



General Assembly

Distr.
GENERAL

A/C.5/43/27
31 October 1988

ORIGINAL: ENGLISH

Forty-third session
FIFTH COMMITTEE
Agenda item 121

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. This document has been presented pursuant to the provisions of paragraph 2 (a) of General Assembly resolution 35/213 of 17 December 1980, whereby the 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. The United Nations is currently passing through one of the most turbulent crises in its 43-year history. The present crisis has been preceded by others, including the backlash of McCarthyism in the 1950s, opposition to internationalism, attacks on the policies of previous Secretaries-General, criticism of the Organization itself and, most recently, the financial instability and pending insolvency faced by the United Nations as a result of failure of Member States to pay assessed contributions. At the same time, however, the United Nations has emerged as the single major component of the multilateral system and has been a significant tool in addressing such international issues as the maintenance of peace, humanitarian assistance, codification of law and economic and social development.
2. In the view of the staff representatives of the Secretariat those crises, culminating in the most recent ones affecting the role of the international civil service in particular, are not solely attributable to a lack of confidence in multilateralism, but are also a result of the clear failure over the years to adapt the institutions of internationalism to the ever-changing requirements of the international environment. The international civil servants, working at the operational level, cannot be blamed for these failings. Yet they are asked over and over again to make the sacrifices necessary to overcome them.
3. If it appears somewhat ironical at this particularly difficult time that the United Nations peace-keeping forces were awarded the Nobel Peace Prize, it is with no less a sense of irony that the staff representatives who speak for the international civil servants working in the United Nations Secretariat present their views on personnel questions. While the opportunity to address our employers is one to which we attach great importance, we cannot but recognize the equally important political atmosphere in which our views are heard and hope that our comments are welcomed as an important contribution to the revitalization of the Organization.

I. RETRENCHMENT IN THE UNITED NATIONS

4. The Secretary-General has now reported on his efforts to respond to recommendation 15 on the reduction of personnel as requested by the General Assembly. The targeted reduction in posts represents a little over 13 per cent of previously established posts in the Secretariat, slightly less than the 15 per cent figure originally recommended. As the Secretary-General himself notes in his report, a reduction of this magnitude cannot be introduced without an impact on programmes. In point of fact, the delivery of programmes has already been adversely affected by the reductions experienced through attrition. There will undoubtedly be further deleterious effects as the process continues. There has

been an effort to achieve reductions in personnel and resulting financial savings but with little attention to increased efficiency or operational reform.

5. While the staff greeted the announcement of the award of the Nobel Peace Prize to the United Nations peace-keeping operations as a well-deserved recognition of the valuable role the Organization can play, it could not serve to hide the atmosphere of malaise which for some time has taken its toll on those who carry out the day-to-day work of the Secretariat. Uncertainty over the financial solvency of the institution itself, unjustified criticism of the staff and their conditions of service, steady deterioration in standards of living and an unwillingness to address basic concerns of those wishing to pursue meaningful careers here have all contributed to a sense of disillusionment which has further aggravated the already disruptive climate in which we are currently operating.

6. It should be emphasized that vacancy management was first introduced as a result of the recruitment freeze in order to address the problem of unequal vacancy rates throughout the system. It was announced as a temporary measure to redeploy staff in an emergency situation with primary emphasis on lateral movement. Some staff (especially those in the field) saw the issuance of open vacancy announcements and the possibility of enhanced mobility as a step in the right direction.

7. However, now that the recruitment freeze has been officially lifted, there is a compelling need to address the longer-term objectives of personnel management, including a more rational system of career development for all categories of staff, a coherent and fair promotion system and adequate training opportunities.

8. The staff representatives believe that the open posting of vacancy announcements could serve a useful purpose in regulating placement, but can hardly be seen as an adequate replacement for a thorough promotion review by a joint staff/management body including the right to collateral review and to recourse.

