



Federation of International
Civil Servants' Associations

Briefing on FICSA participation in the HLCCM 41st Session

25 to 26 March 2021

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HLCM 41st Session - Agenda

- Addressing Sexual Harassment within UN System
- Occupational Health and Safety (OHS) for UN System Personnel
- *Current and Future Challenges*

Addressing Sexual Harassment – Priority Areas

- Roll-out of common tools
- Consistent victim-centred approach
- Raise awareness
- Facilitate sharing of knowledge and best practices
- Sustain organizational culture change

Addressing Sexual Harassment – Manual

- System-wide common approach to investigation
 - Listening without judging
 - No assumptions on how victims look like
 - Confidentiality
 - Informed Consent
 - Support from the moment of the disclosure
 - Prevention to promote a safe working environment

FICSA Position

FICSA commends the work done so far. We welcome the guidance, and we are fully behind HLCM efforts. We would wish the concept of SH be extended to other forms of harassment and applied across the board. Harassment is a much broader issue, and we would welcome a broader statement. As this a living document and a new framework, FICSA would ask for HLCM consideration to provide different perspectives.

Occupational Health and Safety – 5 Core Principles

- Risk awareness: proactive info to staff
- Promote and sustain wellbeing
- Inclusion and respect for dignity
- Caring for consequences of risk
- Accountability

Occupational Health and Safety - Discussion

- Mental health and wellbeing during the COVID-19 pandemic
- Mid to long-term personal and corporate risks from COVID-19
- Impacts on mid to long-term disability and fitness to work
- Governance, system-wide coordination and support of safety-related action
- TOR and Workplan for OHS Forum
- TOR of HLCCM Forum on Risk Management

FICSA Position

FICSA proposed to move from OSH to OHS as it underlines our future priorities, and it was well received.

FICSA stressed the importance of establishing a simple and straight forward policy and the ethical imperative to duty of care.

FICSA wishes that until Mental Health has become culturally mainstreamed in UN organizations, it should be given more priority and not hidden under Occupational Health & Safety.

Current and Future Challenges

- *Future of UN workforce*
- *Model Policy on Employment Flexibility*
- *Senior Leadership Commitments*
- *Concept Note – UN Digital ID*

What's next?

- FICSA
 - Provided inputs and have further comments on the FWA Model Policy
 - Will be participating in all the OHS Forum Workstreams
 - Will remain focused on MH strategy implementation



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