

SG /GLOBAL TOWNHALL/ Feb 15th, 2023

ECA Staff Union President's Address

Thank you; Madame USG Pollard// Greetings Mr. Secretary General//. Greetings Colleagues and Happy New Year

We have the following topics to bring to the attention of the Secretary General

1) The Precarious Contracts at ECA: Locally Recruited ICs with Precarious Contracts:

Mr. Secretary General, I would like to talk about the Individual Contractors who are a good 30% of our workforce and with precarious contracts. These men and women, some with 20 to 25 years of service with the UN have no benefits, no health insurance, no pension whatsoever and they have to break the service every 9 months for 3 months and then come back again. The secretariat and ECA should fix this. This is the same as UNOPS contracts, which also constitute a reputational risk. ECA staff are there working for almost 20 years but they can get long service awards because in reality they are not ECA staff. Why are we doing these things. They should be fixed.. What can you do about this?

2) Geographical representation and Regional diversity

Key Performance Indicators (KPI): Geographical representation and Regional Diversity

Mr Secretary General, we are proud as Staff Union to report that ECA is the most diverse among all the Regional Commissions. We have staff from all the continents, all the regions, but the other economic commissions don't recruit Africans ? why? We go to the same good school . Where is the diversity. Why is that only ECA obey to the KPIs..why it is not reinforced in the other Commissions? It is time to see African in ESCAP, ECLAC, ECE, etc.. What can you do about this?

3) Application des langues de travail de l'ONU : Français et anglais

Multilinguisme : Le bilinguisme : Anglais / Français a été approuvé par l'Assemblée General depuis février 1946 ? Nous souhaitons insister à nouveau sur la nécessité du multi-linguisme. La problématique doit être prise au sérieux et appliquée à l'ONU en général et à la CEA en particulier. Nous avons le soutien de notre SE par intérim. Et comme nous sommes réunis ici à Londres pour le groupe de travail de la CFPI sur le cadre des Ressources Humaines, nous abordons cette question dans la révision du cadre des RH et cela contribuera à façonner l'ONU 2.0 et la CEA. Nous avons besoin de votre soutien.

4) Evacuation of the National Staff in the Security Context

Mr. Secretary General, I am of course speaking as President of ECA Staff Union, but I am also Vice President for Condition of Work of the Coordination Committee of International Staff Unions and Associations (CCISUA) and indeed we have been through security issues here in Ethiopia and our take and lessons learned are the following

We call upon UNDSS :

to revise its strategy to include "safety and security of national staff, including evacuation to outside the country (not just relocation inside the country) as national Staff constitute the main pillar of the

principle of *“How to stay?” as opposed to “When to leave?”*, as a tenet of UNDSS security management approach. Treating them differently in the face of emergency/insecurity borderlines discrimination among civil servants. We know this is probably the GA issues and there will be budget implications, but it needs to be revisited. Indeed, they are also civil servants

2) to give national staff the same rights of evacuation of dependents families as it is given to international staff, as crisis doesn't make a difference between national and international staff.

3) to work with Staff Representatives in those above mentioned unstable and unsecure locations, in its decision-making concerning staff safety and security. And to work on analysis tool not only to identify constraints to safety and security, but at the same time to measure staff well-being (mental and physical) to determine the most appropriate intervention that maximizes safety and security while minimizing impact on staff (physical and mental health).

This is the United Nations, and We count on you Sir for these demands to go through

Je vous remercie Monsieur le Secrétaire General