



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



# Annual Report 2009

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**Annual Report of the Staff Council  
to the United Nations Staff Union at Vienna  
covering the period May 2008 - May 2009**

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In October 2008, the Staff Council at the United Nations Office at Vienna adopted a plan of Action for the period 2008-2010. The Annual Report 2009, which covers activities from May 2008 to May 2009, is organized around the eight main goals identified in the Plan of Action; through it, the Staff Council reports to staff on its achievements and the challenges it faces as of May 2009.

The eight goals in the Plan of Action are:

- 1** A staff-oriented United Nations reform process.
- 2** Improved contracts, salary, benefits and overall conditions of service for staff.
- 3** Increased staff knowledge and capacity to monitor pensions.
- 4** A healthy and safe working environment.
- 5** Improved common services for the organizations at the Vienna International Centre.
- 6** Improved and more effective negotiations between Vienna-based staff and management.
- 7** Improved coordination with other staff unions in the Vienna International Centre.
- 8** Improved and increased communication with staff.

The Annual Report 2009 is the collaborative effort of the Staff Council and the Staff Committee, with input received from staff serving on various joint bodies. For the sake of brevity, the report focuses on major developments and priority issues. Details of all the Council's activities, as they are contained in the minutes of Council meetings and in messages of the day and desk-to desk messages signed by the Staff Council President, are available on the electronic bulletin board or can be consulted by interested staff members in the Staff Council office.

Photo credit: UN, IAEA, SOS Kinderdorf, Stefano Berterame, Stefano Zardini.

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## **A YEAR IN REVIEW**

### **CHANGE**

“Change” has been one of the most-used words in the past 12 months. It has symbolized not only political events in the United States, but also the renaissance of political participation and the recognition that democratic institutions need to address the complex problems of our society.

Change is happening to the United Nations and the international civil service more generally. After almost a decade since the concept of continuing contracts was first discussed in the context of staff-management relations, on 24 December 2008 the General Assembly adopted its resolution 63/250 on human resources management, which introduces new contractual arrangements on 1 July 2009. This is a positive step towards the creation of a “One UN”. The inequities that exist in the treatment of staff are going to be addressed by a single, simple contractual arrangement for all staff composed of three types of contracts: temporary, fixed-term and continuing.

At the same time, we have to recognize that some aspects of the adopted resolution raise significant concerns among international civil servants. The proposed reforms carry with them substantial implications for the terms and conditions of employment and work for all United Nations staff and yet the impact of the reforms is not totally clear. This means that we have to remain vigilant to ensure that change is in the best interest of the Organization and its staff.

### **CRISIS**

Change has arrived in the company of crises. Primarily, the crisis of the financial markets but also the various crises that continue to emerge in many areas of the world. In addition to all this, there was an already difficult situation created by fluctuations in global food prices and increases in the cost of energy.

The same crises that our Organization is trying to prevent or to alleviate are having a direct impact on the well-being of our staff and their families. Rising costs of food and basic commodities increase the cost of living for many locally-recruited staff, and the methodology used to carry out the General Service salary survey currently has no mechanism to adjust for these developments. In Vienna, the last local salary survey produced a negative outcome and left staff questioning whether the methodology used was capable of capturing the local reality.

The financial crisis has taken its toll on the work of the Organization. Measures to reduce the regular budget (by 2 per cent) have seriously affected core activities of the Organization, including in Vienna.

At the beginning of 2009, some major donors of UNODC reported that because of the financial crisis they needed to reduce their contributions, particularly to the general-purpose fund of UNODC. This has translated into a series of cost-cutting measures that have had an impact on staff. In this time of crisis, transparency and involvement of staff, through its staff council, is all the more necessary so that measures adopted are understood and accepted and ideas can be put forward.

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## **FAIRNESS**

At times of change and uncertainty, there is the risk of losing sight of an important element of successful reform and the good management of crises: fairness. Our Staff Union believes in reforming the United Nations and its human resource management systems. However, these reforms must be seen holistically—comprehensively—as a package that includes internal justice, career development, performance management, benefits etc.

We realize that these reforms will increase the responsibility of staff in areas ranging from administrative coordination to ensuring policy coherence across various organizations, and we are ready to assume the relevant responsibilities. However, reforms must not be implemented if they mean additional erosions in our salaries and conditions of service and diminished employment security. Our Staff Union, together with other sister unions of the Coordinating Committee for International Staff Unions and Associations (CCISUA), has raised serious concerns regarding the termination of contracts and the expectation of renewal after years of continuous service.

## **JUSTICE**

The term “justice” is a synonym of fairness and another essential element of a successful reform process. After years of having an internal justice system defined as "outmoded, dysfunctional and ineffective and as lacking independence", a new, redesigned system of internal justice will come into effect on 1 July 2009. This new system should, in the words of Member States, be “independent, transparent, professionalized, adequately resourced and consistent with the relevant rules of international law and the principles of the rule of law and due process, to ensure due respect for the rights and obligations of staff members and the accountability of managers and staff members alike”. Our Council played a very active and vital role in the discussions that produced the agreement on the new system. The system is far from perfect and there are still important issues that need to be resolved, but it is the basis on which we can work to ensure that staff rights are safeguarded.

