

Annual Report **2015**



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

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Foreword

This report of the United Nations Staff Union at Vienna, covers the period from 29 April 2014 to 9 June 2015. The beginning of this period was marked by the start of a new term of the Staff Council, including the Staff Committee.

More than a year has since passed. Although it has been a year with various challenges, opportunities have also presented themselves – opportunities to affect change in positive ways. This report will focus on highlighting these developments - both positive and negative - as details of the Staff Union's activities are available elsewhere, such as on the Staff Union's web-site, desk-to-desk messages, and in the Staff Union's office.

In striving to protect the rights and well-being of staff, our Staff Union has continued to partner with various entities. On a UN-wide level, we have been very active in the Staff Management Committee (SMC), as well as in the staff federation to which we belong, the Coordinating Committee for International Staff Associations and Unions of the United Nations System (CCISUA). More specifically, we have been contributing to debates concerning priority matters that directly affect our work and well-being such as the on-going review of the compensation package, the mandatory age of separation, performance management, the internal justice system and the implementation of the new mobility policy.

Here in Vienna, we have been maintaining a dialogue with management and administration not just on the UN-wide developments, but also on those matters that impact us as a result of working at this duty station. The deployment of UMOJA and the changes in FlexTime are two such examples. In addition, through our membership in the Vienna International Staff Associations Committee (VISAC) we also strive to pool efforts and resources for the benefit of our constituents here on our home territory, while also reaching out to those experiencing less favourable conditions elsewhere.

This past year the Staff Union has been increasingly focusing on the individual level - that is, interacting directly with individual staff members. As we have repeatedly heard, this Organization's greatest asset is its staff. It is an Organization that would not exist without its staff, and is only as good and strong as its staff.

As such it is of paramount importance to both respect and protect staff rights. Not just because the UN, as the pre-eminent international organization serving the people on this planet, should be the standard against which employee rights and protections should be measured, not just because there is an obligation to respect certain rules and regulations, but also because doing so is the right thing to do, while also having beneficial effects for the Organization and its work.

The best way to begin to address your concerns and needs is to hear from, and directly partner, with you. In the past year staff have brought an eclectic range of concerns to our attention. We will continue to strive towards expanding this dialogue so as to optimize our

service to you. The range of issues arising at this phase of the Organization's evolution necessitate that we do so. While these may be perceived to be trying times for UN staff, these changes may also lead to opportunities for reflection, taking stock and improvements. Together we can minimize any potential negative impact, while maximizing the possible benefits. The staff which serve the UN, and the Organization they serve, deserve nothing less.

Irka Kuleshnyk

President of the Staff Council

United Nations Staff Union at Vienna

Your Staff Representatives



Staff Council



| Electoral Unit | Representative(s) | Alternate(s) |
|---------------------------------|--|---|
| OLA/UNSCEAR | Monica Canafoglia | Caroline Nicholas |
| OOSA | Kurian Maniyanipurathu | Werner Balogh |
| UNIS | Iris Schaechter | Vacant |
| UNODC (DO, DTA, DPA, OED) | Claudia Baroni Stefano Berterame Nabil Katkhouda Irka Kuleshnyk Fariba Soltani | Simonetta Grassi Giovanna Campello Vacant Corenne Agboraw Elizabeth Saenz |
| UNODC (DM – FRMS, HRMS, ITS) | Daniel Bridi Stefan Brezina Nada Blanusa | Yvonne Richard Shadi Al Abani Vacant |
| UNODC Field and UNICRI | Jeremy Milsom Antonino De Leo | Vacant Vacant |
| UNOV/CMS | Miguel Alarcon Aziz Bakayoko Aban Budin Antje Reepmeyer | Touria El Housni Claire Edwards Marie-Lise Guilbert Isabelle Boutriau |
| UNOV/DM (OD, GSS and OIOS) | Herman Broohm Edward D’Rozario | Pius Gyankyi Jose Ariel Ramirez Barrera |
| UNOV/SSS | Alexandra Ruginescu Monica Hatasova Nathan Barowski | Vacant Karol Trojan Mato Slipac |
| UNPA/UNRoD | Clarissa Fuernsinn | Janet Efrati |

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

I Plan of Action and Vision and Mission Statements of the United Nations Staff Council at Vienna

Following their election to the twenty-fifth session of the United Nations Staff Council at Vienna (UNSCV) in May 2014, the Council members began their term of office by identifying priority areas of work for 2014-2016.

Drawing upon suggestions by staff, current areas of concern and past plans of action, the Council drafted an initial Plan of Action and established Working Groups for different areas of work.

At the initiative of the Staff Council's Working Group on Outreach and Communication, the Council held a one day retreat. A location outside the VIC (NH Danube City hotel) was chosen in order to withdraw from the usual place of work and to gain a different perspective on issues relating to work and to facilitate thinking creatively about challenges faced.

Under the guidance of an external trainer, the Council members further developed the ideas from their initial Plan of Action, discussed how to organize, campaign and communicate with its membership and identified follow-up actions and areas of work to be considered within their respective working groups. These working groups, including the areas within their purview, are listed below.

1. Working Group on Conditions of Service

- Conditions of service: contracts, salaries, benefits
- Career development and job security
- Staff-management relations
- UN reform
- Pension

2. Working Group on Staff Protection

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

4. Working Group on the Communication and Outreach

- Increase the visibility of the Staff Council
- Raising staff awareness

5. Working Group on Services to Staff

- Common Services (VIC)
- Utilization of Staff Union funds including charities
- Coordination with other Vienna-based staff unions
- External Service Providers

On a broader level, the Council also decided to more clearly define its mandate and the framework within which it operates. Discussions in these areas informed the creation of the Council's Vision and Mission Statements as found below.

Vision Statement

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

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

Mission Statement

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

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

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

II Conditions of Service, UN Reform and Pension Issues

1. Continuing Contracts

The first Continuing Appointments Review was completed in 2014 and staff members were notified of the outcome. The Staff Council sent a message to staff inviting those who had been deemed ineligible, but believed that they had nevertheless met the eligibility requirements, to address their concern to their respective Staff Representatives or the President. Several staff members did contact the Staff Council and follow-up action was taken.

2. Salaries and Benefits

2.1. General Service Salary Survey in Vienna

The next comprehensive International Civil Service Commission (ICSC) General Service (GS) salary survey in Vienna will be conducted in autumn 2017.

As you may know the Fleming principle establishes the conditions of service for GS staff on the basis of the best prevailing conditions found locally. Finding the right comparator employers and persuading them to share information on their salaries is crucial as those data will determine the salary scale for GS staff.

In preparation for the survey, the Staff Council has nominated two representatives, who will attend a three day workshop (kindly sponsored by the Federation of International Civil Servant's Association (FICSA)) on the complex methodology used in the survey. Those representatives, together with representatives from other Vienna Based Organizations (VBOs), will form the Vienna Local Salary Survey Committee (LSSC), which has the crucial role of selecting comparator employers reputed among the best.

2.2. Professional Salaries

The General Assembly decided that salary of professional UN staff be 10 to 20 percent higher than the salary of federal civil servants of the United States of America (USA) in any given year (called the calendar margin), with the understanding that the margin be maintained at a level around (although not at) the desirable midpoint of 15 percent over a period of time.

Last December it was proposed by a Member State that the average margin of the last five years be 15 percent. However, because the calendar margin has been above 15 percent for some years, this would have meant an immediate 8 percent pay cut and would have set a precedent whereby current compensation is set by the labour market of five years ago.

Fortunately the UN General Assembly decided not to cut professional salaries. Instead it left it to the ICSC to manage the margin so that it returns to a spread of 15 percent.

2.3 ICSC Compensation Review

The International Civil Service Commission (ICSC) is currently reviewing the pay and conditions of professional staff. It will review national officers, general service and related categories next year.

The review is intended to simplify and modernise our compensation system. However, staff unions believe it may be succumbing to political pressure from certain Member States determined on cutting costs at the expense of staff. Your staff federations have worked hard to remove the worst proposals and are continuing to work to improve prospects.

The next ICSC Session will take place in Vienna at the end of July and the final ICSC recommendations will be submitted to the upcoming 70th session of the General Assembly for approval.

Some of the main issue under discussions are listed below.

