



July 22, 2021

From: Ms. Tanya Quinn-Maguire, President FICSA

Ms. Prisca Chaoui, President, CCISUA

Mr. Stephen Towler, President, UNISERV

To: Ms. Deborah Lyons, Special Representative of the Secretary-General for Afghanistan.

Mr. Gilles Michaud, USG UNDSS

Subject: Concerns for safety, security, and well-being of UN Staff in Afghanistan

Dear Ms. Lyons,

Dear Mr. Michaud,

The three United Nations Staff Federations, FICSA, CCISUA and UNISERV wish to register their serious concerns for the safety and security of United Nations personnel currently serving in Afghanistan.

As you have rightly indicated, the developing situation in Afghanistan is extremely worrying. As staff representative bodies representing the personnel that work in the country, we share this worry, not only related to the deteriorating security situation but also the health and wellbeing of personnel that are currently maintaining a presence in the country.

One of our member unions, the UNFSU has conducted a survey amongst all staff serving in Afghanistan in various United Nations entities, in order to collect their concerns and assess the impact of the situation on their wellbeing. The results of that survey are attached to this letter and can also be found online: <https://www.surveymonkey.com/results/SM-6NBPJM399/>. The results show high levels of anxiety and serious concerns amongst staff regarding their health and well-being.

Based on the above, we would like to make some suggestions and request clarifications regarding the following issues:

- **Well-being of staff:** we would like to request that additional actions are taken to preserve the well-being of staff who remain on site and who are under tremendous pressure to deliver in a dire situation.
- **R&R Cycle:** We strongly urge the implementation of a 4-week-R&R cycle for international UN staff, instead of the current 6-week-cycle.

- **Security of staff:** We respectfully request detailed information about all additional actions taken to date to ensure the security of UN international and national staff and their dependants.
- **Relocation of staff:** Given that a back-up office has been foreseen in Uzbekistan, we strongly recommend that non-essential staff be relocated there until such time as the situation stabilizes.
- **Evacuation of staff:** We respectfully request detailed information about plans regarding the evacuation of staff, including national staff where applicable.

We look forward to receiving a response at your earliest convenience and remain available for a meeting to discuss further.

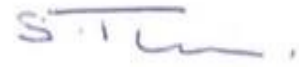
Sincerely,



Ms Prisca Chaoui
CCISUA President



Ms Tanya Quinn-Maguire
FICSA President

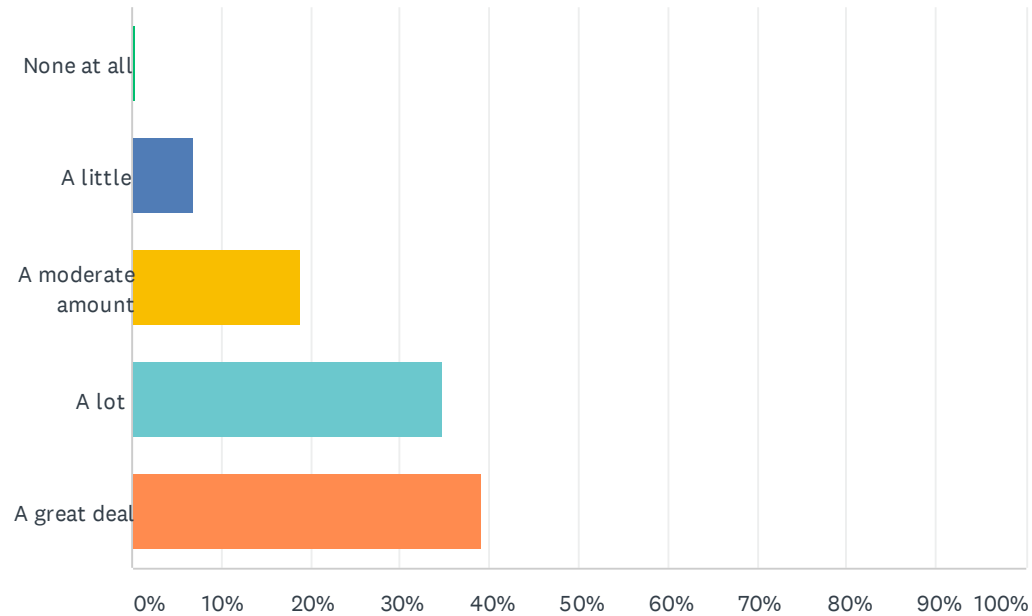


Mr Stephen Towler
UNISERV President

Cc. Ms. Amina J. Mohammed, Deputy Secretary-General
Mr. Larbi Djacta, Chairman ICSC
Mr. Atul Khare, USG DOS
Ms. Rosemary A. Di Carlo, USG DPPA
Ms. Mette Knudsen, DSRSG Afghanistan

Q1 How worried are you about the impact of the overall security situation and the coronavirus pandemic on you personally?

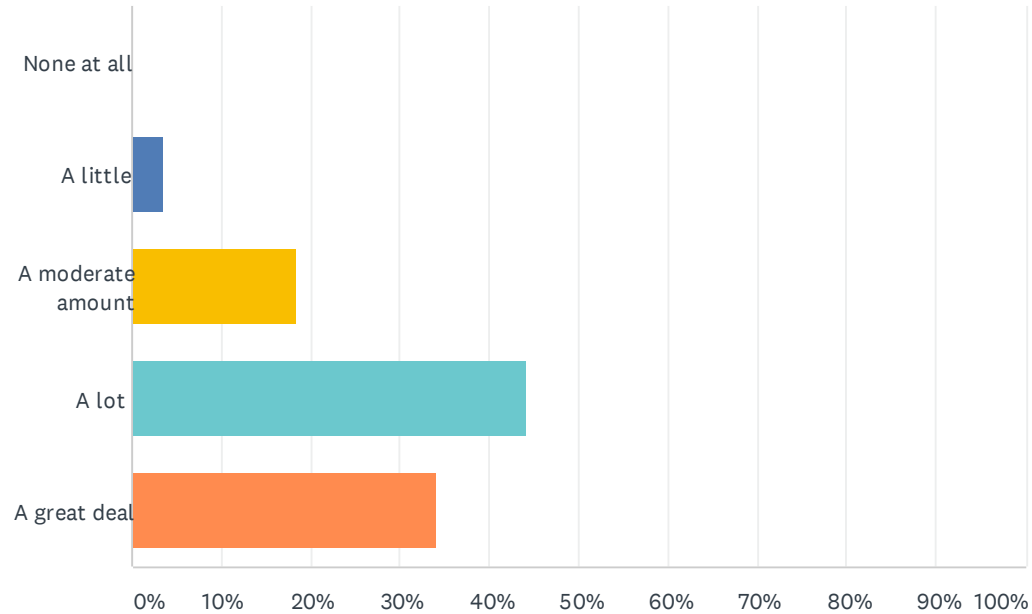
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ANSWER CHOICES	RESPONSES	
None at all	0.50%	1
A little	6.93%	14
A moderate amount	18.81%	38
A lot	34.65%	70
A great deal	39.11%	79
TOTAL		202

Q2 How worried are you about the impact of the overall security situation on your mission and the UN?

