



The 32nd UNOG Staff Coordinating Council

Year in Review

2014-2015

20 January 2015

**In memory of Nazir Koheallee
Colleague from Security and member of the Council**

Preface

This has been a very busy year for the Council. Based on the mandate and feedback you have given us, it has been great to see Council members and volunteers work on all fronts, whether protecting staff salaries and allowances, ensuring better contractual stability, defending our pension fund, or improving our workplace environment.

At the same time we have had to contend with an economic environment where because of the high Swiss Franc, budget constraints and Umoja, staff in Geneva have had to work that much harder in order to prove themselves. The increasing movement of staff between Geneva and other duty stations also means we have worked closely with other unions to ensure that the interests of staff are promoted.

An important development this year has been the resumption of constructive dialogue with management, which has allowed us to represent your interests on a wide range of issues, as you will read in this report.

Finally, it's important to recognize that as staff we all have aspirations to put our skills and efforts to good use in the service of the world's people. All we ask for is a fair, just and positive workplace, and we hope that this year, despite the many challenges, we have helped the UN take a step closer to that.

Ian Richards
Executive Secretary
UNOG Staff Coordinating Council

If you are reading this report it is a sign that you have keen interest in the work of your Council. This could also mean you are an adamant supporter of the Council who wants to know what has been achieved by your staff representatives during the last year.

Our report seeks to meet your expectations and share with you, in a simple and brief way, what the Council has achieved in 2014 and how it has defended staff interests. You will be pleased to see a long list of outcomes in the report that your Council has been instrumental in delivering. You will also appreciate that the Council has been united and has taken its decisions mostly on a unanimous basis. Working in unity, the Council acted with clear and strong mandates, which the Bureau has skilfully executed and followed through. This is only half the reason for the Council's effectiveness. Behind each of the Council's action and achievement you will find an array of colleagues who have supported our work, volunteered with time and skills and come forward with advice and feedback.

Without your support and feedback, your Council and your staff representatives could not have been so instrumental and this report's achievements would have been halved. The Council relies on you, its staff, for being ever better at defending your rights and interests. We are grateful for your valuable support and solidarity. We hope the report will encourage your continued support and look forward to receiving your feedback on what the Council could do better in representing each of you.

Jamshid Gaziyeu
President
UNOG Staff Coordinating Council

The UNOG Staff Coordinating Council

Members

Jamshid Gaziyeu	(President)
Elizabeth James	(Vice-President)
Ian Richards	(Executive Secretary)
Catherine Peck Arif	(Deputy Executive Secretary)
Mohamed Doumbouya-Fode	(Executive Bureau member)
Mohamed Chiraz Baly	(Executive Bureau member)
Ahmed Ghailan	(Executive Bureau member)
Slim Rouai	(Executive Bureau member)
Gloria Nwabuogu	(Executive Bureau member)
Virginie Noblat-Pianta	
Tensai Asfaw	
Mounia Atiki	
Yaroslav Bulych	
Prisca Chaoui	
Vladislav Chouvalov	
Raymund Flores	
Didier Fortis	
Samuel Funck Thomaz	
Paul Kelly	
Serguei Kouzmine	
David Koné	
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Marko Stanovic	
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Assistant to the Council

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I. Mission Statement

This year's Council has worked hard and has accomplished many things. We have worked together as a team, with transparency and full cooperation between all Council members. We believe that we should be accountable to you, the staff who have elected us. This is a summary of our year's accomplishments and achievements for you to see if we have well represented you in the way you wished.

Staff representation is an honour, a privilege and with that it brings a duty to serve responsibly and to perform. We have worked hard to implement our work programme and act in your interest..

II. Membership

While all staff are represented by the Staff Coordinating Council, as a union the Council 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.

The Council this year made a concerted effort to increase the number of its dues-paying members. To encourage more staff to contribute, it successfully negotiated on your behalf a series of partnership deals offering reductions with Manor, Payot, Pharmacie Principal, Europcar, Mycolorphone, Lemman Pneus, Curves, Gidor hairdressers and Aesthetics. As a result, the Council has increased its number of dues-paying members by 29 percent during the last year (from 234 to 301). However, Geneva still remains the duty station with the lowest proportion of dues-paying members due to the territorial dispersion.

