

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**

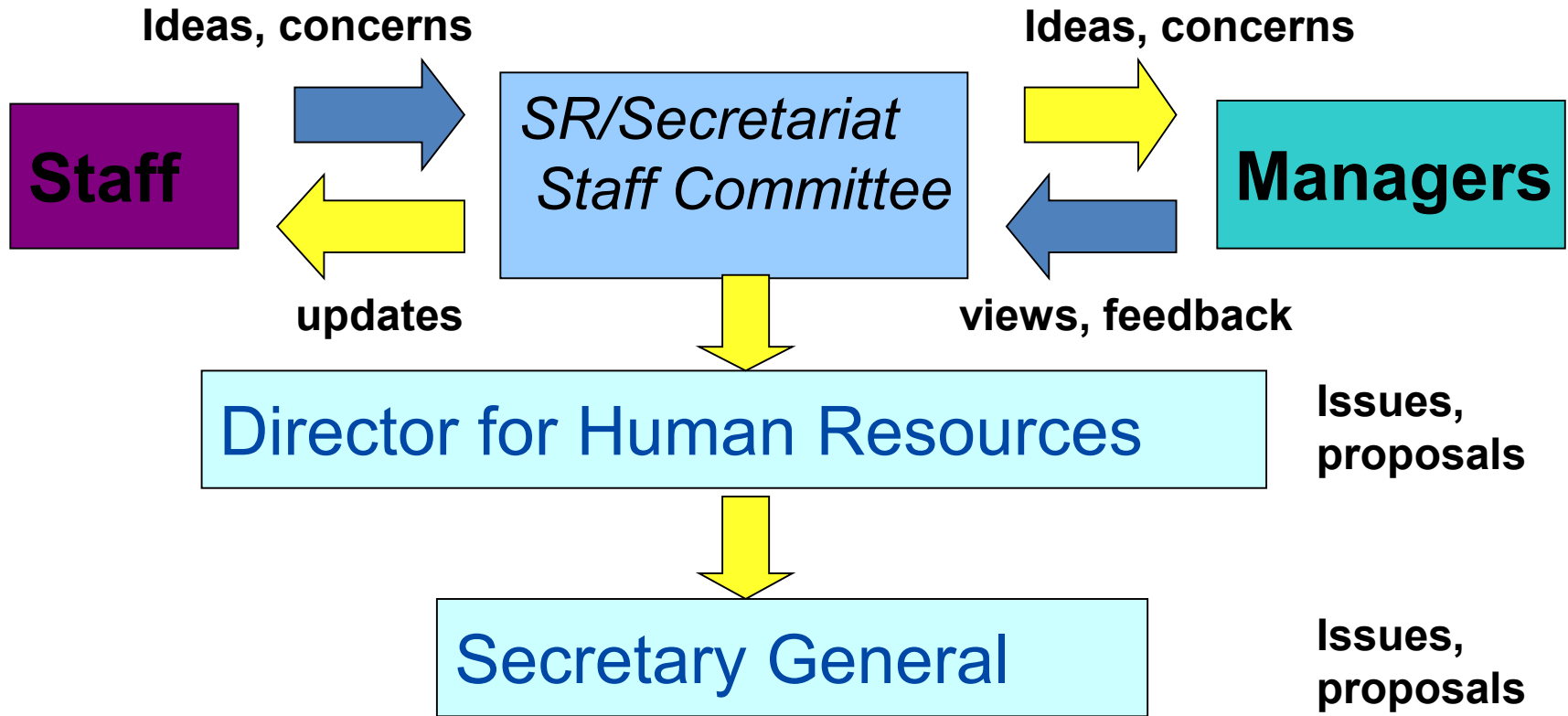
The Role of Staff Representative

- 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



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”)

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**
- **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