

**REPORT OF THE  
UNITED NATIONS STAFF COUNCIL AT VIENNA  
FOR 2005-2006**

*Abbreviations*

BMS	Buildings Management Service
CAC	Commissary Advisory Committee
CATAC	Catering Advisory Committee
CCISUA	Coordinating Committee for International Staff Unions and Associations of the United Nations System
CMS	Conference Management Service
DG/ED	Director General-Executive Director
DO	Division of Operations
DTA	Division of Treaty Affairs
GPF	General purpose funds
H-MOSS	Headquarters Minimum Operating Security Standards
HRMS	Human Resources Management Service
ICSC	International Civil Service Commission
ITS	Information Technology Service
JAB	Joint Appeals Board
JAC	Joint Advisory Committee
JAGGO	Joint Advisory Group on Garage Operations
JDC	Joint Disciplinary Committee
PAS	Performance Appraisal System
POC	Panel of Counsel
SMCC	Staff Management Coordination Committee
SWB	Staff Welfare Board
SWF	Staff Welfare Fund
UNHQ	United Nations Headquarters
UNICRI	United Nations Interregional Crime and Justice Research Institute
UNSCV	United Nations Staff Council at Vienna
UNSSS	United Nations Security and Safety Section
VBOs	Vienna-based Organizations
VISAC	VIC Staff Associations Committee

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### INTRODUCTORY REMARKS

1. This Annual Report is the collaborative effort of the UNOV/UNODC Staff Committee and Staff Council, together with the input received from the staff at large through frequent consultations and communications with staff during the reporting period.
2. The report covers the period from 12 April 2005 to 11 April 2006. For the sake of brevity, it focuses on major global and local issues of staff concern and action. Details of the Council's activities, reflected in the minutes of Council meetings, as well as other relevant documentation, including CCISUA reports, are available on the electronic bulletin board or may be consulted by interested staff members in the Staff Council office.
3. In preparation for the upcoming election of a new Staff Council and in order to promote the active participation of the increasingly numerous UNODC field-based staff members in matters of staff representation and concern, in early 2006 the Staff Council Polling Officers, in consultation with the Staff Committee, proceeded to a restructuring of the electoral units, in accordance with UNSCV Statutes, resulting in the allocation of two seats of representative and alternate each –that is, a total of four staff members– to be elected to the Staff Council by the offices away from headquarters administered by UNODC, namely the UNODC field offices and the UNICRI office in Turin. At the same time, the Council decided to adopt for the first time, and on a trial basis, a system of electronic voting similar to the one used for the selection of tsunami charities by staff at large in the context of the automatic payroll deduction initiative recently completed. Thanks to the Director for Management's enthusiastic facilitation of the information technology resources needed and to the untiring support of the IT staff assigned to the project, as well as to the constant care and vigilance of the Polling Officers, it seems that the electronic polling at this election will be a success, hopefully allowing the Council to adopt it on a regular basis.
4. UNSCV continued to enjoy a high level of trust from staff at all levels, which was manifest by the overwhelming show of support given to the Staff Council President at the end of her speech at the July 7<sup>th</sup> 2005 townhall meeting, which gave a clear sign of the staff mood at the beginning of this reporting period. The Council has maintained its good reputation for its professionalism and negotiating capacity.
5. During the past year, however, both the Council and the staff at large have noted with concern an increasing unresponsiveness with regard to the legitimacy and importance of staff representation on the part of the top management of UNOV/UNODC, seemingly unaware of the adverse effect such attitude may have on staff morale and local staff-management relations.

6. The staff of UNOV/UNODC hope that the Director General/Executive Director (DG/ED) will bear in mind the statutory role of staff representation bodies and staff representatives in the overall functioning of the Organization at the global and local levels, as well as the mandate contained in the Staff Regulations and Rules to ensure respect for and participation of those bodies and representatives, inter alia, in “identifying, examining and resolving issues relating to staff welfare, including conditions of work, general conditions of life and other personnel policies”. For its part, the Staff Council is committed to continued and improved collaboration with the UNOV/UNODC Administration on all matters of importance to staff at large.

## **I. GLOBAL ISSUES OF STAFF CONCERN**

### **A. LOCAL LEVEL: UNOV/UNODC**

#### Staff-management relations

7. As mentioned above, at UNOV/UNODC the quality of staff-management relations showed a worrying degree of deterioration in the course of the year under review, parallel to that observed at Headquarters and other Secretariat duty stations. The deficiencies evidenced by the Organizational Integrity Survey of late 2004 in the areas identified as “tone at the top”, transparency, trust and accountability have hardly been corrected. If anything, in some areas they seem intensified. The concept of “lessons learned”, so frequently evoked by our top management, has seldom been applied by it to address the realities of UNOV/UNODC during the reporting period.
8. The “tone” of top management generally projected to staff representatives and staff at large during this period has been a rather haughty or authoritarian one, occasionally accompanied by sarcastic remarks or questionable humor. References to staff have often been recriminatory and de-motivating, usually in the form of generalizations about lack of delivery and poor performance. In his end of year message, however, the DG/ED conceded that “major successes” achieved “would not be possible without the day-to-day efforts of each and every one of you” and thanked the staff for their contribution. This is a welcome change of tone which the staff hope will be effectively reflected in direct relations with all staff, including staff representatives.
9. Lack of transparency was perceived in top management’s efforts to ignore or avoid dissent and present a near-perfect image in spite of observed shortcomings in this regard, thereby further impacting on the trust of the staff. The Administration’s frequent claims of full compliance with established instructions to involve and consult with staff often amount, in practice, to a form of basic compliance with the letter but not with the spirit of policies and practices.

10. Staff Council statements or arguments have at times been misinterpreted or misrepresented, thereby creating and disseminating a wrong perception of Council positions, for instance with regard to the staff's attitude towards change. The staff representatives and, by extension, the staff at large are far from being "advocates of the status quo" as unfairly characterized by the DG/ED. On the contrary, they have long been asking for changes of organizational culture in terms of real dialogue, transparency and accountability –changes which have hardly been forthcoming. Some of the reforms now proposed by the Secretary-General are a response to that need and are therefore welcome by staff, with the hope that they will not, as so often in the past, become forgotten along the way. However, other proposed changes would radically affect the working conditions and job security of staff, as well as the quality of services rendered to Member States. It is especially such proposals that the Staff Council firmly believes should be discussed with the affected staff and their elected representatives, who can help management to assess their negative implications and try to minimize them.
11. The Staff Council representatives have consistently acted in good faith and in a spirit of respect and fair play in the context of staff-management relations at the highest level and therefore expect the same treatment from top management. Relations with senior officials, as the Director for Management (DM), continue to be satisfactory. While our positions and approaches do not always coincide, the staff representatives appreciate his accessibility and readiness to engage in a frank dialogue. In many instances, effective collaboration with DM has given fruitful results for the staff and the Organization alike. With the Chief of Human Resources Management Service (HRMS), who keeps a wide-open door for staff at all times and maintains a constant and close rapport with staff representatives, relations and collaboration continue to be very good, as well as with other senior and middle managers.

#### Staff representation and consultation

12. Top management has generally shown insufficient regard for staff representative bodies during the period under review, be it by limiting consultation or information to the senior management level (Executive Committee) or by unilaterally instituting channels for staff feedback which, if not jointly appointed, *de facto* result in circumventing staff-elected or mandated bodies, a recent example of which was the unilateral designation of a focal point to collect staff views on the Secretary-General's latest reform proposals. This would seem unnecessary given the fact that there is a Staff Council established for precisely that purpose and which could convey the staff feedback. If a more "neutral" party had been preferred by the Administration, a focal point could have been designated jointly with the Staff Council.

