



**ANNUAL REPORT OF THE EXECUTIVE COMMITTEE  
TO THE 76TH FICSA COUNCIL  
FOR THE PERIOD APRIL 2022 TO FEBRUARY 2023**

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## 1. Background

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### 1.1 Mission Statement

FICSA fosters the international civil service's development in accordance with the principles in the United Nations (UN) Charter and the specialized agencies' constitutions.

The Federation:

- Promotes amongst its Member staff associations/unions, the exchange of information and views on all questions of common interest and coordinates their activities
- Represents all Full Members in negotiations with bodies of the UN Common System
- Defends staff rights
- Ensures that equitable conditions of service for all common system staff are maintained at a level, which will ensure the recruitment and retention of the most qualified people
- Contributes to building a positive image of the international civil service and defends its independence

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### 1.2 Activities and objectives

FICSA's annual and ongoing programmes of work include the following (non-exhaustive) list of activities:

- Representing the interests of international civil servants in interagency bodies and legislative organs of the common system
- Coordinating activities at the local level and exchanging information on conditions of service
- Informing all staff on issues affecting their conditions of service
- Organizing training seminars, workshops and working groups on specific aspects of conditions of service
- Advising member associations/unions on staff-management relations
- Producing position papers on the technical aspects of conditions of service
- Coordinating industrial action
- Supporting the use of the appeal process (internal appeals and Administrative Tribunals) in cases of non-observance of terms of appointment
- Formulating strategies to prevent violations of staff rights
- Participating in cost-of-living surveys that determine the post adjustment indices
- Providing technical assistance to member associations / unions in preparation for local salary surveys
- Advocating staff positions with representatives of Member States
- Providing guidelines on how staff associations should deal with organizational reform
- Assisting member associations / unions in capacity-building and knowledge transfer
- Execution of FICSA Council Decisions as captured in the annual Index of Decisions (see Annex I)

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### 1.3 [How to use this report](#)

The information in this report is presented in three ways, which cross reference and link to each other for ease of navigation.

1. As you scroll through the report, you will see the information sorted by the main body or entity that FICSA engages with throughout the year.
2. If you wish to quickly see which ExCom member has been active in which topic or body, you can do so from Chapter 3: The Executive Committee (ExCom). Please note that, regardless of the actual FICSA representation to a particular meeting, the whole ExCom is involved in the drafting and creation of FICSA's position and technical papers, under the leadership of the President, in their capacity of Chair of the ExCom.
3. In the interest of brevity and readability, the report provides the reader with a concise and brief overview of the body, the meeting, and the high-level proceedings. To facilitate a further deep dive into a topic or meeting, links are provided in each section to the Meeting's official report, FICSA Circulars or FICSA Communications.

## 2. Message from the President

Dear friends and colleagues,

As ever, your Executive Committee has been working hard to further strengthen and build on the relationships with all our interlocutors on your behalf at the highest levels of the UN common system, even though a scant nine months have passed since the 75th Council in Vienna. This report is a summary of those efforts and I sincerely hope that you find it beneficial both as elected staff representatives and for your members to see how your interests are defended by your Federation. You are invited to share this report widely with the staff members of your organization and to provide us with feedback throughout the year so that we can continue to modernize our approach and build on our services.

It is important to acknowledge that we stand on the shoulders of our esteemed friends and colleagues who served FICSA before us and who left behind a legacy of constructive working relationships, particularly with the International Civil Service Commission (ICSC) and the High-Level Committee on Management (HLCM). It is also important to reiterate that, while a few of us present the “face of FICSA” at key meetings, nothing could be achieved without the contributions of all the Executive Committee members, as well as other colleagues from the FICSA family with the relevant technical expertise and, of course, the invaluable constant support from the FICSA Secretariat, namely Irwan and Marie-Paule.

Building on the good practice started last year, the General Secretary, the Information Officer and I endeavored to meet all FICSA members at least once during the last twelve months. The pressure of conflicting priorities and the return of travel for in-person meetings meant that we were not able to meet as many of our members individually as in the previous year. Nonetheless, we were successful in increasing the number of virtual meetings of the FICSA heads of delegations as per the decision of the 75th Council in 2022. In addition, the return of duty travel meant that we were finally able, after almost two years, to meet face-to-face with our members when the opportunity arose. Noting your positive response to the increased number of meetings, both virtual and in-person, this practice will be maintained and improved upon as we go forward.

The issue of cost-sharing for FICSA officers has been at the forefront of the workload for the President, General Secretary, and Information Officer for the last eighteen months. We were delighted at the end of the 75th FICSA Council to announce that there had been a formal agreement by those HLCM organizations with FICSA members to share the costs related to the funding of the posts of FICSA President and General Secretary. Despite this historical success, the coordination around the billing has only recently been resolved by the CEB Secretariat, and at the time of writing we are still working to ensure that the process has been properly implemented to allow for the requisite continued release for both the President and the projected future release of whoever the 76<sup>th</sup> FICSA Council elects to serve as General Secretary. We all continued to expend extraordinary efforts to conclude this issue after over 25 years. We cannot stress enough that if the funding model for FICSA is to continue to be sustainable for future generations of staff representatives, it is imperative that the next and future Executive Committees continue to prioritize this issue.

Regarding the ICSC, you will read in section 4.5 of this report how FICSA members were represented at the 94<sup>th</sup> session of the Commission and on the various working groups. Issues of note which I draw your attention to includes the ICSC Working Group on Parental Leave where, despite a less than auspicious start in 2021, FICSA continued to advocate for the best-possible model policy on parental leave, drawing on best practice within the common system and beyond, with equitable treatment for all parents. Following excellent cross-stakeholder cooperation, the members of the Commission agreed to a simple, unified parental leave which guarantees 16 weeks of leave for all parents as well as an additional 10 weeks of pre- or post-natal leave for the birth mother, in line with WHO (World

Health Organization) recommendations. We were even more delighted that the General Assembly, after much debate, also agreed to the implementation of that decision at the level of the UN Secretariat.

The implementation of the baseline cost of living surveys for headquarters duty stations was high on the agenda of both the ICSC, the ACPAQ and the Fifth Committee. The final results yielded increases in the post adjustment of all affected duty stations. However, the issue of the dual post adjustment in Geneva remained unresolved until the eleventh hour of discussions at the Fifth Committee. Finally, the General Assembly agreed to an amendment of the ICSC statutes which we all hope will resolve the debate once and for all. Although, it must be noted that we are yet to understand how Geneva-based organizations will deal with this in the coming months.

FICSA represented you as an observer at the 44<sup>th</sup> session of the HLCM in October last year. We were particularly appreciative that our previous advocacy to improve consultation with the federations paid off with an invitation to participate in the full two-day meeting, rather than the previous two-hour closed session. This allowed FICSA the opportunity to fully discuss with HLCM members topics related to, among others, occupational health, and safety (OHS), diversity, equity, and inclusion (DEI), sexual harassment, as well as the conclusion of the HLCM's long-standing deliberations on the future of the UN workforce.

As per long-standing practice, we had the opportunity to meet with many member-states represented at the UNGA's Fifth Committee to ensure they were fully informed of FICSA's position on all issues related to staffing in the common system and to inform them of our position on the ICSC recommendations before them for approval. Issues addressed in meetings with Fifth Committee members were varied and included: the jurisdictional set-up of the United Nations common system; accrual of annual leave across the common system for staff on temporary appointments; revised methodology for children's and secondary dependency allowance; parental leave; the level of hardship allowance; and the revised methodologies for surveys to establish the levels of compensation for locally recruited staff. As mentioned in last year's report, there continues to be clear indications that member states will scrutinize more than ever any recommendation which has a financial implication. This was illustrated when the Fifth Committee did not agree to all the ICSC recommendations, including the revised methodology for children's and secondary dependency allowance. FICSA must sustain and improve all efforts to inform member states about the rationale and long-term cost effectiveness of decisions related to staffing.

The Executive Committee hopes this report will be useful in informing our members on the key issues being discussed at the highest levels, which impact all staff across the Common System. We very much look forward to discussing the issues outlined in this report in greater detail during the 76th FICSA Council in Valencia, 6-10 February 2023.

