

Annual Report 2020



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



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27th Session of the Staff Council - Representatives

Elected for a term of two years, starting February 2019.

Electoral Unit	Representative(s)	Alternate(s)
UNICRI / UNPA / OIOS	Giuseppina Maddaluno	Marina Suprun
UNOV DM (GSS & OD) / UNROD / ODA ODDHR UODAV / OMS VIENNA	Patricia Coelho	Karin Sturm
OOSA / UNIS / OLA	Iris Schaechter*	Monica Canafoglia**
UNODC Field Staff	Ester Alavha* Mark Stanley <i>Vacant</i>	Martin Musambai** Zorana Markovic <i>Vacant</i>
UNOV DM SSS	Mohammad Naser Ali Asher Marhali Cristi Ruiu	Daniela Witasek Apisai Mule Marius Ioo
UNOV DM (FRMS, HRMS, ITS)	Corrinne Jurenka* Ibrahim Nuseibeh Stefan Brezina	Andrew Ruane** Ferdinand Grimm Matthew Seitz
UNOV/CMS	Aban Budin Giovanna Gossage Helene Jolly Troy Lowe Vargas Valter Podgornik	Touria El Housni Uros Miloradovic* Claire Kono <i>Vacant</i> Nikola Jeremic
UNODC OED, DO & DPA (incl. HQ Field Administered Staff)	Wolfgang Aigner Nina Grellier Fariba Soltani	Claudia Arthur-Flatz* Mario Hemmerling* Elizabeth Saenz
UNODC DTA (incl. HQ Field Administered Staff)	Stefano Berterame Karen Kramer Nabil Katkhouda	Szilvia Petkov* Riikka Puttonen <i>Vacant</i>
Administrative Assistant	Ana-Marija Jelincic	
Staff Services Officer	Ghada Al Masri	

* Seized to be a *member* of the Union as per Art. 17.1. of the Statutes and Rules, during the 27th session

** Assumed the function of *member*, the office of *alternate* is considered vacant

1 Our Operating Framework

1.1 Vision Statement

The United Nations Staff Council - Vienna (UNSCV) works to ensure that all UNOV/UNODC colleagues, working both in headquarters and in the field enjoy:

- Full representation of their interests towards the administration and all relevant stakeholders;
- A respectful and civil workplace that is supportive and enabling while ensuring a proper balance between professional demands and personal needs;
- A safe and secure working environment;
- Fairness in the workplace particularly concerning benefits, entitlements and career progression.

1.2 Mission Statement

To protect the rights and well-being of all UNOV/UNODC colleagues by representing and empowering them within the framework of the values and objectives embodied in the UN Charter.

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

- Engage with staff while treating every person equally;
- Inform staff of their rights and obligations;
- Promote an environment of trust, accountability, integrity and civility;
- Provide guidance when staff are unfairly or unjustly treated;
- Enhance job security and career development;
- Advocate for job protection measures and meaningful, yet sensible internal changes over cost-efficiency driven reforms;
- Represent staff rights and interests particularly through joint policy development;
- Cooperate with UN staff unions, Vienna-based organisations and external service providers to enhance the lives of staff; and
- Promote a healthy work-life balance.

1.3 Role of the Staff Union in the UN System

1.3.1 Staff Union's Role in UNOV/UNODC

Representing UNOV/UNODC administered colleagues is our Union's core responsibility.

We work together with the local administration on issues affecting staff welfare and local conditions of service. The communication channels include our participation in various Joint Bodies as well direct interaction with (senior) managers.

Our Union also offers guidance and (legal) support to UNOV/UNODC colleagues on individual grievances, **regardless of their contract type**.

1.3.2 Staff Union's Role in the Secretariat

Our Union is a member of the Staff-Management Committee (SMC), which is the highest-level deliberation and negotiation body between Staff and Management, in the UN Secretariat.

We **discuss, negotiate and review all changes to policies** that affect staff, within the limits established by the General Assembly (GA) Resolutions. Changes to policies may be suggested by both Management as well as Staff. Also, the UN staff unions must be consulted on any changes to the Staff Rules and Regulations.

Our participation in the SMC is critical as promulgated policies may have far reaching consequences to staff. Not only are we a member of the SMC Plenary but also represented in various Working Groups as well as the overall Steering Group (the "3x3" Contact Group).

1.3.3 Staff Union's Role in the UN System

While our Union does not have a direct role to play in the UN Common System, our interests are represented through staff federations.

The federations have a formal role in a variety of high-level bodies and Common System fora. These include the International Civil Service Commission (ICSC), which makes recommendations on our pay and conditions of service; the High-Level Committee on Management (HLCM); the United Nations Joint Staff Pension Fund (UNJSPF); and the Inter-Agency Security Management Network (IASMN).

Our Union is a member of the Coordinating Committee of International Staff Unions and Associations (CCISUA), and the President of our Union was elected to serve as Vice-President for Communication and Outreach for the time period starting May 2019, and, additionally, as President *ad-interim*, following the resignation of the former President (Mr Ian Richards), in March 2020. He resigned from both functions in March 2021.

CCISUA has elected Mr Guy Avognon to serve as President *ad-interim*, until a new Bureau will be elected by the CCISUA General Assembly.

1.4 How the Staff Union is Organised

1.4.1 The Staff Union

The Staff Union is the formal staff representative body, established under Staff Regulation 8.1.

The Union is represented through the [Staff Council](#), currently in its 27th session, where each electoral unit has one or more representatives and alternates, who provide support and guidance and represent the interests of their constituents.

Decisions by the Staff Council are implemented by its executive organ, the [Staff Committee](#), chaired by the [President](#), who represents the Staff Union and all staff under its purview, regardless of their Union status (including those who are not dues-paying members).

1.4.2 Joint Bodies

Joint bodies bring together management and staff representatives to provide recommendations on various local topics. The Staff Council appoints members to these bodies, to serve on their behalf.

Examples of joint bodies are the Joint Advisory Committee (JAC)¹, the Central Review Boards and the Rebuttal Panel, as well as various Committees on Common Services, such as the Catering Committee, the Commissary Advisory Committee or the Child Care Centre Committee to name a few.

Unfortunately, staff are currently not represented in the following bodies, but we will keep pushing as we believe our participation is both meaningful and necessary, to ensure a proper dialog on issues that affect colleagues directly:

- Committee on Common Services (CCS);
- Infrastructure Committee (IC); and
- Executive Committee of UNOV/UNODC (ExCom).

Furthermore, the Staff Council notes that there is no local Occupational Safety and Health (OSH) Committee available and will pursue its establishment, in line with ST/SGB/2018/5.

We believe that staff representation in these governing bodies is absolutely essential in order to ensure the voices of staff are heard, our concerns considered and sensible

¹ Joint Advisory Committee is composed of three members and three alternates representing Management, and three members and three alternates representing Staff. It advises and reports to the Director-General UNOV / Executive Director UNODC on questions relating to staff administration and local conditions of service.

solutions found, that work for the benefit of both the Organisation as well as their workforce.

1.4.3 Sub-Committees of the Staff Council

The Sub-Committees operate under the delegated authority of the Staff Council.

Currently there are two Sub-Committees:

- Gift Shop Standing Committee (GSSC), the governance body of the Gift Shop, and
- Support Fund for the Representation of UN Colleagues which allows extending our (mostly legal) support to all UNOV/UNODC colleagues, regardless of their contract type.

1.4.4 Working Groups

Working Groups are tasked with providing recommendations to the Staff Council on specific topics.

Drawing upon current areas of concern and past plans of action, the 27th Staff Council established Working Groups for different areas of work. A selection of these Working Groups, including detailed concerns within their purview, are listed below:

1. SMC Working Group

- Review of draft administrative issuances
- Preparation of papers for the SMC
- Conditions of service (contracts, salaries, benefits)
- Career development and job security
- Staff-management relations
- Global Sourcing and centralization (e.g. Global Service Delivery Model)
- Conditions of work in the field

2. Working Group on Staff Protection

- Safe and healthy work environment
- Prevention of abuse of authority, discrimination and harassment
- Legal assistance framework for staff

3. Working Group on the Statutes of the Staff Union

- Revision of the Statutes of the Staff Union of the United Nations at Vienna
- Amendments to election procedure
- Introduction of arbitration body

The Working Group on Statutes concluded its work in February 2021, presenting a revised version of the Statutes, which has now been submitted to the Assistant Secretary-General for the Office of Human Resources Management (ASG OHRM) for review and clearance. Once cleared, the new Statutes will be put forward to the Union members for endorsement, through referendum.

4. Working Group on the Communication and Outreach

- Increase the visibility of the Staff Council
- Raising staff awareness on function, responsibility and services of the Union

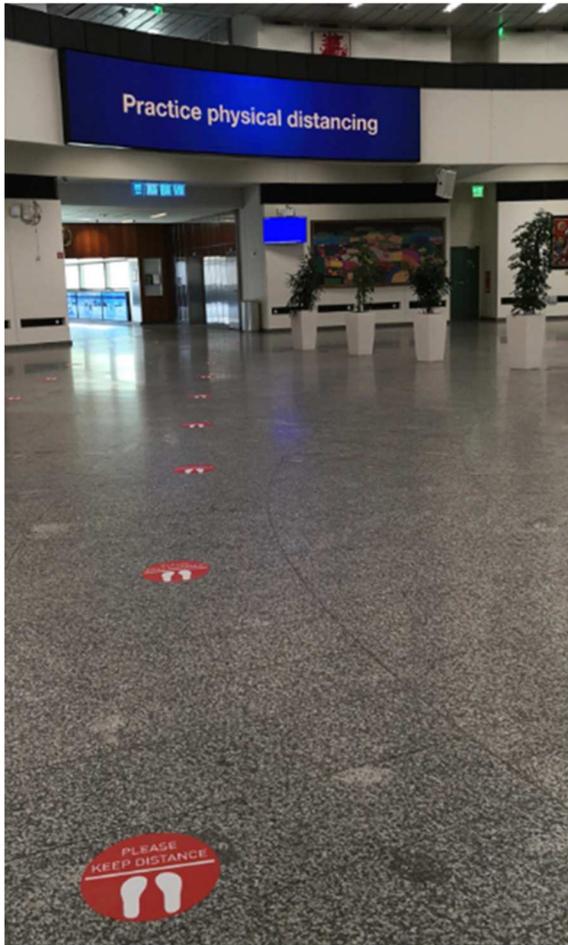
2 COVID-19 Response

2.1 Activities of the Staff Council

Ever since the outbreak of the Coronavirus Disease 2019 (COVID-19) pandemic, the Staff Council and its President have been engaged in a continuous dialogue, both with local and global management, to address the impact of the pandemic on staff and their conditions of service.

