



## CHAPTER 3

# CULTIVATING OUR MODERN WORKPLACE AND MOBILIZING OUR RESOURCES

In line with the 2030 Agenda for Sustainable Development, UN Geneva is taking steps towards improving its energy efficiency and sustainability, particularly through the expansion of its photovoltaic power generation capacities.

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## THE NEW VISITOR CENTRE “PORTAIL DES NATIONS”

The Portail des Nations new Visitor Centre is a project that aims to improve the outreach of UN Geneva by providing the Palais des Nations with a new, dedicated building for visitors. The building, which is being developed on the basis of the framework agreement signed by UN Geneva and the Fondation Portail des Nations in 2019, will house a modern, immersive and interactive learning exhibition on multilateralism and the work of the United Nations. The new Visitor Centre, together with the existing guided tours of the Palais des Nations, will provide a unique public experience and opportunity to learn about the UN family.

The Portail des Nations Visitor Centre, to be located on the east side of the Alley of Flags, will be composed of a constructed area of 1,965 square metres and an additional 1,705 square metres of outdoor landscaped area. The structure will contain three immersive rooms, where visitors can discover

how the work of the United Nations has an impact on everyone around the world. In a fourth room, visitors will be able to learn about current United Nations activities and initiatives. After passing through the Portail, visitors will be offered a guided tour of the Palais des Nations.

The visitor experience is being developed by an exhibition and media design firm, Local Projects, with input from the various United Nations agencies based in Geneva. The perimeter fence for the construction site was installed in December 2023; the construction will start in March 2024. The inauguration of the Portail des Nations is planned for the summer of 2025.



◀ A rendered view of the future Portail des Nations, which features a new dedicated building for visitors. ©Charles Pictet Baptiste Broillet Architectes Associés

A rendered view of a courtyard of the Portail des Nations. ©Charles Pictet Baptiste Broillet Architectes Associés

## INAUGURATION OF THE RENOVATED PREGNY PAVILION AND NEW DIGITAL BADGING SYSTEM

In September 2022, UN Geneva commenced a major renovation of the Pregny Pavilion, the main access point to the Palais des Nations. Eight months later, on 22 May 2023, this redesigned and re-equipped security facility was inaugurated.

The redesign of the Pregny Pavilion not only reinforced the physical security infrastructure in a sustainable and innovative manner, but also improved the speed, efficiency and comfort with which conference and event participants can safely enter the Palais des Nations. These upgrades were aimed at resolving some long-standing issues, such as lengthy wait times, and improving accessibility for persons with disabilities.

In September, UN Geneva implemented its new digital badging system. Previously, the Pass and Identification Unit at UN Geneva printed an average of 250,000 badges per year. With the move to a digital badging system, the aim is to reduce not only wait times, but also the plastic, metal and paper used in the previous badges. The new system revolutionizes access control and paves the way for a future where security is seamlessly integrated, efficient and adaptable. By combining continuous innovation with client engagement and adaptability to global contexts, these improvements can have a lasting, positive impact on all users of the Palais des Nations.

Scan the QR code to watch a [video](#) about the new digital badging system.



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The newly renovated Pregny Pavilion features enhanced natural light and open spaces.  
©UN Photo: Matija Potocnik

Speed gates are among the technological improvements made to the Pregny Pavilion.  
©UN Photo: Matija Potocnik

## RENOVATED SECTIONS OF THE PALAIS DES NATIONS REOPEN

This year was marked by a number of milestones in the renovation of the historic buildings of the Palais des Nations as part of the [Strategic Heritage Plan](#) project. Renovation works on Section AC of the Palais were completed, and the Section was reopened in May. The first meeting to be held in one of the newly renovated conference rooms was a meeting of the Strategic Heritage Plan Advisory Board; Member State representatives on the Board were complimentary of the works that had been completed. The Section was also open in time for full use during the annual World Health Assembly and the International Labour Conference. The renovation of Building D was fully completed and the building formally handed back to UN Geneva in August.

