



**ANNUAL REPORT OF THE EXECUTIVE COMMITTEE
TO THE 75TH FICSA COUNCIL
FOR THE PERIOD FEBRUARY 2021 TO APRIL 2022**



Building back.

Geneva, 24 April 2022

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1. Background

1.1 Mission Statement

FICSA fosters the development of the international civil service in accordance with the principles set forth in the United Nations Charter and the constitutions of the specialized agencies.

The Federation:

- Promotes amongst its Member staff associations/unions the exchange of information and views on all questions of common interest and coordinates their activities
- Represents all Full Members in negotiations with bodies of the United Nations Common System
- Defends staff rights
- Ensures that equitable conditions of service for all common system staff are maintained at a level, which will ensure the recruitment and retention of the most qualified people
- Contributes to building a positive image of the international civil service and defends its independence

1.2 Activities and objectives

FICSA's annual and ongoing programmes of work include the following (non-exhaustive) list of activities:

- Representing the interests of international civil servants in interagency bodies and legislative organs of the common system
- Coordinating activities at the local level and exchanging information on conditions of service
- Informing all staff on issues affecting their conditions of service
- Organizing training seminars, workshops and working groups on specific aspects of conditions of service
- Advising member associations/unions on staff-management relations
- Producing position papers on the technical aspects of conditions of service
- Coordinating industrial action
- Supporting the use of the appeal process (internal appeals and Administrative Tribunals) in cases of non-observance of terms of appointment
- Formulating strategies to prevent violations of staff rights
- Participating in cost-of-living surveys that determine the post adjustment indices
- Providing technical assistance to member associations / unions in preparation for local salary surveys
- Advocating staff positions with representatives of Member States
- Providing guidelines on how staff associations should deal with organizational reform
- Assisting member associations / unions in capacity-building and knowledge transfer

1.3 How to use this report

The information in this report is presented in three ways, which cross reference and link to each other for ease of navigation.

1. If you scroll through the report, you will see the information sorted by the main body or entity that FICSA engages with throughout the year.

2. If you wish to quickly see which ExCom member has been active in which topic or body, you can do so from Chapter 3: The Executive Committee. Please note that, regardless of the actual FICSA representation to a particular meeting, the whole ExCom is involved in the drafting and creation of FICSA's position papers, technical papers, under the leadership of the President, as the Chair of the ExCom.

In the interest of brevity and readability, the report provides the reader with a concise, brief overview of the body, the meeting and the high-level proceedings. To deep dive and read further into a topic or meeting, links are provided in each section to the Meeting's official report, FICSA Circular or FICSA Communications.

2. Message from the President

Finally, after two years of on-off “working from home” and virtual meetings, we are slowly, but hopefully surely, moving back towards hybrid and in-person meetings. As we move into our first hybrid Council since the 73rd meeting in London in 2020, I look forward to seeing many of you in person again for the first time in over two years. I also very much look forward to welcoming the new members of the FICSA family. With most participants attending this year’s Council in-person, we are presented with a golden opportunity for us all to start the process of building back our collective competencies and capacities as staff representatives across our organizations. The Executive Committee hopes that this report will be useful to inform our members on the key issues currently being discussed at the highest levels, which have an impact on all staff across the Common System.

In the absence of opportunities to meet with our members face-to-face, the Executive Committee prioritised building our virtual working relationship with you during this reporting period. The General Secretary led the charge in building and re-building our relationships with our members as he, the Information Officer and I endeavoured to meet all FICSA members at least once during the last twelve months. This was invaluable to us in ensuring that we were representing FICSA member views as we participated in the high-level meetings on your behalf. From the feedback received, it seems that you were also pleased to have this opportunity to engage directly, particularly with regard to educating your newly elected staff representatives about the important work carried out by FICSA. We hope that this practice will be maintained and improved upon as we go forward.

Your Executive Committee has been working hard to build, rebuild and further strengthen the relationships with all our interlocutors on your behalf at the highest levels of the UN common system. Of course, we stand on the shoulders of our esteemed friends and colleagues who served FICSA before us and who left behind a legacy of constructive working relationships, particularly with the ICSC and the HLCM. As well as those two important forums, we participated as observers in meetings of the UN Joint Staff Pension Board (UNJSPB) as well as the related preparatory meetings of the participants’ representatives’ group.

It is important to note that, as detailed in this report, while a few of us present the “face of FICSA” at key meetings, nothing could be achieved without the contributions of all the Executive Committee members, as well as other colleagues from the FICSA family with the relevant technical expertise and, of course, the invaluable constant support from the FICSA Secretariat.

With regard to the ICSC, FICSA members were ably represented at the main sessions of the Commission, as well as the many working groups. This included the working group on Parental Leave, which unfortunately failed to reach a conclusion and will therefore be re-convened in May 2022, at which time FICSA will continue to advocate for the best-possible model policy on parental leave, drawing on best practice within the common system and beyond, with equitable treatment for all parents. Following extensive discussion and debate in the working group on the Contractual Framework, we were pleased that the group concluded that the existing contractual framework was fit for purpose. The final agreement by the Advisory Committee on Post Adjustment Questions (ACPAQ) on the Post Adjustment Methodology and operational rules allowed the 91st session of the ICSC to agree on the schedule for the roll-out of the 2021 cost-of-living surveys. FICSA advocated for criteria to allow local salary survey committees (LSSC) to assess whether the survey should take place depending on the local COVID situation, which was agreed to by the Commission. At the time of writing, all cost-of-living surveys at HQ duty stations had taken place. The 93rd session of the ICSC agreed to the recommendations of the 6th working group on the GS salary survey methodologies on a process for piloting the use of external data, which takes the views of all stakeholders into account. During that meeting, FICSA successfully advocated for the establishment of a review group, with the participation of experts from all stakeholders, to oversee the work of the pilot project. FICSA is also actively and competently represented in the tri-partite working group for the review of Duty Stations According to the Conditions of Life and Work.

The issue of cost-sharing has been at the forefront of the workload for the President, General Secretary, and Information Officer for the last six months. During the meeting of the HLCM in April 2022, the FICSA member organizations agreed that there must be participation by **all** organizations with a FICSA member staff association / union, in order for the agreement to be considered final. The HLCM deadline of 20 April has passed at the time of writing, however there is still no final decision. All of us, myself as President, along with the General Secretary and the Information Officer, expended extraordinary efforts to bring this issue to a conclusion after more than 25 years. Those efforts cannot be wasted. If the funding model for FICSA is to continue to be sustainable for future generations of staff representatives, it is imperative that the next Executive Committee continues to prioritize this issue going forward.

FICSA represented you as an Observer at two sessions of the HLCM in the past 12 months. Key issues discussed included the Secretary General's strategies on the topics of harassment and racism. The HLCM also considered the report of the occupational health and safety (OHS) Forum, which included issues related to COVID, general mental health and well-being, and a model OHS risk assessment tool for the Common System. On the key topic of "Future of Work", the HLCM introduced a discussion paper on the "right to disconnect" along with other papers intended to develop a set of practices to increase work-life harmony. During those sessions, FICSA advocated for improvement of the consultation process with staff federations at the HLCM level to ensure that staff voices are taken into account at all steps of the development of policies and processes in the common system. FICSA was also briefed on a number of occasions by the Chair and co-Chairs of the HR Network on topics related to the safety of staff, particularly in Afghanistan, Lebanon, and Ukraine, as well as on the administrative guidelines related to COVID. We were delighted this year to have benefited from the years of experience of our colleague from UNESCO in the meetings of the IASMN and we hope to continue to draw on this expertise to ensure that we build capacity and knowledge within the Federation on the many complex issues related to the safety and security of our staff, particularly in the field.

The return to in-person meetings has also meant that we have been able to build-back those relationships that were unavoidably weakened during the COVID pandemic. This was notably the case last November when we finally had the opportunity to meet with many member-states represented at the important Fifth Committee to ensure they were fully informed of FICSA's position on all issues related to staffing in the common system and to inform them of our support for the recommendations from the ICSC. Issues addressed in meetings with 5th Committee members were varied and included, sexual harassment, contractual arrangements, parental leave, mobility, UNJSPF, and after-service health insurance. That intensive period of meetings paid off when the General Assembly endorsed the recommendations in the ICSC report related to i) the adjustment to the salary scale for staff in the Professional and higher categories; ii) the adjustment to the education grant sliding scale upward by 14 percent and increase of the boarding lump sum to \$5,300 for implementation from the academic year in progress on 1 January 2022, and iii) continuation of the pilot in category E duty stations not designated as non-family, as well as a pilot for granting \$14,000 annually for eligible staff members in category D duty stations not designated as non-family through to 31 December 2024. However, these successes were hard fought. There are clear indications that member states will scrutinize more than ever any recommendation which has a financial implication. FICSA will have to sustain a consistent effort to inform member states about the rationale and long-term cost effectiveness of decisions related to staffing and the related costs.

3. The Executive Committee (Feb 2021 – Jan 2022)



**Tanya Quinn-Maguire,
FICSA President**

Tanya was elected President in January 2020. She has almost twenty-five years' experience in the UN system. A UNAIDS staff member, she has been part of the FICSA family for over 13 years, actively participating in Standing Committees at FICSA Council including HRM, GS, SMR and SOCSEC/OHS. Most recently, she served as the co-Chair of the Standing Committee on Social Security and Occupational Health and Safety (SOCSEC / OHS) for five years. Through that role Tanya was the FICSA focal-point on the UN Working Group on After-Service Health Insurance (ASHI) and has actively championed issues related to staff mental health and well-being. She was nominated as the FICSA focal point for the UN System Strategy on Mental Health and Well-being and continues in this role as the FICSA representative on the MHS Implementation Board.

As a staff member with UNAIDS, Tanya worked as the secretariat for the UNAIDS Secretariat Staff Association for 13 years. She is a passionate supporter of staff rights and is proud to be an international civil servant for the United Nations.

As the FICSA President ([TOR](#)), Tanya is the primary representative of FICSA to external parties. She also takes the lead for [building and maintaining strategic alliances](#) with sister federations and other entities.

