



UNISERV



# Annual Report 2025-2026

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## 2<sup>nd</sup> Session of the Staff Council - Representatives

Elected for a term of two years, starting 2 June 2025.

Electoral Unit	Representative(s)	Alternate(s)
OLA (ITLD / UNCITRAL) / UNROD / UNIS	Leisa Burrell	Katrina Hodsona
UNICRI / ODA / OMS	Marian De Bruijn	Duccio Carlo Mazarese
OOSA / OIOS / UNPA	Yukiko Okumura	Tanya Keusen
UNODC DO (Vienna based)	Cristina Dalmau Vilella	Giorgina Alfonso
UNODC DPA / OED	Mathew Cheriankalayil Nina Grellier	Hexin Liu Paul Mrquardt
UNODC DTA	Karin Esposito Anna Giudice Euridice Marquez Tania Navarro	Stefan Vukotic Peter Kakucska* Ashenafi Gebreegziabher Corenne Hammond-Agboraw
UNODC DO (Field Offices in Africa and Middle East)	Mustafa Erten	Amr El Rahwan
UNODC DO (Field Offices in Asia, Europe and LAC)	Himal Ojha	Laura Gil
UNOV DM (CMS)	Samar Haidar Nikola Jeremic Valter Podgornik	Catherine Mary Koller Pope Alfonso Ferrer Amich Helene Jolly
UNOV DM (OD / FRMS / GSS / HRMS)	Ana-Marija Jelincic Ibrahim Nuseibeh	Patricia Coelho Marijana Miletic
UNOV DM (SSS)	Asher Marhali William Mubanga	Daniela Henry Dan-Andrei Stanescu
UNOV ITS / Vienna based DGACM GIDAS + UNOCT / DPPA-DPO	Mohamad Mardini Saurabh Luthra	Franziska Lotz <i>Vacant</i>
Administrative Assistant	Ana-Marija Jelincic	
Staff Services Officer	Ghada Al Masri	

\* Ceased to be a member of the Union on 1 January 2026. The office of alternate is considered vacant.

As indicated in the Polling Officers' memorandum of 2 May 2025, since EU07 and EU08 (UNODC DO – Field Offices in Africa and Middle East and Field Offices in Asia, Europe and LAC, respectively) put forth less nominations than seats allotted to them, their unfilled seats are removed from the final composition of the 2nd Session of the Staff Council. **The total seat count for the 2nd Session of the Staff Council is 21.**

# 1 Our Operating Framework

## 1.1 Vision Statement

The UNOV/UNODC Staff Council works to ensure that all UNOV/UNODC colleagues, working both in Vienna and globally, 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 UNOV/UNODC Staff Council - Vienna fulfils its mission by working to:

- Engage with all personnel, treating every person equally;
- Inform personnel of their rights and obligations;
- Promote an environment of trust, accountability, integrity, and civility;
- Provide guidance in cases of unfair or unjust treatment;
- Advocate for job security and career development;
- Promote job protection measures and meaningful, yet sensible internal changes over cost-efficiency driven reforms;
- Represent staff rights and interests particularly through policy development;
- Cooperate with UN staff unions, Vienna-based organisations, system-wide staff federations, 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 Role in UNOV/UNODC

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

We work together with the UNOV/UNODC administration on issues affecting staff welfare and conditions of service. The communication channels include our participation in various [Joint Bodies](#) as well as direct interaction with management.

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

### 1.3.2 Staff Union Role in the Secretariat

Our Union is a member of the Staff-Management Committee (SMC), which is the primary consultative mechanism between staff and management for the UN Secretariat. UN staff unions must be consulted on any changes to the Staff Rules and Regulations and respective policies. Our Union's participation in the SMC is critical, as promulgated policies have far-reaching consequences for staff.



We **review and provide comments on all changes to policies proposed by management** that affect staff, within the limits established by the General Assembly Resolutions. Changes to policies may also be suggested by staff, within the [framework of the SMC](#). We are an active and contributing member of the SMC Plenary, various working groups, as well as the overall Steering Group (the “3x3” Contact Group).

In the past year, within the framework of SMC, we have reviewed the following draft policies and administrative instructions:

- A. Amendment to the policy on the staff selection system, [ST/AI/2025/2/Amend 1](#)
- B. Revisions to the staff selection system (ST/AI/2025/2, under review)
- C. Draft ST/AI on Programme Support Costs (PSC), under review
- D. Draft revised administrative instruction on Daily Subsistence Allowance (DSA), (ST/AI/2014/2/Rev.1, under review)
- E. Draft revised ST/AI on Special Post Allowance (SPA), (ST/AI/1997/17 and ST/AI/2003/3, under review)
- F. New draft ST/AI on Temporary Job Openings (soon to be promulgated)
- G. Employment of persons with disabilities in the United Nations Secretariat, (draft SGB, under review)
- H. Revised ST/AI on Mandatory Age of Separation and Retention in Service (consolidated and revised policy under review)

### 1.3.3 Staff Union Role in the UN Common System

Our Union's interests are represented at the system-wide level through the staff federations. Staff federations have a formal role in a variety of high-level bodies and common system mechanisms. These include the International Civil Service Commission (ICSC), which makes recommendations on our pay and conditions of service; observer status at the High-Level Committee on Management (HLCM) and on certain matters at the Human Resources Network (HRN); the United Nations Joint Staff Pension Fund (UNJSPF); and the Inter-Agency Security Management Network (IASMN).

Our Union has been a member of the United Nations International Civil Servants Federation (UNISERV) since December 2022, with the President and Vice-President of our Union serving as UNISERV executive members.

Furthermore, the current Vice-President of our Union was elected to serve as the current President of UNISERV. On behalf of UNISERV, in the past year, she has been participating in ICSC sessions, meetings, its three working groups on the Compensation Package Review, its Technical Task Force on the Review of the Hardship Methodology, as well as observing HLCM sessions, select HRN discussions, and Pension Board meetings. The current President of the Union has been a participant in the Mental Health Strategy Implementation Board on behalf of UNISERV.

## 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 Statutes and Rules of the Staff Union explain that membership is open to occupants of posts assigned to perform functions for or being located at Vienna and/or administered by the United Nations at Vienna or UNODC on any type of appointment.

The Union is represented through the [Staff Council](#), currently in its 2nd 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 may choose not to be dues-paying members).

### 1.4.2 Joint Bodies

Joint bodies bring together management and staff representatives to develop recommendations on entity-specific topics. The Staff Council appoints members to these bodies, to serve on their behalf.

Examples of joint bodies are the Joint Advisory Committee (JAC),<sup>1</sup> the Central Review Bodies (CRBs) 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.

Despite our repeated requests, **staff remain unrepresented** in the following local bodies:

- Committee on Common Services (CCS)
- Infrastructure Committee (IC)
- Executive Committee of UNOV/UNODC

Staff representation in these governing bodies is essential, and we repeat our call for inclusion to ensure the voices of staff are heard, our concerns considered, and sensible solutions found.

Our Union continues its efforts to develop a local Occupational Safety and Health (OSH) Committee to advise on workplace health and safety issues. As a result of our advocacy, the JAC has created a JAC Working Group and is currently finalizing the terms of reference (TOR) for the OSH Committee, with the President and Vice-President representing staff on that Working Group.



### 1.4.3 Sub-Committees of the Staff Council

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

Currently there are two Sub-Committees:

- **Gift Shop Standing Committee (GSSC)**, the governing body of the Gift Shop,  
and

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<sup>1</sup> The 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.

- **Support Fund** for the Representation of UN Colleagues, which allows for the possibility of the Council to extend legal support to all UNOV/UNODC colleagues, regardless of their contract type.

## 2 UN80 Initiative

The UN80 Initiative was meant to decrease the complexity of the UN common system, which in 2025 consisted of: 140 UN system entities, 240 intergovernmental bodies, and over 40,000 resolutions, with 27,000 intergovernmental meetings serviced by the UN Secretariat in 2024. Alongside the reform challenges specified by the Secretary-General on reducing process burdens, the UN80 work packages included prioritizing staff working in “lower-cost” locations, increased digitalisation and roll out of AI tools, and far-reaching efficiency measures.

In connection with Workstream I of the UN80 Initiative, the General Assembly adopted through resolution 80/242, a programme budget for the Secretariat that included a **reduction of over 9% in resources and 21% of posts for 2026.**



On structural changes, the Secretary-General has reported that the United Nations Interregional Crime and Justice Research Institute (UNICRI) “would be integrated into UNODC, while preserving its research independence, to better connect work on crime prevention, criminal justice and related areas.”

Your Staff Council continues to advocate for transparent and inclusive dialogue on how the UN80 Initiative is being implemented, with the need for full consultation and agreement on the application of mitigation measures.

### 2.1 Financial Challenges and Involuntary Separations of Staff

Your Staff Council has consistently expressed its concerns to management through all possible channels regarding the impacts of arbitrary and unfair separations and contract non-renewals. Given the duties incumbent upon staff representatives and the role

specifically foreseen for staff representatives in the downsizing policy, the Staff Council's consistent position has been that the Organisation can only guarantee the appropriate levels of transparency, adequate staff representative engagement, and effective oversight, in a manner that would allow both staff and management to navigate the current situation with optimal results, by establishing an SMG.

The Council has never lost sight of the interconnectedness between the combined consequences of the regular budget liquidity crisis and the extrabudgetary funding situation of UNOV/UNODC that together affect the employment prospects of all categories of staff and personnel broadly.

In February 2025, the Council requested strict adherence to the existing policies and staff rules, including the administrative instruction on downsizing or restructuring resulting in termination of appointments (ST/AI/2023/1), which has the clear scope of maximizing staff retention according to established criteria and called on the Director-General/Executive Director (DG/ED) to establish a Staff-Management Group (SMG).

On 12 June 2025, the Council sent an updated Interoffice Memorandum (IOM) to the DG/EG on the establishment of an SMG to minimize impacts on staff due to the 2025 liquidity crisis and the UN80 Initiative proposals.

In June 2025, an extraordinary SMC meeting dedicated to UN80 took place in Pristina. However, management did not agree to consult on the proposals of heads of entity in response to the request for a 20% reduction in the number of posts, a 20% reduction of GTA resources, and reduction in non-post costs. Our position was, and remains, that UN80 efforts were being rushed, and actions taken and proposals made by management, were not the most suitable response to the multiple crises that the Organisation had been facing. After approval of the SMC report by the Secretary-General in October 2025, it was clarified that decisions on post and non-post cost reductions were within the responsibility of Heads of Entities and not subject to SMC consultations.

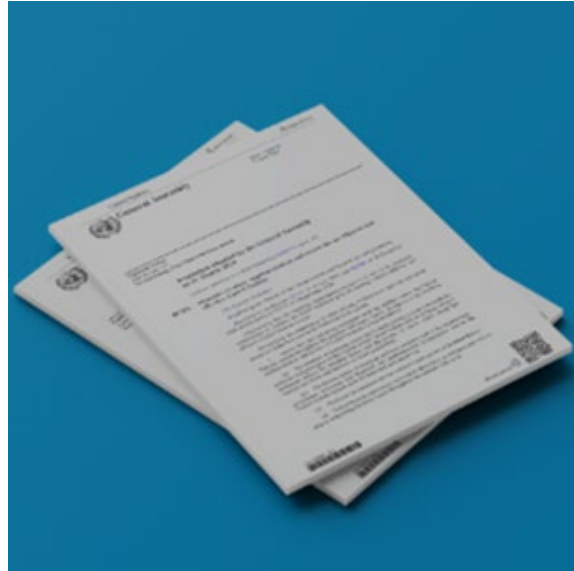
Nonetheless, it was agreed at SMC Pristina, and we continue to ask UNOV/UNODC management to implement the agreement that:

**For XB posts, heads of entity would ensure managers discuss with any affected staff and that heads of entity would be instructed to meet with staff representatives on the list of abolished posts or terminations as soon as information is available.**

We persisted in our efforts to obtain as much information as possible and to advocate for mitigation measures that would limit the impacts of the revised budget and funding shortages. [Version 2.0 of the Staff support policy framework](#) includes information about the mitigating measures that have been put in place by the Secretariat.

Disappointingly, the Secretary-General declined to endorse one of the main Pristina SMC agreements, an exceptional extension of the priority flagging period, as foreseen in the Downsizing policy (ST/AI/2023/1), until June 2027. The justification given was that such a measure would have an impact that extends beyond the term of the Secretary-General.

On 17 October 2025, the unions of SMC sent a letter calling on the Secretary-General to take two measures crucial for staff morale and well-being under the current circumstances. First, we requested an extension of the priority consideration period under the Downsizing policy, within the time frame of his term (31 December 2026), and second, we requested a reversal of the decision to discontinue thousands of staff roster memberships on 1 October 2025, which compounded the negative impacts of current employment precarity.



The formal measure adopted to mitigate downsizing was the Secretary-General's decision to issue a special Delegation of Authority to allow for a central reassignment exercise once entity-level lateral reassignment possibilities were exhausted.

Your Staff Council has strongly supported all measures that aim to maximize retention. The Council was, however, deeply concerned by the administration's plan to carry out centrally managed reassignments without invoking the downsizing policy and establishing an SMG, or at a minimum without enabling alternative forms of staff union oversight.

On 11 February 2026, staff unions of the SMC sent a letter to the Secretary-General with a summary of union interventions at the annual townhall held on 2 February 2026, and their concerns about the asymmetry between staff members on Regular Budget (RB)/support account funded positions and staff members on Extra-Budgetary (XB) funded positions, as the XB funded positions were used for the sole benefit of the former group. Additionally, the unions logged a formal disagreement on the unequal treatment of RB and XB on application of mitigation measures and suspended participation in the ad hoc SMC meeting on 6 February 2026, seeking a response from the Secretary-General.

