



Date: 12 November 2020

Dear Colleagues,

The Staff Union is a statutory body recognized by UN staff rules, that is constituted to represent staff issues to the management at all levels.

As some of you might be aware, recently there has been a flow of letters and Information Circulars, including an anonymous one that opined a leadership crisis at ECA and a subsequent one written by about twenty staff expressing support to ECA management and leadership. It is the opinion of Staff Union that in both instances, there is a clear reflection of failure to follow proper and official communication channels. There are mechanisms put in place by the UN Secretariat to bridge the gap between staff and management for purposes of yielding a harmonious and productive work environment.

Through this statement, we wish to categorically state that we are not setting a precedent. The Staff Union does not subscribe to or encourage anonymous grievances addressed to all and sundry, neither does it endorse responses of some staff members who wish to respond to anonymous letters. Staff Union remains the voice of staff and we have openly channelled concerns of staff to the management of ECA, which is our mandate, and sought to address staff concerns in a collaborative and transparent way with the ECA leadership.

We are compelled to issue this statement to reassure all staff members that Staff Union as a statutory body does not respond to or dignify anonymous letters in any way. The staff Union encourages the most direct and transparent communications channels as spelt out in the staff guidelines, ECA communications guidelines and statutory SU documents (such as the Division of Administration's circular). Staff Union is equally concerned with the use of ECA Official Announcement platform by few staff members to address issues that came out of an anonymous letter.

With this in mind, management is encouraged to use and continue to guide all staff members to use appropriate and equally availed communication channels at all times and to promote accountability, transparency and respect for all. Staff members with grievances are also encouraged to approach HR, their Staff Union representatives or the Staff Union president who can discuss, support, and guide them on how to address their grievances through the appropriate channels.

The Staff Union will continue to work with management in order to address all staff issues brought to its attention and to work to create a cordial and healthy working environment based on mutual respect and trust.

Quoting the SG Antonio Guterres, "When people fight each other in the middle of a pandemic, the only winner is the virus". We have many burning issues to address as the UN, not unanimous letters

Please stay safe

Mahamadou Nassirou Ba, President
Staff Union