



Letter on behalf of the Staff Federations: CCISUA and FICSA

21 March 2025

Dear Secretary-General,

As we are attending the 99th session of the ICSC, the Staff Federations have listened to the intervention of the Chef de Cabinet, on your behalf, with great interest.

The challenging times we are going through collectively will indeed not only affect the organization's ability to retain and attract the best talent, but also - as you highlighted - the wellbeing of colleagues currently working for the UN and all its entities. We are particularly concerned about the security of our colleagues in some high-risk field locations in the context of reduction of funds allocated to UNDSS.

As we discuss how the organizations can remain competitive and relevant, we see an urgent need for the Staff Federations to be fully included in the ongoing consultations, so that staff perspectives are included in the decision-making process that will shape the future of the UN. Transparency in these processes is essential to build trust and foster a sense of shared responsibility among staff.

Moreover, with our full participation, we will aim at preserving the wellbeing of staff, and their morale throughout this difficult period where thousands of our colleagues are being separated. The interest of staff, whether part of the Secretariat, specialized agencies, funds and programmes and other field-based agencies need to be meaningfully represented in these discussions.

We acknowledge that all entities are included under the umbrella of the HLCM, that takes decisions on management reforms and increased efficiency across the United Nations system. As the HLCM is meeting soon with an agenda to look into shared services and consolidation of operational structures, and to address emerging risks regarding staff wellbeing, health and safety, the undersigning Staff Federations will reiterate this message to the Chair and ask to be included in related working groups.

In the spirit of constructive collaboration, we sincerely count on your support to ensure our full involvement in facing together these unprecedented challenges.

We thank you for your consideration.

Respectfully,

A handwritten signature in blue ink, appearing to read 'Meynet'.

Ms Nathalie Meynet
CCISUA President

A handwritten signature in blue ink, appearing to read 'Wadzanai Garwe'.

Ms Wadzanai Garwe
FICSA President

Mr. António Guterres
Secretary General
Chair, Chief Executives Board (CEB)
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