

United Nations
Office at Geneva
STAFF UNION



Office des Nations
Unies à Genève
SYNDICAT

The 40th Council of the UNOG Staff Union



Year in Review

2022-2023

January 2023

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Preface

I must say that it has been another busy year with many challenges but also significant achievements. We worked closely with other staff unions and with CCISUA, the staff federation to which we belong, as well as strategically with management at all levels, including at United Nations Headquarters and in various fora, including the JNC, SMC and its various working groups, and the ICSC. We are happy to report progress in a number of important areas, including a pay raise for both professional and general service staff, increases to other entitlements, a more generous parental leave policy, and a fully voluntary mobility policy for existing staff. We also successfully pushed back against a management proposal for a less secure, agile contract, and a proposal to reduce the home leave lump sum, as well as pushing for management to address the delay in the awarding of continuing contracts and the establishment of an SMC Working Group on Career Prospects for General Service Staff. We also, through CCISUA, were able to significantly reduce the percentage of the pension fund being managed externally. This past year, we worked tirelessly and with dedication to protect your interests and hope to continue to do so in the future.

Bradford Smith
Executive Secretary

What a year it's been, as this very long annual report attests. To name just a few wins: a new parental leave, pay increases, better contracts, the pension fund, new sports facilities. We've made a lot of progress, working with other unions and making the most of our relations with management.

I would like to thank everyone who took part in staff representation this year and who attended our council meetings – we made things happen!

I hope you will enjoy reading this report as much as we enjoyed representing you this year.

Ian Richards
President

Composition of the 40th UNOG Staff Union

Elected staff representatives:

<i>President</i>	RICHARDS Ian	
<i>Vice-President</i>	HERMELINK Ursula	
<i>Executive Secretary</i>	SMITH Bradford	
<i>Deputy Executive Secretary</i>	BALI Mohamed	
<i>Other members of the Executive Bureau</i>	ABDELLAOUI Naima	JOHNSON Laura
	CHAOUI Prisca	MEYER Olivier
	DUPARC Philippe	
<i>Treasurer</i>	CHANTREL Dominique	
<i>Other Council members</i>	ASSI Mohamed	PALAIRET Rowland
	FABIANI Hélène	PECK ARIF Catherine
	DAN Lin	PEJCHAL Viera
	GAZIYEV Jamshid	PIODA Gerald
	LA PLANETA Jean-Luc	RUEDA María Almudena
	LEWIS-LETTINGTON Nicole	TOMAS Philip
	MARTINEZ ALFONSO Begoña	TOUALBIA Radouan
	NWOKEABIA Hilary	

Polling officers:

SULSTAROVA Astrit (President)
CIENIEWICZ Madeleine (Vice-President)
ARIPOV Djurabek
FATHI Rafik
SRINIVASAN Divya
SVIRCHEVSKYY Oleksandr

Auditors:

None elected.

Assistant to the Council:

SILVEIRA Froylan

I. Summary of work programme implementation

To protect pay, jobs and promote careers, the Staff Union will:	Status
<p>1. 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.</p>	<p>Through CCISUA, we were successful in pushing back against Management's proposal for a new "agile" contract. We have pushed management to address the delay in the processing of continuing appointments. We were successful in advocating for the conversion of GTA contracts to fixed-term contracts as well as the review of the use of UNOPs contracts.</p>
<p>2. 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.</p>	<p>We pushed for better career prospects for general service staff again at SMC and were successful in creating a SMC Working Group on General Service Career Prospects to make recommendations to improve career opportunities for general service staff, including abolishing the G to P examinations. We also were successful in ensuring that the new mobility policy is voluntary for existing staff and continue to work within the SMC Working Group to ensure that rosters are more strongly embedded in the recruitment process. CCISUA continues to follow-up on contractual arrangements and career development for all staff with a focus on gender parity and geographic diversity. At SMC, staff representatives continued to raise concerns of YPPs/NCEs regarding career advancement.</p>
<p>3. Work to protect remuneration, entitlements and pensions, in particular through advocacy within the ICSC.</p>	<p>The UNOG Staff Union, through CCISUA, pushed for changes to the methodology and operational rules of the ICSC, which set the stage for the new cost of living survey. The Staff Union also actively advocated within the ICSC to positively influence the outcome. Professional staff received a post adjustment increase of 3.9 percent for 2022. General Service staff received an inflation-linked increase of 2.9 percent in 2022. The UNOG Staff Union, through CCISUA, also participated in a campaign to stop the outsourcing of a large percentage of the fixed-income portfolio of the Pension Fund to external management. As a result of CCISUA's efforts, management agreed to reduce from 18 percent to between 5 and 7 percent of the fixed-income portfolio to be outsourced with a commitment to further review the situation in 2023 allowing time for the fixed-income internal team to reach its full potential.</p>
<p>4. Demand the implementation of collective bargaining and the inclusion of ILO standards and labour 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.</p>	<p>The General Assembly does not recognize the right to collective bargaining for staff of the United Nations. It is resolution 67/255, it recognized the importance of continued informal interaction with staff representatives on human resources management issues and requested the Secretary-General to revise the SGB on the Staff-Management Committee, in line with the existing staff regulations. The revised version of the bulletin (SGB/2011/6/Rev1) speaks about staff-management consultations at entity and Secretariat-wide level, which take place at SMC. CCISUA does follow-up on this issue, which has made little progress in light of the revised SGB. Nonetheless, at SMC, staff representatives have been able to influence policy by incorporating international labour norms to the extent possible.</p>
<p>5. 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</p>	<p>The UNOG Staff Union, through CCISUA, pushed back against the introduction of a new type of agile contract proposed by management and the ICSC agreed to maintain the current contractual framework as it serves the purposes of the Organization and provides sufficient flexibility. At SMC, we also advocated for addressing the delay in awarding continuing appointments and to ensure that fixed-term contracts be extended at the maximum term feasible given the funding environment. Management also agreed to deal with the backlog in processing eligible candidates for</p>

<p>promotion processes to ensure accountability.</p>	<p>continuing appointments from years 2016 to 2021 by next year. We were also able to agree at SMC on a new downsizing policy, which would allow eligible downsized candidates to be considered for placement on a priority and non-competitive basis. We also followed-up at the entity level with delegation of authority issues, in particular related to contract extensions, and decentralization issues.</p>
<p>6. Address the impact on jobs, workload and working conditions in relation to the introduction of new technologies on certain categories of staff.</p>	<p>We continued to advocate through CCISUA as well as the SMC for safer working conditions for interpreters using remote simultaneous interpretation platforms and to defend the interests of translators and revisers in response to increased workload standards justified on the basis of new technologies.</p>
<p>7. 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.</p>	<p>CCISUA is part of a working group on the new Human Resources Management Framework, which will make recommendations in 2024. We are active within the SMC Working Group on Staff Selection and Rosters, where we are currently discussing how to clean-up the rosters to make them more attractive to use by hiring managers and also how to more firmly embed roster use in the selection process. We were successful in pushing back against a mandatory mobility policy for existing staff and also in establishing a SMC Working Group on General Service Career Prospects. There was also agreement to mutually recognize rosters within the UN system to provide greater career opportunities for staff. The Staff Union also has members who are part of the Working Group to Address Racism in the Workplace, which will make recommendations to the Director-General on implementing the Secretary-General's Strategic Action Plan in this regard, including with respect to ensuring greater diversity in recruitment and selection processes.</p>
<p>8. Demand greater independence of, and other improvements to, the internal justice system, including through the IJC.</p>	<p>The UNOG Staff Union participates in meetings of the Internal Justice Council and inputs were made to the ICJ's report and action plan for the year. We also participate in the SMC Working Group on the Administration of Justice, where we are currently in discussions with management and other stakeholders to strengthen the protection of staff against retaliation. The Staff Unions pushed back against the proposal to create a joint chamber between the United Nations Dispute Tribunal and the International Labour Organisation Administrative Tribunal, which would have the effect of compromising the independence of these judicial bodies. The General Assembly reviewed the matter and has requested the Secretary-General to continue consultations to find a sustainable solution on the jurisdictional set-up and to preserve the unity of the common system. We also raised both procedural and substantive objections to a proposal to amend article 9 of the UNDT Statute, which would have hindered effective judicial oversight by the UNDT of OIOS investigations into misconduct. The General Assembly has referred this matter back for further consideration and consultation.</p>
<p>9. Maintain our solidarity with the "Fair Internships Initiative", and promoting geographic diversity amongst interns, and interns from developing countries.</p>	<p>By working with the UNOG Working Group on Addressing Racism in the Workplace, we have made inputs to recommendations to the Director-General concerning the need for outreach to interns from under-represented and unrepresented regions to promote greater diversity. CCISUA also continues to push for paid internships.</p>
<p>10. 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.</p>	<p>We have been very active in SMC and its various working groups, as well as with respect to ICSC matters. We are also active in CCISUA which is headed by Prisca Chaoui, a member of the UNOG Staff Union. Together, we have been able to achieve many positive objectives for staff relating to pay increases and increases to other entitlements, maintaining the status quo on lump sum travel options for home leave, the jurisdictional set-up of the tribunals, and the contractual framework. We were also successful in pushing for a voluntary mobility policy for existing staff and other important issues.</p>

