



Inter-Union Symposium
for Staff Associations and Unions
of the United Nations Common System
(ILO headquarters, Geneva, 21-23 September 2005)
INFORMATION NOTE

Context

- The ICSC and ICSC reform: nonconformity of the human resources management practices implemented in agencies to the Charter of the United Nations.
- The lack of union power recognized as such within the common system.

Objective of the Symposium

1. To bring the attention of the United Nations General Assembly to the incompatibility of some decisions that have been taken with upholding a public service for the common system and respect of the Charter.

- The presentation of ideological tools: fundamental requirements to establish the partnership between unions and administrations
- The presentation of legal instruments: identification and modification of practices, which do not comply, with the notion of an international civil service or the public service ethic.

2. To raise the awareness of the associations and unions represented at the Symposium of the level of union representation in the common system, which is well below that provided for in the code of conduct and that enabling actual participation in discussions on employment and working conditions. The room for manoeuvre and available means to deal with this situation will be discussed.

Ad hoc workshops will be held in conjunction with the Symposium in order to develop issues relating to the objectives set by participants (pensions, classification, negotiation, salaries, etc.).

End product

- The adoption, publication and distribution of a joint charter of demands concerning the fundamental labour rights of staff in the United Nations family, signed by all staff of the common system and presenting the United Nations General Assembly with the need to take action; it will also establish time limits.
- The establishment of a guide for the representatives of staff within the United Nations system, explaining the means at their disposal, when needed, to take action (demonstrations, the media, social protests, lobbying, meetings, posters, speeches, etc.).