



# CSAIO 16



Paris, 7 September 2015

## -Conference circular 3-

Dear Colleagues,

The CSAIO Scientific Committee is pleased to invite you to its 16<sup>th</sup> annual Conference of Staff Associations of International Organisations to be held at the European Central Bank (ECB):

**European Central Bank**  
Sonnemannstrasse 20  
60314 Frankfurt am Main (Germany)

Conference dates:  
**8 and 9 October 2015**

*An informal session takes place on Thursday 8 morning.  
It gives the participants the opportunity to follow up on the issues discussed the previous year.*

**Please register at <http://csaio.web.cern.ch/next-conference>**

**Before 24 September 2015**

*(To do so, you have to first [create an external account](#) and inform us)  
If you already have an account but lost your password, reset it [here](#)*

**Two participants per International Organisation may register.**

The 16<sup>th</sup> Conference of Staff Associations of International Organisations (CSAIO 16) is a follow-up to the previous conferences organised annually since 2000. This series of conferences aims to bring together staff representatives from international organisations whose headquarters or main offices are in Europe to discuss topics of common interest.

New feature: Developments in the case law of international administrative jurisdictions in relation to each of the three themes addressed during the conference will be presented by Dr A-M. Thévenot Werner, Lecturer in Public Law at Université Paris 1 Panthéon-Sorbonne.

⇒ For more information on the CSAIO, please check the following site  
<http://csaio.web.cern.ch/>

## **Reminder**

### **This year's topics**

#### **1. Preventing and Combating Harassment in the Workplace (8 October 2015)**

Harassment, be it moral, sexual or physical, is an undeniable source of suffering and stress for members of staff. Many international organisations have risen to the situation and put in place policies to prevent and combat harassment. Nevertheless, there is no single definition of harassment, and the policies in place do not necessarily cover inappropriate behaviour that is not characterised as harassment. We propose a discussion on related developments within our organisations, a presentation of the policies in place and a review of their effectiveness, with regards not just to harassment but to other forms of misconduct. We think that it is particularly important to properly recognise harassment, establish the responsibility of those potentially involved (management, human resources, medical officer, staff association, etc.) and to envisage further actions designed to prevent and, when necessary, combat harassment, as well as to decide on disciplinary measures.

#### **2. Vertical and Horizontal Mobility (9 October 2015)**

Performance, motivation, training, career development, talent management, etc., these are all terms used to reflect the importance of internal mobility within international organisations. Mobility can either be promotion to a higher post, or a sideways transfer to another division, team or even organisation (secondment, loan). Even if many organisations agree to promote internal mobility, very few have successfully managed to put in place an effective process for it. The conference will give us the opportunity to find out more about the various systems used in our organisations for promotion and transfers, as well as to examine their significance and assess their effectiveness.

#### **3. Contractual Policies (9 October 2015)**

In recent years, most organisations have succumbed to the temptation to reform their contractual policies, meaning that various and varying types of contract now coexist. We are specifically interested in the length of contracts, how they are changing and, more specifically, the conditions for converting a fixed-term contract into an open-ended contract. More generally, we want to try and find the answer to the following question: is it still possible to have a career in an international organisation?

**If you wish to make a presentation on any of the three topics,  
please notify it in the electronic registration form!**

***Presentations should not last more than 15 minutes and can be made either in English or French.***

### ***Proceedings***

The proceedings and slides used will be available on the CSAIO site after the conference.

### ***Languages***

Simultaneous interpretation both from English to French or vice versa (depending on the speaker) will be provided throughout the conference.



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## ***Conference dinner and lunch***

The conference dinner (50€ at your own cost) will take place on the Thursday evening. Please have the exact change at the time of the Conference registration. Lunch on Thursday and Friday will be offered by the Staff Committee of the European Central Bank.

**Please indicate when registering on line if you will attend  
the dinner on Thursday 8 and/or the lunches on Thursday 8 and Friday 9.**

## ***Financial contribution***

As usual, there will be no registration fees.

## ***Security***

Please remember to bring your ID or passport and come early on the first day of the conference for the security check and issuance of a security badge.

## **Disclaimer:**

It is up to the participants to take out insurance. Please note that the CSAIO Scientific Committee can't be held responsible for this matter.

