

**FICSA**

Dear Mr. Battistelli,

The Federation of International Civil Servants' Associations (FICSA), which represents more than 20,000 staff in the international civil service, and of which the Staff Union of the EPO (SUEPO) is a member, has learned that the EPO has, once again, terminated the service of yet another EPO staff representative, a SUEPO Official.

FICSA understands that this now makes a total of three EPO SUEPO staff representatives who have been dismissed plus a fourth one who was severely downgraded under your authority in 2016.

This letter, therefore, is to lodge a formal protest against what has evidently become systematic mistreatment of staff representatives / SUEPO Officials at EPO, in an apparent attempt to silence any and all staff who dare to voice their disagreement. Such coercive and controlling behavior is not compatible with the managerial practices expected of an international organization. It is deeply regrettable that the EPO leadership feels the need to run the organization in such a manner.

FICSA would like to take this opportunity to draw your attention to the 2012 Report of the Joint Inspection Unit (JIU) entitled "Staff-management relations in the United Nations specialized agencies and common system" which found in its conclusions "that the attitude of the executive head serves as a critical factor in the success or failure of staff-management relations in an organization".

The JIU also found that "Good and effective interaction between the management of the United Nations common system organizations under review and their staff is critical for the delivery of high-performance services".

In the interest of the well-being of the EPO and its staff, FICSA would therefore like to kindly call upon good reasoning and good faith and respectfully request you to meet with the EPO staff representatives concerned (including those who have been fired by the organization) in order to jointly explore possible ways forward so that a normal and healthy working environment can be restored in the interest of the organization and the staff representatives concerned.

.../...

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FICSA is convinced that the only solution to these difficult challenges is through the installation of an atmosphere of openness, meaningful dialogue and mutual respect, all within the context of good faith and full transparency.

The FICSA leadership remains available to meet, if so desired, with all parties concerned in the hope of fostering dialogue and finding ways to move forward in a constructive and positive manner in the interests of all.

Our Federation thanks you for attention to this request, and looks forward to hearing from you soonest.

Please accept, Mr. Battistelli, the assurances of our highest consideration.

A handwritten signature in black ink, consisting of a stylized, elongated shape with a small 'X' or similar mark inside.

Diab El-Tabari  
President

cc. SUEPO  
FICSA Executive Committee