



COMMUNICATION

2023 ICSC Global Staff Survey

23/23

**Geneva
28 September 2023**

To: All Members

From: Tanya Quinn-Maguire, FICSA President

Dear FICSA Members,

Reference is made to recent discussions with our members, including during the meeting of the Heads of Delegations on 5 September, regarding the upcoming 2023 International Civil Servants Commission (ICSC) Global Staff Survey (the Survey).

Please note that FICSA has just received information that **the launch date for the 2023 ICSC Global Staff Survey has been postponed, and is now tentatively scheduled for 9 October**, subject to confirmation.

We would like to take this opportunity to remind / inform you of the following:

- In March 2023, the ICSC initiated a Comprehensive Review of the Common System Compensation Packageⁱ (UN staff salaries, allowances, and benefits). The first step in the long process of the Comprehensive Review is the ICSC Survey, similar to those carried out by ICSC during the last Comprehensive Review (previous Surveys in 2014 and 2019). This year, the Survey has been adjusted to accommodate the UN General Assembly resolution ([A/RES/77/256 A-B](#)) which, ***“Requests the Commission [ICSC] to conduct a system-wide survey to assess factors affecting workforce retention and to submit the results and analysis of the survey to the General Assembly at its seventy-ninth session”***.
- All three Staff Federations have provided input to the Survey, and all three have agreed to support staff participation in the Survey.
- FICSA strongly encourages all UN staff to complete the ICSC Survey, because:
 - Data collected from the Survey will be a primary source of information to inform the upcoming Comprehensive Reviewⁱⁱ and as such **has major implications for our compensation package (our salaries, benefits, and allowances) in the future.**

- FICSA strongly encourages all staff to voice their opinion on **their current** compensation package and provide their candid input to ensure that the compensation package remains competitive and fit-for-purpose in the future.
- In recent years UN Member States have been voicing their preoccupation with rising staff costs and have been calling to reduce current benefits and expand non-financial incentives for UN staff.
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- **The Survey is open to ALL STAFF** who hold an active contract with a UN entity. Both internationally recruited (P, D and FS), **AND** locally recruited (GS and NO/NPO) staff members on continuous, fixed-term or temporary appointments with or without a confirmed probation are eligible to complete the ICSC Survey.

It is imperative that the staff you represent understand the critical importance of completing the ICSC Survey and that they are informed about the possible impact of responses. As such, FICSA remains available to all our members to assist in this regard. We would therefore like to **reiterate our offer to provide information sessions to either elected staff representatives or staff at large**ⁱⁱⁱ.

Please contact the FICSA Secretariat to discuss your needs in this regard: ficsa@un.org. In the meantime, we strongly encourage to you to refer to the [FAQs](#) prepared by the ICSC on the Survey, as well as the most recent version of the [ICSC Booklet on Salaries, Allowances and Benefits](#).

We leave you with some general recommendations to all when filling out the Survey:

DO – complete the Survey, ensure you are informed, ask your staff representatives or FICSA for support, write honestly, keep the objectives in mind, and take your time!

DON'T – make assumptions or compare benefits between categories of staff.

As always, we remain at your disposal.

In Solidarity,

ⁱ A separate communication will be sent to our members on the upcoming Comprehensive Review of the Compensation Package.

ⁱⁱⁱ Please write to FICSA at ficsa@un.org to schedule / request an information session.