



**Memorandum of Understanding
between
UN GLOBE and the Federation of International Civil Servants' Associations (FICSA)**

Background

UN GLOBE was initially established in 1997 with the mission of advocating for the equality and non-discrimination of lesbian, gay, bisexual, transgender and intersex (LGBTI) staff in the United Nations (UN) common system. The group has assembled a diverse group of individuals from management to general LGBTI community members to facilitate greater cooperation, communication, understanding and opportunity among LGBTI staff throughout various regions around the globe.

UN GLOBE's Statutes are reflective of the UN Charter by welcoming diversity, strengthening universal peace, advocating for respect of human rights regardless of gender or race and by promoting social progress. Fostering development in open-minded thinking has allowed this group to open up the conversation on various platforms and among numerous large legal bodies to advocate for protection for LGBTI individuals and reduce workplace discrimination. To support its mission, UN GLOBE actively promotes and creates policies on equal rights and on reducing stigma in order to advocate for its members on a larger level.

The Federation of International Civil Servants' Associations (FICSA) is a conglomerate of staff associations and unions, many of which are part of the UN common system. In line with both the UN Charter and UN GLOBE's Statutes, FICSA's Statutes share common values. FICSA actively defends staff rights, ensures equal conditions of service for all UN common system staff members and contributes to building a positive image of international civil servants.

FICSA aims to cooperate with large bodies and other staff organizations in order to advocate for the rights of the international civil servants that it protects. FICSA participates in inter-agency bodies and contributes to the decision-making process. The Federation facilitates the general welfare of international civil servants by defending their interests, with due regard for the international standards on human rights. FICSA provides its members with good practices, workshops and training, contributes to the development of policies and supports its members on legal issues.

Purpose

This Memorandum of Understanding (hereinafter referred to as “MoU”) between UN GLOBE and FICSA (hereinafter referred to as the “partners”) is set forth to establish the intention of the partners to collaborate in order to actively defend and advocate for LGBTI staff of the UN common system, encourage diversity across the organizations having FICSA members and combat discrimination on the grounds of sexual orientation, gender identity and gender expression in the workplace. This MoU recognizes the partners’ universal strengths and shared commitment to their goals. The partnership itself is established on the basis of shared principles, agreed objectives and clear terms of collaboration.

This MoU outlines a common agenda for cooperation that defines the partnership which will further initiate later conversations regarding a more detailed relationship. This MoU describes objectives for cooperation between the two partners, drawing on the partners’ core and complementary functions.

Joint Goals and Objectives

The partners agree to work together towards the following joint goals and objectives:

1. Promotion of a more inclusive culture for LGBTI staff in the UN workplaces

The partners will collaborate to confirm that all policies, activities and programmes of the organizations having FICSA members include and respect the needs of the LGBTI staff, and will cooperate in promoting diversity, equality and respect for peoples of all sexual and gender identities and of all gender expressions and sex characteristics. To fulfill these objectives, and as required, FICSA will consult UN GLOBE on issues related to sexual orientation and gender identity. To this end, UN GLOBE will appoint one of its board members to act as its focal point with FICSA.

2. Conveying views of LGBTI staff to management

FICSA will consult UN GLOBE to ensure that views brought to relevant high-level bodies include those of LGBTI staff, when required.

This MoU will be reviewed and further supplemented as required. The MoU is a living document, and both partners agree that, as the partnership grows, the agreement will be adapted accordingly. Both partners agree to adhere to the framework of cooperation as stipulated in this MoU.

Both partners will communicate and share information prior to making any arrangements which may have direct implications on the other partner and will strive to make those arrangements in keeping with this MoU.

Signed:



Gurchaten (Nanoo) Sandhu
UN GLOBE
President



Brett Fitzgerald
FICSA
President

Date: 10-03-2020

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