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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**

COMMENTS BY THE INTERNATIONAL STAFF ASSOCIATION OF UNESCO (ISAU)

ADDENDUM 2

SUMMARY

- B. 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 220 EX/5.IV.B).



Job: 202403161

Introduction

1. ISAU takes note of the Administration's report on geographical distribution and gender balance, and welcomes the progress made.
2. We acknowledge the effort made to collect all data **over the same period**, as previously requested by ISAU. We note, however, in Annex IV, concerning "External recruitment between July 2023 and June 2024", the following statement: "Includes recent appointment decisions". This specification concerns us and raises questions. Does the external recruitment recorded concern only that conducted up to 30 June 2024, as the title implies, or does it also include recruitment made after this date, as this specification would seem to indicate? If **appointment decisions** made up to 30 June are included, yet some of those posts have been taken up beyond that date, this could result in the double counting of some new staff in the next report. It would be helpful to clarify this wording.
3. Regarding the set of criteria applicable for the analysis of geographical distribution within the Secretariat, in its report on human resources ([IOS/EVS/PI 207](#), Recommendation 2, March 2023), the Division of Internal Oversight Services (IOS) indicated that other United Nations organizations and programmes classified countries according to world groups, such as the global South. Does the Administration plan to consider this possibility, which would give a different reading of the data and a better understanding of changes in geographical distribution?

Part I – Geographical distribution of staff

Overall representation

4. With regard to overall representation within the Organization, we welcome the increase in the total number of Member States represented, reaching 81%. However, it should be recalled that the objective of 85% set for 2022 has still not been reached ([41 C/Resolution 64](#)).
5. In paragraph 3 of its document, the Administration states that "the positive impact of recruiting candidates from non-represented Member States is often mitigated by separations (most of them unforeseeable) resulting in the non-representation of previously represented Member States". This makes it all the more essential to strengthen the recruitment of candidates from non- and under-represented Member States, so that any departures do not automatically affect overall representation.
6. It seems to us that the Administration is over-optimistic about the evolution of the overall level of representation as described in paragraph 8 and illustrated in Chart 3. While the number of under-represented Member States has fallen since 2016, for which the Administration can be commended, it is nonetheless clear that this number has increased over the last six months (January 2024 – June 2024), from 50 to 52. We urge the Administration to do everything in its power to ensure that this number falls again. In addition, there was an increase from 17 to 25 in the number of over-represented Member States between January 2016 and July 2024. This situation highlights the need for additional concrete measures to remedy the imbalances that have persisted for too long.
7. The presentation of data in Annex I of the Administration's document does not provide a clear overview of the geographical distribution of our Organization. We have therefore drawn up Tables 1 and 2 to make it easier to read the data on geographical **and** non-geographical posts. We deplore the absence of details concerning the distribution by grade of non-geographical posts, which nevertheless represent 72% of staff members. In non-geographical posts, the prevalence of Group I is even more marked than in geographical posts. In addition, there has been an increase in this same group compared to July 2023. Finally, in terms of geographical posts, Group I continues to dominate among the highest-level posts in the hierarchy, accounting for almost 50% (48% to be precise) of staff at levels P-5, D-1 and D-2. This proportion is even higher for non-geographical posts (53%).

Table 1: Breakdown of geographical posts by category and regional group (July 2024)

Geographical posts - breakdown by category and regional group											
Regional group	DDG	ADG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total	%
Group I - Europe and North America	-	3	7	16	59	57	71	28	1	242	35%
Group II - Eastern Europe	-	-	1	4	3	16	19	13	-	56	8%
Group III - GRULAC	-	2	1	3	14	19	23	17	1	80	12%
Group IV - ASPAC	1		1	9	17	50	38	21	-	137	20%
Group V(a) - Africa	-	1	2	4	20	32	36	24	-	119	17%
Group V(b) - Arab States	-	1	-	6	4	15	15	11	-	52	8%
Total	1	7	12	42	117	189	202	114	2	686	
Non-Member States											
Israel		-	-	1	-	-	-	-	-	1	

Table 2: Breakdown of non-geographical posts by category and regional group (July 2024)

Non-geographical posts - breakdown by category and regional group											
Regional group	D/P		Total	%	NO	GS		Total	%	Total	%
	HQ	Field offices				HQ	Field offices				
Group I - Europe and North America	190	120	310	53%		304	136	440	45%	750	42%
Group II - Eastern Europe	14	18	32	5%	15	34	15	49	5%	96	5%
Group III - GRULAC	32	20	52	9%	45	24	73	97	10%	194	11%
Group IV - ASPAC	70	27	97	16%	45	35	92	127	13%	269	15%
Group V(a) - Africa	19	37	56	10%	115	56	114	170	17%	341	19%
Group V(b) - Arab States	32	8	40	7%	20	41	52	93	10%	153	8%
Total	357	230	587		240	494	482	976		1803	
Non-Member States											
Israel						1		1			

Appointments

8. In paragraph 10 of the Administration's document, the latter highlights the achievement of "the target of recruiting 50% of candidates from non- and under-represented Member States to geographical posts" for the 2022–2023 biennium (emphasis added). However, this objective should not be limited to geographical posts. Table 3 below shows that when analysing staff movements for both geographical and non-geographical posts, only 37.5% of appointments are from non- or under-represented Member States, well short of the 50% target. Similarly, these Member States account for only 23% of promotions.

9. In addition, we note certain inconsistencies between the data contained in the Administration's report and the staff movements regularly published by HRM. For instance:

- Annex IV does not list any appointments in the Social and Human Sciences Sector (SHS), although we have recorded at least four based on staff movements;
- at least four other appointments (notably to the Priority Africa and External Relations Sector (PAX) and the Natural Sciences Sector (SC)) are not listed in Annex IV, whereas they do appear in the staff movements;
- 13 appointments appear in Annex IV that do not appear in the staff movements published by HRM. Is this owing to the addition of recent appointment decisions? As mentioned above, such an addition could lead to double counting in the next report and should be avoided.

The establishment of a single, clear and easily accessible database would be useful to avoid such inconsistencies and produce accurate statistics. It is also essential, for the sake of transparency and to facilitate the correlation of information, that the data supplied by the Administration is not dispersed.

**Table 3: Breakdown of staff movements
by level of representation for geographical and non-geographical posts**

(based on staff-movement data published by HRM from July 2023 to June 2024)

Level of representation	Type of movement				Total	%
	Appointments (including inter-agency transfers)		Promotions			
Non- or under-represented	15	37.5%	9	23.0%	24	30%
Over-represented	11	27.5%	15	38.5%	26	33%
Normally represented	14	35.0%	15	38.5%	29	37%
Total	40		39		79	

10. Table 3 of the Administration's report, which takes into account geographical posts only, shows that several sectors are well below the target of 50% recruitment from non- and under-represented Member States: Priority Africa and External Relations Sector (25%), Division for Communications and Public Engagement (25%) and the Office of the Director-General (33%). It would be useful to make public the reasons for such disparities between sectors/offices and the measures planned to remedy them.

11. We can only regret the significant increase (from 31% to 41%) in Group I representation among staff at Director level and above. Table 4 of the Administration's document shows six appointments for a single departure. This extraordinarily high rate makes it hard to believe that every effort has been made to achieve geographical balance. The decision to replace such strategic staff by recruiting almost half of all open posts from a single group runs the reputational risk of suggesting that UNESCO's recruitment practices are not in line with the standards applied by United Nations agencies. Table 4 below shows a clear increase (10.5 points) in the representation of regional Group I, with the percentage rising from 37% to 47.5% between July 2023 and June 2024. How can we hope to restore balance if we continue to recruit mainly from within the same group? What specific measures are planned to reverse this trend? We reiterate that a balanced geographical distribution can only be achieved through a recruitment policy that is carried out with resolve and transparency.

Table 4: Appointments to geographical and non-geographical posts (combined)

(based on staff-movement data published by HRM from July 2023 to June 2024)

Appointments (including inter-agency transfers)										
From 1 July 2023 to 30 June 2024										From 1 July 2022 to 30 June 2023
Regional group	ADG	D-2	D-1	P-5	P-4	P-3	P-2	Total	%	%
Group I - Europe and North America	1	4	1	4	4	2	3	19	47.5%	37%
Group II - Eastern Europe	-	-	-	-	-	-	1	1	2.5%	11%
Group III - GRULAC	-	-	1	-	1	1	2	5	12.5%	11%
Group IV - ASPAC	-	1	-	-	1	2	1	5	12.5%	19%
Group V(a) - Africa	1	-	-	1	1	2	3	8	20.0%	11%
Group V(b) - Arab States	-	-	-	-	1	1	-	2	5.0%	11%
Total	2	5	2	5	8	8	10	40		

12. The same remark may be made in relation to promotions. Table 5 below shows that 33.3% of promotions are accounted for by Group I, an increase of over four points on the preceding period.

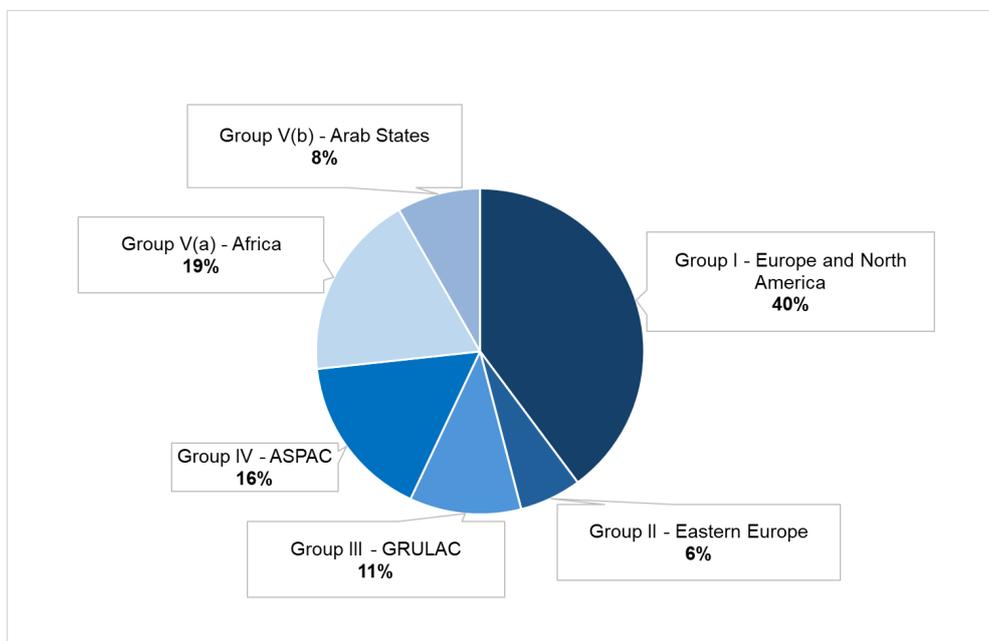
Table 5: Appointments with promotion to geographical and non-geographical posts (combined)

(based on staff-movement data published by HRM from July 2023 to June 2024)

Nominations with promotion										
From 1 July 2023 to 30 June 2024										From 1 July 2022 to 30 June 2023
Regional group	ADG	D-2	D-1	P-5	P-4	P-3	P-2	Total	%	%
Group I - Europe and North America	-	-	2	2	4	4	1	13	33.3%	29%
Group II - Eastern Europe	-	-	1	-	2	1	-	4	10.3%	16%
Group III - GRULAC	-	-	-	1	2	1	-	4	10.3%	13%
Group IV - ASPAC	-	-	3	2	2	1	-	8	20.5%	22%
Group V(a) - Africa	1	-	-	2	1	-	2	6	15.3%	16%
Group V(b) - Arab States	-	-	-	-	2	-	2	4	10.3%	4%
Total	1	0	6	7	13	7	5	39		

13. Lastly, ISAU has drawn up an overall chart illustrating the representation of staff members by regional group (geographical and non-geographical posts combined), which is an essential means of clearly visualizing the geographical distribution within the Organization. This chart shows the predominance of Group I, which accounts for 40% of staff.

