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منظمة  
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# FINANCE COMMITTEE

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**Action Plan for the achievement of equitable geographic distribution and  
gender parity of FAO staff**

**Additional information**

Queries on the substantive content of this document may be addressed to:

**Mr Fernando Serván  
Director  
Office of Human Resources  
Tel: +3906 5705 2299**

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FC 173

1. This document is an addendum to the Finance Committee document FC 173/10 *Action Plan for the achievement of equitable geographic distribution and gender parity of FAO staff*.
2. The purpose of this document is to draw attention, in the context of the Organization's efforts to achieve equitable geographic representation as elaborated in FC 173/10, to some aspects of non-representation of member countries in the Organization.
3. Taking into account the recruitments in the pipeline, the number of member countries which remain non-represented in the Organization as at the date of publishing this document is 17. Of these 17, ten countries have remained non-represented in FAO over the last 25 years, since January 1994.<sup>1</sup> They are: Bahrain, Kiribati, Marshall Islands, Micronesia, Nauru, Niue, Qatar, Solomon Islands, Timor Leste and Tuvalu. It is noted in this regard that eight of these ten countries (with the exception of Qatar and Solomon Islands) do not have a Permanent Representative accredited to the Organization either in Rome or from another city. This may have been, over the years, one of the reasons impeding the outreach efforts to these countries to attract their nationals who may have the necessary profiles to qualify as competent candidates for relevant FAO positions. In any case, a targeted effort is now ongoing to address the issue of long-standing non-representation of these ten member countries in the Organization.
4. Beyond these ten countries with a long history of non-representation in the Organization, there are only seven other countries which remain non-represented in FAO at the time of publishing this document. They are: Antigua and Barbuda, Belize, Central African Republic, Libya, Saint Kitts and Nevis, Sao Tome and Principe, and Suriname. It may be of interest to note that of these seven currently non-represented countries, only one (Libya) has a Permanent Representation in Rome, while four have no Permanent Representatives accredited to FAO (Antigua and Barbuda, Central African Republic, Saint Kitts and Nevis, and Suriname), and two have accreditations from outside Italy (Belize from London, and Sao Tome and Principe from Brussels) as indicated in Table 1. However, the Organization is pursuing its outreach efforts in a determined manner to ensure that the non-representation of these countries is addressed and rectified as soon as possible.

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<sup>1</sup> From when reliable data is available

**Table 1: Countries with no geographic representation of staff**

Member Countries	Permanent Representatives accredited to FAO
Antigua and Barbuda	No
Bahrain	No
Belize	Yes - <i>Representation in London</i>
Central African Republic	No
Kiribati	No
Libya	Yes - <i>Representation in Rome</i>
Marshall Islands	No
Micronesia	No
Nauru	No
Niue	No
Qatar	Yes - <i>Representation in Rome</i>
Saint Kitts and Nevis	No
Sao Tome and Principe	Yes - <i>Representation in Brussels</i>
Solomon Islands	Yes - <i>Representation in Rome</i>
Suriname	No
Timor Leste	No
Tuvalu	No