# STAFF MANAGEMENT COMMITTEE

## United Nations

## Report SMC XIII
## 8-12 April 2025

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## 1. Introduction

1.      The President of the Staff Management Committee (SMC) opened the session, and the Secretary-General (SG) welcomed participants through a video message. Opening remarks were provided by Bo Mathiasen, Director of the Division for Operations at the Office on Drugs and Crime, followed by remarks from Catherine Pollard, Under-Secretary-General (USG) for the Department of Management Strategy, Policy and Compliance (DMSPC).

2.      The President presented the draft agenda. At the onset, both staff and management representatives acknowledged the ambitious agenda and noted a willingness to adjust the agenda during the meeting and defer items to ad hoc meetings as necessary. As more time was devoted to discuss the topics of downsizing, the UN80 initiative, and the financial situation and its impact on staff as well as on the mission of the United Nations (UN), some items were deferred to  ad hoc meetings.

3.      **The agenda was adopted. See Annex I for items covered and Annex II for items deferred to ad-hoc meetings.**

4.      Nomination for the Office of SMC Vice-President

5.      **The staff representatives elected Mona Fattah Vahidi as the SMC Vice-President.**

6.      Nomination for and appointment of a single representative for staff views to the Fifth Committee of the General Assembly (GA)

7.      **The staff representatives designated Narda Cupidore to be the single representative for staff views to the Fifth Committee of the GA.**

8.      Nominations for and appointment of SMC rapporteurs

9.      **The staff representatives designated Napoleon Bogale and Janet Puhalović, and management designated Larai Musa and Nasser Shammout as rapporteurs for SMC XIII.**

10.     Nominations for and appointment of the SMC 3 x 3 Contact Group

11.     **Karin Esposito, Pamela Odhiambo, and Laura Johnson were nominated as staff representative members, and Katharina Margetts, Miguel Mourato Gordo and Jonathan Ball were nominated as management representative members of the SMC 3 x 3 Contact Group.**

## 2. Importance of SMC

12.     Staff presented their paper emphasizing the critical role and importance of the SMC. They

expressed worry that this vital body was being weakened and called for its preservation and strengthening. Various concerns were raised, including a reduction in the number of management attendees at the annual in-person meeting; shortening the period of consultation at the annual in-person meeting; inconsistent engagement of staff representatives in planned policy changes before wider stakeholder consultation; a lack of information or schedule from management on planned policy changes; increased use of policy guidance when administration instructions were more appropriate; a lack of staff consultation on policy guidelines before their issuance; and a lack of timely sharing of documents, such as those related to the financial crisis. Staff recalled agreements from SMC IX in Bonn and SMC VIII in Sarajevo concerning established consultative processes and asked for adherence to these. Staff recalled that the SMC had agreed to establish a platform, which should serve as a one-stop shop for all SMC agreements; this platform was meant to facilitate tracking and monitoring progress of agreement implementation. Reference also was made to research which demonstrated a strong positive correlation between staff engagement and organizational success, noting that engaged employees resulted in a 21 percent increase in efficiency and 41 percent lower absenteeism. Although difficult to quantify, staff expressed the perception that the SMC felt more like an information-sharing body than one of productive consultation and equal partnership, noting that this may be due to a trust deficit between the two sides or a lack of prior knowledge of staff representatives to fully engage in discussions that were highly technical in nature. The engagement of a small sub-group of staff representatives with staff from the Office of Human Resources (OHR) on the review of the draft administrative instruction on the administration of appointments in late 2024 was cited as a good practice to be replicated.

13.     Management acknowledged the importance of the SMC and recognized the need for continuous reflection on its functioning. Regarding representation at the SMC, management highlighted that the Secretary-General's Bulletin (SGB) on the SMC provides for nine management representatives, including the USG for DMSPC and the Assistant Secretary-General (ASG) for OHR. Given the number of Secretariat entities, representation of all of them would not be possible at the annual in-person meeting. The current rotational approach ensures inclusive management representation, including from field-based entities. On the consultation process, management reaffirmed its commitment to engagement through monthly ad hoc meetings, monthly 3x3 Contact Group coordination meetings, and an annual in-person meeting. It was clarified that major proposals impacting staff were consistently consulted with staff representatives through either SMC ad hoc or in-person meetings. Management also clarified that while all policies impacting staff conditions of service were widely consulted for written feedback, the policies themselves would not be drafted in the SMC. On SGBs, management clarified that SGBs on organizational structure would not be consulted. On policy guidelines, management emphasized that these guidelines do not create new policy but rather serve to complement policies and provide detailed information on implementation.  Staff representatives were invited to provide feedback on policy guidelines at any time after their issuance.

14.     In response, staff reiterated that management representatives should be included in the

SMC from all UN Secretariat entities, and sufficient funds needed to be allocated for all 18 staff representatives to attend future annual meetings. They also noted that staff representatives should be consulted from the proposal stage of policy formulation and in the review of policy guidance before issuance, when they directly impact questions of staff welfare and conditions of work, as per paragraph 5.3 of ST/SGB/2009/4. Given the liquidity crisis and other major pending reforms, staff underscored that it was imperative to strengthen and nurture the SMC as an essential consultative mechanism.

15.    **The SMC agreed that a review of the functioning and effectiveness of the SMC would be a standing agenda item at the start of every in-person meeting.**

16.    **Disagreement: Management did not agree to the staff request to ensure SMC consultation on proposals for and development of policy guidelines designed to implement administrative issuances.**

### 3.   *Staff safety and security (standing item)*

17.    Gilles Michaud, the USG for the Department of Safety and Security (DSS), provided a briefing on safety and security, including an update on Myanmar, Ukraine, Afghanistan, Pakistan, Syria, Lebanon, Israel and the occupied Palestinian territory, Yemen, Haiti and other contexts. He highlighted the implications of the financial situation and outlined some measures that may be implemented in response to the current financial constraints. These might include scaling support to countries based on risk, creating regional hubs for low-risk countries, and adjusting the headquarters support footprint to manage the cost of operations. The USG outlined discussions underway to support long-serving security personnel, in relation to retirement and career development.

18.    Staff representatives expressed concern about the proposal to reduce support to staff on the ground by cutting DSS headquarters positions and reducing the DSS country footprint, and asked for more details on the locations, support structure, and impact on operations. In particular, staff took note of the new modality whereby security would be ensured by one national staff member in country, overseen by international staff in regional hubs.  Questions were raised about the number of staff positions affected; support available to national staff; the proportion of extra-budgetary (XB) funding for DSS; and, the process for assessing whether an operation was low or high risk. In response to the staff query about the retirement age of security officers given the nature of their physical duties, the USG replied that DSS was working with OHR on a proposal related to an earlier retirement age, noting that this was a determination that required discussion and approval by the Pension Board. The USG also reported exploring other types of professional opportunities for DSS staff, given the physical stress and demands of the job.  Concerns were raised about overall DSS staff well-being and mental health, and the degree to which DSS staff were consulted and informed of plans to reduce their workforce or change the retirement age, particularly in duty stations other than New York.

