

Hundred and seventy-fifth session

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**REPORT BY THE DIRECTOR-GENERAL, IN COOPERATION
WITH THE HEADQUARTERS COMMITTEE, ON MANAGING
THE UNESCO COMPLEX**

ADDENDUM

SUMMARY

In conformity with item 2805.7 of the UNESCO Administrative Manual, the UNESCO Staff Union (STU) submits its observations on the report by the Director-General.

Introduction

1. Given that staff members and members of Permanent Delegations are the main users of UNESCO's buildings, it is unfair that they are never consulted or kept informed with regard to projects for the renovation, modification or modernization of those buildings. This cult of secrecy and the disdain shown towards the staff have given rise to a host of rumours, which are worsening the negative atmosphere prevailing within the Secretariat.
2. The general feeling is that outside firms, which are either badly chosen or poorly managed, are carrying out work of poor quality at three to four times the normal cost. It is not unusual for UNESCO's building maintenance staff to have to "repair" recent work that has been officially handed over as is. With regard to Room XI, the choice of finishings appears not to have been the most fortunate.
3. The wasting of resources appears to have been systematic. For example, the fire detection equipment purchased during the transition phase of bringing the Fontenoy offices up to standard was found to fail to meet the new requirements at the end of that period, and had to be thrown away.

Maintenance

4. The Headquarters Committee had decided that 10% of the budget allocated for the work should be set aside for future maintenance work. The staff have no way of knowing whether that decision is being implemented. Building maintenance cannot be carried out without the permanent teams that remain (even if these have been cut back so far as to be unable to meet demands). A hostile attitude towards the technical workshops and the complete absence of clarity in the building management policy are creating an atmosphere of discontent and insecurity among the staff members concerned. The last audit (end of 2005) and all past evaluations prove that, as far as maintenance is concerned, the permanent teams of staff members provide the most efficient and least costly solution.

Use of premises

5. UNESCO's buildings, where we work every day, have always served also as a place where staff can organize social events and cultural activities. Staff have also been able, through the two associations, to organize sports activities in the sports room. The event and exhibition rooms are now being rented both to outside users and to Permanent Delegations and staff. On more than one occasion we have had to cancel planned cultural activities because outside users were given priority or because the amounts charged were exorbitant. STU has no access to the sports room, despite the fact that the organization of sports activities is provided for in our statutes. A new item was added to the Administrative Manual without consulting STU, and despite our complaints over a number of years, it has not been possible to redress that situation.
6. The technical equipment installed in UNESCO's meeting rooms is not always of good quality, and despite the flawless work of our staff technicians, the quality of service is not commensurate with the rates charged. Blatant violations are taking place with regard to the invoicing of the working hours of security guards, who would be paid anyhow even if the event had not taken place, whether scheduled during or after normal working hours. Thus, outside users and Permanent Delegations indirectly pay part of the salary of the security guards.
7. The rental scales applied at UNESCO reflect those used in the 15th *arrondissement* of Paris. However, Permanent Delegations should verify whether criteria relating to security, hygiene or conformity with technical standards are the same at UNESCO premises as in Paris. Hygienic

conditions in the buildings where we staff members and members of Permanent Delegations all work are unacceptable. On more than one occasion STU has called for guarantees of minimum hygiene standards, but only the representatives of the Member States can bring about any improvement in that regard. It should also be noted that staff working for the cleaning firms operate under conditions that prevent them from cleaning the premises properly, owing to lack of time or lack of equipment. Not only is it a well known fact that the lavatories at UNESCO are among the dirtiest, but it should be noted that the offices are also very dirty and poorly maintained.

Building security

8. The sums spent on building security are vast, yet an audit might demonstrate that their use is not always judicious. The staff feel that the current system of surveillance of the building entrances does nothing but cause annoyance to those working in the buildings. Given that any forged identity document can be used to obtain a visitor's pass, and that anyone can enter the premises in a vehicle whose owner has a parking place, it is difficult to find any reassurance in the measures that have been taken.