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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

ADDENDUM 2

COMMENTS FROM THE INTERNATIONAL STAFF ASSOCIATION OF UNESCO (ISAU)

SUMMARY

C. Report on the geographical distribution and gender balance of Secretariat staff and 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 212 EX/5.IV.C.I).

1. We note that there has been no improvement in geographical representation within the Secretariat, which remains at 79% and is far from the target of 85%. We regret noting that management continues to promise to make efforts, using almost exactly the same language from one report to the next, without any apparent effect.
2. According to document 212 EX/5.IV.C.I, "efforts will be continued and further strengthened, notably aiming to increase the level of representation of non-represented Member States, including through the Young Professionals Programme (YPP), launched in May 2021." However, these measures have never had the desired effect and no new measures have been proposed.
3. The statistics on recruitment show that this is an area requiring further improvement. We cannot hope to solve the problem of geographical imbalance when 75% of external recruitment concerns nationals of normally represented and over-represented countries, even though external recruitment is precisely the modality most likely to solve the problem. It would also be appropriate to give preference to appointments with the promotion of staff from under-represented regional groups. This measure would, in particular, allow for a rebalancing in appointments to grades such as P-5 and P-4.



Job: 2021103322

4. With regard to applications from non- and under-represented countries, we have been informed that only 25% of these meet the post requirements. However, it would be interesting to know how many of the candidates out of the 25% were actually appointed. It would also be useful to have information on the number of appointments made from the "talent pools" in order to assess the effectiveness of this type of measure.

5. It should be noted that, faced with the problem of geographical imbalance, the Bureau of Human Resources Management (ADM/HRM) has for many years been making efforts, including financial efforts, aimed at increasing the number of applications from under- or non-represented countries. Nevertheless, while this approach may seem intuitive to management, it has never been factually established that the problem is the result of a lack of candidates from these countries. At the very least, the criterion for the Organization's policy on the matter should not be the number of applications from these countries, but rather the number of appointments concerning them. The results are a reflection of this. ISAU reiterates that ADM/HRM must be more involved in the recruitment process.

6. The tables below, which we have compiled from management reports on staff movements circulated by ADM/HRM, show the appointments made between January 2020 and June 2021 (excluding transfers) by regional group. The data clearly show that there continues to be a tendency to recruit a majority of Group I nationals for posts as well as appointments with promotion. Group I appointments thus amounted to 42%. They amount to 38% if we include recruitment with promotion. In contrast, Group II appointments do not exceed 5%.

Appointments From 1 January 2020 to 30 June 2021							
Regional group	ADG	D-2	P-5	P-4	P-3	P2	Total
Western European and North American States	-	2	2	6	10	3	23
Eastern European States	-	-	-	-	-	3	3
Latin American and Caribbean States	1	-	-	1	2	3	7
Asian and Pacific States	-	-	-	6	1	2	9
African States	-	1	-	3	1	2	7
Arab States	-	-	1	3	1	-	5
Total	1	3	3	19	15	13	54

Appointments with promotion From 1 January 2020 to 30 June 2021								
Regional group	D2	D1	P-5	P-4	P-3	P-2	P-1	Total
Western European and North American States	-	2	8	3	4	-	1	18
Eastern European States	-	-	-	2	-	-	-	2
Latin American and Caribbean States	-	-	3	3	1	-	-	7
Asian and Pacific States	-	2	3	2	-	1	-	8
African States	1	1	5	2	2	2	-	13
Arab States	-	1	-	2	1	-	-	4
Total	1	6	19	14	8	3	1	52

7. It is also surprising that, in terms of the appointment of former Professional-category project appointment (PA) staff, the rate for Group I is 46%. This type of imbalance supports our request for detailed information on PAs similar to the information provided on the use of non-staff contracts (212 EX/5.IV.B).

8. The information provided by ADM/HRM (Annexes I and IV of document 212 EX/5.IV.C.I) does not give a clear picture of the real overall circumstances pertaining to geographical distribution. We have therefore created the following simple and straightforward tables, which provide a clear picture of the situation. The imbalance in posts at the Director level and above, 35% of which are held by Group I nationals, also persists at the Professional level.

9. We regret that ADM/HRM has once again failed to provide information on the evolution of geographical distribution by regional group for staff at grades P-1 to P-5. The tables below show the persistence of imbalances, particularly in favour of Group I, whose nationals account for 34% of the total workforce (37% if the United States of America and Israel are included).

Geographical posts Distribution by grade and regional group											
Grade Group	DDG	ADG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total	Percentage
Western European and North American States	0	2	8	13	53	52	58	27	2	215	34%
Eastern European States	0	1	1	3	7	13	15	13	0	53	8%
Latin American and Caribbean States	0	2	2	3	10	16	20	20	0	73	12%
Asian and Pacific States	1	0	2	7	14	39	36	23	0	122	20%
African States	0	2	3	6	18	30	34	20	0	113	18%
Arab States	0	0	0	7	4	12	12	13	0	48	8%
Total	1	7	16	39	106	162	175	116	2	624	
Non-Member States											
United States of America	0	0	0	2	5	4	5	1	0	17	
Israel	0	0	0	0	1	1	1	0	0	3	

10. The preponderance of Group I is even more pronounced with regard to non-geographical posts, with a rate of 41%. Taking into account only geographical posts, which account for less than 26% of the staff, does not, therefore, reflect the Organization's "true" geographical distribution.

Non-geographical posts						
Distribution by category and by regional group						
Regional group	D/P		NO	GS		Total
	HQ	Field		HQ	Field	
Western European and North American States	159	106	0	306	143	714
Eastern European States	19	9	6	36	18	88
Latin American and Caribbean States	22	16	33	23	77	171
Asian and Pacific States	66	33	42	37	87	265
African States	25	40	101	65	113	344
Arab States	21	13	20	40	45	139
Total	312	217	202	507	483	1,721
Non-Member States						
United States of America	10	5	0	6	3	24
Israel	0	0	0	1	0	1

11. ISAU stresses once again that the Organization's stakeholders, the Member States and staff associations first and foremost, need to have information which is more precise and more transparent in order to be able to monitor these issues effectively. ADM/HRM's tacit refusal to accede to our requests for better information on geographical distribution is all the more disconcerting because the information provided on gender equality is of much better quality. For a change, project appointments (PAs) provide a striking example of what we can only interpret as a lack of transparency. Thus, while for gender equality we have information on all the holders of such posts, in the context of geographical distribution, we only have information on contracts of more than four years, that is, on 90 of the 182 PAs. A criterion relating to the duration of the contracts examined is not applied when looking at gender equality. As is the case regarding all other issues, regarding this issue, we expect management to demonstrate the same degree of transparency at all levels.

Gender balance

12. We applaud the progress made at the P-5 level, and we ask that management continue its efforts. The decrease in respect of the D-2 level must be corrected.

Report by the Working Group of the Executive Board on Geographical Distribution

13. ISAU has taken note of the report of the working group of the Executive Board centred on correcting the profound imbalance in geographical distribution at all levels. We welcome the group's conclusions on a problem which has gone on for too long and to which we have been drawing Member States' attention for several years.

14. Insofar as the working group's report corroborates the observations which ISAU has repeatedly made, we particularly welcome the following specific proposals:

- Requiring a minimum of 50% of candidates from non- or under-represented Member States when recruiting externally;
- Establishing performance indicators for senior managers and holding them responsible and accountable for the efforts made;
- Developing an outreach strategy targeting qualified candidates from non- or under-represented Member States;
- Funding internship programmes.

We are convinced that these measures will have a decisive impact on rebalancing the Organization's geographical distribution.



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

PART IV

HUMAN RESOURCES ISSUES

SUMMARY

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

Further to 210 EX/Decision 5.IV, this document contains detailed information on the situation concerning the geographical distribution and gender balance of Secretariat staff, including details by sector, as well as details of recruitment by geographical location.

Further to 211 EX/Decision 5.III.C, this document also presents an option for the methodology for calculating geographical quotas, including, for geographical post distribution, an international project appointments (PA) category for multi-year projects of more than four years' duration. It also contains a progress report on the mid-level professionals programme (MLPP).

Decision required: paragraph 40.



