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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

ADDENDUM

COMMENTS OF THE INTERNATIONAL STAFF ASSOCIATION OF UNESCO (ISAU)

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 217 EX/4.IV.B).



Job: 202303184

Introduction

1. The International Staff Association of UNESCO (ISAU) takes note of the Administration's report on geographical distribution and gender balance and welcomes the implementation – or the beginning of the implementation – of the measures adopted by the General Conference following the publication of the report of the Executive Board's Working Group on Geographical Distribution.
2. We welcome the increase in the total number of Member States represented, which in July 2023 stood at 80%, although there is obviously still work left to do before we reach the final objective of 85% representation. We also note that the distribution of non- and under-represented countries has improved within the sectors.
3. This positive assessment must, however, be significantly tempered, as it cannot be applied to a large part of this report, where the presentation of data is often biased or even disingenuous. This raises more general questions about governance, since the principles of rigour and transparency are compromised to such a degree that they undermine the trust which must exist between the governing bodies and the Secretariat.
4. At the beginning of its document, the Administration states that the date of January 2022, which began the period covered by the report for the purposes of calculating percentages, figures and statistics, "corresponds to the starting point for the implementation of the measures adopted by the General Conference" mentioned above. However, it should be noted that the Administration's previous report on geographical distribution and gender balance (document [215 EX/5.IV.C](#)) presented data for the period from **June 2021 to June 2022**. In other words, the present report contains both new data and data of which the Executive Board has already been informed. It is therefore neither relevant nor logical to use data from a period for which a report has already been produced. By combining the data, the current report prevents Member States from making all the comparisons necessary for assessing the effectiveness of the measures adopted and implemented, and from establishing an action plan for the short and medium term. The Administration must bear in mind that rigorous reporting is essential to the proper conduct of the Member States' debates, as it makes transparency and efficiency possible.
5. Another failure to comply with reporting requirements concerns the period covered by the reports. In Annex IV of its document, the Administration provides "data on external recruitment from January 2022 to July 2023". However, the Executive Board had asked the Director-General to "report to it **annually** on the recruitment process outcomes" in this area ([216 EX/Decision 5.III.A](#), emphasis added). It is surprising that the Administration should have proceeded in direct contravention of the decision of the Member States, and it would be appropriate for it to explain why it did so.
6. To conclude this section on the failure to comply with a request from Member States, ISAU wishes to emphasize that the presentation of data is not a trivial matter. This is a governance issue which concerns, among other things, the effective management of an organization with a view to ensuring transparency and accountability. Above all, this matter raises the issue of trust between the governing bodies and the Secretariat, which can only be undermined if the latter adopts practices which expose it to the risk of being qualified as disingenuous.

Part I – Geographical distribution of staff

A. Recruitment and appointments

7. The first paragraph of the document states that the percentage of Directors and Assistant Directors-General (ADGs) from Group I went from 40% in 2018 to 36% in July 2023. However, such an assertion proves to be biased, if not disingenuous, when we refer to table 4, where we can see that the percentage corresponding to regional group I has risen from 31% in January 2022 to 34% in July 2023, which is an increase of three points.

8. Using figures from 2018 to argue that progress has been made is misleading for Member States. Moreover, it is regrettable that data cannot be accurately compared from one case to another because of the different reporting periods and the inclusion of “Directors from non-Member States” in one case and “staff at Director level and above” in the other. The Administration is multiplying the criteria for grouping and presenting data, which runs counter to the principles of clear and transparent reporting.

9. The report also lacks a detailed presentation of the Organization’s 1,768 non-geographical posts, which account for more than twice the 850 posts subject to quotas. To make the data more understandable, ISAU was obliged to draw up table 1 (below), for non-geographical posts.

Table 1: Non-geographical posts (July 2023)

Non-geographical posts - Distribution by grade and regional group									
Regional group	D/P		Total	%	NPO	GS		Total	%
	HQ	Field				HQ	Field		
Europe and North America	173	115	288	52%	1	304	141	734	42%
Eastern Europe	14	14	28	5%	8	35	14	85	5%
GRULAC	30	16	46	8%	43	24	70	183	10%
ASPAC	62	27	89	16%	43	37	96	265	14%
Africa	18	46	64	12%	107	57	118	346	20%
Arab States	27	12	39	7%	22	44	50	155	9%
Total	324	230	554		224	501	489	1,768	
Non-Member States									
Israel	0	0			0	1	0	1	

10. In terms of appointments, to both geographical and non-geographical posts, the situation is more worrying than what the Administration would like to acknowledge. Table 2 below shows a clear increase (13 points) in the representation of regional group I, with the percentage going from 24% to 37% between June 2022 and June 2023. How can we expect better geographical distribution if we continue to recruit more people from the same group? We must say it again: balanced geographical distribution can only be achieved through recruitment. So, while we welcome the progress made towards achieving 50% of recruitment from non- and under-represented countries, we encourage further efforts to achieve the objective set by the Member States.

Table 2: Appointments to geographical and non-geographical posts (combined)
(based on movement-of-personnel data published by HRM)

Appointments*									From 1 July 2021 to 30 June 2022
From 1 July 2022 to 30 June 2023									
Regional group	D-2	D-1	P-5	P-4	P-3	P-2	Total	%	%
Europe and North America	2	1	3	3	14	1	24	37%	24%
Eastern Europe	-	-	-	1	5	1	7	11%	20%
GRULAC	1	-	2	3	1	-	7	11%	10%
ASPAC	-	1	-	-	7	4	12	19%	24%
Africa	-	1	-	1	2	3	7	11%	17%
Arab States	-	1	1	1	3	1	7	11%	5%
Total	3	4	6	9	32	10	64		

(*) Including inter-agency transfers

11. Table 3 below also shows that the rate of appointments with promotion for Europe and North America remained equally high over the same period.

Table 3: Appointments with promotion to geographical and non-geographical posts
(based on movement-of-personnel data published by HRM)

Appointments with promotion									
From 1 July 2022 to 30 June 2023									From 1 July 2021 to 30 June 2022
Regional group	D-1	P-5	P-4	P-3	P-2	P-1	Total	%	%
Europe and North America	1	2	3	3	3	-	12	29%	29%
Eastern Europe	-	1	2	2	-	-	5	12%	16%
GRULAC	-	1	2	1	-	1	5	12%	13%
ASPAC	-	1	8	3	-	-	12	29%	22%
Africa	-	2	1	2	-	1	6	14%	16%
Arab States	-	1	1	-	-	-	2	4%	4%
Total	1	8	17	11	3	2	42		
Non-Member States									
United States of America	-	1	-	-	-	-	1		
Israel	1	-	-	-	-	-	1		

12. A comment is in order with regard to the appointment data as presented by the Administration in table 2 of the document in question. The percentages therein do not appear to be accurate, as they do not correspond to the figures in the right-hand column. We urge the Administration to correct this error or, if necessary, to provide an explanation which would enable us to understand and use these data appropriately.

13. Finally, with regard to the representation of staff at Director level and above, it is unfortunate that the trend is the opposite of what was sought. Table 4 shows that there were six separations corresponding to the Europe and North America group; they were immediately “offset” by nine appointments within the same group. This is certainly not the way to reverse the trend. We will be closely monitoring the new data which will be presented to the Board, as announced by the Administration in paragraph 12 of its document.

14. More generally, ISAU must continue to stress that geographical imbalances are also found in the distribution of groups within grades, which means that there are problems not only with recruitment (which is both internal and external), but also, and especially, with promotion. Such a situation must be taken as a serious symptom which indicates that nationals from certain groups have career opportunities which are effectively closed to others, exposing UNESCO to possible accusations of discriminatory practices, which would be an unacceptable risk in view of the Organization's mandate. This situation is worrying and requires greater attention on the part of the Administration, which must set an example in this area.

15. Considering the set of criteria applicable for the analysis of geographical distribution within the Secretariat, it bears noting that, in its report on human resources (IOS/EVS/PI 207, March 2023), the Division of Internal Oversight Services (IOS) had indicated that other United Nations organizations and programmes classified countries according to world groups, such as the global South. It would be advisable for the Administration to present the data in this way, if only on an experimental basis.

