



Mr Chairperson of the Finance and Administrative (FA) Commission,
Mr Representative of the Director-General,
Excellencies, Distinguished delegates,

As the new President of ISAU it is an honour to speak before the Executive Board for the first time.

The COVID-19 pandemic has placed each of us in an unprecedented situation, in which we lack all bearings. ISAU lends its support to the Director-General in the efforts she is making to ensure the health of all, while upholding the effectiveness of our Organization. She knows she can count on the professionalism of her staff.

Headquarters and Field staff who are teleworking are doing their utmost to ensure the continuity of missions and even to innovate in the new conditions imposed upon us by the pandemic. This ordeal must provide the opportunity to give serious thought to telework and the possibilities it offers of maintaining staff's efficiency while giving them heightened flexibility.

As ISAU has submitted its written comments on **geographical distribution**, I will not elaborate on that point, except to continue to vigorously denounce the profound disparity that persists between geo-cultural groups, always benefitting the same group, at every level. We note with regret that recruitments in the last few months have again benefitted that same group, although it would have been an opportunity to rebalance the situation.

Regarding **recruitment**, it is positive that the implementation of "SuccessFactors" has helped to shorten delays, but many problems persist. The pursuit of efficiency in terms of delays must not take precedence over regards for effectiveness, which must prevail when recruiting a competent staff.

Moreover, the increased flexibility made possible by new provisions, such as the delegation of recruitment authority to the Sectors, must go hand in hand with guarantees of transparency. These can be provided only if the Bureau of Human Resources Management (HRM) fully plays its oversight role during recruitment. However, ISAU deplores HRM's lack of involvement. All too often, it limits itself to endorsing the sectors' choices. As proof, it suffices to note the simultaneity of this reform with the increased number of Group I nationals in last year's recruitments and promotions.

In the interest of transparency, we reiterate our request to submit the recruitment process for Project Appointment (PA) posts to geographical distribution criteria and Appointment Review Board (ARB) procedures so that it no longer eludes the control of HRM. These contracts concern posts of officials and it is inadmissible that the extrabudgetary source of their funding should exonerate them from the provisions that apply to all staff. Finally, we recall that it is crucial that PA contracts and long-term temporary appointments be regularized.

With regard to **performance culture**, the updated system guarantees neither effectiveness nor transparency in performance management. Supervisors must be better trained to manage staff, to motivate them and create a healthy, dynamic work environment. We also underline that management training such as that offered to senior executives should be accessible to all members of staff if we really mean to spread a performance culture.

A performance culture cannot be established effectively if no efforts are made to link performance and advancement; this shortcoming is such that it demotivates staff and thus ruins the very idea of a performance culture.

Furthermore, we express our profound disagreement regarding HRM's plan to terminate the Reports Board and Review Panel. The establishment of a "Review Board", the mandate of which has not been specified and that would exclude staff members, would deprive them of their right to defend themselves. That is clearly a violation of staff rights.

Concerning **Mobility**, it is astonishing to see that the Mobility policy is being set as an example by the Administration, despite the fact it had to be suspended in order to bring necessary changes. It mostly caused problems.

We would like to warn against a relaunch of the Mobility program; it can only be done under **the condition**, as specified by IOS in its report, that the necessary adjustments are made.

Moreover, we demand that the staff associations be fully involved throughout the new mobility exercise. ISAU will ensure that transparency and equity, cruelly lacking during the first exercise, are respected.

Finally, we demand that a realistic, effective **staff wellbeing** framework be developed – one that is not limited to flexible work or health in the workplace. We are given this opportunity by the now well-established telework culture.

To conclude, our Organization arose from an unprecedented global crisis. It was founded on the realization that, to achieve lasting peace, it was necessary to work on "the intellectual and moral solidarity of humanity". While the conditions, context and effects of COVID-19 are different, the need for solidarity remains: there can be no lasting solution to such a crisis without renewed multilateralism, which ISAU has the vocation to serve.

Thank you for your attention.