During the reporting period, Tanya represented FICSA to the following high-level meetings:

- [68th Session of the UN Joint Staff Pension Board, 2-5 February 2021](#)
- [3rd Meeting of the OSH Forum, 24 Feb 2021](#)
- [42nd Session of the Advisory Committee on Post Adjustment Questions \(ACPAQ\), 15-26 March 2021](#)
- [91st Session of the ICSC, 3-7 May 2021 \(with Pilar, Mino, and Line\)](#)
- [69th Session of the UN Joint Staff Pension Board, 22-30 July 2021 \(Observer\)](#)
- [Regular meetings with the UN Mental Health Implementation Board as a board member](#)
- [Workstream 1 of the OSH Forum, July 2021](#)
- [92nd Session of the ICSC, 16-27 August \(with Mino, Imed, and Line in person, Pilar and Irwan attended virtually\)](#)
- [ICSC Working Group on Contractual Arrangements, 11-15 October \(with General Secretary\)](#)
- [ICSC Working Group on Parental Leave, 27 Sep – 1 Oct. \(with General Secretary\)](#)

- [42nd Session of High-Level Committee for Management \(HLCM\), 11-12 Oct 2021](#)
- [76th Session of the UN General Assembly – Fifth Committee \(Administrative and Budgetary Committee\), 9-23 Nov 2021 \(with Imed Zabaar\)](#)
- [Meeting with UN Secretary General in his capacity as the Chair of the Chief Executives’ Board \(CEB\)](#)
- [70th Session of the UN Joint Staff Pension Board, 25-25 Feb 2022 \(Observer\)](#)
- [93rd Session of the ICSC, 21 Mar – 1 April \(with Mino and Line in person for first week only, Pilar and Irwan attended virtually for first week only\).](#)
- [43rd Session of High-Level Committee for Management \(HLCM\), 4-6 April 2022](#)
- [6th Meeting of ICSC Working Group on GS Salary Survey Methodologies, 28 Feb – 4 Mar](#)

Other interagency meetings/briefings of specific topics:

- [HR Network \(HRN\) meeting between HRN Co-Chairs and Staff Federations on the situation of staff in Libya](#)
- HR Network (HRN) meeting between HRN Co-Chairs and Staff Federations on the situation of staff in [Lebanon](#)
- [Meeting with Global Fund, WTO, CERN and WHO/HQ on the Cost-of-Living Survey for Geneva, week of 17 Feb 2021](#)
- Meeting with UNICC to sign the Memorandum of Understanding with FICSA, 25 March 2021 ([Press release](#))
- [UN Internal Justice Council, 8 April 2021 \(with the General Secretary\) and March 2022, during the ICSC session.](#)
- [HR Network Meeting to prepare for 91st ICSC session, 20 April](#)
- Meeting of Geneva Group of 17 Member States on Policy on Sexual Harassment in the UN System, where FICSA was invited to speak, 12 May 2021
- [HR Network Meeting to prepare for the 92nd ICSC session, 21 July 2021](#)
- [Tri-federation meeting on the situation of staff in Afghanistan.](#)
- [Meetings of the Geneva Local Survey Committee \(LSC\) for the Cost of Living survey as Observers from the staff federations \(FICSA\).](#)

- [Meeting with HR Network chair and members on FICSA Cost-Sharing, 28 January \(with General Secretary\)](#)
- [Meetings with administrations of FICSA member organizations to ascertain final position on FICSA Cost-Sharing \(with General Secretary and Irwan\)](#)
- [Meeting with UN GLOBE](#)
- [Regular meetings with Presidents of CCISUA and UNISERV to prepare for high-level meetings and other common issues as required.](#)

The General Secretary, President and Information Officer tried to schedule at least one meeting per year with all full members, notwithstanding requests from meetings from members. This [table](#) summarizes the meetings held during this period



**Cosimo Melpignano,
General Secretary**

Cosimo, or Mino as he is known throughout the UN Common System, has a strong background in international logistics and the startup and winding down of Peacekeeping Missions. He is an HR Professional with specialization in international recruitment and in vetting international recruitment processes. He has extensive experience in organizational review and restructuring processes.

He also possesses over twenty years of staff representation experience, in various function as the President of the UNGSS Brindisi Staff Union, as well as having served as the European Representative for the Federation of International Civil Servants Associations and Coordinator for the Federation of National Staff Association.

Prior to being elected as the General Secretary of FICSA, Mino was the Chair of the Field Standing Committee in FICSA.

As the FICSA General Secretary ([TOR](#)), Mino is the head of the FICSA Secretariat and responsible for the daily operations of FICSA, as its Chief Operations Officer. Mino takes full accountability over the internal control framework (financial and management) of FICSA and works closely with the FICSA Treasurer and Accountant on the FICSA finances. The General Secretary takes care of the relationship with Members, as well as meeting with potential new members. During 2021/22, Mino represented the Federation to high-level meetings, namely:

- [UN Internal Justice Council, 8 April 2021 \(with the President\)](#)
- [91st Session of the ICSC, 3-7 May 2021 \(with FICSA President, Pilar, Mino, and Line\)](#)

- [ICSC Task Force meeting on Parental Leave, 18-24 May 2021 \(with Chair HRM Standing Committee\).](#)
- [Meeting of the HR Network, 25 May 2021 \(with the Chair of the Field SC\).](#)
- [92nd Session of the ICSC, 16-27 August \(with Mino, Imed, and Line in person, Pilar and Irwan attended virtually\)](#)
- [ICSC Working Group on Contractual Arrangements, 11-15 October \(with President\)](#)
- [ICSC Working Group on Parental Leave, 27 Sep – 1 Oct \(with President\)](#)
- [Meeting with HR Network chair and members on FICSA Cost-Sharing, 28 January \(with President\)](#)
- [93rd Session of the ICSC, 21 Mar – 1 April \(with FICSA President and Line in person for first week only, Pilar and Irwan attended virtually for first week only\).](#)

In addition, the General Secretary held [regular meetings with FICSA Heads of Delegations](#), who are the Presidents or Chairs of FICSA Full Members, and with FICSA Members, including:

- Meeting with ITLOS on their return as a Full Member of FICSA
- Meeting with UNICTF Valencia to join FICSA as a Full Member
- Participated in IOM SA's review with their external consultant
- Meeting with CTBTO SA about the possibility of becoming a full member as CTBTO has joined the UN Common System
- Townhall Meeting with IARC staff on the importance of staff representation

Internally, the General Secretary and the Secretariat worked on the following initiatives, process improvements or framework during this period:

- FICSA [policy](#) on access and retention of background documentation for continuity and knowledge retention of future Executive Committee members (including process on Working Group participation – reporting back and recording FICSA positions).
- FICSA [criteria and process flow](#) for accepting new lawyers on the FICSA list.

- Updated FICSA Training Catalogue and process flow to request FICSA workshop / training.
- Implemented FICSA credit card payment platform for accepting dues or training/workshop payment with the Information Officer and Accountant.
- Extension of FICSA Laptop's warranty (expiring in Oct. 2021) by one more year to provide maximum value to FICSA members through RFQ by the FICSA Secretariat.
- Development of a FICSA Style Guide with the Member without Portfolio (Tracy), FICSA consultant (Gilda), and the FICSA Information Officer (Irwan).
- Assessed the training module by Bertrand Mutter on Staff Representation (5th to 6th July)
- Working Group on FICSA ExCom report – two streams, Format, Style and Guidelines led by Tracy, with Vero and Line. Another stream on content led by Mino, with Irwan, Marie-Paule, and FICSA interns.

The General Secretary, President and Information Officer tried to schedule at least one meeting per year with all full members, notwithstanding requests for meetings from members. This [table](#) summarizes the meetings held during this period



Kay Miller, Treasurer

Elected Treasurer of FICSA since 2019, Kay also served as the treasurer of WHO/EURO Staff Association (EURSA) from October 2012 through September 2015, when she became the full-time EURSA assistant. She still maintains the finances and bank accounts for EURSA.

Kay is a core member of the FICSA Ad-Hoc Committee of Administrative & Budget (A&B) and the Standing Committee on Social Security (SOCSEC).

As Treasurer, Kay works closely and almost on a day-to-day basis with the FICSA Secretariat, General Secretary and Accountant, especially to approve payments, review monthly FICSA financial records and dues collection. The Treasurer's Report will be discussed at the [PBAS Standing Committee](#) and can be found [here](#).



**Pilar Vidal Estevez,
Member for Compensation**

Pilar has been an elected staff representative since 1995, including as the President of the PAHO Staff Association since 2009. Pilar represented PAHO staff in international meetings and bodies, such as the Global Staff Management Council (GSMC), Global Executive Office meetings, as well as many advisory committees.

Pilar has served as a Member of the FICSA Executive Committee for Compensation since 2016 and has been actively involved in the ICSC review of the GS Salary Survey methodologies. Pilar is also a Resource person / FICSA trainer on the Local Salary Survey Methodologies.

As one of the two FICSA Members for Compensation ([TOR](#)), Pilar represented FICSA in the following meetings:

- [Fourth ICSC Working Group on Local Salary Survey Methodology, 22-25 Feb 2021](#)
- [Preparatory meeting for 42nd Session of Advisory Committee on Post Adjustment Questions \(ACPAQ\), March 2021](#)
- Request for assistance from the Local Salary Survey Committee (LSSC) in India on their unique situation regarding a dual taxation system and other matters, March 2021
- [Fifth ICSC Working Group on the Local Salary Survey Methodology, 28 June – 2 July 2021:](#)
- [Meetings of the Washington D.C. Local Survey Committee \(LSC\) for Cost of Living as Observer from the staff federations \(FICSA\).](#)
- [Preparatory meeting for 6th Meeting of ICSC Working Group on GS Salary Survey Methodologies, 28 Feb – 9 February 2022](#)



**Line Kaspersen, Member for
Compensation**

Line was elected as the member on Compensation Issues in February 2021. She has been an active member of the Association of Professionals in FAO, the organization which she represents, for more than three years, and also active in the Standing Committee on Field Issues for one year, after she was elected as vice-chair for the committee during the first FICSA council she participated in, in London, February 2020. In particular, she has championed issues related to field duty stations, as well as those of the conditions of service for all categories of UN staff, including professional, general service, nationals and consultants.

She is an economist by training and specialized in the agricultural field and in areas of public sector strengthening. She is honored to have been part of the UN civil service for 10 years, first in IFAD and then in FAO; and looks forward to taking on this important task of service to the FICSA member

associations. She is currently based in Kampala, Uganda; is married and has two young children.

As one of the two FICSA Members for Compensation ([TOR](#)), Line represented FICSA in the following meetings:

- [92nd Session of the ICSC, 16-27 August 2021 \(with Tanya, Mino, and Imed, in person, and with Pilar and Irwan attending virtually\).](#)
- [93rd Session of the ICSC, 21 Mar – 1 April 2022 \(with Tanya, Mino and Line in person for first week only, Pilar and Irwan virtual for first week only\).](#)
- [Preparatory meeting for 42nd Session of Advisory Committee on Post Adjustment Questions \(ACPAQ\), March 2021](#)
- [Preparatory meeting for 6th Meeting of the ICSC Working Group on GS Salary Survey Methodologies, 28 Feb – 9 February 2022](#)



Véronique Allain,
Member for Regional and Field Issues

Véro is a Senior Team Assistant within the UN ENVIRONMENT (UNEP) out-posted office, the Secretariat of the Convention on Biological Diversity (SCBD), in Montréal, Canada since 1999, with previous experience in other international organizations, i.e., the World Bank in Washington D.C., UNIDO and the French Delegation to the Conference on Security and Cooperation in Europe (CSCE, now the OSCE) in Vienna, Austria. Véro has been a member of the Executive Committee of the SCBD Staff Association since 2000, in various capacities (President, Vice-President, Secretary, Information Officer). She has been designated as the FICSA Focal Point within the SCBD SA since joining FICSA in 2002.

Véro has been closely involved with the Federation since 2007 in various roles, such as the Regional Representative for the Americas, Member without Portfolio and Member for Field and Regional Issues. Véro holds a Bachelor's degree in English literature, with a certificate in translation (from English or German or Spanish into French) from the Université Catholique de l'Ouest, in France. Being a passionate linguist, Véronique is fluent in four languages and has developed a great interest for field-related matters at the FICSA level, in particular advocating for staff members working for the UN, but away from the Headquarters, the so-called H duty stations.