Salary Scale

One of the major changes proposed is to have one salary scale for all staff instead of the single and dependent scales we currently have. At the time of the writing of this report, it seems that if the new system were to come into place, staff who are currently on dependency status because of their child and not their spouse, would maintain their current remuneration until the single-scale plus child allowance catches up with them. With regard to single parents, the staff unions believe that they should receive the same allowance as staff with non-working spouses to reflect the costs of maintaining a household and paying for childcare.

Changes in the number of steps are also under consideration. For example, the proposed salary scale has 13 steps in each grade (except D-2 which has 10 steps). Staff at the D-1 and D-2 levels would therefore have more steps in their grade and would be able to earn more within their grade. The increase in steps at the D-2 level, would mean that proposed new salaries for ASGs and USGs would also increase. On the other hand, staff at the P-3 and P-4 levels would have two steps less. Staff unions believe this will penalise a large body of staff (i.e. the P3 and P4 level staff) and have expressed these concerns. In addition, new steps are proposed to be added in at the P-1 and P-2 levels, below step 1 with the minimum salary at the P-1 level being reduced. In general, it appears that the proposals would increase pay inequality between the top and bottom ends of the scale.

No changes are proposed to the basis on which your pension is calculated (pensionable remuneration).

Performance-Related Pay

A proposal had been made whereby step increases would take place every two years with the savings channelled into a bonus pool for high performers.

Given the impracticalities that staff federations pointed out (difficulty in measuring individual contributions in a team-working policy environment, and issues in the performance evaluation system), and that bonuses are paid from separate funds, the ICSC decided not to pursue this further. However, individual organizations may exercise their discretion in paying bonuses from additional funds.

Progression through Steps

The ICSC has recommended that staff progress annually through to the seventh step of each grade and biannually thereafter, to reflect trends in national civil services and in the U.S.. However, we, through CCISUA, are concerned by this as the biannual progression through steps after the seventh step would remove a main reason for the annual performance evaluation.

Staff Education Grant

The education grant is to be maintained for primary, secondary and tertiary levels. However, the ICSC has recommended that boarding not be covered for staff in H duty stations such as Vienna except if they are in very mobile functions. Staff federations believe that with the implementation of mobility policies, boarding may be required for continuity of education regardless of the duty station.

A new global sliding scale is being proposed to reimburse education fees but is now limited to tuition and tuition-related costs. The decision to no longer cover costs such as food and transport will have implications for staff. Staff Unions are looking at what transitional measures there could be to reduce the impact of any cuts.

Rest and Recuperation

The ICSC has recommended to maintain the current Rest and Recuperation (R&R) system but to discontinue annual home leave in the hardest duty stations. There will however be an examination of whether security should be the only consideration in classifying a duty station as non-family, given that certain safe, but very difficult, duty stations are not suitable for families, especially children.

Hardship Allowance

The ICSC has recommended maintaining the current five hardship levels.

Initially the ICSC had recommended that the additional hardship allowance (AHA) be the same amount for all staff, therefore significantly reduced for staff with dependents, although higher for single staff. Following staff interventions, the ICSC decided to maintain the AHA at around USD 19,000.- for staff with dependants (i.e. staff who need a second household) and at USD 6,000.- for single staff (to pay for storage and other costs).

Mobility Allowance

The ICSC has recommended that the mobility allowance be paid as an upfront payment every year for five years following a move to a non H duty station. Staff unions argue that the mobility allowance should also apply to staff who move to H duty stations as mobility is disruptive regardless of destination.

Relocation Allowance (Shipping and Settling in Costs)

The latest ICSC proposal is to limit the cost of the lump sum option for shipping costs (currently called partial removal) to the total cost that would be paid by the Organization, were the Organization to ship staff's belongings for them. Given the reduced lump sum, staff would have the option of having the Organization move their belongings for them.

2.4 Benefits for Married Partners

In 2014 the Secretary-General revised ST/SGB/2004/13/Rev.1 on personal status for purposes of UN entitlements. Married couples were thereby recognised based on the legislation in which the marriage union took place rather than the legislation of the country of a staff member's nationality. Following this revision, same sex married partners of UN staff could finally receive benefits such as medical insurance.

A Member State, however, proposed a vote to rescind the Secretary-General's decision.

Having a strong belief in equal treatment for all staff, staff unions of the UN intensively lobbied against the proposal to rescind the decision, together with UN-GLOBE (a staff group representing lesbian, gay, bisexual, transgender, and inter-sex staff members of the UN system and its peacekeeping operations), certain countries and the Secretary-General's office. Staff actions included a joint letter from the federations and staff unions wrote individually to selected countries arguing that rescinding that decision would create two classes of staff, based purely on their country of nationality. It was also pointed out that doing so would be contrary to the principle of equal pay for equal work and open the possibility of determining other elements of compensation according to nationality.

The Fifth committee defeated the proposal in March this year. The vote against the proposal was 80 to 43, with 37 nations abstaining.

3. Career Development and Job Security

3.1. Umoja

Umoja will be launched in Vienna on 1 November 2015, but has been at the forefront of many staff members' minds for some time. It is an administrative reform initiative intended to assist the UN operate more effectively by integrating and streamlining business processes that manage financial, human and physical resources within a single global solution for the entire UN Secretariat. Several meetings, including Town Halls held in

Vienna and in New York (broadcast to Vienna through video-conference), have taken place and have provided detailed information about the system itself, its roll-out, as well as possible changes arising as a result of its implementation. Among those was a series of meetings, each geared towards a different group of staff, held by those from New York deploying Umoja. During such meetings, as well as in other fora, concerns have been expressed about its impact on posts, including possible post cuts, changes in job function, or redeployment of posts. In addition, potential effects on the workload of current staff, operations, training opportunities and entitlements such as annual leave have been raised.

The Staff Council has had several bilateral meetings with management on the issues of concern. On all occasions assurances have been given that all possible means will be employed to ensure that any potential negative impacts on staff, particularly with regard to job security, will be avoided or mitigated to the greatest degree possible.

3.2. Mobility

The General Assembly, in its resolution 68/265 of 9 April 2014, approved the Secretary-General's 2013 refined mobility framework, subject to the provisions contained in the resolution. Its roll-out will start in 2016 and will be phased in according to job networks. The first job network to be rolled-out will be POLNET (posts classified as political and/or peacekeeping). Each year other job networks will be phased in until 2020, when the last job network will be rolled-out.

Many details, however, are still being examined in a SMC Working Group (WG) on Mobility in which our Union is represented and participates. While all staff members joining the organization as of the date of the resolution are subject to it, there remain many issues concerning staff already serving the Organization when the resolution was adopted. These comprise the vast majority of UN staff and the transitional measures to be applied to them, have been widely discussed and debated. Issues under consideration and decisions taken can be found in the WG's List of Issues which currently contains 185 entries including open as well as closed items.

Our Union along with the other Unions has raised many concerns about the mobility policy and its impact on staff. A main issue for our constituents concerns requiring staff to move from posts with more secure funding (e.g. Regular Budget posts) to posts on less secure funding (e.g. project-funded posts). Directly related to this issue then is which posts should be deemed as non-rotational. This matter, including specific proposals, is currently being discussed in the SMC WG and with management both in Vienna and New York.

Also, following interventions by staff, a new transitional measure was introduced so that the requirement of having a prior geographic move to apply for posts at the P-5 and above levels, will now not apply for current staff until 2021. In addition, following staff raising concerns on how job networks were composed, their composition is being reconfigured.

Another consequence of staff interventions is the establishment of the Special Constraints Panel (SCP). Those staff who will be assigned to a duty station they did not choose and who feel that there would be conditions that would be discriminatory to them at that duty station or that serving there would cause particular unreasonable hardship, will be able to appeal the decision. The SCP would review such appeals. Examples of grounds for appeal might include discrimination on the grounds of sexual orientation, as well as medical and other issues.

3.3. Improving Career Development for General Service Staff

In 2014 at the Staff Management Committee meeting (SMC III) in Valencia, UN Staff Unions introduced a paper on career development for General Service (GS) staff. Staff explained that the career development of staff in the GS and related categories was limited by the UN Secretariat's regulatory framework. Staff requested an SMC resolution to draw the attention of Member States to this matter and align the Secretariat's framework with the practices of other UN Common System entities that place no restrictions on moves for staff in the GS and related categories to posts in the Professional or higher categories.

In this context a Working Group on the Career Development of the General Service and Related Categories was established in which our Staff Council is represented. The Working Group had its first meeting in May 2015 and decided to have regular monthly meetings in the future.