To improve the work environment and support staff welfare, the Staff Union will:	Status
1. Ensure that measures adopted in the context of the post-COVID-19 pandemic protect the health, welfare and basic rights of all staff.	The UNOG Staff Union worked with management to ensure that the Secretary-General's guidelines on mandatory vaccination were applied in a limited fashion at UNOG and that affected staff were accommodated in the event that they could not or did not wish to get vaccinated. This matter was also raised at SMC where the staff representatives argued for assessments on an individual basis and not by occupational group with accommodation for affected staff choosing not to vaccinate with other work assignments without resorting to AL/SLWOP. Staff representatives also argued for the carryover of home leave points into 2022, to extend home leave entitlements for children who could not benefit from the entitlement in 2021 and are no longer 21 years of age, to relax the 12-month period between home leave entitlement travel and to allow staff to carry over more than 60 days of accrued annual leave at the end of March 2022. Staff representatives also requested the establishment of Occupational Health and Safety (OHS) committees in all duty stations as a best practice.
2. Prevent any impact requirements on the health and wellbeing of staff resulting from increased productivity.	The UNOG Staff Union has been supporting the Languages Service Sectoral Assembly with its campaign to address the implementation of the new workload standard for translators and revisers, which has resulted in a negative impact on staff well-being. Following the General Assembly's resolution regarding the individualized nature of the workload standard, the Staff Unions will continue to advocate for "recycled" text to be credited and seek out other ways to address the concerns of staff.
3. Support staff in speaking out against misconduct, promote the improvement of investigation mechanisms, and ensure that appropriate measures are taken for accountability purposes.	The UNOG Staff Union continued to send out broadcasts on how to report misconduct and the various tools available to staff. It has also held briefings with departments and has provided advice to numerous staff in this regard. It also brought to the attention of OHR in New York certain serious cases and requested an OIOS investigation against one manager.
4. 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.	CCISUA continues to follow-up on harassment, including sexual harassment, as well as the rights of victims in the context of sexual exploitation and abuse. SMC continues to follow-up on gender parity with staff representatives pushing for continued engagement at the SMC, data sharing and the establishment of a working group. We are also active in the UNOG Working Group to Address Racism in the Workplace, which submitted recommendations to the Director-General on implementing the Secretary-General's Strategic Action Plan in this regard.
5. Improve work life balance by advocating hybrid working for those who wish, reviewing parental leave, and ensuring that flexible working arrangements are applied fairly.	The Staff Union has followed-up with heads of entities and various human resources departments on several cases involving flexible work arrangements that appeared to be not in line with the policy. Through the ISCS, the Staff Unions were able to increase the parental leave entitlement, which has been approved by the General Assembly.
6. Work to ensure a safe and secure workspace in the context of SHP.	We followed-up with several offices and individuals regarding concerns about the renovations in the context of the SHP and almost all of these concerns have been addressed. We also ensured appropriate spaces for clubs during this transitional period.
7. Support the development of staff facilities such as UN Beach and ensure support to clubs.	The UNOG Staff Union ensured appropriate space for UN Clubs during this transitional period, supported clubs following the difficulties many of them experienced during COVID, sponsored staff members for the Inter-Agency Games, as well as continues to oversee through a joint management committee the UN Beach Club and is also looking into a similar arrangement for the UN Tennis Club.

8. Pursue growth in Staff Union funding through membership dues, including from all Council members, the staff magazine UN Today and other sources.	The COVID situation and the reduced number of staff and visitors at the Palais des Nations has resulted in reduced revenue for SAFI, which impacts the finances of the Staff Union. Membership dues are slightly up, advertisement fees in UN Today are strong but are currently offset by expenses. While expenditures were less than in pre-COVID years, overall revenue is also down resulting in a loss of 36,000 CHF for the year. Over the years, the Staff Union has built-up a sizeable reserve and the Finance Committee will review investment options for 2023 that may generate income.
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To keep staff informed and involved, the Staff Union will:	Status
1. Hold regular town hall meetings and inform staff through frequent broadcasts and other channels, including the staff magazine UN Today.	Town hall meetings were organized for all staff on mobility, pension fund outsourcing and with specific entities. A town hall meeting was held in January 2023 to update staff on recent developments. The Staff Union sent out 40 broadcasts to staff on important developments during the year. Many articles contributed to UN Today also helped keep staff informed.
2. Survey staff on key issues and developments.	Several surveys took place during the year, including on mobility, conditions of work and staff well-being at ITC and in the Languages Service.

II. United Nations Common System Issues

1. International Civil Service Commission

The International Civil Service Commission (ICSC), which makes recommendations on our pay and conditions of service, met in New York from 14 to 25 March 2022 and in Paris from 11 to 22 July 2022. The CCISUA staff union federation, of which the UNOG Staff Union is a member, was there to represent our interests. Below is a summary of the outcomes of the meetings, which were broadcasted to all staff in May and September 2022.

2. Increase in P and D salaries

The UNOG Staff Union, through CISSUA, supported both industrial and legal actions, which resulted in a number of changes by the ICSC to the methodology and operational rules for post adjustment, which set the stage for a new cost-of-living survey. The initial results of the survey were presented at the Advisory Committee on Post Adjustment Questions. The President of the UNOG Staff Union, Ian Richards, attended the 43rd Session of the ICSC Advisory Committee on Post Adjustment from 6 to 13 June 2022 in New York. ACPAQ is a technical committee of five members appointed by the ICSC. ACPAQ makes recommendations to the ICSC on the post adjustment system. ACPAQ was asked to certify that the methodology was followed for collecting relevant data and calculating the post adjustments following the approval of the results of the cost-of-living surveys in New York and other headquarters locations. Staff federations and organizations participated and were able to raise issues and make comments throughout the process. The UNOG Staff Union raised many concerns about the process relating to the established conditions for carrying out the survey, the lack of full transparency of the data, IT issues, the transitional effects of COVID on rent spikes and other volatilities in certain locations, the use of the internet to collect data, and other issues. The results presented were set in November 2021 and were adjusted upwards as the meeting proceeded taking into account many of the issues raised, showing a certain degree of flexibility to the comments made by staff federations and organizations.

The UNOG Staff Union also attended the ICSC plenary meeting to continue to raise important issues regarding the post adjustment. A broadcast was sent out to staff to confirm that all professional staff will receive a pay raise of 2.6 percent starting in August 2022. Added to the 1.3 percent pay raise in February 2022, this makes a total increase of 3.9 percent for 2022. This positive outcome follows considerable work by the staff federations and organizations over the last five years, particularly through our CCISUA staff federation. We obtained changes to the post adjustment methodology and rules to

make the post adjustment more fair and reflective of the reality we face. This outcome has also involved your actions through attendance at meetings, strikes, demonstrations, legal appeals and, for those involved, taking the time to fill in the place-to-place survey.

The General Assembly also approved a 2.28 percent adjustment of the unified base/floor scale as recommended by the ICSC. As a result of this increase, however, the post-adjustment multipliers will be consolidated on a no gain/no loss basis.

3. Increase in General Service (GS) salaries

The ICSC considered recommendations from a working group on this topic of which CCISUA was a member. Based on these findings, the ICSC decided to conduct a pilot project in headquarters and field duty stations using external data to set GS salaries, instead of using data from employer surveys conducted by the UN itself. This was based on prior difficulties encountered in conducting the surveys. Safeguards were put in place to prevent negative results. In duty stations where such data are not commercially available, the conventional survey methodology was used. CCISUA recalled the importance of always upholding the Flemming Principle that UN staff be paid in line with the best prevailing local salaries, and asked that the pilot project remain as such until its outcome is independently assessed. GS staff received an inflation-linked increase of 2.9 percent in October 2022 in line with the methodology, and staff were informed of this positive news by broadcast in November 2022.

4. Victory against agile contracts

As you may be aware, the contract framework adopted in 2005 consists of continuing, fixed-term and temporary contracts only. Following a request from the organizations to review the framework, CCISUA launched a campaign to fight the introduction of a new type of “agile” contract and made it clear that the current contractual framework was flexible enough and that there was no need for any changes to the current framework. At the April 2022 meeting of the High-Level Committee on Management (HLCM), it was decided to put this issue to rest and to await the outcome of the ICSC review of the working conditions of staff as required by the General Assembly at its last session. The ICSC established a working group, of which CCISUA was a member. The working group decided that the current framework serves its purpose, provides the organizations with sufficient flexibility, and that there was no need for the proposed agile contract. The General Assembly at its latest session, requested the ICSC to conduct a system-wide survey to assess factors affecting workforce retention and submit its results to the General Assembly at its 79th session. In addition, following our intervention, the ICSC has also recommended to the General Assembly that annual leave for temporary appointments be harmonized at 2.5 days per month. Unfortunately, the General Assembly did not take up this issue at its latest session and we will need to raise this matter at SMC.

5. Mobility incentive

The mobility incentive is reviewed every three years. The new amounts in the table below (in US dollars) are to be implemented as of 1 January 2023. CCISUA reiterated its position calling for the mobility incentive to be paid for staff, even if the movement is towards H Duty stations. At its latest session, the General Assembly invited the ICSC to reconsider its decision on the levels of the mobility incentive and to assess their calculating methodologies based on the outcome of the next comprehensive compensation review. It also reiterated its encouragement to the organizations of the common system to consider the application of alternative administrative measures, including non-financial incentives, to promote staff mobility, and linking mobility to staff development and career progression, to the extent possible.

<i>Assignment number</i>	<i>Group 1 (P-1 to P-3)</i>	<i>Group 2 (P-4 to P-5)</i>	<i>Group 3 (D-1 and above)</i>
2 to 3	6,900	8,625	10,350
4 to 6	8,625	10,781	12,938
7+	10,350	12,938	15,525

6. Non-family service allowance:

The ICSC reviewed the non-family service allowance, which represents a cost-recovery for staff who undertake assignments at non-family duty stations and recognizes the increased level of financial and psychological hardship incurred by separation from family members. The ICSC agreed to keep the current levels unchanged, i.e. at \$ 19,800 for staff with eligible dependents and at \$ 7,500 for staff without eligible dependents.

7. Ceiling for the relocation shipment payment:

The ceiling for relocation shipment-related lump-sum payment was reviewed using the data on actual costs for relocation shipment received from the organizations. Based on the analysis of the data provided, the ICSC decided to keep the ceiling at its current level of \$18000.

