United Nations
Educational, Scientific and
Cultural Organization
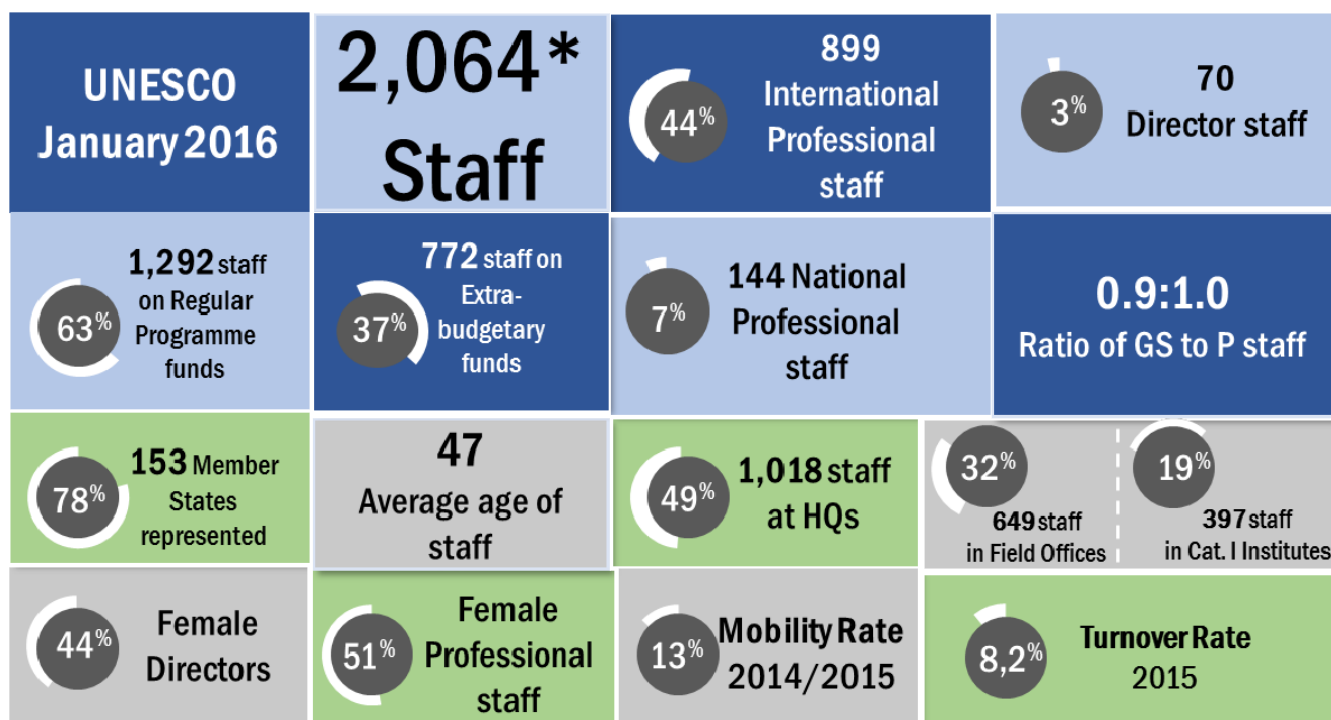
KEY DATA on UNESCO STAFF and POSTS
January 2016

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.

Version: May 2016

UNESCO January 2016	**2,064* Staff**

|			
UNESCO January 2016	**2,064* Staff**	44% — **899** International Professional staff	3% — **70** Director staff
63% — **1,292** staff on Regular Programme funds	37% — **772** staff on Extra-budgetary funds	7% — **144** National Professional staff	**0.9:1.0** Ratio of GS to P staff
78% — **153** Member States represented	**47** Average age of staff	49% — **1,018** staff at HQs	32% — **649** staff in Field Offices 19% — **397** staff in Cat. I Institutes
44% — **Female Directors**	51% — **Female Professional staff**	13% — **Mobility Rate 2014/2015**	8,2% — **Turnover Rate 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.