II. MEASURES TO INCREASE MOBILITY

9. One of the stated objectives of the redeployment scheme is to increase the mobility of Secretariat staff. Certain proposals have been made to ease the financial drawbacks of service in hardship duty stations. The financial protections offered, however, are far from sufficient. Nor are the career incentives provided of any real significance. Part of the difficulty in addressing this issue is that the United Nations Secretariat staff is not a homogenous group. While all Professional staff members are international recruits and over 90 per cent are expatriates working outside their countries, not all are in positions that require mobility or rotation. Certain field-oriented agencies such as the Office of the United Nations High Commissioner for Refugees (UNHCR) and the United Nations Development Programme (UNDP) have organized rotation schemes which approximate the foreign service staff of Member States. But specialized professions in law, political affairs or finance are not field-oriented in nature and do not necessarily lend themselves to decentralization.

10. Nevertheless, for those staff who do need to rotate or for those serving on periodic assignments, the Organization should at the very minimum remove the impediments that make such service appear to be a negative rather than a positive experience. All too often service away from Headquarters is seen as a break in normal career progression and, following completion of the assignment, reintegration is difficult if not impossible.

11. In addition, the financial protections for service abroad are far too inadequate. Not only are there few incentives, but in many cases there are financial disincentives. While the comparator country guarantees a base salary level equal to that at its headquarters for those serving overseas, the United Nations applies the concept of negative post adjustment and actually requires absolute reductions in base salary when serving in some duty stations. When the staff member has financial obligations at home such as a house or education expenses for children, he or she may be unable to meet them. The staff representatives have on many occasions urged the elimination of negative post adjustment to no avail. We would go further in proposing that a staff member posted to a duty station with a lower post adjustment retain the post adjustment of the duty station of origin for up to a year in order to ease the financial burden incurred.

III. CAREER DEVELOPMENT

12. Financial constraints, coupled with the recruitment freeze, have necessitated certain emergency measures to redress the current situation in which the Organization finds itself. Unfortunately the reform measures so far implemented in the field of personnel management have completely overlooked the need for long-term career planning. In fact, the financial crisis has been referred to as the major impediment to meaningful reform which could improve the efficiency and productivity of staff. There has not been a promotion review for the staff since 1986. Reductions in higher-level posts have substantially reduced the possibility of recognizing and rewarding performance at a time when the staff are being called upon to maintain the same or a greater level of programme delivery in spite of reduced personnel and resources. Furthermore, the complete lack of any incentive programme or means of rewarding special merit undercuts any attempt to encourage initiative and innovation just at a time when the Organization appears to be most in need of such innovation.

13. A continuation of the existing situation will inevitably have a very negative impact on the efficiency of the Secretariat and the quality of the services it provides to the Member States. To avoid any further deterioration in morale and efficiency, urgent measures are needed to generate a systematic career development plan which takes into account proven merit and service. Vacancy management as presented in its present form, although having some merits, is still lacking many needed features including mobility incentives, career counselling, recourse procedures and training. It also needs to be complemented by a clear and effective policy governing rotation and financial protections for those serving in the field.

14. The staff representatives strongly urge the establishment, through staff/management consultations, of policies designed to recognize the staff member's performance, efficiency and special contributions to the Organization while at the same time calling for a global career development programme for all categories of staff in the Secretariat.

15. The Secretary-General has reported on the importance of training, particularly in light of the retrenchment exercise under way. Thus far efforts to set training priorities and establish effective programmes for maximizing the use of staff resources have been severely hampered by a lack of funds. The staff representatives believe that the United Nations is far behind the public as well as private sector in introducing a comprehensive training programme to increase the efficiency of programme delivery. In-house and external training opportunities have become essential in order to enhance the Secretariat's ability to meet the challenge of ever-advancing technologies. It is unfortunately an exception to the rule when the Organization assists staff members who are motivated to seek to update their professional expertise and keep abreast of the latest developments within a field of expertise.

16. For these reasons, the staff representatives urge the General Assembly to recognize the need for a comprehensive training programme in the United Nations Secretariat and provide the financial backing for it to succeed. Without adequate funds, any attempt to retrain or to improve skills is bound to fail. Like any other long-term programme, ultimate rewards depend upon an initial investment.

