



39th UNOG Staff Coordinating Council 39^{ème} Conseil de coordination du personnel de l'ONUG

Le Bureau exécutif | The Executive Bureau

Minutes of the 5th meeting *held on 20 April 2021 at 2.45 p.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	CHAOUÏ Prisca	Present
Vice-president of the Council	PECK ARIF Catherine	Present

The meeting began at 2.50 p.m.

Point 1 Adoption of agenda

The agenda was adopted with changes as reflected below.

Point 2 Adoption of the minutes of the 4th meeting

The minutes of the 4th meeting were adopted without changes as recorded in the Council's secretariat.

Point 3 Languages Service

On the matter of the increase of workload of translators following GA resolution 75/252, EB members noted that past experience showed management's strategy was usually one of alleging consultations had taken place in the context of working groups. A suggestion was raised to write to Chief of Languages Services at UNOG to reiterate that no consultations had taken place and that every internal remedy had been exhausted. Legal actions would then be considered. A discussion followed on the strategy to follow, the legal arguments that could be raised, and other possible actions and their consequences.

The EB agreed to stop official communications with management on the subject of translators' workload due a clear lack of consultation. Following coordination with the New York staff union, a suspension of action request would be submitted before the UNDT, for which the EB agreed to contribute up to CHF 3'000 (to be confirmed by Council). EB members discussed further on the legal grounds on which the legal challenge would be based.

Point 4 Gender equality

The EB recalled that UNCTAD senior management released a memo introducing special temporary measures to achieve gender parity. There was a discussion on the accuracy of the statistics on gender-parity justifying the new policy. Disaggregated data would shed light on the justification of the policy to determine if gender parity issues should mostly to be addressed in specific divisions rather than in a generalized manner, to avoid applying special measures in Divisions were they may not be needed, which could rather have a negative impact and create gender imbalance.

A discussion followed. Concerning the specific new policy whereby management removed the PhD to apply to certain posts in order to attract more female candidates, the EB considered that, regardless if helpful to achieve gender parity, lowering the bar on education could imply an unconscious bias against women. EB members recognized that the new measures were in line with Secretariat objectives on gender parity, but the data used to take some of those decisions could be potentially

criticized. They also acknowledged that historical issues may be behind the fact that men may be overrepresented in certain sections, which should be taken into account when applying certain measures.

The EB agreed to ask UNCTAD management to provide staff representation with the statistics on which their measures concerning gender parity were based, to ensure the objectivity and fairness of the new measures.

Point 5 Any other business

- a) The EB was informed that SSS management would proceed with their annual rotation exercise of security guards, despite 73% of respondents of the recent Council survey on the matter were in favour of postponing it for a year due to Covid and other reasons. A meeting with SSS management would be organized soon. EB members discussed the arguments given to postpone the rotation exercise. It was noted that the issue was not having an adverse effect on posts. However, the importance of the employer to preserve the well-being of staff was highlighted. Further discussion followed on the extent of the potential implications.
- b) The EB agreed to hold its next meeting on Tuesday 4 May at 9 a.m.

The meeting was adjourned at 4 p.m.