B. Other measures for remedying the geographical imbalance

16. ISAU applauds the Young Professionals Programme (YPP), whose importance lies not only in its direct impact in terms of geographical distribution of staff, but also in the fact that it reflects the image and culture which UNESCO must promote in this area, as an employer in a highly competitive job market. More specifically, with regard to the use and effectiveness of the recruitment pool, we encourage the Administration to remove any obstacles it believes to have hampered its effectiveness, and to consider other means of outreach and recruitment if the pool proves to be insufficient. The flexibility and agility required of staff must also permeate all the Administration's practices.

17. In this respect, we look forward to learning about the results of the new Young Professionals Programme launched in the summer of 2023. On that subject, we believe that the coaching and mentoring programme currently being established for the 2021-2022 cohort of young Professionals should also cover the new cohort arriving in 2023. Personal and professional support which begins **right from the start of a young Professional's experience** at the Organization, rather than two or three years after his/her arrival, would be more relevant and useful, especially given the increased mobility of young Professionals today.

18. As far as raising awareness among Assistant Directors-General (ADGs) and Directors is concerned, ISAU believes that the recommendations it has been making for years have had little effect, an observation corroborated by the fact that, as pointed out by IOS, the Bureau of Human Resources Management (HRM) is often absent from recruitment interviews, for example. The sectors' recruitment processes should be subject to regular recruitment audits, the summaries of which would be presented to the Member States, which would then be able to hold the sectors directly to account for their practices and decisions, particularly as regards P-1 to P-4 posts, which fall under their almost exclusive supervision, on account of HRM's relative passivity, observed by IOS.

19. Finally, we would like to draw the attention of the Member States, which, as we know, are all very attached to the principle of equitable geographical distribution, to the need to establish a paid internship programme, as many other international organizations have done, changing their practice in this regard in recent years. This measure, which is necessary to the rebalancing of geographical representation, is also essential to preserving — or even restoring — UNESCO's image as an employer which is concerned about the well-being of its staff and which applies the principles and values which it itself advocates.

Part II – Gender balance

20. The gender balance of UNESCO staff remains at a commendable level and should continue to serve as an example for other United Nations organizations and agencies.

21. However, at the risk of repeating ourselves, we wish to stress, once again, the importance of adopting and implementing concrete measures to achieve parity at the following levels: P-5, Director and above. In fact, the number of women at the P-5, D-1 and ADG levels has fallen as compared to the number in **June 2022**, contrary to what might be suggested by the data in table 5 of the Administration's document, which takes January 2022 data into account. Here again, ISAU calls for data to be carried over from one year to the next to enable objective comparison. Consequently, when efforts to increase the representation of women at the P-5 level and above are reported, we would like to see these efforts translate into results and progress from one year to the next.



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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

Pursuant to 215 EX/Decision 5.IV.C, this document contains detailed information on the situation concerning the geographical distribution and gender balance of Secretariat staff, as well as a report on the follow-up to the measures which were recommended by the Executive Board with regard to geographical distribution and were adopted by the General Conference by 41 C/Resolution 64.

This document also contains information on the impact of the return of the United States of America as a Member State, as well as an update of the Organization's geographical distribution, which takes into account the United States.

Decision required: paragraph 22.



Job: 202302743

INTRODUCTION

1. In accordance with the decision which was adopted by the Executive Board at its 215th session and which concerns the geographical distribution and gender balance of staff, this document is divided into two parts:

- **Part I** discusses the **geographical distribution of staff** as at July 2023, the date of the return of the United States of America as a Member State, and includes information on the impact of this return on geographical distribution.
- This report reviews the implementation of the measures adopted by the General Conference in November 2021, following the report by the Executive Board's Working Group on Geographical Distribution (the date of January 2022 corresponds to the starting point for the implementation of the measures adopted by the General Conference), as well as the progress made over the period from January 2022 to July 2023. This takes into account, inter alia, the following:
 - the increase in the representation rate, from 78% to 80% of Member States represented;
 - the achievement of the objective of 40% of Member States normally represented;
 - a 48% rate of appointment of external candidates from non- or under-represented Member States (very close to the objective of 50%).
- From a longer-term perspective, one notable positive development is the reduction in the percentage of Directors and Assistant Directors-General (ADGs) from Group I: the percentage went from 40% in 2018 to 36% in July 2023¹.
- An update on the pilot phase of the Mid-Level Professionals Programme (MLPP) is also included in this document.
- **Part II** covers the situation with regard to **gender balance** as at July 2023 and provides information on the progress made since January 2022.

2. Annexed hereto, you will find the following information on geographical representation as at July 2023:

- Annex I provides information regarding staff members in geographical and non-geographical 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 January 2022;
- Annex IV provides information on recruitment for geographical and non-geographical posts by sector, grade and nationality since January 2022 (216 EX/Decision 5.III A).

¹ Including Directors from non-Member States.

PART I – GEOGRAPHICAL DISTRIBUTION OF STAFF

Impact of the return of the United States as a Member State

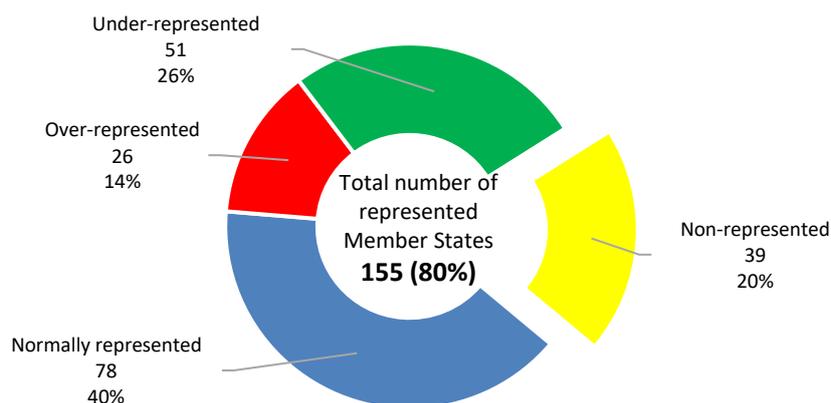
3. As a result of the return of the United States on 10 July 2023, UNESCO now has 194 Member States. A new scale of Member States' contributions is therefore being used to calculate geographical distribution; it takes into account the United States' assessed contribution of 22%. The result is a redistribution of the base figure (850 geographical posts), with the United States allocated a quota of a maximum of 76 posts/minimum of 46 posts. As a result, the quotas have been reduced for 38 Member States (Annex I), four of which are now over-represented (Brazil, Canada, Japan and the United Kingdom of Great Britain and Northern Ireland), and three of which are now normally represented (Indonesia, Kazakhstan and Türkiye). The impact on overall representation is limited: the number of under- and normally represented countries has decreased slightly (by 2 units and 1 unit, respectively), and that of over-represented countries has increased by 4 units. The overall representation rate remains at 80% and that of normally represented States, at 40%.

Situation as at July 2023 – overall representation

4. In July 2023, 80% of UNESCO's 194 Member States were represented, making for an increase of 2 percentage points since January 2022 (78%). During this period, eight Member States became represented (Angola, Armenia, Barbados, Cabo Verde, Costa Rica, Luxembourg, Sri Lanka and Tajikistan). At the same time, four Member States became non-represented (Haiti, Lesotho, Maldives and Peru), following unforeseen separations.

5. This puts UNESCO in third place in the United Nations common system in terms of representation, just behind the Secretariat of the United Nations 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.

Chart 1: Geographical distribution (July 2023)



6. If we also take into account 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 six more Member States than are included in the geographical distribution, namely, Andorra, Bahamas, Haiti, Malta, Peru and Chad.

Progress made in the achievement of targets between January 2022 and July 2023

7. Equitable geographical representation is a priority for the Director-General, and continuous efforts are being made to improve its achievement. Since January 2022, the implementation of the recommendations of the Working Group on Geographical Distribution has also clearly resulted in progress towards more balanced geographical distribution. The recruitment campaign for young Professionals, the Mid-Level Professionals Programme (MLPP) and increased outreach efforts have all contributed to this.

The progress achieved is described below.

- An increase in the representation rate: from 78% of Member States represented in January 2022 to 80% represented by July 2023.
- Achievement of the target of 40% of Member States normally represented, with a very significant increase of 10 units (from 68 to 78) and 5 percentage points (35% to 40%) (table 1).
- A very significant decrease in the number of under-represented countries: from 62 to 51, or 11 fewer units and 6 percentage points down (from 32% to 26%) (table 1).
- A rate of 48% of external appointments from non- and under-represented countries to geographical posts, close to the target of 50% at the time of writing (table 2).
- A sharp decrease in the appointment of candidates from over-represented countries to geographical posts (from 21 to 8) and an increase in the appointment of candidates from normally represented countries (from 27 to 40), as compared to the numbers, in all sectors, for the biennium 2020-2021 (table 2).

