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Agenda item 115

PERSONNEL QUESTIONS

Views of the staff representatives of the United Nations Secretariat

• • • • • Note by the Secretary-General •

The Secretary-General transmits herewith for consideration by the Fifth Committee a document submitted by the staff unions and associations of the United Nations Secretariat. The present document has been submitted pursuant to the provisions of paragraph 2 (a) of resolution 35/213 of 17 December 1980, whereby the General Assembly reiterated its readiness "to receive and consider fully the views of the staff as set out by a single recognized representative of the staff of the United Nations Secretariat in a document submitted through the Secretary-General under the agenda item entitled 'Personnel questions'".

Annex

VIEWS OF THE STAFF REPRESENTATIVES OF THE
UNITED NATIONS SECRETARIAT

INTRODUCTION

1. It is ironic that at this time of increased activity for the United Nations and increased recognition of its vital role in world affairs, the morale of the Secretariat staff is at an all-time low.
2. In part this is due to the absence of a genuine system of staff development that extends equal opportunities to all regardless of gender, nationality, duty station or grade. A structured and coherent inter-organizational career development plan that provides a realistic system of rewards and incentives is essential to staff well-being.
3. Inevitably, staff morale has also been negatively affected by the absence of annual promotion reviews and registers in accordance with the relevant Staff Rules and Regulations. The vacancy management system now in effect is opaque and cumbersome and unfortunately often gives the impression that promotions are taking place in an ad hoc manner that facilitates discriminatory treatment.
4. Last year, we noted that restrictions on career progression and limited promotion prospects had created considerable resentment among staff of the General Service and related categories. We say again that recognition must be given to the vital role played by such staff in the functioning of the United Nations system, and that artificial barriers to their career advancement must be eliminated. Staff must not be made to feel that they are appendages to the Organization rather than vital parts of it.
5. There is a pervasive feeling among the staff that, despite the recognized efficiency and courage with which the Secretariat has met the many challenges of recent years, efforts are under way to reduce salaries and benefits on the basis of purely subjective criteria.
6. Equitable salaries and benefits of course contribute to good morale. The staff must know that salary movements are based on accurate and appropriate data. Everything should be done to avoid the appearance of data being manipulated with the objective of reducing salaries and benefits. Unfortunately that impression has taken firm root among the staff.
7. As the staff representatives have stressed in the past, they are firmly of the opinion that the staff should be able to express their views at every stage of the formulation of recommendations to the General Assembly, and in the informal meetings of the Fifth Committee.

8. Of great importance to the morale of staff is the knowledge that Member States will respect their independent roles as officials of the United Nations and work for their release if they are illegally detained. Tragically, staff members continue to be imprisoned by some Member States without due process and in violation of international law. The staff representatives again ask the General Assembly to take effective action against those who continue to violate the privileges and immunities of international civil servants.

9. The staff representatives note with concern that travel restrictions are still being imposed on staff of certain nationalities. We ask all Member States to recognize the independence of the international civil service, to work for the lifting of present travel restrictions and to refrain from imposing such restrictions in the future.

10. Some improvement has been made with regard to the contractual status of staff members who were considered to be serving on secondment though, as was proved in a judgement of the Administrative Tribunal, they were not. Such staff members now have a better chance of careers with the United Nations. The staff representatives urge the General Assembly to ensure that staff of all nationalities are treated equally and that no staff members are forced to divide their loyalty between the United Nations and their Governments. The oath of office is explicit in this regard, and cannot be questioned.

I. SECURITY AND INDEPENDENCE OF THE INTERNATIONAL CIVIL SERVICE

11. Never in the history of the United Nations has the Secretariat been called upon to meet so many challenges around the world as it is today. The Secretariat staff have proved themselves in many fields of operation, and are proud to be vital parts of the machinery of peace and the alleviation of human suffering.

12. It is tragic that people engaged in work of such importance to humanity are themselves often victims of lawlessness and violence. Illegal detention, imprisonment, disappearances and even death have been inflicted on international civil servants as they carry out their mandates. But the combined efforts of the Member States, the Secretary-General and the staff have been of little avail in bringing an end to this violence against us.

13. Greater efforts must be made at all levels to protect international civil servants as they strive to meet their mandates. Prompt and unrelenting action must be taken on behalf of staff members who have been unjustly robbed of their freedom and/or suffered other abuses of their human rights and their status as international civil servants.

14. The staff representatives call for the revitalization of the Secretary-General's Task Force on the Security and Independence of the International Civil Service, and for an improved system of reporting on violations against staff members. The present annual list provided to the

General Assembly is inadequate. The staff representatives propose that for each case listed a complete history of the violation should be given, including findings made by the administration as to the circumstances under which the staff member is being detained and what the Government concerned is doing to meet its obligations under the Charter and other relevant instruments. We also propose that reporting take place on a quarterly rather than an annual basis.

A. Travel restrictions

15. All United Nations staff members are officials of the Organization and should not be subject to arbitrary travel restrictions. They must be free to carry out their mandates and to lead fulfilling lives. Travel restrictions make a mockery of the independence of the international civil service. All staff members have committed themselves to serving the world community, and their status as United Nations officials must be recognized and respected. We call on those concerned to lift all travel restrictions on international civil servants.

