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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

SUMMARY

The present document informs the Members of the Executive Board of the progress achieved in the follow-up to the decisions and resolutions adopted by the Board and the General Conference at their previous sessions.

The nature of this reporting document does not lend itself to financial and administrative implications.

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**I. 170 EX/Decision 7.5 and 177 EX/Decision 50:
Geographical Distribution and Gender Balance of the Staff of the Secretariat**

1. In accordance with 177 EX/Decision 50, the Director-General provides an information note on the situation of the geographical distribution (Part I) and gender balance of the staff of the Secretariat (Part II) as of May 2008.
2. Annexes with detailed statistical information are presented in document 180 EX/INF.7.

PART I: GEOGRAPHICAL DISTRIBUTION OF STAFF

Situation as at 1 May 2008

3. As at 1 May 2008, the situation of the geographical distribution of the staff (Annexes I and II in document 180 EX/INF.7 provide detailed data by country and grade) is as follows:

- 162 (84%) Member States are represented within the Secretariat;
- 79 (41%) Member States are normally represented, 26 (13%) are over-represented, 57 (30%) are under-represented and 31 (16%) are non-represented (Table 1, Annex III, 180 EX/INF.7).

Evolution since last report submitted to the Executive Board (177 EX/50)

4. The trends noted since May 2007 (Table 2, Annex III, 180 EX/INF.7) are as follows:
 - a slight increase in the total number of countries represented within the Secretariat (from 161 to 162);
 - an increase in the number of over-represented countries (from 24 to 26) and a decrease in the number of under-represented countries (from 62 to 57);
 - an increase in the number of normally represented countries (from 75 to 79), partly explained by under-represented countries becoming normally represented;
 - the number of non-represented countries remains stable (31) while one new Member State joined the Organization.

Global trends over the past eight years

5. The trends over the past eight years, e.g. since May 2000, show a positive move towards an improvement in the geographical representation. Eighteen additional Member States are now represented within the Secretariat, reaching a total level of 84% of Member States represented.

6. As shown in Table 3 (Annex III, 180 EX/INF.7), the global trends are as follows:
 - a significant decrease in the number of non-represented countries from 44 to 31;
 - a significant increase in the number of normally represented countries from 68 to 79;
 - a continuous reduction in the level of over-representation from 31 to 26;
 - an increase in the number of under-represented countries from 45 to 57.

Geographical distribution by regional group

7. As at 1 May 2008, all regional groups are normally represented (Table 4, Annex III, 180 EX/INF.7), with the exception of Group III (GRULAC) and Group IV (ASPAC), which remain below their minimum quotas although a continuous increase is observed for Group IV since 2002.

Geographical distribution of the regional groups at Director-level and above

8. At Director-level and above, Group I has the largest representation (42%), followed by Group V(a) (Africa) and Group IV with 18%. Group V(b) (Arab States) has 9% and Group III has 8%. Group II has the lowest representation at Director-level with 5%. (Tables 5 and 6, Annex III, 180 EX/INF.7).

Geographical distribution using a post-weighting approach

9. As shown in Table 6 (Annex III, 180 EX/INF.7), the application of the post-weighting approach to the geographical distribution as at 1 May 2008 results in:

- an increase in the number of over- and under-represented countries (respectively from 26 to 31 and 57 to 87);
- a reduction in the number of normally represented Member States (from 79 to 44) (Annexes IV and V provide detailed information by country and grade).

10. An analysis of the data shows that:

- except six countries, all Member States which were already over- and under-represented under the current formula did not change category by the introduction of a post-weighting approach;
- the majority of the countries which became over-represented had a small quota and a representation at senior management posts. This is the case of Malawi, Mauritius, Sudan and Uruguay;
- none of the 34 countries which became under-represented as a result of the post-weighting approach have a representation at Director-level posts.

External recruitment in relation to geographical distribution

11. In 2006-2007, 59 external candidates were appointed to geographical posts advertised externally. From these 59 candidates, 32 (54%) were nationals from under- and non-represented countries, representing more than the 50% target set by the General Conference at its 32nd session to appoint candidates from non- or under-represented countries to externally recruited geographic posts.

PART II: GENDER BALANCE OF STAFF

Situation as at 1 May 2008

12. As at 1 May 2008, the situation of the gender balance of the international professional staff (Table 7, Annex VI, 180 EX/INF.7) is as follows:

- overall, women represent 48% of the professional staff of the Secretariat;
- parity has been achieved at P-1 to P-5 level with 51% of women. UNESCO has the best result, compared to similar United Nations agencies;

- an imbalance remains, however, at senior management level (D-1 and above) where women represent 23% of the staff.

Gender balance by grade

13. The gender breakdown by grade of the staff in the Secretariat is as follows (Table 8, Annex VI, 180 EX/INF.7):

- women are more represented than men at P-1, P-2 and P-3 levels with 74%, 61% and 57% respectively;
- at P-4 and P-5 levels, women represent, respectively, 40% and 39% of the staff of the Secretariat. These percentages are expected to increase progressively with the career development of the junior staff (P-1 to P-3).

Global trends since June 2000

14. As shown in Table 9 (Annex VI, 180 EX/INF.7), the situation of gender balance has clearly improved since June 2000:

- in total, the proportion of women in the Secretariat has considerably increased (from 43% to 48%);
- the overall proportion of women at Professional level has also significantly increased since 2000 (from 46% to 51%);
- the imbalance at senior management levels (D-1 and above) remained relatively stable, with women representing 22% of the staff in 2000 and 23% in 2008 while, during the same period, it should be noted that the number of Director-level staff has significantly decreased (from 162 to 100 in 2008).

15. In conformity with 34 C/Resolution 82 and 177 EX/Decision 50, the Director-General has adopted an Action Plan for achieving 50% representation of women at senior management levels (D-1 and above) by 2015. To reach this objective, three Director posts out of five and one P-5 post out of two would need to be filled by female candidates. The Action Plan is built around three axes: recruitment, training and mentoring, and work-life balance. A number of measures are being established in each area and precise targets of recruitment will be set for each sector/bureau.

16. The following measures have already been implemented:

- the statement in UNESCO external vacancies encouraging women to apply for senior posts shall be reinforced as follows: “UNESCO is committed to gender equality in its programming and to gender parity within the Secretariat. Therefore, women candidates are strongly encouraged to apply, as well as nationals from non- and under-represented Member States”;
- the selection panels for Director posts and P-5 posts are now gender-balanced;
- the short lists of candidates for Director posts now include a minimum of two qualified women candidates. In the case that this requirement is not met, an explanation will be required to the evaluation panels;
- HRM ensures gender parity at the Advisory Board on Individual Personnel Matters (PABs) without detriment to the established composition;

- HRM is currently meeting all programme sectors to establish gender recruitment targets and identify women's professional associations and networks for advertising the vacancies.

Conclusion

17. The trends show a clear, positive move towards an improvement of geographical representation. Since June 2000, 16 additional Member States have become represented in the Secretariat. The Organization, with 162 nationalities represented (84% of the Member States), has one of the highest rates of representation among United Nations agencies.

18. As at 1 May 2008, gender balance was achieved in the Secretariat (48% are women) and reached parity (51%) in the Professional category (P-1 to P-5). UNESCO is one of the highest ranking agencies in this respect. There remains, however, an imbalance at the D-1 and above levels where women represent 23%.

19. HRM, in close cooperation with the Member States and National Commissions, will continue its efforts to achieve a balanced geographical representation within the Secretariat and to ensure that more women are recruited at all levels of the Organization, particularly at senior managerial posts.

II. 175 EX/Decision 26 and 177 EX/Decision 27: Implementation of the UNESCO Evaluation Plan and the proposed framework of the long-term Evaluation Strategy

20. The 34 C/5 Evaluation Plan called for the completion of three evaluations by December 2008 and two earlier in 2008. Work has started on each one and all are scheduled for completion by December 2008. The evaluation on UNESCO's capacity to deliver will be based on a risk assessment model, plotting the identified expected outcomes of document 34 C/4 against the risks identified by the College of Assistant Directors-General earlier this year. The evaluation of the eight pilot locations ties in with an evaluation, led by the United Nations Evaluation Group (UNEG), whose first phase on evaluability was completed with the preliminary draft produced in June 2008. IOS will undertake field visits of the pilot locations to deliver the summary evaluation report by the end of the year.