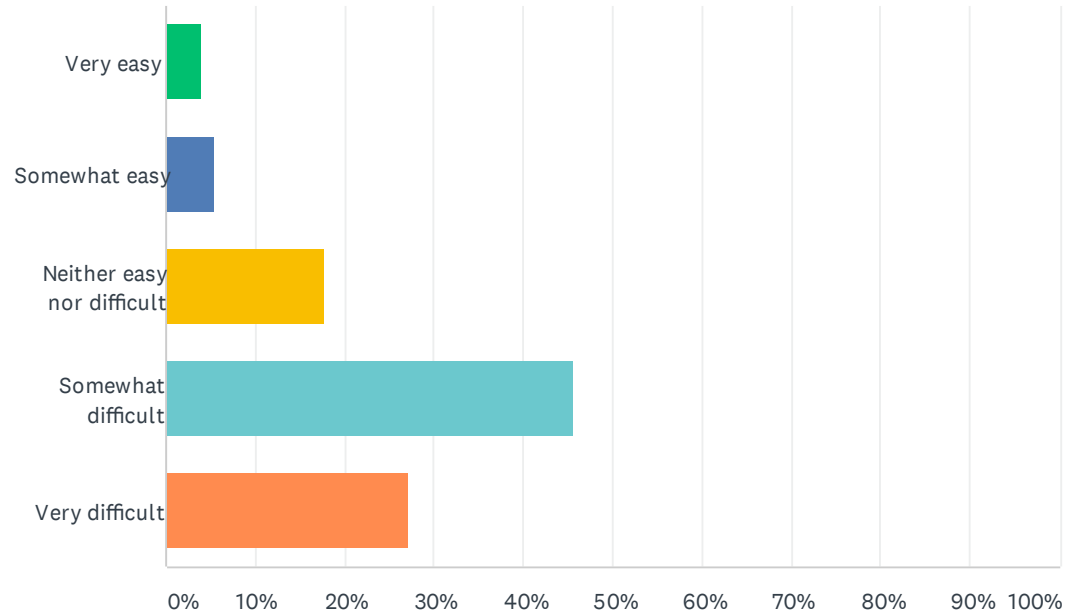
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ANSWER CHOICES	RESPONSES	
None at all	0.00%	0
A little	3.47%	7
A moderate amount	18.32%	37
A lot	44.06%	89
A great deal	34.16%	69
TOTAL		202

Q3 How easy or difficult is it for you to work effectively these days?

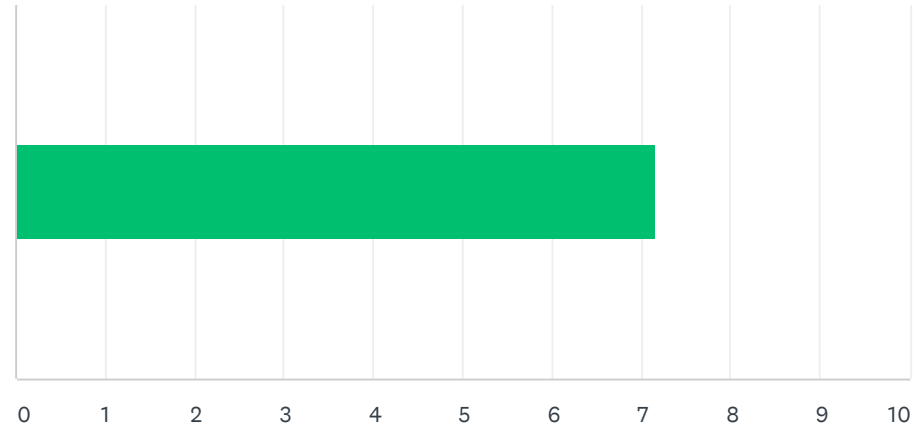
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ANSWER CHOICES	RESPONSES	
Very easy	3.96%	8
Somewhat easy	5.45%	11
Neither easy nor difficult	17.82%	36
Somewhat difficult	45.54%	92
Very difficult	27.23%	55
TOTAL		202

Q4 On a sliding scale could you please indicate your overall current mood?

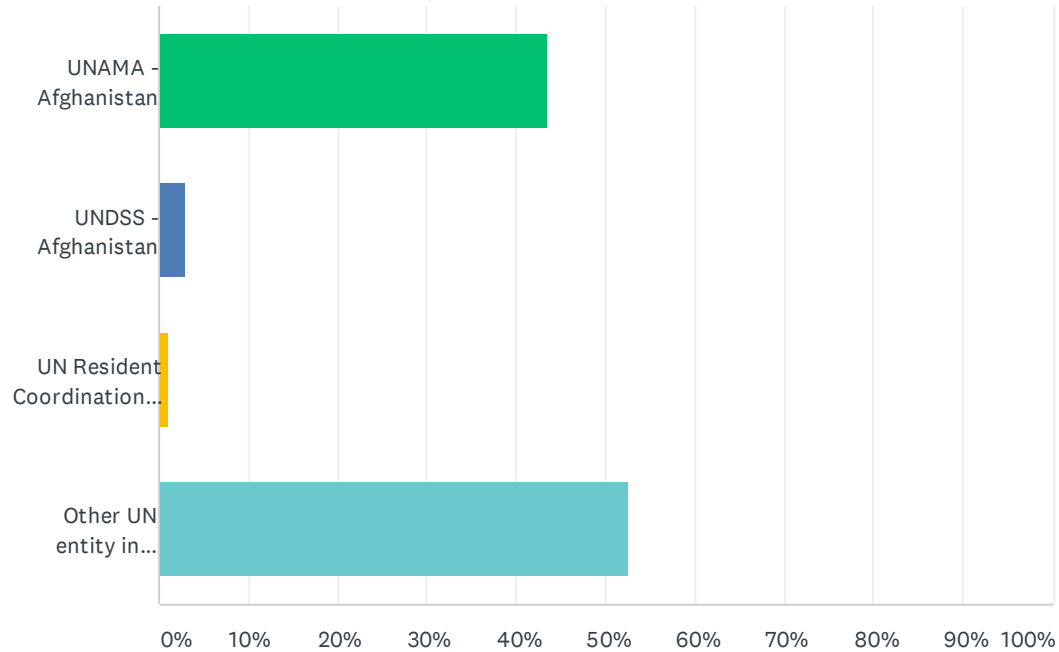
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ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	1,445	202
Total Respondents: 202			

Q5 What UN Entity in Afghanistan do you currently work in?

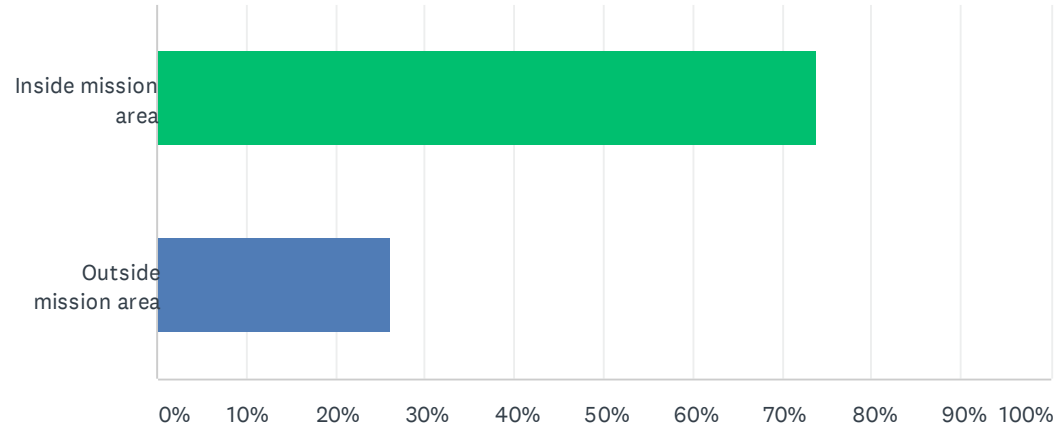
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ANSWER CHOICES	RESPONSES	
UNAMA - Afghanistan	43.56%	88
UNDSS - Afghanistan	2.97%	6
UN Resident Coordination Office - Afghanistan	0.99%	2
Other UN entity in Afghanistan (please specify)	52.48%	106
TOTAL		202

Q6 Are you currently in your mission or outside?

