



The 31st UNOG Staff Coordinating Council

Year in Review

2013-2014

24 January 2014

Preface

The UNOG Staff Coordinating Council endeavours to achieve its ultimate goal, the promotion, welfare and rights of all staff. These goals are held in common by each and every staff representative in our Council.

This report outlines the present Council's activities and provides an account of the actions that have been undertaken during its mandate.

Despite some differences in priorities, philosophies, temperaments, and affinities, all members of the current Council, without any exception, have contributed to its work, and thus to its successes and, of course, some of its failures. A large number of motions were voted unanimously, displaying the strong sense of purpose and unity among the members of this Council. I would therefore like to thank each of my colleagues for their contribution and their dedication.

Mohamed Chiraz BALY
Executive Secretary
UNOG Staff Coordinating Council

This has been a very busy year for staff representation. One of our biggest challenges has been restoring our right to negotiate with management, removed by the Secretary-General in July, on issues such as safety and security (over 200 staff have been killed in the last ten years), protecting jobs, mobility, travel rules, whistleblower protection and many other areas. At the time of writing, it looked like our pressure was starting to bear and we hope that a settlement will have been reached.

Alongside this, we have had to deal with the cost pressures from member states, including on the regular budget, for which consultations ensured that no job was lost in Geneva and salaries (a cut was avoided in favour of a freeze). Meanwhile we continue to push for retirement at 65 for staff who want it.

A big concern has been with staff in the general service category where the cuts and instability have been falling hard. At the same time, lack of career progress beyond G-3 remains an important issue for many and we hope that our recent agreement with the Director-General will have helped address this. We have also been working on ensuring that new work schedules and rotation policies do not negatively affect colleagues.

Finally, you the staff make up this organization. We are glad that so many of you came to see the clubs exhibition on UN Day and to celebrate colleagues who received their long-service medals. We also continue to value your feedback to our many broadcasts, townhalls and other interventions, so please keep these coming. You are our eyes and ears and it's your input that makes us effective. We hope you enjoy this report.

Ian RICHARDS
President
UNOG Staff Coordinating Council

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I. Mission Statement

We are a Council with drive, purpose and energy, with all members working together, as one, in full cooperation and transparency; a Council that promotes respect and good governance, one that is accountable. Our way of working is based on trust, participation and negotiation.

As a Council, we take an active role in representing you in all staff-related issues in the consultations and negotiations with Management; in supporting you, both through mediation and legally; in promoting a healthier working environment and in supporting cultural and sports activities. Council members work in a spirit of cooperation, refrain from personal attacks and respect the opinions of others.

While representing staff is a privilege, it also brings with it the duty to serve responsibly and to perform. It works hard, with diligence, transparency and integrity, in order to implement our work programme and work in your interest. Council members work to the full extent of their official release and the Council defends their right to do so.

II. Membership

While all staff are nominally members of the Staff Coordinating Council, as a union the Council depends on members' contributions. By becoming a dues-paying member, not only are staff taking a real stake in the union, but also showing strong solidarity to the cause of staff rights.

The Council aimed at increasing the number of members who contribute financially. It put together a programme to raise the awareness of our colleagues and to encourage them to contribute. As a result, the Council has increased its number of dues-paying members by 25% during the last year (from 187 to 234). However, Geneva still remains the duty station with the lowest proportion of dues-paying members.

Membership dues are paid monthly and is deducted from payroll by filling in a form, which is provided at the end of this report and can also be found on the website. Fees are CHF 10 per month for all staff.

The Council has launched a membership card for its dues-paying members. With your card you get the following benefits:

- Access to the Council's legal assistance.
- Free use of the Council's classified notice boards.
- Three times a year, SAFI organizes a 13 percent discount day. Dues paying members are entitled to the discount one day before as well.
- Free access to the Christmas Party for your children.
- Free welcome drinks and a voucher for a meal during the Staff Gala.
- Participation in the Interagency games is subsidized
- If you are member of a club, with 15 dues paying members, your club becomes eligible to receive an annual grant from the Council.

In case you are not already a dues-paying member, kindly find at the end of this Report (Annex 2) the Membership form.

III. Defending staff interests

As the representative union of staff, the Council has a right to be consulted on all issues affecting the careers, welfare and working conditions of staff. Based on this principle, the Council assumed a proactive role in defending staff and holding Management to account where there had been staff rights violations and/or lack of consultation.

Meetings with Management in Geneva took place through formal channels, such as the Joint Negotiation Committee (JNC), and informal meetings with the former Director-General, the current acting Director-General, UNOG's Director of Administration, the Chief of Human Resources, and the various department heads and executive officers in Geneva.

With Management in New York, the Council communicated through ad hoc meetings and video conferences with the Secretary-General, the Deputy Secretary-General, the SG's Chef de Cabinet, the Under Secretary-General for Management, the Assistant Secretaries-General for Human Resources Management and Change Management and their staff.

The Council has also informally engaged with Member States at Headquarters in order to promote and defend staff interests.

