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**FOLLOW-UP TO DECISIONS AND RESOLUTIONS ADOPTED BY
THE EXECUTIVE BOARD AND THE GENERAL CONFERENCE
AT THEIR PREVIOUS SESSIONS**

PART I

PROGRAMME ISSUES

SUMMARY

This report is intended to inform the Members of the Executive Board of the progress achieved in the follow-up to the decisions and resolutions adopted by the Executive Board and the General Conference at their previous sessions.

Part I of this document contains information on the following programme issues:

A. UNESCO Global Geoparks Initiative

As a follow-up to General Conference resolution 37 C/Resolution 26 and Decision 5 (I, G) of the 194th session of the Executive Board on further examination of the parameters of a possible UNESCO Global Geoparks activity, the Director-General was invited to convene further meetings of the Working Group on Global Geoparks and report back to the 195th session of the Executive Board on progress achieved to advance the proposed formalization of the links between UNESCO and the Global Geoparks Network. A third meeting of the Working Group on Global Geoparks was held on 23 May 2014 while a fourth meeting was held on 2 July 2014. Forty-five and 33 Member States were present respectively, representatives of the Global Geoparks Network (GGN) and of the International Union of Geological Sciences (IUGS) were also present at both meetings at which significant progress was made as summarized below.

Action expected of the Executive Board: proposed decision in paragraph 10.

B. Developments relating to UNESCO's relationship with the Intergovernmental Platform on Biodiversity and Ecosystem Services (IPBES)

This document is presented at the initiative of the Director-General to report on developments relating to UNESCO's relationship with the Intergovernmental Platform on Biodiversity and Ecosystem Services (IPBES) following 185 EX/Decision 43. It summarizes UNESCO's active contributions to and collaborative partnership arrangement with IPBES, as shown in the Annex.

C. Consideration of the desirability of preparing a Declaration on Ethical Principles in relation to climate change

This report is intended to inform the Members of the Executive Board of progress achieved in the follow-up to 190 EX/Decision 10, paragraph 8.

D. Implementation of 37 C/Resolution 44 and 194 EX/Dec.5 (I, C) relating to the Ascent to the Mughrabi Gate in the Old City of Jerusalem

E. Follow-up of the UNESCO reactive monitoring mission to the Old City of Jerusalem and its Walls and the UNESCO experts meeting on the Mughrabi Ascent

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A. UNESCO Global Geoparks Initiative

(Follow-up to 37 C/Resolution 26, 194 EX/Decision 5 (I, G))

SUMMARY OF PROGRESS

1. The Working Group expressed its support for an International Geoscience and Geoparks Programme (IGGP) that would bring the existing International Geoscience Programme and Global Geopark activities together allowing for a revitalization of UNESCO's mandate in Earth Science and to more effectively integrate sustainable development into the existing scientific mandate.
2. The governing structure and functions of a possible IGGP were discussed including the nomination of its governing and advisory bodies, their role and decision-making, as well as the position and role of IUGS and GGN within such structure. It was agreed to hold "joint coordination meetings, as required" between the Geosciences and Geoparks proposed branches of the IGGP under a "Geoscience and Geoparks Coordination Unit".
3. The Working Group also discussed the draft Operational Guidelines of a UNESCO Global Geoparks activity, which were already presented at previous meetings and which were further defined. Following the request of the Member States the draft Operational Guidelines are provided as an Information (INF) document.
4. Following previous advice from Legal Affairs, the GGN reported that its Bureau has agreed to ask its members to create a legal body for the GGN based on the model of the International Council of Museums (ICOM). This proposal will be made to the General Assembly of the GGN in September 2014 during the Global Geoparks Conference in St John, Canada. Such an association can be formed rapidly under French law, and will result in the GGN being in the position sign a MoU with UNESCO.
5. Member States emphasized that this status might make it easier for the GGN to facilitate, for example, the collecting of compulsory annual contributions from individual UNESCO Global Geoparks and transferring a single contribution to UNESCO, recalling that future UNESCO Global Geopark activities should be at no additional cost to the Organization.
6. Member States requested that some of the contributions from future UNESCO Global Geoparks could, under special circumstances, be used for assistance in covering costs of evaluation missions bearing in mind the need to have an equitable geographical distribution of UNESCO Global Geoparks.
7. Member States agreed that once the GGN has obtained legal status, statutes for the proposed IGGP will be drafted and submitted to the Working Group for consideration.
8. The Working Group agreed that in case of objection by a Member State concerning a UNESCO Global Geopark proposal from another Member State, the application and review process should be paused to allow concerned Member States to resolve the issue amongst themselves.
9. The Working Group further agreed that, given the Intergovernmental nature of UNESCO, some form of intergovernmental check on nominations for UNESCO Global Geoparks is desirable. Member States' preferred option was to route the final decision via the Executive Board. Applications for UNESCO Global Geoparks would be made available to Member States on two occasions prior to scientific review but, in order to minimize the burden on the Executive Board, it was agreed that the Board would only see a list of proposed nominations which had passed the final scientific validity check, and that it would approve it, as a general rule, without debate.

Proposed decision

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

The Executive Board,

1. Recalling 37 C/Resolution 26 on the further examination of the parameters of possible UNESCO Global Geoparks, and 194 EX/Decision 5 (I, G),
2. Having examined document 195 EX/5 Part I (A),
3. Notes the advancement made by the fourth Working Group on UNESCO Global Geoparks;
4. Invites the Director-General to:
 - (a) convene further meetings of the Working Group on Global Geoparks, as necessary;
 - (b) examine, if necessary, how to align the calendars of the existing IGCP and GGN and those of UNESCO's governing bodies, in the most efficient way;
 - (c) report on the decision taken by the IUGS on the proposed changes to the existing IGCP;
 - (d) provide to the 196th session of the Executive Board draft Statutes of the IGGP (which will equate to amendments to the existing Statutes of the IGCP) and the Operational Guidelines for UNESCO Global Geoparks.

B. Developments relating to UNESCO's relationship with the Intergovernmental Platform on Biodiversity and Ecosystem Services (IPBES)

(Follow up to 185 EX/Decision 43)

1. 185 EX/Decision 43, adopted by the Executive Board at its 185th session, took note of UNESCO's intention to seek institutional association with the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (IPBES).
2. The Plenary of IPBES, at its first session held from 21 to 26 January 2013 (Bonn, Germany), invited the United Nations Environment Programme (UNEP), UNESCO, the Food and Agriculture Organization of the United Nations (FAO) and the United Nations Development Programme (UNDP) to establish an institutional link with the Platform through a collaborative partnership arrangement (CPA) for the work of IPBES and its Secretariat. In response to this request, the four United Nations organizations prepared, in close collaboration with the IPBES Secretariat, a draft CPA.
3. At its second session held from 9 to 14 December 2013 (Antalya, Turkey), the Plenary welcomed the collaboration of the four United Nations organizations with IPBES, reviewed and approved in its Decision IPBES-2/8 the CPA to establish an institutional link between the Plenary and the four United Nations bodies (see Annex).
4. Within the framework of the CPA, UNESCO will continue contributing with its expertise and knowledge to the implementation of the IPBES Work Programme 2014-2018, in line with document 37 C/5 Approved Programme and Budget for 2014-2017, notably Main line of action 1 of MP II, "Strengthening STI policies, governance and the science-policy interface".
5. Recent achievements and contributions by UNESCO in the framework of the CPA include:
 - (a) the appointment by the IPBES Plenary of UNESCO to serve as the Technical Support Unit for the IPBES Task Force on Indigenous and Local Knowledge Systems and, in this capacity, the successful organization of the first meeting of the Task Force at UNESCO headquarters in Paris (16-20 June 2014);
 - (b) UNESCO's provision of expertise, including through its Intergovernmental Oceanographic Commission (IOC), in the IPBES Task Force on Knowledge and Data, and the Organization's participation in the first Task Force meeting in Seoul, Republic of Korea (3-6 June 2014) and;
 - (c) UNESCO's hosting of the IPBES expert meetings on the development of a guide for assessments of biodiversity and ecosystem services, the identification of policy support tools, and for the scoping of a set of regional and sub-regional assessments to contribute to deliverable 2b of the IPBES Work Programme (UNESCO Headquarters, Paris, 17-23 August 2014).

Annex

(Annex to Decision IPBES-2/8)

Collaborative partnership arrangement to establish an institutional link between the Plenary of the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services and the United Nations Environment Programme, the United Nations Educational, Scientific and Cultural Organization, the Food and Agriculture Organization of the United Nations and the United Nations Development Programme

The present collaborative partnership arrangement is established among the Plenary of the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services (hereinafter referred to as “the Plenary”) and the United Nations Environment Programme (UNEP), the United Nations Educational, Scientific and Cultural Organization (UNESCO), the Food and Agriculture Organization of the United Nations (FAO) and the United Nations Development Programme (UNDP) (hereinafter referred to as “Organizations”). The Plenary and the Organizations are hereinafter jointly referred to as the “Partners”.

Noting that the Plenary of the Intergovernmental Science-Policy Platform on Biodiversity and Ecosystem Services, at its first session, held in Bonn, Germany, from 21 to 26 January 2013, decided to request UNEP to provide the Platform’s secretariat and to request the Organizations to establish an institutional link with the Platform through a collaborative partnership arrangement for the work of the Platform and its secretariat;¹

Acknowledging the role of the Organizations in the development and establishment of the Platform, and the relevance of the Organizations’ respective mandates and programmes of work to the functions of the Platform;

Welcoming the intention of the present collaborative partnership arrangement to provide a framework for collaboration under which, *inter alia*, the Partners establish an institutional link between the Platform and the Organizations, whereby:

- (a) The Partners coordinate relevant activities and cooperate in areas related to the functions of the Platform, further to and within their respective mandates;
- (b) Dedicated capacity and secondments or otherwise assigned staff are made available by the Organizations to support the secretariat of the Platform;
- (c) Technical and programmatic support is provided by the Organizations for the work programme of the Platform at the global and regional levels on issues related to the mandates and programmes of work of the Organizations;
- (d) Joint fundraising is undertaken by the Partners to enable the activities of the Platform to be implemented;
- (e) The communications activities of the Platform are supported by the communications capacity of the Organizations.

The Partners intend to collaborate as follows:

Implementation of the programme of work of the Platform

- (1) The Organizations contribute their expertise and experience to the implementation of the programme of work of the Platform.

¹ IPBES/1/12, Annex V.

- (2) Upon request by the Plenary, the Organizations may undertake special tasks or carry out activities for the Platform on the basis of terms of reference to be approved by the Partners and in accordance with the respective regulations, rules, policies and procedures of the Partners.
- (3) The Organizations contribute to the implementation of the work programme of the Platform by providing support to regional structures that may be established by the Platform.

Exchange of information

- (4) The Partners exchange information and consult each other on a regular basis on matters that are of direct relevance to the implementation of the programme of work of the Platform, as appropriate.
- (5) The Partners review the progress of joint or delegated tasks being carried out by them under this arrangement and plan future activities as deemed appropriate, responding to requests by the Plenary.
- (6) Prior to the publication of pre-session documents of the Platform prepared under the sole responsibility of the Platform's secretariat, the latter makes every effort to provide the Organizations with the opportunity to review them in a timely manner and as appropriate.

Attendance at meetings of the Platform

- (7) In order to support programmatic collaboration between the Partners the Organizations are invited to attend sessions of the Plenary. They may be invited to participate in meetings of subsidiary bodies of the Plenary, in accordance with the applicable rules and decisions of the Plenary.
- (8) The Platform's secretariat informs the secretariats of the Organizations in a timely manner of meetings of the Plenary.

Staff

- (9) The Organizations provide and assign staff to the Platform's secretariat in line with the decisions and authorization of their respective management and/or governing bodies, taking into account the secretariat staffing structure and budget approved by the Plenary, and the need for technical support to implement the programme of work of the Platform.
- (10) The Executive Director of UNEP recruits the head of the Platform's secretariat, in consultation with the executive heads of UNESCO, FAO and UNDP and the Bureau of the Plenary. Other professional posts in the Platform's secretariat are filled through recruitment by the Executive Director of UNEP, in collaboration with the head of the Platform's secretariat and the executive heads of UNESCO, FAO and UNDP, or through secondment of dedicated staff from the Organizations.

Visibility

- (11) The role and contribution of the Organizations are acknowledged in all public information documentation and communication materials of the Platform, including meeting documentation, and the names and/or emblems of each of the Organizations are inserted in such documentation and communication materials alongside the name and/or emblem of the Platform.

Financial aspects

- (12) In the event of the delegation of special tasks by the Plenary to one or more of the Organizations or of a joint activity entailing expenditure beyond routine organizational expenditures, the Partners consult each other to determine the most appropriate ways to obtain the necessary resources, including through the Organizations raising additional resources to support the activities of the Platform, in accordance with the Platform's rules of procedure.
- (13) Any resource mobilization carried out by the Partners in connection with the present collaborative partnership arrangement are carried out by mutual consent.

Reporting

- (14) The Partners regularly report to the Plenary and to the governing bodies of the Organizations on progress made in the implementation of the present collaborative partnership arrangement and, where necessary, seek further guidance and endorsement regarding new areas of cooperation.
- (15) The present collaborative partnership arrangement comes into operation once the Partners have approved it.

C. Consideration of the desirability of preparing a Declaration on Ethical Principles in relation to climate change

(Follow-up to 190 EX/Decision 10)

1. Responding to 190 EX/Decision 10, COMEST finalized and adopted, at its 8th Ordinary Session (Bratislava, Republic of Slovakia, May 2013), an interim report on the “Background for a Framework of Ethical Principles and Responsibilities for Climate Change Adaptation”, which provides a detailed justification of its 2011 ethical framework for climate change adaptation. Furthermore, COMEST agreed on an action plan for the preparation of its final comprehensive report, to be adopted at its 9th Ordinary Session (scheduled for June 2015). The action plan envisages the production of a document that combines the principles and responsibilities already stated by COMEST in 2011 with respect to adaptation, with those related to mitigation, which were identified in earlier reports. COMEST has already identified a number of principles of relevance for a comprehensive ethical framework in relation to climate change, such as the principle of common but differentiated responsibilities; sustainability; global justice; solidarity of life on earth; frugality; biological and cultural diversity; integrity as applied to ecosystems; and safeguarding and promoting the interests of present and future generations.
2. The work done by COMEST takes account of the work carried out in relation to climate change within the network of United Nations organizations, including the COP of the UNFCCC, and the Intergovernmental Panel on Climate Change (IPCC), which is entrusted with the task of establishing a scientific basis for discussions on climate change. Furthermore, academic attention continues to be devoted to the ethical aspects of climate change, and contributions have been made since 2012 on issues such as geo-engineering, the relation between climate change and global governance, future generations, and the nature of individual ethical responsibilities in relation to climate change. COMEST will in due course take account of these academic reflections and reflect on their implications for UNESCO member states.
3. At the United Nations Climate Change Conferences COP 18 (Doha, Qatar, 2012) and COP 19 (Warsaw, Poland, 2013), governments took further essential decisions to stay on track towards securing a new agreement in 2015, through UNFCCC.
4. Negotiations concerning the elaboration of such an agreement are under way. The new agreement will be considered in 2015, at the Paris Climate Conference (COP 21), and implemented from 2020. The 2015 agreement will have to bring together the current patchwork of binding and non-binding arrangements under UNFCCC into a single comprehensive regime. While negotiations continue with regard to its future form, it is already agreed that it will be applicable to all Parties. It is being negotiated through a process known as the Durban Platform for Enhanced Action, initiated in 2011. The Ad Hoc Working Group of this Platform will hold a session from 20 to 25 October 2014 in Bonn (Germany) to finalize the elements of a draft negotiating text in time for COP 20 (Climate Conference to be held in Lima, Peru, December 2014), so that a full negotiating text is available before May 2015.
5. As part of a global effort to mobilize action and ambition on climate change, a United Nations Climate Summit is convened on 23 September 2014 in New York with the participation of Heads of State and Government along with business, finance, civil society and local leaders.

D. Implementation of 37 C/Resolution 44 and 194 EX/Decision 5 (I, C) relating to the Ascent to the Mughrabi Gate in the Old City of Jerusalem

1. Pursuant to 176 EX/Special Plenary Meeting/Decision and to the Decisions of the World Heritage Committee since its 31st session in 2007, the World Heritage Centre has spared no efforts to facilitate exchanges between Israeli, Palestinian, Jordanian and Waqf experts regarding the design of the Mughrabi Ascent in the Old City of Jerusalem.
2. This item was inscribed on the agenda of the Executive Board at all subsequent sessions and is also presented annually to the World Heritage Committee as regards the State of conservation of the Old City of Jerusalem and its Walls.
3. By 194 EX/Decision 5 Part I (C), the Executive Board decided to include this item in the Agenda of its 195th session and invited the Director-General to submit to it a follow-up report thereon.
4. By 194 EX/Decision 5 Part I (D), the Executive Board decided to implement paragraph 11 of Decision 34 COM 7A.20 adopted by the World Heritage Committee in Brasilia at its 34th session as follows:
 - (a) **Phase I:** the dispatch, on an agreed date prior, at least 10 days, to the 38th session of the World Heritage Committee, of the joint World Heritage Centre/ICCROM/ICOMOS reactive monitoring mission to the Old City of Jerusalem and its Walls to assess, as a first phase, the 18 sites included in the Action Plan as pilot sites;
 - (b) **Phase II:** the dispatch, on an agreed date, of the joint World Heritage Centre/ICCROM/ICOMOS reactive monitoring mission to the Old City of Jerusalem and its Walls, to assess, as a second phase, the major monumental complexes designated in the Action Plan (i.e. al-Haram ash-Sharif, the Citadel, the Western Wall, the Holy Sepulchre and the City Walls).
5. By the same Decision, the Executive Board invited all parties concerned to participate in an experts meeting on the Mughrabi Ascent, to be held at UNESCO upon an agreed date, at least 10 days prior to the 38th session of the World Heritage Committee (Doha, June 2014) and requested that the report and recommendations of the mission as well as the report of the technical meeting on the Mughrabi Ascent in Paris, be presented to the parties concerned before the 38th session of the World Heritage Committee.
6. The 38th session of the World Heritage Committee was informed that the joint World Heritage Centre/ICCROM/ICOMOS reactive monitoring mission to the Old City of Jerusalem and its Walls could not be undertaken before the session of the Committee and that not all the parties concerned were in a position to attend this experts meeting prior to its opening on 15 June 2014.
7. By Decision 38 COM 7A.4 (Part III), the 38th session of the World Heritage Committee decided to implement paragraph 11 of Decision 34 COM 7A.20 adopted by the World Heritage Committee in Brasilia at its 34th session as follows:
 - (a) **Phase I:** the dispatch, as soon as possible, of the joint World Heritage Centre/ICCROM/ICOMOS reactive monitoring mission to the Old City of Jerusalem and its Walls to assess, as a first phase, the 18 sites included in the Action Plan as pilot sites,
 - (b) **Phase II:** the dispatch of the joint World Heritage Centre/ICCROM/ICOMOS reactive monitoring mission to the Old City of Jerusalem and its Walls, to assess, as second phase, the major monumental complexes designated in the Action Plan (i.e. al-Haram ash-Sharif, the Citadel, the Western Wall, the Holy Sepulcher and the City walls).

8. By the same Decision, the World Heritage Committee requested that the report and recommendations of the mission be presented to the concerned parties before the 195th session of the Board.

9. The Secretariat has transmitted Decision 38 COM 7A.4 to the parties concerned. At the time of the preparation of this document, it has not been possible to schedule the mission as per Decision 38 COM 7A.4.

10. Should additional information become available to the Secretariat, the Director-General is prepared to publish an addendum to this document before the 195th session of the Executive Board in order to inform the Members of the Executive Board of any new developments in that regard.

E. Follow-up of the UNESCO reactive monitoring mission to the Old City of Jerusalem and its Walls and the UNESCO experts meeting on the Mughrabi Ascent

1. This item has been inscribed on the agenda of the Executive Board since its 192nd session at the request of the Arab Group.
2. By 194 EX/Decision 5 Part I (D), the Executive Board decided to implement paragraph 11 of Decision 34 COM 7A.20 adopted by the World Heritage Committee in Brasilia at its 34th session as follows:
 - (a) **Phase I:** the dispatch, on an agreed date prior, at least 10 days, to the 38th session of the World Heritage Committee, of the joint World Heritage Centre/ICCROM/ICOMOS reactive monitoring mission to the Old City of Jerusalem and its Walls to assess, as a first phase, the 18 sites included in the Action Plan as pilot sites;
 - (b) **Phase II:** the dispatch, on an agreed date, of the joint World Heritage Centre/ICCROM/ICOMOS reactive monitoring mission to the Old City of Jerusalem and its Walls, to assess, as a second phase, the major monumental complexes designated in the Action Plan (i.e. al-Haram ash-Sharif, the Citadel, the Western Wall, the Holy Sepulchre and the City Walls);
3. By the same Decision, the Executive Board invited all parties concerned to participate in an experts meeting on the Mughrabi Ascent, to be held at UNESCO upon an agreed date prior, at least 10 days, to the 38th session of the World Heritage Committee (Doha, June 2014) and requested that the report and recommendations of the mission as well as the report of the technical meeting on the Mughrabi Ascent in Paris, be presented to the parties concerned before the 38th session of the World Heritage Committee.
4. It has been brought to the attention of the 38th session of the World Heritage Committee that the joint World Heritage Centre/ICCROM/ICOMOS reactive monitoring mission to the Old City of Jerusalem and its Walls could not be undertaken before the session of the Committee and that not all the parties concerned were in a position to attend this experts meeting prior to its opening on 15 June 2014.
5. By Decision 38 COM 7A.4 (Part. III), the 38th session of the World Heritage Committee decided to implement paragraph 11 of Decision 34 COM 7A.20 adopted by the World Heritage Committee in Brasilia at its 34th session as follows:
 - (a) **Phase I:** the dispatch, as soon as possible, of the joint World Heritage Centre/ICCROM/ICOMOS reactive monitoring mission to the Old City of Jerusalem and its Walls to assess, as a first phase, the 18 sites included in the Action Plan as pilot sites,
 - (b) **Phase II:** the dispatch of the joint World Heritage Centre/ICCROM/ICOMOS reactive monitoring mission to the Old City of Jerusalem and its Walls, to assess, as second phase, the major monumental complexes designated in the Action Plan (i.e. al-Haram ash-Sharif, the Citadel, the Western Wall, the Holy Sepulcher and the City walls).
6. By the same Decision, the World Heritage Committee requested that the report and recommendations of the mission be presented to the concerned parties before the 195th Executive Board session.
7. Also by Decision 38 COM 7A.4 (Part II), the World Heritage Committee acknowledged receipt of the Jordanian design for the restoration and preservation of the Mughrabi Ascent, submitted to the World Heritage Centre on 27 May 2011, and thanked Jordan for its cooperation in

accordance with the provisions of the relevant UNESCO Conventions for the Protection of Cultural Heritage.

8. By the same Decision, the World Heritage Committee expressed its concern regarding the Israeli submission and content of its plan for the Mughrabi Ascent, and requested that the World Heritage Centre consider the design submitted by Jordan. The World Heritage Committee also expressed its concern regarding the continuous, intrusive demolitions and illegal excavations in and around the Mughrabi Gate Ascent, and called on Israel to end such violations, respect the Status Quo, and enable the Jordanian Waqf experts as a part of the competent authorities to maintain and safeguard the site in accordance with the relevant provisions of the UNESCO Conventions and Recommendations, in particular the Hague Convention for the Protection of Cultural Property in the Event of Armed Conflict of 1954.

9. Finally, the World Heritage Committee thanked the Director-General for her attention to the sensitive situation at the Ascent and called upon her to maintain her efforts in a view to implement all related UNESCO resolutions and decisions.

10. The Secretariat has transmitted Decision 38 COM 7A.4 to the parties concerned. At the time of the preparation of this document, it has not been possible to schedule the mission as per Decision 38 COM 7A.4.

11. Should additional information become available to the Secretariat, the Director-General is prepared to publish an addendum to this document before the 195th session of the Executive Board in order to inform the Members of the Executive Board of any new developments in that regard.



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**FOLLOW-UP TO DECISIONS AND RESOLUTIONS ADOPTED BY
THE EXECUTIVE BOARD AND THE GENERAL CONFERENCE
AT THEIR PREVIOUS SESSIONS**

PART II

INTERSECTORAL ACTIVITIES

SUMMARY

This report is intended to inform the Members of the Executive Board of the progress achieved in the follow-up to the decisions and resolutions adopted by the Executive Board and the General Conference at their previous sessions.

Part II of this document contains information on the following intersectoral activities:

A. Cultural and educational institutions in Iraq

This document reports on UNESCO's activities in Iraq since the 192nd session of the Executive Board.

Action expected of the Executive Board: proposed decision in paragraph 33.

B. Special post-conflict overall support programme for Côte d'Ivoire

C. Progress made in the implementation of the UNESCO open access policy concerning publications

At its 191st session, the Executive Board welcomed the UNESCO Open Access policy concerning publications proposed by the Director-General.

In accordance with 191 EX/Decision 5 (II), the Director-General submits a report on the implementation of the OA Policy to the Executive Board, highlighting the developments during the past 18 months and the achievements in the light of the experience gained. This report represents the progress made by the Secretariat and seeks to continue to refine UNESCO's approach concerning universal access to knowledge.

Action expected of the Executive Board: proposed decision in paragraph 19.

D. Role of foresight and evaluation in UNESCO's new programmatic and strategic context

Pursuant to 194 EX/Decision 30, the Director-General reports on measures taken so as to ensure the integration of foresight and evaluation in the strategic planning and activities of UNESCO, including assistance provided to Member States in capacity-building, for policy formulation, review and reforms in the fields of competence of the Organization.

E. Follow-up of the situation in the Autonomous Republic of Crimea (Ukraine)

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A. Cultural and educational institutions in Iraq

(Follow-up to 192 EX/Decision 5 (I, C))

1. This document reports on UNESCO's activities in Iraq during the period from July 2013 to July 2014. This period was marked by a sharp increase in sectarian tensions and violence, especially as armed groups took control over parts of the northern and central regions of the country during the first half of 2014. As a result, a humanitarian crisis has unfolded, due to massive internal displacement of populations, further compounded by the Syrian refugee crisis also affecting Iraq.
2. As part of the overall United Nations response to the humanitarian situation in Iraq, UNESCO engaged in supporting access to educational opportunities in particular to young people among the growing internally displaced persons (IDPs) and refugee communities. UNESCO also devoted special attention to the protection of cultural heritage at increased risk in the context of the prevailing crisis.
3. UNESCO was able to pursue the implementation of its existing programmes in support of Iraq, as reported on below, despite operational challenges created by the latest developments in Iraq described above.

EDUCATION

4. UNESCO continued its contribution to Iraq's fight against illiteracy through the "Literacy Initiative for Empowerment (LIFE) in Iraq", (budget: US \$6.4 million) funded by "Education Above All" (Qatar). On the occasion of the 2013 International Literacy Day, UNESCO handed over a total of 126 Community Learning Centres to the Government of Iraq and to the Kurdistan Regional Government (KRG). A new activity to train 20,000 literacy teachers was launched and a Memorandum of Understanding between the Executive Body of Literacy, the Directorate of Non-Formal Education within the KRG Ministry of Education, and non-governmental organizations (NGOs) willing and able to assist in the provision of literacy activities, is in the process of being finalized.
5. In the context of the Educate A Child Initiative (budget: \$3.9 million), more than 16,000 out-of-school children were enrolled in centres and schools which provided accelerated learning programmes in four governorates (Erbil, Baghdad, Ninewa and Basrah). These programmes provide the children with a solid basis to fully re-integrate the normal school system. UNESCO established 52 learning centres and trained 330 teachers and 20 master trainers, in partnership with four international NGOs. The Ministry of Education rehabilitated 100 schools, while the Kurdistan Regional Government constructed one school and rehabilitated eight more. The Central Government and the Kurdistan Regional Government provided cost-share contributions of a total of \$9.4 million, which represents 27% of their entire commitment to the project until December 2013.
6. Support to Iraq's higher-education system continued through strengthening the institutional and human capacities of the Ministry of Higher Education and Scientific Research and higher education institutions under the project "Rehabilitation of Iraq's Higher Education System" (budget: \$8.5 million) funded by Education Above All (Qatar). The quality assurance process initiated with 12 pilot public universities was extended to 24 with an emphasis on engineering faculties, as well as on restructuring the Ministry's Quality Assurance and Accreditation Directorate. Sustained efforts were made to revitalize scientific research and innovation: modern teaching and research techniques were introduced, research publications in international journals were promoted, and international academic and research cooperation and networking was boosted. A National Commission for Science, Technology and Innovation was created at the level of the Ministry of Higher Education and Scientific Research in Baghdad, while expert work has been launched towards the development of a Science, Technology and Innovation Policy for Iraq. High-level

managers in the ministry benefited from extensive trainings in management and leadership to allow for better governance and gradual decentralization.

7. The “Iraqi Public Sector Modernization” project (budget: \$2.2 million) funded by the Iraq UNDAF Trust Fund was able to continue its work to improve the quality of higher education by fostering a values-based approach, including with regards to academic integrity. The project clarified relevant concepts and raised awareness on the importance of ethical standards, codes of conduct and gender equality through a series of workshops for students, university staff and Ministry employees. Furthermore, UNESCO organized workshops on enhancing the role of women in university leadership and equal opportunities for men and women in higher education. Finally, UNESCO continued its efforts to support the Ministry in developing and implementing more effective ICT-based processes and procedures. The relevant needs were assessed and prioritized with a view to implementing a comprehensive Higher Education Management Information System to easily customize the collection and reporting of higher education data.

8. In order to reinforce strategic educational planning and management, together with the World Bank, UNESCO provided technical assistance to strengthen the capacities of the Ministry of Education and the Ministry of Higher Education and Scientific Research of the Government of Iraq and the Kurdistan Regional Government. Within the framework of the “Iraqi Public Sector Modernization” project, UNESCO thus enhanced the capacity of 30 administrative leaders in strategic planning, monitoring and evaluation to support the implementation of the National Education Strategy. In addition, UNESCO Iraq Office, in collaboration with the International Institute for Educational Planning (IIEP), provided a core group of high-ranking Ministry officials with knowledge and tools to improve educational planning and enable them to develop an analytical framework for assessing capacity development needs and areas of focus in higher education. UNESCO’s continuous technical assistance has contributed to improving education service delivery and will bolster education reform in Iraq.

9. Through two additional projects funded by the Education Above All Initiative, namely “Development of New Iraqi Curricula” (budget: \$4.9 million) and “Teacher Training Programme for Basic and Secondary Education (budget: \$4 million), the National Teacher Training Strategy was officially launched in January 2014. Some 13,700 teachers of students in grades 10 and 11 in 14 governorates were trained on active learning approaches. Four training packages for grade 10 students in mathematics, biology, chemistry, and physics were developed specifically for the Kurdistan region. Sixty master trainers were trained in the use of the packages. In parallel, the Government of Iraq endorsed the feasibility study for the establishment of the Iraqi National Curriculum and Evaluation Center in December 2013. In cooperation with the Ministry of Education curriculum specialists, UNESCO finalized the practical guidelines for developing student books and teacher guides for grades 1 to 6, and completed instructional materials for mathematics and sciences in grades 1 to 3. In addition, eight unit models were developed for mathematics and sciences in grades 8 to 11.

10. Significant progress was achieved in improving the quality of technical and vocational education and training. During the reporting period, a workshop was held with high officials from the Directorate General of Vocational Education to address restructuring, thereby complementing the internal evaluation of seven selected vocational schools. The Directorate’s mission, main goals and service delivery standards were identified. A series of workshops attended by education leaders and teachers produced a guide on the rules of procedure for vocational schools, technical colleges and institutes.

Humanitarian assistance

11. Special attention was given to providing educational support for vulnerable groups – both IDPs and refugees. Within the framework of the UNHCR-funded project “Supporting internally displaced people: Education and Life Skills Training Support Programme”, UNESCO offered literacy and life skills training sessions for about 1,100 internally displaced people in Iraq. This

included training to enhance skills of young adults in early childhood development and parenting, which was carried out in December 2013. Other courses focused on skills enhancement in the use of ICTs, HIV and AIDS prevention, basic legal knowledge, sewing, carpentry, environmental awareness, and women empowerment.

12. In November 2013, as part of its response to the Syrian refugee crisis, UNESCO partnered with the International Rescue Committee to complete the construction of a secondary school in the Domiz camp. The school was handed over to the Department of Education and opened in February 2014. With a total capacity of 500 students, the school now counts 203 students, of which 65% are girls.

13. In May 2014, UNESCO completed the construction of two secondary schools in Darashakran and Kawargosek camps. Each school has the capacity to host up to 500 students in two shifts. UNESCO, in partnership with the local NGO Public Aid Organization, is currently running catch-up classes to prepare students for the upcoming school year.

14. UNESCO also conducted training courses for teachers and Parent Teacher Associations in three Syrian refugee camps in Erbil and Duhok benefiting about 50 teachers and 50 association members. Since at least half of the camp teachers have insufficient teaching experience, UNESCO focused on basic teaching and pedagogic skills, interactive and stimulating teaching, and means to deal with students with special needs. Parent Teacher Association trainings raised awareness on the importance of having such an association, and explained its roles and responsibilities.

15. In partnership with the Norwegian Refugee Council, UNESCO conducted training for some 30 teachers from the Qushtapa, Basarma, Daralshokran and Kawargosk camps in Erbil in May 2014 in the Minimum Standards for Education established by the Interagency Network for Education in Emergencies. The training introduced participants to the key aspects of education in emergencies, and how to access and use the relevant online resources.

16. In response to the largely unmet needs in terms of technical and vocational education and training of Syrian refugee youth, UNESCO initiated a programme for camp-based youth, encompassing an entrepreneurship course benefitting 70 young people, as well as a certified ICT skills literacy training targeting 30 young people. Both courses were organized in partnership with the Ministry of Higher Education, Science and Research and the University of Dohuk.

17. In November 2013, as part of its life skills and adult literacy programme, UNESCO organized a one-week “Early Childhood Development” training of trainers for ten participants from NGOs on strengthening parental skills. UNESCO also opened literacy classes in Kawargosk and Darashakran camps in Erbil, and in Arbad camp in Sulaymania to provide literacy courses and health education, as well as legal counseling to 350 refugees. The Organization worked with the NGOs to develop small cohorts of ten students to serve as “Community Advocates” who share their lessons learned on various topics (public health and sanitation, disease prevention, and the rights of refugees) with the community at camp meetings and in mosques or school classes.

18. In response to the new IDP crisis in June 2014, UNESCO developed a proposal to provide access to quality education to adolescents and young adults among the IDP community, of a total budget of \$1.9 million. The proposal was approved and funded out of the donation made by the Kingdom of Saudi Arabia to support the United Nations and its humanitarian partners’ response to the crisis.

CULTURE

19. In the area of culture, UNESCO continued to focus on the conservation and promotion of Iraq’s cultural heritage, which is at the core of the country’s cultural identity and acts as a vector of socio-economic development. Through a number of extrabudgetary projects, UNESCO supported

cultural heritage conservation and management at several sites of major significance, some of which are on the World Heritage Tentative List.

20. Through the project “Revitalization of the Erbil Citadel – Phase II” (budget: \$12.9 million) funded by self-benefitting Iraqi funds-in-trust, UNESCO assisted the Government of Iraq and towards achieving the conservation of the Citadel’s most vulnerable features by carrying out works at six buildings. Additionally, a study on the quantities and technical specifications for consolidating façades at the Citadel was completed, and the “Erbil Citadel Conservation Guidelines and Manual for Implementation” was prepared. Capacity-building activities were implemented through study tours focusing on best practices in conservation and management, and by facilitating the participation in international conferences of the High Commission for Erbil Citadel Revitalization to present the ongoing conservation and archaeological works. Following the 2013 submission of the nomination file, Erbil Citadel was successfully inscribed on the World Heritage List on 21 June 2014.

21. UNESCO continued to develop the capacities of Iraq as a State Party to the 1972 World Heritage Convention to meet its obligations under the Convention. This included assistance to the Government of Iraq in enhancing the conservation of the Wadi Al-Salam Cemetery in Najaf in view of its nomination for World Heritage inscription. Two workshops were held with national and local authorities and members of the national team charged with preparing the nomination file. A mission of two UNESCO experts assessed the conservation state of the cemetery and of the shrine of Imam Ali, and advised on their potential for nomination.

22. In partnership with UNEP and within the framework of the project entitled “World Heritage inscription process as a tool to enhance the natural and cultural management of the Iraqi Marshlands phase III” (budget: \$120,000), funded by Italy through UNEP, UNESCO assisted the Government of Iraq in preparing a World Heritage nomination dossier. In close collaboration with the International Union for Conservation of Nature, as part of the advisory bodies’ upstream process, and with additional financial and logistical support from the Arab Regional Centre for World Heritage, UNESCO organized several capacity-building workshops and provided continuous mentoring for the national team. This resulted in the completion of a management plan and a nomination dossier for the property nominated as a mixed serial site, which was submitted to the World Heritage Centre in January 2014.