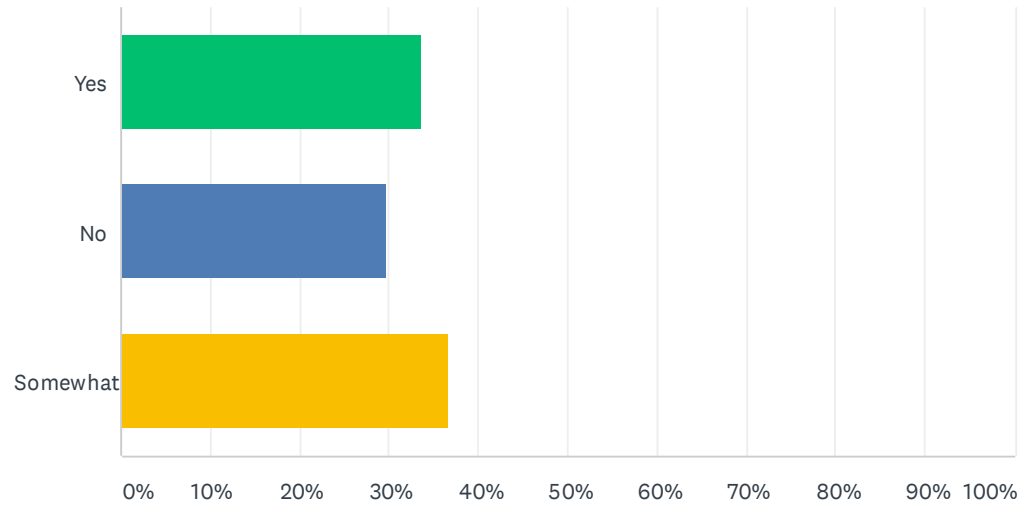
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ANSWER CHOICES	RESPONSES	
Inside mission area	73.76%	149
Outside mission area	26.24%	53
TOTAL		202

Q7 Do you believe that your mission/workplace offers sufficient safety and protection against potential Security incidents?

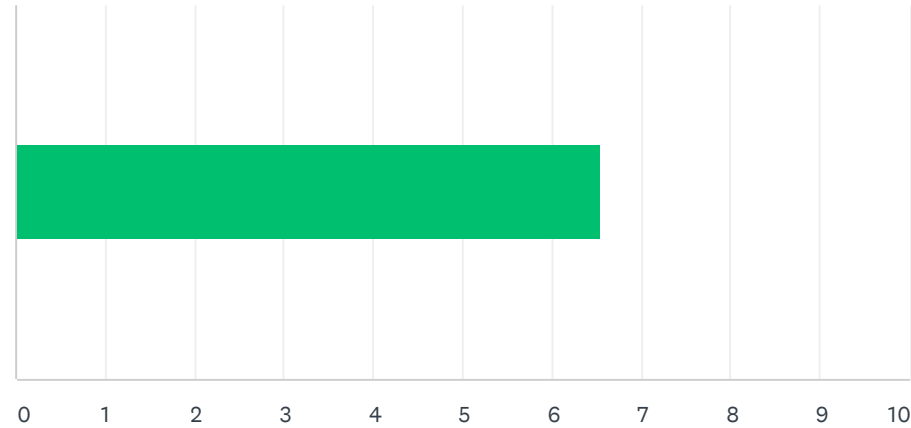
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ANSWER CHOICES	RESPONSES	
Yes	33.66%	68
No	29.70%	60
Somewhat	36.63%	74
TOTAL		202

Q8 On a sliding scale can you indicate the level of anxiety you are experiencing related to having to return to your workplace?

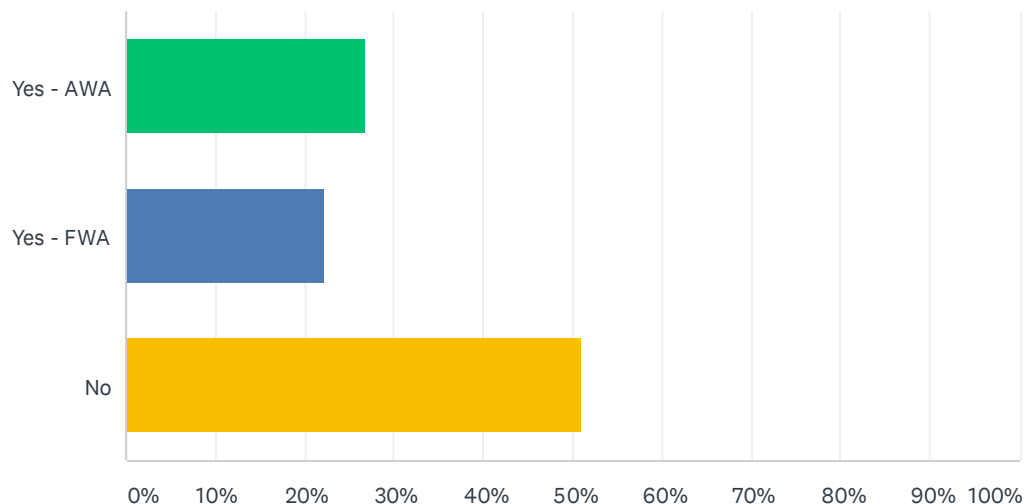
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ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	1,324	202
Total Respondents: 202			

Q9 Are you working under the "Alternate Work Arrangements" (AWA) or "Flexible work Arrangements" (FWA) guidance received from UNHQ? (Working from home or alternate location outside or inside your mission area)