IV. UNIFIED PERSONNEL STRUCTURE

17. The staff representatives wish to reiterate their long-standing request that consideration be given to the creation of a unified personnel structure with a more equitable system of benefits and allowances as well as a career development system that encompasses all occupational groups and levels. The present division of the staff into categories, with little opportunity for movement across category lines, has had an extremely negative impact on the career development of serving staff. In addition, the Organization has been unable to make full use of the experience and expertise of those serving in the General Service and related categories.

18. With respect to dependency allowances, the staff representatives urge that these be considered a social benefit and that a more uniform methodology be developed which ensures equality of treatment of all categories. The United Nations can no longer afford to be perceived as an employer which promotes distinctions based on class or category.

V. STATUS OF WOMEN

19. As noted in the Secretary-General's report, the status of women in the Organization has suffered serious setbacks as a result of the financial crisis and related recruitment freeze and redeployment programme. The outlook for any improvement in the proportion of women in senior management positions is

discouraging. What once appeared to be a priority now appears to be a policy put on hold.

20. Although there have been a few women promoted to the D-2 level, as noted in the fourth report of the Steering Committee for the Improvement of the Status of Women in the Secretariat, while three women were promoted to the D-2 level, of the nine appointments made at that level since the beginning of the recruitment freeze, none went to women.

21. One area of discrimination which continues to worsen is the treatment of staff in the General Service and related categories, some 60 per cent of whom are women. The inability of the Administration to address the problems resulting from the classification of jobs in the General Service and related categories, in particular those of the secretarial occupational group, leaves this group of staff with practically no prospects for career advancement. Despite efforts to increase the proportion of lower-level Professional posts, a third of which should be made available for promotion through the competitive examination, it appears that only a very small number will be used for promoting staff in the General Service and related categories to the Professional category this year, thereby markedly diminishing the few opportunities previously available. This is particularly regrettable in that it has been repeatedly recognized that in the General Service there exists a large number of women capable of performing at higher levels, who are given remarkably little chance of contributing what they can to the Organization, and even less of having their capacity for higher-level work recognized.

22. Last year when we addressed the Committee we urged that the momentum that had been established by the appointment of a Co-ordinator for the Status of Women in the Secretariat should be sustained and built upon. We recommended that the terms of reference of the Co-ordinator's Office should be revised in order to allow the Co-ordinator to become actively involved in the implementation of recommendations to ensure equality in the status of women within the Organization.

23. At a time when such an office is most needed to ensure among other things that the retrenchment programme would not be implemented at the expense of women, especially women in the General Service category who cannot be redeployed to other duty stations, the decision was taken to close the Office. How can this Organization convince women that they would not be the first ones to be let go, if the only office for women is among the first casualties of the financial crisis? We believe that there is a need for an office such as the Co-ordinator's which would oversee the implementation of the Action Programme and would monitor the implementation of various resolutions of the General Assembly on the status of women in the Secretariat.

VI. STAFF-MANAGEMENT RELATIONS

24. Staff-management relations can often be measured by a relatively objective criterion: the degree to which the Staff Rules and Regulations are respected. It bears repeating that the Regulations adopted by the General Assembly governing

staff relations explicitly call for "effective participation" by the staff in the elaboration of personnel policy. The United Nations has provided for input by its employees on matters related to their working conditions as a means not only of ensuring better morale but also of affording an opportunity for increased efficiency and productivity. This foresight, however, can be put into practice only when the parties involved are open to dialogue and constructive criticism. There has been a perceptible shift recently away from such an approach in favour of a more unilateral decision-making process. While such a policy has certain short-term advantages, it must be recognized that the long-term effects are alienation, lower productivity and cynicism.

25. Specific instances of the breakdown in staff-management relations are frequent and growing. The Department of Public Information has recently embarked on major changes in its structure. Staff members are now pitted against one another in a convoluted game of "musical chairs", fostering allegations of favouritism, disappearance and reappearance of posts, with little if any input from staff representatives and a complete departure from the rules governing the rest of the Secretariat.

