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Human resources management

## Review of the United Nations internship programme

### Report of the Advisory Committee on Administrative and Budgetary Questions

#### I. Introduction

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on the review of the United Nations Secretariat Internship Programme ([A/79/566/Add.1](#)). During its consideration of the report, the Committee received additional information and clarification, concluding with written responses dated 13 December 2024.

2. The report of the Secretary-General was submitted pursuant to General Assembly resolution [77/278](#), in which the Assembly, inter alia, urged the Secretary-General to consider the United Nations internship programme as an integral part of his ongoing reform of the human resources system of the United Nations and requested that a comprehensive review of the programme be presented to the Assembly no later than the first part of its resumed seventy-ninth session. The Assembly laid out elements for the consideration of the Secretary-General, including the development of a sustainable internship programme based on an internship strategy and semi-structured training curriculum; the strengthening of a transparent, merit-based intern recruitment process; indicators for assessing the progress made towards a United Nations internship programme diverse from geographical representation, gender parity and disability perspectives; proposals on remote working opportunities; proposals for a possible appropriate support scheme to support interns; the repealing of the current provision prohibiting interns from applying for or being appointed to positions in the Professional and higher categories or in the Field Service category at the FS-6 and FS-7 levels six months following the end of their internship; an analysis of the enhancement of interns' access to United Nations justice mechanisms; and an assessment of whether the restructured internship programme should be administered centrally or remain fully decentralized.

3. The Secretary-General provides a synthesis of the review undertaken of the Secretariat internship programme in section II of his report and outlines his proposed approach to restructuring the programme in section III. Section IV contains an



invitation to the General Assembly: (a) to take note of the proposed approach to restructuring the internship programme, including how relevant aspects of the Secretariat's talent management system would be integrated into the programme; (b) to approve the removal of the break-in-service restriction, which prevents interns from applying for or being appointed to posts in the Field Service category at the FS-6 and FS-7 levels, and in the Professional and higher categories, six months following the end of the internship; and (c) to approve the principle of the proposed centrally funded and managed financial support scheme and to request the Secretary-General to present the required resources in the programme budget to implement the internship programme from 1 January 2026 in accordance with those principles (*ibid.*, paras. 2 and 38).

## II. Review of the current internship programme

4. The Secretary-General indicates in his report that the review of the current internship programme included the following: surveys of managers, interns and applicants; focus groups with managers, interns, human resources practitioners and other stakeholders; a performance data analysis of the programme; and a study of good internship practices in United Nations agencies, funds and programmes and international financial institutions, based on a review by the Joint Inspection Unit (JIU/REP/2018/1 and JIU/REP/2018/1/Corr.1) and recent data collected from the International Monetary Fund, the World Bank Group, the United Nations Children's Fund, the World Health Organization and the Office of the United Nations High Commissioner for Refugees (A/79/566/Add.1, para. 1).

5. The report of the Secretary-General provides data and trends for the 2014–2023 period and highlights of the biennium 2022–2023, including the following:

(a) A total of 21,943 interns were engaged in the Secretariat in the period 2014–2023, reflecting an average of just under 4,400 per biennium. Rebounding from a decrease in the number of interns at the height of the coronavirus disease (COVID-19) pandemic, the biennium 2022–2023 saw the highest number of interns in the past decade (5,011) (*ibid.*, paras. 5–6 and figure I);

(b) The number of nationalities represented in the internship programme over the period 2014–2023 gravitated around 150, peaking at 156 in the biennium 2022–2023. While approximately 60 per cent of interns over that decade were nationals of 10 Member States, new nationalities were also represented, including ones not represented previously. In the biennium 2022–2023, for the first time, the majority of interns (52.2 per cent) were from developing countries, which can be attributed to continuous targeted outreach initiatives and the adoption of remote working arrangements for interns (*ibid.*, paras. 7–10; see also para. 5 (f) below). The Advisory Committee was provided, upon request, with a breakdown of the number of interns engaged during the biennium 2022–2023 by nationality and the percentage of interns by regional grouping over the past five bienniums (see annex). The Committee discusses geographical representation in its reports on the composition of the Secretariat and the overview of human resources management reform for the period 2023–2024;

