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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 BY THE UNESCO STAFF UNION (STU)

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

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

1. STU recognizes the overall high percentage of Member States represented at UNESCO (79%) which makes the Organization “one of the agencies with the best rates” according to the Administration. However, the percentage of countries under-represented (33%) or not represented (21%) continues to be high. Actually, the percentage of external appointments of non-represented countries has decreased since 2019 (-3%) as has the appointments of professionals from under-represented countries (-9%).
2. However, concerning the Mid-level Professionals Programme (MLPP), STU reiterates its position that this proposal seems to be a good initiative, which should help to identify a larger number of candidates from unrepresented countries while respecting the principles of Article VI.4 of the Constitution of UNESCO.
3. Concerning the gender balance of staff, STU notes with satisfaction the increase of women at ADG level (+5%) but regrets a significant decrease at D levels (-6% at D1 and -13% at D2 levels). Despite an important increase of female professionals at P-5 level (+8%), the overall percentage at this level remains low (39%).
4. The Intergovernmental Oceanographic Commission (IOC), the Communication and Information (CI) Sector and the Priority Africa and External Relations (PAX) Sector should increase their efforts in reaching gender parity in their teams.



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