8. Hardship allowance

The ICSC agreed to an increase of 3.1% in the hardship allowance in proportion to the movement of the base/floor salary scale. CCISUA mentioned the need to harmonize the level of payment of this allowance among all grades since the hardship is the same regardless of the grade. The revised annual amounts payable under the hardship allowance, which took effect on 1 January 2023, are below. At its latest session, the General Assembly invited the ICSC to reconsider its decision on the levels of the hardship allowance and to assess their calculating methodologies based on the outcome of the next comprehensive compensation review.

<i>Hardship category</i>	<i>Group 1 (P-1 to P-3)</i>	<i>Group 2 (P-4 to P-5)</i>	<i>Group 3 (D-1 and above)</i>
A	–	–	–
B	6 110	7 330	8 560
C	11 010	13 440	15 890
D	14 670	17 130	19 550
E	18 340	22 000	2 460

9. Implementation of Common Classification of Occupational Groups (CCOG) codes for professional and higher categories and the GS and related categories:

The CCOG provides a UN common system-wide code for job functions, enabling comparability. This Code was updated for the last time in 2015. CCISUA noted that the code made it easier for staff to identify career opportunities across the system and benchmark against jobs with the comparator. The ICSC decided to establish a technical taskforce to make any revision of the code.

10. Review of the jurisdictional set up of the United Nations common system and proposed amendment to article 9 of the UNDT Statute

As you may be aware, following the double post-adjustment multiplier in Geneva, the General Assembly noted with concern that the organizations of the UN common system faced the challenge of having two independent administrative tribunals with concurrent jurisdiction, and requested the Secretary-General to conduct a review of the jurisdictional set up and submit its findings and recommendations. CCISUA opposed any change of the current jurisdictional set up, namely the creation of a joint chamber between the UNDT and ILOAT and called for the preservation of the status quo. The General Assembly reviewed the matter in December 2022 and requested the Secretary-General to continue consultations to find a sustainable solution on the jurisdictional set-up and to preserve the unity of the common system. It also decided that the review should be concluded by 31 December 2023.

In addition, at the SMC Ad Hoc meeting in December, staff representatives raised strong objections to the proposed amendment to Art. 9 of the UNDT Statute, which was included in the Secretary-General's latest Administration of Justice report to the General Assembly on both procedural and substantive grounds. On the procedural level, the introduction of the amendment to the GA without consultation, either with staff representative bodies or the Internal Justice Council, is a grave breach of Article VIII of the Staff Regulations and Rules. On the substantive level, we argued that a zero-tolerance policy for sexual abuse, sexual harassment and other forms of grave misconduct must rely on a disciplinary process rooted in solid due process guarantees and sufficient evidentiary standards, in a context of transparency and accountability that includes effective judicial oversight. We regret that the proposal introduced by the Secretary-General goes in the opposite direction. The staff representatives requested

that the proposals be withdrawn, which was refused by management. In the meantime, the staff representatives, which have already written to the Secretary-General on this matter, will also bring this to the attention of the General Assembly. The General Assembly has sent the matter back for further consideration.

11. Big increase in parental leave

The ICSC decided to replace the current maternity, paternity and adoption leave with parental leave of sixteen weeks for all parents, regardless of gender or category of staff, and to provide an additional ten weeks for birth mothers to meet the specific pre- and post-natal needs. The General Assembly approved the recommendations on parental leave and we are awaiting the promulgation of the revised policy. The General Assembly requested the ICSC to submit to the General Assembly at its 80th session, an assessment and review of the implementation of the parental leave framework, with a detailed analysis of utilization data, staff satisfaction, expenditures, the incentive function of the new framework and its impact on the workforce, in particular regarding job attractiveness and workforce retention. In summary, new parents will receive 16 weeks for each parent (includes same-sex, surrogacy and adoption) and a further 10 weeks for the birth mother. Leave can be taken within one year of becoming parents.

12. Dependency allowance

The ICSC also decided to recommend to the General Assembly increases of the dependency allowance for professional staff. The General Assembly invited the ICSC to further refine the structure of the children's and secondary dependant's allowances, and to review the feasibility of applying a means-tested methodology, and report thereon to the General Assembly in 2023. The General Assembly approved, as a compensation measure, the allowance for children with disabilities in the amount of 6,645 dollars per annum until the children's and secondary dependants' allowances are further adjusted.

13. Possible changes to rules on air travel

The ICSC reviewed rules on air travel across the common system and looked at how these could be harmonized. The ICSC invited common system organizations to conduct a pilot application during 2023 of the revised criteria for determining the class of travel on official business/mission, namely upgrading from economy to premium economy class for travel over six hours and to business class for travel over 9.5 hours, including layovers. The General Assembly at its last session, requested the ICSC to reconsider the pilot standards of accommodation for air travel, taking into account the provisions of the General Assembly on standards of accommodation for air travel, and further requested it to report on this subject in the context of the ICSC's next report.

14. Human Resources Management Framework

The framework for human resources management was initially adopted by the ICSC in 2000 to harmonize policies and practices of the organizations of the United Nations common system. The ICSC decided to form a working group of which CISSUA will be a member to conduct the review and make recommendations in 2024.

15. Standards of Conduct for the international civil service

The ICSC standards of conduct were last updated in 2012. The ICSC decided to form a working group of which CCISUA is a member in order to review the standards and to report back to the ICSC in 2024. It will consider new developments in the areas of sexual harassment, racism and racial discrimination, increased decentralization, staff participation in political and civil protests and whistle-blower protection.

16. Recruitment incentive

In 2015, the General Assembly approved an incentive payment for the recruitment of experts in highly specialized fields in instances where the organizations are unable to attract suitably qualified personnel. The incentive has since been used in a very limited number of cases. CISSUA was of the view that there was no need for such an incentive and that the best way to attract highly qualified staff would be to improve the compensation package for everyone. The ICSC decided to review the incentive at the time of the next comprehensive review of the compensation package.

17. Multilingualism

Following a General Assembly request, the ICSC reviewed a report on multilingualism in the UN common system workforce. CCISUA regretted that the accelerated step increment linked to language proficiency was eliminated in the last review of the compensation package and called for its reintroduction. CCISUA was also of the view that both monetary and non-monetary incentives should be introduced to encourage staff to learn more languages and thereby be able to work effectively with more countries. The ICSC decided to include multilingualism in the upcoming review of its framework for human resources management and to revisit the issue of language incentives in the next comprehensive review of the compensation package. The General Assembly at its latest session noted that the language incentive will be considered within the next comprehensive review as a measure to promote multilingualism in the common system.

18. National Officers

CCISUA requested the ICSC to review the conditions of employment of national officers and the proposal was generally accepted by the ICSC. CCISUA will ensure that this issue is included in the agenda of the next ICSC session in March 2023.

19. The Coordinating Committee of International Staff Unions and Associations (CCISUA)

- a. The UNOG Staff Union participated in the CCISUA General Assembly from 16 to 20 May 2022 in Geneva. CCISUA is the federation of global staff unions to which the UNOG Staff Union belongs. It provided an opportunity to discuss issues of concern among the global staff unions in order to establish agreed positions as well as to meet counterparts. Discussions were held on a number of issues, including the cost-of-living survey and General Service salary survey, the jurisdictional set-up of the UN and ILO Tribunals, the compensation package, evacuation of national staff, racism in the workplace, contractual arrangements, national officers and pension fund issues. Meetings were held with the Under-Secretary-General of Department for Safety and Security, Gilles Michaud; UN Parents; the ICSC Chair, Larbi Djacta; and ILO on social dialogue at the UN. Prisca Chaoui, a member of the UNOG Staff Union, was again elected President by consensus. A number of resolutions were adopted on evacuation of national staff, pension fund, jurisdictional set-up and racism at the UN.
- b. The CCISUA Mid-Term meeting was held in New York from 8 to 11 November 2022. It provided an opportunity to meet with heads of other staff unions as well as senior management on a number of issues, including human resources and the HR Network; ICSC matters; mental health; pension fund and administration; travel; protection of staff representatives from reprisals; security matters; health insurance; delays of investigations and audits; harassment, including sexual harassment; the rights of victims in the context of sexual exploitation and abuse; the informal justice system; and the Ombuds. It provided an opportunity to meet with the Assistant Secretary-General for Human Resources, Martha Helena Lopez; the ICSC Chair, Larbi Djacta; the Global Lead of the UN System Workplace Mental Health and Well-being Strategy, Therese Fitzpatrick; Deputy Chief Executive of the Pension Administration, David Penkins; Toru Shindo of the Office of Investment Management, UNJSPF; Chief of Salaries and Allowances, ICSC, Yuri Orlov; Chief of Statistics, ICSC, Ibrahim Yansaneh; the Under-Secretary-General for Safety and Security, Gilles Michaud; the Special Coordinator on UN Response to Sexual Exploitation and Abuse, Christian Saunders; Victim's Rights Advocate for the UN, Jane Connors; and UN Ombudsman and Head of the CED Network of Ombudsmen and Mediators, Shireen Dodson. CCISUA also sent a letter to the Secretary-General dated 4 October 2022 concerning the proposed amendment to the Statutes of the United Nations Dispute Tribunal (UNDT) contained in the Report of the Secretary-General on Administration of Justice at the United Nations on this specific issue. A broadcast was issued regarding the letter sent to the Secretary-General, which requested the Secretary-General to withdraw the proposals that in our view would prevent UN tribunals from overseeing and questioning OIOS disciplinary investigations against staff. We will continue to monitor developments regarding the above and will continue defending your conditions of service through CCISUA.

III. Global Secretariat issues

1. COVID-19 and the New Normal

At the Ad Hoc SMC meeting on 26 January 2022, staff representatives requested clarification on the legal status of the Secretary-General's guidelines on mandatory vaccination, noting that assessments should be individualized, and not by occupational group, in order to prevent legal challenges with efforts to accommodate staff who do not wish to be vaccinated with other work assignments without resorting to AL/SLWOP. Staff representatives also raised the issue of long-term COVID and were informed by the Chief of Medical Services in New York that it would be treated as any other illness with the same medical options for part-time work and disability.