Véro represented FICSA in the following meetings:

- [ICSC Tripartite Working Group meeting established for the annual review of Field Duty Stations according to the conditions of life and work – mid-](#)

[year review, 8 June 2021 \(with the chair and vice-chair of the Field SC\)](#)

- [ICSC Tripartite Working Group meeting established for the annual review of Field Duty Stations according to the conditions of life and work, 29 Nov – 3 Dec 2021 \(with the chair and vice-chair of the Field SC\)](#)
- [Meetings of the Montreal Local Survey Committee \(LSC\) for the Cost of Living as Member from the SCBD and Observer from the staff federations \(FICSA\).](#)
- [92nd Session of the ICSC, 16-27 August 2021– submitted position papers on review of the definition for H category duty stations](#)



Tracy Tollman, Member without Portfolio

Tracy was elected as the FICSA member without a portfolio in February 2021 at the 74th FICSA Council.

A UNFCCC staff member for 22 years, she has worked at both the G and P levels, with eight years in administration and logistics, and the remainder in process management, coordinating and collaborating with multiple stakeholders to deliver major climate change events and liaising with High-level participants. Tracy has served two terms on the Staff Associations Executive Committee in this time, where she has negotiated for improved staff working conditions, overtime pay for G-staff on mission, G to P career development, spousal employment and, more recently, representing staff interests during a two-year secretariat-wide restructuring. She experienced her first FICSA Council in London in 2020, where she took on the Rapporteur role for the standing Committee on Staff/Management Relations (SMR) and then graduated to the Vice-Chair of this SC just before the 74th Council started in November 2020.

Tracy is a trained Registered Nurse and a real people person. She values fairness and respect for others above all, and this is what brought her to champion staff members interests and rights. As the Chair of her local community theatre, Director, Actress, and public speaker, she is comfortable speaking up on behalf of those who are unable or unwilling to do so, and to give them a voice.

Tracy participated or led the following initiatives within FICSA, as well as supporting the FICSA President during the ICSC Working Group meeting in Bonn:

- Development of a FICSA Style Guide with the General Secretary (Mino), FICSA consultant (Gilda) and FICSA Information Officer (Irwin).

- Working Group on the FICSA ExCom report – two streams, Format, Style and Guidelines led by Tracy, with Vero and Line. Another stream on content led by Mino, with Irwan, Marie-Paule, and FICSA interns.
- General editing support of various FICSA products such as emails, press releases, statements, reports, articles, and the 70th anniversary cookbook.

4. Where FICSA represented you in high-level meetings

Despite challenges in 2021 with the closure of borders and limitation of international travel, FICSA was able to complete its workplan and represent you at all of the high-level meetings, as scheduled in its annual programme of work.

4.1 Fifth Committee of the United Nations General Assembly

What	Who
<p>The Fifth Committee is the Committee of the General Assembly with responsibilities for administrative and budgetary matters. Based on the reports of the Fifth Committee, the General Assembly considers and approves the budget of the Organization in accordance with Chapter IV, Article 17 of the Charter of the United Nations. This function was reaffirmed by the General Assembly in its resolution 45/248 B, Sect. VI.</p> <p>The Assembly also considers and approves financial and budgetary arrangements with specialized agencies and makes recommendations to the agencies concerned.</p> <p>The Committee meets during the main part of the General Assembly session (September to December). Because of its heavy work load it also meets during a resumed session in March. The Committee also holds a second resumed session in May to deal with administrative and budgetary aspects of UN Peacekeeping. This practice is in accordance with General Assembly resolution 49/233 A of 23 December 1994.</p> <p>The Fifth Committee may also consider urgent matters relating to the financing of a peacekeeping mission authorized by the Security Council at any of its sessions.</p> <p>The United Nations General Assembly resolution 34/220 (Dec 1979) and 35/213 (Dec 1980) reiterates its readiness to receive and consider fully the views of staff as set out by FICSA.</p>	<p>Chair of the 76th session: H.E. Mr. Mher Margaryan (Armenia)</p> <p>Resolutions and Decisions.</p> <p>Secretariat.</p>
<p>Meetings in 2021/22</p> <p>Refer to FICSA Communication 58/21 regarding FICSA President’s mission to the Fifth Committee, and the UNGA Resolution 76/240 as mentioned in Communication 01/22.</p> <p>FICSA Statement to the Fifth Committee is in Circular 1351.</p>	

The Resolutions and Decisions from the Fifth Committee can be found [here](#).

4.2 UN System Chief Executives Board for Coordination (CEB) and its subsidiary bodies, networks

What	Who
<p>The UN System Chief Executives Board for Coordination (CEB), chaired by the UN Secretary General, provided broad guidance, coordination and strategic direction for the UN Common System in the areas under the responsibility of Executive Heads. Focus was placed on inter-agency priorities and initiatives while ensuring that the independent mandates of organizations are maintained.</p> <p>The Executive Heads meet twice a year to consider policy and management issues impacting organizations of the United Nations system.</p> <p>The work of the Board is supported by two high-level committees: The High-level Committee on Programmes (HLCP) and the High-level Committee on Management (HLCM). Under each Committee there are inter-agency mechanisms and networks to coordinate specific topics.</p> <p>The CEB closely cooperates with other inter-organizational bodies, including the International Civil Service Commission and the Joint Inspection Unit, as well as the UN Sustainable Development Group. In carrying out its work, CEB and its High-level Committees on Programmes and Management also engage with other UN system entities, coordination mechanisms and networks outside the purview of the CEB machinery.</p>	<p>Chair: António Guterres (UN Secretary General) Members: Board members. Secretariat: CEB Secretariat.</p>
<p>Meetings in 2021/22</p> <p>FICSA does not participate in the meetings of the CEB, however, it participates in the meeting of its subsidiary bodies and networks, including the HLCM, HR Network and IASMN.</p>	



On 17 November 2021, the FICSA President, together with the presidents of UNISERV and CCISUA met with the UN Secretary General Guterres in his capacity, as the Chair of the CEB. The meeting discussed the positive role of FICSA in fostering a holistic, constructive, and collegial working relationship with all stakeholders when it comes to decisions affecting the lives of UN staff and their dependents, and in ensuring that UN values are at the centre of staff-

management relations in the UN common system, in order for organizations to deliver on their mandates in the most effective way.

The report from the CEB meetings can be found [here](#).

4.3 High-Level Committee on Management (HLCM)

What	Who
<p>The High-Level Committee on Management (HLCM) was established on 27 October 2000 to identify and analyze administrative management reforms with the aim of improving efficiency and simplifying business practices. The Committee comprises senior administrative managers from the member organizations of the UN system, who meet twice a year.</p>	<p>Chair: Ms. Catherine Pollard (USG, Management Strategy, Policy and Compliance) Vice-chair: Ms. Kelly Clements (UN Deputy High Commissioner for Refugees, UNHCR)</p>
<p>HLCM acts on behalf of and in the name of CEB on matters affecting the administrative management of all member organizations, both multi-sectoral and specific to a given area</p>	<p>Terms of Reference.</p>
<p>The Committee is authorized to take decisions on behalf of the Executive Heads, as reforms that will improve services, achieve productivity improvements and increase efficiency and effectiveness across the UN system.¹</p>	
<p>The staff federations participate in HLCM meetings as observers, as per CEB/2011/HLCM/HR/19 para 16-17.</p>	
<p>Meetings in 2021/22</p>	
<p>FICSA participated in the following sessions of the HLCM:</p>	
<ul style="list-style-type: none"> • 42nd Session of High-Level Committee for Management (HLCM), 11-12 Oct 2021 	

¹ Refer to the [CEB website on HLCM](#).

- 43rd Session of High-Level Committee for Management (HLCM), 4-6 April 2022

FICSA represented you as an Observer at two sessions of the HLCM in the last 12 months. Key issues discussed included the Secretary General's strategies on the topics of harassment and racism. The HLCM also considered the report of the Occupational Health and Safety (OHS) Forum – which included issues related to COVID, general mental health and well-being, and a model OHS risk assessment tool for the Common System. On the key topic of "Future of Work", the HLCM introduced a discussion paper on the "right to disconnect" along with other papers intended to develop a set of practices to increase work-life harmony. During those sessions, FICSA advocated for improvement of the consultation process with staff federations at the HLCM level to ensure that staff voices are taken into account at all steps of the development of policies and processes in the common system. In addition, the HLCM organizations with FICSA member staff associations / unions were convened on the topic of the Cost-Sharing arrangement for FICSA Elected Officers. Many of these topics are further elaborated on in the sections below.

The report from the HLCM meetings can be found [here](#).

["Investigators' Manual for Investigations of Sexual Harassment Complaints in the United Nations"](#) was approved at the last session of the HLCM Committee. This document is part of the UN system leaders' commitment to a zero-tolerance approach to tackling sexual harassment and follows the publication of the [Model Policy on Sexual Harassment](#) at the end of 2018.

Refer to [Communication 22/21](#)

FICSA was invited to provide comments on the Manual during its development and has been assured that this is a living document with a view towards ensuring a safer workplace for all.

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Refer to [Communication 22/21](#)

4.3.1 HLCM Ad-hoc Working Group on Cost-Sharing for FICSA Elected Officers

The CCAQ (now known as the HLCM) agreed since 1979 and 1980 that the President and General Secretary of FICSA [should be granted full-time secondment from their regular duties and that their salaries and allowances should continue to be paid by the employing organisation](#) (CCAQ/PER/R.77 and ACC/1980/4). It agreed, in principle, on a cost-sharing agreement in 1980 and 1982 ([ACC/1982/5, page 32, paragraph 105](#)). The cost-sharing was implemented on an ad-hoc basis throughout the years ([63rd session \(June-July 1985: ACC/1985/14](#), paras. 120-122). The CCAQ attempted to formalize a cost-sharing mechanism (ACC/1986/3) however, it remained on an ad-hoc basis.

FICSA resubmitted its business case proposal for cost-sharing in 2004 ([CEB/2004/HLCM/8/CRP.2](#)). The HR Network acknowledged the importance of staff representation and sought commitment from all organizations in releasing staff when they are elected by the staff federations and reaffirmed that the releasing organizations should continue to pay for the release of elected FICSA President and General Secretary ([CEB/2008/HLCM/HR/27](#), paras. 74-75).

In 2012, the Joint Inspection Unit (JIU) wrote a report [JIU/REP/2012/10](#) entitled “Staff-Management relations in the United Nations specialized agencies and common system” with clear recommendations to Governing Bodies of organizations to mandate their Executive Heads to prioritize the development of burden-sharing formula and agreement with regards to financing all costs associated with the representational function of officials of staff federations that are recognized in the ICSC statutes and rules of procedure.

