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Item 6 of the provisional agenda

**REPORTS BY THE DIRECTOR-GENERAL ON SPECIFIC MATTERS**

**PART IX**

**REPORT BY THE DIRECTOR-GENERAL ON THE  
DEVELOPMENT OF THE HUMAN RESOURCES STRATEGY**

**ADDENDUM**

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

**SUMMARY**

In conformity with item 2805.7 of the UNESCO Administrative Manual, the UNESCO Staff Union (STU) submits its observations on this report by the Director-General.

Comments of the UNESCO Staff Union (STU) on Part IX of document 185 EX/6: **Report by the Director-General on specific matters.**

UNESCO has had numerous human resources policies and strategies over the years, none of which have been consistently and transparently implemented. The ambitious intentions about processes to develop yet another strategy contained in 185 EX/6 Part IX do not respond to our fundamental concerns, and the External Auditor reports before the 185th session of the Executive Board<sup>1</sup> illustrate the chronic nature of UNESCO's lack of transparent and effective implementation of existing rules and procedures. They, in turn, negatively affect our Organization's credibility and impact in its fields of competence.

We recalled the following extract from the United Nations Joint Inspection Unit review of UNESCO's administration in 2000 for the last General Conference (35 C/26, Part I Add. 1 October 2009):

<sup>1</sup> 185 EX/32 Part I, II and III: New audits by the External Auditor.

*“The Organization has well-established staff regulations and rules for the management of human resources ... significant deviations have occurred in recent years in the implementation of existing regulations and rules ... Only through a determined effort to respect the Organization’s policies, regulations and rules fully will the administration regain the confidence of the Member States and the staff.” (page v).*

We are ready to assist the Director-General in restoring the core qualities that we stand for: an international civil service bound by the highest standards of integrity, political neutrality and professionalism at all levels of our Organization. This will require a re-centralization of authority with regard to the management of human resources and the firmest commitment by senior management to respect those standards. It will also require a reformed and independent internal justice system for all personnel and a rigorous ethics function based on all the essential criteria recommended in the 2010 UNJIU report on “The Ethics Function in the United Nations System”.<sup>2</sup>

The STU considers that these core concerns remain the most urgent reforms for the Director-General to address. It will not be possible to “re-position” or “meet future challenges” based exclusively on further visibility and public relations or increased extrabudgetary funding and flexible contracting. Modesty in our role will help enhance our credibility as a professional body at the service of all our Member States.

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<sup>2</sup>

See Annex: Minimal Key Criteria for a Viable Ethics Function in UNESCO (inspired by Wynes, M. Deborah and Zahran, Mohamed Mounir (2010) “Ethics in the United Nations System”, United Nations Joint Inspection Unit, Geneva (2010)).

## **ANNEX**

### **Minimal Key Criteria for a Viable Ethics Function in UNESCO**

- The Ethics Officer post should be at a senior level and financed under a regular programme contract subject to all the terms of the international civil service (preferably D and minimally P-5). No ALD contracting for this core function of the Organization.
- Ethics Officer independent of the Head of Agency and reporting both to Head of Agency and the governing bodies of the Organization.
- Position recruited under transparent and objective process including the staff unions' representatives on the selection panel;
- All criteria for qualifications and experience met and time limit of 5 years placed on incumbent;
- Key responsibilities to be integrated into control and human resource structures as at the United Nations Headquarters Ethics Office;
- Financial and conflict of interest disclosure, investigation and divestment as well as voluntary disclosure procedures in place and transparent;
- Whistleblower mechanisms and protection against retaliation in place and recognized to be effective;
- Effective channels for guidance and reporting of potential or actual abuse of authority or wrongdoing;
- Effective accountability and sanctions for abuse of authority and wrongdoing in place and applied;
- Training in ethical conduct for senior management as well as regular staff;
- Availability of counsel and protection for all categories of UNESCO personnel including temporary, local hire, at Headquarters, institutes and field offices.