



unesco

United Nations
Educational, Scientific
and Cultural Organization

215 EX/5.IV.C Add.

Executive Board

Two hundred and fifteenth session

PARIS, 5 October 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 IV

HUMAN RESOURCES ISSUES

ADDENDUM

COMMENTS FROM 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 imbalance**

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 215 EX/5.IV.C).



Job: 202202881

PART I – Geographical distribution

1. ISAU welcomes the progress made in the geographical distribution of the Organization's staff. UNESCO's position among the organizations of the United Nations common system is commendable, but the rate of 78% proves that significant efforts are still required to reach the representation target of 85% of Member States. It should be pointed out that, as at June 2017, the rate of Member States represented reached 83%, according to document 202 EX/5.IV.B. This fluctuation in representation rates shows that the objective of balanced representation is not straightforward and that efforts to achieve it are confronted with inertia and, in all likelihood, biases that are reflected in recruitment and individual appointments. Continual vigilance is therefore required and, as constantly called for by ISAU, better involvement of the Bureau of Human Resources Management (HRM) in the recruitment and appointment procedures in the sectors. This vigilance must be exercised in particular with regard to middle-level professional posts, which, although under the responsibility of the Assistant Directors-General (ADGs), are nonetheless posts in the Organization, and thus come under the supervision of HRM.

2. We welcome the implementation of some of the recommendations of the working group on geographical distribution, which consist of practical and measurable actions. Their implementation has already had a definite and quantifiable impact, which should encourage the Administration to continue its efforts to achieve equitable geographical distribution. For a clearer picture, we have compiled the following tables from the data provided in Annex 1 of the document:

Geographical posts Distribution by grade and regional group												
Group	Grade										Total	%
	DDG	ADG	D2	D1	P5	P4	P3	P2	P1			
Europe and North America	0	2	4	15	58	51	53	28	1	212	33%	
Eastern Europe	0	1	1	3	4	14	16	16	0	55	9%	
GRULAC	0	2	2	5	9	17	20	19	0	74	11%	
Asia Pacific	1	0	2	5	17	45	34	22	0	126	20%	
Africa Group	0	2	2	5	17	34	37	21	1	119	19%	
Arab States	0	1	0	7	3	13	14	12	0	50	8%	
Total	1	8	11	40	108	174	174	118	2	636		
Non-Member States												
United States of America	0	0	0	1	5	4	4	1	0	15		
Israel	0	0	0	0	1	1	1	0	0	3		

Non-geographical posts Distribution by grade and regional group							
Regional group	D/P		NPO	GS		Total	%
	HQ	FO		HQ	FO		
Europe and North America	166	108	1	304	146	725	42%
Eastern Europe	17	8	7	35	16	83	5%
GRULAC	26	19	39	24	73	181	10%
Asia Pacific	64	30	36	37	87	254	15%
Africa Group	20	39	102	61	118	340	20%
Arab States	21	12	19	42	49	143	8%
Total	314	216	204	503	489	1726	
Non-Member States							
United States of America	9	4	0	5	2	20	
Israel	0	0	0	1	0	1	

3. It is imperative that the other recommendations made by the working group and approved by the General Conference be implemented as soon as possible. We are referring, among others, to the following recommendations:

- Funding for internships;
- Establishing key performance indicators for senior managers so as to assess their efforts and progress with regard to achieving greater geographical representation of staff in their respective sectors.

4. ISAU welcomes the outreach efforts made with regard to the mid-level professionals programme (MLPP). We will closely monitor the process, which ends in October 2022, to analyse the impact and outcomes of this promising initiative.

5. With regard to recruitment, we would first like to make a comment on the way the data are presented. For the sake of consistency and readability, it would be useful to have the Administration provide data over a well-defined period (six months, one year or one and a half years). We note, however, that in Figure 2 of the Administration's document, for example, the period is from January 2020 to **May 2021**, whereas in document 212 EX/5.IV.C.I, the data covered the period from January 2020 to **June 2021**. Similarly, it would be preferable to present data from July 2020 to June 2021 (i.e., one year), not June 2021 to June 2022. Clear presentation of data is essential for transparency.

