

ANNUAL REPORT 2010



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



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 2010, which covers the activities from May 2009 to May 2010, 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 2010.

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 at the Vienna International Centre.
6. Improved and more effective negotiations between Vienna-based staff and management.
7. Improved coordination with other staff unions at the Vienna International Centre and at global level.
8. Improved and increased communication with staff.

The Annual Report 2010 is the collaborative effort of the Staff Council and the Staff Committee, with inputs 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 and can be consulted by interested staff members in the Staff Council office.

Photo credit: UN.

A YEAR IN REVIEW

TRANSITION

The 22nd Session of the Staff Council of the United Nations Staff Union is coming to an end. In the last two years the Staff Council has worked hard "... to represent, promote and safeguard the rights, interests and welfare of all members of the staff ..." of the United Nations Office and Vienna and of the United Nations Office on Drugs and Crime (Article 2 of the Statutes of the Staff Union of the United Nations at Vienna). The Annual Report 2010 covering the period from May 2009 to May 2010 provides a detail account of this work.

JOB SECURITY

Job Security has been a major issue for the Staff Union in the past year. At global level, we have tried to convince Member States to approve continuing contracts for staff. We argued that we do not want anything more than what is offered to national civil servants but also nothing less.

The Member States are not convinced and we are concerned about the double standard being applied. In most of the same member states that are questioning the introduction of continuing contracts for the UN, long-term or permanent contracts are the norm for their national civil service. However, it seems that for the Member States this basic entitlement cannot be applied to the UN.

Job security has been an issue also for UNODC. The financial situation of the Office required some adjustments that translated in the abolition of a number of posts. The Staff Union acted together with the Administration in trying to limit the impact of the measures on staff. Overall, most of the cases were addressed and resolved and the number of separation from service was limited. However, the financial crisis has been contained but not resolved and expect more problems in the coming months.

JUSTICE

Since last year the UN have a better system of justice but the access to legal counsel is limited and possibly is one of the reasons why not to many cases have been originating from Vienna. The Staff Union needs to continue to work to ensure that staff will have the possibility to have professional legal representation.

NEGOTIATION

Because of the many critical issues emerging, last year has been characterized by an increase in the dialogue between staff and management at global level and at local level. Here in Vienna, we welcome the revitalization of the Joint Advisory Committee (JAC) and the opportunity for the staff unions of the VIC to discuss with the Administrations of the VBOs issues related to the our conditions of service in Vienna and our common services. We believe that dialogue and negotiation with staff will lead to better solutions and we urge management to keep the process alive.

YOUR VOICE

The Staff Union has been trying to provide more information to staff members and recently we have asked the opinion of staff through a survey. The findings indicate a good level of satisfaction but also the request to improve further the communication with staff. We hope that the next Staff Council will be able to address these concerns.

A STAFF ORIENTED UNITED NATIONS REFORM PROCESS



The Staff Council works to ensure that staff concerns are taken into consideration in the reform of United Nations human resource policies and in the establishment of a fair and independent internal justice system.

The voice of the staff in the change of the Organization – Staff-Management relations

Transition and change have become regular features of the United Nations. In the last years, staff have seen a number of reform proposals. In 1996, in his acceptance speech, Secretary-General-designate Kofi Annan outlined goals for his term: to make the United Nations leaner, more efficient and more effective, more responsive to the wishes and needs of its Members and more realistic in its goals and commitments. Since then, there have been a number of proposals submitted to the Member States.

For UNODC as well the last years have been full of changes with mergers, name changing, realignments, reorganizations, restructurings, etc. All of these changes maybe necessary but to be implemented they need the participation and support of staff. Staff and their representatives need to be involved in the development of the reform proposals if they are to be successful.

The one thing that never changed in all these years is the way staff and management relate to each other. In this connection, the United Nations Staff Union at Vienna (UNSU-Vienna) welcomes the fact that the Joint Inspection Unit (JIU) is carrying out a survey on staff-management relations. The UNSU-Vienna believes that the status of staff-management relations in the UN system needs to be seriously discussed and reformed. The Staff Union has prepared a position paper on the matter to assist the JIU in its work.

When one looks at the historical development of industrial relations in national public service, there are many parallels with the international civil service. Years ago, in number of countries a balance was struck between the State as employer providing job security (in many cases a “job for life” – or in other words, a *career*) while adopting what could be called a “paternalistic” model of staff-management relations in which the public authorities were responsible for taking final decisions on such matters as wages, working conditions, and the like.

In the same countries, over the years there has been a gradual shift in this situation, where national civil servants may have less security, but civil servants and their unions have seen a subsequent increase in their ability to influence policy-making. While it should be recognized that permanent appointments continue in most national civil services, including the United States (the comparator used by the ICSC to establish the conditions of service for international civil servants) there has been a documented growth in collective bargaining in national public service.

Within the United Nations, while we can clearly see a reduction in job security, the shift from consultation toward negotiation has not taken place. In recent years we have seen changes in HR policies and in conditions of services, some of which have been adopted with private sector models in mind. However, these changes were not matched by the changes in staff-management relations.

Any effort to improve staff management relations should lead to a rationalization of both the structure and functioning of labour relations in the international civil service. It should build a system in which all parties – staff, administrations, and Member States – can have confidence.

New system of administration of justice

One thing that changed last year was the system of Administration of Justice for the UN Secretariat and the Funds and Programmes. It has been functioning since 1 July 2009 and is already demonstrating that it is capable of addressing some of the problems that characterized the previous system. Judgments of both UNDT and UNAT are being delivered relatively quickly and a considerable improvement on the previous situation. There are not too many cases originating from Vienna so far but this is not an indication that problems do not exist. More likely, staff need to have access to reliable legal assistance in order to be able to enter into a litigation process. The experience of the Staff Union in Vienna is that staff have issues and concerns that may require recourse to internal justice but many staff are hesitant to proceed because of they are not sure they have a strong case. In the last year, we have received concerns from staff mostly related to: performance issues; appointment, selection and promotion; harassment and discrimination; and dispute on benefits and condition of services.

