



STATEMENT BY  
THE FEDERATION OF INTERNATIONAL CIVIL SERVANTS' ASSOCIATIONS  
(FICSA)  
TO THE FIFTH COMMITTEE OF THE UNITED NATIONS GENERAL ASSEMBLY  
AT ITS 76<sup>th</sup> SESSION

(New York, 16 November 2021)

Delivered by the President of FICSA, Ms. Tanya Quinn-Maguire  
**PLEASE CHECK AGAINST DELIVERY**

Mr. Chairman,

Distinguished Members of the Fifth Committee,

Thank you for the opportunity to address this meeting on behalf of the Federation of International Civil Servants' Associations.

Mr. Chairman, on behalf of the FICSA Executive Committee, please accept our congratulations to you and other Bureau members on your appointment.

The responsibility of bringing the voices of the thousands of UN staff members represented by FICSA to your attention weighs heavily. It would be remiss of me not to frame my remarks today in the context of the ongoing COVID 19 pandemic and its continuing impact on the socio-economic climate.

I am sure that I don't need to remind you, distinguished delegates, of the effects of the past 20

months on every individual globally: the people you represent, and the staff we represent. However, despite the harsh realities of recent times, UN staff, like their peers the world over, have continued to ensure that their organizations did not stop delivering on their mandates to the people we serve.

FICSA has continued to maintain a constructive dialogue with the ICSC Secretariat and with the distinguished members of the Commission. We thank Mr. Djacta for his presentation of document A/76/30 and for enabling a healthy exchange of opinions from all stakeholders during ICSC meetings.

We strongly believe that the education grant is an essential element of a modern and comprehensive compensation package. It remains an important tool to ensure equitable geographic distribution and to continue to attract and retain a global workforce that ensures an Independent International Civil Service with the highest standards of efficiency, competence, and integrity, to deliver on the mandates of the Organizations of the UN Common System. FICSA expresses full support for the proposed adjustment outlined in paragraph 85 of document A/76/30 with regard to the sliding scale and strongly agrees with the proposal to increase the lumpsum boarding assistance as originally recommended by the ICSC to the General Assembly in 2019.

My UNISERV colleague will go into more detail on the issue presented under item 4 of document A/76/30, related to the non-family service allowance to staff members with eligible dependents at duty stations with a hardship classification of E. FICSA joins our sister Federations in strongly encouraging this Committee to recommend to the GA that the measure be formalized, and that due

consideration is given to the original Commission proposal to also extend the scheme to category D duty stations.

FICSA was an active participant in the recent ICSC working group on the contractual framework. In the context of the “Future of Work” debate, there was a robust discussion with all stakeholders, and we are pleased to report that the outcome was in line with the position long-held by all three staff Federations that the current contractual framework remains fit for purpose. We will of course continue to work with our partners to ensure a consistent and transparent implementation across the UN common system as well as how to improve the framework, if necessary, going forward.

FICSA is happy to note that the United Nations Joint Staff Pension Fund continues to be in a very healthy situation to fully discharge its obligation to provide retirement, death, disability, and related benefits to over 215,000 staff: a great reassurance for any workforce in these difficult times. In this context, we support the recommendations related to the Pension Board and, in particular, the proposed Ethics policy and amendments to its Regulations and Rules.

Mr. Chair, distinguished delegates, our members fully understand the economic reality of the world that we live in and the responsibility you have to ensure the careful management of the financial resources allocated to common system organizations. All your governments have committed to supporting the UN Charter. The staff of our independent International Civil Service are the people who work to fulfil our collective commitments. We hope that members of this Committee will understand that, rather than a burdensome cost, the recommendations before you represent a

modest investment that helps to ensure that the UN Organizations' most valuable asset, staff, continue to be fit for purpose and continue to ensure that our Common System delivers to the people we serve.

Thank you for your attention and I wish you all the best in your continuing deliberations.

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