In solidarity,

### 3. Composition of the Executive Committee (April 2022 – Feb 2023)



**Tanya Quinn-Maguire,  
FICSA President**



**Cosimo Melpignano,  
General Secretary**



**Jérôme Zanga Foe,  
Treasurer**



**Line Kaspersen,  
Member for Compensation**



**Imed Zabaar,  
Member for Compensation**



**Véronique Allain,  
Member for Regional and Field Issues**

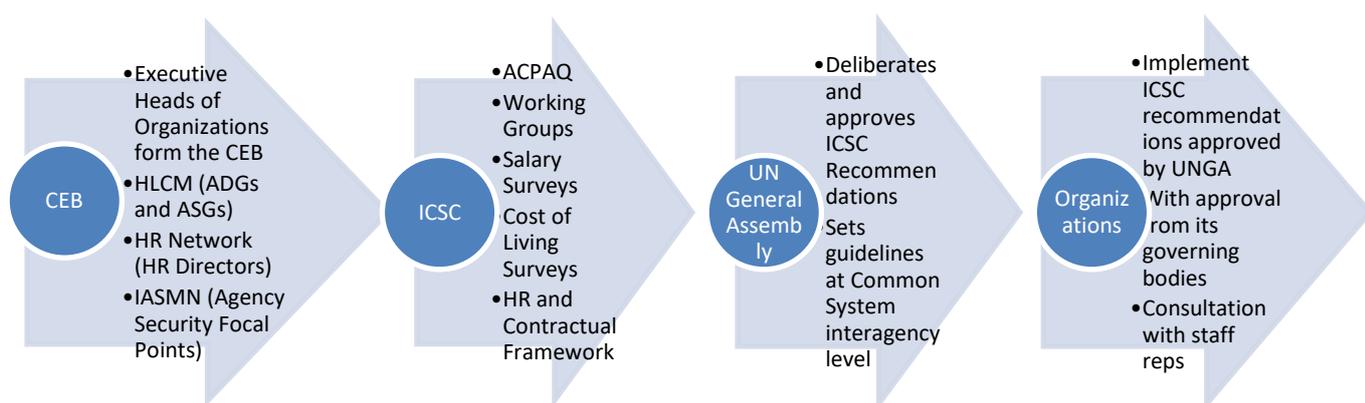


**Tracy Tollmann,  
Member without Portfolio**

## 4. FICSA participation at high-level meetings

FICSA represents its members at the UN Common System level through the fora and high-level meetings mentioned below.

The UN common system represents common standards, methods and arrangements being applied to salaries, allowances, and benefits for the staff of the UN, those specialized agencies which have entered a relationship with the UN, the International Atomic Agency, and several other international organizations. The common system is designed to avoid serious discrepancies in terms and conditions of employment, to avoid competition in recruitment of personnel and to facilitate the interchange of personnel. It applies to over 52,000 staff members serving at over 600 duty stations.<sup>1</sup>



### 4.1 Fifth Committee of the United Nations General Assembly

[The Fifth Committee](#) is the Committee of the UN General Assembly responsible for administrative and budgetary matters. Based on the reports of the Fifth Committee, the UN General Assembly considers and approves the budget of the Organization in accordance with [Chapter IV, Article 17 of the Charter of the United Nations](#). This function was reaffirmed by the GA in its [resolution 45/248 B, Sect. VI](#). The Committee also considers and approves financial and budgetary arrangements with specialized agencies and makes recommendations to the agencies concerned.

Of particular interest to FICSA membership, this is the forum where the Annual Report of the ICSC is presented for the first time to the UN General Assembly (UNGA), under the agenda item “common system issues” (see section 4.5 below for further details related to FICSA participation at the ICSC and related meetings). Traditionally, FICSA Officers travel to New York around the time of the meeting of the UNGA Fifth Committee to ensure that member states are aware of staff perspectives on issues on the agenda from the ICSC annual report and other topics related to the UN Common System, as necessary. In 2022, Tanya Quinn-Maguire, FICSA President, delivered a [statement](#) on behalf of the FICSA membership to the Fifth Committee. In addition, the FICSA delegation held several meetings with representatives from several Member States to discuss the main Common System items on the Committee’s agenda, including: the Review of the Jurisdictional set-up of the UN Common System; Parental Leave; Harmonization of the accrual of annual leave for staff on temporary contracts; Revised methodology for children and secondary dependency allowance; Revised methodology for children and secondary dependency allowance; Review of the hardship allowance; and, Review of the

<sup>1</sup> Source: [UN OHRM website](#) and [ICSC website](#)

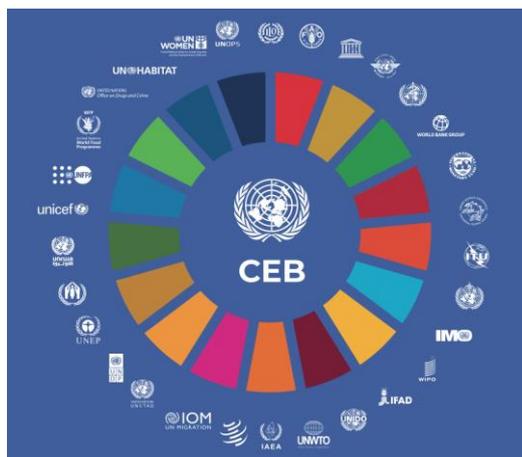
Methodology for GS and other Locally Recruited Staff Salary Surveys (see section 4.5 below for further details related to FICSA participation at the ICSC and related meetings).

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#### 4.2 [UN System Chief Executives Board for Coordination \(CEB\) and its subsidiary bodies, networks](#)

Under the chairmanship of the UN Secretary-General, the [United Nations System Chief Executives Board for Coordination](#) (CEB) provides broad guidance, coordination, and strategic direction for the UN system in the areas under the responsibility of Executive Heads of the UN Common System organizations. Focus is placed on inter-agency priorities and initiatives, while ensuring that the independent mandates of organizations are maintained. The work of the Board is supported by two high-level committees: The High-level Committee on Programmes (HLCP) and the HLCM. Under each Committee there are inter-agency mechanisms and networks to coordinate specific topics. The CEB closely cooperates with other inter-organizational bodies, including the International Civil Service Commission and the Joint Inspection Unit, as well as the UN Sustainable Development Group.

Staff Federations are not invited to participate in meetings of the CEB. FICSA represents the voice of our members at the HLCM as well as at its sub-committees, i.e., the HR Network (HRN), and the Inter-Agency Security Management Network (IASMN), see below.



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#### 4.3 [CEB High-Level Committee on Management](#)

[The CEB High-level Committee on Management \(HLCM\), established on 27 October 2000, identifies and analyzes administrative management reforms to improve efficiency and simplify business practices.](#) The Committee is comprised of senior administrative managers from the member organizations of the UN system who meet twice a year. The HLCM acts on behalf of and in the name of the CEB on matters affecting the administrative management of all member organizations, both multi-sectoral and specific to a given area. The Committee is authorized to take decisions on behalf of the Executive Heads of member organizations and to identify, promote and coordinate management reforms that will improve services, achieve productivity improvements, and increase efficiency and effectiveness across the UN Common System.

The 43<sup>rd</sup> session of the HLCM was held in London in April 2022 and reported on in the FICSA ExCom Report presented to the 75th FICSA Council.

The 44<sup>th</sup> session of the HLCM was held in the United Nations Educational, Scientific and Cultural Organization (UNESCO), Paris from 4 to 5 October 2022. All three staff federations were invited to attend the full session as Observers. At previous sessions, the staff Federations were invited only to a

two-hour open session. **FICSA was represented during the 44<sup>th</sup> session by Tanya Quinn-Maguire, FICSA President.**

The full Report of the 44<sup>th</sup> CEB HLCM is available on the CEB [HLCM website](#). The following items, of specific interest to FICSA members, were on the agenda of the two-day meeting:

### **Operationalizing Mutual Recognition Agreements across the Common System:**

The HLCM Chair underlined that the [Mutual Recognition Statement](#) is a fundamental enabler of management reform, which aimed to remove barriers to the greater consolidation of shared services. The Statement formalizes the HLCM's joint commitment to apply the principle of mutual recognition, which allows any UN common system entity to use or rely on another entity's policies, procedures, system contracts and related operational mechanisms for the implementation of activities, without further evaluation checks or approvals being required, to the greatest extent practicable. A presentation was made to the HLCM summarizing the status of mutual agreements across the common system and key areas of concern. In addition, presentations were made on the UN Booking Hub and UN Fleet initiatives, both of which aim to achieve cross-system savings through economies of scale and elimination of duplication, leveraging comparative advantage, and creating data interoperability among agencies. There were also presentations on cross-system work on procurement, rosters, recognition of mandatory learning programmes, and the \*Together Mentoring and Networking Programme”.

