



Federation of International
Civil Servants' Associations

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FICSA/CIRC/1384
Ref: Offorg/UNGA

Geneva, 6 November 2024

**STATEMENT BY
THE FEDERATION OF INTERNATIONAL CIVIL SERVANTS' ASSOCIATIONS (FICSA)
TO THE FIFTH COMMITTEE OF THE UNITED NATIONS GENERAL ASSEMBLY
AT ITS 79th SESSION**

(New York, 5 November 2024)

Delivered by the President of FICSA, Ms. Wadzanai Garwe

To: Chairs, Member Associations/Unions
Members of the Executive Committee
Chairs, Members with Associate Status
Chairs, Associations with Consultative Status
Presidents, Federations with Observer Status
Chairs and Vice-Chairs of Standing Committees

From: Wadzanai Garwe, FICSA President

Mr. Chair,

Distinguished Members of the Fifth Committee,

On behalf of the Federation of International Civil Servants' Associations thank you for the opportunity to address you this morning.

It is my honor and privilege to speak before you today as the voice of some 40,000 common system staff members who make up our Federation of International Civil Servants' Associations (FICSA). Finding the words that echo the passion and duty that each one of these

voices represents is a responsibility I proudly carry and, shall use to remind ourselves that the International Civil Service represents the best of all of us. Therefore, I look forward to these coming days, addressing the needs and expectations of our colleagues, and understanding your vision for the future of the United Nations workforce.

The employment relationship is primarily based on trust. Transcending all areas of the common system, staff have repeatedly indicated that pride, belief in our mandate, and a devotion to a cause much greater than ourselves drive us to perform our duties under any circumstances, increasingly involving hardship and uncertainty. You can trust this commitment no matter where you deploy us! You can trust that we will deliver no matter how agile, creative, cutting-edge, or adaptable you need us to be. In return, we ask that WE can trust the backbone of what supports our determination - our compensation package. We are thus here to ensure that the conditions of service remain suitable to sustain the world's most committed workforce and their families.

Mr. Chair, we embark on a journey to modernize, streamline, and harmonize. In doing so, the United Nations shall not deviate from its path to more diversity, inclusion, gender, and youth empowerment. Echoing the words of the Secretary-General, these ideals are rooted in unwavering commitments to sustainability, integrity, humility, and humanity.

Families and communities flourish where the work of the United Nations touches lives. Being responsible for a positive impact on humanity goes far beyond the needs of an individual. We must remind ourselves, that UN careers also mean so much more than a person accepting a job. It is a calling that elevates lives, families, and generations. When we look at the needs of our colleagues, in terms of support, be it the children's and secondary dependants' allowances or the education grant, we must remember that when we promise aspirations, we cannot deliver obstacles.

In closing, Mr. Chair, let me reiterate FICSA's conviction, that our compensation package remains fit for purpose. We are here to help you create a better world through a workforce that you shape. We are confident that by finding mutual understanding, our ideas and vision will align.

Thank you for your attention and I wish you all the best in your continuing deliberations.
