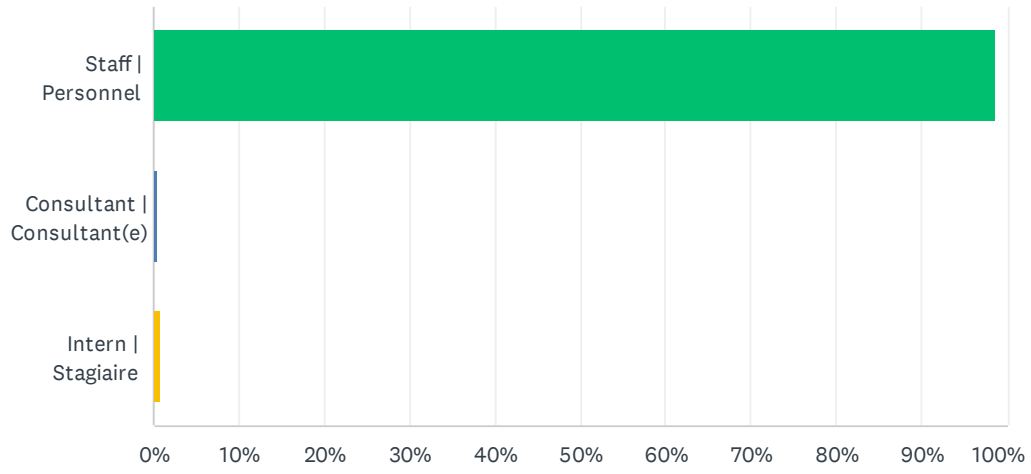


## Q1 I am: | Je suis :

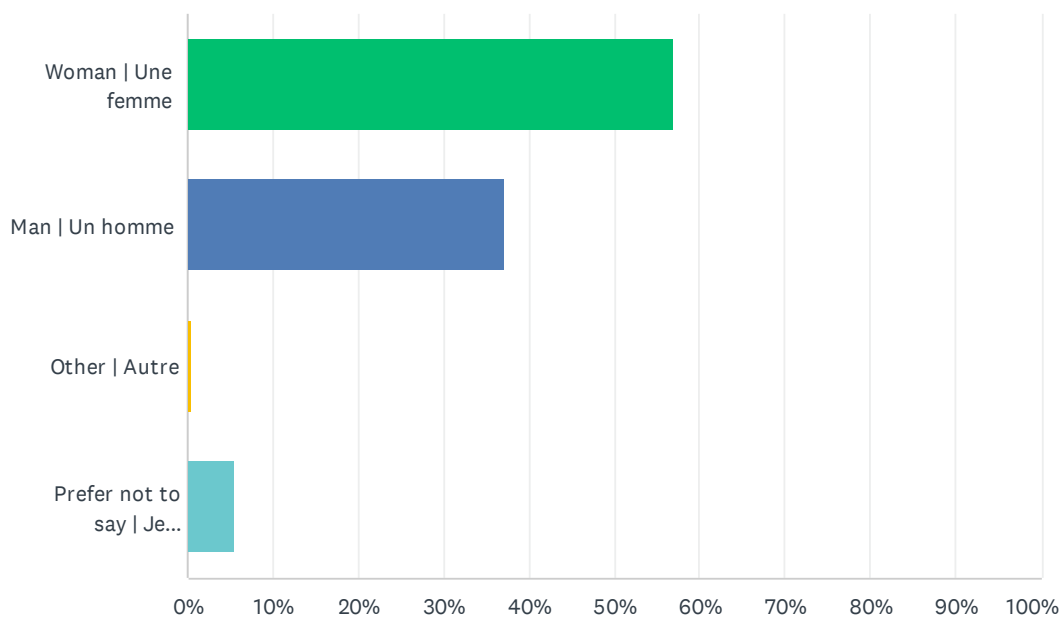
Answered: 465 Skipped: 1



ANSWER CHOICES	RESPONSES
Staff   Personnel	98.71% 459
Consultant   Consultant(e)	0.43% 2
Intern   Stagiaire	0.86% 4
TOTAL	465

## Q2 I am: | Je suis :

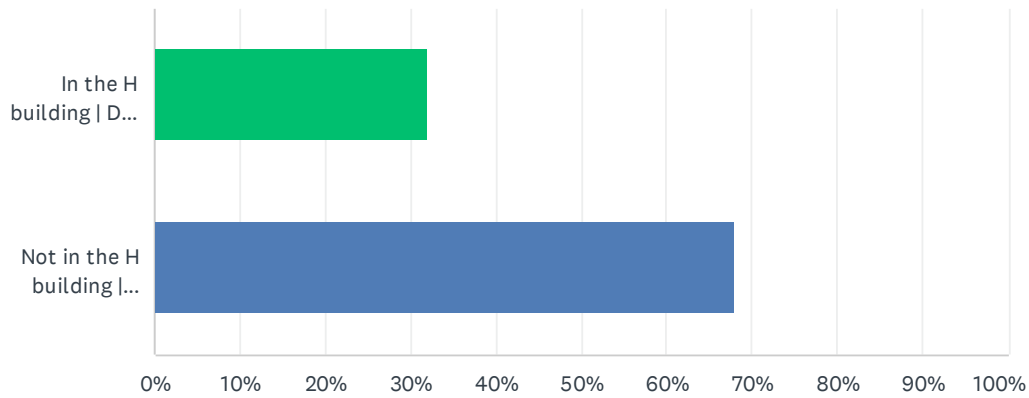
Answered: 466 Skipped: 0



ANSWER CHOICES	RESPONSES	
Woman   Une femme	56.87%	265
Man   Un homme	37.12%	173
Other   Autre	0.43%	2
Prefer not to say   Je préfère ne pas le dire	5.58%	26
TOTAL		466

### Q3 I currently work: | Je travaille actuellement :

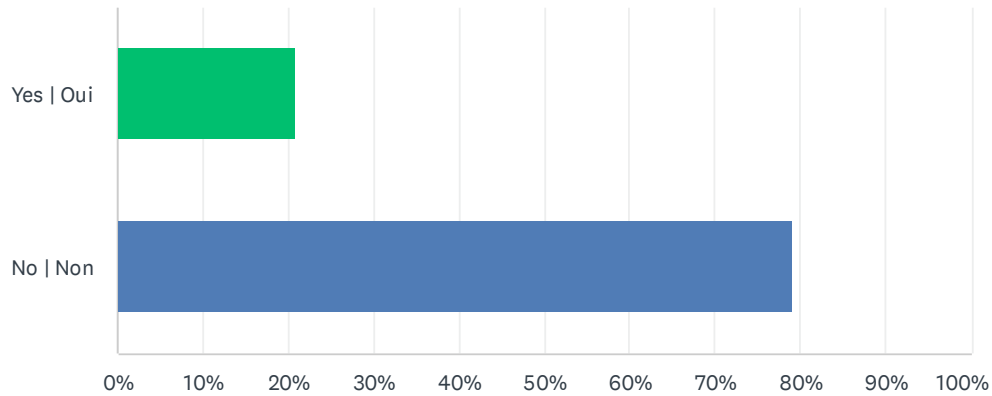
Answered: 466 Skipped: 0



ANSWER CHOICES	RESPONSES	
In the H building   Dans le bâtiment H	31.97%	149
Not in the H building   Ailleurs que dans le bâtiment H	68.03%	317
TOTAL		466

## Q4 I support the decision of the Director-General to close large parts of the Palais: | Je soutiens la décision de la Directrice générale de fermer de grandes parties du Palais :

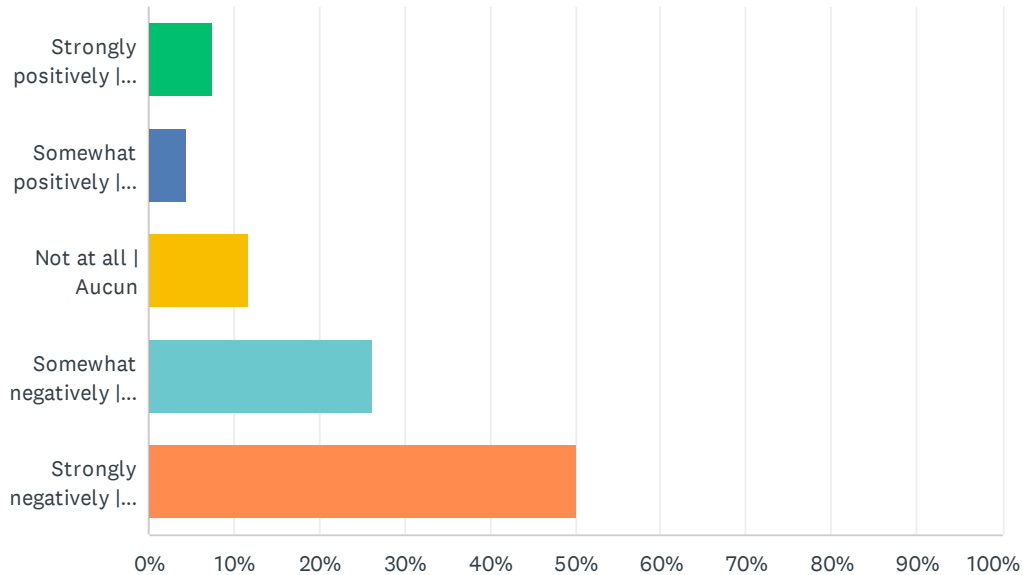
Answered: 458 Skipped: 8



ANSWER CHOICES	RESPONSES
Yes   Oui	20.96% 96
No   Non	79.04% 362
TOTAL	458

## Q5 The closures will impact my work: | Les fermetures auront un impact sur mon travail :

Answered: 466 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly positively   Très positif	7.51%	35
Somewhat positively   Plutôt positif	4.51%	21
Not at all   Aucun	11.80%	55
Somewhat negatively   Plutôt négatif	26.18%	122
Strongly negatively   Très négatif	50.00%	233
<b>TOTAL</b>		<b>466</b>

