



---

---

**Conference of Staff Associations of International Organisations**

---

---

***SESSION C – SOCIAL DIALOGUE***

---

***Social dialogue.***

***Presentation by Ms Maria Dweggah, WHO***

## Social dialogue in WHO : reality or fiction?

Past situation - obstacles to overcome:

- lack of credibility
- no budget allocated
- Staff related policy changed without SA contribution
- lack of systematic open communication with the DG
- policy documents sent very late

WHO HQ Staff Association Frankfurt 2003

## Meetings mechanisms set up

Informal weekly meetings and Formal monthly meetings  
between Director, Human Resources (HRS) Team and  
the Staff Association

Regular meeting with Director General

Participation to statutory meetings with Member States:  
Executive Board and General Assembly

WHO HQ Staff Association Frankfurt 2003

## Working together

Joint Committees and Task Forces bringing together staff members, representatives of the staff association and of the Administration have been set up.

Global Staff Management Council : Annual three day meeting dealing with all questions relating to staff: e.g. rotation/mobility, promotion...

WHO HQ Staff Association Frankfurt 2003

## Main achievements

**Contribution to change in staff policy:** e.g. maternity leave for Short term staff, LT/ST change in policy; Service allowance for Term Limited dependency allowance, competencies.

**Facilities granted:** Secretariat & operational budget allocated

**Participation in the selection of Ombusman**

**Gained respect and visibility:** invitation to strategic meetings on technical issues e.g. induction of ADGs, official note for the record of meetings to DG

WHO HQ Staff Association Frankfurt 2003

## Challenges

- Keep pressure for appropriate contractual reform: e.g. 4 years and out rule
- Ensure good administration of justice: e.g proposal for a Joint Disciplinary Committee
- Establishment of a informal working group with some Member States on staff issues
- Maintain regular meetings with ADM and invite other internal parties ( LEG, JMS..) to participate
- Develop internal advocacy and increase external partnership (FICSA, PSI)

WHO HQ Staff Association Frankfurt 2003