Role of SR and Strategies for defending staff rights

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What we are going to talk about

• The role of staff representatives
• The Secretariat Staff Committee (SSC)
• Strategies on defending the rights of staff
• The way forward
The Role of Staff Representative

• Representing staff fairly and effectively in relation to matters arising within the organisation / entity in which they work and which concern employment and conditions of employment
• Co-operating with the management to ensure the proper implementation of staff rules and regulations
• Establish direct link of communication with staff to address their issues and concerns
• Provide various types of services to staff
• Establish link with other Staff Councils to learn and exchange expertise
The SSC

- 5 Staff Representatives (1 Chairman and 4 Staff Representatives)
- Is elected every two years by eligible staff members
- Represents the staff at the OSCE Secretariat, is actively involved in the drafting and revision of policies that affect the organization at large (incl. missions)
- Offers advice and support to Staff Committees in other duty stations (FOs and Institutions)
- Meets regularly with Senior Management to discuss issues of concern and provide feedback on staff policies
Collaboration with all levels

Staff → SR/Secretariat Staff Committee

Ideas, concerns

Staff Committee → Directors for Human Resources

Updates, views, feedback

Directors for Human Resources → Managers

Issues, proposals

Managers → Secretaries General

Issues, proposals
Defending Staff Rights

- Exchange of ideas with staff (mainly through personal discussions, also staff meetings & surveys)
- Informal meetings with relevant managers to discuss views and options for solving challenging cases
- Formal meetings with departmental directors to present ideas and suggestions
- Interventions on the level of the Secretary General
- Establish direct communication with the ACMF and Chairman in Office
Defending Staff Rights

• Offer advice to the senior management on how to tackle challenges in the budgetary situation and work closely with them to resolve any problems

• Participate in all working groups on issues related to policies affecting staff at large

• Participating in all round tables (related to staff welfare, professional working environment and policies) and representing the staff concerns

• Providing information sessions on various entitlements, rules and regulations and services (“Coffee Briefing sessions”)
• Maintain the support of senior management to include the SSC at an early stage in discussions on potential difficulties
• Continue to participate in round tables (legal, HR,..) to remain informed on current issues and have an overall understanding of what is going on
• Establish direct communication line with the Chairman in Office/ participating States/ Delegations
The Way Forward

• Continue working with DHR and others on the issue of duty of care
• Promote the topic of staff motivation
• Work on enforcing the mediation at work place
Thank you for your Attention

Questions & Answers