

British School of Geneva	i would not like the council to negotiate with the private schools as I do not want the schools to bring down their standards as a result of cost cutting. What I would like is that there is a FAIR allocation of education grant, especially in cases where the children do not speak the language used in the public schools of the duty station.
British School of Geneva	No
Collège du Léman	I think it is totally unfair to cut on the education grant in HQ locations, where the cost of living is always very high and education costs extremely high. It is unfair to put everyone on the same level, whether people work at HQ or at regional/country level (I worked in both and see MAJOR differences in terms of costs).How can we compare the education costs across different regions and countries where the cost of living (and tuition and other fees) are much higher than in some other places? It's like comparing apples and oranges, and this is at the expense of our kids. They are already disrupted because of their parents' line of work. They already have to adapt to new environments, new schools and languages - which is challenging. They should be given good chances to access quality education and without too many disruptions. With the new system, I will end up losing one month salary to cover the education costs (in addition to the costs I have to pay out-of-pocket in any case). This combined with the revision of UN salary scale will make me 'lose' 1 month 1/2 income per year. And when my second child goes to primary school, another 1 month 1/2 will be allocated to cover such costs. I think that it is the role of the UN to negotiate with these private schools so they offer the best a package at a competitive price. This should apply with private day-care/nurseries as well, whose costs are also very high and for which the staff doesn't receive any subsidy/education grant.
Collège du Léman	I support the changes in the system, but mainly because the are aligned with my needs. I am however not impressed with the slow process of getting the education grants... I arrived in March, but did not get a reimbursement from UNICEF until August although I followed all the directions from HR to the dot. I am also not impressed by the level of transparency of my education grant. I have no idea how you came to the amount I get - whether I have asked for to much or you have given me to little... Please be more informative and transparent in explaining exactly what is covered and change the layout of the receipts to make them more easy to understand... Thanks
Collège du Léman	Most intl schools in Geneva area need UN staff children to survive, please put pressure on them to reduce rates for UN kids!
Collège du Léman	The educational supply is different in each duty station. In my opinion, UN should set a total amount and let each family chooses the combination among the different elements that best suits family needs. This new system raises the budget for tuition fee and cancel boarding costs. This will push the staff to try to live in duty stations with high supply of educational local school.
Collège du Léman	In addition to a stagnant salary scale and future reduced salaries and high standard of living in Switzerland, it is surprising and unfair that this entitlement is also going to be reduced.
Collège du Léman	There should be preferred and negotiated rates with at least two schools near Geneva. However, definitely not with schools that have a strong religious (racist) profile.
Collège du Léman	Thank you
Collège du Léman	Thank you for the time you are taking to consult with us.
Collège du Léman	I think that private schools are becoming too greedy and they have to be aware of the considerable financial burdens they are putting on families. During the past 12 years, CDL tuition fees have almost doubled and nobody knows why.
Collège du Léman	International school fees are exorbitant in Geneva. An unified organized lobbying of these schools to reduce these fees is well overdue.
Collège du Léman	Schools are very expensive compared with other duty stations in Europe, but the quality of education, facilities etc is not proportionally better.

Collège du Léman	Education grant is the most import fringe benefit in the UN compensation package. I would view any reduction in it (excluding food, bus, etc.) as impacting the UN's attractiveness as an employer.
Collège du Léman	Les changements importants devraient être évités pour que les enfants aient la possibilité de poursuivre leur scolarité dans les conditions dans lesquelles ils ont commencé.
Collège du Léman	no
Collège du Léman	The changes were not well considerate to dependent welfare and sent out an extremely negative message to staff and their families. The Organisation should orient its recruitment policy to singles only where more money can be saved rather than applying cruel reductions of entitlements which negatively affects families and evidently reflects badly on staff performance, attitudes and passion for work and purpose. This will eventually cause an overall loss in resources and value of services, which in case well accounted for will lead to losses much more than anticipated savings. The proposed changes in general are pathetic.
Collège du Léman	When international staff are forced to have a strict rotation policy (as it is the case with UNHCR), and we are expected to rotate every 2-5 years, the education grant is one of the only options we have to provide some stability to our children. Reducing this benefit will reduce the quality of life to most families.
