

TRANSPARENCY AND SENIOR UNITED NATIONS APPOINTMENTS

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The WFUNA Plenary Assembly,

Noting the transparency and inclusiveness followed by senior United Nations (UN) appointments;

Calls upon UNAs around the world to promote the following principles wherever possible:

1. Fair and Value-Centered: All UN appointments should be merit-based in full compliance with the UN charter and follow established best practice by Article 97 and 101 of the Charter, with a job description, person specification, and a competitive and rigorous selection process to ensure that the best candidate is chosen. Adherence to the highest standards of commitment to human rights, sustainable development and peace as well as UN principles and purposes is non-negotiable and should comprise part of a comprehensive vetting process;

2. Inclusive: All UN appointments should be open for applications from the most qualified candidates without discrimination on the basis of nationality, background, race, sexuality, age, color, gender, language or religion. All UN appointments should be publicly advertised well in advance, and the advert should be circulated to all member states, to civil society, and in conventional and social media;

3. Diverse: A fair distribution based on region, gender and background should be achieved at all levels of UN appointments. The UN and member states should proactively invest in removing barriers to ensure that nationals from less well-represented and marginalized groups worldwide are able to compete on equal terms with those from developed nations or from more privileged backgrounds;

4. Gender Sensitive: Acknowledging the huge disparities that persist across the UN system, the UN and member states must play a proactive role in countering gender discrimination and promoting equality. This should include equal or greater than equal representation of qualified women at all stages of the recruitment process as well as within the hiring team. Due regard should be given to exclusionary practices built into employment conditions, working methods and selection criteria;

5. Transparent: The public has a right to know key details of all senior appointments at the UN: what the terms of reference for the role are, when they were appointed, when their contract starts, how long their contract lasts for, if and when their contract is renewed, how the post is funded, and when and how to apply when the post falls vacant. This information should be consolidated in one readily accessible online location, and



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communications should be issued whenever an appointment is made, or a contract renewed;

6. No Monopolies: No UN role should be de facto ring-fenced for the nationals of any UN member state, the institutional practice of placing emphasis on the nationality of appointees should be curtailed, and whenever the General Assembly's regulation that no individual of the same nationality as their predecessor should ever be appointed to a senior post is ignored the Secretary-General should be called to explain why the principle of equitable geographical distribution should be respected and implemented while appointing senior UN officials;

7. No Lobbying: States should desist from seeking to influence UN decisions on senior appointments, in keeping with Article 100(2) of the UN Charter;

8. Rethinking State Backing: While states can play a positive role in ensuring that job vacancies are widely circulated and talent nurtured, in general states should refrain from backing candidacies for senior UN roles, publicly or otherwise. Where an appointment requires nominations from member states, states should support the best candidate for the job, not just their own nationals. States should be encouraged to work together in jointly nominating qualified candidates;

9. Stakeholder Inclusive: The UN serves the people, not member states. Whenever the UN consults with states it should also consult with the people directly, including geographically and intergenerationally diverse civil society representatives and those stakeholders who stand to be affected by the mandate of the role in question;

10. Mainstreamed: The independence of UN Specialized Agencies and related international organizations must not be used as an excuse to avoid accountability and transparency. These principles are relevant to all parts of the UN system, and best practice should be mainstreamed with respect to senior appointments.
