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ONE STRONG FEDERATION - ONE STRONG VOICE!

FICSA
MISSION STATEMENT

FICSA fosters the development of the international civil service in accordance with the principles set forth in the United Nations Charter and the constitutions of the specialized agencies.

The Federation:

• Promotes amongst its Member staff associations/unions the exchange of information and views on all questions of common interest and coordinate their activities

• Represents all Full Members in negotiations with bodies of the United Nations Common System

• Defends staff rights

• Ensures that equitable conditions of service for all common system staff are maintained at a level which will ensure the recruitment and retention of the most qualified people

• Contributes to building a positive image of the international civil service and defends its independence
In keeping with one of the Federation’s core purposes, FICSA has continued to play a key role in representing and defending staff in discussions and negotiations with bodies of the UN common system. Although this had already been reported on in FICSA Circulars and Communications throughout 2019, it is nonetheless important to highlight the extensive involvement of FICSA in the work of the International Civil Service Commission (ICSC) and its working groups, in particular the ICSC Task Force on the Review of the Conceptual Basis of Post Adjustment, the ICSC Working Group on the Review of the Operational Rules relative to post adjustment and the ICSC Working Group on the Review of the General Service Salary Survey Methodologies.

Colleagues who participated in last year’s 72nd session of Council held in Vienna will recall the lengthy list of recommendations which emanated from the functional review of the FICSA secretariat, as conducted by the two independent expert consultants. Council decided to approve all the recommendations and, at the same time, for implementation purposes separated them into two groups: Phase I for implementation in 2019; and Phase II for implementation in 2020.

Executive Committee members and secretariat staff immediately began implementation of Phase I. As a result, many of the earlier paper-based processes have been eliminated, and the day-to-day operations of the FICSA secretariat is now becoming fully electronic. Documents are now being stored electronically in FICSA’s SharePoint site. The next phase of the digital transformation will be to electronically scan and store the files from FICSA’s archives once the sorting has been completed.

Despite the fact that it was not possible to bring the competitively recruited Information Officer on board until 1 December 2019 when WHO Headquarters agreed to administer the staff contract on behalf of FICSA, the new FICSA website has been developed and launched. As reported at the last session of Council, extensive work was done this year on updating the content for the new website. We hope that the membership will more actively use this new website and provide us with any related feedback which we can take into consideration as we can continue to further improve the site’s content.

In reviewing FICSA’s ways of working, the Executive Committee has remained focused on continued delivery of the quality services which FICSA has always provided while, at the same time, efficient and effective use of the resources required to deliver. By turning strategy into action, the implementation of this modernized way of working is allowing for functions in the secretariat to be streamlined while eliminating much of the earlier paper-based transactions. Through the implementation and use of modern technology, and changes in the process of organizing training/workshops, it is possible for the Executive Committee to take on board and address the concerns expressed over numerous
years by some FICSA Full members in respect of their challenges to pay the level of their assessed FICSA dues. In this regard, the Executive Committee is pleased to announce that, through the savings created as a consequence of the digital transformation of the secretariat and subsequent streamlining of the secretariat’s work, it is now possible to submit to the 73rd session of Council a significantly reduced draft budget for the year 2020, when compared to previous years. It should be noted that, in preparing this proposed budget, the Executive Committee remained guided by optimal and efficient use of resources while not compromising the services provided by the FICSA secretariat to the membership.

With the implementation of the above-reference recommendations and decisions combined with an ever-increasing number of changes being introduced in the Organizations, there have certainly been challenges and difficulties encountered over the course of the past year. Thanks to the invaluable input and hard work from fellow Executive Committee members as well as secretariat staff, it has been possible to meet and overcome those challenges and more. To my colleagues who have made such enormous contributions to FICSA’s work and who have always been there to support the work of the Executive Committee, I would like to express my heartfelt gratitude. It has truly been an honor and privilege to have had the opportunity to work with you.

Brett Fitzgerald
This report provides an overview of activities carried out by the FICSA Executive Committee and the FICSA Secretariat over the past year.

Numerous improvements to the working methods have been implemented, as described in the President’s message above and in various other sections, such as on communication. The Secretariat has spent significant time on internal administrative issues, supporting the membership in their queries, collecting and analyzing information, setting up training, and producing communication and outreach material. The Executive Committee has been determined in their representation of the membership’s priorities with the highest decision-making bodies in the UN Common System.

REPORTS FROM OUR REGIONAL REPRESENTATIVES ARE IN ANNEX I (ASIA), ANNEX II (AMERICAS), AND ANNEX III (AFRICA). UNFORTUNATELY, NO REPORT FROM OUR EUROPEAN REPRESENTATIVE WAS RECEIVED IN TIME.

In Annex IV, all the FICSA communications and circulars issued this past year have been collated.

The report contains hyperlinks to external documents as well as to other sections in the report, for easy navigation.
STANDING COMMITTEES

CONDITIONS OF SERVICE IN THE FIELD
Chair: Amani El-Sheik  
Vice-Chair: Vito Musa

GENERAL SERVICE QUESTIONS
Chair: Marielle (Elly) Wynsford-Brown  
Vice-Chair: Silvia Mariangeloni  
Vice-Chair: Alberto Fernandez Kleinloog

HUMAN RESOURCES MANAGEMENT
Chair: - vacant -  
Vice-Chair: Jesus Garcia Jimenez  
Vice-Chair: Marina Appiah

LEGAL QUESTIONS
Chair: Andres Oria-Bleicher  
Vice-Chair: Joel Lahaye  
Vice-Chair: Gemma Vestal

PROFESSIONAL SALARIES AND ALLOWANCES
Chair: Christian Gerlier  
Vice-Chair: Francis Xavier Campbell  
Vice-Chair: Santosh Thanjavur Prakasam

SOCIAL SECURITY/OCCUPATIONAL HEALTH AND SAFETY
Chair: Tanya Quinn-Maguire  
Chair: Katja Haslinger

STAFF/MANAGEMENT RELATIONS
Chair: Viera Seben  
Vice-Chair: Eva Moller  
Vice-Chair: Mario Cabreja Schery

AD HOC COMMITTEES

AD HOC COMMITTEE ON ADMINISTRATIVE AND BUDGETARY QUESTIONS
Chair: Nizar Zaher

AD HOC COMMITTEE ON STRATEGIC DEVELOPMENT
Chair: Imed Zabaar
### FICSA Representation at High-Level Meetings

List of meetings attended by FICSA in 2019:

