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Staff Council

UNDP/UNFPA/UNOPS/UN WOMEN Staff Council

2021 Annual Report

Date: 15 January 2022

A Message from the Chair

Dear Colleagues,

Please allow me to start by expressing my deepest sympathy and condolences to our colleagues and their families who have lost loved ones because of COVID-19.

Let me begin this brief message by thanking the hard work of our dedicated Staff Council and 107 country and regional level staff associations members who are fully committed to the strong wellbeing and rights of all personnel, staff and non – staff.

Together with 2020 , the year 2021 will go down as one of the most challenging that our personnel have ever faced. The pandemic has forced us to think ahead and imagine a “new normal” workforce and workplace. There are more questions than answers at this point in this regard and more needs to be done in joint efforts to respond to the demands of this changed reality. As Robert Lee Frost said –“ The best way out is always through” and everyone’s dedication to the work and the organizations is truly remarkable and the resiliency that it takes to do so is even more inspiring.

Many of the challenges we experienced throughout the year will continue as we head into 2022. Our sudden transition to a telecommuting lifestyle drastically shaped the way in which we operated, but it also provided and introduced us with new opportunities in terms of technology and personal and professional growth. And while we wait for the time when we can go back to our offices and greet each other in person, I know our work will continue to progress and our mission to our personnel will remain the same.

I am pleased to present this Report on behalf of the Staff Council. We are proud of this year's accomplishments as we continue to solidify our place and shared accountability for personnel wellbeing. We wish to express our appreciation to our colleagues across the globe and the UNDP Administrator, Achim Steiner; UNFPA Executive Director, Natalia Kanem; UNOPS Executive Director, Grete Faremo; and UN Women Executive Directors, Phumzile Mlambo-Ngcuka and Sima Sami Bahous and their Human Resource management teams for their continued support in our mission to represent our colleagues across UNDP, UNFPA, UNOPS and UN Women.

I kindly invite you to read and to join in the conversation.

With warm regards,

Vesna Markovic Dasovic, Chair, UNDP/UNFPA/UNOPS/UN Women Staff Council

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I. Introduction

This report is prepared in accordance with Article 8 of the UNDP/UNFPA/UNOPS/UN Women Staff Association/ Staff Council Constitution. It covers work of the Council as the principal body of the UNDP/UNFPA/UNOPS/UN Women Staff Association from 1st of January to 31st December 2021.

The purpose of the UNDP/UNFPA/UNOPS/UN Women Staff Association is to:

- (a) Promote and safeguard the rights, interests and welfare of UNDP/UNFPA/UNOPS/UN Women staff; develop and improve effective staff participation in the decision-making process by maintaining active and open channels of communication with the Administration.*
- (b) Promote better understanding between the Administration and the Staff of UNDP, UNFPA, UNOPS and UN Women;*
- (c) Promote cooperation and unity among Staff Associations and Unions in the United Nations and UN Specialized Agencies within one Common System on matters governing conditions of services.*
- (d) Defend staff and work to improve terms and conditions of employment.”*

(Chapter I, Article 2 of the Constitution)

II. Staff Council Structures

The members of the 46th Staff Council are:

Abolade Sobola, 2nd Vice Chair, UNFPA Representative
Amsale Admassu, General Secretary, UNDP Representative
Audrey Hyatt, UNDP Representative
Devika Parbhu, UNDP Representative
Fikerte Assefa, UNDP Representative
Gulzada Bafina, UN Women Representative
Michele Parasmo, UNFPA Representative
Rohan Jones, UNOPS Representative
Sonya Thimmaiah, 1st Vice Chair, UN Women Representative
Sylvia Hordosch, Treasurer, UN Women Representative
Urjasi Rudra, UN Women Representative
Vesna Markovic Dasovic, Chair, UNDP Representative
Secretariat: Baholy Andrianaivo and Tenagne Getahun

The term of this Council expires on 26 April 2022. The elections for the 47th Staff Council will take place in March 2022

Standing Committees

As per the Constitution, the following standing committees to support the Council should be in place: Polling, Audit and Legal

The elected Polling Officers for New York Headquarters are:

1. Dan Malinovich – UNDP
2. Momodou Baldeh – UNDP
3. Oksana Leshchenko – UNDP
4. Sandra Hood – UNFPA

Despite multiple attempts to invite colleagues to serve on the audit and legal committees, both committees remain vacant.