19.    **The SMC agreed to convene an ad hoc meeting with the USG of DSS to further discuss security issues.**

### 4. *SMC Budget 2025 (standing item)*

20.    The SMC Secretary presented the SMC budget for the period from 2021 to 2024, showing an increase in expenses over the years in comparison to a relatively stable allotment amount. The SMC Secretary responded to a number of questions from staff regarding the budget allotment and the rising expenditures.

21.    Staff raised concerns about the late approval of the SMC allotment resulting in increased travel costs. They took note of the difficult financial environment, which impacted the meeting this year, and asked questions about the reason for the significant increase in costs for SMC XII in Cyprus. Staff further inquired about the budget and the approved allotments (which are less than budget), thereby creating continuous financial gaps that OHR has covered. They also noted that the allotments decreased over time, while the expenditure increased. In moving forward, staff called for early planning, including making the allotment available earlier to allow for cost efficiency and savings on travel and bookings.

22.    **The SMC agreed that the budget presented at the annual in-person SMC will include more data points, such as the proposed budget in relation to allotment and expenditure, in line with section 7 of ST/AI/2014/3.**

### 5. *UN 80 Initiative*

23.    Management provided a briefing on the UN 80 initiative, including the timelines and the three workstreams established under the Task Force led by Guy Ryder, USG for Policy in the Executive Office of the SG. The first workstream would be carried out by a working group on efficiency gains led by USG Pollard; this working group would develop proposals to improve service delivery, create cost efficiencies (such as the optimization of office space), and foster more consistent application of policies. No entity of the Secretariat would be excluded from the review. Proposals would be developed by the end of June 2025 and would be subject to Member States' consideration in fall 2025. Cost reduction was noted as a primary driver of the initiative, and at this stage it was too early to establish expected results. A communication plan would need to be put in place for both staff and Member States. Staff representatives would be consulted on the proposals through the SMC, with the possibility of more frequent SMC meetings in May/June, and would be expected to brief their constituents throughout the process. Staff federations would be consulted on the common system aspects. A change management strategy would be put in place, and the suggestion to create a dedicated iSeek page was acknowledged. A synopsis of the remarks made by USG Pollard at the SMC would be shared with participants.

24.    Given the significant impact of this initiative on both staff and the Organization, staff representatives asked to be included in the design phase of the proposals and expressed concern

that their involvement would be limited to only providing management with advice on how to implement the proposals or how to mitigate the impacts on staff. Fundamental questions about the nature of union powers to affect change and to negotiate for staff during such pivotal moments of change were raised by the staff. Staff called for robust consultation and effective dialogue with staff representatives, including establishing a focus group dedicated to the themes of UN80. It was emphasized that staff are the backbone of the Organization, and they have firsthand knowledge of areas where efficiencies could be gained. It also was emphasized that staff could no longer 'do more with less'. Staff representatives stressed the need to harness ideas for change from staff, by for example carrying out a survey or applying the UNICEF-based model to collect staff feedback.

25.     Staff cautioned against recycling previous reform ideas that were not implemented or rejected by stakeholders; encouraged the application of learning and good practice from previous change management processes; highlighted critical recommendations from OIOS audits of previous change management processes; and pointed out that the Organization had become 'top heavy'. Questions were raised on the timeline, scope and sequence of the changes; the details on the proposals being put forward; the potential for and the extent of reductions to the workforce; the potential for mitigating measures to support affected staff, including provide agreed termination packages or special leave without pay (SLWOP); the future of delegation of authority; and, the theory of change, evidence or data used to underpin decisions and to measure success. Caution was expressed about the need to ensure the Organization's ability to deliver on its mandates and to not use cost savings as the only basis from which to make decisions on the future of the Organization.  Staff recommended that all UN80 initiatives be appropriately gender mainstreamed.

26.     Staff representatives asked management to ensure frequent and robust communication with staff; to establish a communications strategy; and set up a dedicated UN80 page on iSeek. Concern was expressed about the impact of this initiative on mental health and staff morale, which would certainly impact productivity, and noted that particular attention needed to be paid to vulnerable staff.  They further asked management to provide them with the terms of reference (ToRs) and composition of the task force and working groups as well as a background paper to ensure that they properly briefed constituents on this initiative.

27.     During a follow up discussion on UN80 following the receipt of the ToRs, staff noted their lack of consultation on the UN80 Task Force discussions contradicts the ToRs which state, "*the Task Force's activities will be carried out in close consultation with the representatives of staff and Member States, as necessary, with a commitment to transparency*" and called for meaningful inclusion in upcoming discussions. Staff took note of the management position that staff representatives would not be part of the Task Force, but would be consulted through the SMC.

28.     **The SMC agreed to continue the discussion on UN80 and to engage in consultation in the context of the SMC, once the proposals are ready.**

## 6. Downsizing

29.     In an extended session on this topic, staff highlighted the unique and evolving challenges of applying ST/AI/2023/1 and OHR/PG/2023/1, which establish the framework for '*Downsizing or restructuring resulting in termination of appointments*', to the current financial liquidity crisis. The policy has been successfully applied to peacekeeping mission closures. However, staff expressed frustration that it was not fully activated in other situations that would merit its application, such as funding shortfalls or "stop-work" orders.  They asked whether a separate policy was needed to better define the process of restructuring or "right sizing".  Concern was expressed about bypassing the policy, particularly when determining the order of staff retention through comparative review, which might call into question the transparency and fairness of workforce reductions or other ad hoc mitigation measures to reassign staff from abolished to vacant positions or that use reserves/resources to extend contracts of certain categories of personnel.  Staff asked for clarification on the timeline, criteria and the conditions which would trigger full application of the policy, and the steps to be taken before, during and after the application of the policy, particularly the formation of Staff Management Groups (SMG). They cautioned that the policy would be defeated if it were only activated after restructuring or downsizing decisions determined the extent of terminations.

30.     Staff further stated that although the policy allowed staff representatives to call upon Heads of Entities to establish a SMG, when they have done so, Heads of Entities either have not replied to or declined the request, indicating that the assessment phase was still underway. Staff voiced concern that this has not allowed them to be informed and involved from the start in a manner that allows them to play the role foreseen. Staff called on management to ensure a response was received from a Head of Entity when a request was logged to establish a SMG and called for their effective inclusion in the assessment phase and in the determination of mitigating measures.  They further asked for inclusion of staff representatives in the pre-activation phase and sought clarification on which staff-management consultative body should be used if the SMG was not the right body.  They asked for the policy guidelines to be revised to clarify how (and through what means) staff representatives should be consulted. Recognizing the communication deficit, staff called on OHR to amplify communications and undertake a briefing of the human resources (HR) community on the policy.