## **HOPE**

The determination expressed in the preamble of the Charter of the United Nations by the “peoples of the United Nations” to save succeeding generations from the scourge of war and to enable every man, woman and child to live in dignity and freedom has relied and continues to rely on international civil servants who devote their careers to serving the United Nations all around the world.

In June 2008, the International Civil Service Commission (ICSC) carried out a survey on recruitment and retention. More than 15,000 staff members answered. The main reasons for joining the United Nations were cited, by both internationally and nationally recruited staff, as being: the opportunity to use skills, the opportunity to serve a good cause, a multicultural environment, professional growth, belonging to a global organization, a sense of purpose and the reputation and status enjoyed by the United Nations.

Our hope is that the staff of the United Nations will continue to be the cornerstone for the realization of the ideals contained in the Charter. Our commitment is that staff will raise to the occasion and continue to work to achieve a “larger freedom”.

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# 1 A STAFF ORIENTED UNITED NATIONS REFORM PROCESS



**The Staff Council aims:**

- To ensure that staff concerns are taken into consideration in the reform of United Nations human resource policies.
- To ensure that staff concerns are taken into consideration the establishment of a fair and independent internal justice system.
- To increase awareness among Member States about the needs and points of view of staff on matters that concern them.
- To promote a coordinated approach to global staff issues.

## Dialogue between staff and management.

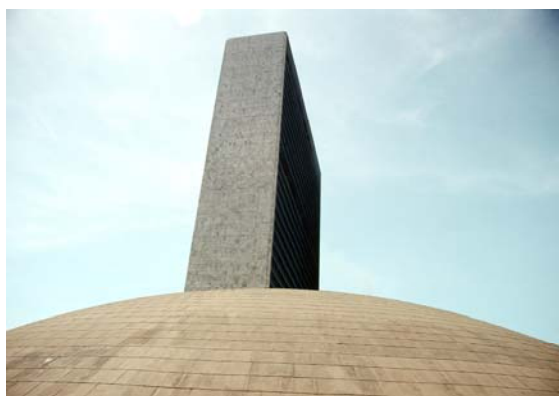
Our Staff Union continued to actively participate in the Staff-Management Coordination Committee (SMCC) and other staff-management dialogue mechanisms at

the global level. At the last session of the SMCC, held in June 2008, Paulina Analena was nominated for a second term as vice-president of the SMCC and demonstrated her leadership in bringing together staff representatives from many duty stations. In



October 2008, she addressed the Fifth Committee of the General Assembly on the issue of human resources reform and the administration of justice on behalf of 11 staff unions from the Secretariat.

Representatives from our Staff Union attended and made statements on staff issues, either directly or through CCISUA, at meetings of the Advisory Committee on Administrative and Budgetary Questions, the Fifth Committee of the General Assembly, ICSC, the High-level Committee on Management and its Human Resources Network, the United Nations Joint Staff Pension Board and the Inter-Agency Security Management Network.



Labour relations in the United Nations common system need improvement. Staff-management mechanisms for dialogue and negotiation need to be reviewed. Although some progress was made at the June 2008 SMCC meeting, the outcome of that meeting has yet to translate into an instrument that both sides can trust.

Staff-management dialogue at the global level is complicated by the fact that some staff unions are absent from the negotiating table.

The fragmentation of the decision-making process is another major problem in the negotiation process. Staff representatives can discuss/negotiate with the administration but they have little or no access to the decision-makers (the Member States). This creates an awkward negotiating environment that makes it

difficult for staff to convey effectively their concerns to the decision-makers.



#### Administration of justice.

The new system for the administration of justice (expected to start on 1 July 2009) was established with significant input from representatives of our Staff Union. A staff representative from Vienna was nominated by the majority of the staff of the Secretariat to serve on the Internal Justice Council. Another representative from our Staff Union actively participated in the development of the new system on behalf of staff. Important issues were raised such as due process, legal resources available to staff, the need for clarity on the legal rights of staff in the investigation process etc.

Important elements of the new system for the administration of justice are not yet in place. Moreover, staff need to be informed about the functioning of the new system so that they can have access to justice.



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## 2 IMPROVED CONTRACTS SALARIES BENEFITS AND OVERALL CONDITIONS OF SERVICE FOR STAFF



The Staff Council aims:

- To advocate for job security (continuing contracts), protect salaries and established benefits, and harmonize conditions of service.
- To advocate for a mobility policy that is more in tune with the needs of staff (in other words, that takes into account work-life balance issues, career expectations, professional development, incentives etc.)
- To advocate for a reform of the electronic Performance Appraisal System (e-PAS.)

### Human resources reform.

Important agreements were reached with the administration and confirmed by the General Assembly (with some modifications) on the harmonization of conditions of service (one set of staff rules for all staff and no more distinction between staff in the L and P categories) and on a new contractual framework (one that includes the possibility of continuing contracts). An

agreement was reached on the one-time review of staff serving in the 100 series (until 30 June 2009) for consideration for permanent appointment.

