

**STAFF UNION BULLETIN**  
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**Coordinating Committee for International Staff Unions and Associations  
of the United Nations System (CCISUA)**

**24<sup>th</sup> General Assembly (Addis Ababa, 27-29 April 2009):**

**Financial Crisis: No Excuse to Reduce Condition of Service and Security of Staff**

**29 April 2009, Addis Ababa** – “The global financial crisis and the conflicts that continue to erupt in various parts of the world need a stronger United Nations and a motivated and well-resourced international civil service.” say the members of the Coordinating Committee for International Staff Unions and Associations of the United Nations System (CCISUA) who met in Addis Ababa for their 24th General Assembly. CCISUA is a Federation of fifteen member unions and associations, representing nearly 34,000 staff in the Secretariat, Regional Commissions, Funds, Programmes and Specialized Agencies across the UN system.

“The economic, political and social instability that is affecting the world’s citizens – and that calls into action the organizations which make up the United Nations common system – also has a direct impact on the well-being of UN staff and their families,” says CCISUA President, Chris Land-Kazlauskas. Rising costs of food and basic commodities, increasing precarious employment, and differences in treatment between international and national staff as regards security policy were raised as glaring examples of difficulties faced by many UN Staff.

***Job Security – One of the Pillars to an Independent International Civil Service***

Employment security, represented by the possibility for qualified staff to make a career in their respective organization was seen by the assembly as increasingly inaccessible to many in the international civil service. The Resolution on Human Resource Management, and the new contractual framework approved by the General Assembly in December 2008 was intended as a step towards the United Nations “delivering as one,” However, CCISUA members have raised serious concerns regarding the termination of contracts and the expectation of renewal after years of continuous service. The participants at the General Assembly were faced with numerous examples of staff who have worked in the UN for years without pension, health insurance or any other form of social security, and who feared that they could now be disposed of from one day to the next.

### ***Exchange with the International Civil Service Commission***

Issues such as the GS salary survey, post-adjustment calculation, work-life balance, end of service payments and contractual arrangements were raised in a session with Mr. Kingston Rhodes, Chairman of the ICSC. In his opening remarks, Mr. Rhodes stated “We share the same ideals - to improve the conditions of service of the staff of the United Nations - to create workplaces where employees feel a sense of pride because they work for an organization with which they can identify, leaders they trust and respect and are performing job for which they are suited and in which they can grow. We believe that motivated staff translates to solid outcomes, efficiency and innovation.” Following a similar session with the Vice-Chairman, Mr. Stoeckl during the XXIII General Assembly, the membership noted its appreciation for the frank exchange, and hoped that it would become a regular agenda item.

### ***Preparations for the Staff Management Coordination Committee***

In preparation for the upcoming session of the Staff-Management Coordination Committee (SMCC), CCISUA members discussed many of the agenda items, including the new contractual framework, performance management and the implementation of the new system for the Administration of Justice in the UN Secretariat. The session provided an opportunity to brief all CCISUA members of the main questions which were to be addressed, and shaped the positions which would be taken by staff representatives at SMCC.

### ***Staff Safety and Security***

Staff safety and security was the subject of a videoconference with the Special Assistant to the Under-Secretary-General for Safety and Security, Ms. Anne-Marie Pinou. The session was dedicated to an in-depth exchange on the progress of the Operational Working Group and the High-Level Steering Committee on Staff Safety and Security in implementing the recommendations outlined in the report of the Independent Panel on Safety and Security of UN Personnel and Premises Worldwide (the “Brahimi report”). CCISUA renewed its call to ensure that the UN protect all of its employees during times of crisis, that no programme be implemented without security and that no security could be guaranteed without resources.

### ***HIV/AIDS in the UN Workplace***

Recognizing the importance of fighting HIV/AIDS in the UN Workplace, CCISUA signed a partnership agreement with UN Plus, a global group of UN staff working to raise the voice of HIV positive staff. This agreement is intended to outline the collaboration between CCISUA and UN Plus towards strengthening the organizational response to the AIDS epidemic and accelerating progress towards responding to the epidemic in the workplace to the benefit and welfare of the staff members. More information on the partnership can be found in the Staff Union Bulletin N° 1397 (<http://www.ilo.org/public/english/staffun/info/bulletin/index.htm>).

### ***Programme for 2009-2010 adopted***

CCISUA members developed and adopted a Programme of Work for 2009-2010 which focuses on specific deliverables in the areas of:

- Salaries and Benefits
- Pensions
- Security Safety and Health
- Performance Management
- Mobility
- Legal Issues
- Renewal of the Federation

Specific details on all of the above items, including the Programme of Work, will be outlined in the Report of the XXIV CCISUA General Assembly, which will be made available shortly.

### ***Reelection of the CCISUA Bureau***

The General Assembly unanimously re-elected Christopher Land-Kazlauskas, President of the ILO Staff Union, as its President.

Kris Tengpratip, UNESCAP Staff Union, Stefano Berterame, UNSU Vienna, and Rita Wallace, UNICEF GSA, were elected 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> Vice-Presidents respectively.

Guy Avognon, UNHCR Staff Council was elected CCISUA Treasurer.

### ***Solidarity with ICTY and ICTR***

The membership of CCISUA once again raised concern at the lack of measures for the 2,000 staff facing downsizing at the two tribunals. CCISUA strongly believes that Member States as employers have a social responsibility to their workforce, some who have served more than 15 years for the organization. The Assembly expressed its regret at the fact that no measures were forthcoming from the Administration, the ICSC or the Member States themselves, and approved a series of measures to raise the profile of these important issues.

For more information, please contact Mr. Stefano Berterame, 2<sup>nd</sup> Vice President ([stefano.berterame@unvienna.org](mailto:stefano.berterame@unvienna.org))

*CCISUA is a Federation of Staff Unions and Associations representing over 33,000 staff in 15 organizations across the UN Common System. These include: ECA Staff Union, ECLAC Staff Council, ESCAP Staff Council, ESCWA Staff Council, International Staff Association of UNESCO, Staff Union of the ICC, Staff Union of the ILO, Staff Union of UNIDO, UNHCR Staff Council, UNICEF Global Staff Association, UN-ICTR Staff Association, UN-ICTY Staff Union, UN Nairobi Staff Union, UN Staff Union – Vienna, UNU Staff Council*