



FEDERATION OF  
INTERNATIONAL  
CIVIL SERVANTS  
ASSOCIATIONS  
(FICSA)

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# Introduction to FICSA Council

Understanding the Federation and its Structure

25 February 2024

# Outline

Introduction to FICSA

Objectives

FICSA Council

Structure

Staff Associations / Unions

Role of newcomers

Conclusions

Q&A

## **INTRODUCTION**

Brief overview

Date of establishment and its mission

Importance of FICSA in the international civil  
service community

# A very brief history of the Federation

01

Founded in Paris in  
1952

WHO, UNESCO, UN,  
ILO, WMO and  
ICAO.

02

31 Full Members  
(UNCS)

17 Associate  
Members

16 Consultative  
Members (non-UN)

03

Almost 40,000 UNCS  
staff represented &  
protected through  
FICSA

# FICSA Mission

Foster 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.

Ensures that equitable conditions of service for all staff are maintained at a level that will permit the recruitment and retention of the most qualified people

# OBJECTIVES

# Primary Objectives of FICSA



Representing the interests of international civil servants



Promoting professionalism and excellence in the civil service



Facilitating communication and collaboration among member associations

# FICSA COUNCIL





## FICSA Council

- A key decision-making body
- Democratic Process
- Fundamental in shaping FICSA's policies and initiatives

# Composition of the Council



# Composition of the FICSA Council



Representatives of members' associations



Observers



Invited guests

# FICSA Council

Annual Assembly

Approves Budget, Workplan, Statutory Matters

Capacity Building

Elects Officers

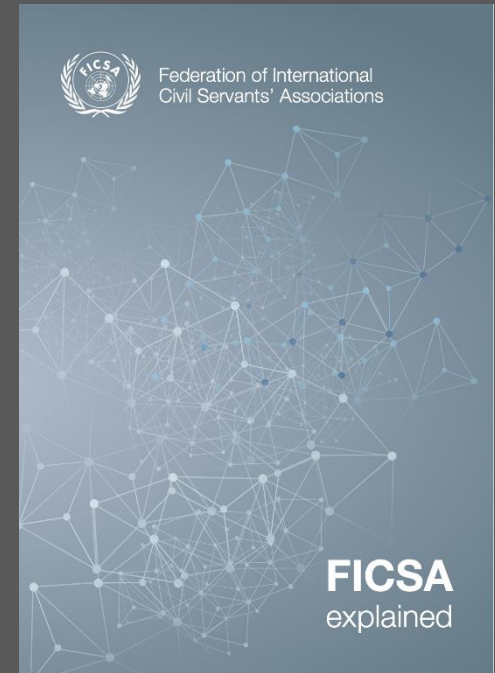
Forum for members

Standing Committees

Permanent Technical  
Committees

Ad-hoc Committees

Please see *FICSA Explained* for a more detailed explanation of the Council and related matters



Visit us at [www.ficsa.org](http://www.ficsa.org)

# **STRUCTURE OF THE FEDERATION**

(THE COUNCIL)