Collège du Léman	I think this is a great initiative by the Staff Council to work with schools in Geneva so that they understand the changes to our benefits. Thank you for your efforts.
Collège du Léman	Perhaps out of all of the issues that affect the lives of UN families, the availability of reasonably priced education options for non-French speaking children is the most onerous of burdens. It is not acceptable that the education grant has had an arbitrary cap placed on its reimbursement levels when all of the private, English language school options have tuition and related fees far in excess of the cap. At the same time, the abysmal and seemingly constant reductions in the post adjustment have made life almost entirely unaffordable for UN staff members with dependents. Having worked in field missions in hardship duty stations for over 17 years, it is intensely ironic that the cost of living and living standards in Geneva make one long for conflict zones. The organization should do more to ensure that its staff in Geneva are adequately cared for while in situ. Most importantly, the UN should negotiate cost controls with the Swiss authorities for unacceptable levels of fees or else the UN should consider moving elsewhere to make the standard of living of its staff more reasonable.
Collège du Léman	Given the diversity of the UN staff and their families, schools with bilingual programs may consider reserving posts for the UN at discounted fees and the UN could make sure that these schools are involved in the UN cultural life and events. Maybe there could be a sort of accreditation for UN Schools who are particularly accommodating to our staff needs and the spirit of the work of the UN (not for profit). And maybe these schools could charge lower fees as they know in advance that they will have a minimum number of students from the UN every year.
Collège du Léman	This relates to question 20. It would be important to internalize the bargaining power international organizations could have in front of private schools. With a bit of coordination and political will IOs could obtain preferential rates.
Collège du Léman	Private school in Geneva area are good, but they are very expensive. I would like the Staff Council to try to negotiate lower rates for international public servants.
Collège du Léman	In general, it is much more difficult to move to another country/another school system from the public system (experienced). So, private/international schools should be considered as a must for the mobile workforce.
Collège du Léman	Much ado about nothing. Be honest and do not create any additional disparity between those to whom it concerns now and those whose children already finished a school and a big number of G-staff who are paid less and do not have this privilege at all.

Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	Education grant should be city specific realising the high cost of living in Geneva it should be higher for this city.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	While the fees are high, the big costs come in the extras, many of which are compulsory.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	The system of pre-payment is really challenging. We have to pay the first instalment well ahead we receive the grant and this involves asking for loans. I disagree with the fact that the grant is only applicable after the age of 4, and in our case it was problematic that she had to be 4 by July 31st, so actually she didn't get the grant until the age of 5 (she was born in August, so started the school year with 4 years old but no grant).
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	There is a big gap between the local schools (at least the french one that all my three children attended at some point) and the international school. But the difference in the fees are not proportional to this difference....nevertheless, it is difficult to find something in the middle that would compromise the future of our children. That is the reason even if all my children started at a french school, i have been gradually moving them to the international school.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	The International School of Geneva was established 91 years ago as part of the League of Nations. I believe that keeping in that spirit, staff of United Nations should be offered a better deal by the school, i.e. reduced school fees in line with the agreed UN education grant policies. It has come to my attention, that a large number of teachers children are being subsidized by the school as part of the teacher package, and this cost is not being born by the school - which by the way is a Foundation and non-for profit, but transferred to 'paying' students. It would be good to see how the money generated through school fees is being used.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	If international professional staff are now required to move every 5 years, the education grant should allow parents to be able to offer the same education in all countries. At present, moving to other countries, has an additional cost for parents who have to pay the capital assessment that school have. The current education grant, combined with the cost of living in Geneva does place some constraints to parents with more than 2 children at school level.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	NONE
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	It is extraordinary that what we are paying now for a 6 year old is what university students pay in some of the best private schools. Surely there is something very skewed about that and international private schools in other countries do not charge as much. Our present school administration probably doesn't much care about this: with the shortage of school spaces in Geneva and the long waiting lists they have, they have all the leverage.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	I think the UN education grant should be as generous as the best conditions prevailing for children of US and EU diplomats. Ditto for housing subsidies and home leave. Let the US and the EU be honest about all this.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	Currently, the advance grant is based on the duration of your contract. For staff with fixed-term contracts, this means they do not get a full advance, but a pro-rated advance, while the full fees have to be paid in advance, which is a very high amount.

Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	Yes, Geneva is particularly expensive. The general sense of the UN policy makers is to throw the baby with the bath water. With the departure of the current Secretary-General, hopeful wisdom and good sense will be the basis for decision-making than the much celebrated "more with less" mantra, which after all does not affect the people who are professing others to adopt. With more that 180 USG and ASG positions in the Secretariat, how about thinking about reducing the number there and not tinkering with education grant. No policy in organization or life can succeed where the fundamental ingredients of that policy are motivated by the politics of the day and narrowly crafted interests which seek to gain by re-shaping the United Nations only to get to the next level of senior appointment. Education grants seeks to offer the opportunity to staff and their children to seek the best that schools have to offer. Squeezing the staff needs to stop.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	As indicated earlier, if staff are expected to move internationally in line with the mobility policy, their children have to be schooled in schools enabling the move of children from one school in one country to another school in another country. Local schools do not enable this, because they usually teach in the local language, and also because they follow very different curricula from one country to another. If staff are expected to regularly move internationally, the UN must provide and pay for their children to be schooled in place where they too can adjust to international moves.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	Please stop the abuse of private schools. I said it before, the UN should be supporting a well functioning and diverse public school system in Switzerland not subsidizing private schools with exorbitant fees which are only meant to make the privileged of the privileged feel privileged.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	The staff council should be more involved in sensitizing major private schools around Geneva that annual school fees increases are not being covered by our employer.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	Je ne comprends pas pourquoi on lie le remboursement des frais à l'age obligatoire suisse pour entrer à l'école, soit 4 ans avant le 31 juillet. Mon enfant fait 4 ans en aout et par conséquent je n'ai pas a droit au remboursement des frais
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	thanks
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	It is discriminatory that children with special needs are charged double the school fees. The UNOG representative who sits on the school board has ignored my requests to raise this matter. The education grant has ceiling and is not even close to the fees that is being paid.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	Education grant extended to students attending schools or universities in other countries should be increased. The tuition is very high and so is the boarding.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	We have joined this organisation at the time and the education grant benefit - among other privileges -was part of the reason to offer our services here and to another organisation/company. Private business keeps adequate education grant system. Keeping a sufficient education grant benefit shall be a matter of recognition to the work we do and a sign that we matter for the organisation.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	Tuition for my son at Ecolint is about CHF 34,000 (without sports lunch etc). For mother tongue I pay 4,250. I am happy I have only one child...
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	The UN is making increasingly difficult for staff to have a decent life given the sacrifices we have to make

Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	The education fees and overall expenses in international schools are way too high for international civil servant salaries even with the education grant. School annual costs go way above the ceiling set for annual reasonable education costs. If the staff council can negotiate better rates with the international schools, then we as staff will not have to reconsider sending children to Swiss or French public schools.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	I hope the results of the survey lead to concrete action.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	to attract and retain talent from around the world, UN should support families. This should not be seen purely from cost perspective, rather supporting children to get best/quality education so that UN can be role model to others. Also practice what you preach. Its difficult but achievable.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	Staff Associations/ UN needs to start negotiating with international schools to lower the fees. Otherwise they will lose their clientele.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	Get them to start working on education for our children instead of enjoying life in the country club. Get them to teach values. Get them to remove drugs from campus.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	Good idea to negotiate rates: its appalling that the cost of these schools climbs year after year above inflation. We will end up being squeezed - and my option would be to leave the UN system and go home. We would not put our children in the elitist local Swiss or French system which leaves children behind (especially as we have a child with learning difficulties). I remain in the UN system largely because I am so pleased with the school available to my children: my 2 are very happy and progressing at La Chataigneraie. Any change to this deal is not so much a change about my ability to select a school it is a deal breaker about whether the family stays in Geneva
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	The schools are over priced compared to what we get but unfortunately there are few options apart from local schools and helping the child may be an issue if you are not good in French
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	We all know that the schools are making their prices to be in line with the caps and % that the organizations pay, whether or not those high prices are justified.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	The prices never stop rising. They don't seem to understand that there is a financial crisis for the past 8 years and everyone is being squeezed. They should also try to shed some of the fat.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	Staff representatives should be members of international school boards, and have a say in the formulation of their educational programmes and after-school activities, e.g., Student League of Nations.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	The education grant gives expatriate parents who are mobile the opportunity to follow school curricula that enables their children to change schools without negatively impacting their continuity of studies/schooling.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	It may be useful if the Staff Council or DHRM actually prepares a note with some info/figures as to the actual possible reimbursement that staff may now have access to, so that the s/m may negotiate directly with the schools, if there is no other alternative.

Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	It is the most (and only) important benefit offered to international staff and it serves well to retain international staff.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	There should be special discount arrangements with major International Schools in Geneva area and United Nations organizations. We take very large part of the student population, and other students are covered their FULL international school fees by their Private Sector employers and Diplomatic Corps (Embassies, Permanent Missions). We cannot pay the same amount of school costs with Private Sector and Diplomatic Corps when we have such a limited amount of Educational Grants available.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	The current education grant makes it very difficult to make ends meet.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	Mobile UN staff do not have a choice but to use private international schools and the grant leaves a staff member in Geneva having to pay over 3,000 CHF every month to bridge between the grant and the fees. It is very very expensive with no choice for non francophone families.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	With mobility and a global workforce, it is important that staff can ensure continuity in their children's education (allow them to pursue a certain curriculum, wherever you are working). Boarding is not essential, so I think the elimination of boarding is reasonable. --- On a different note, school fees for some private schools (international schools) in Geneva are extremely high and one can get the impression that they are as high in light of reimbursement by IO.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	Advancement is paid now after the first due date, and I may not have enough savings to pay it. In fact, I do not
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	Over all it is TOO expensive ..
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	I think it is a very good idea for the Staff Council to try and negotiate special school fees for UN staff. You have my full support.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	Fees are too expensive. If situation does not improve, I will have to reduce my school expenses by not sending my second child to the private school right away or at all.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	The schooling choices I have made have depended on the character of the children and the family situation prevailing. I have had one child who managed to go through the French system, although benefiting from the international option at Ferney. My other child found the French system too rigid so i opted for an international school in their case.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	The questionnaire covered everything. Thank you so much for this.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	UNOG's administration of EG is appalling. I am still awaiting payment for my EG of 2013-14! In addition, UNOG's EG calculation discriminates against staff who are mobile in the middle of a school year (which already is every parent's nightmare), by de facto not reimbursing their hefty registration fees (while the very same fees are reimbursed for staff who relocate in September).

Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	The fees that international schools charge vary. It is nearly impossible to get access to the cheaper ones or not feasible due to location, so there is no real competition.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	After I moved to Geneva, I was shocked to learn from my organization that here I will not be reimbursed for 75% of the school fees like I used to get in Nairobi. It was way lower than 75% that I was receiving for my child's schooling here. I understood it was a special or exceptional case for students who attended Ecole Internationale de Geneve to get lower than 75% as reimbursement. I never understood the logic and of course it was extremely difficult for me to pay so much out of my own pocket.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	I would love to send my child to a private school that was diverse in terms of language, nationality, race AND that had socio-economic diversity. We need a true international/diverse option that would not simply isolate our children who, for whatever reason, are not able to go to local schools. I do not feel comfortable that my child is only associating with privileged children every day, and has very little interaction with French or Swiss children. International schools should make more efforts to integrate with local communities, sports clubs, afterschool activities.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	A good education grant system is important to attract the best staff to the UN system, to foster mobility of staff members and provide our children with an international education as most of us don't live in our home countries.
Ecole Internationale de Genève (Nations, Pregny, La Chataigneraie, La Grande Boissière)	I am displeased by the way questions have been written in this survey.
Ecole la Découverte	Some private/international schools already now see their clients (pupils) children from companies and not UN employees' children. Some schools are keen though to adapt UN pay rules and benefits for teachers.
Ecole la Découverte	Food fees should be included as part of the school tuition, as it would not be possible for any child to attend school from 8:15 to 3:30 without being fed during the school day. It is not something any family could opt-out from
Ecole la Découverte	Having administered EG for staff in several organizations, and benefited from the grant myself, close attention should be paid to the 'business' component of the larger international schools, especially the apparent alignment of fees with the grant, as well as the quality of education received for the financial outlay.