There has been a close cooperation between Management and Staff in Vienna and both sides have been doing their utmost to keep everyone safe during the pandemic. The Staff Council has been interacting with staff, listening to their concerns and regularly referring those to Management in order to alleviate staff's difficulties and push for measures and sensible ways forward.

Right at the beginning of the pandemic, the Presidents of the VIC Staff Associations and Unions (VISAC) submitted a joint letter to the Executive Heads of the VIC-based



Organisations (VBOs) in which they requested that business continuity processes be introduced to permit staff to work from home, while only essential staff would be required to access to the building. Subsequently, the lockdown measures for the Vienna International Centre (VIC) were announced and all staff were requested to work from home.

The pandemic forced staff to suddenly adapt to a completely new, challenging situation and everyone was pushed to their limits, balancing work and personal responsibilities. In order to address the many concerns and challenges faced by staff, our Union organised a virtual town hall meeting during which answers to many questions were provided by both the Staff Council President and Management.

As our Host Country eased COVID-19 restrictions in May 2020, the VBOs began a gradual return to the VIC. Our President immediately asked Management for a joint approach in order to arrive at a detailed

“return-to-office” plan and offered support in addressing the many challenges ahead.

The much-needed Office Instruction (OI) on safe return to the offices and UNOV/UNODC², promulgated on 30 June 2020, was the direct result of staff representatives' efforts and interaction with Management in the JAC. Staff representatives on the JAC argued strongly against forcing any staff member to return to the office and repeatedly asked management to encourage supervisors to grant staff requests for the flexible and alternate work arrangements (FWA and AWA).

The OI proved to be a useful tool in guiding managers after the full return to office capacity was permitted in July 2020. Nevertheless, there were several instances where managers showed no flexibility and refused to consider requests for FWA. Such treatment created a strong sense of unfairness and uneasiness among staff who complained about abuse of authority and discrimination. It was also reported that many staff members were reluctant to put in a formal request for FWA because they were afraid of how their supervisors would react.

To that end, the JAC sent an interoffice memorandum to the Executive Director requesting her to reinforce her instructions on FWA and to remind managers of the need to comply with the Organisation's policy.

Following the marked spike in the volume of COVID-19 infections in September 2020, the VISAC Presidents prepared another joint letter to the Executive Heads of the VBOs, requesting that measures ensuring staff greater flexibility to work from home and access to the VIC be limited to critical and essential staff only.



Our Union was equally active at the global level and, together with other UN staff unions and staff federations, invested a lot of work in consultations on guidelines, protective measures and policies promulgated by the Organisation in response to COVID-19.

² UNOV/OI/13–UNODC/OI/13 of 30 June 2020: “Organisation of work and safe return to the offices at UNOV/UNODC during the coronavirus disease (COVID-19) pandemic”

Our President, in his role as the CCISUA President, participated in several meetings with the Human Resources Network (HRN), during which staff federations' input was sought and contributed to the formulation of the guidelines defining a common approach on the most important aspects of managing staff members in the UN Common System during the COVID-19 outbreak³.

Staff federations were also actively engaged and sent two joint letters to the ICSC Chairman asking him for urgent mitigation measures to protect staff in group II duty stations from the negative impact of COVID-19 on their take-home pay.

They have also repeatedly asked Management to recognize staff's care-taking responsibilities and the fact that many cannot be reasonably expected to perform all their standard work assignments at the usual efficiency level while caring for their family.

The COVID-19 related topics were raised at the Secretariat level as well and the representatives of our Union participated in the Staff-Management Committee (SMC) briefing sessions on COVID-19.

As the pandemic continues, we remain in a situation where no one can realistically predict what the future will bring with regards to continued funding of the Organisation and what the 'new reality' after the pandemic will be. The Staff Council remains vigilant in protecting the rights of staff, ensuring that the utmost priority is given to keeping them in employ and that hard fought for benefits and entitlements are not eroded. The pandemic will have a significant impact on the future of the UN as a whole and we need to be prepared.

2.2 Staff in Conference Management Services

Staff in Conference Management Services (CMS) experienced many challenges throughout 2020 into early 2021 including emerging evidence that the use of Remote Simultaneous Interpretation (RSI) tools used during the pandemic were potentially having a negative health impact on the work of UN interpreters and fears the translation workload would be raised which were realised on 30 December 2020 when the GA officially increased the workload standard from 5 pages to 5.8 pages in its budget resolution A/RES/75/252.

Throughout this period CMS staff representatives were very active, both liaising with the unions at the New York, Geneva, and Nairobi duty stations and discussing matters with CMS staff and management in Vienna and with the Under-Secretary-General (USG) of the Department for General Assembly and Conference Management (DGACM). At the time of writing, staff representatives were in the midst of a consultation for how to interpret resolution A/RES/75/252 concerning the Working Group established by the USG on this topic and were also engaging with the other unions and DGACM managers on how to best protect the health and safety of the interpreters with regards to the use of the RSI solutions,

³ Administrative Guidelines for Offices on the Novel Coronavirus (COVID-19) pandemic - Framework for the management of staff members in United Nations Common System Headquarters and Field Duty Stations – the latest (fifth revised) version of the guidelines was issued on 19 January 2021.

which do represent a massive change in the way interpretation services are provided within the United Nations.

The Staff Council is also concerned about the health implications of the RSI and has actively raised awareness on the topic, bringing it to the direct attention of the Secretary-General. The Council is of the fundamental belief that no work should cause any harm on those who carry it out and that the Organisation has a responsibility to ensure the health and safety of anyone working for them.

We will remain vigilant on this topic and keep pushing for the implementation of sensible solutions that both protect the health of colleagues as well as ensure the continued relevance of on-site interpretation services.

Concerning the Crime Conference in Kyoto, we have been in close contact with management to arrive at sensible solutions. Recognizing the need for holding the Conference, as well as respecting the wishes of the country hosting it, we have full confidence in the Organisation that all efforts have been undertaken to balance the risks and the operational needs of the Organisation through appropriate protective measures as well as a reduced footprint at the Conference itself.

We want to take the opportunity to thank all colleagues who have been involved in the planning, organizing and facilitating the Kyoto conference, both from Vienna as well as on-site, for their tireless dedication and their going-above-and-beyond in supporting the work of UNODC, particularly during these challenging times, balancing not only work and private life but also sustaining high levels of efficiency and quality, at a personal cost.

It cannot be said enough, not only in the context of colleagues involved in the Crime Conference, but for all colleagues. Your efforts and dedication over the past months have been truly inspiring. Not only do they show our shared commitment towards the UN and its values but also that in times of crisis, we come together as one and strive towards keeping the UN relevant, functional and future oriented. We are the Organisation's biggest asset, we are its heart, soul and brain.

3 Conditions of Service

3.1 System-wide Issues, Career Development and Job Security

3.1.1 Future of Work

The UN Common System organisations are considering the introduction of the new contractual modalities for staff that would support “a more agile organisation that can rapidly adapt to changing needs and opportunities and scale up and down as needed”.

It has three principle aims: (1) to review the current contractual modalities of the UN system; (2) to consider new ways of working in order to propose elements to foster an enabling culture and positive employee experience from multiple perspectives, including leadership, people management, flexible work arrangements, transparency and dialogue; and (3) to look into pilot initiatives that leverage the digitized work environment, enabled by technology, in support of the aims of the other two key areas.

Staff are concerned that the introduction of agile contracts, particularly with the flavour of non-location clauses, will lead to precarious working situations and will open the door to a downwards spiral in compensation, including benefits and entitlements.

Our Staff Union, along with our staff federation CCISUA, undertook several activities aimed at protecting staff interests and combating any potential erosion of benefits, entitlements as well as predictability of employment contracts.

CCISUA and two other staff federations, the Federation of International Civil Servants' Associations (FICSA) and the United Nations International Civil Servants' Federation (UNISERV), [wrote to both the Secretary-General](#) and to senior management, stating our request to be fully and transparently engaged with all stakeholders, on the way forward. This was driven by the fact that initially the Federations had been excluded from the detailed discussions.

In response to the HLCM interim report on the Future of Work⁴, CCISUA submitted their [Future of Work resolution](#) as well as detailed positions and comments to the HLCM, expressing our concerns about the proposed changes, highlighting areas of potential risks as well as emphasizing the need for a proper social dialogue on fundamental issues such as contract modalities.

Thanks to their considerable efforts, in September 2020 staff federations were finally recognized as major stakeholders in the discussions and invited to participate in the “HLCM Task Force on the Future of the UN Workforce”⁵ and the three related Work Streams (Contractual modalities; New ways of working; and Leveraging technology).

⁴ CEB/2020/HLCM/13 “Interim Report of the CEB Task Force on the Future of the United Nations System Workforce”, 21 August 2020

⁵ The Task Force launched by the HLCM during its 38th Session, 15-16 October 2019.

In parallel, noting that the authority to establish the compensation packages and the contract modalities lies with the ICSC, our federation actively participated in the 90th ICSC Session in October 2020.

In both their opening remarks as well as the statement on the agenda item of “contract modalities”, CCISUA emphasized the need to confirm the continued relevancy of the three existing contract types (continuous/permanent, fixed-term, temporary), stating that they were not an impediment to agility, if implemented appropriately.

CCISUA will actively participate in the ICSC Working Group, established to review the implementation of the current contractual framework by the organisations and any possible improvements *within the current framework*. The UN General Assembly in its [resolution A/RES/72/245](#), welcomed the decision of the Commission.

The terms of reference for the Working Group are being finalized in order to ensure that its scope remains centred on not introducing a fourth type of contract but to rather look at the concerns expressed by the organisations in implementing the current contract types and how they can be resolved, within the current framework.

Cognisant of the many challenges the organisations and the world will be facing "post COVID-19", CCISUA and our Union remain committed to preserving staff labour rights and job security.