Annual General Meeting:

The annual general meeting was held on 27 January 2021 in New York City. The Council presented its 2020 Annual Report along with its financial report. The meeting approved the Council's 2021 Annual Work Plan and Budget.

III. Staff Council Response to COVID-19

2021 was the second year of a pandemic that affected personnel in all countries and the UN system as a whole in an unprecedented way. The immediate effects of the crisis and the responses are evident, however a long-term crisis response and recovery approach, including "the new UN work" conversation that has been accelerated by the crisis, remains challenging.

The crisis has brought to the surface some of the challenges in refocusing on immediate needs as well as lack of structure and resources for crisis response and support. The collaboration with the UN Secretariat Staff Union was enhanced during this period, which allowed for timely and coordinated information sharing including the daily situation report for NY HQ personnel until May 2021. The Council increased consultations with personnel and management and participated in coordination and working groups on various issues. To successfully deliver its mandate, the Council extended its Business Continuity Plan in response to the COVID-19. No changes to the overall framing of the Council's 2021 AWP were made. However, the nature of activities planned aimed to increase direct contacts and communication with personnel through town halls, regional groups on Microsoft Teams and other platforms. Those actions contributed to reaching the Staff Council's AWP for 2021 objectives to:

- i) Fostering a healthy working environment in which personnel are engaged in decision making processes
- ii) Maintaining dialogue and shared accountability between personnel and management
- iii) Coordination with the UN Common system and
- iv) Strengthening the Staff Council.

IV. 2021 Annual Work Plan Implementation

Objective 1	Fostering a healthy working environment in which personnel are engaged in decision-making processes
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a) *Local Staff Associations (LSA) and Joint Staff Associations (JSA):*

Fostering a healthy working environment in the four agencies is the objective of the Staff Council and this requires ongoing coordination with the local staff associations.

There are 107 local staff associations registered in 2021. The increase from the 87 that were registered at the beginning of 2020 is a result of the ongoing efforts of the Staff Council to update the records. The Council is providing support to the countries in which there is still no LSA. The initiative has been taken to organize LSA in Latin America and the Caribbean such as in MCO Barbados and Guyana. However, support was also requested to intervene in Uruguay and Paraguay to ensure that support was given to help their LSA be reinstated. The Staff Council had contacted all countries in Latin America and the Caribbean to ensure that there was an LSA in their Country office or for those who do not have a LSA that their office joined another in the nearest country office to help deal with staff concerns during Covid crisis. The Council also supported the establishment of a Regional Network of the LSAs in the Arab States Region, which is operational and active.

The Council has been approached by colleagues and Local Staff Associations in the regions regarding support in organizing themselves, dealing with staff concerns and in bringing the country level associations together to discuss regional and country specific issues. Since the beginning of the COVID-19 crisis the requests for support and sharing experiences significantly increased the volume of work for the Council. The interaction was increased in 2020 already and it brought the LSAs and the Council closer together in planning and responding not only to the COVID related challenges but the relevant issues and day to day activities as well. Most often the LSA requires support with country elections, local salaries and change management processes. There was an extensive collaboration in 2021 inter alia, with Afghanistan, India, Turkey, Serbia, Panama, Uruguay, the Gambia, Guinea Bissau, Nigeria, Cabo Verde, Libya, and Local Staff Associations in other countries. However, there is still a large number of Local Staff Associations with none or very rare direct interaction with the other associations and the Council. In addition to the actions taken, more planning is underway to improve overall interaction amongst the staff representatives.