Staff representatives also requested, in the context of the COVID situation, the possibility to carry over home leave points accrued into 2022, to extend home leave entitlements for children who could not benefit from the entitlement in 2021 and are no longer 21 years of age, to relax the 12-month period between home leave entitlement travel to allow staff to use their full entitlement in 2022/2023, and to allow staff to carry over more than 60 days of annual leave at the end of March 2022.

Following the meeting, the UNOG Staff Union issued a broadcast in March 2022 raising staff concerns about the carryover of annual leave days and home leave points and made a formal request to management through the SMC. The 72 points carryover for home leave was extended for another year in recognition of continued travel restrictions for many staff. With regard to annual leave, management did not agree to provide a blanket exception. It did agree to consider truly exceptional circumstances where strongly justified. The staff representatives noted that some colleagues on frontline duties were not able to take annual leave because of staff shortages due to COVID. The situation of staff in conflict duty stations was also raised. We advised staff to contact human resources to pursue any requests and called on managers to show flexibility in allowing staff to clear excess annual leave balances by the end of March 2022.

The UNOG Staff Union also issued a broadcast in February 2022 as a follow-up to the agreement reached at SMC IX in October 2021, where management agreed, subject to a case-by-case review, to exceptionally reimburse mandatory quarantine costs incurred during home leave, family visit or education grant travel in a pre-designated hotel or government facility. Guidelines were provided to the various secretariat departments with instructions and these guidelines were also sent to staff in the broadcast.

At SMC X, staff representatives requested to continue discussions on COVID-19 and the next normal across the Secretariat under the auspices of the SMC, including the establishment of Occupational Health and Safety (OHS) committees at all duty stations as a best practice. Further questions related to the availability of new COVID-19 treatments, studies on long COVID and its impact on performance, as well as the use of alternate and flexible working arrangements, and workplace accommodation to mitigate risks. Management agreed, taking into consideration duty station context and size, that offices should set up OHS committees or similar bodies. Management also agreed that some medical facilities could be improved and work is progressing with the Department of Operational Support to address areas of concern. For longer-term implications, management is monitoring developments and confirmed that an update would be provided at the SMC meeting in 2023.

2. Gender

At SMC X, staff representatives requested information on gaps between women and men, such as by age/grade, incidences of job stagnation, differences in job families and internal promotion versus external recruitment, highlighting the need for gender analysis on key issues, including flexible work arrangements, whistle-blower protection and interplay with other diversity criteria. Staff representatives also noted the lack of recognition of non-traditional gender identifications. The staff representatives called for continued engagement, data sharing and a working group. Management provided examples of a range of outreach activities to strengthen the female talent pool in strategic areas and mentioned the establishment of a cross-departmental working group to explore options for expanding gender markers beyond the current male/female markers and to look at the implications for the system-wide gender parity strategy. Management recommended to wait for the initial outcomes before considering the need for a SMC working group. Management also agreed to assist with specific requests for information.

3. Sexual harassment

On addressing sexual harassment with the organisations of the United Nations system, staff representatives were informed at the High Level Management Committee (HLCM) meeting in April 2022 that a CEB task force on sexual harassment was put in place in 2017. In its first phase of work, the Task Force established a system-wide model policy, provided UN entities with prevention instruments such as a Code of Conduct for United Nations system events, and developed tools such as the Clear Check database to prevent the rehiring of perpetrators. CCISUA was made aware that there are currently over 600 perpetrators on this database, which indicates that cases of sexual harassment are more widespread than some might have thought. The second phase of the work focused on adopting a United Nations Common Understanding of Victim-Centered Approach to Sexual Harassment and advancing improved processes for survivors, including through the adoption of the Manual for the Investigation of Sexual Harassment Complaints in the United Nations. The Task Force proposed to enter its third phase of work with a focus on four areas namely: prevention and behavioural science, victim/survivor engagement and support, data and results, and enhanced cooperation. The HLCM approved these four areas of work.

4. People Strategy

At SMC X, management provided an overview of planned activities in the context of the 2022 Human Resources Commitments. Staff representatives suggested further consideration of diversity dashboards, additional support to fully implement the mental health strategy, greater focus on succession planning, heightened clarity on the status of the mobility framework, and enhanced effectiveness of special measures for recruitment selections. Concerns were also expressed at the perception of dissatisfaction among Young Professional Programme (YPP) staff. Staff suggested jointly looking at lessons learned for outdated policies. Management clarified that General Assembly in the past had approved certain elements regarding mobility and that work would proceed in this regard and that they are currently evaluating the YPP programme. Management did not agree to review lessons-learned on policy interpretation jointly but will share feedback with staff.

5. Continuing appointments and fixed-term contract renewals

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.

Following the UNOG Staff Union's persistent demand, management undertook in 2020 the review which pertained to 2015, meaning a delay of five years. At Session IX of the SMC in October 2021, staff representatives requested an update on the delay of the review and urged management to expedite the review in recognition of staff's dedication to the organization. Management confirmed that the 2015 continuing appointment review was underway with an expected finalization by March 2022. It was indicated that for the 2015 exercise, there are no available slots for professional staff. For general service staff, there would be no point allocation process as there are 636 available slots and 294 potentially eligible general service staff.

At SMC X, staff representatives detailed concerns over a lack of updated continuing contract envelopes and the practice of issuing short-term fixed term contracts and renewals. Staff representatives requested that five year fixed-term appointments be issued to staff eligible for conversion to continuing contract that did not fall within the established envelope. Management acknowledged the interest of staff in a revision of the relevant administrative issuances with consultation processes foreseen in due course. On duration and renewal of fixed-term appointments, management confirmed that appointments should be renewed at the maximum term feasible given the funding environment and that the current funding situation would often constrain durations to two years rather than five years at this point. With respect to certain grades of General Service and National Officer staff and their eligibility for continuing appointments, management confirmed that the administrative issuance is being revised to include all categories of staff and all grades, however, the policy change would not be retro-active as central body review is a requirement imposed by the General Assembly.

At the AD Hoc SMC meeting held in August 2022, the ASG of OHR indicated that management had received the envelope for 2016 and were in the process of vetting eligible candidates. At the SMC Ad Hoc Meeting in December, the staff representatives again raised the delays in the awarding of continuing contracts and were informed that the Office of Human Resources in New York has started

to address the delay by processing eligible candidates from years 2016 to 2021. The final combined review and awarding of continuing appointments are scheduled for the end of 2023. Management confirmed that both professional and general service staff would be included in the envelope for 2016 and that they would keep us informed of the composition of the envelopes for subsequent years once they have such information.

6. Flexible Working Arrangements

Staff representatives proposed targeted amendments to the flexible working arrangement (FWA) policy to ensure fairness and consistency in its implementation across the Secretariat. Management did not agree to modify the administrative issuance. Management also did not agree to establish a working group to monitor implementation. Management did support certain principles, including privacy of personal information, reasonable timeframes for approval of requests and promoting FWA where possible. Management reinforced that FWA was not an entitlement and could not be applied equally to all staff and that telecommuting away from the duty station will remain an exception. Management agreed to discuss FWA at the Human Resources Conference and to issue guidance to entities regarding the concerns raised by the staff representatives by the end of May 2022. Management agreed to place FWA on the agenda of SMC 2023.

7. Career Satisfaction Framework

At SMC X, staff representatives expressed support for the survey and requested full details by entity and location to better address issues at the local level. Management confirmed that entities were responsible for communicating the results of the survey. It was agreed that communications would be provided to the heads of entities by UNHQ requiring them to share the full results of the survey with staff and staff representatives. Heads of entities would also be required to hold town hall meetings to discuss the results of the survey and to establish engagement teams to prepare and monitor implementation of action plans with the participation of staff. The UNOG Staff Union followed-up with UNOG and Geneva-based entities in this regard.

8. Downsizing

This matter continued to be discussed at meetings of SMC in 2021 where staff representatives raised their concern over the conflict between head of entities' delegation of authority and centralized placement by the Secretary-General in the context of downsizing. While acknowledging efforts made by the Assistant Secretary-General for Human Resources and the Under-Secretary-General for Operational Support to address this issue, staff representatives expressed the view that more must be done to accommodate staff members subject to downsizing exercises. The Assistant-Secretary-General for Human Resources stated that the policy on downsizing should address the staff representatives' concerns. At the SMC Plenary Meeting in 2021, staff representatives requested management to provide an update on the status of the downsizing policy. Staff representatives called on the Under-Secretary-General for Management Strategy, Policy and Compliance to exercise her delegated authority for the lateral placement of downsized staff. Management confirmed that the issuance of the policy is a priority and explained that further changes to the policy are required in light of recent judgments. Management confirmed that the revised draft would be shared for consultation with the aim to finalize it by the end of the first quarter of 2022.

At SMC X, staff representatives again raised the issue of the status of the policy. Management confirmed that eligible downsized candidates would have to be considered on a priority and non-competitive basis prior to any other candidate with priority consideration applied within the category. Staff would not retain personal grades with higher pay when selected for a lower-level post based on equal pay for equal work principles, but a new step closest to the previous salary will be applied. Staff representatives also raised concerns about disciplinary matters, which would disqualify a downsized staff member from being provided with priority consideration. Management clarified that this criterion only applied to formal disciplinary measures under UN Staff Rule 10.2 and did not include administrative measures. At the Ad Hoc SMC Meeting in August 2022, management informed the staff representatives that the revised policy was with the Office of Legal Affairs for review and would be promulgated shortly. As of the date of this report, the policy has still not been promulgated and staff representatives will again raise this issue at SMC.

9. General Service Career Prospects

At the Ad Hoc SMX meeting held in December, staff representatives again pushed for better career prospects for General Service staff, including abolishing the G to P examination. It was agreed to establish an SMC Working Group on General Service Career Prospects, which would start meeting in 2023 to come up with agreed recommendations to the General Assembly to improve career opportunities for general service staff.