Chart 1: Representation of all staff by regional group (June 2024)



Other measures for remedying the geographical imbalance

14. ISAU encourages the continuation of the Young Professionals Programme (YPP), and in particular the personal and professional support provided as soon as they join our Organization, as well as the Mid-Level Professionals Programme (MLPP).

15. With regard to the internship policy, we regret the delay in its implementation (scheduled for July 2024). We therefore ask that it be implemented as soon as possible. This measure, which is required for the rebalancing of geographical representation, is also essential to preserving — or even restoring — UNESCO's image as an employer that is concerned about the well-being of its staff and that applies the principles and values which it advocates.

Part II – Staff gender balance

16. The gender balance of UNESCO staff remains at a satisfactory level and should continue to serve as an example for other United Nations organizations and agencies. However, there is still room for improvement at P-5 level, where the proportion of women is only 43%. Similarly, women occupy only 44% of managerial and senior posts. We encourage greater efforts to improve this proportion, especially as parity had been achieved between 2018 and 2020.



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**FOLLOW-UP TO DECISIONS AND RESOLUTIONS ADOPTED BY THE EXECUTIVE BOARD
AND THE GENERAL CONFERENCE AT THEIR PREVIOUS SESSIONS**

PART IV

HUMAN RESOURCES ISSUES

SUMMARY

B. 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

Further to 217 EX/Decision 4.IV.B, this document contains detailed information on the situation concerning the geographical distribution and gender balance of the staff of the Secretariat; including annual progress made by senior managers to improve geographical distribution in their respective sectors; as well as a report on the follow-up to the measures on geographical distribution recommended by the Executive Board, and adopted by the General Conference by means of 41 C/Resolution 64.

This document also contains information on the geographical distribution and gender balance of holders of affiliate contracts.

Decision required: paragraph 21.



Job: 202403042

INTRODUCTION

1. Pursuant to the decision adopted by the Executive Board at its 217th session concerning the geographical distribution and gender balance of staff, this document is divided into three parts:
 - (a) **Part I** shows the **geographical distribution of the staff** as at **June 2024** as well as progress made over the period July 2023 to June 2024, including:
 - the increase in the representation rate, from 80% to **81%** of Member States represented;
 - the target of 40% of Member States normally represented (**41%** by June 2024) reached and indeed exceeded;
 - the target of 50% of external appointments from non- and under-represented Member States has also been exceeded (**54%**).
 - (b) **Part II** presents the status of **gender balance of the staff** as at June 2024 and progress made since July 2023, as well as 10-year trends in gender balance. Progress to date includes:
 - a clear improvement in the number of women Directors, from 41% in July 2023 to **44%** in June 2024;
 - an improvement in the number of women at P-5 level, from 41% in July 2023 to **43%** in June 2024.
 - (c) **Part III** contains information on the geographical distribution and gender balance of **holders of affiliate contracts**.¹ Among the 2,665 affiliate contract holders, there are 155 different nationalities, including 15 from non-represented Member States, and 55% are women.
2. The annexes contain the following information on geographical representation as at June 2024:
 - Annex I provides information, by grade and nationality, on the number of staff on geographical (D/P) and non-geographical (D/P, NPO and GS) posts;
 - Annex II provides information by Member State and by level of representation;
 - Annex III shows the changes in representation levels which have occurred since July 2023;
 - Annex IV provides information on external recruitment to geographical and non-geographical posts by sector, grade and nationality from July 2023 to June 2024 (216 EX/Decision 5.III A);
 - Appendix V gives information on holders of affiliate contracts by nationality.

¹ These include consultant contracts, service contracts, sponsored trainees, short-term contracts, loans, United Nations volunteers and stand-by personnel.

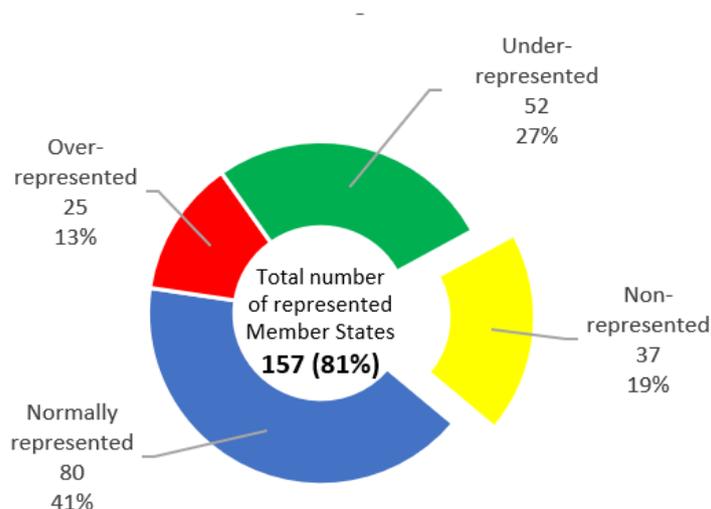
PART I – GEOGRAPHICAL DISTRIBUTION OF STAFF

Situation as at June 2024 – overall representation

3. In June 2024, 157 (81%) of UNESCO's 194 Member States were represented. Progress towards the 85% target continues, but the positive impact of recruiting candidates from non-represented Member States is often mitigated by separations (most of them unforeseeable) resulting in the non-representation of previously represented Member States. Thus, during the period July 2023 – June 2024, while four Member States became represented thanks to external recruitment (Central African Republic, Chad, Haiti and Peru), two Member States became non-represented, following the departure of their nationals (North Macedonia and Oman).

4. UNESCO remains in third place in the United Nations common system in terms of representation, just behind the United Nations Secretariat and the Food and Agriculture Organization of the United Nations (FAO), and ahead of the World Health Organization (WHO), the International Labour Organization (ILO) and the International Civil Aviation Organization (ICAO). It bears noting that of the 25 agencies/entities of the United Nations common system, only six agencies, including UNESCO, have established a formal system of geographical quotas. The International Civil Service Commission (ICSC) has moreover encouraged other agencies to introduce indicators, following the good practice of UNESCO and the other agencies mentioned above.

Chart 1: Geographical distribution (June 2024)

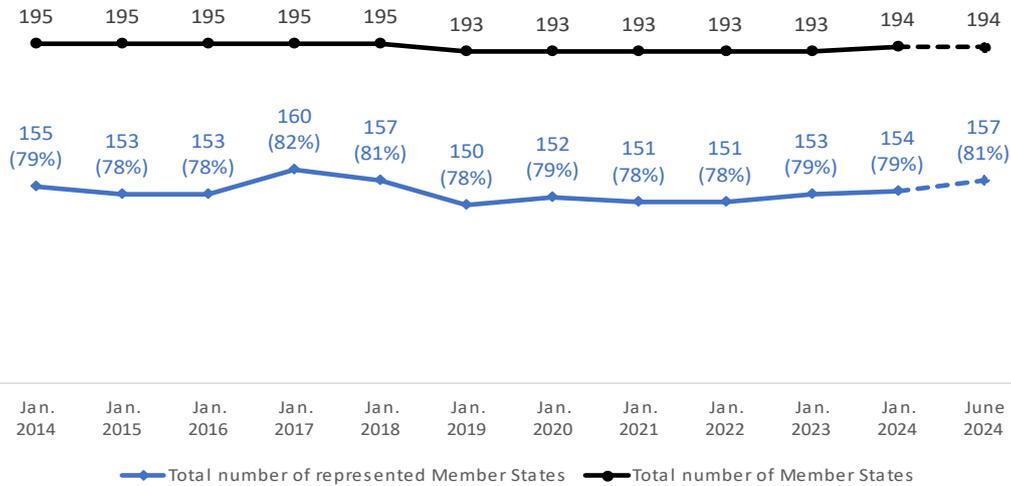


5. If we also take into account Professional staff members in non-geographical posts and Project Appointments (PAs), UNESCO has a total of 161 different nationalities in posts at the Professional level and above (P/D); this means four more Member States than are included in the geographical distribution, namely, Andorra, Bahamas, Malta and South Sudan. The total workforce (including General Service staff, National Professional Officers (NPOs), secondments and temporary staff) comprises 171 different nationalities.

Change in geographical representation of Member States from January 2014 to June 2024

6. At its 219th session, the Board requested information regarding trends in geographical distribution over the last ten years (219 EX/Decision 5.III.A). As shown in Chart 2 below, the overall level of Member State representation has fluctuated over the past ten years, from 79% in 2014 to 81% today.

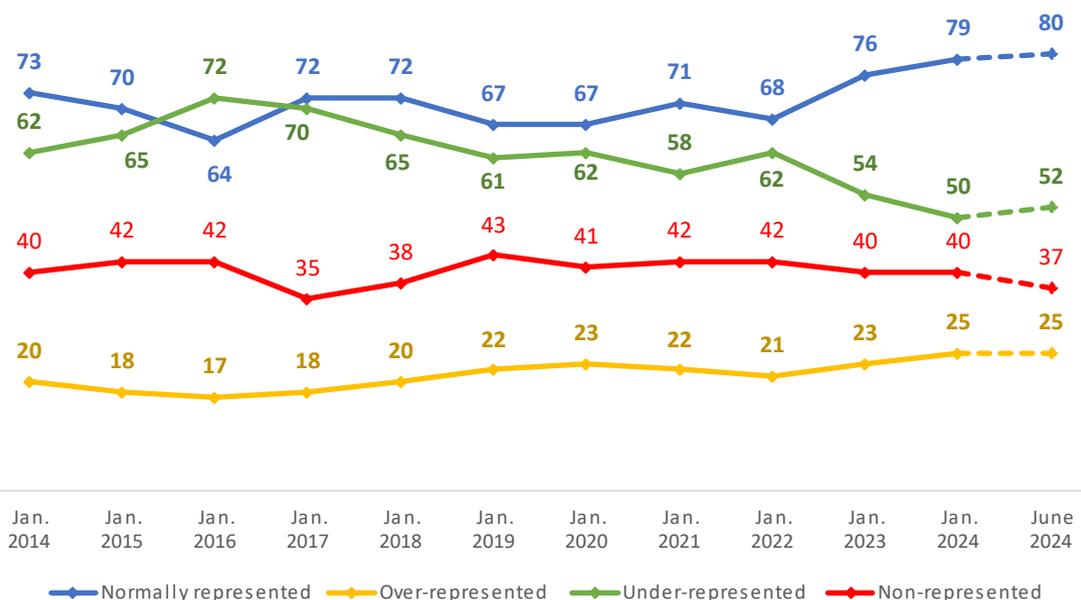
**Chart 2: Evolution of the overall level of representation
(January 2014 to June 2024)**



7. Since January 2022, there has been a steady improvement in geographical representation, with the number of Member States represented increasing from 151 in January 2022 to 157 in June 2024. During this period, nine Member States became represented (Angola, Armenia, Barbados, Cabo Verde, Central African Republic, Chad, Luxembourg, Sri Lanka and Tajikistan). At the same time, four Member States became non-represented (Lesotho, Maldives, North Macedonia and Oman), following separations. Furthermore, the United States of America rejoined the Organization during the same period.

