United Nations
Educational, Scientific and
Cultural Organization
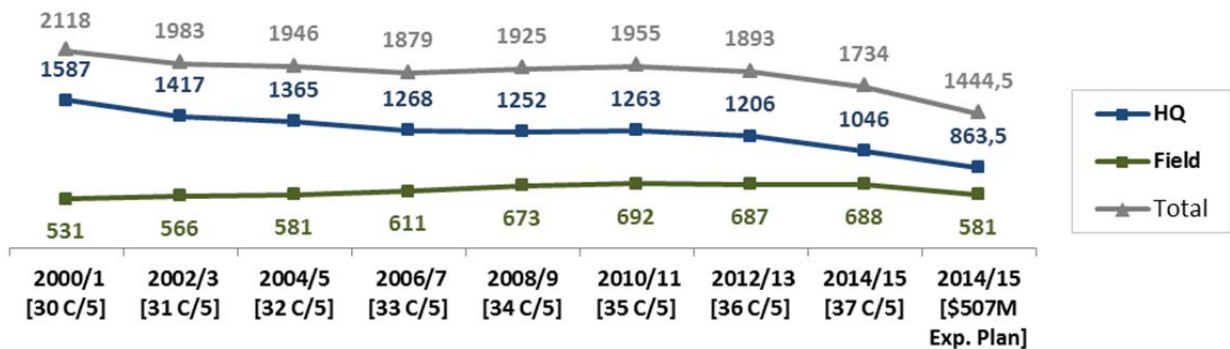
HR STATISTICS on POSTS & STAFF
January 2015

This document provides information on UNESCO staff on fixed-term appointments on Regular Programme and Extra-Budgetary funded posts including FT/Project Appointments funded by Extra-Budgetary funds. It does not cover staff on temporary contracts or personnel with other types of contracts. Staff on Leave Without Pay are not included in these statistics, except where expressly indicated.

Regular Budget Posts (C/5)

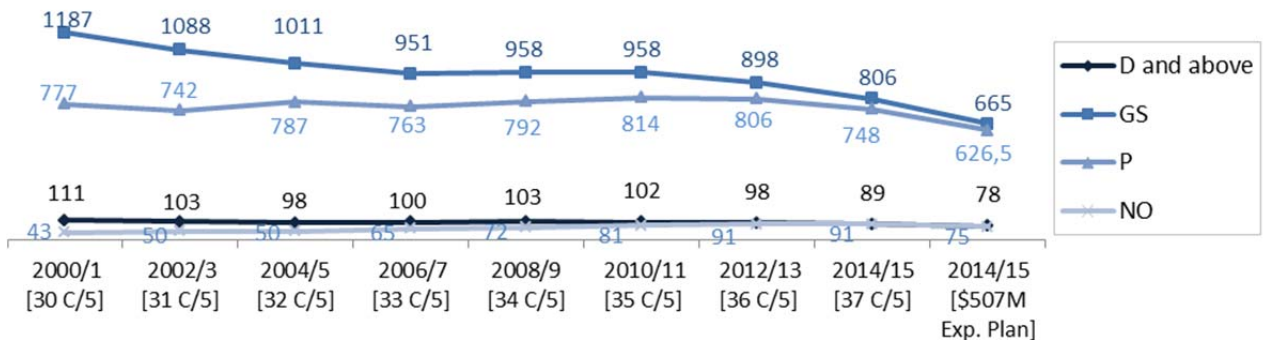## 1. Evolution of Regular Budget Posts (C/5) since 2000

by Location

2000/1 [30 C/5]	2002/3 [31 C/5]	2004/5 [32 C/5]	2006/7 [33 C/5]	2008/9 [34 C/5]	2010/11 [35 C/5]	2012/13 [36 C/5]	2014/15 [37 C/5]	2014/15 [$507M Exp. Plan]
Total: 2118	1983	1946	1879	1925	1955	1893	1734	1444,5
HQ: 1587	1417	1365	1268	1252	1263	1206	1046	863,5
Field: 531	566	581	611	673	692	687	688	581

Evolution from 30 C/5 to 37 C/5 $507M Exp. plan:
- **HQ**: -723,5 (-46%)
- **Field**: +50 (+9%)
- **Total UNESCO: -673,5 (-32%)**

