

United Nations International Criminal Tribunal for the former Yugoslavia Staff Union

CSAIO 2010

CERN • Geneva • Switzerland

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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



ICTY STAFF UNION

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.



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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





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Questions?