Ecole Moser	I feel that the interests of children of UN civil servants should be better defended. Geneva has a very exclusive clientele in private schools and we who are major clients as well seem to be neglected. decisions are mostly based on the purchasing power of the exclusive rich clients.
Ecole Moser	Children grown up with languages other than French have very big disadvantages to perform well at school. Switching the language at certain age has an impact on the language development of children. As our kids are not always super-kids, it implies that they may not go to a gymnasium, a necessary path for University entrance.
Geneva English School	I would like the UN staff unions/councils to negotiate with international schools and ensure tuition, registration, capital development and transport are covered adequately.
Geneva English School	Again, I find it unfair to think that we have a real choice. We are sitting ducks who are forced to pay more out of pocket whenever the organization decides to reduce. Couple that with the pay cut (more than 5% of my salary) it makes the organization a less and less attractive employer.
Geneva English School	Even if tuition costs can be deemed reasonable many private schools, like CDL and others just turned into money pumps, they largely overcharge school supplies, extracurricular activities, ski trips, transport, lunch services etc

Geneva English School	Geneva English School base their fees on the capacity to pay, not the cost of running the school. They frequently cite other schools have raised their fees so we must do the same in order not to be seen as offering an inferior product.
Institut Florimont	I think that some more expansive international schools and universities will become affordable regarding tuition fees level.
Institut Florimont	Non
Institut Florimont	Private schools should understand that without the UN Education Grant, UN children would not be able to attend their schools. They will certainly lose a lot when these children will stop using the school transport and cafeteria.
Institut Florimont	You need to raise the fact that despite Bologna and other agreements, there is a need to have systems where the children can easily be transferred to another school. You cannot put it all the the "deserve side". Moving a lot countries has a consequence on the child. Also depending on which country you are, international school are the only "recognized schools" when you come back in Europe or North America. For staff who did all their career in Geneva or New York, not changing duty station, make them move with mobility.
Institut Florimont	On constate que leurs tarifs ne cessent d'augmenter, partout dans le monde, peut-être en raison de la généreuse prise en charge de l'Organisation (et d'autres), justement.
Institut Florimont	I am personally very disappointed by the lack of care from the organization in dealing with crucial issues. We are always asked to do more with less, be it in terms of resources in the office or with our fringe benefits that are reducing dramatically.
Institut International de Lancy	The proposed changes will be putting a lot of financial burden on staff and families. Especially, those like myself who have a spouse who made a conscious decision to leave work and take care of the children until they are in secondary education. I think there are other ways that the office can save money instead of removing part of an approved recruitment package. I believe that rules like this should only affect new staff that way they do not know what they are missing and it would prevent them from making family decisions that can put them in financial uncertainty.
Institut International de Lancy	Increasing staff mobility completely at odds with reducing education grant support. And staff (and eventually UN performance) to pay the cost for that.
Institut International de Lancy	One of my children has special educational needs and the private school provided conditions for her to progress academically which would not be possible in the state system. This is why there is no one system that fits all and the education grant is for me the most important benefit that the UN provides.
Institut International de Lancy	I believe the changes should be applied only to new applicants as the proposed cuts have a real impact on the available income of existing employees.
Institut International de Lancy	There needs to be a compromise somewhere with these schools. Either they reduce their fees (which by the way does not correspond to A-grade, top-of-the-notch education OR the UN continues to provide the benefits that it has. Not to mention there are children with special needs education that NO institution in Geneva caters for except for international school at fees that are inhumane and are prohibitively expensive. Some staff are thinking of moving duty station just to be able to provide decent education for their children in English. The way education is handled in the Geneva duty station can really cause a lot of stress and there is no guarantee that the exorbitant school fees actually amount to education for value. It's become another profit-making industry in Geneva.
Institut International de Lancy	Le recours aux écoles privées est principalement dûs au fait que nous devons changer de bureau de manière régulière. Il me semble donc essentiel de préserver ces indemnités afin de pouvoir donner à nos enfants la scolarité qui leur permette un épanouissement.
Institut International de Lancy	The education grant should be commensurate with the cost of private English schooling in Geneva.

