



Resolution

Resolution No.: 48/14

Meeting No.: 48/20

Date: 3 October 2024

Resolution requesting the Secretary-General to Take Steps to Protect United Nations Staff from Discrimination by the Host Country Based on Nationality

The 48th Staff Council,

Recalling the Charter of the United Nations, which affirms the equal rights of men and women and all nations large and small,

Reaffirming the Universal Declaration of Human Rights, which proclaims that everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status,

Recalling the Agreement between the United Nations and the United States of America regarding the Headquarters of the United Nations,

Emphasizing outstanding implementation of relevant articles of General Assembly Resolution A/RES/77/114 adopted on 7 December 2022,

Recognizing the Convention on the Privileges and Immunities of the United Nations, which provides that the United Nations shall enjoy in the territory of each of its Members such privileges and immunities as are necessary for the fulfilment of its purposes,

Noting with deep concern discriminatory restrictions imposed by the host country government on United Nations staff members nationals of certain countries and G-4 visa holders, including: the imposition of a travel radius restriction from Columbus Circle; excessively long G-4 visa renewal times compared to United Nations staff members of other nationalities; the issuance of G-4 visas with shorter durations compared to United Nations staff members of other nationalities; and humiliating and discriminatory treatment of United Nations staff who are nationals of certain countries upon arrival at United States airports,

Raising concern over the discriminatory effects of these restrictions, which have hindered United Nations staff members from carrying out their duties and exercising their rights,

Also expressing concern about the detrimental effects these restrictions have on the personal and professional lives of United Nations staff members, including: undermining the operational capacity of the United Nations to effectively carry out its mandated activities; restricting their ability to travel for official United Nation purposes, thus negatively affecting their professional growth and potentially preventing them from being considered for promotion, and personal reasons; causing family separations and preventing staff from fulfilling personal obligations;

and creating unequal treatment based on nationality, leading to biased and discriminatory experiences for affected personnel.

Condemning any form of discrimination based on nationality, which is inconsistent with the principles of the United Nations,

The Staff Council hereby,

1. Respectfully calls upon the Secretary-General to take all appropriate measures, including, if necessary, by invoking Section 21 of the Host Country Agreement¹; to ensure the protection of United Nations staff from any forms of discrimination that may arise from policies implemented by the host country based on nationality².

2. *Note*, in this regard, the request from the General Assembly in its resolution 78/116, dated 11 December 2023, that the Secretary-General “give the most serious consideration and take any appropriate steps under section 21 of the Headquarters Agreement and intensify efforts to expedite resolution of the issues”³ raised in the Report of the Committee on Relations with the Host Country⁴.

Adopted	Yes
For	15
Against	2
Abstention	2

¹ Whereas "Any dispute between the United Nations and the United States concerning the interpretation or application of this agreement or of any supplemental agreement, which is not settled by negotiation or other agreed mode of settlement, shall be referred for final decision to a tribunal of three arbitrators, one to be named by the Secretary-General, one to be named by the Secretary of State of the United States, and the third to be chosen by the two, or, if they should fail to agree upon a third, then by the President of the International Court of Justice"

² These measures may include: (a) engaging in constructive and high-level dialogue with the host country government to address this matter, with the aim of ensuring that United Nations staff can fulfil their duties unimpeded; (b) requesting the host country government to promptly reconsider and remove any restrictions on the issuance of visas to United Nations staff members that are based on their nationality; (c) extending legal and other forms of assistance to United Nations staff members who may be adversely affected by such measures, as part of the organization’s commitment to the well-being of its personnel; and (d) raising awareness of this issue within the United Nations system and among Member States, to foster a shared understanding and encourage collaborative solutions.

³ Paragraph 15, A/RES/78/116

⁴ *Official Records of the General Assembly, Seventy-eighth Session, Supplement No. 26 (A/78/26)*