



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

ANNUAL REPORT 2011



In October 2008, the Staff Council at the United Nations Office at Vienna adopted a plan of Action. The Annual Report 2011, which covers the activities from May 2010 to May 2011, is organized around the eight main goals identified in the Plan of Action; through it, the Staff Council reports to staff on its achievements and the challenges it faces as of May 2011.

The eight goals in the Plan of Action are:

1. A staff-oriented United Nations reform process.
2. Improved contracts, salary, benefits and overall conditions of service for staff.
3. Increased staff knowledge and capacity to monitor pensions.
4. A healthy and safe working environment.
5. Improved common services at the Vienna International Centre.
6. Improved and more effective negotiations between Vienna-based staff and management.
7. Improved coordination with other staff unions at the Vienna International Centre and at global level.
8. Improved and increased communication with staff.

The Annual Report 2011 is the collaborative effort of the Staff Council and the Staff Committee, with inputs received from staff serving on various joint bodies. For the sake of brevity, the report focuses on major developments and priority issues. Details of all the Council's activities, as they are contained in the minutes of Council meetings and in messages of the day and desk-to desk messages signed by the Staff Council President, are available on the electronic bulletin board and can be consulted by interested staff members in the Staff Council office.

Remembering Patricia, Maria Cinthia, Ivan, and Stephan.



Four UNODC colleagues and two pilots of the Bolivian Air Force lost their lives in Bolivia on 5 May 2011. They were on flight with a Bolivian Air Force plane Cessna T210 to monitor the extent of coca cultivation in the area of Los Yungas. The accident has been investigated by the Bolivian Air Force and it has been reported that the accident was due to an “operational factor”. Many colleagues, some of whom worked together with those who died, were shocked and saddened. Memorials were organized in Bolivia and in Vienna. The Staff Union joined the Secretary General and Mr. Fedotov, Executive Director of UNODC, and sent its sincere condolences to the families, friends and colleagues of the UNODC staff and the Bolivian military pilots who died serving the cause of the United Nations. In the same days UNODC Field Office in South Africa reported the untimely death of a staff member Chrisostomus Opondo. Chris was also remembered by staff in Pretoria and Vienna.

A YEAR IN REVIEW.

Every year we meet to discuss what happened in the past and try to figure out what will happen in the future. Last year we had high hopes for all staff despite the shadow of the global economic crisis. We were convinced that the harmonization of conditions of service was coming and that all staff were going to have the opportunity to have continuing appointments after five years of service.

We wanted nothing more than what is the norm in the majority of the national civil services in the world but also nothing less. Unfortunately, we got less because the Member States do not think that the UN staff deserve the same treatment of their national civil servants. They seem to believe that UN staff are over-priced, over-privileged time-wasters who have not even noticed that there is a crisis. We have tried to show to the Member States that, apart from the relative “luxury” of headquarters locations, which were not established by staff but by the Member States and where staff work hard to serve important governing bodies and support field operations, there are staff members struggling in the field, away from their families, who try to carry out the mandates of the General Assembly or the Security Council, and uphold the principles of the Charter.

When it came to reward staff with more job security, the convenient excuse of the financial crisis was put forward to deny continuing appointments for all staff even though this measure had no immediate financial impact.

The reality is that the Member States have a different idea of our Organization and of the role of the international civil service and they are using every opportunity to push through their vision. The financial crisis has accelerated the trend towards the reduction of the regular budget and the increase in extra budgetary and earmarking. More and more we are seeing a UN *a la carte*. In this situation Management is willingly or unwillingly resorting more and more to precarious forms of contract.

Obviously, it is the prerogative of the Member States to decide on the priorities and resources of the Organization. At the end of the day, they established the Organization and they (at least some of them) foot the bill. What is disappointing is that the Secretary-General did not raise his voice or stood his ground to ensure that the Organization is able to retain staff with the highest standard of efficiency, competence and integrity. Also, we have also seen attempts from his office to take decisions affecting the condition of service of staff without negotiation with staff representatives as required by the staff rules.

From our side, we continued to voice our opinions, to stand strongly against attempts to reduce staff's entitlements and produced evidence in support of our positions. We were at every negotiating table; we produced well researched papers; armed our representatives with the requisite background information; our members lobbied both the administrations and the governing bodies, in order in the end to achieve some measure of success. We continued to refuse to accept that there will be an issue which cannot be reopened, so while we may have had to temporarily retreat on some matters, this is in order to gather more ammunition to make our battle surer the next time around.

As your elected representatives in the Staff Council we believe to have done our best in the past year to defend your rights. We will continue to do so and look forward to your continue support.

UNITED NATIONS REFORM AND INTERNAL JUSTICE.



UN/DPI

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

Staff-Management relations in the UN Secretariat.

The United Nations is under considerable pressure from the many problems emerging in the world, the chronic lack of resources to face them, and a series of challenges to its role as it was established more than 60 years ago.

To adapt to this changing environment the UN is changing or is being forced to change its way of operating. Many of these changes are impacting not only on the conditions of service of staff but more importantly on the ability of the organization to fulfill its mandates. Strong earmarking of resources is forcing the organization to choose “cheaper” options for implementing activities and this usually translates into an increase in the use of precarious contracts, an option that should be used for limited time but in many cases it ends up lasting for decades.

The constant request from the major donors of the UN is to make the United Nations leaner, more efficient and more effective. This has been the case also for UNOV but more for UNODC because of its reliance on voluntary contribution. This trend is clear if we look at the percentage of UNODC staff on extra budgetary resources (both in HQ and in the Field) from

2005 (83.6 per cent) to 2009 (93.8 per cent). As of 2009, 99.9 per cent of the staff in the field was charged against extra budgetary resources.

We understand the need for reform but this cannot be implemented against the basic rights of workers that the organization is defending and protecting with many conventions. In addition, any reform to be effective needs to be developed with the participation and support of staff. Staff and their representatives need to be involved in the development of the reform proposals if they are to be successful.

We have heard the Secretary-General saying that “we must always remember that you, our UN team, are the most valuable resource.” However, we did not see this statement often translated into actual behavior. It is very difficult for Staff to understand the vision that the S-G has for its staff. The few encounters that staff have with the S-G are most of the time staged ones with pre-set questions and written answers that do not allow for meaningful interaction. Sadly, it is becoming more and more difficult to convince staff to attend the town hall meeting with the S-G. For this and other reasons staff-management relations are tense. Last year there was the disappointment of the resolution on continuing contracts. The S-G did not appear to be personally interested in making a strong case with the Member States and did not personally argue for his proposal. At the end staff were disappointed with the final outcome. More recently, the Staff Union participating in the Staff Management Coordinating Committee (SMCC) expressed their disappointment about the lack of consultation demonstrated by the Secretary-General in two occasions.