by Category

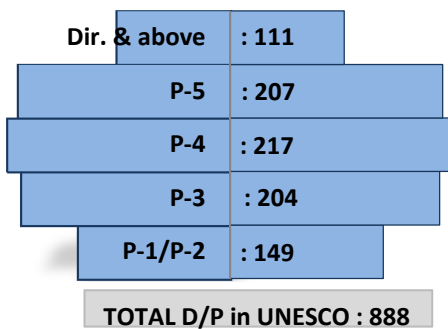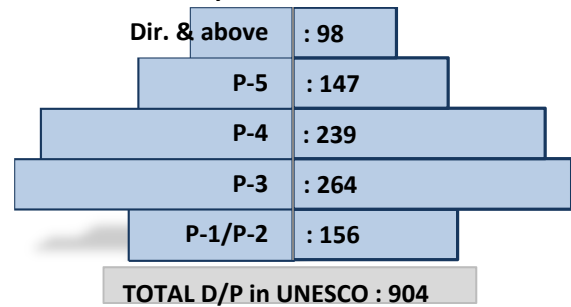| 2000/1 [30 C/5]	2002/3 [31 C/5]	2004/5 [32 C/5]	2006/7 [33 C/5]	2008/9 [34 C/5]	2010/11 [35 C/5]	2012/13 [36 C/5]	2014/15 [37 C/5]	2014/15 [$507M Exp. Plan]
GS: 1187	1088	1011	951	958	958	898	806	665
P: 777	742	787	763	792	814	806	748	626,5
D and above: 111	103	98	100	103	102	98	89	78
NO: 43	50	50	65	72	81	91	91	75

Evolution from 30 C/5 to 37 C/5 $507M Exp. plan:
- **D**: -33 (-30%)
- **P**: -150,5 (-19%)
- **NO**: +32 (+74%)
- **GS**: -522 (-44%)

2. Grade Pyramid of D/P Posts [2000/1 - 2012/13]

Grade Pyramid of D/P Posts in 2000/1

Dir. & above	: 111
P-5	: 207
P-4	: 217
P-3	: 204
P-1/P-2	: 149

TOTAL D/P in UNESCO : 888

Grade Pyramid of D/P Posts in 2012/13

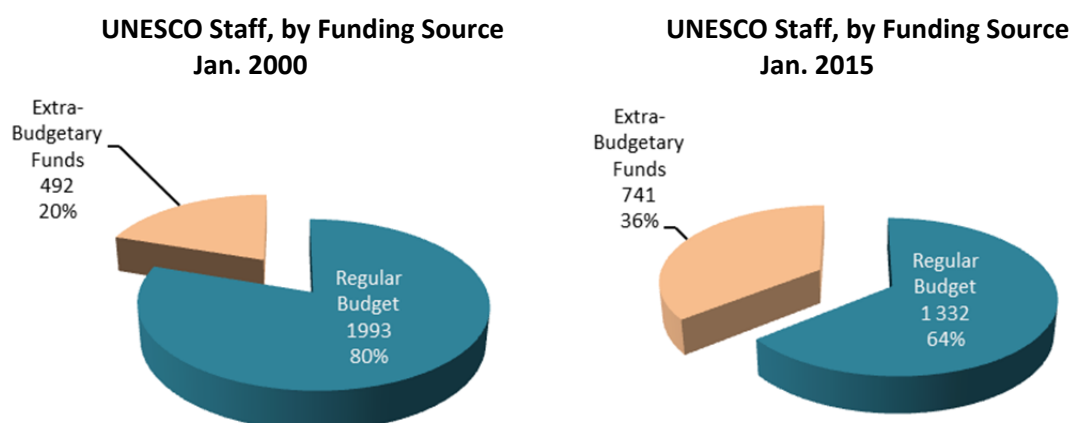|	
Dir. & above	: 98
P-5	: 147
P-4	: 239
P-3	: 264
P-1/P-2	: 156

TOTAL D/P in UNESCO : 904

UNESCO Staff by Funding Source (1 Jan. 2015)

1. UNESCO Staff by Category, Location and Funding Source

	Regular Budget						Extra-Budgetary Funds						TOTAL RP & ExB
	Dir. & above level	Prof. Staff	NO Staff	GS Staff	Total	*% of Regular Budget*	Dir. & above level	Prof. Staff	NO Staff	GS Staff	Total	*% of Extra-Budgetary Funds*	*TOTAL RP & ExB*
HQ	33	369	-	422	824	*77%*	2	157	-	94	253	*23%*	1 077
Field	24	179	70	232	505	*79%*	-	49	60	23	132	*21%*	637
Inst. (Cat. I)	1	2	-	-	3	*1%*	9	137	9	201	356	*99%*	359
Total	**58**	**550**	**70**	**654**	**1 332**	**64%**	**11**	**343**	**69**	**318**	**741**	**36%**	**2 073**