While the Staff Union recognizes the positive elements of the new system, we need to highlight the problems that still remain:

- the limited resources available for staff representation and the general concern with absence of the equal legal representation opportunities for staff;
- the suspension of action has not been granted consistently across the UNDT;
- there are some apparent inconsistencies in the judgments and court procedures in the different locations;
- strong concerns on lack of recognition of the due process rights and lack of legal counsel for staff in disciplinary actions and investigations remain.

In relation to the legal assistance for staff, the Staff Council reviewed the draft ST/SGB on incentives to enable and encourage staff volunteers to assist the Office of Staff Legal Assistance. The Council provided comments to OHRM in New York stating that that one of the main concerns of staff who had volunteered in the past and continue to do so, has been partly addressed: release time. However, this is still subject to the decision of head of department or office and should take into account the successful delivery of the mandates. This makes it still very difficult for a manager to authorize the release and for the staff to ask for it. In addition, the Council considered some of the incentives to be fine while some others are not really incentives.

Staff Legal assistance: some options

The Staff Council has been considering various options to provide adequate legal representation to staff and would like to have the view of staff on the options outlined below:

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1. Request Member States for more resources for the Office of Staff Legal Assistance (OSLA) that currently has no representation in Vienna;
 2. Negotiate with the Administration at global level a minimum deduction from the salary of every staff to be deposited into the Trust Fund established by OSLA. This would be some sort of legal insurance paid by all staff. Alternatively, the Staff Union could contribute to the Trust Fund through its own resources but there will be the need to guarantee that the legal services will be provided only to contributing members of the Union. Both options will require staff interests to be represented in the management of the Fund;
 3. Establish legal insurance in Vienna with a private firm and establish criteria for dues-paying staff to have legal representation through a private lawyer.

The next Staff Council may have to address this issue in detail and take a decision possibly in coordination with the other staff unions of the UN.

Ombudsman office in Vienna

At the end of 2009, an important element of the new system of administration of justice was established in Vienna with the opening of the office of the Regional Ombudsman. The work of the Ombudsman is confidential and therefore it is not possible to monitor its impact in the resolution of conflict and in its mediation efforts, other than through the annual report of the Ombudsman to the General Assembly. It is the hope of the Staff Union that staff will make use of the services of the Ombudsman if necessary.

IMPROVED CONTRACTS SALARIES BENEFITS AND OVERALL CONDITIONS OF SERVICE FOR STAFF



The Staff Council works to advocate job security, protection of salaries and established benefits, and harmonization of conditions of service.

Continuing contracts, continuing discussion

The new contractual framework for the UN Secretariat and the Funds and Programmes continued to be, like the year before, the main area of action for the Staff Union.

The Staff Union believes that simplifying and unifying the contractual framework is a step in the right direction and recognizes the importance of Human Resources Management reforms as a means of ensuring the effective delivery of the mandate as demanded by our constituents.

It is for this reason that the Staff Union has continued to participate in good faith dialogue through the SMCC mechanism. And we believe that this participation delivers results for the staff, through the establishment of a system which balances the needs of the Organization and the Member States with those of the staff.

We started to discuss this issue in 2002 and since then we have agreed on the elimination of the permanent contract in exchange for continuing ones on the understanding that continuing were going to benefit a larger number of staff who would not have been entitled to the permanent. We negotiated in good faith and engaged in finding a compromise for the good of the staff and of the organization since we believe that one contractual framework will provide the organization with motivated staff.

Over the last eight years, the Staff Union, together with other staff unions of the UN, has engaged in a dialogue that has proven difficult and we have conceded on some important issues, the most important one being the Permanent Contracts. The Staff Union, as well as other sister unions participating in SMCC, agreed during the last eight years to some basic principles:

- Continuing contracts would replace permanent contracts, frozen since 1995
- Staff on any type of post who have served five years would be eligible for consideration for continuing contracts
- No ceiling would be imposed on the issue of continuing contracts

In November 2009, together with staff unions of the UN who are participating in SMCC, we presented our reasons to the Member States in New York. This was done also on the basis of the compelling evidence on the prevalence of permanent/long-term contractual status in most national civil services as evidenced by a study commissioned by a number of staff unions to the Labour Research Department an independent, trade union based research organization.

Despite these efforts and the clarification of the criteria provided by the report presented by the Secretary-General, reflecting the agreement reached by staff and management, Member States were not convinced. After receiving the report they raised new issues and concerns that were not in the resolution and asked for more clarification. Without a clear definition of “continuing need” and/or the workforce planning models, it appeared that no consensus could be reached on the implementation of the continuing contracts.

Given the fact that the requested data were not readily available, the UN Secretariat decided to withdraw the report (A/64/267) and to revise its approach on continuing contracts in collaboration with staff representatives. As a consequence, staff representatives requested a special staff-management meeting to resolve the issue.

At the end of January 2010, “informal consultations” were held in Vienna between UN management and staff in an attempt to modify the Secretary-General's proposal and respond to the new concerns raised in the Fifth Committee and the ACABQ.

The Vienna consultations brought together the sixteen staff unions and associations participating in SMCC, which represent all secretariat staff—except those in New York—and all regional Economic Commissions, along with UNHCR, the two Tribunals, and the UN funds and programmes, including UNDP, UNFPA, UNOPS and UNICEF. The staff representatives met with a team of management counterparts from the various entities, led by USG for Management Angela Kane.

There had been several sticking points for the Fifth Committee. One was the belief that the UN's performance management system is flawed and there was no guarantee that under-performing staff would be terminated before being given a continuing contract, or that they could be terminated afterwards. Another was the notion that unless the Secretary-General better defined what were considered the “continuing needs” of the Organization, and presented a work-force plan, there would be an ever-expanding pool of people with continuing contracts. The Fifth Committee also wanted to exclude from consideration staff in entities with finite mandates, such the War Crime Tribunals, or non-established peacekeeping missions.

In Vienna, OHRM presented a scaled down version of the proposal withdrawn in November. This version, while in the opinion of staff representatives still not responding to the Fifth Committee's request for a workforce plan, reduced the number of eligible staff by excluding the local staff in non-established peacekeeping missions, all the staff in the Tribunals, and imposed language and mobility requirements for the award of continuing contracts. This was “categorically rejected” by the staff representatives in the first hour of the meeting, even before discussion in the plenary.

