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SMOKING POLICY

CONSULTATION OF MEMBERS - STAFF UNION RULES - ARTICLE 36

RESULTS

At the First Session of the Annual General Assembly of the Staff Union held on **22 February 2007** the issue of tobacco smoking in the office was discussed.

In line with the decision taken at the Assembly the Staff Union Committee organized a meeting on the smoking issue on Tuesday **24 April 2007**.

As a follow up to the discussion and with the aim of having a complete picture of the Staff Union members' views on this issue the Staff Union Committee - based on article 36 of the Staff Union Rules – decided to consult members by sending out a questionnaire in **September 2007**. Deadline for return of the questionnaire was **5 October 2007** for the Headquarters and **5 November 2007** for the Field Offices. The answers were to serve as the basis for the Staff Union's future policy on smoking.

The Staff Union received back a total of 197 out of 1935 questionnaires sent out, 133 from the headquarters and 64 from the field. 3 questionnaires from headquarters were illegible.

The replies to the questionnaire, with its results and comments, have given the Staff Union Committee a better picture of the Staff Union members' views on this issue.

QUESTIONS		RESULTS		
		HQ	FIELD	TOTAL
1) I am satisfied with the Staff Union's current policy on smoking	YES	70	42	112
	NO	60 ⁱ	22	82
	TOTAL	130ⁱⁱ	64	194
2) If NO:		HQ	FIELD	TOTAL
To ban all smoking from its indoor premises (HQ and Field)	Very important (Priority 1)	39	16	55
	Important (Priority 2)	1	-	1
	Less important (Priority 3)	4	1	5
	TOTAL	44	17	61
To provide for smoking areas outside the building with shelters and provisions for ash and cigarette ends	Very important (Priority 1)	10	7	17
	Important (Priority 2)	18	5	23
	Less important (Priority 3)	9	3	12
	TOTAL	37	15	52
To improve the policy on prevention measures and treatments for staff that want to stop smoking	Very important (Priority 1)	10	10	20
	Important (Priority 2)	15	2	17
	Less important (Priority 3)	14	4	18
	TOTAL	39	16	55
3) Comments		44	20	64

Looking at the overall figures (HQ and Field Offices) 58% (112 people) of the staff is satisfied with the policy 42% (82 people) is not satisfied. This difference seems a little bigger in the field where 66% (42 people) is satisfied and 34% (22 people) not.

Of those having responded that they were not satisfied (HQ and Field Offices), 55 people sees it as very important to ban all smoking from its indoor premises. 17 people believe it very important to improve the policy on prevention measures and treatments for staff that wish to stop smoking. Finally 20 people say it is very important to make provisions for smoking areas outside the building with shelters and provisions for ash and cigarette ends.

Of the 194 answers to the questionnaire received 64 included additional comments - 54 from the headquarters and 20 from the field.

The comments received were mainly related to the following issues:

1. The need for more controls and compliance with the Circular on smoking (both headquarters and field).
2. The need to improve smoking areas with adequate ventilation (especially R2 cafeteria), establish outside smoking areas (headquarters).
3. The need for prevention and treatment measures for those wanting to stop smoking (both headquarters and field).
4. Stop selling tobacco at the ILO premises (headquarters).
5. Ban smoking from the R3 Delegate's Bar terrace as well as the restaurant at R2.

While a majority of members agreed with the Staff Union's current approach, the Union is always looking for ways to strengthen its position with respect to the safety and health of all staff.

The Staff Union Committee supports the full implementation of the current smoking policy – as outlined in Circular No. 581 – and which was negotiated with management.

In addition, the Union is considering the following proposals:

- Improve the policy on prevention measures and treatments for staff that want to stop smoking, including the involvement of the Medical Service and the SHIF.
- Look at possibilities of establishing outside smoking areas with appropriate shelters and provisions for ash and cigarette ends.
- Ensure that discriminatory practices against smokers are not taking place.
- Follow closely the Geneva Referendum (24.02.08) on banning smoking from public buildings (Initiative populaire 129 "Fumée passive et santé". Pour la protection de toutes et tous contre l'exposition à la fume du tabac dans les lieux publics intérieurs ou fermés.).

Please do not hesitate to contact the Staff Union Committee if you would like more information about the results of the questionnaire.

ⁱ This number includes **5** answers which did not indicate yes or no to question 1, but as question 2 is responded to they have been treated as NO answers.

ⁱⁱ **3** answers both yes and no.