



Conference of Staff Associations of International Organisations

SESSION C – SOCIAL DIALOGUE

Social dialogue at Inter – Agency level in the UN system.

Presentation by Ms Leslie Ewart, FICSA

SOCIAL DIALOGUE AT INTER- AGENCY LEVEL IN THE UN SYSTEM

How FICSA consults with Member
States, Commissioners,
Administrators and HR

FICSA interlocutors

- Member States at the UN General Assembly 5th Committee
 - International Civil Service Commission
 - Chief Executives Board
 - High Level Committee on Management
 - HR Network
 - Task Forces, Working Groups, etc.
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5th Committee of the UN General Assembly

- Budget and administrative questions, including personnel issues and pensions
 - UN decides on salaries and conditions of service for ALL UN organizations. This is called a « common system ».
 - 5th Committee considers report of ICSC
 - FICSA contributes to report of ICSC
 - UN resolutions invite FICSA to address the 5th Committee
 - FICSA hosts reception for delegates
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International Civil Service Commission (ICSC)

- Regulate and coordinate conditions of service in UN common system
 - 2 sessions a year
 - Makes decisions on: methodologies, rates of allowances and benefits, classification duty stations, local salary scales
 - Makes recommendations to UNGA on: broad principles for determining conditions of service, P salaries and post adjustment, allowances, benefits
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International Civil Service Commission

- 15 members appointed by UNGA
 - Appointed in personal capacity; No 2 same State
 - FICSA recognized in ICSC Statute as interlocuter
 - FICSA must be consulted on: work programme, provisional agenda, information-gathering, scope of data and methodologies
 - FICSA submits written presentations and participates in discussions
 - FICSA checks views correctly represented in report
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Chief Executives Board (CEB)

- Executive Heads of UN organizations
 - FICSA submits paper(s)
 - FICSA presents formal talk, hopes for questions or dialogue, leaves the room
 - Benefits: ensure Ex Heads are aware of priority issues and seek their support
 - Downside: no real dialogue, not considered partners
 - FICSA breakfast for CEB
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High Level Committee on Management

- Directors of Administration – decision making power
 - 2 meetings a year
 - FICSA submits paper(s)
 - FICSA presents formal talk
 - FICSA hopes for dialogue, leaves the room
 - New Chair more open than former one
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HR Network


- Directors of HR (or their representatives)
 - 2 sessions a year
 - FICSA participates in entire session
 - Session focuses on ICSC items and helps HR people to develop common position
 - FICSA welcome to introduce new items
 - Not decision making
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Inter-Agency Security Management Network (IASMN)

- Meets once a year
 - Includes UN Security Coordinator, Administrations and FICSA
 - Not decision making
 - Makes proposals on security measures, training, standards and equipment
 - Funds need UNGA approval
 - FICSA remains in contact: personal visits, phone calls, letters
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Task Forces, Working Groups, Focus Groups, etc.

- Subsidiary machinery targeted to specific HR issues: HIV/AIDS, Pay system reform, Domestic partnership, Spouse employment
 - FICSA participates fully
 - Not decision making
 - Report to various: ICSC, HR Network, HLCM
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Consultation, not negotiation

- FICSA ongoing request for tripartite negotiation
 - Attempted to put negotiation in ICSC Statute in 1975
 - Improvements made in the late 1990s
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