



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 78TH SESSION OF THE UNITED NATIONS JOINT STAFF PENSION BOARD (UNJSPB)**

(Virtual meeting, 29 July to 2 August 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

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

On behalf of the Federation of International Civil Servants' Associations (FICSA), I thank you for allowing me to address the Board today and appreciate the continued efforts by the Pension Board to communicate improvements regarding the processing of pensions when our members separate.

FICSA notes that the fund is healthy for the next 50 years at least. The sustainability of the fund depends on the inflow of new participants, so this is important to note and monitor.

FICSA welcomes the Pension Board's townhall of the 3 April which launched the WhatsApp broadcast facility and the updating of the educational booklets providing pension contributors and beneficiaries with information in a clear and concise manner.

FICSA recognizes the paramount importance of the joint efforts undertaken by the Pension Board to manage and secure the welfare of the beneficiaries of the staff pension fund. The dedication and

professionalism demonstrated by the Pension Board in administering the pension scheme are commendable and greatly appreciated by the entire international civil service community.

FICSA represents many of the Specialized Agencies who are also members of the United Nations Joint Staff Pension Fund.

Since the adoption of the Governance Reform package by the Board in July 2021 which was then endorsed by the General Assembly in its [resolution 76/246](#) (Paragraph XIII, page 12), many FICSA members in particular from smaller organizations, raised numerous concerns regarding the lack of representation at Board sessions in particular because of the decision that members without seats with voting rights could not attend the July Board session which is held in-person. Owing to the established rotation schedule, these organizations always feel disadvantaged compared to other colleagues from other organizations who are not affected by these changes except for their Alternates who could not attend unless the principal member is not available.

FICSA is pleased to read that a working group to review previous decisions has been established and would welcome further improvement taking account of the concerns raised.

We continue to reiterate our membership's main concerns, raised by both participants and beneficiaries who have emphasized the importance of maintaining a sustainable and adequate pension scheme that fully reflects the cost of living and economic realities faced by retirees. With increasing life expectancies and uncertain global economic conditions, we urge the Board to take necessary measures to safeguard the long-term sustainability of the pension fund while ensuring the financial security of our members during retirement.

FICSA takes note of the changes in the Benchmarks and from its part will thoroughly review to see if these frequent changes would allow for statistically viable conclusions.

Furthermore, FICSA supports the paper presented by FAFICS on small Pension Benefits and hopes that the concerns raised could be addressed by the Board to identify a practical and stable solution.

FICSA remains firmly 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. FICSA stands ready to support your endeavors and to collaborate towards furthering the common cause of securing the welfare of civil servants worldwide.

Thank you for your time and attention.