The buildings renovated as part of the Strategic Heritage Plan will provide staff and delegates with state-of-the-art conference facilities, infrastructure and technology, enabling UN Geneva to deliver modern conferencing to the international community. The improvements comply with modern fire and life safety standards. Furthermore, enhanced accessibility features for persons with disabilities have been fully integrated into the design, consistent with the [United Nations Disability Inclusion Strategy](#) and UN Geneva's commitment to [disability inclusion](#).

Section AC of the Palais des Nations reopened in May after renovation, providing improved conference facilities to the international community. ©UN Photo: Matija Potocnik



## UN GENEVA ADOPTS LEAN CONSTRUCTION MANAGEMENT METHODOLOGY

In 2023, the [Strategic Heritage Plan](#) team introduced the Lean construction management methodology to improve contractor performance and keep the project on budget and on schedule. This followed major operational disruptions caused by the COVID-19 pandemic, supply chain challenges and global geopolitical events. The main goal of the Lean methodology is to improve efficiency and effectiveness by reducing the time spent on activities with no added value and by optimizing the workflow. The contractor and all subcontractors hold daily morning meetings to identify issues as they arise, which supports a collaborative approach to the work by all. The Lean methodology is now being mainstreamed throughout the Strategic Heritage Plan project.



The main goal of the Lean methodology is to improve efficiency and effectiveness by reducing the time spent on activities with no added value and by optimizing the workflow.

The adoption of the Lean construction management methodology by UN Geneva has led to daily collaborative meetings aimed at optimizing the workflow of the Strategic Heritage Plan project. ©Photo: Rénovation Palais des Nations SA/Federica Brunone

As part of the Lean construction management methodology, UN Geneva staff, contractors and subcontractors work together to keep the Strategic Heritage Plan project on track. ©Photo: Rénovation Palais des Nations SA/Federica Brunone

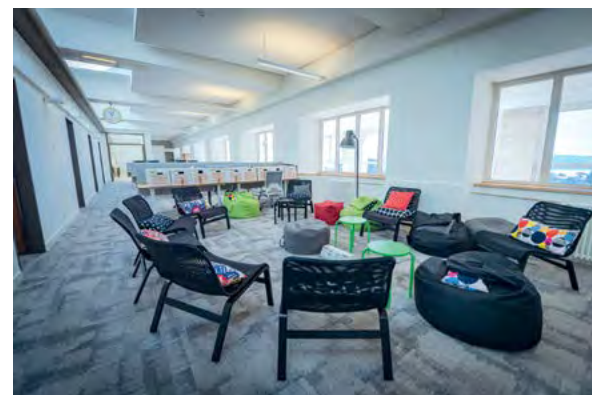
## NEW MEETING ROOMS AND COLLABORATION SPACES

As part of the [Strategic Heritage Plan](#) project, the renovation of the historic buildings of the Palais des Nations will provide a range of alternative work-spaces. The options will allow people to collaborate more effectively, in a space suited to their needs and with the technology they require to get their work done. New meeting room designs at the Palais des Nations will modernize how staff work at UN Geneva.

Some of the old offices in the Palais des Nations have been transformed into meeting rooms; as a result, the number of available meeting rooms will almost triple. The new designs include small, medium and large rooms. In addition, there will be more open spaces, giving staff the option of working in spaces that are more collaborative and informal than traditional meeting rooms.

Both modern furniture and existing heritage furniture will be used in meeting rooms. The spaces will also include new audiovisual systems featuring video screens and microphones, similar to the technology already provided in meeting rooms in Building H, which was opened in 2021 and is in use by staff.

In addition, support nodes have been created in renovated sections of the Palais des Nations, including in Buildings S1, C and A. Support nodes are centralized areas in key locations of buildings where new functional spaces are grouped together to allow greater collaboration among coworkers. Thanks to the installation of new windows and the demolition of walls separating previously enclosed offices, some of these spaces are now brighter, benefiting from greater natural light. This was achieved without reducing the final total number of enclosed offices.