<table>
<thead>
<tr>
<th>DATE</th>
<th>MEETING</th>
<th>LOCATION</th>
<th>REPRESENTED BY</th>
</tr>
</thead>
<tbody>
<tr>
<td>18 – 29 Mar. 2019</td>
<td>88th Session of the ICSC</td>
<td>UNHQ, New York, USA</td>
<td>Brett Fitzgerald and Imed Zabaar</td>
</tr>
<tr>
<td>20 – 27 May 2019</td>
<td>41st Session ACPAQ</td>
<td>FAO, Rome, Italy</td>
<td>Brett Fitzgerald and Christian Gerlier, Chair of the Standing Committee on Professional Salaries and Allowances.</td>
</tr>
<tr>
<td>3 July 2019</td>
<td>HR Network session</td>
<td>OPCW, The Hague, The Netherlands</td>
<td>Evelyn Kortum</td>
</tr>
<tr>
<td>22 – 26 July 2019</td>
<td>66th United Nations Joint Staff Pension Board (UNJSPB)</td>
<td>UN Nairobi, Kenya</td>
<td>Evelyn Kortum (via VC)</td>
</tr>
<tr>
<td>29 July – 9 Aug. 2019</td>
<td>89th Session of the ICSC</td>
<td>IAEA/CTBTO, Vienna, Austria</td>
<td>Brett Fitzgerald, Pilar Vidal and Imed Zabaar</td>
</tr>
<tr>
<td>16 Oct. 2019</td>
<td>HLCM</td>
<td>ITC-ILO, Turin, Italy</td>
<td>Evelyn Kortum</td>
</tr>
<tr>
<td>24 – 31 Oct. 2019</td>
<td>UN General Assembly, Fifth Committee</td>
<td>UNHQ, New York, USA</td>
<td>Brett Fitzgerald</td>
</tr>
<tr>
<td>18 – 22 Nov. 2019</td>
<td>UN General Assembly, Fifth Committee</td>
<td>UNHQ, New York, USA</td>
<td>Brett Fitzgerald and Imed Zabaar</td>
</tr>
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</table>
MEETING WITH FICSA MEMBERS REGARDING FICSA BUDGET AND DUES

In 2019, three meetings with the membership were held, two via Webex with all members worldwide, and one held at the FICSA office in Geneva for members who are able to attend.

Following the 72nd FICSA Council’s approval of the results and recommendations of the functional review conducted in 2018, the ExCom implemented measures to modernize its work procedures and make efficient and effective use of the resources required to deliver its mandate. In addition, to address the concerns expressed over numerous years by some FICSA members regarding the level of their assessed dues, the ExCom prepared a significantly reduced draft budget for the year 2020 which will reduce the membership dues by around 40% compared to 2019.

The proposed changes to FICSA Secretariat and budget and dues for 2020 will be discussed at the Ad-Hoc Committee on Strategic Development.

FEBRUARY: 38TH SESSION OF CEB HR NETWORK

Where: UNESCO, Paris, France
When: 19th to 22nd February 2019
FICSA Representative: Brett Fitzgerald, FICSA President

Topics and FICSA’s position:

Creating an enabling environment: Aligned with FICSA’s mission, the group discussed creating an enabling work environment with relevance to results of a sexual harassment survey in the UN workplace. The survey provided data on the prevalence of sexual harassment, the experiences of both the target and witness, and organizational policies and processes regarding sexual harassment. The results were followed by a call for action by the CEB Task Force on developing a UN-wide zero-tolerance policy of sexual harassment. This discussion generated the suggestion for new guidelines on creating an enabling environment. The guidelines would focus on a flexible, fair and equal working environment with support for fostering a work environment free of discrimination, harassment, and abuse of authority.

Duty of Care for non-staff: Following staff representation interventions, the Task Force decided to expand the duty of care framework to non-staff personnel. However, this framework is based on recommendations and is, therefore, not binding.

For more information, please review Circular number 1309
Topics and FICSA’s position:

Operational rules governing post adjustment: FICSA intervened twice requesting that (i) more time be allowed for the Working Group to conduct further analysis, discuss policies and allow the Task Force of statisticians to complete their review of the methodology before making any recommendation; and (ii) another meeting of the Working Group be convened once the Task Force of statisticians had finalized its work. The Commission decided to take note of the report of the Working Group, as well as to convene a meeting of the Working Group on Operational Rules after the Commission would have considered the ACPAQ recommendations on the report of the Task Force on the Review of the Conceptual Basis of the Post Adjustment Index.

Relocation shipment: FICSA supported that the ICSC Secretariat review the ceiling every three years using data on actual shipment costs. The Commission decided to maintain the current ceiling for the relocation shipment-related lump-sum payments, in lieu of full removal by the organizations, at USD 18,000.

The ICSC presented a report on career development issues within the UN common system organizations, including information obtained through a questionnaire from 21 organizations.

FICSA expressed alarm about the data indicating that 40 percent of departing employees had cited the lack of future career development as a reason for dissatisfaction with their job and as a key driver of employee attrition.

To read more on FICSA’s position on Staff Development, please see FICSA Circular 1310 under agenda item 5.

For the FICSA opening statement on the agenda items, please review FICSA Circular 1307.
Where: FAO, Rome, Italy
When: 20th to 27th May 2019
FICSA Representative(s): Brett Fitzgerald, FICSA President; Christian Gerlier, Chair of the Standing Committee on Professional Salaries and Allowances.

Topics and FICSA’s position:

Review of the post-adjustment system: Discussion was guided by several themes including measurement objectives of the different elements of the post adjustment, weighting and statistical methods and procedures for the compilation of the index. FICSA pointed out that some of the proposed changes could lead to lower post adjustment and specified that it would only be able to agree to the proposed changes if implemented together with a recalibration factor, as staff should not have to suffer negative results when they are due to a change in the methodology used. Additional studies would be required for the next round of surveys to investigate: (a) using market price information for the calculation of the domestic service index (for Group I duty stations); (b) whether the calculation of the education index should continue to be based on gross tuition fees or be changed to using actual costs incurred by staff, after accounting for the education grant; and (c) the cost of supplementary medical insurance incurred by staff.

For more information, please review Circular number 1320

FOCUS OF THE TASK FORCE ON THE REVIEW OF THE CONCEPTUAL BASIS OF THE INDEX

- The measurement objective of the post adjustment index (PAI), index formula and aggregation (from top to bottom), price vs cost index, related considerations regarding treatment of pension contribution component and naming of the index;
- Weighting issues: within the in-area (excluding housing) component, within the housing component, with the medical insurance component; and weighting across components, superpopulation vs actual population and characteristicity of the index;
- Statistical methods and procedures for the compilation of the index: scope and coverage, data sources, quality adjustment, inclusion/exclusion vs imputation/editing/cleaning, anonymity vs confidentiality, boundaries for user involvement.

RECOMMENDATIONS TO ACPAQ

- Using the Törnqvist formula and expenditure weights in the aggregation of the domestic services subcomponents within the domestic-services basic heading and, at the same time, building the comparison exclusively on the basis of the most prevalent type of domestic service when needed;
- Using the Törnqvist formula and corresponding expenditure weights in the aggregation of the rent index for group I duty stations;
- Assessing the adequacy of the length of the moving average model used in the determination of longevity weights, as part of the preparations for every survey round;
- Using relevant CPI data as published by national statistical offices to update the rent index for group I duty stations;
- Considering the feasibility and effects of using the Törnqvist formula and expenditure weights in the aggregation of the housing index for group II duty stations;
- Reviewing the methodology for the treatment of domestic services;
- Resolving the double-counting in the treatment of major household appliances for group II duty stations; and
- Streamlining and simplifying the treatment of the “other housing costs” sub-component.
**Where:** ITLOS, Hamburg, Germany  
**When:** 17th to 21st June 2019  
**FICSA Representative(s):** Pilar Vidal and Imed Zabaar, Executive Committee Members for Compensation Issues; Mauro Pace, FICSA Expert/Resource Person.

**Topics and FICSA’s position:**

**General Service Salary Survey Methodology:** Due to the shortcomings (see [FICSA Circular number 1312](#)), and until information on the experience with the use of external data for category V had been provided, FICSA and UNISERV considered that any additional pilot on the use of external data would be inappropriate and not cost effective. They emphasized that a data analysis on a country-by-country basis would be essential. They also reiterated the need for Local Salary Survey Committees (LSSCs) to be responsible for selecting and proposing a representative mainstream national civil service provider for a one-to-one comparison.

