Standing Committee on SOCSEC /OHS

Agenda Item 3: Summary Sheet
_____

FICSA /C/75/SocSec/PA/ 3

☒ For Discussion	☐ For Information	☐ For Decision
Name of submitting member(s) & organization (s)	FICSA President SOCSEC Chair	
Issue (title)	- FICSA/C74/D/8 Implementation of the Mental Health Strategy - FICSA/C74/D/9 and 10 UN Pension Fund report - FICSA/C74/D/11 Staff Reps engagement in the work of SOCSEC SC - FICSA/C74/D/12 Survey	
Issue description (including reach: global versus local)	- Implementation of the UN-System Strategy on mental health and wellbeing, including: - Brief recap of FICSA representation on the Implementation Board of the UN Strategy on Mental Health and Wellbeing - Status on template to assist SAs in implementing the MH Strategy - Resources available to FICSA members through the UN Website - Reminder about training available to FICSA members on Mental Health for Staff Representatives - UN Pension Fund report: update - Staff Reps engagement in the work of SOCSEC SC: update - Survey: update on the Working Group' intersessional discussions	

Background documentation	UN Website:
	    https://www.un.org/en/healthy-workforce/
	
	Lead and Learn:
	    Public form | UNSSC | United Nations System Staff College
	
	UNJSPF:
	    https://www.unjspf.org/wp-content/uploads/2022/01/A_76_297-English.pdf
	    https://www.unjspf.org/wp-content/uploads/2021/06/A_75_9_Add.1-2101934E.pdf	

Action(s) requested from Standing Committee participants	1. Consideration by the SC members of how they would like FICSA to continue representation on the Mental Health Implementation Board as well as key issues that they would like the FICSA Executive Committee to take forward on their behalf.	

	2. Recommendation from the SC on how Mental Health should be integrated into FICSA strategy on the future of work, and in the general context of the Covid-19 pandemic. 3. Consideration of issues that FICSA Excom members should raise on behalf of FICSA members during future meetings of the UNJSPF and related fora
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:	
Next step(s)/specific action(s)	
Timeline	
Resources required	☐ Specialist/Consultant ☐ Legal Adviser ☐ SC Chair/Vice-Chair ☐ Core group member(s) ☐ FICSA Secretariat ☐ FICSA ExCom (Compensation, Field, Treasurer, Other) ☐ Volunteer/Intern ☐ Other
Deliverable	☐ Literature review ☐ Paper/Article ☐ Background paper with options ☐ Legal article/review/opinion ☐ Talking points for high-level fora/forum – Advocacy ☐ Comparative study ☐ Good practices ☐ Recommendations/ guideline for SAs/unions
Issue for high level fora	☐ International Civil Service Commission (ICSC) ☐ High-Level Committee for Management (HLCM) ☐ HR Network ☐ Joint Pension Board ☐ UN General Assembly ☐ Inter-Agency Security and Management Network (IASMN) ☐ Other

FICSA COUNCIL

Standing Committee on SOCSEC /OHS

75th SESSION

Agenda Item 4: Summary Sheet

_____

FICSA /C/75/SocSec/PA/4

☒ **For Discussion**	☐ **For Information**	☒ **For Decision**	
Name of submitting member(s) & organization (s)	Soc Sec Chairperson		
Issue (title)	Medical Insurance Plans Survey for minimum standards		
Issue description (including reach: global versus local)	This survey will be conducted to obtain information from FICSA membership on the different medical insurance plans implemented in the various organizations. A wide system of payments and premiums is in place at the moment, with no uniformity of providers and procedures. Recommendations FICSA/C/73/D/12 and D/13 suggested the hiring of a consultant to navigate and compile information on the different plans. The outcome may be in the form of a set of recommendations on basic, standard procedures and best practices in place at UN level, as a tool to be used by staff representatives in different organizations when negotiating insurance contracts At the 74th FICSA Council a Working Group was created to outline the survey criteria. However, The FICSA Secretariat and the SocSec SC recognized that the topic under discussion includes a high degree of non-standardized rules and uncommon practices due to the geographical situation of the UN agencies members of the Federation and the host-country arrangements. Therefore, additional time is requested to develop a comprehensive picture of health plans' costs, benefits, covered health care services, and other features among the Membership of the Federation. It was decided to split the original plan in a two-step process: • Data gathering, conducted by the FICSA Secretariat, which will collect all the relevant Staff Health Insurance rules and regulations available on the web • Hiring of a consultant in order to have a coherent document that can be useful for FICSA members		
Background documentation	Survey approved by the Working Group, SOC SEC Report 74th Council https://ficsa.org/fileadmin/user_upload/74Council/SocSec_final_10_Feb.pdf GA document on ASHI		

