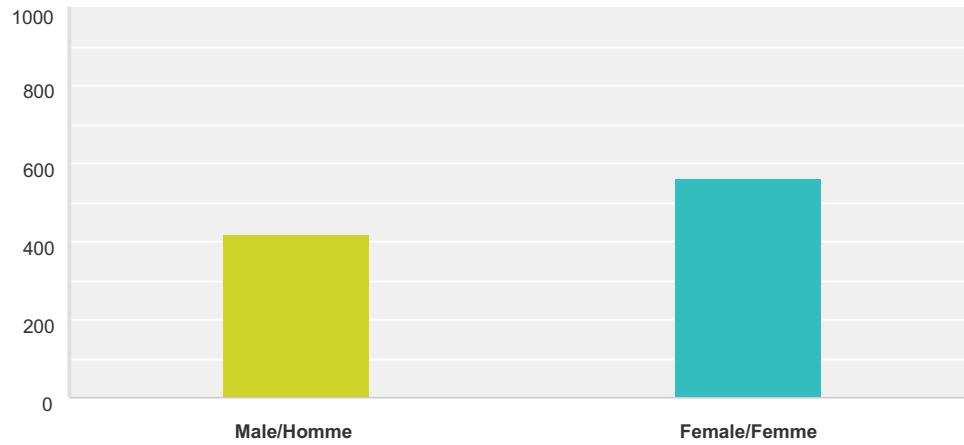


### Q1 Sex/Sexe

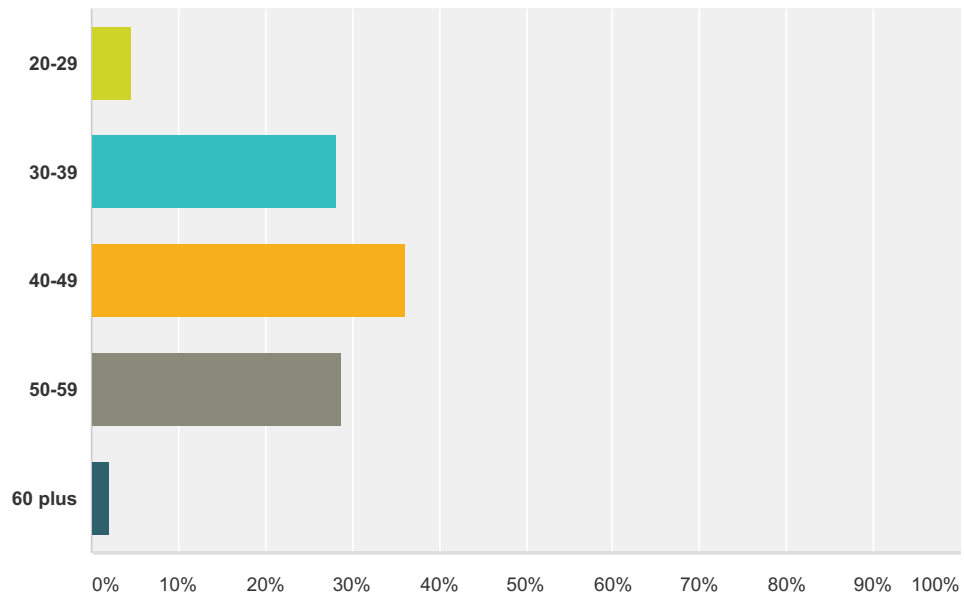
Answered: 983 Skipped: 10



Answer Choices	Responses	
Male/Homme	42.62%	419
Female/Femme	57.38%	564
<b>Total</b>		<b>983</b>

### Q2 Age/Âge

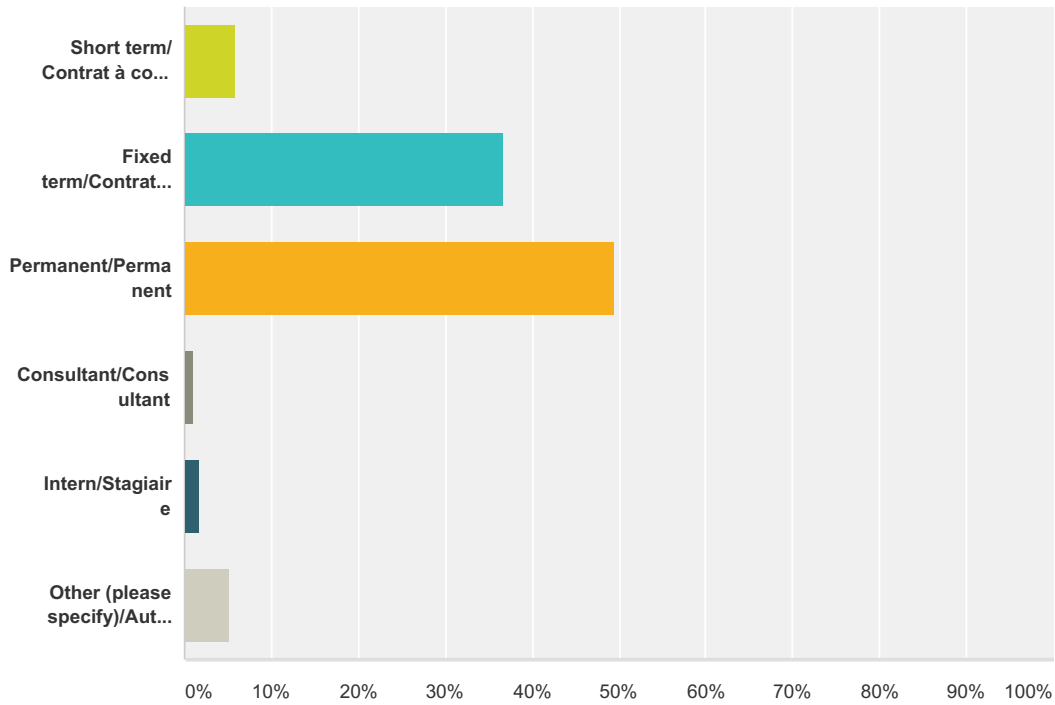
Answered: 990 Skipped: 3



Answer Choices	Responses
20-29	4.65% 46
30-39	28.28% 280
40-49	36.06% 357
50-59	28.89% 286
60 plus	2.12% 21
<b>Total</b>	<b>990</b>

### Q3 Current type of contract/Type de contrat

Answered: 991 Skipped: 2



Answer Choices	Responses
Short term/ Contrat à court terme	5.85% 58
Fixed term/Contrat à durée déterminée	36.73% 364
Permanent/Permanent	49.55% 491
Consultant/Consultant	1.11% 11
Intern/Stagiaire	1.61% 16
Other (please specify)/Autre (merci de préciser)	5.15% 51
<b>Total</b>	<b>991</b>

#	Other (please specify)/Autre (merci de préciser)	Date
1	continuing	6/23/2015 3:00 PM
2	temporary	6/23/2015 2:34 PM
3	Syni Collaborator	6/22/2015 3:45 PM
4	Continuous	6/20/2015 11:04 AM
5	Continuing appointment	6/19/2015 1:48 PM
6	Continuing contract	6/19/2015 1:46 PM
7	Continous	6/19/2015 1:44 PM
8	Continuing	6/19/2015 12:01 PM
9	Continuing	6/19/2015 11:51 AM

10	Continuing	6/19/2015 11:45 AM
11	continious	6/19/2015 11:39 AM
12	Continuing contract	6/19/2015 11:38 AM
13	Continu	6/19/2015 11:38 AM
14	Continuing Appointment	6/16/2015 4:31 PM
15	Continuing	6/15/2015 4:18 PM
16	JPO	6/12/2015 9:23 AM
17	Continued	6/11/2015 10:11 AM
18	Continuing contract	6/11/2015 10:07 AM
19	Continuous	6/11/2015 8:25 AM
20	Continuing	6/10/2015 8:03 PM
21	Continuing	6/10/2015 11:39 AM
22	Fixed term - JY9	6/9/2015 4:55 PM
23	continuing	6/9/2015 3:31 PM
24	Continuing appointment	6/9/2015 2:19 PM
25	continuing	6/9/2015 2:01 PM
26	continuing	6/9/2015 1:22 PM
27	Continuing appointment	6/9/2015 12:30 PM
28	continuing	6/9/2015 12:12 PM
29	Continuing	6/9/2015 11:38 AM
30	Continu ("Permanent" n'existe plus)	6/9/2015 11:26 AM
31	Continuing	6/9/2015 11:21 AM
32	Continuing contract	6/9/2015 11:02 AM
33	Continuing contract	6/9/2015 10:59 AM
34	JPO	6/9/2015 10:58 AM
35	continuing	6/9/2015 10:56 AM
36	Continous	6/9/2015 10:50 AM
37	Continuying Contract	6/9/2015 10:46 AM
38	continuing	6/9/2015 10:40 AM
39	Temporary Contract	6/9/2015 10:39 AM
40	Continuing	6/9/2015 10:38 AM
41	JPO	6/9/2015 10:30 AM
42	continuing	6/9/2015 10:30 AM
43	Continuing	6/9/2015 10:29 AM
44	Continuous	6/9/2015 10:28 AM
45	Continuing	6/9/2015 10:26 AM
46	continuing	6/9/2015 10:23 AM
47	Continuing	6/9/2015 10:22 AM
48	Continuing	6/9/2015 10:18 AM
49	CONTINUING	6/9/2015 10:17 AM
50	Continuing	6/9/2015 10:16 AM

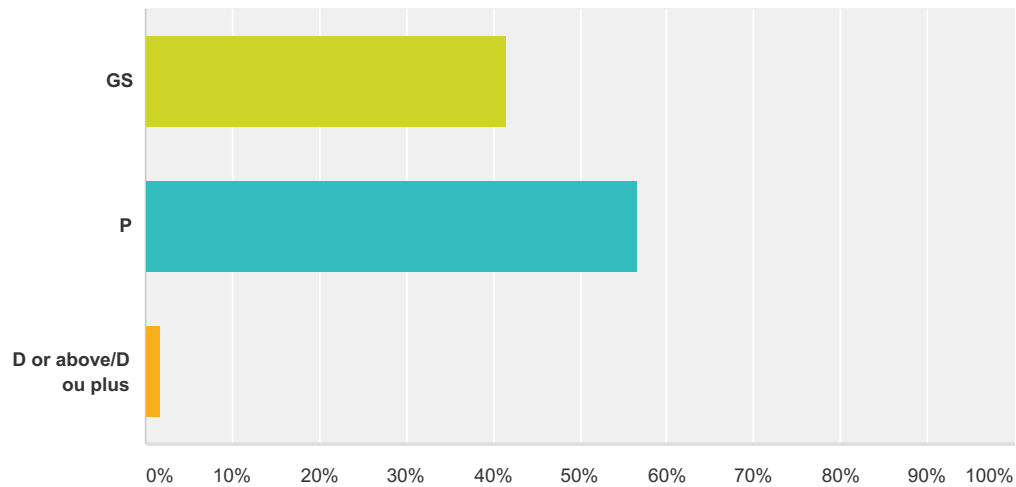
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51	Continuing	6/9/2015 10:15 AM
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### Q4 Current category/Catégorie

Answered: 962 Skipped: 31



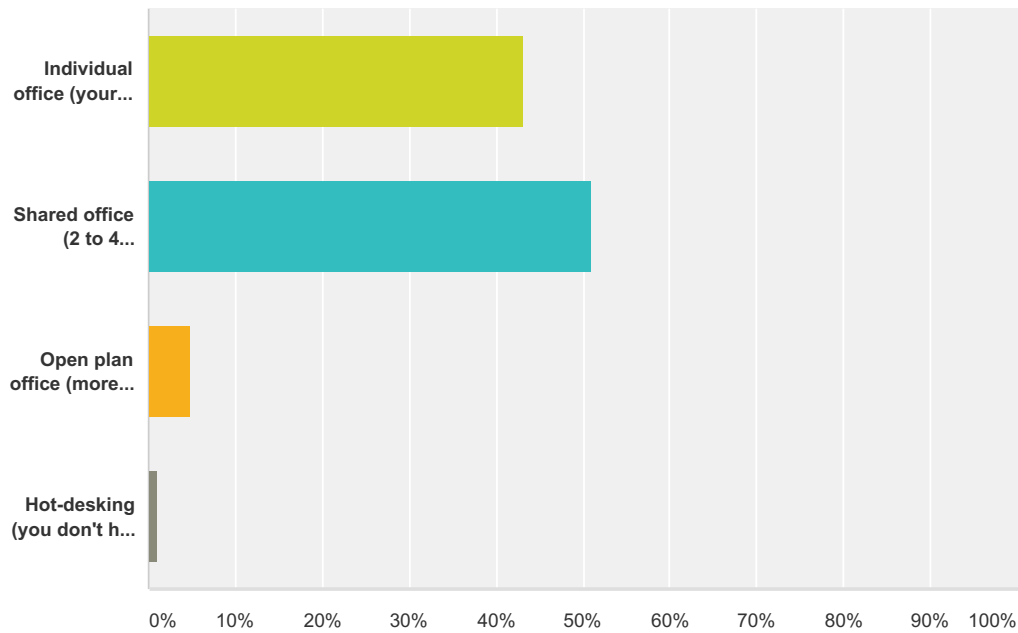
Answer Choices	Responses	
GS	41.58%	400
P	56.65%	545
D or above/D ou plus	1.77%	17
<b>Total</b>		<b>962</b>

#	Other (please specify)/ Autre (merci de préciser)	Date
1	T	6/19/2015 3:25 PM
2	LT	6/19/2015 12:45 PM
3	T	6/19/2015 12:44 PM
4	T	6/19/2015 12:29 PM
5	Intern	6/19/2015 11:55 AM
6	Intern, Management and Administrative Support	6/16/2015 3:34 PM
7	consultant	6/12/2015 11:56 AM
8	Language teacher	6/9/2015 3:49 PM
9	TI	6/9/2015 1:25 PM
10	T	6/9/2015 11:03 AM
11	T	6/9/2015 10:39 AM
12	other	6/9/2015 10:30 AM
13	I	6/9/2015 10:26 AM
14	intern	6/9/2015 10:18 AM
15	intern	6/9/2015 10:16 AM
16	A	6/9/2015 10:12 AM
17	Individual contractor	6/9/2015 10:11 AM
18	IICA1	6/9/2015 10:05 AM

19	Intern	6/9/2015 10:04 AM
20	LT	6/9/2015 10:03 AM
21	Intern	6/9/2015 10:03 AM

### Q5 What kind of office do you work in now?/ Dans quel genre de bureau travaillez-vous?

Answered: 938 Skipped: 55



Answer Choices	Responses
Individual office (your own office)/Bureau individuel (le vôtre)	<b>43.18%</b> 405
Shared office (2 to 4 persons)/Bureau partagé (2 à 4 personnes)	<b>50.96%</b> 478
Open plan office (more than 4 persons)/Bureau en espace ouvert (plus de 4 personnes)	<b>4.90%</b> 46
Hot-desking (you don't have a desk assigned to you as there are a fewer desks than staff but use whatever desk is available on that day)/Poste de travail partagé (vous n'avez pas de bureau car il y a moins de bureaux que d'employés et vous travaillez dans celui qui est disponible)	<b>0.96%</b> 9
<b>Total</b>	<b>938</b>

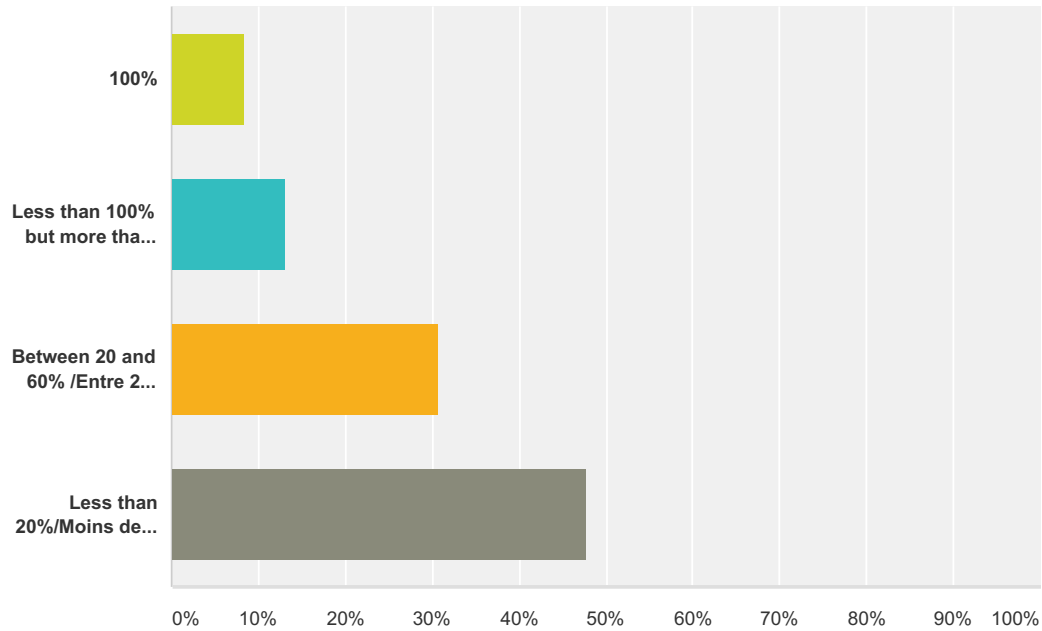
#	Other, please specify/Autre (merci de préciser)	Date
1	2 person in my office	6/19/2015 3:01 PM
2	reading-room, library	6/19/2015 1:01 PM
3	Je travaille dans un algeco au village de vie .....	6/19/2015 12:21 PM
4	shared office OR hot-desking	6/19/2015 11:57 AM
5	An office with a minimun of privacy since I deal with sensitive and confidential issues.	6/19/2015 11:46 AM
6	2 persons	6/19/2015 11:39 AM
7	Own office but 3 others need to cross my office to get into theirs meaning the door is always open.	6/10/2015 7:43 PM
8	2-person office that I share periodically with freelancers	6/10/2015 10:03 AM
9	There are two desks but for many years there has been no one else in the office.	6/9/2015 1:31 PM
10	58 people	6/9/2015 10:41 AM



11	avec un local Atelier en sus du bureau	6/9/2015 10:32 AM
12	Shared office (ONLY 2 persons (including me) in the office	6/9/2015 10:23 AM
13	1 bureau situé dans une salle de lecture ouverte aux utilisateurs.	6/9/2015 10:20 AM

### Q6 What proportion of your time do you spend on face to face teamwork?/Quel pourcentage de votre temps est consacré à un travail d'équipe en face à face?

