



2019

FICSA/UNISERV COOPERATION AGREEMENT

Overriding principle

This agreement recognizes that the combined strength, resources, skills and experience of the two Staff Federations, FICSA and UNISERV, will considerably enhance their capacity to represent and defend their members' interests, without jeopardizing the uniqueness of each of the two Staff Federations. It is noted that UN common system staff of the specialized agencies are mainly represented by FICSA and that UN common system staff in field duty stations are mainly represented by UNISERV.

In keeping with this agreement and in respect of the autonomy and self-governance of each Federation, FICSA and UNISERV agree to work together in good faith, trust and loyalty as follows:

1. The Federations will consult and where possible agree on submissions to, positions at and methods of participation in common system bodies: the International Civil Service Commission (ICSC) and its subsidiary bodies, such as the Advisory Committee on Post Adjustment Questions (ACPAQ), the Chief Executives Board for Coordination (CEB), the High-Level Committee on Management (HLCM), the Human Resources Network (HRN), the Inter-Agency Security Management Network (IASMN), the United Nations General Assembly (UNGA), the United Nations Joint Staff Pension Board (UNJSPB) and any other consultative body.
2. The Federations will jointly mobilize Member States on common system issues, through meetings with delegates and other relevant actors in New York and elsewhere. A joint group will be established for purposes of advocating staff interests.
3. The Federations will seek mechanisms to demonstrate effectively their increasing commitment to greater communication, information-sharing and publication of joint positions.

4. The Federations will organize joint campaigns on matters affecting their members and of wider importance.
5. The Federations will co-finance consultants and other service providers, as and when required, for matters of common concern. The matters will be decided by a joint body. The terms of reference of this engagement will be jointly determined.
6. The Federations will share their knowledge and provide mutual access to each other's training programmes against payment.
7. The Federations will organize an annual meeting of their officers to discuss, strategize and agree on relevant issues.
8. This cooperation agreement cannot be linked to other agreements entered into by FICSA or UNISERV separately.
9. Each Federation will retain its unique identity.

Through the formal approval of this agreement both FICSA and UNISERV commit to solidify their relationship.

This Cooperation Agreement supersedes the agreement of 2 July 2018.

4 October 2019



President FICSA
Brett Fitzgerald



President UNISERV
Stephen Towler