



Federation of International
Civil Servants' Associations

CIRCULAR

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74TH FICSA COUNCIL DECISIONS

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: Cosimo Melpignano, FICSA General Secretary

For your information, please find attached the Index of Decisions of the 74th FICSA Council. This Index constitutes the Federation's plan of work until the 75th FICSA Council in 2022 where 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.

Starting from the 74th FICSA Council, the decisions are separated into two – those addressed to the FICSA ExCom / Secretariat / Standing Committees, which forms the FICSA Workplan for 2021, and decisions addressed only to FICSA Members and Standing Committees.

Actions for FICSA ExCom / Secretariat / Standing Committees

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Actions for FICSA Members / Committees

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II.	HUMAN RESOURCES MANAGEMENT	3
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X.	JOINT SESSIONS ON FUTURE OF WORK	1
	TOTAL DECISIONS	11

Actions for FICSA ExCom / Secretariat / Standing Committees		
Decision No.	I. LEGAL	Action / Comments
FICSA/C/74/D/1	The FICSA Executive Committee should send a formal letter to all presidents/chairs of member staff associations/unions, encouraging them to secure legal protection insurance through FICSA where possible, and underlining that those FICSA members that signed a contract with Fortuna should be aware of the need to exercise due diligence in controlling ongoing cases, to ensure that no frivolous cases were filed.	
FICSA/C/74/D/2	The FICSA Executive Committee should prepare an updated list of organizations and agencies under the jurisdictions of the ILO Administrative Tribunal (ILOAT) or the United Nations Dispute Tribunal (UNDT)/the United Nations Administrative Tribunal (UNAT) and send it to staff representatives.	
FICSA/C/74/D/3	The FICSA Executive Committee should prepare a letter encouraging FICSA members to ensure that they are consulted by their respective managements on the review of the jurisdictional set-up of the UN common system, and to designate formal focal points to follow up matters relating to the review.	
FICSA/C/74/D/4	The FICSA Executive Committee should consistently advocate the development of overall administrative guidelines on arrangements for remote working, to cover issues relating to, for example, occupational health and safety, teleworking away from the duty station, changes in the terms and conditions of the employment contract, reimbursement of staff expenditures, insurance and post adjustment.	
Decision No.	II. HUMAN RESOURCES MANAGEMENT	Action / Comments
FICSA/C/74/D/5	FICSA and its member organizations should continue supporting the position that the current contractual framework in the UN common system was fit for purpose when participating in the discussions of both the HLCM Task Force on the Future of Work and ICSC. FICSA and its members should continue to dismiss the idea of the UN adopting any precarious contract modalities.	

FICSA/C/74/D/6	FICSA leadership should continue discussions on contract modalities with all stakeholders throughout the year and with FICSA members at the 75th Council, based on the white paper to be developed by the Executive Committee and the Standing Committee on Human Resources Management, using the Standing Committee's research into organizations' use of non-regular personnel.	
FICSA/C/74/D/7	The FICSA Executive Committee should, with the support of the Chair and Vice-Chairs of the Standing Committee on Human Resources Management, produce a one-page document with relevant angles for FICSA to use in negotiations with the HR Network and HLCM on the enabling technologies work stream of the Task Force on the Future of Work.	
Decision No.	III. SOCIAL SECURITY / OCCUPATIONAL HEALTH AND SAFETY	Action / Comments
FICSA/C/74/D/8	The FICSA Executive Committee should maintain a presence on all relevant committees and engage at all levels in discussions related to the subject of staff's mental health and well-being.	
FICSA/C/74/D/9	The FICSA Executive Committee should continue its collaborative efforts with UNJSPF and maintain its proactive participation in the meetings of the UNJSPB Participants' Representatives Group.	
FICSA/C/74/D/10	The FICSA Executive Committee should continue to follow up with the UN Joint Staff Pension Fund Secretariat to provide training for staff representatives on pension-related issues.	
FICSA/C/74/D/11	The FICSA Executive Committee should: <ul style="list-style-type: none"> • encourage staff representatives to join the pension committees of their organizations and to stay informed of developments; and • invite such staff representatives to attend meetings of the Standing Committee on Social Security/Occupational Health and Safety, which would permit it to report updates and developments to FICSA members. 	
FICSA/C/74/D/12	The FICSA Executive Committee should launch a survey to determine standard procedures and best practices in place at the UN level to support staff	