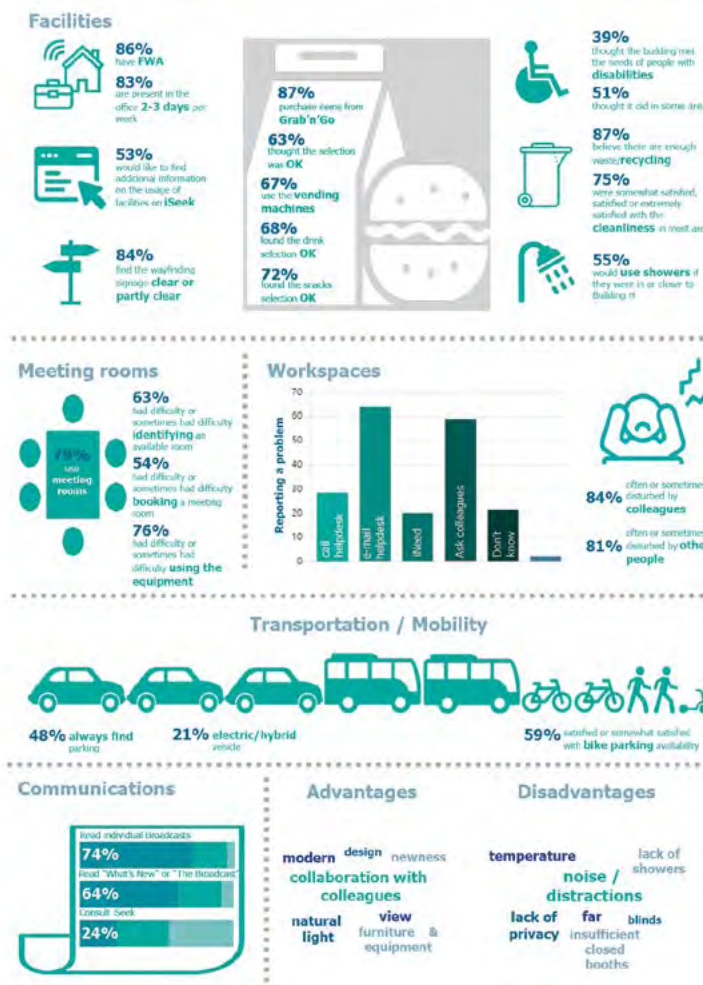


A UN Geneva staff member uses the audiovisual technology available in one of the new meeting rooms of the Palais des Nations. ©UN Photo: Matija Potocnik

The creation of open and informal meeting spaces as part of the renovation of the Palais des Nations will give staff more options for collaborative work locations. ©UN Photo: Matija Potocnik

## HARNESSING USER FEEDBACK TO IMPROVE THE WORKPLACE

### Building H User Survey 2023



Summary of results from the Building H User Survey 2023.

The UN Office at Geneva, in its role as a provider of office and meeting space and core services to more than 40 different United Nations and other affiliated entities at the Palais des Nations, is committed to continuously improving the user experience in all of its facilities.

Building H, the newest office building on the Palais des Nations campus, was opened to staff in 2021. The first milestone of the [Strategic Heritage Plan](#) project, the building was designed before the outbreak of the coronavirus disease (COVID-19) pandemic. It features open plan workstations, shared meeting rooms and several different types of spaces for working and collaborating, thus promoting a flexible work environment. In 2023, UN Geneva staff responsible for the provision of services sought feedback from the occupants of Building H to improve the experience of staff and visitors across the compound.