Unfortunately, management reiterated their position that there would be no involvement of staff representatives in the reassignment processes.

The Council will continue to advocate for the meaningful involvement of staff representatives to ensure that all measures taken to maximize retention are fair and transparent and in conformity with our Staff Regulations and Rules.

## **2.2 Relocations**

The General Assembly approved several proposed redeployments of posts from higher-cost duty stations to Vienna, including posts from the Office for Disarmament Affairs (ODA) and the Department of Global Communications (DGC). Additional positions are expected to be relocated or created under OHCHR.

As many as 200 staff may be relocated to Vienna in the near future. Those redeployments will inevitably affect the office space situation in UNOV/UNODC. To that effect, management engaged a consultant to evaluate office space needs and to recommend improved space design and allocation options. Directors and focal points will be coordinating implementation throughout the year.

Your Council raised concerns about how the recently announced telecommuting restrictions will impact office space allocation, which was already constrained even without additional staff relocating to Vienna.



Placing more staff in existing office space, while reducing the options of hybrid work, fails to reflect the significant changes in working patterns and individual needs. Staff are now increasingly engaged in virtual meetings that require more private, enclosed spaces.

Many colleagues had previously accepted larger, shared office arrangements on the understanding that they would be able to work remotely for more than one day per week.

Noise and distractions in a crowded open-office space will negatively impact both staff productivity and well-being.

We hope that managers will take these considerations into account when reorganising office space.

## 2.3 Entities Administered by UNOV

The UNOV/UNODC Staff Council also represents colleagues, who are under a different Head of Entity/delegation of authority (UN-OOSA, UNCITRAL, UNRoD, UNPA, UNICRI, ODA, OMS, OIOS). We called on their Heads of Entities to implement the relevant SMC agreements, particularly those related to transparency, decision-making and communications on regular budget posts slated for abolishment in the revised budget estimates for 2026.

In our broadcast of 24 October 2025, we noted that some of those entities, which are smaller in size, might experience specific issues in the case of downsizing, as smaller entities might have challenges implementing downsizing retention exercises that require comparative review. Our position has been that for a *fair* comparative review, there should be a sufficiently large scope so that individuals are not compared only against themselves.

We have expressed concern about the constitution of SMGs in small entities or units, as the risk of conflict of interest/duties would also more likely be present, which may be detrimental to effective staff representation on those SMGs.

The Staff Council called on Heads of Entities to consider all mitigating measures and apply the retention rules as stated in our Staff Regulations and Rules (Staff Rule 9.6), as well as the guidance contained in the toolkit, “Downsizing and Restructuring in United Nations Secretariat Entities, implementation of ST/AI/2023/1” which recommends “mitigation measures that could obviate the need for applying the downsizing policy, especially in cases where the abolition of posts is minimal”.

## 3 Conditions of Service

### 3.1 UN Common System Issues

#### 3.1.1 Participation in ICSC sessions

Our Staff Federation UNISERV is an important stakeholder of the International Civil Service Commission (ICSC). Recognized along with two other staff federations to the mandated tripartite process, UNISERV actively participates in all ICSC sessions and in its working groups.

At both the 100<sup>th</sup> and at the 101<sup>st</sup> sessions of the ICSC, UNISERV voiced staff concerns about the direction of reforms across the common system, including a deteriorating environment marked by cost-cutting measures and efficiency-driven initiatives that were placing significant strain on staff well-being and undermining core institutional values.



*ICSC 100<sup>th</sup> Session participants, Bern, July/August 2025*

UNISERV expressed concerns regarding what appears to be a decreased commitment to the normative work of the UN, evident in the growth of increasingly earmarked funding and the proliferation of non-staff contractual modalities. UNISERV noted that this trend risks eroding the identity and protections of the international civil servant, particularly as the proportion of staff within the overall workforce declines.

UNISERV emphasized that staff are operating under increasing pressure, facing job insecurity, resource shortages, and growing anxiety about employment stability. It highlighted the human impact of involuntary separations, often carried out without adequate financial protection, health coverage, or transition support. UNISERV noted that

these developments reflect not only a financial or operational challenge but a broader crisis of purpose, confidence, and commitment to the principles of the international civil service.

In addition, UNISERV raised concerns about the marginalisation of staff voices in reform processes, noting limited consultation with staff unions and federations.

UNISERV called on the Commission to recognize two priority areas for further consideration: strengthening social security protections for staff and examining the impact of recent reforms on the composition of the workforce.

Regarding the ongoing review of the compensation package, UNISERV cautioned against conducting the process through a cost-cutting lens, or based on narratives that diminish the value of staff. Your staff federation has stressed that compensation and conditions of service should be approached with full recognition of staff contributions, expertise, and the demands of their roles.

UNISERV called for the Commission to uphold established methodologies and defend core principles such as duty of care and protection of staff dignity, as they are not superfluous and constitute a necessity for mandate delivery.



Finally, UNISERV also raised concerns about the lack of dedicated organisational funding for staff federations to participate in system-wide processes, but reaffirmed its commitment to supporting the work of the Commission, while advocating for a system that prioritizes staff well-being, inclusion, and meaningful participation.

*ICSC Working Group on Comprehensive Review of the Compensation Package, Geneva, May 2026*

### **3.1.2 Comprehensive Review of the Compensation Package for the United Nations Common System**

The ICSC is reaching the end of its multi-year process to review the entire compensation package of benefits and entitlements for P and higher categories. Final recommendations of the Commission are expected at the 102<sup>nd</sup> ICSC session, which will be held in Vienna from 14 to 24 July 2026, for final determination by the General Assembly.

Your Staff Union, through its federation UNISERV, in its efforts to defend your conditions of service, has been participating in all of the ICSC Working Groups to review the compensation package. In the past year, our Vice-President has been active on Working Group 1 (WG1), tasked with conducting a general overview of the structure of the current compensation package, Working Group 2 (WG2), tasked with reviewing family/dependency-related elements, including the education grant, and Working Group 3

(WG 3) on field related compensation elements. Each Working Group has meet three times since 2024.

In the Working Groups, the three staff federations have expressed hope that there will be recognition that cost-cutting and long-term cost containment are two different principles and objectives, and that long-term sustainability of the package is not only a reflection of how well costs are contained. Sustainability of our compensation package also requires being forward-looking, while retaining our core values and principles.

Staff federations have repeatedly stressed that the package had previously been deemed fit for purpose in the last review (2015) and cautioned against targeting relatively small cost items with disproportionate impact on staff well-being, such as the secondary dependant allowance.

### 3.1.2.1 Mobility Incentive

Your Union and Federation have emphasized the importance of the financial mobility incentive. It is particularly important to financially recognize the challenges associated with sustained and frequent mobility, especially in relation to family disruption, schooling, spouse employment, housing, and health and well-being.



### 3.1.2.2 Family Hub Option

Your Union and Federation have consistently advocated for solutions to the issue of staff separation from families when serving in duty stations designated as non-family. UNISERV’s longstanding request for this compensation package review has been to re-design mechanisms to keep staff close to their families, instead of repatriation of the family when staff are serving in non-family duty stations. This had originally been a default administrative arrangement offered to staff *without* impacting their benefits and entitlements. As part of the current compensation review, an option to install staff members and their family in a “family hub” is being developed, including implications on staff benefits and entitlements, as well as cost efficiencies.

### 3.1.2.3 Education Grant and Early Childhood Education and Care

UNISERV and other staff federations have been calling for a systemic and adequate response to the high cost of early childhood education and care in some duty stations. The current compensation review has included deliberations on whether and how the UN can provide that type of support to bridge the gap between when parental leave stops and before the education grant kicks in for primary schooling. The ICSC has been examining

the viability and practicality of treating early childhood education as a choice within the education grant scheme.

#### **3.1.2.4 Special Education Grant**

With extensive review of the special education grant, UNISERV expressed its consistent view that the regular education grant and special education grant need to be clearly distinguished in their rationale and eligibility criteria.

While regular education grant is an expatriate benefit, the special education not only concerns expatriated staff but also locally recruited staff with children who have additional education needs. Both levels should be separated and combinable out of principle and on the basis of their unique purposes.

UNISERV supports the efforts undertaken in the comprehensive review to ensure sufficient coverage of total expenses for the special education grant. We believe an increase in the maximum reimbursable amount for the special education grant will go a long way to addressing the crisis faced by a limited number of staff who need to cover these needs and currently pay substantially out of pocket.



#### **3.1.2.5 Child Allowance**

The rationale of a child allowance that is regularly adjusted is essential for making up the loss of a similar national social benefit. UNISERV noted that at the national level, the child benefits in many countries have continued to increase – especially with the recognition of the rising costs of raising children. This contrasts with the allowance in the UN system that has not been adjusted since January 2011. Our hope is that there will be an approved higher child allowance upon the completion of the comprehensive review of our compensation package.

#### **3.1.2.6 Secondary Dependant Allowance**

A secondary dependant's allowance may currently be payable in respect of not more than one dependent parent, brother or sister where justified by local practice. The allowance is not paid concurrently with an allowance for a dependent spouse. UNISERV's position is that this element has minimal financial impacts but has direct bearing on the well-being of staff and their ability to care for those who are dependent on them financially. UNISERV believes that an even broader dependency and higher allowance should be recognized when staff are bearing the financial burden and have to bear financial responsibility for the care of dependents.

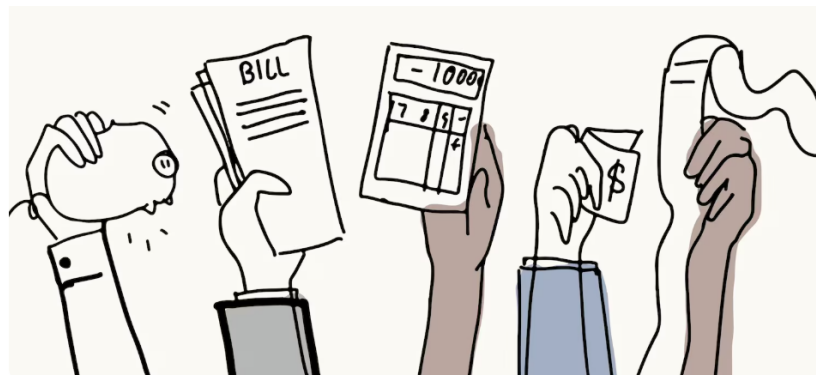
### 3.1.2.7 Review of the Margin

The ICSC has a standing mandate from the General Assembly to review annually the relationship between the net remuneration of UN officials in the Professional and higher categories in New York and that of United States federal civil service officials in comparable positions in Washington, D.C. The General Assembly in resolution A/RES/80/236 from 30 December 2025 requested the ICSC to “explore options for a revised margin range and decreased desirable midpoint for the margin...for consideration and decision of the General Assembly at its 81<sup>st</sup> session.” As a result, this issue including how a change would affect the attraction and retention of staff members, and overall predictability of our compensation package will be addressed at the 102<sup>nd</sup> session of the ICSC in July 2026.

### 3.1.3 Compensation for Locally Recruited Staff

The ICSC conducts comprehensive salary surveys for the General Service and related categories (GS) at headquarters locations every ten years. On the basis of these surveys, the ICSC makes recommendations regarding the GS salaries.

The last salary survey in Vienna took place in April 2017. Since then, the salary scales for GS staff have been annually adjusted (through interim adjustments) in line with the movement of the salaries for similar work in the local labour market.



In January 2026, the salaries of GS staff in Vienna were adjusted (effective 1 November 2025), reflecting a 2.7 % increase in net salaries across-the-board. The increase was based on the movement of the applicable local consumer price index and wage index for office employees in industry.

The next salary survey<sup>2</sup> in Vienna is anticipated to take place in 2027.

As per the ICSC survey methodology,<sup>3</sup> interim adjustments should not take place for a six-month period prior to the reference date of a survey. Accordingly, the interim adjustment, which would have been due in November 2026, will likely be suspended until

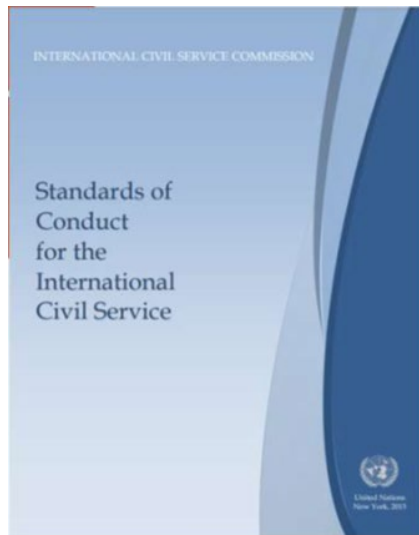
<sup>2</sup> The survey schedule is available on the OneHR new website for local salary scales and related information: [https://onehr.un.org/salary-survey/#/survey\\_schedule](https://onehr.un.org/salary-survey/#/survey_schedule)

<sup>3</sup> ICSC/94/R.16 Methodology for surveys of the best prevailing conditions of employment at headquarters duty stations (survey methodology I)

the salary survey is completed. Any payments due to staff as a result of this suspension would be applicable retroactively, if justified by the survey results.

The Council and your representatives on the Local Salary Survey Committee will participate in the upcoming survey, monitor the situation and keep you informed.

### 3.1.4 New Standards of Conduct for the International Civil Service



The General Assembly approved with effect from 1 January 2026 the revised Standards of Conduct for the International Civil Service and requested the ICSC to incorporate into the revised version of the Standards of Conduct comprehensive guidance, including preventing conflicts of interest, promoting a culture of efficiency, economical, responsible and efficient use of resources as well as strengthening financial discipline and oversight.

