

**Second Inter-Union Symposium
for Staff Associations & Unions
of the
United Nations Common System
(ILO HQ, 21-23 September 2005)**

The Inter-Union Symposium

Mindful of the on-going UN reform process, aimed at improving the operational activities of the United Nations family of organizations, aimed at facilitating the delivery of services to their constituents, as underlined in paragraph 169 of GA Doc A/60/L.1;

Fully endorsing the call for transparency, accountability and the need for adequate resources, proposes that staff representatives collectively reconfirm their commitment to effective collaboration to identify goals and achieve measurable aims with the relevant bodies (e.g. individual organizations, HLCM, HRNetwork and ICSC).

Also mindful of the need for staff representation across the United Nations system to strengthen their organization and capacities in order to work towards achieving, for all the United Nations staff, “conditions conducive to social dialogue” *

Recognizing the need for particular expertise, proposes that all concerned staff representative bodies work together.

Further recognizing the need for appropriate means to ensure continuous effective cooperation, under the leadership of CCISUA and FICSA, staff representative bodies will

- Identify required expertise
- Assess availability of such expertise
- Make adequate provisions to respond to needs (e.g. training programmes, use of expertise etc.)
- Share experiences and resources whenever necessary

Proposes that staff representatives, under the guidance of CCISUA and FICSA commit themselves to cooperate with all parties to achieve these reforms, through regular contacts between staff representations, with the purpose of identifying the ways and means of creating a *modus operandi* resulting in the identification and achievement of common organizational goals and challenges.

To do so, the Inter-Union Symposium will,

- Maintain annual and/or biannual contacts
- Consider targeted themes of major interest to a majority of staff representative bodies, including the agendas of above-mentioned relevant bodies
- Harness available resources from interested participants
- Establish relevant programmes

Proposes that CCISUA and FICSA commit themselves to continuing their current cooperation and to enhancing their future work together in addressing relevant bodies as well as in coordinating the input of the staff representational bodies to achieve the aims enumerated above.

* See [Resolution](#) submitted to the 92nd session (2004) of the International Labour Conference concerning the Application of international labour standards to international civil servants.