Continuing contracts have been approved by the General Assembly, at least in principle, but details still need to be negotiated in the context of the SMCC meeting to be held from 11 to 17 June 2009 for submission to

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the Assembly in the second half of 2009.

There are some elements of the new staff rules that are not favourable to staff. For example, there will be no expectation, legal or otherwise, that a fixed-term contract can be converted into a continuing contract and there are reduced benefits (annual leave) for short-term staff. These issues will be raised at the SMCC meeting and, if necessary, brought to the attention of the General Assembly.

#### UNODC financial situation.

At the beginning of 2009, after hearing reports that some major donors intended to reduce their contributions, particularly to the general-purpose fund of UNODC, the Staff Union wrote to the Executive Director of UNODC and met with him and other senior managers to discuss the financial situation. Initially, information was provided but it was not sufficient to enable staff representatives to get a proper idea of the long-term strategy of the administration. More information and transparency was requested, together with greater involvement of staff in discussions about the measures to be taken. The response was limited and only after the concerns on the lack consultation and on the transparency of the measures being discussed were expressed in an open letter to the Executive Director did the administration agree to discuss matters with the Joint Advisory Committee.

The Committee has been meeting and considering ways to reduce the impact of the cost-saving measures on staff, including by prompting managers who are recruiting to consider the applications of staff on abolished post and allowing staff on abolished posts to take special leave without pay and not separate from the organization while they are looking for alternatives.

Finally, there has been considerable discussion on the merit of re-introducing one-year contracts. The information

provided by the administration does not clarify the benefits of extending the scope of the contract limitation beyond the posts dependent on general-purpose funds. The Staff Union is awaiting clarification on this matter before agreeing on a recommendation to be submitted to the Executive Director of UNODC.

#### Salaries.

Through CCISUA, we have been actively involved in the review of the methodology used to carry out the General Service salary survey. In the framework of an ICSC working group on the matter, CCISUA has worked to identify problems and find solutions related to the methodology. In June 2008, CCISUA launched a survey of staff representatives to elicit their views on the matter. Over 100 responses from more than 80 duty stations were received and the position paper was used to inform the debate of the working group. CCISUA has since been working to protect the transparency and reliability of the methodology. The proposal being considered by ICSC to purchase external data for the General Service salary survey creates considerable problems in terms of reliability and transparency. CCISUA will continue to argue for a methodology that entails staff participation.

In the second half of 2008, various meetings were held on the General Service salary survey in Vienna. Many staff in the General Service category were concerned about the negative result of the survey and worry was expressed about the validity of the survey. One of the main problems was the gap in the information provided to staff (especially the delay of the administration in releasing the results). It was also clear that staff were not properly informed on the extent of the yearly interim adjustments. Many staff who were not aware of these adjustments had high expectations from the salary survey after five years. The yearly interim adjustments are based on the consumer price index and the wage index. Every five



years, the salary survey is conducted to verify if there is a difference between the salary in the Viennese labour market and the salary of staff in the General Service category. However, it was recognized that the methodology used by ICSC needed to be revised. The issue was raised in a town hall meeting with the Executive Director of UNODC/Director General of UNOV, who on that occasion agreed to raise the matter by sending a letter to the ICSC chairman.

Due to the serious concerns raised by many staff representatives regarding the devaluation of the United States dollar, CCISUA drafted, together with the Federation of International Civil Servants' Associations (FICSA), a joint letter addressed to the Secretary-General on remuneration and the loss of purchasing power of United Nations salaries. Our Staff Union represented CISSUA at the thirty-first session of the Advisory Committee on Post-Adjustment Questions and at the sixty-eighth session of ICSC (in March 2008), where issues related to the methodologies for calculating post-adjustment were discussed, especially in relation to the loss of net take-home pay for staff in the professional category working in the eurozone.

At its sixty-eighth session, ICSC considered a paper on the review of separation payments. CCISUA noted the disparity that existed between the international civil service and most national contexts with regard to employment contracts and termination of employment/ severance payments. As a result, it put forward a paper making a strong technical argument for an "end-of-service grant" for all staff who have served under fixed-term contracts for a given number of years.

Dialogue with ICSC about benefits and salaries remains a challenge. Even though staff federations have access to ICSC meetings, the dialogue needs improvement. As already mentioned, access to Member

States via ACABQ and the Fifth Committee remains limited.



#### Education grant.

The education grant as a benefit stipulated in the staff rules for internationally recruited staff members serving outside their home country remains unchanged. The mobilization of all staff and the many thousands of signatures that were collected in support of the current methodology for awarding the grant played an important role in the decision taken by ICSC during its sixty-seventh session, held in July 2008, not to make any changes. Staff representatives at the ICSC session, as well as the entirety of the Human Resources Network, spoke out strongly against a potential erosion of staff entitlements. Particularly important was the participation of staff representatives from Vienna who represented CCISUA in a working group meeting that was held in New York in June, at which the details of the proposed reform were discussed and challenged.