FICSA noted that they were generally supportive of the concept of mutual recognition, noting that it made sense not to “reinvent the wheel” while also making economies of scale. FICSA further noted that the key issues identified by the task team were also the points of concern to FICSA, including communication, lack of guidance at agency level, and lack of awareness by staff about the existence of the services. FICSA felt that some areas were more suitable to mutual agreements, such as building management, safety and security, vehicle management, etc. However, FICSA believed that topics in the realm of human resources management posed much more of a concern and would benefit from more discussion before being operationalized. In this regard, FICSA noted concerns related to legal issues, staff data privacy and the inconsistent and varied HR policies across the common system. FICSA noted that these concerns must be addressed to ensure optimal implementation of any mutual recognition agreement.

### **Diversity, Equity, and Inclusion:**

In its Spring 2022 session, HLCM directed the HRN to establish and lead a timebound multidisciplinary Working Group (WG) of Focal Points on Diversity, Equity, and Inclusion (DEI) comprised of experts in that area. The HLCM agreed that the principles should be endorsed and applied to all organizations and explicitly include all personnel, and that best practices should be collected and discussed using an interdisciplinary approach. Three sub-groups were established, aiming to consolidate and review existing DEI work in the UN system and to “adopt blue-sky thinking.” The three sub-groups are currently working on developing: a UN system DEI Glossary; DEI Principles; and DEI best practices. **FICSA is represented in the WG by Ms Mary Mone, President UNESCO STU.**

During the HLCM meeting, a draft of the Glossary was shared for comments and there was a briefing on next steps for all three sub-groups. FICSA noted their support for the work on this issue and looked forward to contributing further in 2023.

## **Occupational Health and Safety:**

The OHS Forum was established in October 2019 to support agency heads to fulfill their commitments related to staff occupational health, safety, and wellbeing. (Please see section 4.3.2 below for further information on FICSA participation in the work of the Forum). During the meeting of the HLCM, it was reported that the deliverables produced by the Forum would include an online repository for OHS standards and relevant documents, which will be hosted on the UN Policy Portal and the Knowledge Gateway (managed by the UN Secretariat) and will be populated starting in 2023. The Forum also developed an OHS Taxonomy, and established a process to collect, vet and develop OHS standards to support the Forum in identifying and filling gaps. In March 2022, HLCM endorsed a recommendation by the Forum and the UN Development Coordination Office (UN-DCO) that Resident Coordinators (RCs) be requested to lead a coordinated UN Country Team (UNCT) approach to OHS risks, starting with the establishment of a joint local OHS Committee as a technical advisory mechanism. As a follow-up, an accountability framework for the RCs and the UNCTs in OHS-related matters was developed. In addition, a presentation was made on the work of the Implementation Board for the UN Strategy on Mental Health and Wellbeing.

FICSA commended the leadership of the Forum for the excellent consultation and engagement of all stakeholders and noted that the HLCM should consider the Forum as best practice in this regard. FICSA noted the key role that the RCs play in the area of OHS and reiterated their observations regarding the patchy understanding of the roles of the RC system in this and other areas. Regarding mental health and wellbeing, FICSA reiterated their concern that such an important topic was effectively “buried” by being reported as a sub-section of the OHS Strategy. Nonetheless, FICSA applauded the work of the Implementation Board for the Mental Health and Wellbeing Strategy, of which they were an active member, and supported the call to encourage staff to participate in the Lead and Learn Programme. FICSA noted that senior management had to lead by example, particularly by contributing toward a positive/respectful workplace. FICSA also drew the meeting’s attention to the recently published WHO and ILO guidelines on mental health in the workplace, which would play a key role in the next phase of the Strategy. Finally, FICSA stressed the need for organizations to continue to invest, both financially and otherwise, noting that the momentum gained in recent months could not be lost, and called on the participants to continue to invest to ensure that the UN genuinely walked the talk on mental health in UN workplaces.

## **Future of the UN Workforce:**

Noting that the work of workstreams 1 and 3 had been concluded, the 44<sup>th</sup> Session of the HLCM focused on finalizing the work of workstream 2 on “new ways of working in the UN system”. The HLCM session was tasked to endorse a paper on “Review of Work-Life Harmony actions in the UN System” as well as the “UN System Model Guidelines on Boundaries at Work” along with the presentation of a final set of new deliverables covering a “System-wide approach to assessing and developing organizational culture” and an “Overview of Considerations, Challenges and Recommendations on Diversity and Inclusion.” These deliverables were presented by the co-leads of the related workstream, who further highlighted the completion of a “Repository of good practices on organizational culture” and the progress made on the establishment of a “Network of organizational culture practitioners across the UN.” The HLCM Chair concluded discussions on this topic by noting that all deliverables would be handed over to the HR Network for further elaboration and implementation. The HLCM Chair also assured the Staff Federations that they would be consulted at every level when moving to implementation.

FICSA noted its full support for all efforts toward fostering an “enabling culture and positive employee experience.” FICSA further noted that the high-level statements and support on these topics formed the “bones” required to guide the system and to fulfill the obligations that the Common System continues to attract and retain the most competent staff, as per the UN Charter, to ensure the future

and the sustainability of our independent international civil service. However, FICSA stressed that staff were now eager to hear more than mere high-level statements and wanted to see concrete steps taken. FICSA reiterated their regret that the Federations were not included in the discussions of Workstream 2 and looked forward to being included and consulted at the implementation stage through the HR Network as promised by the HLCM Chair, and called for a consistent and transparent approach to the implementation of all initiatives in this regard going forward. FICSA further noted that the concepts of “work life balance” and the “right to disconnect” were crucial factors in supporting positive mental health and therefore should be seen as an integral part of a holistic approach to this topic. While commending the [HLCM-endorsed Model Policy on Flexible Work](#), FICSA noted with concern that their members were reporting that some organizations continued to resist implementing Flexible Working Arrangements (FWA). FICSA concluded by calling on all participants to ensure that they went beyond sweeping visionary statements by implementing the proposed initiatives in a meaningful way that would genuinely improve the UN workplace for currently serving and future staff members.

### **Addressing Sexual Harassment in the UN System:**

The HLCM Chair reminded the Committee of the importance of continuing to prevent and address sexual harassment within the UN system. She noted the risks posed to the wellbeing of personnel and the reputation of organizations. It was noted that that sexual harassment concerned the whole UN system rather than individual entities only. It was further noted that there was more to be done including considering interrelated issues such as deep-rooted gender inequalities, power imbalances and sexual exploitation and abuse. The Committee was briefed on the latest progress in the Task Force, which has constituted workstreams for four areas:

- (i) Prevention and behavioral science to change the culture and behaviour and create an environment conducive to eradicate sexual harassment.
- (ii) Victim engagement and support to reduce the lack of trust of staff in the processes in place to address sexual harassment.
- (iii) Data and results towards a results framework for organizations to measure the impact of efforts in tackling sexual harassment.
- (iv) Enhanced cooperation among entities, duty stations and experts. Focus was given to the narrative report on the results of the Annual Survey on Reporting of Sexual Harassment.

The results from the 2021 survey confirmed that sexual harassment has a strong gender component and often also reflects power differentials. The Task Force was offered as a forum for all UN entities to seek guidance and support on specific aspects from other entities. The complexity and caseloads for investigations services as well as the inconsistency of UN Dispute Tribunal judgments related to sexual harassment were noted as unsolved challenges.

FICSA noted that the risk to the Organizations’ reputation had been clearly acknowledged. However, FICSA further requested that the HLCM acknowledge that this behaviour is morally repugnant and there is no place for sexual, or any other form of harassment in the UN workplace. FICSA was fully supportive of the points made during the discussion related to the barriers to reporting and stressed that staff remained fearful of reporting all forms of harassment. While reiterating FICSA’s strong support for all efforts in this regard, they pointed out that there had been no discernible improvement in staff trust over the years and called for clear, consistent communication across the common system to ensure genuine transparency and a culture that allowed staff to “speak truth to power” without fear of retaliation. FICSA noted the focus on the role of gender focal points and felt that those individuals must be at senior level to be able to effect real change and decision making at the appropriate level. In closing, FICSA reiterated the importance of organizational culture and asked for the UN Senior Leadership to lead from the top, by example, and ensure zero tolerance, noting that the words and actions of HLCM participants were also key to the success of any strategy in this area.

