

Draft resolution of the United Nations Environment Assembly

Compliance with the principle of equitable geographic distribution in the composition of the Secretariat of UNEP

The United Nations Environment Assembly,

Recalling Article 101 of the Charter of the United Nations regarding equitable geographic distribution,

Recalling UNEA decision 5/2, which in particular requested the Executive Director to pay due regard to the principle of equitable geographical distribution, in accordance with paragraph 3 of Article 101 of the Charter of the United Nations, in the recruitment strategy of the United Nations Environment Programme, and to submit a comprehensive report on human resources for consideration at the resumed meeting of the fifth session of the Environment Assembly,

Emphasizing the fundamental importance of compliance with the principle of equitable geographic distribution within UNEP as a core contribution to the enhancement of the efficiency and effectiveness of the UNEP and global environmental multilateralism,

Extremely concerned by the deep and persistent imbalance in the geographic distribution of the UNEP Secretariat,

Concerned also at the continuous erosion of multilateralism within UNEP by underrepresentation of States in the staff composition of the Secretariat and in the projects and scientific studies implemented by UNEP recognizing that this undermines confidence in the foundations of the United Nations itself,

Noting with concern the failure to provide comprehensive and effective measures to ensure equitable geographic distribution within the Secretariat in relation to all posts financed through the regular budget,

Reaffirming also that no post should be considered the exclusive preserve of any Member State or group of States,

Expressing disappointment that Executive Director's report requested in UNEA decision 5/2 has not been submitted on time,

1. *Reaffirms* the provisions of regulation 4.2 of the Staff rules and Staff regulations of the United Nations and decides to reiterate the criterion of geographical status in the staff selection system as one of the key elements to ensure geographical balance at each level for posts subject to geographical distribution,
2. *Requests* the Executive Director:

- a) in all questions relating to the professional composition of the Secretariat implement the Article 101 of the Charter of the United Nations,
- b) whenever making appointments to make every effort to recruit nationals of unrepresented and underrepresented States to ensure that representatives of a single regional group of States do not occupy more than one third of all professional posts by 2025, including within senior professional level positions,
- c) to provide information to the Committee of Permanent Representatives on all professional job openings within the UNEP Secretariat,
- d) to ensure equal treatment of experts with equivalent educational backgrounds taking fully into account the fact that States have different education systems and that no education system shall be considered the standard to be applied by UNEP, including in its scientific work and programme policy,
- e) to foster transparency and accountability in implementing this resolution and report on the progress achieved to the following sessions of the UNEA.