## TECHNOLOGICAL PRODUCTS AND INNOVATIONS FOR CONFERENCES



User feedback was actively gathered through surveys and one-on-one consultations with staff and was also provided by the newly formed Building H User Group, which comprises representatives from all main Building H entities and meets on a monthly basis. Based on the input received, UN Geneva improved Building H catering services, bicycle parking, signage and outdoor terraces, among other features. Building upon the goals and benefits of the Strategic Heritage Plan and reflecting on the new, post-pandemic ways of working, users also offered creative solutions to challenges commonly faced within the building. UN Geneva will expand the consultative process through the creation of a renovated buildings user group as newly renovated spaces return to occupancy.



A poster introducing the members of the Building H User Group to staff members was circulated throughout Building H.

Members of the Building H User Group attend their monthly meeting on the “town hall” stairs in Building H. ©UN Photo: Victor Sena

### FAST

The Fully Automated Speech-to-Text (FAST) project scope is expanding: soon, searchable transcripts of recent meetings held at UN Geneva will be available in all six official languages. Since 2019, the FAST project has provided searchable, machine-generated meeting transcripts to help delegates, other participants and UN staff capture important content, review meeting deliberations and report on outcomes. Transcripts of recent meetings are promptly made available to the public on the [Digital Recordings Portal](#) on the UN Geneva website.

Following the launch of the pilot version in English, and of the French and Spanish versions in 2022, the FAST project was expanded in 2023 to include pilots for transcripts in Arabic, Chinese and Russian. Starting in 2024, transcripts from meetings at UN Geneva will be automatically generated in all six official UN languages. This development is part of a conscious effort by UN Geneva to better cater to a linguistically diverse audience, thereby fostering a greater global exchange of ideas and information.

Scan the QR code to access the [Digital Recordings Portal](#) and transcripts generated by the Fully Automated Speech-to-Text (FAST) tool.



### Indico.UN

Indico.UN – created in 2015 by a team at UN Geneva and built upon open-source technology from the European Organization for Nuclear Research (CERN) – passed a major milestone: over 1 million meeting participants have now used the platform to register for events organized by United Nations entities and affiliated organizations around the world. Additionally, UN Geneva developed functionality in the platform to ensure compatibility with the new digital badging system at UN Geneva. Work is now under way to upgrade Indico.UN to provide a more streamlined registration experience for persons with disabilities.

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## UN GENEVA: A MODERN CONFERENCING HUB

UN Geneva is strongly committed to offering cutting-edge services to clients in order to best meet their needs and to further its position as a hub for modern, multilingual and multilateral conferencing.

In September, as part of [phase two of UN Geneva's Conferencing Today and Tomorrow initiative](#) – also known as CTT-2 – UN Geneva released a report on the use of expanded meeting modalities. Through a survey, extensive interviews and focus group discussions, UN Geneva was able to gain a better understanding of conference organizers' and

participants' needs for hybrid and virtual modalities and webcasting during meetings and conferences.

The report outlines possible ways forward to ensure that UN Geneva offers the best possible conditions for multilateral actors to convene and negotiate solutions to today's most pressing challenges. At the same time, the findings reflect that a formal global mandate for remote simultaneous interpretation is currently lacking, and that mandates for services such as webcasting are specific to certain intergovernmental processes.

Seeking inspiration from the latest trends in conference organization, the CTT-2 team also organized InnoVent 2: Innovation in Conferencing in March. Participants in the one-day event explored how pioneering technologies, such as holographic glasses and an artificial intelligence robot that generates meeting summaries, could enhance meeting experiences. Participants were presented with the latest updates in speech-to-text technology and virtual booth-mates that support interpreters.

The event attracted a large audience from Geneva and beyond, which allowed for fruitful exchanges of

experience among participants from UN Geneva and other international organizations and experts from the private sector. The InnoVent 2 sessions also marked the launch of the [Conferencing Today and Tomorrow video series](#) dedicated to innovation in conferencing.

Scan the QR code to watch the [Conferencing Today and Tomorrow video series](#).