**Table 1 – Evolution of geographical distribution
(January 2022 and July 2023)**

Representation status	Number of Member States		Difference in the number of Member States (January 2022 - July 2023)
	January 2022	July 2023	
Normally represented	68 (35%)	78 (40%)	+10
Over-represented	21 (11%)	26 (14%)	+5
Under-represented	62 (32%)	51 (26%)	-11
Total number of represented Member States	151 (78%)	155 (80%)	+4
Non-represented	42 (22%)	39 (20%)	-3
Total number of Member States	193	194	+1

Table 2: Geographical appointments (P/D) from January 2022 to July 2023

	Number of appointments	%
Non-represented	8	10%
Under-represented	36	39%
Non- and under-represented	44	48%
Normally represented	40	41%
Over-represented	8	9%
Total	92	100%

Report on measures taken to improve geographical distribution

8. In January 2022, the Bureau of Human Resources Management (ADM/HRM) began implementing the measures decided by the General Conference pursuant to the recommendations of the Working Group on Geographical Distribution, which contributed to the improvements noted above. Measures which have had a positive impact on geographical representation include:

- **Young Professionals Programme (YPP).** During the biennium 2021–2022, a total of 12 young Professionals were recruited. Eight were from under-represented countries (China, India, Namibia, Poland, Russian Federation, Singapore and Somalia) and four from non-represented countries (Angola², Armenia, Dominican Republic³ and Sri Lanka). Of these, five were recruited from the pool created following the recruitment campaign; said pool is systematically consulted when recruiting for P-1/P-2 posts. Of these 12 young Professionals, eight were assigned to programme sectors (Culture, 2; Natural Sciences, 2; Education, 2 [including one at the International Institute for Educational Planning]; Social and Human Sciences, 1; Communication and Information, 1; three were appointed to the Sector for Administration and Management [ADM] and one to the Priority Africa and External Relations Sector [PAX]).
- The General Conference had requested that a minimum of 10 P-1/P-2 posts be reserved, per biennium, for each cohort of young Professionals, or 70% of P-1/P-2 vacancies (if that number was the higher of the two). The latter percentage could not be achieved because not all P-1/P-2 posts vacant during the biennium could be filled from the pool, as the profiles in the pool did not correspond to the profiles required for the vacant posts. Six of these posts were thus filled internally, by means of the promotion of General Service (GS) staff, and of the 10 posts recruited externally, four were filled by candidates from under-represented countries. To achieve this objective and increase the number of P-1/P-2 posts filled by young Professionals, the Recruitment and Staffing Section plans to take measures such as publishing more generic profiles by sector, so as to build up a wider pool of qualified candidates.
- The new Young Professionals Programme for 2023–2024 will be launched in the summer of 2023, in close cooperation with the National Commissions concerned and with a view to having the new cohort of young Professionals take up duties in the first quarter of 2024. Within the framework of the revised budget (document 42 C/5), the sectors were asked to include at least one young Professional post in their staffing proposals.

² Two young Professionals from Angola were appointed.

³ This is an appointment to a non-geographical post (Project Appointment).

- One of the measures endorsed by the General Conference concerned the establishment of a coaching and mentoring programme, particularly for young Professionals. This programme is currently being organized by the Recruitment and Staffing Section for the 2021–2022 group of young Professionals; it involves teams with former young Professionals, who responded enthusiastically to a call for mentors issued by the Bureau of Human Resources Management. In addition, a Youth Focal Point (YFP) has been established in the Recruitment and Staffing Section in order to provide advice and guidance, and to monitor young Professionals' career paths.
- **The Mid-Level Professionals Programme (MLPP).** The MLPP was launched in 2022 with the advertising of five post vacancies (two P-4s and three P-3s) for a two-month period. This was accompanied by outreach targeted at non- and under-represented countries, and by support from Member States, National Commissions and Heads of Office in the countries concerned. An MLPP webinar attracted over 350 participants of 73 different nationalities. The Recruitment and Staffing Section also conducted direct searches for candidates via LinkedIn and ran campaigns on social networks. The MLPP enabled the recruitment of three professionals (two P-3s and one P-4) from non-represented countries (Costa Rica, Barbados and Tajikistan), having a direct impact on geographical representation. The other two posts were filled by internal promotion and included that of a former young Professional. In light of the positive results of the programme, which is unique in the United Nations system, the decision was made to continue the MLPP and to advertise other posts in the second half of 2023. In order to ensure a sufficient number of posts, the sectors have been asked to include at least one post for the MLPP in the revised budget (document [42 C/5](#)).
- **The target of 50% of external appointments to geographical posts from non- and under-represented Member States for the 2022–2023 biennium.** This measure was adopted by the General Conference at its 41st session. Since January 2022, and as at the time of the writing of this report, this target has nearly been met: 48% of appointments to geographical posts from non- and under-represented countries (this includes young Professionals and mid-level Professionals) (table 2).
- While appointments of candidates from non- and under-represented countries are in the majority (48%), appointments of candidates from over-represented countries to geographical posts have remained very limited over the same period (eight appointments). Since January 2022, these appointments (including P-1 to P-4 posts which fall under the authority of Assistant Directors-General) require the approval of the Director-General. Each such appointment must have ample justification which shows that it was not possible to recommend an equally competent internal candidate or candidate from a normally, under- or non-represented country. There is no doubt that this measure has helped to reduce the number of appointments from over-represented countries.
- As requested by the General Conference, ADGs and Directors have been made keenly aware of the importance of diverse geographical representation in their sectors/offices, at all levels. As recruitment for P-1 to P-4 posts is the responsibility of the ADGs, the Bureau of Human Resources Management has established regular follow-up sessions on this matter, reminding the ADGs of their role and responsibility in achieving the 50% target.
- In accordance with 215 EX/Decision 5 IV.C (paragraph 8), table 3 below shows the progress made, according to the corresponding performance indicators, towards achieving greater geographical distribution in each sector/office. The table includes appointments to geographical posts from January 2022 to the date of the drafting of this report. Internal appointments are also indicated; although they have no impact on geographical distribution, they do enable us to assess the total recruitment volume in the sector/office concerned.

Table 3: Progress towards the target of 50% of appointments to geographical posts by sector/office (January 2022 to July 2023)

Sector/Office	% of non- and under-represented appointments	Total external appointments	Total internal appointments
Education	45%	11	7
Natural Sciences	64%	11	8
Intergovernmental Oceanographic Commission	67%	3	1
Social and Human Sciences	36%	11	9
Culture	43%	7	7
Communication and Information	60%	5	2
Priority Africa and External Relations Sector	55%	11	18
Sector for Administration and Management	43%	23	9
Division for Communications and Public Engagement	33%	3	1
Gender Equality Division	0%	1	1
Bureau of Strategic Planning	67%	3	1
Division of Internal Oversight Services	50%	2	-
Office of International Standards and Legal Affairs	0%	1	-
Office of the Director-General	-	-	2
Total	48%	92	66

- As the figures above show, the percentages vary from one sector to another. These results are, of course, dependent on the availability, over a given period, of qualified candidates who meet the requirements of the posts in question. In any case, these figures confirm that all ADGs/Directors of offices are fully aware of the need to diversify external recruitment and that they have made continuous efforts to recruit candidates from non- and under-represented countries. In this respect, they have all contributed to the overall result of 48%.

