

Strategies for defending staff against attacks on their rights and working conditions



Today's Agenda...

- > Introduction to the OSCE, activities, field operations and budget
- > The Secretariat Staff Committee (SSC), mandate and levels of collaboration
- > Effects of budget restrictions
- > Strategies on defending the rights of staff
- > The way forward

A short introduction...

THE OSCE IS:

- A regional security arrangement
recognized under Chapter VIII under the UN Charter
- The primary instrument for:
 - early warning
 - conflict prevention
 - crisis management
 - post-conflict rehabilitation
- A forum for dialogue, a platform for action



56 participating States...



Connected security- 3 dimensions

Comprehensive approach to security

- politico-military
- economic and environmental
- human

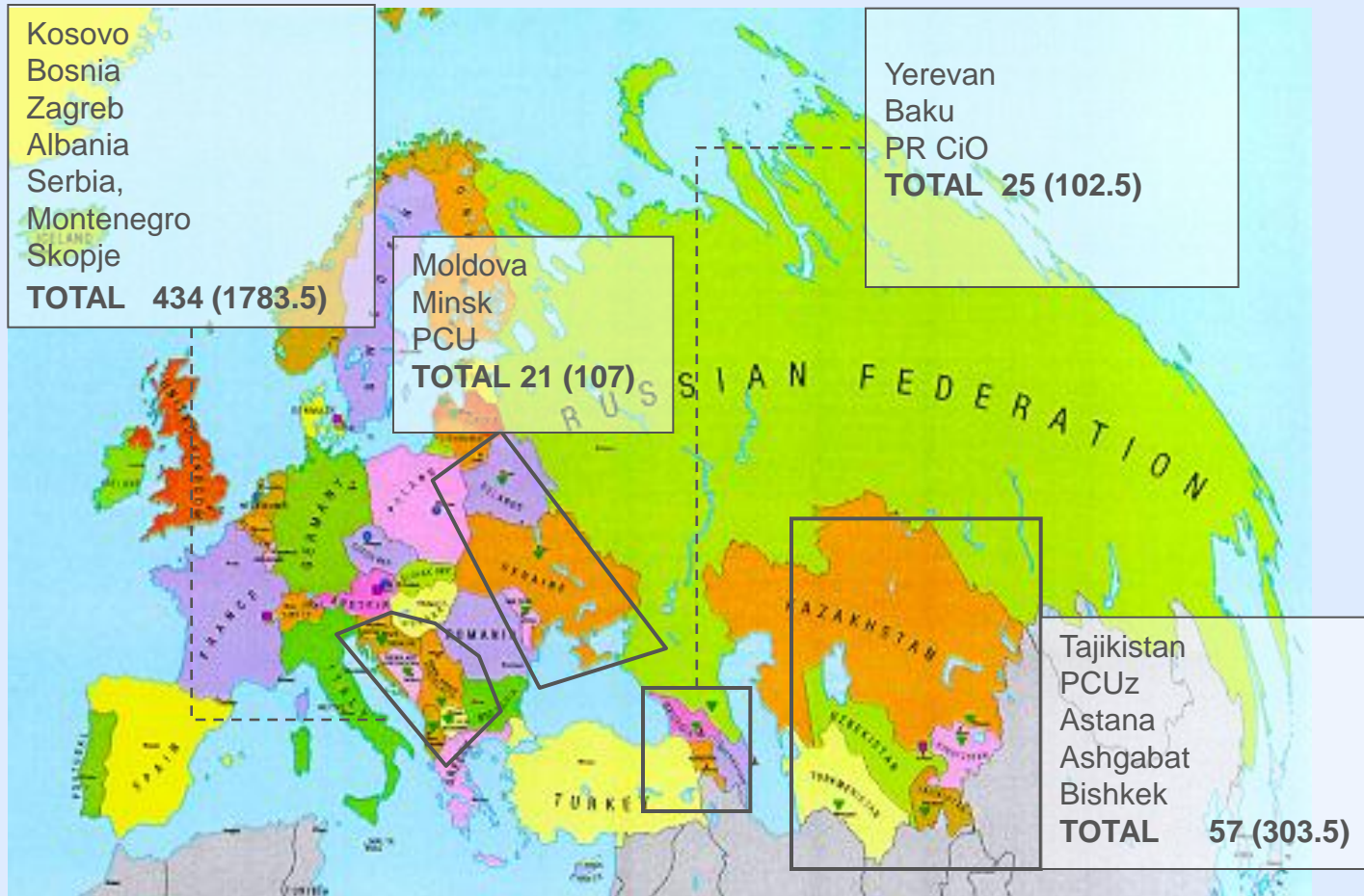
Co-operative approach to security

- equality of all States
- decisions by consensus



OSCE in the Field

SE Europe, E. Europe, S. Caucasus, Central Asia



Numbers

- 18 active missions or field operations
- 2,870 staff, with the majority in the field (≈ 550 employed by the Secretariat and the specialized institutions)
- 839 international staff, mostly seconded
- Budget: 2010 **150.8 m euros**
whereas 70 % to field operations



Running costs

OSCE 2004 budget = 179.8 m euros
2005 = 168.6 m euros
2006 = 168.2 m euros
2007 = 168.2 m euros
2008 = 164.2 m euros
2009 = 158,7m euros
2010 = 150,8 m euros

