



Field Staff Union Executive Office
Town Hall Meeting on Updates of UN80 Initiatives – 8th July 2025

1. Has the Organization disclosed to which lower cost locations are roles in New York and Geneva moving to?
 - The Management are in the preliminary stages of surveying existing duty stations regarding potential available space, which will need to be validated. There are several factors to consider before deciding on locations. The availability of space is only one factor among many. Since this process is ongoing it is not yet possible to offer concrete numbers of available spaces by duty stations.
 - [Ref. UN80-CAP-Memo_Nairobi.rA.pdf](#)
 - [EOSG-2025-02559 CdC Memo on Functional Review for Cost Reductions Efficiencies SIGNED.pdf](#)
2. Regarding Agreed Termination. Does it apply to Peacekeeping? When would the staff have to leave? End of 2025?
 - The termination of appointments of staff members are governed by the UN Staff Regulations and Rules, in particular Staff Regulation 9.3, Annex IV to the Staff Regulations, Staff Rules 9.6 and 13.2. Additionally, ST/AI/2023/1 on Downsizing or restructuring resulting in termination of appointments will apply.
[Ref. UN80 Staff support framework 17_06_2025.pdf_250619_224946.pdf](#)
[HRSD Process Guide - Agreed Termination v.4 - July 2022.pdf](#)
[ST.SGB_2018.1 - Staff regs and rules of the UN_62.docx](#)
3. When will we be contacted for agreed termination? Does this also apply for the staff at the age of 60? Please advise
 - An early separation programme Secretariat-wide will be launched in July/August 2025 for staff members encumbering posts funded from the regular budget and the peacekeeping support account budget.
 - In addition, subject to the approval of ASG/OHR and ASG/Controller, heads of entity may also initiate early separation programmes for staff members encumbering posts funded from extra-budgetary resources. The termination indemnities provided under these early separation programmes will not include payment of any additional termination indemnity beyond the applicable amounts provided in Annex III of the Staff Regulations and will be available only to specific groups of staff aged 55 and above.
4. What about staff on a fixed term contract which constitutes the majority of the work force, is agreed termination going to apply for them??
 - [Refer to the response to items 2 & 3 above.](#)
5. Could you please provide more details about the enhanced termination package that will be offered to staff who voluntarily choose to leave, in support of the planned 20% staff reduction in the proposed 2026 budget?
 - The termination indemnities provided under these early separation programmes will not include payment of any additional termination indemnity beyond the applicable amounts provided in Annex III of the Staff Regulations.
 - The 20% reduction target applies specifically to entities financed from the regular budget. However, savings from relocations or consolidations funded by assessed sources will be factored into the overall assessment where appropriate. Reductions should not disproportionately fall on one funding stream or cost category. The goal is to achieve a meaningful reduction across all funding sources where feasible.



6. For agreed terminations, if there is no financial enhancement, will the persons over 55 be paid their full retirement entitlement?
[Ref. HRSD Process Guide - Agreed Termination v.4 - July 2022.pdf](#)
[ST.SGB .2018.1 - Staff regs and rules of the UN 62.docx](#)
7. When will they inform offices and missions that they can offer agreed termination to staff 55 years and older?
 - [Refer to the response to item 3 above.](#)
8. Can it be proposed to the Management that the AT calculation-vis-a-vs acceptance/rejection and the package details of financing be captured in INSPIRA like it is done for the Continuing Appointment or within UMOJA to preserve transparency and fairness across the board in procedures and benefits.
 - [The Management will be informed to take note.](#)
9. As things stand, the termination package is being offered only to staff who will be 55 or older by the end of the year. That's an unnecessarily narrow approach. A fairer and more effective path would be to make the offer available to any staff member who wishes to leave voluntarily—regardless of age or personal circumstances. Imposing an age threshold on voluntary separation is not only arbitrary but also inherently discriminatory and could easily be challenged. It would also make sense to extend the offer across all entities and lift the age threshold. Some offices may not be facing cuts but are struggling with high vacancy rates or other structural pressures. Giving them access to the package could ease internal tensions and reduce the need for forced separations elsewhere.
 - [An early separation programme will be launched between July and August 2025 to elicit expressions of interest from staff members who may be willing to separate from the Organization and potentially avoid or minimize terminations of appointments for abolition of posts.](#)
 - [Staff bodies proposed extending the call for early separation to staff under 55 years of age, while the management confirmed that this will not be part of the initial eligibility criteria for the early separation programme envisaged. The programme will be open to staff who will reach 55 by 31 December 2025.](#)
 - [Staff bodies further requested the management to allow those with 20 years of service to apply for agreed termination. The management emphasized that this will not be part of the initial eligibility criteria for the early separation programme, however XB-funded entities may consider expanding the criteria should funding allow following separations of the 55+ group – in consultation with DMSPC and DOS.](#)
10. What is going to happen with staff over 55 and on a fixed term contract? Will compensation packages be offered or just contract not to be extended?
 - [Refer to the response to item 2 above.](#)
11. What about staff on fixed term contracts which constitute the majority of the workforce, is agreed termination going to apply for them?
 - [Refer to the response to item 2 above.](#)
12. "The UN80 Initiative is a system-wide push to streamline operations, sharpen impact, and reaffirm the UN's relevance for a rapidly changing world", which is great, and everyone understands that we need to cut costs. But it seems that that the efficiencies will be borne by the most vulnerable in the organisation and in the field missions where conditions are hardest. In the words of the Controller on 18 June's Global Townhall on the financial situation of the UN: 'While there are 7,000 staff in NY and 5,000 in Geneva (the next biggest duty station is 2,000) and the infrastructure and service costs of those cities are amongst the highest in the world, there would be serious human consequences, relocation costs, continuity issues, and lack of MS agreement on where



