

United Nations  
Office at Geneva  
**STAFF UNION**



Office des Nations  
Unies à Genève  
**SYNDICAT**

## **The 41<sup>st</sup> Council of the UNOG Staff Union**



## **Year in Review**

**2023-2024**

January 2024

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## Preface

In staff representation, every year is a busy year and this one was no exception. The UNOG Staff Union has been dealing with issues and challenges facing staff at all levels, from the review of the compensation package for the entire common system, through threats to the roster system in the Secretariat and workspace issues in Geneva, down to micromanagement in individual departments. While we certainly don't win every battle, I am convinced that we do make a difference. Like all unions, our strength comes from the staff we represent. That is why I was so glad to see this year's increase in dues-paying members. This year has also seen much more regular broadcasts on various issues of importance to staff and improved cooperation with other UN staff unions and associations.

Laura Johnson  
Executive Secretary

What a year it's been, as this very long annual report attests. We battled against a challenging environment. Yet we were able to ensure pay kept up with inflation, obtain a standard minimum of two years for fixed term contracts, block attempts to prevent judicial review of disciplinary cases, bring the tennis club under staff management as a new sports and leisure facility for staff, and obtain better benefits for the medical insurance. 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 41<sup>st</sup> UNOG Staff Union

Elected staff representatives:		
<i>President</i>	RICHARDS Ian	
<i>Vice-President</i>	SMITH Bradford	
<i>Executive Secretary</i>	JOHNSON LAURA	
<i>Deputy Executive Secretary</i>	GONZALEZ SILVA Pablo	
<i>Other members of the Executive Bureau</i>	ABDELLAOUI Naima BALI Mohamed DUPARC Philippe	HERMELINK Ursula MARTINEZ ALFONSO Begoña
<i>Other Council members</i>	AJAYI Ayobamidele ( <i>until November 2023</i> ) APOSTOLOV Mario CHANTREL Dominique GAZIYEV Jamshid GOLOGUS Marius JACQUIOT Cédric JAUHAN Khanam LA PLANETA Jean-Luc LEWIS-LETTINGTON Nicole	MOHRLE Ursula ( <i>from November 2023</i> ) NWOKEABIA Hilary PALAIRET Rowland PECK ARIF Catherine PEJCHAL Viera PUHALOVIC Janet RUEDA Almudena TOUALBIA Radouan

Polling officers:	Auditors:
SULSTAROVA Astrit (President)	SUAREZ LISTE Jesus
CENIEWICZ Madeleine (Vice-President) ARIPOV Djurabek	
FATHI Rafik HOC Alexandros Konstantinos PETERS Ralf	<b>Assistant to the Council:</b> SILVEIRA Froylan ( <i>until August 2023</i> )
SRINIVASAN Divya	
SVIRCHEVSKYY Oleksandr	

## I. Summary of work programme implementation

To protect pay, jobs and promote careers, the Staff Union will:	Status
Work to protect and promote job security, address the increase in consultancy and the use of temporary appointments for ongoing functions.	Throughout the term, we pushed management to address delays in the continuing appointment exercise. In the absence of communication from their side, we provided information about how to participate and then updates on progress. We pushed back against the increased use of UNVs, particularly in Headquarters duty stations like Geneva. We successfully pushed back against management plans to effectively end inter-agency secondments. We requested a regularization exercise for G1-G4 staff to allow them to go through a central review body.
Work to improve career opportunities for all staff.	Through SMC, and in coordination with the other Secretariat unions, we have been fighting against plans to re-introduce roster expiry, in contravention of a previous hard-won agreement. The SMC working group on staff selection is currently considering ways to incentivize mobility. We are considering ways to allow long-serving General Service staff to achieve higher levels. We successfully resisted attempts to reduce the contract breaks for retirees, which would have reduced opportunities for advancement for existing staff.
Work to protect remuneration, entitlements, and pensions, in particular through advocacy within the ICSC.	We ensured pay kept up with inflation through pay rises for all categories of staff. Through CCISUA, we provided guidance for staff on how best to fill in the ICSC staff survey for the upcoming compensation package review so that staff concerns lead the review. We lobbied Member States in New York on the need to avoid too frequent reviews and in favour of updating various allowances. We will be providing input to the working groups for the review through CCISUA.
Continue to advocate for equal leave for staff on temporary appointments.	We obtained an SMC agreement to use two-year fixed term contracts wherever possible. We continued to advocate for equal leave for temporary staff through CCISUA while also pushing back against the misuse of temporary contracts instead of fixed-term appointments. We are raising the issue of staff stuck in temporary appointments due to the liquidity crisis through SMC.
Continue to 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.	<p>The General Assembly does not recognize the right to collective bargaining for staff of the United Nations. In its resolution 67/255, it forbid the Secretary-General from engaging in collective bargaining. It instead 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. Discussions with delegates indicated that the General Assembly is not open to changing its position. However, it is important to note that the introduction of real collective bargaining would remove the automatic indexing of salaries to inflation and the US civil service; salaries would instead have to be negotiated.</p> <p>We successfully resisted proposals to amend the ICSC Code of Conduct to place greater restrictions on the conduct of staff representatives.</p>
Protect the current contractual framework and continue to push back on the introduction of new flexible contracts, protect jobs from arbitrary downsizing and unnecessary outsourcing, and monitor	Through CCISUA, we have informed management and the ICSC of our strong objection to plans for remote contracts with no link to a location, once again stressing that the existing contractual framework is sufficiently flexible and that flexible/hybrid working should continue to be regulated by HR