Two letters were sent by the Staff Unions expressing alarm and dismay about the 7 March 2011 memorandum of the Chef de Cabinet, Mr. Vijay Nambiar, to all heads of departments and offices requesting them to propose, within 48 hours, cuts of three percent to their budget proposals for the 2012-2013 biennium. Managers were not given the time to consult and in many cases staff suffered the impact of the measures. The Staff Unions have no doubt that this will be a difficult budget year. But times like these demand mature discussion, not hasty action. The staff, managers and indeed the member states expect nothing less. That is why the rules and core values of the United Nations require that any measures that will have an impact must be the subject of prior consultation with the staff unions – no exceptions.

Subsequently, the Staff Unions expressed surprise about the 18 January 2011 memorandum, that became public domain in March, from the Chef de Cabinet, Mr. Vijay Nambiar, to the Under-Secretary-General of Management, Ms. Angela Kane and the Assistant Secretary-General for Human Resources Management, Ms. Catherine Pollard.

The memorandum requested to put in place a new mobility framework requiring:

- a geographic move in order for staff members to be eligible to apply for a post at P-5 and above
- that every year 40 percent of total recruitments in each department to be from outside that department or from outside the UN and that pilots in Geneva and New York should begin in 2011; and
- that no staff member be promoted twice consecutively in the same department.

The memo, which was an instruction to senior managers, was not subject of consultation with the staff unions of the United Nations and moreover, disregarded the existing consultations of the joint staff-management working group on career development and mobility. The working group, which was established by the Secretary-General to meet the

General Assembly's request for a "comprehensive proposal" on mobility (A/RES/65/247), has been making strong and constructive progress.

The Staff Unions regretted that the memo had been written as they believed that it undermines the principles of consultation between staff and management that are clearly spelt out in the Staff Rules and Regulations and accompanying texts, which Member States support.

The staff unions and associations in SMCC maintain that all measures that affect staff should be subject to staff-management consultations.

Staff-Management relations in the UN common system.

In the revision of the Standards of Conduct for the International Civil Service, our Federation CCISUA participated in the Technical Working Group organized by the ICSC. Among the items discussed there was the issue of Staff-Management relations. CCISUA together with the other staff federations expressed reservations on the text proposed under the item. The proposal of CCISUA sought to address a number of issues: management interference in union activities such as censorship of communications, surveillance of emails, or staff representatives being forced to disclose privileged information that is shared with them in their official elected capacity.

The new UN System of Administration of Justice.

It is almost two years since staff in the United Nations experienced the change from the ponderous and unwieldy internal justice system which had been in place for sixty years, to a welcome new system for the Administration of Justice. An article on iSeek announcing the change said: *"We will now have a truly professionalized system of handling internal work-related disputes. The main principles of the new system are that it will be independent, transparent, fair and efficient."* (From iSeek, "after 60 years, a new page in UN internal justice, 1 July 2009).

The new Administration of Justice is divided into the formal and informal systems. The informal system, dependent on the services of the Office of the Ombudsman and Mediation Services, tries to prevent and settle conflicts before they come to the formal system. Staff members from the Secretariat and the Funds and Programmes who are under the new system of internal justice know their services have been delivered in a professional and effective manner, within the limits of their resources. Through the informal settlement of disputes the number of cases which have gone to the tribunals has been diminished and this is indeed a positive development.

The system allows not only for the resolution of a dispute as it is presented, but also for underlying causes of disputes (such as poor management, poor interpersonal skills and so on) to be tackled, before they escalate. Here, we cannot report great successes: there have been some, but not enough. The reasons are many: among them are resources; the fact that some management and staff are reluctant to go to the Ombudsman, for example, because they don't see it as necessary or sometimes successful.

This part of the system has to be taken seriously and, in many quarters, it is not, creating a vicious circle. Greater institutional commitment to *preventing* disputes, and to addressing them early and without requiring there to be "winners" and "losers", will help move from the vicious to a virtuous circle.

Not unnaturally, therefore, staff have placed greater trust in the formal system.

How has that part of the system lived up to the ambitious objectives of independence, transparency, fairness and efficiency?

First, independence: it is very gratifying to report the robust independence in the way the system operates. In fact, I would like to highlight the importance and respect staff place on the independence of the Judges. We believe the Administration of Justice's success is due to the recognition from staff that the Judges are impartial and free from external influences. This is a good beginning which must continue and for which we acknowledge the work of the Judges and staff of the two tribunals.

Secondly, transparency. Here we see a more mixed picture. The system is committed to full transparency: hearings open to staff members, publication of the rules and judgments of both UNDT and UNAT, and reporting requirements to the GA. Much has been achieved, but more work needs to be done. Why? Information should be more easily available, especially to help staff members at the early stage of a problem.

Thirdly: fairness, which means essentially a proper balance between the competing claims of the sides of a dispute. Here, the results are again "good in parts". Many cases in the formal system show fairness both in the way they are handled and the results. However, not all branches of the Tribunal take the same approach to handling cases. More importantly, not all representatives of the Secretary-General appear to understand the nature of a proper system of justice.

There have been refusals to produce documents to the Tribunals, and one documented case of a refusal to identify a decision-maker. These actions, which the available information indicates were sanctioned at the highest level, are deliberate impediments to the administration of justice.

These instances may not be widespread, but a clear commitment in deeds as well as words to the principles of the system, from the top to the bottom of the Organization, must be fully in place.

Not all staff have effective access to legal representation: a critical element of fairness. The Office of Staff Legal Assistance is working tirelessly, but with *very, very* limited resources. In effect, staff have far fewer resources than the administration. We estimate that the administration has 30 lawyers, and staff seven – not what was envisaged under the principle of "equality of arms". It means that for staff the system is not as fully professionalized as it was conceived to be. Despite the admirable work of OSLA, volunteers for staff (and staff only) remain a fact of life. Many staff members with legal qualifications have been supporting their unions and associations in providing assistance to their colleagues, without proper incentives or releases and with considerable harm to their conditions of service. This is unacceptable.

Fourth, efficiency. The previous system was notorious for its delays, and was one of the serious failings that the new system sought to redress. It has been successful: the backlog is being cleared, and new cases are proceeding at a much better speed.

The new system has indeed changed many aspects of life in the UN for the better. The system is independent, largely transparent, mostly fair and much more efficient. But we cannot rest on our laurels: there remains work to be done, and the benefits for us all are

clear: a more harmonious and productive workplace, which respects and practises the very principles upon which our Organization is based.

Your Rights will be protected: Professional legal assistance to United Nations Staff Union contributing members.

As mentioned, the Office of Staff Legal Assistance (OSLA) funded by the UN Budget has limited resources. In Geneva, there is one P3 lawyer to assist staff whose duty station is or was located in Europe or part of Western Asia.