to relocate', as if field staff don't face these challenges. How about we move our HQs to cheaper countries, or even cheaper places in the US, Italy and Switzerland? I want to see some leadership by example and cost efficiencies (including relocations, downsizing or reductions in privileges and entitlements) starting with the most senior, not the most junior.

- The objective of the Working Group of the UN80 Task Force is to develop proposals to streamline administrative functions, reduce redundancies, and generate cost reductions and savings by improving business practices. The Working Group is exploring options such as the consolidation of administrative services and functions (e.g., payroll, accounts payable, human resources services), relocation of functions from high-cost (New York and Geneva) to existing, Secretariat lower-cost duty stations; improving of ICT services, and the development of common administrative platforms in locations where more than one Secretariat entity is based. The Working Group is also looking at process improvements.
 - While the Working Group's immediate focus is on management and operational areas, the rest of the Secretariat will be expected to contribute towards the efficiency agenda. Secretariat entities in New York and Geneva were asked to undertake a functional review to determine if functions could be abolished, consolidated or relocated to lower-cost duty stations. The first set of proposals will be submitted to the General Assembly in the fall of 2025 as part of the revised estimates for the proposed programme budget for 2026.
 - In addition to the work being done through the Working Group, the High-Level Committee on Management is focusing on efficiencies in the administrative services being delivered by different entities in the United Nations system.
13. Can Staff affected by downsizing raise a Management Evaluation Case? And if this does not work in their favor, file at the UN Administrative Tribunal?
- Yes. Internal Justice Framework exists and when the Organization is found at fault, the Tribunals have awarded significant financial compensation over and above the normal termination indemnity due to staff members under the Staff Regulations and Rules.
 - Accountability resulting from compensation awarded by Tribunals in connection with ST/AI/2023/1 on Downsizing or restructuring resulting in termination of appointments, Ref. [Memo from DMSPC on downsizing to HoEs 11 April 2023\[1\].pdf](#)
14. Considering that the Swiss government is willing to foot the bill in the tune of a quarter billion dollars to maintain staff in Geneva, does that mean that Geneva will no longer be adversely affected by the UN80 Initiative's movement of roles to less expensive locations?
- Not within our knowledge at the moment.
15. The current plan for post reductions—including the potential downgrading of posts—is being delegated to individual entities to manage. But doesn't that raise a clear conflict of interest? It also creates room for senior leadership to selectively target individuals under the banner of the UN80 reform—something that, unfortunately, has occurred in similar contexts in the past. When decisions carry such significant consequences for people's careers and livelihoods, they should not be left to internal discretion. A process of this magnitude should have been centrally led by UNHQ or, at the very least, overseen by an independent body to ensure consistency, fairness, and accountability across the system. The ongoing scramble to absorb functions moving out of high-cost duty stations speaks volumes. It is a clear example of how conflicts of interest are already playing out—and if left unchecked, it risks triggering a GSDM-style deadlock over location decisions.



- [Ref. Guidance - revised estimate PPB 2026.pdf](#)

16. Could you please clarify if temporary assignments would be terminated in affected entities?

[According to downsizing policy mitigating measures \(Section 3\)](#)

The SMG may recommend, and the head of entity may apply the following mitigation measures as applicable:

- Non-renewal of temporary appointments not essential to core functions (Section 3.2(a)).
- Non-renewal of fixed-term appointments with service limitations, where applicable (Section 3.2(b)).
- Apply mitigation measures at the broadest appropriate scope, ideally across the entire entity (Section 3.3).
- Avoid termination where mitigation measures suffice (Section 3.5).
- [Ref. ST.AI.2023.1.pdf](#)

Understanding the complexity of the current context, has there been any discussion on mobility? (not referring to the relocation of posts)

- As per the USG, DMSPC communication to all Heads of Entities, indicated that due to the significant financial constraints facing the Secretariat, the implementation of the second global mobility exercise for 2024/2025 had to be put on hold.

17. If there is a recruitment freeze across the organization, how can we explain positions currently being advertised on Inspira?

- As explained in the Secretary-General's letter, hiring restrictions will have to continue throughout the year. However, the Heads of Entities are no longer required to seek exceptions for hiring. Instead, they have to ensure that the actual expenditures for posts and other staff costs do not exceed the respective allotments. This is intended to give programme managers flexibility in managing vacancies to mitigate the negative impact of liquidity constraints on programme delivery and on personnel. However, this will require careful monitoring of expenses against projections for costs, especially due to changes in incumbency when staff are hired or leave their entity; the projections must also take into account changes in post adjustments or cost of living adjustments.
- [Ref. 2024_01_31_Controller Memo on 2024 RB and SPM liquidity \(002\) \(1\).pdf](#)

18. When will the staff management group be established?

- Management explained that while the downsizing policy should indeed be activated when an entity needs to terminate appointments, heads of entity can and should first make efforts to avoid the termination of appointments through mitigation measures. Only if those measures are insufficient should the downsizing policy be activated.

