

## 2023 ICSC Global Staff Survey on Compensation Package

### Frequently Asked Questions (FAQs)

**Q1: What is the purpose of the 2023 ICSC Global Staff Survey on Compensation Package?**

The purpose of the 2023 ICSC Global Staff Survey (hereinafter “the survey”) is to identify specific issues with the present compensation system from the perspective of the staff. This is a perception survey aimed to gauge engagement of the UN staff members and their perceptions about the compensation system. The questionnaire is available in English, French and Spanish, building upon the 2019 ICSC Global Staff Survey to ensure maximum comparability between the two points in time, while updating some areas as needed. The draft has been shared with organizations and staff federations for comments prior to its finalization. The results of the 2023 global staff survey will be presented to the Commission and to the General Assembly and would serve as important guidance for ensuring a comprehensive and holistic nature of the compensation review.

**Q2: Who can participate in this survey?**

All active [United Nations Common System](#) staff members, in all categories, with the participating organization’s email who receive the survey link and password from their Focal Point will be able to participate. They should follow the instructions in that launch message to complete the Survey.

**Q3: Who is Vendor for the survey?**

The survey is administered by a third-party vendor, [Agenda Consulting](#), a UK-based research company which has been contracted to partner with ICSC secretariat in administering this survey.

**Q4: Are my responses to the survey confidential?**

Yes, responses to the survey are confidential. Responses will only be used to compile aggregate reports and ICSC will only have access to reports on groups with a minimum of 7 respondents. A third-party vendor, Agenda Consulting, is the only entity seeing the raw survey data. Agenda Consulting is committed to protecting the privacy and security of your personal information. You can read this [Privacy Policy](#) privacy policy for important information how the data is collected and stored.

**Q5: How long will it take to complete the survey?**

On average, the survey can be completed in about **10 - 15 minutes**. It is a "smart survey" with embedded branching logic throughout for a personalized experience and efficient completion. The final section includes open ended questions where you can provide any additional comments you may have.

**Q6: Can I save, re-enter, or revise questions within the survey?**

Yes, the survey may be completed in sections, and you can re-enter and revise all responses up until you submit the survey. To re-enter the survey and pick up where you left off, you will need your unique password which is provided immediately after your initial log-in to the survey. There is only one opportunity to record this password, so please make sure you save it if you plan to complete the survey in more than one sitting. No edits can be made following submission.

**Q7: How long will the survey be open?**

The survey will close on **31 October 2023**.

**Q8: Can I complete the survey on a mobile device?**

Yes, the survey platform is configured to work on mobile devices such as phones and tablets.

**Q9: Will reports be generated as a result of the survey?**

Yes, reporting will be prepared at the aggregate level. Each participating organization will receive a report aggregating responses from their respective staff members who completed the survey. For an example of how the survey data might be used, you can refer to the 2021 Annual Report of the International Civil Service Commission contained in document [A/76/30](#) available on the ICSC website, which contains some results of the last ICSC Global Staff Survey conducted in 2019.

**Q10: When can we expect to find out the results of the survey?**

The survey reports are expected to be available 2-3 months after the Survey closes, for the consideration by the Commission at its spring session 2024, and thereafter by the General Assembly in the fall of 2024. Please check the ICSC website for information in due course.

**Q11: Who do I contact if I have any questions about the survey?**

For technical queries, contact Agenda Consulting via the “Help” function in the Survey. For any other questions, please contact your entity’s Survey Focal Point(s).

**Q12: Where can I find more information about the United Nations Common System Compensation package and various compensation elements addressed in the survey?**

All facets of the UN common system staff employment conditions are covered by the Commission’s mandate. The [ICSC website](#) contains a wealth of important and useful information and all staff members are encouraged to familiarize themselves with it. The [ICSC Library](#) contains publications pertaining to [Salaries, Allowances and Benefits](#), a [Guide to the Mobility and Hardship Scheme and Related Arrangements](#) (i.e. the field package), and the [Post Adjustment System](#) ; as well as the general [FAQs](#).