23. A mission was undertaken in May 2014 to assess the conservation state of the Great Mosque and Spiral Minaret, an integral component of the Samarra Archaeological City, which has been inscribed on the List of World Heritage sites in Danger since 2007.

24. UNESCO has also sought to promote the visibility of Iraq’s cultural heritage, developing new opportunities for learning about and understanding the country’s history and culture. In the context of the project “Preserving Najaf’s cultural heritage and promoting its international visibility” (budget: \$1.1 million) funded by Iraqi self-benefitting funds-in-trust, two books were prepared, namely a photobook on the history, heritage and significance of Najaf, and an academic study comprising fifteen contributions by Iraqi and international scholars on the history and development of the city. Another activity included co-financing of a documentary film to be screened later in 2014. A training programme in the preventive conservation of books and manuscripts was finalized, and conservation materials were distributed to participating libraries.

25. During the reporting period, the implementation of the project for the “Production of an online and print Encyclopedia of Sulaymaniyah” (budget: \$772,300) funded by self-benefitting Iraqi funds-in-trust from the First Lady of Iraq was initiated. The preparation of the encyclopaedia is now underway, following the finalization of the list of topics and sub-topics which need to be treated.

26. Through UNESCO’s Regular Programme, an assessment mission was organized to the Kurdistan Region of Iraq in November 2013 to evaluate capacity-building needs for the implementation of the 2003 Convention on Intangible Culture Heritage. A five-day workshop was

organized in April 2014 to introduce staff from the Ministries of Culture of the Government of Iraq and the Kurdistan Regional Government to the implementation mechanisms of the Convention.

27. On 17 June 2014, in the light of the dramatic events in Iraq, the Director-General issued a widely echoed statement calling on Iraqis to stand united and protect their cultural heritage confirming that UNESCO was ready to assist the people of Iraq in this endeavour. On 28 July, the Director-General issued another statement calling for a halt to the intentional destruction of religious and cultural heritage in Iraq. In light of the persecution of civilians and minorities in the north of Iraq, the Director-General has called for immediate protection of the cultural diversity of the country. “What appears to be an emerging cultural cleansing must stop immediately”, she said. Also in response to heightened threats and risks to Iraq’s cultural heritage, the Director-General called for an Emergency Expert Meeting on 17 July 2014. The meeting, held at UNESCO Headquarters, brought together experts from Iraq and the international community to assess the situation, in particular the main challenges in ensuring cultural heritage safeguarding under the prevailing circumstances. An Emergency Plan for the safeguarding of Iraq’s cultural heritage was designed.

NATURAL SCIENCES

28. UNESCO’s engagement in the area of natural sciences was scaled up with the approval and launching of the “Advanced Survey of Hydrogeological Resources in Iraq” project (budget: €5 million) funded by the European Union. The 30-month project started in December 2013 and aims at improving national capacities in exploring and integrating management of groundwater resources.

29. UNESCO provided continuous policy advice in disaster risk reduction and in science, technology and innovation. As part of the project “Development of National Framework for Integrated Drought Risk Management in Iraq”, an analysis report on “Integrated Drought Risk Management – National Framework for Iraq” and a best practices report entitled “Reducing Drought Related Risks in Iraq” were launched in December 2013.

30. UNESCO’s efforts focused on the management of Iraq’s natural resources, in particular water, and drought risk management, as well as professional and institutional capacity development in science and technology. The “Development of a Master Plan for Science, Technology and Innovation” (budget: \$113,000 from Japan and \$80,000 from self-benefitting Iraqi funds-in-trust) is currently preparing a policy for science, technology and innovation.

COMMUNICATION AND INFORMATION

31. With the rise in sectarian tensions and violence, Iraqi media professionals’ safety has been increasingly at risk. Meeting the standards of professionalism required to build public trust in the media as a reputable source of information to help in decision-making is a continuous challenge for Iraqi journalists.

32. UNESCO implemented a variety of activities focusing on professional capacity development. This included a series of four training courses for local journalists in investigative journalism, held from May to November 2013 and in May 2014, benefitting 75 journalists from the southern Governorates of Basrah, Messan and Thi-Qar.

Proposed decision

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

The Executive Board,

1. Recalling 192 EX/Decision 5 (I, C),

2. Having examined document 195 EX/5 Part II (A),
3. Acknowledges with appreciation the results achieved in the implementation of educational, cultural, scientific and media activities and the continued mobilization of substantial extrabudgetary resources to this effect;
4. Encourages the Director-General to continue to give full support to the Government of Iraq in its implementation of educational, cultural, scientific and media programmes, in particular through capacity-building activities and by addressing the most urgent humanitarian needs of affected population;
5. Expresses its gratitude to all donors for their substantial contribution to UNESCO's action in favour of the Iraqi people, and appeals to them to continue supporting UNESCO in its efforts to foster reconstruction and dialogue in Iraq;
6. Expresses its support to the emergency response that UNESCO has initiated following the crisis unfolding in Iraq since June 2014;
7. Calls upon Member States to support UNESCO's emergency action, including for the implementation of the emergency response action plan for cultural heritage in Iraq;
8. Calls upon government donors and multilateral and private-sector partners to sustain their funding to UNESCO programmes in Iraq, in particular its emergency response to the present crisis;
9. Requests the Director-General to submit a progress report to it at its 197th session.

B. Special post-conflict overall support programme for Côte d'Ivoire
(Follow up to 191 EX/Decision 37)

Background

1. The Executive Board, at its 191st session, took note of the revised special post-conflict overall support programme for Côte d'Ivoire and requested the Director-General to support Côte d'Ivoire's efforts to mobilize partners and extrabudgetary resources with a view to implementing the programme effectively.
2. The political and military crisis experienced by the country for nearly ten years has been damaging in many respects. Throughout that period, UNESCO supported Côte d'Ivoire through substantial initiatives, in particular the implementation of 32 C/Resolution 51, which called for the strengthening of cooperation between UNESCO and Côte d'Ivoire, and of 34 C/Resolution 60 concerning a special post-conflict overall support programme in UNESCO's fields of competence for Côte d'Ivoire.
3. The special support programme, planned in two phases (pre-electoral and post-electoral), could not be implemented owing to various postponements and the serious post-electoral crisis triggered by the elections held in October-November 2010.
4. Côte d'Ivoire has since entered a period of reconciliation, peace consolidation, rehabilitation and reconstruction. The country has requested the mobilization of the international community in support of the efforts undertaken by the Ivorian Government in that respect.
5. Accordingly, during his visit to UNESCO Headquarters on the occasion of the 36th session of the General Conference of UNESCO, the President of the Republic of Côte d'Ivoire signed a Memorandum of Understanding with the Director-General to revitalize the special post-conflict overall support programme in view of the country's new circumstances and the challenges to be taken up.
6. On the strength of the Memorandum of Understanding, the Ivorian authorities produced an updated programme with new guidelines, redefined priorities and reformulated and refocused activities.
7. This document reports on the implementation of the revised programme.

Action taken to implement the special post-conflict overall support programme for Côte d'Ivoire

8. After the Headquarters agreement was signed on 23 April 2013, the UNESCO Office in Abidjan, a national office, was opened officially on 13 September 2013. One of the primary missions of the Office is to support the special post-conflict overall support programme for Côte d'Ivoire by raising extrabudgetary funds.
9. The UNESCO Office in Abidjan has established an ad hoc committee, in cooperation with the Côte d'Ivoire National Commission for UNESCO, in order to update the priorities set by the country. The programme has now been adapted to the country's new priorities. Its implementation has been extended until 2015, duly reflects the priorities set in document 37 C/5 and in Côte d'Ivoire's national development plan, is consistent with United Nations action plans (achievement of the Millennium Development Goals (MDGs) and UNDAF objectives) and takes the ongoing reform of the United Nations system in Côte d'Ivoire into account.
10. Against this backdrop, a number of activities were carried out and action has been taken in close cooperation with the national authorities and departments concerned and in collaboration with Côte d'Ivoire's development partners – United Nations system and bilateral and multilateral partners.

Education

(i) Technical and vocational education and training

11. In response to Côte d'Ivoire's request that it contribute to support for the development, acquisition and use of teaching materials for technical and vocational education and training (TVET), and in order to support the revision and modernization of technical and vocational education curricula and levels, UNESCO has implemented a project under the CapEFA programme (\$980,000), entitled National Capacity-Building for Education for All. The major goal of this project was to contribute to national capacity building in order to produce statistics, improve TVET curricula and link training content to employment and firms' requirements. Against this backdrop, some 2,000 supervisory personnel have been trained in curriculum development, the culture of entrepreneurship, TVET planning, data collection, processing and production of statistical yearbooks, competency profiling and school mapping. Forthcoming activities include the provision of technical support to Côte d'Ivoire in order to evaluate TVET strategies and activities, training-employment matching and institutional capacity building for TVET management.

(ii) Higher education and scientific research

12. UNESCO, in collaboration with the German Academic Exchange Service (DAAD/DIES) (Germany), has launched a national experts training scheme for quality assurance in higher education in West Africa. In that context, Ivoirian experts have been trained to design and guide quality assurance and have studied putting local solutions into practice in order to establish a national quality assurance system so that education, learning and research can be improved in higher education.

13. Under the PADTICE project implemented by UNESCO and financed by the West African Economic and Monetary Union (WAEMU), Ivoirian universities have received support for the development of distance education through the use of information and communication technologies (ICTs) and have built their capacities to implement the "Licence-Master-Doctorate" (LMD) reform and to promote research.

14. Owing to the implementation of the *Virtual Avicenna Campus Project for Côte d'Ivoire (CVA-CI)*, it has been possible, in particular, to improve the quality of online training content and to train supervisory staff in educational engineering to produce digital content and to promote and monitor virtual training courses.

15. As identified in the revised priorities of the overall support programme, the prospects for future cooperation concern the extension of support for the introduction of an information and management system in the Ministry of Higher Education and Scientific Research and the extension of support for the development of training pathways and the introduction of the "License-Master-Doctorat" (LMD) system.

16. With regard to the support expected for scientific research for the sustainable management of coastal areas and water resources, UNESCO will collaborate with the United Nations Environment Programme (UNEP) in order to initiate a joint fundraising scheme for waste management and environmental sanitation.

(iii) Non-formal education

17. In non-formal education, 600 girls in the 15-24 age group have been trained in education for peace and functional literacy in western Côte d'Ivoire, which had been hard hit by the post-electoral crisis. Furthermore, UNESCO provided support for the formulation of the national literacy policy and for the translation of seven modules of the ECOWAS Reference Manual on education for a culture of peace in three codified national languages (Dioula, Guéré and Baoulé). The reference manual had been drawn up with UNESCO's support and expertise. Its translation into

ten national codified languages is planned. The Universal Declaration of Human Rights, too, has been translated into three national codified languages, at the request of the Minister of Justice. Its translation into another seven national codified languages is planned.

18. Future cooperation prospects concern a planned partnership with MTN, the telecommunications firm, to boost literacy among women through use of mobile telephones and a project to integrate Islamic schools into the official education system.

(iv) Primary and secondary education

19. The priorities identified by Côte d'Ivoire concentrate on the improvement of learning attainment through quality curricula, teacher capacity building and ITCs. Against this backdrop, the UNESCO-CFIT Project (Chinese funds-in-trust – \$709,334) was launched in September 2013 in order to improve primary education by developing distance continuing teacher education by means of ITCs.

Natural sciences

20. During a UNESCO mission to Abidjan in April 2014, proposals were made in order to improve scientific research. UNESCO contributed its expertise, under funds provided by the Spanish Government, for the formulation of a strategic plan of action and the promotion of scientific research and technological innovation in Côte d'Ivoire.

21. Furthermore, on the basis of the experience gained by the Regional Post-Graduate Training School on Integrated Management of Tropical Forests and Lands (ERAIFT) in Central Africa, UNESCO and the Government of Côte d'Ivoire are working to establish a similar institute in West Africa, which would be based in Abidjan.

22. In regard to the environment, UNESCO has provided international assistance for the three natural world heritage sites, namely Tai National Park, Comoé National Park and Mount Nimba Strict Nature Reserve. Under the international assistance provided for Tai National Park, the gold-panning sites in the Soubré sector were restored naturally, owing to heightened surveillance and activities to raise the awareness of people living around the park. With a view to removing the properties from the List of World Heritage Sites in Danger, UNESCO has financed under the World Heritage Fund activities designed to marking the boundaries of Comoé National Park and to protect the biodiversity of Mount Nimba Strict Nature Reserve.

Social and human sciences

23. In the special post-conflict overall support programme, youth, bioethics, citizenship and intercultural dialogue were identified, in particular, as vectors of national reconciliation and conflict prevention.

24. In that connection, UNESCO implemented the "Teaching respect for all" project in order to combat all forms of discrimination against vulnerable persons. Under this project, educational tools were devised on ways and means of tackling anti-racism issues and promoting tolerance in education. Key racism, discrimination and intolerance issues and innovative practices involving the educational community and young people were highlighted in a short video. Furthermore, the establishment of a National Council of Côte d'Ivoire Youth is being considered jointly with the Ministry of Youth.

25. UNESCO, for its part, has trained about 100 youth leaders of youth associations in the culture of peace, negotiation and leadership so that they could contribute actively to national activities by promoting reconciliation and social cohesion. Furthermore, the Organization has worked to complete the "There is so much to see" project under which children with visual problems from poor families were provided with spectacles, with support from former international footballers. Lastly, in partnership with the National Social Cohesion Programme, a joint project on

the organization of a drive to raise awareness and promote peace and peaceful coexistence through drama, literary competitions and drawings is under way.

Culture

26. In regard to the issues arising from the role of culture in boosting social cohesion and dialogue, UNESCO has conducted a study on traditional conflict resolution mechanisms in Côte d'Ivoire and Africa (stories, proverbs, alliances, etc.).

27. In regard to the heritage, the Organization has supported the conduct of a study on restoration requirements for the Grand Bassam site and monuments. Côte d'Ivoire will be supported in its efforts to have two sites (Comoé National Park and Mount Nimba Strict Nature Reserve) removed from the List of World Heritage in Danger.

28. Lastly, UNESCO is working to identify employment and training streams for young people in the cultural industry sector.

Communication and information

29. In its media development action in Côte d'Ivoire, UNESCO is currently training community radio professionals in order to ensure peaceful coverage of the elections scheduled for 2015. Moreover, support was provided in the form of media facilities (computer hardware and digital photographic devices). The National Press Council, too, received support for the training of 50 monitoring assistants.

30. UNESCO also provided support for the establishment of a network of women journalists and media professionals in order to promote gender, combat acts of violence and discrimination against women and contribute to the improvement of the image of women projected by the media and society.

C. Progress made in the implementation of the UNESCO open access policy concerning publications

(Follow-up to 191 EX/Decision 5 (II))

Introduction

1. In April 2013, the Director-General introduced a new Open Access policy for UNESCO publications designed to make all UNESCO's research findings easily available to the widest possible audience. The policy is centred on three objectives:

- To provide an appropriate framework for publications issued under Open Access;
- To reinforce internal capacity and UNESCO staff's knowledge of Open Access issues;
- To strengthen information dissemination capacity through the use of the Open Access Repository.

2. The new Open Access policy was announced by ADG/CI during the opening of the World Summit on the Information Society Forum in May 2013. Hundreds of press articles warmly welcomed this move, underlining the leadership role of UNESCO in promoting Open Access.

3. In her message on World Book and Copyright Day in 2014, the Director-General introduced the issue of Open Access and universal access to knowledge for the first time.

4. Since its introduction, the implementation of OA policy has integrated all types of new content to provide better access to and dissemination of UNESCO research outputs.

5. As stated in the implementation plan approved by the Executive Board (document 191 EX/5 Part II Annex), a set of actions has been undertaken by the different UNESCO teams to give shape to the vision of Open Access, and to address the challenges facing the universal access to knowledge.

Key achievements

6. Work during the implementation period focused essentially on the elaboration of tools to assist in the programming of new publications and the development of new work processes. Collaboration with international experts in this domain contributed significantly to establishing new procedures and elaborating comprehensive tools for staff members. The activities undertaken within the framework of the implementation are set out below:

Creation of a multilingual Open Access Repository (OAR)

7. As part of the initial phase of policy implementation, an Open Access Repository was launched in July 2013. As one of the first steps, some 150 existing publications were made available online for open re-use using Creative Commons licenses.

8. Since the launch of this repository, all new publications are systematically deposited on issuance, making them immediately available to the public.

9. Currently, the Repository contains some 350 Open Access publications (including from field offices and institutes) in some 12 languages, including major UNESCO reports and key research publications. Covering a wide range of topics from all regions of the world, this knowledge can now be shared by the general public, professionals, researchers, students and policy-makers.

Roll-out of the policy, communication and training of staff

10. The Publications Board has provided crucial guidance in the elaboration of and implementation of the policy and its roll-out across the Organization. On the ground, ERI/DPI and specialists from the Communication and Information Sector have constantly provided support to Sectors' Publications Officers and Programme Specialists during the whole transition phase in the form of information sessions and training on Open Access.

11. A new user-friendly **Open Access publications website** (<http://en.unesco.org/open-access>) was launched in October 2013 to promote the initiative, enhance accessibility and encourage the use of Open Access publications. The web interface is in six languages.

12. In addition to regular information sessions at Headquarters, a two-day training session for specialized staff took place in September 2013. Designed as a training-of-trainers workshop, the workshop provided a solid foundation in open-access theory and practice to key players in information management in the sectors and central services.

13. Increased emphasis has been placed on training field staff, especially to ensure the understanding and implications for field offices. Since the implementation process, a regional training programme was conducted in UNESCO Bangkok Office and an information meeting took place for staff at the Beijing Office. Some 70 staff members attended the sessions.

14. In order to extend the training on Open Access to more UNESCO staff, including those in the field, a Self-Directed Learning Tool, based on the previous face-to-face training sessions is currently being developed by the Communication and Information sector and will become standard training for staff involved in publications.

15. These training materials help consolidate UNESCO's leadership role in promoting Open Access. It is planned to share the materials with other United Nations agencies involved in similar processes to encourage and facilitate their transition to an Open Access policy.

Adoption of a new licensing system

16. The adoption of an Open Access policy has obliged UNESCO to change its system of licensing rights to third parties. Like other United Nations agencies, UNESCO has opted for a "Some rights reserved" system (replacing "All rights reserved") developed by the Creative Commons non-profit organization. UNESCO led discussions with Creative Commons to develop a special version for intergovernmental organizations. The resulting version was launched in September 2013 in collaboration with WIPO and the OECD.

17. During the first 18 months of the implementation of the policy, almost 100 publications have been approved by the Publications Board and all of them have been released under the Creative Commons licenses imposed by the policy. The copyright page of each new publication explains the conditions for reuse of the text and images contained within.

Review of copyright forms and creation of new tools

18. The new licensing system required also the adaptation of essential copyright tools and administrative procedures. In order to acquire sufficient rights for on-line publishing and allowing reuse of content, UNESCO's author's contract was modified and a second tool developed for rights granted to UNESCO free of charge. The policy has also impacted on the Administrative Manual, the Publications Guidelines and the functioning of the Publications Board.

Proposed decision

19. After considering the content of this report, the Executive Board may wish to adopt a decision along the following lines:

The Executive Board,

1. Recalling 191 EX/5 Part II and the related decision contained in 191 EX/Decision 5 (II),
2. Having examined document 195 EX/5 Part II (C) containing the progress report of the Director-General on the implementation of the UNESCO Open Access Policy and the achievements made in this respect,
4. Takes note of the contents of the report;
5. Welcoming the initial progress made in providing online access to the world community of its research outputs,
6. Agrees with the approach proposed by the Director-General;
7. Invites the Director-General to continue the implementation of the Open Access Policy in accordance with the approach proposed.

D. Role of foresight and evaluation in UNESCO's new programmatic and strategic context

(Follow-up to 194 EX/Decision 30)

Introduction

1. By 194 EX/Decision 30, the Executive Board requested the Director-General to take adequate measures to ensure the integration of foresight and evaluation in the assistance provided to Member States in capacity-building for policy formulation, review and reforms in the fields of competence of the Organization. The Executive Board also requested the Director-General to provide to it at its 195th session an analytical assessment of the situation, together with recommendations concerning the links between strategy, programming, evaluation and foresight which should form an integral part of the proposed new format and cycle of regular reporting on programme implementation, and which addresses, among other things, the following points:

- (a) The role of foresight and evaluation in positioning UNESCO closer to the field and strengthening the capacities of Member States to meet the new global challenges in its fields of competence;
- (b) The role of foresight and evaluation in improving results-based budgeting (RBB) and results-based management (RBM);
- (c) Integration of the results of foresight and evaluation into the activity reports (EX/4 and C/3 documents);
- (d) The role of foresight in UNESCO's contribution to the formulation, planning and implementation of the post-2015 agenda.

2. In order to address the above requirements, a set of measures has been and is being initiated by the Secretariat at several levels, where foresight activities and anticipatory thinking is essential:

- strategic thinking which shall inform all aspects of the programme cycle, such as programme consultation, planning, implementation, monitoring and evaluation;
- reporting/evaluation/assessment, including new proposals for their presentation in future EX/4 and C/3 documents;
- analysis of global trends and challenges to inform the drafting of the Organization's main strategic and programmatic documents and reports, standard-setting needs that are constantly evolving, early response to crisis and conflict situations, as well as UNESCO's contribution to United Nations system common country programming documents, national plans and UNESCO's own country programming documents (UCPDs);
- engagement with independent researchers and scientists to chart new approaches and assess long-term developments;
- advice to Member States and National Commissions with regard to building national capacities in the area of anticipation and foresight;
- participation in forward-looking United Nations system-wide processes and United Nations reform processes geared toward rendering the United Nations system "fit-for-purpose", so as to deliver effectively and in an impactful manner on the post-2015 sustainable development agenda.

Strategic thinking and implementation – the case for foresight in UNESCO’s core programmatic areas

3. UNESCO’s Constitution stipulates that “a peace based exclusively upon the political and economic arrangements of governments would not be a peace which could secure the unanimous, lasting and sincere support of the peoples of the world, and that the peace must therefore be founded, if it is not to fail, upon the intellectual and moral solidarity of mankind”. The Constitution issues a warning that must be heeded by each generation, namely that complex human situations cannot be solved without thinking and acting beyond short-term political concerns, however pressing they may be. No collective endeavour at peace and welfare can seriously be expected or even hoped to succeed in the long term if the power of education, the sciences, culture and communication and information is not mobilized.

4. The high “objectives of international peace and of common welfare” set by the UNESCO Constitution are at stake in an era when all nations are confronted with unprecedented social transformations in the context of globalization of human society, in particular the economy, knowledge and communications. New uncertainties arise as governments and society not only have to address new opportunities, such as the transformative potential of science and technology, growing cultural exchange and interconnectedness, but also social evolutions, such as increased inequalities, social justice and exclusion affecting youth, women and the marginalized at large. As societal and cultural transformations are today inseparably local and national, regional and global, it is more urgent than ever to rethink international cooperation and multilateral governance from that perspective. Indeed, humanity is for the first time in its history confronted with multiple global crises that are at the same time economic, social, environmental and cultural, and for which no single country holds a “one-size-fits-all” solution. In particular, the persistence of poverty in developing countries remains a global preoccupation, notably in Africa, the least developed countries (LDCs) and small island developing States (SIDS). UNESCO is at work through all its five Major Programmes, including through activities to promote the Global Priorities, Africa and Gender Equality, advising Member States in charting their responses to the manifold challenges by building and strengthening institutional and human capacities.

5. Accompanying social transformations and promoting intercultural dialogue remains a mission embedded in UNESCO’s DNA. A firm disposition to use dialogue, to exchange ideas and to use foresight is a necessary condition for democratic and open societies in the development of which diversity and knowledge increasingly play a structural role. The Rio+20 Conference affirmed that sustainable development must be based on three pillars – the economic, the environmental and the social. There can be no sustainable development if societies are not inclusive and pluralist and do not instil in individual and communities a culture of dialogue which will prove increasingly crucial in the age of the swiftly evolving Internet and technical innovations and which must be forward-looking to cope with a succession of rapidly arising challenges. The complexity of these challenges calls for a clear commitment to focused, innovative, forward-looking and integrated approaches, making full use of the assets of UNESCO, namely a multidisciplinary mandate and a wide range of partners.

6. To this end, UNESCO seeks to develop activities pertaining to the sustainable management of social transformations, the culture of peace and the rapprochement of cultures, the promotion of inclusive and open knowledge societies and the elaboration of future-oriented policies. An interconnected global society can achieve sustainability if individual nations and communities do learn to jointly envision the future, share information and knowledge so as to draw on the potential of all actors, notably youth and women, as well as access the largely the untapped potential of cultural diversity.

Concrete steps to increase the role and impact of foresight in UNESCO's new programmatic and strategic context

7. The Medium-Term Strategy for 2014-2021 (37 C/4), adopted by the General Conference at its 37th session, is in its introductory part almost entirely based on foresight dimensions and deliberations. This introduction has been nurtured by various foresight activities organized in previous biennia under the aegis of the Bureau of Strategic Planning. They include Future Conferences, Future Seminars and Future Lectures on issues such as relating to the green economy, Rio+20, the sufficiency economy, the knowledge and information society, innovative financing of development activities, and African development challenges. The very fact that document 37 C/4 is designed for eight years and the Programme and Budget document (37 C/5) introduces an inevitable, if not mandatory foresight and anticipatory approach in all of UNESCO's strategies and work plans for the remainder of the period concerned.

8. Following in-depth discussions both at the 37th session of the General Conference and the Executive Board during its four last sessions, also about the Director-General's initial proposal to create a Centre for Social Transformation and Intercultural Dialogue with a distinct foresight component within the Social and Human Sciences Sector, the General Conference decided that the foresight activities as well as activities pertaining to intercultural dialogue should henceforth be incorporated into Major Programme III, also nurturing the reflection and practice by other Major Programmes. This arrangement was also intended to ensure a better link between the foresight dimension and operational implementation of the Programme approved by the General Conference as a whole.

9. Thus, a new feature of UNESCO's programme activities will be the promotion of future-oriented approaches and policies to address the increased uncertainty that characterizes the social, cultural as well as the economic and environmental evolutions of the planet.

10. In this regard, within the Social and Human Sciences sector, a new Division of Social Transformations and Intercultural Dialogue has been created which will strengthen links between scientific research and policy-making; build human and institutional capacities for the implementation of public policies; and develop UNESCO's leadership role as a laboratory of ideas and a forum for foresight. Within this Division, a Section of "Research, Policy and Foresight" has been established. It will focus its work on strengthening research in social and human sciences at the national level and enhancing the link with policy-making as well as fostering the global reflection and stimulating critical thinking and foresight. It will encourage policy-dialogue with governments, civil society and other partners. Building on UNESCO's specific advantage given the diversity of its constituencies from youth groups to private sector and civil society, policy-dialogues will be geared towards enlarging the scope of actors involved in foresight in order to advance concepts that connect more closely living together, cultural diversity and peace. The Section is also expected to provide methodological guidance to other sectors and units, as appropriate, on the introduction of foresight in their operations. In the same Division, another Section is dedicated to "Public Policies and Capacity-Building". The work plans to be carried out by these units have been drawn up at the beginning of 2014 and have begun to be implemented.

11. The mobilization of future-oriented research, knowledge and policy-making is expected to support the management of social transformations, social inclusion and intercultural dialogue, which are dependent on the development of the capacity and practice of using the future dimensions, including predictive planning and local capacity-building. The concepts, methodologies and analytical tools underlying foresight are similar to those of the social and human sciences, including a deep commitment to promoting interdisciplinarity and intersectorality among all the Major Programmes. The laboratory of ideas/foresight function is indeed fundamental to each and every Major Programme in the Organization. If dedicated units in each of them can no longer be maintained due to financial constraints, the function itself is retained and foresight components are thus part and parcel of the programming work of the Sectors. Again, this is reflected in the work plans of the other sectors as well.

12. UNESCO will continue to strive for the design and implementation of specific and intersectoral projects with an explicit foresight dimension at all levels and through its field offices network as well as through engagement with category 2 centres and institutes and a broad range of partners. In this effort, UNESCO will also consult with Member States about their needs and with UNESCO's networks about their skills and available assets. Specifically, UNESCO will seek to:

- (a) serve as a laboratory of ideas, generating innovative future-oriented proposals and policy advice, notably with respect to trends affecting social transformations, cultural diversity and the emergence of knowledge societies;
- (b) develop and reinforce components of the global agenda – as are currently being negotiated in the framework of the United Nations General Assembly – in UNESCO's fields of competence through foresight, policy analysis, monitoring and benchmarking;
- (c) strengthen international and regional cooperation in its fields of competence, and fostering alliances, intellectual cooperation, knowledge-sharing and operational partnerships;
- (d) provide advice to Member States for policy development and implementation, innovative solutions and developing institutional and human capacities.

13. These essential functions will help to reinforce UNESCO's authority and to forge the tools bringing out transformative ideas for tomorrow. The Organization's work in manifold United Nations inter-agency groups and initiatives attests to this ability – and expertise in this regard has been acquired, to different degrees, by various Sectors across the Organization. Importantly, it is also present in operational terms in many field offices. For example, in the Social and Human Sciences, through the MOST Programme and other international and intergovernmental scientific programmes, UNESCO has a unique ability to mobilize scientific research and skills and link them to the formulation of public policies and knowledge production at the national level.

14. In order to improve the application of advanced futures theory and practice at all levels, a partnership has been established with the Rockefeller Foundation, the work of which confirms that anticipatory systems are in play everywhere and that developing Futures Literacy makes a difference for how people perceive and act in their specific context. A new project will consist of a three-way collaboration with the Joint Research Centres of the European Commission, Rockefeller Foundation and UNESCO to evaluate five case studies where the future was used to pursue a particular goal. The project will produce recommendations on how to improve a range of different processes that occur within organisations, whether they are top-down, spread across the silos or diffused as a collective capacity.

15. As regards forward-looking research, UNESCO is already engaged in various ways. For one, in the area of hydrology, the World Water Assessment Programme has recently prepared five stylized scenarios for Global Water Futures 2050, which is being shared with Member States. The purpose of these scenarios, which pose their own methodological problems, is to open the discussion on the universe of possible trajectories of the world water system – being well aware that predictive forecasts become untrustworthy as the time horizon expands.

16. Another important area for anticipatory reflection and practices is education, for which Strategic Objective 3 of document 37 C/4 calls for the shaping of the future international education agenda. To that end, UNESCO through its work over the next eight years will mobilize international research networks, analyse emerging development trends and their implications for education and initiate further debate on education and learning in a changing world so as to inspire new ways of conceptualizing education and learning, their contribution to societal development and new modalities for international cooperation. UNESCO prepared the first draft of "*Rethinking Education in a Changing World*" report, based on the outline agreed upon by the Senior Experts Group established by the Director-General to rethink education in a changing world. The draft will be

further elaborated through consultation with UNESCO National Commissions and the UNESCO Chairs network before finalization and validation by the Senior Experts Group by the end of 2014.

17. Conceived as a product of the laboratory of ideas and normative functions of UNESCO, the report is intended to supplement UNESCO's position on education in the post-2015 development agenda. By aiming to stimulate debate on the purpose of learning and the governance of education in a changing context, the report complements the more technical/operational function of the Organization in the implementation of EFA and supporting the design of the international post-2015 education agenda.

18. Building on an integrated vision of learning and a humanistic approach to education, the report proposes signposts for the future. These aspirational signposts are intended as a horizon towards which to strive and are based on an exploration of the a number of questions, among which: What do the four pillars of the original Delors Report of "learning to know; learning to do; learning to live together; and learning to be" mean today? And what are they likely to mean in the future when considering the cultural, ethical, economic, and social and civic dimensions of learning? (For further details, see also document 195 EX/6.INF).

19. UNESCO, including the category 1 education institutes prepared a number of Education, Research and Foresight (ERF) Working Papers, such as "Curriculum for the 21st century" (by the International Bureau for Education/IBE); as well as other papers in collaboration with academics and other partners, such as "Reinterpreting Learning" with the University of Hong Kong. Other papers are being prepared on the future of learning, and UNESCO and the international education agenda beyond 2015.

20. Forward-looking exercises are under preparation by all sectors. The regular publication of monitoring-style reports, like the EFA Global Monitoring Report, the World Water Report, the UNESCO Science Report as well as the proposed Global Ocean Science Report, will perform a central role as international scorekeeper through data collection, analysis and dissemination. The 2010 and 2013 editions of the World Social Science Report contained many forward-looking elements. And the Creative Economy Report, published in 2014, has helped to highlight trendlines of shifts in economic activity and identify the ascendance of culture, heritage and the arts. These reports build also on the rich experience of the UNESCO Institute for Statistics (UIS), which has performed similar roles for the MDGs and has been widely consulted in the negotiations for the future set of SDGs of the post-2015 development agenda.

21. As regards Africa, UNESCO is collaborating with the African Union in the implementation of its scenario 2063, which is in itself a major forward-looking project, also to assess the heightened need for education, training and social and occupational integration implicit in the scenario and responding to the evolving demographic structure of Africa. At the "All Africa Futures Forum" (Johannesburg, 26-28 May 2014), organized by UNESCO in collaboration with the Southern African Node of the Millennium Project and the University of the Witwatersrand, African futures thinkers and practitioners discussed innovative foresight concepts and planning methods necessary to transform Africa's future. They agreed on the importance of the development of futures literacy in Africa and that conducting further future forums would be an effective way forward. Within the context of the 2013 Action Plan for a Culture of Peace in Africa, "Make Peace Happen" which was based on a foresight vision of the continent, UNESCO has continued to support the establishment and the development of international networks dedicated to the promotion of the culture of peace in Africa through dialogue and the rapprochement of cultures on and beyond the continent. And in September 2014, on the occasion of the celebration of the 25th anniversary of the birth of the concept of culture of peace, UNESCO, in partnership with the Government of Côte d'Ivoire, will launch the activities of the Foundations and Research institutions network for the promotion of a culture of peace.

Reporting, evaluation and assessment

22. At the request of the Executive Board, a new format and cycle of regular reporting to the Governing Bodies on programme implementation (EX/4 and C/3 documents) will be discussed at the 195th session of the Executive Board, including in its Preparatory Group. The Secretariat has prepared a comprehensive document to support the deliberations of Member States. It builds on document 194 EX/4 Add. 2 and 194 EX/Decision 4 (B), and reflects earlier recommendations made by the Preparatory Group and the subsequent Executive Board decision on Item 4 at its 194th session (April 2014). It also draws on the principles of good reporting identified by the evaluation on results reporting undertaken jointly by IOS and BSP with assistance from an external consultant. A further revised and simplified calendar for the preparation and submission of the EX/4 document is proposed, taking into account the transition from a two- to a more forward-looking four-year programme cycle.

23. One of the key areas of improvement proposed for these statutory reports relates to facilitating timely strategic decision-making on future programme orientation allowing the Executive Board to make a wider, more strategic, more future-oriented and timely assessment of the performance of the programmes and then to translate the lessons learned into determining the programme directions for the future. This responds to the Executive Board's request "to ensure that UNESCO's reporting feeds into UNESCO's forward-looking strategies and implementation plans, in terms of impact assessment, planning as well as format". It is thus proposed to publish two "Programme Reviews" in a quadrennium, at critical stages in the programme cycle, to facilitate strategic decision-making and future planning by the Executive Board. These Programme Reviews shall be published in time to inform the discussions on the Director-General's Preliminary Proposals and later to inform the General Conference before it decides about a new four-year Programme, including on recommendations related to the application of sunset clauses. These reviews will comprise a strategic, analytical and forward-looking analysis of the performance of UNESCO's programmes providing an analytical synthesis of past EX/4 reports. They would be based on internal programme reviews, on the findings of past audits and evaluations as well as the conclusions and recommendations of foresight exercises.

24. As stated in document 37 C/4, "UNESCO's evaluation function plays a critical role in enabling the Organization to meet its mandate by providing credible and evidence-based information that feeds into various decision-making processes". Evaluations are regularly conducted under the responsibility of the Internal Oversight Service (IOS) and will continue to play a key role in ensuring regular forward-looking assessments of the relevance, effectiveness and impact of policies and programmes, and of the assumptions made when planning for and designing these programmes in the first place. Particular focus will also be put on evaluating UNESCO's work in terms of its sustainability, and the extent to which anticipatory thinking and foresight approaches have contributed to ensuring that the benefits of UNESCO's programmes are sustained in the future.

25. The link between foresight and evaluation will also be further strengthened in the future by forging closer links between IOS evaluation work and the futures studies and research undertaken by other parts of the Organization. This will ensure that the latter are informed by relevant evaluation results, and vice versa, that evaluations are informed by relevant futures studies and research. This will be done as part of IOS' overall efforts to share evaluation results in a meaningful way, thereby contributing to overall knowledge management efforts.

RBM and RBB

26. Concerning the RBM and RBB approaches, they are both now an integral part of the C/5 document programming for the entire Organization. It should be mentioned that the house-wide effort to integrate these approaches has begun with document 37 C/5 and will be deepened in the 38 C/5 (budget document only) and the 39 C/5 (both programme and budget) and as such will

benefit from a foresight approach in programming, which is inevitable given the long planning horizon of almost a decade for document 37 C/4.