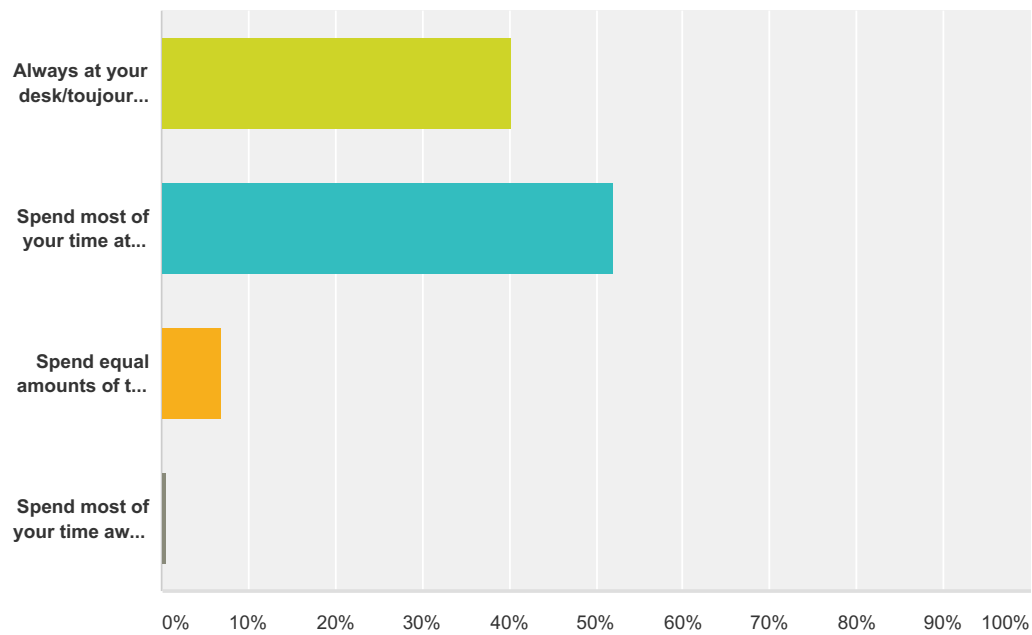
Answered: 941 Skipped: 52



Answer Choices	Responses
100%	8.40% 79
Less than 100% but more than 60%/Moins de 100% mais plus de 60%	13.18% 124
Between 20 and 60% /Entre 20 et 60%	30.71% 289
Less than 20%/Moins de 20%	47.72% 449
<b>Total</b>	<b>941</b>

### Q7 On an average day are you... /Pendant une journée normale, vous vous trouvez...

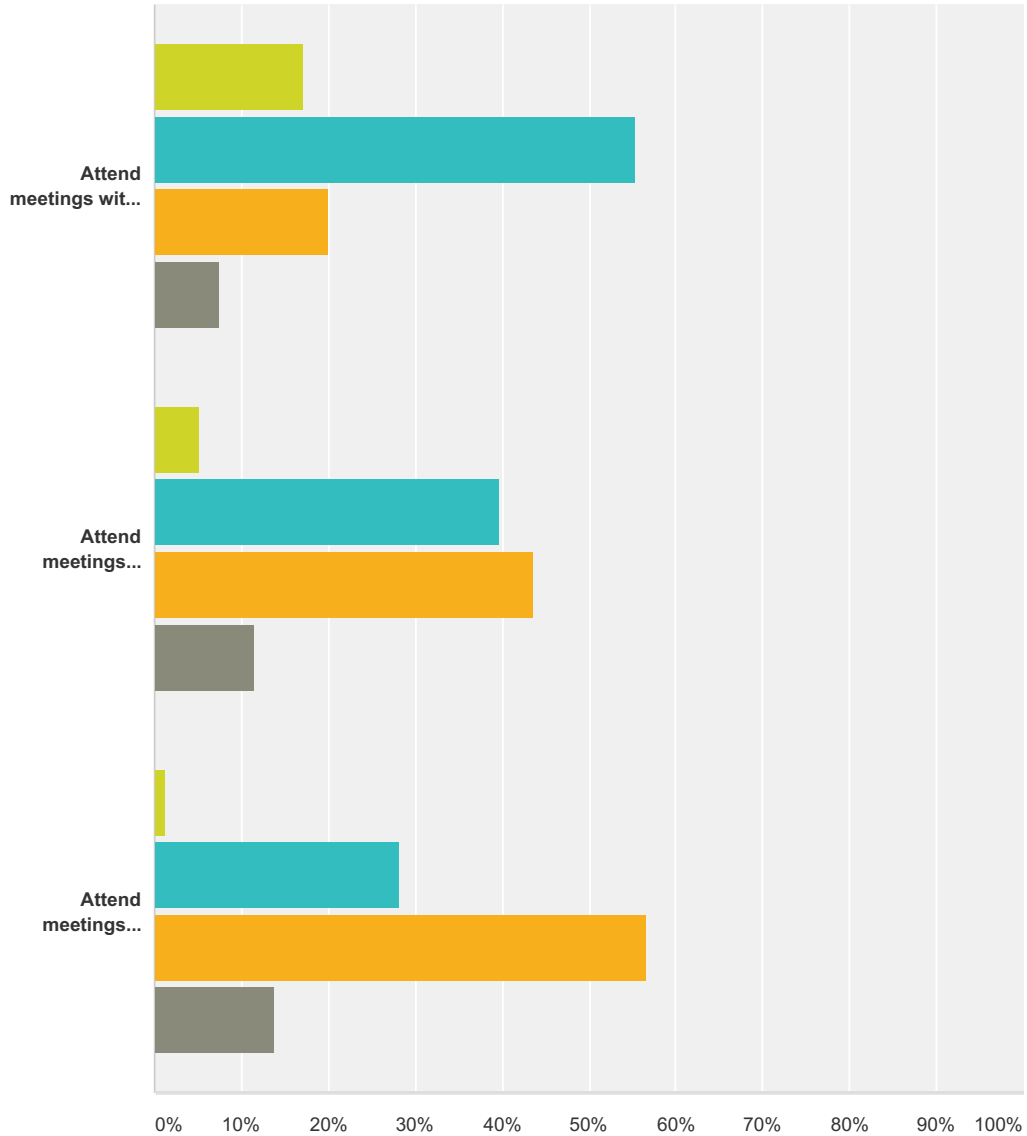
Answered: 941 Skipped: 52



Answer Choices	Responses
Always at your desk/toujours dans votre bureau	40.38% 380
Spend most of your time at a desk/la majorité du temps dans votre bureau	52.07% 490
Spend equal amounts of time at your desk and away from your desk/autant de temps dans votre bureau qu'à l'extérieur	6.91% 65
Spend most of your time away from your desk/la majorité du temps en dehors de votre bureau	0.64% 6
<b>Total</b>	<b>941</b>

### Q8 On an average week, does your work require you to... / Sur un semaine moyenne, votre travail exige de vous

Answered: 939 Skipped: 54



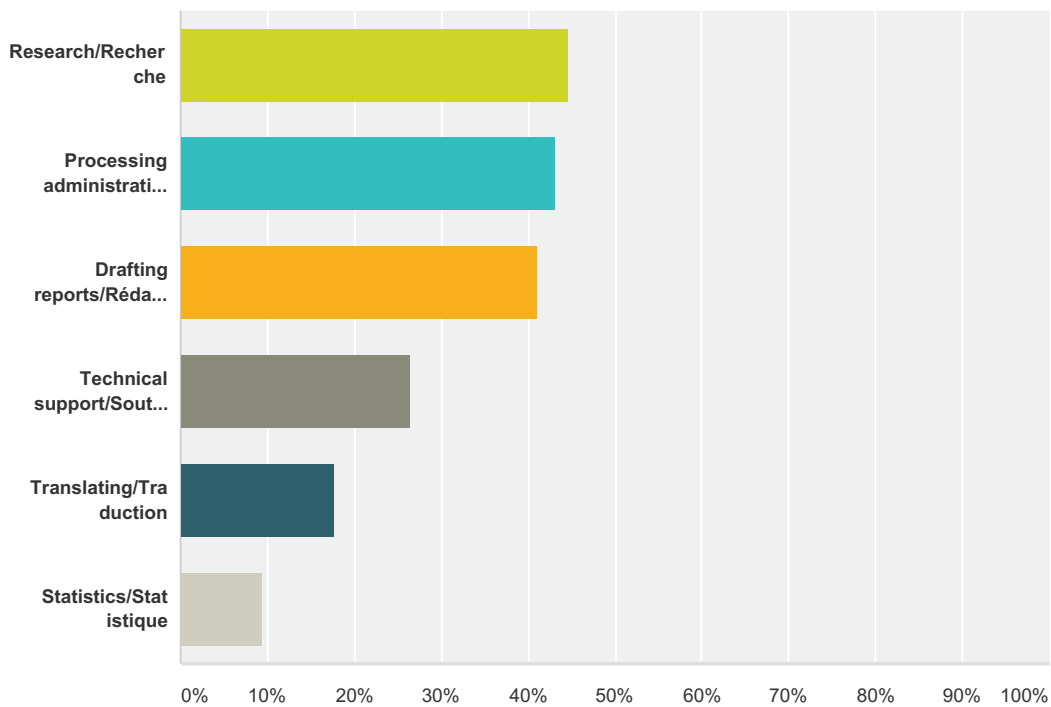
■ Frequently/Fréquemment  
■ Sometimes (1 to 3 times a week)/Parfois (entre 1 et 3 fois par semaine) ■ Never/Jamais  
■ N/A/Ne s'applique pas

	Frequently/Fréquemment	Sometimes (1 to 3 times a week)/Parfois (entre 1 et 3 fois par semaine)	Never/Jamais	N/A/Ne s'applique pas	Total

Attend meetings within your department (department means UNCTAD, UNOG, OHCHR etc.) / d'assister à des réunions au sein de votre Département (Par Département, nous signifions CNUCED, ONUG, HCDH, etc.)	<b>17.17%</b> 160	<b>55.26%</b> 515	<b>19.96%</b> 186	<b>7.62%</b> 71	932
Attend meetings outside your department/d'assister à des réunions en dehors de votre Département	<b>5.21%</b> 47	<b>39.69%</b> 358	<b>43.68%</b> 394	<b>11.42%</b> 103	902
Attend meetings outside the UN/d'assister à des réunions en dehors de l'ONU	<b>1.35%</b> 12	<b>28.27%</b> 251	<b>56.64%</b> 503	<b>13.74%</b> 122	888

### Q9 What does your work consist of.../En quoi consiste votre travail?

Answered: 846 Skipped: 147



Answer Choices	Responses
Research/Recherche	44.68% 378
Processing administrative actions/Traitement d'actions administratives	43.26% 366
Drafting reports/Rédaction de rapports	41.13% 348
Technical support/Soutien technique	26.60% 225
Translating/Traduction	17.73% 150
Statistics/Statistique	9.46% 80
<b>Total Respondents: 846</b>	

#	Other (please specify)/Autre (merci de préciser)	Date
1	organiziong and managing events	6/24/2015 4:28 PM
2	Communication	6/22/2015 3:46 PM
3	consultations	6/22/2015 3:09 PM
4	Publications production	6/22/2015 11:01 AM
5	Accountant	6/22/2015 8:27 AM
6	Managing an emergency response network	6/21/2015 11:05 PM
7	Organization and facilitation	6/19/2015 11:06 PM
8	relations publiques/information	6/19/2015 7:22 PM

9	Various tasks - processing information in one way or the other; advocating for issues with others either face to face or in writing	6/19/2015 5:30 PM
10	Administration d'un service, donc toutes ces tâches	6/19/2015 4:31 PM
11	Sécurité / Accueil / Assistance / Conseil.	6/19/2015 3:59 PM
12	Editing	6/19/2015 3:58 PM
13	Management of a Section	6/19/2015 3:35 PM
14	precis-writing/ compte-rendus	6/19/2015 2:45 PM
15	performance management	6/19/2015 2:40 PM
16	Terminology	6/19/2015 2:06 PM
17	Documentation service	6/19/2015 1:53 PM
18	security	6/19/2015 1:48 PM
19	Consult with Member States by phone (conference call, sometimes)	6/19/2015 1:48 PM
20	Other. Preparing and formatting documents, updating websites	6/19/2015 1:33 PM
21	assistance to library users, in person, by e-mail	6/19/2015 1:01 PM
22	Language Teaching	6/19/2015 12:46 PM
23	Reproduction	6/19/2015 12:40 PM
24	Project and Operational management	6/19/2015 12:24 PM
25	IT	6/19/2015 12:21 PM
26	project management	6/19/2015 12:15 PM
27	Meetings outside the Dept and the compound only during a particular stage of our project (like seasonal but impossible to foresee their frequency when they occur)	6/19/2015 12:05 PM
28	dealing with confidential information	6/19/2015 12:04 PM
29	SYSTEMS ANALYSIS	6/19/2015 11:58 AM
30	debriefings, travel, online database	6/19/2015 11:57 AM
31	designing and developing coursework through an application called Articulate Storyline, with content provided by DPKO in New York	6/19/2015 11:56 AM
32	Management and reporting	6/19/2015 11:54 AM
33	Strategic analysis, writing, negotiation, Management of Staff	6/19/2015 11:49 AM
34	and Desktop publishing	6/19/2015 11:49 AM
35	Press	6/19/2015 11:47 AM
36	Editing	6/19/2015 11:46 AM
37	Audit	6/19/2015 11:46 AM
38	Prepare the documents, liaising with national contact points for the Convention, Chairs of the Governing Bodes, partner organizations	6/19/2015 11:46 AM
39	Programme-related	6/19/2015 11:45 AM
40	management	6/19/2015 11:44 AM
41	partnerships	6/19/2015 11:43 AM
42	security	6/19/2015 11:41 AM
43	Managing the section	6/19/2015 11:40 AM
44	Project management	6/19/2015 11:38 AM
45	Design	6/19/2015 11:38 AM
46	Editing	6/19/2015 11:37 AM

47	Translation support	6/18/2015 3:23 PM
48	Research of References for translators	6/18/2015 11:13 AM
49	provide References to translators	6/17/2015 5:52 PM
50	Technical assistance and research	6/16/2015 5:08 PM
51	Editing UN documents	6/16/2015 2:54 PM
52	Coordination	6/16/2015 1:59 PM
53	Printing section	6/16/2015 10:39 AM
54	Capacity Building	6/15/2015 5:45 PM
55	Precis-writing	6/15/2015 11:51 AM
56	Desktop publishing, graphic design	6/15/2015 11:24 AM
57	Management	6/15/2015 8:00 AM
58	Meeting victims of human rights violations or their representatives; receiving and dealing with confidential cases of human rights violations; presenting the methods of work and procedures to different audiences (colleagues, civil society, victims, students); logistics and preparation of country visits/mission; supervision of interns (mentoring, feedback, etc).	6/12/2015 8:16 PM
59	Project management (technical cooperation for developing countries) and intergovernmental meeting and training workshosp organization	6/12/2015 3:01 PM
60	Development on computer	6/12/2015 12:24 PM
61	PAO	6/12/2015 11:34 AM
62	Translation support	6/11/2015 4:50 PM
63	Edition	6/11/2015 3:58 PM
64	Applications analysis and developmment for Statistique purpose	6/11/2015 1:51 PM
65	Type processing	6/11/2015 1:05 PM
66	editing	6/11/2015 11:16 AM
67	Graphic design, meetings organizations, research	6/11/2015 10:46 AM
68	Partnership	6/11/2015 10:13 AM
69	Text processing	6/11/2015 8:50 AM
70	Communicating, advising, servicing/chairing meetings.	6/10/2015 8:05 PM
71	Communication and education activities	6/10/2015 3:46 PM
72	Coordination, Project Management	6/10/2015 3:34 PM
73	Advising Chief or OiC on Administrative and Substantive matters	6/10/2015 3:06 PM
74	Mise en place de nouvelles solutions / améliorations	6/10/2015 3:03 PM
75	Project management	6/10/2015 1:38 PM
76	Developing guidance material. Responding to requests for advice from field offices. Reviewing material produced by others. Managing section.	6/10/2015 1:16 PM
77	Traitement des documents	6/10/2015 12:59 PM
78	Treatment, Filing of legal/confidential documents	6/10/2015 10:47 AM
79	Management	6/10/2015 10:29 AM
80	management of a team, secretary of international forum	6/9/2015 6:38 PM
81	Management	6/9/2015 6:24 PM
82	Programme Management	6/9/2015 6:12 PM
83	the occassional technical and advisory missions to UN member states	6/9/2015 5:03 PM



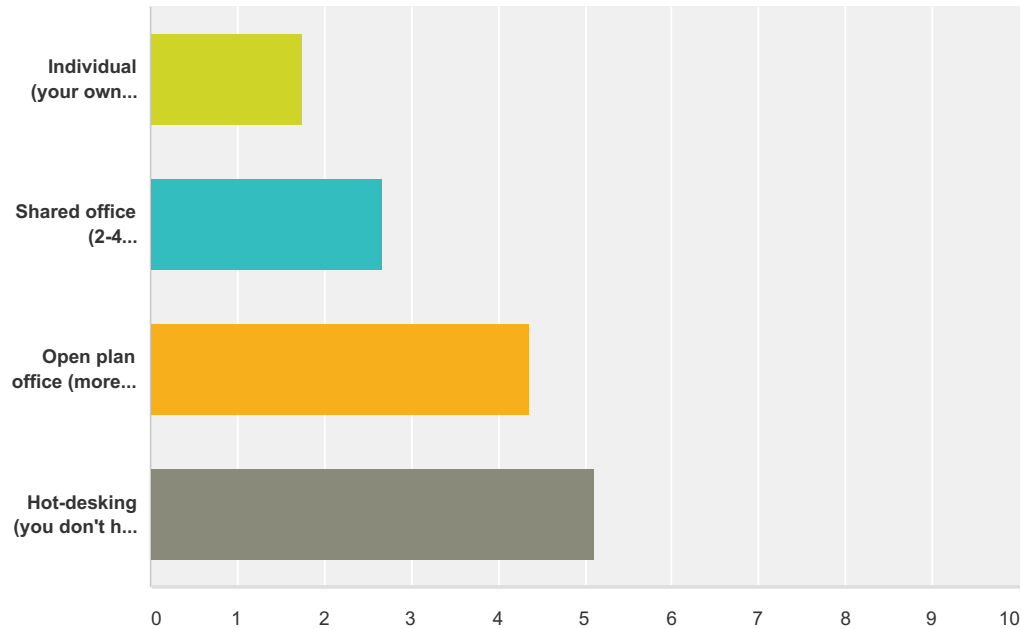
84	Conference servicing	6/9/2015 4:50 PM
85	Web Assistant	6/9/2015 4:43 PM
86	Teaching and preparing classes	6/9/2015 3:53 PM
87	management + representation	6/9/2015 3:34 PM
88	TPU	6/9/2015 3:12 PM
89	Architecte/Gestion de l'espace	6/9/2015 2:59 PM
90	drafting of summary records for Human Rights Treaty Bodies and the International Law Commission	6/9/2015 2:58 PM
91	Coordination of humanitarian affairs + organization of meetings	6/9/2015 2:52 PM
92	Intergovernmental processes, technical cooperation, others	6/9/2015 2:48 PM
93	Sampling, analytical work, interviews, review of documents	6/9/2015 2:11 PM
94	IT Project management/development	6/9/2015 1:54 PM
95	IT, computer programming, statistical and data analysis.	6/9/2015 1:31 PM
96	editing	6/9/2015 1:22 PM
97	Editing documents	6/9/2015 1:22 PM
98	Social media, outreach activities, meeting coverage, press conferences	6/9/2015 1:12 PM
99	Editing/proofreading	6/9/2015 1:03 PM
100	coordination and partnerships	6/9/2015 12:32 PM
101	And three missions per year (about 2 weeks each)	6/9/2015 12:18 PM
102	advising staff members	6/9/2015 12:02 PM
103	Liaison with member states/regional coordinators	6/9/2015 11:56 AM
104	Software development	6/9/2015 11:53 AM
105	UNCTAD Group Liaison Unit to member states and regional groups	6/9/2015 11:47 AM
106	Organisation of official events/organisation d'événements officiels	6/9/2015 11:46 AM
107	Editing reports and other documents	6/9/2015 11:44 AM
108	Enregistrement/Analyse de données comptables	6/9/2015 11:39 AM
109	Nursing	6/9/2015 11:38 AM
110	Frequent communications with clients	6/9/2015 11:37 AM
111	attending sessions of different bodies	6/9/2015 11:37 AM
112	management, representation, advocacy, analysis	6/9/2015 11:35 AM
113	Manager	6/9/2015 11:34 AM
114	technical assistance	6/9/2015 11:32 AM
115	database update and maintenance, artworks management, event planning	6/9/2015 11:31 AM
116	Editing	6/9/2015 11:25 AM
117	Communications	6/9/2015 11:24 AM
118	Managing	6/9/2015 11:21 AM
119	Partnerships	6/9/2015 11:20 AM
120	Chief	6/9/2015 11:19 AM
121	text processing documents	6/9/2015 11:14 AM
122	Conference management	6/9/2015 11:12 AM
123	medico socio administratif	6/9/2015 11:10 AM
124	Individual sessions with staff members	6/9/2015 11:10 AM

125	Editing	6/9/2015 11:04 AM
126	Conference servicing	6/9/2015 11:04 AM
127	Formatting of complex documents	6/9/2015 11:04 AM
128	Editing, writing, working on website	6/9/2015 11:02 AM
129	Managing an administrative team	6/9/2015 11:00 AM
130	Assistant graphist	6/9/2015 10:57 AM
131	Editing documentation	6/9/2015 10:56 AM
132	Text processing, processing documents	6/9/2015 10:55 AM
133	Project management	6/9/2015 10:53 AM
134	Conference organization	6/9/2015 10:52 AM
135	Management, Donor and Partner relations	6/9/2015 10:50 AM
136	Editing and supervision	6/9/2015 10:47 AM
137	direct emergency response	6/9/2015 10:41 AM
138	training activities	6/9/2015 10:41 AM
139	IT Developpement et Support	6/9/2015 10:40 AM
140	Accounting, Finance	6/9/2015 10:39 AM
141	External relations - fundraising and partnership with the private sector	6/9/2015 10:38 AM
142	Management	6/9/2015 10:37 AM
143	management	6/9/2015 10:36 AM
144	Meeting organisation, technical assistance to countries	6/9/2015 10:36 AM
145	armurerie	6/9/2015 10:32 AM
146	Analysis of information, review of substantive/thematic documents, support to field presences, etc.	6/9/2015 10:31 AM
147	Editing	6/9/2015 10:30 AM
148	GRAPHIC DESIGNER - REPORTS	6/9/2015 10:30 AM
149	Coordinating a large team, performing one-to-one interviews	6/9/2015 10:28 AM
150	IMDIS reporting, outreach (social media, drafting of news/notes/correspondence)	6/9/2015 10:24 AM
151	Project management	6/9/2015 10:24 AM
152	Overseeing a variety of activities	6/9/2015 10:23 AM
153	Coordination for websites	6/9/2015 10:21 AM
154	Répondre aux questions variées des utilisateurs.	6/9/2015 10:20 AM
155	Management, staff coordination	6/9/2015 10:19 AM
156	Coordination entre différentes commissions de l'ONU	6/9/2015 10:19 AM
157	Logistics	6/9/2015 10:18 AM
158	Client based	6/9/2015 10:18 AM
159	managing staff, having brainstorming meetings, teleconferences, liaising with member states, external and internal stakeholders by email, telephone or face-to-face meetings	6/9/2015 10:18 AM
160	Gestion équipement mobile et logistique pour mission sur le terrain	6/9/2015 10:18 AM
161	system administration	6/9/2015 10:18 AM
162	Programme Management	6/9/2015 10:17 AM
163	SERVICES	6/9/2015 10:17 AM
164	System admin	6/9/2015 10:17 AM