#### 4.3.1 Human Resources Network

The [HR Network \(HRN\)](#) brings together Directors of human resources departments from over thirty UN and related organizations at its biannual meetings. HRN provides strategic advice and leadership in the management of HR, focusing on specific strategic issues of interest to HR Directors, as well as preparing views and proposals to the HLCM and ICSC and liaises with the federations of staff associations. The HRN has two major roles: to provide strategic advice to the Chief Executives of the UN system on HR management developments, ensuring best practices across the system; and, to prepare, on behalf of the CEB, input and exchange with the ICSC. This role supports the management of its programme of work.

In 2022, in a break from established practice, FICSA was not invited to participate in the formal session of the HRN, which was held in June 2022. Rather, FICSA participated in informal discussions with the co-Chairs of the HRN on specific topics either at the request of the HRN or the Staff Federations. Those discussions were on the following topics: parental leave; implementation of results of cost-of-living surveys; impact of inflation, etc., on staff take-home pay in Lebanon; mandatory vaccination for staff; and dollarization of salaries for locally recruited staff in Cairo.

#### 4.3.2 HLCM Ad-hoc Working Group on Cost-Sharing for FICSA Elected Officers

While FICSA did not technically participate in the ad-hoc Working Group, **the President, General Secretary, and Information Officer all supported the work, either operationally or through in-person meetings and discussions with relevant officers.** As reported during the 75th FICSA Council, all 29 CEB FICSA Organizations/Entities and the OSCE (Organization for Security and Co-operation in Europe) considered, endorsed, and committed to the proposed cost-sharing arrangement for the Federation's President and General-Secretary, to be implemented effective 1 May 2022, for the initial period of 1 May to 31 December 2022, and to be reviewed in three years i.e., 2025. Unfortunately, the initial period of elation was followed by the realization that operationalizing the agreement was not such a simple task. FICSA is grateful for the work of the CEB Secretariat in facilitating the discussions between all stakeholders over the past seven months, which culminated in the official Memorandum of Understanding (MoU) being agreed to and the billing process initiated for the 2022 billing cycle at the end of November 2022. FICSA members should go to the [dedicated page of the FICSA website](#) to find out more about this topic.

#### 4.3.3 Occupational Health and Safety Forum

Please see the summary reported under section 4.3. **FICSA was represented in the work of the OHS Forum over the last 12 months by Tanya Quinn-Maguire (President), Cosimo Melpignano (General Secretary), Mary Moné (President, UNESCO STU), and Paola Franceschelli (Chair, SOCSEC-OHS Standing Committee).**

#### 4.3.4 Implementation Board for the UN Strategy on Staff Mental Health and Wellbeing

While the [Implementation Board for the UN Strategy on Staff Mental Health and Wellbeing](#) (MHW) now sits under OHS on the HLCM agenda for reporting purposes, FICSA considers this area a priority action area for staff and will continue to report on it separately for the near future. **FICSA is represented on the Board by Tanya Quinn-Maguire, FICSA President, with Paola Franceschelli, Chair of the FICSA SOCSEC Standing Committee, acting as alternate.**

The United Nations System Workplace Mental Health and Well-Being Strategy is a comprehensive approach to address the needs of UN personnel and improve organizational capacities to protect and promote good, and prevent poor, mental health. It was endorsed by the heads of management of all UN system organizations, and it applies to the entire UN common system. The Strategy aims to: a)

Create a workplace that enhances mental and physical health and well-being; b) Develop, deliver, and evaluate high-quality psychosocial services everywhere that UN staff work; c) Welcome and support staff who live with mental health challenges; and d) Ensure sustainable funding for mental health and well-being services. A multi-agency, multi-disciplinary Implementation Board was established, and a Global Lead was appointed to support the implementation of the strategy.

In 2022, the Implementation Board created and disseminated an [Implementation Guide and Scorecard](#). This Guide was a long-standing request from FICSA members since the launch of the Strategy in 2018, and FICSA representatives on the Implementation Board have been advocating for its development throughout. The Guide is aimed at assisting UN Organizations to implement the strategy and monitor progress towards achieving common standard good practices. It contains agreed upon programs and standards that the UN system can work towards. This common approach will allow UN Organizations to share good practices and use economies of scale for products such as wellbeing apps, insurance provisions and communications materials. For further information, FICSA members should consult [FICSA Communication 02/23](#) on this topic.

In addition to the Guide, the work of the Board focussed on improving communications with personnel and created tools, including a website, to share online activities, podcasts, factsheets, interviews, etc. In addition, there was a concerted effort to advertise the [Lead and Learn](#) programme and to encourage participation across the common system. All resources can be accessed through the dedicated [website](#). Going forward, it was noted that the implementation of the Strategy has been mainly funded from voluntary contributions in cash and personnel as well as other in-kind types. Currently there are limited resources to complete the remaining priorities during the remainder of 2023. The priorities for 2023 include: roll-out of the next phase of the Lead and Learn programme; a system-wide pilot of the Mental Health and Wellbeing Scorecard; distribution and analysis of the next UN Health Survey; and identification of resources needed to complete the unfinished work from the 2022-23 workplan. Of paramount importance is to consider actions and priorities required for 2024 and beyond, including a sustainable resourcing model.

#### 4.3.5 [Inter-Agency Security Management Network](#)

[The Inter-Agency Security Management Network \(IASMN\)](#) supports HLCM in its comprehensive review of policies and resource-related issues pertaining to the entire UN security management system. The Network reviews existing and proposed policies, procedures and practices of the UN Security Management System and reports and makes recommendations on these to the HLCM. The Network meets twice a year, is chaired by the Under-Secretary General for Safety and Security and is comprised of senior managers from UN organizations who have oversight of the security function. **In 2022, FICSA was represented at the meeting of the IASMN by Mary Mone, President, UNESCO STU.**

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#### 4.4 [International Civil Service Commission](#)

[The International Civil Service Commission \(ICSC\)](#), established by the UN General Assembly<sup>2</sup>, is the body charged with the regulation and coordination of the conditions of service for staff members of the UN Common System. The Commission consists of fifteen members appointed by the GA, of whom two (the Chairman and Vice-Chairman) serve full-time. The Commission meets twice a year for two-to-three weeks, alternating between New York and the headquarters of one of the common system organizations. It is supported by the ICSC Secretariat, which carries out analysis of the conditions of service, their impact, and their implementation. Staff Federations (FICSA, CISSUA and UNISERV) and the HRN (Directors of HR from Common System Organizations) act as observers with the right to make statements and comment on discussions at these meetings. Conclusions and recommendations of the

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<sup>2</sup> Resolution 3357 (XXIX) of 18 December 1974

ICSC Committee are presented to the UNGA Fifth Committee, which has the ultimate authority to accept the recommendations of the ICSC, before implementation by the UN Common-System Organizations.

FICSA participated in the 94<sup>th</sup> session of the ICSC Session, held in Paris in July 2022 (the spring session of March 2022, was reported on in the [Annual ExCom Report](#) presented at the 75th FICSA Council in April 2022). In the opening statement, the FICSA President touched upon the rising cost of living and the expectations of staff across duty stations to have this reflected in their salaries. She also mentioned the successful work of the working group on General Service Salary Methodology over the past few years, the conclusions of which were on the agenda of the meeting; and the opportunity which the Commission had to make a giant leap for diversity, equal opportunity for all and rejuvenation of the workforce: namely a unified parental leave policy. These and other topics are discussed in more detail below. FICSA members can view the final report of the 94<sup>th</sup> session of the ICSC [here](#). **The FICSA delegation to the 94<sup>th</sup> ICSC session comprised of Tanya Quinn-Maguire (FICSA President), Imed Zabaar (FICSA ExCom member for Compensation Issues), and Line Kaspersen (FICSA ExCom member for Compensations Issues and Vice Chair of the PSA standing committee).**

#### **4.4.1 Baseline Cost of Living Surveys at Headquarters Duty Stations**

The 2021 round of the Cost-of-Living surveys represented one of the big agenda items for the ICSC over the past few years, and the topic of meetings of the Advisory Committee on Post Adjustment Questions (ACPAQ). The effects of the global COVID-19 pandemic, including lockdown and travel restrictions, made it difficult to collect data, but also potentially skewed prices and spending patterns. During the ICSC sessions in 2021, the Commission expressed a need for urgency in resuming the surveys; FICSA, in response, worked closely with the ICSC Secretariat to develop criteria for determining whether a duty station had returned to “normal”, in the eyes of the Local Survey Committee (LSC). This was the case in all duty stations except Geneva, who requested a postponement of the survey by a few months.