As of 1st January 2015, 64% of UNESCO staff are on posts funded by the Regular Programme. 36 % are on posts funded by extra-budgetary sources; almost half of whom are in Category I Institutes.
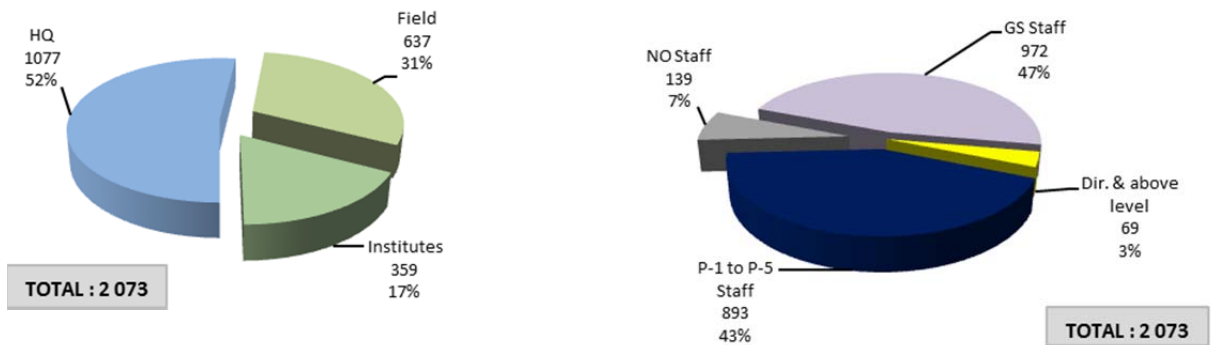
2. Comparison of UNESCO Staff, by Funding Source from Jan. 2000 to Jan. 2015

UNESCO Staff, by Funding Source Jan. 2000

Extra-Budgetary Funds 492 20%

Regular Budget 1993 80%

UNESCO Staff, by Funding Source Jan. 2015

Extra-Budgetary Funds 741 36%

Regular Budget 1 332 64%

In January 2000, the ratio of staff on Regular Programme funded posts vs Extra Budgetary funded posts was 80/20. In 2015, the ratio is 64/36.

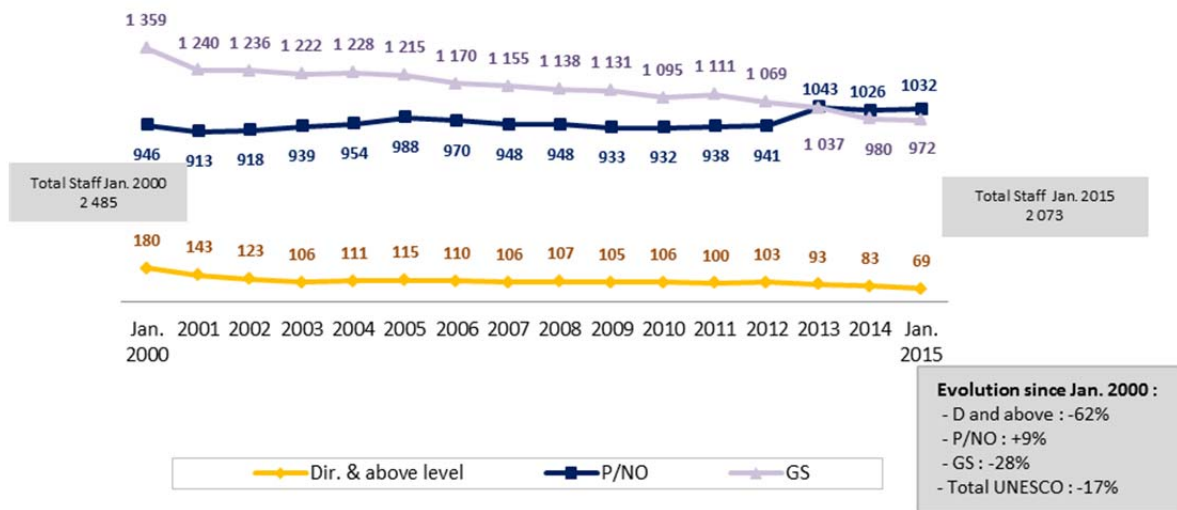# UNESCO Staff by Location and Category (1 Jan. 2015)

1. UNESCO Staff by Location and Category

HQ 1077 52%
Field 637 31%
Institutes 359 17%
TOTAL : 2 073

GS Staff 972 47%
NO Staff 139 7%
Dir. & above level 69 3%
P-1 to P-5 Staff 893 43%
TOTAL : 2 073

