



The 38<sup>th</sup> UNOG Staff Coordinating Council

## Year in Review

2020-2021



January 2021

<b>Table of contents</b>	Page
<b>Preface</b>	4
<b>Composition of the 38th Staff Coordinating Council</b>	5
<b>I. Summary of work programme implementation</b>	6
<b>II. United Nations Common System issues</b>	8
1. New contracts	8
2. Post-adjustment	8
3. Children's and secondary dependents' allowance	8
4. GS salaries	9
5. Security evacuation allowance	9
6. Danger pay	9
<b>III. Global Secretariat issues</b>	9
1. Liquidity crisis and the freeze	9
2. Future of work	9
3. Fixed term contracts	10
4. Continuing contracts	11
5. Temporary appointments	11
6. Performance management	11
7. Downsizing	12
8. Part- time employment	12
9. Mobility and selection process	13
10. Pension Fund	13
11. Administration of justice	15
<b>IV. Geneva issues</b>	15
1. Covid-19	15
2. Pay cut	16
3. Racism	16
4. Strategic Heritage Plan (SHP)	17
5. UNOPS contracts	17
6. G1 to G4 Group	18
7. Support to staff	18
8. Decentralization process at OCHA	18
9. Language service	19
10. Security and Safety Service	19

<b>V. Supporting staff welfare activities</b>	20
1. Clubs and societies	20
2. Staff magazine	20
3. Improvements at the UN beach	20
4. Long Service Awards	21
5. Events	21
6. Inter-Agency Games	21
7. Crèche places in Geneva	21
8. Special offers for staff	21
<b>VI. Communication with staff</b>	22
1. Email broadcasts	22
2. SCC website and online presence	22
<b>VII. Making the Council stronger and more effective</b>	22
1. Participation	22
2. The situation of SAFI and its impact on the Council	22
3. Financial management	22
4. Representation at the Staff-Management Committee	23
5. Representation through our federation, CCISUA	23
6. Relations with other staff unions in Geneva	23
<b>VIII. Membership</b>	23
<b>Annex 1 - Work programme</b>	24
<b>Annex 2 - Membership form</b>	25
<b>Annex 3 - Attendance at Council meetings</b>	26
<b>Annex 4 - Attendance at Executive Bureau meetings</b>	27

## Preface

2020 was an exceptional year for all staff, a year full of professional and personal challenges. Staff were able to adapt to new working methods and to continue delivering as one to help the Organization fulfil its mandate. The past has taught us that exceptional times might be used to introduce changes that can be detrimental to staff. That is why the Staff Council has remained seized of all matters that pose threat to staff conditions of work, such as the attempts to change the contractual arrangements and force a cost-of-living survey in 2021. The envisaged survey is intended to find a way out of the dual salary scale that is currently in place in Geneva following the contradictory rulings of the ILOAT and UNDT, but we strongly oppose it as our patterns of consumption have been distorted due to the pandemic.

Defending your working conditions did not prevent us from looking after your well-being that is at the core of our mandate. That is why, we have relayed your concerns to management regarding the move to the H building but also the impact of the imposed teleworking on your work-life balance. We have also maintained a direct contact with you through the organization of regular townhalls as well as through regular communication via broadcasts and social media. We hope that 2021 will be a year where a gradual return to normal could be envisaged.

Prisca Chaoui  
Executive Secretary

The past year has been another busy year for the Staff Coordinating Council, even more so as its Council members had to adapt quickly to the exceptional circumstances we found ourselves in, learning rapidly how to continue to work together in an almost virtual environment. This has not prevented the Council from remaining vigilant to several attempts to make changes to your working conditions, as well as the well-being of all of you. Whilst we have not been able to have much face-to-face contact with many of you, all our achievements throughout the year have been possible thanks to the constant support and encouragement you have continually given us. We look forward to seeing you in person in hopefully the not-too-distant future.

Catherine Peck Arif  
President

## Composition of the 38<sup>th</sup> Staff Coordinating Council

### Elected staff representatives:

<i>President</i>	PECK ARIF Catherine	
<i>Vice-President</i>	MEYER Olivier	
<i>Executive Secretary</i>	CHAOUI Prisca	
<i>Deputy Executive Secretary</i>	BALI Mohamed	
<i>Other members of the Executive Bureau</i>	DUPARC Philippe	KALOTAY Kalman
	GAZIYEV Jamshid	LIN Dan
	JACQUIOT Cédric	
<i>Treasurer</i>	CHANTREL Dominique	
<i>Other Council members</i>	ABDELLAOUI Naima (as of 28/8/20)	KHAN Anjum
	ALEKSANDROVA Anna	MONNET Aminata
	ALMARIO Francis	MUKAMUSONI Angelique Ruhana (until 27/8/2020)
	APOSTOLOV Mario	NOVIKOVA Alina
	BALD Iain	RICHARDS Ian
	DAWADI Niraj	SHELDON JOHNSON Laura
	JAMES Elizabeth	SMITH Bradford
	KELLY Paul	STANOVIC Marko

### Polling officers:

ARIPOV Djurabek  
BOTHNER Tor  
CIENIEWICZ Madeleine  
FATHI Rafik  
JAUHAN Khanam  
SULSTAROVA Astrit  
SVIRCHEVSKYY Oleksandr  
YING Liu

### Auditors:

CISS-DIALLO Fatoumata  
NEDDOFF SMITH Lisa  
PEREZ ORDONO Sonia  
LAI Bin  
LIU Ying

### Assistant to the Council:

SILVEIRA Froylan

## I. Summary of work programme implementation

<b>To protect pay, jobs and promote careers, the SCC will:</b>	<b>Status</b>
Work with other unions to improve how pay for General Service and Professional staff is calculated.	This task was conducted within the ICSC framework and is still ongoing.
Maintain its challenge of the Geneva pay cut before all fora, including the tribunals.	The UNDT judgement has been challenged at the UNAT level.
Advocate for the inclusion of ILO standards and labour rights in how our conditions of service are set.	The SCC continues to work with other staff unions within the ICSC, SMC as well as CCISUA, to uphold ILO standards.
Protect jobs from arbitrary downsizing and unnecessary offshoring.	The decision regarding GSDM has been postponed until next session of the General Assembly and the SCC has fought against OCHA decentralization process.
Promote greater contract security, address the increase in consultancy and the use of temporary and other types of appointments for ongoing functions.	This issue was raised with management at the local and global level. The policy on contracts is currently under review by management.
Advocate equal leave for staff on temporary appointments.	Following our insistence, management committed in 2019 to bring this issue to the attention of the General Assembly, but it has not done it yet.
Campaign for merit-based and non-discriminatory staff selection and promotion processes.	The SCC made this issue one of its main priorities within the SMC Working Group on Mobility and Selection.
Advocate that General Service staff be able to apply directly for Professional posts and ensure better career prospects for NCE/YPP candidates.	Despite the SCC efforts, the General Assembly decided to postpone the implementation of the pilot project allowing General Staff to apply for Professional posts. The SCC advocated for the lifting of the freeze for YPP candidates, allowing them to be mobile in 2020.
Address the job impact of workplace evolutions, such as technological advances and artificial intelligence.	The SCC has been in dialogue with management to pre-empt changes in certain functions due to the technological advancements, stressing the need to retrain staff in affected areas.
Maintain our solidarity with the Fair Internships movement.	The SCC continued lending its support to the fair internship movement through publishing articles in the staff magazine and supporting the movement in its fight against remote internships.

