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**Executive Board**

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

**PART III**

**MANAGEMENT ISSUES**

**SUSTAINABILITY OF THE FIELD NETWORK**

**ADDENDUM**

**COMMENTS BY THE UNESCO STAFF UNION (STU)**

**SUMMARY**

Pursuant to Item 9.2.E.7 of the UNESCO Human Resources Manual, the UNESCO Staff Union (STU) submits its comments on the report by the Director-General.

1. In line with its oral intervention at the 216th session of the Executive Board, the STU would like to draw again the attention of the Members States and the Administration to the many implications the Field Reform under implementation is having on UNESCO's workforce in the Field, which deserves to be informed in due time, advised and properly supported in this process of transformation of their mandate and functions.
2. The STU regrets that document 217 EX/4.III does not address the consequences of transfers resulting from the reform and wants to highlight the importance of considering the impact of such transfers on human resources.



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### ***New classification of posts and job descriptions***

3. The transition from Thematic Regional Offices to Multisectoral Regional Offices will imply that some colleagues will be transferred and that their duties, which were often specialized, will be of a more general nature. The same applies to all colleagues that, while not transferred, will see their duties change because of the modified scope and mandate of their Office. STU recalls the importance of having job descriptions which reflect the real nature of the implemented tasks and requests HRM to ensure that all job descriptions of affected colleagues be revised and redrafted, in a reasonable time, in close dialogue with the concerned staff member.

4. In the case that the revision process will bring tasks of a more complex nature that would justify reclassifications, the STU will support concerned staff member to ensure that their rights will be protected, in conformity with the Human Resources Manual and the ICSC Classification Standards.

5. Furthermore, the STU deplors the fact that document 217 EX/4.III contains no detailed information on the ideal staffing structure of the offices making up this reformed UNESCO's Field Network, contrary to what had been initially proposed for the two Field Reform options considered in document 212 EX/5.III.C (paragraphs 20 and 24).

6. Having similar schemes at our disposal would make it possible to set a target to aim for in the coming years, guaranteeing a functional structure for all offices, while limiting the risk of inequalities in classifications and treatments (in line with the fundamental principle of "equal pay for equal work").

### ***Reporting lines***

7. In reference to paragraph 23, announcing that "*an internal memo will explain in detail the lines of accountability, consultative processes and reporting lines in the new field office architecture*", the STU looks forward to reading this internal memo and checking whether it will be drafted in line with Human Resources best practices.

8. In this connection, it is STU's conviction that more attention should be paid to the unresolved tension to which staff is subject in various offices because of divergences which exist between the two lines of reporting. Paragraph 21 states in fact that "*all field office staff report directly to the Director/Head of their respective offices for all matters relating to programme design and delivery*", and that "*a second line of accountability is established with the Assistant Directors-General of the programme sectors for Programme Specialists, in particular those in charge of programmes with a regional dimension*".

### ***Capacity development***

9. The STU notes with satisfaction that the document presents (paragraphs 30-40) different capacity development plans to reinforce the Secretariat by the net creation of several posts in the various programme sectors and administration, across all regions, and at Headquarters. In this regard, STU is highly concerned that capacity development is solely associated with the creation of new posts while these changes are not clearly accompanied by financial resources for ensuring that the existing staff impacted by the reform can access training and capacity building opportunities so to ensure a sound transition to new management and programmatic settings.