B. Withholding of passports

16. It is a cause of grave concern that a few Member States sometimes withhold passports from their nationals. The staff representatives call for an end to this kind of pressure on staff members. We, the staff and backbone of the Organization, have every right freely to enter and leave any country, including our own, without harassment.

C. Welfare of detainees

17. There is substantiated evidence that many of our detained colleagues are not only routinely deprived of medical assistance, but are even subjected to torture. We therefore say again that contact with detained staff members must be initiated as soon as they are arrested: it is well known that in the vast majority of cases torture takes place in the first days or weeks of detention. There should be no obstacle to the establishment of a medical team accountable directly to the Secretary-General to have regular access to detained officials.

D. Supplementary payments

18. Supplementary payments continue to be given to some officials of the United Nations by their respective Governments in violation of the Charter and the oath of office taken by all staff members upon recruitment. The Organization is fully aware of this practice but allows it to continue. Not only do the staff members concerned benefit from higher incomes than their colleagues having the same levels of responsibility, but this practice creates

a conflict of interest vis-à-vis the United Nations. The staff representatives call for an end to this unfair, unacceptable practice.

E. Secondment

19. In its resolution 45/239 A of 21 December 1990, the General Assembly affirmed that secondment from government service was not in conflict with Articles 100 and 101 of the Charter. However, the staff representatives wish to point out that there have been two kinds of secondment, which can be termed pseudo-secondment and genuine secondment.

20. In recent years, the staff representatives have drawn attention to the following anomalies:

(a) The only way for nationals of certain countries to be recruited by the United Nations was through "secondment". As a result, staff members' loyalties were divided between the Organization and their Governments, contrary to the Charter;

(b) The staff members on pseudo-secondment were obliged to turn over large portions of their salaries and emoluments to their Governments;

(c) Many staff members on this type of "secondment" had never been in their Government's service, nor would there be a government post available to them when they returned to their country, clearly a situation that could not be described as true secondment;

(d) Language posts - which are not subject to geographical distribution - were not and still are not filled through normal recruitment and placement procedures. They were reserved for staff members on pseudo-secondment serving on a rotational basis;

(e) Many staff members serving on pseudo-secondment were never informed in any meaningful way that they were serving on "secondment".

21. All these practices associated with pseudo-secondment are in contravention of Articles 100 and 101 of the Charter, and undermine the independence of the international civil service. They also violate the principle of equal treatment for all staff members irrespective of nationality.

22. In the aftermath of Administrative Tribunal Judgement No. 482, Qiu et al. of 25 May 1990, the General Assembly adopted resolution 45/239 A, according to section II of which staff members previously considered to have been on "secondment" were to be treated as serving on fixed-term contracts to which no special conditions were attached, subject to standard principles of renewal or non-renewal, in accordance with the Staff Regulations and Rules. As a result, many "seconded" staff members have now been granted career appointments.

23. Under the previous costly and disruptive system, these staff members were treated like interchangeable objects, and the Organization failed to meet its obligations to them as individuals. For the first time in the history of the United Nations Secretariat, the principle of non-discrimination vis-à-vis these international civil servants and the individual rights of "seconded" staff have been respected. The staff representatives welcome this development as a crucial step towards the establishment of a truly independent international civil service in accordance with the Charter, which they have long advocated.

24. On a less positive note, the staff representatives call attention to the need to discontinue the practice of filling certain supervisory language posts through secondment only. This appears to carry over certain principles of the rejected policy of "secondment" practised in the past, treating some posts as the exclusive preserves of certain countries. This is no longer justified since the fixed-term contracts of many staff members from those countries have now been converted to career appointments.

25. Article V, section 18 (b), of the Convention on the Privileges and Immunities of the United Nations states that "officials of the United Nations shall be exempt from taxation on the salaries and emoluments paid to them by the United Nations". It is legally wrong for Member States to accede to the Convention without reservation and then to levy taxes on their nationals who are United Nations staff members. With the collapse of the system of pseudo-secondment, some countries have abandoned this practice. However, a few still insist on levying "taxes" on their nationals when they apply for renewal of their national passports. Measures for levying these "income taxes" are given different names, in some cases even being termed voluntary contributions. But in essence the purpose is to invade the salaries and emoluments of nationals who are United Nations staff members.

26. It seems anomalous, to say the least, that funds contributed by Member States to the budget of the Organization should be diverted to individual States through these illicit "taxes" on staff members' salaries. In this regard, the staff representatives strongly support the position taken by the Administrative Committee on Coordination on the subject as contained in document A/C.5/46/4/Add.1, paragraph 1, third subparagraph.

27. The staff representatives deplore these governmental practices, regardless of the euphemisms used to describe them, and call upon the Member States concerned to adhere to section 18 (b) of the Convention and to remit to their nationals the taxes wrongfully taken from them in the past, failing which they should be reimbursed from the Tax Equalization Fund.