13. The staff bodies' high level of representativity and concomitant needs for effective functioning should also receive more tangible recognition from the Administration, for example by facilitating free access to audio and video-conferencing of official staff meetings, which other staff unions in the common system enjoy, as well as by providing adequate office space to the Staff Council in the light of its large constituency and diversified services. In the latter case, there has instead been a reduction of Staff Council office space, affecting the smooth delivery of the free legal consultations provided to the staff.
14. During the entire reporting period, and in particular at the July 2005 townhall meeting on the cost-cutting measures to address the financial situation of UNODC, attended by a full house including the UNODC Field Reps who were in town for the Field Representatives' Seminar, the Staff Council President has reiterated the importance for the Administration to hold substantive and timely consultations with staff and to bring issues for joint discussion and formal negotiation to the Joint Advisory Committee (JAC), which had been largely overlooked since the creation of the Executive Committee. Subsequently, at the initiative of the Council, two Joint Advisory Committee meetings were held in late July and in December to discuss those measures in the proper forum of staff-management negotiations. Notwithstanding, the point was made at the time that consultation had not taken place at an early enough stage or at a meaningful enough level.
15. Part of the problem seems to be a misunderstanding by top management of the essential factors of staff consultation. Disregard for the timeliness factor means that staff are "consulted" invariably after a decision is made or the document in question is formulated, that is, after the thinking process is done. There have been numerous situations exemplifying this attitude, such as the contingency plan of cost-cutting measures, the HR priorities document, the proposals to raise the garage fee, among others, all of which were shared with the staff much too late. By the time the information was released to the Staff Council, aspects of the content had invariably filtered to staff at large, giving rise to rumors and incomplete or out of context information, which benefit no one.
16. The other essential element of staff consultation is the substantive one, by which staff can make a meaningful contribution to the Administration. But there seems to be a lack of interest on the part of top management in seeking staff views or exploring the potential for consensus or compromise with staff before formulating policy or measures. That attitude, far from encouraging an open dialogue with and an involvement of staff, instills a culture of lack of participation and fear of dissent. As suggested before, if substantively consulted, staff representatives could advise top management on the threshold of acceptability or readiness by staff with regard to certain measures and thus help management to obtain better reception of policies by staff.



17. As a result, no real effort has been observed on the part of top management during the period under review to promote and ensure good staff-management relations, which can only be based on effective staff participation and representation as provided in Staff Regulation 8.1 and Staff Rule 108.1.

#### Secretary-General's reform proposals

18. While welcoming some of the reform proposals, in particular those dealing with expanded career opportunities and training, management reform and strict compliance with gender and geographical targets, among others, the staff representatives, in their comments at the town hall meeting of 9 March 2006 on this subject, expressed concern over other more radical aspects of the new reform, which might compromise their job security and status as international civil servants, as well as the quality, efficiency and security of the services rendered to Member States.
19. Among those aspects, the staff considered the drastic changes proposed in the delivery of services or the extreme form of contractual streamlining as clearly threatening the working conditions and well-being of many staff and bound to meet with considerable opposition. Staff in Vienna have also expressed concern for the proliferation of new panels and other bodies created to implement the reform instead of effectively empowering and monitoring the existing ones to perform their mandated functions. The UNOV/UNODC Staff Council, through its elected staff representatives, has launched a wide consultation process with its constituents on all aspects of the proposed reform in order to adequately reflect their views and convey them to appropriate levels of the Administration, both locally and at Headquarters.
20. At UNOV/UNODC, as in other Secretariat duty stations, one of the sectors most affected by the new reform would be the Conference Services staff, in particular with regard to the proposed forms of outsourcing/off-shoring and compulsory mobility, which would bring about losses in institutional memory, quality and security of services, and job and financial security. With regard to radical forms of outsourcing, staff have pointed out, among other aspects, the damage that poor-quality translation or interpretation could make to the furtherance of multilingualism, since many delegates would have to resort to English-language versions or delivery, to the detriment of their negotiating capacity. Compulsory mobility and constant relocations of staff across duty stations could also negatively affect the vast proportion of staff members with school-age children.

## B. UN SECRETARIAT

### Staff-management relations

#### 1. Continued management accountability crisis at Headquarters

21. There continued to be a management accountability crisis at UNHQ with respect to both Secretariat staff and Member States as a result of the lack of effective follow-up to issues of transparency and managerial accountability revealed by the Organizational Integrity Survey of 2004 and of the subsequent findings of various investigations and reports, most recently on the oil-for-food scandal.
22. Those accountability issues were recently rekindled by the Secretary-General's new radical reform proposals (A/60/692), formulated without timely and meaningful staff consultation and without accountability for the reported shortcomings or failures of many elements of the successive reforms of the past 10 years. The proposed reforms are of systemic nature and if adopted would have far-reaching consequences for the entire Secretariat and possibly the common system.

#### 2. Staff-Management Coordinating Committee (SMCC): Continued breakdown of staff-management relations

23. In spite of joint efforts aimed at resumption since the last Annual Report, including a draft resolution adopted by the Coordinating Committee for International Staff Unions and Associations (CCISUA) in September 2005 and numerous bilateral negotiations with the new SMCC President, SMCC has not been able to resume its sessions to date due to the continued lack of implementation by the General Assembly of several important SMCC agreements since 2003.
24. In February 2006, the XXIst. General Assembly of CCISUA, concerned about the gravity of such a protracted break of staff-management relations at the highest level, again recommended resumption of SMCC in spite of the pending implementation of those agreements and adopted a resolution to this effect which was directly communicated to the Secretary-General at a meeting with the CCISUA representatives in his office.
25. More recently, in the light of the radical nature of the new reform proposed by the Secretary-General in his March 7<sup>th</sup> document and the admitted lack of appropriate consultation with staff representative bodies for this new proposal, CCISUA is further recommending to hold a special SMCC session in the short term, prior to the proposed resumed ordinary session, in order to examine those proposals and their implications in depth and transmit the staff concerns and suggestions to the Secretary-General.

### Staff representation and consultation

#### 1. Lack of effective staff representation and substantive and/or timely consultation for World Summit Outcome and recent UN reform proposals

26. Staff representative bodies of the Secretariat were not asked to participate in the working groups and panels created to formulate proposals in the four areas of reform initially identified in the World Outcome document, in clear disregard for the Staff Regulation and Rules which mandate effective participation of staff representatives in any policies or measures affecting their welfare or conditions of work.
27. Similarly, in the creation of new mechanisms for the review of the internal system of justice, such as the Redesign Panel, staff were presented with a pre-selected list of candidates without being privy to the initial list, the CVs of the candidates or the selection criteria, and were asked to provide feedback on very short notice, in what has later been described by the Office of Human Resources Management (OHRM) as an effort of “outreach”, quite different from substantive participation and consultation in the actual formulation of these measures. Members of the Redesign Panel subsequently met with staff representatives at the recent CCISUA General Assembly and will be traveling to the different duty stations to meet with local Administration and staff. Judge Mary Gaudron, a member of the Panel, will be in Vienna on April 20<sup>th</sup> for that purpose.

#### 2. UN system staff unions’ recommendations for global action on staff representation

28. In view of the observed disregard for full and meaningful participation of the staff representative bodies and elected officials, CCISUA and FICSA (Federation of International Civil Service Associations) adopted a joint resolution at the Inter-Union Symposium organized by ILO Staff Union in September 2005 in Geneva, complemented by other CCISUA resolutions including recommendations for training, institutionalization of staff representation as UN competency and provision of adequate facilities to staff unions.
29. CCISUA has also recently inaugurated its own website with separate links for each Staff Union participating in the federation, in which the different unions can post information and news about their own constituencies and Staff Councils.

## C. COMMON SYSTEM

### International Civil Service Commission (ICSC), 62<sup>nd</sup>. Session, Vienna, 13-31 March 2006

#### 1. Statements by the delegates of the Coordinating Committee for International Staff Unions and Associations (CCISUA)

30. The 62<sup>nd</sup> session of the International Civil Service Commission took place in Vienna. The Presidents of the UNOV/UNODC and UNIDO Staff Councils were designated by CCISUA as its delegates to this ICSC session. The UNSCV President made an opening statement on behalf of CCISUA in which she emphasized CCISUA's concern for issues such as career development and harmonization of conditions of UN staff in the field. With respect to the latter, CCISUA emphasized the need to take into account the possible consequences that conversion of 300 series contracts to 100 series would have for the principle of equity among all the staff in the common system. CCISUA also urged the Commission to correct the imbalance in the current professional salary scales by bringing them to the level of the highest paid national civil service in accordance with the Noblemaire principle. Another issue highlighted in the CCISUA statement before the Commission was the effort jointly undertaken by CCISUA and FICSA, with the support of the Chief Executives Board/Human Resources Network, to enhance staff-management relations by promoting timely and meaningful staff-management consultation in the interest of all parties involved.

