

Agenda Item 6d

Progress Update by GGGI Staff Council

24 October 2019

8th Session of the Assembly and 12th Session of the Council

Seoul, Republic of Korea

What is the GGGI Staff Council?

- A group of 9 GGGI staff, elected by staff to represent all staff (the Staff Association) (one position is vacant)



Dagmar Zwebe

Chair

Country Representative
Uganda



Warin Nitipaisakul

Vice-Chair

Manager, Impact &
Evaluation



Romain Brillie

Secretary

Country Representative
Mongolia



Karthik Gopavarapu

Member

Associate, Green
Growth Planning &
Implementation



Donovan Storey

Member

Thematic Lead,
Green Cities



Marshall Brown

Member

Senior Program Officer,
Jordan



Pablo Martinez

Member

Country Representative
Mexico



Aaron Drayer

Member

Country Representative
Peru

Purpose of the Staff Council (SC)

- Advocate for staff interests & needs to enhance working conditions and welfare
- Facilitate communication, understanding and cooperation between staff and management
- Foster a sense of common purpose to achieve GGGI's mission and goals

Key progress in 2018-19

- **By Staff Council identified challenges with country operations without (active) Host Country Agreement (HCA)**
 - A survey was conducted targeting staff in countries without an active HCA
 - It was identified that (i) (legal) risks and other issues might exist for staff in countries without (an active) HCA (ii) these are not fully mitigated by MOUs.
 - The SC presented its recommendations to the Management Team and is presently discussing a number of follow-up activities/steps to further improve legal protections and well-being for staff

Key progress in 2018-19

- **By Staff Council identified challenges with country operations without (active) Host Country Agreement (HCA)**
 1. Continued strong management support and push for HCA obtention with key stakeholders
 2. Litigation risk assessment / legal advice will be sought in a few priority countries in 2020 to identify country specific issues.
 3. Retain the absence of the HCA as one criteria for phasing out a country program, if there is a 'high-risk exposure'
 4. Strengthen internal management arrangements for preventing and managing issues/risks related to the absence of (active) HCA
 5. A more cautious approach will be used for deploying (international) staff members in countries without the active HCA.
 6. Standardized management of necessary visa runs

Key progress in 2018-19

- **Staff Performance Management and 360 Feedback**
 - The SC has recommended 360 feedback is introduced as part of the GGGI performance assessment and management.
 - A paper on the topic has been presented to the Management Team
- **Performance Improvement Plans (PiP)**
 - The SC has identified the need for improved communication about the PiP Process and has requested a review of its practice (2019/2020)
- **Vacancy Evaluation Committee**
 - The SC has two representatives in the Job Evaluation Committee ensuring transparent grading of new Job Descriptions (HR hosted)

Priorities for 2019-2020

- Ensure any HR issues arising from budget adjustments are managed in a fair and transparent way, balancing staff welfare and GGGI interests
- Ensure better visibility of results/issues from annual Staff Engagement Survey, and ensure these are followed up in a timely manner
- Support the further enhancement of reward and recognition processes and mechanisms in GGGI.
- Support the development and introduction of effective 360 feedback mechanism.
- Support the further improvement of the onboarding processes in GGGI to enhance the effectiveness and the wellbeing of newcomers.
- Continuing to provide an effective and representative voice for all staff.

Thank you

Questions?

Contact: staffcouncil@gggi.org