Job: 202102736

INTRODUCTION

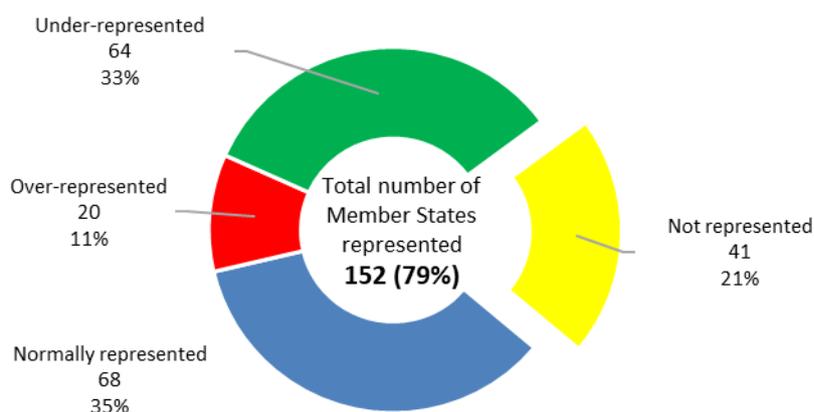
1. This document presents a detailed report on the situation concerning geographical distribution and gender equality. It is presented as a complement to document [212 EX/5.IV.A](#) (Implementation of the Human Resources Management Strategy 2017-2022), and in particular the implementation of the UNESCO action plans on geographical distribution on the one hand and gender parity on the other.
2. At the General Conference in November 2019, the Director-General reported on geographical distribution and gender equality in information document [40 C/INF.4](#). The report covered developments between January 2017 and July 2019. Since then, the Director-General has reported on developments in geographical distribution and gender equality to the Executive Board at its 209th and 210th sessions, held in March and October 2020.
3. This report is structured in three parts.
 - **Part I** covers the **geographical distribution of staff** as at June 2021 and gives an update, through the reporting of trends and statistical data, on the progress made from January 2020 to June 2021. This section also provides a progress report on the mid-level professionals programme (MLPP) targeting P-3/P-4 posts and an option to modify the calculation of geographical distribution by including international project appointments (PA) for multi-year projects of more than four years' duration.
 - **Part II** presents the situation concerning **gender balance of staff** as at June 2021 and progress made since January 2020.
4. Pursuant to the decision of the Executive Board at its 211th session, held in March 2021, a **working group** of the Executive Board was set up *"to examine various measures and options to improve equitable geographical distribution for all levels of the staff of the Secretariat, and to present recommendations at the 212th session with a view to formulating a possible draft resolution for the General Conference at its 41st session, including on the mid-level professionals programme (MLPP), inspired by previous General Conference resolutions launching the Young Professionals Programme (YPP), in line with best practices within the United Nations system and other international agencies, and in accordance with the Constitution of UNESCO"*. The working group has begun its work, having held two meetings, one in May and another in June 2021. The next meeting is scheduled for early September 2021. The report and recommendations of the working group will be presented to the Executive Board at its 212th session.
5. As at June 2021, 79% of Member States were represented at UNESCO, making the Organization one of the agencies with the best rates of representation. The Secretariat is making every effort to reach the 85% target in the same way that efforts have been made to achieve gender balance (as at June 2021, women represented 52% of the Secretariat's Professional and Director category staff). The Organization is among the United Nations agencies with the highest rates in this regard, particularly at the Director level.

PART I – GEOGRAPHICAL DISTRIBUTION OF STAFF

Situation as at June 2021

6. Out of UNESCO's 193 Member States, 152 (79%) were represented in June 2021, 68 (35%) were normally represented, 20 (11%) were over-represented, 64 (33%) were under-represented and 41 (21%) were not represented (Chart 1). Detailed information by Member State and the situation concerning geographical representation is included in Annexes I and II. Annex III presents the changes in level of representation that have occurred since January 2020.

Chart 1: Situation concerning geographical representation (June 2021)



Progress achieved towards the target of 85% of Member States represented

7. Equitable geographical representation is a priority for the Director-General, and every effort is being made to improve it. The level of Member State representation in UNESCO was maintained at 79% in June 2021 (152 represented). Such efforts will be continued and further strengthened, notably aiming to increase the level of representation of non-represented Member States, including through the Young Professionals Programme (YPP), launched in May 2021.

8. As shown in Table 1 below, the situation improved from January 2020 to June 2021, with a decrease in both the number of over-represented Member States (from 23 to 20) and a slight increase in the number of normally represented Member States (from 67 to 68).

Table 1: Evolution in the situation concerning geographical representation (January 2020 and June 2021)

Situation concerning geographical representation	Number of Member States		Difference in the number of Member States January 2020 – June 2021
	January 2020	June 2021	
Normally represented	67 (35%)	68 (35%)	+1
Over-represented	23 (12%)	20 (11%)	-3
Under-represented	62 (32%)	64 (33%)	+2
Total number of represented Member States	152 (79%)	152 (79%)	-
Not represented	41 (21%)	41 (21%)	-
Total number of Member States	193	193	-

Recruitment

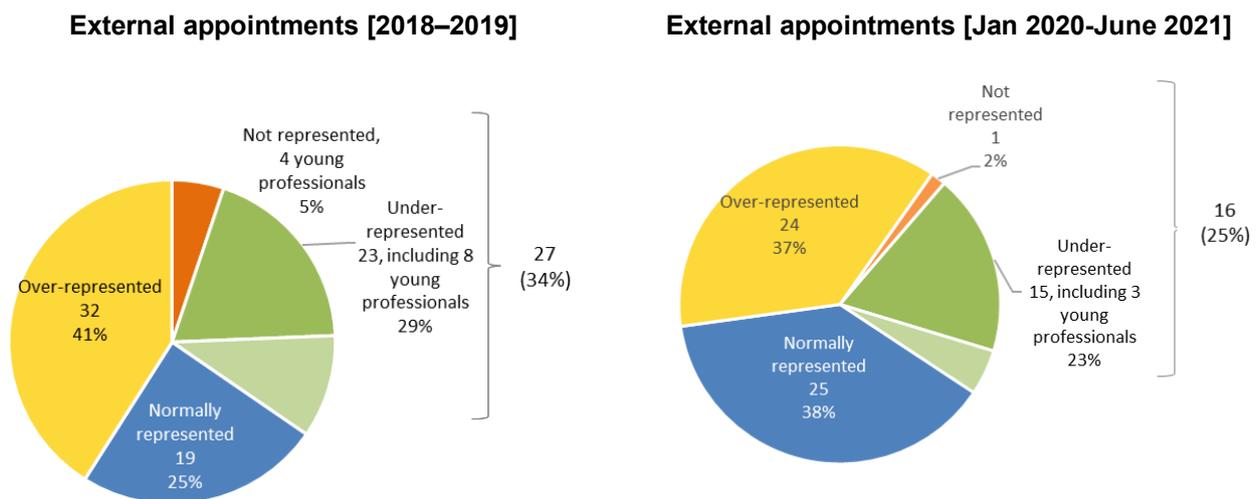
9. In accordance with 210 EX/Decision 5.IV, we present below the recruitment data, since January 2020, on geographical and non-geographical posts, by geographical distribution and by sector.

Across the Organization

10. Out of a total of 134 recruitments to professional and director category posts, both geographical and non-geographical, 65 (49%) were filled by external applicants from January 2020 to June 2021. Of these 65 recruits, 38% were nationals from normally represented countries, and 37% from over-represented countries (which is an improvement from 2018-2019, when 41% of recruits came from over-represented countries). Almost 25% of the appointments in 2020-2021 were recruits from non- and under-represented countries, with those from non-represented countries remaining in the minority (one recruit, i.e. 2%). The number of recruits from under- and non-represented countries should increase with the Young Professionals Programme.

Chart 2: Geographical distribution of external appointments

(Professional and Director category posts, geographical and non-geographical, including young professionals)



Recruitment by sector

11. Statistics by sector show that although the majority of appointments were from normally represented or over-represented countries, for some of their posts almost all sectors recruited applicants from under-represented countries. In contrast, there was only one appointment from a non-represented country. Efforts to increase recruitment from non-represented countries will be undertaken.

**Table 2: Geographical distribution of external appointments by sector
(Professional category and above, geographical and non-geographical)**

Sector	Post characteristics	Not represented	Under-represented	Normally represented	Over-represented	Total
Education (ED)	Geographical		2	8	7	17
ED Cat. 1 (UIL/IIEP)	Non-geographical		1	1		2
Total ED			3	9	7	19
Sector	Post characteristics	Not represented	Under-represented	Normally represented	Over-represented	Total
Natural Sciences (SC)	Geographical			1		1
SC Cat. 1 (ICTP)	Non-geographical			1	2	3
Total SC				2	2	4
Social and Human Sciences (SHS)	Geographical		1	1	3	5
	Non-geographical		1			1
Total SHS			2	1	3	6
Culture (CLT)	Geographical		3	5	3	11
	Non-geographical			1		1
Total CLT			3	6	3	12
Communication and Information (CI)	Geographical		1	1	2	4
Office of the Director-General (CAB)	Geographical		1			1
Internal Oversight Service (IOS)	Geographical	1	1	1	2	5
Office of International Standards and Legal Affairs (LA)	Geographical		2			2
Gender Equality Division (CAB/GEN)	Geographical			1		1
Bureau of Strategic Planning (BSP)	Non-geographical			1		1
Administration and Management (ADM)	Geographical		2	2	3	7
	Linguistics			1	2	3
Total ADM			2	3	5	10
Total external appointments	Geographical	1	13	20	20	54
	Non-geographical		2	5	4	11
Total		1 (2%)	15 (23%)	25 (38%)	24 (37%)	65

Overview of applications

12. In order to improve geographical distribution, through the recruitment of applicants from non- and under-represented countries, it is essential to have a sufficient and broad pool of applicants from these countries. There has been a slight increase in applications from under-represented countries (by 4%), representing 27% of all applications in 2021, whereas those from non-represented countries

remain very low (2%). Applications from over-represented countries continue to constitute the majority (41%) (see Table 3).

13. With regard to the profile of applicants from non- and under-represented countries, only 25% met the requirements for a post, meaning that the majority of applications were unsuccessful. Efforts to ensure better targeting of applications are yet to be made. In its action plan, the Secretariat will give priority to working with all stakeholders to increase the number of qualified applications from non- and under-represented countries. Particular emphasis should be placed on non-represented countries. The increased use of "talent pools", consisting of pre-selected applicants who have not been appointed to a post, will allow for more rapid identification and targeting of applicants, who can then be invited to apply for posts for which they are qualified.