Given this situation the Staff Union has been considering other options and in its last meeting on 1 June 2011 the Staff Council decided to offer to contributing members of the Staff Union the opportunity to have professional legal representation in the Tribunal.

The Staff Council is considering the possibility to establish a contract with an insurance company to cover legal fee or to use directly its funds.

A final decision will be taken after a review of the pros and cons of the different options. In any case there will be some guidelines such as:

- To be covered staff need to have been a contributing member for a certain time before the request is submitted.
- The Staff Council will decide to accept the request based on a legal opinion on the chances of success of the case.
- If the appeal is successful and the tribunal decide that the legal costs of the staff member need to be reimbursed than the staff member will return the money to the Staff Union.
- A ceiling could be established to contain the costs.

CONTRACTS, SALARIES, BENEFITS AND CONDITIONS OF SERVICE.



UN/DPI

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

Nothing more, nothing less: the battle for fair and just contracts.

Two years ago as the global financial crisis was exploding, the Staff Unions in the UN stated clearly that the crisis was no excuse to reduce the conditions of service and security of staff. We said that at that time “The global financial crisis and the conflicts that continue to erupt in various parts of the world need a stronger United Nations and a motivated and well-resourced international civil service.”

In the last two years we have seen the Member States and the Administration using the financial crisis to do exactly what we warned against.

For example, in December 2010 the General Assembly’s resolutions on continuing contracts and on harmonization dealt a blow to a number of staff.

Staff in the Secretariat, while being grateful that continuing contracts are finally in the staff rules, find themselves with scarcely more to celebrate. There is a great deal of disappointment at the fact that the continuing contract, which should have replaced and

bettered the permanent contract by covering a larger cross-section of staff, in fact remains extremely limited.

The introduction of a point system to determine who will be awarded the continuing appointment or not, goes against the basic principle applied by almost all national civil services around the world. The representatives of the Member States (who are themselves civil servants with continuing or permanent appointment in their own administration) did not think that the staffs of the UN deserve what is the norm in the rest of the world.

Also, our Union deplores the fact that our colleagues in ICTY and ICTR have been expressly excluded from consideration for continuing contracts. The General Assembly has also deferred to the distant future the consideration for separation payments for staff on fixed term assignments.

One-time review of Permanent appointments almost completed.

On a more positive side the final award of permanent appointments is almost completed. A handful of cases remain to be considered in Vienna. Staffs who believe to be entitled but have not yet heard from HRMS are invited to enquire and to contact the Staff Union if they have questions.

Harmonization of conditions of service in non-family duty stations.

Apart from the decision on continuing contracts, last year the General Assembly also took a decision which will end the use of the Special Operations Approach (SOA) in the United Nations Funds, Programmes and Agencies. On the process of harmonization, our Federation CCISUA fought as hard as it could to protect the benefits of staff from the Funds and Programmes while at the same time asking for a fair treatment of the staff of the Secretariat.

In the end, the Fifth Committee of the General Assembly has approved the establishment of a new allowance for staff serving in non-family duty stations, applicable to all United Nations staff, including those from the Funds, Programmes and Agencies. This lump-sum allowance will replace the Special Operations Living Allowance which staff now receive under SOA.

This is a major setback for international staff in non-family duty stations who are currently deployed using SOA.

Since early 2010 when the issue of a replacement to the Special Operations Approach was first brought up in an International Civil Service Commission meeting in Santiago, Chile, CCISUA (our Federation) has been working tirelessly to try to fend off this decision. CCISUA produced a conference room paper defending SOA which was endorsed by the two other federations (FICSA and UNISERV) and tabled at the ICSC in the name of all three Federations. CCISUA took the lead in arguing for SOA at the ICSC and we also strongly argued for our position in front of the Fifth Committee. We lobbied member states. Unfortunately the majority of the Member States were not persuaded.

Under the ICSC proposal, now approved by the General Assembly, staff serving in non-family duty stations will receive a second household allowance of a lump sum equivalent to the hardship allowance at 'E' duty stations. This lump sum will be differentiated according to dependency status and level.

The first staff to be affected will be those whose initial deployment to a non-family duty station takes place six months after the resolution was adopted—i.e., after the end of June

2011. Staff currently receiving SOLA will continue to do so for the first year after the resolution. From the second year, if they remain in their current duty stations, the amounts will be reduced by 25% per year until they reach the “unified” amount established by the ICSC for all staff. If they move from their current duty station after June 2011, they will receive the unified amount.

The biggest negative effect will be on single staff, whose lump sum allowance will be 50% of that awarded to staff with dependants.

Rest and recuperation entitlements will also be reduced, and it is not yet clear what measures will be taken to ensure staff have the smoothest possible transition from the current framework.

Mobility/hardship and hazard pay: review of the methodology.

CCISUA participated in the working group established by the ICSC that met three times during 2010. The working group was composed of four Commissioners, the CEB Secretariat, four organizations (UN, UNDP, UNHCR and WFP) and the three Staff federations. CCISUA had an opportunity to air its views as appropriate. CCISUA can say that the final recommendations of the WG reflect the views it had expressed all along the process.

Place to Place survey for Post-Adjustment in Vienna.

Last year many staff participated in the place-to-place survey for establishing the level of the post adjustment for professional salaries in Vienna. Early this year the Advisory Committee on Post Adjustment Questions of the ICSC met in New York to evaluate the result. For Vienna, the result was a meager 0.8%. A Staff Union representative put forward a series of complaints on the methodology.

First, the artificially inflated Out of Area expenditures. In the past, the ACPAQ and ICSC consistently argued that the absence of data from the actual place to place survey, due to low response rates, meant that they needed to apply a standard adjustment. Given the extremely high response rates (thanks in no small part to our work), it can no longer be argued that the responses on this item are not significant. The assumption that internationally recruited staff spend 20 percent of its income outside its duty station may be valid for duty stations where:

- (i) the supply is weak and/or
- (ii) there are no suitable schools.

This is definitely not the case for most of the duty stations surveyed and certainly for Vienna. If the out of area expenditure reflected actual spending patterns, there would be a re-distribution of expenditure weights between items. We have asked the Secretariat of the ICSC if we could have a run of the numbers to see what the results would be if the actual out of area expenditure weight was used. The result of such exercise shows that the concern of staff federations is real. If nothing can be done to adjust for this in the current exercise, at the very least, this should be reviewed for the next round. The financial concerns expressed by the Secretariat should of course be considered but not at the expense of the ability of the organization to remain competitive.

The methodology and sources of rent data are neither clear nor transparent to us. Given the weight of this item it is important to ensure that apartments priced in Europe are similar to those in New York (in terms of size, furnishing, location, facilities provided, inclusion or not

inclusion of the maintenance costs, etc.). Although OECD/IOS confirmed on several occasions that data for PAI purposes was calculated like-to-like, the results remain questionable.

