistant was not paid due to unavailable funds.



Suggestions were made to resolve late payments by opening a bank account that would speed up our payments. The issues concern the income, the Federation is receiving less than the assessed needs.

What is the actual shortfall for operating expenses foreseen for this year?

- The shortfall is 162k minus 88k in expected pledges.

How do we survive as federation with reduced income and higher expenses as the COVID situation returns to normal?

- If we project into future years, taking consideration of pledges and return to normal, we expect a yearly shortfall of about 40k in theory.

V. Briefing on Bureau Elections

For Bureau positions, the nominations are open until tomorrow. Elections are upcoming. Discussion took place among the membership on the importance of cooperation and that election should not be based on location, but on choosing the right officeholders. Members do not vote for a duty station but for the person. Tradition has always been to hold secret ballot. The possibility of electronic voting has been voiced. If one union knows that they will not present candidature, they could serve as polling officer. The membership overall agreed it was possible for those unions not presenting candidates in case there is no consensus to elect officers.

VI. Amending the CCISUA Statutes

Michael Brazao proposed for consideration of members the creation of a working group. WFP as proposer would volunteer already to participate. Some of our governance issues are rooted in the statutes. The unions agreed to adopt the suggestion and create a working group. It will be the responsibility of the new elected leadership to take it forward. A debrief on ICSC 91st Session was included.

Key issues:

1. **Salary survey methodology**
2. **Cost of living survey**
3. **Issue of the jurisdictional setup, tribunals**



The working group on salary survey methodologies held a presentation, CCISUA circulated documentation. However, no detailed discussion took place because it was still a work in progress.

The working group is convening another meeting in Vienna in person to reopen discussion. It is important to agree on what should be the position of those who will represent CCISUA at the next session.

Regarding COL surveys, the session allocated a lot of time on this topic. The Organizations, CCISUA and other federations (with nuances) were of the view that this year - being an atypical year - the COL survey needed to be detailed and there has to be a criterion on when it could be deemed appropriate to hold them. CCISUA expressed this position throughout the meeting which the HR Network supported. Many commissioners pushed the line that GA mandated the survey to take place and could not deviate from that. The other two federations were open to the idea of looking at some data (they were of the view some duty stations would stand to lose otherwise and there could be losers and winners). CCISUA took a holistic approach noting it cannot be denied that all patterns are distorted.

On the technical side, the process on the change of methodology started approximately three years ago. Reports already showed problems back then which needed review. Quite a few of the recommendation of the working group were considered but not all, namely on rent and insurance. For the Federation the concern is the current pandemic resulted in unpredictable series of events and the rapid changes could result in be potential openings in New York and other places, but surveys will still be distorted. It has been proposed to await 12 months of stability before conducting a meaningful survey. There is no final version of the session's report yet.

Regarding the Tribunal, there is reticence by Commissioners to realize some organizations fall under different jurisdictions. Discussions are not closed yet.

The Chair of the ICSC has been invited to tomorrow's session. CCISUA must be strategic in the medium and long run. If the ICSC is not relevant anymore, there should be a strategy in place to address it and there must be a framework for change for the future.

Final remarks

Concerning the withdrawal of UNSU from CCISUA, the resolution issued by UNSU upon their withdrawal may shed light on issues to address within CCISUA. It is our desire is to have a harmonious federation. It takes collective will. Guy Avognon reminded members that the leadership positions are elected by the membership, and office holders/persons are elected, not duty stations.



Was the objections/criticism raised by UNSU valid?

- There are certain systemic/structural issues that we need to resolve, e.g. decision-making (consensus/majority).

Do we consider the budget approved as presented, or do we send it back to drawing board to come up with something smaller and related explanations?

- Adoption of rejection of budget is postponed for further review.
- The issue of social security and US citizens was briefly touched upon.

Remarks by Guy Avognon: Three expressions of interest have been received to date, 3 June. The receipt of requests will remain open until COB today.