In 2015, FICSA re-submitted its business case proposal for a cost-sharing formula which would fairly distribute the annual cost of the two FICSA officers (the President and the General Secretary) across all organizations having staff associations/unions, which are members of FICSA. ([CEB/2015/3 – 29th HLCM 28 May 2015](#) and [CEB/2015/HLCM/HR/18 31st HR Network July 2015](#)). An Ad-hoc working group was formed, led by UNESCO, on the cost-sharing ([CEB/2015/5 – 30th HLCM October 2015](#) and [CEB/2016/3 – 31st HLCM March 2016](#)).

In 2017, the HLCM decided to re-launch the consultative process among the Federation of International Civil Servants’ Associations (FICSA) member organizations to discuss the development of a proposal on the operational model and funding approaches for the positions of FICSA elected officials. The World Health Organization offered to lead the consultations. ([CEB/2017/5 – 34th HLCM, September 2017](#))

The Ad-hoc Working Group met and addressed the topic to HLCM members throughout 2018 and 2019, with a draft mechanism submitted at the end of 2019 / early 2020. A draft MOU on the cost-sharing was also prepared by the Working Group.

The pandemic temporarily stalled the process, until the CEB Secretariat organized a meeting on 19 August 2021 amongst HR Directors and HLCM Members present during the 91st ICSC Session in WIPO, Geneva. The meeting received a positive and favourable response, with several HR Directors committing to the cost-sharing. The meeting concluded that the cost-sharing should be the ‘norm’ for organizations who are members of FICSA, and not participating in the cost-sharing should be the exception.

In the following months, FICSA worked closely with the Chair of the HR Network, ASG Lopez, in meeting individual organizations to provide clarification and more information. In parallel, FICSA hosted meetings with Heads of Delegations of FICSA Member staff unions / associations to also encourage their organizations to participate in the cost-sharing.

The discussion was presented during the 43rd Session of the HLCM, with almost all organizations responding positively to the cost-sharing in principle. Despite extensive efforts by the FICSA President and General Secretary to follow up with several organizations to resolve any issues raised or to get a final confirmation, at the time of writing, there was no final decision on this issue.

Refer to the [FICSA website](#) for more information and history of this topic.

4.3.2 Future of Work

In 2019, the HLCM launched a workstream to reflect on the future of work for the UN workforce in a comprehensive and integrated way. The Committee established a Task Force on the Future of the UN System Workforce, which organized its work around three workstreams:

- Contractual modalities, aimed at developing a proposal to pilot a sustainable contract modality to enable a more agile and diverse UN workforce, while considering the needs of a future workforce
- New ways of working, to propose elements to foster an enabling culture and positive employee experience from multiple perspectives, including leadership, people management, flexible work arrangements, transparency and dialogue
- Leveraging technology, aimed at launching pilot projects on new technologies (robotics, artificial intelligence, machine learning, Blockchain, etc.) applied to human resources management

While continuing its work on these critical areas of focus, the Task Force also undertook an assessment of the impact of the COVID-19 pandemic and adapted the direction of its work. The 43rd meeting of the HLCM continued the discussion on this topic. A review of the work-life harmony actions in the UN system was conducted and a paper was presented on proposed model guidelines on “the right to disconnect”.

FICSA was presented with all related proposals and discussion papers during the formal sessions of the HLCM. At each of those meetings, FICSA reiterated its offer to work closely with the Task Force to develop proposals and requested that this should be the working model adopted in order to ensure that the voice and perspective of staff is included at each step of the process and would therefore be a large step towards ensuring staff buy-in from the outset.

Read the UN Strategy Document on Future of Work and other resources [here](#).

Please visit our website for more information on the topic: [74th FICSA Council - FICSA](#)

Refer to [Communication 53/21](#)

CEB Model policy on Flexible Working Arrangements.

Please visit our website for more information on the topic: [74th FICSA Council - FICSA](#)

Refer to [Communication 11/21](#)

Post-Council statement that addresses discussions based on the Future of Work and which focuses on enabling technology was written.

Please visit our website for more information on the topic: [74th FICSA Council - FICSA](#)

Refer to [Communication 12/21](#)

During the 73rd FICSA Council, the Standing Committee on General Service Questions (GSQ SC) recommended that the FICSA Executive Committee conduct a study on the impact of digitalization and the use of artificial intelligence when implementing organizational change, on staff’s workload, mental health and well-being. A readiness plan to assist staff representatives and their staff associations/unions was prepared ([FICSA/C/73/D/23](#)).

The document: [Impact of digitalization and Artificial Intelligence as causes and enablers of organizational change](#) for FICSA members is available online. The document discusses organizational change,

opportunities and threats related to the digitalization and artificial intelligence. Staff representatives should review the readiness plan.

More information on enabling technologies: <https://ficsa.org/topics/future-of-work/enabling-technologies-workstream.html>).

Refer to [Communication 5/21](#)

4.3.3 HLCM model Policy on Flexible Working Arrangements

During the 41st session of the HLCM in 2021, the HLCM considered and subsequently adopted the CEB Model policy on Flexible Working Arrangements. FICSA provided comments based on discussions with members on this topic. The staff federations were assured that the model policy was a “living document”, and that the HLCM welcomed any feedback on the topic.

Refer to [Communication 53/21](#)

4.3.4 Occupational Health and Safety (OHS) Forum

The HLCM Occupational Health and Safety Forum is a UN system-wide Forum established by HLCM at its 38th session in October 2019. The UN system routinely faces multiple and simultaneous crises across the globe. The HLCM has stated that it is committed, with a sense of urgency and determination, to build on the experience of increasing tragic events to preserve the system’s ability to deliver on its programmatic mandates – the UN’s *raison d'être* – while, at the same time, ensuring that UN personnel remain physically and psychologically safe.

The Forum is chaired by the WHO and composed of experts nominated by the HLCM members. It serves as a multidisciplinary UN system-wide technical body and is intended to support agency heads in fulfilling their duty of care for staff safety and well-being in a manner which evolves in parallel with the risks and the contexts in which their organizations work.

The Forum builds on the work conducted in the course of several years by the [HLCM Cross-functional Task Force on Duty of Care](#). (“Occupational Health & Safety | United Nations - CEB”)

The FICSA President and General Secretary participate in the recurring OSH meetings, with support from the Chair of the FICSA Standing Committee on SOCSEC-OHS.

The OSH forum had its third VC in February 2021 to discuss and finalize its draft Terms of Reference and deliverables. The work and deliverables are divided into the following workstreams:

1. Workstream #1: To mainstream OSH and the tools developed by the Cross-functional Task Force on Duty of Care in the UN system
2. Workstream #2: To revise and update UN-systemwide norms and standards, and regularly monitor and evaluate their implementation
3. Workstream #3: To further develop OSH risk management methodologies
4. Workstream #4: To promote the holistic integration of OSH risk management across all relevant UN-system departments (HR, Medical, Security, etc.) and particularly into the work of Resident Coordinators and UN Country Teams

FICSA successfully advocated for the inclusion of staff and staff representatives at each level of consultation on these important topics where feasible. In addition, FICSA advocated that the Task Force work in a truly multi-disciplinary fashion, as per the model of the Task Force on Mental Health and Well-

being. While the issue of mental health was placed under the auspices of the OHS Forum, all participants agreed that the work of the Mental Health and Well-being Implementation Board should continue to guide this topic and that it should not be absorbed in the general discussions to such a point that this important issue lost the visibility required to ensure that staff concerns in this area were adequately addressed.

The report from the OSH Forum and Duty of Care meetings can be found [here](#).

4.3.5 UN System Mental Health Strategy Implementation Board

During its 34th session in September 2017, the HLCM discussed and approved the Mental Health and Well-Being Strategy, a system-wide five-year action plan to ensure that services and support for mental health and well-being are available and accessible for all staff members, including locally recruited staff. Following the launch of the strategy by the UN Secretary General in 2018, an interagency, cross functional Implementation Board was established with the purpose of ensuring strategic oversight and providing support to successful and practical operational implementation of the HLCM-approved UN system Workplace Mental Health and Well-Being Strategy, over the five-year period (2018-2023).

FICSA is represented on the Board by the FICSA President, Tanya Quinn-Maguire and Paola Franceschelli, Chair of the FICSA Standing Committee on SOCSEC-OHS. The COVID pandemic diverted the work of the Board towards finding solutions to ensure urgent support to staff experiencing mental health and well-being issues. The global pandemic shone a much-needed spotlight on these fundamental concerns, not only in the UN workplace but everywhere in the world. This resulted in the work of the Board being diverted towards finding solutions to ensure urgent support to staff experiencing mental health and well-being issues. The Board also addressed the distressing reality of domestic abuse within our workforce.

As the immediate impact of the pandemic starts to level-off, work has now returned to the delivery of guidelines on the implementation of the UN Strategy. This is the issue which FICSA has been advocating for the past years and we look forward to sharing the final guidelines with our members in the coming months. In addition, the Implementation Board launched a series of trainings for managers on how to deal with mental health in the workplace, entitled “Workplace Mental Health and Well-being Lead and Learn Programme”.

As mentioned above, the Implementation Board reports to the HLCM through the OHS Forum. The Strategy should be implemented in all UN system organizations through the following priority areas: (“Occupational Health & Safety - Overview of deliverables ...”)

- Resource and distribute psychosocial support and mental health services.
- Implement stigma reduction and mental health promotion approaches.
- “Create systems to enable and oversee the safety and quality of psychosocial support programmes.” (“Occupational Health & Safety - Overview of deliverables ...”)
- “Initiate a suite of prevention interventions, establish a workplace well-being programme and complete a review of United Nations Health (v) Insurance provision, and UN social protection schemes.” (“Occupational Health & Safety - Overview of deliverables ...”)
- Complete a multidisciplinary workforce development plan

Refer to the UN Healthy Workforce [website](#)

Refer to [Communication 05/22](#)

The Workplace Mental Health and Well-being Lead and Learn Programme is hosted on the UNSSC Blue Line platform. The programme consists of four modules related to mental health and well-being:

- Module 1: Mental health and well-being in the workplace
- Module 2: Personal well-being and thriving as a manager
- Module 3: Supporting a colleague experiencing poor mental health

- Module 4: Addressing stigma related to mental health problems

The programme is self-paced, with each module estimated to take 2 to 3 hours to complete. Participants can take breaks, complete at their own pace, and will receive a certificate upon completion of the learning path.

Refer to [Communication 51/21](#)

The World Mental Health Day is held annually on October 10 to raise public awareness about mental health issues worldwide, and to mobilize efforts in support of mental health. The theme for 2021 was “Mental Health in an Unequal World”. During the month of October there were panel discussions open to all UN staff, on what staff can do to look after their own mental health.

Refer to [Communication 33/21](#)

As part of our ongoing support for the implementation of the UN System Strategy on Mental Health and Well-being FICSA staff members in their organization were encouraged to participate in the Survey.

The Survey aims to evaluate health and safety risks faced by UN personnel and to fully understand the impact of the COVID-19 pandemic on physical and mental health of the UN workforce.