A survey conducted with the Local Staff Associations in 2021 clearly identified an ongoing dialogue with the management as highly needed and at the same time provided a picture of

such dialogues taking place in a low number of countries. Learning and training needs were also assessed in the same survey. The following have been identified as the priority areas: contractual modalities, interactions with managers, local salaries survey, change management processes, medical insurance, pension, crisis response, advocacy for personnel, negotiation, mediation, communication, and coaching. The Staff Council committed to develop a training programme to meet the expectations of LSA.

As a follow up, meetings with the Office of the Funds and Programmes Ombudsman and with UNDP, UNOPS, UNFPA and UN Secretariat Ethic offices have been organized with the objective to provide information and allow for an exchange on the topic of personnel protection policies and practice.

The Council organized a virtual Annual Regional Meeting of Local Staff Associations of Country Offices in Africa. The meeting provided the Local Staff Associations and Staff Council with an opportunity to exchange experiences regarding their mandates to represent and defend personnel. The participants agreed to have regular annual meetings in the future. Issues of concern especially related to medical insurance during COVID-19 were brought to the attention of the staff council for follow up with HR senior management of our respective agencies.

a) **Outreach to Personnel**

Outreach to Personnel combined, UNDP, UNFPA, UNOPS and UN Women have a work force of about 36,000 personnel, of which only a third, about 12,000 colleagues, are staff as per the International Civil Service Commission (ICSC) regulations. This is an impressive human potential, which despite all the challenges – delivers very ambitious Strategic Plans. Personnel are cognizant of the current trends and nature of funding which have an impact on the agencies' ability to issue staff contracts (temporary, continuing, and fixed term) and recognize the agencies' efforts to address the shortfalls and a long history of abuse of “non-staff” contract modalities. However, the concerns about the potential further decrease in staff and the vulnerabilities related to existing contractual modalities remain. The expected delivery growth requires a strong dedicated workforce, with equal opportunities and equal pay for equal work when staff and “non staff” “perform the same jobs. Our reality is that we have a two - or even three-class system of personnel and that the holders of the same type of “non-staff” contracts end up with different conditions, with women often negotiating far less favorable contracts.

Our colleagues are the biggest asset. The Staff Council continues to focus on advocating for removal of all kinds of inequalities in our workforce to ensure that our ambition is matched by human and financial resources.

exchanged enthusiastically on various topics – from fun to very serious ones. Breakfast meetings and conversation topics included mental health, occupational safety and health, holiday plans, future work, reflections on 2021 and aspirations for 2022. For example, the last breakfast conversation in 2021 included about 400 participants from over 50 countries and was a dialogue on personnel, staff representatives and management engagement in moving forward. The questions, suggestions and ideas expressed in 2021 breakfast sessions are collated and communicated with the agencies ‘ senior management for response and further action planning. The number of participants varied and the feedback in general expressed thanks to the Council for the “**widespread platform” and for listening**“.

Hi everyone, I am from UNDP Albania, it is my first time being part of Breakfast Council, it was very interesting knowing different colleagues from different parts of the world, feeling part of such a big family.

The honesty and commentary is greatly appreciated, thank you colleagues!

We are tired of surveys to be honest, a lot of people are suffering and they made this known , what we need now is action and assistance and help

Where there is security issues (like kidnapping), it is more peaceful to work home. I am in a country where kidnappings are very current.

I appreciate and empathize the experiences that everyone is going through. Colleagues who are home alone and colleagues who are working with families who are at home also.

We feel the pressure during the two days working in the office, I mean

We are also being overwhelmed by the number of webinars

Thank you for this effort! Knowing that we can address this together is awesome! regards from the Dominican Republic.

The Council provides guidance to **individual colleagues** with their questions and queries in collaboration with the relevant services in the organizations – from OHR, security, medical, Human Resources Network (HRN) travel and other units. The number of queries increased significantly since the COVID crisis started and the frequently similar questions shifted in 2021 to return to office, workplace safety and vaccinations and were included in the agencies FAQ and official management communication (UNDP BMS Director Friday messages, Executive Bulletin, UN Women Updated Guidance on Return to Office, etc.)

