



FUNSA PRESIDENT SPEECH

(M. Nassirou Ba)

Townhall with SG: Tuesday February 15, 2022

Good Morning, Good Afternoon Colleagues around the world

Thank you, USG Catherine Pollard.

Good Morning Mr. Secretary General. Good to see you Sir

I have 3 points:

(1)Delegation of Authority, **(2)** Reclassification of Addis Ababa and some other duty station in Ethiopia , and **(3)** Extension of the Carry over leave time up to end of 2022

1) Delegation of Authority: Sir, first of all, we appreciate what you have done by decentralizing Power. Delegation of Power is a great tool for leadership, no doubt about it and we appreciate it. A lot of good deeds have been done and are being done with Delegation of Authority, . But our concern remains: transparency, accountability, responsibility and compliance with standards that reduce biases and discrimination in many areas such staff selection where only gender parity is observed and geographical representation and regional diversity disregarded; staff contract management, staff mobility/lateral transfer, etc. for instance messing with staff contracts, transferring staff without good reasons and without their consent, borderlines harassment and abuse of authority. With decentralization of Power, comes, responsibility and accountability. What

we want is, that your office closely monitor those who have been given that delegation of Authority, namely the “Heads of Entities”. Most of the time UN rules get even disregarded because of “Delegation of authority” applied narrowly and most of time without commensurate accountability. We really want to call on your office to take a close look at that across entities.

2) Reclassification of Addis Ababa and several other duty stations in Ethiopia: I would like to bring to your attention and seek your support for our request to **reclassify Addis Ababa from B to C duty station and further downgrade many other duty stations in Ethiopia** . Sir I will bother you with the list of all our duty stations but would rather like to call your attention on this issue. ISCS has a routine check and a checklist . For us it has become like a multiple choice exam question which one never surely knows if you checked the right answer and we have been telling them that Ethiopia is different and needs to be looked at very closely with sharper lenses We have been raising this issue with ICSC over and over and the bureaucracy and the almost-*impossible -to -reach-conditions* makes it difficult to make progress while all indicators point to the re-classification . We are calling upon your office so that we can get an early classification review.

3) Request for Extension for Carry over accrued leave time

We completely appreciate what OHR has done for staff at large during the pandemic. We recognize the accommodation and the flexibility made, but we are asking for one more stretch, that is to extend the carryover leave up to September 2022. The reason being that, although conditions and situations differ from duty stations, we all agree on this, that the deadline

of the accrued carry over leave should be extended to September 2022 so that majority of staff won't lose their precious leave days.

As you know, during the last several months of 2021, Ethiopia has declared the state of emergency. While we were still in State of Emergency and because of the war going on in the country, family restrictions were put in place and families have been requested to leave the country. This lasted almost 2 months. During that time, many of our national and expatriate staff were requested as essential and critical staff to work non-stop to deal with the emergency situation: DoA, HR, Travel Unit, ITSS, etc. As such, many of them were not able to take their annual leaves.

We call your attention to this specific Ethiopia context and kindly request a special consideration to pace the annual leave for about 6 months beyond the normal cutoff date to allow us to carry the work without any disturbance and to let our staff take their leave and not to lose those precious leave days.

I thank you for your attention