



FEDERATION OF  
INTERNATIONAL  
CIVIL SERVANTS  
ASSOCIATIONS  
(FICSA)

[FICSA@un.org](mailto:FICSA@un.org)

# About FICSA

5 February 2023



# Outline



FICSA History and Mission



Roles and responsibilities of UN Civil Servants



Roles and responsibilities of the Regional Representative



COUNCIL



Consultation in high-level bodies



How members can contribute



Q&A



## FICSA History and Mission

# History of FICSA

71 years of  
protecting  
international  
civil servants

- Founded in Paris in 1952 by WHO, UNESCO, UN, ILO, WMO and ICAO.
- Today, 30 Full Members from the UN Common System, 18 Associate Members & 18 Consultative Members from non-UN International Organizations
- Premise: decision-making through democratic and inclusive processes; strength through numbers; strength through diplomacy and preparation
- Primary objectives:
  - Foster the development of the **international civil service**
  - Ensures equitable conditions of service for all staff
- Today: almost 40,000 staff represented & protected through FICSA

# Members

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## Categories/Status of membership

- Full Members (30)
- Associate Members (18)
- Consultative Members (18)
- Observers and FUNSAs (24)
  
- Consult the FICSA [website](#)

# FICSA's Objectives

Mission: FICSA fosters the development of the international civil service in accordance with the principles set forth in the United Nations Charter and the constitutions of the specialized agencies.

## The Federation:

- **Defends** staff rights
  - Ensures that **equitable conditions of service** for all staff are maintained at a level that will permit the recruitment and retention of the most qualified people
  - **Contributes** to building a positive image of the international civil service
  - Provides an important **forum** for safeguarding and improving conditions of service
  - Functions as a **democratic** body
  - Promotes **protection** of working conditions
  - Is evolving....and does so much more
- See also [‘Accomplished Goals’](#) on the FICSA website



Roles and responsibilities of  
the Regional Representatives

# Regional Representatives

They are elected to represent the different geographical regions (Africa, the Americas, Europe and Asia) on behalf of the Federation.



Close collaboration with the  
FICSA Executive Committee



# What we can do in the field, away from HQs

- Provide info about FICSA to regional/country staff
- Promote and support the formation of FUNSAs in Country Offices
- Build good working relationships with associations/unions in regions
- Explain substantive issues of interest to staff in regions
- Foster regular contact with FUNSAs on topics of importance
- Refer regional problems to the FICSA Secretariat/ExCom for advice & guidance
- Possibly assist in the preparation of technical documentation related to regional activities
- Strengthen & promote the role of FUNSAs as interlocutor with each Resident Coordinator to inform & coordinate on common concerns

# United Nations International Civil Servants Roles and Responsibilities

International Civil Servants are  
public sector employees who  
work for international  
organizations



International Civil Servants have an obligation to adhere to the staff rules and code of conduct and must report cases of misconduct. Respect, respect respect...



Rights include but not limited  
to :

(refer also to [FICSA Communication 14/19](#))

Fair, equal, respectful  
treatment

Appeal to an internal  
appeals board and an  
Administrative Tribunal

Timely and objective  
assessment of performance

Certificate of service upon  
satisfactory completion of  
contract

Compensation upon  
termination due to  
reduction in staff



## COUNCIL

Decision-  
making  
process,  
Committees

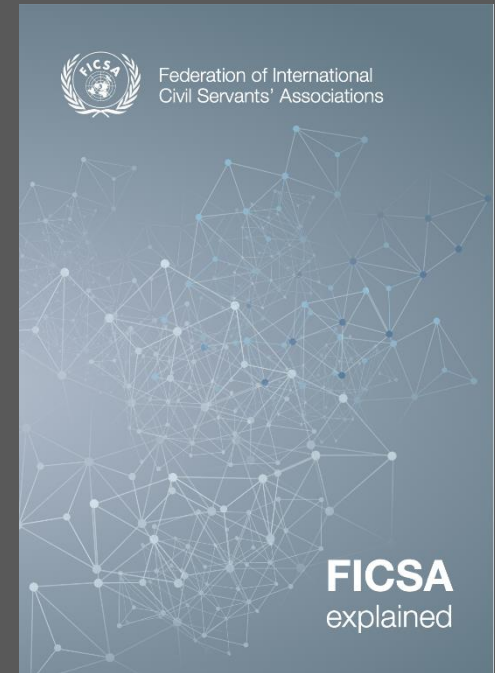
Capacity  
building –  
FICSA training

# FICSA Council

- Meets 1x/year
- discusses previous Council decisions, actions taken, updates on issues, and proposes new decisions for the upcoming year
- Forum for members to engage in consultative decision via
  - [Standing Committees](#) (7),
  - Ad Hoc Committee (1) and
  - Permanent Technical Committees (2),
  - [Regional Representatives](#),
  - and the Executive Committee
- See [76<sup>th</sup> Council FICSA dedicated website](#)