It seems that some elements in the methodology are arbitrarily fixed or introduced to achieve the desired result of containing costs and not to ensure that the organization is able to retain staff with the highest standards of efficiency, competence and integrity to do its work. This put into serious question the technical status of the ICSC and its independence.

Identification of the highest paid civil service under the Noblemaire principle.

Another important aspect of the salary of internationally recruited staff is the Noblemaire principle. The level of salaries for Professional staff is determined on the basis of the Noblemaire principle, named after the Chairman of a committee of the League of Nations. This principle states that the international civil service should be able to recruit staff from all its Member States, including the highest-paid. In application of the Noblemaire principle, the salaries of Professional staff are set by reference to the highest-paying national civil service. The ICSC makes a periodic check to identify the national civil service of the Member State which has the highest pay levels and which by its size and structure lends itself to a significant comparison. The federal civil service of the United States of America has to date been taken as the highest paid national civil service.

At the 72nd Session of the ICSC in March 2011, the Secretariat of the ICSC presented phase I of the latest review according to which the US Federal Civil Service is still the highest paying national civil service followed by other two. Our staff representatives encouraged the Commission to carry out phase II of the comparison and to establish in detail the status of the differences in cash compensation among the US federal civil service and the civil services that are reported to be close to it.

GS Salary Survey Methodology.

Our Staff Union was represented by our federation (CCISUA) in the working group on the review of the GS salary survey methodology over the last two years. This is crucial for a large number of staff. CCISUA expressed strong opposition about some of the recommendations that have emerged from the Working Group because they are likely to have the effect of depressing salaries, or veering away from the Flemming principle.

CCISUA expressed concerns on:

1. The necessity to retain the Ministry of Foreign Affairs as a comparator, in order to fulfill the GA request to give “higher consideration” to the national civil service. This is not in line with the requirements of the Flemming Principle. The MOFA in many instances may not represent the best employment conditions even within the national civil services. In the past, the LSC were authorized to select para-statal organizations that were under the government authority to represent the best condition for national civil service. The obligation to include the MOFA goes contrary to the Flemming principle.
2. The reduction of the car benefit as a taxable benefit.
3. The quantification of meals at cost to comparator.
4. The elimination of consideration of some employer-provided benefits.

CCISUA asked also to see in the new methodology provisions to deal with rapid cost of living hikes and inflation. CCISUA supported the other recommendations, but asked ICSC and the

organizations to keep a close watch on the effects of the changes to ensure that "salaries and wages for locally engaged staff should be fixed and paid in local currency and should be sufficiently high to recruit and retain staff of high quality and standing." as stated in 1949 by the United Nations Committee of Experts on Salary, Allowances and Leave Systems (the Flemming Committee).

UNODC management.

The UNODC financial situation is still a matter of concern for many staff. Since 2004-2006, there has been a sharp increase of UNODC overall funding (reaching 466,099 million USD in 2008-2009) with a percentage growth of almost 120 per cent. However, this increase corresponds to more earmarked contributions together with a decline of non-earmarked contributions. In this context, job security is obviously an issue for staff but also for the programme if it wants to attract and retain talented staff. The funding modalities of UNODC with heavy reliance on extra budgetary resources create constant tensions on job security. In the summer of last year the Joint Inspection Unit conducted a review of management and administrations in UNODC and in that context carried out a survey of staff.

The survey confirms that the impact of job security on staff performance is not negligible and seems higher within the professional category who pointed out the fact that UNODC has no mechanism to face and alleviate job uncertainty. Among internationally recruited staff, for example, 72.5 per cent stated that job uncertainty in UNODC is affecting their performance.

Views of various categories of UNODC employees regarding impact of job uncertainty (in percentage)

| In your opinion, to what extent does job uncertainty at UNODC affects overall performance? | | | | | |
|---|---------------------|--------------------|-----------------|------------------------|-------------------|
| | Considerably | Not so much | Somewhat | Insignificantly | Not at all |
| All employees | 63.3 | 12.5 | 20.4 | 2.4 | 1.4 |
| International professional staff only | 72.5 | 7.3 | 16.9 | 2.8 | 0.6 |
| Headquarters staff | 67.5 | 9.2 | 18.9 | 3.1 | 1.3 |
| Field staff | 61.3 | 14.6 | 20.4 | 2.1 | 1.5 |

Source JIU survey 2010

The same survey showed that there is a considerable number of staff who consider positively the diversity of UNODC mandates: 66 per cent are of the opinion that the diversity of UNODC mandates has positively impacted their work and activities. However, the respondents also consider that the integration of these mandates is far from being achieved, with only 25.2 per cent and 20.3 per cent of positive expressions regarding integration of programme/project designing and activities, respectively.

Finally, staff expressed dissatisfaction of staff with overall management of the Office and with senior managers in particular, showing that staff morale was low in the Office. Staff cited as issues of concern lack of transparency in decision making, absence of sufficient communication and encouragement to open discussions, absence of follow-up to decisions, mismanagement, etc. The JIU recommended a series of step to create a better atmosphere and working conditions. We have noted with satisfaction that the new Executive Director, who inherited this situation from the previous administration, has taken steps to implement the recommendations of the JIU.

Conditions of service in the field.

The death of our colleagues in Bolivia has also reminded us of the working conditions of locally recruited staff.

Many colleagues working in the field offices do not have the same benefits and job security that staff in HQ have. The UNSU has been advocating for parity of treatment for all staff. In the field, locally recruited project staff are only eligible to be recruited on UNDP Service Contracts (SCs), with limited benefits, especially in relation to health insurance and pension.

Although they are referred to as staff, in reality SC holders do not qualify to be called staff, because their services are supposed to be temporary. In reality, the service contracts end up lasting for decades.

The General Assembly has called for the harmonization of conditions of service for all staff. However, because of the increased earmarking of voluntary funds, UNODC is using more and more service contracts to save money.

We believe that our Administration should argue with the donors that it is important for UNODC to offer the same working conditions both in Vienna and in the field. If there is the need of continuous services, then UNODC should offer fixed-term contract with related benefits to all staff and eliminate long-standing precarious contracts that have lasted too long.

Host country agreement.

Changes in the Austrian legislation on citizenship and residence have been discussed by staff. The new regulations make it impossible for staff to apply for citizenship while working for the United Nations. Something that was possible before. The Staff Union has discussed with the other staff unions of the VIC how to proceed on the matter and we asked the UNOV legal counsel to clarify the issue with the Austrian authorities. However, the host country agreement that regulates the relationship between the UN and the Austrian Government does not have special provisions for UN staff in relation to citizenship. The citizenship issue is a complex matter that concerns not only UN Staff but all foreign residents in Austria. There are political issues being discussed and the Austrian Government needs to take into consideration the concerns of the Austrian citizens while maintaining the openness of their country to foreigners.

