

FICSA FUNDAMENTALS

Overview for new members

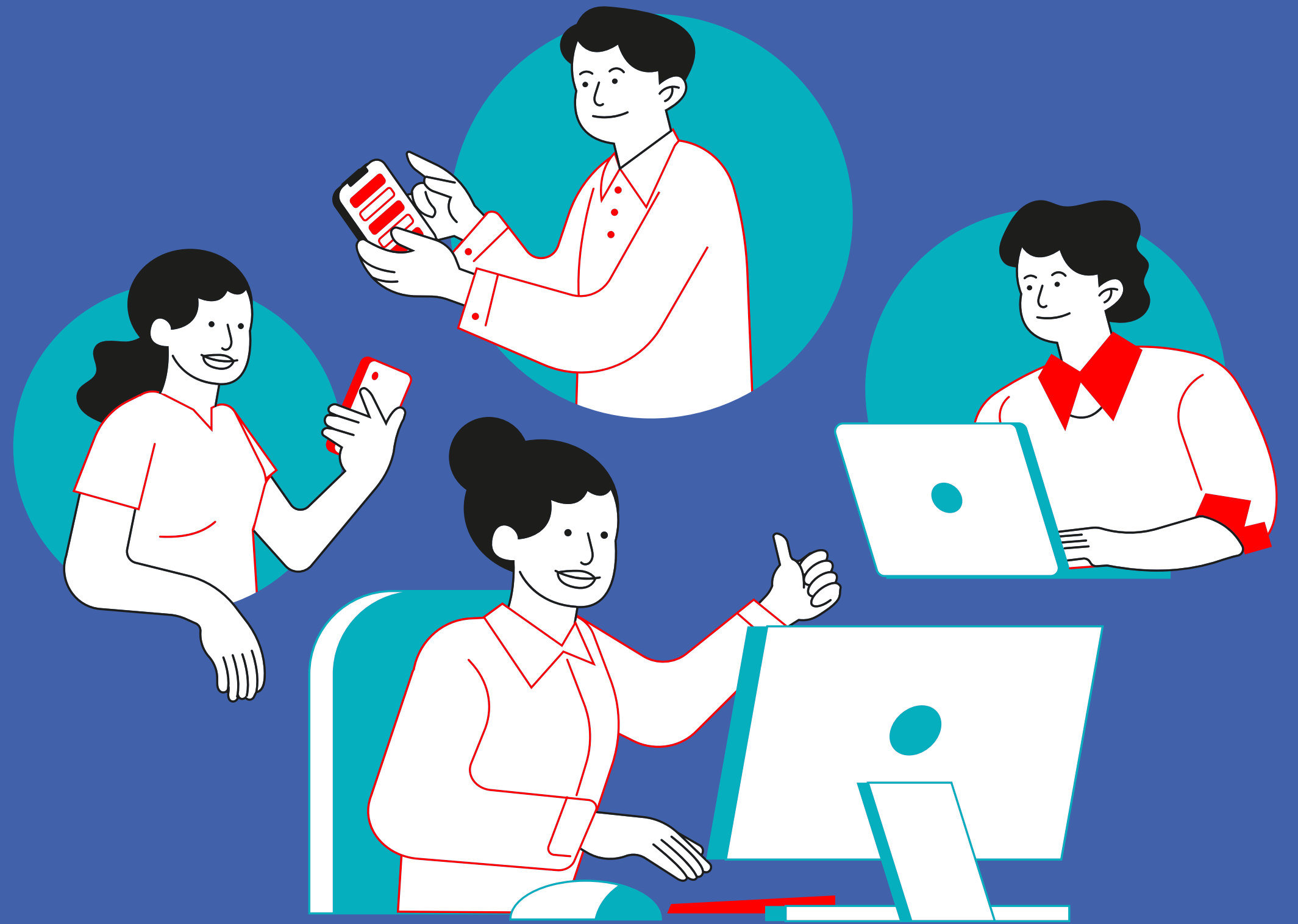


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HISTORY OF FICSA

Over 72 years of
protecting
international
civil servants

Founded in Paris in 1952

Today: Over 30,000 staff
represented and protected

30 Full
Members

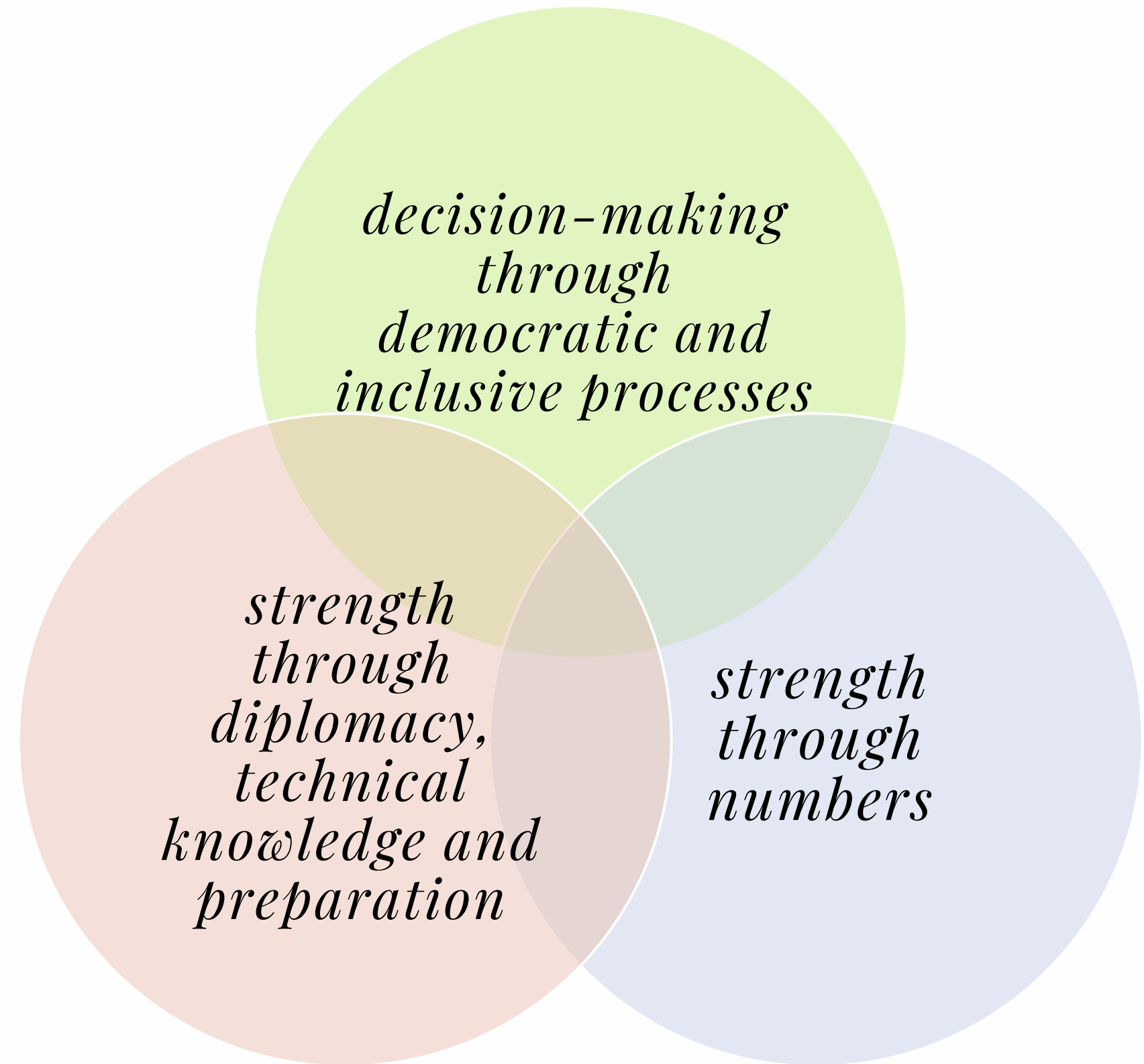
19
Associate
Members

18
Consultative
Members

27
Observers

PREMISE

YOUR federation, YOUR involvement, YOUR say