The cost-of-living surveys were carried out as follows: New York July 2021 (to act as the baseline); Rome, Vienna, Paris, Montreal, London, Madrid; Geneva, and Washington DC October 2021 – January 2022. The results of the surveys were reviewed at the meeting of the ICSC ACPAQ, which FICSA attended both physically and remotely. The ACPAQ recommended to the ICSC Commission that the surveys were carried out in accordance with the approved methodology and could be used to determine the post adjustment for a given duty stations; to act as a baseline, and to determine weights that could be in subsequent surveys. As indicated in FICSA Communication 22/22, although surveys were carried out according to the methodology, preliminary results showed a potentially negative outcome for staff take-home pay in some of the affected duty stations. However, the ICSC agreed to implement the outcomes as of 1 August 2022, which resulted in positive outcomes for all duty stations, due to the global inflationary trends.

Unfortunately, the issue of dual post-adjustments in Geneva remains unresolved at the time of writing. This is despite the noted vast improvement in the consultation process between the ICSC and all stakeholders during the last round of surveys, including a concerted effort from the ICSC to improve consultation, transparency, and communication with staff in Geneva in particular, and all attempts to reach a workable solution during the summer session of the ICSC. To eliminate any legal ambiguity which may have contributed towards the current post adjustment situation in Geneva, the UNGA was requested to review a proposal from the governing body of the ILO to amend the statutes of the ICSC. While this proposal was approved following extensive consultation between member states, and legal advice from the UN Office of Legal Affairs, it is still unclear how and when the administrations of the specialized agencies in Geneva will implement the agreed 2022 post adjustment.

#### 4.4.2 Review of the GS Salary Survey Methodologies

The methodology for determining the salaries of GS staff and related categories is established by the International Civil Service Commission (ICSC) in accordance with the Flemming Principle<sup>3</sup>.

Article 101 of the Charter of the UN states that “the paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence and integrity”. To comply with the standards established by the Charter as regards the employment of locally recruited staff, the organizations of the UN system must be competitive with those employers in the same labor market who recruit staff of equally high caliber and qualifications for work which is similar in nature and equal in value to that of the organizations. Remaining competitive to both attract and retain staff of these high standards requires that the conditions of service for the locally recruited staff be determined by reference **to the best prevailing conditions of service among other employers in the locality**. The conditions of service, including both paid remuneration and other basic elements of compensation, are to be among the best in the locality, without being the absolute best.

Following its final meeting that was held in Warsaw from 9 to 13 May 2022, the ICSC working group on the review of the salary survey methodologies for the GS and other locally recruited staff presented its final report to the ICSC at its 94<sup>th</sup> session held in July 2022 in Paris and requested the Commission’s approval of the following measures:

1. To eliminate in the final selection of comparators the parameter of desirable continuity, allowing the retention of new high-paying employers.
2. To approve the use of the revised questionnaire during the next round of surveys.
3. The responsible agency should, as soon as practicable, complete the development of an online training module in consultation with the ICSC secretariat and the staff federations, which would cover both methodologies, and which members of the local salary survey committee would be required to complete within three months of their appointment to the committee.
4. The organizations should release their staff members appointed to the local salary survey committee for the time necessary to complete the online training module.
5. The methodologies should include an annex that would guide management and staff in the survey duty station on the establishment of the local salary survey committee and its terms of reference.
6. The Chair of the local salary survey committee shall be a staff member from the Professional and higher categories appointed by the coordinating agency upon consultation with the organizations and the staff representatives in the survey duty station. The members of the committee shall select a vice-chair from among its members.
7. The Chairman of the ICSC should have the authority to approve to advance interim adjustments (interim surveys or the use of vendor data) when the responsible agency or the ICSC secretariat determines, in consultation with the local salary survey committee, that the local labour market has undergone changes that warrant an advance adjustment to ensure that common system salaries move in line with the local labour market.
8. For salary scales in surveyed duty stations currently without a longevity step, a minimum of one such step should be introduced in the scale(s) at the next survey.
9. In the next round of surveys, the local salary survey committee, the responsible agency and the ICSC secretariat should determine whether local practice supports, or continues to support, more than one longevity step.
10. The use of dual scales be discontinued in the eighth round of surveys.

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<sup>3</sup> Flemming principle: The basis used for the determination of conditions of service of the General Service and other locally recruited categories of staff. Under the application of the Flemming principle, General Service conditions of employment are based on best prevailing local conditions. (ICSC, 2018)

The recommendations of the ICSC on this issue were approved by the Fifth Committee of the UN General Assembly on 30 December 2022.

#### 4.4.3 *Task Force and Working Group on Parental Leave*

In 2021, the ICSC established a working group composed of members of the Commission and representatives of organizations and staff federations to examine the parental leave entitlements of the common system in a holistic and comprehensive manner and to develop a proposal for its consideration. In 2022, the ICSC Working Group on Parental Leave held its second session in Rome. In contrast to the first session in 2021, the Working Group made considerable progress on the topic. The Working Group considered the relevant conventions and recommendations of entities and organizations in the United Nations system and agreed on guiding principles for enhancing parental leave provisions. In addition, the Working Group considered the parental leave policies and practices in global and regional multilateral organizations as well as the existing policies and practices of the common system organizations in relation to the duration of parental leave entitlements. **FICSA was represented on the working group by Tanya Quinn-Maguire (President, FICSA), Mino Melpignano (General Secretary, FICSA), and supported by Steven Eales (Chair, FICSA HRM standing committee) during the preparatory work of the related technical working group.**

During discussions, FICSA advocated for the working group to deliver on the often-repeated goals of the UNGA related to the rejuvenation of the workforce as well gender parity, which FICSA believed could be supported for a minor financial investment by the organizations should the ICSC agree to the proposals. FICSA supported the proposal noting that it provided for the equitable treatment of all parents across the UN workforce and demonstrated a commitment to future generations of staff that the UN is working to modernize its workplace and understands their expectations on this important topic.

The 94<sup>th</sup> Session of the ICSC decided to replace the current maternity, paternity and adoption leave provisions with a parental leave provision of 16 weeks for all parents and an additional period of 10 weeks to birth mothers to meet their specific pre-and post-natal needs. This is one of the largest achievements on gender equality within the UN system for many years, bringing the UN to the highest international standards as an employer, in relation to parental leave.

#### 4.4.4 *Working Group on ICSC Standards of Conduct*

At its 94<sup>th</sup> session the ICSC decided to undertake a revision of the current ICSC standards of conduct for the international civil service to ensure that they continue to meet the needs of the organizations. In addition, the Commission decided to form a WG, composed of members of the Commission, representatives of the organizations and staff federations, to examine the current ICSC standards of conduct and make proposals for their revision. The Commission also approved a proposed a framework for the review, which foresees the submission of a revised draft Standards of Conduct for consideration by the Commission at its 97<sup>th</sup> session in 2024. **FICSA was represented at the first meeting of the working group by Tanya Quinn-Maguire, (President, FICSA), and Imed Zabaar, (ExCom member for Compensation).**

During the meeting, the following concerns were discussed: whether “non-staff” should be subject to the Standards of Conduct; the scope of permissible public expression, including the use of social media and online behavior; the need to strengthen the Standards as they relate to all forms of harassment, abuse of power and retaliation (including against staff representatives); the implementation and enforcement of the Standards; and staff knowledge and awareness of the document. Going forward, the next sessions of the WG will continue to address those topics as well as others identified as requiring further elaboration by the participants.

#### 4.4.5 Advisory Committee on Post Adjustment Questions (ACPAQ)

The ACPAQ is a subsidiary body to the ICSC, which advises on methodological and technical questions. It is chaired by the ICSC Vice Chair, and five appointed members from various member states, who serve as statisticians and other technical experts. **FICSA was represented at the ACPAQ session in New York by Tanya Quinn-Maguire, (President FICSA) in person, and by Line Kaspersen and Imed Zabaar (FICSA ExCom members for Compensation respectively) who joined the session virtually.**

During that meeting, the Committee considered the results of the 2021 baseline surveys conducted at all HQ duty stations and Washington DC. The preliminary findings revealed potentially negative outcomes in terms of staff's take-home pay. Given that those findings were based on prices collected last year in September and October 2021, FICSA requested that the ICSC Secretariat carry out a simulation exercise to provide with some indication of the possible impact of the survey findings when inflation and local exchange rates relative to the US dollar are factored in.