(c) Over the past 10 years, the representation of women has consistently been two thirds or more (A/79/566/Add.1, figure IV);

(d) Information about the age of interns has been available only since 2020. During the period 2020–2023, the average age of interns was 25.5 years. In the biennium 2022–2023, interns aged 19–23 were mainly from developed countries

(52.9 per cent), whereas interns aged 24–28 were primarily from developing countries (ibid., para. 12);

(e) Nearly 90 per cent of the interns in the biennium 2022–2023 served in 10 duty stations, with more than half in either New York (34 per cent) or Geneva (17 per cent), followed by Nairobi (12 per cent) (ibid., figure VII). Peace operations may, under the current programme, engage interns only in family duty stations (ibid., footnote 4);

(f) The Secretariat introduced remote internship engagements during the biennium 2020–2021, when almost two thirds (2,431) of all interns worked fully remotely. As work modalities progressively normalized in the biennium 2022–2023, some 2,745 interns (54.3 per cent) worked in person, while 1,306 worked remotely and 1,005 were engaged on a hybrid modality (ibid., paras. 18–19 and figure IX). Upon enquiry, the Committee was informed that in-person engagements for interns from developing countries accounted for 56.1 per cent during the biennium 2022–2023, followed by remote engagements from outside the duty station (25.1 per cent), hybrid engagements (17.1 per cent) and remote engagements from within the duty station (1.7 per cent).

6. The Secretary-General further indicates that, in terms of qualitative feedback gleaned from focus group discussions, both interns and managers considered that a more structured and enhanced approach to learning would significantly improve the programme, and that some managers preferred in-person and full-time internships, while many interns showed interest in flexible work modalities and time requirements (ibid., para. 20).

### III. Proposed new approach

7. In his report, the Secretary-General indicates that the proposed restructuring is aimed at creating a sustainable internship programme, with a clear strategy for enhancing the mutual benefits for interns and the Organization. According to the Secretary-General, the programme will offer valuable experience with the United Nations to students from diverse academic backgrounds by delivering enhanced educational value. At the same time, it will contribute to a future pipeline of talent, supporting workforce rejuvenation, and ensure that entities continue to benefit from interns' skills and insights in various professional fields (ibid., para. 22). Key tenets of the Secretary-General's proposal include: (a) the introduction of a financial support scheme for all interns; (b) centralized administration of the internship programme; (c) strengthened merit-based recruitment, aimed at providing equal opportunities for eligible candidates; (d) targeted outreach and indicators to assess progress towards a United Nations internship programme diverse from geographical representation, gender parity and disability perspectives; (e) a structured approach to learning and career support; and (f) the repeal of the current six-month break-in-service rule for applying for and being appointed to certain Secretariat positions. Upon enquiry, the Committee was informed that, upon the approval of the principle of a centrally funded and managed financial support scheme, more details would be provided in the revised budget estimates for implementation in 2026.

8. **The Advisory Committee acknowledges the contribution of interns to the work of the United Nations. Emphasizing that the internship programme should be considered as an integral part of the ongoing reform of the human resources system (see also resolution 77/278, para. 52), the Committee is of the view that internships constitute an investment for the Organization which will contribute to rejuvenating the workforce of the Secretariat and attracting the best talent from as wide a geographical basis as possible.**

9. The Advisory Committee notes the efforts of the Secretary-General to enhance the internship programme. The Committee recommends that the General Assembly approve the principle of a centrally administered paid internship programme in the Secretariat, with a ceiling for the overall annual amount of assessed contributions for the financial support scheme to be determined by the Assembly and to be complemented by voluntary contributions (see also paras. 28–30 below). The Committee further recommends that a refined implementation framework for a three-year pilot project, starting from 2026, be presented, together with the revised estimates, for the approval of the Assembly at the main part of its eightieth session, with a review of the pilot project to be submitted at the main part of its eighty-third session. In the following paragraphs, the Committee makes observations and recommendations on the elements of the proposal that would benefit from further analysis and additional clarification in the refined implementation framework.