II. STAFF-MANAGEMENT RELATIONS

28. Effective participation, which is beneficial for staff, management and the Organization alike, is hindered by a number of factors, in particular:

(a) Staff representatives are volunteers and have to combine staff representational activities with their regular duties;

(b) The administrative culture within the Organization neither values nor encourages staff representation. In many cases departmental heads discourage staff members from participating in representational activities, saying it might damage their careers;

(c) Although the Staff Rules call for "effective participation", there is no precise definition of what that means in practical terms, and staff-management relations tend in large measure to be pro forma;

(d) Staff-management relations are particularly strained at duty stations away from Headquarters owing to administrators' abuse of authority and disregard of the process of staff-management relations;

(e) A very negative factor is the lack of recourse when the administration agrees to a certain policy and then reneges, which calls into question the very consultative process the administration itself established.

29. Therefore the staff representatives firmly believe the existing staff-management mechanism must be improved if it is to serve a meaningful purpose.

30. They also feel it is urgently necessary to put in place a mechanism to ensure implementation of all agreements. Guidelines should be established on the manner in which negotiations are to be conducted.

III. CAREER DEVELOPMENT, PROMOTION POLICY AND TRAINING

A. Career development

31. In its resolution 44/185 A of 19 December 1989 the General Assembly placed emphasis on the need to develop a comprehensive career development plan. The staff representatives strongly believe such a plan is essential to any progressive system of human resources management. On many occasions they have urged the administration to take steps towards the development of such a plan.

32. They were therefore hopeful when the matter was taken up at the June 1991 session of the Staff Management Coordinating Committee (SMCC), at which the staff again emphasized the urgent need to formulate a comprehensive career development plan. SMCC established an Intersessional Working Group to draw up proposals to serve as a basis for the development of the plan. However,

progress on this important question is proceeding much more slowly than the staff had hoped. We trust that the process will be accelerated so that a plan can be drawn up for consideration by the General Assembly at its forty-seventh session in 1992, and are ready to cooperate fully in that regard.

33. Symptomatic of the total neglect of career development is the non-implementation of document ST/IC/86/62 of 1986. We urge that swift action be taken in this regard, and that the General Assembly make a budgetary allocation for the purpose of training, which is an integral part of any comprehensive career development initiative.

B. Promotion policy

34. Five years ago, at a time of severe financial hardship and staffing retrenchment, the administration imposed on the staff a vacancy management system "for the duration of this emergency situation" (ST/SGB/221 of 22 December 1986). This amounted to a de facto abrogation of a staff rule, rule 104.14, since it effectively ended the joint annual comprehensive reviews which previously, in the absence of a career development system, had given the staff a measure of assurance that they would periodically be considered for possible career advancement. This loss, an abridgement of the staff's acquired rights as recognized in staff regulation 12.1, exacerbated the already notorious slowness and uncertainty that at the best of times have been the hallmark of a United Nations career for the overwhelming majority of staff members. It forced staff seeking advancement to undertake job hunts - a virtual gutting of the very concept of a civil service, international or otherwise.

35. With the end of the retrenchment exercise, the staff look forward to a return to the concept of promotion embodied in staff rule 104.14, pending implementation of the long-overdue comprehensive career development system, which could include the possibility of in-post promotion.

C. Training

36. The United Nations could better utilize its staff by establishing systematic and effective training programmes, which should be part of a continuing process of evaluating and updating both managerial and staff skills. This would enable the Organization to make better use of the human resources at its disposal and at the same time enable staff members to improve their career prospects.

37. Pending a review of means of promotion from one category to another, training is also needed with regard to the G-to-P competitive examination in order to ensure equal opportunities for all who sit for it. At present the examination is heavily tilted in favour of candidates who hold degrees. Therefore the staff representatives again call for the establishment of a well coordinated formal training programme that could prepare candidates for the examination.

38. We urge the General Assembly to make appropriate budgetary allocations for the financing of all in-house and external training activities.

IV. STATUS OF SHORT-TERM STAFF

39. The United Nations is increasingly involved in technical assistance programmes financed through extrabudgetary resources. The international staff for such programmes are recruited on a short-term basis so as not to reduce the Organization's operational capacity.

40. However, many of those programmes become long-term endeavours, with some personnel serving on fixed-term appointments for very long periods, sometimes as long as 15 to 20 years.

41. The staff representatives strongly believe that "short-term" staff leaving the Organization after many years of service should receive the same consideration for career appointments as staff members serving on fixed-term appointments.

V. UNIFIED PERSONNEL STRUCTURE

42. The only way to bring about the comprehensive development of human resources is to return to a unified personnel structure in which unrestricted vertical movement of staff is based on the criteria set forth in the Charter and the Staff Rules and not on the level at which an individual staff member was recruited.

43. The administration should be instructed to explore ways to end the present category system. The G-to-P examination has had its day. The concept is no longer satisfactory to the staff, and perhaps to the administration as well, owing to the lack of incentives for those hundreds of staff members who cannot expect promotion because of the current division of the staff into categories. Other avenues for promotion must be developed in the context of the comprehensive career development system mentioned earlier.

VI. STATUS OF WOMEN

44. There must be follow-up to ensure that past decisions of the General Assembly are being implemented. It is important that progress take place in all parts of the Secretariat. Recommendations must be implemented, and there must be accountability for non-implementation. Incentives are needed to ensure that managers meet targets established for the appointment and promotion of women, and accountability must be guaranteed.