165	writing, editing, communications and web development	6/9/2015 10:17 AM
166	Messenger, tri courrier	6/9/2015 10:16 AM
167	Meeting room allocation, contacting clients (UN, Missions)	6/9/2015 10:16 AM
168	Leading a large team, leading strategy, coaching staff, participating as member of Senior Management Team	6/9/2015 10:16 AM
169	Managment, communication	6/9/2015 10:16 AM
170	Public Information	6/9/2015 10:16 AM
171	management	6/9/2015 10:15 AM
172	Meetings with Sections, Unit and Individuals	6/9/2015 10:10 AM
173	Management	6/9/2015 10:10 AM
174	organisation and servicing of intergovernmental meetings	6/9/2015 10:08 AM
175	Management tasks/coordination	6/9/2015 10:07 AM
176	Drafting e-learning courses	6/9/2015 10:06 AM
177	Conference support	6/9/2015 10:06 AM
178	Training	6/9/2015 10:04 AM
179	servicing conferences (8 times a year)	6/9/2015 10:04 AM
180	Other/in office meetings	6/9/2015 10:03 AM
181	Training	6/9/2015 10:03 AM

### Q10 I was/am able to work closely with my colleagues when required/ J'étais/je suis en mesure de travailler en étroite relation avec mes collègues en cas de besoin

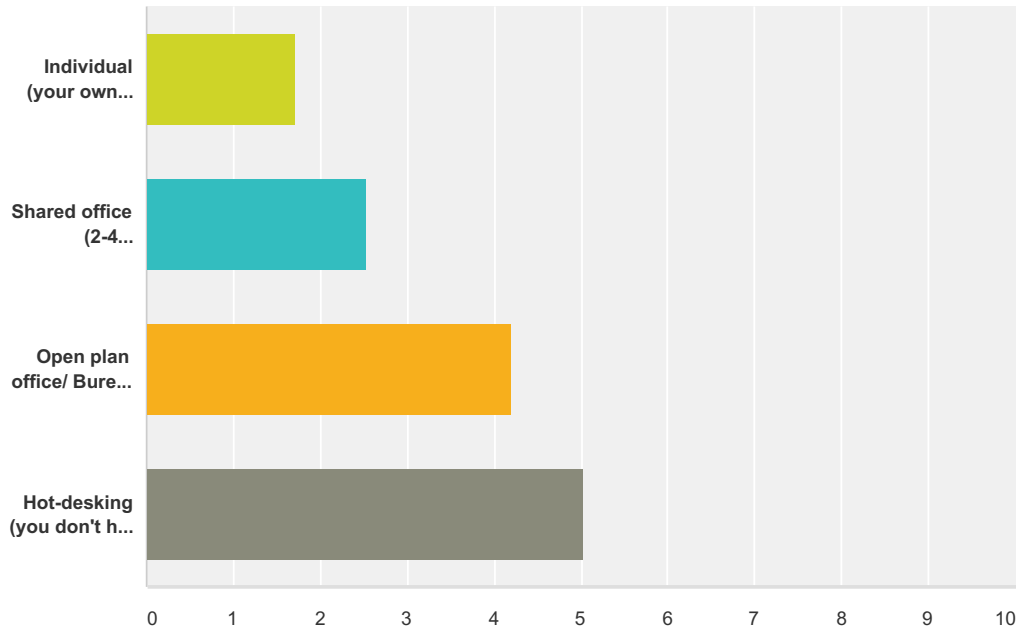
Answered: 807 Skipped: 186



	Strongly agree/Tout à fait d'accord	Somewhat agree/Plutôt d'accord	Neither/Aucune des deux	Somewhat disagree/Plutôt en désaccord	Strongly disagree/Pas du tout d'accord	N/A/ Ne s'applique pas	Total	Weighted Average
Individual (your own office)/ Bureau individuel (votre bureau)	72.92% 560	12.50% 96	1.04% 8	2.73% 21	1.56% 12	9.24% 71	768	1.75
Shared office (2-4 persons) (/Bureau partagé (2 à 4 personnes)	29.16% 221	31.79% 241	6.20% 47	13.06% 99	15.04% 114	4.75% 36	758	2.67
Open plan office (more than 4 persons)/Bureau en espace ouvert (plus de 4 personnes)	7.33% 53	11.07% 80	3.73% 27	14.11% 102	43.57% 315	20.19% 146	723	4.36
Hot-desking (you don't have a desk assigned to you as there are a fewer desks than staff but use whatever desk is available on that day)/Poste de travail partagé (vous n'avez pas de bureau car il y a moins de bureaux que d'employés et vous travaillez dans celui qui est disponible)	2.65% 19	2.23% 16	1.95% 14	6.42% 46	48.40% 347	38.35% 275	717	5.11

### Q11 I was/am able to communicate easily with my colleagues when required/ J'étais/je suis en mesure de communiquer facilement avec mes collègues en cas de besoin

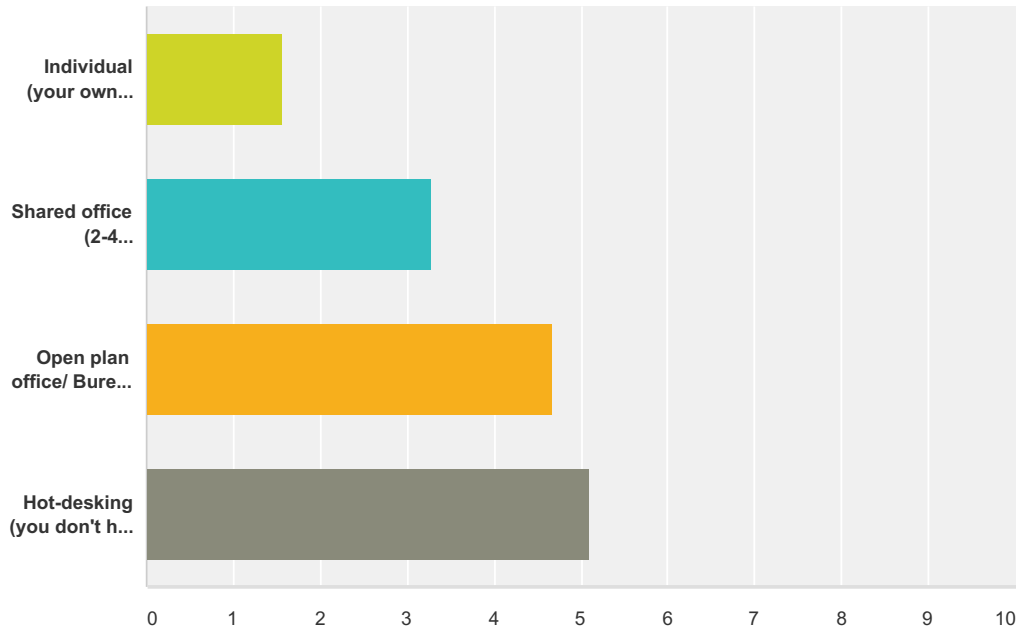
Answered: 800 Skipped: 193



	Strongly agree/Tout à fait d'accord	Somewhat agree/Plutôt d'accord	Neither/Aucune des deux	Somewhat disagree/Plutôt en désaccord	Strongly disagree/Pas du tout d'accord	N/A/ Ne s'applique pas	Total	Weighted Average
Individual (your own office)/ Bureau individuel (le mien)	73.92% 564	11.53% 88	1.83% 14	3.28% 25	0.66% 5	8.78% 67	763	1.72
Shared office (2-4 persons)/Bureau partagé (2 à 4 personnes)	32.05% 241	34.04% 256	5.45% 41	10.64% 80	13.83% 104	3.99% 30	752	2.52
Open plan office/ Bureau en espace ouvert (Plus de 4 personnes)	9.52% 68	12.61% 90	4.34% 31	16.11% 115	37.54% 268	19.89% 142	714	4.19
Hot-desking (you don't have a desk assigned to you as there are a fewer desks than staff but use whatever desk is available on that day)/Poste de travail partagé (vous n'avez pas de bureau car il y a moins de bureaux que d'employés et vous travaillez dans celui qui est disponible)	2.95% 21	3.23% 23	2.53% 18	8.57% 61	43.26% 308	39.47% 281	712	5.04

### Q12 I was/am able to work without being unnecessarily interrupted/ J'étais/je suis capable de travailler sans nécessairement être interrompu

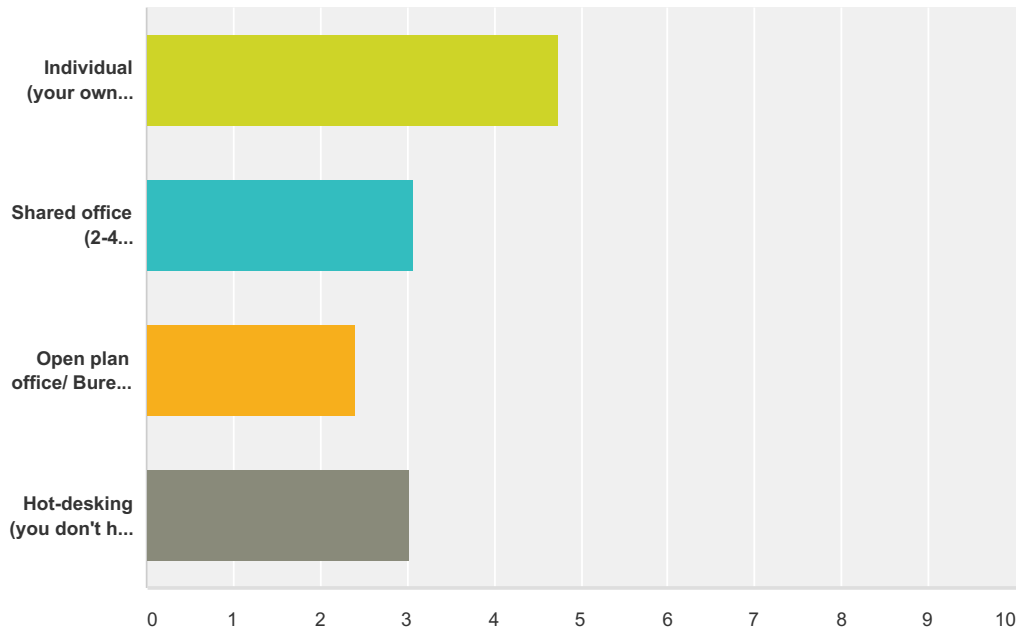
Answered: 802 Skipped: 191



	Strongly agree/Tout à fait d'accord	Somewhat agree/Plutôt d'accord	Neither/Aucune des deux	Somewhat disagree/Plutôt en désaccord	Strongly disagree/Pas du tout d'accord	N/A/ Ne s'applique pas	Total	Weighted Average
Individual (your own office)/ Bureau individuel (le mien)	80.96% 621	8.21% 63	0.52% 4	1.30% 10	0.78% 6	8.21% 63	767	1.57
Shared office (2-4 persons)/Bureau partagé (2 à 4 personnes)	11.79% 89	32.32% 244	5.30% 40	21.32% 161	25.96% 196	3.31% 25	755	3.27
Open plan office/ Bureau en espace ouvert (Plus de 4 personnes)	2.23% 16	6.01% 43	4.33% 31	13.27% 95	57.82% 414	16.34% 117	716	4.67
Hot-desking (you don't have a desk assigned to you as there are a fewer desks than staff but use whatever desk is available on that day)/Poste de travail partagé (vous n'avez pas de bureau car il y a moins de bureaux que d'employés et vous travaillez dans celui qui est disponible)	1.55% 11	2.95% 21	2.11% 15	7.03% 50	50.63% 360	35.72% 254	711	5.09

### Q13 I found/find the workspace stressful/ J'ai trouvé/je trouve l'espace de travail stressant

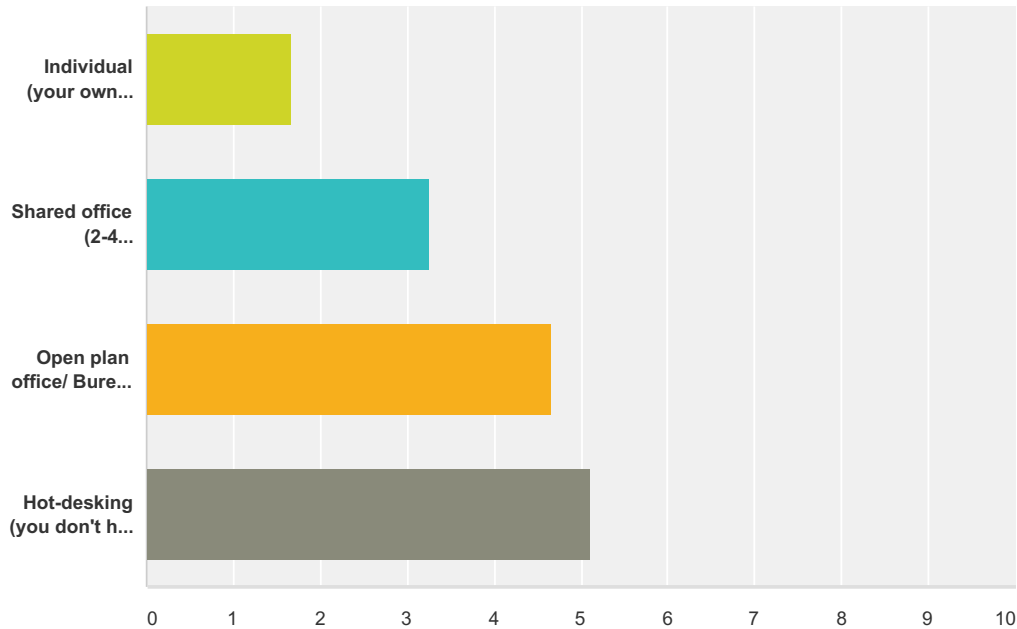
Answered: 790 Skipped: 203



	Strongly agree/Tout à fait d'accord	Somewhat agree/Plutôt d'accord	Neither/Aucune des deux	Somewhat disagree/Plutôt en désaccord	Strongly disagree/Pas du tout d'accord	N/A/ Ne s'applique pas	Total	Weighted Average
Individual (your own office)/ Bureau individuel (le mien)	3.10% 23	2.42% 18	5.52% 41	7.27% 54	70.52% 524	11.17% 83	743	4.73
Shared office (2-4 persons)/Bureau partagé (2 à 4 personnes)	19.54% 146	26.10% 195	8.57% 64	24.63% 184	17.14% 128	4.02% 30	747	3.06
Open plan office/ Bureau en espace ouvert (Plus de 4 personnes)	51.73% 374	18.53% 134	3.73% 27	5.39% 39	5.12% 37	15.49% 112	723	2.40
Hot-desking (you don't have a desk assigned to you as there are a fewer desks than staff but use whatever desk is available on that day)/Poste de travail partagé (vous n'avez pas de bureau car il y a moins de bureaux que d'employés et vous travaillez dans celui qui est disponible)	50.14% 361	8.19% 59	1.81% 13	2.08% 15	3.89% 28	33.89% 244	720	3.03

### Q14 I was/am able to concentrate free of noise or odors/ J'arrivais/arrive à me concentrer sans être affecté par le bruit ou les odeurs

Answered: 790 Skipped: 203

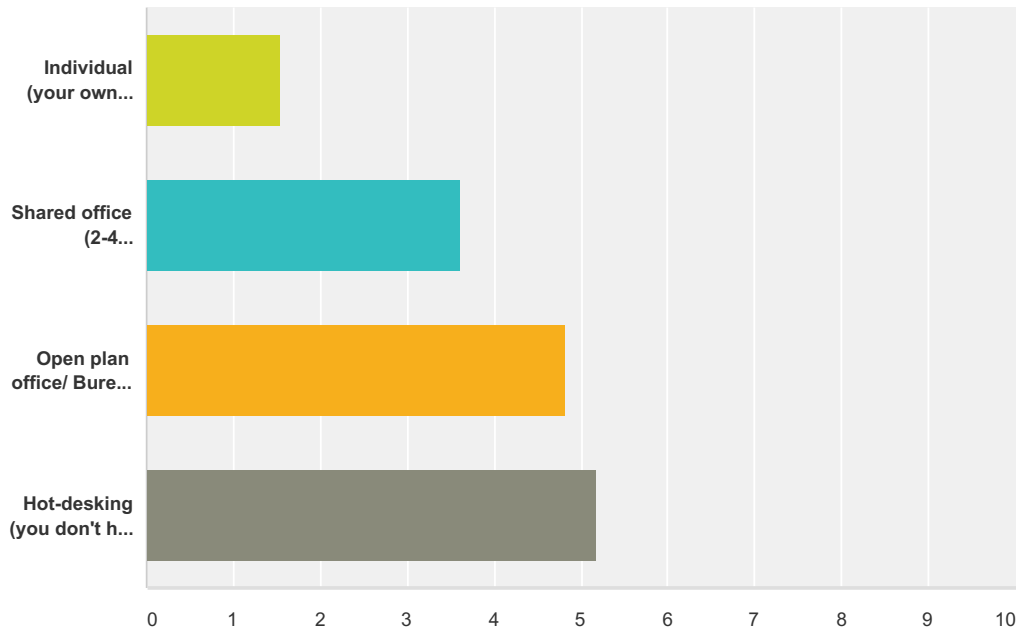


	Strongly agree/Tout à fait d'accord	Somewhat agree/Plutôt d'accord	Neither/Aucune des deux	Somewhat disagree/Plutôt en désaccord	Strongly disagree/Pas du tout d'accord	N/A/ Ne s'applique pas	Total	Weighted Average
Individual (your own office)/ Bureau individuel (le mien)	80.50% 607	5.70% 43	1.06% 8	1.06% 8	2.25% 17	9.42% 71	754	1.67
Shared office (2-4 persons)/Bureau partagé (2 à 4 personnes)	10.89% 82	35.06% 264	3.85% 29	21.51% 162	25.23% 190	3.45% 26	753	3.25
Open plan office/ Bureau en espace ouvert (Plus de 4 personnes)	2.80% 20	6.71% 48	3.78% 27	13.29% 95	56.36% 403	17.06% 122	715	4.65
Hot-desking (you don't have a desk assigned to you as there are a fewer desks than staff but use whatever desk is available on that day)/Poste de travail partagé (vous n'avez pas de bureau car il y a moins de bureaux que d'employés et vous travaillez dans celui qui est disponible)	1.55% 11	3.09% 22	1.41% 10	6.33% 45	51.90% 369	35.72% 254	711	5.11



### Q15 I was/am able to deal with confidential issues/ J'arrivais/arrive à traiter des questions confidentielles

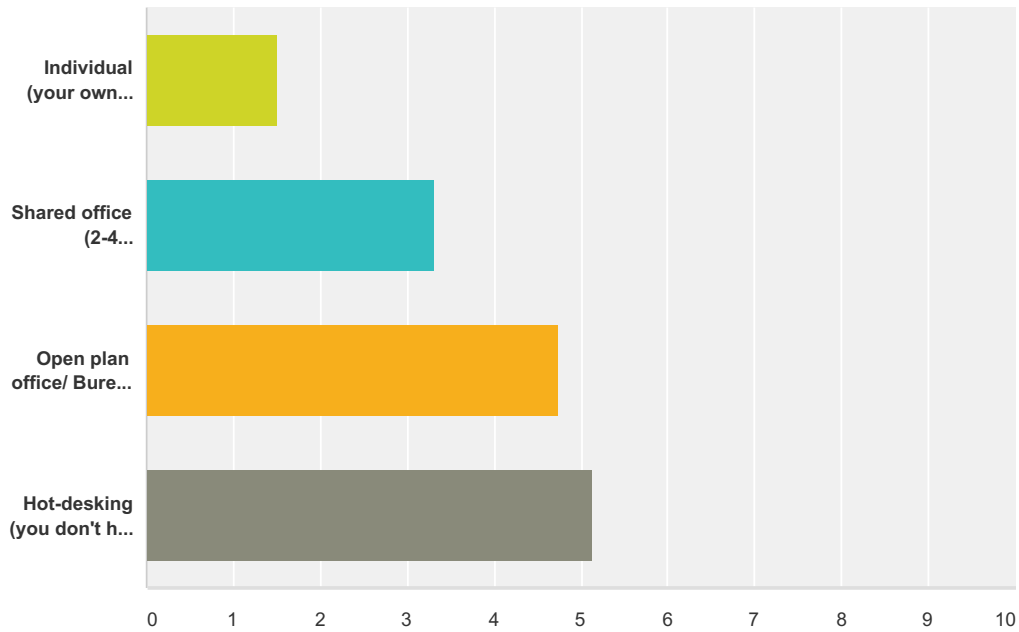
Answered: 794 Skipped: 199



	Strongly agree/Tout à fait d'accord	Somewhat agree/Plutôt d'accord	Neither/Aucune des deux	Somewhat disagree/Plutôt en désaccord	Strongly disagree/Pas du tout d'accord	N/A/ Ne s'applique pas	Total	Weighted Average
Individual (your own office)/ Bureau individuel (le mien)	86.18% 655	3.03% 23	0.53% 4	0.66% 5	0.26% 2	9.34% 71	760	1.54
Shared office (2-4 persons)/Bureau partagé (2 à 4 personnes)	9.84% 74	23.94% 180	4.12% 31	22.74% 171	35.24% 265	4.12% 31	752	3.62
Open plan office/ Bureau en espace ouvert (Plus de 4 personnes)	1.25% 9	4.02% 29	2.63% 19	13.43% 97	61.22% 442	17.45% 126	722	4.82
Hot-desking (you don't have a desk assigned to you as there are a fewer desks than staff but use whatever desk is available on that day)/Poste de travail partagé (vous n'avez pas de bureau car il y a moins de bureaux que d'employés et vous travaillez dans celui qui est disponible)	0.70% 5	2.23% 16	1.12% 8	7.11% 51	53.42% 383	35.43% 254	717	5.17