Visit us at [www.ficsa.org](http://www.ficsa.org)

Please see *FICSA Explained* for a more detailed explanation of the Council and related matters (FICSA Communication 29/19 refers)



# Bodies elected

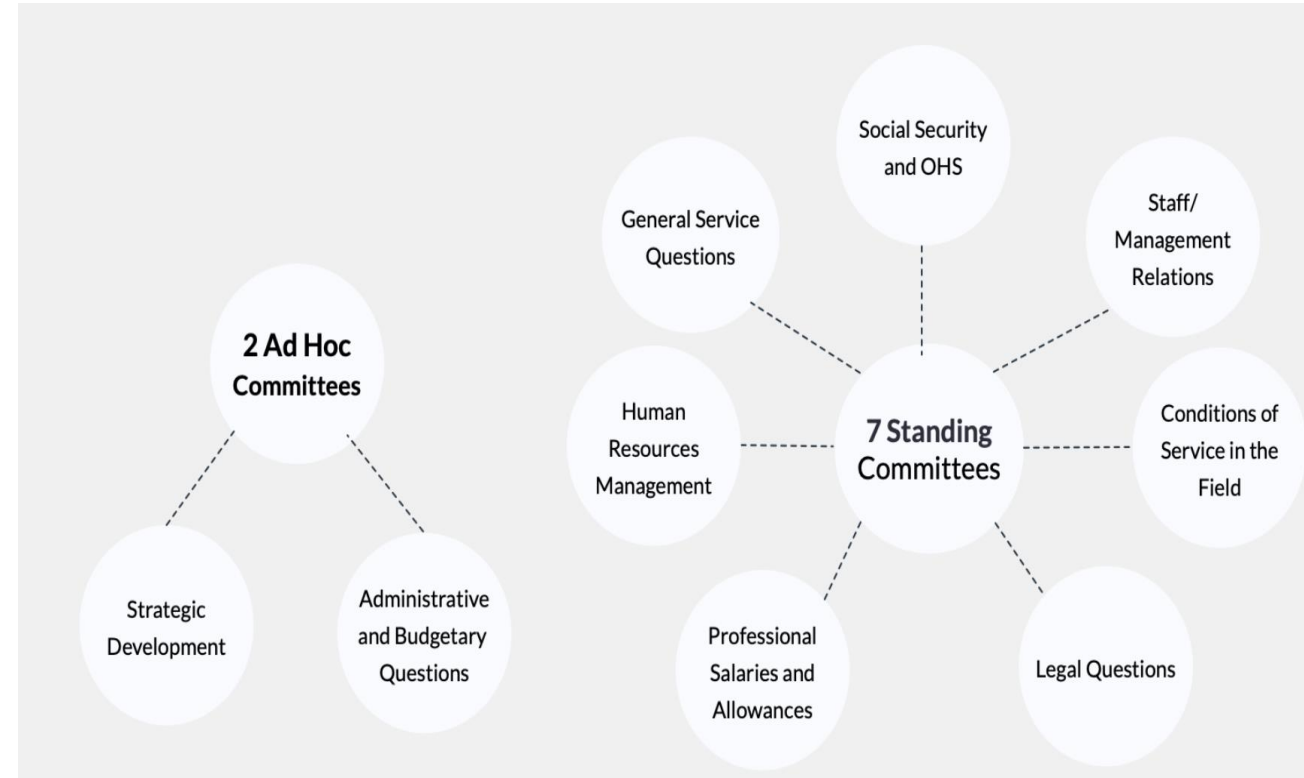
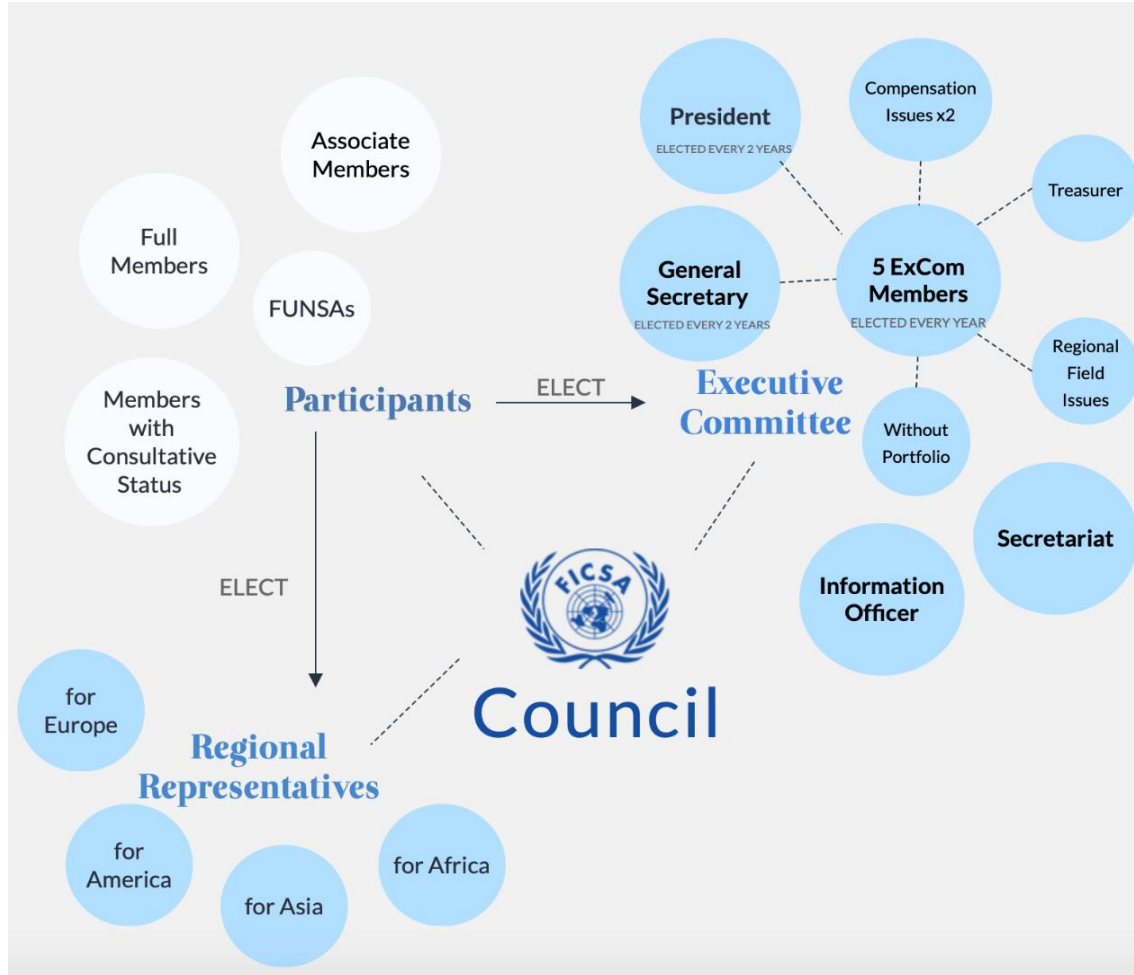
## By members