19. A clarification question on SLWOP. The decision to allow SLWOP in line with rule 5.1 does this include those who do not fulfil both criteria of Rule 5.3. (d)? "The Secretary-General may authorize special leave without pay for pension purposes to protect the pension benefits of staff who are within 2 years of reaching the applicable qualifying age for an early retirement benefit under article 29 of the Regulations of the United Nations Joint Staff Pension Fund and 25 years of contributory service, or who are over that age and within 2 years of 25 years of contributory service."

- [Ref. ST.SGB .2018.1 - Staff regs and rules of the UN 62.docx](#)

20. Can staff rotations on FWA be enforced as a cost reduction measure?

- As part of mitigation measures, Heads of Entities may consider requests from staff members for part-time work or job sharing, where feasible.



21. What are the determining criteria for dry cut vs CRP in downsizing? I am asking because a dry cut has been applied to Field Offices in UNAMA rather than CRP across the mission for posts proposed for downsizing in the extra 20% post cuts. Higher posts at P4 and P5 level have been maintained, while lower posts at FS4 level have been proposed for dry cuts.
- While reducing posts and GTA resources, the proportion of higher-level posts and GTA positions (i.e. at the P-5 and above level, including ASG) in the staffing of the entity should be reduced. Therefore, proposed abolitions should include higher-level posts and GTA positions as much as possible. Equally, it is important not to decrease the proportion of entry-level posts in the professional and higher category (i.e., P-1 and P-2 levels) and avoid such reductions as much as possible.
22. Can you elaborate on GS staff applying to NO and FS staff applying to P positions under the fixed term limited.
- While the FTA-limited is an option for entities to consider, it is not a requirement. The current contractual framework of continuing, fixed-term and temporary appointments does not change.
 - OHR Policy Guideline provides information on the modality of fixed-term appointment limited (hereinafter "FTA-limited"), in accordance with section 2.2 (b) of ST/AI/2013/1 on Administration of fixed-term appointments, where the candidate is selected but not reviewed by a Secretariat review body.
- [ohr_pg_2024_3_ohr_policy_guidelines_on_fixed_term_limited_appointments_20_mar_2024_\(1\).pdf](#)
23. Why have management entities classified the revised proposed budget for 2026 as confidential and not shared it with the staff, especially considering its impact on staff members?
- The submitted proposals are not final and subject to reviews.
24. Why is the downgrading of posts left to Field Missions? In ours there was a sustainable proposal to downgrade high-level posts, but of course high-level leadership opposed it, and it was not considered for the proposal sent to the Controller...
- Downgrading of posts and positions may also be proposed to reduce the posts costs and the level of GTA resources for the entity, bearing in mind that such downgrading will require, and be contingent on, an accompanying reduction of functions as reflected in the relevant reclassification advice (which can be obtained after the budget proposals are finalized).
 - [Ref. Guidance - revised estimate PPB 2026.pdf](#)
25. Can you please advise the timeline for when the submission of proposals for relocation/consolidation of mandates, etc will be submitted to and discussed by the GA?
- A preliminary timeline:**
- 30 June 2025: Internal deadline to finalize proposals that would have to be included in the revised estimates
 - July–August 2025: Drafting of Revised Estimates
 - September 2025: Submission to the ACABQ
 - October–December 2025: Fifth Committee review and decision
- Changes to the substantive programme plans will be included in the programme budget for 2027, to allow for review by the Committee for Programme and Coordination (CPC) in 2026.



- Changes affecting the peacekeeping budgets and support structures will be made in the context of the 2026/27 budgets. Proposals relating to the support account are likely to be included along with the revised estimates for consideration by the General Assembly in the fall of 2025. **The timeline will be updated as needed.**
- Mandate realignments requiring the prior approval of an intergovernmental body or executive board will be submitted to those bodies as appropriate.