As of 1ˢᵗ January 2015, UNESCO employs 2,073 staff on fixed-term and FT/Project Appointments. 48% of the staff work in the field and in Cat.1 Institutes. Professional staff (D/P/NO) represent 53% of staff, while GS staff represent 47%. The overall ratio GS/P for all UNESCO staff is 0.9 : 1.1.
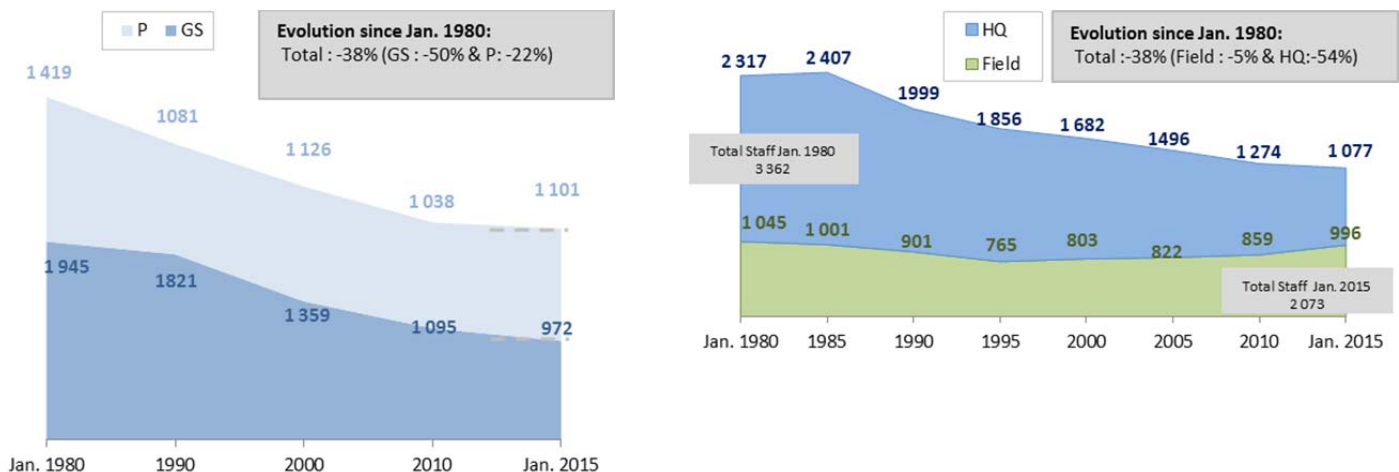
2. UNESCO Staff Evolution by category from Jan. 2000 to Jan. 2015

GS: 1 359, 1 240, 1 236, 1 222, 1 228, 1 215, 1 170, 1 155, 1 138, 1 131, 1 095, 1 111, 1 069, 1043, 1026, 1032

P/NO: 946, 913, 918, 939, 954, 988, 970, 948, 948, 933, 932, 938, 941, 1 037, 980, 972

Dir. & above level: 180, 143, 123, 106, 111, 115, 110, 106, 107, 105, 106, 100, 103, 93, 83, 69

Total Staff Jan. 2000 2 485
Total Staff Jan. 2015 2 073

Jan. 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, Jan. 2015

Evolution since Jan. 2000 :
- D and above : -62%
- P/NO : +9%
- GS : -28%
- Total UNESCO : -17%

— Dir. & above level — P/NO — GS

Since 2000, the number of staff has decreased from 2,485 to 2,073. The number of Director staff has decreased by 62% and General Service staff by 28%. P/NO staff numbers have increased by 9%.
Staff on FT/Project Appointments are included in the statistics as of 2013.

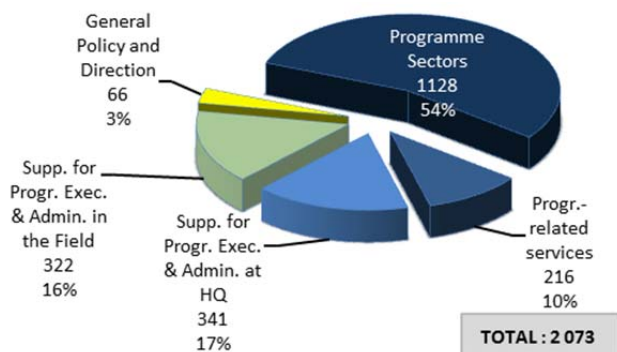## 3. UNESCO Staff Evolution by Location from Jan. 1980 to Jan. 2015

There has been a significant decrease in overall staff numbers since the 1980's, in particular in GS staff and HQs staff.
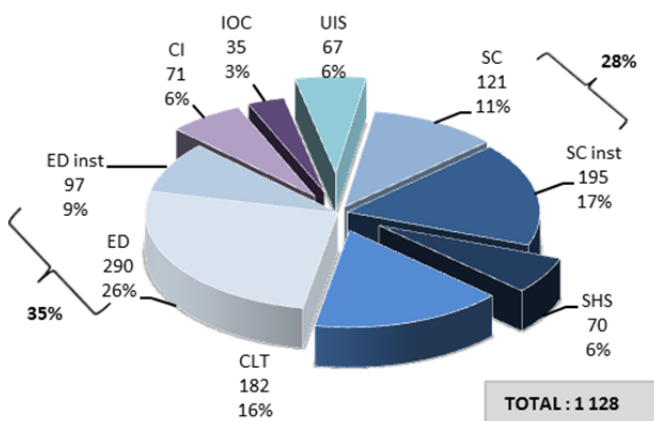

P / GS
Evolution since Jan. 1980:
Total : -38% (GS : -50% & P: -22%)

P: 1419, 1081, 1 126, 1 038, 1 101
GS: 1 945, 1821, 1 359, 1 095, 972

Jan. 1980, 1990, 2000, 2010, Jan. 2015

HQ / Field
Evolution since Jan. 1980:
Total : -38% (Field : -5% & HQ: -54%)