### Hybrid meetings at UN Geneva

Hybrid meeting modalities allow for greater inclusiveness, particularly in Geneva, where not all Member States and other stakeholders have permanent representation and where meetings often address very technical issues that require expert participation. In 2023, UN Geneva had a larger proportion of hybrid meetings (44%) than each of the United Nations duty stations in Nairobi, New York and Vienna.

◀ Participants in the InnoVent 2: Innovation in Conferencing event discover IQ'whalo, an artificial intelligence robot that generates meeting summaries. ©UN Photo: Matija Potocnik

## STRATEGIC HERITAGE PLAN ONLINE OPEN HOUSE SESSIONS



The [Strategic Heritage Plan](#) team organized a series of online open house sessions on a range of topics to inform staff about the evolution of the project. The events were a great example of staff engagement and strong collaboration among various teams working together at UN Geneva.

The first half of this year's programme kicked off with a session on the unpredictability of renovation projects, which featured an update on the status of the project and a discussion of how uncertainty is a normal part of renovation works. The online open house session that followed provided an insight into the renovated workspaces, including offices, hybrid office space and meeting rooms. Staff were taken behind the scenes during a live broadcast and shown around renovated areas. The next session focused on the amenities and facilities provided at the Palais des Nations, including catering options and the various services that would be available for staff during and after the renovation works.

In September, the online open house programme resumed with a session on preserving art and heritage in a renovation project, featuring the Director-General of the UN Office at Geneva, Tatiana Valovaya, as keynote speaker. Presentations given during the event highlighted how UN Geneva, respectful of the architectural and artistic legacy of

the past, has put the protection and restoration of the unique heritage and art of the Palais des Nations at the heart of the Strategic Heritage Plan project.

A subsequent event was focused on the design, booking and usage of new meeting rooms; this theme was selected on the basis of a poll in which staff were asked to choose a topic of interest for the online session. During this event, presenters described the range of alternative settings that will be provided in the renovated historic buildings of the Palais des Nations and how they will allow people to collaborate more effectively.

During a session in November, staff were again taken behind the scenes of the Strategic Heritage Plan project to learn about the energy-saving measures, new sustainability features and sustainability targets that are part of the renovations and of the wider environmental efforts being made by UN Geneva. The last event of the year, in December, highlighted the improvements made to conference management at the Palais des Nations, including upgraded audiovisual capabilities, aimed at making UN Geneva a modern conferencing centre for the future.

Segments of the December online open house session were broadcast from a conference room to show staff the new features introduced as part of the Strategic Heritage Plan renovations to support more modern conferences at UN Geneva.  
©UN Photo

## ADVANCING DISABILITY RIGHTS AT UN GENEVA

Over the past year, UN Geneva has made progress in disability inclusion, continuing to implement the [United Nations Disability Inclusion Strategy](#) while enhancing inclusivity across our operations.

Significant improvements to physical accessibility were made at the Palais des Nations. These included installing tactile guiding strips to aid navigation for persons with visual impairments, adapting surfaces and pedestrian crossings to ensure better mobility, and renovating toilet facilities to be more accessible. These structural changes are crucial to creating a barrier-free environment for all.

There was also a notable increase in the number of meetings with accessibility services at UN Geneva. More than 500 hours of live English captioning were provided at meetings, which is a 20% increase from the previous year. International Sign interpretation was provided at 134 meetings.

Additionally, UN Geneva worked on developing policies and practices to ensure inclusive employment and participation. Training sessions were

offered for staff, with the aim of fostering a more inclusive workplace culture by focusing on empathy and an understanding of the challenges faced by colleagues with disabilities.

To raise awareness of disability inclusion and the importance of supporting people with different disabilities, UN Geneva organized seven workshops and events in honour of International Days, including [World Braille Day](#), [World Down Syndrome Day](#), [World Autism Awareness Day](#), [International Albinism Awareness Day](#), the [International Day of Sign Languages](#) and the [International Day of Persons with Disabilities](#). Additionally, a special video was produced for [World Toilet Day](#) to promote the importance of accessible toilet facilities. Many of these events were organized in partnership with permanent missions and other Geneva-based international entities.