1. Staff-Management relations

A low point of our work this year was the decision of the Secretary-General to remove our right to negotiate on issues of concern to staff. These included staff safety at a time when more staff are being attacked and killed than ever before, mobility, better rules to protect staff in downsizing, travel rules, whistleblower protection, human rights screening of job candidates, and reforms to the internal justice system.

The Staff Coordinating Council has taken a lead role on this issue. Supported by other staff unions and associations, the Council campaigned quite strongly on this issue, gaining press coverage including in the New York Times, having the 14,000 members of the public write to the Secretary-General, and mobilizing trade unions around the world in our support. Those same unions mobilized governments in the US, UK and Germany. The Council also counted the large number of you attending our many staff events and the many messages of encouragement following our broadcasts.

As a result of this pressure, the Secretary-General accepted to negotiate on new rules for Staff-Management relations. For us this means ensuring the Council will be able to negotiate again. Hopefully the outcome of these discussions will be positive and the Council will keep you updated.

At the Geneva level we have maintained a fruitful relation based on trust and respect with the former Director-General, the current acting Director-General, UNOG's Director of Administration, the Chief of Human Resources, and the various department heads and executive officers in Geneva.

2. Security

The Council brought to Management's attention a large number of problems in the running of the Security Section and held several meetings on the subject, particularly in connection to rotation of Security staff. The agreement reached during the JNC was that

Administration will draft policies on rotation schedule and operations requirements, then engage in consultations with the Council.

In spite our agreement with Management, there was an attempt to unilaterally assign staff without consultation which the Council was able to halt.

Despite the Council's numerous requests, it is still awaiting for a draft proposal on rotation, which was due in November 2013, so as to engage in negotiations on the issue.

3. Appendix B

The current Appendix dates from the 1960s and 1970s and contains inconsistencies between the French and English version. The Administration has initiated the revision process with all heads of sections where the Appendix is being applied. However, the Council was alerted to the fact that certain sections (such as Buildings & Engineering Section) have gone ahead and modified exceptional working hours before any consultation with the Council, and before the finalization of the new Appendix B. Upon intervention by the Council, the process has now been suspended and the Council is working closely with the concerned staff to ensure that the new working and break hours are fully reasonable.

As for the Appendix B revision, it was agreed that the Administration would share with the Council all relevant background documents of other organizations and local labour regulations that are being used to establish the revised Appendix B. The Administration further agreed to work with us on the new version being drafted.

4. G-1 to G-4 staff selection process

The Council detected that a significant number of problems affected staff at the G-1 to G-4 levels, many of which are derived from the lack of scrutiny of selection decisions at these levels. Whereas all selection decisions for higher level posts must be reviewed by the central review bodies, no such mechanism exists for G-1 to G-4, which has led to questions about the fairness of the process. This has been a particular problem in the Security and Messengers sections leading to out-of-favour staff being blocked at G-3 for their whole careers.

The Council is currently working on an agreement with Management on procedures governing the application of ST/SGB/2011/7 (para.2.7), in order to safeguard the integrity and transparency of the selection process, by giving the Council oversight of selections at this level This new agreement would remain in place until a UN wide policy is developed and implemented, expected this year. Once in place, such an agreement would become an achievement for Geneva as a duty station, as it is the only duty station to have implemented it.

5. Division of Conference Management

The Council supported the action of the Sectoral Assembly of the Interpretation Service, by placing pressure at the highest levels in New York for the D-1 Chief of Service post, which had been loaned from the Service to New York, to be returned to Geneva.

The purchase of new printers has affected a number of staff in the Printing section, some of which have been placed in temporary assignments whilst their situation is regularized. The Council is monitoring the situation and working closely with the concerned staff.

The Council met with Management to discuss the text processing units restructuring situation. New software, changes in working methods and translators resorting less to dictation means that new standards have been set of three translators to each TPU colleague. Management will be conducting a study in the next couple of months to assess how this ratio will affect each TPU.

The timeline given for achieving the 1:3 ratio is expected to be at least two years. Management hopes that in the intervening period retraining (such as InDesign but also languages), transfers (both within DCM but also elsewhere in UNOG) and attrition (many retirements foreseen) will minimize the likelihood of job losses. The Council continues to engage closely with Management on this issue.

The Council also actively intervened on Flexible Working Arrangements (FWAs) – see below section 14.

Furthermore, the work of the Sectoral Assembly, which developed papers on mobility, productivity and work-life balance, is detailed on the Council website (<http://staffcoordinatingcouncil.org/index.php/meetings/206-ordinary-general-assembly-of-staff-thursday-30-january-2014>)

6. UNITAR, UNRISD and the Library

Plans had been drawn up in New York, with no consultation with staff, to merge the libraries in Geneva and New York with UNITAR, the Staff College and the research institutes into a body called UN Knowledge. The plan would likely lead to job cuts, a painful merger process, and staff in a single organization with a mix of contract types and funding arrangements. The plan has since been put on hold following the intervention of the General Assembly. In the meantime the Executive Bureau met with Mr. Kim Won-soo, Special Adviser to the Secretary-General on Change Implementation to discuss the proposed merger of UNITAR, libraries, and others.