HQ: 2 317, 2 407, 1999, 1 856, 1 682, 1496, 1 274, 1 077
Field: 1 045, 1 001, 901, 765, 803, 822, 859, 996

Total Staff Jan. 1980 3 362
Total Staff Jan. 2015 2 073

Jan. 1980, 1985, 1990, 1995, 2000, 2005, 2010, Jan. 2015

UNESCO Staff by Functional Area* (1 Jan. 2015)

1. UNESCO Staff, by Functional Area
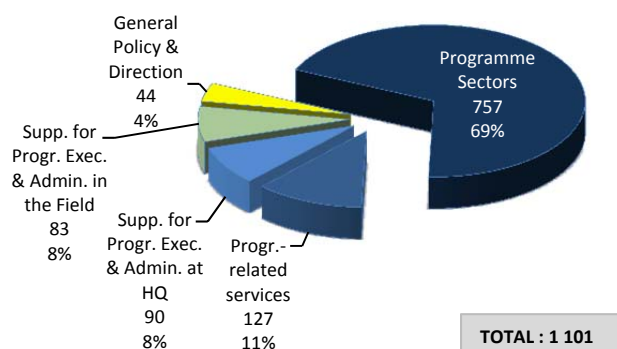
Staff by Functional Area (HQ/Field/Institutes)

General Policy and Direction 66 3%

Supp. for Progr. Exec. & Admin. in the Field 322 16%

Supp. for Progr. Exec. & Admin. at HQ 341 17%

Programme Sectors 1128 54%

Progr.-related services 216 10%

TOTAL : 2 073

Staff in Programme Sectors (HQ/Field/Institutes)

CI 71 6%

IOC 35 3%

UIS 67 6%

SC 121 11%

28%

SC inst 195 17%

SHS 70 6%

ED inst 97 9%

ED 290 26%

35%

CLT 182 16%

TOTAL : 1 128

2. Professional Staff and above (International and National), by Source

Professional Staff and above (RP & EX)

General Policy & Direction 44 4%

Supp. for Progr. Exec. & Admin. in the Field 83 8%

Supp. for Progr. Exec. & Admin. at HQ 90 8%

Progr.-related services 127 11%

Programme Sectors 757 69%

TOTAL : 1 101

Professional Staff and above (RP only)

General Policy & Direction 39 6%

Supp. for Progr. Exec. & Admin. in the Field 73 11%

Supp. for Progr. Exec. & Admin. at HQ 76 11%

Progr.-related services 93 14%

Programme Sectors 397 58%

TOTAL : 678
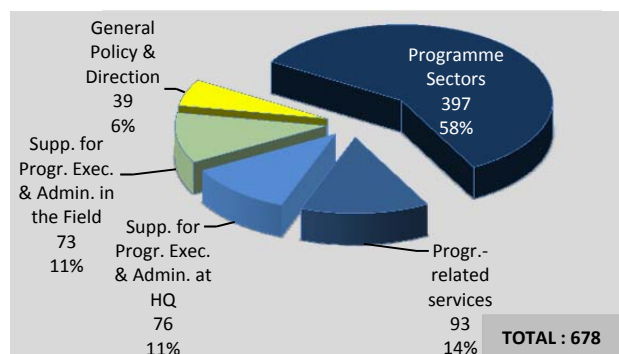
As of 1st January 2015, 54% of UNESCO Staff work in Programme Sectors (including Cat.1 Institutes), of which 67% are Professional Staff and above. Among Programme Sectors (including Cat.1 Institutes), the Education Sector has the largest number of staff (35%), followed by the Natural Sciences Sector (28%).

* General Policy and Direction (GBS, ODG, DIG, CRP, IOS, LA, Ethics), Support for Programme Execution and Administration in the Field (BSP, BFM), Programme-related services (AFR, BSP at Headquarters, ERI, GE, KMI), Support for Programme Execution and Administration at Headquarters (BFM, HRM, MSS) and Programme Sectors (ED, SC, IOC, SHS, CLT, CI, UIS).

# Geographical Distribution (1 Jan. 2015)
*(as per formula approved by the General Conference – staff on geographical posts, only)**