21. Since the beginning of 2008, the new approach of undertaking more holistic and strategic evaluations has constituted the most significant contribution to the implementation of UNESCO's Long-Term Evaluation Strategy (2008-2013). Over the course of document 34 C/4 all UNESCO Strategic Programme Objectives (SPOs) will be evaluated, increasing the coverage of evaluation at UNESCO.

22. To contribute to the attainment of the objectives of the Evaluation Strategy, in the first half of 2008, IOS:

- verified the reported results for document 35 C/3;
- piloted the evaluation approach for the SPO evaluations with SPO 3 and SPO 14;
- established three evaluation reference groups;
- released on the UNESCO/IOS website six evaluation reports;
- was appointed as co-chair of two UNEG Task Forces: Evaluation Quality Enhancement and Capacity-Building;
- participated in the evaluability phase of the UNEG-led "Delivering as One" evaluation; and
- enhanced its mechanism for follow-up to evaluation recommendations.

23. In the second half of 2008, IOS intends to have a fundamental rethink on how it can best orient its resources to deliver the evaluations contained in the Evaluation Plan of document 34 C/4 (2008-2013) and achieve the targets contained in the Evaluation Strategy. This reflection will include how staff is engaged in the various studies, the extent to which an evaluation presence is required in field offices and how best to deal with the numerous evaluations undertaken throughout UNESCO.

III. 176 EX/Decision 55:

Progress report on the feasibility study for the establishment in the Philippines of a UNESCO lifelong centre for sustainable development in South-East Asia, as a category 2 centre

24. As requested by the Executive Board at its 176th session (176 EX/Decision 55), the UNESCO Regional Bureau for Education in Bangkok, with the support of the UNESCO Institute for Lifelong Learning (UIL) and UNESCO Jakarta, conducted a feasibility study on the proposed centre in Manila in March 2008. The results of this study were shared with the Philippines to guide further revision of the draft proposal.

25. One of the major recommendations of the feasibility study was that the final proposal should align itself more closely with the principles, guidelines, and criteria for category 2 institutes and centres as set out in document 33 C/19. Lack of information on other Member States' needs for, as well as levels of commitment and potential contributions to, the proposed centre was found to be a lacuna, to which the Philippines reacted by launching a subregional survey to map these attributes more thoroughly. Further questions were raised concerning the specific objectives, programme modalities and governance structure of the proposed centre. In light of the feasibility study recommendations and in order to allow time for an adequate revision, the Philippines informed the Director-General of its wish to postpone submission of the final proposal until the 181st session of the Executive Board at the earliest.

IV. 177 EX/Decision 26:

Report by the Director-General on the implementation of the recommendations of the evaluation of the UNESCO Institute for Statistics (UIS)

26. The evaluation served as a foundation for the development of the UIS Medium-Term Strategy (MTS) for 2008-2013. Indeed, all of the major issues identified in the evaluation are addressed in the strategy, which led to a major staff restructuring and reorientation of several key programmes (see Action Plan: Follow-up to Evaluation Report recommendations).

27. To begin with, the UIS has undertaken a more targeted approach to secure additional core funding and to diversify its donor base. The Institute doubled the number of major donors from four to eight between 2006 and 2008. As suggested in the evaluation, the UIS held its first joint donor meeting in June 2008 aimed at building a sustainable partnership.

28. The reinforced financial stability has enabled the Institute to expand and reorient its regional network of statistical advisers. Plans are under way to recruit an adviser for the Arab States as well as for two cluster offices in sub-Saharan Africa. By serving as a bridge between UIS Headquarters and national statistical offices, the advisers are responsible for ensuring data quality and timeliness and promoting the development and use of education indicators in policy-making at the national and regional levels. The statistical advisers based at cluster offices will gradually assume responsibility for the UIS technical assistance projects currently under way in sub-Saharan Africa. The advisers also help to reinforce links with regional organizations and experts in the field as part of larger efforts to build technical advisory groups for other UIS initiatives, such as the Literacy Assessment and Monitoring Programme (LAMP).

29. LAMP is an extremely important yet ambitious initiative, which requires significant resources. In light of the evaluation, the UIS has adopted a more streamlined approach to LAMP

implementation. The pilot tests are nearly complete and the results are being processed to inform necessary readjustments of the instruments.

30. In parallel, the UIS is taking a more partnership-based approach to expand the programme. The Institute will continue to take the lead in terms of setting standards and analysing the data, while the actual field implementation will rely to a greater extent on support from partners, such as UNESCO regional and field offices and other organizations.

31. This approach is being developed as a second group of countries enters the LAMP planning phase. The UIS is developing a sustainable strategy for LAMP expansion, which will include funding issues and technical advisory groups that will be in place for two regions (Latin America and the Caribbean as well as Asia and the Pacific) by the end of 2008.

32. In response to the evaluation's recommendations, the strengthening of the non-education sectors was identified as the third major priority in the MTS. Recognizing that it is difficult to allocate the same amount of resources as for the education sector, the UIS is following a targeted approach and focusing on a few priority activities in each of the fields of science, culture and communication. In the field of culture, for example, the UIS is currently consulting Member States on major revisions to the 1986 Framework for Cultural Statistics in order to better reflect conditions in developing countries and the impact of new technologies. This initiative should also spur interest among Member States and hopefully attract additional funding.

33. The improvement of data quality, timeliness and relevance represents an ongoing activity for the UIS and is considered to be the first priority in the MTS. A range of initiatives are under way, which span all facets of the Institute's programme activities. In addition to the reinforcement of the UIS presence in the field through the network of statistical advisers, all data-processing activities have been centralized into a single unit in 2007. The Institute is also evaluating the possibility of moving to a rolling data collection and release system, while developing a number of internal standards and best practices in data processing and instrument design. Finally, and in order to improve analysis of administrative data, the UIS will put greater emphasis on the analysis of other data sources, such as censuses and household surveys.

Action Plan

Follow-up to Evaluation Report Recommendations

EVALUATION RECOMMENDATIONS	ACTIONS TAKEN AND/OR PLANNED
Relevance	
<p>1. In developing its next Medium-Term Strategy, UIS needs to take note of key trends in the environment for international statistics, particularly the changing needs of statistics users and policy-makers. UIS needs to be more proactive in identifying emerging issues and developing indicators and data collection in new areas such as measurement of learning outcomes and educational quality.</p>	<p>The new Medium-Term Strategy (MTS) 2008-2013 has been approved by the UIS Board. The observations of the evaluation have been taken into account. The MTS includes:</p> <p>(a) the internal restructuring of UIS in 2007 and in particular the strengthening of UIS field presence aimed at establishing specific regional teams that permit the UIS to get better feedback from the countries concerning their data demands and needs; recruitment of additional statistical advisers in the field has already started. At the end of 2008, the UIS foresees the recruitment of two advisers for sub-Saharan Africa, one for the Arab States region and one for the Asia-Pacific region;</p>