#### 2. Some issues discussed by the ICSC in its current session:

(a) Cost of living survey in Vienna (item 6 (a), Report of the Advisory Committee on Post Adjustment Questions on its 28<sup>th</sup> session (ICSC/62/R.4))

31. The exercise resulted in an increase of the Vienna post adjustment in excess of 4% applicable in 2006. Because of the very low level of response in all nine duty stations to the household expenditures survey, the data collected from this survey could not be used and thus the weights used for the previous round of surveys had to be updated to 2005 levels. The Commission observed that the survey questionnaire should be simplified to obtain a higher rate of response. Notwithstanding, staff are reminded of the importance of responding to this and any other housing costs surveys as the volume, and not just the content, of the data collected can make a difference in obtaining a more favorable result.

(b) Conversion of staff from the 300 series staff rules to the 100 series and related policy issues (item 5, Staffing of field missions: review of conversion of contractual instruments (ICSC/62/R.3))

32. In the light of its previous recommendations to the General Assembly on streamlining of contractual arrangements and of the implications of such conversion for long-term contractual obligations of the Organization, geographical distribution, gender balance and merit-based transparent and open selection procedures, the Commission would recommend to the General Assembly to instruct the UN Secretariat to discontinue the practice of conversion of mission staff on appointments of limited duration (ALD) from 300 series to 100 series; not to renew under the same conditions (i.e. 100 series) already converted ALD contracts upon their expiry; and to revert all previously converted ALD contracts to the 300 staff rules, highlighting the fact that cost savings would accrue as a result.

(c) Secretary-General's recent reform document (A/60/692, of 7 March 2006): questions and informal discussion by the Commission following a presentation by UNOV/UNODC Director for Management, Mr. F. Baumann

33. The UNOV/UNODC Director for Management presented the reform proposals in the same format used at the UNOV/UNOV 9 March town hall meeting. In the question and answer session that followed, the Commissioners expressed reservations and doubts about a number of proposals, including the delegation of part of the Secretary-General's authority to a deputy or chief operating officer; the untimeliness of this new and radical reform in view of the upcoming succession by a new Secretary-General; the significant impact of the proposed changes in delivery of services on existing staff and the fact that the General Assembly had previously spoken quite categorically and restrictively on the matter of outsourcing; the lack of proposals on accountability and on the checks and balances that need to be in place in the Organization; and the undefined criteria for the proposed buy-out, among others.

## II. LOCAL ISSUES AND BODIES

### A. FINANCIAL SITUATION OF UNODC

Cost-cutting measures: "Towards predictable, efficient and equitable UNODC funding and resource management" document of 12 July 2005

34. At a town hall meeting on 7 July 2005, the DG/ED presented to the staff of UNOV/UNODC, including the UNODC Field Representatives, a number of cost-cutting measures, described in the above-mentioned document, designed to address the dramatic reduction in general purpose income at UNODC. This presentation was followed by a statement from the Staff Council President and questions from the staff. No substantive discussion or consultation on these measures had taken place with the staff representatives up to that time although a number of them had clear implications for staff.

35. Subsequently, at an informal meeting of the DG/ED with a small group of staff representatives and staff union members from UNOV/UNODC on 13 July 2005, the staff representatives again raised some of the questions that had not been answered at the town hall meeting. In particular, the staff were of the view that the reduced general purpose income was the result of strategic shortfalls leading to donors' diminishing contributions. They questioned the managerial accountability for that situation and did not consider it a "blessing in disguise" as it had been described in the discussion paper.
36. The Staff Council President stated that the measures having implications for staff would need to be analyzed in depth at a JAC meeting before 1 August in order to seek clarification and details on their intended scope and mode of implementation and to express the Council's position, including possible safeguards for targeted staff, before any of the measures went into effect. The JAC on this subject took place on 27 July 2005.

Joint Advisory Committee meeting on the cost-cutting human resources measures

37. At the JAC meeting on 27 July 2005, the Director for Management summarized the financial situation of UNODC, in particular the shortages affecting the general purpose funds (GPF), also referred to as core funding. In this context, the staff representatives to the JAC reiterated their strong reservations about most of the human resources-related measures and stated that for the staff it would be indispensable to establish a number of safeguards as part of their implementation in order to ensure transparency and uniformity of application. The safeguards proposed by the Council in no way obstructed the measures' implementation, but simply provided for timely and transparent information to be shared with the staff.
38. Those safeguards included sharing timely information with regard to limited contract extension with the affected staff members and the Staff Council and stating on the staff member's record that the one-year extension limit was due only to financial reasons; providing the Staff Council with advance information on any exceptions to the freeze on external recruitment; informing the Staff Council of any posts targeted for abolition and advise affected staff in writing before implementation of any redeployment from general purpose-funded posts to project budgets, allowing affected 100-series staff to retain their rights under that series and to be considered internal candidates when applying for other posts within the UN Secretariat; and, for all the measures, establishing deadlines for the periodic review of results in order to assess the need for continued implementation of each measure.
39. Since then, aside from some general clarifications given at the JAC meeting of 19 December 2005 and a reference in the year-end statement from the DG/ED as to the "increased amounts of voluntary funding" provided by Member States to

UNODC, without specifying whether that funding was general purpose income, the Staff Council has not been informed about the status of implementation of the proposed measures. No detailed breakdown of the scope of each of the measures implemented and their effectiveness and impact on the alleviation of the financial situation has been presented to the Staff Council nor to the staff at large. Despite the enormous attention placed on this issue in the middle of last year, and the apparently persistent financial deficit, staff have not been given a conclusive outcome of last year's exercise nor about the way ahead. This lack of transparency on such a vital issue for staff has contributed to the anxiety and insecurity in recent months and staff rightly expect a full-fledged report on the financial situation of UNODC, including that of the general purpose income.

40. Moreover, staff have questioned the lack of compliance by top management with the freeze on external recruitment, one of the cost-cutting measures proposed and adopted by the UNOV/UNODC Head in August 2005, as well as the failure to inform the Staff Council about the large number of exceptions made to date in this regard, to the point where exception has become the rule. Only two exceptions were reported to the Staff Council at the very beginning of implementation. The staff can only refer to the lists of appointments and promotions regularly published, from which an extremely high exception rate can be concluded, although no official statistics have been provided. Therefore, a full report on this matter would also be greatly appreciated by staff.

## B. ROTATION / MOBILITY POLICY

### Joint Advisory Committee meeting on mobility

41. Also foreseen in the cost-cutting plan was a review of the rotation policy and a possible moratorium of mobility having budgetary implications. This was left for discussion at a subsequent JAC meeting, which took place on 19 December 2005. With regard to this measure, the staff representatives had requested a cost analysis of the rotation exercises carried out in UNODC during 2004-2005 in order to determine the budgetary implications of that policy so far. That information was provided, although a more detailed breakdown of the data would have been useful.
42. At the JAC meeting on the mobility policy, the Administration stated that it was only in a position to discuss the matter but not to make a joint recommendation until the Executive Committee had considered it. Thus, the JAC meeting resulted only in recommendations on the part of the Staff Council, namely: a) given the unstable financial situation of UNODC, a moratorium on all rotation/mobility with financial implications should be established, with any *force majeure* exceptions being communicated to the Staff Council; and b) due, among other factors, to the often specialized nature of language- and

technology-related jobs, the application of the mobility policy in UNOV should be voluntary and gradual.

43. Subsequently, the Staff Council was informed that the DG/ED had accepted the latter suggestion for UNOV in 2006 and decided to proceed with the third rotation exercise in UNODC. It should be pointed out that the previous two rotation exercises in UNODC, though in general considered successful, had not been totally devoid of problems. The mobility policy continues to elicit concern among staff members who consider it a threat to job security and detrimental to the recruitment of qualified staff, as well as to the interests of family life and finances. Again, updated data on the staff subject to rotation under this new cycle and the cost of the exercise would be welcome.

#### C. STAFF SELECTION SYSTEM

44. The feedback received by the Staff Council during the reporting period continued to reflect negative perceptions of the way many aspects of the staff selection system function, in particular with regard to the lack of effective checks and balances at the selection stage and to the compliance with organizational policies such as gender and geographical balance and career development for on-board staff. In this respect, any reservations expressed in the central review bodies should be carefully taken into account and placed on record. Similarly, the Focal Points for Women should be strengthened and effectively involved in the interview process.
45. The staff consider that the responsibility and ultimate accountability for monitoring compliance with such established organizational policies, as well as with the selection system as a whole, rests with the Director-General/Executive Director and therefore appeal to him to uphold and ensure transparency and fairness in every stage of that process.

