



UNESCO STAFF UNION  
SYNDICAT DU PERSONNEL DE L'UNESCO

# **What the UNESCO Staff Union does for you**

# The STU

## In brief

The UNESCO Staff Union (STU) was created in 1947. Its mission is to guarantee, in accordance with the Staff Regulations and Staff Rules, fair, transparent and healthy working conditions for all UNESCO personnel: professional staff, general services staff and temporary personnel, whether at Headquarters or in the field. This is essential for the proper functioning of the Organization.

Through the commitment of its human and financial resources, the STU aims to provide its members with an environment where talent and personal merit are recognized, diversity valued, and privacy respected.

It is important to remember that ensuring the maintenance of these working conditions requires, first and foremost, compliance with the legal rules and standards in force at UNESCO and at the international level. The STU therefore undertakes to use its means to uphold the application of, and ensure compliance with, these regulatory texts and to make certain that they are not circumvented.

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# STU's objectives

- **Safeguard the collective and individual rights and interests** of STU members as UNESCO staff members, regardless of their type of contract
  - See to it that the competent bodies hear the voices of our **field-office and institute colleagues**, who deal with specific circumstances and problems
  - Maintain and strengthen the unity of UNESCO Secretariat staff as a body of **international civil servants**
  - Contribute to the achievement of the objectives defined in the Constitution of UNESCO, in particular by **promoting the proper functioning of the Secretariat** and by stimulating its members' interest in UNESCO's objectives and programme
  - Ensure that the **working conditions of the staff** are satisfactory and in compliance with the principles set out in the Constitution, the Staff Regulations and Staff Rules and all other applicable provisions, so as to enable the members of the Secretariat to serve UNESCO with maximum efficiency
  - Improve **staff members' professional circumstances**, maintain staff morale, and help those of its members who find themselves in a difficult situation
  - Contribute to human resources documents presented to **the Executive Board and the General Conference**
  - Organize **cultural and recreational activities** for UNESCO staff.
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# The voice of the staff

As the voice of UNESCO staff members, adhering to the objectives of the Constitution of the UNESCO Staff Union, the STU is the interlocutor of the Office of the Director-General and the Administration (Bureau of Human Resources Management, Division of Internal Oversight Services, Ethics Office, mediators), as well as of the staff associations of other international organizations.

Our action is based on collaboration. It relies on the solidarity of the members of the Union, the STU Secretariat, the Council and the Executive Bureau, seizing every opportunity to advocate for the constant improvement of working conditions in the Organization.

The Union's activities are coordinated by its Secretariat, which assists the various bodies concerned and advises and guides UNESCO staff members.

## The STU is made up of the following three bodies:

- **The Staff Assembly**, which brings together all the members of the Union, determines the general policy of the Union, adopts its budget, establishes the Rules of Procedure and the Financial Regulations of the Union, and decides on its main activities
- **The Council**, which is made up of 15 councillors, elected for a two-year term by the universal suffrage of the members of the Union, helps the Executive Bureau to prepare and carry out the activities of the Union and presents at each ordinary session of the Staff Assembly a written report on these activities
- **The Executive Bureau** is composed of five to eight Council members elected for a one-year term by the Council; the President of the STU is elected for a one-year term by the Council and is a member of the Executive Bureau.

**The STU represents you as an observer** at the Medical Benefit Fund (MBF) Governing Board, the Occupational Health & Safety Committee, the Headquarters Committee, the Appointment Review Boards (ARB), the Appeals Board, the Day Nursery and Children's Club, and at the Inter-Agency Games Committee. The STU also cooperates with the Association of Former UNESCO Staff Members (AFUS).

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# STU's actions

## Defence and representation

**What are my rights?** Through the advisory, advocacy and representational services offered by the STU, its members can obtain information and make their voices heard on issues such as mobility, employment contracts, promotions, and recruitment, as well as safety and hygiene in the workplace.

## Support for colleagues in difficulty: legal assistance

**The STU offers legal assistance** with problems that UNESCO staff (under any type of contract) may encounter with regard to their employment relationships or conditions of employment. This can range from helping to resolve disputes informally in partnership with the Office of the Mediator and the Ethics Office to assisting with appeals before the UNESCO Appeals Board and the Administrative Tribunal of the International Labour Organization (ILOAT).

## Participation in the international civil service

**A founding member of the Federation of International Civil Servants' Associations (FICSA)**, the STU participates in discussions that will define the future of labour policies and strategies within the United Nations system.

Through FICSA, the STU provides staff representation to the **International Civil Service Commission (ICSC)** and contributes to the work of the Fifth Committee of the General Assembly of the United Nations for the common system. FICSA also sits as an observer on the **United Nations Joint Staff Pension Board**.

FICSA membership allows the STU to actively participate in salary surveys which have a direct impact on the remuneration of all UNESCO staff. It also provides free access to FICSA training courses adapted to the reality of international organizations.

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# Join us!

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