Executive Committee

Standing Committees

Secretariat

You as a Council delegate

# FICSA ExCom

Two full-released positions  
President and General Secretary

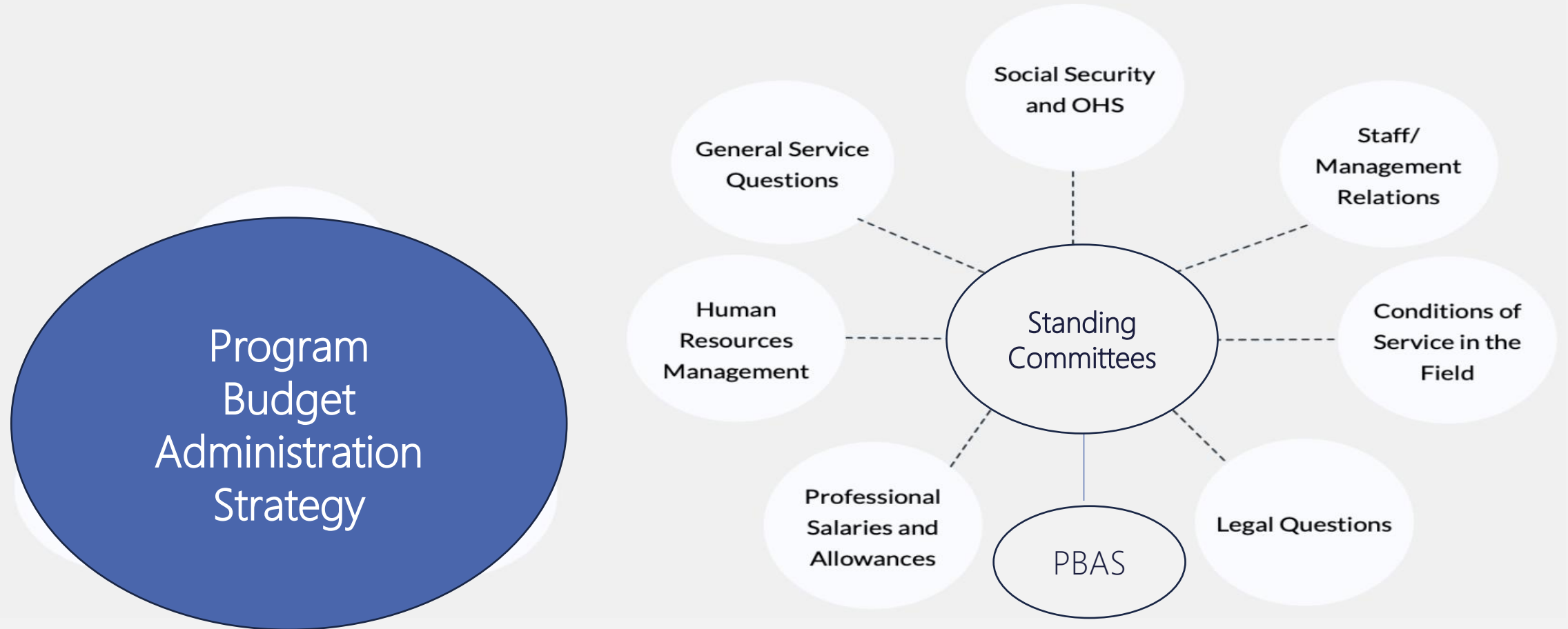
Treasurer

1<sup>st</sup> Member for Compensation Issues  
2<sup>nd</sup> Member for Compensation Issues

Member for Field Issues

Member without Portfolio

# Standing Committees



# FICSA Secretariat



Information  
Officer



Administrative  
Assistant




Accountant




Interns



# Your role as newcomer to the 77th FICSA Council

 Participate and engage in the discussions

 Contribute with your ideas and new perspectives

 Don't be shy!

 Engage with FICSA Community

 Talk to the old-timers

 Exchange of Information to build your understanding and capacity



# Staff Associations / Unions

# How do you and your staff representation body benefit from the work of FICSA ?

## Your Staff Association:

- Resources – FICSA Website, Publications - benefit from shared best practices, lessons-learned from other UN organizations
- Training Workshops and Capacity building – staff rights and benefits – mental health and well-being
- Coordination with other Staff Associations on issues that impact all staff (i.e. review of local salary survey methodologies, review of international staff compensation package & post adjustment methodologies etc.)
- Influence decisions at the highest level which will impact your terms and conditions of employment
- Legal resources: Benefits from FICSA's pool of resources for legal advise (MoU with FICSA Legal Advisors), tap into FICSA Training Catalogue and FICSA Training Fund (if applicable), access latest Newsletters, Magazine and News.

## YOU as a Staff Member:

- Up-to-date information on the developments that affect your conditions of employment
- Your Staff Association brings YOUR voice to the highest levels
  - Be active
  - Contribute to your Staff Association
  - Provide constructive feedback

# How Members can contribute



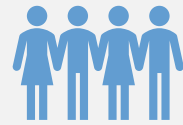
- Elect representatives at the FICSA Council
- Become an expert
- Offer expert advice in one or more areas related to FICSA's mandate
- Put your name forward as
  - a members of the Executive Committee
  - Chairs or Co-chair for an Ad Hoc or Standing Committees
  - a Regional Representative
  - a rapporteur
  - a trainer
  - a writer
  - a designer.....



Roles and responsibilities of  
the Regional Representatives

# Regional Representatives

They are elected to represent the different geographical regions (Africa, the Americas, Europe and Asia) on behalf of the Federation.



Close collaboration with the  
FICSA Executive Committee



- Contact: [ficsa@un.org](mailto:ficsa@un.org)
- Publication: [FICSA Explained](#)



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about the work we do to protect international civil servants