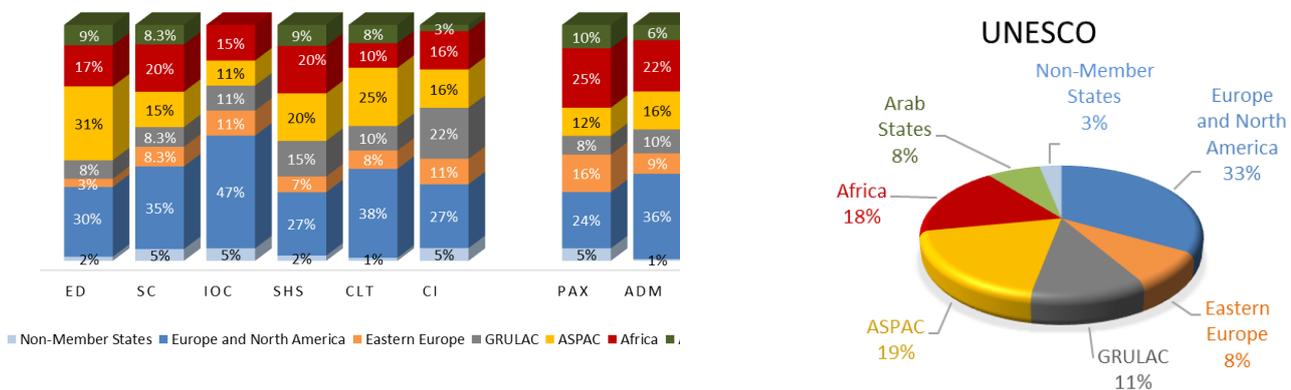
Table 3: Evolution in the number of applications for geographical and non-geographical posts, by geographical distribution of the applicant's nationality (not including the Young Professionals Programme) (January 2018 to June 2021)

	Not represented	Under-represented	Non- and Under-represented	Normally represented	Over-represented
2018	4%	23%	27%	33%	40%
2019	3%	26%	29%	34%	37%
2020	2%	25%	27%	38%	35%
Jan. to Jun. 2021	2%	27%	29%	30%	41%

Geographical representation of sector staff (geographical posts)

14. In accordance with 210 EX/Decision 5.III.B, the Secretariat also reported on geographical distribution by sector. This is broken down by regional groups. Overall, nationals from Europe and North America (Group I) are the most predominant; the only exceptions are in the Education Sector and the Priority Africa and External Relations Sector (PAX) where the Asia and the Pacific Group (ASPAC) and the Africa Group are respectively the most represented.

Chart 3: Distribution by regional group in the sectors ⁽¹⁾ (June 2021)



Measures taken to improve geographical distribution

The Young Professionals Programme

15. The Young Professionals Programme was relaunched in May 2021, and a call for applications was issued to all relevant National Commissions (103). In 2019-2020, it enabled the recruitment of 15 young professionals, including four from non-represented countries. The new cohort of young

professionals is expected to take up their duties in early 2022. The roster of young professional applicants, established at the end of the biennium, allows UNESCO to maintain a pool of qualified applicants who have already been pre-selected and can be invited to apply for P-1/P-2 posts that match their profile.

Mid-level professionals programme (MLPP)

16. The mid-level professionals programme is in the start-up phase, on a pilot basis, for implementation in 2022. This programme aims to establish proactive measures to improve geographical distribution at a more senior level (P-3/P-4) than the Young Professionals Programme, both in the field and at Headquarters.

17. The Bureau of Human Resources (ADM/HRM) is in the process of identifying available posts for this programme, both in the field and at Headquarters, in consultation with the sectors/offices. Each sector will have to identify at least one post in document [41 C/5](#), and it is expected that seven to 10 posts will be allocated to the Programme. As is the case for the Young Professionals Programme, the list of posts to be reserved for the mid-level professionals programme will be subject to the Director-General's approval. The list may also include project appointments and/or posts funded by voluntary contributions.

18. For these posts the Secretariat will seek to attract, as a matter of priority, applicants from non- and under-represented Member States. The posts will be advertised on UNESCO's careers website, open to all applicants. At the same time, ADM/HRM will carry out targeted outreach activities in close cooperation with the National Commissions and Permanent Delegations concerned, in order to attract applicants with the required profiles. A targeted communication campaign will also be used, as well as professional and social networks. The posting period for these positions will be extended to a minimum of two months to allow sufficient time for the talent searches.

19. ADM/HRM will be in charge of the pre-selection process, in consultation with the sectors, and will also chair the interview panel. As is the case with the Young Professionals Programme, applicant recommendations are subject to the approval of the Director-General, who remains the decision-making authority for mid-level professionals programme applicants.

20. This proposal was developed to ensure that priority consideration is given to applicants from non- and under-represented Member States for a number of posts, while still remaining within the current legal framework.

Outreach activities

21. Outreach activities have continued to be implemented since January 2020, focusing on various targets such as young graduates, young professionals and executives. These activities include webinars and virtual career fairs with universities, prestigious educational establishments and Member States (including China, the Republic of Korea and Qatar). During this period, ADM/HRM has worked closely with Permanent Delegations, and will continue to do so. In 2021, outreach activities have been organized with Qatar, Angola and the United Arab Emirates. ADM/HRM has also participated alongside other United Nations agencies in a virtual career fair for applicants from the Arab States. In parallel with these outreach activities, targeted communication and dissemination campaigns have been set up for P-5 and Director level posts, through partnerships specializing in recruitment communication. While these campaigns are not only aimed at applicants from non- and under-represented countries, their wider distribution helps to increase the pool of applicants.

Representation by regional group of staff at Director level and above

22. The achievement by 2022 of a better balance of directors and senior officials by regional group is one of the objectives of the action plan for the improvement of geographical distribution approved

by the General Conference. Table 4 shows the evolution of the number of staff at Director level and above, on both geographical and non-geographical posts, by regional group.

23. In June 2021, the number of staff at Director level and above on geographical posts was 63. During this period, the ASPAC Group had two more directors or senior officials, while the Latin American and Caribbean Group (GRULAC) and the Arab States group respectively had one and two fewer. However, the appointment of the Assistant Director-General for Communication and Information (ADG/CI) on 1 July 2021 will increase the number of Directors from the Arab States from seven to eight. Europe and North America, Africa, and Eastern Europe remained at the same level with 23, 11 and five Directors respectively on posts subject to geographical distribution.

Table 4: Evolution of geographical distribution of staff at Director level and above, by regional group (January 2020 – June 2021)

Regional group	Geographical posts at Director level and above			Non-geographical posts at Director level and above* (June 2021)
	January 2020	June 2021	Difference between January 2020 and June 2021	
Europe and North America	23 (35%)	23 (35%)	0	6
Eastern Europe	5 (7%)	5 (8%)	0	0
GRULAC	8 (12%)	7 (11%)	-1	3
ASPAC	8 (12%)	10 (15%)	+2	4
Africa	11 (17%)	11 (17%)	0	2
Arab States	9 (14%)	7** (11%)	-2	1
Total	64	63	-1	16
Non-Member States (United States of America)	2 (3%)	2 (3%)	0	1

(*) including the Director of the Global Education Monitoring Report Team and the Biennale of Luanda Coordinator, who hold project appointments (D-1), and Director positions for category 1 institutes (MGIEP, IICBA). (**) not including ADG/CI, who took office on 1 July 2021.

24. Appointments have been made in the majority of regional groups. However, separations during the reporting period have limited the impact of these appointments.

Option for the revision of the methodology used for the calculation of geographical quotas

25. Geographical distribution applies to international professional staff occupying geographical posts, i.e. established posts financed from UNESCO's regular programme budget. The methodology for the calculation of the geographical quotas, adopted by the General Conference in 2003,¹ is set out in Annex IV. This methodology has not been revised since 2003 (the base figure has not been revised since 1990, while the number of posts funded under the regular programme budget has decreased).

¹ In 32 C/Resolution 71, "Report by the Director-General on the situation concerning the geographical distribution of the staff".

26. In 211 EX/Decision 5.III.C, the Executive Board Invited the Director-General to present to it for consideration an option for the calculation of geographical distribution, including a category of international project appointments for multi-year projects that exceed four years.

27. It must be noted that no organization in the United Nations system includes temporary posts funded by voluntary contributions in the calculation of geographical distribution. Project appointments are designed to cover the medium-term operational needs of specific, time-bound projects or activities and are financed by voluntary contributions. Their inclusion raises questions about "contribution" factors and the recognition of voluntary funding from Member States or international organizations. A new methodology would be needed to take this funding into account. This would be complex, considering that this type of funding fluctuates regularly, as projects are time-bound and can vary from one year to another. It may also require a regular review of the base figure, and thus a regular review of quotas, which may therefore raise the question of the practical applicability of this option.

Option to modify the methodology: Inclusion of international project appointments (PA) for multi-year projects of four years or longer in duration

28. The following section presents this option and its impact.

29. In view of the aforementioned difficulties, at this stage the proposed scenario only takes into consideration the contribution of Member States to the regular budget, and a revision of the definition of geographical posts so as to include international project appointments (PA) for multi-year projects of more than four years' duration.

Option: The base figure remains at 850 - the factors are unchanged [Member State status: 65%, contribution: 30% (reflecting the Member State's contribution to the regular budget) and population: 5%] - Inclusion of 90 international project appointments (PA) for multi-year projects of more than four years' duration (list in Annex).

30. As at June 2021, UNESCO had 182 international project appointments (PA), both at Headquarters and in the field (excluding category 1 institutes). Of those 182 appointments, 90 were identified as multi-year projects of more than four years' duration, distributed as follows: 44 in the Education Sector, 25 in the Culture Sector, 13 in the Natural Sciences Sector, three in the Intergovernmental Oceanographic Commission, three in the Sector for Administration and Management and two in the Communication and Information Sector (Table 5).