## Q6 Please add further comments here: | Veuillez ajouter d'autres commentaires ici :

Answered: 239 Skipped: 227

#	RESPONSES	DATE
1	I would prefer the possibility to work 100% from home in these situations.	4/24/2024 12:04 PM
2	If you close then you should allow to work from home 5 days a week.	4/22/2024 5:57 PM
3	It is unsure that moving will save an important amount. I am sure there is no saving if we take into account the loss in productivity and staff wellbeing	4/22/2024 1:20 PM
4	Some of the work linked to Staff service requires days of presence in the building to reach full efficiency. Working from home every day of the week will not help nor will overcrowded offices with loss of confidentiality, and very little possibility to book meeting rooms.	4/19/2024 4:52 PM
5	The E building should not be demolished. If we do not have the funds for renovation, we can shut down the building temporarily, and then wait for the opportunity to renovate much later. We must not dismantle a building with so much office space due to aesthetic concerns alone.	4/18/2024 6:43 PM
6	The space available for me to work productively will be significantly reduced and I am concerned about extra stress due to overcrowding and its impact on my work performance. I also find that the H building is already hot on certain days which makes it difficult to concentrate.	4/18/2024 3:54 PM
7	The situation is affecting me psychologically - instead of working, we are guessing how we have to compact and it is unclear why (as US is going to pay). At the same time we had checks on the staff presence in the office (according to FWA agreements) and there is an email from the management on Staff absence from the office for doctors and dentists appointments. This all creates too much pressure from all the directions.	4/18/2024 2:28 PM
8	The lack of communication around how this is organized, whether we can store some things at least in H, how this will impact our FWA or if we can work outside of the office for longer - without in the end being told that "no one comes to the office, we don't need this much office space". Plus: will promised moves to other buildings happen once people got moved into H?	4/18/2024 2:21 PM
9	I work for OCHA, as such I need to have access to the office, even during times that are not "regular office hours" - early mornings, late evenings and weekends.	4/18/2024 11:17 AM
10	C'est pas aux staffs de payer la facture si celle-ci n'est pas payer par les états membres... L'ONU est au service des états membres, si les conditions de travail sont impactées, automatiquement, il y aura des conséquences sur les résultats que les états membres auront à assumer.	4/18/2024 12:12 AM
11	My role involves extensive interaction with clients through Teams meetings and phone calls, necessitating focused discussions. Working in an open space environment would compromise the confidentiality and concentration required for effective communication and problem-solving.	4/17/2024 11:10 PM
12	Keep working in E building	4/17/2024 7:06 PM
13	Please always look after the well-being of staffs which should be the number one priority. Thank you!	4/17/2024 6:30 PM
14	My assigned office with my desk and my computer at the E building allows me to do my best for our Organization. To my knowledge nobody has proven that being in the H building improves the quality of work. Quite the contrary, friends already there tell me it makes it difficult to work productively and in good spirits.	4/17/2024 4:59 PM
15	This move was longer overdue and we should ask for more flexibility rather than opposite it	4/17/2024 4:06 PM
16	Le CSC verra une hausse de fréquentation à cause de plus de personnel au Palais. La plupart des services sont obligés d'être en présentiel entre 3-5 jours par semaine...	4/17/2024 3:51 PM

## Your views on the Palais closure | Votre avis sur la fermeture du Palais

17	We should be allowed to work from outside the Duty Station in the event that the Palais is closed, until it reopens	4/17/2024 3:47 PM
18	It is unacceptable that we are not even given the choice	4/17/2024 3:43 PM
19	For UNCTAD to move twice seems unnecessary. Every move has a negative impact, so minimising the number of moves an organisation has to make is a good idea.	4/17/2024 3:36 PM
20	It depends how long it will be closed, we need to remember that this is a temporary situation and at some point the Palais has to open again	4/17/2024 3:19 PM
21	it is hard to support this initiative when it seems we do not have full info.	4/17/2024 3:16 PM
22	It's difficult to say at this stage what the impact will be on my work. I don't expect much upside due to all the nuisances that are expected. The lack of personal space is what I strongly disagree with because I have a few personal and work-related items that make my work life easier, from office shoes to potted plants, mug/cup, agenda, pencils, IT equipment... that won't all fit in a half locker. And of course the noise that we either produce or receive from our office environment. But this nuisance will depend how crowded the workplace will be, which is difficult to predict at this stage.	4/17/2024 3:05 PM
23	Please leave the E-building open and let us continue working there until UNCTAD definitely moves out.	4/17/2024 3:02 PM
24	I don't have office space at home.	4/17/2024 2:57 PM
25	As I am already working with 50% Certified Sick Leave, therefore, moving to H building will add somewhat negativity on performing my assignment not smoothly without having a proper office as I am currently having in E building.	4/17/2024 2:56 PM
26	Hello, At this point, I already took arrangements regarding a flexible work from home situation. It is impossible to plan your life, including (very expensive) rent, when decisions and rumors keep going around. Reverse the decision at this stage would be counterproductive as I already took arrangements based on official communications.	4/17/2024 2:55 PM
27	I wonder whether it has been estimated the indirect cost of the staff 's move to the H Building. I am referring to the increase of sick-leave and the decrease in productivity due to the non-favorable conditions of work. What is clear to me is that staff are being treated unfairly, by paying the consequences of the liquidity crisis although not being them the cause.	4/17/2024 2:55 PM
28	I don't have a suitable work space at home.	4/17/2024 2:52 PM
29	Problem of confidentiality.	4/17/2024 2:51 PM
30	As LS staff, I strongly object to moving to Building D and work under seriously deteriorated conditions.	4/17/2024 2:42 PM
31	There is simply no point in the closure, it causes disruption and the cost is much higher the the so called" savings". I strongly support the staff council in taking a strong position against the move on behalf of staff! Thank you!	4/17/2024 2:38 PM
32	Moving offices is cumbersome, particularly when the details of the move are communicated to us a few days (5) before the actual move. No timeline, nor help from movers was provided. We had to empty our closets to move our stuff to new closets - filled with stuff or simply locked, with no names on them. We regret the lack of coordination and guidance on the actual move	4/17/2024 1:33 PM
33	- il a fallu nous débarrasser de la plupart des documents nécessaires à notre travail quand nous sommes passées au bâtiment H car nous passions d'armoires bibliothèques à des casiers dans lesquels il fallait déjà mettre notre clavier/souris/ciseaux/etc. Maintenant il faut tout mettre à la poubelle car il va falloir partager les casiers. - il est déjà compliqué d'organiser des réunions dans l'état actuel des disponibilité des salles du H, ensuite ce sera impossible - c'est déjà bruyant, ça va devenir infernal. D'un autre coté, j'avais fait partie du panel staff lors de la conception du H et nous avons été clair qu'il ne fallait pas d'open-space, qu'il fallait des séparations et des armoires. Ils ont décidé de faire tout le contraire. Bref j'en conclu que je vais passer mes 2 dernières années avant la retraite en venant les jours imposés par mon chef mais je fera présence au café puisqu'il semble qu'on se fiche complètement que je fasse un travail de qualité. Si je pouvais ravailler depuis chez moi comme pendant le COVID, je pourrai travailler tranquillement. Mais les managers doivent justifier leurs postes.	4/17/2024 12:14 PM
34	It is absolutely crazy to close large parts of the Palais. What kind of a message we are giving?	4/17/2024 11:14 AM

## Your views on the Palais closure | Votre avis sur la fermeture du Palais

That the Palais is too large ? and why are we doing that? to be confined in one building that will become a henhouse!! I am not sure that the DG is taking such absurd decisions. I more or less doubt on who is behind such a mess and arbitrary decisions that person has very little consideration and respect for the staff and no humanity at all.