<b>To improve the work environment and support staff welfare, the SCC will:</b>	<b>Status</b>
Ensure that the business continuity measures adopted in the context of the COVID-19 situation do not negatively impact staff welfare.	The SCC has been able to prioritize the staff welfare through permanent dialogue with senior management at UNOG, to ensure that the business continuity measures do not negatively impact the work-life balance of staff.
Limit the impact of increased productivity requirements on the health and wellbeing of staff.	The SCC has been actively working on preventing any increase in the workload of translators.
Improve the investigation mechanisms in the cases of misconduct and hold management accountable on measures taken.	A working group within the SMC is due to be established but it was postponed in view of the current workload of the SMC. In all cases of abuses that were brought to the attention of the SCC, direct follow-up has been ensured in order to ensure accountability.
Campaign for a workplace in which staff have equal opportunities regardless of gender, race, nationality or disability.	Through its interaction with management globally and locally, the SCC continued raising awareness about the importance of diversity.
Improve work life balance through reviewing parental leave and allowing all staff access to flexible working arrangements.	Thanks to the SCC efforts, a working group has been established at the ICSC level, but its work has been delayed due to the pandemic.
Request revisions to the travel policy so that staff arrive fit for work.	A paper was submitted to management within the SMC, but no changes were introduced due to the pandemic and the suspension of all travels.
Use the current experience to improve flexible working arrangements.	This is still an ongoing effort.
Negotiate workspace during and after SHP that is safe and secure.	The SCC maintained its engagement with different stakeholders to ensure that the undergoing work under SHP takes into account the needs of staff and preserve their health.
Support the development of staff recreational facilities and ensure support to clubs.	The SCC has transformed the UN Port into a welcoming facility for staff and their families and has provided support to clubs based on their request.
Explore growth in SCC funding through membership dues, the staff magazine UN Today and other sources.	Efforts were made through broadcast and social media to encourage staff to become dues-paying members. As a result, there was an increase of 2.2% in the number of dues-paying members.
Advocate for the improvement of the internal justice system.	The SCC has played an important part in the review of the jurisdictional set up of the UN common system as requested by the General Assembly.

To keep staff informed and involved, the SCC will:	Status
Hold regular townhalls and inform staff through frequent broadcasts and other channels, including the staff magazine UN Today	Many townhalls were held with staff at the global and departmental level to share information and gather feedback. Many broadcasts were sent out to inform staff regarding recent developments.
Survey staff on key issues and developments.	Many surveys were conducted at the global and departmental level regarding issues of concern for staff (racism, future of work, SHP, etc.)
Publish information on the roles and responsibilities of SCC members.	A broadcast was sent to staff reminding them of the role of the SCC and staff representatives.

## II. United Nations Common System Issues

The International Civil Service Commission (ICSC), which makes recommendations on our pay and conditions of service, met in Geneva in October 2020. There were many positive developments but also important areas of concern, including the issue of Uber-style contracts and post-adjustment.

### 1. New contracts

The UN currently has three types of contracts: temporary, fixed-term and continuing. The management teams of organizations argued that these were not flexible enough and pushed for new Uber-style, agile contracts.

The SCC argued that three types of contracts provide plenty of flexibility (the private sector only has two) and that the problem was that organizations were not applying the current framework correctly. The ICSC decided to set up a working group to look at how organizations are applying the current framework correctly and how they could do it better.

### 2. Post-adjustment

The ICSC approved new operational rules to make post adjustment more stable and fair for staff, based on the recommendations of a working group in which staff federations participated. The big challenge remains how post adjustment is calculated. The work of a task force, in which UN statisticians also participated, will be reviewed in spring.

### 3. Children's and secondary dependents' allowances

These were last adjusted in 2011 and previous attempts to increase them have failed. However, the ICSC agreed to recommend to the General Assembly to:

- increase the children's allowance to \$3,222 per year;
- increase the disabled child allowance to \$6,444 per year;
- increase the secondary dependent's allowance to \$1,128 per year.

#### **4. GS salaries**

The ICSC considered a progress report of a working group, in which staff federations took part, that was tasked with reviewing how GS salaries are calculated.

The ICSC decided to:

- continue discussions on the possibility of using data from private sector vendors instead of data from the salary survey, an issue with which staff unions have concerns as this purchased data is not verifiable;
- test external data against existing salary survey results;
- further review what happens when a pay cut is recommended.

#### **5. Security evacuation allowance**

The ICSC decided to maintain the security evacuation allowance at its current level of \$200 per day in respect of the staff member, and \$100 per day in respect of each eligible family member, for up to 30 days and thereafter, \$150 and \$75, respectively for a maximum period of six months. It also decided on a single lump sum shipping element of \$500, applicable when a staff member or their family is evacuated. The next review will take place in 2023.

#### **6. Danger pay**

The Commission decided to update the level of danger pay for internationally recruited staff to \$1,645 per month until the next review. For locally recruited staff it will now be set at 30 percent of the midpoint of the 2019 salary scale of that duty station. The next review will take place in 2023. We will continue to keep you updated as matters progress.

### **III. Global Secretariat issues**

#### **1. Liquidity crisis and the freeze**

In March, coinciding with the lockdown, the organization was hit with a major liquidity crisis affecting its regular budget. As a result, a freeze on recruitment for regular budget positions was decided and implemented as of 1 April. To reassure staff, the SCC organized in May, its first ever virtual town hall to listen to your concerns, and subsequently contacted the Office of the Controller and asked him to address the staff on the financial crisis. As a result, a global townhall took place to explain the situation and to reassure staff that they would be paid in full in the upcoming months. As the situation continued, later in the year the SCC again contacted the Controller requesting he hold another townhall to allay staff concerns. The townhalls with the Controller helped also to explain and avoid any misunderstandings of staff regarding the details of the freeze. The SCC requested information from management regarding the exceptions to the current freeze. It was informed that exceptions at the D2 level were carefully examined by the Department for Management Strategy, Policy and Compliance (DMSPC) and that the bulk of the exceptions that have been granted so far took place mainly in political missions.

#### **2. Future of work**

A [report](#) on the 'Future of the United Nations System Workforce' submitted by the High Level Committee on Management (HLCM) has been a source of concern for the SCC as it contains plans that, if implemented, would rip up long-established, secure standards of employment and replace them with a model that follows much of the ethos and practices of the 'gig'

economy. One crucial section of the report speaks of a new model contract supporting “a more agile organisation that can rapidly adapt to changing needs and opportunities and scale up and down as needed”.

The rationale for the plans is that the UN needs to have greater agility and responsiveness in dealing with challenges and world events and deliver this in the context of funding constraints and a downturn in the global economy.

