



THE PRESIDENT
OF THE
GENERAL ASSEMBLY

1 April, 2016

Excellency,

Please find enclosed for your kind attention a letter dated 31 March, 2016 from the co-chairs of the Ad hoc Working Group on the revitalization of the General Assembly, H.E. Mr. H. E. Vladimir Drobnyak, Permanent Representative of Croatia, and H.E. Wilfried I. Emvula, Permanent Representative of Namibia, convening the fourth thematic meeting on the strengthening of the institutional memory of the Office of the President of the General Assembly, on 7 April, 2016 at 10am, in the Trusteeship Council Chamber.

Please note that there will be briefings by H.E. Mogens Lykketoft, the President of the General Assembly on the role, mandate and activities of the President; Mr. Edmond Mulet, Chef de Cabinet of the UN Secretary-General, on the observations and recommendations of the Task Force convened by the Secretary-General to review the functioning of the Office of the President of the General Assembly; Mr. Tomas Christensen, Chef de Cabinet, on the findings of the report of the Secretary-General's Task Force on the functioning of the Office of the President of the General Assembly and Ms. Catherine Pollard, Under-Secretary-General for General Assembly and Conference Management, on sources of the funding and staffing of the Office of the President of the General Assembly.

I have also the pleasure to transmit the presentation on the gender balance and regional origin of the executive heads and the Senior Management Group of the Organization, following the briefing of the Acting Director for Strategic Planning and Staffing Division, Office of Human Resources Management, Mr. Hong Sok Kwon in the meeting held on 22 March.

I take this opportunity to encourage the active support, participation and contribution of Member States.

Please accept, Excellency, the assurance of my highest consideration.

Mogens Lykketoft

To all Permanent Representatives
And Permanent Observers to the United Nations
New York



THE PERMANENT MISSION
OF THE REPUBLIC OF CROATIA
TO THE UNITED NATIONS



THE PERMANENT MISSION
OF THE REPUBLIC OF NAMIBIA
TO THE UNITED NATIONS

31 March 2016

Excellency,

In our capacity as Co-Chairs of the Ad Hoc Working Group on the revitalization of the work of the General Assembly (AHWG), we wish to remind Member States that the fourth thematic meeting on the strengthening of the institutional memory of the Office of the President of the General Assembly will be held on 7 April at 10 a.m. in the Trusteeship Council Chamber, in line with the schedule distributed on 8 January 2016.

In accordance with resolution 69/321, this meeting will include briefings by H.E. Mogens Lykketoft, the President of the General Assembly, on the role, mandate and activities of the President, and by Ms. Catherine Pollard, Under-Secretary-General for General Assembly and Conference Management on sources of the funding and staffing of the Office of the President of the General Assembly.

We have also invited Mr. Edmond Mulet, Chef de Cabinet of the UN Secretary-General, to brief the AHWG on this occasion on the observations and recommendations of the Task Force convened by the Secretary-General to review the functioning of the Office of the President of the General Assembly (A/70/783), and Mr. Tomas Anker Christensen, Chef de Cabinet of the President of the General Assembly, to provide his views on the report's findings.

Furthermore, the Co-Chairs would appreciate to hear Member States' opinions on the proposal raised during the informal meeting we convened on 11 December 2015 regarding the possibility of establishing an Oath of Office for future Presidents of the General Assembly, drawing from the Oath of Office taken by each UN Secretary-General. The Co-Chairs are also looking for Member States' views on the idea of introducing a Code of Conduct for the Presidency of the General Assembly.

In case of a prevailing positive opinion regarding the above, the Co-Chairs are ready to elaborate further in the coming weeks the ways and means of devising both the Oath and the Code of Conduct.

Finally, the Co-Chairs have the honor to forward herewith the presentation on the gender balance and regional origin of the executive heads and the Senior Management Group

of the Organization, following the briefing of Mr. Hong Sok Kwon, Acting Director for Strategic Planning and Staffing Division, Office of Human Resources Management, at the last meeting of the AHWG on 22 March.

We are looking forward to your continued active participation in the meetings of the AHWG.

Please accept, Excellency, the assurances of our highest consideration.



Vladimir Drobnjak
Ambassador and Permanent Representative
of Croatia



Wilfried I. Emvula
Ambassador and Permanent Representative
of Namibia

To: All Permanent Representatives and Permanent Observers to the United Nations, New York



United Nations

Gender Balance and Regional Origin

Briefing

Office of Human Resources Management

Ad Hoc Working Group on the revitalization of the work of the General Assembly

22 March 2016



Background



- ✓ Paragraph 40 of resolution 69/321
 - ✓ Requests the Secretary-General to brief the Ad Hoc Working Group in a streamlined and comprehensive way on the gender balance and regional origin of the executive heads and the Senior Management Group of the Organization;

- ✓ Sources of data and methodology
 - ✓ Secretary-General reports on the Composition of the Secretariat
 - ✓ Data as made available by other entities



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Total numbers

As of 18 March 2016, there were 228 ASGs and USGs in the UN System*.

- 56 women (25 %)
- By regional groups:
 - African Group: 59
 - Asia-Pacific Group: 29
 - Eastern European Group: 12
 - Latin American and Caribbean Group: 17
 - Western European and Other Groups: 111

*This includes senior appointments under the purview of the Secretary-General (UN Secretariat departments and offices including appointments to field operations; regional commissions and the programmes and funds).