	(b) strengthening of indicators on learning outcomes and educational quality as the Institute's second priority.
2. UIS should critically assess the level of resources available for non-education sectors as part of the prioritization and planning process for its next Medium-Term Strategy, with a view to increasing the capacity of these teams at UIS.	The strengthening of the non-education sectors is the third priority of the approved MTS. As part of the MTS, priorities have been determined for each sector: culture, science and communication and implementation started in the first half of 2008. Funding for these activities has increased from US \$800,000 in 2007 to \$1.3 million in 2008.
Results	
3. UIS should continue to seek improvements in timeliness of data as a paramount objective, while not jeopardizing the potential validity and international comparability of that data.	<p>This issue is addressed in the MTS.</p> <p>The improvement in timeliness of data is a continuous activity. UIS is also developing a monitoring system to check the improvement of the quality of its data, including data timeliness. The proposal for the monitoring system should be ready in July 2008.</p> <p>UIS is also looking to introduce a rolling release of education data, rather than a system based on fixed deadlines in order to further improve timeliness. The rolling release system should start in 2009.</p>
4. UIS needs to continue to develop its external communications strategy, particularly in relation to the website and launch of online data releases and publications, to raise its profile and cement its reputation as the premier source of internationally comparable data in its fields of competence.	UIS will restructure its website to facilitate access to its data, reports and related services; procurement documents have been prepared; the project will last for one year, until the first semester 2009.
5. For significant future capacity-building initiatives, the UIS should put in place mechanisms for a more sustainable way towards building capacity.	The Statistical Capacity-Building (SCB) programme has changed considerably. Rather than having experts linked to a specific project in a specific country, the newly created cluster advisers will provide technical assistance and advice to national counterparts. This should significantly reinforce the sustainability of the activities.
6. UIS should develop wider constituencies of support and adopt more of a partnership-based approach to significant new initiatives.	Action has already been taken: on 6 February 2007, UIS organized a brainstorming meeting with the main stakeholders and partners of the LAMP programme to discuss UIS involvement and a new strategy. It was agreed that UIS should complete the pilot phase as foreseen. UIS will take a reduced role in subsequent activities to implement the programme globally by notably searching for partners to do the field work.

	The field work for the pilot phase is nearly complete and the final report will be ready by the end of 2008. Several additional countries have shown interest in participating in LAMP.
7. UIS should consider implementing a systematic process for assessing Member States' compliance with ISCED, to inform assessments of international comparability and to identify priorities for targeted capacity-building.	UIS will prepare a revision of ISCED to be presented to the UNESCO General Conference in 2011. In preparation, the ISCED compliance of all Member States is under review and has already been updated for several countries; a manual on ISCED implementation will be published in 2008, together with a document on issues that must be resolved in the revision.
Quality of interaction and coordination	
8. UIS should consider opportunities for developing stronger relationships with other category 1 institutes, particularly, IIEP, to exploit complementary capacities and further the strategic and programmatic priorities of UNESCO.	<p>Collaboration with other UNESCO institutes and especially UNESCO Headquarters is being strengthened considerably and common activities developed:</p> <ul style="list-style-type: none"> • with the Culture Sector: Headquarters is assisting with the approval process of the cultural statistics framework and monitoring of cultural diversity. A draft cultural statistics framework has been prepared and is under discussion; • with the Education Sector: monitoring of learning outcomes will start in the second half of 2008, in collaboration with the Education Sector in Headquarters.
9. UIS should review its regional operations in consultation with regional staff, and assess the adequacy of current interaction and coordination between UIS Montreal and regional offices, in order to identify areas for increased collaboration and engagement. UIS needs to better define and reinforce the role of UIS Regional Advisers and their role should extend to covering all UIS core functions, not just capacity-building.	<p>The strengthening of the UIS presence in the field lies at the basis of the first priority identified in the MTS.</p> <p>The Statistical Capacity-Building (SCB) programme has changed considerably. Rather than having experts linked to a specific project in a specific country, the newly created cluster advisers will provide technical assistance and advice to national counterparts. This should significantly reinforce the sustainability of the activities.</p>
Governance and management	
10. UIS should investigate how it can make more and better use of informal means of communication to keep its Board Members informed about the activities of the Institute between annual sessions of the Board.	<p>In addition to the official reporting associated with Board meetings, the UIS has introduced new initiatives such as:</p> <ul style="list-style-type: none"> • all the Board Members are included in the regular email alerts prepared by the information unit; • the UIS Director organizes private briefing sessions during international meetings attended jointly by Board Members;

	<ul style="list-style-type: none"> • Board Members are regularly updated by letter of new developments at UIS.
<p>11. UIS should improve mechanisms for establishing the full cost of extrabudgetary projects and systematically incorporate an appropriate allowance for overhead and technical infrastructure support as part of its project-based extrabudgetary funding agreements to ensure that the Institute's core funding is not used to subsidize such projects.</p>	<p>Directions to this end have already been issued and are incorporated in new MoUs.</p>
<p>12. UNESCO and UIS should consider the provision of a one-day customized induction and governance training programme for new Board appointees to ensure they are equipped to fulfil their fiduciary and other duties.</p> <p>The UIS Board should consider making more active use of Board committees as a mechanism for improving the quality of engagement between the Board and the management of the Institute on matters of strategic importance.</p> <p>The Board, through the Policy and Planning Committee, should consider clarifying the expectations of the Board in relation to Board reporting, so that the future reporting of the Institute better matches the needs and expectations of the Board. Given the importance of the relationship between the Education Sector and UIS, the ADG Education (or his nominee) should attend Board meetings.</p>	<p>This proposal was approved by the Board during its 2007 session and an introduction programme will be organized for new Board Members prior to the 2008 meeting.</p> <p>This idea will have to be discussed by the Board during its next session.</p> <p>This recommendation was adopted by the Board in its 2007 session.</p>
<p>13. UIS needs to improve the diversity of its funding base by focusing on attracting multi-year general budgetary support as a first priority over one-off project-based funding.</p>	<p>As part of the MTS, a resource mobilization plan has been presented. This plan proposes:</p> <ul style="list-style-type: none"> • to increase the annual budget to \$12 million by mobilizing more resources from donors; • to increase the amount of funding to the core programme (rather than earmarked funds); • to seek multi-year commitments from the donors. <p>Agreements have been reached with several new donors:</p> <ul style="list-style-type: none"> • SIDA-Sweden (\$1.4 million, 2 years); • The Netherlands (\$6 million, 4 years); • DFID (\$1.2 million, 3 years); • negotiations continue with CIDA-Canada.

**V. 34 C/Resolution 10:
The Associated Schools Project Network (ASPnet) Strategy**

34. The General Conference, at its 34th session, invited the Director-General to: incorporate the principal elements of the Associated Schools Programme network (ASPnet) Strategy and Plan of Action for 2004-2009 into UNESCO's programme and budget; relate the work and activities of ASPnet to the Organization's priority needs; ensure that strengthened staff and other resources are available; and report on activities undertaken since the end of the General Conference session.

35. In line with the orientations set out in the ASPnet Strategy and Plan of Action 2004-2009, the ASP network is expressly cited in documents 34 C/4 and 34 C/5. The strengthening of the network as an efficiently coordinated network and resource is an expected result under main line of action 4.2. Activities planned to achieve this result include: the reinforcing of networking mechanisms at the regional, subregional and school levels in close cooperation with UNESCO's National Commissions; and the development of private sector partnerships, such as the UNESCO/Daimler initiative "Mondialogo School Contest" and the partnership with Veolia to carry out international awareness campaigns in 2008 and 2009 on education for sustainable development (ESD). To facilitate these initiatives, an additional administrative staff member has been assigned to the programme, and negotiations are under way with the German Government to create an Associate Expert post.

36. ASPnet is also actively participating in the implementation of activities under four intersectoral platforms: 3 ASPnet flagship projects (the Baltic Sea project, the Sandwatch beach monitoring project and the Great Volga River Route project) are contributing to the expected results of the intersectoral platform on education for sustainable development (ESD). Moreover, the Sandwatch flagship project is also part of the intersectoral platform on contribution to the implementation of the Mauritius Programme of Action for the Sustainable Development of Small Island Developing States (SIDS). ASPnet schools are continuing to contribute to the dialogue among civilizations and cultures and a culture of peace through the Euro-Arab Dialogue and North-South and South-South school twinning.

37. ASPnet schools are among the first to have integrated climate change in their school-based initiatives and flagship projects, with activities such as the OzonKit and Sixth World Heritage Great Barrier Reef Storyboard Competition. The OzonKit has been produced and distributed to primary schools and is now being developed and translated for secondary learners in collaboration with the United Nations Environment Programme (UNEP).

