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Educational, Scientific and
Cultural Organization

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Part I

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**REPORTS BY THE DIRECTOR-GENERAL
ON OTHER SPECIFIC MATTERS**

PART I

**RECENT DECISIONS AND ACTIVITIES OF THE ORGANIZATIONS
OF THE UNITED NATIONS SYSTEM OF RELEVANCE
TO THE WORK OF UNESCO**

SUMMARY

In accordance with paragraph 3 of 103 EX/Decision 6.1-6.2, 124 EX/Decision 6.1 and 167 EX/Decision 4.2, the Director-General informs the Executive Board of decisions and activities of the organizations of the United Nations system of interest to UNESCO that have been adopted or have taken place since the 184th session of the Board.

No financial or administrative implications.

Action expected of the Executive Board: proposed decision in paragraph 16.

I. 65th SESSION OF THE GENERAL ASSEMBLY

A. MDG Summit

1. Preceding the United Nations General Assembly's 65th session, the High-level Plenary Meeting on the Millennium Development Goals – or “MDG Summit” – took place in New York from 20 to 22 September 2010. The Summit and related events were attended by heads of state and governments, ministers, as well as members of civil society, academia and the private sector.

2. The outcome document of the Summit *Keeping the promise: united to achieve the Millennium Development Goals* reaffirms world leaders' commitment to the MDGs and sets out a concrete action agenda for achieving the goals by 2015. Based on examples of success and lessons learned over the last ten years, the document spells out specific steps to be taken by all stakeholders to accelerate progress on each of the eight Goals. It also reaffirms that, despite setbacks due to the financial and economic crisis, progress has been made on fighting poverty, increasing school enrolment and improving health in many countries, and that the Goals remain achievable.

3. UNESCO has intensively advocated for the recognition and inclusion of the role of culture as an integral part of development and has emphasized the crucial role of education in all the MDG Summit deliberations. As a result, the MDG Outcome Document recognizes for the first time the importance of culture in development as well as a strengthened endorsement of the two education-related MDGs.

4. The Director-General participated in the three-day Summit and took part in several high-level meetings and events, including the Plenary MDG Roundtable on “Meeting the goals of Health and Education”. Furthermore, two side events were organized by UNESCO on education and the role of culture for development, with the participation of representatives of Member States at the highest level, heads of United Nations system and intergovernmental organizations, civil society, the private sector and the media.

5. On the concluding day of the Summit, United Nations Secretary-General Ban Ki-moon launched the Global Strategy for Women's and Children's Health, a concerted effort to save the lives of more than 16 million women and children. In support of the Secretary-General's new global strategy, stakeholders partners pledged more than US \$40 billion in resources for women's and children's health.

6. In addition, the following two high-level meetings, with the participation of heads of states or governments, were also organized at the beginning of this year's session:

- A high-level meeting in support of the International Year of Biodiversity, which addressed the alarming rate of global biodiversity loss and sought ways to rescue the natural economy.
- A high-level five-year review of the Mauritius Strategy – called “Mauritius+5” – during which world leaders discussed ways and means of strengthening the resilience of those vulnerable countries, many of which had suffered a decline in real economic growth over the last decade, in marked contrast to many other developing nations.

B. Main segment

7. UNESCO participated in the main segment of the 65th session of the General Assembly from 23 September to 23 December 2010, under the chairmanship of H.E. Mr Joseph Deiss of Switzerland.

8. A reaffirmed commitment to the principles of multilateralism and cooperation, including efforts to reaffirm the central role of the General Assembly in global governance dominated the debates of this session. The reform of the United Nations and its Security Council; the promotion of sustainable development and green economy and the importance of dialogue and debate in tackling issues of global concern were also reoccurring themes.

9. As in previous years, UNESCO has been asked by the General Assembly to prepare reports on agenda items for which the Organization has a specific mandate or responsibility. The following reports have been submitted at this session:

- **Report on “the implementation of the International Plan of Action for the United Nations Literacy Decade”.**
- **“Mid-Decade Review of the United Nations Decade of Education for Sustainable Development, 2005-2014”.**
- **Report on “International Decade for Culture of Peace and Non-Violence for the Children of the World, 2001-2010.**
- **Report on “Communication for Development Programmes in the United Nations System”.**

10. The above reports were presented by UNESCO and discussed either in the Assembly’s Plenary or in its Main Committees.

C. Resolutions of relevance to the work of UNESCO adopted by the General Assembly¹

11. During the 65th session, the General Assembly adopted the following resolutions which make reference to UNESCO’s programmes and/or assign specific action(s) to the Organization:

- **Culture and development** (res. 65/166). The Assembly “recognizes that culture is an essential component of human development (...) and an important factor in the fight against poverty, providing for economic growth and ownership of development processes” and emphasizes the important contribution of culture for sustainable development and the achievement of national development objectives and internationally agreed development goals, including the MDGs. It also requests the Secretary-General to ensure that United Nations country teams further integrate and mainstream culture into their programming exercises, in particular United Nations Development Assistance Frameworks, in consultation with relevant national authorities, when assisting countries in the pursuit of their development objectives. The Secretary-General is also asked to include in its report to the 66th session of the General Assembly, “an assessment of the value and desirability of organizing a United Nations conference on culture and development, including its aim, level, format and timing, as well as budgetary implications”.
- **Implementation of the Declaration and Programme of Action on a Culture of Peace** (res. 65/11). The Assembly “welcomes the summary report of the meeting of the UNESCO High Panel on Peace and Dialogue among Cultures convened by the Director-General on 18 February 2010” and encourages UNESCO, “for which the promotion of a culture of peace is the expression of its fundamental mandate”, to strengthen further the activities it has undertaken for promoting a culture of peace, including the promotion of peace education and the dissemination of the Declaration on a Culture of Peace and the Programme of Action and related materials in various languages across the world. It also invites UNESCO “to consider the feasibility of creating a special fund under the

¹ The texts of these resolutions can be provided to the members of the board upon request.

Organization to cater to the country-specific projects for the effective promotion of a culture of peace”.

- **Promotion of interreligious and intercultural dialogue, understanding and cooperation for peace** (res. 65/138). By this resolution, the Assembly “takes note with appreciation of the efforts of UNESCO, as the lead agency for the International Year for the Rapprochement of Cultures, to promote the action plan for the celebration of the Year”. It also requests the United Nations Secretary-General, in coordination with UNESCO, “to further solicit views of Member States on the possibility of proclaiming a United Nations decade for interreligious and intercultural dialogue and cooperation for peace”.
- **Permanent memorial to and remembrance of the victims of slavery and the transatlantic slave trade** (res. 65/239). The Assembly “encourages UNESCO to launch an international design competition for the permanent memorial which is to be funded from the Trust Fund, in view of the considerable experience of that Organization with the Slave Route Project, international competitions and its worldwide presence through its network of field offices and National Commissions; and invites UNESCO to assist the committee in defining guidelines for the selection process and in identifying qualified candidates from its pool of international specialists to serve on the international jury.
- **United Nations Literacy Decade: education for all** (res. 65/183). By this resolution, the Assembly takes note of major UNESCO publications including, the Education for All Global Monitoring Report 2010: “Reaching the Marginalized”, the first Global Report on Adult Learning and Education, the 2009 review of the Literacy Initiative for Empowerment (LIFE); and the synthesis report of the Eighth E-9 Ministerial Review Meeting on Education for All. It requests UNESCO “to reinforce its coordinating and catalysing role in the fight against illiteracy”; and to take “immediate, concrete steps to address the needs of countries with high illiteracy rates and/or with large populations of illiterate adults, with particular regard to women and persons with disabilities”. The Secretary-General is requested, in cooperation with the Director-General of UNESCO, to “seek the views of Member States on the progress achieved in implementing their national programmes and plans of action for the Decade, undertake a final evaluation of the implementation of the Decade by Member States and other stakeholders and submit to the General Assembly in 2013 a final report on the implementation of the International Plan of Action with specific recommendations for the post-Decade period”.
- **United Nations Decade of Education for Sustainable Development (2005-2014)** (res. 65-163). By this resolution, the Assembly takes note of the Bonn Declaration of the UNESCO World Conference on Education for Sustainable Development (31 March-2 April 2009), including the areas identified for further action in the remaining half of the Decade; and notes that the End-of-Decade World Conference on Education for Sustainable Development will be hosted jointly by the Government of Japan and UNESCO in 2014. It requests UNESCO, as the designated lead agency, to continue its coordination role in promoting the Decade and invites the Organization to prepare a review of the implementation of the Decade for submission to the General Assembly at its seventieth session.
- **Rights of the child** (res. 65/197). The Assembly welcomes the first World Conference on Early Childhood Care and Education (Moscow, 27-29 September 2010) convened by UNESCO.
- **Human rights and extreme poverty** (res. 65/214). The Assembly reaffirms the Dakar Framework for Action adopted at the World Education Forum in 2000, and recognizes the importance of UNESCO strategy for the eradication of poverty, especially extreme

poverty, in supporting the Education for All programmes as a tool to achieve the Millennium Development Goal of universal primary education by 2015.

- **Second United Nations Decade for the Eradication of Poverty (2008-2017)** (res. 65/174). By this resolution, the Assembly recognizes the role of UNESCO in coordinating the Education for All partners and in promoting the development of sector-wide education policies by, *inter alia*, elaborating pedagogical tools for grass-roots organizations and policymakers.
- **Information and communication technologies for development** (res. 65/141). The Assembly takes note of the establishment of the Broadband Commission for Digital Development at the invitation of the Secretary-General of ITU and the Director-General of UNESCO, and of the report of the Commission prepared in cooperation with ITU and UNESCO entitled *A 2010 Leadership Imperative: The Future Built on Broadband*. It also notes the organization of the World Summit on the Information Society Forum 2010 by ITU, UNCTAD, UNDP and UNESCO to facilitate interaction among actors implementing the Summit's action lines, and invites organizers to fully engage Governments, international organizations, civil society and the private sector in the preparations for the World Summit on the Information Society Forum 2011, to be held in Geneva from 16 to 20 May 2011.
- **Questions relating to information** (res. 65/107A-B). The Assembly requests that full support be provided to the UNESCO International Programme for the Development of Communication (IPDC) which should support both public and private media and encouraged continued collaboration between the United Nations Department of Public Information and UNESCO in the promotion of culture and in the fields of education and communication, bridging the existing gap between the developed and the developing countries.
- **Oceans and the law of the sea** (res. 65/37), which highlights the role of programmes and activities of the UNESCO Intergovernmental Oceanographic Commission (IOC) and its secretariat and takes note with appreciation of the progress made by the IOC and Member States towards the establishment of regional and national tsunami warning and mitigation systems. It also "expresses concern at the intentional or unintentional damage to platforms used for ocean observation and marine scientific research, such as moored buoys and tsunameters, and urges States to take necessary action and to cooperate in relevant organizations, including the IOC to address such damage".
- **Elimination of all forms of intolerance and of discrimination based on religious belief** (res. 65/211). The Assembly "stresses the importance of a continued and strengthened dialogue in all its forms, including among and within religions or beliefs, and with broader participation, including women, to promote greater tolerance, respect and mutual understanding, and welcomes different initiatives in this regard, including the Alliance of Civilizations and the programmes led by UNESCO".

D. International Decades, Years and Days

12. The following international observances have been decided by the 65th session of the General Assembly:

- 2011–2020 as Third International Decade for the Eradication of Colonialism (resolution 65/119)
- 2012 as International Year of Sustainable Energy for All (resolution 65/151)
- 2013 as International Year of Water Cooperation (resolution 65/154)

- First week in February as World Interfaith Harmony Week between all religions, faiths and beliefs (resolution 65/5)
- 24 March as International Day for the Right to the Truth concerning Gross Human Rights Violations and for the Dignity of Victims (resolution 65/196)
- 23 June as International Widows' Day (resolution 65/189)

II. SUBSTANTIVE SESSION OF THE ECONOMIC AND SOCIAL COUNCIL (ECOSOC)

13. The 2010 substantive session of ECOSOC took place in New York from 28 June to 23 July 2010, chaired by H.E. Mr Hamidon Ali (Malaysia). As in previous years, the session was divided in five segments: (i) the high-level segment, focused on *implementing the internationally agreed goals and commitments in regard to gender equality and empowerment of women*, which concluded by a Ministerial Declaration; (ii) the coordination segment, focused on the follow-up to the 2009 Ministerial Declaration on *implementing the internationally agreed development goals and commitments in regard to global public health*; (iii) the operational activities segment; (iv) the humanitarian affairs segment whose theme was *strengthening of the coordination of humanitarian assistance* and which also comprised an event to discuss *transition from relief to development, lessons learned from the experience in Haiti*; and (v) the general segment.

14. UNESCO was represented at the session and participated in its preparation contributing to several Secretary-General's reports and taking part in the debates as appropriate on issues of relevance to the mandate of the Organization. A detailed report on the proceedings and results of the session was provided to Member States on 2 February 2011.

15. The following resolutions of particular relevance to the work of UNESCO were adopted by the Council:

- **Progress in the implementation of General Assembly resolution 62/208 on the triennial comprehensive policy review of operational activities for development of the United Nations system** (res. 2010/22). By this resolution, the Council requests the Secretary-General to inform on further progress on an inter-agency collaborative framework on South-South cooperation and triangular cooperation. Furthermore, the Council encourages the United Nations Development Group to continue working to improve the quality of the United Nations Development Assistance Framework and its regular monitoring in order to support programme countries through enhancing the capacities of the United Nations country teams. The Council also "reiterates its request to the United Nations funds and programmes and specialized agencies to explore sources of financing to support the implementation of the Plan of Action for the Harmonization of Business Practices in the United Nations System, including through discussions with their respective governing bodies on the allocation of funds."
- **Genetic privacy and non-discrimination** (Decision 2010/259). The Council requests the Director-General of UNESCO to report on genetic privacy and non-discrimination to its substantive session of 2011 so as to benefit from further, more substantive information collected from Member States, from the results of analysis by the Inter-Agency Committee on Bioethics and from further exchanges among United Nations agencies and other IGOs on this issue.
- **Crime prevention and criminal justice responses to protect cultural property, especially with regard to its trafficking** (res. 2010/19). The Council recalls the role of UNESCO in the field of cultural property and the need for continued technical cooperation between the UNODC and Crime and UNESCO", and requests UNODC in close cooperation with UNESCO to provide appropriate follow-up to the recommendations of the expert group on protection against trafficking in cultural property and to submit to the

Commission on Crime Prevention and Criminal Justice practical proposals for implementing those recommendations, giving due attention to aspects of criminalization, international cooperation and mutual legal assistance. Moreover, the Council encourages the UNODC to continue to contribute to the cooperative network established among UNESCO, and other institutions in the areas of trafficking in cultural property and its recovery and return.

- **Assessment of the progress made in the implementation of and follow-up to the outcomes of the World Summit on the Information Society** (res. 2010/2). The Council welcomes the holding of WSIS Forum 2010 (organized by ITU, UNESCO, UNCTAD and UNDP) a multistakeholder platform for implementation of the outcomes of the WSIS, as well as the recent establishment of the Broadband Commission for Digital Development at the initiative of ITU and UNESCO, with the key aim of accelerating the attainment of the aforementioned goals through the introduction of ubiquitous access to broadband within the global partnership for development.
- **Mainstreaming a gender perspective into all policies and programmes in the United Nations system** (res. 2010/29). The Council welcomes the ministerial declaration of the 2010 high-level segment on implementing the internationally agreed goals and commitments in regard to gender equality and empowerment of women and looks forward to UN Women becoming fully operational. The Council requests the United Nations system: (i) to continue mainstreaming the issue of gender in accordance with ECOSOC res. 2008/34 and GA res. 64/289; and (ii) to continue to support Member States in the implementation of national policies for the achievement of gender equality and empowerment of women.
- **The role of the United Nations system in implementing the ministerial declaration on the internationally agreed development goals and commitments in regard to global public health adopted at the high-level segment of the 2009 substantive session of the ECOSOC** (res. 2010/24). The Council encourages all relevant United Nations entities to join the fight against communicable, in particular HIV/AIDS, and non-communicable diseases.
- **Strengthening of the coordination of emergency humanitarian assistance of the United Nations** (res. 2010/1). The Council encourages the United Nations system: (i) to make efforts to enhance existing humanitarian capacities, knowledge and institutions, including through the transfer of technology and expertise to developing countries; (ii) to support national authorities in their capacity-building programmes; (iii) to provide education in humanitarian emergencies, including in order to contribute to a smooth transition from relief to development; (iv) to continue efforts to strengthen the humanitarian response capacity to provide a timely, coordinated and accountable response to humanitarian needs, including by strengthening support to United Nations resident/humanitarian coordinators.
- **Social dimensions of the New Partnership for Africa's Development (NEPAD)** (res. 2010/11). The Council emphasizes the importance of coordination in initiatives on Africa through ensuring the effective implementation of existing commitments, including through the African Union/NEPAD Action Plan 2010-2015; it urges the United Nations system to demonstrate more evidence of cross-sectoral synergies to promote a comprehensive approach regarding successive phases of planning and implementation of social development programmes in Africa.

Action expected of the Executive Board

16. The Executive Board may wish to adopt a decision along the following lines:

The Executive Board,

1. Recalling paragraph 3 of 103 EX/Decision 6.1-6.2, 124 EX/Decision 6.1 and 167 EX/Decision 4.2,
2. Having examined document 186 EX/6 Part I containing the report by the Director-General on recent decisions and activities of the organizations of the United Nations system of relevance to the work of UNESCO,
3. Takes note of its content.



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REPORTS BY THE DIRECTOR-GENERAL ON SPECIFIC MATTERS

PART II

PROGRESS AND CHALLENGES IN ACHIEVING THE EDUCATION FOR ALL (EFA) GOALS BY 2015

SUMMARY

In line with 185 EX/Decision 8, the Director-General reports on UNESCO's participation in international forums; key findings and recommendations of the consultations on the coordination of Education for All (EFA); EFA coordination and implementation at regional and national levels; and efforts to promote quality education.

The financial and administrative implications of the planned activities fall within the parameters of document 35 C/5 with the exception of paragraph 17 for which activities will be carried out only if extrabudgetary funds are identified.

Action expected of the Executive Board: decision in paragraph 18.

1. As lead coordinating agency for Education for All (EFA), UNESCO is scaling up efforts towards the achievement of the EFA goals by 2015 by taking action on multiple fronts. This document reports on the various measures undertaken by the Organization to mobilize international political commitment to education; to improve coordination of the EFA process; to provide targeted support in 20 countries that have been identified as being furthest from achieving the EFA goals and to enhance the quality of basic education.

A. Enhancing the political will to invest in education

2. During the High-Level Plenary Meeting on the Millennium Development Goals (MDG Summit) (New York, September 2010), UNESCO influenced the global debate by advocating with other United Nations agencies, Member States and civil society, for stronger support to education. Increased visibility of education on the development agenda is reflected in the Summit's outcome document, in particular with regard to the mobilization of support to reach marginalized and out-of-

school children. The Addis Ababa Declaration of the Ninth Meeting of the High-Level Group on EFA in February 2010 also reiterated the need for education policies and strategic plans that are inclusive and linked to broader development.

3. UNESCO organized key side events during the MDG Summit to further boost advocacy for education. In particular, UNESCO's "Education Counts" exhibit, held at United Nations Headquarters during the MDG Summit used relevant statistics, indicators and illustrative graphics to demonstrate the central role of education in achieving all of the MDGs and thereafter making the goals sustainable.¹ In addition, UNESCO organized a high-level round table discussion on "The Central Role of Education in the Millennium Development Goals", in cooperation with UNICEF, the State of Qatar and Save the Children where discussions supported the analytical brochure that was published and disseminated by the three co-organizers.² Furthermore, during a round table on health and education, both the Director-General of the World Health Organization and UNESCO's Director-General placed a strong emphasis on the links between health and education and, in particular, emphasized the importance of investing in girls' education.

4. In preparing for the Group of Twenty (G-20) Summit held in Seoul, Republic of Korea on 11-12 November 2010, UNESCO provided key documentation on the essential role of education and training for human resources development. Although education was not highly prominent on the agenda of the Summit, the outcome document makes reference to education as essential for acquiring skills for employability. UNESCO is currently working with the French government to advocate for education to be more prominent on the agenda at the G20 Summit (France, 3-4 November 2011) and of the 37th Group of Eight Summit (France, 26-27 May 2011).

5. UNESCO continues to advocate for increased education financing, effective use of funds, and alternative ways of securing financing. The reform of the EFA-Fast Track Initiative has enabled UNESCO to become a more active partner in the initiative. Moreover, the Organization is an active member of the Task Force on Innovative Financing for Education in the framework of the Leading Group on Innovative Financing for Development. UNESCO's Advisory Panel of Experts on Debt Swaps and Innovative Approaches to Education Financing is strengthening technical knowledge in the area of debt swaps for education, with studies being conducted on key issues such as the creation of synergies between debt swaps and other financial instruments.

6. The eighth E-9 meeting on Education for All (Abuja, Nigeria, 21-24 June 2010), held in the spirit of South-South cooperation was convened under the theme "Literacy for Development" to facilitate knowledge sharing in critical areas of literacy. It was a platform through which UNESCO effectively raised the profile of literacy on the global and regional education agendas and resulted in commitments from E-9 countries in this area.

7. The United Nations Economic and Social Council's (ECOSOC) 2011 Annual Ministerial Review ((AMR), Geneva, July 2011) will focus on education. UNESCO is providing substantive input to the preparation of the AMR, working closely with the United Nations Department of Economic and Social Affairs (DESA) and UNICEF, to organize four regional preparatory meetings and other events such as a multistakeholder e-discussion³ and a philanthropic event (New York, February 2011). UNESCO is also responsible for preparing the draft of the Secretary-General's Report, which will be presented to the AMR.

B. Improving the coordination of EFA

8. Ten years into the EFA movement, education structures as well as the political and economic contexts have changed significantly. The Ninth Meeting of the High-Level Group (HLG) on EFA

¹ Virtual exhibition available at: <http://www.unesco.org/new/en/education/themes/leading-the-international-agenda/efareport/mdg2010/> & Booklet "Education Counts" at: <http://unesdoc.unesco.org/images/0019/001902/190214e.pdf>.

² <http://unesdoc.unesco.org/images/0019/001905/190587e.pdf>.

³ Education: Closing the Gap: <http://www.un.org/en/ecosoc/newfunct/amredis2011.shtml>.

called on UNESCO to examine and propose concrete measures to enhance the effectiveness of the HLG and the coordination architecture of EFA.

9. In response, consultations with stakeholders have helped prepare a working paper on “Enhancing the Effectiveness of EFA Coordination” for the International Advisory Panel on EFA (IAP) which met on 4 May and 10 September 2010. The paper provided the basis for initial discussions and consultations with EFA partners, including the permanent delegations of UNESCO Member States.

