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**REPORT BY THE DIRECTOR-GENERAL ON THE JUDGMENTS
CONCERNING UNESCO ISSUED BY THE INTERNATIONAL LABOUR ORGANIZATION
ADMINISTRATIVE TRIBUNAL (ILOAT)**

ADDENDUM 2

COMMENTS BY THE UNESCO STAFF UNION (STU)

Pursuant to Item 9.2.E.7 of the UNESCO Human Resources Manual, the UNESCO Staff Union (STU) submits its comments on the report by the Director-General.

STU takes note of the data and information on the ILOAT judgments concerning UNESCO, as included in the document 220 EX/5.IV.INF, and asks that, for future updates, the numbers of ILOAT Judgments referred to in its document and a weblink to Triblex be provided.

In a spirit of collaboration, and with the final objective of improving fairness, effectiveness, reducing delays and costs of internal justice, and also in line with the recent JIU report "Review of the internal pre-tribunal-stage appeal mechanisms available to staff of the United Nations system organizations" [JIU/REP/2023/2](#), STU makes the following suggestions to the Administration:

- When notifying a staff member/former staff member of the administrative decision and/or disciplinary measure, the Administration should provide an exact reference to the relevant administrative texts on which the decision and/or the measure is based so that the staff member/former staff member concerned may study it and then decide whether he/she wishes to appeal it.
- Authorize direct access to ILOAT in cases such as the implementation of decisions of the International Civil Service Commission or recommendations of the General Assembly of the United Nations. Appeals against such decisions and/or recommendations through the Appeals Board represent an unnecessary and costly step for the Organization.



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- In line with recommendation 7 of the [JIU/REP/2023/2](#), invites the administration to adjust its regulatory frameworks and remove all restrictions regarding legal representation of their staff in internal justice processes, with the aim of allowing staff to choose their legal counsel freely and without restriction. STU invites Member States to read the [JIU/REP/2023/2](#), paras. 339-384, for further information on this topic.
- In line with the item above, invites the administration to explore the possibility of establishing in UNESCO a system similar to the Office of Staff Legal Assistance (OSLA), that, as of today, can be accessed already by 12 organizations, including one specialized agency, WMO. This will allow staff member to access to free, specialized legal counseling on employment-related matter.