It seems a key justification for this proposal is the ‘Covid-19 Pulse Survey’ undertaken in April 2020, with the UN arguing that the results show a shift to more remote working. We think it is poor practice to take the results of a survey about immediate experiences in the early days of the pandemic, that many staff may have completed in good faith, and extrapolate them for recommendations about the long-term future of staff contracts.

The SCC has been active within CCISUA, the federation to which it belongs, regarding this issue. As a result, a [resolution](#) was adopted and was shared with the Secretary-General. In addition, a survey was drafted and circulated among CCISUA constituencies as part of a campaign to raise awareness and oppose any attempt to change the current contractual arrangements that, in our view, are flexible enough but are not properly used. The SCC also asked Public Services International (PSI), to which it belongs, to intervene at the level of the Secretary-General. That is why, PSI sent a [letter](#) asking him to put an end to all attempts to undermine the contract stability of staff.

At the time of writing this report, discussions have started within the HLCM regarding the different aspects of the report and the ICSC decided during its October session to establish a working group to look into the current contractual modalities. The SCC will follow closely the developments in relation to this issue.

### **3. Fixed-term contracts**

As part of the 2009 human resources reforms, the General Assembly authorized the organization to issue fixed-term contracts of up to five years for staff who have five years of continuous service and meet straightforward standard conditions. This was integrated into an [administrative instruction](#).

The rationale for five-year contracts was to provide stability, improve workforce planning, and reduce administrative costs for administering long-serving staff that did not yet meet the conditions to have a continuing appointment.

Certain departments have decided to limit renewals for long-serving staff to two years and in some cases one-year. We understand that this is being done for the sole purpose of avoiding payment of termination indemnity should there be a downsizing and posts abolished.

The SCC brought this issue to the attention of management in New York within the Staff-Management Committee (SMC). This triggered a review of practices in all departments and confirmed that there were indeed differences as to the lengths of fixed-term contract renewals that were being granted.

During the last meeting with management, the SCC was informed that departments would be encouraged to issue two-year contracts (rather than up to five years indicated in the policy). The SCC did not agree with two years as an upper limit, as this constitutes a breach to the current administrative instruction that allows for five years.

We are pleased to note that following the SCC intervention, some departments that were lately limiting the extension of contracts to one year have extended them for two years. The SCC will continue advocating in favour of extending contracts up to five years. The closing of such an option is not only a way for the organization to wipe its hands of its moral and ethical responsibilities but also a way to silence staff who speak out against misconduct.

#### **4. Continuing contracts**

For memory, continuing contracts are supposed to be awarded every year following a review conducted to that end. All staff with five years of continued service are eligible. However, there is a limit to how many staff can have a continuing or permanent appointment at any one time. This limit, called the post envelope and decided by the General Assembly, is calculated as 75 percent of the total number of posts that at the time of the review have existed for at least five years. Given that many staff already have continuing or permanent appointments, it can occur that not all eligible staff get continuing appointments during a particular review exercise.

Following the SCC's persistent demand, management undertook in 2020 the review which pertained to 2015, meaning a delay of five years, during which it was supposed to calculate the post envelope for that year and therefore how many staff were eligible for a continuing appointment.

However, it then proceeded to reduce the size of the envelope by deducting all posts that were abolished between 2015 and 2019, and at the same time not including new posts which turned five years old during the same period, thus cutting the envelope significantly.

The SCC brought these concerns to the attention of the SMC. Following a review of the methodology used, corrections were made and as a result the envelope saw a reduction in the negative gap for Professional staff and an increase in the number of slots for General Service positions. This means that for the next exercise, only a number of General Service staff will be granted continuing appointments and Professional staff will have to wait for the following exercises. However, since then new discrepancies have been brought to light regarding the seeming exclusion of XB-funded posts, and we are waiting for a reply from management.

#### **5. Temporary appointments**

The SCC has been concerned at the proliferation of temporary appointments in Geneva, even when more stable contracts are possible with the funding available, and the inherent unequal leave and other conditions. During the meeting of the SMC held in 2018, the SCC submitted a paper in relation to this issue but no agreement was reached and management committed to look closely into this issue and to revert back. During the last SMC meeting that took place in Sarajevo in 2019, management agreed to propose to the General Assembly an increase of the leave entitlements of staff on temporary appointments to the level of staff on fixed-term appointments. It is regrettable that management did not respect said agreement and did not submit such a proposal. The SCC will continue exerting pressure in order to ensure such a proposal is made to the General Assembly.

#### **6. Performance management**

A working group on performance management was established under the SMC to review the current performance management framework and make recommendations to SMC on improvements to the current policy on performance management (ST/AI/2010/5). The working group also has the mandate to evaluate the results of the 'Agile Pilot' on performance management to provide recommendations to the SMC for incorporation into a revised policy on the performance management system.

The working group started its work in the summer of 2020. The SCC is represented in it through two staff representatives. Constructive proposals were put forward which got management's agreement, including the multi-rater 360-degree feedback tool to be rolled out in a phased approach, prioritizing senior managers and focusing in particular on the competency of managing performance. While the working group was about to conclude its review and submit a report to SMC in mid-October, management announced that starting from

the 2021-2022 cycle in April, a new approach based on the 'Agile Pilot' project will be introduced Secretariat-wide. This includes 360 degree evaluation for first reporting officers.

Staff representatives voiced their serious doubts about some aspects of the new approach, including the reasons behind removing the core values and competencies and removing the work plan and mid-point workflows from the Inspira tool. In the view of staff representatives, the new approach will not streamline the current process, although it will keep the 360 reviews. Rushing change for the sake of change opens the door to confusion, misunderstanding and tensions between staff and their supervisors at a time when the organization should be striving to provide staff with certainty and predictability.

## **7. Downsizing**

A working group on downsizing was put in place in order to review the agreement reached by staff and management in 2016 which never translated into any policy on downsizing. Following an important number of meetings, the working group was able to submit a report to the SMC with some points of disagreement between management and staff on the below issues:

- i. Sub-delegation of authority to terminate appointments: Staff representatives were of the view that decisions on termination of appointment should not be sub-delegated in order to minimize the risk of abuse, and adequate limits on the relevant delegations would need to be reflected in the appropriate instruments.
- ii. Tiebreakers: Staff representatives did not agree on gender as a tiebreaker as there was no basis for such a criterion in the relevant staff rules, nor in relevant General Assembly resolutions. Staff representatives did not agree that additional nationality-based tiebreakers (such as troop- or police-contributing country nationals) were appropriate, as the sole basis for such consideration in the current regulatory framework was related to hiring, not firing, and the limits of the relevant staff rule needed to be respected. Staff representatives did not agree that mobility (geographical or otherwise) should be a tiebreaker.
- iii. Retention outside the entity: Staff representatives were of the view that the delegation of the Secretary-General's authority to implement the staff rules and regulations did not alter the obligations of the organization towards staff affected by downsizing under staff rule 9.6 (e).

These points of disagreement were sent to the Secretary-General who adopted management's position except for the sub-delegation of authority, where he agreed that only the head of entity should have the authority to terminate appointments.

