



## 35<sup>th</sup> UNOG Staff Coordinating Council 35<sup>ème</sup> Conseil de coordination du personnel de l'ONUG

### Draft Work Programme

*Mindful of the difficult times we face but also aware of the opportunities that a new leadership at the UN can bring, and the clear mandate provided to the Council by staff, we have resolved to prioritize the following objectives this year. We will use all forms of staff-management fora, strengthen staff solidarity and reinforce the valuable role of staff making the Organization more effective and resilient.*

#### **To protect jobs and promote careers, the Council will:**

- Advocate for faster and fairer staff selection, more closely linked to performance.
- Review mobility policy so it helps staff get positions that best match their skills and expectations.
- Bring the UN in line with other international organizations by fighting to remove the G to P barrier.
- Identify career bottlenecks for staff and work with management to try to resolve these.
- Push for the systematic and timely advertising of vacant posts.
- Promote Geneva as a duty station and highlight its benefits in terms of productivity, continuity and attractiveness for staff with families.
- Ensure restructurings, including by Umoja, have staff buy-in, and mitigate job losses through an external hiring freeze in affected sectors, plus on all G positions.

#### **To improve the quality of the work environment and support staff welfare, the Council will:**

- Advocate for office space that allows staff to focus on their work and be efficient.
- Push for the Palais renovations (SHP) to serve the long-term needs of staff and the organization rather than the short term financial gains of the project's managers.
- Challenge demoralizing cuts to our pay at the UN Dispute Tribunal and ICSC.
- Work with schools for fees that reflect the new reality of the education grant.
- Protect our pension fund and improve its governance and sustainability, while supporting its hard-working staff.
- Push for zero-tolerance on harassment and hold management accountable for misconduct.
- Work with management to address issues identified in the global staff survey.
- Review parental leave to support gender diversity and non-traditional families. Make flexible working arrangements automatic, not discretionary.
- Provide support to staff recreational activities.
- Advocate for the granting of Legitimation Cards to meet the needs of staff and their families.

#### **To keep staff informed and involved, the Council will:**

- Hold regular townhalls.
- Inform staff through broadcasts on subjects of concern.
- Survey staff on key issues and developments.