Answered: 202 Skipped: 0

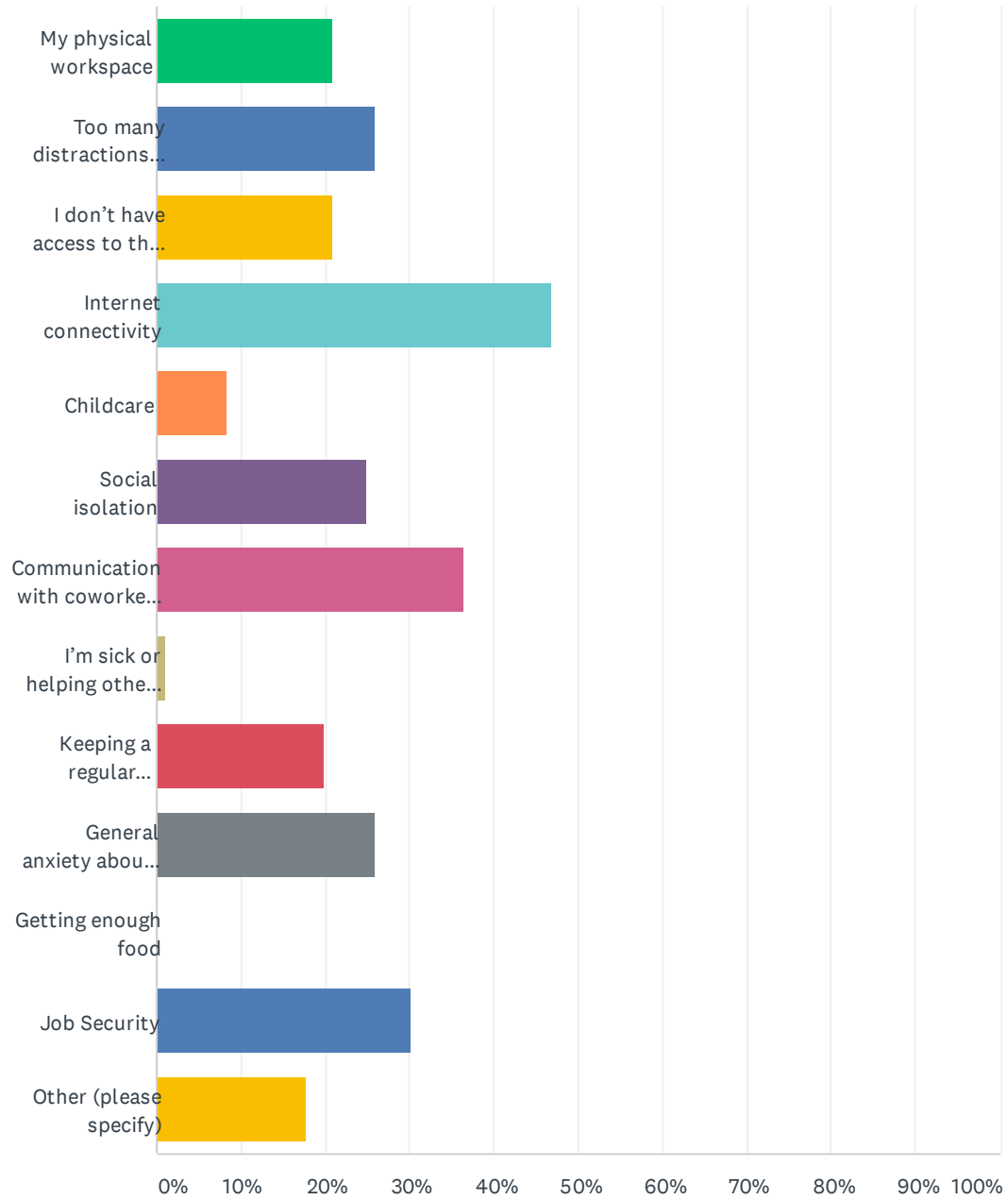


ANSWER CHOICES	RESPONSES	
Yes - AWA	26.73%	54
Yes - FWA	22.28%	45
No	50.99%	103
TOTAL		202

Q10 If you are working remotely, what are the **TOP THREE** biggest challenges you are currently facing while working remotely?

Answered: 96 Skipped: 106

Staff Wellbeing for UN personnel working in Afghanistan



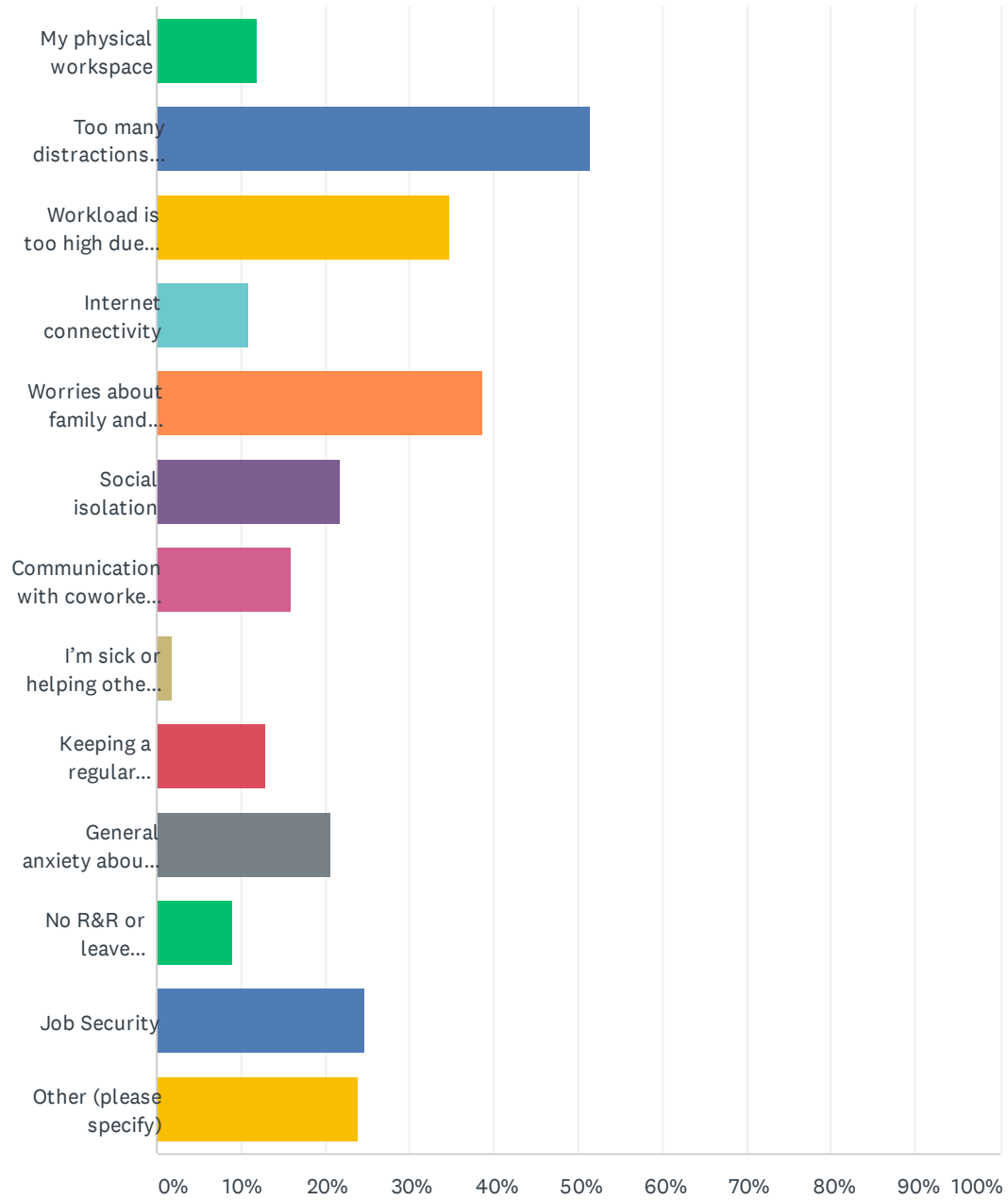
Staff Wellbeing for UN personnel working in Afghanistan

ANSWER CHOICES	RESPONSES	
My physical workspace	20.83%	20
Too many distractions at home	26.04%	25
I don't have access to the tools or information I need to do my job at home	20.83%	20
Internet connectivity	46.88%	45
Childcare	8.33%	8
Social isolation	25.00%	24
Communication with coworkers is harder	36.46%	35
I'm sick or helping others who are sick	1.04%	1
Keeping a regular schedule	19.79%	19
General anxiety about the impact of coronavirus on my life	26.04%	25
Getting enough food	0.00%	0
Job Security	30.21%	29
Other (please specify)	17.71%	17
Total Respondents: 96		

Q11 If you are working within the mission, what are the TOP THREE biggest challenges you are currently facing while working under the current situation?