1. Geographical Distribution situation by Member States as of Jan. 2015

Status of representation	Member States	%
Normally represented	70	36%
Over-represented	18	9%
Under-represented	65	33%
Represented	**153**	**78%**
Non-represented	42	22%
Total Member States	**195**	
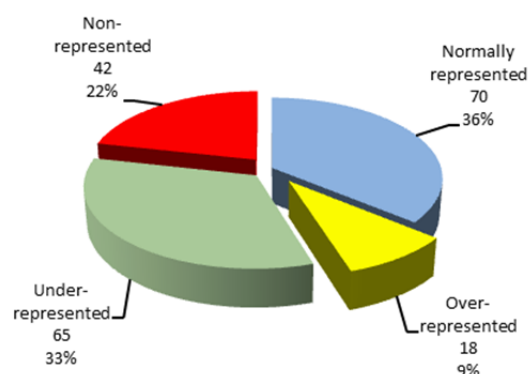
2. Evolution of the Geographical distribution from Jan. 2009 to Jan. 2015
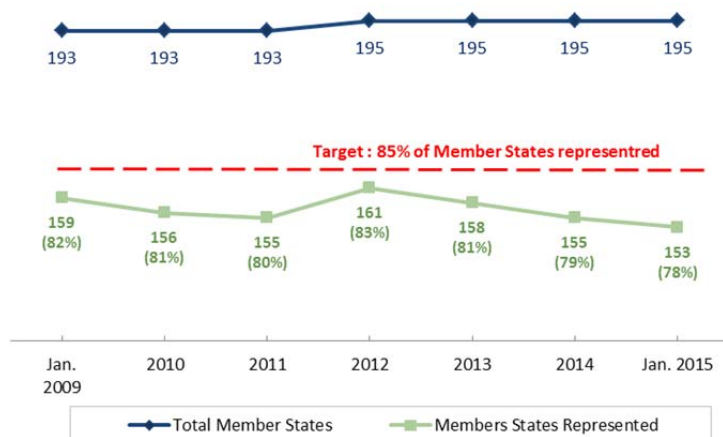
A geographically diverse workforce is essential to ensure effective programme delivery. The number of Member States has increased by 7 since 2000 (from 188 to 195), to reach a total of 195 Member States as of 1 January 2015. As of 1st January 2015, 153 Member States are represented. The number of represented Member States has decreased from 83 % in 2012 to 78 % in 2015.

3. Evolution of status of representation of Member States from Jan. 2010 to Jan. 2015

| Status of representation	Jan. 2010	Jan. 2011	Jan. 2012	Jan. 2013	Jan. 2014	Jan. 2015	Evolution since Jan. 2010
Normally represented	75	78	80	70	73	70	-5 (-7%)
Over-represented	27	26	26	27	20	18	-9 (-33%)
Under-represented	54	51	55	61	62	65	+11 (+20%)
Represented	**156**	**155**	**161**	**158**	**155**	**153**	**-3 (-2%)**
Non-represented	37	38	34	37	40	42	+5 (+14%)
Total Member States	**193**	**193**	**195**	**195**	**195**	**195**	**+2 (+1%)**

The situation by category shows a decrease in the normally represented countries since 2013 and an increase in the number of under-represented and non-represented countries. The number of over-represented countries has fallen since January 2014.

*Staff on Leave Without Pay are included in these statistics.

Gender Balance (1 Jan. 2015)

1. Staff Gender by Category

Overall, the situation is very positive; the proportion of women staff in UNESCO is among the highest in the UN system. Parity has been achieved at Professional level. However, gender balance remains to be achieved at Director and P-5 level, where women represent 36% and 35% respectively.
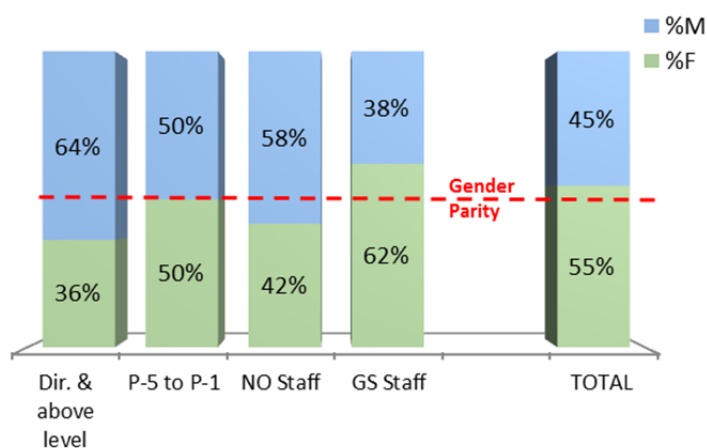
2. Evolution of Percentage of Women by Grade (D/P)