10. The consultation process resulted in the identification of the following needs: (1) stronger political will and commitment by all EFA partners must be built and accountability and monitoring in terms of delivering on the commitments improved; (2) more inclusive processes must be developed whereby global coordination is driven by needs on the ground and better informed by EFA activities at the national and regional levels; (3) countries and populations must be better targeted; (4) existing mechanisms must be built on and better used; (5) functions must be clarified; (6) coordination resources must be increased; and (7) the knowledge base must be strengthened through more cutting edge analytical work and relevant information used through the national and regional EFA processes.

11. Based on these findings, it was proposed that: (1) a major reform be undertaken of the format of the HLG meetings to convert them into smaller and higher level forums, focusing on the mobilization of political will and resources, and (2) the Working Group on EFA be transformed into an Annual Technical Review Meeting to inform the HLG and foster policy dialogue, information sharing and monitoring.

12. A set of recommendations will be made by the Director-General to the EFA convening agencies in July 2011 upon the evaluation of the Eleventh Meeting of the Working Group on EFA (Paris, 2-3 February 2011) and of the Tenth Meeting of the HLG on EFA (Jomtien, Thailand, 22-24 March 2011), conducted in line with the preliminary recommendations.

13. The Director-General is working closely with the other four EFA convening agencies to enhance coordination. At the meeting she convened on 5 November 2010 in New York, the Heads of agencies agreed to: meet regularly; support the Tenth Meeting of the HLG; improve cooperation at the country level; continue collaboration to make education more prominent on political agendas; and set up a task force to explore the agenda beyond 2015.

C. EFA coordination at the regional and national levels and implantation in the 20 “target countries”

14. The Dakar Framework for Action recognized the significance of EFA coordination at the regional and national levels. Regional activities to support national efforts are based on existing initiatives of regional and subregional organizations and networks, such as the Thematic Working Group (TWG) on EFA in Asia-Pacific, the Regional Education Project for Latin America and the Caribbean (PRELAC), and the Arab Network for Education for All (ARABEFA). In Africa, EFA is coordinated as part of the mandate of several institutions, such as the African Union (e.g. Conference of Ministers of Education of the African Union). Within countries, situations vary according to the specific EFA challenges and priorities. Coordination mechanisms may include a national EFA forum linked to a regional forum, a local or donor government coordination group, or an education group linked to the United Nations Country Team (UNCT) and other relevant partners. EFA coordination contributed to catalysing support for national efforts to develop education systems and accelerate progress towards the EFA goals in a number of countries (Cambodia, Egypt, India, Kenya and Mozambique).

15. UNESCO is providing additional support to 20 “target countries” which are considered among those furthest away from reaching the EFA goals, with each country receiving support in one of the priority thematic areas set out in UNESCO’s Approved Programme and Budget for 2010-2011

(35 C/5) – sector-wide policy and planning, literacy, teachers or technical and vocational education and training. For example, as part of building capacities in **sector-wide policy formulation and planning** in the Democratic Republic of Congo, UNESCO is supporting the development of a three-year action plan for schooling that will include plans for school fees abolition. In Cambodia, UNESCO is working with the government to develop its annual action plan 2011 in line with the national education strategic plan approved in September 2010. With UNESCO's assistance, Chad has prepared its draft national plan for **literacy** and non-formal education. The Organization is also providing technical assistance to Bangladesh and Togo to develop their non-formal education delivery framework, taking into consideration various aspects such as institutional structure, curriculum, monitoring and research. In Guinea and Mali, UNESCO is developing the capacities of **teacher** training institutions through information and communication technologies (ICTs), and supporting Rwanda to develop a teacher registration and licensing system as well as a framework for the minimum professional competencies of teachers. To improve **technical and vocational education and training** (TVET), UNESCO has reviewed Malawi's TVET policy and curricula and, based on this review, stakeholders have agreed to harmonize the existing curricula. In Afghanistan, a review of current TVET policies and the content of TVET is being undertaken. (See document 186 EX/4 for further information.)

D. Promoting quality education

16. At the Ninth Meeting of the HLG on EFA, the Director-General announced UNESCO's intention to strengthen and expand its support to Member States' efforts to improve the quality of basic education. Several measures have been taken to heighten advocacy to improve the quality of education (see also document 186 EX/5). Representatives from over 100 countries prioritized **Early Childhood Care and Education** (ECCE) as part of the right to education and as a foundation for equitable and inclusive development at the First UNESCO World Conference on ECCE (Moscow, Russian Federation, 27-29 September 2010). Empirical evidence was presented on how ECCE is an indispensable foundation for quality education since access to quality early childhood care and education significantly improves learning outcomes in later years. An inter-agency team has been constituted to follow up on the implementation of the Moscow Framework for Action and Cooperation, in particular as regards the development of tools and models for assessing child development that Member States may use to guide, drive and monitor the quality and comprehensiveness of ECCE programmes.

17. UNESCO is developing a General Education Quality Diagnostic/Analysis and Monitoring Framework that will: (i) strengthen Member States' capacity to analyse constraints to attaining and sustaining quality basic education for all, and (ii) lead the prioritization of overcoming the identified constraints as well as the design and implementation of interventions. Pending on availability of appropriate funding, a draft will be ready by the end of 2011 and the framework piloted. Technical support will be provided to Member States to adapt and apply the framework.

Action expected of the Executive Board

18. In light of the above, the Executive Board may wish to adopt a decision along the following lines:

The Executive Board,

1. Recalling 185 EX/Decision 8,
2. Having examined document 186 EX/6, Part II,
3. Noting with satisfaction the efforts of the Director-General to mobilize international political commitment to education and advocate for greater funding for education for all (EFA), including through alternative financing sources,

4. Also welcoming UNESCO's leadership in enhancing the effectiveness of the High-Level Group on EFA, and in bolstering EFA coordination mechanisms,
5. Endorses UNESCO's efforts to improve the effectiveness of EFA coordination in order to mobilize more resources, both internal and external, for education for all;
6. Welcomes UNESCO's intention to strengthen and expand its support to Member States' efforts to improve the quality of basic education;
7. Notes with satisfaction UNESCO's efforts to focus on some of the most EFA-challenged countries, and calls on Member States to contribute to these efforts through the provision of extrabudgetary funding.



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REPORTS BY THE DIRECTOR-GENERAL ON SPECIFIC MATTERS

PART III

IMPLEMENTATION AT THE GLOBAL AND REGIONAL LEVELS OF THE UNESCO STRATEGY FOR THE SECOND HALF OF THE UNITED NATIONS DECADE OF EDUCATION FOR SUSTAINABLE DEVELOPMENT (2005-2014)

SUMMARY

Pursuant to 185 EX/Decision 9, the Director-General provides information on progress made at the global and regional levels in the implementation of the UNESCO strategy for the second half of the United Nations Decade of Education for Sustainable Development (2005-2014) since its adoption at the 185th session of the Executive Board.

The financial and administrative implications of the activities in this report fall within the parameters of the current C/5 document.

Action expected of the Executive Board: decision in paragraph 15.

1. The UNESCO strategy for the second half of the United Nations Decade of Education for Sustainable Development (DESD) aims to support Member States and other stakeholders in addressing global sustainable development challenges, including climate change and biodiversity, through education for sustainable development (ESD). Adopted by the Executive Board at its 185th session (185 EX/Decision 9) and presented to the 65th session of the United Nations General Assembly in November 2010, the strategy supports the regional and national ESD strategies and frameworks currently in place.

2. This report lays out selected examples of activities implemented within each of the four key areas of strategic action of the Strategy. It is complemented by the progress report on the implementation of ESD-related activities in 186 EX/4.

A. Enhancing synergies with different education and development initiatives and strengthening partnerships among ESD stakeholders

3. UNESCO galvanized support for the remaining half of the DESD through presenting the Mid-Decade Review of the United Nations Decade of Education for Sustainable Development at the

65th session of the **United Nations General Assembly** (November 2010). A side event was co-organized by UNESCO and the Permanent Mission of Japan to the United Nations on the theme “DESD: An Engagement with the Future”. The Director-General launched the publication, “Tomorrow Today: Learning to build a sustainable future”.¹

4. Within the framework of the **International Year of Biodiversity**, UNESCO and the Secretariat of the Convention on Biological Diversity developed the “Biodiversity Learning Kit”, which was presented at the Conference of Parties of the Convention of Biological Diversity (COP10) held in Nagoya, Japan (18-29 October 2010). The kit was developed in response to the need for concrete tools in support of biodiversity communication, education and public awareness.

5. Together with the National Commission of the Russian Federation for UNESCO, the Coordination Committee of UNESCO Chairs in the Russian Federation and the Russian State Academy for Civil Servant Training, UNESCO organized the **International Congress of UNESCO Chairs/UNITWIN Networks** “Education for Sustainable Development and Globalization: Implementation of the UNESCO Strategy for the Second Half of the DESD” in Moscow (7-8 December 2010). The congress was attended by 280 participants, representing more than 25 UNESCO Chairs and UNESCO/UNITWIN Networks, researchers and PhD students from leading universities and research institutes, representatives of federal authorities, regional authorities of the Russian Federation, municipalities, businesses and social organizations.

B. Developing and strengthening capacities for ESD

6. UNESCO is conducting seven ESD capacity development activities for **teacher education** in Africa, the Arab States, Asia and the Pacific and Latin America and the Caribbean. These activities include workshops and seminars related to ESD and teacher education, opportunities for professional development for teacher educators and administrators of teacher education institutions, and the development of ESD and teacher education materials and websites in national languages. In November 2010, the first virtual discussion forum of the African Network for Reorientation of Teacher Education for Sustainability (AFRITEIS) was launched with UNESCO’s support. UNESCO also provided support to the creation of an Andean regional network of teacher education institutions with the purpose of reorienting educational processes in ESD. The network will create spaces for discussion and organize inter-institutional meetings to address the impact on curriculum planning, programmes, practices and policies in their own institutions.

7. The **DESD Monitoring and Evaluation** (M&E) Expert Group reviewed the progress achieved within the different components of Phase II (2010-2011) of the DESD Monitoring and Evaluation process (Paris, November 2010). The Monitoring and Evaluation of Phase II will not only review progress made within its time-frame, but also monitor and evaluate the changes since the outset of the Decade. It will focus on monitoring and evaluating the processes (e.g. approaches, focus, and teaching and learning styles adopted to implement ESD in different types, levels and settings of education) and learning (e.g. what has been learned by those receiving ESD as well as by those funding or facilitating learning opportunities).

8. With funding from the Japanese Funds-in-Trust, UNESCO organized capacity development workshops in monitoring and evaluating the progress of the Decade in October 2010 in Latin America (Panama City, 18-20 October 2010) and the Caribbean (Kingston, 26-28 October 2010). The workshop for Latin America was organized in close cooperation with the United Nations Environment Programme Regional Office for the Latin America and the Caribbean and was attended by representatives from Ministries of Education and Ministries of the Environment as well as non-governmental organizations from the region. A regional online network of ESD experts and a Caribbean Journal of Education for Sustainable Development – both of which are accessible through an online platform – were established at the Kingston workshop.²

¹ <http://unesdoc.unesco.org/images/0018/001898/189880e.pdf>.

² http://www.nesoifoundation.org/index.php?option=com_content&view=article&id=8&Itemid=12.

C. Building, sharing and applying ESD-related knowledge

9. The publication of a collection of **ESD national case studies** entitled “National Journeys towards ESD” is being finalized. This publication will be the first of its kind to document how countries approach ESD.

10. ESD is a key element in the work of the **Associated Schools Project Network**. The Namibian National Commission for UNESCO, through ASPnet, organized a workshop on Quality Education and Sustainability in Europe and Africa (5-10 December 2010). Discussions centred around two issues: sustainability as a school subject; and schools as sustainable places. The workshop encouraged the formation of new international school partnerships and the enhancement of existing ones.

11. UNESCO worked with the International Union for Conservation of Nature and the Royal Society for the Conservation of Nature towards a joint work plan for a singular training curriculum/agenda based on the ESD training kit to be rolled out by local **journalists** specialized in environment journalism.

12. UNESCO, through the UNESCO-UNEVOC International Centre for **Technical and Vocational Education and Training** (TVET), and in cooperation with Capacity Building International (INWEnt) conducted a UNEVOC Network subregional consultation meeting on developing capacity on TVET and ESD in the Commonwealth of Independent States (Bonn, Germany, 19-22 October 2010). The meeting identified key regional challenges, opportunities, and key areas for strategic action for the second half of the DESD. It facilitated South-South and North-South-South cooperation and strengthened partnerships among UNEVOC Centres.

D. Advocating for ESD, and increasing awareness and understanding of sustainability

13. UNESCO’s **educational response to climate change** is one of the key action areas of the Organization within the framework of the Decade. As part of its flagship initiative on climate change education, UNESCO has undertaken several activities: a capacity development workshop in the Maldives on climate change education for adaptation for young people; development of an Action Plan on Climate Change Responses in the Education Sector through an International Consultative Workshop, also aiming to develop a non-formal climate change education programme for rural communities in Viet Nam; and organization of several side events related to Article 6 (education training and public awareness) at the United Nations Climate Change Summit (Cancun, Mexico, 29 November-10 December 2010). Moreover, cognizant of the importance of this issue, UNESCO is currently developing a strategy for climate change education for sustainable development, in consultation and partnership with internal and external stakeholders.

14. Together with the Japanese Government, UNESCO has initiated preparations for the end-of-decade Conference to be hosted by Japan in 2014, and a Taskforce and an International Steering Group were set up for this purpose.

Action expected of the Executive Board

15. In the light of the above report, the Executive Board may wish to consider the following draft decision:

The Executive Board,

1. Recalling 185 EX/Decision 9,
2. Having examined document 186 EX/6 Part III,
3. Takes note of the Director-General’s efforts to ensure the implementation of the UNESCO Strategy for the Second Half of the United Nations Decade of Education for

Sustainable Development (2005-2014) at the global and regional levels, as well as to further reinforce the integration of education for sustainable development in all UNESCO's programmes and mobilize the expertise available in UNESCO networks to contribute to the implementation of the Decade.



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REPORTS BY THE DIRECTOR-GENERAL ON SPECIFIC MATTERS

PART IV

**UNESCO'S ACTIVITIES FOR THE IMPLEMENTATION
OF THE WORLD SUMMIT ON THE INFORMATION SOCIETY (WSIS)
OUTCOMES AND FUTURE MEASURES FOR REACHING ITS 2015 GOALS**

SUMMARY

In accordance with paragraph 4 of 184 EX/Decision 13, the Director-General shall report to the 186th session of the Executive Board on the activities carried out by UNESCO as facilitator for the implementation of six Action Lines of the World Summit on the Information Society (WSIS).

This report presents UNESCO's activities that have contributed in 2010 to the advancement of the WSIS goals, highlights key achievements and underlines the importance of an inclusive multistakeholder approach for reaching these goals.

There are no financial or administrative implications in the proposed decision.

Action expected of the Executive Board: decision in paragraph 23.

Background

1. Information and Communication Technologies (ICTs) are not just about radios, computers, mobiles and connectivity – but about people creating, sharing and acquiring knowledge. Initially, the focus for bridging the “digital divide” lay on deploying hardware, infrastructure and on ensuring access and connectivity. UNESCO stressed the importance of the “soft” ICT components, the content, policy, capacity development dimensions, which are as critical to closing the knowledge divide. UNESCO’s unique contribution to WSIS lays therefore in the emphasis placed on the development of inclusive knowledge societies, and on the human dimension of those societies.
2. In 2010, marking the midway point towards the WSIS review in 2015, the WSIS follow-up has recaptured the attention of the international community as a significant part of the global ICT for development agenda.
3. This report presents highlights of UNESCO’s action in the post WSIS process and outlines future action towards the 2015 review of WSIS achievements and beyond.

Coordinating and participating in post-WSIS initiatives

4. **Co-organizing the WSIS Forum 2010:** UNESCO co-organized, along with ITU, UNCTAD and UNDP, the WSIS Forum 2010 in May, in Geneva, Switzerland. This event attracted over 600 participants and provided a great opportunity for WSIS stakeholders to reflect upon achievements and future actions. UNESCO carried out seven multistakeholder meetings at the Forum, including a High-Level Debate on Social Networking (more at www.unesco.org/webworld/wsisis).
5. **Rotating Chair of the United Nations Group on the Information Society (UNGIS):** At its sixth meeting held in May 2010, UNESCO took over the UNGIS chairmanship for 2010-2011. This year’s work plan aims at enhancing synergies among the members and increasing joint action and visibility further. UNGIS organized a special session on Financing Mechanisms for ICT4D in May 2010. A special UNGIS event will be held at the Fourth United Nations Conference on the Least Developed Countries in May 2011.
6. **Partnership for measuring ICT for development:** UNESCO’s specific contribution to the work of the Partnership has been concerned with educational statistics. UNESCO’s Institute of Statistics (UIS) organized a consultation in Montreal in March 2010 with key stakeholders including: the World Bank, the Inter-American Development Bank, the Observatory for the Information Society in Latin America and the Caribbean (LAC) at the UN-ECLAC, the OREALC/UNESCO Santiago Office and the Korea Education and Research Information Service. They agreed on a minimum core set of cross-national data on ICT in education. UIS started with a survey rollout with the LAC region. UIS also published a *Guide to Measuring Information and Communication Technology (ICT) in Education* in English and Spanish (Arabic and Russian versions will follow in 2011).
7. **Internet governance:** UNESCO ensured its active contribution to the international debate on Internet governance. At the fifth Internet Governance Forum (IGF) meeting in Vilnius, in September 2010, UNESCO presented its work on use of ICTs for education, on multilingualism and on access to ICTs for people with disabilities during the Open Forum. UNESCO also organized two workshops on social networking, privacy and freedom of expression.
8. **WSIS Online Platform of Communities:** This online facility was fully utilized in 2010 by the WSIS stakeholders and has contributed to improving the Action Line coordination and implementation. Over 1,400 participants have now joined the online discussions.

Highlights of UNESCO's WSIS Action Line implementation

9. **Access to information and knowledge (Action Line C3):** For persons with disabilities, UNESCO, with Inclusive Design Institute and Ontario Ministry of Social Services and Community (Canada), issued the guidelines for Inclusive Access to Digital Office Documents.

10. UNESCO organized a workshop on "Benefits of Open Access for Research Dissemination, Usage, Visibility and Impact" in November 2010 in Pretoria, South Africa, to promote open access among research institutions, authors and journal publishers.

11. The Memory of the World Programme promotes preservation, universal accessibility and dissemination of valuable archive holdings and library collections worldwide. Eighty-five new nominations were assessed against criteria for world significance prior to a final decision on inscription on the Register.

12. UNESCO assessed two large deployments of free and open source software (FOSS) in schools (India and Spain) highlighting the integration of FOSS in the teaching-learning processes and analysed the current gender divide in FOSS.

13. **E-learning (Action Line C7):** E-learning is a priority area for UNESCO with activities being implemented worldwide. E-learning activities vary broadly from strengthening collection of ICT in education statistics, facilitating policy development and dialogue, ICT-pedagogy integration, enhancing ICT in teacher training, promoting Open Educational Resources, pioneering mobile learning and ICT in Early Childhood Education. Some examples:

- Publishing of an expanded set of ICT in education indicators associated with a guidebook and survey instruments, as well as capacity-building on data collection at country level.
- Analysing national ICT in education policies, resulting in publishing of the evidence-based policy development guidelines "ICT Policies and Educational Transformation".
- Convening regional ministerial fora on ICT in education in Asia-Pacific.
- Strengthening national teacher training institutions in reforming training programmes on ICT-pedagogy integration.
- Enhancing quality of teacher training by developing model ICT in education syllabi as a component of the ICT-Competency Framework for Teachers.

14. **E-science (Action Line C7):** UNESCO has successfully strengthened the use of technologies for sustainable development and poverty eradication, especially in Africa. To foster the implementation of the African Union/Africa's Science and Technology Consolidated Plan of Action (CPA) and in line with the aspirations of the African Regional Action Plan for the Knowledge Economy (ARAPKE), the African Virtual Campus (AVC) project was developed. One of the main obstacles to science and technology education in Africa is the lack of teachers in these areas. The need to train large numbers of science teachers cannot be achieved using traditional teacher training methods. UNESCO is using ICTs to enhance the capacity of the Member States in Africa to train teachers of science, engineering and technology through e-learning as formerly implemented in the Avicenna Virtual Campus.

15. **Cultural diversity and identity, linguistic diversity and local content (Action Line C8):** The Convention for the Protection and Promotion of the Diversity of Cultural Expressions entered in force in March 2007 and has been ratified by 116 parties to date. The second consolidated report on the measures taken by Member States to implement the Recommendation concerning the Promotion and Use of Multilingualism and Universal Access to Cyberspace is also submitted to the Board at its 186th session (186 EX/19 Part IV).

16. UNESCO published the UNESCO Atlas of the World's Languages in Danger in English, French and Spanish, and the update of its online version. The International Mother Language Day (21 February 2010) was celebrated at UNESCO Headquarters with an international symposium on translation and cultural mediation. UNESCO and ICANN signed a Letter of Intent (16 September 2010) focusing on the use of the Cyrillic script in the top level domain names of the Internet as a follow-up to the agreement signed in December 2009.

17. **Media (Action Line C9):** Development of free, independent and pluralistic media has been fostered by developing the following initiatives:

- Within the International Programme for the Development of Communication (IPDC), 83 media development projects in 61 developing countries implemented for a total of US \$2.1 million.
- Comprehensive assessments using UNESCO's Media Development Indicators were completed in Bhutan, Croatia, Ecuador, the Maldives, Mauritania and Mozambique and launched in Brazil, East Timor, Nepal and Uruguay.
- UNESCO's model curricula on journalism education have been adapted by 63 journalism education institutions in 51 countries.
- UNESCO has finalized the Teacher Training Curricula for Media and Information Literacy and supported 20 African potential centres of excellence.
- 23 Community media and community multimedia centres – new projects were launched in Africa, Asia and Latin America.

18. Freedom of expression is another pillar of UNESCO's media related work.

- World Press Freedom Day 2010 "Freedom of Information: the Right to Know" was held in May, in Brisbane, Australia.
- A publication "Freedom of Connection – Freedom of Expression: The Changing Legal and Regulatory Ecology Shaping the Internet" was finalized in November 2010 and will be presented in June 2011.

19. **Ethical dimensions of the Information Society (Action Line C10):** UNESCO sponsored an international conference on information ethics in Africa. Hosted by the University of Botswana in September, the conference focused on research and future development of African information ethics curricula. Attended by some 60 experts from Africa, North America and Europe, representatives of African universities from Central African Republic, Ghana, Kenya, Namibia, Nigeria, South Africa, Tanzania, Uganda, Zambia and Zimbabwe reported their information ethics experiences. The main outcome was a roadmap for developing the first-ever curriculum for Africa to provide a critical framework for considering issues such as information privacy, ownership and copyright; access to knowledge and intercultural ethics. As to the Information for All Programme, the draft Code of Ethics for the Information Society was re-examined during the IFAP Council meeting in March 2010 and a revised version of the Code was approved during the eighteenth IFAP Bureau meeting, held in February 2011.

The way forward: towards a UNESCO lead beyond 2015

20. The starting point for targeted action is the ongoing comprehensive assessment of UNESCO's WSIS activities (see www.unesco.org/ci/wsis). It shows important UNESCO achievements, but also challenges and areas on which UNESCO will concentrate in the future.