Senior Management Group

A high-level body bringing together the leaders of UN departments, offices, funds and programmes for policy related matters, planning and information sharing with respect to emerging challenges and cross-cutting issues.

Currently, comprised of 39 members*:

- 13 women (ESCAP, ECLAC, UNDP, WFP, UNOPS, DPI, ESCWA, UN Women, DGACM, Children in Armed Conflict, UNON, OIOS (observer to SMG)).
- By regional groups:
 - African Group: 9
 - Asia-Pacific Group: 10
 - Eastern European Group: 1
 - Latin American and Caribbean Group: 4
 - Western European and Other Groups: 15

(*DSG, CdC, Special Advisor on Africa, OHRLLS; ESCAP, OHCHR, ECE, Sexual Violence in Conflict, ECLAC, UNDP, Habitat, WFP, OLA, Special Advisor on the Prevention of Genocide, DSS, UNOPS, UNODC, DPA, PBSO, DPI, UNHCR, ESCWA, DFS, ODA, UNCTAD, DPKO, UNICEF, ECA, UN Women, UNOG, Special Advisor on Myanmar, OCHA, UNOPS, DGACM, UNEP, DM, DESA, Children in Armed Conflict, UNON). <http://www.un.org/sg/management/index.asp>



Executive Heads

The UN System Chief Executive Board for Coordination (CEB) brings together the executive heads of the United Nations, its 11 funds and programmes, 15 specialized agencies, and the related organizations (IAEA, WTO). Under the chairmanship of the Secretary-General, the executive heads consider policy and management issues impacting organizations of the United Nations system.

- **Currently, comprised of 29 members***
 - 8 women (UNESCO, ICAO, WHO, IMF, UNDP, WFP, UN Women, UNOPS)
 - By regional groups:
 - African Group: 5
 - Asia-Pacific Group: 8
 - Eastern European Group: 2
 - Latin American and Caribbean Group: 2
 - Western European and Other Groups: 12

(*ILO, FAO, UNESCO, ICAO, WHO, WB, IMF, UPU, ITU, WMO, IMO, WIPO, IFAD, UNIDO, IAEA, WTO, UNWTO, UNCTAD, UNDP, UNEP, UNHCR, UNICEF, UNFPA, WFP, UNODC, Habitat, UN Women, UNRWA, UNOPS). <http://www.unsceb.org/content/ceb-members>)



UN Secretariat – by gender

Based on total number 166 USGs and ASGs as at 30 June 2015

Distribution of USGs and ASGs in the UN Secretariat by gender.

- 22 % of the ASGs and USGs were female as at 30 June 2015.

Level/Gender	30/06/2011	30/06/2012	30/06/2013	30/06/2014	30/06/2015
USG	66	64	68	75	78
Female	16	17	17	19	18
Male	50	47	51	56	60
ASG	73	79	78	80	88
Female	17	18	16	16	19
Male	56	61	62	64	69
Grand Total	139	143	146	155	166

Level/Gender	30/06/2011	30/06/2012	30/06/2013	30/06/2014	30/06/2015
Female	24%	24%	23%	23%	22%
Male	76%	76%	77%	77%	78%
Grand Total	100%	100%	100%	100%	100%

Data source: UN Secretariat Composition Reports



UN Secretariat – by region

Based on total number 166 USGs and ASGs as at 30 June 2015

Distribution of ASGs and USGs by gender / group in the UN Secretariat.

Gender balance / group	30/06/2011	30/06/2012	30/06/2013	30/06/2014	30/06/2015
African Group	31	37	42	46	48
Female	9 (29 %)	10 (27%)	11 (26%)	11 (24 %)	10 (21%)
Male	22	27	31	35	38
Asia-Pacific Group	24	20	20	19	18
Female	7 (29%)	7 (35%)	6 (30%)	6 (32%)	3 (17%)
Male	17	13	14	13	15
Eastern European Group	8	10	8	8	9
Male	8	10	8	8	9
Latin American and Caribbean Group (GRULAC)	10	11	10	13	14
Female	5 (50%)	6 (55%)	4 (40%)	4 (31%)	5 (36%)
Male	5	5	6	9	9
Western European and Others Group (WEOG)	66	63	65	69	77
Female	12 (18%)	12 (19%)	12 (18%)	14 (20%)	19 (25%)
Male	54	51	53	55	58
Other		2	1		
Male		2	1		
Grand Total	139	143	146	155	166

Data source: UN Secretariat Composition Reports



UN Secretariat – by field/non-field

Based on total number 166 USGs and ASGs as at 30 June 2015

Distribution of ASGs and USGs in non-field as at 30 June 2015

Row Labels	30/06/2011	30/06/2012	30/06/2013	30/06/2014	30/06/2015
Non-field operations	91	91	93	97	103
Female	24 (26%)	28 (31%)	27 (29%)	26 (27%)	25 (24%)
Male	67	63	66	71	78
Grand Total	91	91	93	97	103

Distribution of ASGs and USGs in field operations as at 30 June 2015

Row Labels	30/06/2011	30/06/2012	30/06/2013	30/06/2014	30/06/2015
Field operations	48	52	53	58	63
Female	9 (19%)	7 (13%)	6 (11%)	9 (16%)	12 (19%)
Male	39	45	47	49	51
Grand Total	48	52	53	58	63

Data source: UN Secretariat Composition Reports