31.     Management affirmed that the Head of Entity has an obligation to invoke the downsizing policy and to establish the SMG when termination of appointments became likely. Management reiterated that while staff might call upon the Head of Entity to establish a SMG, the final decision remains with the Head of Entity, highlighting that the policy has been successfully applied in both entity-wide and partial downsizing scenarios. Management highlighted that with the downsizing policy's promulgation, the previous approach to the job placement of downsized staff was discontinued. Regarding SLWOP, management confirmed that it could be used in some instances, and any requests would need to be considered on a case-by-case basis. Management further clarified that it was within the delegated authority of the Head of Entity to determine feasibility

and set the conditions for agreed termination as a possible mitigation measure, dependent on financial considerations. Management noted that end-of-service payments fall under the purview of the International Civil Service Commission (ICSC) and the GA. Information was shared on lessons learned since the policy came into effect, particularly in the downsizing exercises of MINUSMA and other missions. Finally, management agreed that communication and engagement was critical and reiterated its commitment to continuing the discussion on this issue. Management further committed to providing a briefing for the HR community on downsizing, and invited feedback for potential revised or new policy guidelines for entities.

32.     Staff took note of the lessons learned and good practices from the application of the downsizing policy in peacekeeping mission contexts, and thanked the Department of Operational Support (DOS) for providing consolidated learning in writing, as well as frequently asked questions. In particular, staff noted that so far it appeared that the downsizing policy has not been challenged at the UN Dispute Tribunal (UNDT). They also took note that the policy could be applied to part or all of an entity, to a duty station or the entire UN Secretariat, and that the scope of the application of the policy must be determined by the Head of Entity. Staff asked for clarification on a definition of downsizing and when mitigation measures start and end, as well as instances when entities decided not to use the downsizing policy, or were counselled not to use the policy, despite the abolition of posts or reduction of staff.  Staff expressed their concern that ST/AI/2023/1 would only be activated when management confirms the total number of staff, specific posts and specific staff affected, despite the fact that provision 3.5 of the policy clarifies that "*if the application of mitigation measures renders it unnecessary to terminate the appointment of staff members, the head of entity shall dissolve the Staff-Management Group.*"

33.     Staff representatives took note that, in some instances, staff who had separated and then were selected for a job opening experienced difficulties in being reinstated subsequently due to Pension Fund issues; downsized staff selected on a temporary job opening based on priority consideration before separation remain flagged in Inspira for the duration of the assignment or until the person was selected for a job opening, whichever is earlier (if they were selected without priority consideration, then the duration of the flag would not be extended); and, a Head of Entity may not "terminate" a contract pre-emptively before it lapsed just to ensure payment of termination indemnity.  Staff called for centralized support and solidarity across the Secretariat and the common system in staff placement, especially for long-serving personnel at risk, and queried whether terminated staff should be tracked to support them in finding new employment. Staff expressed frustration about the current practice of not renewing contracts (instead of terminating them) to reduce liabilities.

34.     In a follow-up session on this topic, staff representatives called on management to ensure Heads of Entities continuously communicate with staff during this turbulent time, even if the details of the plans were not yet defined. They recognized that the situation was complex and evolving quickly and unpredictably.

35.     Beyond the policy, staff asked for clarification on the staff-management consultative

mechanism on workforce reductions as Joint Negotiating Committees (JNCs) were either not established for each entity or a single staff representative would have insufficient capacity or clarity on their role in such an undefined process. It was pointed out that good staff-management relations could only take us so far. Staff also called for clarity on the criteria or guidelines to use on workforce reductions; asked management to ensure UN Volunteers (UNVs) were not used to replace staff affected by workforce reductions; and pointed to examples of performance improvement plans (PIPs) being put in place at the same time as workforce reductions were announced. Staff asked for greater use of mitigation measures, including agreed termination packages and part-time employment, and to offer interested staff SLWOP, as this has been a modality used in the past by some entities under similar circumstances. Staff expressed deep concerns that retention order was inadequately structured and based solely on when a contract was expiring.

36.     **SMC agreed that feedback for new/revised policy guidelines should be provided to OHR within two weeks, following which it will be discussed at an ad hoc SMC meeting.**

37.     **Disagreement: Staff disagreed with the position of management that the activation of the downsizing policy (paras 2.1, 3.5) is being implemented correctly by the Heads of Entities impacted by funding termination notices or current financial crises.**

### 7. *HR Strategy & SG plans*

38.     Management presented the HR Strategy and its strategic framework which focuses on the three strategic outcomes of diversity, agility and accountability; the enablers of innovation, digitization, and continuous improvement; and the systemic use of evidence and staff involvement. Indicators were used to ensure a continuous view of the drivers behind the strategic outcomes. Staff assessment and selection were key components of achieving a diverse workforce with strong stakeholder engagement. On the strategic outcome of agility, the strategy speaks to learning and development, career satisfaction and mobility. Accountability was strengthened through the development and revision of key policies, including UN values and behaviors, data protection, compensation for loss of or damage to personal effects, official travel, performance management, rental subsidies, the staff selection system, administration of appointments, and job classification.

39.     Following the presentation, the staff-side asked for access to the dashboard on geographic parity; whether "purposeful partnerships" to attract talent from un- or under-represented countries would expand beyond China and Japan; how "purposeful partnerships" were funded; and more information on the monitoring and reporting framework for geographic parity and other indicators. On rejuvenation, staff cautioned on potential bias/discrimination against both older and younger staff, called for more training for all staff, and asked for clarification on the indicators and whether measures such as agreed termination or long service steps could be considered. On multilingualism, staff asked for clarification on the new model to

be rolled out to assess language proficiency and the status of pilot exam for language proficiency; expressed regret that language training was being reduced or entirely cut due to the financial crisis; and noted that some entities were bypassing the language proficiency examination (LPE) in recruitment.  On recruitment, staff called for enhanced racism and disability inclusion training for hiring managers to reduce bias, and pointed to a good practice example of one entity which provides a quarterly analysis of recruitments to all staff to ensure transparency. On performance management, staff provided an example of an entire entity not correctly applying the people management index (PMI)/360 rater, and called for amplified messaging or training on the PMI for staff with managerial responsibilities. On gender parity, staff called for management to track parity of temporary appointments to ensure gender balance, as many women were perceived to hold this precarious contract type; they noted that flexible working arrangements (FWA) and the parental leave policy have aided women with children; they asked for consideration of pre-school fees to be covered by the Organization and for more part-employment opportunities; and they cautioned against the strict adherence to gender parity for General Service (GS) staff.  Staff expressed concern that GS staff were not included in management's presentation; underscored that GS staff are the backbone of the Organization but their talent and skills have not been sufficient harnessed; called for action to be taken to provide them with career opportunities, noting that the G to P exam should not be considered the only avenue; and called for proposals to be developed to attract outside talent for administrative roles.