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

The Council provides a membership card for its dues-paying members. With your card, on top of the reductions offered by our partners, you also receive the following benefits,

- Access to the Council's legal assistance.
- Free use of the Council's classified notice boards.
- Participation in the Interagency games is subsidized
- 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.
- If you are member of a club, with 15 dues paying members, your club becomes eligible to receive an annual grant from the Council.

If you want to be 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 engage Management 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 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 and the Under Secretary-General for Management, the Assistant Secretaries-General for Human Resources Management and Change Management and their staff plus the Assistant Secretary-General for investments of the Pension Fund

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

1. Retirement age

Many of you expressed interest in being able to choose to work until 65 (without affecting the acquired rights of those who wish to retire at 60 or 62). We took this up via our federation, CCISUA, of which the Executive Secretary of our council is the President. At a meeting of the International Civil Service Commission, we insisted and obtained that the ICSC maintained its previous recommendation that the implementation date be 2016 and not later. We also obtained the Secretary-General's public support for the move. We reinforced this during meetings with delegates at the General Assembly, showing research that this policy change would not negatively affect performance, geographic or gender diversity. The General Assembly accepted the principle of 65 for those who wish, but given a strong pushback from some organizations, asked the ICSC to review the implementation date and return with a revised recommendation. We are currently working with the ICSC to ensure that date is as soon as possible.

2. Staff-Management relations

After a long hard fought campaign, negotiation rights for staff were finally restored. Last year the Council had organized events, press coverage and petitions, contacted and received support from trade unions outside the UN, wrote articles to the press, reached out to Member States. This year our Council was the lead union in negotiating the [new framework](#) for staff-management relations, and ensuring a continuing dialogue with management (for which we received press coverage in The Guardian and Le Temps). Under the new framework, management representatives now need to have a mandate to reach agreement on behalf of the Secretary-General, and the outcome of SMC must either be implemented or brought back for further negotiation.

3. Contractual stability

The contractual stability of staff is a key concern for the Council.

The Council has assisted a number of staff, including colleagues from OHCHR, in obtaining continuing appointments where an initial assessment had unfairly excluded them because of a misinterpretation of the rules on special leave without pay. The Council has been encouraging managers to make use of new rules allowing for five year contracts for colleagues with five years of good service and recruited via a central review body.

For colleagues not meeting these criteria it has intervened in cases where contract renewals have been unjustifiably for less than two years.

For colleagues formerly classified as L staff or 200 series, we have worked closely with staff and management to facilitate contractual change to contracts without limitation of office. This is currently underway and the Council has brought the concerns of staff regarding the need for predictability, reducing the burden on staff and ensuring that staff can still apply for other jobs within a year, to the attention of management in Geneva and New York. Ultimately the new contractual status will allow for staff to receive continuing appointments. However, it has been a stressful experience for many.

The Council has also highlighted the continuing problem of colleagues being asked to do long term staff work on consultancy contracts and has ensured press coverage of the issue.

4. 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. The Council is actively involved in the consultation process and has been holding meetings with affected staff.

5. General Service salary review

GS staff are paid according to good local comparator employers. A survey is thus carried out every seven years in order to determine appropriate pay for GS staff. Getting the right comparators and persuading them to share information on salaries is crucial. The Council's work programme, committed us to involving ourselves fully in the 2015 GS salary survey. Three members of the Council attended a three day training course on the complex statistical methodology used in the survey. We have also formed a working group with other Geneva Staff Unions to be able to best represent the General Service staff in Geneva as a whole. Following a broadcast, we were put in touch with some good comparator employers that we could use in the survey. However, we need to find more.

6. Professional Salaries

The Council worked with the other staff unions, met with delegates of Member States in New York on this issue. The General Assembly has now decided not to cut professional salaries. Instead it has left it to the ICSC to manage the margin (the difference between US salaries and ours), so that it returns to a spread of 15 percent. The US had originally wanted the average margin of the last five years to be 15 percent. However, as the calendar margin has been above 15 percent for some years, this would have meant an immediate 8 percent pay cut.