The Council is involved in **policy development** in the four agencies. However, the role of the staff representatives in those processes is still to be clearly defined in all agencies. This requires additional efforts in improving working arrangements with the management that would allow enough time to gather, analyze and present the inputs, feedback from the staff and personnel. The Council has taken actions to improve collaboration and coordination with LSAs for future policy development work, which is still a work in progress as it is directly affected by the corporate priorities and short timelines for consultations. The experiences in UNDP, for example, where multiple policies have been developed and adopted in 2021 in a short period of time and in the middle of the pandemic, emphasized the gaps in consultations with the staff across the board and a need for better processes to be put in place. The policy development process is still to be regulated and the roles and responsibilities clarified.

In addition to the COVID response, events in the US brought to the surface the issue of **racism** within the UN system. Staff Council Representatives actively participated in the four agencies' anti-racism response working groups. Council members are also actively involved in the SG's Task Force's Working Groups on Addressing Racism and Promoting Dignity for All. The Council initiated a process and UNOPS recognized Dr. Martin Luther King Day as a day of choice to be celebrated in New York. The Council remains committed to support personnel and management in engaging in difficult conversations. However, racism is a long-term systemic issue that requires education and encouragement to join in what should be fully open and inclusive processes for a positive change to be seen and felt by all. More needs to be done to foster such a culture and it should include improving policies and practice of protection from retaliation which many personnel still fear.

Objective 2	Maintaining dialogue and shared accountability between personnel and management
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a) **Regular Exchanges with Senior Management and Human Resources:**

The Council and the Association are mandated to liaise between the Administration/Management and the Staff Council (Article 2c of the Constitution) to promote better understanding between the Management and the staff of UNDP, UNFPA, UNOPS and UN Women. The Council continued its previously established practice of maintaining dialogue with the management of all four agencies.

For example, in UN Women, the Council regularly met with the Executive Director, the Deputy Executive Director and the Director of Human Resources. These meetings focused on COVID-

related working arrangements, return to work issues, contractual modalities and individual cases as well as anti-racism efforts. UN Women Staff representatives also participated in the Reintegration Team which discussed return to the office issues and in ad hoc task forces on India and Afghanistan.

Regular monthly meetings with the OHR directors are a common practice in all agencies. In UNDP, Staff and Management Consultative Group meetings (SMCG) where the processes, policies and ongoing personnel concerns are discussed take place regularly. Similarly, in UNFPA the Council regularly meets with the Deputy Executive Directors.

In 2021 the Council met with the UNDP Administrator and the UNOPS Executive Director and reflected on Covid experiences, duty of care and personnel wellbeing as it relates to the future work in the organizations.

b) Support to Change Management Processes:

Change Management processes remain challenging, as they are often perceived by staff as lacking transparency and may end with separation from the duties for some. While the Council recognizes the rationale for business cases, those processes are still “too many, too often”. The Council advocated for those processes to be temporarily put on hold since the start of the pandemic in order to eliminate additional stress for the personnel. However, the pandemic has not prevented the agencies from making the adjustments and changes they have seen necessary, and the Council was involved in several processes in four agencies, both in the HQ and in the field where the Council provided support to the LSAs and the personnel. The importance of reinforcing the role of the Staff Council and the Local Staff Associations in representing staff interests and channeling staff concerns to ensure that their voices are communicated and heard in a structured way remains and should be regulated by a corporate policy. The agency regulation, practice and management openness for changes varies and requires additional efforts to bring those elements closer in the best interest of staff.

c) Executive Boards:

The Chair of the Staff Council spoke at the virtual Annual Session of the UNDP/UNOPS/UNFPA Executive Board meeting in February 2021 and the First Vice-Chair addressed the regular session of the Executive Board of UN Women on 15 February 2021. The statements recognized the significance of joint personnel and management efforts and high delivery despite the crisis, as well as the importance of a continuous dialogue and duty of care for an extraordinary human potential. It also underlined a need for an increased mental health support, importance of work-life balance, equal opportunities, anti-racism and anti-discrimination measures and job security including harmonization of contractual modalities.