38. ASPnet activities place particular emphasis on achieving EFA goals 3 and 6 and contributing to the United Nations Decade of Education for Sustainable Development (DESD). Among the achievements realised since the 34th session of the General Conference are: contribution of Associated Schools to the annual Global Action Week to achieve EFA (e.g. participation of members of the French ASP network in the 2008 EFA Round Table and the "World's Biggest Lesson"); and the publication of the first volume of ASPnet good practices in favour of EFA and ESD in English and French. The network is also collaborating with the IBE and contributing to the International Conference on Education by collecting regional examples of good practices; pilot testing of innovative teaching materials in ASPnet schools including, among others, the Teaching Resource Kit for Dryland Countries (developed in collaboration with the Man and the Biosphere Programme) and the pedagogical applications of a Gigapan device (developed in collaboration with IBE and Carnegie Mellon University).

**VI. 34 C/Resolution 47 and 179 EX/Decisions 9 and 52:
**Report by the Director-General on the implementation of 34 C/Resolution 47 and
 179 EX/Decisions 9 and 52 related to the Ascent to the Mughrabi Gate in the Old City
 of Jerusalem****

39. In its report to the Executive Board at its 177th session (177 EX/20 and Add.), and to the General Conference at its 34th session (34 C/15), the Secretariat presented the action taken as follow-up to 176 EX/Special Plenary Meeting/Decision and to Decision 31 COM 7A.18 adopted by the World Heritage Committee at its 31st session (Christchurch, New Zealand, July 2007), by which it requested “the World Heritage Centre to facilitate the professional encounter at the technical level between Israeli, Jordanian and Waqf experts to discuss the detailed proposals for the proposed final design of the Mughrabi ascent, prior to any final decision”.

40. As mentioned in documents 179 EX/9 and 179 EX/9 Add., two professional meetings took place in Jerusalem on 13 January and 24 February 2008 between Israeli and Jordanian (including Waqf) experts, in order to discuss the proposed design for the Mughrabi ascent. During that period, the World Heritage Centre requested that the advisory bodies (ICCRUM and ICOMOS) examine the proposal presented by the Israeli experts as well as the two proposed concepts presented by the Jordanian experts. Their evaluations were forwarded to the concerned parties.

41. All experts agreed that the structures of the Mughrabi ascent exposed after the completion of the archaeological excavations conducted by the Israel Antiquities Authority in 2007 constitute an important testimony to the history of Jerusalem that need to be preserved. The experts stressed the advantages of identifying very simple solutions that could be adapted easily to the nature of the site, with a variety of modalities and full reversibility. They also agreed that conservation action is needed to protect the integrity and authenticity of the site.

42. These professional meetings were conducted in a spirit of mutual trust and understanding and showed the importance of technical dialogue between experts to address complex issues that require consultation and consensus of different stakeholders. In that regard, it was strongly felt by all participants that the various proposals discussed during the meeting had helped to build a consensus in line with the recommendations of the World Heritage Committee, based on a true exchange of ideas, experiences and know-how. Recognizing the critical importance of using, when necessary, such a format for dialogue, both UNESCO and the advisory bodies proposed themselves as facilitators, as appropriate, for similar technical and professional exchanges in future.

43. The “Reinforced monitoring” mechanism, requested by the Executive Board at its 176th session (176 EX/Special Plenary Meeting decision) and by the World Heritage Committee at its 31st session (Decisions 31 COM 5.2. and 31 COM 7A.18) was applied for Jerusalem with regard to the Mughrabi ascent. Four reports were prepared by the World Heritage Centre providing an update of the situation at the Mughrabi ascent and the status of projects. They were transmitted to the Chairperson of the World Heritage Committee and forwarded to the concerned parties and the States Parties members of the World Heritage Committee in October 2007, February, March and June 2008.

44. At its 32nd session (2-10 July 2008) held in Quebec City, the World Heritage Committee adopted by consensus and without debate Decision 32COM 7A.18 (annexed to 180 EX/10). In order to reach this consensus, negotiations took place between the concerned parties leading to the adoption of a decision in two parts, the first related to the overall conservation issues of the Old City of Jerusalem and the second concerning the Mughrabi ascent.

45. As regards the Mughrabi ascent, while requesting the World Heritage Centre to continue applying the reinforced monitoring mechanism (at least every three months, until the 33rd session of the World Heritage Committee in 2009), this decision requested the Israeli authorities “to continue the cooperation engaged with all concerned parties, in particular with Jordanian and Waqf

experts” and asked the World Heritage Centre to “organize a technical follow-up meeting at the site with all concerned parties for additional exchanges of information to enable all necessary inputs to be considered”. Therefore, the World Heritage Centre will make the necessary arrangements, in consultation with the concerned parties, to organize such a meeting in the near future.

46. An addendum to the present document will be issued before the 180th session of the Executive Board in order to inform the Members of the Board on recent developments related to this issue. This addendum will also contain a draft decision.

VII. 34 C/Resolution 61:

Results of consultations with the United Nations Secretary-General on his outreach programme with a view to explaining UNESCO’s role in promoting awareness of Holocaust remembrance

47. By 34 C/Resolution 61, the General Conference requested the Director-General to consult with the United Nations Secretary-General regarding his outreach programme on Holocaust remembrance. This resolution was adopted in recognition of United Nations Assembly resolution 60/7, which urges “Member States to develop educational programmes that will inculcate future generations with the lessons of the Holocaust”, and it recalls resolution 61/255, which “condemns without any reservation any denial of the Holocaust”. Furthermore, in early 2008, UNESCO signed a Memorandum of Understanding (MoU) with Israel that identifies education and Holocaust remembrance as priority areas for joint cooperation. Within the framework of these actions, the Education Sector has therefore been developing a programme to strengthen UNESCO’s role in promoting awareness of Holocaust remembrance and combating all forms of Holocaust denial through education. The education institutes will play a valuable role in this regard.

48. In order to expand the reach of this action, cooperation has been sought with other actors. These include: the United Nations Holocaust Outreach Programme; the Task Force for International Cooperation on Holocaust Education, Remembrance and Research; Yad Vashem; Ministries of Education; United Nations partners; international and national NGOs; civil society; and education personnel. Thus, meetings held with the United Nations Holocaust Outreach Programme and the International School for Holocaust Studies at Yad Vashem have led to the identification of possible areas for joint action on Holocaust Education. Informal consultative meetings have also been held with interested Member States such as the United States and Israel.

49. In addition, funds from the regular programme budget of the Education Sector have been assigned to:

- (a) a research project outlining the main strands of approaches to Holocaust education and the actions taken around these approaches internationally. The project included a set of references to key organizations and individuals involved and relevant websites on Holocaust education and genocide prevention; and
- (b) a consultancy position to contribute to the planning and organization of Holocaust education activities.

50. A working group on Holocaust education has been established, chaired by the Assistant Director-General for Education and organized by the section for the Promotion of Rights and Values in Education. Its first meeting on 6 March 2008 brought together focal points from the UNESCO Associated Schools Project network (ASPnet), the section for teacher education, the International Bureau of Education (IBE), the UNESCO-UNITWIN Chairs network, and the Sector for Social and Human Sciences. The aim of the meeting was to reach a common understanding on agreements and obligations, and to discuss the timeline and implementation of activities. The focal points also submitted proposals for specific activities on Holocaust education, based on which a draft project proposal for funding has been prepared.

51. The meeting also highlighted the importance given to Holocaust education in the MoU with Israel. The MoU encourages the mobilization of networks of professionals, academics, scientists and civil society including UNESCO/UNITWIN university chairs and ASPnet. The promotion of Holocaust remembrance is specifically mentioned with a view to enhancing international outreach of educational programmes in this field and special attention is called for concerning teacher training activities on the Holocaust carried out with Yad Vashem and other relevant institutions.