## A. Learning and career support

10. In its resolution [77/278](#), the General Assembly reaffirmed that internships should have an educational value for their participants and directed the Secretary-General to consider the development of a sustainable internship programme based on an internship strategy and semi-structured training curriculum for interns, to maximize their training experience and reinforce the learning objectives of the programme, which are, inter alia, to build a diverse pool of professionals with leadership skills and provide experience in the programmes and activities of the United Nations (resolution [77/278](#), paras. 50 and 52 (a)).

11. The Secretary-General indicates in his report that a structured and enhanced approach to learning is at the heart of the proposed restructuring of the internship programme, while the principle of mutual benefit for participants and the Organization is upheld. To that effect, managers will be responsible for discussing individual developmental plans with interns and agreeing on performance indicators and on practical implementation. In addition to learning through the performance of meaningful tasks, the interns' developmental plans will provide for the participation of interns in a broad array of learning programmes in the Secretariat, including language training and all other cost-effective learning opportunities, as well as intern-specific learning. Furthermore, career support programmes will be open to interns, who will also have access to networking, coaching and mentoring opportunities and other activities taking place regularly in the Secretariat ([A/79/566/Add.1](#), paras. 23–26). Upon enquiry, the Advisory Committee was informed that access to all United Nations learning programmes for non-staff personnel was pending the ongoing consolidation of learning content and platforms into a new enterprise learning management system, scheduled for implementation by 2026.

12. The Advisory Committee acknowledges the intention of the Secretary-General to implement an enhanced approach to learning, while upholding the principle of mutual benefit for participants and the Organization. The Committee welcomes that the proposed approach leverages existing resources, and trusts that the Secretariat will provide learning opportunities in a structured, standardized and cost-efficient manner so that interns across different cohorts receive comparable support. In addition, the Committee emphasizes that managers must assign interns meaningful work aligned with entities' programme plans and considers that the effective exercise of this responsibility should be monitored in dedicated key performance indicators (see para. 20 below).

## B. Transparent, merit-based recruitment

13. The General Assembly directed the Secretary-General to consider in the review of the internship programme the strengthening of a transparent, merit-based recruitment process through an objective review of all intern applicants who met the criteria, to provide equal opportunities for eligible candidates (resolution 77/278, para. 52 (b)).

14. Upon enquiry, the Advisory Committee was informed that the new programme would introduce additional safeguards to promote transparent and merit-based recruitment. All internship job openings would continue to be published on Inspira. A dedicated automated workflow for internships had been implemented in Inspira in December 2023, with updates to be tested for roll-out in January 2025. Hiring managers currently had the ability to screen applications against the criteria published in the job openings using an automated tool that hid the names of applicants. Under the proposed programme, hiring managers would also have access to a variety of assessment methods and would be required to conduct interviews. Assessments and interviews would be conducted only once all applications had been received. All selection decisions must show a comparative analysis for all shortlisted candidates. As per current practice, the selection proposal would continue to be reviewed by human resources to ensure a fair and transparent process. The Committee was further informed that, at present, the assessment of candidates often depended on the number of applications received and candidates meeting the basic requirements outlined in the job opening. In the biennium 2022–2023, 2,765 job openings had attracted 175,781 applicants, an average of 63 applications per vacancy. **The Advisory Committee underscores the importance of an objective and transparent merit-based recruitment process for interns and trusts that the additional safeguards, along with enhanced centralized guidance and review by human resources (see para. 21 below), will further strengthen the internship programme as a valuable and diverse talent pipeline for staff positions. The Committee trusts that information on the recruitment of former interns into staff roles will be systematically tracked and analysed vis-à-vis human resources objectives, such as rejuvenation of the Secretariat and geographical diversity.**