#### D. GENDER BALANCE

46. The Staff Council has consistently brought up the matter of gender balance with the Administration at different levels. The staff of UNODC, and in particular the professional women of the Divisions of Treaty Affairs (DTA), Policy Analysis (DPA) and Operations (DO), have actively contributed to the discussion about appropriate action to correct the present gender imbalance and have submitted comments and proposals at different times. The DTA women professionals' comments included, for instance, the need for women to have access to work experience/training in management tasks and to effective delegation of managerial responsibilities; accountability and integrity in assessing high-performing women at the P-2 and P-3 levels for coaching to be



future managers; and the need to increase staff morale, teamwork and team spirit, among many others.

47. Most recently, as a response to a number of suggestions from the Chief of HRMS on “Gender distribution at the Professional level”, a group of women professionals from DO have put forth a number of specific comments, concerns and ideas, including the following: satisfaction at the fact that the issue of gender imbalance is now being taken up and hope that a concerted effort will be made to rectify the situation; gender issues should not be addressed by proposing measures targeting only women and Focal Point for Women; imbalances are influenced by decisions taken by programme managers at D-1 level and above, and should therefore be addressed with the involvement of concerned decision makers; processes, perceptions and statistics need to be analyzed to detect potential male bias; creation of a standing working group to identify remedial actions and monitor gender balance until equality is reached; effective participation of Focal Points for Women in the staff selection processes; periodic information on the development of gender balance at division level and by grade; analysis by division of the appointments made at P-5 and above; effective implementation of existing policies relating to work-life balance, spouse employment, paternal/family leave, and child care.
48. Echoing the increasing concern of women professionals over gender imbalance and related issues, the DG/ED recently called all women at levels P-5 and above to a meeting with him and the Chief of HRMS in order to discuss these issues. The meeting was a good opportunity for the senior women professionals to express their frank opinions and concerns to the DG/ED, including the importance of promoting qualified internal women, issues of cultural attitudes and perceptions, the need to monitor potential gender bias and nepotism in staff selection and the need to instruct and demand accountability from programme managers for compliance with the gender balance policy when recruiting, especially for senior posts. Finally, the senior women emphasized the need for the DG/ED to also hold broad working meetings with the other groups of less senior professional women, who generally felt the most frustration in terms of career development prospects. In addition, a number of staff members have suggested the desirability for the DG/ED to organize town hall meetings with the staff at large on the subject of gender issues.

#### E. GENERAL SERVICE (GS) CLASSIFICATION REVIEW

49. The Staff Council has continued to urge the Administration to complete the review of pending or not yet considered GS functions, in particular those which have expanded and/or changed in nature such as, among others, those of text processing staff in Conference Management Service (CMS) and of UNOV/UNODC drivers whose job descriptions may exceed or no longer correspond to their actual duties.

## F. INTERNAL JUSTICE SYSTEM AND CONFLICT RESOLUTION

50. The staff have long been aware of the fact that the UN internal justice system needs a thorough overhaul. Recent integrity crises at Headquarters and elsewhere have finally resulted in the Secretary-General's and the General Assembly's active commitment in this direction with the creation of the Redesign Panel on the administration of justice, the Ethics Office and the establishment of a whistleblowers' protection policy. It is to be hoped that these efforts succeed in correcting the deficiencies of the present system, consisting in lack of follow-up, adequate resources and expertise and considerable delays, among other problems. The voluntary nature of the staff representatives' service in internal justice panels and boards and the frequent demand for their time compete unfavorably with their work responsibilities, to which they must give priority, so that the time they can devote to the internal justice machinery is very limited. Nevertheless, at the UN in Vienna the different bodies of internal justice function regularly as best they can within those limitations thanks to the keen sense of dedication and service of the participating staff.

### Joint Appeals Board (JAB)

51. By Administrative Circular UNOV/INF. 169/Rev. 1/Add.2, UNODC/INF.170/Rev.1/Add. 2 of 14 February 2005, the term of office of the JAB as approved in January 2003 for a term of office of two years was extended "pending administrative action to establish the membership of the Board for a new term of office." The elections of members representing staff in the JAB had been held on 15 and 16 March 2005 and the results were announced on 16 March 2005. By Administrative Circular UNOV/INF. 223, UNODC/INF 224 of 7 February 2006, a full JAB was finally announced for a term of office of two years beginning on 1 March 2006. The new JAB has a broader representation of staff from all offices comprising UNOV (UNCITRAL/OOSA/CMS/FRMS) and UNODC (DTA/DO/DM/DPA). The Joint Appeals Board consists of:

- 6 Chairpersons appointed by the Secretary-General in consultation with the Staff Council,
- 6 Members appointed by the Secretary-General, and
- 6 Members elected by Staff under the jurisdiction of the Board.

52. The JAB was served by a Secretary (Mr. Cristian Giménez-Corte as of 1 March 2006) and an Alternate Secretary (Ms. Anna Giudice as of 1 March 2006), both on a voluntary basis, as well as by a part-time General Service staff member (Ms. Heidi Neubacher).

53. The JAB, at its Annual Plenary Meeting held on 7 March 2006, elected for a term of one year Ms. Kimberly Prost as its Presiding Officer and Mr. Saul Takahashi as its Alternate Presiding Officer.
54. The General Assembly, in December 2005, approved the creation of regular budget posts of a “roving” Secretary to the Joint Appeals Board and the Joint Disciplinary Committee in Vienna as well as of a part-time administrative assistant as recommended by the Office of Internal Oversight Services (OIOS) in 2004. It is envisaged that the Secretary will provide support to the JAB Secretariats in New York and/or Geneva according to workload.
55. Since April 2005, the JAB Secretariats in New York, Geneva, Nairobi and Vienna have been holding regular video-conferences to share the experience of JAB issues and procedures. From these it has been once again clear that the Organization and staff in Vienna are largely disadvantaged compared to other duty stations because of the fact that it is the only Headquarters duty station where the JAB is served by a Secretariat on a voluntary basis.
56. The video-conferences have also provided the opportunity to discuss possible mainstreaming of procedures by the different JABs as requested by the General Assembly, as well as produced a common position paper in relation to a number of issues relating to the administration of justice, in particular to the current review of the system by the Redesign Panel.
57. In this regard, the General Assembly, in its resolution A/RES/59/283, decided that the Secretary-General should form a panel of external and independent experts to consider redesigning the system of administration of justice. The Panel consists of Mr. Ahmed El-Kosheri (Egypt), Mr. Diego García-Sayán (Peru), Ms. Mary Gaudron (Australia), Mr. Kingsley Moghalu (Nigeria) and Ms. Louise Otis (Canada). The Panel is aiming at finalizing the review of the system of administration of justice by the end of 2006. Staff members wishing to contact the Panel can do so at [redesignpanel@un.org](mailto:redesignpanel@un.org). At least one member of the Panel will be visiting Vienna in April 2006.
58. In 2005, four appeals and one suspension of action request were received at the Vienna Joint Appeals Board. However, due to respectively the resignation and the move to a different duty station of the Presiding Officer, the Alternate Presiding Officer and one Chairperson and their non-replacement until February 2006, it was not possible to set up the Panels to review the cases in due time.
59. Therefore, in 2005, only one Panel was constituted to consider the suspension of action request. As of March 2006, four appeals are pending to be considered by Panels. This can be compared with previous years when the following numbers of appeals, including suspension of action requests were filed: six in 2000, five in 2001, 15 in 2002, eight in 2003, two in 2004.

60. In 2005, decisions were received from the Under-Secretary General for Management in 2004, three reports submitted to the decisions were received in 2005, all of which accepted the recommendations of the JAB (one in favour of the appellant and two rejecting the appeals), as well as the decision on the suspension of action request (accepted recommendations of the JAB).
61. Once the professional Secretary takes up his/her position, training for members will be organized, including on conciliation and rules and regulations. One such initial training was organized for the new JAB, JDC and Panel of Counsel members by the Human Resources Management Services Division and was chaired by the Legal Advisor of UNOV/UNODC, which took place in February 2006. The training was well received, but there is clearly a need for more in depth training.

#### Joint Disciplinary Committee (JDC)

62. During the period covered by the Annual Report, no cases were submitted to the Joint Disciplinary Committee in Vienna.

