



37th UNOG Staff Coordinating Council **37^{ème} Conseil de coordination du personnel de l'ONUG**

Work Programme

The UNOG Staff Coordinating Council is a union that represents UN Secretariat staff in Geneva. In discharging its programme all 25 members of the Council shall contribute their time and efforts to reach our common goals.

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

- Work with other unions to improve how pay for G and P staff is calculated.
- Maintain its challenge of the Geneva pay cut before all fora, including the tribunals.
- Use upcoming reviews of ICSC and SMC working methods to advocate the inclusion of ILO standards and labour rights in how our conditions of service are set.
- Advocate Geneva as a high quality regional hub and ensure that staff whose jobs are affected by budget cuts and offshoring are protected.
- Promote greater contract security through granting of five-year fixed-term appointments.
- Address the use of temporary appointments for ongoing functions.
- Advocate equal leave for staff on temporary appointments.
- Campaign to make performance a requirement for promotion, reduce vacancy times and promote measures for internal preference.
- Advocate that G staff be able to apply directly for P posts.
- Address the growth in consultancy contracts for staff functions and its consequences.
- Examine how to address the job impact of workplace evolutions such as the use of artificial intelligence in administration and translation.
- Examine the feasibility of a UN unemployment insurance for all staff.
- Increase staff employability by encouraging administration to review training needs.
- Maintain our solidarity with the fair internships movement.

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

- Continue our work to improve the pension fund's governance and sustainability and better assist staff living with long-term sickness and disability.
- Hold management to account on harassment, sexual harassment, misconduct and retaliation, and push for more effective measures to address impunity.
- Campaign for a workplace in which staff have equal opportunities regardless of gender, race, nationality or disability.
- Review parental leave and allow all staff access to flexible working arrangements.
- Request revisions to the travel policy so that staff arrive fit for work.
- Push for the Palais renovations (SHP) to serve the needs of staff and the organization.
- Examine whether the Swiss-US double taxation treaty can provide tax relief on pensions.
- Support the development of staff recreational facilities, ensure financial support to clubs and increase activities for staff and their children.
- Explore growth in Council funding through membership dues, the magazine and other sources.
- Examine the possibility of a permanent memorial in Geneva to fallen colleagues.

To keep staff informed and involved, the Council will:

- Hold regular townhalls and inform staff through frequent broadcasts and other channels.
- Survey staff on key issues and developments.
- Publish information on the roles and responsibilities of Council members.