	representatives in their negotiations related to their organizations' medical insurance plans.	
Decision No.	IV. CONDITION OF SERVICE IN THE FIELD	Action / Comments
FICSA/C/74/D/13	The FICSA Executive Committee should continue its active involvement in all the meetings of ICSC and other stakeholders that are held to classify field duty stations according to their level of hardship. Further, in coordination with the FICSA standing committee chairs and vice-chairs and the regional representatives, the Executive Committee should launch a survey on specific issues related to local living conditions at hardship duty stations, taking care that colleagues based in the field, as well as staff representatives at headquarters, would have access to the survey.	
FICSA/C/74/D/14	The FICSA Executive Committee should include questions on local health facilities and services in the survey mentioned above, and provide FICSA members' responses and experience to the ICSC Tripartite Working Group (TWG) on Hardship Classification of Duty Stations, aiming to support an improvement of the assessments of health in questionnaires used in the annual review of hardship classification.	
FICSA/C/74/D/15	FICSA representatives should raise the issue of minimum standards for the security and accessibility in UN common buildings in all fora, including IASMN, as the opportunity arises.	
FICSA/C/74/D/16	The FICSA Executive Committee should work with UN Globe to identify key issues of concern related to security for lesbian, gay, bisexual, transgender, and queer/questioning (one's sexual or gender identity) and intersex (LGBTQI) staff that might be raised during IASMN meetings.	

FICSA/C/74/D/17	The FICSA Executive Committee should request membership in the MEDEVAC Task Force, and support the establishment of a UN-system-wide communications mechanism to ensure that staff improve staff knowledge of the MEDEVAC process, and to ensure that the MEDEVAC processes are adequately included in and aligned with the hardship-classification framework. This should form an information packages for FICSA members based in the field.	
FICSA/C/74/D/18	In view of the discussion of the ICSC mobility framework, the FICSA Executive Committee should ascertain through a survey what mobility policies and processes FICSA members' organizations have.	
Decision No.	V. GENERAL SERVICE QUESTIONS	Action / Comments
FICSA/C/74/D/19	The FICSA Executive Committee should pursue the discontinuation of the use of dual salary scales in case of negative results of the salary survey.	
FICSA/C/74/D/20	The FICSA Executive Committee should; continue monitoring developments related to salary surveys globally, survey FICSA members to identify the duty stations lacking a mechanism for interim salary adjustments between surveys, and conduct research and provide technical assistance on putting forward proposals to establish such interim adjustments.	
FICSA/C/74/D/21	As soon as the methodology for salary surveys was finalized, FICSA should update its training materials and organize training sessions according to the new survey schedule.	
FICSA/C/74/D/22	In view of the impact on staff of digitalization and artificial intelligence (AI), the FICSA Executive Committee should advocate during discussions at high-level fora: <ul style="list-style-type: none"> • equitable access to technology for all staff across the UN system, irrespective of grade or location; • a multidisciplinary approach to this issue by all relevant actors identified by the Executive Committee. 	

Decision No.	VI. PROFESSIONAL SALARIES AND ALLOWANCES	Action / Comments
FICSA/C/74/D/23	<p>The FICSA Executive Committee should:</p> <ul style="list-style-type: none"> (a) prepare, preferably in a tabular format, a document highlighting the differences between the old and the new operational rules agreed, by the ICSC at its 90th session, once ACPAQ adopted it; (b) organize training in the methodology and operational rules for post-adjustment calculation for interested members of the Standing Committee on Professional Salaries and Allowances and share with them the example simulations available; (c) encourage FICSA member organizations to actively participate in and provide input to cost-of-living surveys and related matters. 	
FICSA/C/74/D/24	<p>The FICSA Executive Committee should participate in the discussions of the ICSC TWG and the HR Network, remain vigilant, actively keep the membership informed of the proceedings of ICSC and HLCM on this matter, and seek input from members on any type of proposed contracts that might affect staff benefits.</p>	
FICSA/C/74/D/25	<p>To the extent possible, the FICSA Executive Committee should reject any proposal made by ICSC or HLCM that would negatively affect the conditions of employment and relevant benefits, entitlements and allowances of staff.</p>	