The new policy was drafted accordingly and at the time of writing this report it is being subject of written consultation which is the last phase before its issuance.

## **8. Part-time employment**

The SCC, through its representative, took part in a working group that was put in place to review the policy on part-time employment. As a result, the option of working for 90 percent of the time was introduced for the first time. But most importantly, the working group agreed to adapt the goals in the work plan to the percentage of work time so as to ensure a fair performance assessment. The working group agreed also that the policy should have special consideration of part-time requests from staff members who can demonstrate "compelling personal circumstances", such as returning from maternity or paternity leave, caring for a sick family member, or returning from long-term sick leave. This in itself is an added value as part of the objective to guarantee a work life balance to all staff members. At the time of writing the report, the new policy is not out yet but we expect it to be issued soon.

## 9. Mobility and selection process

The SCC has been playing an active role in the SMC working group devoted to this issue.

For memory the previous mobility system of compulsory moves was suspended at our request pending a review. It has been decided that mandatory mobility will apply for new staff leaving current staff the option of opting in and out. At the same time lateral mobility across departments with similar functions will be made easier and a number of incentives considered, including for the field.

The work is ongoing and further matters are being reviewed, including how to strengthen central review bodies.

## 10. Pension Fund

### *Our work to improve the management of your investments is paying off*

While the current economic situation remains volatile, the Pension Fund is in a good financial position. This is in part due to the unprecedented level of intervention of governments and central banks to maintain the high value of financial markets. Furthermore, a number of concerns we raised last year with the management of our investments are expected to be addressed by the incoming Representative of the Secretary-General (as discussed during our townhall last April). We will be following up closely.

With regards to environmental, social and governance criteria for investing, something you all have been vocal about, we are pleased to hear that after two years of mobilization by us based on your feedback, a policy will be finalized soon.

### *We prevented cuts to benefits for widows and orphans*

The Chief Executive for Pension Administration proposed that spouses or children who were not known to the Pension Fund at the time a staff member was working should be deprived of a survivor benefit. We knew this would negatively impact children from relationships that a staff member might not wish to declare to their employer, as well second spouses. For this reason, we were able to convince other Board members to successfully prevent such changes.

### *We moderated the budget*

The Pension Fund leadership proposed a budget that would lead to a 35 percent increase over two years. We felt this was neither required nor consistent with the reality across UN organizations and agencies. We suggested a reduction in the proposal by more than \$3 million. This is to address concerns about duplication, unnecessary travel by managers, an excessive number of general temporary assistance positions (which lead to poor management and circumvent internal controls), and as reported to us by Pension Fund staff, an inadequate use of current functionalities offered by the Pension Administration's IPAS software.

### *We pushed for more online services*

Since we have been elected to the Board we have been pushing for the Pension Administration to make better use of its IT capabilities to allow retiring staff and retirees to have access to functions online. The start of the Covid pandemic, when international postal services became rare or non-existent, exemplified the urgency and exposed the possibilities.

While our requests previously gained little support from other Board members we are glad to see that the Pension Administration is finally acting on this, starting with the digitalization of certificates of entitlement. We will continue to push for more digitalization such as acceptance of payment instructions via the online member self service, and uploading reference salary data to the Fund's IPAS software in order to speed up the processing of benefits.

### *We raised concerns at attempts to reduce legal oversight of the Board's actions*

Two years in a row the Board has attempted to remove itself from the jurisdiction of the UN Appeals Tribunal. Two years in a row the General Assembly has pushed back on this request, recognizing that a pension board without the possibility of expert judicial review of its decisions, poses grave risks for the Pension Fund's participants and beneficiaries. This year again the Board requested an exemption from the UNAT's jurisdiction, without any new justification. We raised our concerns at the General Assembly, which supported them. The Board also requested, for the third time, that staff of the Pension Fund be barred from running for election, which we believe contravenes the fundamentals of a workplace fund.

### *We are moving forward reforms towards better governance of the Fund*

Since the start of our mandate, we have highlighted the risks of the Fund's current governance structure by which a Board of effectively 90 people meeting once a year attempts to oversee a \$70 billion dollar fund. This has led to a number of problems, including when the Board was unable to react to many retirees going unpaid for months at a time as a result of a new software.

To this end, the General Assembly resolution 74/263 mandated an external study of how our fund is governed, comparing it with other public funds.

The study, which we hope will be published despite its current "confidential" classification, showed considerable scope to reduce the size of the Board and increase meeting frequency. It also proposed term limits (some Board members have been there for over 20 years), terms of reference for Board members, elected retiree representatives and a change to the Board's culture.

While there was some resistance to the proposals, we hope that Board members will jointly and broadly support the reforms as recommended by the study and we look forward to refining them.

### *A new leadership for the Fund*

Based on our continued oversight of the Fund's leadership, and in light of recent management crises, we were able to ensure a much-needed renewal of the Fund's leadership and the advertising of the positions.

Over the last year the Board has recommended to the Secretary-General the appointment of a new Chief Executive for Pension Administration, Ms. Rosemarie McClean, a deputy CEPA, David Penklis, a new Board Secretary (a change we endorsed in light of the inherent conflicts of interest where the head of Pension Administration was also Secretary of the Board), Mr. Jan de Preter, and separately a new Representative of the Secretary-General in charge of investments, Mr. Pedro Guazo.

We wish them every success and look forward to supporting them in the many challenges they each face.

## 11. Administration of justice

The SCC has continued to prioritize strengthening administration of justice at the UN, especially since staff have little access to national labour dispute mechanisms. We have consistently advocated for our tribunals to remain fiercely independent and impartial, as well as become more effective and efficient.

In 2020, we asked again for more resources to be given to the Office of Staff Legal Assistance (OSLA), which offers free legal aid to staff. Due to OSLA's limited resources, the SCC continued to support legal representation at its expense on several occasions when the cases were emblematic and egregious. Further, the SCC reached out with a letter to the Under Secretary-General for Management Strategy, Policy and Compliance, asking for exceptions so OSLA could fill in some of its vacancies in the context of the frozen recruitment.

The SCC did not agree with the United Nations Dispute Tribunal's (UNDT) decision, which denied the request by a large number of staff to challenge the legality of the pay cut in Geneva, especially as the ILO Administrative Tribunal had earlier issued a ruling reversing the illegal pay cut. Without wishing to encroach on the UNDT's independence, the SCC is rather concerned about the Tribunal's efficiency as it has taken longer than 22 months for it to render its judgement on the case, despite it being so important to most of our staff. Nonetheless, the SCC organized a townhall with OSLA on next steps on 6 August, and it was decided that colleagues who wished to appeal the UNDT's judgement at the United Nations Appeals Tribunal (UNAT) could do so with the support of OSLA.

With regard to the judicial efficiency and accountability, the SCC is pleased to report that the General Assembly, in its resolution 75/248, has supported the Internal Justice Council's recommendation and decided that the practice of publishing the schedule and cause list for each half-time judge on the website of the internal justice system should be extended to the full-time judges. This practice will ensure more judicial accountability and hopefully enable applicants to track the progress of their cases.