3.1.2 Delegation of Authority

Following the issuance of the ST/SGB/2019/2⁶ on the delegation of authority, an “Additional delegation of authority in human resources from the Secretary-General to the Head of entities” was issued in March 2020. The memo bestowed on Heads of Entities (HoEs) the authority to terminate all types of appointments, including permanent and continuing appointments, and to offer and approve agreed separation packages, including payment of termination indemnity and enhanced termination indemnity, to staff members up to and including the D-2 level.

Staff unions are very concerned that the matters which would have been previously considered at the highest level only (i.e. by the Secretary-General or the USG for Management) have now been degraded to the lower levels of a sub-delegation. This could lead to further abuse of authority and favouritism and make it easier to terminate staff and retaliate against those who report harassment, including sexual harassment, or are whistleblowers.

Furthermore, staff representatives conveyed their dissatisfaction that they had not been consulted on these changes, despite earlier assurances⁷ to keep the unions involved. They also pointed out that the new memo included aspects that deviated from

⁶ ST/SGB/2019/2 Delegation of authority in the administration of the Staff Regulations and Rules and the Financial Regulations and Rules

⁷ At SMC VIII, the agreement was reached to establish a Working Group to “review the implementation of the delegation of authority and accountability frameworks and the concerns expressed by staff, and make recommendations as needed.”

ST/SGB/2019/2, creating a discrepancy between the promulgated delegation framework (ST/SGB) on the one hand and the memo on the other, which could call the lawfulness of the latter and the delegations contained therein into question.

For that reason, a proper amendment and revision of the ST/SGB is envisaged. Staff representatives reiterated their request to be consulted on it prior to promulgation, as was their right under the Staff Regulations and Rules. They acknowledged that it was the Secretary-General's right not to accept recommendations resulting from such consultation, but also that it was his obligation to hear staff views and concerns in the context of the established consultation mechanism first, particularly given the high impact on staff of the decisions that were sought to be further delegated.

Ever since the promulgation of the ST/SGB in 2019, staff have been calling for more accountability and transparency in the Delegation of Authority framework. They welcomed the introduction of the "Delegation of Authority Viewer tool" (DAVi) last November. It makes available the information recorded in the delegation of authority portal and allows users to browse through entity information to view how authority is being delegated, the different types of delegated authority and to whom authorities are being delegated.

An SMC Working Group on the Delegation of Authority has recently resumed its work but the core issue of Management being unwilling to discuss any revisions to ST/SGB/2019/2, stating that any changes remain at the full discretion of the Secretary-General, hence do not need to be consulted with staff representatives, is unacceptable. A legal opinion on the overarching issue of what policies and reports require consultation, has been requested by the SMC "3x3" Contact Group (where Vienna is also represented).

Staff representatives are greatly concerned about the unwillingness of Management to respect their obligations to consult under the Staff Rules and Regulations, the policies governing the work of the SMC as well as their own commitments towards consultation, manifested in an SMC agreement. Furthermore, we see an increase in bypassing proper consultation through the use of "sounding boards" and "feedback mechanisms" that Management considers as "consultation with staff representatives", which they are clearly not.

The Staff Unions under the SMC are in close cooperation on how to address this issue and force Management back to consultations within the SMC framework. A social dialog must take place and we are not accepting anything less than what is our fundamental right to consultation.

3.1.3 Global Service Delivery Model

The Global Service Delivery Model (GSDM) has been under consideration for almost five years now. The selection of the Global Shared Service Centres has been a contentious issue among Member States, whose deliberations on this topic appear to have reached an impasse.

Although the deliberations on GSDM have been halted, staff representatives are aware and alert about GSDM potentially being implemented through the back door via the mechanism of *mutual recognition*, that allows organisations to procure services from each other. What this could entail is that, for example, one organisation starts with outsourcing transactional functions and other organisations to make use of this via a *mutual recognition agreement*. A wide-spread use of this would render any discussions on GSDM moot and introduce a system that provides even less safeguards for staff than the GSDM mitigation measures⁸ we negotiated with the administration.

3.1.4 New Organisational Policy on Downsizing

The SMC Working Group on Downsizing was established in February 2020 to review the elements of the earlier, 2016 SMC agreements with a view to updating them, taking into consideration several subsequent developments which resulted from the long delay in policy promulgation. Our Union had a very active role in this Working Group, co-chairing it as well as driving the agenda and participating in eighteen meetings of the Working Group over a period of four months.

The final report of the Working Group was presented at the Ad hoc SMC meeting in June 2020. Management and Staff reached many agreements but could not agree on some fundamental policy issues.

- Placement outside the entity

Staff rejected the Management's notion that downsized staff needed to express interest in positions outside the entity by applying for them through the regular staff selection system. Staff quoted relevant jurisprudence as well as the Staff Regulations and Rules⁹ and insisted that the central authority of the Secretary-General to place staff members laterally across entities, had to remain in place. Unfortunately, through the Delegation of Authority framework the Secretary-General restricts his own authority and hinders the placement of downsized staff in other entities within the Secretariat.

We remain of the fundamental belief that staff members must not be subjected to a *selection decision* (competitive process) when being retained outside the entity but rather be *placed* (no competition only suitability check). Our position and understanding are in line with recent jurisprudence on the matter. We believe the position that Management

⁸ The measures to mitigate the effect of the GSDM on administrative staff, agreed by the SMC in February 2018 and approved by the Secretary-General, remain in place. Those measures include external recruitment freeze for administrative functions; giving priority consideration to internal candidates affected by the implementation of GSDM when they apply to job openings; and greater possibilities for reassignment, retraining, and enhanced separation packages.

⁹ A close reading of the Staff Regulations and Rules and of the relevant jurisprudence indicates that placement is a distinct and independent process, which takes priority over competitive selection when it comes to placing staff affected by downsizing. Staff Representatives are of the view that the proposal by management to subject downsized candidates to the staff selection processes, incorrectly mixes the concepts of competitive selection (under Staff Regulation 4.3) with the (non-competitive) lateral reassignment function (under Staff Rules 9.6 e and 13.1).

has taken to be in conflict with recent jurisprudence as well as the Staff Rules and Regulations. We believe that the promulgation of the policy with these fundamental discrepancies will lead to staff contesting a potential termination and associated cases being filed with the Management Evaluation Unit and the Tribunals.

- Tie breakers

Staff strongly disagreed that gender should be a tie breaker for termination purposes as there is no basis for such a criterion in the relevant Staff Rules, nor in the relevant GA resolutions reflecting Member States' legislative intent on gender parity measures. Staff argued that termination of appointment was not an appropriate vehicle through which to pursue gender parity goals. In that context staff representatives also stated that the UN should not promote a binary gender distinction.

We fully stand behind the commitment towards achieving gender balance in the Organisation but are of the view that this needs to be achieved via *special measures* for colleagues *coming-in* and certainly not in the context of a downsizing operation where staff retention based on *integrity, competency and length of service* needs to be the driving factor, as stated in the Staff Rules and Regulations (Staff Rule 9.6 e)

- Sub-delegation of authority to terminate appointments

Staff argued that decisions on termination of appointment should not be subdelegated in order to minimise the risk of abuse, and adequate limits on the relevant delegations would need to be reflected in the appropriate instruments.

Current Status

Two separate proposals of Staff and Management, respectively, concerning the points on which they could not reach an agreement were sent to the Secretary-General for his decision.

The Secretary-General adopted Management's position on most issues but agreed with Staff that sub-delegation for terminations of appointment under Staff Rule 9.6 (c) should stop at the level of the head of entity. This change will be incorporated in the forthcoming revised version of the delegation of authority.

In accordance with Secretary-General's decisions, Management finalised a draft of the new AI on "Downsizing or restructuring resulting in termination of appointments". The AI, accompanied by supplementary documentation which provides information on process and procedural aspects of the policy implementation, has now gone through written consultation with staff representatives.

Our Union contracted the services of an external lawyer for reviewing the policy, but it also conducted a thorough in-house analysis by our members in the Working Group. Extensive comments were submitted and at a de-briefing meeting of the Working Group on 8 March 2021, the most pertinent issues were discussed.

While Management is willing to incorporate certain elements, the issues concerning the placement the entity, alongside other elements that we are concerned about, will remain. The policy itself, implementing the decisions of the Secretary-General, will unfortunately not be subject to further consultation, and we are awaiting its promulgation. The staff unions understand the need for the policy to go out as it provides a blueprint and limits the discretionary authority of HoEs, forcing a proper dialog between Management and staff representatives as well adherence to a strict process. We are, however, pushing for a revision of the policy (version 2), incorporating recent jurisprudence as well as incorporating any lessons learnt.

3.1.5 Mobility

In December 2017 the Secretary-General decided to pause the implementation of the staff selection and managed mobility system¹⁰ and tasked the SMC with proposing the elements of a new mobility and staff selection policy to feed into his report to the GA.

The SMC Working Group on Mobility and Staff Selection had numerous meetings over the past years. While many good ideas were submitted from both Management and Staff, there were also some significant difficulties faced during the deliberations and agreement could not be reached on several points.

Consequently, two separate proposals of Staff and Management, respectively, were conveyed to the Secretary-General, concerning the points of disagreement, asking for his decision.

- Inclusion of vacant posts in the mobility exercise

Staff took the position that the exclusion of vacant positions (which come under the purview of the staff selection system for competitive filling) from the mobility exercise will not provide sufficient flexibility in conducting the exercises and will result in minimal outcomes with financial impact to the Organisation.

The Secretary-General, however, decided that vacant positions would not be included in the mobility exercise, agreeing with Management who pointed out that the GA had, in the past, objected to including vacant positions when they approved the previous staff selection and managed mobility system and would now take the same decision.

- Designation of rotational and non-rotational posts

Management supported the position that entities should determine rotational and non-rotational posts based on mandates and uniqueness of the required knowledge, skills and expertise due to the specialized nature of functions.

¹⁰ Established under the ST/SGB/2016/2/Rev.1 "Introduction of a new staff selection and managed mobility system"

The criteria for non-rotational posts will be developed centrally by Human Resources (Central HR). However, Staff disagreed with the designation of positions, including currently encumbered, as rotational or non-rotational and rejected the notion that this designation would create an obligation for staff encumbering such posts to be mobile. They were particularly concerned that such designation of rotational posts will force the currently serving staff encumbering such posts to be moved by their managers.

To Staff's disappointment, the Secretary-General sided with Management's proposal on this issue too.

