

<u>For Immediate Release</u> <u>To OSC Member States, Public, Media And</u> <u>International Attention</u>	10 August 2026 No: SRC/9/2026
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Statement by

the OSC Staff Representation Committee (SRC) and OSC Staff Rights and Justice Initiative (SRJI) Underlining Executive and Institutional Responsibilities of the Secretary-General for attention of Member States, international community and larger public in light of Secretary-General's Abrupt Withdrawal from the closure process of the Organisation of Southern Cooperation (OSC)

10 August 2026

This statement is issued as a follow up of the press statement released by SRC/ SRJI on 3 August 2026 in response to the Caretaker Secretary-General (SG)'s statement announcing his withdrawal from the OSC closure process.

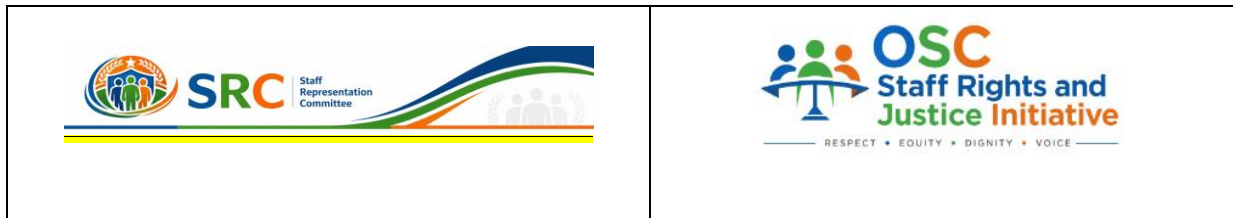
The Unfortunate Timing and Unacceptable Reasoning and Purpose of the SG's Statement

The timing of the SG's decision is particularly difficult to understand, and its reasoning and consequences are unacceptable to staff represented at the SRC/SRJI. The closure and transition process of the OSC has not yet been fully completed, and important decisions and resolutions of the Extraordinary General Assemblies remain to be implemented.

It is therefore legitimate to raise concerns about the real motives of the SG's decision and statement filled with self- praise but without any solution to the challenges facing the aggrieved staff even after the passage of more than seventeen (17) months of perpetual agony, anguish and stress in families. The OSC was never the work of one individual. Whatever achievements the Organization may have recorded have been the result of the collective efforts of Member States, leadership and its staff. Staff members have continued to serve the Organization under extremely difficult circumstances and have made significant personal sacrifices. It is therefore disappointing that the SG's statement appears to focus almost exclusively on praising oneself while failing to duly acknowledge the contribution and sacrifices of the wider staff body.

Leadership is about accountability

Executive leadership of the institution of this nature comes with responsibility and accountability. While no one is undermining the engagement and efforts which took to set up such an un-parallel vision into operational structure, the same should not be used to obscure the most difficult realities facing the OSC and its staff for almost 1.5 years. Some hard facts are to be kept in mind which continue to exist to the present day as the SRC / SRJI issues this statement:



The Secretary-General personally pledged, in 2020, to contribute USD 25 million to the OSC and discouraged resource-mobilization efforts for three years. He also repeatedly assured staff and other stakeholders that financial resources would never be an issue for the Organization. These decisions, commitments and assurances are particularly relevant when assessing his executive and institutional responsibility for the financial crisis that subsequently affected the OSC and its staff.

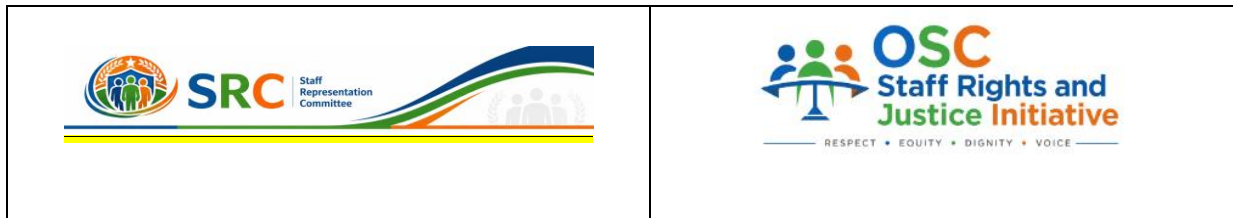
Staff members have been denied any information / update on progress towards realization of resources to facilitate our payments.

- Staff have almost been kept ‘hostage’ for about a year in Addis Ababa on false promises, unfulfilled commitments about organization’s financial health and assurances of crisis being over soon and even new staff members have been recruited in 2025.
- Staff members’ repeated plea for a meeting/ dialogue as a meaningful participation and representation in the Extraordinary General Assembly (EGA) meetings to share our perspectives and requests for sharing EGA documents that concern us have been regarded as illegitimate attempts, therefore, not to be entertained.
- Staff members are not yet given our due termination letters stating the reason of such termination to secure our professional future, as such, legally they continue to be employed by the OSC.
- Several of the staff members are still not provided with their employment certificates which is our legitimate right; those who have received the certificate, is full of false, inaccurate and inadequate information even denying staff their legitimate notice period as staff members which is in contravention of Administrative Memo issued on 29th December 2025, according to which all staff are entitled to a three-month notice period and corresponding pay.
- Staff attempts to collectivize themselves to engage in constructive dialogue with the executive leadership have met with negligence, indifference, retaliation or hostility through denial of even their existence whereas international civil service law permits us to do so.
- Majority of staff have been deprived of any institutional support which is given by other international intergovernmental organisations of OSC’s stature to its staff during such times, in the form of recommendation letters, support to find another role or any form of coaching or mentoring.