45. Complete reporting is essential to this process. Governing bodies should report annually on staffing, giving statistics for all staff by gender. In addition to the usual data reported - geographical distribution, age and so

on - information should be provided on type of contract and changes in type of contract and promotions, which should be identified as personal or competitive, including G-to-P, and the number of men and women at each grade level, by department or office. A breakdown into linguistic and non-linguistic occupations should be provided.

46. In the past there has been mention of a "glass ceiling" that prevents the progression of women in the Professional category. That is true also of the General Service and related categories. The staff representatives stress the need for real career progression for the staff of all categories, and an end to artificial barriers. Careful consideration must be given to slow-track occupations - for example, secretarial, administrative/service, editorial and library - where women are still in the overwhelming majority.

47. The secretarial occupation is a case in point. Neglect is not too strong a word for the treatment it has received. Past neglect requires that this group receive urgent attention to prevent a further decline in the already low morale among its members. Given the large number of staff members who belong to the secretarial occupation, consideration should be given to the establishment of a Secretarial category.

48. With regard to women in the Professional category, their continued marked absence from decision-making posts must be noted with deep concern. It is important that realistic targets with a given time-frame be established. It is, however, not a question of setting targets and trying to reach them by appointing and promoting women at the lower levels of the category or, for that matter, extending higher-level women beyond the age of retirement. Appropriate action is required regarding not only promotion but also recruitment. Unless there is a significant pool of women to choose from, the issue of promoting women at the higher levels becomes moot. Female candidates must therefore be given serious consideration for vacancies at the higher level, particularly through recruitment from within the house and, exceptionally, from outside.

49. It is necessary to establish an effective focal point at the highest level for the improvement of the status of women. Of course, monitoring is difficult in the absence of comprehensive statistics. There seems to be great reluctance in certain quarters to supply the necessary data, but if the situation is to be fully comprehended and appropriate remedial action taken, the provision of accurate data is essential.

50. Professional and General Service women alike still tend to be clustered in service or support occupations, with low career ceilings. A Secretariat-wide skills inventory would assist in the identification of occupations and career paths that are trans-organizational and would increase mobility.

51. Scrutiny should be given to the utilization of "overqualified" General Service staff, who clearly have potential for entry into the Professional category.

52. It is imperative that quicker progress be made towards equality between men and women, and that to that end all relevant directives of the General Assembly be promptly acted upon. It is time for deeds to match words.

VII. ADMINISTRATION OF JUSTICE - PRESENT DEFICIENCIES

A. Background on United Nations immunity

53. The United Nations currently enjoys immunity from legal action by staff members in local or national jurisdictions. The Convention on the Privileges and Immunities of the United Nations adopted in 1946 is the primary source of this immunity. Under section 29 of the Convention, this immunity is conditional upon the United Nations making provisions "for appropriate modes of settlement of ... disputes arising out of contracts or other disputes of a private law character to which the United Nations is a party ...".

54. In 1954, in its advisory opinion entitled "Effect of awards of compensation made by the United Nations Administrative Tribunal", the International Court of Justice stated that "It would in the opinion of the Court, hardly be consistent with the expressed aim of the Charter to promote freedom and justice for individuals and with the constant preoccupation of the United Nations Organization to promote this aim that it should afford no judicial remedy or arbitral remedy to its own staff for the settlement of any disputes which may arise between it and them".

55. The United States Court of Appeals for the District of Columbia (Mendaro v. the World Bank) stated that "To the extent widespread disregard of employee's contract rights indicates that an international organization is abusing its immunity from judicial process, a revocation of immunity could be justified". The point is that the Organization's continued immunity from local and national legal action is dependent on its maintaining effective internal processes. The efficacy of such processes are at present open to question.

B. The Joint Appeals Board

56. At this level there are instances where due process has not been observed. Moreover, the Joint Inspection Unit, in a report entitled "Administration of justice in the United Nations", dated 23 September 1986 (A/41/640, annex, para. 65), recommended the creation of:

"a separate office for the administration of justice within the Executive Office of the Secretary-General in order to separate the entire function of the administration of justice from [OHRM] ... to avoid a direct conflict of interests among the ... units of [OHRM] ... which are directly responsible for dealing with the appeals arising out of the decisions taken by [OHRM] itself, contrary to the fundamental principles of due process of law, fair play and impartiality in the administration of justice."

57. Inequities at the JAB level are serious. The Secretary-General has announced his policy of strictly enforcing the time-limits in the JAB rules. On the other hand, if the Secretary-General does not file a reply, his letter rejecting the request for reversal of the administrative act which is the subject of the appeal is taken as his reply. This has two discriminatory effects. First, only the staff member has a filing deadline. Secondly, only the staff member is required to disclose the factual and legal basis for his appeal in advance. Thus, the Secretary-General need only show his hand when the Panel actually commences hearings. This reduces the staff member's opportunity for rebuttal and completely vitiates the role of pleadings.

58. The inequality is compounded by the fact that the Secretary-General may draw upon the full complement of professional attorneys in his employ while staff members may only have the assistance of current or retired staff members. Retired staff, like serving staff, have definite limitations in the extent to which they can mount an effective defence on behalf of their clients. Staff are denied the services of independent outside attorneys who have no personal stake in the outcome of internal decision-making.

