
FICSA/C/78/Plenary/CRP.1

Paris, 27 January 2025

Provisional agenda item 11(a)

Monday 3 February, 14:00 to 15:45

Joint Session: Review of the Compensation Package

Break Out Sessions into Working Groups.

As part of the FICSA Executive Committee's ongoing consultation with you, which began at the 76th Council when the Review of the Compensation Package was announced, continued during the 77th Council, discussed during the quarterly Heads of Delegations meetings and Task Force on Compensation Package Review with FICSA Members and Heads of Delegations, on the ongoing Review of the Compensation Package, FICSA will simulate a real week-long ICSC Working Group into 90-minute model discussions.

1. The objective:

- Brainstorming / data gathering on the various topics impacting staff,
- Giving FICSA members the experience and exposure of being a part of the Comprehensive Review of the Compensation Package.
- At the same time, members can put themselves in the positions of the various stakeholders and see from various perspectives and points of view – and how to counter them.
- This will strengthen FICSA's positions on the various items being reviewed. The output of this break-out session will feed into discussions at the various Standing Committees.
- The exercise will be in line with the scope of the review of the compensation package as requested by the UN General Assembly: "To conduct a general overview of the structure of the current compensation package, analyzing the rationales of various elements and existing practices, and identifying links among them. To explore ways to enhance the flexibility of the compensation package in order to accommodate the diverse mandates and operational requirements of the organizations"

2. The groups:

Delegates can choose to participate in one of the four working groups below:

- **Working Group 1: Overarching and overall guidance for the review.**
- **Reference document:** [A/79/30 – page 74 onwards](#) (public document), [ICSC WG1 presentation](#) (restricted document – not to be shared outside of FICSA meeting)
- Wadzi / Simone will present on the items reviewed by WG 1
- Working Group members will provide input on the items being reviewed:

- From upcoming 2nd meeting of WG1:
 - Recruitment and retention in the UN Common System
 - Measures for staff and family members with disabilities
 - Implications of remote working arrangements on compensation
- From first meeting of WG1 in 2024:
 - Analysis of cohesion, perceived overlaps and flexibility of the package
 - Multilingualism
 - Remote working and compensation considerations
 - Pay & performance
 - Non-financial incentives
- **Working Group 2: Family/Dependency-related elements, including Education Grant.**
- **Reference document:** [A/79/30 – page 80 onwards](#) (public document), [ICSC WG2 presentation](#) (restricted document – not to be shared outside of FICSA meeting)
- Irwan / Mino will present on the items reviewed by WG 2
- Working Group members will provide input on the items being reviewed:
 - Dependency allowances
 - Education Grant
 - Early childhood education and care
- **Working Group 3: Allowances and Benefits related to service in the Field.**
- **Reference document:** [A/79/30 – page 86 onwards](#) (public document), [ICSC WG3 presentation](#) (restricted document – not to be shared outside of FICSA meeting)
- Steven / Sasha will present on the items reviewed by WG 2
- Working Group members will provide input on the items being reviewed:
 - Overview of classified UN Duty stations across the world (hardship system)
 - Overview of the assessment of the previous compensation review (2021)
 - Field Related Entitlements (rationale, eligibility, current amounts, limitations)
 - Data considered by the WG (Global Staff Survey, input from organizations)
 - Considerations of the elements of the field package
- **Working Group 4: Budgetary and finance situations in organizations ([non-ICSC but was discussed in the last HLCM](#)).**
- **Reference document:** [CEB/2024/5](#)
- Silvia / Jerome will present on the items reviewed by WG 4
- Working Group members will provide input on the strategic items below:
 - Understanding the situation in various organizations
 - Impact of withdrawal of funding from member states
 - Alternative way forward such as exploration of new financing mechanisms and approaches to engaging non-traditional donors.
 - Dealing with adverse reaction from ICSC and UNGA on any decisions with budget implications, i.e. positive salary surveys, changes in base salary etc.

3. Role and Composition of Working Groups:

Each working group usually comprises of the following stakeholders. In this limited 90-minute slot, do your best to play the role of one of these stakeholders – put yourself in their shoes, try to identify how commissioners representing member states would argue for cost containment, bringing the concerns of their taxpayers. Try to imagine how organizations' HR representatives try to bring their strategic and operational needs to the table – in order to achieve your organization's mandate with the limited budget and resources at hand, and the Staff Representatives defending the conditions of service of staff.

- **ICSC Chair (also chairs the Working Group).**

A senior diplomat appointed by the UN General Assembly, usually at the Ambassador level, in a personal capacity to neutrally chair the session.

- **ICSC Vice-Chair**

Assists the Chair in chairing the WG and ensuring impartiality and that all participants are treated equally.

- **ICSC Secretariat (leading the discussion, showing presentations, etc.)**

The ICSC Secretariat usually comprises the Executive Secretary, one of the three Chiefs of Divisions (COL, SAD, and HR), and resource persons/experts.

Presents materials on the topic, writes the report, and presents the recommendations to the ICSC Session.

- **Representatives of the Organizations**

HR Directors or their representatives - HR Managers or HR Specialists. Brings the perspective from the operational needs, mandate, and specific nature of each organization to the table.

- **Representatives of the Staff Federations.**

Technical experts or Presidents / Vice-Presidents of the Staff Federations. Bring the views of staff to the table – through expertise, research, and carefully prepared position(s) and evidence.

- **Commissioners, from various Member States in their personal capacity.**

Independent, neutral technical experts appointed by the UN General Assembly from Member States. During ICSC Sessions, they are the sole decision-makers; however, during Working Groups, all participants are considered equal and can discuss/argue/present/sway the consensus in different directions.

The main strategy is to try and change the Commissioner's views during the Working Group to accept the Staff Federation's positions, which would help us when all the Commissioners gather and decide during the ICSC Sessions in Spring and Summer.

To help you visualize, please find the layout of the Working Group 2 meeting that took place in April 2024 below:



4. Instructions:

Click on the link below and insert your name in an empty, unclaimed space in the role you would like to play in the Working Group you are interested in. Do your best to play that role convincingly!

<https://docs.google.com/spreadsheets/d/1mPsrhEDaJrRFokEPUn3oP7esFPXkDCfm5eQe1hO75UQ/edit?usp=sharing>

5. Deliverables:

At the end of the session, FICSA should have greater clarity on how each of these topics being reviewed impact staff, what position it should take to advocate for staff at the ICSC level, strategies to defend the position, data/evidence/stories from lived experiences, and continued engagement with FICSA members through meetings with Heads of Delegations, Task Force and so on.