



## 36<sup>th</sup> UNOG Staff Coordinating Council 36<sup>ème</sup> Conseil de coordination du personnel de l'ONUG

### Draft minutes of the 10<sup>th</sup> meeting

held on 16 January 2019 at 1.30 p.m. in Room XV

**Council members present:** ALMARIO Francis, APOSTOLOV Mario, BALD Ian, CHANTREL Dominique, CHAOUI Prisca, DUPARC Philippe, FUNCK Thomaz Samuel, GAZIYEV Jamshid, KALOTAY Kalman, MEYER Olivier, PECK ARIF Catherine, RICHARDS Ian, RUHANA-MUKAMUSONI Angelique, STANOVIC Marko, TAPORAIE Amos.

**Council members absent:** ADELISE Dominique, BALY Mohamed Chiraz, EL GARAH Samira, JAMES Elizabeth, KELLY Paul, NWABUOGU Gloria, POPA Gabriela, ROUAI Slim, SMITH Bradford, TOUIHRI Mohssen.

*The meeting began at 1.35 p.m.*

#### 1. Adoption of the agenda

The agenda was adopted with changes as reflected below.

#### 2. Adoption of the minutes of the 9<sup>th</sup> meeting

The minutes of the 9<sup>th</sup> meeting were adopted without changes as recorded in the Council secretariat.

#### 3. Report of the Finance Commission

The Council was informed that the FC decided to close three underutilised bank accounts (“assistance juridique”, “crèche”, and “staff gala”) in order to save in unnecessary bank charges. The available funds were transferred to the Council’s current account but would nevertheless remain as separate budget lines and accounts for the Council’s accounting purposes. The FC also informed the Council that the internal auditors had started their work on the 2017-2018 accounts and they were given access to all relevant records.

A brief discussion followed on the reasons why funds were transferred from the three accounts to the main account. It was clarified that maintaining multiple accounts was costly and that the Council’s accounting methods meant that the funds were still treated separately. There was no need for expenditures for legal assistance, the creche (which was no longer specifically earmarked) and the staff gala to be handled through physically separate bank accounts. Moreover, with the uncertain situation of SAFI and of income expectations, the consolidation of funds made sense to face potentially unbalanced future budgets.

#### 4. Report of the Executive Bureau

The Council was briefed on the activities of the EB since the 9<sup>th</sup> meeting, noting it was quite active despite the end-of-year period. Broadcasts had been sent out detailing information about activities, news and achievements, for instance (1) the results of the survey on misconduct, which noted a high participation rate and alarming results, which the federations are studying and identifying trends and make proposals to the Administration; (2) a broadcast on SHP which recounted the efforts of the Council and the experience of colleagues in the flexible working space; and (3) a broadcast concerning GSDM, noting the efforts by Geneva Management with the successful creation of the Geneva Client Support Centre, and how the process to select GSDM service centre duty stations was still ongoing. The Council was further briefed on the following:

- Gender: an SMC working group had met on the SG’s proposal whereby staff would be fired to achieve gender parity, which all unions opposed. As the working group did not agree, the matter was referred to the SG.
- SSS: a new rotation policy is intended to be put in place by Management. Following consultations, the opinion of staff was only accepted partially. A working group was put in place to continue discussions.

- OCHA: a townhall was facilitated by OSLA under the auspices of the Council on staff rights in cases of restructuring and downsizing. A meeting was expected with OCHA Geneva Management soon.
- OHCHR: a meeting was held with the High Commissioner where various issues of concern to staff were discussed.
- Clubs: the EB was currently reviewing a club subsidy request.
- Staff gala: was held on 9 December, noting it was a great success.

A brief discussion followed on GSDM. It was recalled that whilst there had been three initial proposals of service centres the GA refused the Administration's plan and asked for a new proposal, at which time the Administration invited Member States to present candidatures for service centre locations (currently unknown). It was noted that the position of Geneva staff is to protect Geneva posts, especially highlighting the successful experience of the new service centre in the Palais.

## 5. Date of next staff General Assembly

The Council agreed to call for the staff General Assembly on 31 January 2019. It was noted that the annual report would be circulated to the Council members once a final draft was ready, for which any inputs were welcome, and the Executive Secretary remained ready to meet with any Council member wishing to actively contribute.

## 6. Approval of expenses

The Council was asked to increase the budgeted expenditure for the translation of the annual report to CHF 2,000 (from CHF 1'000), which would be in line with the same expenditure level as in previous years. Taking into account the reduced income of the Council, a suggestion was raised to ask French-speaking colleagues to do the translation, but it was noted that the report was long and complex and it would be very difficult for any colleague to carry out a full translation in their spare time (in time for the staff General Assembly). A further suggestion to use Google Translate was not agreed, in order to maintain a minimum level of professionalism in the translation. It was noted that French-speaking staff should not be inconvenienced by a badly translated report.

Having a request for nominal vote been raised, the following results were obtained:

Almario Francis	Yes	Kalotay Kalman	Yes
Apostolov Mario	No	Meyer Olivier	Yes
Bald Iain	Yes	Peck Arif Catherine	Yes
Chantrel Dominique	Yes	Richards Ian	Yes
Chaoui Prisca	Yes	Ruhana-M. Angelique	Yes
Duparc Philippe	Yes	Stanovic Marko	No
Funck T. Samuel	Yes	Taporaie Amos	No
Gaziyev Jamshid	Yes		

Seeing 12 votes in favour and 3 against, the proposal to hire a professional translator was carried.

## 7. Problems at the Pension Fund

The Council recalled the OIOS report on the Pension Fund, which proved to be strong in showing the serious managerial issues that plagued the Fund, notably concerning the Board and conflicts of interest within it, and its resistance to submit itself to the authority of the GA; benefits given to the former CEO; retaliation issues. The Council noted with satisfaction that the GA endorsed the report. A broadcast will be issued on the matter.

## 8. Impact on staff of GA resolutions

The Council recalled that a townhall had been held the previous day to discuss the implications for staff of recent GA resolutions, which was well attended. A broadcast will be issued to summarize the townhall's discussions.

## 9. ICSC reform

The Council noted that the ICSC will meet in Geneva in February, and that there was already coordination in place with other staff unions to hold events. It was further noted that a new chairperson was leading the ICSC (Mr. Larbi Djacta).

## **10. UN Special**

The Council was informed that the IAC of UN Special had met and agreed to cancel the contract with the current publisher and start a bid for a new one under better conditions. It was said that reporting requirements should be included in the TOR for the new publisher, as well as reference to the development of a new design for the magazine.

## **11. Any other business**

- It was noted that the Council's contribution to CCISUA in 2019 decreased by CHF 17,500 (for a total of CHF 20,000 as budgeted).
- A question was raised concerning decentralization in the context of UN management reform. It was noted that it had only been seen OCHA so far.
- The Council noted that the Sectoral Assembly in the Language Service had pushed for staff engagement and transparency in planning and change management.

*The meeting ended at 3:15 p.m.*