



35th UNOG Staff Coordinating Council 35^{ème} Conseil de coordination du personnel de l'ONUG

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. 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.

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, such as shared offices.
- Push for the Palais renovations (SHP) to serve the needs of staff and the organization rather than the short term financial gains of the project.
- 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 with a view to making it more affordable.
- Protect our pension fund, keep it in the UN, and improve its governance and sustainability, while supporting its hard-working staff.
- Push for zero-tolerance on harassment and retaliation, 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.