



United Nations
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Organización
de las Naciones Unidas
para la Educación,
la Ciencia y la Cultura

Организация
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منظمة الأمم المتحدة
للترربية والعلم والثقافة

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Item 10.1 of the agenda

STAFF REGULATIONS AND STAFF RULES

ADDENDUM 2

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

Amendments effective 25 July 2014

Rule 104.6 – Fixed-term appointment

Rule 104.11 – Reports Board

Rule 104.11 *bis* – Reports on staff members

Rule 104.11 *ter* – Review Panels

The UNESCO Staff Union (STU) has repeatedly emphasized the urgent need for the rapid establishment of an effective skills assessment mechanism. In addition to the importance of skills assessments as part of the career development of staff members, the establishment of this mechanism has become essential in the crisis faced by the Organization, as staff members have been redeployed without detailed knowledge of their skills. The computer tool MyTalent, set up in 2013, is not consistent with the skills assessment mechanism called for by STU.

Amendments effective 1 January 2015

Rule 106.2 – Maternity leave

STU welcomes the establishment of special leave with full pay of eight weeks for the purpose of breastfeeding, as requested by its petition, which collected more than 400 signatures in favour of restoring one-month breastfeeding leave.

STU hopes that our female colleagues who are non-staff members and therefore cannot benefit from these eight weeks of special leave will be offered a similar measure by the Administration so that their children may benefit from the same protection as staff members.

ADDENDUM TO DOCUMENT 38 C/40 Add.

STU is not against **shortening the period of external advertising to one month**. However, taking into account that this amendment is proposed within the context of implementing Recommendation 6 of IOS Audit Report on Recruitment (submitted to the Executive Board under 197 EX/5 Part V Add.2), STU would like to state the following:

1. Current regulations 4.3.2 and 4.4 give priority of consideration for vacant posts to staff members and therefore constitute an acquired right for the staff.
2. In the absence of any effective career development policy in the Organization, internal post advertisement is the only existing measure to promote internal career advancement. Despite frequent drawbacks in its full and systematic implementation, it is nonetheless the only practice that ensures some level of respect for the obligation of giving priority to internal staff, especially in the absence of any clear, effective and objective mechanism to provide priority to staff members.
3. While totally agreeing that current recruitment processes take too long, STU does not believe that systematically advertising ALL vacancies internally and externally is the solution to shortening recruitment periods. On the contrary, this may even delay recruitments which would have normally been filled in with internal candidates.

Based on the above, STU urges the Director-General to ensure that acquired associated rights are protected and that more effective measures are identified to **shorten current recruitment periods**, such as shortening internal vacancy announcements with proper alert mechanisms (so that all staff members are systematically informed), providing and enforcing internal compliance with recruitment deadlines and actively identifying posts for which external candidates may be needed, **while keeping the current rules concerning internal advertisement of vacant posts**.