Institut International de Lancy		The grant itself is not administered in a transparent manner. 1. Payments are made without showing the method of calculation clearly. You have to guess what figures the administration has used and work backwards from the 75% coverage. This will only become more turgid and unclear once a sliding scale is implemented. 2. Evidently the staff responsible for education grants does not have sufficient time to answer queries. 3. When payments are made, staff are not notified of the payment. Suddenly 20,000 frs appear in my bank account. It would be good to receive an email informing me of the date of payment and calculation method.
Institut International de Lancy		The private/international schools are charging fees based on the level of benefits they know that organizations provide to the parent/s. This has got to stop. The fees should be commensurate with the quality of education/services provided and compatible with quality national schools.
Institut International de Lancy		It would be useful if before a staff member with children changes duty stations, the administration and the staff union could provide information and advice about international schools at the new duty stations. Moving to Geneva (my 7th duty station) was one of the most frustrating experiences re. the support provided to newly arriving families. Any field duty station has a better support structure.
Institut International de Lancy		In light of changes, and commensurate with the need to support international civil servants to take their children to institutions of learning in mother tongue as well as those that allow adaptability in case of change, it is worth seeking full reimbursement for tuition- to cushion the reduced costs (transport etc)
Institut International de Lancy		I'm a P3 with 4 kids, no way I can pay the non covered portion. Multiple kids should be considered. I'm from UNEP and administered from Nairobi. process is very bad and they don't understand the Geneva issues.-
Other / Autre	Ecole Preparatoire et de Soutien Universitaire (EPSU)	I would really appreciate any negotiation to be initiated and obtained on our behalf to keep school expenses in private schools low to allow us continue to benefit from our organizations subventions.
Other / Autre	Nouvelle Ecole Farny	Re question 20, this seems inequitable given parents not from international organisations wouldn't have the same opportunity for 'negotiations on their behalf'. Would each school be negotiated with individually, and would all schools be negotiated with? This doesn't seem like a viable solution. General comment: the way the school fees are divided up in Switzerland (tuition +supervision over the lunch period & food + afterschool care + Wednesday extra-curricular program) do not take into account parents working 100%, so even if we were reimbursed tuition, we would still have to pay 100% for 4 of the 8 hours in each school day (2 hours lunch supervision, 2 hours afterschool care) plus for the 6.5 hours of supervision on Wednesdays). To anyone working fulltime having their child attend these 'extra' parts of the day/week are not really optional.
Other / Autre	Ecole Nouvelle de la Suisse Romande (Lausanne)	Boarding is very expensive and should be covered when circumstances do not allow for an alternative. There should be guidelines and a case by case study in this matter.
Other / Autre	Montessori	My daughter is 3 years old. The Montessori Nations school insist that they have a special understanding with the UN that the child can touch the education grant already at 3 years old. I have contacted the HR numerous times to see if this is indeed true to no avail.
Other / Autre	Away from Geneva	The education grant is nice in concept, but in fact the changes in rules and in their application have made it very difficult to manage the household budget. There is some view that we are "overpaid" and the system tries to cut down on the expenses. In fact we are not overpaid and the constant changes are a major irritation.
Other / Autre	Ecole Mosaic	My biggest problem with the Education Grant Changes is with my older childrens choices for University education, with the removal of boarding support severely limits the University choices of my younger children.

Other / Autre	College-Lyce International de Ferney-Voltaire (English section)	As international civil servants, who are moved, it is unrealistic to expect all our children, at all ages, to be able to be absorbed easily into local schools. It is unfair to the kids and to the schools.
Other / Autre	Thesenarium Ingebohl - Brunnen, CH	There are no schools in the Canton of Geneva or nearby for children who have high potential.
Other / Autre	Glion institute of higher education	Reducing education grant is a way to compel staff to resort to public French speaking schools limiting their freedom of choice as well as imposing an education system that may not be recognized in home countries and creating a disconnect between the diverse international nature of parents working in a diverse international environment and their children. Also, the compensation package will no longer attract the best qualified professionals who will be more inclined to turn to the private market.
