



## PRESS STATEMENT

### **Former OSC Staff Members' Call for Urgent Action to Resolve Outstanding Staff Claims and Ensure an Orderly and Accountable Closure**

Addis Ababa, 26 September 2026

We are former staff members of the Organisation of Southern Cooperation (OSC), over 55 persons, speaking today to draw urgent attention to the unresolved situation and humanitarian crisis facing former employees and their families as the Organisation approaches the end of its closure process on 30 September 2026.

For many months, affected staff have sought a peaceful, institutional and constructive resolution of outstanding salary payments, contractual benefits and other employment-related entitlements. The total outstanding staff claims are currently estimated at approximately US\$5 million, subject to final verification and reconciliation.

**We have remained without salaries and other contractual entitlements for prolonged periods going beyond 1.5 years.** The consequences for individuals and families have been severe. For most affected staff, prolonged non-payment has created increasing difficulties in meeting ordinary family expenses, including medical costs and children's educational expenses. Behind the figures are people who served the Organisation professionally and in good faith and who are now seeking settlement of obligations arising from that service.

Our objective today is once again to call for urgent action, transparency and a fair resolution before further time is lost.

Throughout recent months, staff representatives, including the **Staff Representation Committee (SRC)** and the **Staff Rights and Justice Initiative (SRJI)**, have pursued diplomatic and institutional channels. Communications have been addressed to relevant OSC Member States and other stakeholders, proposals have been made for mechanisms to facilitate an orderly closure and settlement of staff claims, and repeated efforts have been made to obtain clarity regarding the Organisation's financial position and outstanding obligations. Repeated efforts have also been made to communicate with the former Secretary-General concerning the unresolved situation. These efforts have assumed particular importance in the absence of an effective internal mechanism through which affected former staff can pursue resolution of their outstanding claims.

Despite these efforts, fundamental questions remain unresolved as the closure deadline approaches.

We therefore respectfully call upon the Member States of the OSC, individually and collectively, and all other competent stakeholders to take urgent action to ensure:

1. Settlement of outstanding staff claims, including unpaid salaries, benefits and other contractual entitlements;
2. A credible mechanism through which affected staff can have their claims reviewed and resolved fairly and without unnecessary further delay.
3. Preservation of all relevant institutional, personnel, financial and banking records necessary for an orderly closure and the determination of outstanding claims;

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4. Transparent and accountable management of remaining OSC assets, with legitimate outstanding liabilities properly identified and addressed; and
5. Clear arrangements for governance and legal responsibility after 30 September 2026 for any matters that remain unresolved at the formal end of the closure process;

**We also respectfully appeal to the Government of the Federal Democratic Republic of Ethiopia, as host country, to continue engaging with other OSC Member States** and to use its good offices, as appropriate, in support of an orderly and lawful resolution.

**We further call upon the former Secretary-General of the OSC, Mr. Manssour Bin Mussallam,** to remain actively engaged in efforts to resolve the serious outstanding issues arising from the Organisation's closure. Having exercised the Organisation's highest executive authority during the period preceding and throughout much of the closure process, Mr. Bin Mussallam has an important continuing responsibility to cooperate constructively with Member States, staff and their representatives, and other relevant stakeholders; to facilitate access to information and institutional records within his knowledge or control; and to contribute in good faith to identifying practical solutions to the prolonged financial and humanitarian difficulties facing former OSC staff and their families. **We also respectfully appeal to the Governments of the Kingdom of Saudi Arabia and the Swiss Confederation, as his countries of nationality,** and to their Embassies in Addis Ababa, to use their good offices, as appropriate, to encourage and facilitate his constructive engagement toward a fair and orderly resolution of these outstanding matters.

Our concerns are institutional and humanitarian. They should not be interpreted as allegations of criminal wrongdoing against any individual or institution. Questions concerning legal responsibility, where they arise, should be determined by competent authorities on the basis of evidence and applicable law.

We remain committed to dialogue.

At the same time, the approaching closure deadline makes further delay increasingly difficult to understand and increasingly painful for affected staff and their families. Closure of an institution should not mean the disappearance of its outstanding obligations, nor should former employees be left without clarity concerning how legitimate contractual claims will be addressed.

We therefore urge all responsible stakeholders to engage immediately with staff representatives and establish a practical, time-bound process for resolving the outstanding issues.

We stand ready to provide relevant documentation concerning staff claims and to cooperate with any credible process established to verify those claims and bring this matter to a fair conclusion.

**Our request is straightforward:**

Transparency. Accountability. Dialogue. To ensure fair settlement of our legitimate rights, salaries and entitlements.

We hope that **urgent collective action** can still achieve these objectives and allow the Organisation's closure to be concluded in a manner consistent with fairness, institutional responsibility and respect for the dignity of those who served it.

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