



United Nations
Educational, Scientific
and Cultural Organization

214 EX/5.III.C Add.

Executive Board
Two hundred and fourteenth session

PARIS, 25 March 2022
Original: French

Item 5 of the provisional 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

COMMENTS OF THE INTERNATIONAL STAFF ASSOCIATION OF UNESCO (ISAU)

SUMMARY

C. Report on the geographical distribution of the staff of the Secretariat

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 214 EX/5.III.C).

1. The International Staff Association of UNESCO (ISAU) is pleased to note that document 214 EX/5.III.C, containing the report on the geographical distribution of the staff of the Secretariat, engages in an in-depth methodological reflection on subjecting to geographical distribution posts not financed by the regular budget. This has been the subject of a long-standing request repeated over the years, particularly with regard to international Professional-level Project Appointments (PAs).
2. We would like to begin by pointing out that ISAU's reason for requesting that these posts be subject to geographical distribution has less to do with their source of funding than with the concrete



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fact that they are **staff** posts, and that it is logical that they be subject to the principle of staff geographical diversity, which constitutes an essential aspect of UNESCO's work.

3. As for the details of the method proposed by the Secretariat, ISAU must nevertheless express its wariness with regard to the principle of taking into account only PAs on projects of a minimum of four years. While it is indeed appropriate to adopt criteria which enable consistent analysis over the years, it bears recalling that professional posts are financed on the basis of the regular budget, which is adopted every two years. We would therefore like to consider having PAs on projects of a minimum of two years included in the calculation, which would but increase its transparency and better reflect the Organization's geographical distribution.

4. ISAU would also like to draw Member States' attention to the current practice at the World Health Organization (WHO), where an integrated budget allows all professional posts, regardless of their source of funding, to be subject to geographical distribution. The suitability of such an option for UNESCO should be discussed.

5. ISAU notes with interest the results of the Secretariat's simulation. It is good to see that the number of countries represented increases from 78% to 80% when all staff posts are taken into account. However, ISAU wishes to draw Member States' attention to the fact that this new calculation method shows that the number of overrepresented countries increases from 11% to 15%, with a differential which is not negligible and which should ultimately emphasize the importance of the efforts necessary for improving geographical distribution in the Organization.

6. Availing itself of the opportunity afforded by this effort to better integrate PAs into UNESCO's regular procedures, ISAU wishes to point out that the tools established to improve the recruitment process cannot be effective without the close involvement of the Bureau of Human Resources Management (ADM/HRM). This is especially relevant when it comes to the recruitment of PAs, to which, we feel, ADM/HRM is not at all committed. In addition, ISAU again requests that recruitment for these posts be submitted to the Appointment Review Board (ARB).