## ***Appendixes***

- 1- CSAIO 16 – provisional programme
- 2- How to get to Frankfurt
- 3- List of hotels in Frankfurt

## -Provisional programme-

### Thursday 8 October 2015

- 10:00 – 10:15 Welcome address by Peter Praet (member of the ECB Executive Board)
- 10:15 – 12:00 Follow-up previous conference (*informal session*)  
Update from last year's participants & discussion
- 12:00 – 13:30 Lunch
- 13:30 – 14:00 Conference registration
- 14:00 – 14:20 Conference introduction
- 14:20 – 18:00 Session A / Moderator: Dalila Bundy (EIB)  
Preventing and Combating Harassment in the Workplace
- Presentations
    - K. Tsotroudi (ILO)
    - C. Lechado Garcia and M. Mauro (Council of EU)
  - Overview of recent case law in International Organisations (A-M. Thévenot Werner)
- 16:00 Coffee break
- 16:30 Discussion
- 18:00 End of Session A

Dinner

### Friday 9 October 2015

- 09:00 – 12:00 Session B / Moderator: Gabriele Cascone (NATO)  
Horizontal and Vertical Mobility
- Presentations
    - I. Zabaar (IAEA)
    - C. Osterroth (OECD)
    - E. Kortum (WHO)
  - Overview of recent case law in International Organisations (A-M. Thévenot Werner)
- 10:30 Coffee break
- 10:45 Discussion
- 12:00 End of Session B
- 12:00 – 13:30 Lunch



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13:30 – 14:15 Preparation of next Conference

Venue and format; Themes/topics

14:15 – 16:45 Session C / Moderator: Jimmy Stryhn-Meyer (CJEU)

Contractual Policies

- Presentations
  - G. Vestal (WHO)
  - N. Michalak (Council of Europe)
  - C. Grobon (CERN)
- Overview of recent case law in International Organisations (A-M. Thévenot Werner)

15:45 Discussion

16:45 End of Session C

16:45 – 17:00 Conference wrap-up

## -How to get to Frankfurt & the ECB-

The ECB is located in Frankfurt am Main (Germany).

How to reach the ECB ...

... from Frankfurt Hauptbahnhof (central railway station)

- **By S-Bahn (suburban train), 7 minutes, cost €2.75:** take one of the several lines from the underground station – S1 (direction *Rödermark/Ober Roden*), S2 (direction *Dietzenbach*), S3 (direction *Darmstadt*), S4 (direction *Langen*), S5 and S6 (direction *Frankfurt Süd*) and S8 and S9 (direction *Hanau Hauptbahnhof*) – to station *Ostendstrasse*. From there, it is a five-minute walk via *Paul-Arnsberg-Platz* to the main entrance.
- **By tram, 16 minutes, cost €2.75:** take line No 11 to *Ostbahnhof/Sonnemannstrasse*. From there, it is a ten-minute walk along *Sonnemannstrasse* to the main entrance.

... from the A661 motorway

- Take the exit *Frankfurt Ost* and drive towards *Stadtmitte*. Turn into *Hanauer Landstrasse* and follow road until you pass under the railway bridge. Bear left into *Sonnemannstrasse* and turn left into the visitors' car park at the main entrance.  
Please be aware that the usage of the visitor's car park requires previous registration with license plate number and that no parking space can be guaranteed. Furthermore, parking spaces in the vicinity of the ECB building are quite limited!

... from Frankfurt airport

- **By taxi, 25-40 minutes, cost €30-40.**
- **By S-Bahn (suburban train), 20 minutes, cost €4.55:** take the S8 or S9 (direction *Hanau Hauptbahnhof*) to *Ostendstrasse*. From there, it is a five-minute walk via *Paul-Arnsberg-Platz* to the main entrance.

You will find further information on the ECB website using the following link:

