

# Annual Report 2018



**A member of CCISUA**  
Coordinating Committee for International Staff Unions  
and Associations of the United Nations System





## Outline

Foreword .....	7
Your Staff Representatives .....	8
<b>I            Operating Framework of the United Nations Staff Council at Vienna .....</b>	<b>9</b>
<b>II            Reform, Conditions of Service and Pension Issues .....</b>	<b>10</b>
1. Reforms in the Secretariat, Career Development and Job Security .....	10
1.1. Secretary General's Management and Development Reform .....	10
1.2. Global Service Delivery Model .....	12
1.3. Mobility .....	14
1.4. Staff Unions and the Secretary-General's Gender Strategy.....	15
1.5. Report of the Focal Points for Women.....	17
1.6. Improving Career Development for General Service Staff .....	18
2. Salaries and Benefits .....	20
2.1. International Civil Service Commission.....	20
2.2. Professional Salaries – Post Adjustment .....	21
2.3. Follow up to the Compensation Review of P and D Staff.....	22
2.4. Upcoming Review of Compensation for Locally-Recruited Staff .....	24
2.5. Travel .....	25
3. Performance Management .....	25
4. Pension Issues .....	25
4.1. Retirement Age .....	25
4.2. United Nations Joint Staff Pension Fund .....	26
5. Participation in Relevant Fora .....	28
6. Training of Staff Representatives .....	31

<b>III</b>	<b>Staff Protection, Well-Being and Legal Assistance</b> .....	34
	1. Policy on Prohibition of Discrimination, Harassment, Including Sexual Harassment and Abuse of Authority .....	34
	2. Administration of Justice .....	35
	3. Legal Assistance for Staff .....	35
	3.1. Lawyers available for work-related issues .....	36
	3.2. Lawyers available for non-work-related issues .....	37
<b>IV</b>	<b>Communication and Outreach</b> .....	38
<b>V</b>	<b>Services to Staff</b> .....	40
	1. Utilization of Union Funds .....	40
	1.1. Agreement with the Austrian Tenants' Union.....	40
	1.2. Charity Donations .....	40
	1.3. 3 <sup>rd</sup> Joint VIC Staff Summer Party .....	41
	1.4. Gift Shop and the Support Fund .....	41
	1.5. Staff Union Dues .....	42
	2. Staff Services .....	43
	3. Joint Bodies and Common Services in the VIC .....	44
	3.1. Report of the Joint Advisory Committee on the Child Care Centre ..	44
	3.2. Report of the Joint Commissary Advisory Committee.....	44
	3.3. Report of the Joint Advisory Committee on the VIC Garage .....	45
	3.4. Report of the VIC Recreation Committee .....	45
	3.5. Report of the Staff Welfare Bodies .....	46
	3.6. Coordination with Other Staff Unions and Associations .....	47
<b>VI</b>	<b>Treasurer's Report</b> .....	49
<b>VII</b>	<b>Audit Report</b> .....	53

<i>Annexes</i> .....	54
I. Staff Representatives and Alternates – Attendance Record .....	54
II. Officers of the Staff Council .....	54
III. Staff Representatives on Joint Bodies .....	56
IV. Abbreviations .....	59



## Foreword

This annual report covers the period from 11 December 2017 to 8 January 2019 which coincides with the second and last year of the 26<sup>th</sup> Session of the Staff Council of the United Nations Staff Union at Vienna.

The end of one year and the beginning of the next is often good for reflecting both on the past and on the way forward. This is particularly the case now given that the current Staff Council term, including my term as President, is ending and a new Council will soon be constituted.

The past year has been marked by change – change which is intended to positively impact the Organization, our Offices (UNOV/UNODC) and the staff. Reforms initiated last year by the Secretary General have begun being implemented, such as those related to management and the development system. While some of those initiated by the previous leadership have also continued, such as Umoja, others such as mobility and the global service delivery model (GSDM), are under review before proceeding further.

Changes in the wider global context also continue to impact the Organization and those who serve it. While these include for example, increasingly difficult and high-risk work environments and expanding austerity measures, they also include, inter alia, demands to improve accountability and conditions of work such as creating safe work environments free from harassment.

The efforts of the Staff Council to protect and enhance the rights of UN staff and personnel in this environment of change have taken various directions. For example, the Staff Council has significantly strengthened its legal assistance resources. Doing so has been particularly beneficial when providing guidance and support to individual staff members. The Staff Council also worked on matters that could affect any UNOV/UNODC staff member based in Vienna or in the field, such as job retention, salaries, entitlements and benefits. In addition, efforts were made towards ensuring that any proposed changes in the Secretariat-wide rules and regulations are non-discriminatory and retain staff members' existing rights and protections.

While conducting its work, the Staff Council has cooperated and partnered with relevant individuals, offices and entities, both here in Vienna and in New York. We remained well-represented in the Staff-Management Committee (SMC), including through various working groups, as well as through the staff federation to which we belong, the Coordinating Committee for International Staff Associations and Unions (CCISUA).

Finally, I would like to extend my utmost appreciation to the individual staff members of UNOV/UNODC, the Staff Union staff, our interlocutors in management, the polling officers and the members of the Staff Council. You have all contributed to making the Staff Union a stronger resource for us all.

Irka Kuleshnyk

President of the Staff Council

United Nations Staff Union at Vienna

## Your Staff Representatives



# Staff Council



Electoral Unit	Representative(s)	Alternate(s)
UNIS/UNPA/ UNRoD/OLA	Iris Schaechter	Veronika Crowe-Mayerhofer
OOSA/UNOV DM (GSS-OD-OIOS)/ UNICRI	Francesco Marelli Marina Mazzini	Itziar Arispe Alessandra Liquori O'Neil
UNODC Field	Vacant César Guedes Jeremy Milsom	Vacant Antonino De Leo Asif Majeed
UNOV/SSS	Antonin Filip Asher Marhali Monica Hatasova	Marius Ioo Sobkoon Kansarngworn Karol Trojan
UNODC (DM-BMPRCM-FRMS- HRMS-ITS)	Andrew Ruane Ibrahim Nuseibeh Stefan Brezina	Corrinne Jurenka Ferdinand Grimm Shadi Al Abani
UNOV/CMS	Aban Budin Aziz Bakayoko Vacant Vacant Valter Podgornik	Marie-Lise Guilbert Vacant Vacant Vacant Nikola Jeremic
UNODC (DO-DTA-DPA-OED)	Claudia Arthur-Flatz Claudia Baroni Irka Kuleshnyk Karen Kramer Nabil Katkhouda Stefano Berterame	Tejal Jesrani Simonetta Grassi Corenne Hammond-Agboraw Nicole Quijano-Evans Thomas Pietschmann Karin Esposito

Administrative Assistant	Ana-Marija Jelincic
Staff Services Officer	Ghada Al Masri

# I Operating Framework of the United Nations Staff Council at Vienna

Following their election to the twenty-sixth session of the United Nations Staff Council at Vienna in January 2017, the Council members began their term of office to fulfil its Vision and Mission Statements in its work for 2017-2018.

## *Vision Statement*

The United Nations Staff Council - Vienna works to ensure that all UN staff in Vienna and its associated field offices enjoy:

- Full representation;
- Respect; and
- A safe and secure working environment

## *Mission Statement*

To protect the rights and well-being of all UN staff in Vienna and its associated field offices by representing and empowering staff within the framework of the values and objectives embodied in the UN Charter.

The UN Staff Council - Vienna fulfils its mission by working to:

- Engage with staff while treating every person equally;
- Inform staff of their rights and obligations;
- Promote an environment of trust, accountability and integrity;
- Provide guidance when staff are unfairly or unjustly treated;
- Enhance job security and career development;
- Represent staff rights and interests when policies affecting conditions of service are developed;
- Cooperate with other Vienna-based organizations and external service providers to enhance the lives of staff; and
- Promote a healthy and productive work-life balance.

## II Reform, Conditions of Service and Pension Issues

### 1. Reforms in the Secretariat, Career Development and Job Security

#### 1.1. Secretary General's Management and Development Reform

Staff Unions of the UN system recognize the importance the Secretary-General attaches to the issue of UN reform, whether in the area of management, development or peace and security.

They also appreciate his consultative approach with staff. His blueprint for consultation has been, and continues to be, very welcome<sup>1</sup>.

In this context, staff requested Management to have a dedicated Staff-Management Committee (SMC) meeting to include staff views in the process. As a result, an ad hoc face-to-face meeting of the SMC on Management Reform took place in February 2018. In addition, the reforms have been addressed in various other meetings, including via video conferences.

The SMC is a Secretariat-wide joint staff-management body. It provides a forum allowing staff and management to meet, discuss and come to agreement on issues of common concern. In the past year, a great deal of attention has been given to Management Reform and the GSDM.

Following the ad hoc SMC, a detailed report<sup>2</sup> on the implementation of the Reform was submitted to the General Assembly. It contained:

- a) proposals for the reorganization of the existing Department of Field Support and the Department of Management into two new departments;
- b) revised estimates relating to the programme budget for 2018-2019; and
- c) information on the Secretary-General's proposed plans and intentions regarding delegation of authority, the United Nations accountability system and management culture and leadership issues.

In July 2018, the General Assembly considered both the Secretary-General's report and the related report of the Advisory Committee on Administrative and Budgetary Questions (ACABQ)<sup>3</sup>.

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<sup>1</sup> A/72/492 "Shifting the management paradigm in the United Nations: ensuring a better future for all", paragraph 9.

<sup>2</sup> A/72/492/Add.2

<sup>3</sup> A/72/7/Add.49 "Shifting the management paradigm in the United Nations: implementing a new management architecture for improved effectiveness and strengthened accountability. Fiftieth report of the Advisory Committee on Administrative and Budgetary Questions on the proposed programme budget for the biennium 2018-2019"

The General Assembly approved<sup>4</sup> the reorganization of the existing Department of Field Support and the Department of Management. As of 1 January 2019<sup>5</sup> two new departments created at Headquarters are supporting the Secretary-General's Management Reform: Department of Management Strategy, Policy and Compliance (DMSPC) and the Department of Operational Support (DOS). The new departments form a stronger foundation to implement the Secretary-General's vision of decentralized decision-making authority, simplified processes and procedural policies, and enhanced commitment towards accountability.

The General Assembly also requested the Secretary-General to submit at the main part of its 73<sup>rd</sup> Session a comparative assessment of placing human resources functions in a single consolidated department or two distinct departments, with a view to ensuring a unified approach, optimizing the distribution of functions and avoiding duplication. The Secretary-General responded<sup>6</sup> to that request and his report is now under consideration by the General Assembly.

In terms of the UN Development System (UNDS) reforms, as of 1 January 2019 the new UN system of Resident Coordinators (RCs) came into effect. The RCs take over their new, full-time coordination functions to assist in the delivery of an integrated response to national priorities and needs. To provide backstopping to the new RC system, a new UN Development Operations Coordination Office (UNDOCO) has been created within the UN Secretariat. It takes on an expanded coordination, strategy and managerial responsibilities under the leadership of the UN Sustainable Development Group (UNSDG). It also serves as Secretariat to the UNSDG. The President of the Staff Council was invited to the UNODC Executive Committee meeting in August 2018 to discuss the proposal from the Directors of UNODC, for a surge to accelerate UNODC adaptation to UNDS reform. In October 2018 a revised proposal to ensure effectiveness and competitiveness of UNODC field operations was submitted by the Directors and approved by the Executive Director. Staff who wish to be part of the surge, in which they are relocated to a new duty station on a temporary basis, must undergo a competitive selection process. Their participation is on a purely voluntary basis and they retain a lien on their original post.