Post-2015 development agenda

27. The establishment of the post-2015 development agenda is, by its very nature, a forward-looking exercise stretching at least for the next 15 years. UNESCO's active and constant participation in the process, embodying its function as a laboratory of ideas, contributed to the general shape of the new agenda and led to the inclusion of several key areas at the core of its mandate, in the Outcome Document of the Open Working Group (OWG), both in the goals themselves and among the proposed targets (see document 195 EX/8). Compared to the Millennium Development Goals (MDGs), the outcome document of the OWG contains several innovations. The goals and targets as proposed are universal and as a whole address social, economic and environmental dimensions in an integrated manner, moving from a purely developmental perspective to that of a sustainable development agenda. A stand-alone goal on reducing inequalities is proposed in response to persisting inequalities. The proposal moves from an agenda focusing exclusively on access to the quality of basic services, which is reflected in a broad education goal on ensuring inclusive and equitable quality education and promoting life-long learning opportunities for all. The increased emphasis on the environment is expressed in the proposed stand-alone goals on water, the ocean and biodiversity. The Open Working Group Outcome Document includes targets on culture and sciences – two dimensions which were entirely absent from the MDGs. Culture is reflected in relation to innovation and creativity, urbanization and tourism, while enhancing scientific research is included as a target under the goal on infrastructure, industrialization and innovation. Science, technology and innovation as such are addressed in targets under the proposed goal on means of implementation and the global partnership. The OWG report also refers to the importance of providing relevant data for all goals and targets on a regular basis. Here the role of the UIS will be crucial.

28. UNESCO is fully committed to contribute to efforts aimed at making the United Nations system “fit for purpose” so as to deliver on the emerging sustainable development agenda, through a set of strategic actions at global, regional and country levels which are currently being developed at the United Nations system-wide level, with UNESCO's participation, under the leadership of the United Nations Secretary-General. Such an approach is expected to be constructive, highlighting and building on achievements that the reforming United Nations system has made so far (including in terms of increased system-wide coherence/“Delivering as One” and the elaboration of standard operating procedures/SOPs for “Delivering as One”). To that end, the United Nations system must make a convincing case for future investment by Member States, donors and a range of partners, providing evidence on what works (including better data) and demonstrating what the United Nations system has delivered (including better accountability).

E. Follow-up of the situation in the Autonomous Republic of Crimea (Ukraine)
(Follow-up to 194 EX/Decision 32)

1. At its 194th session, the Executive Board adopted Decision 32 on the Follow-up by UNESCO of the Situation in the Autonomous Republic of Crimea (Ukraine). This decision invited the Director-General to follow up on the situation in Crimea in the fields of UNESCO's competence and report back to it at its 195th session on the latest developments.
2. On 2 June 2014, the Director-General wrote to the Permanent Delegation of Ukraine to UNESCO in order to request information on the latest developments of the situation in Crimea in UNESCO fields of competence.
3. At the time of the preparation of the present document, the Secretariat has not received any report on further developments of the situation in the areas of competence of the organization in the Autonomous Republic of Crimea (Ukraine).
4. Should the Secretariat receive information on any developments in this respect, it will report to the Executive Board accordingly.



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Educational, Scientific and
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Hundred and ninety-fifth session

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FOLLOW-UP TO DECISIONS AND RESOLUTIONS ADOPTED BY THE EXECUTIVE BOARD AND THE GENERAL CONFERENCE AT THEIR PREVIOUS SESSIONS

PART II

INTERSECTORAL ACTIVITIES

ADDENDUM

SUMMARY

E. Follow-up of the situation in the Autonomous Republic of Crimea (Ukraine)

This document is presented pursuant to 194 EX/Decision 32, on the Follow-up by UNESCO of the Situation in the Autonomous Republic of Crimea (Ukraine).

The document consists of the communication of 8 September, 2014, sent to the Secretariat from the Permanent Delegate a.i. of Ukraine, as well as the Note Verbale of 5 August 2014, transmitted to the Secretariat by the Permanent Delegation of Ukraine.



*Постійне представництво
України при ЮНЕСКО
Délégation permanente de l'Ukraine
auprès de l'UNESCO*

2031/29 – 194/087/1 - 184

Paris, 8 September 2014

Ref.: DG/14/4240

Dear Madam Director General,
Your Excellency,

In response to your letter dated 2 June 2014 by which you requested possible information according to Resolution 32 of the 194th session of the UNESCO Executive Board “Follow-up by UNESCO of the Situation in the Autonomous Republic of Crimea (Ukraine)”, I have the honor to transmit herewith the information of the Ukrainian authorities on the latest developments in the situation in Crimea in the fields of UNESCO’s competence.

The Delegation would be grateful for taking this information into consideration during the preparation of the report of the Director General to the 195th session of the Executive Board.

This information being not exhaustive, additional data on the latest developments will be provided in the nearest future.

Please accept, Your Excellency, the assurances of my highest consideration.

A handwritten signature in black ink, appearing to read 'V. Voitovych'.

Viktor Voitovych
Délégué permanent a.i.,
Chargé d'affaires

Mme Irina Bokova
Director General

UNESCO

Copy: Secretariat of the Executive Board

Information of competent Ukrainian authorities with regard to Resolution 32 of the 194th session of the UNESCO Executive Board "Follow-up by UNESCO of the Situation in the Autonomous Republic of Crimea (Ukraine)"

Education

The Ministry of Education of Ukraine expressed its concern by the situation in the Autonomous Republic of Crimea (Ukraine) with regard to schools with Ukrainian (7 establishments) and Crimean-Tatar (15 schools) languages of instruction.

There exists tangible risk that Ukrainian language educational establishments will switch to the Russian language of instruction. Evidence to that is the fact that the Ministry of Education and Science of the Russian Federation decided to proceed with "re-training of teachers of Ukrainian language and literature" for Russian language instruction.

The situation with printing of Ukrainian and Crimean-Tatar textbooks is also of great concern, because such tutorials were never created in the Russian Federation. According to information available, the occupation structures and the self-proclaimed government of Crimea do not plan to use textbooks printed in Ukraine. At the same time, the Ministry of Education and Science of Ukraine is examining the possibility of publication of these books for Crimean schools.

The Ukrainian Ministry of Education received numerous appeals from students enrolled in higher education institutions of the Autonomous Republic of Crimea and Sevastopol, requesting their transfer to the higher educational institutions located in mainland Ukraine.

The Russian State Duma adopted on the 5th of May 2014 the Federal Act №84-FZ that regulates the integration of educational systems on the territory of the Autonomous Republic of Crimea and the city of Sevastopol into the Russian educational system.

The Minister of Education and Science of the Russian Federation Dmitry Livanov stated in an interview to ITAR-TASS news agency that a "federal university" will be created in Crimea, consisting of a number of leading universities of the peninsula. Despite the situation, all Crimean educational institutions are officially subordinated to the Ministry of Education and Science of Ukraine.

However, there is a threat that institutions of higher education of Crimea and Sevastopol might be alienated from the Ukrainian system of higher education. The Taurida National University named after V.Vernadsky e.g. has been subordinated to the Russian Ministry of Education and Science.

Together with the subordination of Crimean educational institutions, the Russian Ministry is expropriating property that belongs not only to institutions located in Crimea and Sevastopol, but also those, located in mainland Ukraine. For example, the Ministry of Education and Science of the Russian Federation has transferred under its jurisdiction the educational production boat "Horizon" - property of Kyiv State Academy of Water Transportation named

after P. Konashevich Sagaydachnogo (Kyiv), that was used by the Sevastopol Marine College – structural unit of the mentioned Academy.

Cultural Heritage

Presently, any contacts with the former structures of the Council of Ministers of Ukraine, responsible for cultural issues in the Autonomous Republic of Crimea (ARC) and the city of Sevastopol are virtually absent. This also concerns museum institutions and reserves.

This circumstance does not allow the Ministry of Culture of Ukraine to receive up-to-date information as to the state of conservation of the monuments and sites of cultural heritage in ARC.

Based on information, available in the media, as well as in the open sources, Ukraine deems it necessary to focus attention of the UNESCO monitoring mechanism on the following:

- verification of the proper state of conservation of the World Heritage site “Ancient City of Tauric Chersonese and its Chora”;
- establishment of reliable information with regard to trafficking of museum items from the territory of the temporarily occupied territory of the Crimean peninsula to museum institutions located on the territory of the Russian Federation, in particular, artefacts, obtained as a result of archeological excavations, carried out during the 2014 “field season”.

Of great concern is the state of conservation of renowned monuments, located on and near the territory of Bakhchisaray (cave-towns Mangup-Kale, Chufut-Kale, Tepe-Kermen, Eski-Kermen), near Sevastopol (fortress “Chemballo”), Sudak (medieval fortress), Kerch (settlements Mirmekiy, Nimfey, Tiritaka, fortress Eni-Kale).

The situation in the city of Kerch requires special attention, as construction projects of the bridge over the Kerch Strait, connecting the Crimean peninsula with the territory of the Russian Federation, require, according to available information, deployment of transport infrastructure at the location of archeological sites and the fortress of Eni-Kale.

Natural Heritage

Ukraine is concerned with the status of protected areas and sites located in Crimea. As a result of the annexation of Crimea, Ukrainian competent authorities are denied access to natural reserve funds under their jurisdiction to exercise authority and manage these territories and reserves.

The protection of natural heritage under occupation of the peninsula by the Russian Federation is required, as the environmental legislation of Ukraine differs from the one of the Russian Federation. The Ukrainian legislation forbids spring hunting of migratory birds, whereas it is allowed in Russia, or is limited only on the regional level.

Animal and plant species, listed in the Red Book of Ukraine, especially endemic species found only in Crimea are not legally protected in the Russian Federation.

Unlike the Russian Federation, Ukraine is also Party to several international treaties in the field of environment (Bern, Bonn, Aarhus Conventions, Agreement on the Conservation of Cetaceans of the Black and Mediterranean seas, Afro-Eurasian species of migratory waterbirds and European populations of bats, etc.).

In the sphere of **social sciences** Ukraine is also concerned with the future destiny of the International youth centre "Artek" and requests assistance in protection and preservation of this unique socio-cultural space, its human resources, its pedagogical and project achievements.

Statistical data

The Permanent Delegation of Ukraine has informed earlier the Sector for External Relations and Public Information by its verbal note dated 5 August 2014 (2031/203 – 194/087 – 167) that the situation with the temporary occupation of the Autonomous Republic of Crimea and the city of Sevastopol by the Russian Federation requires fundamentally new approaches in the activities of producers of statistical data in Ukraine, as they are deprived of the possibility to obtain complete and reliable statistical data and, consequently calculate aggregated indicators both in Crimea and the city of Sevastopol, as well as in Ukraine in general, inclusive of these territories.

It has requested the Secretariat to prevent consideration at the international level of indicators of social and economic development of the temporarily occupied territory of Ukraine – ARC in the summary statistical data of the Russian Federation.

The latest **comments of the press service of the Ministry of Foreign Affairs of Ukraine** with regard to elections scheduled in Crimea on the 14th of September are as follows: *"Russia continues to deepen lawlessness scheduling on September 14 on the peninsula the elections to the so-called "City Council of the Republic of Crimea" – an illegitimate and unrecognized authority. Already it is clear that these elections will be nothing more than a farce, and the results - worthless"*.



*Постійне представництво
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auprès de l'UNESCO*

2031/203 – 194/087 – 167 від 4.08.2014

- Paris, 5 August 2014

The Permanent Delegation of Ukraine to UNESCO presents its compliments to the UNESCO Secretariat, and referring to information of the Ministry of Economic Development and Trade of Ukraine, has the honour to inform of the following.

The situation with the temporary occupation of the Autonomous Republic of Crimea and the city of Sevastopol by the Russian Federation requires fundamentally new approaches in the activities of producers of statistical data in Ukraine.

Currently the producers of such information, as well as other authorities in Ukraine do not have any subordinate local authorities on the temporarily occupied territory and therefore are deprived of the possibility to obtain complete and reliable statistical data and, consequently, calculate aggregated indicators both in Crimea and the city of Sevastopol, as well as in Ukraine in general, inclusive of these territories.

Therefore, Ukrainian statistics is forced to proceed with calculations of statistical indicators excluding the temporarily occupied territories. Such indicators are published by the State Service on Statistics of Ukraine starting from June 2014. The same data will be provided by Ukraine to international organizations in the framework information exchange and international cooperation in the field of statistics, including the Special Data Dissemination Standard of the International Monetary Fund.

**Sector for External Relations
and Public Information
UNESCO Secretariat**

Whereas the Autonomous Republic of Crimea and the city of Sevastopol remain an integral part of Ukraine, as evidenced, in particular the by UN General Assembly resolution of 27 March 2014 "The territorial integrity of Ukraine" as well as the decisions of other international organizations, the Permanent Delegation of Ukraine to UNESCO expresses its hope that UNESCO will support the Ukrainian position with regard to preventing consideration at the international level of indicators of social and economic development of the temporarily occupied territory of Ukraine in summary statistical data of the Russian Federation.

The Permanent Delegation of Ukraine to UNESCO avails itself of this opportunity to renew to the UNESCO Secretariat the assurances of its highest consideration.





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PART II

INTERSECTORAL ACTIVITIES

ADDENDUM 2

SUMMARY

**E. Follow-up of the situation in the Autonomous Republic of
Crimea (Ukraine)**

This document is presented pursuant to 194 EX/Decision 32, on the follow-up by UNESCO of the Situation in the Autonomous Republic of Crimea (Ukraine).

The present document is submitted for the consideration of the Members of the Executive Board at the request of the Permanent Delegation of Ukraine to complement the information contained in 195 EX/5 Part II Add. It contains the *note verbale* from the Permanent Delegation of Ukraine dated 19 May 2014 addressed to the Sector for External Relations and Public Information, transmitting "Ukraine's Policy towards Russia's Occupation of Crimea" and the text of the law adopted by the Verkhovna Rada of Ukraine on 15 April 2014 "On Protection of Rights and Freedoms in the Occupied Territory of Ukraine", as well as the information sent by the Permanent Delegation to the Secretariat on 26 September 2014. The Director-General stands ready to continue updating the Executive Board on this issue in the fields of UNESCO's competence as required.



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The Permanent Delegation of Ukraine to UNESCO presents its compliments to the Sector of the External Relations and Public Information of the UNESCO Secretariat and has the honor to inform of the following.

Due to occupation of the Autonomous Republic of Crimea and the city of Sevastopol by the Russian Federation, the Verkhovna Rada of Ukraine adopted on April 15, 2014 the Law of Ukraine "On protection of rights and freedoms in the temporarily occupied territory of Ukraine " (attached).

The mentioned Law defines the status of the territory that is temporarily occupied as a result of military aggression of the Russian Federation, establishes special legal regime in this area and identifies the activities of state authorities under this regime, observance and protection of human rights and rights of individuals, as well as rights, freedoms and legitimate interests of legal persons.

The Ukrainian Party notes that state and local authorities on the temporarily occupied territories abide only by the Constitution and the laws of Ukraine and the activities of officials appointed or elected in the manner that is contrary to the Constitution and laws of Ukraine is prohibited. Also, any economic activity that is subject to state regulation (licensing, permits, certification etc.), import and/or export of military goods, organization of rail, road, sea, river, ferry, and air traffic shall be prohibited on the temporarily occupied territories. In addition, use of public resources is also prohibited.

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The Ukrainian Party calls upon UNESCO to take into account the provisions of this law and to abstain from any official contacts with the self-proclaimed authorities of the Autonomous Republic of Crimea and Sevastopol at all levels, as well as to withhold implementation of any bilateral or multilateral programs of cooperation. Continuation or initiation of such contacts can be interpreted as recognition of the illegitimate "Republic of Crimea" and regarded as an unfriendly act towards Ukraine.

The Permanent Delegation of Ukraine to UNESCO takes this opportunity to renew to the Sector of the External Relations and Public Information of the UNESCO Secretariat the assurances of its highest consideration.

Appendix: cited on 16 pages.



Paris, 19 May 2014

Ukraine's Policy towards Russia's Occupation of Crimea

Ukraine doesn't recognize the Autonomous Republic of Crimea and the city of Sevastopol as Russia's territories – this part of Ukraine's territory is actually occupied by Russian troops. The UN General Assembly voted in favor of the Resolution "Ukraine's Territorial Integrity". It confirmed the unequivocal support of the international community of Ukraine's sovereignty, political independence, unity and territorial integrity in Ukraine's internationally recognized boundaries.

With regards to the Autonomous Republic of Crimea and Sevastopol occupation, the Verkhovna Rada of Ukraine passed the Law of Ukraine "On the Protection of Citizen Rights and Freedoms on Temporarily Occupied Territory of Ukraine" which defines the status of the territory which is temporarily occupied as a result of Russia's military aggression, establishes special legal regime in this area and determines characteristics of activities of state authorities during this special regime, adherence and protection of human and citizen rights, as well as rights and freedoms of legal entities.

With the view to the Autonomous Republic of Crimea and Sevastopol occupation Ukraine's position is the following:

- ✓ Crimean Peninsula is an integral part of Ukraine. As a result of aggression act it is now occupied by Russian military forces. In contradiction to all international norms and its own obligations Russia annexed part of Ukraine's territory, seized Ukrainian military bases and state property. All property in Sevastopol and the Autonomous Republic of Crimea belongs solely to Ukraine.
- ✓ Ukraine doesn't recognize the Autonomous Republic of Crimea and Sevastopol as Russia's territories. The adoption of the UN General Assembly with the majority of votes in favor of "Territorial Integrity of Ukraine" Resolution (100 – "in favor", 11 – "against") confirmed the unequivocal support of the international community of Ukraine's sovereignty, political independence, unity and territorial integrity within its internationally recognized borders.
- ✓ Ukraine will apply international law principles against Russia (liability for violating international law committed at the territory of the Autonomous Republic of Crimea and Sevastopol at institutions of international litigation and arbitration as well as international jurisdictional bodies).
- ✓ The Autonomous Republic of Crimea and the city of Sevastopol are determined as temporarily occupied territories and are integral parts of Ukraine where the Constitution of Ukraine and law of Ukraine prevail.

The Law of Ukraine "On the Protection of Citizen Rights and Freedoms on the Temporarily Occupied Territory of Ukraine" was adopted on 15 April 2014. It sets special legal regime at the territory of the Autonomous Republic of Crimea and Sevastopol, specifically:

- ✓ It foresees that citizens of Ukraine have rights for free and unrestricted entry and exit from the temporarily occupied territory upon presenting document which confirms their Ukrainian citizenship. Entry and exit of foreigners and stateless persons from the temporarily occupied territory is allowed only with the special permission via relevant entry-exit points. The order of entry and exit of foreigners and stateless persons from the temporarily occupied territory is established by the Cabinet of Ministers of Ukraine.
- ✓ Compulsory enrollment of Ukrainian citizens to the citizenship of other countries is not recognized.
- ✓ Mechanisms ensuring protections of human rights of those who reside at the temporarily occupied territory or who have moved from it are foreseen.

- receiving documents which prove Ukrainian citizenship, identify person and his/her special status;
 - employment, pensions, state social insurance and social services;
 - electoral and property rights, guarantees of property rights etc.;
 - other legislative regulations related to temporarily occupied territory.
- ✓ Natural and legal persons keep their property rights if their property has been acquired in accordance with the laws of Ukraine.
 - ✓ Compensations for material and moral damages caused by the temporary occupation of the part of the territory of Ukraine to businesses and individuals, associations, citizens of Ukraine and foreigners are to be referred to the Russian Federation as the state which carries occupation. At the same time Ukraine should take all possible means to contribute to the compensation of these material and moral damages caused by the Russian Federation.
 - ✓ It is forbidden to conduct any economic activity at temporarily occupied territories (licensing, permits, certification and other state regulation activities), import and/or export of military goods, organization of railroad, auto, sea, river, ferry and air services. Moreover, it is prohibited to use state resources.
 - ✓ Issues of pension and unemployment benefits are subjects to legislative regulation only if persons available for such state assistance refused from similar assistance offered and suggested by the Russian Federation.

On 6 May 2014 the Verkhovna Rada of Ukraine amended the abovementioned law with the following provision: citizens of Ukraine who reside at the temporarily occupied territories or moved from it to other regions of Ukraine may continue their degree studies at the territories of other regions of Ukraine. Such studies will be covered from the State Budget funds.

Law of Ukraine
No 1207-VII of 15 April 2014
On Securing the Rights and Freedoms of Citizens and the Legal Regime
on the Temporarily Occupied Territory of Ukraine

(with changes set forth by the Law No 1237-VII of 6 May 2014)

According to the Constitution of Ukraine, Ukraine is a sovereign and independent state. Ukraine's sovereignty extends throughout its entire territory, which is indivisible and inviolable within its present border. The presence of units of the armed forces of other countries in the territory of Ukraine, in violation of procedures set forth by the Constitution and the Laws of Ukraine, the Hague Conventions of 1907, and the IV Geneva Convention of 1949, as well as contrary to the Memorandum on Security Assurances in Connection with Ukraine's Accession to the Treaty on the Non-Proliferation of Nuclear Weapons of 1994, the Treaty on Friendship, Cooperation, and Partnership between Ukraine and the Russian Federation of 1997, and other international legal acts, is an occupation of a part of the territory of the sovereign state of Ukraine and an international unlawful act, subject to all of the consequences provided for by international law.

(the Hague Convention of 1907 – 1, 2, 3, 4, 5, 6, 7)

Humanitarian, social, and economic policy of the state of Ukraine towards the population of the temporarily occupied territory shall be grounded in protection and full-fledged exercise of the national, cultural, social, and political rights of the citizens of Ukraine, including indigenous peoples and national minorities.

Article 1. Legal Status of the Temporarily Occupied Territory of Ukraine

1. The temporarily occupied territory of Ukraine (here and after – temporarily occupied territory) is an integral part of the territory of Ukraine. The application of the Constitution and the laws of Ukraine shall extend to such territory.

Article 2. Objective of This Law

1. This Law defines the status of the territory of Ukraine temporarily occupied as a result of the Russian Federation's armed aggression, establishes a special legal regime for this territory, defines the special aspects of operation of state bodies, local self-governance bodies, enterprises, institutions, and organizations under this regime, adherence to and protection of human and citizen rights and freedoms, as well as of rights, freedoms, and lawful interests of legal entities.

Article 3. Temporarily Occupied Territory

1. For the purposes of this Law, the temporarily occupied territory of Ukraine shall be defined as follows:

- 1) The land territory of the Autonomous Republic of Crimea and of the city of Sevastopol and the inland waters of Ukraine adjacent to these territories;
- 2) The inland waters and territorial sea of Ukraine adjacent to the Crimean Peninsula, the territory of the exclusive (maritime) economic zone along the seaboard of the Crimean Peninsula, and continental shelf of Ukraine adjacent to the coast, which are subject to the jurisdiction of Ukrainian authorities in accordance with international law, the Constitution, and the laws of Ukraine;
- 3) The air space above the territories specified in clauses 1 and 2 of this Article.

Article 4. Legal Regime of the Temporarily Occupied Territory

1. For the duration of this law, the temporarily occupied territory shall be subject to a special legal regime for crossing the temporarily occupied territory's borders, entering into legal agreements, holding elections and referenda, and exercising other human and citizen rights and freedoms.

2. The legal regime of the temporarily occupied territory of Ukraine shall provide for special procedures for securing the rights and freedoms of citizens of Ukraine residing in the temporarily occupied territory.

3. The legal regime of the temporarily occupied territory may be established, modified, or canceled exclusively by the laws of Ukraine.

Article 5. Protection of Human and Citizen Rights and Freedoms and of Cultural Heritage in the Temporarily Occupied Territory

1. Ukraine shall take all necessary measures to guarantee human and citizen rights and freedoms provided for by the Constitution and the laws of Ukraine and by international treaties to all citizens of Ukraine residing in the temporarily occupied territory.

2. Ukraine shall commit itself to supporting and protecting economic, financial, political, social, informational, cultural, and other ties with citizens of Ukraine residing in the temporarily occupied territory of Ukraine.

3. Responsibility for violations of human and citizen rights and freedoms provided for by the Constitution and the laws of Ukraine, which occur in the temporarily occupied territory, shall be placed on the Russian Federation as the occupying power in accordance with the norms and principles of international law.

4. Compulsory automatic enrollment of Ukrainian citizens, who reside at the temporarily occupied territory, to the citizenship of the Russian Federation is not recognized by Ukraine and is not ground for deprivation of Ukraine's citizenship.

5. The Cabinet of Ministers of Ukraine shall institute permanent monitoring of compliance with human and citizen rights and freedoms in the temporarily occupied territory and shall, on the basis of result of said monitoring, publicize and provide relevant information to international organizations in the area of protection of human and citizen rights and freedoms and takes necessary measures.

The Human Rights Commissioner of the Verkhovna Rada of Ukraine [Ombudsman] shall carry out parliamentary control over adherence to constitutional human and citizen rights and freedoms in the temporarily occupied territory.

6. The responsibility for compensation of pecuniary and moral damages caused to the state of Ukraine, individuals and legal entities, civic organizations, citizens of Ukraine, foreigners, and stateless persons as a result of temporary occupation shall be placed in full on the Russian Federation as the occupying power.

The state of Ukraine shall, by all available means, facilitate the compensation of pecuniary and moral damages by the Russian Federation.

7. The responsibility for protection of cultural heritage in the temporarily occupied territory shall be placed on the Russian Federation as the occupying power in accordance with the norms and principles of international law.

Article 6. Securing the Right of Citizens Residing in the Temporarily Occupied Territory or Resettled Therefrom to Obtain Documents Certifying Ukrainian Citizenship, Personal Identification, or Special Status

1. The issuance of documents certifying Ukrainian citizenship, personal identification, or special status to citizens resettling from the temporarily occupied territory shall be performed by a central executive branch body charged with implementing the state policy in the area of migration (immigration and emigration), including issues of deterring illegal migration, citizenship, registration of individuals, refugees, and other categories of migrants, on the basis of their location.

2. The issuance of documents certifying Ukrainian citizenship, personal identification, or special status to citizens residing at the temporarily occupied territory shall be performed by a central executive branch body charged with implementing the state policy in the area of migration (immigration and emigration), including issues of deterring illegal migration, citizenship, registration

of individuals, refugees, and other categories of migrants as set forth by legislation, in a manner set forth by the Cabinet of Ministers of Ukraine.

3. Information from the State Voters Registry may be used for purpose of recording into passports the data on the place of residence or the place of location of the citizens indicated in sections one and two of this Article.

Article 7. Securing the Exercise of Right of Citizens Located in the Temporarily Occupied Territory or Resettling Therefrom to Employment, Pension, Mandatory State Social Insurance, Social Services and Education

(The title of Article 7 is set forth by the Law No 1237-VII of 6 May 2014)

1. The exercise of the right to employment, pension, social insurance for unemployment, temporary disability, occupational accident or disease causing permanent disability, and social services by citizens of Ukraine located in the temporarily occupied territory or resettled therefrom shall be carried out in accordance with the legislation of Ukraine.

2. Pension payments to citizens of Ukraine residing in the temporarily occupied territory and receiving no pension or other payments from authorized entities of the Russian Federation, shall be carried out in a manner set forth by the Cabinet of Ministers of Ukraine.

3. Elderly citizens, individuals with disabilities, children with disabilities, and other citizens of Ukraine experiencing hardship and residing in the temporarily occupied territory shall have the right to receive social services in accordance with the legislation of Ukraine.

4. Homeless persons located in the occupied territory shall have the right to social protection in accordance with the legislation of Ukraine.

5. Citizens of Ukraine who have terminated their employment (or other types of [economic] activity) and resettled from the temporarily occupied territory, and are lacking documents confirming the facts of resignation (termination of employment), periods of employment, and length of insured service, shall be registered as unemployed and shall receive benefits and social services under the mandatory state social insurance for unemployment according to the data of the State Register of the Mandatory State Social Insurance, in a manner set forth by the Cabinet of Ministers of Ukraine.

6. Citizens of Ukraine who have resettled from the temporarily occupied territory without terminating their employment (or other types of [economic] activity) and are unable to continue employment (other types of [economic] activity) in the temporarily occupied territory may, for the purpose of obtaining the unemployed status and receiving unemployment-related benefits and social services, terminate their employment or verify the fact of such termination (other types of [economic] activity) in a court having jurisdiction over their present location. The termination of other types of economic activity, including self-employment, shall be effected by a notice and following a simplified procedure based on the present location, in a manner set forth by the Cabinet of Ministers of Ukraine.

7. Citizens of Ukraine who have resettled from the temporarily occupied territory and do not have the documents necessary for obtaining the status of unemployed (passport of citizen of Ukraine, taxpayer registration card, etc.) may be granted said status on presentation of a temporary personal identification document of a citizen of Ukraine. Until the necessary documentation and information regarding periods of employment, salary (income), and length of insured service are provided, such persons shall receive minimal state social benefits, as set forth by the Board of the Mandatory State Social Unemployment Insurance Fund of Ukraine.

8. Re-registration of the unemployed who have resettled from the temporarily occupied territory shall be carried out by employment offices at the present location of such persons, in a manner set forth by the Cabinet of Ministers of Ukraine.

9. Citizens of Ukraine who have resettled from the temporarily occupied territory shall have the right to obtain benefits and social services in accordance with the legislation in effect at their actual place of residence, location.

10. Citizens of Ukraine who have resettled from the temporarily occupied territory shall have the right to obtain such technical and other means of rehabilitation and rehabilitation services in accordance with the legislation in effect at their actual place of residence, location in Ukraine.

11. Technical and other means of rehabilitation and rehabilitation services shall be provided on the basis of required documentation confirming the person's right to such means or services or, in the absence thereof, on the basis of the data of the Central Database of Disability Issues (for persons with repeat disability claims), and the individual rehabilitation program for persons or children with disabilities, in a manner set forth by the Cabinet of Ministers of Ukraine.

12. Citizens of Ukraine who reside in the temporarily occupied territory or have resettled are subjects to continue their certain degree studies at the territory of other regions of Ukraine. Such studies will be covered from the State Budget funds. The procedure of covering the cost of studies of these citizens shall be set forth by the Cabinet of Ministers of Ukraine.

Citizens identified in paragraph one of this section participate in a competitive testing of entrants to state and public high educational establishments of Ukraine in compliance with generally defined procedure. Dormitory is provided for the period of their studies. If according to the results of competitive testing these entrants fail to get places in entrants' raiting list elegeible for budget funding, an educational establishment extends this list in a manner set forth by the Cabinet of Ministers of Ukraine in order to cover from the State Budget funds additional costs for studies of citizens who reside at temporarily occupied territory or resettled from it.

(Article 7 is supplemented with item twelve as set forth by the Law No 1237-VII of 6 May 2014)

Article 8. Protection of Electoral Rights of Citizens of Ukraine in the Temporarily Occupied Territory

1. During the elections of the President of Ukraine, the people's deputies of Ukraine, and the All-Ukrainian referendum, voting of the citizens of Ukraine shall not be organized or conducted in the temporarily occupied territory.

2. Citizens of Ukraine residing in the temporarily occupied territory shall be provided with the conditions to express their will freely during the elections of the President of Ukraine, the people's deputies of Ukraine, and the All-Ukrainian referendum in rest of the territory of Ukraine.

3. Citizens of Ukraine residing in the temporarily occupied territory shall have the right to exercise their right to vote in such elections or all-Ukrainian referendum by changing their voting venue without changing their electoral address, as set forth by section three of Article 7 of the Law of Ukraine "On State Voters Registry".

4. In the event of a premature termination of the mandate of a people's deputy of Ukraine clected in a single-mandate electoral district within the Autonomous Republic of Crimea or the city of Sevastopol, interim elections to fill the open deputy seat shall not be conducted in this district.

5. Elections of deputies to the Verkhovna Rada of the Autonomous Republic of Crimea, local councils, village, town, or city mayors, and local referenda shall not be conducted on the temporarily occupied territory.

6. Bodies charged with maintaining the State Voters Registry that are established in the territory of the Autonomous Republic of Crimea and the city of Sevastopol shall not carry out such maintenance. Procedures for accessing voter records whose electoral addresses belong to the territory under the jurisdiction of said bodies, for maintenance of the State Voters Registry, and for updating of such records shall be set forth by the Central Elections Commission.

Article 9. Unlawful Bodies, Their Officials, and Staff

1. State bodies and local self-governance bodies created in accordance with the Constitution and the laws of Ukraine, their officials, and staff in the temporarily occupied territory shall act solely on the basis, within the limits of authority, and in a manner set forth by the Constitution and the laws of Ukraine.

2. Activity of any bodies, their officials, and staff in the temporarily occupied territory shall be deemed unlawful if such bodies or officials positions were established, elected, or appointed in a manner not provided for by the legislation of Ukraine.

3. Any act (document, decision) issued by entities or officials described in section two of this Article shall be deemed null and void, and shall give rise to no legal consequences.

4. Establishment of contacts and interaction by state bodies of Ukraine, their officials, local self-governance bodies, and their officials with the unlawful bodies (officials) established in the temporarily occupied territory of Ukraine shall be permitted solely for the purposes of securing the national interests of Ukraine, protecting the rights and freedoms of citizens of Ukraine, executing international treaties duly ratified by the Verkhovna Rada of Ukraine, or facilitating the re-establishment of the constitutional order of Ukraine within the temporarily occupied territory.

Article 10. Special Aspects of Entry in the Temporarily Occupied Territory and Exit Therefrom

1. Citizens of Ukraine have rights for free and unrestricted entry to the temporarily occupied territory and exit from it via entry-exit control points upon presenting document which confirms their identity and Ukrainian citizenship.

2. Entry of foreigners and stateless persons to the temporarily occupied territory and exit from it is allowed only with the special permission via entry-exit control points.

The order of entry of foreigners and stateless persons to the temporarily occupied territory and exit from it shall be set forth by the Cabinet of Ministers of Ukraine.

Article 11. Guarantees of Property Rights and Legal Regime of Property in the Temporarily Occupied Territory

1. Property rights in the temporarily occupied territory shall be protected in accordance with the legislation of Ukraine.

2. The state of Ukraine, the Autonomous Republic of Crimea and the city of Sevastopol, territorial communities, including state community of the city of Sevastopol, state bodies, local self-governance bodies, and other entities of the public law shall preserve their property rights over property, including real estate and land plots, located in the temporarily occupied territory.

3. Individuals, regardless of obtaining a refugee status or other special legal status, as well as enterprises, institutions, and organizations, shall preserve their property rights over property, including real estate and land plots, located in the temporarily occupied territory, provided this right was acquired in accordance with the laws of Ukraine.

4. Acquisition and termination of property rights over real property in the temporarily occupied territory shall be effected in accordance with the laws of Ukraine. In the event that the state registrar shall be unable to exercise its authority regarding state registration of property rights for real property in the temporarily occupied territory, the state registration body shall be designated by the Cabinet of Ministers of Ukraine.

5. Any legal agreement in the temporarily occupied territory that concerns real property, including land plots, which has been entered into in violation of requirements of this Law or other laws of Ukraine, shall be deemed null and void from the moment of conclusion, and shall give rise to no legal consequences, other than those related to its nullity.

6. The ownership of land, its subsoil resources, atmosphere, water, and other natural resources that are located within the territory of Ukraine, the natural resources of its continental shelf and of the exclusive (maritime) economic zone, which are objects of the ownership rights of the people of Ukraine, military property, and the property of state bodies, state-owned enterprises, institutions, and organizations, that are located at the temporarily occupied territory and are the property of Ukraine, can not be transferred to other states, legal or natural person in a manner different of what is envisaged by the law of Ukraine.

Article 12. Legal Response Measures in the Temporarily Occupied Territory

1. As a result of inability of the courts of the Autonomous Republic of Crimea and the city of Sevastopol to administer the justice in the temporarily occupied territories, the venue for court cases, defendants that fall under the jurisdiction of courts located in the Autonomous Republic of Crimea and the city of Sevastopol and consideration shall hereby be changed as follows:

civil cases, defendants that fall under the jurisdiction of local general courts located in the Autonomous Republic of Crimea and the city of Sevastopol shall be considered by local general courts of the city of Kyiv, as designated by the Kyiv City Appellate Court;

administrative cases, defendants that fall under the jurisdiction of local general courts located in the Autonomous Republic of Crimea and the city of Sevastopol shall be considered by local general courts of the city of Kyiv, as designated by the Kyiv Appellate Administrative Court;

civil cases, defendants that fall under the jurisdiction of general appellate courts in the Autonomous Republic of Crimea and the city of Sevastopol shall be considered by the Kyiv City Appellate Court;

administrative cases that fall under the jurisdiction of the Circuit Administrative Court of the Autonomous Republic of Crimea shall be considered by the Kyiv Circuit Administrative Court, whereas administrative cases that fall under the jurisdiction of the Sevastopol City Circuit Administrative Court shall be, respectively, considered by the Kyiv City Circuit Administrative Court; and administrative cases that fall under the jurisdiction of the Sevastopol Appellate Administrative Court shall be considered by the Kyiv Appellate Administrative Court;

commercial cases that fall under the jurisdiction of the Commercial Court of the Autonomous Republic of Crimea shall be considered by the Kyiv Oblast Commercial Court, whereas commercial cases that fall under the jurisdiction of the Sevastopol City Commercial Court shall be considered by the Kyiv City Commercial Court; and commercial cases that fall under the jurisdiction of the Sevastopol Appellate Commercial Court shall be considered by Kyiv Appellate Commercial Court, respectively;

criminal proceedings that fall under the jurisdiction of the local (district, city, city district) courts shall be considered by one of the Kyiv City district courts, as designated by the Kyiv City Appellate Court;

criminal proceedings that fall under the jurisdiction of the Appellate Court of the Autonomous Republic of Crimea and the city of Sevastopol shall be considered by the Kyiv City Appellate Court.