Ref. Frequently Asked Questions rA.pdf

26. Why does UNIFIL, ONCE AGAIN, receive special treatment (this time with MONUSCO) to advance with the offer of agreed termination to its staff?
 - The Management will be informed to take note.
27. Can you clarify whether the 25% contingency planning and cuts are on costs or on staff?
 - Each Secretariat entity is expected to identify a 15% to 20% reduction in their overall regular budget resources for 2026, including a 20% reduction in the number of posts and a reduction of 20% of GTA resources, based on the programme budget proposal already submitted. This includes both post and non-post resources. The overall 15% to 20% reduction is not measured in headcount, but in financial terms, meaning that the cost of posts (not the number of posts) is the primary reference.
28. Is the downsizing, which is going on in the Missions, is just a contingent plan in case the member states do not pay?
 - The policy on downsizing or restructuring resulting in termination of appointments (ST/AI/2023/1) may be implemented subject to the decisions of the General Assembly on the proposed redeployments and abolitions of posts, if such decisions result in the termination of appointments of staff members.
29. With the UN80 initiative underway, some missions are also undergoing civilian staffing review. With the "expectation/assumption" that posts may be cut from the UN80 initiative, why not delay/cancel the CSR until there is clarity from what the UN80 will entail?
 - The Civilian Staffing Review (CSR), as mandated by the United Nations General Assembly in its resolutions 66/264 (5 July 2012) and 76/274 (7 July 2022), requires peacekeeping missions to conduct comprehensive civilian staffing reviews with the participation of United Nations Headquarters, at least every four years.
 - The objective of the CSR is to ensure that staffing structures are efficient, agile, and aligned with the evolving needs of the Mission to enhance the effectiveness of the workforce planning, strengthen oversight and accountability, and support continuous adaptation and optimization of our organizational structures.
 - While the Missions are cognizant of ongoing reform initiatives within the Secretariat, including the UN80 initiative, staff will be duly informed of any new development approved by Member States that would affect the Mission's staffing.
30. How much effort has been put into looking at the UN procurement and retention policies, usage of UNOE. Increase lifetime of items, stop needless purchases etc.?
 - Savings in post costs can be redeployed to non-post budgets provided the overall targets are met, that is, 20% reduction in posts and 15%-20% reduction in the overall budget. Redeployment of resources among non-post objects of expenditure (other than GTA) is also permissible (e.g., an increase in general operating expenses, equipment, licenses, etc., may be compensated by a decrease in official business travel resources).



31. Will the downsizing policy be applied location wide (i.e., UNOG), or across all locations of the secretariat?
- The present administrative instruction shall apply only to those downsizing or restructuring exercises that may lead to terminations resulting from the abolition of posts or the reduction of staff. Ref. [ST/AI.2023.1.pdf](#); [policy guideline downsizing.pdf](#); [policy guideline downsizing.pdf](#)
32. It would be unacceptable to see cut in staff positions while operational costs for unnecessary services are kept in the interest of a few. How can a mission ensure this will not happen?
- Ref. [Guidance - revised estimate PPB 2026.pdf](#)
33. The Delegation of Authority needs to go away to stop waste and abuse!!!
- Performance monitoring and key performance indicators (KPIs), such as the performance indicator on recruitment timelines, geographical diversity and HR exceptions mechanism are in place. The scrutiny from ACABQ and the Fifth Committee were underlined, as well as measures to increase monitoring and analysis in support of support offices. Additionally, efforts are underway on policy changes and process improvements, in response to GA requests for increased accountability related to the first and second lines of defense of the internal controls framework. It was also emphasized that authorities should be delegated appropriately, to ensure delegation to staff with the knowledge and skills required to assume the delegation.
34. When will the system allow for any kind of movement across Duty Stations again? I understand that a hiring freeze will likely persist through 2025, and staff cuts implemented in 2026. Does that realistically mean that we won't have any mobility across duty stations until 2027? Staff in Non-Family Duty Stations who are trying to find a Family Duty Station are essentially stuck where they are. the FSU come up with proposals to help personnel wanting to spend more time with their families until the dust settles?
- Staff members may wish to explore some of the proposed mitigation measures with your Heads of Entities including,
35. When is phase I starting?
- The UN80 plan on the website will be updated regularly.
36. When is the SMG supposed to be created in the missions? So far, it looks like Management is trying not to create SMG in order not to include the staff representatives in the process and avoid transparency.
- Should the General Assembly decide on the proposed abolition of posts at its main 80th session (end of December 2025) and should this downsizing or restructuring result in termination of appointments, the Organization's policy ST/AI/2023/1 (and OHR/PG/2023/1) will be activated as follows by heads of entity as applicable:

Creation of the Staff-Management Group (SMG)

Timing and communication

The HoE is obliged to establish the Staff-Management Group (SMG) promptly and without undue delay. This entails calling staff representatives for a meeting to inform them of the situation that has prompted the downsizing/restructuring that may lead to terminations, asking them to nominate representatives to serve on the SMG and nominating the management representatives. Each side will nominate their respective representatives to serve on the SMG. Elected staff representatives in the entity shall put forth their nominees. Should there be no local staff representative body established in the entity, staff should reach out to their respective staff union focal points to request help with the nomination of their representatives, which may



include representation from outside the duty station. Note that the administrative instruction does not prevent management or staff from nominating representatives from other entities. Both sides must put forth their nominations without undue delay.

In summary:

- Formally inform all affected staff and their representatives that ST/AI/2023/1 is applicable (Section 2.1).
- Establish a Staff-Management Group (SMG) with equal representation from management and staff, including HR specialists (Section 2.2).
- Ensure the SMG is provided with comprehensive data on affected posts, staff, available positions, and timelines (Section 2.4).