35	Added stress and promiscuity in the workplace really does help doing my work (on top of the many other issues like liquidity crisis and all...)	4/17/2024 9:52 AM
36	by closing the Palais and reducing the work space area for staff it provides a signal to States that the UN secretariat believes it has more than enough space and resources to do its job... it also slowly decreases the need to actually have the UN located in Geneva	4/16/2024 7:31 PM
37	no comments	4/16/2024 4:38 PM
38	OHCHR staff currently based in Motta building is expected to move to H building in summer 2024 and the clock is ticking very fast. If building H is intended to be used to the maximum of its capacity, including hot-desking, starting from 22 April 2024, I wonder what will happen to the OHCHR staff currently based in Motta building, as the notification of the termination of lease contract has apparently already been submitted.	4/16/2024 4:24 PM
39	Although we don't know how crowded Building H will be after the relocation from the other buildings, we do know for certain that the heat will be unbearable in the summer because it already is now. Without ventilation or cooling, Building H will be uninhabitable.	4/16/2024 4:18 PM
40	We often receive delegation - often at last minute in synergizing with different meetings in the E-Building which will be much more difficult to receive in the H Building given the issue for finding a meeting room at last moment.	4/16/2024 3:58 PM
41	The working conditions are already far from what has been advertised. It's become a real challenge to work efficiently under these conditions on a daily basis. Yet, management is not doing anything to ease the burden of the environment in the H building. Staff motivation and mental health is at an all-time low.	4/16/2024 3:52 PM
42	Managers should be flexible in allowing people who want to work from home 5 days a week.	4/16/2024 2:54 PM
43	I am FED UP	4/16/2024 2:51 PM
44	I am working in the H building twice a week and we simply cannot breathe properly; the place is so stuffy with a blatant lack of air. Lately as the temperatures has been on the rise, I have the feeling to work in an oven. I come back home totally exhausted with headaches and dizziness. If more people are to come in this building by the end of the month, I cannot image how it is going to be over the summer! It will of course have an impact on the quality of our work. This place is unhealthy!!	4/16/2024 2:20 PM
45	We are missing on interaction with colleagues. Most of the work done is in the team, and by learning from one another and being close to the Cheif. However, if there is indeed a question of balancing between saving jobs and neogitating space, I think there is no doubt that saving jobs will prevail.	4/16/2024 2:07 PM
46	Air circulation/ventilation in the H building has been shut down. Yesterday, outside facing doors were kept open in an attempt to allow some air circulation and cool off a bit the open spaces. Is this how a state of the art building is supposed to operate? Is it healthy to have more and more people inside the building without proper air ventilation? Is it normal to have to share the already super-tiny locker (with its code) to colleagues? Who would be liable in case items in the locker disappear?	4/16/2024 2:01 PM
47	I would like to get more clarity about FWA: if we have to work in worse conditions, should be voluntary to choose teleworking more than 2 days a week, or working from another duty station during holidays period. Thank you	4/16/2024 1:06 PM
48	I am not against the closure of the H building per se. Just let us (those who want) work from home all the time by invoking the alternative working arrangements!	4/16/2024 12:47 PM
49	On a envie de bien faire notre travail important. Si l'administration ne peut pas nous garantir une espace de travail qui nous permet de travailler bien, alors l'administration devrait imposer un travail à distance jusqu'à ce que les conditions de travail décent au bureau puisse être assurés.	4/16/2024 12:43 PM
50	If there is a need to close all the buildings apart from the H building, it would be better to offer	4/16/2024 12:05 PM



## Your views on the Palais closure | Votre avis sur la fermeture du Palais

the possibility to telework 5 days a week.

51	La Villa Feuillantines va être fermée mais ils vont ouvrir, entretenir, chauffer et probablement climatiser des Algécos pour y entasser certains fonctionnaires en raison de la confidentialité de leur travail.	4/16/2024 12:01 PM
52	No information on how we are supposed to deal with our big screens, are we carrying them. For me I need by screen absolutely. If not I would prefer to work from home, where I already bought myself a screen during Covid time.	4/16/2024 11:28 AM
53	The planned crowded shared workspace: noise, microbes, lighting, temperature, privacy of my screen and documents, and of my blood pressure measures...	4/16/2024 11:24 AM
54	Trafic routier trop intense - Problèmes de gestion des enfants -	4/16/2024 11:23 AM
55	Les gens n'ont pas compris le principe de l'open space, le bruit incessant des conversations sont insupportables	4/16/2024 11:17 AM
56	Availability of private spaces for calls/meetings is already at a premium, even on very low occupancy days such as Fridays. Sharing PIN-protected lockers in which we store wallets and keys is unacceptable. However, realistically disruption is unlikely to be all that huge if we are simply allowed to work from home when we choose, instead of arbitrarily insisting on a certain number of days per week that takes no account of individuals' personal preferences. Finally, higher occupancy levels will likely further exacerbate the already completely unacceptable temperature issues. Our offices on the 3rd floor have regularly reached 27 degrees in the last week. It is April!	4/16/2024 10:55 AM
57	Mental health and work efficiency will be affected. Team work is key as well as the right working conditions, i. e. Silence, concentration but also interactions with member states through webinars and phone calls which are impossible in a joy desking environment.	4/16/2024 10:49 AM
58	Impact direct sur la qualité du travail Ceci génère du stress, des difficultés vis à vis du trafic routier! Ce changement d'horaires imposé va engendrer des flux concentrés d'entrée et de sortie du personnel, baisser la qualité de la sécurité en cette période critique. La Direction sera entièrement responsable! Il est temps de se soucier des remarques du personnel!	4/16/2024 10:44 AM
59	My rented apartment is being sold so I must find new accommodation by the end of May 2024. I will need to find an apartment, physically move my possessions to the new apartment and arrange all the services like the Internet connection. The timing of the exercise is about as bad as it can be for me. Additionally, I do not ever sit for long periods in front of my computer at home as I routinely need to do so at work. Consequently, I do not have a suitable office chair at home. Neither do I not currently have sufficient space for the two large screens that I use in my office to do my tasks effectively and quickly. I expect I will be suffering from backache, eye strain and general frustration very soon. Finally, I currently start at 07:00 and work until 16:00 to avoid overcrowded public transport from Pays de Gex, France. These idiotic rules about Palais opening hours seem to outlaw this practice, we are truly led by donkeys.	4/16/2024 10:43 AM
60	Je soutiens la fermeture de bâtiments si cela fait faire des économies à l'organisation. Toutefois, nous, le staff ne devrions pas en être pénalisé et de ce fait je suis d'accord que l'ONU devrait nous permettre de travailler où bon nous semble pendant cette période. En effet, par expérience, il est impossible de se concentrer dans le H et soit il y fait froid soit trop chaud. Avec une climatisation qui ne descendra pas en dessous de 26 degrés, ça va être insupportable dès que le thermomètre va grimper ! Merci pour votre soutien.	4/16/2024 10:36 AM
61	C'est perturbant tout ceci et affecte négativement la qualité du travail.	4/16/2024 10:29 AM
62	The Administration should be transparent and share information with staff if the buildings being closed are unsafe to occupy/maintain. Also share information about the cost saving of closing the buildings, and other alternatives considered.	4/16/2024 10:24 AM
63	I support the decision to close the Palais but I do not support the lack of flexibility to choose our workplace as best we see fit (100% home if need be).	4/16/2024 10:24 AM
64	To recommend staff not to work from the Palais is irresponsible from the Staff Union.	4/16/2024 10:12 AM
65	When the temperature raises outside, it's very warm in the offices of Building H and there is no air. If more people join building H and the air conditioning is off, it is going to be very challenging.	4/16/2024 10:11 AM

## Your views on the Palais closure | Votre avis sur la fermeture du Palais

66	My work requires a lot of concentration, so I think that I will have to resort to working from home most of the time to be able to fulfill my work requirements, which would not be great for team building and visibility. I also expect that the days I will have to come to the Palais I will be not productive, and will most likely not be able to deliver as before. Given that I do not want to go into direct conflict with management about it, I will likely compromise on the quality of my work rather than the amount of output, because this is less visible.	4/16/2024 10:08 AM
67	Du bâtiment B nous allons déménager dans le secteur AC. Nos conditions de travail vont grandement se détériorer suite à ce déménagement. L'ensemble de la Section se retrouvera dans une même pièce pas du tout adaptée. Nos superviseurs vont partager leur bureau. Quid de la confidentialité ?	4/16/2024 9:57 AM
68	My work requires writing and concentration, and I already find it difficult to be productive in the hotdesking environment in H-building. It is too noisy, restless and uncomfortable. I therefore request the right to telework for 5 days a week, while I am of course available to come to the office for mandatory team meetings or similar. As staff are asked for flexibility (which I am), I also request the flexibility in return from the employer.	4/16/2024 9:55 AM
69	I prefer to be negatively impacted in my work than not receiving my salary	4/16/2024 9:52 AM
70	In addition to the disruption caused by this move into cramped conditions in the H building, we have received absolutely no information about the practicalities of this move. Will we have access to lockers for our personal items? Can we reserve desks to avoid coming to the Palais and finding no free space? When we move, do we leave our existing IT equipment on our desks in the E building? Zero information on these basic questions heightens the disruption and makes me skeptical that this move will be anything but chaotic.	4/16/2024 9:51 AM
71	Given the global state of affairs, this is a non-issue.	4/16/2024 9:47 AM
72	I prefer to work in the H building rather than telecommute full time or posts being cut.	4/16/2024 9:44 AM
73	H Building is already unbearably warm with the current level of occupancy. Higher density of people per m2 is not conducive to a healthy working environment.	4/16/2024 9:44 AM
74	The closure is based on sketchy evidence and has not included in the added cost related to moving a large number of staff to other building. A ridiculous farce in essence.	4/16/2024 9:34 AM
75	Until now, I have not received any information on estimates of savings from this move, which I find no transparency and also discredits this move in my opinion. I hope the move could be called to suspend immediately.	4/16/2024 9:29 AM
76	Keep claiming that this move will save money and blaming the member states for not paying is an insult to our intelligence. They should at least have the guts to tell us the real reason for this move to happen.	4/16/2024 9:29 AM
77	The closure of the E building and the move to hotdesking with no personal locker will damage staff members sense of belonging to the organization, impact their capacity to work together, impact staff moral and isolate single parents. Loyalty to the organization will take a huge hit.	4/16/2024 9:27 AM
78	I work at Motta and we are due to move to the H building in Q3 2024. It would be nice to know what the plan is for us Also, the decision of the "savings" for UNOG negatively impacts OHCHR, as a large monthly rent is paid for Motta. So good for UNOG to save and who cares about other parts of the GVA based secretariat?	4/16/2024 9:24 AM
79	UNOG just takes this opportunity to squeeze the budget, shame on them!	4/16/2024 9:06 AM
80	Les changements sont durs au début, mais le bât. H est très agréable. Il est malvenu aux yeux du monde qui nous entoure de refuser de faire des économies !!!	4/16/2024 9:04 AM
81	Ce n'est pas une solution idéale de travailler en open space et hot desking mais on peut néanmoins travailler. Il est évident que tout le monde doit faire un effort et ça demande un peu de respect de la part de tous. Une fois de plus le syndicat s'inquiète du 'bien être' du staff quand certains de ses haut responsables sont directement impacté par un changement. On ne vous a pas entendu quand les premiers staffs ont été envoyé au bâtiment H. Il y a du personnel dans ce bâtiment depuis 2020. Le hot desking, c'est une réalité pour ces personnes depuis plus de 3 ans !	4/16/2024 9:02 AM
82	Our part of the H building has been sparsely populated up until now. Whilst this is pleasant, it is wasteful. It makes sense to put more empty seats to use, I think.	4/16/2024 8:57 AM