40.     **The SMC agreed to establish a working group on GS career opportunities.**

41.     **The SMC agreed that an information session would be organized on geographical diversity.**

## 8.   *UN Memorial and Recognition Fund*

42.     Management presented a proposal for reviving the UN Memorial and Recognition Fund, which was established to provide financial support for the education of children of UN civilian personnel killed in the line of duty and which had been underutilized since its establishment in 2003. Management proposed reassessing the Fund's scope of coverage, financial sustainability, and administrative framework to enhance its relevance and increase utilization. The expansion of the Fund's coverage was to include UN civilian personnel who were disabled in the line of duty; staff affected by malicious acts, kidnappings, hostage incidents; and staff relocated due to threats to their personal security or due to force majeure arising from environmental factors. While the paper envisaged that policy governing the Fund, ST/SGB/2010/8/Rev.1, would be revised in 2025, the proposed expansion was deferred due to financial constraints. Management committed to consulting staff representatives throughout the process and incorporating feedback through the standard consultative framework.

43.     Staff expressed full support for the review of the SGB, to ensure its continued relevance and sustainability. Staff took note that they would be kept informed of any future revisions to the

SGB or measures to strengthen the scope of coverage, as per the staff management consultative process. They were surprised to learn that only US $60,000 in ex gratia payments were disbursed from the US $6.5 million Fund since its inception, and agreed that more robust communication to staff was needed to increase awareness and bolster its use. Staff underscored the need to support bereaved families of staff killed in the line of duty, noting that they often fall through the cracks, and called for the Fund to include staff who died by suicide in service. They agreed with the proposals to reconstitute the Advisory Board and to develop supporting instruments (e.g., application forms, operational guidelines, ToRs for the Advisory Board, and a dedicated website) by August 2025, and took note that an expansion of the scope of the Fund would be paused until the Fund's financial sustainability was safeguarded. Staff recommended looking at other funds to generate ideas on sustainability, including UNDP/UNFPA's Paul Hoffman Staff Assistance Fund, which provides interest-free loans to staff affected by an emergency or personal misfortune.

44.     **SMC agreed with the way forward on reviving the UN Memorial and Recognition Fund, as proposed by management.**

## 9.  *Review of the Support Account*

45.     Management presented its paper on the SG's report (A/79/781) on the support account and related funding issues, including a new staffing model for the support account in response to repeated requests from legislative bodies for greater scalability, particularly given the closure of field missions. The Secretariat has conducted a review of the support account through an interdepartmental effort led by USG Pollard. The work done on the review needed to be updated and expanded. The report also emphasized the need to create a single budget by consolidating relevant support account and regular budget resources. The Advisory Committee on Administrative and Budgetary Questions (ACABQ) has acknowledged the Secretariat's efforts and viewed the new model as a positive step toward measurable scalability, "right-sizing" and a better culture of efficiency. Management reaffirmed its commitment to efficiency and keeping staff informed throughout the process.

46.     In response, staff inquired about the details of the consultancy review on the support account to assess its adequacy and appropriateness, including scalability. On the report itself, staff asked for clarification on the establishment of the methodology for workload distribution within existing staffing capacities and how to determine and measure efficiency gains given that workloads have expanded. Staff requested information about the impact of the review, including potential transfers of posts or other costs from the support account to the regular budget or potential crossovers to reductions in regular budget posts supporting peacekeeping. Staff expressed concern about the impact on usage of the support account, including the sustainability of the after-service health insurance. They requested assurances that the review of the support account and any possible re-sizing of the support account would follow Secretariat regulations and rules. A definition or policy framework for "right-sizing" was apparently missing, but staff

called for adherence to the downsizing policy when applicable, if support function staffing numbers would be impacted in 2026-2027. Staff noted that the review was also proposing "cultural transition" to enhance the culture of efficiency in the Secretariat and that the recommended actions focus on establishing a culture of efficiency by minimizing fear that efficiency would simply lead to a reduction in posts. Staff further inquired on the extent to which the UN80 initiative would impact the support account, the drive to "right-sizing" and interventions to drive efficiency changes that would determine appropriate staffing levels.

## 10. Update on the status of working groups (standing item)

47.     **Working Group on Staff Selection and Mobility:** Staff requested that the Working Group on Staff Selection and Mobility reconstitute its membership to contribute to the development and implementation of the Staff Selection 2.0 initiative.  Staff recalled that it had previously submitted a paper that remained pending in the working group, which addressed staff priorities relating to: (i) incentives for mobility; (ii) equal pay for work of equal value; (iii) use of the word 'promotion'; (iv) shortlisting; (v) vacancies and publication of job openings; (vi) use of artificial intelligence (AI) by applicants; (vii) Inspira applications; (viii) written assessments; (ix) interview methods; (x) lateral moves; and (xi) an independent review of the Central Review Bodies (CRBs) and proposals to strengthen CRBs. Staff highlighted that fairness, inclusivity, and recognition of internal talent need to be supported in any reforms to the staff-selection system.

48.     **The SMC agreed that the working group would restart its meetings to consider issues of staff selection and mobility in the context of Staff Selection 2.0.**

49.     **Working Group on the Administration of Justice:** The SMC was provided an update on the working group's ongoing review of ST/SGB/2019/8 to inform the revision of the policy in 2026-2027. The review focused on whether the policy was functioning satisfactorily, such that the scope of ST/SGB/2017/2/Rev.1 could be narrowed to whistle-blower cases. The review[1] would further address specific topics, including but not limited to: (a) victim-centered approaches in sexual harassment cases; (b) addressing retaliation prior to the intervention of the Ethics Office; and (c) clarifying the responsibilities of Heads of Entity in addressing harassment and abuse of authority.

50.     **Working Group on Staff representative Time Release and Facilities**: Staff shared draft ToRs and a draft list of members for the working group.  Management requested a meeting with the staff representative co-chair to ensure that the ToRs were detailed enough with respect to the expected objectives and outcomes and that the members were finalized.

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[1] The revisions considered by the working group will not address the issue of racism for which the Organization has created the Anti-Racism Office, and which has led to a recent consultation on specific amendments of ST/SGB/2019/8.

