



Federation of International
Civil Servants' Associations

CIRCULAR

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Ref: 79th FICSA Council

Geneva, 18 March 2026

FICSA COUNCIL DECISIONS AND WORK PLAN FOR 2026

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

For your information, please find attached the Index of Decisions of the 79th FICSA Council. This Index constitutes the Federation's workplan until the 80th FICSA Council in 2027, when the Executive Committee will report on the implementation of the recommendations.

We are collaborating closely with the Chair and Vice-Chairs of the respective [Standing Committees](#) to discuss actions and implementation methods. We will keep you informed throughout the year through the quarterly Heads of Delegation meetings.

FICSA STANDING COMMITTEES 2026-2027
List of Chairs and Vice-Chairs

Standing Committee	Chair	Vice-Chairs
PBAS	Denis Pitzalis (UNESCO)	James Howlett (WHO/WPRO) Mariia Mikheieva (IAEA) Alberto Machado (IARC) Monica Bugghi (IFAD)
Field issues	Illias Animon (FAO)	Wallaa El-Moawen (WHO/EMRO) Tlotliso Monaheng (UNAIDS) <u>Core group member:</u> Ritesh Singh (WHO SEARO) Mina Nagy (WHO/EMRO) Muhammad Irshad Anwer (FUNSA Pakistan) Taha Abbas Mirza (FUNSA Pakistan) Qazi Saif Ur Rehman (FUNSA Pakistan) Tinashe Mariga (FUNSA Zimbabwe) Rosa Ferreira (FUNSA Guinee Bissau)
GSQ	Glenda Moreira Lopez (PAHO)	Osadolor Akpata (UNIDO) Fernand Agbogbe (IAEA) Shereen Barry (IMO) <u>Core group members:</u> Kay Miller, (WHO EURO) Antonella Biasiotto, (WHO EURO) Alba Anastassi, (ICAO) Muhammad Irshad Anwer (FUNSA Pakistan) Catherine Kirorei Corsini (WHO/HQ)
HRM	Dina Franchi (FAO)	Alessandra Marcorio (UNGSC) <u>Core group members:</u> Pamela Tejada (PAHO) Benjamin Herve (IMO) Catherine Kirorei Corsini (WHO/HQ)
Legal Questions	Maria Rocio Martin (UNICTF)	Joel Lahaye (CERN) <u>Core group members:</u> Marina Sclafani (UNGSC) Fola Odulana (IMO) Shereen Barry (IMO)
PSA	Houcine Mhadhbi (IAEA) James Howlett (WHO-WPRO)	Mariia Mikheieva (IAEA) Birahim Fall (UPU) Monica Bugghi (IFAD)

		<p><u>Core group members:</u> Marisa Collis (ICAO) Fola Odulana (IMO) Shereen Barry (IMO) Nicole Valentine (WHO/HQ) Guilherme Varro (WMO)</p>
SocSec/OHS	Paola Monroy (CTBTO)	<p>Sotirios Markopoulos Federica Delconte (UNESCO, ICTP)</p> <p><u>Core Group members</u> Miguel Oubina (OPCW) Andrew Collinson (OPCW) Ritesh Kumar Singh (WHO/SEARO) Osadolor Akpata (UNIDO) Machado Alberto (IARC) Ramon Cierco (IARC) Tlotliso Monaheng (UNAIDS) Viviana Zaccaria (UNESCO, ICTP)</p>
SMR	Viera Seben (ICAO)	<p>Catherine Kirorei Corsini (WHO/HQ) Barbara Papadopoulou (IAEA)</p> <p><u>Core Group members</u> Shereen Barry (IMO) Neddy Mafunga (WHO/HQ) Sarah Klinghammer (UNFCCC) Maia Tskhvaradze (UNFCCC) Rosa Alianelli (UNICC – WHO/HQ)</p>

Actions for FICSA ExCom/Secretariat/Standing Committees

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Actions for FICSA ExCom/Secretariat