## Your views on the Palais closure | Votre avis sur la fermeture du Palais

83	My work directly relates to the issues involved in the liquidity crisis and I can confirm there is indeed an issue with funding at the moment which requires some sort of action and I fully agree with this decision. There is no ulterior motive at play.	4/16/2024 8:52 AM
84	Selon moi, il est clairement évident que le but caché de l'ONU à plus ou moins long terme est de faire des économies sur les salaires. En effet, en forçant le personnel à travailler depuis la maison 3 jours par semaine, qu'est-ce qui nous garantit que l'ONU continuera 1). à embaucher du personnel quand des consultants pourraient être recrutés pour des missions de quelques semaines/mois ? 2). à payer le même salaire au membres du personnel qui résident en France voisine où le coût de la vie est, sur le plant national, moins élevé que celui à Genève ? Plus que de me stresser, cette situation m'effraie vraiment beaucoup !	4/16/2024 8:45 AM
85	I would like to call for the possibility to work from home 5 days a week so as to avoid the extra stress of working from H building which implies moving and adapting to uncomfortable working conditions.	4/16/2024 8:41 AM
86	Nothing is clear and the plan keeps changing. It seems silly that our move to the D building has been programmed and then postponed for several years now, then we are told we have to work in the H building, then WE suggest that we could just move to the D building like we should have done months and months ago, and all of a sudden it's possible. So much confusion and a huge lack of transparency and consideration for staff!!	4/16/2024 8:37 AM
87	La promiscuité, le bruit, la déshumanisation des échanges téléphoniques, la restriction d'espace, le changement de bureau tous les jours va fortement affecter mon équilibre mental. Nous suggérer de rester 5 jours à la maison est loin d'être la solution - et cette réponse est très facile avec un manque de considération pour son personnel. Par conséquent, s'en suivra une démotivation et une frustration. Il y a aucune logique entre ce que les enquêtes démontrent sur le hot desking qui est très négatif pour l'organisation ainsi que ce que l'on nous impose. Personnellement, je ne comprends pas, comment 2 déménagements peuvent être envisageables en terme de temps, de coût et de l'égard pour le personnel pour son équilibre général.	4/16/2024 8:37 AM
88	I am working in Motta, so closure won't have impact on me yet. However, there are plans to move staff from Motta to Building H and this makes situation worse. I am requesting the director to be more transparent on this and tell us is this really due to the financial crisis or other reason.	4/16/2024 8:31 AM
89	There is no adequate classroom in the H Building for teaching or training courses!	4/16/2024 8:30 AM
90	I'm absolutely dreading moving to the H building. It's preying on my mind and having a negative effect on my mental health.	4/16/2024 8:25 AM
91	OHCHR is scheduled to move to the H building this year. The lease on the Motta building comes to an end in Dec 2024. If PDN staff are forced to move to the H building, where will OHCHR staff go ?	4/16/2024 8:22 AM
92	I understand solutions needs to be found	4/16/2024 8:20 AM
93	Due to the fact we are related to PSS print production, we have to stay in building E connected to print shop E-54. Thank you for your support in finding the best solution.	4/16/2024 8:18 AM
94	working from home up to 5 days a week would be the best solution for this circumstance	4/16/2024 8:03 AM
95	At least 3 days of teleworking	4/16/2024 7:58 AM
96	How to foster team spirit when the team can never meet, as there are not enough desks for everybody ? How to reach productivity targets when we have to share an office ? The move is dehumanizing our work environment. Staff is not valued.	4/16/2024 7:52 AM
97	Les fermetures ont déjà un impact sur mon travail. J'observe de désaccords entre le personnel et de litiges entre eux.	4/16/2024 7:46 AM
98	Ferai mieux de faire éteindre toutes les lumières qui restent allumées toutes les nuits...( chantier...)	4/16/2024 7:25 AM
99	Les horaires imposés ne me conviennent pas afin d'éviter le stress du trajet, j'apprécie venir tôt mais avec les nouvelles directives cela ne sera plus possible en plus de travailler dans un cadre stressant j'aurais encore du stress dans mes déplacements quotidiens!!! Quelle régression de nos conditions de travail depuis mon arrivée au sein de l'ONUG en 2001!	4/16/2024 7:03 AM

## Your views on the Palais closure | Votre avis sur la fermeture du Palais

100	I est déjà vraiment très difficile de se concentrer et de travailler dans le bâtiment H, énormément de bruit, de gens qui toussent, se mouchent, éternuent... savoir que l'effectif va plus que doubler est terrible	4/16/2024 7:02 AM
101	L'ouverture du palais à 8h engendre beaucoup de problème sur ma vie personnel, cela augmente mon temps de trajet et je ne peux plus aller chercher ma fille à la crèche à l'heure. Je me retrouve personnellement dans une situation délicate	4/16/2024 6:44 AM
102	I am not against working in an open space. I'm opposing to moving to building H with the hot desking option and packing people like sardines. Certainly, the outcome of forcing staff to work in these conditions will impact their productivity.	4/16/2024 6:41 AM
103	Work environment and restricted opening hours will make delivering my work much harder and stressful.	4/16/2024 6:35 AM
104	Focused research work as required by the mandate of UNCTAD will not be possible in H building, given the conditions. Productivity, concentration and well-being will be very badly affected by conditions if all staff work as intended in H building at least 2 days a week (noise/e-meetings, no privacy, no confidentiality, lack of materials that can be stored in shared lockers); there are also serious health and safety concerns especially towards autumn (COVID 19/anyone in high risk category or with high risk family members ) and questions about whether ventilation is adequate to keep everyone safe. Different cost-saving measures could be considered. However, IF the move must go ahead, staff should be able to work more than 3 days a week up to full time from home (AWA or FWA). There is no clear rationale why 2 days physical presence in the crowded open plan area of H building should be required, beneficial or necessary. If adequate staff accommodation is not possible in the Palais, staff should be able to work from home which clearly has been a productive and effective way to work during the pandemic.	4/16/2024 12:12 AM
105	I agree more people in H building will create some inconvenience (mostly I am worried there will be no conference rooms to make calls / quiet space to focus), however I believe we should be ready to make some sacrifice in difficult times and do the best we can to be understanding. I also think that we can organize our telecommuting a bit more and share the space. I am not against the hot desking modality as long as we can have private lockers (a bit more spacious would be better- the existing ones are so small that there is no space for books etc.) and some focus boots.	4/15/2024 11:25 PM
106	There is not enough space in the H building. The working condition will be drastically worsened for all of us. Currently, it is already hard to work there, not possible to imagine with more people around three or more days per week. Why we cannot work from home more if it is physically possible, more effective and healthier?	4/15/2024 11:21 PM
107	Another survey! By encouraging staff not to come to the H building based on compelling reasons you are playing the game of the administration and potentially acting against staff interest.	4/15/2024 10:59 PM
108	This Broadcast is counterproductive. It provides wrong and partial information to staff.	4/15/2024 10:56 PM
109	I agree that moving to H building will be pointless. In the event of closure staff should allow to work from home five days a week.	4/15/2024 10:48 PM
110	Not just being cramped and have to do hot desking with desk that are not suitable for this (not desk and monitors changeable in height and not sufficient lockers) but neither sufficient meeting rooms for video, phone and other meetings. Furthermore, I want compensation for electricity, heating/cooling and internet and extra cleaning costs at my home as I'm now forced to work from home to do my tasks properly. In the end, the costs saved by UNOG on electricity, heating/cooling and cleaning, will for a large part now be paid by us.	4/15/2024 10:31 PM
111	So many uncertainties, I am in the E-building and I have absolutely no idea whether I should empty my office by the end of this week (and in this case) what to do with all my books, etc. which I need for my work. The way this whole thing has been (des)organized is really bad. One has the feeling that staff does not count for the management. When assessing how little will be saved from all that, it makes me really sad and depressed. Over the years, the consideration for the staff is getting worst and worst, despite what we hear from the management, which kept on repeating, albeit with no action, that staff is the greatest asset of the organization :(	4/15/2024 10:26 PM
112	With all the hard work we do, the minimum the administration can do is to let us work in good conditions. It does not make any sense to empty the buildings where we are now to go work as	4/15/2024 10:06 PM

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sardines somewhere else. Have we done something wrong to be punished like that?

