

UNITED NATIONS



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INTERNATIONAL CIVIL SERVICE
COMMISSION

COMMISSION DE LA FONCTION
PUBLIQUE INTERNATIONALE

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Office of the Chairman

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Reference: ICSC

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Dear Colleagues,

I am humbled and honoured to assume the position of Chairman of the International Civil Service Commission. I am fully aware of the significant role that the ICSC plays in programme delivery of organizations of the UN common system as well as in the lives of staff members and their families as the ICSC's mandate covers all aspects of staff employment conditions.

The UN common system is not immune to the global changes in the labour market and the way of doing work including modern methods, nor to the funding limitations that Member States continue to impose. At the same time, the achievement of the sustainable development goals and Secretary-General Guterres's focus on delivery in the field require a compensation package that attracts from different Regions in the World, the best and the brightest staff, to a multitude of geographical locations, many difficult, some dangerous. After a decade of austerity, it is important that organizations are able to enhance staff satisfaction and moral and maintain their capacity of engagement and commitment.

I am conscious that the ICSC's continued relevance depends on the support, not only of Member States, but also of staff and organizations. The ICSC needs to engage in a more meaningful way with staff union federations and the Chief Executives Board, both to render a positive impact, but also to rebuild trust. I will focus my energy on this, particularly in light of two important items on our agenda: a review of the post adjustment system, to make it more stable and predictable, and a review of compensation for locally-recruited staff, recognizing the increasingly requirements and technicality of the system and the nature of work.

Finally, we all have the right to a serene, calm and fulfilling workplace free from bullying, discrimination, harassment, or abuse of power of any kind. These issues directly relate to the Standards of Conduct which fall under the mandate of the ICSC. I see a real urgency in creating a

To: All Staff Members of the UN Common System

positive culture that supports inclusivity and equality within the organizations of the common system, including the ICSC secretariat. I am proud that the ICSC's revised diversity framework was adopted by the General Assembly and take this opportunity to affirm my total commitment to ensuring the Secretary-General's zero tolerance policy on sexual harassment is effectively implemented across the system.

I look forward to working with you towards reaching our shared values and goals in 2019 and beyond, through meaningful, inclusive dialogue and ensuring the ICSC better understands the challenges you face daily on the ground while you serve Peace and Development in the world.

I wish you and your families a happy, healthy and successful New Year!

Sincerely,

Larbi Djacta