Considering the above where contractual obligations owed to staff first and foremost payment of their salaries pending up to 17 months, remain unresolved and closure process remains incomplete any attempt by the Caretaker Secretary-General to absolve himself of any responsibility towards resolution of the present crisis is not only uncalled for but inhumane.

The Secretary-General, as the legal representative and chief executive officer of the OSC, carries institutional responsibility for both its achievements and the challenges it faces. The current crisis did not arise overnight. It is the result of a combination of institutional, financial, managerial and leadership decisions, neglect and circumstances that need to be properly examined. Many of these consequences could have been avoided had the initial commitments and promises been honoured by the relevant stakeholders, most notably the Secretary-General, given his central executive, managerial and institutional responsibilities.

The appropriate time to assess and recognize the overall contribution of the leadership is when the closure and transition process has been completed, and the relevant institutional responsibilities have been properly accounted for.



The fundamental question here is whether withdrawal from the transition process, while significant matters concerning the Organization and its staff remain unresolved, is in the best interest of the Organization and its employees. The payment of outstanding should not be portrayed as an act of generosity or a favour, as it represents a major contractual obligation owed to staff for services already rendered.

Why SRC/SRJI exists

Under these dire circumstances gradually evolving into a humanitarian crisis for most staff, the SRC/SRJI has emerged in response to genuine concerns among staff regarding transparency, accountability, communication and the fulfilment of the Organization's contractual obligations towards its employees. SRC/SRJI is not an initiative against an individual. It is an initiative born out of the legitimate concerns of staff who believe that their rights, dignity and contractual entitlements must be respected.

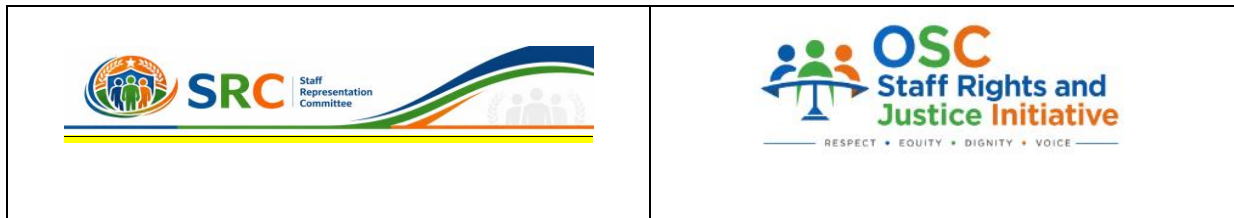
Staff members have a right to ask questions. They have a right to seek information. They have a right to demand accountability. And they have a right to expect the leadership to honour commitments made to them. These are not unreasonable demands. They are fundamental principles of responsible institutional management.

In the same context, it is important to note that SRC/SRJI has always kept its door open to all staff and has transparently communicated with them and other stakeholders, including the Caretaker Secretary-General. Any statement or letter expressing support for the Secretary-General by some individuals does not alter the institutional, executive or contractual questions at issue, nor does it diminish his responsibilities toward staff. As the Organization's chief executive officer and legal representative, he must continue working together with Member States and the competent institutional bodies to find solutions to the unresolved issues of unpaid salaries, benefits and entitlements and to ensure an accountable completion of the closure process.

Leadership is tested in times of crisis

Leadership is not only about achievements during good times. It is especially tested during periods of crisis. True leadership means communicating openly with staff, standing with them when circumstances become difficult, accepting responsibility and working together to find solutions. It also means taking responsibility for difficult decisions rather than seeking to distance oneself from their consequences.

For this reason, the withdrawal of the outgoing leadership in the midst of an unresolved institutional and staff crisis naturally raises concerns. SRC / SRJI believes that any such attempt can -not absolve the leadership from responsibility for decisions taken, commitments made and circumstances that developed during its tenure. Nor should the closure or transition of the Organization become an occasion to rewrite history or overlook the legitimate concerns of those staff members who have borne the greatest burden of the crisis.



In the view of the SRC/SRJI, the caretaker SG will remain responsible for everything that occurred and is still occurring during his tenure, including for the resolution of staff issues, payment of salaries, benefits and entitlements arising from the contracts, commitments and promises that he has given to staff.

A renewed appeal for solidarity and fixing of accountability

SRC appeals to all stakeholders to remain united and stand in solidarity. At this critical moment, the priority should be the completion of a transparent and accountable transition, the protection of staff rights, the fulfilment of outstanding contractual obligations, and the preservation of the dignity of all staff and their families.

The SRC/SRJI remains committed to pursuing these concerns peacefully, transparently and through legitimate institutional channels. The achievements of an organization are collective. The responsibility for its challenges is also institutional but first and foremost fall on the Secretary-General as its chief executive officer and legal representative, who has issued contracts to staff and given us a longer-term perspective, promises and commitments for uninterrupted and full payment of salaries.

Moreover, SRC / SRJI urges members states to not allow SG to move out before addressing the current humanitarian crisis and fulfilling his accountability as a leader in the said period in which not only the crisis unfolded but was aggravated due to some of his actions / inactions.

OSC Staff Rights and Justice Initiative (SRJI) and Staff Representation Committee (SRC)

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