

**REMARKS BY MR. LARBI DJACTA
CHAIR OF THE INTERNATIONAL
CIVIL SERVICE COMMISSION
UNITED NATIONS**

ON

**THE OCCASION OF THE 75th COUNCIL OF THE FEDERATION
OF INTERNATIONAL CIVIL SERVANTS'
ASSOCIATION (FICSA)**

Vienna, 25 April 2022

President, distinguished members of the Council,

It is my pleasure to be here with you today and to participate in this meeting of your Council. I thank you for your kind invitation and look forward to a productive discussion with you. The Commission values the constructive relationship with staff representatives and the staff at large.

As you are aware, ICSC recently concluded the ninety-third session of the Commission in New York. At that meeting we were pleased to highlight the fact that the General Assembly had approved all of the recommendations presented to it by the Commission as contained in the ICSC 2021 annual report; and, in addition to our regularly scheduled work, the Assembly requested a lot more from the Commission which will greatly impact our programme of work not only during this biennium but over the next few years. As staff representatives, I call on you and the organizations' HR managers to intensify your collaboration as we work together to deliver the Assembly's requests; your input is priceless.

Let me at this point brief you on the upcoming activities of the Commission. In two weeks, we will be having the 7th meeting of the Working Group on the review of the salary survey methodologies in Warsaw. We will be trying to wrap up the review as we look at a few outstanding items including items impacting the implementation of the pilot project which was requested by the General Assembly. Two weeks later, we will also have a working group meeting on parental leave in Rome; we have collected a lot of data from the staff which we hope will be helpful as we consider the item in depth. At our next session in the summer, we will review the Standards of Conduct and hope to have a working group on that item later this year during the Fall at which time we expect to look at the language in the current standards and how it relates to discrimination. During our summer session, we will also be discussing other items such as the HR Framework, Standards of

accommodation of air travel, the recruitment incentive, multilingualism as well as the definition of “H” duty stations among other items.

As regards the current round of cost- of-living surveys, I am pleased to inform you that the conduct of the surveys has been a success so far, mainly due to the excellent cooperation among all stakeholders. I welcome the involvement of all and hope that in the next phases of the survey process from data analysis to the implementation of the results, this collaborative process will continue. In mid-June, ACPAQ will review the analysis and results of the surveys and will make recommendations to the Commission. The Commission will then consider those recommendations at its 94th session in July of this year. If ACPAQ recommendations are approved by the Commission, the results would be implemented effective 1 August 2022. Let me remind you that the implementation of those results will be based on the revised system of operational rules which was completed with the full cooperation of all stakeholders.

Distinguished members of the Council,

I will stop here as I do not want to take up too much of your time. Let me assure you that together with my fellow Commission members we stand ready to carry out our mandate to coordinate and regulate the conditions of service in the organizations of the common system. I must remind you that we are not a police force; the ICSC is interested in preserving the equity among common system organizations and we look to you to assist us in achieving that goal through professionalism, open communication, and mutual trust.

I will be available, together with our secretariat, to answer any questions you may have. I wish you a successful meeting.

Thank you!