



COMMUNICATIONS

FICSA SURVEY ON ORGANIZATIONAL RESTRUCTURING - 2020

60/20**Geneva****2 September 2020**

To: All members

From: Tanya Quinn-Maguire, FICSA President

Dear colleagues,

Further to decision FICSA/C/72/D/10¹, FICSA sent a survey to all members in July 2019 to request information related to Organizational Restructuring. At that time, FICSA received, 12 responses. During 73rd Council, due to ongoing concerns from our members about actual or possible restructuring in their organizations, decision FICSA/C/73/D/6² has tasked the FICSA Executive Committee to re-launch the survey with a couple of minor amendments. We strongly encourage all members to complete the survey. The information exchanged will be invaluable in assisting FICSA members in what some expect to be difficult months ahead.

If you already replied to this survey in 2019, you do not need to re-take the full survey.

However, we would be very grateful if you could **please share any staff rules / regulations / policies related to restructuring** (we did not receive any in 2019). Any documents received would be for reference purposes only for FICSA members and would not be shared outside of the membership.

The survey should take 15 minutes to complete. Link to take the survey:

<https://www.surveymonkey.com/r/restructuring2020>

Deadline: 30 September 2020

A pdf copy of the survey is attached for your reference.

¹FICSA secretariat should request those staff associations/unions in organizations which had gone through a re-organization that had had an impact on staff to:

(i) share their experience of the restructuring process; and describe their role in the process and steps they had taken to ensure transparency throughout the same.

(ii) FICSA secretariat would compile a compendium to be posted on the FICSA website for ease of membership reference.

²The Standing Committee Chair should facilitate the process of information exchange among members undergoing any form of restructuring; agencies' documents would be placed on the FICSA SharePoint, to be shared on request for reference purposes only, and not circulated outside FICSA. The SharePoint should also include the sharing of standard practices across organizations, prevailing policies in their agencies, to serve as a point of reference/basis for discussions with management.