

STANDARDS OF CONDUCT – OBLIGATIONS, BUT ALSO RIGHTS

- 1. The United Nations and the specialized agencies embody the highest aspirations of the peoples of the world. (...)**
- 2. The international civil service bears responsibility for translating these ideals into reality. (...)**
- 3. The values that are enshrined in the United Nations organizations must also be those that guide international civil servants in all their actions (...)**
- 4. International civil servants should share the vision of their organizations. (...)**
- 5. The concept of integrity (...) embraces all aspects of behaviour of an international civil servants (...)**
- 6. Tolerance and understanding are basic human values. (...)**
- 7. (...) The need for a cooperative and understanding attitude towards international civil servants of other United Nations organizations (...)**
- 8. (...) international civil servants must remain independent of any authority outside their organizations; their conduct must reflect that independence. (...) International civil servants should be constantly aware that through their allegiance to the Charter and the corresponding instruments of each organization, member States and their representatives are committed to respect this independent status.**
- 9. Impartiality implies tolerance and restraint (...)**
- 10. (...) international civil servants (...) must at all times maintain a broad international outlook and an understanding of the international community as a whole.**
- 11. (...) Conduct that furthers good relations with individual member States and that contributes to their trust and confidence in the secretariat strengthens the organization and promotes its interest.**
- 12. International civil servants who (...) at any time consider that such instructions threaten their independence, they must consult their supervisors.**
- 13. An international outlook (...) implies respect for the right of others to hold different points of view and follow different cultural patterns. (...)**
- 14. Freedom from discrimination is a basic human right. (...)**
- 15. Managers and supervisors are in positions of leadership and it is their responsibility to ensure a harmonious workplace based on mutual respect; they should be open to all views and opinions and make sure that the merits of staff are properly recognized. They need to provide support to them; this is particularly important when they are subject to criticism arising from the carrying out of their duties. Managers are also responsible for guiding and motivating their staff and promoting their development.**
- 16. It is natural for managers to be seen as role models and they have therefore a special obligation to uphold the highest standards of conduct. (...).**
- 17. It is naturally incumbent on managers and supervisors to communicate effectively with their staff and share information with them. (...)**
- 18. (...) They should not follow verbal or written instructions that are manifestly inconsistent with their official functions or that threaten their safety or that of others.**
- 19. It must be the duty of international civil servants to report any breach of the organization's rules and regulations to a higher level official, whose responsibility it is to take appropriate action. An international civil servant who makes such a report in good faith has the right to be protected against reprisals or sanctions.**
- 20. Harassment in any shape or form is an affront to human dignity (...)**

21. (...) Conflict of interest includes circumstances in which international civil servants, directly or indirectly, would appear to benefit improperly, or allow a third party to benefit improperly, from their association in the management or the holding of a financial interest in an enterprise that engages in any business or transaction with the organization.
22. There can be no question but that international civil servants should avoid assisting private bodies or persons in their dealings with their organization where this might lead to actual or perceived preferential treatment. (...)
23. (...) when submitting proposals or advocating positions before legislative body or committee, international civil servants are presenting the position of the executive head, not that of an individual or unit.
24. (...) It would not be appropriate for international civil servants to prepare for government or other international civil service representatives any speeches, arguments or proposals on questions under discussion. (...)
25. It is entirely improper for international civil servants to lobby or seek support from government representatives or members of legislative organs to obtain advancement (...)
26. Relations between management and staff should be guided by mutual respect. Elected staff representatives have a cardinal role to play in the consideration of conditions of employment and work, as well as in all matters of staff welfare. Freedom of association is a fundamental human right and international civil servants have the right to form and join associations, unions or other groupings to promote and defend their interests. Continuing dialogue between staff and management is indispensable. Management should facilitate this dialogue.
27. Elected staff representatives enjoy rights that derive from their status; (...)
28. Staff representatives must be protected against discriminatory or prejudicial treatment based on their status or activities as staff representatives, both during their term of office and after it has ended.
29. It is the clear duty of all international civil servants to maintain the best possible relations with Governments (...)
30. (...) neither Governments nor organizations should place international civil servants in a position where their international and national loyalties may conflict.
31. For an international organization to function successfully, it must have the support of the public. (...)
32. (...) international civil servants (...) have the right to be defended by their organizations against criticism for actions taken in fulfilment of their duties and they should be confident that this will be done.
33. (...) International civil servants should endeavour at all times to promote a positive image of the international civil service, in conformity with their oath of loyalty.
34. Openness and transparency in relations with the media are effective means of communicating the organizations' messages (...)
35. The disclosure of confidential information may seriously jeopardize the efficiency and credibility of an organization. (...)
36. (...) International civil servants should avoid an ostentatious lifestyle and any display of an inflated sense of personal importance.
37. While an executive head must remain free to assign staff in accordance with the exigencies of the service, it is the responsibility of organizations to make sure that the health, well-being and lives of their staff, without any discrimination whatsoever, will not be subject to undue risk. The organizations should take measures to protect their safety and that of their family members. On the other hand, it goes without saying that it is incumbent on international civil servants to comply with all instructions designed to protect their safety.

38. The private life of international civil servants is their own concern and organizations should not intrude upon it. (...)
39. (...) It should be remembered that only the executive head is competent to waive the immunity accorded to international civil servants or to determine its scope.
40. (...) acts that are generally recognized as offences by national criminal laws will normally also be violations of the standards of conduct for the international civil service.
41. The primary obligation of international civil servants is to devote their energies to the work of their organizations. (...)
42. Subject to the above, outside activities may, of course, be beneficial both to staff members and to their organizations. Organizations should allow, encourage and facilitate the participation of international civil servants in professional activities that foster contacts with private and public bodies and thus serve to maintain and enhance their professional and technical competencies.
43. International civil servants on leave, whether with or without pay, should bear in mind that they remain international civil servants in the employ of their organization and are still subject to its rules. They may, therefore, only accept employment, paid or unpaid, during their leave with proper authorization.
44. (...) international civil servant (...) should participate (...) in local community or civic activities, provided that such participation is consistent with the oath of service in the United Nations system. (...)
45. (...) In general, international civil servants may be members of a political party (...)
46. (...) international civil servants must not accept, without authorization from the executive head, any honour, decoration, gift, remuneration, favour or economic benefit of more than nominal value from any source external to their organizations; (...)
47. It is not proper for international civil servants to accept supplementary payments or other subsidies from a Government or any other source (...)
48. The attainment of the standards of conduct for the international civil service requires the highest commitment of all parties. (...)
49. For these standards to be effectively applied, it is essential that they be widely disseminated, (...)
50. Respect for these standards assures that the international civil service will continue to be an effective instrument in fulfilling its responsibilities and in meeting the aspirations of the peoples of the world.