

For Approval at Next Meeting

DA 72/19

June 20, 1972

WORLD BANK GROUP STAFF ASSOCIATION

Minutes of the Delegate Assembly Meeting

on June 5, 1972

Present: A list of those present is attached as Annex 1.

ADOPTION OF DRAFT AGENDA

1. The draft agenda (DA 72/17) was adopted.

MINUTES OF THE MEETING OF APRIL 24, 1972 AND MATTERS ARISING

2. The minutes of the meeting of April 24, 1972 (DA 72/16) were approved subject to the amendment of paragraph 10 as follows: the phrase "Management would pay the capital costs" was changed to read "Management was considering a proposal to pay the capital costs."

REPORT OF THE EXECUTIVE COMMITTEE (DA 72/18)

Principal Income Earner Criterion

3. Renee Alkire announced the Sub-Committee on Special and General Services Staff's plan to study the principal income earner criterion. The Chairman urged all Staff Association members interested in participating in the study to get in touch with Renee Alkire.

Staff Association Representation on Staff Retirement Plan Committees

4. In response to the Executive Committee's proposal, based on the report of the Pension Sub-Committee, the Assembly authorized the Executive Committee to negotiate with management for Staff Association representation on the committees of the Bank Group's Staff Retirement Plan. It was agreed that the Executive Committee would report on its negotiations, for subsequent ratification by the Assembly.

Travel and Shopping Discounts

5. It was suggested that some of the legal impediments to purchasing by staff members at diplomatic rates might be investigated by the Association. The Executive Committee, however, took the view that the Association should devote itself to higher priority issues.

6. It was agreed to defer, at least until 1973, consideration of the incorporation of the Association for the purpose of chartering flights.
7. It was noted that the External Services Sub-Committee would serve as a filter for information for the staff on other groups providing services such as charter flights and shopping discounts which Bank Group staff members could join individually.
8. It was noted that further discussion on the report would be held, if required, at the next meeting of the Assembly. Delegates were urged to notify their constituents of the existence of the report.

Parking Subsidies

9. There was criticism of the allegedly conservative approach of the Staff Services Sub-Committee to parking subsidies, as reflected in the Executive Committee's report. It was agreed that the Sub-Committee would re-examine the matter.

ELECTION OF POLLING OFFICERS

10. The Assembly endorsed the Executive Committee's proposal that the term of the Staff Association's Polling Officers should be concurrent with the life of the Assembly. The following Staff Association members were elected as Polling Officers to serve through the 1973 Delegate Assembly elections:

Valerie Anderson	Controller's
Carlos Azevedo	Administrative Services
Arthur Davis	Transportation Projects
Franz Kaps	Development Services
Lois Williams	South Asia

RESOLUTION PROPOSED BY JAIME MARTIN

11. It was proposed by Jaime Martin:

"That the Delegate Assembly call upon the management as a first essential step towards promoting career development, enhancing staff morale, and eliminating discrimination -- to remove the designations of staff as 'professional', 'special services', and 'general services', and to remove all arbitrary barriers to promotions."

Supporters of the motion argued that it did not attempt to prescribe any new classifications for staff, but merely pointed towards a goal for the Staff Association. Critics thought the issues raised should be studied

before any action was taken, or at least that a decision should be deferred until Delegates and Alternates had had more opportunity to consult their constituents. No speaker opposed the spirit of the proposal.

12. A proposal to adjourn the debate on the motion was rejected.

13. Jaime Martin accepted an amendment substituting "any" for "all" in the last line.

14. The resolution was adopted by a vote of 37 in favor, 6 against and with 3 abstentions.

RESOLUTION BY FRANK HIGGINBOTTOM

15. The following resolution, proposed by Frank Higginbottom and amended as proposed by Stephen Eccles, was adopted unanimously:

"That the Assembly should establish a committee of not more than 9 members to investigate and report on the appropriateness to Bank staff members of the cost of living index now used by management and, if necessary, to investigate alternatives, including the feasibility of compiling a new, more appropriate index."

16. The Chairman invited those willing to serve on the new committee to get in touch with him.

ANY OTHER BUSINESS

Adjournment

17. The meeting was adjourned at 8:20 p.m.

Susa Condliffe, Secretary

James Chaffey, Chairman

WORLD BANK GROUP STAFF ASSOCIATION

Annex I

Attendance at Delegate Assembly Meeting

held on June 5, 1972

<u>ELECTORAL UNIT</u>	<u>DELEGATE</u>	<u>ALTERNATE acting as DELEGATE</u>	<u>ALTERNATE</u>
Administrative Services	Q. J. Ananthanayagam Jaime Martin John H. Hanney Roger Poulnot Sylvia Browne E. Dvorscak	U. Dabbagh L. K. Ahoy	Ulrich Boegli
Agriculture Projects	K. Guinness S. Eccles A. Golan	V. Broxson	
Central America and Caribbean	D. Dowsett		
Computing Activities	S. Condliffe	E. R. Kick	
Controllers and Office of the Internal Auditor	R. Worthington Colin Davis Hugo Schielke	Anthony Mills	Ivan Korolevich
Development Research Center	E. Stoutjesdijk		
Development Services	A. E. Elmendorf		Caryl Jones
Development Finance Cos.		L. Fabietti	
East Asia and Pacific		M. T. Baig	
Eastern Africa	A. McKenna		

Date of Meeting: June 5, 1972

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<u>ELECTORAL UNIT</u>	<u>DELEGATE</u>	<u>ALTERNATE acting as DELEGATE</u>	<u>ALTERNATE</u>
Economic Program	L. Torres S. Haworth A. d'Albuquerque		
Economic Development Institute			
Economics	Ian Hume		
Education Projects	Maysoon Carlson		
EMENA	Raquel Owen J. Chaffey		
European Office	F. Steuber		A. Maddux
Executive Offices			
Industrial Projects			
Information and Public Affairs		J. Maddux	
International Finance Corporation	C. Caralis G. Grayson	W. van der Valk	
Legal	Ping-cheung Loh		
Office of the Director, Projects	Renee Alkire		A. S. Thomas
Personnel		T. Torrance	

<u>ELECTORAL UNIT</u>	<u>DELEGATE</u>	<u>ALTERNATE acting as DELEGATE</u>	<u>ALTERNATE</u>
Population Projects		Peter A. Hall	
Programming and Budgeting	Barbara Eschenbach		
Public Utilities	G. Laithwaite P. R. Jacob		
Secretary's and Offices of Executive Directors	M. A. Wilcox	Janet M. Damron	
South America	W. Moini		
South Asia	C. Ladonne		
Special Projects	C. Madavo		
Tourism Projects	A. El Maaroufi		
Transportation Projects	M. Wyss P. Valad P. C. de Man	J. G.	
Treasurer's Dept.		Peggy Johnston (Cashier's)	
Western Africa	H. Bachmann H. Mirza		M. Bellot
Office of Economic Adviser to President		R. G. Watson	