113	While I understand that it maybe necessary to close the buildings if that would help in the liquidity crisis, I do not understand why staff are simply not permitted/encouraged to work from home as necessary for the duration of the closure. The last couple of days have been devoted entirely to discussing the moving arrangements. Their implementation will cause an even bigger disruption in a period when staff is asked to do more with less. This is such a waste of time and a cause of unnecessary stress for staff. I call on the DG to allow staff to work up to 5 days a week from home for the duration of the closure, if they consider that the office environment does not allow them to be productive.	4/15/2024 10:02 PM
114	Je suis dans le bâtiment B et aucun collègue ne comprend les économies qui vont résulter de notre déménagement dans le bâtiment AC (nous arrivons dans une période où le chauffage n'est plus nécessaire, le bâtiment B n'est pas climatisé, nous travaillons à la lumière du jour entre autres). Nous allons nous retrouver amassés dans une pièce où l'ensemble du personnel de la Section (environ 15 personnes) et quelques personnes d'une autre Section devront travailler. Cette pièce a une capacité maximale de 12 personnes, c'est-à-dire que des jours de télétravail devront être sans doute déplacés pour certain-e-s. Cette pièce mal ventilée n'est pas du tout adaptée pour accueillir autant de personnes. Nous n'aurons plus aucune intimité dans notre espace de travail, les tables étant les unes derrière les autres sans séparation, chacun d'entre nous aura la vue sur les écrans des autres. De plus dans le cadre de notre travail nous sommes fréquemment au téléphone ce qui va générer une gêne importante, une montée de stress et sans doute perturber grandement la bonne ambiance de travail. Je ne vois aucun bénéfice pour ce déménagement alors que son impact est jugé très négatif. Nous nous sentons de plus en plus malmenés et de moins en moins respectés en nous imposant des décisions sans aucune considération alors que nous remplissons notre objectif avec de moins en moins de ressources humaines. Nous risquons bien de finir par entrer dans une phase de découragement...	4/15/2024 9:41 PM
115	I believe E-building is meant to be closed due to safety/health reasons in the first place so why are we making such a big deal about it now? Please let's use our energy in helping out those whose lives we are meant to protect out there than just being self centered. The world does not evolve around the staff in Geneva!	4/15/2024 8:28 PM
116	I call on the Director General to revert her decision.	4/15/2024 8:19 PM
117	Ne surtout pas fermer les bureaux, encourager la flexibilité/télétravail le temps que la crise budgétaire soit réglée.	4/15/2024 8:14 PM
118	Je crains beaucoup que ces mesures visent la réduction de l'UNOG, devenu trop cher et dont les coûts ne sont pas viables. Elles servent aussi à imposer le SHP et ses soi-disantes rénovations (très coûteuses et pas très bien faites). On nous fait bouillir à petit feu...	4/15/2024 8:08 PM
119	I fully support the Staff Union and its proposal to the DG to reverse her decision	4/15/2024 8:08 PM
120	C'est une situation lamentable. Un honte.	4/15/2024 8:07 PM
121	Not acceptable. Poor quality work is expected. A lot of staff does not have even the possibility to work form Home. It's a shame.	4/15/2024 7:37 PM
122	I would at least want to be allowed to telecommute one more day a week to make this work	4/15/2024 7:23 PM
123	This is the biggest mistake, the UNOG DG has ever made	4/15/2024 7:20 PM
124	I just want to add that the closure of CLM building would make the already chaotic meeting room booking in the H building situation even worse since lots of in person classes and trainings now have to be relocated to the H building.	4/15/2024 7:11 PM
125	Nous ne devrions pas être obligés de quitter le bâtiment à 19h00. Il n'y a aucun frais pour l'ONU si on reste tard: la ventilation s'arrête, les stores sont baissés, et il n'y a plus de garde.	4/15/2024 7:00 PM
126	I am forced to move in a different part of the building and hotdesk. As there are not enough seats available, we will have to rotate in the team. It is very disruptive as we are not able to come to the office when we want/need, as in some days all desks will be taken by the other team. Again, the reduced space does not allow to accommodate all those who want to work form the office, thus we are forced to telecommute.	4/15/2024 6:52 PM
127	The reparations in the main building should be finished before the staff is moved from E building as per original plan. At the situation with lockers in H building is absolutely	4/15/2024 6:44 PM

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	unacceptable.	
128	I have a back problem and undertook surgery. Thus, I have a special desk that allows me work standing up or sit down if I wish you. I raised the question to the Admin Assistant and have not yet any reply. In the H building there are not such desks.	4/15/2024 6:42 PM
129	I am not using telecommuting and would like to continue coming 5 days per week to the office. Staff who work from the office every day should be assigned an individual desk to increase the efficiency of daily work starting and closing down. Also, I think it is not fare that Staff Union lobbies for telecommuting 5 days a week. What about the many, many staff who cannot telecommute and come every day to the office? We are also part of the Staff Union and want our rights and needs to be defended. Please stop asking staff to stay away from Building H.	4/15/2024 6:42 PM
130	DG should not use the excuse of liquidity crisis to force on staff hotdesking	4/15/2024 6:31 PM
131	Clients will not be able to enter the premises as required and thus, creating additionnel difficulties for our unit (as in December) in addition to the fact that we may not be able to telework (as some other staff) which means that buildings remain open anyway and no savings are made.	4/15/2024 6:25 PM
132	I have to work in Palais des Nations during treaty bodies sessions taking place in Palais des Nations, building E at least three times per year. Not having office space in Building E would impact my work with Committee members during the sessions and my productivity.	4/15/2024 6:22 PM
133	Je pense rester chez moi pour travailler 5 jours par semaine.	4/15/2024 6:18 PM
134	It is difficult as it is to book meeting rooms and the open space is already quite noisy. Also, it's getting hot really hot in the H-building, and with no A/C and no air circulation it feels quite stuffy. This will be worst with so many people joining	4/15/2024 6:18 PM
135	Il ne fallait pas construire le Batiment H ni entreprendre le SHP!! Cela aurait permis d'économiser beaucoup d'argent!!	4/15/2024 6:16 PM
136	I do not appreciate your insistence on 5 days a week telecommuting. This would adversely impact my productivity and health and that of colleagues. If you wish to take up permanent telecommuting and waive post-adjustment, maybe you can campaign for that option for yourself.	4/15/2024 6:15 PM
137	I have had health issues (for 5 years) and adapted working conditions that won't be (most likely) possible to get in the H building, which I am afraid will be detrimental to my health. I didn't manage to get 5 days teleworking a week (while the 4 first ones are already covered by a medical certificate by a specialist and my work is totally made for teleworking) It is a very large source of stress. I am afraid to see some detrimental effects on my health (physically).	4/15/2024 6:09 PM
138	Staff engaged in regular language classes will be negatively impacted by working in what is effectively a corridor.	4/15/2024 6:08 PM
139	Financial and liquidity crisis is a reality we need to face. Not only a problem for managers. It is also for staff to adjust so as not to sacrifice the core aspects of the work the UN does for others. Let's remember what we work for ultimately and be prepared to small inconveniences to retain the most essential of the UN work.	4/15/2024 6:07 PM
140	Open offices and hot desking are not unusual. Indeed they are now the norm among former colleagues I have spoken to at the OECD and in the UK Civil Service. They were also the norm when I worked in research for one of the big 5 professional services firms 15 years ago! My job in statistics and research at UNCTAD is very similar to the roles I had in shared/open offices in the past, so I'm afraid I do not think the argument that jobs at UNCTAD are somehow so special that they cannot possibly be performed in open offices will get us very far. However, there are some important differences in approach: - as a bare minimum, those in hot desking offices are provided with a personal locker in which to store items they need at the office. UNOG can't even deliver this. - there needs to be a high ratio of "bubbles" to desks, from which calls, teams meetings, etc. can be taken without disturbing others. By all accounts these are lacking in the H building. - other organisations have a way to book hot desks. This ensures that you won't travel to the office (carting all the stuff you need but for which no locker is provided!), only to have to travel home again because there is no desk available. It will also help to avoid time being wasted touring multiple floors looking for a vacant desk and enable teams to book desks together so time in the office can be more productive. For the avoidance of doubt, it should be very clear that if you have to return home due to no desk being available	4/15/2024 6:07 PM

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that counts as work time because it is the employer who have failed to provide the basic facilities needed. Arguably the employer should have to reimburse commuting costs in such cases too. - other organisations generally have much more flexibility with regards to remote working: -- neither of the above organisations expect a commitment to come in on specific days each week, allowing colleagues to manage their time in the office flexibly and in a way that supports their personal and team productivity. For example, in many UK government departments there is a requirement to be "in the workplace" 20% of the time but that is tracked on a monthly basis (rather than weekly) so you can do one day a week in the office, a full week every 5 weeks, or anything in between. Days spent on mission during the month also count as being "in the workplace", as do leave days. -- the OECD provides a quota of 80 days for teleworking from outside France (i.e. away from the duty station) - as mutually agreed by the colleague and their manager. This makes for a much clearer and fairer system than one based on coming up with the most emotionally compelling argument and hoping your director accepts it. There should be a clear message from UNOG that managers should look favourably on such requests while "space optimisation" is in force. Finally, what is completely in-credible is the idea that the "space optimisation" will happen in 7 days when there has still been no communication of how it will work in practice. Key questions are unanswered: e.g. where in building H will we be? how will desks be allocated? what facilities will desks have (e.g. how many screens)? what should people with special desks/chairs/other equipment do? Will there be a way to book desks? This makes those implementing this policy look fundamentally un-serious.