FICSA/C/74/D/26	The FICSA Executive Committee should discuss in detail with affected members in Montréal their specific concerns related to the education grant, with a view to identifying options to raise with the relevant bodies.	
FICSA/C/74/D/27	The FICSA Executive Committee should provide information to member organizations on the status of the changes to the education grant proposed by ICSC, as part of its workplan for 2021.	
Decision No.	VII. STAFF/MANAGEMENT RELATIONS	Action / Comments
FICSA/C/74/D/28	The FICSA Executive Committee should send a standard form, created by a working group of members of the Standing Committee on Staff–Management Relations, to member organizations for completion on a recurring/annual basis. The form would: provide feedback on the status of a staff association’s arrangements within its organization, monitor developments in staff–management relations (deterioration, stability or improvement), help to identify best practices and provide useful statistics.	
FICSA/C/74/D/29	The FICSA Executive Committee should continue to work with the HLCM working group on sharing the costs of securing the release of the staff serving as FICSA’s two full-time officers – President and General Secretary – and encourage members whose organizations were not participating in the agreement to contact the FICSA Secretariat for more information on how their organizations could become part of that agreement.	

FICSA/C/74/D/30	The FICSA Executive Committee should advocate to HLCM and in other fora the consistent implementation across all UN organizations of the best practice of 60 days accrued leave payable upon separation.	
FICSA/C/74/D/31	The FICSA Executive Committee should encourage staff association representatives to be an integral part of their administration's decision-making processes on all alternative/remote working arrangements to ensure the interests of staff are well represented.	
FICSA/C/74/D/32	The FICSA Secretariat should alert the membership to the need for all staff association representatives to ensure they proactively seek information on the financial status of their organizations, in order to play an active role and be part of any potential solutions.	
FICSA/C/74/D/33	The FICSA Executive Committee should collect good practices via a survey developed by the SMR working group on bullying, misconduct, and unethical behaviour.	

Decision No.	VIII. STRATEGIC DEVELOPMENT	Action / Comments
FICSA/C/74/D/34	As the unprecedented circumstances resulting from the COVID-19 pandemic made proposing any changes to FICSA's budget structure premature, the FICSA Executive Committee should monitor budget performance in 2021 and provide an analysis and recommendations for consideration by the heads of delegations before the 75th FICSA Council.	
FICSA/C/74/D/35	The FICSA Executive Committee should survey the membership and use the results to establish a knowledge inventory, which should be updated at least every two years.	
FICSA/C/74/D/36	The FICSA Executive Committee should establish a working group to analyse the causes of staff members' lack of engagement with staff associations/unions and to develop a strategy to help motivate staff to become more involved.	
Decision No.	IX. ADMINISTRATIVE & BUDGETARY QUESTIONS	Action / Comments
FICSA/C/74/D/37	<ul style="list-style-type: none"> • The 74th Council renamed the Terminal Indemnity Fund as the Termination Indemnities and Installation Fund. • The 74th Council would write off a total of CHF 34,000 spent on financial support for legal costs, as these funds would not be recoverable (see document FICSA/C/74/A&B/3 for a detailed explanation). • Further to the 73rd FICSA Council's decision D/34, the 74th Council set up a new Reserve Fund separately, as per the terms of reference defined, and approved the changes to the financial rules proposed in Appendix 2 to Annex 11. • The Council agreed that FICSA should write off the outstanding CHF 2,300 of outstanding membership dues of UNWG Rome, which had resigned its membership. 	<p>FICSA Accountant to reflect all the amount written off.</p> <p>FICSA Accountant to note all the changes made to funds and financial rules.</p> <p>FICSA Secretariat to send Comm to promulgate the changes to the Financial Rules (part of FICSA statutes).</p>