#### Performance management.

Our Staff Union participated in a global joint (staff and management) working group on performance management. A proposal made by the working group will be considered at the upcoming SMCC meeting. One of the key elements is the issue of how to recognize performance. In Vienna, the Staff Union proposed to the administration the establishment of the UNOV/UNODC merit awards, to be granted by polling staff

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and managers. A joint working group has been developing a proposal that will be made public in the second half of 2009.

The Staff Union disputed the policy on e-PAS ratings in Vienna and the suggestion made by the local Management Review Committee and endorsed by the Executive Committee of UNOV/UNODC that percentages for the various ratings should be fixed. The Staff Council is aware of the fact that the e-PAS tool for monitoring and improving performance in the United Nations is not functioning as it should be. The Staff Council is also of the opinion that the distribution of ratings recommended by the Management Review Committee and endorsed by the Executive Committee, namely of 5 per cent, 35 per cent and 60 per cent respectively for 1s, 2s and 3s, is not in line with the mandate of the Committee, nor is it in line with the policy adopted in the Secretariat. The Staff Union asked for the opinion of the Office of Human Resources Management at Headquarters on the matter; no reply has been provided to date.

#### Staff selection.

A proposal for a new system for selecting staff will be presented at the next SMCC meeting. We recognize the fact that the United Nations must be able to recruit, retain and promote the most talented persons from the widest possible geographical area. At the same time, for many of staff, the integrity of the staff selection system remains a substantial concern. We continue to be concerned about the role of the central review bodies in the selection process and call for more robust checks and balances in the system.

#### Mobility.

At the last SMCC meeting (June 2008), we argued that the mobility policy that had been implemented since 2002 had not been successful and that it was necessary to review it and take into consideration the concerns of staff and managers. Issues

related to spouse employment, support to trailing spouses and families, knowledge transfer, working hours, work-life balance, hardship and limited financial incentives were raised as possible obstacles to the successful implementation of any mobility programme. The mandatory mobility programme was completed for staff at the P-5, D-1 and D-2 levels but was then put on hold until a new proposal was discussed. In 2008, a proposed mobility policy for UNODC was presented. The Staff Union argued that the implementation of the proposal was not in line with the agreement reached at the SMCC meeting and that it was necessary to align UNODC with the rest of the Secretariat. The UNODC mobility policy was not implemented.

#### Harassment and discrimination.

On 11 February 2008, the Secretary-General issued a bulletin entitled "Prohibition of discrimination, harassment, including sexual harassment, and abuse of authority" for the purpose of ensuring that all staff members of the Secretariat are treated with dignity and respect and are aware of their role and responsibilities in maintaining a workplace free of any form of discrimination, harassment, including sexual harassment, and abuse of authority (ST/SGB/2008/5). During the last 12 months, several staff members have approached the Staff Council with issues that could be seen as falling under the definitions listed in the bulletin and, therefore, as requiring corrective measures (formal or informal). In addition, in 2008, the Panel on Discrimination and other Grievances was approached for advice and information by three staff members but no cases were formally submitted. Staff decided against making formal complaints because, according to the information contained in the Secretary-General's bulletin mentioned above, such complaints are received by the responsible official (in Vienna it would be the Executive Director of UNODC/Director General of UNOV), who is supposed to promptly review the complaint or report to assess whether it

appears to have been made in good faith and whether there are sufficient grounds to warrant a formal fact-finding investigation. If that is the case, the responsible office should promptly appoint a panel of at least two individuals from the department, office or mission concerned who have been trained in investigating allegations of prohibited conduct or, if necessary, from the Office of Human Resources Management roster. The investigators are selected by the administration. It is clear that staff do not have sufficient trust in this procedure, in part because the administration is not an independent entity in the process.

The Staff Council noted that in some of the reported circumstances managers and supervisors were aware of the problems and did not take prompt and concrete action in response to reports and allegations of prohibited conduct, despite the fact that it was their duty to do so. The Staff Union would like to remind all staff that, pursuant to the Secretary-General's bulletin, failure on the part of managers and supervisors to fulfill their obligations under the bulletin may be considered a breach of duty and result in administrative or disciplinary action.

In connection with that bulletin of the Secretary-General, the Joint Harassment Prevention Board was established in Vienna on 1 November 2008 by the another bulletin, entitled "Joint Harassment Prevention Boards" (ST/SGB/2008/14), pursuant to which the Board should review, on an annual basis, the use of the preventive, corrective and monitoring measures established in the previous bulletin in relation to discrimination, harassment, including sexual harassment, and abuse of authority. The Board should evaluate the effectiveness of those measures in ensuring that the objectives of the bulletin are fulfilled.

#### Gender and geographical balance.

In several of its resolutions, the General Assembly has called for a 50/50 gender

distribution in the composition of the staff of the United Nations system. So far, the Organization has failed to make this goal a reality. Despite efforts made to improve women's representation, much remains to be done to elevate the ratio and role of women within UNODC and UNOV.

The statistics received from the Human Resources Management Service show that, as of May 2009, the share of women staff members in the professional (P) category in UNODC and UNOV is 43 per cent. Women represent only 32 per cent of staff in the P category in UNOV and 48 per cent in UNODC. UNODC staff employed in the L category, where the percentage of women drops to 34 per cent, are not included in these figures.

