



## COMMUNICATION

### ***Survey on Staff Association/Union provisions, arrangements, support at their organizations***

**32/23**

**Geneva  
23 November 2023**

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To: All Members  
From: Cosimo Melpignano, FICSA General Secretary

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Dear colleagues,

The Staff Management Relations Standing Committee (SMR SC) created a survey in response to decision [FICSA/C/74/D/28](#) from the 74th Council in 2021, reaffirmed by subsequent Councils, including the 76th Council. The questionnaire investigates the operations and financial setup of Staff Associations/Unions in each Organization. The collected data will offer insights into the support staff representatives receive from their administration.

This annual survey is submitted to FICSA members to track changes in staff–management relations (whether deteriorating, stable or improving), highlight variations among associations, assist members with less favorable conditions in advocating for changes, and identify best practices and useful statistics.

During the 76<sup>th</sup> Council, members approved the decision [FICSA/C/76/D/15](#):

*“Staff association/union should pursue the establishment of concrete release time for staff representative through memoranda of understanding (MOUs) or other formal agreements with their managements. The FICSA Executive Committee should continue collecting such MOUs from its membership, as well as monitoring developments related to the amendments of UN Secretariat administrative instruction [ST/AI/293](#) related to Staff Representatives' release time, as discussed by the UN Secretary General ([A/67/136/Add.1](#)).”*

Therefore, we would appreciate receiving the responses of all staff by completing this survey. Your input is important as it will provide us with future directions.

The survey link: ***Please ask FICSA Secretariat***

For any questions or problems with uploading, please contact [FICSA@un.org](mailto:FICSA@un.org)

**Please complete the survey by Friday 15 December 2023**

Thank you for your cooperation.