10. Mobility

The Staff Union has been playing an active role in the SMC working group devoted to this issue, where we were represented by our Executive Secretary, Brad Smith. Staff representatives were informed by management at an ad hoc Staff Management Consultation (SMC) meeting in August that the revised mobility policy was with the Office of Legal Affairs for review with a view to its promulgation shortly. Staff representatives expressed surprise as they had communicated hundreds of comments to the draft policy and had not received sufficient responses to many areas of concern. Thereafter, a broadcast was issued by management on 8 September 2022 on the new approach to staff mobility. In response, the staff representatives prepared a paper highlighting areas of disagreement for discussion at an Ad Hoc SMC meeting on 7 September, requesting that the promulgation of the new policy be suspended until all disagreements are resolved or decided. At the Ad Hoc meeting, additional clarifications were provided by management but also confirmation of some of our major concerns that would have a negative impact on staff and their families. The staff representatives, which in general support mobility for staff, expressed concern about the implementation of the policy that did not take into consideration the valid concerns of staff. The UNOG Staff Union prepared a broadcast and organized a town hall meeting in September. Another broadcast with a survey was issued on 20 September 2022. The broadcast and survey were also shared with the global staff unions to use. The staff unions provided additional views on the policy and highlighted the next steps to management in light of the unwillingness of management to design the new mobility policy on the basis of consulted agreements only.

The matter was referred back to the Working Group with a mandate to find agreement within a very short deadline. The Working Group met daily in October 2022 to discuss the main areas of disagreement. A broadcast was issued on the results of the global survey along with a recap of discussions within the Working Group on 11 October. Another update was broadcasted to staff on 4 November. After intense consultations, we were able to achieve some key objectives, namely that the new policy would only apply to staff on-boarded on the day of or after the date of promulgation of the new policy. Staff already working in the UN Secretariat prior to the date of promulgation of the new policy will not be subjected to mandatory geographic mobility during their careers and it will be voluntary for currently serving staff members until they retire. Existing staff who have been or will be selected against a vacant rotational position, or those who choose to take part at any time in the mobility reassignment exercise, will at no time become subject to mandatory mobility nor to the respective maximum duty station occupancy limits. We have received the full text of the revised policy for final consultations and it should be promulgated shortly.

11. Staff Selection and Roster Management

The Staff Union's Executive Secretary is also an active member of the SMC Working Group on staff selection and roster management, where discussions this year have focused on strengthening the roster system by establishing parameters for cleaning up the rosters. Staff unions have pushed for maintaining unlimited roster membership. Staff representatives have been discussing roster management within the SMC working group on staff selection and roster management with the aim to strengthen the roster system.

Management has been pushing for a seven-year time limit for roster membership in view of the large number of staff and externals on rosters stating that staff remaining on rosters for longer periods of time are less attractive to hiring managers and to increase the credibility of the rosters in the eyes of some hiring managers. Staff representatives have pushed back arguing for unlimited roster membership. We argued that the number of staff on the rosters has no relation to the manageability of the rosters as all candidates, including rostered candidates, must apply for job openings and meet the criteria set out in the job opening. Secondly, we argued that staff remain on rosters for a number of reasons and that a generalization that such staff have outdated skills is unacceptable and ageist and that such staff may in fact have very specialized skill sets which have limited career movement and that the organization should seek to enhance skill sets and career development instead of just cutting people from the rosters to assure some managers that the rosters are credible.

Staff representatives proposed parameters for cleaning-up the rosters, including asking staff if they would like to remain rostered at lower categories and removing staff that have retired, passed away, or have been terminated due to an administrative or disciplinary measure and have exhausted all avenues of recourse. Staff representatives also argued that the problem is not roster management per se but the staff selection system and that we need to find a way to better integrate rosters into the staff selection system to increase their use. Discussions were put on hold pending the finalization of agreement on mobility policy but will continue in 2023.

At SMC X, management provided background on the initiative to mutually recognize rosters within the UN system. Staff representatives supported this initiative as it would provide greater opportunities for staff and requested that the SMC Staff Selection and Mobility Working Group be provided the opportunity to contribute to the guidance being drafted. Staff representatives also requested that extant roster memberships be maintained and updated in terms of data and status accuracy, and that roster usage be more stringently embedded in the recruitment process for greater roster use. The SMC agreed to the principles presented in the Management paper and the SMC Staff Selection and Mobility Working Group will continue to follow-up on this matter.

12. Pension Fund

The UNOG Staff Union President participated in a town hall organized by CCISUA in February with counterparts from management to raise their concerns about the proposal to outsource a large percentage of the fixed-income portfolio to external management. This was followed-up by a petition and letter to the Secretary-General to stop the outsourcing of fixed-income portfolio assets of the Pension Fund to external managers with 14,000 staff taking part by signing the petition. The UNOG Staff Union supported these initiatives by CCISUA and also sent a letter to the Director-General requesting her support in this regard. Following this meeting, the Secretary-General decided to postpone the measure to give time to review the proposal. In May, CCISUA's member unions and associations adopted a resolution calling on the Secretary-General to manage the investments internally. A letter was also sent to the Secretary-General regarding the pension fund in June 2022. A town hall was organized in June 2022 on the outsourcing of the pension fund's investments. Extensive discussions were held with the Office of Investment Management on market volatility, improved internal performance and supporting internal capacity. The Pension Fund agreed to reduce the percentage of asset management outsourced from 18 percent to between 5 and 7 percent with a commitment to further review the situation in 2023 allowing time for the fixed-income team to reach its full potential. The UNOG Staff Union sent out several broadcasts in March, April and July to update staff on the latest developments concerning the pension fund.

13. Administration of justice

The Executive Secretary of the UNOG Staff Union participated in a meeting of the Internal Justice Council (IJC) in March where the UNOG Staff Union made inputs to the ICJ's report and action plan for the year. The Staff Union supported the recommendations contained in the 2021 report, in particular those relating to the standing of the staff unions before the Tribunals and class actions noting that these changes would create more efficiency in the system. We also supported recommendations to address the intersecting forms of discrimination, including gender and race, with regard to access to justice. We also supported the recommendations on rescission or reinstatement as a remedy as well as the issue of referrals for accountability from the Tribunals with respect to publishing the results of actions taken on such referrals to address the issue of perceived impunity for wrongful or incorrect actions that the judiciary considered serious enough to warrant a referral.

The Executive Secretary also is a member of the SMC Working Group on the Internal System of Justice, which is meeting every other week to revise the retaliation policy. Staff representatives have reviewed the existing policies as well as best practices to strengthen the policy. Discussions have taken place with OIOS and the Ethics Office and discussions continue both among the staff representatives and within the SMC Working Group meetings. 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 UNOG Staff Union 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.

14. Delegation of Authority

The UNOG Staff Union continued to raise problematic issues regarding delegation of authority with management, including the potential for abuse and the need for a more robust accountability framework. Staff representatives raised this issue at SMC IX in 2021 and SMC X in 2022. At SMX X, staff representatives again raised numerous concerns about the Secretary-General's policy on delegation of authority to heads of departments and how they interpret the rules, which has resulted in differences in implementation and fragmentation of policies across the system, in particular with respect to contract renewals and flexible work arrangement. Staff representatives called for further strengthening of monitoring and reporting of abuses as well as training for senior managers in exercising their delegated authority. Management reiterated their willingness to continue engagement on this issue within the SMC Working Group and welcomed referrals of specific instances of alleged abuse by staff representatives.

15. Strategic Action Plan to Address Racism

The UN Secretariat recently adopted a Strategic Action Plan (SAP) following recommendations made by a task force that was established one year ago at the Secretariat level. The High-Level Management Committee (HLCM) at its meeting in April 2022 agreed to take a common approach in addressing racism and racial discrimination in the UN system, using the Secretary-General's SAP as a baseline. It also decided to put in place a time-bound multidisciplinary group of focal points on diversity, equity and inclusion consisting of diversity experts to deliver on a glossary, principles and best practices, in close alignment with the Human Resources Network. Staff Union Federations were represented in this working group. Staff representatives at SMC X welcomed the work undertaken on this matter and the commitment of the Secretary-General and the Under-Secretary-General of the Department of Management Strategy, Policy and Compliance, but also indicated the need for specific guidance to offices on the way forward for implementation of specific actions. Other aspects included accountability for inclusive staff selection processes, and appropriate testing and recruitment methods that did not disadvantage particular groups on candidates. Staff representatives supported a future focus on education and training for staff at all levels, and noted the positive impact of open dialogues.

16. Data privacy

At the JNC meeting in January 2022, staff representatives raised the issue of the use of personal devices to perform certain official functions or gain access to Umoja and other systems, in particular relating to the multi-factor authentication. Concerns raised included the legal implications of staff using their personal devices, particularly in the cases of investigations, and the right of the Organization to confiscate any device in the context of conducting official business. The Staff Union issued a broadcast to staff in this regard and management followed up with a broadcast explaining how to access the multi-factor authentication using the office telephone rather than personal devices. The UNOG Staff Union liaised with the other staff unions to raise this matter at SMC.

At SMC X, staff representatives expressed concerns over access to data, reliability of data systems and data storage, as well as the protection of staff members' data and privacy. Staff representatives also expressed concerns related to liability in the context of using official equipment for personal reasons, as well as the absence of constraints in investigative bodies' access to private data stored on private devices used by staff members to perform their work, and personal obligation to hand over personal devices to investigative bodies. Management assured staff representatives that several policy issuances had undergone significant updates which were nearing finalization, including a new Data and Privacy Protection Policy following the principles agreed to by the High Level Management Committee in 2018, in addition to a range of other policy revisions. Management did not agree to establish a Working Group and confirmed that the EU General Data Protection Regulation was not applicable to the United Nations, its staff or its data as per United Nations privileges and immunities. Staff expressed disappointment at not being involved earlier in policy development in this regard and management agreed to consider how to best engage with SMC on future policy development.