141	If hot desking is the option offered to staff, all staff including Ds' and above should adopt that option.	4/15/2024 6:05 PM
142	I have to share my desk	4/15/2024 6:05 PM
143	It is not clear to me why all the impact of the lack of liquidities has to be born by the staff of UNOG instead of by the Member State(s) not able to pay their dues in time? This will in no way incentivize these Member States to pay their dues in time next year, but only add grist to the mills of certain claiming that the UN costs too much and that savings can be made.	4/15/2024 6:03 PM
144	The open space in H building is not a workable environment as it is. Too many noises and distractions. Bringing more people and depriving staff of the last - small as it was - remainder of privacy in the form of lockers will not help the situation. If one could justify hot-desking with the use of FWA - even though such arguments are debatable at best (as it was argued some colleagues are forced to work from home to be able to focus), sharing lockers is not justifiable. Thank you.	4/15/2024 6:02 PM
145	I don't have any place at home where I can work properly. Even during COVID, I was one of the few staff working from the office ! In the office, I have to spend part of my time on the phone or on Teams (meetings, training, etc.) where I have to be actively involved. Working in an open space will have a negative impact on the quality of my interventions and will affect the work of my colleagues.	4/15/2024 5:58 PM
146	UNOG has to stop pretending that this is business as usual	4/15/2024 5:58 PM
147	Fully agree with the Staff Union's positions and arguments on Alternative WA and non-compliance of the SG's decision with the AI on WFA and telecommuting	4/15/2024 5:58 PM
148	I work on research (flagship publication). The move will coincide with an usually busy period combining the need for deliverables not only in research but also in project management and high level meeting organization. Time is already scarce to deliver on all 3 areas before 1st July. The move will add inefficiency and waste time and thus very negatively affect my productivity (compared to a setting where I have a significantly higher standard to be able to focus on my research and coordinate my project and meeting organization in my office in the Palais and in my home office).	4/15/2024 5:57 PM
149	Management can no longer be trusted. From the start of the SHP project ("open space is better for communications...") management and admin has not been in the service of staff and has promoted blatant non-truths. Who is behind all this? A independent 3rd party investigation needs to be launched asap! PS: These days H has sprung a leak yet again - who accepted and signed off on the work?	4/15/2024 5:55 PM
150	Les horaires sont très pénalisant. De plus je viens en velo et je n'ai pas envie de transporter toutes mes affaires chaque jour.	4/15/2024 5:53 PM
151	I work for OHCHR and we have been told that we will move to H building this year.	4/15/2024 5:50 PM

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152	<p>Following on the town hall from the Director General, it appeared that UNCTAD uses only 30% of its offices, and only 10% on Fridays. Under these circumstances, it would be difficult for the Staff Union to defend staff members, if we are not using our offices. If the figures above are true (30 per cent of UNCTAD staff come to the office), there is a clear HR issue showing that UNCTAD's staff do not respect FWA and the maximum 2 days of telecommuting. If it would be the case (i.e. maximum of 2 days of telecommuting would be respected), the occupancy per day would be 60% minimum. Imagine that tomorrow FWA rules are enforced, we should make sure that the H building has 60% of the total number of Staff available seats. This is of course not taking into account the number of Staff members on leave or on missions. It would be interesting to know which percentage for occupancy has been effectively taken into account by the administration. A second point is that everyone has to apply FWA, otherwise there will not be enough seats available. At the end Staff members are not able to do what they judge is best for their work.</p>	4/15/2024 5:48 PM
153	<p>The working conditions in the H-building are quite challenging, especially without air conditioning and the inability to open windows. With an influx of 400 new staff members coming soon, the situation may become even more difficult. It's essential to address these issues promptly to ensure a comfortable and productive work environment for everyone</p>	4/15/2024 5:48 PM
154	<p>I do support closure of parts of the Palais to save money however i do think that AWA should be made available and if they are not then the closure shouldn't take place</p>	4/15/2024 5:47 PM
155	<p>Your email and survey make no mention of the forced relocation of LS staff from E to D building. Why? LS staff have not endorsed the move to D building, which was proposed at the Sectoral Assembly only as the least bad alternative to a move to H building, in the event that the evacuation of E building could not be prevented. For LS staff, the move to D building comes at a time when we are under more productivity pressure than ever before. Why has our Staff Union not spoken out against it? I have lost count of the number of surveys I have completed for the Staff Union on this and other issues. Surely the Staff Union has gathered enough information by now to decide on next steps. Given the intransigence of management, a work stoppage may be the only viable course of action remaining.</p>	4/15/2024 5:47 PM
156	<p>our working condition will become worst, and the UN is not providing us the resources (internet w; workstation) for us to work from home. why do we have to bear the cost of the organization decision. I would recommend that the occupational health and safety department assess the decision and make recommendations.</p>	4/15/2024 5:45 PM
157	<p>Pas grand chose à ajouter au point fait à la dernière circulaire. Il est très douteux qu'un coûteux déménagement provisoire permette d'économiser quoi que ce soit. Au contraire. À mon avis, le but est de louer tout ou partie du Palais à des acteurs extérieurs (pour renflouer les caisses et moins dépendre des caprices des États membres, peut-être...</p>	4/15/2024 5:45 PM
158	<p>1. Alternative working arrangements should be dictated given this is a decision by the Administration and the fact that staff will not have same working conditions. The decision to request a 5 day teleworking should not be left to the s/m to justify. 2. Open space will have a negative impact on the productivity, including to name some, on staff with disabilities; those that need particular conditions to be able to concentrate and do research; staff with allergies to carpets (floor of H building is with carpet), etc. or other need for special accommodations (i.e. adjustable desks) ; staff in HR in need of sufficient privacy to carry on the all day calls on HR private matters, etc. The audio in open space is very poor and even with headphones, conversations can be heard two or three rows behind. Meeting rooms are insufficient.</p>	4/15/2024 5:44 PM
159	<p>L'environnement de travail en open space sera plus bruyant, plus stressant, j'aimerais pouvoir travailler plus depuis la maison pour être beaucoup plus efficace.</p>	4/15/2024 5:44 PM
160	<p>The UN leadership should practice what it preaches with regard to the right to just and favourable conditions of work, which is a human right and certainly the right of international civil servants.</p>	4/15/2024 5:43 PM
161	<p>this closure is simply a nonsensical decision taken by a senior management that doesn't understand how staff at the Un work. When will this nonsense stop??? Thanks for all the work the union is doing. Management should listen for the union this time.</p>	4/15/2024 5:42 PM
162	<p>I urge the DG to reverse this decision. In a time where editors' and translators' workload standards have been raised (summarily, an increase of 1ESP/day as of this cycle for editors; and the .6 ESP/day increase for translators rolled out previously), to cram us all into crowded offices (without climate control, noise-cancelling measures or personal space), will leave us</p>	4/15/2024 5:38 PM



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unable to deliver our mandates, not to mention to meet the higher crunch of word output being demanded of us.

163	I have no information on the move, on where I am going to work. For my work I absolutely need a quite space to be able to concentrate (my main responsibility is in drafting correspondence). I also need two additional displays which I now have at home and in my office in the E building in the Palais as I work with databases. Hot-desking will significantly decrease my efficiency due to stress, noise, lack of necessary work tools, unpredictability, discomfort, anxiety, fatigue. This temporary move is disastrous, badly planned/unplanned, demotivating.	4/15/2024 5:37 PM
164	La Directrice générale et aussi les services financiers de New York devraient nous informer de la situation financière plus souvent et plus exhaustivement. L'article de presse que vous citez est incomplet, sur le sujet, mais souligne tout de même l'évidence: notre fonctionnement traditionnel est trop couteux et obsolète, et nous sommes au bord de la faillite. Je ne comprends pas votre combat actuel, qui me parait complètement hors-sol. Pour le bien des Etats Membres, surtout ceux qui comptent sur nous, il vaudrait mieux se battre pour maintenir le budget de fonctionnement des conférences, surtout de manière hybride, pour élargir le consensus sur des sujets d'actualité, étant donné que les délégués n'ont pas plus de moyens que nous de venir à Genève, que nous de voyager sur le terrain, hélas. Faisons preuve de flexibilité et compréhension et voyons plus loin.	4/15/2024 5:37 PM
165	Quelle est la place de l'être humain? Un peu de considération SVP. Merci	4/15/2024 5:37 PM
166	Can we stop whining like spoiled brats and be grateful instead for the priviledges we have?	4/15/2024 5:36 PM
167	If the H building is indeed overcrowded and if I cannot assert my rights or privileges to work from home due to managerial preferences rather than actual need, my stance is against more people moving into the H building. As of now, it's business as usual for my team.	4/15/2024 5:36 PM
168	The decision was hastily made and is being imposed upon staff in an arbitrary manner. There has been no evidence-based analysis of the costs involved with the move and nor of the supposed "savings". Staff have not been consulted nor forewarned. There is a complete lack of transparency and respect for staff welfare. Staff are being forcibly evicted from their offices and herded like cattle to an unknown place...	4/15/2024 5:35 PM
169	How will the hotdesking work regarding the use of two screens?	4/15/2024 5:35 PM
170	If the move is not required by SHP I do not understand the rush with what the administration is pushing the staff to move.	4/15/2024 5:35 PM
171	Not everyone is going to be pleased with any arrangement. As long as the FWA is allowed 2 days in the office until the US pays its due, the staff should be considerate as well. Also, some staff disappear when they work from home so the rest of us has to pay the price!	4/15/2024 5:33 PM
172	When it is time to go back to work 5 days a week, staff complained; if it is 3 days, complained. If we work from home, what will think Donors/Governments about keeping office/staff in Geneva duty station??	4/15/2024 5:33 PM
173	Savings on heating whereas we are in Spring going to Summer and on maintenance are not savings. Any person who has a holiday house knows... How much will be spent to clean up when we go back??? As far as the Library is concerned, it is a real pity to close the reading rooms. We have space we won't use!!! how is that a saving???	4/15/2024 5:32 PM
174	I would not mind sharing the office of the DG.	4/15/2024 5:31 PM
175	DG not listening, unfortunately, as usual.	4/15/2024 5:30 PM
176	Je travaille au bâtiment H et je dois dire qu'actuellement depuis 2 semaines environ, la température est inacceptable, il fait trop chaud et surtout l'air ne circule pas ce qui rend l'atmosphère très pesante, nombre de collègues se plaignent, nous sommes seulement au début du printemps donc je n'ose imaginer cet été si une canicule devait arriver, ce ne sont pas des conditions de travail très saines et je suis bien mieux à travailler depuis mon domicile où je peux au moins ouvrir la fenêtre et respirer! Je vous remercie.	4/15/2024 5:30 PM
177	Due to increased interruption, surveillance, minimum of office material and lack of work space stability in the H-Building, My workflow will be strongly affected. Hence, work result and/or my health will suffer. In my view, the planned measures in no way justify the possible destructive	4/15/2024 5:28 PM