To date, there are 21 organizations from the UN common system participating in the Survey. From the FICSA membership, CTBTO, IAEA, IMO, UNIDO, UNU and WIPO have already launched the survey to their staff and there are already some 900 responses. WHO will also launch the survey to staff (including IARC, UNAIDS and UNICC). Other FICSA members involved include IOM, PAHO, UNRWA, and UNWTO. (“33/21 UN-Wide Health Survey 2021”)

“Staff participation in this Survey is a critical step to guiding Senior Management’s decisions over:” (“33/21 UN-Wide Health Survey 2021”)

- Future health and safety strategies for the organizations
- Implementation of the UN Mental Health Strategy
- “Investments in health and safety preventative programs to facilitate staff post-pandemic recovery” (“Frequently Asked Questions”)
- Personal health & wellness, and mental health & well-being resources
- “The safety of agencies’ work environment after re-opening and in the post-pandemic world” (“Frequently Asked Questions”)

The UN-Wide Health Survey 2021 can be completed anonymously in about 15-20 minutes and not all the questions require a response. However, the more information is provided, the better the organization will understand the challenges faced by staff members.

Please request the link of the survey from your respective organization.

FAQs are posted on the MHS website: [UN-Wide Health Survey 2021- FAQs.pdf](#)

Refer to [Communication 32/21](#)

Resources on workplace mental health and well-being for UN System Leaders and Managers.

Refer to [Communication 36/21](#)

The UN Division of Healthcare Management and Occupational Safety and Health (DHMOSH) held a series of public health conversations accessible to everyone:

Refer to [Communication 30/21](#)

In his speech, UN Secretary General Ban Ki-moon, stated to the Human Rights Council on 7th of March 2012, “*it is our duty under the United Nations Charter and the Universal Declaration of Human Rights to protect the rights of everyone, everywhere.*”

FICSA's Memorandum of Understanding with the UN GLOBE, the UN staff group that protects and supports the rights of LGBTI staff, testifies to FICSA's determination to encourage diversity across organizations and combat discrimination on the ground of sexual orientation, gender identity and gender expression in the workplace.

FICSA shares UN GLOBE's values and agreed objectives, and consistently ensures that, when required, the perspective of LGBTI staff is included in all our discussions with relevant high-level bodies. ("GENDER AND DIVERSITY") In every high-level meeting in which we participate, we refer to a positive working environment, where LGBTI staff can work without stigma, free from discrimination in recruitment and working conditions, and enjoying a privacy based on sexual orientation or gender identity.

Policy measures to effectively protect the rights of LGBTI staff still need to be defined.

Previous talks, are found here: <https://hr.un.org/page/dhmosh-public-health-conversation-series>
Nutrition and Healthy Eating with Dr. Deborah Haiat (April 13, 2020)

In this pilot episode, find out answers to questions like: "which type of oil should I use for cooking?" and "why is it harder to lose weight as I get older?" Gain a better understanding of what is considered a healthy diet according to ethnicity and religious orientation.

Is Too Much Sitting Bad for Your Health with Dr. Keith Diaz (May 17, 2021)

Is "sitting is the new smoking"? Studies show that prolonged sitting increases your risks for certain types of diseases and early death and maintaining a balanced physical activity level is vital to health and well-being.

Sleep Better, Live Healthier with Dr. Ari Schechter (June 17, 2021)

Have you always wondered how sleep actually impacts physical health? Is insufficient sleep really bad for you? Is there really such a thing as too much sleep? Learn about the connection between sleep and physical health.

Refer to [Communication 42/21](#)

Message from the HLCM Secretariat about the Guidelines on **Indicator 5: *Consultation with persons with disabilities*** of the United Nations Disability Inclusion Strategy (approved by HLCM at its 37th Session).

"The guidelines have been developed by the Disability Team in the Executive Office of the Secretary-General in collaboration with members of the UN Disability Inclusion Strategy (UNDIS) focal point network, the International Disability Alliance and other civil society organizations. They are available in English in PDF, ePub and Easy-to-Read format. Further languages are forthcoming.

*The guidelines provide **guidance and practical tools – including checklists and templates – on how to consult persons with disabilities and their representative organizations in all disability-specific and general decision-making processes across the UN's work, from HQ to country level, and strengthen engagement with OPDs.** We hope that all staff, whether they are working in human rights, sustainable development, humanitarian assistance, peace and security, or operational functions will find the guidelines useful to support greater participation of persons with disabilities and their representative organizations across programmes and operations – from planning and design to implementation, monitoring and evaluation.*

Consulting persons with disabilities and their representative organizations is mandated in the UNDIS accountability framework: adopting these guidelines and incorporating them into organizational guidelines and manuals, and implementing the actions contained in them, will support progress on indicator 5."

4.3.6 Inter-Agency Security Management Network (IASMN)

The Inter-Agency Security Management Network supports HLCM in its comprehensive review of policies and resource-related issues pertaining to the entire UN security management system.

The network reviews existing and proposed policies, procedures and practices of the UN Security Management System and reports and makes recommendations on these to HLCM. The network meets twice a year, is chaired by the Under-Secretary General for Safety and Security and is comprised of senior managers from UN organizations who have oversight of the security function.²

Traditionally, FICSA has been represented at this meeting by various members of the Executive Committee and has often relied on colleagues in UNISERV to present any joint concerns in that forum. As of 2022, FICSA is pleased to be represented by a UNESCO staff member with many years of experience with the IASMN. The Executive Committee hopes to continue to draw on this expertise to ensure that we build capacity and knowledge within the Federation on the many complex issues related to the safety and security of our staff, particularly in the field

The report from the IASMN sessions can be found [here](#).

4.4 Human Resources (HR) Network

What	Who
<p>The Human Resources (HR) Network brings together Directors of human resources departments from over thirty UN and related organizations at its biannual meetings.</p> <p>HRN provides strategic advice and leadership in the management of human resources, focusing on specific strategic issues of interest to human resources Directors, as well as preparing views and proposals to the HLCM and ICSC and liaises with the federations of staff associations. HRN facilitates initiatives for harmonizing and reforming human resources business practices and through enhancing and facilitating inter-agency mobility.</p> <p>HRN has two major roles:</p> <ul style="list-style-type: none"> • to provide strategic advice to the Chief Executives of the UN system on human resources management developments, ensuring best practices across the system and; • to prepare, on behalf of the Chief Executives Board for Coordination (CEB), input and exchange with the 	<p>Co-Chairs: Ms. Martha Helena Lopez (UN Secretariat), Mr. David Bearfield (UNDP), Mr. André Bogui (ILO)</p> <p>Alternates: Mrs. Catty Bennet Sattler (UNHCR), Mrs. Jennifer Linkins (WHO)</p> <p>Reporting to: HLCM</p> <p>Meeting frequency: Twice a year</p>

² From the [CEB website on IASMN](#).

<p>International Civil Service Commission (ICSC), which is responsible for the regulation and coordination of the conditions of service of the UN common system. This role supports the management of its programme of work; HRN also conducts its work in a variety of standing and ad-hoc working groups.³</p>	
<p>Meetings in 2021/22</p> <p>FICSA participated in the following sessions of the HR Network:</p> <p>HR Network meeting 25 May 2021: FICSA General Secretary and Chair of Field standing committee represented FICSA to this virtual meeting, where the main topics were on the education grant and a draft UN policy on domestic violence. It was noted that the UN Secretariat differentiates between Alternative Working Arrangement (AWA, organization-imposed) and Flexible Working Arrangement (FWA, as requested by staff members). FWA has an impact on education grant entitlement – it will be pro-rated based on the duration of time staff are actually present in the duty station. Mary Mone (UNESCO/STU) had volunteered as FICSA focal point to the HR Network in its initiative to develop organizational model policy on domestic abuse/violence. The issue may be approached from the perspective of increased awareness and advocacy, and resources that staff can be referred to, in addition or in parallel to policy.</p> <p>The report from the HR Network meetings can be found here.</p>	

4.4.1 Situation of Staff in Conflict Areas

Under the auspices of the UN HR Network, the Staff Federations were briefed by USG Department for Safety and Security, Giles Michaud, on the situation of staff in Afghanistan and the Ukraine. FICSA consulted its members with staffing presence in the affected duty station in case there were any specific concerns or issues to be raised.

4.4.2 Administrative Guidelines on Covid-19

Following the briefing organized by the [HR Network](#) Co-Chairs and Christian Saunders, ASG for Supply Chain Management, Department of Operational Support (DOS), an [FAQ](#) was issued on COVID vaccinations for UN staff. The FAQ contains legal questions that staff federations asked.

FICSA and sister Federations were briefed on the development of the administrative guidelines on COVID-19 in the UN workplace. As revisions of the guidelines were issued, they were made available on the [FICSA website](#) in the section dedicated to COVID-related issues, including the above information.

4.4.3 Information about vaccinations for UN staff

The HRN engaged the three staff federations in briefings related to the vaccination of UN Staff against COVID-19. Full details can be found in [FICSA Communication 05/21](#).

Subsequently, FICSA was briefed in a second meeting on the latest developments related to this crucial topic, which resulted in the latest version of the [Frequently Asked Questions on the COVID-19 Vaccines](#).

³ Refer to the [CEB website on the HR Network](#).

The staff federations were assured that the FAQ might be adjusted as needs arose and circumstances changed.

Refer to [Communication 5/21](#)

Refer to [Communication 10/21](#)

4.5 International Civil Service Commission (ICSC)

The International Civil Service Commission (ICSC), established pursuant to General Assembly resolution 3357 (XXIX) of 18 December 1974, is the body charged, under its statute, with the regulation and coordination of the conditions of service of the United Nations common system. It consists of fifteen members appointed by the General Assembly of whom two (the Chairman and Vice-Chairman) serve full-time. The Commission meets twice a year for three weeks (exceptionally four weeks) at the headquarters of one of the common system organizations, in principle, at least once a year at UN New York.⁴

FICSA actively participated in the 91st, 92nd and 93rd sessions of the ICSC in 2021 and 2022.

In FICSA's [opening statement to the 91st session of the ICSC](#), FICSA requested the ICSC to keep in mind that the debate and decisions should take into account the social, economic and human cost of the pandemic to all staff across the UN common system. FICSA addressed the session and commended the deliberations that took place during ACPAQ and the Working Group on the GS salary survey methodology. In the [opening statement to the 92nd session of the ICSC](#), FICSA commented on the discussion on the comprehensive assessment report of the compensation package, as well as the discussions around post adjustment and the cost of living survey. FICSA welcomed the agreement at the last ICSC session on the objective criteria to assess whether a cost of living survey should take place depending on the pandemic situation. FICSA reiterated its concern on unrealistic timelines being pursued, as well as training on the new methodology and operational rules. For field staff, FICSA commented on the revised criteria on hardship classification, mobility incentives and situations in precarious duty stations. FICSA noted with concern the topic of the education grant sliding scale and hoped the fifth committee of the UN General Assembly would approve the recommendations to amend the sliding scale levels at this time. [In the statement to the 93rd ICSC session](#), FICSA noted with appreciation, the approval of the ICSC's recommendations regarding: i) adjustment to the salary scale for staff in the Professional and higher categories; ii) adjustment to the education grant sliding scale upward by 14 percent and increase of the boarding lump sum to \$5,300 for implementation from the academic year in progress on 1 January 2022 and, iii) continuation of the pilot in category E duty stations not designated as non-family, as well as a pilot for granting \$14,000 annually for eligible staff members in category D duty stations not designated as non-family through to 31 Dec 2024. However, FICSA also noted with concern, the requests by the General Assembly to the Commission to a) report in 2022 on the impact of the adjustment of the base floor salary on post resources, including separation payments, post adjustment and pension contributions, and b) to undertake a comprehensive assessment and review of the compensation package on a five-year cycle.