Answered: 101 Skipped: 101

Staff Wellbeing for UN personnel working in Afghanistan

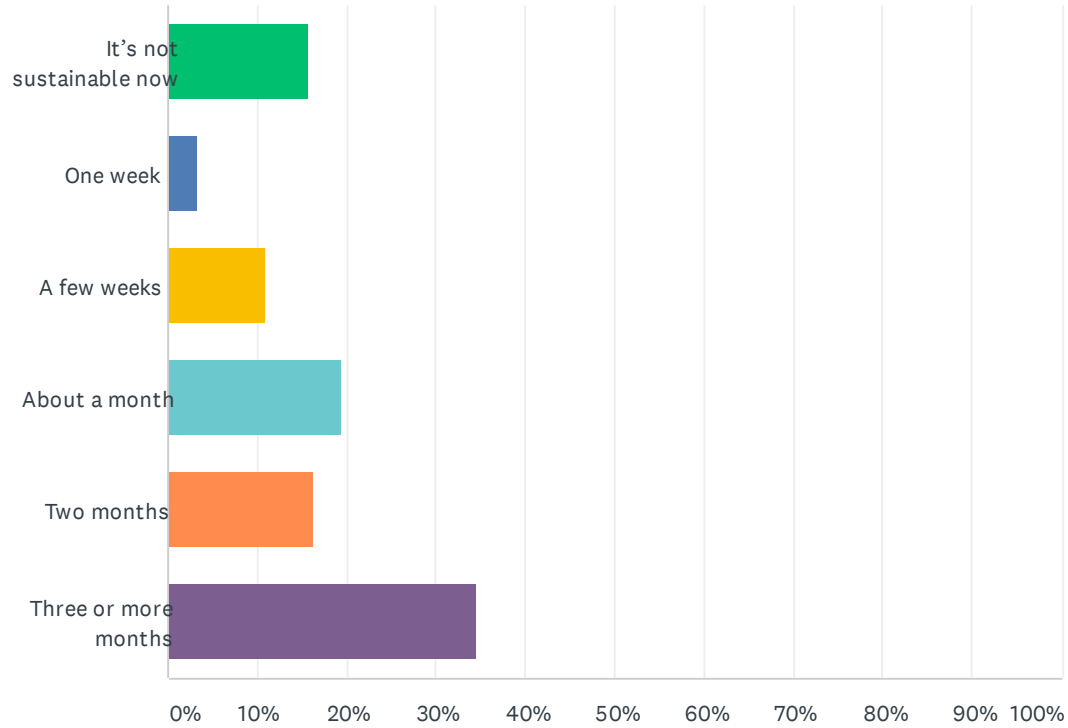


Staff Wellbeing for UN personnel working in Afghanistan

ANSWER CHOICES	RESPONSES	
My physical workspace	11.88%	12
Too many distractions related to the security and/or covid Crisis	51.49%	52
Workload is too high due to reduced workforce	34.65%	35
Internet connectivity	10.89%	11
Worries about family and loved ones	38.61%	39
Social isolation	21.78%	22
Communication with coworkers is harder	15.84%	16
I'm sick or helping others who are sick	1.98%	2
Keeping a regular schedule	12.87%	13
General anxiety about the impact of coronavirus on my life	20.79%	21
No R&R or leave possibility	8.91%	9
Job Security	24.75%	25
Other (please specify)	23.76%	24
Total Respondents: 101		

Q12 Thinking about your current work arrangements, how long is this something you could comfortably maintain?

Answered: 185 Skipped: 17

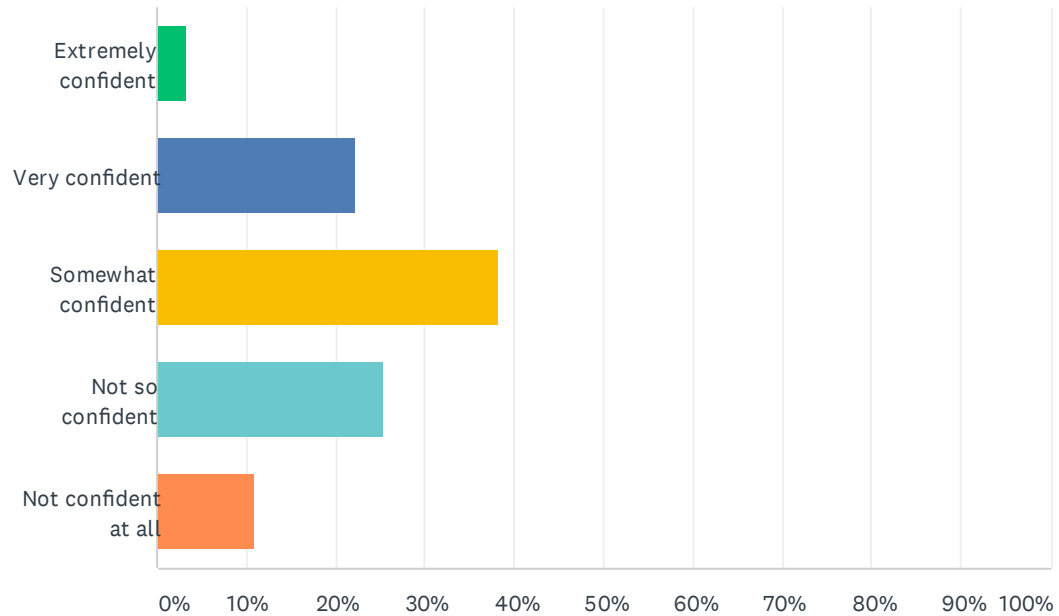


Staff Wellbeing for UN personnel working in Afghanistan

ANSWER CHOICES	RESPONSES	
It's not sustainable now	15.68%	29
One week	3.24%	6
A few weeks	10.81%	20
About a month	19.46%	36
Two months	16.22%	30
Three or more months	34.59%	64
TOTAL		185

Q13 Outside of work, how confident are you that you have the right support network to help you through this period?

