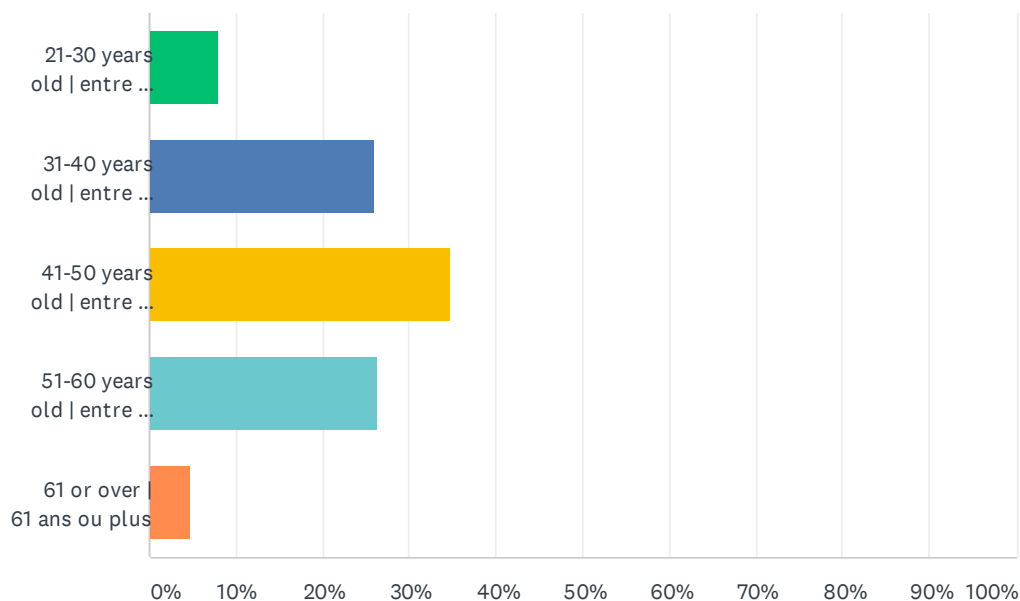


Q1 I am | J'ai :

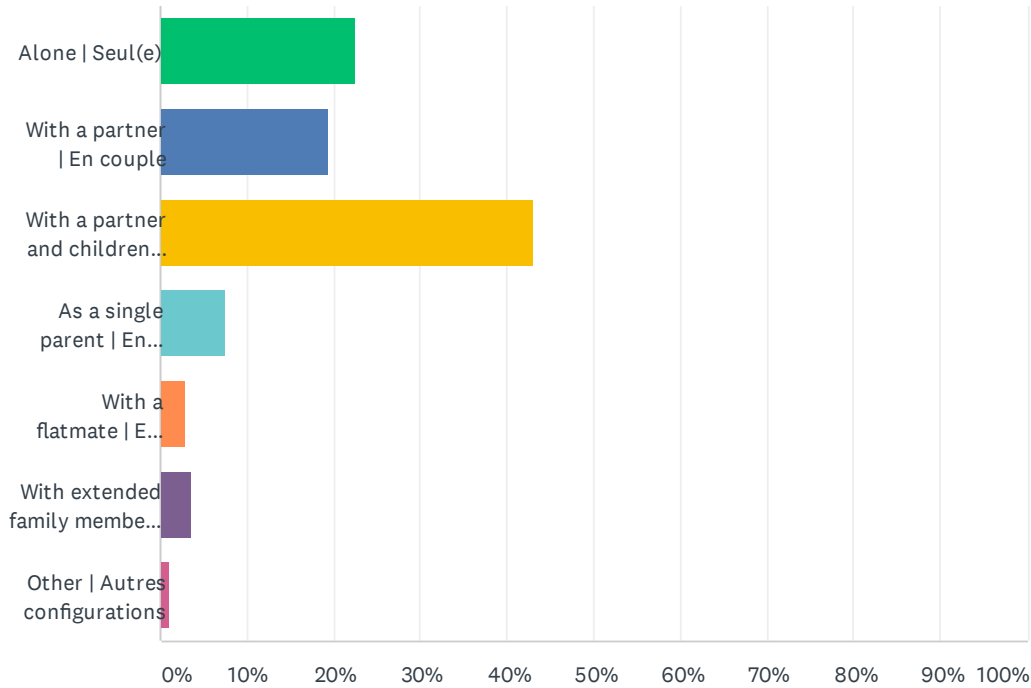
Answered: 942 Skipped: 0



ANSWER CHOICES	RESPONSES
21-30 years old entre 21 et 30 ans	7.96% 75
31-40 years old entre 31 et 40 ans	26.01% 245
41-50 years old entre 41 et 50 ans	34.82% 328
51-60 years old entre 51 et 60 ans	26.43% 249
61 or over 61 ans ou plus	4.78% 45
TOTAL	942

Q2 I live | Je vis :

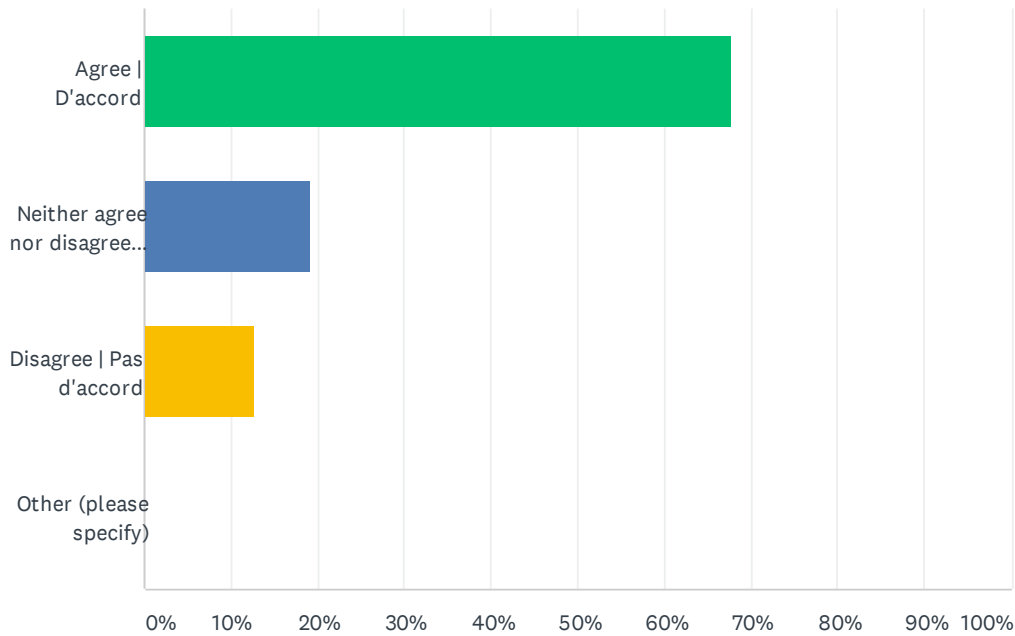
Answered: 942 Skipped: 0



ANSWER CHOICES	RESPONSES
Alone Seul(e)	22.51% 212
With a partner En couple	19.43% 183
With a partner and children En couple et avec des enfants	43.10% 406
As a single parent En tant que parent isolé	7.43% 70
With a flatmate En colocation	2.87% 27
With extended family members (parents, in laws, siblings etc) Avec des membres de ma famille élargie (parents, beaux-parents, frères et sœurs, etc.)	3.61% 34
Other Autres configurations	1.06% 10
TOTAL	942

Q3 My wellbeing has suffered as a result of the pandemic or its restrictions | Mon bien-être est compromis par la pandémie ou les restrictions qui l'accompagnent.

Answered: 942 Skipped: 0

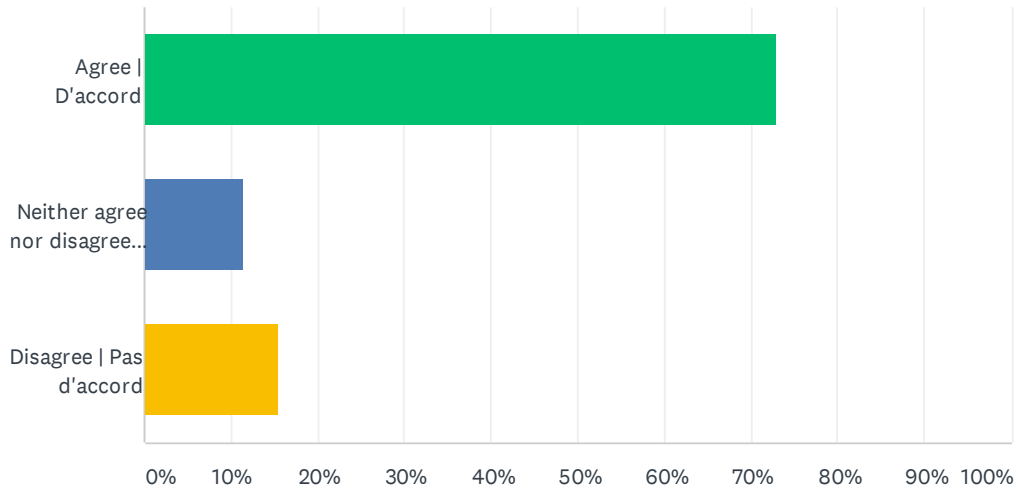


ANSWER CHOICES	RESPONSES
Agree D'accord	67.83% 639
Neither agree nor disagree Sans opinion	19.32% 182
Disagree Pas d'accord	12.85% 121
Other (please specify)	0.00% 0
TOTAL	942

#	OTHER (PLEASE SPECIFY)	DATE
	There are no responses.	

Q4 I have not taken as much annual leave as I would normally take due to confinement or other Covid-19-related reasons | J'ai pris moins de congés annuels qu'en temps normal à cause du confinement ou pour d'autres raisons liées à la Covid-19.

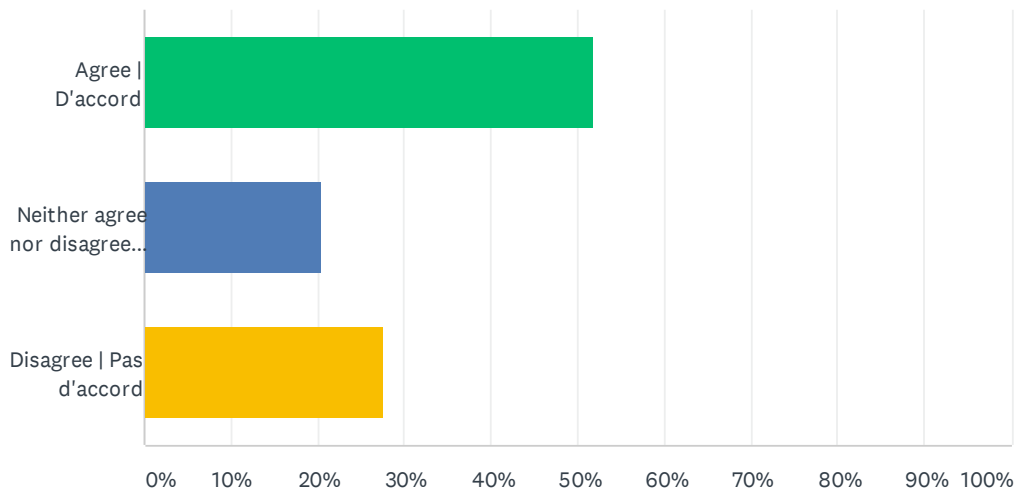
Answered: 941 Skipped: 1



ANSWER CHOICES	RESPONSES
Agree D'accord	73.11% 688
Neither agree nor disagree Sans opinion	11.48% 108
Disagree Pas d'accord	15.41% 145
TOTAL	941

Q5 My work allows me to take regular breaks during the day | Mon travail me permet de prendre des pauses régulières pendant la journée.

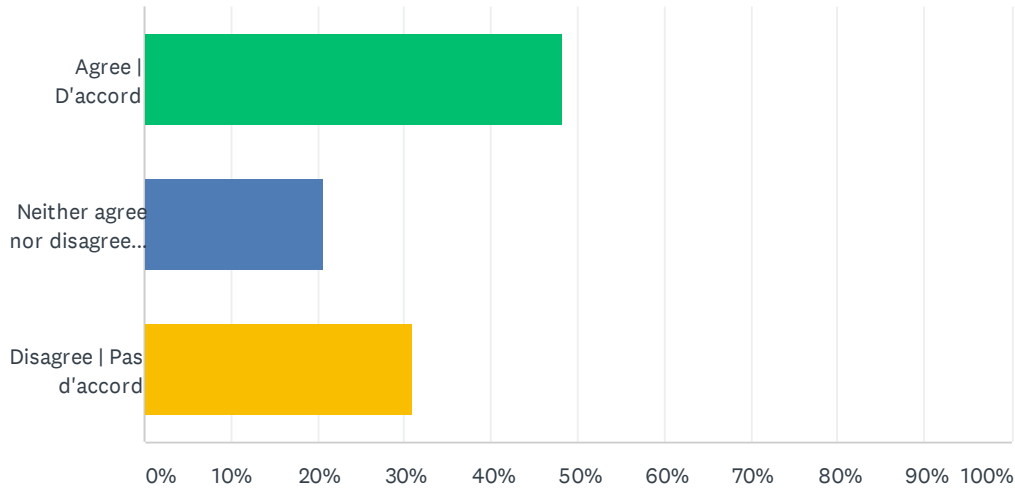
Answered: 940 Skipped: 2



ANSWER CHOICES	RESPONSES	
Agree D'accord	51.91%	488
Neither agree nor disagree Sans opinion	20.53%	193
Disagree Pas d'accord	27.55%	259
TOTAL		940

Q6 I have a network of non-work friends in Geneva and we support each other | J'ai un réseau d'amis en dehors du cercle professionnel à Genève et nous nous soutenons mutuellement.

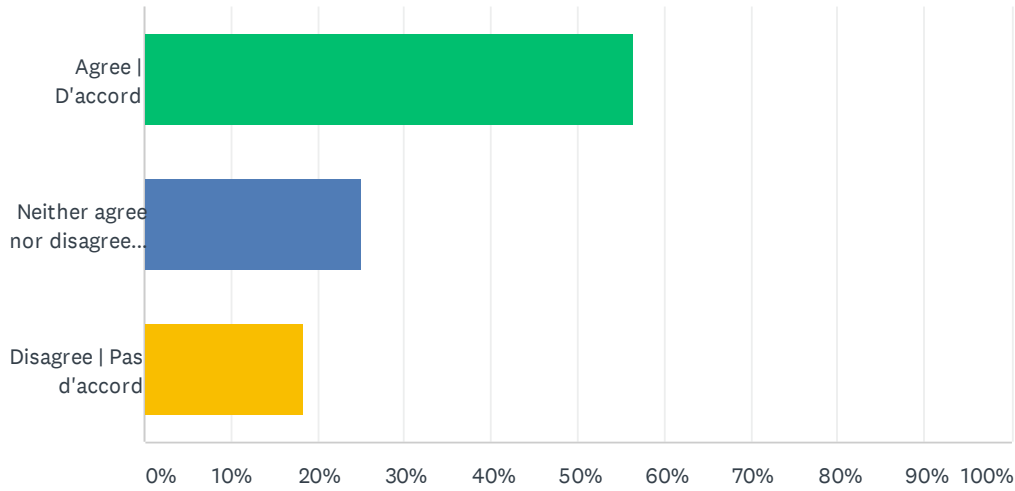
Answered: 942 Skipped: 0



ANSWER CHOICES	RESPONSES	
Agree D'accord	48.30%	455
Neither agree nor disagree Sans opinion	20.81%	196
Disagree Pas d'accord	30.89%	291
TOTAL		942

Q7 I have a network of colleagues in Geneva and we support each other | J'ai un réseau de collègues de travail à Genève et nous nous soutenons mutuellement.

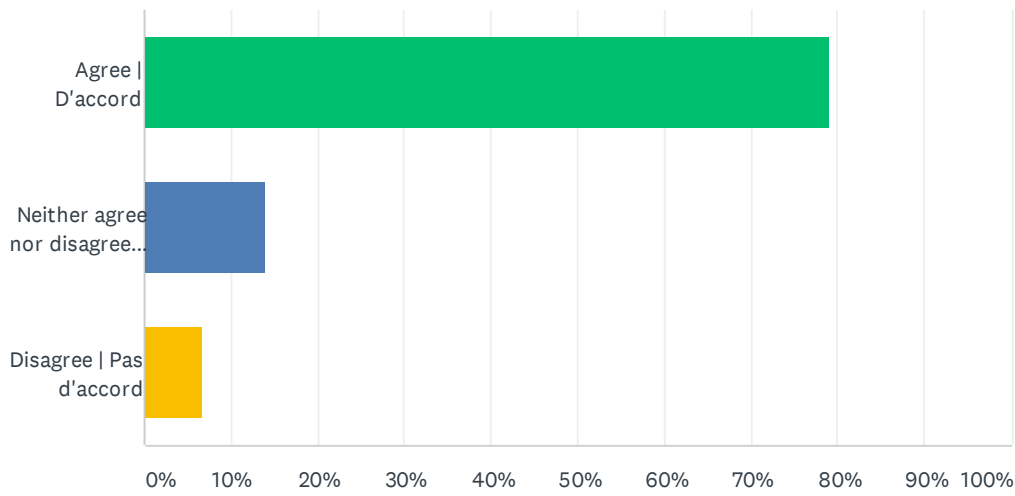
Answered: 942 Skipped: 0



ANSWER CHOICES	RESPONSES
Agree D'accord	56.48% 532
Neither agree nor disagree Sans opinion	25.16% 237
Disagree Pas d'accord	18.37% 173
TOTAL	942

Q8 I miss being able to socialize | La possibilité de rencontrer du monde me manque.

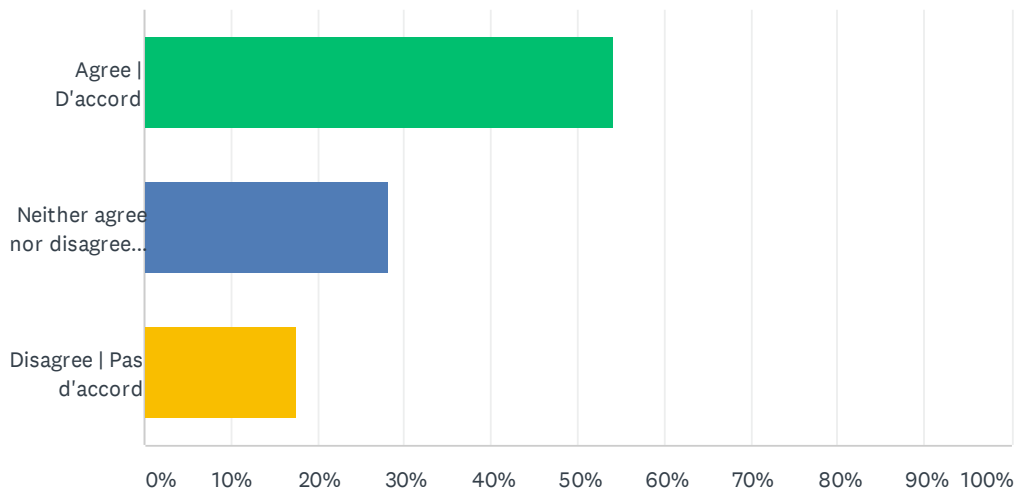
Answered: 942 Skipped: 0



ANSWER CHOICES	RESPONSES	
Agree D'accord	79.09%	745
Neither agree nor disagree Sans opinion	14.12%	133
Disagree Pas d'accord	6.79%	64
TOTAL		942

Q9 I miss being in a workplace setting | Mon milieu de travail me manque.

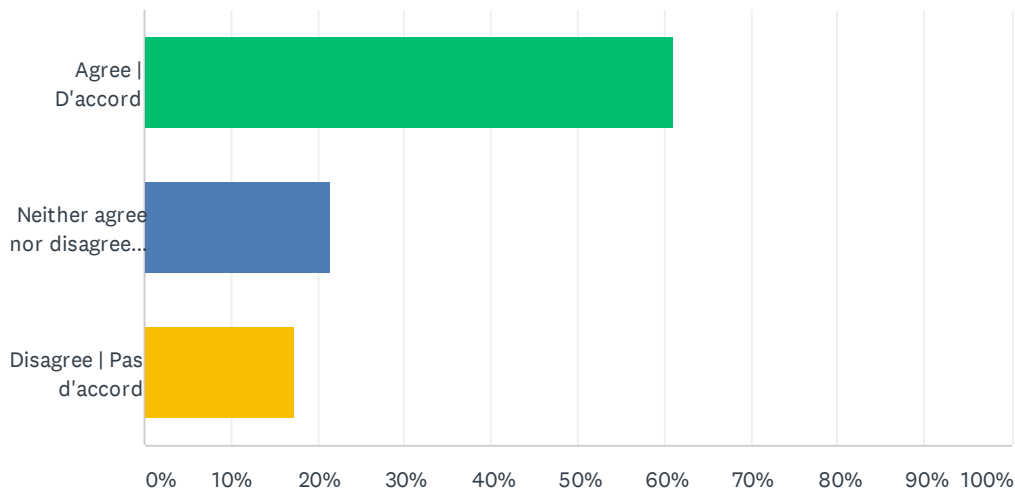
Answered: 942 Skipped: 0



ANSWER CHOICES	RESPONSES	
Agree D'accord	54.25%	511
Neither agree nor disagree Sans opinion	28.24%	266
Disagree Pas d'accord	17.52%	165
TOTAL		942

Q10 I remain positive about my work | Je reste optimiste en ce qui concerne mon travail.

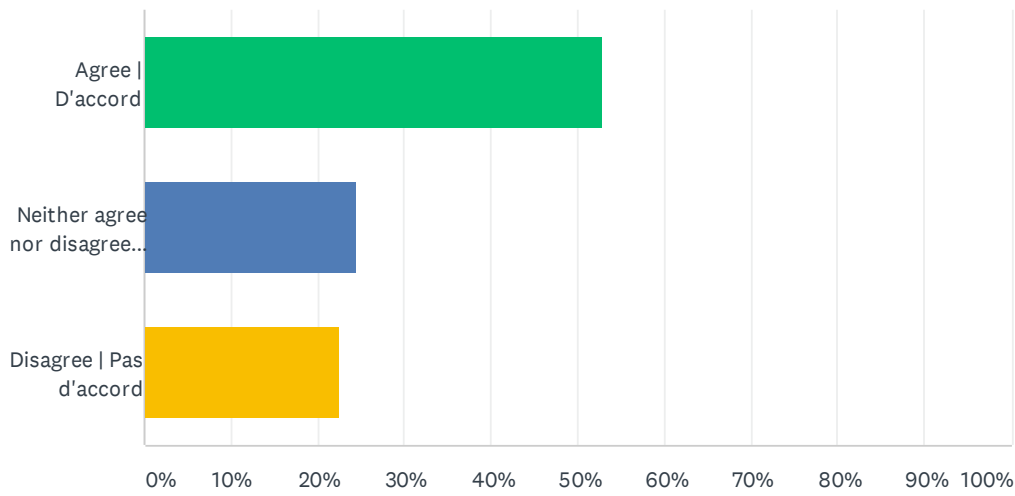
Answered: 942 Skipped: 0



ANSWER CHOICES	RESPONSES	
Agree D'accord	61.15%	576
Neither agree nor disagree Sans opinion	21.44%	202
Disagree Pas d'accord	17.41%	164
TOTAL		942

Q11 I am worried about my job security | Je suis préoccupé par la sécurité de mon emploi.

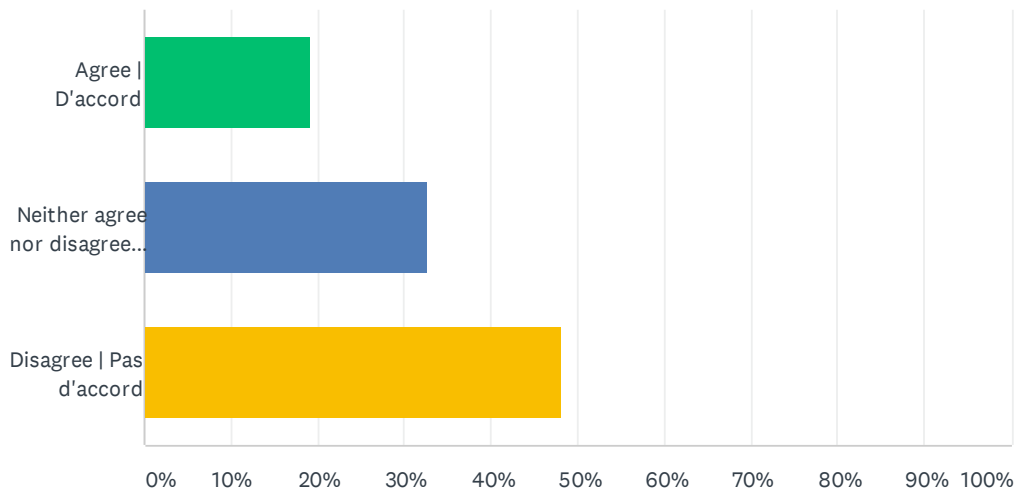
Answered: 941 Skipped: 1



ANSWER CHOICES	RESPONSES	
Agree D'accord	53.03%	499
Neither agree nor disagree Sans opinion	24.44%	230
Disagree Pas d'accord	22.53%	212
TOTAL		941

Q12 I would like more team meetings | Je souhaiterais davantage de réunions d'équipe.

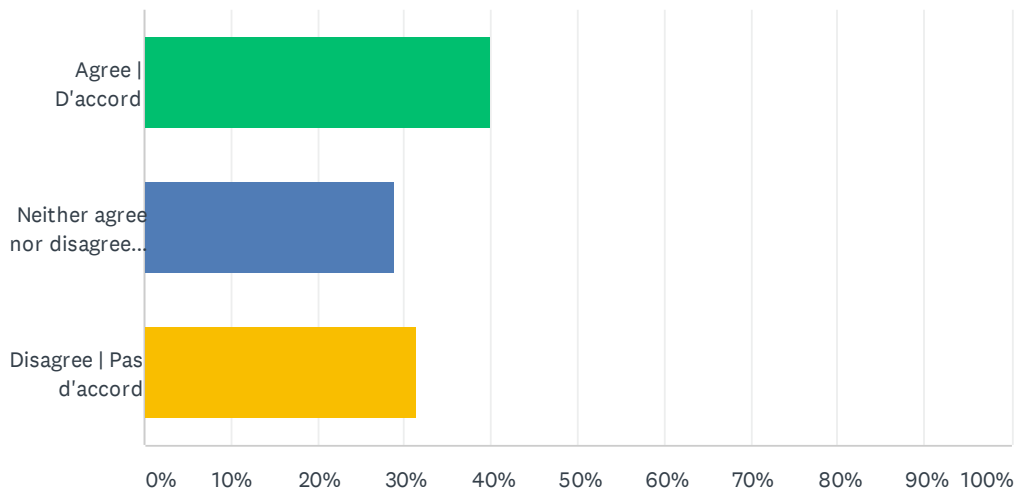
Answered: 942 Skipped: 0



ANSWER CHOICES	RESPONSES	
Agree D'accord	19.21%	181
Neither agree nor disagree Sans opinion	32.70%	308
Disagree Pas d'accord	48.09%	453
TOTAL		942

Q13 I would like to come to the office more | J'aimerais me rendre plus souvent sur mon lieu de travail.

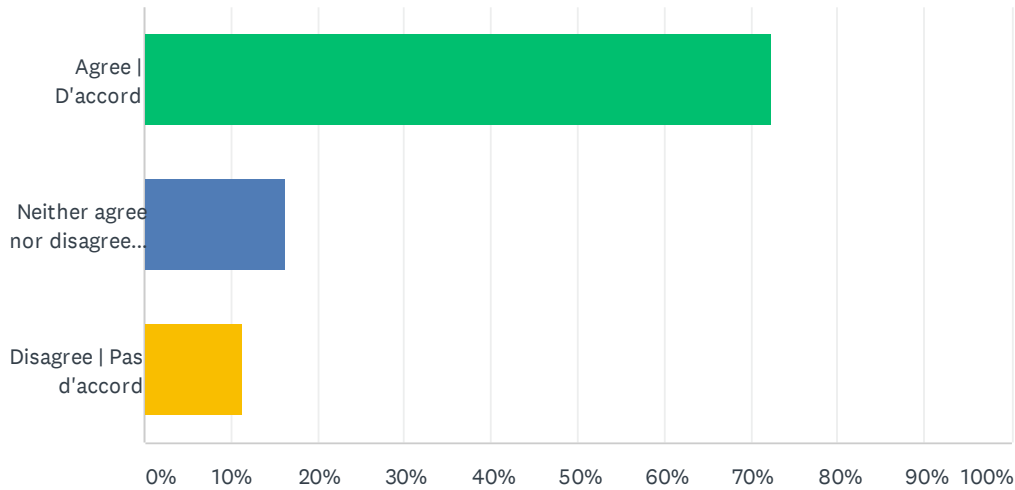
Answered: 942 Skipped: 0



ANSWER CHOICES	RESPONSES	
Agree D'accord	39.92%	376
Neither agree nor disagree Sans opinion	28.77%	271
Disagree Pas d'accord	31.32%	295
TOTAL		942

Q14 I am aware of the support that the organization makes available to me (such as the staff counsellor) | Je suis au courant du soutien que l'Organisation met à ma disposition (par exemple : le Conseiller du personnel).

Answered: 942 Skipped: 0



ANSWER CHOICES	RESPONSES	
Agree D'accord	72.40%	682
Neither agree nor disagree Sans opinion	16.24%	153
Disagree Pas d'accord	11.36%	107
TOTAL		942

**Q15 Tell us what you are doing to help cope with the current situation |
Que faites-vous pour mieux faire face à la situation actuelle ?**

Answered: 701 Skipped: 241

#	RESPONSES	DATE
1	I take vitamins.	12/7/2020 9:17 AM
2	I drink alcohol.	12/4/2020 6:02 PM
3	I go to my office, at the Palais, at least once a week, sometimes twice in order to break the routine of home office and keep the habit to prepare for work in the morning and keep the habit to work in the office; I organize sometimes meetings in the park of the Palais with other colleagues who work there to keep the contact with them and chat together. At home, I try to respect a balance between private professional life by disconnecting in the evening and during the weekend whenever I can; to keep a good physical health, with my partner we regularly go for a 1-hour walk at the end of the day. I also never watch television nor films or any series in the evening to have less time in front of a screen and prefer reading or going out to walk. I also have personal contacts with some colleagues through informal chats on line.	12/4/2020 11:59 AM
4	try to go out for a walk on a daily basis	12/4/2020 7:37 AM
5	Je parle avec mes amis, je skype mes collègues dès que j'ai des doutes ou des incertitudes.	12/3/2020 10:29 PM
6	Reading, meditation, painting, walking	12/3/2020 9:22 PM
7	walking	12/3/2020 10:33 AM
8	I go to private therapist, and I meditate, although I feel more stressed since my supervisor got a new job and my department is under-resourced. Having an Asian background specifically coming from LDC and supporting a family of 9 back home makes things more complicated during the pandemic and an ongoing steady war and violence. I do believe we are ignored and painted with a general brush of a developed world issues.	12/3/2020 9:45 AM
9	Je me rapproche de ma famille et mes amis car les mesures et préoccupations de l'organisation sont surtout administratives et non établies clairement pour protéger ses staffs	12/3/2020 9:34 AM
10	J'ai la chance de travailler.	12/3/2020 7:17 AM
11	Personally not much but I am very close to my team and focus on making sure they're ok. I wish I could practice what I preach.	12/2/2020 11:10 PM
12	I accepted the current situation as handling everything in a best manner (until now)	12/2/2020 7:21 PM
13	I go for walk, read, listen to the music, communicate with my family and friends (remotely), watch movies together with my children and partner, but I must say it is very difficult period for me and I feel down very often during the day.	12/2/2020 6:04 PM
14	i play online and with my family	12/2/2020 5:07 PM
15	I keep in touch with family and friends by phone, virtually, personal visits. I commit everything to God in prayer (even before the pandemic) at a personal level and am part of a group of friends who are like minded so we meet often virtually to chat, encourage one another and pray with and for each other. I keep in touch with family	12/2/2020 2:46 PM
16	Nothing specific	12/2/2020 2:02 PM
17	Just getting on with it. That's all one can really do. Otherwise nothing.	12/2/2020 1:05 PM
18	Je viens le plus souvent possible au Palais, pour retrouver mon espace de travail et pouvoir aussi partager avec des collègues	12/2/2020 12:52 PM
19	Remain positive by doing yoga, meditation and prayer!	12/2/2020 12:08 PM
20	I do lots of yoga, some on line courses as creative writing and singing. I need to keep my body and my mind active and creative, but I do miss my family in Spain and being able to travel, specially to see them.	12/2/2020 11:50 AM
21	Je garde une vie équilibrée, travail, sport, famille et j'ai la chance d'habiter dans une maison assez grande et d'être entourée de 3 membres de ma famille.	12/2/2020 10:44 AM
22	Je reste positif et entreprenant	12/2/2020 10:33 AM
23	Getting outside for fresh air and exercise. Seeing friends (even if only outside), whether UN or non-UN for conversation, stimulation and support.	12/2/2020 10:18 AM
24	Je sors	12/2/2020 10:13 AM

25	Je fais attention	12/2/2020 9:47 AM
26	je prie Jésus	12/2/2020 9:31 AM
27	We hold daily meetings with the team. At home, I am enjoying my time with my family	12/2/2020 9:25 AM
28	Ability to work from home as opposed to strictly from the duty station	12/2/2020 9:05 AM
29	du sport quand je peux, mais seul	12/2/2020 8:59 AM
30	trying to take walks whenever possible	12/2/2020 8:57 AM
31	Sports	12/2/2020 8:10 AM
32	Exercise!	12/2/2020 3:55 AM
33	I try to have breaks when I work at home, meditate, be attentive to how I feed myself.	12/1/2020 11:54 PM
34	Practicing Yoga and mindfulness meditations.	12/1/2020 11:49 PM
35	Study French	12/1/2020 11:31 PM
36	rien	12/1/2020 9:27 PM
37	I try and spend more time with my kid.	12/1/2020 8:19 PM
38	Bicycle, walking,,music, singing, bying stuff for my house	12/1/2020 7:06 PM
39	Nothing at the moment. Just patience	12/1/2020 6:02 PM
40	Du sport (individuel),de la lecture, autoformation	12/1/2020 5:52 PM
41	1/ Professionally, calling colleagues to discuss rather than exchange e-mails 2/ Personally, trying to have lunch breaks and disconnect by spending time with family in the evenings and week-ends. 3/ Very rarely, meeting friends.	12/1/2020 5:10 PM
42	Meditation, keep positive thoughts and take care of my dog	12/1/2020 5:02 PM
43	Use my annual leave to take care of my child or of administrative tasks which I am not able to do during work hours. This is definitely not sustainable. My annual leave has been spent for carry out my childcare responsibilities. I have not taken any leave for relaxation purposes since the onset of the crisis. Work has significantly increased due to the COVID19 crisis and the liquidity crisis of the UN. As a coping mechanisms I try to lower my standards (in agreement with my supervisors) to be able to carry out my work in a manner that is sustainable over the medium term as the difficult working conditions continue.	12/1/2020 5:00 PM
44	Force myself to take a walk outside of my residence once a day to break away from sitting at the desk and staring at computer screen.	12/1/2020 4:36 PM
45	I am keeping contact with my extended family and friends who live in different countries	12/1/2020 4:06 PM
46	rien de special car je travaille toute la journée au palais en etant 8 dans notre bureau sans aucune flexibilité. Donc pour moi rien a changer.	12/1/2020 3:36 PM
47	More flexibility for teleworking in the home country where we can get family support	12/1/2020 3:29 PM
48	I am trying to connect with my neighbors, trying to help as much as possible the people around me who are in need	12/1/2020 3:28 PM
49	Coming to office when possible.	12/1/2020 3:25 PM
50	focus on family , and take walks as often as i can	12/1/2020 3:25 PM
51	Keeping a regular schedule (hours that I work-cutting all work media by 17:30, getting dressed professionally for work - even if at home), trying to keep in touch with friends back home	12/1/2020 3:17 PM
52	Je fais du sport individuel et des travaux manuels	12/1/2020 3:17 PM
53	Work	12/1/2020 3:04 PM
54	Be positive.	12/1/2020 2:59 PM
55	It's getting more and more difficult to cope with it. Regular exercises and a healthy diet helps a little, but I feel more pressure than usual at work and in everyday life.	12/1/2020 2:58 PM
56	Working from home with some regular team meeting and communication (such as weekly but not too much) is good. Having family and close friends support is also good.	12/1/2020 2:56 PM

