



39th UNOG Staff Coordinating Council **39^{ème} Conseil de coordination du personnel de l'ONUG**

Minutes of the 6th meeting

held on 9 December 2021 at 1.15 p.m. via MS Teams

Council members present: ALEKSANDROVA Anna; ALMARIO Francis; APOSTOLOV Mario; BALI Mohamed; BATAK Cecilia; CHANTREL Dominique; CHAOUI Prisca; DAN Lin; GAZIYEV Jamshid; JACQUIOT Cédric; JOHNSON Laura; LEWIS-LETTINGTON Nicole; MEYER Olivier; NGUYEN Ngoc; PECK ARIF Catherine; POPA Gabriela; RICHARDS Ian; SMITH Brad.

Council members absent: ABDELLAOUI Naima; ALLEK Meriem; COLANGELO Roberto; DUPARC Philippe; HERMELINK Ursula; KHAN Anjum MONNET Aminata.

The meeting began at 1:15 p.m.

1. Adoption of the agenda

The agenda of the meeting was adopted without changes as reflected below.

2. Adoption of the minutes of the 5th meeting

The minutes of the 5th meeting were adopted without changes as recorded in the Council secretariat.

3. Report of the Finance Commission

The Treasurer informed the Council that, as per agreement of the FC and considering the Council made yearly disbursements in USD (such as the CCISUA contribution and travel entitlements), efforts were under way to open a USD account in UNFCU. This would help contribute to reduce the Council's exposure to CHF negative interest rates. It was noted that BCGE and Migros Bank had refused to open an account for the Council because of the lack of clarity in its legal status under Swiss law. Credit Suisse was still to reply on the possibility to open a banking relation.

As suggested by a Council member, the Treasurer contacted a fiduciary to explore investment options and would meet them upon mutual availability.

4. Report of the Executive Bureau

The report of the EB was circulated in advance of the meeting. The Executive Secretary provided a comprehensive overview of all of the meetings, broadcasts and other activities of the EB (see annex "Executive Secretary Report"). This included: meeting with UNOG management to discuss the message of the DG on strengthening measures at UNOG to protect staff, the broadcast updating on latest developments at the Pension Fund, the broadcast on updates on continuing contracts, SMC ad hoc meeting on career satisfaction framework and home leave lump sum, ICSC cost-of-living survey, etc.

5. CCISUA mid-term meeting

Council members recalled that the CCISUA mid-term meeting had taken place mid-November in New York where the ES and DES represented the Council. The occasion provided an opportunity to be briefed by several UNHQ senior managers, staff groups, and hold discussions with other unions on various issues. CCISUA would be issuing a report of the meeting shortly which would be shared with the Council. The Council President attended the mid-term meeting in her capacity of CCISUA President and delivered a speech at 5th Committee on behalf of CCISUA.

6. Report on lobbying in New York

Following the CCISUA mid-term meeting, the Council representatives also held bilateral meetings with about ten Member States from a wide variety of geographic regions and were able to raise a number of issues of concern to staff, notably on administration of justice, career advancement, geographic diversity, Pension Fund, etc. Some delegates were very supportive; the meetings helped see where could support be easier or

harder to find among Member States, making it overall a very positive mission. The Council representatives also took an opportunity to meet with the ASG for General Assembly and Conference Management to raise issues of interpreters and translators in Geneva.

7. Next CCISUA General Assembly

During the CCISUA mid-term meeting, seeing no other union offered to host the next CCISUA GA in May 2022, the Geneva representatives noted that CCISUA was to celebrate its 40th anniversary that year and therefore would be historically auspicious to celebrate it where it was born, in Geneva. The EB had already agreed for Geneva to host it, and it was for the Council to take a final decision. A budget line for hospitality expenses would have to be approved by the Council, which the Bureau estimated a CHF 2'500.

The Council agreed to host the 2022 CCISUA GA and to establish a budget line to that effect of CHF 2'500.

8. Update on the Languages Service

The Council was informed that a global townhall meeting for all LS staff across duty stations was held on 7 December 2021 on the increased translators' workload, where attendance reached almost 140 with a high level of engagement. Townhall comments reflected the same concerns received in the recent global survey except and many staff asked for action to be taken. Unions would draft an open letter to DGACM proposing a way forward acceptable to LS staff. The ES and the President of the LS Sectoral Assembly would be meeting with UNOG DCM senior management to discuss the results of the survey and the townhall after this Council meeting.

9. Update on the WG on Racism

The Council was informed that Brad Smith was confirmed as co-chair of the Working Group on Racism (the WG) which had held its first meeting two days before. It was deemed to have been a productive meeting where the WG adopted its TOR and started discussing different activities. The WG waited for the SG to issue his action plan on racism which would serve as a policy framework for the WG. Members of the WG discussed the different surveys that had been carried out so far in different duty stations, identified important resource documents and possible counterparts. A senior diversity advisor would provide the WG with training. It established a task force on outreach and advocacy that should report back to the WG with possible activities. The WG's next step was to prepare a workplan for at least the following 2 months. Members of the WG would meet once a month or more often if needed.

A discussion ensued. An argument was made that actions in Geneva should not follow exactly the same approach as in New York but be more tailored to local concerns and striking a more positive tone. The training and comparisons with other duty stations would serve that purpose. Staff should feel comfortable talking about racism, in a respectful environment and include everyone at the table, without alienating anyone. Council members discussed different approaches to the broad issue of racism, including diversity in geographical representation, nationality, gender, race, etc., and the need for better sanctions for racism-related misconduct and objective assessments of situations. The importance of not politicizing the issue was highlighted, particularly in the context of recruitment, as well as ensuring a proper identification of desired outcomes to avoid unintended ones.

It was noted that the taskforce on racism in New York would likely be dissolved after the SG's action plan comes out.

10. Any other business

- Concerns were raised on the Organization's career satisfaction support framework, where proposals seemed to be unrealistic. Said issue could be raised at the next SMC in April 2022.
- Good wishes for the holidays were shared for all Council members.

The meeting was adjourned at 2:35 p.m.