The SCC's advocacy has also prioritised better protection of staff from retaliation against those who have applied or testified at the UNDT and the UNAT. As a result, the General Assembly explicitly stated in its last resolution on the administration of justice in the UN that retaliation against complainants or staff appearing as witnesses constitutes misconduct.

There is still more work to be done to ensure that staff are not afraid to seek justice, and when they do, justice is delivered in an impartial and efficient manner. The SCC will continue empowering staff to raise their concerns at the UN tribunals. It will also monitor the challenges facing staff in the internal judicial process in order to address systemic shortcomings in the administration of justice.

## IV. Geneva issues

### 1. Covid-19

Since the outbreak of the pandemic, the SCC has been in direct contact with senior management at UNOG to ensure that measures taken preserve the wellbeing of staff. It set up a Facebook account '[UN Geneva Community](#)' to provide a forum for staff and others in the community to exchange and assist each other and provided individual assistance to staff who asked for it. The SCC also conducted a survey to analyse the impact of the pandemic on staff morale and welfare. The results were brought to the attention of management to ask them to try, to the greatest extent possible, to take the necessary measures to support staff. This had

included amongst other things, requesting the opening of the cafeteria during part of the year and also to allow staff who for personal reasons preferred to be able to work in the office to be able to do so.

## **2. Pay cut**

On 3 July 2019, the International Labour Organization Administrative Tribunal (ILOAT) issued its judgement in respect of complaints filed by staff from five specialized agencies, namely ILO, WIPO, IOM, WHO and ITU, declaring the cuts illegal. ILOAT noted that the ICSC had erred in its calculation, and that the involved agencies had therefore been wrong to apply the pay cut. Furthermore, ILOAT found that the reduction of the gap closure measure from 5 to 3 percent was also legally wrong. It ordered the specialized agencies to revert to the pre-cut salary and to pay the staff retroactively with interest of 5%.

On June 29, the UNDT rendered its judgement after 22 months of being seized of the issue. The judgment upheld the pay cut. In rendering this judgment, the UNDT has taken a contrary position to the ILOAT and has thus perpetuated two pay scales for equal work within the Geneva duty station. This sets a poor precedent for the future and creates a situation whereby staff salaries can be legally set by the ICSC using incorrect data and calculations.

Immediately after the issuance of the judgement, the SCC contacted both the OSLA lawyer and an external lawyer for their assessment of the chances of success of appeal. A townhall was organized during which the OSLA lawyer explained the judgement and informed staff of the decision to appeal the judgement despite the fact that the chances of success were meagre. The SCC also sent a letter to the Secretary-General asking him to directly address Geneva staff on this issue.

Instead of meeting with staff, the Secretary-General asked the Under Secretary-General of for Management Strategy, Policy and Compliance to do so. A townhall was held in early September in presence of the UNOG Director-General. Staff were informed that the Secretary-General would not act before the United Nations Appeals Tribunal (UNAT) pronounced itself on the case, leaving the matter pending. At the time of writing this report, the appeal had been submitted to the UNAT but no judgement was issued yet.

Meanwhile, the ICSC decided to conduct the cost-of-living survey in 2021. While this would have been the solution to collect reliable data and bring back the unified salary scale, 2021 is not a good year to conduct such a survey in view of the distortion of consumption patterns of staff due to the Covid-19 pandemic. That is why, as pushed for by the SCC and other member unions of CCISUA, the federation informed the ICSC that it opposes conducting the cost-of-living survey in 2021. The SCC is still waiting for a formal answer to said position.

## **3. Racism**

Events that took place last spring in the United States have reminded us of the pernicious nature of racism and its institutional nature.

The Secretary-General established a global task force where staff are represented through two staff representatives. The task force is entrusted with the mandate of putting in place an action plan to be implemented at the level of the secretariat.

In order to better understand the nature of the problem at the local level, the SCC conducted a survey in July 2020. Below are its main findings:

- More than 1 in 3 staff have personally experienced racial discrimination and/or have witnessed others facing racial discrimination in the workplace.
- Among those who experienced or witnessed racism, a majority of staff indicated that racial discrimination affected opportunities for career advancement. A significant number of staff also indicated that racial discrimination manifested itself in the form of verbal

abuse and exclusion from work events, such as decision-making, trainings, missions, assignments etc.

- Two-thirds of those who experienced racism did so on the basis of nationality.
- A large number who experienced or witnessed racial discrimination, harassment or abuse of authority indicated that they did not take any action. Lack of trust in the organization's recourse mechanisms was cited as the most common reason. Many also stated that they feared retaliation.
- Respondents believed racism needed to be addressed in a number of different ways. These include accountability and zero tolerance, training and sensitization, greater transparency in hiring, broader diversity, and a more open dialogue on the issue.

These findings were discussed during a meeting held with the Director-General of UNOG who was open to the proposal of the SCC to put in place a working group to discuss this issue. We believe that one way to tackle racism is through guaranteeing better regional diversity. That is why, the SCC submitted a [paper](#) to the SMC but management refused to discuss it further. Both issues will remain high on the agenda of the SCC.

#### **4. Strategic Heritage Plan (SHP)**

In January 2020, the SCC sent a letter to the UNOG Director-General as the owner of the SHP, noting the lack of proper consultations with staff representatives since the early days of the project in 2015. As a result, the Director-General called for a townhall that took place in February before the outbreak of the Covid-19, during which she asked the SHP team and the Transition Team to conduct proper consultations with staff representatives.

This triggered a series of meetings between staff representatives and the Transition Team. During these meetings, the SCC conveyed staff concerns regarding the H building which features open space and hot-desking, where staff are due to move in spring 2021, at a time when there are still uncertainties about the means of transmission of the Covid-19 virus. In a recent survey conducted among the departments expected to move to the H building in the near future (UNECE, OCHA, Division of Administration), a large majority of respondents expressed they were not willing to move under the current conditions.

At the insistence of the SCC, a townhall took place mid-January 2021. Like staff, the SCC was hoping to understand how staff collective concerns about the danger of new variants of Covid spread through aerosols would be taken into account in the design of the open space. However, the answers that were given were disappointing. While we know that staff could be required to wear masks at all times, will be distanced two metres from each other and the building will see similar movement rules to the older buildings, no concrete reassurance was given that these measures were sufficient enough to protect staff from the new evolving variants.

With this in mind, the SCC regrets that management is continuing to push ahead with the moving of staff into the H building without providing the assurance that the risks to health have been addressed, nor reviewing the actual internal building designs. For memory, we have been repeatedly, since before the H building was even built, raising our concerns for the health of staff.

The SCC therefore reiterates its request to management to review its designs and make the H building safe for staff, or consider alternative measures.

#### **5. UNOPS contracts**

The SCC noted with alarm the increasing use of Individual Contractor Agreement (UNOPS contracts) for regular functions of an ongoing nature. These types of contracts do not provide any benefits and entitlements.

