



Dear colleagues,

We would like to update you on the latest developments regarding UN80 initiative.

The Staff-Management Committee (SMC) met at the headquarters of the UN Mission in Kosovo last week. SMC is the global body for consultations between management and staff unions.

First, despite its repeated assertions to the General Assembly and staff, management at the SMC did not present detailed UN80 proposals (including the 20 per cent budget cuts, which apply to regular budget (RB) and peacekeeping posts) to the unions and would not consult thoroughly on UN80 until GA approves. The only exception to this was a circular and incomplete discussion on potential mitigating measures to assist staff affected by cuts or relocations, once a final decision is made by the General Assembly on the 2026 budget at the end of this year.

Given this, staff unions have had to engage informally with member states directly (see further down).

On the mitigating measures, these remain subject to final approval, but are broadly the following:

- In July/August, the agreed termination packages will be offered to staff who will be over 55 by the end of the year.
- No staff need to relocate before 30 June 2026 and there may be remote onboarding and up to 3 months of telecommuting from the original duty stations if possible.
- If the approved 2026 budget has more staff than posts for a particular entity, this entity would need to activate the [downsizing policy](#) and set up Staff-Management Groups to carry out a comparative review and determine an order of retention of staff. This would take place from January to February 2026. There will also be measures to ensure that RB fixed-term contracts expiring before then are renewed.
- Staff who are separated may have the option of being put on special leave without pay (SLWOP) for a period to be determined.

- There will also be flagging in Inspira to prioritize selection of staff in retention group 1 of the comparative review if new positions later become available. Subject to agreement by the Secretary-General, this flagging period will be extended beyond what is set out in the downsizing policy as an exceptional measure.
- If posts are moved, including to a common administrative platform, staff would normally move with their posts. If staff don't want to move, other suitable staff may be able to volunteer.

In addition to the cuts to RB and peacekeeping posts (20%), the initial phase of UN80 will establish common administrative platforms (CAPs), first in Geneva and New York and then in other locations to be approved. Unions repeatedly asked for clarification on the CAPs as it is likely that administrative posts across the UN Secretariat will be reduced and appointments terminated, necessitating the activation of the downsizing policy. In particular, we asked for further explanation on how the order of retention for administrative posts across duty stations, entities and funding streams will be managed, but were unable to get clarity.

It is clear that the General Assembly's decision on the 2026 budget will be key. Therefore, staff unions have been informally engaging with member states. The [letter](#) sent by our staff union federation, CCISUA, highlighted the serious consequences of the UN80 initiative on delivery and questioned how UN80 will resolve the liquidity situation that triggered the initiative.

Many of these concerns were mentioned by member states during an [informal briefing](#) (you can watch it here) to the General Assembly last week. One member state has also circulated a [draft resolution](#) for member states to have greater oversight of the process. Many other member states are calling on owning the process instead of the Secretariat.

We will continue to keep you updated and fight to roll back this harmful and pointless reform. The Secretary-General should be saving the UN. We believe what is happening is the opposite.

Kind regards,
Your staff Union