



## Memorandum of Understanding

### UN-GLOBE and the Coordinating Committee for International Staff Unions and Associations of the United Nations System (CCISUA)

#### Background

Established in 1997, **UN GLOBE** is a global group representing lesbian, gay, bisexual, trans and intersex (LGBTI) staff members of the UN system and its peacekeeping operations. The group brings together LGBTI staff working in the system from across the regions and agencies.

The overall mission of UN-GLOBE is to reaffirm the principles stated in the UN Charter, which expresses belief in the fundamental human rights of all people, and promotes the dignity and worth of every human person. In this regards, the group seeks to attain equal rights for lesbian, gay, bisexual, transgender, and intersex staff, and to eliminate discrimination against such individuals within the United Nations system; and to promote and support the role of the United Nations in its efforts around the globe to fulfill its principle regarding equal rights for all, which should include people of all sexual and gender identities, and of all gender expressions, and sex characteristics.

The **Coordinating Committee for International Staff Unions and Associations of the United Nations System (CCISUA)** was formed in 1982 to promote the common interest of international civil servants of all categories whose staff unions/associations are members of CCISUA. CCISUA aims to represent staff at all major advisory and decision-making bodies such as the International Civil Service Commission (ICSC), HR Network, High-Level Committee on Management (HLCM), Chief Executives' Board (CEB), the Pension Board, and the Fifth Committee of the General Assembly.

CCISUA aims to work in close cooperation with other staff groupings to formally arrive at common positions on matters affecting staff welfare, adhere to the spirit of solidarity and support for each member whenever needed. CCISUA facilitates consultations among staff representative bodies on issues affecting conditions of service and staff welfare. The federation further coordinates activities at the local level, addressing key concerns related to conditions of service in the field, on the hardship and safety front. CCISUA informs all staff on issues related to their conditions of service.

Through this Memorandum of Understanding (thereafter "MoU"), UN-GLOBE and CCISUA (thereafter "partners") set forth their intention to collaborate towards strengthening the organizational response to combating discrimination on the grounds of sexual orientation, gender identity, and gender expression in the workplace to the benefit and welfare of staff (thereafter "partnership"), in recognition of their complementary strengths and shared commitment. The partnership is based on overarching principles, agreed objectives and clear terms of collaboration.

This MoU provides a framework for cooperation that enhances the roles of both partners and which opens the way for more detailed relationships to be pursued between the partners for specific activities and purposes. This MoU articulates objectives for cooperation in core activity areas, drawing on the complementary functions of both partners.

### 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 work together to ensure that all policies, activities, and programmes of the relevant organizations of the UN system, including policies on mobility and parental leave, have factored in the needs of LGBTI staff. This will also include work on promoting diversity, equality and respect for peoples of all sexual and gender identities, and of all gender expressions, and sex characteristics. To fulfill this objective, and as required, CCISUA 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 a focal point to CCISUA.

**2. Information provision to management**

CCISUA will consult with UN-GLOBE to ensure that staff views brought to the HR Network include those of LGBTI staff.

**3. Information provision to the membership**

CCISUA will provide information to its members on the work of UN-GLOBE and designate a UN-GLOBE focal point within CCISUA. To that end, UN-GLOBE will provide regular information on its activities to CCISUA.

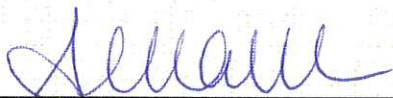
This MoU will be reviewed and further supplemented, as required. The MoU is a living document and both partners agree that as the partnership develops, the agreement will be adapted accordingly. The partners agree to adhere to the framework of cooperation as stipulated in this MoU.

Both partners will communicate and share information in advance of arrangements they make that have direct implications for or directly impact on the other partner, and strive to make those arrangements in keeping with the provisions of this MoU.

### Effective Period

This MoU will be valid from the date of signature by both partners and will be reviewed and revised as required. The MoU may be terminated by either party with one month's notice.

Signed:



Hyung Hak Nam  
UN-GLOBE  
President



Ian Richards  
President  
CCISUA

Date: 1 NOV. 2017

Date: 1 November 2017