



COMMUNICATIONS

THE NEED TO BE ALERT AND PROACTIVE ON THE FINANCIAL STATUS OF ORGANIZATIONS

57/21

**Geneva
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To: All FICSA Members

For distribution to: All staff representatives

From: FICSA Secretariat and Standing Committee of Staff-Management Relations (SMR)

Dear colleagues,

During the 74th FICSA Council, you discussed the need for staff representatives to take proactive steps to keep informed regarding the financial status of their organizations (Decision FICSA/C/74/D/32¹). This would help the staff representatives to improve their dialogue with senior management and increase exchange of information, and to work together in case of any financial difficulties in the organization. This proactive role would assist the staff representation to establish corresponding measures, bearing the interests of staff and organization, and seek assistance from FICSA as necessary.

International organizations are public sector organizations, with the programme budget normally published to its stakeholders, governing bodies and the public. You should be able to obtain the programme budget planned for upcoming years by searching the organizations' website, or doing an internet search for the terms "programme budget for (insert organizations' name here) for the year (insert year here)."

For example, you can find the programme budget for some international organizations below (non-exhaustive list):

[FAO](#)
[WHO](#)
[IAEA](#)
[ICAO](#)
[UNFCCC](#)
[UNAIDS](#)

[UNESCO](#)

[UNIDO](#)

[UNWTO](#)

[WMO](#)

[IOM](#)

[ILO](#)

[UNEP](#)

What to look for in the Programme Budget?

In general, look for the highlights and strategy for the upcoming years, including reforms, transformation, reinvigoration etc., and how it would impact staffing in general. This may also be presented in a longer term strategy or workplan spanning a biennium, triennium, four-year, five-year, or ten-year workplans.

Secondly, the programme budget would normally table the number of staff positions and how it has evolved, i.e., present staffing numbers and proposed staffing numbers for the upcoming years. This would give staff representatives clues on whether to expect a severe downsizing or restructuring, or if the programme budget is stable.

While it is useful to be proactive and informed, the best practice would be to express your interest to your organization on the topic and get formal or informal briefings or information on the topic, especially in areas that might impact conditions of service to staff, as well as staffing number. If this is not possible, then the staff representative would be able to search for the programme budget documents publicly available as mentioned above, bearing in mind that some of the documents could be a proposed / planned programme budget, and the approved / finalized programme budget by the governing bodies could be different.

We hope you find the above information useful, and please do not hesitate to write to the FICSA Secretariat if you require any further information.

¹Decision FICSA/C/74/D/32: The FICSA Secretariat should alert the membership to the need for all staff association representatives to ensure they proactively seek information on the financial status of their organizations, in order to play an active role and be part of any potential solutions.