59. Finally, no account of the inequity inherent in JAB procedures would be complete without reference to the fact that a JAB determination that an appeal is "frivolous" is "the only case where the appeals body, whose powers are advisory, has a full power of decision" (ICSC/29/R.8, 1 September 1988, para. 107). In other words, the only time a JAB ruling is binding is when it is against the staff.

C. The Administrative Tribunal

60. While the Tribunal's statute does permit outside counsel at this level, it allows representation by retired staff members only with its permission.

61. The most glaring flaw in Tribunal justice is the absence of specific performance as a remedy. As stated in ICSC/29/R.8, paragraph 115:

"the Tribunal, when ordering the performance of the obligation, must at the same time fix the amount of compensation to be paid to the applicant should the Secretary-General ... decide ... to compensate the applicant rather than to perform the obligation. The decision is thus in the hands of the Secretary-General and experience shows that he almost always prefers, particularly in cases of separation from service, to pay the compensation rather than to perform the obligation."

62. As far back as 1976, a FICSA "Symposium on Recourse Procedures in the Organization of the United Nations" recommended that the Tribunal have the authority to determine when specific performance is appropriate as well as the power to determine the amount of monetary award representing "full compensation for the prejudice suffered". (Joint Inspection Unit in A/41/640, annex, paras. 40 and 41).

D. Committee on Applications for Review of
Administrative Tribunal Judgements

63. Following a decision of the International Court of Justice in 1954 which required the Organization to implement decisions of the Tribunal, this Committee was created to allow Member States and the Secretary-General to "review" certain judgements of the Administrative Tribunal. A staff member disappointed with a Tribunal judgement was also given the opportunity to seek review. However, the Committee's procedure hardly puts the staff member on a comparable footing with the Member States and the Secretary-General, particularly in terms of how the written observations of the staff member are treated in comparison with those of the administration.

64. Article IX of the Committee's rules of procedure provides that:

"The Committee may at any time invite additional information or views on any point with respect to which it considers such information or views necessary, provided that in such cases the same opportunity to present additional information or views is afforded to all parties to the Administrative Tribunal proceedings."

65. Notwithstanding this provision, the United Nations Legal Counsel claims the right to be, and has been, present during all of the Committee's deliberations, purportedly based on paragraph 3 of article VIII of the Committee's rules of procedure, which provides for assistance at the Committee's private deliberative sessions of members of the Secretariat "servicing" the meeting. Clearly this gives the administration an advantage in the presentation of its views.

66. In a 1958 article in the American Journal of International Law, Professor Leo Gross quoted the following remarks of the United States representative to the tenth session of the General Assembly during the discussion of setting up this Committee. He said,

"The proposed procedure would entail no unfairness to staff members. Before any inequity could result, the Secretary-General ... would have to make an improper decision which deprived a staff member of his contractual rights; the Administrative Tribunal would have to confirm the Secretary-General's decision and, finally, a committee ... would have to act quite arbitrarily and refuse to ask the advisory opinion of the Court. This was a whole series of assumptions which nobody could be justified in making."

67. But the fact is that just such a series of things has happened. In the Mortished case, one of the perennial members of the Committee corrected its own application in the course of the Committee's deliberations as well as participating in the Committee's substantive discussion of the application. In only two other applications to the Committee in 35 years has a "substantial basis" for an application been found to exist. But for the highly political nature of the Committee, such a result would not be credible.

E. Effectiveness of the internal legal system

68. Taken as a whole, the internal legal system cannot be viewed as "just and effective" because of its very strong bias towards the interests of the administration as well as the absence of normal legal procedures such as meaningful pre-hearing discovery, and remedies such as declaratory judgement, default judgement, injunctive relief, specific performance, adequate compensation and retention of jurisdiction to supervise compliance with orders and/or accepted recommendations.

Appendix

LIST OF STAFF MEMBERS WHOSE RIGHTS HAVE BEEN VIOLATED
BY STATES MEMBERS OF THE UNITED NATIONS*

Afghanistan

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| Bismillah Kamkai (UNDP) | Executed (arrested 5.5.79) |
| Tawakal Shah (UNICEF) | Imprisoned 8.6.81; Died in prison |
| Saleem Hairan (FAO) | Forced into the Army while holding valid exemption card |
| Mohammed Omar (FAO) | Detained 17.5.89; Conscripted into Army |
| Daulat Mir (FAO) | Detained 28.8.84; Conscripted into Army |

Argentina

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|-----------------------|------------------------------------|
| Viviana Micucci (WHO) | Disappeared (arrested 11.11.76) |
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Chile

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|--------------------------------|---------------------------|
| Fernando Olivares-Mori (ECLAC) | Killed (arrested 6.10.73) |
| Carmelo Soria Espinosa (ECLAC) | Killed (arrested 14.7.76) |

China

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| Yue Jiang (IAEA) | Under country detention; prevented from resuming his post after home leave since 2.9.89 |
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Egypt

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| Zuhair Husain Adwan (UNRWA) | Detained 1.4.89; deported to the Libyan Arab Jamahiriya |
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* Statistics for UNRWA staff as at October 1991.