Objectives 3

Engagement with the UN Common System and the Staff Federations

The Council engagement with the UN Common System to better support staff wellbeing is significant. This includes work with the UN Staff Management Committee (SMC), Occupation and Health Committee (OSH) and Staff Federations. The Council contributes significantly to the overall UN system staff wellbeing and work life balance issues during the COVID pandemic conversations and actions.

a) Senior Management Committee:

The Senior Management Committee meets regularly to discuss relevant UN policies and initiatives. UNDP is an associate member of the Committee and the Council benefits from the level of conversation, which provide insight into the general direction of UN policies related to conditions of service. It also provides a platform for the Funds and Programmes' perspective on the topics to be shared in a larger UN staff association setting, including gender parity, competency framework, mobility, anti-racism, and discrimination and others.

b) Occupational Safety and Health (OSH) Committee:

The Council continues to participate and contribute to the New York OSH committee, which makes recommendations to the SG and UN senior management on steps to take in response to the changing dynamics of the COVID-19 pandemic. The meetings which are chaired by the USG of UNDSSS take place on an ad hoc basis to come up with guidance to New York based staff and the Secretary-General on practical occupational safety, health and wellness measures implemented in response to the COVID-19 pandemic.

c) UN Secretariat Staff Union:

Close collaboration during COVID-19 has been established as described earlier and the information sharing and jointness in organizing events has been strengthened. It included coordinated daily information sharing for NY personnel as well as the organization of the global and NY events and sessions that covered a large spectrum of issues of relevance to the personnel such as the sessions on anti-racism, gender parity, mental health, G4 visa in NY and others.

d) **Staff Federations:**

The Staff Council is a member of the United Nations International Civil Servants Federation - **UNISERV**, which has a strong presence in the field (<http://uniserv-federation.com>). It is an international Federation comprised of UN system staff unions and associations committed to an atmosphere of constructive cooperation in order to provide equitable and effective representation of staff at all levels. UNISERV primarily represents member interests in expert bodies such as the International Civil Service Commission (ICSC) and in inter-agency bodies that make decisions and recommendations on conditions of service, such as the Chief Executives Board (CEB), the Human Resources Network (HRN), the High-Level Committee on Management (HLCM), the Inter-Agency Security Management Network (IASMIN), and others. The Federation also represents its members at the Fifth Committee of the General Assembly. The other federations are FICSA and CCISUA. In 2020 the leadership of the three Federations (CCISUA, FICSA and UNISERV) signed a MoU and have been cooperating and coordinating since. They jointly addressed the Secretary-General several times in 2021 aiming to bring to his attention some of the relevant staff wellbeing related issues.

Two major changes in the UNISERV happened in 2021 – the UN Staff Union was admitted as the new member and the Annual General Meeting elected the new Executives.



e) **UNISERV:**

Represented its members interests in the large number of meetings in 2021 including and not limited to:

- i) ICSC sessions in 2021: the ninety-first session, held virtually from 3 to 7 May, and the ninety-second session, held at WIPO in Geneva, from 16 to 27 August. At those sessions, the Commission examined issues that derived from decisions and resolutions

of the General Assembly and from its own statute. UNISERV made contributions to discussions and decisions on a large number of issues related to condition of service. Those contributions can be found in the ICSC 2021 Annual report (<https://icsc.un.org/Resources/General/AnnualReports/AR2021>).

Staff Council members are active representatives in several active ICSC task forces and working groups addressing the topics of parental leave, contractual modalities, duty stations hardship classification, and salary survey methodology .

- ii) The Chief Executive Board (CEB), the High-level Committee on Management (HLCM), and the Human Resource Network (HRN). A number of country specific ad hoc joint interventions took place including salary-related issues being experienced in Libya and Turkey and the Afghanistan crisis response. Also, UNISERV contributed jointly with the other Federations to drafting the UN System Model Policy on Flexible Working Arrangements (FWA) which was adopted in September.
- iii) Inter-Agency Security Management Network (**IASMN**) meetings in January and June 2020 where policy and operational matters related to safety and security of UN personnel globally were discussed.
- iv) Review of the Jurisdictional Setup of the UN Common System
- v) Support individual staff members