An attempt was then made to reframe the continuing contract, not as a “contract for life”, but as an open-ended appointment without termination date. Management removed the language and mobility requirements. On the other hand, the safeguards staff wanted to see about how a continuing contract was terminated were also removed.

After two full days of discussion, the staff side informed their management counterparts that they were “not in a position to agree” on the proposals and wished to suspend the talks.

Both sides were disappointed, but the staff side would not back down on the principle of equal treatment for all staff who had served the Organization honourably, diligently and well for five years and more.

In February the staff side reiterated the position taken in Vienna. Staff remained convinced that the proposal on “open ended contracts” tabled by management in Vienna violated the principles which had been expressed and which were incumbent upon the organization.

Staff referred to a research paper SMCC members had commissioned from the UK’s Labour Research Department, which showed that a large majority of civil servants in the national civil service of the Member States most opposed to continuing contracts for UN staff were employed on the equivalent of continuing contracts. For the United States, the UN’s major comparator, the total is 91%. Staff contend that the Member States should not continue to treat UN staff in a manner which would be illegal in most of the countries from which these staff come.

Staff are united in believing that the contractual system in the UN should be fair, should be based on the principle of equal treatment for all, and should be worthy of an Organization which requires of its staff the “highest standards of efficiency, competence and integrity”. Similarly, staff should expect from their employers, the Member States, the highest standards of decency, fairness, and protection.

The mood of the staff side in Vienna was summed up in their opening statement as follows:

‘Staff members who have devoted years of their lives to the service of the Organization and have proved the value of their work, often in a succession of difficult or dangerous situations, should no longer have to worry whether they will remain employed after their current contract expires. We have observed minutes of silence for our colleagues in Haiti, Afghanistan, Pakistan and many other peace keeping and political missions. They were those who were going to benefit most by this new contractual framework but they died working for an organization that unfortunately continues to keep them at the margin.’

One-time review of Permanent contracts

In the same meeting in Vienna the issue of the conversion of eligible staff to permanent contracts was also discussed. In response to staff requests for quick action on the review, OHRM indicated that it could take as much as three years, as they have to look at the physical files of those who have been in the system since 1995. Staff maintained that the review could and should be much speedier than that, and urged management to start with those who had five years or more continuous service at 30 June 2009 and work backwards. The guidelines on conversion to permanent appointments were released (ST/SGB/2009/10). Under these guidelines, all staff who have served for five years or more under the 100 series of the previous staff rules by 30 June 2009 are eligible for consideration for conversion, provided they also fulfill the other criteria of performance, conduct and age.

The review is currently underway in Vienna with the active participation of the Staff Union and it is expected to be complete in the first quarter of next year.

End of Service Payment

Another issue on which the Staff Union advocated better condition of service and benefits for staff is the end of service payments. A research paper commissioned through our federation (Coordinating Committee for International Staff Unions and Associations of the United Nations System - CCISUA) which shows that in almost all Members States surveyed – 18 of 22 from all regions – there exists some legally required form of severance payment to staff whose continuing contracts are terminated. These measures make up an essential part of the employment protection legislation which most of our Member States have put in place for their citizens, and for their own civil servants. In November 2009, President of CCISUA addressed the 5th Committee and pointed out that UN staff have not been given the choice of having the protections available to the nationals of Member States. UN staff who have

been faithfully serving the organization for many years are left without the basic form of social protection upon the expiration of a long series of contracts.

The ICSC proposed that this could be redressed by approving separation payments on expiry of contracts for staff who have been serving 10 years or more on fixed term contracts. Staff representatives argued that separation payments should be payable upon expiration of contracts after five years of continuing service to the Organization. The call for a severance payment is not to gain “yet another” entitlement for staff. Its goal is to guarantee the permanence, the loyalty and the independence of the international civil servant and to re-create an international civil service worthy of this name – a civil service which would reflect internationally, the best practices among the public services of our own Member States. The General Assembly unfortunately did not take a decision on the matter.

Job security in UNODC

While at the level of the Secretariat, the Staff Union has been discussing the need for more job security for staff through the continuing contracts, at UNODC one of the main concerns of staff is not the nature of the contract (short-term, fixed-term, or possibly continuing) but rather its actual existence.

The staff of UNODC have been living with the uncertainty of the yearly financial cycles for many years and despite the many emergencies, the short-term contracts, the cost-saving exercises, and the numerous reorganizations, they have always delivered in accordance with the mandates. Mandates that have increased in the last years, while the budget and the resources necessary to implement them have not always followed the same trend.

The UNODC financial downturn started at the end of 2008 and continued through the summer of 2009. The Staff Union made it clear that it was necessary to have a process of joint staff-management negotiation on the measures to be taken to face the situation. The Administration was responsive and the Staff Union therefore collaborated with HRMS to devise a series of measures to reduce the impact of the financial cuts on the staff.

Most of the staff affected by the abolition of the posts (in the field and at HQ) were placed on other posts or given other opportunities such as the possibility to take special leave without pay beyond the expiration of their contract so they could remain internal candidates. The Terrorism Prevention Branch was forced, because of the reduction of the contribution, to abolish several positions. In this circumstance, the Staff Union worked with senior managers in DTA (who were very open to a dialogue with staff representatives) to identify possible solutions. In addition to the measures applied earlier in the year, related to the abolition of the posts funded by the General Purpose Fund, the Staff Union and HRMS managed to get the OHRM in New York to agree that the staff of TPB affected by the cuts would be considered as part of a downsizing organization and therefore be entitled to internal status rather than external in job applications.

Because of uncertainty among staff on the financial situation of UNODC, the Staff Union asked, in the fall of 2009, the Executive Director to address staff and to clarify the situation of UNODC and the medium- and long-term prospect for the Office. At a special town-hall meeting, the Executive Director provided staff with some information and anticipated the content of the consolidated budget of UNODC. Because of the substantive reduction in the resources of UNODC, the consolidated budget submitted for 2010-2011 indicated 27.8 per cent reduction in general purpose fund and a reduction of the 7.8 per cent of the special purpose fund. Overall, UNODC reduced its budget by at least by 7.1 per cent. The Executive Director stated that UNODC was experiencing the effects of the financial crisis. He added that he had tried hard to put UNODC on a more solid financial stand but the willingness of the Member States to invest in the support structure of UNODC was not there and therefore could not indicate a solution to the structural problems of the Office.