The main problem remains the low representation of women in positions at the P-5 level and above, especially in UNODC. UNOV has a better percentage for P-5 and above but the data for staff at the P-2 to P-4 levels are disappointing.

*Table 1  
Proportion of men and women employed in the P category in UNOV and in the P and L categories in UNODC, as of May 2008.*

Staff, by level and organization	Men (%)	Women (%)
UNOV		
P-5 and above	59	41
P-2 to P-4	70	30
UNODC		
P-5 and above	78	22
P-5 and above (including L)	77	23
P-2 to P-4	40	60
P-2 to P-4 (including L)	54	46

There has been a disappointing lack of progress in achieving gender balance among staff. Evidently, the measures taken and the mechanisms set up are not effective.

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The data available on the geographical distribution of staff show higher representation of Member States from the industrialized world.

#### Host country agreement.

The benefits and privileges contained in the host country agreement have been gradually eroded in the past years. The Staff Union has repeatedly asked the administration to intervene, but has met with little success. The Union will continue to press but the attitude of the host country and the inaction of the administration on this matter do not help.

#### End-of-service allowance and social security.

We have asked our administration to align the terms of the end-of-service allowance granted to United Nations staff with the new Austrian legislation. Regrettably, there has been little progress on this matter. Similarly, the delay in the implementation of the social security agreement with the Austrian Government has created problems for many staff. Again, we have pressed management on this matter but the problem has not yet been resolved.





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### 3 INCREASED STAFF KNOWLEDGE AND CAPACITY TO MONITOR PENSIONS



**The Staff Council aims to establish a permanent local joint committee to monitor the United Nations Joint Staff Pension Fund and to increase local knowledge among staff on pension-related issues.**

Devaluation of the United States dollar and the financial crisis.

Last year, many staff expressed concern about the value of the pensions paid in euros given the decreasing value of the United States dollar and about the impact of the financial crisis on their pensions. Through CCISUA, our Staff Union has significantly increased its effort by sending a global expert in pension matters to the 2008 meeting of the United Nations Joint Staff Pension Board. As the Board looks into the future of the Fund in detail, the Staff Union will, through CCISUA, continue to follow

the subject and to support participants' representatives on the Board.

Joint committee on Pension issues.

In Vienna, we have asked the administration to agree to the establishment of a joint committee on pension issues, possibly as a subcommittee of the Joint Advisory Committee, to enable UNOV/UNODC staff, who are not represented on the United Nations Joint Staff Pension Fund because they are represented by the UN Secretariat, to remain updated with regard to the evolution of the Joint Staff Pension Fund. Such a joint committee would also advise

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staff and management on pension-related issues. We hope that a joint committee will be established before the summer of 2009.

#### Monitoring the United Nations Joint Staff Pension Fund.

We need to continue to monitor the impact of the global financial crisis on our pensions. If anything can be learned from the history of staff-management relations in the United Nations system, it is that the Organization is not immune from global financial upheavals. When revenues fall in Member States, those who have, for some time now, been calling for efficiency measures within the United Nations will only become more vocal. The impact this had on pensionable remuneration in the 1990s, and the response of the staff, should serve as a lesson in the current climate.

We need to increase local capacity to monitor pension-related issues and be able to provide specific advice to our representatives on the Joint Staff Pension Board. However, we lack the kind of technical expertise and exposure to the substantive documents that other organizations have (staff and management of the United Nations Industrial Development Organization (UNIDO) and the International Atomic Energy Agency (IAEA) have their own representatives on the Board). In addition, there is the need to inform staff about pension-related matters. We hope that this situation will improve with the establishment, as mentioned above, of a joint local committee.

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## 4 A HEALTHY AND SAFE WORKING ENVIRONMENT



**The Staff Council aims to increase security and safety and to protect the welfare of staff working in Vienna and in the field.**

### Security in the VIC.

The security measures implemented as of 1 January 2009 in the Vienna International Centre (VIC) were negotiated with staff representatives and some of the more problematic issues for staff (such as the denial of access to VIC grounds for spouses and family members) were dropped. The checking of cars was implemented effectively and it has not caused major problems or delays for staff accessing the VIC.

### Security in the field.

Staff security in the field remains a major problem, especially since several UNODC offices are in dangerous locations. Through

CCISUA, we have participated - and tried to play an active and productive role - in the Inter-Agency Security Management Network. In that context, we have raised the issue of staff safety and security and expressed a number of concerns. Among them, the unequal treatment of national staff and the lack of protection in cases of evacuation, a problem that was raised in the Report of the Panel on United Nations Peace Operations, also known as the “Brahimi report” (A/55/305-S/2000/89). In many countries, national staff are targeted simply because they are employed by the United Nations. Bombs and bullets do not discriminate between locally or internationally recruited staff. In situations of crisis, and when considering the entitlements of staff in difficult duty

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stations, the system must not discriminate between categories either.

We have raised the issue of complying with minimum operating security standards, which cannot be subject to compromise. If the Organization cannot ensure these minimum standards for staff, staff should not be made to operate in such situations. While a great deal of attention has been given to security at headquarters duty stations, a great deal remains to be done, especially in project offices and in offices far from country capitals. As of 2009, CCISUA has started building a team of security focal points from among its member unions and associations. This group draws on the broad experience and expertise of CCISUA members and includes specialists in security matters and occupational safety and health.