57	I have no complaints about teleworking. In fact, at the Palais, my office neighbours have a constant stream of visitors and that can be distracting. Being an introvert, I have found this time at home to be a welcome change and in fact my productivity has increased.	12/1/2020 2:45 PM
58	I spend additional time with my family and speak online with my friends	12/1/2020 2:42 PM
59	walking as much as possible within lockdown measures. nothing we can do except wait	12/1/2020 2:37 PM
60	Sport	12/1/2020 2:34 PM
61	I try to contact my family members, in Sweden, Lesotho and the USA, on a daily basis via skype. My husband is in Sweden, and I am planning to travel there for Christmas. Both my husband and son-in-law are at high risk due to existing serious health issues, so our family is on constant alert. Sweden has few precautions, and for this reason I feel grateful to be in a place where COVID-19 precautions are taken seriously. At the same time, I feel lonely and work almost non-stop, because I need to be busy and productive. My emotional and physical well-being is suffering from the lack of regular contact with loved ones, or really anyone. I have seen 3-4 people in the past month, and only at a distance. Being a wife, mother, daughter, sister, team-leader and manager, and STRONG PEOPLE PERSON, the isolation is very heavy. The weather, darkness, fog, cold also have a negative effect.	12/1/2020 2:30 PM
62	I occasionally take a break by doing a small exercise for 15-20mn.	12/1/2020 2:18 PM
63	Have an interesting hobby, walk and ride bike in nature, meet people.	12/1/2020 2:01 PM
64	socialize virtually, spend more time outside	12/1/2020 1:56 PM
65	Outside exercise	12/1/2020 1:56 PM
66	I paint and colour with my daughter Purge and give away non usable stuff to the needy I am learning to dance and cook new recipes Quality time with my partner	12/1/2020 1:56 PM
67	Going for walks/runs outside during the day (especially if there is sun).	12/1/2020 1:53 PM
68	Talking to friends	12/1/2020 1:37 PM
69	Du sport, de la cuisine, des jeux avec mes enfants, des aperos video, pendant mon temps libre	12/1/2020 1:37 PM
70	I'm not sure I am coping. I work a LOT, more than anyone is actually demanding of me, and I think it's an effort to keep myself occupied. I don't have a social life, I spend my free time with my family but I really have completely eliminated personal time and self care to the point where I don't really know what to do when I find myself with an unscheduled hour...these hours of "free time" have become kind of painful and I find a way to eliminate them when they come up (or just sleep). At the beginning of the virus I was very intentional about calling friends and making time to be social with people via calls and internet. That went away during the summer. I only have a few friends in geneva, mostly from work, and some of them I haven't even talked to for months at this point. All the same, I don't feel the sort of panic that many people feel about this. This is a time. It will pass. We will be changed in ways we can't know, maybe we will change our values, maybe we will enthusiastically return to bad habits and unhealthy lives we had before. I'm not that worried about myself or my family.	12/1/2020 1:34 PM
71	Sport, virtual meeting , virtual coffee....	12/1/2020 1:33 PM
72	Sport	12/1/2020 1:27 PM
73	Planning early retirement and preparing for a new activity where I think I will contribute more than from within.	12/1/2020 1:22 PM
74	sport	12/1/2020 1:22 PM
75	I am a Trainee in UNITAR	12/1/2020 1:21 PM
76	Honestly, I am doing my best to stay physically and mentally healthy, and that is already consuming my energy. I do not have the hierarchical power to go beyond and devise or impose new ways of work.	12/1/2020 1:11 PM
77	méditation	12/1/2020 1:10 PM
78	Sport régulier; sortir tous le sjours en plein air; rencontres virtuelles avec des amis/ collègues; projets à la maison (pour garder les soirées occupées)	12/1/2020 1:09 PM
79	Je marche et parle avec ma famille et mes amies	12/1/2020 1:05 PM
80	Try to move outdoors	12/1/2020 1:02 PM

81	Everything is perfect	12/1/2020 1:02 PM
82	Not much, just hang on.	12/1/2020 1:00 PM
83	Try to be resilient	12/1/2020 12:59 PM
84	Excising	12/1/2020 12:57 PM
85	I am satisfied with the current situation. Previously, when in office, I felt a lot of stress because of the abuse and pressure from my supervisor. Now I can work more productive, as I don't need to deal with and to meet my supervisor every day.	12/1/2020 12:56 PM
86	Je parle avec mes amis et je fais de l'exercice tous les jours.	12/1/2020 12:55 PM
87	Try to focus on the positives	12/1/2020 12:55 PM
88	regular sports activitites	12/1/2020 12:41 PM
89	a bit of walking, but it's cold now :-/ Geneva is a boring place in general; and even more now	12/1/2020 12:31 PM
90	Sport activities and I am trying (sometimes without success) to keep the end of the working day as it should be.	12/1/2020 12:30 PM
91	Keep doing my Yoga classes (via zoom) and going for walks each day	12/1/2020 12:28 PM
92	I do nothing as there is nothing to do	12/1/2020 12:26 PM
93	Take breaks. Try a more flexible schedule.	12/1/2020 12:21 PM
94	Walks in park, meditations	12/1/2020 12:18 PM
95	Making my workspace at home as comfortable as possible; focusing on the children; trying to call colleagues more.	12/1/2020 12:15 PM
96	Drinking heavily	12/1/2020 12:13 PM
97	I have moved out of the city and closer to nature and have re-organized my house to have a comfortable work space at home.	12/1/2020 12:11 PM
98	During the initial lockdown I developed healthy morning routine for meditation, journaling, alternate morning workout and yoga and reading. I maintained the office schedule of work from 9 am to 6pm and having lunchbreak from 1200 to 13:30 for learning French and other lessons. I also included in my schedule from 8 to 9 am to listen to inspirational podcast and followed by Podbean for OHCHR. For these practices it helped me a lot to divert my energy and attention into something positive and productive instead of focusing in fear and worries. I am aware of the risks of the current crisis, however instead of worrying I just focus on what are the things I can do to prepare and be equipped in any case. I opt to be energized and motivated over being drained and helpless. Thank you.	12/1/2020 12:11 PM
99	exercise	12/1/2020 12:10 PM
100	Excise, maintain a normal schedule, find something interesting to occupy yourself, be positive	12/1/2020 12:06 PM
101	minimizing circulation	12/1/2020 12:05 PM
102	Je fais des formations par internet	12/1/2020 12:04 PM
103	Walks. Communicating with people more often. Adopted a dog :-)	12/1/2020 12:00 PM
104	I reach out to a few of my colleague/friends occasionally on social platforms and I also have a network of friends, my community, neighbours with whom we share chat groups, we hold Zoom parties, etc, etc, just to help each other keep afloat of the present situation. My adult children are also here to chat and socialize with at home.	12/1/2020 11:58 AM
105	have less meetings online... stay out of manager's way as much as possible!	12/1/2020 11:57 AM
106	read	12/1/2020 11:53 AM
107	Trying to walk from time to time.	12/1/2020 11:50 AM
108	exercising more frequently	12/1/2020 11:49 AM
109	I take one day after the other and try to only get the best: quiet environment, good food, no traffic jam and work at my own rhythm. For the rest, we all need to be patient and soon we will be back to normal	12/1/2020 11:47 AM
110	Lecture	12/1/2020 11:47 AM

111	I remain really close to my family and friends	12/1/2020 11:46 AM
112	Try not to think about it too much and act as if it was a phase. But also savouring the "good stuff" about being at home more (less time lost in commuting; more contact with loved ones; fewer disruptions of work - provided support system is in place to free up time to focus).	12/1/2020 11:44 AM
113	Sport and yoga.	12/1/2020 11:44 AM
114	je travail	12/1/2020 11:43 AM
115	Bought a treadmill, talk to family and friends	12/1/2020 11:42 AM
116	Focus on the well being of my children	12/1/2020 11:39 AM
117	facetime with family	12/1/2020 11:39 AM
118	I continue working as if nothing has happened, but sure, I wear the mask, keep a safe distance, eat vitamin D3, wash my hands often, exercise outdoors and talk to people encouraging them not to be scared.	12/1/2020 11:37 AM
119	Je médite et essaie de faire du sport quand j'ai le temps, je "vois" mes ami-e-s sur Zoom et travaille beaucoup.	12/1/2020 11:36 AM
120	Exercices physiques à la maison	12/1/2020 11:36 AM
121	enjoy the work life balance more - exercising, taking after work classes. it is good to have more time to myself.	12/1/2020 11:34 AM
122	sport and socializing	12/1/2020 11:34 AM
123	Walks in nature Keeping in touch with family over skype	12/1/2020 11:33 AM
124	Surtout ne pas se laisser enfermer dans le tissu de mensonges qui accompagne cette épidémie.	12/1/2020 11:30 AM
125	Exercising every morning; dropping of my child at school; taking vitamins; trying to be positive.	12/1/2020 11:30 AM
126	Sport	12/1/2020 11:29 AM
127	i go to work every day, as I have a single office. a number of colleagues come also, either on a daily basis or few days a week. I am very worried, rather, for the personnel of the canteen who have not had an opportunity to work since last March.	12/1/2020 11:28 AM
128	Live and work as usual	12/1/2020 11:26 AM
129	Try and schedule regular exercise Try and separate work our from time for social life although this is a major challenge.	12/1/2020 11:25 AM
130	what was there to do? Trying to stay calm and fit as many things as possible (childcare, work, cooking, grocery shopping, cleaning, maybe a bathroom break once in a while and, in luxury moments, a shower...) in an 18-hour-day	12/1/2020 11:23 AM
131	Spending more time outside in the nature. It is more healthy than full time office. Physical office environment is the main source of stress, and thanks to telecommuting there is less stress.	12/1/2020 11:21 AM
132	Keeping away from crowds, social distancing, not seeing older family and friends. This is the minimum that everyone should be doing - then perhaps we get back to a new normal.	12/1/2020 11:19 AM
133	Indoor exercising and reaching out to friends via social media	12/1/2020 11:17 AM
134	I have an improved work-life balance (though its blurred) and I use that time for yoga and fitness.	12/1/2020 11:17 AM
135	il faut essayer de relativiser, de prendre du temps pour soi et ne pas travailler sans pause	12/1/2020 11:17 AM
136	I force myself to go outside every day. Even if it is only a short walk. Also I make sure to do other things than working, and find distraction in the weekend and evening	12/1/2020 11:17 AM
137	While the pace of work might often become more tedious and intense, I appreciate the possibility of being able to have short breaks or plan the day differently so to allow time for resourcing. It proved vital to be able to be quickly in a different environment, recharge batteries and go back it it in a blink of an eye. My work capacity and creativity has increased under the current settings.	12/1/2020 11:16 AM
138	I keep going to the office. I focus on what I have and not what I don't. I see what it is and	12/1/2020 11:16 AM

not wish what it was or hope for what it'll be. It is what it is, until it won't. And that is ok.

139	Indoor exercises	12/1/2020 11:15 AM
140	undertake some relaxation exercises at home	12/1/2020 11:15 AM
141	Donner plus de jours de congé..comme par z Exemple itu ils donnent 1 jour par mois en plus ça destresse un peu..	12/1/2020 11:14 AM
142	I am working and do have a lot of online meetings and webinars that keep me occupied from Monday to Friday and in a way that is very good.	12/1/2020 11:14 AM
143	Given the pandemic, the UN could exceptionally provide the same support staff have access to consultants. Most of the time, it is confusing whether the UN is aware of the precarity of our contracts and life situation in Geneva. We don't have the same rights and neither access to the facilities provided to staff personnel, for example, consultants earning less than the minimum wage in Geneva with a deductible fee of health insurance that is nearly the monthly income. A very stressful and vulnerable situation, especially if you are part of the risk group.	12/1/2020 11:14 AM
144	1). Je me dis que j'ai de la chance de pouvoir télétravailler depuis ma maison dans de bonnes conditions car depuis toujours j'ai une vraie pièce-bureau de 11 m2 très bien aménagée et équipée. 2). J'attends tout simplement que cette période difficile passe.	12/1/2020 11:13 AM
145	Take daily walks outside.	12/1/2020 11:13 AM
146	Staying positive and thinking that life is normal except that we have to wear a mask everyday	12/1/2020 11:13 AM
147	Call my friends and family every day.	12/1/2020 11:12 AM
148	Keeping positive, walking the dogs regularly, doing zumba online	12/1/2020 11:12 AM
149	A lot of yoga :) i also give lessons through Zoom to some colleagues and this is really nice	12/1/2020 11:11 AM
150	re-established contact with youth friends through social media	12/1/2020 11:11 AM
151	Je vais au bureau régulièrement afin de ne pas être toujours seul chez moi.	12/1/2020 11:11 AM
152	I keep in touch with my family and friends, keep in mind how lucky I am to be healthy and living in Geneva. The reality of thousands of our colleagues working in the field, away from their loved ones, is drastically different... Keeping them in mind tremendously helps me put things in perspective.	12/1/2020 11:11 AM
153	I live my life normally as it is not particularly affected by COVID-19.	12/1/2020 11:10 AM
154	I come as often as possible to work, this is better for me. I wish more colleagues felt comfortable in doing so. I socialize on-line with people. I have made several short trips (to Switzerland and France) with family members.	12/1/2020 11:10 AM
155	I keep in touch with my home country and childhood friends. A bit of back to the roots to resource my present! Some organizations and management style are not prone in breeding friendships amongst colleagues as they only encourage unhealthy competition and that not shared knowledge is power...	12/1/2020 11:10 AM
156	Mediation	12/1/2020 11:09 AM
157	Patienter et prier	12/1/2020 11:09 AM
158	I think being with the family makes life a bit easier in this situation despite its own challenges.	12/1/2020 11:09 AM
159	Meditation, yoga, walks in the park, etc	12/1/2020 11:09 AM
160	I am doing my best but with all the work related to professional life and personal life with limited time of 24 hours per day, it is becoming overwhelming. During COVID, I did not have any help for house hold tasks (cleaning, cooking and taking care of my children). So the 24 hours was not sufficient to do all on our own. I also got sick. Even with my sickness I had to continue working as there were nobody else. This made my sickness worse.	12/1/2020 11:09 AM
161	I do sports and have hobbies (music), keeps me sane.	12/1/2020 11:09 AM
162	I try to keep myself motivated through positive thinking. Sometimes, alcohol may seem to be a good measure to take the edge off after many stressful days of not being able to plan your life.	12/1/2020 11:08 AM
163	Walk, sports	12/1/2020 11:08 AM

164	NA	12/1/2020 11:07 AM
165	I try to take half-days off here and there to take a break from work. My family members go out for work/study, and I am the only one who could stay at home all the time. So, I realized that it is very important to physically separate the place where I work and the place where I live. Unfortunately, I cannot go out and work in a café/coworking space or park since everything is shut down and it is cold outside.	12/1/2020 11:07 AM
166	SERENITE, ME DEDIER A MES ENFANTS, MARCHE, ETRE POSITIVE MALGRE LA PANDEMIE, ETRE à L'ECOUTE DE MES ETRES CHERS, PARTAGER OU AIDER AUX GENS DANS LE BESOIN DE NOURRITURE A GENEVE. TOUT CELA M'AIDE A MIEUX SUPPORTER. DANS MA TETE JE SUIS TRES FATIGUE. MEME SI JE FAIS PARTIE DU PERSONNEL ESSENTIEL ET PRESENT A L'ONUG DEPUIS 04/2020.	12/1/2020 11:07 AM
167	i am actually coming to the office to keep a routine	12/1/2020 11:07 AM
168	Work-life balance.	12/1/2020 11:06 AM
169	Work out- good coffee- being positive	12/1/2020 11:06 AM
170	Virtual Call, Leaving Geneva to visit my partner when possible	12/1/2020 11:04 AM
171	stay healthy	12/1/2020 11:04 AM
172	Going on walks, watching a lot of TV/Youtube/videos, spending time with the family and the cat	12/1/2020 11:04 AM
173	work-out	12/1/2020 11:03 AM
174	maintain digital contact with friends and family. Play sports. Make good food. Remain optimist	12/1/2020 11:02 AM
175	speaking with friends, eating well	12/1/2020 11:02 AM
176	Try to stay positive, try to maintain regular contact with close friends and family, do some sport	12/1/2020 11:01 AM
177	WFH requires me to be at my desk ALL the time since my boss is at work in the office and doesn't believe people are working from home. Its a stress, low level of trust from management is really disappointing. On the other side there are people who may take advantage of the situation. I believe most of us are honest people and suffer from perceptions that we are all on vocation while WFH	12/1/2020 11:00 AM
178	I am working only 4 days per week, which is in my contract, but is especially impotent in this time to have a long break. Secondly, I am taking 2 days in a hotel w/o computer, phone just to escape screens & work and try to relax. Having the children around at Christmas is also a good disctraction,even if it isn't harmonious!	12/1/2020 11:00 AM
179	Regular exercise	12/1/2020 11:00 AM
180	to get stable work contract	12/1/2020 11:00 AM
181	Trying to exercise as much as possible, and to keep a routine, separating work from family and personal life.	12/1/2020 11:00 AM
182	...	12/1/2020 10:59 AM
183	Have a no meeting week once in awhile; create more virtual socializations (e.g. Quiz afternoons, movie screenings, etc);	12/1/2020 10:59 AM
184	Je profite bien plus de ma famille et de ma maison. Je n'ai pas le stress et le temps de transport.	12/1/2020 10:59 AM
185	I try to stay positive	12/1/2020 10:59 AM
186	Essayer de faire des pauses et de marcher et surtout rester en contact avec les collègues	12/1/2020 10:59 AM
187	Nous communiquons toutes les semaines avec mes collègues par MS Team. Je suis tous les jours en lien avec mes amis et collègues. Le confinement se passe très bien. Le travail est au rendez-vous et les journées passent très vites. Le moral est au beau fixe.	12/1/2020 10:58 AM
188	marche quotidienne, yoga, lecture	12/1/2020 10:58 AM
189	I try to stay focused and to disregard unpleasant circumstances. I take care of my family and this keeps me busy and allows disregarding the inconveniences.	12/1/2020 10:58 AM
190	Spend a lot of time in the outdoors, going to the mountains (hiking, soon skiing), running,	12/1/2020 10:58 AM

yoga, going for strolls in town, spending time with family, catching up virtually with friends, keeping myself informed about the pandemic and related measures, switch off from work.

191	By speaking with family and friends online.	12/1/2020 10:58 AM
192	Family and colleagues	12/1/2020 10:57 AM
193	I exercise regularly.	12/1/2020 10:56 AM
194	I take care of myself and follow all the rules.	12/1/2020 10:56 AM
195	Yoga and meditation, walks with my partner and my little on in the nature, started to play tennis	12/1/2020 10:56 AM
196	Reading, hiking, chatting with family over facetime	12/1/2020 10:56 AM
197	Go out for walks/hikes, try to keep active	12/1/2020 10:56 AM
198	sport. consciously try and make time and stay positive. stay in touch with elderly parents. check of signs my kids are getting anxious.	12/1/2020 10:55 AM
199	sport	12/1/2020 10:55 AM
200	I try to go out for a walk, phone calls with family abroad	12/1/2020 10:55 AM
201	Meditation	12/1/2020 10:55 AM
202	Stay in touch with friends and colleagues (including having non-work related talks with them) See the good in this situation - Focus on positive evolution	12/1/2020 10:55 AM
203	Trying to focus and not worry that my job is being outsourced or decentralized; i try to take one step at a time and figure out my life priorities	12/1/2020 10:55 AM
204	I stay busy. Our work has increased in light of Covid-19 and with the freeze of hiring. I stay in touch with close friends (virtually) and check in with family daily.	12/1/2020 10:54 AM
205	We have three times a week virtual team meetings and a virtual team WhatsApp - we use these occasions to discuss work but mostly to check in on each other, share jokes, concerns, etc. I am required to come into work most days which makes it difficult to juggle the home front since the workload seems to have increased significantly. We try to go for walks but were able to do so daily when we all had to stay home With the hybrid way of working there is no time for anything.	12/1/2020 10:54 AM
206	Je sors de la maison et je viens au bureau	12/1/2020 10:54 AM
207	exercise, sports, meditation, staying positive	12/1/2020 10:54 AM
208	Sport	12/1/2020 10:53 AM
209	Meditate Connect with family Exercise	12/1/2020 10:53 AM
210	Beaucoup de visio conversations avec les collègues avec lesquels j'avais tissé des liens. Mais mes 3 heures de trajet quotidien ne me manquent pas	12/1/2020 10:53 AM
211	Do more physical exercise, and relax more	12/1/2020 10:53 AM
212	exercising	12/1/2020 10:53 AM
213	Nothing. Going day by day.	12/1/2020 10:53 AM
214	Maintain calm	12/1/2020 10:53 AM
215	I tend to go outside and walk and also read. But the confinement has made my work even more intensive. It does not seem as I have formalwork hours anymore.	12/1/2020 10:52 AM
216	Sport, méditation, lecture	12/1/2020 10:52 AM
217	Taking up a hobby	12/1/2020 10:52 AM
218	rien	12/1/2020 10:52 AM
219	phone and video calls with family and friends. walking and exercising.	12/1/2020 10:52 AM
220	n/A	12/1/2020 10:51 AM
221	Work, work, work	12/1/2020 10:51 AM
222	As someone who is currently recovering from the virus, I am trying to balance my workload with the process of recovery. Doing this from home is easier than doing it from the office.	11/30/2020 1:50 PM

223	du sport	11/30/2020 10:33 AM
224	Stayed off social media cos of mental stress of deaths being recorded globally	11/29/2020 7:08 AM
225	Coping mechanisms are not working. Attempts to go for a walk, practice mediation, engage in non-work-related activities, etc., are constantly set aside due to the increased workload.	11/28/2020 7:56 PM
226	sport, enforcing bouandaries between personal and work life, orgnaising outdoor meetings with friends.	11/27/2020 3:51 PM
227	Walking, reading, contact with family and friends through skype, watching films, home-activities	11/26/2020 6:10 PM
228	Cooking	11/26/2020 2:58 PM
229	Counting my blessings, staying grateful, and hoping for a better tomorrow.	11/26/2020 11:22 AM
230	Follow the guidelines provided by the UN	11/26/2020 11:10 AM
231	I just work, both for my job and for my household.	11/26/2020 10:38 AM
232	Studying and learning new skills in MIS	11/26/2020 5:39 AM
233	Meeting friends who are nearby	11/25/2020 6:06 PM
234	I survive as a single parent in a COVID situation I make the best of the flexibility that working form home offers and keep on going. Life is good and we are still lucky not to be in a hospital.	11/25/2020 5:04 PM
235	Stay calm and not panic. The pandemic will one day disappear the same way it appeared!!!	11/25/2020 4:46 PM
236	Living	11/25/2020 3:58 PM
237	essaye de m'occuper mais c'est difficile	11/25/2020 2:22 PM
238	Physical activities.	11/25/2020 2:00 PM
239	outdoor sports	11/25/2020 1:54 PM
240	De la meditation, du yoga kundalini, de la lecture , peinture, de la marche à pied.	11/25/2020 1:37 PM
241	Sport et lecture	11/25/2020 10:58 AM
242	Staying safe at home gives me peace of mind that I am doing the best to protect myself and contribute to stopping the disease.	11/25/2020 10:57 AM
243	I really hope that in the future we will be able to telecommute at least three days a week. The balance between going to the office two-three days and working from home the rest of the days is perfect. So, please please please, work for that to happen so that we are not obliged to go back to work full time again.	11/25/2020 10:33 AM
244	Get some fresh air with my daughter and dog	11/25/2020 10:00 AM
245	Try to exercise and meditate and get enough sleep and fresh air	11/25/2020 8:57 AM
246	Doing physical exercise every day; trying to eat healthy food; keeping in touch with family and friends; checking in fairly regularly with colleagues etc.	11/25/2020 8:10 AM
247	J'ai dû réorganiser mon travail de façon plus efficace par rapport à mes conditions de travail à la maison. J'arrive maintenant à travailler sans imprimer comme je le faisais auparavant.	11/25/2020 8:03 AM
248	Trying to take as much preventive measures in a smart manner as possible and keep myself positive	11/25/2020 5:48 AM
249	Je lis beaucoup.	11/24/2020 10:58 PM
250	I try to sleep enough and take time to exercise	11/24/2020 10:38 PM
251	I have been enjoying teleworking as a result of the lockdown. Teleworking has allowed to have a better work-life balance and flexibility to be more active by doing lunchtime yoga for example or other sports activities in the morning before starting the work rather than wasting this time commuting. It is time for the UN to think carefully of the work-life balance of its staff and duty of care. Rather than making rigid rules and regulations one size fitting all, the UN could provide the option for staff who prefer working from home to do so, especially in light of the upcoming open spaces and sharing of offices, or hot desking, which is going to be another sources of stress. As an example of duty of care: why have staff provided with standing desks and special chairs for medical conditions not been allowed to borrow these furniture to carry home when teleworking? Even when the cost of transportation is borne by	11/24/2020 7:03 PM

the staff, this has not been allowed. Why is that? In addition, the lockdown allowed to reduce the staff commute, enhance online procedures (reducing printing) etc., hence having a positive impact on the environment - which is another topic needing serious attention from the UN system. How could the UN better implement what it preaches and mainstream environmental sustainability in its rules and regulations and internal procedures? It would be very unfortunate if the UN did not learn from the lockdown experience.

252	Limit system transformations (contracts, work related etc.) performed while we are vulnerable and not always aware of everything.	11/24/2020 5:36 PM
253	I am trying to work at home. There is no much I can do it. I am trying to follow the measures adopted by government during this days.	11/24/2020 5:18 PM
254	I try to forgive myself for not being as productive/efficient as I would like to be. I call my mother on Skype every evening, which increases my range of social contacts (and hers!). If I feel demotivated, I allow myself a nap even if it's in the middle of the day. When I wake up, the world normally looks nicer and I find myself more capable of getting things done.	11/24/2020 4:47 PM
255	Try to keep as much routine as possible.	11/24/2020 4:06 PM
256	I do nothing. The current situation is perfect!	11/24/2020 3:46 PM
257	sports and wine	11/24/2020 3:28 PM
258	not possible to take time off as in the middle of organising lots of meetings; very difficult to cope	11/24/2020 2:59 PM
259	yoga, meditation, walks, bicycle,	11/24/2020 2:10 PM
260	Des efforts sans cesse	11/24/2020 1:25 PM
261	Do yoga and come to office sometimes	11/24/2020 12:55 PM
262	By keeping to preventive measures prescribed by the authorities.	11/24/2020 12:34 PM
263	Taking regular breaks during the day and putting limits and a clear end to the working day. The absence of commuting everyday allows me to start the day calmly, in a totally different frame of mind. I go to the office regularly once or twice a week. This is also very different from before, as there is no rush, no traffic jam, so I am also more productive when in the office. Not wasting time on small talk or useless meetings frees a lot of time to concentrate and deliver on my task, and better prepare for and participate in those meetings that are necessary and useful.	11/24/2020 12:04 PM
264	/	11/24/2020 11:51 AM
265	Be aware of the reality and prioritize on what is really important: health & safety	11/24/2020 11:41 AM
266	Staying connected online (and in person when possible) with significant other, family and friends, trying to exercise and go out for walks, going for acupuncture treatments, enjoying the greater sense of community, appreciation of nature, and way too much Netflix and Prime! :)	11/24/2020 11:40 AM
267	exercise at home	11/24/2020 11:13 AM
268	Regular exercise, preparing good food, and being kind to myself by relaxing my high work standards just a bit.	11/24/2020 10:59 AM
269	sport, walking, family	11/24/2020 10:41 AM
270	I try to go for a walk during a lunch time for some kind of exercises also to change my mind being stuck at home to get a fresh air.	11/24/2020 10:34 AM
271	Je respecte les consignes demandé par notre gouvernement et par l'ONU	11/24/2020 10:21 AM
272	Meditation, family visits, phone talks with friends.	11/24/2020 10:17 AM
273	Keep a good work/life balance, which includes regular exercise and changing my environment by going for walks	11/24/2020 10:13 AM
274	Promenades selon les regles du confinement en France, appels telephoniques aux amis et a la famille	11/24/2020 10:10 AM
275	Trying to stay positive. Yoga classes on Zoom organised by a colleague. Staying in touch with a few colleagues by Skype.	11/24/2020 9:58 AM
276	Lots of yoga, counseling, communicating with loved ones abroad as much as I can, taking care of animals in my garden, reading, TV series, online Scrabble,	11/24/2020 9:41 AM

277	sport, non-work related reading, movies, Skype talks to family and friends.	11/24/2020 9:39 AM
278	Working from home is amazing. My family is as close as it has ever been. Geneva is expensive and taxing. The commute and lack of transportation infrastructure of Geneva is definitely not missed. Meetings are more productive and all performance metrics have improved.	11/24/2020 9:32 AM
279	I cook a lot more. Try to make evening dinners an occasion. We go hiking on weekends. (nearby). We drink more, unfortunately.	11/24/2020 9:23 AM
280	Take short breaks when needed. Hobby - on line shopping Virtual calls with loved ones. Spritual help -Seek hope in God.	11/24/2020 9:19 AM
281	More physical exercise	11/24/2020 9:17 AM
282	Find a balance between work and leisure. Be positive.	11/24/2020 8:54 AM
283	Walking more and playing badminton	11/24/2020 8:22 AM
284	Trying to keep a healthy routine	11/24/2020 7:30 AM
285	I tried to stay home as much as possible and do exercise regularly.	11/24/2020 4:19 AM
286	Yoga, walks outside, films, cooking.	11/23/2020 9:54 PM
287	Walks outside	11/23/2020 9:41 PM
288	Balancing time for work with time dedicated to self, being and walking outdoors	11/23/2020 8:47 PM
289	Je reste à la maison et évite les sorties inutiles	11/23/2020 8:28 PM
290	support from a psychiatrist	11/23/2020 8:26 PM
291	I try and exercise and take regular walks.	11/23/2020 8:14 PM
292	trying to walk as much possible after work	11/23/2020 7:06 PM
293	Je marche et j'écris (je fais partie d'un atelier d'écriture qui est actif malgré le confinement) autant que possible.	11/23/2020 7:05 PM
294	I do not have any time for Leisure for my-self by now. The only time I have I give it to my kids. Work load is becoming really hard to manage.	11/23/2020 6:46 PM
295	Daily exercise outdoors. Conscious family decision to have screen-free days and alcohol-free days. Studying a subject unrelated to work.	11/23/2020 6:45 PM
296	Follow instructions (canton & Palais) to avoid getting sick...	11/23/2020 6:15 PM
297	Je prie pour que l'ONU et en particulier les syndicats changent leur approche ridicule quant à l'obligation sans fondement de résider à Genève alors qu'il est interdit de se rendre sur le lieu de travail. Ceci est un aberration pour le personnel dans l'impossibilité de voir sa famille de manière régulière en raison des quarantaines mises en place entre les différents Etats, semble sans fondement autre que de favoriser le maintien de privilège indus d'une catégorie de personnes en dehors des réalités, payées un salaire indécent et qui passent leur temps à vouloir toujours plus de privilèges, d'avantages et de bénéfices. Honte sur vous.	11/23/2020 6:02 PM
298	Plus de sport, plus de meditation, plus de soins de santé	11/23/2020 6:01 PM
299	Regular physical activity, regular contact with family and friends by phone	11/23/2020 5:58 PM
300	I have taken on some new hobbies	11/23/2020 5:48 PM
301	Try not to work for more than 10 hours a day	11/23/2020 5:47 PM
302	I try to go for a walk.	11/23/2020 5:43 PM
303	Stay positive, do positive things: read, sports, cooking, writing, etc. Access news only once a day!	11/23/2020 5:42 PM
304	I have started to cook "special meals" for the family during the weekends, to make the gathering around the table very special, in particular since we cannot go out to restaurants or travel. We build a fireplace at home to enjoy family gatherings during the winter. We have organized and participated in "virtual" drinks with family abroad.	11/23/2020 5:36 PM
305	trying to organize non-work related short Teams meetings with friends (who are also colleagues) from time to time; trying to take breaks during the day and move a bit around the house; invest in office equipment at home to fight back pain and eye pain (printer, chair,... soon a screen but that is all expensive)...	11/23/2020 5:31 PM

306	I come to the office but could not put it in the replies; I have organized consultations on the COVID experience with the team and we are following up on actions to be taken next; we have regular huddles; I am learning to cook new things.	11/23/2020 5:31 PM
307	Lots of phone calls and emails to my family and friends. Trying to find a positive thing each day.	11/23/2020 5:18 PM
308	Unfortunately the Organization does not care if I do anything to help it cope with current situation	11/23/2020 5:18 PM
309	Consultation of a private hypnothérapeute.	11/23/2020 5:14 PM
310	still try to work in the office; some physical activities.	11/23/2020 5:08 PM
311	I try to exercise and take long walks everyday.	11/23/2020 5:06 PM
312	I find it difficult to cope at times	11/23/2020 5:00 PM
313	After work, I try to take a walk outside to have some fresh air.	11/23/2020 4:57 PM
314	Sport	11/23/2020 4:51 PM
315	Adequate breaks, connecting with friends and family, exercise and positive thinking.	11/23/2020 4:42 PM
316	Regular exercise, eating healthily, keeping in virtual contact with friends and family.	11/23/2020 4:42 PM
317	Working hard :) this helps not to think about other worrying issues - such as light in the end of the COVID tunnel	11/23/2020 4:40 PM
318	I stick to a normal routine (wake up, shower, breakfast, dressing and make up), have a lunch break, doing exercise in the late afternoon. I don't take breaks and I avoid distractions during working hours, I focus and then relax when I finish. I am always in contact with my colleagues via Microsoft Teams. During free time I am in contact with friends and family through the Social Networks. I am a positive mind-set person, even If sometimes I feel alone and I miss my family (600 km from my duty station). Two of my family members are Covid-19 positive and I can only support them with my virtual help.	11/23/2020 4:37 PM
319	Try to walk every day	11/23/2020 4:35 PM
320	Je vais faire une marche d'une heure au moins par jour dans le respect des normes sanitaires	11/23/2020 4:35 PM
321	Regular physical exercise	11/23/2020 4:34 PM
322	I took a screen from the office to make my work at home easier.	11/23/2020 4:27 PM
323	Me promener et faire des plans pour l'avenir	11/23/2020 4:23 PM
324	J'essaye de transformer ce chapitre de vie en une expérience positive. Je peux faire du sport le matin avant de commencer, je lis plus de livres pendant le week-end qu'auparavant, je reconnais que les contacts humains professionnels me manquent mais moins de contacts abaissent mon niveau de fatigue et de stress, je dresse la liste des choses nouvelles et positives, et je reconnais ma situation privilégiée.	11/23/2020 4:17 PM
325	Therapy	11/23/2020 4:15 PM
326	Trying to do some sport and take more time for me and my loved ones	11/23/2020 4:13 PM
327	Hope the whole madness will stop before too long. There's not much else to do.	11/23/2020 4:11 PM
328	Family walks	11/23/2020 4:10 PM
329	keeping in contact with friends and family and lots of outdoor walks	11/23/2020 4:08 PM
330	I am going outdoors into nature more for walks and runs. I am also taking short breaks in the day working from home.	11/23/2020 4:07 PM
331	trying to adapt to work demands and my personal demands	11/23/2020 4:07 PM
332	I am making sport, phone calls, internet	11/23/2020 4:06 PM
333	Not much the UN can do. I am looking forward resuming my normal personal life, going out, going to the gym, travelling, seeing family, etc. Happy to work at home but also missing face to face interactions. Too much online work and too long hours seating in front of the screen are challenging and potentially cause for health problems.	11/23/2020 4:05 PM
334	Je trouve les points positifs de la situation et évite de penser au points négatifs	11/23/2020 4:04 PM