The Working Group decided to inform the Commission that it would defer discussions on the issue of the secondary salary scales and transitional measures to its next meeting, where also the proposals from the HR Network and possible options outlined by the ICSC secretariat would be further elaborated to make a final recommendation. The Working Group recognized the key role of the LSSCs in the survey process, agreed that it was premature to review the roles and responsibilities of all stakeholders at the current stage, and informed the Commission that it would revert to it as the methodology was further defined.

Concerned about the intentions of the HR-Network to modify the role of the Local Survey Committees so that it is limited to “outreach, change management and communication”, the representatives of the three Staff Federations jointly made a statement at the opening of the meeting, available here: [FICSA Circular number 1312](#).

**CONCLUSIONS OF THE WORKING GROUP**

**External Data.** The working group agreed that, before a final recommendation could be made on the possible use of external data, the following approach would be applied as follows:

1) Thorough analysis incorporating the pending data from the additional vendor was required.

2) The experience of the application of the reference check methodology in Category V locations using the external data should be reported and reviewed.

3) Based on the receipt of the external data from the additional vendor and the assessment of the reference check experience, the pilot application of the external data in parallel with the conventional survey could be considered for selected locations in other Categories.

The consideration of the pilot application should, inter alia, consist in assessing the impact of using external data versus conducting a salary survey and in identifying the relevant data and methodology parameters that could be used in the external data modality, should that option be further pursued.
Quantification of Benefits. The working group decided to explore the possibility of replacing the current approach to quantification of fringe benefits by establishing a lump sum or percentage of salary that would be representative of the value of the fringe benefits commonly quantified.

Use of National Civil Service. The working group agreed that:
1) The retention of the national civil service employer should be maintained as a requirement at Methodology I and designated category I, Methodology II, locations.
2) The national civil service should be represented by a mainstream representative national ministries (e.g. ministry of treasury, finance, interior, foreign affairs or a similar ministry).
3) Based on the experience of the last round of surveys, the current approach to weighting the national civil service employer should be maintained and its effects should continue to be monitored.
4) Various means of ensuring the participation of national civil service employers should be implemented. These means could include a request to the General Assembly to solicit the commitment of Member States; direct communications of the ICSC Chair with permanent missions of the countries concerned, outreach through heads of coordinating agencies in specific locations or other activities.
5) The LSSCs should be provided with flexibility to propose or initiate appropriate actions to address specific national civil service employer participation issues.

Secondary scales and transitional arrangements. The working group decided to inform the Commission that it would revert to the issue of the secondary salary scales and transitional measures at its next meeting bearing in mind the proposals from the HR Network and possible options outlined by the ICSC secretariat’s which would be further elaborated in order to make a final recommendation.

S-Category of Staff for Security and Safety Services in New York. The working group agreed to recommend to the Commission that:
1) A salary survey for the Security Service category should be conducted concomitantly with the next General Service survey in New York, in full compliance with the established methodology.
2) In conducting the survey for the security service category particular attention should be paid to ensure comparability of functions with employers identified from both the public and private sectors.
3) Should any substantial difficulties in conducting the survey be encountered, the results of the General Service survey would be applied to the Security Service salary scale.

Roles and Responsibilities of the LSSC. The working group, recognizing the key role of the LSSCs in the survey process, agreed that it was premature to review the issue of roles and responsibilities of all stakeholders at the current stage and informed the Commission that it would revert to it as the methodology was further defined.
Where: OPCW, The Hague, Netherlands
When: 3rd July 2019
FICSA Representative: Evelyn Kortum, FICSA General Secretary.

**Topics and FICSA’s position:**

**increases:** Boarding provisions were proposed to be increased by 5.3 percent due to the depreciation of the US dollar; a 15 percent increase in the declining scale was also proposed.

**General Service Salary Survey:** It was proposed to use a regular government employer for benchmarking instead of a Ministry of Foreign Affairs (MoFA); a recommendation to keep the status quo.

**Parental leave:** Finally some progressive global trends and good practices are under discussion.

**Interagency mobility:** Interagency mobility remains staff-driven, is not encouraged or valued by organizations. Key barriers to implementation are protectionism of organizations, lack of a UN-wide interagency mobility policy, the diversity in staff health insurances, and the different selection and recruitment processes and policies. Gender might be an angle to advance interagency mobility as well as a need for relevant support and educational opportunities.

**Post adjustment:** A recommendation was made by the ICSC to the UN GA to introduce changes that impact the post adjustment index (PAI) to protect staff salaries. Further study is required on how it will be implemented and what impact is expected.

**Mental Health Strategy:** FICSA assured their full support to the implementation of the UN-wide Mental Health Strategy but stressed also the importance of leadership from the top of each organization to ensure positive results. FICSA stressed that the strength of the strategy lies in its holistic approach; it includes the voices of staff, HR counsellors, the Ombudsman, and medical services. That notwithstanding, FICSA regretted that the strategy currently only addresses symptoms and not the sources of mental ill health because it focuses on secondary and tertiary prevention only, such as counselling services and training. Mental Health Survey results found that poor mental health is associated with the number of years worked for the UN, which is a worrying fact.

For more information, please see FICSA Circular Number 1314
5.7 JULY: 66TH UNITED NATIONS JOINT STAFF PENSION BOARD (UNJSPB)

Where: UN, Nairobi, Kenya
When: 22nd to 26th July 2019
FICSA Representative: Evelyn Kortum, FICSA General Secretary.

Topics and FICSA’s position:
FICSA delivered a statement via video conference offering its support to the Pension Fund’s New York office management for their efforts and dedication in serving both participants and beneficiaries. Currently, the Geneva office of the Fund operates in parallel to the New York office which has budget implications. However, FICSA stressed the importance of retaining the Geneva office at the current size, and the Board agreed. FICSA supported the Fund’s initiatives to identify ways to improve their reach and provision of services to participants, retirees, and other beneficiaries, and, in particular, the Fund’s attention to maintaining its call centers, and ensuring operational client service liaison offices in Nairobi and Bangkok.

For more information, please see FICSA Circular number 1316

5.8 JULY: 89TH SESSION OF THE INTERNATIONAL CIVIL SERVICE COMMISSION (ICSC)

Where: IAEA/CTBTO Vienna, Austria
When: 29th July to 9th August 2019
FICSA Representatives: Brett Fitzgerald, FICSA President; Imed Zabaar and Pilar Vidal, Executive Committee members for Compensation Issues.

Topics and FICSA’s position:
**ILOAT judgement No. 4134 on post adjustment:** The ICSC stated that they did not agree with the judgement but did not provide further details. FICSA reiterated the important role of the ICSC in maintaining the UN Common System, and the need for a common solution that all stakeholders, from organizations, staff federations and member states, can jointly agree upon.

FICSA drew the Commission’s attention to the fact that the ILOAT, in its conclusion, stated that, while an international organization is free to choose a methodology or system of standard of reference to determine salary adjustments, it must be a methodology which ensures that the results are stable, foreseeable and clearly understood or transparent. FICSA noted that this consideration was currently being addressed within the ICSC Task Force which is reviewing the post adjustment methodology.

FICSA recalled that the ILOAT also considered that the gap closure measure was used
to create a margin of error that may result from determining salaries exclusively on the basis of a single cost-of-living survey producing negative results. This had also been stated by the ICSC itself. The ILOAT found that, in the present case, no explanation was provided as to why five percent was appropriate up to and including 2015 and yet no longer appropriate in 2016 and 2017. The reduction of the threshold percentage to three percent was not substantiated nor transparent.