UNESCO Staff (RP/EXB)

1. UNESCO Staff evolution (RP/EXB) from January 2010 to January 2016

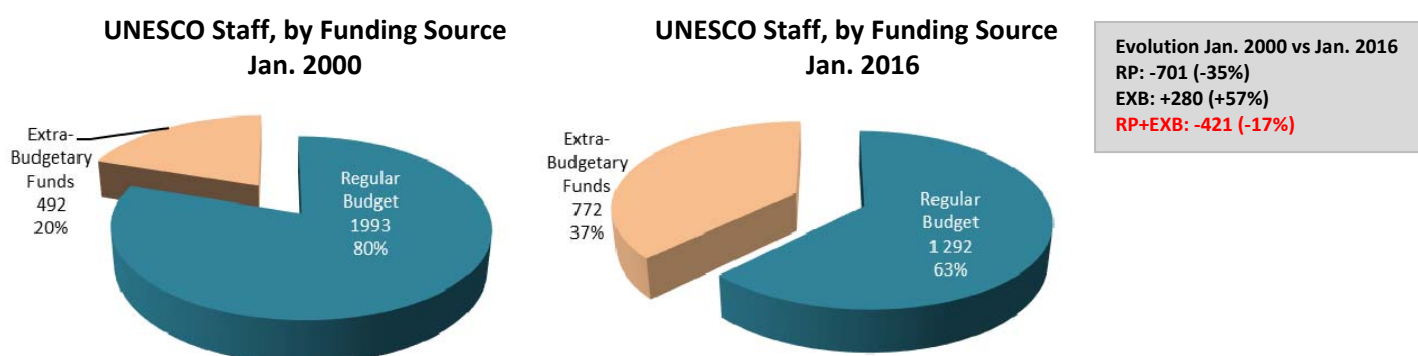|		Jan. 2010	Jan. 2016	Evolution Jan. 2010 - Jan. 2016
Headquarters	Fixed-term	1237	914	-26%
	ALD	90	-	-
	Project appointment	-	104	-
	Total	**1327**	**1018**	**-23%**
Field	Fixed-term	639	566	-11%
	ALD	62	-	-
	Project appointment	-	83	-
	Total	**701**	**649**	**-7%**
Cat. I Institutes	Fixed-term	257	227	-12%
	ALD	28	-	-
	Project appointment	-	170	-
	Total	**285**	**397**	**39%**
UNESCO Staff	Fixed-term	2133	1707	-20%
	ALD	180	-	-
	Project appointment	**-**	**357**	**-**
	Total	**2313**	**2064**	**-11%**
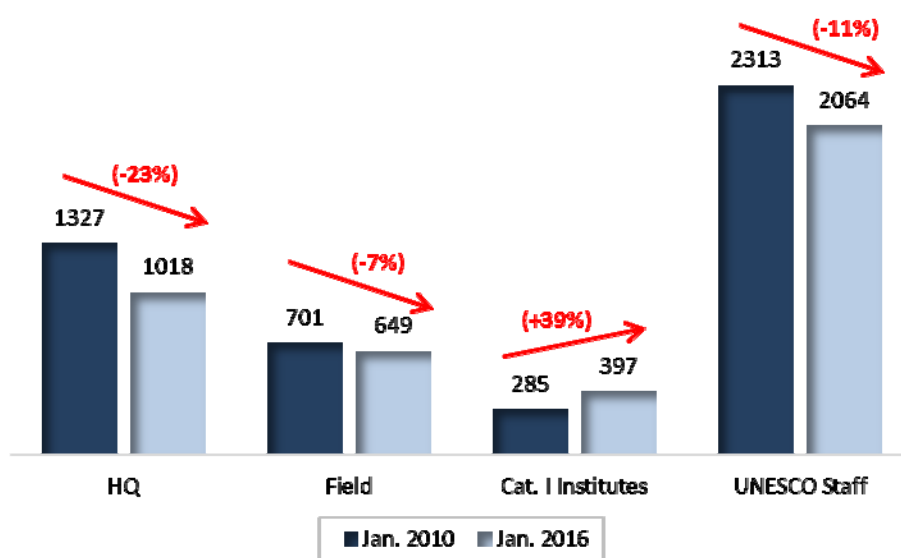
UNESCO Staff by Funding Source (January 2016)

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	
HQ	32	347	-	388	767	*75%*	1	160	-	90	251	*25%*	1 018
Field	27	178	71	246	522	*80%*	1	44	61	21	127	*20%*	649
Cat. I Inst.	-	3	-	-	3	*1%*	9	167	12	206	394	*99%*	397
Total	**59**	**528**	**71**	**634**	**1 292**	**63%**	**11**	**371**	**73**	**317**	**772**	**37%**	**2 064**

As of January 2016, 63% of UNESCO staff are on Regular programme funds. 37% are on posts funded by extra-budgetary sources; almost half of whom are in Category I Institutes.

