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

PART III

HUMAN RESOURCES ISSUES

ADDENDUM

COMMENTS BY THE UNESCO STAFF UNION (STU)

SUMMARY

Pursuant to Item 9.2.E.7 of the UNESCO Human Resources Manual, the UNESCO Staff Union (STU) submits its comments on the reports by the Director-General.



Job: 20180078

A. Report on geographical distribution and gender balance of the staff of the Secretariat, and progress on the implementation of the measures taken to redress any imbalance
(Follow-up to 199 EX/Decision 5.III.A and 201 EX/Decision 5.IV.A)

PART I – GEOGRAPHICAL DISTRIBUTION OF STAFF

Despite some improvement in geographical balance, STU expresses its serious concern about the underrepresentation of some countries and some regional groups. Despite the efforts made, a large number of countries notably from the Latin America and Caribbean Group (GRULAC) and the Africa Group, remain under- or non-represented.

The UNESCO team must reflect the diversity we all advocate.

The STU pursues the implementation of human resources policies, and revises them as required, to ensure that they effectively enable and support UNESCO's programme operations – in particular ensuring quality recruitment, diversity and enhancing geographical mobility.

STU encourages a better cooperation with the National Commissions in order for applicants from all regions to apply for posts and increase Member States representation.

PART II – GENDER BALANCE OF STAFF

STU welcomes the progress made on gender balance at Director level (52%) but expresses concern about the long-standing gender disparity at P-5 level, where only 33% of staff are female. Gender parity at this level is particularly important, as it is the level that may allow internal female staff to pursue later a career at managerial level. Lack of opportunities at this level can only result in low access levels to managerial positions for internal female staff, reinforcing the *internal glass ceiling* for mid-level female staff.

STU also observes with concern that gender disparity persists in some Sectors (SC, CI and IOC).

STU encourages the Director-General to increase efforts to ensure gender balance at P-5 level, as well as overall gender parity in sectors lagging behind.