8. Over ten years, the number of Member States normally represented has fluctuated between 64 and 80, with the highest level reached in June 2024. The trend since January 2022, in particular, has been one of clear improvement, with a continuous upward curve. At the same time, the number of under-represented Member States is declining, also steadily. Trends are less marked for over-represented Member States (with an upward trend).

**Chart 3: Evolution of the overall level of representation
(January 2014 to June 2024)**



Progress made in the achievement of targets between July 2023 and June 2024

9. During this period, equitable geographical representation continued to be a priority for the Director-General. The Secretariat has continued to implement the measures adopted at the 41st session of the General Conference (41 C/Resolution 64), in line with the recommendations of the working group on geographical distribution. Since July 2023 (date of the last report), these efforts have led to the following progress:

- an increase in the total number of Member States represented, from 155 to 157, improving the representation rate from 80% to 81% (Table 1);
- an increase in the number of Member States normally represented from 78 to 80, and by one percentage point (40% to 41%), thus exceeding the target of 40% of Member States normally represented (Table 1);
- a reduction in the number of over-represented Member States, from 26 to 25, down by one percentage point (from 14% to 13%) (Table 1);
- a reduction in the number of non-represented Member States, from 39 to 37 (Table 1);
- a rate of 54% of external appointments from non- and under-represented Member States to geographical posts (Table 2);

**Table 1: Evolution of geographical distribution
(July 2023 – June 2024)**

Representation status	Number of Member States		Difference in the number of Member States July 2023 to July 2024
	July 2023	June 2024	
Normally represented	78 (40%)	80 (41%)	+2
Over-represented	26 (14%)	25 (13%)	-1
Under-represented	51 (26%)	52 (27%)	+1
Total number of represented Member States	155 (80%)	157 (81%)	+2
Non-represented	39 (20%)	37 (19%)	-2
Total number of Member States	194	194	0

**Table 2: Geographical appointments (P/D)
(July 2023 – June 2024)**

	July 2023 to July 2024*
Non-represented	4 (10%)
Under-represented	17 (44%)
Non- and under-represented	21 (54%)
Normally represented	13 (33%)
Over-represented	5 (13%)
Total	39

* Including appointment decisions already made but not yet reflected in the June 2024 geographical distribution.

10. The most significant measures implemented include the **Young Professionals Programme, the Mid-Level Professionals Programme (MLPP), the target of recruiting 50%** of candidates from non- and under-represented Member States to geographical posts, and outreach to seek candidates targeting these Member States.

- **Young Professionals Programme:** in the biennium 2023-2024, 11 vacant P-1/P-2 posts were included in the programme. As of July 2024, 10 Young Professionals have been recruited (one post is still under recruitment): two from non-represented and eight from under-represented Member States. Thanks to these recruitments, two Member States will become represented (El Salvador and Lesotho) and three will become normally represented (Cyprus, India and Madagascar).
- In addition, approximately 50 shortlisted candidates have been placed in the Young Professionals pool, which will enable them to be considered for any P-1/P-2 position that becomes vacant. This pool will remain active until the launch of the next Programme. In 2021-2022, the pool enabled five additional Young Professionals to be recruited during that biennium.
- The new cohort of Young Professionals will benefit from orientation training as soon as they take up their duties in autumn 2024, and from the **coaching and mentoring** programme set up by the Recruitment and Staffing Section.
- The **Mid-Level Professionals Programme (MLPP)** aims to identify qualified candidates for P-3/P-4 posts. Although recruitment is open to all Member States, priority consideration is given to candidates from non- and under-represented countries, where qualifications are equal. Following the pilot project launched in 2022 which enabled the recruitment of three Professionals (two P-3 and one P-4) from non-represented Member States, and following the Executive Board's decision encouraging the Secretariat to continue its efforts in this area, the Bureau of Human Resources Management launched a new cycle of 11 MLPP posts (10 P-3 and 1 P-4) in August 2023.² Of these posts, **eight** were filled externally: **one** by a candidate from a non-represented Member State, **six** by candidates from under-represented Member States, and **one** by a candidate from a normally represented Member State.³ Two posts were filled internally, and one is still under recruitment.
- The MLPP is accompanied by targeted, proactive outreach for candidates from non- and under-represented Member States, with the support of Member States and National Commissions, as well as heads of office in the Member States concerned. A longer period (two months) advertising the posts facilitates these targeted actions, as do direct searches for candidates via LinkedIn and social networks. Given the success of the Programme and its positive impact on geographical representation, the Secretariat recommends setting aside a minimum of 10 posts per biennium for it.
- **The target of 50% recruitment from non- and under-represented Member States to geographical posts for the 2022–2023 biennium**, set by the General Conference at its 41st session, has been exceeded by operational decisions to date. From July 2023 to June 2024, **54%** of external recruitments to geographical posts were nationals of non- and under-represented Member States.

As shown in Table 3 below, this 50% target has been either achieved or exceeded in the majority of Sectors/Offices.

² 215 EX/Decision 5.IV.C.

³ This under-represented Member State became normally represented during the recruitment process.

Table 3: Progress towards the 50% target of appointments on geographical posts by Sector/Bureau (July 2023 to June 2024*)

	% of appointments from non and under-represented Member States
Education	80%
Natural Sciences	50%
Intergovernmental Oceanographic Commission	75%
Social and Human Sciences Sector	-
Culture	50%
Communication and Information	67%
Priority Africa and External Relations	25%
Sector for Administration and Management	60%
Division for Communications and Public Engagement	25%
Bureau of Strategic Planning	-
Division of Internal Oversight Services	50%
Office of the Director-General	33%
Total	54%

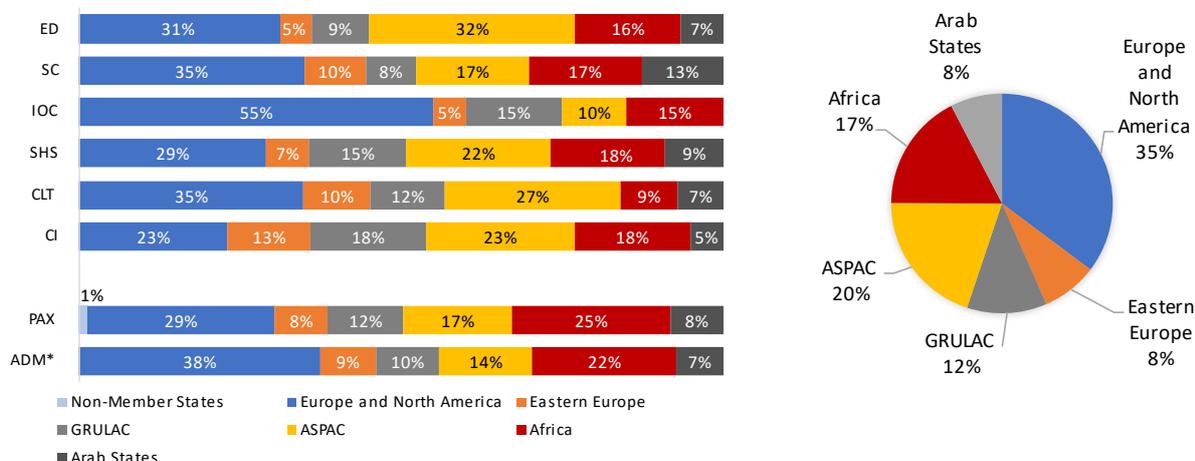
* including appointments that have already been made but are not yet reflected in the June 2024 geographical distribution.

- Candidate outreach measures used included professional networks, career fairs and university webinars. In autumn 2024, targeted campaigns will be set up with non- and under-represented Member States to attract qualified candidates, in collaboration with permanent delegations and National Commissions.

Geographical representation of sector staff (geographical posts)

11. As regards the breakdown by regional group in the sectors, trends have remained stable since July 2023.

Chart 4: Distribution by regional group in the sectors¹ (June 2024)



¹ Excluding category 1 institutes.

* ADM includes the Bureau of Financial Management, the Division of Conferences, Languages and Documents, the Bureau of Human Resources Management, the Bureau for Digital Business Solutions, the Division of Operations, the Security and Safety Section and the Section for Administrative Support.

Representation of staff at Director level and above, by regional group

12. In June 2024, the number of staff at Director level and above in geographical posts was 63, two more in relation to July 2023.

Table 4: Evolution of geographical distribution of staff at Director level and above in geographical posts, by regional group (July 2023 to June 2024)

Regional group	July 2023	June 2024	Appointments	Separations
			July 2023 to July 2024	July 2023 to July 2024
Europe and North America	21 (31%)	26 (41%)	6	1
Eastern Europe	5 (8%)	5 (8%)	1	1
GRULAC	8 (13%)	6 (10%)	1	3
ASPAC	8 (13%)	11 (17%)	4	1
Africa	9 (15%)	7 (11%)	1	3
Arab States	9 (15%)	7 (11%)	-	2
Non-Member States	1 (2%)	1 (2%)	-	-
Total	61	63	13	11

PART II – STAFF GENDER BALANCE⁴

13. This section presents the situation as at June 2024 as regards gender balance in the Secretariat, as well as the progress made in achieving gender parity at all levels, in particular in the Director category and above. Gender parity is considered to have been achieved within a range of 47% to 53%, according to the United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women.

Situation at June 2024 (Table 5)

14. Overall, the average rate of representation of women in the Professional category and above (P/D) at UNESCO is 57%, which is far higher than the average rate in the United Nations system, namely 48%.⁵

15. In the Secretariat as a whole, women are in the majority (57%): they account for 60% of General Service category staff; 51% of National Professional Officers (NPOs); 58% of Professional (P) staff, and 44% of posts at the Director level and above. While there is a slight majority of women in grade P-3, efforts need to be made to increase the number of men at junior level (P-1/P-2) (29%) to achieve a better balance at this level.

