



COMMUNICATION

Results of the 2023 ICSC Global Staff Survey

17/24

**Geneva
17 July 2024**

To: All Members

From: FICSA Secretariat

Dear FICSA Members,

Further to the 3 communications, links below for ease of reference, regarding the ICSC Global Staff Survey:

[23-23 ICSC Global Staff Survey.pdf \(ficsa.org\)](#)

[23-23add ICSC Global Staff Survey.pdf \(ficsa.org\)](#)

[26-23 FICSA Information session on the ICSC Global Staff Survey.pdf](#)

We are pleased to share with you the preliminary results in this [summary report of the ICSC](#).

1. 37% of respondents felt that their overall compensation package was competitive compared with other similar organizations outside the United Nations common system. This is similar to the results from the 2019 survey.
2. 35% of respondents felt that their salary (base pay plus post adjustment, where applicable) was competitive compared with other intergovernmental organizations outside the common system. This is substantially behind the benchmark median.
3. Among those who intended to be working for their organization in 12 months' time, the five most chosen reasons were:
 - a) benefits (46%), which had ranked second in the 2019 survey (33%);
 - b) salary (44), which had ranked first in 2019 (38%);
 - c) opportunity to use their skills and competencies (37%), which had also ranked third in 2019 (32%);
 - d) strong belief in the goals and objectives of their organization and wish to contribute to them (26%), which had also ranked fourth in 2019;
 - e) strong belief in the goals and objectives of the United Nations common system and wish to contribute to them (25%), which had also ranked fifth in 2019;

- f) and (f) opportunities for career progression and promotion (23%), which had ranked eighth in 2019 (18%).
4. Overall, 40% of all respondents are mobile (i.e. they had served in two or more duty stations continuously for 1 year or more). This is similar to 2019. These findings suggest that there is appetite for mobility, which is supported by the fact that only 10% of respondents offered a post in another duty station have turned the offer down. Over half (54%) of all respondents have only served in one duty station continuously for one year or more.
 5. The allowances or benefits that were most valued by the most respondents were annual leave (75%), medical insurance (72%), pension (66%), sick leave (49%) and the dependent child allowance (42%).
 6. With reference to the question “If you could change just one thing about the compensation system as a whole, what would it be”, the five most frequent themes emerging from qualitative analysis were:
 - a) Salary (24%): around a quarter of respondents mentioned aspects relating to their salary (both base pay and post-adjustment). Many reflected that the sum was not sufficient or competitive given high inflation rates or cost-of-living in some countries, and a number mentioned the currency in which salaries were paid. A number of respondents feel that salary could be made more equal across different staff types. In 2019, Salary was the third most common theme, mentioned by 18% of respondents.
 - b) Dependent-related allowances (13%): many respondents mentioned that allowances related to dependents (in general terms and in regard to specific allowances) could be improved and increased. They most frequently mentioned the dependent children’s allowance and the dependent spouse allowance. Several commented that they should be able to declare elderly parents as dependents.
 - c) Education grant (12%): the education grant was mentioned specifically by a number of respondents. They felt the education grant could be increased to allow staff further personal development. Some felt that the scope of the grant should be increased, to other staff types or to a wider range of dependents. The education grant was also frequently mentioned in 2019.
 - d) Step increments/Advancement (12%): many respondents reflected on their lack of opportunity for progression within a grade, and therefore lack of access to increased compensation. Some stated the insufficient opportunities for advancement hold staff at a particular grade for many years. Some comments requested incremental 25 compensation increases based on length of service, while others suggested a performance-based approach.
 - e) Health/Medical insurance (9%): some respondents felt that the medical insurance coverage should be improved. Several suggested that medical insurance could be expanded to cover dependents such as children and elderly parents.
 7. With reference to the question “What one thing would you not change about the compensation system as a whole”, the five most frequent themes were:
 - a) Leave (28%): The most common aspects of the compensation package mentioned by respondents were leave-related elements. More than half of these respondents mentioned annual leave, while home leave and sick leave were mentioned by a smaller number of respondents. In 2019, Leave was the 5th most common theme, mentioned by 8% of respondents.
 - b) Health/Medical insurance (13%): Many staff indicated that they would not change the provision of health or medical insurance. This was also the 2nd most common theme in 2019, mentioned by 10% of respondents.

- c) Salary (10%): One in ten respondents reflected that they are satisfied with salary and the way that it is determined and reviewed.
- d) Pension (8%): Several staff indicated that they would keep the pension the same. This was the most common theme in 2019, mentioned by 21% of respondents.
- e) Education grant (7%): Several respondents indicated that they would not change the education grant. This was the 4th most common theme in 2019, mentioned by 8% of respondents.

We would like to thank you very much and we appreciate the time and energy you have put in to completing the questionnaire.

In solidarity,

The FICSA Executive Committee