Based on those simulations, the ICSC subsequently informed the organizations that the findings indicated that if the surveys were to be implemented effective August 2022, there would be increases in net remuneration for all duty stations concerned. This was due to global inflationary trends that led to the updated post adjustment indices (PAIs) being higher than all past pay indices prevailing as of 1 June 2022. In August 2022, a revised post-adjustment multiplier was implemented reflecting the latest inflation and exchange rates.

Issues noted for follow-up at the next session of ACPAQ included: (i) sensitivity of data related to the housing component, which forms a large expenditure for UN staff; (ii) the use of webs craping methodologies to increase sample sizes and swiftness of data collection; (iii) the need to monitor the evolution of spending patterns over time.

For further information on the UN Post Adjustment System, please visit the ICSC website which contains a booklet covering the methodology and the operational rules for the determination of the Post Adjustment Multiplier: [UNITED NATIONS Post Adjustment System](#)

#### 4.4.6 Hardship Classification

The ICSC called for its usual two meetings of the Tripartite Working Group (TWG) to review the level of hardship classification for a list of duty stations. **FICSA was represented by its ExCom member for Regional and Field Issues and by the current Chair of the Field Standing Committee (June meeting only).** The June 2022 meeting was held virtually, and the main outcomes were as follows:

- From July 2022, lifting of the family restrictions for the whole country of **Liberia**.
- **Occupied Syrian Golan:** there was confusion about the family restrictions, the danger pay entitlement and the responsibility to fill out the hardship questionnaire, for this untypical duty station where UN staff worked at the UN Disengagement Observer Force (UNDOF) Camp Faouar on the “B side Syrian Golan” and at the “A-Side Israeli Occupied Golan”.
- **Beirut, Lebanon:** a request for **an out-of-cycle review for Lebanon as a whole country** (for review in November 2022) was made because the reality of UN staff deployed in this country has changed drastically in recent months due to the overall deterioration of the health care system and facilities and the economic crisis (unemployment, depreciation of the local currency, very high inflation, cancellation of the fuel subsidies, etc.).

The November 2022 annual review meeting for the hardship classification levels was devoted mostly to the duty stations in the Asia & Pacific region which represented 105 duty stations;

100% of the hardship questionnaires were returned to the ICSC which allowed for a satisfactory hardship classification process.

Main outcomes:

- **Suva, Fiji:** although a perfect location for tourists, it proved to be a rather isolated place with an unreliable local health care system contributing to some level of hardship for the UN staff community.
- **New Delhi, India,** compared to the previous two reviews (2016 and 2019), the TWG did not need much convincing about the serious impacts of air pollution and environmental factors on the overall conditions of living for UN Staff.
- **Lebanon five duty stations:** the ICSC had to postpone its fact-finding mission, to the big disappointment and dismay of the UNISERV and FICSA representatives. The hardship classification review for the whole country was thus planned for June 2023.
- Both briefings by colleagues from UNDSS and UNHMOSH (UN Medical Services) were rather pathetic and not very useful as both staff members were sick but still had to deliver their briefings via videoconference. This begged the question of whether the UN has been encouraging its staff to fulfil their responsibilities while on sick leave and whether the UNDSS and UNHMOSH staffing situation needed to be addressed through official channels.
- FICSA will continue pushing for reiterating the need to strengthen the overall capacity of the data collection process for the health factor under the ICSC hardship classification process.
- For information, Africa, as a region, will be under review in November 2023.
- For a complete list of the non-family duty stations (valid until 30 June 2023), please review the ICSC website at: <https://icsc.un.org/Home/GetDataFile/7384>.
- Regarding the “**special D and E duty stations**”, where UN staff members opted not to install eligible dependents, the General Assembly decided to continue (effective through 31 December 2024) the earlier pilot project in **category E** duty stations not designated as non-family (list of 19 duty stations), and to undertake a similar pilot granting of the same entitlement for eligible staff members in **category D** duty stations not designated as non-family (list of 36 duty stations). The full list is available on the ICSC website at: <https://icsc.un.org/Home/GetDataFile/7399>.

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#### 4.5 Pension Board

The United Nations Joint Staff Pension Fund (UNJSPF) was established in 1949 pursuant to a General Assembly resolution to provide retirement, death, disability, and related benefits for staff upon cessation of their services with the United Nations and such other organizations as might be admitted to membership, under regulations that, since then, have been amended at various times. As an independent inter-agency entity, the Fund operates under its own regulations as approved by the General Assembly. In accordance with its governance structure, it is administered by the United Nations Joint Staff Pension Board, which currently consists of 33 members, representing the 24 member organizations. One third of the Pension Board members are chosen by the General Assembly and the corresponding governing bodies of the other member organizations, one third by the executive heads of those organizations and one third by the participants in the Fund. The Pension Board reports to the Assembly on the operations of the Fund and on matters related to the management of its investments. When necessary, it recommends amendments to the Regulations of the Fund and to its pension adjustment system, which govern, inter alia, the rates of contribution by the participants (currently, 7.9 per cent of their pensionable remuneration) and by the organizations

(currently 15.8 per cent), eligibility for participation and the benefits to which participants and their dependants may become entitled.

FICSA is an observer to the Pension Board and traditionally makes a statement on behalf of its membership. In 2022, the [FICSA President addressed the Board virtually on behalf of both FICSA and its sister federation, UNISERV](#). In her statement, the FICSA President noted with regret that the federations were no longer included in the deliberations of the participants representatives' group.

A brief summary of the deliberations is included below, and you can read [the full report of the 72<sup>nd</sup> Session of the UNJSPB here](#).

In 2022, the Pension Board held three meetings. The first two meetings were held virtually in February and April, and the third was in hybrid format from 25 to 29 July in Vienna.

The main topics of discussion included the [2021 Actuarial valuation](#) to assess future assets will be sufficient to cover future pension liabilities – as of 31 December 2021, it showed a surplus of 2.3 per cent of pensionable remuneration on an open group basis and a funded ratio of 117 per cent, thus demonstrating that the Fund remained fully funded and, in a sound, financial position.

Secondly, the performance of the pension fund was reviewed, where Ms. Rosemarie McClean, the Chief Executive, highlighted that throughout 2021 and the first part of 2022, over 90 per cent of initial separation cases continued to be processed within 15 business days, despite an increase in the volume of separations. Ms. McClean also spoke of the Pension Fund's modernisation strategy, including the fact that the Digital Certificate of Entitlement had recently won the United Nations Secretary-General Award in the innovation and sustainability category.

Mr. Pedro Guazo, Representative of the Secretary-General for the investment of the assets of the Fund (RSG), reported that the Pension Fund ended 2021 with a market value of **USD 91.5 billion**. As a result, the performance of the investments was above the benchmark and well above the 3.5 per cent target for the real rate of return for 1-, 3-, 10- and 50-year periods. Mr. Guazo noted that the good performance of the Pension Fund in 2021 had provided a buffer to navigate the challenging times in the current markets, reporting that the value of the assets was down to USD 80.2 billion as of 21 July 2022 (see [here](#) for the weekly update).

The Pension Board also noted the Ethic Adviser's initial report including observations and recommendations for further consideration by the Pension Board before presenting the outcomes of these deliberations to the UNGA at its 78th session later in the year.

The Pension Board expressed support for the new **Investment Policy Statement (IPS)** presented by Mr. Guazo (RSG). The main updates to the 2019 IPS included a change in the governance structure and decision-making process, updated terms of reference of the RSG and a change in the organizational structure of the Office of Investment Management's, as well as and the stipulation of a role for the Chief Investment Officer. The IPS also reflected a new strategic asset allocation and benchmarks.

The Pension Board considered **amendments to the Regulations and Administrative Rules** that would address the restoration of deferred retirement benefits on a cost-neutral basis to the Fund which the Board had approved at its 69th session in 2021. The Pension Board also approved amendments to the Administrative Rules to allow for the greater utilization of electronic forms.

