



Federation of International
Civil Servants' Associations

CIRCULAR

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**STATEMENT
DELIVERED BY THE PRESIDENT OF
THE FEDERATION OF INTERNATIONAL CIVIL SERVANTS' ASSOCIATIONS (FICSA)
TO THE CCISUA MID-TERM MEETING
(New York, 22 November 2024)**

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

Dear colleagues,

Before I begin my speech, I would like to take a moment of silence to acknowledge our colleagues in conflict zones and to remember those colleagues we have lost.

On behalf of the FICSA Executive Committee, please let me convey my thanks to all our colleagues at CCISUA for allowing us to join your mid-term review exercise.

Dear Nathalie,

I wish to thank you for your heartfelt invitation, your continuous spirit of cooperation, and your leadership in fostering the FICSA-CCISUA partnership.

Between the two federations, close to 80.000 staff members rely on our diligent efforts to convey their concerns, defend their rights, and steer the working culture of the International Civil Service in a direction that is in line with their career expectations.

This year we've embarked on a journey to tackle many challenges. The ongoing review of the compensation package made it clear to what degree we need to defend the package. The energy driving this reform does not only emanate from our own management ranks, but, more worryingly, from the Member States and the commissioners they have appointed to determine our conditions of service. Never has it been more important that all voices that represent the staff are united. While we represent the specialized interest of each of our members, our objective to protect a fair, predictable, and attractive compensation package transcends our differences and allows us to educate member states representatives from the same hymn book.

The CCISUA mid-term review event is an excellent format to distill your members' sentiments and coordinate your lobbying priorities. FICSA is determined to not only convey our own members' needs and concerns, but also the directives that have emerged from our cooperation. So, we are pleased to be here today and further grow this cooperation and friendship.

For FICSA, our priorities have become clear. Member States are yet to be convinced that our compensation package should not be touched, if we wish to retain qualified staff and to attract the "Best and the Brightest" in the world and particularly the workforce to serve the most vulnerable in the most difficult and dangerous locations. The Staff Federations play a unique role in this process, and we should continue our advocacy efforts, to ensure that Member States are adequately informed of the dangerous consequences of reducing the attractiveness of the compensation package.

We genuinely look forward to combining our efforts and moving forward on this important agenda together. Please be assured that you will always have FICSA's support and that there will always be a seat at our table for you.

Dear Nathalie, and dear colleagues, we wish you much luck in your deliberations.

In solidarity.
