

STAFF_ASSOCIATION@MACMAIL.CERN.CH

8th February 1995

YORICS SYMPOSIUM LEGAL STATUS OF INTERNATIONAL CIVIL SERVANTS NEW YORK, 30 AND 31 JANUARY 1995

YORICS (Yearly Organizing Reunion of International Civil Servants)¹ organised this meeting of legal experts as the first step in its programme of work to bring about changes to the present ad hoc and old fashioned conditions of service which puts the employer "almost above the rule of law". Whilst the world of employee/employer relations has continuously evolved over the last fifty years in the public and private sectors, that of International Civil

Servants is still modelled after that existing in the pre-war British Civil Service.

Thus, Member States happily sign ILO conventions which govern employees rights such as collective bargaining, but resolutely refuse to even consider them in the International Organisations, hiding behind the immunity granted to the Organisations by the host countries.

¹ see Bulletin N° 37/94

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The meeting was attended by the following experts :

Richard Akwei	Former Chairman of the International Civil Service Commission
Bill Brett	General Secretary of the Institute of Professionals, Managers and Specialists, London; Chairman of the ILO Workers Group, Geneva; author of <i>International Labor in the 21st Century</i> , London, European Policy Institute / Epic Books
Hans Engelberts	General Secretary, Public Services International (PSI), Ferney-Voltaire, France
Jack Howard	Asst. to the President, American Federation of State, County and Municipal Employees (AFSCME), Washington
Theodore W. Kheel	Moderator, lawyer, Battle Fowler, New York

William Lucy	President of Public Services International (PSI); Secretary/Treasurer, American Federation of State, County and Municipal Employees (AFSCME), Washington
Christine Oddy	European Parliamentarian since 1989; Treasurer of the European Parliamentary Labour Party; Member of the European Parliament Legal Affairs and Citizens Rights Committee; has lectured in law at City of London Polytechnic; member of the Royal Institute of International Affairs
Jean-Didier Sicault	Senior Lecturer in International Civil Service Law at the Universities of Paris I and II; Attorney at the Paris Court of Appeals
Paul Szasz	Former Deputy to the Legal Counsel, United Nations
Georges Vandersanden	Lawyer, De Baker and Partners, Brussels - Professor of Law at the University of Brussels
Robert Wallace	Lawyer : Wilson, Elser, Moskowitz, Edelman and Dicker, Washington
Witold Zyss	Former President of FICSA and former UNESCO staff member

In addition there was an observer from the ILO and representatives of the following Staff Associations or Unions : FICSA, The World Bank Group, Eurocontrol, European Patent Office, Union Syndicale Fédérale (USF), CERN.

At the end of this deliberation the experts drafted the following declaration :

The New York Declaration on the Independence and Rights of International Civil Servants

The Symposium on the Legal Status of International Civil Servants was convened to address the basic rights and independence of international civil servants throughout the world.

Individuals working for international organizations are subject to the statutes and regulations of those organizations and general principles of law. The immunity granted to maintain the independence of international organizations has prevented employees of those organizations from enjoying the protection of national laws. Therefore, there must be a workable legal framework consistent with modern labor management practices that guarantees to all civil servants due process and equal protection equivalent to the rights and principles they would enjoy under relevant national laws.

In view of the foregoing, to protect the rights and independence of the international civil service, they should be afforded the following:

Freedom of Association

- International civil servants should have the right to freedom of association and this right includes the right to form and join the staff association or union of their choice and to create international associations of international civil servants.
- International civil servants should be given the means to exercise effectively this right of association.
- The staff associations or unions should have the right to affiliate with other international associations or unions as part of a federation.

Collective Bargaining

- International civil servants should have the right, through their staff associations or unions, to bargain collectively on their working conditions.
- International civil servants' associations or unions should have the right to petition and address the governing bodies of their organizations.
- International civil servants should have the right to take collective actions including the right to strike.

Due Process and Judicial Review

- International civil servants should be entitled to due process in the administrative hearing and the appeal process.
- International civil servants should have access to an independent administrative tribunal composed of attorneys and jurists. This right of access shall include the rights of due process, a fair and speedy trial, and an oral hearing.
- This right of access to an Administrative Tribunal should extend to individuals, staff associations and unions to represent the collective rights of the staff.

Protection of Fundamental Rights.

- To protect the fundamental rights of all international civil servants, they should be given the rights extended under international human rights instruments as well as Relevant International Labor Standards as embodied in ILO Conventions and Recommendations relating to conditions of employment.

Then on the 1st February the members of YORICS prepared their next meeting scheduled for April 1995.

GROUPEMENT DES FRANCAIS DU CERN

INVITATION AU PERSONNEL FRANCOPHONE

Le Groupement des Français du CERN et les représentants au CERN de l'Association culturelle internationale francophone (ACIF) ont le plaisir de vous inviter à participer à la conférence-débat que donnera le ministre français de la culture et de la francophonie, Monsieur Jacques TOUBON, le samedi 18 février 1995, à 17h.00, au Bureau International du Travail (BIT, 4 route des Morillons, à Genève), Salle II, sur le thème suivant :

"FRANCOPHONIE et MULTILATERALISME"

Cette conférence qui inaugure le cycle "Francophonie et Société", sera suivie d'une réception à laquelle vous êtes chaleureusement convié.

CLUBS

PHOTO-CLUB



PROJECTIONS DE DIAS

ISRAËL
par A. Van Praag
Mercredi 22 février à 17h45
Salle des Clubs

ASSEMBLÉE ANNUELLE DU PHOTO-CLUB
Mercredi 8 mars à 17h45
Salle des Clubs



YOGA

List of the courses for the second half of the year :

Professor Maryse Huber - Viniyoga : 2 lessons per week :

Monday 11.15 - 12.15
 12.15 - 13.15

Professor Marie-Claude Pihet (who will replace Jean-Claude Perreard) - Egyptian Yoga and Chinese Yoga. 2 lessons per week :

Tuesday 18.45 - 19.45
 19.00 - 20.00

Professor Michel Cohen - Postural Stretching and Hatha Yoga. 6 lessons per week :

Wednesday 11.30 - 12.30
 12.30 - 13.30
 17.40 - 18.40
 18.45 - 19.45

Friday 11.30 - 12.30
 12.30 - 13.30

All established pupils or prospective participants should inscribe directly with the teacher at the first course of the semester.

The cost for the half year (approximately 21 lessons) is CHF 175.- plus CHF 5.- for the annual inscription to the CERN Yoga Club. The classes are held in the Staff Association Club Rooms next to the Restaurant No.2, Building 504.

For any additional information ring A. Perrelle/ECP on 2406.