7. UNCTAD

The Council worked with UNCTAD Management on ensuring that a permanent staff member whose post was abolished in the 2014-2015 budget was fully reabsorbed to a suitable position.

The Council has also worked to generalize availability of flexible working arrangements for staff - see below section 14.

8. Budget Cuts

The start of the year was characterized by preparations for the 2014-2015 budget, which had to be 2 percent less than the previous one. The Council ensured that it was consulted by the Management of the various departments and entities regarding posts that they were planning to cut and, where necessary, pushed to ensure that affected staff would be placed in a suitable role elsewhere. Once the budget went to the General Assembly, the Council also met with delegates of Member States to promote and defend its position that cuts should not affect staff. As a result, and as far as the Council was

aware, no staff in Geneva have lost their jobs despite the large number of posts that were cut.

9. Other Cuts

The Council worked with the other staff unions, meeting with delegates of Member States in New York presenting staff members' perspective on issues of concern. One of those issues was the proposal made by the US government on a P staff salary cut of 8 percent to be effective February 2014. The Council worked with its federation (the Coordinating Committee of International Staff Unions and Associations - CCISUA) to lobby Member States to oppose this measure, which bore no relation to the situation at our comparator civil service (the US), which had only had a pay freeze.

The outcome of the General Assembly negotiations was that pay will instead be frozen. However, a compromise text still requests the International Civil Service Commission, which sets our pay and conditions, to look at different options on how to manage our salaries. The Council will play an active role to prevent staff losing out in this.

10. Functional review at OHCHR

The Council, in cooperation with the staff committee of OHCHR, has engaged OHCHR Administration in the re-designed functional review of the Office. The Council's objective has been to ensure the consideration of comprehensive feedback and views from staff. And to ensure that this will not negatively impact jobs. An assurance that no staff will lose their jobs as a result of the review has since been provided. The Council and the staff committee of OHCHR will continue monitoring the process to ensure that the review genuinely takes on board staff views and doesn't just provide pre-arranged conclusions.

11. Off-shoring

This remains an important challenge for Geneva, especially given the current exchange rate of the Swiss Franc and the impact that Umoja may have on centralizing and redeploying posts elsewhere. This could potentially impact all staff working in Administration, especially for those in the general service category. OCHA has led the charge in trying to offshore administrative posts. The Council headed off this threat last year but remains vigilant because we understand that this issue may come up again. The Council has also kept in close contact with the Swiss government in order to highlight ways in which they can protect the position of the UN in Geneva, an important foreign policy goal for the country, not just for OCHA and administrative posts, but also for the proposed merger of the library with UNITAR and the research institutes.

12. Retirement issues

The Council has consistently supported the right of current staff, who currently have to retire at 60 or 62 to be able to choose to retire, but only should they wish to, at 65. The Council worked through CCISUA to get the agreement on this at the International Civil Service Commission and this was then proposed to the General Assembly. Certain countries at the General Assembly were hesitant about the proposal suggesting it would negatively affect rejuvenation and gender balance and could result in only poor performers remaining until 65. We pointed out that if the organization wanted to improve gender balance and have younger staff, it could simply recruit such staff. As for fearing

an accumulation of poor performers, Management already had the ePas tool to deal with this. The Council worked again through CCISUA to lobby Member States in New York on this issue, which the General Assembly has now deferred the issue to Spring 2014. Concerning the proposal of the 1.6% increase in staff contributions to the pension fund this has at least for the time being not been approved. The Council will continue to monitor these items closely. Further during the course of this year the Executive Secretary of the Council addressed the United Nations Joint Staff Pension Board at its annual meeting in July 2013.

13. Assistance to staff

The Council has provided regular assistance to a large number of staff on legal, e-performance and harassment issues. In some cases the Council has also provided legal and financial assistance to help staff, who are dues-paying members of the Council, to fight on specific cases before the UN Dispute Tribunal. On all cases of assistance, we remind colleagues of the importance of seeking assistance as early as possible.

14. Swiss nationality, French Social Security, French Tax

Following information that the Swiss Parliament was intending to revise its rules on Swiss naturalization, the Council communicated closely with various Swiss politicians and presented articles in the Swiss media in order to highlight the situation of UN staff. Despite our best efforts, we were unable to reverse the new tougher requirements of having to hold a permit C before being eligible to apply for nationality. However, the double counting of years for children will fortunately remain.

We also followed closely events happening in France, and the French Governments intention to introduce compulsory membership for cross-border workers to the French social security system (Sécu). The Council was informed that this will not apply to Carte de légitimation (CDL) holders nor their families, and will only apply to spouses or children employed in the Swiss private sector. Concerning the General Social Contribution (CSG) the Council ascertained that this will only affect residents of the Department de l'Ain who are also in receipt of a pension paid by the French Government and depending on the conditions of that pension.

15. A healthy and family-friendly working environment

The Council has worked actively to encourage the use of flexible working arrangements across departments to the greatest extent possible regardless of grade, gender or function. To this end meetings and/or town halls have been held or attended by the Council to actively encourage Management to approve such requests. The Council has also continued to work on occupational health and safety issues, and the protection of staff members with disabilities. Much of this work has involved showing managers that flexible working arrangements can improve productivity, especially as they demonstrate trust of staff.

