



United Nations  
Economic Commission for Africa

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Commission économique pour l'Afrique

STAFF UNION



SYNDICAT DU PERSONNEL

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## **Call on Secretary-General Guterres for equal career opportunities for UN staff in the Secretariat**

In 2018 the New York Staff Union, ESCWA Staff Council (SC) and the Field Staff Union launched an extensive campaign to obtain the abolishment of the G to P ceiling. Our efforts were not in vain as, for the very first time, the ACABQ recommended that the Secretary-General develop a proposal for a pilot program regarding this matter (A/73/497). Unfortunately, the General Assembly ran out of time to discuss this subject in 2018 and deferred the matter to the 74<sup>th</sup> session of the General Assembly. Now it appears that it will be deferred again, either to the resumed session in early 2020 or to the 75<sup>th</sup> session in late 2020.

The Staff-Management Committee (SMC), where all Staff Unions under the Secretariat are represented, has also been working hard the past years to provide compelling reasons – positive effects on gender parity, equitable geographical representation, ensuring the highest standards of efficiency, competency and integrity, amongst others– for the discontinuation of what we feel to be a clear discriminatory practice against colleagues serving in the General Service (GS) and related categories or as Field Service Staff (FS).

Given the importance of the matter in promoting a flexible, dynamic and motivated UN workforce, we call on the Secretary-General to consider both the recommendations of the ACABQ as well as the report and recommendations of the Working Group of the Staff Management Committee (co-chaired by ESCWA SC and OHR), to promptly establish, under his direct authority, an internal programme targeted at improving the career opportunities of the GS and related categories as well as those of the FS staff across the Secretariat.

Link to sign the petition is here: <https://www.change.org/p/un-secretariat-staff-removal-of-the-g-to-p-barrier-for-un-staff-in-the-secretariat>