delegation of authority in selection and promotion processes to ensure accountability.	policies. We have followed up on implementation of the new downsizing policy, to ensure that existing staff do not lose their jobs.
Advocate for merit-based and non-discriminatory staff selection and promotion processes, including giving priority to internal candidates, removing the G to P barrier with a view to rewarding hard work.	The SMC Working Group on General Service Career Prospects finished its work with an agreement on a proposal for the General Assembly addressing concerns of Member States. SMC reached an agreement to remove biographical data from the view of hiring managers, something which management has long resisted.
Demand greater independence of, and other improvements to, the internal justice system, including through the IJC.	We blocked attempts to restrict judicial review of disciplinary investigations. Through SMC, we strongly objected to a proposed amendment to the UNDT statutes that would have severely restricted the scope of judicial review and successfully lobbied Member States to reject the amendment. Through CCISUA, we objected to a UNAT/ILOAT joint chamber and also raised this with Member States, who did not adopt the proposal for a joint chamber. Staff representatives met with the staff nominated IJC members. The IJC report included very strong language on the statute amendment and joint chambers issues. The SMC Administration of Justice Working Group came up with proposals to improve protection from retaliation.
Maintain our solidarity with the "Fair Internships Initiative", and promote geographic diversity amongst interns, and interns from developing countries.	The greatest barrier to diversity among interns is the lack of financial support. This year, in collaboration with staff representatives, ITC introduced a new policy of paying a subsistence allowance. This leaves the Secretariat as an outlier in the common system for having no such support. This year, a General Assembly resolution called for a review of the internship programme, which will give us the opportunity to advocate for remuneration among other improvements.
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.	Cooperation with other SMC unions greatly increased this year, with papers presented by the staff side as a whole rather than individual unions and staff side preparation meetings before virtual as well as in person meetings. UNOG Staff Union has often taken the lead in drafting communications which are subsequently shared worldwide. UNOG Staff Union members participate in the CCISUA Bureau and ICSC working groups.

<b>To improve the work environment and support staff welfare, the Staff Union will:</b>	<b>Status</b>
Address any impact on the health and wellbeing of staff resulting from increased productivity requirements.	The UNOG Staff Union has continued to support the Languages Service Sectoral Assembly in 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, including by taking the issue to SMC and supporting a tribunal case. For the Security Service, the Union secured an agreement to re-negotiate the rules on shift patterns. In SMC, we are advocating to protect all staff against any increase in workload owing to the liquidity crisis.
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 advise staff on how to report misconduct and the various tools available to them. We followed up with management to request data on cases of alleged prohibited conduct within UNOG.
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.	UNOG Staff Union met with the Secretary-General's Special Adviser for Addressing Racism in the Workplace on her visit to Geneva. We also continued to be active in the UNOG Working Group to Address Racism in the Workplace. CCISUA passed a resolution stressing the need for a zero-tolerance approach to racism and racial discrimination. Staff side papers

