



COMMUNICATIONS

Thank you for your participation to the 75th FICSA Council and requesting your feedback through [post-council survey](#)

15/22**Geneva
26 May 2022**

To: All delegates accredited for the 75th FICSA Council

For distribution to: All delegates who attended the 75th FICSA Council

Copied for information : Heads of Delegations, FICSA Standing Committees Chairs and Vice-chairs

From: Cosimo Melpignano – FICSA General Secretary

Distinguished Delegates,

Thank you for your active participation during the 75th FICSA Council that took place from [25 to 29 April 2022](#) at the IAEA Vienna, as well as the pre-meetings on [24 April](#), and the [virtual Standing Committee sessions](#) from 15 February to 8 March.

Your high level of engagement, along with the invaluable contribution by our guest speakers and attendees including from the ICSC, HLCCM, Pension Board, UN-Globe and our host, the IAEA provided the perfect environment for a productive 75th Council.

Our rich discussions included updates and exchange of information on matters that impact our the terms and conditions of employment as international civil servants both in the field and headquarters duty stations, including: the importance of maintaining the principle of an independent international civil service; staff security and safety; classification of hardship duty stations; developments on the topic of the “Future of Work” post-pandemic such as flexible work; contractual modalities in the UN system; best practices in job classification; recruitment and selection processes; abusive use of non-regular staff contracts for de-facto staff functions; review of the jurisdictional setup of the UN common system, including movements of some organizations between tribunals (ILOAT/UNAT/UNDT); protection of staff representatives while performing their duties against discrimination, reprisals, retaliation and harassment; comprehensive review of the compensation package; strengthening staff/management relationship and co-operation on policies dealing with whistleblowing, bullying, abuse of authority and fear of retaliation; implementation of the Mental Health and Well-Being strategy; staff health insurance, including after-service health insurance; disability inclusion strategy; and, the Occupational Health and Safety (OHS) Forum, amongst many others.

We brainstormed, shared our experiences, and committed to continue working together to identify and seek best practices and solutions that can be used in our deliberations with our administrations, as win-win options to jointly achieve the mandate of our organizations and the international civil service.

And, we received clear messages of support from the [UN Secretary General in his address to FICSA](#), from the [Chair of the International Civil Service Commission \(ICSC\)](#), the [Chair of the High Level Committee for Management \(HLCM\)](#), as well as the [Representative of the Secretary General \(RSG\) for investments of the UN Pension Fund](#) and [representative of UN-Globe](#). All our esteemed speakers appreciated the work of FICSA in coordinating the work of the staff representative bodies in its membership, in pooling resources and ensuring a common position when representing FICSA members at interagency bodies. Later in the week during Council, this was further reaffirmed by the endorsement by HLCM Members with staff associations/unions that are members of FICSA of the [Cost-Sharing agreement for FICSA Elected Officials](#), to be implemented effective 1 May 2022, after over 20 years of deliberations.

We enhanced our collective competencies, thereby ensuring the sustainability of effective staff representation with trainings for our members on Job Classification, Legal issues, Building staff resilience, Pension, [introduction for newcomers to FICSA](#) and [a full-day workshop](#) to introduce you to the Human Resources Management in International Organizations of the UN system.

The work has only begun with the workplan that you have underlined and prioritized during Council encapsulated in the [Index of Decisions for 2022/2023](#). The Council Rapporteur is completing editorial work on the final Report, which, as per our statutes, will be published [here](#) within 30 working days after closure of Council. The FICSA Secretariat as well as the Chairs and Vice-Chairs of the Standing Committees will be in touch with you during the year to carry out the decisions of Council - thank you in advance for your continued response and engagement. This time it will be a short year before the Council meets again in February 2023 – we have 9 months to complete the Council's customary 12-month workplan. The report of the Executive Committee for 2021/22, as presented to Council, can be found [here](#).

Finally, I wish to thank you once again for your continuing engagement, contribution and participation during this year's FICSA Council. If you can spend 10 minutes to complete a short survey and provide your honest opinions through [this survey link](#), it would help us to continuously improve future councils.

Sincerely,

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