52. The working group on Holocaust education held its second meeting on 19 June 2008, participants now also including the Culture Sector. The group reviewed the draft funding proposal for UNESCO-run activities and regrouped the proposed activities into the following areas of action:

- (a) Organize, with Yad Vashem, and other relevant organizations, professional training for Associated Schools Project network coordinators, teachers and teacher trainers from various world regions on teaching methods and learning materials related to Holocaust education, remembrance and combating Holocaust denial. Training would involve the participation of UNITWIN/UNESCO university chairs with expertise in Holocaust studies and education. Furthermore, cooperation with other experts and teacher trainers in this field, as well as with international institutions and programmes dedicated to Holocaust education and remembrance, would be envisioned.
- (b) The joint organization between the UNESCO International Bureau of Education (IBE) and the UNESCO Education Sector of an Expert Meeting on international case studies in curricula, learning materials, and textbooks related to Holocaust remembrance and education, as well as the cultivation of values such as peace, tolerance and the fight against discrimination, including anti-Semitism. The outcome of the meeting would be the publication of a UNESCO Handbook of good practices in textbooks and learning materials in this field. Different international organizations would be invited as well as Yad Vashem.

53. UNESCO will also create a web page outlining aspects of the Organization's promotion of Holocaust remembrance through education. The web page will present links to educational programmes and projects on the Holocaust in order to broaden awareness on existing learning materials in this field. Links to such sites as United Nations Outreach Programme, International Task Force on Holocaust Education, Yad Vashem, the United States Holocaust Museum, the Anne Frank Center in Amsterdam and the Shoah Memorial in Paris will also be on the web page and serve to strengthen ties between UNESCO's efforts in education on the Holocaust with the work of these, and other institutions.

54. UNESCO gives utmost weight to the development of a culture of peace and intercultural understanding, and Holocaust remembrance is an important part of this. The Director-General therefore appeals to Member States to show their support for it through a voluntary contribution to enable the project proposal developed by the Organization to be realized.

VIII. 34 C/Resolution 84: Medical Benefits Fund

Introduction

55. At its 34th session, the General Conference adopted 34 C/Resolution 84 in which it recognized that the Medical Benefits Fund (MBF) is an effective and indispensable element of social protection for current and retired staff members of the Organization. It noted the information on the present state of the MBF and its financial position as at 30 June 2007. It encouraged the Director-General to pursue the modernization and rationalization of the MBF, bearing in mind the ultimate objective of securing its long-term financial viability and stability. In this resolution, the General Conference also invited the Director-General to include the possibility of reviewing the

employee/employer contributions to the MBF, in the preparation of the Draft Programme and Budget for 2010-2011 (35 C/5).

56. Pursuant to 34 C/Resolution 84, this paper reports on the financial situation of the MBF as at 31 December 2007, the status of implementation of measures contained in the Global Plan of Action, the recommendations of the External and Internal Auditors and the possibility of changing the employer/employee contributions to the MBF.

Financial situation of the Fund

57. The Director-General confirms the MBF's satisfactory financial standing to meet its short-term obligations. Figures for the period, 1 January 2007 to 31 December 2007, show an excess of income over expenditure of \$4.3 million. This figure added to the accumulated surplus, brought forward from the previous biennium, increases the surplus to \$29.6 million representing about 20 months of MBF benefits' payments, in line with the recommended reserve level of 18 months of MBF benefit payments necessary for short-term requirements.

58. It must be noted that the growth in the accumulated surplus also results from the continued strengthening of the euro against the US dollar. Consequently, the MBF Board will continue to carefully monitor and review any proposed benefit adjustments and changes designed to ensure maintenance of the required surplus and benefits while aligning the current benefits plan to best practices elsewhere.

59. The Director-General asked the MBF Board to explore issues related to contributions and expenditure, in particular, setting up a long-term mechanism for projecting income and expenditure over a 10-year period. Adoption of a procedure that would increase contributions automatically in relation to recorded expenditure is an option which is presently under review. Should the 10-year projections indicate that MBF's reserves cannot meet the recommended reserve level of 18 months benefits' payments over the next five-year period, an adjustment to current contribution rates will be made. The adjustment will use the average rate of medical expenses over the previous five years.

Measures Implemented

MBF Rules

60. The principles of independence and solidarity that are essential for MBF participants have been incorporated into the MBF Rules. These were approved by the Director-General after recommendations from the MBF General Assembly and review by the MBF Board of Management. The new Rules, introduced in January 2008, clarify a number of specific provisions, particularly, the functioning of the MBF Board of Management and its General Assembly. Moreover, a medical insurance expert now advises the MBF Board on various aspects of its work, supplementing advice given by an independent expert in the field of social protection since 2005.

Employer/employee contributions to the Medical Benefits Fund

61. With regard to the question of employer/employee contributions and the introduction of a new cost-sharing formula that would increase the employer's share of contributions from 50% to 60% over time, this matter requires review in the context of the After Services Health Insurance coverage (ASHI) funding strategy. The accounting rule on retiree health benefits in accordance with International Public Sector Accounting Standard (IPSAS) requires employers to replace pay-as-you-go accounting with accrual accounting meaning that balance sheets must show the expected costs of providing health care for all employees and retirees eligible to receive such benefits, both present and future. In previous years, the liability for health benefits for retired staff members was not detailed in UNESCO's financial statements, although disclosure was made in the notes in compliance with United Nations Systems Accounting Standards (UNSAS).

62. The International Public Sector Accounting Standards (IPSAS) however requires that post-employment benefits be accounted for on a full accrual basis. Under this approach, the liabilities associated with ASHI should be recognized at the time the employee provides the service (in exchange for benefits that will only be paid in the future).

63. Given the rising level of After Service Health Insurance (ASHI) liabilities, the Director-General is looking into alternative funding policies for ensuring that adequate funds are set aside to meet current and future benefit liabilities, with the aim of fully funding such liabilities over the medium to longer term. Given the current financial health of MBF with regard to short-term requirements and the significant financial impact that after services health care funding will have on the overall financial stability of MBF, the Director-General has decided to defer changes in the cost-sharing formula until a viable funding mechanism for ASHI liability is set up. A separate document has been prepared on this subject by BOC, in cooperation with HRM, for the current session of the Executive Board.

64. In addition to the recommendations implemented in the last biennium, the following measures will shortly be implemented in the current biennium:

- (a) the service provider now furnishes participants with Internet access to information on the status of their reimbursement claims and, if required, an explanation of benefits in electronic format; and
- (b) the MBF Secretariat is preparing a comprehensive communication strategy, which will be submitted to the MBF Board for its approval.

65. Maintaining a health insurance plan is vital and challenging as many of these arise from factors outside the Organization's control; rising cost of health care and the impact of an ageing population. But on the basis of work done by the MBF's Board of Management and the General Assembly, the Director-General will continue to closely monitor MBF's financial situation and address the challenges to maintain its financial viability.

IX. 179 EX/Decision 5 (II):

Progress report on the implementation and follow-up to the Ahmedabad Declaration

66. The Ahmedabad Declaration, adopted at the fourth International Conference on Environmental Education (November 2007, India) called on the international community to empower education so that it might impel the creation of sustainable human lifestyles and systems. In particular, the Declaration highlights the urgent need for education to explore and promote alternative models of politics, macro- and micro-economics, and individual behaviour patterns. The Declaration therefore falls squarely within the goals set out for the United Nations Decade of Education for Sustainable Development (DESD).

67. As the lead agency for the DESD, UNESCO has used the Ahmedabad Declaration and the Conference outcomes to promote and further support implementation of the DESD by widely disseminating them and integrating the commitments set out in the Declaration in activities undertaken within the framework of the DESD.

68. In particular, UNESCO has undertaken to communicate the Declaration to a wide range of government and civil society actors. For example, in Asia and the Pacific, the Organization has distributed it to ESD experts, government officials, researchers, NGOs and other agencies. In Africa, it has circulated it among UNESCO offices, United Nations sister agencies and various stakeholders, including National Commissions, for in-country dissemination. Furthermore, the Declaration was shared with members of the DESD Reference Group, the DESD Monitoring and Evaluation Expert Group and the United Nations Inter-Agency Committee on DESD; posted on various UNESCO websites; included in an ESD Resource Pack distributed by UNESCO Dakar;

and highlighted in an article on “Learning laboratories for sustainable development” published in World Heritage No. 49 (April 2008).