335	Talking to my partner and relatives.	11/23/2020 4:01 PM
336	Coming to the office as fortunately this has been allowed.	11/23/2020 3:58 PM
337	We have a healthy family life, we do sports, we read and watch films and believe in the future.	11/23/2020 3:55 PM
338	Go for walks outside, exercise, call friends and family	11/23/2020 3:55 PM
339	The exceptional time is not easy for all of us. It is very stressful as the situation all around the world is not healthy. our lives in Geneva, where everyone is at home is not the work environment, time consuming, difficulty to focus. Besides we have families around the world, getting sad news of sufferings and loved ones. More time is spent on following up on your loved ones abroad. We can feel the stress of children from their schools, universities in this difficult situation, no cooperation many times. I am single bread owner for my family of 4..I am above 56 so when I see the news on changes in the organization adds to my worries because if something happens at this age, I cannot look for another job..I feel sad and worried for my family when my children are still studying, if my job is affected then my families peace will be badly destroyed...	11/23/2020 3:52 PM
340	Exercise, eat healthy, keep daily rhythm steady	11/23/2020 3:52 PM
341	...	11/23/2020 3:51 PM
342	I try to go for daily walks (2-3 times per week, including weekends) with some of my neighbors that are also working remotely from home. We find this a great way to exercise and socialize at the same time	11/23/2020 3:39 PM
343	Don't need additional support to cope with the situation	11/23/2020 3:38 PM
344	taking walks, virtual meetings	11/23/2020 3:36 PM
345	Travailler	11/23/2020 3:34 PM
346	I started seeing a psychiatrist and started medication for depression. I try to do some physical activity (but not very enthusiastically or successfully). I adopted a dog to force me to be more active.	11/23/2020 3:32 PM
347	Daily huddle with the team, more time for sports (at home or outside), family time	11/23/2020 3:32 PM
348	cours yoga online, sortis a la montagne. entertainment... parler avec des proches	11/23/2020 3:27 PM
349	Doing yoga, seeing a therapist, taking more frequent breaks than if I were in the office, online chats/calls with friends & family	11/23/2020 3:24 PM
350	Work more, exercise	11/23/2020 3:20 PM
351	Consider myself as a priority. Walking every day for 8km. Taking care of my family.	11/23/2020 3:15 PM
352	protesting against unjust "house arrest"	11/23/2020 3:15 PM
353	Chatting with friends	11/23/2020 3:14 PM
354	Sports @ home - walks with dog and kids - reading novels	11/23/2020 3:14 PM
355	Je me concentre sur le bien-être de mes enfants, je lis et je fais du jogging.	11/23/2020 3:09 PM
356	The first confinement was easier to deal with. The second is more difficult, because of the 'covid fatigue' and also because of the restrictions to move in France. Doing sports helps to cope with the current situation.	11/23/2020 2:58 PM
357	As lessons learnt from the first (spring) period of confinement, I'm trying to: (1) openly (but so far not very successfully) tell my managers that my already unsustainable workload only keeps on increasing (our small Section "lost" 6 P-colleagues in 4 months due to the lack of funding and we are about to loose 2 more by mid-January 2021); (2) sleep between 6 and 8 hours every night (in spring it was around 2-3 hours of night sleep for weeks to compensate for less productive daytime hours when I had to combine a full-time job with home-schooling and taking care of my 2 young kids); (3) limit working hours to not more that 10 hours per day; (4) spend more quality time with my children and spouse; (5) spare time for some inspiring training activities (both within UN and privately); (6) actively look for positive people, news, events, etc.	11/23/2020 2:57 PM
358	Remain in touch with friends and colleagues	11/23/2020 2:51 PM
359	Daily walks, keeping busy with work.	11/23/2020 2:40 PM
360	More mental health webinars.	11/23/2020 2:36 PM

361	Walking my dog often. Trying to exercise despite the limited space at home.	11/23/2020 2:36 PM
362	Trying to avoid getting stressed about long term work plans which keep changing in the circumstances.	11/23/2020 2:34 PM
363	-Made my work desk at home as comfortable as possible, while having to cope with family needs (space issues, competing for wifi, noise, etc). - trying to move outside for a moment every day - and waiting for the situation to improve...	11/23/2020 2:27 PM
364	Trying to focus on my well being	11/23/2020 2:25 PM
365	Looking for a new position outside of Geneva, where people would be more friendly and welcoming to foreigners	11/23/2020 2:20 PM
366	I exercise regularly.	11/23/2020 2:19 PM
367	Contacter régulièrement ma famille, mes amis, mes collègues via les réseaux sociaux, par téléphone, etc., pour prendre des nouvelles et en donner, s'encourager, etc.	11/23/2020 2:16 PM
368	Physical and mental exercise on a daily basis. I make sure to have a good diet and eat organic food. I am not reading and listening to the "official" news that are meant to scare you more than inform.	11/23/2020 2:15 PM
369	je prends les mesures d'hygiène, de distance, de precaution de rigueur	11/23/2020 2:14 PM
370	I have my children at home thought but I try to come to the office at least 2 time weekly which is some kind of a therapy for me. Just by coming to my allocated office, makes a world of difference. Thank you.	11/23/2020 2:13 PM
371	I am spending one day per week in nature, reading good books, praying, keeping a gratitude journal.	11/23/2020 2:08 PM
372	Physical activity, meditation, reading	11/23/2020 2:07 PM
373	Follow the instructions and broadcast	11/23/2020 2:03 PM
374	I try to do sports as much as possible (although not succeeding much) to clear my head. Unfortunately I notice I am not doing well. It is difficult to wake up in the morning, it is difficult to see a future, and to motivate those working for me. I noticed that talking to people was good at first, but now it is not helpful at all, as everyone is stressed about getting infected (or their loved ones) and about their job stability, so you end up the conversation more worried than you were before you started it. Watching TV does not help either, no matter what channel you turn to, they only talk about covid, death rates, and how much the economy is suffering.	11/23/2020 2:01 PM
375	Sport	11/23/2020 1:55 PM
376	Try to exercise more	11/23/2020 1:54 PM
377	Je suis bien satisfait de la situation actuelle. Il est essentiel de ne pas exagérer les choses. Les risques sanitaires sont réelles et ce n'es pas trop demander que de rester chez soi pendant quelques mois. Le problème est global.	11/23/2020 1:53 PM
378	walking at the end of my work day	11/23/2020 1:49 PM
379	I would like to really work from home away from my duty station at least once as I live in other continent and with the lockdown I have not seen my family for a year and my grand mother also just passed away. I feel very unfortunate compared to my colleagues who have families in Europe and this lockdown is really hard for me as I have not been well integrated in Geneva and I am not able to travel back home already more than a year. I think the Organization put so much measure to stop us from working from home when staff who are from Europe can really benefit from this none of us from Latin America, Asia or America can really do so. This is really hard for us as a lot of us have no families here and to telework from another continent requires more time and support from management and currently it is not the case for us.	11/23/2020 1:48 PM
380	meditation.	11/23/2020 1:47 PM
381	Keeping in touch with colleagues and friends. Keeping some physical activity. Taking training offered by UNOG.	11/23/2020 1:46 PM
382	Given all the constraints in France where we live we are just trying to keep minds and bodies as healthy as possible until restrictions are lifted.	11/23/2020 1:45 PM
383	Regular exercise, checking in with friends, family and colleagues	11/23/2020 1:44 PM

384	Je ne vois comment je pourrais faire face à cette situation, qui a tout simplement fait disparaître le travail que j'exerçais avec passion depuis treize ans. Je suis en colère que ce virus ait servi d'outil pour modifier le contenu de mon profil de poste dans un futur très proche, ceci afin de me demander d'effectuer des tâches qui ne m'intéressent pas du tout, et qui sont à l'opposé de ce qui me passionne depuis des années.	11/23/2020 1:44 PM
385	I try to do exercises, walk, just to be a little active. This situation is having a big impact in my body. To move is becoming more and more difficult.	11/23/2020 1:43 PM
386	bonjour et merci pour le survey. j'accepte car nous n'avons pas le choix , je ne fais pas monter de pression , je travaille plus. et je ne souhaite pas retourner au bureau tant que la situation n'est pas safe à l'exterieur comme à l'interieur du palais je vous remercie	11/23/2020 1:42 PM
387	I attend the workshops organised by staff counsellor's office.	11/23/2020 1:34 PM
388	Taking one day at a time	11/23/2020 1:34 PM
389	Je vis en France, de donc confinée en plus de ne plus pouvoir me rendre à l'UNOG pour travailler. J'ai demandé à mon superviseur de pouvoir venir au bureau au moins 2 jours par semaine. Il a accepté et j'espère que cela me permettra de ne plus me sentir "prisonnière" de ma maison.	11/23/2020 1:33 PM
390	do my work and get prepared for the end of my contract	11/23/2020 1:31 PM
391	Trying to do a lot of sports and wellness. Meeting friends as much as possible under the circumstances... Trying to set clear limits to when to start and end working even though it's often not possible.	11/23/2020 1:28 PM
392	Exercising more to keep a clear head.	11/23/2020 1:28 PM
393	regular ream meetings virtually, bilateral virtual contacts with colleagues; regular walks	11/23/2020 1:27 PM
394	daily exercise, trying to get in touch with friends	11/23/2020 1:27 PM
395	Sports	11/23/2020 1:24 PM
396	As a member of Global Shapers community I wrote an article capturing important practices on response to pandemic in my country of origin. I believe governmental response to the pandemic can be improved in many areas. In terms of my personal responsibility I continue taking care of my personal health as I always did.	11/23/2020 1:20 PM
397	exercise	11/23/2020 1:20 PM
398	I do exercise everyday. I walk in the mornings and try to go cycling with weather allows. I have a good diet-balance. I avoid to listen to the news and to read them	11/23/2020 1:18 PM
399	Je patiente, la perspective de mon départ à la retraite proche me soutient.	11/23/2020 1:16 PM
400	Socialising when I can.	11/23/2020 1:16 PM
401	Dans la mesure du possible du sport, je pense ainsi à autre chose et je m'évade!	11/23/2020 1:11 PM
402	Cycling at home.	11/23/2020 1:11 PM
403	I've set up a new room in my house as an "office room" so I stop working in the living room. I've done that during this week-end, and I hope this will help me to have breaks during the day, and improve my personal/work balance	11/23/2020 1:10 PM
404	Je viens travailler autant que possible	11/23/2020 1:09 PM
405	Exercise. Meditation. Make good use of the flexibility that working from home gives (there is lots of work but I have more freedom to adjust time slots as needed to cope with office, household and family issues).	11/23/2020 1:07 PM
406	I am working on improving my personal goals such as French (with classes at CLM) and I am trying to make time to exercise and eat properly as I know this helps me to manage my stress and anxiety better.	11/23/2020 1:04 PM
407	We have a staff member who offers free yoga courses. This has helped me a lot. I have a dance class after hours that has just moved to Zoom, too. Otherwise, I am staying in close contact in the evenings with vulnerable family and friends. I do try to support my staff with regular skype calls, off the grid. But I am not getting that support from above for myself. I am happy to be out of the office, on many accounts, but the workload gives me a feeling of nausea almost daily...	11/23/2020 1:00 PM
408	Cooking more, spending time with family more. But it is not sufficient.	11/23/2020 12:59 PM

409	I try to keep physically active and have a walk in nature at least once a week	11/23/2020 12:58 PM
410	Focus on my family, my job and our health	11/23/2020 12:58 PM
411	Lots of sports	11/23/2020 12:57 PM
412	Keeping informed of the COVID situation by reading and following 'trusted' media - Switzerland; TDG, government conference, Swissinfo - global; BBC, guardian, AP, New York times. Trying to stay as normal as possible within the things we do within the family; school, work, cook, clean, watch tv, go for walks speak with friends and family on video chat or WhatsApp etc.	11/23/2020 12:57 PM
413	Keep in touch with friends, have family quality time, go to the nature, get plenty of sleep, and rest during week-ends.	11/23/2020 12:55 PM
414	pratique sportive	11/23/2020 12:54 PM
415	trainings and external study	11/23/2020 12:53 PM
416	Stop insisting on UN policies that are not leadership positions but rather reactionary to positions taken by others.	11/23/2020 12:53 PM
417	Meditation and video calling	11/23/2020 12:50 PM
418	netflix	11/23/2020 12:48 PM
419	yoga and tai chi	11/23/2020 12:47 PM
420	Exercising (outside, fresh air), eating balanced meals and getting a good night of sleep.	11/23/2020 12:46 PM
421	I am coming to the office every day. I don't want to remain at home	11/23/2020 12:45 PM
422	Talking to colleagues and friends openly about the situation	11/23/2020 12:45 PM
423	I nurture family relationships.	11/23/2020 12:45 PM
424	set objectives	11/23/2020 12:43 PM
425	have lunch time walking time	11/23/2020 12:37 PM
426	In addition to the pandemic, we have been bombarded with information regarding our future in the UN that would make anyone's anxiety levels soar.	11/23/2020 12:37 PM
427	I live in a house in the country side in France, and that has really helped, being able to be outside. I do go to the office at least twice a week, which I find very convenient in terms of work/life balance. I miss going out, even if I do understand, somewhat, the restrictions.	11/23/2020 12:35 PM
428	Gérer chaque journée une après l'autre!	11/23/2020 12:35 PM
429	I have a lot of fitness training and taking regular and long dog-walking.	11/23/2020 12:34 PM
430	As a team leader, I schedule regular one-on-one debriefs with each team member so they have the chance to download personally and professionally. However, my supervisor does not do this with me, so I feel I carry a lot of burden for others' well-being without having mine looked after. We keep Fridays -as much as possible as meeting free days so that people have a chance to catch up and take a breath around work that doesn't involve being in a virtual meeting. We also schedule regular virtual 'coffee/drinks' catchups; just 30mins (very strictly timed) where we swap stories about how we're going, what we're watching etc - no work talk allowed!	11/23/2020 12:33 PM
431	I am in contact with friends and family.	11/23/2020 12:32 PM
432	Regular walks and outdoor exercise, finding a good routine, accepting that I can not be productive all of the time	11/23/2020 12:32 PM
433	I find teleworking, and staying all day home without social contact or change of environment, makes it difficult to keep up the energy and enthusiasm. I also find engaging with colleagues and stakeholders has become far more challenging (difficult access) with everyone/most people telecommuting. In addition, I find that many procedures have become more cumbersome in the current circumstances without accompanying support. _For example the administrative procedures for hiring of interns have tripled at best, without sufficient support. Similarly, organizing events has become very challenging. There is no support or advice of any form to assist substantive staff in organizing activities that have become virtual, such as expert meetings and seminars. Staff need to fish around for pieces of information or advice on how to set this up (software, technical requirements, interpretation, procurement, technical support during webinars, etc).	11/23/2020 12:31 PM

434	As a working parent, this time it has not been so difficult as schools and creche have remained open making it feasible for me to work well from home. It has also helped knowing that the UN is open and we can go if needed. Something I have done on several occasions. It has been ok this time.	11/23/2020 12:30 PM
435	A minimum work contract of 2 years. Managers respecting the 8 hours work from Monday to Friday	11/23/2020 12:30 PM
436	Hoping that we will have a vaccine soon.	11/23/2020 12:30 PM
437	Facetime with family and friends abroad.	11/23/2020 12:29 PM
438	c'est le travail qui me permet d'oublier les problèmes	11/23/2020 12:29 PM
439	Je suis présent tous les jours au travail en prenant soin des gestes barrière	11/23/2020 12:28 PM
440	I do sports, spend time with my friends and family online, bake and cook, spend time with my dog and go out for walks when it is safe.	11/23/2020 12:28 PM
441	Daily sports session, keeping informed of latest developments, respecting advice from the government, Zoom meetings with friends	11/23/2020 12:26 PM
442	Nothing especial. In fact there has not been much difference working from home as I am in close contact with my supervisors and colleagues in general. The only difference may be that one cannot take breaks as it may give the wrong impression that you are not working if you do not answer a phone call immediately. Some colleagues talk about their house work, but during working hours we should concentrate on work not on your laundry, cooking, cleaning etc. In the office if I would go to the bank, that was not considered as an abandonment of work, wasn't? However one cannot go to the bank and live your house because that would be considered as such. The same for a walk... I do not feel comfortable to say that I am going for a walk. But all these are very personal. I have a high sense of responsibility which is appreciated by my supervisors. I start work at 8 am but finish in most cases after 5:30 or later. Work comes first. And contrary to before I just taken 1 hour of lunch break. Before it was 1 and half hours. But I feel privileged to be able to work from home. This is not the case for many people. I have been able to adjust and I am happy to be able to work normally even in these abnormal times.	11/23/2020 12:26 PM
443	Regular calls with the family	11/23/2020 12:25 PM
444	Can't do much...just managing ...talking to family and friends...try to meet up with friends when possible...	11/23/2020 12:25 PM
445	not much	11/23/2020 12:23 PM
446	I do take advantage of the staff counsellor at OHCHR - she is been very helpful. I try to do regular exercise, eat healthy and reserve some space during the day to breathe	11/23/2020 12:21 PM
447	Ne pas écouter les médias.	11/23/2020 12:20 PM
448	Exercise	11/23/2020 12:19 PM
449	Je prends mon mal en patience...	11/23/2020 12:18 PM
450	Stay active (go for a run, practice yoga) / organize lunch and coffee breaks with colleagues / reach out to colleagues requiring support (workwise and mentally)	11/23/2020 12:18 PM
451	Positive thoughts, thinking this has an end and it will come soon.	11/23/2020 12:18 PM
452	Regular exercise.	11/23/2020 12:18 PM
453	I've joined the Online Mindfulness Meditation session	11/23/2020 12:17 PM
454	lot of sports	11/23/2020 12:17 PM
455	I'm dedicating time to my hobbies - reading, painting. Trying to walk a lot with my husband to exercise.	11/23/2020 12:17 PM
456	meet and talk with friends as much as possible, do outdoor sports, and focus more on my hobbies	11/23/2020 12:17 PM
457	Yoga.	11/23/2020 12:16 PM
458	Je respecte les consignes et occupe mon temps libre à faire des choses que je n'ai jamais le temps de faire : LIRE).	11/23/2020 12:15 PM
459	I bury myself in my work.	11/23/2020 12:14 PM

460	Try to think positive. Get in touch (telephone) with family and friends overseas.	11/23/2020 12:14 PM
461	be good to myself and not to expect too much. thankfully I have a very supportive and understanding supervisor. I would not be able to imagine how difficult it would be to have someone who does not understand the different impact of these extraordinary circumstances.	11/23/2020 12:13 PM
462	Exercise, out running	11/23/2020 12:12 PM
463	J'essaye de parler à mes collègues via MSTeams aussi souvent que possible. J'essaye de me promener à l'heure du déjeuner.	11/23/2020 12:12 PM
464	a lot of sport to decrease stress. but stress has definitely increased during this period	11/23/2020 12:12 PM
465	Regular walks, physical exercises	11/23/2020 12:11 PM
466	Cooking, walks, photography, watching TV, sending whatsapps to colleagues/friends and family	11/23/2020 12:10 PM
467	I am taking some moments for myself and spending some quality time with the people I love.	11/23/2020 12:10 PM
468	I am currently in a temporary position and all administrative part is getting very complicated because of the confinement and this is generating a lot of anxiety. For instance, my affiliation to my medical insurance (UNSMIS) has not been updated since 31/08/2020. I have sent 4 emails and I called the Client Support Centre to follow up on that several times; however, after more than 4 weeks nothing has been done. In this trying situation you can image that being without medical insure, it is an a big worry. In addition, the carte de legitimation was not reviewed due to bad management from Human Resources. I am currently without carte de legitimation. The administrative part has become very complicated due to the confinement. In addition, the uncertainty about my contract's extension due to the financial crises.	11/23/2020 12:09 PM
469	Following spiritual practices more to awakening myself and to move towards to see the bigger picture.	11/23/2020 12:09 PM
470	Surviving	11/23/2020 12:09 PM
471	I am an introvert, so the current situation does not bother me. I work out daily and have also incorporated 2c a week sessions of yoga and pilates into my week. the only thing that i am not coping with is the increase in my weight. but all in all, my mental well-being is very good.	11/23/2020 12:09 PM
472	Try to keep heathy habits and a normal-work-life routine. I try to exercise and at least take a walk every day.	11/23/2020 12:08 PM
473	Trying to set boundaries between professional work and family/house duties, Trying to have direct (phone) contact with colleagues more often than before covid to maintain the working relationship and network.	11/23/2020 12:07 PM
474	I try to look at the positive side of things: I am lucky to have a roof, a family, a salary, and good health. Also, I have trust in the health system in Switzerland and France and if anything happened, I and my family would be in good hands. I don't have the same confidence in the health system of my home country, where my parents live ((.	11/23/2020 12:07 PM
475	In terms of work, I try to be in close touch with my team members even virtually.	11/23/2020 12:07 PM
476	I come to the office once or twice per week.	11/23/2020 12:06 PM
477	I have resumed some at-home art projects and some sports activities. I enrolled in 2 UN language courses and this reassures me that I'm using my time at home in an useful way.	11/23/2020 12:06 PM
478	I am trying to keep myself motivated and positive, because I am lucky to still having a job.	11/23/2020 12:06 PM
479	I started running! I turned off email/Teams notifications on my phone so as to better focus and not to feel the need to constantly be responsive as a way of proving I am working even if not in the office.	11/23/2020 12:05 PM
480	Speak with colleagues regularly, outside of work meetings. Focus on keeping my family safe and happy.	11/23/2020 12:05 PM
481	yoga et balade à pied.	11/23/2020 12:05 PM
482	Prendre mon mal en patience, m'adapter au mieux aux nouvelles circonstances	11/23/2020 12:03 PM
483	Eating more, trying to get some fresh air once a day, cooking	11/23/2020 12:03 PM

484	walk daily to help me cope with the situation	11/23/2020 12:03 PM
485	Eating chocolate and drinking red wine.	11/23/2020 12:03 PM
486	Psychotherapy	11/23/2020 12:03 PM
487	more physical activity and hobbies	11/23/2020 12:01 PM
488	nothing	11/23/2020 12:01 PM
489	Meeting friends outdoors and/or via VTC. Doing chores during all those online meetings with limited value for my work. Found a new girlfriend. :-)	11/23/2020 12:00 PM
490	Remain connected with peers and family members (family, girlfriend) even if they are not at the duty station Exercize regularly, until gym and similar facilities closed.	11/23/2020 12:00 PM
491	Believe God, pray, try my best to help other people and do meditation	11/23/2020 12:00 PM
492	Keeping regular working hours. Trying to go for walks.	11/23/2020 12:00 PM
493	Staying connected to friends and family, regular exercise, trying to be kind to myself	11/23/2020 12:00 PM
494	Taking breaks during the day	11/23/2020 11:59 AM
495	I should be doing more sport than I do.	11/23/2020 11:59 AM
496	Mountainhikes	11/23/2020 11:59 AM
497	Apéros on zoom, yoga on zoom, walks during the day if I can.	11/23/2020 11:58 AM
498	just taking it one day at a time and hanging in there, hoping it might get better in a few months. But not sure it will.	11/23/2020 11:58 AM
499	I go to the office a couple of times a week. My main issue is that my flat is small so I am more comfortable working at the office.	11/23/2020 11:58 AM
500	Walking the dog, socializing with other dog walkers (and the dog...), taking up small projects at home, etc. I have a family. I'm okay, but I understand if others might not be.	11/23/2020 11:58 AM
501	I meditate regularly, and as a single mother to young child, it helps to be at home be able to do housework and clean, and cook while I am also working. I have a much better work life balance as a result of the work from office policy, and I truly love it.	11/23/2020 11:58 AM
502	I think correct situation while being difficult has reduced conflict among colleagues as most people work from home. We are lucky to have comfortable jobs as the crisis has had a big impact in the private sector.	11/23/2020 11:58 AM
503	Trying to do home based workout frequently, do walks and make regular calls to friends and family back home	11/23/2020 11:57 AM
504	daily walks and family routines	11/23/2020 11:57 AM
505	Concerning my work duties I have managed to set an office with everything I need, and can concentrate better than in the office. Concerning my physical and mental health, I have disregarded it. The current situation makes it very difficult to take care of, for example by meeting with friends, going to the gym, going to church, travelling abroad. I took annual leave which I used to do household chores and I did not have the sensation of taking holidays. Also the situation of my family living abroad does stress me, they are falling ill either physically or psychically, or suffering of the economic situation.	11/23/2020 11:56 AM
506	I follow the rules and advice of the authorities and doctors in order to contribute to the handling of the pandemic. I believe that if we all take prevention measures, the health situation will get better and we will all be able to resume our lives.	11/23/2020 11:56 AM
507	Dreaming of better times... nothing else unfortunately ;)	11/23/2020 11:56 AM
508	Faire du sport individuel, et des activités extérieures en Familles (marche, vélo)	11/23/2020 11:56 AM
509	Trying to take it easy, eating well, re-thinking the world and humans :)	11/23/2020 11:55 AM
510	Taking full advantage of the benefits of working from home, especially by organizing my day the way it suits me. Frankly, I'm not suffering too badly from this new lockdown, except for fatigue and irritability.	11/23/2020 11:54 AM
511	I try to start/end the work as I was in the office and to take a few breaks. I am also trying to work at least one day in the office.	11/23/2020 11:54 AM
512	nothing in particulaire	11/23/2020 11:54 AM

513	Therapy	11/23/2020 11:54 AM
514	.	11/23/2020 11:54 AM
515	Go for mid-day or evening walks. Watch more TV series and stream movies - I never used to do this.	11/23/2020 11:53 AM
516	This is not really difficult. I think counsellors are make a big thing out of it. How would it differ from normal life without COVID. Sure, if you want a party every day after work, there are restrictions, I don't have any restrictions.	11/23/2020 11:53 AM
517	pas grand chose	11/23/2020 11:53 AM
518	Keep working not to think about the situation.	11/23/2020 11:52 AM
519	sports, keeping in touch with family and friends and meditation	11/23/2020 11:52 AM
520	We have lots of active communications with colleagues, incl. Teams meetings and chats. So many professional events are easier to attend as they are now webinars, and you can join in from "your computer" instead of wasting time travelling or going to a meeting room. I get more sleep as I can start working immediately without telecommuting. I am able to go jogging during the day light time, like the lunch break. Teleworking has remarkably increased flexibility and improved notably my work-life balance. I have managed to increase sports a lot. While I miss colleagues, we can easily chat both informally and formally.	11/23/2020 11:52 AM
521	Trying to see the beautiful parts of this situation (eg. being more time around my kids).	11/23/2020 11:52 AM
522	I structure my work days, tend to take additional tasks and do sport/yoga on a daily basis.	11/23/2020 11:51 AM
523	Exercise at lunch time (during the time when there is still light). I have set a routine to help me structure the day. I live in France and in the previous lockdown I nearly had a breakdown as I wasn't able to separate my personal and professional life. My social life and friends are in Geneva. I'm finding difficult to be alone in France without that much interaction with others.	11/23/2020 11:51 AM
524	M'informer!	11/23/2020 11:51 AM
525	I try to exercise at home, meditate and organize regular calls with my family in my home country and with friends.	11/23/2020 11:51 AM
526	Running outdoors every day. Video calls with friends	11/23/2020 11:51 AM
527	I try to make some outside exercise every morning and call some colleagues regularly.	11/23/2020 11:51 AM
528	NATURE	11/23/2020 11:51 AM
529	Du sport	11/23/2020 11:51 AM
530	J'ai la chance de pouvoir continuer à pratiquer mon passe-temps favoris pendant mes heures libres et j'essaie de rester en contact avec mes collègues que ce soit au sein de mon équipe que les autres	11/23/2020 11:50 AM
531	Keeping in touch with family and friends, making sure I exercise regularly.	11/23/2020 11:50 AM
532	My work has been positively transformed and I am quite happy about this.	11/23/2020 11:50 AM
533	Nothing much as we are currently on a lockdown	11/23/2020 11:50 AM
534	I go for walks/runs outside to remain healthy and see the sun. I talk with family and friends on the phone and/or online. I try to keep a regular schedule and disconnect from work on evenings and weekends.	11/23/2020 11:50 AM
535	Long walks, running, reading, talking to friends and family regularly.	11/23/2020 11:49 AM
536	je suis les restrictions à la lettre afin que la situation sanitaire se règle au plus vite. grand soutien au sein de mon foyer, mari et enfants. Beaucoup de cuisine et discussions au sein de notre foyer. Bon courage à vous tous.	11/23/2020 11:48 AM
537	Restez en contact, suivre les recommandations	11/23/2020 11:48 AM
538	exercise and walking	11/23/2020 11:48 AM
539	I am able to spend more time with family as a result of being able to work from home (less time spent on commute and I'm more effective during work hours), which is helping me cope with the situation in a positive. way.	11/23/2020 11:48 AM
540	Take a walk during lunch time and don't stay in front of the computer all day.	11/23/2020 11:47 AM

541	Trying to remember to exercise and eat well. Catching up with one or two friends as safely as I can. Coming to the office occasionally to stay connected and get a change of scene.	11/23/2020 11:47 AM
542	Exercise every day, go out, talk to friends over the phone, be with family and partner more while I can	11/23/2020 11:47 AM
543	I try to keep busy, look at the bright side and have organized my self with a routine in order to be able work and take care of my family at the same time. I also try to switch off from work on the weekends. During the weekday I try to switch off from work by 19.00 at the latest, although this is difficult to do often due to the large number of activities going on online.	11/23/2020 11:47 AM
544	Trying to support friends and colleagues.	11/23/2020 11:47 AM
545	Meditation, when I can.... And video calls with family (even video calls with my kids and their grandparents as a sort of 'babysitting') We all really suffer most from being so far from home and unable to go see loved ones (even when there was a death in the family this year....funeral by skype)	11/23/2020 11:47 AM
546	I have the following ideas - setting an alarm to signal the end of the working day and closing my laptop so that I'm not tempted to continue working into the evening (this is not very successful). Trying to get outside at least once a day to take some fresh air.	11/23/2020 11:47 AM
547	Looking for jobs with security.	11/23/2020 11:47 AM
548	I do not need to cope as the impact is minimal, other than the physical work space. UNOPS provides no support to create a safe work space at home!	11/23/2020 11:46 AM
549	Doing sports during lunch time. Staying connected with colleagues through MS Teams and Yammer.	11/23/2020 11:46 AM
550	je cuisine et lis beaucoup plus	11/23/2020 11:46 AM
551	Have set personal targets for each day: *dressing for work (although online) *following as much as possible a set timetable each day *daily contact with at least 2 colleagues Would like to underline that my working hours have remained particularly high during this period (40-55 hours per week). It has been of particular concern learning that other colleagues have not had the same work momentum nor inclination to keep working	11/23/2020 11:46 AM
552	Mon équipe organise régulièrement des réunions en ligne qui nous permettent de nous tenir au courant des événements professionnels et sociaux.	11/23/2020 11:46 AM
553	In general what helps me is to remember that this period will eventually end. I try to focus on the positive aspects and have conversations with friends. In practice, I exercise (walks, hiking, gymnastics at home), enjoy the sunny weather whenever possible, talk with friends, do fun things with my daughter, cook and eat healthy foods, and meditate a bit. Some weeks are too busy with work and it's difficult to find time for breaks but most of my work is inspiring so it's rewarding.	11/23/2020 11:46 AM
554	Working from the Palais at least once a week, taking daily outdoor walks and having virtual coffee with colleagues.	11/23/2020 11:46 AM
555	I have numerous meetings on Skype for Business, Teams or What's up. Not the same as in-person meetings, though, I must confess. I keep regularly in touch with my friends and family.	11/23/2020 11:46 AM
556	Reading, playing music, social media	11/23/2020 11:45 AM
557	Non mollare mai	11/23/2020 11:45 AM
558	I do long walks twice a day and try to improve my relationship with my family members	11/23/2020 11:45 AM
559	I make sure I get outside into the nature as much as possible and have taken up new hobbies.	11/23/2020 11:45 AM
560	J'appelle autant que je peux mes amis et j'essaie de contrôler ma manière de penser pour ne pas trop m'inquiéter sur les choses que je n'arrive pas à contrôler	11/23/2020 11:45 AM
561	Trying to take a walk everyday; trying hard to keep a distinction and a balance between work (from home) and leisure time but this is really difficult.	11/23/2020 11:45 AM
562	Des exercices de détente comme le yoga et je vois un spy.	11/23/2020 11:45 AM
563	Focus on the work Try to take breaks, have a walk or run while day light is still out.	11/23/2020 11:45 AM
564	Taking it day by day	11/23/2020 11:45 AM

565	Walks, exercise, meditation, outdoor coffees, regular online contact with family and friends, trainings and online learning, reading.	11/23/2020 11:44 AM
566	I maintain my regular work schedule and habits - going to the office to the extent possible and as long as the Palais remains open	11/23/2020 11:44 AM
567	J'écoute de la musique, je regarde des films / séries, nous faisons des promenades dans la campagne avec mon mari, nous cuisinons en famille, et nous faisons des plans pour le futur !	11/23/2020 11:44 AM
568	I go on walks and go swimming. I would like to socialise with people outdoors but I do not know anyone in Geneva.	11/23/2020 11:44 AM
569	Exercise, yoga and mindfulness	11/23/2020 11:43 AM
570	I enjoy being with my wife and kids and taking care of my father. I love life and I am happy at home	11/23/2020 11:43 AM
571	Meditation, sports, listening to relaxing music, trying to sleep well.	11/23/2020 11:43 AM
572	Nothing, is not so bad. Having worked in many hardship or even non-hardship countries, this COIVID is not worse with respect to how much one can socialize or do activities.	11/23/2020 11:43 AM
573	I listen in to the great work the staff counsellor does, and keep healthy and fit.	11/23/2020 11:43 AM
574	I have tried to focus on the things that I have and not on the things that I don't have. I prefer working from home but I am happy that my office allows us to have extra monitor and with that I can work much better.	11/23/2020 11:42 AM
575	Focus on studies outside of work and reading; doing exercise	11/23/2020 11:42 AM
576	I exercise every day or every other day. I spend time outdoors during the weekend. I make it a point of keeping in touch with friends and family on a daily basis, even if its just sending a quick message by WhatsApp. I try to do dedicate 1 hr a day to doing something productive that I enjoy (cooking, reading and/or drawing).	11/23/2020 11:42 AM
577	I actually love working from home. It took a pandemic to enable me and colleagues to do so. Hopefully this can be extended.	11/23/2020 11:41 AM
578	I have been trying to respect my 8 hours of work a day, but it's very difficult as the end of the year involves more work. I do not touch my computer during the weekend. I try to relax during the weekend, but also to be a bit active, but it's difficult. I love nature, I have a dog, and the hardest thing to me is to be have to stay within a perimeter of 1 km for walks, and of maximum 1 hour a day. I find it extremely frustrating as I cross a lot of people in the street on my 1-km perimeter, and normally no one in the woods...	11/23/2020 11:41 AM
579	Walks, happy-hour every day in family setting :, keep contact with colleagues with Team meetings on a regular basis	11/23/2020 11:41 AM
580	More outdoor activities during weekend and exposure to sun. Communication online with family. Trying to form/find friends Staying more organized to feel on top of things	11/23/2020 11:41 AM
581	spend time outside, in the garden or in the countryside, with my family	11/23/2020 11:41 AM
582	This is a temporary situation and I am tryin g to look forward and see how to make this confinement a useful as possible. Going back to my daily routine, seeing colleague at the office is something I am very much looking forward to.	11/23/2020 11:41 AM
583	Take one day at a time. Walk in the nature every day.	11/23/2020 11:41 AM
584	Je sors lorsque je peux pour marcher un peu (dans la limite de ce qui est autorise dans la journee). Je fais des breaks reguliers dans la journee. Je contacte mes collegues par teams.	11/23/2020 11:40 AM
585	je fais attention à moi	11/23/2020 11:40 AM
586	Take long walks and try to be outdoors as much as possible, socialize with friends via video conferences, buy nicer/healthier food and cook with more dedication, see people on the weekends outdoors for bike rides, hiking etc, take part in daily coffee breaks with colleagues	11/23/2020 11:40 AM
587	Eating and sleeping well and trying to get out for a walk once a day.	11/23/2020 11:40 AM
588	I try to stick to working hours to avoid working non-stop during family time. I keep in touch with colleagues and friends.	11/23/2020 11:40 AM
589	Regular meditation, walking in the neighborhood in the evening	11/23/2020 11:40 AM