Apply downsizing policy mitigating measures (Section 3)

The SMG may recommend, and the head of entity may apply the following mitigation measures as applicable:

- Non-renewal of temporary appointments not essential to core functions (Section 3.2(a)).
 - Non-renewal of fixed-term appointments with service limitations, where applicable (Section 3.2(b)).
 - Apply mitigation measures at the broadest appropriate scope, ideally across the entire entity (Section 3.3).
 - Avoid termination where mitigation measures suffice (Section 3.5).
37. Efforts should be most importantly, transparent and fair; fairness coming into effect if ASGs, USGs, Directors and P5s are downsized first! That is not happening at all at the moment. No one is seeing the guidelines of the Controller Memo being followed.
- [Ref. Guidance - revised estimate PPB 2026.pdf](#)
 - [Controller Memo about managing PK liquidity 3 June 2025 - For Missions UNLB RSCE SA.pdf](#)
38. Is there a reason why UN80 is only currently targeting UNHQ and SPMs?
- [Ref. EOSG-2025-02559 CdC Memo on Functional Review for Cost Reductions Efficiencies SIGNED.pdf](#)
39. The 20% reduction in total mission staff was determined in advance by mission management and subsequently reflected in the revised 2026 budget proposal, without incorporating the recommendations of the Staff Management Group. Is this acceptable? What as mission FSU we can do?
- The Assistant Secretary-General/Controller issued a memorandum to all Heads of Entities funded from the regular budget, including special political missions, on 27 May 2025 providing detailed instructions on the preparation of the revised estimates relating to the proposed programme budget for 2026. Further, the Office of Programme Planning, Finance and Budgets (OPPFB) was to participate in discussions, if requested, by entities to facilitate the finalization of their proposals. Similar instructions were issued for other funding streams or budget cycles as appropriate.
 - [Ref. Guidance - revised estimate PPB 2026.pdf](#)
40. How can we expect Senior Managers sitting in high grade positions to cut their own posts? How are we going to ensure that cuts are equitably distributed? When Dag Hammarskjöld was SG, there were only approximately 30 ASG and USG positions. Now there are 200. How many D1, D2, and P5 positions do we have now compared to 10, 20 or 30 years ago?
- [Ref. Guidance - revised estimate PPB 2026.pdf](#)



41. How are TJOs extended for an additional 3 months, whereas FTAs extended for only 1 month. What is the rationale? Can this be challenged?
- As per the USG DMSPC Memorandum dated 2 June 2025 on Renewal of temporary and fixed-term appointments, all Heads of Secretariat Entities were informed of the decision of the Secretary-General on additional measures to manage the liquidity situation and to provide flexibility for any potential changes resulting from the UN80 Initiative, in the overall interests of the Organization. Renewal of temporary appointments beyond their current expiration date should be carefully reviewed. Fixed-term appointments may only be renewed for a maximum duration of up to one year, and any further renewals should be carefully reviewed. These measures are effective immediately and will remain in effect until further notice. These measures apply to all entities of the United Nations Secretariat, with respect to appointments funded from all funding sources.
42. The identification of positions and number of posts for the reduction of 20% staff equal to around 35,000 posts was done in two weeks. It is absolutely impossible to prepare a proposal of such a magnitude in any meaningful way within two weeks. Is the UNFSU in agreement with this rushed and flawed approach? If not what is the UNFSU doing about it?
- The preparation of the proposed revised programme budget for 2026 was focused on identifying the necessary structural adjustments, including a 20% reduction in posts and GTA positions, as part of the broader UN80 Initiative aimed at enhancing efficiency and cost-effectiveness.
 - The Controller's memorandum on the preparation of the revised budget estimates for 2026 was not an instruction to terminate appointments of staff members. Once the decisions of the General Assembly are known, and if such decisions involve downsizing and restructuring resulting in the termination of appointments, the Organization's policy (ST/AI/2023/1 on Downsizing or restructuring resulting in termination of appointments) will be activated.
 - Ref. [Guidance - revised estimate PPB 2026.pdf](#)
43. Delegation of authority has been abused huge times and will continue with the excuse of liquidity crisis and UN80. FSU should address this at higher level
- [Refer to the response to item 33 above.](#)
44. One of the areas that missions spend unwisely is the use of office supplies particularly paper but other items as well. For example every passenger requires a hard copy of MOP. If you multiply these by all the passengers plus those who canceled their flights you find thousands of paper used on a daily basis. Can you look into this considering that with the available technology one can be checked electronically at every point?
- [The Management will be informed to take note.](#)
45. if there are no moves how is " (c) The mobility incentive shall be discontinued upon five continuous years at the same duty station. In the exceptional case of staff members who remained at the same duty station for more than five years at the explicit request of the Organization or for compelling humanitarian reasons, the mobility incentive shall be payable for one additional year, but in no case for more than a total of six years." can be applied
- This falls under the purview of the International Civil Service Commission (ICSC) and the GA. An ongoing review of the compensation package for internationally recruited staff members was initiated in February 2024 and some of the reviews may impact staff members globally.
 - The Commission will make its recommendations to the General Assembly at its eighty-first session in the fall of 2026 for its consideration and decision.