26. The situation in agencies is even more alarming since a number of Executive Directors appear to have determined that the Staff Rules and Regulations are subject to personal and arbitrary interpretation. In the United Nations Environment Programme (UNEP), the Administration appears to have embarked on recognizing a rival Staff Council in violation of staff rule 108. At the United Nations University at Tokyo the Rector has produced a plan for eliminating staff because of financial pressures without any consultation with the staff and in spite of continued hiring of external recruits.

27. All of these trends point not only to a breakdown in the lines of effective communication between staff and management, but to the failure of the system to guarantee the most basic common standards of conduct.

VII. INDEPENDENCE OF THE INTERNATIONAL CIVIL SERVICE

28. Foremost among the concerns of the international civil service is the question of security which affects its very existence. In his report on respect for privileges and immunities, the Secretary-General highlights those cases of staff members whose basic rights under the Charter have been violated. While some cases involve unknown armed elements in situations of unrest, the vast majority involve Governments of Member States. We call upon those involved to co-operate fully with the Secretary-General in ensuring that all the provisions of the Charter and the Convention on Privileges and Immunities are complied with without further delay.

29. In an annex to the present report the staff representatives have included a list of those staff members whose basic rights have been violated. It includes cases which have not yet been fully resolved or which for technical reasons fall outside the scope of the Secretary-General's report.

30. Of particular concern to the staff representatives are cases in which staff members who are imprisoned or detained are reported to be experiencing serious medical problems. We reiterate our request that medical teams or officers be granted immediate access in such cases in order to ascertain their well-being. Another concern are those cases in which staff members have been released from detention but not yet fully reintegrated into service. There appears to be a lack of a clear policy within the common system with respect to the contractual and payroll status of cases of this kind which should be addressed at the inter-agency level.

31. With respect to the independence of the international civil service, there are two issues which merit attention. One is the need to safeguard the policy of career appointments. The Secretariat must retain a core of experienced, dedicated civil servants whose first loyalty is to the Organization. For this reason we view with alarm increasing trends to contract out certain assignments formerly undertaken by career staff. This practice is of dubious financial benefit and undermines the notion of the Secretariat as it is enshrined in the Charter.

32. The second concern of the staff is for the serious and growing problem involving the use of supplementary payments made by some Member States to their nationals working for the United Nations. The refusal to confront this problem directly is nothing less than scandalous to those staff trying to maintain the highest standards of conduct on admittedly inadequate compensation.

VIII. ADMINISTRATION OF JUSTICE

33. The system for the administration of justice is one that has generated a great deal of controversy over the past few years. A number of important positive measures have been implemented to remedy serious faults in the system. However, many disturbing inadequacies remain.

34. Positive steps taken by the Administration are the updating of the circular on the Panel of Counsel and the continuation of the post of Co-ordinator of the Panel, one instrumental to the Panel's smooth and efficient functioning. We hope that the important function that the Co-ordinator performs will continue to be recognized in the future.

A. Disciplinary cases

35. Regarding charges of serious misconduct, the staff must reiterate a stance taken on many occasions. Because of the extraordinary discretion accorded to the Secretary-General - or rather to those empowered to make such decisions in his name - to define what constitutes serious misconduct, and because of the growing perception that staff summarily dismissed have not been given their "day in court", we must conclude that summary dismissal is a concept that has long outlived both its appropriateness and its usefulness. All staff, regardless of rank, nationality, language or gender, should have the right to a fair, impartial hearing before a joint body.

36. Certain duty stations seem to suffer greatly from problems connected with the inability of the Administration, or its refusal, to grant staff fair and impartial hearings. All staff, regardless of where they serve, deserve full protection of their rights to explain their actions, to insist that the Administration prove charges of misconduct against them and to be accorded equal treatment if it is found that they have committed the acts of which they have been accused.

37. The staff wish to emphasize that respect for the notions of both law and equity must govern disciplinary cases. One must question whether it is always in the interest of justice to seek sanctions for misconduct when it is found that staff members have not followed administrative instructions. Deliberate abuses of the Organization, financial or otherwise, cannot be condoned. However, it is often not an easy matter to ascertain when actions are deliberate, especially where the alleged misconduct consists of failure to follow correctly what are confusing and complex procedures, and at times procedures contrary to common sense. When misconduct is charged under such circumstances, it is far from clear that only those who have abused the system are severely punished, and not those who have misunderstood the requirements of the procedures. When reasonable doubt exists as to whether staff have deliberately and knowingly done wrong, disciplinary action should not be taken against them. Measures to monitor, instruct and clarify should be taken immediately instead.

