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**220 EX/5.IV.B Add.**

**Executive Board**  
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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)**

**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.

STU welcomes the progress of the Organization in recruiting staff from non-represented and under-represented Member States. The figures presented in document 220 EX/5.IV.B indicate a good advancement toward the measures adopted at the 41st session of the General Conference (41 C/Resolution 64).

STU believes that the Young Professionals Programme and the Mid-Level Professionals Programme (MLPP) are appropriate instruments to attract qualified candidates from non- or under-represented Member States, whether at the beginning of the career or for mid-level managers. Within this



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framework, STU invites the Administration to encourage applications for these specific sets of vacancies from colleagues currently working under affiliate staff contract modalities.

STU welcomes the creation of expert pools that will improve the effectiveness and efficiency of recruitment processes and underlines how, as a general note, these pools should always include internal staff members, in order to ensure that for any position, existing staff can be considered. For this reason, STU notes with concern the creation of a Young Professional Pool, which will enable them to be considered for any P1/P2 position that becomes vacant in the Organization. This is a case where the creation of a pool for P1/P2 positions made up of only external candidates will hamper the possibilities of existing staff, especially at GS level, to progress in their career.

The STU comments on the gender aspects can be found in the STU addendum to the document 220 EX/5.IV.A.

With respect to the periodic presentation of data on workforce composition, STU takes note that Temporary Appointments (TA), previously listed under affiliate personnel, are now moved under staff. While this move harmonizes the reports to the governing bodies to the definition of TA in the Human Resources Manual, STU cannot fail to note how, in the past, inaccurate information of the workforce composition has been provided.

With respect to the evolution of the workforce, STU notes that the affiliate workforce is still four percentage points higher than staff members (a value that may be even higher if temporary appointments were to be included into the affiliate staff). This trend has several implications, and the analysis conducted by STU in document [202 EX/5.IV.A](#) is still valid.

STU notes with concern that there is still a very high number of long-duration service contracts in field offices taking care of mission critical functions that should be part of staff member tasks. We hope that the reform of the field network will provide a solution to this issue, and we request that the previous experience of colleagues under service contract modality be recognized as an asset during future recruitment processes.

Finally, STU notes that data on retention are not listed in the document. This is crucial information, also in light of the current work done by the ICSC on the comprehensive review of the P+ compensation package ([A/RES/76/240](#) and [A/RES/77/256 A-B](#)). It would be important to have factual information on how many staff members resign from their positions, the reasons behind their resignations, and what actions (if any) the Administration takes to retain qualified staff.