In its first meeting the Working Group discussed how to proceed and established their terms of reference. According to those terms of reference the Working Group will, among other tasks, review and make recommendations on:

- a) Eligibility for Professional job openings and temporary job openings - a solid business case to be put forward to the Secretary-General for subsequent submission to the 71st GA Session;
- b) Mobility within the same duty station - support voluntary mobility within duty station through lateral moves providing more diverse opportunities to GS staff;
- c) Career Support Training Programmes - programmes to be developed as part of the GS career support, possibly including certification programmes (e.g. Human Resources, Finance, Procurement) and expanding the mentoring programme to GS staff; and
- d) Communications and Change Management:
 - Reinforce that the success of the Organization requires the contribution of all staff members;
 - Encourage a more participatory working environment conducive to mutual respect and effective teamwork as per the goals set by the Charter and Member States; and
 - Promote the use of the nomenclature "international civil servants" for all staff.

4. Performance Management

The current performance management system is being revised. The Staff Management Committee (SMC) has established a Working Group on this in which our Staff Council is represented and very actively participates. The envisaged roll-out date in 2015 could not be met due to the deferment of consideration by the General Assembly of this matter to March 2016. The current administrative instruction is currently under review by the Office of Legal Affairs. Issues that were raised in the WG included the Performance Improvement Plan and when in the cycle it could be instituted, as well as whether or not to keep the mid-term review. Although there were proposals to abolish the latter, the staff's efforts to maintain it were respected.

The staff have also pointed out that unfortunately, one tool used elsewhere to reward good performance – namely promotion – has been abolished at the UN. Furthermore, inconsistent with the practice in many governments, internal staff have no preference over external candidates when being considered for posts. As such, much work remains to be done in this area.

5. Pension Issues

5.1. Retirement Age

The General Assembly has, in principle, agreed to allow staff who joined before 2014 to either work until 65 years if they so wish or to retire at 60 or 62 years of age (depending on their date of entry). The General Assembly also asked the ICSC to consult with organizations on an implementation date for this change.

The staff unions of the UN believe that there are no reasons to depart from the implementation date of 1 January 2016, which was originally proposed by ICSC. We are also proposing options which would allow organizations that are ready to implement this policy to proceed in doing so, while those organizations which may be more reluctant to proceed would still have a final deadline for implementation.

In response to concerns raised at the General Assembly, the ICSC's analysis shows that this change will affect neither gender diversity, nor geographic diversity, nor rejuvenation, nor organizational performance. Other tools such as selection policy and performance management exist to address these, and the use, or rather non-use of these tools may need to be examined.

In addition, the fact that new staff entering the Organization are working until 65 years, proves that the organization considers it a productive age. This is further recognized by the fact, reported by the Joint Inspection Unit, that 71 percent of common system staff who retire at 60 or 62 get re-hired because their skills are still needed.

Furthermore, allowing current staff to continue working to 65 years, will not only reduce after-service healthcare liabilities by millions of dollars, but will also significantly reduce

the pension fund's actuarial deficit— not to be dismissed when for the first time, the number of beneficiaries is increasing while participants are decreasing.

Retirement after many years of service as an international civil servant, which often means working outside one's home country, requires careful and advanced planning and significant choices to be made on pension, fiscal, housing, children's schooling and other arrangements. The decision to extend the age of retirement to 65 without a firm decision on its date of implementation, leaves staff who could be in a position to retire in the coming years, as well as those who will reach 60 or 62 years of age within the coming two to four years, in uncertainty. This has unsettling consequences for staff, their dependents and for organizational human resources planning.

Through CCISUA, we shall be at the July meeting of ICSC and will be making our position clear. We have also written to the Secretary-General urging him to reiterate to ICSC his previous recommendation to implement retirement at 65 years for all staff, as of 1 January 2016.

5.2. Pension Fund

The management of the United Nations Joint Staff Pension Fund (UNJSPF) is a common system issue of great concern to staff. Our Union has been working together with other Staff Unions to resist attempts by the management of UNJSPF to make it a more independent agency with its own staff rules.

In May 2014 those attempts were thwarted after a staff-initiated global petition received 14,000 signatures. Staff welcomed the decision of the Fund's Board that UNJSPF should continue to be administered by the UN Secretariat, ensuring that the necessary management controls can be maintained.

Staff are grateful for the effective and efficient operations of UNJSPF up until now. Our Fund has weathered many storms in the outside financial and commercial markets. It survived the 2008 international financial crisis with limited losses and disruptions. This was due, many staff unions believe, to the conservative and careful management of our investments as well as to a management structure that ensures multiple levels of review before decisions are taken that could compromise the soundness of the Fund.

However, some staff are now seriously concerned again about a new attempt to alter the relationship between UNJSPF and the UN Secretariat through a draft memorandum of understanding (MoU). In the view of some staff, this MoU would, result in an unwarranted concentration of power and authority in the hands of CEO.

Currently, the UNJSPF staff has UN contracts and is subject to the administrative Rules and Regulations of the UN Secretariat. With the new MoU, we understand that the new CEO would not be bound by the UN's well-established rules on a number of key issues such as the code of ethics, receipt of gifts, length of contracts, use of temporary appointees for ongoing functions, financial responsibility of staff for gross negligence, approval of

outside activities, extension beyond retirement age, promotions and classification of posts. In addition, the proposed new rules would seem to allow the CEO to bypass the UN's procurement procedures and fraud reporting guidelines that require fund staff to report any suspected fraud to the UN's Office of Internal Oversight Services.

In addition, the UN's internal administrative and financial controls and procedures, to which the Pension Fund is currently subject, provide a stricter operating environment and a stronger framework of checks and balances, than is currently being proposed. Your union, through CCISUA is active in reviewing and negotiating this MOU which has not yet been finalized. In addition, some Pension Fund participants, beneficiaries, and current and former staff have initiated another petition.

While the petition was not initiated by the staff unions, it does nevertheless accurately reflect our concerns regarding attempts to remove the fund from the UN's administrative control and the consequences to the financial and structural integrity of the fund that would arise from this.

There will soon be a meeting here in Vienna with the Representative of the Secretary-General (RSG) for the Investment of the Assets of UNJSPF. The purpose of the meeting is for the RSG to present the investment performance results of UNJSPF and to address any concerns. The Staff Council will be participating.

6. Changes in the FlexTime System

As of 1 April 2015 staff are no longer required to scan in/out for the day or for lunch. The scanning machines, used in the past to track staff attendance, were removed and only absences must now be recorded in the FlexTime system.

These changes are part of several organizational transformations which are coming with the implementation of Umoja on 1 November 2015, based on the principle of "negative time recording". More specifically, there is an assumption that the staff member is in the office at the required times - in essence, a kind of honour system – and only absences are reflected in the time sheet.

Currently, the method of requesting and recording any kind of absence (annual/sick leave, official business etc.) does not change and staff can continue to use the 'Request Leave' feature in the FlexTime system. The Lotus Notes applications for mission travel request and for requesting and claiming overtime and compensatory time off (OT/CTO) also remain available. Time sheets in the FlexTime system are still signed on a monthly basis for the purpose of certifying absences and for proper recording and monitoring of leave so that all recorded leave data can be transferred to Umoja by 1 November.

Some staff members have expressed concerns as to how they are able to demonstrate that they have worked the requested number of hours in order to record over-time or to

avail themselves of Flexible Working arrangements (FWAs), such as a compressed work week.

The Council has raised these issue with management and received reassurance that Umoja would not affect any of the existing FWAs.

If there is an issue with time and attendance, as perceived by the supervisor, he/she can request some form of recording. Staff believe that it would be important to harmonise the reporting or not reporting in all entities because there are concerns that staff in different entities may be, at least, perceived as being held to different standards.

Various communications and training on the new system have been provided and it is expected that these will continue.

7. UN Holidays

The Staff Unions of the UN believe that our Organization functions best when it reflects the cultural and religious diversity of the people we serve. We also believe that the overall setting of official UN holidays should be sensitive to the prevailing cultures of each duty station. Therefore, we support the traditional practice that the holidays be set, with the exception of the existing UN-wide holidays, at each duty station, in consultation with staff, with the principle purpose of aligning with local public holidays.

While there were requests to designate Diwali, Gurburb, Orthodox Christmas, Vesak and Yom Kippur as UN holidays, staff unions argued that if these were to be made official UN holidays, they should not come at the expense of local holidays being observed in various duty stations.

