



UPDATE no. 2

[As of 22 December 2011, 09:00 AM (CET), for immediate and largest possible circulation to staff]

DISCUSSIONS ON SALARIES IN THE FIFTH COMMITTEE STILL ONGOING NO DECISION REACHED YET

As anticipated in our urgent message to members yesterday, discussions are still taking place in New York on the draft resolution on UN Common System issues. No conclusion has been reached yet; intense negotiations among Member States are expected to continue and perhaps to be concluded today.

The resolution on UN Common System, normally approved at each session of the UN General Assembly, contains guidelines, directives and - more and more often - decisions by Member States on our conditions of employment (including salaries, allowances and pensions); it usually addresses matters contained in the yearly report of the International Civil Service Commission (ICSC). The ICSC report for 2011, currently under consideration, is available for downloading at <http://icsc.un.org/library/default.asp?list=AnnualRep>.

This year the Fifth Committee is supposed to conclude its work today by 06:00 PM (i.e. midnight in Europe). Further information on the Fifth Committee can be found in <http://www.un.org/en/ga/fifth/66/sessions66.shtml>.

At this stage nobody can reasonably foresee what is going to happen today, since discussions by the Member States representatives are being held behind closed-door meetings.

**Nevertheless, we are ensuring that our voice - your voice - is heard loud and clear:
We are fed up with being asked to do more with less, and less and less...
Enough is enough!**

Consequently, FICSA is intensifying its action, acting as a “*crisis unit*”:

- **The President, The General Secretary, the members of the Executive Committee, as well the secretariat in Geneva, are in permanent alert**, in order to meet via teleconference on very short notice, whenever the situation requires urgent decisions;
- **Queries and requests for guidance from members** are immediately addressed on an “as-needed” basis;
- **Intense networking and lobbying with key stakeholders** is being held at all levels, including Member States, Regional Groups, organizations, staff unions and associations;
- **Technical research** is being conducted, and documentation circulated to decision makers, to support an reinforce FICSA’s position;
- **Evaluation of a potential legal recourse by affected staff**, has already been initiated;
- **Mobilization by staff** through information campaigns, assemblies and meetings with respective senior managers has been immediate and continues.

We thank all members for support and active input in this difficult negotiation. The FICSA Executive Committee and the staff in its secretariat are working hard to ensure a coordinated and strong response, as well as issuance of timely updates to members.

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