Following the SCC's request, a review was conducted by UNOG in the Library and ICTS regarding the use of UNOPS contracts. During the Joint Negotiation Committee (JNC) which took place on 20 November, management confirmed that for the library, the functions were project-bound and thus justified the granting of UNOPS contracts. For ICTS, the review is still ongoing and it would likely lead to the establishment of a few posts in 2021. Meanwhile, UNOPS contract-holders will be extended for 3 to 6 months. The SCC requested management to accommodate UNOPS contract holders in the posts to be created. As a result, management assured the SCC that UNOPS contract-holders would be given due consideration in the recruitment process and that the break in service would not be applicable for them.

## **6. G1 to G4 Group**

The G1–G4 group was established by the SCC and endorsed by management in 2014. Its mandate is to review cases of selection for the G1-G4 categories. Its work is similar to that of other joint bodies (Central Review Panel, Central Review Committee and Central Review Board), which review cases of selection for staff of the G5 category and above. The group, which is currently composed of seven elected members of the SCC, has continued being active in reviewing various cases that have been submitted to it, making comments, and requesting clarifications when needed, and thus trying to ensure a fairer selection process for the G1–G4 categories.

## **7. Support to staff**

The SCC provided assistance to all staff who approached it, to the extent of its capacity, in areas such as harassment, abuse of authority and performance management. Due to the pandemic, most of the assistance provided was through telematic means. In fact, the demand for assistance was notably greater as compared to the previous year, mostly due to the pressure put on staff because of mandatory teleworking. The SCC resorted in a great number of cases to the assistance of the Office of the Ombudsman for informal resolution of disputes, which proved to be useful. In extreme cases, it directed staff to the OSLA with which it enjoyed a very good working relationship.

## **8. Decentralization process at OCHA**

In the year under review, OCHA underwent a decentralization exercise which led to 23 positions from the Professional category being moved from Headquarters toward regional hubs and 7 General Service staff positions being abolished. As a result, a comparative review exercise was conducted for the General Service positions. The SCC asked for a meeting with human resources to ensure that the process of comparative analysis was properly conducted and the process of relocation of Professional positions was properly conducted. As a result, two meetings took place with human resources and the SCC assisted a number of General Service and Professional staff who sought its assistance and advice.

In addition, a [letter](#) was sent to the Under-Secretary General of OCHA questioning him about the rationale behind moving positions outside Geneva as the aim seems to be the cutting of posts costs rather by reducing the number of posts in Geneva rather than being close to the field and asking him to halt the process of relocation until the pandemic is well contained. An [answer](#) was provided to the letter which regrettably failed to answer any of the concerns raised in the initial letter.

The SCC will continue to follow this matter closely and will keep exerting pressure to preserve the place of Geneva as a humanitarian hub with OCHA at its centre.

## **9. Language service**

In August 2020, the SCC organized a global townhall on the translators' workload. As a result, a resolution was adopted, calling for management not to exert undue pressure on translators to deliver more than the 5 pages a day. The SCC held follow-up meetings with senior management at Department for General Assembly and Conference Management (DGACM) and made clear the challenges of moving beyond 5 pages, particularly given the need to provide high-quality translation services.

In early 2021, the General Assembly adopted its budget resolution in which it decided to increase the workload standard to 5.8 pages per day. The revision of the workload standard was adopted without any basis for it, in any previous study or analysis by the Advisory Committee on Administrative and Budgetary Questions (ACABQ). Staff believed that moving beyond 5 pages of output in the current stage would result in a sacrifice of quality and would negatively affect their health and well-being.

The SCC convened a town hall with language staff on 12 January 2021. Staff expressed their outrage and determination to defend themselves. Following the townhall, the SCC sent a letter to the senior management in DGACM, summarizing the conclusions reached at the townhall and making clear that the resolution talks about throughput and not output.

It is worth noting that management put in place a working group to look into the interpretation of the resolution and ways of implementing it. At the time of writing the report, no conclusion had been reached and no answer had been provided by senior management of DGACM. The SCC will continue to follow this matter closely until an agreeable solution is reached.

## **10. Security and Safety Service (SSS)**

Following changes in the working hours of several operational posts within the Palais des Nations and its annexes, whereby the start of shifts was moved from 9 a.m. to 8 a.m., the SCC intervened and was able to reverse the move. An equal harmonisation was also requested for the International Environment House building.

Staff representation met with senior management of the Department for Safety and Security in New York during their visit to Geneva, as well as with the Director-General and the UNOG Chief of the Human Resources Management Service, regarding issues of concern including: the particular modes of operation in each duty station, the recognition of the specific functions of the members of the security staff, seniority promotion from grade G3 to G4, the revision of certain procedures such as the systematic control of vehicle trunks, and the potential regularization of G2 temporary staff on available G3 job openings.

The SCC participated in several working groups within SSS to review various issues concerning the implementation of a new planning study, the fitness room, new equipment such as bulletproof vests, vehicles, etc.

Following a temporary modification of the rules on overtime compensation during public holidays due to the UN's liquidity crisis, staff were denied payment of overtime worked during Christmas and New Year's Day. The SCC requested staff to be duly compensated, which was enacted upon.

Following concerns raised by SSS staff, the SCC carried out a survey on the management of work schedules, including time management of the daily set-up process of security guards (changeover, arming, opening of post), Covid-related measures, and the transparency in the planning system. The results showed staff were concerned about the handling of said matters and the issues were conveyed to SSS management to be addressed.

On many occasions, staff representatives assisted SSS staff who approached them for support on administrative procedures, assistance with cases of prohibited conduct, and advice on matters affecting their working conditions.

## V. Supporting staff welfare activities

### 1. Clubs and societies

Activities of clubs were suspended in March 2020 along with all activity in the Palais des Nations due to the Covid-19 pandemic. As the year progressed and some activity resumed in the Palais, the SCC inquired whether club activities could also be allowed to resume, but the administration decided to prevent club activities while there were still Covid-related restrictions in place. As of the date of publishing this report, all club activities in the Palais continue to be halted, although their members are encouraged to undertake them via other means if possible.

In the context of SHP and Palais renovations in the coming years, following the non-viability of an externally managed gym in the Palais, the administration submitted (at the request of the SCC) a new plan for a dedicated club space with separations that will allow for multiple activities at the same time, as well as training space for the Security and Safety Service staff. This addressed the current issue of having only a single sports room to be shared for all club activities, thus increasing the availability of club activities for staff. The cost of repurposing the space required works estimated at CHF 135,000. The SCC was asked to share into the cost as it pertained a reconditioning for staff welfare. The SCC agreed to contribute CHF 30'000 provided that the space would remain dedicated to staff welfare in the long term.

### 2. Staff magazine

The SCC has been able to continue producing its staff magazine UN Today despite the challenges of Covid-19. Carrying on the legacy of former magazine UN Special since 1949, all 10 issues of the magazine were published in 2020, serving as a platform to voice staff concerns and shed light on the delicate and controversial issues that affect the UN and its staff. The SCC adopted new terms of reference for the magazine to provide clarity to its structure and functioning, thus ensuring it continues to meet staff interests and needs.