15. In response to queries on possible differentiated targeted options for the implementation of the proposed restructured internship programme, such as means-testing approaches and incentives or limitations for certain categories of candidates or groups of countries, the Secretariat indicated that it had not considered any approaches that would entail different treatment for different groups, in line with the objective of providing equal opportunities for eligible candidates, as requested by the General Assembly (see resolution 77/278, para. 52 (b)). Furthermore, it was considered that having both paid and unpaid internships within the same Organization could result in challenges, including as regards the principle of equal pay for equal work, perceived inequity and reputational risks. **The Advisory Committee is of the view that ensuring equal opportunities for eligible candidates and upholding the principles of fairness and equality do not preclude the possibility of establishing special measures and targeted mechanisms in the allocation of assessed funding for the internship programme, which could maximize the diversity of the interns (see also paras. 18 and 23 below). The Committee also sees merit in exploring the possibility of developing a system that allows the financial support from assessed contributions to be offered primarily to eligible candidates who are the most disadvantaged. The Committee recommends that options for the introduction of means-tested criteria on the allocation of assessed contributions, along with the relevant cost implications, be presented to the General Assembly as part of the review of the pilot project.**

## C. Geographical representation and other diversity considerations

16. In its resolution [77/278](#), the General Assembly further directed the Secretary-General to develop outreach mechanisms to attract candidates, particularly from unrepresented and underrepresented Member States, and to consider clear and measurable indicators for assessing the progress made towards a United Nations internship programme diverse from geographical representation, gender parity and disability perspectives, to the extent practicable, reflecting on best practices (resolution [77/278](#), para. 52 (b) and (d)).

17. Upon enquiry, the Advisory Committee was informed that the internship programme played a vital role in fostering diversity and served as a strategic step towards building a pipeline of geographically diverse talent for the Organization in line with Article 101, paragraph 3, of the Charter of the United Nations. According to the Secretariat, the proposed provision of financial support to interns had significant potential to enhance equitable geographical distribution, by addressing structural barriers that hindered participation from unrepresented and underrepresented Member States, such as the lack of financial resources for many young professionals from those States to participate in internships. Moreover, the continued availability of remote and hybrid internships, which reduced financial and logistical burdens, such as visa challenges, would also increase participation from a broader range of countries, making participation feasible regardless of geographical location. Furthermore, promoting geographical representation among the pool of interns required deliberate and strategic measures to expand representation at every stage of the recruitment process, starting with outreach to potential candidates.

18. The Secretary-General indicates in his report that outreach will be deployed to reach young talent on as wide a geographical basis as possible, with a specific focus on nationals from unrepresented and underrepresented Member States, alongside candidates with disabilities. This approach will rely on targeted digital internship campaigns, partnerships with Member States, academia, youth and alumni associations, and targeted actions in specific geographical locations ([A/79/566/Add.1](#), para. 29). **The Advisory Committee welcomes the envisaged outreach approach and trusts that the Secretary-General will intensify his efforts to reach young talent on as wide a geographical basis as possible, with a specific focus on nationals from unrepresented and underrepresented Member States and from countries in special situations. The outreach programme should also highlight internship opportunities in field and regional offices (see para. 23 below).**

19. Upon enquiry, the Advisory Committee was informed that, in the biennium 2022–2023, entities in the Secretariat had received more than 175,000 applications from candidates in 185 Member States. As at the end of October 2024, the Secretariat had received more than 113,000 applications from candidates in 184 Member States. The Committee was also informed that Inspira stored data on the demographics of applicants and the evaluation of applicants throughout the recruitment process. Hiring managers had access to such data, which they could use to ensure that the best candidate was selected at the end of the process, while considering organizational priorities, such as geographical balance and other diversity goals. Furthermore, regular analysis of applicant data, particularly geographical distribution, at every stage of the application process would allow for the identification of patterns of imbalance and guide corrective actions, such as implementing targeted outreach strategies.