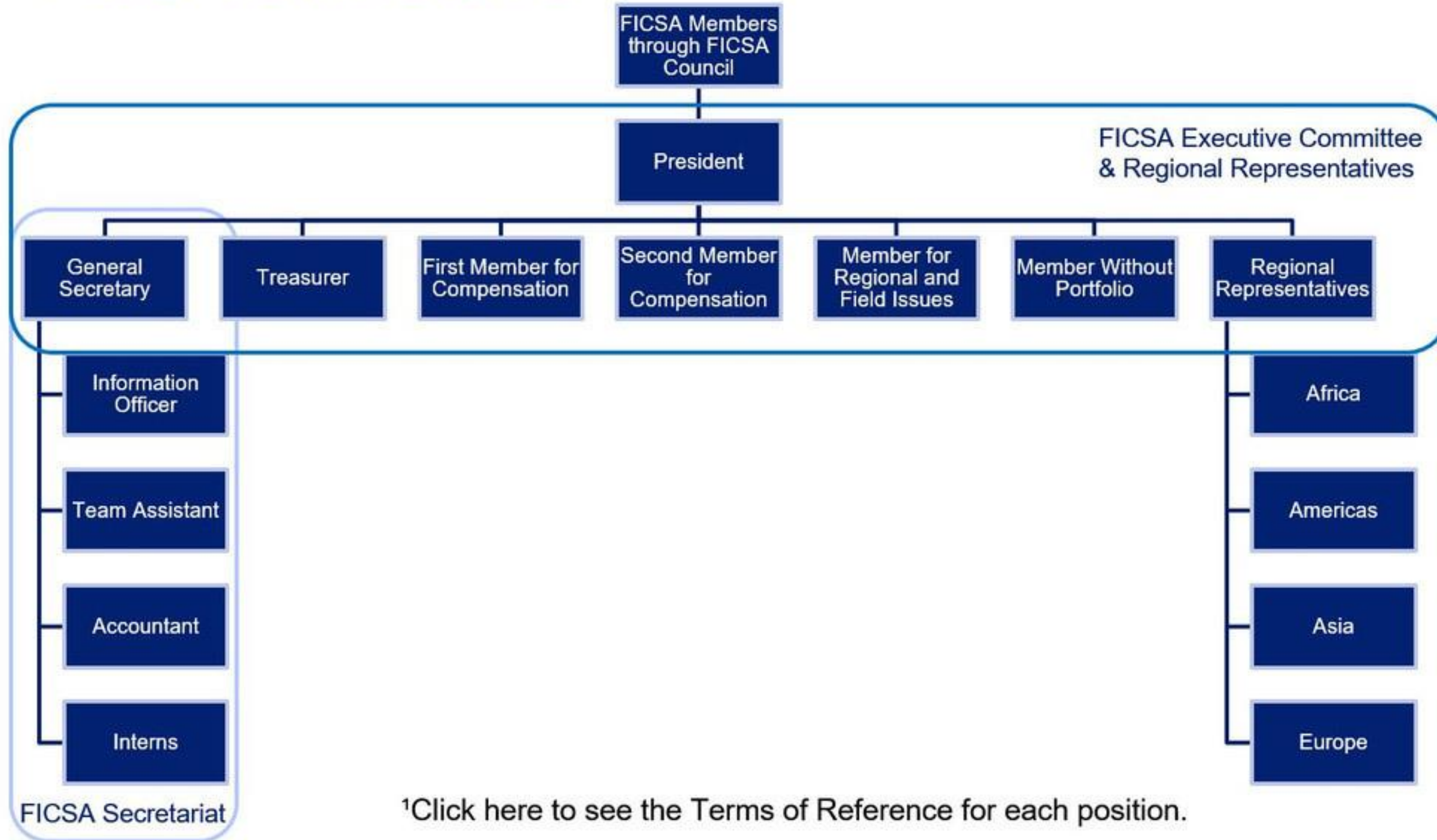
FICSA'S OBJECTIVES

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

- Ensure the closest co-operation at all levels, with the aim of achieving the purposes set forth in the Charter of the United Nations;
- Promote the development of the international civil service and the defence of its independence, in accordance with the relevant constitutional provisions and the staff regulations of the respective organisations;
- Defend the interests of international civil servants, with due regard for the international standards on human rights, proclaimed or reaffirmed by the organisations in the United Nations system, including international labour standards
- Advocates for fair conditions of service to attract and retain top talent in the international civil service.
- Is evolving....and does so much more

FICSA Structure¹



¹Click here to see the Terms of Reference for each position.

Council

(Annual Assembly)