### Q16 I felt/feel that I have adequate privacy/ J'ai senti/je sens que j'ai suffisamment de privacit 

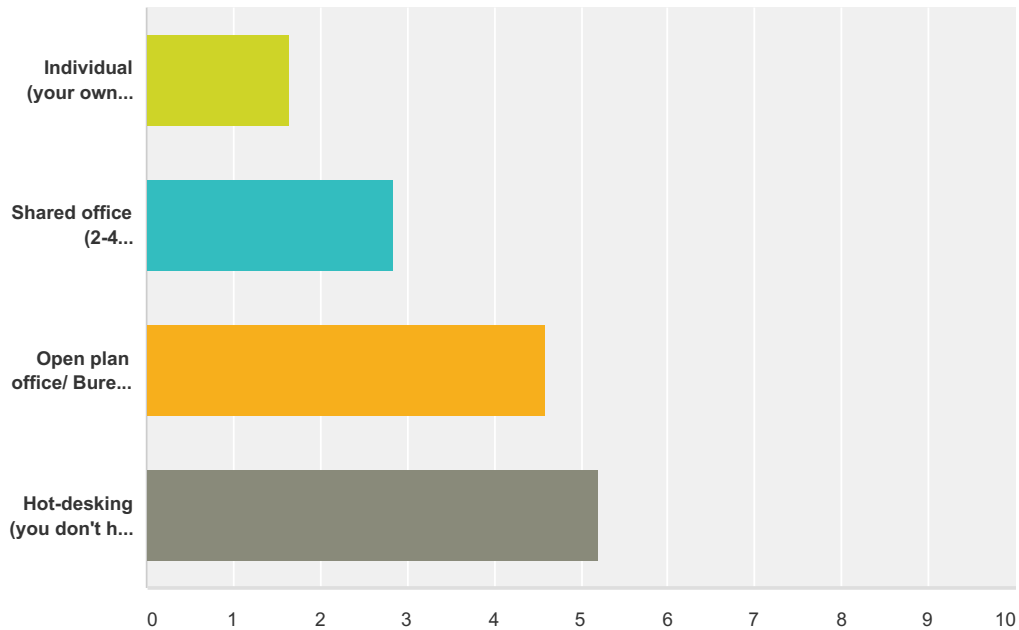
Answered: 796 Skipped: 197



	Strongly agree/Tout � fait d'accord	Somewhat agree/Plutôt d'accord	Neither/Aucune des deux	Somewhat disagree/Plutôt en d�saccord	Strongly disagree/Pas du tout d'accord	N/A/ Ne s'applique pas	Total	Weighted Average
Individual (your own office)/ Bureau individuel (le mien)	85.83% 654	4.33% 33	0.13% 1	0.66% 5	0.66% 5	8.40% 64	762	1.51
Shared office (2-4 persons)/Bureau partag� (2 � 4 personnes)	12.02% 91	31.04% 235	5.15% 39	19.68% 149	28.67% 217	3.43% 26	757	3.32
Open plan office/ Bureau en espace ouvert (Plus de 4 personnes)	2.08% 15	4.30% 31	3.05% 22	15.12% 109	59.22% 427	16.23% 117	721	4.74
Hot-desking (you don't have a desk assigned to you as there are a fewer desks than staff but use whatever desk is available on that day)/Poste de travail partag� (vous n'avez pas de bureau car il y a moins de bureaux que d'employ�s et vous travaillez dans celui qui est disponible)	1.40% 10	2.38% 17	1.26% 9	5.89% 42	54.98% 392	34.08% 243	713	5.13

### Q17 My overall experience was/is positive/ En général, mon expérience a été/est positive

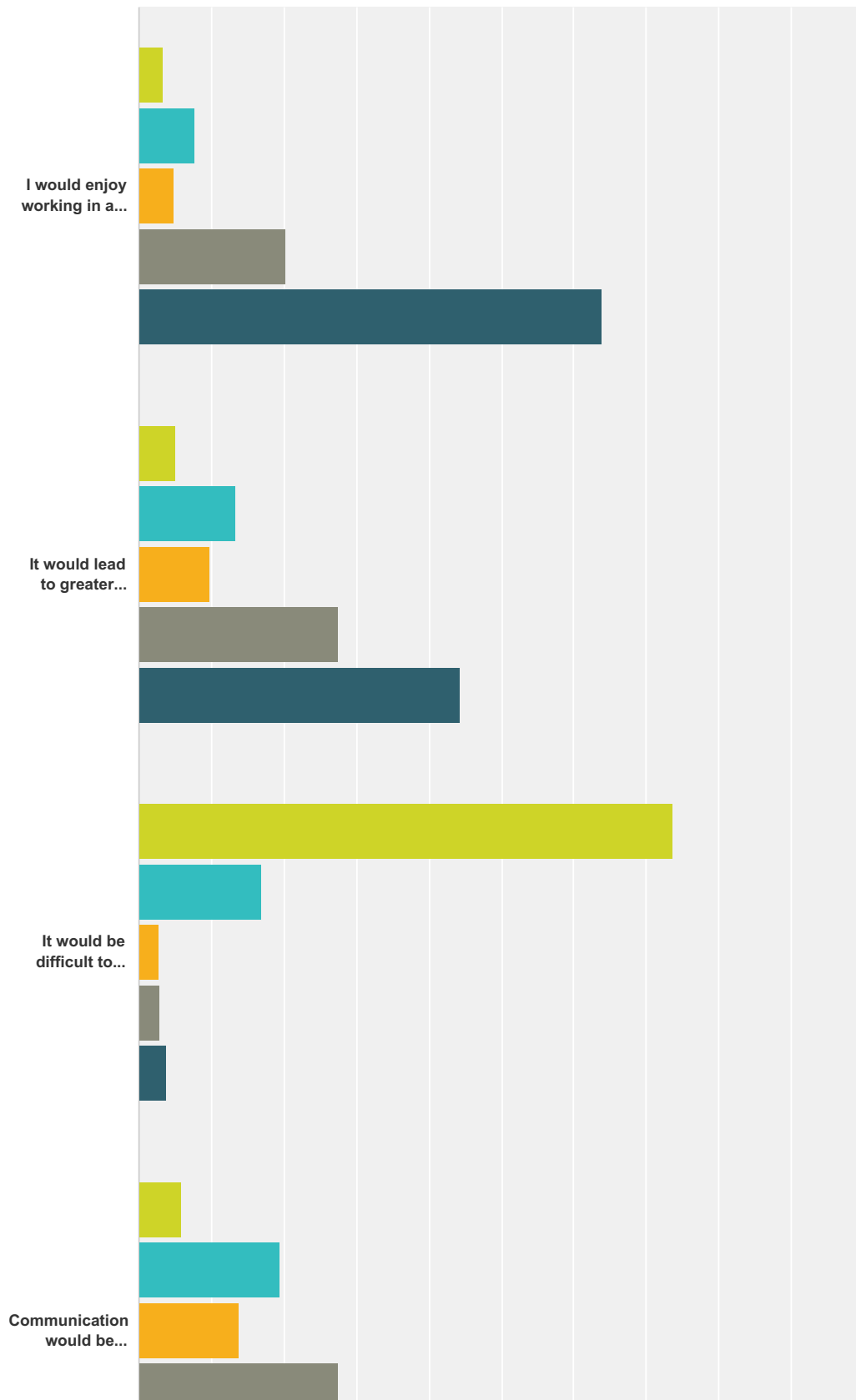
Answered: 798 Skipped: 195

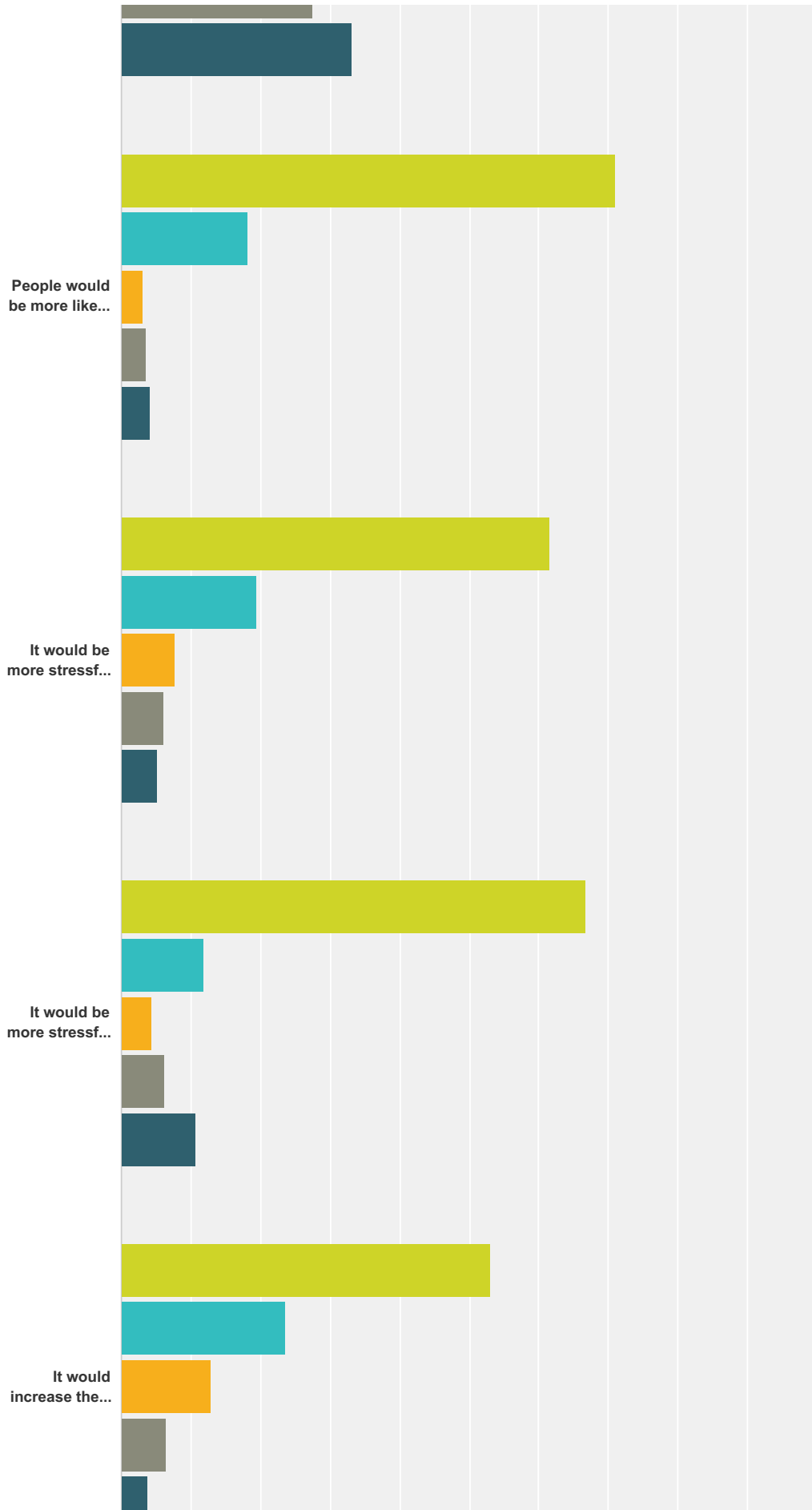


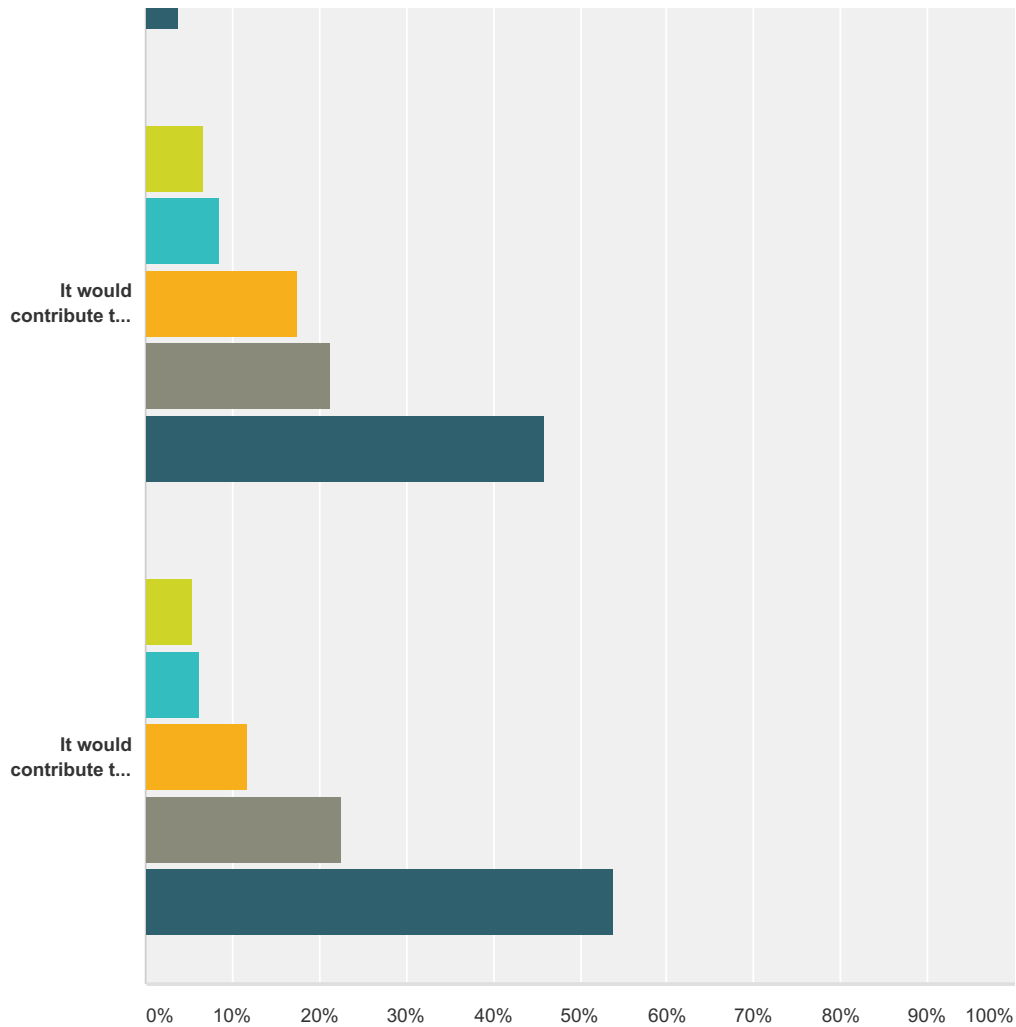
	Strongly agree/Tout à fait d'accord	Somewhat agree/Plutôt d'accord	Neither/Aucune des deux	Somewhat disagree/Plutôt en désaccord	Strongly disagree/Pas du tout d'accord	N/A/ Ne s'applique pas	Total	Weighted Average
Individual (your own office)/ Bureau individuel (le mien)	80.34% 613	7.21% 55	0.79% 6	1.18% 9	0.66% 5	9.83% 75	763	1.64
Shared office (2-4 persons)/Bureau partagé (2 à 4 personnes)	19.79% 150	37.07% 281	7.39% 56	14.78% 112	17.28% 131	3.69% 28	758	2.84
Open plan office/ Bureau en espace ouvert (Plus de 4 personnes)	3.89% 28	8.07% 58	5.29% 38	12.80% 92	48.26% 347	21.70% 156	719	4.59
Hot-desking (you don't have a desk assigned to you as there are a fewer desks than staff but use whatever desk is available on that day)/Poste de travail partagé (vous n'avez pas de bureau car il y a moins de bureaux que d'employés et vous travaillez dans celui qui est disponible)	1.55% 11	2.25% 16	2.39% 17	5.77% 41	44.59% 317	43.46% 309	711	5.20

### Q18 Please rate the following statements/ Prière de noter les phrases suivantes

Answered: 791 Skipped: 202







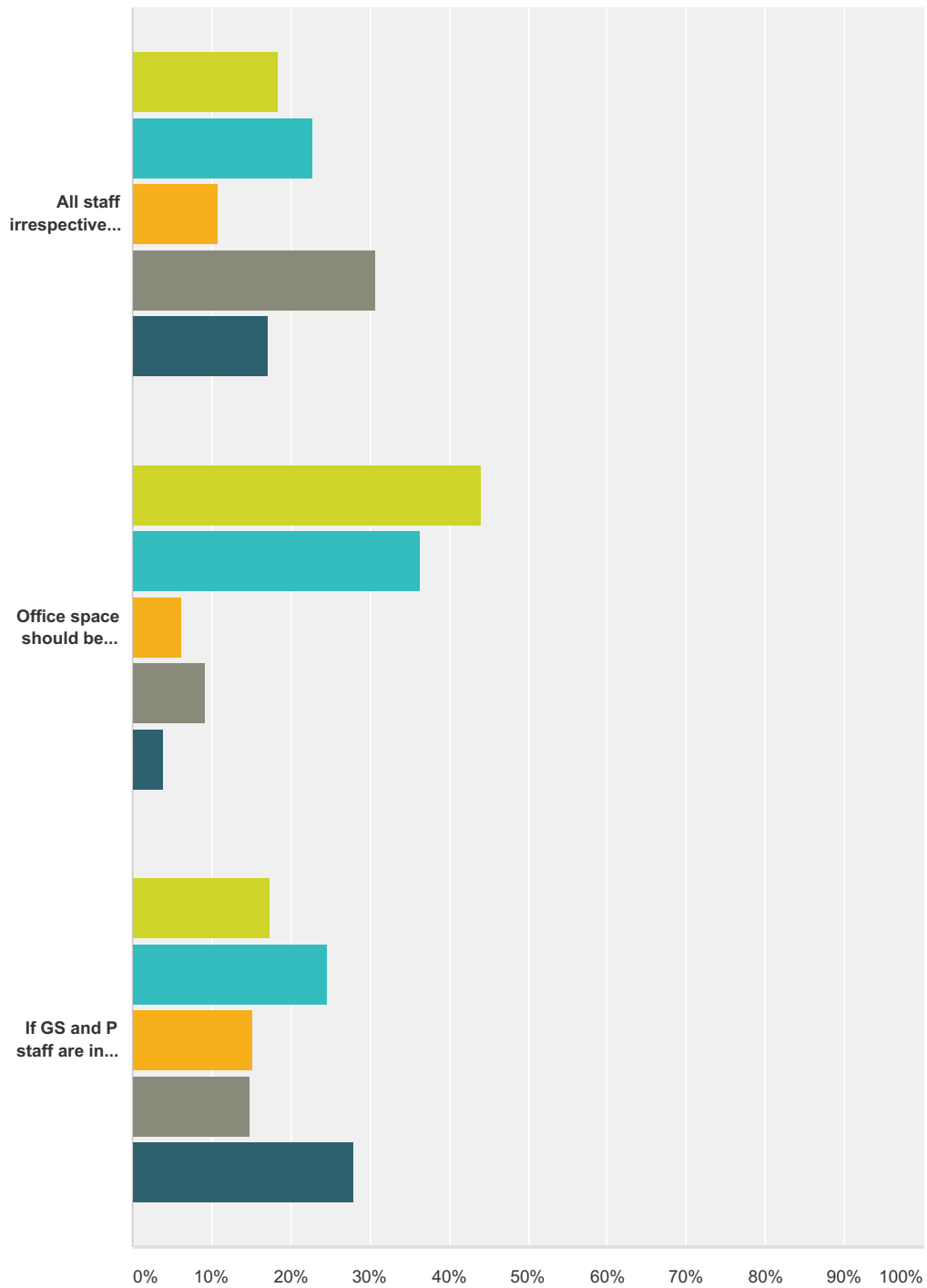
■ Strongly agree/ Tout à fait d'accord     ■ Somewhat agree/ Plutôt d'accord  
■ Neither/ Aucune des deux     ■ Somewhat disagree/ Plutôt en désaccord  
■ Strongly disagree/ Pas du tout d'accord

