



Structure and powers of staff representative bodies

“Case of the BIPM”

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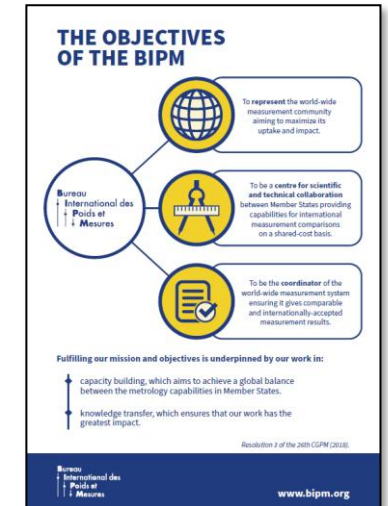
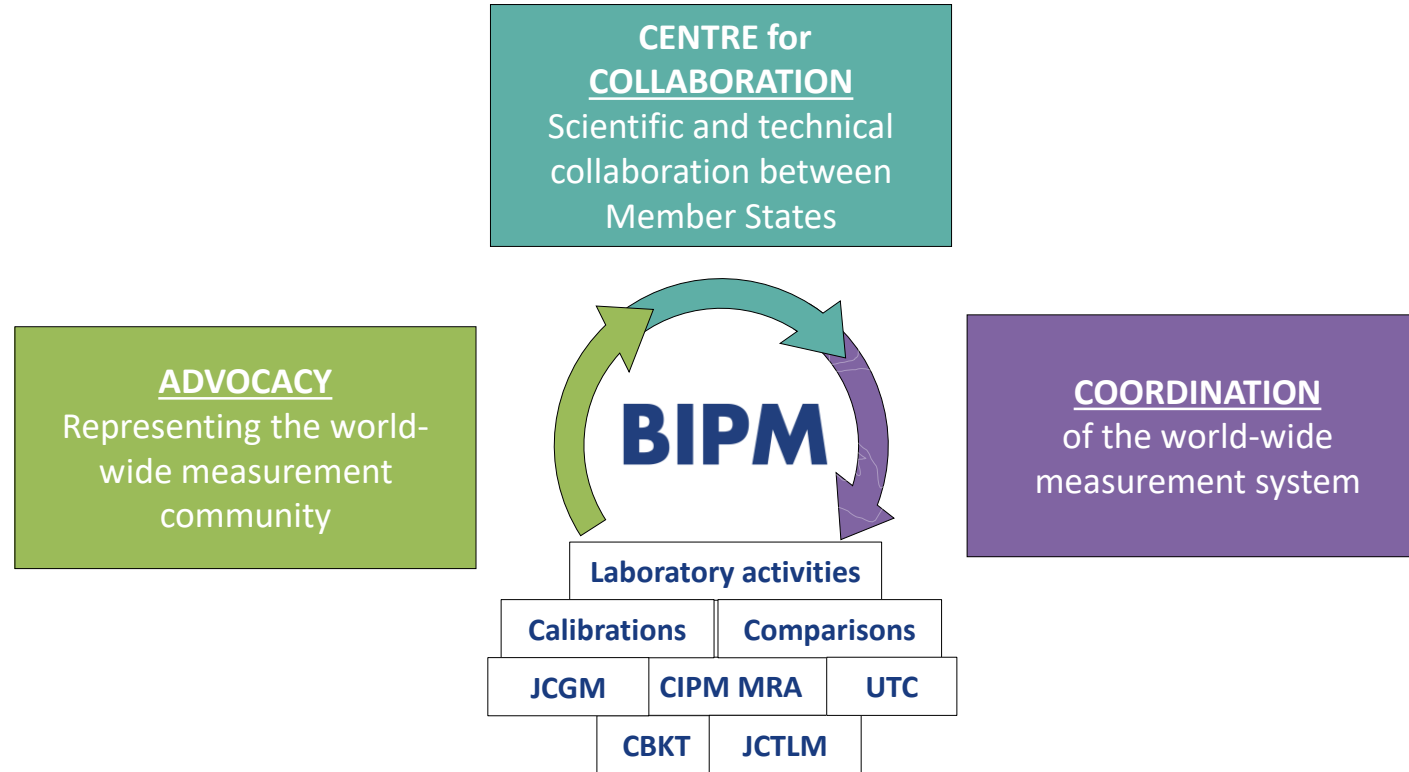


Outline



- What is the BIPM?
- BIPM staff representative bodies
- About the Commission for Conditions of Employments (CCE)
- Powers of the CCE

The *Bureau International des Poids et Mesures/ International Bureau of Weights and Measures* is the **intergovernmental organization established by the Metre Convention in 1875**, through which Member States act together on matters related to measurement science and measurement standards



Established in 1875 when 17 States signed the Metre Convention, now with 64 Member States and 37 Associates, covering around 98 % of world GDP according to 2024 IMF data.

