



Industrial relations

- The Staff Union and the Administration, in the framework of the Joint Negotiating Committee (JNC) have again this year established a joint action programme by setting priorities. The following priorities were agreed for 2022: (1) Flexible Working Arrangements; (2) contracts policy; (3) Recruitment and selection; and (4) Compensation Committee. Other areas of consultation included disability, Reports Board, parental leave, Review of the Generic Job Descriptions for Professional job families, and a learning strategy.
- After the lockdown was lifted in 2021, the Flexible Working Arrangements proposals have been a recurring topic of discussion with the Administration. In January 2022, the Staff Union submitted its comments on the Administration's proposal and the parties held several discussion sessions to examine the needs of the different modalities. However, the Staff Union has been fruitlessly insisting that the Administration submit a new proposal, the Administration has continuously postponed their response. This resistance increased after the election of the new DG in March.
- The Staff Union and the Administration have held several "without-prejudice" discussions in 2022 searching for common ground on a new contracts policy, a process that has made slow progress in the last decade. The parties have agreed in principle to address the proposed changes using an interest-based approach. The Staff Union hired a facilitator to assist in the formulation of a statement of interest, which it submitted to the Administration in August. The Administration submitted questions in September, which the Staff Union is working to address.
- The Administration proposed that the parties review the recruitment and selection procedure, but has not submitted its proposal.
- The Staff Union requested a review of the Compensation Committee to address gaps in the procedural rights afforded to claimants, as well as the roles of technical advisers. The Administration submitted a draft IGDS, which the Staff Union commented. The Staff Union awaits further action.
- The review of the Generic Job Descriptions has advanced at a brisk pace, with consultations with staff who were jointly recommended. As part of the process, the parties agreed on an IGDS that recognized the equivalence in experience that would replace any required advanced university degree. This has been implemented starting with RAPS 2 for 2022.
- The Staff Union has proposed reforming the Reports Board to provide guarantees of due process in the review of performance appraisal, and we expect a proposal from the Administration. Currently the proceedings of the Reports Board are considered

secret, which the Staff Union considers violates basic rights of staff and beyond the mandate provided by the Staff Regulations.

- The Administration has proposed to amend the IGDS governing the Personal Promotions process to reflect the implications of ILOAT decision No. 4480. The Staff Union has proposed to recognize the right of TC staff in the personal promotions exercise, and the negotiations are ongoing.
- The negotiating capacity of Committee members has been strengthened in practice by including them more regularly in the various thematic negotiations or through working groups, with the old hands leading the new. The report last year identified the need to strengthen the basic trade union skills of newcomers, both at headquarters and in the field, in order to be fully effective in the future. This was addressed through training provided in September, on negotiation skills for Committee members and representation skills for union stewards.

FOR MORE INFORMATION:

