



unesco

United Nations
Educational, Scientific
and Cultural Organization

216 EX/5.III.B Add.2

Executive Board
Two hundred and sixteenth session

PARIS, 4 May 2023
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 III

HUMAN RESOURCES ISSUES

ADDENDUM 2

COMMENTS BY THE UNESCO STAFF UNION (STU)

SUMMARY

**B. Annual report (2022) by the International Civil Service
Commission (ICSC): Report by the Director-General**

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.



Job: 202301385

Comprehensive review of the compensation package

1. In the course of preparation of a detailed outline of its approach for the next comprehensive review of the compensation package that will be considered by the General Assembly at its seventy-eighth session, ICSC has sent to our organization a questionnaire to provide feedback on the United Nations common system compensation package. Based on these survey responses and the outcome of consultations with executive heads, the ICSC will discuss the scope (structure), parameters and timelines of the review.
2. STU expresses its appreciation to HRM for having been associated to this preparatory exercise and for the opportunity offered to express our views on these important issues. STU confirms its availability to contribute its views when the exercise will be formally implemented by JIU in the course of 2023.

Conditions of service applicable to both categories of staff

3. STU welcomes the establishment of the new parental leave framework elaborated by the United Nations Secretariat and United Nations specialized agencies, and expresses appreciation for a timely implementation by HRM of a new parental leave policy (including amendments to relevant Staff Rules), in line with this framework, with retroactive effect to 1 January 2023.
4. However, STU is concerned about the possible consequences of a lack of financial resources in the current budget year, which would not allow for full funding of replacements for staff members on parental leave for the full duration of their absence, and could therefore add to the burden of an already overworked and stressed staff.

Allowance for children with disabilities

5. STU commends UNESCO for having implemented the revised amount as of 1 January 2023 and for having accommodated the related costs within the 41 C/5 Approved budget.