Situation of women at P-5 level, Director and above

16. The rate of women at P-5 level has improved since July 2023, with an increase of three percentage points from 40% to 43% in June 2024.

17. Appointments of women Directors during the period covered by this report very clearly outnumbered appointments of men to Director posts (8 out of 13 appointments of women), with a positive impact on the percentage of women Directors (44%), up sharply compared to July 2023 (41%). UNESCO remains the leading United Nations specialized agency, ahead of the International

⁴ The data covers all staff members (in geographical and non-geographical posts). Furthermore, since June 2024, temporary staff have been included in gender parity statistics.

⁵ Staff statistics 31 December 2022 – CEB.

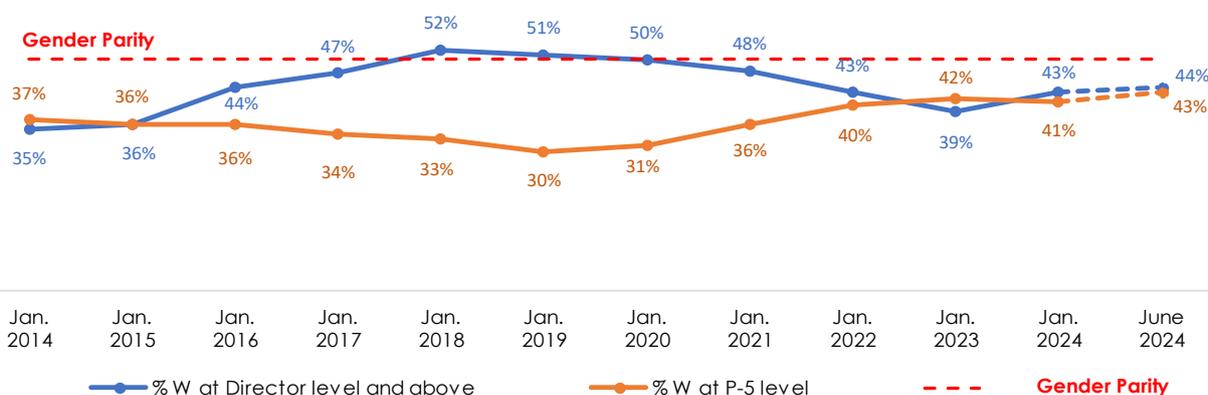
Labour Organization (ILO) (38%), World Health Organization (WHO) (36%), World Intellectual Property Organization (WIPO) (33%) and Food and Agriculture Organization of the United Nations (FAO) (28%).

**Table 5: Distribution by gender and by grade
Regular programme and voluntary contributions (July 2023 – June 2024)**

	July 2023					June 2024					Difference %W
	W	%W	M	%M	Total	W	%W	M	%M	Total	
DDG	-	-	1	100%	1	-	-	1	100%	1	-
ADG	2	25%	6	75%	8	3	37.5%	5	62.5%	8	+12.5
D-2	6	43%	8	57%	14	9	60%	6	40%	15	+17%
D-1	21	45%	26	55%	47	21	41%	30	59%	51	-4%
Total D	29	41%	41	59%	70	33	44%	42	56%	75	+3%
P-5	57	40%	84	60%	141	61	43%	82	57%	143	+3%
P-4	141	52%	130	48%	271	142	50%	142	50%	284	-2%
P-3	205	56%	161	44%	366	237	58%	174	42%	411	+2%
P-2/P-1	193	68%	91	32%	284	248	71%	100	29%	348	+3%
Total P	596	56%	466	44%	1,062	688	58%	498	42%	1,186	+2%
Total D/P	625	55%	507	45%	1,132	721	57%	540	43%	1,261	+2%
Total NPO	106	49%	112	51%	218	121	51%	118	49%	239	+2%
Total GS	561	59%	392	41%	953	577	60%	392	40%	969	+1%
Total UNESCO	1,292	56%	1,011	44%	2,303	1,419	57%	1,050	43%	2,469	+2%

18. At its 219th session, the Board requested information regarding trends in the evolution of gender balance at the Professional and Director levels (219 EX/Decision 5.III.A). Trends over the last 10 years show fluctuations at P-5 and Director levels, with a general increase compared to 10 years ago (Chart 5).

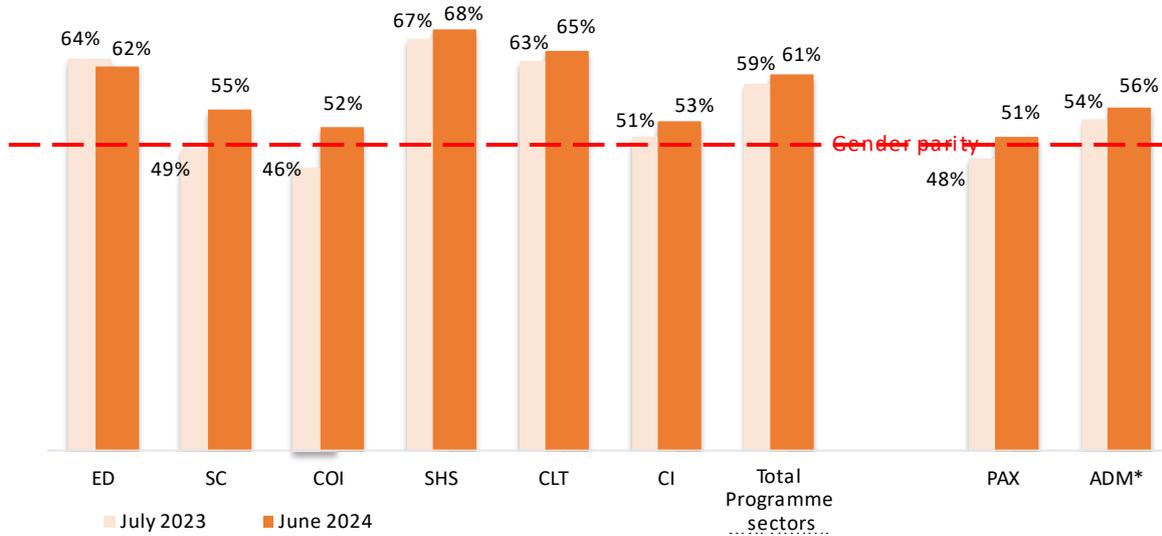
Chart 5: Evolution in the percentage of women at P-5 level, Director and above



Gender parity progress by sector (P/D)

19. By June 2024, parity had been achieved in all sectors, including the Natural Sciences Sector (SC), the Intergovernmental Oceanographic Commission (IOC) and the Priority Africa and External Relations Sector (PAX), which, after significant efforts, reached parity in June 2024, with 55%, 52% and 51% women in Professional and Director posts respectively.

**Chart 6: Gender parity in sector Professional and Director posts (P/D)¹
Regular programme and voluntary contributions (July 2023 – June 2024)**



¹ Excluding category 1 institutes and centres.

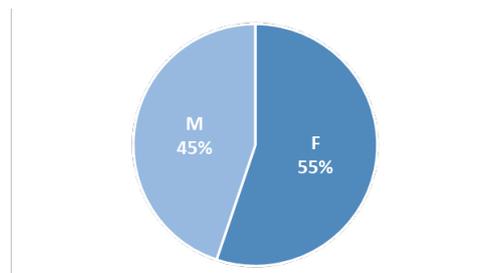
* ADM includes the Bureau of Financial Management, the Division of Conferences, Languages and Documents, the Bureau of Human Resources Management, the Bureau for Digital Business Solutions, the Division of Operations, the Security and Safety Section, and the Section for Administrative Support.

PART III – Geographical distribution and gender balance of holders of affiliate contracts (Annex V)⁶

20. As requested by the Executive Board at its 217th session (217 EX/Decision 4.IV.B), information on the geographical distribution and gender balance of affiliated personnel is presented below:

- In June 2024, the 2,665 holders of affiliate contracts included **155 nationalities** (including 15 from non-represented Member States). Consultants make up the majority (55%), followed by service contract holders (41%). The majority of affiliate contract holders are recruited in their country or region of origin. France has the largest number of affiliate contract holders, due to the location of UNESCO Headquarters in Paris. There is also a high number of holders of affiliate contracts from countries where UNESCO offices are located, or where there are branches of category 1 institutes.
- In terms of **parity**, **55%** of affiliate contract holders are women, which is in line with trends observed for UNESCO staff in general (58%) (Chart 7 below).

Chart 7: Gender breakdown of holders of affiliate contracts (June 2024)



⁶ These include consultant contracts, service contracts, sponsored interns, short-term contracts, loans, United Nations volunteers and stand-by staff.

Proposed draft decision

21. In light of the above, the Executive Board may wish to adopt a decision along the following lines:

The Executive Board,

1. Recalling 41 C/Resolution 64, 217 EX/Decision 4.IV.B and 219 EX/Decision 5.III.A,
2. Having examined document 220 EX/5.IV.B,
3. Takes note with satisfaction of the information provided by the Director-General on the situation concerning the geographical distribution and gender balance of staff as at June 2024;
4. Welcomes the progress made in achieving gender balance at grade D-1 and above, and strongly encourages the Director-General to continue her efforts to this end;
5. Also takes note of the initiatives to improve the equitable geographical representation of Member States within the Secretariat, including the Young Professionals Programme (YPP) and the pilot Mid-Level Professionals Programme (MLPP), and strongly encourages the Secretariat to continue its efforts in this area;
6. Expresses its satisfaction with the progress made towards the objective of appointing nationals of non-represented and under-represented Member States to 50% of geographical posts and requests the Director-General to pursue this objective over the 2024-2025 biennium;
7. Notes that the geographical distribution at grade D-1 and above should be improved and also requests the Director-General to take concrete steps to improve the situation;
8. Further requests the Director-General to submit to it at its 222nd session a report on geographical distribution and gender balance.