During the recent meeting in New York of the Coordinating Committee for International Staff Unions and Associations (CCISUA) – the federation to which our Staff Union belongs, staff representatives had a constructive exchange of views in a meeting with the Special Advisor to the Secretary-General on Reform, Mr Jens Wandel. Additional and up-to-date Secretariat-wide information on the reforms may be found at: <https://reform.un.org>

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<sup>4</sup> A/RES/72/266 B "Resolution adopted by the General Assembly on 5 July 2018 [on the report of the Fifth Committee (A/72/682/Add.2)] 72/266. Shifting the management paradigm in the United Nations B1

<sup>5</sup> A new Secretary-General's Bulletin on the delegation of authority in the administration of the Staff and Financial Regulations and Rules (ST/SGB/2019/2) entered into effect on 1 January 2019.

<sup>6</sup> A/73/366 "Shifting the management paradigm in the United Nations: comparative assessment of human resources structures"

## 1.2. Global Service Delivery Model

### *Mitigating Measures*

A framework for a Global Service Delivery Model (GSDM) was first proposed by the previous Secretary-General to the General Assembly at its 70<sup>th</sup> session<sup>7</sup>. The current Secretary-General has since incorporated it into his management reform programme<sup>8</sup>.

The GSDM is meant to change the current administrative framework by consolidating the processing of human resources and finance-related transactions in several global shared service centres. Consequently, the GSDM will have a significant impact on staff employment. In this context, some staff have expressed concern about the following: a depersonalisation of client services; loss of institutional memory and knowledge of specific duty stations circumstances; lack of understanding of the clients/business needs for the different offices; disruption of service during the implementation phase; and different treatment of cases by the shared services centres compared to by the local entities, potentially leading to inequity and unfairness in the treatment of staff.

As with other major administrative reforms, UN Staff Unions insisted on the establishment of a dedicated staff-management GSDM working group (WG). The WG assessed the implications on staff; the applicability and usefulness of existing measures to mitigate said implications; and researched and suggested additional measures to mitigate the negative impact of GSDM on UN staff members.

The February 2018 ad hoc SMC meeting focused on the measures to mitigate the effect of GSDM on administrative staff. Those measures included the following: external hiring freezes; giving priority consideration to internal candidates affected by the implementation of GSDM when they apply to job openings; and greater possibilities for reassignment, retraining, and enhanced separation packages.

The Secretary-General approved all the mitigating measures agreed upon during the ad hoc SMC meeting. As of April 2018, all new General Service posts advertised in Inspira in the area of administration have been tagged as internal recruitment only.

The measures are also being implemented at UNOV/UNODC and staff greatly appreciates Management's efforts to minimize the impact of GSDM on staff in Vienna and for doing their utmost to ensure affected staff can continue to serve the organisation, as appropriate.

In July 2018 the SMC met again and the Vice-President of the Staff Council introduced a paper proposing the extension of the GSDM mitigating measures to other management reforms (reforms of the DMSPC, DOS and the Office of Information and Communications Technology (OICT) as well as the Thematic Pillar Reform Initiatives). Unfortunately, the proposal was not accepted. It was argued that the agreed mitigating measures were specific to GSDM and could therefore not be extended to all management reforms.

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<sup>7</sup> A/70/323 "Framework for a global service delivery model of the United Nations Secretariat - Report of the Secretary-General"

<sup>8</sup> A/72/492 "Shifting the management paradigm in the United Nations: ensuring a better future for all"

However, it was explained by Management that they were working to finalize the downsizing ST/AI which would be more generally applicable.

It is hoped that the above proposal will be considered at the local level. The Staff Council has requested UNOV/UNODC management to extend the GSDM mitigation measures to all staff members impacted by any reform.

### **Global Shared Service Centres**

The assessment for the location of the Global Shared Service Centres (service centres) was conducted in 2017. Based on that assessment, the Secretary-General initially provided<sup>9</sup> the proposed locations of the four service centres: Budapest, Nairobi, Kuala Lumpur and Mexico City. The proposal also included local client support desks in Addis Ababa, Bangkok, Beirut, Geneva, New York, Santiago and Vienna, as well as a Rapid Deployment Unit in New York. Subsequently, this proposal was revised<sup>10</sup> to reflect three service centres only: Budapest, Nairobi and Mexico City.

The ACABQ in its report<sup>11</sup> endorsed the concept of service centres, but it differed on the number of centres required. It recommended

*11. [...] that the General Assembly request the Secretary-General to submit, during the main part of the seventy-third session, a new proposal for the establishment of two Global Shared Service Centres. In his new proposal, the Secretary-General may include, but need not be limited to, the current proposed locations. Should the workload data or other relevant factors indicate that more time zone coverage is required, the Secretary-General may propose smaller capacities, such as support desks, in other locations [...]*

*12. Considering the significant amount of workload in the African region, and that approximately 50 per cent of United Nations personnel are located in Africa, the Advisory Committee also recommends that the new proposal include at least one centre to be located in Africa.*

*13. [...] The Committee is of the view that the new proposal should ensure adequate coverage of French-speaking staff, taking into account the significant number of staff in field missions and other presences in French-speaking countries, and noting that French is one of the two working languages of the United Nations Secretariat.*

The General Assembly took note of the above and requested the Secretary-General to submit a new proposal no later than the first resumed part of its 73<sup>rd</sup> session. In preparing

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<sup>9</sup> A/72/801/Add.1 "Global service delivery model for the United Nations Secretariat"

<sup>10</sup> A/72/801/Add.1/Rev.1 "Global service delivery model for the United Nations Secretariat"

<sup>11</sup> A/72/7/Add.50 "Global service delivery model for the United Nations Secretariat. Fifty-first report of the Advisory Committee on Administrative and Budgetary Questions on the proposed programme budget for the biennium 2018–2019"

is new proposal the Secretary-General has asked countries to make offers to host service centres. Those offers were submitted in early November and are now being analysed.

Implementation of the shared service centres was initially expected to take place at the beginning of 2019. Considering the General Assembly's request for a revised report, any implementation is being postponed.

### **1.3. Mobility**

Within the context of the Management Reform, the Secretary-General decided to pause the implementation of the staff selection and managed mobility system<sup>12</sup> and to conduct the comprehensive review requested by the General Assembly.

Accordingly, the SMC Working Group (WG) on Mobility group focused on the review to determine the relevance, efficiency and effectiveness of the framework, its implementation and provide recommendations for a way forward. Our Staff Union has been very active in this respect, with the President serving as co-chair of the WG on Mobility.

In order to conduct the comprehensive review, consultants were recruited to help design its scope and methodology. The review included interviews, focus groups, surveys, and HR data from Inspira and Umoja related to staff movements. The WG was consulted during the recruitment of the consultants and on the comprehensive review.

During the SMC VII meeting the following comments and suggestions were identified for further consideration by the WG:

- 1) One size does not fit all – different parts of the Secretariat need different options for mobility;
- 2) The Organization needs to decide on the degree to which a new mobility framework should be centralized vs. decentralized;
- 3) Delegation of authority is an important consideration, given the Secretary-General's priority for this;
- 4) The Organization needs to consider the difference in normative vs. operational functions in the Secretariat and how this will impact mobility;
- 5) The issue of "burden sharing" needs to be clarified, in terms of which kind of duty stations this refers to;
- 6) The challenge of dealing with the General Assembly's requirement for vacant positions to be advertised externally;
- 7) It was suggested to review the previous approach to giving priority to internal candidates (15/30/45 days) (formerly 15/30/60 days);
- 8) The approaches used for testing should be reviewed, to ensure that they be used judiciously and take into account the status of currently-serving staff;
- 9) The importance of voluntary mobility, which takes into account the changing needs of staff members over the course of their careers;

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<sup>12</sup> Established under the ST/SGB/2016/2/Rev.1 "Introduction of a new staff selection and managed mobility system"

- 10) The foreign service model is not relevant to the Secretariat, given the complexity within the UN context i.e. normative/operational dichotomy, so the Organization should be cautious drawing on this model; and
- 11) The need to provide incentives for mobility.

The Secretary-General has requested that there be additional consultations with staff and management before proposing to the General Assembly the way forward on mobility. Therefore, the WG only included in the Secretary General's report<sup>13</sup>, a summary of the methodology followed in conducting the comprehensive review, the key findings and the lessons learned.

The details of a new approach to mobility will be developed in consultation with management and staff during 2019 and will be presented to the General Assembly for consideration at its seventy-fourth session.

#### **1.4. Staff Unions and the Secretary-General's Gender Strategy**

UN staff unions have been leading the drive for gender parity in the UN system for many years and were among the first to welcome the Secretary-General's new gender strategy. The Secretary-General has brought new thinking to the issue and staff unions have been working with him and management to ensure reform in this regard.

The Secretary-General has set the standard by achieving gender parity in his own senior management team for the first time, and the unions are willing and able to support the practical steps needed to support this vision throughout the UN system. Actions undertaken by unions, for which we have had the strong support of staff, include the following:

- Advocating for safer and better accommodation in peacekeeping missions.
- Arguing against the growing use of consultants for which fees are negotiated individually (contributing to a lack of harmony) and for which there is no parental leave.
- Working with management to allow parents to share parental leave.
- Asking for the same energy to be given to fighting harassment in general as has been given to fighting sexual harassment.
- Pushing the International Civil Service Commission (ICSC) to cover pre-school childcare as part of the education grant.
- Arguing for greater transparency and scrutiny of selection decisions.
- Working with management for a more objective performance management system

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<sup>13</sup> The Secretary-General's report A/73/372/Add.2 is a continuation of reports submitted by the Secretary-General to the Assembly since the sixty-ninth session regarding the implementation of the framework.

- Working to re-establish preference for internal candidates so that staff benefit from any changes.
- Ensuring that mobility policy is sensitive to gender concerns.

These are fundamental to supporting the Secretary-General's vision, to make the UN a better place to work and ensuring that, depending on the department and grade, corrections are made to any gender imbalance.

Years were spent by staff and management negotiating an objective policy on downsizing (in order to remove subjectivity in the process) in the form of an administrative instruction, which includes rules to promote gender parity. This policy was agreed upon more than 2 years ago but has yet to be implemented. To be specific, there was agreement on a point formula based on what is already being applied in downsizing peacekeeping missions and tribunals, so that the prevailing consideration is contract type with due regard for length of service, performance and integrity, and factors such as gender parity and geographic distribution. This formula ensures objectivity.

In this context Staff Unions were unable to support amendments to the UN Staff Regulations and Rules proposed by the management in order to achieve gender parity. The amendments included some fundamental changes to the previously reached agreement, that merit would be the primary consideration in selection, with due regard for gender, and that in downsizing, gender would be a tie-breaker when two staff members had the same number of points in the comparative review. The proposed amendments would have cancelled those understandings, by determining that merit no longer needs to be the primary consideration and that gender can override other factors such as length of service and performance during downsizing exercises.

At the request of the staff unions, four Ad Hoc SMC meetings took place between October and December 2018, during which proposed amendments to the Staff Rules and Regulations were discussed. Staff argued that only where competencies and other factors were equal, could gender parity be a valid selection and downsizing factor. In that context staff unions are guided by the UN Charter, which says "there shall be no restrictions on the eligibility of men and women to participate in every capacity and under conditions of equality in the system's principal and subsidiary organs," and the Universal Declaration of Human Rights and its principle that "there can be no distinction or discrimination on the basis of gender."

The SMC agreed to establish a Working Group (WG) on Gender and Staff Regulations and Rules (SRR), with the view of reaching a joint agreement between staff and management on the matter. The President of the Staff Council was a member.

The WG submitted its report to the SMC last December. Since management and staff did not reach common ground, it was decided that each party submit their proposal along with an explanation to the Secretary-General for his consideration and final decision.

While there is a responsibility to correct discrimination or practices against one gender or group, this must be done in a way that does not create new problems. Staff unions believe that the UN is an organization mandated to build consensus and promote shared values. In this spirit, human resource policies need staff-wide support to be effective and long-lasting. It is on this basis that the staff unions are working with management to support measures that eliminate all forms of discrimination against all staff, regardless of gender, race, religious belief, nationality, disability, sexuality or other factors.

The staff unions are encouraged that the General Assembly adopted a resolution<sup>14</sup> that approved the proposal on a revised diversity framework that looks at a broader set of factors, including but not limited to gender. The staff unions had provided input on that proposal.