### 3. Improvements at the UN beach

During the 2020 season, the UN Port Committee – where the SCC is represented – continued to strengthen the association's governance and to pursue its objective of converting UN Port into an attractive space for the enjoyment of all staff. The work of the Committee, along with improvements implemented throughout the year, included the following:

Installation of a new lake pontoon: The project that began in 2019 to conceptualize, produce and install a new lake pontoon finally came to fruition in July 2020. Most importantly, the new pontoon allows for increased safety among swimmers and paddle board users by separating the areas. It also provides a much more fun experience for children and their families and allowed for the creation of 6 new moorings.

Covid-19: The Committee followed closely throughout the year the evolution of the pandemic and the measures implemented by the Swiss authorities. Among the measures implemented were strict contact tracing data collection, enforcement of physical separation between household units, and the wearing of masks as required. No Covid-19 cases were reported to be linked to any contagion at UN Port.

Winter opening: A key improvement for the UN beach and its restaurant premises were the insulation of water pipes, which now allows their continuous usage even through winter. Following demand from many users, the UN administration approved the opening of UN Port and the catering facilities during this winter season on a pilot basis, and the restaurant, which was refitted in a chalet style, started offering fondue and other seasonal delicacies (opening subject to Covid-19 restrictions).

*Improvements at port:* The Committee held a meeting with boat owners in October to analyse the situation of the port and moorings. It was explained to them that, due to contaminated residue identified at the bottom of the port which could not be simply moved to another part of the lake but rather needed to be taken out for incineration, the price of the planned dredging increased dramatically and could not be undertaken in 2021. A financial plan would be drawn up to finance the dredging in the next 3 to 4 years. In the meantime, the Committee agreed on a feasible improvement plan (already underway as of the publishing of this report) to replace the anchorage equipment and fixings, allowing for a safer and easier experience for boat owners, including the reorganisation of the mooring places.

#### **4. Long Service Awards**

Because of the Covid-19 situation, the Long Service Awards did not take place in 2020. Given that since 2019 the awards became a Secretariat-wide initiative of the organization, the SCC sought guidance from the UNOG administration as to any possible alternative means to hold the awards in 2020, but the SCC was informed that guidance on the matter was yet to be issued by UNHQ in New York.

#### **5. Events**

Due to the Covid-19 pandemic and the suspension of most on-site activities in the Palais des Nations, the SCC was not able to organize any event during the period covered by this report, namely its summer garden party, end-of-year children's party and staff gala.

#### **6. Inter-Agency Games (IAG)**

The IAG were due to be held in June 2020 in Copenhagen. However, due to the extremely complicated and quickly evolving challenges of the pandemic and after weeks of information-gathering and discussion amongst the IAG 2020 Organizing Committee and the IAG Secretariat, the games were cancelled. To the SCC's understanding, all fees were reimbursed to participants to the extent possible. The SCC remains available to support the Geneva Sports Commission for when the IAG can resume, including the possibility of a partial subsidy for the participation of SCC dues-paying members.

#### **7. Crèche places in Geneva**

The SCC was able to secure places for children of staff members in different crèches located in the cantons of Geneva and Vaud. The SCC specified in the message communicated to staff that it does not intervene in the relation that may be established between the crèche and the staff members. The feedback received so far has been positive.

#### **8. Special offers for staff**

As part of its mandate to promote staff welfare, the SCC maintained and created new partnership deals offering discounts to all UN staff at local vendors. For instance, we obtained a deal with Taxiphone whereby a 10% discount is now automatically granted on all rides upon presentation of the UN badge, as well as fixed prices for airport transfers and other services. Another partnership was reached with the Geneva Country Club whereby UN staff are now exempt from paying joining fees and get a 15% discount on all the different memberships options. Other partnerships we maintain include discounts and/or benefits with the following vendors: Tamoil, Passeport gourmand, L'assiette genevoise, Silhouette gym, Pharmacie Populaire, Europcar, InterSoccer Football Courses & Camps, among others. Please refer to our [website](#) for more detailed information.

## VI. Communication with staff

### 1. Broadcasts

As of the date of this report, the 38<sup>th</sup> SCC had sent out 98 email broadcasts. Our broadcasts have informed staff of developments, inviting your feedback and seeking your support in our campaigns. We are pleased that you appreciate being informed and engaged on such a regular basis, and the SCC will continue improving its communications.

### 2. SCC website and online presence

The SCC's [website](#) contains all the news updates on the activities of the SCC, important documents, contacts, information on meetings, services provided, staff clubs and events. The SCC renewed the look and feel of its website in January 2020, which now allows easier and more transparent access to information.

In the midst of the pandemic, the SCC created a Facebook group: '[UN Geneva Community](#)' as a channel of support for staff in confinement. With over 4,000 members at the time of this report, the group continues to consolidate not just as a means of support, but also as a communication channel to voice staff concerns and gather their feedback.

## VII. Making the Council stronger and more effective

### 1. Participation

The SCC strength stems from the commitment of each of its members who participated, each on his/her way, in advancing the SCC's work programme through working groups, negotiations and networking with other staff unions. The SCC resorted to votes in limited cases and was able, throughout all the year under review, to overcome divergence of views and work on the basis of consensus. A table showing the attendance of each member in its meeting is attached as an Annex to this report.

### 2. The situation of SAFI and its impact on the Council

The Covid-19 and drop in attendance at the Palais des Nations by staff and delegates had a forcible impact on SAFI, whose turnover fell by 70 per cent. As a result, the SCC did not receive a share of SAFI's 2019 revenues, given the difficult situation it faced in 2020, which is likely to continue. This was an opportunity for the SAFI Committee, on which three members of the SCC sit, to review the functioning of SAFI and make structural changes in order to reduce costs and improve the services provided to staff. For this reason, a new manager was recruited and will take up his duties at the beginning of April. In addition, SAFI will be providing an online sales service as of March and will also be hosting the Post Office on its premises, as the Post Office at Gate 6 closed.

### 3. Financial management

During the period under the pandemic, the Finance Commission has been in contact regularly by virtual means, allowing for the timely processing of all payments and other issues. The Finance Commission has also started to make use of Twint as a means of collecting donations to improve the collecting capacity of the SCC. Moreover, the Finance Commission has ensured that audit observations were properly implemented, this has included: monitoring potential investments bearing in mind the volatility of markets due to the pandemic,

maintaining a monitoring table of ongoing payment approvals by the SCC, and ensuring all supporting documents are duly kept. To consult the latest audit report and how its recommendations have been addressed to the full extent possible, [click here](#).

#### **4. Representation at the Staff-Management Committee**

Due to Covid-19, the SMC session for 2020 did not take place. However, regular meetings of the SMC have been held throughout the year. The SCC has played an active role at the SMC. One of its members is currently member of the contact group that is responsible for setting up the agenda of the SMC meetings. At SMC, unions work together in negotiating with management. The SCC tables or contributes to briefs and positions. The SCC representatives actively participate in a number of working groups that deal with the policy changes related to issues such as downsizing, performance management, staff selection and mobility and part-time employment. During the last session of SMC the SCC submitted papers on its own or jointly with other staff unions. It has also put many items on the agenda of the SMC that are of interest for staff at large.