The President of the Staff Union was able to address the reconvened session of the CND and of the CCPCJ in December 2009 on the matter of UNODC financial situation. It was the first time that a staff union representative was addressing the governing bodies of UNODC. In his statement, the President pointed out that most of the cuts under discussion by the two Commissions referred to real posts that have been abolished and consequently staff who have been faithfully serving the Organization and the Member States for many years, who have sometimes taken great personal risks, who have devoted

most of their life promoting the universal ideals of the UN charter suddenly found themselves without a job. He added that while staff were aware of the limitations imposed by the global financial crisis on the national budgets and understood the need for some measures to be taken. However, staff had difficulties in understanding the reasons why essential functions that were established in relation to mandates originating from the Member States, were not being considered a priority and funds devoted to support them were being significantly reduced.

Through the crisis, the Staff Union has collaborated with HRMS to find temporary solutions to keep most of the staff on board. However, it seems that the options and room for manoeuvre are shrinking as we enter into a new funding cycle and pledging period. We continue to engage with the Administration to discuss the financial forecast and to evaluate jointly the possible options.

UNODC realignment

In addition to the financial crisis, UNODC has also been experiencing a major reorganization (“realignment”) particularly in DO and DTA. In a staff meeting of the two divisions and in a subsequent meeting of the Joint Advisory Committee (JAC), the President raised some of the concerns expressed to him by staff such as the timing of the realignment, the need to give due regard to the professionalism and skills of staff members and consistency across the various sections and branches. In the JAC meeting staff representatives stated that, while recognizing the many efforts made by the Divisions to engage with staff and hold discussions and meetings, some staff were reluctant to express their concerns openly. The representative of the Administration in response to the concern expressed by staff representatives informed the JAC of the various reasons and decisions that have led to the realignment and provided an explanation for the process and for the administrative decisions related to it.

In the end the JAC recommended sending a statement to the Executive Director supporting the report on the realignment submitted to the two Commissions. The statement should confirm the formal discussions in JAC, with the staff side recognizing the efforts made by the Division to engage in a dialogue with staff. The JAC recognized that the decision to implement the structure is the prerogative of the Executive Director, but nevertheless would wish to have assurances that professional and managerial skills would be taken into account to ensure staff were reassigned in a manner to enable them to best serve the organization at their best.

HRMS action plan

Another issue that was discussed with Management in the context of the JAC, was the “Draft Plan of Action to Improve Geographical Distribution and Gender Balance of UNODC Staff.” The Staff Union expressed concerns about the measures described in one paragraph of the Draft Plan of Action, which posed the risk that instead of redressing a specific situation it might exclude candidates of merit. Furthermore, while definitions of gender were clear, wider geographical representation was more diffusely defined, in terms of un or under-represented countries, developing countries, and whether the objective was Secretariat-wide or limited to UNOV/UNODC, or in fact individual units. In the context of the JAC, there was agreement on the need to re-draft the paragraph to capture some commonly agreed points.

Flex-time policy

At a JAC meeting held on 24th February 2010, the issue of flex-time policy was discussed. The administration presented a series of possible enhancements to flex-time: increase in the monthly credit and the number of days to be used per year; use of the forfeited time for learning purposes. Staff representatives welcomed the proposed enhancements, but questioned the automatic deduction of 60 minutes (when not checking in and out) for lunch-time that is not in line with the practice of other VBOs. The item will be further discussed at the next JAC. In the meantime, a new flex-time recording system was introduced. Several staff reported a number of problems with the system. The Staff Union raised the issue with HRMS that is talking with ITS to fix the problems.

Host country agreement

Recent changes in the Austrian legislation on citizenship and residence have been discussed by staff. The new legislation makes it impossible for staff to apply for citizenship while working for the United Nations. Something that was possible before. The Staff Union is discussing with the other staff unions of the VIC how to proceed on the matter. The host country agreement does not have special provisions for UN staff in relation to citizenship. However, we intend to ask the UNOV legal counsel to clarify the issue with the Austrian authorities.

GS salary survey methodology

The issue of the General Service salary survey has remained on the agenda of the Staff Union. We have continued to advocate a review of the methodology used to carry out survey. The Staff Union participated in the ICSC working group on the matter arguing for improving the transparency and reliability of the methodology. The Staff Union reiterated its reservations on the purchase of external data because there are concerns on their ability to accurately reflect the peculiarity of the organizations of the UN family. Staff representatives stated that staff were also concerned about the lack of control and of transparency that may be associated with the purchase of data from external sources.

The Staff Union remains open to the identification of practical solutions but reiterates that this effort should not compromise the transparency of the process and the substantive participation of staff representatives. The Staff Union have put forward suggestions that would allow a certain degree of flexibility in the implementation of the survey to overcome some of the problems identified (lack of participation of the employers) while at the same time maintaining the elements that would guarantee adherence to the Flemming Principle.

Job Evaluation Standards for the GS and Related Categories

Our Staff Union participated through our Federation also in the work undertaken on the GS job evaluation standard, and considerable progress has been made. The ICSC is moving closer to finalizing this standard. CCISUA reiterated that is important that all elements of the system are finalized and in place before the standards are approved and promulgated by the Commission.

End of Service Allowance (EOSA)

For ten years, the implementation of the EOSA by the UN organizations in Vienna has not been in line with the local legislation. The administrations of the VIC-based organizations (VBOs) have presented a proposal by which:

1. EOSA be paid as a monthly non-pensionable allowance based on the net base salary, plus language allowance and non-resident's allowance if applicable;
2. The monthly allowance be increased from 1.53% to 2% to account for the difference between the net and gross salary levels; (with the new law, the 1.53% allowance is calculated on the gross salary);
3. Two options for staff in service before the effective date of the new EOSA system:
 - a. remain under the old EOSA system and under the provisions of the old EOSA;
 - b. freeze the entitlement under the old system and switch to the new system prospectively (at a date to be agreed by the administration) - the entitlement under the old system will be governed by the old provisions.
4. Staff who fall under the old system will be given one year to switch from the old system to the new one.

The Staff Union believes that the proposal is an attempt to save money by calculating the benefit from the net-salary rather than the gross. The Staff Unions of the VIC have not accepted this proposal and have proposed the establishment of a joint working group to devise a fair and just system that reflects correctly the local conditions.

