

SMC Working Group on GS Career Prospects: DRAFT Working Group Report

12 June 2023

Background

In alignment with the decision of the SMC ad hoc meeting on 7 December 2022, the Working Group (WG) on GS (General Service) career prospects under the management Co-Chair of Norbert Brömme and the staff representative Co-Chair of Mona Fattah has been re-activated. It was in response to the request of the staff representatives announcing the re-activation of it with a view to developing a proposal for the Secretary-General for UNGA 78.

Membership of SMC WG

The WG is comprised as follows:

	Management	Staff
Co-Chairs	Norbert Brömme - DMSPC	Mona Fattah - ESCWA
Members	Gerhard Tripp - UNOV	Amalia Palma – ECLAC
	Irene Barquero Tercero - ECLAC	Catherine Peck – UNOG
	Jorge Ramon Vasquez Hernandez - DOS	Elly Etyang – UNON
	Kushal Ramyad - DCO	Greg Cornwell – UNSU
	MiJin Lee - OHCHR	Hala Itani – ESCWA
	Murat Nazarov – OSESG Syria	Leila Manly-Spain UNFSU
	Nalini Contreras - RCSE	Messkir Lemma – ECA
	Nyaguthie Ngetha – DOS	Nopharat Rojanasupsakul – ESCAP
	Riadh Bounatirou - DMSPC	Vridhagiri Jayshankar - UNICEF
	-	Nattawut Boonpramook - ESCAP
Secretary	Hui Qu - DMSPC	

Meeting sequences and topics discussed

The co-chairs organized eight meetings for the WG to develop the proposal and the accompanying report:

- 18 January 2023:
 - initial brief about the WG, including background, timeline, roles and responsibilities, a possible approach for preparing a compelling proposal, possible contents of a report, ways of working, agreement on deliverables, and measures of success.
- 2 February:
 - discussion regarding the proposed outline and strategy, agreement on the division of labour, and approach to preparing the report.
- 9 March:
 - updated status of the project, presentation of the preliminary high-level outline of the report, review, and discussion regarding the analytical section on geographical distribution.

- 28 March:
 - updated status of the project, review, and discussion about other parts of the analytical section of the report.
- 9 May:
 - updated status of the report, review of the long-term impact of the G to P restrictions section and the entire analytical section, and agreements on requirements (elements) of a proposal.
- 24 May:
 - review and discussion of the received ideas for a proposal through the online form, suggestions for possible language, and agreement on two of three elements of the proposal.
- 31 May:
 - review and discussion of report sections: Introduction, Background, Long-term impact of the G to P restrictions, Analysis of issues that led to G to P restrictions; discussion on 3rd aspect of the proposal (movement outside of entity, geographical mobility); reflection on pilot options.
- 12 June:
 - Finalize a proposal and agree on a pilot option.

WG expected outcome, approach, and deliverables

The WG decided during its initial meetings to take the following approach to prepare a compelling proposal for the GA to address the GS and similar categories' career prospects:

Expected outcome:

The WG agreed that it will strive to make a compelling case for the GA to remove eligibility restrictions. The WG envisioned that the expected outcome should be approval by the GA to remove restrictions, even if it came with some conditions that may have made a proposal more acceptable to the GA.

Strategy:

The WG agreed that to get to the expected outcome, we need to demonstrate to the GA that the matter has been thoroughly reviewed, prior concerns were taken on board by the report and that the proposal shall have elements indicating to the GA a change to prior proposals that were not approved and showing that concerns of the GA are pro-actively built in.

Approach:

The WG agreed to take the following approach:

- Understand and describe the background that led to the eligibility restrictions passed in 1978.
- Analyse today's relevance of the concerns that led to the decision of the GA in 1978 and provide data and conclusions in the report.
- Focus in particular on the concerns around equitable geographical distribution as well as rejuvenation.
- Describe the continued negative impact of the restriction on the organization with regard to staff morale and untapped talent.
- Highlight two fundamental points leading to the proposal:
 - Current barriers for GS / FS to apply to P represent the unequal treatment of applicants
 - With the introduction of the staff selection system, all recruitments are based on a competitive process; the practice prevalent in 1978 is no longer in use.

- Prepare a proposal that pro-actively benefits equitable geographical distribution, addresses remaining concerns previously raised by the ACABQ/GA, and advances other human resources priorities (such as mobility).
- Prepare a proposal for a pilot that can be introduced when needed.

Deliverable

The WG agreed that it will deliver:

- A proposal
- Pilot options
- A report containing a narrative, analysis, and proposal.

Proposal for Consideration of the SMC

The Working Group agreed on the following proposal for consideration of the SMC as a possible proposal to the GA:

Remove eligibility barriers for staff serving in the GS and related categories (all levels) and at the FS-3 to FS-5 levels in the FS category to enable them to apply for:

- *all positions in the P category that are not subject to the system of desirable ranges,*
- *positions at the P-3 or higher level that are subject to the system of desirable ranges when the staff member is a holder of a nationality from an un- and underrepresented member State at the time of application, and*
- *positions in a duty station different from the duty station where the staff member applies.*

Also, the proposal includes the removal of the “G to P” element from the young professionals’ programme, which will continue to be used to recruit young professional candidates from unrepresented and underrepresented Member States.

Pilot

In addition, the Working Group has considered pilot options for implementing the proposed changes. The WG proposes that the agreed pilot options are only put forward when requested by the General Assembly.

The Working Group agreed on the following pilot options in priority order:

Pilot – priority #1

Staff serving in the GS and related categories and at the FS-3 to FS-5 levels in the FS category are eligible to apply for positions in the P category with the above conditions on a pilot basis for a period of two years.

At the end of the pilot period, the Secretariat reports on the impact of the change in the staff selection system on the composition of the Secretariat. Additionally, it is proposed to monitor the following key performance indicators for the pilot:

- a. per cent of movements of staff on fixed-term, continuing, or permanent appointments to the P category that from staff on the GS and related categories and the FS-3 to FS-5 levels in the FS category*
- b. per cent of movements of staff from the GS and related categories and the FS-3 to FS-5 levels in the FS category to positions in the P category through a competitive process under staff rule 4.15 (review by a central review body) that occur between different releasing and receiving duty stations – target 100 per cent;*
- c. per cent of staff moving from the GS and related categories and at the FS-3 to FS-5 levels in the FS category to geographical positions (in the P category) through a competitive process under staff rule 4.15 (review by a central review body) who are nationalities from un- or underrepresented Member States at the time of their selection – target: 100 per cent.*

Pilot – priority #2

Staff serving in D and E duty stations in the GS and related categories and at the FS-3 to FS-5 levels in the FS category are eligible to apply for positions in the P. category with the above conditions on a pilot basis for a period of two years and subsequently all eligible staff for another 2 years.

At the end of the pilot period of 4 years, the Secretariat reports on the impact of the change in the staff selection system on the composition of the Secretariat. Additionally, it is proposed to monitor the above-mentioned key performance indicators for the pilot.

WG conclusions

The WG presents the attached report, including all analysis, proposal and pilot, in consensus.