17. Lump Sum Option for Travel

Staff were provided with an update on 11 March 2022 regarding the proposal by management to change the lump sum option whereby the lump sum would be fixed annually per city each year. At the Ad Hoc SMC meeting on 1 April, after thoroughly discussing the matter, the staff representatives unanimously rejected the proposal. The staff representatives put forth numerous arguments about how the lump sum would be calculated to ensure that it would be fair to staff taking into consideration the fluctuations in ticket pricing throughout the year, the management and oversight of such a system to ensure correct

computation of the lump sum option, the likelihood of an increase to the workloads for colleagues working in travel as more staff would opt for ticketing, the fact that the travel industry has not yet returned to normal due to the effects of the pandemic, and the impact of conflicts and resulting fuel price hikes. Lastly, the staff representatives referred to General Assembly resolution 75/252B, para 15 whereby the General Assembly requests the Secretary-General to encourage staff to use the lump sum option for home leave and to explore alternative measures to increase the use of the lump-sum option.

18. Compassionate Leave

At the Ad Hoc SMC Meeting in August 2022, staff representatives introduced a paper on compassionate leave with reference to ST/AI/1999/12 and the inclusion of family emergency leave under uncertified sick leave entitlement (currently capped at 7 days). Staff representatives suggested that there is inconsistency in application under the current delegation of authority and emphasized that a standardization in approach is required. The staff representatives explained that compassionate leave should not be automatically subsumed under family emergency leave. They noted that most countries have a separate leave category for compassionate leave. Staff representatives proposed to maximize the special leave with full pay mechanism. Staff representatives indicated that local HR should be allowed to approve 20 days. The ASG OHR stated that management fully concurs with the principle of compassionate leave and the need to support staff during personal emergencies. While the paper covers a number of issues including aspects relating to implementation there is a need to work through the details so as to reduce potential obstacles. The ASG noted that the United Nations has a generous leave package and any proposal to increase it would require working through the HR Network and ICSC.

The staff representatives raised the question of whether there is a need for more entitlements or simply a more effective and flexible approach to the current entitlements package. They stressed that due consideration must be given to the matter of confidentiality. Options should be available as to whether a staff member chooses to disclose personal issues or let third party HR experts make the determination. They indicated that there are tools which could be used to ensure that staff are treated equally. The staff representative suggested that establishing written standards would help with consistent application and proposed drafting guidelines, to which the ASG OHR explained that guidelines may not be appropriate as every case is different. She explained that management will discuss the matter internally and revert. There was an agreement to discuss again in January, in the meantime DMSPC and DOS will discuss internally and in the UN Secretariat.

IV. Geneva issues

1. Post adjustment increase

By broadcast on 17 November, professional staff were informed of increases in their salaries of 2.9 per cent, implemented in October and applied retroactively to September 2022. Added to the 1.3 percent pay raise in February 2022, this makes a total increase of 3.9 percent for 2022. This pay increase is in line with inflation data from the relevant Swiss authorities and is a result of the ICSC methodology for which CCISUA staff union federation, to which UNOG Staff Union belongs, played a key role.

2. Staff Engagement Survey

The UNOG Staff Union sent out a broadcast to all staff with respect to the follow-up to the Staff Engagement Survey, including sharing of the results of the survey with staff and staff representatives, organizing town hall meetings on the results and starting work on action plans to address areas identified as needing improvement. The Staff Union followed-up with UNOG and all relevant Geneva-based entities regarding the above.

3. Racism

The Director-General established a UNOG Working Group on addressing racism in the workplace in 2021, which includes two members of the UNOG Staff Union. The Working Group organized several awareness-raising events, including both on the informal and formal mechanisms available to address racial discrimination, a dialogue on micro-aggressions as well as a panel discussion to commemorate the International Day on the Elimination of Racial Discrimination, which the Director-General

participated in. A series of videos were also produced to showcase the experiences of staff with respect to racism and racial discrimination. The Working Group supported a training on inclusive recruitment for HRMS at UNOG and also set up panels in the Palais des Nations for staff to show support to the anti-racism initiative. A town hall event was organized to mark several important days in July and August, namely, Nelson Mandela Day, Indigenous Peoples' Day, Peoples of African Descent Day and the International Day for the Remembrance of the Slave Trade. During this period, the Working Group drafted recommendations for the Director-General to implement the Secretary-General's Strategy on Addressing Racism and Promoting Dignity for All at the United Nations Secretariat. Input was received from staff through five focus groups set-up to review the recommendations. A town hall was organized on 5 September 2022 to present the Strategic Action Plan, which included the participation of the Director-General. Articles were also published on iSeek to raise awareness. The recommendations were submitted to the Director-General in January 2023.

4. OHS, Mental Health and Reasonable Accommodation

At the HLCM meeting in April 2022, staff representatives were briefed on OHS's forum deliverables and progress in the following areas: analysis of 2021 OHS survey and the ensuing priority and action plan, the initial analysis of the COVID-19 impact on the mental health of staff, the development of tools for OHS risk assessment and identification of options for suitable mechanisms for the governance of safety-related subjects.

The UNOG Staff Union's Executive Secretary participates in the work of the UNOG Working Group on Staff Mental Health and Well-being, which is mandated with implementing the Secretary-General's Strategy on Mental Health. UNOG has developed an action plan in this regard and has undertaken a number of initiatives, including strengthening the Office of the Staff Counsellor and establishing a Working Group on reasonable accommodation. A policy on reasonable accommodation was drafted and a board is being set-up to review requests for reasonable accommodation with cost implications. Our Executive Secretary took the lead in organizing a town hall to mark World Mental Health Day on accessing mental health services at UNOG with speakers from the Staff Counsellor's Office, Office of the Ombuds, Human Resources, the Insurance Section and Medical Services.

The Working Group also met on 22 December 2022 to start drafting an OHS statement and policy for UNOG, which also included representatives from other relevant offices at UNOG. The policy will focus on a common structure with clear roles and responsibilities to address hazards and prevent illness and injuries with clear objectives, a communication strategy, and oversight. Its objective will be to prevent/limit possible negative work-related effects on staff members, other employees and visitors through establishing standards and processes, risk assessments and incident reporting as well as training and access to services.

5. Support to staff

The UNOG Staff Union provided assistance to all staff who approached it, to the extent of its capacity, in areas such as harassment, abuse of authority, performance management, contract extensions, flexible work arrangements, entitlements, rosters, and other issues. Demand for assistance continues to rise and the Staff Union has assisted staff through both informal and formal channels, including assistance with filing applications with the tribunals and with OIOS.

6. Pension Administration

Several meetings were held with the Pension Administration over the year to discuss various issues relating to contracts and general conditions of work. Discussions with management have been very fruitful and positive. We note that 42 out of 52 GTA contracts were converted, including all Geneva-based GTA contracts. Further conversions will take place in 2023. In addition, several staff were converted to continuing contracts and management highlighted their support for continuing contracts and five-year fixed term contract renewals. An internal survey was conducted by a consultant on culture and leadership and a number of initiatives were undertaken to address issues highlighted by the survey, including an induction programme, information-sharing sessions, a gender strategy and an improved intranet site. Other areas identified in the survey are being discussed in order to further improve working conditions. A second survey was conducted showing clear improvement in all areas since the prior survey was carried out. Initiatives have been undertaken to strengthen engagement with the Geneva office as well as to address specific issues relating to the office design in the H building. In addition, management has been implementing recommendations by an internal working group on the future of work relating to staff welfare, flexible working arrangements, office space and other areas.

7. DCM

The UNOG Staff Union met with DCM management several times over the year to discuss various matters, including concerns of staff highlighted in the global survey of translators and revisers, budget and staffing issues, increasing support to translators, diversity (taking into account that language posts are not subject to geographic representation), issues related to the roll-out of the gData system, remote simultaneous interpretation and corresponding health issues. At a meeting in June, staff representatives requested an update on the Global Survey on Health and RSI and were informed that it was with DHMOSH in New York and would be finalized shortly. With respect to the RSI procurement process, staff representatives were informed that the process had been completed and vendors identified, however, the testing of the products has been delayed due to SHP issues. It was also confirmed that none of the RSI platforms currently in use are RSI compliant. In addition to technical aspects, there are governance issues regarding rules of procedure, which need to be adapted. DGACM is looking into the possibility of remote observers and pre-recorded video statements with strict guidelines. DGACM is also looking at limiting RSI at meetings and are in discussions with substantive secretariats and how to manage the meetings.

8. Languages Service

In addition to all of the efforts last year by the Staff Unions in Geneva, Nairobi, New York and Vienna to address the situation of translators and revisers given the way that management in New York has decided to implement the new workload standard adopted by the General Assembly, numerous initiatives were undertaken to address some of the concerns of staff.

Staff representatives from the four duty stations wrote a number of times to DGACM management requesting that full crediting be provided for recycled text, expressing concern at management proposals that would have a highly detrimental impact on staff working conditions and welfare as well as the quality of the outputs, including the discounting of recycled text based on text found to be as little as 65 per cent similar by eLUNa. They also regretted the continuing reluctance by management to hold genuine consultations as required under ST/SGB/274.

Staff representatives organized two global language service town halls to brief staff and call on them to unite to take action against the worsening working conditions. In follow-up to a survey conducted in 2021, they organized a new survey on the impact of past changes to working conditions, the anticipated impact of proposed ones and the types of collective action staff would support should consultations with management prove fruitless. Over one third of affected staff responded, with the overwhelming majority reporting negative impacts and supporting action.

DGACM management organized a series of consultation meetings, which it committed to holding under ST/SGB/274. Although management attempted to limit the consultations to “scope and implementation” of their proposals, the staff representatives insisted on discussing the substance and reiterating that nothing had been done to mitigate the health and morale impacts reported by staff. The consultations concluded unsuccessfully. A Geneva-specific town hall was organized to inform staff on the process and outcome.

On the occasion of International Translation Day, staff representatives launched the UN translators’ campaign for justice, fair treatment and multilingualism by submitting a letter to the Secretary-General calling for an intervention in the dispute with DGACM management, pointing out the incompatibility of management proposals with the Secretary-General’s expressed commitment to multilingualism and the Organization’s Mental Health Strategy. The campaign was developed with the help of a public relations firm engaged by UNOG Staff Union.

