



20th Annual Conference of Staff Associations of International Organisations (CSAIO)

14-15 November 2019

**European Patent Office (EPO)
Munich, Allemagne**

Agenda

Contact

CSAIO Scientific Committee: CSAIO-organization@cern.ch

Thursday 14 November

9:30-10:00 Registration

10:00-12:00 Follow-up of the 19th CSAIO

The CSAIO scientific committee members will invite participants to a *tour de table* in order to exchange ideas on the evolution of the topics discussed during the 19th CSAIO (job classification and salary structure, performance evaluation and its consequences for career development, role of staff representatives).

Scientific Committee

- Anya DEMARLE
- Joël LAHAYE

12:00-13:30 Lunch

13:30-14:00 Introduction to the conference and welcome address

A representative of the European Patent Office (EPO) will welcome participants with a welcoming speech and will open the conference.

14:00-17:00 Session 1: Internal justice systems

"To build a world of justice, we must be just." This quote comes from Dag Hammarskjöld, the second United Nations Secretary-General and appears at the front of the *U.N. Staff Member's Guide to Resolving Disputes*. However, do our organisations have systems of administration of justice capable of meeting this objective? Each international organisation has its own system for everything from the amicable settlement of disputes to the formal procedure for challenging an administrative decision. Some of them encourage an amicable approach to dispute settlement, and have been quick to put in place mediation schemes, while others provide legal assistance or have strengthened their jurisdictional system by creating appeal mechanisms.

We will examine the wide range of internal dispute settlement systems, and how they have developed, before reviewing the more or less recent reforms in this area.

Moderator Christian GERLIER, International Telecommunication Union (ITU)

14:00-15:00 Presentations

Speakers

- Sebastien EVRARD, European Council for Nuclear Research (CERN)
- Jens SCHRÖDER, European Parliament
- Imed ZABAAR, International Atomic Energy Agency (IAEA)
- Anne-Marie THÉVENOT-WERNER, University Paris 2 Panthéon-Assas

15:00-15:30 Coffee break

15:30-17:00 Discussions

Participants will be able to question the speakers and to comment the presentations.

17:00-17:30 Preparation of the next conference

Participants will be invited to discuss on the venue and structure of the next CSAIO, as well as on issues and topics to be addressed.

9:00-12:00 **Session 2: Diversity**

The Rules and Regulations of many organisations prohibit discrimination based on race or ethnic origin, nationality, opinions and beliefs, gender, sexual orientation or state of health. Some organisations have even implemented affirmative action policies. We will look at the various measures put in place by our organisations to combat discrimination, in particular regarding equitable geographic distribution and gender balance.

We will endeavour to establish whether or not international organisations have succeeded in achieving these objectives. We will also examine the potential pitfalls of some policies designed to foster a more balanced representation.

Moderator *Christel OSTERROTH-CARTIGNY, Organisation for Economic Co-operation and Development (OECD)*

9:00-10:00 **Presentations**

Speakers

- Salim ANSARI, European Space Agency (ESA)
- Joël LAHAYE, European Council for Nuclear Research (CERN)

10:00-10:30 Coffee break

10:30-12:00 **Discussions**

Participants will be able to question the speakers and to comment the presentations.

12:00-13:30 Lunch

13:30-16:35 **Session 3: Consultation process of Staff Associations / Union and employer organisations**

From passing on information to taking part in serious negotiations, the bodies responsible for representing the interests of the employees of international organisations do not have the same powers, practically speaking and in the provisions laid down in rules and regulations.

After reviewing the differences between organisations, we will work on drawing up a list of measures designed to give these bodies a real voice.

Moderator *Imed ZABAAR, International Atomic Energy Agency (IAEA)*

13:30-14:30 **Presentations**

Speakers

- Marc BAECHEL, Council of Europe
- Evelyn KORTUM, Federation of International Civil Servants Associations (FICSA)
- Christel OSTERROTH-CARTIGNY, Organisation for Economic Co-operation and Development (OECD)

14:30-15:50 Coffee break

15:50-16:20 **Discussions**

Participants will be able to question the speakers and to comment the presentations.

16:20-16:35 **Conference wrap-up**

The CSAIO Scientific Committee members will summarize the conference.

*Scientific
Committee*

- Anya DEMARLE
- Joël LAHAYE