Mobility

The issue of mobility has been a major source of discussion for staff of the UN Secretariat, where a new proposal is being discussed, but also in the Funds and Programmes and specialized agencies where the incentives for staff to be mobile are being discussed.

Our Staff Union, together with other staff unions of the Secretariat, organized a survey of staff of the UN Secretariat. A total of 1414 people completed the questionnaire and expressed their opinions about the mobility policy of the UN and the idea of job rotation.

Within the UN Secretariat the mobility issue is strongly linked to the continuing contract. The management is very keen on geographical mobility and aims to establish mobility requirements for all staff members. Currently the mobility system of the UN is on hold. The most important thing is to implement a framework under which the demanded mobility can take place. One of the main issues is how to consider staff in specialized functions and staff in rather transferable functions. Another issue is the transparency of the recruitment of staff. According to the survey, many employees feel treated in an unfair way and require more fairness and transparency. A proposal for this problem would be to establish a centralized management for mobility, with transparent recruitment and selection criteria.

The main issues that mentioned by those who participated in the survey were:

Family. The survey made clear that the main difficulties are the work-life issues. If the moving person has family, some issues occur automatically. In dual-career families the spouse will most likely lose his or her employment and if there are children, they have to be taken out of their familiar environment into a new infrastructure. As well adequate housing has to be found. If the moving person has to go to a hardship duty station it has to happen without the family sometimes, due to the danger in the country. Improvements should be made in terms of the host country agreements: spouses should be enabled to work and for family members it should be possible to remain in the country when the staff member is at another duty station temporarily. Many respondents of the survey pointed out that occurring work-life issues are not get recognized by the agency.

Career. Employees cannot be entirely sure that a geographical movement benefits their career. If they are moved to a hardship duty station they never know what happens after the end of their contract period. Staff also do not know whether the move will benefit or hinder their career. Many employees feel threatened that there will be no work for them at the UN after they complete a mission assignment.

Loss of experience and expertise. The negative sides of staff mobility do not only affect the staff members who have to move. It also affects the Management, because when the employees have to change their positions every five years, expertise gets lost. It is also questionable if it is effective that people do not work in the fields and areas in which they have expertise.

Additional costs. The high mobility desired within the UN system causes additional costs. The rotated employees have to be trained in their new tasks and it takes time until they are working as their as their predecessors.

Competition and recruitment procedures. The placing of applicants is competitive. That means that eventually former colleagues have to compete with each other, which will disturb the corporate feeling of the employees. Many people have the feeling that the recruitment process is not transparent and that favouritism plays a big part in terms of vacancy announcements and relocations.

Standard of living. Quality of life is likely to be affected by mobility. Moving to a hardship duty station has a significant impact on quality of life and staff pointed to security conditions and arrangements in the various countries.

General problems with the UN mobility policy.

1. No forecast for the financial implications of the implementation of the mobility policy has been made.
2. Despite current and planned initiatives, there are no mechanisms in place for knowledge management and knowledge sharing to prevent the potential loss of institutional memory due to increased mobility.
3. There is a lack of a clear analysis of the Organization's needs regarding mobility to determine what type of skills, when and where they are required, coupled with a detailed inventory of current staff skills and competencies available by location.
4. Despite certain initiatives planned or being put in place, there are not enough incentive mechanisms to encourage staff to move.

Mobility and hardship

The mobility and hardship scheme and its methodology which were introduced in 2007 are planned for review in 2010. Given that mobility and hardship classification are major concerns for many staff members of UNODC, which has a large field presence, the Staff Union through our Federation has decided to follow this question very closely by nominating a participant in the working group created for the review. Following the negative impact of the last such review – resulting in losses to staff, staff representatives upheld the following positions at the meeting of the working group:

1. We expressed the concern of Staff that a review is being undertaken of a system that is barely two years old and has not been given time to mature and show clear trends. As mobility patterns cannot be evaluated within such a short time span, we supported the idea that the examination of the effectiveness of the revised scheme be held only at the time of the third review, i.e. in 2013.
2. Considering the fact that staffing pattern have considerably evolved over the past 20 years, with increasing numbers of staff being recruited in the field, we are in favour of only two field moves as a prerequisite for the payment of mobility allowance at H duty stations as opposed to the current four.
3. We have no objection against provide incentives to certain grade level groupings toward more mobility. We are however strongly against the idea of re-allocating funds from junior grades to provide higher incentives for senior staff.
4. The rigid five-year ceiling on the payment of the mobility allowance should be abolished since many staff end up losing their entitlements because their organisations have not put in place an effective policy to facilitate mobility.
5. The UN should opt for a return to pegging the mobility and hardship allowances to the base floor salary as was the case before 2007. It is the system used by the comparator and there is no strong reason why this cannot be applied to the UN.
6. The issue of introducing hardship payments at a duty stations as proposed by ICSC needs to be tabled in a holistic manner, in the framework of re-examining the methodology of hardship classification and measurement.
7. We concur with the need to re-define the criteria for the payment of hazard pay. However, such a redefinition should not be predicated on cost saving considerations bearing in mind that staff lives are at stake.

Performance management

Performance management was discussed at the level of the UN Secretariat with the revision of the e-PAS system and in a working group of the ICSC. The new e-PAS electronic tool is being introduced on a pilot basis and there are considerable changes in the system. In the meantime, some changes are already introduced in the current e-PAS, such as four ratings instead of five.

The Staff Union was active in both situations and provided substantive comments. We reiterated that there is the need to review the focus of performance management (PM) to ensure that it is not only an

“appraisal system” of performance but also management of the performance of staff that includes also staff development and motivation.

One of the most recent innovations in some performance management systems in the UN system has been the introduction of “multi-rater” systems (otherwise known as 360 degree or reverse appraisal). These systems have some positive elements. For example, by involving peers, supervisees or clients in the evaluation of the performance this becomes less personal and more “objective”. Also, the multi-rater system (particularly when collecting the view of supervisees) could be a useful instrument in the evaluation of the managerial skills of supervisors and used to develop plans for improving them. However, even though there are some positive aspects in adopting this approach, there are issues related to anonymity of the opinions and others that need to be considered before going in this direction. In addition, the experience of some funds and programmes and specialised agencies has shown that this approach may be time consuming for staff and managers and make the process of appraisal more cumbersome. This aspect is part being tested in the pilot that involves a number of UN Departments in HQ and in the field.

