



ADOPTED RESOLUTION OF THE GENERAL MEETING ON
Provisions for Staff welfare during COVID-19

The Staff at United Nations Headquarters New York,

Recognizing that the coronavirus disease (COVID-19) pandemic and its consequences have created a health emergency all over the world, which has gravely affected the conditions of work and life of the staff of the United Nations;

Noting the additional burden that the need to work, including from home, in the lockdown situation has put on the staff of the United Nations;

Expressing serious concern about physical and mental health, as well as about well-being of the United Nations staff in the context of the pandemic;

Noting with concern the uneven progress in the fight against the pandemic, which resulted in some duty stations being affected more than others;

Noting also with concern the growing trend to subcontract IT services requiring the handling of sensitive internal data to external contractors, which generates risks in terms of data security;

Alarmed by the implications of emergency measures becoming the “new normal”, such as mandatory remote working arrangements due to COVID-19, for the future of work and conditions of service in the United Nations common system, in particular the danger of weakening contractual stability and institutional cohesion.

Hereby

1. *reaffirms* that staff health and well-being remain the absolute priority, in particular in the context of the duty of care;
2. *commends* the efforts that the United Nations and other entities of the United Nations common system have made to exercise such duty of care towards its staff, beneficiaries and general public, and calls on the United Nations and other entities of the United Nations common system to redouble their efforts in that regard, in particular in the context of the probable second wave of the pandemic;

3. *calls on* the Administration of the United Nations to create and enforce, in the context of telecommuting, as well as during return to work in office spaces, sound occupational physical and mental health and safety protocols on the basis of up-to-date medical advice;
4. *requests* the International Civil Service Commission, the General Assembly and the Chief Executives Board to put in place appropriate allowances for the following:
 - a) need for the staff, required to work remotely, to dedicate part of their home accommodation to work and to provide and maintain information technology and communication devices, as well as phone and data plans, to be able to exercise their duties during such remote working;
 - b) for staff charged with taking care of children, elders and others in duty stations under lockdown, in absence of normally working care facilities;
 - c) recognition for those taking on an additional workload within their team;
5. *rejects*, in the strongest terms, any attempt to weaken the conditions of service in the United Nations common system, as contrary to the Noblemaire and Flemming principles and detrimental to the international character of the international civil service and the sustainability of the United Nations Joint Pension Fund.
6. *requests* the President of the United Nations Staff Union to bring this resolution to the attention of the President of the General Assembly, the Chair of the International Civil Service Commission and the Secretary-General.