Office space in the VIC.

In the past months Management has opened a discussion on office space. An additional request for space has been prompted by the arrival of new staff and staff moves especially following the DO/DTA realignment. The Staff representative explained that the open-plan office space and also sharing offices was a sensitive issue for many staff. Following negotiations between the Staff Council and Management, adjustments were made to the original proposal. In particular, the idea of large-scale open-plan office spaces had been set aside in favour of staff sharing regular offices where necessary. An agreement was reached by the JAC in May and it is being recommended to the ED/DG who has to take the final decision.

The JAC recommended that criteria for sharing will follow a parallel approach across the two categories, GS and P, e.g. there would be a recognition of level in both categories, with the lower-level GS staff (G3) sharing first and, at the same time, the lower-level P staff (P2)

sharing. After level, supervisory duties and years of service should be used to determine who should be sharing or not (i.e. staff with less years of service or no supervisory duties to share first).

Among proposed measures to be implemented, and agreed to by the JAC, to limit the impact on staff, were the following:

- Office sharing should be limited to 2 staff per office (3-4 modules) where possible (occasionally 3 or more staff in a larger office, as appropriate)
- In an effort to share the burden across the Organization, it is suggested that all P5 (or lower grade in case such a situation exists) having a 4 module office are moved to 3 module offices, to make the larger office available for the two staff who are supposed to share an office;
- The situation is to be considered as of a temporary nature and if more space is available in the future the old arrangements should be re-established;
- In agreeing with the implementation of these temporary measures, the Staff Council requested the Administration to find ways of acquiring more office space by rationalising the use of the space available to UNOV in the VIC, e.g. in consultation with the other VBOs and the other Staff Unions of the VIC, use of C tower when it becomes available.

End of Service Allowance (EOSA).

The EOSA is part of the conditions of service for GS staff in Vienna, which is a requirement to ensure that these are in line with the best prevailing local conditions of service as required under the Fleming Principle. In 2002, the EOSA in Austria changed but, the implementation of the EOSA by the UN organizations in Vienna has not been updated.

The new Austrian EOSA system (Abfertigung Neu) applies to all appointments starting on or after 1 January 2003. The contributions to the new system are payable, as of the second month of the contract, at the rate of 1.53% of the gross monthly salary. These contributions are deposited by the employers, through the Austrian health insurance (Wiener Gebietskrankenkasse), on a monthly basis into the so-called "Mitarbeitervorsorge Kasse" or provident fund where the money is invested by the financial institution holding the fund.

Some time ago, the VIC administration had proposed that the new EOSA be paid to GS staff members as a monthly non-pensionable allowance based on the net base salary plus language allowance and non-resident's allowance, if applicable. Furthermore, in view of the fact that the new EOSA under the Austrian system is calculated based on gross salaries, the Administration proposed that the percentage of the new EOSA payable by the VBOs should be increased from 1.53% to 2% in order to account for the difference between the net and the gross salary levels.

This proposal was not agreed by the staff representatives as it puts the onus on the staff members to invest the relatively small EOSA amounts received on a monthly basis. Also this proposal did not accurately reflect the EOSA system under the Austrian Law, particularly since the EOSA is an entitlement that is paid at the end of the service.

A new proposal has been put forward recently. The Administrations are proposing that the new EOSA be paid to GS staff members in the form of a lump sum at the end of the service. The amount of the allowance would be equal to 2% of the final monthly net base salary (plus language allowance and non-resident's allowance, if applicable) multiplied by the total number of months of completed service starting with the second month of service. The new EOSA system would apply to all GS staff members with fixed term or monthly short term contracts starting on or after the date of issuance of new rule. In order not to affect acquired

rights under the old system, the new system would be applied prospectively to contracts starting on or after the date of issuance of the new rule.

Staff members in service before the effective date of the new EOSA system would have two options:

- (i) they could decide to remain under the old EOSA system, in which case they would continue to be governed by the provisions of the old EOSA; or
- (ii) they could switch from the old system to the new one by freezing the entitlement under the old system at a certain agreed date and switching prospectively to the new system. In this case, the entitlement under the old system would continue to be governed by the old rules, the amount of which would be calculated based on the period of service up to the agreed date of the switching but based on the last salary in service.

Staff members who fall under the old EOSA system would be given a one year timeframe from the date of the issuance of the new rule to switch from the old system to the new one. The actual date of the switching could be within the following five years.

The Staff Union is studying the proposal but is not convinced that the benefit that locally recruited staff will receive will be equivalent to those of Austrian employee.

Mobility models for the United Nations under discussion.

In resolution A/RES/65/247, the General Assembly called for a "comprehensive proposal" on mobility, recognizing "... the importance of mobility as a means of developing a more versatile, multi-skilled and experienced international civil service that is capable of fulfilling complex mandates."

There was also a previous call by the GA which in A/RES/63/250 asked "the Secretary-General to submit proposals aimed at encouraging voluntary mobility of staff in the context of the review of the mobility policy, without prejudice to the different needs of duty stations and the field. The same resolution emphasized "that the scope of the mobility policy should be well defined" and called for "improving inter-agency mobility"

In the context of SMCC, our Staff Union has participated with other staff representatives in a WG on career development and mobility. A joint working group met in Vienna in May to discuss various options in preparation for the SMCC to be held at the end of June in Belgrade.

Should mobility be mandatory or voluntary? In the view of the working group mobility can neither be wholly mandatory nor wholly voluntary. Any policy has to take in to account the interest of the organization and considerations of equity with regards to the career development of all staff.

There is a broad spectrum of positions available to the organization between the two extremes of completely mandatory or completely voluntary.

The organization can put in place incentives and disincentives for mobility, which can make mobility more or less encouraged.

At present mobility is encouraged by a number of factors – such as the hardship and mobility scheme and discouraged by a number of others, such as the necessity of international field staff to be rostered to be able to be mobile.

The working group is of the opinion that the organization should put more incentives in place to encourage mobility. At the same time the organization needs to recognize that staff at different stages of their lives and careers can be more or less mobile. The organization should allow for staff to pursue different patterns of mobility at different stages in their lives. Staff should have the option to be less mobile when they wish. At the same time staff who opt to be less mobile need to accept that there is a trade off in terms of career development.

Staff selection.

INSPIRA has been one of the main reasons of complaint from both staff and managers. After more than a year of experience there are still technological issues. Still, the main issue is that the system does not provide staff in the CRB with the necessary information to evaluate that procedures are followed. The overall integrity of the staff selection system remains a substantial concern of staff.

Gender balance.