VII. COVID-19 Issues

The Headquarters have worked very well to date to accommodate and support staff working remotely although staff in the field offices have experienced very different scenarios. The workload has not changed over the past year although there has been a fair amount of flexibility provided. It has been said that by 6 September all UN staff will be expected to be back in the office.

What can CCISUA do to further support staff in the field?

- The COVID guidelines are present and it is up to the management to enforce/support them.

Disclosure of vaccination:

ILO shared concerns on the use of personal data as it pertains to staff who have or have not received or chosen to receive the vaccination. As far as the vaccination status is concerned, if persons are vaccinated via the UN then their status is automatically updated, if not then staff may be requested to disclose their status. In Nairobi all critical staff have been vaccinated because they must be vaccinated to work in the building. To date no country has mandated the vaccination although this could change. This should be kept in mind as well as the rules of the host countries. WHO has stated that even if you have received your vaccination, you must wear a mask, wash your hands regularly and follow the rule of social distancing.

Return to work: offices plan to return to work.



Remote working scenarios (Alternative Working Arrangements):

- Working outside of the duty station should be discussed
- Continuation with the remote working situation as a viable possibility for many staff
- Location-less contracts and agile location contracts are a concern
- There have been job vacancies without clear distinction of the duty station
- The connection between AWA and agile location contracts must be delinked

Policy development:

- To date the Federation has not been included in any policy creations for return to office
- There is an element of partial disability – either through the vaccination or due to illness
- **Suggestion:** The Bureau should send out a letter to HLM insisting on being a part of the discussion on policy development for return to office scenarios
- Concerns were raised regarding the refusal to only repay expenses in Lebanese pounds and not in USD, Agencies in Lebanon may need the support of CCISUA.

VIII. Statement by Mr. Larbi Djacta, Chairman of the International Civil Service Commission (ICSC)

President, distinguished members of the Assembly,

It is a pleasure to participate in this virtual meeting of your Assembly. I thank you for your kind invitation and look forward to a productive discussion with you. The Commission values our constructive relationship; we see our interaction with you as an opportunity to continue to enhance understanding between the Commission and the staff Federations.

Let me begin by highlighting the resolution and decisions adopted by the General Assembly last year in relation to our work. The Assembly approved our recommendations regarding the United Nations/United States net remuneration margin, the base/floor salary scale and took note of the Commission's decision to increase the level of danger pay for internationally recruited staff to US\$ 1,645 per month, effective 1 January 2021 and to update the monthly level of danger pay for locally recruited staff. With respect to "Children's and secondary dependents allowances", it took no action on the increase of the allowances, therefore the current levels of these allowances remain unchanged. With reference to the pilot project for duty stations with extreme hardship the General Assembly decided to continue the pilot project of granting US\$15,000 for staff members with eligible dependents in duty stations with E hardship classification conditions in 2021, with the understanding that the payment will be granted only to the eligible staff members when they actually report to their normal duty



stations. It requested the Commission to submit to the General Assembly at its seventy-sixth session (i.e. in fall 2021) a recommendation on this payment, including on its continuation, based on a review of the impact thereof, including workforce planning, in different categories of duty stations, including non-family duty stations, and the actual cost to the organizations.

As you may be aware, we recently concluded the ninety-first session of the Commission which for the first time was fully virtual. Since this was an abbreviated session, we focused on 4 main items: (a) Resolutions and decisions adopted by the 2 General Assembly at its seventy-fifth session relating to the work of the Commission (b) a report of the fourth meeting of the working group on Salary survey methodologies for locally recruited staff, (c) post adjustment, and (d) the jurisdictional set-up of the United Nations common system. Due to time constraints the session was rather intense however, I am happy to report that we were able to make decisions in the usual collaborative manner.