16. Crèche

Work has continued continuously throughout this whole year on our Crèche proposal. Management has now proposed a space behind the tennis courts (opposite the US mission). Meetings have been held with missions, government officials plus various

companies that run crèches in the area, etc. We are now in the process of securing the financing and finalizing the remaining details of a crèche concession, and hope to be able to present a complete and tangible project to the Council within the upcoming weeks. If things continue to move in the current direction, a Crèche on UN grounds could finally become a reality by mid-to-late 2015.

17. Mobility

The Secretary-General was keen to put in place a mobility system whereby staff would have to change duty station every five years and would be reassigned by Management.

The proposal for mobility by the Secretary-General's mobility proposals was something on which the Council was not consulted. The advisory body (ACABQ) submitted a report to the 2013 General Assembly on this proposal and for which we provided a number of inputs. The ACABQ report pretty much tore apart the Secretary-General's proposal, with cost being a significant reason. In its place, ACABQ proposed the following changes to the staff selection system that's currently in force: one geographic move will be required to apply to P-5 posts, except for those who joined the UN at P-4. For job networks with more than 50 percent of posts in the field, prior service in field locations will also be required. For field-based job networks there may also be further requirements to get to D-1 and above. Current P-4 staff who have accomplished two lateral moves and can apply to P-5 jobs today will retain that right for 4 years even if they have not had any geographic moves; final selection will be carried out by job network boards for P-1 to D-1 and a senior review board for D-2s, with inputs from hiring managers.

The General Assembly decided to postpone any decision on mobility until spring 2014. We will be presenting the concerns of UNOG staff on mobility to General Assembly delegates prior to their decision.

18. Parking fees

Earlier this summer an internal report was leaked on Management plans to charge staff CHF 500 a year to park in the Palais grounds. More than 900 staff mobilized and signed a petition against this plan. The Council took the issue to Management which deferred the proposal.

19. SAFI

The Council met with the Director of Central Support Services in connection with the replacement of windows in SAFI resulting in SAFI having to close between 5 to 15 August 2013. It was agreed to exempt SAFI from paying rent during the month of August to compensate for loss of income.

20. Discontinuation of traveller's cheques

On 20 December UNOG Administration issued a new guidance on the discontinuation of traveller's cheques at the end of 2013. The guidance, which impacts staff, came as a surprise to us as it was not preceded by any consultation even though back in November we had specifically requested to discuss this issue with UNOG Management. The new guidance for 2014 onwards requires that all DSA advances be made by bank transfer to your account. This means that should you wish to withdraw USD cash to use on your

mission, you will have to pay the CHF to USD exchange costs, which could come to between 30 and 60 dollars a mission, depending on amount and spread (currently 7.5%).

We pointed out to UNOG that this policy was not aligned with the administrative instruction on the matter (<http://www.undocs.org/st/ai/1998/3>) which requires that DSA be paid in USD or the local currency of your destination.

Management has now agreed to look into the option of allowing transfer to a USD account through the UNFCU via credit card, or UBS, which would charge you USD 10 for withdrawing up to USD 2,000 cash at the counter. There may be other options that are feasible and cheaper and we are following up on this.

21. Catering services

The Council intervened with the caterer on the quality of food provided in the Motta and Palais Wilson buildings. Food was being prepared in the Palais des Nations kitchen and then kept warm in the respective buildings for up to three hours before serving, leading to a whole series of quality issues. Following consultations between staff and caterers, organized by the Council, several follow up actions will be undertaken, including: food for the Palais Wilson is now to be brought cold and then cooked on the premises; for the Motta building food is to be partly cooked in the Palais and finished on the premises due to the lack of kitchen facilities. It was also agreed to improve the quality and sufficient quantity of snack food and hot beverages. The salad bar would be improved, vegetables served fresh and burgers served at the Wilson grill. Many of the changes were implemented within a week.

22. Services provided to staff

Last December, we sent you a survey, developed with UNOG Administration, asking for your feedback on what shops and services you wanted to see in the Palais. The results showed that you are generally satisfied with the quality of services currently offered. However, one comment consistently made was the very slow waiting times at UBS Door 6 during the lunch period. Colleagues in Palais Wilson also mentioned that they would like more services offered to them. We have been meeting with all service providers covered in the survey to share [the results](#) with them and explain what you want and expect from them. We will also discuss with UNOG Administration the possibility of putting in place additional services that you would like to see. These include drycleaners, parcel drop-off/pickup, pharmacy, florist, hairdresser, fresh bread and groceries.

IV. Communication with staff

The Council is accountable to you for its actions, and in turn is made all the stronger by the active support and feedback it receives. We have kept you informed of all our positions and of matters affecting or likely to affect you. We have listened and understood your concerns and most definitely benefited from your feedback. We have made extensive use of the communication tools available to us.

1. Email broadcasts

As of 23 January 2014 the 31st Staff Coordinating Council has sent out 67 email broadcasts, as compared to 54 during the 30th SCC, informing you of developments and inviting your feedback.