6. As to the substance, ISAU welcomes the increase in the number of candidates recruited from under- and non-represented countries, which has helped to redress the imbalance between geographical groups. However, care must be taken to ensure that a balance also exists **between the grades** to which these candidates are appointed. Indeed, among external appointments to geographical posts from January to July 2022, we find that many candidates from under-represented countries were appointed at the P-1/P-2 level, while the majority of appointments at the P-4 level come from normally represented countries.

7. Given their effectiveness, ISAU calls on the Administration to continue to rigorously implement the working group's recommendation that 50% of hires come from non- and under-represented countries, as well as the IOS (Division of Internal Oversight Services) recommendation requiring a stricter approval process for the appointment of candidates from over-represented countries. We consider the awareness-raising among the ADGs on their role in improving geographical distribution to have had a positive effect. ISAU nevertheless requests that priority be given, when recruiting, to Project Appointments (PAs) and long-term temporary contracts from non- and under-represented countries. Moreover, in the future, it would be advisable for the Administration specify how many of the "external appointments" involve persons already working at UNESCO under a PA or temporary contract. This information would be useful for measuring the efforts made to effect the necessary appointment of staff who, after many years, have, in their great majority, demonstrated the value of their work and, therefore, the asset that their experience represents for the Organization.

8. We welcome the slight rebalancing which the new appointments have produced. For a clearer picture, we have compiled the tables below, which show appointments and appointments with promotion by regional group and which compare the data with those for the period from January 2020 to June 2021.

9. With regard to the information provided in Annex V on posts at other organizations funded by voluntary contributions, we regret to note that the Administration has presented the information requested in too brief a manner. The lack of useful details makes the comparison difficult.

10. Thus, where Annex V refers, for example, to contracts which "can be renewed for several years", it is difficult to distinguish whether the contracts in question are **de jure** renewable for several years or whether they are **de facto** renewed over several years (and if so, how often this happens). The same is true where Annex V states, for example, that ICAO posts are "renewable without a limit

on total duration". In reality, the question is not whether said contracts are **renewable**, but rather whether there is a **practice of constant renewal** of these contracts. If such a practice exists, for a total of how many years are contracts renewed on average?

11. In addition, it would have been useful to receive information on the proportion of posts funded by voluntary contributions and not subject to geographical distribution in relation to the total number of posts at the agencies and organizations in question. This approach would make it possible to constructively compare the data with UNESCO's data. It bears noting that at our organization, the number of D/P and NPO (National Professional Officer) staff in non-geographical posts exceeds the number of staff in geographical posts (734 versus 636, respectively). From this point of view, it would be advisable for the Administration to add, to the information it already provides on geographical distribution, a consolidated table which does not make a distinction between posts according to their source of funding. While this distinction is obviously legally significant, the principle of geographical balance has a higher institutional significance, which relates to the constitutional foundations of the Organization. Pending the submission of a consolidated table by the Administration, we have prepared the table below, which better reflects geographical distribution within UNESCO.

Appointments										
From 1 July 2021 to 30 June 2022										From 1 January 2020 to 30 June 2021
Regional group	ADG	D-2	D-1	P-5	P-4	P-3	P-2	Total	%	%
Europe and North America	-	1	1	3	1	3	1	10	24%	43%
Eastern Europe	-	-	-	-	-	3	5	8	20%	5%
GRULAC	-	-	-	1	1	1	1	4	10%	13%
Asia Pacific	-	-	-	2	3	2	3	10	24%	17%
Africa Group	-	-	-	1	1	4	1	7	17%	13%
Arab States	1	-	-	-	-	1	-	2	5%	9%
Total	1	1	1	7	6	14	11	41		

