

FICSA

Dear Madam,

I have the honor to transmit the attached FICSA Resolution regarding the ongoing redeployment exercise at UNESCO, as unanimously adopted by the 67th session of the FICSA Council held at the IAEA in Vienna from 3 to 7 February 2014.

This Resolution reflects the concerns of the FICSA members with regard to the above-mentioned exercise and seeks to ensure full involvement of the UNESCO Staff Union so that clearly established criteria are adhered to.

Convinced that fairness and transparency are essential elements to maintaining a robust and motivated workforce, the Federation would like to respectfully request UNESCO to give due regard to the concerns expressed by our members.

I thank you in advance for your kind consideration of this matter and I hope to receive positive feedback relative to our requests.

Please accept, Madam, the assurances of my highest consideration.



Brett Fitzgerald
General Secretary

Ms. Irina Bokova
Director-General
UNESCO
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Encl.

cc. Ms. Ana Luiza Thompson-Flores, Director, Bureau of HRM
UNESCO STU
FICSA Executive Committee

Federation of International
Civil Servants' Associations

Fédération des associations
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FEDERATION OF INTERNATIONAL CIVIL SERVANTS' ASSOCIATIONS (FICSA)

Resolution 67/1

The Council of the Federation of International Civil Servants' Associations (FICSA) at its 67th session (Vienna, 3-7 February 2014),

Noting with concern the on-going staff redeployment exercise at the United Nations Education, Science and Culture Organization (UNESCO);

Recalling the exceptional budgetary constraints that have been imposed on UNESCO since the end of 2011;

Recognising that the exceptional nature of the situation confronting UNESCO is rooted in a political decision and thus calls for a genuinely political solution as distinct from a purely administrative decision;

Cognisant of the staffing proposals put forward for the 2014-2015 biennium at a cost of \$507 million that will call for far-reaching retrenchment measures;

Deeply concerned over the forthcoming redeployment exercise scheduled to start in the immediate future; and

Fearing that the composition of the redeployment group will not be based on the principles of equity and fairness;

- Urges** that the redeployment exercise be strictly guided by the criteria of efficacy, competence, integrity and length of service;
- Seeks** the full involvement of the UNESCO Staff Union in all elements and stages of the redeployment exercise;
- Further urges** that each of the staff representative bodies in UNESCO be allotted an additional seat in the redeployment group so that they all may contribute effectively to the deliberations of that group;
- Demands** that in the context of the staffing proposals review, twenty days and **not** ten days be envisaged for the submission of comments on the list of currently occupied posts affected by the retrenchment proposals so that for each post earmarked for abolition a complete individual assessment can be carried out and a due comparison drawn with the programme priorities set by Member States; and
- Requests** that the timelines proposed for the posts to be abolished be extended and enter into effect **six months** after receipt of the official notification so that within the context of the redeployment exercise, sufficient time is provided in which all possible options for all of the staff members affected can be exhaustively explored.