	Strongly agree/ Tout à fait d'accord	Somewhat agree/ Plutôt d'accord	Neither/ Aucune des deux	Somewhat disagree/ Plutôt en désaccord	Strongly disagree/ Pas du tout d'accord	Total
I would enjoy working in an open plan office/ J'aimerais travailler dans un bureau en espace ouvert	3.44% 27	7.64% 60	4.71% 37	20.25% 159	63.95% 502	785
It would lead to greater collaboration/ Cela entraînerait davantage de collaboration	5.10% 40	13.27% 104	9.82% 77	27.55% 216	44.26% 347	784
It would be difficult to concentrate/ Il serait difficile de se concentrer	73.70% 580	16.90% 133	2.67% 21	2.92% 23	3.81% 30	787
Communication would be easier/ La communication serait plus facile	5.76% 45	19.46% 152	13.83% 108	27.66% 216	33.29% 260	781
People would be more likely to interrupt me unnecessarily/ Il y a plus de risques d'être inutilement interrompu	70.88% 555	18.14% 142	3.19% 25	3.58% 28	4.21% 33	783

It would be more stressful than working in a shared office/ Ce serait plus stressant que de travailler dans un bureau partagé	<b>61.51%</b> 481	<b>19.44%</b> 152	<b>7.80%</b> 61	<b>6.14%</b> 48	<b>5.12%</b> 40	782
It would be more stressful than working in an individual office/ Ce serait plus stressant que de travailler dans un bureau individuel	<b>66.84%</b> 524	<b>11.86%</b> 93	<b>4.34%</b> 34	<b>6.25%</b> 49	<b>10.71%</b> 84	784
It would increase the possibility of conflict/ Il y aurait plus de risques de conflits	<b>53.07%</b> 415	<b>23.66%</b> 185	<b>13.04%</b> 102	<b>6.52%</b> 51	<b>3.71%</b> 29	782
It would contribute to staff morale/ Cela améliorerait le moral des fonctionnaires	<b>6.68%</b> 52	<b>8.60%</b> 67	<b>17.59%</b> 137	<b>21.31%</b> 166	<b>45.83%</b> 357	779
It would contribute to productivity/ Cela augmenterait la productivité	<b>5.34%</b> 42	<b>6.36%</b> 50	<b>11.70%</b> 92	<b>22.65%</b> 178	<b>53.94%</b> 424	786

**Q19 Please rate the following statements/  
Prière de noter les phrases suivantes**

Answered: 770 Skipped: 223



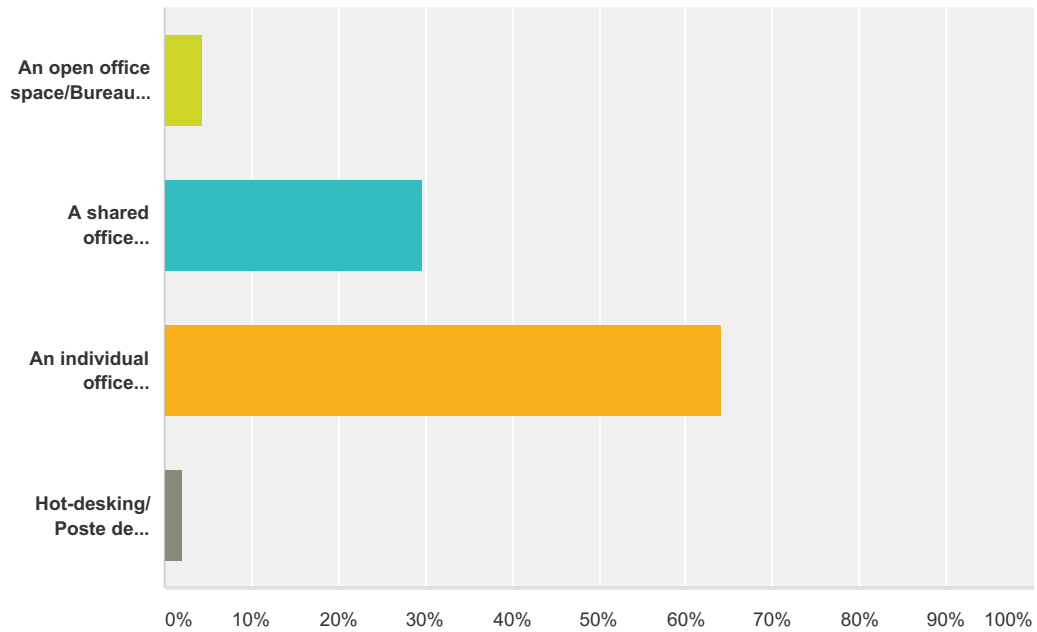
■ Strongly agree/ Tout à fait d'accord     ■ Somewhat agree/ Plutôt d'accord  
■ Neither/ Aucune des deux     ■ Somewhat disagree/ Plutôt en désaccord  
■ Strongly disagree/ Pas du tout d'accord



	<b>Strongly agree/ Tout à fait d'accord</b>	<b>Somewhat agree/ Plutôt d'accord</b>	<b>Neither/ Aucune des deux</b>	<b>Somewhat disagree/ Plutôt en désaccord</b>	<b>Strongly disagree/ Pas du tout d'accord</b>	<b>Total</b>
All staff irrespective of grade should have the same type of office space/ Tous les fonctionnaires, quel que soit leur grade, devraient avoir le même espace de bureau	<b>18.38%</b> 141	<b>22.82%</b> 175	<b>10.95%</b> 84	<b>30.64%</b> 235	<b>17.21%</b> 132	767
Office space should be assigned following the functions and not following the grade of staff/ L'espace de bureau devrait être affecté aux fonctionnaires selon leurs fonctions et non selon leur grade	<b>44.13%</b> 338	<b>36.42%</b> 279	<b>6.27%</b> 48	<b>9.27%</b> 71	<b>3.92%</b> 30	766
If GS and P staff are in open plan offices, directors should have individual offices/ Si les fonctionnaires de catégorie G et P sont dans des bureaux en espace ouvert, les directeurs devraient avoir des bureaux individuels.	<b>17.25%</b> 132	<b>24.71%</b> 189	<b>15.29%</b> 117	<b>14.77%</b> 113	<b>27.97%</b> 214	765

### Q20 Does the type of work you do lend itself easily to... /Est-ce que votre travail se prête facilement à...

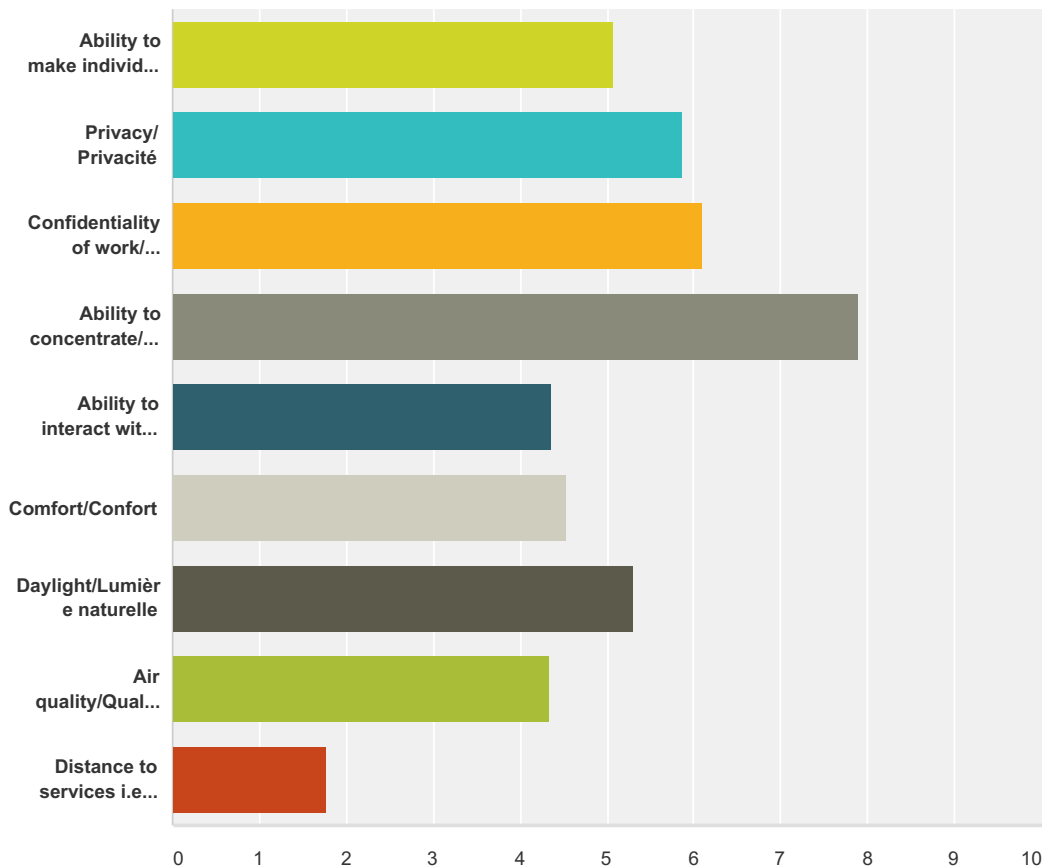
Answered: 768 Skipped: 225



Answer Choices	Responses
An open office space/Bureau en espace ouvert	4.30% 33
A shared office space/Bureau partagé	29.56% 227
An individual office space/Bureau individuel	64.06% 492
Hot-desking/ Poste de travail partagé	2.08% 16
<b>Total</b>	<b>768</b>

**Q21 Rank in order of importance (1 to 9 with 1 being the most important) the following considerations in relation to your workspace /Classer par ordre d'importance (1 à 9 avec 1 étant la plus importante) les considérations suivantes relatives à votre espace de travail:**

Answered: 769 Skipped: 224

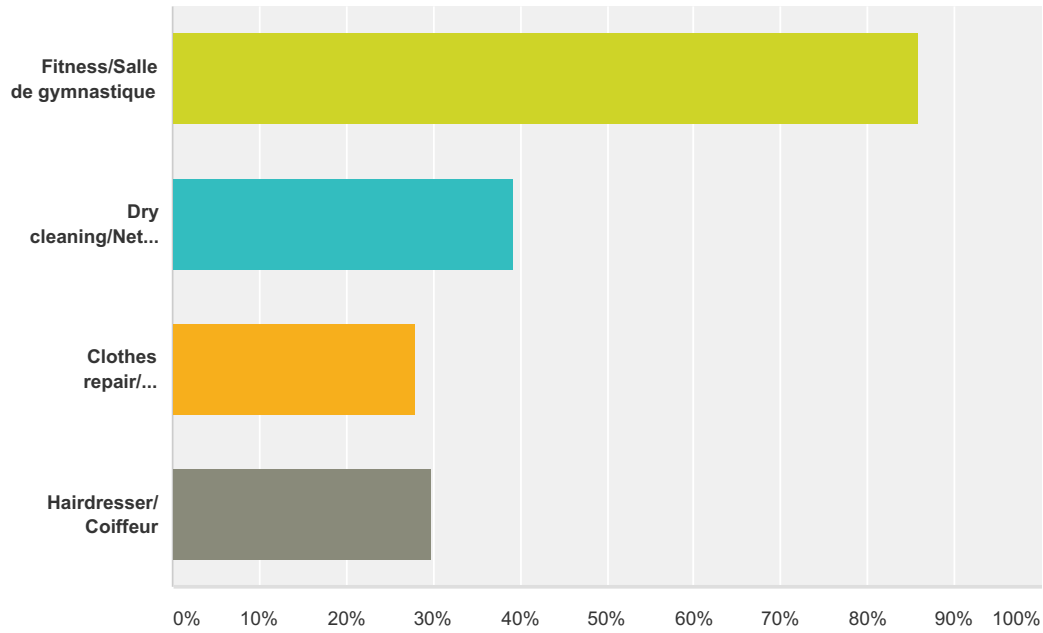


	1	2	3	4	5	6	7	8	9	Total	Score
Ability to make individual adjustments (i.e. temperature and light)/ Possibilit�� de faire des ajustements personnels (Temp��rature et lumi��re)	4.01% 30	9.22% 69	12.03% 90	17.51% 131	19.79% 148	14.44% 108	10.29% 77	8.69% 65	4.01% 30	748	5.08
Privacy/ Privac��	6.32% 47	16.40% 122	24.19% 180	15.73% 117	11.42% 85	10.48% 78	7.66% 57	5.65% 42	2.15% 16	744	5.87
Confidentiality of work/ Confidentialit�� du travail	17.43% 130	23.06% 172	13.67% 102	8.85% 66	7.51% 56	7.77% 58	10.72% 80	7.37% 55	3.62% 27	746	6.09
Ability to concentrate/Aptitude �� se concentrer	53.78% 405	21.12% 159	9.96% 75	6.64% 50	2.26% 17	1.73% 13	1.46% 11	0.80% 6	2.26% 17	753	7.89

Ability to interact with colleagues in the same space/Aptitude à interagir avec des collègues se trouvant dans le même espace	<b>4.12%</b> 31	<b>5.98%</b> 45	<b>9.97%</b> 75	<b>11.97%</b> 90	<b>15.29%</b> 115	<b>12.63%</b> 95	<b>11.30%</b> 85	<b>19.68%</b> 148	<b>9.04%</b> 68	752	4.36
Comfort/Confort	<b>1.87%</b> 14	<b>6.83%</b> 51	<b>8.30%</b> 62	<b>12.18%</b> 91	<b>15.26%</b> 114	<b>23.03%</b> 172	<b>17.67%</b> 132	<b>12.72%</b> 95	<b>2.14%</b> 16	747	4.52
Daylight/Lumière naturelle	<b>8.29%</b> 62	<b>11.76%</b> 88	<b>10.43%</b> 78	<b>15.64%</b> 117	<b>13.90%</b> 104	<b>13.50%</b> 101	<b>19.25%</b> 144	<b>6.42%</b> 48	<b>0.80%</b> 6	748	5.30
Air quality/Qualité de l'air	<b>3.32%</b> 25	<b>5.84%</b> 44	<b>11.01%</b> 83	<b>9.81%</b> 74	<b>12.73%</b> 96	<b>14.32%</b> 108	<b>17.51%</b> 132	<b>23.34%</b> 176	<b>2.12%</b> 16	754	4.35
Distance to services i.e. coffee machines, meal etc./Proximité de services comme machines à café, nourriture, etc.	<b>2.76%</b> 21	<b>0.66%</b> 5	<b>1.32%</b> 10	<b>1.84%</b> 14	<b>1.97%</b> 15	<b>1.58%</b> 12	<b>3.29%</b> 25	<b>14.61%</b> 111	<b>71.97%</b> 547	760	1.78

### Q22 What type of amenities would you like to be improved or added to the compound?/Quel type d'installations souhaiteriez-vous améliorer ou introduire dans le Palais?

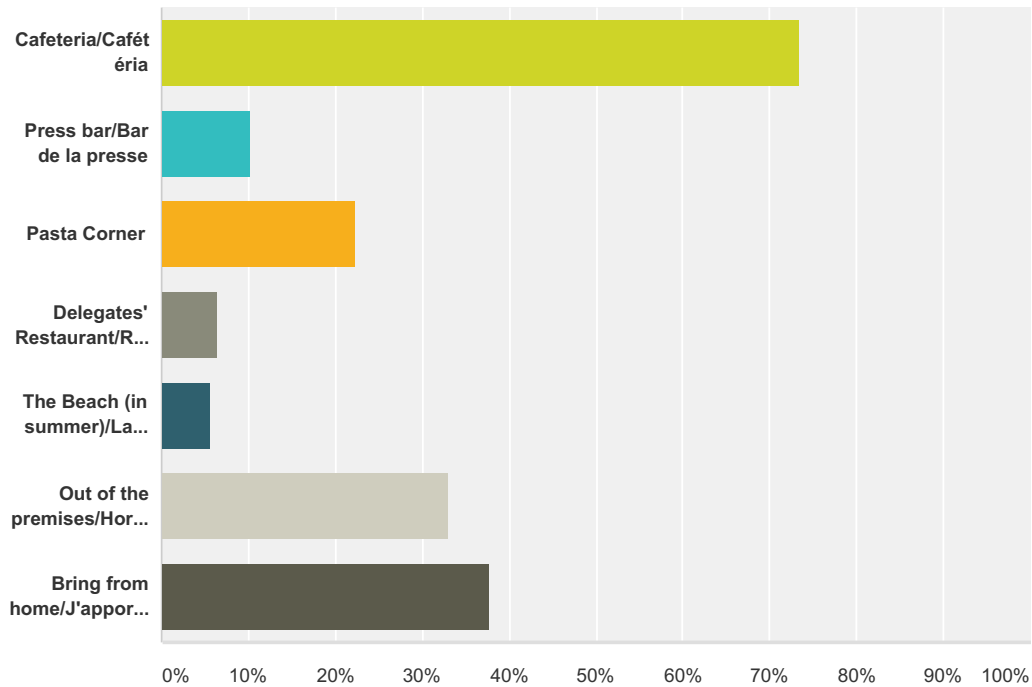
Answered: 698 Skipped: 295



Answer Choices	Responses	Count
Fitness/Salle de gymnastique	85.82%	599
Dry cleaning/Nettoyage à sec	39.26%	274
Clothes repair/ Retouches (habits)	27.94%	195
Hairdresser/ Coiffeur	29.94%	209
<b>Total Respondents: 698</b>		

### Q23 Where do you currently have your lunch? /Où avez-vous l'habitude de manger?

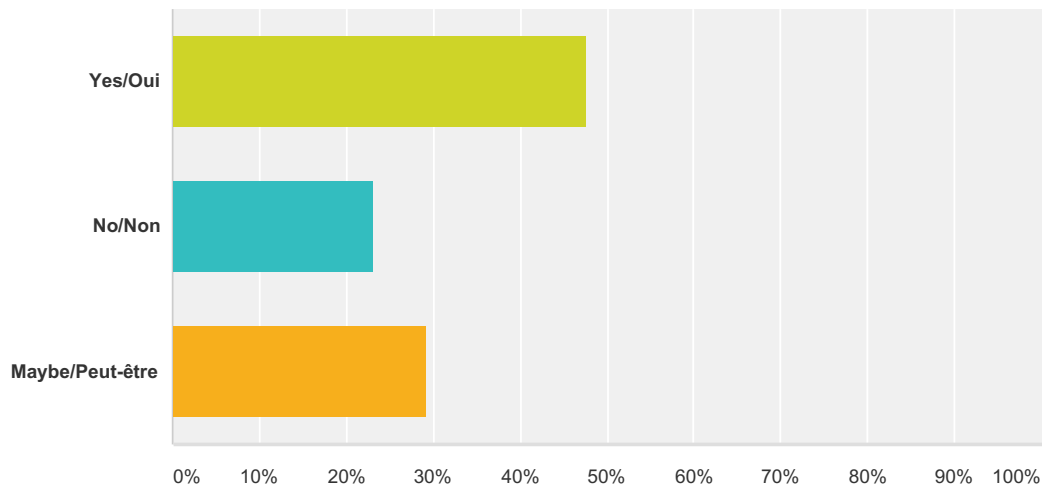
Answered: 767 Skipped: 226



Answer Choices	Responses
Cafeteria/Cafétéria	73.40% 563
Press bar/Bar de la presse	10.17% 78
Pasta Corner	22.29% 171
Delegates' Restaurant/Restaurant des délégués	6.52% 50
The Beach (in summer)/La plage (en été)	5.74% 44
Out of the premises/Hors du bâtiment	32.99% 253
Bring from home/J'apporte mon repas	37.81% 290
<b>Total Respondents: 767</b>	

**Q24 Would you bring food from home if appropriate cooking facilities (pantries equipped with microwaves and a dining room) were available to staff? /Apporteriez-vous votre repas si les installations de cuisine (kitchenette avec microondes et salle à manger) étaient disponibles pour les fonctionnaires?**

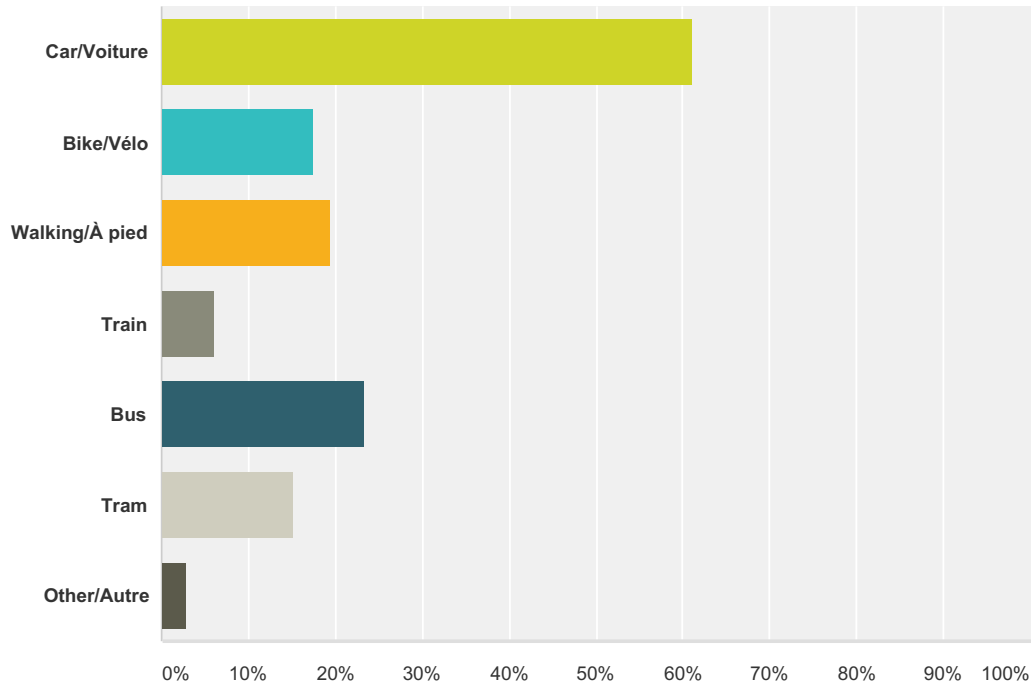
Answered: 768 Skipped: 225



Answer Choices	Responses
Yes/Oui	47.53% 365
No/Non	23.18% 178
Maybe/Peut-être	29.30% 225
<b>Total</b>	<b>768</b>