- Staff preferences for matching

Staff considered that in the event the staff members could not be matched to a suitable position despite having participated, they will remain in their position and participate in the subsequent mobility exercise. Under no circumstances should staff members be placed in positions in which they have expressed no interest (no involuntary moves).

The Secretary-General, however, supported Management's position and agreed that once staff are in a mobility exercise because they are subject to mobility or they opted in, they will be matched to a position. In the case where staff members are matched to a position in which they did not express interest, Central HR will discuss with staff and managers before finalizing such a match.

- Complementary measures

Staff proposed to proceed with a mechanism for staff-initiated swaps. Management believes that complementary measures might be considered to expand mobility, but such measures may be decided in the future.

The Secretary-General again sided with Management and agreed that, at this stage, priority should be placed on the development and implementation of the new approach to mobility and that complementary measures such as staff-initiated swaps might be revisited once the new approach has been fully implemented.

- Funding source

Staff expressed the view that staff members should not be moved to positions that are less secure than the ones they were encumbering should staff be matched to positions in which they had not expressed an interest. They noted a recent judgment of the United Nations Appeals Tribunal¹¹ in which a staff member successfully challenged a decision to be moved from a post funded by the Regular Budget post to one funded by General Temporary Assistance. Staff also noted that moving staff members to a less secure post will place the Organisation at legal risk.

¹¹ 2019-UNAT-930 (Chemingui)

The position of Management is that under the new mobility approach, staff may be matched to any position irrespective of the funding source (whether regular budget, support account or extrabudgetary) as it will include positions of one year or longer.

The Secretary-General agreed with Management, arguing that while the Organisation will consider the preferences of staff, staff may be matched to positions beyond their expressed preferences.

The new approach to mobility will be taken up at the first part of the resumed 75th session of the GA¹².

At the same time, the Working Group continues to meet on a regular basis to discuss the way forward, having made a recommendation to the SMC to broaden the scope of the Working Group to include the elements of staff selection with a view to feeding into the amendment to ST/AI/2010/3 on Staff Selection System.

3.1.6 Part-Time Employment

The current administrative instruction on part-time employment¹³ has not been updated since 1988 and it offers only one part-time option (50 per cent).

The SMC decided to establish a Working Group to revise and modernise the policy in line with other human resources policies supporting the work-life balance of UN staff members.

Our Union participated in the SMC Working Group, which completed its report in April 2020. The new proposed policy provides three options for part-time employment, 50, 80 & 90 per cent, whereby the goals in the work plan are to be adapted to the percentage of work time in order to ensure a fair performance assessment.

The proposed policy has been endorsed by the SMC and is expected to be issued soon.

Furthermore, the policy will include provisions to facilitate part-time employment in case of potential funding shortfalls in order to stretch the tenure of colleagues and keep them in employ and insured.

3.1.7 Removing the G to P Barrier

For a very long time now UN staff unions have been campaigning for our colleagues in the General Service and related categories (GS) to be able to freely apply for the positions in Professional and higher categories (P) for which they meet the requirements without having to go through the G to P exam.

¹² A/75/540/Add.1 New approach to staff mobility: building an agile Organisation by providing opportunities for on-the-job learning and skills development

¹³ ST/AI/291/Rev.1 Part-time employment

In 2018 the Advisory Committee on Administrative and Budgetary Questions (ACABQ) recommended that the Secretary-General develop a proposal¹⁴ for a pilot program regarding this matter.

Unfortunately, the proper consideration of the proposal has been continually delayed. The topic is currently under consideration by the GA but it remains unclear what their decision will be.

3.2 Salaries and Benefits

The ICSC is composed of fifteen commissioners elected by the GA. Our staff federation, CCISUA participates in the ICSC sessions and Working Groups to represent staff interests.

3.2.1 Professional Salaries – Post Adjustment

Salaries for the P staff are set according to comparable jobs in the US civil service, with a number of adjustments, including ensuring equal purchasing power regardless of duty station (this is referred to as post adjustment multiplier).

Pursuant to GA resolution A/RES/75/245 the base/floor salary scale for the P staff has been increased by 1.90 per cent at all grades and steps with effect from 1 January 2021¹⁵. The revised scale reflects a consolidation of 1.90 per cent of post adjustment into net base salary, on a “no gain, no loss” basis, meaning that the post adjustment is reduced by the same rate as the net base salary is increased. Thus, there is no change in net remuneration, apart from some minor rounding effects.

The ICSC approved the recommendations of the ICSC Working Group on Operational Rules, in which staff federations participate, to maintain the current formulation of the Gap Closure Measure, and to change the calculations of the Personal Transitional Allowance.

Pending the completion of further tests and simulations, the modifications of the operational rules were approved, in principle, concerning the twelve-month review (Group I duty station), four-month-review (Group II duty station) and the ten-point rule (Group II duty station).

It is important to note, that the ICSC also decided that the review of the results of test and simulations had to be shared with the Working Group and that the Working Group had to report back to all stakeholders should the calculations have any unintended outcomes.

¹⁴ A/73/497 Human resources management. Report of the Advisory Committee on Administrative and Budgetary Questions

¹⁵ [ST/IC/2021/5: Revised base salary scales for staff in the Professional and higher categories and staff in the Field Service category](#)

3.2.2 Compensation Review for Locally Recruited Staff

Salaries for locally recruited staff are set according to the best prevailing salaries paid locally for comparable jobs. Key to the process is the methodology establishing how comparator data is collected and measured.

The ICSC began a review of compensation for locally recruited staff in 2018 and established a Working Group on the Review of the GS Salary Survey Methodologies. Through its President, our Staff Union actively participates in the WG, which, so far, has had four meetings. The fourth meeting had to be postponed several times, due to COVID-19 pandemic, but finally took place from 22 - 26 February 2021.

The following main items were considered at the last WG meeting:

- Continuation of the discussions on the possibility of using external data. The ICSC Secretariat will conduct a pilot interactive testing based on existing salary survey results with given parameters (i.e. filtering by job families, size of employers, location). The results of the simulation/pilot testing will be presented at the 4th meeting;
- Categorization of duty stations: review the recommendations of the task force;
- Dual scales and transitional arrangements; and
- The relevance of benchmark jobs and job descriptions.

A major breakthrough was achieved through the joint recommendation of the Working Group to abolish multiple salary scales for GS staff within a duty station, following a negative result of the local salary survey. Going forward, this will avoid situations where colleagues, who have been appointed at a later point, are compensated at a (sometimes significantly) lower level than colleagues, who are already on board, having the same grade and step. The recommendation itself is pending the endorsement of the ICSC as well as the GA. Once and if implemented it would resolve a massive imbalance and injustice concerning the compensation of GS colleagues, representing a massive leap forward towards *equal pay for work of equal value*.

Furthermore, the Working Group reached consensus on implementing *special measures*, making it easier for the organisations to react when faced with situations of currency devaluation and / or inflation.

In its next (fifth) meeting, the Working Group will finalize their deliberations on the use of external data for determining the comparable local levels of compensation.

3.2.3 Children's and Secondary Dependents' Allowance

The children's and secondary dependents' allowance have not been adjusted for nearly ten years. The ICSC has now decided to maintain the current methodology and to make the following recommendations to the General Assembly:

- increase children's allowance to \$3,222 per annum;

- increase the disabled child allowance to \$6,444 per annum; and
- increase secondary dependent's allowance to \$1,128 per annum.

3.2.4 Parental Leave

Staff strongly support the creation of an ICSC Working Group that will examine the proposal to increase parental leave (birth, surrogacy or adoption) for both parents to sixteen weeks each, with an additional eight weeks for the birth mother.

Closing the leave gap between parents brings the UN common system in line with modern social systems, allowing both parents to bond with their children and addressing discrimination that can occur when hiring managers choose not to select women for positions, on the basis of the perceived utilization of potential leave entitlements.

Staff has asked that the Working Group also examine a broader concept of family care that includes looking after elderly parents and disabled children. Further, they asked to address the situation of pregnant women in the field, who are forced to leave their duty stations early in order to avoid airline restrictions on flying in the final month. Currently this is being charged to maternity leave, reducing time with the child post-birth, or to annual leave.

The first meeting of the WG, initially planned to take place in May 2020, had to be postponed until further notice because of the COVID-19 pandemic.

The issue of parental leave will also be discussed in the context of the SMC. The SMC Working Group on parental leave will look into the relevance of existing leave entitlements related to the birth, adoption and care of a child but will first wait for the outcome of the ICSC Working Group in order to consider its recommendations.

3.2.5 Danger Pay

The ICSC decided to update the level of danger pay for internationally recruited staff to \$1,645 per month until the next review.

For locally recruited staff the reference year of the salary scales has been updated, and the calculations are now based on 2019 (instead of 2016) and set at 30 per cent of the midpoint salary. The next review will take place in 2023.

3.2.6 Security Evacuation Allowance

The ICSC decided to maintain the security evacuation allowance at its current level of \$200 per day in respect of the staff member, and \$100 per day in respect of each eligible family member, for up to 30 days and thereafter, \$150 and \$75, respectively, for a maximum of period of six months.

It also decided on the single lump sum shipping element of \$500 when a staff member or their family is evacuated. The next review will take place in 2023.

3.2.7 Travel

The Secretary-General is proposing¹⁶ that the GA adopt a single threshold for business class travel for staff members at the D-2 level and below and their eligible family members. The proposal would apply to air travel for official business, appointment, change of duty station and separation. Travel on training, medical, security evacuation, home leave or family visit would continue to be in economy class.

The proposal slightly differs from the prior one contained in the SG report (A/73/705) on which the GA did not take a decision. Based on an externally conducted review of travel policies, the use of total flight time for determination of business class travel is the best practice in most public and private organisations. Accordingly, it is proposed that the single threshold be:

(a) based on total flight hours for all legs of a particular travel to a given destination. It will not take into consideration connecting time and time spent travelling to and from the airport; and

(b) set at 9.5 hours: total flying hours must exceed 9.5 hours to qualify for business class.

If approved, the proposed single threshold will replace the current dual threshold for business class travel for staff at the D-2 level and below, introduced in 2013, pursuant to GA resolution 67/254 A. Currently, the dual threshold for determination of business class travel consists of 9 hours for direct flights or 11 hours for indirect flights with consideration of a maximum of two hours of connection time. The current policy leads to complexities for staff and travel processing offices alike and results in a labour-intensive process, as those provisions are not supported by airline ticketing systems or online booking tools.