## 11. Financial situation and impact on staff

51.     Staff representatives expressed deep concerns regarding the current financial crisis impacting the Organization, which has led to budget cuts and workforce reductions that hinder the effectiveness and productivity of the Organization and introduced precarity of working conditions. Staff were increasingly anxious about job security and the sustainability of programmes, which has affected their mental health and overall well-being. They urged management to prioritize consultation with staff representatives and to foster transparent communication about the implications of funding cuts. Key requests included proactive updates on the financial situation, clarity on vacancy-filling exceptions, and staff representative consultations on any workforce reductions. Additionally, staff representatives emphasized the need for contingency plans to mitigate funding reductions; opportunities for adequate learning, competence development and job recognition; and clarity on policies regarding potential office closures or relocations. They reiterated their commitment to assisting management in showcasing the Organization's value and impact, and expressed concern that some unions were encountering many challenges in discharging their responsibilities.  They acknowledged the delicate context and the fact that the decisions that impact them were ultimately taken by Member States, but noted that management had considerable impact on the decision-making process through the advice, proposals and knowledge they put forth based on the requests of Member States. Staff representatives called for prioritization of work programmes so staff do not 'do more with less'; expressed concern that ongoing recruitments of frozen vacancies created false expectations among applicants; stressed that alternate working arrangements (AWA) should be applied wherever UN buildings are fully or partially closed due to liquidity; and, took note that home leave entitlements remained unaffected as of now.

52.     The UN Controller, Chandramouli Ramanathan, provided a comprehensive update on the Organization's challenging financial situation, affirming its commitment to meeting existing staff salary obligations despite severe budget constraints. Management highlighted that the funding uncertainties were unlikely to be resolved soon and stressed the need for rapid adaptation to these new realities. Management emphasized the importance of re-prioritizing and focusing on the most critical and essential issues, acknowledging that the Organization could no longer sustain the same operations with fewer resources. Cautioning that the overall financial situation remains precarious, management reiterated the need to rebalance the allocation between post-related and non-post-related costs to ensure that essential obligations could continue to be met. Management further underscored that the situation required transparent communication and adjustments to spending practices to safeguard organizational sustainability.

53.     **The SMC agreed to convene regular briefing sessions throughout the year with the UN Controller to receive ongoing updates on the financial situation.**

54.     **The SMC agreed that in the context of financial constraints and possible workforce reductions, guidance would be provided to Heads of entity on the critical importance of: 1) communicating regularly with staff within the entity; and 2) holding timely meetings with staff**

**representatives to consult on all related issues, including mitigating measures.**

## *12. Delegation of Authority (standing item)*

55.     The representative of the Business Transformation and Accountability Division in DMSPC, Kevin Summersgill, provided an update, highlighting performance monitoring and key performance indicators (KPIs), such as the performance indicator on recruitment timelines, geographical diversity and HR exceptions. The scrutiny from ACABQ and the Fifth Committee was underlined, as well as measures to increase monitoring and analysis in support of support offices. The Division has issued a number of resources and a platform for knowledge-sharing. Additional efforts are underway on policy changes and process improvements, in response to GA requests for increased accountability related to the first and second lines of defense of the internal controls framework. It was also emphasized that authorities should be delegated appropriately, to ensure delegation to staff with the knowledge and skills required to assume the delegation.

56.     Staff requested a clearer definition of delegation authority or standards to regulate it based on the nature of decisions being made, as it has been a term frequently used but not always well understood by staff and managers. Staff sought clarification on the internal controls framework, as well as the mechanisms for the oversight and monitoring of delegation of authority, highlighting concerns regarding deviations and complaints observed in recruitment processes. Staff also sought clarification on how delegation of authority was sub-delegated or transferred when a manager was absent and there was an Officer-in-Charge (OiC). They further asked how delegation of authority might change under the UN80 initiative or be affected by widescale consolidation or efficiency measures. With respect to sub-delegation, staff inquired if a Head of Entity could delegate any decision to anyone, or if there were limitations based on the complexity or significance of a decision. They took note of the tool (i.e. DAVI) to track and provide visibility of who has sub-delegations and that the 2024 report on delegation of authority would be issued shortly. Concerns were raised about the potential for abuse of delegation of authority, and what accountability measures existed if so.

## *13. Gender parity, focal points and contact points (standing item)*

57.     Staff informed the SMC that the contact group had discussions that focused on connections between gender parity and other cross-cutting issues and organizational priorities, such as disability and mental health. Due to a change in membership, proposals and discussion items from the contact group would be confirmed in an upcoming SMC meeting. In addition, the group would benefit from additional time to determine a schedule for its upcoming work due to challenges arising from the current organizational context.

## *14. Implementation of the LGBTQI+ strategy*

58.     Staff took note of progress made to support LGBTIQ+ personnel, and suggested achieving several in-progress actions to demonstrate continued progress. Staff called for the wide circulation of an official glossary of terms related to LGBTIQ+ issues, and asked for OHCHR to be invited to an upcoming SMC ad hoc meeting to provide an update on implementation of the LGBTIQ+ strategy, including the establishment of an operational and monitoring framework. They further called for enhanced, internal guidance on safety and security for all duty stations and for improvements in safety and security briefings; standardization of approaches to support spouses with visas for all duty stations; and establishment of a global focal point to support LGBTIQ+ personnel. Staff expressed deep concern that there has been an uptick in microaggressions, discrimination and harassment of LGBTIQ+ personnel, compounding an already unequal working environment. They called on the Organization to continue to adhere to diversity, equity and inclusion principles and respect for human rights; to amplify messages of support for and actions towards LGBTIQ+ personnel; and to review healthcare coverage of insurance plans. They called for an operational memorandum on trans inclusion that codifies in-progress actions for accounting for the needs of trans and gender diverse personnel in policies, practices and security plans. In view of the current financial crisis and plans for efficiency measures, staff called on the Organization to factor safety and security of LGBTIQ+ personnel and their spouses in any relocation/decentralization plans.

59.     Management reaffirmed its commitment to equal treatment for all staff in line with the principles of merit, efficiency, competence and integrity. In response to staff requests, management noted that an initial assessment of the implications on business and enterprise systems was conducted following the recent jurisprudence. However, a more thorough review would be needed before implementing any changes given the complex operational, legal, and technical considerations. Management committed to continue working with relevant business stakeholders to assess the feasibility of any required adjustments, while ensuring alignment with GA mandates and directive and fully taking into account the principles of the UN Charter. Management noted that support for same-sex families was already provided, as was done by the special constraints panel during the recent mobility exercise. It was also important to take into account the conditions of the duty station. While the request for a dedicated focal point was noted, staff were encouraged to contact OHR directly. Management confirmed that they would continue to work on implementing the UNAT ruling related to gender markers in Umoja, and welcomed the opportunity to invite OHCHR to provide a briefing on the strategy's progress and explore the next steps in the strategy's rollout.