### **1.5. Report of the Focal Points for Women**

The Focal Points for Women continued to work for gender parity and promote greater awareness of gender equality at UNOV/UNODC. The Focal Points worked with the Gender Team in the Office of the Director-General/Executive Director and contributed to the gender equality strategy which was launched in March 2018 and following up on the implementation action plan.

Together with the Gender Focal Points from the Vienna-based Organizations (VBOs), the Focal Points organized an event in the cafeteria to mark International Women's Day in March 2018 focused on unconscious bias. The theme of the event was 'Keep an open mind: challenge your assumptions' with a quiz asking staff, delegates and others to match a photo of a person with the jobs they do, to see what assumptions we all make. The idea was to challenge people's assumptions and help them realize the judgements they make about men and women based on their own biases and cultural expectations. With thanks to the financial support of the Staff Council, cupcakes were given out to those who took part in the quiz.

One of the Focal Points took part in the Women, Leadership and the UN training course held in Vienna in April.

In June around Father's Day, the Focal Points, again with the other Vienna-based organizations' Gender Focal Points, organized an event to recognize and celebrate the role of dads and to raise awareness of the role of fathers in achieving gender equality. The Focal Points expressed their gratitude to the Staff Council for its financial support for this event. The idea was to show that flexible working arrangements are not just for women and that men and women benefit from having access to the same rights, responsibilities and opportunities. A short survey was carried out to find out about the difficulties men who are fathers have balancing work and family life. Many dads said they wanted more flexible working arrangements including being able to work from home and telecommute. There

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<sup>14</sup> A/C.5/73/L.18 United Nations common system: Draft resolution submitted by the Chair of the Committee following informal consultations

were also calls for increased paternity leave, and ways to help staff on less secure working contracts.

In October the Human Resources Management Service supported the travel costs for one of the Focal Points to attend the Global Gender Focal Points meeting organized by UN Women in Geneva. The meeting discussed the draft guidelines on achieving an enabling environment which fosters a more inclusive and diverse workforce and culture.

The Focal Points also continued to play an active role in the recruitment and selection process, observing interview panels for posts at the P4 level and above, discussing recruitment/selection issues with human resources staff and being involved as observers in the Central Review Bodies.

## 1.6. Improving Career Development for General Service Staff

Staff unions believe that it is highly discriminatory that those in the General Service and related categories (GS) and in the Field Service category (FS) are not eligible to apply to positions in the Professional category (P) unless they have passed the young professionals programme examination as “G to P” or “G to N” candidates or they resign, and even then, only ten per cent of young professionals programmes placements each year can be “G to P” candidates. This has provided GS and FS staff with only limited opportunities for advancement.



young professionals programme examination as “G to P” or “G to N” candidates or they resign, and even then, only ten per cent of young professionals programmes placements each year can be “G to P” candidates. This has provided GS and FS staff with only limited opportunities for advancement.

The SMC Working Group (WG) on GS Career Prospects made several recommendations as

to what changes could be made to improve the career prospects of the GS staff. During the SMC VII meeting in June 2018, the WG presented a paper focusing on the removal of any restriction for the GS and FS staff to apply to positions in the P category. The WG highlighted the collaborative effort of both management and staff and was encouraged by the Secretary-General, who too believes that there should be no difference between GS and P staff and who is convinced that it would be in the interest of the Organisation to remove the glass ceiling for the GS staff. He expressed his hope that the matter can be reviewed in the context of the management reform.

In his recent report<sup>15</sup> the Secretary-General invited the General Assembly to approve

*“The extension of the principle of equal treatment of all applicants to positions in the Professional category at the P-1 and P-2 levels (not earmarked for the young professionals’ programme) and the P-3 level to staff members in the*

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<sup>15</sup> A/73/372/Add.1 “Overview of human resources management reform for the period 2017–2018. Report of the Secretary-General”

*General Service and related categories and in the Field Service category, up to the FS-5 level;”*

Staff unions strongly support the above proposal as they believe that the elimination of the G to P barrier would bring the UN Secretariat in line with other Common System organizations, who have recognised the potential of GS staff at a time when the difference in work performed by these categories is increasingly convergent. It would also fix an anomaly whereby P positions in the Secretariat are open to GS staff in other organizations but not to GS staff in the UN. Removing this barrier would also create a healthier culture without the demoralization created by the current glass ceiling.

In November 2018 a member of the SMC WG on GS Career Prospects briefed the Fifth Committee of the General Assembly on this issue, reiterating the position of both management and staff that the removal of the G to P exam is fundamental if a true meritocracy is to exist within the Organization and GS and FS colleagues are to be given the freedom to reach their full potential in life.

In its report of 7 November 2018, the ACABQ<sup>16</sup> put forward the following comment and recommendation:

30. “The Advisory Committee notes the qualifications possessed by staff serving in the General Service and related categories and the need to improve their opportunities for career development. The Committee also emphasizes that, in developing human resources policies, all factors should be taken into account to ensure equal treatment of all candidates.”

31. “With respect to the proposals of the Secretary-General contained in paragraphs 150 (a) and (b) of his report (A/73/372/Add.1), the Advisory Committee is of the view that the Secretary-General should develop a proposal for a pilot project, with a clearly defined scope and time frame, for the consideration of the General Assembly, in order to achieve equal opportunities for recruitment to entry-level Professional posts, including career opportunities for staff members in the General Service and related categories. Pending approval of such a pilot project, the Committee recommends that all of the existing arrangements relating to the young professionals’ programme, including the G to P element, approved by the Assembly be maintained at this stage.”

Although deliberations on the recommendation were expected in December 2018, the General Assembly decided to defer discussions on this, as well as other human resource issues, for a full year. Therefore, more work is still ahead of us in convincing the Member States that there is a need to allow every staff member to fulfil their individual potential and personal contribution to the overall success of the Organization.

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<sup>16</sup> A/73/497 Human resources management. Report of the Advisory Committee on Administrative and Budgetary Questions.

## 2. Salaries and Benefits

### 2.1 International Civil Service Commission

Over the past few years there has been a trend towards an erosion of the benefits and entitlements of all UN staff. This includes relatively recent decisions by the International Civil Service Commission (ICSC) which have significantly reduced the salaries of general services and professional staff in places such as Cairo, New Delhi, Tokyo, Bangkok, Geneva and Rome as well as those on peacekeeping missions. Depending on personal circumstances, some professional staff have lost the equivalent of up to one month's salary due to the recent revisions to their compensation package; parents and those in field duty stations were most negatively impacted.

Improving the methods addressing the unequal level of danger pay for local and international staff, the absence of adequate protections for local staff against inflation and exchange rate fluctuations, and access to a reasonable second home allowance are examples of other important issues that remain to be addressed.

Staff believe that they should have full negotiating rights in the determination of conditions of service and that after 42 years, the ICSC may need a review of how it operates. Staff federations therefore want to push for reform, including

- 1) revision of the Commission's Statute – to ensure accountability and oversight, as well as transparency in the Commission's decision-making and administration procedures;
- 2) revision of all methodologies – to correct the mistakes as noted by expert statisticians and the shortcomings pointed out by the member staff unions; and
- 3) establishment of a tripartite structure – to ensure that staff have a proper role, on equal footing, in the decision-making process affecting their conditions of service.

CCISUA members put forward a concrete campaign plan to reform the ICSC and to join forces with other staff federations in doing so. Based on that the three staff federations (CCISUA, FICSA and UNISERV) met before the 87th Session of ICSC last July in Bonn to plan how to approach the campaign and after the Session to take stock.

Together with the UN System Chief Executives Board for Coordination (CEB), staff federations held a special meeting with the Commissioners to explain their concerns. The Commissioners were ready to look at what they could do within their current statutes, without going to the General Assembly. They agreed to set up a working group that would examine how the parties engage with each other within the scope of the current ICSC statutes, with particular focus on interpreting the ICSC's obligation to consult with staff federations and the CEB. The Vice-President of our Union serves on that working group.

Staff appreciated the efforts made by the Commission to build consensus and strengthen the collaboration between all stakeholders. The ICSC reform will be high on the agenda of its newly elected Chair who began his term on 1 January 2019.

## 2.2. Professional Salaries – Post Adjustment

The representatives of the Staff Council also worked within the context of CCISUA, which, together with other staff federations, sought to reverse the negative post adjustment decisions of the ICSC for some duty stations during its 2016 cost of living round. While there was no immediate negative impact for UNODC/UNOV staff in that round, the Staff Council lent its support to express solidarity with the negatively impacted staff in other duty stations and to preventing such a thing for happening to its own constituents in the future. Actions taken by CCISUA included advocacy work in the form of letters, demonstrations, participation in ICSC meetings and research.

The research, which included close inspection of the methodology and results, both by CCISUA and then by independent statisticians contracted by the CEB HR Network of UN organizations, uncovered significant errors.

As a result, the ICSC agreed to an in-depth review to examine every element of how post adjustment calculations are made, and which data sources are used, with the aim of making the system as fair and unbiased as possible.

Globally, members of the three federations took part in demonstrations and group photographs on the broad theme of ICSC reform, sending a common and strong message on staff concern with the way their compensation has been set. This took place as part of a global day of action on 27 February 2018.



## 2.3 Follow up to the Compensation Review of P and D Staff

As previously reported, a new compensation system came into force in January 2017<sup>17</sup> leading to a number of changes that did not necessarily benefit staff.

In 2017 the United Nations Dispute Tribunal (UNDT) considered the issue of staff with dependent children, who because they had a working spouse, would be losing pay as a result of the ICSC changes in the compensation package. A specially created three-judge panel of the UNDT met in Geneva and delivered its judgement<sup>18</sup> at the end of December 2017, declaring those cuts to salary illegal. It also ruled that ICSC decisions implemented by the Secretary-General in the UN were administrative decisions that could be challenged.

The staff federations sent a joint letter to the Secretary-General asking him not to appeal the judgement. However, under pressure from certain Member States, he did appeal.

On 29 June 2018 the United Nations Appeals Tribunal (UNAT) delivered its judgement and unfortunately, in all three instances, upheld the Secretary-General's appeal against the UNDT initial ruling in favour of staff.

The UNAT's judgment was delivered in three cases. Below is a preliminary analysis of the decision.

- The UNAT adopted a narrow interpretation of what constitutes "acquired rights". The Tribunal did not consider that staff have an absolute right to an expectation of continued salary increases over time. The Tribunal made the point that nothing prevents a potential salary decrease;

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<sup>17</sup> In accordance with the resolution A/RES/70/244, the new UN Common System Compensation Package for Staff in the Professional and Higher Categories was introduced on 1 January 2017.

<sup>18</sup> ***UN Dispute Tribunal ruling on Unified Salary Scale***

Following the ICSC's 2015 report (A/70/30), the General Assembly adopted the ICSC's recommendation for the introduction of one net salary scale for all staff members in the Professional and higher categories without regard to family status (Resolution 70/244). Consequently, support provided for dependent family members would be separated from salary and, therefore, staff members with a non-dependent spouse and in receipt of a salary at the dependency rate by virtue of a first dependent child would instead receive the child allowance. In essence, staff argued that their contracts of employment and their acquired rights have been breached by implementing the new salary scale, as some staff experienced a significant reduction in salary under the proposed system.

The Tribunal ruled that the "decisions to pay the Applicants a salary reduced of the portion which was previously paid on the basis that they have dependent(s) were unlawful" and that "the Tribunal rescinds them". As clarified by the Judges, the mentioned rescission entailed "that the 6% reduction of the Applicants' net salary plus post adjustment should be reintegrated as part of their salary from 1 January 2017 onwards".

The three-judge panel further noted that "[t]he system allows the Secretary-General to play an important role in ensuring that proposed modifications to staff members' conditions of service are in line with the Organization's existing obligations", and that "the obligation of an International Organization to respect its staff members' acquired rights is a general principle of international civil service law".

The judges also provided observations on the lack of independence of the ICSC.