#### Ombudsman

63. The issue of the resignation of the Vienna Ombudsman in June 2005 and the alleged reasons for such action were raised by the Administration at the town hall meeting of 7 July 2005. The Staff Council President tried to clarify the Vienna Ombudsman's terms of reference with regard to his functions and reporting line, on the subject of which the Administration speakers had expressed different views. The President saw the need to respond to certain remarks made by those speakers about the former Vienna Ombudsman, who was not present at the meeting to exercise the right of reply.
64. Subsequently, a process of selection of a new Ombudsman was initiated by HRMS. Qualified candidates were pre-selected and an interview panel formed which included the Staff Council President, along with other senior officials from UNOV/UNODC and other VBOs. The interview panel made a recommendation which was to be approved by the United Nations Ombudsman, who would subsequently travel to Vienna to certify the selection process and to meet with Administration and staff representatives. At those meetings, the Staff Committee members asked the UN Ombudsman to harmonize the terms of reference of the Vienna Ombudsman with those of the Headquarters one and suggested the possibility of expanding the Ombudsman's function to include concrete recommendations for action.
65. The decision of the UN Ombudsman with regard to the selection of a new Vienna Ombudsman was not to complete the selection process pending the

decision of the General Assembly on the possible creation of full-time posts of Ombudsman for Geneva and Vienna.

66. The prevailing view of the staff on the question of the Ombudsman is that the function is not very effective unless its terms of reference are substantially expanded to include the faculty to express expert opinions and make binding recommendations to management in order to actually redress unfair situations.

#### Panel on Discrimination and other Grievances

67. The Panel on Discrimination and Other Grievances has the task of investigating any work-related grievance (e.g. religious, racial or gender discrimination) alleged by staff members, with an emphasis on resolving the matter at the earliest stage. Access to this Panel does not require a written administrative decision. The Panel in Vienna was approached for advice and information by three staff members, but no cases were formally submitted in 2005. Since the beginning of 2006, the Panel has received two cases for review.

#### Panel of Counsel (POC)

68. Panel of Counsel recently adopted a set of Rules and Principles of Conduct for the Panel at UNOV and UNODC. This will allow the Vienna Panel to conduct its business independently from the New York Panel, thereby allowing for more flexibility and expediency.
69. Following what was promised last year by HRM, a training course on JAB procedures was conducted on 10 February which was attended by members of the Panel of Counsel. It is hoped that this is the first of many training courses, particularly in the area of conflict resolution.
70. The membership of the Panel has increased significantly during the past year. There are now fifteen members, many of whom have a legal background.
71. In addition to what is reported in the JAB, the POC has been involved in mediation and conciliation, rebuttals and non-selection.

#### Staff Counselor

72. The Staff Counselor is an important resource to support staff. Having an in-house counselor provides the staff member with a professional who has insight and understanding of the UNOV/UNODC environment which enables one to resolve issues more quickly. The Staff Counselor works independently with all consultations being completely confidential. The Staff Counselor is available to

address personal and professional problems with staff members and their families.

73. Currently the Administration provides only ten hours a week for the counseling service. The Staff Council recommends that the Administration consider an increase of additional hours for this valuable support for staff.
74. The Staff Counselor, Ms. Patience Gebauer, can be contacted, by appointment only, at ext. 5786 or ext. 26065.

#### UNSCV's conciliation role

75. The Staff Council has continued to play a useful role in facilitating resolution of staff-related conflicts. Throughout the year, the Staff Council has been instrumental in addressing or channeling concerns of close to 60 staff members who approached it for advice and assistance.
76. The members of UNSCV, as representatives of the staff at large, are committed to maintaining a close relationship with staff and invite them to continue to turn to the Council whenever needed. The Council will continue to provide assistance and information to staff as appropriate and will refer them to available mechanisms for conflict resolution.

#### G. PAS REBUTTAL PANEL AND PERFORMANCE APPRAISAL

77. The Performance Appraisal System (PAS) Rebuttal Panel reviewed several cases brought to its attention during the reporting period and made appropriate recommendations.
78. The staff were surprised to hear the Director for Management state at the last town hall meeting, on 9 March 2006, that the PAS Rebuttal Panel would be abolished as part of the Secretary-General's new reform. Unless and until the Performance Appraisal System is replaced with a fair and equitable method of performance evaluation staff consider that performance rating should be susceptible of review and appeal and will firmly oppose any such measure.
79. The PAS system continues to be considered an unreliable and unbalanced mechanism for the assessment of performance. Staff are not opposed to performance appraisal *per se*, but to a system of appraisal which has been universally recognized as unilateral and prone to abuse. There is, additionally, a widespread perception that any open criticism or dissenting attitude by staff may adversely affect their performance evaluation. The Staff Council cannot emphasize enough the desirability to have 360° appraisal of all staff, including senior and top management, by means of a system that includes assessment by

subordinates, peers, supervisors and external clients, and that motivates staff to develop strengths and overcome shortcomings by a fair recognition and assessment of their competencies. The Council notes with concern a sentence in the ExCom minutes of 8 March 2006 whereby the DG/ED observed that “in the past approximately 90% of the ratings had been either a 2 or a 3” and that “no staff had been given a rating of 5 and only very few a 4”, and thus had urged managers “to be careful and rigorous in the upcoming appraisal of staff performance”. That statement seems to support the continued application of a strictly top-down concept of the PAS system and suggests a pre-conceived idea that the great majority of staff cannot perform satisfactorily or better.

#### H. STAFF WELFARE

80. The Staff Welfare Fund (SWF) provides financial support for activities of potential benefit to the staff as a whole. The Fund is managed by the Staff Welfare Board, which met once during 2005. A subsidy of € 7,890 was granted for the participation in the 2005 Inter-Agency Games of 16 team members and 2 organizers. Two subsidies totaling € 3,052 were granted for the participation of UNSCV in two CCISUA meetings held in 2005. The Staff Welfare Board continues to seek out new projects that it can support for the benefit of staff at large.
81. A transfer of € 50,000 was made from the SWF to the Staff Assistance Fund to cover staff loans in 2005. At the end of 2005, the SWF balance was € 141,000.
82. The Staff Welfare Board arranged to provide a 50% subsidy against the cost of taking German language courses offered by the UNOV/UNODC Language Training Programme for staff members and their dependants, starting with the Winter semester of 2005.

#### Staff Assistance Fund

83. The Staff Assistance Fund is a sub-account of the Staff Welfare Fund and is designed to provide loans for provident and productive purposes to staff members of the United Nations units at Vienna. The Staff Assistance Committee granted 61 new loans during the year 2005 for a total of € 619,700. At the end of 2005 loans amounted to a total of € 783,239 in outstanding debts. The total interest earned on loans in 2005 was €19,479, while the total bank interest earned was € 39. The Fund balance at 31 December 2005 was €517,219. The interest rate on staff loans remained at 2% throughout 2005. The auditing of financial statements for 2004 is almost complete while the 2005 statements will be audited soon.

### Staff Benevolent Fund

84. The Staff Benevolent Fund (SBF) is a sub-account of the Staff Welfare Fund designed to render financial assistance to staff members of the United Nations units at Vienna in the event of urgent financial need or distress. The Trustees of the Fund approved five new interest-free loans totalling € 18,000 during 2005. At the end of 2005, the SBF balance was € 11,000.
85. In order to deal with occasional problems experienced in recovering SBF repayment arrears, the Board gained administration approval to have a computer application developed by the Information Technology Service (ITS) to allow the automatic payroll deduction of monthly repayments, as is the case with Staff Assistance Fund loans, by agreement with the staff member concerned. This system was implemented in October 2005.

## I. SERVICES FOR STAFF

### Staff Services Office

86. The Staff Services Office, located in room D-1142, ext. 4427, attended on Tuesday and Thursday afternoon by the Staff Services Coordinator, Mr. Mario Jordan, and on Mondays by his assistant, Mrs. Karin Verkerk-Klein, continued to provide a wide range of services and discounts to staff, including pre-paid telephone cards for fixed and mobile telephones with preferential rates for local and long-distance calls, as well as the T-Mobile phone subscription service. A detailed list of services and other useful information, including the schedule of the VIC-Airport Bus Service, can be obtained at the Office.

### Legal services

87. Legal services, up to three consultations a year, continued to be provided to dues-paying UNSCV members free of charge by three lawyers at the VIC premises. An increasing number of staff members avail themselves of this valued service.
88. However, as mentioned before, the provision of this service by the lawyers has been obstructed by the fact that the Staff Council office space devoted to this and other Council meetings, was taken away and assigned to other purposes.