**Q25 In a typical week, what forms of transport do you use to come to work? / Lors d'une semaine type, quel moyen de transport utilisez-vous pour venir au travail?**

Answered: 771 Skipped: 222

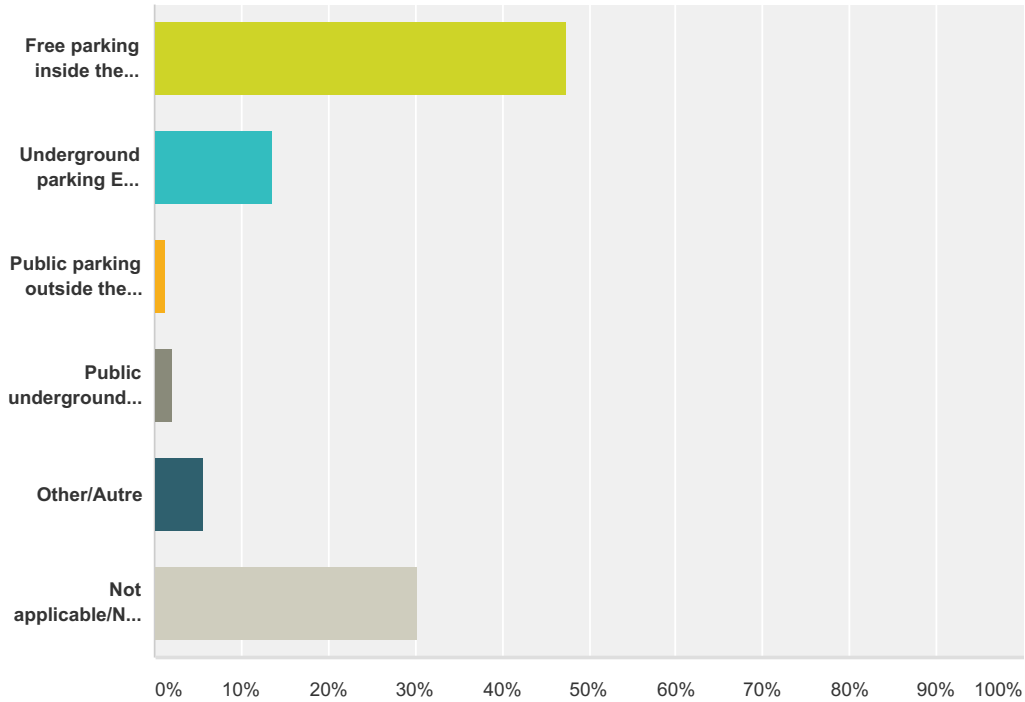


Answer Choices	Responses
Car/Voiture	61.22% 472
Bike/Vélo	17.64% 136
Walking/À pied	19.46% 150
Train	5.97% 46
Bus	23.35% 180
Tram	15.18% 117
Other/Autre	2.98% 23
<b>Total Respondents: 771</b>	



### Q26 If coming by car, where do you park? /Si vous venez en voiture, où avez-vous l'habitude de vous garer?

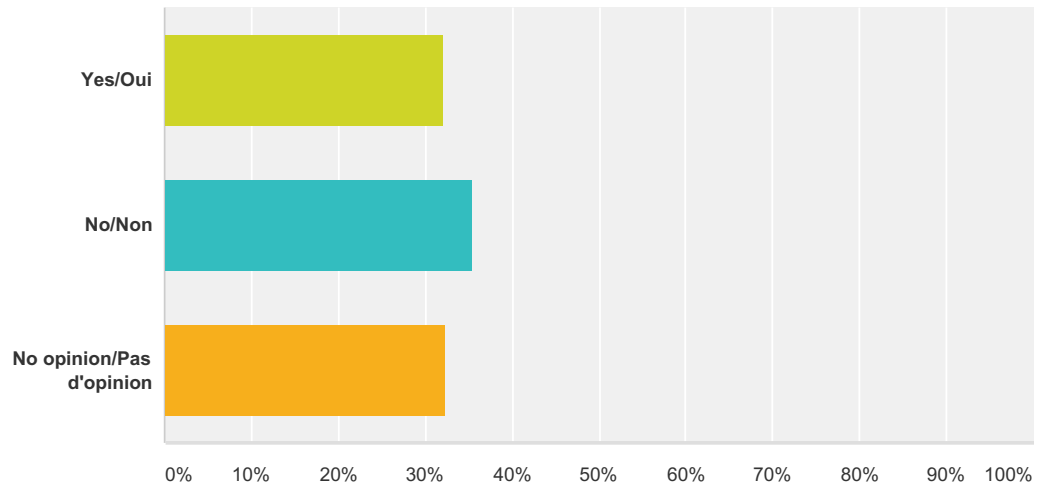
Answered: 740 Skipped: 253



Answer Choices	Responses
Free parking inside the Ariana Park/Place de parking libre dans le parc de l'Ariana	47.43% 351
Underground parking E building/Parking souterrain bâtiment E	13.51% 100
Public parking outside the Ariana Park/Parking public en dehors du parc de l'Ariana	1.22% 9
Public underground parking/Parking souterrain public	2.03% 15
Other/Autre	5.54% 41
Not applicable/Ne s' applique pas	30.27% 224
<b>Total</b>	<b>740</b>

### Q27 Do you think that there are enough parking spaces? / Pensez-vous que les places de parking sont suffisantes?

Answered: 755 Skipped: 238



Answer Choices	Responses
Yes/Oui	32.05% 242
No/Non	35.50% 268
No opinion/Pas d'opinion	32.45% 245
<b>Total</b>	<b>755</b>

**Q28 Do you have any further suggestions, recommendations or ideas on missing or improving current amenities?/ Avez-vous d'autres suggestions, recommandations ou idées concernant des facilités que vous auriez aimé avoir ou sur la manière d'améliorer celles qui existent déjà? Please specify/Merci de préciser**

Answered: 276 Skipped: 717

#	Responses	Date
1	Air condition	7/7/2015 11:18 AM
2	de toute façon on nous sollicite constamment avec des survey sans nous écouter, pas de réponse cette fois, cela ne sert à rien malheureusement	6/29/2015 10:14 AM
3	public wifi everywhere would be useful (currently it's only on the ground floor of the e-building)	6/24/2015 5:37 PM
4	None. Thank you.	6/24/2015 4:37 PM
5	Des infrastructures et activités supplémentaires (dont les douches et vestiaires) dans le domaine des activités sportives seraient bienvenues.	6/23/2015 3:03 PM
6	The office furniture, more adaptable to the work you are doing and so that they dont contribute to health problems with the back, neck, and wrist.	6/22/2015 4:13 PM
7	Given the best opportunities to buy a cheap public transportation subscription in order to reduce the numer of cars	6/22/2015 11:11 AM
8	Je suis actuellement en open-space dans le bureau E-12 et c'est un bon exemple de ce qui marche et de ce qu'il ne marche pas dans un open-space. De mon experience, je dirais qu'un open-space est un bon endroit pour travailler si le batiment a été conçu pour un open-space. La lumière naturelle est très importante et l'isolation phonique également. Un hauteur sous plafond est de même très importante.	6/22/2015 10:36 AM
9	bring as much as possible of UN entities to the Palais from Motta and Varembe and other small locations	6/20/2015 2:34 PM
10	Make the compound more pedestrian-friendly: pavements by all roads; speed bumps, particularly on the blind bend on the approach to the Bocage Annex; Portail des Chemins de Fer open later.	6/19/2015 7:02 PM
11	Hot desking needs to be managed well to work but it could fit a certain type of work well, perhaps not all, and so this might need to be discussed further. Another complementary idea would be to have large communal tables where people work, like in cafes, surrounded by people who are focused and doing a similar type of work - research and writing mostly- in a pleasant, comfortable, airy environment. This might work less if everyone was using the space to make phone calls, and so one should look at types of work appropriate for such space. I personally write and research best in cafes using such types of arrangements.	6/19/2015 5:43 PM
12	If you introduce open space it's more important to have fresh, modern furniture than to compartmentalise us in cubicles. If we're going to be at close quarters it's best that we admit it but have an aesthetically pleasing working environmnt.	6/19/2015 5:39 PM
13	J'aimerais que le nettoyage dans les bureaux soit mieux fait et qu'il n'y ait plus de cafards au Palais	6/19/2015 5:12 PM
14	Basic bicycle repair services or do it yourself corner	6/19/2015 5:05 PM
15	Faire tester la qualité de l'air aux portails par une entreprise privée afin de prévenir des risques de cancer pour les agents de sécurité par le biais de l'intervention du CPHST, du service médical et de l'Administration. Merci.	6/19/2015 4:13 PM
16	Teleworking should be encouraged. Those who telework should share offices.	6/19/2015 3:21 PM
17	The proposal is 20 years out of date. Nobody does open plan and hotdesking anymore. Please consult and find out what is the current trend in workplace ergonomics: it is certainly not what is proposed. Again, we must have hired a geriatric retired consultant to advise us. If the proposal is the best UNS can do, frankly - why bother?!	6/19/2015 3:07 PM
18	A prayer room	6/19/2015 3:03 PM

19	pharmacy supermarket	6/19/2015 2:59 PM
20	We definitely need more underground parking spaces for those working in E building. We need a well-equipped gym and a change room.	6/19/2015 2:56 PM
21	The most important thing is to have individual offices for translators and revisers with adjustable light and air for each one. Work is very difficult in shared offices--because concentration is interrupted often.	6/19/2015 2:54 PM
22	There is no free parking space for staff members (OHCHR) working outside the UNOG premises. All Secretariat staff should have access to UNOG's free parking slots.	6/19/2015 2:11 PM
23	Please install disinfectant in all bathrooms, and seat cleaner solution in all toilets. Thanks.	6/19/2015 2:05 PM
24	There is an enormous difference between sharing an office with one other person and three other colleagues. It is a pity that the possibility of sharing with one person was not given as a choice. Also, the experience of sharing the office with another person depends greatly on the office-mate. A quiet person makes a great office-mate, whereas sharing an office with a loud person who uses the phone really affects one's ability to concentrate.	6/19/2015 1:56 PM
25	If it to share the maximum should be two people. Offices should also be abit bigger than what we share currently ie the E-building.	6/19/2015 1:52 PM
26	not having a kitchen with fridge and sink is very, very inconvenient.	6/19/2015 1:52 PM
27	pendant les conférences suggérer au corps diplomatique et aux délégués des autres organisations internationales d'utiliser, dans la mesure du possible, les véhicules en commun (mini-bus, p. ex.)	6/19/2015 1:27 PM
28	The UN is looking to move to open plan working which has proven to lead to loss of productivity, loss of privacy, increased vulnerability to illness. I do not relish the need to wear earphones to mask out noise so that I can concentrate to do my work. Research has shown that the benefits in building camaraderie simply mask the negative effects on work performance.	6/19/2015 1:06 PM
29	Pharmacy	6/19/2015 12:58 PM
30	Greater selection of ready-to-eat food outside of the cafeteria - sandwiches, salads, juice bar, sushi... Maybe from a different vendor? A relatively private space to do yoga by oneself - i.e. not as part of a class and not in the middle of a gym full of people.	6/19/2015 12:44 PM
31	I have two suggestions; the first one the absolutely most urgent: 1) I would like to strongly suggest that the issue of the printers be looked into; the current situation is worrying: It is commonly known that printers emit toxic aerosoles (therefore e.g. EU regulation on location of printers), nevertheless in Palais Wilson printers are not kept in separate rooms and some colleagues work only a few meters from the printers. Apart from representing a serious health risk, the noises are also counter-productive for a healthy working environment. This can be solved by placing printer in a closed room (again cf. EU legislation for inspiration and guiding). 2) More space for parking of bikes; in Palais Wilson it is a daily struggle to fit in the bike. And biking is encouraged by the Office (-:	6/19/2015 12:32 PM
32	The doors to the meeting rooms to have something to keep them closed. For the time being they do not stay close and it is disruptive for the meetings.	6/19/2015 12:30 PM
33	For amenities - local Palais Pharmacy and local flower shop.	6/19/2015 12:29 PM
34	Supermarket (like Coop or Migros) which opens during the lunchtime and after working hours (i.e. 5.30 to 7 pm) in the compound. Safi is not satisfactory for this purpose.	6/19/2015 12:16 PM
35	storage space close to offices for supplies and printers.	6/19/2015 12:16 PM
36	Florist shop - garden parc pic nic tables & seats probably under some tents - benches not enough	6/19/2015 12:14 PM
37	as mentioned by you selection of offices should be based on work performed and not level of staff. Maxim 2 persons in one office unless required by all staff to have open space. 2 people working in one mechanism sharing an office with another 2 working on another mechanism is too much noise, inappropriate visits, etc. plus in order to fit in the office my desk is very bad placed between door and window and cannot be moved anywhere else as have to work near my colleague. Working space plan for Palais should be reviewed.	6/19/2015 12:13 PM
38	I have already worked on an open space, I found it stressing and non productive.	6/19/2015 12:11 PM
39	The sixth floor of building D is far, far too cramped. We are four to an office, in approximately 18 square meters. The noise level is very high, especially the noise emanating from the conference room (D6.10) if a teleconference is in progress. It is impossible to have a phone call without disturbing everyone else in the room and if someone comes in to talk to the colleagues by the window, they talk over my desk. I don't need an office to myself, but in an office this size there should be two desks, not four. I'm happy to share with three others, but in a larger room.	6/19/2015 12:07 PM

40	You might look at Genentech Building 35. It was developed in collaboration with Lawrence Berkeley's FLEXLAB. It's not only a green, smart building but it incorporates an open/hot-desking plan with transparency, collaboration, mobility, and flexibility. <a href="http://www.greenbiz.com/article/how-genentech-fuses-green-building-and-energy-science">http://www.greenbiz.com/article/how-genentech-fuses-green-building-and-energy-science</a> "Employees are grouped in areas they call neighborhoods, and they may move around and work in many communal lounge areas they call living rooms with casual seating... At the building's center a huge seven-story glass atrium allows staff members to see their colleagues on all floors across an interior courtyard, providing a sense of connection and transparency."	6/19/2015 12:06 PM
41	Looks like it has all been decided already and the staff survey is just to say that there was participation. open space and hot desking is already in the past for many companies that experimented with those "innovative" solutions. The UN as usually is way behind the rest of the world - we will cheerfully introduce something that has already been tested and failed! Well done!	6/19/2015 12:06 PM
42	very happy with current individual offices, please dont change it! I worked previously in private sector in the open space it was very bad and at the end most people had to work from home.	6/19/2015 12:05 PM
43	NA	6/19/2015 12:03 PM
44	All desks should be height adjustable. Parking should be available at a low cost (fee paying basis) for all Secretariat staff	6/19/2015 12:02 PM
45	The ability to personalise your office and work space is very important. It must be noted that we spend half of our waking hours (8.5 out of 17 hours approx) at work with colleagues day in day out for five days of the week. Therefore, it is important to be comfortable in your work place, nice desks, chairs and the furniture is appropriate for your health, there needs to be some time and space to reinvigorate your mental and physical health. there should be more spaces outside of the office to meet, interact with colleagues and for meetings with outsiders, cafe type of areas, with lot of light and couches (comfort).	6/19/2015 11:58 AM
46	Magnetic doors. During security sensitive conferences, we are allowed to use one door and accessing other parts of the Palais to attend meetings becomes very cumbersome. Staff located at Building A, 5th floor.	6/19/2015 11:56 AM
47	Parking advantages should be given to the "green" cars only (i.e. electro cars, cars with electro motors)	6/19/2015 11:55 AM
48	If hot desking is adopted - which I generally support - staff should also be given the flexibility to work from home when needed to be able to concentrate.	6/19/2015 11:51 AM
49	We should be investing in better chairs, lighting, and computer monitors as we are sitting in front of them every day. We should also change the eye glass exam from every 2 years to every year. Thank you for this survey.	6/19/2015 11:51 AM
50	Stages ou camps pour les periodes de vacances scolaires et cours de langues pour les enfants	6/19/2015 11:49 AM
51	It would be very important, should hot desking/shared office space be implemented, to also offer tele-commuting as an option. At the moment flexible work arrangements have not been universally applied and they could go a long way to solve the space problems the organization is facing.	6/19/2015 11:47 AM
52	Improved facilities for taking showers and changing clothes in the morning and afternoon would facilitate commuting by bicycle.	6/19/2015 11:46 AM
53	There are three absolutely critically important things that need to be considered in the new work areas to be built: (1) Gym space, (2) Full wifi coverage everywhere, and (3) Kitchen facilities with fridge for staff to bring food home and avoid cafeteria monopoly.	6/19/2015 11:43 AM
54	Changing facilities for those who bike to work. Set up that will be easy to change to standing desks for those who like to stand up	6/19/2015 11:42 AM
55	I would prefer to have another permanent medical service in building E. Thanks	6/19/2015 11:16 AM
56	No.	6/18/2015 4:21 PM
57	Staff members must be given enough of private space and pieces of furniture in their offices to have all their files, printed materials and other belongings on hand and in a working order at any time and not to spent working hours on shifting them from desks to lockers, other desks etc, what will unavoidably in hot-desk and open space offices. The priority in the buildings should be given to non-distracting offices, even on the ground floor, not to unnecessary facilities (hair-dressing, dry-cleaning, etc.). Enough of free parking places is another priority.	6/18/2015 11:44 AM
58	more sport/fitness spaces + a swimming pool !!!!	6/18/2015 10:33 AM
59	Can we come up with a small group lunches to meet with people across divisions. It would be a wonderful opportunity to interact with people with different backgrounds and experiences	6/16/2015 5:26 PM
60	Parking fees outside the Palaise des Nations should be covered paid by the organization.	6/16/2015 4:52 PM
61	Shared or open plan office space is not suitable for the UN organizational culture and should not be pursued.	6/16/2015 2:12 PM

62	Ensuring that ALL staff are provided with ergonomically sound furniture, such as desks and chairs. Ensuring staff can regulate the air conditioning themselves. Opening the cafe/bar for later in the afternoon because people work late. Extra coffee/tea/hot water machines. Many thanks.	6/16/2015 12:33 PM
63	Showers/changing rooms - there are a lot of people who run at lunch and not much space for them to change. A creche would be nice!	6/15/2015 5:54 PM
64	It would be beneficial to the health and well-being of staff to be able to have somewhere to go to relax, with no noise, no interruptions i.e. a relaxation room (where of course laptop PCs, mobile phones etc. would not be permitted in this relaxation room)	6/15/2015 4:51 PM
65	A fitness room and more showers please!!	6/15/2015 12:23 PM
66	It would be useful to have a pharmacy in the Palais and a recycling station for old batteries. It would also be useful to allow recycling plastic bottles, glass, etc. in the offices or at least close by (recycling boxes could e.g. be placed next to the printers where people anyway go everyday several times).	6/15/2015 9:08 AM
67	-	6/15/2015 8:05 AM
68	For staff working in human rights, the confidentiality issue is extremely important. It is difficult to imagine how such confidentiality can be guaranteed and strengthened with the open-space and hot desk options.	6/12/2015 8:27 PM
69	I would still prefer to have an individual office in the future. It would also be nice if we have a room to relax, rest or just unwind such as listening to music or could lay down while on break with a couch or a bed. This is particularly useful during the winter season or when the weather makes one mood down. I hope this will all be implemented in the future. Whatever is of the staff's best interest specially the working relationship and well-being of the staff I am for it. Thank you!	6/12/2015 5:57 PM
70	Need to bring Palais Wilson and Motta colleagues together quickly.	6/12/2015 4:04 PM
71	We really are in a great need for an appropriate and ample fitness and indoor and outdoor sport facilities, including shower, changing rooms, lockers, etc. It is through that more eye contact among colleagues may help to improve working environment and productivity but open spaces for all and hotdesking only may work for some kind of UN activities but certainly not for all. Research, technical cooperation management and meeting organization, may find it difficult to operate hotdesking.	6/12/2015 3:16 PM
72	Having your own work space gives you some stability. Hotdesking (to find a desk every time you come to office) might create some anxiety among the officials.	6/12/2015 3:09 PM
73	would very much approve of small kitchens and dining areas throughout the buildings, as it would foster communication between staff without disturbing others working and would be extremely helpful for people who bring their own food.	6/12/2015 11:11 AM
74	We could have all organic food at the cafeteria even if the cost goes up.	6/11/2015 4:42 PM
75	WE NEED TO HAVE AIR CONDITIONING IN THE SUMMER AND BETTER HEATING IN THE WINTER	6/11/2015 2:50 PM
76	More you offer facilities on the site, like crèche, fitness, etc more saving time could be spent at work rather than on the road !!! Google, Microsoft etc already apply this philosophy and it works fine.	6/11/2015 2:07 PM
77	We would be grateful if you could help us continue undertake our tasks in a convenient environment.	6/11/2015 1:19 PM
78	I would like to have a pharmacy on site.	6/11/2015 12:04 PM
79	imprimantes à proximité et en couleurs; vestiaires agréables avec douches individuelles et cassiers à clé dans les vestiaires; reglementations strictes à propos de l'ordre dans les bureaux;	6/11/2015 11:12 AM
80	Having some facilities like gym, dry clean and microwave. Also having a place where someone can rest would be useful.	6/11/2015 10:28 AM
81	The running club showers are too small and I do not have a lockable cupboard for my belongings. Would be great to have a fitness and aerobics classes at lunch time, with a dressing room and showers. Underground (private) parking place is a must. Thanks.	6/11/2015 9:26 AM
82	Open floor plans can increase productivity as compared to shared spaces because people are more accountable for spending time working (more eyes on them) and there are less individual interruptions. However, it would be necessary to have space for confidential conversations, such as small interview/telephone rooms that are available for impromptu use. Such spaces are missing in Palais Wilson, which is a core problem (we cannot have individual conversations, confidential conversations and phone conversations outside of shared offices, which means disturbing our officemates)	6/10/2015 9:24 PM

