



United Nations
Educational, Scientific and
Cultural Organization

Executive Board

Two hundred and fourth session

204 EX/5 Part III.A Add.2

PARIS, 9 April 2018
Original: French

Item 5 of the agenda

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

PART III

HUMAN RESOURCES ISSUES

ADDENDUM 2

COMMENTS BY THE INTERNATIONAL STAFF ASSOCIATION OF UNESCO (ISAU)

SUMMARY

- A. Report on the geographical distribution and gender balance of the staff of the Secretariat and progress on the implementation of the measures taken to redress any imbalance**

Pursuant to item 9.2.7 of the UNESCO Human Resources Manual, the International Staff Association of UNESCO (ISAU) presents its comments on human resources issues. Document 204 EX/5 Part III (A).



PART I – GEOGRAPHICAL DISTRIBUTION OF THE STAFF

1. ISAU notes with concern the evolution geographical distribution between January 2016 and January 2018. The rate of representation of Member States dropped from 82% to 81%. The objective of 85% of Member States represented in the new Human Resources Strategy for 2017-2022 is now even further away. As shown in Table 2, the proportion of under-represented Member States fell by 4% while the proportion of over-represented Member States rose by 2% and that of normally represented Member States by 5%.

2. The Young Professionals programme is certainly a useful mechanism to achieve a more balanced geographical distribution, but it should be noted that that programme only concerns P-1/P-2 posts. The initiatives proposed by the Secretariat are unambitious; other avenues should be explored.

3. Furthermore, external recruitments, which should have helped to redress geographical distribution, in fact contributed to deepening the imbalance in favour of Group I. Apart from the Director and above category, the document does not present information on distribution by grade and regional group for the P-4 and below category. In some sectors, the geographical distribution of heads of section is extremely skewed in favour of Group I. It is a matter of urgency to remedy the geographical imbalance of the supervisory and above categories.

4. ISAU deeply regrets that Group II is below the minimum index, which further aggravates observance of geographical distribution (Table 3). It is also surprising to note that 53% of Member States, or 103, are either non- or under-represented (Table 4).

5. We also regret that we have not received the information we requested from HRM regarding geographical distribution by post, sector and gender for posts funded from extrabudgetary sources, especially since extrabudgetary funding now accounts for approximately one-half of all staff. This lack of information seems to us to be all the more prejudicial to monitoring the activities of the Organization in that it is flagrantly at variance with the now established practice of using an integrated budgetary framework. Member States and staff associations need to be informed, as precisely as possible, of arrangements concerning all posts, whatever their source of funding.

6. The lack of clear and comparable information is a serious obstacle to the readability of data, and hampers the monitoring and revision of recruitment and promotion policies. In that regard, it should be noted that, contrary to the data available on gender equality, the Secretariat does not provide any analysis of regional geographical distribution by grade. The data exist, since they may be found in the country-by-country table in the annex: it is not normal that Member States and staff association should have to reconstruct by themselves the data regarding regional distribution by grade. ISAU urges that in future, the report should contain an analysis of the representation of the regional groups both at Headquarters and in the field.

PART II – GENDER BALANCE OF STAFF

7. We note with satisfaction the increase in the number of women occupying Director and above posts (an increase of 5 percentage points between January 2017 and January 2018). On the other hand, we are concerned by the situation of P-5s, where the proportion of women is only 33%.

8. ISAU recommends that there should be a more fine-grained analysis of the figures: for example, paragraph 18 notes that the Education Sector has the highest percentage of women (61%). But the analysis does not point out that of the six section chiefs in the sector, there is only one woman! As with geographical distribution, such an imbalance at that post level should be combated resolutely.

9. The balance aimed for should be made a reality at all levels, and the requisite tools should be made available to ensure monitoring.