Objective 4	Strengthening the Staff Council
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There was a joint recognition by the Council and LSAs of the need to revise the UNDP/UNFPA/UNOPS/UN Women **Staff Association/ Staff Council Constitution**. Following this, the Council engaged a consultant to assure compliance with the UN Staff Regulations and Rules and UN system best practices and organized an inclusive consultative process to gather feedback and expectations from the personnel at large. It is expected that the revised Constitution be brought to the referendum at the beginning of 2022. The implementation of the revised Constitution will require developing and implementing necessary procedures, tools and mechanisms on rules, roles, responsibilities and relationships to support transparency and accountability within the Council as well as with management and personnel.

I. Development of training packages for staff representatives:

The Council is consulting with the local staff associations on developing a training package for staff representatives that would provide support in strengthening their capacities to perform their task as described above.

II. Exchange with the other entities:

The Staff Council engages other entities such as, Ombudsman, Ethics and Legal Audit and Investigation, OSLA and others). It is of a great value to maintain the good relationship and to continue an open dialogue going forward. This requires additional efforts, especially in educating the staff representatives in general on the roles and possible coordination of efforts in protecting personnel interests. A good relationship has been established with the Office of the Ombudsman of United Nations Funds and Programmes and with UNDP Ethics' s office.

III. Support to personnel in addressing their concerns and grievances:

The Council is actively involved in supporting personnel in addressing their concerns and grievances with management which includes a variety of concerns and issues that sometimes require simple interventions with Human Resource Offices and/or senior management, but often they require representation of an individual, group or larger office interests and protection of rights in negotiation with the management and the larger UN system decision making bodies.

- a. Individual and group requests for support received from all four agencies have been recorded in the Council's Case Management System. The nature and types of concerns and requests for support include simple queries about the processes available, policies, concrete claims regarding management and staff relationship, performance management, recruitment, contractual and insurance issue, harassment, and abuse of authority. The Council directly or together with the local staff associations represented personnel interests and provided guidance as needed. The earlier identified trend of an increase of individual requests for support during the restructuring processes remains.
- b. In 2021 a number of cases received from active and former staff, colleagues pointed out the lack of equal opportunity and potentially discriminatory practice and policies– based on gender, race, ethnicity, sexual orientation, and age. However, even when feeling discriminated against, personnel are still reluctant to

act due to the **fear of retaliation**. This again highlights a need for better policies and practice to protect, which the Council is repetitively bringing to the senior management's attention.

- c. The Council is fully cognizant of the informal and formal justice mechanisms available and is fully committed to advocating for the improvement and shortening of the timelines for the justice mechanism to deliver solutions. Unfortunately, with processes such as investigations and tribunal cases taking years, the workplace dynamics are negatively affected. This requires hands-on and intensive support from staff representatives. In 2021 Council has been approached for support by several staff that have already initiated formal processes, simply because they feel stuck in their work and life due to complexity of various channels of communication and duration of the processes. The Council 's ability to support such colleagues in the interim are limited.

- IV. **Communications:** The Staff Council is predominantly communicating by email, as that was a well-established practice. However, remote working arrangements resulted in a general increase in email communication and personnel are overwhelmed with it. Hence, efforts are needed to promote different communication means including through the website (<https://www.staffcouncil.org/>) to improve communication with the external partners and personnel. The Council shall develop a communication strategy.

V. 2021 Financial Statement

In 2021, UNDP, UNFPA, UNOPS and UN Women provided financial support to the Council. In addition to providing general operating expenses, UNDP funded the position of the Chair and of two members of the Council secretariat. Significant additional support was provided to the Council's work through one full-time and one part-time release of the two UNFPA representatives and the part-time release of the UNOPS representative. UNFPA, UNOPS and UN Women made an annual contribution each. The number of individual dues-paying members remained low and requires further action in 2022.

In cases of disasters such as the Haiti earthquake, the Council collaborated with the Secretariat Staff Union in fundraising initiatives for personnel.

