Following the discussions which have taken place in Committee of Council this year, the Resolution contained in the attached document was agreed at its Hundred-and-Sixty-first Meeting held on 4 November 1983. The Resolution is now formally submitted to Council for adoption.
CONSULTATIVE COMMITTEE ON EMPLOYMENT CONDITIONS

1. At its meeting held on 23 June 1983, the Committee of Council examined the "role of the Staff Association with respect to the Council and its subordinate bodies" (CERN/CC/1493). The Committee considered that this question should be studied by the informal group convened in February 1983 under the chairmanship of the President of Council with a view to obtaining a decision by Council in December 1983. The Committee stressed that the outcome of this study should not affect the CERN Convention nor the authority of Council and its subordinate bodies, nor that of the Director-General, nor the relationship between the Council and the Director-General.

The Committee also indicated that the most appropriate outcome of this study would be the creation of a structure where the Member States, the Management and the Staff Association could meet to discuss and to make recommendations on all aspects of CERN employment conditions. The purpose of this structure would be to gather information and stimulate reflection, and thus to facilitate policy-making in this field.

2. When the Working Group met on 24 June 1983, it recognized that the creation of a "Committee on CERN Employment Conditions" could fulfil the requirements laid down by the Committee of Council.

The Working Group agreed that the Director-General should prepare a paper to serve as a basis for discussion at the next meeting, with the aim of submitting specific proposals to Council, via the Finance Committee and Committee of Council, in December 1983.

3. The Working Group examined the following problems involved in the creation of the Committee:

- membership and composition;
- chairman;
- meetings;
- working procedure;
- recommendations;
- entry into force.

The document has been prepared in the form of a resolution by Council, since according to the Convention and the precedents, the Committee would have to be created in this manner.
PREAMBLE

THE COUNCIL,

HAVING REGARD to the opinion expressed by the Committee of Council, at its meeting on 23 June 1983, of the desirability of establishing a structure at CERN where matters relating to employment conditions could be examined by representatives of the Member States, the CERN Management and the Staff Association;

CONSIDERING

The study prepared by the Working Group established by the Committee of Council on the same date;

The practice followed outside CERN, notably in other intergovernmental Organizations;

That the creation of such a structure does not affect the responsibilities of the Council and of the Director-General as defined by Articles IV, V and VI of the CERN Convention, dated 1st July 1953 revised on 17 January 1971,

DECIDES:

ARTICLE 1
Consultative Committee on Employment Conditions

a) In accordance with Article V of the Convention, a standing, tripartite, consultative structure shall be established to study and report on all aspects of CERN employment conditions.

The purpose of this structure shall be to gather information and stimulate reflection, and thus to facilitate policymaking in this field. Subjects may be raised for consideration by representatives of the Member States, the CERN Management and the Staff Association.

b) It shall be called the "Consultative Committee on Employment Conditions", hereafter the "Committee".
ARTICLE 2
Membership and composition

a) The Committee shall be tripartite in its composition. Member States can nominate representatives who may be accompanied by experts as necessary; both the CERN Management and the Staff Association will send their representatives.

b) The President of Council, the Chairman of the Finance Committee, the Director-General and the President of the Staff Association may attend the meetings of the Committee.

c) At the request of one of the parties, the Chairman may invite other experts to attend all or part of a meeting.

ARTICLE 3
The Chairman of the Committee

a) The Chairman of the Committee shall be chosen from representatives of the Member States and appointed by Council on the recommendation of the Committee and of the Finance Committee.

b) The Chairman shall hold office for one year and may be re-elected on not more than two consecutive occasions.

ARTICLE 4
Meetings

a) The Committee shall meet on the invitation of the Chairman, preferably at times close to the meetings of the Finance Committee.

b) The Agendas of the meetings shall be prepared by the Management in agreement with the other parties. Documents to be considered by the Committee shall be distributed in due time.
ARTICLE 5
Working Procedure

a) The Committee shall function in accordance with the Internal Rules of Council and the procedure adopted by Council and its subordinate bodies, subject to the provisions of this Resolution and to any special internal rules decided by the Committee.

b) The Committee shall address its reports to Council through the Finance Committee.

c) During their deliberations, the members of the Committee shall strive to achieve a convergence of opinion so that the report submitted to Council sets out their joint views. The report of the Committee will contain the opinions of the representatives of the Member States, of the CERN Management and of the Staff Association.

ARTICLE 6
Entry into force and duration

The Committee shall be created as from 1 January 1984 for an initial period of two years. Six months before this period comes to an end, Council shall decide on the future of the Committee.

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