20. The Secretary-General indicates that, under the new internship programme, diversity and inclusion will be monitored via key performance indicators, which may be enhanced from time to time but at a minimum will include: (a) the number of nationalities represented; (b) the percentage of interns from unrepresented and



underrepresented Member States; (c) the representation of women among interns; (d) the selection rate of candidates with disabilities; and (e) average age. Baseline data from the biennium 2022–2023 for each of the proposed indicators are included in the report of the Secretary-General (A/79/566/Add.1, para. 28). According to the Secretariat, those benchmarks would ensure accountability and provide a structured method for assessing the programme's impact on geographical representation and other human resources management goals. **The Advisory Committee stresses the importance of robust key performance indicators and considers that the refined implementation framework should provide greater clarity on how the indicators would assess the programme's impact on the objectives of the human resources strategy and guide further improvements in the implementation of the programme, as necessary. The Committee is also of the view that, in addition to the aspects above, the benchmarks should measure the percentage of interns from countries in special situations as well as the level of distribution of interns among different nationalities.**

#### **D. Central administration of the internship programme**

21. In paragraph 53 of its resolution 77/278, the General Assembly requested the Secretary-General to include in the comprehensive review an assessment of whether the restructured internship programme should be administered centrally or remain fully decentralized. The Secretary-General proposes that the administration and funding of the restructured internship programme be managed centrally. Upon enquiry, the Advisory Committee was informed that the centralized management would be provided by the Human Resources Services Division within the Department of Operational Support, which supported Secretariat entities in the administration of all categories of non-staff personnel. While the selection and day-to-day administration of interns would remain under the authority of each head of entity, managers, interns and administrative focal points would be provided with central support, advice and capacity-building, with a view to improving planning, transparency and compliance in the recruitment and administration of interns. **The Advisory Committee welcomes the centralization of the administration of the internship programme and considers that the provision of guidance on recruitment under and administration of the programme would strengthen coherence and oversight, while enhancing the value of the internship experience for both the Organization and the programme's participants.**

22. The financial support scheme will be centrally funded and included in the programme budget for section 29B, based on the model of the central training provisions included in section 29A of the regular budget. Approved funds will be allocated to entities, taking into consideration their requests (ibid., para. 34). Upon enquiry, the Advisory Committee was informed that where the demand for funds exceeded the allocation, preference would be given to entities that offered internships in areas in which the United Nations had a workforce capability deficit and to entities that were not able to supplement the allocation with extrabudgetary or cost-recovery funding. Going forward, the achievement of various diversity indicators could also be considered as criteria for fund allocation. **The Advisory Committee considers that mechanisms and criteria for the allocation of funds for internships among the different entities should be further delineated in the refined implementation framework, in particular with regard to the indicated measurement of workforce capability deficits and entities' ability to supplement with extrabudgetary and cost-recovery funding (see para. 30 below), as well as the use of diversity indicators as criteria for fund allocation.**

23. Furthermore, recalling that 90 per cent of the interns in the biennium 2022–2023 served in only 10 duty stations, with more than half in New York and Geneva (see para. 5 (e) above), the Advisory Committee considers that the refined internship framework should offer balanced opportunities among different duty stations as a means of ensuring greater benefits to the Organization as a whole, promoting wide geographical diversity among the interns, offering valuable exposure to regional and field operations of the Organization and contributing to the cost-efficiency of the programme. In that regard, the Committee trusts that the refined framework will include a proposal for a percentage target allocation of resources to field and regional offices and entities, such as the resident coordinator offices, regional commissions and other field and regional offices that are family duty stations.

24. It is indicated in the report that the centrally provided programme management will require additional capacity ([A/79/566/Add.1](#), para. 33). Upon enquiry, the Advisory Committee was informed that two new positions would be required under section 29B: one at the P-4 level for the centrally provided programme management and one at the P-3 level for the centralized management of funding. The positions would be included in the Non-Staff Capacities Unit within the Human Resources Services Division, which currently has four positions (1 P-4, 1 P-3 and 2 GS-6). The Secretariat entities had engaged over 33,000 non-staff personnel during the biennium 2022–2023, including just over 5,000 interns. **The Advisory Committee will review proposals for related resources in the context of the programme budget submission for 2026.**

## E. Financial support scheme

25. In its resolution [77/278](#), the General Assembly directed the Secretary-General to consider proposals for a possible appropriate support scheme to support interns for the duration of their internships, based on a review of funding and related mechanisms, and good practices already in place in some organizations of the United Nations system (resolution [77/278](#), para. 52 (e)). The Secretary-General indicates in his report that the absence of financial support within the current internship programme restricts access to those who can afford the associated costs, potentially hindering efforts to enhance the programme's diversity ([A/79/566/Add.1](#), para. 31). The Secretary-General therefore proposes the introduction of a financial support scheme for interns.