ANNEX I

GEOGRAPHICAL DISTRIBUTION – STAFF MEMBERS IN GEOGRAPHICAL AND NON-GEOGRAPHICAL POSTS

(JUNE 2024)

: Under-represented and non-represented Member States

Member States	Code	Group	Staff members in geographical posts													Staff members in non-geographical posts*					TOTAL	
			DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation	D/P		NPO	GS			Total
																HQ	Field		HQ	Field		
Afghanistan	AFG	Group IV					1	1				2	4	2	=			6		9	15	17
Albania	ALB	Group II				1					1	4	2	-					1	1	2	2
Algeria	DZA	Group V(b)						1	1	3		5	4	3	+	9	1		12	2	24	29
Andorra	AND	Group I										4	2	O	1					1	1	1
Angola	AGO	Group V(a)								2		2	4	2	=			1			1	3
Antigua and Barbuda	ATG	Group III								1		1	4	2	-							1
Argentina	ARG	Group III			1	1	2	4	2	1		11	6	4	+	4	5	9		6	24	35
Armenia	ARM	Group II								1		1	4	2	-	1			1		2	3
Australia	AUS	Group IV				2	1	2	2	2		9	11	6	=	4	1		4	1	10	19
Austria	AUT	Group I					1	2		1		4	6	3	=	1	2		1	2	6	10
Azerbaijan	AZE	Group II						1	1	2		4	4	2	=	1			1		2	6
Bahamas	BHS	Group III											4	2	O	1					1	1
Bahrain	BHR	Group V(b)											4	2	O							
Bangladesh	BGD	Group IV							1	1		2	5	3	-			1		4	5	7
Barbados	BRB	Group III						1				1	4	2	-	1	1	1			3	4
Belarus	BLR	Group II					1					1	4	2	-							1
Belgium	BEL	Group I					4	4	2	1		11	6	4	+	3	4			1	8	19
Belize	BLZ	Group III								1		1	4	2	-							1
Benin	BEN	Group V(a)						2		2		4	4	2	=	2	3	2	2	1	10	14
Bhutan	BTN	Group IV											4	2	O							
Bolivia (Plurinational State of)	BOL	Group III						1	1			2	4	2	=				1		1	3
Bosnia and Herzegovina	BIH	Group II							2			2	4	2	=		1	3		2	6	8
Botswana	BWA	Group V(a)							1			1	4	2	-			1			2	3
Brazil	BRA	Group III			1	3	3	2	4			13	11	7	+	11	4	10	4	8	37	50
Brunei Darussalam	BRN	Group IV											4	2	O							
Bulgaria	BGR	Group II						3				3	4	2	=				4		4	7
Burkina Faso	BFA	Group V(a)					1		1			2	4	2	=				4	2	7	9
Burundi	BDI	Group V(a)						2	1	1		4	4	2	=	1		1	3		5	9

* Includes project appointments (PA), junior professional officers (JPO), secondments and temporary staff.

: Under-represented and non-represented Member States

Member States	Code	Group	Staff members in geographical posts											Staff members in non-geographical posts*					TOTAL			
			DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation	D/P		NPO		GS		Total
																HQ	Field			HQ	Field	
Cabo Verde	CPV	Group V(a)					1					1	4	2	-						1	2
Cambodia	KHM	Group IV					1			2		3	4	2	=			2	1	6	9	12
Cameroon	CMR	Group V(a)			2		2	4	1	1		10	4	2	+			5	5	9	22	32
Canada	CAN	Group I				1	4	4	4	2		15	12	7	+				2	7	28	43
Central African Republic	CAF	Group V(a)								1		1	4	2	-							1
Chad	TCD	Group V(a)								1		1	4	2	-			1		1	2	3
Chile	CHL	Group III		1			1	1		1		4	5	3	=			2	4	8	19	23
China	CHN	Group IV	1			1	2	7	5	3		19	62	37	-			1	10	7	56	75
Colombia	COL	Group III					2	1	2			5	5	3	=				1	1	8	13
Comoros	COM	Group V(a)						1				1	4	2	-				1		1	2
Congo	COG	Group V(a)					1		1	1		3	4	2	=			1	2	6	9	12
Cook Islands	COK	Group IV						1				1	4	2	-							1
Costa Rica	CRI	Group III							1			1	4	2	-			2		5	7	8
Côte d'Ivoire	CIV	Group V(a)					2	1				3	4	2	=			7	2	4	15	18
Croatia	HRV	Group II						1				1	4	2	-							
Cuba	CUB	Group III						1	1		1	3	4	2	=							
Cyprus	CYP	Group I						1				1	4	2	-							1
Czechia	CZE	Group II							2	1		3	5	3	=							3
Democratic People's Republic of Korea	PRK	Group IV					1					1	4	2	-							1
Democratic Republic of the Congo	COD	Group V(a)				1	1	1	1	1		5	4	3	+			3		4	7	12
Denmark	DNK	Group I				1	2	1				4	5	3	=			1			1	5
Djibouti	DJI	Group V(a)					1					1	4	2	-				1		2	3
Dominica	DMA	Group III							1			1	4	2	-						1	2
Dominican Republic	DOM	Group III											4	2	O				1		1	1
Ecuador	ECU	Group III					1		2			3	4	2	=					7	11	14
Egypt	EGY	Group V(b)				2	1	1	1	1		6	5	3	+			2	1	7	12	18
El Salvador	SLV	Group III											4	2	O				2		2	2
Equatorial Guinea	GNQ	Group V(a)											4	2	O							
Eritrea	ERI	Group V(a)							1			1	4	2	-							1
Estonia	EST	Group II				1						1	4	2	-							1
Eswatini	SWZ	Group V(a)						1	1			2	4	2	=			1			1	3
Ethiopia	ETH	Group V(a)					1		2	4		7	4	3	+			6	3	16	25	32
Fiji	FJI	Group IV						1				1	4	2	-				1	3	4	5
Finland	FIN	Group I					2	3				5	5	3	=			3	1		4	9

* Includes project appointments (PA), junior professional officers (JPO), secondments and temporary staff.

: Under-represented and non-represented Member States

Member States	Code	Group	Staff members in geographical posts													Staff members in non-geographical posts*						TOTAL
			DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation	D/P		NPO	GS		Total	
																HQ	Field		HQ	Field		
France	FRA	Group I			2	4	9	14	15	14	1	59	18	11	+	78	17		252	3	350	409
Gabon	GAB	Group V(a)					1	2				3	4	2	=			4	1	4	9	12
Gambia	GMB	Group V(a)					1		2			3	4	2	=							3
Georgia	GEO	Group II						1	1			2	4	2	=		1				1	3
Germany	DEU	Group I			1	1	1	5	10	2		20	24	14	=	12	10		3	5	30	50
Ghana	GHA	Group V(a)							1			1	4	2	-	1		8	2	5	16	17
Greece	GRC	Group I						2	3	2		7	5	3	+	6			2	1	9	16
Grenada	GRD	Group III					1					1	4	2	-							1
Guatemala	GTM	Group III											4	2	O			1		3	4	4
Guinea	GIN	Group V(a)					2	1		1		4	4	2	=				1		1	5
Guinea-Bissau	GNB	Group V(a)						1				1	4	2	-							1
Guyana	GUY	Group III											4	2	O							
Haiti	HTI	Group III								1		1	4	2	-		1	1	1	3	6	7
Honduras	HND	Group III						1	1	1		3	4	2	=							3
Hungary	HUN	Group II			1				2			3	4	3	=	1			1	1	3	6
Iceland	ISL	Group I											4	2	O	1					1	1
India	IND	Group IV				3	2		1	3		9	16	10	-	6	2	12	2	16	38	47
Indonesia	IDN	Group IV					1	1	1	1		4	7	4	=			2		9	11	15
Iran (Islamic Republic of)	IRN	Group IV					1	1	2			4	5	3	=	2	2	3	3	4	14	18
Iraq	IRQ	Group V(b)							2			2	4	3	-	1	1	4	1	6	13	15
Ireland	IRL	Group I					1	1				2	5	3	-	2	1		4		7	9
Italy	ITA	Group I		1		4	4	8	7	2		26	14	9	+	17	49		14	109	189	215
Jamaica	JAM	Group III							1	1		2	4	2	=			1		5	6	8
Japan	JPN	Group IV				1	4	13	13	1		32	30	18	+	14	2		2		18	50
Jordan	JOR	Group V(b)						1		1		2	4	2	=	2	1	5	1	5	14	16
Kazakhstan	KAZ	Group IV							2			2	4	2	=	1		4	1	5	11	13
Kenya	KEN	Group V(a)						3	1	1		5	4	2	+	3	2	4	3	9	21	26
Kiribati	KIR	Group IV											4	2	O							
Kuwait	KWT	Group V(b)											4	3	O							
Kyrgyzstan	KGZ	Group IV						1	1			2	4	2	=	1	2				3	5
Lao People's Democratic Republic	LAO	Group IV						2				2	4	2	=							2
Latvia	LVA	Groupe II						1				1	4	2	-							1
Lebanon	LBN	Group V(b)						2	4			6	4	2	+	1	1	3	2	12	19	25
Lesotho	LSO	Group V(a)											4	2	O			1			1	1
Liberia	LBR	Group V(a)								1		1	4	2	-							1

* Includes project appointments (PA), junior professional officers (JPO), secondments and temporary staff.

: Under-represented and non-represented Member States

Member States	Code	Group	Staff members in geographical posts													Staff members in non-geographical posts*					TOTAL	
			DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation	D/P		NPO	GS			Total
																HQ	Field		HQ	Field		
Libya	LBY	Group V(b)								1		1	4	2	-				1		1	2
Lithuania	LTU	Group II						2	1			3	4	2	=				1		1	4
Luxembourg	LUX	Group I								2		2	4	2	=	1					1	3
Madagascar	MDG	Group V(a)								1		1	4	2	-		1	1	2		4	5
Malawi	MWI	Group V(a)					1					1	4	2	-			1			1	2
Malaysia	MYS	Group IV					1	2				3	5	3	=							3
Maldives	MDV	Group IV											4	2	O							
Mali	MLI	Group V(a)						2	1			3	4	2	=			5	2	6	13	16
Malta	MLT	Group I											4	2	O	1					1	1
Marshall Islands	MHL	Group IV											4	2	O							
Mauritania	MRT	Group V(b)					1	3		1		5	4	2	+			1		1	2	7
Mauritius	MUS	Group V(a)				1	1	1				3	4	2	=	2			3		5	8
Mexico	MEX	Group III		1		1	3	3	3	1		12	8	5	+	1	2	4	6	3	16	28
Micronesia (Federated States of)	FSM	Group IV											4	2	O							
Monaco	MCO	Group I											4	2	O							
Mongolia	MNG	Group IV						1	1			2	4	2	=							2
Montenegro	MNE	Group II							1			1	4	2	-							1
Morocco	MAR	Group V(b)				1	1		2	1		5	4	2	+	6	1	3	8	7	25	30
Mozambique	MOZ	Group V(a)		1								1	4	2	-			4		5	9	10
Myanmar	MMR	Group IV						1				1	4	2	-							1
Namibia	NAM	Group V(a)									1	1	4	2	-			5	1	4	10	11
Nauru	NRU	Group IV											4	2	O							
Nepal	NPL	Group IV					1	3	1	1		6	4	2	+		2	2		3	7	13
Netherlands (Kingdom of the)	NLD	Group I			1		3		3			7	8	5	=	1	3				4	11
New Zealand	NZL	Group IV				1		1	1			3	5	3	=	2	1				3	6
Nicaragua	NIC	Group III							1	1		2	4	2	=							2
Niger	NER	Group V(a)				1	1		2			4	4	2	=		1	2		1	4	8
Nigeria	NGA	Group V(a)						2	1			3	6	3	=		3	5	3	7	18	21
Niue	NIU	Group IV											4	2	O							
North Macedonia	MKD	Group II											4	2	O				1		1	1
Norway	NOR	Group I		1			2					3	6	3	=	1	1				2	5
Oman	OMN	Group V(b)											4	2	O					2	2	2
Pakistan	PAK	Group IV					1	1		2		4	6	3	=	1		5		6	12	16
Palau	PLW	Group IV											4	2	O							
Panama	PAN	Group III											4	2	O					1	1	1