The General Assembly decided not to make, Diwali, Gurburb, Orthodox Christmas Vesak or Yom Kippur UN holidays. Instead, the Secretary-General was asked to look at ways of not having major meetings on those days.

Staff Unions see this is a successful result of their campaign, which included a joint letter to the General Assembly, a Huffington Post piece and direct contact with certain delegations. Our local holidays are preserved, while the concerns of delegates who do not want to miss out on their religious events because of major meetings is taken into account.

8. Participation in Relevant Fora

In order to have your voice heard as strongly as possible in policy discussions that affect you, the Staff Council participates in various fora, some of which have been referred to above.

Staff-Management Committee

The Council continued being very active during the reporting period in the Staff-Management Committee (SMC), through participating in video-conferences and by sending a delegation to SMC III (June 2014, Valencia) and SMC IV (April 2015, Bonn). The delegation in the latter also included staff not serving in the Staff Committee. A member of the delegation also served as one of the rapporteurs of SMC IV. The work of the SMC is now, at least in part, conducted through various working groups (WG) organized according to topics. The UNOV/UNODC Staff Council has representatives in the following working groups: Mobility and Career Development; Performance Management and Staff Development; Improving General Service Career Development Prospects; Administration of Justice; and UN Whistle-blower Protection Policy.

The work of the first three WGs listed has been summarized in the respective thematic areas above.

With regard to the WG on the Administration of Justice, one of the issues that has been raised is the cost of staff legal representation, both in terms of a possible inequality of arms, as well as in terms of the costs of investigations and how that may influence proceeding with a case. Another issue concerns possible cases of harassment and the rights and recourse of victims. It has also been suggested to review national legislation to determine if any best practices could be gleaned from them. Currently a review of the internal justice system is being conducted by an interim independent assessment panel.

The SMC WG on UN Whistle-blower Protection has just recently been established. A proposal by staff with regards to the new UN policy in this area is currently being drafted.

As is the case with all areas of staff concern, feedback from staff members on the above topics is encouraged.

Coordinating Committee for International Staff Unions and Associations

Your Staff Council remained active in the federation to which it belongs, namely the Coordinating Committee for International Staff Unions and Associations (CCISUA). A delegation from your Staff Council participated in the mid-term meeting of CCISUA (November 2014, New York) and will also be active in its General Assembly later this summer. Items discussed during these meetings include the matters already referred to above, and provide an opportunity to discuss and exchange views with other members of the Association. It also provides an opportunity to meet with representatives of substantive offices that may be available. For example, during the mid-term meeting of CCISUA, discussion were held with high-level officials from the ICSC and the Department of Safety and Security. Given that the compensation review is currently being debated, it is hoped that an ICSC representative will be available to meet with the participants, as was the case at the mid-term review.

Other

In October 2014 a representative of the Staff Council gave a presentation to the staff associations of the European Union agencies. Particular areas of focus included how the Staff Council operates, gender issues, harassment and the internal justice system. A summary of key points of particular interest to the participants was included in the report of the meeting. The meeting was also a good opportunity to compare how other staff associations outside of the UN system, address various issues.

III Staff Safety, Staff Protection and Legal Assistance

1. Staff Safety in the Field

The Staff Council continues working with other UN Staff Unions in order to improve safety for staff in headquarters and in the field and to ensure that our fallen colleagues are better remembered.



The UN Staff Unions continued to draw attention to the new risks UN staff were facing. Echoing staff's concerns, the Unions called on the Secretary-General and General Assembly to improve safety for UN staff, systematically lower the UN flag to half-mast when a colleague dies, give the same benefits to consultants in the field as to staff, better service the families of the deceased, declare an international day to honour all fallen UN staff and better support our colleagues in security.

Following the UN Memorial Service on 8 January 2015, in a meeting with the Secretary-General's office to discuss staff's ongoing requests, participants were informed that the flag code would be revised, the situation of consultants in the field would be reviewed and discussions would be held with the President of the General Assembly on the staff's proposal to establish an international day. We understand that the organization is also reviewing how it interacts with the families of the deceased.

The growing threat to staff safety, especially in the field, is a key issue for us, especially as the organization takes up increasingly challenging assignments around the world. One death is one death too many.

UNRWA staff killed in Gaza

Eleven colleagues at the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) were tragically killed in Gaza in August 2014. They went far beyond their call of duty to protect the civilian population by offering shelter and aid at the premises of the schools to those in need and lost their lives to fulfil their mission.

UN staff wrote to the Secretary-General, General Assembly president John Ashe and Security Council president Mark Lyall Grant, current UK ambassador to the UN, asking them: "to take all measures necessary to ensure accountability for the actions committed by all parties to this conflict and to ensure no further colleagues are killed." Subsequently a resolution was adopted by the Security Council S/RES/2175 (2014))¹ containing follow-up measures.

UN staff reinforced that message by organizing special ceremonies to highlight the plight of our colleagues in Gaza and call for greater accountability. Here in Vienna there was a moment of silence and the UN flag stood at half-mast. A message from the Presidents of the Vienna International Staff Association Committee (VISAC) was also circulated to staff.

UNICEF staff killed in Somalia

In April 2015 staff were shocked to learn about the attack on a UN vehicle in Garowe, Somalia, which killed four UN Children's Fund (UNICEF) workers and seriously injured four others.

Our federation, the Coordinating Committee for International Staff Associations and Unions of the United Nations System (CCISUA), sent a message to UNICEF colleagues, expressing our deep condolences to the families and friends of the four colleagues and showing support to those who were injured in the attack while doing important in one of the world's most dangerous locations.

UNICEF has made it clear that it will continue to operate in Somalia Their work is very much needed there. CCISUA therefore also expressed continuing support for all colleagues carrying out UNICEF's mandate in such dangerous locations and assurances that ensuring the safety of staff is a key priority.

Memorial plaques for UNODC colleagues killed in Somalia

¹ S/RES/2175 (2014) requests the Secretary-General "to include in all his country-specific situation reports [...] remedial actions taken to prevent similar incidents and actions taken to identify and hold accountable those who commit such acts, and to provide the Security Council with recommendations on measures to prevent similar incidents, ensure accountability and enhance the safety and security of such personnel."

Closer to home, we continue to mourn the killing of our two UNODC colleagues Clément Gorrissen and Simon Davis. To commemorate their killing in Puntland, Somalia in April 2014, the Council approved the proposal from the substantive office to purchase a memorial plaque in their honour. The plaque has been ordered and will be hung in the condolences corner.

2. Workplace Health and Safety

One of the main goals of the Staff Council is to do everything we can to ensure that all staff are working in a safe and harmonious environment. To this end, a number of activities have been undertaken.

2.1. Staff Training on Workplace Health and Safety

Three Staff Council members participated in a two day workshop "Introduction to Workplace Health and Safety training for Staff Representatives", conducted by the Federation of International Civil Servant's Association (FICSA) and hosted by the IAEA Staff Council in Vienna from 19 to 20 March 2015.

The training workshop addressed both physical and psychosocial work place issues and helped participating staff representatives to understand their role in workplace health and safety. It also helped them develop the skills needed to organise and assist members around health and safety issues, understand key concepts in occupational health and safety and develop knowledge about key health and safety topics / areas.

Important topics covered during the workshop included stress and anxiety, bullying and harassment, safety and security with a focus on field contexts and risk of gender-based violence, physical and mental health promotion including access to health services, accident & incident investigations, organizing for greater attention to staff health and wellness and respectful workplace.

2.2. Promoting a Harmonious Working Environment

The Staff Council Working Group on Staff Protection is producing a leaflet on promoting a harmonious working environment. The purpose of the leaflet is to provide information regarding available resources and guidance if you perceive there is discrimination, harassment, including sexual harassment, or abuse of authority. It will inform staff on how the Organization's policy on prohibited conduct can protect you, who is available to help protect you from prohibited conduct, how you can report prohibited conduct, what to do if you think you are the target of prohibited conduct and eventually provide the advice on dealing with prohibited conduct.

The final version of the leaflet is currently under review. Once completed, it will be posted on the Staff Union's website and a version printed for distribution to staff.

3. Legal Assistance for Staff

The Staff Council is continually available to staff members wishing to consult with them on work-related issues. We provide advice on your options and assist you in seeking justice, whether through informal or formal channels, such as through the provision of legal assistance to contest an administrative decision.