All reports from the ICSC are accessible [here](#).

⁴ Refer to the [CEB website on the ICSC](#), and the [ICSC website](#).

4.5.1 Baseline Cost of Living Surveys at Headquarters Duty Stations

FICSA was informed of the launch of the baseline cost of living surveys on 8th of July 2021 and responded immediately with a tri-federation letter to the ICSC dated 14th of July, in which FICSA reiterated its position that the surveys should only go ahead if the current economic and social climate at the relevant duty station was conducive in the context of the COVID-19 pandemic. During the 42nd session of the ICSC, it was agreed that prior to launching a cost-of-living survey in any duty station, the LSC should be fully involved in assessing the feasibility of carrying out the survey based on agreed criteria related to the COVID situation. Subsequently, all the cost of living surveys in the HQ and related duty stations scheduled to take place under the 2021 round have now been completed. During the consultation phase, FICSA supported staff and participated as an observer in many of the affected duty stations.

FICSA [Communications 37/21](#) was sent to the affected duty stations, followed by Addendum 1 and 2 of the same comm to provide members with more information.

Refer to [Communications 37/21](#), [37/21 Add1](#) and [37/21 Add2](#)

Below are questions related to the launch of the latest round of Cost of Living Surveys in HQ duty stations received from communication 37/21 sent on 19 July.

1. Where can I find more information on the updated Post Adjustment methodology?
 - See the updated [Post Adjustment booklet](#) (Methodology for Compilation of the Post Adjustment Index and Operational rules for Determination of the Post Adjustment Multiplier) updated as of Dec 2020.
 - The role of the various stakeholders is described on page 47, including the Survey Coordinator, LSC, and an independent expert that your duty station can appoint to ensure the transparency and accuracy of the exercise
2. Should the first task of the LSC be to determine the feasibility of carrying out the local survey?
 - Yes, the LSC in each duty station should first determine the feasibility of carrying out the survey based on the criteria for acceptance, as approved during the 91st ICSC session (Annex II - attached).

Refer to [Communication 41/21](#)

Further to [FICSA Communications 37/21](#) on baseline Cost of Living Surveys for International Professional and higher categories of staff at HQ duty stations, here are information materials shared by the ICSC:

- [Changes to the set of operational rules, for application in the 2021 round of surveys](#)
- [Relevant extract from the report on the work of the International Civil Service Commission at its ninety-first session \(ICSC/91/R.13\)](#) on approved changes to the methodology and the criteria to ascertain the feasibility of conducting the 2021 baseline cost-of-living surveys
- [Schedule of activities for the surveys](#)

1. **Is the [Post Adjustment Booklet \(Methodology for Compilation of the Post Adjustment Index and Operational Rules for Determination of the Post Adjustment Multiplier\)](#) updated, since there is mention of the 2016 cycle of surveys instead of the 2021?**

The methodology, procedures and guidelines underpinning the 2021 round of surveys were approved only in May 2021, so there has been no time to update the booklet. However, the essence of the changes is outlined in the sessional report of the 91st session of the ICSC (ICSC/91/R.13).

2. **Is there a summary of what has recently changed in the Post Adjustment and Operational rules? If you have any other resources that we should share with staff representatives that will be on the LSCs, please do not hesitate to let us know.**

Refer to information resources mentioned above.

3. **Will ECP data still be used for EU duty stations? Can LSCs opt not to use it?**

No. ICSC is conducting its own surveys at all duty stations.

- 4. What happens if the LSC in a duty station decides that conditions are not suitable to go ahead with the survey? Will it be postponed until a later time when conditions are right? Will the ICSC continue to use the existing post adjustment multiplier, updated based on the standard operational rules?**

The role of the LSC is to make a recommendation to the ICSC chair after a detailed assessment of pre-specified criteria in collaboration with the ICSC secretariat. This assessment must be based on objective indicators, from both official or private company sources. The ICSC chair makes the final decision, not the LSC or the ICSC Secretariat. In the event that a survey is not conducted on account of the pandemic conditions and attendant restrictions, the ICSC will continue to update the relevant indices with inflation measures and exchange rate movements as well as movements in other components such as medical insurance, pension contribution and out-of-area indices.

- 5. What is the recommended LSC composition? Some duty stations seem to have one staff representative and one alternate, and one management representative and one alternate, per organization. Is this the standard practice?**

This is up to the duty station. It is expected that both administrations and staff associations are well represented in the committee. Some LSCs indeed have both primary members and alternates, in order to share the burden of participation.

- 6. What is the time commitment foreseen for the LSC members?**

Again, this is up to the duty station how many meetings they organize in preparation for the surveys. LSCs have major responsibilities during the process, such as mobilizing staff for participation in the survey, helping to collect some of the data, and supporting the survey coordinator in fulfilling their role before, during and after the surveys.

- 7. Will the ICSC provide any comprehensive training, beyond the customary half-day briefing prior to the survey, to the LSC?**

The ICSC secretariat expects to provide relevant information and training during the pre-survey consultations and even during the survey. We can also do special training workshops upon request. It is entirely up to the LSC. There is sufficient capacity in some duty stations but not in others. We are ready to support you in any way you want, in person, if possible, or virtually if not.

Refer to [Communication 43/21](#)

Latest developments in the Cost of Living surveys (COL) for internationally recruited professional staff.

Refer to [Communication 55/21](#)

Town hall meeting for the upcoming Cost of Living Survey for Professional staff but also to all Staff Representatives. To use a new revised methodology and operational rules accepted by all parties.

4.5.2 Review of the GS Salary Survey Methodologies

FICSA fully participated in all of the meetings of the Working Group on GS Salary Survey Methodologies. The bulk of discussion at these meetings revolved around the issue of the use of external data. During its 93rd session, the ICSC agreed to the recommendations of the 6th working group on GS salary survey methodologies on a process for piloting the use of external data, which takes the views of all stakeholders into account. During that meeting, FICSA had successfully advocated for the establishment of a review group, with the participation of experts from all stakeholders, to oversee the work of the pilot project.

Refer to [Communication 46/21](#)

Local Salary Surveys which affect salaries for all local recruited staff.

4.5.3 Task Force and Working Group on Parental Leave

In 2018, the ICSC recognized that it was time to conduct a review of parental leave. The Task Force and the subsequent Working Group considered the development of a parental leave plan, which should set the stage for a gender neutral, non-discriminatory, inclusive, and family friendly policy. Considerations for co-parenting, equality of parenting duties, staff well-being, growth, and retention of workforce with a view to standardizing benefits so the system does not favor staff with more resources, were part of the discussions. Unfortunately, the working group failed to reach a conclusion and will therefore be reconvened in May 2022, at which time FICSA will continue to advocate for the best-possible model policy on parental leave, drawing on best practice within the common system and beyond, with equitable treatment for all parents.

4.5.4 Working Group on Contractual Framework

During the meeting of the ICSC Working Group on the Contractual Framework, all parties (the ICSC, organizations and staff federations) agreed that the current contractual framework was sufficient for the current UN system. In addition, organizations requested more flexibility on the use of short-term staff, and there were discussions on earmarked funding and how they impact the organizations and staffing.

4.5.5 Advisory Committee on Post Adjustment Questions (ACPAQ)

The 42nd Session of the Advisory Committee on Post Adjustment Questions (ACPAQ) was held virtually on 15-26 March 2021. The agenda focused primarily on the **review of the methodology underpinning the post adjustment system**, covering methodological issues, as well as the guidelines and procedures, pertaining to the next round of cost-of-living surveys, scheduled to be launched in June 2021. Final recommendations from this session were submitted for consideration by the Commission at its 91st session.

4.5.6 Hardship Classification

The 2021 Annual Review meeting was held virtually in December 2021 for 106 duty stations in the Latin America and the Caribbean (LAC), 29 duty stations in the the Commonwealth Independent States (CIS) & 44 duty stations in the the Middle East Countries. Of the three regions under review, it was not a surprise that the Middle East remained a complex region, with much volatility due to the political and economic local situation. And the irony of geo-politics was such that the Ukraine duty stations were rated favourably in Dec. 2021, including Mariupol, Odessa, Kiev and Kharkiv.

4.5.7 Danger Pay

Effective 1 January 2021, the danger pay amount for internationally-recruited staff is USD 1,645 per month and the list of Danger Pay amounts for locally recruited staff can be found on the ICSC website; https://unicsc.org/resources/hrpd/dangerpay/DP_LocalStaff_amounts_global_2021.pdf.

Danger Pay has been approved for all locations in the Ukraine, effective 20 February 2022.

4.6 Pension Board

What	Who
The Pension Board is a subsidiary organ of the UN General Assembly. The Pension Board has the ultimate responsibility for the administration of the Fund, and it	<u>Pension Board:</u> Chair: J. Levins, representative of the participants of WFP

<p>protects the best interest of the UNJSPF participants and beneficiaries by setting strategic goals and policies, providing general oversight and monitoring.</p> <p>The Pension Board has 33 members, reflecting a participatory governance structure: its tri-partite membership includes representatives of (i) governing bodies, including GA members, (ii) executive heads, including the United Nations Secretary-General, and (iii) participants' group (elected by staff members). In addition, there are four non-voting representatives of the retirees and other beneficiaries from the Federation of Associations of Former International Civil Servants (FAFICS) on the Pension Board. This structure ensures equity and inclusiveness of those who are affected by the Board's decisions and actions, e.g., staff in active service, retirees and beneficiaries, member organizations, Member States and other stakeholders.</p> <p>The Pension Board reports to the General Assembly on strategic questions and policy matters regarding the management of the Fund, the Fund's budget, plan design issues and its long-term financial situation. In order to make fully informed decisions, to attain sufficient expertise, and to fulfil its responsibilities, the Pension Board has formed subcommittees who meet more frequently and report annually to the Board.⁵</p>	<p>First Vice-Chair: P. Poroli, representative of the General Assembly Second Vice-Chair: A. Vanhoutte, representative of the Executive Head of FAO Rapporteur: P. Nemeth, representative of the participants of the United Nations</p> <p><u>Pension Fund:</u> Chief Executive of Pension Administration: Rosemary McClean Secretariat: Jan de Preter</p> <p><u>Office of Investment Management:</u> Representative of the Secretary-General (RSG) for the investment of the assets of the United Nations Joint Staff Pension Fund (UNJSPF): Pedro Antonio Guazo Alonso</p>
<p>FICSA actively participated in the pension board as observers to the Participant's Group, and provided a joint statement with UNISERV to the 69th Session of the UNJSP Board. In the statement, FICSA appreciated the efforts by the fund to ensure business continuity during the pandemic and took note of the reported improvements on promoting payment of benefits. FICSA strongly reiterated its position that no member organization should lose their voice or right to be a part of the decision-making process as the governance working group continues to review the size and composition of the board. All constituents' group should be equitably represented and have a say when important decisions are being discussed and made. FICSA welcomed the Code of Conduct and Ethics Policy, and hoped this would lead towards stronger accountability and avoid issues of conflict of interest. FICSA requested all member organizations to consider that pension board members responsibilities are considered as official duties, and are supported as necessary to discharge their responsibilities, as per Appendix 8 of the Regulations, Rules and Pension Adjustment System of the UN Joint Staff Pension Fund, first adopted by the UN General Assembly by resolution 248 (III), effective 23 January 1949.</p> <p>FICSA participated as observers in meetings of the UN Joint Staff Pension Board (UNJSPB) as well as the related preparatory meetings of the participants' representatives' group. The main issues of discussion were governance, how the SPCs of each organization were represented on the Board and, most recently, the management of the investment portfolio.</p> <p>The full report of the pension board sessions can be accessed here.</p>	

⁵ Refer to the [UNJSPF website](#).