Approves Budget, Workplan, Statutory Matters

Capacity Building

Elects Officers

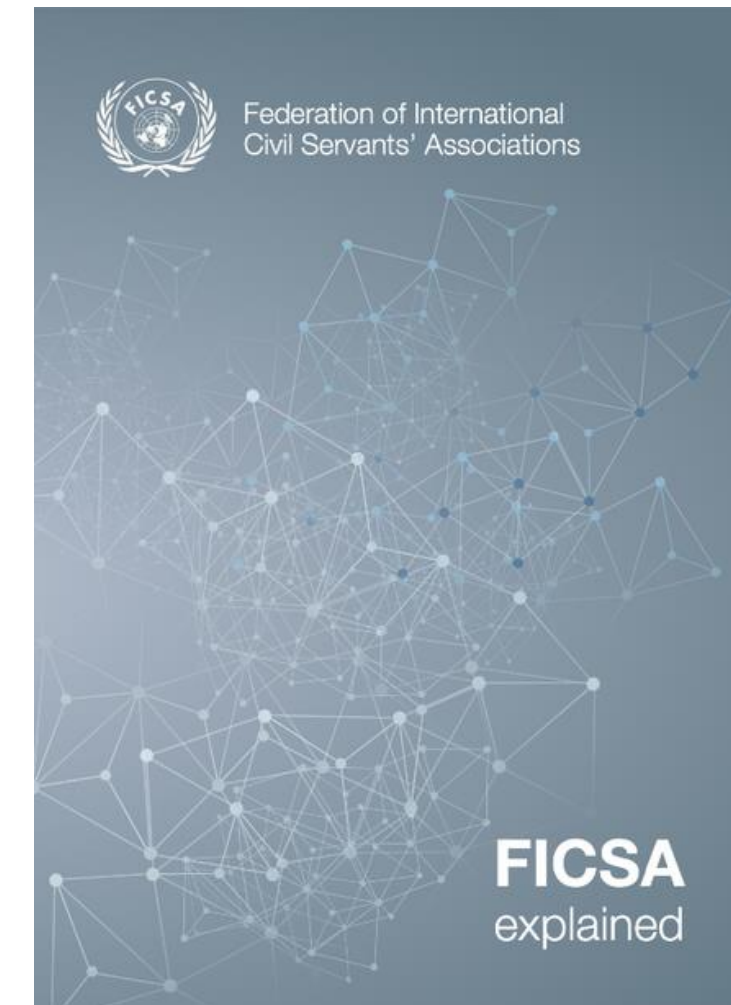
Forum for members

Standing Committees

Permanent Technical Committees

Ad-hoc Committees

Please see [FICSA Explained](#) for a more detailed explanation of the Council and related matters