Since 2012, the proportion of women at Director and above level has increased significantly, reaching 36% of staff. The proportion of women at P-1 to P-3 grades remains above 50%, which assists in ensuring a pool of women for promotion to higher levels.
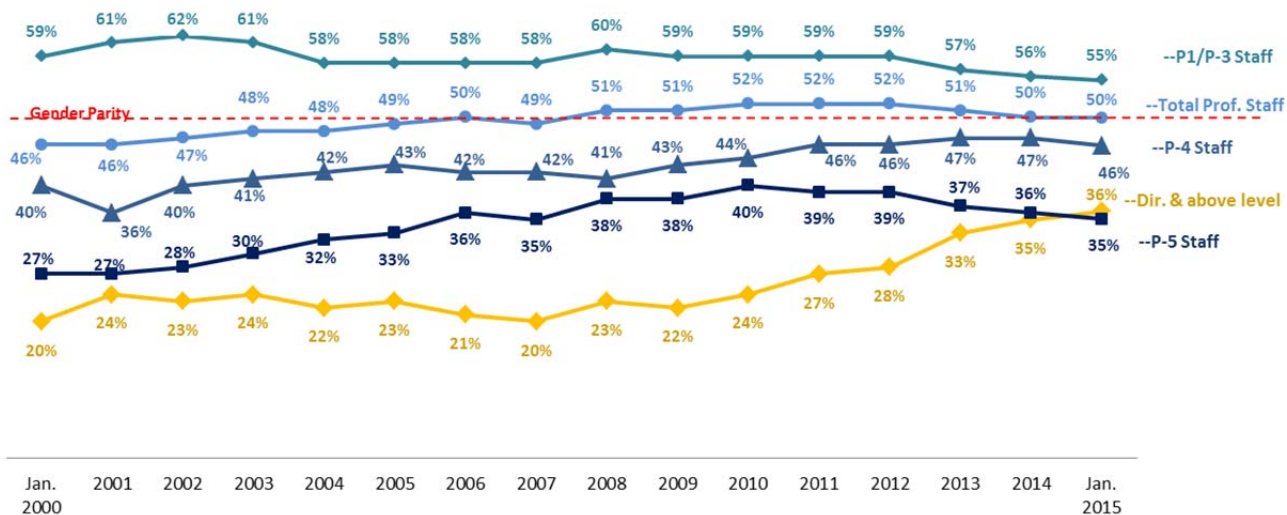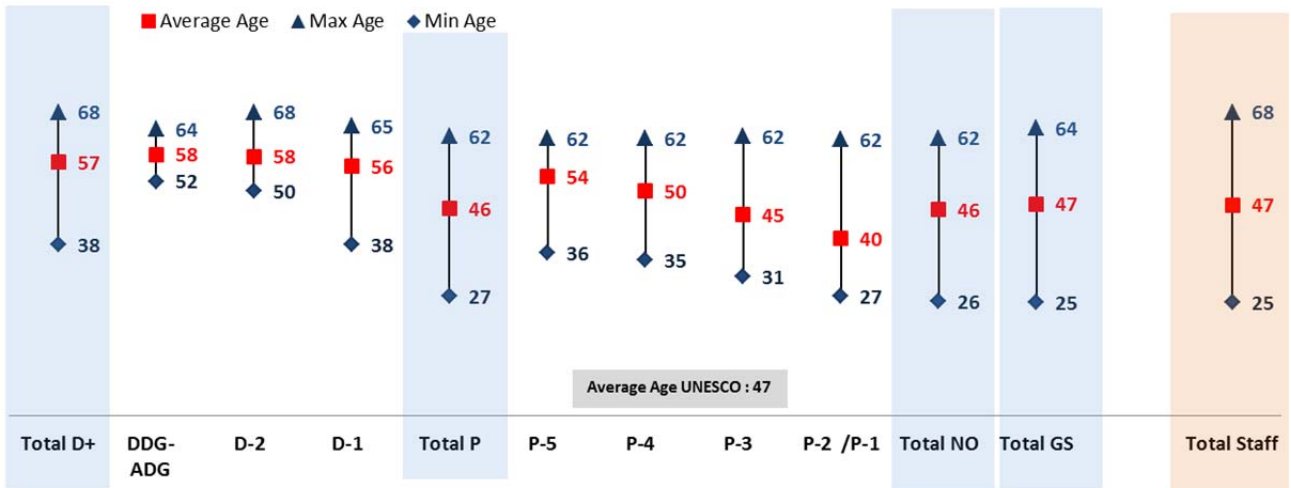

Since 2013, staff on FT/Project Appointments are included in the statistics.
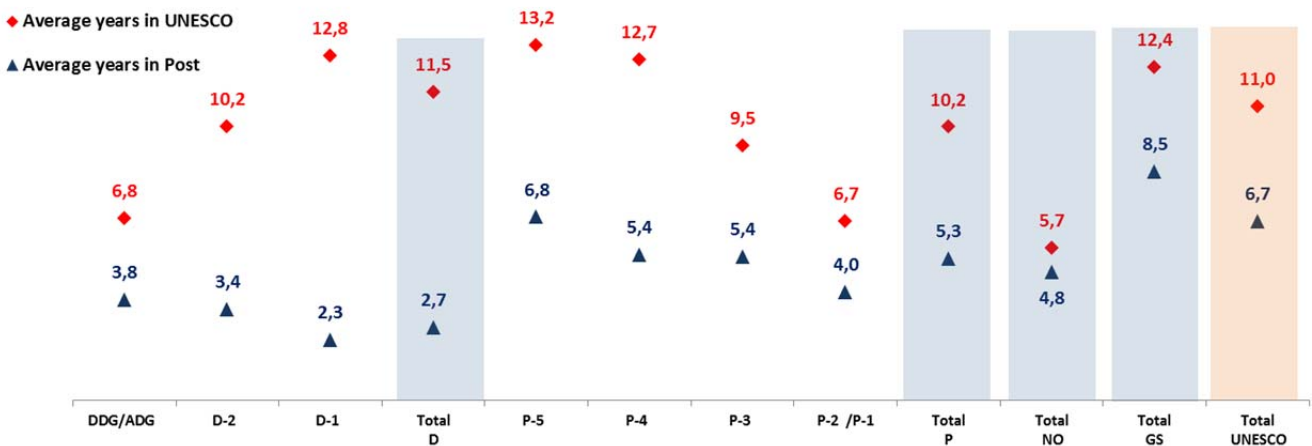
Staff Profile (1 Jan. 2015)

