

## ***LIST OF ISSUES AGREED UPON BY ALL THE ALF HONS***

### **1. TRANSPARENCY AND REVIEW OF BUDGETS AND FINANCES**

At our 2018 Heads of network meeting, attended by a representative of the EU, Heads protested at the fact that they had been working as coordinators of their network without any payment whatsoever while an amount of 800,000 euro was returned to the EU by the Secretariat.

Financial Reports must be shared with all of the responsible organs of the ALF. These reports should be detailed and include budgets for HoNs, salaries, training, monitoring and evaluation, flagship projects, calls for proposals. We also need a review of the amount foreseen for the networks in comparison to the overall envelope (a minimum of 70%).

### **2. CLARITY OF ROLES, DUTIES AND RESPONSIBILITIES WITHIN THE SECRETARIAT**

The ALF needs to have an efficient staff who are responsive and supportive to the mission of the ALF and its networks. We have asked and continue to request that an ORGANIGRAM, an organization chart, be created clearly setting out the roles and responsibilities of the staff. (EU officials should be consulted on the work and structure and procedures deployed.)

### **3. FLAGSHIP PROGRAMMES, CROSS NETWORK ACTIVITIES, CALL FOR PROJECT PROPOSALS**

There are several flagship programs initiated by the Secretariat which Heads are asked to support as part of their service contracts, without any prior consultations. Furthermore, there is still no clarity regarding the various calls for CNAs and CfPs in 2020.

We need clarity about the annual/triennial program and budget.

### **4. COMMUNICATION – EXTERNAL AND INTERNAL**

External communication: The new service contracts require Heads to organize press conferences in their respective country in order to raise the profile of the ALF. However there is no strong message for us to convey.

We need a clear message and understanding who we are and what we want to achieve. It is important for us to be perceived by the EU, governments, NGOs and the public as a strong organization that stands behind its mission.

Internal communication: While internal communication has improved under the new Director, the communication tends to be on a question and answer basis and there is still very little information coming out of the Secretariat.

The monthly newsletter should not only contain information submitted by the Heads, but also updates from the Secretariat. For example information on what is happening in their offices in other countries (Belgium; Italy), and visits by the staff to other countries.

**In summary, we are asking for our BoGs support in ensuring:**

- (a) the sharing of detailed financial reports in order to ensure transparency and review the budgets so that at least 70% of ALF budgets and activities be spent by and for networks;
- (b) A review and clarification of the staff structure, new hire and training in Alexandria;
- (c) Clarity about the annual/triennial program and budget of the ALF;
- (d) A communication strategy which involves communication of clear messages externally and better information flow internally.