In several of its resolutions, the General Assembly has called for a 50/50 gender distribution in the composition of the staff of the United Nations system. So far, the Organization has failed to make this goal a reality. Despite efforts made to improve women's representation, much remains to be done to elevate the ratio and role of women within UNODC and UNOV.

UNODC professional staff. Overall, as of May 2010, UNODC had a total of 282 professional staff: 125 female (44 %) and 157 male (56 %). Of all professional staff at the P5 level and above, 75% are men and 25% are female while at the P2 level, 92% are women and 8% men. Between 2002 and August 2010, there was a lower rate of appointment/promotion at the P5 level and above for women than for men: 67 men were promoted/externally appointed at the level of P5 or above, whereas 20 women were promoted/externally appointed at these levels. Between 2002 and August 2010: approximately 67% (45/67) of the men appointed/promoted were internal, while only 45% (9/20) of appointed/promoted women were internal. When internal women were promoted, they had spent more years in their grade than their male counterparts (statistics May 2009-May 2010).

UNOV professional staff. Overall, as of May 2010, UNOV had a total of 126 professional staff: 45 female (36 %) and 81 male (64 %). Of all professional staff at the P5 level and above, 59% are men and 41% are female while at the P2 level, 60% are men and 40% women. When internal women were promoted, they had spent more years in their grade than their male counterparts and women were older than men.

Merit Award.

The Staff Union has proposed to the Administration the establishment of a Merit Award scheme for all staff serving UNOV/UNODC in Vienna and in the field offices. A joint working group prepared a proposal that has been recommended by the Joint Advisory Committee to Mr. Fedotov.

The merit award is for staff from staff, i.e. staff should be given the opportunity to nominate colleagues and also be involved in the selection process. The award categories proposed

are: client service, outstanding achievement, leadership, innovation/ creativity, “I care”: for putting others’ needs first, cost-savings, ethics and integrity.

All award categories are open to staff members at all categories and levels (GS, P and D). Nominations will be received and reviewed by the Awards Committee, who will establish a shortlist of candidates in each category. The shortlist will contain no more than three nominations for each category.

All nominations will be evaluated against objective criteria with a justification by the Committee for inclusion in the shortlist. The shortlist should be endorsed by the UNOV Director-General/ UNODC Executive Director before being opened to popular online voting. The online voting process will determine the winner in each category.

UNICRI.

After almost two years of uncertainty UNICRI has a new Director who has taken over the management of the Centre in Turin whose staff are part of our Union. In the past years, UNICRI staff have been under considerable pressure because of the financial and managerial problems they were confronted with. It is the hope of the Staff Union that the new Director, in collaboration with UNICRI Staff, will be able to re-establish the credibility of the Centre particularly among the donors and stabilize the financial situation and provide staff with the necessary job security.

PENSIONS.



The Staff Council works to establish a permanent local joint committee to monitor the United Nations Joint Staff Pension Fund and to increase local knowledge among staff on pension-related issues.

Comprehensive review of pensionable remuneration.

CCISUA expressed concern about the fact that such an important aspect of the condition of service of staff is not being discussed with the participation of staff. We are also aware of the fact that participants' representatives in the pension board have not been party to the study and in fact have asked to be appraised on the review.

We have several difficulties with the study. We are very concerned about the contortions necessary for the UN Pension Fund to be compared with FERS. They are not at all comparable, as the Secretariat has found and as has been reported in the document. UN staff do not have the equivalent of Social Security benefits outside of the Pension Fund. We do not have a Thrift Savings Plan, and in light of failures of such plans during the last financial crisis, neither would we want to advocate for staff to have such a plan. In short, even though the US remains our comparator civil service, we believe it is time to detach the pension benefit from the comparison and look at other defined benefit schemes within and outside the US. The GA has proved that fixed ideas can be changed, and we think it is time to go to them with a proposal to this effect.

During the 72nd Session of the ICSC, CCISUA reiterated our request for the establishment of a WG with the involvement of staff representatives and pension board representatives. The issues discussed are quite complex and require a very close review from all parties before decisions and conclusions are reached.

On double taxation, CCISUA believes that the recommendation contained in the report does not address the instances in which differential treatment takes place.

Implication for staff also needs to be further analyzed. We recommended for a decision on the options to be postponed until after a joint review has taken place.

Mandatory Age of Separation.

The participants' representatives to the Pension Fund and the General Assembly have by and large considered it prudent to review the retirement age provisions. In this they have recognized: (a) the worldwide trends on increases in the retirement age taking note of increasing longevity; (b) the trend that the differential between the years worked at the UN and the retirement years will continue to increase for the UN staff—a demographic whose life expectancy is one of the highest in the world; (c) the potential positive impact on the financial position of the Fund; and (d) that this would keep pace with similarly placed funds. At a time when national governments are increasing, or eliminating their retirement age, this move in the UN would certainly be understood by the Member States.

We also understand that some of our organizations do not think that normal retirement age should be increased as it would negatively impact the UN's efforts to rejuvenate the system. In plain English, the people you would like to go are the ones who will stick around much too long. We wonder, though, what should be the uppermost consideration in the increase of the normal age of retirement: human resources concerns, or the needs of the Fund? We also wonder whether some organizations are looking at retirement to solve a performance management problem they might have. It might be easier to wait out someone who is not performing rather than bite the bullet and do a real review of that person, or worse still, take the corrective and coaching measures needed to help him/her once again be a top performer. A golden handshake may be easier for some managers to contemplate.

CCISUA awaits the thorough review that is to take place, and do not mind revealing that, though we have done no scientific study, by and large staff seem supportive of a hike in the retirement age. Of course it goes without saying that the closer you are to the mandatory age of separation, the more supportive you tend to be. However we believe that our position will remain the same as we have reiterated in the past: that should the normal age of retirement increase, it should be without prejudice to the acquired rights of those who are currently in the system to retire with full benefits at 60 or 62.

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

The Joint Advisory Committee has finally agreed to recommend to the ED/DG the proposal for the establishment of a sub-committee of the JAC on pension issues.

Social security agreement with the Austrian Government.

After several years the Social Security agreement with the Austrian Government has been finally implemented as of November 2010. The agreement, among other things, will enable staff who had previously worked in the Austrian labour market to have their years of work in the UN accounted for in relation to the calculation of the basic pension rights.

SECURITY, SAFETY AND HEALTH.



UN/DPI

The Staff Council works to increase security and safety and to protect the welfare of staff working in Vienna and in the field.

Security in the field.

On global security matters our Staff Union has been represented by our Federation (CCISUA) in the meeting of the Inter-Agency Security Management Network (IASMN). CCISUA represents a large number of staff in the field, thus staff security is always at the top of our agenda. In common system fora, CCISUA expressed concern with the situation of security of staff, including national staff. In particular, the situation in the Middle East/North Africa and its potential impact on staff was and remains of particular concern.