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consequences. More attention and consideration should be given to the immediate reversal of the plans, even at this advanced stage.

178	Stop whining about being 5 days at home If you want to be 5 days at home it's called leave or quitting	4/15/2024 5:28 PM
179	I come to the office every day. I do it for personal choice. I do not wish to telecommute. I feel that having to search for a desk upon my arrival will disrupt my effectiveness at work. I currently occupy a desk in the same area as my team. This helps us to work together. I will also feel very anxious in the mornings, with the fear that I won't find a suitable post to work in. It will be stressful to work in these circumstances. I also find unreasonable to ask to share lockers. They should be private. After almost one year, I will be away for a mission almost two weeks (around the famous date of 22 April). I feel very anxious at the idea that some other colleague will be sitting where I usually do. It is also a matter of ergonomics, as I have the screens set at the height and position after having consulted a UN nurse.	4/15/2024 5:27 PM
180	The financial reform implemented a few years ago, which changed the biennial budgeting system to an annual one, may significantly exacerbate the liquidity crisis. Under the new annual budgeting system, the budget is approved on December 31st of each year, and member states receive notices to pay their dues on January 1st. However, many member states require several months to obtain the necessary approvals and make their payments, with some paying as late as November or December. This delay in receiving funds from member states, coupled with the requirement to return any unspent funds on December 31st, has created a liquidity crunch for the UN, as there is little time to effectively utilize the received funds before they must be returned. Therefore, the liquidity crisis will not end anytime soon and will likely break the UN. In light of these developments, we believe the Staff Union must establish a committee to thoroughly investigate the root causes of this liquidity crisis. The committee should critically examine whether the ill-conceived financial reform and the transition to annual budgeting have played a significant role in creating this precarious situation. Once the committee has completed its investigation, it must share its findings and recommendations with all UN staff members. We must collectively understand the factors contributing to this crisis and work towards implementing sustainable solutions to ensure our organization's financial stability and effective functioning. The liquidity crisis poses a severe threat to the UN's ability to carry out its crucial work and fulfil its mandate. As UN staff members, it is our collective responsibility to address this issue head-on and work towards restoring our organization's financial health.	4/15/2024 5:27 PM
181	I have never worked in open space - be it hotdesking or otherwise throughout my career spanning three decades. I am anticipating significant impact of the new untested arrangement on my productivity, output and wellbeing. I have already signaled this undesirable impact to my supervisor.	4/15/2024 5:26 PM
182	I come to the office everyday and cannot work from home. The space allocated for staff to work in H-building is not appropriate in cases when research and concentration is needed, as it is our case. There is no physical limits between the working stations, which makes it rather complicated to work on permanent basis. We also need to keep some physical filing to be able to report properly, etc. Why are we forced to work from home?	4/15/2024 5:26 PM
183	I am not opposed to the move, nor to the sharing of offices. I am opposed however to what seems a rushed decision, which hasn't been duly explained or explicated to staff. After COVID we have moved to hybrid working arrangements, with several calls to be held throughout the day and with several meetings in person, during office days. Also with managerial responsibilities there are meetings which would require confidentiality, which doesn't seem to be guaranteed in the current H configuration. I have heard of other entities in Geneva whereby staff can book their seating/office desk or conference booth directly via an app. But we do not have this yet at the UN. Therefore, with all the good will and the flexibility, there will be serious disruptions under the current circumstances. And frankly, maybe with better planning or more careful information, these could be avoided.	4/15/2024 5:26 PM
184	There is not enough space in the H building for all the new comers.	4/15/2024 5:25 PM
185	The 'temporary' move is significant for operations and the proposal so far lacks specifics, an evaluation of savings and additional costs should support this kind of decisions	4/15/2024 5:24 PM
186	We should be given the choice to telework up to 5 days a week.	4/15/2024 5:24 PM
187	There is a serious lack of information as to how the move will be implemented and, if the liquidity situation is no longer as critical, it would be better to postpone the move.	4/15/2024 5:24 PM

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188	<p>1.) Because monitors in the H building are at a fixed height, each time I change desks I have to stack blocks of paper under the monitor to raise it to the right height. 2.) Because a range of keyboards are used by my colleagues (US, Swiss, Russian) I am limited in my choice of which workstations I can work at, unless I carry my keyboard around with me. This situation is made worse by the fact I cannot store my keyboard in my locker, because I no longer have a locker! 3.) Different docking stations have different connector cables, which also limits the selection of desks from which I can work. 4.) Because my part of the H building is too hot (today it was measured at nearly 28 degrees) I am constantly sweating, and when hotdesking this means that I am sweating into my colleague's seat. During the afternoons in the summer, I can smell my own body odour. 5.) Sitting on a range of different seats means that I can never quite get used to a constant seat height, and this causes me back discomfort. 6.) It is already very difficult to get work done in the H building, with colleagues talking or taking video calls from their desks, and this is the reason I work from home. With more people it will become worse. The hotdesking policy is not simply taking advantage of the low building occupancy, but is actually CAUSING it. 7.) If parts of the S building are now complete, why can't we already move in? If the new working arrangements are being justified by the liquidity situation, then does this mean that when the liquidity crisis is over that we will be allowed to return to previous arrangements? I somehow doubt it.</p>	4/15/2024 5:23 PM
189	<p>Hi. We are already suffering in H building and no idea how this building is designed which is either too hot or too cold, leading to health issues. Why do you have to make us suffer more? We come early to occupy desks, constant stress of getting a desk, only P-Staff have fixed desks. Its unfortunate that we have to suffer to get a desk every day, worse thing is to enter Palais only by 8 A.M. Why is there no freedom to come and work? Its human rights issue not to let us work the way the want. We feel like caged already, how do you expect us to share the space which is already difficult to get everyday? Staff in New York has fixed desks, why are we punished like this? We fight for desks already. Y is it that the management would not understand that this affects productivity? Other International Organizations are not so rigid. No freedom. Its so unfortunate that we have to suffer like this. How could H building be designed like this? This is not futuristic that only 80% occupancy and now 6.5 desks for 10 people. Where's UN heading?</p>	4/15/2024 5:23 PM
190	<p>While one and the same desk can be be used by different staff members, lockers (like computers) are for personal use by definition (even under hotdesking) and may not be shared by several people. A locker can be used to store personal and confidential items, also valuables, and should be locked with an individual code. Thus, shared use of lockers is unacceptable. Instead, additional lockers should be provided by UNOG, if needed.</p>	4/15/2024 5:23 PM
191	<p>To keep the flexibility in place for certain staff to work from home or away from the duty station for real compelling reasons. I personally think that there is enough space in Building H to accommodate more people, and working in a shared space is feasible for the majority of jobs.</p>	4/15/2024 5:21 PM
192	<p>There is a liquidity crisis at the UN and the Controller has issued a reduced allotment. If we don't reduce spending, we could run out of cash and miss salary payments. I prefer to be paid and keep my job, and I'm willing to accept a little inconvenience for that.</p>	4/15/2024 5:21 PM
193	<p>The vision behind the move, if any, is rather opaque.</p>	4/15/2024 5:21 PM
194	<p>I work every day from the office and do not use telecommuting. Therefore, I would like to continue to work at the assigned to me desk in order to diminish the time needed to set up every morning and remove every evening the technical equipment and documents needed for daily work. Therefore, an adapted solution should be found for those working every day in the office and those using the telecommuting option, so as to diminish the work disruption as much as possible.</p>	4/15/2024 5:20 PM
195	<p>The move will definitely cause temporary disruptions and perhaps better communication and flexibility could be exercised on the part of the UNOG management, however, in principle, "doing more with less" is not necessarily a bad idea in the UN context, no matter what the reason for the cost-saving is. The UN staff cannot have it both ways: if FWA are largely used by the majority of staff, the idea of having their own desk for five days a week is unreasonable.</p>	4/15/2024 5:20 PM
196	<p>I do not understand the motive of linking this decision to 'health and safety' concern. It sounds like those who are opposing to the decision never lived/worked outside their protected bubble of UN Office in Geneva. And those are the ones who claim to be working for refugees or people in need. So if somebody is sitting next to you, you get sick and cannot work. Great. Could the UN Office in Geneva publicly state that this is the topic we are busy with? It is not</p>	4/15/2024 5:20 PM

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that we get the health issue - people are reluctant to lose their so-called 'acquired right' which they don't realize is the privilege to appreciate, and not to use to refuse the compromise.

