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
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.