69. UNESCO is also ensuring that the Ahmedabad Declaration is feeding into the preparations of the forthcoming 2009 World Conference on Education for Sustainable Development as a reference point for orienting discussion and debate.

70. In order to raise awareness of the recommendations of the UNESCO-organized workshop on biosphere reserves and world heritage sites, workshop reports have been presented and a DVD produced and distributed to key stakeholders and participants at international scientific gatherings.

71. Efforts have been made to integrate the Declaration and other conference outcomes into policy texts and into ongoing and planned activities. In Asia and the Pacific, for example, the Declaration served as a reference document in the revision of the regional ESD strategy for the region, particularly in emphasizing indigenous and traditional knowledge in order to promote an alternative vision for a sustainable future. In Africa, meetings held within the framework of the DESD have placed a strong emphasis on effective methods of learning and sharing knowledge for ESD, which are among the main elements underlying the Declaration. UNESCO Dakar has incorporated the philosophy of the Declaration into its ESD in sub-Saharan Africa Observatory as well as into upcoming projects on “HIV and AIDS and ESD” and “Man and the Biosphere and ESD”. The Regional Framework for DESD for the Arab region, which also espouses the principles of sustainability reflected in the Declaration, has recently been finalized. Similarly, the Ahmedabad Conference and the Declaration have contributed to the ongoing monitoring and evaluation of the DESD, in particular in Latin America and the Caribbean and in the Europe and North America regions.

**X. 179 EX/Decision 30:
Progress made in the implementation of the Internal Oversight Service (IOS) strategy
in 2006-2007: annual report 2007**

Implementation of Internal Oversight Service (IOS) audit recommendations

72. As a result of sustained engagement across the Secretariat during 2008, significant progress has been made in the implementation of IOS internal audit recommendations and the momentum is continuing. From January to June 2008, over 60% of the recommendations that were open at the beginning of the year were closed based on a number of factors:

- controls had been implemented or other recommended actions taken;
- alternatives to resolve the identified weakness or inefficiency had been implemented;
- situations had changed and recommendations were no longer applicable.

73. The following table presents details of internal audit recommendations for the first half of 2008.

	Headquarters	Field Offices	Institutes	Total
Open Recommendation as at 1 January 2008	661	1,381	162	2,204
Recommendation Issued in 2008	29	0	8	37
Recommendations Closed in 2008	519	765	62	1,346
Open Recommendations as at 30 June 2008	171	616	8	895
Percentage Closed in 2008	75.2%	55.4%	36.5%	60.1%

74. IOS has initiated a series of changes to avoid recurrence of a large backlog of open audit recommendations:

- the current audit approach aims to avoid promulgation and tracking of minor issues by generating fewer and more significant recommendations and also by fully recognizing improvements made during the audit;
- to reinforce ownership of required actions, IOS has introduced Agreed Action Plans based on jointly agreed solutions to weaknesses or inefficiencies noted during an audit;
- communication in the follow-up process has been strengthened by placing more emphasis on meetings and telephone discussions with IOS client units rather than relying solely on email and other correspondence;
- accountability for inaction has been strengthened through quarterly follow-up reporting and escalation processes;
- a new performance measure has been introduced: Agreed Action Plans open cannot exceed 60% of those issued during the past eight quarters.

75. Through continued engagement during the coming months, IOS anticipates that the number of open recommendations will be reduced to an appropriate level, while the change initiatives mentioned above will increase efficiency and substantive results of the follow-up process.

Convening of the UNESCO Oversight Advisory Committee

76. The legal impasse on how the Oversight Advisory Committee could meet within the legal structure of UNESCO was resolved by recognizing the Committee as a Category VI Expert Committee. Under this format the Oversight Advisory Committee met on 24 and 25 June 2008 and it expects to meet three more times prior to the General Conference to be held in October 2009. The Oversight Advisory Committee is working according to a mandate signed by the Director-General on 25 June 2008.

77. The Oversight Advisory Committee meeting covered crucial aspects of UNESCO including emerging risk issues and risk management, internal oversight, external audit activities and the implementation of the International Public Sector Accounting Standards (IPSAS). Following the meeting, the Oversight Advisory Committee briefed the Director-General and provided advice to him. The Director-General expressed his pleasure with the results of the meeting and that the Oversight Advisory Committee mechanism was back on track and in line with good governance practices, including the Executive Board expectations.

78. The next meeting is scheduled to take place before the end of the year and is expected to cover among others: information technology, the evaluation function including an approach for a peer review and an update on IPSAS implementation.

**XI. 179 EX/Decision 36:
Status of implementation of approved/accepted recommendations contained in Joint Inspection Unit (JIU) reports**

79. In document 179 EX/36, the Interim Director, Internal Oversight Service (IOS), informed the Executive Board that sufficient progress had not been achieved in implementing the recommendations of the JIU and proposed solutions to address this. The Director, IOS, gave a commitment to the Board that action would be taken in the ensuing months with the results presented at its 180th session.

80. IOS has engaged the relevant services to update and clarify plans, target dates and actions already taken for the JIU recommendations. The response from the services has been encouraging. Of the 61 recommendations that were open as at 1 January 2008, 34 were implemented during the first half of the year. Some of the reports that showed good progress in implementation of the recommendations include JIU/REP/2005/8 – “Further measures to strengthen United Nations system support to the New Partnership for Africa's Development”, JIU/REP/2006/6 – “Results-Based Management in the United Nations in the context of the reform process” and JIU/Note/2006/1 – “Goodwill Ambassadors in the United Nations system”.

81. For the remaining 27, actions are under way. IOS is confident that the positive results in the first half of 2008 will continue and that most of the recommendations will be addressed. There are no open recommendations that require the attention of the Executive Board at this time. The follow-up of open JIU recommendations is now an ongoing IOS role and will be reported periodically to the Director-General and annually to the Executive Board.

A summary status of recommendations by Report/Note is presented below:

No.	Report /Note Title	Report/Note number	Open as at 1 January 2008	Addressed and closed until 30 June 2008	Open as at 30 June 2008
1	Overview of the series of reports on managing for results in the United Nations system	JIU/REP/2004/5	2	2	0
2	Procurement practices within the United Nations system	JIU/REP/2004/9	1	0	1
3	Harmonization of conditions of travel throughout the United Nations system	JIU/REP/2004/10	2	2	0
4	Review of the management of the United Nations Laissez-Passer	JIU/Note/2005/2	1	0	1
5	Some measures to improve overall performance of the United Nations system at the country level	JIU/REP/2005/2	8	1	7
6	Further measures to strengthen United Nations system support to the New Partnership for Africa's Development	JIU/REP/2005/8	10	7	3
7	Goodwill Ambassadors in the United Nations system	JIU/Note/2006/1	7	7	0
8	Oversight Lacunae in the United Nations System	JIU/REP/2006/2	5	2	3
9	A second review of the implementation of the Headquarters agreement concluded by United Nations system organizations	JIU/REP/2006/4	3	1	2
10	Results-Based Management in the United Nations in the context of the reform process	JIU/REP/2006/6	15	11	4
11	Voluntary contributions in the United Nations system organizations: impact on programme delivery and resource mobilization strategies	JIU/REP/2007/1	1	0	1
12	United Nations system staff medical coverage	JIU/REP/2007/2	1	0	1
13	Age structure of human resources in the organizations of the United Nations system	JIU/REP/2007/4	2	0	2
14	Knowledge management in the United Nations system	JIU/REP/2007/6	3	1	2
TOTAL			61	34	27

XII. 179 EX/Decision 44:

Progress report on the feasibility study on the establishment in China of an Asia and the Pacific regional centre for the safeguarding of the intangible cultural heritage, as a category 2 centre under the auspices of UNESCO

and

XIII. 179 EX/Decision 46:

Progress report on the feasibility study on the establishment in the Republic of Korea of an intangible cultural heritage centre for the Asia and the Pacific region, as a category 2 centre under the auspices of UNESCO

82. At its 179th session the Executive Board took two decisions requesting the Director-General to present feasibility studies, if possible for the 180th session of the Executive Board, with regard to the possible establishment in China and the Republic of Korea respectively of category 2 centres for safeguarding intangible heritage in the Asia and the Pacific region. Subsequently, the Government of Japan sent the Director-General a “request for action” for the possible establishment of a similar category 2 centre in Japan. The Director-General wishes to present all three feasibility studies to the Executive Board simultaneously, in view of the Board’s express concern that his reports on the feasibility studies address the respective specializations of the possible centres.