<https://www.ecb.europa.eu/ecb/visits/plan/html/index.en.html>

## - Hotels in Frankfurt -

Hotels near the ECB premises
<p><b>25Hours Hotel - The Goldman</b>  Hanauer Landstr. 127, 60314 Frankfurt am Main  Tel: +49 (0) 69 40 58 68 90 Fax: +49 (0) 69 40 58 68 98 90  <a href="http://www.25hours-hotels.com/en/the-goldman">www.25hours-hotels.com/en/the-goldman</a>  Walking distance from the NEP: 14 minutes  <b>Style:</b> Modern <b>Rate*:</b> M room: single €125** double €143**  <b>Restaurant facilities:</b> The Goldman Restaurant</p>
<p><b>Fleming's Deluxe Hotel Frankfurt Main-Riverside *****</b>  Lange Straße 5-9 60311 Frankfurt am Main  Phone +49 (0) 69 219 300 Fax +49 (0) 69 219 30 599  <a href="http://www.flemings-hotels.com">www.flemings-hotels.com</a>  Walking distance from the NEP: 6 minutes  <b>Style:</b> modern <b>Rate*:</b> comfort: single €133** double €153**  <b>Available facilities:</b> Sauna / Fitness <b>Restaurant facilities:</b> Fleming's Club (grill &amp; seafood)</p>
<p><b>Lindner Hotel &amp; Residence Main Plaza ****</b>  Walther-von-Cronberg-Platz 1 D-60594 Frankfurt am Main  Tel: +49 (0) 69 664 010 Fax: +49 (0) 69 604 014 004  <a href="http://www.lindner.de">www.lindner.de</a>  Walking distance from the NEP: 8 minutes  <b>Style:</b> modern <b>Rate*:</b> business: single €159** double €209**  <b>Available facilities:</b> Main Plaza Beauty &amp; Spa <b>Restaurant facilities:</b> Restaurant &amp; Bodega Leon Garcias, Harry's New York bar, New Brick Californian Restaurant 4</p>
<p><b>Miramar Hotel ***</b>  Berliner Strasse 31 60311 Frankfurt am Main Tel.: +49 69/920397-0 Fax: +49 69/92039769  <a href="http://www.miramar-frankfurt.de">www.miramar-frankfurt.de</a>  Walking distance from the Eurotower: 10 minutes  <b>Style:</b> standard <b>Rate*:</b> standard: single €92** double €112**</p>
Hotels in the city center
<p><b>Adina Apartment Hotel *****</b>  Frankfurt – Neue Oper Wilhelm-Leuschner-Strasse 6 60329 Frankfurt am Main  Tel.: +49 (0) 69 247 474 555  <a href="http://www.adina.eu">www.adina.eu</a>  Walking distance from the Eurotower: 5 minutes  <b>Style:</b> modern <b>Rate*:</b> studio: single €128** double €143** <b>Available facilities:</b> in-house pool  <b>Restaurant facilities:</b> Tapas bar</p>



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**Hilton Hotel \*\*\*\*\***

Hochstrasse 4 60313 Frankfurt am Main

Tel.: +49 (0) 69 13 38 000 Fax: +49 (0) 69 13 38 20

[www.hilton.com](http://www.hilton.com) Walking distance from the Eurotower: 15 minutes

**Style:** modern

**Rate\*:** Hilton Guest Room : single €199\*\* double €224\*\*

**Available facilities:** health & fitness centre **Restaurant facilities:** International restaurant, Asia Bar, Vista Bar, Lounge

**Intercontinental \*\*\*\*\***

Wilhelm-Leuschner-Strasse 43 60329 Frankfurt am Main

Tel.: +49 (0) 69 26 050 Fax: +49 (0) 69 25 24 67

[www.frankfurt.intercontinental.com](http://www.frankfurt.intercontinental.com)

Walking distance from the Eurotower: 10 minutes

**Style:** modern/classic **Rate\*:** classic: single €139\*\* double €164\*\*

**Available facilities:** fitness & wellness club **Restaurant facilities:** Signatures Veranda Restaurant, DAXx Mainhattan's Bar

**Ramada Hotel Frankfurt City \*\*\*\*\***

Frankfurt City Centre - Financial District Weserstrasse 19 60329 Frankfurt am Main

Tel.: +49 (0) 69 310 810 Fax: +49 (0) 69 310 81 555

[www.ramadainternational.com](http://www.ramadainternational.com)

Walking distance from the Eurotower: 4 minutes

**Style:** standard **Rate\*:** business: Monday-Thursday: single €113\*\* double €133\*\*

Friday-Sunday (& low season): single €83\*\* double €103\*\*

**Restaurant facilities:** Lebanese restaurant

**Le Meridien Parkhotel \*\*\*\*\***

Wiesenhüttenplatz 28-38 60329 Frankfurt am Main

Tel.: +49 (0) 69 26 970 Fax: +49 (0) 69 26 97 884

[www.lemeridienparkhotelfrankfurt.com](http://www.lemeridienparkhotelfrankfurt.com)

Walking distance from the Eurotower: 15 minutes

**Style:** traditional/modern **Rate\*:** superior: single € 165\*\* double € 185\*\*

**Restaurant facilities:** Restaurant Le Parc, Casablanca Bar, Beer Garden Le Jardin 3

Please note that the prices indicated are for standard rooms at the ECB rate. Remember to specify that you come for an ECB event in order to benefit from these negotiated prices.

You can of course make your own reservation.