21. A global WSIS challenge is the rapidly changing technological landscape, in particular the rapid growth of mobile telephony, the growth of broadband and its enabled applications and

services, including cloud computing and the development of social networking services. UNESCO is also facing a measurement challenge across the six Action Lines it is facilitating. The novelty of concepts we work on, measuring and collecting comparable data, statistical capacity gaps among countries and the cost of measurement remain important challenges towards the 2015 review.

22. The Secretariat learned in the WSIS implementation process a series of lessons and continues to adapt its action in the post-WSIS process towards 2015. UNESCO seeks to shape strategic thinking and create evidence base for policy-makers on key ICT developments through an important inter-sectoral project on the use of mobile devices for education and development. UIS has spearheaded international efforts to measure the use of ICTs in education (e-learning). UNESCO leads as well efforts to develop the first United Nations Group on the Information Society (UNGIS) strategy, for a renewed commitment and enhanced coordination of its 29 international organizations involved in the WSIS implementation towards the 2015 review.

Action expected of the Executive Board

23. After examining this report, the Executive Board may wish to adopt a decision along the following lines:

The Executive Board,

1. Recalling 184 EX/Decision 13,
2. Having examined document 186 EX/6 Part IV on UNESCO's activities for the implementation of the World Summit on the Information Society (WSIS) outcomes and future measures for reaching its 2015 goals,
3. Reaffirming the importance of achieving the internationally agreed World Summit on the Information Society (WSIS) goals by 2015,
4. Recalling the Member States' commitment to promoting the WSIS goals and to incorporating the WSIS outcomes, vision and principles into their national information and communication technology (ICT) policies, strategies and programmes,
5. Underscoring the importance of a multistakeholder approach, with the involvement of non-governmental organizations, civil society and the private sector in the WSIS follow-up process,
6. Recalling that in resolution 60/252, the United Nations General Assembly decided to conduct an overall review of the implementation of the WSIS outcomes in 2015,
7. Requests the Director-General:
 - (a) to initiate consultations with the United Nations agencies and other major stakeholders concerned for the preparation of the WSIS overall review in 2015;
 - (b) to urge all programme sectors and existing UNESCO networks to enhance their contributions to the WSIS implementation process and thereby contribute to the development of inclusive knowledge societies;
8. Decides to submit this report, together with the comments of the Executive Board and any comments or observations the Director-General may wish to make, to the General Conference at its 36th session for its consideration.



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REPORTS BY THE DIRECTOR-GENERAL ON SPECIFIC MATTERS

PART VI

**FOLLOW-UP TO THE EXTERNAL AUDITOR'S REPORT CONCERNING
THE INTERNATIONAL FUND FOR THE PROMOTION OF CULTURE (IFPC)
AND PROPOSALS BY THE DIRECTOR-GENERAL**

SUMMARY

This document reports on the follow-up to the recommendations of the External Auditor concerning the International Fund for the Promotion of Culture (IFPC) presented to the Executive Board at its 185th session (see document 185 EX/32 Part I).

Consultations were held with Member States taking into account the two recommendations made by the External Auditor and proposing two options: to liquidate the IFPC or to revamp it. The Director-General deems it necessary that any decision on the future of the IFPC be taken by the Executive Board. Therefore, the Executive Board is invited to deliberate upon the two options presented in this document.

The financial and administrative implications depend upon the option chosen by the Executive Board.

Action expected of the Executive Board: decision in paragraph 21.

Context

1. At its 185th session, the Executive Board examined the External Auditor's report entitled "External Auditor's new audits, Part I, Report on the International Fund for the Promotion of Culture (IFPC) including an audit and an evaluation of the period 1999-2009" (185 EX/32 Part I) and took note of its content.¹ The Director-General also took note of the document, accepted the two recommendations made therein and said that she would report on their implementation.²

2. The first recommendation specified that the Secretariat should "review the commitments made to practitioners of the *Cree Bush Schools*, *Habbanae* and *Grandmother Story-Tellers* best practices in order to uphold them".³ The Secretariat clarified the situation regarding the three projects and took the necessary steps to uphold the commitments that it had entered into. At the end of March 2011, a letter was sent to the best practitioners concerned, inviting them to resubmit a request for funding to the IFPC so that the contractual arrangements could be organized.⁴

3. As to the second recommendation, which stipulated that "any discussion on a new IFPC policy thrust for IFPC must also entail the development of impact indicators that should be monitored systematically", the summary records of the 185th session of the Board (185 EX/SR.1-10) document the following statement in French by the Assistant Director-General for Culture: "The Secretariat will therefore prepare, prior to the 186th session of the Executive Board, a draft containing different options".⁵

4. Thus, in his letter of 17 February 2011, sent to the permanent delegates and observers to UNESCO, the Assistant Director-General for Culture "initiated a process of consulting the Member States on a way forward in light of the report of the External Auditors" on the International Fund for the Promotion of Culture, and reiterated the two recommendations made by the External Auditor, "(1) to liquidate the IFPC; or (2) to reorganize the IFPC in order to increase its efficiency and impact".⁶ In his letter, he also informed the delegations that he was available should they wish to discuss the matter in person. He met five delegations. As at 11 March, 13 written replies had reached him.⁷ Five of them preferred the first option, six the second option and two were undecided.

5. It is therefore at the request of the Director-General that this item has been included in the agenda of the present session of the Executive Board in order to complete the process of consultation, set out the Director-General's proposals and reach a decision.

Analysis of the Report by the External Auditor on Recommendation No. 2

6. The Director-General considers that the report (185 EX/32 Part I), based on an in-depth analysis of the IFPC from 1999 to 2009, provides useful reflection and appropriate prospects for action. As emphasized in the document, she also considers that "the idea of the IFPC making a comeback in its original form seems hardly feasible or relevant, given its methods of operation and the great change in the priorities set by UNESCO's governing bodies for Major Programme IV – Culture".⁸

¹ 185 EX/Decision 32.

² 185 EX/32, p. 25.

³ 185 EX/32, p. 22.

⁴ Letters from Mr Francesco Bandarin, Assistant Director-General for Culture, to Chisasibi First Nation (Ref.: CLT/CEI/DCE/11/L-59), to the Ambassador of the Permanent Delegation of the Republic of Niger to UNESCO (Ref.: CLT/CEI/DCE/11/L-60) and to the Mempo Giardinelli Foundation (Ref.: CLT/CEI/DCE/11/L-58).

⁵ 185 EX/SR.1-10, paragraph 7, p. 177.

⁶ Letter from Mr Francesco Bandarin, Assistant Director-General for Culture, to permanent delegates and observers to UNESCO dated 17 February 2011, Ref. CLT/CEI/DCE/11/L-34.

⁷ From Chile, China, Czech Republic, Finland, Guatemala, Iran (Islamic Republic of), Mexico, Norway, Portugal, Saudi Arabia, Senegal, Sweden and Venezuela (Bolivarian Republic of).

⁸ 185 EX/32 paragraph 97.

7. The Director-General shares several of the considerations mentioned in this report, notably that “IFPC has not met any of those goals. It did not attain the desired critical mass. No evaluation of its impact has ever been made or even attempted since its establishment. Its ad hoc governing bodies have proved to be costly and cumbersome and IFPC has been wracked by a number of leadership crises. The cultural aspect of development has been promoted primarily through the drafting and adoption of several international conventions in the field of culture in the last 10 years”.⁹

8. The Director-General also recognizes that “the context in which IFPC operates has changed tremendously since 1974, particularly as a result of the expansion of UNESCO’s cultural action, whether through the regular programme, innovative partnerships or specialized funds; greater involvement in the field of culture by other international organizations or development banks; policies in support of cultural industries implemented by States and regional unions or communities such as the European Union; and the emergence of new technologies and innovative ways of funding culture”.¹⁰

9. The External Auditor’s report considers two options for the future of IFPC, either option 1, which would be to “liquidate IFPC”, or option 2, which would be to “revamp IFPC”.

10. According to the report, “the logical conclusion to be drawn from the findings” would be option 1, *closing the IFPC*. Although none of the IFPC Statutes provide for its closure, the report mentions that in Article 11, the “Financial Regulations of the Special Account for the International Fund for the Promotion of Culture provide that ‘The Director-General may decide to close the Account when he deems that the operation of the Fund is no longer necessary’. The Director-General would then inform the (...) Executive Board of UNESCO of the decision”. Therefore, it would be possible, if the Executive Board should decide to do so, to give back to donors unused funds proportionate to the amounts donated by them.

11. As to option 2, *to revamp IFPC*, the report stresses first that “in view of the current dearth of public and private financial resources, it seems hardly realistic to require a particular Fund, whatever its position, to be the sole beneficiary of large amounts of new funding. The overheads recorded during the audit period, whether financed under the Fund or under the regular programme, are prohibitive in view of the impact of funding such limited projects”.¹¹

12. In regard to the Fund’s governing bodies, the report also recommended that a distinction should be drawn between managerial autonomy and intellectual freedom, proposing that the operational management could be entrusted to programme specialists and managers in the Culture Sector.¹² In that connection, the report proposes that the IFPC “could accordingly have an advisory council which would meet every four years to decide on the Fund’s aims and purposes and its working methods in consonance with the Organization’s Medium-Term Strategy and to examine performance reports for the preceding period. The Fund’s operational management would be entrusted at a lower cost to programme specialists and managers in the Culture Sector”.¹³

13. The report recommends defining clear operational rules to keep the Fund’s profile sufficiently high and to avoid “piecemeal activities”.¹⁴

14. Lastly, the report highlights that “if it is considered that IFPC must be kept operational, the search for profitability, in synergy with the Organization’s culture programme and drawing on all the means of action available under the Fund, is more necessary than ever before. Its flexibility must

⁹ 185 EX/32, paragraph 100.

¹⁰ 185 EX/32, paragraph 102.

¹¹ 185 EX/32, paragraph 109.

¹² 185 EX/32, paragraph 110.

¹³ 185 EX/32, paragraph 110.

¹⁴ 185 EX/32, paragraph 111.

be used to full advantage in order to ‘promote the integration of culture into national and international development frameworks’.¹⁵

Proposals of the Director-General

15. The Director-General, having endorsed the findings and analysis of the report by the External Auditor and having assessed the 13 Member States’ written replies, while pursuing her own consultations, deemed that the decision on the future of the IFPC should be taken by the Executive Board. The Executive Board is thus invited to deliberate upon the two options set out in the preceding paragraphs.

16. Should the Executive Board decide to select option 1, the Fund’s closure could take two forms. The first would be to return funds to donors according to the modalities to be defined and to recommend that they redeploy the available funds so that the Culture Sector may finance programmes that are under-funded and that are seeking extrabudgetary funds. In this context of voluntary redeployment of funds, the Executive Board could identify several flagship programmes under Major Programme IV – Culture that need additional financing, such as, for example, main line of action (MLA) 5 on culture and development, MLA 6 on intercultural dialogue, the Arabia Plan and the intersectoral programme “Rabindranath Tagore, Pablo Neruda and Aimé Césaire for a reconciled universal”. As to the second form, the Executive Board could also decide to redeploy the available IFPC funds immediately to support these programmes or others.

17. Should the Executive Board select option 2, to “revamp the IFPC”, the Director-General considers that, in any event, it would be necessary to reform the governance of the IFPC, as it is too costly. This could be done by examining and amending the relevant articles in the existing Statutes, as revised in 2003, in order to revisit the aims and ensure that they are in line with Major Programme IV – Culture. Moreover, such a review could consider the operational procedures, roles and responsibilities of the Administrative Council. Given the fact that the “terms of office of members of the Administrative Council appointed in 2003 expired in 2007”,¹⁶ this option would involve the Director-General appointing a new Administrative Council. The Executive Board would thus be requested to:

- (i) present the modalities of the reform of the IFPC governance system and, to this end, amend the Statutes, in accordance with the mandate given by the General Conference (35 C/Resolution 48), in order to enable the Director-General to appoint an Administrative Council;
- (ii) revisit the IFPC aims and decide whether amendments to the IFPC Statutes are necessary in the light of the cross-cutting component of Major Programme IV – Culture, so that programmes may benefit from new synergies that could be created to ensure the effectiveness and the impact of IFPC’s future activities;
- (iii) specify the operational procedures of the IFPC, for example, through a call for project proposals that could be examined by a panel of independent experts and the development of impact indicators that would be monitored regularly.

18. The Director-General accordingly invites the Executive Board to deliberate in a constructive manner consistent with the Organization’s highest interests, on ways to reform the IFPC, taking into consideration the recommendations and approaches identified in the report by the External Auditor.

¹⁵ 185 EX/32 paragraph 113.

¹⁶ 185 EX/32 paragraph 41. See also Article 5.A.2 of the IFPC Statutes under which, “Members of the Administrative Council shall be appointed for a period of four years. When the Council is first established, however, seven members shall be designated for a period of two years. Members shall be immediately eligible for a four-year term of office but shall not serve consecutively for more than two terms”.

19. As at 31 December 2010, the Special Account for the International Fund for the Promotion of Culture (IFPC) held a positive balance of \$3,954,705.

20. For reference purposes, a fact sheet on the IFPC is attached as an annex.

Action expected of the Executive Board

21. In the light of the foregoing, the Executive Board may wish to adopt the following decision:

The Executive Board,

1. Having examined document 186 EX/6 Part VI,
2. Recalling 35 C/Resolution 48 of the General Conference, and 184 EX/Decision 21 and 185 EX/Decision 32,
3. Welcoming the in-depth and constructive debate on this issue as a follow-up to the report by the External Auditor,

[Option 1]

4. Decides to liquidate IFPC;
- (a)5. Decides therefore to return the funds to donors according to the modalities to be defined by the Bureau of Financial Management (BFM), and recommends that donors redeploy the funds to Culture Sector programmes;

or

- (b)5. Decides to redeploy the available IFPC funds immediately to the Culture Sector;

[Option 2]

4. Decides to revamp IFPC;
5. Requests therefore the Director-General to appoint a new Administrative Council;
6. Invites the new Administrative Council of IFPC to propose amendments to the Statutes of the IFPC taking into account the discussion by the Executive Board on this matter at the present session;
7. Requests the Secretariat to prepare for its next session a document that takes into account its discussion on the revamping of the IFPC (in particular on the modalities of the reform of the IFPC governance system, its aims and the arrangements for the examination of requests for funding by a panel of experts), to include proposed amendments to the Statutes of the IFPC, as formulated by the Administrative Council, and to report on the implementation of Recommendation No.1 of the External Auditor's report.

ANNEX I

Aims

1. The IFPC was established by the General Conference in 1974. The Fund's resources must go towards promoting: "(a) national cultures [the adjective national was deleted when the Statutes were revised in 2003], the values that they embody and the forms of expression that ensure their authenticity and identity; (b) artistic creation in all its forms, while respecting its independence and free expression; (c) international and regional cultural cooperation".¹⁷ To that end, Fund-supported operations should contribute to cultural development strategies; the establishment or reinforcement of institutions, structures and facilities whose purpose is cultural or artistic; the training of specialists in cultural development and cultural action; cultural production and cultural circulation; and research into cultural development.¹⁸ The Fund's operations should take such forms as: "intellectual or technical assistance"; "financial aid in different forms, including investment, loans, grants, or any other kind of financial participation"; "in general, all other forms of activities that its Administrative Council may consider as being in conformity with the fundamental aims of the Fund and with its operational policy".¹⁹

The governance system

2. Under Article 5.A.1 the IFPC is "administered by an Administrative Council consisting of 15 members designated by the Director-General, on the basis of equitable geographical and cultural distribution, having regard to their competence and taking account of the origin of the Fund's resources". Article 5.A.2, stipulates that "Members of the Administrative Council shall be appointed for a period of four years" and are immediately eligible for a second term of office but shall not serve consecutively for more than two terms. Article 5.B.8 stipulates that "the Administrative Council shall enjoy wide intellectual and operational autonomy within UNESCO, under the conditions set forth in these Statutes".

3. The IFPC Director's remuneration was financed by the Fund until 2003. Thereafter, until 2006, the Director of the Division to which the Fund was affiliated served as Director of the IFPC, backed by the implementation team.

Revision of the Statutes

4. Revised in 2003, the Statutes are contained in annex to document 184 EX/21 under the heading "original text" alongside the "proposed text" submitted in 2009, which was rejected.

Suspension of the Fund's activity in November 2006

5. In November 2006, the Assistant Director-General for Culture suspended the Fund's activity and requested an audit of its operations between 2003 and 2006, which was submitted to the External Auditor. Since the term of the members of the Administrative Council appointed in 2003 expired in 2007, all Fund activities approved by the Administrative Council in 2006 have been completed. Without an Administrative Council, no expenditure has been ordered since 2006, since the use of the Fund's resources falls within the remit of the Administrative Council in accordance with Article 5.B.11 of the Statutes.

6. Furthermore, Article 5.B.15 stipulates that "Whenever he considers it necessary, the Director-General may refer to the Executive Board or the General Conference any matter arising from the operation of the Fund. In such a case and if the Director-General so requests, the Council shall refrain from any final action until the matter has been considered by the organ concerned". Accordingly, in 2009, the Director-General submitted to the Executive Board, for its consideration,

¹⁷ Article 2.1 of the IFPC Statutes.

¹⁸ Article 2.2 of the IFPC Statutes.

¹⁹ Article 3 of the IFPC Statutes.

proposals on the functioning of the IFPC, as he was not obliged to consult the IFCP Administrative Council.

7. A “report by the Director-General, including a financial statement, on the management and administration of the International Fund for the Promotion of Culture (IFPC) with a view to the revision of its Statutes” (184 EX/21) was submitted to the Executive Board at its 184th session in 2010. The report by the External Auditor was presented to the Executive Board at its 185th session.

8. The list of documents concerning the International Fund for the Promotion of Culture is contained in Annex II.

ANNEX II

LIST OF DOCUMENTS CONCERNING THE INTERNATIONAL FUND FOR THE PROMOTION OF CULTURE (IFPC)

- | | | |
|-----|---|--|
| 1. | Revision of the Statutes of the International Fund for the Promotion of Culture (IFPC) | 182 EX/33
19 August 2009 |
| 2. | Decisions adopted by the Executive Board at its 182nd session: Revision of the Statutes of the International Fund for the Promotion of Culture (IFPC) | 182 EX/Decision 33
26 November 2009 |
| 3. | Draft decisions recommended by the joint meeting of the Programme and External Relations Commission (PX) and the Finance and Administrative Commission (FA) | 182 EX/72
22 September 2009 |
| 4. | 35th session of the General Conference – Revision of the Statutes of the International Fund for the Promotion of Culture (IFPC) | 35 C/57
12 October 2009 |
| 5. | Revision of the Statutes of the International Fund for the Promotion of Culture (IFPC): Resolution adopted on the report of the CLT Commission at the 17th plenary meeting | 35 C/Resolution 48
23 October 2009 |
| 6. | Report by the Director-General, including a financial statement, on the management and administration of the International Fund for the Promotion of Culture (IFPC) with a view to the revision of its Statutes | 184 EX/21
26 February 2010 |
| 7. | Report by the Director-General, including a financial statement, on the management and administration of the International Fund for the Promotion of Culture (IFPC) with a view to the revision of its Statutes | 184 EX/INF.6
5 March 2010 |
| 8. | Decisions adopted by the Executive Board at its 184th session (IFPC) | 184 EX/Decision 22
14 May 2010 |
| 9. | Summary records (IFPC) | 184 EX/SR.1-9
22 July 2010 |
| 10. | External Auditor's new audits (Part I)
Report on the International Fund for the Promotion of Culture (IFPC), including an audit and an evaluation of the period 1999-2009 | 185 EX/32
23 September 2010 |
| 11. | Report of the Group of Experts on Financial and Administrative Matters | 185 EX/FA/EG
12 October 2010 |
| 12. | Draft decisions recommended by the Programme and External Relations Commission (PX) and the Finance and Administrative Commission (FA) at their joint meeting | 185 EX/53
21 October 2010 |
| 13. | Decisions adopted by the Executive Board at its 185th session: External Auditor's new audits (Part I)
Report on the International Fund for the Promotion of Culture (IFPC), including an audit and an evaluation of the period 1999-2009 | 185 EX/Decisions
19 November 2010 |
| 14. | Summary records (IFPC) | 185 EX/SR.1-10
21 January 2011 |



United Nations
Educational, Scientific and
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Executive Board

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186 EX/6 Part VII

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REPORTS BY THE DIRECTOR-GENERAL ON SPECIFIC MATTERS

PART VII

Evaluations completed during the 2010-2011 biennium

SUMMARY

In accordance with 185 EX/Decision 6 (IV), the Internal Oversight Service hereby submits a short report on evaluations recently completed, in accordance with the 34 C/4 Evaluation Plan. A more comprehensive view of evaluations completed in 2010 can be found in the IOS Annual Report (186 EX/26). All evaluation reports are published on UNESDOC and are available on the IOS website.

The evaluation of SPOs (Strategic Programme Objectives) 9 and 10 concluded that:

- UNESCO is clearly seen as the lead agency in the field of culture and intercultural dialogue.
- The expected results of the 34 C/5 have been broadly achieved.
- There is a need to clarify UNESCO's message on the link between culture and development and to identify the key strategic stakeholders.

The review of UNESCO liaison offices emphasized that:

- Liaison offices contribute to improving networks and the recognition of the Organization by the United Nations Secretariat and Member States.
- There is a need to develop a clearer strategy for all liaison offices.
- The reporting lines and accountability framework need to be defined.

There are no additional policy implications of a financial or administrative nature.

Action expected of the Executive Board: proposed decision in Paragraph 4.

I. INTRODUCTION

1. The 34 C/4 Evaluation Plan presented to the Executive Board at its 177th session (177 EX/Decision 27), called for all 14 of UNESCO's Strategic Programme Objectives (SPOs) to be evaluated over the 34 C/4 period. To ensure that the findings of the SPO evaluations fed into the Independent External Evaluation (IEE) of UNESCO (185 EX/18) several SPO evaluations were completed earlier than originally scheduled. This also allowed the Internal Oversight Service (IOS) to present to the Executive Board at its 185th session a synthesis of the SPO evaluations (185 EX/6 Part IV).

2. At its 185th session, the Executive Board reiterated that the Director-General should continue to report on a biannual basis on evaluations completed. Pursuant to 185 EX/Decision 6 (IV), the Internal Oversight Service (IOS) herewith presents the evaluation of SPOs 9 and 10. This completes the SPO evaluation cycle.

3. The present paper also contains a summary of issues emerging from a review of UNESCO's liaison offices. It is expected to provide input to the development and implementation of a coherent policy for all liaison offices, including those recently established in Addis Ababa and Brussels.