The focus of the performance appraisal system on the ratings has been one of the major problems for its effective use. Staff and managers continue to focus essentially on the ratings aspect of PM. Some PM systems have become a useful planning tool to a certain extent but they have not developed into a tool to improve dialogue and communication between staff and managers and to create an organizational culture that recognizes communication, teamwork and coherent work planning. The new system simplifies the ratings and the hope is that they will be used in a consistent manner across the system. In this connection, the Staff Union has asked for appropriate joint monitoring mechanisms.

Since performance management and the eventual appraisal has administrative consequences (renewal of contracts, etc.) it is clear that in some circumstances the process may require a mechanism for resolving differences of opinion. We believe that before going to a formal process of litigation on the administrative measures, informal resolution or recourse to rebuttal should be attempted.

Staff selection

The new system of staff selection system INSPIRA was introduced in the UN Secretariat. Apart from the technological innovations the Staff Union regrets the fact that the new system does not seem to address appropriately the integrity of the staff selection system, which remains a substantial concern of staff. We also continue to be concerned about the limited role of the central review bodies in the selection process and call for more robust checks and balances in the system.

Gender

At global level, the issue of gender was raised in various governing bodies. The position of CCISUA (our Federation) has been that, while the Organization at various levels continues to talk about having a “gender” component in the programmes, within the organization, women remain under-represented at senior levels, and over-represented in the junior ranks.

CCISUA believes that it will be much easier to achieve gender parity and diversity targets when efforts are made to identify and develop internal talent, including women in the general service and national professional categories.

The Organization also needs to pay attention to the issues facing women of child-bearing age, who various studies have shown are more likely to leave the Organization because of the lack of support structures.

At UNOV/UNODC, the situation remains similar to what was reported last year. 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. We are waiting to see the latest statistics but we can expect that there will continue to be a higher proportion of women in the lower professional positions and a low representation of women in positions at the P-5 level and above.

Harassment and discrimination

The Staff Union has continued to support the work of the harassment prevention board. It must be recognized that the board does not have very precise guidelines on how to operate and the SGB related to harassment and discrimination has several areas that need improvement. The issue of harassment was raised in a town hall meeting with USG for Management Angela Kane in January 2010 and it the second issues considered “very important” by staff according to the result of the survey carried out by the Staff Union at the beginning of 2010. The experience of the staff unions indicates that harassment and discrimination is a reality in UNOV and UNODC and that staff and managers need to be aware of their obligations and rights.

UNICRI

In February 2010, the President of the Staff Council, while representing CCISUA (our Federation) at a meeting of the High-Level Committee on management (HLCM) in Turin, visited UNICRI. He attended a townhall meeting with the USG of DM Angela Kane and the Deputy Comptroller Jay Karia. Subsequently, the President had a separate meeting with the staff of UNICRI. Apart from the ongoing OIOS investigation on poor governance and non-compliance with United Nations regulations and rules, the financial situation of UNICRI is difficult and the future of many staff is at risk. The staffing situation is characterized by a large number of “non-staff” (SSA, UNOPS contracts, fellows) some with UNICRI for a number of years, whose working conditions are not in line with the minimum standards of the Organization. The staff of UNICRI were advised to establish a negotiating mechanism (along the lines of the JAC) with the management to address the numerous problems of staff welfare and conditions of service that originate from the particular situation of UNICRI.

INCREASED STAFF KNOWLEDGE AND CAPACITY TO MONITOR PENSIONS



The Staff Council works 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.

Monitoring the United Nations Joint Staff Pension Fund

After the considerable depreciation of the value of the Pension Fund because of the financial crisis, as of 31 December 2009, the unaudited market value of the Fund's assets had increased to \$37.5 billion, against \$31.3 billion at the end of 2008. This was achieved through active management, a methodology that was supported by staff when the Administration in the past was pushing for passive management and indexation. The Fund continues to outperform the policy benchmark in long term periods due to effective stock selection and the rebalancing of assets during the Spring of 2009. Despite the performance of the Pension Fund, internationally-recruited staff who retire outside the United States in countries such as Austria where the local currency is stronger than the US dollar, they have been seeing a decline in their pension because of the devaluation of the US dollar. The pension in the local currency track (i.e. Euro for those who decide to remain in Austria) is calculated by calculating the last 36 months average exchange rate between the US dollar and the Euro.

The Staff Union has been trying to push the UN Pension Board to introduce a mechanism to reduce the impact of currency fluctuations on the pension but the Board is yet to take a decision on the matter. The currency fluctuation has an impact also on the GS pension but it works the other way. GS salary are paid in local currency and the local currency is then deposited in the Pension Fund. Therefore when the Euro is stronger locally recruited staff have an advantage. In any case, the aim of

the Staff Union is to establish a mechanism that could stabilize the pension and give the Pension of all staff a certain degree of stability and predictability.

Mandatory Age of Separation

On the side of the Pension issue the discussion on the mandatory age of separation continued. In response to what was stated in the ICSC report to the 5th Committee, the Staff Union supported the proposal to increase the mandatory age of separation from 60 to 62, without infringing on the acquired rights of staff engaged prior to 1990 to retire with full benefits at 60 should they so wish, and giving future consideration to increasing the retirement age, after actuarial evaluation by the Pension Board. The Staff Union stated that the choice of whether to stay beyond the normal retirement age should be at the discretion of the staff member and not imposed by the executive head of the relevant organization.

Establishment of a joint committee on pension issues for UNOV/UNODC.

The Staff Union has proposed to the Administration of UNOV/UNODCC the establishment of a sub-committee of the JAC on pension issues. This has been agreed in principle and the Staff Union is urging the Administration to follow-up on the proposal.

Social security agreement with the Austrian Government.

After several years of complaints by the Staff Union, UNOV has signed the social security agreement with the Austrian Government. The agreement will enable staff who had previously worked in the Austrian labour market to have their years of work in the UN accounted for in relation to the calculation of the basic pension rights.