Last, FICSA queried which elements of the judgement ICSC was not in agreement with. In FICSA’s second intervention, FICSA expressed their full support to the ICSC’s mandate and statute, and respect of the Commission’s prerogative in taking decisions in line with its mandate, and in the best interest of the common system, its staff and organizations. In this context, FICSA expressed its wish to work with all stakeholders to identify an appropriate solution.

FICSA stressed that the ILOAT judgement 4134 goes beyond Geneva. The views of the Tribunal regarding the Commission’s decision to discontinue the gap closure measure may lead to further legal appeals if the Commission did not take the opportunity to address the situation immediately.

The negative impact of the results of the cost-of-living surveys for Geneva, Rome and Madrid could have been minimized if the Commission had agreed to reinstate the five percent gap closure measure to protect staff salaries against sharp decreases.

FICSA’s Intervention on this topic is available in FICSA Communication 16/19.

Review of post adjustment methodology: FICSA expressed appreciation to the statistician who contributed to the work on the methodology but noted that more research was required.

For more information, please see FICSA Communication 17/19.

GS Salary Survey Methodology: FICSA commented on the use of external data, calculation of benefits, national civil services, secondary scales, and roles and responsibilities. On behalf of all three Federations, FICSA stated that the current proposal to purchase from external vendors all of data would not be a viable alternative to the traditional ICSC and/or UN-conducted local salary surveys, and that a number of pre-requisites were necessary. Concerning calculation of benefits, FICSA supported using the market value of benefits as a general approach to the quantification of benefits. FICSA furthermore supported the option of the non-mandatory use of Ministries of Foreign Affairs. On secondary scales, FICSA opposed the use of secondary scales, should survey results prove negative. On the roles and responsibilities of all stakeholders FICSA suggested the inclusion of such an agenda item, with emphasis on the vital role of the LSSCs in fostering the outreach of the surveys, dialogue, transparency and fairness during all phases of the process. FICSA, UNISERV and CCISUA maintained the position that LSSCs should retain their current role, even if eventual changes in the methodology are adopted - and irrespective of the nature of those changes.

For more information, please see FICSA Communication 18/19

Global staff survey on conditions of service: FICSA queried the ICSC’s updated 2019 global staff survey and provided feedback to FICSA members in a transparent manner in order to facilitate a dialogue on the agenda item with the ICSC.

For more information, please see FICSA Communication 19/19
Topics and FICSA’s position:

**ILOAT judgments** relative to the salary cut appeals by Geneva-based staff in the Professional and higher categories from ILO, WHO, IOM, ITU, and WIPO were discussed. FICSA expressed its disagreement with the post adjustment multipliers as previously decided by the ICSC and requested that the ILOAT judgments be adhered to with full respect for the rule of law.

**Duty of Care Framework:** The framework was approved and finalized. The inclusion of non-staff under the responsibility of Heads of Agencies was agreed to.

Other topics included the Future of Work, Young UN, and Strategy on New Technologies.

For the FICSA statement on the ILOAT judgement, please see [FICSA Circular 1322](#).

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**NOVEMBER: UN GENERAL ASSEMBLY, FIFTH COMMITTEE**

*Where: UN New York, USA*

*When: 25th October 2019*

*FICSA Representative: Brett Fitzgerald, FICSA President*

**Topics and FICSA’s position:**

**ILOAT judgment:** FICSA is allowed each year to deliver a statement to the Fifth Committee when it formally opens the agenda item entitled “UN common system” which is the annual report of the ICSC. One main preoccupation of Member State delegates in the Fifth Committee concerned the ILOAT judgments. Fifth Committee delegates consistently expressed the need to maintain the UN common system. FICSA requested Member States to respect the rule of law by maintaining a separation of the judiciary and legislative bodies.
The ICSC recommended an increase in the education grant.

The UN General Assembly decided in its resolution 70/244, section III, para. 25 that a revised education grant scheme would be introduced as of the school year in progress on 1 January 2018. New features under the revised scheme included a global sliding scale for calculating the reimbursement of tuition- and enrolment-related expenses and a uniform lump sum amount to assist with boarding-related expenses for eligible staff.

Upon the recommendation of the ICSC, the General Assembly also decided that the global sliding scale should be reviewed for possible adjustment, based on movements in tuition fees tracked biennially for a list of representative schools and following assessment by the Commission. Considering that the current sliding scale became effective in school year 2017/18 based on the 2014/15 fee data, the Commission recommended that the scale be adjusted according to the movements of tuition fees over the past five school years in order to bring it to the level applicable to the school year 2019/20.

After a thorough analysis conducted by its Secretariat, the ICSC recommended that from the school year in progress on 1 January 2020, the General Assembly should implement a revised sliding reimbursement scale uniformly adjusted by 15%.

Regrettably, in its resolution 74/255B, the General Assembly decided to defer its consideration of the Commission’s recommendation concerning the sliding reimbursement scale and the boarding lump sum under the education grant scheme and requested the Commission to provide a detailed review on these items, taking into account a maximum amount per household, in its annual report for 2020.

**UN mobility scheme:** The ICSC recommended a slight increase in the UN mobility scheme.

**Hardship allowance:** The ICSC also here proposed a slight increase.

For more information, please see [FICSA Circular 1322](#).
**5.11 OTHER MEETINGS OF INTEREST IN WHICH FICSA REPRESENTED STAFF**

- Monthly meetings of the HLCM Duty of Care Task Force
- The Working Group for the Implementation of the New Mental Health Strategy Across the UN System
- The biannual sessions of the Inter-Agency Security Management Network (IASMN)
- ICSC Contact Group (the creation of which was initiated by FICSA and the HR Network)
- The biannual sessions of the Working Group for the Classification of Hardship/Field Duty Stations According to Conditions of Life and Work.

**5.12 UPCOMING MEETING OF INTEREST**

6 COLLABORATION WITH SISTER FEDERATIONS

FICSA delivered a large number of joint statements to high-level bodies on behalf of UNISERV and some on behalf of all three staff federations. The preparation of such statements remained with FICSA.

For more information, please see FICSA Communication number 12/19 and 18/19, respectively. Cooperation Agreements were signed and implemented (FICSA/UNISERV, FICSA/CCISUA).

7 ONBOARDING OF THE INFORMATION OFFICER

As noted at the 72nd FICSA Council, the Information Officer, Irwan Shahrezza Mohd Razali, was to be permanently relocated to the FICSA Geneva office from Kuala Lumpur. Due to challenging discussions between UN Geneva and WHO, and due to administrative barriers, the final decision taken was that Irwan retains his WHO contract and remains physically in Kuala Lumpur while being employed by FICSA.

8 ELECTRONIC VOTE

To ensure electoral integrity, save time and improve turnout for remote voting or for voting at Council meetings, the ExCom introduced a new e-voting tool that will be used at the 73rd FICSA Council.

A dry run was administered with the FICSA Secretariat on 8 November 2019, with the FICSA Executive Committee and with the full FICSA membership on thereafter. The Information Officer confirmed that the system has proven to be up to the requirements. Therefore, it was adopted and will be used during the 73rd Council elections.
Since February 2019, FICSA has organized nine workshops on topics ranging from the General service salary survey methodology to Managing successful organizational change. The goal of training FICSA members is to help them prepare their own respective staff representatives, and FICSA has received outstanding success reports this year.