Evaluation of SPOs 9 and 10

Brief description and background of the activities evaluated	
SPO 9 calls for “Strengthening the contribution of culture to sustainable development” and SPO 10 for “Demonstrating the importance of exchange and dialogue among cultures to social cohesion and reconciliation in order to develop a culture of peace”.	
Budget	
RP resources in support of the three MLAs contributing to SPOs 9 and 10 totalled US \$21,851,600 for the 34 C/5 biennium. This was complemented by extrabudgetary resources amounting to US \$6,218,100 as foreseen in the 34 C/5 programming document.	
Purpose of Evaluation	
Assess progress towards achieving the expected outcomes of SPOs 9 and 10 and how progress might be enhanced. The evaluation was managed by IOS/EVS and conducted by a team from <i>Education for Change</i> .	
Major findings and conclusions	Major recommendations
<p>Major achievements:</p> <ul style="list-style-type: none"> – UNESCO is acknowledged by other international organizations as the lead agency in the culture field. Internationally, UNESCO is perceived as a neutral actor, which gives the Organization a clear advantage for facilitating intercultural and interreligious dialogue. – The 34 C/5 expected results associated with SPOs 9 and 10 have broadly been achieved. – The number of parties to the 2005 Convention increased from 77 to 104 during the biennium. An International Fund for Cultural Diversity has been established as part of the Convention. – Eighteen MDG-F culture and development joint programme proposals approved and implementation started. They involve some regional partnerships to improve policy-making capacity. Cultural and creative industries as a sector of development promoted through MDG-F joint programmes. – UIS Framework for Cultural Statistics published. – UNESCO’s Cultural Diversity Programming Lens (CDPL) tested in several workshops involving policy-makers, social partners and other United Nations agencies. CDPL adopted in two One UN pilot countries. – Progress made towards the finalization of the New Cultural Policy Agenda paper and toolkit, which contributed to knowledge of existing national policies relating to culture and development. A review of national policies on Education for Sustainable Development also contributed. – UNESCO World Report on Cultural Diversity completed in 2009. 	

Challenge: Better definition of target audiences and terms used in outputs related to culture and development work.	Tightly define discrete target audiences and adapt material. Review all current publications, tools and outputs (including website) to achieve greater clarity about contextual meaning of the term “development” and the interpretation of culture and development.
Challenge: Intersectoral work to integrate cultural diversity messages into the other Sectors’ policies, strategies and programmes.	Culture Sector to include staff with backgrounds in other sectors to advise colleagues on how best to shape and deliver key cultural diversity messages within different contexts. Develop new tools and guidance for staff in other Sectors that will help them integrate cultural diversity messages into their respective policies, strategies and programmes.
Challenge: Leading on gender, culture and development.	Better articulate the complexities of the cultural diversity and gender equality agendas, and how gender, culture and development interplay with each other. Develop frameworks, approaches and tools for gender mainstreaming and gender-specific programming.
Challenge: The integration of the impact of ICT on cultural expression, cultural diversity and intercultural dialogue in UNESCO’s work.	Commission external research on the impact of ICT, for instance, on how the use of ICT is changing cultural discourses and intercultural dialogue, and on how to use technology to facilitate new ways of promoting intercultural dialogue.
Challenge: Focus on cultural tourism.	Place higher priority on this area, especially with regard to UNESCO’s potential as a standard-setter.
Challenge: Knowledge management.	Clarify what information is needed and develop useful frameworks and tools. Commission specialist knowledge management expertise to assist.
Challenge: Coordination between Headquarters and field.	Establish regional focal points in Headquarters CLT Sector with specific responsibilities for coordinating CLT work in the field.
Actions taken/to be taken by the Director-General	
Concerned stakeholders will prepare a management response and action plan for the implementation of evaluation recommendations. Stakeholders will be required to submit biannual reports on the implementation of the recommendations to IOS.	

Evaluation of Liaison Offices

Brief description and background of the activities evaluated	
<p>The evaluation of liaison offices aims at assessing the effectiveness of the liaison functions of the New York and Geneva Offices and to provide recommendations on how to enhance their impact and contribution.</p> <p>The two recently established liaison offices in Addis Ababa and Brussels were also included in this review, with a forward looking focus.</p>	
Findings and conclusions	Recommendations
<p>Major achievements New York Office:</p> <ul style="list-style-type: none"> – Improved visibility of UNESCO and involvement in United Nations working groups. – Timely and competent advice provided on areas related to UNESCO's fields of competence. – Improved networks and recognition by the United Nations Secretariat and Member States. <p>Major achievements Geneva Office:</p> <ul style="list-style-type: none"> – Contribution to PCPD activities valued by stakeholders. – Events organized around UNESCO initiatives much appreciated by partner organizations. <p>Establishment of the Addis Ababa and Brussels liaison offices is a positive development and initial reactions and contributions are encouraging.</p>	
<p>Challenge: Strategic guidance for liaison offices is needed.</p>	<p>Liaison offices to develop strategic mission documents that explain their key priorities and objectives. Headquarters to provide support to this process.</p>
<p>Challenge: Clear expectations and profiles of liaison office staff including directors and liaison officers should be formulated.</p>	<p>Develop or revisit job descriptions of liaison office staff to ensure alignment with Office and Headquarters strategies.</p>
<p>Challenge: Better define representation in and contribution to technical meetings.</p>	<p>Clarify whether or to what extent technical contribution to relevant task forces is expected by Office staff.</p>
<p>Challenge: More extrabudgetary fundraising activities needed.</p>	<p>Clarify fundraising expectations for liaison offices and develop appropriate fundraising strategies.</p>
<p>Challenge: Reporting and communication lines with Headquarters and decentralized entities to be defined.</p>	<p>Establish clear reporting and communication lines with Headquarters and decentralized entities.</p>
Actions taken/to be taken by the Director-General	
<p>The Director-General has brought the Directors of the four liaison offices under her direct functional supervision.</p> <p>Concerned stakeholders will prepare a management response and action plan for the implementation of evaluation recommendations. Stakeholders will be required to submit biannual reports on the implementation of the recommendations to IOS.</p>	

Action expected of the Executive Board

4. The Executive Board may wish to adopt a decision along the following lines:

The Executive Board,

1. Recalling 185 EX/Decision 6 (IV),
2. Having examined document 186 EX/6 Part VII,
3. Requests the Director-General to continue to report to it on evaluations completed on a biannual basis.



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REPORTS BY THE DIRECTOR-GENERAL ON SPECIFIC MATTERS

PART VIII

**ANNUAL REPORT (2010) BY THE
INTERNATIONAL CIVIL SERVICE COMMISSION (ICSC):
REPORT BY THE DIRECTOR GENERAL**

SUMMARY

Article 17 of ICSC's Statutes provides that "(ICSC) shall submit an annual report to the General Assembly including information on the implementation of its decisions and recommendations. The report shall be transmitted to Governing Organs of the other organizations through their Executive Heads".

In 114 EX/Decision 8.5, the Executive Board approved a proposal by the Director-General to submit all future ICSC annual reports to the Executive Board at the spring session following publication of the report, and subsequently endorsed by the General Conference in 22 C/Resolution 37.

Furthermore, the General Conference in 35 C/Resolution 92 invited the Director-General to report to the Executive Board about measures adopted either by the General Assembly or ICSC before its 36th session.

The present document submits ICSC's 2010 report to the Executive Board for information and describes the measures affecting UNESCO staff members which have been implemented following ICSC's recommendations and the adoption of General Assembly Resolution A/Res/65/248.

The financial and administrative implications of the reported activities fall within the parameters of the current 35 C/5 (see paras. 38 and 39).

Action expected of the Executive Board: proposed decision in paragraph 40.

I. INTRODUCTION

1. The **thirty-sixth annual report of ICSC (2010)**¹ contains measures which affect the conditions of service of United Nations Common System staff including UNESCO's as described below. The General Assembly examined this report and recommendations during its 65th session and approved resolution A/Res/65/248 in December 2010 (set out in Annex I).

2. As explained in the follow-up actions below, these decisions were applied to staff in UNESCO, in accordance with 35 C/Resolution 92, which "authorized the Director-General to continue to apply to the staff of UNESCO measures of this kind which might be adopted either by the United Nations General Assembly or, by virtue of the authority conferred upon it, the International Civil Service Commission".

A. CONDITIONS OF SERVICE APPLICABLE TO BOTH CATEGORIES OF STAFF

(i) Education grant: review of the methodology for determining the grant (representative schools and eligibility)

3. The General Assembly approved the Commission's recommendation to invite the organizations of the common system to adopt, for harmonization purposes, education grant eligibility criteria with respect to the minimum age, the maximum age and the coverage of post-secondary education, and requested the Secretariat of the ICSC to conduct an expanded review of the methodology for determining the education grant.

4. In order to harmonize eligibility criteria for the education grant, ICSC had proposed the following principles:

- (a) Minimum age. The child must be in full-time attendance at a school at the primary level, where education is deemed to be "primary" if the child is at least five years at the beginning of the school year or reaches age five within three months of the beginning of the school year;
- (b) Maximum age. The grant will not normally be paid beyond the school year in which the child reaches the age of 25. If the child's education is interrupted for at least one school year by national service or an illness, the period of eligibility may be extended by the period of the interruption. In the case of disabled children, eligibility may be exceptionally extended until the child reaches the age of 28;
- (c) Post-secondary education. The grant shall be payable up to the end of the school year in which the child completes four years of post-secondary studies, even if a degree is attained after three years;

5. ICSC also decided to review, during 2011-2012, a number of methodological issues relating to the education grant.

Follow-up action

6. UNESCO's current policy and practices are in line with the eligibility criteria set out above. Given the importance of the education grant in the recruitment and retention of international professional staff, the Secretariat intends to play an active role in ICSC's forthcoming methodological review, and will update the Executive Board on progress.

¹ ICSC's current membership is set out in this report and may be obtained from the Secretariat on request.

(ii) Education grant: review of the level

7. The General Assembly has decided that, as of the academic year in progress on 1 January 2011, the maximum admissible expenses and the maximum education grant for 11 zones should be adjusted and that the normal flat rates and additional flat rates for boarding should be revised for 13 zones. The special measures for China, Hungary, Indonesia, Romania and the Russian Federation and for the eight specific schools in France should be maintained, while those for Bulgaria should be discontinued.

8. Under the existing methodology, education grant ceilings are reviewed if they are exceeded by at least 5% of staff claims. This trigger was reached in most countries, including France, and ICSC recommended increases in the ceilings for these countries, taking account of the movements in fees and the number of claims exceeding the existing ceiling. ICSC also recommended increases in the flat rates for boarding, paid in respect of children who study away from the country of the duty station. The revised amounts apply for the academic year in progress on 1 January 2011.

Follow-up action

9. The revised amounts were implemented in UNESCO with effect from 1 January 2011 (Annex II).

(iii) Separation payments: termination indemnity

10. The Commission decided to report to the General Assembly that it had concluded that the termination indemnity was used on a limited basis and covered about 1% of total General Service and Professional staff, and around 14% of all separations. While there were some fluctuations in termination indemnity numbers, the analysis did not demonstrate that there was inappropriate application of the scheme, and that the trends in overall termination indemnity-based separations appeared to be driven by the operational needs of the organizations.

(iv) Update on contractual arrangements (appointments of limited duration)

11. In order to further harmonize the contractual arrangements across the United Nations common system, ICSC recommended the phasing out of appointments of limited duration (ALD contracts) in United Nations agencies from 31 December 2010.

12. At the time of this decision, UNESCO had over 200 staff members on ALD contracts, 17% of its overall professional staff. The ALD contract had become a very useful and appreciated contractual modality. Its flexible hiring procedures enabled rapid hiring and deployment for extrabudgetary projects and, as the ALD contract could only be funded from extrabudgetary sources, it had become widely used in UNESCO institutes, who rely heavily on extrabudgetary funds for their programme activities.

13. To provide sufficient time to identify a suitable replacement for the ALD contract, which would offer a comparable level of flexibility, and given the need to develop and implement detailed transitional arrangements, ICSC agreed to extend the phasing-out date for ALD contracts in UNESCO to 31 December 2012.

Follow-up action

14. The Secretariat is developing proposals for a new contract that addresses UNESCO's operational needs, while fitting into the ICSC's overall contractual framework. This new contract should be ready to implement by the end of 2011.

(v) Inter-agency mobility

15. ICSC considered a report from its Secretariat analysing the benefits and problems (including administrative constraints), as well as an overall assessment of issues and practices relating to inter-agency mobility across the United Nations common system. The report concluded that, despite general support for the inter-agency mobility concept, including encouragements and policy statements by the General Assembly, there had been little change in recent years in the level of inter-agency mobility between United Nations organizations.

16. ICSC decided:

- (a) to review its own human resources (HR) management framework with respect to inter-agency mobility and recruitment systems;
- (b) to urge organizations:
 - (i) to remove existing administrative barriers to inter-agency mobility;
 - (ii) to develop strategies to change organizational culture with regard to mobility;
 - (iii) to integrate inter-agency mobility into their human resource management policies;
 - (iv) to implement a more structured approach to inter-agency mobility with an emphasis on the staff development aspect;
 - (v) to promote consistency in the application of secondments;
 - (vi) to develop appropriate solutions for spouse employment such as negotiating agreements with host countries through the Resident Coordinators and removing restrictions on spouses being employed in the same organization as long as there is no reporting relationship between the spouses;
- (c) to request organizations to adhere to the criteria stipulated in the ICSC framework for contractual arrangements in the United Nations common system (A/60/30 and Corr.1, Annex IV) in granting continuing contracts;
- (d) to request its secretariat to conduct a barrier analysis by compiling all barriers to harmonization of human resources management policies in the common system, and also to identify areas where actions had been taken and/or action would be necessary, and report on its findings at the seventy-third session.

Follow-up action

17. UNESCO will develop and reinforce inter-agency mobility as one of the modalities for staff development, in the context of the Human Resources management strategy.

(vi) Performance management framework

18. At its seventy-first session, the Commission considered a document containing the elements of an updated performance management framework that included, *inter alia*, proposals for recognition, incentives and rewards.

19. The Commission decided to request its secretariat to fine-tune the elements in the framework and present the updated framework in a format that was more accessible and user-friendly at its seventy-second session (spring 2011).

(vii) Review of gender balance in the United Nations Common System

20. ICSC emphasized the importance of securing women's participation in the decision-making process, especially at managerial levels, in order to expect concrete advancement in the status of women. While recognizing that progress had been made towards achieving gender balance in the professional and higher categories, ICSC expressed disappointment at the progress at D-1 level and above, and that its previous recommendations had not been fully implemented by organizations.

21. In terms of the policies and measures to achieve gender balance, ICSC noted that a sufficient number of policies and measures were already in place. The challenge remained to implement the policies effectively to yield the intended outcomes. In that regard, ICSC recognized that robust and credible accountability mechanisms that gave strength to the policy of gender were central to meaningful implementation.

22. ICSC decided to:

- (a) Urge organizations to enforce existing gender balance policies and measures, including ICSC's previous recommendations, and to conduct regular monitoring on implementation;
- (b) Urge organizations to incorporate such diversity policies as geographical balance into gender strategies and policies; and
- (c) Request organizations to hold managers accountable through annual performance appraisals for achieving established annual gender targets.

Follow-up action

23. UNESCO has already implemented a wide range of gender-sensitive policies and measures; and has achieved gender balance in the Professional and higher categories. However, efforts to achieve balance at the Director level must continue. Progress is reported in the report on Gender Balance (186 EX/6 Part X).

B. REMUNERATION OF THE PROFESSIONAL AND HIGHER CATEGORIES

(i) Base/floor salary scale

24. Based on pay increases received by comparable United States federal staff in the period 2009-2010, the Commission recommended a 1.37% increase in the net base salary scale of United Nations Professional and higher categories, with effect 1 January 2011. This would be introduced on a *no loss, no gain* basis: increases in the net salary scale would be offset by a reduction in post adjustment, leaving net salaries unchanged. However, the changes increase the level of repatriation grants and termination indemnities.

Follow-up action

25. The new salary scale was implemented in UNESCO effective 1 January 2011 (Annex III).

(ii) Evolution of the UN/US net remuneration margin and the establishment of grade equivalencies between the United States federal civil service and United Nations system

26. The General Assembly has often re-affirmed that the margin between the net remuneration of United Nations Professional and higher categories staff and comparable United States federal staff should be in the range 110-120, with a desirable midpoint of 115, on the understanding that it be maintained at a level around this desirable midpoint over a period of time.

27. The Commission decided to report to the General Assembly that it had conducted a new grade equivalency study as part of its regular review. The study involved equivalencies for approximately 500 posts representing the most populous occupation groups within the United Nations common system and included posts from the United States General Schedule and other special pay systems in Washington, D.C.

28. The Commission reviewed the results of the study and of the validation exercise organized with the United States federal civil service. The Commission also reviewed the results of the net remuneration margin calculations based on the incorporation of the results of the study and noted that the outcome was a revised margin of 113.3 for the calendar year 2010 as compared to 112.7 based on the existing grade equivalencies.

(iii) Children's and secondary dependant's allowances: review of the level

29. The Commission recommended to the General Assembly that, with effect from 1 January 2011, the revised level of the children's allowance should be set at US \$2,929 per annum and that the secondary dependant's allowance should be set at \$1,025 per annum. In case the current levels of the allowances are above those proposed, transitional measures would be introduced, with the allowances payable to currently eligible staff being equal to the higher rate, but reduced by 50% of the difference between these two amounts. These dependency allowances should be reduced by the amounts of any direct payments received by staff from a government in respect of dependants.

Follow-up action

30. As approved by the General Assembly, the new amounts have been implemented in UNESCO effective 1 January 2011 (Annex IV).

C. CONDITIONS OF SERVICE IN THE FIELD

(i) Harmonization of the conditions of service for staff serving in non-family duty stations in the common system

31. The Commission recommended to the General Assembly: (a) that the designation of non-family duty stations be harmonized across the United Nations common system; (b) that conditions of service for staff serving in non-family duty stations be harmonized across the United Nations common system, by amending the existing hardship scheme to include a consideration for service in non-family duty stations; and (c) that the provisions governing rest and recuperation be harmonized across the common system by adopting a common rest and recuperation framework.

32. At present, staff assigned to duty stations designated as non-family duty stations (NFDS) receive one of two allowances towards the costs of maintaining a second household elsewhere. In order to harmonize the two allowances, ICSC recommended that they should be replaced by an "additional hardship allowance for service in non-family duty stations". This new allowance is equivalent to the current hardship allowance for E duty stations, at full rate for staff with dependants, and at 50% for single staff. The amounts of the new allowance are set out in Annex V. They represent, in most cases, a reduction in the amounts currently paid under the current arrangements in use in UNESCO, in particular for single staff.

33. The new arrangements come into force on 1 July 2011. **Existing** UNESCO staff and those recruited before 1 July 2011 will continue to receive the current amounts until 30 June 2016. For current staff posted to NFDS between July 2012 and July 2016, transitional arrangements have been put in place to offer some protection of the level of payments. For new staff, the new allowance will be payable from 1 July 2011.

D. CONDITIONS OF SERVICE OF GENERAL SERVICE STAFF

(i) Review of the General Service job evaluation standards

34. The Commission developed a new unified classification system for General Service and related categories, as an important step towards the harmonization of practices within the common system. The Commission decided to promulgate this new standard with effect 15 March 2010. The new system would be implemented as and when individual organizations were trained in the use of the system. It was also expected that the new standard would be applied to new posts and when vacancies arise.

Follow-up action

35. Plans for the implementation and roll-out of the new General Service standard to new jobs or to vacant posts will be developed once the appropriate training is provided by ICSC.

(ii) Changes in Salaries and Allowances at Headquarters

36. The Director-General approved an increase of 1.62%, with effect 1 October 2010, in the net salary scale of General Service category staff at Headquarters, with consequential increases in pensionable pay, language and other allowances. The revised salary scales are set out in Annex VI, while the allowances payable are now as follows:

- Spouse allowance of €2,305 per year (€2,715 for staff who received the allowance before January 1998);
- Dependent child allowance of €1,909 per year (€3,734 for the first dependent child of a staff member without a spouse);
- A first language allowance of €1,770 per year. A second language allowance of €885 per year is also payable.

Follow-up action

37. The new salary scale and allowances were implemented in Headquarters from 1 October 2010.

Financial and Administrative Implications

38. The measures described above were implemented using the STEPS payroll system, within the available budgetary provisions in the current 35 C/5 document. The harmonization of allowances paid to staff in non-family duty stations will have no impact or may even lead to a reduction in actual costs for that allowance, although the overall financial impact should be minimal as UNESCO has few staff serving in these duty stations.

39. Any additional costs will be covered within existing budget provisions, including Part IV.

Action expected of the Executive Board

40. The Executive Board may wish to adopt a decision along the following lines:

The Executive Board,

1. Recalling 114 EX/Decision 8.5 and 22 C/Resolution 37,
2. Having examined document 186 EX/6 Part VIII,
3. Takes note of its content;
4. Invites the Director-General to continue to ensure UNESCO's participation in the work of the International Civil Service Commission (ICSC), and to take due account of the results of its work.



General Assembly

Distr.: General
31 January 2011

Sixty-fifth session
Agenda item 136

Resolution adopted by the General Assembly

[on the report of the Fifth Committee (A/65/648)]

65/248. United Nations common system: report of the International Civil Service Commission

The General Assembly,

Recalling its resolutions 44/198 of 21 December 1989, 51/216 of 18 December 1996, 52/216 of 22 December 1997, 53/209 of 18 December 1998, 55/223 of 23 December 2000, 56/244 of 24 December 2001, 57/285 of 20 December 2002, 58/251 of 23 December 2003, 59/268 of 23 December 2004, 60/248 of 23 December 2005, 61/239 of 22 December 2006, 62/227 of 22 December 2007, 63/251 of 24 December 2008 and 64/231 of 22 December 2009,

Having considered the report of the International Civil Service Commission for 2010,¹

Reaffirming its commitment to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the common system,

1. *Takes note with appreciation* of the work of the International Civil Service Commission;
2. *Takes note* of the report of the Commission for 2010;¹
3. *Encourages* the Commission to continue to coordinate and regulate the conditions of service of staff of the organizations of the United Nations common system, bearing in mind the limitations imposed by Member States on their national civil services;
4. *Reaffirms* the role of the General Assembly in approving conditions of service and entitlements for all staff serving in the organizations of the United Nations common system, bearing in mind articles 10 and 11 of the statute of the Commission;²

¹ *Official Records of the General Assembly, Sixty-fifth Session, Supplement No. 30 (A/65/30).*

² Resolution 3357 (XXIX), annex.



