

THE STAFF OF UNESCO, gathered together in Staff Assembly on Thursday 26 September 2013,

Mindful of UNESCO's Constitution, which places humanism at the core of the Organization's unique mandate,

Stressing that in order to uphold this mandate, the governing bodies need to devote their utmost attention to the human dimension of their decisions,

Recognizing that the current financial crisis of the Organization and its political and economic context call for a profound reform,

Noting with great concern that the report by the Director General on the income and expenditure plan as well as the restructuring plan (192 EX/16 Part I), states that 285 posts need to be abolished from document 37 C/5 Draft, and suggests terminations of currently incumbent staff;

Highlighting that neither the information provided in document 192 EX/16 Part I, nor any other information available at this stage, justify terminations of current staff (192 EX/16 Part I Add.),

Bearing in mind that the forthcoming budgetary cycle is quadrennial rather than biennial, and will therefore allow greater budgetary flexibility over the full quadrennium,

Underlining that (as confirmed by the representative of the External Auditor to the Ad Hoc Preparatory Group in September 2013) nowhere in the report by the External Auditor on UNESCO's budgetary and financial crisis management (191 EX/28) is there an unambiguous recommendation that staff should actually be terminated,

Urging the Director-General to promote energetically voluntary staff solidarity mechanisms (early retirement, job-sharing, part-time, temporary leave without pay, collective bargaining, etc.),

1. *Calls upon the Director-General and the Member States* to bear in mind their particular responsibility to ensure that humanistic principles and values are upheld *within* UNESCO, in order to preserve its constitutional mission, its integrity, its reputation, and the quality of its work;
2. *Alerts the Director-General and the Member States* – in the complete absence of clear justifications for terminations, a clear programmatic restructuring, a human resources emergency plan, practical solidarity mechanisms, as well as dialogue and active consultation with staff – to the fact that terminations would violate UNESCO's humanist essence, paralyse the Organization's functioning, and jeopardize its very survival;
3. *Urges the Director-General* to refrain from any forced terminations of UNESCO staff owing to the financial crisis, and to elaborate, based on this position, a quadrennial strategic plan;
4. *Appeals to the Member States* to lend every support the Director-General in this endeavour.