



# **24<sup>th</sup> Annual Conference of Staff Associations of International Organisations (CSAIO)**

**23-24 October 2023**

**Eurocontrol Headquarters**

**Brussels, Belgium**

## **Agenda**

### **Contact**

CSAIO Scientific Committee: [CSAIO-organization@cern.ch](mailto:CSAIO-organization@cern.ch)

## Monday 23 October

9:30-10:00 Registration

### 10:00-12:00 Follow-up of the 23<sup>rd</sup> CSAIO

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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 23<sup>rd</sup> CSAIO (salary adjustment method, pension rights, and collective actions).

*Scientific Committee*

- Anya DEMARLE
- Joël LAHAYE

12:00-13:30 Lunch

### 13:30-17:00 Session 1 "Medical and social protection scheme"

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The International Organisations offer medical and social protection to staff members, within the framework of the Staff Rules and Regulations. This covers health cover for staff and members of their families, as well as benefits relating to parenthood, old age and invalidity. Specific internal regulatory procedures also cover sickness and accidents in the workplace. This cover is essential for the protection of civil servants who have been detached from their social and medical protection system in their country of residence. Particular attention should be paid to short-term contracts, where this cover ceases once the contract has ended. Medical examinations on arrival and departure, and the resulting exclusions from death and disability cover, are also points that should not be overlooked. A comparison of our different systems, in terms of both shortcomings and good practice, could enable us to take stock and establish areas for discussion with our respective administrations.

*Moderators* Bertrand Bousquet-Hourat, EUROCONTROL

#### 13:30-15:00 Presentations

*Speakers*

- Monique Breton, European Court of Justice
- Joël Lahaye, European Council for Nuclear Research (CERN)
- Sandrine Guibert, EUROCONTROL

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

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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.

*Scientific Committee*

- Anya DEMARLE
- Joël LAHAYE

**9:00-9:15 Welcome address by the Director General of EUROCONTROL**

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Raúl Medina Caballero, Director General of EUROCONTROL, will welcome participants with a welcoming speech.

**9:20-12:00 Session 2 "New world of work"**

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COVID-19 is still fresh in our minds and has profoundly changed the way we work over the last 4 years. Administrations have proposed changes to the way we work, in terms of work organisation, meetings and official travel. In particular, teleworking has become the norm for many of us. What are the implications for management and the organisation of our teams? Are there any lessons to be learned? Are other arrangements in place in your Organisations (flexible working hours, staggered working hours, compressed working week, etc.)? It would be very interesting to be able to compare practices and regulatory changes that have been put in place or are under discussion between management and staff representatives.

*Moderators Fabrice Andreone, European Commission*

**9:20-10:00 Presentations**

*Speakers*

- Sandrine Guibert, EUROCONTROL
- Georgia Vasiliadis, EBRD

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 "Staff Associations / Committees"**

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Staff Associations/Committees are a statutory part of the workings of our international Organisations. They play a vital role in the relations and discussions that govern the employment and working conditions of all staff. The collective and individual defence of staff affected by decisions taken by the Organisation is also an important part of the remit of staff defence bodies. A comparison of the various internal and external operating methods in our different Organisations will enable us to establish effective operating models.

*Moderators Susana Espinosa, Interpol*

**13:30-14:30 Discussions**

Participants will be invited to exchange views and share their experience on this topic.

14:30-15:50 Coffee break

**15:50-16:20 Discussions (continued)**

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

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The CSAIO scientific committee members will wrap-up the conference.

*Scientific Committee*

- Anya DEMARLE
- Joël LAHAYE