



Federation of International  
Civil Servants' Associations

# CIRCULAR

FICSA/CIRC/1402  
Ref: 78<sup>th</sup> Council

Geneva, 12 February 2026

## **Index of Decision established at the 78th Council and actions recorded for reporting at the 79<sup>th</sup> Council**

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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: Cristina Pierini, FICSA General Secretary

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Based on the [Report of the 78<sup>th</sup> FICSA Council](#), the following actions have been taken to address the decisions.

78<sup>TH</sup> FICSA COUNCIL INDEX OF DECISIONS

SUMMARY OF ACTIONS TAKEN  
FICSA EXCOM / SECRETARIAT / STANDING COMMITTEES

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	TOTAL DECISIONS	25

Decision No.	I. CONDITIONS OF SERVICE IN THE FIELD	ACTIONS TAKEN
FICSA/C/78/D/1	<p>In collaboration with FIELD, the FICSA Excom should:</p> <ul style="list-style-type: none"> <li>• continue to strengthen the skills of its members by developing and disseminating to them knowledge packages on the International Civil Service Commission (ICSC) classification of hardship duty stations and other issues; and</li> <li>• actively participate in and contribute to the revision of ICSC classification methodology to ensure that the methodology is fit for purpose and captures the hardship of duty stations.</li> </ul>	<p><i>FICSA has shared with its members information about the Hardship classification, in February, the mid-term (<a href="#">FICSA Comm 05/25</a>) and the annual classification in June (<a href="#">FICSA Comm 17/25</a>). This approach is part of our ongoing communication strategy. In the course of any discussion concerning hardship, reference is made to the existing and available tools on FICSA that are relevant to the subject under discussion.</i></p> <p><i>FICSA actively participated in the ICSC Working Group 3, where hardship and field-related entitlements are discussed and contributed to the ICSC Technical Task Force meeting on the Review of the Hardship Methodology.</i></p>
FICSA/C/78/D/2	<p>The FICSA Excom should identify among the FICSA membership a technical focal point for security to represent FICSA at meetings of the Inter-Agency Security Management Network (IASMN).</p>	<p><i>The Interagency Security Management Network met twice this year; the President and the Information Officer participated virtually.</i></p> <p><i>FICSA has made two attempts to find focal points; while we received some nominations, they ultimately declined. It has been determined that pursuing this any further would be unproductive.</i></p>
FICSA/C/78/D/3	<p>In collaboration with FIELD, FICSA Excom should continue engaging with ICSC and other stakeholders to resolve the differences in danger benefits and allowances that are available to internationally versus locally recruited staff members.</p>	<p><i>The General Assembly is the only body responsible for making decisions on this topic. This was discussed at the ICSC Working Group 3, and it was explained that the levels of the benefit were based on a percentage or proportion of the level of pay in the past, but this was changed during the last compensation review to fixed levels corresponding to grades. It is not envisaged that this will be changed again in the near future.</i></p>
FICSA/C/78/D/4	<p>In collaboration with Field and HRM, the FICSA Excom should develop a draft guidance paper on the retirement residency options that are available in selected countries.</p>	<p><i>The issue was addressed during an “<a href="#">Ask the Expert</a>” session on 6th November.</i></p> <p><i>During the course of the session, indications are provided. The maintenance of a draft guidance document would necessitate periodic updates.</i></p>
FICSA/C/78/D/5	<p>FICSA and its sister federations should advocate to the UN Chief Executives Board for Coordination (CEB) to include in the negotiations for host country agreements the issue of:</p> <ul style="list-style-type: none"> <li>• visa status after retirement from the UN system in the host country; and</li> </ul>	<p><i>The issue was raised in the appropriate fora, with the understanding that the sovereign right of the Country of residence to determine the duration of stay and the requisite time of departure is inviolable.</i></p>

Decision No.	I. CONDITIONS OF SERVICE IN THE FIELD	ACTIONS TAKEN
	<ul style="list-style-type: none"> <li>The limited time that may be allowed for UN staff to leave the host country after retirement.</li> </ul>	
FICSA/C/78/D/6	In collaboration with FIELD, the FICSA Excom should continue its work on reviewing and enhancing the modality, functioning, and statutes of Federations of United Nations Staff Associations (FUNSAs) in FICSA.	<p><i>The paper developed in 2024 is exhaustive and can be considered complete.</i></p> <p><i>The Council should decide whether to continue engaging on matters related to FUNSAs, considering that this has financial implications.</i></p>