590	Nothing special !	11/23/2020 11:39 AM
591	Contact colleagues more frequently to feel like that we're working together.	11/23/2020 11:39 AM
592	Try not to stress too much	11/23/2020 11:39 AM
593	Resting	11/23/2020 11:39 AM
594	My health is an asset that I will and can take best care, but need good support from my surroundings. I will be able to deliver my best to the Organization when I am fit and able to absorb the stress and tensions associated with daily challenges. Therefore it remains important that the Organization facilitates in maintaining such an environment and provides access to good healthcare during pandemic.	11/23/2020 11:39 AM
595	For work - asking for the support of colleagues to better manage my workload. For life - still maintaining a social life with non-work friends to maintain sanity.	11/23/2020 11:39 AM
596	Keeping Zen (to increase meditation), positive, working hard, speaking out on issues, turning to support network and colleagues (including staff/stress counsellor, ombudsman, staff association).	11/23/2020 11:39 AM
597	i walk each day and skype with family and friends. try to pace my outside of the home activities/trips, as meaningless as they are....grocery store, pharmacy, dry cleaner. Unfortunately I am not as active so I feel sluggish	11/23/2020 11:38 AM
598	Trying to do sport, talk to others, even if is trough PC, etc, Positive thinking	11/23/2020 11:38 AM
599	just feeling very cut off from everything	11/23/2020 11:38 AM
600	Regular breaks, walking outside	11/23/2020 11:38 AM
601	je suis critical staff, donc je vais au Palais régulièrement	11/23/2020 11:38 AM
602	RAS	11/23/2020 11:38 AM
603	I do not feel that my well-being has been affected by the pandemic	11/23/2020 11:38 AM
604	Do more exercises in order to keep a good health.	11/23/2020 11:38 AM
605	I tell myself I am better of then some and if it's hard today it will certainly get better soon	11/23/2020 11:38 AM
606	Surviving.	11/23/2020 11:38 AM
607	I try to do sports once a week, before work. I find myself taking fewer breaks than at the office, so I try to get up a bit more for a drink of water or tea. I try not to look at my emails over the weekend.	11/23/2020 11:38 AM
608	/	11/23/2020 11:37 AM
609	Nothing I can do	11/23/2020 11:37 AM
610	Taken up new activities that keep me busy at home, instead of going out.	11/23/2020 11:37 AM
611	.	11/23/2020 11:37 AM
612	Exercise, and getting fresh air and keeping in touch with friends at home	11/23/2020 11:37 AM
613	méditations, relaxation, balades.	11/23/2020 11:37 AM
614	I speak to my friends and family frequently	11/23/2020 11:37 AM
615	I cannot do much. I think the work side is actually ok for me. I manage to find a balance in my teleworking. The toll is more on my personal life, being alone all the time with the children who are both toddlers.	11/23/2020 11:37 AM
616	It's really a matter of survival. We are unable to visit family (recently my wife's father died of Covid). Family are unable to visit and support us. We are stuck in a small flat with no outside. We have been trying to move for several months but it is difficult now as everyone wants to move and prices have increased. What can you do? Keep kids entertained in the park, try to eat well, try to get some exercise. etc.	11/23/2020 11:37 AM
617	Exercise, Prayer, Yoga and meditation	11/23/2020 11:37 AM
618	.	11/23/2020 11:37 AM
619	it's difficult to cope with it, but I do manage so far	11/23/2020 11:37 AM
620	Nothing special. I'm a rather introvert person with prior telework experience. I'm holding	11/23/2020 11:37 AM

	weekly meetings with my team and speak to colleagues via Zoom or S4B every day. I feel that my productivity if at all has increased because I save a lot of time and energy in commuting. I wished more flexible work arrangement would remain in place and be encouraged (currently they are discouraged in my section / division) after this pandemic. It would benefit the outcome of my work and my mental health at the same time.	
621	exercise at home and meditation. virtual calls with family and friends	11/23/2020 11:37 AM
622	Structure my working day, keep the routine as if I'm in the office	11/23/2020 11:37 AM
623	get organized; outdoor activities	11/23/2020 11:37 AM
624	Getting out in the sunshine for a walk Meeting a friend for a thermos of tea in the park/beach	11/23/2020 11:36 AM
625	take up new hobbies	11/23/2020 11:36 AM
626	Imposing a timetable when working from home and regularly meeting with friends remotely.	11/23/2020 11:36 AM
627	Meditation, e-learning (language, music).	11/23/2020 11:36 AM
628	Working hard in order to have a better contract with more stability, rather than an Individual Contractor contract, which is obliged to pay taxes, AVS, health insurance, and now home office costs.	11/23/2020 11:36 AM
629	I go to the office twice a week to keep the rhythm of physically going to the Palais, I talk frequently with my parents, my sibling, my close friends, focus more on other priorities than just work.	11/23/2020 11:36 AM
630	Yoga to keep healthy. Focus on positive aspects.	11/23/2020 11:36 AM
631	I try to sustain other colleagues who have difficulties to work from home and I focus more in what have to be prioritised.	11/23/2020 11:36 AM
632	try to focus on what is possible instead of thinking about what isn't possible. i prefer to be very cautious about the virus even if it takes a long time for the problem to be solved	11/23/2020 11:36 AM
633	/	11/23/2020 11:36 AM
634	J'essaie de faire du sport dans la nature air pour essayer de soulager le stress de cette situation	11/23/2020 11:36 AM
635	Positive mindset, normal lunchbreak, running and walking 1-1.5 hours in the evening, and walks with the dog!	11/23/2020 11:36 AM
636	On nous oblige à venir travailler full time sans arrangement d'horaires possibles... toute la journée au bureau partagé avec 10 collègues alors que d'après le sticker sur la porte on ne devrait être que 6. Deux cas de covid avéré dans le service et rien n'a été fait par nos superviseurs. les managers sont absents (en télétravail il paraît...) ils ne prennent jamais de nos nouvelles. même notre directrice qui est dans son bureau ne nous demande pas si tout va bien... Bref un drôle de climat règne dans notre service. A part amener ma bonne humeur au bureau, je ne vois pas quoi faire dans ce contexte... et mes collègues confirmeront...	11/23/2020 11:36 AM
637	Getting daily exercise	11/23/2020 11:36 AM
638	Focus on family in Geneva; regular exercise at home; making contact with friends and family abroad.	11/23/2020 11:36 AM
639	work wise, our team has daily meetings and the department has weekly meetings	11/23/2020 11:36 AM
640	Go for a walk as if I was going / walking to work	11/23/2020 11:36 AM
641	Being able to work from home five days a week has been very beneficial to me. Being able to work from outside my duty station has also been very helpful.	11/23/2020 11:36 AM
642	Holidays or work away from Duty station to avoid feeling caged	11/23/2020 11:35 AM
643	Regular exercise, cooking for my family, watching good films and reading good books in my free-time	11/23/2020 11:35 AM
644	Exercise, less screen time.	11/23/2020 11:35 AM
645	Try to remain positive; stay in touch with colleagues and loved ones; continue to exercise.	11/23/2020 11:35 AM
646	rester zen et positive	11/23/2020 11:35 AM
647	Working every day as that is what I am paid to do by member states and tax payers.	11/23/2020 11:35 AM

648	Je marche davantage et je mange plus sainement.	11/23/2020 11:35 AM
649	Sport, meditation, eating healthy, trying to keep a positive mind	11/23/2020 11:35 AM
650	Cooking extensively (to the point of giving pastries and bread away to neighbours)	11/23/2020 11:35 AM
651	Exercising	11/23/2020 11:35 AM
652	Exercise regularly, meet friends once a week, schedule calls with friends and family.	11/23/2020 11:35 AM
653	I follow weekly therapy sessions, do yoga and walk outside and meet with a set number of friends (we only meet each other to minimise risk of COVID). I also took on some new hobbies (knitting, chess) and try to watch and read comedy movies and book instead of heavy ones.	11/23/2020 11:34 AM
654	I keep my daily routine as I used to do before	11/23/2020 11:34 AM
655	more walks outside	11/23/2020 11:34 AM
656	I try to keep the same working hours so as to have some sort of routine.	11/23/2020 11:34 AM
657	Teleworking as My partner lives abroad and I do not have any close friends/family in Geneva. If I have to spend the lockdown alone there, that'll have serious consequences for my mental wellbeing	11/23/2020 11:34 AM
658	...	11/23/2020 11:34 AM
659	Exercise	11/23/2020 11:34 AM
660	I do some sport at home, and try to be as active as I can.	11/23/2020 11:34 AM
661	J ai de la chance de pouvoir venir travailler sur place	11/23/2020 11:34 AM
662	I regularly phone with friends and family. I go out for walks and runs. I read, listen to music, cook, take time for myself. I am looking forward to next year and the post-COVID time.	11/23/2020 11:34 AM
663	je prie	11/23/2020 11:34 AM
664	I try to spend time in nature and keep in touch with friends and family virtually. I try to get plenty of sleep and eat healthily.	11/23/2020 11:34 AM
665	Socializing with my social bubble/pod of 4 friends.	11/23/2020 11:34 AM
666	Je me protège	11/23/2020 11:34 AM
667	Work	11/23/2020 11:34 AM
668	Try to balance work and life	11/23/2020 11:33 AM
669	Trying to maintain a work/life balance, trying to get outside as much as possible, trying to eat healthily	11/23/2020 11:33 AM
670	rester connectée avec mes collègues, ma famille et mes amis me semble très important	11/23/2020 11:33 AM
671	Exercise is so important	11/23/2020 11:33 AM
672	Walks in nature, hobbies	11/23/2020 11:33 AM
673	exercise	11/23/2020 11:33 AM
674	Trying to stay positive.	11/23/2020 11:33 AM
675	stay positive, work normal working hours, keep contacts with other people	11/23/2020 11:33 AM
676	Various coping strategies.	11/23/2020 11:33 AM
677	.	11/23/2020 11:33 AM
678	Physical exercise, reading	11/23/2020 11:33 AM
679	I have not found any difficulty with the lockdown. To the contrary, it has enhanced my well being, I am less stressed, I am able to manage my work/life balance much better. I dread the day that I have to return back to the palais and be tied to my desk and chair.	11/23/2020 11:33 AM
680	Eat healthy and exercise	11/23/2020 11:33 AM
681	Going for walks and seeing a therapist	11/23/2020 11:33 AM
682	Try as much as possible to remain positive and hopeful that it will end soon	11/23/2020 11:33 AM

683	I am trying to stay active and exercise regularly, making sure I get outside for a walk or run several times per week	11/23/2020 11:32 AM
684	Working out at least twice a week	11/23/2020 11:32 AM
685	stay connected with family and friends online.	11/23/2020 11:32 AM
686	Very difficult to cope with the situation. Managers make us work too much.	11/23/2020 11:32 AM
687	Keep a steady routine and regular working hours.	11/23/2020 11:32 AM
688	Waiting for the storm to pass...	11/23/2020 11:32 AM
689	Regular contact (video/audio) with colleagues, friends and family.	11/23/2020 11:32 AM
690	Speak with my family every day (on the phone, as they're all abroad and I'm here by myself.)	11/23/2020 11:32 AM
691	sports and meditation	11/23/2020 11:31 AM
692	We just need a balance between online work and in person. I struggle to keep up my mood and energy.	11/23/2020 11:31 AM
693	beaucoup de sport, contact avec les amis, rester optimiste...	11/23/2020 11:31 AM
694	Not much really...	11/23/2020 11:31 AM
695	x	11/23/2020 11:31 AM
696	Daily exercises and calling friends and family by Skype	11/23/2020 11:31 AM
697	Go out regularly and try to meet with people	11/23/2020 11:31 AM
698	mon travail du mieux que possible	11/23/2020 11:31 AM
699	More exercise.	11/23/2020 11:31 AM
700	Walks, cooking.	11/23/2020 11:31 AM
701	nothing in particular	11/23/2020 11:31 AM

Q16 How do you feel you could be better supported by the organization during these challenging times? | Quelles mesures l'Organisation pourrait-elle prendre pour que vous vous sentiez davantage soutenu en ces temps difficiles ?

Answered: 667 Skipped: 275

#	RESPONSES	DATE
1	I would feel better if there was no discrepancy between DG's and service chiefs' recommendations and instructions.	12/7/2020 9:17 AM
2	Give hope. Give us back our careers. Stop playing around with the salary scales and post adjustment. Resume recruitment processes. Stop manipulating the recruitment process. Be honest. Be Transparent.	12/4/2020 6:02 PM
3	I really appreciated / and still appreciate receiving the weekly broadcast from our General Director and the board of directors about the situation with Covid and the measures taken by Switzerland or France. I found these messages coming from our General Director and the Directors very useful to organize our life, very informative, as well as comforting and caring and I would like to express my deepest thanks to them for that. I have also heard from colleagues who had Covid that they received tremendous help and comfort from the colleagues working in the medical service. Thanks to them also.	12/4/2020 11:59 AM
4	.	12/4/2020 7:37 AM
5	Permettre plus de flexibilité dans le temps de travail. Permettre des congés, même si on est un individual contractor. Le rythme est soutenu et difficile à suivre ces derniers temps.	12/3/2020 10:29 PM
6	I think that the UN is supporting personnel	12/3/2020 9:22 PM
7	more attention paid to ensuring variety in work	12/3/2020 10:33 AM
8	I would like my organization to bring in more resources for the department, I would like them to have policies in place for people who come from LDC and going through emotional roller-coaster in light of ongoing turmoil in country such as Afghanistan. Just like we have in some universities. It is a well known fact that people from LDCs have a very different life where direct dependents are as equal to the indirect independents for survival reason. I am managing my financial and I haven't been able to visit my family more than one year now. I have to continue supporting them since there is no private market sector.	12/3/2020 9:45 AM
9	Mettre en place des mesures claires et équitables pour tous, créer des catégories et des droits différents pour les personnels dont les fonctions permettent d'exercer en télétravail ou non posent problème.	12/3/2020 9:34 AM
10	I really don't know	12/2/2020 11:10 PM
11	I am very grateful to the support our Secretariat is providing to it's staff	12/2/2020 7:21 PM
12	I am not sure.	12/2/2020 6:04 PM
13	I don't see because the organization is already taking good care of us	12/2/2020 5:07 PM
14	If meditation sessions, an eastern religious practice can be provided by the Staff Welfare, provision should be made by the same office for other religious practices to be availed as relevant, to staff who do not believe in eastern religious practices	12/2/2020 2:46 PM
15	Stopped sending mixed messages of having to return to the office then closing the office to return to working from home . The restrictions on working from home outside the duty station seem to be punitive for non-Europeans.	12/2/2020 2:02 PM
16	I think the organization is doing everything it can.	12/2/2020 1:05 PM
17	Je crois qu'elle fait au mieux de laisser la possibilité au personnel de venir ou pas au Palais pour travailler.	12/2/2020 12:52 PM
18	Allow to carry forward the AL beyond March 2021, over and above the 60 days limit.	12/2/2020 12:08 PM
19	More help from the Medical Service (getting information of all the changes do to COVID is not always easy for us) and regarding the tests (I need a test to travel to Spain).	12/2/2020 11:50 AM
20	L'organisation s'occupe bien de ses employés depuis le début	12/2/2020 10:44 AM
21	Avoir plus de communication	12/2/2020 10:33 AM
22	Honestly, I have felt very supported by the Organization, from the lowest to the highest levels and from the beginning of the pandemic. I am appreciative!	12/2/2020 10:18 AM
23	Plus de communications	12/2/2020 10:13 AM
24	.	12/2/2020 9:47 AM
25	ne pas me faire sentir coupable du fait que j'ai peur de me rendre au bureau, ne pas organiser de réunions avec des participants présents, même si les quotas sont respectés,	12/2/2020 9:31 AM

car les distances, elles, ne sont pas respectées mais réunions en video-conference uniquement

26	flexibility and understanding	12/2/2020 9:05 AM
27	Prendre au sérieux le mal être et l'angoisse du staff, leur permettre plus de USL comme lors du premier confinement (USL Uncertified sick leave), faire des sondages réguliers et proposer un crédit santé pour consultation Psy, Yoga, Détente, Balnéo...Bien être. Le stress m'a tué ! Je travaille dans l'IT et la somme de travail n'a jamais baissé, bien au contraire, en plus de la mauvaise ambiance liée à un mauvais Management. Superviseurs pas compétents.	12/2/2020 8:59 AM
28	Consistent messaging. Directors making unilateral decisions, against organisational advice was both unhelpful and irresponsible	12/2/2020 8:57 AM
29	Avoid having our management take drastic decisions that are having and will have direct consequences on the way we perform our work.	12/2/2020 8:10 AM
30	No opinion.	12/1/2020 11:49 PM
31	rien	12/1/2020 9:27 PM
32	L'organisation devrait demander des comptes aux Managers qui sont l'objet de plaintes de la part des employes.	12/1/2020 8:19 PM
33	Not force interpreters to work with masks.	12/1/2020 7:06 PM
34	Ensuring that office space is suitable (no open space, no hot-desking) and ensuring that there is a certain job security and stability in salary	12/1/2020 6:02 PM
35	Ne sais pas	12/1/2020 5:52 PM
36	1/ Stop imposing new office arrangements based on open space and hot-desking. We will never have enough assurances. 2/ Continue recognizing the importance of work-life balance and mental health, including by providing various working options; 3/ Professionally, we feel let down UNOG/Conference Services who are not able to adapt properly to the digital world and provide online meeting platforms that work properly and satisfy needs in COVID times. It would be great if they could please eventually jump on the "digital train".	12/1/2020 5:10 PM
37	Nous mettre moins de stress au travail	12/1/2020 5:02 PM
38	Proactively manage the shift in the workloads that has happened as a result of the crisis and ensure that colleagues whose workload has increased significantly and during long periods of time are provided additional support by relocating resources through voluntary schemes.	12/1/2020 5:00 PM
39	N/A	12/1/2020 4:36 PM
40	Yes	12/1/2020 4:06 PM
41	Etre flexible avec tout les fonctionnaires ,et faire respecter le nombre de personnes dans certains bureaux.	12/1/2020 3:36 PM
42	Job security is worse for consultants. Transparent communication is called for.	12/1/2020 3:29 PM
43	I would like to know that my job is not in danger	12/1/2020 3:28 PM
44	Allowed a docking station at home as well as office for the portable computer.	12/1/2020 3:25 PM
45	dedicated time for technical training (on economics, to upgrade capacities), and financing it if needed. Plus going to the office once a week	12/1/2020 3:25 PM
46	Address management issues - not everything is just a question of relationship issues.	12/1/2020 3:17 PM
47	Talk sessions	12/1/2020 3:04 PM
48	It would be nice to have access to microwaves.	12/1/2020 2:59 PM
49	The decision to get to Uber-style contracts doesn't make it easier to cope with bad thoughts during this challenging time.	12/1/2020 2:58 PM
50	Manager's understanding and supportive with family and work life balance is the key. Allows flexibility. Regular communication of the situation and plan, expectation help. Unfortunately, this is very much up to individual managers. Some are good and some are bad.	12/1/2020 2:56 PM
51	I have found that communication with most of my colleagues has continued to be surprisingly effective, even through email and phone calls through Teams. Some HR	12/1/2020 2:45 PM

problems, however, have been more difficult to resolve without being able to go in person to the Customer Support Centre. (I have had difficulty reaching certain offices by phone.)

52	i don't expect anything from the organisation.	12/1/2020 2:37 PM
53	I noticed that colleagues frequently lack necessary IT tools that could be temporarily taken from the office (docking stations, headphones, screens). UN should better elaborate that some movable equipment can in fact be moved. Also, there is still no LTA on small equipment, notably headphones.	12/1/2020 2:34 PM
54	I am well-supported by my organisation, but of course no one can imagine how lonely or isolated I feel. I moved to Geneva 3 weeks before the latest precautions, and I haven't had time to know my team or make friends. That is very tough for me.	12/1/2020 2:30 PM
55	Working from home is not a bad approach since we reduce our CO2 carbon print. I don't waste my time for commuting. I have more time and flexibility on my work which is quite good.	12/1/2020 2:18 PM
56	n/a	12/1/2020 1:56 PM
57	Respect breaks in between work i.e lunch breaks and avoid late night meetings across time zones if possible	12/1/2020 1:56 PM
58	Financial support to use a co-working space or similar.	12/1/2020 1:37 PM
59	Des messages de soutien de notre chef de service (nous n'en n'avons jamais reçu depuis le début de la pandémie) et exprimant sa confiance (on a tout le temps l'impression qu'il doute de notre professionnalisme et que l'on profite de la situation)	12/1/2020 1:37 PM
60	mandatory computer/communication shutdown. Turn off the channels after a certain hour. I get requests when I'm waking up, I get request when I'm going to bed, and I answer them.	12/1/2020 1:34 PM
61	Managers and supervisors should spend more time on communication and re-assure staff	12/1/2020 1:33 PM
62	Assist in a more proactive way staff working from home particularly by giving the tools and instructions to managers to assess staff morale and support as needed.	12/1/2020 1:27 PM
63	I do feel a lot of support from our staff counselor and staff council. More one on one engagement with management could also help. Better talent management under teleworking would also help.	12/1/2020 1:22 PM
64	equal pay	12/1/2020 1:22 PM
65	More online meeting	12/1/2020 1:21 PM
66	There is zero direct contact between higher professional levels and lower ones in the current setting. In the absence of serendipity in office corridors, it is very easy to be completely forgotten beyond the team we are working in. The organization may allow junior staff to observe senior meetings on Teams (without intervention possibility is fine). The organization may also help the staff member develop career pathways for the post-pandemic return to normalcy. If the staff member has a clear career pathway, he/she can undertake self-learning during the pandemic accordingly.	12/1/2020 1:11 PM
67	je ne sais pas trop	12/1/2020 1:10 PM
68	Ne pas mettre nos postes / conditions de travail en révision /danger	12/1/2020 1:09 PM
69	Cours de sport en ligne	12/1/2020 1:05 PM
70	For example with better support to online work, such as internet access, access to eservices	12/1/2020 1:02 PM
71	I am already satisfied	12/1/2020 1:02 PM
72	The organization needs to show as much flexibility as possible in the treatment of staff welfare, like AL extension as it has done in the last cycle.	12/1/2020 1:00 PM
73	Reduce the amount of meetings. Provide us with tools to work from home such as extra keyboards, an extra big screen, a printer/scanner	12/1/2020 12:59 PM
74	The organization is doing the best it could do right now, and I really appreciate it	12/1/2020 12:57 PM
75	To do their work in time. I mean HR. If a person waits for an extension of contract, it would be less stressful if HR do it in advance and not the last moment. Otherwise, there is double stress.	12/1/2020 12:56 PM
76	Si notre profession se prête au travail à distance, ne pas nous obliger à retourner au Palais	12/1/2020 12:55 PM

tant que la crise ne sera pas terminée.

77	Managers should do more to encourage non-work related interaction between colleagues. The natural tendency has been to withdraw from interaction, at a time when this is most needed. Managers should be more proactive in this regard.	12/1/2020 12:55 PM
78	Office equipment (nothing is provided by the organisation)	12/1/2020 12:41 PM
79	allow mobility and change of duty station	12/1/2020 12:31 PM
80	Reduce the pace of work - deadlines are becoming even shorter than usual. Also scheduling of meetings is very ad-hoc - everything is now instead of in the next couple of weeks.	12/1/2020 12:28 PM
81	At least a supervisor should call each of us. Since a pandemic, no calls were received (even no calls were received related to work and in response to urgent requests)	12/1/2020 12:26 PM
82	Don't know.	12/1/2020 12:21 PM
83	Thank you, in the current situation the organization is doing everything it could. I especially appreciate the message of DG encouraging managers to allow teleworking if a staff member plans to go home for the seasonal holidays.	12/1/2020 12:18 PM
84	I feel well supported. I have really valued the emails and messages of support from Michelle Keating, Tatiana Valovaya and Movses Abelian. The COVID updates have been invaluable. And the increase in visibility of the staff counsellor and the activities run by that office have been extremely positive. The focus on mental health should definitely be continued post-pandemic.	12/1/2020 12:15 PM
85	Use Zoom and Slack, not Teams	12/1/2020 12:13 PM
86	I very much appreciate the flexibility of the organization to allow people to telecommute full time in the current situation. I hope that when the COVID-19 situation improves, we will continue to have flexible work arrangements that allow us to be in the office a couple of days a week and to continue working from home for the rest of the week, which is good for work-life balance and safer given that COVID-19 will probably not be completely eradicated in the coming years. I am grateful for the flexibility of the office to allow people to telecommute while in quarantine and I hope this flexibility will remain in place so that we can visit our families in our respective home countries next year, not only during Christmas.	12/1/2020 12:11 PM
87	The organization has been very proactive in providing important information and support in this challenging times.	12/1/2020 12:11 PM
88	The flexibility offered by the Organization is very much appreciated. It would be even better appreciated if management, especially top management, understands the stress staff are under and the efforts they are making to do a good job. This is not a time to take advantage of the situation and try to introduce new practices that would harm the interests and wellbeing of staff.	12/1/2020 12:06 PM
89	I'm happy with the current support the organization is providing	12/1/2020 12:05 PM
90	L'ONUG fait déjà beaucoup	12/1/2020 12:04 PM
91	For now, I do not need the organizations support. Thank you.	12/1/2020 11:58 AM
92	Establish the possibility to work in shifts. Invest more in training for all on how to "work remotely". Invest more in training for managers on how to "supervise remotely"..	12/1/2020 11:57 AM
93	By providing access to the office and reaching out to individuals with more practical tools to treat mental health issues.	12/1/2020 11:50 AM
94	I think the support has been as good as it can be given the circumstances	12/1/2020 11:49 AM
95	I think the organization is doing fine.	12/1/2020 11:47 AM
96	Travail alterné sur place	12/1/2020 11:47 AM
97	With the end of the year approaching the workload is increasing more and more is difficult to differentiate the work with family time.	12/1/2020 11:46 AM
98	By allowing maximum flexibility as to the place of telework (incl. outside the duty station).	12/1/2020 11:44 AM
99	Reduced professional expectations, taking account of the extra domestic work required because restaurants, canteens etc. are closed, and because children are more at home and require extra care and support.	12/1/2020 11:44 AM
100	soutien psychologique	12/1/2020 11:43 AM

101	Financial assistance to help cover the additional expenses of working from home such as electricity, having to buy office chairs and screens.	12/1/2020 11:42 AM
102	I would appreciate it if the organization did not use this moment of compulsory confinement as a rationale for delocalization and ever more threats on our jobs	12/1/2020 11:39 AM
103	We have received the email not encouraging us to work from the office - to avoid the contact with people, but my supervisor encourages me to come to the office in order not to loose the position in Geneva. Other offices can work from home and even from a different country. Why we do not act equally if the nature of the job allows us to work completely out of the office? Why the immediate supervisors make own (different) decisions while the nature of work is the same?	12/1/2020 11:37 AM
104	M'aider à voir sur Long terme, quel est l'avenir de l'emploi au sein de l'Organisation.	12/1/2020 11:36 AM
105	easier to get approval to obtain flexibility in working from home, especially for people living in alone in Geneva to be able to do this from another country to visit their partner and family if abroad due to travel difficulties. The mental strain of being alone is too much. telecommuting should become a norm in the future as well as it is working.	12/1/2020 11:34 AM
106	test and isolate,	12/1/2020 11:34 AM
107	Providing more equipment (e.g. I got a herniated disk in June after the first lockdown and the office could not provide the ergonomic chair recommended by the UN nurse; or we were not allowed to take the big screen at home, instead I opted to buy it to avoid further vision deterioration etc ...)	12/1/2020 11:33 AM
108	RAS	12/1/2020 11:30 AM
109	It would be good if the organization: 1) Finds a possibility and allows people to work from the office every day if they wish to do so. 2) Ensures equal distribution of responsibilities in the teams.	12/1/2020 11:30 AM
110	Job security without breach of contract	12/1/2020 11:29 AM
111	Ensuring that the personnel of the canteen are duly paid and that the canteen reopens (Motta, Wilson)	12/1/2020 11:28 AM
112	Allow for better flexible working arrangements (i.e to do 10 days work in 9 days) work also when working from home . When I work from home I do so much more work but I am not able to get an extra day of once in a while.	12/1/2020 11:25 AM
113	in ITC: better communication about return-to-office (was dismal in summer!), more awareness what single parents go through when childcare is not available and they still try to work (but in return get comments from management about availability...) etc. It would also help to avoid unnecessary and home-made extra stress - for example, we received on 19 November information (that ITC management certainly had gotten earlier) about the UN leadership dialogue. And were told that we had an obligation to hold it with our teams by 30 November. This requires preparation (at least if you want this exercise to be meaningful), time, everyone in the team (in my case: 14) to be available... While early December, there are all Finance- and HR and project-related deadlines we have to cope with as well. And calendars were already fully booked with calls / events etc. In my view, this is homemade unnecessary stress. Just send the information in a more timely manner or give a more realistic deadline. This will help a great deal in not driving people completely nuts in already challenging times.	12/1/2020 11:23 AM
114	I would like to work more in my office, as I work far more effectively and efficiently there. The work station at home is far less comfortable, and my neighbour has been doing extremely nosiy construnction work for 3 weeks. If there were more options for lunch, I would be able to work more in my office.	12/1/2020 11:21 AM
115	More trust from the management - if we keep delivering why keep questioning the telecommuting?	12/1/2020 11:21 AM
116	Consider providing support to staff in terms of a) job security, b) loan of materials such as keyboards and monitors rather than expecting staff members to cover these costs despite the need to improve working conditions now that we have to work from home more often, c) provision of guidance on staff wellbeing, d) reconsideration of deadlines and meetings including in terms of budget and planning when the basic information for this is not even yet available.	12/1/2020 11:20 AM
117	It is doing enough.	12/1/2020 11:19 AM
118	TJOs get same number of leave days	12/1/2020 11:17 AM

119	I would like it if there were less veiled threats regarding staff and budget cuts, which only exaggerates the stress staff are under. Job security is our number one concern.	12/1/2020 11:17 AM
120	Rappeler au personnel de l'ONU qu'il faut se respecter et être bienveillant. Rappeler aux "managers" que nous sommes dans notre droit de prendre des jours de congés pour souffler et ne pas planifier des réunions de dernière minute de façon unilatérale.	12/1/2020 11:17 AM
121	I feel supported.	12/1/2020 11:17 AM
122	In my case, I had more support during this period than before. Exchanges with the direct team and supervisors have been more regularly, more fluid and I sense paradoxically more support and interaction than before.	12/1/2020 11:16 AM
123	The organisation is already doing tons. The flexibility and the possibilities are great. Probably the job security has impacted people but this is fault of the poor management of the GSDM, not COVID.	12/1/2020 11:16 AM
124	May have podcast	12/1/2020 11:15 AM
125	Continue supporting telecommuting for vulnerable staff after the lock down.	12/1/2020 11:15 AM
126	.	12/1/2020 11:14 AM
127	Organization and the bosses are also being very helpful and we do have meetings once a month and our supervisors are also very cooperative and helpful, so we are not having any major issues...staff are very supportive	12/1/2020 11:14 AM
128	Extend health insurance or health support to all people working for the UN in Geneva, whether is a consultant, staff or intern.	12/1/2020 11:14 AM
129	Je souhaiterais pouvoir venir au bureau 2 ou 3 jours par semaine pour garder un rythme de vie "normal".	12/1/2020 11:13 AM
130	More staff meetings, and more written communications on admin processes that are now different.	12/1/2020 11:13 AM
131	A regular broadcast message would be a must.	12/1/2020 11:13 AM
132	Have informal meetings with my team.	12/1/2020 11:12 AM
133	More whole team meetings as we had before earlier. It's like they gave up.	12/1/2020 11:12 AM
134	I feel good so nothing more	12/1/2020 11:11 AM
135	create on-line hubs per language, or common interests	12/1/2020 11:11 AM
136	Je me sens suffisamment soutenu par l'organisation en lui en suis reconnaissant.	12/1/2020 11:11 AM
137	I think the UN is very supportive of us. However, unlike during the first wave of COVID-19, I don't understand why we are asked to stay in our duty station (Geneva) despite being asked to telework full time unless our presence in the office is absolutely necessary. Many of us live away from our loved ones and being allowed to be near them while teleworking full time would tremendously help us, especially those of us worried about their vulnerable and isolated family members. I think the circumstances are serious and exceptional enough to show that kind of flexibility.	12/1/2020 11:11 AM
138	More flexibility for all.	12/1/2020 11:10 AM
139	We should try to schedule more meetings of our work team for purposes of socializing - we have virtual coffees but people seem so tied to their professional meetings that these are poorly attended (as well as some staff avoid them). Encourage staff to return to Palais to extent they feel comfortable.	12/1/2020 11:10 AM
140	The period we returned to the Palais there was not adequate and efficient catering to secure safe dining or take away meals inside the Palais cafeteria. The existing WC facilities lack natural air and light, and they do not have proper ventilation - which during a pandemic is a deterrent factor for returning to the office. We hope post-SHP these facilities will be upgraded.	12/1/2020 11:10 AM
141	Supervisor support	12/1/2020 11:09 AM
142	une promotion	12/1/2020 11:09 AM
143	Giving flexibility to work from home and from other countries (like home countries)	12/1/2020 11:09 AM
144	To give access to work place to allow staff with children to have separate work and private life. Work place is well designed to concentrate and be more efficient.	12/1/2020 11:09 AM