Decision No.	Conditions of Service in the Field
FICSA/C/79/D/1	Owing to the grave concern about the impact of cost-containment measures on the safety of UN staff, the FICSA ExCom, in consultation with the Standing Committee on Conditions of Service in the Field, should draft a resolution from the FICSA Council to the UN Secretary-General and executive heads of all FICSA member organizations, highlighting its concerns about the apparent prioritization of cost-containment measures over staff safety and requesting that all executive heads ensure, as a matter of urgency, that adequate resources are allocated to ensure the safety and security of all staff, particularly those in high-risk and volatile duty stations.
FICSA/C/79/D/2	The FICSA ExCom should provide training for prospective trainers for the FICSA regional representatives, in accordance with provisions in the training catalogue and Training Fund, on the classification of hardship duty stations, with specific emphasis on how to complete the questionnaire, and continue to support and build the capacity of the FICSA membership at large on that topic.
FICSA/C/79/D/3	The FICSA ExCom should implement the recommendations in the review and enhancement of the modality, function, and statutes of Federations of United Nations Staff Associations (FUNSAs) within FICSA (document FICSA/C/78/Field/CRP.01), including the proposed amendments to the FUNSA model statutes .
Decision no.	General Service Questions
FICSA/C/79/D/4	In collaboration with the Standing Committee on General Service Questions and upon request by FICSA members, the FICSA ExCom should: <ul style="list-style-type: none"> • provide training on ICSC salary survey methodology I for headquarters duty stations and methodology II for non-headquarters duty stations; and • organize training on job classification so that prospective members of local salary survey committees (LSSCs) can acquire a thorough understanding of the exercise and approach their responsibilities with peace of mind.
FICSA/C/79/D/5	In collaboration with the Standing Committee on General Service Questions, the FICSA ExCom should continue capturing the lessons learned and best practices from duty stations that have completed local salary surveys and make the database available to all FICSA members.
Decision no.	Human Resources Management
FICSA/C/79/D/6	The FICSA ExCom should support staff representatives by developing formal suggestions that they can transmit to their administrations, to encourage the establishment of an AI awareness framework within each organization. That framework should promote the creation of a

	<p>structured AI awareness-generation system for staff. The initiative should be scalable and adaptable across organizations, allowing for contextual flexibility while maintaining common principles and objectives. The awareness-generation system should comprise:</p> <ol style="list-style-type: none"> a. a general workshop led by subject-matter experts, using a train-the-trainer approach. b. follow-up awareness sessions delivered by workshop participants and internal facilitators to cascade the learning across the organization; and c. webinars and online activities to be attended regularly.
FICSA/C/79/D/7	The FICSA ExCom should support structured dialogue by staff representatives with administrative divisions on the representation of affiliate personnel across organizations.
FICSA/C/79/D/8	The FICSA ExCom should support the Standing Committee on Human Resources Management in conducting a comparative review of existing association models through surveys, taking into consideration integration, parallel association, observer status, and hybrid approaches.
FICSA/C/79/D/9	<p>Building on the work of consecutive FICSA councils on the misuse of consultancy contracts and the application of non-regular employment modalities and taking account of relevant recommendations of the Joint Inspection Unit (JIU/REP/2023/8), HRM requested that FICSA should develop a guidance for member associations to engage management constructively to address the excessive use of consultant contracts and the misuse of non-staff contracts for staff positions, and to advocate for social protection mechanism and representation.</p> <p>Such tools should include structured data collection and comparative analysis based on targeted feedback surveys, market benchmarking and the identification of best practices among members. The ExCom should further guide members' engagement with the non-regular workforce, including approaches to inclusion within staff associations and modalities for representation and collective bargaining, with a view to strengthening evidence-based advocacy and promoting contractual integrity across the UN common system.</p>
FICSA/C/79/D/10	The FICSA ExCom should continue collecting comparative information on restructuring practices and redeployment mechanisms across UN organizations.
FICSA/C/79/D/11	The FICSA ExCom should advocate structured training and professional certification support as part of workforce planning and explore system-wide partnerships or negotiated fee arrangements.

