



## 42<sup>nd</sup> Staff Union Council 2024-2025

### Executive Bureau Minutes of the 4<sup>th</sup> meeting

Held on 26 March 2024 at 1:30 p.m.  
via MS Teams

Adopted on 9 April 2024

Ref. SU-42-EB-4

#### Members of the Executive Bureau:

ABDELLAOUI Naima	Present	LEWIS-LETTINGTON Nicole	Absent
DUPARC Philippe	Present	MARTINEZ Begoña	Present
JACQUIOT Cédric	Absent	PUHALOVIĆ Janet	Present
JOHNSON Laura	Present		

#### President of the UNOG SU:

RICHARDS Ian Present

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

GONZALEZ Pablo Absent

*The meeting began at 1:35 p.m.*

#### 1. Adoption of the agenda

The agenda was adopted as reflected below.

#### 2. Adoption of the minutes of the 3<sup>rd</sup> meeting

Changes to the minutes were requested by an EB member and accepted by consensus.

#### 3. OHCHR survey

OHCHR staff had reported that they recently received many allegations of favouritism, micromanagement, abuse of authority and requested SU to conduct a survey similar to the one that was carried out a few years back in the ITC. The members discussed whether it was part of the specific organization's culture or if the same issues exist in other UN organizations. The EB members noted that instances of non-respect of rules and towards staff, questionable promotions, abuse of power, etc. are not unique to OHCHR and called for strengthening the accountability system in the UN as a whole. It was highlighted that high rates of temporary contracts at the UN also create tensions and competition among staff, which could be assessed during the survey. It was agreed that a survey should be organized for all UNOG organizations to assess broader issues such as humility, humanity, organization culture, lack of respect towards colleagues and UN values.

The ES will share the questionnaire from the past surveys with the EB members to prepare a new survey. The EB will also explain the staff, who face similar issues in the workplace, existing internal procedures, and mechanisms to seek justice. Other possible actions for the SU include sending a broadcast on code of conduct, and requesting the UN Ethics office in NY to give briefings, including individual, at UNOG.

#### 4. Anti-racism mechanism

The EB Discussed the draft shared by the Administration for SU feedback. It is envisaged that the Mechanism will monitor the overall situation at UNOG regarding racism and racial discrimination with the aim to identify systemic issues, analyse the effectiveness/impact of the measures taken, and provide recommendations to address racism and racial discrimination in a sustainable manner.

The members of the EB mentioned that the draft text was broad and did not include any specific activities, means or data sources that the mechanism will analyse to identify systemic issues. Also, the composition of the mechanism was unclear as some entities might have similar bodies with overlapping mandates and their integration with the new mechanism needed to be defined. The draft should detail what would be the

outcomes of the mechanism and how the implementation would be followed upon. The ES would prepare a consolidated feedback based on the discussions and send to the Administration.

## **5. CCISUA delegation**

As agreed on EB 2<sup>nd</sup> meeting on 11 March 2024, Ian Richards, Pablo Gonzalez, and Laura Johnson will represent the SU at the next CCISUA General Assembly to be held from 13 to 17 May in Mombasa. However, as Pablo would not be able to attend due to sick leave, Janet Puhalović agreed to replace him.

## **6. Any other business**

- OCHA staff listening session on H building move was scheduled on Thursday, 28 March 2024. These kinds of sessions could be organised in each entity to hear staff perspectives and concerns on the upcoming moves, but also other concerns including partial closure of the Palais and its consequences. These sessions could provide ample data for the SU to know the issues faced by the staff and for its advocacy purposes. It was agreed to hold a session at the OCHA and amplify it to other entities.
- OCHA Under-Secretary-General (USG), who was championing UN values, specifically duty of care and staff wellbeing, had resigned recently, and the idea of sending a letter to the UN Secretary-General to urge him to consider these factors in appointing the next USG was discussed.

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

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### **Acronyms and abbreviations:**

SU: Staff Union of the UNOG

EB: Executive Bureau of the Staff Union

ES: Executive Secretary of the Staff Union

DES: Deputy Executive Secretary of the Staff Union

CCISUA: Coordinating Committee of International Staff Unions and Associations of the United Nations System

USG: