



# United Nations Industrial Development Organization

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## Industrial Development Board

### Forty-ninth session

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Item 16 of the provisional agenda

### Personnel matters

## Personnel matters

### Report by the Director General

The present document provides information on personnel-related matters in the Secretariat, common system developments and amendments made to the staff rules and the schedules to the staff regulations, in line with staff regulations 13.3 and 13.4. The report complements the information provided in the *Annual Report of UNIDO 2020* (IDB.49/2 and its appendices). For cost saving purposes, annexes to the present report are included in a conference room paper (IDB.49/CRP.5), which is issued at the same time as the present document.

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## I. Developments on personnel-related matters

### Recruitment

1. Since October 2020, 13 positions have been advertised (five externally, eight internally) for recruitment under the 100 Series of staff rules. Three of the five external positions (three in the Professional category and two in the General Service category) are in the final stage of recruitment. Three of the eight internal positions (one in the D-1, three in the Professional and four in the General Service category) have already been staffed – all with female candidates, and one is in the final stage of recruitment. Additionally, since October 2020, recruitment processes for six P-5 level positions were finalized with four female and two male candidates appointed.
2. Since October 2020, 21 interns joined UNIDO (10 female and 11 male). Currently there are 52 interns on board (31 female and 21 male) from 27 countries.
3. Since October 2020, seven new Junior Professional Officers (JPOs) joined UNIDO, while one was selected and granted a 200 Series appointment. Currently, there are 13 JPOs on board (eight female and five male), sponsored by six countries (China, Finland, Germany, Italy, Japan and Kuwait). In the coming months, one male JPO, sponsored by China, is expected to report for duty.

### Implementation of the UNIDO Gender Parity Action Plan (2018–2023)

4. UNIDO continues its efforts to accelerate progress towards gender parity, especially at senior Professional levels, through external recruitments, training and development activities. In comparison to 2019, there is an improvement in the representation of women at the D-1 level (from 15.8 per cent to 20 per cent). The overall representation of women in UNIDO remains at 43 per cent.

### Addressing sexual harassment and protection against sexual exploitation and abuse within the organizations of the United Nations system

5. In 2019, UNIDO received three allegations of sexual harassment, which were investigated and closed as unfounded. In 2020, three allegations were received of which one was closed as unfounded and two are still under investigation.
6. Since 2018, UNIDO has followed the initiative of the Secretary-General to certify annually in a management letter that the Organization reported all credible allegations of sexual exploitation and abuse in the Organization. Accordingly, the Director General sent a letter to all Permanent Representatives to UNIDO on 29 January 2021 informing them of his commitment to zero tolerance and to reporting credible allegations of sexual exploitation and abuse, should such cases arise. There were no such cases reported in 2020.

### Other developments

7. The Director General approved the UNIDO Human Resources Strategy 2020–2022, to be published in May 2021. The strategy was developed through an inclusive and consultative process, and represents the joint responsibility of the Organization's management and human resources experts towards UNIDO's workforce. Aligned with the principles of the highest standards of competence and integrity, as well as of geographical representation and gender parity, this strategy places UNIDO's dynamic and multi-talented workforce as its main resource and asset.
8. In 2020, UNIDO carried out its Merit Awards exercise. Through 59 individual and team Merit Awards as well as 14 Director General's Awards for Exemplary Excellence, the Organization recognized the achievements and contributions of UNIDO personnel to its mandate as well as its strategic and management objectives and priorities, including the Organization's response to the COVID-19 pandemic.

## **II. Common system developments affecting UNIDO staff regulations and rules**

### **Conditions of service applicable to the Professional and higher category**

#### **Salary scale for Professional and higher categories (schedule I to the staff regulations)**

9. The concept of the base salary scale is set by reference to the salary scale of the federal civil service of the United States of America in Washington, D.C. Periodic adjustments are made on the basis of a comparison of net base salaries of United Nations officials with the corresponding salaries of their counterparts in the United States federal civil service, excluding any locality pay.

10. In its resolution [75/245](#) of 31 December 2020, the General Assembly approved, effective 1 January 2021, the new unified salary scale for staff in the Professional and higher categories, reflecting a 1.90 per cent increase (Annex I).

11. The revised salary scale was implemented on a “no-loss/no-gain” basis, including a corresponding reduction in the post adjustment multipliers for all duty stations. The cost of implementing the General Assembly’s resolution is covered by corresponding provisions in the UNIDO Programme and Budgets.

#### **Managing After-Service Health Insurance**

12. The 73rd session of the United Nations General Assembly acknowledged the importance of after-service health insurance liabilities and highlighted the potential important impact of the proposals on future budgets and the future entitlements of concerned staff. In its resolution [73/279B](#), the General Assembly decided to maintain the pay-as-you-go funding of the United Nations after-service health insurance obligations, while the discussions about the management of the after-service health insurance obligations will continue. In this context, UNIDO continues its deliberations to develop a proposal, comparable with other funding models within the United Nations system, where partial funding is set up to counter the risks inherent in the pay-as-you-go scheme.

## **III. Matters related to the staff rules**

### **Scale of pensionable remuneration for the Professional and higher categories (Appendix C to the staff rules)**

13. In accordance with article 51(b) of the Regulations of the United Nations Joint Staff Pension Fund, the scale of pensionable remuneration should be adjusted on the same date as the net remuneration amounts (base salary plus post adjustment) of officials in the Professional and higher categories in New York are adjusted.

14. With effect from 1 February 2021, the post adjustment multiplier for New York was revised from 67.1 to 69.3. Accordingly, the International Civil Service Commission promulgated the revised scales of pensionable remuneration effective 1 February 2021, as shown in Annex II to the present document. Sufficient financial coverage was included in the UNIDO Programme and Budgets, 2020–2021.

## **IV. Representation of the UNIDO policymaking organs on the UNIDO Staff Pension Committee**

15. In July 2020, the Staff Pension Committees of UNIDO, the International Telecommunication Union (ITU) and the World Intellectual Property Organization wrote to the United Nations Joint Staff Pension Board, requesting to restore their

voting seats on the Pension Board to the status quo established before the 66th session of the Pension Board. In this regard, the Industrial Development Board should recall that the number of voting seats of UNIDO and ITU on the Pension Board had been reduced by the UNJSPF Secretariat by half a seat each, through a unilateral amendment of the Rules of Procedure, without proper consultations with both Organizations and despite the resolution of the General Assembly requesting a review of the Pension Board governance by an independent consultant. To date, UNIDO did not receive a formal reply from the UNJSPF on the matter, despite its follow-up with the Fund requesting an expeditious amendment of the Rules of Procedure to bring them back to the status quo as of the 2019 Pension Board. Furthermore, as per the accreditation form for the 69th Pension Board session taking place in July 2021, the number of the UNIDO voting seats on the Pension Board has not been restored and still remains at one voting seat.

## **V. Action required of the Board**

16. The Board may wish to take note of the information provided in the present document.

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