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: Under-represented and non-represented Member States

Member States	Code	Group	Staff members in geographical posts													Staff members in non-geographical posts*					TOTAL			
			DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation	D/P		NPO	GS			Total		
																HQ	Field		HQ	Field				
Papua New Guinea	PNG	Group IV						1				1	4	2	-								1	1
Paraguay	PRY	Group III								1	1	2	4	2	=								1	3
Peru	PER	Group III								1		1	4	3	-				2	3	6	16	17	
Philippines	PHL	Group IV						2			1	3	5	3	=				9		10	13		
Poland	POL	Group II				1		1	1	2		5	6	4	=				3		4	9		
Portugal	PRT	Group I				1	1			2	1	5	5	3	=				5		8	13		
Qatar	QAT	Group V(b)											4	3	O							1	1	
Republic of Korea	KOR	Group IV			1	1		4	3	1		10	12	7	=				1		11	21		
Republic of Moldova	MDA	Group II						2				2	4	2	=							2	2	
Romania	ROU	Group II				1		2		1		4	5	3	=				4	1	9	13		
Russian Federation	RUS	Group II					1	1		4		6	10	6	=						26	32		
Rwanda	RWA	Group V(a)								2		2	4	2	=						5	7		
Saint Kitts and Nevis	KNA	Group III						2				2	4	2	=							2	2	
Saint Lucia	LCA	Group III								2		2	4	2	=							2	2	
Saint Vincent and the Grenadines	VCT	Group III											4	2	O									
Samoa	WSM	Group IV											4	2	O					2	2	2	2	
San Marino	SMR	Group I											4	2	O									
Sao Tome and Principe	STP	Group V(a)							1			1	4	2	-								1	
Saudi Arabia	SAU	Group V(b)								1		1	8	5	-							7	8	
Senegal	SEN	Group V(a)					2	3	1	1		7	4	2	+							35	42	
Serbia	SRB	Group II							1			1	4	2	-							6	7	
Seychelles	SYC	Group V(a)							1			1	4	2	-								1	
Sierra Leone	SLE	Group V(a)						1	1			2	4	2	=							1	3	
Singapore	SGP	Group IV							2	1		3	5	3	=							1	4	
Slovakia	SVK	Group II							1			1	4	2	-							1	2	
Slovenia	SVN	Group II							1	1		2	4	2	=					1	1	4	6	
Solomon Islands	SLB	Group IV											4	2	O									
Somalia	SOM	Group V(a)								2		2	4	2	=								2	
South Africa	ZAF	Group V(a)				1	2	1	3			7	5	3	+					1		6	13	
South Sudan	SSD	Group V(a)											4	2	O								11	
Spain	ESP	Group I			1	1	6	2	6			16	11	6	+							32	48	
Sri Lanka	LKA	Group IV							1	1		2	4	2	=							1	3	
State of Palestine	PSE	Group V(b)						2	1			3	4	2	=					2	5	8	11	
Sudan	SDN	Group V(b)					1			1		2	4	2	=						5	7	9	

* Includes project appointments (PA), junior professional officers (JPO), secondments and temporary staff.

: Under-represented and non-represented Member States

Member States	Code	Group	Staff members in geographical posts												Staff members in non-geographical posts*					TOTAL									
			DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation	D/P		NPO	GS		Total								
																HQ	Field		HQ			Field							
Suriname	SUR	Group III											4	2	O														
Sweden	SWE	Group I					2	1	1	1		5	6	4	=					1			3		8				
Switzerland	CHE	Group I				1	2			2		5	7	4	=								5		10				
Syrian Arab Republic	SYR	Group V(b)				1				1		2	4	2	=					3			3		5				
Tajikistan	TJK	Group II								1		1	4	2	-					1			2		3				
Thailand	THA	Group IV						1				1	5	3	-							13	17		18				
Timor-Leste	TLS	Group IV											4	2	O														
Togo	TGO	Group V(a)								2	1	3	4	2	=							3	2	6	9				
Tonga	TON	Group IV											4	2	O														
Trinidad and Tobago	TTO	Group III					1					1	4	2	-								1		2				
Tunisia	TUN	Group V(b)		1		2		4	3	1		11	4	2	+						8		12		23				
Türkiye	TUR	Group I			1			2	2			5	7	4	=								5		10				
Turkmenistan	TKM	Group IV						1				1	4	2	-										1				
Tuvalu	TUV	Group IV											4	2	O														
Uganda	UGA	Group V(a)								2	1	3	4	2	=							1	4	8	11				
Ukraine	UKR	Group II								4	1	5	4	2	+						2	5		8	13				
United Arab Emirates	ARE	Group V(b)											6	3	O														
United Kingdom of Great Britain and Northern Ireland	GBR	Group I		1		1	8	3	6	2		21	18	11	+							7	4	35	56				
United Republic of Tanzania	TZA	Group V(a)						2				2	4	2	=								1	7	14	16			
United States of America	USA	Group I			1	1	7	4	6			19	76	46	-							5	2	20	39				
Uruguay	URY	Group III								1	1	2	4	2	=											12			
Uzbekistan	UZB	Group II					1	1				2	4	2	=							1	6	3	10	12			
Vanuatu	VUT	Group IV											4	2	O														
Venezuela (Bolivarian Republic of)	VEN	Group III						1	2			3	4	3	=							2	2	5	8				
Viet Nam	VNM	Group IV						2	1	1		4	5	3	=								1	3	4	11	15		
Yemen	YEM	Group V(b)						1				1	4	2	-								2		3	4			
Zambia	ZMB	Group V(a)						1		1		2	4	2	=								1	4	1	6	8		
Zimbabwe	ZWE	Group V(a)						1	2			3	4	2	=								1	5	11	2	27	30	
Total			1	7	12	42	117	189	202	114	2	686										357	230	240	494	482	1803	2489	
Non-Member States																													
Israel	ISR					1						1																	2

* Includes project appointments (PA), junior professional officers (JPO), secondments and temporary staff.

ANNEX II

GEOGRAPHICAL DISTRIBUTION BY MEMBER STATE (JUNE 2024)

NORMALLY REPRESENTED MEMBER STATES (80)			
Afghanistan	Eswatini	Mauritius	Sierra Leone
Angola	Finland	Mongolia	Singapore
Australia	Gabon	Netherlands (Kingdom of the)	Slovenia
Austria	Gambia	New Zealand	Somalia
Azerbaijan	Georgia	Nicaragua	Sri Lanka
Benin	Germany	Niger	State of Palestine
Bolivia (Plurinational State of)	Guinea	Nigeria	Sudan
Bosnia and Herzegovina	Honduras	Norway	Sweden
Bulgaria	Hungary	Pakistan	Switzerland
Burkina Faso	Indonesia	Paraguay	Syrian Arab Republic
Burundi	Iran (Islamic Republic of)	Philippines	Togo
Cambodia	Jamaica	Poland	Türkiye
Chile	Jordan	Portugal	Uganda
Colombia	Kazakhstan	Republic of Korea	United Republic of Tanzania
Congo	Kyrgyzstan	Republic of Moldova	Uruguay
Côte d'Ivoire	Lao People's Democratic Republic	Romania	Uzbekistan
Cuba	Lithuania	Russian Federation	Venezuela (Bolivarian Republic of)
Czechia	Luxembourg	Rwanda	Viet Nam
Denmark	Malaysia	Saint Kitts and Nevis	Zambia
Ecuador	Mali	Saint Lucia	Zimbabwe

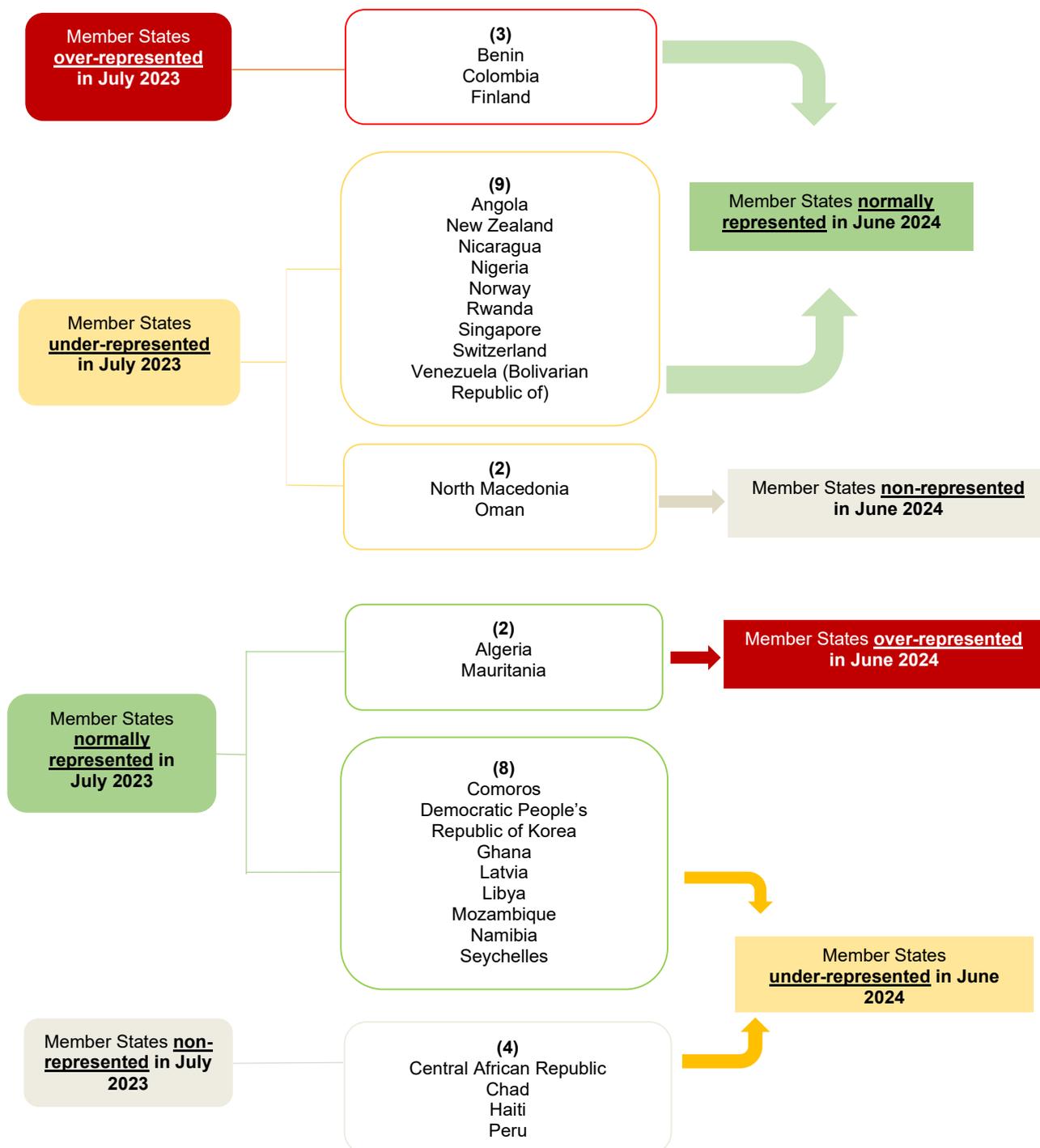
OVER-REPRESENTED MEMBER STATES (25)			
Algeria	Egypt	Lebanon	South Africa
Argentina	Ethiopia	Mauritania	Tunisia
Belgium	France	Mexico	Ukraine
Brazil	Greece	Morocco	United Kingdom of Great Britain and Northern Ireland
Cameroon	Italy	Nepal	
Canada	Japan	Senegal	
Democratic Republic of the Congo	Kenya	Spain	