#### Health insurance.

A survey was carried out with the aim of assessing the degree of satisfaction among staff with the health insurance and the results are being considered by the Joint Advisory Committee of UNOV/UNODC and UNIDO. The results of the survey have already indicated that many staff need better information on the coverage offered by our health plan. Staff and management are discussing the benefits and drawbacks of going through a bidding process in order to identify a different health service provider or to renegotiate the contract with Vanbreda International, our current provider.

#### Health promotion.

A changing working environment and job insecurity are factors that are likely to create high levels of anxiety and stress among staff. The Staff Union, in collaboration with the Staff Counsellor, has been discussing with the Administration the need to do more to promote the health of staff. The initiative is still under discussion.

#### HIV and AIDS in the workplace.

Recognizing the importance of addressing the issues of HIV and AIDS in the workplace, CCISUA signed a partnership agreement with UN Plus, a group that works to create a more enabling environment for all HIV-positive staff in the United Nations system. The agreement is intended to outline the collaboration between CCISUA and UN Plus towards strengthening the organizational response to AIDS and accelerating progress towards responding to the epidemic in the workplace to the benefit of staff members.

#### Staff welfare.

Staff welfare bodies with representatives nominated by the Staff Council are functioning well but their resources are dependent on the revenues from the VIC commissary and any change in that area may require some adjustment in the policy of the various funds.

#### Asbestos removal and the “Greening the VIC” initiative.

The asbestos removal project, which started in 2004, has almost been completed with no major problem having been reported for staff. Our representatives have been participating in the working group charged with monitoring the project and ensuring the highest standard of safety. Also, the Staff Union has collaborated with management in the “Greening the VIC” initiative





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## 5 IMPROVED COMMON SERVICES FOR THE ORGANIZATIONS AT THE VIENNA INTERNATIONAL CENTRE



**The Staff Council aims too have staff-friendly and staff-oriented common services in the VIC.**

### Functioning of the joint bodies.

The VIC-based staff associations and unions have put pressure on their respective administrations to discuss the joint bodies providing advice on the functioning of important services (the catering and garage services, the commissary and the childcare centre). We staff representatives opposed what we considered to be a unilateral process that was initiated by the administrations in the various Vienna-based organizations. We also opposed the idea that

the joint bodies were part of the administrations. Following the concern expressed, the VIC-based staff associations and unions and the Committee on Common Services have held several meetings to discuss the functioning of the joint bodies. In addition, the proposal made by the VIC-based staff associations and unions to consult the members of the various bodies produced positive results.

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### Commercial services.

In November 2008, a VIC-wide staff survey was conducted for all staff members of the Comprehensive Test-Ban Treaty Organization (CTBTO), IAEA, UNIDO and UNOV requesting their views on the services available in the VIC (banks, insurance, travel and other services). Responses were received from 1,134 staff members. In addition, questions were asked on the IAEA/UNIDO and UNOV/CTBTO Staff Services Offices in an effort to better serve the contributing members of those staff associations. The importance of determining which services are desired by staff members in the VIC is to help the staff councils to determine how to better allocate space. Clearly, services that are in high demand should be given more space in the VIC over services that are less popular. It is the view of the four VIC-based staff councils that existing services that staff wish to keep should be put through a bidding process so as to obtain the best vendors willing to make the best offers to staff members working at the VIC. The staff councils should look into those services that are desired but that are not currently available with the aim of making them available in the future.

important area. We need to continue to dialogue, in good faith, in order to ensure that the services in the VIC meet the needs of staff.



### Open dialogue.

The attitude adopted by some part of the administrations of disregarding the value of dialogue with staff unions on issues that affect the working conditions of staff is a problem in achieving results in this

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## 6 IMPROVED AND MORE EFFECTIVE NEGOTIATIONS BETWEEN VIENNA BASED STAFF AND MANAGEMENT



**The Staff Council aims to have a better system for negotiating and resolving local issues and to ensure that staff rights are protected and that rules and procedures are respected.**

Open and good-faith dialogue.

After some years of inactivity, the Joint Advisory Committee, the local mechanism established in the staff rules for staff-management negotiation or consultation, was reconvened to discuss some important issues. We have proposed to the administration that the functioning of the Joint Advisory Committee be reviewed and that new terms of reference be discussed.

Through staff representatives, we continued to participate in various joint bodies (Joint Appeals Board, Panel on Discrimination and Other Grievances, Panel of Counsel, e-PAS rebuttal panels, Focal Point for Women, central review bodies, Joint Monitoring Committee and others) to ensure that staff concerns are considered. We will continue to participate and hope that the overall climate of staff-management dialogue will continue to improve.



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### Improving relations.

