

**SYMPOSIUM ON THE FUTURE OF STAFF UNIONS AND ASSOCIATIONS  
IN THE UNITED NATIONS COMMON SYSTEM,  
UN HEADQUARTERS, NEW YORK  
(1 – 3 December 2003)**

*Statement of Agreed Principles by Staff Representatives  
at the Symposium on the Future of Staff Unions and Associations in  
the UN Common System, 1 – 3 December 2003, UN Headquarters,  
New York*

The world has dramatically changed. The United Nations is in the process of reform which presents a new challenge for the staff of the Organization.

In view of this evolution, the staff associations and unions of the United Nations Common system, who met at a symposium in New York from 1 to 3 December 2003, are committed to close cooperation and support for the creation and development of actions towards:

1. Ensuring that measures are put in place against the improper use of certain types of contractual arrangements;
2. Ensuring that maximum protection is provided for the safety and security of all staff of the United Nations;
3. Ensuring the respect of the right to staff representation;
4. Protecting international civil servants against arbitrary decisions relating to the working conditions;
5. Ensuring that the Noblemaire and Flemming principles are strictly upheld;
6. Guaranteeing the right of all staff members to suitable social protection, including but not limited to, family, health, and vocational risks;
7. Defining career development policies for all staff in particular within the framework of mobility and work/life issues.

As a first step in this direction, we have decided to explore together the issue of unity in action through the establishment of a working group, to explore draft practical proposals, as a proactive measure. The working group should produce its proposals by 31 May 2004. We will explore the possibility of holding a meeting similar to this symposium at that time.

New York, 3 December 2003

The following staff unions and associations have agreed on and support the  
aforementioned principles:

ECLAC Staff Association  
ESCAP Staff Council  
FAO Field Staff Association  
Field Staff Union  
ICAO Staff Association  
ICTY Staff Union  
ILO Staff Union Committee  
International Staff Association of UNESCO  
ITC/ILO Executive Committee  
Nairobi Staff Union  
Staff Association of the Secretariat of the Convention on Biological Diversity  
UNDP/UNFPA/UNOPS Staff Association  
UNHCR Staff Council  
UNICEF Global Staff Association  
UNICTR Staff Association  
United Nations Staff Council at Vienna  
United Nations Staff Union, New York  
UNOG Staff Coordinating Council  
UNU Staff Council  
WIPO Staff Association