



42nd Staff Union Council 2024-2025

Ref. SU-42-EB-8

Executive Bureau Minutes of the 8th meeting

Held on 27 May 2024 at 1:30 p.m.
via MS Teams

Adopted on 13 June 2024

Members of the Executive Bureau:

ABDELLAOUI Naima	Present	LEWIS-LETTINGTON Nicole	Present
DUPARC Philippe	Absent	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:

Vacant

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 7th meeting

The minutes of the 7th meeting were adopted without changes.

3. UN Today website upgrade

The website of the UN Today magazine was redesigned a few years ago and it was suggested to redesign it to further improve and make it more attractive and user-friendly. It was noted that the magazine was financially sustainable, and the estimated cost of the redesign was up to USD 3,000. EB supported the website upgrade, and the Council would be requested to approve the funds at its next meeting.

4. AMFI board member

The Council needed to nominate a new board member of the Association des Mutuelles des Fonctionnaires Internationaux (AMFI, International Civil Servants Mutual Associations). AMFI is a non-profit fund exclusive to the UN at Geneva and Specialized Agencies, whose objectives are to promote mutual assistance among staff members and which is comprised of two entities, La Mutuelle and the GPAFI. The term of the Council representative to the AMFI Board of Directors was coming to an end in June 2024 and the Council needed to nominate a new representative. As there was no objection from EB, the nomination would be discussed and approved at the next Council meeting.

5. Report from CCISUA

CCISUA General Assembly was held from 13 to 17 May 2024 in Mombasa. The SU was represented by Laura Johnson (ES), Janet Puhaločić (DES), in addition to Ian Richards who attended as CCISUA Vice-President for Conditions of Service.

The Assembly re-elected the new bureau which is detailed on the [CCISUA website](#). Of note, Nathalie Meynet from UNHCR was re-elected President and Ian Richards re-elected as Vice-President for Conditions of Service; Janet Puhaločić was elected to the Procurement Committee.

Much of the discussion focused on the compensation review – the reports of the working groups on field-

related benefits and dependency benefits. There were also discussions with the ICSC team, including its chairperson; with the Under-Secretary-General for Safety and Security; on conditions of service of national officers and general service categories; mental health strategy implementation, including the adoption of a resolution on the subject; as well as priorities for the next year. The Assembly also drafted and sent a letter to the UN Secretary-General calling for an end to impunity in the killing of UN staff in Gaza.

The EB members raised staff concerns on training issues – limited or no funds were allocated to staff training. It was also noted that management was considering a proposed modification of ST/SGB/2009/9 “Learning and development policy” to remove five days for professional development per year for all staff members; coupled with increased workload, this would leave almost no place for trainings and further deteriorate career development. EB members noted that these developments should be opposed to protect the staff members’ rights for professional development and learning. EB members agreed to discuss the issue of training as a separate meeting agenda and carry out a staff survey on the matter.

6. OHCHR 2.0 update

The ES/DES and the OHCHR Staff Committee had another meeting with the OHCHR restructuring team the previous week. The OHCHR team informed the staff representatives that the restructuring comprised creation of two new branches and assured that, while reporting lines would be changed, no existing posts would be affected at this stage. Moreover, the moves to field locations would be only on voluntary basis and would likely take place later this or next year. The parties agreed to have regular meetings to discuss the restructuring and staff concerns.

EB members kept on receiving OHCHR staff complaints on favouritism, micromanagement, abuse of authority (more specifically job descriptions being manipulated by managers or split into two to create redundant posts) and it was perceived that there were different personal reasons for the consolidation of posts into two branches by management. EB members were reminded of the OHCHR survey that was agreed on these issues in previous meetings and to be conducted soon. The survey would help assess the extent of these issues and help develop activities to address them.

7. Any other business

- Liquidity crisis: the EB was informed of staff requesting the administration to be transparent about the supposed savings linked to the temporary move to H building, the liquidity crisis, the reasons for reported UNOG paying the highest price for electricity in Geneva and the return to Building E after the end of the year if the new offices would not be ready. Complaints had been received from the staff that moved to the H and D buildings recently on the air quality and acoustics respectively. Some EB members noted that the SU should be careful with negative messages regarding H building as there were staff who worked for months there and who would be working there even after the departure of temporarily moved staff. The EB agreed to discuss the health and safety issues of the H building at the next meetings, including the possibility of initiating independent assessment of acoustics in D and air quality in H buildings.
- UN Today: it was suggested to publish an article on the UN Today magazine on the Palais closure issues as well as on the UN shift from biannual to annual budget that contributed to the liquidity crisis. It was also noted that the type of advertisement published in the magazine was giving a wrong impression that the UN staff were wealthy. It was sending wrong messages to the public and it was not appropriate, especially during the liquidity crisis. The EB was informed that anybody, including the EB members, could submit articles through dedicated UN Today webpage and were encouraged to do so. As for the advertisement, it was published depending on which companies were interested in paying for them.

The meeting was adjourned at 2:33 p.m.

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

UNOG: United Nations Office at Geneva

CCISUA: Coordinating Committee for International Staff Unions and Associations