



United Nations  
Educational, Scientific and  
Cultural Organization

# Executive Board

Two hundred and sixth session

# 206 EX/5.II.A Add.

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Item 5 of the provisional agenda

## FOLLOW-UP TO DECISIONS AND RESOLUTIONS ADOPTED BY THE EXECUTIVE BOARD AND THE GENERAL CONFERENCE AT THEIR PREVIOUS SESSIONS

### PART II

### MANAGEMENT ISSUES

### ADDENDUM

### COMMENTS BY THE INTERNATIONAL STAFF ASSOCIATION OF UNESCO (ISAU)

#### SUMMARY

Pursuant to item 9.2.7 of the UNESCO Human Resources Manual, the International Staff Association of UNESCO (ISAU) submits its comments on document 206 EX/5.II.A.



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**A. Sustainability of the field network**  
(Follow-up to 204 EX/Decision 5.II.A)

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ISAU welcomes the reform of the field network, which is essential to improve the efficiency and visibility of UNESCO in the world. The current structure creates confusion for stakeholders inside and outside the UNESCO system. However, it is important that this strategic transformation be accompanied by a viable human resources plan.

UNESCO's presence in countries is vital for its action and its ability to forge partnerships in the field, in particular with a view to mobilizing resources. UNESCO is clearly at a disadvantage in countries where it does not have a physical presence, particularly in terms of visibility and resource mobilization.

A fully-fledged decentralized regional office must be able to promptly and effectively assist and support the country offices under its responsibility without the need to consult Headquarters in most cases. If a regional office is unable to do so, and permanent consultations with Headquarters are excessively increased, it will lead to more bureaucracy and inefficiency within the system. It is also important that the regional offices be strengthened through the recruitment of staff with sufficient technical expertise in fundraising, programming and administration, as well as in technical aspects such as ICT and web support.

A clear reporting line and a feedback mechanism between the regional and country offices are essential. A regional offices and the country offices under its responsibility should be managed and **considered as a single entity**, while taking into account the United Nations reform on the "repositioning of the United Nations development system to deliver on the 2030 Agenda" and in close cooperation with the relevant resident coordinators.

With regard to the principle of time-bound presence of national offices, **ISAU requests clarification on the functions envisaged for such offices in terms of posts and activities.**