Other / Autre	University - RIT Croatia	For Geneva based schools I believe the costs are very high - from primary level. If the EG was lower - maybe the schools could not maintain such high levels? However - I feel that the board costs for Universities should continue - and cover only part of the real expenses. In any case - with the mobility it may be more important for staff to have access to international schools.
Other / Autre	Deutsche Schule Genf	not at the moment
Other / Autre	eCole Mosaic	As an international civil servant, knowing that we could enroll our children in an international school and make it easier for them to get assimilate better in different duty station to which we need to be transferred to make us parents feel more comfortable and at least we know we could provide a good education as much as we try to take care of our careers.
Other / Autre	German School Geneva	We are very happy with the school.
Other / Autre	Deutsche Schule Genf	private/international schools are very expensive and some seem to profit from the fact that employers or the UN contribute financially to the costs, i.e. their fees are extra high.
Other / Autre	British School of Budapest	As stated previously, the changes will not impact my decision in the current DS. But I will need to assess carefully the situation in the next DS.
Other / Autre	La Cote International School, Aubonne	Even with the education grant, school related expenses have the single most important impact on my budget, and I had to go as far as taking a personal loan to cover school related expenses.
Other / Autre	College International de Pays de Gex	Schools charge according to the level of the education grant. So to take school fees down, let the education grant coverage go down. Go negotiate with the schools for lower fees and enjoy a lower quality of service as well.
Other / Autre	Ecole des Nations Montessori	I can say, this is not going against changes, but it is really important that whatever the changes are, people are not affected negatively by them. It seems that staff policies are every time going against their benefits and never the contrary way. This makes people lose their motivations and commitment to work with the UN. It is not fair and it does not pay the hard work we put in our jobs. It seems that many of these changes are conducted as a reduction of costs and try to get savings, but please don't do it at the expenses of your own people.
Other / Autre	Mutuelle d'études secondaires	As I mentioned before, it will be cheaper for the UN to help staff covering at least part of public transport and food not provided by the school (e.g. when the school does not have cafeteria)
Other / Autre	Ecole des Nations, pedagogie Montessori	It is unclear to me why the education grant does not cover the education of children before the age of 4 (i.e. compulsory schooling age for children in Geneva). It is also unclear why the education grant does not cover extra-school activities to cover parents' working hours.

Other / Autre	Montessori Nations	I believe we all need help from Staff Council on many matters but especially on the matter of negotiating with international schools special fees for UN staff. International schools have many corporate expats and embassies that get their education reimbursed 100 percent. The US embassy, for example, reimburses 100 percent of education expenses. Of course, those expats don't need to care about the costs of education. For the UN staff, however, the costs of education is very important. My child was in Montessori Nations, which I am very displeased about. I am taking my child to Ecolint now that has higher tuition costs and this topic is very important for me. Please negotiate special fees international schools. It will be extremely helpful for many UN staff in Geneva. Thank you very much.
Other / Autre	Sidcot School, UK	Yes, I would like children who receive learning support as approved by the medical services to continue to be entitled to the reimbursement of boarding.
Other / Autre	Swedish school in Geneva	the key thing is that nobody stays only half time in school ; the educational grant should cover also after school activities which are mandatory for full time working staff. Schools charge conspicuously for after work activities and quality does not justify such investment.
Other / Autre	Institution Jeanne d'Arc Gex	Education grant should support the staff member in choosing adapted and internationally recognized education system for his children. As such, the education grant system constitutes a critical element for a mobility policy within the UN Secretariat. School fees will definitely determine the choice of a duty station for staff member.
Other / Autre		Thank you for the support with the negotiations with schools.
Other / Autre		the education grant really helps mitigate the problems of the public Swiss system. In spite of the high quality of the Swiss system it does not match the reality of an international couple working at 100 per cent rate in terms of hours and pre and after school care availability.
Other / Autre		Children's education is an important factor to decide a duty station.
Other / Autre		As said earlier I think something should be done to help G staff particularly at University level and given that many Ps have their children in French private schools in Geneva when the aim of the education grant is to help children reintegrate in their country.
Other / Autre		For staff who change duty station the Education Grant cannot be reduced as this would impact the willingness for staff to move. It could be reduced or not offered to staff who has not moved in the last 10 or 20 years, and there are lots of them