2. www.staffcoordinatingcouncil.org

The Council's website contains all the news updates on the activities of the Council, important documents, contacts, information on meetings, the services the Council provides and on the clubs and societies, and upcoming events.

We have kept you informed on what the staff unions of the United Nations are doing to defend you and in order to re-establish our right to be able to negotiate with the Secretary-General on the many policies that affect you such as safety, contracts and conditions of work.

We have also created a Facebook page in conjunction with the other unions to distribute the information to a wide an audience as possible. www.facebook.com/unstaffunions.

3. Staff townhalls

The Council held four townhall meetings with all staff to update and obtain feedback on situations such as the Staff-Management Committee (SMC), mobility for internationally recruited staff, proposed pay cut issues, security issues, etc. The Council has also held townhall meetings with staff of particular sections or departments, allowing us to have a solid base of knowledge of what you the staff really need and aspire to, and help us make more specific interventions on your behalf with Management.

4. Townhalls organized by Management

Townhalls with staff in Geneva were organized by the Secretary-General, the UNOG Director-General, the SG's Chef de Cabinet Ms. Susanna Malcorra, and ASG Mr. Ernesto Baca, Director of the Enterprise Resource Planning Project (Umoja).

During these townhall meetings, the Council (1) expressed its dismay at the outcome of the failed SMC meeting in Mexico and the resulting removal of the negotiating rights for staff representatives, which is complete contradiction to GA resolution on Trade Union rights (Freedom of association); (2) raised the impact on lack of negotiation on the safety and wellbeing of staff in difficult duty stations who will no longer have the right to have any say in the security issues effecting them; (3) asked for clarification on plans to offshore jobs to cheaper and more risky locations and the impact this would have on Geneva staff, especially in the General Service; (4) regarding Umoja, asked how the figure of 220 million savings provided by the SG to Member States was to be achieved, if this was not directly in connection with the cutting of posts; and (5) commended the SG on the recent USG appointments in Geneva, hoping that the merit-based criteria applied in these selections will continue.

5. UN Special

The Council contributed regularly to the UN Special magazine updating staff on all developments affecting them.

Further, the statutes of UN Special stipulate alternation between UNOG and WHO for the posts of Editors-in-Chief, Deputy Editor and Treasurer. UNOG has held the position of Editor-in-Chief for the last 6 years and in fact during the last 20 years UNOG has held the position for 16 of them. A WHO staff member was elected as Editor-in-Chief of the magazine in October 2013.

The Council has revised UN Special statutes and is working on its internal rules which will include codes of conduct.

The Council has also decided to audit the UN Special accounts, a task which is being currently undertaken by a member of the Council.

v. Staff activities

1. Clubs and societies

The Council provided support (logistical and financial) to UNOG clubs and societies as per the financial guidelines established by the Council. In order to ensure that financial support to clubs and societies has a beneficial impact on as many staff as possible, the Council also decided that all clubs seeking assistance should have among their membership at least 15 dues-paying members of the Council, to encourage clubs to increase their memberships to large audiences.

The Council also organized UN Day in order to provide clubs with an event at which to demonstrate their activities and recruit new members (see below).

2. Gym/Fitness Trail

On the possibility of a gym, the Council held discussions with Management and with Security (with regards to their gym) on finding a solution to the lack of a gym at UNOG.

For the moment, however, these plans are currently on hold due to the upcoming renovations of the Palais. It is an issue however, that has not been forgotten.

Concerning the fitness trail, we have not been able to advance on this project during the current year.

3. UN Day

The UN day was celebrated at the Palais. The Council organized and financed the event and honoured staff who achieved 25 or 30 years of service within the United Nations by offering medals, which were presented by the then Director-General Mr. Tokayev Kassym-Jomart. Over 130 colleagues received their medals on the day itself, with a further 20 colleagues coming to collect them from the Council Office.

The event was also used to highlight the work of the clubs and associations, and other staff bodies, and to encourage clubs to increase their memberships to large audiences.

The Sports Commission, GPAFI, SAFI, The Ethiopian Children's Appeal, Sports Commission plus the Golf, Table Tennis, Music, Beach, Yoga and Theatre Clubs took part in promoting their activities and trying to increase their dues-paying members to the Council. The Council also had a stand promoting its activities.

4. Children's Christmas party

Due to the current renovations being undertaken in the Assembly Hall, the annual children's party had to be postponed. The event will now take place on 16 April, hopefully with the participation of the Easter Bunny, as Santa Claus will be on annual leave at that time. The party will be provided free to all dues-paying members of the Council. Non-dues members will be asked to make a small contribution representing approximately 20% of the cost of the event per child.

5. Staff Gala

The Council and SAFI financed the Staff Party, which took place on Friday, 13 December 2013. The Gala was extremely well attended by over 1500 people. The Gala this year hosted the popular French group Cerrone followed by the DJ Mirco Many. Free welcome drinks were served and all dues-paying members of the Council were offered vouchers for free meals including a drink.