Matters that fall under the jurisdiction of the investigating judge at the pretrial investigation stage in criminal proceedings that are conducted at the territory of the Autonomous Republic of Crimea and the city of Sevastopol shall be considered by the investigating judges of the Kyiv City district courts, as designated by the Kyiv City Appellate Court.

Cases that are currently under consideration of the courts located in the Autonomous Republic of Crimea and the city of Sevastopol, which have not been completed, shall be transferred to the appropriate venue as set forth by this Law, within ten business days from the effective date of this Law or from the day of falling under such jurisdiction.

In the event of damages caused by the foreign state-owned entities and non-residents, the venue shall be based on the location of the damages, taking into consideration the jurisdictional rules set forth by this Law.

2. Investigative jurisdiction over criminal offenses committed in the temporarily occupied territory of Ukraine shall be designated by the Office of the Prosecutor General of Ukraine. Pretrial investigation materials for crimes at the pretrial investigation stage in criminal proceedings shall be transferred to the appropriate investigative bodies, as designated by the Office of the Prosecutor General of Ukraine.

Article 13. Special Aspects of Engaging in Economic Activity in the Temporarily Occupied Territory

1. Special aspects of engaging in economic activity in the the temporarily occupied territory are set forth by the law.

Article 14. Special Aspects of Discharging the Citizens of Ukraine from Service in the Armed Forces of Ukraine in Military Units and Law Enforcement Bodies As Related to the Temporarily Occupation

1. Military personnel of military units and law enforcement bodies of Ukraine, who have arrived from the temporarily occupied territory and expressed (under the condition of justified grounds) the desire to be discharged from service shall be discharged from said service, during the

special period also, on justified grounds, and, in the event of absence of such grounds, on the grounds of staff redundancy, if they pledged regarding the discharge in three months after the arrival from the temporarily occupied territory.

2. Military personnel of military units and law enforcement bodies of Ukraine who have not arrived to the points and within the timelrames specified by the military units and law enforcement bodies of Ukraine shall be deemed to have abandoned their military units, and shall be attached under command of the relevant officials. Relevant information regarding search for such personnel shall be dispatched to law enforcement authorities.

3. Military personnel of military units and law enforcement bodies of Ukraine who have enlisted in the armed forces, special services or law enforcement bodies of the Russian Federation, as verified by documentary proof, shall be removed from the personnel lists of military units and law enforcement bodies of Ukraine, and their contracts shall be deemed terminated from the moment of enlistment (or receipt of information on their enlistment) in the armed forces special services or law enforcement bodies of the Russian Federation.

Article 15. Special Aspects of Home Accomodation Privatisation, that is Located in the Temporarily Occupied Territory, by Military Personnel of Military Units and Law Enforcement Bodies of Ukraine

1. Military personnel of military units formed in compliance with the law of Ukraine and law enforcement bodies of Ukraine, who served in the territory of the Autonomous Republic of Crimea and the city of Sevastopol, and members of their families are entitled to privatize home accommodation for permanent residence, home accommodation provided by the Government and home accommodation in dormitories located in the territory of the Autonomous Republic of Crimea and the city of Sevastopol and obtained in a menner set forth by the law of Ukraine, where they recided on 1 January 2014.

Provisions of the first paragraph of this section is applicable to military personnel of military units and law enforcement bodies of Ukraine who continue their military service in other regions of Ukraine or are discharged from the military service in 2014 in compliance with section one of Article 14 of this Law.

2. Privatisation of home accommodations occupied by military personnel of military units and law enforcement bodies as well as members of their families, which are listed in section one of this Article, is free of charge in spite of the size of home accommodation that is privatized as well as despite fulfillment their legal right for accommodation privatization before this Law shall become effective.

3. Privatization procedure for home accommodations listed in section one of this Article shall be set forth by the Cabinet of Ministers of Ukraine.

4. Gaining private ownership right for home accommodations listed in section one of this Article, which are located in temporarily occupied territory, by the military personnel of military units and law enforcement bodies of Ukraine as well as members of their families does not deprive them of the right to privatize an accommodation located in different regions of the territory of Ukraine in compliance to the Law of Ukraine "On Privatization the State Accomodation Fund".

Article 16. Transfer of Judges

Judges assigned to the courts of Ukraine in the territory of the Autonomous Republic of Crimea and the city of Sevastopol, who have expressed the desire to relocate from said territory as a result of its temporary occupation by the Russian Federation, shall be guaranteed the right to be transferred to the judicial position of a court in different area of the territory of Ukraine.

Article 17. Commitments of the State Bodies of Ukraine

1. In the event of violation of the provisions of this Law, the state bodies of Ukraine shall use mechanisms provided for by the legislation of Ukrainian and the norms of international law, for the purposes of protection of peace, security, rights, freedoms, and legal interests of citizens of Ukraine who remain in the temporarily occupied territory of Ukraine, as well as the legal interests of the state of Ukraine.

2. Ukraine shall commit itself to using all possible measures provided for by the Constitution of Ukraine, the legislation of Ukraine, and the norms of international law, in order to liberate the territory of Ukraine from occupation, to restore the integrity and sovereignty of the state, and to restore human and citizen rights and freedoms violated as a result of the occupation within the entire territory of Ukraine, in the speediest possible manner.

3. In the event the state bodies shall be unable to carry out their operations in the temporarily occupied territory, the [temporary] location of state bodies established in accordance with the Constitution of Ukraine and the laws of Ukraine shall be determined by the Cabinet of Ministers of Ukraine.

Article 18. Guarantees of Rights and Freedoms of Citizens of Ukraine Who Relocated from the Temporarily Occupied Territory

1. Citizens of Ukraine are guaranteed the full observance of their rights and freedoms provided for by the Constitution of Ukraine, including their social, labor, electoral, and educational rights, upon their relocation from the temporarily occupied territory.

2. Expenses for measures provided for by this Law shall be borne by the State Budget of Ukraine, in a manner set forth by the Cabinet of Ministers of Ukraine.

Article 19. Responsibility

Persons guilty of violating the requirements of this Law shall bear responsibility as provided for by the legislation of Ukraine.

II. Transitional Provisions

1. This Law shall become effective on day following its publication.

2. Laws and others normative legal acts of Ukraine shall apply in those parts that do not contradict this Law.

3. The legal regime provided for by this Law shall remain in effect until the full restoration of the constitutional order of Ukraine in the temporarily occupied territory.

4. The following legislative acts of Ukraine are hereby amended:

1) Criminal Code of Ukraine (Vidomosti of the Verkhovna Rada of Ukraine, 2001, Vol. 25-26, Art. 131) shall be supplemented with Article 332¹ reading as follows:

"Article 332¹. Violating the Procedure of Entry in the Temporarily Occupied Territory or Exit Therefrom

1. Violating the procedure of entry in the temporarily occupied territory of Ukraine and exit therefrom, committed with the aim of causing damage to interests of the state –

shall be punishable by restriction of liberty for a term of up to three years or by imprisonment for the same term, with forfeiture of vehicles.

2. The same actions, if committed repeatedly or by a group of people in prior conspiracy, or by an official person using his or her official position –

shall be punishable by imprisonment for a term of three to five years, as well as debarment from holding certain office or engaging in certain activity for a term of up to three years, and with forfeiture of vehicles.

3. Actions provided for by clauses one or two of this Article, if committed by an organized group –

shall be punishable by imprisonment for a term of five to eight years, as well as debarment from holding certain office or engaging in certain activity for a term of up to three years, and with forfeiture of vehicles."

2) Criminal Procedure Code of Ukraine (Vidomosti of the Verkhovna Rada of Ukraine, 2013, Vol. 9-13, Art. 88):

a) Article 114 shall be supplemented by clause 3 reading as follows:

Court cases involving disputes that arise from the fact of occupation or offenses related to occupation shall be deemed a special category cases, which are adjudicated in accordance with applicable procedural provisions, taking into consideration peculiarities set forth by the Law of Ukraine "On Securing the Rights and Freedoms of Citizens and the Legal Regime in the Temporarily Occupied Territory of Ukraine".

A case shall be designated as such that is connected to occupation on the basis of a judge's reasoned resolution.

In the event that a foreign element is party to a case, judicial commissions, summons, and other court documents shall be served not later than 15 days prior to the start of a procedural action.

In the event that a state-owned entity, including state bodies, institutions, or organizations, or a legal entity specified under Article 964 cl. 2 of the Criminal Procedure Code of Ukraine is party to a case connected to occupation, all relations shall be carried out through an embassy or a permanent mission.

b) clause 2 of Article 216, after the number "332", shall be supplemented by the number "3321".

3) Code of Ukraine on Administrative Offenses (Vidomosti of the Verkhovna Rada of the Ukrainian Soviet Socialist Republic, 1984, Vol. 51 Supplement, Art. 1122):

1) Article 202 shall read as follows:

"Article 202. Violating the Border Regime, Regime at the Points of Passage Through the State Border of Ukraine, or Regime Rules in Entry and Exit Checkpoints.

Violating the border regime, regime at the points of passage through the state border of Ukraine, or regime rules in entry and exit checkpoints –

shall be punishable by a fine in the amount of seven to ten non-taxable minimum incomes (imposed on private individuals), or in the amount of ten to twenty non-taxable minimum incomes (imposed on officials).";

2) shall be supplemented by Article 2042 reading as follows:

"Article 2042. Violating the Procedure of Entry to the Temporarily Occupied Territory of Ukraine and Exit Therefrom

Violating the procedure of entry to the temporarily occupied territory of Ukraine and exit therefrom –

shall be punishable by a fine of one hundred to three hundred non-taxable minimum incomes or by an administrative detention for a term of up to 15 days.";

3) Article 221, after the number "2041", shall be supplemented by the number "2042";

4) in section 1 of Article 221, the words "in violation of the border regime or regime at the points of passage through the state border of Ukraine" shall be substituted with the words "in violation of the border regime, regime at the points of passage through the state border of Ukraine, or regime rules in entry and exit checkpoints";

5) in clause 2 of section 2 of Article 262, the words "violating the border regime or regime at the points of passage through the state border of Ukraine" shall be substituted with the words "violated the procedure of entry to the temporarily occupied territory of Ukraine and exit therefrom, violating the border regime, regime at the points of passage through the state border of Ukraine, or regime rules in entry and exit checkpoints";

6) section 2 of Article 263 shall read as follows:

"Persons who illegally crossed or attempted to cross illegally the state border of Ukraine, violated the procedure of entry to the temporarily occupied territory of Ukraine and exit therefrom, violated the border regime, regime at the points of passage through the state border of Ukraine, or regime rules in entry and exit checkpoints, maliciously disobeyed a lawful instruction or demand by a military personnel, or by an officer of the State Border Guard Service of Ukraine, or by a member of civilian unit for protection of public order and state border, as well as foreigners and stateless persons who violated the rules of stay in Ukraine or transit through the territory of Ukraine, can be detained for a term of up to three hours for the purpose of drawing up a report; and, where necessary to identify these persons and to investigate the circumstances of an offense – for a term of up to three days, with a

written notification to a prosecutor to be given within twenty-four hours from the moment of detention.”

4) Code of Administrative Justice of Ukraine (Vidomosti of the Verkhovna Rada of Ukraine, 2005, Vol. 35-37, Art. 446):

a) Article 19 shall, after section three, be supplemented by a new section reading as follows:

"4. Administrative disputes to appeal the decisions of authorities and officials made at the entry (exit) checkpoints to (from) the temporarily occupied territory, as well as acts or inaction by said entities, shall be resolved by an administrative court at the location of applicable checkpoint."

In view of this, section four shall be designated section five.

b) section one of Article 1832 shall be supplemented by clause 6 reading as follows:

"6) appeals by individuals of decisions, acts, or inaction by authorities and officials concerning entry to (exit from) the temporarily occupied territory";

c) paragraph 12 of section one of Article 256, after the number "5", shall be supplemented with the number "6";

5) Law of Ukraine "On State Border Guard Service of Ukraine" (Vidomosti of the Verkhovna Rada of Ukraine, 2003, Vol. 27, Art. 208; 2009, Vol. 10-11, Art. 137; 2010, Vol. 6, Art. 46; 2013, Vol. 48, Art. 682):

a) section one of Article 2:

paragraph three, after the words "state border of Ukraine", shall be supplemented with the words "and to the temporarily occupied territory, and therefrom";

paragraph nine, after the words "of the state border of Ukraine" and "state border of Ukraine", shall be supplemented with the words, respectively, "and passage to the temporarily occupied territory and therefrom" and "and in entry and exit checkpoints";

b) section two of Article 10, after the words "state border of Ukraine", shall be supplemented with the words "and to the temporarily occupied territory, and therefrom";

c) Article 19:

clauses 6 and 8, after the words "across the state border", shall be supplemented with the words "and in entry and exit checkpoints";

shall be supplemented by a new clause 131 reading as follows:

"131) introduction of regime rules in entry and exit checkpoints";

d) section one of Article 20:

clause 4 shall read as follows:

"4) through questioning individuals, investigate the grounds for crossing of the state border of Ukraine, entry to the temporarily occupied territory, or exit therefrom, and deny passage across the state border of Ukraine, entry to the temporarily occupied territory, or exit therefrom, by (to) persons without valid documents entitling to passage across the border, or to entry to the temporarily occupied territory and exit therefrom; persons who provided knowingly false information for the purpose of obtaining said documents; persons who are banned from entering Ukraine or temporarily restricted in their right to exit Ukraine on the grounds of violating the legislation on border control issues or on legal status of foreigners by the State Border Guard Service, or by a reasoned written decision by a court or law enforcement authorities; as well as insert relevant notations in the documents of said persons";

clause 7, after the words "who are passing through the state border of Ukraine", shall be supplemented by the words "persons who are passing through the entry and exit checkpoints";

clause 11 shall be supplemented by the words "or are carrying out respective transportations through the entry and exit checkpoints";

in clause 34, the words "or regime in points of passage through the state border of Ukraine" shall be substituted with the words "regime at the points of passage through the state border of Ukraine, at entry and exit checkpoints, the procedure of entry to the temporarily occupied territory and exit therefrom";

section five of Article 23:

clause 2, after the words “across the state border”, shall be supplemented with the words “or through entry and exit checkpoints”;

clause 3, after the words “crossing of the state border”, shall be supplemented with the words “or entry to the temporarily occupied territory and exit therefrom”.

6) Law of Ukraine “On Legal Status of Foreigners and Stateless Persons” (Vidomosti of the Verkhovna Rada of Ukraine, 2012, Vol. 19-20, Art. 179; 2013, Vol.21, Art.208, Vol.48, Art.682, Vol.51, Art.716; with amendments brought by the Law of Ukraine of 4 July 2013 №406-VII):

a) Article 13:

section one shall be supplemented by paragraph eight reading as follows:

“if such person is attempting to enter through the entry and exit checkpoints to the temporarily occupied territory without a special permit, or such person has, during his or her prior stay in the territory of Ukraine, exited through the entry and exit checkpoint”;

in section two, the words “two and seven” shall be substituted with the words “two, seven, and eight”;

b) shall be supplemented with Article 141 reading as follows:

“Article 141. Deportation of Foreigners and Stateless Persons to the temporarily Occupied Territory

1. Foreigners and stateless persons who arrived to entry and exit checkpoints from the temporarily occupied territory without the requisite permit shall not be allowed further passage and shall, in the shortest possible term, be deported to the temporarily occupied territory from which they arrived or to the state issuing their passports.

In the event that the immediate deportation of a foreigner or a stateless person is impossible, they shall remain at the entry and exit checkpoint until such deportation.

A notation shall be made in the passports of such foreigners and stateless persons, banning their entry to the territory of Ukraine for a term specified in a decision issued in accordance with section three of Article 13 of this Law.”;

c) Article 20 shall be supplemented with section four reading as follows:

“4. Transit by foreigners and stateless persons through the temporarily occupied territory shall be prohibited.”

7) Law of Ukraine “On Freedom of Movement and Free Choice of Residence in Ukraine” (Vidomosti of the Verkhovna Rada of Ukraine, 2004, Vol. 15, Art. 232):

a) section one of Article 12 shall be supplemented with paragraph eight reading as follows:

“at temporarily occupied territories”;

b) section one of Article 13 shall be supplemented with paragraph eight reading as follows:

“at temporarily occupied territories”.

8) in cl. 3 of section two of Article 9 of the Law of Ukraine “On Border Control” (Vidomosti of the Verkhovna Rada of Ukraine, 2010, Vol. 6, Art. 46), the words “for verification of compliance with requirements concerning the duration of stay in the territory of Ukraine by a foreigner or a stateless person” shall be deleted;

9) Article 26 of the Law of Ukraine “On State Voters Registry” (Vidomosti of the Verkhovna Rada of Ukraine, 2011, Vol.5, Art.34) shall be supplemented with section six reading as follows:

“6. Personal data from the Registry may be used by the central executive branch body charged with implementing state policy in the area of migration (immigration and emigration), including issues of combating illegal migration, citizenship, registration of individuals, refugees, and other categories of migrants as set forth by legislation, in order to carry out its tasks relating to registration/stay of individuals in Ukraine and keeping the record of registration.”

10) Article 23 of the Law of Ukraine “On Electricity Industry” (Vidomosti of the Verkhovna Rada of Ukraine, 1998, Vol. 1, Art. 1; 2013, Vol.28, Art.301; 2014, Vol.2-3, Art.41) shall be supplemented with section four reading as follows:

“Peculiarities of regulation of legal, economic, and organizational relations involving the sale of electricity from the wholesale electricity market of Ukraine to the temporarily occupied territory, as well as relations involving the production, transmission, distribution, supply, purchase, sale, and utilization of electricity in the temporarily occupied territory shall be established by the Cabinet of Minister of Ukraine.”

11) Law of Ukraine “On Amending Certain Legislative Acts of Ukraine Concerning the Implementation of the EU-Ukraine Action Plan on Visa Liberalization (concerning the responsibility of legal entities) ” (Vidomosti of the Verkhovna Rada of Ukraine, 2014, Vol. 12, Art. 183) shall be amended as follows:

a) Article 963 shall read as follows:

1. Grounds for the use of sanctions set forth under criminal law against a legal entity shall include the perpetration, by said entity’s authorized person, or under commission or order by said entity, in conspiracy and in complicity, or in another manner:

1) of any of the crimes provided for by Articles 209, 306, sections one and two of Article 3683, sections one and two of Article 3684, Articles 369, 3692 of this Code, on behalf and in the interests of the legal entity;

2) of any of the crimes provided for by Articles 258-2585 of this Code, on behalf of the legal entity;

3) of any of the crimes provided for by Articles 109, 110, 113, 146, 147, 160, 260, 262, 436, 437, 438, 442, 444, 447 of this Code, on behalf and in the interests of the legal entity.

Note 1. The legal entity’s authorized persons shall include the legal entity’s officials, as well as other persons who, by virtue of law, legal entity’s statutory documents, or agreement, have the right to act on behalf of the legal entity.

2. Crimes provided for by Articles 109, 110, 113, 146, 147, 160, 209, 260, 262, 306, sections one and two of Article 3683, sections one and two of Article 3684, Articles 369, 3692, 436, 437, 438, 442, 444, 447 of this Code shall be deemed as having been committed in the interests of the legal entity, if they are directed towards receipt of illicit benefit by the legal entity or creation of circumstances for receipt of such benefit, as well as towards evasion of responsibility provided for by law.

b) Article 964 shall read as follows:

Legal Entities Subjected to Sanctions Set Forth Under Criminal Law

1. Sanctions set forth under criminal law, in cases envisioned by cl.1 of section one of Article 963 of this Law, may be applied by a court against an enterprise, institution, or organization, except state bodies, bodies of the Autonomous Republic of Crimea, local self-governance bodies, organization founded by them in an established manner, which are fully funded out of the respective state or local budgets, mandatory state social insurance funds, Individual Deposits Guarantee Fund, as well as international organizations.

2. Sanctions set forth under criminal law, in cases envisioned by cl. 2 and 3 of section one of Article 963 of this Law, may be applied by a court to private and public law entities, both residents and nonresidents of Ukraine, including enterprises, institutions, or organizations, state bodies, bodies of the Autonomous Republic of Crimea, local self-governance bodies, organizations founded by them in an established manner, foundations, as well as international organizations, other legal entities established in accordance with national or international law.

If a state or a state-owned entity owns more than 25 percent share in a legal entity, or a legal entity is effectively under control of a state or a state-owned entity, such a legal entity shall bear civil responsibility in full for any illicitly obtained benefit and for any damages caused by a crime that was committed by a state, state-owned entities, or public administration entities.

c) cl. 2 of Article 966 shall be supplemented as follows: “A legal entity subjected to sanctions set forth under criminal law shall be required to indemnify against any losses and damages in

full, as well as for the amount of illicit benefit that was obtained or could have been obtained by said legal entity.”

Article 969 shall read as follows:

“1. The legal entity shall be subjected to a court-ordered liquidation in the event that any of the crimes provided for by Articles 109, 110, 113, 146, 147, 160, 260, 262, 258-2585, 436, 437, 438, 442, 444, 447 of this Code shall be committed by said entity’s authorized person.

Clause 2:

Subclause 16 shall read as follows:

“16) Article 214 shall be supplemented with section eight reading as follows:

“8. Information on a legal entity that may be subjected to sanctions set forth under criminal law shall be added by an investigator or a prosecutor to the Unified Registry of Pretrial Investigations immediately following the service on said entity of the notice of suspicion that any of the crimes provided for by Articles 209, 110, 113, 146, 147, 160, 209, 260, 306, sections one and two of Art. 3683, sections one and two of Art. 3684, Articles 369, 3692, 436, 437, 438, 442, 444, 447 of the Criminal Code of Ukraine, or that any of the crimes provided for by Articles 258-2585 of the Criminal code of Ukraine have been committed on behalf of such legal entity. Investigator or prosecutor shall notify the legal entity about such addition, in writing, not later than the following business day. Proceedings against a legal entity shall be conducted concurrently with the relevant criminal proceedings, under which a person has been declared a suspect.”

Subclause 22 shall read as follows:

“22) Article 284:

in the title, shall be supplemented with the words “and proceedings against a legal entity”;

after section two, shall be supplemented by a new section reading as follows:

“3. Proceedings against a legal entity shall be terminated, if it is established that there are no grounds for applying sanctions set forth under criminal law, as well as in the event of termination of criminal proceedings or issuance of an acquittal verdict against the legal entity’s authorized person.

In the event of termination of proceedings against a legal entity, a prosecutor shall issue a resolution, whereas a court shall make the notation to this effect in an acquittal verdict or issue an order. Decision on termination of proceedings against a legal entity may be appealed in a manner set forth by this Code.”

In view of this, sections three through eight shall be designated, respectively, section four through nine.

paragraph two of section six shall read as follows:

“A copy of a prosecutor’s resolution on termination of criminal proceedings and/or proceedings against a legal entity shall be mailed to a petitioner, victim, his or her representative, suspect, defense attorney, representative of a legal entity that was subject to proceedings.”

b) cl.1 of Part II “Final Provisions” shall read as follows:

“1. This Law is enforced from the moment the Law of Ukraine “On Securing the Rights and Freedoms of Citizens and the Legal Regime in the Temporarily Occupied Territory of Ukraine” comes into force.

5. The Cabinet of Ministers of Ukraine:

1) Within 15 days following the effective date of this Law shall:

a) prepare and submit to the Verkhovna Rada of Ukraine draft laws aimed at the enforcement and implementation of provisions of this Law.

b) issue normative legal acts aimed at implementation of this Law;

c) bring its normative legal acts into compliance with this Law;

d) recommend the establishment of a special central executive branch body charged with issues regarding the occupied territory with a special status;

2) Shall ensure:

a) the passage by the executive branch bodies of normative legal acts which derive from this Law;

b) bringing the normative legal acts of executive branch bodies into compliance with this Law;

c) the employment of citizens of Ukraine who have relocated from the temporarily occupied territory to another territory of Ukraine;

d) the removal of the property of state bodies, state-owned enterprises, institutions, and organizations from the temporarily occupied territory;

e) the continuation of secondary and higher education, obtaining of documents certifying the completion of relevant education, as well as passing external independent [secondary school graduation] evaluation, for citizens of Ukraine who have relocated from the temporarily occupied territory to another territory of Ukraine.

6. The Central Election Commission shall take all measures, including adoption of required legal acts, to ensure the exercise of electoral rights by citizens of Ukraine who have relocated from the temporarily occupied territory, during the election of the President of Ukraine on May, 25, 2014.

7. To recommend to the National Bank of Ukraine to pass normative legal acts aimed at implementation of this Law.



*Постійне представництво
України при ЮНЕСКО
Délégation permanente de l'Ukraine
auprès de l'UNESCO*

2031/29 – 194/087/1 - 203

Paris, 26 September 2014

Ref.: DG/14/4240

Dear Madam Director General,
Your Excellency,

In addition to my previous communications with regard to Resolution 32 of the 194th session of the UNESCO Executive Board “Follow-up by UNESCO of the Situation in the Autonomous Republic of Crimea (Ukraine)”, I have the honor to transmit herewith some information of the Ukrainian authorities on the latest developments in the situation in Crimea in the fields of UNESCO’s competence.

The Delegation would be grateful for taking this information into consideration during the preparation of the report of the Director General to the 195th session of the Executive Board.

Please accept, Your Excellency, the assurances of my highest consideration.

Enclosure, 3 p.

Viktor Voitovych

**Délégué permanent a.i.,
Chargé d'affaires**

**Mme Irina Bokova
Director General
UNESCO**

Copy: Secretariat of the Executive Board

Information by the Ukrainian ministries with regard to situation in the Autonomous Republic of Crimea (Ukraine)

As of 25 September 2014

Information of the Ministry of Education and Science of Ukraine

In 2013 - 2014 academic year 7.8% of students in Crimea from the total number studied Ukrainian in day schools, 2.7% - in Crimean Tatar language, 89,5% in Russian. In Sevastopol 3.1% of students studied Ukrainian in day schools of the total enrollment, Russian - 96.9% of students.

At this time, it is almost impossible to get any information from the Russian occupation structures in Crimea on the establishment of schools or classes with Ukrainian and Crimean Tatar languages. In accordance with the international law and acting legislation of Ukraine the Autonomous Republic of Crimea and the city of Sevastopol are an integral part of Ukraine: in accordance with Article 20 of the Law of Ukraine " On the Principles of State Language Policy " the free choice of language of learning is an unalienable right of the citizens of Ukraine.

The Ministry of Education and Science of Ukraine considers such policy of occupants in Crimea, temporarily occupied by the Russians, as a flagrant violation of children's right to education in their native language.

In order to ensure the constitutional right of the citizens of Ukraine to higher education on the temporarily occupied territory of Crimea, the Ministry of Education and Science of Ukraine implemented a number of measures. For example, according to the Law of Ukraine № 1207-VII adopted on April 15, 2014, the citizens of Ukraine, who migrated from the temporarily occupied territory, have the right to continue to obtain adequate education in other regions of Ukraine, with the financing of the state budget. In particular, the termination of the current school year for students, coming from Crimea was free of charge.

The said law also provides for additional places of public order for the citizens of Ukraine, who migrated from the temporarily occupied territories or live there and are not included in the lists for enrollment subject to financement of the state budget.

Information of the Ministry of Youth and Sports

In connection with the annexation by the Russian Federation of the Crimean peninsula, the new leadership of International Youth Centre "Artek" refused to cooperate with the Ministry of Youth and Sports of Ukraine as well as the Ministry of Social Policy of Ukraine that made it impossible to hold this year's final competition of XXI All-

Ukrainian competition "Believe in yourself" for disabled children. Holding of this event was urgently transferred to the Ukrainian children's Center "Young Guard" in the Odessa region.

Ministry's correspondence with relevant enterprises, institutions and organizations located on the temporarily occupied territory of Crimea is hampered. Most documents that are sent to Crimea have returned undelivered; for that reason it became impossible to perform the usual duties of the Ministry.

Information of the Ministry of Culture of Ukraine

The Ministry of Culture of Ukraine has, unfortunately, no up-to-date information on the state of conservation of cultural heritage and sites located on the temporarily occupied territory of the Autonomous Republic of Crimea, as there are no official contacts with the former structures of the Council of Ministers' of ARC and Sevastopol, responsible for cultural sphere – museums, reserves and other. Meanwhile, the Ministry of Culture is working on involvement of international organizations to monitor the situation on the state of preservation of cultural heritage in Crimea.

In particular, as a result of the 3rd plenary session of the Steering Committee for Culture, heritage and landscape (SDCPP) held on 19-21 March this year in Strasbourg, on the initiative of Ukraine, it was decided to include to the program of the Committee on SDCPP for 2014-2015 the issue of reaction on the crisis events in Ukraine. This decision opens opportunities of involving international technical assistance for settlement of problematic issues during the Crimean crisis.

In this connection, Ukraine requested the General Secretariat of the Council of Europe with a request to set up an expert mission under the auspices of the Council of Europe to monitor the state of historical, cultural and architectural heritage in the ARC, as well as to develop a program on culture management during crisis.

According to information received from the Directorate of the Council of Europe for democracy, the CoE is ready to make an assessment of cultural heritage in Crimea and monitoring on the ground after consultations and preparatory work with all parties involved.

In its turn, the Ministry of Culture of Ukraine is ready to develop together with experts from the Council of Europe an effective program on culture management in crisis situations and invite international technical assistance for evaluation, protection and preservation of Ukrainian cultural heritage on the Crimean peninsula, occupied by Russia.

In para 3.4 of the item *"Discussion of activities in Ukraine in accordance with the decisions of the 3rd meeting of the Committee"* as a follow-up to the 5th meeting of the Bureau of the Committee SDCPP (24-25 June this year, Paris), the willingness is expressed to analyze the possibility of providing technical assistance in accordance with requests formulated by the Ministry of Culture of Ukraine.

Currently the Ministry is preparing proposals for the mandate of this expert group. The problematic issues include: monitoring of the state of protection and preservation of movable and immovable cultural heritage on the occupied territories (including sites inscribed on the UNESCO World Heritage List).



United Nations
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FOLLOW-UP TO DECISIONS AND RESOLUTIONS ADOPTED BY THE EXECUTIVE BOARD AND THE GENERAL CONFERENCE AT THEIR PREVIOUS SESSIONS

PART III

PERIODIC REPORT ON INTERNAL OVERSIGHT SERVICE (IOS) EVALUATIONS

SUMMARY

In accordance with 186 EX/Decision 6 (VI), this report provides summaries of recently completed evaluations, namely:

- Evaluation of the Madrid Action Plan for Biosphere Reserves; and
- Evaluation of Phase VII (2008-2013) of the International Hydrological Programme (IHP).

This report also provides, in accordance with 194 EX/Decision 22, suggestions of the Oversight Advisory Committee with regard to its terms of reference and its ongoing role.

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

Action expected of the Executive Board: proposed decision in paragraph 19.

INTRODUCTION

1. At its 186th session, the Executive Board requested the Director-General to continue to report periodically on evaluations completed (186 EX/Decision 6 (VI)). The Internal Oversight Service (IOS) herewith presents a summary of two recently completed evaluations, namely the evaluations of the Madrid Action Plan for Biosphere Reserve and of Phase VII (2008-2013) of the International Hydrological Programme (IHP).

2. The following evaluations are foreseen for late 2014: (1) the World Water Assessment Programme; (2) Technical and Vocational Education and Training; and (3) Culture and Development. In addition, IOS will continue to provide backstopping to evaluations managed by sectors and field offices. IOS will also provide an overview of all completed audits and evaluations in its annual report to the Executive Board. All evaluations are available publicly on UNESCO's website.

3. At its 194th session, the Executive Board welcomed the intention of the Oversight Advisory Committee to provide the Director-General with suggestions regarding its ongoing role, and also requested the Director-General to submit proposals in this regard at its 195th session. This report also presents the suggestions of the Committee.

EVALUATIONS COMPLETED

(1) Evaluation of the Madrid Action Plan for Biosphere Reserves

Background and purpose

4. The biosphere reserve (BR) concept was introduced by UNESCO with its Man and the Biosphere (MAB) programme in 1974. The World Network of Biosphere Reserves (WNBR) of 621 BRs located in 117 countries constitutes a unique platform for promoting and developing new ideas on the complex relations between people and the environment. The Madrid Action Plan (MAP), endorsed at the Third World Congress of Biosphere Reserves in 2008, was developed to advance BRs as principal internationally designated areas and learning sites for sustainable development.

5. The purpose of the evaluation was:

- to assess overall progress on the implementation of the MAP; and
- to generate inputs for the formulation of the future strategy of the MAB Programme and the WNBR.

6. The evaluation was conducted by IOS in close collaboration with the MAB Secretariat. It covered the complete time span of the Madrid Action Plan (2008-2013) and focused on the perspectives of BR managers, representatives of MAB national committees, members of the MAB Secretariat and members of regional and thematic networks.

Overall findings

7. **Overall, progress has been achieved in all four action areas of the MAP.** More than half of the BRs report activities related to the priority themes of climate change, ecosystem services and urbanization and there is some evidence of biosphere reserves serving as learning and demonstration sites.

8. **However, progress has been uneven across the network and across areas of interest, and significant challenges remain** in five areas identified for improvement. The evaluation recommended to strengthen the value of the WNBR for BRs and their active involvement in the

network's activities; strengthen the clearing-house function of the WNBR; develop the WNBR's global role as a laboratory of ideas; raise the profile of the WNBR; strengthen financial and human resources of the WNBR.

9. Other key findings (supported by multiple elements of statistical and qualitative evidence):

- The MAB Secretariat has been partially successful in fulfilling its role in the implementation of the MAP. Despite significant resource constraints, the Secretariat has maintained its key functions in the WNBR and the broader MAB Programme;
- A significant proportion of BRs and MAB national committees are “disconnected” from the WNBR;
- The majority of BRs report some level of activity on all major functions (conservation and sustainable use, local development and support for research). However, a significant proportion of BRs are not active in one or more of the functions;
- The BR concept lacks visibility and clear branding;
- The majority of BRs systematically collaborate with different institutional actors;
- For each main area of action, roughly one-third of survey respondents report substantial progress; and
- The action area “Cooperation, management and communication” with strengthening capacities and resources for managing and governing BRs are considered the highest priorities for the future.

Recommendations

10. The evaluation was presented to the MAB International Coordinating Council (ICC) in June 2014. Given the purpose of the evaluation, recommendations were formulated as an input to the future strategy of the WNBR and the MAB Programme. The first draft of the strategy already reflects the evaluation's findings and recommendations and IOS is ready to offer further assistance in the definition of the future strategy, the action plan and the corresponding monitoring and evaluation framework.

(2) Evaluation of Phase VII (2008-2013) of the International Hydrological Programme

Background and purpose

11. The International Hydrological Programme (IHP), among the largest UNESCO (intergovernmental) programmes, constitutes a framework that encompasses the work of a host of institutional entities across the globe: a Secretariat with staff at Headquarters and in field offices, a global network of UNESCO Chairs on water issues, national committees for IHP in Member States, category 2 water centres, the UNESCO-IHE Institute for Water Education and the World Water Assessment Programme.

12. The evaluation of Phase VII (2008-2013) of IHP was requested at the 49th session of the IHP Bureau suggesting a forward-looking exercise with a focus on water security challenges and opportunities for the future. The evaluation was managed by IOS in collaboration with the IHP Secretariat, the Executive Office of the Natural Sciences Sector and with support from external experts (in the fields of hydrology and water policy).

Overall findings

13. The evaluation found that overall, IHP-VII has been successful in producing many “action-oriented and policy-relevant” activities and outcomes. The strength of the Secretariat and the Division of Water Sciences lies in enabling and collating rather than conducting original research itself. In this respect, the evaluation confirmed that the IHP effectively “promotes leading edge research”. Yet, there are many pressing challenges that threaten the performance and sustainability of the Programme.

14. Some of the key challenges are the following:¹

- Financial resource constraints and staff reductions are significantly affecting the capacity for coordination and implementation of activities by the IHP Secretariat. At the same time bureaucratic demands on staff time have increased;
- Many IHP committees, Chairs and water centres are not (sufficiently) connected to IHP. In addition, their proliferation in numbers in recent years has made monitoring, coordination and collaboration much more difficult and costly;
- Many UNESCO Members States (especially in LDCs) are not engaging with IHP because (among other things) its decision-making system is perceived as lacking representation;
- The IHP brand is poorly projected through IHP-related websites and the (lack of/inconsistent) use of logos;
- With a growing number of institutional actors working on water policy and research issues at regional and global levels, it is crucial for IHP to forge effective collaborations, to attract high-quality institutions and individuals, and better define its niche.

15. The evaluation concluded that “this is a critical time for UNESCO-IHP. Funds are much reduced, the number of competitors has increased rapidly, and there are issues with lack of motivation in some areas. The Secretariat has run Phase VII relatively well, given limited means and some obstacles. [...] [Moreover, the programme has] left a rich balance of lessons to further enhance IHP’s impact in the years to come. [...] But unless some quite drastic changes are implemented, IHP will continue to cede ground to competitors and lose its global prestige. This is also an opportunity. But it is one with a limited timeframe”.

Recommendations

16. The evaluation recommends setting up a task force to address the main recommendations. An elaborate discussion of all (40) recommendations can be found in the report. Below we list the main categories of recommendations as consolidated by IOS:

- Strengthen the “UNESCO Water Family” as a global network of expertise on water;
- Raise the profile of IHP by developing and implementing strategies on communication, publication and branding;
- Clearly position IHP and the “UNESCO Water Family” in the global landscape of water institutions and strengthen collaboration with selected institutions;
- Develop mechanisms to facilitate the participation and consultation of all Member States in IHP decision-making;

¹ Please note that these are key elements synthesized from the report by IOS. A much more elaborate summary of findings developed by the external evaluators is available in the report.

- Strengthen the Secretariat;
- Strengthen the financial sustainability of IHP;
- Improve the design and implementation of the IHP phases.

Observations and suggestions of the Oversight Advisory Committee regarding the terms of reference and role of the committee

17. As reported in its annual report for 2013 (194 EX/22, Annex I) the Oversight Advisory Committee (OAC) of UNESCO proposed to provide the Director-General with observations and suggestions regarding the ongoing role of the OAC for the consideration of the Director-General and Executive Board. In 194 EX/Decision 22 the Executive Board welcomed the intention of the Oversight Advisory Committee to provide the Director-General with suggestions regarding its ongoing role and requested the Director-General to submit proposals to it at its 195th session, including, *inter alia*, on the reporting lines of the Oversight Advisory Committee.

18. The OAC has presented five specific suggestions for consideration regarding its terms of reference (35 C/45, Annex) and ongoing role as follow:

- Without changing the purpose of the Committee in respect of assisting the Director-General fulfil his/her oversight responsibilities, and acknowledging that the Committee's annual report is provided to the Executive Board, it would be beneficial for the Executive Board to meet annually with the Chair of the Committee to discuss the conduct of the Committee and the content of its reports.
- It is common for a Committee such as the OAC to comprise an odd number of members, and it is proposed that the number of members of the Committee be increased from four to five.
- It is common for a Committee such as the OAC to assist the Executive Board with the role performed by the External Auditor through the Committee having a responsibility for the review of the External Auditor's proposed audit plan/approach as well as meet with the External Auditor following the completion of the audit, but prior to the issuance of the auditor's opinion, so as to understand and consider the conduct of the audit and content of the audit report. The Committee could then recommend that the Executive Board transmit the financial statements to the General Conference for its acceptance. The terms of reference of the Committee could be examined, in consultation with the External Auditor, to enhance the Committee's assistance to the Executive Board in this regard.
- It is common for a Committee such as the OAC to have a specified role, and be accessible to the Director of IOS, should disagreement arise or approval be unreasonably withheld with regard to the recommendations of IOS on matters involving internal audit, evaluation and investigation. The terms of reference of the Committee could be clarified in this regard.
- While the terms of reference call for a staggered appointment and renewal of Committee members with the intent of improving the continuity and functioning of the Committee, this phased basis has only been partially achieved with the mandates of three of the four current members coming to an end at the same time. Among the new membership, two members could be appointed to a single term without renewal in order to support the Committee's continuity and functioning.

PROPOSED DECISION

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

The Executive Board,

1. Recalling 186 EX/Decision 6 (VI) and 194 EX/Decision 22,
2. Having examined document 195 EX/5 Part III,
3. Welcomes the evaluations and invites the Director-General to implement the evaluation recommendations, except those recommendations that require a decision by the Executive Board and/or General Conference, in which case the relevant issue shall be submitted to the Executive Board for its consideration;
4. Also welcomes the observations and suggestions of the Oversight Advisory Committee regarding the Terms of Reference and ongoing role of the Committee and invites the Director-General to propose revised Terms of Reference of the Oversight Advisory Committee to the 196th session of the Executive Board reflecting these suggestions.



United Nations
Educational, Scientific and
Cultural Organization

Executive Board

Hundred and ninety-fifth session

195 EX/5 Part IV

PARIS, 18 September 2014
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Item 5 of the provisional agenda

FOLLOW-UP TO DECISIONS AND RESOLUTIONS ADOPTED BY THE EXECUTIVE BOARD AND THE GENERAL CONFERENCE AT THEIR PREVIOUS SESSIONS

PART IV

MANAGEMENT ISSUES

SUMMARY

This report is intended to inform the Members of the Executive Board of the progress achieved in the follow-up to the decisions and resolutions adopted by the Executive Board and the General Conference at their previous sessions.

Part IV of this document contains information on the following Management issues:

- A. Management of the education-related category 1 institutes**
- B. Progressive implementation of results-based budgeting (RBB) at UNESCO**
- C. Implementation of the action plan for improved management of extrabudgetary funds**

The present report gives an update on developments relating to the programming of extrabudgetary activities, resource mobilization, the implementation, monitoring and evaluation of extrabudgetary activities as well as cost recovery. As requested by the Executive Board, it is accompanied by a "Revised Action Plan on the Improved Management of extrabudgetary activities" contained in 195 EX/5.INF.2.

Action expected of the Executive Board: proposed decision in paragraph 54.

- D. State of progress of the reform of the field network in Africa**

Pursuant to the 194 EX/Decision 4 (IV), paragraph 7 the Director-General provides information on number and functions of staff in field offices in Africa.

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

- E. Schedule and workload of Executive Board sessions**

Pursuant to 192 EX/Decision 16 Part VII, paragraph 5 (e) the examination of this sub-item was postponed to the 195th session of the Executive Board for consideration by the Special Committee. Further to this decision, the Director-General presents the following progress report on the implementation of 192 EX/Decision 16 Part VII.

Action expected of the Executive Board: proposed decision in paragraph 19.

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A. Management of the education-related category 1 institutes
(Follow-up to 37 C/Resolution 14, 191 EX/Decision 17 (I))

Pursuant to 37 C/Resolution 14 and 191 EX/Decision 17 (I), the Director-General is requested to provide to the Executive Board at this session an update on the management of the education-related category 1 institutes. As a follow-up to the recommendations of the IOS evaluation on this subject, the Education Sector is making steady progress in this regard. Considering that the overall reform of the institutes was only approved by the 37th session of the General Conference and that the External Auditor will present its report on this subject to this session of the Executive Board, the Director-General considers that presenting the updates to the 196th session of the Executive Board will allow for a more comprehensive report on the achievements made, as it will also fully take into account the recommendations of the External Auditors.

B. Progressive implementation of results-based budgeting (RBB) at UNESCO
(Follow-up to 192 EX/Decision 5 (III, C))

The report on progress in the implementation of Results-Based Budgeting (RBB) has been integrated in document 195 EX/13 “Preliminary Proposal by the Director-General on the preparation of the budget for the biennium 2016-2017 (38 C/5)”.

C. Implementation of the action plan for improved management of extrabudgetary funds
(Follow-up to 192 EX/Decision 5 (III, D))

1. The present report gives an update on developments relating to the programming of extrabudgetary activities, resource mobilization, the implementation, monitoring and evaluation of extrabudgetary activities as well as cost recovery. It covers the period that has elapsed since the submission of the last report to the Executive Board on this subject in September 2013. The section on resource mobilization also gives a comparison between voluntary contributions received in 2013 with the corresponding figures for 2012 to demonstrate evolutions in resource mobilization trends from different types of donors. As requested by the Executive Board, it is accompanied by a “Revised Action Plan on the Improved Management of extrabudgetary activities” contained in 195 EX/5.INF.2.

I. Programming

2. A number of improvements have been introduced since September 2013 for the upfront programming of extrabudgetary resources to strengthen the impact of the C/5, based on lessons learned from previous cycles of the Complementary Additional Programme (CAP), namely:

- The need for closer integration between Regular Programme and extrabudgetary activities at the planning phase;
- Targets for the mobilization of resources based on a more interactive exchange between Headquarters and field offices;
- A more pro-active and dynamic approach to project design and resource mobilization;
- Formulation of a more visible pipeline of project proposals.

3. Programming and resource mobilization are framed within the “Sharpened Resource Mobilization Strategy” set out in document [37 C/INF.28 and Corr.](#) The focus of the “Sharpened Resource Mobilization Strategy” is threefold:

- (a) reinforcing priority programme areas;
- (b) preserving UNESCO’s leadership in areas where UNESCO has a global coordination mandate and a recognized expertise and comparative advantage;
- (c) allowing the Organization to deliver effectively in Africa in support of the six flagship programmes set out in the Revised Operational Strategy for Priority Africa ([37 C/5 Add. 3](#)) and in support of the Gender Equality Action Plan for 2014-2021 ([37 C/5 Add. 4](#)).

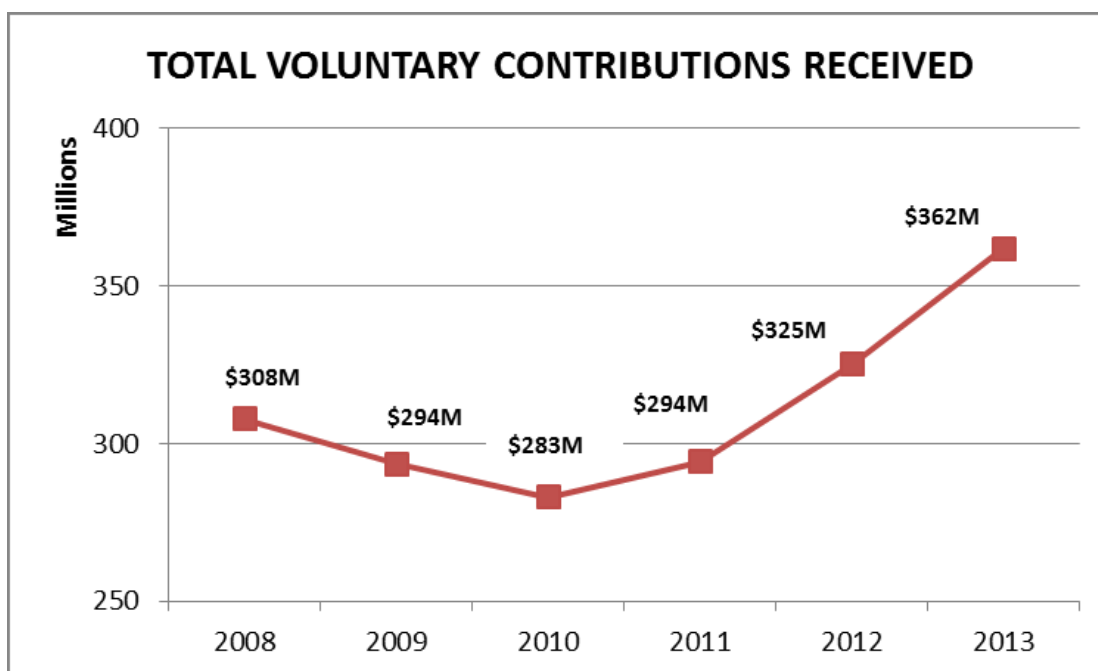
4. To achieve even closer alignment between core and non core resources, benchmarks and targets for resource mobilization have been established for regular programme and for extrabudgetary activities alike in a fully integrated manner for each expected result of the 37 C/5. Information on benchmarks and targets by expected result is available to Member States in SISTER.

5. The process of establishing targets was underpinned by an analysis of the actual needs under each expected result and the capacity that already exists to achieve a given benchmark, as well as an analysis of the additional capacity to be mobilized and financed through extrabudgetary resources. Other factors taken into account were the opportunity for resource mobilization from pre-identified donors and partners and a preliminary identification of responsibilities for resource mobilization.

6. With regard to the formulation of specific proposals, during the previous cycle, concept notes in the form of “project and programme outlines” were validated and made available in SISTER

through the Internet. To establish a more focused and dynamic approach to project design, and ensure a more attractive and accessible presentation to donors and partners, for the current 37 C/5, a pipeline of priority proposals has been developed to profile a select number of proposals linked to themes in the “Sharpened Resource Mobilization Strategy”. The proposals are profiled on a new space on the “Partnerships” page of the UNESCO website: <http://en.unesco.org/partnerships/partnering>. The pipeline of proposals available through the site will be regularly updated and enriched, requiring a sustained effort to develop high quality proposals.

II. Evolution of voluntary contributions¹



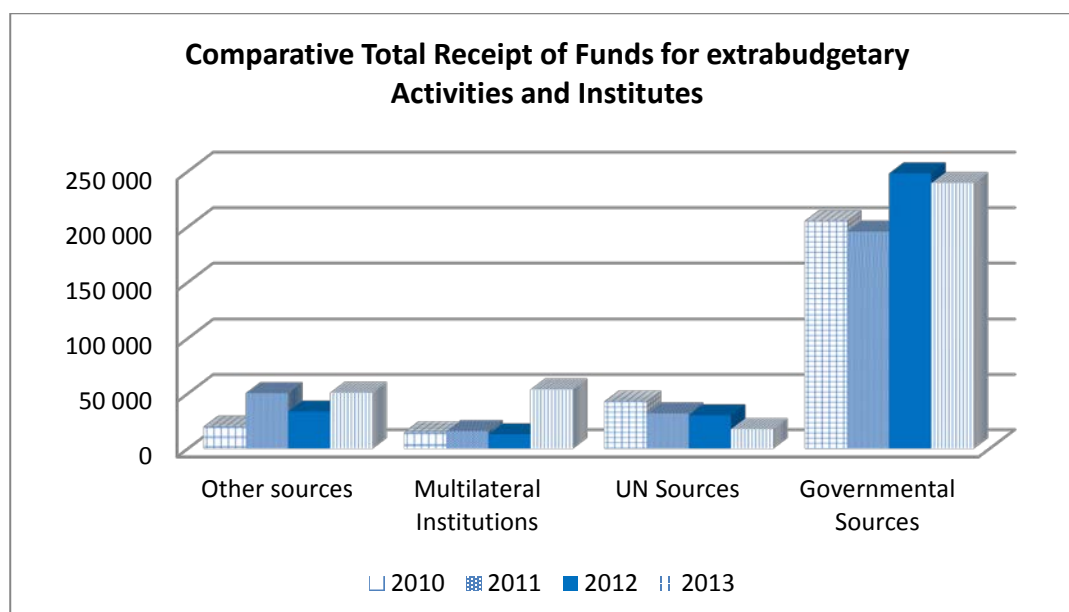
7. In 2013, UNESCO received US \$362 million in voluntary contributions compared to US \$325 million in 2012, representing an increase of 11.4%. The increase is mainly due to an increase in voluntary contributions to the 10 category 1 institutes which amounted to \$99 million corresponding to 27.4% of the total contributions received by UNESCO in 2013. 51% of the increase (\$19 million) is explained by the inclusion of contributions for the UNESCO-IHE Institute for Water Education from the Netherlands Organization for International Cooperation in Higher Education.

8. In addition to the voluntary contributions, there is also a positive evolution in additional appropriations to the regular programme. The latter are financial transfers to UNESCO which are additional to the assessed contributions of Member States, but accounted for separately from extrabudgetary contributions. Additional appropriations to the Regular Programme increased from \$7,614,246 in 2010-2011 to \$12,428,406 in 2012-2013. It is anticipated that simplifications introduced recently to the additional appropriation modality will favour this positive trend, and contribute to the diversification of UNESCO's donor base.

¹ Source : Bureau of Financial Management

Top 20 donors in 2013²

Donor	Amount in US \$
	31 December 2013
Brazil	43,334,349
Italy	36,707,054
Japan	30,499,173
World Bank/I.B.R.D.	28,963,278
Sweden	20,400,045
European Union (EU)	19,889,156
Netherlands	18,671,158
Norway	12,467,904
NUFFIC – Netherlands Organization for International Cooperation in Higher Education	10,216,107
Pakistan	9,644,670
Rep. of Korea	7,851,533
UNDP	7,340,452
France	5,508,595
Iraq	5,024,135
Belgium	4,811,702
Switzerland	4,369,095
Indonesia	4,089,965
IAEA	3,875,371
Germany	3,660,118
China	3,523,494



Governmental sources

9. With contributions of \$240 million, governments remain the largest source of funding accounting for 66% of the funds received. The level of governmental contributions decreased by \$8 million compared to 2012, but nevertheless remained higher than 2010, and 2011 levels.

10. Although the contributions from government donors to the Emergency Fund fell by \$17 million, compared to 2012 which constitutes the main reason for the drop in overall figures from governments, there were marked increases in voluntary contributions to other areas from

² Source: Bureau of Financial Management. Figures for 2012 are available in document 192 EX/5 Part III.

Angola, Azerbaijan, Belgium, Finland, Japan, Kuwait, Norway, Pakistan, Republic of Korea and Sweden.

11. Highlights since the submission of the last report to the Executive Board in September 2013 include the conclusion of a new programme of cooperation agreements with Norway covering 2014-2015 amounting to approximately \$12.2 million and with Finland for €2.4 million. Two major agreements were concluded with the Department for International Development (DFID), each for £2.1 million, for UIS and GMR respectively. The French Agency for Development (AFD) committed €5 million to IIEP for education sector analysis in Africa.

12. A new framework agreement with Kuwait was signed for an amount of \$3.5 million and the framework agreement on science between UNESCO and the Government of Flanders with an indicative budget of \$10 million was renewed for a further five years. The Parliament of Italy ratified an MOU which places the funding of the World Water Assessment Programme in Italy on a permanent footing, and the Netherlands renewed its commitment to support the UNESCO-IHE Institute for Water Education in Delft and pledged an annual grant of over €10 million per year to cover the operating costs of the Institute for the period 2014-2016. The Malaysia/UNESCO funds-in-trust supporting south-south cooperation was effectively launched with nine projects for a total amount of \$3.1 million.

13. With regard to situations of crisis and transition, agreements were signed with Japan amounting to \$1.5 million for education projects in the Philippines, Mali and the Democratic Republic of Congo, and with Switzerland (\$1.1 million) in favour of cultural heritage in Mali. Major new funding was granted for Afghanistan by Japan (\$23 million) and Sweden (\$10 million) in the education sector, and by the Republic of Korea (\$5 million) and Italy (€0.9 million) for the culture sector. For Myanmar, agreements were signed with Australia for teacher education (\$2.5 million) and with Italy for cultural heritage (\$1 million).

Contributions to self-benefiting projects in 2013³

Donor	Education (ED)	Natural Sciences (SC)	Culture (CLT)	Social and Human Sciences (SHS)	Communication and Information (CI)	Total Donor
Angola			174,925			174,925
Brazil	29,139,644	4,964,235	2,403,096	5,961,948	359,068	42,827,991
Cameroon	10,334					10,334
India			482,625			482,625
Iraq			4,022,290			4,022,290
Madagascar	75,000					75,000
Morocco	580,291					580,291
Mozambique	200,000					200,000
Thailand	69,905					69,905
Total	30,075,174	4,964,235	7,082,936	5,961,948	359,068	48,443,361

14. Voluntary contributions linked to self-benefitting arrangements remained relatively stable at \$48.4 million compared to \$50.4 million in 2012. Highlights over the last twelve months include the conclusion of project agreements with Brazil for a cumulative amount of over \$11 million, including for South-South cooperation, the conclusion of a major agreement with Cameroon for community radios (\$5.8 million) and the effective launch of funds-in-trust cooperation under standing framework agreements with Pakistan and Indonesia.

³ Idem.

Private sector

15. Voluntary contributions from private donors including private companies, foundations, individuals and NGO's increased significantly (by over 50%) from \$33.6 million in 2012 to \$50.7 million in 2013. These figures are consistent with a longer term evolution of resource mobilization from private donors illustrated by the increase over the two previous biennia.

16. In line with the importance attached by the Director-General to cooperation with the private sector and the conclusions of the Independent External Evaluation, UNESCO continued to place an emphasis on strategic and high value partnerships especially with the BRICS. Partnerships with the Chinese private sector in particular have been further enhanced and diversified over the reporting period.

17. Attention has also been focused on scaling up existing strategic partnerships. Building on the UNESCO/Always cause-related marketing campaign (CRM) in support of girls' and women education initially developed in Senegal, a new literacy project has been launched in Nigeria. UNESCO and Procter & Gamble have also joined efforts in another CRM-based partnership to execute a project on the preservation of the Argan Biosphere Reserve in Southern Morocco in 2013. Similarly, the partnership with Samsung initially focused on ESD in Viet Nam has been expanded to include cooperation on culture.

18. The long-standing partnership with the Office of Her Highness (HHO) Sheikha Moza bint Nasser, related to supporting higher education in Iraq was further strengthened in 2012 after the establishment of the Foundation Education Above All to include a primary-education programme targeting out-of-school Children (Educate a Child in Iraq) for which \$2,623,174 was received in 2013 as well as a financial contribution to the "Global Education First Initiative" (GEFI) for \$420,000.

19. Another major highlight during the period was the signing of a framework agreement with the HNA Group/the Hainan Cihang Foundation and UNESCO involving \$5 million in support of girls' and women's education in Asia and Africa.

20. A new trend emerging in UNESCO's partnerships with the private sector is the possibility of mobilizing in-kind contributions such as equipment and/or facilities as part of a wider multi-stakeholder approach. In the context of the "Energy for the Poor" project, for example, Panasonic provided solar panels and the OPEC Fund for International Development (OFID) provided funding to benefit a selected number of schools in African countries. Efforts will be made to replicate such approaches.

21. Similarly, UNESCO further developed its various fundraising mechanisms with the private sector. For example, in the context of the partnership with Juventus Football Club in support of youth and sport for inclusion and against discrimination, a fundraising event was organized in June 2014 "The UNESCO Cup". The proceeds of the ticket sales were donated to UNESCO. The high profile event also offered the opportunity for disseminating key messages about the partnership.

European Union

22. The Bureau for Strategic Planning together with the UNESCO Liaison Office in Brussels have worked to improve in-house understanding and capacities on how to work with the European Union (EU) by providing guidance to colleagues in Headquarters, field offices and category 1 institutes. Since the signature of the memorandum of understanding between UNESCO and the EU in October 2012, the two organizations have taken a range of initiatives built on shared values such as quality education for all, inclusive sustainable development, the respect of cultural diversity and the promotion and protection of human rights and fundamental freedoms.

23. Voluntary contributions from the European Union (EU) increased by over \$12.5 million between 2012 and 2013 representing \$7.4 million in 2012 and \$19.9 million in 2013. This is the fruit of major efforts undertaken during the last few years. The combined voluntary contributions of the 28 European Union Member States and the European Union amounted to \$95 million in 2013.

24. In 2013, new agreements concluded between UNESCO and the EU include: Education Management Information System (EMIS) in Jordan; advanced survey of hydrological resources in Iraq; consolidating Haitian capacities for tsunami early warning and preparedness; the regional programme on Networks of Mediterranean Youth; the emergency safeguarding of Syrian cultural heritage and the preservation and promotion of the heritage archives in Tanzania

25. Negotiations were also initiated for new projects, such as the safeguarding of Timbuktu's manuscripts in Mali, governance of the shared transboundary natural and cultural heritage of Lake Ohrid and phase II of the International Teachers Task Force for Education for All. These agreements were signed during the first six month of 2014.

26. The Bureau for Financial Management has restructured to provide end-to-end financial management support to field offices and programme sectors. Two poles have been entrusted this responsibility: the first pole coordinates all post project verification work by third parties and the accreditation process carried out ex-ante through the "7 Pillar" assessment and facilitates the review of new and updated contractual templates to ensure that UNESCO's interests are safeguarded. The second pole provides operational support through the "financial" review of project agreements and provision of donor financial statements.

27. The previous "4 Pillar" assessment scope having changed, UNESCO is currently being re-assessed on the adequacy of its internal control framework and financial management capacities using the new "7 Pillar" methodology. The successful completion of this assessment carried out by Ernst & Young, one of the big four audit firms, will enable UNESCO to continue ongoing cooperation and the receipt of funds from the European Union. The results of "7 Pillar" assessment will be communicated officially towards the end of 2014.

Multilateral development banks and regional economic communities

28. The overall funding from multilateral development banks and regional economic communities increased considerably from \$5.4 million in 2012 to \$33 million in 2013 of which \$10.2 million were mobilized for projects to be executed by UNESCO Institute for Statistics (UIS), International Institute for Educational Planning (IIEP) and the International Bureau of Education (IBE). This significant growth is due to the contributions of \$27.5 million received from the World Bank in the framework of the Global Partnership for Education (GPE) primarily concerning three major projects: the "Chad Program Implementation Grant", the "Civil Society Education Project" and the project "Delivering on Strategic Objectives on Teachers and Assessment Systems and Learning Outcomes".

29. Another major highlight during the period was the conclusion of a \$2 million project with the Afghan Ministry of Mines and Petroleum for the implementation of a major project in the area of culture financed through a World Bank grant. The negotiation of the funding was greatly facilitated by a newly-agreed standard template to be used to formalize agreements between UNESCO and governments under which UNESCO provides technical assistance services to Member States under World Bank financed projects. Strategic cooperation with the Islamic Development Bank and African Development Bank has also been enhanced through high-level meetings of UNESCO senior management and banks' representatives.

United Nations

30. The United Nations funding for UNESCO decreased in 2013 to \$17.8 million from \$30.2 million in 2012. This is primarily due to the closure of the Spanish Achievement MDG Fund.

The decrease in cash transfers is also linked to the fact that the cycle of many multi-donor trust funds is currently coming to an end and replenishments from donors are being sought prior to the launch of a new cycle, at which point disbursement to United Nations agencies participating in programmes in the humanitarian, transition and development areas would be likely to stabilize.

31. Other significant highlights in 2013 consist of a regional project on international waters funded by UNDP/GEF for \$2.5 million to improve global ecosystem-based governance of large marine ecosystems and a programme of \$2.5 million on transboundary water assessment programme funded by UNEP. The Peace Building Fund has funded country programmes in Guinea, Guatemala, Nepal and Myanmar for \$2.8 million to contribute to the peace building processes. Also to be highlighted is support from UNICEF of \$2.5 million for teacher and school leadership training for formal education for out-of-school children in Somalia.

32. Another major highlight is UNESCO's participation in the implementation of projects under the United Nations Partnership on the Rights of Persons with Disabilities (UNPRPD) which is a unique collaborative effort that brings together United Nations entities, governments, disabled people's organizations and the broader civil society to advance disability rights around the world.

33. Over the period, UNESCO has worked on a sustained basis to improve its working partnership with other United Nations partners mainly UNICEF, UNHCR, IFAD, ILO, UNEP, UNESCAP and UNDP in the field of education and natural sciences with a focus on strengthening institutional and organizational capacity.

III. Implementation, monitoring and evaluation

Implementation

34. It is clear that, particularly given the current financial constraints, UNESCO faces many challenges to the implementation of extrabudgetary programmes and to resource mobilization, not least of which are capacity constraints at Headquarters and in the field. Over the reporting period, UNESCO has sought to address these challenges with the tools and resources at its disposal, namely a focus on ensuring "quality-at-entry" in project design, tailored training, the provision of timely and relevant information, the promotion of complementary staffing arrangements such as secondments and non-reimbursable loans and the Associate Experts scheme and promoting the proper application of the cost recovery policy to ensure that all the resources and direct costs that are needed to ensure the sustainable implementation of a given project or programme are provided for in the project budget.

35. The steps within SISTER for the development and validation of extrabudgetary project proposals were reviewed. Firstly, the roles and responsibilities of actors involved in the extrabudgetary process were newly depicted and unnecessary steps in the workflow, delaying the process, were removed. Processes were also simplified through the delegation to the Administrative Officers of sectors and field offices of the full responsibility to review and validate budgetary coherence and compliance for project proposals up to \$250,000 which represents today approximately 60% of the number of projects but less than 5% of the value.

36. To improve project design, great attention is being given to a more dynamic exchange between staff at Headquarters and in the field during the formulation of projects to ensure "quality-at-entry" as the best means of paving the way for quality implementation. This involves *inter alia* a peer review that not only looks at coherence with RP, but at the sound application of RBM, the mainstreaming of gender equality, the articulation of UNESCO's added value, as well as presentational aspects of the proposals.

37. Training on project design and resource mobilization targeted at programme specialists has continued. Since June 2013, workshops have been organized for TWAS, ICTP and the Venice Office, and well as for the UNESCO field offices in Rabat, Abuja, Addis and IICBA involving the

training of 74 staff members over the period. In addition, in November 2013, a modular training session was successfully organized for all directors and heads of UNESCO field offices addressing means and ways of working with different types of donors (European Union, United Nations, private sector, self-benefitting, etc.) as well as the challenge of mobilizing resources in different contexts such as crisis and transition arrangements.

38. Having easy access to the right information at the right time is critical at all stages in the project cycle. To facilitate this flow of information a new “extrabudgetary work space” on UNESCO’s intranet site was launched in March 2014. The workspace contains relevant references for resource mobilization, donors and partners’ profiles, guidelines on monitoring and evaluation, templates as well as training materials and presentations. It also constitutes a work space where proposals can be fine-tuned in a collaborative manner before submissions to potential donors.

39. The planning and implementation of projects have also been eased by the simplification of certain administrative procedures. For example, whereas in the past it was only possible for project officers to make internal requests for the allotment of funds linked to the calendar year in which the request was submitted, it is now possible to have funds allotted to a project code on a multi-annual basis through a single request for allotment. This has encouraged a better planning upfront of extrabudgetary resources required for delivering activities and it also reflects more accurately the year of implementation of these resources.

40. The reporting of extrabudgetary resources as well as the calculation of the implementation rate has been revised since the 190th session to provide more consistent and transparent information on implementation of extrabudgetary resources. Allocation figures (which included un-liquidated obligations (ULO) from previous years) were replaced with “Allotment Current Year” figures (which are funds made available for implementation). This methodology allows a better focus on the performance with funds that are available and the “current year expenditure”. The calculation of the expenditure rate has also been revised to show expenses (disbursements and un-liquidated obligations incurred from 1 January to 31 December of a given year) versus funds allotted for that same year.

41. Simplification of administrative processes has been further pursued and will be continued. For example, a new model of an exchange of letters was introduced for non-financial agreements with private sector entities, thereby contributing to reducing the workload of sectors concerned by the initial visa process, streamlining and speeding up the process, with the aim to focus more on proactive resource mobilization.

42. UNESCO’s capacity has also been strengthened during the period through new and renewed secondment arrangements and the loan of personnel including from Australia, Belgium (Flanders), China, Germany, Italy, Japan, Republic of Korea, Spain and Turkey. During this period, UNESCO also concluded a framework agreement with the Swedish Council for Higher Education providing for the loan of Swedish civil servants to UNESCO.

43. During the period, new agreements related to the provision of Junior Professional Officers (JPO)/Associate Experts to UNESCO have been concluded with Azerbaijan, China⁴ and Qatar.⁵ UNESCO is the first United Nations agency to conclude JPO agreements with these Member States, since the JPO programme establishment per ECOSOC resolution 849 (XXXII) of 4 August 1961. These partnerships will strengthen UNESCO’s delivery capacity and by enlarging the circle of donor countries to the programme, will also increase the number of JPOs from emerging donors and middle-income countries, thereby strengthening the general ownership and the visibility of the programmes for the Member States, in compliance with JIU recommendations.⁶

⁴ UNESCO and the People’s Republic of China signed two agreements on 3 July 2014, regarding the establishment of the Junior Professional Officer (JPO) Programme and an Internship Programme.

⁵ UNESCO and Qatar signed the agreement on the Junior Professional Officer (JPO) Programme on 4 July 2014.

⁶ (https://www.unju.org/en/reports-notes/archive/JIU_REP_2008_2_English.pdf).

Monitoring and evaluation

44. The integration of extrabudgetary projects in SISTER in 2011 strengthened the capacity of the Secretariat to monitor extrabudgetary projects. These arrangements are subject to constant refinement. In the last year new provisions have been made in SISTER to send automatic alerts on the due dates of narrative and financial reports, as well as for better monitoring of resource mobilization by category of donor, and individual donors through the establishment of an agreed donors' list in SISTER.

45. The improvement of the evaluation of extrabudgetary activities remained a subject of close scrutiny over the period. In December 2013, IOS concluded a diagnostic study of 570 recent (self-) evaluation reports. The study found that most reports are meeting basic reporting requirements. However, many challenges remain, such as improving the quality of the causal analysis and the evidence on processes of change brought about by UNESCO's projects. In terms of the way forward, the study underlined the need for further improvement of existing guidelines, backstopping and communication about the evaluation of extrabudgetary activities, and the need for maintenance of a database of self-evaluation reports as a means to better draw on the extensive repository of knowledge on performance and results, and the learning potential, contained in such final reports and evaluations.

IV. Update on the Implementation of the cost recovery policy

46. In order to facilitate the application of full budgeting principles at the budget preparation phase, the enhanced B4U (Budget for UNESCO) tool was launched in early 2014. The B4U tool was further improved through the embedment of standard costs which has contributed to increasing transparency and accuracy in budget preparation. A price list was also integrated in the tool in order to improve the charging of running costs required for implementation directly to projects.

47. Further developments are foreseen in the upcoming phase 2 of B4U enhancement which will have as main objective of integrating specific reporting facilities into the tool which will enable the Organization to measure the level of direct charges recovered through full budgeting and direct costing on extrabudgetary projects.

48. The B4U tool also allows programme specialists to reflect the co-financing or in-kind contributions portion which is financed from Regular Programme resources as it is important that these resources be also explicitly costed in project budgets. In the future, it is hoped to develop reports through which the Organization will be able to evaluate the volume of these contributions in order to improve monitoring and to better assess where improvements can be made.

49. It is important that more direct costs and more indirect variable costs be charged to extrabudgetary projects. In spite of the fact that there has been some evolution in the budgeting of costs, particularly those relating to staff, from 2008 to 2013 the Organization has recovered less than 1% of Regular Programme staff costs on extrabudgetary projects. It should be noted that this percentage reflect only the portion recovered for RP staff time but it does not reflect all other direct costs which were previously subsidized by the RP.

50. In all, efforts are currently being pursued by the Organization for further streamlining/simplifying its internal processes and improving its transparency and accuracy in budgeting, charging and reporting mechanisms.

51. The following table shows the average Programme Support Costs (PSC) rate applied on extrabudgetary projects as well as the evolution of PSC generated by the Organization from 2008 to 2013:

Average PSC Rates applied on extrabudgetary projects:

	2008	2009	2010	2011	2012	2013
Average PSC rate applied	9.0%	9.7%	8.6%	10.4%	9.3%	11.1%
\$ amount PSC generated *	9,328,422	12,018,090	13,146,789	14,157,468	14,772,764	14,246,255

* Excluding UBO business area.

52. In 2013, a total amount of \$14.2 million of PSC income was generated by the Organization (excluding UNESCO Brazil Office). The costs to be absorbed in 2014 by the Organization from PSC income are as follows: \$10.4 million for the financing of 14 programme sector and 50 central services posts; \$ 2.2 million for field office administration and \$182,000 mainly for external audit costs.

53. By increasing the amount of direct and indirect variable costs charged directly to extrabudgetary projects and with the improved mechanism being developed to measure the implications, the Organization will be able to review and determine the most appropriate percentage of Programme Support Costs (PSC) to apply to extrabudgetary projects. In this context, discussions are ongoing to appropriately adjust the standard programme cost rate for future projects also with a view to aligning with the practices of other United Nations specialized agencies, as they are already for multi-donor trust funds.

Proposed decision

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

The Executive Board,

1. Having examined document 195 EX/5 Part IV (C) and 195 EX/5.INF.2,
2. Welcomes the efforts by the Director-General to strengthen the strategic orientation, coherence and programmatic concentration of the Complementary Additional Programme with specific reference to the development of targets for each expected result of the 37 C/5 including integrated benchmarks for regular programme and extrabudgetary resources, to the “Sharpened Resource Mobilization Strategy” and the “Pipeline of priority proposals” published through UNESCO’s Partnership web site;
3. Welcomes the net increase in voluntary contributions and encourages the Secretariat to continue pursuing donor diversification and new modalities for resource mobilization with different categories of partners;
4. Acknowledges the efforts undertaken to improve “quality-at-entry” in project design and to improve capacity-building and information on resource mobilization and the management of extrabudgetary activities;
5. Takes note of the “Revised Action Plan for the Improved Management of Extrabudgetary Funds” contained in 195 EX/5.INF.2 and the updated processes introduced by the Secretariat to implement the guiding principles set out in the original Action Plan (174 EX/INF.4);
6. Recognizes the importance of the application of full budgeting principles and takes note of progress relating to the implementation of the cost recovery policy and of full budgeting;

7. Invites the Director-General to report to it at its 197th session on further developments and challenges encountered with regard to the management of extrabudgetary resources and activities at Headquarters and in the field, and on the implementation of the cost recovery policy and the total costs recovered, and to prepare an updated resource mobilization strategy on a four-yearly basis in parallel with the finalization of each C/5.

