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| Contribution by the secretariat | |
| Geographical Distribution at ITU | |
| **Purpose**  This document aims to provide an overview of the current geographical distribution at the International Telecommunication Union (ITU) at the Professional and higher category and to provide information on what is being implemented to achieve a more diverse and geographically equitable workforce.  **Action required**  This report is transmitted to the CWG-FHR **for information**.  \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **References**  [Resolution 48](https://www.itu.int/en/council/Documents/basic-texts-2023/RES-048-E.pdf) (Rev. Bucharest, 2022) of the Plenipotentiary Conference  Human Resources Report: [Nationality](https://app.powerbi.com/view?r=eyJrIjoiNTNlMzVkYmItZWE5ZC00NTMwLTk2ZTgtZjJiM2IxZmJjY2UyIiwidCI6IjIzZTQ2NGQ3LTA0ZTYtNGI4Ny05MTNjLTI0YmQ4OTIxOWZkMyIsImMiOjl9&pageName=ReportSection0425efe0206eca9600e5) | |

1. **Background**

Geographical diversity and equitable geographic distribution, especially increased staff recruitment from developing countries, are crucial for fostering a global perspective, promoting inclusivity, and ensuring a wide representation within ITU. Due regard is paid to the importance of recruiting the staff on as wide a geographical basis as possible.

1. **Current Geographical Distribution**

As of 4 December 2023, the ITU workforce includes 439 staff members in the professional and higher category, representing 100 nationalities. The distribution of staff from the six ITU defined regions:

1. Europe: 175 staff members, 40%
2. Asia and Pacific: 92 staff members, 21%
3. Americas: 70 staff members, 16%
4. Africa: 48 staff members, 11%
5. Arab States: 27 staff members, 6%
6. CIS: 27 staff members, 6%

It should be noted that the ITU workforce includes staff with dual nationality, but only the first nationality is reported.

1. **Hiring Decisions**

To ensure that ITU remains at the forefront of ICT innovation and technology, it is the Human Resources Management Department’s (HRMD) priority to support ITU’s forward movement by attracting diverse, industry-leading specialists. To allow for hiring managers to make informed recruitment decisions, HRMD provides statistics on geographical distribution and gender for all recruitments in professional and higher categories.

**4. Desired Equitable Geographical Distribution**

At ITU, we recognize that a diverse workforce is essential for success, and we are committed to promoting geographical diversity in our professional and higher category positions. In 2024, the Human Resources Management Department will take the following actions to towards this end:

* 1. Ensure that information on geographical distribution statistics is provided at every level of the hiring process.
  2. Introduction of a new form requiring a justification by the hiring manager where geographical distribution and gender are not considered.
  3. Research geographical distribution policies and guidelines across the UN common system to compare policies in order to develop actionable recommendations for consideration by ITU’s senior management.
  4. Maintain and develop the Partnership Programmes: Funds in Trust (FIT)/Secondments, Loans, Junior Professional Officers (JPOs), and sponsored and un-sponsored interns, aligned with the Youth Task Force initiative. The new Young Professional Program (YPP) launched in 2023, will continue with targeted recruitment from least-developed countries for entry-level positions at the P1 level.

1. **Conclusion**

Achieving a more equitable geographical distribution at the ITU is crucial for promoting inclusivity, representation, and a global perspective. Through various initiatives, the ITU aspires to create a workforce that reflects the diversity of its member countries. This will contribute to a more dynamic global perspective and ensure that the organization remains relevant and responsive to the needs of its diverse stakeholders. ITU will continue to focus on recruitment of staff on as wide a geographical basis as possible.

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