The revision was undertaken by the ICSC Working Group on Standards of Conduct (WG) over a multi-year process. Our Vice-President, on behalf of our staff federation UNISERV, took an active role in the dynamic and complex discussions of the WG.

## 3.2 Secretariat Issues

### 3.2.1 Roster Management

#### 3.2.1.1 Roster Expiration Under the New Staff Selection Policy

On 1 August 2025, a [new staff selection policy \(ST/AI/2025/2\)](#) was issued. It contained a new section on **roster management** and a fundamentally new concept of **roster expiration** timelines, which were retroactively applied and based on gender, to immediately discontinue staff roster memberships<sup>4</sup>.

The Staff Council has consistently voiced its opposition to the retroactive application of expiration dates, on both legal and operational grounds. The current financial crises have made the issue of retroactive roster expirations even more detrimental to staff, as losing roster placements may significantly limit employment prospects for staff facing the threat of separation.

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<sup>4</sup> The roster expiration period now starts with the date of being placed on a roster. It is four years for men and six years for women. Staff will retain roster membership for the positions they currently hold or retain a lien against.

Staff who are separated due to resignation, termination as a result of abolition of post, or nonrenewal will maintain their roster membership for four or six years from the date of separation.

Any roster memberships dating back four or more years (for men) and six or more years (for women) were retroactively discontinued on a rolling basis as of 1 October 2025.

In this respect, the Staff Council sent information broadcasts on 21 August, 2 October, and 21 November 2025. The Council also organised an open-door session on rosters on 6 October 2025 and coordinated legal support for staff who wanted to challenge the decisions affecting them individually.

### 3.2.1.2 Contesting Roster Discontinuation

Around 450 affected staff, both in Vienna and across the Secretariat, filed a formal challenge about their roster discontinuation(s). They claimed that their right to continuation of previously awarded, indefinite roster memberships, based on the relevant staff regulations, rules and administrative issuances, had been violated and presented a clear breach of the non-retroactivity principle.



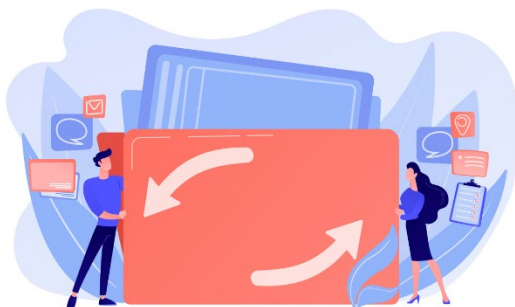
Some male colleagues also argued that certain provisions of the selection policy carried potential discrimination against themselves on the basis of gender, as their opportunities were reduced and put them in an unequal position for potential future employment vis-a-vis candidates who are women. While recognising and supporting the need for ensuring gender parity in the Secretariat, it should not be done through discriminatory measures.

The majority of submissions (438 staff) were included as part of the “group case” that was handled through the Office of Staff Legal Assistance (OSLA). Staff who submitted through OSLA were deeply alarmed to learn from judgment UNDT/2026/042 *Avetisyan et al* (24 April 2026), that the UNDT had never agreed in advance to this grouping of 438 individual applications and, therefore, including on grounds that purportedly the staff have not suffered any legal consequences from the roster expirations, ordered that the application be dismissed as not receivable.

As of June 2025, staff who filed a claim with the UNDT were considering whether to appeal to UNAT.

### 3.2.2 Policy on Administration of Appointments and Liens

During the Staff-Management Committee SMC XIV meeting, your Union presented a paper raising concerns about the conditions for the general right to return to a releasing entity, following the issuance of guidelines on lien management (OHR/PG/2026/2).



The new lien guidelines left managers and staff with the perception that general liens were no longer possible, although it appears that exceptions occur, while the conditions/criteria for these remain unclear.

We objected to the shift away from granting general liens at a time when there are major workforce reductions, and argued that management over-corrected on any previous lien misuse and were endangering the retention of critical talent by not allowing the placement of staff who were in abolished posts on special leave without pay underpinned by a general lien. We also reflected on existing practice in XB-entities to manage any risks of financial liabilities related to maintaining general rights of return to releasing entities.

### **3.2.3 Flexible Working Arrangements**

The UNOV/UNODC Staff Council has been a staunch defender of a fair implementation of [ST/SGB/2019/3](#) on Flexible Working Arrangements (FWA)<sup>5</sup>, at both headquarters and field offices. The Council believes that a fair and rational implementation of this policy across HQ and Field Offices can work for both staff and the Organisation.

FWA offers particular advantages for staff with disabilities, pregnant women, parents with infants and young children, staff looking after family members with disabilities and/or older parents, and staff with long commutes to/from work.

When a unilateral decision to restrict the number of telecommuting days to a maximum of two days was communicated in the JAC meeting on 22 October 2025, the Staff Council addressed an Inter-Office Memo on the matter to the former DG/ED on 30 October 2025.

In the memo, we expressed serious concerns about the planned restrictions and explained that the change significantly impacts staff welfare and that the decision was made without prior consultation with the Staff Council.

We questioned the lack of a clear, evidence-based rationale and stressed that any staff performance concerns while telecommuting should be managed in accordance with individual FWA compacts and through the performance management system. The current policy already provides mechanisms for managers to ensure the effective and efficient delivery of work while balancing the demands with life outside the office, which is precisely the purpose of the policy.

We expressed our concerns that some managers were informally dissuading staff they supervise from submitting FWA compacts, which goes against the spirit of ST/SGB/2019/3 and the relevant guidance by the Office of Human Resources (OHR)<sup>6</sup>, and threatens the principles of transparency, fairness and the reasonable use of discretion.

The inconsistent and restrictive practices surrounding the granting of FWA options have been taking a toll on staff well-being for many years. In the context of the current financial

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<sup>5</sup> The Secretariat's framework on Flexible Working Arrangements, established under ST/SGB/2019/3 and ST/IC/2019/15, recognises flexibility as a tool to support work-life balance while maintaining effective and efficient delivery of the Organisation's work. The bulletin allows up to three telecommuting days per week within the duty station, with potential expansion under compelling circumstances, and provides for temporary telecommuting away from the duty station without altering duty -station status, cost, or entitlements.

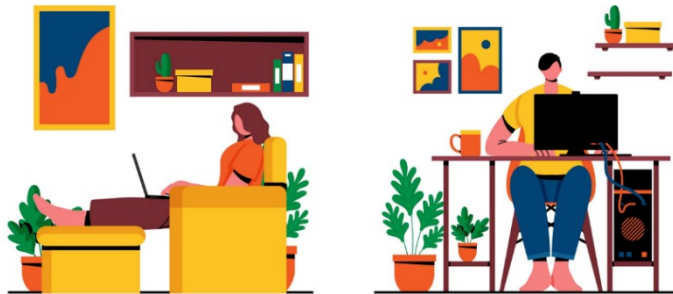
<sup>6</sup> OHR/PG/2024/7 OHR Policy Guideline - Flexible working arrangements (FWA) and alternate working arrangements (AWA) - 26 December 2024

crises, curtailing FWA options, including the ability of staff to work from home, with no clear justification or exigency, is bound to significantly heighten the stress and anxiety of staff, further erode trust in the Organisation's commitment to staff welfare, and increase an already pervasive feeling among staff of arbitrariness and disenfranchisement.

The Staff Council requested the Executive Committee to reconsider its decision and to seek appropriate solutions to any existing issues with FWA that do not impact all staff unnecessarily or indiscriminately, and without undermining the efforts that the Organisation has been deploying for the achievement of gender equality. We also requested full consultation within the framework of JAC.

Staff were deeply disappointed that the restrictions not only had not been lifted but made even more restrictive.

On 13 April 2026, an email was distributed to all staff, informing them of the unilateral



senior management decision to align telecommuting restrictions with New York headquarters by mandating onsite physical presence for at least four days per week. This change was taken by UNOV/UNODC management after the issuance of a

memorandum from the Executive Office of the Secretary-General (EOSG), dated 4 March 2026, requesting Heads of Entities to limit telecommuting days to one day per week.

In response, the UNOV/UNODC Staff Council sent a reply to the Secretary-General on 13 March, [which was published on iSeek](#). In this Memo, we raised several concerns and requested the suspension of the request for minimum *Physical Office Presence* to the Heads of Entities, pending meaningful consultation with the staff unions and associations, in order to ensure a collective response that is strategic and fit-for-purpose, and that adequately responds to the expectations of Member States.

The reply, received from the Chef de Cabinet on 30 March 2026 confirmed that the request constituted “**guidance**” and was “**not prescriptive**”.

On 10 April 2026, the Staff Council sent an IOM to the acting DG/ED, referring to the response from the Chef de Cabinet and requesting the deferral of any office-wide measures to mandate four days of minimum physical office presence per week; the addition of this matter to the agenda of the JAC for meaningful consultation; and the postponement of any final decisions on FWA until the arrival of the new Executive Director.

Despite the clarifications and confirmations from the Chef de Cabinet, the UNOV/UNODC administration informed us of its continued intent to implement the one-day telecommuting restriction as of 1 June 2026, after being encouraged to do so by the EOSG, but without meaningful consultation within our JAC framework.

The Staff Council remains steadfast in its position that has been clearly expressed in several prior communications ([message of 20 November 2025](#), [message of 23 June 2023](#)). We are in favour of a fair and rational implementation of the ST/SGB/2019/3 on FWA, **at both headquarters and field offices**, in a way that works for the Organisation, Staff, Member States and the People we serve.

The Staff Council maintains that the previous limitations on FWA introduced in January 2026, as well as the restriction currently envisaged, lack evidence-based rationale, contradicts the spirit of ST/SGB/2019/3, and adds nothing to the current policy which already provides mechanisms for managers (First Reporting Officers) to ensure the effective and efficient delivery of work while allowing staff to balance the demands of life outside the office, at a time where they face significant hardship and uncertainty.

### **3.2.3.1 Staff Council Survey on UNOV/UNODC Flexible and Remote Working Arrangements**

Following new restrictions on the implementation of ST/SGB/2019/3, the UNOV/UNODC Staff Council ran a survey in May 2026 in order to better advocate for staff rights. The survey received a total of 612 responses, representing 34 per cent of staff at UNOV/UNODC based on a headcount of 1,811 - the figure recorded at the last Staff Council election in 2025. The majority of respondents worked for UNODC, accounting for just over 60 per cent of replies, while UNOV staff represented just under 30 per cent. Responses were also received from colleagues across a range of other entities, including OLA (ITLD/UNCITRAL), UNIS, UNICRI, OIOS, UNRoD and OOSA. In terms of location, approximately one quarter of respondents were based in a field office, with the remainder at headquarters.

#### **Profile of respondents:**

Only a minority of temporary contract holders responded to the survey. Almost half of the respondents were on fixed-term contracts, while a third held continuing or permanent contracts. Most respondents were from age groups 40-49, followed by 50-59 and 30-39. Over half of the responses came from women and a third from men, as well as a few from colleagues identifying as *other*. Almost two thirds preferred not to answer what race or ethnic group they identify as. Close to 80% of respondents had children and over 30% had caretaking responsibilities. About two thirds of respondents were married or in a common law relationship.

#### **Substantive findings from the FWA survey:**

A significant number of colleagues do not have approved compacts for flexible working arrangements, despite the fact that their work is compatible with remote delivery and that many face personal or medical circumstances which make FWA essential for their wellbeing and work-life balance. The overwhelming majority of respondents indicated that the nature of their work allowed them to work remotely, with under 5 per cent stating that this was not possible even to some extent. Yet more than a quarter of respondents did not have a FWA compact in SharePoint.

Almost three quarters of respondents faced circumstances that made flexible working arrangements essential for their wellbeing and work-life balance, and over 80 per cent considered remote working crucial or very important in that regard. One third indicated that they or their dependants had underlying health conditions that are made more manageable with FWA. It is also important to note that the majority of respondents work in shared offices.



The survey shows that a significant number of colleagues have been dissuaded from requesting FWA. Only a minority seems to

have refrained from requesting FWA because of the nature of their functions or their own preferences. Indeed, less than 10 per cent of respondents indicated that their functions cannot be performed remotely and almost three quarters of respondents rarely or never have to interact with Member State representatives of official delegations. Less than one quarter of respondents did not avail themselves of FWA options as a matter of personal preference.

Knowledge gaps concerning the FWA policy, while substantiated in the survey, do not appear to play a significant role in the findings above, as the majority of respondents were at least somewhat familiar with ST/SGB/2019/3, the UN policy on FWA.

Overwhelmingly, the reason for which respondents report not seeking FWA options was that their team or division had been informally dissuaded from making a formal request. Notably, over a quarter of respondents did not request FWA because they were worried about how it would be perceived by their supervisors or peers.

About 40 per cent of participants indicated that there had been written or oral instructions not to request FWA through the SharePoint app, to only request ad-hoc telecommuting, or not to request more than one or two days of telecommuting, or other restricting rules, such as limiting telecommuting to specific days of the week. In addition, some participants reported that telecommuting in their teams was not allowed on Mondays and Fridays, others that their presence was required every morning and telecommuting was only allowed in the afternoon.

An additional reason of concern regarding the fair implementation of the ST/SGB/2019/3 is the wide-spread establishment of additional obstacles and filters outside the framework of the existing policy. Two thirds of respondents reported that they were required to obtain prior agreement by the leaders of their team or division to their remote working arrangement request before their timekeeper would forward their request to their

supervisor. Beyond that obstacle, most respondents were satisfied with the fairness and transparency of the approval process with their manager.