9. Other measures adopted by the General Conference have also been implemented, as indicated below.

- **Talent pools.** These pools, made up of pre-selected candidates from non- and under-represented countries, are in the process of becoming operational. They are established by sector profile, and they contain candidates who have agreed to be included therein (for a period of two years). A pool is consulted when a post corresponding to its profile is advertised, and candidates are then invited to apply. Candidates (of all nationalities) who have been interviewed for posts and shortlisted are also included in these pools.
- **Feedback to candidates.** The Recruitment and Staffing Section systematically provides feedback to candidates who have been interviewed, including external candidates. This detail, which is not common at other agencies, is much appreciated by the candidates.
- **Outreach activities.** These activities have continued since January 2022, particularly by the systematic use of professional online networks such as LinkedIn not only to publicize vacancies, but also to conduct direct searches (via the "Recruiter" function on LinkedIn) and contact potential candidates who are not already looking for a position at UNESCO. The network of field offices has also been called upon to publicize vacancies. Promotional activities targeting young graduates continued with the organization of webinars (Hiroshima University and Harvard University) and participation, with other United Nations agencies, in

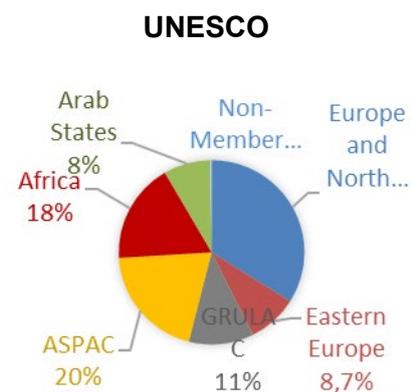
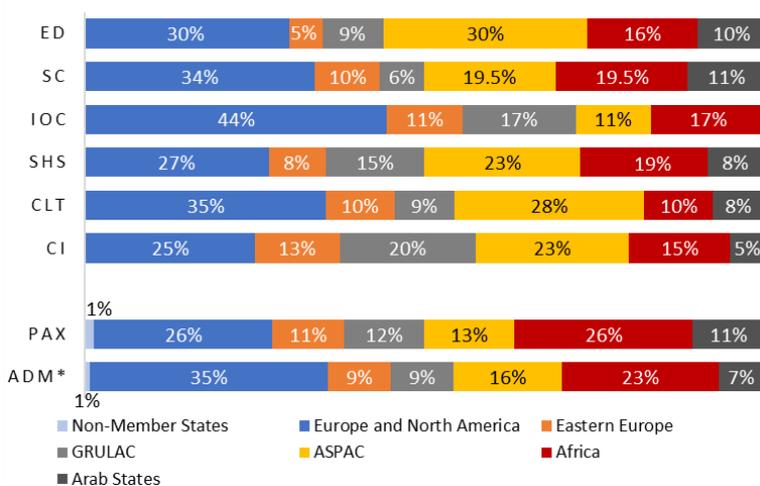
international career fairs. Career fairs included those held at Sciences Po and in the Republic of Korea in July 2023. Virtual job fairs were also hosted, in conjunction with other agencies; one targeted women applicants for management positions, and the other more specifically targeted candidates from the Arab States. For some posts at the P-5 level and above, the use of recruitment communication partners (used by other United Nations agencies) was also helpful in ensuring wider press coverage. While all these campaigns are not aimed exclusively at applicants from non- and under-represented countries, their wider distribution nonetheless helps to expand the pool of applicants. In 2022, the number of applications from non- and under-represented countries rose by 12.3% as compared to the number in 2021.

- In addition to the aforementioned activities, the **outreach strategy** developed by the Recruitment and Staffing Section also includes the establishment of targeted campaigns, with non- and under-represented Member States, to attract applications from qualified candidates. In order to launch these campaigns, the permanent delegations and National Commissions concerned either have been or soon will be contacted.
- Improved outreach also depends on the improvement of the Organization's Careers recruitment web page: its visuals, functionalities, available information and branding in general. A benchmarking exercise was conducted, after which, recently, this project was launched; improvements are scheduled for completion by the end of 2023.
- **Inter-agency collaboration.** In order to benefit from the networks of other agencies in the United Nations common system, the Recruitment and Staffing Section is part of the “OneUN, Diverse Talents” network, which brings together human-resources professionals from over 20 institutions, programmes and funds. It is also active in the inter-agency working group on recruitment, which enables discussions on practices and innovations.

Geographical representation of sector staff (geographical posts)

10. This is broken down by regional groups. Overall, nationals from Europe and North America are the most numerous; the only exception is in the Education Sector, where the Asia and the Pacific Group is the most represented. Trends have remained unchanged since January 2022.

Chart 2: Distribution by regional group in the sectors⁽¹⁾ (July 2023)



(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

11. In January 2022, the number of staff members at Director level and above in geographical posts was 57. From January 2022 to July 2023, the Europe and North America group had three additional Directors and the Latin American and Caribbean group (GRULAC) had one additional Director. The Africa group had one fewer. Table 4 shows the various staff movements at Director level by regional group.

Table 4: Evolution of geographical distribution of staff at Director level and above, by regional group (January 2022 to July 2023)

Regional group	Geographical posts at Director level and above				Non-geographical posts at Director level and above** (July 2023)	
	January 2022	July 2023	Staff movements at Director level			Difference between January 2022 and July 2023
			Appointments*	Separations		
Europe and North America	18 (31%)	21 (34%)	9*	6	+3	6
Eastern Europe	5 (9%)	5 (8%)	-	-	-	-
GRULAC	7 (12%)	8 (13%)	2	1	+1	2
ASPAC	8 (14%)	8 (13%)	1	1	-	3
Africa	10 (17%)	9 (15%)	1	2	-1	2
Arab States	9 (15%)	9 (15%)	1	1	-	-
Total	57	60	14	11	+3	13
Non-Member States	1 (2%)	1 (2%)	1	-1*	-	-

(*) Including the transfer of a Director having United States nationality; the United States went from being a non-Member State to being part of the Europe and North America group.

(**) Including the Directors of category 1 institutes, the Director of the Global Education Monitoring Report Team (a Project Appointment), and three Directors on temporary contracts.

12. This table does not include Directors who have been appointed but have not yet taken up their duties and/or are awaiting accreditation. Updated data will be available at the session of the Executive Board.

External appointments to geographical posts and non-geographical posts

13. In accordance with 216 EX/Decision 5.III.A, we provide, in Annex IV, data on external recruitment from January 2022 to July 2023 for geographical and non-geographical posts at grade P-1 and above, broken down by sector, level and nationality.

PART II – STAFF GENDER BALANCE

14. This section provides an update on gender balance in the Secretariat, as well as information on the progress made in achieving gender parity at all levels, including the Director category 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 for their posts (geographical and non-geographical), as well as project appointment (PA) personnel.

Situation as at July 2023 (table 5)

15. Overall, the average rate of representation of women in the Professional category and above (P/D) at UNESCO is 55%, which is higher than the average rate in the United Nations system, which is 48%⁴. In the Secretariat as a whole, women are in the majority (56%): they account for 59% of General Service category staff; 49% of National Professional Officers (NPOs); 56% of Professional (P) staff; and 41% of posts at the Director level and above. While there is a slight majority of women in the P-3 and P-4 grades, efforts need to be made to increase the number of men at junior level (P-1/P-2) 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 remained stable since January 2022, at 40%. The percentage of women at Director level and above at UNESCO (41%) is down slightly from January 2022 (43%). Nevertheless, UNESCO remains the leading United Nations specialized agency, ahead of the International Labour Organization (38%), World Health Organization (36%), World Intellectual Property Organization ([WIPO] 33%) and Food and Agricultural Organization of the United Nations (28%).

17. The Secretariat will continue its efforts to recruit more women to Director posts, as well as at the P-5 level, both internally and externally, by means of measures including UNESCO's participation in online recruitment campaigns and targeted searches, in order to attract applications from qualified women.