CCISUA noted the attention and swift action taken for international UN staff in the countries affected but reminded the unequal treatment of national staff, and the lack of protection for them in the question of evacuation and other security provisions. This many years after the Brahimi report, we had hoped for better. The UN *must* change this *modus operandi*. All staff regardless of grade, level or place of recruitment must be protected by the organisation.

At the IASMN meeting the subject of the use of private security companies for UN operations was raised. CCISUA does not agree with this proposal. We reiterated that if operations cannot be conducted with UN Security staff, the military from contributing Member States or the national security forces, then UN staff should not be deployed in those areas. The UN's decision should not be "when to stay", but "*whether* to stay". CCISUA believe that the use of private security contractors would carry a higher risk to UN staff, opening them to the

possibility of public anger or retaliatory violence through no fault or action of their own. A private security contractor would have unknown principles or accountabilities and could, for example, employ mercenaries, or people who have been involved in war crimes. We trust that this and every proposal which concerns staff security is carefully scrutinized for all possible ramifications for staff before a decision is made.

CCISUA also noted with appreciation the improvement in direct communication lines with DSS. CCISUA representatives now have direct channels to relay concerns and to receive information on security and safety throughout the UN's global operations. This is indeed helpful to allay the fears our members have about their fellow staff members in crisis situations.

VIC COMMON SERVICES.



UN/DPI

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

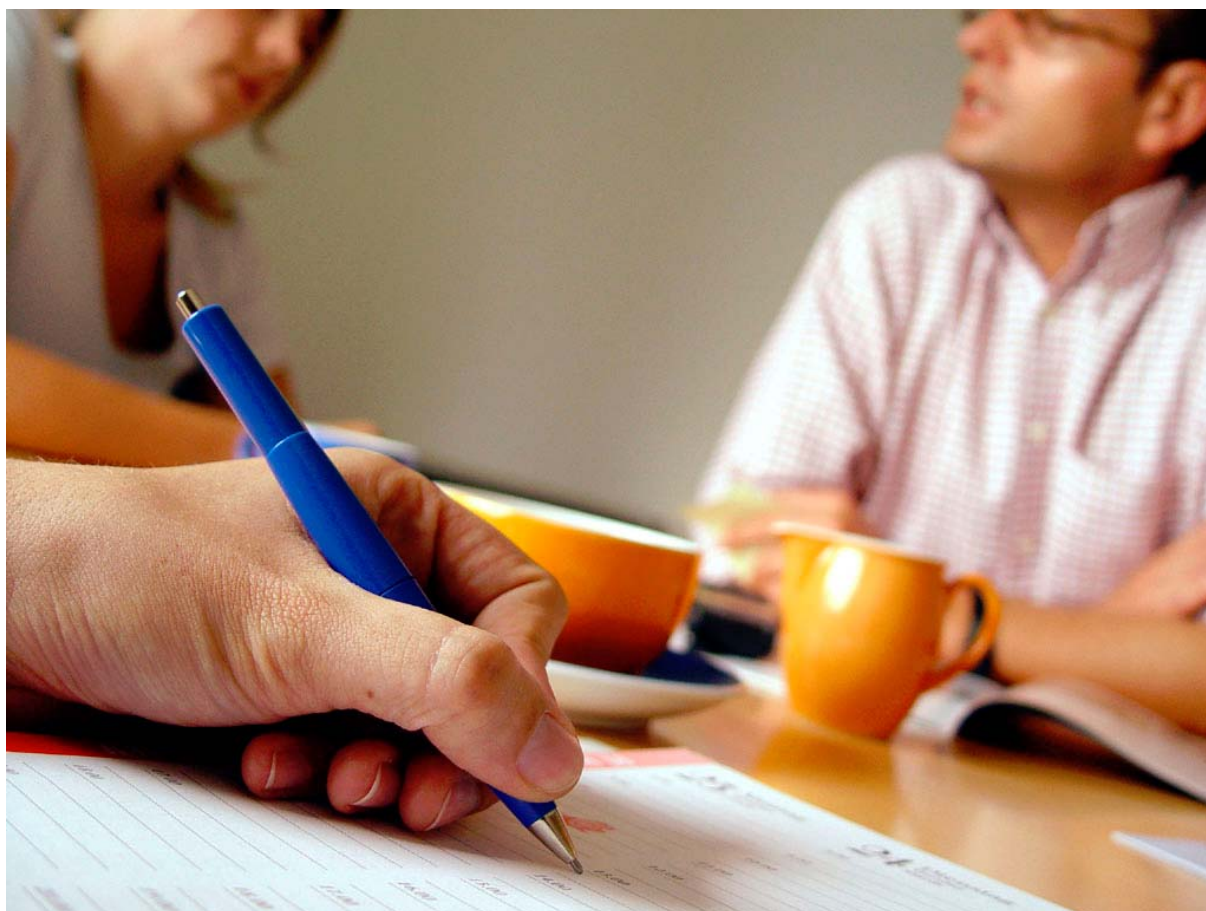
Functioning of the joint bodies.

In the past year we have continued to defend the role of the joint advisory committees for the various common services: catering, garage, commissary and child care centre. The new Terms of References of the joint bodies have been promulgated with considerable improvements while maintaining the joint nature of the committees.

Security in the VIC.

The completion of the new Gate 1 and the improvement in the screening of visitors may open the possibility for relatives to enter the VIC at all times. The Staff Union is working with Security to consider this possibility once the system of the new Gate 1 is tested.

LOCAL STAFF-MANAGEMENT RELATIONS.



The Staff Council works to have a better system for negotiating and resolving local issues and to ensure that staff rights are protected and that rules and procedures are respected.

Negotiation and dialogue.

With the arrival of the new ED/DG there has been an improvement in the staff-management relations. Mr. Fedotov has indicated that the issues affecting the conditions of service and the welfare of staff need to be subject to consultation and negotiation with staff representatives. The Joint Advisory Committee (JAC) is functional and has addressed effectively various issues.

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

COORDINATION WITH OTHER STAFF UNIONS.



UN/DPI

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

Coordination in the VIC.

The Staff Union has continued to collaborate with the staff unions of the IAEA, UNIDO and CTBTO through VISAC, the association of the staff unions of the VIC to improve the conditions of service of staff.

Coordination at global level.

The Staff Union has been active at global level through our Federation (CCISUA) or in the context of SMCC. In particular, our Staff Union, in collaboration with the UNIDO Staff Union, has hosted from 16 to 20 May 2011 the XXVI General Assembly of CCISUA. Through CCISUA we have also interacted with the other two federations FICSA and UNISERV in the various common fora (ICSC, HR network, HLCCM, etc.).

COMMUNICATION.