2. Comparison of UNESCO Staff, by Location and Category from Jan. 2000 to Jan. 2016

UNESCO Staff, by Funding Source Jan. 2000

Extra-Budgetary Funds 492 20%

Regular Budget 1993 80%

UNESCO Staff, by Funding Source Jan. 2016

Extra-Budgetary Funds 772 37%

Regular Budget 1 292 63%

Evolution Jan. 2000 vs Jan. 2016
RP: -701 (-35%)
EXB: +280 (+57%)
RP+EXB: -421 (-17%)

In January 2000, the ratio of staff on Regular Programme funded posts vs Extra-budgetary funded posts was 80/20. In January 2016, the ratio is 63/37.
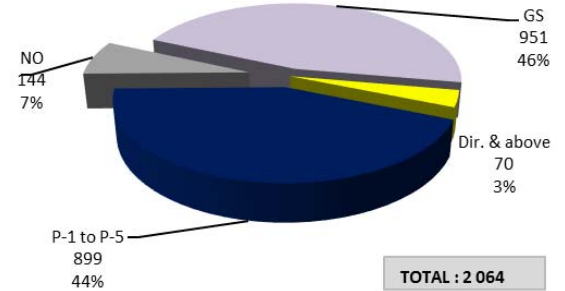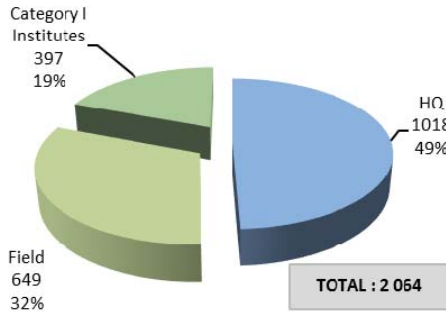
This document provides information on UNESCO staff on fixed-term appointments on Regular Programme and Extra-Budgetary funded posts including FT/Project Appointments funded by Extra-Budgetary funds. It does not cover staff on temporary contracts or personnel with other types of contracts. Staff on Leave Without Pay are not included in these statistics, except where expressly indicated.

UNESCO Staff by Location and Category (January 2016)

1. UNESCO Staff by Location and Category

	Dir. & above	P-1 to P-5	NO	GS	Total	% by location
HQ	33	507	-	478	1 018	*49%*
Field	28	222	132	267	649	*32%*
Cat. I Inst.	9	170	12	206	397	*19%*
Total	**70**	**899**	**144**	**951**	**2 064**	
% by category	*3%*	*44%*	*7%*	*46%*		

As of January 2016, UNESCO employs 2,064 staff on fixed-term and FT/Project Appointments. 51% of these staff work in the field and in Cat.1 Institutes. Professional staff (D/P/NO) represent 54% of staff, while GS staff represent 46%. The overall ratio GS/P for all UNESCO staff is 0.9 : 1.
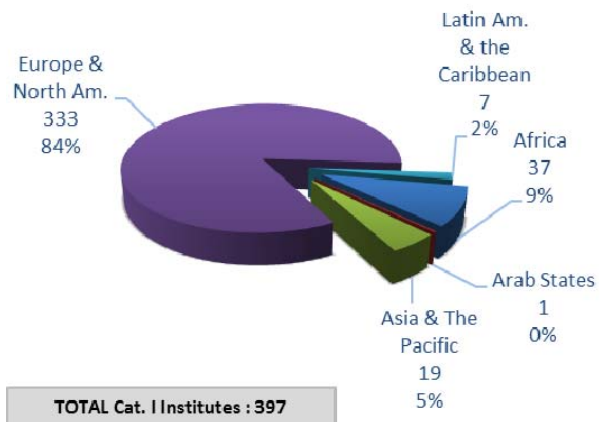