#### **5. Representation through our federation, CCISUA**

The annual session of CCISUA did not take place due to Covid-19. The SCC took active part in the mid-term session of CCISUA that took place virtually from 16-18 November. It pushed hard to have the interest of UNOG staff duly defended by the federation, regarding the cost-of-living survey as well as the future of work to name a few.

#### **6. Relations with other staff unions in Geneva**

The SCC was able to maintain very good working relations with all staff unions of the Geneva based organizations. The cost-of-living survey was a good opportunity to foster these relations.

## **VIII. Membership**

While all staff are represented by the SCC, as a union, it depends on members' contributions. By becoming a dues-paying member, not only are you taking a real stake in your union, but you are also showing strong solidarity to the cause of staff rights.

As a dues-paying member you benefit from:

- Legal guidance in job-related cases (if refused by OSLA);
- Free meal and drinks at our annual staff party;
- Free attendance for your children at our annual children's party;
- Subsidized participation at the Inter-Agency Games;
- Free adverts on our public bulletin board;
- Additional 13% discount days at SAFI;
- If you are member of a club, with 15 dues paying members, your club becomes eligible to receive financial support from the SCC.

The SCC saw an increase of dues-paying members of 2.2 percent compared to the previous year (for a total of 457 dues-paying members as of December 2020). Membership dues are paid monthly and are automatically deducted from payroll, for which staff only need to fill out an online form on our website. Contribution is only CHF 10 per month for all staff.

To play an active role in defending staff rights and welfare as a dues-paying member, please register through [this form](#).

## Annex 1

### 2020-2021 Work Programme

*Mindful of the current challenges facing our Organization, the UNOG Staff Coordinating Council is a union that represents UN Secretariat staff in Geneva. In discharging its programme all 25 members of the Council shall contribute their time and efforts to reach our common goals.*

#### **To protect pay, jobs and promote careers, the Council will:**

1. Work with other unions to improve how pay for G and P staff is calculated.
2. Maintain its challenge of the Geneva pay cut before all fora, including the tribunals.
3. Advocate for the inclusion of ILO standards and labour rights in how our conditions of service are set.
4. Protect jobs from arbitrary downsizing and unnecessary offshoring.
5. Promote greater contract security, address the increase in consultancy and the use of temporary and other types of appointments for ongoing functions.
6. Advocate equal leave for staff on temporary appointments.
7. Campaign for merit-based and non-discriminatory staff selection and promotion processes.
8. Advocate that G staff be able to apply directly for P posts and ensure better career prospects for NCE/YPP candidates.
9. Address the job impact of workplace evolutions, such as technological advances and artificial intelligence.
10. Maintain our solidarity with the Fair Internships movement.

#### **To improve the work environment and support staff welfare, the Council will:**

1. Ensure that the business continuity measures adopted in the context of the COVID-19 situation do not negatively impact staff welfare.
2. Limit the impact of increased productivity requirements on the health and wellbeing of staff.
3. Improve the investigation mechanisms in the cases of misconduct and hold management accountable on measures taken.
4. Campaign for a workplace in which staff have equal opportunities regardless of gender, race, nationality or disability.
5. Improve work life balance through reviewing parental leave and allowing all staff access to flexible working arrangements.
6. Request revisions to the travel policy so that staff arrive fit for work.
7. Use the current experience to improve flexible working arrangements.
8. Negotiate workspace during and after SHP that is safe and secure.
9. Support the development of staff recreational facilities and ensure support to clubs.
10. Explore growth in Council funding through membership dues, the staff magazine UN Today and other sources.
11. Advocate for the improvement of the internal justice system.

#### **To keep staff informed and involved, the Council will:**

1. Hold regular townhalls and inform staff through frequent broadcasts and other channels, including the staff magazine UN Today.
2. Survey staff on key issues and developments.
3. Publish information on the roles and responsibilities of Council members.

## Annex 2

### Membership form

Membership dues are paid monthly and are automatically deducted from payroll, for which staff only need to fill out an online form on our [website](#). Contribution is only CHF 10 per month for all staff.

**To play an active role in defending staff rights and welfare as a dues-paying member, [click here](#) to access the registration form or type the following address in your web browser:**

<https://www.staffcoordinatingcouncil.org/join-your-staff-union>.

## Annex 3

### Attendance of the 38<sup>th</sup> UNOG Staff Coordinating Council (as of 22 January 2021)

Members of the Council

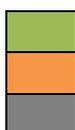
Council meetings

		1	2	3	4	5	6	7	8
ABDELLAOUI	Naima								
ALEKSANDROVA	Anna								
ALMARIO	Francis								
APOSTOLOV	Mario								
BALD	Iain								
BALI	Mohamed								
CHANTREL	Dominique								
CHAOUI	Prisca								
DAWADI	Niraj								
DUPARC	Philippe								
GAZIYEV	Jamshid								
JACQUIOT	Cédric								
JAMES	Elizabeth								
KALOTAY	Kalman								
KELLY	Paul								
KHAN	Anjum								
LIN	Dan								
MEYER	Olivier								
MONNET	Aminata								
MUKAMUSONI	Angelique								
NOVIKOVA	Alina								
PECK ARIF	Catherine								
RICHARDS	Ian								
SHELDON	Laura								
SMITH	Bradford								
STANOVIC	Marko								

Present

Absent/excused

Not a member at this time



## Annex 4

### Attendance at Executive Bureau meetings of the 38<sup>th</sup> Council (as of 22 January 2021)

Voting members of the Executive Bureau

Attendance at Executive Bureau meetings (as of 22 January 2021)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28
BALI Mohamed	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present
CHAOUI Prisca	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present
DUPARC Philippe	Present	Absent/excused	Present	Present	Present	Present	Present	Absent/excused	Present	Present	Present	Absent/excused	Absent/excused	Present	Absent/excused	Present	Present	Present	Present	Present	Present	Present	Absent/excused	Present	Present	Present	Present	Present
GAZIYEV Jamshid	Present	Present	Absent/excused	Present	Present	Present	Present	Present	Present	Present	Present	Absent/excused	Present	Present	Present	Present	Present	Present	Absent/excused	Present	Present	Present	Absent/excused	Absent/excused	Present	Present	Absent/excused	Absent/excused
JACQUIOT Cédric	Present	Present	Absent/excused	Present	Present	Present	Present	Present	Absent/excused	Present	Present	Absent/excused	Absent/excused	Present	Present	Absent/excused	Present	Absent/excused	Absent/excused	Present	Present	Present	Present	Absent/excused	Present	Present	Present	Present
KALOTAY Kalman	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Absent/excused	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present
LIN Dan	Present	Absent/excused	Present	Present	Present	Present	Present	Present	Present	Present	Absent/excused	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present

Non-voting members of the Executive Bureau

PECK ARIF, Catherine	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Absent/excused	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present
MEYER, Olivier	Present	Present	Present	Absent/excused	Absent/excused	Present	Absent/excused	Absent/excused	Present	Absent/excused	Present	Present																	

Present



Absent/excused