46. Have YPP roster memberships been extended to align with the current recruitment freeze: So, no YPP placements as of now.
- The Young Professionals Programme (YPP) mobility framework will move on as planned as it is one of the SG and of course the GA resolution to ensure it kicks off. We know that YPP is a centralized examination, rostering and staff selection programme established via A/RES/65/247. YPP has a mandate to rejuvenate the workforce of the UN Secretariat and improve equitable geographical representation. Furthermore, it includes an opportunity for General Service and staff in related categories to be eligible for Professional level positions via the "G to P" application track within YPP. Staff who joined the Organization via YPP also benefit from a dedicated mobility programme – the Managed Reassignment Programme (MRP).
47. Could you please provide a details regarding any post reductions at the ASG and USG levels, if applicable? Also on D's level
- The Management will be informed to take note.
48. Is the Continuous contract process still continuing?
- There is no automatic right to a continuing appointment. Staff members must be reviewed in a continuing appointment review exercise and ranked among eligible staff members if there are a limited number of continuing appointments available for a particular exercise.
 - The maximum number of continuing appointments to be granted in an exercise is calculated prior to the launch of each exercise. The number of continuing appointments is determined based on the continuing needs of the Organization as proscribed by the General Assembly in GA Resolution 65/247 on Human Resources Management. The continuing needs of the Organization are calculated on the basis of established and temporary posts of a duration of more than five years as well as general temporary assistance in special political missions (except for national staff recruited for field missions or international or locally recruited staff recruited for service in the ICTR or ICTY). The level of the post envelopes shall be reviewed regularly by the General Assembly. <https://hr.un.org/keywords/continuing-appointment>
 - The number of continuing appointments granted each year, if any, depends on the level of the relevant post envelope. There are two global post envelopes; one for the Professional and higher categories and Field Service category; and one for the General Service and related categories, including but not limited to Trades and Crafts, Language Teachers and Security Service category. Staff members who are eligible for consideration for the granting of a continuing appointment are allocated points and ranked, according to the number of points accumulated. The ranking is done on a Secretariat-wide basis (not by individual Office, Department or Mission) and undertaken only when the cumulative number of staff members with a permanent or continuing appointment is not equal to or exceeding the established level of the relevant post envelope. Staff members who are awarded the same number of points are ranked on the basis of length of continuous service. Continuing appointments are granted to the top-ranking staff members subject to the availability of appointments within the relevant post envelope.
49. "If the objective of UN80 is to enhance efficiency and reduce administrative costs, how does the UN justify centralizing transactional functions—such as travel, education grant processing, and payroll—into CAPs located in New York and Geneva, among the most expensive duty stations globally, instead of relocating them to established service hubs like Entebbe and UNGSC in Brindisi, where the same functions could be delivered with estimated savings of 40% on international staff and up to 70% on national staff costs?"



- The UN80 working group is in the process of finalizing proposals related to the consolidation and relocation of functions to lower-cost locations. This work focuses on cost reduction and enhancing operational efficiency. Once finalized, the proposals will be submitted to the Secretary-General for approval prior to consideration by GA. Management clarified that only existing UN Secretariat locations with Regular Budget (RB) funding are being considered for relocation, and that the document refers exclusively to UN Secretariat entities. As an example, management described the working group proposal on common administrative platforms (CAPs), which would integrate and streamline some currently fragmented elements of service delivery, such as the potential consolidation of the CRB function, which is expected to result in more efficient reviews, greater diversity of membership, improved training of members and reporting. Additionally, management highlighted a proposal to consolidate background verification.
50. The controller encouraged cutting high-level positions first, then junior ones if needed. What if in the mission area an FS-6 position has been vacant for over a year. Management now wants to cut FS-5 and recruit FS-6 instead
- All Entities are expected to comply with the controller memo ref. [Guidance - revised estimate PPB 2026.pdf](#)
51. Does it make sense to apply a 20% staff reduction equally across all entities, regardless of their size—for example, treating UNMOGIP the same as DOS?
- Entities will be expected to explore mitigation measures maximize retention and minimize involuntary separations from the service of internationally and locally recruited staff members. All categories of posts and GTA positions are being reviewed. While no quota has been imposed by staff type, entities should examine all functions – civilian, seconded, international, and local – through the same efficiency and impact lens.
52. Is it allowed to recruit staff on TJO while their organization is reducing their staff on a another level of staff?
- Refer to the response to item 17 above.
53. What's the difference between the Liquidity Crisis of the Secretariat and the UN80 initiative (which is UN system-wide)?
- The Liquidity Crisis of the Secretariat refers to a financial strain specifically impacting the UN's administrative body, the Secretariat, due to changing payment patterns from member states which affects the financial operations and administrative functions of the UN Secretariat due to the delayed or incomplete contributions from member states, impacting the Secretariat's ability to meet its financial obligations and focusing in addressing the immediate financial shortfall and ensuring the Secretariat can continue its core functions.
 - The UN80 initiative, on the other hand, is a broader, system-wide reform effort aiming to modernize the entire UN structure and improve its effectiveness, partly in response to the financial pressures. Acknowledges the liquidity crisis as a symptom of broader issues, including coordination failures and the need for modernization. While focusing on improving the UN's efficiency, effectiveness, and relevance by addressing structural issues, streamlining processes, and potentially relocating some bodies to less costly locations.
54. We, the staff, are all that this Organisation has left, and all that it has left if it wants to hold on to any credibility at all. Yet what do we see? From mission to mission, conflicts of interest and the lack of any genuine ethical compass are spreading like a plague. Take the UN 80 requirement to reduce the proportion of P-5 and above posts: cuts that should hit the top, where they would make real difference. But instead, because it's the same



management defending their own posts, manipulating processes behind closed doors, it's the most vulnerable who pay the price. The ones who dare to speak up, the ones with grievances before, during, and after these decisions: they are the ones targeted and displaced. Fear has also spread. And while the big decisions on relocations were supposedly affecting HQs , on the ground, we see missions using these cuts to gut essential functions, move staff far from the communities we claim to serve, in a questionable review of functions that can be performed far from the people we serve, and weaken mandate delivery. Can ethical standards be established in relation to how these proposals are developed and how the UN 80 cuts are applied? Something prescriptive to avoid more conflicts of interest deciding people's fates in hidden rooms. Can we call for something concrete? build a transparent data platform, together with the Office of the Controller, to track these trends, monitor how due process is being bent or broken by some departments, entities, and missions. We need clear indicators, we need real oversight, and we need a standard that is kept for all.