38. The current Administration has so far energetically audited the education grant and tax reimbursements, finding in the former very little deviation from proper procedures, and in the latter many such deviations, often for insignificant amounts of money. The staff representatives hope that the proper conclusion will be drawn from the differences in the number of those who have had problems with the two procedures. We also hope that the Administration will take the proper corrective steps - education of staff, clear explanations of procedures to follow and those to be avoided and the improvement of financial controls. These measures will undoubtedly correct whatever problems there may be with the current procedures, which would lead to a decrease in the number of potential misconduct cases and permit the system to do what it should be doing - meting out punishment to those who have knowingly and deliberately done wrong.

39. In regard to financial matters, clear administrative instructions and efficient auditing of disbursements are the most effective tools to ensure that the Organization's money is properly used and accounted for.

40. The staff has long been concerned that, while every effort is made to ensure that staff of certain nationalities do not receive money from their Governments in the form of tax reimbursements, we regret to note that no effort whatsoever has been made to ensure that certain staff members do not receive money from their Governments in the form of supplementary payments, in clear violation of the principle of equal pay for equal work. We feel that if the principle is important enough to justify the creation and continuation of an entire unit to control and monitor such tax payments, it is important enough to ensure that the principle be applied to another practice in direct violation of the Charter. We propose that staff members be required to certify that they do not receive supplementary payments from their Governments, and that such certification be treated with the

same seriousness as any other certification that one does not receive money in contravention of the Staff Rules and administrative instructions.

41. To address concerns regarding equal treatment of similar offences, to minimize the possibility of wrongful accusation and to ensure the basic legal protections offered by most societies, as well as to rectify other weaknesses in the processing of disciplinary cases, a staff-management working group was established at Headquarters. The group met throughout the summer to formulate measures to guarantee staff a fair and impartial hearing. The report is currently under review by staff representatives and management, and we hope that many of the reforms proposed can be agreed upon in the very near future after consultation in the Staff-Management Co-ordinating Committee.

B. Joint Appeals Board

42. This year serious efforts have been made to expedite cases before the Joint Appeals Board (JAB) and for the first time in many years the Board has substantially whittled down its backlog. The current Administration has attached considerable importance to the speedy and efficient functioning of various bodies involved in the appeal process. The Administration has redeployed staff from a number of areas throughout the house and re-emphasized the importance of the work of these bodies in the practical terms of permitting their members sufficient time to perform their functions.

43. Further attention should be paid, however, to certain substantive and procedural matters regarding the handling of JAB cases. For example, JAB should interpret regulations regarding time-limits for appeal with maximum flexibility. Clear, concise rules of procedure should be developed for the panels. We urge the Administration to take the same interest in improving the area of appeals against administrative decisions that they have in the disciplinary process.

C. Administrative Tribunal

44. Despite certain positive developments that have already improved some of the judicial handling of disputes between staff and management, there are many aspects of the administration of justice that leave room for improvement. One of the more disturbing ones is the delay in implementing decisions of the Administrative Tribunal by the department or office concerned for up to one and even two years. Any decision of the Administrative Tribunal should be implemented with due speed. The Tribunal does not, like the quasi-judicial bodies in the system, make recommendations. It decides issues, and a laxness in implementing them does not indicate the respect for law that should be the hallmark of this Organization.

