



**Speech of CCISUA President, Ms. Prisca Chaoui,
to the 94th session of the ICSC**

Paris, 11 July 2022

Mr. Chair,

Allow me first of all to express our gratitude to you and to the ICSC staff for having arranged for this in person meeting, which is hopefully an indication that we are soon back to normal. The return to normalcy is an excellent news for the staff CCISUA represents and who have delivered on the mandates of the organizations with dedication and commitment despite serious challenges induced by the pandemic and dire security contexts such as in Afghanistan and Ukraine. We would like to pay tribute to all of them and salute the ICSC for its work in order to preserve staff conditions of services.

CCISUA would like to commend the ICSC staff for the excellent documentation that has been made available for the present session. The agenda before us contains important items for which CCISUA will provide detailed comments in due time. This being said, allow me to make some preliminary general comments.

On policy matters:

CCISUA welcomes the review of both the framework for human resources and the standards of conduct for international civil service in order to reflect the changes and challenges of current times, which have altered the way the common system organizations operate and deliver.

CCISUA congratulates the ICSC for having put the issue of multilingualism on its agenda since multilingualism reflects the diversity of the UN workforce. CCISUA believes that both monetary and non-monetary incentives should be put in place to foster multilingualism. For example, knowledge of additional languages can be used in the exercise of granting of continuing appointments or for mobility purposes, to name a few examples.

For the parental leave, CCISUA commends the ICSC for recognizing the urgent and crucial need for parental leave policy reforms, given that maternity leave policy has not been reviewed for over 40 years and paternity leave since its adoption nearly 20 years ago. CCISUA believes that there is a need for a unified parental leave so as to ensure a modern, inclusive, enabling, and empowering work environment for current and future workforce. While CCISUA understands that the financial implications are an important factor to be taken into account, it believes that they shouldn't hinder the urgent need for reform of the parental leave.

On salaries and entitlements:

For the 2021 baseline cost-of-living surveys at Headquarters duty stations, CCISUA urged its member staff unions to collaborate fully with the ICSC despite its initial reservations regarding the timing of the surveys. However a number of concerns remain and CCISUA will mention them in details under the relevant agenda item.

Regarding the review of the salary survey methodologies, while CCISUA is in overall agreement with the outcome reached by the Working Group dedicated to this issue, we would like to underline the importance of keeping in mind that the use of external data should remain a pilot project that will be reassessed at the end of the cycle prior to its final integration in the methodology.

For the children allowances, CCISUA regrets that they haven't been updated since 2011 despite the various attempts by the Commission. CCISUA believes that changing the methodology for the calculation of these allowances might appear tempting as it allows for substantial savings, but isn't convinced that this is best way to secure the increase of the allowances.

Regarding the standards of accommodation for air travel, CCISUA welcomes the proposals made by the ICSC mainly for the harmonization of these standards among the UN common system organizations and for the revision of the criteria for determining the class of travel taking into account the travel time, including layover, and the time of arrival.

CCISUA looks forward to working in a constructive manner with the members of the Commission and the representatives of the organizations during this session, in order to reach successful outcomes that preserve the interests of the common system organizations and its staff.

Before concluding M. Chair, CCISUA would like to kindly ask the ICSC to consider a formal proposal to add an item to the agenda of the upcoming session of the ICSC, in relation to the conditions of services of National Officers. A formal request will be sent to that effect to the secretariat of the ICSC.