FICSA/C/79/D/12	The FICSA ExCom should reaffirm the need for funded time release for staff representatives as a critical component of effective representation, especially during restructuring periods.
Decision no.	Legal Questions
FICSA/C/79/D/13	The FICSA ExCom, in collaboration with the Standing Committee on Legal Questions, should study the situation of organizations with FICSA members regarding the options for staff to be accompanied by legal assistance when needed in interactions with management and/or the human resources unit; review and report its results to the Heads of Delegations by October 2026.
FICSA/C/79/D/14	The FICSA ExCom, in collaboration with the Standing Committee on Legal Questions, should review Article 31 of the FICSA <u>Statutes</u> with a view to presenting a proposal to amend the duration of the terms to 5 years for staff elected to ExCom. It should report on that issue to the Heads of Delegations by October 2026, and a final recommendation should be made to the 80th session of the FICSA Council.
FICSA/C/79/D/15	The FICSA ExCom should: <ul style="list-style-type: none"> • carry out a quick consultation with organizations affected by UN80, collect data (on the impact on staff, especially their rights), and use them to develop advocacy messages for upcoming high-level meetings and to engage senior management of FICA members; and • extend all possible legal support to staff associations of the affected organizations.
Decision no.	Professional Salaries and Allowances
FICSA/C/79/D/16	FICSA Executive Committee should identify individuals among FICSA membership with prior experience in the cost-of-living (COL) survey methodology, professional expertise in related fields, demonstrated understanding of the topics, and commitment to long-term support of FICSA's broader capacity-building efforts, to be trained in the Training the Trainers workshop on COL surveys before the end of the second quarter 2026 including to support in the upcoming 2026 rounds of surveys.
Decision no.	Staff–Management Relations
FICSA/C/79/D/17	The FICSA ExCom, in collaboration with the Standing Committee on Staff–Management Relations, should collate from the FICSA membership the statutes of staff associations/unions together with the terms of reference of staff representatives, and make the documents available on the FICSA website. (<i>upon their approval</i>).
FICSA/C/79/D/18	The FICSA ExCom should: <ul style="list-style-type: none"> • support the Standing Committee on Staff–Management Relations in collecting good practices from member associations and unions on strategic continuity, institutional memory, accountability and staff–management engagement; and

	<ul style="list-style-type: none"> invite the Standing Committee on Staff Management Relations to develop, based on these practices, a modular, principle-based governance toolkit to be submitted to the 80th session of the FICSA Council for consideration, before publication on the FICSA website.
Decision no.	Social Security/Occupational Health and Safety
FICSA/C/79/D/19	The FICSA ExCom should instruct the Standing Committee on Social Security/Occupational Health and Safety to follow the rollout and implementation of the UN Disability Inclusion Strategy and promote the inclusion of staff representatives in those conversations, specifically in investigating possibilities to appoint focal points and to be involved in disability allowance reforms.
FICSA/C/79/D/20	The FICSA ExCom should monitor and follow all developments in reviews of UNJSPF over the next three years, in collaboration with FAFICS, identify any potential risks to acquired pension benefits and provide feedback to the Standing Committee on Social Security/Occupational Health and Safety.
FICSA/C/79/D/21	The FICSA ExCom should establish a cross-organizational group of FICSA member organizations whose staff members do not have access to after-service health insurance coverage or long-term care arrangements (ASHIL), such as CTBTO and OPCW, to explore the possibility of investigating group insurance rates with providers.
FICSA/C/79/D/22	<p>The FICSA ExCom should:</p> <ol style="list-style-type: none"> follow developments and ensure FICSA participation in meetings of the Occupational Health and Safety Forum; include regular psychosocial risk assessments across organizations; encourage the FICSA membership to identify individuals with expertise or knowledge on occupational health and safety (OHS) to join the core group of the Standing Committee on Social Security/Occupational Health and Safety; Share lessons from organizations with strong OHS frameworks to support regions with limited capacity.
Decision no.	Programme Budget, Administration and Strategy
FICSA/C/79/D/23	<p>Under the guidance of the FICSA President and General Secretary, the ExCom should:</p> <ul style="list-style-type: none"> steer the work of the Task Force on FICSA Strategy, whose membership will comprise the heads of delegations and which shall report on its activities by October 2026; and devise a communication strategy for FICSA within existing resources.
FICSA/C/79/D/24	As to the hosting of FICSA Secretariat staff contracts and/or offices, the FICSA ExCom should provide the heads of delegations with a communication package by 6 March 2026, to help guide delegations in negotiating with their administrations.