145	What the organization has in place is OK by me.	12/1/2020 11:09 AM
146	I am aware of the limitations of what Organization can do during these uncertain times other than keeping staff informed of what is happening.	12/1/2020 11:08 AM
147	More flexibility in working from home country	12/1/2020 11:08 AM
148	NA	12/1/2020 11:07 AM
149	I am worried about possible delocalization and outsource. It would be really helpful if the management promised not to cut positions following the current telecommuting situation. Secondly, I would love to be more in touch with my colleagues, even virtually.	12/1/2020 11:07 AM
150	JE NE SAIS PAS, JE NE PENSE PAS QUE QUE NOUS SOYONS AUSSI FORTS QUE NOUS PENSONS POUR VIVRE CE GENRE DE SITUATIONS. PEUT-ETRE EST LE MOMENT QUE L'ONUG DEVIENNE PLUS HUMAINE...ça POURRAIS A MIEUX TRAVERSER CETTE PANDEMIE.	12/1/2020 11:07 AM
151	NA	12/1/2020 11:06 AM
152	having sick leave as consultants and or being able to take some days off	12/1/2020 11:06 AM
153	Team Meeting, working from home setting (laptop, keyboard,etc) , flexibility, attention to people not only as workers	12/1/2020 11:04 AM
154	stop pressuring staff on decentralization and restructuring, we have an everyday fear of losing job added to covid stress	12/1/2020 11:04 AM
155	More team meetings to have casual conversations (for what would normally be small talk that would be had in a normal setting) - as an intern who hardly interacts with anyone, this would make a big difference	12/1/2020 11:04 AM
156	It is not acceptable to prohibit that staff can travel to see family and friends (of course respecting official travel restrictions and quarantine). This is a very critical situation for everybody, and it is essential to know that we can - if we want - be with family and friends. I strongly urge management to undermine such unacceptable management guidelines. Consultants are already at a very precarious situation and this circumstances worsen it since they do not have access to medical leave or even any paid holiday. Over-working tends to be even higher among consultants. This is simply not acceptable and the UN needs to eradicate this precarious situation.	12/1/2020 11:03 AM
157	More hollidays, more flexibility, a more humane approach towards staff to understand their professional and other situations.	12/1/2020 11:02 AM
158	Yes, I would like to know what services I can access that can help me through this difficult time.	12/1/2020 11:02 AM
159	Less need of constant availability trough whatsapp (need to be connected all the time in different platforms), more meetings with camera on, more focus on personal wellbeing and not just on your productivity as employer, we are also human beings	12/1/2020 11:01 AM
160	educate management	12/1/2020 11:00 AM
161	Payment on time; not being restricted as a consultant to 2 or 4 month extensions as and when budget is available, i.e. permanent job insecurity: not being restricted to working 24m within a 36m period, so I will have no job from February. Access to career support. Access to training budget.	12/1/2020 11:00 AM
162	Set clear boundaries for what are work hours e.g. not have meetings between 12-2 or after 6	12/1/2020 11:00 AM
163	Do not stress staff	12/1/2020 11:00 AM
164	Consideration of offering home ergonomic solutions. Also longer periods of being at home away from the duty station should be accepted.	12/1/2020 11:00 AM
165	...	12/1/2020 10:59 AM
166	Better work plan management; clearer prioritization; clearer communications on funding	12/1/2020 10:59 AM
167	Garder le plus possible le télé travail, ça ne sert à rien de prendre plus de risque, le Covid est bien pire que ces contraintes.	12/1/2020 10:59 AM
168	the organization could organize more activities to relax or learn something new	12/1/2020 10:59 AM
169	Signaler aux supérieurs d être plus compréhensif et d éviter de mettre la pression	12/1/2020 10:59 AM
170	faciliter la flexibilité horaire au quotidien	12/1/2020 10:58 AM

171	Managers should be more respondent to changing circumstances and should be faster in changing priorities and tasks.	12/1/2020 10:58 AM
172	More efforts should be made the address systemic issues such as the overuse of temporary contracts, which leaves staff in a precarious position in the middle of a pandemic and a UN wide financial crisis (including the RB freeze). This is a systemic and endemic failure for which staff pay now. Further, staff are asked to fully function and produce throughout the pandemic despite little financial security, little participation in leadership decisions and a lack of inclusion and (real) diversity. Too much lip service only.	12/1/2020 10:58 AM
173	The DG should urge the heads of agencies and managers to be more flexible and understanding of the staff member's personal situation.	12/1/2020 10:58 AM
174	consolidating FWA, allowing work in office for some days a week	12/1/2020 10:56 AM
175	The organization do a great working allowing us working from home.	12/1/2020 10:56 AM
176	Sharing info from Senior Management with ALL other staff and not only Management	12/1/2020 10:56 AM
177	More well-being sessions	12/1/2020 10:56 AM
178	Better job security reassurances	12/1/2020 10:56 AM
179	my managers need to give more space and slow down work. We are continuing to run a marathon non stop	12/1/2020 10:55 AM
180	send personal messages	12/1/2020 10:55 AM
181	JOB SECURITY!!! BEING ALWAYS WORRIED ABOUT CONTRACT RENEWAL IS NOT HEALTHY, AND NOW MORE THAN BEFORE, GIVEN THE HEALTH AND ECONOMIC CRISIS	12/1/2020 10:55 AM
182	I would like to know that my job will not disappear next year or the year after. Even if high level managers say decentralization will not affect my job, i dont believe it. I was told my particular function needs to be moved away but that it should not impact me. I cannot fathom or believe that.	12/1/2020 10:55 AM
183	Take into account needs of newly-arrived staff. It is extremely difficult to integrate and work in a new environment when unable to meet colleagues and receive initial guidance/feedback	12/1/2020 10:54 AM
184	My Branch has been very supportive and we do meet virtually and we also had a meeting with a counsellor.	12/1/2020 10:54 AM
185	My managers should actively start believing that when i work from home, I actually work from home. The doubts that linger make it stressful and make me feel guilty about working from home.	12/1/2020 10:54 AM
186	pas d'avais	12/1/2020 10:54 AM
187	by getting regular contracts that are longer than one year as that is a stress factor too.	12/1/2020 10:54 AM
188	The best thing the "org" could do at this stage is to focus on all needed strategic changes and articulates these changes in a clear, sincere, transparent and open manner. We need better clarity as to the future of our entity...	12/1/2020 10:53 AM
189	Not really sure.	12/1/2020 10:53 AM
190	if managers would actively reduce my workload and related pressure, so I don't have to work evenings any more	12/1/2020 10:53 AM
191	plus de flexibilité dans les horaires mais "it depends of the manager..."	12/1/2020 10:53 AM
192	More Christmas vacations ;)	12/1/2020 10:53 AM
193	Suspending the implementation of the Strategic Heritage Plan immediately. Suspend planned moves for 2021. It is very demoralizing to be moving from our usual place to an open space in current uncertainty times. Very bad.	12/1/2020 10:53 AM
194	Permettre le télétravail en dehors de son lieu d'affectation. Pour les personnes qui sont loin de leur famille et de leurs proches, cela serait une vraie mesure de soutien de l'ONU à son personnel.	12/1/2020 10:53 AM
195	Flexibility to work from remote work place	12/1/2020 10:53 AM
196	I think 1on1 professional therapy would be of a great help!	12/1/2020 10:52 AM
197	Écouter	12/1/2020 10:52 AM

198	Flexibility to work from home	12/1/2020 10:52 AM
199	je ne sais pas	12/1/2020 10:52 AM
200	Encouragement to take annual leave. More personal communication from senior management	12/1/2020 10:52 AM
201	N/A	12/1/2020 10:51 AM
202	Work a little less than now.	12/1/2020 10:51 AM
203	I used 14 of my 16 certified sick leave days over the last three weeks due to my infection. Luckily, I had received a temp staff contract one month prior to being infected. If I were still a consultant, I would have nothing. I believe there needs to be Covid-19 related sick leave for not only staff, but also consultants, who do so much work for the organization.	11/30/2020 1:50 PM
204	c'est déjà très bien	11/30/2020 10:33 AM
205	Perhaps, reduce the work load particularly energy sapping virtual meetings	11/29/2020 7:08 AM
206	Better balancing of workloads by managers. We are expected to perform a significantly increased amount of work during a high-stress time. COVID has created additional work, on top of our usual workload. Plus, due to the hiring freeze, when one person leaves the team, their portfolio must be divided among the rest of the team. The organization clearly does not take into account the risk of burn out. Enhance teleworking arrangements post-COVID. During this crisis, many of us have seen that it is possible to effectively perform our job remotely. Staff who are from outside Switzerland have been isolated from family and friends for the bulk of 2020, which has highlighted the importance of family and social networks for an individual's wellbeing. The UN should allow for teleworking from one's home state for significant portions of time, up to 50% of the year, so long as it does not interfere with the ability to successfully perform work responsibilities. The Organization may prorate and adjust the post-adjustment, according to where the staff is present. Staff should have been allowed to take their monitors home due to the long periods of telecommuting during the two lockdowns. This request was denied, and as a result, staff were forced to work on small laptops, causing back/neck pain and eye strain. When we return to the office, there must be better implementation of ergonomically correct work stations. This includes adjustable chairs as well as adjustable sit/stand desks. Such equipment should have been distributed according to priority, but was randomly placed in offices during the moves of staff between Motta and PW in December 2019.	11/28/2020 7:56 PM
207	I think the cafeteria in our agency should be reopened as soon as this current lockdown is over. It has been closed since March - for financial reasons, given that the numbers of staff in the office are slower. IT was replaced by a microwave - which is not a substitute... It is an important loss for staff well-being and it should be reinstated as soon as there are no epidemiological reasons to keep it closed.	11/27/2020 3:51 PM
208	all good especially the stress counsellors did a great job and the weekly updates from senior management are appreciated	11/26/2020 2:58 PM
209	Receiving my salary without any interruption is the best support the organization could give me during these challenging times.	11/26/2020 11:22 AM
210	N/A	11/26/2020 11:10 AM
211	I am supported to my satisfaction.	11/26/2020 10:38 AM
212	Major challenge as a consultant is the lack of income due to having no work assignments	11/26/2020 5:39 AM
213	Organization is doing the best to support, at their capacity	11/25/2020 6:06 PM
214	I think the UN is a great employer and there was lots going on to support us. At us with a regular contract. I think the situation is much different for staff with unstable contracts arrangements. Unfortunately having lots of work I can only take little advantage of all the support offered.	11/25/2020 5:04 PM
215	Allow me to be with my family outside the duty station. I can perform my functions from anywhere in the World.	11/25/2020 4:46 PM
216	?	11/25/2020 3:58 PM
217	je ne sais pas trop	11/25/2020 2:22 PM
218	managers should ensure that work is equally distributed.	11/25/2020 1:54 PM
219	Séance de yoga kundalini, je peux vous donner le numéro de ma professeur, Madame Lili	11/25/2020 1:37 PM

Barbery, session online, en francais et anglais. C'est de l'or en barre ce professeur. Essayez, regardez son compte instagram.

220	RAS	11/25/2020 10:58 AM
221	More flexibility to work from home if your work allows it.	11/25/2020 10:57 AM
222	Contract stability	11/25/2020 10:00 AM
223	Our workload has drastically decreased due to the pandemic. I would have wished for some more interaction with my team and supervisor or at least opportunities to help out in other departments to make myself useful. This just feels now like a long prison sentence.	11/25/2020 8:57 AM
224	No idea	11/25/2020 8:10 AM
225	L'Organisation a dû s'adapter lors du 1er confinement, mais a très bien géré la situation lors du second confinement.	11/25/2020 8:03 AM
226	More opportunities tailored to the COVID context	11/25/2020 5:48 AM
227	As mentioned, allow flexibility in the implementation of telecommuting policy post-lockdown and allow duty of care of staff with medical conditions working from home to allow a proper working environment (e.g. lend standing desks and special chairs).	11/24/2020 7:03 PM
228	Less "build back better" quick changes (new agile contracts, new work related changes etc.) based on the latest policy proposal, whose impact has never been checked.	11/24/2020 5:36 PM
229	I think everything is fine.	11/24/2020 5:18 PM
230	I feel that we receive a good level of support already. Our supervisors are supposed to show extra understanding. The Covid broadcast emails are excellent. We are encouraged to work safely from home. I cannot think of anything else the organization could do.	11/24/2020 4:47 PM
231	I felt that the organization has been supportive generally.	11/24/2020 4:06 PM
232	No need for more support, thanks.	11/24/2020 3:46 PM
233	as we work more at home than in the office, the boundaries between home and work do not exist anymore, it would be good to have at least one supplementary day or half a day off?	11/24/2020 3:28 PM
234	Pressure by top management does not help - hiring freeze plus teleworking, but we still have to deliver 100%, we were not given the option of doing less or reviewing objectives and goals. The organisation/top management should provide alternative goals and reduce the work load, online meetings take more time to organise. The disaccord between UNOG and other organisations on meeting organisation should not fall onto the back of P5s, it should not be our decision to cancel meetings to meet interpretation goals, this should be done at a higher level	11/24/2020 2:59 PM
235	Working for ITCILO, I am based in Turin, not in Geneva, then the name of the place in this survey is different. My organization does not support anything, on the contrary, ILO is putting us under stress because they want to reform us	11/24/2020 2:10 PM
236	Soutenir encore plus ceux qui ont des enfants en bas age	11/24/2020 1:25 PM
237	Colleagues could let the expectation of you being available all the time between 9 and 6 without the lunch break go	11/24/2020 12:55 PM
238	All I may need is a health insurance coverage if its within the scope of my assignment.	11/24/2020 12:34 PM
239	Maintaining the flexibility, placing the importance on the delivery of results, and on the work-life balance, insist that staff make use of their annual leave. The flexible working and working from has a lot of benefits if well managed. There is also the danger for some staff members which to blur the boundaries, to slip into a constant working mode with all the negative consequences for their health, well-being and productivity. Therefore, some regular reminders of the importance of a balanced way of life, the availability of the staff counsellor (which are already done by the way) are very useful. Other than that, for me personally I to feel fine when I know that the organization is functioning, that activities are ongoing, that the necessary measures are taken to protect us	11/24/2020 12:04 PM
240	/	11/24/2020 11:51 AM
241	Understanding & Flexibility, it is showing already	11/24/2020 11:41 AM
242	I feel I am being well supported and management is understanding of the challenges while also trusting that I will get my work done.	11/24/2020 10:59 AM
243	no resignations of staff, implement work from home modality as constant option	11/24/2020 10:41 AM

244	In my section, we rarely have a section meeting which could lead to lack of communication. We do not know who is doing what, who is available for what.	11/24/2020 10:34 AM
245	Je pense que ce que fait l'ONU est déjà très bien	11/24/2020 10:21 AM
246	I have no idea unfortunately	11/24/2020 10:17 AM
247	Recognition of the specific stresses field colleagues are under. In my instance, I have been unable to visit my family for 1 year and my fiancée is stuck in another country, unable to visit due to visa restrictions.	11/24/2020 10:13 AM
248	Comme toujours, il serait bien que NY arrête de mettre Genève dans son viseur à cause des salaires (est-ce notre faute si l'ONU s'installe toujours dans des villes chères alors qu'il existe des milliers de petites villes moins chères) et que nous puissions avoir l'esprit tranquille concernant notre emploi.	11/24/2020 10:10 AM
249	May be by going back to at least 1 day a week in the office. But we are lucky generally speaking	11/24/2020 9:58 AM
250	I would like my role as an interpreter in to be appreciated and supported with due attention to health (both mental and physical) conditions	11/24/2020 9:41 AM
251	teleworking from remote location	11/24/2020 9:39 AM
252	More permanent work from home options.	11/24/2020 9:32 AM
253	Possibility to make decisions based on the actual situation rather than continuing to apply rules where they have limited context and zero efficacy	11/24/2020 9:32 AM
254	The organization has offered to lend computers to staff. That is good. But my wife and I don't have 2 office-style desks at home. Nor do we have nice chairs. So we had to buy 2 office chairs (300 francs) + my wife still works at the kitchen table... Not ideal. Would be nice if the organization could help with home office setup, since it seems we will be working like this long term.	11/24/2020 9:23 AM
255	Not to threaten staff on finances, job cuts - these are issues for top bosses to be responsible to deal and manage.	11/24/2020 9:19 AM
256	I feel I somehow lost the feeling to belonging to an organization/office (OHCHR) as many teams/work streams work independently from each other and there is no strong sense of belonging to one big team. More direct contact (and interest - not in the form of broadcasts but staff meetings and briefings) from management would be appreciated to feel recognized that a lot of work continued to be performed despite all the challenges.	11/24/2020 9:17 AM
257	Authorizing more flexibility in the daily schedule (if we want to start at 7 am...).	11/24/2020 8:54 AM
258	Less administrative burden would help me a lot. Also, some of the useful training courses to be organized such as basic and intermediate level of XL, language courses. PP presentations, etc	11/24/2020 8:22 AM
259	I feel that the organization is taking the appropriate action to mitigate the impact of the current situation. However, it is discouraging to see that the organization continues to deny the same pay for the same work in Geneva and that the administration in NY was trying to push for insecure forms of employment.	11/24/2020 7:30 AM
260	I do not know.	11/24/2020 4:19 AM
261	More transparency and better communication with staff regarding the financial situation of the UN and in the decisions being taken regarding human resources.	11/23/2020 10:26 PM
262	Perhaps more flexibility during the working hours, more opportunity to take time off.	11/23/2020 9:54 PM
263	I don't know	11/23/2020 9:41 PM
264	I feel well supported by the organization during the pandemics.	11/23/2020 8:47 PM
265	je ne sais pas. C'est très stressant	11/23/2020 8:28 PM
266	put in place mobility plan	11/23/2020 8:26 PM
267	I do feel well supported by the organization. Maybe some more counselling opportunities would be useful.	11/23/2020 8:14 PM
268	job security remains a concern	11/23/2020 7:06 PM
269	Proposer des exercices physiques courts pour soulager le dos et les tensions diverses	11/23/2020 7:05 PM

270	Make reasonable requests. One should not have to work more than 40 to 45 hours a week.	11/23/2020 6:46 PM
271	more communication from my own entity and division. UNOG communications are great but levels over in the hierarchy, closer to home, are almost entirely administrative in nature with very little humanity in them. And they give mixed messages.	11/23/2020 6:45 PM
272	More communication	11/23/2020 6:15 PM
273	En permettant aux employés de travailler depuis le lieu qu'ils souhaitent, afin de leur permettre d'avoir un semblant de vie sociale et familiale normale.	11/23/2020 6:02 PM
274	Rassurer le personnel sur la situation contractuelle et financière de l'organisation, si cela est une chose possible.	11/23/2020 6:01 PM
275	Personally, the amount/type of support I have received is sufficient.	11/23/2020 5:58 PM
276	I don't know	11/23/2020 5:48 PM
277	More support in terms of IT equipment would be really appreciated.	11/23/2020 5:47 PM
278	I stay in touch with some colleagues but do not really want to talk to the bosses. The last thing I want is last minute crisis (most of the time resulting from disorganization).	11/23/2020 5:43 PM
279	Frankly why complain? My organization is doing everything to keep jobs - if you look outside of the UN we still remain privileged with interesting jobs and much flexibility. Of course, I am not blind, and the UN is cutting drastically on programmes while it is not impossible it might have to cut jobs. I think one has to be careful not to think & behave like we are in normal times; we need to adapt to survive, of course safeguarding at the same time minimum working standards. But we are all on the same boat managers and staff, so let's be careful before complaining. It is easy often to criticize those who have to take decisions, like at country level. But during a pandemic, there is no perfect scenario - would we make better decisions? Let's try to fairly influence decisions, if one feels like it. After all, my organization is consulting staff often. My organization hired its own psychologist and she is doing a tremendous job according to all. That was a smart move. thank you	11/23/2020 5:42 PM
280	The messages from the UNOG Director are very important. She does reassure staff that decisions are made taking into account the well-being of staff. However, in some Offices/departments, the messages from the Management are not clear about requirements to come or not to the Office, leaving space for managers to decide if/when staff should be in the Office. This creates stress.	11/23/2020 5:36 PM
281	The Facebook UN-Geneva community is very nice, we feel connected in a non-professional way. Having a list of colleagues in the neighbourhood who can help is also useful. What could be encouraged are social connections/ we are flooded with (virtual) information but the human touch is missing... not sure how to improve that. Tips on where to order food, or some gym classes for free online could also be welcome...	11/23/2020 5:31 PM
282	Access to a coffee trolley in the office; more mixing of staff across organizational lines via virtual events; some fun events. The chance to contribute to others at UNOG who need help in some way.	11/23/2020 5:31 PM
283	Stop the decentralization moves until the COVID crisis is over.	11/23/2020 5:18 PM
284	It would be of great help if the Organization (UNOPS) would not be laying out local personnel and staff for artificially created reasons, without due and transparent processes. which is extremely damaging to the well-being of people in the years of pandemic. (check UNOPS Ukraine)	11/23/2020 5:18 PM
285	More official messages of support	11/23/2020 5:14 PM
286	adjust the expectations from the staff to the situation and its impact on the work.	11/23/2020 5:08 PM
287	Be allowed to work out of the duty station. Since we are not going to the option, they should allow the option to work at home from outside the duty station.	11/23/2020 5:06 PM
288	I think the organisation is doing a fine job. In particular, giving us the choice to stay home or work at the Palais, they are recognizing the variety of needs and acting accordingly.	11/23/2020 5:04 PM
289	I am suffering from the long term effects of being infected with COVID-19. I suffer from decreased respiratory function and chronic fatigue and headaches among others which means I can do very little which makes me feel more isolated and depressed. I feel my employer has done nothing to help people like me in our organization. A support group would have been useful because colleagues don't understand what you are going through or how difficult it is to get through the day. Because it is taking so long for me to recover completely, I am scared that I will never recover. It would be helpful if the medical clinic	11/23/2020 5:00 PM

	could do some long term follow-up care with employees to chart their progress and keep us up to date on new evidence.	
290	I think UN is already doing its best to support us.	11/23/2020 4:57 PM
291	Be very flexible on working times, and allowing people to come to the Palais or taking leave in a easier way	11/23/2020 4:52 PM
292	Assist people originally from other continent than Europe to travel to their home place, flexibility of workplace (WFH), using UN privileges to travel... Access to regular and free COVID testing for All UN personnel and in the future to vaccine	11/23/2020 4:51 PM
293	I am not sure.	11/23/2020 4:42 PM
294	Tools for how to deal with household members who might not be doing as well as me. Managers giving staff the benefit of the doubt.	11/23/2020 4:42 PM
295	I would highly appreciate it if I got access to flu vaccination for family members as well. It seems another wave is coming in spring, hence working from home seems to be in force for another 6 months. Would be good for people to go and work from home from their countries (for those who are willing to do so)	11/23/2020 4:40 PM
296	I think the Organization is the only certainty I have now. I feel vey supported during these difficult times and I feel blessed, therefore I am fully satisfied for the support/welfare offered. On the other hand I would like to receive more reassurance about the future of our work because the world economic crisis could affect our projects too. Having certainties would make me more relaxed.	11/23/2020 4:37 PM
297	I think organization is doing its best	11/23/2020 4:35 PM
298	Senior Management understanding of the realities of confinement and teleworking, as well as the additional workload that operating entirely virtually entails, as well as unavoidable delays to pre-COVID work plans.	11/23/2020 4:34 PM
299	I believe providing better equipment is crucial. We need be able to work in a similar environment to the one at the office. For this we need screens, headphones, camera and a good chair provided. This should not fall only on the personnel to take care, as it is an additional cost which is not ideal at this time. We are working on our own expense at the moment. The internet, rent and the equipment is our personal. The organization should participate in those costs to a certain degree, which would reduce at least the big stress regarding the finances that we are having now.	11/23/2020 4:27 PM
300	Nous laisser garder les jours de vacances pour l'avenir	11/23/2020 4:23 PM
301	En ce qui me concerne, je n'attends pas d'être soutenue outre mesure par l'Organisation dans mon quotidien. A plus long terme, il serait souhaitable que l'organisation communique clairement sur la situation financière actuelle.	11/23/2020 4:17 PM
302	Better job stability	11/23/2020 4:15 PM
303	I think the organization is responding adequately after a first period of confusion. Clearer messages should be sent to managers vis-à-vis the principles and policies to be applied - and measures should be taken for those to be respected in practice	11/23/2020 4:13 PM
304	The Organization should start turning its face towards its employees, as it did once upon a time, and not its arrogant back.	11/23/2020 4:11 PM
305	N/A	11/23/2020 4:10 PM
306	More flexible work schedules	11/23/2020 4:08 PM
307	meet up groups with personnel from other organisations.	11/23/2020 4:07 PM
308	as there is bullying in my office, my wellbeing has increased due to the work from home. The organization could punish the bulliers.	11/23/2020 4:07 PM
309	The organization is doing a lot.	11/23/2020 4:06 PM
310	Ensure that all UN staff gets access to the vaccine asap	11/23/2020 4:05 PM
311	Personnellement je trouve que l'organisation est d'un grand soutien et meme si je n'y ai pas fait appel, elle a mis en place beaucoup de moyens de soutien pour ces employés.	11/23/2020 4:04 PM
312	I wish the Organization would give some reassurances as to job security. It is bad enough a lot of us are on continuing appointments, but COVID, the liquidity crisis and upcoming changes have all added an extra layer of uncertainty.	11/23/2020 4:01 PM

313	At the individual level, the organization has been supportive and had a reassuring communication, showing empathy to staff. In particular, the regular communications from UNOG Director-General Tatiana Valovaya were very helpful: the right message with the right tone. Nevertheless, I felt overwhelmed by information and events organized in relation -or not- with Covid-19, from emails related to NY headquarters but sent to UNOG Geneva, stress-relief events that add more stress if you cannot attend them, etc. Too many UN initiatives requiring direct input of staff. Too many surveys... At the work level, there has been no organized support and common strategy for units that had to shift from in-presence to virtual training events in order to continue the implementation of technical cooperation activities (the ridiculous number of 2 Webex licenses made available for all UNCTAD...). I also felt that direct management was not equipped to react adequately to the challenge of coordinating and working with remote teams. Direct supervisors were also overwhelmed and could not follow the updates related to work situation and arrangements.	11/23/2020 3:58 PM
314	More flexibility for teleworking arrangements.	11/23/2020 3:55 PM
315	technical equipment should be provided, so a better working environment is possible. Also trainings how to use collaborative methods to stay in touch with colleagues. I believe teleworking would work much better if we would be equipped with better technical devices and skills....	11/23/2020 3:55 PM
316	We need job security in this difficult time..If the organization is thinking of making any changes they should keep in view the important factors like: age, the family needs, single bread owner. What the staff will do if job cuts applied, who have no other means to survive at this age.	11/23/2020 3:52 PM
317	I have a neurobiological condition (ADHD) that obviously my management or colleagues do not know about. It is incredibly difficult for me to keep my attention and focus while working remotely from home. I cannot keep up with the dead lines but try to cover it as it would look strange. I am a good/high performer in normal office set-up. It is very stressful for me and I am starting to be quite tired. I will find a solution somehow but these kind of situations are very difficult for people like myself as there is no professionally/socially acceptable reason for under-delivering that one could communicate such as family/small children.	11/23/2020 3:52 PM
318	...	11/23/2020 3:51 PM
319	It would be so nice if the organization does not ask staff to work 40 and more hours per week during confinement. Knowing all the stress we are all coping with, particularly now as we approach the holidays, management should be more realistic about how much work we should all be doing. It should be about helping staff get work/life balance, especially in December. Pushing some work to January or just 2021 would be one idea.	11/23/2020 3:39 PM
320	Nothing special	11/23/2020 3:38 PM
321	Penser aux congés pour ceux originaires de pays du Sud (Afrique/Asie)	11/23/2020 3:34 PM
322	Provide more certainty about the liquidity crisis (and therefore lift the hiring freeze); this situation makes me feel stuck in time. Allow us to return to the office again, so boundaries between home and work can be reestablished.	11/23/2020 3:32 PM
323	Organisation could provide/promote more on-line well-being activities (meditation, mindfulness, yoga, sports, etc.)	11/23/2020 3:32 PM
324	Nous soutenir, donner de mobilier adaptée pour travailler depuis la maison. Ainsi de téléphone additionnel pour pas devoir utiliser le privé.	11/23/2020 3:27 PM
325	Encourage managers to check in more with supervisees, meet regularly to compensate for lack of in-person interaction. Continue to allow flexibility for working hours, location, and consider how this can be maintained post-pandemic. Financial support for increased burden on personal electricity, internet charges.	11/23/2020 3:24 PM
326	Assurance to secure our jobs.	11/23/2020 3:15 PM
327	we should all come back to work to "old normal"	11/23/2020 3:15 PM
328	Maybe more casual online activities between colleagues ?	11/23/2020 3:14 PM
329	I do not expect the Organisation to take additional measures. We are all in this together. We need to count our blessings and keep supporting each other.	11/23/2020 3:14 PM
330	Country Director to organise weekly meeting with all staff.	11/23/2020 3:10 PM
331	Compensating the pay difference with other UN agencies.	11/23/2020 3:09 PM
332	Rassurer les gens à propos de leur avenir et de leur poste	11/23/2020 3:09 PM

333	UN could organize more informal online groups. For example, a book club or cooking classes. Or even formal online groups with people that share similar work interests could help.	11/23/2020 2:58 PM
334	By being ensured by the Organisation that MERIT is key for career development and appointments NOT GENDER or RACE which seems to be the case now !	11/23/2020 2:57 PM
335	(1) Staff members that cannot perform their functions remotely or whose workload has significantly decreased because of COVID-19 related restrictions, should be urgently reassigned to the other administrative units where the workload has significantly increased and/or where there was a significant downsizing in staff due to the lack of funding; (2) Sufficient psychological / mental health support should be made available to all staff and the costs of individual sessions with a psychologist should be covered by the organisation; (3) Managers of all levels should show genuine interest in the staff members' well-being (including mental health) and they shouldn't put a blind eye or be dismissive when they see the signs of excessive stress levels in their subordinates.	11/23/2020 2:57 PM
336	N/A	11/23/2020 2:40 PM
337	Generally well supported, receive regular guidance and information on the organizational response to C19, plans and so on.	11/23/2020 2:36 PM
338	I think unfreezing RB posts would reduce the volume of work. I am currently often working through weekends.	11/23/2020 2:36 PM
339	The broadcasts updates are very useful, but would like longer term updates also on what is expected in January 2021 etc	11/23/2020 2:34 PM
340	- more recognition for my work - reduction in work load - at the level of my work entity: less fears for the future (delocalizations, job reductions, move to open space, etc) - at the level of the UN overall: equal pay for equal work , ...	11/23/2020 2:27 PM
341	I feel very well supported by the Organization	11/23/2020 2:25 PM
342	Be clearer about communicating COVID-19-related measures.	11/23/2020 2:22 PM
343	Support me moving to another duty station	11/23/2020 2:20 PM
344	Un peu plus de souplesse au niveau du groupe auquel on appartient, éviter, hors conférences en cours, des cadences de productivité qui stressent et épuisent, organiser des mini-réunions (15-30 mn) chaque semaine pour se tenir informés les uns des autres,	11/23/2020 2:16 PM
345	I am well supported by my organization.	11/23/2020 2:15 PM
346	mettre à l'entrée des bâtiments des portillons pour désinfecter les personnes qui entrent dans l'enceinte de l'O.N.U et prise de température	11/23/2020 2:14 PM
347	For now, I am coping quite well. Thank you.	11/23/2020 2:13 PM
348	The office could provide IT equipment for those in need at home.	11/23/2020 2:08 PM
349	I would expect office material to be offered, office chair and monitor in the first place	11/23/2020 2:07 PM
350	By updating the new developments in COVID-19 vaccines.	11/23/2020 2:03 PM
351	Sharing information is key.	11/23/2020 2:01 PM
352	It would help to have information if some of our colleagues are sick with Covid especially in the same team or the same floor, instead of keeping it confidential which has translated in hearing it unofficially causing worries and misinformation. There has been too much pressure to go back to the office when the pandemic was not over yet and people were walking around without wearing a mask. Wearing masks everywhere at the UN premises should have been made mandatory long time ago. Managers should be obliged to let staff take annual leave and home leave to be with family. During an epidemic teleworking should be mandatory and not something you should push and justify to have.	11/23/2020 1:55 PM
353	Stop moving people to imaginary duty stations (like Istanbul)	11/23/2020 1:55 PM
354	Fostering no work related virtual activities within teams.	11/23/2020 1:54 PM
355	L'Organisation devrait se concentrer sur son avenir et reformer. Nous avons besoin de plus de clarté quant au futur de l'ONU et plus de communication de la part de son SG dont le dédain envers le staff est bluffant.	11/23/2020 1:53 PM
356	While I appreciate spending now more time than before with my kids, I am not sure the organisation recognises the amount of work it requires to balance the work and personal	11/23/2020 1:53 PM

	lives as it literally never stops.	
357	My organisation supported us.	11/23/2020 1:49 PM
358	I think they have to extend the telework next year for people who have never visited their country since the first lockdown. I am sick of seeing all my colleagues worm from European countries and me not being able to do the same...	11/23/2020 1:48 PM
359	reach out teams/staff, allow more flexible, less of monitoring.	11/23/2020 1:47 PM
360	Several measures have been launched already.	11/23/2020 1:46 PM
361	I think that UNOG is doing a lot during these difficult times to help staff members.	11/23/2020 1:45 PM
362	It would be nice to have more team meetings just for regular feedback on what else is going on and what others are working on.	11/23/2020 1:44 PM
363	Je ne me suis jamais retrouvé face à un tel manque de respect et de considération de toute ma vie professionnelle. Même si la situation induite par la pandémie est bien réelle, le management utilise un ton inadéquat, qui rajoute une angoisse importante dans un contexte qui m'a déjà bien affecté depuis le mois de mars. Fortement infecté par le COVID-19 il y a presque trois mois, je n'arrive pas à me remettre, à retrouver une existence "normale". Je me sens abandonné.	11/23/2020 1:44 PM
364	During this period, at 5 pm is dark, and I would like to have time during the day to spend time walking outside. My working hours is from 8 am to 5 pm, when I finish my working day is dark and I don't feel secure to go out for a walk. I would propose to have 1 hour per day for doing exercises outside my house. Ths.	11/23/2020 1:43 PM
365	aucune	11/23/2020 1:42 PM
366	I would like the organisation to fill the D-2 Director of DCM position.	11/23/2020 1:34 PM
367	OCHA pays lip service to the effects of the pandemic on its staff, but this has not translated into real and substantive changes in the management of the organization. Staff well being continues to be virtually ignored, with the vision that as humanitarian staff we should immune to all fear - for our person or our family - and be willing to always appear willing to put the organization before all else. To stand up for the security and safety of ourselves and our families, or to express fear, disillusionment or illness is to be deemed a troublemaker or weak. Real and genuine concern and action by management to support staff within OCHA is required.	11/23/2020 1:34 PM
368	Assurer la pérenité des emplois à l'ONUG pour toutes les personnes dont le foyer familiale ne dispose que d'un seul revenue.	11/23/2020 1:33 PM
369	Revert to telework from outside the duty station as an Alternate Working Arrangement. The absolute most stressful part of this situation is being separated from my spouse during the pandemic. It would also be nice to see a set of best practices for telework. For example, my team tends not to have videos on for meetings and that really exacerbates the feeling of isolation.	11/23/2020 1:31 PM
370	Communication about contract renewal process	11/23/2020 1:31 PM
371	I would like to be able to work from my country of origin to be able to be with my family but I also understand the restrictions in this regard. Still, I feel like I could work as well from there as from home in Geneva, probably even much better as I would be more stable emotionally.	11/23/2020 1:28 PM
372	Have better job security - more than three month contracts.	11/23/2020 1:28 PM
373	I consider myself priviledged to te able to fully work from home and thus protect myself from infection	11/23/2020 1:27 PM
374	Allowing to work in the Palais more often	11/23/2020 1:27 PM
375	The support is very formal lucking the human touch	11/23/2020 1:24 PM
376	Since I am an unpaid intern I would prefer to be paid or at least be provided with a health insurance or any kind of support in terms of living in Geneva.	11/23/2020 1:20 PM
377	More support/interaction with colleagues at the division/sub-programme level. Something fun, like an online pub quiz?	11/23/2020 1:20 PM
378	Am fit! Anything so far	11/23/2020 1:18 PM
379	En tant qu'interprète, je vis très mal le dénigrement auquel nous sommes systématiquement exposés, ainsi que les accusations de mauvaise volonté récurrentes, parfois explicites.	11/23/2020 1:16 PM

Notre travail dépend de la qualité du son, or nous sommes quotidiennement exposés à un son toxique, problème pour lequel nous avons des instructions que nous avons communiquées aux différents organisateurs et qui sont très largement ignorées. Si les différentes parties prenantes et la haute administration prenaient ce problème plus au sérieux, en mettant en place des procédures de tests par exemple, cela ferait beaucoup pour que je me sente soutenue.