D. State of progress of the reform of the field network in Africa
(Follow-up to 194 EX/Decision 4 (IV))

1. Following consideration of the status of the progress of the reform of the field network at the 187th, 190th, 191st and 192nd sessions of the Executive Board, the Board noted at its 194th session the progress achieved in phase 1 of the field reform focused on Africa, having examined documents 194 EX/4 Part IV and Add.
2. By 194 EX/Decision 4 (IV), para. 7, the Executive Board then requested the Director-General to ensure the deployment of adequate human resources to field offices in Africa and to provide to it, at its 195th session, details for each field office in Africa, on the number and functions of staff.
3. The present note provides detailed information about the staffing of each of the five multi-sectoral regional offices (MRSO) – Abuja, Dakar, Harare, Nairobi and Yaoundé –, 11 national offices – Abidjan, Accra, Addis Ababa (also a Liaison Office with the AU), Bamako, Brazzaville, Dar-es-Salam, Juba, Kinshasa, Libreville, Maputo and Windhoek –, and one House for a Culture of Peace in Bujumbura. For each office, the number of posts is broken down by general management, programme and programme support staff as well as administration-related posts. The grade level and title of each post are clearly indicated.
4. In the light of the information provided, the Executive Board may wish to adopt the following proposed decision:

The Executive Board

1. Recalling 194 EX/Decision 4 (IV), para. 7,
2. Having considered document 195 EX/5 Part IV (C) on the State of Progress of the Reform of the Field Network in Africa,
3. Takes note of the information provided in the document.

(a) Multisectoral Regional Offices in Africa**Abuja**

General Management	
	D-1 Director of the Office L- 5 Secretary L-3 Driver
Programme	
Education	P-5 Senior Programme Specialist P-3 Programme Specialist
Natural Sciences	P-4 Programme Specialist NO - B
Culture	P-4 Programme Specialist P-3 Programme Specialist
Social and Human Sciences & Communication	P-3 Programme Specialist*
Programme support	L-4 Programme Assistant L-4 Programme Assistant
Administration	
	P-3 Finance and Administrative Officer L-6 Senior Finance and Administrative Assistant L-5 Administrative Assistant L-5 Administrative Assistant

*cost shared by CI and SHS

Dakar

General Management	
	D-2 Director of the Office L-6 Secretary L-5 Library Assistant L-4 Secretary L-2 Driver L-2 Driver
Programme	
Education	P-4 Programme Specialist P-4 Programme Specialist P-4 Programme Specialist P-4 Programme Specialist P-4 Programme Specialist P-3 Programme Specialist NO - C NO - C
Natural Sciences	P-3 Programme Specialist
Culture	P-4 Programme Specialist P-3 Programme Specialist
Social and Human Sciences	P-4 Programme Specialist
Communication	P-4 Programme Specialist
Programme support	L-5 Programme Assistant L-5 Programme Assistant
Administration	
	P-3 Finance and Administrative Officer L-6 Senior Finance and Administrative Assistant L-6 Senior Administrative Assistant

L-4 Administrative Assistant L-3 Receptionist/Telephone Operator L-1 Messenger
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Harare

General Management	
	D-1 Director of the Office L-6 Secretary L-3 Driver
Programme	
Education	P-5 Senior Programme Specialist P-4 Programme Specialist P-3 Programme Specialist NO - A
Natural Sciences	P-5 Senior Programme Specialist P-3 Programme Specialist
Culture	P-4 Programme Specialist P-3 Programme Specialist
Social and Human Sciences & Communication	P-4 Programme Specialist*
Programme support	L-4 Programme Assistant L-4 Programme Assistant
Administration	
	P-3 Finance and Administrative Officer L-6 Senior Finance and Administrative Assistant L-5 Administrative Assistant L-5 Administrative Assistant

*cost shared by CI and SHS

Nairobi

General Management	
	D-1 Director of the Office P-3 Liaison Officer L-6 Secretary L-3 Driver L-2 Driver
Programme	
Education	P-4 Programme Specialist P-4 Programme Specialist P-3 Programme Specialist NO - A
Natural Sciences	P-5 Senior Programme Specialist P-4 Programme Specialist P-4 IOC Programme Coordinator NO - C
Culture	P-4 Programme Specialist P-3 Programme Specialist
Social and Human Sciences	P-4 Programme Specialist
Communication	P-4 Programme Specialist*
Programme support	L-4 Programme Assistant L-4 Programme Assistant

Administration	
	P-3 Finance and Administrative Officer L-7 Senior Finance and Administrative Assistant L-5 Administrative Assistant L-4 Administrative Assistant L-1 Office Helper/Assistant

Yaounde

General Management	
	D-1 Director of the Office L-6 Secretary L-2 Driver
Programme	
Education	P-4 Programme Specialist P-3 Programme Specialist NO - A
Natural Sciences	P-3 Programme Specialist
Culture	P-3 Programme Specialist P-3 Programme Specialist
Social Sciences & Communication	P-3 Programme Specialist*
Programme support	L-4 Programme Assistant L-4 Programme Assistant
Administration	
	P-3 Finance and Administrative Officer L-6 Senior Finance and Administrative Assistant L-5 Administrative Assistant L-5 Administrative Assistant

*cost shared by CI and SHS

(b) National Offices in Africa**Abidjan**

General Management	
	P-5 Head of the Office L-4 Secretary L-2 Driver
Programme	
Education	NO - A
Culture	NO - A
Communication	NO - A
Programme support	L-4 Programme Assistant
Administration	
	P1/P2 Finance and Administrative Officer L- 5 Administrative Assistant L- 4 Administrative Assistant

Accra

General Management	
	P-5 Head of the Office L-4 Secretary L-2 Driver

Programme	
Education	NO - C
Culture	NO - B
Communication	NO - A
Programme support	L-4 Programme Assistant
Administration	
	P1/P2 Finance and Administrative Officer L- 5 Administrative Assistant L- 4 Administrative Assistant

Addis Ababa – Liaison and National Office

General Management	
	D-1 Director of the Office P-3 Liaison Officer L-5 Secretary L-3 Driver
Programme	
Natural Sciences	P-4 Programme Specialist P-3 Programme Specialist
Culture	NO - C
Social Sciences & Communication	P-3 Programme Specialist*
Programme support	L-4 Programme Assistant
Administration	
	P-3 Finance and Administrative Officer L- 5 Administrative Assistant L- 4 Administrative Assistant

*cost shared by CI and SHS

Bamako

General Management	
	P-5 Head of the Office L-4 Secretary L-2 Driver
Programme	
Education	NO - A
Natural Sciences	NO - A
Culture	NO - B
Programme support	L-4 Programme Assistant
Administration	
	P1/P2 Finance and Administrative Officer L- 5 Administrative Assistant L- 4 Administrative Assistant

Brazzaville

General Management	
	P-5 Head of the Office L-5 Secretary L-2 Driver
Programme	
Education	NO - C
Natural Sciences	NO - C
Culture	NO - A
Programme support	L-4 Programme Assistant

Administration	
	L- 7 Senior Finance and Administrative Assistant L- 4 Administrative Assistant

Dar-es-Salaam

General Management	
	P-5 Head of the Office L-4 Secretary L-2 Driver
Programme	
Education	NO - C
Natural Sciences & Culture	NO- B*
Communication	NO - B
Programme support	L-4 Programme Assistant
Administration	
	P1/P2 Finance and Administrative Officer L- 6 Administrative Assistant L- 4 Administrative Assistant

*cost shared by SC and CLT

Juba

General Management	
	P-5 Head of the Office L-5 Secretary L-2 Driver
Programme	
Education	P-3 Programme Specialist NO - C
Culture	NO - A
Programme support	L-4 Programme Assistant
Administration	
	P1/P2 Finance and Administrative Officer L- 5 Administrative Assistant L- 4 Administrative Assistant

Kinshasa

General Management	
	P-5 Head of the Office L-5 Secretary L-2 Driver
Programme	
Education	P-4 Programme Specialist
Culture	NO - B
Communication	NO - C
Programme support	L-4 Programme Assistant
Administration	
	P1/P2 Finance and Administrative Officer L- 7 Senior Finance and Administrative Assistant L- 4 Administrative Assistant

Libreville

General Management	
	D-1 Director of the Office L-5 Secretary L-2 Driver
Programme	
Education	NO - C
Culture	NO - B
Communication	NO - B
Programme support	L-4 Programme Assistant
Administration	
	L- 7 Senior Finance and Administrative Assistant L- 5 Administrative Assistant

Maputo

General Management	
	P-5 Head of the Office L-5 Secretary L-2 Driver
Programme	
Education	NO - C
Culture	NO - B
Administration	
	P1/P2 Finance and Administrative Officer L- 5 Administrative Assistant L- 4 Administrative Assistant

Windhoek

General Management	
	P-5 Head of the Office L-6 Secretary L-2 Driver
Programme	
Education	P-4 Programme Specialist NO - C
Natural Sciences	P-3 Programme Specialist
Culture	NO - B
Programme support	L-4 Programme Assistant
Administration	
	P1/P2 Finance and Administrative Officer L- 5 Administrative Assistant L- 4 Administrative Assistant

Bujumbura – House for a Culture of Peace

Programme	
Culture	NO - A
Social and Human Sciences	NO - B
Administration	
	L- 7 Senior Finance and Administrative Assistant L- 5 Administrative Assistant

E. Schedule and workload of Executive Board sessions

(Follow-up to 192 EX/Decision 16 (VII))

Background

1. The Special Committee of the Executive Board met on 27 September 2013 at its 192nd session and completed its work by carefully reviewing the comprehensive proposals in document 192 EX/16 Part VII on the “Implementation of 191 EX/Decision 15 on the Draft Medium-Term Strategy (37 C/4) and Draft Programme and Budget (37 C/5), and 5 X/EX/Decision 2 Part VII, Schedule and Workload of Executive Board Sessions”.
2. As presented in the Report of the Special Committee (document 192 EX/49), the recommendation was made that EX/4 Part I A, should correspond to a short strategic report, while Part I B should correspond to a comprehensive report providing a result-oriented and evidence-based assessment. It was also agreed that the EX/4 report was crucial for the Executive Board to monitor programme implementation, and that further progress was required to enhance the quality of the information provided to ensure informed decision-making.
3. Further to the recommendations of the Special Committee, the Executive Board took note of the Director-General’s proposals to further improve efficiency and to provide a concrete response to the need to identify savings in the functioning of the Executive Board to the benefit of programmes.
4. By decision 192 EX/Decision 16 (VII), the Executive Board adopted the following proposals with the aim to further enhance the efficiency and effectiveness of Executive Board sessions in the light of the move to a four-year programme cycle:
 - (a) a comprehensive EX/4 report to be submitted annually, as well as a shorter strategic report every six months, in accordance with 186 EX/Dec.4 Part I;
 - (b) IOS evaluations and new audits by the external auditors should be submitted in a timely manner;
 - (c) progress reports on IOS evaluations and audit recommendations once a year;
 - (d) proposals for category 2 institutes and centres once per biennium;
 - (e) the Special Committee (SP) and the Committee on Non-Governmental Partners (NGP) to meet only once a year, as appropriate;
 - (f) shorter Executive Board sessions (the first and the fourth in each biennium) and longer sessions (the second and third in each biennium);
 - (g) further rationalization of the dispersal of items in the reports of the follow up of Executive Board decisions, General Conference resolutions (EX/5 document) and other reports, by appropriate regrouping;
 - (h) more interactive plenary debates;
 - (i) discontinuation of the plenary thematic debates;
 - (j) maintenance of the mechanism for pre-session preparation of the Executive Board meetings, similar to the Ad Hoc Preparatory Group as well as *inter alia*, that of inter-sessional online discussions;

Progress report on the application of this decision

New EX/4 report

5. At its 192nd session, the Executive Board discussed item 4 and in its decision 192 EX/Decision 4 Part I invited the Director-General to “*propose at the 194th session a new format adapted to the results-based budgeting (RBB) approach for EX/4 documents based on discussions at the 192nd session and its Ad Hoc Preparatory Group, as well as debates at the 37th session of the General Conference*”.

6. Further to this decision, the Secretariat submitted document 194 EX/4 Add.2 containing a proposal for a new format for the EX4 document. Upon examination, the Executive Board welcomed the Secretariat’s proposals as a starting point in a consultative process with Member States and decided to convene intersessional meetings of the Preparatory Group, which should work closely with the Secretariat to examine those proposals in greater detail (194 EX/Decision 4 Part I B). The first intersessional meeting of the Preparatory Group on this issue was held on 2 and 3 September 2014, followed by a second meeting on 9 September 2014. The Secretariat prepared and submitted a background note to support the discussions of the Preparatory Group of the Executive Board on the future format for the EX4 document (See 195 EX/PG/1).

IOS evaluations and audit reports

7. IOS submits a report on completed evaluations once per year, in accordance with 186 EX/Decision 6 (VI). Moreover, the IOS Annual Report which is submitted to the spring session of the Executive Board also contains summaries of completed evaluations. As such, the Executive Board essentially receives information on evaluations at every session and IOS will ensure that these are available per required submission dates.

8. As regard to the submission of new audits by the External Auditor in a timely manner, BFM, the focal point in the Secretariat to the External Auditor, continues to monitor the need to submit reports on time. The preparation of Executive Board summary reports and the publication of the full external audit reports as INF documents have helped to process these reports in a timelier manner and generate cost savings (INF documents being produced in the two working languages of the Secretariat).

9. IOS reports on the status of both evaluation and audit recommendations in its Annual Report are submitted to the spring session of the Executive Board. This has been the standard practice but can be enhanced as requested in the future.

Category 2 institutes and centres

10. Based on the recommendations of the Executive Board, the General Conference at its 37th session in November 2013 amended the Integrated Comprehensive Strategy for Category 2 Institutes and Centres (Document 37 C/18 Part I) by introducing the new provision H.4 – Consideration of submissions for designation: “The Executive Board will examine proposals for the creation of new category 2 entities only once per biennium, during its session immediately preceding the regular session of the General Conference”. In line with this provision only renewals of UNESCO category 2 institutes and centres will be examined at each Board session as necessary. The Director-General will include the results of her review on renewals in her report to the Executive Board on the execution of the Programme (EX/4, C/3).

Special Committee and the Committee on Non-Governmental Partners

11. 192 EX/Decision 16 Part VII specified that the Special Committee and the Committee on Non-Governmental Partners meet only once a year, as appropriate. Pursuant to this decision, these Committees held their meeting in September 2013 at the 192nd session of the Executive

Board. The next meeting of these Committees is scheduled to take place in October 2014 at the 195th session of the Executive Board.

Shorter Executive Board sessions

12. Overall efforts have been made to shorten Executive Board sessions. As an example, the dates of the 194th Board session were reduced by one day. In the case of the 195th session, the session may be extended by one day if required as decided by the Board at its 194th session.

Further rationalization of the dispersal of items in the reports

13. In order to plan in advance and to avoid the dispersal of items in the reports on the follow-up of Executive Board Decisions, General Conference Resolutions (EX/5 document) and other reports, the schedule and workload of the Executive Board for 2014-2017 was examined during its 194th session. A mechanism to discuss the dates and workload of the following session has been put in place as an agenda item at each session (194 EX/Decision 26 – Dates of the 195th session and “Provisional list of matters to be examined by the Executive Board at its 195th session”). As well as one to foresee upcoming sessions during the biennium: “Tentative List of Matters to be considered by the Executive Board in 2014-2015”.

14. In addition to improving efficiency, changes in the overall functioning of the Board’s working methods have identified some cost savings in the Secretariat’s efforts to reduce the production of hard copy documents and limiting their translation to English and French only whenever possible. Efforts are also being continued to reduce the volume of documents by encouraging the Secretariat to include all the information that it wishes to bring to the attention of the Executive Board in the EX/4 document. Efforts have also been made by appropriate rationalization and better regrouping of items, i.e. UNESCO Prizes, category 2 institutes and centres and new audits by the External Auditor.

15. Pursuant to 194 EX/4 Part II C, Paragraph 11 (b), limiting payment of travel costs only to non-DAC members, also shortening Executive Board sessions, the reduction of hard copy documents by posting more documents online, etc., have progressively brought down the costs of one Board session by \$200,000 on average in the last biennium. Interpretation is another area currently under review where savings could be identified (See addendum).

More active plenary debates – enhancement of communication mechanisms

16. The practice of organizing regular Information Meetings of the Executive Board with the Director-General is an established mechanism to regularly update, exchange information, and enhance communication between the Director-General and Member States. The objective of this practice is also to bring about more active plenary debates. Regular round table thematic debates with Member States are also held by the Director-General by regional thematic groupings to prepare Executive Board debates. Information meetings on priority thematic issues are also organized periodically by the programme sectors with Permanent Delegations.

17. Plenary thematic debates during Board sessions have been discontinued. On the other hand, in line with the Non-Governmental Partners Committee’s terms of reference (188 EX/Decision 12), the Committee held thematic discussions on youth issues (October 2013). The Committee also held a thematic debate on the cross-cutting theme “UNESCO’s action on youth: what role for NGOs?” involving the Secretariat and representatives of non-governmental partners. This debate enabled substantial discussions on the fundamental role of youth-led NGOs and NGOs working on youth and for youth, which proved useful for UNESCO in the implementation of its Operational Strategy on Youth for 2014-2021.

Preparatory Group

18. The mechanism for the pre-session preparation of the Executive Board meetings, similar to the Ad Hoc Preparatory Group as well as *inter alia*, that of intersessional online discussions have been maintained. Further to 194 EX/Decision 4 Part IB, paragraph 7 on the new format for EX/4 documents, two intersessional meetings of the Preparatory Group are planned on 2-3 September 2014 and on 8-9 September 2014. Furthermore, in accordance with 194 EX/Decision 26, the Preparatory Group of the Executive Board will take place at UNESCO from 1 to 3 October 2014. Meetings of this Group could be a useful mechanism to discuss the submission of possible new items to the Board by Member States. The Chairperson of the Preparatory Group has been invited to present her reports in the Bureau and Plenary session on the Executive Board.

Proposed decision

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

The Executive Board,

1. Recalling 192 EX/Decision 16 Part VII,
2. Having examined document 194 EX/5 Part IV,
3. Thanks the Director-General for her report on progress made in the implementation of the proposals adopted at its 192nd session, aimed at enhancing the efficiency and effectiveness of Executive Board sessions in the light of the move to a four-year programme cycle and an eight-year medium-term strategy cycle;
4. Decides to examine, at its 197th session, proposals for the schedule of the Executive Board sessions for the 2016-2017 biennium, taking into account its debates and decisions at the present session.



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Educational, Scientific and
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Executive Board
Hundred and ninety-fifth session

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**FOLLOW-UP TO DECISIONS AND RESOLUTIONS ADOPTED BY
THE EXECUTIVE BOARD AND THE GENERAL CONFERENCE
AT THEIR PREVIOUS SESSIONS**

PART IV

MANAGEMENT ISSUES

ADDENDUM

OPERATION OF THE INTERPRETATION SERVICE

I. Definition

1. Interpretation consists of the quasi-simultaneous transmission of statements in another language. It is not a literal oral translation of speeches. The interpreter listens attentively to the speaker's words in a source language, understands the import of the statement, analyses the content of the message and rewords it clearly in the target language, while continuing to listen attentively to the speech. There is therefore always a slight lag of a few seconds between the original and the interpreter's rendering, otherwise interpretation would merely be a meaningless string of words.

2. It must be borne in mind that the purpose of the simultaneous interpretation of debates is to facilitate communication. Only the statement in the original language is authentic. Interpretation is not designed in principle for speeches read out at speed because the structure of the written language is much more complex and the density of information is much higher.

II. Statutory languages

3. During Executive Board sessions, interpretation is available in the six working languages of the governing bodies for Bureau, Committee, Commission and plenary meetings. Interpretation is provided by two interpreters working into their mother tongue in each of the English, French, Spanish and Russian booths and by three interpreters in the Arabic and Chinese booths working into their mother tongue and acting as "relay" into French and English. A full team therefore consists of 14 interpreters.

4. Interpretation into English/French is provided at the meetings of the preparatory group and of working groups by "bi-active" interpreters working into French and English.

III. Staffing and working conditions

5. As at 31 July 2012, the regular (permanent) staff of the Interpretation Section consisted of one interpreter who was the Chief of Section and two interpreters. UNESCO now has only one interpreter, who is in charge of coordinating interpretation services. The interpreters recruited by UNESCO are all high-level freelance workers paid at a daily rate and employed by many other international organizations and institutions or private clients. The daily rate covers time required to prepare for meetings and analyse documents and must cover their social security and retirement contributions. They are bound to professional secrecy.

6. The Agreement between the United Nations Common System Chief Executives Board for Coordination and the *Association Internationale des Interprètes de Conférence* (United Nations CEB-AIIC Agreement), to which UNESCO and the other specialized agencies of the United Nations common system, including the United Nations itself, have been parties for several decades, determines statutory provisions relating to the legal status, daily remuneration rate and working conditions established between the Organization and the interpreters. The current extendible five-year Agreement will be in force until 30 June 2017.

7. Under the United Nations CEB-AIIC Agreement, limits have been placed on the duration of simultaneous interpretation, the quality of which cannot be kept constant for prolonged durations or periods. Interpreters may not work each day in more than two three-hour meetings separated by a break of at least 90 minutes. Furthermore, the duration of their contract determines a maximal threshold number of assignments, for example five meetings in three days and eight meetings in five days. If those limits are exceeded, the interpreters concerned receive financial compensation, which has an impact on the Organization's budget.

8. Under the United Nations CEB-AIIC Agreement, the time worked by interpreters during each assignment must not exceed three hours counted from the scheduled time of assignment and not

from the actual beginning of the meeting. If a meeting must exceed the three-hour time limit, after a grace period of five to ten minutes, a second team of interpreters, known as the “relief team” team must be summoned for a new maximal three-hour period. The scheduled time of assignment may be adjusted slightly in order to correspond better to the actual beginning of the meeting and to gain additional interpretation time. Accordingly, for example, if interpreters are summoned for duty at 10.15 a.m., they may work until 1.15 p.m.

9. A team of 14 interpreters can cover two three-hour meetings per day in the six official languages, a team of three interpreters can cover two English/French meetings. After two days, the calculation of the number of interpreters required in accordance with the assignment rules set in the United Nations CEB-AIIC Agreement is not a simple factor of the number of days.

IV. Cost

10. Interpretation accounted for 27% of total expenses incurred for Executive Board sessions in 2013 (194 EX/4 INF.2).

11. At the July 2014 rate, the interpretation cost of a session comprising two three-hour English/French meetings is \$2,700 per day. A team of 14 interpreters covering the six official languages costs some \$11,000 at the July 2014 rate and can service two three-hour meetings per day for one or two days.

12. The calculation of the costs becomes more complex after two contractual days on account of the assignment rules set in the United Nations CEB-AIIC Agreement. The total cost of an Executive Board session depends on the timetable of work, the number of Commission and Committee meetings per day and the number of relief teams deemed necessary.

13. No special supplement is levied for evening or weekend work because the daily rates cover a 24-hour period from midnight to midnight, within the limits of the assignment rules. Conversely, an unscheduled relief team is likely to entail additional cost amounting to 100% of the cost of a team if the statutory number of meetings is exceeded. In the event of genuine emergency, a meeting may be extended by one hour without additional costs; any other situation is likely to have financial implications.

14. Unplanned recruitment is likely to result in the hiring of interpreters domiciled outside Paris if local interpreters are all under contract elsewhere. In such cases, interpreters’ travel costs must be added to their remuneration.

15. Initial recruitment and daily management of the assignment schedule are driven by a constant concern to keep costs down.

V. Quality of interpretation services

16. The Conference and Cultural Events Management Section (MSS/CLD/C) does the utmost to provide quality interpretation services.

- (a) Preparations made before the session contribute to the quality of interpreters’ performance: interpreters familiarize themselves with UNESCO-specific terminology and topical issues in the Organization. Glossaries initially compiled by staff interpreters and updated regularly by interpreters in the various language booths are sent to them for that purpose. A briefing by the Secretary of the Executive Board on the various agenda items is scheduled on the eve of each session.
- (b) During the sessions, all texts read out must be provided to the interpreters, for they might be unable to interpret a speech read at excessive speed if they do not have a copy. Proper nouns, figures and some abstract technical terms can in such cases be lost, as can some information that interpreters do not have the time to process.

Lastly, the quality of the sound flowing into the headsets has a great influence on listening comprehension, as speakers who are too close to or too far away from the microphone can hardly be heard. Interference triggered by mobile telephones or by headsets operating near an open microphone affects listening ability.

VI. Planning and recruitment

17. Good interpreters, especially those with rarer language combinations – interpreters working from Russian and interpreters in the Arabic and Chinese booths – are much sought after, often well in advance (six months to one year). Plans to recruit them must therefore be made long in advance. Furthermore, statutory confirmation of their recruitment is required 15 working days before the first day of the Executive Board session, but is actually provided much earlier because those who receive competitive offers request to be released or confirmed. Confirmation binds UNESCO to pay their salary even in the event of cancellation or change of dates, but guarantees the presence of a quality team.

18. Interpreters guarantee that they will be entirely at the disposal of the contracting Organization during each contractual day and remuneration of their work time may not, therefore, be divided up. Their professional obligations end at midnight of the last contractual day. Any time worked beyond that deadline requires the establishment of a new contract, with all of the financial and legal implications entailed. That said, team continuity is crucial to the provision of quality services.

VII. Extrabudgetary contributions

19. Member States may make extrabudgetary contributions to the financing of interpretation services in unofficial languages, as have, for example, States hosting major meetings away from the Organization's Headquarters.



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FOLLOW-UP TO DECISIONS AND RESOLUTIONS ADOPTED BY THE EXECUTIVE BOARD AND THE GENERAL CONFERENCE AT THEIR PREVIOUS SESSIONS

PART V

HUMAN RESOURCES ISSUES

SUMMARY

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

Part V of this document contains information on the following human resources issues:

A. Geographical distribution and gender balance of the staff of the Secretariat

Pursuant to 37 C/Resolution 74 and 192 EX/Decision 5 (IV, A), the Director-General submits an information note on the situation of the geographical distribution and on the gender balance of staff.

B. Use of consultant contracts in 2013 and implementation of the revised policy on individual consultants and other specialists

Pursuant to 192 EX/Decision 5 (IV, B), the Director-General submits a report on the use of consultant contracts by the Secretariat in 2013.

In 192 EX/Decision 5 (IV, B), the Executive Board encouraged the Secretariat to continue its efforts to improve the quality of information provided on the content of contracts and the services delivered. It also recalled the need to ensure a wider geographical distribution and a better gender balance in the hiring of consultants where qualifications are equal.

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

C. State of the Medical Benefits Fund (MBF)

In accordance with 37 C/Resolution 85, the Director-General reports to the Executive Board on the full financial implications of moving to a 60:40 cost-sharing formula between the Organization and the participants to the Medical Benefits Fund.

The document also provides a summary update on the management of health insurance schemes within the United Nations system and the governance structure of the UNESCO Medical Benefits Fund.

Action expected of the Executive Board: Decision proposed in paragraph 70.

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A. Geographical distribution and gender balance of the staff of the Secretariat
(Follow-up to 192 EX/Decision 5 (IV, A))

Section I: Geographical distribution of staff

1. Pursuant to 37 C/Resolution 74 and 192 EX/5 (IV, A), the Director-General submits an information note 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.

Overall situation of the geographical distribution for the period from 1 June 2013 to 1 June 2014

3. As at 1 June 2014, 154 Member States are represented in the Secretariat representing 79% of UNESCO's 195 Member States.

4. Table 1 below shows that 72 (37%) Member States are normally represented; 18 (9%) are over-represented, 64 (33%) are under-represented and 41 (21%) are non-represented. A detailed list of the situation **by country** is attached as Annex I.

Table 1

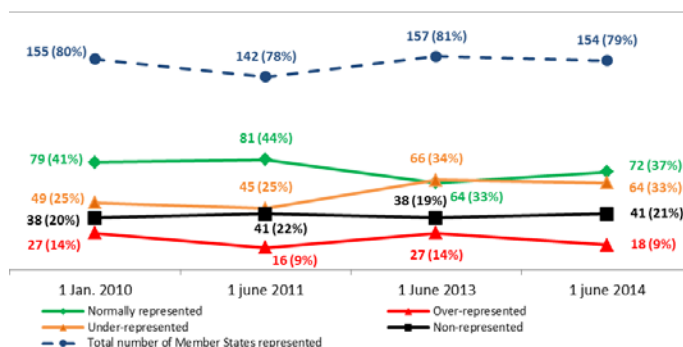
Situation of the geographical distribution as at 1 June 2014

Status of representation	Number of Member States as at 1 June 2014
Normally represented	72 (37%)
Over-represented	18 (9%)
Under-represented	64 (33%)
Total number of Member States represented	154 (79%)
Non-represented	41 (21%)
Total number of Member States	195

Table 2

Evolution of the geographical distribution (1 January 2010 to June 2014)

5. The Human Resource Management Strategy has set a target of 85% represented Member States as an objective to attain by 2016. Overall, the global representation level of Member States has remained stable since January 2010, with a slight decrease in the number of Member States represented, from 155 to 154. This corresponds to a decrease of one percentage from 80% to 79% over the past two biennia.



6. Since June 2013, while the overall number of represented Member States decreased by three (from 157 to 154), the number of normally represented countries has increased significantly from 64 to 72. The number of over-represented countries has decreased by nine units (from 27 to 18), while the number of under-represented Member States has slightly decreased (from 66 in June 2013 to 64 in June 2014).

7. This downward trend is explained by the limited number of external recruitments since 2012 due to the financial constraints of the Organization. Between June 2013 and June 2014, 59 staff on geographical posts left the Organization (of which 42% of retirements and 24% of Voluntary Mutual Separations) whereas only ten external candidates were hired.

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

8. Measures to attain the 85% target are set out in the Action Plan to improve geographical balance,¹ which also includes measures to increase the number of normally represented countries, to reduce the number of under-represented countries and to improve the geographical balance at Director level.

9. Measures of the Action Plan that are implemented on an ongoing basis include the advertisement of Director posts internally/externally and the inclusion of a candidate from a non- and under-represented country in shortlists.

10. Since 2012, given the financial situation of the Organization and the recruitment freeze, proactive measures aiming at increasing candidates from non- and under-represented Member States (such as recruitment missions, information forums with National Commissions, targeted vacancy advertisement, etc.), have been suspended temporarily. After completion of the redeployment exercise, a certain number of posts, which were not filled through redeployment, have been advertised internally or externally. In addition, the Organization intends to re-launch, gradually, the Young Professional Programme in early 2015; five vacant positions at P-1/P-2 grade level are being identified in the Secretariat for that purpose.

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 II](#)).

12. The index for regional groups is calculated by adding the value of the minimum and maximum ranges for each Member State belonging to the regional group. As shown in Table 3, Groups II, III and IV are below the minimum index established. Groups I, V(a) and V(b) decreased by 16, 12 and nine units respectively, remaining within the index.

¹ EB 184 EX/5 Action Plan for the improvement of the Geographical Distribution in the Secretariat (2010-2015).

Table 3:
Evolution of the geographical distribution by regional group since 1 June 2013

Regional groups*	Index June 2014		1 June 2013	1 June 2014	Variation since 1 June 2013	Status as at 1 June 2014
	Mini	Max				
Group I	176	300	253 (37%)	237 (38%)	-16	Within index
Group II	61	112	60 (9%)	57 (9%)	-3	Below minimum index
Group III	81	153	64 (9%)	60 (10%)	-4	Below minimum index
Group IV	151	269	125 (19%)	118 (19%)	-7	Below minimum index
Group V(a)	97	190	112 (17%)	100 (16%)	-12	Within index
Group V(b)	45	81	60 (60%)	51 (8%)	-9	Within index
Total			674	623	-51	

(*) **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

13. Table 4 shows that non- and under-represented countries are found in all regional groups, including those that are “within their indexes”. Group IV has the highest number of non- and under-represented Member States (31), followed by Group V(a) with 23 and Group III with 19. Groups I, II and V(b) count 10 to 11 non- or under-represented Member States.

Table 4:
Number of non- and under-represented Member States within each regional group

Regional groups*	Total Member States	% of under and non-represented Member States
Group I	27	11 (41%)
Group II	25	11 (44%)
Group III	33	19 (58%)
Group IV	44	31 (70%)
Group V(a)	47	23 (49%)
Group V(b)	19	10 (53%)
Total	195	105

Representation at Director level and above by regional group

14. The number of Directors on geographical posts has decreased from 72 to 65 (- 7) between June 2013 and June 2014. As a result, there has been a decrease in the number of Directors in four regional groups during the same period: Group I reduced by five, Groups V(a) reduced by two and Group II and IV by one. The number of Directors remains stable in Group V(b) while Group III increased by two.

Table 5:
Geographical distribution by regional group (*) of staff at Director and above level

Regional groups	June 2013		June 2014		Variation since 1 June 2013
	Directors and above level	%	Directors and above level	%	
Group I	32	44%	27	41%	-5
Group II	4	6%	3	5%	-1
Group III	6	8%	8	12%	+2
Group IV	10	14%	9	14%	-1
Group V(a)	16	22%	14	22%	-2
Group V(b)	4	6%	4	6%	0
Total	72	100%	65	100%	-7

(*) 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

15. This section of the report presents an update on the gender balance in the Secretariat, and a progress report on UNESCO Action Plan for Gender Parity² which aims at achieving 50% representation of women at senior-management levels (D-1 and above) by 2015.

Data used for gender statistics

16. 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

17. The 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.

18. Since June 2013, progress has been made in the representation of women at senior-management levels, with an increase by 2% of women Directors (from 32% to 34%, as of 1 June 2014) (Table 6).

19. This trend is due mostly to the reduction in the number of men Directors (53, as compared to 59 in June 2014), while the number of women Directors decreased by one (28 in June 2013 to 27 in June 2014). Due to the financial constraints, most of initiatives of the Action Plan have been slowed down or suspended in 2012/2014, in particular in terms of recruitment, but also the training initiatives for mid-level women.

² UNESCO Action Plan for Gender Parity was presented at the 179th session of the Executive Board (April 2008). The full text is available in 179 EX/5 Part I (VI).

Table 6:

**Situation of the gender balance at Director level by grade
from 1 June 2013 to 1 June 2014 (Regular programme and extrabudgetary funds)**

	1 June 2013					1 June 2014					Difference %F
	F	%F	M	%M	Total	F	%F	M	%M	Total	
DDG	-	-	1	100%	1	-	-	1	100%	1	-
ADG	5	45%	6	55%	11	2	29%	5	71%	7	-16%
D-2	9	39%	14	61%	23	8	44%	10	56%	18	+5%
D-1	14	27%	38	73%	52	17	31%	37	69%	54	+4%
Total	28	32%	59	68%	87	27	34%	53	66%	80	+2%

Gender balance at Professional level and above

20. As at 1 June 2014, the overall representation of women in the Professional and above category (P/D) has been 49%, which represents a slight decrease by 1% compared to June 2013. In the Professional category (P), parity has been achieved (50%); women's representation is high in the junior levels, with 58 % at P-1/P-2 level and 54 % at P-3 level. At P-4 and P-5 levels, women represent 46% and 36% respectively.

Table 7:

**Situation of the gender balance at Professional level by grade
Regular programme and extrabudgetary funds (1 June 2013 to 1 June 2014)**

	1 June 2013					1 June 2014					Difference %F
	F	%F	M	%M	Total	F	%F	M	%M	Total	
DDG	-	-	1	100%	1	-	-	1	100%	1	-
ADG	5	45%	6	55%	11	2	29%	5	71%	7	-16%
D-2	9	39%	14	61%	23	8	44%	10	56%	18	+5%
D-1	14	27%	38	73%	52	17	31%	37	69%	54	+4%
Total	28	32%	59	68%	87	27	34%	53	66%	80	+2%
P-5	54	38%	87	62%	141	47	36%	85	64%	132	-2%
P-4	103	47%	115	53%	218	111	46%	130	54%	241	-1%
P-3	150	55%	123	45%	273	167	54%	142	46%	309	-1%
P-2/P-1	105	64%	60	36%	165	126	58%	92	42%	218	-6%
Total P	412	52%	385	48%	797	451	50%	449	50%	900	-2%
Total D/P	440	50%	444	50%	884	478	49%	502	51%	980	-1%

**since 1 Jan. 2014, Staff on FT/Project Appointments are included in statistics*

CONCLUSION

21. Since June 2013, the overall level of geographical representation decreased by three units: from 157 to 154; the number of normally represented countries has significantly increased while the number of over-represented countries has decreased. These trends are mainly explained by the departures of staff on geographical posts (on retirements or under voluntary separation programmes) and the low external intake since 2012.

22. As of June 2014, near gender parity has been achieved in the Professional and above category (P/D) (49% are women). Although significant progress has been made at the senior management level (from 22% women Directors in 2009, start of the Action Plan for Gender Parity to 34% in June 2014), gender parity may prove difficult to achieve by end 2015. Among the 26 Directors scheduled to retire by end 2015, 20 are men. This could be an opportunity for enhancing gender parity. Therefore, particular attention will continue to be given when decisions are taken on appointment to senior-level positions.