5. Cross-cutting topics

5.1 Review of the jurisdictional set-up of the UN Common System

FICSA sent comments on the second, and final, version of the Report of the Review of the Jurisdictional Setup of the UN Common System. FICSA expressed its concern regarding “forum shopping” by organizations and suggested that a possible next step could be for the issue to be examined under the auspices of the Chief Executives Board (CEB), including all stakeholders and staff federations. That report was sent to the General Assembly in March 2021 for consideration. Following General Assembly resolution 75/245B, the UN Legal Counsel, in consultation with the ILO, established a working group of the Legal Advisers Network to come up with responses to the General Assembly. The Working group held eleven meetings and in November 2021 concluded its discussions on the following proposals:

1. ICSC submissions to the Tribunals
2. ICSC guidance following Tribunal judgments
3. Joint ILO-UNAT chamber

In January 2022 the report of the working group, along with the three proposals, were sent to all stakeholders, including the staff federations, for review. The staff federations were invited to a briefing on the proposals in February 2022, at which time all three federations expressed their frustration at not being involved earlier in the discussions. In March 2022, FICSA engaged a legal adviser to review the proposals. That review was sent to the Chair and Vice-Chairs of the Legal Standing Committee for comments and was then sent as the official FICSA response to the three proposals from the Legal Advisers’ Network. That position noted that the first two proposals were not generally creating anything new. In addition, it was noted that the third proposal related to the creation of a joint chamber would, among other concerns, add an additional layer of litigation to an already litigious process. The proposals have now been sent to the Legal Advisers Network for comments and will subsequently be sent to the HLCM, CEB, ICSC, tribunals and the IJC for comments. Those comments will be attached to the Secretary General’s report to the General Assembly in late July.

A summary of FICSA activities and related developments in this regard can be found on the [legal topics section of our website](#).

All background documents related to the jurisdictional review are available in the Members Area of the FICSA Website (to navigate there, go to Members Area -> Document Library -> FICSA Database -> Review of Jurisdiction: <https://ficsa.org/members-area/documentlibrary/documents.html?group=271>).

Refer to [Communication 1/21](#)

5.2 Changes in the Internal Justice System amongst FICSA Members

FICSA worked closely with WMO, IMO, ICAO, IFAD, etc. regarding their move from ILOAT to UNAT. This will be discussed further during the Legal Standing Committee, including the latest updates regarding the move.

Refer to 73rd FICSA Council paper on this topic – [FICSA/C/73/D/2](#).

5.3 UN Internal Justice Council

FICSA President and General Secretary met with the UN Internal Justice Council, on 8 April and March 2022, during the ICSC session. The IJC relates to the UN tribunals (UN Administrative Tribunal and UN Dispute Tribunal). FICSA provided specific feedback on searchable case laws (similar to ILOAT Triblex), and raised the issue on access to Office of Staff Legal Assistance ([OSLA](#)) for FICSA Members that are a part of

the UNDT. The General Secretary wrote to FICSA Members impacted to get their views and consolidated a response to IJC.

6. Meetings with the FICSA Membership

6.1 Meeting with FICSA Members

During the 73rd FICSA Council, the FICSA Membership requested to have regular meetings. The FICSA Executive Committee, represented by the FICSA President, General Secretary and Information Officer, met with the executive committees of individual FICSA Members and/or, where possible, the full staff association/union. This provided us with an opportunity to update our members on the valuable work that FICSA does and, in particular, to give exposure and knowledge to newly elected staff representatives on the UN Common System. The work will continue in 2022 to meet each individual member separately, in between the high-level meetings, working groups and task force meetings.

In general, FICSA presented on the history and mission/objectives, how we work with staff associations/unions, how we represent staff at high-level fora, current topics at the HLCM and ICSC, and how FICSA members can engage with FICSA, as well as contribute to the work of FICSA. This was generally followed by a Q&A and discussion on specific topics, issues or queries by the Staff Association/Union.

All FICSA Members, including Associate, Consultative and Observers, are encouraged to request for meetings with FICSA on an ad-hoc basis, both when there is a need to discuss specific topics, and/or just to regularly touch base.

Table on Meeting with FICSA Members 2021/22

FICSA Member	Date
AP-in-FAO	21, 22 Apr 21, 4 May 21, 25 Jan 22
FAO/WFP UGSS	To be scheduled
IFAD	9 June, 16 Jul, 4 Oct
WHO/AFRO	To be scheduled
WHO/SEARO	To be scheduled
WHO/GSC	To be scheduled
WHO/EMRO	27 Jul 21
WHO/WPRO	28 Apr 21, 22 Jul 21
WHO/EURO	13 Oct 21
WHO/HQ	2 Mar 21, 9 Mar 21, 9 Apr 21, 14 Apr 21, 28 Jun 21, 11 Oct 21, 3 Nov 21, 26 Nov 21
PAHO/WHO	To be scheduled
IARC	8 Jul 21, 6 Sep 21 (former SA and Head of HR), 7 Oct 21 (All Staff)
UNAIDS	11 Mar
SCBD	22 Apr 21, 1 Feb 22, 4 Feb 22, 24 Mar 22
ICAO	26 Oct 21
CTBTO	15 Jun 21, 20 Apr 22
IAEA	7 Oct 21 (FICSA Council), 22 Apr 22
UNRWA/ASA	27 Oct 21 (ASA President only)
IMO	23 Sep 21 (IMO ExCom on Contractual Modalities).
ITLOS	22 Feb 21
OSCE	10 May 21, 21 Apr 22
UNESCO/ICTP Trieste (Part of UNESCO STU)	29 Sep 21
UNESCO STU	25 May 21, 31 May 21, 28 Jun 21
UNFCCC	8 Apr 21
UNICTF Valencia	1 Apr 21, 7 May 21, 2 Nov 21
UNIDO	26 Apr 21, 5 May 21
UPU	14 June 21 (UNAT issue)
ILO/ITC	To be scheduled

FICSA Member	Date
UNGSC	25 Nov 21
IPU	16 Nov 21, 11 Apr 22
WIPO	20 Aug 21, 25 Aug 21, 26 Jan 22
WMO	3 Nov 21, 2 Dec 21, 24 Feb 22
UNWTO	To be scheduled

6.2 Meeting with Heads of Delegations of FICSA

FICSA ExCom has continued to engage actively with FICSA Heads of Delegations (HODs), who are the Presidents or Chairs of FICSA Full Members, to both keep them abreast of major developments and for decision making in critical matters. Meetings include:

Meeting with all Heads of Delegations, 22 April 2021

- The FICSA President and Imed Zabaar debriefed on:
 - ACPAQ session
 - HLCM Debrief
 - Updated FICSA Training / Workshop Process Flow

Meeting with all Heads of Delegations, 2 November 2021

- The following topics were discussed:
 - Interpretation during council (use of Interpretfy)
 - Training during council
 - Attendance and format of Council (Virtual / Physical)
 - ExCom positions open for election next year

Meeting with all Heads of Delegations, 15 November 2021

- Head of Delegations discussed and agreed on a FICSA position on Use of External Data as part of Special Measures in extreme conditions where surveys cannot continue, as part of the pilot approach.

Meeting with all Heads of Delegations, 15 December 2021

- HODs agreed to postpone the 75th FICSA Council April 2022 due to the pandemic situation, travel restrictions and general conditions expected in February 2022, the original date for Council.
- This postponement includes extension of the current FICSA Executive Committee until elections can take place in April, and extension of the current FICSA budget until budget 2022 can be adopted.

Meeting with all Heads of Delegations, 27 Jan 2022

- HODs were briefed on the current status of the Cost-Sharing to provide an update and seek ideas on how to proceed.
- Concerns were raised that abolishing the post of the FICSA President while she is on release, whether related or not to the release to FICSA, will send a wrong perception that serving on the staff federation may lead to retaliation, abolishment of position etc., and may impact staff representation at the UN Common System level.
- HoDs agreed with sending a letter to their organization to strongly recommend and urge them to commit to the cost sharing. The HoDs appreciated the transparency and openness of the discussion and agreed to take urgent action.

6.3 Meeting of the FICSA Executive Committee

26 meetings of the FICSA Executive Committee were held in 2021 and 8 meetings until 6 April 2022. The meeting generally takes place every Wednesday, from 2.30pm to 4.30pm Geneva time. The minutes are stored in the FICSA SharePoint and available to the membership upon request.

6.4 Meeting of the FICSA Secretariat

The meeting generally takes place every Monday and Thursday, from 10.30am to 11.30am Geneva time.

7. Strategic relationships, partnerships and MOUs

7.1 Relationship with Sister Federations

FICSA continued to work in the spirit of the Tri-Federation Agreement with our sister Federations CCISUA and UNISERV. Where possible, we coordinated our work and positions to compliment and support each other and to present a united front at high-level fora. This was particularly evident in preparation for the ICSC working groups on Parental Leave and on the Review of the Contractual Framework, where all three federations had very similar or complimentary positions. We also worked together to engage consultants on the issue of the future of work, to inform our positions in advance of ICSC and HLCM. In addition, we have plans to develop a joint statement on the classification of duty stations – work has started and will be completed in advance of the next ICSC session.

7.2 Relationship with other entities

In line with the memorandum of understanding signed in 2020, FICSA continued to consult with UNGLOBE to ensure that, as relevant, any FICSA position at high-level meetings, for example the ICSC working group on parental leave, took into account the perspective of LGBTQI+ staff members.

7.2.1 MOU with FICSA Lawyers and Legal Advisers

FICSA has an MOU with each of its lawyers and legal advisers, renewed on a yearly basis. The MOU stipulates that the FICSA lawyer and legal adviser provide two free consultations per year to its members, each of which pertain to a different work-related issue, plus, provide FICSA with one legal tip of the month throughout the year. The legal tips can be found [here](#).

7.2.2 MOU with ILO International Training Center in Turin

Through the MOU with ILO/ITC, FICSA members continue to enjoy special rates and discounts on selected courses offered by the ILO/ITC. Refer to the MOU for further terms and conditions. [Link](#)

7.3 New MOUs and partnerships

In March 2021, FICSA signed a [memorandum of understanding with the United Nations International Computing Centre \(UNICC\)](#). Among other things, this facilitates the reciprocal exchange of information about discussions and developments on enabling technology at the HLCM and other relevant forums and, if and when relevant, bring joint UNICC-FICSA perspectives to such networks/forums. The agreement also allows FICSA to work with UNICC in validating technology solutions for the UN system to avoid threats to personal data protection, fragilities, compliance, and accountability issues, and similar.