A HEALTHY AND SAFE WORKING ENVIRONMENT



The Staff Council works 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 were introduced with common sense and with due consideration to the needs of staff members. In some instances, some relatively minor problems were reported but once raised with the VIC Safety and Security Services were addressed and resolved.

Security in the field

Security and safety of staff has been a primary concern of our federation (CCISUA), which includes among its membership many field-based organizations, including UNHCR, UNICEF, and WFP, who traditionally bear the brunt of the security related incidents. The Staff Union has provided substantive inputs to CCISUA for its participation in the various inter-agency mechanisms on safety and security. The participation of staff representatives has, among other things, reassured staff that their interests and concerns in relation to safety and security were represented.

We continued to recommend that all offices, including those outside the capitals and those housing extra-budgetary technical cooperation projects, should be MOSS-compliant, and that regional situations should be taken into account in determining programme presence. Risk assessment should be stringent and thorough, and the UN should make the tough decision to remove staff from duty stations where the lack of security effectively means there is no value added in our presence. We have called upon the Secretary-General to take a stronger stance with governments in relation to staff protection.

While CCISUA has been appreciative of the work undertaken thus far in relation to improving the security situation of national staff, it is clear that much remains to be done, if we are to transform one of the most important findings of the Brahimi report into a reality for those who are truly in the line of fire.

For local staff, CCISUA continues to recommend that the Organization helps them to become secure in their homes, and relocates them in times of emergency. The time for discriminatory treatment between local and international staff in the benefits and entitlements provided for in difficult duty stations must come to an end.

Occupational health and safety policy in the UN System

Through CCISUA, our Staff Union provided substantive comments on the draft document "Occupational health and safety policy in the UN System" submitted by the UN Medical Directors Working Group to the HLCM on February, 2010

In the view of CCISUA, linking security and OSH of staff is logical way forward. OSH is inextricably linked with security. Whatever the risk – from terrorism, poor ergonomics, poor working relations, fire, commuting or tripping on the stairs – the effects on staff safety and health and well-being are the same, and solutions can be sought in a common framework. This is especially important at local level, where many improvements for compliance with UN security standards often result also in improvements in the workplace, and *vice-versa* – any improvements in OSH conditions as a result of workplace risk assessments will necessarily take account of security and emergency conditions.

However, concerning the draft policy paper, CCISUA stated that the approach is very medically-oriented. The paper talks about "provision of healthcare", "healthcare management", all of which implies a focus on the employee, of keeping employees healthy rather than ensuring a safe and healthy working environment which will prevent them becoming unhealthy in the first place.

HIV and AIDS in the workplace.

Recognizing the importance of fighting HIV/AIDS in the UN Workplace, The Staff Union joined CCISUA in signing a partnership agreement with UN Plus, a global group of UN staff working to raise the voice of HIV positive staff. The agreement is intended to outline the collaboration between CCISUA and UN Plus towards strengthening the organizational response to the AIDS epidemic and accelerating progress towards responding to the epidemic in the workplace to the benefit and welfare of the staff members. The aim of the agreement is to facilitate collaboration and strengthen the Organisation's response to the AIDS epidemic.

IMPROVED COMMON SERVICES AT VIENNA INTERNATIONAL CENTRE



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

Functioning of the joint bodies

The UNSU Vienna, together with the other staff unions and associations of the VIC, defended the role of the joint advisory committees for the various common services: catering, garage, commissary and child care centre. The administrations of the VBOs, under their Committee on Common Services, wanted to change the functioning, terms of reference and reporting line of the joint advisory committees. The four staff council Presidents of the Vienna International Staff Association Committee (VISAC) argued that even tough changes may have been necessary to improve the work of the joint advisory committees, these needed to be discussed with staff representatives because of the very nature of the joint committees: i.e. composed of staff and administration representatives.

Also, the staff councils argued that the common services in question, contrary to other administration-only common services such as security and building management, were services for which staff working at the VIC paid for and there was a need to represent their interests as clients.

A new Bank

After carrying out a survey of staff on the functioning of commercial services in the VIC, the Staff Unions of the VIC asked the Administrations to take the necessary steps to have a new bank in the VIC. A request for expression of interest for the establishment of a new bank in the VIC will be made public soon and it is hoped that it will lead to a full-fledged bidding exercise.

UNFCU would be the ideal bank for staff because it is our credit union. However, its services are limited at the moment. The Staff Union has asked the management of UNFCU for an indication of when the UNFCU will be operational outside the US and in Austria. All depends on a decision to be taken by the credit union control authority of the United States Government based in Washington and the time line for this decision cannot be predicted. It must be recognized, however, that, despite these limitation, the UNFCU has been increasing its financial and advisory services to staff members.

Cafeteria

In the last year there were several episodes of unjustified prices increases by the catering services. Thanks to the prompt action of staff representatives in the joint advisory committee on catering services (CATAC) it was possible to question the increases and revise them. CATAC is still waiting for the management of the catering services to take action on the findings of the survey of staff.

IMPROVED AND MORE EFFECTIVE NEGOTIATIONS BETWEEN VIENNA BASED STAFF AND MANAGEMENT



The Staff Council works 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 difficulties at the beginning of 2009, the Staff Union and the Administration of UNOV/UNODC are collaborating in the resolution of the issues affecting the conditions of service and the welfare of staff. The Joint Advisory Committee (JAC) is functional and has addressed effectively various issues, including the UNODC downsizing.

The Staff Union is convinced that more can be done and is proposing to the Administration the adoption of a more effective approach through the establishment of a Joint Negotiating Committee (JNC) to replace the JAC along the lines of the similar committees established in New York, Geneva and The Hague.

IMPROVED COORDINATION WITH OTHER STAFF UNIONS AT THE VIENNA INTERNATIONAL CENTRE AND AT GLOBAL LEVEL



The Staff Council works to improve local coordination with other staff unions in the VIC and at global level.

Coordination in the VIC

The collaboration with the staff unions of the IAEA, UNIDO and CTBTO has been very productive in the past year. VISAC, the association of the staff unions of the VIC, has worked closely on the issues of the joint advisory committees and has taken a number of initiatives (referred in other sections of this report) to improve the conditions of service of staff.

