

## COMMUNICATION

### Administrative Guidelines in response to the situation in the Middle East

**05/26**

**Geneva  
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To: FICSA Members

From: FICSA Secretariat

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Dear colleagues,

We would like to take this opportunity to inform FICSA members about the [CEB Administrative Guidelines for the Middle East](#), which contains a summary of the measures for UN common system personnel (both international and national, including staff and affiliate personnel) in view of the evolving regional security situation in the Middle East.

Some of the major points you should look for are:

- 1) The guidelines cover both internationally- **and** locally recruited staff members as well as UN affiliates, i.e., members of the workforce whose contracts are other than staff letters of appointment; and
- 2) Paragraphs 21 and onwards cover security relocation and relevant expenses for locally-recruited staff members.

This version of the guidelines represents a significant improvement in the duty of care towards locally recruited staff members as well as UN affiliates. We are happy to see that FICSA's advocacy and efforts to bridge the gap in the duty of care between internationally and locally recruited staff members, as well as UN affiliates, is narrowing, with locally recruited staff members receiving greater support than in the past. This item has been on FICSA's advocacy agenda for a very long time – and we are pleased to see a harmonized approach to critical aspects of supporting UN personnel.

We hope that these guidelines will be useful in informing UN staff and affiliates about their rights and the obligations of their respective organizations.

In solidarity,