Following the failure of departmental consultations, the Staff Unions decided to escalate the matter to SMC, where they pointed out that, as well as being detrimental, management proposals were entirely unnecessary as the relevant General Assembly mandate had already been implemented. Management refused to establish an SMC working group on the matter, but expressed some willingness to facilitate further discussions. Following this meeting, attempts were made to reach out to management to achieve this through mediation.

One of the forms of action most widely supported by staff in the survey and at town hall meetings was a vote of no confidence. Staff representatives informed management that they would be compelled to hold one just before the initially planned implementation of recycled text discounting on 1 October. Shortly afterwards, management announced a delay until 2 January 2023. After the vote was actually launched in December 2022, a further delay of six months was achieved.

In August 2022, translators who had launched a tribunal case supported by the UNOG Staff Union won their appeal against the previous inadmissibility decision and learned that UNDT would consider their case on the merits. Language supporting the management position on individual workload standards subsequently appeared in the resolution on questions relating to the budget adopted by the General Assembly. This makes it all the more necessary to continue fighting for the full crediting of recycled text and pushing for other measures to address concerns of staff.

9. Security and Safety Service (SSS)

The Staff Union follows-up regularly with the Staff Representatives of the Security and Safety Service Sectoral Assembly to discuss and address matters of concern. A survey was conducted to gather information on working conditions and staff well-being. We met with management to discuss a review of Appendix B as revised in 2016, which covers working conditions for the staff of the Security and Safety Service. It was agreed to review the latest version of this document to see what provisions could be validated as well as provisions that may require adjustments. On many occasions, staff representatives also assisted SSS staff who approached them for support on administrative procedures, and advice on matters affecting their working conditions.

10. ITC

Due to numerous complaints from staff about harassment and abuse of authority, the UNOG Staff Union sent out a survey at the end of November regarding allegations of prohibited conduct to allow us to have a better understanding of the situation. 196 staff took part in the survey, which painted a very worrisome picture. The results and comments were then shared with management and staff at ITC as well as New York. We will continue to follow-up the situation and are hoping to meet with management in January 2023 to discuss the way forward.

We also followed up with the proposal made by UNOG to ITC that would allow ITC staff to be able to enter the Palais des Nations in the same way that UNOG staff do through the adoption by ITC of the same badge type that is used at the Palais des Nations, which can be encoded for entry.

11. OHCHR

The UNOG Staff Union's Executive Secretary, Brad Smith, met with the Staff Representative of OHCHR and members of the Staff Committee several times over the year to discuss various issues including the Staff Engagement Survey, pension fund issues, SMC, and individual cases. We met with the Deputy High Commissioner concerning a recruitment case resulting in a staff member, who had occupied the post but was not selected, being in a precarious position. While the UNOG Staff Union and Departmental Focal Point for Women argued for the staff member to be accommodated for numerous reasons by transferring her to a post, this option was rejected by the Deputy High Commissioner. Additional pressure resulted in OHCHR providing the staff member with a two-year contract during which time, the staff member would hopefully be able to regularize her situation. We were also in contact with Human Resources regarding an Office-wide roster exercise at P-3 and P-4 levels and complaints about delays and procedures. We obtained clarification and shared this information with staff. We were informed that information on the process would be provided once the process is finalized and staff would be given the opportunity to request a review. We were also informed that the project experienced delays due to the high number of applicants included in the exercise, i.e., over 4000, and the limited staff resources to manage the number of applicants. With regard to the written test, we were informed that instructions were included which specified that staff members that did not pass the multiple-choice portion of the test, would not be considered further. Staff that passed the multiple-choice portion were then graded on the written part of the test. We also raised the issue of the financial situation of OHCHR and the impact on contract extensions for Human Rights Advisors. We were informed that the budget for these posts had been negatively impacted by donor resources given competing needs as well as exchange rate issues. Measures have been taken to ensure that all Human Rights Advisors posts that are currently occupied will be funded, and management is in discussion with donors to secure additional funding.

12. OCHA

The Executive Secretary, Brad Smith, met with the staff representative at OCHA several times during this year to discuss various issues of concern to OCHA staff, including decentralization, contract extensions, and internal guidelines on mobility. The Executive Secretary organized a briefing session for staff on various issues discussed at the SMC meeting in Valencia. The President of the UNOG Staff

Union, Ian Richards and the Executive-Secretary also met with Under-Secretary-General Martin Griffin in August 2022 to discuss mobility, fixed-term appointments and continuing contracts, decentralization and maternity leave. During these discussions, the Under-Secretary-General agreed to review the internal guidelines on mobility to bring them in line with the UN Secretariat policy on mobility. Subsequently, modifications were made to OCHA's mobility guidelines to align them with the UN Secretariat's mobility policy. With regard to extensions of fixed-term contracts, the Staff Union requested that OCHA's internal practice be brought in line with existing policy and the USG agreed to obtain clarification on renewal durations noting the guidance provided by DMSPC in New York. With regard to decentralization, the Under-Secretary-General confirmed that no further decentralization or restructuring is planned for Istanbul or the Hague and that any proposed movements of posts from Istanbul or the Hague would need to be sent through him or the Assistant-Secretary-General. With regard to maternity leave, the Staff Union raised the issue of a central fund for temporary replacements for parental leave and it was confirmed that such a fund is under consideration by senior management in the 2023 budget.

13. UNCTAD

Last year, we met with the new Secretary-General of UNCTAD to address concerns of staff relating to vacancy management, gender parity, career development and previous harassment problems at UNCTAD. The Secretary-General repeated her commitment to stamp out harassment and was working with the Ombuds on raising awareness of dignity and respect in the workplace. In June, the UNOG Staff Union intervened with management on an internal memorandum restricting telecommuting that was not in line with the UN Policy on Flexible Working Arrangements. Brad Smith met with HR to discuss the internal memorandum which was being reviewed by the Secretary-General of UNCTAD. UNOG Staff Union sent an update to staff in September 2022. We also raised specific staff issues. In October 2020, the Staff Union met with Human Resources to raise the issue of a particular staff member against whom numerous allegations of harassment and abuse of authority had been made. We also wrote to the Secretary-General of UNCTAD requesting information on actions taken to implement a zero-tolerance policy on prohibited conduct. An update was sent to UNCTAD staff and a general broadcast was also sent out to all staff on harassment and abuse of authority and tools to report misconduct in October 2022. We again followed-up in December on the above matter.

V. Supporting staff welfare activities

1. Clubs and societies

The renovations taking place posed a serious challenge this year to be able to find available indoor space for clubs. The SHP Transition Team confirmed that seven offices in the A/C building would be made available for clubs temporarily between March and October 2022. The UNOG Staff Union continued to push for alternative options between October 2022 and the inauguration of the new club space in the E building in 2024-2025. The UNOG Staff Union intervened with UNOG Administration over the course of this year to ensure space for clubs given that temporary locations envisaged for the clubs in Building A/C and later Building A would not be ready for use as originally planned. We were able to reach an agreement with the Administration and space was found for the clubs, which fill an important need with respect to work-life balance, and overall staff welfare.

2. Staff magazine UN Today

The UNOG Staff Union has been able to continue producing its staff magazine UN Today despite the continued challenges related to Covid-19. Carrying on the legacy of former magazine UN Special since 1949, all 10 issues of the magazine were published in 2022, serving as a platform to voice staff concerns and shed light on the delicate and controversial issues that affect the UN and its staff.

3. Improvements at the UN beach

The UN beach (also known as UN Port) is a staff welfare, non-profit facility operating since 1947. Co-managed between the UNOG Staff Union and UNOG Administration, it provides a one-of-a-kind reserved leisure space for UN staff, their families, and members of the international Geneva. Through its representatives in the managing committee, the UNOG Staff Union ensures it remains well-managed and committed to staff welfare.

The 2022 season saw big improvements at the UN beach, among which: a new on-site management team with a brand-new restaurant menu and expanded snack options throughout the day and evening; new social areas; a redone restaurant terrace overlooking the marina; a redone solarium; a brand-new toilet and shower block; increased events and activities such as theme nights and Family Wednesdays. The UNOG Staff Union looks forward to continuing ensuring the UN beach remains a staff welfare facility and that it constantly improves to serve UN staff.

4. Long Service Awards

The 2022 Long Service awards took place on 12 and 13 December 2022 at a joint ceremony organized by the UNOG Staff Union and UNOG Administration at which 986 staff members received certificates of achievement for having served the Organization for 10 years or more and medals and certificates of recognition for having served for 25 years or more. A broadcast was issued to staff on the ceremony on 21 December 2022.

5. Events

The UNOG Staff Union organized a summer party to celebrate its 40th anniversary, and its annual Oktoberfest party in October, both at the UN Beach Club. Due to renovations at the Palais des Nations, the UNOG Staff Union was not able to organize other indoor events during the period covered by this report.

6. Inter-Agency Games (IAG)

The IAG 2022 were held in Copenhagen, Denmark. Following a request from the Geneva Sports Commission, which coordinates the participation of Geneva-based staff to the IAG, the UNOG Staff Union agreed on 29 September 2022 to subsidize 100% of participations costs (CHF 310) of its 34 dues-paying members who attended the Games, in accordance with established practice.

7. Summer camps

The UNOG Staff Union was able to secure discounts for UN personnel in various summer camps in 2022, namely at the Key English School, Summer Camp Lémania, Ecolint, Champittet Summer Leadership Camp, Ecole des Etoiles, and Intersoccer.

8. Special offers for staff

As part of its mandate to promote staff welfare, the UNOG Staff Union maintained partnerships with local vendors in order to offer discounts to UN personnel. Local vendors offering discounts include: Fitness and Wellness at the Hilton Geneva, EGO Movement E-Bikes, Europcar car rental, Tamoil, David Lloyd Country Club Geneva, Taxiphone, Delicieux Secret, Assiette Genevoise, PURE Sport Club, Intersoccer. Please refer to our [website](#) for more detailed information.