These initiatives demonstrate UN Geneva's dedication not only to complying with international standards for disability rights, but to going beyond them and creating a truly inclusive and supportive environment for all employees and visitors.



On World Down Syndrome Day, UN Geneva hosted a dance performance by Théâtre de l'Esquisse, a Geneva-based theatre company composed of persons with intellectual disabilities.  
©UN Photo



## UN GENEVA ANTI-RACISM WORKING GROUP RECOMMENDATIONS

In 2022, the Director-General of the UN Office at Geneva, Tatiana Valovaya, oversaw the creation of the Working Group on Addressing Racism in the Workplace. The Working Group is chaired by the Chief of the Interpretation Service at the UN Office at Geneva, Marie Diur, and guided by the Secretary-General's strategic action plan on addressing racism and promoting dignity for all in the United Nations Secretariat. The Working Group has since developed a set of recommendations for addressing racism and racial discrimination at UN Geneva, which were endorsed by the Director-General in April 2023.

Among the Working Group's recommendations was the establishment of a coalition for sharing best practices on addressing racism and coordinating activities and initiatives across Geneva. As a result, the Geneva Alliance against Racism was officially launched in October 2023, with the full support and presence of 22 heads and representatives of UN entities and international organizations based in Geneva, including UN Geneva, the World Health Organization and the Joint United Nations Programme on HIV/AIDS. Together, the heads and representatives of the organizations signed a declaration affirming their commitment to the objectives of the Alliance.

With the support of the Working Group, the Alliance will:

- Strive to ensure zero tolerance of racism and racial discrimination in the workplace.
- Encourage a culture where all staff members feel empowered to speak up about racism and racial discrimination.
- Identify and tackle obstacles to ongoing efforts to diversify the workforces of UN entities and international organizations based in Geneva.

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The Deputy Secretary-General of the United Nations, Amina Mohammed and the Special Adviser for Addressing Racism in the Workplace, Mojankunyane Gumbi (not shown) participate virtually in the official launch of the Geneva Alliance against Racism on 5 October.  
©UN Photo: Lai Sanders

The Director-General of the UN Office at Geneva, Tatiana Valovaya signs, along with her colleagues from Geneva-based UN entities, a declaration affirming their shared commitment to the goals of the Geneva Alliance against Racism.  
©UN Photo: Lai Sanders

Scan the QR code to see [photos](#) from the launch of the Geneva Alliance against Racism.



## CELEBRATING MULTILINGUALISM AT UN GENEVA

Throughout the year, UN Geneva played host to a diverse and dynamic array of multilingual celebrations, many of which remain accessible in the form of video recordings or other highlights.

One such celebration was [International Mother Language Day](#) in February, for which UN Geneva organized a hybrid discussion on the need for multilingual education and how it can shape the future. The event featured experts from the United Nations Educational, Scientific and Cultural Organization, the University of Geneva and the International School of Geneva.

Scan the QR code to watch a [recording of the event](#).



In March, UN Geneva marked [French Language Day](#) with a roundtable discussion about *glottophobie*, the concept of discrimination based on a person's use of language, including in relation to accent and choice of vocabulary. Four videos were produced in French on this topic, featuring UN Geneva staff.

Scan the QR code to watch the [videos on glottophobia](#).



Panellists discuss *glottophobia* as part of UN Geneva's French Language Day event.  
©UN Photo: Matija Potocnik



For [English Language Day](#) in April, UN Geneva was pleased to welcome Karimot Odebode, a Nigerian poet, who read two poems from her collection *A Woman Has Many Names*.

Scan the QR codes to watch Ms. Odebode read her poems.



In honour of [Chinese Language Day](#), UN Geneva and the Permanent Mission of China, among others, organized an exhibition of paintings from the Song Dynasty, which highlighted the rich cultural heritage of China's Zhejiang Province. The support from the Permanent Mission, in particular, made the event possible. The paintings were on display at the Palais des Nations from 20 April to 3 May.