Table 5: Distribution by gender and by grade

Regular programme and extrabudgetary funds (January 2022 – July 2023)

	January 2022					July 2023					Variance %W
	W	%W	M	%M	Total	W	%W	M	%M	Total	
DDG	-	-	1	100%	1	-	-	1	100%	1	-
ADG	3	33%	6	67%	9	2	25%	6	75%	8	-8%
D-2	6	35%	11	65%	17	6	43%	8	57%	14	+8%
D-1	21	49%	22	51%	43	21	45%	26	55%	47	-4%
Total D	30	43%	40	57%	70	29	41%	41	59%	70	-2%
P-5	54	40%	80	60%	134	57	40%	84	60%	141	-
P-4	134	50%	133	50%	267	141	52%	130	48%	271	+2%
P-3	178	52%	165	48%	343	205	56%	161	44%	366	+4%
P-2/P-1	180	63%	105	37%	285	193	68%	91	32%	284	+5%
Total P	546	53%	483	47%	1,029	596	56%	466	44%	1,062	+3%
Total D/P	576	52%	523	48%	1,099	625	55%	507	45%	1,132	+3%
Total NPO	100	51%	98	49%	198	106	49%	112	51%	218	-2%
Total GS	578	60%	391	40%	969	561	59%	392	41%	953	-1%
Total UNESCO	1,254	55%	1,012	45%	2,266	1,292	56%	1,011	44%	2,303	+1%

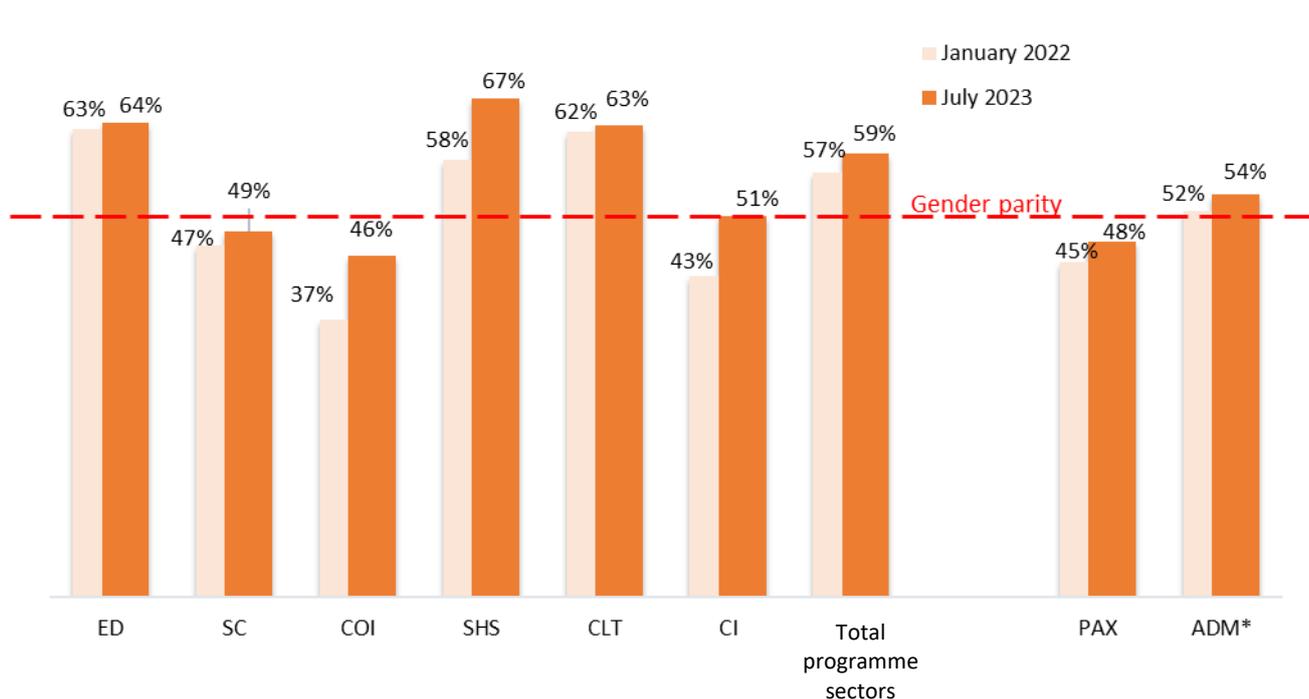
⁴ Staff statistics 31 December 2022 - CEB

Gender parity progress by sector (P/D)

18. As at July 2023, the Social and Human Sciences Sector (SHS) had the highest percentage of women (67%), followed by the Education Sector (ED) (64%), the Culture Sector (CLT) (63%) and the Sector for Administration and Management (ADM) (54%). Significant progress was made in all the other sectors: the Communication and Information Sector (CI), which reached parity (51%); Natural Sciences Sector (SC), closer to parity (from 47% to 49%); Priority Africa and External Relations Sector (PAX) (from 45% to 48%) and, finally, the Intergovernmental Oceanographic Commission (IOC), with an increase of 9 percentage points (from 37% to 46%).

Chart 3: Gender parity in Professional and Director posts (P/D) by sector⁽¹⁾

Regular programme and extrabudgetary funds (January 2022 – July 2023)



(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 – CONCLUSION

19. As at July 2023, 155 out of 194 Member States (80%) were represented at UNESCO, and 55% of staff members in Professional or Director-level (P/D) posts in the Organization were women. This makes UNESCO one of the leading agencies in terms of gender parity. At P-5 level, the percentage of women has remained stable (40%) since January 2022. At Director level, the representation of women is 41%, although UNESCO remains at the top of the list of United Nations specialized agencies.

20. With regard to geographical representation, the measures decided upon by the General Conference in response to the Executive Board's recommendations have contributed to the positive trend observed. The 2021 Young Professionals Programme and the Mid-Level Professionals Programme (MLPP) launched in April 2022 resulted in the recruitment of seven nationals of non-represented Member States and eight nationals of under-represented Member States. These programmes will be continued. However, they 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 bienniums to reach the representation target of 85% of Member States.

21. The new Human Resources Management Strategy for 2023–2027 includes the long-term objective of geographic diversity in the Organization’s activities, as well as that of gender parity. Sustained actions aimed at improving geographical distribution, as well as initiatives to help reach the parity target, particularly at the level of Directors are included therein. The success of these actions relies on the support and assistance of Member States.

Proposed draft decision

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

The Executive Board,

1. Recalling 215 EX/Decision 5.IV.C and 41 C/Resolution 64,
2. Having examined document 217 EX/4.IV.B,
3. Takes note of the information provided by the Director-General on the situation concerning the geographical distribution and gender balance of staff as at July 2023;
4. 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;
5. 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 make every effort to achieve this objective over the 2022-2023 biennium;
6. Also requests the Director-General to submit to it at its 220th session a report on geographical distribution and gender balance.

ANNEX I

GEOGRAPHICAL DISTRIBUTION – STAFF MEMBERS IN GEOGRAPHICAL AND NON-GEOGRAPHICAL POSTS (JULY 2023)



: 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	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total	Max.	Min.	Situation	D/P		NPO	GS			Total		
																HQ	Field		HQ	Field				
Afghanistan	AFG	Group IV					1	1					2	4	2	=			5		9	14	16	
Albania	ALB	Group II				1							1	4	2	-					1	1	2	
Algeria	DZA	Group V(b)						1	1	2			4	4	3	=	6	1			14	1	22	26
Andorra	AND	Group I												4	2	O	1						1	1
Angola	AGO	Group V(a)								1			1	4	2	-			1				1	2
Antigua and Barbuda	ATG	Group III								1			1	4	2	-								1
Argentina	ARG	Group III			1	1	2	4	2	1			11	6	4	+	5	5	8		6	24	35	
Armenia	ARM	Group II								1			1	4	2	-				1		1	2	
Australia	AUS	Group IV				1	1	3	2	2			9	11	6	=	3	2			4	1	10	19
Austria	AUT	Group I					1	2		1			4	6	3	=	2	1			2		5	9
Azerbaijan	AZE	Group II						1	1	1			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							1	1			2	5	3	-		1	1		4		6	8
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	7			1		11	22
Belize	BLZ	Group III								1			1	4	2	-								1
Benin	BEN	Group V(a)						2		3			5	4	2	+	3	3	3	1	1		11	16
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		2		3	5
Botswana	BWA	Group V(a)							1				1	4	2	-		1	1				2	3
Brazil	BRA	Group III				2	3	1	2	5			13	11	7	+	11	3	10	4	7		35	48
Brunei Darussalam	BRN	Group IV												4	2	O								