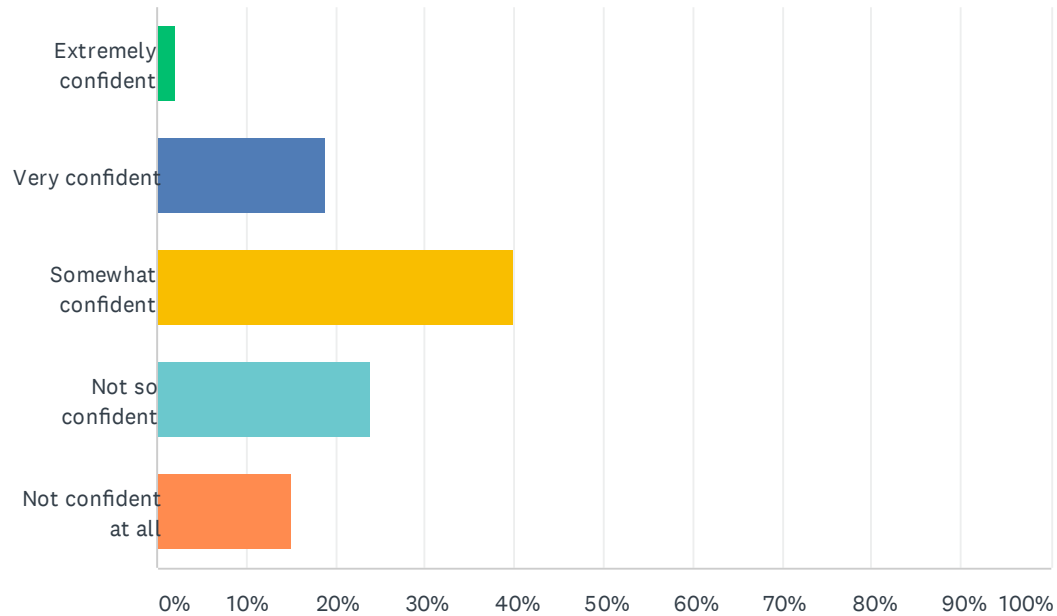
Answered: 185 Skipped: 17



ANSWER CHOICES	RESPONSES	
Extremely confident	3.24%	6
Very confident	22.16%	41
Somewhat confident	38.38%	71
Not so confident	25.41%	47
Not confident at all	10.81%	20
TOTAL		185

Q14 How confident are you that you have the right resources and benefits from the UN to help support you through this period?

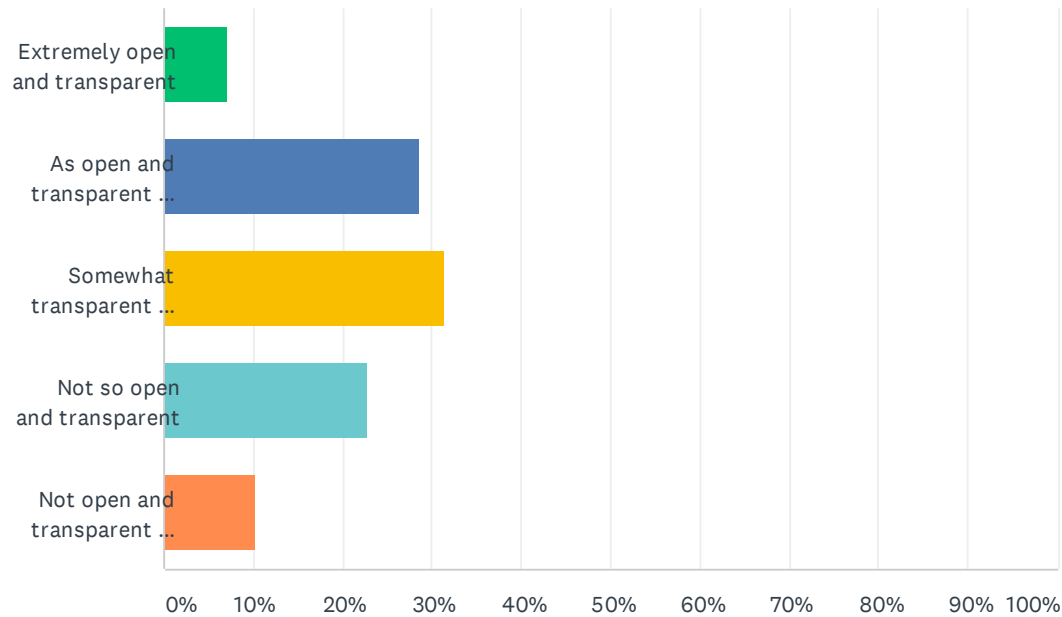
Answered: 185 Skipped: 17



ANSWER CHOICES	RESPONSES	
Extremely confident	2.16%	4
Very confident	18.92%	35
Somewhat confident	40.00%	74
Not so confident	23.78%	44
Not confident at all	15.14%	28
TOTAL		185

Q15 How transparent and open is the Mission's leadership team in communicating information and decisions related to the current crisis and any other issues that affect your well-being?

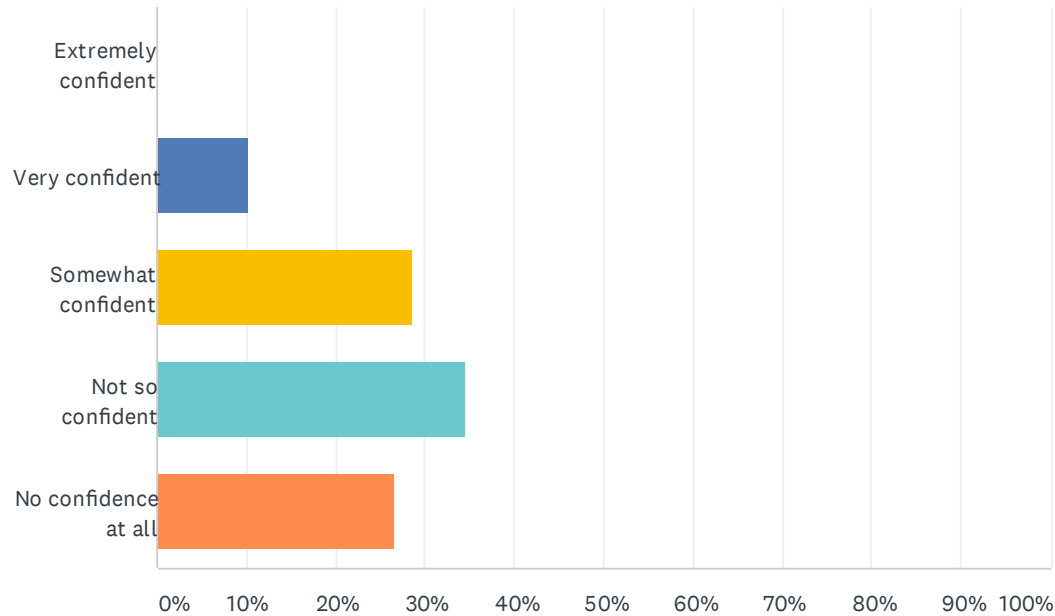
Answered: 185 Skipped: 17



ANSWER CHOICES	RESPONSES	
Extremely open and transparent	7.03%	13
As open and transparent as can be expected	28.65%	53
Somewhat transparent and open	31.35%	58
Not so open and transparent	22.70%	42
Not open and transparent at all	10.27%	19
TOTAL		185

Q16 How confident are you about the medical facilities available and the medical standards within your mission and your mission area.