3.3 Contractual Issues

3.3.1 Continuing Appointment Exercise

The review of staff contracts is supposed to take place every year in order to determine how many staff may be eligible for continuing appointments. All staff with five years of continued service are eligible but there is a limit to how many staff can have a continuing or permanent appointment at any one time. This limit, called the post envelope and decided by the GA, is calculated as 75 percent of the total number of posts that at the time of the review have existed for at least five years. Given that many staff already have continuing or permanent appointments, it can happen that their cumulative number is greater than the post envelope and that not all eligible staff eventually get continuing appointments during a particular review.

Unfortunately, there has been a considerable delay with the 2015 review. It is projected that for GS staff there will be some 550 seats available globally. In case of P and Field Service category of staff, there will be no continuing appointment seats available, given

¹⁶ A/75/654 Standards of accommodation for air travel - Report of the Secretary-General

that the cumulative number of staff members with a permanent or continuing appointment in those categories is greater than the post envelope.

Staff representatives have voiced serious concerns with the methodology and the delay of the exercise. They have been putting pressure on Management in the SMC, noting that staff have lost opportunities as there has been a pattern of slippage year after year. It is critical for the continuing appointment exercise to progress also because it is related to downsizing exercises.

Management explained that the exercise had been delayed due to Management Reform but also because of the complexity of the process. In order to avoid future delays, Management is working on continuing appointment review automation opportunities in Inspira.

It is hoped that a final communication from Management is forthcoming on the conclusion of the exercise and the details of post envelopes and available seats.

Staff Representatives are also putting emphasis on resolving the issue that colleagues, whose appointment has not gone through a Central Review Body, are ineligible for consideration for a continuous appointment. The SMC Working Group on Staff Selection is currently looking into this issue and, going forward, any appointment will go through a central review, hence rendering eligible the colleagues serving traditionally on G1 - G4 levels. The issue of retroactive granting of that eligibility is still under discussion.

3.4 Performance Management

The Secretary-General, as part of his Management Reforms (A/72/492) has highlighted the weak performance culture in the Organisation as one of the key challenges facing the organisation. He noted that Performance Management (PM) has become a significant management challenge that impacts delivery and effectiveness.

Other challenges that have been noted through the lessons learnt from the internal justice system include, among others, lack of adherence to the PM process time frames; lack of managerial accountability for poor management of their staff members and lack of objective application of performance evaluation ratings.

The revived SMC Working Group on PM, in which our Union participates, has been reviewing the current PM framework and making recommendations to the SMC on improvements to ST/AI/2010/5¹⁷.

The Working Group is also evaluating the results of the *Agile PM Pilot* with the aim of providing recommendations to the SMC for incorporation into a revised policy on the PM system.

¹⁷ "Performance Management and Development System", 30 April 2010

One of the proposals that the Working Group has put forward is the introduction of the so called “360-degree” feedback as an evaluation tool, which is to be rolled out in a phased approach, prioritizing senior managers and focusing in particular on the competency of managing performance.

The workplan will be drafted by the staff member and, after consultation and discussion with the First Reporting Officer (FRO), uploaded into the electronic tool. Should the staff member not proceed in a timely manner, the FRO may upload the workplan into the system.

Also, there will no longer be a formal mid-point as this will be replaced with continuous performance conversations and ongoing check-ins during the cycle, the frequency of which will be agreed upon by staff member and FRO at the start of the cycle, and which is to be assessed by the staff member through a managerial effectiveness rating exercise at the end of the cycle.

Staff representatives are concerned about the discussions around a new *Competency Framework*, which has not been subjected to proper consultation under the SMC yet. We believe this to have a massive impact on *Performance Management*, *Staff Selection* and *Downsizing*, potentially affecting the fundamental conditions of work, particularly in how staff members will be assessed. While we welcome a modernisation of the framework, it has to be looked at properly, identifying and resolving any cross-references to other policies. And any changes to the Competency Framework must be subject to consultations under Chapter 8 of the Staff Rules and Regulations.

We are also concerned about *performance management* being used as a tool for retaliation, blurring the lines between objectivity and prohibited conduct. Furthermore, we are concerned that insufficient support is provided to managers to effectively provide high-quality performance evaluations, leading to an additional overhead on their end. Also, staff members need to be able to trust the objectivity of the fairness of the assessment and be provided with the necessary support to remedy any performance shortcomings.

4 Participation in Relevant Global Fora

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

4.1 Representation at the Staff-Management Committee

The Staff Council remains fully engaged and highly committed to the SMC, through participating in SMC sessions, virtual meetings and by contributing jointly with other staff unions to papers and positions.

Due to COVID-19 pandemic, the SMC IX face-to-face meeting had to be cancelled. However, there have been regular monthly SMC meetings.

We are taking a strong and pro-active role in the SMC and the President of our Staff Union has been a member of the Steering Group (the “3x3 Contact Group”) since his election in April 2019. This Group, comprised of three representatives from Management and three representatives from Staff, coordinates the work of the SMC, closely together with the SMC President, Vice-President and Secretary.

As any policy changes stemming from the SMC machinery can have massive implications for staff, the Staff Council strengthened their capacity through employing external lawyers to ensure a thorough and high-quality review of draft policies in addition to our own draft policy reviews.

The work of the SMC is conducted through various Working Groups organised according to topics. The Staff Council currently has representatives in the following working groups:

- Downsizing (completed its work)
- Delegation of Authority
- Staff Selection and Mobility
- Performance Management
- Part Time Employment (completed its work)
- Parental Leave (inactive at the moment)
- Administration of Justice

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

Our Staff Council has been very active in the federation to which it belongs, namely the Coordinating Committee for International Staff Unions and Associations (CCISUA).

Because of COVID-19 pandemic, the 35th CCISUA General Assembly was held virtually from 22 to 24 June 2020, with a limited range of topics including the financial statement, the budget and the pledging, and the proposed Statutes amendments.

An additional CCISUA meeting day was scheduled on 9 July 2020 to hold discussions on more substantive issues including the [Tri-Federation agreement](#), [CCISUA statement on racism](#), future of work and conditions for national staff.

CCISUA adopted two resolutions, one regarding the future of work, the other urging the UN Joint Staff Pension Fund (UNJSPF) management to reverse its decision to close its Europe, Middle East and Africa (EMEA) office in Geneva and transfer all financial operations to New York.

In its mid-term meeting from 16-19 November 2020, also held virtually, CCISUA members addressed various ICSC issues, future of work, conditions of service during the COVID-19 pandemic, racism and National Staff issues.

The President of our Staff Union served as the Vice-President for Communication & Outreach, from his initial election at the 32nd CCISUA GA held in May 2018 until March 2021.

Following the resignation of Mr Ian Richard as the President of CCISUA in March 2020, the President of our Union was elected to serve the remainder of the term as CCISUA President.

Mr. Brezina resigned from his functions in CCISUA, both as the Vice-President as well as President in March 2021, after having served CCISUA in various capacities for four years and as member of the Bureau for the past three years, having headed CCISUA as President for a year, amidst all the challenges that presented themselves in 2020.

Ferdinand Grimm, an alternate member of the Staff Council, continues serving as a member of the Finance Committee that is responsible for monitoring CCISUA's financial activities and advising the CCISUA Bureau on all financial matters.

By being members of CCISUA's Bureau, CCISUA Finance Committee, and by representing CCISUA in various ICSC Working Groups, our Union has been able to better contribute to defending staff interests in various areas.

5 Staff Protection and Legal Assistance

5.1 Legal Assistance for Staff

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

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

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

5.1.1 Lawyers available for work-related issues

Two lawyers are normally available weekly in room C0341 to offer consultations on work-related issues to dues-paying members of the Staff Union. A third lawyer, Mr Timothy Lemay, is available via phone or email.

Due to COVID-19 pandemic Staff Services office in C0341 remains closed until further notice but you can contact the lawyers by email or telephone:

(1) [Ludovica Moro](#)

Wednesdays, from 9:00 to 12:00 am (by appointment only)

Schwarzenbergplatz 7 (c/o Taylor Wessing GmbH), 1030 Vienna

Tel. +43 676 685 5658

Email: contact@ludovicamoro.eu

(2) **Laurence C. Fauth**

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

Maria-Treu-Gasse 2/15, 1080 Vienna

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

Email: info@unattorney.com Web: www.unattorney.com

(3) **Mr Timothy Lemay, BA, JD - Consultant/Legal Advisor**

Available by phone: +43 699 11666067 or email: tlemay1090@gmail.com

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

During the reporting period, Mr Dahl provided legal advice on work-related grievances and extensive consultation to six staff members. He also assisted the Staff Council with the revision of the Statutes and provided his legal advice on various topics.

Mr Lemay and Ms Moro provided legal assistance to three and five staff members, respectively.

The majority of grievances related to different types of harassment, disciplinary or performance issues.

To further strengthen its legal assistance, the Staff Council established the Support Fund for the representation of vulnerable groups including colleagues on precarious contracts (the so-called "non-staff" / "affiliate staff"). With the Gift Shop being the funding source for the representation of those UN colleagues, no membership dues will be redirected for this purpose.

All project / activity / funding proposals that are to be paid from the Support Fund need to be submitted in writing and addressed to any member of the Staff Committee. The proposals are discussed by the Staff Committee, who ultimately may approve or decline the request.

5.1.2 Lawyers available for non-work-related issues

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

Due to COVID-19 pandemic Staff Services office in C0341 remains closed until further notice but you can contact the lawyers by email or telephone.

(1) Stadler Völkel Attorneys at Law

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

Seilerstätte 24, 1010 Vienna

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

Email: office@svlaw.at

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

Stadler Völkel Attorneys at Law offer two free consultations per year for non-work-related matters; 25% discount on hourly rate; and a fixed fee for real estate transactions.

(2) Andrea Posch, Lawyer/Mediator i.T.

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

Moellwaldplatz 5 / Mezzanin, 1040 Vienna

Tel: +43 1 890 6607

Email: office@apeslaw.com

www.apeslaw.com/

Ms Posch offers two free consultations per year for non-work-related matters.

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

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

Wiedner Hauptstrasse 46/6, 1040 Vienna

Tel: (+43 (0)) 581 3332

Email: kanzlei@paar-zwanzger.at

Paar and Zwanzger offer one free consultation per year for non-work-related matters.