5. *Recalls* articles 10 and 11 of the statute of the Commission, and reaffirms the central role of the Commission in regulating and coordinating conditions of service and entitlements for all staff serving in the organizations of the United Nations common system;

A. Conditions of service applicable to both categories of staff

1. Education grant

1. *Approves*, with effect from the school year in progress on 1 January 2011, the recommendations of the Commission in paragraph 83 of its report¹ and annex III thereto;

2. *Invites* the organizations of the United Nations common system to harmonize the education grant eligibility criteria with respect to the minimum age, the maximum age and the coverage of post-secondary education, as specified in paragraph 62 (a) of the report of the Commission;

2. Separation payments

1. *Endorses* the conclusions of the Commission in paragraph 101 of its report,¹ and invites the governing bodies of the organizations of the United Nations common system to harmonize their termination indemnity schedules with that of the United Nations, as approved in General Assembly resolution 63/271 of 7 April 2009;

2. *Decides* to revert, at its seventy-first session, to the issue of the introduction of end-of-service severance pay in the organizations of the United Nations common system for fixed-term staff involuntarily separating upon the expiration of their contract after ten or more years of continuous service;

3. *Requests* the Commission to promulgate guidelines for the Organization to follow when it terminates a staff member based on the agreement of both sides;

B. Conditions of service of staff in the Professional and higher categories

1. Base/floor salary scale

Recalling its resolution 44/198, by which it established a floor net salary level for staff in the Professional and higher categories by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service (the United States federal civil service),

Approves, with effect from 1 January 2011, as recommended by the Commission in paragraph 120 of its report,¹ the revised base/floor scale of gross and net salaries for staff in the Professional and higher categories as contained in annex VI to the report;

2. Evolution of the margin

Recalling section 1.B of its resolution 51/216 and the standing mandate from the General Assembly, in which the Commission is requested to continue its review of the relationship between the net remuneration of United Nations staff in the Professional and higher categories in New York and that of the comparator civil service (the United States federal civil service) employees in comparable positions in Washington, D.C. (referred to as “the margin”),

1. *Reaffirms* that the range of 110 to 120 for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and officials in comparable positions in the comparator civil service should continue to apply, on the understanding that the margin would be maintained at a level around the desirable midpoint of 115 over a period of time;

2. *Notes* that the margin between net remuneration of the United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service in Washington, D.C., for the period from 1 January to 31 December 2010 is estimated at 113.3 and that the average margin level for the past five years (2006–2010) stands at 114.0;

3. Children's and secondary dependant's allowances

Approves, with effect from 1 January 2011, as recommended by the Commission in paragraph 162 of its report,¹ the revised children's and secondary dependant's allowances and the transitional measures relating thereto;

C. Conditions of service in the field

Harmonization of the conditions of service of staff of the organizations of the United Nations common system serving in non-family duty stations

1. *Stresses* that the authority delegated by the Secretary-General to the executive heads of the United Nations funds and programmes should be exercised in full compliance with General Assembly resolutions, the statute of the Commission² and the appropriate rules and regulations of the United Nations;

2. *Requests* the Secretary-General, subject to the provisions of the present resolution, to ensure cooperation and compliance by the executive heads of all organizations to which he has delegated authority on human resources matters, with the immediate implementation of the recommendations of the Commission concerning the harmonization of the conditions of service in non-family duty stations, as reflected in the report of the Commission,¹ and to report thereon to the Commission;

3. *Also requests* the Secretary-General, subject to the provisions of the present resolution, to exert his leadership as Chair of the United Nations System Chief Executives Board for Coordination to ensure the system-wide implementation of the recommendations of the Commission concerning the harmonization of the conditions of service in non-family duty stations, as reflected in the report of the Commission;

4. *Requests* the organizations of the United Nations common system to report annually to the Commission on the implementation of contractual arrangements and conditions of service for all of their staff serving in family and non-family duty stations;

5. *Requests* the Secretary-General, in his capacity as Chair of the Chief Executives Board for Coordination, to invite the executive heads of the agencies, funds and programmes participating in the United Nations common system to report to their respective governing bodies on the compliance of the organizations with the decisions of the General Assembly on the harmonization of the conditions of service;

6. *Approves* the recommendations of the Commission on the harmonization of the conditions of service of staff of the organizations of the United Nations

common system serving in non-family duty stations, as contained in its annual report for 2010, subject to the provisions of the present resolution;

7. *Decides* that, six months after the adoption of the present resolution, all new staff who are assigned to non-family duty stations shall be under the non-family hardship element;

8. *Also decides* that the organizations of the United Nations common system shall cover only the travel costs of the rest and recuperation framework, until a further decision of the General Assembly on this issue is taken at its sixty-seventh session;

9. *Further decides* that the additional costs related to the above arrangements for the harmonization of the conditions of service, as related to the United Nations Secretariat, shall be absorbed by the Organization within existing resources, without impacting on the operational costs and without undermining the implementation of mandated programmes and activities, and requests the Secretary-General to report thereon in the context of the relevant performance reports;

10. *Requests* the Commission to submit recommendations to the General Assembly at its sixty-seventh session concerning the United Nations common system harmonized subsistence allowance or lump sum during rest and recuperation;

11. *Requests* the Secretary-General to identify offsets that can be used to implement the Commission proposals on a harmonized subsistence allowance or lump sum during the rest and recuperation break in a cost-neutral manner without impacting on operational costs and without undermining the implementation of mandated programmes and activities;

12. *Requests* the Commission, in its annual report, to report to the General Assembly on the implementation of its decisions and recommendations by the organizations of the United Nations common system;

13. *Recognizes* the importance of mobility as a means of developing a more versatile, multi-skilled and experienced international civil service that is capable of fulfilling complex mandates;

14. *Notes with concern* the high vacancy rates in the field and the negative effect that this has on the ability of the organizations of the United Nations common system to carry out their mandates;

15. *Requests* the Secretary-General to report on the criteria and process followed for designating family and non-family duty stations to the General Assembly at its sixty-seventh session, in the context of human resources management;

16. *Regrets* that the special operations approach has led to significant variations in the compensation package of staff of the organizations of the United Nations common system in non-family duty stations;

17. *Recalls* paragraph 42 of the report of the Advisory Committee on Administrative and Budgetary Questions on human resources management,³ and emphasizes the importance for the Secretary-General and the executive heads of the United Nations funds and programmes to work closely with the Commission in addressing and mitigating any unintended consequences of the harmonization proposal;

³ A/65/537.

18. *Requests* the Commission, in the context of its annual report, to report to the General Assembly on the implementation of its decisions regarding the harmonization of the conditions of service in non-family duty stations during the transition period;

19. *Decides* that the rest and recuperation framework should be regulated by the Commission;

20. *Requests* the Secretary-General to ensure that rest and recuperation entitlements are used by staff in a timely and effective manner;

21. *Requests* the Commission to keep the issue of the United Nations common system conditions of service in the field under review;

D. Other matters

Notes that the following measures, among others, could improve the selection process and conditions of service for executive heads of the organizations of the United Nations common system:

(a) Conducting hearings and/or meetings with candidates running for the post of executive head, in order to enhance the transparency and credibility of the selection process and make the process more inclusive of all nationalities;

(b) Ensuring that the hearings and/or meetings with the shortlisted candidates are conducted by members of the executive boards, advisory committees and/or other legislative bodies of the United Nations funds and programmes and/or other subsidiary organs and entities;

(c) Adopting provisions comprehensively addressing conflicts of interest pertaining to, and/or wrongdoing or misconduct allegedly committed by, executive heads, if such provisions have not yet been adopted.

*73rd plenary meeting
24 December 2010*

Education Grant Entitlements

Effective from scholastic year in progress 1 January 2011

Currency	Maximum admissible expenses and maximum grant for disabled children	Maximum education grant	Normal flat rate when boarding not provided ^a	Additional flat rate for boarding (at designated duty stations)	Maximum grant for staff at designated duty stations ^a
Euro					
Austria	17,555	13,166	3,776	5,664	18,830
Belgium	15,458	11,593	3,518	5,277	16,870
France ^b	10,981	8,236	3,052	4,578	12,814
Germany	19,563	14,672	4,221	6,332	21,004
Ireland	17,045	12,784	3,112	4,668	17,452
Italy	20,830	15,623	3,147	4,721	20,344
Monaco	10,981	8,236	3,052	4,578	12,814
Netherlands	17,512	13,134	3,875	5,813	18,947
Spain	16,653	12,490	3,162	4,743	17,233
Danish krone	113,554	85,166	27,242	40,863	126,029
Japanese yen	2,324,131	1,743,098	607,703	911,555	2,654,653
Swedish krona	157,950	118,462	26,034	39,051	157,513
Swiss franc	31,911	23,933	5,540	8,310	32,243
Pound sterling	24,941	18,706	3,690	5,535	24,241
United States dollar (in the United States of America) ^c	43,006	32,255	6,083	9,125	41,380
United States dollar (outside the United States of America)	20,663	15,497	3,746	5,619	21,116

^a Applies only in respect of children at the primary and secondary levels of education - Staff Rule 103.12 (k).

^b Except for the following schools, where the US dollars in the United States levels will be applied:

- American School of Paris.
- American University of Paris.
- British School of Paris.
- European Management School of Lyon.
- International School of Paris.
- Marymount School of Paris.
- The Ecole Active Bilingue Victor Hugo (for English curriculum only).
- Ecole Active Bilingue Jeanine Manuel (for English curriculum only).

^c Also applies, as a special measure, for China, Hungary, Indonesia, Romania and the Russian Federation

ANNEX III

Annual gross and net base salaries for the Professional category and above

Effective date: 1 January 2011

US dollars

	Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
DDG	Gross	204,391														
	Net D	145,854														
	Net S	131,261														
ADG	Gross	185,809														
	Net D	133,776														
	Net S	121,140														
D-2	Gross	152,231	155,592	158,954	162,315	165,675	169,035									
	Net D	111,950	114,135	116,320	118,505	120,689	122,873									
	Net S	102,847	104,691	106,528	108,359	110,186	112,002									
D-1	Gross	139,074	141,896	144,710	147,532	150,371	153,320	156,272	159,222	162,171						
	Net D	103,070	104,989	106,903	108,822	110,741	112,658	114,577	116,494	118,411						
	Net S	95,270	96,936	98,600	100,258	101,915	103,567	105,212	106,857	108,497						
P-5	Gross	115,134	117,532	119,934	122,331	124,732	127,129	129,531	131,929	134,329	136,729	139,129	141,528	143,929		
	Net D	86,791	88,422	90,055	91,685	93,318	94,948	96,581	98,212	99,844	101,476	103,108	104,739	106,372		
	Net S	80,629	82,079	83,524	84,969	86,412	87,849	89,286	90,720	92,152	93,581	95,008	96,431	97,853		
P-4	Gross	94,268	96,456	98,642	100,876	103,194	105,507	107,825	110,140	112,456	114,768	117,087	119,399	121,715	124,032	126,349
	Net D	72,373	73,948	75,522	77,096	78,672	80,245	81,821	83,395	84,970	86,542	88,119	89,691	91,266	92,842	94,417
	Net S	67,395	68,829	70,263	71,691	73,120	74,548	75,975	77,399	78,822	80,244	81,664	83,083	84,502	85,918	87,334
P-3	Gross	77,101	79,125	81,150	83,172	85,199	87,222	89,244	91,272	93,296	95,319	97,346	99,367	101,476	103,618	105,759
	Net D	60,013	61,470	62,928	64,384	65,843	67,300	68,756	70,216	71,673	73,130	74,589	76,044	77,504	78,960	80,416
	Net S	56,018	57,358	58,701	60,040	61,382	62,721	64,060	65,403	66,741	68,082	69,418	70,755	72,089	73,426	74,762
P-2	Gross	62,856	64,668	66,476	68,289	70,100	71,908	73,721	75,528	77,340	79,153	80,961	82,774			
	Net D	49,756	51,061	52,363	53,668	54,972	56,274	57,579	58,880	60,185	61,490	62,792	64,097			
	Net S	46,669	47,853	49,032	50,214	51,394	52,576	53,778	54,975	56,178	57,377	58,574	59,776			
P-1	Gross	48,627	50,199	51,933	53,678	55,414	57,154	58,896	60,638	62,374	64,114					
	Net D	39,388	40,643	41,892	43,148	44,398	45,651	46,905	48,159	49,409	50,662					
	Net S	37,154	38,309	39,465	40,618	41,773	42,926	44,081	45,222	46,356	47,491					

ANNEX IV

Amounts of children's and secondary dependant's allowances for Professional and higher categories							
Effective 1 January 2011							
Country	Currency	Children's Allowance ¹			Secondary Dependant's Allowance		
		Before 1 Jan 2007	Between 1 Jan 2007 and 31 Dec 2008	On or after 1 Jan 2009	Before 1 Jan 2007	Between 1 Jan 2007 and 31 Dec 2008	On or after 1 Jan 2009
Australia	Aus dollar	2,058	2,001	2,001	1,011	1,011	1,011
Austria	euro	2,229	2,229	2,229	780	780	780
Belgium	euro	2,229	2,229	2,229	780	780	780
Canada	Can dolla	2,929	2,929	2,929	1,025	1,025	1,025
France	euro	2,229	2,229	2,229	780	780	780
Germany	euro	2,239	2,229	2,229	791	780	780
Italy	euro	2,229	2,229	2,229	780	780	780
Netherlands	euro	2,229	2,229	2,229	780	780	780
Romania	leu	9,549	9,549	9,549	3,342	3,342	3,342
Switzerland	Swiss franc	3,181	3,067	2,785	1,248	1,198	975
USA and rest of world	US dollar	2,929	2,929	2,929	1,025	1,025	1,025

¹ The allowance for a disabled child is worth double these amounts

Additional hardship allowance for service in non-family duty stations

US dollars/month

	With dependant	Without dependant
P1 - P3	1418	532
P4 - P5	1701	638
D1 and above	1890	709

ANNEX VI

General Service Category at Headquarters

Cadre du personnel de service et de bureau au Siège

ANNUAL SALARY SCALE

showing gross and net amounts after application of staff assessment and amounts of pensionable remuneration applicable to staff on board on 31 December 1999

BAREME DES TRAITEMENTS ANNUELS

indiquant les montants bruts et nets après retenues au titre du régime d'imposition et les montants considérés aux fins de la pension applicable au personnel en service au 31 décembre 1999

Effective 1 October 2010

A dater du 1er octobre 2010

In Euros

En Euros

Level/Grade		Steps/Echelons															
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV	XVI
G1	Brut	30757	31869	32981	34093	35205	36318	37430	38542	39654	40766	41878	42990				
	Net	24198	25021	25844	26667	27490	28313	29136	29959	30782	31605	32428	33251				
	Pensionnable	30118	31187	32254	33323	34391	35461	36529	37595	38667	39734	40803	41872				
G2	Brut	34334	35568	36801	38035	39269	40503	41736	42970	44283	45606	46929	48252	49575	50899		
	Net	26845	27758	28671	29584	30497	31410	32323	33236	34149	35062	35975	36888	37801	38714		
	Pensionnable	33555	34742	35927	37114	38300	39484	40671	41856	43042	44228	45414	46601	47785	48973		
G3	Brut	38308	39676	41043	42411	43826	45293	46760	48226	49693	51160	52626	54093	55560	57026		
	Net	29786	30798	31810	32822	33834	34846	35858	36870	37882	38894	39906	40918	41930	42942		
	Pensionnable	37375	38690	40005	41323	42639	43954	45269	46587	47901	49217	50541	51910	53278	54647		
G4	Brut	42711	44309	45936	47564	49191	50819	52446	54074	55702	57329	58957	60584	62212	63839	65467	
	Net	33044	34167	35290	36413	37536	38659	39782	40905	42028	43151	44274	45397	46520	47643	48766	
	Pensionnable	41607	43068	44528	45987	47447	48904	50365	51884	53401	54921	56439	57958	59478	60994	62515	
G5	Brut	47923	49731	51538	53345	55152	56960	58767	60574	62381	64189	65996	67803	69610	71418	73225	75032
	Net	36661	37908	39155	40402	41649	42896	44143	45390	46637	47884	49131	50378	51625	52872	54119	55366
	Pensionnable	46304	47924	49543	51194	52876	54561	56247	57931	59613	61297	62982	64669	66352	68034	69718	71403
G6	Brut	53742	55746	57751	59755	61760	63764	65768	67773	69777	71781	73786	75790	77794	79799	81803	
	Net	40676	42059	43442	44825	46208	47591	48974	50357	51740	53123	54506	55889	57272	58655	60038	
	Pensionnable	51565	53436	55303	57169	59037	60907	62776	64644	66512	68379	70249	72118	73985	75880	77883	
G7	Brut	60196	62419	64642	66865	69089	71312	73535	75758	77981	80204	82428	84651	86874	89097		
	Net	45129	46663	48197	49731	51265	52799	54333	55867	57401	58935	60469	62003	63537	65071		
	Pensionnable	57583	59657	61731	63805	65879	67953	70026	72101	74175	76304	78527	80754	82977	85200		

Le taux de change utilisé pour la conversion des traitements nets en bruts est de 1 US DOLLAR = 0,7189 EURO, représentant la moyenne des taux pratiqués durant les 36 derniers mois, incluant le mois d'ajustement.

General Service Category at Headquarters

Cadre du personnel de service et de bureau au Siège

ANNUAL SALARY SCALE

showing gross and net amounts after application of staff assessment and amounts of pensionable remuneration applicable to staff on board as from 1 January 2000

BAREME DES TRAITEMENTS ANNUELS

indiquant les montants bruts et nets après retenues au titre du régime d'imposition et les montants considérés aux fins de la pension applicable au personnel recruté à partir du 1er janvier 2000

Effective 1 October 2010

A dater du 1er octobre 2010

In Euros

En Euros

Level/Grade	Steps/Echelons												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII (*)	
G1	Brut	30757	31869	32981	34093	35205	36318	37430	38542	39654	40766	41878	42990
	Net	24198	25021	25844	26667	27490	28313	29136	29959	30782	31605	32428	33251
	Pensionnable	30118	31187	32254	33323	34391	35461	36529	37595	38667	39734	40803	41872
G2	Brut	34334	35568	36801	38035	39269	40503	41736	42970	44283	45606	46929	48252
	Net	26845	27758	28671	29584	30497	31410	32323	33236	34149	35062	35975	36888
	Pensionnable	33555	34742	35927	37114	38300	39484	40671	41856	43042	44228	45414	46601
G3	Brut	38308	39676	41043	42411	43826	45293	46760	48226	49693	51160	52626	54093
	Net	29786	30798	31810	32822	33834	34846	35858	36870	37882	38894	39906	40918
	Pensionnable	37375	38690	40005	41323	42639	43954	45269	46587	47901	49217	50541	51910
G4	Brut	42711	44309	45936	47564	49191	50819	52446	54074	55702	57329	58957	60584
	Net	33044	34167	35290	36413	37536	38659	39782	40905	42028	43151	44274	45397
	Pensionnable	41607	43068	44528	45987	47447	48904	50365	51884	53401	54921	56439	57958
G5	Brut	47923	49731	51538	53345	55152	56960	58767	60574	62381	64189	65996	67803
	Net	36661	37908	39155	40402	41649	42896	44143	45390	46637	47884	49131	50378
	Pensionnable	46304	47924	49543	51194	52876	54561	56247	57931	59613	61297	62982	64669
G6	Brut	53742	55746	57751	59755	61760	63764	65768	67773	69777	71781	73786	75790
	Net	40676	42059	43442	44825	46208	47591	48974	50357	51740	53123	54506	55889
	Pensionnable	51565	53436	55303	57169	59037	60907	62776	64644	66512	68379	70249	72118
G7	Brut	60196	62419	64642	66865	69089	71312	73535	75758	77981	80204	82428	84651
	Net	45129	46663	48197	49731	51265	52799	54333	55867	57401	58935	60469	62003
	Pensionnable	57583	59657	61731	63805	65879	67953	70026	72101	74175	76304	78527	80754

(*) Long-service step/Echelon au titre de la longévité

Le taux de change utilisé pour la conversion des traitements nets en bruts est de 1 US DOLLAR = 0,7189 EURO, représentant la moyenne des taux pratiqués durant les 36 derniers mois, incluant le mois d'ajustement.



United Nations
Educational, Scientific and
Cultural Organization

Executive Board
Hundred and eighty-sixth session

186 EX/6
Part IX

PARIS, 8 April 2011
Original: English

Item 6 of the provisional agenda

REPORTS BY THE DIRECTOR-GENERAL ON SPECIFIC MATTERS

PART IX

**USE OF INDIVIDUAL CONSULTANT AND
FEE CONTRACTS BY THE SECRETARIAT**

SUMMARY

Pursuant to 171 EX/Decision 35 and 184 EX/Decision 6 Part I, the Director-General submits her report on the use of consultant contracts by the Secretariat in 2010.

In 184 Ex/Decision 6 Part I, the Executive Board encouraged the Director-General to continue efforts to provide further information on the content of consultant contracts and products to be delivered, and to implement the recommendations of the External Auditor relating to a single database for temporary contracts. The Executive Board also underlined the need for transparency when hiring consultants and an enhanced geographical distribution and gender balance where qualifications were equal.

The financial and administrative implications of the reported activities fall within the parameters of the current C/5 document.

Action expected of the Executive Board: decision in paragraph 39.

INTRODUCTION

1. There are three types of standard Contracts for Service used by UNESCO, those with profit organizations (which subsumes the discontinued fee contract); with non-profit organizations and with individual consultants. This report covers the contracts awarded to consultants and presents statistics and analyses of contracts awarded at Headquarters and in the field in 2010 as well as comparisons with previous years.

2. Consultant contracts are awarded to individual specialists hired by UNESCO in an advisory or consultative capacity or to provide the skills, expertise and knowledge required to deliver a specific service or product. They cannot be used to contract institutions or companies.

3. Contracts for Service with profit organizations now subsume the old “fee” contract and are used to contract institutions or companies; they are no longer used to hire individuals. They are subject to UNESCO’s standard procurement rules regarding competitive tendering; and all contracts for US \$100,000 or more are announced on the “United Nations Global Marketplace” website.

4. Pursuant to the Executive Board’s request for extra information on the content of consultant contracts awarded and products to be delivered, Section II provides data on the thematic areas covered by contracts awarded at Headquarters during 2010. In addition and in accordance with 179 EX/Decision 33 (7), a list of consultant contracts awarded by UNESCO is published online.

5. Development work necessary to capture information on the products to be delivered under consultant contracts had to be rescheduled as IT resources were allocated in priority to the development of the new *Sharepoint* contract management tool and the roll-out of modules of the Finance and Budget System (FABS) to field offices. As a result, over 90% of data on contracts awarded by field offices can now be captured electronically, rather than manually. Nevertheless, the development work has now resumed, as part of a larger project to create a single database for the different types of temporary assistance. Information on the types of expertise hired and the types of product delivered by consultants should be captured by the end of 2011.

6. The document is set out as follows:

- Section I: Policy developments;
- Section II: Consultant Contracts in Headquarters and the field;
- Section III: Contracts in UNESCO Brasilia Office;
- Section IV: Consultant Contracts for “one dollar”;
- Section V: Financial and administrative implications.

<h3>Section I. Policy developments</h3>

7. The Secretariat is finalizing proposals to revise the consultants’ policy, which will address recommendations in two recent External Auditor reports,¹ relating in particular to:

- Strengthened competitive bidding;
- Clarity on the use of waivers; and
- Improved evaluation provisions.

¹ 182 EX/46: Report by the External Auditor on temporary contracts awarded by the Organization.
185 EX/32 Part II: Audit report on the Division of Water Sciences.

8. For contracts over \$20,000, hiring managers will be required to consider at least three suitably qualified candidates on the basis of written proposals, in order to support the choice of the candidate for an assignment and to ensure greater transparency. For contracts of \$100,000 or more, the clearance of the Director, Human Resources Management will be required, to ensure the appropriate type of contract is being used.