### *Elements of the support scheme*

26. The Secretary-General's scheme would provide for: (a) a monthly stipend equivalent to: (i) 10 per cent of the monthly total of the daily subsistence allowance for the duty station for in-person internships; and (ii) 50 per cent of the in-person internship stipend for the entity's duty station for hybrid and local internships and for interns already living at the duty station or working remotely from their home country; (b) costs of travel in economy class based on the most economical route available, provided that the total additional time of the whole journey does not exceed the most direct route by four hours or more, as per the Secretariat policy on official travel ([ST/AI/2013/3/Rev.1](#)); (c) the cost of health insurance; and (d) a one-time lump sum technology allowance of \$500 for interns working remotely, in addition to the stipend ([A/79/566/Add.1](#), para. 31). The Secretary-General indicates that the methodology is based on current practice in a number of United Nations entities offering financial support to interns (*ibid.*, para. 32). **The Advisory Committee considers that the elements proposed for the financial support scheme constitute a sound basis for starting a pilot project of a financed internship programme (see**



para. 9 above). **The Committee trusts that comprehensive information and a comparative analysis of current practices regarding financial support packages and the average number of interns receiving financial support across the United Nations system will be provided as part of the review of the pilot project to allow for a more informed discussion on the support package.**

27. Upon enquiry, the Advisory Committee was informed that financial support would be provided to all interns, except for those receiving a scholarship or external funding from academic, private or public institutions, who would instead receive instead the difference, if any, between their funding and the United Nations financial support. Private funding, from the interns or their families, would not be considered when offering the United Nations support scheme. The Secretariat does not currently collect information on the number of internships funded, in total or in part, by interns or their families, Member States, universities or other organizations. **The Advisory Committee considers that information on public and private financial support of internships should be systematically collected and presented to the General Assembly as part of the review of the pilot project. In addition, any available related baseline information should be included in the refined implementation framework.**

*Financial implications and sources of funding*

28. The Secretary-General estimates the cost of the proposed support scheme at \$12–15 million annually (ibid., para. 33). Upon enquiry, the Advisory Committee was informed that the estimate was premised on the costs of the proposed package for approximately 1,600 in-person interns and 1,000 remote interns, based on the approximate number of interns per year (2,555) in the biennium 2022–2023. The estimate also assumed an internship duration of four months, which had been the average duration in the past biennium. **The Advisory Committee notes that the estimated overall cost of the financial scheme is based on a record high number of interns (see para. 5 (a) above) and on the assumption that the totality of the internship programme will be financed from assessed contributions (see also para. 30 below). The Committee underscores the importance of basing financial implications on accurate estimates.**

29. The Advisory Committee was further informed that, while the provided estimate was based on the past number of interns, in the future, the overall cost of the scheme would be driven by the requests of entities (see para. 22 above). No ceiling for the number of interns or total cost of the scheme was provided. The Secretariat also anticipated that the implementation of financial incentives would result in longer internship durations and a higher number of applications. It was noted, for example, that similar organizations had seen an increase of 10 to 50 per cent in applications following the introduction of paid internships. In addition, estimates would be affected by the increased cost of living over time. **The Committee notes with concern that the financial implications for the regular budget of the proposed paid internship programme would, as presented, be affected by multiple possible increase points, such as rising costs of living and travel, and the anticipated surge in the number of internships and longer average duration. The Committee therefore recommends the introduction of a ceiling on the use of assessed contributions (see para. 9 above).**

