



19 March 2025

Dear Secretary-General,

The Staff Unions and Associations of the United Nations Secretariat were called to an urgent meeting of the Staff-Management Committee by Under-Secretary-General Catherine Pollard on 12 March 2025. In this meeting, staff representatives were informed about the launch of the UN80 Initiative just before your press encounter on this matter.

Staff representatives have taken note that an internal Task Force led by Under-Secretary-General Guy Ryder and composed of principals representing the entire United Nations system has been formed with the objective of presenting to Member States proposals in three areas:

- 1) Rapidly identifying efficiencies and improvements in the way we work.
- 2) Thoroughly reviewing the implementation of all mandates given to us by Member States, which have significantly increased in recent years.
- 3) A strategic review of deeper, more structural changes and programme realignment in the United Nations System.

Staff representatives wish to draw your attention to three main concerns regarding your efforts to assess the United Nations' fitness for purpose in carrying out its goals efficiently. First, there is a limit to which staff can be expected to deliver even more with less. Second, the resilience of the United Nations will depend on the welfare of its staff and their conditions of service. Third, effective consultation between staff unions and management is critical for the success of any proposals to improve the way we work.

With full regard for Staff Regulation 8.1 on Staff Relations, on 12 March 2025, staff representatives requested their equitable representation on the UN80 Task Force and its corresponding working groups. We express our concern directly to you since we were informed of your decision to not include staff representation on the Task Force.

Inclusion of recognized staff representative bodies in the Task Force is essential for ensuring that the outcomes reflect the needs and perspectives of those who will be directly affected. The absence of staff representation not only undermines the inclusivity of the process but also risks overlooking critical considerations that could enhance the effectiveness and acceptance of the Task Force outcomes.

The Staff Unions and Associations take note that you will consult closely and regularly with all Member States on the progress made, seeking guidance on the way forward and presenting concrete decisions for discussion and decision-making when appropriate. We believe that Member States would anticipate the Secretary-General to engage and involve duly recognized staff representative bodies from the outset. Ultimately, the



United Nations will be in a stronger position when management and staff are united and fully aligned on reform proposals to present to Member States.

We, therefore, respectfully request the full inclusion of staff representative bodies within the UN80 Task Force.

Yours sincerely,

The Staff Unions and Associations of the United Nations Secretariat

ECA Staff Union  
ECLAC Staff Association  
ESCAP Staff Association  
ESCWA Staff Council  
UN Nairobi Staff Union & Outposted Offices  
UN Staff Union New York  
UNOG Staff Union  
UNOV/UNODC Staff Council  
UN Field Staff Union