The Council is also working via CCISUA to defend staff interests in the ongoing ICSC compensation review.

7. Geneva duty station.

This remains an important challenge for Geneva, especially given the appreciating 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.

The Council has worked with the acting Director-General and 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 and actively spends time promoting Geneva as a duty station in its regular contacts with Member States. It has also raised the challenges in the local media (Le Temps, Radio Suisse Romande).

8. Crèche

Work has continued continuously throughout the whole year on this very complex and ambitious project. An architect has been taken on to develop final plans and begin the construction permit application process. At the same time, several consultations have been held with the Swiss Mission and through them a large number of cantonal departments in order to finalize the remaining questions on subjects such as its proximity to old buildings, parking spaces, main road access and zoning. Once all these issues have been regularized, we will be in a position to apply officially for the for construction permit. We have been advised by the Swiss mission to expect the planning permission process to take a year.

9. Mobility

This will start now in 2016 for the political and peacekeeping network and phase in by job network until 2020, when mobility will be implemented for the conference network. We along with the other Unions raised concerns on how the job networks were composed and these will now be reconfigured with our input. This will particularly affect staff at OHCHR. Also following our intervention, a new transitional measure was introduced meaning that the requirement of having a prior geographic move to apply for posts of P-5 and above will not now apply for current staff until 2021. Following our input, staff who are assigned to a duty station they did not choose will be able to appeal this, and discrimination at a duty station on grounds of gender, sexual orientation, race and other factors will be taken into account, along with medical and other issues. In addition, following our input, posts with unpredictable funding are unlikely to be included in the mobility system. Many of the details are being examined in a staff-management working group, in which we play an active role.

10. Budget cuts

The General Assembly has set out its expectations on the cuts it expects to be proposed by the Secretary-General for the 2016-17 budget. Our aim is to defend staff so that no staff member loses their job as a result. We have therefore open discussions with management on ensuring that full use is made of vacant posts and that colleagues who

wish to leave early be able to negotiate golden handshakes. We have also pushed for an external recruitment freeze for GS staff, likely to be implemented shortly.

Tor those staff financed through Extra-Budgetary funding where future funding may be uncertain particularly in the case at OHCHR, we met with management several times, to ensure that everything possible was being done to safe guard the maximum of staff. However, there is still much work to be done.

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

In the past, the Council had highlighted a significant number of problems affecting staff at the G-1 to G-4 levels, many of which were derived from the lack of scrutiny of selection decisions at these levels. Whilst agreement has been reached between unions and management that a review body should be established, to date no official policy has been produced on this subject. Despite this and in the interim, we created with the Geneva Administration an informal consultative mechanism in the selection process of this group. This review group came into effect on 6 February 2014 and has been reviewing appointments at G1-G4 levels since.

This agreement is a significant achievement for Geneva as a duty station, as it is the only one to have implemented such a mechanism. However, we nevertheless feel that improvements can be made to this mechanism, which we will be working on.

12. Pension fund

The Council has taken an active role in resisting attempts by the management of our pension fund to change its relationship with the UN.

Original attempts to make the fund a separate agency with its own staff rules, which would have had a negative impact on the staff of the fund, were thwarted after a global petition organized by the Council received 14,000 signatures.

The Council is working with other unions to ensure that pension fund staff continue to be administered by the UN and according to UN rules.

13. Security

The Council brought to Management's attention on several occasions an increasing number of problems in the administration of the Security Section in Geneva 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 of our agreement with Management, there was an attempt to unilaterally assign staff without consultation which the Council was able to halt. The Council is still awaiting a draft proposal on rotation, which was due in November 2013, so as to engage in negotiations on the issue.

Management also indicated it wanted to review working hours in Security. The Council is part of a working group on the issue and for which it has solicited inputs from staff in Security. This has enabled the Council to establish that staff working hours were being undercounted.

14. GPAFI

We had promised to work to prevent the removal of GPAFI from the UN premises, which would have made it unviable. We actively negotiated with management and are extremely pleased that the situation is now settled. GPAFI will remain a service for the staff within the Palais, and a proposal has been made to integrate it into MEC.