9. Waivers will only be granted for exceptional, substantiated reasons, for example, where the consultant's services are unique; where the consultant is the only available source of the required expertise at acceptable levels of quality and cost; or in emergency situations (e.g. post-conflict, post-disaster), where time is often critical and the search for three candidates would negatively impact on service delivery.

10. Managers will be required to provide a qualitative evaluation of service provided rather than a simple rating. The assessments will be recorded in the administrative "check-list", used to confirm that the contract has been drawn up in accordance with the prevailing rules and procedures, and which must be completed before final payment of a contract can be authorized.

11. The new policy also incorporates separate contracts for individual authors, photographers and film/video production specialists. These contracts contain specific wording which deals with copyright issues and the ownership of intellectual property rights, and are in line with UNESCO's Publications Policy.

12. To address other recommendations in the External Auditor reports, HRM wrote to ADG's, Directors of Bureaux and field offices in March 2010, reminding them of the existing policy provisions:

- that no individual should have more than one contract with UNESCO at any time;
- that contracts must be signed by both parties before the consultants start to work;
- that the duration of temporary contracts must be respected and that staff requirements must be planned accordingly, taking account of the limitations that apply to the different types of temporary contract;
- the requirement to consider geographical balance when selecting among consultants of equal competence. Sectors/Bureaux at Headquarters will be sent information on the geographical distribution and gender balance of the consultants they hired between 2007 and 2010.

13. Development work has now begun on a single database for temporary assistance. This will facilitate the tracking of individuals hired on temporary contracts and address the decision of the Executive Board taken at its 184th session (184 EX/Decision 6 Part I). The system should be operational by the end of 2011.

14. Once the policy changes have been finalized and promulgated, HRM will set up information sessions to explain the new arrangements to hiring managers and Administrative Officers.

Section II. Consultant Contracts at Headquarters and in the field
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Number and Spending on Consultant Contracts

15. The key points concerning the consultant contracts awarded in 2010 are:

Overall

- The number of contracts awarded in 2010 was 1% higher than in 2009; the number of consultants hired was 1% lower than in 2009 (see Tables 1 and 2).
- Overall spending on consultant contracts in 2010 was 11% higher than 2009 (Table 3).
- At \$24.4 million, spending represented about 7% of UNESCO's overall budget.

Table 1
Number of Individual Consultant Contracts

	2007	2008	2009	2010	Evolution 2009-2010
HQ	1 661	1 267	1 523	1 248	-18%
%HQ	38%	41%	46%	37%	
Field*	2 685	1 808	1 807	2 107	17%
%Field	62%	59%	54%	63%	
Total	4 346	3 075	3 330	3 355	1%

*excluding data for Brasilia Office

Table 2
Number of Individuals

	2007	2008	2009	2010	Evolution 2009-2010
HQ	1 068	825	1 001	800	-20%
%HQ	34%	35%	40%	32%	
Field*	2 049	1 509	1 512	1 689	12%
%Field	66%	65%	60%	68%	
Total	3 117	2 334	2 513	2 489	-1%

*excluding data for Brasilia Office

Table 3
Spending on Individual Contracts (\$m)

	2007	2008	2009	2010	Evolution 2009-2010
HQ	9.234	9.550	11.192	10.150	-9%
%HQ	43%	53%	51%	42%	
Field*	12.099	8.437	10.752	14.210	32%
%Field	57%	47%	49%	58%	
Total	21.333	17.987	21.944	24.360	11%

*excluding data for Brasilia Office

Table 4
Average spending per consultant contract (US \$)

	2007	2008	2009	2010	Evolution 2009-2010
HQ	5559	7537	7349	8133	11%
Field*	4506	4666	5950	6744	13%

*excluding data for Brasilia Office

Headquarters/Field Distribution

- Field offices accounted for 68% of the consultants hired in 2010, 63% of the contracts awarded and 58% of the overall spending.

Headquarters

- The number of contracts awarded in 2010 decreased by 18%, whereas the number of consultants hired decreased by 20%;
- Total spending at Headquarters decreased by 9% in 2010;
- The average amount spent per contract in 2010 increased by 11%.

Field

- The number of contracts awarded in 2010 increased by 17%, whereas the number of consultants hired in 2010 increased by 12%;
- Total spending in field offices increased by 32% in 2010;
- The average amount spent per contract in 2010 increased by 13%.

Source of Funding of contracts

16. Although the overall amount spent on consultant contracts increased in 2010, the amount financed from the regular budget decreased, from \$10.2 million to \$9.4 million. [Table 5](#) shows that 62% of total spending on consultant contracts in 2010 was financed from extrabudgetary sources, compared to 54% in 2009.

17. At Headquarters, 56% of spending on contracts in 2010 was financed from extrabudgetary sources (48% in 2009). In the field, 66% of spending in 2010 was extrabudgetary (59% in 2009).

Table 5

Spending on Consultant Contracts by source of funding: 2009 and 2010

	2009 (\$ million)					2010 (\$ million)				
	RP	%RP	ExB	%ExB	Total	RP	%RP	ExB	%ExB	Total
HQ	5.771	52%	5.421	48%	11.192	4.489	44%	5.661	56%	10.150
Field*	4.415	41%	6.337	59%	10.752	4.877	34%	9.333	66%	14.210
Total	10.186	46%	11.758	54%	21.944	9.366	38%	14.994	62%	24.360

*excluding data for Brasilia Office

Contracts by amount

18. [Table 6](#) shows that most consultant contracts at Headquarters and the field continue to be for less than \$10,000: 73% and 79% respectively in 2010, compared to 77% and 83% in 2009.

Table 6

Number of Consultant Contracts by amount: 2009 and 2010

Amount (\$mill)	Headquarters				Field*			
	2009	%	2010	%	2009	%	2010	%
Less than 5000	835	55%	640	51%	1115	62%	1259	60%
5000 to 9999	341	22%	271	22%	387	21%	394	19%
10000 to 24999	272	18%	259	21%	243	13%	361	17%
25000 to 49999	63	4%	62	5%	53	3%	77	4%
50000 and over	12	1%	16	1%	9	0%	16	1%
Total	1523	100%	1248	100%	1807	100%	2107	100%

*excluding data for Brasilia Office

19. Thirty-two contracts over \$50,000 were awarded in 2010 (1% of the total), 16 at Headquarters and 16 in the field. Two of these contracts were for between \$75,000 and \$100,000: one related to data collection and Education Management Information System work in Iraq; the other related to the coordination and monitoring of literacy and non-formal education in Rwanda, through a CapEFA project. Three contracts exceeded \$100,000: two provided technical support and assistance in basic sciences, engineering and science policy in Latin America, reinforcing UNESCO's role as the United Nations specialized agency on water resources through the International Hydrological Programme, within the One United Nations framework; the third contract was to develop public/private sector partnerships, promoting UNESCO's visibility and to build relationships with corporate and government agencies.

Duration of contracts

20. Most consultant contracts are for very short periods, typically under three months. [Table 7](#) shows that 71% of contracts awarded both at Headquarters and in the field were for less than three months, compared with 79% and 65% respectively in 2009. In 2010, 9.5% of contracts both at Headquarters and in the field were for over six months.

Table 7**Number of Consultant Contracts by duration: 2009 and 2010**

Amount (\$mill)	Headquarters				Field*			
	2009	%	2010	%	2009	%	2010	%
Under 1 month	639	42%	504	40.5%	463	26%	666	32%
1 to 3 months	556	37%	391	31 %	712	39%	819	39%
3 to 6 months	264	17%	239	19 %	416	23%	426	20%
Over 6 months	64	4%	114	9.5%	216	12%	196	9%
Total	1523	100%	1248	100%	1807	100%	2107	100%

*excluding data for Brasilia Office

Contracts by Sector/Bureau and Thematic Activity at Headquarters

21. Most spending at Headquarters on consultant contracts supports directly the UNESCO programme. Table 8 shows that the Programme sectors (Education, Science, Culture, Communication and Information and Social and Human Sciences) accounted for 83% of total spending in Headquarters in 2010, compared to 81% in 2009. Three sectors – Culture, Education, and Science – accounted for 62% of the contracts awarded in 2010, and for 74% of the total spending.

Table 8**Consultant Contracts by Sector/Bureau, 2009 and 2010**

	2009				2010			
	Number	%	Amount (\$mill)	%	Number	%	Amount (\$mill)	%
CI	39	2.6%	0.361	3.2%	48	3.8%	0.339	3.3%
CLT	392	25.7%	2.360	21.1%	318	25.5%	2.661	26.2%
ED	294	19.3%	2.432	21.7%	221	17.7%	2.214	21.8%
SC	264	17.3%	3.053	27.3%	233	18.7%	2.653	26.1%
SHS	122	8.0%	0.858	7.7%	105	8.4%	0.535	5.3%
ERC	13	0.9%	0.085	0.8%	5	0.4%	0.049	0.5%
AFR	19	1.2%	0.167	1.5%	10	0.8%	0.114	1.1%
ADM	38	2.5%	0.235	2.1%	60	4.8%	0.187	1.8%
CENT ¹	342	22.5%	1.640	14.7%	248	19.9%	1.397	13.8%
Total	1523	100%	11.192	100.0%	1248	100%	10.150	100%

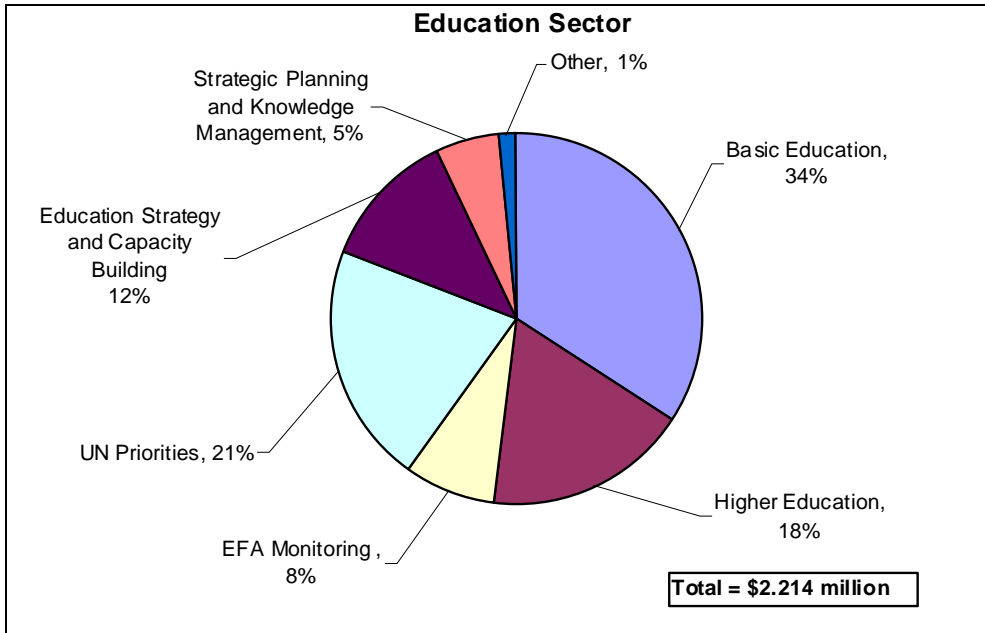
¹ BB/BOC (BFM), BFC, BPI, BSP, HRM, IOS, SCG/X, ODG

22. Table 7 also shows that 14% of contracts in 2010 by amount, and 20% by number, were in Central Services. Some of these were programme-related, notably post-conflict activities in BFC and Women and Gender Equality activities in BSP. Most of these contracts, 144 of the 248, related to BPI (now part of ERI) activities. Among these, audiovisual activities and publications accounted for 85% by number and 79% by amount. Most of ADM's spending, which accounted for 2% of total spending in 2010, related to translation services.

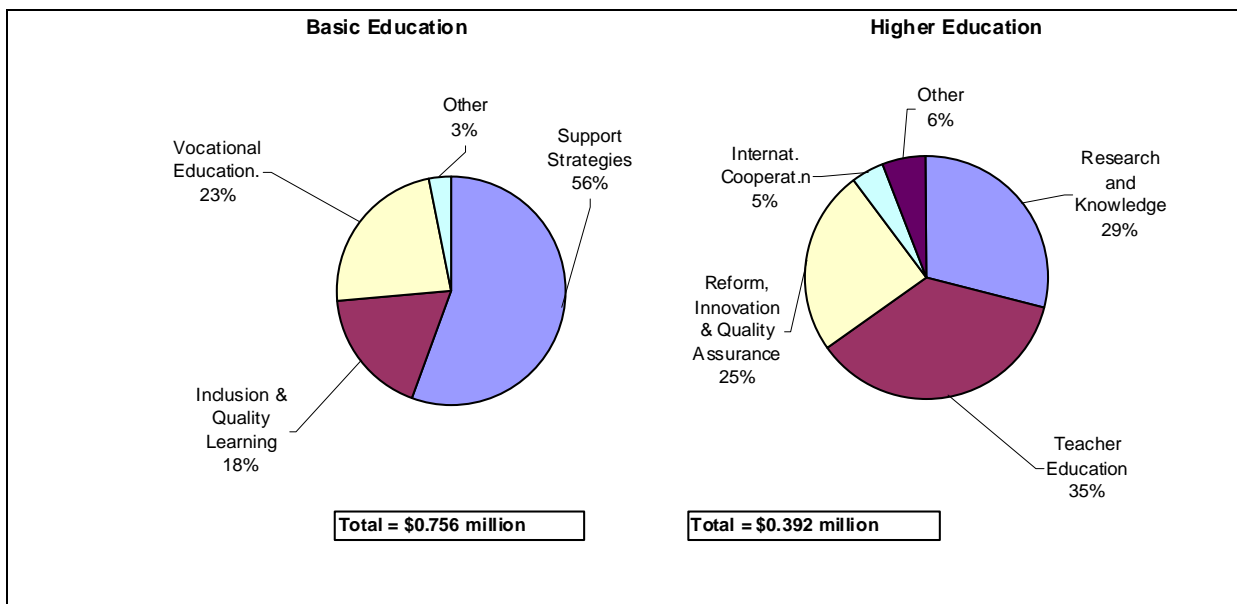
23. A breakdown of Headquarters spending on consultant contracts by thematic area of activity is set out below, based on information extracted from the FABS system:

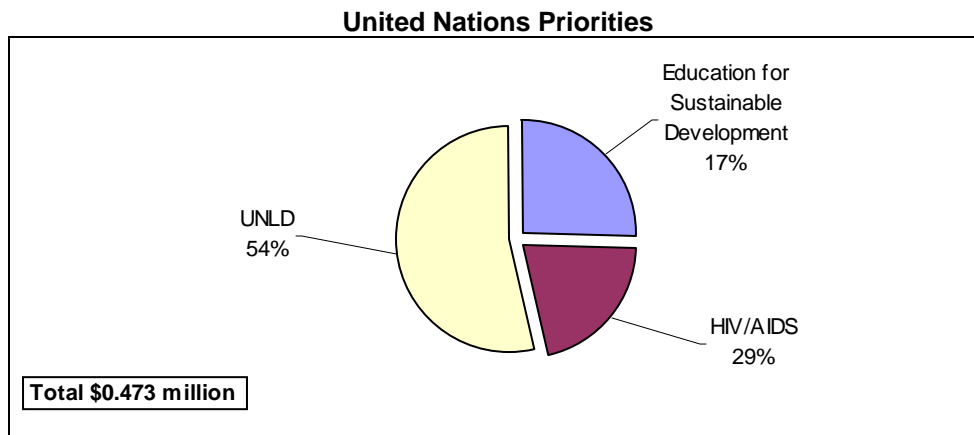
Education

The Education Sector spent \$2.214 million on consultant contracts in Headquarters in 2010: 34% related to Basic Education activities, 21% to United Nations Priorities and 18% to Higher Education activities.



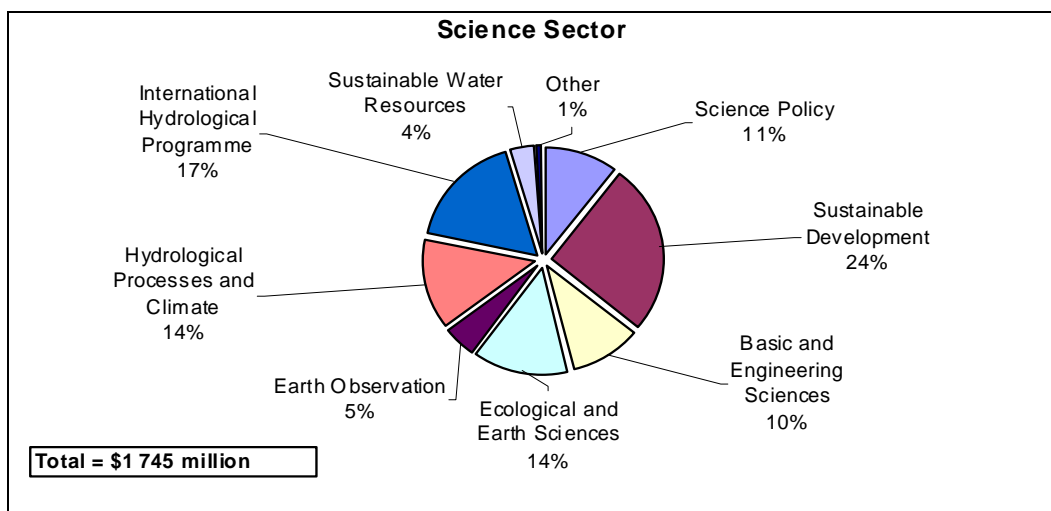
The charts below show that 56% of total spending on Basic Education activities related to support strategies; 31% of spending on Higher Education related to Teacher Education, and 35% of spending on United Nations Priorities was on Literacy Decade activities (UNLD).



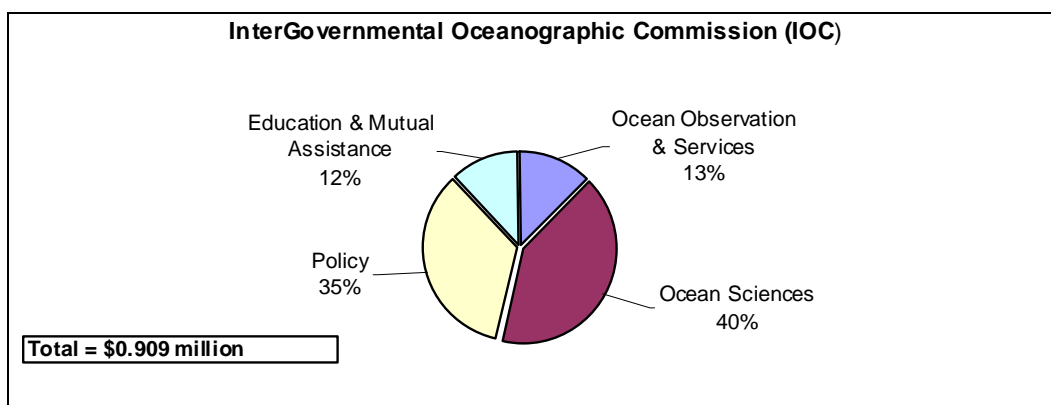


Science

The Science Sector spent \$1.7 million on consultant contracts in 2010, of which 31% related to the International Hydrological Programme and Hydrological Processes and Climate; 24% to Sustainable Development and 14% to the Ecological and Earth Sciences.

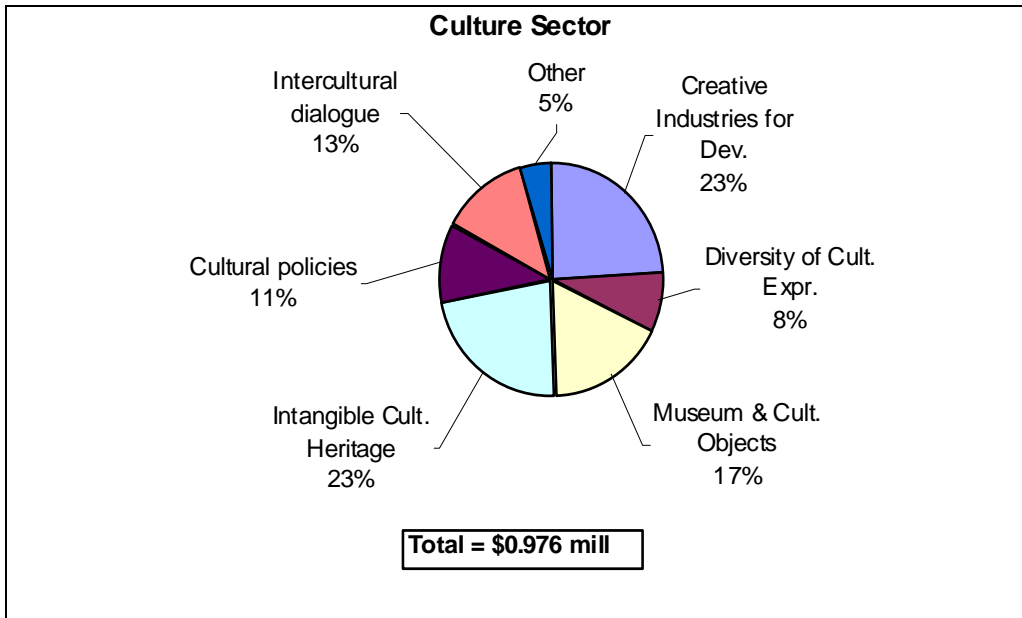


SC/IOC spent \$0.9 million on contracts in 2010, of which 40% related to Ocean Sciences:

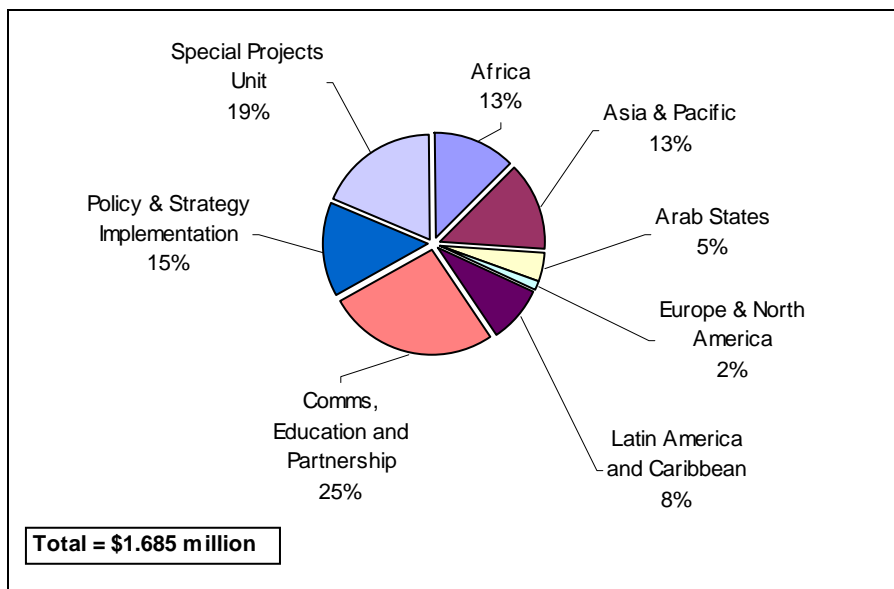


Culture

The Culture Sector spent \$0.976 million on consultant contracts in 2010, of which 23% related to Intangible Cultural Heritage and 23% to Creative Industries for Development.