“TO ASSURE THE INTERNATIONAL UNIFICATION AND PERFECTION OF THE METRIC SYSTEM”

BIPM staff representative bodies



2 Staff Commissions

- CCE - Commission for Conditions of Employment (Commission des Conditions d'Emploi)
- CAS - Commission for Social Affairs (Commission des Affaires Sociales)

4 Joint Bodies

- CAM - Health Insurance Commission (Commission Assurance-Maladie)
- CPS - Social Loans Board (Commission des Prêts Sociaux)
- Appeals Committee (Commission de recours)/Disciplinary Committee/Commission disciplinaire)
- PFAB - Pension Fund Advisory Board (CCCR - Commission consultative sur la Caisse de retraite)

Understanding the Role of the Staff Representative

Why have a Staff Association



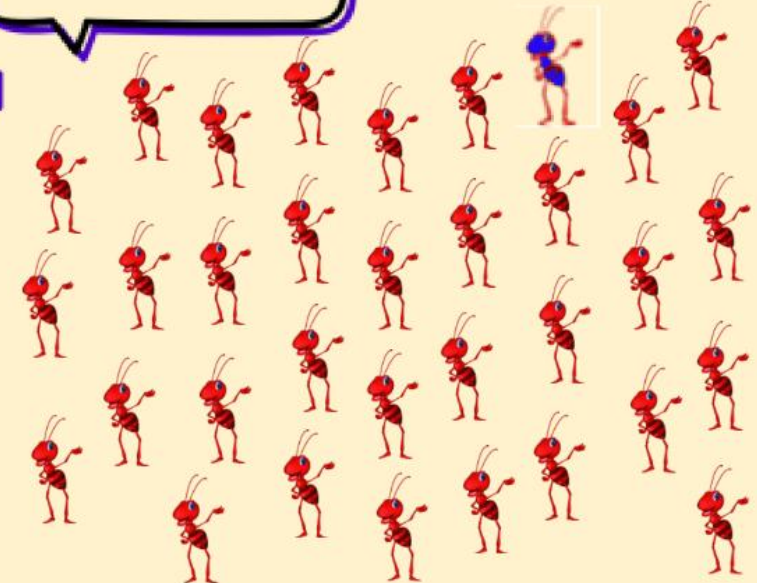
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About the CCE



What is the CCE?	Staff-led, recognized, consultative body
Legal basis	Staff Manual of the BIPM; CCE Rules of Procedures
Membership	All staff members irrespective of their seniority, once their probationary period is completed; voluntary participation; two-year mandate, renewable term
Election	Secret-ballot elections open to all staff members irrespective of their seniority <i>Prior to the ballot, all staff members are convened to a meeting during which the Staff Representatives present the summary of their actions.</i>
Structure	6 elected staff representatives; at least 2 Staff Representatives from category A and 2 Staff Representatives from category B Bureau of the CCE (internal CCE election process): <ul style="list-style-type: none">✓ CCE President✓ CCE Vice President✓ CCE Secretary
Functioning	<ul style="list-style-type: none">• Communication with staff (informal - <i>Coffee meeting/Café-rencontre</i> and formal)• Dialogue with management (informal and formal)• Interaction with the bureau of executive body (formal) Organization of annual staff meeting and election of staff representatives CCE work is a part of official duties; up to 10% of weekly official duties to perform CCE work Access to facilities and material resources Adoption of decisions by majority of votes

Powers of the CCE



What is the CCE? Staff-led, recognized, consultative body

Powers

“Classic”

- Knowledge of rules and procedures & how to follow them
- Collective representation of all staff members; listening and speaking on behalf of staff
- Formal Consultation
- Independence of opinions
- Submission of proposals
- Support and assistance to all staff members
- Confidentiality assurance
- Transparency in communication and sharing information
- Influence the improvement of staff regulations and rules on the conditions of employment
- Access to best international practices via networks built with IO staff representatives
- Access to trainings
- Dissemination of information

“CCE specific”

- Participation in the selection of the Chairs of the Appeals Committee
- Participation in the Tripartite Working Group to advise on the recommended salary adjustment
- Attendance, with the status of an observer, relevant sessions of the executive body on the conditions of employment

WORLD METROLOGY DAY

20 MAY 2025



150 years of the Metre Convention

Measurements for all times, for all people

THANK YOU