380	J'accumule des jours de congés que je vais avoir du mal à récupérer avant le 31 mars et que je risque donc de perdre, c'est bien dommage et je pense que l'Organisation pourrait faire un nouvel effort pour 2021, ce serait fort appréciable et justement apprécié!	11/23/2020 1:11 PM
381	We had more support during the first lock down (session with a consultant on how to handle the stress of being locked down). However, we can not complain about the non support of the organisation. We still have a job, 100% of our salaries... and this is not the case of many people.	11/23/2020 1:10 PM
382	Continué de proposer des horaires par rapport à chacun.	11/23/2020 1:09 PM
383	Counseling when needed.	11/23/2020 1:07 PM
384	I think we could be given a half a day every Friday, or one day off a month to relax and rest. I have noticed that everyone is very tired. Some staff working in the field have said that they now are getting one additional day off per month to help them rest. I would like the hiring freeze to be lifted so that staff on temporary jobs could have better job security.	11/23/2020 1:04 PM
385	better understanding from top management it would be nice if top management would act as role models	11/23/2020 1:00 PM
386	Be more honest and supportive about priorities.	11/23/2020 1:00 PM
387	More opportunities to take leave.	11/23/2020 12:59 PM
388	By organizing virtual team meetings in order to check on everyone and keep informed about what our colleagues are working on at the moment.	11/23/2020 12:58 PM
389	I will enough supported with the org. help i.e. with telecommuting	11/23/2020 12:58 PM
390	More clarity to be provided about budget cuts and impact on individual staff	11/23/2020 12:57 PM
391	For me personally, I have a very understanding and flexible leadership who are listening to all the guidance from the authorities and implementing it.	11/23/2020 12:57 PM
392	For the time being I can't afford more than the long working hours the organization wants me to perform.	11/23/2020 12:55 PM
393	sans avis	11/23/2020 12:54 PM
394	psychologist provided by the organisation or if my insurance would pay for a consultation with an external psychologist	11/23/2020 12:53 PM
395	More flexibility. More trust.	11/23/2020 12:53 PM
396	Come clear about job security plan	11/23/2020 12:50 PM
397	Stop the decentralization and changes during suce a difficult time	11/23/2020 12:49 PM
398	pay the bills from working from home i.e. electricity, internet, small office space decoration for background	11/23/2020 12:48 PM
399	give a work phone, so you can disconnect after working hours and during the weekend. Have clear guidance and request to avoid meetings during lunch hour	11/23/2020 12:47 PM
400	I think the organization is doing well (UNOG) in their regular communications to staff. This has been helpful. Keep the communication coming!	11/23/2020 12:46 PM
401	I find that the Organization has not been quick enough to adopt restrictive measures with regard to presence in the office, probably because has followed the (very slow) response of the Swiss authorities. If health is the priority, there is no need to force staff back to the office when the situation has not sufficiently improved. Also, why does the survey only ask if we would like to be more in the office, and not less or at same levels as now? It sounds like a very leading question. Thanks	11/23/2020 12:46 PM
402	Flexibility of working outside of the duty station to be with family members especially when you are alone your are worried about getting sick as you will not have the full support.	11/23/2020 12:45 PM
403	Clear information on how is the SHP implementation going to impact our health protection.	11/23/2020 12:45 PM

404	make mandatory to come at least 1 day a week.	11/23/2020 12:43 PM
405	-	11/23/2020 12:37 PM
406	The Organization should be less focused on cutting costs and more focused on increasing its efficiency by recruiting only the very best. It should also invest more in training its staff and making them more "AGILE" instead of making their contracts "agile".	11/23/2020 12:37 PM
407	I feel like the organization, and especially the Gva DG has been a great support.	11/23/2020 12:35 PM
408	L'Organisation devrait veiller à ce que les chefs de service montrent qu'ils apprécient la valeur de leurs équipes, organisent et évaluent le travail de façon juste, quel que soit le grade de la personne, et évitent de harceler les fonctionnaires sur des points non essentiels. Si l'ONU manque d'argent, ce n'est pas en mettant une pression difficilement supportable sur ses fonctionnaires qu'elle va faire des économies!	11/23/2020 12:35 PM
409	I don't think it's possible!	11/23/2020 12:34 PM
410	I think there are just way too many meetings being held. There is so little time to get 'actual' work done. I would love my organisation to say, 'you know what, if you feel like you're on top of all your work, then please- take Friday afternoon off' I have so little time to exercise or even leave my desk that I really feel unwell physically. Mentally I'm feeling robust, but physically I feel I've aged 10 years because there is absolutely no opportunity to escape being online in meetings ALL DAY.	11/23/2020 12:33 PM
411	Financial support and outside work hours meet-ups and virtual activities	11/23/2020 12:32 PM
412	-Regular (weekly/every 2 weeks) online psychosocial support sessions -Support to staff for the organization of online events, ranging from technical requirements (online software that is effective and widely used/accessible by stakeholders inside and outside the organization, which also provides options for interpretation) to technical support to staff who are making the technical arrangements for the events, etc. -Improved, efficient, flexible, accessible communication technologies to reach colleagues inside the organization and partners outside the organization. SfB is not accessible by most external partners (to call us or to join meetings organized by staff).	11/23/2020 12:31 PM
413	Tasking that allow staff not to work overnight and weekends	11/23/2020 12:30 PM
414	To hear that everyone counts. Better team effort.	11/23/2020 12:30 PM
415	allow for work from home from abroad up to certain amount of time (from our own countries, where we have better family and friends support network).	11/23/2020 12:29 PM
416	combine plusieurs stressse, incertitude sur la continuité des contrat et probleme de pademeie	11/23/2020 12:29 PM
417	Nous donner la possibilité de nous déplacer facilement dans notre zone frontalière afin de pouvoir être avec nos proches qui en on besoin.	11/23/2020 12:28 PM
418	For us temporary staff it is really hard as we are completely invisible and do not have a voice, and this is exacerbated in this pandemic. It would be important that in all discussions related to staff management, we could be represented and heard. After all, human capital of the Office is very important and unfortunately not appreciated and cherished enough at the structural/planning level. We have rights too, and we bring each day motivation and expertise, giving our heart and soul to our work. We have the right and deserve to be heard and to be listened to - not just "planned for" in budget sheets. Sometimes we are treated like numbers that can be disposed of as the Office pleases, by talking about "stopping relying on temporary staff" without proposing any concrete alternative. Are you planning to regularise people as it would be normal and human rights-based? Are you looking beyond a nationality on a passport to make sure that the "best candidate" is the one selected? We would love to hear from you and not just from emails informing us when decisions are made that affect our lives. It is very frustrating as the energy that we spend trying to keep our jobs could be spent in making the work much more efficient and the workplace much less competitive. Thank you! :)	11/23/2020 12:28 PM
419	It has been pretty good so far.	11/23/2020 12:26 PM
420	I think that the organization has done the maximum they could do and that is highly appreciated. The same for the Dg who has been in close contact with all of us. Her encouraging message were very much appreciated.	11/23/2020 12:26 PM
421	As a working parent, I would have appreciated some extra paid leave for child care (and for the care of elderly household members). Schools and day care centres were closed for a couple of months earlier this year due to the pandemic, which created a very difficult	11/23/2020 12:25 PM

situation for working parents that have no family support at the duty station. Also our usual summer child care arrangements (flying in grandparents to help out with the children) were very complicated to make and actually risky for the grandparents, which put us under a lot of stress.

422	More flexibility from bosses....being allowed to work outside of duty station so as to be with family, especially when one is from other continent...given we are all teleworking anyway these days..	11/23/2020 12:25 PM
423	the support is ok	11/23/2020 12:23 PM
424	It is highly appreciated the encouraging messages by the Organization. However, when it comes to practice, the work needs to be done. The pressure is high and you cannot ignore your work; this means that in my case I have to find extra time outside the working hours to finalize the job. I am temporary staff, so it is delicate for me to voice my concerns. I think the Organization should really sensitize managers how this pandemic is affecting the wellbeing of many of their staff. Managers should conduct an assesment within their sections/units. As mentioned, many staff do not dare to speak out because of the insecurity of their contacts.	11/23/2020 12:21 PM
425	Réduire un peu les horaires de travail en télétravail	11/23/2020 12:20 PM
426	Une meilleure reconnaissance du poids additionnel qui repose sur les mères durant cette période. La première vague et son confinement (écoles fermées) a été un immense défis pour de nombreuses femmes, qui ont jonglé avec leurs responsabilités professionnelles, les tâches ménagères, la gestion de l'école pour les enfants, les responsabilités à l'égard de parents âgés, et le tout, sans la moindre pause. De nombreuses femmes sont au bord de l'épuisement. De même, si en plus elles ont le COVID, il leur est presque impossible d'avoir le temps/soutien pour s'en remettre correctement. Reconnaître et exprimer la vulnérabilité particulière des femmes dans ce contexte serait déjà une bonne chose. Elles se sentiraient étendues et reconnues. C'est fondamental dans le contexte actuel. Leur santé mentale et physique (et donc celle de leur household) en dépendent directement.	11/23/2020 12:19 PM
427	Rien de plus que ce qui est fait depuis mars 2020	11/23/2020 12:18 PM
428	Offer non work meetings or create informal groups based on needs groups / interests to connect and socialize. The situation is especially tough for staff living alone apart from their families and had moved to Geneva just for work. Managers organizing meetings or reaching out to staff not just for work but also to discuss wellbeing / career planning would be also useful to break the ice.	11/23/2020 12:18 PM
429	More flexibility to do quarantine and work outside duty station when taking home leave.	11/23/2020 12:18 PM
430	We are being paid, I don't think there is much more they can do.	11/23/2020 12:18 PM
431	I'm already trying my best	11/23/2020 12:17 PM
432	allowing to work outside duty station without asking for special permission.	11/23/2020 12:17 PM
433	uniform application of directives to ALL - and do not leave this decision to managers (some are less flexible than others..., some at a point of putting physical and mental health of colleagues at risk)	11/23/2020 12:17 PM
434	Less team meetings. Less meetings in the evenings.	11/23/2020 12:16 PM
435	Je trouve que l'Organisation devrait être plus transparente sur les pbs avec la COVID-19, par ex. une collègue de bureau (le bureau à côté du mien) a eu la Covid et personne dans les bureaux autour du bureau de cette collègue n'a été prévenue, le bureau a été désinfecté car nous avons appelé le service médical qui a fait le nécessaire sinon.... je vous laisse deviner la suite.... :(11/23/2020 12:15 PM
436	Much more transparency.	11/23/2020 12:14 PM
437	The health and well being is very important. Encourage staff to take leave, especially during this difficult and stressful time.	11/23/2020 12:14 PM
438	The disadvantage of working from home is that we always feel under pressure.	11/23/2020 12:14 PM
439	location flexibility	11/23/2020 12:13 PM
440	ensure all staff have equipment at home and in the office to be able to maximise productivity and be comfortable and feel supported in both settings to continue their commitment to working and fulfilling the professional goals during this difficult and extraordinary times.	11/23/2020 12:13 PM

441	Recognise, that more than ever, the organization is only able to function because of the work of the non-substantive support roles, and that the pandemic has happened to us too.	11/23/2020 12:12 PM
442	L'organisation a été absolument formidable depuis le premier confinement. Merci infiniment.	11/23/2020 12:12 PM
443	better sharing of difficulties faced by all of us	11/23/2020 12:12 PM
444	Allow 2 hours exercise and home cleaning per week during work hours; help to set up workplace at home; I have been using my kitchen table as an office since March and have spend a lot of money on physiotherapy to treat the neck and back.	11/23/2020 12:10 PM
445	Better assistance to administrative issues, planning and information about possibilities of contract extension to staff under temporary contracts. You know, staff under temporary contract are also human being with a family, not only a number that does a lot of work.	11/23/2020 12:09 PM
446	Having a virtual meeting to discuss anything other than 'WORK'	11/23/2020 12:09 PM
447	Organization can be more flexible in terms of working from outside the duty station.	11/23/2020 12:09 PM
448	apart from a counsellor, if the organisation could give access to a nutritionist / dietician, it would be an added bonus as most of us working from home are not always disciplined and too close to the fridge so food becomes an unnecessary focus. not all of us are affected by this lockdown in the same way.	11/23/2020 12:09 PM
449	We are all learning in the context of this pandemic. I felt that the organization was more supportive than what I had expected, offered maximum flexibility- at least on paper to accommodate the various needs and personal situations- and the DG was very informative and human in her weekly broadcast that I highly appreciated. Difficulties may lay in middle layers, where managers are a bit let alone to learn how to deal with remote teams and different working habits. What worries me a bit more is the return-to.-work plan. What habits will it have changed for good? Would lessons learnt be taken into account? Will flexibility be allowed? Will telework for those to wish to make use of it still be encouraged/appraised?	11/23/2020 12:08 PM
450	More than the Covid pandemic and new work arrangements, the financial situation of the organization and ensuing uncertainty of our contracts is terribly stressful and difficult to manage. While it seems that the organization can't do much on the Covid front, working to provide staff with more job stability and previsibility is really what would make a difference for us.	11/23/2020 12:07 PM
451	More possibility to work part-time please!!! That would make a huge difference for my work-life balance.	11/23/2020 12:07 PM
452	Managers should be clear about the needs of work and life balance of the staff.	11/23/2020 12:07 PM
453	Many colleagues are not aware of the efforts made by those of us who never left the Palais and continue to come to work so that others can telework safely from their homes. We were provided with a box of (inconvenient lace) masks and that's it. There is seemingly little understanding from colleagues at home who basically expect the same level of service. Managers could show a bit more of appreciation towards their staff on the ground.	11/23/2020 12:06 PM
454	I appreciate the flexibility offered by the organization regarding working from the office on some weekdays and the constant efforts to keep the office space safe. I also feel less anxious because I know I have the option to see a psychological counselor when needed. I don't believe there is more the organization could have done for UN staff.	11/23/2020 12:06 PM
455	For the managers and colleagues to respect the working hours	11/23/2020 12:06 PM
456	As a former staff member (16 years) and a current consultant I do not believe the Organisation is here to support me. It supports UN staff, consultants are dispensable. I knew this when I left and have no expectations of support.	11/23/2020 12:05 PM
457	Clearer guidelines and support for accommodating family with children. This was especially difficult during the initial complete lockdown. I worked days and nights to make up any hours lost for childcare during the day. I did not feel the organization cared about the double-burden on parents.	11/23/2020 12:05 PM
458	na	11/23/2020 12:05 PM
459	S'abstenir d'augmenter les exigences de travail en ces temps difficiles	11/23/2020 12:03 PM
460	More information - more restrictive measures taken by the office- for example enforcing masks in the offices back in September would have contributed to a better feeling safety to come back	11/23/2020 12:03 PM
461	I consider that UNOG is supporting us very well already. Additionally, not moving into an	11/23/2020 12:03 PM

open space (SHP project) for the next several years until the pandemic is over will help diminish the daily stress

462	I find that UNOG Staff Council and Management have been pretty supportive and have kept staff well informed of the current situation.	11/23/2020 12:03 PM
463	Not sure	11/23/2020 12:03 PM
464	the organization could cover some of the costs of installing the home office with the same functionalities than at office: Double screens, connection box of Lenovo laptop to screens, proper headphones etc, that from mid-March most of us have had to buy due to the lockdown.	11/23/2020 12:01 PM
465	Less online meetings, less requests for tasks not part of my portfolio and vice versa more substantive feedback by supervisors on my output.	11/23/2020 12:00 PM
466	Be allowed to spend time away from the duty station and work remotely from locations where my family and girlfriend are. I am doing it but had to walk a thin line between what is allowed and what is not by staff rules etc.	11/23/2020 12:00 PM
467	Keep our work contract to be more stable, and to share the confirmed Covid-19 case in the organization, because recovered patient still can be infective.	11/23/2020 12:00 PM
468	Some recognition for all the work we do. Reinstating our 7% paycut would help. A lot of us have spouses or family who are out of work.	11/23/2020 12:00 PM
469	More job security!	11/23/2020 12:00 PM
470	Being able to work from outside Switzerland would be an advantage	11/23/2020 11:59 AM
471	The workload in my case/in our section has been very heavy and it would be a nice gesture from the organization to "close" from 25/12 to 2/01. Some organizations are already doing so.	11/23/2020 11:59 AM
472	better communication, more measures to reassure us about job security and conditions of work	11/23/2020 11:58 AM
473	The support received from the organization is fine.	11/23/2020 11:58 AM
474	I personally do not need anything else, but I can understand that other staff would want to be able to work remotely from outside the duty station, so as to be with family now.	11/23/2020 11:58 AM
475	I think, the organization is doing a great job, it is one of the most family friendly organizations in the world. Of course it depends on who your supervisor is, and mine has been amazingly supportive towards my single parenthood when schools were closed.	11/23/2020 11:58 AM
476	Colleagues have done their utmost to be helpful. It is just a question of taking personal responsibility.	11/23/2020 11:58 AM
477	A longer term clarity on situation in terms of resuming coming to office on regular basis. Many orgs have already informed their employees about plans until at least June 2021. Also, it would be great if we're allowed to work from home countries instead of tele-working while staying in Geneva. This will greatly help in reducing day to day stress.	11/23/2020 11:57 AM
478	Except in the very first weeks of confinement in Spring, and despite the words of support by our DG in her regular updates, managers sometimes behave as if we were in a normal situation .	11/23/2020 11:57 AM
479	I feel supported by my supervisor. It is myself who stresses for "nothing". Support by the organization: May be making physical exercise mandatory at mid-morning for example? mandatory social meetings on Friday afternoons for example?	11/23/2020 11:56 AM
480	From everything I see and hear from my friends and family around me and in the world, I think we are very well off! Our employer has taken all necessary measures to care for our health and prevent contamination at the work place. They have also made counsellors available and managers are encouraged to take our personal situation into consideration. I feel well taken care of!	11/23/2020 11:56 AM
481	Less emphasis on productivity, less talk about savings measures, liquidity problems... replacing staff at the heart of the Organization...	11/23/2020 11:56 AM
482	réserver des vaccins covid-19 pour le staff et nous vacciner au plus vite pour reprendre le travail normal	11/23/2020 11:56 AM
483	Taking real actions to show that SMs do matter; preventing all kind of abuses within the organization; reinforcing accountability for managers (360 degree accountability); preventing	11/23/2020 11:55 AM

silos patterns that are so detrimental; less bureaucracy; re-evaluating structures for more transparency in work and related matters; reforming the organization in genuine manner starting from the bottom; etc..

484	I'm on a "productive" post (hate that term, by the way, but that's a gripe for another day). Given the stress of the situation, especially as it drags on with no real end in sight, it would be amazing if our higher-ups just stopped talking about productivity altogether. Reimburse staff for purchases they had to make in order to be able to work from home semi-comfortably. I must say, well done on being more flexible this time by letting people come into the office for their well-being. Also thank you for permitting telecommuting during quarantine in the country of destination for the year-end holidays without having to demonstrate compelling reasons. However, for those of us who cannot travel home at Christmas but might in 2021 when things are safer and less cumbersome, it would only be fair to waive the compelling reasons requirement for us too. In any event, I should think that not seeing any family for over a year and being way overdue for home leave would be compelling enough a reason.	11/23/2020 11:54 AM
485	I think the organisation has been supporting staff very well.	11/23/2020 11:54 AM
486	not sure	11/23/2020 11:54 AM
487	Job security	11/23/2020 11:54 AM
488	.	11/23/2020 11:54 AM
489	There is no organization. All program managers are working to maintain their visibility fearing budget cuts. Each to his own.	11/23/2020 11:53 AM
490	What they are doing already. No need to come to the office and be at risk. The attempt to bring us back in September was so wrong and only economically motivated.	11/23/2020 11:53 AM
491	réalignement des objectifs et des livrables des projets	11/23/2020 11:53 AM
492	The Organisation does its best.	11/23/2020 11:52 AM
493	I guess my boss and senior management are doing all they can to help	11/23/2020 11:52 AM
494	Staff safety should be the first priority. I know many colleagues who got covid since they had to stay at the duty station and many managers demanded presence in the office even when work could be done 100% at home. Cases have been spreading among staff. Geneva has been one of the worst hot spots in Europe, but staff have also not been allowed to leave Geneva, while they have to sit at home alone. Staff representatives should WORK JOINTLY with the employer for a more flexible way of working in the near future. If we just say no, we will be excluded from the planning OF OUR FUTURE IN THE UN. This has been extremely life-balancing while work has been done more effectively than before. This does not mean we will not need to meet face-to-face and the UN will still be needed as a platform for meetings. Building trust is done best in person. But, please recall, we are not all the time involved in organising meetings. I see many young staff resigning because they need to sit in the office for long days without useful tasks to do. They want meaningful work and active management to provide their full capacity and competence to shape the future UN and help our member states more efficiently. Sticking to what used to be is not the way to go. I don't want to support staff representation that works against staff needs - we need a more flexible working environment where everyone can select where and how they work if that yields 100% results and be responsible, and be present as needed and as agreed with managers. Managers need to be trained to make the best environment for work and empower their staff to deliver.	11/23/2020 11:52 AM
495	N/A This is unknown situation to all of us. We all must be more understandable with each other.	11/23/2020 11:52 AM
496	The Organisation is doing a good job regarding Covid and staff. Weekly meditation - as during the first confinement - could be a good idea.	11/23/2020 11:51 AM
497	The organization should give the possibility to telework away from the duty station. I'm finding it difficult to cope being alone.	11/23/2020 11:51 AM
498	Respect for proper working hours and work-life balance. Also those who do not have children have a right to their private lives outside of working hours. We should not be expected to be available 24/7. Recognize that it is not possible to deliver in the same way without a proper connection to your colleagues and boss in particular, which comes naturally in the office. I have felt that management has more or less disappeared and the burden of responsibility, i particularly in a small team where the boss is missing in action, unjustly has increased in my work.	11/23/2020 11:51 AM

499	Encourage people to activate their cameras during video conferences. It makes it more like real meetings. I think we need more contact.	11/23/2020 11:51 AM
500	I feel supported by the organization and my supervisors.	11/23/2020 11:51 AM
501	-	11/23/2020 11:51 AM
502	Ne pas nous prendre des jours en SL ou Uncertified SL en cas de mise en quarantaine pour cause de contact dans le cadre professionnel sur demande du service médicale	11/23/2020 11:51 AM
503	Arrêter de nous menacer entre le GSDM et les contrats type Ubber	11/23/2020 11:50 AM
504	Ubernizing our work will definitely not help us. Job security is important especially in these challenging situation. also I guess we need full support from the admin, that means prompt response and comprehensive support.	11/23/2020 11:50 AM
505	I feel supported.	11/23/2020 11:50 AM
506	More team meetings	11/23/2020 11:50 AM
507	Encourage managers to accept working hours than usual if that helps staff. For example, I take longer lunch breaks to go outside for walks, and work earlier in the morning or later in the evening instead. My manager agrees, and this is very helpful for me.	11/23/2020 11:50 AM
508	I think UN Geneva is doing a good job providing support and various services.	11/23/2020 11:49 AM
509	Je trouve que l'organisation se préoccupe bien de son staff. ça a été l'une des premières à encourager le teleworking et n'a pas forcé à la reprise en présentielle. Merci à notre DG.	11/23/2020 11:48 AM
510	I think UNOG is doing a great job on COVID information! But much less so on the financial crisis.	11/23/2020 11:48 AM
511	Que les mesures Covid soient respectées par tous à savoir stopper les formations non obligatoires sur site, mettre en place un tournus cohérent des personnels Plus de prise en compte des managers sur les demandes de leurs personnels	11/23/2020 11:48 AM
512	providing more sessions on wellbeing, how to handle stress etc.	11/23/2020 11:48 AM
513	Allowing more flexibility in terms of being allowed to work remotely, to allow visits to home country in the 'windows of opportunity' for example in between lockdowns or during holiday periods - for example allowing remote work to be able to quarantine in home country for the Christmas period without being forced to take annual leave during the whole period. It is challenging to live far from family and to not be able to see them for more than 1 year, and it affects morale/ability to cope.	11/23/2020 11:48 AM
514	Extra time off. Many of us have worked a huge number of extra hours during the pandemic and we are quite exhausted.	11/23/2020 11:47 AM
515	1. During times where we have to work from home 100% let us be with our family / partner in another country (for at least a few weeks) 2. Do not make coming to the office mandatory during covid19 times	11/23/2020 11:47 AM
516	I would fee more supported if the organization would recognize that online working is more demanding from all staff and that telecommuting does not imply that staff are not working, on the contrary staff are working harder.	11/23/2020 11:47 AM
517	Not sure	11/23/2020 11:47 AM
518	First of all, our D-G's tone and communication and support for staff has been great - also, the staff counselors are outstanding. Overall, we need better understanding of the situations of staff who's home country is outside of Europe, especially those with children... and even more flexibility in work arrangements (including long term telecommuting away from the duty station) and something more reliable policy-wise in order for us to be able to make some sort of plans even as so much is uncertain... everything being offered as temporary measures makes it even more risky than it has to be to try and make plans/buy tickets home (fear that 'temporary' measures will be lifted by the time I am able to arrange to apply them for myself). Also, quite a few European colleagues have been able to go home and see family this year... for those of us from other regions, there should be more recognition of the difference in situation and the added stress...being so far away from home was already hard (that is why we have home leave, etc.)-- but now we are REALLY far from home...and no end in site....And even if we do get to travel home, one thing that also needs to be recognized is that there is a big difference between taking the risk of taking a VACATION to another country and the necessary risk of traveling HOME to another country. Otherwise, we need to get so much better at having efficient meetings and having fewer meetings...	11/23/2020 11:47 AM

519	The volume of emails generated by automated systems and generic reports has become more difficult to manage and creates a feeling of being overwhelmed and out of control. More efficient targeting of these automatic messages and / or provision of training or resources to help manage ones inbox would be very helpful.	11/23/2020 11:47 AM
520	Arbitrary rules regarding the length of consultancy within a set period of time; forcing you out of work, and robbing you of the opportunity to find employment. Bureaucratic nonsense undermining the work itself and the security of the individual.	11/23/2020 11:47 AM
521	Support to create a safe work environment at home. le lone of office chair or other movable furniture during extensive WFH conditions.	11/23/2020 11:46 AM
522	During the first lockdown in March/April I was lacking proper IT equipment. That can be demotivating and making work less efficient. Now during this lockdown I have better equipment and can perform better from home. I would encourage all new computers to be bought to be laptops with docking stations so that they can easily be taken home (I used to have a desktop computer). I also encourage investing in high quality IT equipment so that we can all work efficiently and effectively.	11/23/2020 11:46 AM
523	Retour au travail par vagues	11/23/2020 11:46 AM
524	Actually, I believe I have made great efforts to remain a part of activities and remain useful during this time and this has been recompensed through productive interactions with a small number of other colleagues working at the same momentum - this was my support during the semi-confinement and subsequent phases of COVID measures. With the number of phone calls and emails remaining unanswered, and photos of new home and garden renovations, maybe not all colleagues have shared the same enthusiasm for maintaining a work momentum? Some analysis may be needed with the earlier question regarding whether leave could be taken or not: some colleagues may not have taken leave because with a slower work momentum, they saw no need to use annual leave?	11/23/2020 11:46 AM
525	À mon avis, par rapport à de nombreuses circonstances que j'ai connues dans ma vie professionnelle, ce ne sont pas des moments difficiles. On ne me tire pas dessus, je suis capable de manger, de dormir, de faire de l'exercice, je dispose de moyens de communication modernes pour rester en contact avec mes amis et ma famille. En dépit de la précarité habituelle de mon contrat temporaire, je me sens bien soutenu par l'organisation.	11/23/2020 11:46 AM
526	More information would be welcome on the prospect for positions in the coming months given the financial situation	11/23/2020 11:46 AM
527	Communicate clearly that all lessons learned about telecommuting, online meetings, team work etc. during this period will be used after this time. Make a pledge that telecommute will be possible also after this period at least for 3 days a week.	11/23/2020 11:46 AM
528	A stronger virtual social presence or encouragement to do so.	11/23/2020 11:46 AM
529	I feel the Org. has done a lot to create a balance between the work and family life for staff. The working hours are flexible and I find myself doing a lot of work early in the morning and in the evenings, too. I find the office set-up is better as there one can control better the time and can have a family life once out of work, which is not the case when telecommuting. Maybe some online yoga or relaxations sessions could be made possible and I am confident that many staff would love to join them.	11/23/2020 11:46 AM
530	More team work, more engagement form management	11/23/2020 11:45 AM
531	Ouvrir le Palais des Nations comme avant 2019	11/23/2020 11:45 AM
532	I do not know	11/23/2020 11:45 AM
533	Less work pressure!	11/23/2020 11:45 AM
534	Permettre le retour progressif au bureau en respectant les mesures nécessaires et encourager le personnel à avoir des dialogues avec leurs pairs pour moins se sentir seul	11/23/2020 11:45 AM
535	Extension of Alternate Work Arrangements, including for those outside the duty station, to be declared upfront and early, e.g. bu 1 December make an announcement for the period from 1 January, for the medium-term i.e. through to April - to give us all peace of mind, remove the stress of worrying about return to office, remove the worry of quarantine arrangements for those outside the duty station, allow us to focus on our WORK.....	11/23/2020 11:45 AM
536	One source of stress over the years is contract renewal. Despite being with the organization for more than a decade, I am still on a FT contract (for a legal/contractual hiccup I am still not on a continuing contract). For 2 years now I am eligible for continuing contract, yet this application has not been re-opened. We are now end November, and my contract extension	11/23/2020 11:45 AM

for 2021 is pending, as has been the case for the last years, when OCHA decided to issue only annual contracts, rather than 2-yearly contracts. The organization can at least address this source of stress. Staff is being told that our financial situation for 2021 is safe.

537	I feel a bit offended that the organization thinks I will not do my job during the restrictions and that I will just go on holiday. I work more at home than I do at the office, plus I work weekends now. So, I wish there would be more of a feeling of trust and respect from the organization.	11/23/2020 11:45 AM
538	I think UNOG is doing very well at supporting staff.	11/23/2020 11:44 AM
539	The Organization is providing enough information and guidance in my opinion to help me cope with the situation	11/23/2020 11:44 AM
540	Je pense que nous sommes très bien soutenus et accompagnés à l'ONUG. Un grand merci au service médical et aux infirmiers qui sont toujours prêts à nous écouter et à nous conseiller. Un grand merci aussi pour la communication et les efforts qui ont été faits dans ce domaine depuis mars 2020. Enfin un grand merci à l'équipe de la Bibliothèque & Archives, nous sommes une vraie famille.	11/23/2020 11:44 AM
541	It would be nice if we could be put in contact with interns who are in the same city, if we could be told where to seek medical help. I also still have not been added to mailing lists giving covid information in Geneva after requesting this several times.	11/23/2020 11:44 AM
542	Training for Team leaders so that they recognize this year is stressful due to COVID and they start being aware of strain on the team. (Currently this is not recognized by certain team leaders - in fact they say that our workload is less due to COVID and no travel, so we should not complain).	11/23/2020 11:43 AM
543	I don't need any support	11/23/2020 11:43 AM
544	If the organization could ensure that all people who are currently on temporary contracts and whose work is needed despite financial difficulties can continue to be employed. Otherwise, we continue to produce even more than when at the office (since there are fewer distractions from colleagues) and are given even more work, and need to work longer hours to respond positively to increasing covid-related demands, and to show that our work is indeed crucial for the program implementation.	11/23/2020 11:43 AM
545	Encourage people to work from abroad for a month or two this year.	11/23/2020 11:43 AM
546	Support working remotely outside duty station for say up to two-three weeks per quarter so you can visit family.	11/23/2020 11:43 AM
547	I have MANY meetings with my office - too many (I am starting to feel suffocated by this), I wish I should "bump" into other colleagues and get inspiration and perspective by feeling part of our bigger organisation again.	11/23/2020 11:43 AM
548	If I will be given the opportunity to still work in the office at least once or twice a week. Not that I cannot work from home but I feel like it is essential for me to work in the office.	11/23/2020 11:42 AM
549	Nothing to add	11/23/2020 11:42 AM
550	I think the Organization could support access of staff to local therapists, or help groups, or accessible online exercise or mediation groups, or to information about the same.	11/23/2020 11:42 AM
551	We could carry over our leave days after March 2021.	11/23/2020 11:41 AM
552	Maybe more online social events could be done, and not especially during working hours: quizz (but not only in English!), yoga courses, contests with who can make the funniest pictures on a special subject, etc. It could be funny and creative.	11/23/2020 11:41 AM
553	UNOG has in general communicated well. However, I firmly believe that UNOG can be more proactive and does not need to wait for taking preventative decisions regarding COVID until Geneva comes out with directives and recommendations. Example face masks, working from home, testing at UN premises, regulations for delegates etc.	11/23/2020 11:41 AM
554	Regularize contracts & renewals, automatize staff detailing to projects Organize get together online (though year end deadlines may make it not so easy to participate :(Examine setting in place social networking possibilities online/in person beyond work	11/23/2020 11:41 AM
555	Compared to some other int'l organizations, like the Council of Europe, our organization is doing a lot better in supporting its staff. I am very grateful for their understanding and efforts to help us make it though. understanding	11/23/2020 11:41 AM
556	The Organization has done what it had to do. I regret that the use of masks was not	11/23/2020 11:41 AM

imposed in the workplace for all. It could have avoided the spread of so many cases in Sept-Oct -which then forced us all to stay at home. We simply have to be patient and make our contribution by following the rules. The Staff Council should STOP playing on the emotions of colleagues and lead by example. I personally find it offensive that your organize meetings with the staff representatives connected from within the Office. It sends the wrong signal. We will all be back when public health conditions allow. We are not sitting home because we are cowards or lazy. Gestures count and in my view yours have been on the wrong track lately- including on mixing contents such as the use of FWA.

