



Global Green Growth Institute

The Council

October 19, 2017

[Draft] Decision on the new Staff Regulations

The Council,

Recalling Article 10(7) of the Agreement on the Establishment of the Global Green Growth Institute (the “Establishment Agreement”) providing that the Director-General shall appoint the staff of the Secretariat in accordance with staff regulations approved by the Council;

Recalling that the Staff Regulations [C/3/DC/3 and C/3/6 Annex 1] was approved by the Council at its Third Session on June 8-9, 2013;

Recalling Staff Regulation 13.1 that provides that “[t]he present regulations may be amended by the Council, without prejudice to the acquired rights of staff members”;

Considering the Explanatory Note attached as Annex 1,

1. *Approves* the new Staff Regulations; and
2. *Takes note* that the Director-General will amend the Staff Rules to include all the changes set out in the Explanatory Note and its Attachments.

Consistent with GGGI’s Disclosure Policy [C/5/DC/2], this document will be disclosed on the GGGI Website upon its approval by the Council, and its classification will be changed from “Official Use” to “General Distribution”.

Explanatory Note

Background

The Institute has been undertaking a comprehensive review of the Staff Regulations and the Staff Rules to more fully reflect (a) the Council Decision on Revised Grade and Salary Scales in the Context of the Grade Realignment Project [C/2016/DC/12], (b) the United Nations Office of Project Services (UNOPS) individual contractor arrangement in country offices discussed during the Seventh Session of the Council on July 23-24, 2015 [C/WRP/DC/18] and the Eight Session on November 18-19, 2015 [A/WRP/DC/6-C/WRP/DC/22], and (c) evolving human resource practices of international organizations and lessons learned by the Institute.

The list of the significant proposed changes as a result of this review is attached as Attachment 1.

The revision of the Staff Regulations and Staff Rules is a collaborative effort between the Institute and its staff. The staff at large have provided feedback through the Staff Association (Attachment 2) and comments from staff have been considered and incorporated as necessary in the course of the revision exercise. There is a common understanding between the Institute and its staff on a majority of the revisions to be made to the new Staff Regulations and Staff Rules and some concerns may still be addressed in the drafting of the final version of the Staff Rules.

The Staff Regulations and Staff Rules have previously been combined into one document. However, for clarity and accessibility, these two documents are now separated and will be presented to the Council separately. The revised Staff Rules to eventually be approved by the Director-General will reflect the Staff Regulations approved by the Council as well as any changes stemming from the Compensation Benchmarking recently finalized. In accordance with the Regulations, the Director-General shall report to the Council the full text of the amended Staff Rules.

Staff Regulations

The revised text of the Staff Regulations being proposed for consideration and approval by the Council is based on the principle that the Staff Regulations should set out the broad principles of human resources policy for staffing and administration, and the details of the implementation of these broad principles should be elaborated by the Director-General in the Staff Rules. The following are the major changes to the Staff Regulations:

- The definition of “staff” or “staff member” has been changed and expanded to include personnel engaged by GGGI through the UNOPS contracting model.
- All other definitions have been moved to the Staff Rules.
- References to Professional and General Service categories have been changed to International and National positions in line with the unified structure approved by the Council in Decision C/2016/DC/12.

- The details on expatriate allowances (i.e., housing allowance, education allowance, home leave allowance, and hardship allowance) and cost-of-living allowance have been moved to the Staff Rules.
- The details on other benefits, i.e., retirement savings scheme and termination indemnity have been moved to the Staff Rules.
- Under Salaries and Allowances, General Principles, a statement has been added regarding host country agreements including conditions regarding tax on income derived from employment with GGGI, which are to be comparable to those accorded to staff of other international organizations.
- Deletion of the provision regarding exploring the establishment an external ombudsman.
- A provision on training programs and learning opportunities for the staff has been added.

Other amendments which are less substantive in nature (i.e., editorial or deletion of obsolete provisions) are also made to the Staff Regulations.

If approved, the new Staff Regulations shall take effect on January 1, 2018.

Staff Rules

The final version of the Staff Rules, incorporating the changes in the Regulations approved by the Council and any changes based on the Compensation Benchmarking, will be reported to the Council.

/End

Attachment 1
List of Significant Proposed Changes

Attachment 2
Staff feedback on proposed changes to Staff Regulations and Rules