



## 40<sup>th</sup> Staff Union Council 2022-2023

Ref. SU-40-EB-11

### Executive Bureau Minutes of the 11<sup>th</sup> meeting

held on 14 June 2022 at 9 a.m.  
via MS Teams.

*Adopted on 28 June 2022.*

#### Members of the Executive Bureau:

ABDELLAOUI Naima	<i>Present</i>	JOHNSON Laura	<i>Present</i>
BALI Mohamed	<i>Present</i>	MEYER Olivier	<i>Present</i>
CHAOUI Prisca	<i>Present</i>	SMITH Bradford	<i>Present</i>
DUPARC Philippe	<i>Present</i>		

#### President of the UNOG SU:

RICHARDS Ian *Absent*

#### Vice-President of the UNOG SU:

HERMELINK Ursula *Absent*

*The meeting began at 9:05 a.m.*

#### 1. Adoption of the agenda

The agenda was adopted with changes as reflected below.

#### 2. Adoption of the minutes of the 10<sup>th</sup> meetings

The minutes of the 10<sup>th</sup> meeting were adopted without changes as recorded in the staff union's secretariat.

#### 3. Working Group on Well-being

The EB took note of the meeting of the Working Group on Well-Being held on 13 June. Results and updates of said meeting included: strengthening of the office of Staff Counsellor; reasonable accommodations as per the SG's strategy on inclusion and visibility; results of the staff engagement survey and future townhall to be held on the matter; improvement of work-life balance; and adherence by UNOG to the dual career network with view to assist partners/spouses in finding employment. Reference was made to a case whereby reasonable accommodation had been denied for a staff with disability, noting that the issue related largely to implementation of the strategy and managers who resisted providing reasonable accommodation.

#### 4. Lack of independence of Staff Counsellor & Medical Service

A concern was raised about the alleged lack of independence of the Staff Counsellor's office and the Medical Service which stopped reporting to the Director-General and the medical network, respectively, and rather reported to Human Resources, creating a conflict of interest. Comments followed whereby historically, the Staff Counselor and the Medical Service had always been administratively mapped under HRMS but were mandated to discharge their functions with professionalism and independence, most especially concerning confidentiality issues. Both units were said to provide essential and beneficial services to staff, and any lack of independence should be backed by evidence if it was to be properly denounced. The EB invited the member with the concerns to send to the officeholders any supporting proof so that the matter could be looked into.

#### 5. Forms of "invisible disability"

A concern was raised whereby issues and tensions would appear among colleagues because of disabilities that could not be easily identified, where it was relevant that some would rather not reveal their disabilities to managers or the Medical Service. It was noted that a survey was being put in place by the Taskforce on Disability at UNOG and conclusions and actions to address the issue could be drawn once it yielded results. The Staff Union could better study at that point how best to support staff in that regard.

#### 6. Languages Service (LS)

On the issue of the translators' workload, the EB noted that no agenda for consultations had been received yet from management, but it was expected towards the end of June. Depending on the evolution of the matter, staff unions would probably have to engage an external advisor for a public campaign to defend

staff rights. A discussion followed on what the purpose, objectives, and financing of such a campaign would be.

On the matter of a possible eLuna audit, the EB was informed that terms of reference for the engagement of an auditing firm were being finalized. Such audit would focus mainly on the comparison between eLuna and other available tools. A number of potential auditors were being researched and would be contacted. It was raised that fear and despair were gaining ground among staff and it was important for an audit to independently portray the situation. Doubts were raised as to how an outside company would be able to tell staff if they should work more, or less, or in a different fashion – and whether a communication campaign could be more advantageous to staff in exerting pressure on management.

The EB unanimously agreed to continue drafting terms of reference for a potential eLuna audit, and the majority of the members present agreed to explore with other unions carrying out a campaign for the preservation of LS staff rights, which could include engaging an expert to that end.

It was noted that the mandate of 1 year of the members of the LS Sectoral Assembly (LSSA) had ended, and they should not represent staff in consultations. A counter-argument was made whereby, in the absence of statutory indications and in line with a normal practice in favour of staff, LSSA members should remain as caretakers until elections were held. In any regard, this was noted to be a non-issue because the most recently elected LSSA members were still active members of the Executive Bureau and as such, they acted as lawfully elected staff representatives before management.

A suggestion was made for the Staff Union to approach the Joint Inspection Unit (JIU) to carry out a truly objective report on multilingualism from the viewpoint of translators and interpreters, arguing that a previous report pushed in favour of management for more remote working, more precarious contracts, and more reliance on technology in detriment of the human factor, and was therefore not objective.

#### **7. Access through chemin de l'Impératrice**

Discussion on this agenda item was postponed.

#### **8. Any other business**

The question was raised whether information had been received on the ICSC's post-adjustment exercise. It was noted that no official communication had been received, and the ICSC was expected to revise Geneva's post-adjustment during its upcoming summer session. EB members would remain vigilant for updates in that regard.

*The meeting was adjourned at 9.55 a.m.*