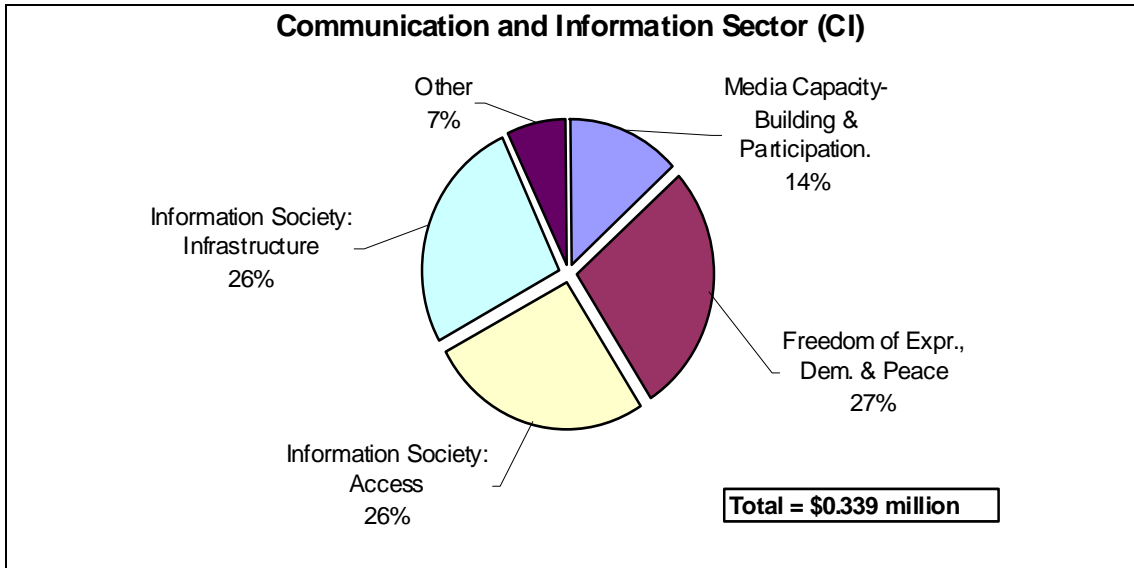


The World Heritage Centre spent \$1.685 million in 2010, 40% on its regional activities, 24% on Communication, Education and Partnership activities and 15% on policy/strategy issues.



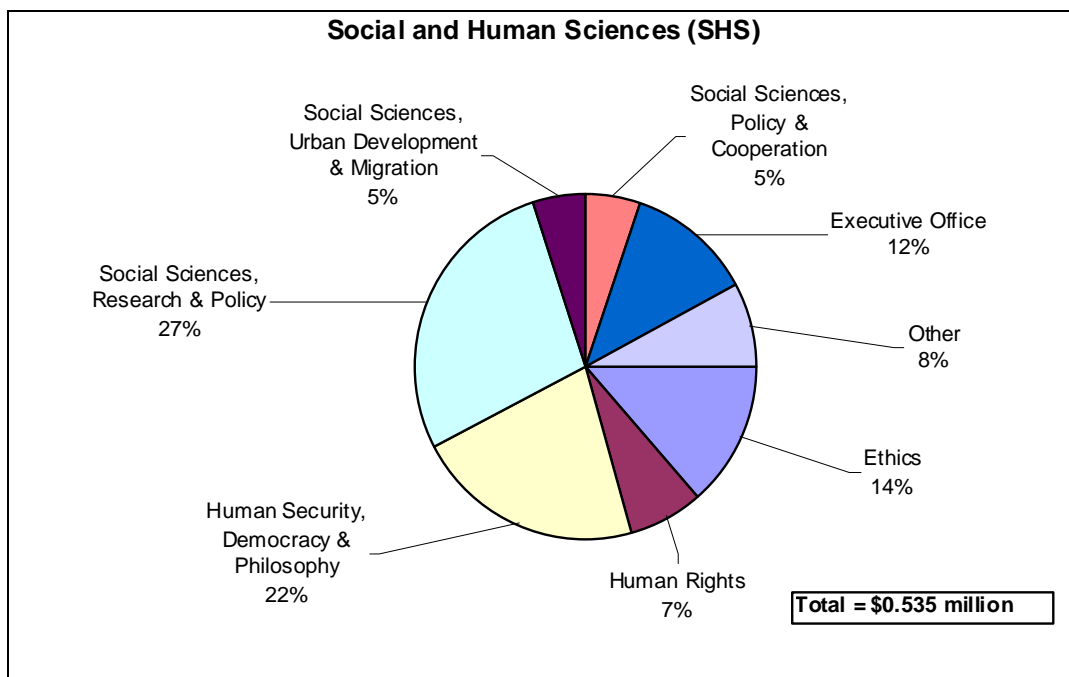
Communication and Information (CI)

The Communication and Information Sector (CI) spent \$339,000 on consultant contracts in 2010: 52% related to the Information Society (Infrastructure and Access) and 27% to Freedom of Expression, Democracy and Peace.



Social and Human Sciences (SHS)

The Social and Human Sciences (SHS) Sector spent \$535,000 on contracts in 2010, of which 27% related to Social Sciences Research and Policy and 22% to Human Security, Democracy and Philosophy.



27. Table 10 shows the nationality of consultants hired by the Secretariat in 2010 by the Group in which the awarding office is located, and confirms the practice of offices recruiting locally for local projects. 66% of consultants hired by offices in Group I countries were nationals of Group I countries. The percentages range from 69% to 93% in the other regions: in Group III, for example, 93% of consultants hired were nationals of Group III countries.

28. Table 11 shows that 47% of the consultants hired in Headquarters in 2010 were women, compared to 44% in 2009. The corresponding figure for the field was 36%, compared to 39% in 2009. Overall, 40% of the consultants hired in 2010 were women (compared with 41% in 2009).

Table 11
Number of Consultants by Gender: 2009 and 2010

	Headquarters				Field*				Headquarters and Field*			
	2009	%	2010	%	2009	%	2010	%	2009	%	2010	%
Male	560	56%	421	53%	926	61%	1080	64%	1486	59%	1501	60%
Female	441	44%	379	47%	586	39%	609	36%	1027	41%	988	40%
Total	1001	100%	800	100%	1512	100%	1689	100%	2513	100%	2489	100%

**Excluding data for Brasilia Office*

Retired Staff

29. Table 12 shows that 53 retired staff were awarded contracts at Headquarters in 2010, at a total cost of \$0.707 million; in the field, 21 retired staff were awarded contracts (\$0.453 million). Overall, at Headquarters and the field, retired staff accounted for 3% of all consultants hired, and 5% of spending, in 2010. This was lower than in 2009, when 103 retired staff were hired representing 4% of all consultants hired and 7% of total spending.

Table 12
Number of Retired staff and amounts spent: 2009 and 2010

2009	Individuals Consultants	Retired staff	%	Total spending	Spending (retired staff)	%
HQ	1001	70	7%	11.192	1.246	11%
Field*	1 512	33	2%	10.752	0.398	4%
Total	2 513	103	4%	21.944	1.644	7%

**Excluding data for Brasilia Office*

2010	Individuals Consultants	Retired staff	%	Total spending	Spending (retired staff)	%
HQ	800	53	7%	10.150	0.707	7%
Field*	1 689	21	1%	14.210	0.453	3%
Total	2 489	74	3%	24.360	1.160	5%

**Excluding data for Brasilia Office*

Section III. Consultant Contracts in UNESCO Brasilia Office

30. As in previous years, data on contracts awarded by Brasilia Office are shown separately to provide a clearer picture of the contracts awarded by field offices as a whole.

Number and Amount

31. Table 13 shows that 1,165 contracts were awarded by Brasilia Office in 2010, 9% higher than in 2009. Overall spending was 39% higher, at \$28.306 million.

Table 13
**Number and Amount of Consultant Contracts
Brasilia Office 2009 and 2010**

	Number	% change	\$ mill	% change
2009	1069		20.425	
2010	1165	9%	28.306	39%

32. 1,116 individual consultants were hired in 2010. 99% of the consultants were from countries in Group III, while 62% of the consultants were female.

Source of Funds

33. Table 14 shows that 91% of overall spending on consultant contracts in 2010 was funded from extrabudgetary sources, compared with 98% in 2009.

Table 14
**Spending on Consultant Contracts by source of funding
Brasilia Office 2009 and 2010**

	RB	% RB	ExB	% ExB	Total
2009	0.411	2%	20.015	98%	20.426
2010	2.526	9%	25.780	91%	28.306

Contracts by Amount

34. Table 15 shows that 53% of the consultant contracts awarded in 2010 were for less than \$25,000, compared to 70% in 2009, while 44% of the contracts were for between \$25,000 and \$49,999 (29% in 2009).

Table 15
**Number of Consultant Contracts by amount
Brasilia Office 2009 and 2010**

Amount (\$ mil)	2009	%	2010	%
Less Than 5000	147	14%	80	7%
5000 to 9999	137	13%	130	11%
10000 to 24999	461	43%	405	35%
25000 to 49999	314	29%	514	44%
50000 and over	10	1%	36	3%
Total	1069	100%	1165	100%

Duration of Contracts

35. Table 16 shows that 17% of consultant contracts awarded in 2010 were for less than three months, compared with 27% in 2009, whilst 58% were for over six months (48% in 2009).

Table 16**Number of Consultant Contracts by duration
Brasilia Office 2009 and 2010**

	2009	%	2010	%
Less than 1 month	55	5%	39	3%
1 to 3 months	234	22%	167	14%
3 to 6 months	265	25%	286	25%
Over 6 months	515	48%	673	58%
Total	1069	100%	1165	100%

Section IV. One-dollar Consultant Contracts
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36. One-dollar contracts are awarded to individuals hired for special representational duties or to former staff to ensure a smooth transition of expertise and institutional memory. All one-dollar contracts must have the prior approval of the Office of the Director-General.

37. A total of 24 individuals were granted one dollar contracts in Headquarters during 2010 (22 in 2009), of whom nine were former UNESCO staff. Overall spending on these contracts (i.e. travel and subsistence expenses) was \$25,000. Table 17 shows the individuals awarded contracts in 2010 by Sector/Bureau.

Table 17**Individuals awarded \$1 Consultant Contracts in Headquarters in 2010: by sector**

	Total
CI	0
CLT	8
ED	1
SC	1
SHS	1
ERC	0
ADM	0
CENT ¹	13
Total	24

¹BSP, IOS, ODG

Section V. Financial and Administrative Implications

38. The activities mentioned in the report were foreseen in C/5 work plans. The development work in FABS required to collect the data on contract deliverables will be carried out under existing budget provisions.

Action expected of the Executive Board

39. The Executive Board may wish to adopt a decision along the following lines:

The Executive Board,

1. Recalling 171 EX/Decision 35 and 184 EX/Decision 6 (I),
2. Having examined document 186 EX/6 Part IX,

3. Welcomes the Director-General's proposed changes to UNESCO's policy on consultant contracts;
4. Takes note of the data, analyses and qualitative information presented in the report, and encourages the Secretariat to continue its efforts to provide further information on the content of consultancy contracts and the products to be delivered;
5. Recalls the need to achieve wider geographical distribution and better gender balance in the hiring of consultants where qualifications are equal;
6. Invites the Director-General to submit her next report on the Secretariat's use of consultant contracts to the Executive Board at its 189th session.



United Nations
Educational, Scientific and
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Hundred and eighty-sixth session

186 EX/6 Part IX Add.

PARIS, 6 May 2011
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REPORTS BY THE DIRECTOR-GENERAL ON SPECIFIC MATTERS

PART IX

USE OF INDIVIDUAL CONSULTANT AND FEE CONTRACTS BY THE SECRETARIAT

ADDENDUM

Comments of the UNESCO Staff Union (STU)

In conformity with item 2805.7 of the UNESCO Administrative Manual, the UNESCO Staff Union (STU) submits its observations on this report by the Director-General.

1. The use of consultant contracts is unavoidable. Nevertheless, STU has drawn the attention of the Secretariat to the need to respect the rules in that matter. The Human Resources Manual gives a precise definition for the use of such contracts (Chapter 13.10), but application in the sectors does not always follow those rules, and shortcomings persist, notably:

- omission of a description of the assignment, of the precise objectives to be attained and a well-defined timetable for delivery which would have allowed for the consultant's achievements to be evaluated. Improved planning of this type of temporary assistance should be reviewed in the sectors, taking account of the maximum duration of these appointments according to funding sources;
- consultant evaluations which are vague and unavailable to other sectors/divisions which might require similar expertise. A database of temporary assistance, including the experience and evaluation of the expertise already provided under contract, is needed now more than ever;
- levels of remuneration for the same consultant and for similar tasks that differ according to sector.

The weakness of internal controls and failure to implement simple and functional solutions in monitoring temporary assistance are at the source of a number of these problems.

Search for skills in-house

2. Reducing the number of posts often leads to additional costs as consultants (some of them retired staff members) are recruited to make up for understaffing. The stated aim is to enable greater flexibility in implementing the work programme.
3. The search for staff members meeting the desired conditions is at present confined to the sector concerned, rather than being extended to the Secretariat as a whole. STU has nevertheless recommended having recourse to consultants solely in cases where the required skills are not available within the Organization. There is currently no internal mechanism which would make it possible to identify the staff member or members able to perform the duties in question.
4. STU has requested a skills assessment to be carried out for each member of staff.
5. Improved geographical distribution might be obtained if the needs of the Secretariat in terms of temporary assistance were made known more widely and faster. A broader public might also be reached if information on opportunities for the use of consultants was shown on the home page of UNESCO's website. The sectors should plan for their needs well in advance. Member States also have a part to play in encouraging their nationals to come forward.



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REPORTS BY THE DIRECTOR-GENERAL ON SPECIFIC MATTERS

PART IX

**USE OF INDIVIDUAL CONSULTANT AND
FEE CONTRACTS BY THE SECRETARIAT**

ADDENDUM 2

In conformity with item 9.2.7 of the UNESCO Administrative Manual, the International Staff Association of UNESCO (ISAU) submits its observations on the reports by the Director-General on specific matters: use of individual consultant and fee contracts by the Secretariat.

**VIEWS OF THE INTERNATIONAL STAFF ASSOCIATION OF UNESCO (ISAU) ON THE
“REPORTS BY THE DIRECTOR-GENERAL ON SPECIFIC MATTERS. PART IX: USE OF
INDIVIDUAL CONSULTANT AND FEE CONTRACTS BY THE SECRETARIAT” (186 EX/6)**

1. ISAU notes with regret that recourse to consultants is on the rise in all duty stations. The hiring of retirees and consultants entrusted with administrative tasks, and the fact that this policy results in the sidelining of staff members who could be assigned to these duties and blocks their promotion, are all issues that must be examined closely.
2. At the 184th session of the Executive Board, ISAU asked the Administration to define clearly its policy on the extension of consultancy contracts after retirement age. Some officials are given the opportunity to continue to work beyond retirement age, while others are denied that opportunity. Policy in this area must be clearly defined in order to guarantee the same rights to all.
3. Also, in view of the ageing of the members of the Secretariat, it is in the interests of the Organization to ensure that officials at the end of their careers retire at the stipulated age in order to improve the career prospects of other staff members and encourage the recruitment of younger officials. Staff members waiting for new postings or promotion should not be penalized by the inability of programme managers and the Bureau of Human Resources Management to plan ahead for the replacement of retiring officials.
4. We do recognize that the Organization may need specialists for short-term projects for example, whose competencies are not useful to it on an ongoing basis. In such cases, it would not necessarily be justified to train staff for the purpose. However, before recruiting a consultant, his or her references and professional qualifications must be carefully verified. It is equally essential that such consultants should not be given any additional training at the expense of the Organization and are not entrusted with supervisory responsibilities.
5. Lastly, ISAU deplores the fact that, in certain cases, the Administration continues to recruit consultants for long periods, without giving the staff representatives the opportunity either to give their views or to make proposals. Moreover, greater efforts should be made to ensure better geographical balance in the recruitment of consultants. It might be advisable to spend more to secure the services of experts of recognized competence from all countries in order to maintain UNESCO's international character.
6. Considering that many staff members wish to receive training in new skills, and that the training funds that could be used to this end are instead spent on paying consultants, ISAU considers that it would be appropriate to reduce the hiring of consultants as far as possible.
7. The Executive Board must know that the rule of a maximum payment of \$22,000 for former staff members is sometimes circumvented. Retired staff members employed as consultants are given the option of re-subscribing to the United Nations Joint Staff Pension Fund, which automatically lifts any restrictions on their salary. It is time to examine this practice in detail.

On behalf of the Executive,
Sidiki COULIBALY,
President of ISAU



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REPORTS BY THE DIRECTOR-GENERAL ON SPECIFIC MATTERS

PART X

**GEOGRAPHICAL DISTRIBUTION AND GENDER BALANCE
IN THE STAFF OF THE SECRETARIAT**

SUMMARY

Pursuant to 185 EX/6 Decision VIII, the Director-General submits a progress report on the situation of the geographical distribution and on the gender balance of staff.

This document contains geographical distribution information at global and country levels, and a progress report on the implementation of the work plan to improve geographical balance in the staff of the Secretariat, as well as on the achievement of gender balance at senior level.

The annexes are contained in document 186 EX/INF.13.

There are no policy implications of a financial or administrative nature.

Action expected of the Executive Board: decision contained in paragraph 24.

SECTION I. GEOGRAPHICAL DISTRIBUTION OF STAFF

1. Pursuant to 185 EX/6 Decision VIII, the Director-General submits a progress report on the situation of the geographical distribution, including on the implementation of the Action Plan to improve geographical balance in the staff of the Secretariat.

2. Geographical distribution applies to international professional staff occupying geographical posts, i.e. established posts financed from UNESCO's regular programme. The methodology for the calculation of the geographical quotas is set out in Annex II in 186 EX/INF.13.

Progress on the Action Plan to improve geographical balance in the Secretariat (2010-2015)

3. The five-year Action Plan (2010-2015) presented at the 184th session of the Board, sets out measures aiming at increasing the number of normally represented countries, at reducing the number of non-represented and under-represented countries and at improving the geographical balance at Director level (see Annex 2 in 186 EX/INF.13).

4. Over the eight-month period since the adoption of the plan, a number of steps have been taken:

- The recruitment campaign for 10 Young Professionals is under way, to be completed by June 2011. This will have a positive impact on the geographical distribution, as Young Professionals are hired from non- or under-represented countries. As requested by the Board (184 EX/Decision 5-II), an information note will be presented to the 187th session on the geographical representation of the 10 selected Young Professionals.
- In addition, following meetings with representatives from GRULAC and ASPAC, targeted measures to increase the number of applicants to posts from non- and under-represented countries are in process;
- A monitoring report with key indicators, including on geographical representation, is provided to every ADG/Director of Bureau on a monthly basis. Attention is drawn to the countries who are under- and non-represented as well as to those who are at risk of becoming non- or under-represented in the short-term, due to retirement. The induction of senior managers also includes awareness to geographical diversity.
- All Director posts are now advertised externally, and a new advertisement format has been introduced with the purpose of attracting more prospective qualified candidates. HRM continues to participate in the interview/evaluation panels for Director posts, and ensures that an in-depth review is undertaken with the purpose of including at least one candidate from a non- or under-represented country in the shortlist.

Evolution in 2010

5. As at 1 January 2011, 155 Member States are represented in the Secretariat representing 80% of UNESCO's 193 Member States. Table 1 below shows that 78 (40%) Member States are normally represented; 26 (14%) are over-represented, 51 (26%) are under-represented and 38 (20%) are non-represented. Detailed information by country is presented in Annexes I and II to this document.

Table 1

**Situation of the geographical distribution as at 1 January 2011
and evolution since 1 January 2010**

Status of representation	Number of Member States as at 1 January 2010	Number of Member States as at 1 January 2011	Variation since 1 January 2010
Normally represented	79 (41%)	78 (40%)	-1
Over-represented	27 (14%)	26 (14%)	-1
Under-represented	49 (25%)	51 (26%)	+2
Total number of Member States represented	155 (80%)	155 (80%)	0
Non-represented	38 (20%)	38 (20%)	0
Total number of Member States	193	193	0

6. The total number of Member States (155) represented in the Secretariat has remained stable since January 2010. Slight variations have taken place in the number of normally represented countries (decrease by one unit), of over-represented countries (decrease by one unit) and the under-represented countries (increased by two units).

7. In 2010, from 56 geographical posts filled externally, 14 (25%) were filled by candidates from under- and non-represented countries; below the 50% target set by the General Conference at its 32nd session to appoint candidates to externally recruited geographical posts from non- and under-represented countries.

Geographical representation in selected United Nations agencies

8. UNESCO ranks second, after the United Nations Secretariat, and together with WHO, in terms of geographical representation, followed by FAO and ILO.

Table 2

**Represented Member States in selected United Nations
specialized agencies using geographical quotas**

United Nations agency	Total number of Member States	Member States represented	% of represented Member States
UN	192	180	94%
UNESCO	193	155	80%
WHO	195*	156	80%
FAO	191	147	77%
ILO	183	117	64%

(*) including Puerto Rico and Tokelau which are Associate Members

UN as of 30 June 2010; WHO: as of 31 July 2010; FAO: as of 31 January 2011; ILO: as of 31 January 2011

Retirement trends

9. Until end of 2015, 207 international Professional staff and above are expected to retire, including 56 of the 100 Director staff. Among these, the number of expected retirements on geographical posts is 155 of which 46 are Directors.

10. Until end of 2012, retirements will impact the number of over-represented countries (four should become normally represented*); however four countries are at risk of becoming non-represented and 10 of becoming under-represented.* These figures are indicative as during the same period, recruitments will be ongoing which will possibly impact the geographical representation of the same countries quoted. These trends are being closely monitored. (* Details in Annex II.)

Geographical distribution by Regional Group

11. While the presentation of the situation by Regional Group is a usual practice in the report by the Director-General on geographical distribution, such presentation is for indicative purposes only. The principle of individual quotas for each Member State is the sole official criterion of the Organization. (Detailed list by country in Annex I.)

As of January 2011 four Regional Groups (I, II, V(a) and V(b)) are normally represented, while Group III (GRULAC) and Group IV (ASPAC) remain below their minimum quotas by 10 and 15 staff respectively. Since January 2010, GRULAC's representation has improved by one unit, while ASPAC has decreased by nine due to retirement.