197	The air conditioning has been at it's lowest. If the filter system does not work and there are more people present is it going to be safe at all with carbon levels going up? Is this some kind of an endurance test? Going from very cold to very hot?	4/15/2024 5:19 PM
198	Thank you for your understanding not to make this stressful, than it is already. Thank you to our Staff Union representatives for trying to assist us with solutions at how this issue may be resolved.	4/15/2024 5:19 PM
199	with the liquidity crisis, the air conditioning is already not working. with more staff crowding the space as well as with summer approaching it will negatively impact productivity and motivation.	4/15/2024 5:19 PM
200	The air quality in the H Building, nota bene a building in which no windows can be opened, is very bad given that ventilation as well as cooling/heating have been reduced or turned off. This impacts staff well-being and productivity negatively. It should be checked if the levels of air quality are in line with recommended levels.	4/15/2024 5:19 PM
201	UNOG should consider offering voluntary early retirement packages	4/15/2024 5:18 PM
202	Quelle économie de chauffage et d'électricité en été quand il fait chaud et le jour dure jusqu'à 20h? Les ascenseurs? Ils peuvent être condamnés et on passe à autre chose en restant dans nos bureaux!	4/15/2024 5:18 PM
203	No news about the UN System Workplace Mental Health and Well-being Strategy launched on 15 Nov. 2023?	4/15/2024 5:17 PM
204	If there are eventual plans to move those from unctad to S building, now the dues have been paid could we stay where we are until the s building is ready so that we only need to move once?	4/15/2024 5:16 PM
205	I fully support the arguments put forward by the Staff Union asking for a reverse of the UNOG DG decision on partial closures of the Palais. They are reasonable, well-justified and extremely attentive to ensuring that the organization can deliver at best on its mandate.	4/15/2024 5:15 PM
206	I will be able to request flexible working arrangements for teleworking 5 days a week - which is something I welcome as opposed to hotdesking.	4/15/2024 5:15 PM
207	The uncertain situation is affecting the team.	4/15/2024 5:15 PM
208	For translators, given the nature of our job (which requires high levels of concentration) and the strict (and increasing) productivity standards imposed on us, the consequences will be disastrous in terms of our output and, most importantly, our well-being and mental health. The move doesn't seem to be justified, as very little--if any--savings will be made. And the fact that staff is being pressured to accept imposed FWA is simply outrageous--any labour tribunal would consider this illegal.	4/15/2024 5:15 PM
209	Difficult to deal with intergovernmental meetings and impossible to meet with member states in an open space or hot desking situation. Searching for a qorking desk every day is not productive	4/15/2024 5:15 PM
210	if building closure is a must, I believe the that staff should be allowed to work from home 5 days a week or away from duty station.	4/15/2024 5:14 PM
211	-----	4/15/2024 5:14 PM
212	Would you prefer salaries to be impacted?	4/15/2024 5:14 PM
213	Also consider that exceptional circumstances might need exceptional actions even if the consequences are negative. I prefer being paid at the end of the month even if my comfort is not the best one for few months.	4/15/2024 5:14 PM
214	I need to work in a calm space; drafting, translating, editing. I need a specific space not a hotdesking. I live 10 min away from the UN Office, I would rather work from home. I have a FWA 2 days a week I do not mind working from home all week. I am available anytime to meeting in person weekly and as necessary. thank you for your careful attention.	4/15/2024 5:14 PM
215	Closure of large parts of the Palais will create unnecessary stress and strong unconvinced for	4/15/2024 5:13 PM

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the affected staff members, which will ultimately be reflected in the work productivity. Since we do have a policy of flexible work arrangements in place, I don't see a reason why the most radical measures have to be taken.

216	Huge disruption amid a very busy time of year with many deliverables due to be completed. Health issues that causes me concerns given the open space and crowded places Stress and panic in the face of uncertainty and knowing that I will have no dedicated place for work, access to my normal equipment and the whole idea of hot desking gives the impression that I will be working from a train station or an airport lobby. even then, these would seem even better that the conditions in Building H. If it is not possible to guarantee the required working conditions, then staff should be authorized to work from home five days a week as an interim solution while waiting for the final move to take place.	4/15/2024 5:13 PM
217	There are already not enough meeting rooms/quiet rooms in the H building. It is true that we can optimize some space in the H building but that doesn't mean moving such a large number of staff here. It's difficult to understand this building - there are so many empty spaces / waste of space where a few additional desks could be put without squeezing everyone. I find it somewhat insulting to be told to share a locker. Not even in high school!!	4/15/2024 5:13 PM
218	I work at ITC so am not directly affected, however I strongly feel this is very negative for the staff morale of my UN colleagues.	4/15/2024 5:12 PM
219	A minima 4 jours de télétravail/semaine sont à pérenniser.	4/15/2024 5:12 PM
220	Team building is essential in my field as well as quite space to interact with external partners	4/15/2024 5:12 PM
221	If I need to move from E to H building, I'd rather to have the possibility to work from home. Please note than in less than 1,5 year, I'll be retiring; I am getting more sensitive to noise and changes.	4/15/2024 5:12 PM
222	Less than one week before announced move, no official info on where we will work, gear (special screens for design tasks) etc. Really difficult to imagine the reality of the future venue for working stations and capacity of executing professionally my job. Thank you	4/15/2024 5:12 PM
223	Je ne pourrais plus travailler à distance (en VPN) car il faudrait avoir un poste fixe pour le faire, je vais devoir prendre mon ordinateur à chaque fois et c'est ce qui m'embête le plus car je suis à pied et en bus, et mon ordinateur est spécialement lourd.	4/15/2024 5:12 PM
224	While I'm not among those moving to H (although my service was going to initially), I fully support whatever actions the Union wishes to take against that move. The move my service is making now, however, will be nearly as detrimental as the move to H and also feels like a way of placing the entire burden of the supposed cost savings squarely on us staff, with no impact on the Member States. It is repugnant and should also be fought - whether through a sit-in in E, a strike or whatever other means. We must stand up for ourselves and stop being the meek little sheep we have been for years.	4/15/2024 5:12 PM
225	Lack of information on the move from E-Building to H-Building; bringing in a lot of uncertainty and stress. Hotdesking is not an option with the type of work our team carries out. Not being among people is not good. UN culture building for young or new staff; staff having to accompany in their daily work will suffer, impacting the work outcome.	4/15/2024 5:12 PM
226	I support the closure of the Palais.	4/15/2024 5:12 PM
227	I wish the DG would reverse her decision and respect the human rights of UNOG staff.	4/15/2024 5:11 PM
228	I cannot believe that this is an effective cost cutting measure. Although I will not be personally affected, i think that this decision does not take into account the needs of many staff members doing specialized work, who need certain working conditions, books or special equipment.	4/15/2024 5:10 PM
229	I wish that a collective protest measure be organized, be it a stoppage or other appropriate action. Enough is enough.	4/15/2024 5:10 PM
230	Hot desking will significantly affect my ability to focus, do research and analysis, and hold calls while in the office. And at home, I don't have the space, privacy, or furnishings for effective work either.	4/15/2024 5:10 PM
231	As I work with confidential and sensitive documentation affecting both staff and Member States, safeguarding the confidentiality and integrity of such information will be particularly	4/15/2024 5:09 PM

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challenging in a hot-desking context.

232	There is no clarity on how work will be organized apart from the certainty that everyone has to work in an open-space environment where there is no space and there are no screens for everyone. This will not allow for work that requires full concentration on the one hand, and frequent videoconferences with external partners on the other hand.	4/15/2024 5:09 PM
233	There is simply not enough space for me to work at the Palais under this plan, and also using teams for meetings will become highly complicated. Also not enough place to have in-person meetings.	4/15/2024 5:09 PM
234	The main problem is not much the hot desking approach (even if it is a problem for productivity) but lack of meeting rooms and focus booth that will make the working environment unbearable	4/15/2024 5:09 PM
235	Please allow the maximum flexibility of working from home 5 days a week, if the move is to happen.	4/15/2024 5:08 PM
236	Even if the USA actually pay the due USD 322 millions today, thing will take time to get back to "normal". And we don't know what is next.	4/15/2024 5:08 PM
237	eliminating offices for staff working on research and for managers will have seriously detrimental effects on productivity, on quality, on staff mental health and others.	4/15/2024 5:07 PM
238	They need to embrace working from home or even outside of the duty station when needed	4/15/2024 5:07 PM
239	Increased noise and lack of meeting rooms.	4/15/2024 5:06 PM