Appendix

LIST OF STAFF MEMBERS WHOSE BASIC RIGHTS HAVE NOT BEEN OBSERVED BY THE RESPECTIVE MEMBER STATES

1. Following is a list of staff members currently detained, missing, imprisoned or executed by States Members of the Organization over the past 12 years. In the overwhelming majority of the cases listed in this list there was no due process; no access by the United Nations; no opportunity for the staff member to choose legal representation; and no open trial. Those staff who are listed as "detained" have been imprisoned without having had any form of trial or even a sentence. As is apparent from the dates of arrest, some have spent more than five years in jail. This is in direct contravention to internationally accepted legal norms.
2. Staff continue to be included in this list until their rights, as well as those of the Organization, have been fully observed. As such, it is only after a staff member has been released from imprisonment or detention and has resumed duties with the Organization, that his or her name is removed from the list. Thus, if a staff member has been freed, but there is no confirmation that re-employment with the Organization has been offered, he or she remains on the list under the designation "released". Staff who have been murdered or illegally executed by Governments are also retained on the list, as we continue to maintain that those responsible for violations of such magnitude must be held accountable.
3. This list does not contain the names of hundreds of staff whose most fundamental human and legal rights have been violated but have since been released from prison and resumed duties with the Organization. Neither does it include the names of many staff members who have been victims killed in conflict situations while in the service of the world community.
4. The current list details only the situations of staff members. In many instances however, the families of these staff members suffer similar hardships as well. The staff representatives are in the process of compiling a listing of such cases which will be distributed in due course.
5. The Staff Union has just learned that nine staff members from the United Nations common system are still unaccounted for in Somalia since June 1988. No further information is available at this time.
6. The Staff representatives are pleased to report that 13 of the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) staff members in various locations have been released by the Israeli Government; 2 by the Syrian armed forces in Lebanon; and 1 by unknown forces in Lebanon. All these staff members have been offered re-employment with the Organization.

Afghanistan

Mir Afghan (UNICEF)	Imprisoned 4/10/81
Mohammad Khalil (UNESCO)	Released
Bismillah Kamkai (UNDP)	Executed (arrested 5/5/79)
Taj Mohammed (UNICEF)	Imprisoned 21/5/84
Giazudin Sabri (UNICEF)	Imprisoned 12/7/84
Dawlat Mir (FAO)	Released
Tawakal Shah (UNICEF)	Imprisoned 8/6/81
	Believed dead
Mir Zaman (UNICEF)	Imprisoned 31/7/84

Argentina

Viviana Micucci (WHO)	Disappeared (arrested 11/11/76)
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Bahrain

Abdul Majeed Hassan Abdalla (UNEP)	Detained 11/8/86 1/
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Chile

Carmelo Soria Espinosa (ECLAC)	Killed (arrested 14/7/76)
Fernando Olivares-Mori (ECLAC)	Killed (arrested 6/10/73)

Ethiopia

Taitu Ahmed (UNDP)	Detained 5/5/88
Belay Melake (ECA)	Believed dead (arrested 15/10/78)
Shimelis Teklu (UNHCR)	Detained 2/1/1984
Tesfamariam Zeggae (ECA)	Detained 2/3/1982

German Democratic Republic

Percy Stulz (UNESCO)	Prevented from resuming functions for several years. Case never resolved to the satisfaction of the Organization. Eventually took early retirement.
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Guatemala

Konrad Schultz (UNIDO)	Killed (5/82)
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Israeli authorities in Lebanon