	submitted through SMC have covered topics including gender and anti-racism.
Improve work-life balance, including by following up on the application of the new parental leave policy and ensuring that flexible working arrangements are applied fairly.	The Staff Union has advocated for continued application of the Secretariat-wide policy on flexible working arrangements, including by intervening with heads of entities insisting on unnecessary restrictions following those imposed in New York and by quantifying the productivity gains from FWAs. We helped ensure that staff could avail themselves of alternate working arrangements during the Palais closure. We reacted strongly when management reneged on the promise that new parental leave would be available to those who became parents in 2022. Eventually, some parents in this category benefited from transitional measures, while others were supported in case they wished to take legal action. We advocated for a focus on improving work-life balance as one of the best ways to support staff mental health and well-being.
Work to ensure a safe and secure workspace in the context of SHP, including adequate and fairly distributed office space, and to improve facilities at the Palais.	We campaigned against plans to effectively impose hotdesking throughout the Palais, through JNC, our feedback on the UNOG information circular, making the arguments with Member States and to the Board of Auditors and in communications to staff. We became full members of the Transition Board (rather than observers), giving us a greater voice on SHP-related matters.
Support the development of staff facilities such as UN Beach, ensure support to clubs and find a solution for the Tennis Club.	The UNOG Staff Union and the Director-General signed an agreement to bring the Tennis Club under joint Union-Administration management, as the UN Geneva Staff Welfare Partnership. Club activities began to resume and we supported staff to register several new clubs. We are following up with management to ensure that clubs, including those requiring special equipment, will have adequate space after the Palais renovations.
Pursue growth in Staff Union funding through membership dues, including from all Council members, the staff magazine UN Today and other sources.	A rise in membership numbers has translated into an increase of revenue from membership dues of about 10% when compared with last year. UN Today revenue largely exceeded its expenditure, thanks to a sharp cut in expenses. SAFI is still going through a challenging financial period, trying to rebuild its pre-COVID custom with the additional challenge of ongoing renovations and being located in a part of the Palais that is far from most meetings and staff offices. This, together with the need to build reserves for furnishing the new location, means that the Staff Union has not collected funds from SAFI. Part of the reserves built by the Staff Union over the years have been invested. The investment vehicles available were very limited, so two fixed-term deposits were made in the second part of the year, yielding around 4200 CHF as of January 2024.

<b>To keep staff informed and involved, the Staff Union will:</b>	<b>Status</b>
Hold regular town hall meetings and inform staff through frequent broadcasts and other channels, including the staff magazine UN Today.	A very well attended town hall meeting was organized jointly with the Chief of UNSMIS to answer insurance-related concerns. Town halls were also held with specific entities. A town hall meeting was held in January 2024 to update staff on recent developments. The Staff Union sent out over 60 broadcasts to staff on important developments during the year. Many articles contributed to UN Today also helped keep staff informed. The Staff Union began to publish its broadcast messages on isseek, further widening access to them.
Survey staff on key issues and developments.	The UNOG Staff Union conducted surveys on topics including hybrid working and official holidays. In conjunction with the global Secretariat Unions, staff were surveyed on roster expiry. Many staff also wrote to give feedback following our broadcasts, particularly on the impact of the liquidity crisis.

## **II. United Nations Common System Issues**

### **1. Coordinating Committee of International Staff Unions and Associations (CCISUA)**

CCISUA is the federation of global staff unions to which the UNOG Staff Union belongs. The UNOG Staff Union participated in the CCISUA General Assembly from 8 to 12 May 2023 in Budapest. 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 upcoming compensation package review, local salary surveys, the security of staff in the field, the review of the code of conduct of international civil servants, mental health issues and pension fund matters. Meetings were held with the ICSC Chair and with the Chief of the UN Compensation and Classification Section, as well as with the two other staff federations. Ian Richards, a member of the UNOG Staff Union, was elected Vice-President for Conditions of Service by consensus. Resolutions were adopted on the compensation package review, the security of staff in the field, National Professional Officers, racism and racial discrimination and the jurisdictional set-up.

The CCISUA mid-term meeting was held in New York from 13 to 16 November 2023. 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 ICSC matters, the informal justice system, mental health, protection from retaliation, pension fund issues and the UNLP shortage. Meetings were held with the USG for Management Strategy, Policy and Compliance, the Assistant Secretary-General for Human Resources, the ICSC Chair, the ICSC Chief of Salaries and Allowances, the ICSC Chief of Statistics, the Special Adviser for Addressing Racism in the Workplace, the Global Lead of the UN System Workplace Mental Health and Well-being Strategy, a representative of the Office of Investment Management at UNJSPF and the Under-Secretary-General for Safety and Security, as well as the two other staff federations.