60.     **The SMC agreed that an information session with OHCHR would be organized on the LGBTQI+ strategy.**

## 15. Disability

61.     Staff asked for clarification on the status of implementation of the 2019 UN Disability Inclusion Strategy (UNDIS) and indicated that they have not been included in any meetings on the implementation of the strategy. Staff called for a recognition of partial disability, in line with the practice of some national governments, noting that the UN only recognizes a staff member as fully abled or fully disabled. Some disabled staff members have used reasonable accommodation to assist them in working full-time. However, staff representatives pointed to several limitations of reasonable accommodation: a lack of funding, managerial bias when considering requests, the absence of denials in writing, a lack of clarity on the appeals process after a denial, stigma associated with logging a request, and the perception that work performance was factored into the approval process.   Staff asked for data on the types of reasonable accommodation awarded/denied since the guidelines on reasonable accommodation were issued, and called for the development of guidelines on the disability benefit review process. They asked for clarity on the approach to integrate a staff member into the workplace after illness/injury as there was a perception that staff on extended sick leave were placed on disability as a first, not a last, resort. It was further noted that placing staff on disability could have unintended consequences of losing valuable institutional knowledge for the Organization, and in some instances might cause harm to the ill/injured staff member by possibly interrupting medical treatment and insurance coverage if they have to leave the duty station. Staff also requested disability inclusion to be considered on a Secretariat-wide basis, instead of at the duty station level; for duty station-specific proposals for disability inclusion to be funded; and for human resources to ensure a more empathetic approach when working with ill/injured staff or bereaved families. Finally, additional support was requested for staff who have dependents with disabilities, which may require additional financial/insurance assistance, as well as granting sufficient flexibility in working arrangements and leave options.

62.     Management reaffirmed its commitment to fostering a non-discriminatory and inclusive workplace, with efforts focused on strengthening recruitment outreach, enhancing accessibility and reasonable accommodation, and aligning internal policies and practices with UNIDS. Management highlighted that a proposal was being developed to establish a stable funding mechanism for reasonable accommodation. Management further encouraged staff to collaborate in awareness campaigns, policy enhancements, and addressing organizational culture. Regarding partial disability, management acknowledged the work on a potential UN system partial disability benefit to the Pension Fund undertaken by the High-Level Committee on Management (HLCM). Management welcomed further input from staff representatives and remained committed to advancing disability inclusion across the Organization. Management invited input and proposals from staff at any time, including on the reasonable accommodation guidelines. It noted that cases were quite different in terms of medical conditions, needs, functional capabilities, and other elements of the environment.

63.     **The SMC agreed that management would convey the concerns raised above to the**

**Division of Healthcare Management and Occupational Safety and Health and revert to the SMC, and that they would also be raised at an upcoming global VTC with the HR community.**

64.     **The SMC agreed that staff would provide comments on the reasonable accommodation guidelines for inclusion in the next revision.**

### *16. Mobility*

65.     Staff requested an update on the 2024/2025 Global Mobility Exercise and expected implementation in 2025/2026 of the mobility policy, ST/AI/2023/3. Staff requested disaggregated data on the voluntary participation rates and lessons learned from the first and second years of mobility, including from the work of the special constraints panel. Staff requested information about the impact of the current liquidity crisis on the implementation of the mobility policy and confirmation of the 2025 YPP Managed Reassignment Programme (MRP), including when MRP moves would be completed. Staff representatives expressed concern that MRP staff were not informed sufficiently in advance of any relocations to be able to adequately plan their lives.

66.     Management acknowledged the questions raised about the status of the mobility exercise and clarified that while the mobility policy remains in effect, the second mobility exercise was paused due to the liquidity situation. They further clarified that the MRP would proceed as planned.

### *17. Young Professionals Programme (YPP)*

67.     Management presented a paper aimed at improving the Young Professionals Programme (YPP), expanding career opportunities by allowing YPP staff to apply to other positions after one year instead of two, and making MRP participation conditional on satisfactory performance. Management emphasized that this was an opportune time to update and streamline both the YPP and MRP policies, ensuring they align with other staff selection policies.

68.     Staff recalled discussions at SMC IX in Bonn on the structural career challenges for colleagues at entry-level Professional positions, particularly the issues impacting the stagnation of staff placed on P2 posts through the NCE/YPP. Staff requested adoption of measures to address the career stagnation of staff who remain on P2 posts of the regular budget for more than ten to fifteen years, thereby negatively impacting the viability of the programme overall and the availability of posts for newly recruited staff from un- and under-represented countries. Staff requested, therefore, a thorough evaluation of the impact of the YPP and MRP on career satisfaction and career development.

69.     **The SMC agreed to defer this item to an ad hoc SMC meeting within the next six months.**

## 18. Fair & equitable performance ratings

70.     Staff raised concerns about the fairness and consistency of the performance evaluation system across the Secretariat. Staff further highlighted the unclear criteria for awarding "exceeds expectations" ratings, raising concerns about arbitrary limits and inconsistent practices.  Some entities reportedly limited the number of "exceeds expectations" ratings, defeating the purpose and meaningfulness of the rating system, which was meant to adequately reflect performance for staff development, retention under the downsizing policy, and granting of continuing contracts.  Staff repeatedly stressed the importance of the matter in the current context of workforce reductions given that these ratings might unfairly affect job security. While management has provided tools, training sessions, and guidance to ensure fairness in evaluations, complaints received from staff suggest that there was still a level of inconsistent application across the Secretariat.  Staff called for surveying the frequency of feedback conversations, and requested disaggregated data on performance ratings, including their impact on the most recent continuing appointments and downsizing exercises.

71.     Management recalled the purpose of the performance management and development system, and reiterated that the policy defines how ratings were to be applied to ensure fairness and consistency. Management acknowledged the importance of awareness-raising and training, noting that resources were available on the Performance Management Hub on the Knowledge Gateway. Regarding concerns about performance ratings, downsizing and the granting of continuing appointments, additional clarification was provided, noting that ST/SGB/2011/9 on Continuing Appointments and ST/AI/2012/3 on the Administration of Continuing Appointments clearly outline the criteria for review and granting of continuing appointments. Management questioned the suggestion to suspend or discontinue the "exceeds expectations" rating, noting that many staff members have expressed their support for the current approach to ratings. Management commended staff representatives on the good work of the SMC working group on performance management that resulted in a number of key improvements. Management drew attention to the significant amount of guidance and resources available on iSeek and the Knowledge Gateway, and invited feedback on those resources. Management also committed to reviewing what data could be provided to staff representatives in response to the request in their paper.

