
FICSA/C/73/SD/CRP.1
Provisional agenda item 12
2 x 1.5 hours

Session 1: 10 Feb 2020 @ 16:45 – 18:15 in Conf Room 3-5
Session 2: 12 Feb 2020 @ 17:00 – 18:30 in Conf Room 3-5
BY INVITATION ONLY: HEADS OF DELEGATIONS

AD HOC COMMITTEE ON STRATEGIC DEVELOPMENT

Provisional Agenda



Chair: Imed Zabaar

1. Adoption of the agenda
 2. Election of the rapporteur
 3. Proposed changes to the FICSA Statutes ([Comparative Table](#); [Track changes in the current Statutes](#)) – *Imed Zabaar and Brett Fitzgerald*
 4. Issues experienced with some member organizations during the year and lessons learned – *Imed Zabaar*
 5. Assessment and review of cooperation agreements with other staff federations - *Brett Fitzgerald*
 - a) FICSA/CCISUA ([FICSA/CCISUA Cooperation Agreement](#))
 - b) FICSA/UNISERV ([FICSA/UNISERV Cooperation Agreement](#))
 6. Membership of non-international civil servants/consultants in staff associations/unions ([FICSA/C/73/SD/Summary Sheet 6](#)) – *in the presence of Neil Fishman, Attorney at Law*
 7. Updates on the Functional Review ([FICSA/C/73/SD/7](#))
 - a. Communication Strategy Proposal (FICSA/C/73/SD/7a)
 8. Other matters from standing committees
 9. Other business
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FICSA COUNCIL

Standing Committee on AdHoc SD

73rd SESSION

London, 8 to 14 February 2020

Agenda Item 6 Summary Sheet

FICSA /C/73/SD/Agenda Item 6

| <input checked="" type="checkbox"/> For Discussion <input type="checkbox"/> For Information <input checked="" type="checkbox"/> For Decision | |
|--|--|
| Name of submitting member(s) & organization (s) | UNESCO STAFF UNION (STU) |
| Issue (title) | Membership of non-international civil servants/consultants/non-staff personnel in associations/unions |
| Issue description (including reach: global versus local) | <p>Several staff association/union members of FICSA, allow for non-international civil servants to join the union and benefit from all/or some of the privileges international civil servants are eligible for. However, non-international civil servants, or non-staff personnel, do not participate in the union's representational capacity. Membership fees are usually lower for them.</p> <p>There is currently no consensus inside the Federation on this matter and some legal experts even argued whether it is unlawful to include non-staff personnel. For this reason, it is proposed to address the issue at this Council.</p> <p>Therefore, we commissioned a lawyer who considers the pros and cons, the legal and strategic issues of this matter. The lawyer will be present for the discussions.</p> |
| Background documentation | <p>Example : UNESCO/STU registration forms for non-staff personnel (French):</p> <p>Membership Form FIELD 2019 Membership Form HEADQUARTERS 2019</p> <p>Survey Results on Membership of non-international civil servants/consultants/non-staff personnel in staff associations/unions</p> <p>Discussion paper from Neil Fishman, Lawyer</p> |

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| Action(s) requested from Standing Committee participants | Share experiences, discussions in staff committees on this topic and find a common position on the matter (after a debate based on the analysis undertaken). |
| FOR THE CHAIR(S) TO COMPLETE, IF APPLICABLE: | |
| Next step(s)/specific action(s) | |
| Timeline | |
| Resources required | |