



Coordinating Committee for  
International Staff Unions and Associations

## Intervention on the common system item

New York, 16 November 2021

Excellencies,

Distinguished delegates,

Ladies and gentlemen,

I am honoured to take the floor on behalf of the Coordinating Committee of International Staff Unions and Associations (CCISUA) in order to present our positions on the ICSC report. CCISUA would like to thank the ICSC chair, the Controller and the Vice-chair of the ACABQ for their interventions under this item.

On the revised education grant scheme, CCISUA supports adjusting the sliding scale for the education grant and the boarding lump sum in order to reflect the reality of the fees across the world.

For the option of granting staff who do not bring their dependents a payment in lieu of a settling-in grant at category E family duty stations that are not designated as non-family, CCISUA supports formalizing this payment and extending it to D family duty stations, so as to improve the attractiveness of these duty stations.

On the mobility incentive, we believe that it should be extended to the H duty stations, and we fail to see the link between the mobility incentive and the classification of the duty station. During their careers we need staff to move between H and field duty stations, not just within the field.

Distinguished delegates,

The 2021 cost-of-living survey cycle is coming at a time when patterns of consumption remain heavily disrupted due to Covid and are still in a phase of

transition. Measuring spending patterns today will not provide useful data on which to compare cost of living between duty stations in the coming five years. For this reason, the ICSC agreed feasibility criteria at its 91<sup>st</sup> session. We asked that this be adhered to. While we are aware that the common system's existence is threatened by the existence of two post-adjustments in Geneva, we believe the threat to the integrity of the post adjustment system posed by conducting surveys at this time is much greater and urge extreme caution.

On the age distribution of the workforce, CCISUA welcomes the decision by the ICSC to encourage the recruitment of young professionals and to financially support internships and similar programmes for candidates from developing countries.

This brings us to the issue of the geographical diversity to which CCISUA attaches a great importance. Ensuring a better geographic diversity could be a means to combat the racism that exists within the organizations. Due to the complexity of the issue, CCISUA sees a merit in establishing a working group at the ICSC level to look into the appropriate ways of dealing with this issue.

For gender parity, CCISUA is pleased to note the progress achieved in that regard even though more efforts are still needed. CCISUA would like to reiterate the importance of ensuring a definition of gender that covers all sexual orientations within the workforce.

CCISUA would like to recall in that regard the importance of upholding article 101.3 of the Charter when implementing strategies or policies that aim at promoting age, geographic and gender diversity.

On compliance with ICSC decisions, CCISUA believes that the ICSC would benefit from a reform of its functioning so that all involved parties, i.e. the organizations and the staff federations would be part of the decision-making process. CCISUA does not believe that the existence of two tribunals, namely the ILOAT and the UNDT is the main cause of the non-compliance with ICSC decisions and would like to reiterate its attachment to the independence of the judiciary system within the common system.

Finally, and even though CCISUA is aware that the compensation package is not open for discussion, CCISUA believes that the changes in the step periodicity, the discontinuation of the accelerated home leave, except at category D and E duty stations not falling within the rest and recuperation framework, the discontinuation

of boarding assistance and of mobility incentives at category H duty stations, as well as the changes in the admissible fees within the education grant scheme might negatively impact the attractiveness of the package at a time when the UN has to attract the most qualified candidates in order to best face the current global challenges. CCISUA believes that any assessment or any decision in relation to the compensation package should be evidenced-based and that cutting staff costs isn't the best way to reduce operational cost of the organizations.

Allow me to conclude by fully subscribing to the intervention of the two sister federations, FICSA and UNISERV, and to reiterate our unequivocal support for the common system and in particular the current contractual framework that the ICSC endorses and which we view as being fundamental for the international civil service.