Ethiopia

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|--------------------------|--|
| Belay Melake (ECA) | Arrested 15.10.78 (unaccounted for) |
| Tesfamariam Zeggae (ECA) | Detained 2.3.82 Released 23.5.91 |
| Ghennet Mebrahtu (WHO) | Detained 8.6.89 Released 23.5.91 |
| Roshan Beraki (UNICEF) | Arrested 3.91 Released and rearrested |

Guatemala

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|------------------------|-----------------|
| Konrad Schultz (UNIDO) | Killed May 1982 |
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Israeli authorities in Gaza Strip

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|--|---------------------------------------|
| El Nabil Mohammad Al-Ajrami (UNRWA) | Imprisoned 27.7.85 a/ |
| Mohammad Salman Abu Ghubait (UNRWA) | Imprisoned 27.7.85 a/ |
| Daifalla Umar Zayed Abu Samhadanah (UNRWA) | Imprisoned 5.3.86 a/ |
| El-Haidar Sa'di Al-Aila (UNRWA) | Imprisoned 7.4.87 a/ |
| Mahmoud Hasan Ismail Zaqqout (UNRWA) | Imprisoned 30.8.87 a/ |
| Marwan Izzat Qassem Ali (UNRWA) | Detained 25.1.88 Released 24.10.90 |
| Ibrahim Fawzi El-Kurd (UNRWA) | Detained 27.4.88 |
| Husain Ibrahim Abu Nar (UNRWA) | Detained 15.8.88 Released 14.10.90 |
| Abdul Fattah Hasan Dukhan (UNRWA) | Detained 18.9.88 Released 16.10.90 |
| Fayez Nour Salha (UNRWA) | Detained 21.11.88 |
| Ramadan Tawfiq Dahalan (UNRWA) | Imprisoned 24.1.89 b/ |
| Anwar Khalil Maliha (UNRWA) | Detained 2.2.89 |
| Majed Mohammad Abu El Auf (UNRWA) | Detained 26.2.89 Released 24.2.91 |
| Nabil Ibrahim El Sawalhi (UNRWA) | Detained 18.5.89 |
| Ismail Hasan Abu Shanab (UNRWA) | Detained 30.5.89 |
| Hassan Abdul Hamid Dib (UNRWA) | Detained 30.5.89 |
| Hasan Ibrahim Muzayyen (UNRWA) | Detained 31.5.89 |
| Awni Mohammad Abu Saif (UNRWA) | Detained 31.5.89 |
| Munir Mohammad El Masawabi (UNRWA) | Detained 31.5.89 Released 30.11.90 |
| Mohammad Ibrahim Noufal (UNRWA) | Detained 3.6.89 Released 3.4.91 |
| Anwar Ali Al Barawi (UNRWA) | Detained 21.6.89 |
| Mahmoud Ahmad Abu Zayeda (UNRWA) | Imprisoned 31.7.89 |
| Ibrahim Salah El Saigali (UNRWA) | Imprisoned 1.8.89 |
| Nawwaf Jamil Awwad (UNRWA) | Detained 1.8.89 |
| Dawoud S. El Mudallal (UNRWA) | Detained 2.8.89 |

Israeli authorities in Gaza Strip (continued)

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| Jamal Abdala Abu Zubeida (UNRWA) | Detained 3.8.89 Released 23.12.90 |
| Ali Saleh Darwish (UNRWA) | Imprisoned 7.8.89 |
| Mohammad Abdul Rabbu Abu El Kas (UNRWA) | Detained 17.8.89 Released 1.7.91 |
| Abdul Rahman Nayef El Slaibi (UNRWA) | Detained 10.9.89 Released 27.8.91 |
| Salman Ahmad Abu Aqi (UNRWA) | Detained 12.9.89 Released 8.11.90 |
| Said Mahmoud El Aila (UNRWA) | Detained 25.9.89 Released 20.8.90 |
| Khaled Abdul Rahman Matar (UNRWA) | Detained 21.11.89 |
| Jamil Yusuf Ulayyan (UNRWA) | Detained 3.12.89 |
| Mahmoud Hassan Humaid (UNRWA) | Imprisoned 12.12.89 |
| Shawkat Abdul R. Abu Safiya (UNRWA) | Detained 17.12.89 Released 5.7.90 |
| Hafez Mahmoud El Sharif (UNRWA) | Imprisoned 18.12.89 |
| Fathi Samih Abu Qamar (UNRWA) | Detained 9.1.90 Released |
| Mohammad Abbas Hassouna (UNRWA) | Detained 17.1.90 Released 10.7.90 |
| Salem Sulaiman Abu Madi (UNRWA) | Detained 22.1.90 |
| Hasan Juma Awad (UNRWA) | Detained 22.1.90 Released 15.7.90 |
| Imad Mohammad Abu Aukal (UNRWA) | Detained 23.1.90 Released 22.11.90 |
| Hatam Roubin El Jaish (UNRWA) | Detained 14.2.90 Released 31.7.90 |
| Taysir Abdul Fattah Eid (UNRWA) | Detained 26.2.90 Released 15.8.90 |
| Numan Ali El Madhoun (UNRWA) | Detained 12.3.90 Released 6.8.90 |
| Suhail Said El Hasheem (UNRWA) | Imprisoned 30.3.90 |
| Jamal Darwish El Madhoun (UNRWA) | Detained 8.4.90 Released 30.6.91 |
| Basem Yusef El Fadi (UNRWA) | Detained 21.4.90 Released 19.7.90 |
| Jamal Mohammad Miqdad (UNRWA) | Imprisoned 2.5.90 |
| Riyad Abdul Rahman Matar (UNRWA) | Detained 3.5.90 Released 11.9.90 |
| Taysir Abdul Aziz Abu Fanouna (UNRWA) | Detained 9.5.90 Released 10.7.90 |
| Ahmed Mohammad Hamdan (UNRWA) | Detained 13.5.90 Released 8.1.91 |
| Mahmoud Husain Jarbu (UNRWA) | Detained 23.5.90 Released 19.9.90 |
| Majed Ahmad El Malfouh (UNRWA) | Detained 24.5.90 |