83	The questions above didn't give me the opportunity to say that I quite liked my very limited experience of hot-desking (much better than open plan), when just having to draft documents and emails, but it doesn't work for a lot of management tasks.	6/10/2015 8:16 PM
84	Hight-adjustable tables would be great and improve health!	6/10/2015 7:56 PM
85	Office design should be standardised with good air conditioning (heat/cool)/lighting or windows, fixtures (to avoid buying too many additional file cabinets and loose office furniture) and maximise space. More smaller meeting rooms with capacity of up to 6-10 people available for informal meetings with different stakeholders. Cafeteria is simply too noisy, distracting and lack privacy in terms of discussing sensitive issues or cases.	6/10/2015 4:52 PM
86	Faire une adaptation dans les toilettes hommes en face du E8-E10-E12-E16 pour que les personnes qui se lave les pieds dans les lavabos le fasse dans un espace séparé ...	6/10/2015 3:36 PM
87	Il manque une ou plusieurs salles de repos, qui existaient autrefois dans le bâtiment E, mais qui ont été supprimées (très utile quand on a des enfants en bas âge qui font passer des nuits difficiles)	6/10/2015 3:30 PM
88	Physiotherapist, a number staff spend a lot of time in going?coming back for a session of 30-45mins...	6/10/2015 3:18 PM
89	It is amazing that there are no refrigeration and kitchen facilities available for staff. Access to kitchen facilities would improve the working environment.	6/10/2015 3:06 PM
90	Many more showers, dressing facilities. For the huge amount of people that we are the number of shower rooms is appallingly low	6/10/2015 2:35 PM
91	It would be useful to have a small pharmacy at the Palais.	6/10/2015 1:58 PM
92	As was stressed many times by colleagues of my profession, i.e. translators, open-space offices, as well as shared offices, would definitely be at the detriment of productivity and therefore quality of our output, besides it's negative effect on the morale of staff. However, enhancing and encouraging teleworking alternatives for translators is indeed a practical option that was/is successfully implemented by many institutions, public and private alike. the translator's work is by definition an individual work and the best output, in terms of both quality and productivity, necessarily requires a lot of research, high level of concentration and a private space, all of which are elements that do not really require the translator's presence in a particular place. Therefore, if efficiency and savings are main objectives of the SHP then, for the translation/revision functions in particular, teleworking, rather than open-space, should be considered as a viable option to be discussed and offered to staff on voluntarily/empirical basis that could be mainstreamed in the future, which seems inevitable with technology advances and environmental/mobility issues.	6/10/2015 11:38 AM
93	We need a daycare.	6/10/2015 11:20 AM
94	More showers for people who do sport (in all the buildings) and definitively a space to have sports, yoga classes	6/10/2015 11:06 AM
95	A pharmacy would be a great service to have inside the Palais (and maybe the UN could negotiate a deal to have competitive prices for drugs, thus making the Insurance save on costs).	6/10/2015 11:03 AM
96	It would be so natural to have a kitchen on the floor near the office	6/10/2015 10:50 AM
97	24-hour gym!!! Staff only cafeteria so that we don't waste half our precious lunch hour because guests/delegates clog up the cafeteria and don't know how it works Day-care centre	6/10/2015 10:17 AM
98	Appropriate cooking facilities is a must for each floor in a building. It will help not only financially, but also socially. This is my experience from UN NY.	6/10/2015 10:15 AM
99	Working in an open space or hot desk will be highly disruptive or my function. During work I need time to concentrate and distractions cause inefficiency and delay. Working from home is also not an option in my case as I believe in the value of sharing ideas as needed and concentration the rest of the time.	6/10/2015 10:14 AM
100	I permanently use a big number of publications, printed documents, a variety of data sources on two PC screens and need enough of my own office space and pieces of furniture to keep all these materials and equipment around me and in order.	6/9/2015 11:22 PM
101	designated meeting room for each division kitchenette for each division	6/9/2015 6:58 PM
102	It is very hot and uncomfortable in certain offices, especially during the summer and spring months. It would be great if airconditioning could be considered to improve the working environment. In certain cases, there are also insufficient bathrooms for the ladies. With regard to the amount of time spent working face-to-face with colleagues, this varies throughout the year, i.e. some months require more face-to-face meetings and close collaboration, while others require more independent work.	6/9/2015 6:41 PM
103	Open plan office badly affects quality of work including efficiency and effectiveness and there are large volumes of studies to that effect. Staff work and moral will help the Organization to be more effective in delivery of its results. Staff should be provided with individual work spaces free of noise and distracting environment.	6/9/2015 6:25 PM

104	Fleurs en bouquets pour les anniversaires	6/9/2015 6:19 PM
105	Access to meeting rooms is extremely important. I currently sit with three other colleagues in a shared office space, and we have no dedicated meeting room to our Branch - there is no place where we can have impromptu meetings, where colleagues can speak privately, collaborate, or have a private telephone call. It is extremely useful - necessary - to have both available meeting rooms and private spaces when requiring colleagues to share work spaces or sit in open plan settings.	6/9/2015 6:16 PM
106	A mini market selling groceries and fresh vegetables would be helpful given the closing hours of stores in Switzerland.	6/9/2015 5:26 PM
107	Please have suitable changing facilities in any new office space. I cycle to work 80 per cent of the time and need to get changed and sometimes shower when I arrive. I currently pay membership with the Running Club, as these are the only showers near to my office.	6/9/2015 5:25 PM
108	showers (available for all not just members of clubs)	6/9/2015 5:08 PM
109	showers for cyclists	6/9/2015 5:08 PM
110	Limitier les badges de voiture à un par fonctionnaire (quelque soit son poste/grade) avec plusieurs numéros de plaque si nécessaire afin d'éviter l'usage du parking Ariana gratuit pour les conjoints qui ne sont pas fonctionnaires.	6/9/2015 4:39 PM
111	- better chairs for a good back support, and air blowers/air circulation in the room could be properly regulated and produce less cold air (at present, during summer and winter, it can be freezing cold in the room) - Motta cafeteria food could be improved, perhaps a grill corner would help	6/9/2015 4:37 PM
112	a resting room	6/9/2015 4:22 PM
113	- To be able to open windows when needed and not have "blocked windows". - I do not want to have air conditioning throughout the year: in summer when it is hot and in winter for cold; I'd rather individual central heating in each office. - For me it is important not to have direct sunshine or too vivid light when working, either working on the computer or on the desk (I can get headaches very easily when I am exposed to vivid light). - We should have all small ( even very small) but individual places to work in. Open space offices are stressful to many people. I need to have a place where to put my stuff: bags or shoes when coming on foot and having to change shoes. I need to receive people for interviews so I need to ensure confidentiality and privacy.	6/9/2015 4:11 PM
114	No hot-desking!!! No open space work stations!!!	6/9/2015 3:50 PM
115	Bizarre de demande si on veut avoir de l'air de qualité : n'est-ce pas une condition sine qua non pour tout être humain? Comme de pouvoir boire? Le mot privacité n'existe pas en français. Il risque de ne pas être bien compris. On parle en français d'intimité, ou de possibilité de s'isoler.	6/9/2015 3:28 PM
116	Qu'il y ait des vélos disponibles pour se déplacer dans le palais ou des trotinettes	6/9/2015 3:25 PM
117	Il y a toujours des places de parkings meme lors d'importantes conferences au Palais. Une salle de repos, relaxation serait une excellente idée pour se détendre (lors de mauvais temps), car nous avons un magnifique parc pour les beaux jours.	6/9/2015 3:22 PM
118	Merci de tenir le plus grand compte des divers handicaps (malvoyants, personnes à mobilité réduite, etc.) dans tous les nouveaux aménagements et de faciliter le plus possible le travail à domicile aux personnes qui en sont atteintes si elles le souhaitent, y compris par des mesures réglementaires.	6/9/2015 3:13 PM
119	Creche	6/9/2015 3:02 PM
120	It would be great if the bike shed could be cleared of unused bikes on a regular basis (e.g. twice per year). This would have to be accompanied by a sufficient heads up notice to the users by putting notes on the bikes and sending a broadcast.	6/9/2015 2:59 PM
121	Rating was not possible in Pos 21. Please delete the give automatic answers 1-9. Tks	6/9/2015 2:50 PM
122	In general the work environment should be flexible and provide easy access to quiet spaces when you need to do work that needs concentration. And when you need to work together with colleagues, there should be space available for that. I think that it would be good to consider whether the working habits of people need to change too and if these changes will cause resistance. For example, people still print a lot of papers and carry them around, which means that hot desking for example will be difficult. People could be introduced to new ways of working at the same time as the changes to office space are made.	6/9/2015 2:44 PM
123	A mini supermarket to pick up fresh vegetables & fruits	6/9/2015 2:43 PM
124	Small meeting rooms for team meetings (2-10 people) are needed, they must include some IT-video conference facilities, board, etc.	6/9/2015 2:40 PM
125	We desperately need showers for people who jog and bike to work!!	6/9/2015 2:38 PM



126	Everyone in our Service has their own office and it works very well do to the nature of our work, highly confidential. No need for any changes at the moment - except for years many people have been asking for a good GYM !	6/9/2015 2:30 PM
127	J'aimerais insister sur l'importance d'une salle de fitness (et d'un vestiaire avec des lockers et douches) pour la santé des fonctionnaires qui, comme moi, passons toute la journée assis devant l'ordinateur.	6/9/2015 2:30 PM
128	Un distributeur de billets de la Poste à la porte 42, une boîte aux lettres de la Poste (suisse). Davantage d'espaces vélos (pour regonfler les pneus, faire sécher les capes mouillées, etc).	6/9/2015 2:29 PM
129	Improvement of toilet facilities (current ones in D building are too old and outdated; can be accessed by outsiders as well as colleagues, and because of that lack cleanliness.	6/9/2015 2:27 PM
130	I totally agree with what is written in the position paper of the Languages Service Sector Assembly. Please pay attention to the concerns raised in that paper concerning opening space. I don't think open space works for translators. As a translator, I would even accept a smaller office than sharing with other colleagues. Not that I am not easy-going, but we dictate a lot, and sharing office would affect other people's work.	6/9/2015 2:21 PM
131	questions about office sharing should have been split because sharing an office with 2 people is very different from sharing an office with 4. This will seriously alter the results of the survey and the preferences expressed towards office sharing.	6/9/2015 2:15 PM
132	DO NOT DO OPEN SPACES !	6/9/2015 2:11 PM
133	I think the quality of the food in the cafeteria should be improved. It is mostly low quality for a very high price. The salad bar on the other hand is very good as are the salads in the pasta corner. Also the pasta in the pasta corner is pretty good but it was better before they changed the menu last September. The SHP may also be a good opportunity to build more parking as there is always a shortage of parking, especially during the busy periods.	6/9/2015 2:11 PM
134	-Question 14 En français, on ne dit pas "affecté" par les bruits/odeurs, mais "géné". -Question 16 En français, on ne dit pas "privacité", mais "intimité". Question 21 IL EST INADMISSIBLE D'AVOIR A HIÉRARCHISER CES 9 ÉLÉMENTS. TOUS SONT INDISPENSABLES. Question 28 En français, "Amenities" ne se traduit pas par "facilités" mais par "équipements collectifs".	6/9/2015 2:00 PM
135	I really like the idea of more hot desking and encouraging staff not to just sit at a desk all day but to integrate more with the team. To solve the issue of privacy there could be sound proof boxes you could go in to make phone calls and lots of small meeting rooms for 3 or 4 people. To make the environment more comfortable there could also be a mixture of bean bags and other types of seating to work at rather than just desks and office chairs.	6/9/2015 1:48 PM
136	A few car charging spot at ALL parking areas.	6/9/2015 1:45 PM
137	It would be nice to have another open terrace or extra space with tables and seats outside during the summer months. The cafeteria it's usually very crowded.	6/9/2015 1:37 PM
138	PRoper showering facilities for after sports!	6/9/2015 1:31 PM
139	It would be nice to have a "nap room" or a quiet, dimly lit space where one could take a short rest during the day ( <a href="http://www.theguardian.com/commentisfree/2014/jun/20/nap-rooms-importance-of-sleep">http://www.theguardian.com/commentisfree/2014/jun/20/nap-rooms-importance-of-sleep</a> ), perhaps in an area next to a breastfeeding room and/or a gym.	6/9/2015 1:23 PM
140	I strongly believe it is better to bring more staff into already existing offices than to bring down the walls and make the whole Palais open space. Hot desking would make things even worse, more stressful and productivity will definitely go down. Please reconsider before proceeding. Good argument: <a href="http://www.newyorker.com/business/currency/the-open-office-trap">http://www.newyorker.com/business/currency/the-open-office-trap</a>	6/9/2015 1:19 PM
141	A proper shopping store for groceries...	6/9/2015 1:17 PM
142	Pharmacy inside the UN	6/9/2015 1:14 PM
143	Open plan is completely inappropriate for those involved in concentrated research and writing as well as confidential advice. Research is core to UNCTAD's mandate and, therefore, shared, open plan and hot-desking for P staff should not even be considered.	6/9/2015 1:01 PM
144	fitness facility, day care, more small meeting rooms (for those in shared offices to have meetings)	6/9/2015 12:40 PM
145	1. We need food services/kitchen availability/ventilation/heat and air conditioning at nights and on weekends for shift work; the few restaurants closest to UNOG are a 25-minute walk (out Pregny gate, then down to PI des Nations) from Building E. 2. TPG connections are too far from Building E (which houses about 800-1000 people), and TPG should re-organize its schedule to provide more direct service (transfers deter riders from using the bus/tram). 3. We need a crèche/day care.	6/9/2015 12:38 PM
146	Please specifically survey the staff who works in open offices or hotdesks and inform others about their feelings. Thank you	6/9/2015 12:34 PM

147	Introduce a parking fee	6/9/2015 12:30 PM
148	Si c'est possible d'avoir une pharmacie...	6/9/2015 12:27 PM
149	I wish to stress that an individual office with daylight is extremely important for the type of work I do	6/9/2015 12:23 PM
150	We have had discussions with colleagues about open space and we strongly advise not to go for this as it will lead to less productivity when it comes to our functions. Hotdesking just make us very cold...	6/9/2015 12:06 PM
151	- Actuellement je suis dans un bureau partagé avec des collègues qui font un travail tout-à-fait différent du mien (autre équipe, mais pas de changements en vue pour cause de manque de place). Ceci créé forcément plus de désavantages que d'avantages. Donc, si le futur est d'avoir des bureaux partagés et de l'open space, cela serait bien d'envisager de regrouper les équipes plutôt que d'attribuer la place en fonction des places disponibles (même commentaire/problème pour le "Hot-Desking"....). - Re question 22, il serait chouette d'avoir une pharmacie au Palais. - re question 24, les kitchenettes + salle à manger sont une bonne idée et permettraient de réduire les odeurs dans les bureaux partagés. - Re question 27, en temps normal il y a assez de places. Mais en temps de conférences/événements majeurs, un certain nombre de places sont réservées/vendues? aux organisateurs de ces conférences (OMS, ILO, etc) et cela devient la galère de trouver une place de parking à certaines heures, d'où mon choix du "non"	6/9/2015 12:04 PM
152	Cafeteria in IEH-1 to be open later than 3:30 p.m.	6/9/2015 12:03 PM
153	Parcours santé au sein du Palais	6/9/2015 12:03 PM
154	Individual offices for managers indispensable. Daylight and quality of air is very important. Ability to concentrate and privacy extremely important.	6/9/2015 12:02 PM
155	The fitness gym would be very ideal in the workplace since it concerns health and well being to all.	6/9/2015 12:01 PM
156	g	6/9/2015 12:00 PM
157	In an open office setting it is crucial to have enough meeting and telephone rooms, where colleagues can have private discussions and spontaneous meetings. It would probably be good to have the option of parking bikes closer to different entrances. Quite often the bike parking is full, and I save significant time by carrying the bike into the office. However, it is not a very cost efficient use of space.	6/9/2015 11:57 AM
158	La lumière naturelle comme la qualité de l'éclairage des bureaux sont très importants. Les néons existant sont loin de procurer l'éclairage idéal. Un éclairage indirect est non seulement plus esthétique, il est surtout plus confortable et moins fatigant pour les yeux.	6/9/2015 11:46 AM
159	Having a pharmacist-drugstore would be a good idea too. Thank you for this survey.	6/9/2015 11:45 AM
160	Showers, changing room and lockers for staff coming by bike and needing to change.	6/9/2015 11:44 AM
161	It would be good to have a pharmacy in the Palais	6/9/2015 11:44 AM
162	For the parking spaces, it depends very much on the time of year: Where there is a big meeting on, there is not enough space, so there should be some kind of overflow parking. In the summer and over Christmas, there is more than enough parking. On the ranking question, I answered specifically for my job: I don't handle anything confidential, so for me it is not important, but it should go in first position for somebody with that kind of work. Also, communicating with my colleagues in my current set-up works well, as we have shared offices which are all close to each other. I was concerned about the suggestion that daylight and good air quality would not be an important feature in any office environment - I would think it goes without saying that these are basic requirements for human beings to survive let alone be productive, and not something that should be up for deliberation.	6/9/2015 11:44 AM
163	Accessibility for persons with disabilities-- both staff and visitors-- should be given priority.	6/9/2015 11:43 AM
164	If the G and P posts system were abolished like in most of UN agencies, most of the office space/working environment problems would be resolved!!!	6/9/2015 11:38 AM
165	Open space has the counter-intuitive effect of hindering interaction and communication among colleagues, for fear of disturbing others!	6/9/2015 11:37 AM
166	Remettre les numéros d'étage sur le mur au dessus des boutons d'appel des 4 ascenseurs bâtiment E (42 et 43 A et B) : visuel actuel trop petit et mal placé, on ne sait à quel étage on se trouve quand on sort de l'ascenseur. Un trottoir pour les piétons et au moins peindre une piste cyclable sur la chaussée pour aller du bâtiment E/Villa Pelouse à la barrière du chemin de fer (et inversement!). Un chemin pour faire le tour du parc (ex le long de chemin de fer en dessous du verger récemment planté) Plus de bancs dans le parc.	6/9/2015 11:35 AM
167	Open space office/hot desk is the worst idea for the staff morale - noise, lack of ownership, lack of comfort, stress	6/9/2015 11:30 AM
168	Daily requirements, such as a small shop (with tissues, gifts, sandwiches, etc) also at the top end of the Palais - plus a pharmacy, or a shop that sell simple things like paracetamol, plasters, etc.	6/9/2015 11:30 AM

