**FLASH 4 – APPEAL FROM THE STAFF UNIONS OF THE UNITED NATIONS FOR SUPPORT**

Dear Members,

As  you may be aware, UN Member States are being asked to approve real cuts in pay and allowances of up to 10% for aid workers and the staff who support them.

 We have been asked by several people, including, in particular Marianne Ward, the President of the WFP Professional Staff Association, to bring to your attention a petition which you can find here: <http://bit.ly/1LlzWa1> .  The new proposals for UN staff’s pay and allowances made by the (ICSC) International Civil Service Commission’s Compensation Review will:

•             Cut pay and allowances for sections of the professional staff in hardship stations by up to 10 per cent.

•             Make it more difficult and expensive to see their families and visit home.

•             Undermine the UN’s ambition for a more diverse staff with more women  in diverse roles.

•             Damage the UN’s ability to move staff quickly to danger zones where they are needed to save lives.

•             Take most from single parents and parents with a working spouse.

•             Make pay discrimination against single parents, mainly women, worse than it is already. This will widen the pay and allowances gap between single parents and parents who are in couples with one income.

•             Delay progress on the pay scale for length of service and performance, so that for the lowest grades rising through the pay scale will take 19 years instead of 10.

•             Cut starting pay for some grades by more than 7 per cent.

 The UN Chief Executives Board has stated of these proposals:

“The largest savings (or cuts, depending on the perspective) will come from largely field-based Organizations such as UNHCR, WFP, UNICEF and alike.

Staff members in C – E duty stations [the most dangerous and challenging] will be more affected than others, as will be staff currently on dependency rate because of their first dependent child.”

You may wish to review the petition, and if you agree, sign in support of our colleagues still working in the field.

Regards

Alan Prien

President, FFOA