It was also evident from the survey results that FWA has been systematically used for the benefit of the organization as it contributes to productivity, efficiency and continuity of work. For the vast majority of respondents, remote working contributes to productivity and efficiency. Over 80 percent of respondents reported that they have worked remotely at times while sick, instead of taking sick leave, with a majority of them working through 1-5 days of sickness to ensure continuity of work.

**The Staff Council appreciates staff participation in the Survey and will keep advocating for your right to request the possibilities afforded by the ST/SGB/2019/3 without any undue restrictions of circumventing of its provisions that guarantee accountability and reasonable use of managerial discretion.**

The UNOV/UNODC Staff Council will work with the administration to ensure clear communication and monitoring of such informal restrictions and filtering measures, which are a blatant violation of ST/SGB/2019. To this end, the UNOV/UNODC Staff Council will provide the administration with disaggregated data by division regarding such informal barriers. The UNOV/UNODC Staff Council may also run another survey in the near future to monitor progress.

### **3.2.4 Removing the G to P Barrier and GS career opportunities**

Staff members often acquire additional skills and assume greater responsibilities without corresponding recognition or meaningful career opportunities, particularly within the GS staff category.

Staff in the GS and related categories have been, for a very long time now, asking to be allowed to freely apply for positions in P categories, for which they meet the requirements and *without* having to go through the G-to-P exam

In 2023, an SMC Working Group on GS Career Prospects presented a report, outlining a proposal to end the G-to-P barrier, which was included in the Secretary-General's "Proposal on the movement of Secretariat staff from the General Service category to the Professional category". Unfortunately, no final decision was taken by the General Assembly, and the topic continued to be deferred.

Last March, the Assembly determined to take “no action” on the report, indicating that the matter will no longer be considered and will be removed from the agenda.

In the last SMC XIV meeting, staff unions underlined that progress on the matter should not be lost and requested reconstituting another working group with a specific, technical mandate. Its purpose would not be to reopen past debates, but to strengthen the proposal by introducing new justifying factors, such as prioritising nationals of unrepresented and underrepresented Member States.



## 4 UNOV/UNODC issues

### 4.1 Advocating for People-Centred Human Resources Policies

The current approach to staffing, contracts, and human resources may have granted the organisation much-needed flexibility during a very challenging year, thus hedging it against an even larger number of separations. However, the precariousness it entails gives rise to several risks:

- The current system allows for wide managerial discretion, at a very granular level, for appointments and their extension. This mechanically increases the risk of arbitrariness, real or perceived, and of litigation.
- Importantly, it puts the accountability framework under great strain, as staff report high levels of distrust and fear of retaliation, and disclose that they are hesitant to speak up in order to claim their rights or report cases of possible misconduct, due to a heightened fear of retaliation.

We believe that this is the appropriate time to seriously address underlying and existing structural issues that concern recruitment, retention and job security within UNOV/UNODC. Those issues have been exacerbated by the current financial crisis which is leading to a diminished confidence between staff and management and to an increasingly low staff morale. We will therefore engage with the incoming DG/ED to review grievances and seek change, as well as a renewed people-centred culture in UNOV/UNODC, while keeping in mind the exigencies of flexibility for organisational resilience and ensuring the best possible outcome for staff and the organisation and its work.



### 4.2 Racism and Racial Discrimination in the Workplace

The UN Staff Unions have been actively engaged in anti-racism efforts across the Secretariat, including through engagement under the Secretary-General's Strategic Action Plan Against Racism, launched in February 2022.

In 2025, we provided substantive feedback concerning racism and racial discrimination for proposed amendments to ST/SGB/2019/8 on “Addressing discrimination, harassment, including sexual harassment, and abuse of authority”, including in the context of discussions within the SMC Working Group on Administration of Justice and have advocated for increased collaboration of the UN Anti-Racism Office with staff unions, timely updates from the Office on the implementation of specific actions outlined in the Strategic Action Plan, and emphasized the urgency of addressing these gaps to foster a truly inclusive and equitable workplace.

SMC XIV discussed an initiative presented by the Anti-Racism Office to collect race data from staff members of the Secretariat. The effort is undertaken in line with General Assembly resolutions A/RES/78/253 and A/RES/80/238, which call for more comprehensive data on racism and racial discrimination and specify that any such data collection must be voluntary, anonymized, and used solely for identifying and addressing systemic issues. The Staff Unions reaffirmed their commitments at SMC to help tackle racism, while expressing concern that they had not been involved in the consultative process that led to the initiative.

Your Union has also taken note of the work of the UNOV/UNODC Working Group on Addressing Racism March and its two reports of testimonies of racism in the workplace (published respectively in 2023 and 2025). This working group was formed by management to implement the Strategic Action Plan and without Union representation, although the Council regularly engages with its members. The findings of the group are concerning and congruent with what we hear from our constituents who report various forms of discrimination within UNOV/UNODC including racial, ethnic, national, cultural, gender-based, and linguistic biases, which impact staff experiences and career opportunities. Issues related to racial discrimination are often connected with issues of the geographic representation imbalance, as the Western European and Other States Group (WEOG) seems to represent over fifty percent of staff in UNOV/UNODC. Such issues are also often connected to complaints of gender discrimination and other workplace and management issues.

Those problems are long-standing and documented. In its report in 2010 (JIU/REP/2010/10), the JIU highlighted the following: *“The Inspectors are aware that human-resource issues tend to generate debates, discussions and frustration among staff of any international organizations. Nevertheless, the examples provided during interviews sessions and the extremely critical comments expressed via the survey are indicative of the views of UNODC staff regarding aspects such as transparency of procedures and selection processes, compliance with rules and consistency in their application, impression of favouritism and doubts regarding equity towards candidates, gender biases, etc. The Inspectors are convinced that it is of primary importance to address these perceptions by applying and demonstrating the highest degree of compliance, transparency, and communication in these matters at all stages in order to avoid ground for frustration and rumours”* (JIU/REP/2010/10, p.24). Unfortunately, the issues described persist. Recently, the JIU has requested input and suggestions from various stakeholders

in preparation of its program of work for 2027. The UNOV/UNODC Staff Council has suggested that the JIU initiates a new review of UNOV/UNODC, on 27 May 2026.

The UNOV/UNODC Staff Council will continue to advocate for people-centred human resources policies in UNOV/UNODC. We are currently engaging with the new Executive Director, to seriously address underlying and existing structural issues related to recruitment, retention and job security within UNOV/UNODC, prioritising the elimination of racism and other forms of discrimination in these discussions.

### **4.3 Transition of UNOV/UNODC Service Contractors to the UNOPS LICA modality**

Following the discontinuation of UNDP Service Contractor (SC) modality by the end of 2025, the UN Secretariat decided not to transition SCs to the new UNDP category of Partner Personnel Services Agreement (PPSA). Instead, the Secretariat had granted UNODC an exception to use the UNOPS Local Individual Contractor Agreement (LICA) modality through 31 December 2026.

Some 1200 SC holders were transitioned to LICA modality, with a full alignment of benefits and entitlements across all field offices, whereas only a small number of colleagues received staff fixed-term limited appointments.

The transition presented some operational implementation challenges and an impact on the staff workload. Certain Umoja and Inspira roles cannot be assigned to LICA contractors, which effectively led to significantly increased workloads for staff, and created challenges in balancing their responsibilities and timelines.

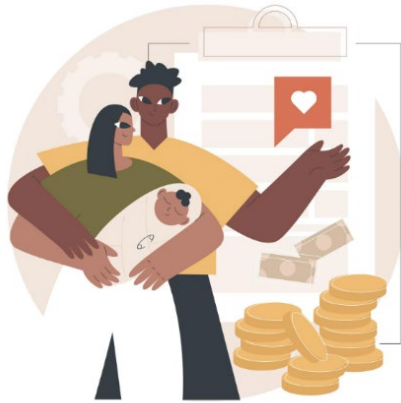
Affiliate staff like LICA contractors are not formally represented by the Union and do not have voting rights, given the restrictions resulting from the Staff Regulations and Rules. However, our Union offers guidance and support to all UNOV/UNODC colleagues, regardless of their contract type.

### **4.4 Austrian Family Allowance Benefits**

Staff members, who are in receipt of the Austrian family allowance (Familienbeihilfe), have expressed grave concerns by the news of case-by-case repayment requests (“Rückforderungsbescheide”) being made by the Austrian authorities (“Finanzamt”), with retroactive effect of up to five years. Staff concerns are understandable given that the sums being demanded for recovery can be substantial, thus adding to the stress of an already challenging period in terms of employment security.

The Staff Council has been intensively engaging with management at the level of JAC to safeguard the legitimate interests of staff and to push for an appropriate, high-level solution for this legally complex issue. Efforts have been underway between the head of Division for Management, HRMS, the ODG Legal team and Austrian Federal Ministry for European and International Affairs (FMEIA), which aim at securing an interest-free freeze on recovery actions, pending clarification of the legal basis, and at exploring a supplemental host country agreement to provide definitive guidance on staff entitlements.

As indicated in management's recent update on their discussions with FMEIA, sent on 10 June 2026, a case currently pending before a superior court of Austria will guide the position of the Austrian Government regarding the eligibility of Austrian Family benefits in relation to households comprising UN staff members.



The Government also offered assurances that they will review the possibility of stopping retroactive payments.

The Council is hopeful that these efforts will lead to a positive outcome and legal clarity on the matter.

Regardless of the outcome of such efforts, the Staff Council maintains that staff who have acted in good faith should not be penalized, and that it is part of the duty of care of the Organization to compensate staff for any repayments requested, including those

repayments that go beyond the UN Secretariat's one-year limit currently in place for a retroactive request of benefits.

Staff members who have questions or require assistance on the matter of child support payments are welcome to reach out to us.

## 4.5 Health Insurance

### 4.5.1 Health Insurance Premium Increase

In September 2025 HRMS informed staff about the Allianz health insurance premium increase of 8.25% that would apply with retroactive effect from 1 January 2025.

The Staff Council firmly opposed the measure and actively sought avenues to challenge that decision, which in our view, was not properly justified and potentially unlawful given its retroactive effect.

We took note that there had not been any improvement in the health insurance benefits (coverage and reimbursement rates) provided in a very long time. We, therefore, argued that any increase of our premiums should also carry benefits improvements, especially given the already very high monthly costs of health insurance paid by Vienna staff compared to UN staff in some other duty stations, but also compared to staff working for different entities in the same duty station.

While some clarifications were provided by UNIDO to the Standing Committee on Health and Life Insurance, your Staff Representatives were not satisfied that there were solid and justified grounds for the premium increase, and especially the retroactivity.

The Staff Council was alarmed that Allianz claimed that the medical plan had been operating at a deficit since 2018 and that there might be further premium increases going forward. We, therefore, questioned the financial decision-making that had led to our

collective receipt of a premium holiday in November 2023 due to a supposed “surplus of individual premiums which have been collected.”

We called on management to immediately adhere to full consultation before adjusting our health insurance premiums and to void the retroactive implementation of the premium increase. We are pleased that our constructive engagement with management led to a one-month “premium holiday” in December 2025 that was either equal, or slightly higher than the recovery made on the September payslip.

However, significant increases in medical insurance premiums worldwide is such that the increased premium deduction at the increased rate had to resume.

As a matter of fact, Allianz has recently indicated that the contractual premiums for the HQ plan will increase, for the third consecutive year, by +15%, in line with the provisions of the contract.



#### **4.5.2 Review of the medical insurance plan**

There have been long-standing concerns regarding the adequacy of our current health insurance plan. Your Union has been lobbying for a full comparative review of available medical insurance plans within the UN Secretariat, as well as options that would be available to UNOV/UNODC, to determine if we are getting quality services and value for money.

Our proposals have included a revisiting of the current “shared model with UNIDO”, recognizing that UNOV/UNODC has a different staff population and has grown significantly since that shared model was incorporated.

The matter is now under active discussion by a new JAC working group on health insurance (JAC WG) which will seek to improve our health insurance benefits.

Three main avenues are being explored;

- 1) negotiating improved terms with the current insurance provider Allianz;
- 2) potentially joining the self-funded Geneva scheme (UN Staff Mutual Insurance Society (UNSMIS)); and
- 3) seeking alternative market offers.

The Union invites staff at any time to share their concerns about the Allianz plan, especially as we continue to explore ways to improve our health insurance. Please reach out to us!

## 5 Participation in Global Fora of the UN Secretariat and Common System

Within the UN Secretariat and across the common system, there are multiple fora where the UNOV/UNODC Union has a seat at the table, either as a member or observer. We take the responsibility of making your views heard and protecting your working conditions with utmost seriousness of purpose.

### 5.1 Representation at the Staff-Management Committee

The Staff Council remains fully engaged and highly committed to the SMC, through participating in SMC sessions, monthly ad-hoc meetings, working groups, and by contributing jointly with other staff unions to drafting and presenting policy papers and positions.

We are committed to taking a pro-active role in the SMC because it is the primary consultative body for discussing management proposals for the purpose of advising the Secretary-General on human resources policies and questions of staff welfare.

The Vice-President of our Union has been serving as a member of the Steering Group (the “3x3 Contact Group”) since 2023. This Group, comprised of three representatives from management and three representatives from staff, coordinates the work of the SMC, together with the SMC President, Vice-President, and Secretary.



*SMC XIV participants, Valencia, April 2026*

Our Union’s Vice-President currently co-chairs the SMC Working Group on the Administration of Justice and the SMC Working Group on the Young Professional Programme. Several other Council members have also been actively serving as members of SMC Working Groups, including the SMC Working Group on GS Career Opportunities, who is co-chaired by our General Secretary, Ms. Tania Navarro

Your Staff Council representatives actively participated in both extraordinary supplemental SMC to discuss the UN 80 Initiative, and SMC XIV.