After reviewing the report of the United Nations Board of Auditors (BoA), the Pension Board approved the **audited financial statements**. The BoA issued an unqualified (clean) opinion on the Fund's financial statements.

The Pension Board approved the Fund's 2023 budget, which will be submitted to the United Nations General Assembly for final approval.

The outcome of the Board meeting will be reviewed by the United Nations General Assembly, considering the opinion of the Advisory Committee on Administrative and Budgetary Questions (ACABQ). The United Nations General Assembly will make its final decisions on the matters described above with a resolution expected in December 2023.

**Investments of the UNJSPF assets: October 2022 update**

With a preliminary value of US\$74.2 billion as of 30 September 2022, the situation of the portfolio showed a preliminary decrease of 18.73% since 1 January 2022. The situation of the markets remains very volatile and extraordinary in many respects, with US (United States) and global equity and bond markets concomitantly affected by negative returns. In this context, the behavior of the Fund's portfolio of public equities is consistent with the markets' evolution. However, the Fund's bonds portfolio has performed relatively better than the markets. The main reason behind this performance was the tactical decision, endorsed by the Investments Committee earlier this year, to hold around 6% of the Fund's assets in cash during the first 9 months of 2022, to avoid losses and have adequate liquidity.

Overall, the value of the Fund's portfolio decreased less than the compounded effect of the equity and bond markets. This is because of the strategic decision, made a decade ago and strengthened in the past few years, to diversify the Fund's investments out of public equity markets; the Fund's portfolio now counts 8.52% of private equity, 9.53% of real estate and 0.45% of infrastructure investments.

While the evolution of the markets remains unpredictable in the short term, the long-term solvency of the Fund was reconfirmed with the last actuarial valuation reviewed by the Pension Board at its July 2022 session.

## 5. Cross-cutting topics

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### 5.1 [Review of the jurisdictional set-up of the UN Common System](#)

The on-going review of the jurisdictional set-up of the UN common system was presented in a report of the Secretary-General ([A/77/222](#)) to the Fifth Committee. FICSA noted with regret that its request to participate in the meetings of the working group as an observer was denied. Instead, FICSA received briefings and was invited to comment on proposals already discussed at length and decided upon by the UN Legal Advisors networks. Going forward, FICSA requested the full participation of the Staff Federations in these consultations. Failing to do so would risk strengthening any negative perceptions concerning the lack of transparency in the application of the ICSC methodologies to determine the level of compensation for staff. FICSA believed the proposal to establish a joint chamber as outlined in the report of the Secretary-General to the Fifth Committee would not address the root cause and would infringe on the independence and autonomy of the tribunals.

Refer to [Communication 1/21](#) & recent proposal to adjust the statutes of the ICSC

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### 5.2 [Revision of ICSC statutes](#)

Please refer to paragraph 4.5.1 of this report for a summary of this issue. The revised [ICSC Statutes](#) are now available on the ICSC website.

## 6. Meetings with the FICSA Membership

### 6.1 Meeting with FICSA Members

Table on Meeting with FICSA Members May 2022 to Feb 2023

FICSA Member	Date
AP-in-FAO	27 May;
FAO/WFP UGSS	26 May; 16 Dec;
IFAD	24 May; 14 Nov;
PAHO/WHO	---
IARC (with former SA member)	29 June;
SCBD	
ICAO	
CTBTO	21 Apr; 29 Sep;
IAEA	22 Apr; 6 Dec;
UNRWA/ASA	---
IOM	21 June; 23 Sep; 20 Oct; 14 Dec; 19 Dec;
IMO	16 Sep; 18 Nov;
ITLOS	---
OSCE	22 Apr;
UNAIDS	20 Sep; 26 Oct; 3 Nov;
UNESCO STU	27 Apr; 10 Nov;
UNFCCC	
UNICTF Valencia	3 Feb 23;
UNIDO	21 Apr; 5 May; 29 Sep;
UNWTO	---
UPU	15 Dec; 26 Jan;
ILO/ITC	
UNGSC	7 Dec; 16 Dec;
IPU	---
WIPO	
WMO	16 Sep; 27 Sep; 14 Nov;
WHO/AFRO	---
WHO/SEARO	---
WHO/GSC	---
WHO/EMRO	28 Apr; 25 Oct; 31 Jan 23;
WHO/WPRO	23 Sep
WHO/EURO	9 Sep; 12 Oct; 30 Nov;
WHO/HQ	21 June; 25 Nov;
UNWTO	---

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## 6.2 [Meeting with the FICSA Heads of Delegations](#)

FICSA ExCom has continued to engage actively with the FICSA Heads of Delegations (HODs), who are the Presidents or Chairs of FICSA Full Members, to keep them abreast of major developments and for decision-making in critical matters. Those meetings were as follows:

- 30 June 2022. Main topic of discussion: WIPO Staff Association's motion on WIPO Staff Council's request for consultative status
- 28 July 2022. Main topic of discussion: Updates on Post Adjustment Issues
- 14 November 2022. Main topic of discussion: WIPO Staff Council's application to become a FICSA member with consultative status.
- 29 November 2022. Main topics of discussion: 76<sup>th</sup> FICSA Council and updates on the HLCCM cost-sharing arrangement
- 12 January 2023. Main topic of discussion: FICSA provisional budget 2023 and dues evolution.

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## 6.3 [Meetings of the FICSA Executive Committee](#)

25 Meetings of the FICSA Executive Committee were held in 2022. The meetings are scheduled to take place every Wednesday, from 2.30pm to 4.30pm Geneva time. The minutes are stored in the FICSA SharePoint and available to the membership upon request.

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## 6.4 [Meeting of the FICSA Secretariat](#)

The meeting takes place every Monday and Thursday, from 10.30am to 11.30am Geneva time.

## 7. Strategic relationships, partnerships, and Memoranda of Understanding

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### 7.1 [Relationship with Sister Federations](#)

FICSA continued to work in the spirit of the Tri-Federation Agreement with our sister Federations CCISUA (Coordinating Committee for International Staff Unions and Associations) and UNISERV. Where possible, we coordinated our work and positions to compliment and support each other and to present a united front at high-level fora. This was particularly evident in preparation for the ICSC working groups on Parental Leave where all three federations had similar or complimentary positions.

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### 7.2 [Relationship with other entities](#)

- [Memorandum of Understanding between FICSA and UNICC](#)
- [Tri Federations agreement \(FICSA - UNISERV - CCISUA\)](#)
- [FICSA CCISUA Cooperation Agreement](#)
- [FICSA UNISERV Cooperation Agreement](#)
- [Memorandum of Understanding between FICSA and UNGLOBE](#)
- [Memorandum of Understanding between FICSA and ITC/ILO](#)
- [Memorandum of Understanding with FICSA Lawyers](#)
- [Regional MOU for Americas between FICSA and Public Services International \(PSI\)](#)

## 8. Report of the Regional Representatives

### 8.1 Regional Representative for Africa

Timeline	Activity	Focus
May 2022	Series of meetings with FUNSA from Congo-Brazzaville	Discussions on the methodology regarding the comparators selection and the way to move forward for the next salary survey. The current situation in Congo Brazzaville is that since 2014 the salaries for local UN staff members remain stagnant but the cost of living keeps increasing.
July 2022	Communications by mail with Guinea FUNSA	Information sharing on organizing training on HR Management within the UN system and with FICSA trainer who presented a similar topic during the 75th FICSA Council in Vienna.
September 2022	Meeting with the staff association from the WHO country office in Togo while I was on mission in Lomé.	Discussions regarding creation of a FUNSA in Togo and the working conditions of the local UN staff in Togo.
September 2022	Meeting with the Country Office WHO Staff Association in Burundi while I was on mission in Bujumbura.	Discussions were held on how to organize a meeting with UN staff in Burundi, which could not be finalized as per my previous work-related commitments.

