

April 16, 2021

Mr Chairperson of the Executive Board,  
Mr President of the General Conference,  
Representative of the Director-General,  
Excellencies, distinguished delegates,

The honour of addressing you is all the greater in that I am pleased, on behalf of the staff, to have been able to contribute to your debate by raising important points concerning staff-management relations. As the debate of the Finance and Administrative Commission (FA) on the Human Resources Strategy has underlined, an organization cannot be agile and innovative if its staff do not feel trusted and thus heard and listened to. I wish to respond to the reaction of the representative of the Director-General.

No, Mr ADG/ADM, it is not because the International Staff Association of UNESCO (ISAU) attends meetings with HRM that it is heard or listened to. At the meeting of the FA Commission last Wednesday, you stated that the tone and content of the meetings held between HRM and the staff associations that you sometimes attend do not reflect what Member States have heard.

Could you let us know at which point our tone failed to be professional or concerned with the well-being of our colleagues and the success of our Organization?

Could you explain to us how the observations and recommendations made in our oral statement and our written comments do not reflect the concerns and demands that we regularly raise at our meetings?

Could you tell us what specific or corrective measures the Administration has taken in response to our repeated demands, denunciations and challenges, particularly with regard to:

- Genuine involvement of HRM in the recruitment process, including Project Appointments (PA) which, we also demand, be subject to Appointment Review Board (ARB) procedures and geographical distribution.
- The regularization of long-term temporary staff.
- Better geographical distribution at all levels.
- The implementation of a real career advancement policy.
- The lack of correlation between performance and advancement, and the lack of linkage between learning and development activities and advancement.
- The abolition of individual requests for classification review.
- The abolition of the Reports Board and Review Panel.

We are pleased to be heard and listened to by the Member States, and wish to express our deep appreciation to those who expressed their views on the issue this week.

Thank you for your attention.