UNDER-REPRESENTED MEMBER STATES (52)			
Albania	Cook Islands	Haiti	Papua New Guinea
Antigua and Barbuda	Costa Rica	India	Peru
Armenia	Croatia	Iraq	Sao Tome and Principe
Bangladesh	Cyprus	Ireland	Saudi Arabia
Barbados	Democratic People's Republic of Korea	Latvia	Serbia
Belarus	Djibouti	Liberia	Seychelles
Belize	Dominica	Libya	Slovakia
Botswana	Eritrea	Madagascar	Tajikistan
Cabo Verde	Estonia	Malawi	Thailand
Central African Republic	Fiji	Montenegro	Trinidad and Tobago
Chad	Ghana	Mozambique	Turkmenistan
China	Grenada	Myanmar	United States of America
Comoros	Guinea-Bissau	Namibia	Yemen

NON-REPRESENTED MEMBER STATES (37)			
Andorra	Iceland	Niue	South Sudan
Bahamas	Kiribati	North Macedonia	Suriname
Bahrain	Kuwait	Oman	Timor-Leste
Bhutan	Lesotho	Palau	Tonga
Brunei Darussalam	Maldives	Panama	Tuvalu
Dominican Republic	Malta	Qatar	United Arab Emirates
El Salvador	Marshall Islands	Saint Vincent and the Grenadines	Vanuatu
Equatorial Guinea	Micronesia (Federated States of)	Samoa	
Guatemala	Monaco	San Marino	
Guyana	Nauru	Solomon Islands	

ANNEX III

LIST OF MEMBER STATES WHOSE REPRESENTATION STATUS CHANGED BETWEEN JULY 2023 AND JUNE 2024



ANNEX IV

EXTERNAL RECRUITMENTS BETWEEN JULY 2023 AND JUNE 2024 BY SECTOR, GRADE AND NATIONALITY (GEOGRAPHICAL AND NON-GEOGRAPHICAL P/D POSTS)

Includes recent appointment decisions

			ED	ED Institutes Cat.	SC	ICTP	IOC	CLT	CI	PAX	ADM	CPE	CAB	IOS	Total
Argentina	P-2	Non-geographical	-	-	-	1	-	-	-	-	-	-	-	-	1
Australia	P-5	Geographical	-	-	-	-	1	-	-	-	-	-	-	-	1
Azerbaijan	P-2	Geographical	-	-	-	-	-	-	-	-	-	1	-	-	1
Bulgaria	P-4	Geographical	-	-	-	-	-	-	-	1	-	-	-	-	1
Central African Republic	P-3	Geographical	-	-	-	-	-	-	-	-	1	-	-	-	1
Chad	P-3	Geographical	1	-	-	-	-	-	-	-	-	-	-	-	1
China	P-4	Geographical	1	-	-	-	-	-	-	-	-	-	-	-	1
	P-3	Geographical	-	-	-	-	1	-	-	1	-	-	-	-	2
	Total		1	-	-	-	1	-	-	1	-	-	-	-	3
Estonia	P-3	Geographical	-	-	-	-	-	-	-	-	1	-	-	-	1
Ethiopia	P-3	Non-geographical	-	1	-	-	-	-	-	-	-	-	-	-	1
France	D-2	Geographical	-	-	-	-	-	-	-	-	-	-	1	-	1
	P-4	Geographical	-	-	-	-	-	-	-	-	1	-	-	-	1
	Total		-	-	-	-	-	-	-	-	1	-	1	-	2
Germany	D-2	Non-geographical	-	1	-	-	-	-	-	-	-	-	-	-	1
	P-4	Geographical	-	-	-	-	-	-	-	-	-	1	-	-	1
	Total		-	1	-	-	-	-	-	-	-	1	-	-	2
Guinea	P-4	Geographical	-	-	-	-	-	-	-	-	1	-	-	-	1
Haiti	P-2	Geographical	-	-	-	-	-	-	-	-	-	-	1	-	1
India	P-2	Geographical	-	-	-	-	-	-	1	-	-	-	-	-	1
Iran (Islamic Republic of)	P-3	Non-geographical	-	-	-	1	-	-	-	-	-	-	-	-	1
Iraq	P-3	Geographical	-	-	-	-	-	-	-	-	1	-	-	-	1
Italy	P-3	Non-geographical	-	-	-	1	-	-	-	-	-	-	-	-	1
	P-2	Non-geographical	-	-	-	1	-	-	-	-	-	-	-	-	1
	Total		-	-	-	2	-	-	-	-	-	-	-	-	2
Kenya	P-4	Geographical	-	-	-	-	-	-	-	1	-	-	-	-	1
Netherlands (Kingdom of the)	D-2	Geographical	-	-	-	-	-	-	-	1	-	-	-	-	1
New Zealand	P-3	Geographical	-	-	-	-	-	-	-	-	-	1	-	-	1
Nicaragua	P-2	Geographical	-	-	-	-	-	-	-	-	1	-	-	-	1
Nigeria	D-1	Non-geographical	-	1	-	-	-	-	-	-	-	-	-	-	1
	P-4	Geographical	-	-	-	-	1	-	-	-	-	-	-	-	1
	Total		-	1	-	-	1	-	-	-	-	-	-	-	2
Norway	ADG	Geographical	-	-	-	-	1	-	-	-	-	-	-	-	1
Peru	P-3	Geographical	-	-	-	-	-	1	-	-	-	-	-	-	1
Philippines	P-2	Non-geographical	-	-	-	-	-	-	-	-	1	-	-	-	1
Portugal	P-4	Geographical	-	-	-	-	-	-	-	-	-	1	-	-	1
Romania	P-2	Geographical	-	-	-	-	-	1	-	-	-	-	-	-	1
South Africa	P-3	Geographical	1	-	-	-	-	-	-	-	-	-	-	-	1
Spain	P-5	Geographical	-	-	-	-	-	-	-	-	1	-	-	-	1
Sweden	P-5	Geographical	-	-	-	-	-	-	1	-	-	-	-	-	1
	P-4	Geographical	-	-	-	-	-	-	-	-	1	-	-	-	1
	Total		-	-	-	-	-	-	1	-	1	-	-	-	2
Switzerland	P-3	Geographical	-	-	1	-	-	-	-	-	-	-	-	-	1
Tunisia	P-4	Geographical	-	-	-	-	-	-	-	-	-	-	1	-	1
Uganda	P-2	Geographical	-	-	-	-	-	-	-	-	-	-	-	1	1
United States of America	D-2	Geographical	-	-	-	-	-	-	-	-	1	-	-	-	1
	P-4	Geographical	1	-	-	-	-	-	-	-	-	-	-	-	1
	P-3	Geographical	-	-	1	-	-	-	1	-	1	-	-	1	4
	Total		1	-	1	-	-	-	1	-	2	-	-	-	6
Venezuela (Bolivarian Republic of)	P-3	Geographical	1	-	-	-	-	-	-	-	-	-	-	-	1
Total			5	3	2	4	4	2	3	4	12	4	3	2	48

ED: Education; SC: Natural Sciences; ICTP: Abdus Salam International Centre for Theoretical Physics; IOC: Intergovernmental Oceanographic Commission; SHS: Social and Human Sciences; CLT: Culture; CI: Communication and Information; PAX: Priority Africa and External Relations; ADM: Administration and Management; CPE: Communications and Public Engagement; GEN: Gender Equality; BSP: Bureau of Strategic Planning; IOS: Internal Oversight Services; LA: International Standards and Legal Affairs

ANNEX V

AFFILIATE CONTRACT-HOLDERS BY NATIONALITY, TYPE OF CONTRACT AND
DUTY STATION (JUNE 2024)