## 8.2 Regional Representative for Americas

Timeline	Focus / Remarks	Direct Communication
Early May 2022	Previous FICSA Regional Rep for the Americas (Jesus JIMENEZ) contacted via email the whole network of UN colleagues in the different offices with a view to introduce V. ALLAIN as the new Regional Rep for the Americas.	
Sept. 2022	The most active FUNSA is in Mexico from what I can witness, Elsa GUTIERREZ, (ECLAC in Mexico). Issues with the health insurance coverages depending on the type of contracts; work in progress still. A virtual meeting is planned for 18 Nov.	
Oct. 2022	Meeting with ICAO Staff Association to discuss the role of ICAO as the lead UN local Agency, the provision of services to the local UN population such as medical services, local banking system, education grant scheme for the purpose of specific local private schools, the relationship with Protocol Québec and the Ministry of International Affairs of Canada, CIGNA medical coverage, etc.	
Oct. 2022	<p>Negative development regarding the education grant reimbursement of admissible and non-admissible fees for Montréal international professional staff. Due to provincial legal requirements, certain Montreal-based private schools issue school bills showing most education related costs as ‘accessory services fees. These fees are mandatory for full-time attendance and for education and directly paid to the school. They cover expenses typically charged as ‘tuition’ by schools elsewhere (faculty and staff salaries, building expenses, technological infrastructure, materials, etc.).</p> <p>Following the introduction of ST/AI/2018/1/Rev.1, Montreal based SCBD staff’s EG benefits were reduced based on the argument that they related to ‘accessory services’ and were therefore considered not admissible as tuition.</p> <p>A Montréal-based SCBD staff member challenged the organization before the UNDT (United Nations Dispute Tribunal) and later UNAT (2022-UNAT-1221). The UNAT considered resolution A/RES/70/244 and ST/AI/2018/1/Rev.1. The Tribunals considered the intention of the legislator and concluded that determination</p>	

Timeline	Focus / Remarks	Direct Communication
	whether school fees are to be considered 'tuition' and thus admissible for the Education Grant (EG) purposes, should be based on a determination of the purpose of the expenses, and not the name given to the expense.	
	With the FIELD SC (Standing Committee) Chair and Vice-Chair, work on organizing a training session and training material on the hardship classification process to raise awareness about this important feature in the life of an IP working for the UN away from the H duty stations.	
	Update on the annual review meeting on hardship classification to be provided in December 2022.	

### 8.3 [Regional Representative for Asia](#)

Timeline	Activity	Focus
Jan 2022	Season of Appreciation 2021	WHO SEA Regional Office and Countries
March 2022	Facilitated in Staff Mental Wellbeing Portal	WHO SEA Regional Office and Countries
April 2022	Facilitated the General staff Interim Salary Survey 2021	Local Salary Survey India
July 2022	Preventing and Responding to Sexual Exploitation, Abuse and Harassment.	Regional Office and countries: BAN/BHU/DPRK/IND/INO/MAVL/MMR/NEP/SRL/THA/TLS
July 2022	Facilitated the survey on India's hardship.	Communication and coordination
August 2022	Conversation around "UN Pension Fund"	WHO SEA Regional Office and Countries.
November 2022	Facilitated the General Salary survey 2022	Local Salary Survey India
November 2022	Facilitated in Cost-of-living Survey	FUNSA New Delhi

### 8.4 [Regional Representative for Europe](#)

*No activities were reported.*

## 9. FICSA Secretariat

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### 9.1 Current functions and services carried out by the FICSA Secretariat

Effective management of the Federation is a crucial for the successful completion of FICSA's yearly mandate. It would be nearly impossible for the Federation to accomplish its objectives without the dedicated support of its Secretariat staff who has delivered on time, every time. From project management to governance, from policy to administration and finance, the FICSA Secretariat is the frontline of the Federation's work. The following are the principal areas of work carried out by the FICSA Secretariat:

#### **Administration:**

- Meeting support, including development of provisional agendas, background papers, and minutes as well as coordination, including identifying and booking meeting venues, and organizing travel and accommodation in accordance with FICSA's travel policy and financial rules.
- Management of all correspondence, which includes: several thousand monthly messages, telephone enquiries, and official communications with FICSA members.
- Management of FICSA files and document management system.
- Maintenance of FICSA's online presence – FICSA website, Facebook, LinkedIn, Twitter.

#### **Project Management:**

- Supporting the development of FICSA workplan, as mandated by the 75th Council, establishing and maintaining a calendar of events and ensuring that deadlines are respected, and objectives reached.
- Monitoring of the work programme and regular liaison with the SCs to discuss the status of FICSA Council decisions.
- Building and maintaining relationships with FICSA stakeholders.
- Preparation and management of Annual Reports.

#### **Governance:**

- Development of terms of reference to be used by the SCs
- Management of the ExCom, including elections, resignations, and nominations.

#### **Finance:**

- Management of the Federation's budget and preparation of monthly and annual accounts
- Processing of grants, fees, allowances, expenses, and any other payments
- Preparation of papers on the Federation's financial activity
- Management of the Federation's different back accounts

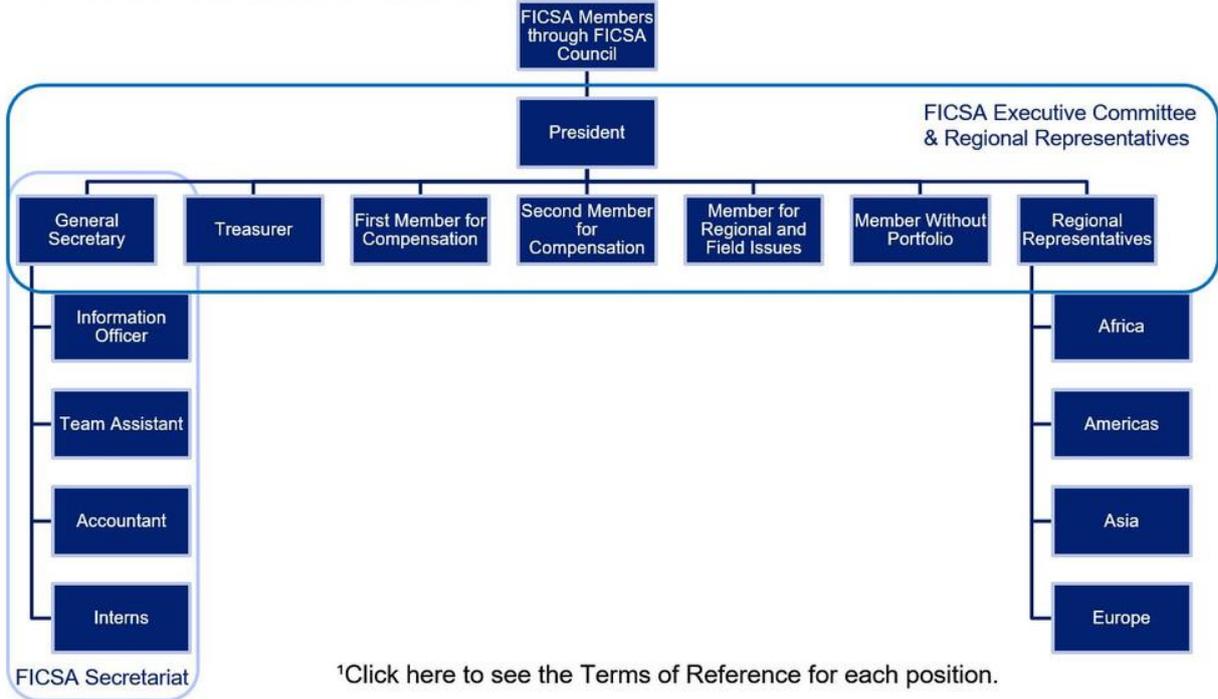
#### **Policy:**

- Advice on policy issues, including research and data analysis and preparation of related communications
- Coordination with legal advisers on policy and legal matters
- Implementation of FICSA Council recommendations

While trying to summarize the amount of work undertaken and the thousands of hours spent on the Federation's workplan, the impact of such a huge workload cannot be underestimated on the

individuals in the Secretariat’s team. Although all of us are aware of the increasing financial constraints on the Federation’s activities, it must be highlighted that this cannot be at the expense of the physical and mental health and wellbeing of staff working for the Federation. FICSA must walk the talk and find measures to support staff who work extra hours, on different time zones, with limited possibility to take leave and who feel compelled to constantly go the extra mile. The Federation should urgently address these concerns during the 76<sup>th</sup> Annual Council.

# FICSA Structure<sup>1</sup>



## 9.2 Communications to FICSA Members and beyond

FICSA has upscaled its communications efforts to members; and continues to use a mix of bulletins, communications, through both the website and emails, as well as social media (LinkedIn, Facebook, and Twitter). A full overview of the communications can be found on the [FICSA website](#).

## 10. Annex 1

Click here to access the [75th FICSA Council Index of Decisions - Summary of actions taken](#).