Member States	Code	Group	Staff members in geographical posts												Total
			DDG	ADG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total	Max.	Min.	
Bulgaria	BGR	Group II						1		1		2	4	2	=
Burkina Faso	BFA	Group V(a)					1		2		3	4	2	=	
Burundi	BDI	Group V(a)						2	1		3	4	2	=	
Cabo Verde	CPV	Group V(a)					1				1	4	2	-	
Cambodia	KHM	Group IV					1			2	3	4	2	=	
Cameroon	CMR	Group V(a)			2		2	4	1	1	10	4	2	+	
Canada	CAN	Group I				1	5	4	2	3	15	12	7	+	
Central African Republic	CAF	Group V(a)										4	2	O	
Chad	TCD	Group V(a)										4	2	O	
Chile	CHL	Group III		1			1	1		1	4	5	3	=	
China	CHN	Group IV	1			1	2	5	5	3	17	62	37	-	
Colombia	COL	Group III			1		2	1	2		6	5	3	+	
Comoros	COM	Group V(a)					1	1			2	4	2	=	
Congo	COG	Group V(a)		1			1		1	1	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)					1	2			3	4	2	=	
Croatia	HRV	Group II						1			1	4	2	-	
Cuba	CUB	Group III				1		1	1		4	4	2	=	
Cyprus	CYP	Group I						1			1	4	2	-	
Czechia	CZE	Group II							2	1	3	5	3	=	
Democratic People's Republic of Korea	PRK	Group IV					1	1			2	4	2	=	
Democratic Republic of the Congo	COD	Group V(a)				1	1	1	1	2	6	4	3	+	
Denmark	DNK	Group I				1	2	1			4	5	3	=	
Djibouti	DJI	Group V(a)					1				1	4	2	-	
Dominica	DMA	Group III							1		1	4	2	-	
Dominican Republic	DOM	Group III										4	2	O	
Ecuador	ECU	Group III					1		2	1	4	4	2	=	
Egypt	EGY	Group V(b)				2	1	1	1	1	6	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		2	4	2	=	
Ethiopia	ETH	Group V(a)					1		2	3	6	4	3	+	

Staff members in non-geographical posts						Total
D/P		NPO	GS		Total	
HQ	Field		HQ	Field		
1			4		5	7
	4	2		1	7	10
1		1	4	1	7	10
	1				1	2
		2	2	7	11	14
1	5	4	5	7	22	32
10	8		2	6	26	41
	1	1		1	3	3
1	1	1	3	7	13	17
30	6	2	9	7	54	71
4	1		1	1	7	13
			1		1	3
1		1	2	6	10	14
						1
		2		4	6	7
1		5	2	5	13	16
	1	1		3	5	6
		7		7	14	18
						1
						3
						2
		3		4	7	13
						4
		1	1		2	3
	1				1	2
			1		1	1
1	1	3		6	11	15
2		2	1	8	13	19
			1		1	1
						1
						1
		1			1	3
		7	2	16	25	31

Member States	Code	Group	Staff members in geographical posts											Total	Max.	Min.	Situation
			DDG	ADG	D-2	D-1	P-5	P-4	P-3	P-2	P-1						
Fiji	FJI	Group IV						1				1	4	2	-		
Finland	FIN	Group I					2	3		1		6	5	3	+		
France	FRA	Group I			2	3	10	12	16	13	1	57	18	11	+		
Gabon	GAB	Group V(a)						1	2			3	4	2	=		
Gambia	GMB	Group V(a)					1		2			3	4	2	=		
Georgia	GEO	Group II						1	1			2	4	2	=		
Germany	DEU	Group I			1	1	4	5	10	2		23	24	14	=		
Ghana	GHA	Group V(a)					1		1			2	4	2	=		
Greece	GRC	Group I					1	1	4	2		8	5	3	+		
Grenada	GRD	Group III						1				1	4	2	-		
Guatemala	GTM	Group III											4	2	O		
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											4	2	O		
Honduras	HND	Group III						1	1	1		3	4	2	=		
Hungary	HUN	Group II			1				2			3	4	3	=		
India	IND	Group IV				3	2		1	3		9	16	10	-		
Indonesia	IDN	Group IV					1	1	1	1		4	7	4	=		
Iran (Islamic Republic of)	IRN	Group IV					1	1	1	1		4	5	3	=		
Iraq	IRQ	Group V(b)							1			1	4	3	-		
Ireland	IRL	Group I					1	1				2	5	3	-		
Iceland	ISL	Group I											4	2	O		
Italy	ITA	Group I		1		4	4	8	7	3		27	14	9	+		
Jamaica	JAM	Group III							1	1		2	4	2	=		
Japan	JPN	Group IV			1	1	3	15	13	1		34	30	18	+		
Jordan	JOR	Group V(b)						2		1		3	4	2	=		
Kazakhstan	KAZ	Group IV							2			2	4	2	=		
Kenya	KEN	Group V(a)						3	1	1		5	4	2	+		
Kyrgyzstan	KGZ	Group IV						1	2			3	4	2	=		
Kiribati	KIR	Group IV											4	2	O		
Kuwait	KWT	Group V(b)											4	3	O		
Lao People's Democratic Republic	LAO	Group IV						2				2	4	2	=		
Latvia	LVA	Group II						1	1			2	4	2	=		
Lebanon	LBN	Group V(b)				1		3	4			8	4	2	+		
Lesotho	LSO	Group V(a)											4	2	O		

Staff members in non-geographical posts						Total
D/P		NPO	GS		Total	
HQ	Field		HQ	Field		
		1		3	4	5
1	1				2	8
76	20		259	4	359	416
		2	1	4	7	10
						3
						2
11	7		3	5	26	49
		8	2	5	15	17
5			2	1	8	16
						1
		1		3	4	4
			1		1	4
				1	1	2
	1	1	1	4	7	7
						3
1			1	1	3	6
5	1	11	2	17	36	45
		2		9	11	15
2	1	2	3	3	11	15
1	1	4	1	6	13	14
1	1		4		6	8
1					1	1
15	47		9	113	184	211
		1		6	7	9
12	2		2		16	50
2	3	6	2	5	18	21
1		4	1	5	11	13
4	3	4	2	10	23	28
1	2				3	6
						2
						2
	2	4	2	11	19	27
		1			1	1

Member States	Code	Group	Staff members in geographical posts											Total	Max.	Min.	Situation
			DDG	ADG	D-2	D-1	P-5	P-4	P-3	P-2	P-1						
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							2			2	4	2	=		
Madagascar	MDG	Group V(a)							1			1	4	2	-		
Malaysia	MYS	Group IV					1	2				3	5	3	=		
Malawi	MWI	Group V(a)					1					1	4	2	-		
Maldives	MDV	Group IV											4	2	O		
Mali	MLI	Group V(a)						2	1			3	4	2	=		
Malta	MLT	Group I											4	2	O		
Marshall Islands	MHL	Group IV											4	2	O		
Mauritius	MUS	Group V(a)				1	1		2			4	4	2	=		
Mauritania	MRT	Group V(b)					1	2				3	4	2	=		
Mexico	MEX	Group III		1			3	3	3	1		11	8	5	+		
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	=		
Montenegro	MNE	Group II							1			1	4	2	-		
Morocco	MAR	Group V(b)				1	1		2	2		6	4	2	+		
Mozambique	MOZ	Group V(a)				2						2	4	2	=		
Myanmar	MMR	Group IV						1				1	4	2	-		
Namibia	NAM	Group V(a)							1	1		2	4	2	=		
Nauru	NRU	Group IV											4	2	O		
Nepal	NPL	Group IV					1	3	1	1		6	4	2	+		
Netherlands	NLD	Group I					3		3			6	8	5	=		
New Zealand	NZL	Group IV						1	1			2	5	3	-		
Nicaragua	NIC	Group III							1			1	4	2	-		
Niger	NER	Group V(a)				1	1		2			4	4	2	=		
Nigeria	NGA	Group V(a)							1			1	6	3	-		
Niue	NIU	Group IV											4	2	O		
North Macedonia	MKD	Group II					1					1	4	2	-		
Norway	NOR	Group I					2					2	6	3	-		
Oman	OMN	Group V(b)								1		1	4	2	-		
Pakistan	PAK	Group IV					1	1		2		4	5	3	=		
Palau	PLW	Group IV											4	2	O		

Staff members in non-geographical posts						Total
D/P		NPO	GS		Total	
HQ	Field		HQ	Field		
						1
				1		3
				1		4
1						3
	1	2	2	1		7
	1					4
		1				2
	1	5	2	5		16
1						1
1			4			9
	1	1		1		6
1	1	3	6	3		25
						2
						1
5	1	3	9	6		30
		5		5		12
						1
		5	1	5		13
	3	2		3		14
1	1					8
1	2					5
						1
	1	2		1		8
1	2	3	3	7		17
			1			2
1						3
				2		3
1		5		6		16