Following the mid-term meeting, a UNOG Staff Union delegation remained in New York to meet with a wide range of Member State delegates to put forward our views on issues including the jurisdictional set-up, the compensation package review, the updating of allowances, the Strategic Heritage Plan and the Pension Fund. Many delegates were receptive to our positions; however, Member States are more divided than ever and failed to adopt any resolution at all on common system issues, with both negative and positive effects.

This year, CCISUA stood in solidarity with our fallen colleagues in Gaza, twice writing to the Secretary-General to urge him to do more to protect them and to authorize lowering the UN flag in mourning, as well as launching a petition for the protection of UN staff in Gaza and accountability for their deaths.

### **2. International Civil Service Commission (ICSC)**

CCISUA participates in meetings of the ICSC and of the Advisory Committee on Post Adjustment Questions and ICSC working groups, including those on the standards of conduct for international civil servants and mental health. This year, CCISUA pushed for full implementation of the parental leave policy, asked ICSC to resubmit its recommendation to equalize leave entitlements for temporary staff and advocated for updating a number of allowances.

## **III. Global Secretariat issues**

### **1. Staff-Management Committee (SMC)- annual meeting**

SMC is the main forum for staff-management consultations at the Secretariat level. UNOG Staff Union participated in the in-person meeting in Brindisi, held from 24 to 29 April 2023. A management paper on future changes to the staff selection system contained some positive ideas in line with long-standing proposals from the staff side, including the removal of some biographical data from the hiring team view and greater use of standard assessments. Unfortunately, a staff side proposal to reduce hiring managers' authority to determine the composition of the selection panel was rejected.

Regarding liens, the staff side successfully pushed back against a proposal that would have effectively ended secondments to other UN common system organizations, but agreed to end all exceptions to the



two-year time limit and the granting of liens for job openings. This represents a good balance between the interests of staff members who want to benefit from opportunities for new experience and their colleagues in the teams where liens can block regular recruitment processes.

On rosters, the SMC agreed to proposals that future rosters will be built only from generic rostering exercises, coordinated by a dedicated recruiter and using standardized assessments and that a first-level review of rostered candidates will be introduced for all candidates. In addition to the clean-up exercise already agreed to by staff, we believe that these proposals would have resulted in reliable usable rosters, and that the Secretary-General's decision regarding expiry was unnecessary and counterproductive. It was agreed that initial fixed-term appointments will be for two years whenever possible. It was also agreed that the first year will be considered probationary. This approach was intended to reduce the number of staff on temporary appointments. Staff did not agree with the management proposal that such probationary appointments could be ended after a "streamlined" performance review with no possibility of rebuttal, but the Secretary-General decided in favour of management. Staff in this position will only be able to write a letter to the head of entity.

It was agreed to allow retirees to maintain access to their email for three months post-separation, as a brutal cut-off can often hinder them from making important arrangements regarding pensions.

Management had proposed to make the Global General Service Test (GGST) optional, which would have put an end to a good example of standardized practice across the Secretariat. After discussion, and given that recruitments at all levels are now covered by the central review bodies, it was agreed to abolish the GGST.

Staff raised concerns about the increasing use of UN Volunteers (UNVs) to perform staff functions, especially at headquarters duty stations. Management did not agree to discuss the issue fully at SMC on the basis that UNVs are not staff, but promised to organize a discussion in another forum. Other subjects discussed included data privacy, granting of continuing appointments to G1-G4 staff, translators' working conditions, mental health and well-being and anti-racism.

## **2. SMC ad hoc meetings**

In between the annual in-person meetings, "ad hoc" online meetings were held. At ad hoc meetings this year, topics discussed included the Organization's data policies, the HR strategy, Long Service Awards, the proposed change to UNDT statutes, restrictions on flexible working arrangements in the name of the "Next Normal" and the development of a policy on artificial intelligence. Staff representatives also took the opportunity to follow up on the continuing contracts exercise, the staff engagement survey, the mobility exercise, the liquidity situation and the application of the downsizing policy.

## **3. SMC working groups**

UNOG Staff Union participates in all the SMC working groups. Those active this year were the Working Group on GS Career Prospects, the Administration of Justice Working Group and the Mobility and Staff Selection Working Group. On GS Career Prospects, the staff and management representatives agreed on a proposal to put to the General Assembly on ending the G to P barrier, specially designed to address previous Member State concerns. On Administration of Justice, the group worked on a review of the policy on retaliation for reporting misconduct and attempted to come to an agreement on the proposal to amend the UNDT statutes, which ended in the staff side simply registering disagreement.

