



United Nations  
Educational, Scientific and  
Cultural Organization

# Executive Board

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# 206 EX/5.III.A Add.2

PARIS, 10 April 2019  
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## 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)**

Pursuant to Item 9.2.7 of the UNESCO Human Resources Manual, the International Staff Association of UNESCO (ISAU) submits its comments on human resources issues (document 206 EX/5.III.A).



Job: 201905757

**A. Report on geographical distribution and gender balance of the staff of the Secretariat, and progress on the implementation of the measures taken to redress any imbalance**  
(Follow-up to 204 EX/Decision 5.III.A)

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### **Geographical distribution**

We welcome the increasingly detailed information provided in document 206 EX/5.III.A. It continues, however, to be regrettable that the report still does not provide information on the **distribution by regional groups in all professional classes in the Secretariat**, which would give **comprehensive readability of the geographical distribution of staff in the Organization**. ISAU would like in the future to see an analysis including PA posts (although recorded as staff members) as well as all extrabudgetary posts, as has been done for gender balance. This would reflect more realistically the geographical distribution within our Organization. In this regard, we recall the lack of transparency in the recruitment of PA posts, left solely to the sectors. We are thus in a situation where the recruitment for more than 400 posts escapes the control of the Bureau of Human Resources Management (HRM) and the Staff Associations, since they are not subject to Appointment Review Boards (ARBs). It should be noted that these issues have been the subject of recurring requests from ISAU, which leads us to question the reasons why HRM has not responded to our requests.

While ISAU acknowledges the efforts made by the Administration through the recruitment of young professionals, which is certainly a good way of balancing geographical distribution, it regrets that the recruitment of nationals from over-represented countries continues to increase (+5 from January 2017 to December 2018) while under-represented countries have declined (-9) over the same period. It should be noted in particular that Group I has seen an increase of 11 posts, representing 38 per cent of increases. How can we justify the fact that some countries far exceed their maximum quota? In 2018, France had 50 posts while the maximum was 20, and Italy had 25 posts for a maximum quota of 16. ISAU requests that **concrete and immediate measures** be taken to definitively resolve this problem of geographical distribution. For example, why not **temporarily suspend the recruitment of nationals from significantly over-represented countries in order to favour those from non- or under-represented countries?**

### **Gender balance**

ISAU welcomes efforts to ensure gender balance in the Organization but regrets, nonetheless, that the situation at the P-5 level has deteriorated further. ISAU requests that HRM take concrete measures to rectify this anomaly. In addition to the recruitment of women at this level, ISAU recommends that internal promotions be encouraged.