

United Nations  Nations Unies

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REFERENCE:

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Dear Ms. O'Grady,

I thank you for your letter dated 2 September 2013 addressed to the Secretary-General. He has asked me to reply.

The Secretary-General is committed to engaging with staff to ensure their meaningful participation in resolving issues related to staff welfare and human resources policies.


At the same time, staff-management consultations in the United Nations need to be done within the legislative framework established by the United Nations General Assembly. I should note that the General Assembly establishes the conditions of service for United Nations staff through the UN Staff Regulations, and it has not included a right to collective bargaining in those conditions of service.

In this context, the Organization is required to implement the recent decision of the General Assembly in its resolution 67/255 that the Secretary-General's bulletin on Staff-Management Committee (ST/SGB/2011/6) be revised to bring it into line with the UN Staff Regulations that provide for consultation rather than negotiation.

Regarding the issues of health and safety of our staff, this is a top priority for us. Over the years, as dangers facing the United Nations have increased, we have worked tirelessly together with staff representatives to improve how we protect our staff. We agree with you that union representation is important, and indeed staff representatives continue to be active participants in the Inter-Agency Security Management Network, which is the main forum in the United Nations for addressing policies, procedures and any other matter related to staff security. We have recently reiterated to staff our willingness to meet with staff representatives any time to discuss issues related staff security.

The Secretary-General and his senior management team remain committed to continuous contact and communication with staff. We hope to re-establish a constructive dialogue with staff at the earliest opportunity, in line with the framework by which the Organization is bound. We look forward to your support in this process.

Yours sincerely,


Yukio Takasu
Under-Secretary-General
for Management

Ms. Frances O'Grady
General Secretary
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