15. Support to staff

The Council has provided regular support and representation 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 and emblematic cases before the UN Dispute Tribunal. On all cases of assistance, we remind colleagues of the importance of seeking advice from the Council and OSLA, on legal matters, as early as possible.

16. Palais renovations (Strategic Heritage Plan)

Far-reaching renovations are being planned for the Palais, which will involve both the old buildings and the replacement of floors 4-10 of the E-building by a new tower.

The Council has been very concerned about the new office space that will result from these renovations, in particular the possibility of practices such as open-space and hot-desking being imported from New York.

The Council conducted a survey, which showed that staff were in general not favourable to such arrangements. This is backed up by research, showing that for the kind of work undertaken in Geneva, open-space and hotdesking would risk reductions in productivity, loss of staff welfare and spread of illnesses.

The Council has highlighted the issue with General Assembly delegates, the Swiss authorities and administration to ensure that the reality of how staff work and interact is included in the planning process.

17. A healthy and family-friendly working environment

The Council has worked actively, particularly in ECE and UNOG, to encourage the use of flexible working arrangements across departments to the greatest extent possible regardless of grade, gender or function. The Council has also continued to work on occupational health and safety issues. Much of this work has involved showing managers that flexible working arrangements can improve productivity, especially as they demonstrate trust of staff.

The Council also intervened to extend adoption leave so that if both adoptive parents work at the UN, they now each get eight weeks.

18. Benefits for married partners

In June 2014 the Secretary-General revised an administrative bulletin, thereby providing benefits such as medical insurance for all married partners of UN staff. One country proposed a vote to reverse that decision.

We believe in equal treatment for all staff; we therefore lobbied intensively against the proposal in the days leading up to and just after Christmas, together with UN-GLOBE (the UN LGBT association), certain countries and the Secretary-General's office. Our actions included a joint letter from the federations. The sponsor of the vote has now delayed the vote and we believe this is related to a fall in support at the General Assembly for reversing staff rights.

19. Staff safety and remembering fallen colleagues

The Council has been at the forefront of efforts to ensure that fallen colleagues are better remembered and safety in Geneva and the field improved.

At various memorial services (Kabul, Algiers, Peacekeeping Day, World Humanitarian Day, and the annual service) and in meetings with management, we have drawn attention to the new risks facing UN staff, the need for the flag to be flown at half-mast when colleagues die, the need to better help victims immediately after an incident and later on, and the need for an independent legal UN coroner to investigate all deaths-in-service of UN staff so as to ensure lessons are learned and those who kill UN staff held accountable.

The Council also organized a special ceremony on the Place des Nations to remember the 11 UNRWA colleagues killed in Gaza. The day of the ceremony was adopted by UN offices across the world to remember those colleagues. A letter on the issue of staff killed by member state forces was sent to the Security Council, resulting in a resolution to investigate the deaths of UN staff, and an article written in Huffington Post.

More broadly, the Council has taken steps to bring the organization's poor safety record into the open by publishing independent statistics from Humanitarian Outcomes showing 267 colleagues (not including peacekeepers) attacked and killed over the past ten years;

It also intervened at the UN working group on mercenaries as well as worked with NGOs and the media to drastically reduce the UN's use of armed private security in favour of professional military forces;

The Council has also worked with other unions to ensure that the issue of staff safety received press coverage throughout the year.

20. UN Holidays

Following requests by certain Member States to include Yom Kippur, Vesak, Diwali, Gurburb and the Orthodox Christmas official holidays within the UN system to the detriment of local holidays, the Council led a campaign, which included a letter to the GA, an article in the Huffington Post and made contact with several delegations. The outcome of this was that the GA has now decided to preserve our local holidays.

21. Obtaining Ci permits following the Swiss immigration vote

Depending on how the outcome of last year's immigration vote is interpreted, Ci permits, which allow spouses and children of UN staff to access the local jobs market, may be subject to quota. We have raised this issue in the media (Le Temps) and with the Director-General. We now understand that the Geneva authorities are taking this up with the federal government, which is currently preparing a draft enabling law. We are

following this issue closely as we believe that in this modern era, a spouse should have access to the job market.

