



United Nations
Economic Commission for Africa
Nations Unies
Commission économique pour l'Afrique

STAFF UNION



SYNDICAT DU PERSONNEL

Future of Work at the UN

Dear Colleagues,

Click here for the survey.

<https://www.surveymonkey.com/r/BPWPZGQ>

[Click here](#) for the survey.

As you may be aware, UN management chiefs are proposing plans that, if implemented, will fundamentally change long-established standards of employment, including contract security, and replace them with a model that is perceived as being more in line with the practices of the uberized 'gig' economy, characterized by precarious working relationships.

Instead of acknowledging the importance of stable, secure employment contracts to staff during these difficult times, the proposal recommends a drive towards '**a more agile model contractual modality**', a move that we believe is designed to move staff to short, limited duration contracts. It could require staff to be rehired for each new contract and limit access to the pension fund. One crucial section of their report speaks of a new model contract supporting "**a more agile organisation that can rapidly adapt to changing needs and opportunities and scale up and down as needed**".

The rationale for the plans is that the UN needs to have greater agility and responsiveness in dealing with challenges and world events and deliver in the context of funding constraints and a downturn in the global economy. We as staff unions, along with CCISUA (our federation) recognise this situation, but are disappointed to see the solutions proposed by the organizations, which singularly fail to appreciate the critical importance of the established conditions of employment that lie at the heart of the relationship between staff and employer, expressed through a work contract. CCISUA has adopted a resolution in that sense.

In order to guide our discussions with management and all relevant counterparts, we ask you to please give us your views on the matter by answering this survey by **Friday 5 February**.

Best regards,

Mahamadou Nassirou Ba, President
ECA Staff Union

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