

Presidents, Mr Representative of the Director-General, Your Excellencies, Distinguished representatives,

It is an honour to address you.

We welcome the succinct presentation of ongoing reforms across the Organization. The document, however, gives the impression of a somewhat patchy catalogue which does not provide overall consistency. We cannot fail to be surprised that restructuring is taking place in programme sectors such as CLT at the same time as many thematic discussions are under way and that a high-level expert committee will soon begin its work. This paradox must be questioned. If, for example, the coming reform in the sector has no impact on the current changes, or if future transformations will reverse the current developments, resources will undoubtedly have been mobilized in vain, staff will surely have been destabilized and time may have been wasted.

In the section on communication strategy, we note that it "responds to the need to take greater advantage of UNESCO's brand". The terms used in this formulation concern us. We wish therefore to draw the attention of UNESCO stakeholders to the fact that the notion of profit cannot be confused with the more appropriate idea of **valuing** without risking our Organization's credibility.

Regarding global presence, we also question the **consistency of the reform of field offices in the framework of the Strategic Transformation with the "Delivering as One UN" programme.** Logically, we should await the recommendations of the "One UN" programme, with a deadline of 2022, to avoid unravelling the changes that will be implemented at UNESCO in 2020, **to minimize the financial and human impact**. It should be noted that this latest incomplete reform was not continued beyond Africa, as it was in essence a total failure.

The section on pillar three mentions a large number of consultations and meetings of a substantive and thematic. This suggests that a genuine effort is carried out for the strategic strengthening of programmes. However, we regret the complete lack of substantial reports on issues in terms of content discussed at these meetings. The lack of information is surprising, particularly in the framework of a strategic exercise whose professed values are transparency and openness.

Lastly, ISAU notes and appreciates that the high-level panel of experts has been established in due time to support the development of the next C/4. Nevertheless, we hope that this committee will work in harmony with the Secretariat, particularly the staff, since it should be emphasized that much-needed reforms of the committee will ultimately be implemented by the Secretariat. In conclusion, we underline the genuine interest of staff in the principle of rigorous reforms with a view to improving our Organization in depth. This explains the demanding nature of our remarks.

Your Excellencies, Ladies and gentlemen,

You will have noted that, on many points, my statement highlighted the **absence of coherence and lack of transparency in the conduct of reforms and policies of the Secretariat**. I am afraid that there is a general downward slope. I want to emphasize the fact that this oversight and transparency have no budgetary implications and that, on the contrary, compliance with them would lead to enhanced effectiveness and efficiency. Many question the principle of these choices whose ineffectiveness and inefficiency we have denounced, caused in turn by the lack of consistency and transparency.

I must also express our surprise at the fact that since taking office, and **despite our many requests**, the Director-General had not yet held a general meeting, as is customary in this wonderful house of ours. A general meeting brings together colleagues serving at Headquarters and in the field. It is a solemn occasion but it revitalizes all staff working at UNESCO. It is an opportunity for the Director-General to introduce her high-level team, which has finally been formed, and the members of her cabinet. It also reminds us that we all are, whatever our grades and functions, in the service of an ambitious and universal mandate. We are the United Nations!

The request of ISAU is neither ill-founded nor excessive. The perception that a gap is being created between the Cabinet and the rest of UNESCO is real. In addition, visits to the sectors were swiftly ended, leaving a sense of frustration and nurtures a sense of lack of interest in staff.

As I announced at the arrival of the Director-General, ISAU wishes her every success and will assist her as well as it can in fulfilling her mandate. That is always our intention.

In conclusion, we **implore Member States to accept their responsibilities and provide the Organization with the necessary financial means** in order to support it in "*the unrestricted pursuit of objective truth and the free exchange of ideas and knowledge*" as enshrined in the preamble of our Constitution.

Thank you for your attention.