557	.	11/23/2020 11:40 AM
558	l'organisation fait de son mieux, j'en suis certain	11/23/2020 11:40 AM
559	Nothing, I feel very well supported	11/23/2020 11:40 AM
560	We get more news from UNOG than our organisation	11/23/2020 11:40 AM
561	a permanent/ fix/ continuing contract. The worst feeling is to be uncertain of having a job during this difficult time as there is an economical crisis that awaits us in the next years as a consequence of this pandemic.	11/23/2020 11:40 AM
562	More holidays as a consultant	11/23/2020 11:40 AM
563	I appreciate the current support. I feel safer by being able to work from home, with the current increase of Covid cases in Geneva coming to the office would be a source of stress.	11/23/2020 11:40 AM
564	Continuing life of the Palais des Nations so it would make sense to work from the office, at least from time to time	11/23/2020 11:40 AM
565	Be more flexible with working hours	11/23/2020 11:39 AM
566	At least, let us "breath" during Christmas season. We have been working under difficult circumstances, under lots of uncertainty (will I have a job in 2021 considering the difficult financial situation?)... and we just received a few emails with a few nice words, that was all...	11/23/2020 11:39 AM
567	don't know	11/23/2020 11:39 AM
568	The organization has been flexible, innovative and have indeed been quite supportive during this trying times. This should be maintained.	11/23/2020 11:39 AM
569	ITC needs to support consultants with better working conditions - that includes higher pay, sick-days leave and the NON-EXISTENCE of fear of jobloss during the pandemic.	11/23/2020 11:39 AM
570	I think supervisors should organize more opportunities to connect with colleagues informally through virtual team building or informal weekly chat.	11/23/2020 11:39 AM
571	Some of the senior management should be better supportive, encouraging, empath-/sympath-a-sing, protective, reassuring, especially now that the level of stress (and strange behaviours it generates among teams) is high - they are also stressing out i guess, having to cope with the situation like any other staff members.	11/23/2020 11:39 AM
572	the organization is supporting me as best as they can	11/23/2020 11:38 AM
573	More flexibility to work outside duty station to support the elder family during lockdowns	11/23/2020 11:38 AM
574	?	11/23/2020 11:38 AM
575	Health insurance and paid days off for consultants	11/23/2020 11:38 AM
576	rien	11/23/2020 11:38 AM
577	Plusieurs	11/23/2020 11:38 AM
578	Provide in-kind or financial support to help staff set up an appropriate home office environment, e.g. IT equipment, rent, office supplies etc.	11/23/2020 11:38 AM
579	-	11/23/2020 11:38 AM
580	Be more flexible as regards the leaves and output.	11/23/2020 11:38 AM
581	?	11/23/2020 11:38 AM
582	Not much. Maybe work with UNSMIS so that COVID tests are reimbursed without a prescription.	11/23/2020 11:38 AM
583	really providing us the right tools for "the digital shift", including the right hardware (double screen), staff training on the tools that we can use, including to communicate with our team	11/23/2020 11:38 AM

members (not through Skype but there are so many more attractive and user friendly tools out there that help to create a team environment at a distance) and paying for the costs associated to working from home.

584	Working remotely at destinations people are from in order for them to be with their families and love-ones.	11/23/2020 11:37 AM
585	It should ignore all the stupid lockdown measures and do business as usual. There are no advantages to lockdown.	11/23/2020 11:37 AM
586	More regular information.	11/23/2020 11:37 AM
587	Less hype about how everything is being done on so well despite the difficult situation. How allegedly remote-working delivers the same results as presence which frankly is rubbish.	11/23/2020 11:37 AM
588	I think overall communication could be better, and more proactive steps should have been taken at the beginning.	11/23/2020 11:37 AM
589	n'organiser des réunions d'équipe que quand c'est nécessaire. Mes enfants sont à la maison (leur maitre est absent et pas remplacé). Il est difficile de gérer à la fois les enfants, le travail et en plus des réunions inutiles.	11/23/2020 11:37 AM
590	I think the Organization already does the best it can.	11/23/2020 11:37 AM
591	Unfortunately, I don't think anybody can do anything about it and that is why it is so difficult.	11/23/2020 11:37 AM
592	More security with regards to contracts, pay, and dare i even wish for it, professional development and promotional opportunities	11/23/2020 11:37 AM
593	.	11/23/2020 11:37 AM
594	I wish the organisation could be more transparent with our future considering the pandemic and the fear of staff members considering their contract and stability for the job in future	11/23/2020 11:37 AM
595	Support is good. I wished the same level of telework support and acceptance remained in place after the lockdown.	11/23/2020 11:37 AM
596	with anti stress trainings	11/23/2020 11:37 AM
597	UNOG administration is very supportive and open	11/23/2020 11:37 AM
598	Mandatory masks in the office (including at desks!).	11/23/2020 11:37 AM
599	Provide us with sufficient IT hardware support.	11/23/2020 11:36 AM
600	I don't think there is anything that can be done. The offices are well equipped and safe.	11/23/2020 11:36 AM
601	More regular feedback from management.	11/23/2020 11:36 AM
602	More efforts to provide Individual Contractors proper contracts, e.g more entry level staff positions. Not ONLY advocating for the threat to staff contracts, we IC's feel totally ignored by the staff coordinating council that look to protect their privileged contracts only. Another example could be advocating for us not to pay tax, AVS or health insurance. This will thoroughly help thousands of consultants in this time!	11/23/2020 11:36 AM
603	Thank you for not making the physical presence at the Palais mandatory as the infection rate is forever rising and many colleagues just do not care or respect the rules. Many perceive this virus as such a waste of time and too much of drama.	11/23/2020 11:36 AM
604	I would need much more predictability and flexibility in terms of work modalities. With a family with 3 kids it is very difficult not to be able to plan...	11/23/2020 11:36 AM
605	As a person living alone and with my family far away from me, the first lockdown affected my mental wellbeing a lot. Currently, I truly appreciate the chance to work from the office and the fact that the premises have not been closed entirely as before. This ability to work from the office from time to time, even in the empty one, makes a lot of difference to me.	11/23/2020 11:36 AM
606	I don't really can complain, because everybody is mobilize to do their best, I can see.	11/23/2020 11:36 AM
607	the flexibility on long-distance telecommuting during quarantine should be in place all the time and not just for Christmas. i prefer not to take my child out of school early, therefore I cannot travel at Christmas. i can only avoid taking my child out of school early by travelling in the summer break if we need to quarantine in our home country. so when can I go home?	11/23/2020 11:36 AM
608	/	11/23/2020 11:36 AM
609	UNOG is doing very well with staff support	11/23/2020 11:36 AM

610	Comme dit plus haut, ce n'est pas l'organisation mais nos managers qui devraient être avec nous et pas chez eux tranquillement... Nous aimerions être soutenus en sachant que nous sommes là et qu'ils prennent de nos nouvelles et nous soutiennent... qu'ils nous facilitent notre travail avec des horaires aménagés..	11/23/2020 11:36 AM
611	I am ok with the level of support provided by my department	11/23/2020 11:36 AM
612	I think the UNOG support is pretty good. Most of my complaints are very specific to my organisation and unrelated to the pandemic.	11/23/2020 11:36 AM
613	It bothers me that the organization does not seem to have (or does not reveal) it's long term plan with respect to covid / post-covid working arrangements. Will we be allowed to work from home more? Could we consider moving out of Switzerland or working remotely permanently? What would be the rules?	11/23/2020 11:36 AM
614	I don't know	11/23/2020 11:36 AM
615	Good IT equipment is important to work - from home or from the office. In the office, we have additional keyboards, screen and sound system. At home, normally only the work-laptop. Given that we/ staff pay for our office at home, I would find it reasonable that the organization provides extra equipment for telecommuting.	11/23/2020 11:36 AM
616	The workload has only increased, resulting in a situation where I work more than 10 hours a day on a regular basis, often more than 12 hours a day, and sometimes up to 18 hours a day. Usually the burden is put on staff to set workload boundaries, but I believe the organization could do more to set boundaries so that staff do not feel pressured to consistently work overtime, and often work 7 days a week in order to keep their jobs. Many of us fear losing our jobs at the moment, while we are very grateful to have them in the first place.	11/23/2020 11:36 AM
617	Allow work away from Duty station during lock downs. Flats life makes one like a caged mammal	11/23/2020 11:35 AM
618	Keeping us safe is the BEST support!	11/23/2020 11:35 AM
619	Job security and not being seen as service provider but rather an employee. Very unreasonable work contracts.	11/23/2020 11:35 AM
620	Don't know.	11/23/2020 11:35 AM
621	Mon organisation a déjà beaucoup fait. Toujours en soucis de son staff et j'en serai toujours reconnaissante	11/23/2020 11:35 AM
622	Better IT support.	11/23/2020 11:35 AM
623	Provide long-term visibility on a flexible working arrangement with say 25% in office , 75% home-based - It would allow for a realistic planning, better organization and decreased anxiety	11/23/2020 11:35 AM
624	I'm not sure. I think management in my division has been very supportive, plus the situation is so unprecedented that we are all kind of making it up as we go along.	11/23/2020 11:35 AM
625	Greater flexibility for arrangements for telework outside duty station to allow for covid-safe and reasonable holiday break back home.	11/23/2020 11:35 AM
626	Talking openly about mental health and putting more pressure on chiefs to allow us to take leaves (we still have to feel guilty about taking them, especially since it's on us to find backstopping - and askign colleagues for favours)	11/23/2020 11:34 AM
627	To keep attendance to the Office voluntary	11/23/2020 11:34 AM
628	When you are tested positive to COVID the Organisation or the Staff Unions could do more to support staff at home sick (alone) and also when you are on quarantine. There are many more things than grossery shopping that are needed	11/23/2020 11:34 AM
629	N/A	11/23/2020 11:34 AM
630	Be allowed to telework from outside the duty station while there is lockdown in place.	11/23/2020 11:34 AM
631	...	11/23/2020 11:34 AM
632	Take into account the extra workload/time that comes with all the electronic media - better training - more technical IT-support.	11/23/2020 11:34 AM
633	Ensure more stable contracts for consultants.	11/23/2020 11:34 AM
634	ne sais pas	11/23/2020 11:34 AM

635	Regular evening events would be supportive. Maybe even the offer of online sport classes.	11/23/2020 11:34 AM
636	je ne sais pas	11/23/2020 11:34 AM
637	I am still receiving a lot of pressure from my supervisor and chief about productivity, even though my productivity is good, especially considering all the stress of COVID!	11/23/2020 11:34 AM
638	Making the working hours more stringent because when working from home, the work hours can stretch into all hours of the day and night.	11/23/2020 11:34 AM
639	Oui	11/23/2020 11:34 AM
640	.	11/23/2020 11:34 AM
641	Better managers	11/23/2020 11:33 AM
642	n/a	11/23/2020 11:33 AM
643	l'organisation fait beaucoup surtout en nous laissant la possibilité de faire du télétravail	11/23/2020 11:33 AM
644	favoriser le temps partiel, les crédits congés, les congés sans solde...	11/23/2020 11:33 AM
645	Ensure contract security, provide more flexibility with ancient rules	11/23/2020 11:33 AM
646	less pressure on going back to the office when we know that the situation is not safe	11/23/2020 11:33 AM
647	More regular check-ins without having to go to the Counsellor.	11/23/2020 11:33 AM
648	more information on better working from home conditions, more safety rules and information	11/23/2020 11:33 AM
649	I think they're doing a good job.	11/23/2020 11:33 AM
650	.	11/23/2020 11:33 AM
651	More flexibility regarding location. Being able to work from my home country, even if it meant a reduced salary.	11/23/2020 11:33 AM
652	An online christmas party could be something to look forward too	11/23/2020 11:33 AM
653	I am not sure really, since this pandemic is something new to the whole world, it will set precedent for the future (hopefully no other pandemics happen) so we will take the lessons learned from this experience to use in a similar future situation. But since this is something new and we dont have prior experience I think the organization s doing its best on an ad-hoc basis, or at least I hope they are trying their best.	11/23/2020 11:33 AM
654	We should be planning to telework from home until the Spring. There's no reason to keep pretending this will end in the short term.	11/23/2020 11:32 AM
655	more empathy from line managers	11/23/2020 11:32 AM
656	Slowing down our work, just a little. No one cares about staff in the end. We are just working for the sake of it and it doesn't make any sense.	11/23/2020 11:32 AM
657	Showing concrete support in not bending to paycut and proposed changes in staff contracts	11/23/2020 11:32 AM
658	N/A	11/23/2020 11:32 AM
659	The cure for the illness should not be worse than the illness itself	11/23/2020 11:32 AM
660	Less job security, more understanding that productivity just can't be the same.	11/23/2020 11:32 AM
661	na	11/23/2020 11:31 AM
662	plus de soutien en ligne, plus d'interaction entre collegues	11/23/2020 11:31 AM
663	x	11/23/2020 11:31 AM
664	To allow us to work from our home countries without the existence of a compelling reason	11/23/2020 11:31 AM
665	Better organizational management.	11/23/2020 11:31 AM
666	Greater ability to telework outside the duty station.	11/23/2020 11:31 AM
667	work for an organization and management that really cares rather than telling us to use our leave, come to work "or" etc. I miss the private sector with accountable management	11/23/2020 11:31 AM

Q17 Any other comment | Avez-vous des observations ou des suggestions à faire ?

Answered: 409 Skipped: 533

#	RESPONSES	DATE
1	It seems that there is a rule of silence about the Covid-19 cases at the Palais des Nations.	12/7/2020 9:17 AM
2	I have spent more than 650CHF on my home-work station since the COVID-19 lockdown. I now receive MS Teams and Cisco Jabber on my personal mobile device. So despite a decade or more of decreasing salary, staff still remain committed to delivering the organization's goals.	12/4/2020 6:02 PM
3	The online meetings should not exceed one hour; After one hour, people feels uncomfortable sitting and the concentration is lost. This is an important point as everyone agrees that since we have home office, the meetings multiplied and are longer but with no effect on their quality.	12/4/2020 11:59 AM
4	.	12/4/2020 7:37 AM
5	Merci à mes collègues pour leur soutien.	12/3/2020 10:29 PM
6	the staff counsellor's office seems to be rather overwhelmed at present, which limits support they can provide. Maybe they need more resources?	12/3/2020 10:33 AM
7	Do a survey/research on people coming from least developed countries as well	12/3/2020 9:45 AM
8	Que les mesures de protection des staffs misent en place par Mme la Directrice UNOG soient suivies par les chefs de service. Trop de directives mises en place en interne par les responsables de service ne sont pas en adéquation avec celles imposées par l'administration. Etre à l'écoute et prendre en compte les inquiétudes, les propositions des staffs au lieu d'avoir une vision purement administrative	12/3/2020 9:34 AM
9	Ce sont les interdictions, les attestations qui sont mises en place en France où j'habite qui sont difficile à vivre. On touche au libertés, et j'avoue que je trouve cela difficile à vivre! J'ai beaucoup de chance et je pense que cette situation va faire de graves dommages collatéraux.	12/3/2020 7:17 AM
10	Can't wait for this to be over so we can go back to complaining about nonsense. What I really mean is so that we can go on to appreciate every tiny thing about every day normal life!	12/2/2020 11:10 PM
11	Stay safe and healthy!	12/2/2020 7:21 PM
12	no	12/2/2020 5:07 PM
13	See item 16	12/2/2020 2:46 PM
14	No	12/2/2020 2:02 PM
15	Je trouve que le télétravail m'est très profitable, je peux tout faire de chez moi et je travaille plus longtemps car j'économise le temps de transport et travaille souvent plus tôt et plus tard qu'avant.	12/2/2020 10:44 AM
16	Aucune	12/2/2020 10:33 AM
17	Q13 is unclear: do you mean in the future, when it is safe/responsible to come into the office? Right now, I definitely do not feel comfortable coming into the office, but I really want to come in when it becomes safe!	12/2/2020 10:18 AM
18	.	12/2/2020 9:47 AM
19	le retour à la normale, La justice, la compassion sont impératifs	12/2/2020 8:59 AM
20	What is worrying me the most is a general feeling that management is taking the excuse of the pandemic to take drastic decisions without any clarity. There is a complete lack of transparency which doesn't help coping with this situation.	12/2/2020 8:10 AM
21	A survey indicating the difference in sharing with colleagues in physical and virtual spaces would be useful.	12/1/2020 11:54 PM
22	None.	12/1/2020 11:49 PM
23	rien	12/1/2020 9:27 PM
24	Non. Merci au Staff Council pour votre travail!	12/1/2020 8:19 PM
25	Take into account well being of staff and health issues, ie headaches and tinnitus because of very bad sound quality. Not take advantage of the crisis and destroy UN civil service.	12/1/2020 7:06 PM
26	N/A	12/1/2020 4:36 PM

27	NO	12/1/2020 4:06 PM
28	voir plus haut	12/1/2020 3:36 PM
29	Thank you for asking.	12/1/2020 3:29 PM
30	Un may also make sure that those that live in neighbouring France, and our families, may have always the right to access Swiss health system	12/1/2020 3:25 PM
31	Lockdown and distant working have heightened pre-existing problems / situations and made it more difficult to work through them since we are not together.	12/1/2020 3:17 PM
32	Proposer un dédommagement financier pour les abonnements Internet, l'usage des consommables et/ou participation au loyer d'habitation du fait que nous devons rester un maximum en télétravail.	12/1/2020 3:17 PM
33	All sessions should open to consultants	12/1/2020 3:04 PM
34	It would be nice to have access to microwaves.	12/1/2020 2:59 PM
35	Some managers in UNCTAD don't care about staff welfare and pushing staff to go back to office even when it's not considered safe yet. Some managers don't like flexible working arrangement and working from home. HR and staff counsellor are not very helpful and not able to do much, so it's really down to individual staff to cope with their own situation. If a staff is lucky to have a good manager, it makes coping with the pandemic easier, otherwise it can be very stressful.	12/1/2020 2:56 PM
36	Reprise rapide du travail sur site	12/1/2020 2:40 PM
37	Thank you for taking this initiative and asking our opinions. I appreciate everything the UN is doing to protect me and our team.	12/1/2020 2:30 PM
38	I find that we don't need to be present in the office for 5 days a week. Working from home is efficient, productive and flexibility. 1-2 days a week is sufficient.	12/1/2020 2:18 PM
39	Would the organization be willing to make work from home a permanent option in future for its staff who are interested as other organizations in Private sector have done ?? What support is being provided to colleagues in the field away from Geneva	12/1/2020 1:56 PM
40	N/A	12/1/2020 1:37 PM
41	N/A	12/1/2020 1:37 PM
42	I understand that some people are excited to be back in the office and I want to support them. I am not one of these people. I don't find the office any less lonely and alienating than teleworking, but it's considerably less comfortable (and requires an hour lost on the tram every day). I hope that we've learned that people work best in different ways and those ways can be compatible and complementary, and that we don't return to a required on site work situation.	12/1/2020 1:34 PM
43	No	12/1/2020 1:22 PM
44	I am grateful to work for this wonderful organization	12/1/2020 1:21 PM
45	non	12/1/2020 1:10 PM
46	none	12/1/2020 1:02 PM
47	Thanks for caring	12/1/2020 1:02 PM
48	As expatriates, we use most of our annual leave for visits to family in home country. We have not been able to do that this year. On the one hand, we have been warned of forfeit of AL credit beyond 60 days by the end of cycle and no carry-over would be granted as the previous cycle. On the other hand, our AL requests have been kept pending on ground of exigence of service (mainly due to the current cash flow constraints) until the very last days, making it impossible to plan any meaningful leave or vacation during this difficult period.	12/1/2020 1:00 PM
49	It time to accept the situation as it is and continue with life. Covid 19 is here to teach us one or two things. It came with a lot of challenges as well the benefits. 2020 is indeed a mixed bag	12/1/2020 12:57 PM
50	-	12/1/2020 12:56 PM
51	Non	12/1/2020 12:55 PM
52	NA	12/1/2020 12:41 PM

53	Thank you for organizing the survey	12/1/2020 12:18 PM
54	The Staff Council are doing a fantastic job in very difficult circumstances. I very much appreciate all that you are doing, and please do keep it up! The online townhall meetings have been great. Thank you!	12/1/2020 12:15 PM
55	Thank you so much for all the support and concern for staff well-being. This is very important aspect of staff member's lives to be taken care of. No amount of money and fame can exempt a person to suffer from mental issues, the staff council and organization's initiative to look into it is very important and helpful. Healthy outlet and good perspective for staff members are needed to prevent mental health issues.	12/1/2020 12:11 PM
56	Many thanks to the Staff Council that's doing a great job communicating to staff on issues of utmost concern to them!	12/1/2020 12:06 PM
57	Non	12/1/2020 12:04 PM
58	All fine	12/1/2020 12:02 PM
59	I thank the Organization for supporting and caring of its staff during these challenging times.	12/1/2020 11:58 AM
60	Include a Leadership Index for all organisations. Establish Management and Leadership scores that all managers must achieve (per level) before being hired. Some new managers (especially at Chief level) can be really destructive to their teams when they manage the people at work the same way their manage their families at home.	12/1/2020 11:57 AM
61	no	12/1/2020 11:50 AM
62	Be patient.	12/1/2020 11:47 AM
63	Not sure what the purpose of the survey is, apart from the question about how the organization could support better. What are we trying to understand through these questions?	12/1/2020 11:44 AM
64	It would have been useful to have some kind of health and wellbeing updates throughout the pandemic and lockdowns, to support Staff. For example, ideas on how to ensure one's wellbeing and motivation, that are sent regularly in an accessible and appealing format to all Staff (I know these were shared at certain moments, but something like a brief weekly 'booster' newsletter!). Managers should have lower work expectations especially for those who have families with young children, who shoulder an enormous amount of extra domestic work in addition to the professional demands on them. In addition, it is really hard to keep up one's professional motivation when Covid is being used to justify financial mismanagement and increased job insecurity. We are forced to fight for our basic rights and needs in spite of the extremely difficult wider situation and home working environment. It has been so stressful. Some managers don't seem to see it as their responsibility to protect and retain their own staff as a priority, especially at this difficult time - instead they use the opportunity of the crisis to justify decisions and actions that suit them (politically or professionally) at the expense of placing their own teams and hardworking Staff at further risk and under further existential pressure. There is no transparency, monitoring and accountability of senior managers for these kinds of approaches, at a time when it hits Staff hard. This situation is causing serious anxiety, mental health risks and suffering, especially among junior and younger Staff members who tend to have greater contractual insecurity and less influence and control over the professional expectations of them. Senior managers need to be made much more accountable, and have their performance pegged directly to serving on the basis of UN & human rights Values - as assessed by 360 feedback from colleagues across the pay grade who are not selected by them. The corruption and impunity has to stop here for the sake of the UN's survival and the wellbeing of its committed, hardworking Staff.	12/1/2020 11:44 AM
65	Ever since I started to Work for the UN, I feel threatened every day by the decisions taken by the high management. I find it very hard to stay focused and remain professional when our jobs are constantly threatened	12/1/2020 11:39 AM
66	When will we get a clear decision on working from different countries? Why are people working from France treated differently? Is it possible to keep informing us regularly about the financial situation of the UN and UNOG? Do we move services out of Geneva, do we need to reduce P and G staff - what are the clear plans with the UN? People are more scared from losing jobs than from the virus.	12/1/2020 11:37 AM
67	Proposer plus de cours sur la santé mentale à des créneaux différents - non seulement sur "comment surmonter le covid moralement" mais surtout "comment entretenir sa santé physique et mentale grâce à une prévention plutôt que réparation" (ex: awareness sur des produits naturels comme Guduchi renforçant son système immunitaire, pratique du Jalneti,	12/1/2020 11:36 AM

exercices de respiration adaptés etc. Je ne comprends pas pourquoi personne n'en parle en Europe..). Merci :)

68	this period has also provided more time for reflection. If staff in Geneva are working under the same stressful conditions, especially in the light of the difficulties this Covid year, why aren't we given the same salary conditions and benefits? (referring to Geneva pay cut for staff - inequality in staff wages for the same role, consultant vs. staff contracts etc). i feel more strongly about the inequality than before.	12/1/2020 11:34 AM
69	RAS	12/1/2020 11:30 AM
70	Uberisation of work is stressing me a lot	12/1/2020 11:29 AM
71	I don't wish to dismiss the anxiety and sense of isolation that COVID has created amongst staff. I would therefore reinforce positive messages, since we all need to admit that we are amongst the privileged ones, with a steady salary. It may be good that rather than looking at our navels we could do something for the others in need	12/1/2020 11:28 AM
72	Organization should allow for 10 days work in 9 days also when working from home.	12/1/2020 11:25 AM
73	In the challenging months that we had (and still have), I much appreciated the clarity and timeliness of UNOG Broadcasts on COVID-updates. A big thanks to UNOG for that! I would have wished that ITC (1) would have sent all those broadcasts immediately, not with a few days lag, and without changing them, (2) would have communicated in a similarly clear, timely, regular and transparent manner, (3) would have followed the approach taken by UNOG (e.g. return-to-office in summer - we were all summoned back in mid-July with 3 work days notice while nothing was prepared and clear (e.g. desk arrangements in shared offices...!)).	12/1/2020 11:23 AM
74	I am not good at working at home. I feel less concentrated, experience more back and shoulder pain. I don't know why, but I am much more sedentary than working in the office.	12/1/2020 11:21 AM
75	Please keep telecommuting pot COVID-19. Before this was not a right and many managers are so controlling and have no trust so they do not permit it. Plea make it a right and make it more difficult for managers to refuse it.	12/1/2020 11:21 AM
76	Appreciate the efforts of the staff committee. Thank you	12/1/2020 11:17 AM
77	-	12/1/2020 11:17 AM
78	When situation normalizes, I think many will appreciate to keep 2-3 days as working from home: yes we miss meetings in person, and some work stuff is better to resolve in person, but this situation also showed that staff does not need to sit in an office 100% of the time and we appreciate not having to commute every day.	12/1/2020 11:16 AM
79	It would be important to maintain some of the positives that this situation has brought, mindful that this is an individual and subjective assessment among many. As much as nothing would replace in-person meetings and presence, as well as missions on the ground (vital), work can be equally efficient if staff is allowed to perform in his own environment with proper communication and work tools. It has proven true in my case.	12/1/2020 11:16 AM
80	Thank you for taking the time to prepare a survey about well being of staff.	12/1/2020 11:16 AM
81	Thank you for conducting this survey	12/1/2020 11:15 AM
82	Nothing to report.	12/1/2020 11:15 AM
83	Non	12/1/2020 11:14 AM
84	Some UN agencies such as the WHO and UNHCR, for instance, provide health insurance to their consultants. This measures should be applied for all the UN system during the pandemics.	12/1/2020 11:14 AM
85	/	12/1/2020 11:13 AM
86	No.	12/1/2020 11:13 AM
87	People are on survival mode, but it's OK. We will survive! We had incredible support to set up all our virtual teaching, so we were very lucky. We already had the systems in place. But people are working so hard that we don't interact as much as in the office. But it's temporary.	12/1/2020 11:12 AM
88	I would be motivated to be part of any programm to support staff further (giving remote yoga sessions, meditation sessions, breathing sessions, etc.). I am part of the International Trade Centre, if needed.	12/1/2020 11:11 AM

89	Directors need to communicate more with staff on subject matter, some on-line internal intellectual outreach to staff. We are the UN. Have we gone hiding? We need good communicators on inclusive and social welfare, as you are staff counsellors, but more could engage in this mission. Thanks for all the good work and the engagement for the staff.	12/1/2020 11:11 AM
90	Les managers doivent être à l'écoute de leur staff (ce qui a été le cas des miens, heureusement) et ne pas considerer que ne seul le risque d'attraper le virus est une crainte. L'isolement est un danger psychologique non négligeable.	12/1/2020 11:11 AM
91	-	12/1/2020 11:10 AM
92	The success of IT systems has been very impressive. Servicing remote intergovernmental meetings is difficult, time- consuming and unproductive.	12/1/2020 11:10 AM
93	Reexamine what enabling working environment means at all levels and take into account all external and internal factors that affect wellbeing.	12/1/2020 11:10 AM
94	None.	12/1/2020 11:09 AM
95	l'union fait la force	12/1/2020 11:09 AM
96	I would suggest the organization to put in place rules to allow staff come to work safely and learn to co-exist with COVID	12/1/2020 11:09 AM
97	No	12/1/2020 11:09 AM
98	NA	12/1/2020 11:07 AM
99	My conclusion drawn from the current experience: Working from home once or twice a week helps improve life/work balance. However, telecommuting 100% of the time is not good for the quality of life, motivation and career aspirations. As of today, I am tired and I don't want to invest anymore into my career and possible promotion.	12/1/2020 11:07 AM
100	Management in my team has been very flexible in terms of allowing colleagues to work from home, but also regarding coming to the office, this is very positive.	12/1/2020 11:07 AM
101	SERENITE - FORCE - POUR ESSYER DE VAINCRE LA PANDEMIE.	12/1/2020 11:07 AM
102	NA	12/1/2020 11:06 AM
103	I believe equality as staff consultant should not be an option. Even more in this situation.	12/1/2020 11:06 AM
104	The UN run thanks to IC, intern, and consultant. We deserve equal rights and a decent salary! The #equalpay movement for staff is ridiculous since they are the ones using Uber-style contract with IC and interns..	12/1/2020 11:04 AM
105	I hope you are doing well !	12/1/2020 11:04 AM
106	Managers need to care about their stuff. Healthy and happy stuff will deliver, no matter if from the office or from home.	12/1/2020 11:03 AM
107	thanks!	12/1/2020 11:02 AM
108	nope;	12/1/2020 11:02 AM
109	implement 360 feedback please! management needs to be accountable for their poor leadership skills and poor management	12/1/2020 11:00 AM
110	We are in a relatively privileged position working from home and still with jobs. However, some problems persist for example inadequate administrative support and blurring of boundaries about when is office and home time.	12/1/2020 11:00 AM
111	Everyone believe God	12/1/2020 11:00 AM
112	no	12/1/2020 11:00 AM
113	le télétravail à 100% devrait être la norme au moins jusqu'à Avril 2021, tout en laissant la possibilité au gens de passer au bureau si besoin. (ou pour ceux qui ne supporte plus leur foyer...)	12/1/2020 10:59 AM
114	.	12/1/2020 10:59 AM
115	les contraintes imposées par le gouvernement français sont importantes, il serait bon d'autoriser plus de flexibilité dans les horaires de travail et ne pas imposer le 8h30-17h30 au quotidien	12/1/2020 10:58 AM
116	none	12/1/2020 10:58 AM

117	I want to support this survey, but I also feel uncomfortable doing so, since I feel staff council is regularly twisting messages, stirring up conflicts, and using it to push their own agenda.	12/1/2020 10:58 AM
118	I think that heads of agencies and managers were more understanding of the difficulties of maintaining a work-life balance and dealing with child care needs for working parents during the first lockdown, but this sensitivity has been lost.	12/1/2020 10:58 AM
119	I hope the UN will provide vaccines for its staff as soon as possible	12/1/2020 10:56 AM
120	no	12/1/2020 10:55 AM
121	Thanks for taking the time to check on us.	12/1/2020 10:55 AM
122	In UNOG people get jobs because they know someone or because they are good at networking. This culture of private deals has to change.	12/1/2020 10:55 AM
123	RAS	12/1/2020 10:54 AM
124	none	12/1/2020 10:54 AM
125	Cut on webinars and meetings ! they are disruptive and this frenzy for webinars and showing that we are productive at any costs is adding stress and creating unnecessary additional work. Meetings have no meaning anymore, there are just too many meetings all the time and one has to be connected non-stop	12/1/2020 10:53 AM
126	Let's not go to open space until all this pandemia is out. Moving is a pure non-sense. And we are more and more encouraged to prepare ourselves to move. It is totally crazy.	12/1/2020 10:53 AM
127	N/A	12/1/2020 10:52 AM
128	Penser aussi au etranger qui peut pas voyager est sont ici tout seule	12/1/2020 10:52 AM
129	n/a	12/1/2020 10:52 AM
130	N/A	12/1/2020 10:51 AM
131	Less meetings and less work please. We don't need to prove to the world that we are working just for the sake of it.	12/1/2020 10:51 AM
132	non	11/30/2020 10:33 AM
133	N/A	11/29/2020 7:08 AM
134	Thank you for caring about our welfare and for conducting this survey. Best regards!	11/26/2020 11:22 AM
135	N/A	11/26/2020 11:10 AM
136	I really appreciate to work from home.	11/26/2020 10:38 AM
137	The organisation should provide a base allowance to cushion Contractors	11/26/2020 5:39 AM
138	Thanks for the survey. It is always good to give us an opportunity.	11/25/2020 5:04 PM
139	None	11/25/2020 3:58 PM
140	je ne suis pas tellement en état de faire de suggestions	11/25/2020 2:22 PM
141	you need to encourage people to come back to the office. if they dont' want to, stop paying them Geneva post adjustment. We need to get back to normal life here.	11/25/2020 1:54 PM
142	Plus de soutien psychologique de la part du service medical pour les staff isolés.	11/25/2020 1:37 PM
143	RAS	11/25/2020 10:58 AM
144	Don't force people to return to the office to fill a quota or show a full building. Allow people that can work from home to stay there - it is the best way of stopping the spread of the virus.	11/25/2020 10:57 AM
145	I really hope that in the future we will be able to telecommute at least three days a week. The balance between going to the office two-three days and working from home the rest of the days is perfect. So, please please please, work for that to happen so that we are not obliged to go back to work full time again.	11/25/2020 10:33 AM
146	none	11/25/2020 10:00 AM
147	.	11/25/2020 8:57 AM
148	Non	11/25/2020 8:03 AM

149	Frequent surveys every three months	11/25/2020 5:48 AM
150	Non.	11/24/2020 10:58 PM
151	The lockdown is an opportunity to revisit our way of life and working procedures in light of the United Nations sustainability principles. It is an opportunity to ask the staff how they really want to work in the context of the future of work discussions. The United Nations should be more innovative and get inspired by internal initiatives such as the ideas of the Young UN and external initiatives such as google company etc. to continue attracting and retaining the expertise it needs, especially from the younger generations.	11/24/2020 7:03 PM
152	Bon chance!	11/24/2020 5:36 PM
153	No, thank you.	11/24/2020 5:18 PM
154	The current situation is perfect and I hope it lasts for many months to come.	11/24/2020 3:46 PM
155	My organisation is not handling teleworking and budgetary pressures well compared to other UN organisations. This is a great opportunity to work towards a valid strategy and organisational structure, yet all we feel is pressure to deliver something that might not actually add value, I feel a lot of negative pressure and chaos, being isolated at home does not help	11/24/2020 2:59 PM
156	It is not clear at the beginning of the survey if it is meant for all UN Staff or only for Geneva Staff. In any case I have answered	11/24/2020 2:10 PM
157	Je suis tellement epuise que j ai du mal a reflechir. Desole	11/24/2020 1:25 PM
158	No comment	11/24/2020 12:34 PM
159	I've seen and increase in the quality of work in our team. Colleagues provide well-thought out contributions. Previously, many colleagues were happy with cutting and pasting and then passing around for comments, thus relieving themselves of the responsibility to provide to make an effort to provide good quality contributions, as they knew that when reflecting all the comments it would become "acceptable", and if not, it was team work anyway. I explain this with the fact that these staff members now have more time to concentrate, think, analyze and are actually more engaged in what they are doing. I have given some very good feedback on such cases. I would suggest to continue working flexibly, while having a regular, for example weekly or bi-weekly team gathering in person in the office after the pandemic. This might be a useful suggestions for other teams.	11/24/2020 12:04 PM
160	Certes en cette période de pandémie l'ONU ne tourne qu'autour de la pandémie et les messages de soutiens ou de suggestions sont nombreux pour permettre aux personnels en TT d'arriver à s'organiser et à faire face aux différents défis professionnels et personnels à la maison mais on en oublie totalement les personnels qui sont chez eux malades de toutes autres choses que du Covid comme des burne out, dépression, maladies diverses, cancers, etc. Tous ces oubliés du système se sentent ignorés de leurs collègues "qui vont bien" chez eux malgré le contexte vécu par tous. A bon entendeur.	11/24/2020 11:51 AM
161	thanks for asking	11/24/2020 11:41 AM
162	I believe that 2020 can potentially be a positively transformative year for the UN, as for us all, in light of the pandemic experience - making us all more humble, more community- and environmentally- oriented (including less travel), more open, including to new ideas and processes, greater participation by our stakeholders online and to new partners, more humane and adaptable.. hopefully we take these elements forward in our work and lives..	11/24/2020 11:40 AM
163	The biggest challenge that I am facing is being separated from family who are unable to visit given restrictions on travel, and we are unable to take long overdue home leave due to quarantine requirements. It has already been a year since I last saw my family and it is distressing not knowing when I will be able to travel to see them again.	11/24/2020 10:59 AM
164	Non	11/24/2020 10:21 AM
165	Thank you for your work (;	11/24/2020 10:17 AM
166	J'ai du prendre des congés pour ne pas "peter les plombs" mais n'ai pas pu les utiliser pour voir ma famille car bloqué à Genève. Lors du déconfinement, il serait bien de pouvoir faire du télétravail à distance 2-3 jours par semaine afin de pouvoir voir notre famille. Je comprends que nous recevons un salaire pour vivre à Genève, mais si je télétravail 2 jours par semaine, je dois quand même payer mon logement et ma vie à Genève. Pourquoi l'enquête sur le coût de la vie à NY est faite sur les prix de Manhattan et Scarsdale et pas le Queens et le New-Jersey?	11/24/2020 10:10 AM

167	I hope management accepts the fact that this is a crisis and everyone is suffering. I personally find it insulting when they act as if everything is perfect and wonderful, minimizing and dismissing a lot of people's feelings	11/24/2020 9:41 AM
168	Merci!	11/24/2020 9:39 AM
169	Working from home is amazing. My family is as close as it has ever been. Geneva is expensive and taxing. The commute and lack of transportation infrastructure of Geneva is definitely not missed. Meetings are more productive and all performance metrics have improved.	11/24/2020 9:32 AM
170	We are exhausted. Constant remote meetings at all hours of the day, sometimes more than four two-hour-plus meetings per day. These require intense concentration, plus we still have our other work to complete. We are doing this against a backdrop of a continuing fight for fair pay/adjustment, and, for fixed term/XB employees, an ever-present fear that our contract will not be extended, despite many years of service. Also, having to navigate through rules that do not apply in the current situation - well, this is becoming super stressful. I am working even harder, in uncertainty, with little recognition of the additional and unnecessary stress placed on us, for less pay. Do you really want to break us completely?	11/24/2020 9:32 AM
171	The UN is still going forward with its illegal pay cuts, its discriminatory hiring practices, and the uber-ization of its rapidly de-skilling workforce. And it has the gall to talk of "labour conditions" to other countries.	11/24/2020 9:23 AM
172	Timely survey - frequent updates will be helpful. A virtual X'mas party perhaps?	11/24/2020 9:19 AM
173	No	11/24/2020 8:22 AM
174	I support a flexible work arrangement with the possibility to work remotely a share of the days of the week.	11/24/2020 7:30 AM
175	no more comment	11/24/2020 4:19 AM
176	My temporary assignment is coming to an end very soon. Even though I enjoyed it and took the most of it, in a time such as the current pandemic, opportunities to be visible and network have been highly impacted. Instead I have a sense of isolation and not much opportunities ahead within the UN.	11/23/2020 10:04 PM
177	No. End this lockdown please.	11/23/2020 9:41 PM
178	Tenir les employés des restructurations	11/23/2020 8:28 PM
179	----More action is needed, not just words.	11/23/2020 8:26 PM
180	non	11/23/2020 7:05 PM
181	I am very pleased that you are conducting this survey. Thank you for doing so. Prior to now, including during last week's townhall, I had the feeling the staff council was acting on behalf of what might be a vocal minority without consulting the silent majority who don't necessarily want to speak up in meetings. There is a vast diversity in how people are coping with the lockdown, ranging from those desperate to return to the office to those entirely happy working from home, and everything in-between. Some miss social contacts but do not want to be at risk. Some want to respect the stricter measures in France where they live, which say we must work from home if at all possible, but feel pressured by their offices to be physically at work. It's also crucial to keep in mind the difference between this time and last, for parents of small children: this time we are not being expected to do two full-time jobs simultaneously. It is good that you seek this range of interpretations and perspectives.	11/23/2020 6:45 PM
182	cf. réponses aux questions 15 et 16.	11/23/2020 6:02 PM
183	I'm working at an agency located outside the Palais. It's a pity a number of colleagues like me have lost means to support the SAFI shop because they cannot enter the Palais any more without an appointment.	11/23/2020 5:47 PM
184	This survey is more important for some who have no families nearby. Also, some parents are doing non stop all day and no break because they are home 24/7.	11/23/2020 5:43 PM
185	None	11/23/2020 5:31 PM
186	The winter confinement is heavier on the moral and we miss our family much more. The seasonal impact is underestimated.	11/23/2020 5:18 PM
187	There is a need for the organizations to be extra innovative to maintain motivation and lift	11/23/2020 5:08 PM

the spirit of the staff.