Decision No.	X. JOINT SESSIONS ON FUTURE OF WORK	Action / Comments
FICSA/C/74/D/38	The FICSA Executive Committee should formalize the relationship with the UN International Computing Centre (UNICC).	
FICSA/C/74/D/39	The FICSA Secretariat should organize virtual “Ask the FICSA Expert” sessions on the three work streams of the HLCM Task Force on the Future of the UN System Workforce.	
FICSA/C/74/D/40	The FICSA Executive Committee should propose to HLCM that it develop guidance for the UN common system that is based on the European Social Partners Framework Agreement on Digitalization .	
FICSA/C/74/D/41	The FICSA Executive Committee should continue to raise the importance of the consistent implementation of the UN strategy on mental health across the common system in all fora.	

Actions for FICSA Members / Committees		
Decision No.	I. LEGAL	Action / Comments
FICSA/C/74/M/1	Staff associations should become familiar with the issues at stake and should take note of relevant FICSA communications on the subjects discussed, e.g. FICSA/C/73/D/2 on FICSA Executive Committee’s guidelines on neutral appeal instance process within the internal justice system.	
FICSA/C/74/M/2	Staff associations whose organizations fell under UNAT jurisdiction should insist that staff members have access to full Office of Staff Legal Assistance (OSLA) services, such that OSLA prepares their cases and pleadings for UNAT.	
FICSA/C/74/M/3	Staff associations should ensure that the UN Code of Conduct for Legal Representatives and Litigants in Person was used as a basis for their organizations’ codes of conduct. Should an organization seek to introduce an onerous code of conduct that departed significantly from the UN Code of Conduct, staff associations should consult the Standing Committee on Legal Questions, through the FICSA Secretariat, for assistance in raising objections against it.	
FICSA/C/74/M/4	Staff representatives should be aware of their organizations’ policies on outside activities of staff members, ask for clarification on the criteria for the process of timely review and approval of those activities, and insist on transparent and consistent application of those criteria.	
Decision No.	II. HUMAN RESOURCES MANAGEMENT	Action / Comments
FICSA/C/74/M/5	With the support of the FICSA ExCom, HRM would collect data from the membership on organizations’ use of non-regular personnel, particularly on their geographic representation and educational background. That research would also include analyses of risk and strengths, weaknesses, opportunities and threats (SWOT), focusing on business needs rather than budgetary advantages.	

FICSA/C/74/M/6	HRM would use those data to draft a white paper that would dive deeper into the nature of the international civil servant and present a credible vision for the future working culture and sustainability of the UN workforce. The paper would give data-driven arguments for use by negotiators.	
FICSA/C/74/M/7	FICSA to continue pursuing the conservative stance on the subject vis-à-vis the HLCM as well as the Task Force on the Future of the UN System Workforce that the current contractual modalities available in the UN common system are fit for purpose;	
Decision No.	V. GENERAL SERVICE QUESTIONS	Action / Comments
FICSA/C/74/M/8	Although all LSSC training had been suspended pending the finalization of the review of the methodologies, FICSA members should identify LSSC participants in their organizations and start their training well in advance, at least a year before the date of a salary survey, once the new methodology was approved and the schedule had been made available.	
Decision No.	VII. STAFF/MANAGEMENT RELATIONS	Action / Comments
FICSA/C/74/M/9	FICSA member organizations should take advantage of all available training related to bullying and harassment, including that offered through FICSA.	
Decision No.	IX. ADMINISTRATIVE AND BUDGETARY QUESTIONS	Action / Comments
FICSA/C/74/M/10	The committee recommended that a small group should be set up to review the presentation of the financial statements	
Decision No.	X. JOINT SESSIONS ON FUTURE OF WORK	Action / Comments
FICSA/C/74/M/11	FICSA members should inform the FICSA Secretariat of developments related to the future of work in their organizations.	