Table 5: International project appointments (PA) for multi-annual projects lasting more than four years

		Headquarters	Field	Total
ED	HIV/AIDS (UNAIDS)	9	6	15
	Global Education Monitoring Report	13		13
	Capacity Development for Education Programme (CapED)	5	6	11
	Section for Teacher Development	3		3
	Education		1	1
	Section of Youth, Literacy and Skills Development	1		1
	Total	31	13	44
SC	Natural Sciences	8		8
	The World Academy of Sciences for the advancement of science in developing countries (TWAS)		4	4
	UNESCO World Water Assessment Programme (WWAP)		1	1
	Total	8	5	13

CLT	Culture and World Heritage Centre	21	4	25
IOC	Intergovernmental Oceanographic Commission	1	2	3
ADM	Security		1	1
	Administration		2	2
	Total		3	3
CI	Freedom of Expression and Safety of Journalists Section	2		2
Total		63	27	90

31. **Impact:** The inclusion of these 90 PAs would have had an impact on 42 Member States, with an increase in the number of their nationals taking up geographical posts. The geographical representation of 10 Member States will have changed (see Table 6). Annex IV shows in detail the representation of Member States following the implementation of this option.

Table 6: Impact of the option including PAs (P/D) of four or more years' duration

Situation concerning geographical representation	Normally represented	Over-represented	Under-represented	Total number of represented Member States	Not represented	TOTAL
UNESCO's current methodology	68 (35%)	20 (11%)	64 (33%)	152 (79%)	41 (21%)	193
Simulation and integration of PAs for multi-annual projects lasting more than four years	69 (36%)	24 (12%)	60 (31%)	153 (79%)	40 (21%)	193

PART II – GENDER BALANCE OF STAFF

32. This section provides an update on gender balance in the Secretariat, and a progress report on the implementation of the UNESCO Gender Parity Action Plan 2017-2022, which aims at achieving gender parity across all levels, including at the Director level and above, by the end of 2022. The employees covered by this section include all staff on fixed-term contracts irrespective of the source of funding of their posts (geographical and non-geographical), as well as project appointment (PA) personnel.

Progress report

33. As at June 2021, 44% of women held posts at Director level and above in UNESCO (Table 7). This rate is lower compared to January 2020, mainly due to the retirement of women Directors over the period, but the number has risen at the ADG level. In addition, the percentage of women at the P-5 level has improved significantly, with an increase of eight percentage points, from 31% to 39%.

Table 7: Gender distribution by grade

Regular programme and extrabudgetary funds (January 2020 – June 2021)

	January 2020					June 2021					Variance %F
	F	%F	M	%M	Total	F	%F	M	%M	Total	
DDG	-	-	1	100%	1	-	-	1	100%	1	-
ADG	3	33%	6	67%	9	3	38%	5	62%	8	+5%
D-2	11	55%	9	45%	20	8	42%	11	58%	19	-13%
D-1	27	52%	25	48%	52	23	46%	27	54%	50	-6%
Total D	41	50%	41	50%	82	34	44%	44	56%	78	-6%
P-5	40	31%	87	69%	127	53	39%	84	61%	137	+8%
P-4	127	50%	125	50%	252	135	50%	133	50%	268	0%

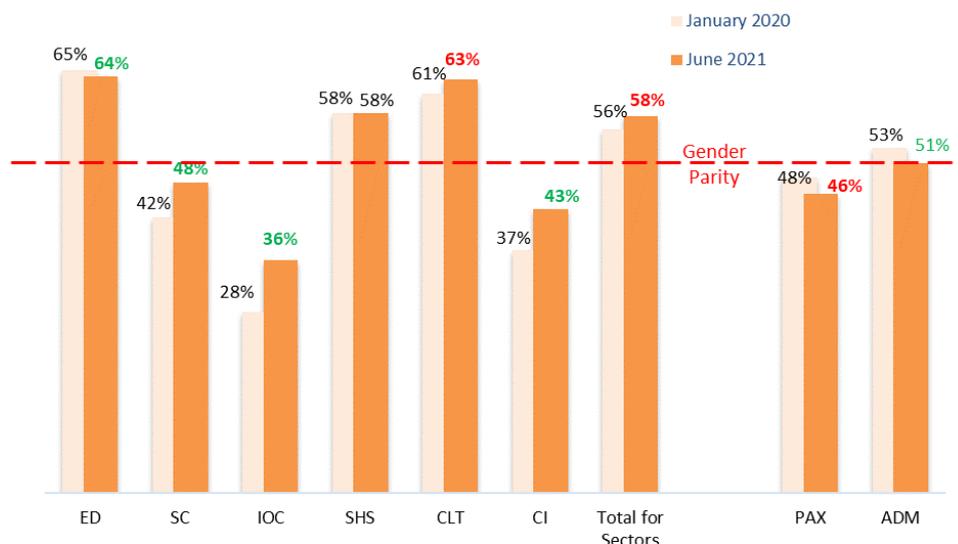
P-3	173	52%	162	48%	335	180	51%	170	49%	350	-1%
P-2/P-1	167	64%	95	36%	262	183	64%	103	36%	286	0%
Total P	507	52%	469	48%	976	551	53%	490	47%	1041	+1%
Total D/P	548	52%	510	48%	1,058	585	52%	534	48%	1,119	0%
Total NPO	94	51%	92	49%	186	100	51%	98	49%	198	0%
Total GS	580	61%	377	39%	957	584	60%	392	40%	976	-1%
Total UNESCO	1,222	56%	979	44%	2,201	1,269	55%	1,024	45%	2,293	-1%

34. As shown in Table 7, as at June 2021 women made up the majority of staff in the Secretariat (55%), accounting for 60% of the General Service (GS) staff, 51% of National Professional Officers (NPO), 53% of Professional staff (P), and 44% of posts at Director level and above. UNESCO is among the leading agencies in this respect, while the average representation of women in the Professional category and above (P/D) in the United Nations system is 46%² (compared to 52% at UNESCO).

35. Since January 2020, significant progress has been made at the P-5 level, with an increase of eight percentage points (from 31% to 39%) in the number of women at that level. Targeted efforts will continue to be made in this respect. Parity has been achieved at the P-4 level. Women continue to be in the majority at the junior levels, with 64% at P-1/P-2 level and 51% at P-3 level.

36. As at June 2021, the Education Sector (ED) had the largest percentage of women on board (64%), followed by the Culture Sector (CLT) (63%) and the Social and Human Sciences Sector (SHS) (58%). The number of women had increased in the Natural Sciences Sector (SC) (from 42% to 48%) and parity almost achieved. Progress has also been made in the Communication and Information Sector (CI), with an increase from 37% to 43%, and in the Intergovernmental Oceanographic Commission (IOC), with a significant gain of eight percentage points. However, the 36% of women in IOC is still below parity, and efforts will have to continue.

**Table 8: Gender parity of Professional and Director (P/D) category staff in the sectors⁽¹⁾
Regular programme and extrabudgetary funds (January 2020 – June 2021)**



(1) Excluding category 1 institutes and centres

². Personnel statistics, data as at 31 December 2019, CEB/2020/HLCM/HR/12.

37. For posts at P-5 level and above, the Secretariat will continue its efforts to attract applications from qualified women, through UNESCO's participation in online recruitment campaigns and targeted searches.

PART III – CONCLUSION

38. As at June 2021, 152 Member States (79%) were represented in the UNESCO Secretariat. Since January 2020, representation of Member States has remained at the same level. As at June 2021, 52% of the Professional and Director (P/D) category staff in the UNESCO Secretariat were women, making UNESCO one of the leading agencies in the field of gender parity. At the P-5 level, substantial progress had been made, with a gain of 8%. At the Director level, the representation of women was 44%.

39. The Young Professionals Programme was launched in May 2021. However, this programme alone will not be enough to improve geographical distribution, and sustained efforts in cooperation with Member States and National Commissions will continue to be made over the next biennia to reach the 85% target of Member States represented. The outreach strategy, which has been launched to make progress on both geographical representation and gender parity, will continue to be implemented with rigour and determination. However, in order to be successful, it will need to rely on the support and assistance of Member States. The UNESCO Gender Parity Action Plan 2017-2022 sets out several initiatives in support of achieving gender parity, and will continue to be implemented, as will the UNESCO Geographical Distribution Action Plan 2017-2022.

Proposed draft decision

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

The Executive Board,

1. Recalling 211 EX/Decision 5.III.C and 210 EX/Decision 5.IV,
2. Having examined document 212 EX/5.IV.C.I,
3. Takes note of the information provided by the Director-General regarding the situation concerning the geographical distribution and gender balance of staff as at June 2021;
4. Welcomes the progress made in gender balance and invites the Director-General to continue her efforts to achieve gender parity at all levels, and in particular at the P-5 and Director levels;
5. Also invites the Director-General to continue to strengthen efforts to improve the equitable geographical representation of Member States within the Secretariat;
6. Also takes note of the proposed mid-level professionals programme and requests the Director-General to implement it, on a pilot basis, and to report to it thereon at its 215th session;
7. Requests the Director-General to submit to it at its 215th session a report on the situation concerning the geographical distribution and gender balance of staff.

