

Draft resolution on the proposed “Business Model” for the Organization, for adoption at the Staff Emergency General Meeting

The Staff at United Nations Headquarters, New York,

Noting that the Secretary-General’s budget guidelines for the 2014-2015 biennium contain proposals that will have a detrimental impact on certain United Nations Offices and result in the abolition of many Headquarters posts, thus directly affecting the livelihoods of many staff members;

Further noting that many staff serving in support functions will be affected by these proposals and that the transfer of posts from New York will not allow staff in the General Service and other related categories to be transferred, together with their functions, to another duty station;

Deeply concerned that staff members will bear the burden of the failure of certain administration officials (who are unaccountable for budget overruns, mismanagement and poor implementation of major projects (notably the enterprise resource management system (Umoja), the Capital Master Plan (CMP) and the talent management system (inspira))¹;

Further concerned that the situation of the Organization (notably marked by systemic lack of personal accountability and transparency, management failures, and disregard for the Staff Regulations and Rules at all levels) has worsened since the current Secretary-General took office;²

Dismayed that the “business model” proposed by the Secretary-General will, in particular:

1. Erode the international character of the United Nations and weaken the status of its international civil servant;
2. Result in further deterioration of staff working conditions and overall conditions of employment, further lower staff morale and motivation, and severely undermine the quality of programme delivery;
3. Disregard the provisions of General Assembly resolution 66/257 on accountability and change-management initiatives;

Gravely dismayed that, even though the Chef de Cabinet assured staff representatives, at the briefing of 27 November 2012, that the budgets were not yet finalized and that no final decisions had been made, the Organization is making plans to implement proposals through transitional measures;

¹ Umoja - report of the Board of Auditors (A/67/164); Report of ACABQ (A/67/565)

² A/RES/66/257; Staff Council RES 44/11; A/RES/64/259,

Hereby decide,

To express their solidarity with staff members who are currently being targeted by the Secretary-General's current budget and management initiatives within the framework of the new business model, understanding that, in the future, all staff may be at risk;

To reaffirm that all reform efforts and management initiatives must conform to best practices of accountability and transparency;

To assert, in that context, the right of United Nations staff to meaningful input on matters that involve their welfare and working conditions, and that management must conduct genuine and meaningful staff-management consultations and negotiations in an open and transparent manner;

Hereby further decide,

- a) To call on the Secretary-General and remind him that timely and necessary advance consultations with staff representatives are required before any proposals affecting staff are made; that all proposals must be fair to all categories of staff; and that the acquired rights of staff members must be respected;
- b) To call on the Secretary-General to instruct all Heads of Departments and Offices to immediately share with their respective staff representatives and the leadership of the United Nations Staff Union the draft budget submissions for the biennium 2014-2015 and any related documents that make proposals for the reorganization of those departments and offices, in accordance with ST/SGB/172 and ST/SGB/274;
- c) To call on the Secretary-General and his managers to explain in detail the proposals for the future of the Organization at a meeting of United Headquarters staff;
- d) To request the President of the United Nations Staff Union to bring this resolution to the attention of the Secretary-General, the President of the General Assembly, all Permanent Representatives in New York, the members of the Fifth Committee and the ACABQ, and all other staff unions and associations; and
- e) To reconvene this general meeting in one month to reassess the situation and assess the progress made in implementing this resolution, and to discuss our confidence in the Secretary-General and his senior management team.