



Governing Body

346th Session, Geneva, October–November 2022

Programme, Financial and Administrative Section

PFA

Personnel Segment

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Eleventh item on the agenda

Amendments to the Staff Regulations

Appraisal of ILO officials designated as members of United Nations country teams

Purpose of the document

In this document, the Governing Body is invited to approve amendments to the Staff Regulations to include provisions concerning the appraisal by resident coordinators of ILO officials designated as members of United Nations (UN) country teams on their contribution to results towards joint UN activities as set out in the UN Sustainable Development Cooperation Framework and other agreed inter-agency commitments and activities (see the draft decision in paragraph 5).

Relevant strategic objective: None.

Main relevant outcome: Enabling outcome B: Effective and efficient governance of the Organization.

Policy implications: The appraisal by resident coordinators of ILO officials designated as members of UN country teams will expand on the ILO's current Performance Management Framework.

Legal implications: Amendments to the Staff Regulations.

Financial implications: None.

Follow-up action required: Amendments to the Staff Regulations.

Author unit: Human Resources Development Department (HRD).

Related documents: [GB.346/INS/8](#).

1. The revised Management and Accountability Framework of the United Nations (UN) Development and Resident Coordinator System¹ sets out a dual accountability system according to which members of UN country teams are appraised through the performance management process of their respective entities both by their supervisor, on the entity's mandate, and by the resident coordinator on their contribution to results towards joint UN activities as set out in the UN Sustainable Development Cooperation Framework and other agreed inter-agency commitments and activities. Similarly, members of UN country teams provide input to the UN Development Coordination Office on the resident coordinator's performance.
2. The ILO's increased engagement in UN country teams is raising awareness of the ILO's mandate and contributing to a greater recognition of the value of its unique tripartite nature. At the same time, the revised Management and Accountability Framework recognizes the importance of trade unions and employers' organizations as strategic partners, thereby facilitating their engagement in common country analysis and Cooperation Framework processes.
3. In its 2021 resolution concerning the review of the functioning of the reinvigorated resident coordinator system, including its funding arrangement, the UN General Assembly requested the UN development system inter alia "to ensure full adherence to a clear, matrixed, dual reporting model and to establish full mutual and collective performance appraisals".²
4. In order for the ILO to fully implement the dual reporting lines as set forth in the Management and Accountability Framework, amendments to the Staff Regulations are necessary. The proposed amendments will enable a resident coordinator to assess the performance of an ILO official designated as a member of a UN country team in respect of delivering on an agreed output that reflects the ILO's contribution to the joint UN activities as set out in the Cooperation Framework and other agreed inter-agency commitments and activities. Notwithstanding the above, the overall responsibility for the performance of ILO officials in delivering on the ILO's mandate remains with their ILO responsible chiefs.

▶ Draft decision

5. **The Governing Body approved the amendments to Chapters II and VI of the Staff Regulations relating to the organization of the staff and advancement, appraisal and change of grade, as set out in the appendix to document GB.346/PFA/11.**

¹ UN Sustainable Development Group, *Management and Accountability Framework of the UN Development and Resident Coordinator System*, 15 September 2021.

² UN General Assembly, resolution 76/4, Review of the functioning of the reinvigorated resident coordinator system, including its funding arrangement, *A/RES/76/4* (2021), para. 13.

▶ Appendix

Proposed amendments to the Staff Regulations (additions appear underlined and deletions are struck out)

The amendments outlined below shall be made on the basis of the July 2022 version of the Staff Regulations. They shall enter into effect in January 2023.

Chapter II

Organization of the staff

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Article 2.3

Responsible chief

(a) Each official shall report to a chief who shall supervise the official's work and be responsible for such functions in relation to the official as are prescribed in these Regulations. The responsible chief shall keep officials informed of the chief's opinion of their work.

(b) For the purpose of these Regulations the responsible chief shall be:

- (1) the Director-General for officials who report directly to the Director-General;
- (2) the Deputy Directors-General and Assistant Directors-General for officials who report directly to them;
- (3) the directors/chiefs of organizational units for officials in those units unless the Director-General has designated another official in respect of a subordinate organizational unit;
- (4) the official to whom they report, for all officials not covered by (1), (2) or (3) above.

Article 2.4

Technical reviewing chief and resident coordinator

1. For the performance appraisal of a technical specialist, or a senior technical specialist, in a duty station other than headquarters, a technical reviewing chief shall provide technical observations in accordance with article 6.7, paragraph 1, to be done under the coordination of the official's responsible chief. The responsible chief shall be the director of the duty station of such an official. The technical reviewing chief of such an official shall be the director of the relevant organizational unit at headquarters.

2. For the performance appraisal of an official who is designated as a member of a United Nations country team, the resident coordinator shall provide an assessment, in accordance with article 6.7, paragraph 1, against the measures defined in the agreed output relating to their contribution to results towards joint United Nations activities as set out in the United Nations Sustainable Development Cooperation Framework and other agreed inter-agency commitments and activities. The resident coordinator shall submit this assessment to the official's responsible chief as input into the official's performance appraisal.

Chapter VI

Advancement, appraisal and change of grade

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Article 6.7

Performance appraisals

1. The performance and conduct of each official shall be appraised on a form prescribed by the Director-General after consulting the Joint Negotiating Committee. The appraisal shall be carried out by the official's responsible chief who may obtain the views of the official's supervisor or where appropriate, any other official under whose supervision the official has worked during the period under review. ~~Technical observations for the period under review shall be provided by~~ from the technical reviewing chief and/or an assessment by the resident coordinator shall be provided for the period under review where applicable as provided for in article 2.4. In the case of responsible chiefs and supervisors, the views of the officials reporting to them will be considered, as appropriate.

2. The appraisal shall be communicated to the official, who shall initial and return it within eight days of its receipt, attaching to it any observations the official may wish to make. These observations shall be filed with the appraisal unless the Director-General decides otherwise. The appraisal, together with any observations which may have been made by the official, shall then be transmitted to the official to whom the responsible chief reports, who may add observations to it, in which case it shall be returned to the responsible chief and to the official for initialling. It shall then be transmitted to the secretary of the Reports Board.

3. After the probationary period as defined in articles 5.1 and 5.5 including any extension thereof as provided for under article 5.2, an official shall be appraised on an annual cycle which is aligned with the calendar year, with a mid-term review. Any intervening period of six months or more between the end of the final probationary appraisal period and the start of the calendar year, shall be subject to an appraisal covering the period to the end of the current calendar year. Any intervening period of less than six months shall be covered by the subsequent appraisal cycle.

4. Proposals to apply to an official the provisions of article 6.4 shall be included in the performance appraisal, as applicable, and submitted to the secretary of the Reports Board for further review by the Reports Board.

5. The Reports Board may recommend, as necessary, the establishment of ad hoc performance assessments as a follow-up measure.