



Work Programme of the 38th Council

Mindful of the current challenges facing our Organization, 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.

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

1. Work with other unions to improve how pay for G and P staff is calculated.
2. Maintain its challenge of the Geneva pay cut before all fora, including the tribunals.
3. Advocate for the inclusion of ILO standards and labour rights in how our conditions of service are set.
4. Protect jobs from arbitrary downsizing and unnecessary offshoring.
5. Promote greater contract security, address the increase in consultancy and the use of temporary and other types of appointments for ongoing functions.
6. Advocate equal leave for staff on temporary appointments.
7. Campaign for merit-based and non-discriminatory staff selection and promotion processes.
8. Advocate that G staff be able to apply directly for P posts and ensure better career prospects for NCE/YPP candidates.
9. Address the job impact of workplace evolutions, such as technological advances and artificial intelligence.
10. Maintain our solidarity with the Fair Internships movement.

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

1. Ensure that the business continuity measures adopted in the context of the COVID-19 situation do not negatively impact staff welfare.
2. Limit the impact of increased productivity requirements on the health and wellbeing of staff.
3. Improve the investigation mechanisms in the cases of misconduct and hold management accountable on measures taken.
4. Campaign for a workplace in which staff have equal opportunities regardless of gender, race, nationality or disability.
5. Improve work life balance through reviewing parental leave and allowing all staff access to flexible working arrangements.
6. Request revisions to the travel policy so that staff arrive fit for work.
7. Use the current experience to improve flexible working arrangements.
8. Negotiate workspace during and after SHP that is safe and secure.
9. Support the development of staff recreational facilities and ensure support to clubs.
10. Explore growth in Council funding through membership dues, the staff magazine UN Today and other sources.
11. Advocate for the improvement of the internal justice system.

III. To keep staff informed and involved, the Council will:

1. Hold regular townhalls and inform staff through frequent broadcasts and other channels, including the staff magazine UN Today
2. Survey staff on key issues and developments.
3. Publish information on the roles and responsibilities of Council members.