In June, UN Geneva and the Permanent Mission of the Russian Federation jointly organized an online poetry and musical programme for [Russian Language Day](#).

Scan the QR code to watch [UN Geneva's 2023 Russian Language Day event](#).



UN Geneva staff showcase the languages they speak at the multilingualism photo booth during the International Translation Day event.  
©UN Photo: Lai Sanders

In October, UN Geneva brought back the beloved multilingualism photo booth for the International Translation Day celebration. The event was focused on honouring the Languages Service staff, whose work makes it possible for UN Geneva to translate and produce materials in all six official languages of the United Nations. The event also featured remarks by the Director-General of the UN Office at Geneva, Tatiana Valovaya, and readings by staff in Basque, Brazilian Portuguese and Georgian.

Scan the QR code to see photos from this year's [International Translation Day event at UN Geneva](#).



## ASSESSING AND LEARNING LANGUAGES UNDER THE UNITED NATIONS LANGUAGE FRAMEWORK

This year marked the official implementation of the [United Nations Language Framework](#), the new reference for promoting multilingualism and for assessing and learning languages in the United Nations system. This follows the launch, in 2017, of the harmonization of language learning and assessment project, which was aimed at improving the effectiveness of the language programmes, promoting staff language skills and facilitating staff mobility and career development.

Between 2017 and 2023, the UN Geneva Language Training Programme team worked tirelessly to align the language courses delivered in Geneva with the new framework. From the introduction of new levels of language competence and new learning objectives to the adjustment of the learning and assessment processes, the courses have evolved to reflect the most recent research and recognized frameworks for language learning. The team has also ensured that the training content and assessment of language capabilities are fit for the United Nations context. Thanks to the team's efforts, as of 2023 all language courses offered at UN Geneva were aligned with the framework, which has led to greater satisfaction among participants.

This harmonization exercise is a crucial step for UN Geneva in its journey towards multilingualism and inclusion. Personnel and other participants are able to benefit from the United Nations Language Framework, in particular with regard to improving the languages skills required to navigate their multilingual and multicultural working environment, and the United Nations is able to benefit from a multitalented and flexible workforce. This allows for more successful communication and cooperation among personnel and stakeholders, thereby further strengthening the ability of the United Nations to achieve its mandate.



Students take part in a UN Level I French language class. ©UN Photo: Charlotte Burguière

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## TRAINING NEW SECURITY OFFICERS

On 26 October, UN Geneva welcomed 10 new Security and Safety Service officers who had completed their induction training course. The graduation ceremony was presided over by the Director of the Division of Administration at the UN Office at Geneva, Kira Kruglikova, and Officer-in-Charge of the Security and Safety Service, Liam Drumgoole. The new officers came to UN Geneva with a wealth of experience and a strong commitment to maintaining the security and well-being of everyone on the UN Geneva campus. Upon graduation from the six-week induction training course, they were even better equipped to make a significant contribution to the overall safety and security of UN Geneva.

New officers of UN Geneva's Security and Safety Service stand to attention upon graduating from their induction training course. ©UN Photo: Christophe Marchat



## SHARING EXPERTISE WITH OTHERS



In Geneva and elsewhere, the United Nations flag at times flies at half-mast in memory of fallen colleagues who have lost their lives in the line of duty. ©UN Photo: Jean-Marc Ferré

In 2023, UN Geneva supported a number of United Nations entities with the expertise of members of its Staff Counsellor's Office. The support ranged from training and resource development to psychological support and guidance on mental health and well-being.

In June, UN Geneva colleagues co-facilitated a training event for the [United Nations Mission in Kosovo](#) (UNMIK). Organized by the [Department of Safety and Security](#) and the UNMIK staff counselling unit, the event focused on topics such as supporting vulnerable populations dealing with trauma; addiction; and psychological violence in the workplace.