6. Inter-Agency Games 2013

This year the Inter-agency games were organized by Geneva in the Valencia region in Spain, from 24 to 28 April. The Council contributed financially to this event via the Sports Commission and also reimbursed 50% of the travel costs for any dues-paying members of the Council who participated. Congratulations to all those who participated!

7. Human Rights Day 2013/Memorial Services for fallen staff

The Council celebrated Human Rights Day with a special focus on Human Rights for UN Staff. The event was attended by representatives from various external staff unions at the local and international level, who delivered statements alongside members of our Council in support of UN staff labour rights.

Speeches were also delivered by the Council in Geneva and New York at the memorial services honouring colleagues killed in the line of duty, which were held in the UN on the 10th Anniversary of the bombing of the UN office in Baghdad bombing of the Canal Hotel when several UN staff lost their lives. More recently a ceremony was held in honour of colleagues killed in Kabul on 17 January 2014, in which the Council showed its solidarity.

8. Memorial for UN Staff

A Memorial and Solidarity Foundation set up in 2012 has, during the last 12 months, proposed to purchase a bronze flame to be put in front of the current Memorial near door 15. The proposal needs to be raised formally with UNOG Administration. The Council has also sent proposals to New York on how to coordinate the global memorial activities.

9. Fundraising

Collections were held to raise funds to help the victims of Ya'an earthquake in China and the Typhoon Haiyan in the Philippines. In both cases the funds raised were subsequently matched by the Council.

VI. Making the Council stronger and more effective

1. Participation

All members of the current Council, without exception, have contributed to its work.

Furthermore, interested members were able to attend training courses related to staff representation and many took part in working groups, negotiations and networking events with other staff unions. There were also a large number of motions, which were voted unanimously, displaying the strong sense of purpose and unity among the members of this Council. A table showing the attendance of each Council member in its meetings is attached as an Annex to this report.

To better implement the Council's work programme, it was decided to nominate focal points in order to distribute the heavy work load of the Council:

To this effect, the Executive Bureau designated the following focal points:

- Legal issues: Mr. Jamshid Gaziyeu, Ms. Gloria Nwabuogu.
- ePas issues: Mr. Ahmed Ghailan, Ms. Catherine Peck Arif.
- Clubs: Mr. Rajamani Ramasamy, Ms. Catherine Peck Arif.
- Memorial: Ms. Evelina Rioukhina.
- Crèche: Ms. Catherine Peck Arif, Ms. Sandrine Vilches.
- Mobility: Mr. Jamshid Gaziyeu, Mr. Ian Richards (internationally recruited staff); Mr. Chiraz Baly, Ms. Catherine Peck Arif (locally recruited staff).
- Review of Council's regulations: Mr. Ahmed Ghailan.
- Staff Gala: Mr. Slim Rouai.
- Children's party: Ms. Sandrine Vilches, Ms. Catherine Peck Arif.
- Cultural events: Mr. Chiraz Baly.
- Office improvement: Ms. Catherine Peck Arif.
- Flexible working arrangements: Ms Catherine Peck Arif, Ms. Sandrine Vilches.
- Liaison with the Pension Fund Board: Mr. Ahmed Ghailan.
- Harassment, abuse of authority, discrimination: Ms. Elizabeth James.
- Gym room: Mr. Slim Rouai.
- Fitness trail: Mr. Zhongchao Hua.
- UBS / Post office – creation of ToR for joint body: Ms. Catherine Peck Arif.
- Survey for open-space project: Ms. Catherine Peck Arif.

2. Financial management

Along with the rest of the UN, the Financial Commission has been helping the Council move towards the new International Public Sector Accounting Standards (IPSAS) to provide greater transparency and accountability. The Council has also considered and where possible has implemented the recommendations of past audits. Clear procedures have also been put in place for the responsible use of funds, in particular with regard to procurement and event organization. The Council has also purchased a financial software package, which will provide all the necessary financial reports, using an accruals based accounting system in order to professionalize the Councils accounts.

The Commission has held regular meetings. All communications and information were systematically shared amongst all members. This commission is composed of:

- Rajamani Ramasamy (March - October 2013), *Treasurer*,
Sandrine Vilches (November 2013 – February 2014), *Treasurer*.
- Mohamed Chiraz Baly, *designated by the Executive Bureau of the Council*.
- Marco Stanovic.
- Hua Zhongchao.
- Catherine Peck Arif, *alternate member*.

The Statutes of the Council stipulate that the financial year shall run from 1 December to 30 November and the accounts have now been closed and submitted to the Auditors in December 2013 for their review. We shall broadcast the financial statements plus the Auditors' report as soon as they are received by the Council.

3. Surveys

A survey was produced in conjunction with UNOG Central Services on the services provided to staff within the Palais, the results have been analysed and shared with you by broadcast. Another survey on flexible working arrangements, part-time work and office space will be circulated very shortly, the results of which we will share with you as soon as they are received. We will use the results of both of these surveys in our discussions with the service providers and/or the Administration to be able to provide your opinions and comments directly.

4. Revision of Council statutes

The Statutes of the Council were established in 1982 and since then have never been amended despite numerous attempts. The Council was unfortunately not able to work on this commitment. This work is still ongoing.