The workshops are designed to train staff representatives in handling various questions in an efficient way. Dependent upon the workshop, the trainings can last between one and three days. The trainers the FICSA Secretariat recruits are well-chosen experts who have proven to be effective. While the FICSA secretariat has been instrumental in identifying and selecting FICSA trainers, members are encouraged to bring forward names of trainers they deem may be suitable to conduct future trainings.

The following is a comprehensive list of the workshops provided by FICSA in 2019:

<table>
<thead>
<tr>
<th>DATE</th>
<th>MEETING</th>
<th>LOCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 May 2019</td>
<td>Legal workshop in investigation and disciplinary measures</td>
<td>WHO/HQ, Geneva, Switzerland</td>
</tr>
<tr>
<td>3 - 4 June 2019</td>
<td>Job classification</td>
<td>WHO/HQ, Geneva, Switzerland</td>
</tr>
<tr>
<td>3 - 7 June 2019</td>
<td>General Service Salary Survey Methodology II, English speaking in the Latin and Caribbean group (GRULAC)</td>
<td>PAHO/WHO, Brasilia, Brazil</td>
</tr>
<tr>
<td>3 - 7 June 2019</td>
<td>General Service Salary Survey Methodology II, English speaking in the Asian region</td>
<td>WHO/WPRO, Manila, Philippines</td>
</tr>
<tr>
<td>7 - 9 Oct. 2019</td>
<td>Strategy for successful organizational change</td>
<td>SCBD, Montreal, Canada</td>
</tr>
<tr>
<td>16 - 17 Sept. 2019</td>
<td>Communication and negotiation skills</td>
<td>CTBTO, Vienna, Austria</td>
</tr>
<tr>
<td>6 - 7 Nov. 2019</td>
<td>Training on Mental Health for staff representatives</td>
<td>IMO, London, UK</td>
</tr>
</tbody>
</table>
FEEDBACK ON THE FICSA WORKSHOPS

Feedback on the two FICSA trainings on the General Service Salary Survey Methodology II (English Speaking)

“I look forward to attending future workshops/ trainings. Thank you FICSA for this workshop. It has indeed enriched my knowledge on issues that concern me and my colleagues. I believe we should all be more involved since it benefits us all.” - Anonymous

“Thank you for the training and continued support”. - Anonymous

“Thank you very much for your leadership and for championing staff rights in your consultation with interagency bodies. We look forward to more collaboration and trainings that we could benefit from while we share our best practices and concerns with other UN agency colleagues.” - Anonymous

Feedback on the FICSA Training Workshop on Communication and Negotiation Skills

“Thank you very much for the opportunity to do this training. I really appreciate that you opened up the registration to the IAEA and feel very lucky to have been selected to attend. Simon is an excellent instructor and we learnt a lot in only two days. I especially enjoyed meeting my colleagues from all the other UN organizations. I also want to say thank you to you and your colleague for providing coffee and (delicious!) biscuits in the breaks. This was highly appreciated by all of us. Thanks again and I hope to be able to attend more training in the future.” - Gwendolyn Prâjişteanu-Kourie

“It has been indeed a pleasure to participate in the Workshop. It brought me an excellent opportunity to build my skill on negotiation. The faculty was excellent indeed. He could run the full course without using PowerPoint slides in an interactive manner. My special learning for negotiation was to take care of the people who have influence on the decision-making process and not just the head of the office. I have already started using it and benefits are apparent.” - Mohammad Mostafa Zaman

“The workshop delivered its programme’s objectives. The content was relevant - Various negotiating styles and strategies were thoroughly examined. It provided me with more elaborate tactics on how to prepare for negotiations and managing agreements after negotiations have been concluded. The instructor was well prepared and helpful. I will be able to use what I learned in this workshop.” - Kettly Calixte Fielhauer

“Thanks for organizing the workshop and for the opportunity to attend. The workshop provided a comprehensive practical and theoretical introduction to negotiating skills that can be applied in any situation where one is put in such a position. The trainer’s knowledge, positive attitude and enthusiasm was inspiring and made the workshop interesting and integrating. Especially the tabletop exercises were appreciated were one actually had to prepare input, questions and answers in a negotiation scenario. The key message is to prepare extremely well for a negotiation.” - Anonymous

Feedback on the General Service Salary Survey Methodology II Workshop (Spanish speaking in the GRULAC region; Lima, Peru; 30 September to 3 October 2019)

“I want to thank FICSA for the quality of the teachers and the clear way to show us the process of the methodology. While it is true the material is abundant, we were able to go directly to the important points. We hope these trainings continue to be given in order to be always updated on this topic.” - Ricardo Oviedo Valencia
“First of all, [I] thank ASPER MEX and the Headquarters EC for the opportunity to participate in this training that I consider essential to have the knowledge. The workshop was of excellent quality despite having super complicated topics to understand. However, the trainers were able to transmit and reach the goal. I believe that these workshops should have continuity due to so much information to take the participants to a possible certification.” -Angelica Bartolo

“The workshop was very intensive and informative where the experts participated actively in all discussions to reveal many interesting facts and brought many concrete examples. This workshop was supplemented by the exchange good practice experiences executed by each Local Salary Committee.” -Sonia Mego

“This workshop was a significant Learning for me, I had the opportunity to reinforce and practice knowledge and skills about the Methodology. Mauro and Vero were excellent trainers, they taught us the tools to learn in a few days most of the Methodology and gave us also important tips in how to manage our Local Salary Committee. Thanks to FICSAS for this great learning opportunity. I will definitely take advantage of this learning to support and comply with our Local Salary Committee in Colombia.” -Elena Dueñas Meza

“The quality of the workshop was excellent, very useful for us in order to understand the methodology and the process. Likewise, it was very useful to get to know other colleagues and learn about their work, policies in their organizations and principally was very effective to improve our knowledge.” -Tatiana Arbulú

“... I am pleased to express my gratitude to FICSAS to organize and facilitate this training. The workshop in Lima provided me with the tools to strengthen my competences and knowledge to improve my role as a Member of the Local Salary Committee in El Salvador, furthermore the training promoted a great interchange of experiences between the participants from the other duty stations. The wide experience and knowledge of the Facilitators added an extra benefit for the participants at the Workshop. These training provides us the knowledge and materials to know the Methodology and the best issues to prepare us to participate in the Surveys.” -Margarita Argueta de Morales
9.2 REPORTS ON FICSA TRAININGS

**FICSA/CIRC/1311**: Report on the FICSA training workshop on the GS salary survey methodology II, Brazilia, 3 to 7 June 2019 – Submitted by Pilar Vidal, Véronique Allain, FICSA Executive Committee members, and Mauro Pace, FICSA Resource Person

**FICSA/CIRC/1324**: Report on the FICSA training workshop on the GS salary survey methodology II, Lima Peru, 30 September to 4 October 2019 – Submitted by Mauro Pace, FICSA Resource Person and Veronique Allain, FICSA Executive Committee Member

9.3 AN EXAMPLE OF THE HIGH IMPACT ON TRAINING - COMPREHENSIVE SALARY SURVEY RESULTS IN MALAYSIA

The WHO office in the Global Service Centre (GSC) is an exemplary example of how FICSA had a direct impact on its members with numerable results. FICSA provided the necessary tools and training to all the members of the LSSC, allowing them to understand and advocate on matters regarding the salary survey methodology, which facilitated the work of the LSSC and ultimately led to the successful salary survey outcome.