Member States	Code	Group	Staff members in geographical posts											Total	Max.	Min.	Situation
			DDG	ADG	D-2	D-1	P-5	P-4	P-3	P-2	P-1						
Switzerland	CHE	Group I				1	1			1			3	7	4	-	
Syrian Arab Republic	SYR	Group V(b)				1	1			1			3	4	2	=	
Tajikistan	TJK	Group II								1			1	4	2	-	
Thailand	THA	Group IV						1					1	5	3	-	
Timor-Leste	TLS	Group IV												4	2	O	
Togo	TGO	Group V(a)						1	2		1		4	4	2	=	
Tonga	TON	Group IV												4	2	O	
Trinidad and Tobago	TTO	Group III					1						1	4	2	-	
Tunisia	TUN	Group V(b)		1		2		3	3	1			10	4	2	+	
Turkmenistan	TKM	Group IV						1					1	4	2	-	
Türkiye	TUR	Group I			1			1	2				4	7	4	=	
Tuvalu	TUV	Group IV												4	2	O	
Uganda	UGA	Group V(a)							2				2	4	2	=	
Ukraine	UKR	Group II							4	1			5	4	2	+	
United Arab Emirates	ARE	Group V(b)												6	3	O	
United Kingdom of Great Britain and Northern Ireland	GBR	Group I		1		1	7	3	6	2			20	18	11	+	
United Republic of Tanzania	TZA	Group V(a)						2					2	4	2	=	
United States of America	USA	Group I				1	4	3	3	1			12	76	46	-	
Uruguay	URY	Group III							1	1			2	4	2	=	
Uzbekistan	UZB	Group II					1	1					2	4	2	=	
Vanuatu	VUT	Group IV												4	2	O	
Venezuela (Bolivarian Republic of)	VEN	Group III							1				1	4	3	-	
Viet Nam	VNM	Group IV						2	1	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)						1	2				3	4	2	=	
Total			1	7	11	41	119	180	198	116	3	676					

Non-Member States

Israel	ISR					1		1					2				
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Staff members in non-geographical posts						Total
D/P		NPO	GS		Total	
HQ	Field		HQ	Field		
4	1		1		6	9
			3		3	6
1			1		2	3
		3	1	14	18	19
	2		4	2	8	12
	1				1	2
2	1		7		10	20
						1
4					4	8
	6	2	1		9	11
1			6		7	12
16	8	1	7	5	37	57
	1	7	1	5	14	16
4	4		4	2	14	26
		1	1	8	10	12
	1	3		3	7	9
		2		2	4	5
		3	2	4	9	13
	1		2		3	4
	1	4	1		6	8
	4	7	2	8	21	24
324	230	224	501	489	1,768	2,444
			1		1	3

(*) includes project appointments (PA), junior associate experts (JEA/JPO), secondments and temporary staff.

ANNEX II

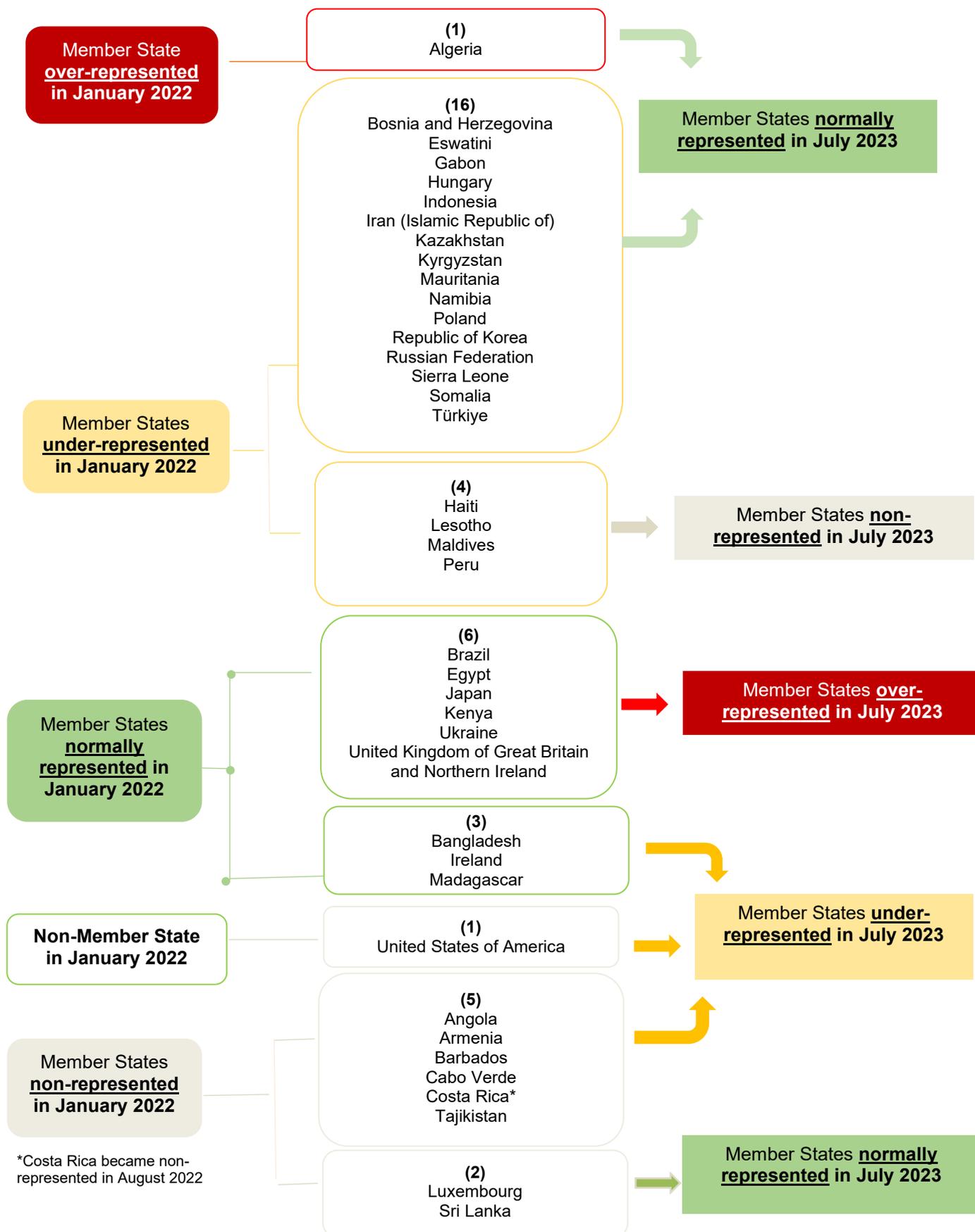
GEOGRAPHICAL DISTRIBUTION BY MEMBER STATE (JULY 2023)

NORMALLY REPRESENTED MEMBER STATES (78)			
Afghanistan	Eswatini	Malaysia	Saint Lucia
Algeria	Gabon	Mali	Seychelles
Australia	Gambia	Mauritania	Sierra Leone
Austria	Georgia	Mauritius	Slovenia
Azerbaijan	Germany	Mongolia	Somalia
Bolivia (Plurinational State of)	Ghana	Mozambique	Sri Lanka
Bosnia and Herzegovina	Guinea	Namibia	State of Palestine
Bulgaria	Honduras	Netherlands	Sudan
Burkina Faso	Hungary	Niger	Sweden
Burundi	Indonesia	Pakistan	Syrian Arab Republic
Cambodia	Iran (Islamic Republic of)		Togo
Chile	Jamaica	Paraguay	Türkiye
Comoros	Jordan	Philippines	Uganda
Congo	Kazakhstan	Poland	United Republic of Tanzania
Côte d'Ivoire	Kyrgyzstan	Portugal	Uruguay
Cuba	Lao People's Democratic Republic	Republic of Korea	Uzbekistan
Czechia	Latvia	Republic of Moldova	Viet Nam
Democratic People's Republic of Korea	Libya	Romania	Zambia
Denmark	Lithuania	Russian Federation	Zimbabwe
Ecuador	Luxembourg	Saint Kitts and Nevis	
OVER-REPRESENTED MEMBER STATES (26)			
Argentina	Democratic Republic of the Congo	Japan	South Africa
Belgium	Egypt	Kenya	Spain
Benin	Ethiopia	Lebanon	Tunisia
Brazil	Finland	Mexico	Ukraine
Cameroon	France	Morocco	United Kingdom of Great Britain and Northern Ireland
Canada	Greece	Nepal	
Colombia	Italy	Senegal	
UNDER-REPRESENTED MEMBER STATES (51)			
Albania	Croatia	Madagascar	Saudi Arabia
Angola	Cyprus	Malawi	Serbia
Antigua and Barbuda	Djibouti	Montenegro	Singapore
Armenia	Dominica	Myanmar	Slovakia
Bangladesh	Eritrea	New Zealand	Switzerland
Barbados	Estonia	Nicaragua	Tajikistan
Belarus	Fiji	Nigeria	Thailand
Belize	Grenada	North Macedonia	Trinidad and Tobago
Botswana	Guinea-Bissau	Norway	Turkmenistan
Cabo Verde	India	Oman	United States of America
China	Iraq	Papua New Guinea	Venezuela (Bolivarian Republic of)
Cook Islands	Ireland	Rwanda	Yemen
Costa Rica	Liberia	Sao Tome and Principe	

