



## 37<sup>th</sup> UNOG Staff Coordinating Council 37<sup>ème</sup> Conseil de coordination du personnel de l'ONUG

### Minutes of the 5<sup>th</sup> meeting

held on 17 June 2019 at 1.15 p.m. in Room C.529

**Council members present:** ALMARIO Francis; APOSTOLOV Mario; BALD Iain; CHAOUI Prisca; CHIRAZ BALY Mohamed; DAN Lin; DUPARC Philippe; GAZIYEV Jamshid; JAQUIOT Cédric; KALOTAY Kalman; LEONI Brigitte; MEYER Olivier; POPA Gabriela; RICHARDS Ian; RIOUKHINA Evelina; RUHANA MUKAMUSONI Angelique; STANOVIC Marko; TAPORAIE Amos.

**Council members absent:** BULYCH Yaroslav; CHANTREL Dominique; JAMES Elizabeth; KELLY Paul; PECK ARIF Cathy; SAMA ITOUA Nzété Da; SMITH Bradford.

*The meeting opened at 1.20 p.m.*

#### 1. Adoption of the agenda

The agenda was adopted without changes as reflected below.

#### 2. Adoption of the minutes of the 4<sup>th</sup> meeting

The minutes of the 4<sup>th</sup> meeting were adopted without changes as recorded in the Council secretariat.

#### 3. Report of the Finance Commission

The Council members were informed of the request by the Sports Commission for subsidy to UNOG participants at the Inter-Agency games 2019 in Portugal, which had been pre-approved by the EB. A brief was presented on the past IAG subsidy expenditures. The Council confirmed the approval of the EB to subsidise at 50% its dues-paying members who participated in the games (34), based on the package which included accommodation (€ 535), for a subsidy per person of € 267.50. The Council noted that the grand total of € 9,095 exceeded by approx. 2% the amount that was originally budgeted (subject to change of the exchange rate).

#### 4. Report of the Executive Bureau

The EB reported on its activities since the previous Council meeting, notably on the following items:

- Future club/fitness space: recalled survey on the matter – most staff who participated wished to have a professionally run fitness centre with fees not exceeding 400 per year. Many also expressed interest in allowing clubs to continue, as well as free access to showers and lockers. A simple lease of equipment seemed the most viable option. Management would have to prepare a call for expression of interest and eventually hold a bid. Details to be confirmed particularly the needs of SSS.
- Issue of IT staff being engaged under UNOPS contracts. To be discussed at JNC following factfinding.
- Issue of HR staff being recruited on TJOs then regularized without passing through CRBs. To be raised at JNC.
- Recent meeting with USG for Operational Support. Discussed travel policy and GSDM where no impact is expected until the matter is clear.
- UN Special. Recalled decision of the Council to separate from WHO SA. EB looked into implications. UNOG legal officer was contacted who didn't oppose. IAC to be convened.
- Council visibility. A stand would be kept during the garden party along with promotional materials.
- New offer for dues-paying members on gas purchases with service provider Tamoil.

A discussion followed on how staff are much less protected and entitled to fewer rights because of UNOPS contracts. It was noted that the Administration refused to give statistics on use of that type of contract. Agreed to continue the ground research to determine the scope of the situation.

Another discussion was held on increasing dues-paying membership. The need for collaboration with HR to provide information to new staff who join was highlighted.

## **5. Staff-Management Committee**

The Council was updated on latest issues. It was said that the Administration was trying to pass new policies without following the proper SMC procedures (harassment, medical evacuation, home leave). Staff unions were pushing hard to make sure there was proper formal discussion and agreement.

## **6. Working group on mobility and selection**

It was noted that three meetings had already taken place via VTC. It was said Management wanted to impose mandatory mobility. It was noted that as per the recent survey on the matter 75% of staff wanted mobility to be under a voluntary scheme. However there was strong divergence in views among staff unions on how to approach the issue. A WG meeting was proposed among the unions to be held in Brindisi on 20-21 June deeming required to meet in person in order to reach final agreement, for which the EB had agreed on the costs of approximately CHF 2'000 under the Council-approved budget line "official travel". The Council agreed.

The bad experience of mandatory mobility (Polnet) was noted. Geneva's position was to be in support of voluntary mobility with incentives, avoiding differentiation of "classes" of staff. The discussion continued on the implications of mobility (voluntary and mandatory), potential incentives, and potential problems of mobility.

## **7. Situation in UNCTAD**

The Council was briefed on the recent meeting with the DSG of UNCTAD on cases of harassment that had reached the Council, who asked for the list of accused along with the facts of the cases. Efforts were being made to collect the information and submit it. Depending on the evolution of the cases and how Management addressed them, new discussions/actions could be held. The Council agreed to stand ready to file a complaint that would trigger an investigation or assist staff in submitting it if they wish to do so.

## **8. OCHA situation**

The Council took note of the 12% reduction in costs, affecting posts in OCHA headquarters, which did not obey to financial constraints but a reorganizational choice from Management – yet not considered downsizing. The Council agreed to push for OCHA to consider interpreting it as a downsizing exercise similar to that of 2017, therefore allowing the corresponding safeguards for current serving staff.

## **9. Civility Initiative**

The Council recalled the initiative from Management, spearheaded by the Office of the Ombudsman, to carry out a civility campaign among staff. Workshops with staff were being organised and a VTC to brief the staff unions on the initiative would also be organised.

## **10. Any other business**

Issues in the Pension Fund:

- The Council discussed irregularities in a series of staffing changes stemming from the senior management in Geneva, noting work was being done to try to block those changes.
- The Council noted that various cases of harassment and discrimination had been received on the basis of nationality and ethnic origin. The Council remained ready to support staff who would come forward with official complaints and encouraged them to do so.

*The meeting closed at 2:45 p.m.*