5. Representation through the federations

The Council in April 2013 hosted the 28th Annual General Assembly of the Coordinating Committee of International Staff Unions and Associations of the United Nations System (CCISUA) – the Federation to which we belong as a staff union in Valencia, Spain. Our hosting of this meeting and the quality of service we provided was greatly appreciated by all participants. During this meeting our Council's Executive Secretary was also elected as the General Secretary of CCISUA. By being part of CCISUA more so now we hold a

key position, we have been better able to contribute to defend your interests in the pension fund, on the retirement age and in the review of the Compensation Package currently being reviewed by the ICSC. As part of our increased participation in CCISUA the President and the Executive Secretary of the Council delivered a speech at the meeting of the General Federation of Trade Unions on CCISUA's and its behalf

6. Relations with other unions

The Council worked in close cooperation with all the staff unions of the United Nations system, especially on the removal of negotiating rights, security, mobility, off-shoring, retirement ages, budget reduction and its impact on staff amongst many other subjects.

7. Joining a Trade Union or becoming one

We have held meetings with a Swiss Trade Union to find out the possibility of registering the Council as an official trade union. We are currently studying their proposal and its implications.

8. Support for UN staff from other outside unions

Following the decision on 11 July 2013 when the Secretary-General Ban Ki-moon abolished union rights, the Institute of Employment Rights invited us to a panel event to brief outside trade unions on the current situation. This took place at the annual meeting of the UK's Trades Union Congress (TUC) in Bournemouth, England. During this panel, the Council also met and received support and advice from representatives of a number of organizations, including: Amnesty International, Korean Confederation of Trade Unions, International Centre for Trade Union Rights, International Trade Union Confederation (ITUC), Unite (Britain's biggest union). Further meetings were also held in London and at the British parliament. The head of the TUC, Frances O'Grady, and head of the ITUC, Sharan Burrow, both wrote to Ban Ki-moon calling on him to reverse his decision. Several articles in the international press and blogs have also been published.

9. 1% Development Fund

In the same spirit that binds together all UN staff towards noble objectives, the Council is currently building collaboration with the 1% Development Fund to support human-scale projects in developing countries.



31st UNOG Staff Coordinating Council 31ème Conseil de coordination du personnel de l'ONUG

Work Programme

Mindful of these difficult economic times and the many demands we face, we have resolved to prioritize our objectives this year as follows. In doing so, we will use all forms of staff-management consultations available to us and take this opportunity to affirm our belief in the importance of ensuring a system of staff-management relations in line with international human rights law and ILO fundamental work rights.

Protecting jobs

Faced with these difficult economic times the Council will:

- ensure management considers all options aside from cutting jobs and advocate that staff on abolished posts be guaranteed suitable reassignment;
- defend Geneva as a duty station, highlight its benefits and address all challenges to this, whether related to the implementation of Umoja, the offshoring of OCHA, the possible creation of UN Knowledge, and issues affecting other departments;
- push for an external hiring freeze on GS staff, to protect those on board; and
- keep staff informed on the implementation of the recommendations of JIU report (JIU/2011/10) on staff-management relations.

Seeking positive, family-friendly and inclusive work environment and conditions

There is a strong link between the quality of the work environment and the ability of all staff to fully participate in the workplace to their full productivity. We will:

- step up efforts for zero-tolerance on harassment, abuse of authority and discrimination;
- defend the independence of the formal and informal systems of internal justice, and advocate effective protection of whistleblowers;
- support staff by providing advice on legal and ePas issues;
- work to complete the crèche;
- advocate the right of current staff to choose whether to retire at 65 and implementation of exchange rate protection mechanisms such as basing pensions on the previous 120 months of service;
- work to improve the implementation and use of flexible working arrangements for all staff, regardless of grade, gender or department;
- support the initiative to build a decent gym room and a fitness trail;
- support a form of memorial for fallen colleagues; and
- address new and ongoing issues related to the host country.

Fair mobility for all

Mobility can allow staff the opportunity to experience richer and more fulfilling careers. However, it must serve career development and take on board staff members' personal and family circumstances. We will:

- continue to support a mobility policy that takes into account organization and staff needs; and
- prepare a voluntary mobility policy for General-Service staff to access career opportunities across the United Nations in Geneva.

Keeping you informed and involved

Communication is important to you and to us. We will:

- hold more department and thematic townhalls;
- support the creation and management of sectoral assemblies; and
- create *Staff Matters*, a web forum for staff.

Reviewing our statutes

We will review the Regulations on Representation of the Staff of the United Nations at Geneva and make proposals for change as necessary.

