



## 39<sup>th</sup> UNOG Staff Coordinating Council 39<sup>ème</sup> Conseil de coordination du personnel de l'ONUG

### Le Bureau exécutif | The Executive Bureau

#### Minutes of the 2<sup>nd</sup> meeting

*held on 30 March 2021 at 9 a.m.*

Members of the Executive Bureau	BALI Mohamed	Present
	DUPARC Philippe	Present
	JOHNSON Laura	Present
	KALOTAY Kalman	Present
	MEYER Olivier	Present
	RICHARDS Ian	Present
	SMITH Bradford	Present
President of the Council	CHAOUI Prisca	Present
Vice-president of the Council	PECK ARIF Catherine	Present

*The meeting began at 9 a.m.*

#### **Point 1** Adoption of agenda

The agenda was adopted as reflected below.

#### **Point 2** Adoption of the minutes of the 1<sup>st</sup> meeting

The minutes of the 1<sup>st</sup> meeting were adopted without changes as reflected in the Council's secretariat.

#### **Point 3** 2021-2022 work programme

EB members reviewed each item on the draft work programme and introduced changes, to be reviewed again before the next Council meeting.

#### **Point 4** Equal pay campaign

The EB received news that the UNAT decided against the staff in the appeal of the UNDT judgment in the pay cut case (as appealed by OSLA) – the judgment would soon be issued. EB members regretted this and discussed next steps.

The situation of unequal pay for equal work in Geneva so far remained without being addressed by the Secretary-General. The EB agreed to write to him directly on the matter, as well engaging the UNOG DG and the Chair of the ICSC, as the issue also touched on the planned 2021 cost-of-living survey that several unions in Geneva were pushing against due to the economic distortions stemming from the Covid situation. It was further agreed to continue coordinating with other staff unions on this issue.

The EB members were also updated on the recent meeting of ACPAQ concerning the cost-of-living survey, noting the staff federations showed to be disorganized in their positions and heads of agencies were not taking issue with the timing of the survey. The EB considered important to engage with the latter as well.

#### **Point 5** Performance management system

The EB regretted to note that the revised performance management system which was soon to be applied did not conform with the agreements reached at SMC, where discussions had been taking place since 2018. Further irregularities included that the new system would be based on a new competency framework which was yet to be adopted. The staff unions wrote to the SMC asking not to implement it yet while ensuring that the agreements reached thus far would be respected. A broadcast had been sent out to staff informing them of the situation two weeks earlier. It was noted

that a growing feeling among staff unions was taking shape for the suspension of staff participation in SMC due to the disregard of management to the opinions of the staff side and commitments reached. Discussions on possible action will depend upon the SMC meeting scheduled for 30 March.

**Point 6 Update on Language Service**

Concerning the expected increase in workload of translators and revisers considered to be arbitrary by staff, the EB noted that management was expected to officially announce it to staff very soon. A message would be drafted and sent to staff informing them as well as a message to DGACM senior management on the subject.

**Point 7 Security and Safety Service**

The EB recalled the October 2020 survey among SSS staff on various issues, notably impact of Covid measures, anxiety among staff, and work planning. A more recent (March 2021) survey on the renewal of the rotation cycle showed staff preferred to suspend it for one year in light of the Covid situation. Other issues in the Service were raised, namely concerning the storage of weapons, apparent discrimination when it came to disciplinary measures, staffing issues, compensatory time off, planning, working hours, rotation, shifts during holidays, etc. An account detailing the issues would be drafted to ensure follow-up.

**Point 8 Focal point on gender OHCHR**

The item was postponed for discussion at the following EB meeting.

**Point 9 Any other business**

No other business was raised.

*The meeting was adjourned at 11.05 a.m.*