### 5.1.1 Extraordinary Supplemental SMC to Discuss the UN 80 Initiative

The extraordinary supplemental SMC took place in Pristina from 23 to 29 June 2025. It focused on the UN80 Initiative, the current financial and liquidity crisis, and on possible mitigation measures to limit the impacts on staff, their livelihoods, conditions of service and wellbeing. Throughout an intense week of discussions, your Union made persistent efforts to reach agreements with management for the benefit of staff.

On the UN80 Initiative, management presented only one paper that was intended for information purposes only, rather than for consultation, and with no input sought from the staff unions. We strongly objected to this approach and reiterated the need for meaningful staff consultation on the substance of UN80 proposals. Your Union representatives at SMC expressed disappointment that the scarcity of information and lack of evidence-based analysis did not allow for effective engagement.

Staff unions presented to the extraordinary SMC proposals on topics such as principles of engagement that should prevail between management and staff during workforce reductions or downsizing, and we reached agreement on the need for overarching principles and participation of staff representatives in structured change management.



### 5.1.2 SMC XIV, Valencia

SMC XIV was held in Valencia, from 15 to 22 April 2026. It was preceded by a facilitated session to help staff and management engage openly and constructively. The SMC addressed a comprehensive agenda focused on multiple issues affecting your conditions of service: status of implementation of the UN80 Initiative, staff selection, terminations while on sick leave, facilities for staff representatives, career progression and staff motivation, G-to-P barrier, growing reliance on affiliate staff contract modalities, collecting race data for identifying and addressing systemic issues or racism, and LGBTIQ+ and data privacy concerns.

Our Union introduced meeting papers on several topics including [lien management](#), lack of social security for staff, After Service Health Insurance (ASHI), artificial intelligence, administration of justice, and transparency of consultations with staff representative bodies before the General Assembly. With respect to the lack of social security benefits,

the main area of consultation was our proposal to develop a form of post-employment insurance and the possibility of a staff-funded post-employment insurance scheme. Concerning ASHI, consultations focused on findings solutions for an increasing number of staff who are at risk of involuntary separation before meeting the eligibility requirements.



*SMC XIV, Valencia, April 2026*

**Artificial intelligence:** In a discussion on this topic we requested greater consultation in the formulation of policies and application of business cases on its responsible use, emphasising that AI cannot be a substitute for the competencies and capacities of staff.

**Administration of Justice:** The SMC consultations focused on the language used in management evaluation letters and the need for clarifications of terminology to ensure that staff know they can still go to the Tribunals if their case is considered “not receivable” by the Management Advice and Evaluation Section (MAES).

**Sick leave and termination:** The staff unions strongly advocated against management’s practice of terminating staff who are on sick leave without allowing them to fully use their sick leave entitlement.

Fixed-term appointment holders, who are ill and facing non-renewal, may be extended to allow for the utilisation of sick leave. However, comparable protections are not afforded to staff on continuing/permanent, or longer-term fixed-term appointments facing termination as they have no possibility of such extension. Staff unions believe that the right to utilise accrued sick leave should be applied consistently across all appointment types.

**Staff Selection:** Management provided an update on Staff Selection 2.0. Their presentation covered renewed job architecture, modernised assessments and recruitment processes (discontinuation of the competency-based interviews, changing the application process, being more inclusive), and data-driven accountability.

**LGBTIQ+ and data privacy concerns:** Unions raised issues regarding the safeguarding of SOGIESC-related (Sexual Orientation, Gender Identity, Gender Expression, and Sex Characteristics) personnel data in the context of administrative reforms, including Common Administrative Platforms and Global Processing Centres. Specifically, they highlighted the risks of storing such data in countries with punitive laws against homosexuality, both for staff whose data is processed and for staff responsible for handling it, in light of mandatory reporting obligations under national law.

Unions further outlined general issues regarding data governance, including which data should be accessible, to whom, and under what storage and protection arrangements. They urged management to continue engaging with staff representatives and LGBTIQ+ personnel in the development of data safeguards, to ensure that such measures adequately reflect and address their specific circumstances.



**Anti-racism:** The discussion on anti-racism focused on concerns around the collection of race data,<sup>7</sup> including the use of Inspira for voluntary and anonymised race data collection and called for a comprehensive survey mechanism more closely aligned with the General Assembly resolution.

The main concern was that the unions had not been involved in the consultative process on the collection of race-related data. The unions therefore requested further consultation and continued dialogue on the issue of anti-racism.

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<sup>7</sup> The effort is undertaken in line with General Assembly resolutions A/RES/78/253 and A/RES/80/238, which called for more comprehensive data on racism and racial discrimination and specified that any such data collection must be voluntary, anonymised, and used solely for identifying and addressing systemic issues.

## 5.2 Representation through our Federation

Since December 2022, our Union has been a member of the United Nations International Civil Servants Federation (UNISERV). The federation also hosts the New York Staff Union (UNSU), the UN Field Staff Union (UNFSU), UNDP/UNFPA/UNOPS/UN-Women, as well as the International Staff Association of UNESCO (ISAU-UNESCO).



**UNISERV**

Given the structure and approach of UNISERV, our Council is also automatically a member of its executive committee and subsequently enabled to access high-level fora that are otherwise closed for individual staff unions, such as ICSC, HLCM, HRN, and IASMN.

Our current Vice-President has been serving as the President of UNISERV since September 2023. On behalf of the staff federation, she has been participating in ICSC sessions, several ICSC working groups, as well as in HLCM and select HRN meetings.

### 5.2.1 UNISERV Annual General Meeting

UNISERV held its Annual General Meeting from 8 - 12 September 2025 in Vienna.

Discussions were also held during the 2025 Annual General Meeting virtually with key stakeholders, including Catherine Pollard, Under Secretary-General (USG), Management Strategy, Policy and Compliance, HLCM Chair; Rosemarie McClean, Chief Executive of Pension Administration; Alessandro Maggi, Director, Ethics Office UNDP; Massimiliano Merelli, UN Digital ID Programme Director, ICC; and Presidents of the two other staff federations, Federation of International Civil Servants' Associations (FICSA) and Coordinating Committee of International Staff Unions and Associations of the United Nations System (CCISUA).



*UNISERV Executives with the ICSC Chair and Secretariat, UNISERV Annual General Meeting, Vienna, September 2025*

UNISERV was particularly honoured that Mr. Larbi Djacta, Chair of the ICSC, Mr. Yuri Orlov, and Ms. Eleanor Phillip from the ICSC Secretariat joined the Annual General Meeting in person.

Various matters of importance for the Federation's member unions and its joint constituencies were discussed in an informal setting. Particular focus was placed on the ongoing review of the compensation package, contractual modalities, future of staff representation in the context of UN80, leadership and managerialism, uses of AI, use of digital tools & digital ID, UNISERV communication principles and use of social media, and cooperation with the other two staff federations.

#### **5.2.1.1 The Future of Staff Representation in the Context of UN80**

The UN80 Initiative, while positioned as a strategic measure to enhance institutional efficiency, introduces significant structural changes that will reshape the landscape of staff representation across the United Nations system. UNISERV finds that the proposed mergers of UN agencies and entities, the downsizing of entities and abolishment of posts, the relocation of core functions to new duty stations - including the potential establishment of secondary headquarters, and the replacement of staff roles with non-staff modalities, represent a fundamental shift in the composition and distribution of the UN workforce. These developments pose a challenge to the sustainability, legitimacy, and operational capacity of established staff representative bodies.

As the traditional union membership base of staff members becomes increasingly fragmented and diminished, the ability of staff unions and councils to maintain inclusive and representative governance is compromised. The reduction in staff numbers weakens the strength and legitimacy of representation. Moreover, the decentralisation of operations risks disconnecting staff representatives from the evolving realities of the workforce, thereby undermining their mandate to advocate effectively on their behalf. UNISERV calls for staff representation mechanisms to adapt to the structural shifts introduced by the UN80 Initiative. This includes re-evaluating representational models, ensuring equitable inclusion of non-staff personnel where appropriate, and reinforcing the principles of transparency, consultation, and solidarity. UNISERV will review its member Unions' statutes and constitutions in view of UN80 developments to provide recommendations for the future of its staff representation.

There is an increasing use of non-staff contracts across common system organizations. UNISERV member unions acknowledged that such contractual modalities and non-staff arrangements might, in certain cases, be a way to contain personnel costs. It is imperative to reaffirm that the backbone of the United Nations and the international civil service must remain its staff and service under ICSC established contractual arrangements.

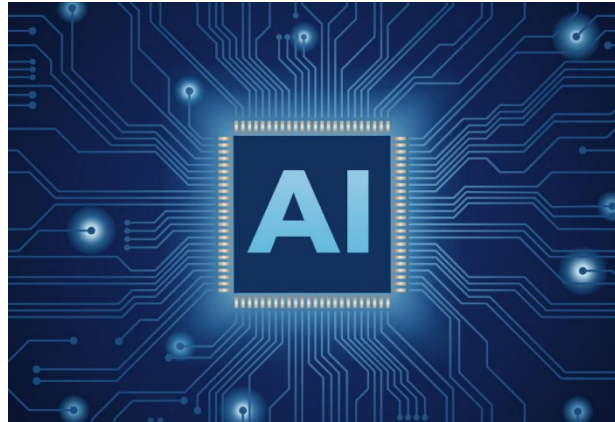
Preserving and strengthening the international civil service is essential to ensure the independence, integrity, and continuity of the UN system. At the same time, UNISERV stresses that, regardless of the temporary or supplementary nature of non-staff engagements, organizations must ensure that these personnel are afforded adequate

protection of their rights, including access to due process, such as rebuttal mechanisms, appropriate insurance coverage, and other fundamental safeguards for their well-being.

### **5.2.1.2 The Use of Artificial Intelligence**

UNISERV acknowledges the current increasing uses of Artificial Intelligence (AI) within the United Nations system and recognises its potential to enhance operational efficiency and service delivery. At the same time, UNISERV is cautious regarding the long-promised, yet unrealised capacities of generative AI.

UNISERV remains acutely aware of the risks associated with some AI uses and business cases, including but not limited to its impact on staff roles and the risk of deskilling, its interference with professional standard-setting, ethical governance and its incompatibility with the Chief Executives Board (CEB) Principles for the Ethical Use of AI in the UN System, and the safeguarding of human-centred values.



Of particular note, UNISERV is concerned that the risk of bias embedded in algorithms and data sets runs counter to UN values. These biases, whether stemming from incomplete, non-representative, or historically skewed data, could lead to discriminatory outcomes, reinforce systemic inequalities, and may unfavourably impact UN mandate delivery, as they undermine the principles of fairness and inclusion that the UN stands for.

In alignment with the UN's principles on the ethical use of AI, UNISERV calls for a principled, transparent, and inclusive approach to AI deployment across our system, one that is appropriately evidence-based and that places people at the centre of technological advancement. UNISERV expresses concern regarding the access provided to a number of private, for-profit companies, which provide such technologies to certain UN entities, fora, and meetings, with no counter-balancing views or expertise available from academia or specialized research institutions. UNISERV advocates for comprehensive training and capacity-building initiatives that will equip staff with the skills to use AI effectively, in full conformity with existing regulations, while fostering an understanding of the ethical, legal, and social implications of AI.

## **5.2.2 UNISERV Workshop on the State of the International Civil Service**

As part of its Annual General Meeting, UNISERV held several workshops.

### **5.2.2.1 Restructuring**

The restructuring session examined the legal framework surrounding organisational restructuring in international organisations. While case law affirms that organisations enjoy broad discretion to restructure, this discretion is not unfettered. Key limits exist in

relation to competence, form, and procedure. Participants learned how administrative tribunals reviewed restructuring decisions, and were provided with practical guidance for navigating such changes. The session included an open Q&A, and a practical segment.

### 5.2.2.2 Acquired rights

Acquired rights are those rights that have fully vested and would be legally protected from unknown future conditions or contingencies. Staff unions pay close attention to the acquired rights of staff, meaning the essential terms and benefits of an appointment that should not be taken away or substantially impaired without the consent of the staff members concerned. The acquired rights of staff, as defined in staff regulations and through jurisprudence of the tribunals, are limited. However, UNISERV calls for clarity, legal certainty, and predictability about the terms of our appointments that should be safeguarded against changes or adjustments based on fluctuating circumstances, such as short-term budget constraints, efficiency measures, or shifting funding priorities. UNISERV calls for fair treatment across staff categories, strict adherence to the non-retroactivity principle when there are changes to contractual terms such as compensation, and no loss of vested entitlements.



### 5.2.2.3 AI in the employment context

The half-day session focused on defining AI, its areas of application, and its influence on the evolving world of work. It addressed the opportunities and risks associated with AI in daily operations and offered practical guidance for its responsible use.

Participants engaged in discussions on existing AI applications, future implications for the UN workforce, and associated challenges. The workshop closed with a synthesis of findings and actionable next steps.

### 5.2.2.4 Right to freedom of association & the right to take industrial action

Mr. Laurence Fauth, one of the lawyers providing legal assistance to UNOV/UNODC staff, presented the findings of his legal study on the legal framework governing the right to freedom of association, and the court judgments interpreting the right.

He discussed the sources of and broad principles of freedom of association including the protections it affords for engaging in various types of industrial action for UN staff members, and in the common system of organisations, funds, and agencies.

### 5.2.2.5 Leadership and Managerialism at Work - Notions of Power and Authority

The participants discussed the frequently conflated notions of power and authority, emphasizing the importance of differentiating between them in professional settings and broader contexts. Drawing on this distinction, participants explored the characteristics of authoritative management, rooted in expertise and argumentation, as opposed to authoritarian management, marked by arbitrary decision-making.



