



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

### Minutes of the 6<sup>th</sup> meeting

held on 16 July 2019 at 1.15 p.m. in Room Concordia 5

**Council members present:** ALMARIO Francis; APOSTOLOV Mario; BALD Iain; BULYCH Yaroslav; CHAOUI Prisca; CHIRAZ BALY Mohamed; DUPARC Philippe; GAZIYEV Jamshid; JAMES Elizabeth; JAQUIOT Cédric; KALOTAY Kalman; PECK ARIF Cathy; RICHARDS Ian; RIOUKHINA Evelina.

**Council members absent:** CHANTREL Dominique; DAN Lin; KELLY Paul; LEONI Brigitte; MEYER Olivier; POPA Gabriela; RUHANA MUKAMUSONI Angelique; SAMA ITOUA Nzété Da; SMITH Bradford; STANOVIC Marko; TAPORAIE Amos.

*The meeting opened at 1.25 p.m.*

#### 1. Adoption of the agenda

The agenda was adopted with changes as reflected below.

#### 2. Adoption of the minutes of the 5<sup>th</sup> meeting

The minutes of the 5<sup>th</sup> meeting were adopted without changes as recorded in the Council secretariat.

#### 3. Report of the Finance Commission

The Finance Commission reported that only CHF 500 had been spent since the last Council meeting for the tent used at the garden party. Accounts would be made available to the Council at its next meeting.

#### 4. Report of the Executive Bureau

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

- The staff-side SMC working group on mobility met in Brindisi. The unions agreed to support a voluntary mobility scheme.
- Budget cuts were expected which would lead to 13 posts cut in DCM and 87 in DoA. Two staff members in each of those departments were expected to be affected whom the Council would support in finding solutions.
- A meeting was expected to take place soon with the ES of ECE to discuss staff-related issues.
- Office for Disarmament Affairs (Geneva): information was received whereby 2 GS posts were expected to be abolished. After meeting with ODA Management it was known that both posts were ad-hoc and would change in grade/functions. The Council will support the affected staff in finding suitable solutions.
- Following the merge the previous year of GPAFI and La Mutuelle (MEC), the MEC board requested the DG for the insurance branch to be transferred to UNSMIS, which would not have any effect on participants but only be a structural change.
- A request to establish a "joint body" for interns was rejected by the EB as it was not justified, it being a global issue.
- The UNOG legal adviser reviewed and did not object to the separation from WHO Staff Association concerning UN Special. The WHO SA agreed to the separation whereby none of the unions would keep the name "UN Special". A bid for publisher would be held for a new magazine.
- Due to several refusals to attend a meeting of heads of sectoral assemblies, it will be rescheduled for after the summer holidays.

- Following the proposal of the 36<sup>th</sup> Council to offer the planting of a tree in memory of former SG Kofi Annan, the Administration replied with a proposal whereby the cost amounted to CHF 2'000. The EB agreed that such expenditure should be limited to CHF 500.
- Recalled the recent garden party where the Council was represented with a stand. The EB agreed to hold it on a Thursday the following year to allow more staff to attend.

A brief discussion followed. It was clarified that the new merger of GPAFI-Insurance and UNSMIS would only be administrative without impact to the participants (only operational/structural changes) who would likely be absorbed contractually by UNSMIS.

## **5. Pay cut**

The Council recalled the recent ILOAT judgement which declared illegal the ICSC 2018 pay cut for Geneva, following which the staff from ILO, WMO, WHO, ITU and WIPO were to be reimbursed retroactively for the lost income plus 5% interest. This put UNOG and subsidiary bodies (under UNDT jurisdiction) in a situation whereby they would be paid less for the same work than colleagues in those organisations. The Council noted that letters had been written to the ICSC and SG, having received a reply from latter asking to wait for the related upcoming judgment at the UNDT (for which a publication date was yet unknown).

It was further noted that Ian Richards would attend the ICSC session towards the end of July in Vienna as representative of CCISUA (federation level). A proposal of the EB was presented to send a representative of the Council (union level) which had already been allowed by the ICSC. The Council agreed to cover the costs of sending a representative to said session for the duration of one week, to be covered under the budget line "ICSC Reform (No Pay Cut) campaign". The EB would nominate the staff representative for the mission.

It was recalled that the recent townhall on the issue was well attended and served for discussion with staff and to gather their feedback. Staff at the townhall expressed their full support for collective action if needed. Next steps would be determined after the ICSC session depending on its outcome, and in the meantime preparation efforts would be undertaken for any potential collective action.

The Council was informed that a petition was being prepared at the federation level (CCISUA) whereby staff would request for the organisation not to apply the cost of living surveys since 2016. The Council noted with regret that that situation was potentially the start of the decline of the common system, where different organisations would start applying their own pay scales and disregard ICSC determinations. It was said it needed to be made clear to Commissioners that if post adjustment was not made compliant with the concerns of the ILOAT it could put at risk the common system.

A discussion followed on the workings of the UNDT vis-à-vis the pending legal challenge, and the workings of the ICSC and the implications in the common system.

## **6. Update on SMC**

The Council was informed that the SMC met to discuss the review of the harassment policy the previous week, where the report of the respective working group was presented. It was noted that whilst some aspects improved others did not (e.g. deadlines, investigation panels). The unions expressed the staff position to Management, but the latter refused to review what staff asked to be changed.

Council members were also informed that the policy on part time employment was also being reviewed at SMC, as well as the policy on focal points for gender and an amendment to the staff rules and regulations.

## **7. Update on OCHA**

The Council recalled the most recent managerial changes in OCHA. The exercise included changing policy on leans, contract renewal and other policies. The Council would look into undertaking a survey among OCHA staff to gather their feedback. It was agreed that it may be needed to flag those actions to DMSPC. A discussion followed on the legality of the implementation of said reforms.

## **8. Update on UNCTAD**

The Council recalled the meeting held with the DSG of UNCTAD to highlight reported harassment cases, following which facts and names were requested from Management and were provided to them.

Subsequently UNCTAD Management held a townhall where the SG noted he would not tolerate cases of harassment and would reconsider renewal of contracts of staff found to be harassing. Following the summer holidays the Council would hold a townhall or departmental meetings to gather more feedback from staff and possible actions thereafter, including the possibility of collective complaints and other actions.

**9. Children's party**

The item was postponed given that one of the proponents was not present.

**10. Club subsidies**

The Council recalled that the 36<sup>th</sup> Council had determined to cap club subsidies at CHF 1'500 subsidy to clubs. The Council agreed to maintain it.

**11. Any other business**

No other business was raised.

*The meeting closed at 2:30 p.m.*