(4) Rechtsanwalt Mag. Paul Nagler, BSc, LL.M. (UCLA)

Thursdays, from 2:00 - 4:00 pm (by appointment only)

Maria-Tusch-Straße 8, Stiege 2, Top 2A, 1220 Vienna

Email: office@ra-nagler.at

www.ra-nagler.at

Mr Nagler offers two free legal consultations (30 minutes each) per year and 20% discount off normal rates (plus VAT and applicable taxes).

(5) Dr. Roland Gewessler, MRICS

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

Schellinggasse 3/7, 1010 Vienna

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

Email: roland.gewessler@rglegal.at

Dr. Gewessler offers two free consultations per year for non-work-related matters.

6 Statutes of the Staff Union of the United Nations at Vienna

The former session of the Staff Council noted that many areas of the Statutes of the Staff Union warranted a comprehensive review and reissuance. They established a Working Group with the intention to update and modernize the original Statutes in order to make them more relevant and responsive to members' needs.

The current session of the Staff Council took up the work of the previous Working Group and continued the revision. Following an important number of meetings, including close consultation with the Staff Union's legal counsel, Mr Jeff Dahl, and the Polling Officers, the Working Group was able to complete the revision.

The proposed revised Statutes contain several notable changes:

(1) The biggest single change is the addition of a dispute resolution mechanism in the form of an arbitration system. Interviews of members indicated the need for a dispute resolution system that is peer operated, responsive and that provides members with the confidence that their issue was heard and considered. The drafters decided that a peer arbitration system would serve these purposes best. Parties to a dispute will each select an arbitrator from a panel of qualified peers. The two selected arbitrators then select a third arbitrator and decisions are made by majority vote. The new section limits the disputes subject to arbitration and the remedies the arbitrators can hand out.

(2) The existing election and Polling Officers section is difficult to follow and understand. The section on Polling Officers is now separate from the section on running elections. Under the revised Statutes, Polling Officers are selected by members rather than unit officers and the amount of Polling Officers can now be between 3 and 5. Additionally, terms for Polling Officers are increased to 4 years.

(3) The election process in the current statute is also challenging to follow. The revised Statutes attempt to resolve and clarify issues surrounding the need to constantly redefine electoral units and clarify nomination and election processes.

(4) The existing Statutes are convoluted with regard to the Staff Union organs and processes and need updating to reflect the current needs of the organisation. The revised Statutes primarily clarify this language but also add the ability for the Staff Council members to discipline other Council members for violations of statutory and procedural rules. The new rules also provide an important update by recognizing that in certain circumstances quorum limitations can be avoided by electronic or absentee ballots.

(5) Significant effort was spent to redraft archaic language and clean up the overall look of the document so that it is more approachable and understandable to all members.

(6) Lastly, the name of the Union will be changed, removing "Vienna" and using UNOV/UNODC instead. This change has been introduced to reflect the inclusion of all staff administered by UNOV and UNODC, namely both those working in Vienna as well as those in the field and other duty stations.

The new version of the Statues will soon be put to a referendum for consideration by the membership, pending an internal clearance process.

7 Communication and Outreach

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



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

Another useful source of information is the website of our staff federation, CCISUA: <http://www.ccisua.org/>. This website displays regularly updated articles, providing coverage of issues pertaining to the Common System staff and putting forward CCISUA members' positions on a variety of topics.



The website was hacked in August 2019 and, even though the malware was eliminated, the site was blacklisted, which made it inaccessible through several networks. To resolve the issue and to ensure that the site is accessible and properly secured, a website expert was engaged to run a review, clean up the site from unnecessary content and backdoors which could be used by hackers and review the technical architecture to keep the site secure and prevent future threats.

Members and alternates of the Staff Council continue using a *Virtual Office* which acts as

- A document repository

- Outreach platform to members of the Staff Council including discussion board
- Repository for tracking all decisions taken by the Council and its subsidiary bodies
- Primary source of information regarding the work of the Council

Similar systems have been introduced under the leadership of our Staff Council for

- CCISUA members (CCISUA Virtual Office)
- SMC staff-side wiki
- SMC 3x3 wiki and *agreements tracker* (now the official agreements repository of the SMC)

All these initiatives are driven by the need to increase transparency and to introduce *single sources of truth* for relevant information.

You are strongly encouraged to contact your staff representatives on any issues that affect you. The more fully informed the Staff Council is of those issues, the better it is able to represent you and facilitate policies and conditions that protect and benefit you.

In case you wish you reach out to the Council anonymously, a *suggestion box* is installed in front of E1112 (the Staff Union Office).

8 Services to Staff

8.1 Staff Union Dues

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

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



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

Union dues are set at 0.15 per cent of your monthly net salary, plus allowance. They are automatically

deducted from payroll, after staff fill out a membership form available from the Staff Union's office or on our website: <http://staffunion.unov.org/su/en/your-union.html>

By becoming a dues-paying member you are underlining your solidarity with the cause of fundamental staff rights.

In addition, you receive a membership card, which provides the possibility of accessing professional legal representation at the UN appeal boards and tribunals, as well as to a whole range of other [services and discounts](#) provided to dues-paying members.

8.2 Utilization of Union Funds

8.2.1 Agreement with the Austrian Tenants' Union

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



- personal counselling on tenancy issues, either on the phone or personally in the offices of the Tenants' Union
- assistance with drafting correspondence to the house/apartment owner or house management

- verification of rental contracts (scanned copy with any questions can be submitted through the office of the Staff Council to the Tenants' Union and a reply is normally provided within one to two days)
- staff members who require additional assistance which goes beyond services listed above are exempt from paying the registration fee and immediate service fee and only have to pay the regular membership fee.

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

8.2.2 Charity Donations

A devastating explosion occurred in Beirut, Lebanon on 4 August 2020. Many citizens of Beirut, including our colleagues and their dependents, suffered serious or critical injuries. In addition, their homes suffered serious damages to the point that they became uninhabitable.



The Staff Council decided to donate the ten per cent of the 2019 profit generated from the sales of the Gift Shop (EUR 6,071.77) to the victims of the explosion.

EUR 3,000.- were donated directly to the “Lebanese Red Cross”. The remaining portion of the profit (EUR 3,071.77) was donated to the locally recruited ESCWA, UNIFIL and UNDP colleagues, through the fundraising activity initiated by the New York Staff Union.

The New York Staff Union reported that collectively they had raised \$84,555.46 for the colleagues in Beirut. Affected local staff (22 ESCWA, 14 UNIFIL and 6 UNDP) were reimbursed for repairs in the amount of \$68,338.

The remaining balance of \$16,217.46 was donated to “[UN4Beirut](#)” campaign, initiated by the ESCWA Staff Council to support affected local families, especially those with injured members or members with chronic diseases. With their very limited resources, they managed to get medications and other critical supplies to many in need.



The ten per cent of the 2018 profit had been donated to “SOS Kinderdorf”, an international children's charity that offers family homes to orphaned and abandoned children.

The Council received a thank you letter and a report with photos showing the new group home for eight children and the furniture that was bought with the Council donation money.

8.2.3 Gift Shop

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

The profit from the sales is split. The biggest portion is used to support the activities of the Staff Union, whereas smaller portions are allocated for charity donations (10%) as well as adding funds to the *Support Fund* of the Staff Council.

Due to COVID-19 pandemic, the shop was often closed or operated with reduced hours only. This inevitably resulted in a considerable decrease in 2020 revenue. The decrease, however, was not damaging to the overall financial situation of the Union, thanks to financial reserves accumulated in previous years.

8.3 Staff Services

The Union's Staff Services Officer is responsible for contacting external vendors who provide commercial offers and discounts to dues-paying members.

Due to COVID-19 Staff Services offices in E1114 and C037 remain closed until further notice. However, to still receive your benefits you can contact the relevant service providers by email, telephone or, if the pandemic related measures allow it, visit them in their local shops/offices.



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

The list of shops and services offering discounts is available at:

<http://staffunion.unov.org/su/en/your-discounts.html>



All the information on staff services and discounts available to staff are shared among all VBOs in the VIC resulting in more staff members having access to more services.

The Staff Services Office is also responsible for organising the popular holiday raffle. In 2020, the holiday raffle could not take place because of the COVID-19 pandemic.

9 Joint Bodies and Common Services in VIC

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



9.1 Joint Advisory Committee on the VIC Garage

The Committee did not hold any meetings during the reporting period. However, there have been several renovation projects, implemented by the Building Management, that have improved access ramps, stairs and lighting. Also, the garage administration streamlined their admission system to avoid parking spot shortages and queues at the gates.

9.2 Joint Advisory Committee on the Child Care Centre

The UNOV/UNODC staff representatives on the Joint Advisory Committee on the Child Care Centre (JAC-CCC) reported that for the calendar year 2020/2021, UNODC/UNOV quota remained the same with 12 places in the creche (0-3 years), and 22 places in the older age group (3-6years).

Owing to the impact of COVID-19 during 2020, the Manager of the VIC Child Care Centre (VIC-CCC) and the representatives of the Vienna-based organisation (VBOs) could not hold their annual meeting to discuss place allocations. Further, the VIC announced home office arrangements and closed during the first lock down as announced by the Host Government in early March. In that context, the VIC-CCC also closed its services for the period 16 March to 14 May 2020. They re-opened on 15 May 2020 and resumed operations.

Despite the challenges and impact faced during the pandemic, the Committee continued to review and allocate places accordingly.

9.3 Joint Commissary Advisory Committee

2020 was a difficult year for the Commissary and due to the lockdowns, the Joint Commissary Advisory Committee (CAC) only met four times. At the beginning of the year the Committee dealt with issues relating to planned changes in the assortment in relation to the Host Country Agreement, and concerns about how this would affect the financial situation of the Commissary. The plans were made due to observations made by an Office of Internal Oversight Services (OIOS) audit, but management failed to consult with the

CAC when preparing these plans. Eventually, the audit recommendation was reviewed and amended, resulting in no significant changes in the Commissary's assortment.

The CAC also discussed changes to the wording of some Commissary rules that the OIOS audit found to be incorrect.

The COVID-19 crisis had a great impact on the supply chains, and this was visible through the fact that certain items were not available on the shelves. Special importance was given to the precautionary measures and ensuring staff and customer safety. The Committee discussed mitigating measures that the management would take to ensure better supply as well as catching up on the shortfall in turnover.

After an absence of several meetings, CAC members welcomed the return of representatives from Permanent missions to their meetings.