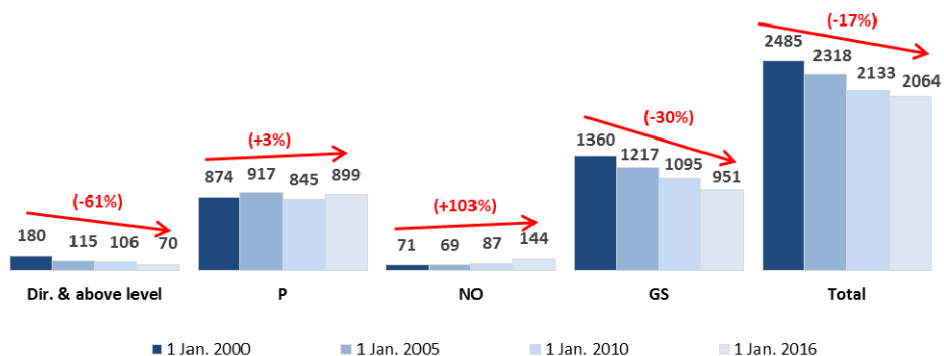## 2. UNESCO Staff by Region

Staff in Field Offices by Region
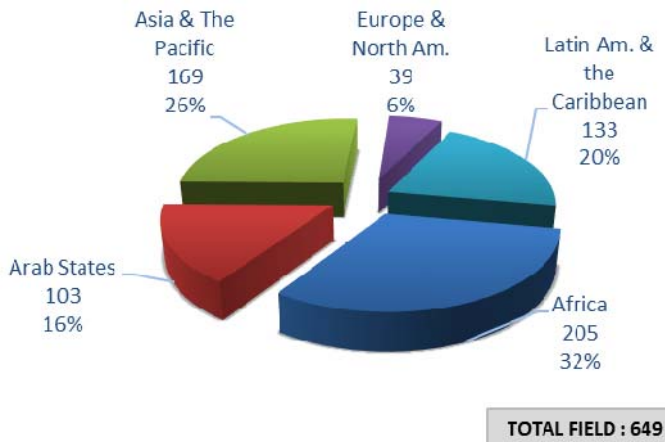
Staff in Cat. I Institutes by Region

3. UNESCO Staff Evolution by Category from January 2000 to January 2016

Since 2000, Director staff have decreased by 61% and General Service staff by 30%. P and NO staff numbers have increased by 3% and 103%, respectively.

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.
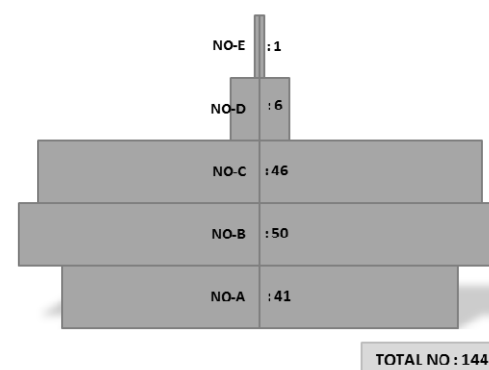
UNESCO Staff by Grade (January 2016)

1. UNESCO Staff by Grade

	HQ	% HQ	Field	% Field	Cat. 1 Institutes	% Inst.	Total	% by grade
DDG/ADG	6	86%	-	-	1	14%	7	0,1%
D-2	10	55%	5	28%	3	17%	18	0,9%
D-1	17	38%	23	51%	5	11%	45	2%
Total Dir. & above level	**33**	**47%**	**28**	**40%**	**9**	**13%**	**70**	**3%**
P-5	77	62%	34	28%	12	10%	123	6%
P-4	126	54%	75	32%	34	14%	235	11%
P-3	176	55%	76	24%	67	21%	319	16%
P-2/P-1	128	57%	37	17%	57	26%	222	11%
Total P Staff	**507**	**56%**	**222**	**25%**	**170**	**19%**	**899**	**44%**
NO Staff	**-**	**-**	**132**	**92%**	**12**	**8%**	**144**	**7%**
GS Staff	**478**	**50%**	**267**	**28%**	**206**	**22%**	**951**	**46%**
Total	**1 018**	**49%**	**649**	**32%**	**397**	**19%**	**2 064**	