ANNEX I

GEOGRAPHICAL DISTRIBUTION – STAFF MEMBERS IN GEOGRAPHICAL AND NON-GEOGRAPHICAL POSTS (JUNE 2021)

Member States	Code	Groupe	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						2				2	4	2	=	1		6		5	12	14
Albania	ALB	Group II				1					1	4	2	-					1	1	2	
Algeria	DZA	Group V(b)						1		4	5	4	3	+	3	1	1	12	1	18	23	
Andorra	AND	Group I										4	2	O	1					1	1	
Angola	AGO	Group V(a)										4	2	O			1			1	1	
Antigua and Barbuda	ATG	Group III								1	1	4	2	-							1	
Argentina	ARG	Group III			1		3	3	3	1	11	8	5	+	3	4	5		7	19	30	
Armenia	ARM	Group II										4	2	O				1		1	1	
Australia	AUS	Group IV				1	1	3	1	1	7	13	8	-	8	3		3	1	15	22	
Austria	AUT	Group I						2		1	3	6	4	-	2	2			2	6	9	
Azerbaijan	AZE	Group II						1		2	3	4	2	=	2			1		3	6	
Bahamas	BHS	Group III										4	2	O	1					1	1	
Bahrain	BHR	Group V(b)										4	2	O								
Bangladesh	BGD	Group IV							2	1	3	5	3	=					4	4	7	
Barbados	BRB	Group III										4	2	O		1	1			2	2	
Belarus	BLR	Group II					1				1	4	2	-	1			1		2	3	
Belgium	BEL	Group I			1		4	3	3		12	7	4	+	3	3			1	7	19	
Belize	BLZ	Group III								1	1	4	2	-							1	
Benin	BEN	Group V(a)						2		3	5	4	2	+	3	3	1	1	1	9	14	
Bhutan	BTN	Group IV										4	2	O								
Bolivia (Plurinational State of)	BOL	Group III							2		2	4	2	=				1		1	3	
Bosnia and Herzegovina	BIH	Group II								1	1	4	2	-	1		1		2	4	5	
Botswana	BWA	Group V(a)							1		1	4	2	-		1	1			2	3	

Staff members in geographical posts															
Member States	Code	Groupe	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation
Brunei Darussalam	BRN	Group IV											4	2	O
Bulgaria	BGR	Group II					1	1	1	1		4	4	2	=
Burkina Faso	BFA	Group V(a)					2		2			4	4	2	=
Burundi	BDI	Group V(a)						3	1			4	4	2	=
Cabo Verde	CPV	Group V(a)											4	2	O
Cambodia	KHM	Group IV						1		1		2	4	2	=
Cameroon	CMR	Group V(a)			1	1	1	3	3	1		10	4	2	+
Canada	CAN	Group I				2	5	5	1	2		15	15	9	=
Central African Republic	CAF	Group V(a)											4	2	O
Chad	TCD	Group V(a)											4	2	O
Chile	CHL	Group III		1				2		1		4	5	3	=
China	CHN	Group IV	1			1	2	5	2	2		13	63	38	-
Colombia	COL	Group III			1			2	2			5	5	3	=
Comoros	COM	Group V(a)					1	1				2	4	2	=
Congo	COG	Group V(a)		1			1		2			4	4	2	=
Cook Islands	COK	Group IV						1				1	4	2	-
Costa Rica	CRI	Group III						1				1	4	2	-
Côte d'Ivoire	CIV	Group V(a)						3				3	4	2	=
Croatia	HRV	Group II						1				1	4	2	-
Cuba	CUB	Group III					1	2	1			4	4	2	=
Cyprus	CYP	Group I							1			1	4	2	-
Czechia	CZE	Group II					1		2			3	5	3	=
Democratic Republic of Korea	PRK	Group IV					1	1				2	4	2	=
Democratic Republic of the Congo	COD	Group V(a)				1	1		1	3		6	4	3	+
Denmark	DNK	Group I				2	2	2				6	6	4	=

Staff members in non-geographical posts					
D/P		NPO	GS		Total
HQ	Field		HQ	Field	
9	2	8	4	7	30
			5		5
	3	2		1	6
		2	5		7
	1				1
1		2	2	7	12
3	7	7	3	8	28
12	11		2	7	32
	1	1		1	3
1	1		3	8	13
21	4	4	8	7	44
5	1			1	7
			1		1
		2	2	8	12
	1	2		3	6
1		5	4	5	15
				4	4
		6		9	15
			1		1
		3		4	7
1					1

TOTAL
38
9
10
11
1
14
38
47
3
17
57
12
3
16
1
7
18
5
19
1
4
2
13
7

Staff members in geographical posts															
Member States	Code	Groupe	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation
Dominica	DMA	Group III								1		1	4	2	-
Dominican Republic	DOM	Group III											4	2	O
Ecuador	ECU	Group III							1	1		2	4	2	=
Egypt	EGY	Group V(b)				1	1	1				3	5	3	=
El Salvador	SLV	Group III											4	2	O
Equatorial Guinea	GNQ	Group V(a)											4	2	O
Eritrea	ERI	Group V(a)							1			1	4	2	-
Estonia	EST	Group II				1						1	4	2	-
Eswatini	SWZ	Group V(a)						1				1	4	2	-
Ethiopia	ETH	Group V(a)						1	2	3		6	4	3	+
Fiji	FJI	Group IV						1				1	4	2	-
Finland	FIN	Group I					2	3		1		6	5	3	+
France	FRA	Group I			3	2	12	12	16	9	1	55	22	13	+
Gabon	GAB	Group V(a)							1			1	4	2	-
Gambia	GMB	Group V(a)			1		2		2			5	4	2	+
Georgia	GEO	Group II							1	1		2	4	2	=
Germany	DEU	Group I			2	1	5	5	10	2		25	29	18	=
Ghana	GHA	Group V(a)				1			1			2	4	2	=
Greece	GRC	Group I						2	4	2		8	5	3	+
Grenada	GRD	Group III						1				1	4	2	-
Guatemala	GTM	Group III								1		1	4	2	-
Guinea	GIN	Group V(a)					2			1		3	4	2	=
Guinea-Bissau	GNB	Group V(a)						1				1	4	2	-
Guyana	GUY	Group III											4	2	O
Haiti	HTI	Group III								1		1	4	2	-
Honduras	HND	Group III						1		1		2	4	2	=

Staff members in non-geographical posts						TOTAL
D/P		NPO	GS		Total	
HQ	Field		HQ	Field		
			1		1	2
						1
			1		1	1
	1			6	7	9
2		2	2	8	14	17
	1		1		2	2
			1		1	2
						1
1		2			3	4
2		7	2	15	26	32
	1	1			2	3
1	1				2	8
66	14		261	5	346	401
		2	1	3	6	7
						5
						2
15	7		2	5	29	54
		6	4	5	15	17
3	2		1	1	7	15
1					1	2
		1		4	5	6
			1		1	4
				1	1	2
		1	2	5	8	9
						2

Staff members in geographical posts															
Member States	Code	Groupe	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation
Iceland	ISL	Group I											4	2	O
India	IND	Group IV				3	2			1		6	17	10	-
Indonesia	IDN	Group IV							2	1		3	8	5	-
Iran, Islamic Republic of	IRN	Group IV								2		2	6	3	-
Iraq	IRQ	Group V(b)							1			1	4	3	-
Ireland	IRL	Group I					1	1	1			3	5	3	=
Italy	ITA	Group I		1		4	6	7	7	3		28	18	11	+
Jamaica	JAM	Group III							1	1		2	4	2	=
Japan	JPN	Group IV			2	1	3	13	15	2		36	40	24	=
Jordan	JOR	Group V(b)				1		2		1		4	4	2	=
Kazakhstan	KAZ	Group IV							1			1	4	3	-
Kenya	KEN	Group V(a)						1	1			2	4	2	=
Kiribati	KIR	Group IV											4	2	O
Kuwait	KWT	Group V(b)											5	3	O
Kyrgyzstan	KGZ	Group IV							1			1	4	2	-
Lao People's Democratic Republic	LAO	Group IV						2				2	4	2	=
Latvia	LVA	Group II							2			2	4	2	=
Lebanon	LBN	Group V(b)				1	1	2	1	1		6	4	2	+
Lesotho	LSO	Group V(a)								1		1	4	2	-
Liberia	LBR	Group V(a)								1		1	4	2	-
Libya	LBY	Group V(b)								2		2	4	2	=
Lithuania	LTU	Group II						2	1			3	4	2	=
Luxembourg	LUX	Group I											4	2	O
Madagascar	MDG	Group V(a)					1		1			2	4	2	=
Malaysia	MYS	Group IV					1	1	1			3	5	3	=

Staff members in non-geographical posts					
D/P		NPO	GS		Total
HQ	Field		HQ	Field	
			2		2
4	4	8	2	15	33
		2		9	11
3	1	3	4	3	14
1	1	2	1	5	10
1	2		6		9
16	44		11	113	184
		1		6	7
15	6		2		23
2	2	5	1	5	15
1		4	1	4	10
3	3	4	2	11	23
1					1
1	1				2
			1		1
2	2	4	2	9	19
		1			1
		1			1
			1		1
1			1		2
1	1	3	2		7
	1			1	2