Visit us at www.ficsa.org



Staff members

↔ *Your
Staff
Association
/ Union* ↔

Staff association

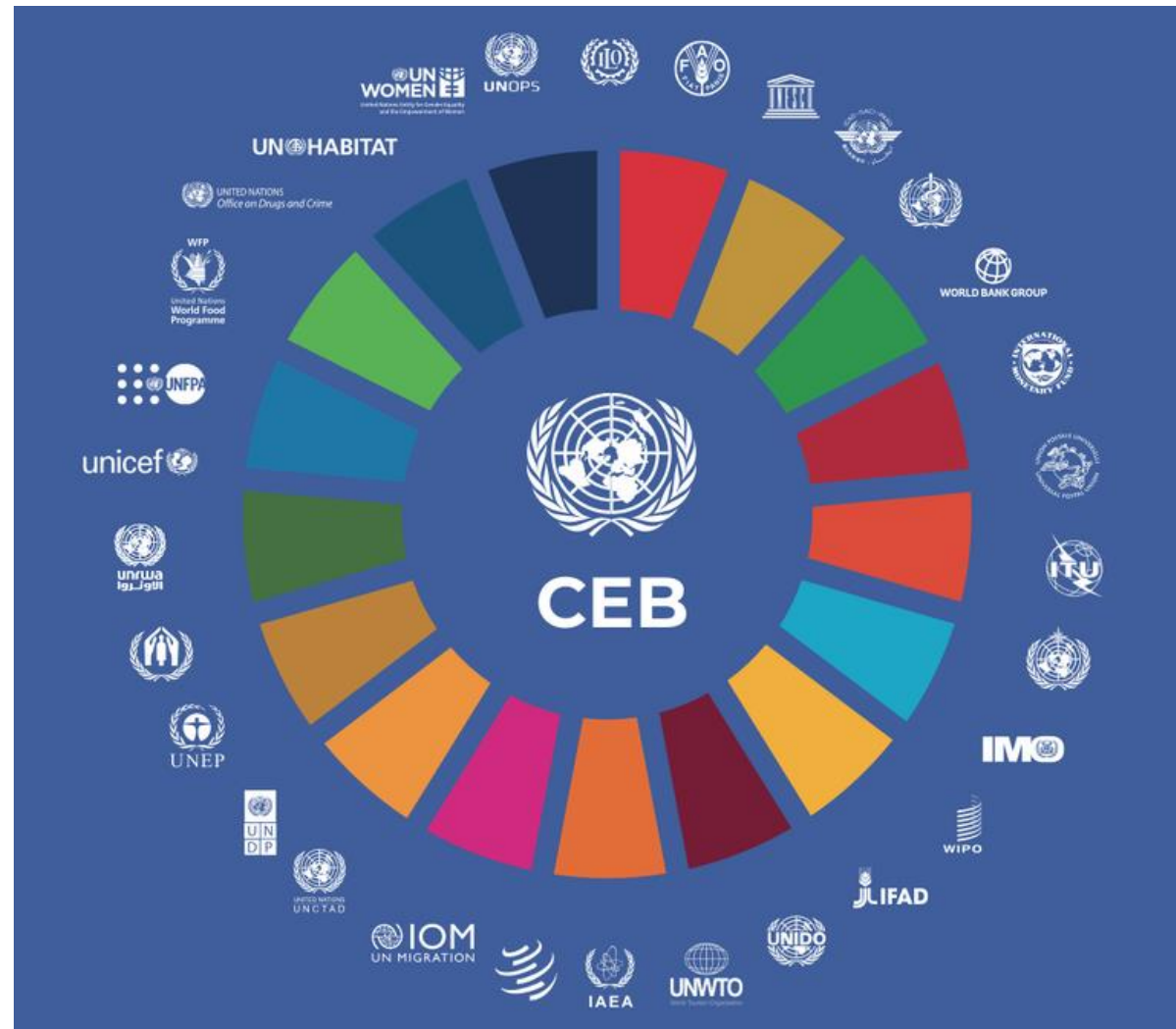


Staff Federation

↔ FICSA
Interlocutors ↔

Dialogue at Inter-agency level in the UN common system

DID YOU KNOW?



UN Common system

All Full Members of FICSA is part of a UN Common System organization and a member of the CEB.

HR policies

The HR Network and High-Level Committee for Management (HLCM) are inter-agency bodies that coordinate between UN agencies and organizations. They fall under the Chief Executive's Board (CEB)

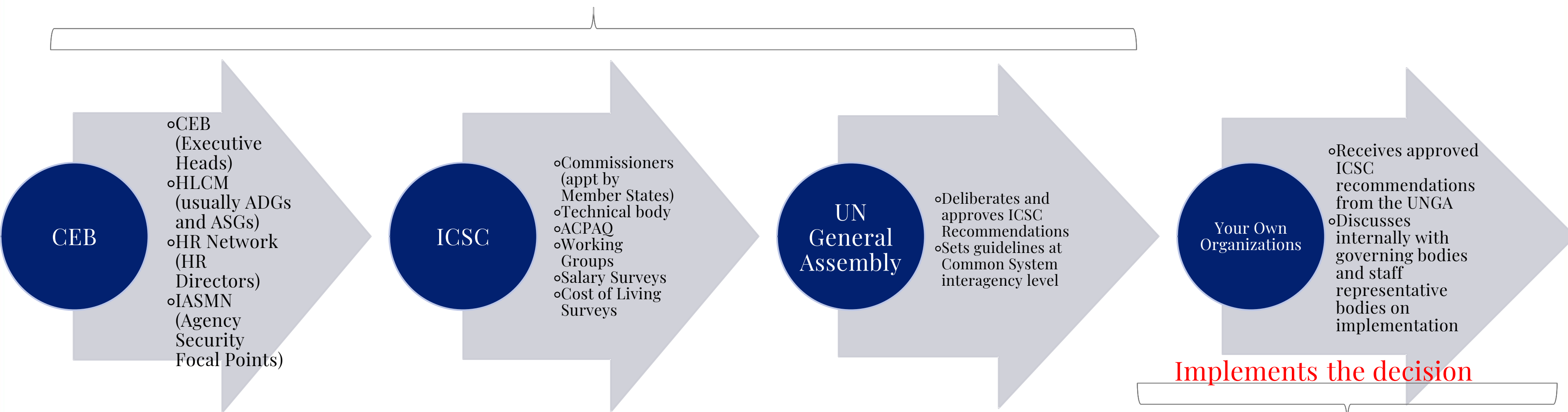
UN Common System conditions of service

Most conditions of service in the UN Common System are set at the inter-agency level by the International Civil Service Commission (ICSC).

Implementation of decisions

In principle, the members of the CEB implement the agreed policies and conditions of service in their individual organizations. Would be interested to know your experience!

FICSA represents your views and position and defends your interest at this level, based on decisions adopted during the annual FICSA Council.



