TOP URGENT
9 November 2026
Ref: SRC/SRJI/17/2026

To:
- **H.E. Permanent Representatives/Ambassadors of OSC Member States**
- **H.E. Director-General of International Organizations, Ministry of Foreign Affairs of the Federal Democratic Republic of Ethiopia**

Excellencies,

Subject: The continued need for urgent action regarding the payment of staff salaries, benefits and entitlements outstanding for more than 19 months

We, the Steering Board of the Organisation of Southern Cooperation (OSC) Staff Representation Committee (SRC) and Staff Rights and Justice Initiative (SRJI), representing approximately 75 per cent of OSC staff members (currently 54), respectfully submit this **urgent letter to the attention of distinguished high representatives of the OSC Member States, also with reference to our previous communications starting with its Urgent Appeal dated 5 June 2026,** for consideration concerning the salaries of staff unpaid for over 19 months, which has resulted in severe institutional, financial and humanitarian hardship for staff members.

In this regard, in view of the continued absence of effective action by Member States to address and resolve serious matters facing the staff members and considering that the OSC General Assembly has failed to convene in the past months, the Steering Board of the OSC SRC/SRJI would like to seek the approval and authorization directly from the Member States, through a silence procedure ending on 16 November 2026, of the following actions, measures and steps to be taken by the OSC SRC/SRJI to solve the issues facing its members.

1) OSC SRC/SRJI shall be authorized to seek and receive contributions from Member States and external legitimate sources, in cash or in kind, to pay the outstanding salaries, benefits and entitlements, to be supplemented with additional compensation in recognition of the hardships that staff members have been enduring for more than 1.5 years.
2) Since the former closure executive and administrative team has failed to issue duly prepared termination notices, all staff members represented by the OSC SRC/SRJI shall be considered legally employed until 30 September 2026 with all their rights, salaries, benefits and entitlements.
3) In this regard, OSC SRC/SRJI shall be authorized to open a bank account in the name of the OSC to accept and process the funds transferred for payment of salaries of its members, currently numbering 54, and to make any necessary payments to entities or individuals instrumental in mobilising these funds.
4) Salaries, pension fund savings and supplementary compensatory payments shall be based on the most recent salary scales approved by the General Assembly at its 2nd Ordinary Session for the Biennium of 2025-2026.
5) The OSC SRC/SRJI shall be authorized to review and cancel inconsistent administrative decisions and actions taken by the former executive/administrative closure team and in this regard, be authorized to issue duly prepared certificates of employment to staff upon request.

Unless the measures and procedures outlined above are rejected by a simple majority of the Member States (8 out of 15) by 16 November 2026, the OSC SRC/SRJI shall be deemed to have been authorized by the Member States to serve as an interim closure mechanism and to take the necessary steps to address and resolve the outstanding matters affecting the staff members represented by the OSC SRC/SRJI.

The OSC SRC/SRJI would once again like to emphasize that it remains committed to a peaceful, lawful, transparent and dignified resolution of the situation and avails itself of this opportunity to renew to Your Excellency the assurances of its highest consideration.

Respectfully submitted,
For and on behalf of the OSC Staff Representation Committee
and Staff Rights and Justice Initiative (SRC/SRJI)

Amb. Dr. Teshome Toga Chanaka
(Former) Special Envoy of the Secretary General on Multilateral Affairs
(Former) Permanent Observer-designate to the UN and other IOs in New York, USA

Dr. Shumete Gizaw
(Former) Under-Secretary-General, TIDE

Dr. Hidayet Çilkoparan
(Former) Principal MAST (Multilateral Accreditation Support Task Force) Coordinator
(Former) Permanent Observer-designate to the UN and other IOs in Geneva, Switzerland
(Former) Chief of Staff
(Former) Assistant Secretary-General for General Assembly and Logistics Management (GALM)

Dr. Subhangi Sharma
(Former) Under-Secretary-General, SEED
(Former) Regional Representative-designate, Southeast Asia

Prof. Hirut Woldemariam Teketel
(Former)Under-Secretary-General, SEER
(Former) Under-Secretary-General, REEF

Dr. Tilaye Gete Ambaye
(Former) Director for General Assembly Management, GAM