We are concerned about some statements made by the administration that seem to indicate that it does not consider important the dialogue with staff representatives. This makes it difficult to establish good-faith dialogue for achieving results. Our Staff Union attends the SMCC meetings at the Secretariat level. We have demonstrated that we are ready to engage in open and good-faith negotiations with management at the global level. We are ready and committed to apply the same approach to staff-management relations here in Vienna. However, we have not seen the same level of openness and good faith that we have seen at the global level. The lack of consultation on the financial measures was not an isolated episode. Over the last nine years, we have seen the Joint Advisory Committee be consistently disregarded by the administration. Important decisions on the condition of services of staff have been taken by senior management without discussing them first with staff representatives in the Committee. Recently, after addressing the issue directly with the Executive Director of UNODC in an open letter, we have seen a change in attitude and a marked improvement in the dialogue.





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## 7 IMPROVED COORDINATION WITH OTHER STAFF UNIONS IN THE VIENNA INTERNATIONAL CENTRE



**The Staff Council aims to improve local coordination with other staff unions in the VIC.**

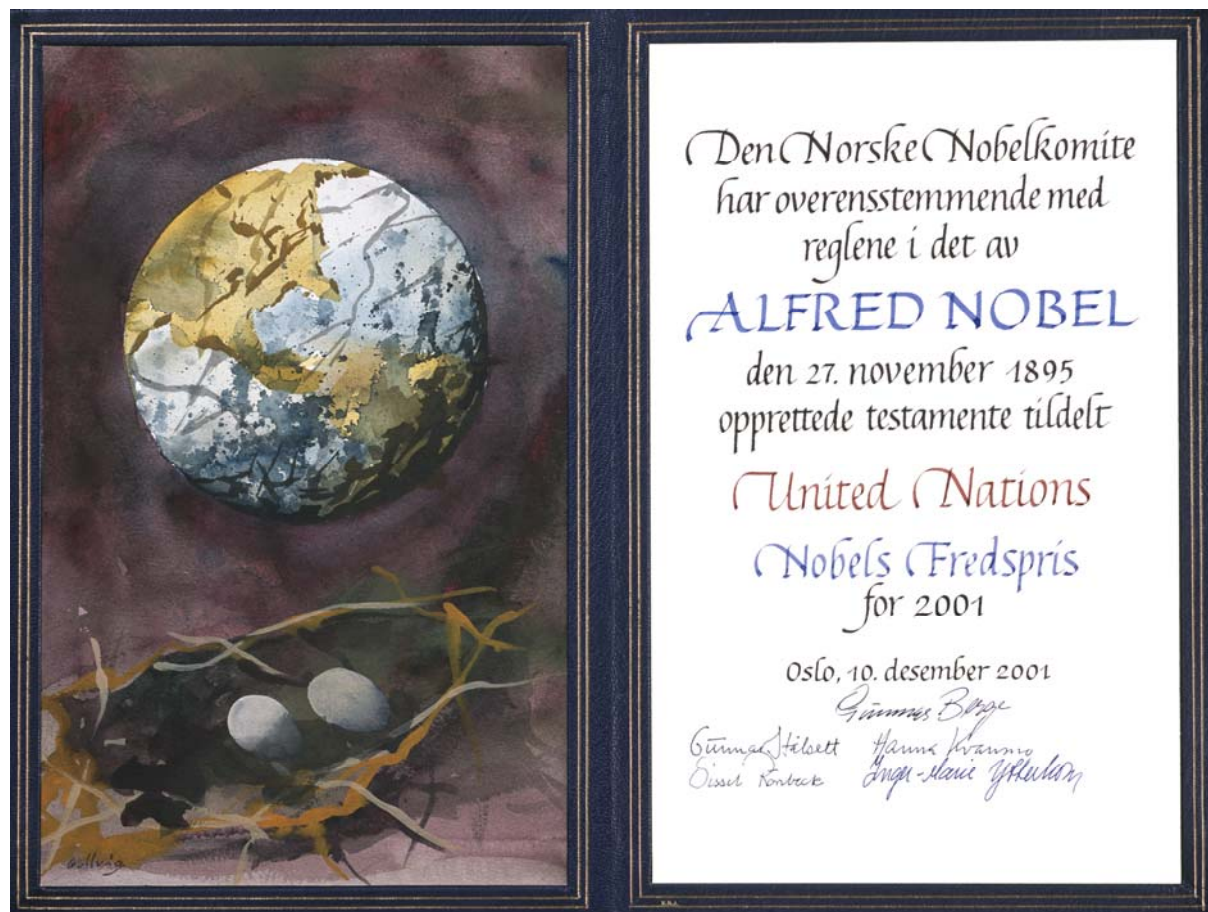
### Our common workplace.

Our Staff Union coordinated its activities on common issues with the staff unions of the other VIC-based organizations (IAEA, UNIDO and CTBTO) through the VIC-based staff associations and unions. Common concerns such as the host country agreement, local salary surveys, security and common services have been discussed in this framework. In the last year, the coordination has generated interesting results (a joint survey of staff, common positions on local issues vis-à-vis the administrations etc.)

We need to work and coordinate our efforts better but we are working well together and have established a good common ground on which to build.