If you are a dues-paying Staff Union member, you are furthermore entitled to one to two free legal consultations from English speaking lawyers on both work-related and non-work-related matters.

3.1. Lawyers available for work-related issues

A lawyer who is an expert in UN rules and regulations, continues advising staff on general legal issues. His services include assistance in the submission, representation and management of individual dues-paying Staff Union members' cases in the UN Administration of Justice system. In order to access the service, a staff member needs to have been a dues-paying member for at least six months. Staff in the organization for less than 6 months, need to have joined immediately upon arrival. The Staff Committee makes a determination as to whether a case should be forwarded to the lawyer. Depending on his opinion on the chances of success of the case, the Union will assist you in funding the legal representative.

The lawyer currently represents two UNOV/UNODC staff members at the UN Dispute Tribunal and has provided legal advice to other staff members in regard to their grievances.

Another lawyer familiar with the UN internal justice system is now also available weekly on Thursdays, from 08:00 to 12:00 in room C0341 to advise staff on work-related issues. Up to two free legal consultancies per year are provided to dues-paying member of VIC Staff Associations/Unions:

Laurence C. Fauth, Esq., Attorney-at-Law, c/o J. Fischbacher GmbH

Linke Wienzeile 36/7b, Vienna, Austria 1060

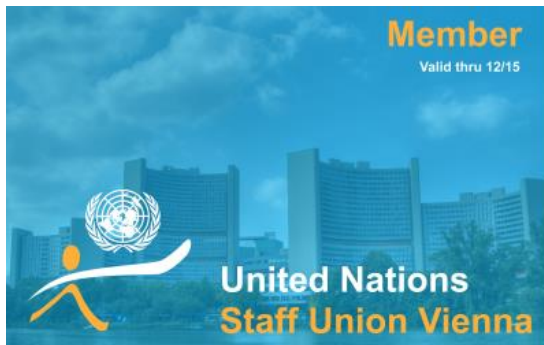
Tel. (+43 (0)) 664 205 8458

Email: lcfauth@unattorney.com

www.unattorney.com

3.2. Lawyers available for non-work-related issues

Two lawyers are available weekly in room C0341 to advise staff on non-work-related issues. Up to two free legal consultancies 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).



Paar and Zwanzger, Rechtsanwaelte-Partnerschaft (GbR)

Wednesdays, from 14:00 to 17:00 (by appointment only)

Wiedner Hauptstrasse 46/6, 1040 Vienna

Tel: (+43 (0)) 581 3332

Email: kanzlei@paar-zwanzger.at

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

Thursdays, from 8:00 to 12:00 (by appointment only)

Weimarer Strasse 49/1/1, 180 Vienna

Tel: (+43 (0)) 650 403 00 91

Email: office@mautnermarkhof.eu

www.mautnermarkhof.eu

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

It has been noted that the Statutes of the Staff Union were drafted some time ago and may not adequately address certain issues. As such, the Council decided to establish a Working Group whose members have been tasked with carefully reviewing the Statutes and exploring possibilities to revise them with a view to including provisions that may be necessary due to changes that have occurred.

Areas that have been pointed out as being of particular concern include the following: functions of the Staff Committee members; composition of the Electoral Units; the role of the Polling Officers; the role of staff nominated representatives on joint bodies; and a possible arbitration unit to resolve disputes that may arise in the work of the Council. Once the review of the Statutes is completed, they will be put forward to staff at large via a referendum. The changes to the Statutes would then become applicable as of the following Session of the United Nations Staff Council at Vienna.

V Communication and Outreach

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



The Union's website <http://staffunion.unov.org> contains news updates on the activities of the Union, important documents, contacts, information on meetings and the services the Union provides.

The Facebook page, which is maintained in conjunction with other Staff Unions, reports on how your unions are campaigning on issues that concern you such as safety, contracts and conditions of work. It provides information about developments taking place in the Organization and how you may be affected:

<https://www.facebook.com/unstaffunions>



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

Two town-hall meetings were held with all the staff to update and obtain feedback on the decisions taken at the Staff Management Committee and to address concerns of some

staff regarding the issue of the proposed increase in tuition fees at the Vienna International School.

The Council also actively participated in global town-hall meetings organised by the Administration addressing the many issues of concern such as mobility, the pension fund and the ebola epidemic, as well as in town-hall meetings organized by the Division of Management in Vienna on such topics as time and attendance and Umoja. It was also included in the agenda of UNODC's Field Representative Meeting last summer. This provided an excellent opportunity to hear about the concerns of our field staff, including those who serve, or have staff who serve, in some of the most difficult and dangerous duty stations. The more fully informed the Staff Council is of the issues that affect our constituents, the better we are able to represent them and facilitate policies and conditions that protect and benefit them.

The promotional leaflet which is used to promote the Union and to register new members was also revised.

VI Services to Staff

In order to address the ways in which your Staff Council may be of better service to you, the Council is planning to do staff surveys on the following: (1) a general comprehensive and detailed staff satisfaction survey about Council's work and services; and (2) to solicit ideas from staff on services, use of funds etc.

1. Utilization of Union Funds

1.1. Proposals by the Working Group on Services for Staff

Members of the Working Group on Services for Staff have made several proposals how to use the Union's funds in order to improve staff services and to give back, particularly to dues paying members. These include the following:

- Staff party
- Sponsoring Inter-Agency Games participants
- Transportation subsidy
- Translation services assistance
- Legal service for reviewing rental contracts, including translation - legal advice by a lawyer or by the union of tenants ("Mietervereinigung")
- Fire Detectors Subsidy

Other suggestions are, of course welcome.

1.2. Charity Donation 2014

As in previous years, in 2014, the Staff Council donated 10 per cent of the 2013 Souvenir Shop profit to charity. The lost and unclaimed money found in the VIC by Security was added to that amount.

| 2014 (Donation of 2013 profit) | Amount to be donated |
|---|----------------------|
| 2013 Souvenir Shop Profit EUR 80.468,23 | 8046 |
| Lost and found of 18 May 2012 | 289.86 |
| Lost and found of 7 Nov 2013 | 784.87 |
| TOTAL | 9120.73 |
| Lost and found of July 2014 | 3050 |
| TOTAL | 12170.73 |

Having considered various proposals from staff, the Council decided to donate 8000 euros to an Orphanage Home and School in Begoro, Ghana and 4000 euros to an NGO in

Sarajevo (Udruženje "Postani i ostani fit-pro-fit") to assist in building a public indoor bouldering wall for disabled and vulnerable children.

In March 2015 the Council received a comprehensive report from the Orphanage Home and School in Begoro, Ghana on how the donated funds were used. The report noted the following: the manufacture of tables and chairs for their kindergarten and nursery; the purchase of school uniforms for all 17 orphans; to provide educational materials such as pens, chalks, toys for kindergarten, text and exercise books ; increase in the nutritional quality of the meals; and to perform minor maintenance and painting of the orphanage home, school and playground toys.



Currently the Staff Council is collecting proposals for where to donate the 10 per cent of the 2014 Souvenir Shop profit. As always, your suggestions and inputs would be much appreciated.

1.3. Upgrade of the Souvenir Shop Operations

Part of the profit made by the Souvenir Shop has recently been used to purchase a computerised cash register with “point of sale” software.

The purchase is part of the general upgrade of the Gift Shop operations in order to modernise and improve the method of recording sales as well as that for monitoring and tracking inventory. Doing so would replace the current manual system being used.

Currently data is being uploaded into the system and the Shop should soon start using the new.

2. Staff Services

The Union’s Staff Services Officer continues expanding the commercial offers and discounts available to dues-paying members. For example, during the reporting period twenty-nine new companies have been added to the list of those offering discounts. The relevant information about the Staff Union services is available on the Staff Union website: <http://staffunion.unov.org/su/en/staff-union-services.html>



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

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

The Staff Services Office is also responsible for organizing the popular holiday raffle to which there has also been an increase in the companies offering sponsorship prizes. The 2014 holiday raffle included 359 prizes².



The Staff Services Officer is available in Room E1114 on Mondays, Tuesdays and Wednesdays and by telephone at ext. 4427.