30. The Secretary-General indicates in his report that the financial support scheme for the internship programme will be centrally funded and included in the programme budget for section 29B. In addition to funding through the regular budget, extrabudgetary resources may supplement the resources budgeted in the programme budget for the internship programme ([A/79/566/Add.1](#), para. 34). Upon enquiry, the Advisory Committee was informed that information on the mobilization of

extrabudgetary resources would be provided in the revised budget estimates for implementation in 2026, pending approval of the centrally managed support scheme. The Committee recalls that the Joint Inspection Unit recommended, in its review of the internship programmes in the United Nations system, that legislative and/or governing bodies of the organizations of the United Nations system should consider approving the establishment of ad hoc multi-donor trust funds to pledge voluntary contributions to support internship schemes and request executive heads to present for their consideration proposals for other suitable innovative mechanisms to receive voluntary contributions, with no strings attached regarding selection criteria (JIU/REP/2018/1 and JIU/REP/2018/1/Corr.1, recommendation 6). Upon enquiry, the Committee was informed that no progress had been made in establishing a multi-donor trust fund. **The Advisory Committee is of the view that the Secretariat internship programme should be funded from both assessed contributions (see para. 9 above) and extrabudgetary resources and that the refined implementation framework should be structured accordingly. The Committee further recommends that the General Assembly request the Secretary-General to pursue proactive efforts to mobilize voluntary contributions and innovative funding sources, explore the feasibility of establishing a dedicated trust fund and report thereon in the refined implementation framework proposal.**

## F. Break in service

31. With respect to the request of the General Assembly to consider repealing the provision prohibiting interns from applying for or being appointed to any position in the Professional and higher categories or in the Field Service category at the FS-6 and FS-7 levels six months following the expiration date of an internship (resolution 77/278, para. 52 (f)), the Secretary-General proposes the repeal of this six-month break-in-service requirement. Under the new programme, interns would be eligible to apply for all Secretariat positions for which they may qualify during and immediately after their internship (A/79/566/Add.1, para. 30). Upon enquiry, the Advisory Committee was informed that the requirement, which had been established in accordance with Assembly resolution 51/226, was also applicable to consultants, individual contractors, personnel on non-reimbursable loan and staff holding temporary appointments applying for their current positions. The Secretariat anticipated that, by removing that barrier to employment, the Organization would access an important future talent pipeline to support rejuvenation, and that equal treatment of all applicants would be ensured, as current and former interns would still need to meet all necessary eligibility requirements and would also be assessed with other external and internal candidates. **The Advisory Committee is of the view that consideration of repealing the break-in-service provision for interns should be based on a fuller assessment of the pilot's impacts on broader human resources management priorities, and trusts that the Secretary-General will report thereon as part of the review of the pilot project.**

## G. Access to the justice system

32. In his report, the Secretary-General indicates that interns will have access to some aspects of the organizational justice mechanisms, as set out by the General Assembly in its resolution 78/248, in which it, inter alia, regularized the pilot project for access of non-staff personnel to the services of the Office of the United Nations Ombudsman and Mediation Services, within existing resources, and reaffirmed that interns and other categories of non-staff personnel should have the possibility of requesting an appropriate management evaluation but should not have access to the

United Nations Dispute Tribunal or to the United Nations Appeals Tribunal (ibid., para. 36). **The Advisory Committee trusts that the Secretary-General will provide further information on interns' use of the services of the Office of the United Nations Ombudsman and Mediation Services.**

#### **IV. Conclusion**

33. The recommendations of the Secretary-General on proposed actions to be taken by the General Assembly are contained in paragraph 38 of his report ([A/79/566/Add.1](#)). **Subject to its recommendations and observations above, the Advisory Committee recommends that the General Assembly take note of the report of the Secretary-General.**