72.     **Management agreed to provide consolidated data on performance ratings at the global level.**

## 19. ICT (standing item)

73.     Management provided an update on the status of ongoing items, including some key policies that are nearing completion related to information and data management, Information and Communication Technology (ICT) governance, and information classification and handling. Work underway on an AI policy was also highlighted.

74.     Staff recalled that SMC agreed since SMC XI that ICT-related issues would be a standing item due to the development of multiple new technology-related policies, and substantial risks concerning the responsibilities and liabilities of staff, especially in the areas of personal data protection and the right to privacy. Staff requested updates on ICT-related policies still pending promulgation and inquired about the scope of changes expected through the revised instruments. Staff further requested information on any plans to use biometric data or personally identifiable information within the Secretariat. Staff highlighted the positive development of "UNify HR", which is an interagency AI-driven tool that streamlines HR policy inquiries across 13 UN organizations, and requested information about how the Secretariat will move in this direction.

75.     Staff expressed concern with the existence of different IT product licensing agreements for different platforms, such as Microsoft, Google etc. Concern was also expressed with the usages of unlicensed products (not least AI products). The lack of harmonization created inefficiencies, and from an AI perspective, the use of different platforms was not optimal or weakens data security. Staff suggested that the UN80 working group on efficiencies examined not only coordination of IT platforms, licenses, services and utilization, but pursued streamlining and harmonization without detriment to IT services and staffing of the Secretariat. Staff also raised concerns about the lack of guidance on linkages between ICT and mental health, especially aspects such as high exposure to "blue light" and adverse impacts on sleep and stress levels, given volatile and challenging times.

76.     **The SMC agreed to hold an information session on ICT to allow for additional discussion on the issues raised.**

### 20. Step determination

77.     Staff noted that the General Assembly decision on the staff rules (A/RES/78/275, paragraph 5) had resulted in the unequal treatment of internal candidates selected for higher level positions, while the policy guidance in force (OHR/PG/2024/4/Rev.3) had resulted in lower steps being granted to external candidates, which had resulted effectively in pay cuts for staff on temporary appointments. They further noted that the GA had requested revisions to the policy guidance and that the nature of this request had been further clarified by the Fifth Committee. Stressing that the new guidance was supposed to have retroactive effect and that temporary staff whose contracts were due to expire were relying on its timely issuance to have their pay cuts reversed, they requested an update on the timeframe and process.

78.     Management provided an update on the most recent discussions in the GA on this issue. They referred to the GA resolution from the 79th session in December 2024, which was followed by additional clarifications from the Fifth Committee in the first resumed 79th session, which provided instructions on how the policy will be applied to both staff and. external candidates. Management reported prioritizing the drafting of a new policy guideline to implement the GA instructions, following which the HR community would be briefed. Management committed to keeping the SMC informed.

## 21. Building resilience

79.      Staff outlined the challenges faced by staff representatives, HR staff, counsellors, and other first-line supporters in fulfilling their responsibilities due to the emotional strain of the work. The Covid-19 pandemic, increased use of open-space, and the ongoing financial liquidity crisis have resulted in an increasing number of workplace grievances and conflicts, compounding the strain on first-line supporters and placing them at risk of prolonged sick leave or separating from the UN due to occupational stress or burnout. Staff indicated that some first-line supporters have reported paying for therapists or dedicating other personal resources to build personal resilience to manage workplace demands. They asked for a needs assessment/survey to be carried out to develop a targeted training for first-line supporters to build resilience and be able to navigate these uncertain times with empathy, sensitivity and care. Reference was made to a useful pilot programme, called 'peace on purpose', as a good example of a resilience-building programme. Staff asked for orientations for new union representatives engaging in the SMC, and for leadership across the Organization to be more patient and empathetic during the current situation.

80.      Management acknowledged the challenges faced by first-line supporters and reiterated their commitment to providing necessary resources and support systems to ensure that first-line supporters could continue to perform their roles effectively and sustainably. Management encouraged staff to utilize existing services offered by the Staff Counselling Office, including targeted training programmes focusing on resilience and stress management in addition to utilizing the confidential counselling services as required. Management indicated that key focus areas to address the pressing needs of first-line supporters would include compiling information on and improving access to existing mental health and wellbeing resources provided by the Staff Counselling Office, such as stress management and resilience training, and the Critical Incident Stress Management Section for access to the Peer Helpers Programme.

81.      **The SMC agreed that management would organize a session on resilience-building for the staff representatives.**

## 22. Reporting & investigations, roles, prerogatives, duty to report

82.      Staff raised concerns about the clarity and effectiveness of SGB/2019/8 on '*Addressing discrimination, harassment, including sexual harassment, and abuse of authority*', particularly regarding informal and formal reporting processes. Key points raised included: the need for clear definitions and processes for third-party reporting; clarification on what constitutes formal and informal reporting; the importance of documenting informal reports to avoid confusion; and requests for data on the outcomes of reports and investigations. Staff highlighted several challenges in the current reporting and investigation processes, such as the difficulty in distinguishing between formal and informal reports; the need for better training for investigators, especially in handling sensitive cases like sexual harassment and racism; concerns about the confidentiality and protection of victims and whistleblowers; the length of investigations; and, the

challenges of working in open office spaces after a prohibited conduct case has been filed. Staff called for continued dialogue and the incorporation of their feedback into the ongoing review of ST/SGB/2019/8.

83.      Management affirmed that ST/SGB/2019/8 clearly sets out the procedures for both formal and informal reporting of possible prohibited conduct, including third-party reporting, and clarified what each process entails. Management pointed out that the SG regularly published the Organization's practice on disciplinary matters and cases of possible criminal behavior, including data and information on formal reports of prohibited conduct. Management reiterated that staff representatives had a duty to report possible prohibited conduct, respecting confidentiality of the affected individual and ensuring the individual's knowledge and consent. Management recognized the importance of early and amicable resolution of workplace disputes, which informal resolution might better achieve than formal reporting, depending on the circumstances, and highlighted that informal resolution was pursued on a case-by-case basis, with due regard to the views of the affected individual and the seriousness of the possible misconduct. Management committed to providing additional communications, such as iSeek articles and a briefing to the HR community on formal and informal reporting, while counting on staff representatives to continue providing feedback to management.