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Staff Committee

President

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Your Welfare, Health and Safety

Your Workplace - Living Better in the VIC

Your Life - Work-Life Balance

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United Nations Staff Union Vienna

Welcome

It's your Union

All Staff recruited under the Staff Rules and/or administered by the United Nations at Vienna on any type of appointment are eligible as members of the Staff Union and shall be considered as such unless they indicate otherwise.

The purposes of the Staff Union - stated in the [Statutes and Rules](#) are:

- Promote the ideals of the [Charter of the United Nations](#).
- Represent, promote and safeguard the rights, interests and welfare of staff.
- Cooperate with other staff unions and associations.

The eight goals in the Plan of Action 2008-2010 are:

1. A staff oriented United Nations reform

**THE UNION IS US
JOIN THE UNION**

NEWS

Visit our [new section](#) where we have tips for consumers provided by magazine "Konsument". If you want to have online access to it, please contact our secretariat.

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

Status of the United Nations Staff Union at Vienna.

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

As mentioned earlier, the Staff Union has decided to provide professional legal assistance on internal justice matters to contributing members.

New website and focus newsletter.

A survey of staff carried out in 2009 indicated that staff would like to receive more information via e-mail, newsletter and website. Last summer a website of the staff union (http://www.unodc.org/intranet_sc/) containing several pages of information for staff was created on the intranet. In addition, two issues of "FOCUS on staff", the newsletter of the Staff Union, were published.



Donations to Waluka Primary School (Kenya) and to SOS Kinderdorf project Fort Portal (Uganda).

As it has been the case for a number of years the Staff Council has decided to donate to social projects 10% of the profit of the Souvenir Shop at Gate1. The Staff Union has a long-term association with SOS-Kinderdorf that was the recipient of a donation of 4,000 Euro for a project of Fort Portal in Uganda. Also, the Staff Council decided to donate 3,000 Euro to the building of a borehole in Waluka Primary School (Kenya) for clean drinking water.



Staff Services Office.

More than a year ago the staff unions of the VIC agreed to unify their staff services office to provide better services to contributing members. Unfortunately the joint location of the services that was identified is not available because of the lack of space in the VIC. The intention of the staff unions is to have the coordinated staff services office open for more hours and to provide more discounts and offers to contributing members.

The Staff Services Office has asked the mobile phone companies Orange and T-Mobile to provide special offers to all staff. For contributing members more convenient offers have been negotiated.

In December 2010, the third holiday raffle of the Staff Union was conducted. Prizes offered by companies in contact with our services office and the souvenir shops were awarded to the lucky ones drawn from the list of all contributing members.

Show your Card.

The Staff Union has produced new cards for members that will be distributed soon to all contributing members. The card will enable contributing members to have access to the benefits offered by the Staff Union such as, the professional legal assistance for cases of internal justice, the discounts by local shops and services providers, reduced fee at the VIC Housing Service, two free legal consultations per year, special tariffs with T-Mobile and Orange.



Officers of the Staff Council

| | | |
|---------------------------|---|--|
| Staff Council | First Presiding Officer Alternate Presiding Officer | Claudia Baroni Daniel Bridi |
| Staff Committee | President Vice-President Secretary Treasurer Rapporteur | Stefano Berterame Paulina Analena Fariba Soltani Ibrahim Nuseibeh Hermann Broohm |
| Polling Officers | Chairperson | Monireh Poosorkh Ongyal Gurung |
| Auditing Committee | | Lorretta Eruwa Matthew Seitz Ibrahim El-Chayeb |

STAFF REPRESENTATIVES AND ALTERNATES

| <i>Attendance at meetings of UNSCV from 30 April 2010 to 10 June 2011</i> | | | | |
|---|---|-------------------|--|-------------------|
| <i>Unit</i> | <i>Representative</i> | <i>Attendance</i> | <i>Alternate</i> | <i>Attendance</i> |
| UNOV/DM | COELHO, Patricia | 4 | PODGORNIK, Walter | 7 |
| UNOV/DM | BROOHN, Herman | 11 | FAYAD, Gabriel | 1 |
| UNOV/DM | NUSEIBEH, Ibrahim | 9 | GRIMM, Ferdinand | 1 |
| UNODC/DM | BRIDI, Daniel | 7 | RICHARD, Yvonne | 4 |
| UNODC/DM | EIDHERR, Gert | 9 | BREZINA Stefan | 0 |
| UNOV/CMS | LARSON, Lars | 5 | LOFTHOUSE, Marie T. | 2 |
| UNOVCMS | GALEAZZI, Nicole WEITHALER, Regina as of 14 February 2011 | 5 2 | WEITHALER, Regina EDWARDS, Claire as of 14 February 2011 | 2 3 |
| UNOV/CMS | BUDIN, Aban | 11 | JANEKE ELYAS, Ruth | 0 |
| UNOV/CMS | ALARCON, Miguel | 7 | FALCO, Eleonora | 5 |
| UNODC/OED | BARONI, Claudia | 6 | GRASSI, Simonetta | 5 |
| UNODC/OED | WYTHES, Annika | 6 | GOPALA-KRISHNAN, Elsa | 2 |
| UNODC/OED | BERTERAME, Stefano | 12 | MARTINS, Alexandra | 1 |
| UNODC/OED | KATKHOUDA, Nabil | 11 | DOUBEK, Paramita | 5 |
| UNODC/OED | SOLTANI, Fariba | 7 | SAENZ, Elizabeth | 7 |
| UNICRI | TROSSARELLI, Luigi | 0 | LUDA DI CORTEMIGLIA, Vittoria | 2 |
| UNODC Field | DE LEO, Antonio | 4 | SMITH, Kelly | 2 |
| UNSSS | GRAHAM, Elwood | 8 | MUIR, Jason WILSON, Lawrence as of 01 June 2011 | 3 1 |
| UNSSS | ANALENA, Paulina | 9 | PAROKKIL, Jose | 0 |
| UNSSS | HATASOVA, Monica | 3 | REIS, Volker | 1 |
| UNPA/UNRoD | FUERNSTINN, Clarissa | 7 | EFRATI, Janet | 0 |
| UNIS/DPI | SCHAECHTER, Iris | 12 | WAECHTER, Elisabeth HAFFAR, Nikoleta as of 14 February 2011 | 0 |
| OLA/UNSCEAR | LANNAN, Kate CANAFOLIA, Monica as of 14 February 2011 | 3 3 | NICHOLAS, Caroline | 1 |
| OOSA | GAZIYEV, Jamshid OYENEYIN, Ayoni as of 14 February 2011 | 5 3 | OYENEYIN, Ayoni MANIYANIPURATHU, Kurian as of 14 February 2011 | 5 0 |
| There were a total of 12 regular meetings from 30 April 2010 to 10 June 2011. | | | | |