In September, UN Geneva provided direct support to the [United Nations Multidimensional Integrated Stabilization Mission in Mali](#) (MINUSMA). For three weeks, a Geneva staff counsellor helped MINUSMA personnel cope with the unexpected closure of the peacekeeping mission and with the heightened

tensions in the region, which had elevated stress and caused anxiety and low morale. In particular, the staff counsellor delivered workshops to advise staff on managing the unexpected situation and on dealing with concerns that had arisen at mission headquarters and in field offices.

Lastly, in November, UN Geneva expertise was shared with participants in a Safe and Secure Approaches in Field Environments training course organized by the [International Organization for Migration](#). Subjects covered included the principles of managing traumatic anxiety, specifically with regard to the possibility of flashbacks and post-traumatic reactions triggered in individuals who have already been subjected to prior trauma.

Expertise-sharing and collaboration with other organizations is key to promoting mental health and well-being across the United Nations system. It also provides an opportunity for all stakeholders to gain new perspectives and share best practices in order to ensure an inclusive and sustainable work environment for all.

## CAREER FULFILMENT MONTHLY SESSIONS FOR STAFF

Launched more than two years ago, [Career Tips Thursdays](#) – a series of interactive monthly sessions on career-related topics – continues to prove a valuable resource for staff seeking career support.

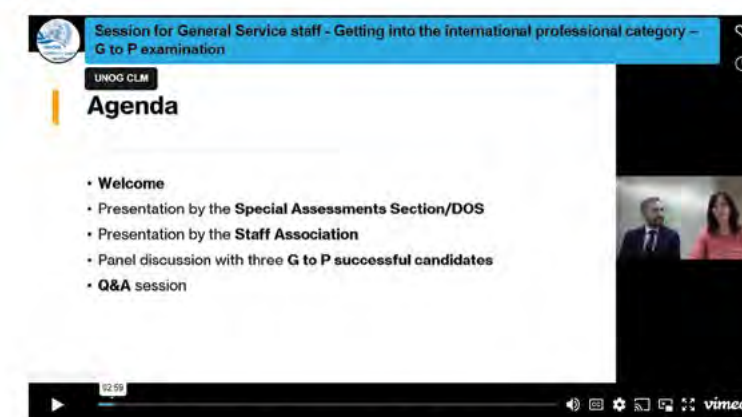
The series, available to United Nations personnel globally, provides tips, guidance and insights for career development. The sessions feature experts in recruitment and professional development, and are aimed at empowering staff to actively manage their careers. In 2023, session topics included developing emotional intelligence for improved career management, assessing one's strengths, building career resilience and managing reputation. Since the launch of the series, 11,464 people have taken part in 24 sessions, and 11,164 have watched the recordings, attesting to the success of the series.

This year, UN Geneva developed new partnerships with other United Nations entities, including [United Nations Volunteers](#), the [International Atomic Energy Agency](#) and the [Department of Management Strategy, Policy and Compliance](#) at United Nations Headquarters, to offer the training sessions to a wider range of staff. By creating synergies and optimizing the use of available resources, UN

Geneva has turned the series into a unique resource for staff across duty stations and United Nations entities. The webinar recordings also serve as a useful repository of content for United Nations trainers and coaches, providing material that can be shared with participants prior to the beginning of other training or coaching sessions, or that can be used as a basis for complementary practical exercises or scenarios.

The partnership with other entities allows the experts to better meet the needs of personnel and help staff advance their professional careers wherever they may serve. For example, in February, UN Geneva and the Department of Operational Support at United Nations Headquarters organized a Career Tips Thursdays session for General Service staff interested in working in the Professional category. The special session was attended by over 3,500 participants.

Overall, the series continues to generate very positive feedback on its usefulness from participants and viewers at UN Geneva and in other duty stations.



Session for General Service staff - Getting into the international professional category – G to P examination

Two UN Geneva experts on recruitment give a presentation on career development for General Service staff as part of the Career Tips Thursdays series.