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Organisation
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la science et la culture

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

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STAFF SALARIES, ALLOWANCES AND BENEFITS

ADDENDUM

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.

Review of the compensation package

While there are some positive aspects, the UNESCO Staff Union (STU) is not satisfied with the outcome of the review of the compensation package, the most negative elements being the impact of taking the dependency rate of pay from single parents, eliminating accelerated home leave, and reducing both the mobility and allowance and educational benefits.

Apart from the negative impact this may have on current staff, the new compensation package will decrease the chances of attracting the best professionals to the United Nations and to UNESCO in particular.

Moreover, STU underlines the need to preserve the “acquired rights” of current staff.

The three United Nations staff association federations carried out a survey on the salary review under way at the International Civil Service Commission (ICSC). Some 10,000 colleagues, including 250 UNESCO staff members, replied to the survey:

- 75% of staff members are against a salary rise for category D staff if the rise is funded by salary cuts at lower grades;
- 50% of staff members are not sufficiently mobile to go to work in difficult duty stations, and even less so if compensation is reduced;

- 60% of staff members support greater flexibility in the allocation of study expenses cover for nursery and primary/secondary/higher education;
- 70% of staff members would like maternity leave to be increased from 16 to 24 weeks.