



United Nations
Educational, Scientific and
Cultural Organization

Executive Board

Two hundred and sixth session

206 EX/5.II.C Add.

PARIS, 8 April 2019
Original: French

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

C. Invest for Efficient Delivery Plan

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

1. ISAU notes that the training plan is ongoing and is generating interest among staff both at Headquarters and in the field.
2. Training courses on offer are diverse and it may be noted that the Administration is attempting to develop the best service at optimal cost.
3. Nevertheless, it might be desirable for the report to devote more attention to the evaluation of training. On the one hand, it would be useful to have a brief report on the feedback of staff members receiving training. On the other, the impact of training on the Organization's actual practices and operations should be more systematically analysed. Such an evaluation is necessary with the ongoing reform when it comes to investing resources to improve the effectiveness of the programme.
4. It is welcome that the report underlines, in this context, that the Internal Oversight Service (IOS) has noted an improvement in documents on risk management after training sessions thereon. This example is valuable but unique.
5. We would like the report to provide information on more such evaluations, where training is associated with the practices it aims to improve. This would be particularly relevant for training in team management, leadership, and resource mobilization, for which the concept of return on investment is entirely appropriate.