3. Joint Bodies and Common Services in VIC

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

3.1. Report of the Joint Advisory Committee on the Catering Service

The company Eurest was awarded an exclusive ten-year catering contract for the whole VIC on 1 January 2014. The refurbishment was completed in August 2014. A cashless payment system with a rechargeable pre-paid card was introduced to reduce the waiting time at the cash registers. The total cost borne by Eurest amounted to approximately 3.5 million Euros.

Considerable price increase have been noted, which may be contributed to by the following: the VAT now being applied; only four menus out of twelve in the cafeteria (as well as the beverages) being capped; all other items such as salads, beverages (hot and cold), sandwiches and other food items in the remaining venues in the VIC, are not capped. It was also noted that prices vary in different locations in the VIC. It would

² The 2013 holiday raffle included 328 prizes.

therefore be advisable that patrons exercise their customers' rights to critically make their choice of venue. Price lists are to be found at <http://eurest.at/unido/>.

Other complaints, since September 2014 were put forward to the catering management or directly to the staff representatives, who followed-up on almost all issues. These included: prices (see above); hygiene; food variety / quality / availability; portion size; some food items containing certain allergens / additives; lack of respect for culinary cultural diversity; and use of plastic and carton coffee cups.

In that respect, your staff representative requested to establish a performance management measurement system. This would consist of a tabulation of complaints with a view to having a more transparent overview on the follow-up status of each complaint. It was also suggested to introduce, a date and time sticker on take away items. A tour of the kitchen area was also requested by the staff representatives, which took place on 13 April 2015.

Staff members are encouraged to make use of the complaints' box and not hesitate to send their comments, criticisms or suggestions to the caterer at

catering-feedback@unido.org

In view of the new business model introduced which includes that the catering related administrative matters are to be handled by the caterer Eurest, the Joint Advisory Committee on the Catering Services (JACCS) has requested that its terms of reference (TORs) be changed to allow for more efficient monitoring of catering-related developments. This particular matter will be discussed at the next JACCS meeting at the end of June 2015.

3.2. Report of the Joint Commissary Advisory Committee for 2013-2014³

Consisting of representatives from each of the VIC organizations, the Joint Commissary Advisory Committee (CAC) met five times between 5 September 2013 and 5 September 2014.

The usual 5% special mark-up on goods, amounting to approximately 215,000 Euros levied on hard liquor and tobacco products was distributed amongst the VIC Staff Welfare Funds, with approximately 25% going to UNOV/UNODC.

Achievements for the period include the following:

1. New cosmetics boutique entrance and cash desk;
2. Advertisement panels outside the cosmetics boutique;
3. Self-service lockers outside the cosmetics boutique; and
4. New bulk sale/ depository with self-service lockers.

³ The Annual Report for the 2014-2015 was not yet available at the time of writing this report.

3.3. Report of the Joint Advisory Committee on the Child Care Centre

For the calendar year 2015/2016, the UNOV/UNODC quota remains at 11 places in the crèche (0-3 years). However, the quota for the older age group (3-6 years) has increased by one additional place, from 23 to 24 places. In February 2015 the Manager of the VIC Child Care Centre invited the focal points for place allocation of each Vienna Based Organization to its annual meeting. Some of the important issues discussed were the new places available, the movement of children from the crèche to the older kindergarten group, and the situation of currently registered children.

The Joint Advisory Committee on the Child Care Centre (JAC-CCC) has reviewed 47 eligible applications of which only 12 have been processed and places allocated. The remainder have been rejected by parents, cancelled or not accepted by the Committee. The trend continues to reflect a higher demand for the younger age group (0-3 years), with 36 applicants. The older age group (3-6 years) shows an opposing trend, with 11 applicants.

With only 11 places available in the crèche for the UNOV/UNODC quota, the Committee was able to provide place allocations for 8 applicants starting September 2015. The procedure remains, that any new or vacant places in the older group are first allocated to those children moving from the crèche into the kindergarten group. Only once this process has been completed are new applicants reviewed and allocated into the kindergarten group. For September 2015, 4 new applicants have been allocated a place in the older age group.

3.4. VIC Recreation Committee

The VIC Recreation Committee (VICREC) oversees the activities of the VIC-based clubs. It is composed of Staff Councils/Unions members from each of the Vienna-based organizations (VBOs).

In November 2014 the second VIC clubs days were held in the Rotunda. Several clubs participated and advertised their services which helped them attract new members.

Recently, there have been complaints due to the noise generated by the table tennis club on F09 (during lunch hours and after 16:00). The IAEA translators located just underneath on F08 raised the issue on several occasions. Fortunately, the solution is now at hand: the Video "Club" (which is not a club) will be closed thereby freeing space that will be used for expanding the women's changing room. The Darts Club will be relocated to the 10th floor. All table tennis areas will be relocated on the 10th floor and "Inlingua" (the IAEA's language training) will move to the current table tennis area. The relocations will take place in this June and August.

3.5. Report of the Staff Welfare Bodies for 2014

Staff Welfare Board

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

The source of income for the SWB is provided by the mark-up at the Commissary. In 2014 the SWB received a total of 60,367 Euros.

The SWB provides a 50% subsidy to staff members and their dependents against the cost of taking German language courses offered by the UNOV/UNODC Language Training Programme. In 2014, the SWB subsidized 112 staff members for a total of 14,320 Euros.

One pilot project to grant a 50% subsidy to UNOV/UNODC staff members for fitness club membership was approved in 2013. To date, a total of 7,462.38 Euros has been paid to 90 staff members who submitted claims for the 1st and 2nd Quarters. Payments for the 3rd and 4th quarters are yet to processed.

In 2014, the SWB approved a 15,000 Euros subsidy for the Inter-Agency Games held in New York. The amount was expended in full (15,018 Euros).

Two one-time projects (one for Security and one for the VIC Runners Club) were approved for a total of 1,580.53 Euros.

In December 2014, the SWB provided 502.56 Euros for coffee during the Long Service Award Ceremony.

At the end of 2014 the funds remaining amounted to 526,813.17.Euros

Staff Assistance Fund

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

In 2014, the SAF granted 65 new loans for a total of 608,500.00 Euros. At the end of 2014, the SAF's outstanding principle on loans amounted to a total of 796,399.00 Euros.

The total interest earned on outstanding loans in 2014 was 25,584.00 Euros, while the total bank interest earned was 61.00 Euros. The interest rate on SAF loans remained at 3% throughout 2014.

At the end of 2014, the SAF balance was 715,289.00 Euros.

Staff Benevolent Fund

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

In 2014, the SBF provided interest-free loans totaling 12,150.00 Euros and grants totaling 1,002.92 Euros.

At the end of 2014, the SBF balance was 20,296.12 Euros.

For more information about the Staff Welfare Board (SWB), loan applications, financial adviser, visit their web page: http://www.unodc.org/intranet_swb/en/index.html

3.6. Report of the Focal Points for Women

Focal Points for Women (FPW) continue to monitor gender balance at UNODC and UNOV.

The Focal Points for Women for UNOV/UNODC (Ricarda Amberg and Anne Thomas, as well as alternates Sally Reading and Michele Rogat) promote greater awareness of gender issues and a gender-sensitive work environment, provide assistance and advice for female staff, monitor progress towards the achievement of gender targets, contribute to the development and realization of gender targets, and observe interview panels and advise in the staff selection process.

The FPW also analyse and publish statistics provided by Human Resources Management Service (HRMS) on gender balance. The statistics up to January 2014 show an increase in women at the senior levels of UNODC (P5 to D2). However, women are heavily under-represented at the P4 and above levels, particularly in the field. More men have been selected from rosters than women for UNODC posts. For General Service staff, there are more women than men at G4-G6 levels. Of the three G7 posts, two are occupied by men.

In UNOV there are major gender disparities at all levels of Professional staff except P2 and P3. For General Service staff in UNOV, there is gender parity at the G7 and G5 levels, but there are higher numbers of men at the G3 and G4 levels.

In both UNODC and UNOV the percentage of women staff decreases with seniority.

As flexibility in the workplace is positively correlated with the enhanced engagement and retention of women staff, the focal points for women wanted to find out what staff in Vienna thought about their experience of using the various flexible working arrangements available to staff. A survey of staff on work-life balance issues was carried out in April and the results will be published soon.

The FPW have organized two speed mentoring events to assist with career development of women staff. In January 2015 a speed mentoring event was held for General Service staff and, previously, in March 2014 a similar event, aimed at Professional women staff, was held to mark International Women's Day. These events gave women staff an opportunity to meet a range of senior staff and learn about their career paths.

