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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

HUMAN RESOURCES ISSUES

ADDENDUM 2

COMMENTS OF THE INTERNATIONAL STAFF ASSOCIATION OF UNESCO (ISAU)

Summary

C. Report on the geographical distribution and gender balance of the staff of the Secretariat and on the implementation of the measures taken to redress any imbalances

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 211 EX/5.III.C).

1. The following comments comprise ISAU's observations and recommendations regarding the geographical distribution and gender balance of the staff of the Secretariat and the implementation of the measures taken to redress any imbalances.

PART I – Options for the review of the methodology

2. ISAU takes note of the options proposed by the Bureau of Human Resources Management (ADM/HRM) to identify posts subject to geographical distribution in response to 40 C/Resolution 78. It is unfortunate that the Administration has not proposed an option which includes project appointments (PAs) in the calculation of geographical distribution, as requested by Member States. The Administration emphasizes the difficulties posed by taking into account posts not funded by the professional-category budget. However, ISAU has long been calling for all posts to be identified in relation to geographical distribution; our position has never been that a modification must be made to the calculation of geographical distribution as such. Our aim, which is essentially statistical, is to



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provide Member States with a clear and transparent picture of current geographical distribution at the Organization.

3. ADM/HRM's approach tends to evade this request for clarity and transparency by offering tools which are not pertinent thereto. ISAU calls for a simple recapitulation of the actual staffing of the Secretariat, which could consist of a juxtaposition of the personnel in the professional category with the holders of the various types of post created by the Organization, irrespective of the length or terms of their appointment.

PART II – Proposals for a mid-level professional programme

4. ISAU feels that, while the Young Professionals Programme (YPP) has positive aspects, it does not constitute an effective model for remedying the Organization's shortcomings in terms of geographical balance or parity in recruitment and promotion.

5. With regard to the mid-level professional programme, giving ADM/HRM increased powers for a limited pool of posts will not, in our view, solve a problem which has affected the recruitment structure for many years. As the document suggests, it is ADM/HRM's role in the selection and recruitment of candidates which is at issue and which needs to be reconsidered so that recruitment and career management are more transparent.

6. Moreover, such an exercise should apply to the Secretariat as a whole and should even focus more on Headquarters, where the imbalances are most noticeable, than on the field offices.