Subsequent outreach to Member States helped block the amendment. The Mobility and Staff Selection working group has been looking at possible incentives for staff mobility.

#### **4. Parental leave**

The staff unions welcomed the new policy on parental leave. However, at the beginning of the term it became clear that the promised applicability to people who became parents in 2022 would not be fulfilled. The SMC unions coordinated and agreed to communicate with staff and to offer legal support for those who had missed out. Eventually transitional measures in the form of special leave with full pay were extended to some but not all of the 2022 parents.

#### **5. Roster expiry**

One of the major disagreements from the annual SMC in Brindisi was on roster expiry. Following the Secretary-General's decision to discontinue existing roster memberships, in contravention of a previous SMC decision and after a different number of years for men and for women, the staff unions came together to organize a survey of staff. They then produced a report, a preliminary version of which has been circulated, while a data analysis consultant is working on the final version. We hope to press upon them the importance of rosters for staff career prospects, especially in the context of repeated hiring freezes.

## **IV. Geneva issues**

### **1. Joint Negotiation Committee (JNC)**

The main forum for staff-management consultations at the Geneva level is JNC. Topics discussed this year include the recognition of domestic and civil partnerships for the purpose of benefits and entitlements, the implementation of Appendix B of the Staff Rules, the exclusion of existing G3 staff from G3 job openings, the inclusion of the Staff Union in the orientation programme for new staff, the Tennis Club, the Long Service Awards, the status of medical service recommendations for reasonable accommodations, the provision of workspace, guidance on the rights of interns, the Palais closure, handling of the liquidity crisis and the official holidays for 2025.

### **2. Space optimization**

The Staff Union first heard of the concept of “space optimization” at a meeting of the Transition Board. Apparently based on a recommendation from the Board of Auditors, it soon became clear that it involved a reduction in ratio of desks to staff members and would effectively amount to imposing hotdesking throughout the Palais. The Staff Union objected to these proposals through the Transition Board, in the form of input on the related information circular and formally through JNC. We also sent broadcasts to raise awareness of the issue. We have had the opportunity to raise our arguments with the Board of Auditors and Member States. Unfortunately, the information circular with the reduced ratio remains in place. However, UNOG management has committed to revising the ratios to improve workspace whenever practically feasible.

### **3. Official holidays**

The Staff Union was asked to provide input on the proposed official holidays for 2024, in which two traditional Geneva holidays were withdrawn and moved to 26 and 27 December. The Executive Bureau collected feedback, including the concerns of various groups of staff and relayed it to management, which did make a change to the proposed floating holidays. After receiving very strong feedback from staff, the Union organized a survey to find out the extent of opposition to the new pattern. As the results were clear, the Council voted to officially request a reversion to the previous pattern of holidays and wrote to the Director-General to request this. We received a response that the holidays would not be changed for 2024, but that formal consultations would take place for the 2025 holidays. At a recent meeting of JNC, we once again requested a return to the traditional holidays, which management said it would support subject to consultations with the client board.

#### **4. Hybrid work and flexible working arrangements**

Following complaints from some Member State delegates in New York about a lack of presence by some staff members, UNHQ decided to introduce restrictions to the policy on flexible working arrangements, reducing maximum days of telecommuting from three to two. As was made clear to us at an SMC meeting, these restrictions were only ever meant to apply to New York. However, some Geneva-based entities, particularly those with close ties to New York, decided to introduce similar restrictions in the name of harmonization. We intervened with the managers of these entities to argue that any harmonization should be with the Secretariat-wide policy rather than with local New York conditions and promoted the benefits of hybrid work, as shown by the survey we conducted on the issue, including productivity gains, improved focus, better work-life balance and reduced stress.

#### **5. Entity specific issues and meetings**

We had meetings with the senior managers of UNOG, OHCHR, DCM, ECE, UNCTAD and the Safety and Security Service, to raise specific and cross-cutting issues. We have worked in cooperation with sectoral assemblies and their equivalents across UN Geneva. We have organized a number of entity-specific town hall meetings, including for the Languages Service and the Safety and Security Service. We are participating in the Appendix B working group on Security shift patterns, launched at the request of UNOG Staff Union and have sent entity-specific broadcasts to OCHA, OHCHR and UNJSPF staff.