The FPW have also sought to raise awareness among staff of the Secretary-General's report to the General Assembly (A/69/346) 'Improvements in the status of women in the United Nations System'. The report states that gender equality in the United Nations Secretariat will be achieved by the year 2038 at the present rate of progress, which the report notes is "an unacceptably long horizon".

3.7. Coordination with other Staff Unions and Associations

Vienna- Based Organizations

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

In October 2014 VISAC met with the Committee on Common Services (CCS). Items discussed included the following: the results of the IAEA Staff Survey (pertaining to VIC services); banking services at the VIC; VIC recreational areas; and future participation in CCS meetings.

During the reporting period, the Committee regularly held meetings during which issues of common interest were discussed. Some of the issues discussed included the following: the Pharmacy, new offers to dues-paying staff; ICSC and SMC meetings; training for the upcoming General Service salary survey; communication between staff federations; and VIC space for joint services. Two areas in which VISAC was particularly involved were developments concerning the Vienna International School (VIS) and the VBOs' response to the Ebola crisis, as outlined below.

Town-Hall Meeting on Vienna International School

Staff members with children attending VIS expressed their considerable concerns regarding the proposed increase in school fees including that they are becoming prohibitively expensive for some staff, particularly at the junior levels. In order to address these concerns, VISAC organised a town-hall meeting in February 2015, at which the IAEA representative on the VIS Board of Governors provided an update on recent developments regarding negotiations with the Austrian Government and the possible implications for VIS tuition fees. The presentation was followed by a Q&A session.

In addition, a joint letter signed by the President our Staff Union and the Presidents of IAEA and UNIDO Staff Councils was sent to the VBOs Executive Heads, urging them to settle the issue of tuition fees with the Host Government as an urgent priority for the sake of the children and the VIS community. The letter also welcomed and encouraged continued efforts of the VBOs representatives on the VIS Board of Governors to mitigate the negative and cost implications of any proposals, on the parents who are staff members of the VBOs.

Ebola Charity Event

In consultation with management and the VIC Joint Medical Services, VISAC launched a campaign entitled the “Vienna Initiative against Ebola”. The initiative aimed to raise awareness of the risks posed by the disease and also to raise monies for Doctors Without Borders / Mediciens sans Frontieres (MsF) for their work assisting the people of West Africa during the recent Ebola outbreak.



*From left to right: Mr Eric Appiateng, President UNIDO Staff Council
Ms Irka Kuleshnyk, President United Nations Staff Council, Vienna
Mr Imed Zabaar, President IAEA Staff Council
Mr Otto Andre, Großspenderbetreuer, Ärzte ohne Grenzen*

On 28 November 2014, VISAC, with the generous support of the UNFCU and the Paasdorf Vintners, hosted a fundraising event. Members from the staff body and the VIC Music Club performed.

VISAC kindly sponsored the payment of a professional sound man. Staff and other volunteers, including family members donated their time. Thanks to these volunteers and many other generous contributions before and during the event, 4,760 Euros was raised.

As required, United Nations Security Officers were assigned to the Fundraiser and were the first responders when one of the guests collapsed. Together with additional officers, they saved his life. Later the doctors at the hospital spoke of the superb and professional work the officers had performed.

Staff Services

Information on staff services and discounts available to staff are now frequently shared among all VBOs resulting in more staff members having access to more services. A representative of your Staff Council also held meetings directly with some of the officials of service providers, to optimize their service.

VII Treasurer's Report



UNITED NATIONS STAFF UNION VIENNA
Financial Report for the year 1 January - 31 December 2014
(in Euro)

INCOME

| | |
|--|-----------|
| 1. UNOV/UNODC Membership dues | 66,892.20 |
| 2. NOMIK (T-Mobile) monthly payments for Staff Services Officer | 1,650.00 |
| 3. CCISUA reimbursement for CCISUA related travel of Paulina Analena | 9,475.82 |
| 4. Bank interest ¹ | 1,747.37 |
| 5. CTBTO contribution to staff services ² | 1,308.12 |
| 6. Miscellaneous income ³ | 4,003.20 |
| 7. Admin fee for housing | 150.00 |
| 8. Surplus in IAG account | 543.18 |

Total Income **85,769.89**

EXPENDITURE

| | |
|---|-----------|
| 1. CCISUA related travel expenses of Paulina Analena (reimbursed by CCISUA) | 9,304.89 |
| 2. UNSCV travel expenses ⁴ | 10,772.68 |
| 3. CCISUA annual membership | 5,789.97 |
| 4. Staff services officer | 13,846.50 |
| 5. Lawyer fees (professional legal assistance for staff) | 9,000.00 |
| 6. Business Net (charges for online banking) | 216.00 |
| 7. Miscellaneous expenses ⁵ | 20,247.77 |
| 8. Bank Charges ⁶ | 464.70 |

Total Expenditure **69,642.51**

Excess of income over expenditure **16,127.38**

ASSETS

| | |
|---|------------|
| Current account balance as at 31 December 2014 | 50,766.63 |
| Dispo account balance as at 31 December 2014 | 713,761.95 |
| UNSCV Housing Service Trust Fund account balance as at 31 December 2014 | 14,174.61 |
| IAG account balance as at 31 December 2014 | 1,437.05 |

Total **780,140.24**

Prepared by :

Nada Blanusa
Treasurer, UN Staff Council at Vienna



United Nations Staff Council at Vienna – Financial Report
For the period 1 January to 31 December 2014
(in Euro)



Explanatory notes 2014

¹ The interest income generated during the reporting period is broken down as follows:

| | |
|---------------------------------------|----------|
| 1. Staff Council main account | 29.62 |
| 2. Housing Service Trust Fund account | 14.74 |
| 3. Dispo account | 1,699.71 |
| 4. IAG account | 3.30 |

² CTBTO Staff Council contribution of Euro 109.01 per month allows CTBTO staff members to make use of the UNSCV Staff Services.

³ Miscellaneous income:

| | |
|---|----------|
| 1. World AIDS day donation from UNFCU | 4,003.20 |
| 2. Administrative fee of Euro 25 for non-dues-paying Staff Union members for using IAEA Housing Service | 150.00 |

⁴ This represents the travel expenses for:

| | |
|---|----------|
| 1. CCISCU GA, Rome (Ana-Marija Jelincic) | 1,796.90 |
| 2. CCISCU GA, Rome (Paulina Analena) | 2,105.70 |
| 3. SMC III, Valencia (Stefano Berterame) | 1,727.06 |
| 4. CCISCU mid-term, New York (Daniel Bridi) | 2,571.51 |
| 5. CCISCU mid-term, New York (Irka Kuleshnyk) | 2,571.51 |

⁵ This consists of the following expenses

| | |
|---|-----------|
| 1. Support for SMC Campaign (GBP 9,000) | 10,910.41 |
| 2. Eurest - Coffee break – last SC 24 meeting, 1 April 2014 | 198.00 |
| 3. Eurest - Farewell lunch for Paulina Analena, 16 April 2014 | 999.96 |
| 4. Farewell present 1 for Paulina Analena (reimbursement to Stefano) | 66.03 |
| 5. Farewell present 2 for Paulina Analena (reimbursement to Ana-Marija) | 62.50 |
| 6. External auditor fee (“Albl & Partner”) | 1,440.00 |
| 7. Deposit/advance to UNOV FRMS account for UNSU temporary BAC code | 500.00 |
| 8. Staff Council Retreat, NH Hotel, 7 Oct. 2014 (Simon Ferrar, facilitator’s fee) | 1,318.71 |
| 9. Staff Council Retreat, NH Hotel, 7 Oct. 2014 (hotel bill) | 2,070.00 |
| 10. Survey Monkey subscription Nov. 2014 – Nov. 2015 | 207.28 |
| 11. Subscription to magazine “Konsument” | 48.00 |
| 12. Bank charges for WAD donation | 8.00 |
| 13. 2014 Holiday raffle posters | 53.24 |
| 14. World AIDS Day donation to NGO “ New Life” Moldova | 2,250.44 |
| 15. Eurest Invoice for room booking – Staff Council Xmas lunch | 115.20 |

⁶ Bank charges during the reporting period

| | |
|---------------------------------------|--------|
| 1. Staff Council main account | 304.82 |
| 2. Housing Service Trust Fund account | 148.78 |
| 3. IAG account | 11.10 |