The session also provided practical, skills-based training on handling conflicts and disagreements using this perspective, including case studies inspired from real life situations that made the relevance of those distinctions and of the theoretical framework that underpins them tangible.

## 6 Staff Protection and Legal Assistance

### 6.1 Legal Assistance for Staff

The Staff Council attaches great importance to the provision of 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.

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

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



#### 6.1.1 Legal Support for Work-related Issues

##### 6.1.1.1 Legal Support for Dues-paying Members

For dues-paying members, the Union may decide to cover a set amount of the fees for legal representation by an [external lawyer](#).

Eligibility requirements for applying for funds for private legal representation include:

1. The staff member must have been a dues-paying member for at least six months prior to the application for funds.
2. In the case of newly recruited staff, they must have become a dues-paying member upon recruitment.
3. A request for assistance must be submitted in writing and addressed to (any member of) the [Staff Committee](#) (the executive committee of the Staff Council) or to the [assistant to the Staff Union](#). The Staff Committee will decide whether to provide the established coverage amount, based on its internal procedures.

The Office of Staff Legal Assistance (OSLA) also provides legal advice and possible representation to all UN staff members (and former staff or affected dependents), who wish to appeal an adverse administrative decision, or who are subject to disciplinary action.

Staff who need legal assistance may submit an online form using the OSLA case management application. The [instructions are available on their website](#).

Dues-paying members may elect to seek Staff Committee funding support for an external lawyer regardless of any OSLA determination or willingness to represent the staff member.

#### **6.1.1.2 Legal Support for Non-dues-paying Members**

The Staff Committee may decide to waive the requirement that a staff member be dues-paying for the minimum required duration, and may offer an exceptional grant of legal support based on the following criteria:

1. The staff member's complaint is deemed to be in the wider interest of staff or a particular category of staff;
2. Providing legal support to the staff member would be in the interests of serving the cause of justice generally; and
3. The staff member has first sought the legal support and representation of OSLA and has been denied further OSLA representation.

In such cases, the Staff Committee will consider offering a designated grant to cover a portion of the legal fees through the "Support Fund" (see below).

#### **6.1.1.3 Legal Support for Affiliate Personnel**

The Staff Council has established a separate "Support Fund" to provide assistance to affiliate personnel (e.g. consultants, individual contractors, UN Volunteers, interns). It is funded from Gift Shop profits (15 per cent of annual profit is transferred into the account every year), i.e. no membership dues are used for this Fund.

The Staff Committee uses the Fund also to pay for portions of private legal assistance of non-dues paying members, when justified by the above-mentioned reasons.

Affiliate personnel are subject to the same criteria as those governing the use of the "Support Fund" for non-dues-paying members.

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.

#### 6.1.1.4 Legal Assistance Provided in 2025/2026

Three lawyers are available for **consultations** on work-related issues to dues-paying members of the Staff Union. Kindly contact any one of them directly to arrange an appointment.

##### (1) Ludovica Moro

**Mondays, from 2:00 to 4:00 pm (by appointment only), room C0341**

Tel. +43 676 685 5658

Email: [contact@ludovicamoro.eu](mailto:contact@ludovicamoro.eu) or [ludovica@modu.law](mailto:ludovica@modu.law)

Partner of Modulaw: [www.modu.law](http://www.modu.law)

##### (2) Laurence C. Fauth, Esq.

Maria-Treu-Gasse 2/15, 1080 Vienna

Available by phone: +43 (0) 664 205 84 58 or email: [info@unattorney.com](mailto:info@unattorney.com)

Web: [www.unattorney.com](http://www.unattorney.com)

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

Available by phone: +43 699 11666067 or email: [tlemay1090@gmail.com](mailto:tlemay1090@gmail.com)



A fourth lawyer, Jeffrey Dahl, continues advising staff on general legal issues. Since 2011, Mr Dahl has been retained to provide legal services to our Union, including assistance in the submission, representation, and management of individual dues-paying Staff Union members' cases.

During the reporting period, Mr Dahl provided legal advice on work-related grievances to seven staff members. He assisted one with a request submission to MAES, one with a submission to the UN Dispute Tribunal (UNDT), and three with their submissions to the UN Appeals Tribunal (UNAT).

He also provided his legal opinion to the Staff Council on topics related to staff-management relations and consultation processes, the host country agreement, and various policies.

The Council supported the legal representation, through other external lawyers, of twenty-two more staff members. Their grievances related to harassment, performance management system and performance improvement plans, contractual issues, roster

memberships, retroactive recoveries, outside activities, disciplinary processes and investigations, education grant and other benefits and entitlements.

For the first time, on 14 January 2026, the Council submitted an amicus brief to UNAT to provide additional information on the legal and operational framework governing staff selections and recruitment within the UN Secretariat, and to clarify the framework around treatment of “internal” versus “external” candidates for selection to job openings and the impact on related rules concerning awards of salary steps.

Several other staff have been legally assisted with their referrals to OSLA. One group of staff challenged the violation of their right to the continuation of previously awarded, indefinite roster memberships. The other group challenged management’s decision to retroactively revise the determination of their step-in-grade (from higher to lower step), and to recover the resulting “overpayment”, between their previous/higher-level salary and the revised/lower-level salary.

### **6.1.2 Lawyers Available for Non-work-related Issues**

Seven lawyers are available weekly in room C0341 or virtually to advise staff on non-work-related issues. Most of them provide two free legal consultations per year to dues-paying members of VIC Staff Associations/Unions. Some of them also offer preferential rates to UN staff if you decide to engage them.



As one needs to present their Staff Union membership card, staff members who no longer have their card may contact the Staff Union for a replacement.

A full list of the lawyers and their contact details is [available on the Staff Union’s website](#).

## 7 Communication and Outreach

One of the Staff Union's endeavours is to increase its visibility and raise staff awareness.

The website of the Staff Union <https://staffunion.unov.org> keeps our membership better informed and updated on the activities of the Union, important policies, issues relevant to their conditions of service, and the services the Union provides.



UNOV/UNODC Staff Union



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### NEWS AND EVENTS

#### UNOV/UNODC Staff Council's IOM to the Secretary-General on Physical Office Presence



The UNOV/UNODC Staff Council has been informed about the memorandum of 4 March 2026 on *Physical Office Presence* from the Chef de Cabinet conveying the Secretary-General's request to Heads of Entities to implement arrangements requiring office presence of at least four days per week.

The UNOV/UNODC Staff Council notes with great concern that the issuance of such a request at a time when staff are already demoralized and working under immense pressure reinforces the growing sense of arbitrariness and disenfranchisement from managerial decision-making. The decision to further reduce the telecommuting options will have a disproportionate and negative effect primarily on women, single parents and colleagues with disabilities. We are concerned that the new

approach to restrict flexibility makes the Secretariat a less competitive employer, contradicts the Organization's broader commitments on these matters, and fuels perceptions of institutional weakness and hypocrisy over adherence to stated norms and values.

The UNOV/UNODC Staff Council has sent a memo to the Secretary-General emphasizing that the SMC framework exists to ensure that matters such as flexible working arrangements are discussed in a structured and meaningful manner. We, therefore, have kindly requested him to suspend the memo on *Physical Office Presence* to the Heads of Entities, pending meaningful consultation with the staff unions and associations to ensure that collectively we will respond in the most strategic, fit-for-purpose, manner to the expectations from some Member States.

### JOIN THE STAFF UNION



### CONTACT US



Our Vision and Mission Statements



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 and your concerns, the better it can represent you and facilitate changes to policies and conditions that protect and benefit you.

**In case you wish to 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 to participate in consultations at the system-wide level (such as reviewing the compensation package). Each dues-paying member's small contribution goes towards the collective reserves to develop and fund activities that 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. If you choose to be a dues-paying member, they are automatically deducted from payroll, after filling out a membership form available from the Staff Union's office or on our [website](#).

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 a grant to pay for professional legal support, as well as a whole range of other [services and discounts](#) provided to dues-paying members.

Kindly note that we do not receive any notifications when staff are re-assigned to different UN Entities and that contributions are therefore not automatically stopped when a staff member moves to a different UN entity. The onus is on the staff member to notify us and send us a request to discontinue the deduction of their membership dues.

**Please verify whether you are a dues-paying member of the Staff Union.**

The best way to do this is by looking at your payslip and the listed deductions. If you are a dues-paying member one of the deductions should be for "**Staff Assoc Vienna**".

**Some of you may be contributing to only the Office of Staff Legal Assistance (OSLA). Kindly note that this is a different (also voluntary) deduction, unrelated to active membership in the Staff Union.**

To boost union membership, the Council organised a three-day *Meet & Greet* campaign in November 2025. This gave staff the opportunity to connect with their representatives,

ask questions, and share feedback on how the Union could better support them. Participants also learned about exclusive benefits available to dues-paying members, including discounts and offers for external services such as fitness and cultural activities.

Furthermore, a special grace period was offered to staff who signed up as dues-paying members during that week. They were granted immediate access to legal services, regardless of the usual requirement to have been a dues-paying member for at least six months, or, in the case of newly recruited staff, to have joined immediately upon onboarding. This grace period was also extended to anyone who had joined within the previous six months.

At the time of writing the report, 691 staff were dues-paying members of the UNOV/UNODC Staff Union, corresponding to some 41 per cent of UNOV/UNODC staff, including staff from other entities administered by UNOV (1681). ***We are extremely proud of this voluntary enrolment rate, and we thank all our dues-paying members for their dedication!***

## 8.2 Utilisation 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, 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 is highly appreciated by staff, particularly by those who might not be familiar with Austrian laws and do not speak German. Positive feedback has been received from many staff members who took advantage of the service.

For questions and assistance please contact the [office of the Staff Union](#).

## 8.2.2 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 (50 per cent), whereas smaller portions are allocated for charity donations (10 per cent) as well as adding funds to the Support Fund of the Staff Council (15 per cent).

The Staff Council decided to donate the 10 per cent of the 2025 profit generated from the sales of the Gift Shop to the "Lebanese Red Cross".

The introduction of numerous new products during 2025 resulted in a 20 per cent overall increase in the Shop's sales. Further growth is anticipated in 2026, with a target increase of up to 30 per cent.

## 8.2.3 Joint VIC Staff Summer Party

The UNOV/UNODC Staff Council has been pleased once again to financially support, with the additional backing from the Staff Welfare Board, the 2026 **VIC Staff Summer Party**. The Staff Union joins the Staff Association and Unions of IAEA, UNIDO and CTBTO on 19 June 2026 in organizing the Staff Summer Party.



We understand that some colleagues might feel that, considering the crisis our Organisation faces, having the traditional party might not be seen as timely or appropriate.

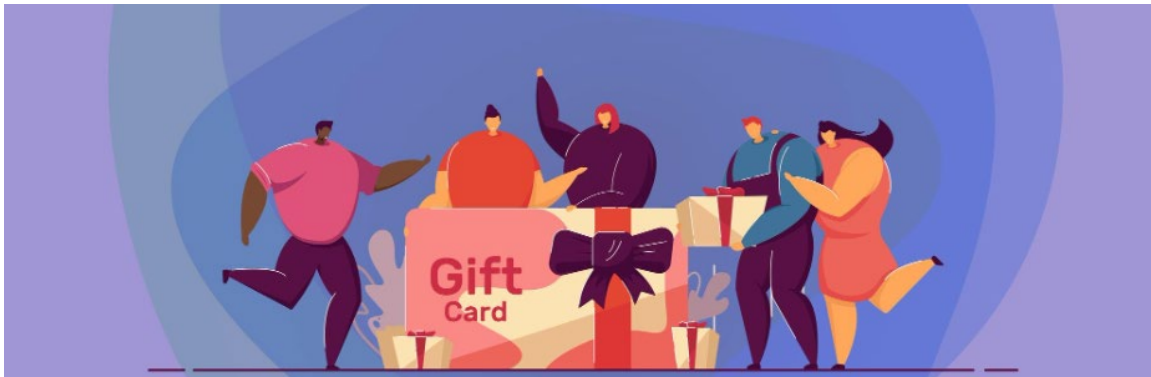
Many other staff, however, continue to express their need to get away from their daily stresses and enjoy good music, food and drinks with colleagues. The UNOV/UNODC Staff Council agreed to continue supporting the event in the hope that the positive emotions and the sense of togetherness that is typical of this party provides staff with a welcome respite from the worry and anxiety that we all experience.

### 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.

The relevant information about [Staff Union services](#) and the [list of shops with discounts and special offers](#) are available on the Staff Union website.

All the information on staff services and discounts are shared among all Vienna-based Organisations (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 which all dues-paying members automatically participate. In 2025 the holiday raffle took place again and included a hundred prizes from various sponsors and the Gift Shop.

## 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 Child Care Centre

The UNOV/UNODC staff representatives on the Joint Advisory Committee on the Child Care Centre (JAC-CCC) reported that for the now-ending 2025/2026 calendar year, the UNOV/UNODC quota was decreased by one place, resulting in twelve places in the crèche (0–3 years) and a reduction of three places in the kindergarten group (3–6 years), resulting in a total of twenty-three places.

Throughout the year, the Committee reviewed registrations and allocated places in accordance with established eligibility and priority criteria. In addition, the Committee maintained regular coordination with other VBO Child Care Committees and participated in meetings with the Child Care Centre.

### 9.2 Joint Advisory Committee on Catering Services

The Joint Advisory Committee on Catering Services (JACCS) met quarterly with the contract manager and contractor to address catering issues.