### **V. Supporting staff welfare activities**

#### **1. Clubs and societies**

Club and society activities have begun to increase after a long period where many ceased because of the pandemic. This year, the Staff Union registered a number of new clubs and helped to relaunch old ones. We put forward the needs of clubs to management, to ensure that clubs, including those with specialist needs, can have adequate space following the Palais renovations.

#### **2. Staff magazine UN Today**

The UNOG Staff Union has continued to produce its staff magazine UN Today. Carrying on the legacy of former magazine UN Special since 1949, all 10 issues of the magazine were published in 2023, serving as a platform to voice staff concerns and shed light on the delicate and controversial issues that affect the UN and its staff. Despite a difficult environment for advertising the magazine was able to make a surplus of 8,885 CHF.

#### **3. UN Geneva Staff Welfare Partnership**

The UN beach (also known as UN Port) has been a staff welfare, non-profit facility since 1947 and is co-managed between the UNOG Staff Union and UNOG Administration. This year a new management agreement was signed that sees the integration of the International Tennis Club with the beach club and many new sporting and leisure activities for staff.

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

The 2022 Long Service awards took place on 24 and 25 October 2023 at a joint ceremony organized by the UNOG Staff Union and UNOG Administration at which hundreds of staff members received certificates of achievement for having served the Organization for 10 years or more and medals and certificates for having served for 25 years or more. A broadcast was issued to staff about the ceremony.

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

The IAG 2023 were held in Vila Real de Santo António, Portugal. In accordance with established practice, the Union agreed to subsidize the participation of its dues-paying members..

#### **6. Summer camps**

The UNOG Staff Union was able to secure discounts for UN personnel in various summer camps in 2023, including Intersoccer and Ecolint.

## **7. 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 over 60 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 a town hall meeting in conjunction with UNSMIS as well as town hall meetings and briefings for specific entities. A town hall meeting was also held in January 2023 to update staff on various issues.

## **2. Union 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 10,000 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.

# **VII. 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 a 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**



### **Work Programme of the 41st UNOG Staff Union Council 2023-2024**

*In discharging its programme, all 25 members of the Staff Union Council shall contribute their time and efforts to reach our common goals in line with human rights and labour norms and standards.*

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

- 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 opportunities for all staff.
- Work to protect remuneration, entitlements, and pensions, in particular through advocacy within the ICSC.
- Continue to advocate for equal leave for staff on temporary appointments.
- Continue to 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.
- Protect the current contractual framework and continue to push back on the introduction of new flexible contracts, protect jobs from arbitrary downsizing and unnecessary outsourcing, and monitor delegation of authority in selection and promotion processes to ensure accountability.
- Advocate for merit-based and non-discriminatory staff selection and promotion processes, including giving priority to internal candidates, removing the G to P barrier with a view to rewarding hard work.
- 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 promote geographic diversity amongst interns, and interns from developing countries.
- In working towards the above objectives, will work with other unions to coordinate positions to protect and promote the rights of staff, including through the SMC, ICSC and CCISUA.

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

- Address any impact on the health and wellbeing of staff resulting from increased productivity requirements.
- 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, including by following up on the application of the new parental leave policy and ensuring that flexible working arrangements are applied fairly.
- Work to ensure a safe and secure workspace in the context of SHP, including adequate and fairly distributed office space, and to improve facilities at the Palais.
- Support the development of staff facilities such as UN Beach, ensure support to clubs and find a solution for the Tennis Club.
- Pursue growth in Staff Union funding through membership dues, including from all Council members, the staff magazine UN Today and other sources.

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

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

## Annex 2

### Join your staff union today!

The UNOG Staff Union is the union for all UN Secretariat staff in Geneva (which includes UNCTAD, OCHA, ECE, OHCHR, UNRISD and other UN Secretariat staff in Geneva). It represents you before management in Geneva and New York in all areas related to your conditions of service and welfare.

**We need your support to continue fighting for your rights.**

At a time of pay cuts, austerity and budget uncertainty, we need to fight together for our rights.

**By contributing only CHF 10 per month via payroll you will help make it possible for your elected staff representatives to carry out their duties, engage lawyers to fight on our behalf, and fund staff initiatives.**

### [Register here](https://unogstaffunion.org/join-your-staff-union/)

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

#### **What does your contribution help us do?**

- Work to promote your welfare and rights.
- Represent you on a range of issues to management in Geneva and New York, as well as management of individual departments.
- Keep you informed of developments that affect you.
- Ensure your interests are reflected in policies and conditions of service.
- Provide advice and legal assistance to victims of harassment and unjust decisions.
- Participate in the bodies that review the correctness of selection decisions, as well as the ePas rebuttal, special post adjustment and related committees.
- Represent your interests in the mutual health insurance, the MEC savings and loans mutual, and catering services.
- Contribute to the staff benevolent fund.
- Oversee and support all staff bodies such as the clubs and societies, SAFI, the UN Today magazine, and the UN Port.