TOTAL
5
39
14
16
11
12
212
9
59
19
11
25
1
3
2
25
2
2
3
5
9
5

			Staff members in geographical posts												Staff members in non-geographical posts					TOTAL			
Member States	Code	Groupe	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation	D/P		NPO	GS		Total		
																HQ	Field		HQ			Field	
Malawi	MWI	Group V(a)					1					1	4	2	-			1			1	2	
Maldives	MDV	Group IV								1		1	4	2	-							1	
Mali	MLI	Group V(a)						2	1			3	4	2	=		1	4	3	5	13	16	
Malta	MLT	Group I											4	2	O								
Marshall Islands	MHL	Group IV											4	2	O								
Mauritania	MRT	Group V(b)						1				1	4	2	-		1				1	2	
Mauritius	MUS	Group V(a)						1	1			2	4	2	=		1		5		6	8	
Mexico	MEX	Group III		1			4	1	4	2		12	10	6	+		1	1	3	5	3	13	25
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		2	2	2		7	4	2	+		2	1	4	8	7	22	29
Mozambique	MOZ	Group V(a)				2	1					3	4	2	=			3		5		8	11
Myanmar	MMR	Group IV						1				1	4	2	-							1	
Namibia	NAM	Group V(a)								1		1	4	2	-			3	1	4		8	9
Nauru	NRU	Group IV											4	2	O								
Nepal	NPL	Group IV					1	3	1	1		6	4	2	+		1	3	1		4	9	15
Netherlands	NLD	Group I				1	3		3			7	9	6	=			1		1		2	9
New Zealand	NZL	Group IV							1	1		2	5	3	-		1	2				3	5
Nicaragua	NIC	Group III							1			1	4	2	-								1
Niger	NER	Group V(a)				1	1		2			4	4	2	=			1	3		1	5	9
Nigeria	NGA	Group V(a)						1	1			2	6	4	-		1	1	3	3	6	14	16
Niue	NIU	Group IV											4	2	O								
North Macedonia	MKD	Group II					1					1	4	2	-					1		1	2
Norway	NOR	Group I					1	2				3	7	4	-		1					1	4

Staff members in geographical posts															
Member States	Code	Groupe	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation
Pakistan	PAK	Group IV					1	1	1	2		5	6	3	=
Palau	PLW	Group IV											4	2	O
Palestine	PSE	Group V(b)						1	1			2	4	2	=
Panama	PAN	Group III											4	2	O
Papua New Guinea	PNG	Group IV						1				1	4	2	-
Paraguay	PRY	Group III							1	1		2	4	2	=
Peru	PER	Group III						1				1	4	3	-
Philippines	PHL	Group IV					1	1		2		4	5	3	=
Poland	POL	Group II					1	1	1			3	7	4	-
Portugal	PRT	Group I						1	1	1		3	5	3	=
Qatar	QAT	Group V(b)											5	3	O
Republic of Korea	KOR	Group IV				1	1	1	4	1		8	13	8	=
Republic of Moldova	MDA	Group II						1	1			2	4	2	=
Romania	ROU	Group II				1		2	1	1		5	5	3	=
Russian Federation	RUS	Group II		1			1	2		2		6	15	9	-
Rwanda	RWA	Group V(a)								1		1	4	2	-
Saint Kitts and Nevis	KNA	Group III						2				2	4	2	=
San Marino	SMR	Group I											4	2	O
Saint Vincent and the Grenadines	VCT	Group III											4	2	O
Saint Lucia	LCA	Group III								2		2	4	2	=
Samoa	WSM	Group IV											4	2	O
Sao Tome and Principe	STP	Group V(a)							1			1	4	2	-
Saudi Arabia	SAU	Group V(b)								1		1	9	5	-
Senegal	SEN	Group V(a)					1	4	1	1		7	4	2	+
Serbia	SRB	Group II								1		1	4	2	-

Staff members in non-geographical posts					
D/P		NPO	GS		Total
HQ	Field		HQ	Field	
				2	2
1		5		5	11
1	1		2	5	9
			1		1
			1		1
	1	1	3	7	12
	1		11	1	13
2	1		3		6
1	1		5		7
2					2
8	4				12
2	1		3	2	8
5	5	3	10	1	24
1	2		2		5
	1				1
		1		5	6
4	1				5
3	5	8	10	10	36
	1		1	2	4

TOTAL
3
16
11
1
1
3
13
17
9
10
2
20
2
13
30
6
2
3
6
1
6
43
5

Staff members in geographical posts															
Member States	Code	Groupe	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation
Seychelles	SYC	Group V(a)						1	1			2	4	2	=
Sierra Leone	SLE	Group V(a)						1				1	4	2	-
Singapore	SGP	Group IV								1		1	6	3	-
Slovakia	SVK	Group II							1			1	4	3	-
Slovenia	SVN	Group II								2		2	4	2	=
Solomon Islands	SLB	Group IV											4	2	O
Somalia	SOM	Group V(a)								1		1	4	2	-
South Africa	ZAF	Group V(a)		1	1		2	1	1	1		7	5	3	+
South Sudan	SSD	Group V(a)											4	2	O
Spain	ESP	Group I					5	2	5	2		14	13	8	+
Sri Lanka	LKA	Group IV											4	2	O
Sudan	SDN	Group V(b)					1			1		2	4	2	=
Suriname	SUR	Group III											4	2	O
Sweden	SWE	Group I				1		1	1	1		4	7	4	=
Switzerland	CHE	Group I					1		1			2	8	5	-
Syrian Arab Republic	SYR	Group V(b)				1	1		1			3	4	2	=
Tajikistan	TJK	Group II											4	2	O
Thailand	THA	Group IV								1		1	5	3	-
Timor-Leste	TLS	Group IV											4	2	O
Togo	TGO	Group V(a)								1		1	4	2	-
Tonga	TON	Group IV											4	2	O
Trinidad and Tobago	TTO	Group III					1			1		2	4	2	=
Tunisia	TUN	Group V(b)				2		2	5			9	4	2	+
Turkey	TUR	Group I			1			1		1		3	10	6	-
Turkmenistan	TKM	Group IV							1			1	4	2	-
Tuvalu	TUV	Group IV											4	2	O
Uganda	UGA	Group V(a)							4			4	4	2	=
Ukraine	UKR	Group II							3	1		4	4	2	=
United Arab Emirates	ARE	Group V(b)											6	4	O
United Kingdom of Great Britain and Northern Ireland	GBR	Group I		1	1		6	3	4	2		17	23	14	=

Staff members in non-geographical posts						TOTAL
D/P		NPO	GS		Total	
HQ	Field		HQ	Field		
						2
1					1	2
	1				1	2
1					1	2
			1	2	3	5
						1
2	1	1	1		5	12
	1	2		4	7	7
11	6		7	1	25	39
	1				1	1
		2		3	5	7
4	2			1	7	11
3	1		1		5	7
			3		3	6
1	1		1		3	3
		3	1	12	16	17
	2	1	5	2	10	11
	1				1	3
1	3		6		10	19
2					2	5
						1
	2	3	1	1	7	11
3			4		7	11
16	9		9	7	41	58

			Staff members in geographical posts												
Member States	Code	Groupe	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation
Uruguay	URY	Group III							1	1		2	4	2	=
Uzbekistan	UZB	Group II						2				2	4	2	=
Vanuatu	VUT	Group IV											4	2	O
Venezuela (Bolivarian Republic of)	VEN	Group III				1			1			2	7	4	-
Viet Nam	VNM	Group IV						1	2	1		4	5	3	=
Yemen	YEM	Group V(b)							1			1	4	2	-
Zambia	ZMB	Group V(a)						1		1		2	4	2	=
Zimbabwe	ZWE	Group V(a)							2			2	4	2	=
Total			1	7	16	39	106	162	175	116	2	624			

Non-Member States

United States of America	USA					2	5	4	5	1		17
Israel	ISR						1	1	1			3

Staff members in non-geographical posts						TOTAL
D/P		NPO	GS		Total	
HQ	Field		HQ	Field		
	1	9	1	5	16	18
1		2	1	9	13	15
		2		4	6	8
		2		2	4	6
		2	2	4	8	12
			2		2	3
	1	4	1		6	8
1	3	5	2	7	18	20
312	217	202	507	483	1,721	2,345