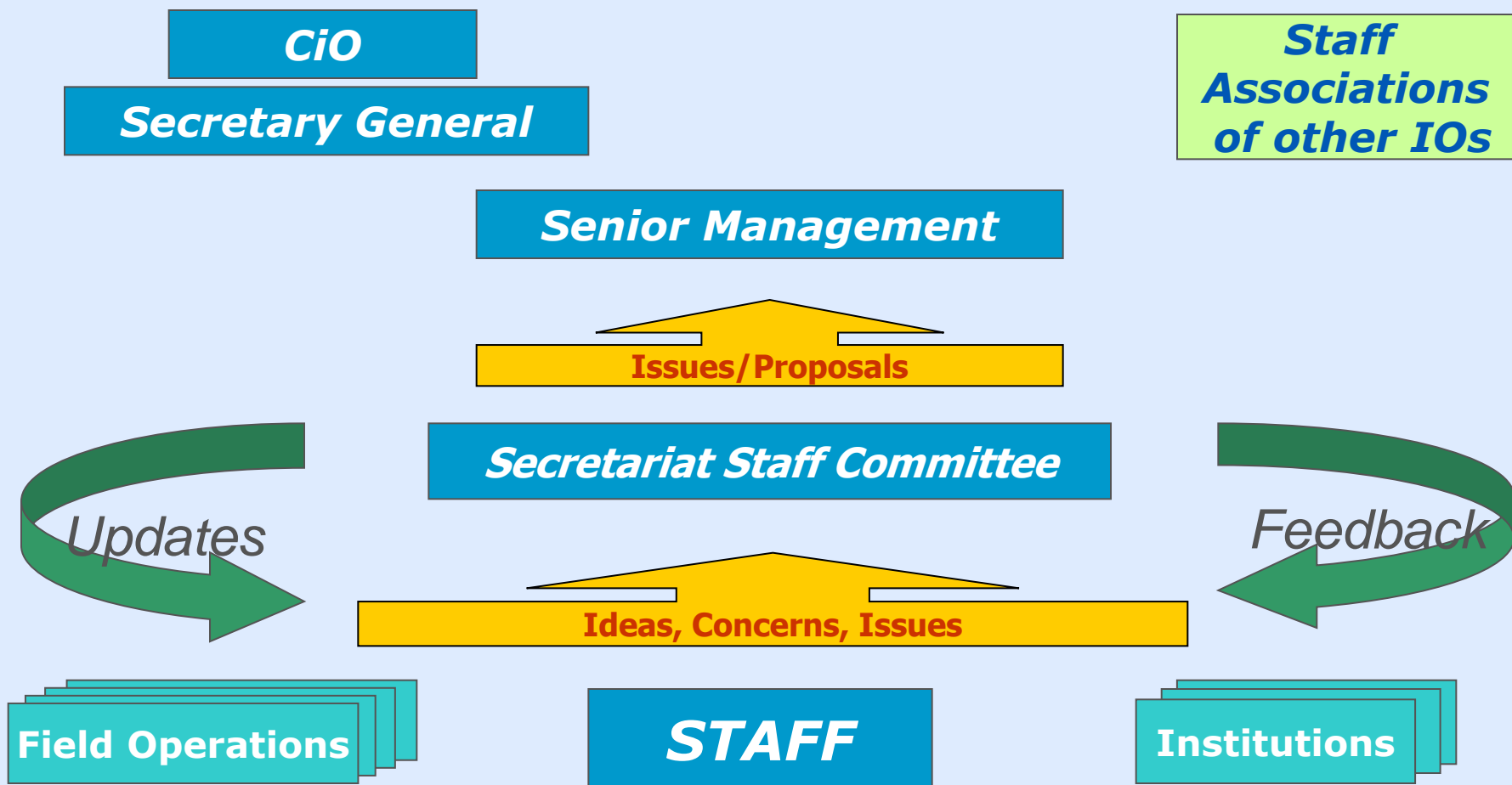
○ 70 per cent to field operations



The Secretariat Staff Committee (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**

Close collaboration with all levels



How budget restrictions affect the Organization

- Restructuring/Abolishment of posts
- Increase of staff salaries/ post multiplier adjustments cannot be absorbed
- some Section Heads do not approve overtime as a general approach

(Provident fund, health insurance coverage, various allowances have so far not been affected)

Strategies to protect the rights of staff

- 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
- Plan to establish direct communication with the Chairman in Office

Strategies to protect the rights of staff

- 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 and policies) and representing the concerns of staff
- Providing information sessions on various entitlements, rules and regulations and services (“brown bag lunch sessions”)

Results/Achievements

- Planned abolishment of posts could be handled in a way that costs were saved on posts where incumbents left the organization (pension, change of jobs, etc.)
- Increase of professional staff salaries (PMA) could be covered by cash surplus of funds from previous years
- negotiations with UN and resulting agreement to allow OSCE staff transferring to the UN to transfer funds from our system to the Pension Fund (“buy” years in the other system)

The Way Forward

- 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
- try to establish direct communication line with the Chairman in Office/ participating States/ Delegations (so far not the case, but first steps are being taken and this may be continued in the future).

Thank you for your attention!

If you would like to stay in touch with the OSCE-SSC
you can reach us via e-mail:

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