### Housing Service

89. The arrangement negotiated by the Staff Council with the IAEA Housing Service, under which our staff pay to make use of the Service, continued to operate in a satisfactory manner. UNOV/UNODC staff members, whether they



are dues-paying members or not, may benefit from this service and do so very often. Due to higher operating costs for the Service, including those related to the establishment of an Internet-based listing of housing offers, after many years without any change the fee will increase to 760 € for dues-paying members and 785 € for non dues-paying members, which still represents a substantial difference when compared to the cost of commercial real estate agents. A desk to desk message will shortly be circulated to staff to this effect.

#### J. UNSCV GIFT SHOP

90. The UNSCV Gift Shop has continued to operate in the Visitors' Centre at Gate One. The proceeds from the Gift Shop support the staff defense fund and selected charities. Since early 2004, the accounts of the Gift Shop are audited. However, the computerization of the accounts has not shown any progress due to certain limitations which will have to be seriously considered and resolved by the Staff Council with a view to modernizing the operations of the Gift Shop and facilitating future audits.
91. Mr. Hasan Turki, the Gift Shop Manager, reports that ten years ago, the UNSCV Gift Shop, then in the Rotunda, had only a limited supply of T-shirts and a few scattered items. Now, in 2006, there is clear evidence of the progress achieved. No losses have been reported since 1995. The year 2005 ended with a profit of € 17,473 as compared to the year 2004, which closed with a profit of €6,100. To achieve further progress, the sale of articles most in demand would have to be expanded and new items offered, that which in turn would require additional storage space.
92. On the occasion of the 50th anniversary of Austria's membership in the UN on 14 December 2005 the Gift Shop was open all day to visitors. During the pre-holiday season in December, the Gift Shop also kept a stand at the Rotunda for three weeks in to facilitate holiday shopping for VIC staff.
93. The Gift Shop provides not only financial support to the Staff Union, but also fosters awareness of the important role of the United Nations, as all supplies on sale at the Gift Shop carry the UN logo and remind users of its aims and activities.

#### K. UNSCV CHARITABLE DONATIONS

94. UNSCV continued to implement its charity donation policy on behalf of the entire Staff Union, focusing mainly on small and medium-sized projects and agencies devoted to the advancement of United Nations goals, such as economic and social development, human rights, disaster relief and

maintenance of the peace, including conflict resolution and counselling. During the period under review UNSCV donations were awarded to the following charities:

- a. Eltern für Kinder Österreich-Rumanienhilfe (Austria) received € 5,000
- b. HOPE '87 (Austria) was the recipient of a UNSCV donation in the amount of € 5,000 to consolidate our support to this NGO with traditionally strong links with the United Nations in Vienna. The money will be used in Burkina Faso where HOPE '87 is engaged in literacy programmes for children and mothers as well as income generating activities for the rural population in the Province of Komki-Ipala, near the capital Ouagadougou.
- c. Tsunami UN Staff Relief Committee (UN Headquarters, New York) was awarded € 7,733.46 to aid the victims of the Asian tsunami.
- d. Karunalayam – Care & Support Center for HIV/AIDS (India), received a donation of € 8,554 to fund a project for an extension to their existing facilities at Kuranupuram in India. This is a project for comprehensive health care and support for the HIV infected and affected and is run by the Indian Missionary Society. It provides medical and mental health care to a number of patients as well as to the family members of the infected.
- e. SOS Kinderdorf (Austria) received a donation of € 840.25.

#### L. JOINT STAFF-MANAGEMENT TSUNAMI RELIEF EFFORT

95. The “1 x 11 Initiative” started in December 2004 to provide disaster relief to the victims of the devastating Asian Tsunami, consisting in automatic payroll deduction of 1% of net monthly salary during 11 months and transfer of the collected funds to a number of charities selected by staff by means of electronic voting, came to a close in March 2006.
96. The UNOV/UNODC Director for Management, whose idea it was and who provided the framework for the project by inviting the participation of the staff and the Staff Council and by facilitating the necessary technological and human resources, stated that it had been a very positive experience and thanked all the participating staff.
97. The Staff Council joins the staff at large in expressing appreciation to Mr. Baumann for a very worthwhile initiative, as well as to all the donors and supporters in this effort.

### III. VIC-WIDE ISSUES

#### A. ASBESTOS REMOVAL

98. The Staff Council noted with satisfaction the 'first birthday' of the project to remove asbestos and to replace it with safer materials in the VIC buildings. The project had started at the end of 2004 with buildings E, A and some areas in buildings F and G. The Staff Council noted with appreciation that asbestos removal in E-building, with the exception of level below the ground level, had been completed. The Staff Council was in constant dialogue with the Administration and Buildings Management Service (BMS) to ensure that the project was carried out with the highest standards of safety to ensure the health of Staff Members.
99. The Staff Council also appreciated the fact that BMS continued to manage a "hotline" to address all questions related to the project that the VIC occupants might have. The telephone extension of the "hotline" is 5454 and a BMS representative is available from 9:30 am to 4:30 pm to answer those questions.
100. The Staff Council encouraged the continued provision by BMS of regular technical briefings to the staff on the progress of the project, the observance of the health-related requirements by contractors and the content of asbestos fibres in the air before and after asbestos removal. At the same time, the Council was grateful for the standing invitation by BMS to Staff Council representatives to participate in the weekly meetings of the Technical Working Group on Asbestos Removal and in the meetings of BMS with the contractors and the consultants for the project.

#### B. CATERING ADVISORY COMMITTEE (CATAC)

101. The quality of the food served in the cafeteria continued to be of great concern to staff. In 2004 UNIDO had hired an independent consultant company to conduct an in-depth study of food and beverage production, product management, presentation & sales, hygiene, environmental factors, equipment & utensils. As reported to the 2005 AGM, the highest ratings were for product management, the lowest for equipment. CATAC had expressed a number of concerns with the study, the key concern being how quality of the food had been determined. At the only formal CATAC meeting held in 2005 it was finally clarified that the study had not applied objective quality-of-food norms such as nutritional value indicators for calories, fat content, carbohydrate levels, and the like, but that "quality" in the study was based on the subjective opinion of interviewees and interviewers. CATAC expressed the view that any future study should include such objective indicators of quality.

102. Partly due to the lack of meetings, but also due to non-responsiveness on the part of UNIDO management and the caterer, CATAC recommendations to introduce bio foods and to investigate offering fair-trade coffee remained in a vacuum. It has not been communicated whether these will be introduced or when, or why they cannot or should not be introduced in the opinion of UNIDO management or the Caterer.
103. UNSCV invited staff a year ago to approach the Council and CATAC with any specific complaints or recommendations they might have. Since then only 2 specific complaints had been received by CATAC representatives. These were passed on through the Chair to UNIDO management for a response by the caterer; no response was ever received. Whether the small number of specific complaints was a sign of improvements or one of resignation on the part of staff is hard to tell. A general dissatisfaction expressed by a number of staff regarding the quality of the food remained strong.
104. The Staff Council and its CATAC representatives remained firm in the opinion that a caterer needs to satisfy at least the vast majority of the staff. This is still not the case. Improvements seem to be difficult. The caterer points to old equipment and the low prices for the quality of the food. Prices for the main dishes are fixed by UNIDO Administration, which gives the impression that it does not care so much about “back-room” kitchen requirements or about the cafeteria as long as the caterer provides good services for special events and in the Restaurant.
105. Although over the past few years CATAC had repeatedly put on record its wish to be consulted in any drafting of terms of reference and asked that this be done well before the current contract ended in December 2005, the Committee had not been consulted in time and was not involved in the decision to extend the current contract. The Staff Council’s 2005 position that, in the absence of substantial improvement of the quality of food, it would vote for a change of the caterer, was thus a moot point, as no timely --only after-the-fact-- information was given by UNIDO to the staff representatives at CATAC, nor did UNOV/UNODC Administration, which had reportedly been informed by UNIDO, pass on that information to the Staff Council at any time. The Council and its representatives at CATAC deplore this lack of consultation on a matter of vital interest which affects 4000 staff members and on which the VIC staff at large have repeatedly expressed great dissatisfaction. As a staff representative put it: this was “a missed chance for making a democratic decision”.