Yassin Y. Shaban (UNIFIL) Released

Israeli authorities in Gaza Strip

Harb Muhammad Abed (UNRWA)	Detained 25/3/88
El-Haidar Sa'idi Al-Aila (UNRWA)	Detained 7/4/87 1/
El Nabil Mohammad Al-Ajrami (UNRWA)	Detained 27/7/85 1/
Marwan Izzat Qassem Ali (UNRWA)	Detained 25/1/88
Saber Abdalla Abu Amra (UNRWA)	Detained 5/1/88 1/
Mazen Salim El Arabid (UNRWA)	Detained 20/3/88 2/
Abed Rabbo Husein Abu Aun (UNRWA)	Detained 4/5/88 2/
Ali Saleh Darwish (UNRWA)	Detained 4/3/88
Abdalla Yusuf Dawwas (UNRWA)	Detained 25/2/88 2/
Mohammad Mahmoud Diyab (UNRWA)	Detained 10/6/88 2/
Samir Darwish Al Ghani El Hans (UNRWA)	Detained 4/5/88 2/
Fuad Salman Suleiman El Faqawi (UNRWA)	Detained 12/5/88 2/
Ali Mahmoud El-Herbawi (UNRWA)	Detained 10/4/88
Ahmed Harb El-Kurd (UNRWA)	Detained 21/3/88 2/
Ibrahim Fawzi El-Kurd (UNRWA)	Detained 27/4/88
Hamdi Darwish El-Madhoun (UNRWA)	Detained 15/1/88 1/
Talat Jamal El-Safadi (UNRWA)	Detained 10/2/88 1/
Nafez Mahmoud El Sharif (UNRWA)	Detained 18/3/88 2/
Mohammad Salman Abu Ghubait (UNRWA)	Detained 27/7/85 1/
Ideis Mustafa Hammash (UNRWA)	Detained 17/3/88 2/
Rafat Abdul Rahim Abu Hashim (UNRWA)	Detained 31/3/88 2/
Ramadan Hamed Huwaishel (UNRWA)	Imprisoned 20/10/85 1/
Oman Yusuf Ahmad Ilayyan (UNRWA)	Detained 26/10/87
Fadel Mahmoud El Jadili (UNRWA)	Detained 3/4/88 2/
Hasan Hassan Abu Jray (UNRWA)	Imprisoned 21/1/83 1/
Khalid A/Rhman Matar (UNRWA)	Detained 21/3/88
Mohammad Najib Abu Nahla (UNRWA)	Detained 4/5/88 2/
Najib Mohammad Abu Nahla (UNRWA)	Released and rearrested 9/12/85
Jabr Abdulla Nijim (UNRWA)	Detained 6/4/88 2/
Said Abdala Abu Qamar (UNRWA)	Detained 22/11/87
Hassan Mohammad El Rafati (UNRWA)	Detained 22/6/88 2/
Ziyad Ibrahim Abu Rokba (UNRWA)	Detained 18/3/88
Fawzi Mohammad Saleh (UNRWA)	Detained 1/4/88 1/
Fathi Mohammad Salim (UNRWA)	Detained 3/1/88 1/
Daifaila Umar Zayed Abu Samhadanah (UNRWA)	Detained 5/3/86 1/
Muhammad Lufti Abu Saqr (UNRWA)	Arrested 15/2/87 Released 13/7/87 Rearrested 24/3/88
Ali Abdul Majid Abu Shawish (UNRWA)	Detained 10/6/88 2/
Fares Umar Abu Shawish (UNRWA)	Detained 3/4/88
Ahmed Sulaiman Musa Sheikh (UNRWA)	Detained 12/4/88
Sabri Mahmoud Abu Taqieh (UNRWA)	Detained 20/3/88
Shehda Mohammad Abu Tayeh (UNRWA)	Detained 8/5/88 2/

Mahmoud Hasan Ismail Zaqqout (UNRWA)	Detained 30/8/87
Ahmad Hasan Ismail Zaqqout (UNRWA)	Detained 7/9/87
Muhammad Salim El Zatma (UNRWA)	Detained 24/3/88 2/