## 8 IMPROVED AND INCREASED COMMUNICATION WITH STAFF



**The Staff Council aims to provide staff with more information and to better represent the work of the United Nations Staff Union at Vienna.**

### Reaching out.

The activities of the Staff Union during the past year were reported to staff via desk-to-desk messages or messages of the day. Since May 2008, 15 messages (excluding the minutes of the Staff Council meetings) were sent to staff at large and read on average by approximately 800 staff. The messages were about the salary of staff in the General Service category, the education grant, contracts, services in the VIC, the Staff Union Plan of Action, pensions, SMCC meetings, open letters to the Executive

Director of UNODC and to the Secretary-General. Minutes of the Staff Council meetings were distributed to all staff by e-mail.

With the assistance of the UNOV Electronic Publishing Unit, a logo was developed for the Staff Union. The logo symbolizes the role of the staff of the United Nations in supporting and sustaining the values and the mission of the Organization.

In December 2008, the Staff Union distributed to all staff reproductions of the Nobel Peace Prize Diploma that was awarded to the United Nations and its Secretary-General in 2001.

The Staff Union improved the management of the souvenir shop at Gate 1. The profit from the sales is supporting the activities of the Staff Union. A portion of the profit was donated in December 2008 to SOS-Kinderdorf to fund the construction of an orphanage in Port Portal, Uganda, on the border with the Democratic Republic of the Congo. The SOS Family Strengthening Programme has already begun its work with strong community involvement. It plans to target about 1,600 children across the region. The "children's village" in Fort Portal will provide a home for at least 120 orphans.



The contacts with and effective representation of UNODC staff in the field is still problematic. The membership of staff in the field in the Staff Council has improved the situation but more needs to be done to ensure that Staff working for UNODC but with contracts issued by either the United Nations Development Programme (UNDP) or the United Nations Office for Project Services (UNOPS) are properly represented. Our Staff Union is discussing with the UNDP/UNOPS Staff Union ways of addressing this problem.

The establishment of a website and the publication of a quarterly newsletter have been postponed to late 2009.

Staff services offered by the Staff Union are being reviewed with other Staff Unions of the VIC with a view to improving them.

## Annex 1

### STAFF REPRESENTATIVES AND ALTERNATES

<i>Attendance at meetings of UNSCV from 29 April 2008 to 14 May 2009</i>				
<i>Unit</i>	<i>Representative</i>	<i>Attendance</i>	<i>Alternate</i>	<i>Attendance</i>
UNOV/DM	COELHO-, PELCZYNSKA, P.	8	TEOH, Beng	1
UNOV/DM	BROOHM, Herman	9	COLON, Ruben	1
UNOV/DM	NUSEIBEH, Ibrahim	7	GALLACHER, Laura	3
UNODC/DM	BRIDI, Daniel	8	RICHARD, Yvonne	7
UNODC/DM	EIDHERR, Gert	8	BREZINA Stefan	6
UNOV/CMS	LARSON, Lars	5	KHAN, Khalid	1
UNOVCMS	GALEAZZI, Nicole	8	LOFTHOUSE, Marie T.	3
UNOV/CMS	FRANZEN, Gudrun	6	BUDIN, Aban.	1
UNOV/CMS	OGUNLOLA, Raufu	6	SATTIG, Michael	1
UNODC/OED	BARONI, Claudia	4	GRASSI, Simonetta	2
UNODC/OED	KANDA, Midori	8	MOICEAN, Adrian	3
UNODC/OED	BERTERAME, Stefano	11	MARTINS, Alexandra	3
UNODC/OED	POPOV, Rossen	5	RIOS, Jorge	6
UNODC/OED	SOLTANI, Fariba	5	SAENZ, Elizaeth	6
UNICRI	CAPPE, Francesco		TROSSARELLI, Luigi	
UNODC Field	CALLAHAN, James	2	MIRELLA, Flavio	
UNSSS	KOOPS, Gerard	5	CALUPAS, Carlos	1
UNSSS	ANALENA, Paulina	7	PAROKKIL, Jose	3
UNSSS	HATASOVA, Monica	5	MESARIC, Tanja	
UNPA/UNRoD	FUERNSTINN, Clarissa	7	EFRAITI, Janet	2
UNIS/DPI	SCHAECHTER, Iris	10	WAECHTER, Elisabeth	2
OLA/UNSCEAR	CLIFT, Jennifer	5	NICHOLAS, Caroline	2
OOSA	GAZIYEV, Jamshid	11	OYENEYIN, Ayoni	1
There were a total of 11 regular meetings from 29 April 2008 to 14 May 2009.				



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## Annex 2

### OFFICERS OF THE STAFF COUNCIL

<b>Staff Council</b>	First Presiding Officer	Claudia Baroni
	Second Presiding Officer	Dani Bridi
<b>Staff Committee</b>	President	Stefano Berterame
	Vice-President	Paulina Analena
	Secretary	Jamshid Gaziyeu
	Treasurer	Patricia Coelho-Pelczynska
	Rapporteur	Hermann Broohm
<b>Polling Officers</b>	Chairperson	Monireh Poosorkh
		Ongyal Gurung
<b>Auditing Committee</b>		Lorretta Eruwa
		Matthew Seitz
		Joseph Joshimon