

Personnel of UNFPA

Principles concerning the personnel of UNFPA

I. Principles relating to the staff of the United Nations, including of UNFPA:

Article 8 United Nations Charter:

1. The United Nations shall place no restrictions on the eligibility of men and women to participate in any capacity and under conditions of equality in its principal and subsidiary organs.

Article 101 United Nations Charter:

2. Article 101, para. 1: The staff shall be appointed by the Secretary-General under regulations established by the General Assembly.
3. Article 101, para. 2: Appropriate staffs shall be permanently assigned to the Economic and Social Council, the Trusteeship Council, and, as required, to other organs of the United Nations. These staffs shall form a part of the Secretariat.
4. Article 101, para. 3: The paramount consideration in the employment of the staff and in the determination of the conditions of service shall be the necessity of securing the highest standards of efficiency, competence, and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible.

Staff Regulation 4.2:

5. The paramount consideration in the appointment, transfer or promotion of the staff shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting the staff on as wide a geographical basis as possible.

Staff Regulation 4.3:

6. In accordance with the principles of the Charter, selection of staff members shall be made without distinction as to race, sex or religion. So far as practicable, selection shall be made on a competitive basis.

Staff Regulation 4.4, clauses 1 and 2:

7. Subject to the provisions of Article 101, paragraph 3, of the Charter, and without prejudice to the recruitment of new talent at all levels, the fullest regard shall be had, in

filling vacancies, to the requisite qualifications and experience of persons already in the service of the United Nations. This consideration shall also apply, on a reciprocal basis, to the specialized agencies brought into relationship with the United Nations.

II. Principles relating to the personnel of or service in UNFPA:

Staff diversity:

8. UNFPA will accord consideration to gender balance and geographic representation in recruitment and staffing, as appropriate.

Applicants with disabilities:

9. It is the policy of UNFPA to offer equal opportunities to applicants who have a physical disability if they fulfill the competencies required for the job and if a reasonable prognosis does not suggest a significant change in the applicant's capability to meet the requirements of the job in the future. If an applicant who has a physical disability is considered the most qualified applicant for the post, every reasonable effort should be made to modify the physical facilities associated with the post if this modification would facilitate the employment of the qualified disabled applicant.
10. This is without prejudice to the rules of the United Nations governing medical clearance.

Persons with HIV or AIDS:

11. UNFPA does not solicit or screen for information in respect of the conditions of Human Immunodeficiency Virus (HIV), Acquired Immunodeficiency Syndrome (AIDS) and HIV or AIDS-related conditions in the context of application to a post, recruitment for service with UNFPA or re-assignment or promotion to another post. It is the policy of UNFPA not to discriminate on the basis of HIV or AIDS status and to offer candidates with such conditions equal opportunities in UNFPA.
12. This is without prejudice to the general rules of the United Nations governing medical clearance.

UNFPA competency framework:

13. A competency is the behavior, skill or knowledge expected from a staff member, which leads to excellence on the job. The inventory of expected behaviors, skills and knowledge is referred to as UNFPA's competency framework.
14. UNFPA manages its human resources requirements on the basis of its competency framework. The competency framework distinguishes between core and functional

competencies. For details on the nature of UNFPA core and functional competencies, refer to the UNFPA competency framework then in force.

15. Conformity with and observance of the requirements of the UNFPA competency framework is a prerequisite for service with UNFPA.