



Federation of International
Civil Servants' Associations

2021 SURVEY CLASSIFICATION OF HARDSHIP DUTY-STATIONS AWAY FROM HQs

Presentation to 75th FICSA Council

15 February 2022

Field Standing Committee and FICSA Executive Member for Field Questions

Decision FICSA/C/74/D/13 requested to

- conduct a survey among the FICSA membership to assess the knowledge of the FICSA members about the hardship classification process and
- how much is known about the local living conditions at hardship duty stations.

- Staff reps could be playing an important role in raising awareness, locally, about the ICSC request to review the hardship level of the duty stations. This happens every 3 years only.
- The FICSA EXCOM member for Field and Regional issues and the Regional Reps could be instrumental in calling for the set-up of a local committee made of all UN organizations (Staff, HR and Administration) in order to fill out the very detailed questionnaires.

- The traditional means of communication such as regular updates via emails, information notes/bulletins, townhall meetings and a dedicated website for staff away from HQs do achieve their purpose. Staff away from HQs seem to get the information they need. This is reassuring.
- The Regional Representatives of FICSA will need to be more familiar with the process of hardship classification. Build capacity, via on-line training sessions with the Reg. Reps, when it is the turn of their region to get classified.

Recurrent problems:

- Access to quality health care and health facilities of good standards.
- Also access to medicine and basic amenities in some duty stations is a challenge.
- Some lack proper schooling system locally, those good standard schools (recognized by the ICSC).

The type of education system available to IP staff in the duty stations is an information no longer required in the hardship questionnaires, many UN staff member are complaining that this has a huge impact on their desire to move to a field-duty station.

- Half of the members of FICSA (48 %) are familiar with the hardship classification process.
- And close to 30% can confirm that they have been involved, one way or another, with the hardship questionnaires.

Which means that the advocacy work undertaken by the Federation more actively over the past 10 years has been useful and it is recommended to continue.

- 21 respondents were positively impressed by their HR department regarding the management of staff deployed away from the HQs.

This demonstrates that the duty-of-care responsibilities of the UN Organizations are fulfilled when the right information is shared with staff who are about to decide to accept a posting away from the HQs. But still more outreach needs to be done to avoid disappointments once staff reach their destination of posting.

When asked if there is a need to increase general awareness about the regular ICSC hardship classification mechanism?
Overwhelming positive response: 96%!

FICSA should and will continue participating actively in these ICSC meetings, build capacity about this process and push for even more accurate data gathered to obtain a classification level which represents well the situation on-site.

THANK YOU !



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explained



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