#### **What benefits can you get from your contribution?**

- Free meal and drink at the staff party.
- Free participation of your children at the children's party.
- Free publication of adverts.
- Additional days of 13% discount at SAFI.
- Subsidy for participating in the Inter-Agency Games.
- Personalised assistance and representation.
- Discounts with commercial partners, including car rentals, local shops and gyms, and petrol stations.

## 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 2023:

ABDELLAOUI	Naima
APOSTOLOV	Mario
BALI	Mohamed
CHANTREL	Dominique
DUPARC	Philippe
GAZIYEV	Jamshid
GOLOGUS	Marius
GONZALEZ SILVA	Pablo
HERMELINK	Ursula
JACQUIOT	Cédric
JOHNSON	Laura
LEWIS-LETTINGTON	Nicole
MARTINEZ ALFONSO	Begoña
MOHRLE	Ursula
NWOKEABIA	Hilary
PALAIRET	Rowland
PECK ARIF	Catherine Louise
PEJCHAL	Viera
PUHALOVIC	Janet
RICHARDS	Ian
SMITH	Bradford
TOUALBIA	Radouan

#### Council members who do not contribute dues to the Union as of 30 December 2023:

JAUHAN	Khanam
La PLANETA	Jean Luc
RUEDA MELENDEZ	Almudena



## Annex 4

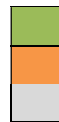
### Attendance at Council meetings of the 41st Staff Union Council (as of 20 January 2024)

<u>Council members</u>		<u>Council meetings</u>							
		1	2	3	4	5	6	7	8
<b>ABDELLAOUI</b>	<b>Naima</b>								
<b>APOSTOLOV</b>	<b>Mario</b>								
<b>AJAYI</b>	<b>Ayobamidele</b>								
<b>BALI</b>	<b>Mohamed</b>								
<b>CHANTREL</b>	<b>Dominique</b>								
<b>DUPARC</b>	<b>Philippe</b>								
<b>GAZIYEV</b>	<b>Jamshid</b>								
<b>GOLOGUS</b>	<b>Marius</b>								
<b>GONZALEZ SILVA</b>	<b>Pablo</b>								
<b>HERMELINK</b>	<b>Ursula</b>								
<b>JACQUIOT</b>	<b>Cédric</b>								
<b>JAUHAN</b>	<b>Khanam</b>								
<b>JOHNSON</b>	<b>Laura</b>								
<b>LA PLANETA</b>	<b>Jean-Luc</b>								
<b>LEWIS-LETTINGTON</b>	<b>Nicole</b>								
<b>MARTINEZ ALFONSO</b>	<b>Begoña</b>								
<b>MOHRLE</b>	<b>URSULA</b>								
<b>NWOKEABIA</b>	<b>Hilary</b>								
<b>PALAIRET</b>	<b>Rowland</b>								
<b>PECK ARIF</b>	<b>Catherine Louise</b>								
<b>PEJCHAL</b>	<b>Viera</b>								
<b>PUHALOVIC</b>	<b>Janet</b>								
<b>RICHARDS</b>	<b>Ian</b>								
<b>RUEDA MELENDEZ</b>	<b>Maria Almudena</b>								
<b>SMITH</b>	<b>Bradford</b>								
<b>TOUALBIA</b>	<b>Radouan</b>								

Present

Absent

Not a member



## Annex 5

### Attendance at Executive Bureau meetings of the 40<sup>th</sup> Staff Union Council (as of 10 January 2024)

#### 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	28	29	30
<b>ABDELLAOUI Naima</b>																														
<b>BALI Mohamed</b>																														
<b>DUPARC Philippe</b>																														
<b>GONZALEZ Pablo</b>																														
<b>HERMELINK Ursula</b>																														
<b>JOHNSON Laura</b>																														
<b>MARTINEZ Begoña</b>																														

#### Non-voting members of the Executive Bureau

<b>RICHARDS Ian</b>																														
<b>SMITH Bradford</b>																														

Present



Absent