During the lockdowns and subsequent gradual return when access to the Commissary was restricted, operating losses were such that no reserves were accumulated and unprecedented reserve amounts were needed to cover fixed and incidental costs such as adaptation to COVID-19 hygiene and safety protocols.

Following forecasted net losses of €1.5M in 2020 financial year, Commissary management contacted the CAC proposing an adjustment of the mark-ups i.e. a price increase on selected items (tobacco, hard liquor and cosmetics) to replenish reserves over a five-year period. At the time of writing this report, discussions were ongoing on this issue.

9.4 VIC Recreation Committee

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

During the reporting period, the activities of all Clubs were dramatically reduced because of the COVID-19 pandemic. The decision of the Infrastructure Committee (IC) to suspend all recreational activities in the VIC was made in accordance with the Austrian government's instructions and remains in force until further notice.

10 Treasurer's Report 2019



UNITED NATIONS STAFF UNION VIENNA
Financial Report for the year 1 January - 31 December 2019
(in Euro)

Staff Council's main operational account		
INCOME		
1. UNOV/UNODC Membership dues	€	73,962.28
2. CTBTO contribution to staff services (1)	€	1,308.12
3. CCISUA reimbursement for advanced travel cost (2)	€	3,661.10
4. Miscellaneous income (3)	€	25,113.59
Total Income	€	104,045.09
EXPENDITURE		
1. UNSCV travel and training expenses (4)	€	41,392.52
2. CCISUA annual membership fee	€	8,058.74
3. Staff services officer	€	13,000.00
4. Lawyer fees (professional legal assistance for staff)	€	9,000.00
5. Business Net (charges for online banking)	€	244.80
6. VIC 40 Sport's Day Subsidy (SCV/C/DEC/27/019)	€	238.38
7. Bank Charges	€	370.47
8. Miscellaneous expenses (5)	€	16,827.07
Total Expenditure	€	89,131.98
Excess of income over expenditure	€	14,913.11
Support Fund		
INCOME		
1. Portion of the Gift Shop profit 2016 / 2017 / 2018 (establishment of the Fund)	€	27,479.13
Total Income	€	27,479.13
EXPENDITURE		
1. Policy review/legal advice (SCV/C/DEC/27/023 and SCV/SF/DEC/27/001)	€	10,101.28
2. Bank charges	€	163.46
Total Expenditure	€	10,264.74
Excess of income over expenditure	€	17,214.39
ASSETS		
Main account balance as at 31 December 2020	€	39,824.52
Dispo account balance as at 31 December 2020	€	778,926.13
Support Fund account balance as at 31 December 2020	€	17,214.39
Total	€	835,965.04
Prepared by :		
Valter Podgornik		
Treasurer, UN Staff Council at Vienna		

Explanatory notes 2019

Remarks				
	The Staff Council uses the 'Cash Accounting' principle for its financial operation.			
	The Inter Agency Games Account is provided as a free service to the UNOV / UNODC IAG Committee and fully managed by the designated IAG Organizer. The account cannot be overdrawn and any reporting requirements are between the IAG Organizer and his / her transaction partners.			
Explanations				
1	CTBTO Staff Council contribution of Euro 109.01 per month allows CTBTO staff members to make use of the UNSCV Staff services, including the services provided by the Austrian Tenants' Union			
2	UNSCV occasionally advances the cost for the President's CCISUA related trips. Those expenses are reimbursed by CCISUA in full			
3	Miscellaneous income			
	3.1. Distribution of 2018 Gift Shop Profit	€	21,264.00	
	3.2. SWB subsidy towards 2019 Staff Summer Party	€	3,000.00	
	3.3. Transfer from Gift Shop account for shopping bags	€	492.50	
	3.4. World Aids Day - deposit of staff contributions - to be donated to a selected NGO	€	357.09	€ 25,113.59
4	This represents the travel and training expenses for:			
	4.1. SMC IX meeting, Sarajevo - travel cost for two participants (SCV/C/DEC/27/001 incl. Add.1)	€	3,144.79	
	4.2. CCISUA General Assembly, Beirut - travel cost for three participants (SCV/C/DEC/27/002)	€	4,631.03	
	4.3. Induction training for Staff Council members (travel cost) (SCV/C/DEC/27/005 incl. Add.1 and Add.2)	€	10,902.70	
	4.4. Induction training for Staff Council members (facilitator's fee) (SCV/C/DEC/27/005)	€	3,099.82	
	4.5. SMC working group on mobility, Brindisi - travel cost for one participant (SCV/C/DEC/27/020)	€	1,237.94	
	4.6. Legal workshop (facilitators' fees) (SCV/C/DEC/27/007)	€	4,239.03	
	4.7. CCISUA mid-term meeting, New York - travel cost for three participants (SCV/C/DEC/27/006)	€	12,637.21	
	4.8. Harassment workshop open to all staff (facilitator's fee) (SCV/C/DEC/27/022)	€	1,500.00	€ 41,392.52
5	This consists of the following expenses:			
	5.1. 1.Fee for services provided by Tenants' Union ("Mietervereinigung")	€	6,000.00	
	5.2. Elections and election posters	€	1,311.27	
	5.3. Annual General Meeting 2019 - prints of the report	€	216.19	
	5.4. Staff Council feedback box	€	38.75	
	5.5. 2019 Staff Summer Party (UNOV share) (SCV/C/DEC/27/016 incl. Add.1)	€	6,000.00	
	5.6. Posters for the 2019 Staff Summer Party	€	119.65	
	5.7. Membership fee reimbursement	€	593.48	
	5.8. Social event for participants of the ICSC Session (SCV/C/DEC/27/024)	€	267.40	
	5.9. Annual subscription to magazine "Konsument"	€	58.00	
	5.10. Partial reimbursement to SWB (UN Staff Day gifts)	€	246.25	
	5.11. SurveyMonkey annual fee	€	420.00	
	5.12. Long Service Award Certificates - UNSCV financial support	€	116.08	
	5.13. Audit of UNSCV accounts	€	1,440.00	€ 16,827.07

11 Treasurer's Report 2020



UNITED NATIONS STAFF UNION VIENNA
Financial Report for the year 1 January - 31 December 2020
(in Euro)

Staff Council's main operational account			
INCOME			
1. UNOV/UNODC Membership dues		€	83,413.29
2. CTBTO contribution to staff services (1)		€	1,308.12
3. CCISUA reimbursement for advanced travel cost (2)		€	2,131.94
4. Miscellaneous income (3)		€	36,430.63
5. Deposit (4)		€	2,400.00
Total Income		€	125,683.98
EXPENDITURE			
1. UNSCV travel and training expenses (5)		€	4,573.00
2. CCISUA annual membership fee		€	7,718.03
3. Staff services officer		€	18,000.00
4. Lawyer fees (professional legal assistance for staff)		€	9,000.00
5. Business Net (charges for online banking)		€	244.80
7. Miscellaneous expenses (6)		€	14,314.16
8. Bank charges		€	246.02
Total Expenditure		€	54,096.01
Excess of income over expenditure		€	71,587.97
Support Fund			
INCOME			
1. Portion of the Gift Shop profit 2019 (15%)		€	9,107.66
Total Income		€	9,107.66
EXPENDITURE			
1. Legal assistance for staff		€	6,567.20
2. Bank charges		€	200.10
Total Expenditure		€	6,767.30
Excess of income over expenditure		€	2,340.36
ASSETS			
Main account balance as at 31 December 2020		€	111,412.49
Dispo account balance as at 31 December 2020		€	778,926.13
Support Fund account balance as at 31 December 2020		€	19,554.75
Total		€	909,893.37
Prepared by :			
Valter Podgornik			
Treasurer, UN Staff Council at Vienna			

Explanatory notes 2020

United Nations Staff Council at Vienna - Financial Report			
For the period 1 January to 31 December 2020			
<i>(in Euro)</i>			
Explanatory notes 2020			
Remarks			
The Staff Council uses the 'Cash Accounting' principle for its financial operation.			
The Inter Agency Games Account is provided as a free service to the UNOV / UNODC IAG Committee and fully managed by the designated IAG Organizer. The account cannot be overdrawn and any reporting requirements are between the IAG Organizer and his / her transaction partners.			
Explanations			
1 CTBTO Staff Council contribution of Euro 109.01 per month allows CTBTO staff members to make use of the UNSCV Staff services, including the services provided by the Austrian Tenants' Union			
2 UNSCV occasionally advances the cost for the President's CCISUA related trips. Those expenses are reimbursed by CCISUA in full			
3 Miscellaneous income			
3.1. Distribution of the 2019 Gift Shop profit (60%)			
4 Deposit by the IAEA Staff Council and the UNOV Staff Welfare Board to be used by VICREC for the lockers project (men's changing room on F09)			
5 CCISUA mid-term meeting, New York, November 2019 - travel cost for one participant			
6 This consists of the following expenses:			
5.1. 1.Fee for services provided by Tenants' Union ("Mietervereinigung")	€	5,000.00	
5.2. Policy review (ending of appointments & delegation of authority) by the Council's legal counsel	€	1,926.60	
5.3. VBO's Gender Focal Points - nursing room survey (SurveyMonkey fee)	€	39.00	
5.4. World Aids Day (WAD) donation 2019 (deposited on UNSCV account on 3 December 2019) - transfer to "Buddy Verein"	€	357.09	
5.5. New draft Statutes review by the Council's legal counsel	€	3,932.09	
5.6. Annual subscription to magazine "Konsument"	€	58.00	
5.7. SurveyMonkey annual fee	€	420.00	
5.8. Editing of the new draft Statutes	€	2,581.38	€ 14,314.16