22. Taxes on the UN pension

It has been brought to our attention that a modification made to the UN-Switzerland host country agreement in 1952, clarifying that tax exemption for UN salaries and allowances did not extend to tax exemption for UN pensions, may not have been made correctly and could therefore be challenged.

As promised, we have sought legal advice on this matter and have been informed that such a challenge would not succeed. UN pensions are not officially considered as a salary and allowance and therefore the issue of the legality of the clarification is moot. In this regard and in contrast, the UN-Austria host country agreement specifically mentions tax exemption for pensions as well as for salaries and allowances. Furthermore, a subsequent exchange of letters between the UN and Switzerland in 1987, clarified that the pension lump sum would be tax exempt (which is good to know in case you weren't aware), but did not exempt pension income.

Exempting UN pension income from taxation would therefore require a re-negotiation of the host country agreement and the Council is considering the best way to approach this.

23. Whistleblower protection

We have been the lead agency within the Federation pushing for a reform in the protection of whistle blowers. The result being is that management are now recognizing that the current policy managed by the Ethics office is not sufficiently robust. The Council has prepared a discussion paper on how to move forward which was submitted to the staff management committee. The paper received some media coverage and the points it made is now being considered by the General Assembly. The Council will continue working to ensure that staff who become whistleblowers are ensured adequate and timely protection from retaliation for doing what is right.

24. Human rights screening

On the issue of human rights screening, again the Council has been the lead union on this issue, resulting in that staff will now be able to provide inputs to much-needed improvements in the current procedures on screening candidates on their past human rights behaviour. Previously there had been resistance to staff involvement in this. However, this matter will now be developed at SMC to ensure that screening procedures are more robust, investigated staff are given due process rights, and proper rules are developed regarding confidentiality.

IV. Supporting staff welfare activities

1. Clubs and societies

The Council provided support (logistical and financial) to UNOG clubs and societies that were able to demonstrate, in line with the Council's guidelines, that their activities would broadly benefit staff. Support included the provision of indoor and outdoor table tennis

tables, musical instruments and equipment, sports kit, support for participation in local leagues, support for cultural activities and concerts, and fitness training.

2. UN Special

In line with the statutes of the magazine, which require a rotation of leadership between UNOG and WHO, a WHO staff member was elected as Editor-in-Chief of the magazine in October 2013, whilst UNOG has been represented through its Deputy Editor. This has brought about several challenges during the course of the year, as it has not always been easy, despite concerted efforts by the Deputy to maintain the UNOGs presence in the magazine. The Council conducted a survey to receive your input on various items, such as the magazines content. We are now working on a solution to ensure that magazine is produced in such a way that it creates compelling content that promotes a staff perspective. This would include articles from staff working in the field, news on what is happening in Geneva that would affect UN staff, and developments in the organization that staff may be interested in.

3. UN Day

The Council organized and financed the -UN Day celebrations, which was 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. Many clubs/voluntary organizations took part including Golf, Table Tennis, Music, Beach, Yoga, Fitness, Photography, Football, Badminton, Arabic Book Club, ex-Tempore, the 1% Development Fund, plus many more. The Council also had a stand promoting its activities.

4. Staff volunteerism day

The Council organized a day showcasing efforts of colleagues who give up their free time and expertise to a deserving cause outside the workplace. The day featured charities contributing the welfare of communities both local and around the world, fundraising through the sale of artisanal products, a jazz concert, and a demonstration of firefighting equipment by staff volunteers.

5. Children's Easter party

For the first time ever and due to reasons beyond the Councils control, the annual children's party was postponed until Easter. Over 400 children attended, taking part in a huge Easter egg hunt, accompanied by the Easter bunny, outdoor games, a mini-disco and a show. The feedback was so positive that the Council held a survey, where staff voted in maintaining the party in spring from now on.

6. Staff gala

The Council and SAFI financed the Staff Party, which took place on Friday, 12 December 2014. The Gala was extremely well attended by over 1500 people. The Gala this year hosted the popular Time Machine plus Djoog followed by a DJ. Free welcome drinks were served and all dues-paying members of the Council were offered vouchers for free meals including a drink.

