



36th UNOG Staff Coordinating Council **36^{ème} Conseil de coordination du personnel de l'ONUG**

Work Programme

Mindful of the difficult times we face, the overall UN reform agenda, the Global Service Delivery Model (GSDM), and decisions of the International Civil Service Commission (ICSC) which are reducing pay and conditions of service in an arbitrary manner, we have resolved to prioritize the following objectives. In doing so, we will use all forms of staff-management fora and other means available. We also affirm our belief in the importance of staff-management relations in line with international labour standards including collective bargaining.

To protect pay, jobs and promote careers, the Council will:

- Campaign against the deterioration in pay and conditions for all staff, and use all means available. Challenge cuts to our pay at the UN Dispute Tribunal and advocate reform of the ICSC.
- Protect jobs in Geneva threatened by budget cuts and offshoring, ensuring retraining and reassignments, as well as voluntary buyouts and external recruitment freezes.
- Review the mobility policy in order to fix its shortcomings.
- Simplify staff selection and push for timely advertising of vacant posts.
- Advocate for G staff to be able to apply directly for P posts.

To improve the work environment and support staff welfare, the Council will:

- Advocate for the greater use of fixed-term instead of short-term contracts.
- Improve the pension fund's governance and sustainability, while working to increase the value of pensions.
- Advocate policies to eliminate harassment, including sexual harassment and retaliation, and hold those who commit misconduct accountable for their actions.
- Review parental leave and flexible working arrangements in line with best practices.
- Push for a review of the travel policy.
- Request a review of the medical insurance credits to reflect today's higher prices.
- Push for the Palais renovations (SHP) to serve the needs of staff and the organization.
- Invest Council funds in assets that benefit staff and diversify Council income.
- Support staff recreational facilities.

To keep staff informed and involved, the Council will:

- Hold regular townhalls and inform staff regularly through broadcasts.
- Survey staff on key issues and developments.