

10 April 2025

*Madam Chairperson,
Madam representative of the Director-General,
Excellencies, ladies and gentlemen,*

Thank you for allowing me to convey here the voice of our staff. A voice which needs to be heard.

Our mandate is clear : to give a voice to those who, every day, enable keep this Organization alive. It is crucial that you hear this voice in order to make informed decisions based on complete, transparent and balanced information. You must hear this voice without interference from the Administration, which is not a governing body.

Allow me to recall, not without gravity, the exact text of the HR Manual: "Representative associations may make written comments on documents submitted by the Director-General to the General Conference or to the Executive Board when items on the provisional agenda of those bodies concern the terms of employment and working conditions of staff".

This is not a privilege, but a contribution to the transparency of your debate. And yet, it must be stated that the Administration regularly tries to arrogate to itself a sort of reserved domain by seeking to hinder our ability to convey to you our opinions on issues of interest to your debate.

We were thus recently forbidden to comment on documents issued by the Ethics Office, on the grounds that this would undermine its independence. But how can our comments – public, well-founded and documented – be detrimental to the operating activities of this office?

The facts are nevertheless simple. The scope of the Ethics Office covers issues directly related to staff management and well-being.

Under the pretext of Ethics, the Administration is working to limit your control over its activities.

Under the pretext of Ethics, the Administration is violating the principles of ethics, which are based on transparent exchanges.

Under the pretext of Ethics, the Administration is quite simply at odds with the democratic ideal, the denial of which, as our Constitution reminds us, leads to all kinds of disorder.

Therefore, Your Excellencies, I solemnly appeal to you to demand that the Administration stop hindering the associations' ability to inform you.

It is clear that the Ethics Office's report is of interest to ISAU : increased harassment, abuse of power, excessive use of affiliated staff, the need to include ethical indicators in supervisor evaluations. The Ethics Office's report confirms our observation of an increasingly toxic working climate. Our colleagues cannot be fully effective if they are constantly psychologically insecure. We need measures that will finally replace the current culture of impunity with a culture of accountability. Instead of light sanctions and transfers of those found guilty of harassment, there must be firm, visible and restorative responses. There must be sanctions, but not only sanctions. In this regard, we reaffirm our support for the establishment of an independent Ombudsperson's office for dignified and impartial informal conflict resolution.

However, in order to improve things, HRM still needs to be managed effectively, which is prevented by the high turnover we see at the head of human resources. The resulting instability compromises the continuity of reforms and slows down the implementation of your decisions. It weakens HRM's ability to implement its Roadmap.

You have no doubt read our detailed written comments and proposals on the Human Resources Strategy. Nonetheless, we would also like to draw your attention to the dysfunctions of the internal recruitment system: tailor-made offers, opacity and persistent geographical imbalances. We must also denounce the practice of nepotism. It undermines fairness, discourages talent and destroys trust, which is why we need to revise our recruitment policy to ensure greater transparency.

Excellencies, ladies and gentlemen,

We have but one ambition : to ensure a healthy, fair and dignified working environment. An environment where we can live without fear, without humiliation and without being forced into silence.

We dream of an Organization where dialogue is not feared but sought.

And this dream we will not postpone it until tomorrow ... because the time for renewal is now.

Thank you for your attention.