Decision No.	II. GENERAL SERVICE QUESTIONS	ACTIONS TAKEN
FICSA/C/78/D/7	<p>In collaboration with GSQ, the FICSA Excom should investigate providing training in job classification, a key component of a salary survey, as the members of local salary survey committees (LSSCs) need to have a thorough understanding of this important process.</p> <p>In addition, FICSA should continue providing training on ICSC methodologies I and II for salary surveys.</p>	<p><i>FICSA Secretariat identified a trainer for the job classification module. The trainer has finalized the course content, FICSA membership has been duly informed, and the module has been added to the FICSA training catalogue.</i></p> <p><i>Planned sessions in New York and Nepal have been cancelled due to a lack of funding, while a session in Madrid took place in October and a Session in Vienna in November.</i></p>
FICSA/C/78/D/8	In collaboration with GSQ, the FICSA Excom should capture the lessons learned and best practices from duty stations that have completed local salary surveys in order to share them with other FICSA members on an ongoing basis.	<p><i>The FICSA Secretariat has developed a draft questionnaire/compendium of advice as the first step toward fulfilling this mandate. The document will be circulated to the broader FICSA membership for a 30-day comment period in 2026 and will be made available for LSSC members to report lessons learned, best practices, or challenges to be addressed in the next review of the methodology.</i></p> <p><i>Decision on going for 2026</i></p>

Decision No.	III. HUMAN RESOURCES MANAGEMENT	ACTIONS TAKEN
FICSA/C/78/D/9	<p>The FICSA Excom should support the development of or identify existing virtual training modules for FICSA members by the panel of chairs of the Standing Committee on Human Resources Management.</p> <p>One should introduce the role of staff representation in UN organizations' adaptation to modern, disruptive technologies, digital transformation, and <u>UN 2.0</u>.</p>	<p><i>In collaboration with HRM SC, FICSA Secretariat has sent a survey about the use of digital tools in the organizations. 12 replies.</i></p> <p><i>Refer also to UN resources available on this topic: <a href="https://www.un.org/en/global-issues/artificial-intelligence">https://www.un.org/en/global-issues/artificial-intelligence</a></i></p> <p><i>A session on AI tools and practices will be held during the 79<sup>th</sup> Council.</i></p>

Decision No.	IV. LEGAL QUESTIONS	ACTIONS TAKEN
FICSA/C/78/D/10	<p>The FICSA Executive Committee should provide specific training to members on UN legal tribunals: the ILO administrative tribunal (ILOAT), the UN Appeals Tribunal (UNAT) and the UN Dispute Tribunal (UNDT).</p>	<p><i>In collaboration with the SC, FICSA organized an online session :</i></p> <p><i><u><a href="#">Ask the FICSA Expert on Legal path to follow during the restructuring of your organization - FICSA</a></u></i></p> <p><i>Members were invited with <u><a href="#">Communication 13-25</a></u></i></p>

Decision No.	V. PROFESSIONAL SALARIES AND ALLOWANCES	ACTIONS TAKEN
FICSA/C/78/D/11	<p>The FICSA ExCom should take immediate steps to prioritize the allocation of resources for and the planning and implementation of the training-the-trainers programme on cost-of-living surveys of the Permanent Technical Committee of the Standing Committee on Professional Salaries and Allowances, with the FICSA Secretariat leading the project. In addition, each FICSA member should nominate suitable candidates to participate in the programme, to ensure the success and sustainability of the initiative and provide the membership with a timeline.</p>	<p><b>On-going</b></p> <p><i>FICSA ExCom developed a draft term of reference (TOR) and training materials for the training module on cost-of-living surveys, approved by FICSA Treasurer on 17 June 2025 and submitted to the FICSA consultant for review.</i></p> <p><i>A copy has been distributed to PSA SC, FICSA ExCom and FICSA Secretariat.</i></p> <ul style="list-style-type: none"> <li>• <i>Decision to continue during 2026.</i></li> <li>• <i>FICSA consultant finalized the 1<sup>st</sup> draft of the training materials for the training module on cost-of-living surveys.</i></li> <li>• <i>Two experts: Jesus Garcia Jimenez, from ITC/ILO and Angelita Madranga, a retiree from the WHO/WPRO are being contacted to develop the training material.</i></li> <li>• <i>PSA SC, FICSA ExCom and FICSA secretariat to review the draft training materials and finalize them.</i></li> <li>• <i>TOR for the future trainers to be prepared.</i></li> <li>• <i>FICSA received the list of nominations in Q1 2026, to select the candidates and to communicate the list of selected candidates.</i></li> <li>• <i>A virtual / webinar session, with the selected trainees, will be organized 7 to 10 days prior to the meeting, briefed on the materials, the topics, and assigned a topic to each trainee to present during the in-person training in Vienna.</i></li> </ul> <p><i>FICSA Secretariat and PSA SC will organize a virtual meeting from 13 to 17 April 2026 to review the training material of the training session.</i></p>
FICSA/C/78/D/12	<p>The FICSA ExCom should develop and circulate to member associations a checklist of benefits and entitlements to find out which of them staff retain when moving between organizations through the <u>Inter-Organization Agreement concerning Transfer, Secondment or Loan of Staff among the Organizations</u></p>	<p><i>A draft checklist prepared by FICSA secretariat based on the existing <a href="#">inter-agency agreement</a> to help staff and HR negotiate terms during mobility.</i></p> <p><i>The draft checklist was reviewed by PSA SC.</i></p> <ul style="list-style-type: none"> <li>• <i>The <u>checklist</u> was distributed as a survey to FICSA member organizations on 03</i></li> </ul>