Formulates Conditions of service in the UN system for all UN organizations and specialized agencies

Implements the decision

Individual Staff Associations are consulted at this level, and armed with information from FICSA, you should be able to have effective dialogue and consultation on implementation of Common System decisions.

- Advocacy and Representation at the highest levels
- Networking opportunities (FICSA Council, Workshops, quarterly HOD meetings, MOUs)
- Capacity building – FICSA training catalogue
- Institutional knowledge – permanent secretariat.
- Global Visibility and Recognition (Members)
- Benefits from FICSA's pool of legal resources and legal defense funds

As Staff Member:

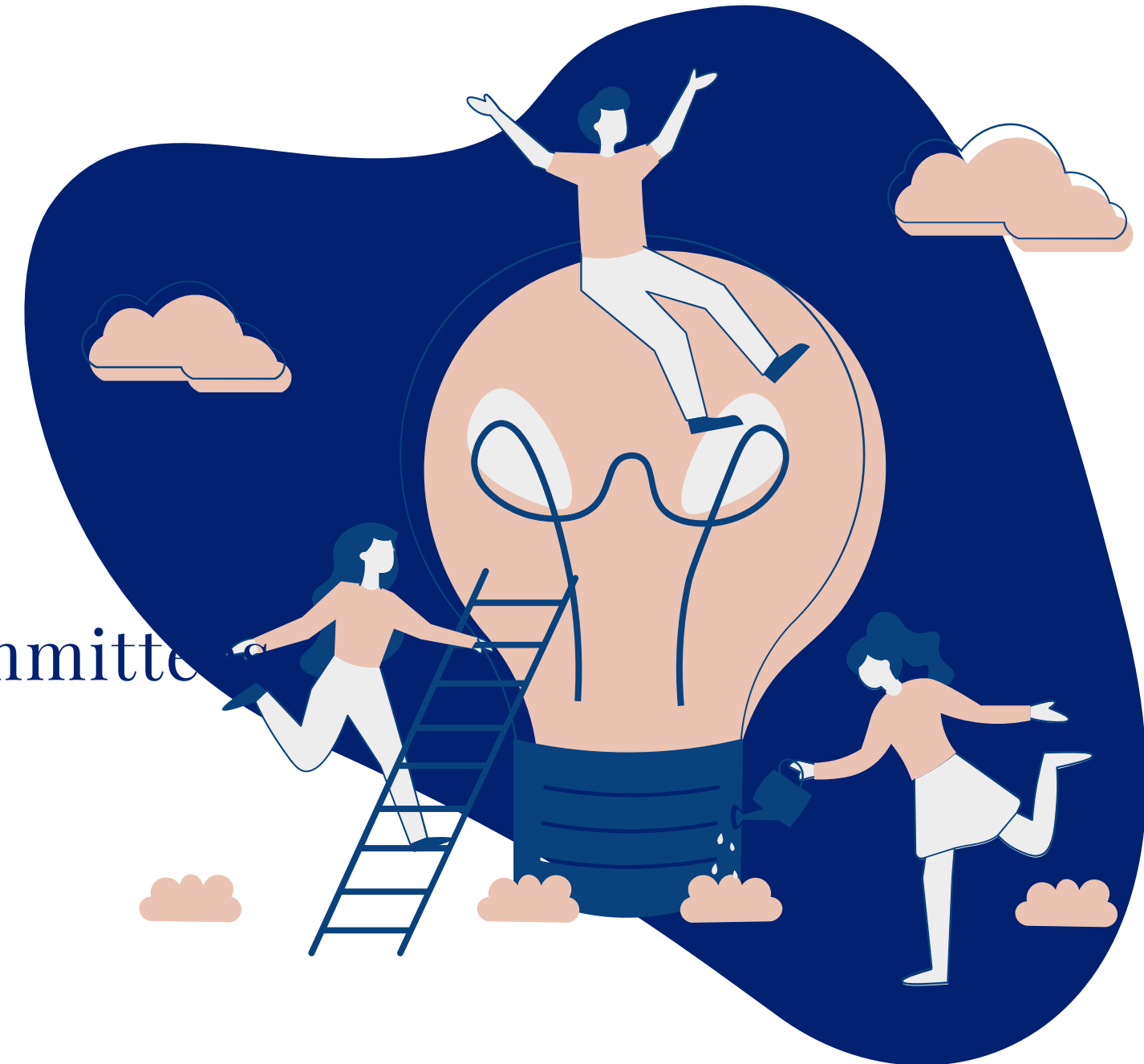
- Get up-to-date information on the developments that affect your conditions of employment.
- Rest assured that your Staff Association brings YOUR voice to the decision-makers at the highest levels.
- In return:
 - Be active!
 - Contribute to your Staff Association!
 - Provide constructive feedback!
 - Raise concerns and issues through your Staff Association to FICSA.