- The UNDT had described Staff Regulation 12.1 as enjoying “quasi-constitutional” status, therefore taking primacy over the General Assembly’s subsequent resolutions that established the new staff compensation package. While the UNAT accepted that there was a normative clash, they did not agree that the General Assembly’s Resolution adopting the Staff Rules should carry more weight than subsequent resolutions. In light of this, the Tribunal considered that the Secretary General was duty-bound to apply the General Assembly’s Resolutions establishing the Unified Salary Scales;
- The UNAT held that the General Assembly’s legislative power is absolute and conceded that there was no recourse against it. It is therefore understood that the General Assembly is entitled to modify staff’s conditions of service at any time and staff are powerless to do anything about it. The same principle applied to the secondary question of whether the transitional scheme (transitional allowance) for staff members with dependent children was discriminatory in its design. Since the scheme was laid out in detail in the resolution, it is considered a legislative and not administrative decision, which falls beyond the Tribunals’ jurisdiction.

The ruling shows the urgency of reforming the way in which our conditions of service are set by the ICSC.

In addition, with regard to field staff specifically, the methodology used by the ICSC to review the duty station classification is questionable as numerous duty stations have been upgraded without there being any change in the living conditions. In many upgraded duty stations, there are considerable hardships such as a lack of educational opportunities for children, poor healthcare facilities and a lack of other, basic infrastructure. As such, there are concerns about “family duty stations” without amenities for family members.

Staff associations are however encouraged by the resolutions adopted by the General Assembly at the end of December 2018, that approved the proposal to increase the pensionable remunerations for P staff by 4.4 percent, bringing the benefit closer to the rates of G staff. This was a result of great effort made throughout 2018 and involved getting the support of the Pension Board as well. In addition, it partly approved the proposal to pay 75% of non-family service allowance for “family” D and E duty stations by approving it on a pilot basis for E duty stations. While this is a good start, more will need to be done during 2019 to develop a proposal to spread it to D duty stations as well. Unfortunately, the General Assembly did not approve the proposals to increase the child allowance, nor an end of service grant. More work will be needed in 2019 to not only reverse the negative impact on staff as a result of past decisions, but to ensure no further erosion of conditions of service.

## 2.4. Upcoming Review of Compensation for Locally-Recruited Staff

The ICSC has recently begun a review of compensation for locally-recruited staff. The tone for this review has already been set by General Assembly resolution 71/264<sup>19</sup>. The resolution “*requests* the Commission, during its next review of the General Service salary survey methodologies under the Flemming principle, to consider the possibility of further increases in the weight of the local national civil services among the retained employers, taking into account that the United Nations is a civil service organization, as well as past experiences of the Commission from the previous round of surveys.”

CCISUA, including the Staff Council representative, will be participating closely in the review of salaries for locally-recruited staff, to take into account our concerns regarding the following: the high number of comparators required; rules forcing an unrealistic diversity of comparators; overweighting of national governments as a comparator despite little evidence of them being a source of labour; use of secondary and tertiary scales; the application of methodology by Local Salary Survey Committee (LSSC) teams; and the capacity of LSSC teams. At the request of organizations, the ICSC will also examine the feasibility of using external data.

In August 2018 CCISUA launched a Staff Survey of Experiences with the LSSC. The aim of this survey was to measure the effectiveness of the operation of the LSSC as well as to obtain information about the obstacles that may hinder the work of the Committee. The results will be used by the staff representative members of the ICSC's Working Group on the review of the GS Salary Survey methodologies, scheduled to meet in New York from 21 - 30 January 2019. The Vice-President of the Staff Council serves on that working group.

Management expressed its support for a full review of the methodologies and the HR Network has created a Focus Group in preparation for the review. The HR Network furthermore highlighted that:

- The LSSCs should have a different role that would focus on outreach and communication, as opposed to their current function (a partner in undertaking the actual survey);
- The use of external data is crucial in order to adhere to the Flemming Principle, for both comprehensive and interim surveys, as more employers' data translates into more credible and less volatile results, vis-à-vis the current surveys that often survey fewer than 12 employers.

Finally, the HR Network expressed interest in joining CCISUA's Staff Survey of Experiences and in consolidating efforts on this matter.

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<sup>19</sup> A/RES/71/264 “Resolution adopted by the General Assembly on 23 December 2016. 71/264. United Nations common system”

## 2.5. Travel

The Secretary-General had proposed the reinstatement of travel time (travel days) for staff members traveling on home leave when choosing the lumpsum option and the establishment of a single threshold with no limits on transit time for providing business class (there are two thresholds of 9 and 11 hours). The General Assembly approved<sup>20</sup> the reinstatement of travel time for lump sum home leave. Also, taxes are no longer excluded from the calculation of the home leave lump sum.

A further decision by the General Assembly was to eliminate first class travel for all staff members (paragraph 14 of the resolution). However, the General Assembly decided that travel standards for their own participants in the General Assembly organs would not be affected by changes to travel standards for staff.

The administrative instruction on official travel<sup>21</sup> was amended to reflect the decisions of the General Assembly, some of which positively impact staff.

## 3. Performance Management

The Secretary-General's Management Reform includes a review of performance management.

At the ad hoc SMC meeting in February 2018, it was agreed that the SMC Working Group on Performance Management (WG) would be reconvened to deal with changes that will need to be made to the performance management system in line with the Management Reform.

The WG, in which the Staff Council participates, reported to the SMC VII, identifying six high priority areas of focus: goal alignment/work-planning; continuous performance management feedback; performance evaluation and rating; linking performance management to talent; senior manager accountability; and rebuttal process and framework.

## 4. Pension Issues

### 4.1. Retirement Age

Effective 1 January 2018, the Mandatory Age of Separation (MAS) is now 65 years of age for all staff members<sup>22</sup>. This new MAS does not apply to those who were due to retire before 2018 but were exceptionally extended beyond retirement.

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<sup>20</sup> A/RES/72/262 B "Resolution adopted by the General Assembly on 4 April 2018"

<sup>21</sup> ST/AI/2013/3/Amend.3 "Official travel"

<sup>22</sup> All staff records have been updated with MAS at 65 as per GA resolution 70/244 of 23 December 2015 and 72/254 of 24 December 2017, regarding new staff regulation 9.2 and staff rule 13.13 as reflected in the ST/SGB/2018/1.

ST/IC/2018/13 "Implementation of the new mandatory age of separation" was issued in May 2018.

The increased MAS is the outcome of a long and ultimately successful campaign by staff unions that received staff members' strong support. It reflects demographic change, takes on board realities in the outside world and benefits the Pension Fund.

As staff unions requested, and the General Assembly accepted, for those who joined before 1990 or 2014 and therefore having a normal retirement age of 60 or 62, they will retain the right to a retirement benefit upon reaching 60 or 62 (subject to the usual conditions and calculations) and an early retirement benefit upon reaching 55<sup>23</sup>.

If a staff member chooses to work beyond 60 or 62, the increased years of participation will simply be reflected in their retirement benefit, when the staff member chooses to take it, in line with the standard calculations.

As the MAS is now 65 for all staff, no further action is needed from a staff member in order to work until then. However, as per the new rules, if one joined before 1990 or 2014 and wishes to exercise his or her acquired right to separate from service at 60 or 62, or anytime thereafter before the age of 65, they need to give written notice as stipulated in their contract i.e. 30 days before for fixed-term and three months for continuing or permanent.

## **4.2. United Nations Joint Staff Pension Fund**

The staff campaign to reform the United Nations Joint Staff Pension Fund (Fund) – worth \$ 65 billion- is slowly bearing fruit.

For memory, the Board of the Fund is composed of 33 members, split equally between representatives elected by staff (participants of the Fund), those appointed by heads of organizations and those elected by the governing bodies of each organization. Of the 11 participants' representatives, 4 members and 2 alternates represent participants at the UN i.e. staff. While much work remains, the latter – the 6 participants' representatives - have been working towards improving the accountability, integrity, efficiency, fairness and governance of the Fund.

A proposal was submitted to simplify processes so that retiring staff receive their first pension more quickly. Unfortunately, the last time measured, the current target of 15 business days is reportedly only being met in 62 percent of cases.

At the same time, the Fund's management presented a study, showing steps that could reduce processing times. Interestingly the steps outlined in the study appeared to coincide with suggestions made in 2012 by Fund staff themselves prior to the implementation of the Integrated Pension Administrative System (IPAS); suggestions which unfortunately were rejected at the time by the Fund's management.

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<sup>23</sup> For information, staff who joined after 2014 have the right to a retirement benefit upon reaching 65 and an early retirement benefit upon reaching 58.

Fortunately, a General Assembly resolution adopted in December 2018<sup>24</sup>, ordered performance evaluations of the Fund’s managers to be linked to how quickly pension payments are processed and requested a review of the IPAS payments system.

The General Assembly, through the same resolution, addressed many of the concerns that the participants’ representatives and staff had been addressing. For example, it demands “unfaltering accountability” from the Fund’s Board members and asserts the General Assembly’s prerogative...on matters pertaining to the Fund”, as a reminder to work within the UN rules. In addition, the post of the “Chief Executive Officer” will be split into “Pension Benefits Administrator” and “Secretary of the Board”. Retiree representatives will now have to be elected instead of being supplied by the Federation of former international civil servants (FAFICS). Such measures address any potential conflict of interest between the Fund’s management, the Board and FAFICS. The resolution also calls for “integrity and fairness” in selection processes, which rebukes any effort to recruit outside the Fund’s rules. Moreover, it pushes back on efforts to remove the Board from the UN Appeals Tribunal jurisdiction, which would have led to a legal vacuum.



*UN participant representatives to the Pension Board*

Additionally, an actuarial study with updated mortality rates (i.e. people are living longer) showed the Fund to be in balance, meaning that were the UN common system to stop working tomorrow it would be able to meet its obligations for thirty years. Also, the Office of Investment Management (recently renamed) has met its benchmark target for investment returns and will be publishing a sustainability report, which at the representatives’ suggestion’, will include its strategic approach to engaging and investing in different industry sectors.

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<sup>24</sup> A/C.5/73/L.15 United Nations Pension System: Draft resolution submitted by the Chair of the Committee following informal consultations

Finally, staff welcomed the new Head of Investments and considered it a positive development.

## 5. Participation in Relevant Fora

In order to have your voice heard as strongly as possible in policy discussions and decisions that affect you, the Staff Council participates in various fora.

### ***Representation at the Staff-Management Committee***

The Staff Council continued being very active during the reporting period in the Staff-management Committee (SMC), through participating in SMC sessions, video-conferences and by contributing jointly with other staff unions to papers and positions.

The President of our Staff Union served on the 3x3 Committee from April 2016 until June 2018. This Committee is comprised of three representatives from management and three representatives from staff and coordinates the work of the SMC, closely together with the SMC President, Vice-president and Secretary.

The work of the SMC continues to be conducted through various working groups organized according to topics. The Staff Council has representatives in the following working groups: Mobility and Career Development (the Staff Council's President continuing to serve as co-chair for staff); Working Group to review SGB 2008/5<sup>25</sup> (President of the Staff Council); SMC Working Group on Staff Regulations and Rules and Gender (Staff Council Vice-President) and Performance Management (Staff Council Vice President).

### ***Representation through our Federation, the Coordinating Committee for International Staff Unions and Associations***

Your Staff Council remained active in the federation to which it belongs, namely the Coordinating Committee for International Staff Unions and Associations (CCISUA). A delegation from your Staff Council participated in the 33<sup>rd</sup> CCISUA General Assembly in Bangkok from 29 May to 1 June to 2018 as well as in its mid-term meeting held in New York from 13 - 15 November 2018.

Items discussed during CCISUA meetings included dealing with organisational offshoring initiatives (GSDM); handling restructuring and downsizing; addressing the growth in non-regular staff and other forms of precarious contracts; breaking the UN glass ceiling (G/NO to P); Pension Fund; promoting work-life balance and reforming parental leave; safety and security; the ICSC reform; post-adjustment review and margin management; locally recruited staff compensation review; use of testing in selection procedures; review of hardship duty station classification; and disabilities in the work place.

