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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

ADDENDUM

COMMENTS BY THE UNESCO STAFF UNION (STU)

SUMMARY

B. Sustainability of the field network

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.



Job: 2403157E

STU welcomes the decision of the Director-General to allocate an additional US \$20 million in the 42 C/5 for the field reform. However, details about how this increase will support the reform are still missing, such as the number, grade and location of newly established field positions.

STU welcomes the strategic workforce planning initiative and looks forward to seeing its results applied to the HR aspects of the reform of the field network. At the same time, as mentioned in the addendum to the document 220 EX/5.IV.A, such an exercise, which includes developing new guidelines for the harmonization of job profiles, workforce composition (including grades and reporting lines), and appropriate use of contractual arrangements, should have been done in parallel to the design of the revised field network. STU has witnessed, over the past months, the result of this delay. Currently, staff in different field offices may be doing the same job but at different levels, staff with regional responsibilities are located in sub-regional offices with unclear reporting lines, and national programme officers (NPO) or lower-level international staff (P-2) may be covering a larger number of countries than higher-level colleagues (P-3, P-4).

Moreover, a table showing a clear post-reform structure for each field office would have been useful to provide a full picture of the reform, but for the sake of transparency as well, to confirm for instance that thematic regional offices have been transformed into full-fledged regional offices that cover the entire mandate of UNESCO. Providing information also on how this was achieved with clear information per bureau and per sector could have been useful in terms of transfer/upgrading/downgrading of existing positions, establishment of new posts, etc.

STU welcomes the initiative of Trainings for Senior Field Office Managers, and hopes that this initiative, coupled with others that the Administration is taking with respect to mental health and well-being, will contribute to an overall healthier workforce.

The document reports that a strengthened relationship between regional and country offices and a consultative process to develop templates for multisectoral regional and country strategies are both ongoing processes. STU will be following with interest the next steps, including the development and dissemination of guidance for regional and country strategic documents that is supposed to be finalized by the end of 2024. Support to field offices for their partnerships and resource mobilization efforts is greatly appreciated and STU requests more details of the HR aspects of this support and the cost effectiveness of the process, and wishes to know more on how support has been provided, in which terms and to which offices.

STU will continue to closely monitor the HR aspects of the ongoing field reform implementation.