10	5		6	3	24	41
			1		1	4

ANNEX II

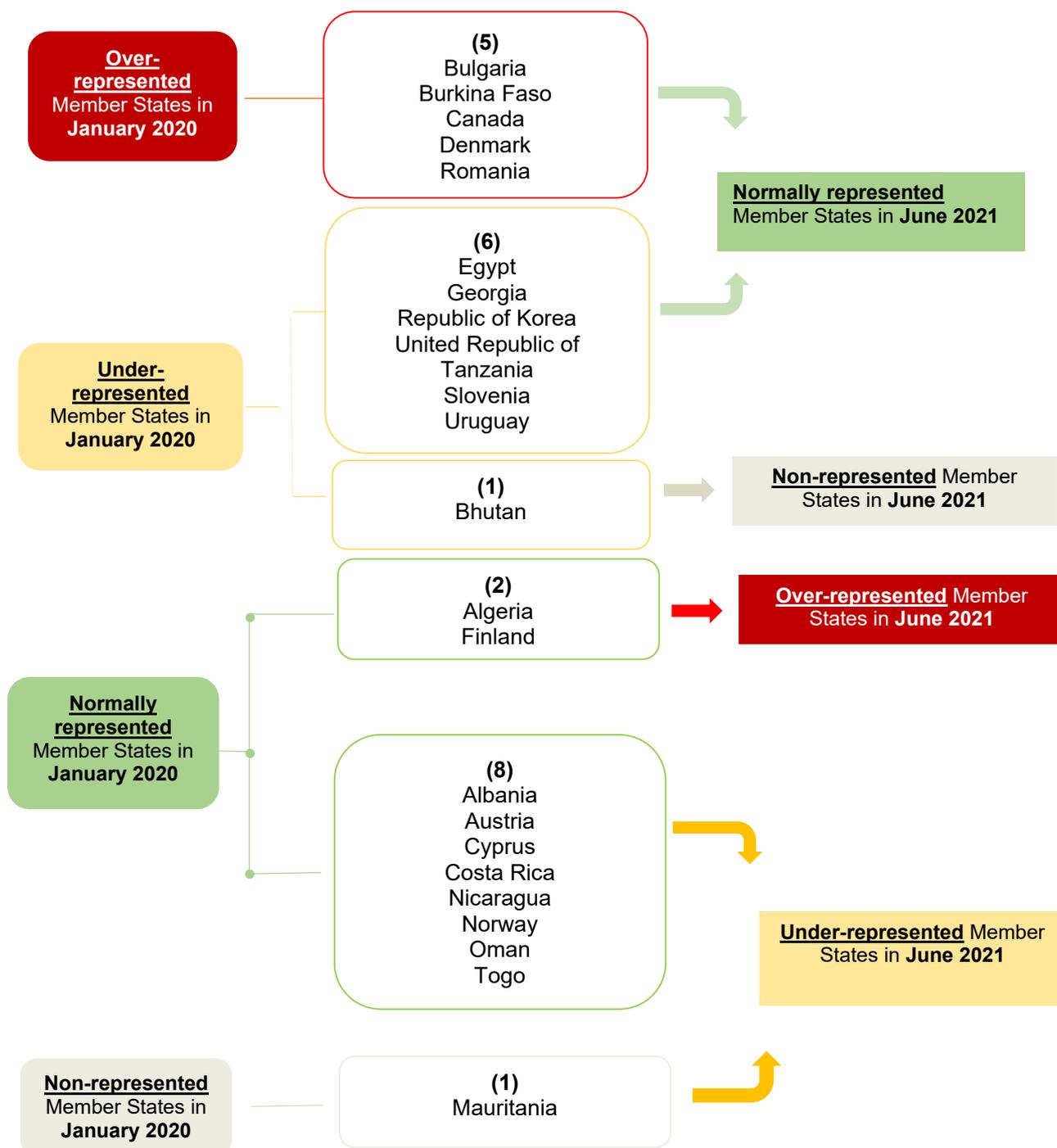
GEOGRAPHICAL DISTRIBUTION BY MEMBER STATE (JUNE 2021)

NORMALLY REPRESENTED MEMBER STATES (68)			
Afghanistan	Denmark	Lithuania	Saint Kitts and Nevis
Azerbaijan	Ecuador	Madagascar	Saint Lucia
Bangladesh	Egypt	Malaysia	Seychelles
Bolivia (Plurinational State of)	Georgia	Mali	Slovenia
Bulgaria	Germany	Mauritius	Sudan
Burkina Faso	Ghana	Mongolia	Sweden
Burundi	Guinea	Mozambique	Syrian Arab Republic
Cambodia	Honduras	Netherlands	Trinidad and Tobago
Canada	Hungary	Niger	Uganda
Chile	Ireland	Pakistan	United Kingdom of Great Britain and Northern Ireland
Colombia	Jamaica	Palestine	United Republic of Tanzania
Comoros	Japan	Paraguay	Ukraine
Congo	Jordan	Philippines	Uruguay
Côte d'Ivoire	Kenya	Portugal	Uzbekistan
Cuba	Lao People's Democratic Republic	Republic of Korea	Viet Nam
Czechia	Latvia	Republic of Moldova	Zambia
Democratic People's Republic of Korea	Libya	Romania	Zimbabwe
OVER-REPRESENTED MEMBER STATES (20)			
Algeria	Democratic Republic of the Congo	Greece	Nepal
Argentina	Ethiopia	Italy	Senegal
Belgium	Finland	Lebanon	South Africa
Benin	France	Morocco	Spain
Cameroon	Gambia	Mexico	Tunisia

UNDER-REPRESENTED MEMBER STATES (64)			
Albania	Eritrea	Kyrgyzstan	Peru
Antigua and Barbuda	Estonia	Lesotho	Poland
Saudi Arabia	Eswatini	Liberia	Rwanda
Australia	Russian Federation	North Macedonia	Sao Tome and Principe
Austria	Fiji	Malawi	Serbia
Belarus	Gabon	Maldives	Sierra Leone
Belize	Grenada	Mauritania	Singapore
Bosnia and Herzegovina	Guatemala	Montenegro	Slovakia
Botswana	Guinea-Bissau	Myanmar	Somalia
Brazil	Haiti	Namibia	Switzerland
China	Cook Islands	New Zealand	Thailand
Cyprus	India	Nicaragua	Togo
Costa Rica	Indonesia	Nigeria	Turkmenistan
Croatia	Iran (Islamic Republic of)	Norway	Turkey
Djibouti	Iraq	Oman	Venezuela (Bolivarian Republic of)
Dominica	Kazakhstan	Papua New Guinea	Yemen
NON-REPRESENTED MEMBER STATES (41)			
Andorra	Dominican Republic	Monaco	Sri Lanka
Angola	El Salvador	Nauru	Suriname
Armenia	Equatorial Guinea	Niue	Tajikistan
Bahamas	Guyana	Palau	Timor-Leste
Bahrain	Iceland	Panama	Tonga
Barbados	Kiribati	Qatar	Tuvalu
Bhutan	Kuwait	San Marino	Vanuatu
Brunei Darussalam	Luxembourg	Saint Vincent and the Grenadines	United Arab Emirates
Cabo Verde	Malta	Samoa	
Central African Republic	Marshall Islands	Solomon Islands	
Chad	Micronesia (Federated States of)	South Sudan	

ANNEX III

LIST OF MEMBER STATES* WHOSE LEVEL OF REPRESENTATION HAS CHANGED
BETWEEN JANUARY 2020 AND JUNE 2021



ANNEX IV

(+...): Number of extra staff, based on the proposed option, not included in UNESCO's current methodology

 : Change in the geographical distribution for the Member State

(a) Base figure for posts (850) (b) Diversification of posts, including international project appointments (PA) for multi-year projects of more than four years' duration. c) Current factors																UNESCO's current methodology Base figure for posts = 850				Variance between UNESCO's current methodology and the proposed option			
Member States	Code	Groupe	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total staff	Max.	Min.	Situation	Total staff	Max.	Min.	Situation	Staff variance	Max.	Min.	Situation
Afghanistan	AFG	Group IV						2	(+1)			2 (+1)	4	2	=	2	4	2	=	+1			
Albania	ALB	Group II				1						1	4	2	-	1	4	2	-				
Algeria	DZA	Group V(b)						1 (+1)		4 (+1)	(+1)	5 (+3)	4	3	+	5	4	3	+	+3			
Andorra	AND	Group I											4	2	O		4	2	O				
Angola	AGO	Group V(a)											4	2	O		4	2	O				
Antigua and Barbuda	ATG	Group III								1		1	4	2	-	1	4	2	-				
Argentina	ARG	Group III			1		3	3	3	1	(+1)	11 (+1)	8	5	+	11	8	5	+	+1			
Armenia	ARM	Group II											4	2	O		4	2	O				
Australia	AUS	Group IV				1	1	3 (+1)	1 (+3)	1 (+2)		7 (+6)	13	8	=	7	13	8	-	+6			- to =
Austria	AUT	Group I						2		1 (+1)		3 (+1)	6	4	=	3	6	4	-	+1			- to =
Azerbaijan	AZE	Group II						1		2		3	4	2	=	3	4	2	=				
Bahamas	BHS	Group III											4	2	O		4	2	O				
Bahrain	BHR	Group V(b)											4	2	O		4	2	O				
Bangladesh	BGD	Group IV							2	1		3	5	3	=	3	5	3	=				
Barbados	BRB	Group III											4	2	O		4	2	O				
Belarus	BLR	Group II					1					1	4	2	-	1	4	2	-				
Belgium	BEL	Group I			1		4	3 (+1)	3	(+1)	1	12 (+2)	7	4	+	12	7	4	+	+2			
Belize	BLZ	Group III								1		1	4	2	-	1	4	2	-				
Benin	BEN	Group V(a)						2	(+1)	3 (+1)		5 (+2)	4	2	+	5	4	2	+	+2			
Bhutan	BTN	Group IV											4	2	O		4	2	O				

		(a) Base figure for posts (850) (b) Diversification of posts, including international project appointments (PA) for multi-year projects of more than four years' duration. c) Current factors													UNESCO's current methodology Base figure for posts = 850				Variance between UNESCO's current methodology and the proposed option								
Bolivia (Plurinational State of)	BOL	Group III							2						2	4	2	=	2	4	2	=					
Bosnia and Herzegovina	BIH	Group II								1					1	4	2	-	1	4	2	-					
Botswana	BWA	Group V(a)							1						1	4	2	-	1	4	2	-					
Brazil	BRA	Group III				2	1	(+1)	2	(+2)	3				8	(+3)	17	10	=	8	17	10	-	+3			- to =
Brunei Darussalam	BRN	Group IV														4	2	O		4	2	O					
Bulgaria	BGR	Group II				1	1	1	1						4	4	2	=	4	4	2	=					
Burkina Faso	BFA	Group V(a)				2			2						4	4	2	=	4	4	2	=					
Burundi	BDI	Group V(a)					3	1							4	4	2	=	4	4	2	=					
Cabo Verde	CPV	Group V(a)														4	2	O		4	2	O					
Cambodia	KHM	Group IV					1			1					2	4	2	=	2	4	2	=					
Cameroon	CMR	Group V(a)			1	1	1	3	3	1	(+1)				10	(+1)	4	2	+	10	4	2	+	+1			
Canada	CAN	Group I				2	5	5	1	(+2)	2				15	(+2)	15	9	+	15	15	9	=	+2			= to +
Central African Republic	CAF	Group V(a)														4	2	O		4	2	O					
Chad	TCD	Group V(a)														4	2	O		4	2	O					
Chile	CHL	Group III		1				2			1				4	5	3	=	4	5	3	=					
China	CHN	Group IV	1			1	2	5	2	(+2)	2	(+1)			13	(+3)	63	38	-	13	63	38	-	+3			
Colombia	COL	Group III			1			2	2	(+1)		(+1)			5	(+2)	5	3	+	5	5	3	=	+2			= to +
Comoros	COM	Group V(a)					1	1							2	4	2	=	2	4	2	=					
Congo	COG	Group V(a)		1			1		2						4	4	2	=	4	4	2	=					
Cook Islands	COK	Group IV						1							1	4	2	-	1	4	2	-					
Costa Rica	CRI	Group III						1	(+1)						1	(+1)	4	2	=	1	4	2	-	+1			- to =
Côte d'Ivoire	CIV	Group V(a)						3							3	4	2	=	3	4	2	=					
Croatia	HRV	Group II						1							1	4	2	-	1	4	2	-					
Cuba	CUB	Group III					1	2	1						4	4	2	=	4	4	2	=					
Cyprus	CYP	Group I							1						1	4	2	-	1	4	2	-					
Czechia	CZE	Group II					1		2						3	5	3	=	3	5	3	=					