Regarding the review of the salary survey methodologies, this was a progress report of the working group; the fifth meeting of the working group will be held in Vienna at the end of June 2021. As regards post adjustment, a number of decisions were made on matters relating to both methodological proposals for improving the methodology for the compilation of the post adjustment index, and issues of broad operational nature supporting the operations for the baseline surveys at headquarters duty stations and Washington, D.C. Finally, the Commission was asked to comment on the Secretary-General's review of the jurisdictional set-up of the common system. Following its discussions on the document prepared by the Secretary-General, the Commission fully supported increased coordination and exchanges between the International Labour Organization Administrative Tribunal and United Nations Administrative tribunal and requested that the tribunals directly solicit information and comments from the ICSC in cases where staff members directly or indirectly questioned decisions by the Commission before the tribunals in the future.

As the last session was so condensed, many more items will be taken up at the ninety-second session of the Commission which will be held in Geneva from 16- 27 August 2021 at the headquarters of the World Intellectual Property Organization. We will need your full cooperation and usual participation as our agenda will be packed. In addition to a number of regular agenda items, we will be reviewing an assessment report of the compensation package which was implemented in 2016 as well as the global staff survey, we will also continue to review the consultative process and working arrangements in the Commission, geographical diversity in the common system, parental leave, education grant, contractual arrangements, conditions of service of staff in the field, measures to address non-compliance with decisions and recommendations of the Commission among several other topics.



Distinguished members of the Assembly,

During these times however, let me assure you that the Commission will continue to focus on areas that are directly impacted by this global crisis. As the situation continues to evolve, we see this as an opportunity to accelerate longer term solutions and improved methodologies, policies and procedures.

COVID-19 has highlighted the need to be more flexible, agile and adaptable to change; we see this crisis as an opportunity to intensify our partnership to ensure the future of the international civil service. This can only be achieved through joint cooperation among stakeholders. I would like to say that we are looking forward to working with you in a spirit of partnership in an atmosphere characterized by, mutual trust, professionalism, and open communication.

Please be assured that together with my fellow Commission members we stand ready to carry out our mandate and assist you in your endeavor to continuously update the conditions of service of the international civil service.

Thank you! I will be available to answer any additional questions you may have.

IX. Discussion with the International Civil Service Commission

The danger pay for internationally recruited staff has been increased as of January 2021. ICSC is looking for help from the Federation. Issues concerning post adjustment and the jurisdictional set up of the UN system were raised. As for the G-level salary scale methodology, there is a progress report of the working group and it has been confirmed that the next session will be held in Vienna at the end of June.

The 92nd session will take place in Geneva in August. The Chairman of ICSC expressed that they are counting on the Federation's cooperation and participation.

The review of the contractual framework has been postponed to the 93rd session:

- **Global staff survey**
- **Consultative process for the commission**
- **Geographical diversity in the common system**
- **Parental leave, education grant and contractual arrangements**
- **Conditions of staff in the field**



ICSC looks at the pandemic as an opportunity to improve policies and procedures. The need to be more flexible and adaptable to change has been proven by COVID-19.

Questions and Comments (questions raised by CCISUA and answers provided by ICSC)

CCISUA: Timing of the cost-of-living survey: when we start doing the baseline survey, our concern is that the economic activity of staff is changing month to month due to the health crisis.

We would like to have the baseline taken during a period of stability.

- *ICSC: This will not take place without the approval of the local committee (NY). We expect the survey to be done in July, there is a mechanism to report back to the commission, we are aware that there are many changes for staff due to COVID. The system is in place, and we will not use only one month. The surveys for other HQ's will take place at later dates as we expect the situation in the fall will be closer to 'normal'.*

CCISUA: Cost of living for staff, specifically in the field, even if lowered then they should not be punished with a reduction in salary specifically when considering what they have had to work through in the past year with COVID. The dual scales need to be eliminated. There is a need for more transparency for the salary survey.

- *ICSC: Whatever is done it will be fully transparent. The surveys are not done by the ICSC they are done by the UN. The ICSC participates in the steering committee but not responsible for the technical aspects. Kindly consider postponing the 2021 Bangkok survey: We will keep track of this and take note of your request.*

CCISUA: Contractual framework: our concern is that the management is trying to enforce a fourth kind of contract called agile contracts.