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<sup>25</sup> ST/SGB/2008/5 "Prohibition of discrimination, harassment, including sexual harassment, and abuse of authority"

The meetings provided an opportunity to discuss and exchange views with other members of the federation and to meet with representatives of substantive offices that were available. CCISUA members met with representatives of the UN leadership, including Assistant Secretary General and Victims' Rights Advocate, Ms. Jane Connors, Assistant Secretary General, Ms. Marta Helena Lopez (Office of Human Resources Management), Head of the UN's Ombudsman's Office, Ms. Shireen L. Dodson, and Special Adviser to the Secretary General on Reforms, Mr. Jens Wandel. Meetings were also held with the heads of the Office of Staff Legal Assistance (OSLA), the UNDT Registrar, as well as with representatives of the ICSC.



The President of the Staff Council was elected as the General Secretary of CCISUA at the 32nd CCISUA General Assembly held in Addis Ababa in June 2017. She served in that role until June 2018. At the last CCISUA General Assembly in Bangkok, the Vice-President of our Staff Union was elected as the Vice-President for Communication & Outreach. By being members of CCISUA's Bureau, our Union is able to better contribute to defending your interests in various areas.

Through the Vice-President of the Staff Council, your Staff Union is also represented in several CCISUA working groups: Working Group on Changes to the ICSC Rules of Procedure; Working Group on Amendments to the CCISUA Statutes; and Working Group on Contributions Structure for CCISUA Members. He furthermore represents both your Union and your federation in the ICSC Working Group on Local Salary Surveys and the

High-Level Committee on Management (HLCM) Working Group on After Service Health Insurance (ASHI).

### ***Conference of Staff Committees / Councils / Unions / Associations of the Vienna based International Organizations***

Since 2015, staff committees, councils, unions and associations of the international organizations in Vienna have held annual conferences to discuss topics of mutual interest and to foster cooperation among themselves.

The President of our Staff Council has actively participated in all conferences. They present a good opportunity to exchange best practices and knowledge, to gain practical skills and tools to better promote and represent the interests of international civil servants. They also create an excellent prospect for networking and for establishing valuable contacts.

On 22 November 2018 the fourth conference was hosted by the European Union Agency for Fundamental Rights (FRA). The topics discussed included ethics and promoting a professional working environment; duty of care and the role of staff representatives in this matter; communication strategy among Vienna based Staff Committees; and a sport event for all Vienna International Organizations.

### ***UNOV/UNODC Staff Engagement Project Team***

The Vice-President of the Staff Union is a member of the UNOV/UNODC Staff Engagement Project Team and he participated in the preparation of the UNOV/UNODC Staff Engagement Survey.

### ***Inter-Departmental Task Force on Accessibility***

The President of the Staff Council continues serving on the Inter-Departmental Task Force on Accessibility (IDTFA), representing the staff side of the SMC. The IDTFA includes DM (OHRM, MSD, OICT and FMS), DPI, DSS, and OHCHR as members, and the Regional Commissions, SMC and other relevant stakeholders as observers. It has been working to improve accessibility in the Secretariat. The Task Force meets regularly, exchanges information and collaborates closely to make improvements aimed at a more accessible and inclusive Secretariat.

### ***The General Federation of Trade Unions***

The General Federation of Trade Unions (GFTU) provides customized support for individual staff unions. CCISUA, our federation, has been an affiliate member of GFTU for a number of years.

GFTU also brings education officers and health and safety officers of staff unions together to improve union education. Staff representatives from the Staff Council are represented in that group.

## ***The International Administrative Law Centre of Excellence***

The President and Vice-President of the Staff Union participated in the 6<sup>th</sup> Annual Conference of the International Administrative Law Centre of Excellence in London from 25-26 October 2018.



Among other topics the conference addressed the attack on benefits following the changes to the UN compensation package and the recent UNDT/UNAT judgments<sup>26</sup>.

The President and Vice-President of the Staff Council made a presentation on those changes and explained the challenges for staff and staff associations in that context.

## **6. Training of Staff Representatives**

### ***Training Workshops for Staff Representatives on Bullying and Harassment***

Two staff representatives from the Staff Union participated in a training workshop on bullying and harassment in March 2018. It was organised by UNIDO Staff Council who kindly offered two seats to our Union. Participants were able to better understand workplace bullying and harassment, identify the role of the Staff Union in supporting members in the workplace and identify approaches and solutions to tackling bullying and harassment.

### ***Training Courses on Writing Job Descriptions and Job Classification Standards***

The International Telecommunication Union (ITU) Staff Union in Geneva hosted two training courses on writing job descriptions and job classification standards from 25 to 27 April 2018. Three staff representatives from the Staff Council participated in the training which helped them enhance their knowledge, expertise and confidence in job classification.

### ***Staff Representation Induction Course***

Several staff representatives from the Staff Union attended the IAEA Staff Representation Induction Course on 28 May 2018. The IAEA Staff Council kindly offered free seats to our Union.

The participants were able to better understand the purpose of the staff association and the role of the staff association representatives. It helped them develop representational skills and identify best practices in staff representation.

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<sup>26</sup> See Chapter II 2.3 Follow up to the Compensation Review of P and D Staff



### ***Workshop for Staff Representatives on Understanding Mental Health at Work***

A Federation of International Civil Servant's Association (FICSA) training workshop for staff representatives on job mental health was hosted by the IAEA Staff Council in Vienna from 31 May to 1 June 2018.

Two UNOV staff representatives participated in the workshop. It helped them build the requisite capacity to advocate and support a mentally healthy workplace, in particular the capability to address the fear, stigma and misunderstanding of mental health issues.

### ***Legal Workshop***

In September 2018 the Staff Council organized a one-day legal workshop conducted by two lawyers specialised in the internal law of international organisations and employment disputes within those organisations. Participation in the workshop was open to both staff representatives and any interested staff members.

The topics covered in the workshop included an overview of legal procedures within the UN Secretariat; updates and developments of UNDT and UNAT cases, particularly regarding the UN compensation package changes and the impact on acquired rights of staff; and GSDM and possible strategies for the staff involved. The workshop also provided exercises for staff representatives on how to address the most common complaints brought forward by staff members.

### ***Workshops on Mediation and Occupational Health and Safety***

Three representatives from the Staff Union participated in the FICSA workshops for staff representatives on mediation and occupational health and safety in November 2018.

Participants learned what effective mediation is, how it is applied in the workplace and the principles and processes of workplace mediation.

The second two-day workshop on occupational health and safety addressed both physical and psychosocial work place issues. The topics covered included the following: stress and anxiety; bullying and harassment; physical and mental health promotion, including access to health services; accident and incident investigations; staff health and wellness; and a respectful workplace.

### III Staff Protection and Legal Assistance

The Staff Council continues working, often with other UN Staff Unions, in order to improve staff protection and to provide legal assistance to its constituents as appropriate.

#### 1. Policy on Prohibition of Discrimination, Harassment, Including Sexual Harassment and Abuse of Authority

An important aspect of staff experiences in the workplace is the feeling of being in a safe and welcoming environment where they are treated with respect and dignity. A priority of our organizations is prevention of harassment, in all its forms. A number of important bodies are looking at these issues and how staff can be better protected.

For a number of years, staff federations have been calling for much-needed improvements in the policies on preventing harassment, sexual harassment, abuse of authority and discrimination. It is therefore encouraging that our Organization is now reviewing its policies through the CEB. Staff representatives have also been invited to take part in internal policy reviews through staff-management bodies.

A revised draft Bulletin on Prohibition of discrimination, harassment, including sexual harassment, and abuse of authority was issued in July 2018. This, however, was only an interim revision to put into effect the decision of the Secretary-General to have the Office of Internal Oversight Services (OIOS) take responsibility for investigating all complaints of sexual harassment and to incorporate updated references to ST/SGB/2017/2/Rev.1 on protection against retaliation for reporting misconduct and for cooperating with duly authorized audits.

Further initiatives by the Secretary-General to tackle sexual harassment include:

- A 24-hour “Speak Up” Secretariat hotline for staff to confidentially report situations of sexual harassment and to seek advice;
- Revamped mandatory training on sexual harassment;
- Creation of a special Task Force (created by CEB);
- Launch of a new screening database of confirmed perpetrators from around the system so they are not rehired by another part of the UN, as unfortunately has happened sometimes in the past;
- survey on sexual harassment in the workplace conducted by the UN system and related entities.

These are very positive step and a recognition that things must change.

The Organization’s overall policy with regard to prevention of harassment is also currently under review by an SMC WG. All issuances on this subject will be further comprehensively reviewed, including other substantive revisions to the current ST/SGB/2008/5, as necessary. The Staff Council, through its President, has been very active in this WG.

However, the role of staff unions is not limited to participating in a legal reform exercise. It is also to bring forward the views, concerns, hopes and fears of all staff. This includes the

many victims and witnesses of abuse, those who are still serving their organization and those who have left, those who complained, successfully or not, and those who felt intimidated in doing so.

In this context, the Staff Council has been involved, through its federation, in taking several actions.

External experts have been consulted to advise on the best external practices and how to integrate those practices into our organizations' policies.

In May 2018 a joint letter was sent to staff and management communicating federations' views on reforming policies dealing with harassment, sexual harassment, abuse of authority and discrimination and emphasizing the fundamental importance of decent human behaviour in our organizations.

Finally, CCISUA, wanted to hear about experiences with harassment *in all its forms* and compiled a survey on this very important topic in November 2018. The results of the survey are being used to inform new policies.

## 2. Administration of Justice

Over the past years, staff unions have been working towards a more effective, fair and efficient internal justice system. The concerns include, for example, the speed of investigations and judgments, retaliation (including against those cooperating with investigations), impunity, lack of resources and a lack of protection for employees of the UN with precarious contracts such as consultants and interns.

While progress in fully addressing and correcting the above has been slow, there has been some. For example, the General Assembly, through a resolution adopted in December 2018<sup>27</sup>, took the following steps: it asked that all categories of personnel (thereby including consultants and interns) subjected to prohibited conduct, have access to effective measures; asked the SG to address retaliation against staff who testify at the tribunals; welcomed the pilot project to provide informal dispute resolution to consultants; asked the Secretary General to propose incentives for staff not to opt out of the OSLA voluntary funding scheme; and asked for information on how the Secretary General disciplines managers who are referred by the tribunals for accountability measures.

## 3. Legal Assistance for Staff

The Staff Council attaches great importance to the provision of adequate and appropriate legal assistance for staff. As a result, the availability of legal resources has been one of the priorities of the Staff Council and has resulted in a significant strengthening of legal advisory services as indicated in the following sections (3.1. and 3.2.)

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<sup>27</sup> A/C.5/73/L.10 Administration of justice at the United Nations: Draft resolution submitted by the Chair of the Committee following informal consultations

In addition, the Staff Council remains continually available to staff members wishing to consult with them on work-related issues. Advice is provided on options available and assistance is given in seeking justice, whether through informal or formal channels, such as through the provision of legal assistance to contest an administrative decision.

Dues-paying Staff Union members are entitled to two free legal consultations per year from English speaking lawyers on both work-related and non-work-related matters.

### **3.1. Lawyers available for work-related issues**

The legal services for dues-paying members of the Staff Union have been expanded this year to include an additional lawyer from "Bretton Woods Law". There are now two lawyers available weekly in room C0341 to consult with on work-related issues:

#### **(1) Laurence C. Fauth**

**Thursdays, from 08:00 to 12:00 am (by appointment only)**

Maria-Treu-Gasse 2/15, 1080 Vienna

Tel. (+43 (0)) 664 205 84 58

Email: [info@unattorney.com](mailto:info@unattorney.com) Web: [www.unattorney.com](http://www.unattorney.com)

#### **(2) Ludovica Moro ("Bretton Woods Law")**

**Tuesdays, from 4:00 to 6:00 pm (by appointment only)**

Schwarzenbergplatz 7 (c/o TaylorWessing GmbH), 1030 Vienna

Tel. +43 676 685 5658

Email: [ludovicamoro@brettonwoodslaw.com](mailto:ludovicamoro@brettonwoodslaw.com)

A third lawyer, who is an expert in UN rules and regulations, continues advising staff on general legal issues. His services include assistance in the submission, representation and management of individual dues-paying Staff Union members' cases in the UN Administration of Justice system.