7. Activities room

The thermal renovation work for the Palais meant that the 8th floor activities room had to be temporarily used as office space. The Council worked with administration to identify temporary space for the yoga, pilates, dance, fitness and table tennis clubs. At the end of the renovations it was able to help the clubs recover the 8th floor room.

8. UN Beach Club

We received a large number of complaints during 2014 regarding the quality of catering at the UN beach club. Our inquiries showed that this mainly stemmed from the difficulties faced by a large institutional caterer like DSR in running a small weather-dependent operation. The Council assisted the club in getting the agreement of administration to change caterer.

9. Concerts

The Council supported eight concerts this year. The concerts were generally, but not always, held at lunchtime and featured both staff and external musicians, reflecting musical styles from around the world. At some concerts, collections were made to benefit humanitarian causes.

10. Inter-Agency Games 2014

This year the Inter-agency games were held in New York in April 2014. The Council contributed financially to this event via the Sports Commission by reimbursing 50% of the travel costs for any dues-paying members of the Council who participated.

11. Fundraising for humanitarian emergencies

Collections were held to raise funds to help the victims of floods in Serbia which was subsequently matched by the Council, and for victims of the conflict in Syria. In both cases, the beneficiaries were the Red Cross.

v. 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 8 January 2015 the 32nd Staff Coordinating Council has sent out 93 email broadcasts, as compared to 67 last year, and 14 when email broadcasts started in 2008. Our broadcasts have informed you of developments, inviting your feedback. We are

pleased that you appreciate being informed and engaged on such a regular basis, and the Council will continue improving its communications with staff.

2. Staff townhalls and information sessions

The Council held several 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.

Joint information sessions, organized with administration, were also held on staff selection process, harassment, internal justice system, performance management, continuing appointments and 5 year fixed terms. These sessions were very well attended and are an indication of how successful things can be when management and unions work together on an issue.

3. 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 also continually updated our Facebook page, created in conjunction with the other unions to distribute the information to a wide an audience as possible. www.facebook.com/unstaffunions.

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 take 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.

2. Financial management

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 have now virtually implemented every past outstanding audit observation.

The Commission has held regular meetings, being either face-to-face or by virtual means. All communications and information were systematically shared amongst all members.

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 are being submitted to the Auditors 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 on flexible working arrangements, part-time work and office space and the results were shared with you. We will be using your input as our basis for discussions on the upcoming strategic heritage plan. Another survey was circulated on the UN Special (please see above for more information).

4. Council reform

The Council also examined the current rule of having elections every year. It noted that other unions at the UN conduct elections every two years. It concluded that terms of two years would be less disruptive and allow a Council time to conclude on key issues. The Council has therefore agreed to put the issue to referendum, a result which would be binding on the next Council.

5. Representation at the Staff-Management Committee

The Council has played an active role at SMC, and the position of Vice-President is currently held by Geneva's Executive Secretary.

Unions work together at SMC and support and contribute jointly to papers and positions. They also share the responsibilities of being in various working groups. The report has mentioned where issues have been brought by the Council to SMC.

6. Representation through our federation, CCISUA

The Council attended April 2014 the 29th Annual General Assembly of the Coordinating Committee of International Staff Unions and Associations of the United Nations System (CCISUA) in Rome, Italy. During this meeting our Council's Executive Secretary was also elected as the new President of CCISUA. By now being the lead player in the Federation, we have been better able to contribute to defend your interests in various subjects such as the pension fund, on the retirement age issue, and in the review of the Compensation Package currently being reviewed by the ICSC, amongst other things.

7. Relations with other staff unions in Geneva and globally

The Council worked in close cooperation with all the staff unions of the United Nations system, especially on the, security, mobility, off-shoring, retirement ages, budget reduction and its impact on staff amongst many other subjects. This was both through SMC and CCISUA.

In Geneva, the Council cooperated with the unions of the specialized agencies on the GS salary survey and on issues related to Geneva and Switzerland. In addition the Council helped organize an event on the Place des Nations in solidarity with the President of the WIPO staff union, who had been fired for his union activities.



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32e Conseil de coordination du personnel de l'ONUG

Work Programme

Mindful of these difficult economic times and the many new challenges we face with the 2015 implementation of Umoja, we have resolved to prioritize the following objectives this year: In doing so, we will use all forms of staff-management fora that are 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.