188	None	11/23/2020 5:06 PM
189	In the current situation, I feel extremely lucky to have a permanent contract with the UN and to be given flexibility to work at home or not.	11/23/2020 5:04 PM
190	It would be helpful if we knew if our medical insurance had any plans to support clients with long term effects of COVID-19, if there is a programme to follow cases long term	11/23/2020 5:00 PM
191	I am so worried about my family members who live in North Africa where the situation has worsened with this pandemic.	11/23/2020 4:57 PM
192	Services like the Cafeteria should be open. They exist with the purpose of providing an essential service to the staff and not in a profit-making logic.	11/23/2020 4:52 PM
193	No.	11/23/2020 4:42 PM
194	The UN (or UNOG) should just close this year for end of year holidays. We have kept the UN afloat and deserve this time off.	11/23/2020 4:42 PM
195	nothing	11/23/2020 4:35 PM
196	Despite stated intent to the contrary, little evidence of snr management's understanding of the impact of an entirely virtual professional existence on deliverables and on work/life balance	11/23/2020 4:34 PM
197	Nothing further to add, thank you for the survey.	11/23/2020 4:27 PM
198	L'organisation devrait investir dans les équipements IT. La 4ème révolution industrielle est là, il est temps de s'y adapter et d'être formé en conséquence. L'organisation devrait également réfléchir à la possibilité pour ses employés de travailler depuis la maison, en dehors du lieu d'affectation, avec un accord de réduction salariale. Je suis sûr que certain/nes seraient intéressé/es.	11/23/2020 4:17 PM
199	We need a more united and farsighted approach	11/23/2020 4:13 PM
200	Nope	11/23/2020 4:08 PM
201	n/a	11/23/2020 4:07 PM
202	no	11/23/2020 4:06 PM
203	Merci pour ce sondage et votre soutien	11/23/2020 4:04 PM
204	Support to all staff in this difficult time specially, single bread owner for family as many depend on one salary. In case of financial crises to support all and balance all staff, certain grants like education grants, housing benefits must be reduced so all can survive rather than cutting the positions at the lower level.	11/23/2020 3:52 PM
205	Thanks for your good work and follow-up with staff!	11/23/2020 3:52 PM
206	no	11/23/2020 3:39 PM
207	N/A	11/23/2020 3:38 PM
208	Merci	11/23/2020 3:34 PM
209	The early lockdown, including home schooling, was overwhelming and sunk me into depression. The later lockdown, after the summer, has made me resentful of digital technology in general, which is supposed to help us cope but feels more like it's helping us to barely function (while being omnipresent and invasive).	11/23/2020 3:32 PM
210	I think return to the office at 100 % should no longer be considered. Working from the office a max of 4 days after return to normal ideally 2 or 3. The only good thing about Covid is it has reduced this culture of unnecessary presidentialism. Also, the idea that one if forced to came to the office even when feeling a bit sick because the pressure was to great. Now most of us can opt for teleworking and it works well. Allows to save us time and better balance work and private daily tasks.	11/23/2020 3:27 PM
211	Thanks a lot for your hard work.	11/23/2020 3:15 PM
212	isolation of one - quarantine, isolation of all - tyranny! wearing masks is a crime against humanity! social distancing is a psychological warfare!	11/23/2020 3:15 PM
213	Non	11/23/2020 3:09 PM
214	Thanks for this survey!	11/23/2020 2:58 PM

215	Managers of all levels should be very careful about how their messaging gets across: if everything becomes and/or remains a priority despite the de-facto downsizing of staff and many other professional and personal challenges caused by the COVID-19 pandemic, we will soon have a significant percentage of "burn-out" staff members on extended sick leaves and that percentage is unlikely to go down, since the workload of colleagues "missing in action" will be redistributed among the "surviving" colleagues, who wouldn't be able take up additional responsibilities indefinitely without collapsing themselves at some point.	11/23/2020 2:57 PM
216	N/A	11/23/2020 2:40 PM
217	Though this is not my case, many colleagues in OHCHR had problems with abusive behaviour of managers. Excessive reporting requests suggest they do not trust their teams, and they create undue pressure for staff to expose themselves unnecessarily to the virus in field missions or simply by going to the office despite general recommendations.	11/23/2020 2:36 PM
218	Would there not be the salary, I find it hard and somewhat disappointing to work for an organization that is not able to live up to the standards that it is advocating for (e.g. in terms of non-discrimination, labor standards, etc.) and doesn't have the political will and power to make things change in the world (e.g. how could there be an end to conflicts and the resulting human misery end, when the "Big 5" are also the major arm sellers ?). The climate change agenda as well as the Covid pandemic has clearly shown that the egocentrism of most countries still has its best days ahead, and that multilateralism is not anymore at the forefront of the agendas of many of the most "developed" countries, although they should be the ones leading by example to make the world a better place to live in...	11/23/2020 2:27 PM
219	The fear mongering done by the Staff Council on open space, especially on the UN Geneva Facebook page is counter productive and irresponsible. The measures in place in existing open spaces in the Palais do not seem cause for concern as staff are encouraged by the SCC to come to the office, however those same measures applied to the new building are not sufficient? It is neither logical nor based in fact.	11/23/2020 2:25 PM
220	Merci pour cette enquête qui je l'espère nous donnera l'impression d'exister davantage.	11/23/2020 2:16 PM
221	Exercise, take fresh air, eat well and live in the present with a positive spirit. We will all die at some point.	11/23/2020 2:15 PM
222	..	11/23/2020 2:14 PM
223	Thanks Staff Coordinating Council for your concern for our wellbeing.	11/23/2020 2:13 PM
224	na	11/23/2020 2:03 PM
225	I think we need a moral support but less online meeting where we can really meet in person and have a supporting groups.	11/23/2020 1:48 PM
226	None.	11/23/2020 1:47 PM
227	The situation has both negative and positive aspects. Negative are the lack of interaction with colleagues, the general uncertainty about everything and some misunderstandings due to corresponding remotely rather than face-to-face. On the positive side, I do not miss the commute to work or the stress of having to leave at a certain time to pick up my daughter. I appreciate the flexibility of working at home.	11/23/2020 1:44 PM
228	Tout ce que l'on peut apprendre dans tous ces cours obligatoires, concernant l'éthique en général, n'est jamais appliqué ou respecté. Treize ans d'un travail magnifique, intéressant et gratifiant, balayés d'un simple revers de la main.	11/23/2020 1:44 PM
229	Give the opportunity to all the staff members to spend two weeks with their relatives and working on telecommuting. Since last March 2019 I haven't seen my mother and I feel that I am losing time to spend with her, she is 76 years old. I need to see my mum and spend time with her.	11/23/2020 1:43 PM
230	Malheureusement, non.	11/23/2020 1:33 PM
231	Overall, I think the UN does a really great job to support their staff since the corona crisis began.	11/23/2020 1:28 PM
232	I went to the doctor recently. He is well-acquainted with the OHCHR practice of short term temporary contracts. He shared his view that they are abusive and detrimental to the health and well-being of staff.	11/23/2020 1:28 PM
233	Managers become more distant during these days since they lack any trainings how to manage in these circumstances.	11/23/2020 1:24 PM

234	I do not think encouraging people to take a flue short is a right thing to do during the pandemic, as it create additional pressure on ones immune system. Is there any scientific base for this decision?	11/23/2020 1:20 PM
235	none	11/23/2020 1:18 PM
236	non	11/23/2020 1:16 PM
237	Faciliter la mise à disposition des masques et du gel hydroalcoolique. Ceci a été demandé à mon supérieur il y a un mois sans	11/23/2020 1:09 PM
238	Thank you very much for all of the excellent work that you do and for all of the support that you give us. We really appreciate your dedication and your experience and knowledge helps us.	11/23/2020 1:04 PM
239	the workload has enormously increased and this is exhausting	11/23/2020 1:00 PM
240	No	11/23/2020 1:00 PM
241	Workload increased due to COVID and other global developments. This was not taken into consideration. The Management did not address the added workload with added support.	11/23/2020 12:59 PM
242	Parking fees could have been deducted or reduced are we are mainly working from home	11/23/2020 12:58 PM
243	Thank you for raising this.	11/23/2020 12:57 PM
244	Phone numbers of the different services. We receive a lot of e-mails of what is open and what is closed and we can't always remember. eg is the number of the press bar published somewhere easy to find so we can call to find out if they are open or closed and whether people can sit in or its takeaway only....	11/23/2020 12:57 PM
245	Explore ways we can be more integrated in the Swiss society.	11/23/2020 12:55 PM
246	non	11/23/2020 12:54 PM
247	thank you for asking.	11/23/2020 12:53 PM
248	No	11/23/2020 12:50 PM
249	I do not see support from OCHA senior management	11/23/2020 12:49 PM
250	support for vitamins and minerals for immune system	11/23/2020 12:48 PM
251	Flexibility has been required (both from managers and staff) to manage these changing times. I would continue to promote flexibility. As a single parent, it has been challenging to work at home, provide extra needed support to the children, do more cooking especially when we were all home, and remember to play at home . It has been tiring. The flexibility afforded to me by management assisted me in staying committed and focused on my work to reach concrete results. Thank you to all.	11/23/2020 12:46 PM
252	The DG's messages are confusing. Can we come to the office or not? Myself I would like to.	11/23/2020 12:46 PM
253	N/A	11/23/2020 12:45 PM
254	Merci.	11/23/2020 12:35 PM
255	I hope that this will be stopped ASAP, with out irreparable consequences!	11/23/2020 12:34 PM
256	I think we need to think collectively about the 'next normal'. We need to shift thinking away from 'going BACK to normal'. The old normal and this current normal are not that great. We need to invest in people's flexibility: when do they come to the office, does everyone really need to work from 8am-6pm, etc? We need to see the office as a hub for things that require physical presence of groups of people: for collaboration, for planning etc. No one needs to come to the office to sit and write a report...	11/23/2020 12:33 PM
257	Not only words but facts	11/23/2020 12:30 PM
258	More information on current situation.	11/23/2020 12:30 PM
259	Une carte de déplacement qui affranchis de se justifier si nous allons du côté Français dans notre région. Sachant que nous croisons chaque jour des personnes de notre région et que nous sommes au même titre que les forces de l'ordre des personnes responsables.	11/23/2020 12:28 PM
260	Not everyone misses being in an office setting, when most of our work can actually be carried out (sometimes better) remotely. It is a myth that you cannot work from home, our team is much more productive now than before.	11/23/2020 12:26 PM

261	Some people may think that telecommuting is relaxing at home. That is not the case. I personally work more than when I was in the office.	11/23/2020 12:26 PM
262	I feel that the return to the office plan that was implemented during summer was premature and put colleagues at risk, as it ignored scientific evidence that COVID-19 is airborne. No mask wearing was required on the premises back then, some colleagues were sharing offices and group lunches were permitted indoors in the UN cafeteria. We had several false alarms in our team; colleagues from other teams tested positive or had to go into quarantine. The UN as an employer has a special responsibility. Many of our colleagues, particularly those in senior positions, are over 40-50-60 years old. I don't feel UN staff was informed enough about the risks of indoor virus circulation from March to October.	11/23/2020 12:25 PM
263	Too many meetings going on. Meetings should be shorten, time spent in meetings are too long	11/23/2020 12:25 PM
264	I look forward to seeing more concrete action from the part I look forward to seeing more concrete actions from the part of the Organization. The All staff emails are fantastic but we need to see more action at section levels	11/23/2020 12:21 PM
265	Aucunes, merci de vous soucier du personnel.	11/23/2020 12:20 PM
266	oui, une reconnaissance accrue de la vulnérabilité des femmes/mères dans cette épidémie. De nombreuses femmes sont complètement épuisées et au bord de la dépression.	11/23/2020 12:19 PM
267	Que toutes les crises se terminent, en particulier la pandémie de la COVID-19 et la crise de liquidités des NU.	11/23/2020 12:18 PM
268	Thank you for checking on us. Hope this is helpful. Our families at home are also not having a good time by not been able to see us as usual, this is hard particularly when having a new born that will not be able to meet his family in the first months of his life and even harder for the grandparents. Patience. Patience. Patience.	11/23/2020 12:18 PM
269	No	11/23/2020 12:18 PM
270	no	11/23/2020 12:17 PM
271	reinforce physiological support and in more languages	11/23/2020 12:17 PM
272	On ne va pas se plaindre..... car il y a pire situation que la nôtre	11/23/2020 12:15 PM
273	Let's keep being united during these challenging times and show our humanity towards those in need!	11/23/2020 12:14 PM
274	be more clear about the counsellor and support for other anxiety or mental health made available for staff.	11/23/2020 12:13 PM
275	I recognize that the Pandemic has happened to the Staff Union team too and I'm grateful that you have continued to be alert and ready to represent the interests of the staff in this difficult time.	11/23/2020 12:12 PM
276	The office should stop using money for consultants to teach the staff to "be positive" and stop having awards in forms of dinners for the "most positive staff in the office". We are many that are having a difficult time for the moment and this kind of activities are not helpful at all. Threat each others with respect and kindness, not with silly competitions.	11/23/2020 12:10 PM
277	I doubt that we have a pro-active way to identify 'staff who are in need on help' If you are not tough, this can break someone... Mandatory weekly visual meetings of the division, Unit to discuss how everyone is doing, (no work matters are allowed to discuss), for 30 minutes could help to identify those who may need help...	11/23/2020 12:09 PM
278	this WFH situation will continue. the focus seems to be only on mental breakdowns. has the organisation thought of health breakdown in terms of weight gain? because that is also happening with everyone since food is just quickly accessible to everyone. And that does impact performance, self-confidence and increases complexes. the organisation could also look into this - excess weight would result in more health problems. more health problems would be more medical issues and visits and thus more bills and more insurance reimbursement by UNSMIS. thank you for doing this survey.	11/23/2020 12:09 PM
279	Thanks for this survey. But what is the ultimate purpose of this survey?	11/23/2020 12:08 PM
280	I am grateful for the support and flexibility provided so far.	11/23/2020 12:07 PM
281	Not sure if too much flexibility would be good for the organisation. That could bring serious questions from the donors in the future.	11/23/2020 12:06 PM
282	na	11/23/2020 12:05 PM

283	Nos cadres supérieurs devraient arrêter de faire mine que l'on peut tout faire en virtuel exactement comme en érésenciel. Ce n'est pas la même dynamique	11/23/2020 12:03 PM
284	None	11/23/2020 12:03 PM
285	Happy to be in Geneva and Switzerland!	11/23/2020 12:03 PM
286	none	11/23/2020 12:01 PM
287	Job security remains a major concern for me. This, unfortunately, has always been the case throughout my career in the UN, but has been further exacerbated by the pandemic.	11/23/2020 12:00 PM
288	no	11/23/2020 12:00 PM
289	It seems that some people have much less to do than before, but others have much more. It would make sense to recognize this and provide support accordingly.	11/23/2020 12:00 PM
290	N/A	11/23/2020 12:00 PM
291	Some managers are being too pushy	11/23/2020 11:59 AM
292	Thanks for asking and I and others very much appreciate your work in our interests. I would STRONGLY disagree with any move to strike during this time, which is even more difficult for short-term staff, private sector, etc.	11/23/2020 11:58 AM
293	I think, UN should practice, and make it a policy to work from home more often, especially for families with young children, but without any consequences for those who choose to stay at home, as opposed to who choose to come to the office because they can. I think, what matters is if the work is delivered or not, not if one is physically present in the office.	11/23/2020 11:58 AM
294	Wish the DG was doing more for UNOG rather than just being a figure head.	11/23/2020 11:58 AM
295	Can you stop dramatizing the situation and seeing evil in every advice or decision that comes from management? You are not helping people feel safe and cared for by sowing doubt and fear. Make concrete recommendations based on medical advice if you think management has it all wrong, but stop the fear mongering that you have been spreading. We are one team, we all work for the same purpose. Divisiveness is not going to help anyone. We are all tired of this crisis and all want our lives to resume the way they were. Questioning whether we should be in the office or wear masks is not going to speed up the containment of the disease or make people feel safer. Reassuring people that you, along with management, are taking all the necessary steps to ensure that the staff is safe and that we all get through this crisis together would have a much more positive effect. It would also help us respect your work more. Thanks for asking for our views!	11/23/2020 11:56 AM
296	Sans la cafeteria ou le bar serpent, personne ne viendra au palais Bâtiment E	11/23/2020 11:56 AM
297	Good initiative. Bravo!	11/23/2020 11:55 AM
298	Thanks for checking in on us.	11/23/2020 11:54 AM
299	working at home is easy due to lack of proper equipment/facilities - not sure how this can be addressed.	11/23/2020 11:54 AM
300	We almost have a vaccine, lets look forward to that.	11/23/2020 11:53 AM
301	Put health in the centre and not economics.	11/23/2020 11:53 AM
302	le morale est bas	11/23/2020 11:53 AM
303	Thank you for doing this survey.	11/23/2020 11:52 AM
304	Non	11/23/2020 11:52 AM
305	Thank you so much for your openness to really consider staff needs and find a new way forward.	11/23/2020 11:52 AM
306	Keep safe!	11/23/2020 11:52 AM
307	Many thanks for your excellent job for staff !	11/23/2020 11:51 AM
308	As I said above, being able to telework away from the duty station helped me during the first lockdown. I am struggling more this time, as I feel really lonely with the move restrictions.	11/23/2020 11:51 AM
309	Our work cannot be carried out at home in the long run. For functioning teams and conditions to deliver, we have to be able to see each other and organize meetings in person.	11/23/2020 11:51 AM
310	-	11/23/2020 11:51 AM

311	Non	11/23/2020 11:51 AM
312	Ne pas oubliez que nous ne sommes pas la cause de la pandémie et nous ne faisons que suivre les recommandations. J'aimerais plus de soutien de la part de notre Administration quand au télétravail. Je pense que notre flexibilité et notre efficacité maintenues en travaillant de la maison devraient être saluées alors que parfois j'ai l'impression que ce soit mal perçu par certains de nos managers. L'évocation de la menace "GSDM" à tout bout de champ est très décevante. Je pense à mes collègues obligés de se rendre à leur travail dans le cadre de leur fonction et à tout le personnel médical travaillant d'arrache-pied dans les hopitaux et je suis ravie de leur libérer la route en restant à travailler de chez moi. J'ai aussi la grande satisfaction de me dire que je pollue moins l'atmosphère. Je pense aussi à mes amis travaillant dans l'industrie du tourisme et qui souffrent énormément de la pandémie en raison des fermetures des frontières et je compatis. Alors il n'y a pas que le SAFI et la cafétéria de l'ONU qui se portent mal !	11/23/2020 11:50 AM
313	NA	11/23/2020 11:50 AM
314	I hope we will see the end of this in early 2021!	11/23/2020 11:49 AM
315	Si nous devons revenir en présentiel au bureau, et tant qu'il n'y a pas de vaccins, rendre le port du masque dans l'enceinte et les bureaux obligatoires. Ma collègue n'a jamais porté le masque dans le bureau, cela m'a mis très mal à l'aise. Je ne voudrais pas revivre cette situation de reprise. merci	11/23/2020 11:48 AM
316	Traiter de façon équitable les personnels pouvant exercer en TT ou non lors par exemple d'instructions administratives de quarantaine cas contact.	11/23/2020 11:48 AM
317	I hope there will be an increased acceptance of telecommuting after COVID-19 as it has brought many advantages in terms of work-life balance, which has had a positive impact on the mental health and well-being, particularly among many female colleagues that I know.	11/23/2020 11:48 AM
318	More flexibility in terms of working from home would be appreciated even after the covid19 situation will be over.	11/23/2020 11:47 AM
319	the organization should consider providing staff a small allowance to allow them to properly set up their working areas at home, including i.e. purchasing ergonomic chairs, or additional screens. this is a small investment in the welfare of staff that will at the end bring benefits to the organization for it will allow staff to work under better conditions and thus be even more productive. I will also reduce the need for sick leave due to occupational health issues.	11/23/2020 11:47 AM
320	Beyond awareness-raising, what more can be done to tangibly change the situation of those in non-staff positions (with the number increasing over time). People are forced into informal living situations, short term contracts mean they can't get bank accounts or formalise an address - it's an environment that breeds antipathy for the individual striving to become a staff member. For them to have the gall to discuss mental health and good working practices...	11/23/2020 11:47 AM
321	Will the UN try and align with Swiss labor law and companies obligation to cover all or part of the extra costs of working from home? Furniture, printing costs, internet etc...?	11/23/2020 11:46 AM
322	Ceux d'entre nous qui ont la chance d'avoir un emploi à Genève doivent reconnaître que nous sommes incroyablement privilégiés et parfois un peu de réalisme sur ce qui compte vraiment serait apprécié	11/23/2020 11:46 AM
323	Nothing specific for now. I appreciate a lot the support of the Staff Committee all along and feel confident that our needs are fully addressed when necessary. Many thanks!	11/23/2020 11:46 AM
324	Hope management will be more flexible in granting FWA post Covid.	11/23/2020 11:45 AM
325	Ouvrir le Palais des Nations comme avant 2019	11/23/2020 11:45 AM
326	no	11/23/2020 11:45 AM
327	I don't think our organization handled the return to work very well. We were forced to come in 3 times a week which meant we shared offices. I think the infection rate is quite high, perhaps because of this	11/23/2020 11:45 AM
328	la santé mentale est beaucoup plus affectée que l'on ne l'imagine en raison de cette crise. J'aimerais à cet effet suggérer que que les bureaux respectifs ont des points focaux que le staff puisse joindre pour en parler si cela est nécessaire.	11/23/2020 11:45 AM
329	Alternate Work Arrangements must be extended from the New Year onwards, early, and for the medium term, not late and for the short-term. So for example: By 1 December make an announcement for the period from 1 January, through to e.g. April - to give us all peace of	11/23/2020 11:45 AM

mind, remove the stress of worrying about return to office, remove the worry of quarantine arrangements for those outside the duty station, allow us to focus on our WORK.....

330	The fact that I am not sharing an office with another colleague has facilitated back to office without much ado.	11/23/2020 11:44 AM
331	Merci de faire cette enquête ! Prenez soin de vous et protégez-vous ! Câlin virtuels.	11/23/2020 11:44 AM
332	As unpaid interns, we would appreciate receiving some small financial support as was offered to past interns during the last lockdown.	11/23/2020 11:44 AM
333	All team members were mandated to be in the office full time until September and then 4 days a week in October if there were too many in the office. We only went to remote working once team members got COVID. This has been incredibly stressful on entire families to be mandated to go to the office against our will.	11/23/2020 11:43 AM
334	Thanks for your work	11/23/2020 11:43 AM
335	Yes. Staff on temporary contracts are more vulnerable in every way than staff on fixed-term contracts. In normal circumstances, our job insecurity/uncertainty is higher, and we work very hard to show the value of our contribution. In the current situation of covid and financial constraints, the situation is aggravated: we have more work (as other colleagues have not been renewed due to the financial crisis), additional pressure to produce more and quicker and to compete with other staff on temporary contracts, and we have total insecurity about our continuation.	11/23/2020 11:43 AM
336	Thank you for all the efforts. So very much appreciated.	11/23/2020 11:43 AM
337	Thank you for this opportunity to voice out our opinion in attempt to assist the staff.	11/23/2020 11:42 AM
338	None	11/23/2020 11:42 AM
339	I think the Organization has communicated well on the situation and the interplay between national measures and those adopted by the UN. I also think it would be helpful if the UN started to reflect on how work habits could change going forward - past the crisis, including if there are any lessons learned about how productivity changed, where it improved and where it did not, and if there are any savings that could be made changing work practices, without impacting programmes.	11/23/2020 11:42 AM
340	Home office is much better than going to the office :-)	11/23/2020 11:41 AM
341	Waiting for all this to go away. Thank you for having supported, and stayed in communication with regular updates so far.	11/23/2020 11:41 AM
342	Stop being populist! and provide a more professional, pragmatic service to colleagues. Thank you	11/23/2020 11:41 AM
343	No	11/23/2020 11:40 AM
344	non	11/23/2020 11:40 AM
345	I am appalled that Human Resources has chosen the Covid period to send out reprimands to staff regarding discrepancies between two different time management databases, eapg and umoja. Most discrepancies are good faith mistakes caused by the the inherently flawed requirement to enter identical data twice into these two different databases. I have personal knowledge that a number of staff have found such action against them very upsetting, and I regard this as being in stark contradiction with repeated assurances that the Organization has care for the mental health of its staff during this difficult period.	11/23/2020 11:39 AM
346	I do hope that everyone wil stay safe.	11/23/2020 11:39 AM
347	no	11/23/2020 11:39 AM
348	Good luck with faire access to COVID19 vaccine when it becomes available.	11/23/2020 11:39 AM
349	N/A	11/23/2020 11:39 AM
350	Appreciate the efforts made by the organisation in managing this crisis so far - yet, it is not the time to undertake such things as cost of living survey, review contract modalities, etc.	11/23/2020 11:39 AM
351	As in my previous comment. Thank you for your support	11/23/2020 11:38 AM
352	Thank you for this survey, however, the organization can not change the way things have developed	11/23/2020 11:38 AM
353	Non	11/23/2020 11:38 AM

354	non	11/23/2020 11:38 AM
355	The staff council is doing a great job. Management and the organization (from the highest S-G level) could do much better.	11/23/2020 11:38 AM
356	Again, business as usual	11/23/2020 11:37 AM
357	Teleworking is perhaps even more intense than working from the office, in that it is difficult to disengage. Effectively, you are in your "office" all the time. Extremely busy with meeting after the other throughout the day - seems that meetings are now held when they ordinarily would not have been.	11/23/2020 11:37 AM
358	It is a difficult time for everyone, and also not easy for the office to manage, however it would be good to look into creative and adaptive measures and to see this as an opportunity for making some changes within the organisation	11/23/2020 11:37 AM
359	Autoriser le télétravail au moins 4 jours par semaine. Il est inutile de perdre du temps dans les transports en commun (2h par jour pour ma part) ce qui augmente mon niveau de stress et ma fatigue, alors que je suis plus reposée et performante en travaillant depuis chez moi.	11/23/2020 11:37 AM
360	None.	11/23/2020 11:37 AM
361	I just want to give a shout out to our nurses. I had Covid last month and they were amazing.	11/23/2020 11:37 AM
362	I think this situation has put enormous pressure on families in Geneva. Costs have risen (eg creche) and salaries have fallen. Families are stuck in small flats unable to move, and the uncertainty with regard to pay and contracts makes planning and change all the more difficult. Sometimes, people forget that although Geneva is a nice place, we are here without family and support or indeed social protection.	11/23/2020 11:37 AM
363	I need to take responsibility for my well-being and stop expecting too much from the organization as all are equally affected!	11/23/2020 11:37 AM
364	.	11/23/2020 11:37 AM
365	the emails received from the DG were well received but we are not receiving them anymore. It was encouraging. Managers should be concerned about us and not only about productivity all the time, even if we are working non stop and producing more than ever	11/23/2020 11:37 AM
366	Managers should understand that working remotely does not mean that staff is working less, sometimes they work more and in a more stressful conditions. We should not be pushed to return to the office as soon as possible, people shall feel safe to return back to normal	11/23/2020 11:37 AM
367	Annual leave to carry over 60 day the following year.	11/23/2020 11:36 AM
368	I would appreciate advice on means to be better institutionally integrated while telecommuting.	11/23/2020 11:36 AM
369	Thank you for looking after us despite the challenges.	11/23/2020 11:36 AM
370	I would really welcome receiving information on work modalities much more in advance to plan accordingly, and I would welcome much more flexibility from managers. People seem to be more anxious not to have issues with their own hierarchy than to show understanding for personal circumstances.	11/23/2020 11:36 AM
371	Thank you for supporting the staff, again and again.	11/23/2020 11:36 AM
372	/	11/23/2020 11:36 AM
373	Thank you for checking up on staff well-being, this is very important!	11/23/2020 11:36 AM
374	Nous sommes dans un service où nous craignons pour notre travail. Nous ne sommes pas pris en considération hélas...	11/23/2020 11:36 AM
375	None	11/23/2020 11:36 AM
376	Thank you to the staff council for your continued support	11/23/2020 11:36 AM
377	Thanks for asking. Some questions are biased, though. It is implied that we are worse off. .What about asking if we actually prefer to work from home, at least some days per week?	11/23/2020 11:36 AM
378	we must remain alive..	11/23/2020 11:35 AM
379	I think the UN is doing a terrific job at keeping its' employees safe from the pandemic, it's a remarkable achievement and something I am very proud of. Not many of my friends who work in the private sector can say the same thing about their employer.	11/23/2020 11:35 AM

380	No.	11/23/2020 11:35 AM
381	que la vie redevient normale	11/23/2020 11:35 AM
382	We should stop complaining about how stressful this is in relation to our jobs. Many staff have no work assignments and are being paid monthly in full. Others are working at 150% to ensure the organization continues to function so post-COVID-19, we have an organization to return to. Less complaining and more appreciation for the UN system.	11/23/2020 11:35 AM
383	Thanks for the initiative to submit a survey. The main suffering comes from the lack of social interaction but bringing everyone back in office is not the best solution either. Let's look for flexible and smart long-term solutions. Not a one-size-fits-all type of work arrangement.	11/23/2020 11:35 AM
384	You look great in that outfit.	11/23/2020 11:35 AM
385	On the "UN Geneva Community" facebook page, a lot of irresponsible comments have regularly been made by staff representatives, indirectly encouraging staff to come back to the office and to go out and socialize, when the pandemic is ongoing. Staff representatives, if they are representing the entirety of UNOG staff, should separate their own fears of their jobs being outsourced from not being in the office, from the broader public health and safety concerns that can result from irresponsibly prodding staff to go out and about.	11/23/2020 11:35 AM
386	n/a, thanks for bringing attention to mental health	11/23/2020 11:34 AM
387	Less web meetings and less pressure from supervisors	11/23/2020 11:34 AM
388	Please exercise flexibility when it comes to the personal circumstances of employees.	11/23/2020 11:34 AM
389	No	11/23/2020 11:34 AM
390	non	11/23/2020 11:34 AM
391	no comments	11/23/2020 11:34 AM
392	All this is made even harder by the fact that we lost the case regarding our pay cuts, and even if we win later, I doubt the organization will ever be able to afford to pay us our retroactive salary losses.	11/23/2020 11:34 AM
393	I do not dislike working for home. I think in an ideal world, I would work in the office three days/week, and work from home two days per week. Just the COVID confinement is difficult to adjust to.	11/23/2020 11:34 AM
394	Non	11/23/2020 11:34 AM
395	.	11/23/2020 11:34 AM
396	Improve management and alignment within UN	11/23/2020 11:33 AM
397	Thank you!	11/23/2020 11:33 AM
398	non	11/23/2020 11:33 AM
399	Thanks for your support	11/23/2020 11:33 AM
400	non	11/23/2020 11:33 AM
401	n/a	11/23/2020 11:33 AM
402	No.	11/23/2020 11:33 AM
403	Thank you for your continuous efforts and support	11/23/2020 11:33 AM
404	I have no problem giving up my Geneva apartment and cost of living allowance and working from my home country, and I think it would be fair to address that possibility.	11/23/2020 11:32 AM
405	In these times of uncertainty, job security is crucial. All these talks about shorter contracts and financial crises add to our stress and anxiety regarding our job security.	11/23/2020 11:32 AM
406	We need to slow down work. Staff has to be given more time to think about themselves.	11/23/2020 11:32 AM
407	None.	11/23/2020 11:32 AM
408	x	11/23/2020 11:31 AM
409	No	11/23/2020 11:31 AM