Table 3

Evolution of the geographical distribution by Regional Group since 1 January 2010

Regional Group*	Status as at 1 Jan. 2010	Status as at 1 Jan. 2011	Variation since 1 Jan. 2010	Quotas as at 1 January 2011		Status
				Min	Max	
Group I	267	275	+8	185	312	Normally represented
Group II	62	62	0	60	111	Normally represented
Group III	68	69	+1	79	148	Under-represented
Group IV	147	138	-9	153	269	Under-represented
Group V(a)	122	123	+1	95	186	Normally represented
Group V(b)	59	61	+2	42	76	Normally represented
Total	725	728	+3	614	1102	

(*) **Electoral groups:** Group I: Europe and North America; Group II: Eastern Europe; Group III: GRULAC; Group IV: ASPAC; Group V(a): Africa and Group V(b): Arab States

Representation at Director level and above by Regional Group

12. Group I has the largest representation at Director level and above (40.5%), followed by Group V(a) (Africa) with 20%, Group IV (ASPAC) with 15.5% and Group III (GRULAC) with 10%. Group V(b) (Arab States) and Group II have 8% and 6% respectively. As at 1 February 2011, 12 Director posts (RP) were under recruitment.

Table 4**Geographical distribution by Regional Group of staff at Director and above level**

Regional Group ^(a)	1 January 2010		1 January 2011		Variation since 1 Jan. 2010
	D and above	%	D and above	%	
Group I	38	41%	34	40.5%	-4
Group II	4	4%	5	6%	+1
Group III	9	10%	8	10%	-1
Group IV	15	16%	13	15.5%	-2
Group V (a)	19	20%	17	20%	-2
Groups V (b)	8	9%	7	8%	-1
Total	93	100%	84	100%	-9

(*) Electoral groups: Group I: Europe and North America; Group II: Eastern Europe; Group III: GRULAC; Group IV: ASPAC; Group V (a): Africa and Group V(b): Arab States.

Section II. GENDER BALANCE OF STAFF

13. This section of the report presents an update on the gender balance in the Secretariat, and a progress report on the Gender Action Plan which aims at achieving 50% representation of women at senior management levels (D-1 and above) by 2015.

Data used for gender statistics

14. The number of staff covered by the gender report is larger than in the geographical distribution report, since the gender statistics cover all staff on fixed-term contracts irrespective of the source of funding; while geographical distribution data is restricted to geographical posts which are regular programme posts. Therefore, the Director gender data includes Director posts financed by extrabudgetary funds, such as those in the Institutes.

Gender balance at Director level and above

15. The Gender Action Plan sets out measures in three areas: recruitment, training/mentoring and work/life balance, with the objective of achieving parity at senior management level by 2015. Many initiatives have been undertaken in 2010, including the implementation of a Leadership and Management skills programme for mid-level women, with close to 50 women trained in 2010. Detailed information on the progress made in the Action Plan is contained in Annex III of 186 EX/INF.13.

16. Since January 2010, steady progress has been made in the representation of women at senior management level, with an increase by 3% of the percentage of women Directors (from 24% to 27%, as of 1 January 2011). The most noteworthy progress has been achieved at ADG level, with five women ADGs out of 11.

Table 5

**Situation of the gender balance at Director level by grade
From 1 January 2010 to 1 January 2011
(regular programme and extrabudgetary funds)**

	1 January 2010					1 January 2011					Difference %F
	F	%F	M	%M	Total	F	%F	M	%M	Total	
DDG	0	0%	1	100%	1	0	0%	1	100%	1	0%
ADG	2	20%	8	80%	10	5	45%	6*	55%	11	+25%
D-2	7	28%	18	72%	25	6	27%	16	73%	22	-1%
D-1	16	23%	54	77%	70	16	24%	50	76%	66	-1%
Total D	25	24%	81	76%	106	27	27%	73	73%	100	+3%

(*) Incl. ADG/ICTP

Progress against targets

17. In 2010, significant efforts have been made, and a hiring ratio of 50% was achieved, with seven women appointed to Director posts from a total of 14. To attain parity by 2015, continued efforts must be sustained to achieve a hiring ratio of 60%. In the interim, continued efforts should be made to achieve by the end of 2011, an interim target of 34% (Table 6).

Table 6

**Gender targets at Director level
by biennium**

	Dec. 2011	Dec. 2013	Dec. 2015
F	34%	44%	50%
M	66%	56%	50%

18. The Gender Action Plan also provides for the increase of the pool of P-5 women, by applying a hiring ratio of 50% for P-5 posts. In 2010, this hiring ratio has been 35%. As a result, the level of representation of P-5 women has slightly decreased (from 40% to 39%).

Gender balance at Professional level and above

19. Overall, almost half of UNESCO's professional staff (P/D) are women (49%). This brings UNESCO in third position among the 12 large United Nations agencies (P/D population) after UNFPA 51% and UNICEF 50%.¹ In the P-1 to P-5 levels, gender parity has been achieved (52%). At the more junior levels, women are more represented than men: 68% at P-1/P-2 levels and 53% at P-3 level. This trend is stable compared to January 2010. At P-4 and P-5 levels, women represent 44% and 40% respectively. These numbers are expected to progressively increase with the career progression of P-2/P-3 staff.

¹ CEB statistics as at 31 December 2009, 12 largest agencies in P/D population UN, UNICEF, UNDP, WHO, UNHCR, WFP, FAO, IAEA, UNESCO, ILO, UNFPA, and WIPO.

Table 7

**Situation of the gender balance at Professional level by grade
from 1 January 2010 to 1 January 2011
(regular programme and extrabudgetary funds)**

	January 2010					January 2011					Difference %F
	F	%F	M	%M	Total	F	%F	M	%M	Total	
Total D	25	24%	81	76%	106	27	27%	73	73%	100	+3%
P-5	61	40%	92	60%	153	64	39%	101	61%	165	-1%
P-4	97	44%	122	56%	219	96	46%	113	54%	209	+2%
P-3	143	54%	122	46%	265	152	53%	133	47%	285	-1%
P-1/2	137	66%	71	34%	208	127	68%	61	32%	188	+2%
Total P	438	52%	407	48%	845	439	52%	408	48%	847	0%
Total D/P	463	49%	488	51%	951	466	49%	481	51%	947	0%

CONCLUSION

20. The paramount consideration in staff appointments is to secure the highest standards of integrity, efficiency and technical competence, as prescribed by Article IV of UNESCO's Constitution. Subject to this paramount consideration, appointments shall be on as wide a geographical basis as possible. The objective of gender parity is to be achieved within this framework, and without detriment to the principle of geographical distribution of staff.²

21. UNESCO, with 155 nationalities represented (80% of the Member States) has one of the highest rates of representation among United Nations specialized agencies. Since 2000, the number of normally represented countries has increased from 60 in 2000 to 78 in January 2011. Efforts will continue to be made, through the implementation of the Action Plan, in particular the specific measures for non- and under-represented Member States, so as to continue to increase the level of representation in the Secretariat.

22. As of January 2011, near gender parity has been achieved in the Professional and above category (P/D) (49% are women). From P-1 to P-5, parity has been achieved (52%). UNESCO is one of the highest ranking agencies in this respect. The number of women Directors has increased since the implementation of the Gender Action Plan, from 23% to 27%. Noticeably, as from September 2010, near parity has been achieved at the most senior management level, with five women ADGs out of a total of 11. However, with 27% women Directors, the challenge remains at D-1 and D-2 levels, and sustained efforts will be made to achieve gender parity at these level by 2015.

23. The upcoming retirements will provide an opportunity to improve the geographical distribution at all international professional and above grade level of the Secretariat and the gender balance at the Director level.

² 34 C/Resolution 82 (para. 4).

Action expected of the Executive Board

24. The Executive Board may wish to adopt a decision along the following lines:

The Executive Board,

1. Recalling 185 EX/Decision 6 (VIII),
2. Having examined document 186 EX/6 Part X,
3. Takes note of its content.

ANNEX I

Member States		Sigle	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation
1	Afghanistan	AFG							1	1		2	4	2	=
2	Albania	ALB				1			1			2	4	2	=
3	Algeria	ALG					1	2		4		7	4	3	+
4	Andorra	AND						1				1	4	2	-
5	Angola	ANG											4	2	O
6	Antigua and Barbuda	ANT											4	2	O
7	Argentina	ARG			1		3	1	1	1		7	5	3	+
8	Armenia	ARM							1			1	4	2	-
9	Australia	AUL					4	2	1	1		8	10	6	=
10	Austria	AUS					2	1	1	1		5	6	4	=
11	Azerbaijan	AZN											4	2	O
12	Bahamas	BHA							1			1	4	2	-
13	Bahrain	BAH								1		1	4	2	-
14	Bangladesh	BGD						1		1		2	5	3	-
15	Barbados	BAR					2					2	4	2	=
16	Belarus	BYE					1		1			2	4	2	=
17	Belgium	BEL			3	1	5	1	3			13	7	4	+
18	Belize	BZE											4	2	O
19	Benin	BEN				2			1	1		4	4	2	=
20	Bhutan	BHU							2			2	4	2	=
21	Bolivia	BOL								1		1	4	2	-
22	Bosnia and Herzegovina	BIH							2			2	4	2	=
23	Botswana	BOT				1				1		2	4	2	=
24	Brazil	BRA				2		1	2	1		6	10	6	=
25	Brunei Darussalam	BRU											4	2	O
26	Bulgaria	BUL					3	2		2		7	4	2	+
27	Burkina Faso	BKF					1	2	1			4	4	2	=
28	Burundi	BDI				2		1	1	1		5	4	2	+
29	Cambodia	CAM						2		2		4	4	2	=
30	Cameroon	CMR				1		4	4			9	4	2	+
31	Canada	CAN		1		1	1	6	1	5		15	14	8	+
32	Cape Verde	CVI							1			1	4	2	-
33	Central African Republic	CAF											4	2	O
34	Chad	CHD						1				1	4	2	-
35	Chile	CHI						1	1			2	4	3	-
36	China	CPR		1		1	2	1	4	1		10	24	15	-
37	Colombia	COL				1	2	2	1	1		7	4	3	+
38	Comoros	COI						1			1	2	4	2	=
39	Congo	PRC				1	1		3			5	4	2	+
40	Cook Islands	CKI								1		1	4	2	-
41	Costa Rica	COS			1		1		1			3	4	2	=
42	Côte d'Ivoire	IVC						1	1	1	1	4	4	2	=
43	Croatia	CRO							1	1		2	4	2	=
44	Cuba	CUB						1	1			2	4	2	=
45	Cyprus	CYP								2		2	4	2	=
46	Czech Republic	CZE						1	1	1		3	5	3	=
47	Democratic People's Republic of Korea	DRK					2					2	4	2	=
48	Democratic Republic of the Congo	ZAI						1	1	1		3	4	2	=
49	Denmark	DEN			1	1	4	3	1			10	6	4	+
50	Djibouti	DJI					1					1	4	2	-
51	Dominica	DMI					1					1	4	2	-
52	Dominican Republic	DOM											4	2	O
53	Ecuador	ECU						2				2	4	2	=

186 EX/6 Part X
Annex I – page 2

54	Egypt	EGY					1	2	1			4	5	3	=
55	El Salvador	ELS											4	2	O
56	Equatorial Guinea	EQG											4	2	O
57	Eritrea	ERI				1			1			2	4	2	=
58	Estonia	ENA						1				1	4	2	-
59	Ethiopia	ETH	1				1		2	4		8	4	3	+
60	Fiji	FIJ								1		1	4	2	-
61	Finland	FIN					1	1	1	1		4	5	3	=
62	France	FRA		1	1	5	12	12	17	9		57	24	14	+
63	Gabon	GAB											4	2	O
64	Gambia	GAM			1				2	1		4	4	2	=
65	Georgia	GEO							1	1		2	4	2	=
66	Germany	GER		1		1	6	10	7	1		26	30	18	=
67	Ghana	GHA				1					1	2	4	2	=
68	Greece	GRE				1			1		2	4	6	4	=
69	Grenada	GRN						1				1	4	2	-
70	Guatemala	GUA											4	2	O
71	Guinea	GUI							1	2		3	4	2	=
72	Guinea-Bissau	GBS								1		1	4	2	-
73	Guyana	GUY											4	2	O
74	Haiti	HAI						1				1	4	2	-
75	Honduras	HON							1		1	2	4	2	=
76	Hungary	HUN				1					1	2	5	3	-
77	Iceland	ICE											4	2	O
78	India	IND				3	1	2	3			9	14	9	=
79	Indonesia	INS								3		3	6	4	-
80	Iran (Islamic Republic of)	IRA							1	1		2	5	3	-
81	Iraq	IRQ								1		1	4	2	-
82	Ireland	IRE				1	2		1	3		7	5	3	+
83	Israel	ISR						1	2			3	5	3	=
84	Italy	ITA		1		1	6	8	5	2		23	20	12	+
85	Jamaica	JAM							1	1	1	3	4	2	=
86	Japan	JPN			1	1	2	8	19	7		38	45	27	=
87	Jordan	JOR					1	2		3		6	4	2	+
88	Kazakhstan	KZH						1				1	4	2	-
89	Kenya	KEN								1		1	4	2	-
90	Kiribati	KIR											4	2	O
91	Kuwait	KUW											4	3	O
92	Kyrgyzstan	KIZ							1	1		2	4	2	=
93	Lao People's Democratic Republic	LAO							1	1		2	4	2	=
94	Latvia	LVA		1					1	1		3	4	2	=
95	Lebanon	LEB				1	2	4	2			9	4	2	+
96	Lesotho	LES											4	2	O
97	Liberia	LIR											4	2	O
98	Libyan Arab Jamahiriya	LIB								1		1	4	2	-
99	Lithuania	LTA						1	1	1		3	4	2	=
100	Luxembourg	LUX											4	2	O
101	Madagascar	MAG				1		1	1			3	4	2	=
102	Malawi	MLW						2	1			3	4	2	=
103	Malaysia	MAL					1	1	1		1	4	5	3	=
104	Maldives	MDV					1					1	4	2	-
105	Mali	MLI		1			1	1	1			4	4	2	=
106	Malta	MAT								1		1	4	2	-
107	Marshall Islands	MAS											4	2	O
108	Mauritania	MAU				1				1		2	4	2	=
109	Mauritius	MAR				1			1	1		3	4	2	=
110	Mexico	MEX		1			4	2	2	1		10	12	7	=
111	Micronesia (Federated States of)	MIC											4	2	O
112	Monaco	MNC					1					1	4	2	-
113	Mongolia	MON					1			1		2	4	2	=

114	Montenegro	MNE										4	2	O	
115	Morocco	MOR			1	2	1	4	1			9	4	2	+
116	Mozambique	MOZ			2		2					4	4	2	=
117	Myanmar	MYA										4	2	O	
118	Namibia	NAM						1				1	4	2	-
119	Nauru	NAU										4	2	O	
120	Nepal	NEP					2	3				5	4	2	+
121	Netherlands	NET			2	1	1	3	1			8	10	6	=
122	New Zealand	NZE		1		2	1	1				5	4	3	+
123	Nicaragua	NIC			1			1				2	4	2	=
124	Niger	NER				3		1	1			5	4	2	+
125	Nigeria	NIR					1	2				3	5	3	=
126	Niue	NIU										4	2	O	
127	Norway	NOR				1	3					4	6	4	=
128	Oman	OMA			1							1	4	2	-
129	Pakistan	PAK						2	1			3	5	3	=
130	Palau	PLW										4	2	O	
131	Panama	PAN							1			1	4	2	-
132	Papua New Guinea	PNG					1					1	4	2	-
133	Paraguay	PAR										4	2	O	
134	Peru	PER				3	1	2				6	4	2	+
135	Philippines	PHI						2	4			6	5	3	+
136	Poland	POL			1	1		1				3	7	4	-
137	Portugal	POR			1			2	1			4	5	3	=
138	Qatar	QAT										4	2	O	
139	Republic of Korea	ROK		1			1	4	2	1		9	11	7	=
140	Republic of Moldova	MOV						1				1	4	2	-
141	Romania	ROM					1	5	1			7	4	3	+
142	Russian Federation	RUS			2	4	2		1			9	10	6	=
143	Rwanda	RWA						1				1	4	2	-
144	Saint Kitts and Nevis	STK						1				1	4	2	-
145	Saint Lucia	STL			1				2			3	4	2	=
146	Saint Vincent and the Grenadines	STV										4	2	O	
147	Samoa	SAM				1						1	4	2	-
148	San Marino	SMN						1				1	4	2	-
149	Sao Tome and Principe	STP							1			1	4	2	-
150	Saudi Arabia	SAU										6	4	O	
151	Senegal	SEN				1	2	3	4	1		11	4	2	+
152	Serbia	YUG				1		1				2	4	2	=
153	Seychelles	SEY					1	1				2	4	2	=
154	Sierra Leone	SIL			2		1					3	4	2	=
155	Singapore	SIN								1		1	5	3	-
156	Slovakia	SLO							2			2	4	2	=
157	Slovenia	SVN								1		1	4	2	-
158	Solomon Islands	SOI										4	2	O	
159	Somalia	SOM					1					1	4	2	-
160	South Africa	SAF					2	2	1			5	5	3	=
161	Spain	SPA				6	8	2	2			18	14	8	+
162	Sri Lanka	SRL			2	2						4	4	2	=
163	Sudan	SUD		1		1		1	1			4	4	2	=
164	Suriname	SUR										4	2	O	
165	Swaziland	SWA					1					1	4	2	-
166	Sweden	SWE				1	2		1			4	7	4	=
167	Switzerland	SWI			1		1	1	1			4	7	4	=
168	Syrian Arab Republic	SYR				2		2				4	4	2	=
169	Tajikistan	TAD										4	2	O	
170	Thailand	THA				1			1	1		3	5	3	=
171	The former Yugoslav Republic of Macedonia	FYM				1	1					2	4	2	=
172	Timor-Leste	TLS										4	2	O	
173	Togo	TOG				3						3	4	2	=

186 EX/6 Part X
Annex I – page 4

174	Tonga	TON				1						1	4	2	-
175	Trinidad and Tobago	TRI								1		1	4	2	-
176	Tunisia	TUN		1		1	3		4	2		11	4	2	+
177	Turkey	TUR				2			1			3	6	4	-
178	Turkmenistan	TKM								1		1	4	2	-
179	Tuvalu	TUV											4	2	O
180	Uganda	UGA							1	1		2	4	2	=
181	Ukraine	UKR							1	1		2	4	3	-
182	United Arab Emirates	UAE											5	3	O
183	United Kingdom of Great Britain and Northern Ireland	UK			2	1	3	6	5			17	25	15	=
184	United Republic of Tanzania	URT											4	2	O
185	United States of America	USA		1		2	9	9	13	5	1	40	76	46	-
186	Uruguay	URU					1	2	1			4	4	2	=
187	Uzbekistan	UZB						1	2			3	4	2	=
188	Vanuatu	VAN											4	2	O
189	Venezuela	VEN											5	3	O
190	Viet Nam	VIE							2			2	4	3	-
191	Yemen	YEM							1			1	4	2	-
192	Zambia	ZAM						1	1			2	4	2	=
193	Zimbabwe	ZIM						1	1	1		3	4	2	=
	Total		1	10	16	57	134	163	214	120	13	728			
	Others														
	Palestine	PAL							1			1			
	Stateless	STA													
	Total								1			1			
	General Total		1	10	16	57	134	163	215	120	13	729			

ANNEX II

<u>Over-represented</u>		<u>In Balance</u>		<u>Under-represented</u>		<u>Non-represented</u>		
Group I	Belgium	Group I	Austria	Group I	Andorra	Group I	Iceland	
	Canada (=)		Cyprus		Malta (0)		Luxembourg	
	Denmark		Finland		Monaco	Group II	Azerbaijan	
	France		Germany		San Marino		Montenegro	
	Ireland		Greece		Turkey	Tajikistan		
	Italy		Israel		United States of America	Group III	Antigua and Barbuda	
	Spain		Netherlands		Group II		Armenia	Belize
	Group II		Norway				Estonia	Dominican Republic
			Bulgaria		Portugal		Hungary	El Salvador
	Romania		Sweden		Poland		Guatemala	
Group III	Argentina	Switzerland	Republic of Moldova	Guyana				
	Colombia (=)	United Kingdom (-)	Slovenia	Paraguay				
Peru	Group II	Group IV	Ukraine	Saint Vincent and the Grenadines				
Group IV			Albania	Bahamas	Suriname			
			Nepal	Belarus	Venezuela			
New Zealand			Bosnia and Herzegovina	Group III	Group IV	Brunei Darussalam		
Philippines (=)			Croatia			Bolivia	Kiribati	
Group Va			Georgia			Chile	Marshall Islands	
			Burundi			Czech Republic	Grenada	Micronesia (Federated States of)
			Cameroon			Georgia	Haiti (0)	Myanmar
			Congo			Latvia	Panama	Nauru
			Ethiopia			Lithuania	Saint Kitts and Nevis	Niue
Niger (=)	Russian Federation (-)	Trinidad and Tobago	Palau					
Senegal	Serbia (-)	Group IV	Group Va	Solomon Islands				
Group Vb	Slovakia			Bangladesh	Timor-Leste			
	Algeria			The former Yugoslav Republic of Macedonia	Tuvalu			
	Jordan			Uzbekistan	Vanuatu			
	Lebanon			Barbados (-)	Angola			
Morocco	Brazil			China	Central African Republic			
Tunisia	Costa Rica			Cook Islands	Equatorial Guinea			
Group IV	Cuba			Fiji	Gabon			
	Ecuador (-)	Indonesia	Lesotho					
	Honduras	Iran (Islamic Republic of)	Liberia					
	Jamaica	Kazakhstan	United Republic of Tanzania					
	Mexico	Maldives (0)	Group Vb	Kuwait				
	Nicaragua	Papua New Guinea		Qatar				
	Saint Lucia	Samoa (0)	Saudi Arabia					
	Uruguay	Singapore	United Arab Emirates					
	Group IV	Afghanistan	Tonga	Group Va				
		Australia	Turkmenistan					
Bhutan		Viet Nam						
Cambodia		Cape Verde						
Democratic People's Republic of Korea		Chad						
India		Djibouti						
Japan		Guinea-Bissau						
Kyrgyzstan		Kenya						
		Namibia						
		Rwanda						
	Sao Tome and Principe							

	Lao People's Democratic Republic		Somalia
	Malaysia		Swaziland
	Mongolia	Group Vb	Bahrain
	Pakistan		Iraq
	Republic of Korea		Libyan Arab Jamahiriya
	Sri Lanka		Oman
	Thailand (-)		Yemen
	Benin		
	Botswana		
	Burkina Faso		
	Comoros		
	Côte d'Ivoire		
	Democratic Republic of the Congo		
	Eritrea (-)		
	Gambia		
	Ghana (-)		
	Guinea		
	Madagascar		
	Malawi		
	Mali		
	Mauritius		
	Mozambique		
	Nigeria		
	Seychelles		
	Sierra Leone		
	South Africa		
	Togo		
	Uganda		
	Zambia (-)		
	Zimbabwe		
	Egypt	Group Vb	
	Mauritania (-)		
	Sudan		
	Syrian Arab Republic		
26	78	51	38

* The symbols after certain member states indicates the anticipated impact in representation due to retirements by 2012 without taking into account ongoing recruitments.(+ : Over-represented, = : In Balance, - : Under-represented, 0 : Non-represented)

Total : 193