8. Report of the Regional Representatives

8.1 Regional Representative for Africa

2021/22 Regional Representative Report – Africa			
DATE	ACTIVITY	ATTENDANCE	REMARKS/ACTION PLAN
2021	Back to office preparatory meeting	Staff reps	We discussed on the modalities on return to the office and advised the management on various issues raised by staff members. The concerns were welcomed and taken into account.
2021	FICSA Regional Rep Meetings	FICSA EXCOM and Reg. Reps	Update/Report on the situation in different regions. The region was quiet apart from the routine activities. It was noted in some offices activities like salary survey were suspended due to the Covid situation.
2021	LSSC Meetings	LSSC UN Nairobi Committee	FICSA Regional Representative for Africa is a member of the committee that held consultations to proceed or suspend the interim survey. Further to the suspension of the 2020 survey, it was agreed to proceed with the 2021 survey since the situation had improved.
2021	Hostage Management Training Incident (HIM)	Experts/Participants and observers drawn from different agencies and staff bodies.	I represented FICSA as an observer for this training. Of much interest is the role that staff associations can play to support this process. They are the trusted agents of the staff members and they form the critical link between the staff members and the incidence. FICSA is encouraged to identify the trainings that will equip the membership if and in the unlikely event that this support is needed.
November 2021	16 Days of activism- Orange the World- End violence against Women and Girls- Participated in UN Run on Dec 1 st 2021	UN Staff in Nairobi	Staff representatives form the backbone in encouraging staff to participate in this event. There were daily reminders on email and posters around the UN complex containing information ranging from what to be in the lookout for to reporting channels and support to the victims.

December 2021	VRA (Victims' Rights Advocate) mission to Kenya - meeting with PSEA Network- (Protection from Sexual Exploitation and Sexual Abuse) (ST/SGB/2003/13)	PSEA Coordination Network Focal Point and Jane Connors (appointed by the UNSG as UN VRA).	FICSA Regional Representative for Africa participated in briefing and debriefing meetings.
December 2021	Celebration of World Aids day	UN Staff in Nairobi	HIV testing and counselling were conducted in different venues around the UN complex and were offered by JMS. UN run to mark the day was organized. Donations from the registration for the event went to support children orphaned by AIDS. The run took place on 1 st December 2021.
25 January 2022	PSEA scenario training with IOM HQ	Staff Representatives and PSEA Coordination Network	To act on our need to build more internal capacities, awareness raising session, facilitated by IOM HQ. 2.5-hour session will be scenarios on P/SEA examined during the training.

8.2 Regional Representative for Americas

Timeline	Focus / Remarks	Direct Communication
Brief introduction	<p>In 2020-2021, the outbreak of the Corona virus has affected the relationship between the FICSA regional representation and the FUNSAS regarding collective issues. There were several communications but we miss a real dialogue with the affiliates on relevant topics as the career development of staff, work life balance discussions, use of "non-staff personnel", health insurance, pensions, and relationship with the resident coordinator.</p> <p>In most of the U.N Organizations in the field (Americas) its staff is under temporary contracts, technical cooperation contracts, and non-staff relationships, and few long-term staff with permanent contracts; this makes dialogue with the Associations/Unions quite complicated.</p> <p>In any case, we focused on respecting the principle of social dialogue, and to ensure that all decisions, which may affect the working conditions of staff, were the subject of a prior consultation with the Staff Unions or Staff Associations. The fact of the COVID-19 crisis could not justify that the practices of social dialogue were disregarded.</p>	

Timeline	Focus / Remarks	Direct Communication
March	<p>FUNSA Mexico was trying to build a mechanism to help their colleagues under financial stress due to the pandemic, but current Staff Association's funds are not enough, not even if they ask for a special fund raising to this purpose. Therefore, they were exploring for a collaborative effort among the Organization and the staff.</p> <p>In any case, if this is a problem that affects other colleagues around the world, it could be useful to have FICSA's support in this matter. The staff welfare fund is a useful mechanism, but FUNSA Mexico have been informed that it's "disappearing", which means that the Organization is not replenishing the funds anymore. They think that it is necessary to have sufficient money in a fund like this one for specific staff emergencies.</p> <p>However, the available funds are staff union funds, created by every staff unions or staff associations in its case.</p> <p>In addition, we could say that for the current staff with labour relationship with the UN Organization, staff can request salary advances.</p>	Mexico
June	<p>Regarding the FICSA priorities, the final report Council was shared with the FUNSAS (https://ficsa.org/activities/74thcouncil.html)</p> <p>The main challenge in our relationship with the FUNSAS would be how to convert the good intentions that we share during the meetings into actions with concrete results, that is why it is so important to organize and to be organized, otherwise it is very difficult to get results and working conditions improvements in the different duty stations.</p>	Mexico, Peru, Argentina, Chile, Uruguay
June	Sharing online series on Enabling technology with a focus on 'Bridging the Divide in Access'.	
June	There are many problems with health insurance, as hospitals in the country have been cutting their agreements with the insurance due to the enormous delay in paying them, and this is having a huge impact on the staff who cannot cover these expenses without going into debt. This would have been exacerbated by the pandemic.	Mexico

8.3 Regional Representative for Asia

Timeline	Activity	Focus
Mar 2021 onwards	<p>Staff welfare:</p> <p>Psycho-social support for Staff Members: Buddy System was introduced during lockdowns in New Delhi for WHO staff Members to receive psycho-social support. Active volunteers were enrolled who reached out telephonically to the colleagues in the neighborhood to find out their well-being and arrange specialized help if needed. This system was recommended to other Staff Associations in the region.</p> <p>This was escalated during the second big wave of COVID-19 pandemic in India.</p> <p>Support to Staff Members for getting medical relief: New Delhi saw an unprecedented crisis with healthcare system not able to meet the requirements during the surge of COVID-19 cases Q-1 and Q-2 of 2021. Staff Association constituted a group of staff members from clinical background who were able to provide guidance for the staff members and their dependents who were sick and arranged medical treatment as possible. Coordinated with Regional Medical Services (New Delhi) to arrange emergency supply of pulse oximeters and oxygen concentrators/cylinders for the interim domiciliary treatment.</p>	Staff Welfare activities
2021	<p>Working with UN SAs: Communication sent to FUNSA in different duty stations, but the engagement has been occasional only</p> <p>FUNSA in New Delhi:</p> <ul style="list-style-type: none"> • Deliberations and collaboration undertaken for local salary survey • Shared the notices for surveys on hardship duty stations in India • Shared important FICSA announcements 	Communication and coordination
2021	<p>Local Salary Survey (New Delhi): Supported the following actions</p> <ul style="list-style-type: none"> • Supported staff reps on the survey committee • Consulted with FICSA ExCom members • Follow-up with survey committee • Report is awaited – following up with HR department to expedite 	Local Salary Survey
N.B.	<p>UN offices in most locations in the SEA Region were under lockdown and prolonged situation of working from home, fully or partially (Some days allowed in office). Travel continues to be restricted since March 2020, mostly allowed for emergency related work.</p>	

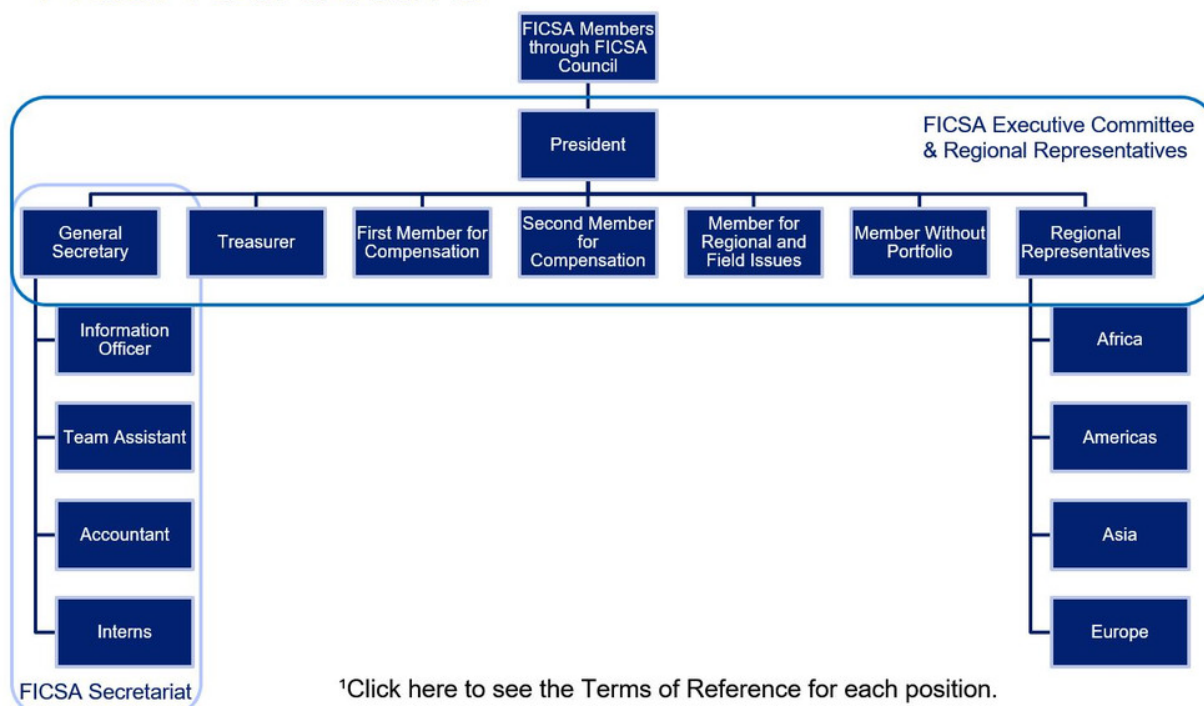
8.4 Regional Representative for Europe

No activities were reported.

9. FICSA Secretariat

9.1 Current functions and services offered by the FICSA Secretariat

FICSA Structure¹



9.2 Communications to FICSA Members and beyond

FICSA has upscaled its communications efforts to members; and continues to use a mix of bulletins, communications, through both the website and emails, as well as social media (LinkedIn, Facebook and Twitter). A full overview of the communications can be found on the [FICSA website](#).

9.3 Functional Review of the FICSA Secretariat

The 71st FICSA Council decided that a functional review of the Secretariat should take place in 2018. This was completed and the findings were presented to the 72nd Council (FICSA/C/72/SD/1).

During the 72nd Council, the FICSA Executive Committee discussed with the Heads of Delegations and agreed to implement the recommendations in two phases, Phase I was immediately after the 72nd Council, and Phase II after the completion of Phase I. The status of the implementation can be found in document [\(FICSA/C/75/PBAS/CRP.01\)](#).

The topic will be discussed in further detail as [Agenda Item 3 in the Standing Committee on Programme, Budget, Administration and Strategy \(PBAS\)](#).