## C. CHILD CARE CENTRE

### UNOV/UNODC JOINT ADVISORY COMMITTEE FOR THE CHILD CARE CENTRE

106. The Committee, which has a two-year term expiring in 2007, held three meetings during 2005 (July, September and December) and four meetings in 2006. During the meetings in 2005, matters related to organization of work and allocation of places were dealt with, as well as the updating of files and relevant information. On 20 January 2006, the Committee met with the Chief of HRMS and the President and Vice President of the Staff Council. During this meeting, information and ideas were exchanged covering a variety of issues, such as difficulties in placement due to chronic place shortages, the need for more transparency in the placement process and how to improve both the functioning of the Committee and the placement process. At the February and March meetings, organizational and placement issues were discussed.
107. On 6 December 2005, a meeting of the Joint (VIC) Advisory Committee for the Child Care Centre (attended by representatives from UNIDO, IAEA, CTBTO, UNOV, the Manager of the VIC Child Care Centre (referred to hereafter as the CCC) and parents' representatives) was convened in accordance with statutory requirements. The attendees were briefed on developments since the last meeting in 2004 by the Chair and the Manager of the CCC. The Joint Committee discussed safety issues, matters related to the maintenance and day to day operations of the CCC. Information was presented by BMS and UNSSS on the re-routing of traffic around the CCC and future parking arrangements in front of the CCC. The Joint Committee decided to conduct a survey of clients' satisfaction with the CCC and working groups were established by each of the four VIC organizations. The UNOV/UNODC Committee put together its contribution to the survey and a joint meeting of representatives from all four organizations was held to consolidate the contributions into one survey document, which was subject to legal clearance by the IAEA and final approval by representatives. Once given final approval, the survey would be sent via e-mail to those who have children in the CCC. It is anticipated that the survey will be ready for distribution during April 2006.
108. For the school year beginning in September 2006, based on the UNOV/UNODC staffing tables and a mathematical formula to determine place allocation for each organization (UNIDO, IAEA, CTBTO, UNOV/UNODC), the number of places to be allotted for UNOV/UNODC remains unchanged at ten for the Crèche (children from 3 months to 3 years) and twenty-one for the Kindergarten (children from 3 years to school age). At the moment, there are fifteen names registered for 4 vacancies in the Crèche and 7 names registered for six anticipated vacancies in the Kindergarten. Clearly, from a statistical point of view, chances of getting a child into the Crèche group are dismal. The demand exceeds supply by 375%. The issue of expansions of the CCC has been raised in different fora. This is a complex process, as all the other VIC

organizations as well as the Gemeinde Wien would have to be in agreement and a source of money would have to be identified, just to mention a few of the considerations. For the moment there is no solution in sight and the current trend indicates that the shortage of places in the Crèche will continue for some time to come.

#### D. COMMISSARY ADVISORY COMMITTEE (CAC)

109. The CAC discussed the following options presented to it by the Security Advisory Group for reducing traffic into the VIC due to the need for enhanced security of the premises.

##### Proposal to change Commissary hours for security reasons

110. The United Nations Security and Safety Section (UNSSS), a common service of the Vienna International Centre (VIC), operated under the authority of the United Nations Office at Vienna (UNOV), was in the process of reviewing security at the VIC. In the view of UNOV Administration, the high volume of traffic entering the VIC posed a security risk.

111. In this context, the Security Advisory Group (SAG), an inter-agency advisory body to the Consultative Committee on Common Services (CCCS), had developed a proposal aimed at the reduction of traffic generated by cars that did not have a permit to park on the premises of the VIC. One aspect of that proposal addressed access to the premises by such vehicles, which were used exclusively in connection with Commissary shopping. The proposal was the following:

*1. During the working week (i.e. from Monday to Friday), to refuse entry to the VIC and, thus, to the Commissary car park, for unregistered cars (i.e. cars without a VIC parking permit). Currently, this measure would affect the following groups:*

- staff and family members of staff of VIC-based organizations driving a second car*
- staff and family members of staff of non-VIC-based organizations (e.g. OPEC, OPEC Fund, OSCE, etc)*
- diplomats accredited exclusively to non-VIC-based organizations*
- family members of Permanent Missions staff accredited to VIC-based organizations*
- IAEA Seibersdorf staff who do not purchase a VIC parking permit*

*2. In order to compensate for the week-day limitation on access, to open the Commissary on Saturdays to all those entitled to use the Commissary and to permit access to the Commissary car park for registered as well as*

*unregistered cars. Alternatively, the Commissary could be opened late one or two nights during the week.*

*3. In order to offset some of the increase in the Commissary's operating costs due to the Saturday opening, to close the Commissary on one weekday, likely Monday.*

112. The Security Advisory Group forwarded its proposal to the Commissary Advisory Committee to seek the Committee's views. After consideration of the proposal, the CAC concluded that the consequences and financial implications (such as additional costs and consequent sales price increases) of the proposal were not entirely clear, and that more information was necessary before the CAC could make a recommendation with respect to it. Among the information the Committee deemed useful in its consideration of the proposal were the opinions and preferences of the Commissary customers.
113. To that end, the CAC requested the Commissary management to conduct a survey of its customers, informing them of the proposal and soliciting their views, so that the Commissary Management and the CAC could determine whether and to what extent restricted access of unregistered cars to the Commissary car park would affect Commissary shopping and, if the proposal were pursued, what alternative opening hours would be most convenient to its clients. An electronic questionnaire to that effect was developed and circulated to the VBOs staff and external customers of the Commissary.

#### Proposal to charge a €5 access fee to the Commissary car park

114. The Commissary Advisory Committee (CAC) discussed the UNOV proposal to introduce an access fee of €5 per car to the Commissary parking lot for registered and unregistered cars alike, a proposal which the Security Action Group (SAG) had rejected. The SAG decided to hold further discussions with the CAC and the VBO Staff Council Presidents in connection with the proposal and subsequently make a recommendation to the Consultative Committee on Common Services (CCCS). Irrespective of the Group's decision, the CCCS had specifically asked the CAC for its standpoint on this issue and thus had opened the floor for comments.
115. It was observed that a similar proposal had earlier been made with the aim of substantially raising the garage fee in order to cover security costs. The underlying question, in both cases, was whether staff should have to pay for their own security and, furthermore, what impact such a fee would have on the financial operation of the Commissary. A member of the Joint Advisory Group on Garage Operations (JAGGO), confirmed that JAGGO had vehemently opposed the proposal to substantially raise the garage fee, as had the Staff

Councils and Administrations of the VIC-based organizations, with the exception of UNOV Administration, whose proposal it was.

116. In summary, the CAC considered that the imposition of a vehicular access fee on all cars, in addition to the monthly garage fee, to accommodate security concerns was unacceptable; moreover, the proposal to introduce an access fee for Commissary customers from outside the VIC, in particular with a view to subsidize UNOV's responsibility for security, was collectively perceived by the CAC to be discriminatory and unfair, as it aimed to solve the problem by penalizing Commissary customers.

#### E. STAFF UNION COORDINATION IN VIENNA - VISAC

117. VISAC (VIC Staff Associations Committee), whose primary objective is to safeguard the rights and to promote and defend the common interests of all members of participating associations or unions as regards their conditions of employment and work and their general welfare, continued to meet periodically to discuss matters of common interest, such as place to place surveys for the calculation of post adjustment, child care center needs, issues of discrimination and harassment, staff services, etc.
118. UNSCV highly values such coordination and cooperation among the VBOs' Staff Unions and will continue to productively interact with them in the framework of VISAC for the common benefit of the VIC community.



## Annex 1

### UNOV/UNODC STAFF UNION AND UNITED NATIONS STAFF COUNCIL AT VIENNA: STATUTORY BASIS AND AIMS

1. In accordance with its Statutes, the purposes of the *Staff Union of UNOV/UNODC*, which is composed of all the staff of both Offices, are: a) to contribute to the promotion of the objectives of the Charter of the United Nations; b) to represent, promote and safeguard the rights, interests and welfare of all members of the staff of UNOV/UNODC; and c) to maintain relations and cooperation with staff organizations and similar bodies of other inter-governmental organizations and of the specialized agencies.

2. The Statutes further stipulate that those purposes are to be pursued, among other means, by: a) the establishment of organs for the purpose of enabling the staff to form and voice its opinion; b) recommendations to, as well as cooperation and consultation with, the Secretary-General of the United Nations and representatives of the Secretary-General in charge of administrative and executive matters; and c) participation in the activities of umbrella organizations of the staff associations of the United Nations system.

3. Pursuant to Staff Rule 108.1 of the UN Staff Regulations and Rules, "staff representative bodies shall be entitled to effective participation, through their duly elected committees, in identifying, examining and resolving issues relating to staff welfare, including conditions of work, general conditions of life and other personnel policies, and shall be entitled to make proposals to the Secretary-General on behalf of the staff".