169	Increased space for bike parking (at least in Motta and Palais Wilson this is currently a constraint).	6/9/2015 11:29 AM
170	Change cafeteria to be a restaurant with different nationality themed food.	6/9/2015 11:29 AM
171	We should have individual offices but also large shared meeting rooms equipped with coffee machines, easy to book and easily accessible (e.g. on the same floor and used by a small number of Sections/teams), so that every time we have an internal meeting or a meeting with someone from outside we could easily go there.	6/9/2015 11:28 AM
172	(1) D'accord pour bureau partagé mais à DEUX seulement. Trop de problèmes de concentration, bruit, odeurs... (2) Parking devrait être gratuit. Traitement injuste entre collègues ONU PN gratuit et Parking PW déduit salaire depuis plus de 15 ans ( à ce jour 185 CH/mois) ! Tout le staff pourrait utiliser les parkings ONU et verser une cotisation annuelle pour leur entretien	6/9/2015 11:26 AM
173	Need banking facilities, post office and bookstore in E building.	6/9/2015 11:22 AM
174	People with managerial responsibility should have their own office. It would undermine their authority and adversely affect their management if they have to book a separate meeting room every time a serious conversation (that is not to be overheard by everybody) has to be held with a staff member.	6/9/2015 11:22 AM
175	Having a real fitness club in the premises should be a priority for the staff council, with machines and showers. Thanks!	6/9/2015 11:21 AM
176	Ce serait très pratique si on pouvait également amener son chien au bureau, s'il est petit et pas bruyant.	6/9/2015 11:18 AM
177	The planning and design should be consulted with someone who has contemporary ideas and up to date wisdom on workspace ergonomics. Open space is very 80s while hot spotting is so 90s. The proposals are 30 years out of date. A KEY CONCERN is our MULTICULTURAL environment - open space can create a lot of friction; we will need to have strict dress codes, behavior and decoration guidelines in order to satisfy the lowest common denominators, which will be the most conservative ones.	6/9/2015 11:17 AM
178	Question 21: I could not put my preferences in order	6/9/2015 11:13 AM
179	supermarche	6/9/2015 11:12 AM
180	I would like to have the possibility to keep my window open. As it is right now, I can open it but it won't stay open, I need some device to block the window so it does not shut again.	6/9/2015 11:12 AM
181	I very often eat in my office at my desk. This option was not present. One simple addition that would likely please the occupants is the availability of hot water for tea. We had a kettle but were told it must be moved to the hall. Several months later we told it was not allowed in the hall either. It is 2 francs for hot water at the various coffee places and .30CHF for hot water from a machine which delivers about 50ml. So .60CHF for a standard mug.	6/9/2015 11:11 AM
182	Healthier options in the vending machines.	6/9/2015 11:09 AM
183	I would like to suggest that the TPUs (DCM/LS) have 2-person offices (ideal for concentration and quick consultations) with desks that are large enough for another person to sit at for when we are cross-checking documents. Our chiefs need an office with a door to close so they can hold confidential meetings. Our front desks need to be in a central location to all the other offices as there is a lot of traffic in and out, all day. We have monthly unit meetings, so a meeting/conference room that can be booked in advance would be great. Thanks!	6/9/2015 11:09 AM
184	The UBS bank in Door 41 should be reactivated Also, a Tabac like shop should replace the former NAVILLE in DOOR 41.	6/9/2015 11:09 AM
185	Merci pour le questionnaire. Merci également de tenir compte de ce qui suit: Il faudrait voir si des collègues ont des maladies qui les empêcheraient de travailler dans un environnement "ouvert". Personnellement, je souffre depuis des années de migraine (entre autres), doublée de photophobie et phonophobie. Quand les crises se déclenchent, j'ai besoin de m'allonger, fermer les volets (et le yeux!); tout bruit et/ou lumière augmente l'intensité de la crise et la prolonge. Il peut en être de même de quelques odeurs, mais dans une moindre mesure. Comment gérer une telle situation dans un environnement "ouvert"! Par ailleurs, une pharmacie serait la bienvenue, de même que des espaces de repos individuels (en plus d'espaces de repos collectifs, bien évidemment)! Fort cordialement	6/9/2015 11:09 AM
186	More showers in order to encourage cycling to work and exercising during lunch breaks. 1-2 more breastfeeding rooms. The compound is too large to have only one. A dedicated running/jogging trail within the Ariana park.	6/9/2015 11:08 AM
187	Access to a fridge would be appreciated	6/9/2015 11:05 AM
188	Add a staff bar like the one at the UN in New York.	6/9/2015 11:04 AM
189	Insonoriser les bureaux / pouvoir changer de chaise de travail tous les 3 ou 4 ans et le mobilier tous les 6 ou 7 ans / Pouvoir avoir des stores qui font réellement écran aux rayons du soleil afin de ne pas perdre sa capacité visuelle en travaillant sur des ordinateurs / de pouvoir faire nettoyer/renover les murs des bureaux au moins 1 fois tous les 2 ans /	6/9/2015 11:04 AM

190	All UN staff should pay for parking their cars.	6/9/2015 11:03 AM
191	We need more showers and a bigger locker room for runner. We need to do something about the disgusting food at the cafeteria We need rest/power nap rooms	6/9/2015 11:00 AM
192	Gym / Fitness is a must to improve health of staffs	6/9/2015 11:00 AM
193	I cannot stress enough that open plan arrangements (not to speak of hot desking) are a bad idea: they are not necessarily cheaper and they certainly do not have any enhancing effects on productivity. Please see the following articles: <a href="http://tinyurl.com/lt7htyz">http://tinyurl.com/lt7htyz</a> or <a href="http://tinyurl.com/k58xstc">http://tinyurl.com/k58xstc</a> I can also refer to the open plan experience at WTO with results unanimously described as negative.	6/9/2015 10:59 AM
194	avoir une vraie cuisine en libre service pour se préparer à manger	6/9/2015 10:57 AM
195	A full-fledged gym is the must for such a big organization. Kitchen facilities on each floor also needs a great improvement.	6/9/2015 10:56 AM
196	- To be able to open the windows would be good. - People with managerial assignments with more than three supervisees should have their own, individual, offices. Otherwise it becomes very difficult to act as a good manager, because it becomes to communicate properly. The nature of the work should also be taken into consideration. For example, I am doing a very legalistic work, and I need to be given the opportunity to concentrate in order to be productive and effective. I can see the difference when I had an individual office and now, when I share an office with a colleague who supervises several people (5). It is difficult. I am not a bureaucrat trying to save his/her own comfort, sticking to his/her own habits and perceived "acquis"; I think that there are objective factors and we should take them into consideration and keep them in mind when deciding about the future, even if, today, the trend is open space, glass without windows to be open and concrete...	6/9/2015 10:56 AM
197	If it's possible, I would suggest to build up a swimming pool in Palais, since there are a lot of staff suffer the back pain.	6/9/2015 10:53 AM
198	Restaurant should be close and should serve good food at reasonable prices. Rest rooms, exercise courses, music and dance courses would be helpful during the lunch time to refresh. Open terrace is also preferred to spend some time to read.	6/9/2015 10:53 AM
199	Salle de repos	6/9/2015 10:52 AM
200	L'expérience du travail en open space acquise dans le secteur privé me démontre que cela n'est pas une bonne idée. Non seulement d'un point de vue du travail (confidentialité / concentration) mais aussi en ce qui concerne la propagation des microbes en hiver (plus d'absentéisme) et aussi du fait qu'il est impossible de mettre 10 personnes qui partagent un espace d'accord sur le fait d'ouvrir la fenêtre, abaisser les stores, augmenter le chauffage ou la climatisation, mettre plus de lumière ou moins.	6/9/2015 10:52 AM
201	Since the E building (above the 3rd floor) is being demolished anyway and there will be new construction, why not use this as an opportunity to build the crèche within the Strategic Heritage Plan, rather than depleting the Council account and relying on a loan from la Mutuelle? It seems it would be logical to have the crèche as part of this new construction rather than treating it separately.	6/9/2015 10:51 AM
202	Si tout le personnel de l'ONUG doit être regroupé au PDN, ce qui serait une excellente chose, il faut également augmenter la capacité du parking du PDN, quitte à ce que celui-ci devienne payant comme c'est déjà le cas à Motta et au PW. Certains fonctionnaires font plus de 80 kms A/R chaque jour pour venir travailler. Dans ces cas là, la voiture n'est pas un luxe mais le seul moyen de transport possible. Aussi, faudrait-il que des places de parking soient garanties.	6/9/2015 10:50 AM
203	If there is going to be a fitness, hairdresser and dry cleaning on the premises (in addition to what is already available in the Palais e.g. bank/post/travel agent/SAFI etc. it would certainly be a great improvement on our current situation here in Palais Wilson. By the way, this questionnaire was designed to fit people working inside the Palais, it is not entirely suitable to staff in other premises.	6/9/2015 10:50 AM
204	Spaces where you can have a proper nap	6/9/2015 10:49 AM
205	En tant que traducteur, et ayant eu l'occasion de travailler en open space, je trouve ce type d'arrangement tout à fait nocif pour la concentration et le confort qui sont des impératifs absolus et ont une incidence directe et immédiate sur la qualité du travail.	6/9/2015 10:48 AM
206	This survey seems to be geared towards the colleagues working at PdN. One important issue that is omitted, for example, are the high parking costs for colleague working in the annexes. Many thanks!	6/9/2015 10:48 AM
207	Meeting regularly to discuss complements individual work. Both are needed to be respected and there should be spaces for individual work and also meeting places, even over coffee as many times important information is shared in formal and informal gatherings. But then you need your own office to go back to work. Both are needed	6/9/2015 10:48 AM

208	We need more spaces for bicycles - the bike shed is PACKED during the summer, especially during bike to work week, and people have to leave their bikes against the wall outside the shed. .Meanwhile there about 10 empty parking spaces just outside the shed which are already covered - nobody uses them. Please convert these piad parking spaces that nobody uses into bike parking - all that is needed is a bike rack - there is enough covered space to accommodate about 50 bikes.	6/9/2015 10:47 AM
209	La sale de gym devrait être accompagné d'une zone de vestiaires et douche appropriée et d'une offre de cours adequate. On pourrait aussi améliorer l'usage des espaces extérieurs (plus de terrasses). Nous avons aussi besoin d'un space d'accueil pour les enfants	6/9/2015 10:47 AM
210	La spécificité de mon travail necessite de travailler au même endroit (por l'administratif et mes interventions techniques) actuellement je dispose d'un bureau dans les algécos devant la porte 25 et un atelier se trouvant dans les sous-sols près de l'armurerie (local 0011-009) Pour des raisons évidentes de sécurité mon local atelier devait avoir en plus un local juxtaposé servant de sas de sécurité (désarmement et sécurisation de l'arme) afin de pouvoir travailler dans mon atelier sans la présence d'une arme chargée !!! ceci pour éviter tout risque d'accident de manipulations (règles de sécurité d'une armurerie) De plus cet atelier ne disposant pas de fenetre donnant sur l'exterieur celui-ci n'est donc pas considéré comme un espace de travail ....	6/9/2015 10:46 AM
211	offices should not have more than 2 people, above this, noise, privacy etc...	6/9/2015 10:45 AM
212	Rest rooms for staff	6/9/2015 10:45 AM
213	N/A	6/9/2015 10:44 AM
214	More possibilities to do fitness	6/9/2015 10:44 AM
215	Sponsor use of public transport to the same degree that cars are subsidized with cheap petrol; Sponsor memberships at pool or fitness club rather than a gym on site.	6/9/2015 10:43 AM
216	In the order of importance: it would be good to have in Palais des Nations a (1) nursery, (2) pharmacy (if possible, SunStore as there is no tax on prescriptions), and (3) more open space rooms with desks and Wi-Fi connections for visitors and colleagues from the field and offices outside of Palais des Nations.	6/9/2015 10:43 AM
217	I really do not like the open-office space idea. I would consider changing of my job if I am forced to work in an open-office space.	6/9/2015 10:42 AM
218	Question 22: add offices dedicated to power naps	6/9/2015 10:39 AM
219	More water fountains	6/9/2015 10:39 AM
220	1- Interns should have the right for a parking spot. This would not increase the need of new parking spaces and would not put any additional pressure on parking because the majority, which is probably 95% if the interns, do not own a car in Geneva, especially since they come from other countries.However, the 1 or 2 exceptions that do have their own transport, should be able to use a parking space in the Ariana Park. Besides, we are not paid, so the least that could be done is to give to these 1-2 exceptions the opportunity to park. 2- There are no vegan options in the cafeteria. There should be. Or at least dairy- free products should be provided for people unable to tolerate them.	6/9/2015 10:38 AM
221	C'est pratique de disposer d'un kiosque à journaux (c'est dommage que celui du bâtiment E ait été fermé) et une petite pharmacie pourrait aussi être utile il me semble dans le bâtiment qui sera construit, surtout si le service médical reste dans ses locaux actuels car il sera alors très éloigné du nouveau bâtiment. Merci de nous avoir consulté	6/9/2015 10:38 AM
222	Augmentation des locaux de douches et vestiaires avec nettoyage et entretien réguliers. Aménagement d'espaces d'activités physiques dans le parc.	6/9/2015 10:38 AM
223	LET THE SCOOTERS PARK OUTSIDE THE BUILDING E. MAKE SPECIFIC PARKINGS AS DONE FOR BIKES	6/9/2015 10:36 AM
224	Please discuss with the entities working already in an open space to get their feedback. Our experience is extremely bad in terms of productivity, confidentiality, noise, etc. It is really a bad idea	6/9/2015 10:36 AM
225	Massively increasing showering facilities would make it more realistic for people to cycle, run, walk, skate etc to work. Lockers in the bathrooms would allow people to exercise at lunchtime without having to leave their belongings out at risk of theft (lunchtime exercise increases productivity!) . Offices should by default have at a bare minimum somewhere to hang a coat!. Small kitchen facilities, even just a fridge, would permit people to bring their own lunches which are cheaper and usually healthier than cafeteria lunch, and this could improve team spirit if communal spaces were equipped with tables and chairs for collective lunches.	6/9/2015 10:35 AM
226	I would certainly use a napping room. I used to work at the UN office in Vienna, and used the napping room to recover from jet lag after mission. When pregnant in Geneva, I had to take naps in my car in the underground parking.	6/9/2015 10:35 AM
227	1. For financial and Administrative work, the open space is not a good idea. 2. More showers and lockers in case you go for a jogging from the Palais. 3. The construction of a new building should be at the place of Annexe le Bocage. 4. Sport facilities in the Palais. 5. No smoking at the entrance of the buildings...	6/9/2015 10:35 AM

228	L'espace ouvert à New York (siege) a été catastrophique: baisse de la productivité et du moral du personnel. Ne répétons pas cette erreur grossière. Même Google est revenue sur l'erreur grossière des espaces ouverts.	6/9/2015 10:34 AM
229	On question 23, the most common option for me is missing: eating in front of the computer.....	6/9/2015 10:34 AM
230	Having sat in an open space for many years, all I can say is that it was a truly horrible experience.	6/9/2015 10:33 AM
231	Construire des parkings sous-terrain.	6/9/2015 10:32 AM
232	Garder le Palais Wilson.	6/9/2015 10:32 AM
233	Les open-spaces comme nous avons au E4-3 et E-12 sont horribles. Les journées sont une suite de conflits dus au bruit, aux lumières inadaptées (personne située près de la fenêtre mais qui veut les plafonniers allumés alors que le reste du bureau veut qu'ils soient éteints). Par ailleurs, la manque d'espace pour déjeuner oblige à manger sur nos bureaux (nous sommes une quinzaine à apporter notre repas), avec les désagréments que cela crée.	6/9/2015 10:32 AM
234	S'il manque suffisamment de postes de travail, il faut penser à encourager davantage le télétravail pour 1 ou 2 jours par semaine. Certains types de travail s'y prêtent très bien. Je peux imaginer "ho desking pendant 2 ou 3 jours de la semaine, mais pas tous les jours. Il y a aussi certains fonctionnaires qui voyagent beaucoup et qui pourraient facilement utiliser le hotdesking.	6/9/2015 10:32 AM
235	Possibility to have common kitchen space and a common fridge for sections. Climatisation for very hot days.	6/9/2015 10:31 AM
236	Abris spécifiques moto, en cas d'intempéries. Espaces douches/vestiaires plus grands, au vu du nombre de personnes faisant du sport pendant la pause déjeuner.	6/9/2015 10:31 AM
237	Foresee free (lounge?) areas where people could meet, discuss relax enjoy a break to improve quality of life/working conditions especially if in hotdesking situations...	6/9/2015 10:31 AM
238	More exterior features to encourage better use of the park (benches, covered tables, jogging/walking trail just inside the perimeter fence, etc.). More lounge areas that can be used for coffee and collaboration/small meetings. Improved/enlarged shower/locker facilities for staff. A commissary with duty free goods.	6/9/2015 10:31 AM
239	Translators cannot work on open spaces. It's been sufficiently proven my extensive research already. Thanks.	6/9/2015 10:28 AM
240	Add a pharmacy to the amenities	6/9/2015 10:28 AM
241	Facilities for heating own food should be provided with the possibility of a refrigerator; Good facilities to park the bikes under a roof should be provided	6/9/2015 10:28 AM
242	tous les bureaux devraient automatiquement avoir une imprimante(noir/couleur) ainsi que des téléphone et ordinateur en permanence. Uniquement attirer les installations électroniques en fonction des arrivants et non devoir les commander à l'arrivée du nouvel utilisateur du bureau.	6/9/2015 10:27 AM
243	Lors des grandes conférences, ouvrir le cour d'honneur pour offrir plus de places de parking.	6/9/2015 10:25 AM
244	Accessible showers / space for changing to go running are important. Breast feeding room. Vicinity to library preferable. Enough space for books and folders.	6/9/2015 10:25 AM
245	As translator, it is impossible for me to work and concentrate in an open space. I do think that if it was the case, I would leave the Organization for another employer.	6/9/2015 10:24 AM
246	attention needs to be given to genuine medical conditions if open space is being considered - staff with special needs should not be labelled as "demanding"	6/9/2015 10:24 AM
247	parking is key for commuters.	6/9/2015 10:24 AM
248	There are too many parking spaces, those should be reduced so as an organization we contribute to less traffic in the city. People should be strongly encouraged, also by restriction of parking space, to use public transportation.	6/9/2015 10:23 AM
249	Staff should be given priority for parking over diplomats. Over the building period a solution might be telework	6/9/2015 10:23 AM
250	I think that having a gym is very important for the well-being and health of all workers.	6/9/2015 10:23 AM
251	Open spaces / hot desking is totally acceptable, but there must be small room available for people to give private phone calls whenever needed (to set a doctor appointment etc)	6/9/2015 10:22 AM
252	Est-ce qu'on est vraiment à plaindre dans un si bel environnement avec un parking gratuit ..... !	6/9/2015 10:22 AM
253	There should be more showers and changing rooms. I walk 6.8 KMs to work everyday and the facilities in the Palais are shockingly limited. Smoking should be restricted to designated areas away from the entrances so you do not have to walk through secondhand smoke when entering or leaving the building.	6/9/2015 10:22 AM
254	- The option of home office would help, in particular in times of stress in the office. IT options (accessing the shared drives via VPN) would help to improve our work	6/9/2015 10:20 AM

255	station de lavage de voitures et salle de massage	6/9/2015 10:20 AM
256	Back to the questions about office space, because there was no opportunity to comment there! My work and that of my colleagues increasingly involves working with people in other locations via web conferencing (Webex). I typically spend 2-3 hours per day working with individuals and multi-national groups in this way. This type of work is increasing, and is becoming our main way of interacting with stakeholders in national governments. Sometimes it can be scheduled, but often it is ad-hoc. It is only really feasible to work this way in single offices because of the need to talk quite loudly and clearly using this technology. We have tried this in shared offices, but it is too distracting for those sharing, therefore, in the future, we will need more individual spaces.	6/9/2015 10:20 AM
257	Please note that "one size does not fit all" and that different types of work require different environments.	6/9/2015 10:19 AM
258	favoriser le travail a la maison au minimu 2 fois par semaine pour ceux qui sont autonomes dans leur activite de assistant administratif	6/9/2015 10:18 AM
259	Increase toilet space and add bidets.	6/9/2015 10:18 AM
260	We need to communicate within our team and privacy.	6/9/2015 10:17 AM
261	Open space is a good reason to leave the job	6/9/2015 10:15 AM
262	Pleae do not go fro open space, experience in NY shows it is a disaster. More meeting rooms are needed. A place to relax (meditate, take a nap, etc) would be very useful.	6/9/2015 10:14 AM
263	I think that open space offices are great providing there are also small meeting rooms or offices in close proximity where one can step out to make a private phone call or meet on a confidential issue	6/9/2015 10:14 AM
264	Augmenter le nombre de place de parking pour vélo devant le building E (door-40)	6/9/2015 10:14 AM
265	I do not understand sentences "it would be more stressful than working in a shared office" '- more stressful that what?	6/9/2015 10:14 AM
266	Bathrooms in E building should be remodeled with space where people can put their belongings (bags, combs, toothbrushes) while they are using the bathroom. There are too many useless public spaces in the E building (and in the Palais in general). We need a complete overhaul using modern workspace design principles. Please go for functionality and practicality rather than grandiose visual statements!	6/9/2015 10:13 AM
267	Those who use a parking inside the Palais should always have to pay for it.	6/9/2015 10:11 AM
268	It would be nice to have at least a fridge per section. Also, as mentioned above, a fitness room/gym would be a great addition, plus regularly organized classes/activities. Food/beverage choices in the cafeteria could be improved.	6/9/2015 10:11 AM
269	Do not forget mothers with children. Such space should be available (Krippe/Kindergarten).	6/9/2015 10:10 AM
270	Penser à faire une crèche, une salle de sieste, des espaces d'attente verts, des mus végétaux.	6/9/2015 10:09 AM
271	It is very impornat to have pharmacy in the Palais	6/9/2015 10:09 AM
272	If remote access to files ls not possible - how is it going to be possible to have real hotdesking?	6/9/2015 10:09 AM
273	Please consider also Annex bocage in your plan	6/9/2015 10:08 AM
274	Translators need individual offices, with natural light, to work comfortably in an environment conducive to intensive concentration during long working hours. No open space, no hotdesking!	6/9/2015 10:08 AM
275	Pharmacy is needed	6/9/2015 10:08 AM
276	Courrier delivery	6/9/2015 10:07 AM