



**Governing Council
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POLICY

FINANCIAL, BUDGETARY AND ADMINISTRATIVE MATTERS

Revised budget estimates for the biennium 1988-1989

Report of the Administrator

Addendum

SUMMARY

The purpose of this addendum is to present to the Council the Administrator's proposal to upgrade the post of Director of the United Nations Development Fund for Women to the D-2 level. This proposal is being presented on the recommendation of the Consultative Committee of the United Nations Development Fund for Women. The net effect of this proposal would be to increase the 1988-1989 biennial appropriation of the United Nations Development Fund for Women by \$16,950.

I. BACKGROUND

1. At the twenty-third session of the Consultative Committee of the United Nations Development Fund for Women (UNIFEM), the Committee members expressed concern about the D-1 grading of the post of Fund Director. As a result, the Committee recommended to the Administrator that the post be upgraded to the D-2 level with immediate effect.
2. While being conscious of the fact that such proposals are normally presented in the context of a full biennial budget exercise, the Administrator believes that such an upgrading is in fact justified on its merits and that, moreover, there is a compelling reason for proposing the change in 1988 rather than awaiting the new biennium in 1990.

II. JUSTIFICATION

3. The reason for electing to make the proposal in mid-biennium is that the current Director of the Fund is due to retire in early 1989 and a recruitment search is therefore about to commence for her replacement. If indeed, as the Administrator believes to be the case, the post should appropriately be graded at the D-2 level, then it is important that such a decision be taken prior to recruitment. This consideration was also a principal factor in the recommendation of the Consultative Committee.
4. The role and responsibilities of UNIFEM are of fundamental strategic importance to the development process. Ensuring an appropriate role for women in economic and social development demands fundamental changes in attitudes and approaches at all levels. The catalytic impact on standards of living that such changes will surely accomplish makes the issue of women in development of the highest importance. The Administrator and the Consultative Committee therefore believe that the current responsibilities of the UNIFEM Director clearly merit grading at the D-2 level.
5. The international community established UNIFEM with the intention that the Director and staff of the Fund assume a leading role in effecting this change. As such, UNIFEM represents far more than merely a source of funds for technical co-operation, but is indeed a pioneer in this field. The legislative evolution of UNIFEM has consistently reflected this perspective.
6. The Administrator and the Consultative Committee therefore believe that the Fund Director should be of an international stature commensurate with these responsibilities. For this reason, the grading of the post at the D-2 level is fully justified.
7. In reviewing this proposal, the Council may also wish to note that, of the five non-core funds managed by the Administrator, UNIFEM is the only one headed by a Director at the D-1 level. The remaining four Directors are all graded at the D-2 level. Below are some comparative data on these five funds:

	Director's grade	Projected delivery 1988 (Millions of US dollars)	Biennial budget est. 1988 (US dollars)	Professional staffing 1988/89
United Nations Capital Development Fund	D-2	32.7	3.4	16
United Nations Revolving Fund for National Resources Exploration	D-2	7.0	1.4	5
United Nations Sudano-Sahelian Office	D-2	17.2	2.0	13
United Nations Fund for Science and Technology for Development	D-2	2.2	0.8	6
United Nations Development Fund for Women	D-1	4.8	1.7	10

From these figures, it is readily apparent that the grading of the UNIFEM Director at the D-1 level is an anomaly in the UNDP structure. The Administrator believes it should be corrected.

III. RECOMMENDATION

8. The net annual increase in costs resulting from the upgrading of the post to the D-2 level would amount to \$11,300 in 1988. The Administrator is therefore proposing that the 1988-1989 biennial appropriation for UNIFEM be increased by \$16,950 to reflect this upgrading for the 18-month period, beginning 1 July 1988.

9. Bearing in mind all the considerations noted above, the Administrator and the UNIFEM Consultative Committee recommend that the Governing Council approve this proposal.

