Who we are

- Sole staff representational body of ICTY, founded in 1993
- Committee of 30 representatives elected by Staff Union members every 2 years
- Committee members participate in working groups on various issues (e.g. Host Country, working conditions, etc.)
- Members of CCISUA (Coordinating Committee of International Staff Unions and Associations)
- Members of IOSA - NL (International Organisations’ Staff Associations in the Netherlands)
Conditions for membership

• Staff member who completes an application form
• Contribution automatically deducted from union member’s monthly salary
• Interns can become honorary (non paying) members
• Members provided with membership card
Our representativeness

- 70% of ICTY staff are members
- GS & P-level staff equally represented
- Gender and geographically balanced representation
Role of UNSU within ICTY

- Recognition agreement signed with ICTY management
- Joint Negotiating Committee (JNC) agreement signed in 2004, which institutionalised the Union’s right to negotiate with management
- JNC allows formal joint recommendations of ICTY Management and the Staff Union to be forwarded to the Registrar on any and all issues affecting staff members
- Staff Union consulted on most major decisions which will affect staff, as our high membership numbers give us more leverage with ICTY management
- Close interaction with ICTY Focal Point for Women
- SU involvement in promotion and review bodies
Attracting and keeping members

- Social unionism
- Member benefits
- Union Learning program
Social Unionism

- Football tournaments
- UTV (Union TV)
- Staff Union party
- Staff Union family trips
- Council for Ex-Yugoslavian staff
- Staff Union sponsorship of concerts, cultural events, etc.
Member benefits

- Member-only discounts at local business places, e.g.:
  - Gyms
  - Beauty salons
  - Moving companies
  - Clothing and accessory shops

- Provision of member-only legal aid
  - ARAG legal consultants
  - Assistance with UNDT cases

- Negotiation of other discounts for all ICTY staff
Union Learning Program

- Rosetta Stone language training provided free of cost online
- Contracted tutors to provide specialized training (e.g. project management)
The challenges we face

- Continual membership recruitment drives necessary due to high and constant staff turnover
- Increasing numbers of temporary staff members
- Remaining relevant in the face of changing contractual arrangements and in a downsizing organisation
Questions?