

Languages Service Sectoral Assembly (LSSA) Minutes of the eighth meeting of the Bureau*

Held via videoconference on Friday, 14 January 2022, from 11.00 a.m. to 12.30 p.m.

Attendees: Marine Acker (FTS), Anthony Alioto (ES), Joanna Bartlett (ETS), Asma Belfalah (ATS), Jianjun Chen (CTS), Pauline Escalante (EDPU), Pablo González Silva (STS), Laura Johnson (President), Lyndsay Nash (ES) and Verónica Sáinz (STS)

Main topics discussed

- **TPU evaluation:** After a long period of the TPU survey and evaluation being held up at the USG level, it has now apparently reached the ASG for action.
- **TPU global macro:** It is now thought to be obsolete by the LS Chief. It will not be implemented in Geneva.
- **“Vision for the future” planned for ETES in New York:** The LSSA President received and would continue to receive feedback from several sections (CTS, FTS, STS, ES, ETPU, ATS, etc.). The discussion of this feedback, initially scheduled for 18 January 2022 will now happen at a later date. **Action:** LSSA President to collate this feedback in a summary document, attaching the anonymised comments from staff.
- **CTS issues with home leave:** CTS representative explained the various challenges CTS staff face in taking home leave due to COVID-related travel restrictions and greatly reduced flight schedules and shared the solutions proposed by CTS staff as well as the efforts to coordinate with Chinese staff in the translation and interpretation services in New York to look for a coherent UN-wide approach. He requested the LSSA President to seek policy guidance and reasonable accommodation from senior management for Chinese staff to be able to enjoy their home leave entitlement. The LSSA President informed CTS representative of measures already introduced by the management in order to mitigate the impact of issues surrounding home leave travel. The LSSA President will present the proposed solutions to the Staff Council, which in turn will submit them to UNOG management.
- **Meeting of LSSA President with LS Chief, section chiefs and Staff Council Executive Secretary:** Meeting would be mostly focused on feedback received from staff. LSSA President gathered additional feedback during the Bureau meeting.
- **Discussion on the use of evaluation forms:** Two sections use evaluation forms for in-house translators. They were recognised as a potentially good tool, but issues were identified that generate friction. Evaluation forms were described as a one-way street that left the evaluated staff member with little recourse. Some perceived them as a source of additional stress under the new productivity standards, since the qualitative evaluation criteria don't appear to have been adjusted to take into account the new quantitative requirements. Reference was made to an excessively hierarchical approach by some revisers that hindered dialogue and knowledge transfer and generated frustration.

* Unless otherwise stated, the opinions reflected herein represent staff suggestions and views collected by their representatives and are aimed at promoting communication between management and staff. In order to avoid misunderstandings, any comments or requests for corrections to the minutes should be submitted to the President of the LSSA only, for inclusion in the minutes of the following meeting.