Bring YOUR issues to the attention of FICSA, through:

- Direct contact with the FICSA Officers
- Representation at meetings of FICSA
- Standing Committees
 - YOUR issues on the agenda

Participation at the FICSA Council:

- Contribute to the work of the Standing Committee
- Nominate
 - Members to the Executive Committee
 - Regional Representatives
 - Standing Committee officers



-
- ICSC Comprehensive Review of the Compensation Package
 - Review of the Post Adjustment issues
 - Implementation of the UN Mental Health Strategy
 - Occupational Health and Safety
 - Diversity, Equity and Inclusion
 - Bullying and harassment in the workplace
 - Use of AI in the UN System
 - Modernization of Common System / Future of Work
 - Continuously evolving issues ...



WHERE FICSA REPRESENTED YOU RECENTLY*



2024 so far:

- ICSC WG on Compensation Package Review
- Inter-Agency Security Management Network (IASMN)
- ACPAQ
- 97th ICSC Session
- 47th HLCM (Observer)
- Pension Board (Observer)

(* High-level discussions only)



WHAT IS ON THE ICSC AGENDA?

-
- Comprehensive review of the entire Compensation Package
 - 8th Round of Local Salary Surveys
 - Standards of Conduct review
 - Global Staff Survey
 - Review of amount in lieu of settling-in grant at D and E not non-family duty stations
 - Post Adjustment issues
 - Consideration of matters relating to the United Nations common system by the General Assembly at its seventy-eighth session
-

Review of the entire Compensation Package

Why is this a big deal? Part 1

Only just implemented the results of the last review, which included discussions on:

- Unified Salary Scale – Dependent scale and Single scale unified. Member States wanted to use Single scale for all staff plus 6%, but FICSA fought for using the higher dependent scale minus 6% instead – yielding better results across the board.
- ICSC agreed only on the establishment of a dependent spouse allowance at 6%, but FICSA successfully influenced UNGA to approve a single parent allowance of 6% in addition to the spouse allowance to safeguard the welfare of single parents.

Review of the entire Compensation Package

Why is this a big deal? Part 2

- WIGI takes two years for each step after step 7 – FICSA and other federations fought against this but since this is like the comparator's practice (US Civil Service), it was hard to resist.
- Education grant sliding scale – removes country-based ceiling that the previous system had and gives higher reimbursement levels up to 86% for smaller claims as incentive for staff to use less expensive schools, if possible and desired.
- Other changes related to mobility and hardship allowances.

- **You** – FICSA Members, discusses, formulates and approves a zero-based budget and workplan for the year during Council.
- The budget covers the cost for
 - the permanent FICSA Secretariat
 - FICSA Offices
 - FICSA activities
 - travel to high-level meetings and working groups to represent you

How is the budget distributed to each member as dues?

- Each **Staff Member*** represented by your Staff Association/Union, whether paying dues to the Staff Association/Union or not, are assigned a weight:
 - Professional Staff 1
 - GS Staff 0.5
 - GS Staff in Low-Cost duty stations 0.08

Data taken from UN CEB HR statistics for the previous year. <https://unsceb.org/human-resources-statistics>

***Staff Member:** Only staff on **longer term contracts** are taken into account – Fixed Term / Continuing Appointment.
Non-staff consultants, interns, short-term contracts, project staff are not counted.

- The FICSA budget for the year is then distributed to all full members based on the weighted number of staff represented by you, by using the table in the example provided in the next slide.
- Associate Members pay 9% of their dues because they are not in the UN Common System and FICSA does not represent them directly.
- Consultative Members pay a fixed rate of CHF 600 per year.

FICSA DUES CALCULATION - EXAMPLE



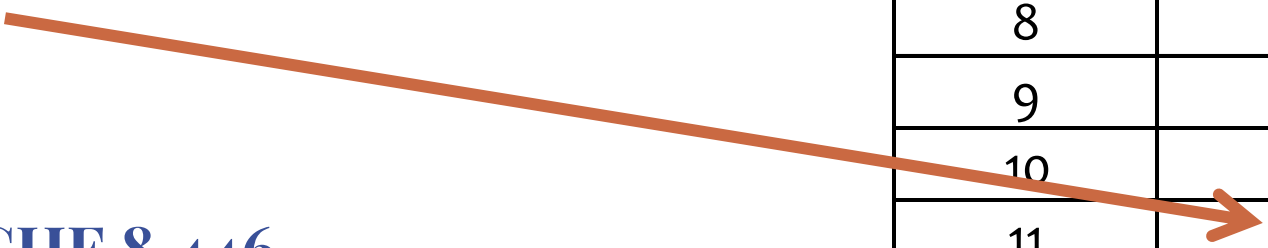
If you have

211 Professional staff in HQ	211 X 1	211
31 Professional staff outside of HQ	31 X 1	31
64 locally recruited staff (NPO/GS) in HQ	64 X 0,5	32
16 outside of HQ	16 X 0,08	1,28