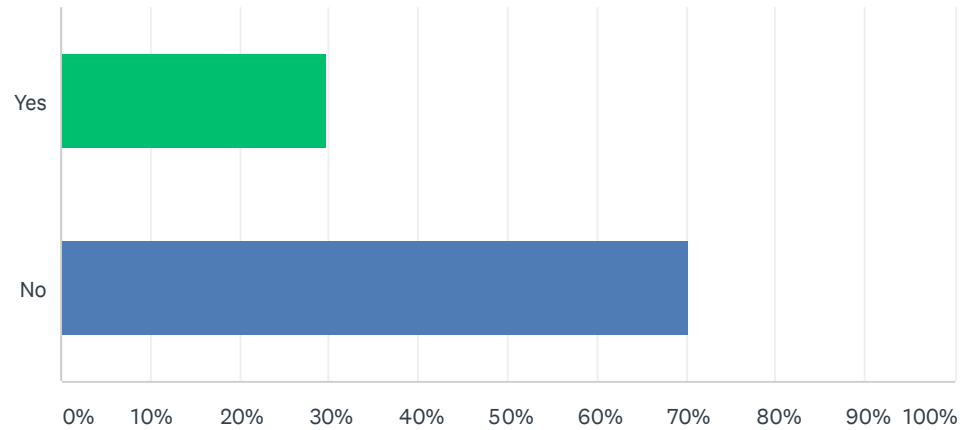
Answered: 185 Skipped: 17



ANSWER CHOICES	RESPONSES	
Extremely confident	0.00%	0
Very confident	10.27%	19
Somewhat confident	28.65%	53
Not so confident	34.59%	64
No confidence at all	26.49%	49
TOTAL		185

Q18 Over the last few months, have you used any of the services offered by the Staff Counsellors offices, or attended any of their training/workshops online?

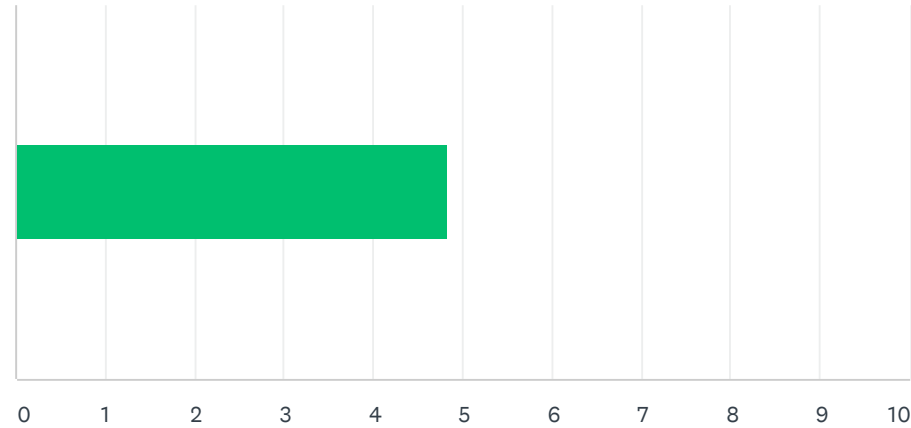
Answered: 185 Skipped: 17



ANSWER CHOICES	RESPONSES	
Yes	29.73%	55
No	70.27%	130
TOTAL		185

Q19 On a sliding scale, how would you rate your experience related to the services offered by the staff counsellors offices?

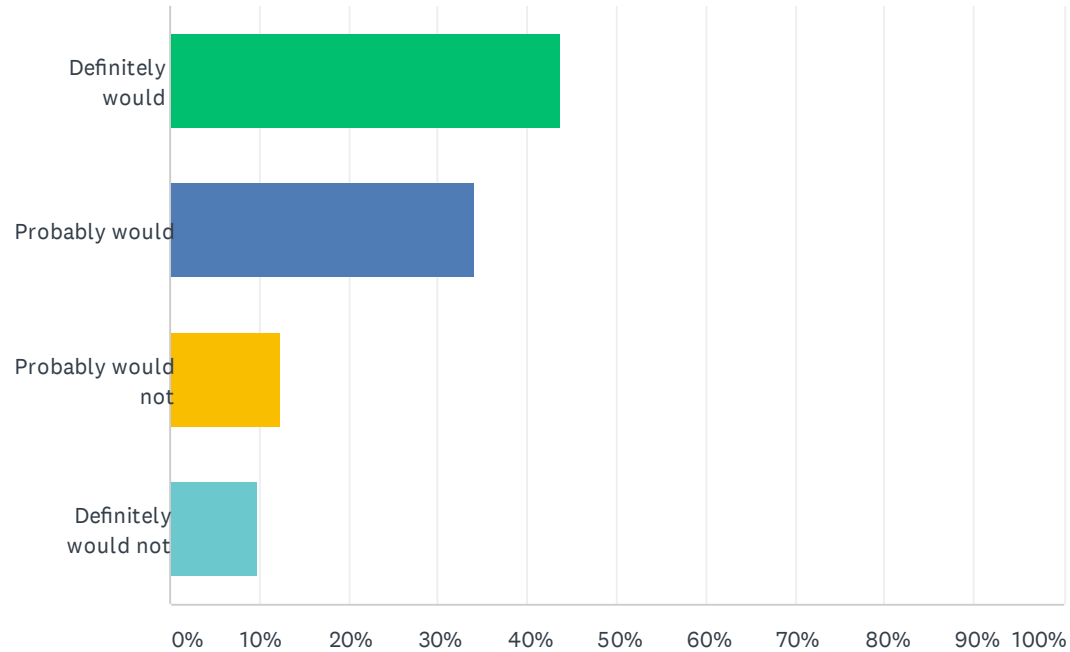
Answered: 170 Skipped: 32



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	820	170
Total Respondents: 170			

Q21 Would a 4 week R&R cycle help alleviate anxiety related to the current situation in Afghanistan?

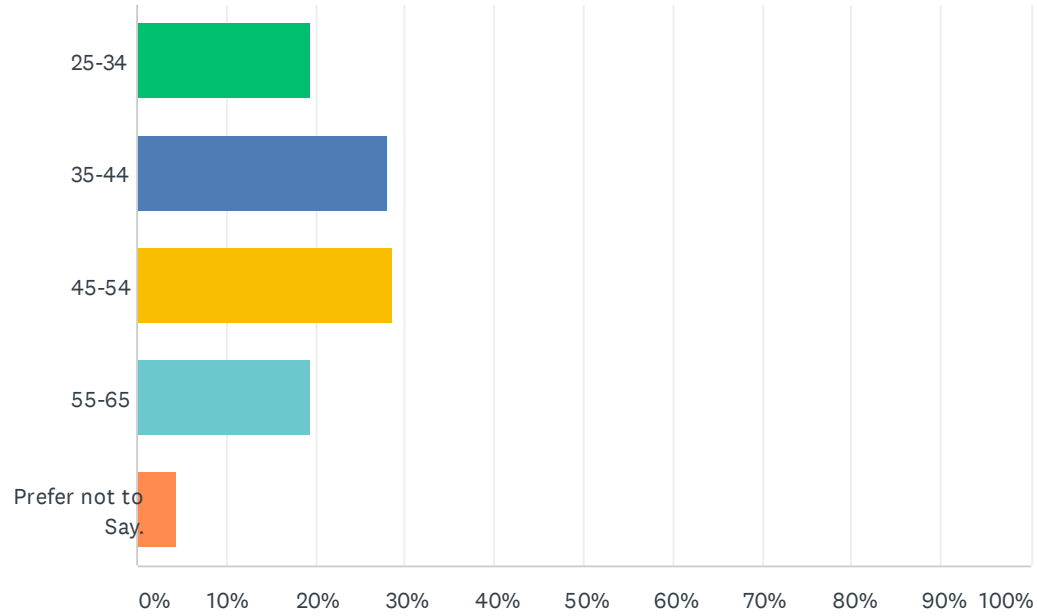
Answered: 185 Skipped: 17



ANSWER CHOICES	RESPONSES	
Definitely would	43.78%	81
Probably would	34.05%	63
Probably would not	12.43%	23
Definitely would not	9.73%	18
TOTAL		185

Q22 What is your age?