Israeli authorities in Gaza Strip (continued)

| | |
|---------------------------------------|---|
| Abdul Qader Majid Abu Shawish (UNRWA) | Detained 27.5.90 Released 26.2.91 |
| Mahmoud Ahmad Murad (UNRWA) | Detained 2.6.90 Released 1.11.90 |
| Zuhair Ahmed Ashour (UNRWA) | Detained 11.6.90 Released 5.2.91 |
| Fadel Said Shalayel (UNRWA) | Detained 16.6.90 Released 15.10.90 |
| Jamal Sulaiman El Arqan (UNRWA) | Detained 17.7.90 Released 20.6.91 |
| Taysir Mohammad Abdul Jawwad (UNRWA) | Imprisoned 30.7.90 |
| Bashir Uthman El Ghalayini (UNRWA) | Detained 19.8.90 Released 14.1.91 |
| Adel Ali Abu Ghali (UNRWA) | Detained 25.8.90 |
| Raed Zaki Adwan (UNRWA) | Detained 25.8.90 |
| Husain Khalil El Burdaini (UNRWA) | Detained 25.8.90 |
| Zakariya Adel Abu Sulaima (UNRWA) | Detained 26.8.90 Released 24.9.90 |
| Mohammad Mohammad Mishmish (UNRWA) | Detained 28.8.90 Released 21.12.90 Rearrested 13.9.91 |

Israeli authorities in West Bank

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|--|--|
| Said Ali Abdul Had Banat (UNRWA) | Imprisoned 22.7.85 a/ |
| Mohmoud Mustafa Abdallah Ramahi (UNRWA) | Imprisoned 7.11.86 a/ |
| Mohammad Imad Abdallah Abdul Rahman Jabr (UNRWA) | Imprisoned 27.11.87 a/ |
| Yousef Ismail Shaban (UNRWA) | Detained 8.8.88 b/ |
| Marwan Ismail Hudeib (UNRWA) | Detained 21.12.88 |
| Bassam Nihad Ibrahim Jarrar (UNRWA) | Detained 15.5.89 Released 16.11.89 Rearrested 3.4.90 Released 30.9.90 |
| Ahmad Fares Odeh (UNRWA) | Detained 28.6.89 |
| Akram Saed Eddin Dukmaq (UNRWA) | Detained 16.1.90 Released 24.3.91 |
| Harbi Mohammad Toumalieh (UNRWA) | Detained 27.2.90 Released 4.7.90 |
| Imad Arafat Abu Libdeh (UNRWA) | Detained 7.3.90 Released 4.2.91 |
| Niaz Farah Mohammad Mazazza (UNRWA) | Detained 13.3.90 Released 12.12.90 |
| Hani Ali Mohammad Beydoun (UNRWA) | Detained 20.3.90 |
| Basima Farouq Odeh Yacoub (UNRWA) | Detained 9.5.90 |
| Nariman Ribhi Rashid Ilayyan (UNRWA) | Detained 10.5.90 Released 18.9.90 |

Israeli authorities in West Bank (continued)

| | |
|---|---------------------------------------|
| Yahya Hasan Najjar (UNRWA) | Detained 11.5.90 Released 12.11.90 |
| Naser Mohammad Jibril Zubeidi (UNRWA) | Detained 24.5.90 Released 1.10.90 |
| Salameh Salim Riban (UNRWA) | Detained 1.6.90 |
| Mohammad Khalil Yousef El Bayed (UNRWA) | Detained 11.6.90 Released 7.12.90 |
| Mohd Fares Ibrahim Sager (UNRWA) | Detained 25.6.90 Released 24.12.90 |
| Ibrahim Ali Khaled Al Masri (UNRWA) | Detained 30.6.90 Released 29.9.90 |
| Imad Saed Eddin Qarami (UNRWA) | Detained 4.7.90 |
| Ibrahim Mohammad Hattab (UNRWA) | Imprisoned 7.8.90 |