2. Grade Pyramid of P/D Staff (HQ/Field/Cat.1 Institutes)

Grade	Count
Dir. & above	: 70
P-5	: 123
P-4	: 235
P-3	: 319
P-2/P-1	: 222

TOTAL P/D : 969
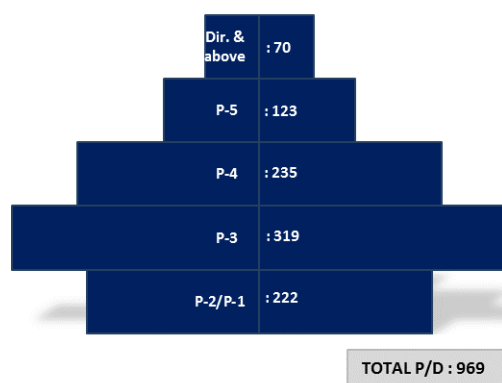
3. Grade Pyramid of NO Staff (Field/Cat.1 Institutes)

Grade	Count
NO-E	: 1
NO-D	: 6
NO-C	: 46
NO-B	: 50
NO-A	: 41

TOTAL NO : 144

4. Grade Pyramid of GS Staff (HQ/Field/Cat.1 Institutes)

Grade	Count
G-7	: 52
G-6	: 186
G-5	: 323
G-4	: 201
G-3	: 110
G-2/G-1	: 79

TOTAL GS : 951
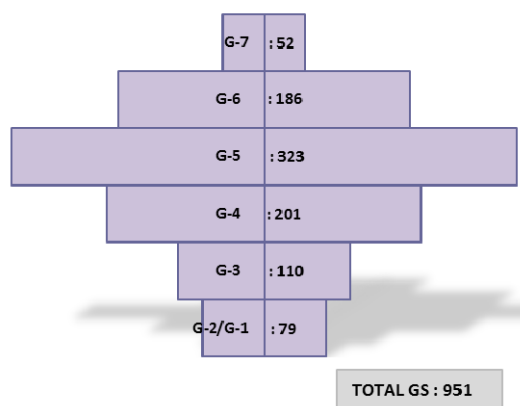
UNESCO Staff by Functional Area (January 2016)

1. UNESCO Staff, by Programme Sectors (HQ/Field/Inst.)
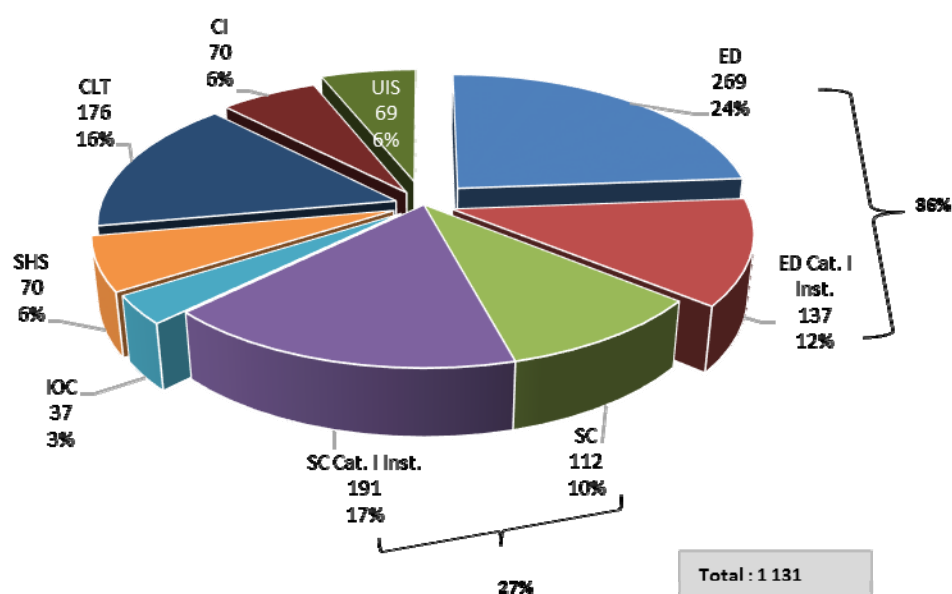
As of January 2016, the Education Sector has the largest number of staff (36%), followed by the Natural Sciences Sector (27%) and Culture (16%).
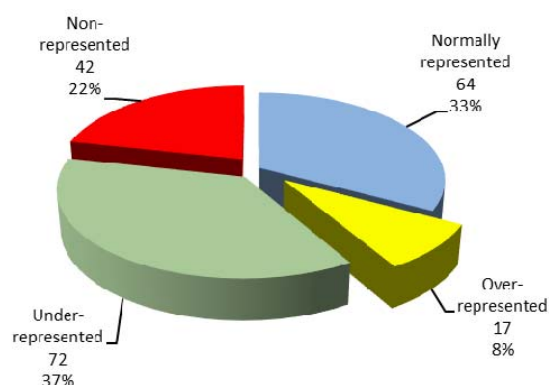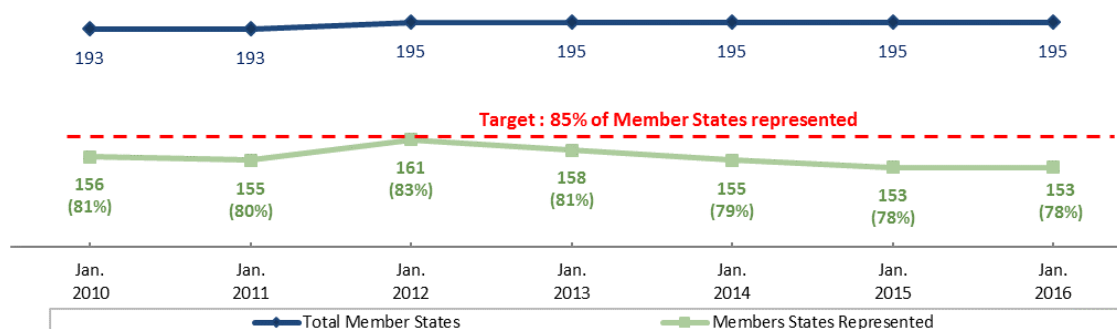
Geographical Distribution (January 2016)
(as per formula approved by the General Conference – staff on geographical posts, only)