Protect jobs

Faced with these difficult economic times the Council will:

- defend Geneva as a duty station with Management and Swiss Authorities, highlight its benefits and address the challenges, particularly in relation to the implementation of Umoja and staff whose positions may be at risk; and
- promote and defend staff in the rollout of continuing appointments and 5-year fixed terms, and address issues related to precarious contracts.

Support Staff Welfare

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

- finalize the crèche financing and aim to move to the construction phase;
- work to improve the implementation and use of flexible working arrangements for all staff, regardless of grade, gender or department;
- work with management on ensuring adequate workspace with regards to the Strategic Heritage Plan;
- 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;
- continue to advocate to member states for the right of current staff to choose whether to retire at 65;
- work to prevent the removal of GPAFI from the UN premises;
- review the guidelines for club financing and the statutes of the council; and
- address new and ongoing issues related to the host country including in relation to the recent Swiss vote on immigration and taxation on pensions.

Protect staff of all categories

The Council will:

- support an incentive based mobility scheme;
- defend the Geneva post adjustment, protect family benefits and other entitlements; involve ourselves fully in the 2015 GS salary survey; and
- work with management to ensure that staff are protected, and consultations are carried on proposed changes to Appendix B and security's rotation policy.

Keep staff informed and involved

Communication is important. The Council will continue to:

- hold department and thematic townhalls and issue broadcasts on subjects of concern.

Annex 2



32nd UNOG Staff Coordinating Council 32e Conseil de coordination du personnel de l'ONUG

YOUR CONTRIBUTION TO THE STAFF COORDINATING COUNCIL

Registration Form










Why become a dues-paying member of the Staff Coordinating Council?

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.

Thanks to your contribution the Council also finances and makes available to your benefit:

- Staff Gala (free refreshments)
- Children's party (your kids attend for free)
- Interagency Sports Games (your participation is subsidized)
- Legal assistance (in job-related cases)
- For sale / For rent advertisement (free publication of ads)
- SAFI (access to 13% discount the day before the scheduled date)

✓ Plus the following exclusive offers from our partners:

 10% discount voucher + 10% discount in CHF 100 gift cards	 20% to 60% discount depending on the brand
 10% discount vouchers	 16% discount on the exclusive rate already given to UN staff members
 Permanent 10% discount on all products without prescription or promotion	 10% discount voucher
 Exemption on fees of CHF 249 for an annual subscription	 10% discount on laser treatments + free cosmetologist consult
 10% discount on repair of smartphones and other services	More offers are coming shortly.

Think of paying your monthly subscription of CHF 10 by automatic deduction from your salary.

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.

Thank you.

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

Last name:	First name:
Index #	Signature :
Monthly contribution : CHF 10	

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




Annex 3



32nd UNOG Staff Coordinating Council 32e Conseil de coordination du personnel de l'ONUG