Between 2017 and 2018, FICSA hosted three workshops in Asia to support members in their efforts on salary surveys. This directly helped members of the LSSC, who furthered the training methods to other LSSC participants, ensuring that all the members, the Chair and Vice-Chair included, were trained properly on the salary survey methodology. The LSSC team was composed of members from UNICEF, UNHCR, UNDP, UNFA, UNU, WHO and WFP. The members analyzed the data and negotiated with HR managers to have their respective organizations participate in the salary surveys. Furthermore, the success of the LSSC was also due to its success in organizing meetings and events with high-profile companies urging them to participate in the surveys.

The result was a salary increase for UN local staff members in Malaysia: 11.7% for General Service (GS) staff and 22.1% for National Professional Officer (NPO) staff effective September 2019.

Special thanks go to the LSSC team for their successful efforts in arriving at these figures.
The FICSA Secretariat works with full transparency and accountability. The movements of the Executive Committee members are visible through their reports, which are usually sent out as FICSA Circulars (see Annex IV). They contain the outcomes of discussions or statements on topics relevant to members. Other information has been sent via FICSA Communications on a regular basis since April 2019 when the new General Secretary took over. This way of working allows the Secretariat and FICSA members to keep a track record of the work of the Secretariat. It also allows members to be continuously informed about any new developments. Last, it opens up additional communication channels with the membership.

This year, the Executive Committee also developed a booklet entitled FICSA Explained which provides basic information about the functioning of FICSA.

10.1 TWEETING ON @FICSAHQ

FICSA is increasing its Twitter presence. For most organizations, Twitter is an excellent method to keep their members and staff up to date on current events, in addition to the administrative channels (Circulars, emails, Communications). FICSA is now tweeting on its current events, member updates, and important information regarding the upcoming 73rd Council session. Please encourage all members to follow our Twitter account @FICSAHQ for important information!

Please see FICSA Communication 21/19 for more information.

10.2 FICSA MAGAZINE

In 2019, FICSA initiated a new independent magazine with content from FICSA members to FICSA members. This year we published two FICSA Magazines. One regular edition in the European Spring and one Special Edition in January 2020.
FICSA’s new website, launched in December 2019, has long been awaited by the membership. This website provides a much better a stage for FICSA to display its mission, goals, news as well as showcase our Federation’s accomplishments and outreach materials. The user-friendly interface aims at increasing traffic onto FICSA’s website and encourage staff associations/unions to join our Federation.

The main improvements implemented include:

• navigable links to pages that were previously very difficult to find
• information on workshops, news, and goals for each Council session
• information regarding new campaigns and projects, and publications.
• a streamlined members area where it is easier to find all necessary information to help staff representatives in their work.
• member news, such as Circulars and Communications, are displayed much more openly to facilitate better communication between members, the Executive Committee, Standing Committees, Ad Hoc Committees, and Regional Representatives.
• specific member login information to better secure privacy for all parties in the members’ area as well all FICSA staff member associations/unions.
• easy access to the FICSA library, including digital document archive with content searching and indexing
• automated workshop registration. The website also features a more intuitive and faster content publishing process.
Based on the good experiences from the 72nd FICSA Council, a OneDrive application drive accessible to all FICSA members who are participating will be used in the 73rd FICSA Council. This includes the Info documents (Guide for Delegates, Provisional Agenda, Schedule of Meetings), Standing and Ad Hoc Committee agenda and background information, nomination forms, etc.

For more information refer to FICSA Communication 07/20.
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<tr>
<td>Dec 2019 – Mar 2020</td>
<td>Staff welfare: WHO-SEAR Staff Association is planning an electronic self-administered questionnaire survey to assess the level of workplace related stress. • This will be undertaken initially in WHO SEA Regional Office and Country offices and then with staff associations of other agencies in Asia.</td>
<td>Contribute to Staff Welfare activities and promote Respectful Workplace initiative.</td>
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<tr>
<td>2019</td>
<td>Working with UN SAs: 1. WHO Country SAs like to work together with SAs of other UN agencies at non-FUNSA stations 2. FUNSA Network in SEAR • Network – Contact database: We are preparing an updated database for strengthening communication across the Region. • Engagement: We have contacted the following: - FUNSA-India: WHO SA is well represented - FUNSA-Nepal: WHO staff chairs the FUNSA presently - FUNSA-Bangladesh: WHO staff chairs the FUNSA presently</td>
<td>Establish a communication channel. Gather common issues at different locations. Convey the voice and issues to FICSA.</td>
</tr>
<tr>
<td>2019 - 2020</td>
<td>Local Salary Survey: Supported the following actions • Training of staff reps • Participation in the survey • Information sharing on preparation of survey and results</td>
<td>Gather and share information.</td>
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<tr>
<td>Dec 2019</td>
<td>WHO Staff Associations in Asia: WHO SEA Staff Association and Country Chapter Coordinators Meeting Dec 2019: The Executive Committee and Country Chapters Coordinators from nine countries of the Region met to review the country level activities, identify common issues and work on strategies and actions to address the common issues related to staff welfare. WHO SEAR Staff Association is an established network and a similar arrangement exists in the Western Pacific and Eastern Mediterranean Regions of WHO.</td>
<td>Establish a communication channel among the WHO Staff Associations in Asia for improved coordination. (All three Regional SAs of WHO are represented in FICSA, anyway).</td>
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<td>ACTIVITY</td>
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| July 2019     | Buenos Aires, Argentina  
Meeting with Buenos Aires-FUNSA (Federation of United Nations Personnel Associations in Buenos Aires, FAPSNUBA), with the staff representatives from PAHO, IOM, UNHR, UNICEF and ECLAC | United Nations System reform process  
Recruitment of personnel  
Work life balance  
Wages  
Health and Pensions  
Tax regime  
Organization and interlocution strategy |
| August 2019   | Mexico, visited in August  
Meeting with Mexico-FUNSA, with the staff representatives from ECLAC, FAO, ICAO, ILO, PAHO, UNHCR, UNICEF, UNESCO, UNODC, UN Women and UNIDO |                                                                      |
| November 2019 | Uruguay  
Meeting with Uruguay-FUNSA (FAPNUU), with the staff representatives from CINTERFOR-OIT, FAO, UNITED, UNDP. |                                                                      |

Main conclusion: Organization, internal coordination among associations and a common interlocution strategy with the Resident Coordinator.

Some reflections on the coordination between the different associations, focused on the importance of defining a common strategy in the new role of the Resident Coordinator (RC), and in this way strengthen their dialogue and optimize the level of impact on decisions that affect working conditions and employability. So far, there is no mechanism or protocol for dialogue, which really it depends on the will of the RC, without an institutionalization of its dialogue with the representatives of the local FUNSA.

Since 1 January 2019, the process of implementing the UN Reform has begun, and one of the most important implications for the staff is the project of locating all UN Organizations in “One house”, which at the time was evaluated by staff associations as a risk of possible loss of staff, especially regarding to administrative services.

In addition, the revision of the statutes of the different associations, as well as the terms of reference or statutes of every FUNSA, can be very useful regarding the challenge of affiliation increment, for example, to eliminate any barrier to membership in workers’ associations regardless of the type of contract, its temporality, etc.