1. Geographical Distribution situation by Member States as of January 2016

Status of representation	Member States	%
Normally represented	64	33%
Over-represented	17	8%
Under-represented	72	37%
Represented	**153**	**78%**
Non-represented	42	22%
Total Member States	**195**	

2. Evolution of Geographical distribution from Jan. 2010 to Jan. 2016

Target : 85% of Member States represented

|	Jan. 2010	Jan. 2011	Jan. 2012	Jan. 2013	Jan. 2014	Jan. 2015	Jan. 2016
Total Member States	193	193	195	195	195	195	195
Members States Represented	156 (81%)	155 (80%)	161 (83%)	158 (81%)	155 (79%)	153 (78%)	153 (78%)

3. Evolution of Status of representation of Member States from Jan. 2010 to Jan. 2016

Status of representation	Jan. 2010	Jan. 2011	Jan. 2012	Jan. 2013	Jan. 2014	Jan. 2015	Jan. 2016	Evolution since Jan. 2010
Normally represented	75	78	80	70	73	70	64	-11 (-15%)
Over-represented	27	26	26	27	20	18	17	-10 (-37%)
Under-represented	54	51	55	61	62	65	72	+18 (+33%)
Represented	**156**	**155**	**161**	**158**	**155**	**153**	**153**	**-3 (-2%)**
Non-represented	37	38	34	37	40	42	42	+5 (+14%)
Total Member States	**193**	**193**	**195**	**195**	**195**	**195**	**195**	**+2 (+1%)**

A geographically diverse workforce is essential to ensure effective programme delivery. The number of Member States has increased from 188 to 195 since 2000. As of January 2016, 153 Member States are represented. The number of represented Member States has decreased from 81% in 2010 to 78% in 2016. Following the hiring of 16 Young Professionals, the number of represented countries is expected to improve from 78% to 83%.
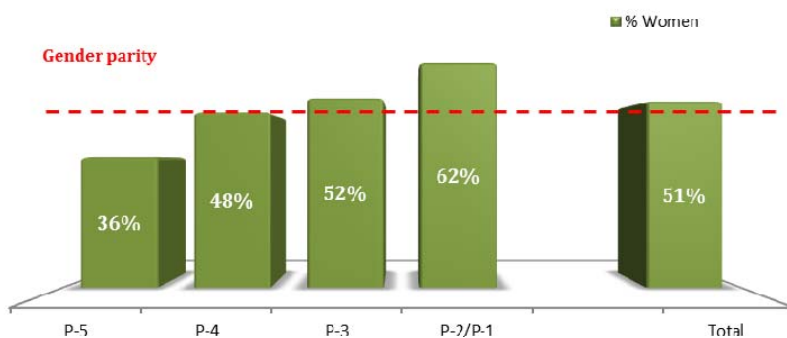
Gender Balance (January 2016)