Appointments with promotion										
From 1 July 2021 to 30 June 2022										From 1 January 2020 to 30 June 2021
Regional group	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total	%	%
Europe and North America	-	2	5	6	-	-	-	13	29%	35%
Eastern Europe	-	-	-	2	3	1	1	7	16%	4%
GRULAC	-	2	1	1	1	1	-	6	13%	13%
Asia Pacific	-	-	3	5	2	-	-	10	22%	15%
Africa Group	1	-	1	2	1	1	1	7	16%	25%
Arab States	-	-	-	-	2	-	-	2	4%	8%
Total	1	4	10	16	9	3	2	45		

Part II - Gender balance

12. ISAU is pleased to note that on account of its gender balance, the Organization continues to occupy a leading position among the specialized institutions. We encourage the Administration to continue its efforts to achieve parity at the P-5 level and above.



unesco

United Nations
Educational, Scientific
and Cultural Organization

215 EX/5.IV.C Add. Corr.

Executive Board

Two hundred and fifteenth session

PARIS, 7 October 2022
English only

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 IV

HUMAN RESOURCES ISSUES

ADDENDUM

COMMENTS FROM THE INTERNATIONAL STAFF ASSOCIATION OF UNESCO (ISAU)

CORRIGENDUM

- 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 imbalance**

Paragraph 8 should read as follows:

8. We welcome the slight rebalancing which the new appointments have produced. For a clearer picture, we have compiled the tables below, which show appointments and appointments with promotion by regional group and which compare the data with those for the period from January 2020 to June 2021.

Appointments										
Regional group	From 1 July 2021 to 30 June 2022									From 1 January 2020 to 30 June 2021
	ADG	D-2	D-1	P-5	P-4	P-3	P-2	Total	%	%
Europe and North America	-	1	1	3	1	3	1	10	24%	43%
Eastern Europe	-	-	-	-	-	3	5	8	20%	5%
GRULAC	-	-	-	1	1	1	1	4	10%	13%
Asia Pacific	-	-	-	2	3	2	3	10	24%	17%
Africa Group	-	-	-	1	1	4	1	7	17%	13%
Arab States	1	-	-	-	-	1	-	2	5%	9%
Total	1	1	1	7	6	14	11	41		



Job: 202202747

Appointments with promotion										From 1 January 2020 to 30 June 2021	
From 1 July 2021 to 30 June 2022											
Regional group	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total	%	%	
Europe and North America	-	2	5	6	-	-	-	13	29%	35%	
Eastern Europe	-	-	-	2	3	1	1	7	16%	4%	
GRULAC	-	2	1	1	1	1	-	6	13%	13%	
Asia Pacific	-	-	3	5	2	-	-	10	22%	15%	
Africa Group	1	-	1	2	1	1	1	7	16%	25%	
Arab States	-	-	-	-	2	-	-	2	4%	8%	
Total	1	4	10	16	9	3	2	45			

Paragraph 11 should read as follows:

11. In addition, it would have been useful to receive information on the proportion of posts funded by voluntary contributions and not subject to geographical distribution in relation to the total number of posts at the agencies and organizations in question. This approach would make it possible to constructively compare the data with UNESCO's data. It bears noting that at our organization, the number of D/P and NPO (National Professional Officer) staff in non-geographical posts exceeds the number of staff in geographical posts (734 versus 636, respectively). From this point of view, it would be advisable for the Administration to add, to the information it already provides on geographical distribution, a consolidated table which does not make a distinction between posts according to their source of funding. While this distinction is obviously legally significant, the principle of geographical balance has a higher institutional significance, which relates to the constitutional foundations of the Organization. Pending the submission of a consolidated table by the Administration, we have prepared the table below, which better reflects geographical distribution within UNESCO.

Geographical distribution by regional group				
	Geographical posts		Non-geographical posts	
	D/P	D/P/NPO	Total	%
	Total	Total		
Europe and North America	212	275	487	36%
Eastern Europe	55	32	87	6%
GRULAC	74	84	158	12%
Asia Pacific	126	130	256	19%
Africa Group	119	161	280	20%
Arab States	50	52	102	7%
Total	636	734	1,370	
Non-Member States				
United States of America	15	13	28	
Israel	3		3	