A last point evoked was on the utility of being familiar with the UN Joint Inspection reports of the United Nations System, there are many important topics, and it is very important for us to be aware regarding the UN Joint Inspection opinion, which are public and available at:
https://www.unjiu.org/
https://www.unjiu.org/content/reports
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| 6 February| Joint consultations and signing of Joint partnership FICSA, NSU, UNSOS | • FICSA Regional Representative  
• President Nairobi Staff Union  
• President, United Nations Support Office for Somalia [UNSOS] Staff Association | FICSA, NSU and UNSOS [United Nations Support Office for Somalia] staff representatives formed a joint partnership on behalf of their constituents. The aim is to bring them together regardless of their affiliation under one umbrella in order to get a clearer overview of cross cutting issues while providing a wider platform of sharing of experiences, insights and ideas, and access to a larger pool of skills. This is aimed at bridging representational gaps that exist with jurisdictions. So far we have continuously worked with the Associations and have managed to organize and undertake functions together. |
| 8 March   | International Women’s Day                          | • Senior Managers UN Nairobi  
• FICSA Regional Representative  
• President, Nairobi Staff Union  
• President, UNSOS Staff Union,  
• Joint Staff Association [JSA] Representative.  
• Vice President, NSU  
• UN Staff Members | The event took place at the UNON Complex under the theme “Think equal, build smart, innovate for change”. The theme was focusing on innovative ways to advance gender equality and the empowerment of women, particularly in the areas of social protection systems, access to public services and sustainable infrastructure. Staff representatives led by NSU President, United Nations Support Office for Somalia [UNSOS] Staff Union President, Joint Staff Association [JSA] Representative and FICSA Regional Representative signed the pledge as a sign of commitment to strive for an honourable, gender sensitive, flexible culture within United Nations and beyond. |
| 18 September | Staff Union Day 2019, Nairobi | • Executive Director, UN Environment  
• Resident Coordinator UNDP  
• Senior Managers - UNON  
• FICSA Regional Representative  
• President, Nairobi Staff Union  
• President, UNSOS Staff Union  
• PSEA Network, Nairobi  
• UN Staff Members in Nairobi | Nairobi Staff Union, PSEA Network and FICSA Regional Representative invited staff to a town hall meeting on the Prevention of Sexual Harassment, Exploitation and Abuse, in order to start creating a safe working environment free from sexual exploitation, harassment and abuse. FICSA Regional Representative delivered opening remarks on behalf of the associations. As a part of the celebrations, Heads of different agencies and Staff Representatives signed a commitment to promote zero tolerance of sexual harassment, exploitation and abuse. |
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<tbody>
<tr>
<td>18 September</td>
<td>FUNSA Nigeria</td>
<td>UN Staff in Abuja</td>
<td>FUNSA Nigeria participated in the global <em>Walk the Talk-The Health for All Challenge</em> event on September 18, as part of preparations toward the recently concluded UNGA High Level Meeting on <em>Universal Health Coverage</em>. There were more than 2,000 participants.</td>
</tr>
<tr>
<td>3 May 4 October</td>
<td>FUNSA Nigeria Town Hall</td>
<td>UN Staff in Abuja</td>
<td>Discussion of staff matters and networking.</td>
</tr>
<tr>
<td>24 October</td>
<td>FUNSA Nigeria</td>
<td>UN Staff in Abuja</td>
<td>The handing over of the UN building in Abuja was held during the marking of UN Day. Federal Capital Territory Minister, Mallam Muhammad Bello represented H.E The President of Nigeria and The UN Secretary General, represented by UN Under-Secretary General for Humanitarian Affairs and Emergency Relief Coordinator, Mr Mark Lowcock. Other Representatives included ASG/Deputy Executive Director for UN Women, Resident Co-Ordinator and Humanitarian Affairs • Former Nigeria Permanent Representative to UN • President, FUNSA Nigeria • UN Staff in Abuja</td>
</tr>
<tr>
<td>November</td>
<td>International Women's Day</td>
<td>UN Staff in Djibouti</td>
<td>Djibouti FUNSA executive committee election and the elected team is composed as follows:</td>
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<tr>
<th>TIMELINE</th>
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<tbody>
<tr>
<td>2019</td>
<td>Prevention of Sexual Exploitation and Abuse Network Nairobi</td>
<td>PSEA Network</td>
<td>FICSA Regional Representative is a member of the network and has participated actively in their activities which have included training of contractors in the UNON complex Nairobi. FICSA Regional Representative is a Trainer in the network.</td>
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<tr>
<td>2019</td>
<td>Local Salary Survey Committee</td>
<td>• Members from different Organisations in the UN Nairobi Complex both in Management and Staff Representatives • Director-Department of Administration Services</td>
<td>FICSA Regional Representative continues to represent staff in the LSSC Nairobi and has taken part in the Interim/Comprehensive Salary surveys for Nairobi Duty Station</td>
</tr>
<tr>
<td>2019</td>
<td>FUNSAS</td>
<td>Staff Unions and Associations</td>
<td>There is continued interest in formation of new FUNSAs in the region which we are actively following up and giving the necessary support and advice. Currently consultations are going on in South Africa, Abidjan and Somalia.</td>
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</table>
LIST OF ALL CIRCULARS AND COMMUNICATIONS FOLLOWING THE 72ND COUNCIL

CIRCULARS

FICSA/CIRC/1307: Opening statement delivered by the President of the Federation of International Civil Servants’ Associations (FICSA) to the 88th session of the International Civil Service Commission (ICSC) (United Nations, New York, 18 March 2019)

FICSA/CIRC/1308: FICSA Council decisions and work plan for 2019

FICSA/CIRC/1309: Report by the Federation of International Civil Servants’ Associations (FICSA) on the 38th session of the human resources network (HR Network) (19 to 22 February 2019, UNESCO, Paris) – Submitted by Brett Fitzgerald (FICSA President)


FICSA/CIRC/1311: Report on the FICSA training workshop on the GS Salary Survey Methodology II, in English with interpretation into Spanish Brasilia, Brazil, 3 – 7 June 2019 – Submitted by Pilar Vidal, Véronique Allain, ficsa executive committee members, and Mauro Pace


FICSA/CIRC/1313: *** Restricted Distribution *** Report on The Federation’s participation in the 30th session of the Inter-Agency Security Management Network (IASMN) (Montreux, Switzerland, 18-20 June 2019, hosted by The Swiss Federation with the support of IOM)

FICSA/CIRC/1314: Report on FICSA’s participation in the 39th Session of the Human Resources Network (HR Network) (3 July 2019, OPCW The Hague) – By Evelyn Kortum, General Secretary

FICSA/CIRC/1315: *** Restricted Distribution *** Report on the meeting of the ICSC tripartite working group established for the mid-year review of field duty stations according to the conditions of life and work (New York, 11 and 12 June 2019) – by Véronique Allain, FICSA executive committee member for regional and field issues

FICSA/CIRC/1316: Statement by the Federation of International Civil Servants’ Associations (FICSA) to the 66th session of the United Nations Joint Staff Pension Board (UNJSPB) (UN Nairobi, 22 to 26 July 2019) – Delivered in Geneva, video conference by Evelyn Kortum, FICSA General Secretary on 25 July 2019

FICSA/CIRC/1317: *** Restricted Distribution *** For your urgent action Postal vote Application by the EBRD Staff Association in London for Membership with consultative
status

**FICSA/CIRC/1318**: Meeting with the staff representatives of FAPSNUBA (Federation of United Nations Personnel Associations in Buenos Aires), 8 July 2019, PAHO office in Buenos Aires – by Jesus Garcia Jimenez, FICSA regional representative for America

**FICSA/CIRC/1319**: Meeting with the staff representatives of FUNSA Mexico (Federation of United Nations Staff Associations Mexico), 12 August 2019, ECLAC Auditorium, Mexico – by Jesus Garcia Jimenez, FICSA regional representative for America