Some notable changes were implemented during the reporting period namely:

- New premium sandwich concept introduced on C04 received positive feedback from staff;
- Food wastage reduction initiative, otherwise known as “Special Friday Offer”, was introduced whereby remaining food items are sold at 50% discount on Fridays between 14:30 and 15:00 pm;
- Culinary week was introduced and it started with Austrian-themed dishes. This initiative is expected to continue;
- Punsch charity event was organised (during the festive period) by IAEA Staff Council with catering support from Eurest;
- Ramen and hotdog corners were introduced for a limited period of time;
- Plans are being made for Eurest staff to wear name tags (including language skills) for proper identification and communication;
- Staff are still reminded to return cutleries and dishes to the cafeteria after use;
- Survey has been launched recently.

JACCS members made a scheduled visit to the kitchen for necessary inspection and evaluation.

The Committee has been informed that the bidding process will commence with the recruitment of a consultant in 2026 to prepare the terms of reference for the new catering contract. To ensure continued provision of catering services, Euresst's contract has been extended until June 2027.

### 9.3 Joint Commissary Advisory Committee

Your representatives continue to advocate for staff interests on the Joint Commissary Advisory Committee (CAC) and its Selection Sub-Committee.

The Commissary did not transfer any money to the Staff Welfare Boards due to losses incurred during the lockdown periods. However, it has now confirmed that a profit was achieved in 2025 and that it will be shared. The final amount to be allocated has not been determined yet.

The Commissary management's outlook for 2026 remains conservative yet optimistic. Your CAC representatives will continue to follow this matter closely.

The Selection Sub-Committee is now fully functioning, meets regularly, and ensures that all customer requests are properly registered and considered.

### 9.4 VIC Recreation Committee

The [VIC Recreation Committee \(VICREC\)](#), operating under the auspices of the Vienna International Staff Associations Committee (VISAC), is entrusted with supervising the activities of the VIC-based clubs.

VICREC is currently composed of two representatives from each of the VBOs, UNOV/UNODC, IAEA (one seat is currently vacant), UNIDO, and CTBTO. Sahar Al Tabbal and Jorge Rios currently represent UNOV/UNODC on VICREC.

Continuing the tradition, VICREC celebrated Clubs' Day in the rotunda with 30 clubs participating in October 2025 and 19 clubs participating in April 2026. The events provided staff members the opportunity to get informed and to engage in the recreational clubs, thereby promoting overall well-being.



Additionally, VICREC welcomed four new clubs during this period: United Nations Vienna Sports Inclusive Initiative (UNSI), UN Disability Inclusion Network VIC, UN Vienna Volunteering for Well-Being, and VIC Writers Club. There are currently 54 VIC registered clubs and associations.

VICREC did not reject any applications in 2025.

VICREC remains committed to managing the club facilities and liaising with various entities within the VIC to address any issues that may arise due to club activities.

## 9.5 Inter-Agency Games 2026

The annual United Nations Inter-Agency Games (IAG) is the largest social congregation of UN staff and their family members, and a highlight for all those who participate.

The [51<sup>st</sup> IAG took place in Heraklion](#), Greece, from 6 to 10 May 2026. For the first time, the Games were hosted by the UNOV/UNODC Staff Union, with the collaboration and support of the Staff Associations of the other VBOs.

Despite the challenges our Organisation has been facing, we remained committed to organising this event, because we felt it was particularly needed in the present context.

Far from being a luxury, the IAG are a vital investment in our community of international civil servants at a time where it is most needed. The sense of camaraderie and unity that prevailed during the IAG helped us in navigating these difficult times together. The games also constituted a rare opportunity to meet and network with colleagues from other organisations across the globe, while enjoying the rich cultural experience that the city of Heraklion has to offer.

Last but not least, the realisation of such an event with strong support from the organisation aligns with our focus on staff mental health and well-being. We view this event as a leading initiative in promoting a family-friendly and healthy work-life balance.



## 10 Treasurer's Report 2025

<b>UNITED NATIONS STAFF UNION VIENNA</b>			
<b>Financial Report for the year 1 January - 31 December 2025</b>			
(in Euro)			
<b>Staff Council's main operational account</b>			
<b>INCOME</b>			
1. UNOV/UNODC Membership dues (1)		€	91,567.45
2. CTBTO contribution to staff services (2)		€	1,308.12
3. Credit interest		€	42.48
4. Distribution of Gift Shop profit 2024		€	21,987.23
5. Subsidy from the Staff Welfare Board, co-funding the expenses for the 2025 VIC Staff Summer Party (50% of the UNOV/UNODC share totalling EUR 10,000.00)		€	5,000.00
<b>Total Income</b>		<b>€</b>	<b>119,905.28</b>
<b>EXPENDITURE</b>			
1. Official travel (3)		€	55,448.20
2. Training of staff representatives (4)		€	7,394.57
3. Professional staff legal assistance (5)		€	39,630.04
4. Staff services (6)		€	22,568.00
5. Social events and hospitality (7)		€	15,416.30
6. General operating expenses (8)		€	9,739.15
<b>Total Expenditure</b>		<b>€</b>	<b>150,196.26</b>
<b>Excess of income over expenditure</b>		<b>-€</b>	<b>30,290.98</b>
<b>Support Fund</b>			
<b>INCOME</b>			
1. Portion of the Gift Shop profit 2024 (15%)		€	5,496.81
2. Credit interest		€	4.66
<b>Total Income</b>		<b>€</b>	<b>5,501.47</b>
<b>EXPENDITURE</b>			
1. Legal assistance for staff		€	-
2. Bank charges		€	228.48
<b>Total Expenditure</b>		<b>€</b>	<b>228.48</b>
<b>Excess of income over expenditure</b>		<b>€</b>	<b>5,272.99</b>
<b>Dispo/saving account</b>			
<b>INCOME</b>			
1. Credit interest		€	299.62
<b>Total Income</b>		<b>€</b>	<b>299.62</b>
<b>EXPENDITURE</b>			
1. None		€	-
<b>Total Expenditure</b>		<b>€</b>	<b>-</b>
<b>Excess of income over expenditure</b>		<b>€</b>	<b>299.62</b>
<b>ASSETS</b>			
Main account balance as at 31 December 2025		€	79,876.38
Support Fund account balance as at 31 December 2025		€	12,903.78
Dispo account balance as at 31 December 2025		€	781,394.19
<b>Total</b>		<b>€</b>	<b>874,174.35</b>

## Explanatory notes 2025

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 The UNOV/UNODC Staff Union dues amount to 0.15 of Gross Salary + Language Allowance + Non Residence Allowance + Dependency Allowance + Post Adjustment - Staff Assessment (it should be noted that the Post In 2025, an average of EUR 8,354 membership dues were received for each month. The December 2025 dues, however, because of the payroll services transfer to New York, were deposited into the Staff Council account only in January 2026.			
2 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			
3 Official travel			
3.1. ICSC Regional Workshop, January 2025, Algiers - travel expenses for three staff representatives including the cost of President's subsequent UNISERV related trip to Paris to attend FICSA Council		€	8,251.09
3.2. UNISERV related trip: ICSC WG on Compensation Package Review, Geneva, February 2025 - travel expenses for the Vice-President		€	3,094.84
3.3. UNISERV related trip: 99th Session of the ICSC, New York, March 2025 - travel expenses for the President and Vice-President		€	14,575.71
3.4. UNISERV related trip: 49th HLCM Session, Rome, April 2025 - travel expenses for the Vice-President		€	1,990.56
3.5. Inter-Agency Games (IAG), Rennes, May 2025 - registration fee and travel expenses for the President (official function, attending the closing ceremony and taking over the IAG flag as the 2026 games will be hosted by UNOV/UNODC Staff Union) - <b>cost will be reimbursed from the IAG account in 2026</b>		€	2,128.50
3.6. UNISERV related trip: Mental Health Strategy Board, Geneva, May 2025 - travel expenses for the President		€	2,698.46
3.7. SMC Special Session - UN80 initiative, Pristina, June 2025 - travel expenses for two participants		€	3,023.89
3.8. UNISERV related trip: 100th Session of the ICSC, Bern, July/August 2025 - travel expenses for the President and Vice-President		€	10,741.53
3.9. UNISERV related trip: European Academy of Occupational Health Psychology (EAOHP) event on "Mental Health at Work in the Future of Work", Geneva, October 2025 - travel expenses for the President and Vice-President		€	3,209.56
3.10. Official Site Visit Mission to 2026 Inter-Agency Games location, Heraklion, October 2025 - travel expenses for the IAG organizer - <b>cost will be reimbursed from the IAG account in 2026</b>		€	736.13
3.11. International organisations career development roundtable, Madrid, November 2025 - travel expenses for the President		€	1,930.87
3.12. UNISERV related trip: ICSC WG on Compensation Package Review, Geneva, December 2025 - travel expenses for the Vice-President		€	3,067.06

4	Training of staff representatives		
	4.1. ICSC Regional Workshop, January 2025, Algiers - participation fees for three staff representatives	€	2,933.12
	4.2. UNISERV AGM workshop, Trieste, October 2024 - UNOV/UNODC share	€	1,827.14
	4.3. UNISERV AGM training on leadership and managerialism, Vienna, September 2025 - facilitator's fee and travel cost	€	2,134.31
	4.4. UNISERV AGM workshop on the AI in the employment context, Vienna, September 2025 - facilitator's fee (total cost of EUR 3,000; EUR 2,500 reimbursed by UNISERV, <b>EUR 500 for VAT will be reimbursed in 2026</b> )	€	500.00
5	Professional staff legal assistance		
	5.1. Bimonthly fee lawyer on a retainer (Jeff Dahl)	€	9,000.00
	5.2. Research papers/legal studies by external lawyers	€	6,800.00
	5.3. Legal support various external lawyers	€	23,830.04
6	Staff services		
	6.1. Fee for services provided by Tenants' Union ("Mietervereinigung")	€	5,000.00
	6.2. Expenses related to the Staff Services Officer (monthly salary, raffle bonus)	€	17,500.00
	6.3. Annual subscription "Konsument" magazine	€	68.00
7	Social events and hospitality		
	7.1. 2023 raffle vouchers redeemed in 2024	€	1,673.50
	7.2. VAT refund for vouchers	-€	60.75
	7.3. SMC XIII, Vienna, April 2025 - brunch offered by the Council	€	2,349.45
	7.4. 2025 VIC Staff Summer Party (50% of the cost was subsidised by the Staff Welfare Board)	€	10,000.00
	7.5. Working lunches (participant representatives to the UN Staff Pension Committee, Chief of OSLA)	€	136.70
	7.6. Funeral wreaths for former Staff Council executives (Daniel Bridi & Paulina Analena)	€	490.00
	7.7. UNISERV AGM hospitality expenses, Vienna, September 2025 (coffee break during the training on leadership and managerialism; dinner for participants, complimentary notebooks and pens)	€	827.40
8	General operating expenses		
	8.1. Laptop Staff Services Officer- software charges for 2024 and 2025 and work station fees for 2023, 2024 and 2025	€	4,713.42
	8.2. UNISERV annual membership fee	€	1,921.23
	8.3. Business net fees (online banking)	€	270.00
	8.4. Audit of the financial statements of the Staff Council and the Gift Shop 2024	€	900.00
	8.5. "Simply Voting" invoice - Staff Council elections	€	1,122.41
	8.6. SurveyMonkey annual fee	€	420.00
	8.9. Bank charges	€	392.09

## Gift Shop Financial Report 2025

<b>INCOME</b>	
1. Income from sales (credit card payments)	€ 165,795.04
2. Income from sales (cash payments)	€ 61,053.21
3. Credit interest	€ 39.54
4. Other (2024 raffle vouchers - transfer from main account)	€ 1,309.00
<b>Total income</b>	<b>€ 228,196.79</b>
<b>EXPENDITURE</b>	
1. Purchases	€ 152,834.35
2. Refund of VAT for purchases	-€ 17,330.55
3. Staff salaries incl. end-of-year bonus	€ 59,751.23
4. Office supplies and till rolls	€ 259.24
5. Bank Charges & Payone annual fee (credit and debit card payment terminal)	€ 1,069.04
6. Charity donation	€ 3,710.90
7. Other expenses (*)	€ 5,019.52
<b>Total expenditure</b>	<b>€ 205,313.73</b>
<b>Excess of income over expenditure</b>	<b>€ 22,883.06</b>
<b>Transfer of funds from the Gift Shop account to other UNSCV accounts</b>	
Transfer to Main account (60% of 2024 profit)	€ 21,987.23
Transfer to Support Fund (15% of 2024 profit)	€ 5,496.81
<b>Total transfers</b>	<b>€ 27,484.04</b>
<b>Assets</b>	
Gift Shop account balance on 31 December 2025	€ 109,959.07
Items on stock (average cost method)	€ 66,579.58
Money in hand (one employee)	€ 350.00
<b>Total Assets</b>	<b>€ 176,888.65</b>

### Explanatory notes

<b>(*) Other expenses</b>	
1) "epos" annual licence for the cash register	€ 211.00
2) Shipping cost - return of Oxfam item samples for the Gift Shop	€ 25.04
3) Invoice workstation fees Gift Shop 2023 - 2025	€ 4,141.62
4) UNOV/UNODC Staff Council support for November 2025 (cost shared with UNOV/UNODC Staff Welfare Board and other staff unions and associations of VBOs)	€ 250.00
5) UNOV/UNODC Staff Council support - Disability Inclusion Network activities (cost shared with other staff unions and associations of VBOs)	€ 391.86
<b>Total other expenses</b>	<b>€ 5,019.52</b>

# 11 Audit Report 2025

## UNOV STAFF COUNCIL AND GIFT SHOP

### AUDIT REPORT FOR THE YEAR ENDED DECEMBER 31, 2025

I have examined the Financial Statements of the UNOV Staff Council and Gift Shop for the 12 months period ended December 31, 2025 and have checked supporting papers and the inventory on a test basis. The accounting system is an accounting on a cash basis. The accounting records are maintained with MS Excel and are comprehensible and transparent.