NON-REPRESENTED MEMBER STATES (39)			
Andorra	Guatemala	Micronesia (Federated States of)	San Marino
Bahamas	Guyana	Monaco	Solomon Islands
Bahrain	Haiti	Nauru	South Sudan
Bhutan	Iceland	Niue	Suriname
Brunei Darussalam	Kiribati	Palau	Timor-Leste
Central African Republic	Kuwait	Panama	Tonga
Chad	Lesotho	Peru	Tuvalu
Dominican Republic	Maldives	Qatar	United Arab Emirates
El Salvador	Malta	Saint Vincent and the Grenadines	Vanuatu
Equatorial Guinea	Marshall Islands	Samoa	

ANNEX III

**LIST OF MEMBER STATES WHOSE REPRESENTATION STATUS CHANGED BETWEEN
JANUARY 2022 AND JULY 2023**



ANNEX IV

EXTERNAL RECRUITMENT BETWEEN JANUARY 2022 AND JULY 2023 BY SECTOR,
GRADE AND NATIONALITY (GEOGRAPHICAL AND NON-GEOGRAPHICAL P/D POSTS)*Includes recent appointment decisions*

			ED	ED Institutes Cat. 1	SC	ICTP	IOC	SHS	CLT	CI	PAX	ADM	CPE	GEN	CISO	IOS	LA	Total
Angola	P-2	Geographical	-	-	-	-	-	1	-	-	-	1	-	-	-	-	-	2
Armenia	P-2	Geographical	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1
Australia	P-2	Geographical	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1
Barbados	P-4	Geographical	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
Belgium	D-1	Non-geographical	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Bosnia and Herzegovina	P-3	Geographical	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1
Brazil	P-5	Geographical	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2
	P-4	Geographical	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
	Total		2	-	-	-	-	-	-	-	-	1	-	-	-	-	-	3
Cabo Verde	P-5	Geographical	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1
Canada	P-3	Non-geographical	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1
	P-2	Geographical	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
	Total		-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	2
China	D-1	Geographical	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
	P-3	Geographical	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1
	P-3	Language officer	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1
	P-2	Geographical	1	-	-	-	-	-	-	-	-	-	1	-	-	-	-	2
	Total		1	-	1	-	-	-	-	1	-	1	1	-	-	-	-	5
Costa Rica	P-3	Geographical	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1
Egypt	D-1	Geographical	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1
	P-3	Geographical	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
	P-2	Geographical	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
	Total		1	-	1	-	-	-	-	-	-	1	-	-	-	-	-	3
Ecuador	P-5	Geographical	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1
Eswatini	P-3	Geographical	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
France	P-5	Geographical	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	2
	P-3	Geographical	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
	P-3	Non-geographical	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1
	P-2	Geographical	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
	Total		-	-	-	1	-	1	-	-	-	2	-	-	-	-	1	5
Gabon	P-3	Geographical	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1
Germany	D-2	Geographical	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	P-5	Non-geographical	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1
	P-4	Geographical	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
	P-3	Geographical	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	2
	Total		-	-	-	1	-	1	-	-	-	2	-	-	1	-	-	5
Ghana	ADG	Geographical	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1
	P-5	Geographical	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
	Total		-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	2
Hungary	P-3	Geographical	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1
India	P-3	Geographical	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1
	P-2	Geographical	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	2
	Total		-	-	-	-	-	-	1	1	-	1	-	-	-	-	-	3
Indonesia	P-5	Geographical	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
Iran (Islamic Republic of)	P-5	Geographical	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1
	P-4	Geographical	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
	Total		1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	2
Ireland	P-4	Non-geographical	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1
Italy	P-3	Non-geographical	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1
Japan	P-3	Geographical	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1
Kenya	P-2	Geographical	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
Kyrgyzstan	P-4	Geographical	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
	P-3	Geographical	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1
	Total		1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	2
Latvia	P-3	Geographical	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1
Lebanon	P-3	Geographical	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	2
Lithuania	P-3	Geographical	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Luxembourg	P-3	Geographical	1	-	-	-	-	-	-	-	1	-	-	-	-	-	-	2

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Annex IV – page 2

			ED	ED Institutes Cat. 1	SC	ICTP	IOC	SHS	CLT	CI	PAX	ADM	CPE	GEN	CISO	IOS	LA	Total
Mali	P-4	Geographical	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Mauritius	D-1	Geographical	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1
	P-3	Geographical	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1
	Total		-	-	-	-	-	-	-	-	1	1	-	-	-	-	-	2
Mauritania	P-5	Geographical	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1
	P-4	Geographical	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
	Total		-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	2
Mexico	P-4	Geographical	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1
Namibia	P-2	Geographical	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1
Norway	P-5	Geographical	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
Uganda	P-3	Geographical	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1
Netherlands	P-5	Geographical	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
Peru	D-2	Non-geographical	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Poland	P-2	Geographical	-	-	-	-	-	-	1	-	-	1	-	-	-	1	-	3
Portugal	D-1	Geographical	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
	P-2	Geographical	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
	Total		-	-	1	-	-	1	-	-	-	-	-	-	-	-	-	2
Republic of Korea	D-2	Geographical	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1
	P-4	Geographical	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
	P-3	Geographical	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
	Total		1	-	-	-	-	1	-	-	1	-	-	-	-	-	-	3
Romania	P-4	Non-geographical	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1
Russian Federation	P-3	Non-geographical	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1
	P-2	Geographical	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	2
	Total		-	-	-	1	-	-	-	-	-	1	1	-	-	-	-	3
Rwanda	P-2	Geographical	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1
Singapore	P-2	Geographical	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1
Somalia	P-2	Geographical	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
Spain	D-2	Geographical	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
	P-5	Geographical	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1
	P-3	Geographical	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
	P-3	Non-geographical	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	2
	Total		-	-	-	2	-	1	-	-	-	1	-	1	-	-	-	5
Sri Lanka	P-3	Geographical	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1
	P-2	Geographical	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
	Total		-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	2
State of Palestine	P-3	Geographical	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
Sweden	P-4	Geographical	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1
Switzerland	D-1	Geographical	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
	P-5	Geographical	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
	P-3	Non-geographical	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1
	Total		-	-	1	-	-	-	-	-	-	1	-	-	1	-	-	3
Tajikistan	P-3	Geographical	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
Togo	P-3	Geographical	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	1
Türkiye	P-4	Geographical	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
	P-3	Geographical	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
	Total		-	-	-	-	1	1	-	-	-	-	-	-	-	-	-	2
Ukraine	P-3	Geographical	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
United Kingdom of Great Britain and Northern Ireland	P-5	Geographical	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	1
	P-4	Geographical	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
	P-3	Geographical	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	2
	Total		-	-	-	-	1	1	-	-	-	1	1	-	-	-	-	4
Venezuela (Bolivarian Republic of)	P-4	Geographical	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1
Zimbabwe	P-4	Geographical	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1
Total			11	2	11	8	3	11	7	5	11	26	3	1	3	2	1	105

ED: Education; SC: Natural Sciences; ICTP: 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: Strategic Planning; IOS: Evaluation and audit; LA: International Standards and Legal Affairs.



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United Nations
Educational, Scientific
and Cultural Organization

217 EX/4.IV.B Corr.

Executive Board
Two hundred and seventeenth session

PARIS, 10 October 2023
Original: English

Item 4 of the 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

**Table 2: Geographical appointments (P/D) from January 2022 to July 2023, should be replaced
by the Table below:**

	Number of appointments	%
Non-represented	8	9%
Under-represented	36	39%
Non- and under-represented	44	48%
Normally represented	40	43%
Over-represented	8	9%
Total	92	100%