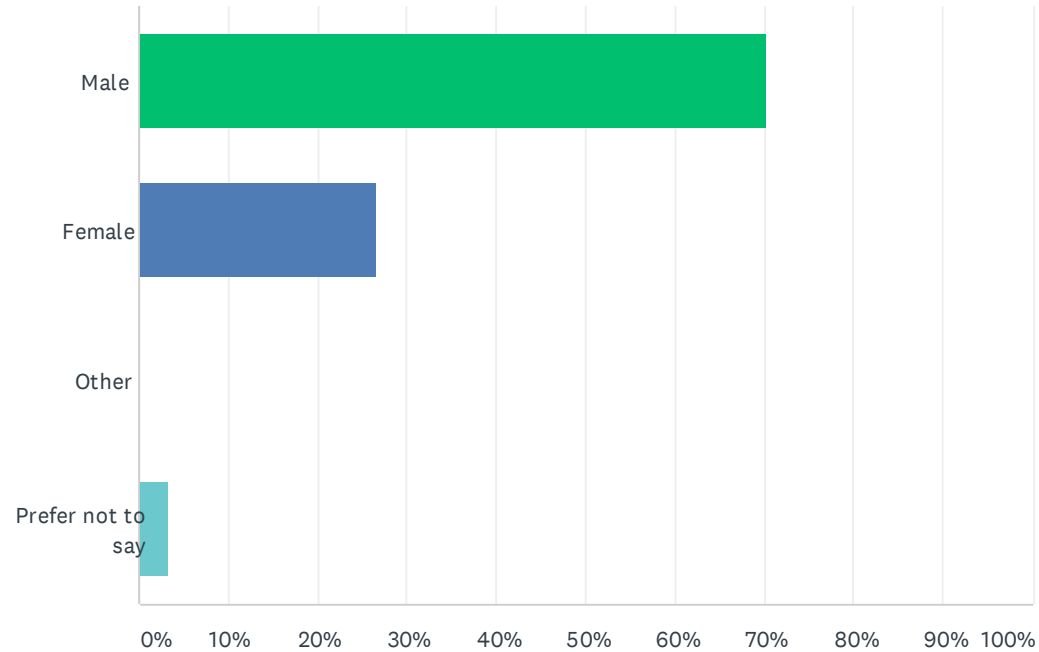
Answered: 185 Skipped: 17



ANSWER CHOICES	RESPONSES	
25-34	19.46%	36
35-44	28.11%	52
45-54	28.65%	53
55-65	19.46%	36
Prefer not to Say.	4.32%	8
TOTAL		185

Q23 What is your gender?

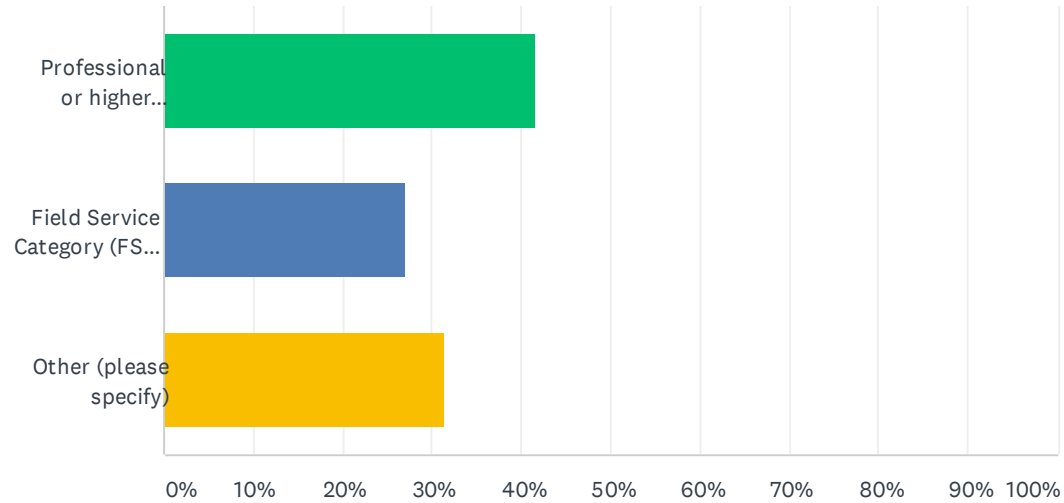
Answered: 185 Skipped: 17



ANSWER CHOICES	RESPONSES	
Male	70.27%	130
Female	26.49%	49
Other	0.00%	0
Prefer not to say	3.24%	6
TOTAL		185

Q24 What is your staff category?

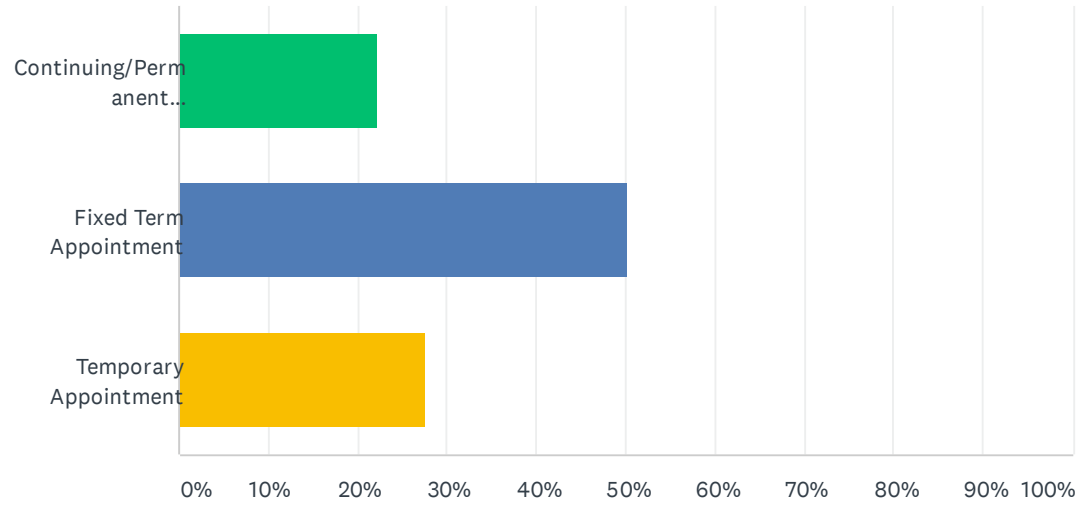
Answered: 185 Skipped: 17



ANSWER CHOICES	RESPONSES	
Professional or higher Category (P1 - D2, including USG, ASG)	41.62%	77
Field Service Category (FS3 - FS7)	27.03%	50
Other (please specify)	31.35%	58
TOTAL		185

Q25 What is your contractual status?

Answered: 185 Skipped: 17



ANSWER CHOICES	RESPONSES	
Continuing/Permanent Appointment	22.16%	41
Fixed Term Appointment	50.27%	93
Temporary Appointment	27.57%	51
TOTAL		185