During the course of the Audit, the matters noted in this report were drawn to the attention of the President of the Staff Council.

#### RECOMMENDATIONS 2024

*Partially completed.* The storage facilities are still not ideal, but further improvements have been made regarding the grouping and labeling of products.

#### FINDINGS AND RECOMMENDATIONS 2025

The **inventory at the end of 2025** has been performed in detail with the presence of the Auditor.

There is still a small number of items on stock which show differences between the quantity of the items currently on stock according to „epos“ and the quantity according to the inventory done on 7th January 2026.

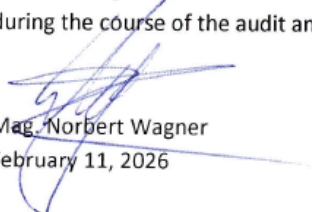
It has to be noted that during the past year the Gift Shop staff has made strong efforts to better organize the goods, remove some less popular items and add some new items which increased the sales volume. To reach a better opportunity to improve the (re)organization of the storage, to facilitate the handling of the items and help to mitigate inventory differences I **recommend to install some additional shelves.**

#### CONCLUSION

The statement of assets and liabilities as at December 31, 2025, present according to my opinion a true and fair view of the UNOV Staff Council and the Gift Shop. The assets show a total amount of € 874.174,35 for UNOV Staff Council deposited on the bank accounts (Main account, Dispo account, Support Fund account) and for the Gift Shop an amount of € 176.888,65 deposited on the Gift Shop Account, items on stock and money in hand.

#### ACKNOWLEDGEMENT

I acknowledge with thanks the full co-operation of the Treasurer and the Staff Council Assistant during the course of the audit and emphasize the transparent documentation for all transactions.

  
Mag. Norbert Wagner  
February 11, 2026

## Annex I

### Staff Representatives and Alternates – Attendance Record

<b>Attendance at meetings of the 2<sup>nd</sup> Session of the Staff Council from 2 June 2025 to 15 June 2026</b>				
<b>Unit</b>	<b>Representative</b>	<b>Attendance</b>	<b>Alternate</b>	<b>Attendance</b>
EU1 OLA (ITLD/UNCITRAL) / UNROD / UNIS	BURRELL Leisa	14	HODSONA Katrina	11
EU2 UNICRI / ODA / OMS	DE BRUIJN Marian	5	MAZARESE Duccio Carlo	0
EU3 OOSA / OIOS / UNPA	OKUMURA Yukiko	13	KEUSEN Tanya	12
EU4 UNODC DO (Vienna based)	DALMAU VILELLA Cristina	14	ALFONSO Giorgina	7
EU5 UNODC DPA / OED	GRELLIER Nina	14	MARQUARDT Paul	3
EU5 UNODC DPA / OED	CHERIANKALAYIL Mathew	10	LIU Hexin	11
EU6 UNODC DTA	MARQUEZ Euridice	14	GEBREEGZIABHER Ashenafi	12
EU6 UNODC DTA	NAVARRO Tania	9	HAMMOND-AGBORAW Corenne	5
EU6 UNODC DTA	ESPOSITO Karin	15	VUKOTIC Stefan	9
EU6 UNODC DTA	GIUDICE Anna	9	KAKUCSKA Peter*	6
EU7 UNODC DO (Field Offices in Africa and Middle East)	ERTEN Mustafa	7	EL RAHWAN Amr	1
EU8 UNODC DO (Field Offices in Asia, Europe, and LAC)	OJHA Himat	9	GIL Laura	4
EU9 UNOV DM (CMS)	HAIDAR Samar	15	KOLLER POPE Catherine Mary	12
EU9 UNOV DM (CMS)	JEREMIC Nikola	10	FERRER AMICH Alfonso	14
EU9 UNOV DM (CMS)	PODGORNIK, Valter	10	JOLLY Helene	10
EU10 UNOV DM (OD / FRMS / GSS / HRMS)	JELINCIC Ana-Marija	15	COELHO Patricia	6
EU11 UNOV DM (OD / FRMS / GSS / HRMS)	NUSEIBEH Ibrahim	11	MILETIC Marijana	0
EU11 UNOV DM SSS	MUBANGA William	9	STANESCU Dan-Andrei	1
EU11 UNOV DM SSS	MARHALI, Asher	11	HENRY Daniela	1
EU12 UNOV ITS / Vienna-based DGACM GIDAS + UNOCT / DPPA-DPO	MARDINI Mohamad	9	LOTZ Franziska	7
UNOV ITS / Vienna-based DGACM GIDAS + UNOCT / DPPA-DPO	LUTHRA Saurabh	9	Vacant	-
<p>There was a total of one special and fourteen regular meetings from 2 June 2025 to 15 June 2026.</p> <p>Staff representatives from the field were not always able to participate in the meetings because of the different time zones.</p>				
<p>* Ceased to be a member of the Union on 31 December 2025. The office of <i>alternate</i> is considered vacant as per Art. 27.1 of the Statutes and Rules</p>				

## Annex II

### Officers of the Staff Council

<b>Staff Council</b>	Presiding Officer	Euridice Marquez
	Deputy Presiding Officer	Ibrahim Nuseibeh

<b>Staff Committee</b>	President	Samar Haidar
	Vice-President	Karin Esposito
	Secretary	Tania Navarro
	Treasurer	Cristina Dalmau Vilella
	Rapporteur	Ana-Marija Jelincic

<b>Polling Officers</b>	Chairperson	Aitor Arauz
		Mohammad Naser Ali
		Sven Pfeiffer

The Polling Officers are appointed for a four-year term (October 2022 – October 2026)

<b>Arbitration Pool</b>		Valentine Deville-Fradin
		Willetta Tonette Edelsbrunner
		Merfat El-Mansi
		Tatiana Jehl
		Artem Lazarev
		Ludovic Martin
		Matthew Nice

The Arbitration Pool members are appointed for a five-year term (11 October 2022 – 10 October 2027)

## Annex III

### Representation on Joint Bodies

<b>Joint Advisory Committee</b>	Chairperson	Paul Rabbat (replacing Celso Faria Coracini as of 27 January 2026)
	Members	Karin Esposito
		Samar Haidar
		Tania Navarro
	Alternates	Mohamad Mardini
		Euridice Marquez
		Valter Podgornik

<b>Joint UNIDO/UNOV JAC Standing Committee on Health and Life Insurance</b>	Members	Stefan Vukotic
		Samar Haidar
		Karin Esposito

<b>General Service Classification Appeals and Review Committee</b>	Chairperson	Beate Hammond
	Members	Gemma Norman
		Ibrahim Nuseibeh

<b>Staff Welfare Board</b>	Chairperson	<b>Fakhrulla Azamov</b>
	Members	Mathew Cheriankalayil
		Saurabh Luthra
		Asher Marhali
		Valter Podgornik

<b>Staff Assistance Committee</b>	Chairperson	Ibrahim Nuseibeh
	Executive Secretary	Inbar Braiden
	Members	Selvam Puttelaye (Treasurer)
		Jennifer Vandenplas
		Christina Kulur
		Anna Pashkova
	Alternates	Narmina Gadjeva
		Sandor Szabo
		Saurabh Luthra
		Mansandeep Singh

<b>Central Review Board</b>	Members	Sylvie Bertrand
		Mark Colhoun
		Hanny Cueva Beteta
		Francia Obregon Blasco
		Fariba Soltani
		Justice Tettey
		Joan Josep Trujillo Parra
		Stephane Wohlfahrt

<b>Central Review Committee</b>	Members	Aitor Arauz
		Aygul Duysenhanova
		Teymuraz Gogolashvili

		Mercy Mayebo
		Fadia Nahhas
		Reiner Pungs
		Rajesh Srivastava
		Silvana Tucci

<b>Central Review Panel</b>	Members	Emebet Bizuneh
		Stefan Brezina
		Mariflor Goti Valdes
		Jee Aei Lee
		Mohamed Mardini
		Catherine Muganga
		Asja Nedeljkovic
		Georg Rauscher

<b>UNOV/UNODC Rebuttal Panel</b>	Members	Giovanna Campello
		Aimee Comrie
		Aygul Duysenhanova
		Euridice Marquez

<b>Departmental Focal Points for Women</b>	Members	Wadih Maalouf
		Hanifa Rebbani
		Antje Reepmeyer

<b>Alternate Departmental Focal Points for Women</b>		Nargiza Abdukadirova
		Wolfgang Aigner
		Ajuma Echikwu

<b>Joint Advisory Committee on the Child Care Centre</b>	Member	Franziska Lotz
	Alternate	Saurabh Luthra

<b>Joint Advisory Committee on Catering Services</b>	Member	Lorretta Eruwa
	Alternates	Nikola Jeremic
		Ibrahim Nuseibeh

<b>Joint Commissary Advisory Committee</b>	Members	Saurabh Luthra
		Valter Podgornik
	Alternates	Cristina Dalmau Vilella
		Mohamad Mardini

<b>Joint Advisory Committee on the VIC Garage</b>	Chairperson	Ferdinand Grimm
	Member	Ibrahim Nuseibeh
	Alternate	Jorge Rios

<b>VIC Recreation Committee</b>	Members	Sahar Al Tabbal
		Jorge Rios

<b>Inter-Agency Games Organising Committee</b>	Members	Mohamad Mardini
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## Members of Subsidiary Bodies of the Staff Union

<b>Gift Shop Standing Committee</b>	Chairperson	Cristina Dalmau Vilella
	Members	Ana-Marija Jelincic
		Ibrahim Nuseibeh
		Valter Podgornik

<b>Support Fund for the Representation of UN Colleagues</b>	Members of the Staff Committee
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## Staff Council Members in 2025-2026 SMC Mechanisms

<b>3x3 Contact Group</b>	Karin Esposito
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<b>SMC Working Group on Administration of Justice</b>	Karin Esposito (Co-Chair)
	Samar Haidar

<b>SMC Working Group on Staff Selection and Mobility (Paused)</b>	Karin Esposito (Co-Chair)
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<b>SMC Working Group on the Young Professional Programme (Not yet activated)</b>	Karin Esposito (Co-Chair)
	Stefan Vukotic

<b>SMC Working Group on GS Career Opportunities</b>	Tania Navarro (Co-Chair)
	Ana-Marija Jelincic

<b>SMC Gender Focal Point Group</b>	Samar Haidar
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## Staff Council Members Serving on Behalf of UNISERV (2025-2026)

<b>ICSC Working Groups on the Review of the Compensation Package</b>	Karin Esposito
<b>ICSC Technical Task Force on the Review of the Hardship Methodology</b>	Karin Esposito
<b>HLCM</b>	Karin Esposito (observer status)
<b>HLCM cross-functional Task Force on the use of AI in the UN system (work completed)</b>	Samar Haidar (observer status)
<b>Pension Board of the UN Joint Staff Pension Fund</b>	Karin Esposito (observer status)
<b>Mental Health Strategy Implementation Board</b>	Samar Haidar (observer status)

## Annex IV

### Abbreviations

<b>AI</b>	Artificial intelligence
<b>CCISUA</b>	Coordinating Committee of International Staff Unions and Associations of the United Nations System
<b>CCS</b>	Committee on Common Services
<b>CEB</b>	Chief Executives Board
<b>CRB</b>	Central Review Body
<b>DGACM</b>	Department for General Assembly and Conference Management
<b>FICSA</b>	Federation of International Civil Servants' Associations
<b>FMEIA</b>	Ministry for European and International Affairs
<b>FWA</b>	Flexible Working Arrangements
<b>GS</b>	General Service and related categories
<b>GSSC</b>	Gift Shop Standing Committee
<b>HLCM</b>	High-Level Committee on Management
<b>HRMS</b>	Human Resources Management Service
<b>HRN</b>	Human Resources Network
<b>IAG</b>	United Nations Inter-Agency Games
<b>IASMN</b>	Inter-Agency Security Management Network
<b>IC</b>	Infrastructure Committee
<b>ICSC</b>	International Civil Service Commission
<b>ISAU-UNESCO</b>	International Staff Association of UNESCO
<b>JAC</b>	Joint Advisory Committee
<b>JAC-CCC</b>	Joint Advisory Committee on the Child Care Centre
<b>JACCS</b>	Joint Advisory Committee on Catering Services
<b>LICA</b>	Local Individual Contractor Agreement
<b>MAES</b>	Management Advice and Evaluation Section
<b>OHR</b>	Office of Human Resources
<b>OIOS</b>	Office of Internal Oversight Services
<b>OSH</b>	Occupational Safety and Health
<b>OSLA</b>	Office of Staff Legal Assistance
<b>SGB</b>	Secretary-General's Bulletin
<b>SLWOP</b>	Special leave without pay
<b>SMG</b>	Staff-Management Group
<b>SMC</b>	Staff-Management Committee
<b>SWB</b>	Staff Welfare Board
<b>UNAT</b>	UN Appeals Tribunal
<b>UNDP</b>	United Nations Development Programme
<b>UNDT</b>	UN Dispute Tribunal
<b>UNFSU</b>	UN Field Staff Union
<b>UNISERV</b>	United Nations International Civil Servants' Federation
<b>UNJSPF</b>	United Nations Joint Staff Pension Fund

<b>UNOPS</b>	United Nations Office for Project Services
<b>VBOs</b>	Vienna-based Organisations
<b>VIC</b>	Vienna International Centre
<b>VICREC</b>	Vienna International Centre Recreation Committee
<b>VISAC</b>	Vienna International Staff Associations Committee