



## **THE BENEFITS OF BEING A MEMBER OF CCISUA**

The Coordinating Committee of International Staff Unions and Associations (CCISUA) is an international federation comprised of UN common system staff unions and associations committed to an atmosphere of constructive cooperation in order to provide equitable and effective representation of staff at all levels. CCISUA primarily represents members' interests in inter-agency bodies that make decisions and recommendations on conditions of service.

### **Diversity of membership**

The diversity of our membership – representing all categories of staff, including those on the regular budget and those funded through extra budgetary sources, in both HQ and field duty stations – is an asset which we bring to bear in policy discussions. Of the three staff federations, CCISUA has the greatest *balance* between unions and associations representing staff within the UN Secretariat, the economic commissions, the funds and programmes, the tribunals and a growing number of specialized agencies. We make use of our lean organizational structure and virtual office facilities to provide us with the agility to respond to issues – bringing the right resources to the right situation at the right time – while simultaneously ensuring that our diverse and representative membership informs our actions every step of the way. Our lower cost base means that CCISUA membership is accessible to a large number of unions and associations.

### **Technical themes**

In recent years, CCISUA has built expertise and made concrete interventions on behalf of member unions on a wide variety of technical areas. These include, but are not limited to: salaries and benefits, conditions of services, allowances and entitlements, contracts, staff on precarious contracts, GS salary methodology, post adjustment issues, separation payments, job classification standards, pension payment delays, pensionable remuneration, prevention of harassment, internal justice, security, safety and health, performance management, mobility, staff-management relations, gender, LGBTI staff rights and work-life balance.

### **Representation**

CCISUA represents its membership in a variety of common system *fora*, including:

- The International Civil Service Commission (ICSC) and its working groups, on issues such as currently:
  - General Service Salary Survey Methodology
  - Hardship duty station classification
  - Harmonization of conditions of service in non-family duty stations
  - Review of the post adjustment system and operational rules
  - Increases in pensionable remuneration
  - Advisory committee on post adjustment questions
  - ICSC reform



- The Fifth Committee of the United Nations General Assembly, which considers the ICSC's recommendations, as well as its Advisory Committee on Post-Adjustment Questions (ACPAQ)
- The High-Level Committee on Management, which is the coordinating mechanism for the UN Common System, as well as its subsidiary bodies and working groups:
  - The Human Resources Network
  - The Inter-Agency Security Management Network
  - Task force on Duty of Care in high risk environments
  - Working Group on ASHI
  - Board for the UN System Mental Health Strategy
  - Contact group on the electronic travel advisory (e-TA)
- The UN Joint Staff Pension Fund

### **Access to international specialists**

Over the past years, CCISUA has brought globally recognized expertise on *social protection / pensions, wages and salaries, labour law, campaigning and industrial relations* to the service of its members. These experts have helped the federation in analysing technical materials, drafting and promoting position papers, and directly representing the federation wherever necessary. Where CCISUA does not have, or cannot access internal expertise, it sources the assistance through its networks that include: industrial relations practitioners, academics, non-profits/NGOs, and the global labour movement.

### **Access to world class training**

#### General Federation of Trade Unions

CCISUA has access to high quality and reduced-cost training programme provided by GFTU. The historic arrangement is that GFTU covers all transport and accommodation for attendees once in Britain. Courses have included:

- A Basic, Advanced and Leadership Course for Reps
- Effective Negotiating
- Strategic Planning
- Skills and organising for workplace reps (new reps development, experienced reps development, negotiating skills, pay bargaining and negotiating techniques, community organizing, workplace organizing)
- Health and Safety Training
- Equality (training on sexual harassment in the workplace, LGBT+ rights, race discrimination, mental health awareness, neuro-diversity)
- Communication Strategies (social media)

Further details on the available courses and dates can be found [here](#). Tailor-made training can also be developed.



CCISUA members have also benefited from GFTU's online learning platform, with courses on the following topics:

- Introduction to health and safety
- Mental well-being
- Stress awareness
- Self-development
- Managing your priorities
- Disciplinary procedures
- Fire safety

The e-learning platform can be accessed [here](#). To register, please follow the instructions provided on the platform.

#### FICSA workshops:

According to CCISUA-FICSA cooperation agreement, the federations provide mutual access to each other's training programmes, the costs being borne by member unions.

Mandated by the decision of the 33<sup>rd</sup> CCISUA GA, the Bureau looked into possibilities for covering the fees of FICSA workshop/training programmes for the CCISUA membership.

The Bureau decided that, subject to budget availability (budget is agreed upon during the CCISUA General Assembly), CCISUA will cover the fees of FICSA workshops for dues-paying members in the maximum amount of USD 1,000, per member, per annum. You may find further details about the workshops and registration [here](#).

#### **Cooperation**

In addition to the common system groups and bodies identified above, CCISUA works with its sister federations, FICSA and UNISERV. CCISUA's and FICSA's collaboration is articulated in the [cooperation agreement](#), according to which the two federations cooperate on several fronts. While experience has been varied, we remain committed to working constructively when such engagement benefits our members.

The benefits of this cooperation include coordinated positions, access to FICSA-provided training (mentioned earlier) and sharing the cost of consultants when external expertise or legal advice is required.

CCISUA also collaborates with UN-Globe, a global group representing LGBTI staff members of the UN System and its peacekeeping operations, towards strengthening the organizational response to combating discrimination on the grounds of sexual orientation, gender identity, and gender expression in the work place. This partnership is based on agreed objectives and terms of collaboration as set out in the CCISUA-UN-Globe [MOU](#).



### **Common electronic voting system**

CCISUA members have access to an electronic voting platform to run their elections, provided by SimplyVoting. The federation conducted a thorough selection exercise and selected a system that best serves its members and suits all duty stations, election periods and voter sizes. Members interested in using the voting platform can contact the CCISUA Secretariat for further details ([secretariat@ccisua.org](mailto:secretariat@ccisua.org)).

### **Virtual office**

CCISUA developed a Virtual Office platform in order to facilitate communication and serve as a knowledge sharing hub for its members. Amongst its different “spaces”, the platform includes an [archive](#), a section on [ongoing work](#) where members can find the latest information about the developments in working groups and other activities, spaces on topics to be discussed/agreed up on by the members and [Q&A section](#). The platform can be accessed [here](#).