VI. Communication with staff

1. Broadcasts

As of the date of this report, the 40th Staff Union Council had sent out 40 email broadcasts and assisted various staff clubs in issuing their communications through the UNOG newsletters. 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. We have also organized town hall meetings on mobility and the Pension Fund, as well as town hall meetings and briefings for specific entities. A townhall meeting was also held in January 2023 to update staff on parental leave, mobility, the Pension Fund, the new Staff Rules, staff rights at the Tribunals, collective bargaining, staff sports facilities and other issues.

2. SCC website and online presence

The UNOG Staff Union [website](#) contains all the news updates on the activities of the Union, important documents, contacts, information on meetings, services provided, staff clubs and events. The Union has also been active on social media, particularly through the '[UN Geneva Community](#)' Facebook

group. With over 8,000 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 UNOG Staff Union strength stems from the commitment of each of its members who participated, each on his/her way, in advancing the Union's work programme through working groups, negotiations and networking with other staff unions. The Union 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 as well as their status as dues-paying members are attached as Annexes to this report. We take this opportunity to recognize the following members who were instrumental in pushing for your rights: Ian Richards, the President of the UNOG Staff Union played a key role in ensuring a positive outcome for staff with respect to increases to salaries by having a keen knowledge of the workings of the ICSC; Prisca Chaoui, member of the Bureau and President of CCISUA, for playing a lead role in pushing back against outsourcing of the fixed-income portfolio of the pension fund; Laura Johnson, member of the Bureau and President of the Languages Service Sectoral Assembly for continuing to push back against the implementation by management of the workload standard for translators and revisers, which has had a very negative impact on staff welfare and overall conditions of work, and the Executive Secretary, Brad Smith, who plays an active role in SMC meetings and working group meetings pushing for the best possible outcomes for staff regarding rosters, mobility and retaliation.

2. The situation of SAFI and its impact on the UNOG Staff Union

Despite increased attendance by staff and conference participants to the Palais des Nations in 2022, SAFI is yet to recover at pre-pandemic levels and is not expected to be able to transfer any benefits to the UNOG Staff Union from its 2022 exercise. This has a direct impact on Union accounts, namely the need to adjust allocations in the 2022-2023 budget bearing in mind the reduced revenue, where expenditures have been considerably cut compared to pre-pandemic years.

3. Financial management

The impact of the Covid-19 pandemic continued to put pressure on Union finances, notably with the absence of revenue from SAFI as its main consequence.

The year has seen over 40 new dues-paying members joining the Union, which shows that efforts to invite more staff members to contribute have been successful. However, when balancing with the number of dues-paying members who have left the duty station or the Organization (i.e., stopped contributing), the net increase in number of dues-paying members compared to December 2021 was of only 1.9% for a total 438. Revenue from dues-paying members' contributions therefore remained almost the same between the previous and current year. Separately, net income from UN Today magazine operations did see an increase of 12%.

On the other hand, expenditures increased given the drop of Covid-19-related restrictions, e.g., the return of official mission travel and the return of in-person long service awards ceremonies, plus the imposition of negative interest rates by the Swiss National Bank for most of the year 2022. The income statement for the financial year 2021-2022 thus showed a loss of 36'000 Swiss francs.

Notwithstanding the above, Union cash reserves remain strong at over 2.04 million Swiss francs. The Union is proud to have built up reserves over the past decade which are now ensuring that, while we go through difficult times, we can still maintain adequate levels of staff representation and welfare. Nevertheless, the Finance Commission, the Executive Bureau, and the Staff Union Council are committed to exert careful oversight and scrutiny over expenditures in the 2022-2023 financial year and ensure only to endorse necessary expenditures. The Finance Commission also continues to review investment options for 2023 that may generate income, be managed passively, and be focused on staff-welfare, without excluding possible short-term cash placements noting that interest rates have risen since November 2022.

If you are not yet a dues-paying member of the UNOG Staff Union, please think of actively supporting the Union by registering through [this link](#).

4. Representation through our federation, CCISUA

The UNOG Staff Union hosted CCISUA's 2022 General Assembly in Geneva from 16 to 20 May. Later in November, Staff Union representatives attended CCISUA's mid-term meeting in New York from 8 to 11 November. The UNOG Staff Union pushed hard throughout the year to ensure that the interests of Geneva staff were defended by the federation at the global level, notably concerning salaries and entitlements, the Pension Fund, and contractual arrangements, among other issues.

5. Relations with other staff unions in Geneva

The UNOG Staff Union maintained open communication channels and good working relations with all staff unions of the Geneva based organization as well as with the staff unions at other duty stations and regional commissions. Coordination continued on issues related to the post adjustment, general service salaries and other entitlements, as well as mobility, rosters, and retaliation.

VIII. Membership

While all staff are represented by the UNOG Staff Union, it remains a staff representation body which 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 Union.

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.

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

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.

To protect pay, jobs and promote careers, the Council 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.

To improve the work environment and support staff welfare, the Council 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.

To keep staff informed and involved, the Council 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.

Annex 2

Join your staff union today!

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.

**Play an active role in defending staff rights and welfare
as a dues-paying member:**

[Register here](#)

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

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 Union.

Annex 3

List of Council members who contribute dues to the Union

The UNOG Staff Union invites all staff to play an active role in defending staff rights and welfare as a dues-paying member of the Union.

Staff should have the right to know that their representatives are following the example required of them.

For transparency, the below list shows the contributing status of staff representatives.

Council members who contribute dues to the Union as of 30 December 2022:

ABDELLAOUI	Naima
BALI	Mohamed
CHANTREL	Dominique
CHAOUI	Prisca
DUPARC	Philippe
GAZIYEV	Jamshid
HERMELINK	Ursula
JOHNSON	Laura
LEWIS-LETTINGTON	Nicole
LIN	Dan
MARTINEZ ALFONSO	Begoña
MEYER	Olivier
NWOKEABIA	Hilary
PALAIRET	Rowland
PECK ARIF	Catherine Louise
PEJCHAL	Viera
RICHARDS	Ian
SMITH	Bradford
THOMAS	Philip
TOUALBIA	Radouan

Council members who do not contribute dues to the Union as of 30 December 2022:

ASSI	Mohamed
FABIANI	Helene
LA PLANETA	Jean-Luc
PIODA	Gerald
RUEDA MELENDEZ	Maria Almudena

Annex 4

Attendance at Council meetings of the 40th Staff Union Council (as of 30 December 2022)

Council members

ABDELLAOUI	Naima
ASSI	Mohamed
BALI	Mohamed
CHANTREL	Dominique
CHAOUI	Prisca
DUPARC	Philippe
FABIANI	Hélène
GAZIYEV	Jamshid
HERMELINK	Ursula
JOHNSON	Laura
LA PLANETA	Jean-Luc
LEWIS-LETTINGTON	Nicole
LIN	Dan
MARTINEZ ALFONSO	Begoña
MEYER	Olivier
NWOKEABIA	Hilary
PALAIRET	Rowland
PECK ARIF	Catherine Louise
PEJCHAL	Viera
PIODA	Gerald
RICHARDS	Ian
RUEDA MELENDEZ	Maria Almudena
SMITH	Bradford
THOMAS	Philip
TOUALBIA	Radouan

Council meetings

	1	2	3	4	5	6	7
Naima							
Mohamed							
Mohamed							
Dominique							
Prisca							
Philippe							
Hélène							
Jamshid							
Ursula							
Laura							
Jean-Luc							
Nicole							
Dan							
Begoña							
Olivier							
Hilary							
Rowland							
Catherine Louise							
Viera							
Gerald							
Ian							
Maria Almudena							
Bradford							
Philip							
Radouan							

Present

Absent



Annex 5

Attendance at Executive Bureau meetings of the 40th Staff Union Council (as of 30 December 2022)

Voting members of
the Executive Bureau

Executive Bureau meetings

	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
ABDELLAOUI Naima	Absent	Present	Present	Present	Present	Present	Present	Present	Present	Absent	Present	Present	Present	Absent	Absent	Absent	Present	Present	Absent	Present	Present	Present	Present	Present	Present	Absent	Absent
BALI Mohamed	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Absent	Absent	Present	Absent	Present	Present	Present	Present	Absent	Present	Present	Present	Present	Present
CHAOUI Prisca	Present	Present	Present	Present	Present	Present	Present	Present	Present	Absent	Present	Present	Absent	Present	Present	Absent	Present	Present	Present	Absent	Present	Absent	Present	Present	Absent	Present	Present
DUPARC Philippe	Present	Absent	Present	Present	Present	Present	Absent	Present	Present	Present	Present	Present	Absent	Present	Present	Present	Present	Present	Present	Present	Present	Absent	Present	Absent	Present	Present	Present
JOHNSON Laura	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Absent	Present	Absent	Present	Present	Present	Present	Present	Present	Present	Present
MEYER Olivier	Present	Present	Absent	Present	Present	Present	Present	Present	Absent	Present	Present	Present	Present	Absent	Present	Present	Absent	Present	Present	Absent	Present	Present	Present	Present	Present	Present	Absent
SMITH Bradford	Present	Present	Present	Present	Present	Present	Absent	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Absent	Present	Present	Present

Non-voting members of
the Executive Bureau

RICHARDS Ian	Present	Absent	Present	Present	Present	Absent	Absent	Absent	Absent	Absent	Present	Absent	Present	Present	Present	Absent	Present	Present	Present	Present	Present	Absent	Present	Present	Present	Present	Present
HERMELINK Ursula	Present	Present	Present	Present	Absent	Present	Absent	Present	Present	Present	Absent	Absent	Absent	Absent	Absent	Absent	Present	Present	Absent	Absent	Absent	Absent	Absent	Present	Absent	Present	Absent

Present
Absent