83. The Director-General has suggested to the governments of the three countries concerned that the respective feasibility studies can only achieve substantial progress once a trilateral agreement has been negotiated among them laying out the division of labour among the three centres. China, the Republic of Korea and Japan initiated discussions with a view to reaching such an agreement, but those discussions have been slowed because of the earthquake that struck China in May 2008. The Director-General looks forward to beginning the feasibility studies as soon as the three countries have agreed together on the respective specializations of the centres, as requested by the Executive Board at its 179th session. He further hopes that he will be able to note in his oral report to the 180th session of the Executive Board that further progress has been made towards carrying out these feasibility studies.

XIV. 179 EX/Decision 49:

Outline of a UNESCO strategy for technical and vocational education and training (TVET)

84. At its 179th session, the Executive Board requested the Director-General to present to it at its 181st session a succinct and operational strategy to support technical and vocational education and training (TVET) in the Member States (179 EX/Decision 49). In response to this request and building on the rich debate that took place during the 179th session of the Board, UNESCO has initiated preparations to convene consultative meetings involving all stakeholders, including the Member States, UNESCO staff, external experts and development partners.

85. Furthermore, as requested by the Board and to feed into the consultative meetings, UNESCO has developed a draft structure for the strategy document. This latter will be divided into four main sections: (1) context, aims and method of the strategy document; (2) latest orientations in TVET; (3) UNESCO’s role in TVET; and (4) the way forward.

86. Section 1 will begin by presenting the background to the development of the strategy, including Member States’ recognition of the role played by TVET in promoting sustainable social and economic development. It will then define the specific aims of the strategy document. Broadly described, these are to determine how UNESCO can best plan, adapt and implement its TVET programme in order to meet Member States’ needs, in line with the Organization’s normative instruments in the field (Convention on Technical and Vocational Education (1989) and Revised Recommendation concerning Technical and Vocational Education (2001)) and its Medium-Term

Strategy (34 C/4). The methodology used to build UNESCO's strategy for TVET will then be clearly set out.

87. Section 2 will briefly review global trends in TVET policy and practices. In particular, it will identify the challenges, issues and recent policy developments in TVET that are of special relevance to UNESCO's Member States, keeping in mind the findings of cutting-edge research in TVET as well as the outcomes of relevant high-level conferences over the last decade and the consultations with Member States referred to above.

88. Section 3 will examine UNESCO's mandate, comparative advantage and institutional resources, with particular attention to the needs, issues and programmatic areas identified by Member States in 179 EX/Decision 49 (para. 8), as well as to the concern to ensure that UNESCO's support to TVET responds to nationally defined priority areas and does not duplicate work undertaken by other partners.

89. Building on the analyses carried out in the preceding sections, Section 4 will set out the key actions to be carried out and commitments to be made, and provide a framework and timeline for implementation. The framework will delineate the roles and responsibilities of UNESCO and of its global partners. The level of human and financial resources to be attributed to TVET will also be defined. Measurable outcomes as well as modalities for monitoring, reporting on and evaluating implementation will be set.



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34 C/RESOLUTON 84: MEDICAL BENEFITS FUND

ADDENDUM

SUMMARY

In accordance with Item 2805.7 of the Administrative Manual, the International Staff Association of UNESCO (ISAU) presents its own comments on the report by the Director-General.

VIEWS OF THE INTERNATIONAL STAFF ASSOCIATION OF UNESCO (ISAU) ON THE REPORT BY THE DIRECTOR-GENERAL ON THE FOLLOW-UP TO DECISIONS AND RESOLUTIONS ADOPTED BY THE EXECUTIVE BOARD AND GENERAL CONFERENCE AT THEIR PREVIOUS SESSIONS: 34 C/RESOLUTION 84 – MEDICAL BENEFITS FUND (180 EX/5)

1. The International Staff Association of UNESCO (ISAU) notes with satisfaction that, in the short-term, the Medical Benefits Fund (MBF) remains on an even keel and that the surplus of income over expenditure is higher than the generally accepted standard of 18 months of expenditure and has reached 20 months. We support the Director-General's decision to request the Board of Management to initiate the study of actuarial trends in the Fund's finances, in particular those concerning income and expenditure for ten years on the basis of realistic assumptions. ISAU also supports the study of a mechanism that would automatically trigger increases in contributions if and when warranted by the actuarial trend.
2. These considerations cannot, however, serve as a pretext for delaying implementation of the cost-sharing formula for employer/employee contributions, under which the employer's share could rise gradually in three stages to 60% beginning on 1 January 2008, pursuant to document 34 C/38, paragraph 14.
3. ISAU wishes to point out that such an adjustment had already been deferred owing to budgetary constraints at the 176th session of the Executive Board, which was unable to consider the matter. We wish most earnestly that this formula will be examined by the Executive Board at the present session and will be taken into account when drawing up the Programme and Budget for 2010-2011 (35 C/5).
4. Nor should the start of the Organization's contribution to the MBF for retired participants be postponed using in-depth studies as a pretext or on the grounds that the International Public Sector Accounting Standards (IPSAS) would only be operational as from January 2010.
5. ISAU welcomes the long awaited adoption and publication of the new Rules of the Medical Benefits Fund last January. The smooth conduct of the election of the representatives of the participants under the new statutory provisions, to which our Association contributed actively, is encouraging.
6. Accordingly, for the first time since the establishment of the MBF, the representatives of the retired participants will in future take part in the work of the Board of Management in the same way as the staff associations. The Administration's efforts to achieve such democratic progress can only be applauded.

For the Executive of ISAU

Sidiki Coulibaly
President



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ADDENDUM 2

SUMMARY

In accordance with Item 2805.7 of the Administrative Manual of UNESCO, The International Staff Association of UNESCO (ISAU) presents its observations on the report by the Director-General.

VIEW OF THE INTERNATIONAL STAFF ASSOCIATION OF UNESCO (ISAU) ON THE 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

1. The International Staff Association of UNESCO (ISAU) wishes to focus its observations on Parts I and II of the "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" concerning the geographical distribution of staff and the gender balance of the staff (180 EX/5 and 180 EX/INF.7).

2. These two priority issues have always been of particular importance for ISAU which, by virtue of its mission and in accordance with its Statutes, works to promote the geo-cultural diversity of the Organization's staff members.

Geographical distribution of staff

3. This report by the Director-General, which gives an account of the new post-weighting methodology, is highly instructive. It contains detailed statistical data on all the staff as at 1 May 2008 and provides an analysis of the geographical distribution of staff at Director-level and above.

4. Positive trends noted in this document include: (i) an increase in the number of normally represented Member States, from 75 to 79; (ii) a reduction in the number of under-represented Member States, from 62 to 57.

5. Compared to those made by other United Nations specialized agencies, these efforts to balance the geographical distribution of Secretariat posts are commendable, and we encourage the Director-General to continue on this positive course.

6. We believe, however, that these efforts should also aim to ensure a balanced representation of the Member States in all Secretariat posts and at all levels of responsibility, particularly at Director-level and above. This is far from the case today: only Group I Member States are very well represented in the Director category and above, with over 42%, while Group II Member States are the least well represented, with 5% (180 EX/INF.7 – Table 5).