ANNEX I

GEOGRAPHICAL DISTRIBUTION BY MEMBER STATES AND BY GRADE

(1 June 2014)

	Member States	Acronym	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation
1	Afghanistan	AFG							2			2	4	2	=
2	Albania	ALB				1			1			2	4	2	=
3	Algeria	DZA					1	1		3		5	4	3	+
4	Andorra	AND						1				1	4	2	-
5	Angola	AGO											4	2	O
6	Antigua and Barbuda	ATG								1		1	4	2	-
7	Argentina	ARG			1		2	1		1		5	5	3	=
8	Armenia	ARM							1			1	4	2	-
9	Australia	AUS					3	2	2	1		8	10	6	=
10	Austria	AUT					2	2		1		5	6	4	=
11	Azerbaijan	AZE											4	2	O
12	Bahamas	BHS							1			1	4	2	-
13	Bahrain	BHR											4	2	O
14	Bangladesh	BGD								2		2	5	3	-
15	Barbados	BRB											4	2	O
16	Belarus	BLR					1					1	4	2	-
17	Belgium	BEL				1	3	2	2			8	7	4	+
18	Belize	BLZ								1		1	4	2	-
19	Benin	BEN				1		1	1	1		4	4	2	=
20	Bhutan	BTN							1			1	4	2	-
21	Bolivia (Plurinational State of)	BOL								1		1	4	2	-
22	Bosnia and Herzegovina	BIH							1			1	4	2	-
23	Botswana	BWA				1				1		2	4	2	=
24	Brazil	BRA			1			1	2			4	14	9	-
25	Brunei Darussalam	BRN											4	2	O
26	Bulgaria	BGR					2	2	2	1		7	4	2	+
27	Burkina Faso	BFA				1	1	1	1			4	4	2	=
28	Burundi	BDI				1			1			2	4	2	=
29	Cabo Verde	CPV											4	2	O
30	Cambodia	KHM						1		1		2	4	2	=
31	Cameroon	CMR					1	3	2	1		7	4	2	+
32	Canada	CAN		1		2	3	6	2	4		18	13	8	+
33	Central African Republic	CAF											4	2	O
34	Chad	TCD						1				1	4	2	-
35	Chile	CHL					1	1	1			3	5	3	=
36	China	CHN		1		1	3	3	1	1		10	30	18	-
37	Colombia	COL						1	1	1		3	5	3	=
38	Comoros	COM					1					1	4	2	-
39	Congo	COG				1			3			4	4	2	=
40	Cook Islands	COK							1			1	4	2	-
41	Costa Rica	CRI			1		1	1				3	4	2	=
42	Côte d'Ivoire	CIV							2	2		4	4	2	=
43	Croatia	HRV						1	1			2	4	2	=
44	Cuba	CUB						2		1		3	4	2	=
45	Cyprus	CYP							1	1		2	4	2	=
46	Czech Republic	CZE					1		1	1		3	5	3	=

Member States		Acronym	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation
47	Democratic People's Republic of Korea	PRK					2					2	4	2	=
48	Democratic Republic of the Congo	COD						1	1	1		3	4	2	=
49	Denmark	DNK				1	4	3				8	6	3	+
50	Djibouti	DJI					1					1	4	2	-
51	Dominica	DMA					1					1	4	2	-
52	Dominican Republic	DOM								1		1	4	2	-
53	Ecuador	ECU					1			1		2	4	2	=
54	Egypt	EGY					1	1	1	1		4	5	3	=
55	El Salvador	SLV											4	2	O
56	Equatorial Guinea	GNQ											4	2	O
57	Eritrea	ERI							1			1	4	2	-
58	Estonia	EST					1					1	4	2	-
59	Ethiopia	ETH	1					1	2	1		5	4	3	+
60	Fiji	FJI								1		1	4	2	-
61	Finland	FIN					1	1	1	2		5	5	3	=
62	France	FRA		1	1	4	9	11	18	6		50	22	13	+
63	Gabon	GAB								1		1	4	2	-
64	Gambia	GMB			1		2			1		4	4	2	=
65	Georgia	GEO						1	1			2	4	2	=
66	Germany	DEU		1		2	4	9	6			22	27	16	=
67	Ghana	GHA					1			1		2	4	2	=
68	Greece	GRC				1		1	3	2		7	6	3	+
69	Grenada	GRD						1				1	4	2	-
70	Guatemala	GTM											4	2	O
71	Guinea	GIN							1			1	4	2	-
72	Guinea-Bissau	GNB						1				1	4	2	-
73	Guyana	GUY											4	2	O
74	Haiti	HTI											4	2	O
75	Honduras	HND							1	1		2	4	2	=
76	Hungary	HUN					1			1		2	4	3	-
77	Iceland	ISL											4	2	O
78	India	IND			1	2	2	5				10	15	9	=
79	Indonesia	IDN							2			2	7	4	-
80	Iran (Islamic Republic of)	IRN								1		1	5	3	-
81	Iraq	IRQ							1			1	4	2	-
82	Ireland	IRL					3		1	2		6	5	3	+
83	Israel	ISR						1	2			3	5	3	=
84	Italy	ITA		1		3	5	8	4	1		22	18	11	+
85	Jamaica	JAM							1	2		3	4	2	=
86	Japan	JPN				1	3	7	21	2		34	39	23	=
87	Jordan	JOR						1		2		3	4	2	=
88	Kazakhstan	KAZ						1				1	4	2	-
89	Kenya	KEN						1				1	4	2	-
90	Kiribati	KIR											4	2	O
91	Kuwait	KWT											4	3	O
92	Kyrgyzstan	KGZ								1		1	4	2	-
93	Lao People's Democratic Republic	LAO							1	1		2	4	2	=
94	Latvia	LVA							2			2	4	2	=
95	Lebanon	LBN					2	3				5	4	2	+
96	Lesotho	LSO											4	2	O

Member States		Acronym	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation
97	Liberia	LBR											4	2	O
98	Libya	LBY								1		1	4	2	-
99	Lithuania	LTU						1	1	1		3	4	2	=
100	Luxembourg	LUX											4	2	O
101	Madagascar	MDG				1	1		1			3	4	2	=
102	Malawi	MWI					1		1			2	4	2	=
103	Malaysia	MYS						1	1	1		3	5	3	=
104	Maldives	MDV								1		1	4	2	-
105	Mali	MLI		1				1	1			3	4	2	=
106	Malta	MLT											4	2	O
107	Marshall Islands	MHL											4	2	O
108	Mauritania	MRT			1			1				2	4	2	=
109	Mauritius	MUS				1			2			3	4	2	=
110	Mexico	MEX				2	3	2	2	1		10	10	6	=
111	Micronesia (Federated States of)	FSM											4	2	O
112	Monaco	MCO											4	2	O
113	Mongolia	MNG				1			1			2	4	2	=
114	Montenegro	MNE											4	2	O
115	Morocco	MAR					1	4	3	1		9	4	2	+
116	Mozambique	MOZ				2		2				4	4	2	=
117	Myanmar	MMR						1				1	4	2	-
118	Namibia	NAM							1			1	4	2	-
119	Nauru	NRU											4	2	O
120	Nepal	NPL						3	2	1		6	4	2	+
121	Netherlands	NLD				3		3	2	1		9	9	5	=
122	New Zealand	NZL					1		1			2	4	3	-
123	Nicaragua	NIC							1			1	4	2	-
124	Niger	NER				1	2		1	1		5	4	2	+
125	Nigeria	NGA						2	1			3	5	3	=
126	Niue	NIU											4	2	O
127	Norway	NOR				1		3	1			5	6	4	=
128	Oman	OMN				1						1	4	2	-
129	Pakistan	PAK						2	1	1		4	5	3	=
130	Palau	PLW											4	2	O
131	Palestine	PSE							1			1	4	2	-
132	Panama	PAN							1			1	4	2	-
133	Papua New Guinea	PNG						1				1	4	2	-
134	Paraguay	PRY											4	2	O
135	Peru	PER						1	1			2	4	2	=
136	Philippines	PHL						1		2		3	5	3	=
137	Poland	POL				1	1		1	1		4	7	4	=
138	Portugal	PRT							1	1		2	5	3	-
139	Qatar	QAT								1		1	4	3	-
140	Republic of Korea	KOR			1	1		1	4	3		10	10	6	=
141	Republic of Moldova	MDA							1	1		2	4	2	=
142	Romania	ROU						2	4	1		7	4	3	+
143	Russian Federation	RUS				1	1	2	1	1		6	12	7	-
144	Rwanda	RWA							1			1	4	2	-
145	Saint Kitts and Nevis	KNA						1		1		2	4	2	=
146	Saint Lucia	LCA				1				2		3	4	2	=
147	Saint Vincent and the Grenadines	VCT											4	2	O

Member States		Acronym	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation
148	Samoa	WSM											4	2	O
149	San Marino	SMR							1			1	4	2	-
150	Sao Tome and Principe	STP							1			1	4	2	-
151	Saudi Arabia	SAU				1				1		2	7	4	-
152	Senegal	SEN					1	1	2	2		6	4	2	+
153	Serbia	SRB						1				1	4	2	-
154	Seychelles	SYC						2	1			3	4	2	=
155	Sierra Leone	SLE						1				1	4	2	-
156	Singapore	SGP											5	3	O
157	Slovakia	SVK							1	1		2	4	2	=
158	Slovenia	SVN											4	2	O
159	Solomon Islands	SLB											4	2	O
160	Somalia	SOM						1				1	4	2	-
161	South Africa	ZAF			1			1	2	1		5	5	3	=
162	South Sudan	SSD											4	2	O
163	Spain	ESP					6	4	2	1		13	13	8	=
164	Sri Lanka	LKA					1					1	4	2	-
165	Sudan	SDN					1					1	4	2	-
166	Suriname	SUR											4	2	O
167	Swaziland	SWZ						1				1	4	2	-
168	Sweden	SWE						2				2	7	4	-
169	Switzerland	CHE						1		1		2	7	4	-
170	Syrian Arab Republic	SYR					2		1			3	4	2	=
171	Tajikistan	TJK											4	2	O
172	Thailand	THA								1		1	5	3	-
173	The former Yugoslav Republic of Macedonia	MKD					1	1				2	4	2	=
174	Timor-Leste	TLS											4	2	O
175	Togo	TGO					1	1				2	4	2	=
176	Tonga	TON											4	2	O
177	Trinidad and Tobago	TTO				1				1		2	4	2	=
178	Tunisia	TUN			1		3		5	1		10	4	2	+
179	Turkey	TUR			1			1				2	8	5	-
180	Turkmenistan	TKM							1			1	4	2	-
181	Tuvalu	TUV											4	2	O
182	Uganda	UGA							3			3	4	2	=
183	Ukraine	UKR							2	1		3	4	3	=
184	United Arab Emirates	ARE											6	3	O
185	United Kingdom of Great Britain and Northern Ireland	GBR			3		2	4	4			13	21	12	=
186	United Republic of Tanzania	TZA											4	2	O
187	United States of America	USA					6	11	9	5		31	76	46	-
188	Uruguay	URY					1	1	1			3	4	2	=
189	Uzbekistan	UZB						2	1			3	4	2	=
190	Vanuatu	VUT											4	2	O
191	Venezuela (Bolivarian Republic of)	VEN				1						1	6	3	-
192	Viet Nam	VNM							2			2	4	3	-
193	Yemen	YEM							1	1		2	4	2	=
194	Zambia	ZMB							1			1	4	2	-
195	Zimbabwe	ZWE							1		1	2	4	2	=
Total			1	6	14	44	106	163	187	101	1	623			

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		Switzerland		Luxembourg
	Denmark		Germany United Kingdom of Great Britain and Northern Ireland		Monaco	Group II	Azerbaijan
	Spain		Greece		Malta		Montenegro
Group II	Bulgaria	Group II	Israel	Group II	Portugal	Group III	Tajikistan
	Romania		Netherlands		San Marino		Guatemala
Group III	Argentina	Group II	Norway	Group III	Sweden	Group IV	Guyana
			Albania		Turkey		United States of America
Group IV	Nepal	Group II	Armenia	Group III	Estonia	Group Va	Paraguay
			Bosnia and Herzegovina		Hungary		Serbia
Group Va	Burundi Benin Côte d'Ivoire Cameroon Congo Ethiopia Mali Niger Senegal South Africa	Group II	Belarus	Group IV	Slovenia	Group Vb	Suriname
			Czech Republic		Antigua and Barbuda		Saint Vincent and the Grenadines
			Georgia		Bahamas		Venezuela (Bolivarian Republic of)
			Croatia		Belize		Brunei Darussalam
			Lithuania		Bolivia (Plurinational State of)		
			Latvia		Brazil		Kiribati
			Republic of Moldova The former Yugoslav Republic of Macedonia		Barbados		Marshall Islands
			Poland		Dominica		Niue
			Russian Federation		Dominican Republic		Nauru
			Slovakia		Grenada		Palau
Ukraine	Panama	Solomon Islands					
Uzbekistan	Trinidad and Tobago	Timor-Leste					
Group Vb	Algeria Jordan Lebanon Morocco Tunisia	Group III	Chile	Group IV	Bangladesh	Group Va	Tuvalu
			Colombia		China		Vanuatu
			Costa Rica		Cook Islands		Samoa
			Cuba		Fiji		Angola
			Ecuador		Indonesia		Central African Republic
			Honduras		Iran (Islamic Republic of)		Equatorial Guinea
			Jamaica		Kazakhstan		Liberia
			Saint Kitts and Nevis		Kyrgyzstan		Lesotho
			Saint Lucia		Myanmar		South Sudan
			Mexico		Papua New Guinea		United Republic of Tanzania
Nicaragua	Singapore	Group Vb	United Arab Emirates				
Peru	Thailand		Kuwait				
Uruguay	Turkmenistan	Group IV	Group Vb	Kuwait			
Group IV	Afghanistan				Tonga		
	Australia				Viet Nam		
	Bhutan				Group Va	Cape Verde	
	India					Djibouti	
	Japan					Eritrea	
	Cambodia					Gabon	
	Republic of Korea					Guinea-Bissau	
	Lao People's Democratic Republic					Namibia	
	Sri Lanka					Rwanda	
	Maldives	Somalia					
Mongolia	Sao Tome and Principe						

<u>Over-represented</u>	<u>In Balance</u>	<u>Under-represented</u>	<u>Non-represented</u>
	<div style="display: flex; flex-direction: column;"> <div style="margin-bottom: 10px;"> <p>Malaysia</p> <p>New Zealand</p> <p>Pakistan</p> <p>Philippines</p> <p>Democratic People's Republic of Korea</p> </div> <div style="margin-bottom: 10px;"> <p>Burkina Faso</p> <p>Botswana</p> <p>Democratic Republic of the Congo</p> <p>Comoros</p> <p>Ghana</p> <p>Guinea</p> <p>Gambia</p> <p>Kenya</p> <p>Madagascar</p> <p>Mozambique</p> <p>Mauritius</p> <p>Malawi</p> <p>Nigeria</p> <p>Sierra Leone</p> <p>Seychelles</p> <p>Togo</p> <p>Uganda</p> <p>Zambia</p> <p>Zimbabwe</p> </div> <div> <p>Egypt</p> <p>Mauritania</p> <p>Sudan</p> <p>Syrian Arab Republic</p> </div> </div>	<div style="display: flex; flex-direction: column;"> <div style="margin-bottom: 10px;"> <p>Swaziland</p> <p>Chad</p> <p>Bahrain</p> </div> <div style="margin-bottom: 10px;"> <p>Iraq</p> <p>Libya</p> <p>Oman</p> <p>Palestine</p> <p>Qatar</p> <p>Saudi Arabia</p> <p>Yemen</p> </div> </div>	
27	76	58	34

Total: 195

B. Use of consultants contracts in 2013 and implementation of the revised policy on individual consultants and other specialists

(Follow-up to 192 EX/Decision 5 (IV, B))

INTRODUCTION

23. There are three types of standard contracts for service used by UNESCO: those with-profit organizations, with non-profit organizations; and with individual consultants and other specialists.

24. This report covers contracts awarded to individual consultants hired by UNESCO in advisory or consultative capacities or to provide the skills, knowledge and expertise necessary for a specific service or product.

Update on policy implementation

25. The Director-General approved a new policy for individual consultants and other specialists in February 2012, which *inter alia* addressed recommendations in External Auditor reports relating, in particular, to strengthened competitive bidding procedures and clarity on the use of waivers. This policy also incorporated new contractual modalities for individual authors, photographers and film and video production specialists.

26. The single database introduced in 2012 to facilitate the tracking of individuals on temporary assistance contracts, in response to External Auditor recommendations, has enabled the Bureau of Human Resources Management to identify individuals hired by UNESCO on successive temporary assistance contracts. Sectors and Bureaux have since been requested to identify more appropriate arrangements when hiring temporary assistance.

Special measures

27. The special measure approved by the Director-General in March 2013, under which Sectors, Bureaux and field offices were instructed to reduce by 20% the fee element of all new consultant contracts, continues to apply. Furthermore, the revised Consultant policy introduced in 2012 limited the amount of daily subsistence payments to consultants, where applicable, to 75% of the standard rates issued by the International Civil Service Commission. Both these measures have contributed to the reduction in the average amount spent on individual contracts awarded at Headquarters and the field between 2012 and 2013 (see [Annex I Table 6](#)). Daily rates are still expressed in *up to* terms, which provide managers with the flexibility to establish the level of remuneration necessary to secure the expertise and quality of service required through negotiation, taking account of all relevant factors.

Data and trends on consultant contracts

28. This section presents data on consultant contracts issued between 2008 and 2013 at Headquarters and the field. Key statistics and tables are set out below while further detailed tables and charts are shown in [Annex I](#). As in previous years, data on contracts awarded by [Brasilia Office](#) are presented separately ([Annex II](#)), to allow a clearer picture of the contracts awarded by field offices as a whole.

Number of individual consultants

29. The overall number of consultants in 2013 was 25% higher than in 2012 (37% higher in Headquarters; 21% higher in the field ([Table 1](#))), reflecting the large number of regular posts held vacant in 2013. The field accounted for 68% of the consultants hired in 2013 (71% in 2011). [Table 1bis](#) shows that the total number of consultants hired in the 2012-2013 biennium was 17% lower than in 2010-2011.

Table 1:
Numbers of individual consultants: 2008-2013

	2008	2009	2010	2011	2012	2013	Evolution 2012-2013
HQ	825	1001	800	699	549	750	37%
% HQ	35%	40%	32%	26%	29%	32%	
Field*	1509	1512	1689	1981	1349	1626	21%
% Field	65%	60%	68%	74%	71%	68%	
Total	2334	2513	2489	2680	1898	2376	25%

Table 1bis:
Numbers of individual consultants: by biennium

	2008/9	2010/11	2012/13	Evolution 2010/11- 2012/13
HQ	1826	1499	1299	-13%
% HQ	38%	29%	30%	
Field*	3021	3670	2975	-19%
% Field	62%	71%	70%	
Total	4847	5169	4274	-17%

Number of individual consultant contracts

30. The overall number of consultant contracts issued by UNESCO in 2013 was 25% higher than in 2012 (32% higher in Headquarters; 21% in the field (Table 2)), again reflecting the number of regular posts held vacant in 2013. The field accounted for 65% of consultant contracts awarded in 2013. Table 2bis shows that the total number of contracts issued in 2012-2013 was 15% lower than in 2010-11.

Table 2:
Numbers of individual consultant contracts: 2008-2013

	2008	2009	2010	2011	2012	2013	Evolution 2012- 2013
HQ	1267	1523	1248	1084	840	1111	32%
% HQ	41%	46%	37%	31%	33%	35%	
Field*	1808	1807	2107	2417	1741	2109	21%
% Field	59%	54%	63%	69%	67%	65%	
Total	3075	3330	3355	3501	2581	3220	25%

Table 2bis:
Numbers of individual consultant contracts: by biennium

	2008/09	2010/11	2012/13	E volution 2010/11- 2012/13
HQ	2790	2332	1951	-16%
% HQ	44%	34%	34%	
Field*	3615	4524	3850	-15%
% Field	56%	66%	66%	
Total	6405	6856	5801	-15%

* Excluding contracts awarded by Brasilia office.

Spending on individual consultant contracts

31. Total spending on consultant contracts in 2013 was 12% higher than in 2012 (up 18% in Headquarters; up 8% in the field (Table 3)); the field accounted for 61% of total spending on consultant contracts in 2013. Table 3bis shows that total spending on contracts issued in 2012-2013 was 20% lower than in 2010-2011.

Table 3:
Spending on Consultant Contracts (\$mill): 2008-2013

	2008	2009	2010	2011	2012	2013	E volution 2012- 2013
HQ	9.550	11.192	10.150	8.743	6.765	8.011	18%
% HQ	53%	51%	42%	36%	37%	39%	
Field	8.437	10.752	14.210	15.747	11.575	12.486	8%
% Field	47%	49%	58%	64%	63%	61%	
Total	17.987	21.944	24.360	24.490	18.340	20.497	12%

Table 3bis:
Spending on Consultant Contracts (\$mill): by biennium

	2008/09	2010/11	2012/13	E volution 2010/11- 2012/13
HQ	20.742	18.893	14.776	-22%
% HQ	52%	39%	38%	
Field*	19.189	29.957	24.061	-20%
% Field	48%	61%	62%	
Total	39.931	48.850	38.838	-20%

Source of funding of contracts

32. Table 4 shows that total spending on consultant contracts funded by the regular programme (RP) increased by 64% between 2012 and 2013 (63% Headquarters; 65% in the field), from \$2.2m to \$3.7m. Overall spending on contracts financed from extrabudgetary sources (EXB) rose by 5%

in 2013 (11% in Headquarters; 1% in the field), accounting for 82% of overall spending on consultant contracts in 2013 (88% in 2012). Table 4 bis shows that overall RP spending on consultant contracts fell by 70% from 2010-2011 to 2012-2013, while overall EXB spending rose by 14% during the same period.

Table 4:
Spending on consultant contracts by source of funding: 2012 and 2013 (\$mill)

	2012					2013					Evolution 2012-2013	
	RP	%RP	EXB	%EXB	Total	RP	%RP	EXB	%EXB	Total	RP	EXB
HQ	0.936	14%	5.829	86%	6.765	1.522	19%	6.490	81%	8.011	63%	11%
Field	1.287	11%	10.288	89%	11.575	2.130	17%	10.356	83%	12.486	65%	1%
Total	2.223	12%	16.117	88%	18.340	3.651	18%	16.846	82%	20.497	64%	5%

Table 4bis:
Spending on consultant contracts by source of funding: by biennium (\$mill)

	2010-11			2012-13			Evolution 2010-11 to 2012-13		
	RP	EXB	Total	RP	EXB	Total	RP	EXB	Total
HQ	8.786	10.107	18.893	2.458	12.319	14.776	-72%	22%	-22%
Field	11.032	18.925	29.957	3.417	20.644	24.061	-69%	9%	-20%
Total	19.818	29.032	48.850	5.874	32.963	38.837	-70%	14%	-20%

Excluding contracts awarded by Brasilia office.

Contracts by amount

33. Most consultants contracts at Headquarters and the field continue to be under \$10,000: 75% and 83% respectively in 2013 compared to 70% and 82% respectively in 2012. Twenty-three contracts over \$50,000 were issued in 2013 (1% of the total), compared to 24 in 2012; six of these were at Headquarters and 17 in the field (see Table 5, Annex I).

34. The average amount spent per individual consultant contract issued at Headquarters fell by 10% (to \$7,211) between 2012 and 2013, and by 11% (to \$5,920) in the field (excluding Brasilia Office) during the same period (see Table 6, Annex I).

Duration of contracts

35. Most consultant contracts are for short periods, typically under three months. Table 7, Annex I shows that 73% of contracts issued at Headquarters and 78% in the field in 2013 were for less than three months compared with 71% and 75% respectively in 2012. Seven per cent of contracts at Headquarters and 6% in the field in 2013 were for over six months.

Contracts by Sector/Bureau at Headquarters and the field

36. Most spending on consultants at Headquarters continues to support UNESCO's programme directly (see Table 8, Annex I). Education, Science, Communication and Information, Culture and Social and Human Sciences accounted for about 83% of overall spending in Headquarters in 2013, compare to 84% in 2012, with three sectors – Culture, Education and Science – being responsible for 64% of the contracts issued in 2013, and for 74% of the total spending.

37. As a result of developments to FABS, similar information is now available for the field offices (see Table 8bis, Annex I). In 2013, 49% of overall spending on consultant contracts in the field was related to activities in the Education Sector, while three sectors – Culture, Education and Science – were responsible for 87% of the overall spending.

38. In previous years, this report has included an analysis of spending on consultant contracts by the thematic area of the activity, based on information extracted from the FABS finance and budget system. As a result of several major restructuring exercises in Headquarters, it has proved difficult to present comparable data in a concise form. Further analyses will, however, be made available at the 195th session of the Executive Board in an INF document.

Gender, nationality and retired staff

39. The Consultant's policy requires managers to give consideration to gender and geographical balance where there is equal competence among candidates. Managers are encouraged to seek local expertise for local projects, wherever possible. Moreover, the approval of the ADG, Director of Bureau/Field Office is required if the contract is to be awarded to a former UNESCO staff member.

40. At Headquarters and field combined, 31% of consultants granted contracts in 2012-2013 were from Group I countries (32% in 2010-2011); 20% Group V (Afr), 16% Group IV, 14% Group V (Arab), 14% Group III and 6% Group II (see Table 9, Annex I).

41. At Headquarters, 58% of consultants awarded contracts in 2012-13 were from Group I countries (65% in 2010-2011) accounting for 58% of total spending (65% in 2010-2011). In the field, 19% of consultants granted contracts in 2012-2013 were from Group I (18% in 2010-2011); they accounted for 34% of total spending (26% in 2010-2011). Twenty-four per cent of consultants in 2012-2013 were from Group V (Afr), 19% Group IV, 16% Group V (Arab), 16% Group III and 6% Group II.

42. Table 10, Annex I shows the nationality of consultants hired in 2013 by the Group in which the awarding office is located; and confirms the practice of local recruiting for local projects. Fifty-nine per cent of the consultants hired by offices in Group I countries were nationals of Group I countries. In other regions, the percentages range from 64% to 95%: for example, 64% of consultants hired by Group V (Arab) offices were nationals of Group V (Arab) countries, while 95% of the consultants hired by Group II offices were nationals of Group II countries.

43. Forty-five per cent of consultants hired in Headquarters in 2013 were women (46% in 2012). In field offices the corresponding figures were 34% (35% in 2012). Overall, 37% of consultants hired in 2013 were women (38% in 2012). (Table 11, Annex I).

Retired staff

44. The number of retired staff members awarded a consultant contract fell slightly in 2013, from 42 in 2012 to 40 in 2013, 18 at Headquarters (total cost of \$0.261m) and 22 in the field (\$0.181m). Overall, at Headquarters and the field, retired staff represented 2% of all consultants hired and 2% of overall spending in 2013, compared to 2% and 3% respectively in 2012 (see Table 12, Annex I).

One-dollar consultant contracts

45. One-dollar contracts are granted to individuals hired for special representational duties or to former staff to ensure a smooth transition of expertise and institutional memory. All such one-dollar contracts must have the prior approval of the Office of the Director-General.

46. Six individuals were granted one-dollar consultant contracts in Headquarters during 2013 (two in CLT, two in SC, one in BSP and one in ODG), compared to 11 in 2012.

Financial and administrative implications

47. There are no financial or administrative implications arising from the information presented in this report.

ANNEX I

STATISTICS ON CONSULTANT CONTRACTS ISSUED AT HEADQUARTERS AND THE FIELD

(excluding Brasilia)

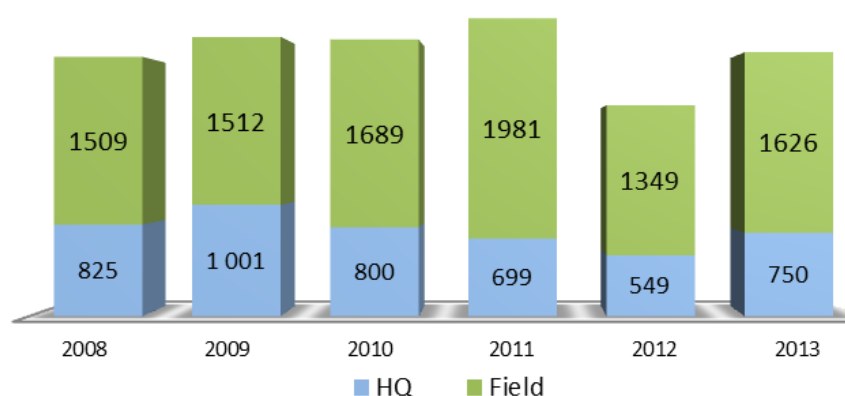
1. Table 1 and chart show the number of individual consultants awarded contracts at Headquarters and in field offices (excluding Brasilia Office) for each year between 2008 and 2013.

Table1: Numbers of individual consultants: 2008-2013

	2008	2009	2010	2011	2012	2013	Evolution 2012- 2013
HQ	825	1001	800	699	549	750	37%
% HQ	35%	40%	32%	26%	29%	32%	
Field*	1509	1512	1689	1981	1349	1626	21%
% Field	65%	60%	68%	74%	71%	68%	
Total	2334	2513	2489	2680	1898	2376	25%

* Excluding contracts awarded by Brasilia office.

Number of Individual Consultants, by year

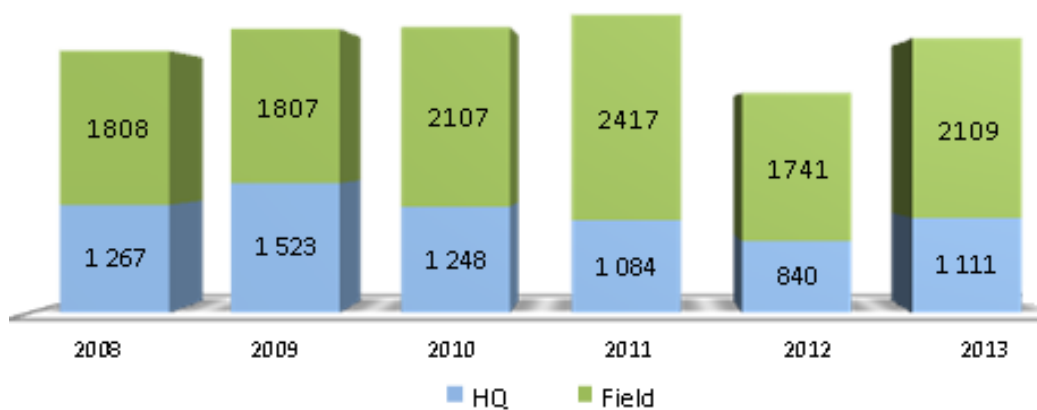


2. Table 2 and chart show the number of individual consultant contracts awarded at Headquarters and in field offices (excluding Brasilia Office) for each year between 2008 and 2013.

Table 2: Numbers of individual consultant contracts: 2008-2013

	2008	2009	2010	2011	2012	2013	Evolution 2012- 2013
HQ	1267	1523	1248	1084	840	1111	32%
% HQ	41%	46%	37%	31%	33%	35%	
Field*	1808	1807	2107	2417	1741	2109	21%
% Field	59%	54%	63%	69%	67%	65%	
Total	3075	3330	3355	3501	2581	3220	25%

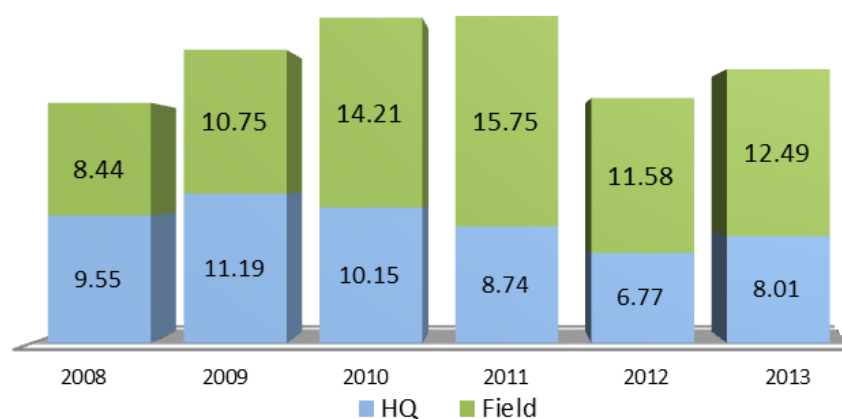
* Excluding contracts awarded by Brasilia office.

Number of Consultant Contracts, by year

3. Table 3 and chart shows the overall spending on individual consultant contracts awarded at Headquarters and in field offices (excluding Brasilia Office) for each year between 2008 and 2013.

	2008	2009	2010	2011	2012	2013	Evolution 2012- 2013
HQ	9.550	11.192	10.150	8.743	6.765	8.011	18%
% HQ	53%	51%	42%	36%	37%	39%	
Field	8.437	10.752	14.210	15.747	11.575	12.486	8%
% Field	47%	49%	58%	64%	63%	61%	
Total	17.987	21.944	24.360	24.490	18.340	20.497	12%

* Excluding contracts awarded by Brasilia office.

Spending on Consultant Contracts (\$mill), by year

4. Table 4 shows the overall spending on individual consultant contracts awarded at Headquarters and in the field (excluding Brasilia Office) in 2012 and 2013 by source of funding.

Table 4: Spending on consultant contracts by source of funding: 2012 and 2013 (\$mill)

	2012					2013					Evolution 2012-2013	
	RP	%RP	EXB	%EXB	Total	RP	%RP	EXB	%EXB	Total	RP	EXB
HQ	0.936	14%	5.829	86%	6.765	1.522	19%	6.490	81%	8.011	63%	11%
Field*	1.287	11%	10.29	89%	11.58	2.130	17%	10.356	83%	12.486	65%	1%
Total	2.223	12%	16.12	88%	18.340	3.651	18%	16.846	82%	20.497	64%	5%

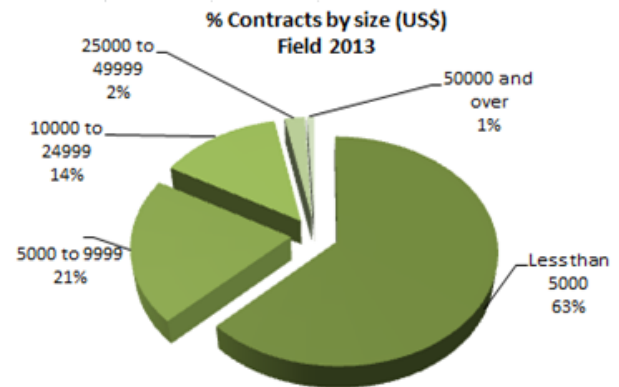
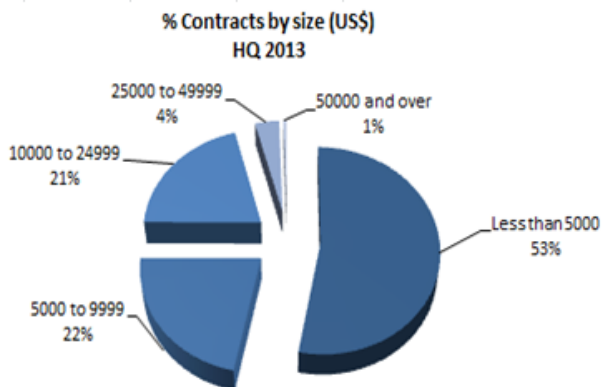
* Excluding contracts awarded by Brasilia office.

5. Table 5 and the pie-charts show total spending on consultant contracts awarded at Headquarters and the field (excluding Brasilia Office) in 2012 and 2013, by size of contract.

Table 5: Number of consultant contracts by size of contract: 2012 and 2013 (US dollar)

	HQ				Field*			
	2012	%	2013	%	2012	%	2013	%
Less than 5000	391	47%	590	53%	1084	62%	1322	63%
5000 to 9999	201	24%	244	22%	345	20%	436	21%
10000 to 24999	212	25%	231	21%	236	14%	287	14%
25000 to 49999	31	4%	40	4%	57	3%	47	2%
50000 and over	5	1%	6	1%	19	1%	17	1%
Total	840	100%	1111	100%	1741	100%	2109	100%

* Excluding data for Brasilia office



6. Table 6 shows the average amount spent on individual consultant contracts awarded at Headquarters and in field offices (excluding Brasilia Office) for each year between 2008 and 2013.