During the reporting period, the lawyer has provided legal advice and extensive consultation to six staff members concerning their grievances. He also provided advice and legal opinions to the Staff Council on the revision of the Staff Union's Statutes, on various issues in the context of GSDM, as well as on upcoming changes at Gate 1 and the status of the Gift shop.

In order to access this service, a staff member needs to have been a dues-paying member for at least six months. Staff in the organization for less than six months, need to have joined immediately upon arrival. The Staff Committee determines whether a case should be forwarded to the lawyer. Depending on the lawyer's opinion on the chances of success of the case, the Staff Union will assist you in funding the legal representative.

To further strengthen legal assistance, the Staff Council has recently decided to hire two additional lawyers on a retainer - one from “Bretton Woods Law” and the other from the “Outer Temple Chambers”. At the time of this writing, the Staff Committee was establishing a budget line for the new retainer agreements.

## **6.2. Lawyers available for non-work-related issues**

Four lawyers are now available weekly in room C0341 to advise staff on non-work-related issues. Up to two free legal consultations per year are provided to dues-paying members of VIC Staff Associations/Unions. As one needs to present their Staff Union membership card, staff members who no longer have their card may contact the Staff Union’s office (E1112).

### **(1) Stadler Völkel Attorneys at Law**

**Mondays, from 2:00 to 4:00 pm (by appointment only)**

Seilerstätte 24, 1010 Vienna

Tel: +43 (1) 997 1025-33 (Stadler), +43 (1) 997 1025-22 (Völkel)

Email: [office@svlaw.at](mailto:office@svlaw.at)

<http://www.svlaw.at/en/>

### **(2) Mag. Diana Mautner Markhof, LL.M. (Chicago), Attorney at law, New York**

**Tuesdays, from 2:00 to 4:00 pm (by appointment only)**

Weimarer Strasse 49/1/1, 1180 Vienna

Tel: +43 (0) 650 403 00 91

Email: [office@mautnermarkhof.eu](mailto:office@mautnermarkhof.eu)

[www.mautnermarkhof.eu](http://www.mautnermarkhof.eu)

### **(3) Paar and Zwanzger, Rechtsanwaelte-Partnerschaft (GbR)**

**Wednesdays, from 2:00 to 6:00 pm (by appointment only)**

Wiedner Hauptstrasse 46/6, 1040 Vienna

Tel: (+43 (0)) 581 3332

Email: [kanzlei@paar-zwanzger.at](mailto:kanzlei@paar-zwanzger.at)

### **(4) Dr. Roland Gewessler, MRICS, Attorney-at-Law, N.Y.**

**Fridays, from 2:00 to 4:00 pm (by appointment only)**

Office Tel: +43 (1) 513 52 56 0, Cell: +43 (0) 664 464 90 70

Email: [roland.gewessler@rglegal.at](mailto:roland.gewessler@rglegal.at)

## IV Communication and Outreach

One of the Staff Council's endeavours is to further increase its visibility and raise staff awareness. To this end, a number of activities have been continued, including those referred to below.



The website of the United Nations Staff Union at Vienna <http://staffunion.unov.org> is updated with information on news, the activities of the Union, important documents, contacts, information on meetings and the services the Union provides.

The Facebook page, which is maintained in conjunction with other staff unions, reports on how your unions are campaigning on issues that concern you such as safety, contracts and conditions of service. It provides information about developments taking place in the Organization and how you may be affected: <https://www.facebook.com/unstaffunions>



UN staff unions  
@unstaffunions



Another useful source of information is the upgraded website of our staff federation CCISUA: <http://www.ccisua.org/>. This website displays regularly updated articles, providing coverage of issues pertaining to common system staff and putting forward CCISUA members positions on a variety of topics. The CCISUA website was also used to conduct the Global Day of action online campaign between 26 February and 23 March 2018.

Further upgrades to the website are being made to improve its functionality, long-term capacity, content and to create an operational archive that can be searched. The Vice-President of our Staff Union is taking the lead on this task, having been elected as

CCISUA's Vice-President for Communication and Outreach at its 33<sup>rd</sup> General Assembly in June 2018.

CCISUA  
Coordinating Committee for  
International Staff Unions and Associations

HOME ABOUT US NEWS & STORIES PUBLIC ARCHIVE EVENTS MEMBERS AREA CONTACT US

LATEST POSTS

POPULAR POSTS

CCISUA Mid-term meeting digest

CCISUA  
Coordinating Committee for  
International Staff Unions and Associations

CCISUA-wide Survey on  
Discrimination, Sexual Harassment,  
Harassment and Abuse of Authority

Leaked OIOS report shows why the UN pension fund didn't pay retirees on time and why its management cannot be trusted

Leaked OIOS report shows why the UN pension fund didn't

During the reporting period the Staff Council has also sent you broadcasts informing you of developments and inviting your feedback.

The Staff Council actively participated in all global and local town-hall meetings organised by the Administration addressing issues of concern and asking questions on your behalf.

The more fully informed the Staff Council is of the issues that affect our constituents, the better it is able to represent them and facilitate policies and conditions that protect and benefit you.

## V Services to Staff

### 1. Utilization of Union Funds

#### 1.1. Agreement with the Austrian Tenants' Union

Thanks to the agreement with the Austrian Tenants' Union ("*Mietervereinigung*"), signed in 2017, the dues-paying members of the Staff Union continue to have free access to the following services:

- personal counselling on tenancy issues, either on the phone or personally in the offices of the Tenants' Union
- assistance with drafting correspondence to the house/apartment owner or house management
- verification of rental contracts (scanned copy with any questions can be submitted through the office of the Staff Council to the Tenants' Union and a reply is normally provided within one to two days)
- staff members who require additional assistance which goes beyond services listed above are exempt from paying the registration fee of EUR 62.- and immediate service fee of EUR 170.- and only have to pay the regular membership fee of EUR 63.-



The service remains very popular and highly appreciated by many staff, particularly by those who might not be familiar with the Austrian laws and the German language. Positive feedback has been received from over twenty staff members who took advantage of the service.

#### 1.2. Charity Donations

The Staff Council has decided again this year to donate the ten per cent of the 2017 profit generated from the sales of the Gift Shop to the "Project Balsam". The Project was

launched by the "[Arab Women's Association](#)", an NGO, founded in May 1997 in Vienna and helps Syrian women and children who live as refugees in Antakya, Turkey.



The funds donated by the Staff Union in the past contributed to setting up and running the Amal (Hope) Polyclinic and to improving the Syrian refugee children's education by providing for better facilities, equipment and educational materials, as well as ensuring a daily meal and transportation to school.



The amount of EUR 5,095.- donated this year will be used to further contribute to improving the education skills of the Syrian refugee community living in that region by setting up a small library. This library will provide free-of-charge books, films, stationery and workshops to Syrian refugee children. In addition, Syrian teachers who have sought asylum in Austria will travel to Turkey and perform free-of-charge literacy workshops and training courses for

Syrian volunteer refugees in the Amal Centre to be able to maintain the literacy courses.

### 1.3. 3<sup>rd</sup> Joint VIC Staff Summer Party

The Staff Union joined the IAEA, UNIDO and CTBTO Staff Unions / Councils on 22 June 2018 for the joint VIC Staff Summer Party. The UNOV/UNODC Staff Council contributed EUR 5,000.- to the costs. Half of the cost was generously subsidised by the Staff Welfare Board.

### 1.4. Gift Shop and the Support Fund

The Staff Union has been managing the operation of the Gift Shop at Gate 1 for many years. The Shop offers a wide range of products, and the dues-paying members of the Staff Union have a ten percent discount on any item.

The profit from the sales is used to support the activities of the Staff Union and ten percent of the profit is donated to a charity every year<sup>28</sup>.

In 2017, with aim of further improving the operations of the Gift Shop, the Staff Council established a Gift Shop Standing Committee (GSSC) as its governance body. It establishes rules, procedures and guidelines for the Gift Shop operations; reviews, approves and monitors the implementation of the annual procurement and sales plan; appoints an impartial third party to conduct a regular annual inventory taking and financial audit exercise; establishes a long-term strategy; and also provides recommendations on the distribution of profits.

The Staff Council has recently approved the GSSC proposal to establish a Support Fund that would be used primarily for legal representation of vulnerable groups such as interns or contractors i.e. staff with precarious contracts. With the Gift Shop being the funding source for the representation of those UN colleagues, no membership dues will be re-directed for this purpose.

All project / activity / funding proposals that shall be paid from the Support Fund need to be submitted in writing and addressed to any member of the Staff Committee. All proposals shall be discussed by the Staff Committee, who ultimately may approve or decline the request. The Staff Committee furthermore approves a ceiling up to which it will cover the costs. The maximum ceiling per proposal shall be EUR 2,500.-

## 1.5. Staff Union Dues

While all staff of UNOV/UNODC are nominally members of, and represented by, the Staff Union, payment of dues is completely voluntary and not automatic.

The Staff Union depends on its members' contributions and each dues-paying member's



small contribution goes towards a collective fund to develop activities that will benefit us all. Joining the Union adds to the impact of our collective efforts to improve conditions of service and expand our programmes to serve your needs more effectively.

Union dues are set at 0.15 per cent of your monthly net salary, plus allowance. They are automatically deducted from payroll, after staff fill out a form available from the Staff Union's office or on our website: <http://staffunion.unov.org/su/en/your-union.html>

By becoming a dues-paying member, not only is one claiming a real stake in the Union, one is also showing solidarity with the cause of staff rights. In addition, one receives a membership card, which provides the possibility of accessing professional legal

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<sup>28</sup> Details of the distribution of 2017 profit are provided un Chapter V 1.2 above.

representation at the UN appeal boards and tribunals, as well as to a whole range of other [services and discounts](#) provided to dues-paying members.

## 2. Staff Services

The Union's Staff Services Officer continues expanding the commercial offers and discounts available to dues-paying members.



The relevant information about the Staff Union services is available on the Staff Union website: <http://staffunion.unov.org/su/en/staff-union-services.html>

The list of shops and services offering discounts is available at: <http://staffunion.unov.org/su/en/your-discounts.html>



All the information on staff services and discounts available to staff are shared among all Vienna-based organisations (VBOs) in the Vienna International Centre (VIC) resulting in more staff members having access to more services. Dues-paying members of all the VIC Staff Associations and Unions are welcome to take advantage of the offers provided in E1114 and C0341.

The VIC Staff Associations and Unions organised the second Staff Services Open House Day, held in the Rotunda on 10 April 2018. More than thirty of the companies and service providers attended the event, answering staff's inquiries and presenting their special offers to dues-paying members of the VIC Staff Associations and Unions.

The Staff Services Office is also responsible for organizing the popular holiday raffle.



In 2017 and 2018, the holiday raffle respectively included over 77 and 190 prizes from various sponsors.

### **3. Joint Bodies and Common Services in VIC**

The Staff Council strives towards having staff-friendly and staff-oriented common services in the VIC. In order to contribute to this, the Staff Council has staff-nominated representatives who participate in the joint bodies and common services in the VIC.

#### **3.1. Report of the Joint Advisory Committee on the Child Care Centre**

The UNOV/UNODC staff representatives on the Joint Advisory Committee on the Child Care Centre (JAC-CCC) have reported that for the calendar year 2018/2019, UNODC/UNOV quota increased by one additional place in the creche (0-3 years), reflecting a total of 12 places in that age category. The quota for the older age group (3-6 years) has also increased from 20 to 22 places.

The Manager of the VIC Child Care Centre invited the focal points for place allocation of each Vienna-based organization to its annual meeting in February 2018. Among the important issues discussed were the new places available, the movement of children from the crèche to the older kindergarten group, and the situation of currently registered children.