		(a) Base figure for posts (850) (b) Diversification of posts, including international project appointments (PA) for multi-year projects of more than four years' duration. c) Current factors												UNESCO's current methodology Base figure for posts = 850				Variance between UNESCO's current methodology and the proposed option						
Democratic Republic of the Congo	COD	Group V(a)				1	1		1	3			6	4	3	+	6	4	3	+				
Democratic People's Republic of Korea	PRK	Group IV				1	1						2	4	2	=	2	4	2	=				
Denmark	DNK	Group I				2	2	2					6	6	4	=	6	6	4	=				
Djibouti	DJI	Group V(a)				1							1	4	2	-	1	4	2	-				
Dominica	DMA	Group III								1			1	4	2	-	1	4	2	-				
Dominican Republic	DOM	Group III												4	2	O		4	2	O				
Ecuador	ECU	Group III							1	1			2	4	2	=	2	4	2	=				
Egypt	EGY	Group V(b)				1	1	1	(+1)				3 (+1)	5	3	=	3	5	3	=	+1			
El Salvador	SLV	Group III												4	2	O		4	2	O				
Equatorial Guinea	GNQ	Group V(a)												4	2	O		4	2	O				
Eritrea	ERI	Group V(a)							1				1	4	2	-	1	4	2	-				
Estonia	EST	Group II				1							1	4	2	-	1	4	2	-				
Eswatini	SWZ	Group V(a)						1					1	4	2	-	1	4	2	-				
Ethiopia	ETH	Group V(a)						1	2	3			6	4	3	+	6	4	3	+				
Fiji	FJI	Group IV						1					1	4	2	-	1	4	2	-				
Finland	FIN	Group I				2	3	(+1)	1 (+1)				6 (+2)	5	3	+	6	5	3	+	+2			
France	FRA	Group I			3	2	12	12 (+2)	16 (+4)	9 (+4)	1 (+1)		55 (+11)	22	13	+	55	22	13	+	+11			
Gabon	GAB	Group V(a)							1				1	4	2	-	1	4	2	-				
Gambia	GMB	Group V(a)			1		2		2				5	4	2	+	5	4	2	+				
Georgia	GEO	Group II							1	1			2	4	2	=	2	4	2	=				
Germany	DEU	Group I			2	1	5 (+1)	5	10	2			25 (+1)	29	18	=	25	29	18	=	+1			
Ghana	GHA	Group V(a)				1			1				2	4	2	=	2	4	2	=				
Greece	GRC	Group I				(+1)			2	4	2		8 (+1)	5	3	+	8	5	3	+	+1			
Grenada	GRD	Group III						1					1	4	2	-	1	4	2	-				
Guatemala	GTM	Group III								1			1	4	2	-	1	4	2	-				
Guinea	GIN	Group V(a)					2			1			3	4	2	=	3	4	2	=				

		(a) Base figure for posts (850) (b) Diversification of posts, including international project appointments (PA) for multi-year projects of more than four years' duration. c) Current factors												UNESCO's current methodology Base figure for posts = 850				Variance between UNESCO's current methodology and the proposed option							
Lithuania	LTU	Group II						2	1					3	4	2	=	3	4	2	=				
Luxembourg	LUX	Group I													4	2	0		4	2	0				
Madagascar	MDG	Group V(a)				1		1						2	4	2	=	2	4	2	=				
Malaysia	MYS	Group IV				1	1	1						3	5	3	=	3	5	3	=				
Malawi	MWI	Group V(a)				1								1	4	2	-	1	4	2	-				
Maldives	MDV	Group IV								1				1	4	2	-	1	4	2	-				
Mali	MLI	Group V(a)					2	1 (+1)						3 (+1)	4	2	=	3	4	2	=	+1			
Malta	MLT	Group I													4	2	0		4	2	0				
Marshall Islands	MHL	Group IV													4	2	0		4	2	0				
Mauritania	MRT	Group V(b)					1							1	4	2	-	1	4	2	-				
Mauritius	MUS	Group V(a)					1	1						2	4	2	=	2	4	2	=				
Mexico	MEX	Group III		1			4	1	4	2				12	10	6	+	12	10	6	+				
Micronesia (Federated States of)	FSM	Group IV													4	2	0		4	2	0				
Monaco	MCO	Group I													4	2	0		4	2	0				
Mongolia	MNG	Group IV							1	1				2	4	2	=	2	4	2	=				
Montenegro	MNE	Group II								1				1	4	2	-	1	4	2	-				
Morocco	MAR	Group V(b)			1		2	2 (+1)	2					7 (+1)	4	2	+	7	4	2	+	+1			
Mozambique	MOZ	Group V(a)			2	1								3	4	2	=	3	4	2	=				
Myanmar	MMR	Group IV					1							1	4	2	-	1	4	2	-				
Namibia	NAM	Group V(a)								1				1	4	2	-	1	4	2	-				
Nauru	NRU	Group IV													4	2	0		4	2	0				
Nepal	NPL	Group IV				1	3 (+1)	1 (+1)	1					6 (+2)	4	2	+	6	4	2	+	+2			
Netherlands	NLD	Group I			1	3		3						7	9	6	=	7	9	6	=				
New Zealand	NZL	Group IV						1	1 (+1)					2 (+1)	5	3	=	2	5	3	-	+1			- to =
Nicaragua	NIC	Group III							1					1	4	2	-	1	4	2	-				
Niger	NER	Group V(a)			1	1		2						4	4	2	=	4	4	2	=				

		(a) Base figure for posts (850) (b) Diversification of posts, including international project appointments (PA) for multi-year projects of more than four years' duration. c) Current factors													UNESCO's current methodology Base figure for posts = 850				Variance between UNESCO's current methodology and the proposed option						
Senegal	SEN	Group V(a)					1	4 (+1)	1 (+1)	1				7 (+2)	4	2	+	7	4	2	+	+2			
Serbia	SRB	Group II								1				1	4	2	-	1	4	2	-				
Seychelles	SYC	Group V(a)						1	1					2	4	2	=	2	4	2	=				
Sierra Leone	SLE	Group V(a)						1						1	4	2	-	1	4	2	-				
Singapore	SGP	Group IV								1				1	6	3	-	1	6	3	-				
Slovakia	SVK	Group II							1	(+1)				1 (+1)	4	3	-	1	4	3	-	+1			
Slovenia	SVN	Group II									2			2	4	2	=	2	4	2	=				
Solomon Islands	SLB	Group IV													4	2	O		4	2	O				
Somalia	SOM	Group V(a)								1				1	4	2	-	1	4	2	-				
South Africa	ZAF	Group V(a)		1	1		2	1	1 (+1)	1 (+1)				7 (+2)	5	3	+	7	5	3	+	+2			
South Sudan	SSD	Group V(a)													4	2	O		4	2	O				
Spain	ESP	Group I					5	2	5 (+1)	2 (+2)				14 (+3)	13	8	+	14	13	8	+	+3			
Sri Lanka	LKA	Group IV													4	2	O		4	2	O				
Sudan	SDN	Group V(b)					1			1				2	4	2	=	2	4	2	=				
Suriname	SUR	Group III													4	2	O		4	2	O				
Sweden	SWE	Group I			1			1	1	1				4	7	4	=	4	7	4	=				
Switzerland	CHE	Group I					1		1	(+1)				2 (+1)	8	5	-	2	8	5	-	+1			
Syrian Arab Republic	SYR	Group V(b)			1	1			1					3	4	2	=	3	4	2	=				
Tajikistan	TJK	Group II								(+1)				(+1)	4	2	-		4	2	O	+1			O to -
Thailand	THA	Group IV								1				1	5	3	-	1	5	3	-				
Timor-Leste	TLS	Group IV													4	2	O		4	2	O				
Togo	TGO	Group V(a)								1				1	4	2	-	1	4	2	-				
Tonga	TON	Group IV													4	2	O		4	2	O				
Trinidad and Tobago	TTO	Group III					1	(+1)		1				2 (+1)	4	2	=	2	4	2	=	+1			
Tunisia	TUN	Group V(b)			2			2	5 (+1)					9 (+1)	4	2	+	9	4	2	+	+1			
Turkey	TUR	Group I			1			1		1				3	10	6	-	3	10	6	-				
Turkmenistan	TKM	Group IV							1					1	4	2	-	1	4	2	-				

