



Coordinating Committee for
International Staff Unions and Associations

7 August 2024

Dear Secretary-General,

On behalf of the Coordinating Committee of International Staff Unions and Associations (CCISUA), this letter is to express our concern that nine UNRWA staff members will have their contracts terminated on the basis that according to the investigations conducted by the Office of Internal Oversight Services, the evidence “could” indicate that they “may have” been involved in the terrible attacks of 7 October 2023.

We understand from the statement of your spokesperson that it was impossible for OIOS to conduct interviews or take statements from the staff members concerned or corroborating witnesses. In addition, your spokesperson indicated that OIOS was “not able to independently authenticate most of the information provided to it”. This means that even the most basic requirements of due process have not been met.

As staff representatives, we have a duty to ensure that disciplinary processes are conducted and implemented fairly. We note that the threshold to be met is whether it is reasonable to believe that a staff member has committed misconduct, not whether they “may have” done so, if the evidence were to be verified and authenticated.

Despite all the external pressures it must have faced, the Organization must fulfil its duty of care towards its staff and not take such detrimental measures against staff members who were already living in unimaginably difficult circumstances, unless substantiated with authentic and verifiable evidence and following a transparent due process.

Given the constant attacks on UNRWA, the organization should also not expose this Agency to unnecessary reputational damage, through a perception that it hasn’t followed the correct legal process.

We trust that the staff members vindicated in the investigation, and finally cleared, will be duly compensated and that those whose contract have been terminated without due process will have the opportunity to challenge this decision, as per applicable internal legal framework.

We also hope that under no circumstances, decisions will be taken again to separate staff members in the absence of duly proven misconduct.

Yours sincerely,

Nathalie Meynet
CCISUA President