	<p><u>applying the United Nations Common System of Salaries and Allowances</u></p>	<p><i>November 2025. The checklist is maintained by the FICSA secretariat.</i></p> <ul style="list-style-type: none"> <li>• <i>Feedback from 10 FICSA member organizations received by 28 November 2025 and one additional received on 8 December 2025.</i></li> <li>• <i>Assessment and analysis of the survey results by FICSA secretariat in coordination with PSA SC were presented during the virtual session of the PDSA SC Meeting on 16 February 2026.</i></li> </ul> <p><i>Completed</i></p>
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Decision No.	VI. STAFF/MANAGEMENT RELATIONS	ACTIONS TAKEN
FICSA/C/78/D/13	<p>To strengthen staff associations and representatives, the FICSA Executive Committee should:</p> <p>Annex the checklist (FICSA/C/78/SMR/CRP.01) to the model recognition agreement;</p> <ul style="list-style-type: none"> <li>• identify associations(s) within its membership with no agreements in place and remind them of the importance of having a signed memorandum of understanding/ cooperation agreement; and</li> <li>• advocate, in collaboration with sister federations, that the UN Secretariat update its administrative instruction ST/AI/293 related to facilities for staff representatives, in accordance with the comments of the UN Secretary-General (A/67/136/Add.1).</li> </ul>	<p><i>The survey of 2023 about a <a href="#">recognition agreement</a> for Staff Association/Union (YES/NO question) was updated and sent with Communication 28/25 in October 2025</i></p> <p><i>The document is published on the FICSA website - <a href="#">Staff-Management Relations - FICSA</a> and at this link <a href="https://ficsa.org/fileadmin//user_upload/Model_recognition_agreement_version_2022.pdf">https://ficsa.org/fileadmin//user_upload/Model_recognition_agreement_version_2022.pdf</a></i></p> <p><i>In consideration of the prevailing circumstances, the matter in question is postponed to the following year.</i></p>
FICSA/C/78/D/14	<p>The FICSA Excom should advocate in meetings of the Human Resources (HR) Network and the High-Level Committee on Management (HLCM) the necessity of ensuring that management and staff associations/unions establish and maintain mechanisms in their organizations for regular communication and that both parties receive training on the importance of the guiding principles of staff-management relations as part of their induction or onboarding process.</p>	<p><i>FICSA President, with one Executive Committee Member, participated in breakout sessions at the HLCM in which they emphasized the need for collaborative arrangements between management and staff associations. They pointed out the shortcomings of the exercise for staff reduction, especially the failure to include staff associations. They also acknowledged the fact that the system was not affected uniformly, with certain specialized agencies and funds having been minimally affected by funding withdrawals, while many agencies in the UN secretariat and the programs had to suffer significant cuts. They advocated for more systematic engagement. They did this at all forums, not just HLCM but at ICSC meetings and meetings with member states.</i></p>
FICSA/C/78/D/15	<p>The FICSA Excom, in collaboration with the SMR, should collect the terms of reference for staff representatives' duties available in the membership and consolidate them in a sample/model document to be published on the FICSA website.</p>	<p><i>With Communication 28/25 FICSA sent a Survey which included the question about the ToRs for Staff representatives. FICSA has collected 18 responses.</i></p> <p><i>The document is published on the FICSA website - <a href="#">Staff-Management Relations - FICSA</a> and at this link <a href="https://ficsa.org/fileadmin//user_upload/Model_recognition_agreement_version_2022.pdf">https://ficsa.org/fileadmin//user_upload/Model_recognition_agreement_version_2022.pdf</a></i></p>