	https://documents-dds-ny.un.org/doc/UNDOC/GEN/N21/271/10/PDF/N2127110.pdf?OpenElement
Action(s) requested from Standing Committee participants	Discussions on item 4 to present past work on the Survey on minimum standards and request indication on the way forward, including on the need to keep convening the Working Group, developing ToRs for the Consultant to prepare a background document. Discuss message received from the Chair of the FAFICS Standing Committee on After-service Health Insurance and Long-Term Care (ASHIL)
**FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:**	
Next step(s)/specific action(s)	
Timeline	
Resources required	☐ Specialist/Consultant ☐ Legal Adviser ☐ SC Chair/Vice-Chair ☐ Core group member(s) ☐ FICSA Secretariat ☐ FICSA ExCom (Compensation, Field, Treasurer, Other) ☐ Volunteer/Intern ☐ Other
Deliverable	☐ Literature review ☐ Paper/Article ☐ Background paper with options ☐ Legal article/review/opinion ☐ Talking points for high-level fora/forum – Advocacy ☐ Comparative study ☐ Good practices ☐ Recommendations/ guideline for SAs/unions
Issue for high level fora	☐ International Civil Service Commission (ICSC) ☐ High-Level Committee for Management (HLCM) ☐ HR Network ☐ Joint Pension Board ☐ UN General Assembly ☐ Inter-Agency Security and Management Network (IASMN) ☐ Other

FICSA COUNCIL

Standing Committee on SOCSEC /OHS

75ᵗʰ SESSION

Agenda Item 5: Summary Sheet
_____

FICSA /C/75/SocSec/PA/5

☒ **For Discussion**	☐ **For Information**	☒ **For Decision**
Name of submitting member(s) & organization (s)	SOCSEC Chair	
Issue (title)	UN Disability Inclusion Strategy	
Issue description (including reach: global versus local)	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.	
Background documentation	https://www.un.org/sites/un2.un.org/files/un_disability-inclusive_consultation_guidelines.pdf https://www.un.org/en/disabilitystrategy/resources	
Action(s) requested from Standing Committee participants	FICSA would be grateful to receive any information with regard to addressing the issue of staff with disabilities in the various organizations.	
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:		
Next step(s)/specific action(s)		
Timeline		
Resources required	☐ Specialist/Consultant ☐ Legal Adviser ☐ SC Chair/Vice-Chair ☐ Core group member(s) ☐ FICSA Secretariat ☐ FICSA ExCom (Compensation, Field, Treasurer, Other)	

	☐ Volunteer/Intern ☐ Other
Deliverable	☐ Literature review ☐ Paper/Article ☐ Background paper with options ☐ Legal article/review/opinion ☐ Talking points for high-level fora/forum – Advocacy ☐ Comparative study ☐ Good practices ☐ Recommendations/ guideline for SAs/unions
Issue for high level fora	☐ International Civil Service Commission (ICSC) ☐ High-Level Committee for Management (HLCM) ☐ HR Network ☐ Joint Pension Board ☐ UN General Assembly ☐ Inter-Agency Security and Management Network (IASMN) ☐ Other

