

**REPORT OF THE STANDING COMMITTEE ON  
FIELD ISSUES**

**Introduction**

1. The Standing Committee on Field (see Annex I for participants) met three times to address its agenda to discuss six topics. It also held discussions with the Legal Standing Committee on Flexible Work strategy. Additionally, training sessions in multiple languages on the classification of hardship duty stations were conducted. It adopted an agenda and elected its rapporteur. Annex III provides details on what the recommendation(s) should contain.

**Agenda item 1: 77<sup>th</sup> FICSA Council index of decisions**

2. The Standing Committee Officers reminded the participants that it had reviewed the index of decisions from 77<sup>th</sup> FICSA Council during the virtual meetings of the Heads of Delegations that took place in January 2025. As some colleagues could not attend the virtual session, Standing Committee on Field recapped the key decisions.

**Conclusion**

3. During the conversation, the SC's Officers noted that all decisions of the 77th FICSA Council were actioned as per [FICSA Executive Committee Report for 2024](#) and thanked FICSA membership for their work throughout the year.

**Recommendation**

4. The Standing Committee on Field did not take any recommendations on agenda item 1.

**Agenda item 2: Update of the ICSC TWG on hardship classification**

5. The Standing Committee updated the participants on the outcomes of the midterm and annual review of hardship classification of duty stations that took place in July 2024 and December 2024 respectively. The Chair of ICSC promulgated decisions from TW that reflected staff advocacy in reflection to hardship classification decisions.

**Conclusion**

6. The Standing Committee on Field recognized the significance of the hardship classification and more so the importance of FICSA's participation in the meetings of ICSC. Additionally, the committee highlighted several issues of concern.

## **Recommendation**

7. In collaboration with the Standing Committee on Field Issues, the FICSA Executive Committee should:

Recommendation 1: enhance skills, develop, and share knowledge packages on ICSC hardship classification and field-related issues for members, and

Recommendation 2: actively engage in and contribute to the revision of the current ICSC methodology for hardship classification of duty stations.

### **Agenda item 3: Summary of 40<sup>th</sup> IASMN session**

8. The Standing Committee updated participants on the 40th IASMN session held in June 2024 in Switzerland. Although FICSA attends as an observer and cannot make formal interventions, it engaged informally with IASMN members. Current IASMN efforts include air travel safety, gender inclusivity, and Security Risk Management and training. eTA Bulk SMS solution, global Roster of Security professionals, and Hostage Incident Management (HIM).

## **Conclusion**

9. The Standing Committee on Field recognized FICSA's involvement with IASMN regarding safety and security matters, and the option of a FICSA member to lead on the IASMN.

## **Recommendation**

10. In collaboration with the Standing Committee on Field Issues, the FICSA Executive Committee should: In collaboration with UNISERV and CCISUA, continue its engagement with Inter-Agency Security Management Network and regularly update FICSA members on security and safety issues.

### **Agenda item 4: Differences in danger pay allowances**

11. The Standing Committee received feedback from the participants on the issues relating to benefits and entitlements of locally recruited staff who serve in emergencies. Most notably, the issues of differences in danger pay and evacuation were under discussion.

## **Conclusion**

12. The Standing Committee on Field recognizes the importance of maintaining FICSA's advocacy efforts with the ICSC to address the disparity in treatment between internationally recruited and locally recruited staff members during emergencies.

## **Recommendation**

13. In collaboration with the Standing Committee on Field Issues, the FICSA Executive Committee should continue engaging with ICSC and other stakeholders on the differences in the danger pay allowance that is available to internationally versus locally recruited staff members.

### **Agenda item 5: Retirement residency options for staff members**

14. The Standing Committee received feedback from the participants on the issues relating to residency options for post-retirement of staff members.

## **Conclusion**

15. The Standing Committee on Field recognizes the importance of maintaining FICSA's advocacy efforts to provide guidance and knowledge of post-retirement residency options.

#### **Recommendation**

16. In collaboration with the Standing Committee on Field Issues and the Standing Committee on Human Resource Management, the FICSA Executive Committee develops a draft guidance paper on retirement residency options that are available in select countries.

#### **Agenda item 6: G-4 issues for UN retirees**

17. The Standing Committee received feedback from the participants on the continuing issues relating to G-4 visas for retirees and their inability to get a green card due to recent changes in the US legislation.

#### **Conclusion**

18. The Standing Committee on Field recognizes the importance of maintaining FICSA's advocacy efforts to help provide guidance.

#### **Recommendation**

19. In collaboration with the Standing Committee on Field Issues, the FICSA Executive Committee to bring to the attention of PAHO management the ongoing G-4 issues for UN retirees.

#### **Agenda item 7: Enhancement of FUNSA modality**

20. The Standing Committee and participants received a presentation on the FUNSA newly approved statutes from the FICSA consultant, and how FUNSA functions within the FICSA structure.

#### **Conclusion**

21. The Standing Committee on Field acknowledged the importance of maintaining FICSA's advocacy efforts to implement the new approved Statutes.

#### **Recommendation**

22. In collaboration with the Standing Committee on Field Issues, the FICSA Executive Committee should continue its work on enhancing FUNSA's modality, function, and approved Statutes within FICSA.

#### **Other business**

23. The Standing Committee did not have any other business to discuss.

#### **Nomination of Standing Committee officers and core group members**

24. The following delegates were nominated as Standing Committee officers:

- Mark Brown (UGSS FAO/ WFP) as Chair
- Fares Kady (WGO/EMRO) as Vice-Chair

25. The following participants in the SC were nominated as members of the core group:

Muhammad Irshad Anwer (FUNSA Pakistan)

**Staff association/union**

AP-in-FAO	Ilias Animon
FAO/WFP-UGSS	Susan Murray
IAEA	Houcine Mhadhbi
IFAD	Ritah Tumuhimbise
IOM	Emrah Guler
ITCILO	Cristina Pierini
PAHO/WHO	Glenda Moreira Lopez
UNAIDS	Evelyn Siula
UNESCO	Giovanni Scepi
UNICTF	Maria Del Rocio Martin
UNRWA ASA	Diab El-Tabari
UN Tourism	Javier Ruescas
WHO/AFRO	Rufin Jean-Patrick Tchibinda, Bienvenue Carinne Amona, Prisca Blanche Ndongo-Mombo
WHO/EMRO	Mina Nagy
WHO/GSC	Aizat Khalid, Vincent de Paul Mariasoosai
WHO/SEARO	Ritesh Singh
WHO/WPRO	Jean-Michel Pedroso, James Howlett
WMO	Andres Orias-Bleichner

**Members with associate/Consultative status**

CERN	Isabelle Mardirossian, Joel Lahaye
OPCW	Annette Holden, Oksana Tyshchenko
Green Climate Fund	Candace Leung Woo-Gabriel
EMBL	Ayesha Asif

**Members with observer status**

FUNSA Guinea	Virginie Kotto Beavogui, Lucie Gnongo Beavogui
FUNSA Pakistan	Muhammad Irshad Anwer
FUNSA Zimbabwe	Tinashe Kingsley