Annex I

Staff Representatives and Alternates – Attendance Record

Attendance at meetings of the 27th UNSCV from 17 February 2020 to 22 March 2021				
Unit	Representative	Attendance	Alternate	Attendance
UNICRI / UNPA / OIOS	MADDALUNO, Giuseppina	3	SUPRUN, Marina	5
UNOV DM (GSS & OD) / UNROD / ODA ODDHR UODAV / OMS VIENNA	COELHO, Patricia	11	STURM, Karin	12
OOSA / UNIS / OLA	SCHAECHTER, Iris*	13	CANAFIOLIA, Monica	5
UNODC Field	MUSAMBAL, Martin	10	Vacant	-
UNODC Field	STANLEY, Mark	5	MARKOVIC, Zorana	2
UNODC Field	Vacant	-	Vacant	-
UNOV/SSS	ALI, Mohammad Naser	8	WITASEK Daniela	1
UNOV/SSS	MARHALI, Asher	9	MULE Apisai	0
UNOV/SSS	RUIU, Cristi	2	IOO, Marius	0
UNOV DM (FRMS, HRMS, ITS)	JURENKA, Corrinne**	4	RUANE, Andrew	15
UNOV DM (FRMS, HRMS, ITS)	NUSEIBEH, Ibrahim	13	GRIMM, Ferdinand	7
UNOV DM (FRMS, HRMS, ITS)	BREZINA, Stefan	14	SEITZ, Matthew	7
UNOV CMS	BUDIN, Aban	14	EL HOUSNI, Touria	3
UNOV CMS	GOSSAGE, Giovanna	14	MILORADOVIC, Uros***	2
UNOV CMS	JOLLY, Helene	13	KONO, Claire	1
UNOV CMS	LOWE VARGAS Troy	14	Vacant	-
UNOV CMS	PODGORNIK, Valter	14	JEREMIC, Nikola	10
UNODC OED, DO & DPA (incl. HQ Field Administered Staff)	AIGNER, Wolfgang	4	ARTHUR-FLATZ, Claudia****	3
UNODC OED, DO & DPA (incl. HQ Field Administered Staff)	GRELLIER, Nina	11	HEMMERLING Mario*****	0
UNODC OED, DO & DPA (incl. HQ Field Administered Staff)	FARIBA, Soltani	8	SAENZ, Elizabeth	4
UNODC DTA (incl. HQ Field Administered Staff)	KRAMER, Karen	9	PUTTONEN, Riikka	3
UNODC DTA (incl. HQ Field Administered Staff)	BERTERAME, Stefano	11	PETKOV, Szilvia*****	4
UNODC DTA (incl. HQ Field Administered Staff)	KATKHOUDA, Nabil	13	Vacant	-

There was a total of 15 regular meetings from 17 February 2020 to 22 March 2021.

Staff representatives from the field were not always able to participate in the meetings because of the different time zones.

* Seized to be a member of the Union as per Art. 17.1 of the Statutes and Rules, in March 2021

** Seized to be a member of the Union as per Art. 17.1 of the Statutes and Rules, in July 2020

*** Seized to be a member of the Union as per Art. 17.1 of the Statutes and Rules, in November 2020

**** Seized to be a member of the Union as per Art. 17.1 of the Statutes and Rules, in December 2020

***** Seized to be a member of the Union as per Art. 17.1 of the Statutes and Rules, in June 2020

***** Seized to be a member of the Union as per Art. 17.1 of the Statutes and Rules, in August 2020

Annex II

Officers of the Staff Council

Staff Council	Presiding Officer	Aban Budin
	Deputy Presiding Officer	Fariba Soltani
Staff Committee	President	Stefan Brezina
	Vice-President	Karen Kramer
	Secretary	Giovanna Gossage (replacing) Corrinne Jurenka
	Treasurer	Valter Podgornik
	Rapporteur	Patricia Coelho
Polling Officers		Angelika Engl, Chairperson
		Martin Dessart, Vice-Chairperson
		Mohamad Mardini
		Oleksandra Zinchenko
		Aygul Duysenhanova

Annex III

Staff Representatives on Joint Bodies

Joint Advisory Committee	Chairperson*	Caroline Nicholas
	Members	Stefan Brezina
		Stefano Berterame
		Andrew Ruane
	Alternates	Karen Kramer
	Valter Podgornik	
	Nabil Katkhouda	
General Service Classification Appeals and Review Committee	Chairperson*	Beate Hammond
	Members	Valter Podgornik
		Corenne Hammond-Agboraw
Staff Welfare Board	Chairperson*	Michiel van Dyk
	Members	Monica Canafoglia
		Ferdinand Grimm
		Ibrahim Nuseibeh
		Mohammad Naser Ali
Staff Assistance Committee	Chairperson	Angeline Van Der Waals
	Members	Alexandre Silva
		Giovanna Gossage
		Sabine Lehner
		Sahar Al Tabbal

	Alternates	Mohammad Naser Ali Stefan Brezina Sabrina Levissianos Karen Boshoff
Central Review Board	Chairperson*	Cristine Albertin
	Members	Mark Colhoun Andres Finguerut Masood Karimipour Irka Kuleshnyk (Alternate Chairperson) Angela Me Simonetta Di Pippo Karen Kramer Jose Angelo Estrella-Faria
Central Review Committee	Chairperson*	Bonnie Adkins
	Members	Beate Hammond (Alternate Chairperson) Alejandro Matta Maya Reiner Pungs Martin Raitelhuber Melvina Slim Matthew Howells Kathleen Lannan

Terrence McElhaney

Central Review Panel

Chairperson*

Fakhrulla Azamov

Members

Tania Banuelos Mejia

Ferdinand Grimm

Andrew Ruane

(Alternate Chairperson)

Jennifer Sarvary Bradford

Lorretta Eruwa

Valter Podgornik

Nina Grellier

Troy Lowe Vargas

UNOV/UNODC Rebuttal Panel

Members

Giovanna Gossage

Nabil Katkhouda

Andrew Ruane

Wolfgang Aigner

**Departmental Focal
Points for Women**

Wadih Maalouf

Hanifa Rebbani

Antje Reepmayer

**Alternate Departmental
Focal Points for Women**

Aisser Al-Hafedh

Eurídice Márquez

Koen Marquering

Joint Harassment Prevention Board	Member	Simonetta Grassi
	Alternate	Vacant
Joint Advisory Committee on the Child Care Centre	Member	Sana Sarrouh
	Alternate	Nabil Katkhouda
Joint Commissary Advisory Committee	Members	Giovanna Gossage
		Ferdinand Grimm
	Alternates	Valter Podgornik Mohammad Naser Ali
Joint Advisory Committee on Catering Service	Member	Nabil Katkhouda
	Alternates	Monica Canafoglia
		Helene Jolly
Joint Advisory Committee on the VIC Garage	Chairperson ¹⁸	Ferdinand Grimm
	Member	Ibrahim Nuseibeh
	Alternate	Jorge Rios
VIC Recreation Committee	Chairperson	Daniel Bridi
	Member	Shadi Al Abani

* Jointly nominated by staff and administration.

¹⁸ Elected by the Committee from among its members (one representative each from the staff and the administration of the four participating organisations (UNOV/UNODC, UNIDO, CTBTO & IAEA))

Inter-Agency Games Organising Committee

Daniel Bridi
Shadi Al Abani

JAC Working Group on Social Security Contract

Matthew Seitz
Stefan Brezina
Ibrahim Nuseibeh
Stefano Berterame
Valter Podgornik

Members of Subsidiary Bodies of the Staff Union

Gift Shop Standing Committee

Valter Podgornik
(Chairperson)
Stefan Brezina
Ibrahim Nuseibeh

Support Fund for the Representation of UN Colleagues

Members of the Staff Committee

Staff Council Members in the SMC

3x3 Contact Group

Stefan Brezina

SMC Working Group on Delegation of Authority

Stefan Brezina
Szilvia Petkov

SMC Working Group on Part-Time Employment

Stefan Brezina (Co-Chair)
Szilvia Petkov

SMC Working Group on Staff Selection and Mobility

Stefan Brezina
Szilvia Petkov

**SMC Working Group on
Performance Management**

Stefan Brezina

Szilvia Petkov

SMC Working Group on Downsizing

Stefan Brezina (Co-Chair)

Szilvia Petkov

**SMC Working Group on Parental
Leave**

Stefan Brezina

**SMC Working Group on
Administration of Justice**

Szilvia Petkov

Karen Kramer

Staff Council Members within CCISUA

CCISUA President

Stefan Brezina¹⁹

**CCISUA Vice-President for
Communication and Outreach**

Stefan Brezina²⁰

CCISUA Finance Committee

Ferdinand Grimm

Staff Council Members Serving on Behalf of CCISUA

**ICSC Working Group on Parental
Leave²¹**

Stefan Brezina

**ICSC Working Group on GS Salary
Survey Methodologies**

Stefan Brezina

**High Level Committee on
Management**

Stefan Brezina (CCISUA
representative)

**HLCM Task Force on the Future of
the UN Workforce (Work Stream:
Leveraging technology)**

Stefan Brezina

ICSC Contact Group

Stefan Brezina

¹⁹ until March 2021

²⁰ until March 2021

²¹ No meetings took place during the reporting period, going forward CCISUA may designate another member

Annex IV

Abbreviations

ACABQ	Advisory Committee on Administrative and Budgetary Questions
ASG OHR	Assistant Secretary-General for the Office of Human Resources Management
AWA	Alternate Working Arrangements
CAC	Commissary Advisory Committee
CCISUA	Coordinating Committee for International Staff Unions and Associations of the United Nations System
CCS	Committee on Common Services
CEB	UN System Chief Executives Board for Coordination
CMS	Conference Management Services
COVID-19	Coronavirus Disease 2019
DGACM	Department of General Assembly and Conference Management
FICSA	Federation of International Civil Servant's Association
FRO	First reporting officer
FS	Field Service category
FWA	Flexible Working Arrangements
GA	General Assembly
GS	General Service and related categories
GSSC	Gift Shop Standing Committee
GSDM	Global Service Delivery Model
HLCM	High-Level Committee on Management
HoEs	Heads of Entities
HRN	Human Resources Network

IASMN	Inter-Agency Security Management Network
IC	Infrastructure Committee
ICSC	International Civil Service Commission
JAC-CCC	Joint Advisory Committee on the Child Care Centre
JACG	Joint Advisory Committee on the VIC Garage
OI	Office Instruction
OIOS	Office of Internal Oversight Services
OSH	Occupational Safety and Health
OSLA	Office of Staff Legal Assistance
P	Professional and higher category
RSI	Remote Simultaneous Interpretation
PM	Performance management
SMC	Staff-Management Committee
UNISERV	United Nations International Civil Servants' Federation
UNJSPF	United Nations Joint Staff Pension Fund
UNSCV	United Nations Staff Council – Vienna
USG	Under-Secretary-General
VBOs	Vienna-based Organisations
VIC	Vienna International Centre
VICREC	Vienna International Centre Recreation Committee
VISAC	Vienna International Staff Associations Committee