Kenya

| | |
|-----------------------------|--|
| Salim Lone (United Nations) | Citizenship revoked 5.9.86 without due process of law |
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Lebanon (Syrian Armed Forces)

| | |
|--------------------------------|---------------------------------------|
| Zaki Hamadeh (UNRWA) | Detained 18.3.86 Released 12.3.91 |
| Fayyad Mohammad Freiji (UNRWA) | Detained 27.11.86 Released 13.3.91 |
| Samir Ishkuntana (UNRWA) | Detained 7.4.87 Released 12.3.91 |
| Zeidan Yassin (UNRWA) | Detained 27.5.87 (died in prison) |
| Rifa't Ayoub (UNRWA) | Detained 14.1.88 Released 12.3.91 |
| Ahmad Juma Arabi (UNRWA) | Detained 31.10.88 Released 12.3.91 |
| Majed Kanj (UNRWA) | Detained 27.2.89 Released 1.3.91 |
| Nayef Al Araj (UNRWA) | Detained 18.9.89 Released 6.2.91 |

Lebanon (militias or unknown elements)

| | |
|--------------------------------------|--------------------------------------|
| Mahmoud Hussein Ahmad (UNRWA) | Missing 22.3.83 |
| Mohammad Ali Sabah (UNRWA) | Missing 22.3.83 |
| Alec Collett (UNRWA) | Abducted 25.3.85 |
| El-Mohammad Mustafa Hajj Ali (UNRWA) | Missing 28.11.86 |
| Nabila Breir (UNICEF) | Killed 17 or 18.12.86 |
| Jebreal Ibrahim Daruish (UNIFIL) | Killed 26.5.87 |
| Abid Jawad (UNIFIL) | Killed 21.5.87 |
| William Richard Higgins (UNTSO) | Abducted 17.2.88 |
| Said Zeidan (UNRWA) | Missing 20.11.89 Released 3.12.89 |
| Jena Hlass (UNICEF) | Killed 8.12.89 |

Mauritania

| | |
|------------------------|---|
| Abdoulaye Diaw (FAO) | Arrested 23/24.5.89 Expelled 24.5.89 |
| Demba Niang (FAO) | Expelled 2.6.89 |
| Amadou Dieng | Expelled 6.5.89 |
| Ndiome Pouye (FAO) | Expelled 2.5.89 |
| Moussa Sagna (UNDP) | Expelled 8.7.89 |
| Abdul Diallo (UNDP) | Expelled 18.5.89 |
| Afton Ba Diallo (UNDP) | Expelled 22.5.89 |
| Mouhamedou Ba (FAO) | Expelled 12.6.89 |
| Yassin Ba (FAO) | Expelled |

Senegal

| | |
|------------------------|------------------------------|
| Yousouph Badiane (WFP) | Detained 22.6.90 Released |
| Magloire Badiane (WFP) | Detained 22.6.90 Released |

Somalia

| | |
|--------------------------------|--|
| Nurradin Jeylan (UNDP) | Detained 3.7.88 |
| Zainab Aw Jama Adan (WFP) | Missing since 4.8.88 |
| Ahmed Mohamed Ali (WFP) | Detained 24.5.90 |
| K. Abdel-Rahman (UNHCR) | Attacked and severely injured on United Nations premises 30.5.90 |
| Adan Harun Abrar Farah (UNHCR) | Attacked 12.90 (died 8.12.90) |
| Issak Darod Dhagan (UNHCR) | Killed 12.90 |
| Abdillahi Sheikh Omar (UNHCR) | Killed 2.7.91 |

Sudan

Frazer Fedit Aryamba (WFP)

Killed December 1989

Syrian Arab Republic

Abdalah Daker Hayatli (UNRWA)

Missing 20.4.80

Izzedine Hussein Abu Kreish (UNRWA)

Detained 11.9.80

Ali Said Shihabi (UNRWA)

Detained 31.3.82

Sa'di Mohammad Zeidan (UNRWA)

Died in prison 7.7.87

Abdallah Issa (UNRWA)

Detained 6.10.85

Released 11.6.90

Sami Izza (UNDOF)

Detained 6.10.85

Released

Mohammed Kteileh (UNRWA)

Detained 24.3.86

Released 11.3.91

Fadel Mohammad Kheir Salman (UNRWA)

Detained 1.4.86

Released 10.11.87

Yaser Hassan Jalbout (UNRWA)

Detained 5.4.86

Released 11.3.91

Majed Salti (UNRWA)

Detained 17.5.90

Released 18.5.91

Uganda

Angello Arikwang (WFP)

Killed following ambush

15.3.90

Lily Nakiru (WFP)

Wounded following ambush

15.3.90

Zambia

Abel Nyirenda (FAO)

Arrested 16.3.89

Died on 29.4.89 following
beatings

Other colleagues

Evner Ergun (United Nations)

Assassinated by unknown

persons in Austria 19.11.84

Abdul Fattah (WFP)

Disappeared in Pakistan 3.9.89

Families of United Nations staff members under detention

Ussama Bassa, Ibrahim Mussa Bkeirat, Amer Mohammad Hammad, sons of locally recruited staff members under detention by Israeli authorities.

Notes

a/ Imprisoned following closed trial. The United Nations was denied access to the staff member even at the time of sentencing.

b/ The United Nations was allowed access to the staff member on one occasion.