Decision No.	VII. SOCIAL SECURITY/OCCUPATIONAL HEALTH AND SAFETY	ACTIONS TAKEN
FICSA/C/78/D/16	The FICSA Excom should continue its advocacy for the development of a shared services model by the Mental Health and Well-Being Hub to ensure equitable access to mental health services across all organizations in the UN common system, particularly those without dedicated resources.	<i>The Mental Health hub in Bonn has created a training course for both counselors and non-counselors. FICSA held the webinar facilitated by the mental health team and continued to advocate for actions within the mental health implementation board.</i>
FICSA/C/78/D/17	The FICSA Excom should organize Ask the FICSA Expert sessions to follow up on the action taken to support initiatives related to well-being ambassadors and the UN Disability Inclusion Network (DIN).	<u><i>FICSA Webinar: Mental Health during times of crisis</i></u> <u><i>SOCSEC interacted with the disability inclusion focal point and provided feedback as well as participating in meetings. A case study of a staff member living with disabilities was provided together with feedback for staff members who have children with disabilities. In working group 2 FICSA advocated for an increase in the allowance for children with disabilities and the DIN provided feedback on the real costs of said children.</i></u>

Decision No.	VIII. PROGRAMME, BUDGET, ADMINISTRATIVE AND STRATEGY (PBAS)	Actions taken
FICSA/C/78/D/18	FICSA should form a Task Force on FICSA Strategy and Communications, fundraising and alternative revenue sources, with terms of reference drafted by the FICSA Secretariat, by the end of February 2025.	<i>The Task Force is established, and the TOR is adopted. The Task Force is expected to report back to the next Council.</i>
FICSA/C/78/D/19	The FICSA Executive Committee should report the findings of the Task Force to its membership by September 2025.	<i>In process, the Task Force presented its high level findings to the Heads of Delegations meeting of September 2025.</i>
FICSA/C/78/D/20	The FICSA Excom should remind any withdrawing members of their duty to pay arrears of dues, as clearing any arrears would be a necessary precondition for rejoining FICSA.	<i>A final letter of reminder was sent to WIPO SA on 20 January 2026, informing them of their final arrears balance, the detailed calculation, and welcoming them to FICSA in the future, and that clearing any arrears would be a necessary precondition for rejoining FICSA.</i>
FICSA/C/78/D/21	As one associative member and one consultative member of FICSA had not paid dues for two years, the 78 <sup>th</sup> FICSA Council session should suspend their membership and notify them to that effect by letter.	<i>FICSA Accountant had been constantly following up. A final report is available in document PBAS05.</i>
FICSA/C/78/D/22	FICSA should align the dues paid by consultative members with the dues increases currently applied to full and associate members, include requests for voluntary contributions in the correspondence with associate and consultative members, and explore with members improvements to the current dues methodology, for example, introducing a minimum dues level for associate members	<i>One meeting with Consultative members was held in 2025, which was recorded and shared with all other consultative members.  Memo sent to Consultative members on 22 January 2026 informing the increase of 8% starting from 2026.</i>
FICSA/C/78/D/23	The FICSA Council should amend the Financial Rules in the <u>FICSA Statutes</u> to specify that the terms of reference for the Reserve Fund say that it should cover 12 months of FICSA operations, instead of the current 18 months. The 78 <sup>th</sup> Council session should leave the Reserve Fund underfunded since there is no expectation of any further usage of the Reserve Fund, and it was sufficient.	<i>This is done and adopted during the 78<sup>th</sup> Council.</i>
FICSA/C/78/D/24	The 78th FICSA Council should approve the draft programme and budget for 2025	<i>This was done and adopted during the 78<sup>th</sup> Council.</i>

Decision No.	VIII. PROGRAMME, BUDGET, ADMINISTRATIVE AND STRATEGY (PBAS)	Actions taken
	(FICSA/C/78/PBAS/4) in the amount of <b>CHF 615,730.</b>	
FICSA/C/78/D/25	The 78 <sup>th</sup> FICSA Council should approve the scale of contributions for 2025 (FICSA/C/78/PBAS/6).	<i>This was done and adopted during the 78<sup>th</sup> Council.</i>