FICSA COUNCIL

Standing Committee on SOCSEC /OHS

75th SESSION

Agenda Item 6: Summary Sheet

_____

FICSA /C/75/SocSec/PA/6

☒ **For Discussion**	☒ **For Information**	☐ **For Decision**
Name of submitting member(s) & organization (s)	• SOCSEC Vice-Chair • FICSA President	
Issue (title)	OHS Forum: update on discussions	
Issue description (including reach: global versus local)	The Occupational Health and Safety Forum is a UN system wide forum established by the HLCM at its 38th session in October 2019. It is chaired by WHO and composed of experts nominated by the HLCM members. It serves as a multidisciplinary UN-system wide technical body.	
Background documentation	https://unsceb.org/topics/occupational-health-safety https://unsceb.org/sites/default/files/2020-09/2019.HLCM_.27.Rev_.1%20-%20Cross-functional%20Task%20Force%20on%20Duty%20of%20Care%20-%20Final%20Report_11%20Oct%202019.pdf https://uniserv-federation.com/wp-content/uploads/2019/12/HLCM-2019-38th-session-report_26-Nov-2019_final.pdf	
Action(s) requested from Standing Committee participants	Consideration of issues that FICSA Excom members should raise on behalf of FICSA members during future meetings of the OHS and related fora	
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:		
Next step(s)/specific action(s)		
Timeline		
Resources required	☐ Specialist/Consultant ☐ Legal Adviser ☐ SC Chair/Vice-Chair	

	☐ Core group member(s) ☐ FICSA Secretariat ☐ FICSA ExCom (Compensation, Field, Treasurer, Other) ☐ Volunteer/Intern ☐ Other
Deliverable	☐ Literature review ☐ Paper/Article ☐ Background paper with options ☐ Legal article/review/opinion ☐ Talking points for high-level fora/forum – Advocacy ☐ Comparative study ☐ Good practices ☐ Recommendations/ guideline for SAs/unions
Issue for high level fora	☐ International Civil Service Commission (ICSC) ☐ High-Level Committee for Management (HLCM) ☐ HR Network ☐ Joint Pension Board ☐ UN General Assembly ☐ Inter-Agency Security and Management Network (IASMN) ☐ Other

FICSA COUNCIL

Standing Committee on SOCSEC /OHS

75th **SESSION**

Agenda Item 7: Summary Sheet
_____

FICSA /C/75/SocSec/PA/7

☐ For Discussion	☐ For Information	☐ For Decision
Name of submitting member(s) & organization (s)	• SOCSEC Chair	

Issue (title)	Latest updates on SocSec related topics, including Covid-19, in organizations that FICSA Members should be aware of:
	   i. concerning developments
	   ii. lessons learned
	   iii. best practices	

Issue description (including reach: global versus local)	During the pandemic, organizations were faced with unprecedented challenges to guarantee workforce safety and business continuity. After 2 years, discussions should inform membership also in the context of the Future of Work CEB document.	
Background documentation	https://unsceb.org/topics/future-work https://www.ilo.org/global/topics/safety-and-health-at-work/resources-library/publications/WCMS_745549/lang--en/index.htm	
Action(s) requested from Standing Committee participants	Identify best practices that were implemented during the pandemic period to facilitate work and ensure safety of workforce; discuss methods of risk assessment; discuss compliance with national laws; identify any problems that were faced at organization level	
FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE:		
Next step(s)/specific action(s)		
Timeline		
Resources required	☐ Specialist/Consultant ☐ Legal Adviser ☐ SC Chair/Vice-Chair	

	☐ Core group member(s) ☐ FICSA Secretariat ☐ FICSA ExCom (Compensation, Field, Treasurer, Other) ☐ Volunteer/Intern ☐ Other
Deliverable	☐ Literature review ☐ Paper/Article ☐ Background paper with options ☐ Legal article/review/opinion ☐ Talking points for high-level fora/forum – Advocacy ☐ Comparative study ☐ Good practices ☐ Recommendations/ guideline for SAs/unions
Issue for high level fora	☐ International Civil Service Commission (ICSC) ☐ High-Level Committee for Management (HLCM) ☐ HR Network ☐ Joint Pension Board ☐ UN General Assembly ☐ Inter-Agency Security and Management Network (IASMN) ☐ Other