**Annex****Number of interns engaged during the biennium 2022–2023  
by nationality**

<i>Nationality</i>	<i>Number of interns</i>
Afghanistan	9
Albania	6
Algeria	6
Andorra	1
Angola	2
Antigua and Barbuda	2
Argentina	21
Armenia	7
Australia	47
Austria	47
Azerbaijan	14
Bahrain	3
Bangladesh	13
Belarus	6
Belgium	49
Benin	2
Bolivia (Plurinational State of)	9
Bosnia and Herzegovina	4
Brazil	83
Brunei Darussalam	1
Bulgaria	6
Burkina Faso	7
Burundi	5
Cambodia	1
Cameroon	19
Canada	102
Chad	5
Chile	43
China	773
Colombia	45
Congo	3
Costa Rica	2
Côte d'Ivoire	8
Croatia	6
Cuba	2
Cyprus	2
Czechia	13
Democratic People's Republic of Korea	5
Democratic Republic of the Congo	10

<i>Nationality</i>	<i>Number of interns</i>
Denmark	17
Djibouti	2
Ecuador	6
Egypt	61
El Salvador	3
Eritrea	1
Estonia	1
Eswatini	2
Ethiopia	16
Fiji	1
Finland	8
France	343
Gabon	1
Gambia	1
Georgia	5
Germany	237
Ghana	24
Greece	11
Guatemala	8
Guinea	11
Haiti	2
Honduras	4
Hungary	5
Iceland	3
India	192
Indonesia	29
Iran (Islamic Republic of)	28
Iraq	7
Ireland	33
Israel	6
Italy	220
Japan	41
Jordan	19
Kazakhstan	18
Kenya	348
Kuwait	8
Kyrgyzstan	6
Lao People's Democratic Republic	3
Latvia	1
Lebanon	131
Liberia	2
Libya	5
Lithuania	1

<i>Nationality</i>	<i>Number of interns</i>
Luxembourg	3
Malawi	4
Malaysia	4
Mali	1
Malta	1
Mauritius	1
Mexico	40
Mongolia	9
Montenegro	1
Morocco	14
Mozambique	1
Myanmar	8
Namibia	3
Nepal	34
Netherlands (Kingdom of the)	54
New Zealand	9
Nicaragua	4
Niger	1
Nigeria	40
North Macedonia	3
Norway	16
Oman	1
Pakistan	25
Panama	4
Paraguay	3
Peru	33
Philippines	25
Poland	19
Portugal	18
Qatar	4
Republic of Korea	91
Republic of Moldova	3
Romania	15
Russian Federation	64
Rwanda	6
Saint Vincent and the Grenadines	1
Saudi Arabia	7
Senegal	13
Serbia	8
Seychelles	1
Sierra Leone	4
Singapore	20
Slovakia	6



<i>Nationality</i>	<i>Number of interns</i>
Slovenia	1
Somalia	1
South Africa	20
Spain	118
Sri Lanka	3
Sudan	3
Sweden	24
Switzerland	50
Syrian Arab Republic	2
Tajikistan	1
Thailand	43
Togo	4
Trinidad and Tobago	1
Tunisia	17
Türkiye	39
Turkmenistan	3
Uganda	23
Ukraine	14
United Arab Emirates	3
United Kingdom of Great Britain and Northern Ireland	139
United Republic of Tanzania	25
United States of America	532
Uruguay	3
Uzbekistan	2
Vanuatu	1
Venezuela (Bolivarian Republic of)	11
Viet Nam	14
Yemen	3
Zambia	5
Zimbabwe	22
State of Palestine	5
<b>Total</b>	<b>5 010</b>

### Percentage of interns by regional grouping over the past five bienniums

(Percentage)

<i>Regional grouping</i>	<i>2014–2015</i>	<i>2016–2017</i>	<i>2018–2019</i>	<i>2020–2021</i>	<i>2022–2023</i>
Africa	11.4	12.9	12.9	10.5	15.0
Asia-Pacific	23.7	27.1	28.4	29.6	31.8
Eastern Europe	9.0	6.5	5.7	4.0	4.2
Latin America and the Caribbean	7.9	7.9	7.4	7.9	6.6
Western Europe and Others	48.0	45.6	45.6	48.0	42.4