The Committee reviewed a total of 60 eligible applications (out of which 40 applications were for the crèche only) in order to allocate 6 places in the crèche and 3 places in the older age group that became available for September 2018. The trend continues to reflect a higher demand for the younger age group (0-3 years).

#### **3.2. Report of the Joint Commissary Advisory Committee**

The UNOV/UNODC staff representatives on the Joint Commissary Advisory Committee (CAC) have reported that the new Commissary Section Head has been recently appointed. He is an expert in marketing. Following up on a client survey he announced the following actions:

- Paperless QR code with the Commissary Rules and Regulations was made available to remind the customers of their privileges and rules regarding the Commissary;
- Presentation of the Commissary in the orientation sessions for newcomers;
- Some of the household items will be re-introduced for customers' convenience;
- Optimization of shelf space;
- Attractive activities in the Fashion boutique, e.g. promotions.

A UNOV/UNODC Staff Representative has also proposed to increase the supply of 'organic products'. According to the Manager, the Commissary will take this wish into account and offer more of those products.

### **3.3. Report of the Joint Advisory Committee on the VIC Garage**

UNOV is responsible for the management of the VIC garage. Earlier this year, UNOV Administration proposed an increase in the parking fee in order to cover growing expenses related to the administration and operation of the garage as well as the security arrangements specifically required for garage operations.

UNOV/UNODC staff representatives on the Joint Advisory Committee on the VIC Garage (JACG) did not agree with the proposal to increase the fees as they were against the principle that the garage administration should be self-supporting and that staff had to pay for security arrangements. The representatives stressed that it was the duty of the employer, not staff, to provide and pay for a safe and secure environment.

The representatives argued that many Austrian ministries were providing parking space free of charge to their employees, as does the UN Office at Geneva. The representatives also proposed to review the fee structure. Instead of a fixed amount, a percentage should be applied, similar to the way the Staff Union deducts membership fees<sup>29</sup>.

For the reasons listed above, the UNOV/UNODC staff representatives on the JACG were not in favour of the increase fees proposal. Although the JACG did not reach consensus, the Committee on Common Services (CCS) of the VIC-based organizations accepted the recommendation of UNOV Administration and approved an increase in the parking fee from €10 per month to €17 per month. The change became effective 1 May 2018.

### **3.4. Report of the VIC Recreation Committee**

The VIC Recreation Committee (VICREC) oversees the activities of the VIC-based clubs and operates under the auspices of the Vienna International Staff Associations Committee (VISAC).

VICREC organised another VIC Clubs' Day held in the Rotunda on 19-20 December 2018. It was again a great occasion for the Clubs to advertise their services, which helps them attract new members.

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<sup>29</sup> See chapter V 1.5 on Staff Union dues.

During the reporting period several Clubs were either dissolved or stripped of their status for having failed to submit the mandatory annual reports on their activities, along with their financial accounts for the past two reporting years.

The 45th Inter-Agency Games were successfully held in Montecatini Terme, Italy this year. They were hosted by the International Fund for Agricultural Development (IFAD). Next year's Games will take place in France and will be hosted by the United Nations Educational, Scientific and Cultural Organization (UNESCO).

### **3.5. Report of the Staff Welfare Bodies for 2017**

The Staff Welfare Board for UNOV/UNODC is a joint staff-management body established for the purpose of administering monies of the Staff Welfare Fund to provide financial support for activities benefiting the staff as a whole, as well as individual staff members.

The source of income for the Staff Welfare Board is the Commissary 5 % special mark-up on hard liquor and tobacco products.

#### ***Staff Benevolent Fund***

In cases of urgent financial/humanitarian need or distress, United Nations staff members in Vienna have access to the Staff Benevolent Fund, a subsidiary fund of the Staff Welfare Board that provides financial assistance in the form of interest-free loans or, in exceptional cases, grants. The Staff Benevolent Fund is administered by the Board of Trustees, which verifies that the applicant's financial need is genuine and that no other appropriate assistance is available.

#### ***Staff Assistance Fund***

All staff members of the United Nations bodies at Vienna whose payrolls are administered by UNOV/UNODC are eligible to apply for loans for a variety of purposes from the Staff Assistance Fund, a subsidiary fund of the Staff Welfare Fund which is administered by the Staff Assistance Committee.

In 2017, the Staff Assistance Fund granted 45 new loans for a total of € 544,000.00. At the end of 2017, the Staff Assistance Fund outstanding principle on loans amounted to a total of € 593,266.12.

The total interest earned on outstanding loans in 2017 was € 16,939.00. The interest rate on Staff Assistance Fund loans remained at 3% throughout 2017.

At the end of 2017, the Staff Assistance Fund Balance was € 770,678.00.

### 3.6. Coordination with other Staff Unions and Associations

#### ***Vienna International Staff Associations Committee***

The Staff Union continued its collaboration with other staff associations of the VBOs through the Vienna International Staff Associations Committee (VISAC). The Committee is composed of the Staff Council Presidents from the International Atomic Energy Agency (IAEA), the Comprehensive Test Ban Treaty Organization (CTBTO), the United Nations Industrial Development Organization (UNIDO) and UNOV/UNODC.

During the reporting period, the Committee held several meetings and continued their regular discussions on a broad range of issues of common interest.

VISAC had repeatedly approached the Committee on Common Services (CCS) with a request to consider establishing a second bank at the VIC. The petition<sup>30</sup> and a joint letter had been delivered to the CCS in April 2017. On 28 March 2018 the CCS informed VISAC that they did not support the proposal as in their view the current arrangements fully met the needs of the VIC organisations and their staff, Therefore, an exercise to identify an additional banking partner was unlikely to bear the desired fruit of substantial benefit.

VISAC subsequently requested a meeting with the CCS to further address the issues of banking services. The meeting took place on 5 December 2018 when the CCS reiterated the reasons mentioned above and stated that the issue of a second bank had already been considered at length by the CCS and the Infrastructure Committee (IC). They also argued that banks in general were not interested in opening branches in the VIC. However, they took note of Staff Council representative's response that staff at the VIC needed a retail bank rather than a bank handling the business of international organisations. He suggested that banks should be asked to send in their proposals rather than respond to the criteria and needs predefined by the CCS.



In addition to the banking services, other important areas of interest were brought to the CCS, such as the inclusion of staff representatives in both the CCS as well as the IC. Your

<sup>30</sup> In September 2016 VISAC called upon all staff by means of a petition to request that the CCS initiates a bidding process to establish a second bank at either of the two locations at the VIC currently occupied by the Bank Austria (ground floor of the D-building or C01).

Staff Council believes that both Committees would benefit from the inclusion of staff in their deliberations and decision-making processes. A model similar to the SMC within the Secretariat has been proposed.

VISAC organised the celebration of the second UN Staff Day in the rotunda last December 2017. The programme included the ceremonial presentation of the UN flag, joint statements by the VBOs and by VISAC and a musical programme. Each staff member received a shopping bag as a gift and tombola prizes were distributed to the luck winners.

The next UN Staff Day celebration is planned to take place in March 2019.

## VI Treasurer's Report



**UNITED NATIONS STAFF UNION VIENNA**  
**Financial Report for the year 1 January - 31 December 2017**  
 (in Euro)

**INCOME**

1. UNOW/UNODC Membership dues	70,247.20
2. NOMIK (T-Mobile) monthly payments for Staff Services Officer	900.00
3. Bank interest	0.00
4. CTBTO contribution to staff services <sup>1</sup>	1,308.12
5. Miscellaneous income <sup>2</sup>	5,409.55

**Total Income** **77,864.87**

**EXPENDITURE**

1. UNSCV travel and training expenses <sup>3</sup>	28,190.62
2. CCISUA annual membership	7,940.01
3. Staff services officer	16,100.00
4. Lawyer fees (professional legal assistance for staff)	7,500.00
5. Business Net (charges for online banking)	244.80
6. Miscellaneous expenses <sup>4</sup>	17,407.37
7. Bank Charges	347.26

**Total Expenditure** **77,730.06**

**Excess of income over expenditure** **134.81**

**ASSETS**

Current account balance as at 31 December 2017	30,118.68
Dispo account balance as at 31 December 2017	778,926.13

**Total** **809,044.81**

Prepared by :

Valter Podgornik  
 Treasurer, UN Staff Council at Vienna



**United Nations Staff Council at Vienna – Financial Report**  
**For the period 1 January to 31 December 2017**  
*(in Euro)*



## Explanatory notes 2017

### Remarks

- The Staff Council uses the ‘Cash Accounting’ principle for its financial operation.
- The Inter Agency Games Account is provided as a free service to the UNOV / UNODC IAG Committee and fully managed by the designated IAG Organizer. The account cannot be overdrawn and any reporting requirements are between the IAG Organizer and his / her transaction partners.

### Explanations

<sup>1</sup> CTBTO Staff Council contribution of Euro 109.01 per month allows CTBTO staff members to make use of the UNSCV Staff services, including the services provided by the Austrian Tenants’ Union

<sup>2</sup> Miscellaneous income and settlements

1. Reimbursement 3xDSA by Irka Kuleshnyk (Meeting of the SMC WG on Downsizing, NY, November 2016) – amount was advanced by UNSU and subsequently paid by OHRM NY into Irka Kuleshnyk’s account	1,036.02
2. Reimbursement by Corenne Agboraw (GFTU Training 2016 - reimbursement 3rd night at Quorn Grange Hotel)	102.12
3. Staff Welfare Board subsidy towards 2017 Staff Summer Party	2,500.00
4. Reimbursement by Alessandra Liquori (Workshop on Mental Health, Geneva – flight ticket cost difference)	96.19
5. World AIDS Day donation from UNFCU minus commission (deposit)	1675.22

<sup>3</sup> This represents the travel and training expenses for:

1. CCISUA General Assembly 2017, Addis Ababa (Jeremy Milsom)	2,619.07
2. CCISUA General Assembly 2017, Addis Ababa (Stefan Brezina)	2,619.07
3. CCISUA General Assembly 2017, Addis Ababa (Irka Kuleshnyk)	2,619.07
4. CCISUA General Assembly 2017, Addis Ababa (César Guedes)	1,786.25
5. FICSA Workshop “What are my rights”, Geneva - course fee	277.67
6. FICSA Workshop “What are my rights”, Geneva – travel expenses Corenne Agboraw)	1,245.98
7. FICSA Workshop “Mental Health” - course fee for two participants	352.86
8. FICSA Workshop “Mental health” – travel expenses Alessandra Liquori	1,055.98
9. FICSA Workshop “Mental health” – travel expenses César Guedes	2,863.94
10. CCISUA mid-term meeting, New York (Irka Kuleshnyk)	6,372.41
11. CCISUA mid-term meeting, New York (Stefan Brezina)	4,277.23
12. FICSA training on job classification – course fee for three participants	529.94
13. Preparatory meeting for the town hall presentation on bullying and harassment (payment to Simon Ferrar)	1,275.89

<sup>4</sup> This consists of the following expenses

1. Fee for services provided by Tenants' Union ("Mietervereinigung")	6,000.00
2. International Women's Day - cup cakes for the event organised by Focal Points for Women	350.00
3. Plastic cards for printer (membership cards)	40.00
4. Ribbons for membership card printer	439.08
5. Posters for Staff Summer Party	114.85
6. 2017 Staff Summer Party (UNOV share)	5,000.00
7. Annual subscription to magazine "Konsument"	52.00
8. Survey Monkey subscription Nov. 2017 – Nov. 2018	214.04
9. External auditor fee ("Albl & Partner")	1,440.00
10. UN Staff Day gifts (shopping bags)	1,970.00
11. Holiday Raffle posters	30.68
12. World AIDS Day - cupcakes	528.00
13. Transfer of World AIDS Day donation from UNFCU to NGO in Belarus	1,228.72