Coordination at global level

The Staff Union has been active at global level through our Federation (CCISUA) or in the context of SMCC. Through, CCISUA we have also interacted with the other two federations FICSA and UNISERV in the various common fora (ICSC, HR network, HLCM, etc.). However, there is the need to establish a more productive cooperation in key areas.

IMPROVED AND INCREASED COMMUNICATION WITH STAFF



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

Status of the United Nations Staff Union at Vienna.

Over 50 per cent of the staff of UNOV/UNODC are contributing members of the Staff Union. Contributions are voluntary but contributing members have certain benefits such as: reduced rate for using the IAEA housing service, two initial legal consultations free of charge with a local English-speaking lawyer on private issues, discount at the souvenir shop, favourable tariffs with mobile telephone companies such as T-Mobile and Orange, the services of a staff officer who provides information on discounts offered by various companies in Vienna.

As mentioned earlier, the Staff Union is considering options to provide legal assistance to staff. If the resources provided by the Office of Staff Legal Assistance are not increased through other means, the Council will have to consider the possibility to provide this important service to contributing members.

The satisfaction of staff with the activities of the Staff Union

In order to seek the opinion of staff to provide better representation and services to staff, the Staff Union of the United Nations office at Vienna (UNSU Vienna) conducted a satisfaction survey in the first months of 2010. The 22nd Session of the Staff Council would like to thank staff for their opinions and suggestions. The findings of the survey will be submitted to the new Council so that it will be able to take action on the issues raised.

Some of the findings are:

1. 39% of the staff participated.

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2. 45.4% of the staff consider the general performance of UNSU as “Good” or “Very good” while 11.5% is not satisfied.
 3. For staff the four top issues (“Very important”) the Staff Union are: contracts (71%), harassment and discrimination (57%), pension (57%), and salary (56%). The issues that are less considered as “Not important” gender and geographical balance, VIC common service and E-pas.
 4. Only 25% of the staff is satisfied with the information provided by the staff union. Another 25% is not satisfied. Half of the staff are partly satisfied. Staff would like to receive more information via e-mail, newsletter and website.

A more detailed summary was issued as a desk-to-desk message to all staff on 3 may 2010.

Donations for Haiti from UN staff to SOS Kinderdorf and continued support for Fort Portal (Uganda) project.

Various staff mobilized to collect donations for Haiti. A total of 6,375.93 Euro were collected in different events in the VIC. The Staff Union would like to commend the initiative of Anna Giudige-Saget, Elizabeth Saenz, Anja Busse, Francesca Ciaffi and others who contributed in various ways to the collection. The amount was transferred to the account of the NGO SOS-Kinderdorf to support its activities in Haiti.

The Staff Union has a long-term association with SOS-Kinderdorf that has also received in December 2009 a donation of 5,700 Euro (approximately 10% of the profit of the Souvenir Shop at Gate1) for the project of Fort Portal in Uganda.

Staff Services Office

The staff unions of the VIC have agreed to unify their staff services office to provide contributing members better services. Once a joint location of the services is identified and available staff will be informed. The intention of the staff unions is to have the staff services office open for more hours and to provide more discounts and offers to contributing members.

The Staff Union has been in contact with the mobile phone company Orange and in the next weeks it will provide for all staff special offers. For contributing members the offer will be more convenient.

In December 2009, the second holiday raffle of the Staff Union was conducted. Prizes offered by companies in contact with our services office and the souvenir shops were awarded to the lucky ones drawn from the list of all contributing members.

Officers of the Staff Council

Staff Council	First Presiding Officer Second Presiding Officer	Claudia Baroni Daniel Bridi
Staff Committee	President Vice-President Secretary Treasurer Rapporteur	Stefano Berterame Paulina Analena Jamshid Gaziyeu Patricia Coelho Hermann Broohm
Polling Officers	Chairperson	Monireh Poosorkh Ongyal Gurung
Auditing Committee	Loretta Eruwa Ibrahim El-Chayeb	Matthew Seitz

STAFF REPRESENTATIVES AND ALTERNATES

<i>Attendance at meetings of UNSCV from 14 May 2009 to 30 April 2010</i>				
<i>Unit</i>	<i>Representative</i>	<i>Attendance</i>	<i>Alternate</i>	<i>Attendance</i>
UNOV/DM	COELHO, Patricia	4	TEOH, Beng	1
UNOV/DM	BROOHM, Herman	8	COLON, Ruben	
UNOV/DM	NUSEIBEH, Ibrahim	8	GALLACHER, Laura	
UNODC/DM	BRIDI, Daniel	6	RICHARD, Yvonne	6
UNODC/DM	EIDHERR, Gert	5	BREZINA Stefan	2
UNOV/CMS	LARSON, Lars	4	KHAN, Khalid	
UNOVCMS	GALEAZZI, Nicole	7	LOFTHOUSE, Marie T.	2
UNOV/CMS	FRANZEN, Gudrun	6	BUDIN, Aban.	
UNOV/CMS	OGUNLOLA, Raufu	4	SATTIG, Michael	
UNODC/OED	BARONI, Claudia	6	GRASSI, Simonetta	3
UNODC/OED	KANDA, Midori	6	MOICEAN, Adrian	6
UNODC/OED	BERTERAME, Stefano	9	MARTINS, Alexandra	1
UNODC/OED	POPOV, Rossen	2	RIOS, Jorge	4
UNODC/OED	SOLTANI, Fariba	4	SAENZ, Elizaeth	2
UNICRI	CAPPE, Francesco		TROSSARELLI, Luigi	
UNODC Field	CALLAHAN, James		MIRELLA, Flavio	
UNSSS	KOOPS, Gerard	2	CALUPAS, Carlos	
UNSSS	ANALENA, Paulina	7	PAROKKIL, Jose	
UNSSS	HATASOVA, Monica	3	MESARIC, Tanja	
UNPA/UNRoD	FUERNSINN, Clarissa	4	EFRATI, Janet	
UNIS/DPI	SCHAECHTER, Iris	7	WAECHTER, Elisabeth	1
OLA/UNSCEAR	CLIFT, Jennifer	3	NICHOLAS, Caroline	
OOSA	GAZIYEV, Jamshid	7	OYENEYIN, Ayoni	2
There were a total of 9 regular meetings from 14 May 2009 to 30 April 2010.				