Israeli authorities in West Bank

Ibrahim Yousef Abdedin (UNRWA)	Detained 28/3/88 2/
Ibrahim Mohammad Ali Abu Argoub (UNRWA)	Detained 2/
Riyad Mohammad Suleiman Aweidah (UNRWA)	Detained 15/3/88
Khaled Mahmoud Zakout Badawi	Detained 19/3/88
Hassan Mahmoud Zakout Al Badawi (UNRWA)	Detained 21/3/88 2/
Said Ali Abdul Had Banat (UNRWA)	Imprisoned 22/7/85
Husein Abdul Salam Husein Bawatneh	Imprisoned 9/1/88
Hani Ali Beydoun (UNRWA)	Imprisoned 21/11/85
Lufti Farah Abu Hashish	Detained 8/7/88 2/
Mohammad Imad Abdallah A/Rahman Jabr (UNRWA)	Detained 27/11/87
Basem Abdul Latif Suleiman Jawabreh (UNRWA)	Detained 21/3/88
Rashad Ahmad Abdul Rahman Abu Joudeh (UNRWA)	Detained 14/4/88 2/
Hasan Abdul Latif Said Kamal (UNRWA)	Detained 29/3/88 2/
Ahmed Masoud Khaled	Detained 6/3/88 2/
Barakat Mohammad Abdallah Obeid (UNRWA)	Detained 10/11/86 1/ Released 29/3/87
Musa Mahmoud A/Latif Qan'an	Detained 13/6/88 2/
Mohmoud Mustafa Abdallah Ramani (UNRWA)	Detained 7/11/86 1/ Imprisoned 15/9/87
Samir Sadi Abdul Hamid Saadeh (UNRWA)	Detained 25/3/88 2/
Ibrahim Yousef Idris Sulqan (UNRWA)	Detained 27/3/88
Salah Ibrahim Shaker Titi (UNRWA)	Detained 14/4/88 2/
Mohammad Tayseer Irsan Twair (UNRWA)	Detained 15/3/88 2/
Wajih Hilal Mohammad Othman (UNRWA)	Detained 24/3/88 2/

Jordan

Jibril Taher Mohammad Jibril (UNRWA)	Detained 31/12/87
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Kenya

Salim Lone	Citizenship revoked 5/9/86
Dr. Boniface Nwaisiji (UNESCO)	Disappeared 23/11/86 Death confirmed 6/1/87

Lebanon (Syrian Armed Forces)

Rifat Ayoub	Detained 14/1/88
Fayez Freiji (UNRWA)	Detained 27/11/87
Fayyad Mohammad Freiji (UNRWA)	Detained 27/11/87

Zaki Hamadeh (UNRWA)	Missing 18/3/86
Samir Ishkuntana (UNRWA)	Detained 7/4/87
Zeidan Yassin (UNRWA)	Detained 27/5/87

Unknown elements in Lebanon

Mahmoud Hussein Ahmad (UNRWA)	Missing 22/3/83
El-Mohammad Mustafa Hajj Ali (UNRWA)	Missing 28/11/86
Nabila Breir (UNICEF)	Murdered 17 or 18/12/86
Alec Collett (UNRWA)	Abducted 25/3/85
Jebreel Ibrahim Darnish (UNIFIL)	Killed 26/5/87
Omar Mustafa Hussein (UNRWA)	Missing 15/4/87
Abid Jawad (UNIFIL)	Killed 21/5/87
Mohammad Ahmad Miri (UNRWA)	Missing 10/2/86
Khalil Naser (UNRWA)	Missing 18/9/87
Mohammad Ali Sabbah (UNRWA)	Missing 22/3/83
William Higgins (UNIFIL)	Abducted 17/2/88

Mauritania

Moussa Sagna (UNDP)	Arrested 4/7/88
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Somalia

Nurradin Jeylan (UNDP)	Detained 3/7/88
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Syrian Arab Republic

Abdalah Dakar Hayatli (UNRWA)	Missing 20/4/80
Abdallah Issa (UNRWA)	Detained 6/10/85
Sami Izza (UNDOF)	Detained 6/10/85
Yaser Hassan Jalbout (UNRWA)	Detained 5/4/86
Turfa Jawabri (FAO)	Imprisoned 29/12/82
Izzedine Hussein Abu Khreish (UNRWA)	Detained 11/9/83
Mohammed Kteileh (UNRWA)	Detained 24/3/86
Fadel Mohammad Kheir Salman (UNRWA)	Detained 1/4/86
Ali Said Shihabi (UNRWA)	Detained 31/3/82
Sa'di Mohammad Zeidan (UNRWA)	Reported to have died of natural causes while in prison 10/83

Other

Evner Ergun (UN)

Assassinated by unknown
persons 19/11/84

The family of Eugene Soloviev (UNESCO) has been prevented from leaving the USSR since 29/7/81.

Notes

- 1/ Imprisonment following closed trial. The United Nations was denied access to the staff member even at the time of sentencing.
- 2/ Imprisonment following closed trial. The United Nations was allowed access to the staff member on one occasion in the summer of 1988.