Annex I

Staff Representatives and Alternates – Attendance Record

| Attendance at meetings of UNSCV from 28 April 2014 to 9 June 2015 | | | | |
|--|--------------------------------------|-------------------|--|-------------------|
| Unit | Representative | Attendance | Alternate | Attendance |
| UNOV/DM | BROOHM, Herman | 13 | GYANKYI, Pius | 3 |
| UNOV/DM | D'ROZARIO, Edward | 2 | RAMIREZ BARRERA, Jose Ariel | 0 |
| UNODC/DM | BRIDI, Daniel | 12 | RICHARD, Yvonne | 13 |
| UNODC/DM | BREZINA, Stefan | 10 | AL ABANI, Shadi | 9 |
| UNODC/DM | BLANUSA, Nada | 7 | VACANT PODGORNIK, Valter until 18 June 2015 | 2 |
| UNOV/CMS | ALARCON, Miguel | 7 | EL HOUSNI, Touria | 0 |
| UNOV/CMS | BAKAYOKO, Aziz | 8 | EDWARDS, Claire | 9 |
| UNOV/CMS | BUDIN, Aban | 12 | GUILBERT, Marie-Lise | 5 |
| UNOV/CMS | REEPMEYER, Antje | 7 | BOUTRIAU, Isabelle | 1 |
| UNODC/OED | BERTERAME, Stefano | 15 | CAMPELLO, Giovanna | 0 |
| UNODC/OED | BARONI, Claudia | 6 | GRASSI, Simonetta | 5 |
| UNODC/OED | KATKHOUDA, Nabil | 12 | VACANT IBRAGIMOV Nodirjon until 19 March 2015 | 1 |
| UNODC/OED | KULESHNYK, Irka | 16 | AGBORAW Corenne | 11 |
| UNODC/OED | SOLTANI, Fariba | 8 | SAENZ, Elizabeth | 4 |
| UNODC Field Offices away and UNICRI | MILSOM, Jeremy | 4 | VACANT | |
| | COLLINS, Gary until 24 October 2014 | 2 | MILSOM, Jeremy until 24 October 2014 | 0 |
| UNODC Field Offices away and UNICRI | MIRELLA, Flavio | 2 | DE LEO, Antonino | 0 |
| UNSSS | BAROWSKI, Nathan | 9 | SLIPAC, Mato | 1 |
| UNSSS | HATASOVA, Monica | 8 | TROJAN, Karol | 0 |
| UNSSS | RUGINESCU, Alexandra | 3 | VACANT, | |
| | WILSON, Lawrence until 19 March 2015 | 2 | RUGINESCU, Alexandra until 19 March 2015 | 1 |
| UNPA-UNRoD | FUERNISINN, Clarissa | 5 | EFRATI, Janet | 1 |
| UNIS | SCHAECHTER, Iris | 11 | VACANT KOFLE, Romana until 19 March 2015 | 0 |
| OLA/ UNSCEAR | CANAFOLIA, Monica | 8 | NICHOLAS, Caroline | 0 |
| UN OOSA | MANIYANIPURATHU, Kurian | 13 | BALOGH, Werner | 6 |

There were a total of 16 regular meetings from 28 April 2014 and 9 June 2015.

Annex II

Officers of the Staff Council

| | | |
|---------------------------|---|--|
| Staff Council | Presiding Officer Deputy Presiding Officer | Herman Broohm Claudia Baroni |
| Staff Committee | President Vice-President Secretary Treasurer Rapporteur | Irka Kuleshnyk Daniel Bridi Stefano Berterame Nada Blanusa Antje Reepmeyer |
| Polling Officers | | Cinu Puthuppally Grega Petek Ashenafi Gebreegziabher |
| Auditing Committee | | Lorretta Eruwa Matthew Seitz Vacant |

Annex III

Staff Representatives on Joint Bodies

| | | |
|--|-------------------|--------------------|
| Joint Advisory Committee | Chairperson* | Timothy Lemay |
| | Members | Irka Kuleshnyk |
| | | Daniel Bridi |
| Alternates | Claudia Baroni | |
| | Stefano Berterame | |
| | Antje Reepmeyer | |
| General Service Classification Appeals and Review Committee | Chairperson* | Nabil Katkhouda |
| | Members | Beate Hammond |
| | | Mae Cayir |
| Staff Welfare Board | Chairperson* | Paramita Doubek |
| | Members | Jenny Clift |
| | | Nabil Katkhouda |
| Staff Assistance Committee | Chairperson | Elwood Graham |
| | Members | Stefan Brezina |
| | | Iris Schaechter |
| Central Review Board | Chairperson | Ibrahim Nuseibeh |
| | Members | Mathew Kurinjimala |
| | | Lars Larson |
| Alternates | Sabine Lehner | |
| | Stefan Brezina | |
| | Matthew Marth | |
| Central Review Board | Chairperson* | Cecile Plunet |
| | Members | Corinne Jurenka |
| | | Elwood Graham |
| Central Review Board | Chairperson* | Aldo Lale-Demoz |
| | Members | Takao Doi |
| | | Andreas Finguerut |
| Central Review Board | Chairperson* | Vladimir Goryayev |
| | Members | |
| | | |

| | | |
|---------------------------------|-------------------------|--|
| | | Imre Karbuczky Jean-Luc Lemahieu (Alternate Chair) Bo Mathiasen Angela Me Trevor Rajah |
| Central Review Committee | Chairperson* Members | Kristiina Kangaspunta Stefano Berterame (Alternate Chair) Gisela Cornelia Fischer Kathleen Lannan Mabel Mak Sassan Rahimi Barbara Remberg Tullio Santini Melissa Tullis |
| Central Review Panel | Chairperson* Members | Giovanna Gossage Gert Eidherr Maxine Jacobs Gerard Koops Livia Krings Paul Rabbat (Alternate Chair) Alexandra Souza Martins Sebastian Thevalakara Natalie Vazansky |
| Joint Monitoring Group | Chairperson* Members | Enrico Bisogno Aziz Bakayoko Simonetta Grassi |

| | | |
|--|---|---|
| UNOV/UNODC Rebuttal Panel | Members | Stefano Berterame Daniel Bridi Simonetta Grassi Fariba Soltani |
| Departmental Focal Points for Women | | Anne Thomas Ricarda Amberg Sally Reading Michele Rogat |
| Alternate Departmental Focal Points for Women | | |
| Joint Harassment Prevention Board | Member Alternate | Alexandra Souza Martins Claire Edwards |
| Joint Advisory Committee on the Child Care Centre | Members Alternates | Sana Sarrouh Iphigenia Naidis |
| Joint Commissary Advisory Committee | Members Alternates | Shadi Al Abani Maria Gayewska Valter Podgornik Aziz Bakayoko |
| Joint Advisory Committee on Catering Service | Member Alternates | Nabil Katkhouda Gautam Babbar Ferdinand Grimm |
| Joint Advisory Committee on the VIC Garage | Chairperson ⁴ Member Alternate | Ferdinand Grimm Jorge Rios Vacant |
| VIC Recreation Committee | Chairperson Member | Daniel Bridi Vacant |

* Jointly nominated by staff and administration.

⁴ Elected by the Committee from among its members (one representative each from the staff and the administration of the four participating organizations (UNOV/UNODC, UNIDO, CTBTO & IAEA))

Annex IV

Abbreviations

| | |
|----------------|---|
| CAC | Commissary Advisory Committee |
| CCISUA | Coordinating Committee for International Staff Unions and Associations of the United Nations System |
| CEO | Chief Executive Officer |
| CTO | Compensatory time off |
| FWAs | Flexible Working Arrangements |
| GA | General Assembly |
| GS | General Service and related categories |
| HRMS | Human Resources Management Service |
| ICSC | International Civil Service Commission |
| JAC-CCC | Joint Advisory Committee on the Child Care Centre |
| OT | Overtime |
| RSG | Representative of the Secretary-General for Investments |
| SMC | Staff Management Committee |
| SWB | Staff Welfare Board |
| SWF | Staff Welfare Fund |
| UNJSPF | United Nations Joint Staff Pension Fund |
| UNSCV | United Nations Staff Council at Vienna |
| UNSU | United Nations Staff Union at Vienna |
| VBOs | Vienna-based Organizations |
| VIC | Vienna International Centre |
| VICREC | Vienna International Centre Recreation Committee |
| VISAC | Vienna International Staff Associations Committee |