84.      **The SMC agreed that management will brief the HR community and the conduct and discipline focal points on informal and formal reporting and other issues raised.**

### *23. Anti-racism*

85.      Staff highlighted the ongoing efforts and challenges faced by staff unions and associations in advancing anti-racism initiatives within the Organization. While unions actively contributed to key milestones, such as the SG's Strategic Action Plan Against Racism and the establishment of the Anti-Racism Office in 2022, they expressed frustration over their lack of meaningful engagement and consultation on policy development. Staff pointed to the absence of reliable data on race and ethnicity in the workforce, ethical concerns around self-identification practices, and the need for inclusive engagement to capture lived experiences. They also raised concerns about ambiguities in definitions of discrimination, and the need for accountability in meeting diversity and inclusion goals. Despite efforts at all levels, staff perceived that progress has been insufficient and called for greater transparency, collaboration, and monitoring. They requested the Anti-Racism Office's increased collaboration with unions, timely updates from the Office on the implementation of specific actions outlined in the Strategic Action Plan, emphasizing the urgency of addressing these gaps to foster a truly inclusive and equitable workplace.

86.      The Director of the Anti-Racism Office, Alcinda Manuel Honwana, provided a detailed update on the progress of the various initiatives that were underway to address the challenges outlined in the staff paper. Management acknowledged staff representatives' active engagement

in anti-racism efforts and their feedback on the proposed amendments to ST/SGB/2019/8. Management underscored its commitment to transparent consultation with staff representatives and highlighted that the substantive feedback from staff was very useful and under consideration for incorporation. Management further reiterated its commitment to engaging in constructive collaboration with staff representatives during the revision of ST/SGB/2019/8 in the future and invited staff to reflect and communicate the types of engagement that would be most useful going forward.

### *24. Review of previous SMC agreements*

87.  Staff and management members of the 3x3 Contact Group reviewed the list of agreements and pinpointed completed items before the close of proceedings of the SMC in-person meeting. The summary of the outcome is attached as Annex II.

88.  **The SMC agreed to close the proposed agreements, and to annex the list to the report.**

**Annex I: Agenda items covered**

**A.    Standing items**

1.  Adoption of Agenda and Programme of Work and Logistics
2.  Nominations for the Office of Vice-President of the SMC
3.  Nomination/ Appointment of a single representative for staff views to the GA
4.  Nomination/ Appointment of rapporteurs
5.  Nomination/ Appointment of 3x3 Contact Group Members
6.  Staff Safety and Security (DSS)
7.  SMC Budget 2025
8.  HR Strategy & SG Plans
9.  Update on the Status of Working Groups
10. Delegation of Authority
11. Gender Parity, Focal Points and Contact Points
12. ICT
13. Review of previous SMC Agreements

**B.    Substantive items**

1.  Importance of SMC
2.  UN 80 Initiative
3.  Downsizing
4.  UN Memorial & Recognition Fund
5.  Review of the Support Account
6.  Financial situation and impact on staff
7.  Implementation of LGBTQI+ strategy
8.  Disability
9.  Mobility
10. Young Professionals Programme (YPP)
11. Fair and equitable performance ratings
12. Step determination
13. Building resilience
14. Reporting and investigations, roles, prerogatives, duty to report
15. Anti-racism

**Annex II: Agenda items deferred to future ad-hoc meetings**

1. Staff engagement survey
2. Dual employment of spouses
3. Young Professionals Programme (YPP)
4. Artificial Intelligence
5. Reinstatement instead of financial compensation
6. Protection from reprisals
7. Assessment of the system of AoJ & OSLA funding mechanism
8. Flexible working arrangements
9. Rest and recuperation for national staff
10. Roster management
11. Policy on part-time employment
12. Inequalities of polices in the event of death
13. Appendix D
14. Inclusive group life cover

**Annex III: Review of previous agreements**

| Meeting | Agreement/outcome | Action |
|---|---|---|
| **Administration of Justice - WG** | | |
| Ad hoc of 7 December 2022 | The Committee will leave the matter to the general assembly for the time being. The topic will be reintroduced once a resolution has been reached, a follow-up meeting will be scheduled at that time. | Propose to close |
| **Alternate Working Arrangements** | | |
| Ad hoc of 26 June 2024 | It was agreed to prioritize the promulgation of revised AWA policy guideline by the end of 2024. | Propose to close |
| **Flexible Working Arrangements (FWA)** | | |
| Plenary of SMC XII in Nicosia 16-21 April 2024 | The SMC agreed that existing guidance on FWA would be reviewed in light of the questions raised by staff. | Propose to close |
| **Geographic diversity** | | |
| Plenary of SMC XII in Nicosia 16-21 April 2024 | The SMC agreed to management's proposal on the temporary special measures to address challenges in reaching equitable geographical distribution targets, on the understanding that the new AI will be shared for consultation as per established practice. | Propose to close |
| **Geographic diversity** | | |
| Ad hoc of 14 August 2024 | The Committee agreed that Management would provide a presentation regarding this framework at the next meeting. | Propose to close |
| **Information Technology Frameworks, Data Privacy and Personal Data Protection** | | |
| Plenary of SMC XI in Brindisi 24-29 April 2023 | The SMC agreed that ICT-related issues would be established as a standing item at the SMC. | Propose to close |
| **Interpretation of Staff Rule 4.4** | | |
| Plenary of SMC XII in Nicosia 16-21 April 2024 | The SMC agreed that the language of the Inspira question would be reviewed to ensure that eligible applicants are not excluded. | Propose to close |
| **Legal Advice** | | |
| Ad hoc of 28 Sept 2022 | It was agreed that the 2020 legal opinion should be recirculated and that another meeting should be scheduled to continue these discussions. | Propose to close |
| **Legal Support for Staff** | | |
| Plenary of SMC XII in Nicosia 16-21 April 2030 | The SMC agreed that management would consult the Office of Administration of Justice regarding the potential involvement of OSLA in SMC. | Propose to close |
| **Reporting Lines and Organigrams** | | |

| | | |
|---|---|---|
| Plenary of SMC XII in Nicosia 16-21 April 2024 | The SMC agreed that management will request heads of administration to share the organigram of their entity with staff representatives. | Propose to close |
| *Structural issues and organizational support for colleagues at entry-level P positions* | | |
| Plenary of SMC IX Bonn 4-9 October 2021 | It was agreed that the topic would be discussed at an upcoming ad-hoc SMC meeting. | Propose to replace with Vienna agreement |
| *Time Release for Staff Representatives* | | |
| Plenary of SMC XII in Nicosia 16-21 April 2024 | The SMC agreed that a time-bound SMC working group would be established to develop recommendations on time release and facilities to be provided to staff representatives. | Propose to close |
| Ad hoc of 14 August 2024 | It was agreed that the Co-Chairs for the WG on Staff Release would be Mr. Zuheir Bakleh and Ms. Geraldine Gourves-Fromigue, and that the Co-Chairs would work on the WG terms of reference and clarify membership. | Propose to close |