



unesco

United Nations
Educational, Scientific
and Cultural Organization

215 EX/15 Add.

Executive Board

Two hundred and fifteenth session

PARIS, 4 October 2022
Original: French

Item 15 of the provisional agenda

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

ADDENDUM

COMMENTS FROM 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 human resources issues (document 215 EX/15).

1. ISAU is closely tracking the implementation of the recommendations made by the Division of Internal Oversight Services (IOS) following its review of UNESCO's framework to address and respond to sexual harassment and sexual exploitation and abuse. We fully support the zero-tolerance policy for sexual exploitation and abuse and sexual harassment.
2. The efforts made by all those involved in the implementation of these recommendations, including the Ethics Office, are commendable. We strongly encourage them to continue along the same path, so that there is full confidence, both inside and outside UNESCO, in the way the Organization deals with these issues. While it is important for the Organization to speak with one voice on these issues, it is important to ensure that the roles of all those involved (IOS, HRM and the Ethics Office) are always clearly distinguished, so that staff members know how to act and who to contact according to the circumstances.
3. It must be emphasized that the Organization's efforts with regard to these issues must reach all staff, including consultants and interns, in order to establish a true culture of prevention and punishment of sexual exploitation, abuse and harassment. Particular attention must also be paid to staff in offices and institutes in the field, who often feel neglected and less able to share any problems



Job: 202202665

they may have. In this regard, we welcome the dedicated sessions organized by the Ethics Office with the focal points in the field.

4. Lastly, ISAU takes note of the operation of the United Nations Global Centre for Human Resources Services (“One HR”) as of September 2022 and encourages the Organization to ensure that reference checks are conducted for recruitment at all levels and not only for the selection of senior candidates.