

United Nations
Office at Geneva
STAFF UNION



Office des Nations
Unies à Genève
SYNDICAT

Work Programme of the 40th UNOG Staff Union Council 2022-2023

Mindful of the current challenges facing our Organization, the UNOG Staff Union represents UN Secretariat staff in Geneva. In discharging its programme, all 25 members of the Staff Union Council shall contribute their time and efforts to reach our common goals in line with human rights and labour norms and standards.

I. To protect pay, jobs and promote careers, the Staff Union will:

- In the context of the Secretary-General's reform agenda (A/72/492) and the new global human resources strategy (A/73/372), work to protect and promote job security, address the increase in consultancy and the use of temporary appointments for ongoing functions.
- Work to improve career advancement for internal candidates, including staff from the Young Professional Programme to P-3, general service staff to P, and to regularize long-term serving temporary staff, as part of a strategy for gender parity, greater diversity and geographic representation.
- Work to protect remuneration, entitlements and pensions, in particular through advocacy within the ICSC.
- Demand the implementation of collective bargaining and the inclusion of ILO standards and labor rights, including the ILO Declaration on Fundamental Principles and Rights at Work, in how our conditions of service are set and improve the consultative process regarding new policies impacting working conditions of staff, including the Performance Management and Development System.
- Protect the current contractual framework and continue to push back on the introduction of new flexible contracts, protect jobs from arbitrary downsizing and unnecessary offshoring, and monitor delegation of authority in selection and promotion processes to ensure accountability.
- Address the impact on jobs, workload and working conditions in relation to the introduction of new technologies on certain categories of staff.
- In the new human resources policy, advocate for merit-based and non-discriminatory staff selection and promotion processes, including giving priority to internal candidates and a fairer system for roster selection, with a view to rewarding hard work while supporting a diverse workforce, as well as advocate for voluntary mobility.
- Demand greater independence of, and other improvements to, the internal justice system, including through the IJC.

- Maintain our solidarity with the “Fair Internships Initiative”, and promoting geographic diversity amongst interns, and interns from developing countries.
- In working towards the above objectives, will work with other unions to coordinate positions to protect and promote the rights of staff, including through the SMC, ICSC and CCISUA.

II. To improve the work environment and support staff welfare, the Staff Union will:

- Ensure that measures adopted in the context of the post-COVID-19 pandemic protect the health, welfare and basic rights of all staff.
- Prevent any impact requirements on the health and wellbeing of staff resulting from increased productivity.
- Support staff in speaking out against misconduct, promote the improvement of investigation mechanisms, and ensure that appropriate measures are taken for accountability purposes.
- Combat all forms of discrimination and advocate for a more inclusive workplace in which staff are treated equally regardless of race, ethnicity, religion, class, sexual orientation, ability, and gender.
- Improve work life balance by advocating hybrid working for those who wish, reviewing parental leave, and ensuring that flexible working arrangements are applied fairly.
- Work to ensure a safe and secure workspace in the context of SHP.
- Support the development of staff facilities such as UN Beach and ensure support to clubs.
- Pursue growth in Staff Union funding through membership dues, including from all Council members, the staff magazine UN Today and other sources.

III. To keep staff informed and involved, the Staff Union will:

- Hold regular townhall meetings and inform staff through frequent broadcasts and other channels, including the staff magazine UN Today.
- Survey staff on key issues and developments.