- *ICSC: There is a WG on this as well there is no plan at all to have a fourth type of contract. We expect the decisions to be made by the end of this year. There is no request to change the current framework. This will be removed from the 92nd session and moved to a WG and is expected to be put on the agenda for the 93rd session. The Federation would like to be a part of the WG on Contractual Framework. The Federation fully supports starting this WG asap.*

CCISUA: Will there be a WG for Geographical diversity?

- *ICSC: At this stage we have not determined if there will a WG or not. Equitable Geographic Diversity, this is a system wide issue, and it needs to be fixed, therefore the ICSC is taking this very seriously.*

CCISUA: The methodology for insurance has outstanding issues. There is a lack of unemployment insurance for UN Common System staff, this is an element of compensation where the UN Common System falls short.

- *ICSC: Currently there is a slight protection in terms of termination indemnity and separation payments, the Commission has gone to the GA four times requesting this and each time the Commission has been turned down.*

CCISUA: What is the ICSC doing to address the exchange rates in Lebanon?

We are deeply concerned by the demoralization of the locally recruited staff in Bangkok, there are colleagues who are working side by side have differences of as much as 40%.

- *ICSC: We are very aware of this and are working on fixing the issue. Dual scales are in effect in other DSs as well and the WG has already agreed that the practices should be abolished. Having said that we need to look at all operational aspects and agree on how to fix this.*

CCISUA: We would like the DS of Addis Ababa be changed to a hardship C classification, yet the ICSC asked for the classification to be made a "B".

- *ICSC: The WG was diverse, the report was submitted to the Chair and the requirements supported the B classification. ICSC will review this.*

When will a local salary survey methodology be improved so that the local staff inputs will be listened to (specific to the global south?)

- *ICSC: Pay is linked to the local market and we ensure to keep them competitive with the local market, hence the survey. The GA determined that the system used (Fleming system) is effective. CCISUA also has a role to explain this principle to staff. If the system is changed to cost of living that could create downfalls for many staff in various DSs.*

Special Tribunal Lebanon (discussion between STL and CCISUA)

Closure happened due to lack of funds as of 31 July. The current proceedings will not be completed. There are currently around 350 staff, some will leave at the end of June, others by 31 July.

CCISUA: Suggested that CCISUA write to the Secretary General in support of the staff.

- *STL: If CCISUA would like to stay out of the political situation then that may be best.*



CCISUA: Although CCISUA will stay out of the politics we should still work on behalf of the staff. Is there still a staff welfare officer?

- *STL: Yes, until the end of July.*

CCISUA: The staff regulations should be respected, and compensation should be investigated as staff should be provided with sufficient notice.

ACTION: Prisca, Brad and Guy to work with STL to draft the letter to the SG.

X. Issues and Concerns of National Staff

CCISUA has been requested to develop a concerted effort to prioritize the issues faced by national staff. Locally recruited staff do not receive education grants for the children or medical coverage schemes that internationally recruited staff have access to. The term "GS" versus "NO" creates a divide or implies of 'lesser' importance/recognition, even though we are all civil servants. Moving all staff to an equal platform would put strain on all budgets. GS staff who are working in duty stations that they are not nationals of, do receive additional benefits of those GS locally recruited staff.

In the last survey, most national staff wanted to have access to move internationally or move from G to P assignments. The WG at the ICSC worked towards removing the restriction to of national staff to be nationals, CCISUA pushed back against this insisting that national staff be nationals of the country the post is located in. Staff are looking to have the same level of respect and recognition of the professional status that those staff who are internationally recruited.