FICSA/C/79/D/25	<p>As to the contracts of the FICSA Secretariat, the FICSA ExCom should:</p> <ol style="list-style-type: none"> a. collect a list of possible hosts and contract locations, with written expressions of interest from the associations/unions, ideally by 30 March 2026; b. start negotiations with potential hosts as of 1 April 2026; and c. convene a meeting of the heads of delegations to discuss, evaluate and decide on the expressions of interest, before starting negotiations on the new contract with the potential new host by 30 June 2026, to allow for a reasonable transition.
FICSA/C/79/D/26	<p>With input from the heads of delegations, the FICSA ExCom should assess proposals for the relocation of the Secretariat, using criteria including:</p> <ol style="list-style-type: none"> a. the availability of office space (including in-kind support at no rent cost or utility bills) and administrative services (Internet access, IT and telephony support, printing, etc.); b. location of premises vis-à-vis representation activities; c. the number of UN organizations that are FICSA members in the duty station, including the number of UN staff that are FICSA members. d. capability for co-hosting of staff contracts/payroll; e. cost of compensation package for Secretariat staff; f. other in-kind contributions.
FICSA/C/79/D/27	<p>The FICSA Council should approve the Standing Committee on Programme Budget, Administration and Strategy's working in two distinct and clearly defined workstreams: a strategic workstream, and a programme, administrative and budgetary workstream. This structural clarification is intended to enhance efficiency, strengthen focus and improve accountability by ensuring that long-term strategic development and routine financial oversight are addressed through appropriately differentiated processes. This arrangement would allow for more coherent planning, clearer reporting lines and more effective use of expertise.</p> <p>The ExCom and FICSA Task Force on Strategy should submit the necessary amendments to the relevant statutory and procedural documentation to reflect this structure to the 80th FICSA Council.</p>
FICSA/C/79/D/28	<p>FICSA should leave the Reserve Fund underfunded, considering the budgetary constraints.</p>
FICSA/C/79/D/29	<p>The FICSA Treasurer should explore the possibility of investing a part of the Reserve Fund, and present at a future session of the Standing Committee on Programme Budget, Administration and Strategy possible conservative investment strategies, using as parameters the percentage</p>

	of the Reserve Fund invested, the financial risk and the return on investment, currency, exchange rate and duration, in compliance with the FICSA Statutes and financial rules.
FICSA/C/79/D/30	The FICSA ExCom should negotiate with the Global Fund to Fight AIDS, Tuberculosis and Malaria, an associate member, and other members that had served notice to withdraw from FICSA, on the amount of dues applicable during the notice period, with a view to retaining them as members.
FICSA/C/79/D/31	The FICSA ExCom should negotiate with EPO, to agree on a payment plan for all arrears of dues in full over the next two years.
FICSA/C/79/D/32	Following the request of WHO/EMRO, the FICSA Council should approve the calculation of WHO/EMRO's dues using the previous transitional measure, maintaining its contribution on the basis of 1.5 units for 2026. FICSA should make up the shortfall in income from the Reserve Fund.
FICSA/C/79/D/33	In view of FICSA's financial situation, the FICSA Treasurer should issue invoices for payment of dues in the full amounts. Upon request, however, members shall be allowed to take advantage of the rebate option available for timely payment.
FICSA/C/79/D/34	The FICSA ExCom should instruct the FICSA Accountant to introduce a distinct line in the budget entitled "extrabudgetary contributions", and engage with the membership to provide such contributions.
FICSA/C/79/D/35	The 79th FICSA Council should approve the draft programme and budget for 2026 (FICSA/C/79/PBAS/4) in the amount of CHF 617,100.
FICSA/C/79/D/36	The 79th FICSA Council should approve the scale of contributions for 2026 (FICSA/C/79/PBAS/6).