<b>Gift Shop Financial Report 2017</b>	
<b>INCOME</b>	
1. Income from sales (credit card payments)	50,571.60
2. Income from sales (cash payments)	96,147.52
3. Miscellaneous income (1)	86.52
<b>Total income</b>	<b>146,805.64</b>
<b>EXPENDITURE</b>	
1. Purchases	51,282.46
2. Staff salaries	26,145.00
3. Office supplies	60.30
4. Paper bags	6,204.00
5. Bank Charges	597.98
6. "Paylife" annual fee	416.02
7. Charity donation to Project "Balsam" for Syrian refugees	6,902.00
8. Other expenses (2)	11,373.15
<b>Total expenditure</b>	<b>102,980.91</b>
<b>Excess of income over expenditure</b>	<b>43,824.73</b>
<b>Assets</b>	
Souvenir Shop account balance on 31 Dec 2017	174,259.93
Items on stock (average cost method)	66,188.97
Money in hand (two employees, 350 EUR each)	700.00
<b>Total Assets</b>	<b>241,148.90</b>

<b>Explanatory notes</b>		
<b>(1) Miscellaneous income:</b>		
1	Piggy bank at the shop counter (added to charity donation)	30.00
2	Refund by Bank Austria for cancelling inadvertently September payment for two work stations, resulting in higher amount (new exchange rate in October)	56.52
<b>TOTAL</b>		<b>86.52</b>
<b>(2) Other expenses:</b>		
1	Epos Now annual software licence for the cash register	206.34
2	Cupcakes for Daughters' Day 27 April 2017	116.80
3	Work Stations used by Staff Union (Gift Shop and Staff Services Office)	2,995.14
4	UNFCU donation for UN Staff Day - deposited into the account in December 2016 and used for expenses of UN Staff Day 2017 events	933.62
5	Advance - CCISUA admin assistant salary Sept - Dec 2017 - will be reimbursed by CCISUA	7,121.25
<b>TOTAL</b>		<b>11,373.15</b>

## VII Audit Report

**ALBL & Partner**  
Steuerberatung OG  
GF.: Mag. Wolfgang Albl



Dr. Irka Kuleshnyk  
President of the Staff Council

Vienna International Center  
PO Box 500  
1400 Vienna

Vienna, 12. October 2018

Audit of the United Nations Staff Council and Gift-Shop 2017

Dear Ms. Kuleshnyk,

we have examined the balance sheet as of 31 December 2017 and the related statement of income and expenditure of the United Nations Staff Council and Gift-Shop.

We conducted the audit by examining evidence supporting the amounts and the disclosures.

In this regard, we would like to submit to you the following suggestions and statements:

1. As for 2017 you didn't get any interests from your bank, we strongly recommend to start negotiations with other banking institutions in order to increase the level of credit interest (at least one part of the total assets should be tied longer).

To our opinion, the financial statements of 2017 present a true and fair view of the United Nations Staff Council and Gift-Shop.

Yours faithfully

Mag. Wolfgang Albl  
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## Annex I

### Staff Representatives and Alternates – Attendance Record

<b>Attendance at meetings of the 26<sup>th</sup> UNSCV from 11 December 2017 to 15 January 2019</b>				
<b>Unit</b>	<b>Representative</b>	<b>Attendance</b>	<b>Alternate</b>	<b>Attendance</b>
UNIS/UNPA/ UNRoD/OLA	SCHAECHTER, Iris	13	CROWE-MAYERHOFER, Veronika	0
OOSA/UNOV DM (GSS- OD-OIOS)/UNICRI	MARELLI, Francesco	1	ARISPE, Itziar	1
OOSA/UNOV DM (GSS- OD-OIOS)/UNICRI	MAZZINI, Marina	7	LIQUORI O'NEIL, Alessandra	3
UNODC Field	VACANT	-	VACANT	-
UNODC Field	GUEDES, César	4	DE LEO, Antonino	0
UNODC Field	MILSOM, Jeremy	2	MAJEED, Asif	0
UNOV/SSS	FILIP, Antonin	1	IOO, Marius	0
UNOV/SSS	MARHALI, Asher	4	KANSARNGWORN, Sobkoon	0
UNOV/SSS	HATASOVA, Monica	5	TROJAN, Karol	0
UNODC (DM-BPRCM- FRMS-HRMS-ITS)	RUANE, Andrew	13	JURENKA, Corrinne	11
UNODC (DM-BPRCM- FRMS-HRMS-ITS)	NUSEIBEH, Ibrahim	11	GRIMM, Ferdinand	13
UNODC (DM-BPRCM- FRMS-HRMS-ITS)	BREZINA, Stefan	12	AL ABANI, Shadi	4
UNOV CMS	BUDIN, Aban	9	GUILBERT, Marie-Lise	0
UNOV CMS	BAKAYOKO, Aziz	10	VACANT	-
UNOV CMS	VACANT	-	VACANT	-
UNOV CMS	VACANT	-	VACANT	-
UNOV CMS	PODGORNIK, Valter	13	JEREMIC, Nikola	0
UNODC (DO-DTA-DPA-OED)	ARTHUR-FLATZ, Claudia	2	JESRANI, Tejal	0
UNODC (DO-DTA-DPA-OED)	BARONI, Claudia	9	GRASSI, Simonetta	1
UNODC (DO-DTA-DPA-OED)	KULESHNYK, Irka	13	HAMMOND-AGBORAW, Corenne	6
UNODC (DO-DTA-DPA-OED)	KRAMER, Karen	8	QUIJANO-EVANS, Nicole*	1
UNODC (DO-DTA-DPA-OED)	KATKHOUDA, Nabil	9	PIETSCHMANN, Thomas	1
UNODC (DO-DTA-DPA-OED)	BERTERAME, Stefano	8	ESPOSITO, Karin**	0
There was a total of 14 regular meetings from 11 December 2017 to 15 January 2019.				
* Transferred to Bangkok as of 1 October 2018.				
** On temporary assignment in New York				
<i>Note: Staff representatives from the field are not always able to participate in the meetings because of the different time zones.</i>				

## Annex II

### Officers of the Staff Council

<b>Staff Council</b>	Presiding Officer Deputy Presiding Officer	Karen Kramer Nicole Quijano-Evans
<b>Staff Committee</b>	President Vice-President Secretary Treasurer Rapporteur	Irka Kuleshnyk Stefan Brezina Nabil Katkhouda Valter Podgornik Stefano Berterame
<b>Polling Officers</b>		Angelika Engl, Chairperson Sébastien Chikhi Gert Eidherr Mohamad Mardini Maherul Haque

## Annex III

### Staff Representatives on Joint Bodies

<b>Joint Advisory Committee</b>	Chairperson*	Caroline Nicholas	
	Members	Irka Kuleshnyk	
		Stefan Brezina	
Alternates	Andrew Ruane		
	Stefano Berterame		
	Ibrahim Nuseibeh		
<b>General Service Classification Appeals and Review Committee</b>	Chairperson*	Claudia Arthur-Flatz	
		Beate Hammond	
	Members	Mae Cayir	
Valter Podgornik			
<b>Staff Welfare Board</b>	Chairperson*	Jenny Clift	
	Members	Monica Canafoglia	
		Elwood Graham	
Stefan Brezina			
<b>Staff Assistance Committee</b>	Chairperson	Iris Schaechter	
		Members	Ibrahim Nuseibeh
			Alexandre Silva
Alternates	Stefan Brezina		
	Sabine Lehner		
	Angeline Van Der Waals		
<b>Central Review Board</b>	Chairperson*	Giovanna Gossage	
		Members	Corrinne Jurenka
			Elwood Graham
Members	Martin Nesirky		
	John Brandolino		
	Mark Colhoun		
		Andres Finguerut	

		Gilberto Gerra Masood Karimipour Fariba Soltani (Alternate Chairperson) Oliver Stolpe
<b>Central Review Committee</b>	Chairperson* Members	Bonnie Adkins Azucena Bajo Claudia Baroni Beate Hammond (Alternate Chairperson) Alejandro Matta Maya Reiner Pungs Martin Raitelhuber Melvina Slim Candice Welsch
<b>Central Review Panel</b>	Chairperson* Members	Viktorija Sankouskaya Tania Banuelos Mejia Stefan Brezina (Alternate Chairperson) Clarissa Fuernsinn Ferdinand Grimm Sean Hyland Andrew Ruane Jennifer Sarvary Bradford Iris Shaechter
<b>UNOV/UNODC Rebuttal Panel</b>	Members	Karen Kramer Daniel Bridi Simonetta Grassi Fariba Soltani
<b>Departmental Focal Points for Women</b>		Anne Thomas Ricarda Amberg

<b>Alternate Departmental Focal Points for Women</b>		Wadih Maalouf Michele Rogat
<b>Joint Harassment Prevention Board</b>	Member Alternate	Simonetta Grassi Claudia Arthur-Flatz
<b>Joint Advisory Committee on the Child Care Centre</b>	Member Alternate	Sana Sarrouh Vacant
<b>Joint Commissary Advisory Committee</b>	Members  Alternates	Andrew Ruane Ferdinand Grimm Valter Podgornik Aziz Bakayoko
<b>Joint Advisory Committee on Catering Service</b>	Member Alternates	Nabil Katkhouda Gautam Babbar Ferdinand Grimm
<b>Joint Advisory Committee on the VIC Garage</b>	Chairperson <sup>31</sup> Member Alternate	Ferdinand Grimm Jorge Rios Ibrahim Nuseibeh
<b>VIC Recreation Committee</b>	Chairperson Member	Daniel Bridi Vacant

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\* Jointly nominated by staff and administration.

<sup>31</sup> Elected by the Committee from among its members (one representative each from the staff and the administration of the four participating organizations (UNOV/UNODC, UNIDO, CTBTO & IAEA))

## Annex IV

### Abbreviations

<b>ACABQ</b>	Advisory Committee on Administrative and Budgetary Questions
<b>ASHI</b>	After Service Health Insurance
<b>CAC</b>	Commissary Advisory Committee
<b>CCISUA</b>	Coordinating Committee for International Staff Unions and Associations of the United Nations System
<b>CCS</b>	Committee on Common Services
<b>CEB</b>	UN System Chief Executives Board for Coordination
<b>D</b>	Director category
<b>DMSPC</b>	Department of Management Strategy, Policy and Compliance
<b>DOS</b>	Department of Operational Support
<b>FAFICS</b>	Federation of former international civil servants
<b>FICSA</b>	Federation of International Civil Servant's Association
<b>FS</b>	Field Service category
<b>GFTU</b>	General Federation of Trade Unions
<b>GS</b>	General Service and related categories
<b>GSSC</b>	Gift Shop Standing Committee
<b>GSDM</b>	Global Service Delivery Model
<b>HLCM</b>	High-Level Committee on Management
<b>IC</b>	Infrastructure Committee
<b>ICSC</b>	International Civil Service Commission
<b>IDTFA</b>	Inter-Departmental Task Force on Accessibility
<b>IPAS</b>	Integrated Pension Administrative System
<b>JAC-CCC</b>	Joint Advisory Committee on the Child Care Centre
<b>JACG</b>	Joint Advisory Committee on the VIC Garage
<b>LSSC</b>	Local Salary Survey Committee
<b>MAS</b>	Mandatory Age of Separation
<b>OICT</b>	Office of Information and Communications Technology
<b>OIOS</b>	Office of Internal Oversight Services
<b>OSLA</b>	Office of Staff Legal Assistance
<b>P</b>	Professional category

<b>RCs</b>	Resident Coordinators
<b>Staff Council</b>	Staff Council of the United Nations Staff Union at Vienna
<b>SMC</b>	Staff-Management Committee
<b>UNAT</b>	UN Appeals Tribunal
<b>UNDOCO</b>	UN Development Operations Coordination Office
<b>UNDS</b>	UN Development System
<b>UNDT</b>	UN Dispute Tribunal
<b>UNISERV</b>	United Nations International Civil Servants Federation
<b>UNSDG</b>	UN Sustainable Development Group
<b>VBOs</b>	Vienna-based Organizations
<b>VIC</b>	Vienna International Centre
<b>VICREC</b>	Vienna International Centre Recreation Committee
<b>VISAC</b>	Vienna International Staff Associations Committee
<b>WG</b>	Working Group