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United Nations
Educational, Scientific
and Cultural Organization

217 EX/4.IV.B Add.2

Executive Board

Two hundred and seventeenth session

PARIS, 4 October 2023

Original: English

Item 4 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 BY THE UNESCO STAFF UNION (STU)

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.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 welcomes the efforts and strategies that the Secretariat puts in place to improve the overall geographical distribution of geographical posts, knowing that there is still an unbalance.
2. The STU recognizes the overall high percentage of Member States represented at UNESCO (80%) which makes the Organization “one of the agencies with the best rates” according to the Administration. In particular, the STU is pleased to note the increase in recruitments from under-represented countries: although the number remains substantially the same, the STU notes that 48% of appointments to geographical posts are from non- and under-represented countries, in line with the set target.



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3. However, STU notes that the data reported in the document does not provide information on the effectiveness of the recruitment process to achieve this and other recruitment targets: how many posts were readvertised before a decision was taken? How many after the conclusions of the process (panel recommendation)? How many times a post was readvertised? For which reason?
4. STU looks forward to the results of the pilot Mid-Level Professionals Programme (MLPP) for the period 2022-2023, and remains attentive to the underlying processes.
5. Concerning the gender balance of staff, STU notes that the rate of women in posts at the Director level and above at UNESCO has gone down slightly from January 2022 from 43% to 41% instead of growing. UNESCO must continue to work for parity and to achieve staff gender balance at all levels.