



United Nations
Educational, Scientific and
Cultural Organization

Executive Board

Two hundred and twelfth session

212 EX/5.IV.B Add.2

PARIS, 6 October 2021
Original: English

Item 5 of the provisional agenda

FOLLOW-UP TO DECISIONS AND RESOLUTIONS ADOPTED BY THE EXECUTIVE BOARD AND THE GENERAL CONFERENCE AT THEIR PREVIOUS SESSIONS

PART IV

HUMAN RESOURCES ISSUES

ADDENDUM 2

COMMENTS BY THE UNESCO STAFF UNION (STU)

B. Use of non-staff contracts, including those for consultants, over the period 2019-2020

Pursuant to Item 9.2.E.7 of the UNESCO Human Resources Manual, the UNESCO Staff Union (STU) submits its comments on the report by the Director-General.

1. STU is deeply concerned about the figures shown in this document. 25% of UNESCO workforce are consultants and 24% hold service contracts, that is **49% of UNESCO workforce are non-staff**. In field offices, the percentage of non-staff is higher, with a total of **64% being non-staff** and only 35% staff. STU reiterates its support to the status of staff member, that preserves both the working conditions of staff and the institutional memory of the Organization.

2. STU is pleased to learn that the Administration is updating the service-contract policy, which “will significantly improve working conditions for non-staff personnel”, and looks forward to being consulted on this update. As a reminder, STU in 2020 expressed its opposition to the discriminating distinction between Headquarters and field offices regarding duration and renewal of service contracts.



Job: 202103296