UNDP/UNFPA/UNOPS/UN WOMEN	
Financial Report: 1st January - 31st December 2021	
Opening balance on 1 January 2021	\$622,963.00
Income	
	US\$
Agencies Contributions (UNDP/UNFPA/UNOPS/UN WOMEN)	145,000.00
UNFCU interest	1,063.00
Membership dues	16,962.00
Subtotal	163,025.00
Expenditures	
	US\$
UNISERV membership fee 2021	2,000.00
Travel	37,722.39
Constitution review consultancy	12,000.00
Office supplies (phones, laptop)	3,447.54
Survey Monkey subscription	478.38
Subtotal	55,648.31
Closing balance as of 31 December 2021	\$730,339.69

VI. Paul Hoffman Staff Assistance Fund

The Paul Hoffman Staff Assistance Fund is an independent fund established in 1975 to provide financial support to UNDP and UNFPA staff in need. The term of the Committee of the Fund was established in 2020 and has been extended for an additional term. The members of the Committee are:

1. Riad Meddeb (UNDP) – Chairperson
2. Rose Sarr (UNFPA) – Vice Chairperson
3. Emmanuel Hatangimana (UNDP) – Treasurer
4. Jayesh Guilrajani (UNFPA) – First Secretary
5. Ana Maria Luey (UNDP) – Second Secretary

The Committee submitted its annual report to the Council and UNDP and UNFPA management.

VII. Interim Annual Work Plan 2022

*Interim Annual Workplan 2022		
Objectives	Activities	Estimated Budget - US\$
Objective 1: Foster working environment in which personnel are engaged in decision making processes	SC annual general meeting at HQs with 4 agencies	
	Regional meeting with LSA/JSA (pending Covid-19 conditions)	
	Regular meetings with personnel (townhalls)	
	Include personnel in policy development (input, feedback etc.).	
	Follow up on staff survey findings	
	Sub-total 1	
Objective 2: Maintain an ongoing dialogue on shared accountability with UNDP, UNFPA, UNOPS and UN Women Management	Collaboration with HQ and regional bureaux/ offices	
	Monthly meetings with Human Resource Offices	
	Represent and defend individual and group cases of personnel	
	Support to change management, recruitment etc. processes	
	Regular exchanges with senior managers	
	SC representation in the Executive Boards	
	Travel (pending Covid-19 conditions): ad hoc country missions, Regional meetings (agency specific)	
	Subtotal 2	
Objective 3: Support personnel wellbeing through engagement with UN Common System Staff Unions & Federations	UNISERV: engagement as member	\$2,000.00
	CEB involvement: HLCM, HR Network, ICSC, IASMN, SMC	
	Engagement with FICSA and CSISUA	
	Collaboration with United Nations Staff Union	
	Collaboration with UNICEF Staff Union	
	Travel/Ad Hoc as required (pending Covid-19 conditions) – UNISERV annual meeting, ICSC (annual meeting and thematic working groups), SMC, HLCM, HR Network	\$10,000.00
	Engagement in UN system wide and agencies specific policy development	
Subtotal 3		12,000.00
Objective 4: Strengthen the Staff Council	Staff Council Elections	1,500.00
	Audit	3,000.00
	Exchanges with other entities on roles and responsibilities (Ombudsman, OIOS, Legal, Ethics, CRB and Rebuttal panel nominations)	
	Case management	
	Personnel outreach	
	LSA/JSA Directory	
	Knowledge repository (e-library)	
	Development of training package for staff representatives	
	Annual Staff Council Retreat (facilitator)	
	Communications and advocacy, including website	
	Office equipment and supplies	5,000.00
	Office rent (paid by UNDP)	
	Staff Salary (paid by UNFPA – one full-time & one part-time Personnel Assigned to the Council)	
	Staff Salary (paid by UNOPS) – one part-time Personnel Assigned to the Council	
	Staff Salary (paid by UNDP) – Three full-time Personnel Assigned to the Council	
	Subtotal 4	
		21,500.00

*The election for the 47th Staff Council is expected in March 2022. The incoming Council member will finalize the Annual Work Plan.