- [The Management will be informed to take note.](#)

Additional resources are available on iSeek with responses regarding the UN80 initiatives in the FAQ section. Please keep in mind that the FAQs mentioned are not exhaustive and will be updated once the SG has signed off on the SMC Ad Hoc in Pristina report.

<https://iseek.un.org/un80initiative>

[Frequently asked questions - Efficiencies & improvements | iSeek](#)

[Frequently asked questions - General | iSeek](#)

[UN80 Initiative: Building a stronger, more effective United Nations | iSeek](#)

FSU Specific Questions:

1. When are the next UNFSU elections?
 - [The next FSU Executive elections will start soon and will be managed by the FSU Central Polling Officers. The present Executive will end its term during October 2025](#)
2. Based on the significance of the subject in discussion, should this townhall not have been longer than one hour? Many questions will not be answered unfortunately.
 - [For some issues there are still no answers, the FSU President will look into having another virtual FSU global town hall before the end of the present Executives mandate.](#)
3. Please organize another town hall on UN 80 and the Liquidity crisis. It is important to all of us!
 - [See the response above.](#)



4. I would like to thank FSU for having this informative session and I would appreciate regular ones (maybe monthly?), during this challenging time, so to allow the staff to follow-up closely the process and ask questions.
 - Staff should also be seeking information from their supervisors, mission management, and Head of Entity. Additional details about what UN80 hopes to achieve are available here. <https://news.un.org/en/story/2025/06/1164836>
5. Did Milan suggest that the exercise that we just completed for 20% cut is not for real and only for liquidity related contingency planning purposes?
 - The recently implemented 20% reduction exercise across all Peacekeeping and Special Political Missions (SPMs) is real. However, it was undertaken as a contingency measure to ensure that, in the event Member States do not fulfill their financial contributions, the Organization can continue to pay salaries and operate smoothly.
6. Is it possible to share Jacqueline's presentation with the participants?
 - [VP, Jackline Omondi, Field Staff Union Executive Office – Town Hall Meeting on UN80 Initiative Updates.pdf](#)
7. Can our Staff Unions finally merge? It makes no sense that UN Staff interests are not collectively bargained for. We are all UN STAFF and it makes no sense that HQ Union advocates only for HQ staff and Field Staff Union only for Field Staff. Arguably, that's why we are in this mess. HQ Union has been too protective of their personnel/posts. That's why we have no mobility, staff burn out in the field, HQ patronage networks that are impossible to penetrate, and a number of staff in NY and Geneva that seems disproportionate to numbers in the field, where the rubber meets the road.
 - As the President stated, each Union has different objectives. Considering the FSU is the only Union to represent exclusively international staff in field missions, our objectives are not always aligned with our sister Unions. It is also worth noting that only at the Federation Level can unions have access to the ICSC and other high level management consultative bodies. For UN80 there are many common issues facing all unions and for those we are united in our response to management while at the same time the President addresses issues that are specific to field missions. You can read about the Federation we belong to here: <https://uniserv-federation.com/>
8. Regarding "continuing" and "fixed term" contracts, there is some kind of discrimination here especially if the fixed term holder served more years (i.e more than 10 years) and was unlucky enough to be included in the category of "continuing contract" for reasons beyond control such as decrease in number of posts...etc.. Thanks!
 - There is no automatic right to a continuing appointment. Staff members must be reviewed in a continuing appointment review exercise and ranked among eligible staff members if there are a limited number of continuing appointments available for a particular exercise.
 - The maximum number of continuing appointments to be granted in an exercise is calculated prior to the launch of each exercise. The number of continuing appointments is determined based on the continuing needs of the Organization as proscribed by the General Assembly in GA Resolution 65/247 on Human Resources Management. The continuing needs of the Organization are calculated on the basis of established and temporary posts of a duration of more than five years as well as general temporary assistance in special political missions (except for national staff recruited for field missions or international or locally recruited staff recruited for service



in the ICTR or ICTY). The level of the post envelopes shall be reviewed regularly by the General Assembly. <https://hr.un.org/keywords/continuing-appointment>