Your total number of staff is 322, or **275.28 weighted**

Your dues will be 2 units, therefore CHF 4,223 x 2 = **CHF 8,446**

Band	Weighted number of staff	Units
1	1100 plus	11
2	1000 - 1099.9	10
4	900 - 999.9	9
5	800 - 899.9	8
6	700 - 799.9	7
7	600 - 699.9	6
8	500 - 599.9	5
9	400 - 499.9	4
10	300 - 399.9	3
11	200 - 299.9	2
12	150 - 199.9	1.5
13	100 - 149.9	1
14	60 - 99.9	0.6
15	40 - 59.9	0.4
16	<40	WN / 100



FICSA DUES CALCULATION - EXAMPLE



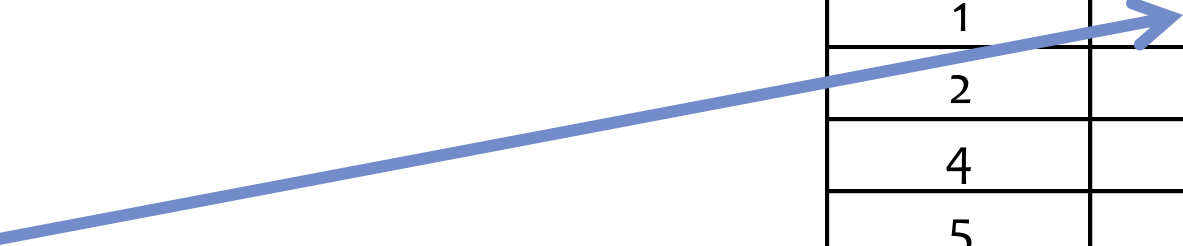
If you have

- 1,283 Professional staff in HQ $1283 \times 1 = 1283$
- 582 locally recruited staff GS in HQ, $582 \times 0,5 = 291$
- 4 locally recruited staff outside of HQ $4 \times 0,08 = 0,32$

Your total number of staff is 1869 staff, or **1574.32 weighted**.

Your dues will be 11 units, therefore $\text{CHF } 4,223 \times 11 = \text{CHF } 46,453$

Band	Weighted number of staff	Units
1	1100 plus	11
2	1000 - 1099.9	10
4	900 - 999.9	9
5	800 - 899.9	8
6	700 - 799.9	7
7	600 - 699.9	6
8	500 - 599.9	5
9	400 - 499.9	4
10	300 - 399.9	3
11	200 - 299.9	2
12	150 - 199.9	1.5
13	100 - 149.9	1
14	60 - 99.9	0.6
15	40 - 59.9	0.4
16	<40	WN / 100



FICSA DUES CALCULATION - EXAMPLE



If you have:

1,506 Professional staff in HQ $1506 \times 1 = 1506$

1152 locally recruited staff GS in HQ $1152 \times 0,5 = 576$

Your total number of staff is 2658 staff, or **2082 weighted**.

Your dues will be 11 units,
but as an **Associate Member** not directly affiliated to the UNCS
you are charged 9% of the dues.

Therefore, $\text{CHF } 4,223 \times 11 \times 0.09 = \text{CHF } 4,180.77$

Band	Weighted number of staff	Units
1	1100 plus	11
2	1000 - 1099.9	10
4	900 - 999.9	9
5	800 - 899.9	8
6	700 - 799.9	7
7	600 - 699.9	6
8	500 - 599.9	5
9	400 - 499.9	4
10	300 - 399.9	3
11	200 - 299.9	2
12	150 - 199.9	1.5
13	100 - 149.9	1
14	60 - 99.9	0.6
15	40 - 59.9	0.4
16	<40	WN / 100

READY TO LISTEN TO
YOU (Our Members)
AND LEARN WHAT YOUR
MAIN CONCERNS ARE

Your Staff Association / Union

Your turn



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(Ask the FICSA Expert)