Attendance of Council meetings as of 22 January 2015

Members of the Council	Council meetings								
	1	2	3	4	5	6	7	8	9
ALMEIDA Patricia	Present	Present	Present	Present	Present	Absent/excused	Absent/excused	Absent/excused	Absent/excused
ASFAW Tensai	Absent/excused	Absent/excused	Absent/excused	Present	Absent/excused	Present	Absent/excused	Absent/excused	Present
ATIKI Mounia	Present	Present	Absent/excused	Absent/excused	Present	Present	Absent/excused	Present	Present
BALY Mohamed	Present	Present	Absent/excused	Present	Present	Present	Present	Present	Present
BULYCH Yaroslav	Absent/excused	Present	Absent/excused	Absent/excused	Present	Absent/excused	Present	Absent/excused	Present
CHAOUI Prisca	Present	Present	Present	Absent/excused	Present	Absent/excused	Present	Present	Present
CHOUVALOV Vladislav	Present	Present	Present	Absent/excused	Present	Present	Present	Present	Absent/excused
DOUMBOUYA-FODE Mohamed	Present	Present	Present	Present	Present	Present	Present	Present	Present
FLORES Raymund	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Present	Absent/excused	Present	Absent/excused	Present
FORTIS Didier	Absent/excused	Absent/excused	Absent/excused	Present	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused
FUNCK THOMAZ Samuel	Present	Present	Present	Present	Absent/excused	Present	Absent/excused	Absent/excused	Present
GAZIYEV Jamshid	Present	Present	Present	Present	Present	Present	Present	Present	Present
GHAILAN Ahmed	Present	Present	Present	Absent/excused	Present	Present	Absent/excused	Absent/excused	Present
HUA Zhongchao	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused
JAMES Elizabeth	Present	Absent/excused	Present	Present	Present	Absent/excused	Present	Present	Present
KELLY Paul	Present	Absent/excused	Present	Present	Present	Absent/excused	Present	Absent/excused	Absent/excused
KOHEEALLEE Nazir	Present	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Present	Absent/excused	Absent/excused	Absent/excused
KONE David	Absent/excused	Absent/excused	Absent/excused	Present	Absent/excused	Present	Absent/excused	Present	Absent/excused
KOUZMINE Serguei	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Present	Present	Present
LIN Dan	Present	Present	Present	Absent/excused	Present	Absent/excused	Present	Absent/excused	Absent/excused
NOBLAT-PIANTA Virginie	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Present	Present	Absent/excused	Present
NWABUOGU Gloria	Present	Present	Absent/excused	Present	Present	Absent/excused	Present	Absent/excused	Present
PECK ARIF Catherine	Present	Present	Present	Present	Present	Present	Present	Present	Absent/excused
RAMES Dominique	Present	Present	Present	Present	Present	Present	Present	Absent/excused	Absent/excused
RICHARDS Ian	Present	Present	Present	Present	Present	Present	Present	Present	Present
RIOUKHINA Evelina	Absent/excused	Absent/excused	Present	Present	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused
ROUAI Slim	Present	Present	Present	Present	Present	Absent/excused	Present	Present	Absent/excused
SKOURIKHINE Alexandre	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Present	Present
STANOVIC Marko	Present	Present	Present	Present	Present	Absent/excused	Present	Present	Present
TOUIHRI Mohssen	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused
VILCHES Sandrine	Present	Present	Present	Absent/excused	Present	Absent/excused	Present	Absent/excused	Absent/excused

Present 
 Absent/excused 
 Not a member at this time 

Annex 4




32nd UNOG Staff Coordinating Council
32e Conseil de coordination du personnel de l'ONUG

Attendance of Executive Bureau meetings as of 22 January 2015

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	
BALY Mohamed Chiraz	Present	Present	Present	Absent/excused	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Absent/excused
DOUMBOUYA-FODE Mohamed	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Absent/excused	Absent/excused	Absent/excused	Present	Present	Present	Present	Present	Present
GHAILAN Ahmed	Present	Present	Present	Present	Present	Absent/excused	Present	Present	Present	Absent/excused	Present	Present	Absent/excused	Absent/excused	Present	Present	Present	Present	Present
NWABUOGU Gloria	Present	Present	Absent/excused	Present	Absent/excused	Absent/excused	Present	Present	Absent/excused	Absent/excused	Present	Absent/excused	Present	Absent/excused	Absent/excused	Present	Present	Present	Absent/excused
PECK ARIF Catherine	Present	Present	Present	Present	Present	Present	Present	Absent/excused	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present	Present
RICHARDS Ian	Present	Present	Absent/excused	Present	Present	Present	Present	Present	Absent/excused	Present	Present	Present	Present	Present	Absent/excused	Absent/excused	Present	Present	Present
ROUAI Slim	Present	Present	Absent/excused	Present	Absent/excused	Absent/excused	Present	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Absent/excused
GAZIYEV Jamshid	Present	Present	Present	Present	Present	Absent/excused	Present	Present	Present	Present	Absent/excused	Absent/excused	Absent/excused	Absent/excused	Present	Present	Absent/excused	Present	Present
JAMES Elizabeth	Present	Present	Present	Present	Present	Present	Absent/excused	Present	Present	Absent/excused	Present	Present	Present	Present	Present	Absent/excused	Present	Present	Present

Present 
 Absent/excused 