



Coordinating Committee for
International Staff Unions and Associations

Address to the FICSA Council – 24 February 2024

Dear President,
Members of FICSA,
Fellow Staff representatives,

Thank you for the opportunity to address the FICSA Council, in my capacity as CCISUA President, and to Tanya in particular, for the good cooperation between our two Staff Federations.

I will start with a few words on our federation: CCISUA was founded in 1982 and is the umbrella federation for over 60,000 staff. With its membership formed of the largest field-based organizations (UNHCR, UNICEF and WFP) and the Regional Commissions, and deeply rooted Staff Unions such as the ILO, UNOG, UNON and the Tribunals, CCISUA is an ardent defender of staff rights and justice and is promoting the principles of solidarity and social dialogue.

CCISUA is very committed to the tripartite agreement signed in 2020 with FICSA and UNISERV that aimed at reinforcing our relationship and joining forces in the interest of the staff we collectively represent, on the conditions of service, staff welfare and security. In a number of areas, a good cooperation has been established and the agreement has been operationalized to a large extent.

In particular, joint preparatory meetings for HLCM and ICSC sessions have proven useful to build common positions and effectively complement each other's in these important fora, which reinforced the position of the Staff Federations vis a vis management and the ICSC commissioners, who see a united front on contentious issues. Also, the impact of the federations in the last two ACPAQ meetings was enhanced by the participation of an economist, for whom the three federations co-shared the costs. We noted that Bojan Nastav provided valuable technical insight to the discussions and inputs to the reports of both meetings.

On security, the three federations obtained timely updates from the higher authorities in the administration and DSS, ensuring that no stone was left unturned to support our colleagues in areas of conflict. Colleagues did appreciate this unity and the efforts of the federations.

I mentioned earlier that one specificity of CCISUA is the principle of solidarity, and are demonstrating this with concrete actions, beyond ensuring that duty of care is upheld in all circumstances. For instance, we wrote several letters to the Secretary General in support of our colleagues in Gaza, that were shared with all staff through CCISUA Staff Unions. We spared no efforts to raise awareness on their dire situation, including asking for a lowering of the flags in UN offices for Gaza colleagues who lost their lives, while doing their work of supporting refugees.

CCISUA has also been vocal on the need to secure the Pension Fund's future. We raised the alarm about the toxic working environment under the previous head of investments, and we raised concerns regarding plans to massively outsource the management of assets, at a time when the fund's staff was performing better than the Wall Street alternatives, and for less costs.



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We now face a situation where senior investment officers are being fired for having spoken to their staff union about these issues, among other things, while others are being pressured to take ever bigger risks in order to keep their jobs. We therefore wrote to the SG to ask that this decision be reconsidered. We trust we can cooperate to defend our colleagues, and to safeguard the Pension Fund from risky speculative ventures.

Looking forward, it will be of utmost importance to cooperate on the review of the compensation package for international staff, and we did start on a good foot with the first working group meeting in January, to be followed next week in New York. The results of the ICSC Staff Survey identify clearly that salary and pension are the determining elements for retention of the staff we represent, just after the belief in the goals of the UN, and we will need to advocate jointly on the preservation of the current benefits.

As discussed in the last months, one area of cooperation that we would like to reinforce relates to the training on ICSC salary survey methodologies, as we have a common interest in ensuring shared knowledge among committee members, both for local and for international staff. On the latter, we will be exchanging soon on the proposed participation of some CCISUA members in your forthcoming training in The Hague. Lastly, we would also like to take this opportunity to encourage and collaborate with FICSA in the creation and expansion of national FUNSAs, as an important mechanism to promote greater coordination among staff associations, regardless of their affiliation.

We are looking forward to reinforcing our links with FICSA, in the best interest of the colleagues we serve, and in full recognition of the strengths of FICSA and respect of its mandate.

Thank you and on behalf of CCISUA, I wish you a productive Council meeting.

In solidarity!

A handwritten signature in blue ink that reads 'Nathalie Meynet'.

Nathalie Meynet
CCISUA President