The Staff Rules and Regulations of the ICC do not further clarify on the conditions and benefits of GS staff and those who are internationally recruited. GS staff are mainly recruited abroad but they are considered locally recruited and do not receive the same benefits of internationally recruited P level staff. One way that inequality has been addressed is that GS staff are not paid in local currencies which tend to fluctuate greatly depending on rates of inflation they are paid in USD. For some agencies, the local staff are funded by donor funding and if they were paid more the donor funding would not be able to sustain the offices.

National professional could be converted to international professional, yet the issue of budget would be again applied, in addition if a post were to be converted then the current holder of the post would need to apply for the post once again.



XI. Approval of the Budget

Philip Migire went through the revised budget which has been adopted by majority vote.

Administrative Assistant:

The Admin assistant is normally stationed in the DS of General Secretary, this is to be determined by the GA. CCISUA is not a legal entity therefore they cannot hire an assistant directly. The solution is for the Federation to work with a hiring agency or to incorporate.

The position was assessed, and the duties and responsibilities result to G5/G6 level for the Admin. It was suggested that the position be reassessed and perhaps the grade lowered.

The final decision is for the new Secretariat to work on the details.

XII. Election of Bureau members

Who is going to be casting a vote?

- UNHCR: Asha
- UNICEF: June
- WFP: Michael
- UNON: Masline
- UNOV: Stefan/Giovanna
- UNECA: Nassirou
- ESCWA: Mona
- ESCAP: Saranya
- ECLAP: Pamela
- ICC: Uktam
- STL: Rouba/Weiwei
- CTSU: Gloria
- ILO: Catherine
- ITU: Carmen
- UNITAR: Alex

Clarification of polling procedures for elections

Discussions took place on how to go about voting procedures. The members voted to go for either open or secret ballot. 9 voted for secret, 4 for open, and 3 abstained. Discussions continued on how to hold the secret ballot. As previously suggested, members without candidates would be able to serve as polling officers – the membership agreed to this suggestion. ESCAP, ITU, ICC volunteered. Some members requested eligibility to vote and sponsor candidate by unions be checked under Article 34 (concerning members in arrears).



This stemmed a discussion on the application of the statutes on this matter. The Treasurer clarified that as of the first day of the GA there was no union in arrears. The case of UNITAR was mentioned were the union had not pledged any amount, and the members clarified that it was therefore not in arrears of any amount.

Election of Bureau members

The membership agreed to send secret ballots when more than one candidate ran for a position.

For President: Prisca and Wagdi

- 16 votes, 1 union abstained, 2 unions voted for Wagdi and 13 for Prisca

PRISCA CHAOUI elected President.

For Vice President for Conditions of Service: Mahamadou Nassirou and Mona

- 1 abstained, 7 votes for Nassirou, 8 votes for Mona

MONA FATTAH elected Vice-President for Conditions of Service.

Vice President for Communication and Outreach: Philippe is the only candidate.

PHILIP MIGIRE was elected Vice-President for Communication and Outreach.

Vice President for Field and Security: June and Wagdi

- 9 votes for Wagdi, 6 for June and 1 abstained

WAGDI OTHMAN was elected Vice-President for Field and Security.

General Secretary: Seeing no other candidates, **YVAN POULIN was elected General Secretary.**

Treasurer: Seeing no other candidates, **GUY AVOGNON was elected Treasurer.**

Finance Committee: Francis Almario, Ferdinand and Stephen Ndeti

Procurement Committee: postponed.



XIII. Final remarks

Guy Avognon concluded that federation was shaken turbulent times and faced challenges due to the COVID-19 crisis. The fact that members we unable to meet face to face, took its toll, but now is the time to think of strengthening unity. In case of conflict, we count on the wisdom and desire to work together of each and every one and their good will to solve problems.

Members thanked Guy Avognon for his work and for keeping the Federation together during this challenging period.

New elected President Prisca Chaoui thanked all for the confidence. She voiced that she is driven to work to foster better understanding and communication among all the members and work in a spirit of solidarity. Moreover, she expressed that she is looking forward to working collectively and individually with all staff unions to represent all our constituents facing upcoming challenges.