



Federation of International
Civil Servants' Associations

CIRCULAR

FICSA/CIRC/1403
Ref: UNJSPB

Geneva, 4 March 2026

JOINT STATEMENT ON BEHALF OF THE THREE FEDERATIONS: FICSA, CCISUA, AND UNISERV

**DELIVERED BY THE PRESIDENT OF
THE FEDERATION OF INTERNATIONAL CIVIL SERVANTS' ASSOCIATIONS (FICSA)
TO THE 82ND SESSION OF THE UNITED NATIONS JOINT STAFF PENSION BOARD (UNJSPB)
27 February 2026**

FICSA attended the session virtually

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, President

Chair, Distinguished members of the Board, dear colleagues, dear friends,

On behalf of the 3 Federations, I thank you for allowing me to address the Board today and I appreciate the continued efforts by the Pension Board to communicate improvements regarding the processing of pensions when our members are separated.

We note that the fund is healthy, and the portfolio breakdown is diversified into areas that align with the UN mandate. The staff is relieved to note that the fund can fulfil all obligations for existing staff in the foreseeable future.

We welcome the Pension Administration's continued outreach, including ensuring that over 95.5% of all staff requiring their pensions were paid within the 15-day period once all documentation had been received, thus ensuring a seamless transition between separation from service to becoming a pensioner.

We note that the General Assembly's request (JSPB/82/R/4), considering financial constraints and reform initiatives, the resolution requested a holistic review of the pension scheme, including alternative models, and an assessment of the UN80 initiative's impact. The Assembly noted the financial constraints and reform initiatives affecting the United Nations. It invited the Pension Board to review the pension scheme holistically, including the Pension Adjustment System, and to assess options such as defined contribution and hybrid models to ensure sustainability, reduce contributions, and maintain accrued rights.

It requested that the Pension Board submit a report on these options at the 83rd session of the General Assembly in 2028 and provide interim updates in the next annual report in 2026.

To this end, we request that any comprehensive review of the pension fund and ensuring the long-term solvency of the fund be done with the participation of staff federations at the highest governance levels of the pension fund to provide staff perspectives. We recognize the participation of the participants' group and would advocate that the staff federations be included as active participants in any working group and not as observers.

We remain passionately committed to promoting a positive and constructive environment, where the focus lies solely on supporting the welfare and interests of international civil servants, including their pension security.

Once again, we extend our deepest gratitude to each member of the Joint Staff Pension Board for their dedicated service and continuous efforts to preserve and enhance the pension fund. The 3 Federations stand ready to support your endeavours and to collaborate towards furthering the common cause of securing the welfare of civil servants worldwide.

Thank you for your attention.
