



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

STAFF UNION



SYNDICAT DU PERSONNEL

Date: 18 July 2023

Dear Colleagues,

You may be aware that the Security Council resolved to terminate MINUSMA's mandate under resolution 2640 (2022), as of 30 June 2023. Additionally, it requested MINUSMA to immediately start on 1 July 2023 the cessation of its operations, transfer of its tasks, as well as the orderly and safe drawdown and withdrawal of its personnel, with the objective of completing this process by 31 December 2023. It further decided to begin the liquidation on 1 January 2024.

In the memorandum, dated 7 July 2023, Mr. Atul Khare, USG-DOS and Ms. Catherine Pollard, USG-DMSPC, informed all Heads of Entity that in view of the unexpected and sudden cessation of operations in MINUSMA, Entities should prepare for implementation of the provisions of the recently promulgated policy on downsizing or restructuring resulting in termination of appointments ([ST/AI/2023/1](#)). We would also like to reiterate some of the key points from the USGs memo, including the following: -

- (a) Heads of Entity are to ensure that the procedure for consideration and selection outlined in the administrative instruction on downsizing is strictly followed. More specifically, this implies that any downsized candidates flagged for priority consideration in Inspira who apply for available positions **must be reviewed on a priority and non-competitive basis before any other applicant, and if suitable they must be selected in accordance with the criteria stated in [ST/AI/2023/1](#)**. Heads of Entity are also reminded that failure to proceed with the selection as stated in the administrative instruction is likely to result in litigation, and that any compensation that the Tribunals award as a result of lack of compliance with the procedure for consideration and selection for positions outside the downsizing entity, will have to be borne by the Entity who makes the decision that leads to litigation, and results in the payment of damages and/or compensation.
- (b) Heads of Entity are also reminded that when the selection of a downsized male candidate is made by an entity which is below parity, this selection will not have to be sent to the Executive Office of the Secretary-General for review under the provisions of [ST/AI/2020/5](#) on *Temporary Special Measures for the Achievement of Gender Parity*. Furthermore, when entities select downsized candidates, and the selection negatively impacts their geography or gender targets in their compact, this will not be viewed negatively; and on the contrary, selection from

downsized candidates, regardless of their gender or nationality, will be taken into consideration when assessing their compact for the applicable year.

- (c)** That Heads of Entity consider favorably applications from all staff members who are affected by downsizing or restructuring leading to either separation or termination, regardless of whether they are flagged for priority consideration in Inspira.

- (d)** In order to increase the chances of selection for all affected MINUSMA staff, and to limit the financial cost that the closure of the Mission will have on the Organization's finances, a special measure has also been decided to extend the posting period for all job openings (JOs) and temporary job openings (TJOs) that are currently closing between 10 July to 9 August 2023 by 30 and 15 additional days,

Respectively.

Mahamadou Nassirou Ba, President
ECA Staff Union