7. ISAU also notes that the situation is more alarming with regard to the geographical distribution at Director-level and above, according to place of duty (Headquarters and field) and the various sectors. The imbalance is more pronounced in positions of responsibility and those involving decision-making. For example, 71% of posts at Headquarters, from P-4 to ADG level, are held by Group I in the Culture Sector.

8. Serious efforts must therefore be made to correct these disparities, and the current wave of retirement will no doubt provide an opportunity to do so. Greater equity must be sought with respect to geographical distribution at all levels, in all sectors and both at Headquarters and the field. We would like to point out, however, that this readjustment must apply to all types of contract, regardless of their duration or funding source.

9. ISAU would also like to emphasize the importance and added value of strategic human resources planning, not only with a view to equitable geographical distribution but also to guarantee the effectiveness and efficiency of recruitment procedures, rotations, internal evaluation programmes, promotions, training programmes and opportunities and of the accountability system. We believe this system should be put in place urgently, as it will provide coherence between the different components of human resources management in the Organization.

10. Finally, permit us to reiterate that the principles of non-discrimination and diversity constitute the fundamental components of the system for the protection of staff rights, as promulgated by the Staff Regulations and Staff Rules of the Organization. With this in view, equal treatment and the fight against racial discrimination and all other forms of discrimination are most certainly real catalysts in the quest for equitable geographical distribution.

11. Thus, in the hope of achieving rapid progress in this field, we shall pursue the dialogue with the Administration, in order to put in place appropriate mechanisms to advance towards greater equity, especially by setting up a “consultative committee to fight against discrimination” in the Secretariat which we so very much hope to see established.

Gender balance of staff

12. Document 180 EX/INF.7 confirms that, as at 1 May 2008, women **still represented** 48% of the staff in the P and D grades. Examination of Table 8 shows that parity has **still** not been achieved within the Secretariat. In particular in the D grade, progress has hardly been perceptible since only one woman has been appointed over the last six months. ISAU would like to point out that, at this rate, the objective of recruiting 16 women to Director posts by the end of 2009 will not be attained.

13. Concerning the percentage of women in the P grades (from January 2008 to May 2008), we note a significant decline in the percentage of women in P-1 (from 77% to 74%), few changes for P-2 grade (from 60% to 61%), and a slight decline for women in P-3 grade (from 58% to 57%). On the other hand, no change whatsoever can be seen at the level of grades P-4 (40%) and P-5 (39%).

14. ISAU would like to come back to **measure 11** in the Gender Equality Action Plan, **which raises the issue of reconciling working life and private life**. UNESCO has in fact joined the United Nations Dual Career and Staff Mobility programme launched in 2004 to facilitate the employment of spouses of United Nations staff through the establishment of a Local Expatriate Spouse Association (LESA). Measure 11 envisaged the setting up of a LESA in Paris with the support of other organizations such as OECD, and also LESAs in the regional offices.

15. We are **still awaiting the establishment of such LESAs at Headquarters and in the Organization’s regional offices**. ISAU considers this point to be of the utmost importance for international staff subject to the compulsory rotation system since 1 October 2008.

16. We also note that, despite some commendable efforts to ensure that women apply for Director-level posts, other measures such as setting objectives for each sector and introducing a wider range of policies for flexible work agreements have not yet been adopted.

17. In conclusion, ISAU recalls that without the “political support” of the governing bodies of the Organization, we will not be able to defend gender equality, which remains one of the essential objectives of our Organization.

For the Executive of ISAU
Sidiki Coulibaly
President



United Nations
Educational, Scientific and
Cultural Organization

Executive Board

Hundred and eightieth session

180 EX/5 Add.3 Rev.

PARIS, 20 October 2008
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Item 5 of the 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

REPORT BY THE DIRECTOR-GENERAL ON THE IMPLEMENTATION OF 34 C/RESOLUTION 47 AND 179 EX/DECISIONS 9 AND 52 RELATED TO THE ASCENT TO THE MUGHRABI GATE IN THE OLD CITY OF JERUSALEM

ADDENDUM 3

SUMMARY

This document is an addendum to document 180 EX/5 aiming at informing the Members of the Board of recent developments concerning the works taking place at the ascent to the Mughrabi Gate leading to the al-Haram ash-Sharīf in the Old City of Jerusalem and at proposing a draft decision in this respect.

Decision proposed: paragraph 4.

1. The Israel National Commission for UNESCO forwarded to the World Heritage Centre, in a letter dated 31 August 2008, a document comprising the decision taken by the Jerusalem District Planning and Construction Commission on the town planning scheme for the Mughrabi ascent. This document also contains the 14 objections presented to the Commission at a public hearing on 20 May 2008 and the minutes of the discussions held during these public hearings. The Jerusalem District Planning and Construction Commission “decided to approve the plan for validity”, subject to a series of stipulations.

2. It is to be noted that as of 31 August 2008, one of the objectors has requested, and been granted permission, to appeal to the National Council for Planning and Construction. The discussion of this appeal is not envisaged before the month of November 2008 and the approved plan will therefore not be gazetted until after the results of this appeal. The Israeli authorities indicated also in their correspondence that in the meantime, no further works were being carried out on the site.

3. As per the request of the World Heritage Committee at its 32nd session in Quebec City (Decision 32 COM 7A.18 annexed to document 180 EX/10), the World Heritage Centre has prepared

a fifth Reinforced Monitoring Report which was sent to the States Parties Members of the World Heritage Committee on 26 September 2008.

4. The Executive Board may wish to adopt the following draft decision:

The Executive Board,

1. Having examined document 180 EX/5 Add.3 Rev.,
2. Recalling 176 EX/Special Plenary Meeting/Decision, 177 EX/Decision 20, 179 EX/Decisions 9 and 52,
3. Further recalling Decisions 31 COM 7A.18 and 32 COM 7A.18 adopted by the World Heritage Committee at its 31st (Christchurch, 2007) and 32nd (Quebec City, 2008) sessions respectively,
4. Also recalling the relevant provisions on the protection of cultural heritage including, as appropriate, the four Geneva Conventions (1949), the Hague Convention for the Protection of Cultural Property in the Event of Armed Conflict of 1954, the Convention for the Protection of the World Cultural and Natural Heritage of 1972, the inscription of the Old City of Jerusalem and its Walls at the request of Jordan on the World Heritage List (1981) and on the List of World Heritage in Danger (1982), and the recommendations, resolutions and decisions of UNESCO,
5. Reaffirming the purpose and spirit of the professional encounter at the technical level of 13 January 2008, as well as the follow-up meeting of 24 February 2008,
6. Being aware that the process for the design of the Mughrabi ascent, which allows for the taking into consideration of the proposals submitted during the professional encounter, is still under way, and that the World Heritage Centre is following closely the developments associated with this process through its Reinforced Monitoring Mechanism,
7. Being aware of the deep concerns regarding the decision taken by the Jerusalem District Planning and Construction Commission on the town planning scheme for the Mughrabi ascent,
8. Requests that, despite this decision, the process for the design of the Mughrabi ascent be inclusive of all concerned parties, in accordance with the spirit and content of previous World Heritage Committee decisions;
9. Reaffirms that no measures, unilateral or otherwise, should be taken which will affect the authenticity and integrity of the site, in accordance with the Convention for the Protection of the World Cultural and Natural Heritage of 1972;
10. Reiterates the request made by the World Heritage Committee at its 32nd session in Decision 32 COM 7A.18 that the Israeli authorities continue the cooperation engaged with all concerned parties, in particular with Jordanian and Waqf experts;
11. Reiterates the request made by the World Heritage Committee at its 32nd session in Decision 32 COM 7A.18 that the World Heritage Centre organize a technical follow-up meeting at the site with all concerned parties for additional exchanges of information to enable all necessary inputs to be considered;
12. Notes with satisfaction that the follow-up meeting requested by the World Heritage Committee at its 32nd session in Decision 32 COM 7A.18 is tentatively scheduled for early November 2008;

13. Expresses its thanks to the Director-General for the action he has taken to facilitate the dialogue and professional exchanges between all the concerned parties;
14. Invites the Director-General to submit to it a progress report thereon at its 181st session.