Table 6: Average amount of consultant contracts: 2008-2013 (\$mill)

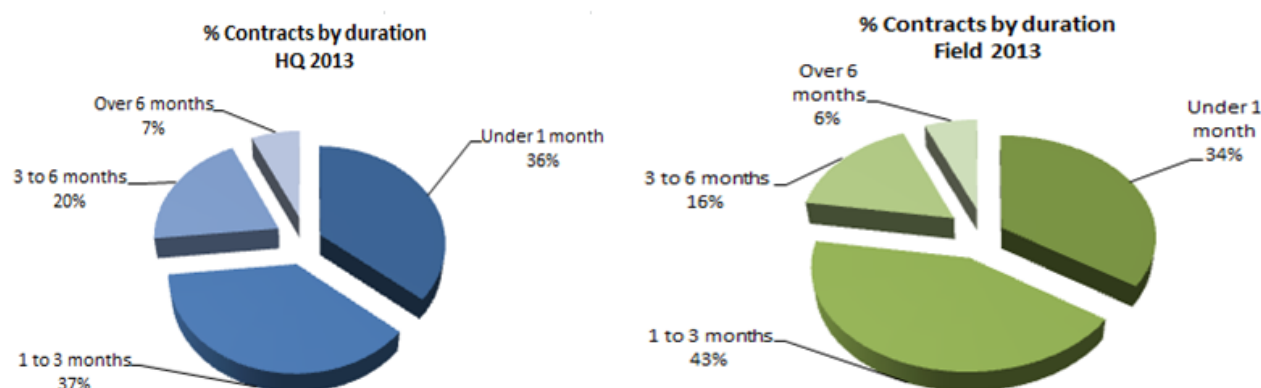
	2008	2009	2010	2011	2012	2013	Evolution 2012-2013
HQ	7 537	7 349	8 133	8 066	8 054	7 211	-10%
Field*	4 666	5 950	6 744	6 515	6 649	5 920	-11%
Total	5 849	6 590	7 261	6 995	7 106	6 366	-10%

7. Table 7 and the two pie-charts show overall spending on consultant contracts awarded at Headquarters and the field (excluding Brasilia Office) in 2012 and 2013, by duration of contract.

Table 7: Number of consultant contracts by duration of contract: 2012 and 2013

	HQ				Field			
	2012	%	2013	%	2012	%	2013	%
Under 1 month	238	28%	400	36%	499	29%	727	34%
1 to 3 months	362	43%	415	37%	813	47%	909	43%
3 to 6 months	184	22%	220	20%	303	17%	345	16%
Over 6 months	56	7%	76	7%	126	7%	128	6%
Total	840	100%	1111	100%	1741	100%	2109	100%

* Excluding data for Brasilia office



8. Table 8 shows the number and spending on consultant contracts in 2012 and 2013 in Headquarters, by sector/bureau. Table 8bis shows the number and spending on consultant contracts in 2013 in field offices, by sector/bureau (similar data for 2012 are not available).

Table 8: Number and spending on consultant contracts by sector/bureau: 2012-2013 (Headquarters)

	2012				2013			
	Number	%	Amount (\$mill)	%	Number	%	Amount (\$mill)	%
ED	111	13%	0.972	14%	194	17%	1.366	17%
SC	148	17%	1.680	25%	227	20%	2.419	30%
SHS	8	1%	0.055	1%	21	2%	0.173	2%
CLT	302	35%	2.830	42%	294	26%	2.130	27%
CI	25	3%	0.178	3%	85	8%	0.602	8%
ERI	80	9%	0.275	4%	132	12%	0.336	4%
AFR	14	2%	0.150	2%	13	1%	0.086	1%
MSS	35	4%	0.042	1%	26	2%	0.070	1%
CENT ⁽¹⁾	146	17%	0.583	9%	119	11%	0.830	10%
Total	869	100%	6.765	100%	1111	100%	8.011	100%

(1) ODG, HRM, BFM, BSP, CRP, ETH and IOS

Table 8bis: Number and spending on consultant contracts by sector/bureau: 2013 (Field*)

	2013			
	Number	%	Amount (\$mill)	%
ED	956	45%	6.176	49%
SC	322	15%	1.946	16%
SHS	88	4%	0.364	3%
CLT	465	22%	2.795	22%
CI	222	11%	0.959	8%
MSS	56	3%	0.246	2%
Total	2109	100%	12.486	100%

* Excluding data for Brasilia Office

9. Table 9 shows the number and spending on consultant contracts awarded at Headquarters and the field for 2010-2011, 2012 and 2013, by regional group of the individual consultant.

Table 9: Number of consultants and spending on contracts, by consultant region: 2010-11, 2012 and 2013

	HQ											
	Number of Consultants						Amounts (\$mill)					
	2010-11	%	2012	%	2013	%	2010-11	%	2012	%	2013	%
Group I	979	65%	313	57%	444	59%	12.283	65%	3.950	58%	4.652	58%
Group II	52	3%	25	5%	40	5%	0.650	3%	0.266	4%	0.531	7%
Group III	119	8%	37	7%	62	8%	1.781	9%	0.489	7%	0.785	10%
Group IV	110	7%	64	12%	79	11%	1.559	8%	0.841	12%	0.834	10%
Group V(afr)	163	11%	66	12%	69	9%	1.644	9%	0.816	12%	0.644	8%
Group V(arab)	76	5%	44	8%	56	7%	0.976	5%	0.403	6%	0.566	7%
Total	1499	100%	549	100%	750	100%	18.893	100%	6.765	100%	8.011	100%

	Field*											
	Number of Consultants						Amounts (\$mill)					
	2010-11	%	2012	%	2013	%	2010-11	%	2012	%	2013	%
Group I	652	18%	238	18%	335	21%	7.889	26%	3.779	33%	4.515	56%
Group II	229	6%	59	4%	112	7%	0.703	2%	0.243	2%	0.435	5%
Group III	746	20%	206	15%	272	17%	5.954	20%	1.418	12%	1.380	17%
Group IV	592	16%	241	18%	317	19%	4.076	14%	2.263	20%	2.563	32%
Group V(afr)	842	23%	351	26%	355	22%	6.436	21%	2.122	18%	1.681	21%
Group V(arab)	609	17%	254	19%	235	14%	4.899	16%	1.750	15%	1.911	24%
Total	3670	100%	1349	100%	1626	100%	29.957	100%	11.575	100%	12.486	100%

	HQ and Field*											
	Number of Consultants						Amounts (\$mill)					
	2010-11	%	2012	%	2013	%	2010-11	%	2012	%	2013	%
Group I	1631	32%	551	29%	779	33%	20.172	41%	7.729	42%	9.167	45%
Group II	281	5%	84	4%	152	6%	1.353	3%	0.509	3%	0.966	5%
Group III	865	17%	243	13%	334	14%	7.735	16%	1.907	10%	2.165	11%
Group IV	702	14%	305	16%	396	17%	5.635	12%	3.104	17%	3.397	17%
Group V(afr)	1005	19%	417	22%	424	18%	8.080	17%	2.938	16%	2.325	11%
Group V(arab)	685	13%	298	16%	291	12%	5.875	12%	2.153	12%	2.477	12%
Total	5169	100%	1898	100%	2376	100%	48.850	100%	18.340	100%	20.497	100%

* Excluding data for Brasilia office

10. Table 10 shows the percentage of consultant contracts (based on number) issued in 2013 by the regional group of the individual consultant and the regional group of the awarding office (Headquarters and field combined).

Table 10: Nationality of consultants hired in 2013 by regional group of awarding office

Regional group of consultant	Regional Group in which office is located						Total
	I	II	III	IV	Va	Vb	
I	59%	4%	15%	24%	17%	26%	33%
II	8%	95%	0%	2%	1%	1%	6%
III	8%	0%	83%	0%	2%	1%	14%
IV	10%	1%	1%	73%	2%	7%	17%
V(a)	9%	0%	1%	1%	77%	1%	18%
V(b)	7%	0%	0%	0%	2%	64%	12%
Total	100%	100%	100%	100%	100%	100%	100%

11. Table 11 shows the number of individual consultants hired in 2011 and 2012 at Headquarters and the field, by gender.

Table 11: Number of consultants hired in 2013: by gender

	HQ		Field*		HQ and Field*	
	2012	2013	2012	2013	2012	2013
Male	299	414	877	1 075	1176	1489
<i>% Male</i>	54%	55%	65%	66%	62%	63%
Female	250	336	472	551	722	887
<i>% Female</i>	46%	45%	35%	34%	38%	37%
Total	549	750	1349	1626	1898	2376

* Excluding data for Brasilia office

12. Table 12 shows the number and spending on consultant contracts issued at Headquarters and the field in 2012 and 2013 to former UNESCO staff members.

Table 12: Number and spending on contracts awarded to former staff: 2012 and 2013

		Number of Individual Consultants	Retired Staff	%	Total spending (\$mll)	Spending retired staff (\$mll)	%
		2012	HQ	549	18	3%	6.765
	Field*	1349	24	2%	11.575	0.432	4%
	Total	1898	42	2%	18.340	0.627	3%
2013	HQ	750	18	2%	8.011	0.261	3%
	Field*	1626	22	1%	12.486	0.181	1%
	Total	2376	40	2%	20.497	0.442	2%

* Excluding data for Brasilia office

ANNEX II

CONSULTANT CONTRACTS IN UNESCO BRASILIA OFFICE

Number and amount

1. Table A shows that 1,001 consultant contracts were awarded by Brasilia Office in 2013, 25% higher than in 2012. In the 2012-2013 biennium, 1,804 contracts were issued, 8% lower than in 2010-2011. Overall spending in 2013 was 26% higher than 2012, at \$28.945 million, while the spending in the 2012-2013 biennium was 4% higher than in 2010-2011.

Table A
Number and Amount of Consultant Contracts
Brasilia Office 2008-2013

	Individual Contracts			
	Number		\$ mill	
2008	1545	2614	19.193	39.618
2009	1069		20.425	
2010	1165	1954	28.306	50.003
2011	789		21.697	
2012	803	1804	22.984	51.929
2013	1001		28.945	

2. In 2013, 999 individual consultants were hired, of whom 992 (99.4%) were nationals of countries in Group III, while 61% were female.

Source of funds

3. Table B shows that 99.8% of overall spending on consultant contracts in 2013 was financed from extrabudgetary sources, compared with 100% in 2012.

Table B
Spending on Consultant Contracts by source of funding
Brasilia Office 2008-2013

	Amount (\$ million)					
	RP		ExB		Total	
2008	0.508	0.919	18.685	38.700	19.193	39.619
2009	0.411		20.015		20.426	
2010	2.526	2.591	25.780	47.412	28.306	50.003
2011	0.065		21.632		21.697	
2012	0.000	0.055	22.984	51.874	22.984	51.929
2013	0.055		28.890		28.945	

Contracts by amount

4. Table C shows that 46% of consultant contracts awarded in 2013 were less than \$25,000 compared to 52% in 2012; 7% of the contracts were for over \$50,000 (9% in 2012).

Table C
Number of Consultant Contracts by amount
Brasilia Office 2012 and 2013

Amount (\$ mill)	Individual Contracts			
	2012	%	2013	%
Less Than 5000	40	5%	25	2%
5000 to 9999	51	6%	64	6%
10000 to 24999	326	41%	374	37%
25000 to 49999	317	39%	471	47%
50000 and over	69	9%	67	7%
Total	803	100%	1001	100%

Duration of contracts

5. Table D shows that 10% of consultant contracts awarded in 2013 were for less than three months, compared with 14% in 2012; 67% were for over six months (54% in 2012).

Table D
Number of Consultant Contracts by duration
Brasilia Office 2012 and 2013

	Individual Contracts			
	2012	%	2013	%
Less than 1 month	19	2%	9	1%
1 to 3 months	98	12%	92	9%
3 to 6 months	251	31%	234	23%
Over 6 months	435	54%	666	67%
Total	803	100%	1001	100%

C. State of the Medical Benefits Fund (Follow-up to 37 C/Resolution 85)

I. Introduction

48. The UNESCO Medical Benefits Fund (MBF), established by the General Conference at its 3rd session in 1948, is a medical insurance plan that the Director-General must operate for staff in accordance with Staff Regulation 6.2. The Fund has faced financial difficulties for many years and various measures have been undertaken by successive Directors-General to address the perennial deficits. In addition, the General Conference (36 C/Resolution 99) approved the introduction of a new contribution scale from 1 January 2012 in order to maintain the balance between income and expenditure of the Fund. The scale approved by the General Conference is based on an equal cost-sharing formula (50:50) between the Organization and the participants.

49. At the 37th session of the General Conference, the Director-General proposed (in document 37 C/38) the adoption of a new cost-sharing formula and a new governance structure for the Fund. The adjustment to the scale was necessary as the current cost-sharing formula (50:50) could not generate enough income from the declining number of active staff to offset the diminishing income that is generated from the growing number of voluntary participants, whose lower pensions are used as a basis for determining their contributions and the Organization's share of contributions.

50. In 37 C/Resolution 85, the General Conference decided to amend the Rules of the MBF having taken note of the information provided on the new governance structure. By the same resolution, the General Conference also requested the Director-General to present to the Executive Board at its 195th session the full financial implication of moving to a 60:40 cost-sharing formula.

51. The United Nations General Assembly also expressed concerns at its 68th session at the long-term sustainability of the after-service health insurance scheme within the United Nations system. It therefore invited the International Civil Service Commission (ICSC) (in A/RES/68/253 on the "United Nations Common System", dated 27 December 2013) to review the apportionment of health insurance premiums between United Nations organizations and participants, and to report back to the General Assembly in fall 2014.

II. Financial implication to the Organization of a 60:40 cost-sharing formula

2.1 Financial implication on current contributions

52. The MBF is operated as a Special Account to which the Organization and the participants' contributions are credited on a monthly basis. The table below shows the impact on current contributions if the cost-sharing formula is changed from 50:50 to 60:40.

Table 1: Comparing the cost-sharing formulas (figures in thousands US Dollars)

	Ratio		Additional amount (USD'000)
	50/50	60/40	
Compulsory participant contributions	7,662	6,130	
UNESCO contribution for compulsory participant	7,662	9,194	1,532
Total Compulsory	15,324	15,324	
Voluntary participant contributions	5,062	4,050	
UNESCO contribution for voluntary participant	5,062	6,074	1,012
Total Voluntary	10,124	10,124	
Total Additional amount for UNESCO/year			2,544
Total Additional amount for UNESCO/biennium			5,088

53. The additional cost to the Organization of a change in the cost-sharing formula is estimated at \$1.5 million for compulsory participants (active staff) and \$1 million for those of voluntary participants (retirees). **The Organization's contributions would therefore increase by \$5 million per biennium if the new cost-sharing formula were to be adopted.**

2.2 Long-term implication (ASHI)

54. The After-Service Health Insurance (ASHI) liability arises because UNESCO, like other United Nations agencies, provides health insurance coverage to retired staff and their dependents. This right is acquired and accumulated during the retiree's active service in the Organization. To be eligible for the after-service health insurance scheme, former staff members must have completed ten years of participation in the MBF and reached the minimum age of 55 at the time of leaving the Organization.

55. The ASHI liability in UNESCO, as calculated by an independent professional firm of actuaries, reflects the estimated total future costs associated with providing health insurance benefits to existing retirees and current staff upon retirement. The amount of the liability has grown significantly over the years from \$522 million in 2008 to \$826 million as at 31 December 2013, reflecting a combination of many factors: increasing proportion of enrolled retirees, increased life expectancy, medical costs inflation and changes in the demographic composition of the insured population.

56. The ASHI liability of \$826 million recognized in the financial statements³ in accordance with International Public Sector Accounting Standards (IPSAS) is on the basis of a 50:50 cost-sharing formula. The liability, under IPSAS 25, is calculated using the Projected Unit Credit Method as the difference between the annual medical costs for retirees and future retirees and their contributions.

57. Using the same assumptions as for the full valuation (population, discount rate, medical healthcare inflation rate, turnover/mortality, etc.), the ASHI liability was recalculated on the basis of a 60:40 cost-sharing formula and **the results of the valuation showed an increase of \$23 million (2.77%). The ASHI liability with a 60:40 cost-sharing therefore would have been \$849 million as at 31 December 2013** (the summary report of the actuaries is attached in Annex II for information purpose only).

58. The actuary concluded that as medical costs increase faster than the retirement pension, which is the basis of the calculation for retiree contributions, the overall liability of the Organization will increase at a slower rate than expected if the new cost-sharing formula is adopted.

III. **Health insurance schemes within the United Nations system**

59. Many United Nations agencies already have mechanisms in place for funding ASHI, including a payroll charge on staff costs, budget allocations and the transfer of funds from reserves. In some agencies, the payroll charge for funding is applied for all staff irrespective of funding source and type of staff.

60. In response to a request from the United Nations General Assembly (A/RES/68/253), ICSC, at its 79th session in July 2014, noted that, compared with the comparator's scheme (i.e. the USA federal civil service), the benefits received by United Nations staff members are similar, but that the contributions paid by United Nations staff members are higher overall. The United States Government pays up to 75% of premiums on behalf of its staff, thus providing more general subsidies than the United Nations Secretariat. The preliminary ICSC report contains an analysis of contributions to health insurance premiums in 14 international organizations and in 12 United Nations organizations, as shown in the Annex I.

³ The ASHI liability of the ICTP of \$12.6 million has not been included in the analysis. This liability is managed separately by the Institute.

61. The General Assembly also made a request concerning ASHI (in resolution 68/244 dated 27 December 2013 on *Managing After-Service Health Insurance liabilities*), namely:

- requested the Secretary-General to examine the option of broadening the mandate of the United Nations Pension Fund, to include the cost-effective, efficient and sustainable administration of ASHI benefits, taking into account the advantages and disadvantages of this option, including its financial and legal implications, and to report thereon at the seventieth session of the General Assembly (fall 2015); and
- requested the Secretary-General to undertake a survey of current health care plans for active and retired staff within the United Nations system, to explore all options to increase efficiency and contain costs and to report thereon at its seventieth session.

62. In order to look further into this matter, the Finance and Budget Network of the CEB Secretariat has created a Working Group, to be chaired by the United Nations Secretariat. As health insurance matters come under the responsibility of the CEB's HR Network, the latter is cooperating in a survey of current healthcare plans for active and retired staff within the United Nations system, in order to explore options to increase the efficiency of health care plans and to contain costs.

63. UNESCO's Secretariat will be participating in this working group. It is anticipated that the analysis and the outcomes will be available to the MBF Advisory Board UNESCO as it considers ways to continue to improve the management and the operation of the MBF.

IV. MBF governance

64. In order to strengthen the MBF's financial sustainability and effectiveness of its governance structure, a framework of governance is required that is independent and objective, and that makes recommendations based on best practice and expertise in health care. The General Conference therefore decided at its 37th session (37 C/Res.85) to establish a new governance structure and to amend the related Rules of the Medical Benefits Fund, as set out in document 37 C/38 Add. Part 3, based on the following principles:

- decisions and tasks delegated to the appropriate people;
- those to whom decisions and tasks are delegated to have access to appropriate information;
- duties and roles clearly defined between each entity in the governance structure;
- effective oversight and reporting among all entities involved in the governance structure.

65. The revisions to the MBF Rules will be implemented by means of an Administrative Circular; and the Secretariat is in the process of finalizing the composition of the new Advisory Board, which advises the Director-General on management of the MBF.

V. Conclusion

66. The increase in the contribution rates in 2012 has stabilized the short-term financial situation of the MBF and there is no immediate need, therefore, to change the formula. Although this means that UNESCO will remain one of the very few United Nations agencies with the lowest organizational share of health insurance cost, the Director-General nonetheless recommends that the contribution formula be maintained at its current 50:50 cost-sharing level in view of the ongoing discussions at the United Nations system-wide and the current financial situation of the Organization.

67. The major issue facing the Organization on medical insurance coverage is the lack of funding for the ASHI liability. The issue has been discussed many times both at the Executive Board and the General Conference and as far back as 2008. The General Conference's decision to envisage a 1% charge of staff cost to be included in document 38 C/5 as ASHI funding is a major step towards addressing the issue. With the number of retirees now exceeding the active staff participants in the Fund, the Organization can no longer afford to delay taking action on its ASHI liability.

68. The charging of ASHI funding for staff under the regular budget requires the approval of the Executive Board and the General Conference. The Director-General, in applying similar approaches undertaken by other United Nations agencies, wishes to inform the Executive Board that the Organization will be charging ASHI funding to extrabudgetary projects/funds. However, such a charge will only be applied to those projects/funds paying the salary of a staff who participates in the MBF. The policy will be gradually implemented as from 1 January 2015.

69. The Organization will actively participate in the United Nations system-wide Working Group set up to study the cost drivers of ASHI and analyse alternative arrangements for the management of healthcare benefits. The outcome of this study and the final conclusions of the ICSC review of the apportionment of costs will be presented, with appropriate recommendations from the Director-General, to the Executive Board.

Action expected of the Executive Board

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

A

The Executive Board,

1. Recalling 192 EX/Decision 5 (IV, A) and 37 C/Resolution 74,
2. Takes note of the information provided in document 195 EX/5 Part V regarding the situation of the geographical distribution and the gender balance of staff as at 1 June 2014;
3. Requests the Director-General to improve geographical representation in Secretariat positions at all levels, in particular for those countries which are non-represented or under-represented, while recalling that appointments are first and foremost made on the basis of competence and merit, and to submit to it at its 197th session a report on the results achieved.

B

The Executive Board,

1. Recalling 192 EX/Decision 5 (IV, B),
2. Having examined document 195 EX/5 Part V,
3. Takes note of the policy developments since the introduction of the new policy on contracts for individual consultants and other specialists in February 2012;
4. Also takes note of the data, analyses and qualitative information presented in the report and encourages the Secretariat to continue its efforts to improve the quality of information provided on the content of contracts and services delivered;

5. Recalls the need to ensure wider geographical distribution and a better gender balance in the hiring of consultants where qualifications are equal;
6. Invites the Director-General to report at its 197th session on the use of consultants and the implementation of the modified policy on individual consultants.

C

The Executive Board,

1. Recalling document 37 C/38 and 37 C/Resolution 85,
2. Having examined document 195 EX/5 Part V,
3. Decides not to recommend to the General Conference a change of the MBF contribution formula pending the outcome of the United Nations system study on health care plans;
4. Further takes note of the Director-General's decision to charge ASHI funding on extrabudgetary projects/funds as from 1 January 2015 on the basis that it is applied only to those projects/funds paying the salary of a staff participating in the Medical Benefits Fund.

ANNEX I**Table 1: Apportionment of health insurance premiums, by International Organization**

	Organization's contribution	Staff contribution
World Bank	75	25
IMF	75	25
African Development Bank	73	27
European Patent Organization	73	27
European Central Bank	69	31
OECD	69	31
European Space Agency	68	32
NATO	67	33
ITER Organization	67	33
Inter-American Development Bank	66	34
CERN	61	39
OPCW	61	39
International Centre for Study of Preservation and Restoration of Cultural Property	52	48
OSCE	42	58

Table 2: Apportionment of health insurance premiums in Common System Organizations

	Organization's contribution	Staff contribution
UN (in the USA)	67	33
UN (outside the USA)	50	50
UN (local staff in field locations)	75-80	20-25
IMO	71	29
WHO	67	33
WTO	67	33
WIPO	63	37
FAO	60	40
ILO	60	40
ITU	60	40
IFAD	56	44
WFP	54	46
UNESCO	50	50
UPU	50	50

ANNEX II



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MÉMO

INTRODUCTION

Mercer has prepared this memo exclusively to assist Unesco in having an estimation of the impact of changing the contributions split on the After Service Health Insurance (ASHI) plan for the fiscal year ending December, 31st 2013, with the requirements of IPSAS 25.

This memo may not be used or relied upon by any other party or for any other purpose. Mercer is not responsible for the consequences of any unauthorized use.

SCOPE OF THE VALUATION

According to the discussion with *Unesco*, we understand that the Organization provides full healthcare benefits to active employees, retirees and to their dependents. The scope of the valuation has been discussed and approved by *Unesco*. Only the above mentioned plan is within the scope of this memo.

The measurement date and the fiscal year end are December 31st, 2013.

ASSUMPTIONS

Assumption	As at December 31 st , 2013
Discount rate	4.00%
Medical healthcare trend	5.00%
Inflation rate	2.00%
Mortality table	Generational tables TGH2005 and TGF2005
Turnover	Table 2013 (See Appendix)
Aging factor	N/A
Retirement age	60 years old for people hired before 01/01/1990 62 years old for others
Percentage of eligible staff who benefit from the ASHI after service	100%
Pension increase rate	2.00%
Medical costs	See Appendix

Results

The last full valuation results for the ASHI plan were provided with the following split of contributions:

UNESCO 50%/Member 50%.

UNESCO representatives asked us to make a rough estimation of the DBO with a split of UNESCO 60%/Member 40%.

The DBO for the two scenarios are shown in the table below (in \$'000).

Scenario	DBO 31/12/2013	Difference
UNESCO 50%/Member 50%	826,115	
UNESCO 60%/Member 40%	848,989	+2.77%

Please note that this is an estimation, based on data as at 31/12/2012. The results presented above have been issued with a roll forward method, with real benefit payments made in 2013, with the former split of contribution (50%/50%). So, the next valuation may change slightly the spread due to change of contributions split.

Under IPSAS 25, for post-retirement medical coverage, the employer liability is equal to the difference between:

- the annual medical costs for retirees and future retirees,
- the retirees' and future retirees' contributions.

In this scenario, the employees' contributions are lower of 20% than the former scenario, but the annual medical costs haven't changed. Moreover, the medical costs increases faster than the retirement pension on which the contribution is calculated, explaining the mitigation of the impact of changing the split.

Appendix

Turnover Table

Age	Professional level	General level
20	14.30%	6.10%
21	14.30%	6.10%
22	14.30%	6.10%
23	14.30%	6.10%
24	14.30%	6.10%
25	8.50%	4.80%
26	8.50%	4.80%
27	8.50%	4.80%
28	8.50%	4.80%
29	8.50%	4.80%
30	4.80%	3.70%
31	4.80%	3.70%
32	4.80%	3.70%
33	4.80%	3.70%
34	4.80%	3.70%
35	2.60%	1.80%
36	2.60%	1.80%
37	2.60%	1.80%

Age	Professional level	General level
38	2.60%	1.80%
39	2.60%	1.80%
40	2.60%	1.80%
41	2.60%	1.80%
42	2.60%	1.80%
43	2.60%	1.80%
44	2.60%	1.80%
45	0.50%	1.20%
46	0.50%	1.20%
47	0.50%	1.20%
48	0.50%	1.20%
49	0.50%	1.20%
50	0.50%	0.60%
51	0.50%	0.60%
52	0.50%	0.60%
53	0.50%	0.60%
54	0.50%	0.60%
55 and over	0.00%	0.00%

2013 Average medical costs

Age	Average medical cost	Age	Average medical cost
0	1 275	50	2 578
1	1 079	51	2 656
2	914	52	2 737
3	773	53	2 822
4	655	54	2 911
5	562	55	3 005
6	487	56	3 104
7	428	57	3 208
8	396	58	3 317
9	385	59	3 432
10	377	60	3 559
11	373	61	3 692
12	373	62	3 832
13	375	63	3 977
14	381	64	4 128
15	389	65	4 286
16	400	66	4 449
17	426	67	4 619
18	523	68	4 795
19	579	69	4 978
20	638	70	5 167
21	701	71	5 361
22	765	72	5 572
23	833	73	5 806
24	901	74	6 051
25	969	75	6 306
26	1 038	76	6 572
27	1 106	77	6 848
28	1 174	78	7 135
29	1 242	79	7 433
30	1 308	80	7 742
31	1 373	81	8 061
32	1 438	82	8 391
33	1 501	83	8 731
34	1 563	84	9 081
35	1 624	85	9 442
36	1 684	86	9 812
37	1 743	87	10 192
38	1 804	88	10 581
39	1 864	89	10 980
40	1 924	90	11 386
41	1 984	91	11 801
42	2 044	92	12 223
43	2 106	93	12 651
44	2 168	94	13 087
45	2 231	95	13 527
46	2 296	96	13 973
47	2 363	97	14 423
48	2 432	98	14 918
49	2 504	99 +	13 977



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**FOLLOW-UP TO DECISIONS AND RESOLUTIONS ADOPTED BY
THE EXECUTIVE BOARD AND THE GENERAL CONFERENCE
AT THEIR PREVIOUS SESSIONS**

PART V

HUMAN RESOURCES ISSUES

**C. STATE OF THE MEDICAL BENEFITS FUND (MBF)
(FOLLOW-UP TO 37 C/RESOLUTION 85)**

ADDENDUM

COMMENTS BY THE UNESCO STAFF UNION (STU)

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

II. Financial implication to the Organization of a 60:40 cost-sharing formula

1. The STU would like to draw the attention of the Executive Board to the rather misleading statement in paragraph 48 that “various measures have been undertaken by successive Directors-General to address the perennial deficits [in the Medical Benefits Fund]”.

2. The Fund had a technical deficit (expenditure was greater than contributions) for six years, from 2006 to 2011, with an actual deficit for four years, from 2008 to 2011. There are several reasons for these deficits:

- (a) there was no increase in contributions for the 16 years, from 1996 to 2012, despite the generally accepted medical costs inflation rate of 5%, and despite the General Assembly of Participants repeatedly drawing the attention of the Directors-General to the problem;
- (b) the proposal to move to the 60:40 cost-sharing formula in three stages, beginning 1 January 2008, contained in the Director-General’s 2005 Global Plan of Action,¹ has never been implemented. The renewed proposal was not accepted by the General Conference in 2011² and in 2013.

These reasons are now buried under the new problem of a fall in the number of active staff, and the rise in the number of retired staff.

3. It would appear to the STU that no real measures were undertaken to address the deficits. Instead, the Administration commissioned more than five studies, few of which appeared to be appropriate, relevant or to show any understanding of the MBF. The last of these recommended a change in the governance structure, in order to strengthen the MBF’s financial sustainability (para. 64). If the Directors-General have been reluctant over the years to take the essential financial measures to strengthen the MBF’s financial sustainability, a change in the governance structure will certainly not accomplish that.

4. Reporting on the implications of moving to a 60:40 cost-sharing formula, the document:

- (a) reiterates, in paragraph 49, the argument in document 37 C/38 that the 60:40 cost-sharing formula is needed to offset the diminishing income generated from the growing number of retired staff, and
- (b) demonstrates yet again, in paragraph 60 and Annex I, that UNESCO is a less than generous employer, being one of only two comparable international organizations contributing only 50% towards the health insurance of their staff, while other organizations contribute up to 75%, and
- (c) notes in paragraph 53 and paragraph 57, that the effect of a change to the 60:40 cost-sharing formula would be to add \$2.5 million to the Organization’s current contribution, but would result in a slower than expected increase in the overall liability of After-Service Health Insurance (ASHI).

In spite of these arguments, the Director-General has found yet another reason to do nothing, and to postpone yet again the introduction of the 60:40 cost-sharing formula, noting in paragraph 66 that “the increase in the contribution rates in 2012 has stabilized the short-term financial situation of the MBF and there is no need therefore to change the formula”.

¹ 172 EX/Decision 38 Item 8. “Invites the Director-General to report to it at its 176th session on the implementation of the global action plan, including proposed measures to increase the contributions to the Medical Benefits Fund, which will be presented as part of the Draft Programme and Budget for 2008-2009 (34 C/5).”

² 36 C/Resolution 99.

5. The External Auditor takes exception to the laissez-faire approach of the Administration, noting that the MBF's reserve in 2013, at only 12 months of real claims expenditure was still below the requirement of 15-18 months, and that although the increase in 2012 had stabilized the short-term financial situation, "there is a material risk that the MBF will slip back into deficit in the medium term" and thus "the Organization must pursue efforts to restore a sustainable financial balance". [195 EX/19 Part II, paras. 24, 27, 28]. The simple fact of the matter is that medical costs have, in the past, and will continue in the foreseeable future, to increase at a faster rate (5%) than the increase in salaries and pensions (2%)³ and thus, as the participants have repeatedly emphasized, periodic increases in contributions will always be necessary, at least every four to six years.⁴ After all, private insurance premiums increase every year.

6. Taking all these factors into consideration, the STU urges the Executive Board to **recommend** a change in the MBF cost-sharing formula to 60:40 to the General Conference at its 38th session: that is, to the reverse the sense of the draft decision 3, shown on p. 31. The argument that the change should await the outcome of the United Nations study is specious and disingenuous, since the primary concern of the study is the ASHI, and in any event, its findings will not result in any immediate change in the various health insurance systems.

IV. MBF governance

7. A further sign of the perennial neglect of the MBF by the Administration is that the decision (37 C/Resolution 85) of the General Conference in November 2013 to amend the rules of the Medical Benefits Fund has not been implemented almost a year later (para. 65). Indeed, there has been no meeting of the Board of Management since October 2013, the Extraordinary General Assembly of Participants of 4 September 2013 remains adjourned, there has been no meeting of the annual General Assembly of Participants, nor have there been elections to the Board of Management which were due in September 2014. Worst of all, the participants, who have repeatedly asserted their attachment to the MBF and of which they are joint owners, have not been informed about what is or is not happening to their MBF.

8. The Administration informs the Executive Board that the Secretariat is in the process of finalizing the composition of the new Advisory Board. Naturally, the STU and all the active and retired staff, who are compulsory and voluntary participants in the Fund, are curious about how and when this is being done, especially as the new rules specify that their representatives (three members and three alternates) will be elected by participants through electronic and mail voting.

³ Mercer: "Optimization of the UNESCO MBF Plan: Part I Actuarial Report, 12 February 2010, p. 23

⁴ "This approach requires the cost and pattern of medical claims to be monitored on a regular basis, with regular adjustments to contributions, as required, to ensure the Fund's financial stability." 187 EX/32, paragraph 3 (emphasis added)

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Item 5 of the provisional agenda

**FOLLOW-UP TO DECISIONS AND RESOLUTIONS ADOPTED BY
THE EXECUTIVE BOARD AND THE GENERAL CONFERENCE
AT THEIR PREVIOUS SESSIONS**

PART V

HUMAN RESOURCES ISSUES

**B. USE OF CONSULTANT CONTRACTS IN 2013 AND THE IMPLEMENTATION OF
THE REVISED POLICY ON INDIVIDUAL CONSULTANTS AND OTHER SPECIALISTS**

ADDENDUM 2

COMMENTS BY THE UNESCO STAFF UNION (STU)

In conformity with Item 9.2.E of the UNESCO Administrative Manual, the UNESCO Staff Union (STU) submits its comments on this report by the Director-General.

As in 2012, STU wishes, once again, to draw the Executive Board's attention to certain failures and inconsistencies with regard to the use of consultants and the selection procedures.

STU notes a **flagrant increase in the use of consultants in 2013** primarily in the Culture, Sciences and Communication and Information Sectors, which were the most affected by restructuring and post abolition. The systematic and large-scale use of external expertise in the programme sectors and field offices is ongoing as a result of staff reductions in the Organization and a large number of vacant or downgraded posts. It is important that the skills required are first sought internally before any experts are hired.

The **measures taken to strengthen monitoring** of competitive bidding, duration and threshold of remuneration must be reinforced. Indeed, it is necessary to examine the number of contracts established by the sectors and bureaux, the level of expertise required and the systematic use of the same consultants to achieve different goals achievable in the short term. Wherever possible, the Organization should consider other means to achieve its objectives and expected results,

based primarily on existing staff, and explore the possibility of creating posts by using existing skills and/or training.

The **breakdown of the geographical distribution of consultants** by regional group (Table 10) shows a major imbalance in favour of Group I (59% of the total) in 2013, both at Headquarters (59%) and in the field (21%). This imbalance in the geographical distribution of consultants is inconsistent with the Organization's best interests: a more rigorous selection process would provide a wider range of expertise that is more representative of the Organization.

Lastly, the **recruitment of former or recently retired staff as consultants** is not acceptable to STU. Knowledge should be transferred prior to the separation of staff, whether for retirement or any other reason. Staff would therefore be able to devote themselves to their tasks more quickly and the institutional culture would be maintained to a higher degree.

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**FOLLOW-UP TO DECISIONS AND RESOLUTIONS ADOPTED BY
THE EXECUTIVE BOARD AND THE GENERAL CONFERENCE
AT THEIR PREVIOUS SESSIONS**

PART V

HUMAN RESOURCES ISSUES

**A. GEOGRAPHICAL DISTRIBUTION AND
GENDER BALANCE OF THE STAFF OF THE SECRETARIAT**

ADDENDUM 3

COMMENTS BY THE UNESCO STAFF UNION (STU)

In conformity with Item 9.2.E of the UNESCO Administrative Manual, the UNESCO Staff Union (STU) submits its comments on this report by the Director-General.

Paragraph 22, page 6, of document 195 EX/5 Part V, concludes that “as of June 2014, near gender parity has been achieved in the Professional and above category (P/D) (49% are women)”. STU would like to emphasize that this conclusion does not accurately reflect the detailed information set out in the document, which shows clearly that “women’s representation is high in the junior levels, with 58% at P-1/P-2 level and 54% at P-3 level. At P-4 and P-5 levels, women represent 46% and 36% respectively”. Finally, as of 1 June 2014, only 34% of management posts were occupied by women.

STU is of the opinion that women in 34% and 36% of management posts does not correspond to “nearly established” parity.

Accordingly, STU would like the conclusion in paragraph 22 to be amended as follows: “Gender parity is well established in junior grades but is still to be implemented in the most senior grades”.

STU would also like the recommendation to take note of the situation and to invite the Director-General to make additional efforts to achieve gender parity at all grades in the Organization.

The recommendation might then read as follows:

2. Takes note of the information provided in document 195 EX/5 Part V regarding the situation of the geographical distribution and the gender balance of staff as at 1 June 2014;
3. Requests the Director-General to improve geographical representation in Secretariat positions at all levels, in particular for those countries which are non-represented or under-represented, **and to improve gender parity in particular at senior and director grades**, while recalling that appointments are first and foremost made on the basis of competence and merit, and to submit to it at its 197th session a report on the results achieved.