1. Age of UNESCO Staff, by Grade

The average age of all UNESCO staff is 47, which is also the average age of P, NO and G level staff. Director level staff have an average age of 57.

Legend: ■ Average Age ▲ Max Age ◆ Min Age

	Total D+	DDG-ADG	D-2	D-1	Total P	P-5	P-4	P-3	P-2 /P-1	Total NO	Total GS	Total Staff
Max Age	68	64	68	65	62	62	62	62	62	62	64	68
Average Age	57	58	58	56	46	54	50	45	40	46	47	47
Min Age	38	52	50	38	27	36	35	31	27	26	25	25

Average Age UNESCO : 47

2. Experience in UNESCO

On average, staff in UNESCO count about 11 years of service and have been in the same post for almost 7 years. Average seniority is highest at P-5 level, where staff have almost 13 years of service in UNESCO and almost 7 years in the same post. This suggests that P-5 staff are experienced but not very mobile. GS staff have the longest average seniority in their post (9 years), while Directors have the shortest (3 years).

Legend: ◆ Average years in UNESCO ▲ Average years in Post

	DDG/ADG	D-2	D-1	Total D	P-5	P-4	P-3	P-2 /P-1	Total P	Total NO	Total GS	Total UNESCO
Average years in UNESCO	6,8	10,2	12,8	11,5	13,2	12,7	9,5	6,7	10,2	5,7	12,4	11,0
Average years in Post	3,8	3,4	2,3	2,7	6,8	5,4	5,4	4,0	5,3	4,8	8,5	6,7

Anticipated Retirements by end-2017

1. Mandatory age of retirement reached, by category and year in this biennium

In the next 3 years, 11% of staff will retire (a total of 194 staff), including a significant percentage (33%) of Director and higher level staff.

	Total Staff* as of Jan. 2015	Retirements				% of Staff retiring
		2015	2016	2017	Total 2015/2017	
Dir. & above level	70	13	4	6	23	*33%*
P-1 to P-5 Staff	707	24	13	21	58	*8%*
NO Staff	90	2	3	6	11	*12%*
GS Staff	905	35	32	35	102	*11%*
Total	**1 772**	**74**	**52**	**68**	**194**	*11%*

(*) Staff on fixed-term appointments only, excluding Project Appointments/Fixed-Term. Staff on leave without pay are included.

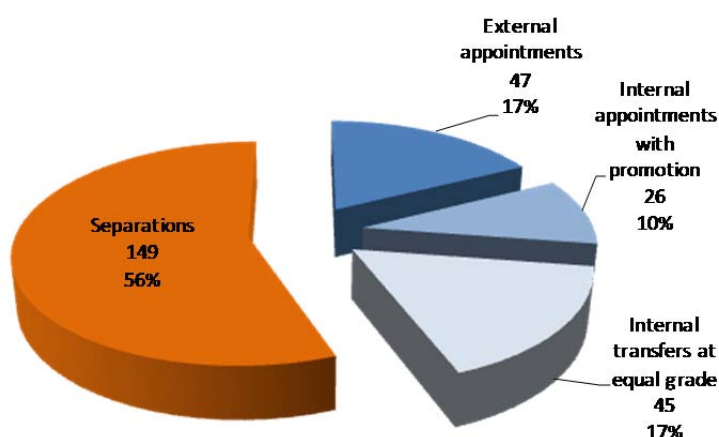# Staff Movements and Geographical Mobility

2. Staff Movements in 2014 (RP & EXB)

	Movements in 2014
External appointments	47
Internal movements	71
Internal appointments with promotion	**26**
Internal transfers at equal grade*	**45**
Separations	149
Total	**267**
Renewal rate**	**32%**

(*) including transfers with posts and excluding transfers following the Redeployment exercise
(**) Ratio External Appointments vs Separations

3. Geographical Mobility between Jan. 2008 and Dec. 2014

A total of 58 staff moved to other duty stations in 2014 (21 moved from Headquarters to the field, 30 from field to field, and 7 from field to Headquarters). This number is higher than in 2012/13, and shows an increase in the average number of moves.