4. The *United Nations Staff Council at Vienna (UNSCV)* is the deliberative and exclusive representative body of the Staff Union. It is composed of elected representatives and alternates and its primary role is to advocate on behalf of all UNOV-UNODC staff in matters of common concern related to conditions of service, terms of employment and the implementation of UN Staff Regulations and Rules. Formal advocacy is exercised through the Joint Advisory Committee (JAC) with respect to local matters, the Staff Management Coordinating Committee (SMCC) with respect to UN Secretariat-wide matters, and the International Civil Service Commission (ICSC) with respect to common system matters. The Staff Council also provides assistance and information to staff with regard to work-related problems and refers them to the established mechanisms for informal or formal conflict resolution as appropriate.

**Annex 2**  
**STAFF REPRESENTATIVES AND ALTERNATES**

<i>Attendance at meetings of UNSCV from 18 April 2005 to 29 March 2006</i>				
<i>Unit</i>	<i>Representative</i>	<i>Attendance</i>	<i>Alternate</i>	<i>Attendance</i>
DM/ODG	CAYIR, Mae	5	SCHAECHTER, Iris	3
DM/ODG	SACHDEV, Mahesh	6	BABA, Ely	0
DM/ODG	KHREIS, Oussama	0	ALGAD, Iskra	1
DM/ODG	DELCOUR, Pieter	2	BECK, Lorraine	7
UNOV/CMS	BLANCO, María-Elena	8	CLAUSS, Hélène	2
UNOV/CMS	KHAN, Khalid	2	SAMANIEGO, María-Elena	2
UNOV/CMS	YIM, Wilfried	1	FATHI, Abdeljalil	4
UNOV/CMS	LOUTFHOUSE, Marie T.	6	REED, Michelle	4
UNODC/OED	RAYNOLD, Curtis <sup>1</sup>		EL-YOUSSEF, Ahmad <sup>2</sup>	
UNODC/OED	WEDEKIND, Miryam	5	DROUET-SCHMUTZ, D.	1
UNODC/OED	LEROY, Bernard	6	GIUDICE, Anna	2
UNODC/OED	BERTERAME, Stefano	7	ALBERTIN, Cristina	6
UNODC/OED	POPOV, Rossen	4	KORENBLIK, Anja	0
UNODC/OED	LEVISSIANOS, Silvia	0	MIRANDA, Roger	0
UNODC/OED	AKISHEVA, Zhuldyz <sup>3</sup>	0	CAMPello, Giovanna	4
UNSSS	WENDLINGER, Christian	0	PAROKKIL, Jose	1
UNSSS	ANALENA, Paulina	2	STRELNIKOV, Oleg	0
UNSSS	TARSOUSI, Nazem	0	EVERETT, Gary	0
UNPA	FUERNISINN, Clarissa	1	SALAMEH, Suhad	0
UNIS	HENKE, Renate	6	WINTERSBERGER, Sonja	2
OLA/UNSCAR	CLIFT, Jennifer	5	NICHOLAS, Caroline	4
OOSA	NEWMAN, Raechelle	3	SULAYMANOV, Shuhrat	2
There were a total of 8 regular meetings from 18 April 2005 to 29 March 2006.				

<sup>1</sup> Left on reassignment on 1 July 2004

<sup>2</sup> Retired as of 1 September 2004

<sup>3</sup> Left on reassignment as of 15 August 2004

**OFFICERS OF THE STAFF COUNCIL****Annex 3**

<b>Staff Council</b>	First Presiding Officer	Paulina Analena
	Second Presiding Officer	Mahesh Sachdev
<b>Staff Committee</b>	President	María Elena Blanco
	Vice-President	Stefano Berterame
	Secretary	Rossen Popov
	Treasurer	Jennifer Clift
	Rapporteur	Marie-Therese Lofthouse
<b>Unit Presidents</b>	DACS	-
	UNOV/CMS	Stella McDowall
	UNODC	-
	CICP	-
	OLA/UNSCEAR	-
	UNPA	Clarissa Fuernsinn
	UNSSS	-
	ODG	-
	OOSA	-
UNIS	-	
<b>Polling Officers</b>	Chairperson	Nicole De Schrijver
		Anuja Karunaratne
		Qais Sultan
<b>Auditing Committee</b>		Mathew Kurinjimala
		Joy Pannikkattel

#### Annex 4

#### STAFF NOMINEES ON STATUTORY JOINT BODIES, COMMITTEES AND WORKING GROUPS

<b>Joint Advisory Committee</b>	Members	María Elena Blanco Jennifer Clift Stefano Berterame
	Alternates	Rossen Popov Mahesh Sachdev Estela Deon
<b>Joint JAC Standing Committee on Medical and Life Insurance</b>	Members	Riku Lehtovuori Dimitrios Vlassis
<b>General Service Classification Appeals and Review Committee</b>	Chairperson	David Stevens
	Members	Luca Castellani Mae Cayir Thaer Saman
<b>Staff Welfare Board</b>	Chairperson	Sally Reading
	Members	Mathew Seitz Lars Larson Nada Blanusa Michelle Reed
<b>Staff Assistance Committee</b>	Chairperson	Heidi Berger
	Members	Mathew Seitz Lorraine Beck Michelle Reed Heidi Berger
	Alternates	Nada Blanusa Mae Cayir Sonja Wintersberger Ibrahim Nuseibeh
<b>Joint Appeals Board</b>	Chairpersons	Kimberly Prost Valérie Lebaux Melanie Q. Suzara Irka Kuleschnyk Jennifer Clift Soru Takahashi

	Members	Cristina Albertin Guillermo Bárcenas Fortín Corinne Jurenka Muki Jernelöv Raechelle Newmann Steve Reagan
<b>Joint Disciplinary Committee</b>	Presiding Officer Chairpersons	Vacant Latifa Amine-St.Roch Vacant Catherine Volz
	Members	Pieter Delcour Steve Reagan Corrine Jurenka
<b>Panel on Discrimination and other Grievances</b>	Coordinator	Gisela Wieser-Herbeck
	Members	Stefano Berterame Junko Hirakawa Vacant Gabriele Wagner Diana Teplyj
<b>Panel of Counsel in Disciplinary and Appeal Cases</b>	Coordinator	Marta Souza
	Members	Ricarda Amberg Eric Bergsten Ingeborg Daamen Pieter Delcour Kathleen Lannan Timothy Lemay Marie Matthiaud Mathieu Mounikou Pavel Pachta Winston Sims Dolgor Solongo Andrew Wells
<b>Central Review Board</b>	Chairperson	Catherine Volz
	Members	Jean-Paul Laborde Alice Lee Francis Maertens
	Alternates	Mohamed Abdul-Aziz Sandeep Chawla Jernej Sekolec
<b>Central Review Committee</b>	Chairperson	Dimitrios Vlassis

	Members	Irka Kuleshnyk Rossen Popov Vacant
	Alternates	Jennifer Clift Vacant Sally Reading
<b>Central Review Panel</b>	Chairperson Members	Natercia Rodrigues Ricarda Amberg Lars Larson Thaer Saman
	Alternates	Franca Musolino Lorraine Beck David Stevens
<b>Joint Monitoring Committee</b>	Chairperson Members	Timothy Lemay Andres Finguerut Martha Barrios de Leroy
<b>PAS Rebuttal Panel (UNOV/ODCCP)</b>	Chairpersons	Jennifer Clift Li-Qin Zhu David Stevens
	Members	Pieter Delcour Ferdinand Grimm Wolfgang Rhomberg
<b>Joint Advisory Committee on VIC Child Care Centre</b>	Members	Iphigenia Naidis Emil Wandzilak
<b>Commissary Advisory Committee</b>	Members	Bernard Leroy Spyridon Bazinas
	Alternates	Estell Osten Iris Schaechter
<b>Catering Advisory Committee</b>	Members	Ferdinand Grimm Olaf Stefanov
	Alternates	Gautam Babar Susan Mlango
<b>Joint Advisory Group on Garage Operations</b>	Member Alternate	Thaer Saman Gabriele Wagner
<b>Departmental Focal Points for Women Alternate Departmental</b>		Kristiina Kangaspunta Latifa Amine-St. Roch Carmen Selva-Bartolomé

**Focal Points for Women**

Kenneth Eriksson