

PARIS, 2 October 2013
Original: French

Item 5 of the provisional agenda

**REPORT BY THE DIRECTOR-GENERAL ON THE 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 BY THE UNESCO STAFF UNION (STU)

Pursuant to Item 9.2 of the UNESCO Administrative Manual, the UNESCO Staff Union (STU) submits its comments on this report by the Director-General.

1. STU takes note of the reports by the Director-General on (i) the geographical distribution and gender balance of the staff of the Secretariat and (ii) the use of consultant contracts in 2012 and the implementation of the revised policy on individual consultants and other specialists.

Part A. Geographical distribution and gender balance of the staff of the Secretariat

2. STU is aware that decisions regarding recruitment are the prerogative of the Director-General, but is still concerned about the imbalance in the **geographical distribution of staff by regional group**. As indicated in paragraph 12, Table 4 shows that the highest percentage of under- and non-represented Member States are in Groups III, IV, V(a) and V(b). STU also notes that **most staff at Director level and above (44%) are from Group I**.

3. STU endorses the Executive Board's request to ensure wider geographical distribution but would like to have the means of achieving this spelled out in the document.

4. In regards to **gender balance at Professional level and above**, while the overall average indicates that parity was achieved on 1 June 2013 (50% women and 50% men), an **imbalance remains at certain grades** within this category of staff. Imbalances increase significantly at the highest levels: 64% of P-2/P-1 posts are held by women while women only hold 27% of D-1 posts.

5. STU regrets to highlight that the ratio women to men is 1.61/1 (495 women and 307 men) in the G category. The ratio for all categories in the Organization is 1.31/1 (843 women and 645 men). In order to have an holistic approach to gender equality, STU recommends that **gender statistics should include all categories of UNESCO staff members**.

6. STU also regrets that the Young Professional Programme has been suspended.

Part B. Report by the Director-General on the use of consultant contracts in 2012 and the implementation of the revised policy on individual consultants and other specialists

7. STU wishes to draw the Executive Board's attention to certain failures and inconsistencies with regard to the use of consultants.

8. Often, outside experts are hired before it has been verified whether the required skills are in fact available internally. Similarly, there is a trend towards making staff members "generalists", which automatically increases the need for "expert" consultants. This is inconsistent with the requirement to reduce the number of consultants funded from the regular programme (paragraph 7, part B).

9. The breakdown of the **geographical distribution of consultants** by regional group (Table 9, paragraph 9) shows a **major imbalance in favour of Group I** both at Headquarters (58% of the total) and in the field (33% of total). This imbalance in the geographical distribution of consultants is inconsistent with the Organization's best interests: an appropriate selection process would provide a wider range of expertise that is more representative of the Organization.

10. STU notes that **the use of consultants is blatantly imbalanced between sectors**. As an example, the Education Sector halved the amount of consultant contracts in 2012, bringing the total amount spent down to \$972,000 (14.4% of the Organization's total), whereas the Culture Sector increased the amount of consultant contracts by 12.5%, bringing the total amount spent in 2012 up to \$2,831,000 (41.8% of the Organization's total).

11. Lastly, the **recruitment of former or recently retired staff as consultants is not acceptable** to STU. Although these people do have the required skills and knowledge of the Organization, their recruitment is an obstacle to the use of existing skills among staff members and their career development, which is not in the interest of the Organization because it impedes succession and poses a threat to institutional memory. STU calls for an immediate halt to the extension of any UNESCO staff member beyond the statutory retirement age and to their recruitment as consultants.