



Industrial Development Board

Fiftieth session

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Item 17 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 2021* (IDB.50/2-PBC.38/2 and its appendices). For cost saving purposes, annexes to the present report are included in a conference room paper (IDB.50/CRP.10), which is issued at the same time as the present document.

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For reasons of sustainability, this document has not been printed. Delegates are kindly requested to refer to electronic versions of all documents.



I. Developments on personnel-related matters

Recruitment

1. Since July 2021, 21 positions have been advertised (eight externally, 13 internally) for recruitment under the 100 Series of staff rules. Four of the externally advertised positions (three in the Professional category and one in the General Service category) are under recruitment and the others (three in the Professional and one in the General Service category) have already been staffed (three of them are female candidates). Of the 13 internally advertised positions, 11 (six in the Professional and five in the General Service category) have been staffed (six of them are female candidates), while recruitment is under progress for the others. Additionally, since October 2020, recruitment processes for six P-5 level positions were finalized with four female and two male candidates appointed.
2. Since July 2021, 179 interns joined UNIDO (105 female and 74 male). As of 1 September 2022, there were 52 interns (36 female and 16 male) from 29 countries on board.
3. Since July 2021, five new Junior Professional Officers (JPOs) joined UNIDO. Furthermore, three JPOs separated and two were offered new fixed-term appointments in UNIDO. Currently there are 13 JPOs (five female and eight male) on board, sponsored by six countries (Austria, China, Finland, Germany, Italy and Japan).

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

4. UNIDO continues its efforts to achieve gender parity, especially at senior Professional levels, through external recruitments, training and development activities. In comparison to 2021, there are improvements in the representation of women at the D-2 level (from 16.67 to 33.33 per cent) and the P-5 level (from 27.94 to 28.99 per cent). In comparison to 2021, there are also improvements in the representation of women at the P-3 level (from 35 to 36.51 per cent) and the P-1 level (50 to 66.67 per cent). The overall representation of women in the Secretariat is 42.48 per cent.

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

5. In 2021, UNIDO did not receive any allegation of sexual harassment. In 2022, UNIDO concluded the disciplinary process in respect of an allegation received in 2020, which was deemed founded and led to the summary dismissal of the staff member concerned.
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. No such cases were reported in 2021.

Other developments

7. UNIDO issued a policy on Flexible Working Arrangements (FWA) in 2022, introducing new working modalities in the Secretariat, such as teleworking and compressed work schedules. The FWA policy draws from the best practices already in place in most United Nations-system organizations. The policy is expected to enhance employees' well-being, efficiency and business continuity. FWAs also play a crucial role in fostering diversity and inclusion and in increasing the attractiveness of the Organization, in particular for a new generation of employees.
8. In 2021, UNIDO carried out its biennial merit promotion exercise. A total of 24 staff members were recognized for their outstanding achievements and contributions to the strategic and management objectives of UNIDO.

II. Common system developments affecting UNIDO staff regulations and rules

Conditions of service applicable to the Professional and higher categories

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 [76/240](#) of 24 December 2021, the General Assembly approved, effective 1 January 2022, the new unified salary scale for staff in the Professional and higher categories, reflecting an increase of 0.92 per cent (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.

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

12. In accordance with article 51(b) of the Regulations of the United Nations Joint Staff Pension Fund (UNJSF), 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.

13. With effect from 1 February 2022, the post adjustment multiplier for New York was revised from 69.3 to 73.8. Accordingly, the International Civil Service Commission (ICSC) promulgated the revised scales of pensionable remuneration effective 1 February 2022, as shown in Annex II to the present document.

III. Representation of the UNIDO policymaking organs on the UNIDO Staff Pension Committee

14. By decision GC.1/Dec.37, the General Conference accepted the regulations of the United Nations Joint Staff Pension Fund and established the UNIDO Staff Pension Committee. In decision GC.19/Dec.17 the Conference elected two members of the UNIDO Staff Pension Committee for the biennium 2022–2023, while the two posts of alternate members remained vacant. Furthermore, the Conference authorized the Industrial Development Board to proceed with the election for any of the posts on the UNIDO Staff Pension Committee that might become vacant before the General Conference holds its twentieth session. Accordingly, the Board is requested to elect two alternate members of the UNIDO Staff Pension Committee for the remainder of the biennium 2022–2023.

IV. Action required by the Board

15. The Board may wish to consider the adoption of the following draft decision:

“The Industrial Development Board

(a) Takes note of the information contained in document IDB.50/27;

(b) Decides, in accordance with paragraph (b) of General Conference decision GC.19/Dec.17, to elect the following two alternate members of the UNIDO Staff Pension Committee for the remainder of the biennium 2022–2023:

Alternate: (country)

Alternate: (country)”
