Coordinating Committee for International Staff Unions and Associations

CCISUA

infoBooklet

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Overview

The Coordinating Committee for 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.

UNITED NATIONS UNIVERSITY

unitar

United Nations Institute for Training and Research

WFP

The United Nations in Vienna

unicef

UNITED NATIONS OFFICE NAIROBI

UNHCR

The UN Refugee Agency

UNOG

The United Nations Office at Geneva

UNITED NATIONS ESCAP

Economic and Social Commission for Asia and the Pacific

UN ESCWA

United Nations Economic Commission for Africa

UNITED NATIONS

ECLAC

25 YEARS

Convention on Biological Diversity

SAFEGUARDING LIFE ON EARTH

Membership

CCISUA represents more than 60,000 international civil servants worldwide.

ECA Staff Union
ECLAC Staff Association
ESCAP Staff Association
ESCWA Staff Council
ICC Staff Union Council
ILO Staff Union
ICJ Staff Committee
IRMCT Staff Union
STL Staff Union
UNOG Staff Coordinating Council
UNHCR Staff Council
UNICEF Global Staff Association
UN Nairobi Staff Union
UN Staff Union – New York
UN Staff Union - Vienna
UNU Staff Council
WFP Professional Staff Association
ITU Staff Union

Observer members

SCBD Staff Association
UNITAR Staff Association

Diversity

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 service, 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.
Details on the available courses and dates can be found **here.**
CCISUA members have also benefited from GFTU's online learning platform, which can be accessed **here.**

CCISUA sponsored workshops/training

CCISUA covers the fees of workshops/training (including course participation and trainer fees) for dues-paying members in the maximum amount of USD 1,000, per member, per annum.
More details can be found **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.

UN - Globe

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 **memorandum of understanding.**

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).

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, *inter alia*, an archive, a section on ongoing work where members can find the latest information about the developments in working groups and other activities, spaces dedicated for internal discussions and working groups, and a Q&A section.
The platform can be accessed **here**.

Web

Since 2016, CCISUA is active in the web through its website *www.ccisua.org*, which also served as a platform for the *Global Day of Action* campaign and for outreach.

Contact us:

www.ccisua.org

secretariat@ccisua.org