Annex 2



31st UNOG Staff Coordinating Council 31ème Conseil de coordination du personnel de l'ONUG

YOUR CONTRIBUTION TO THE STAFF COORDINATING COUNCIL

VOTRE CONTRIBUTION AU CONSEIL DE COORDINATION DU PERSONNEL

<p>Pourquoi devenir membre cotisant du Conseil de coordination du personnel?</p>	<p>Why become a dues-paying member of the Staff Coordinating Council?</p>
<p>Le Conseil de coordination du personnel de l'ONUG défend vos droits en tant que membre du personnel. Votre Conseil d'administration s'assure que l'ONU soit attentif aux questions qui comptent pour vous : la mobilité, la sécurité, les salaires, etc.</p> <p>Le Conseil finance également à votre avantage :</p> <ul style="list-style-type: none"> • Le Gala du personnel (rafraîchissements gratuits) • La fête des enfants (vos enfants participent gratuitement) • Les jeux sportifs inter-organisation (votre participation est subsidiée) • L'assistance juridique (accès à l'assistance juridique du Conseil) • Annonces à louer / à vendre (publication gratuite d'annonces) • SAFI (jours supplémentaires de 13% de réduction) <p>Pensez à payer votre cotisation mensuelle de 10 CHF par prélèvement automatique sur votre salaire.</p> <p>Tout ce que vous avez à faire est de remplir ce formulaire et de le retourner au Conseil (bureau C 527), qui le fera suivre au Groupe des états de paie.</p> <p>Merci.</p>	<p>The UNOG Staff Coordinating Council defends your rights as a staff member of the UN. Your Council makes sure that UN Administration pays attention to the issues that matter to you: mobility, security, salaries, etc.</p> <p>The Council also finances to your benefit:</p> <ul style="list-style-type: none"> • Staff Gala (free refreshments) • Children's party (your kids attend for free) • Interagency Sports Games (your participation is subsidized) • Legal assistance (access to legal assistance from the Council) • For sale / For rent advertisement (free publication of ads) • SAFI (extra days of 13% discount) <p>Think of paying your monthly subscription of CHF 10 by automatic deduction from your salary.</p> <p>All you have to do is fill in this form and return it to the Council (room C-527), where it will be forwarded to the payroll office.</p> <p>Thank you.</p>

Yes, I understand how important it is to contribute to my Staff Council and I wish to become a dues-paying member :

Oui, je comprends l'importance de contribuer au Conseil du personnel et je tiens à devenir membre cotisant :

<p>Last name: <i>Nom :</i></p>	<p>First name: <i>Prénom :</i></p>
<p>Index #</p>	<p>Signature :</p>
<p>Monthly contribution / Cotisation mensuelle : CHF 10</p>	

After filling out the form, please send it by internal mail to office C-527, Palais des Nations.

Après avoir rempli le formulaire, veuillez l'envoyer par courrier interne au bureau C-527, Palais des Nations.

Annex 3



31st UNOG Staff Coordinating Council 31ème Conseil de coordination du personnel de l'ONUG

Attendance of Council Meetings as of 23 January 2013

Members of the Council	Council meetings							
	1	2	3	4	5	6	7	8
Atiki Mounia								
Chiraz Baly Mohamed								
Chouvalov Vladislav								
Doumbouya-Fode Mohamed								
El Garah Samira								
Fortis Didier								
Funck Thomaz Samuel								
Gaziyev Jamshid								
Ghailan Ahmed								
Gillies John								
Hua Zhongchao								
James Elizabeth								
Koheeeallee Nazir								
Koné David								
Lin Dan								
Masson Pierre								
Nwabuogu Gloria								
Peck Arif Catherine								
Rakotobe Ginette								
Ramasamy Rajamani								
Richards Ian								
Rioukhina Evelina								
Rouai Slim								
Shamsie Syed								
Stanovic Marko								
Touihri Mohssen								
Vilches Sandrine								

Present	
Absent/excused	
Not a member at this time	

Annex 4



31st UNOG Staff Coordinating Council
31ème Conseil de coordination du personnel de l'ONUG

Attendance of Executive Bureau meetings as of 23 January 2013

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	
Chiraz Baly Mohamed	Present	Present	Present	Present	Present	Present	Present	Present	Absent/excused	Present	Absent/excused	Present	Present	Present	Absent/excused	Present								
Doumbouya-Fode Mohamed	Absent/excused	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present
Gaziyev Jamshid	Present	Present	Present	Absent/excused	Present	Present	Absent/excused	Present	Present	Present	Present	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Present	Present	Present	Present	Present	Present	Present
Ghailan Ahmed	Present	Present	Present	Present	Present	Present	Present	Present	Present	Absent/excused	Absent/excused	Present	Present	Present	Present	Present	Present							
Koné David	Present	Present	Absent/excused	Present	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Present	Present	Absent/excused	Present	Present	Present	Present	Absent/excused	Absent/excused	Present	Present	Absent/excused	Present	Present
Nwabuogu Gloria	Present	Present	Present	Absent/excused	Absent/excused	Present	Absent/excused	Absent/excused	Present	Absent/excused	Absent/excused	Absent/excused	Present	Absent/excused	Absent/excused	Present	Present	Present	Present	Present	Present	Present	Absent/excused	Absent/excused
Peck Arif Catherine	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present
Richards Ian	Present	Present	Absent/excused	Present	Absent/excused	Present	Absent/excused	Present	Present	Present	Present	Present												
James Elizabeth	Present	Present	Absent/excused	Present	Absent/excused	Present	Present	Present	Absent/excused	Present	Present													

Present



Absent/excused

