



Global Town hall on the temporary suspension of hiring for regular budget operations and the current liquidity crisis

Dear Colleagues,

We hope this message finds you safe and well in this difficult period. As you probably know, a global town hall took place 21 April 2020 regarding the liquidity crisis and the resulting hiring freeze. A recording of the meeting will soon be made available by management.

For those of you who couldn't attend, below is a summary of the main issues that were raised: -

1. Regarding the liquidity crisis: -

Following the recent receipt of two large assessed contributions, the available amount of cash should be sufficient to cover the payments of salaries and entitlements until August, possibly even September but with careful management and the implementation of a hiring freeze. This freeze will not be lifted until there is greater financial certainty. It was stated that this crisis is not a budgetary situation but one of liquidity and therefore at present, there is no intention to use this liquidity crisis to initiate any downsizing exercise.

2. Regarding the freeze: -

- The freeze covers regular budget vacancies at all levels, including temporary job openings and YPP positions. Extra-budgetary and peacekeeping are not affected.
- The freeze does not affect the extension of fixed-term nor temporary appointments, unless they were already set to end for reasons of budget or change of mandate. For temporary positions, a case-by-case approach needs to be followed by heads of entities.
- The freeze does not apply to the recruitment of interns nor consultants, provided resources are available for the latter but prudence is suggested.

- There is no restriction on advertising vacancies nor continuing with selection processes but the actual selection will be blocked within Inspira.
- Lateral moves, even within departments, will be suspended unless they do not involve filling a regular budget post.
- The freeze does not cover the exercise of granting continuing appointments.
- No exception will be granted to the freeze, with the possible exception of positions related to fighting COVID-19.

We are aware that the above summary does not answer all your questions and concerns, but we have understood that guidelines will soon be distributed to Executive offices regarding the implementation of the freeze and we will keep you posted once we have more information.

We will closely monitor the situation and see what possible adjustments can be made in order to limit its impact on your welfare and career prospects, which we recognize, are currently put on hold.

Best regards,

ECA Staff Union