**FICSA/CIRC/1320**: Report of the Federation of International Civil Servants’ Associations (FICSA) on the 41st session of the Advisory Committee on Post Adjustment Questions (ACPAQ) (FAO, Rome, 20 to 27 May 2019) – Submitted by Brett Fitzgerald (President) and Christian Gerlier (Chairman of FICSA’s Standing Committee on Professional Salaries and Allowances)

**FICSA/CIRC/1321**: Intervention by the Federation of International Civil Servants’ Associations (FICSA) to the 26th session of the High-Level Committee on Management (HLCM) (ILO TC, Turin, 16 October 2019) – Delivered by Evelyn Kortum, FICSA General Secretary

**FICSA/CIRC/1322**: Statement by the Federation of International Civil Servants’ Associations (FICSA) to the Fifth Committee of the United Nations General Assembly at its 74th session – Agenda item 142: United Nations common system (New York, 25 October 2019) – Delivered by the President of FICSA, Mr. Brett Fitzgerald

**FICSA/CIRC/1323**: *** Restricted Distribution *** Postal vote on the application of the Staff Association of the UNIDO for Special Status/Full Membership

**FICSA/CIRC/1324**: *** Restricted Distribution *** Report on the FICSA training workshop on the GS salary survey methodology II, Lima Peru, 30 September to 4 October 2019 – Submitted by Mauro Pace, FICSA Resource Person and Veronique Allain, FICSA Executive Committee Member

**FICSA/CIRC/1325**: *** Restricted Distribution *** Report from the attendance of the ICSC tripartite working group meeting established for the annual review of field duty stations according to the conditions of life and work (for Asia & Pacific Region) (New York, 12-14 November 2019)

**FICSA/CIRC/1326**: Index of Decision established at the 72nd Council and Actions recorded for reporting at the 73rd Council

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**COMMUNICATIONS**

**FICSA Comm 1/19/ENG** Strategic decisions and changes towards reducing membership dues

**FICSA Comm 1/19/FR** Décisions stratégiques et changement concernant la réduction des cotisations d’adhésion

**FICSA Comm 2/19/ENG** A case study: Addressing moral harassment & mental health in the public sector

**FICSA Comm 3/19/ENG** Legal protection insurance for FICSA Members

**FICSA Comm 4/19/ENG** Public delivery of the ILO Tribunal judgement: cut in net take-home pay

(continues on next page)
FICSA Comm 5/19/ENG  Task Force on Duty of Care: Survey on monitoring and evaluation framework
FICSA Comm 6/19/ENG  Additional information on the public delivery of the ILO Tribunal judgement: cut in net take-home pay
FICSA Comm 7/19/ENG  ILO Administrative Tribunal judgment on “Geneva salary cut cases”
FICSA Comm 8/19/ENG  Security clearance for UN common system staff on duty travel or on personal travel
FICSA Comm 9/19/ENG  Follow up relative to ILOAT judgments on the Geneva salary cut cases.
FICSA Comm 10/19/ENG  United Nations Joint Staff Pension Fund (UNJSPF) explained - Your benefit options when separating from service
FICSA Comm 11/19/ENG  Extension of the deadline for the ICSC global Staff Survey
FICSA Comm 12/19/ENG  Joint letter to the ICSC on the implementation of the ILOAT judgments
FICSA Comm 13/19/ENG  Follow-up: Legal protection insurance for FICSA Members
FICSA Comm 14/19/ENG/FR  Know your right as an International Civil Servant – Connaître ses droits de Fonctionnaire Internationaux
FICSA/Comm 15/19/ENG  FICSA statement to the pension United Nations Joint Staff Pension Fund Board on 25 July 2019
FICSA/Comm 16/19/ENG  FICSA interventions on ICSC agenda item 8 ILOAT judgments
FICSA/Comm 17/19/ENG  FICSA intervention on ICSC agenda item 5 (c) ACPAQ – Review of post adjustment methodology
FICSA/Comm 18/19/ENG  Joint statement delivered by FICSA on behalf of the three Federations on ICSC agenda item 6: review of the GS Salary Survey Methodology
FICSA/Comm 19/19/ENG  Statement delivered by FICSA on ICSC agenda item 4 (c): ICSC global staff survey on conditions of service
FICSA/Comm 20/19/ENG  Support to the WIPO Staff Association: 72nd Council decision FICSA/C/72/D/47
FICSA/Comm 21/19/ENG  FICSA Twitter Page @FICSAHQ
FICSA/Comm 22/19/ENG  Meeting with Geneva-based FICSA member staff associations/unions
FICSA/Comm 23/19/ENG  72nd Council background on bystander effect
FICSA/Comm 24/19/ENG  Newsletter of the United Nations Joint Staff Pension Fund
FICSA/Comm 25/19/ENG  FICSA Letter to the ILO AT Registrar concerning the 31 October 2019 meeting of the Tribunal
FICSA/Comm 26/19/ENG  FICSA Logo Competition = revised version
FICSA/Comm 27/19/ENG  Letter from the UN Secretary-General to all UN Staff
FICSA/Comm 28/19/ENG  FICSA explained
FICSA/Comm 29/19/ENG  73rd FICSA Council – Guide for delegates - Provisional schedule of meetings - provisional agenda - Nomination form
FICSA/Comm 30/19/ENG  “#EqualPay4UNstaff” Campaign
FICSA/Comm 31/19/ENG  73rd FICSA Council - ICSC Information Session on Saturday, 8 February 2020
FICSA/Comm 32/19/ENG  ILO Administrative Tribunal meeting 21 October 2019
FICSA/Comm 33/19/ENG  Global Legal Protection Insurance - update
FICSA/Comm 34/19/ENG  Information on HQ/FICSA Event held on 6 November 2019
FICSA/Comm 35/19/ENG  FICSA Council – draft provisional agendas for Standing Committees
FICSA/Comm 36/19/ENG  FICSA training workshop
FICSA/Comm 37/19/ENG  Status of mental health strategy
FICSA/Comm 38/19/ENG  Launch of the new FICSA website
FICSA/Comm 1/20/ENG  Testing of FICSA electronic voting system
FICSA/Comm 2/20/ENG  Questionnaire on arrangements for Staff Associations/Unions
FICSA/Comm 3/20/ENG  73rd FICSA Council registration and payment for the gala dinner
FICSA/Comm 4/20/ENG  Questionnaire: FICSA Council agenda in the strategic development Ad Hoc Committee: Representation of non-international civil servants and in particular consultants by Staff Associations/Unions
FICSA/Comm 5/20/ENG  73rd FICSA Council list of candidates
FICSA/Comm 6/20/ENG  JIU/REP/2019/8 - Inter-Agency Mobility - Review of staff exchange and similar inter-agency mobility measures in UN system organizations
FICSA/Comm 7/20/ENG  73rd FICSA Council - Important links to access Council documents and calendar
FICSA/Comm 8/20/ENG  Legal Protection Insurance – Q&A with Fortuna
FICSA/Comm 9/20/ENG  UN General Assembly Resolutions 74/255A and 74/255B
FICSA/Comm 10/20/ENG  FICSA Magazine - Special Edition
FICSA/Comm 11/20/ENG  FICSA MOU with the International Training Center of the International Labour Organization (ITCILO)
FICSA/Comm 12/20/ENG  ITU Staff Union’s notice of withdrawal
FEDERATION ON INTERNATIONAL CIVIL SERVANTS' ASSOCIATION