- The number of continuing appointments granted each year, if any, depends on the level of the relevant post envelope. There are two global post envelopes; one for the Professional and higher categories and Field Service category; and one for the General Service and related categories, including but not limited to Trades and Crafts, Language Teachers and Security Service category. Staff members who are eligible for consideration for the granting of a continuing appointment are allocated points and ranked, according to the number of points accumulated. The ranking is done on a Secretariat-wide basis (not by individual Office, Department or Mission) and undertaken only when the cumulative number of staff members with a permanent or continuing appointment is not equal to or exceeding the established level of the relevant post envelope. Staff members who are awarded the same number of points are ranked on the basis of length of continuous service. Continuing appointments are granted to the top-ranking staff members subject to the availability of appointments within the relevant post envelope.
 - Fixed term appointments carry no expectation of renewal. We saw with the closure of MINUSMA, UNITAMS and UNITAD that FTAs were not renewed prior to the mission closure. We are seeing this already across many entities that FTAs are not being renewed, and the FSU and other Unions strongly opposed this at the SMC. Note that the organization only has an obligation to financially compensate, terminating staff holding continuing or permanent appointments via an agreed termination. With that said, if an FTA is terminated, staff should also be entitled to an Agreed Termination package. The key factor is the termination of a contract.
9. What is UNFSU and the Federation's strategy to monitor the UN 80 and ensure staff's involvement in the process?
- As the President mentioned, all the Unions and Federations have expressed dissatisfaction with how information is being related to staff. Despite the SGs assurances to member states, staff do not consider being informed is the same as being consulted. The CCISUA Federation and the SMC Staff Unions (including FSU) have sent letters to the President of the General Assembly asking for access to address this issue.
10. Almost monthly the SG nominates a new Special Envoy at the ASG or USG level, all of them get their own Front Office consisting of high-level Professionals, Admins etc. Those Envoys always overlap with Peacekeeping Missions, Regional Offices or the mandate of UN Agencies and Programmes. Why is no one speaking about these Special Envoys?
- UN80 is supposed to eliminate or reduce overlapping of functions. During SMC, staff did raise the question of why the SG had recently promoted a fellow countryman recently. The question was raised with USG Guy Ryder, but he declined to comment. You can read about this issue at the link below.

<https://passblue.com/2025/06/23/un-boss-promotes-fellow-countryman-amid-widespread-job-cuts/>



11. The Secretary General stated he consulted staff for UN80 in his deliberations with the Member States, did UNFSU contact Member States stating that we won't be part of the process or now that UNFSU participated in the SMC in Pristina, it is considered to be consulted?
- See question 9. and the following. Staff Unions, including the FSU President have asked since the beginning of the UN80 initiative to be involved. Management, and the SG himself have continually refused stating that UN80 is a management exercise. The CCISUA Federation and the SMC Staff Unions (including the FSU) have both written to the President of the General Assembly asking to address the lack of consultation. At SMC Pristina, Management advised staff that they considered writing to the President of the General Assembly as misconduct, staff strongly rejected this blatant attempt at intimidation of staff representatives in the performance of their functions defending staff.
12. Did the SG already sign the Kosovo SMC report? If affirmative, were all agreements reached during those meetings upheld?
- The Ad Hoc UN80 SMC in Pristina report is not yet endorsed by the SG. Staff strongly opposed the lack of "consultation" from management during the SMC and this has been recorded multiple times in the report.
13. Peacekeeping missions are not supposed to be permanent. We have to be realistic at the same time. FSU is not supposed to fight for jobs that are not available. The UN is coming to its standstill. Unfortunately, we are also the culprit of our diminishing future. I hope the UN survives for the future of humanity.
- While missions should endeavor to complete mandated activities, many DPO / DPPA missions have been around for decades. If staff are serving in the field, the FSU local Committees and Executive in Brindisi will do its best to represent them, defend their rights and hard-earned entitlements.
14. The identification of positions and number of posts for the reduction of 20% staff equal to around 35,000 posts was done in two weeks. It is absolutely impossible to prepare a proposal of such a magnitude in any meaningful way within two weeks. Is the UNFSU in agreement with this rushed and flawed approach? If not what is the UNFSU doing about it?
- All the unions have agreed that UN80 timelines are rushed. Unfortunately, all proposals are a management exercise, and staff through the various unions and Federations have continually been refused permission to be part of the process.
15. We genuinely appreciate your efforts. However, we feel that we did not receive support from the FSU when we requested assistance for the staff members who lost their savings in Lebanese banks.
- We understand the devastating impact the 2019 / 2020 banking collapse in Lebanon has had on staff, and we fully acknowledge your frustration. Please be assured that this matter was not ignored. The previous FSU Executive and the local FSU in Lebanon carried out exhaustive interventions with UN management. During this Executives term in 2024 the issue was raised with DMSPC and DOS multiple times unfortunately without resolution.



16. Jacky you just mentioned YPP. YPP roster memberships have been extended to align with the current recruitment freeze: so no YPP placement as of now.

- As I mentioned during my response, the Young Professionals Programme (YPP) mobility framework will move on as planned as it is one of the SG and of course the GA resolution to ensure it kicks off. We know that YPP is a centralized examination, rostering and staff selection programme established via A/RES/65/247. YPP has a mandate to rejuvenate the workforce of the UN Secretariat and improve equitable geographical representation. Furthermore, it includes an opportunity for General Service and staff in related categories to be eligible for Professional level positions via the "G to P" application track within YPP. Staff who joined the Organization via YPP also benefit from a dedicated mobility programme – the Managed Reassignment Programme (MRP).

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