	Affiliate personnel by type of contract							Affiliate personnel by duty station				
	Consultants	Service contracts	Sponsored trainees	Short-term contracts	Loans	UN volunteers	Standby personnel	Total	HQ	Field	Category 1 institutes	Total
Afghanistan	3	39	-	-	-	-	-	42	1	40	1	42
Albania	3	-	-	-	-	-	-	3	3	-	-	3
Algeria	8	3	1	-	-	-	-	12	5	7	-	12
Andorra	1	-	-	-	-	-	-	1	1	-	-	1
Angola	-	1	-	-	-	-	-	1	-	1	-	1
Antigua and Barbuda	-	-	-	-	-	1	-	1	-	1	-	1
Argentina	70	12	-	-	-	-	-	82	5	24	53	82
Armenia	8	-	-	-	-	-	-	8	-	1	7	8
Australia	16	-	-	-	-	-	-	16	10	5	1	16
Austria	-	1	-	-	-	-	-	1	-	-	1	1
Azerbaijan	1	1	-	-	-	-	-	2	-	1	1	2
Bangladesh	5	12	-	-	-	-	-	17	-	17	-	17
Barbados	1	-	-	-	-	-	-	1	1	-	-	1
Belarus	2	-	-	-	-	-	-	2	-	-	2	2
Belgium	10	4	1	-	-	-	1	16	9	5	2	16
Belize	1	-	-	-	-	-	-	1	1	-	-	1
Benin	3	2	-	-	-	-	-	5	2	1	2	5
Bhutan	1	-	-	-	-	-	-	1	-	1	-	1
Bolivia (Plurinational State of)	8	-	-	-	-	-	-	8	4	3	1	8
Bosnia and Herzegovina	3	2	-	-	-	-	-	5	1	4	-	5
Botswana	2	1	-	-	-	-	-	3	2	1	-	3
Brazil	35	45	-	-	-	-	-	80	13	56	11	80
Bulgaria	1	-	-	-	-	-	-	1	1	-	-	1
Burkina Faso	11	2	-	-	-	-	-	13	-	7	6	13
Burundi	5	8	-	-	-	-	-	13	1	9	3	13
Cabo Verde	1	-	-	-	-	-	-	1	-	-	1	1
Cambodia	2	14	-	-	-	-	-	16	-	16	-	16
Cameroon	9	48	-	-	-	-	-	57	2	52	3	57
Canada	30	1	3	-	-	-	-	34	19	7	8	34
Central African Republic	2	-	-	-	-	-	-	2	-	2	-	2
Chad	1	10	-	-	-	1	-	12	-	11	1	12
Chile	28	15	-	-	-	-	-	43	9	31	3	43
China	38	23	41	-	5	2	-	109	44	61	4	109
Colombia	25	3	-	-	-	-	-	28	14	5	9	28
Congo	5	11	-	-	-	-	-	16	1	15	-	16
Costa Rica	7	4	-	-	-	-	-	11	2	9	-	11
Côte d'Ivoire	7	13	-	-	-	-	-	20	1	17	2	20
Croatia	1	-	-	-	-	-	-	1	-	1	-	1
Cuba	11	20	-	1	-	-	-	32	-	32	-	32
Czechia	1	-	-	-	-	-	-	1	1	-	-	1
Democratic Republic of the Congo	6	15	-	-	-	-	-	21	-	21	-	21
Denmark	1	-	-	-	-	-	-	1	1	-	-	1
Djibouti	1	-	-	-	-	-	-	1	-	1	-	1
Dominica	-	1	-	-	-	-	-	1	-	1	-	1
Dominican Republic	2	-	-	-	-	-	-	2	-	1	1	2
Ecuador	7	6	-	-	-	-	-	13	-	12	1	13
Egypt	10	14	-	-	-	-	-	24	4	19	1	24
El Salvador	2	1	-	-	-	-	-	3	-	3	-	3
Estonia	2	-	-	-	-	-	-	2	2	-	-	2
Eswatini	1	1	-	-	-	-	-	2	-	2	-	2
Ethiopia	5	10	-	-	-	-	-	15	1	11	3	15
Fiji	3	-	-	-	-	2	-	5	1	4	-	5
Finland	2	1	-	-	-	-	-	3	2	1	-	3
France	132	81	-	4	2	1	-	220	174	21	25	220
Gabon	1	7	-	-	-	-	-	8	1	7	-	8

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	Affiliate personnel by type of contract							Affiliate personnel by duty station				
	Consultants	Service contracts	Sponsored trainees	Short-term contracts	Loans	UN volunteers	Standby personnel	Total	HQ	Field	Category 1 institutes	Total
Gambia	1	1	-	-	-	-	-	2	-	1	1	2
Germany	27	16	-	-	-	-	1	44	10	17	17	44
Ghana	3	12	-	-	-	-	-	15	2	13	-	15
Greece	6	1	-	-	-	-	-	7	5	1	1	7
Grenada	3	-	-	-	-	-	-	3	-	3	-	3
Guatemala	8	8	-	-	-	-	-	16	-	16	-	16
Guinea	5	4	-	-	-	-	-	9	-	9	-	9
Guinea-Bissau	2	-	-	-	-	-	-	2	1	1	-	2
Guyana	1	-	-	-	-	-	-	1	1	-	-	1
Haiti	11	11	-	-	-	-	-	22	-	16	6	22
Honduras	1	-	-	-	-	-	-	1	-	1	-	1
Iceland	1	-	-	-	-	-	-	1	1	-	-	1
India	27	37	-	-	-	1	-	65	10	29	26	65
Indonesia	3	23	-	-	-	-	-	26	-	26	-	26
Iran (Islamic Republic of)	2	8	-	-	-	-	-	10	1	8	1	10
Iraq	3	25	-	-	-	-	-	28	-	28	-	28
Ireland	6	2	-	-	-	1	-	9	4	2	3	9
Italy	36	9	-	-	1	-	-	46	21	21	4	46
Jamaica	5	5	-	-	-	1	-	11	1	10	-	11
Japan	7	2	2	-	1	-	-	12	4	6	2	12
Jordan	3	11	-	-	-	-	1	15	1	14	-	15
Kazakhstan	17	13	-	-	-	-	-	30	2	28	-	30
Kenya	16	28	-	-	1	-	-	45	3	39	3	45
Kuwait	1	-	-	-	-	-	-	1	1	-	-	1
Kyrgyzstan	7	2	-	-	-	-	-	9	-	4	5	9
Lao People's Democratic Republic	2	-	-	-	-	-	-	2	-	2	-	2
Latvia	2	-	-	-	-	-	-	2	2	-	-	2
Lebanon	15	10	1	-	-	3	1	30	4	26	-	30
Lesotho	1	2	-	-	-	-	-	3	-	3	-	3
Liberia	-	2	-	-	-	-	-	2	-	2	-	2
Libya	1	-	-	-	-	-	-	1	1	-	-	1
Lithuania	2	-	-	-	-	-	-	2	2	-	-	2
Madagascar	8	8	-	-	-	2	-	18	2	15	1	18
Malawi	3	1	-	-	-	-	-	4	-	3	1	4
Malaysia	3	-	-	-	-	-	-	3	1	2	-	3
Mali	6	30	-	-	-	-	-	36	1	35	-	36
Malta	-	1	-	-	-	-	-	1	-	1	-	1
Mauritania	-	2	-	-	-	-	-	2	-	2	-	2
Mexico	51	20	-	-	-	-	-	71	9	56	6	71
Mongolia	3	-	-	-	-	-	-	3	-	3	-	3
Montenegro	2	-	-	-	-	-	-	2	2	-	-	2
Morocco	23	12	-	1	-	-	-	36	7	27	2	36
Mozambique	6	6	-	-	-	-	-	12	1	11	-	12
Myanmar	37	12	-	-	-	-	-	49	-	49	-	49
Namibia	1	8	-	-	-	-	-	9	-	8	1	9
Nepal	9	16	-	-	-	-	-	25	-	25	-	25
Netherlands (Kingdom of the)	6	1	-	1	2	-	-	10	9	1	-	10
New Zealand	4	-	-	-	-	-	-	4	1	3	-	4
Nicaragua	-	2	-	-	-	-	-	2	1	1	-	2
Niger	3	-	-	-	-	-	-	3	-	3	-	3
Nigeria	27	7	-	-	-	-	-	34	3	26	5	34
Norway	2	-	-	-	-	-	-	2	1	1	-	2
Pakistan	4	11	-	-	-	-	-	15	-	15	-	15
Paraguay	3	-	-	-	-	-	-	3	-	3	-	3
Peru	28	7	-	-	-	-	-	35	2	28	5	35
Philippines	8	4	-	-	-	-	-	12	1	11	-	12
Poland	4	2	-	-	-	-	-	6	4	1	1	6
Portugal	6	2	-	-	-	1	-	9	6	3	-	9
Qatar	1	-	-	-	-	-	-	1	1	-	-	1
Republic of Korea	5	2	4	-	5	7	-	23	12	11	-	23
Romania	2	1	-	-	-	-	-	3	2	1	-	3
Russian Federation	22	8	-	-	-	1	-	31	6	5	20	31
Rwanda	1	-	-	-	-	-	-	1	-	-	1	1
Saint Lucia	-	-	-	-	-	1	-	1	-	1	-	1

	Affiliate personnel by type of contract							Affiliate personnel by duty station				
	Consultants	Service contracts	Sponsored trainees	Short-term contracts	Loans	UN volunteers	Standby personnel	Total	HQ	Field	Category 1 institutes	Total
Samoa	-	3	-	-	-	-	-	3	-	3	-	3
Sao Tome and Principe	-	1	-	-	-	-	-	1	-	1	-	1
Saudi Arabia	-	-	1	-	1	1	-	3	1	2	-	3
Senegal	15	17	-	-	-	1	-	33	2	24	7	33
Serbia	1	1	-	-	-	-	-	2	2	-	-	2
Sierra Leone	1	-	-	-	-	-	-	1	1	-	-	1
Singapore	3	-	5	-	-	-	-	8	6	2	-	8
South Africa	11	1	-	-	-	-	-	12	3	4	5	12
South Sudan	7	11	-	-	-	-	-	18	-	16	2	18
Spain	41	15	2	-	-	-	-	58	37	7	14	58
Sri Lanka	1	2	-	-	-	-	-	3	2	1	-	3
State of Palestine	5	14	-	-	-	1	-	20	3	17	-	20
Sudan	7	7	-	-	-	-	-	14	1	13	-	14
Sweden	3	1	-	-	-	-	-	4	3	-	1	4
Switzerland	4	2	-	-	-	-	-	6	3	1	2	6
Syrian Arab Republic	3	2	-	-	-	-	-	5	1	4	-	5
Tajikistan	24	4	-	-	-	-	-	28	-	28	-	28
Thailand	7	23	-	-	-	-	-	30	-	29	1	30
Timor-Leste	1	3	-	-	-	-	-	4	-	4	-	4
Togo	5	4	-	-	-	-	-	9	1	5	3	9
Tonga	1	-	-	-	-	-	-	1	-	1	-	1
Trinidad and Tobago	3	-	-	-	-	-	-	3	-	3	-	3
Tunisia	9	7	-	-	-	-	-	16	2	11	3	16
Türkiye	5	-	-	-	3	-	1	9	6	3	-	9
Uganda	6	4	-	-	-	-	-	10	4	6	-	10
Ukraine	18	16	-	-	2	1	-	37	22	15	-	37
United Kingdom of Great Britain and Northern Ireland	73	5	-	-	-	-	-	78	39	27	12	78
United Republic of Tanzania	7	14	-	-	-	-	-	21	2	19	-	21
United States of America	59	9	-	-	1	-	-	69	37	16	16	69
Uruguay	17	10	-	-	-	-	-	27	-	24	3	27
Uzbekistan	32	18	-	-	-	-	-	50	1	48	1	50
Venezuela (Bolivarian Republic of)	11	4	-	-	-	-	-	15	5	2	8	15
Viet Nam	7	11	-	-	-	-	-	18	1	17	-	18
Yemen	10	-	-	-	-	-	-	10	1	8	1	10
Zambia	2	9	-	-	-	1	-	12	-	12	-	12
Zimbabwe	14	36	-	-	-	-	-	50	4	45	1	50
Total	1457	1081	61	7	24	30	5	2665	678	1642	345	2665



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Two hundred and twentieth session

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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

- B. 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**

CORRIGENDUM

In the Introduction, paragraph 1(b) of the document should read as follows:

- (b) **Part II** presents the status of **gender balance of the staff** as at June 2024 and progress made since July 2023, as well as 10-year trends in gender balance. Progress to date includes:
- a clear improvement in the number of women Directors, from 41% in July 2023 to **44%** in June 2024;
 - an improvement in the number of women at P-5 level, from 40% in July 2023 to **43%** in June 2024.

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