- President and General Secretary – full time release
- Executive Committee members (2 compensation officers, 1 for field issues, 1 treasurer, 1 member without portfolio)
- Regional Representatives for Africa, Asia, Europe and the Americas

## By Committees

- Chairs, Vice-Chairs, Core group members

# Intra-mural Consultations at the FICSA Council



# How FICSA works for you as a Member ?





Consultation in high-level  
bodies



# Extra-mural Consultations

- High Level Committee on Management ([HLCM](#))
- Human Resources Network ([HR Network](#))
- International Civil Service Commission (ICSC)
- The Fifth Committee of the UN General Assembly ([UNGA](#))
- UN Joint Staff Pension Board ([UNJSPF](#))
- [IASMN](#) -Inter-Agency Security Management Network
- *Information distributed via [Circulars](#) and [Communications](#)*





How members can contribute

# How Members can contribute



- Elect representatives at the FICSA Council
- Become an expert
- Offer expert advice in one or more areas related to FICSA's mandate
- Put your name forward as
  - a members on the Executive Committee
  - Chairs or Co-chair for an Ad Hoc or Standing Committees
  - a Regional Representative
  - a rapporteur
  - a trainer
  - a writer
  - a designer.....



Contact: [ficsa@un.org](mailto:ficsa@un.org)

Publication: [FICSA Explained](#)



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Federation of International  
Civil Servants' Associations

Your follow helps support FICSA spread the word  
about the work we do to protect international civil servants