1. Staff Gender by Category
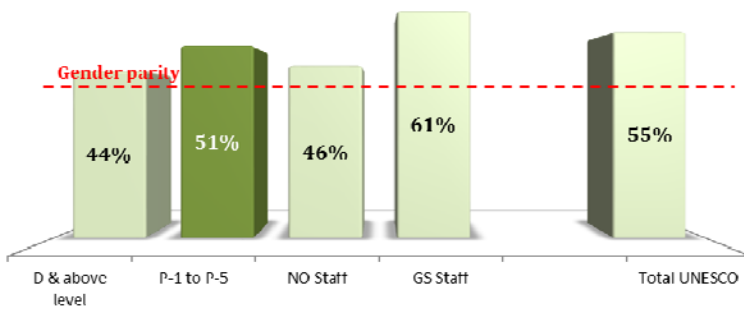
Overall, the situation is very positive; the proportion of women staff in UNESCO is among the highest in the UN system. Parity is achieved at Professional level.

2. Staff Gender at International Professional level

Among International Professional staff, the gender parity is achieved in the junior levels (P-1 to P-3).

3. Evolution of Gender Parity at P-5, Director and above levels
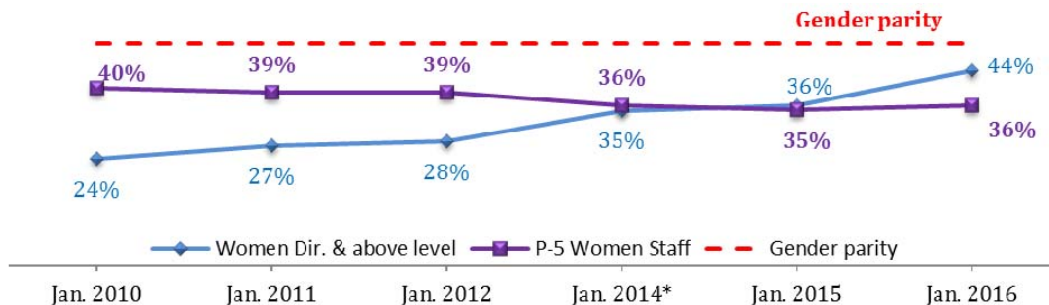
Since 1 January 2014, FT/Project Appointments are included.

Since January 2010, significant progress has been made in the representation of females at senior management level, with an increase by 20% since 2010 to 44% in January 2016, close to the target of 50%. The representation of P-5 women has increased by 1 percentage point (from 35% to 36%) since January 2015.

4. Evolution of Gender distribution at Director & above level, by Location
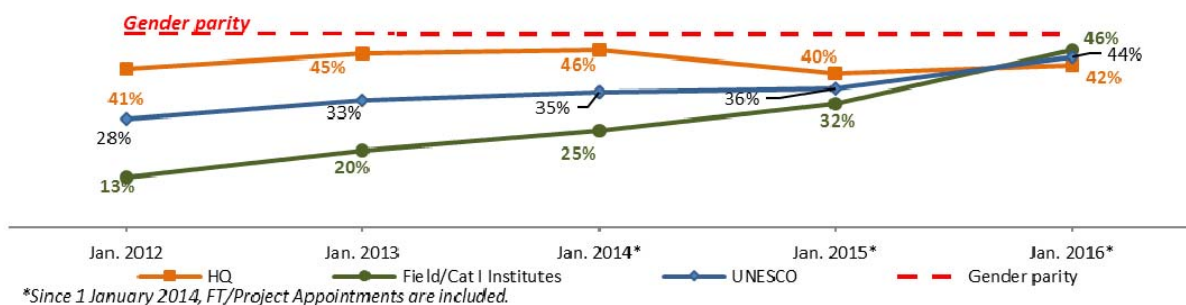
Since 1 January 2014, FT/Project Appointments are included.

The number of Women Directors in the Field and in Category I Institutes has steadily increased since 2012 to reach 46% in 2016.

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Age of UNESCO Staff, by Grade (January 2016)

Legend: ■ Average Age ▲ Max Age ◆ Min Age

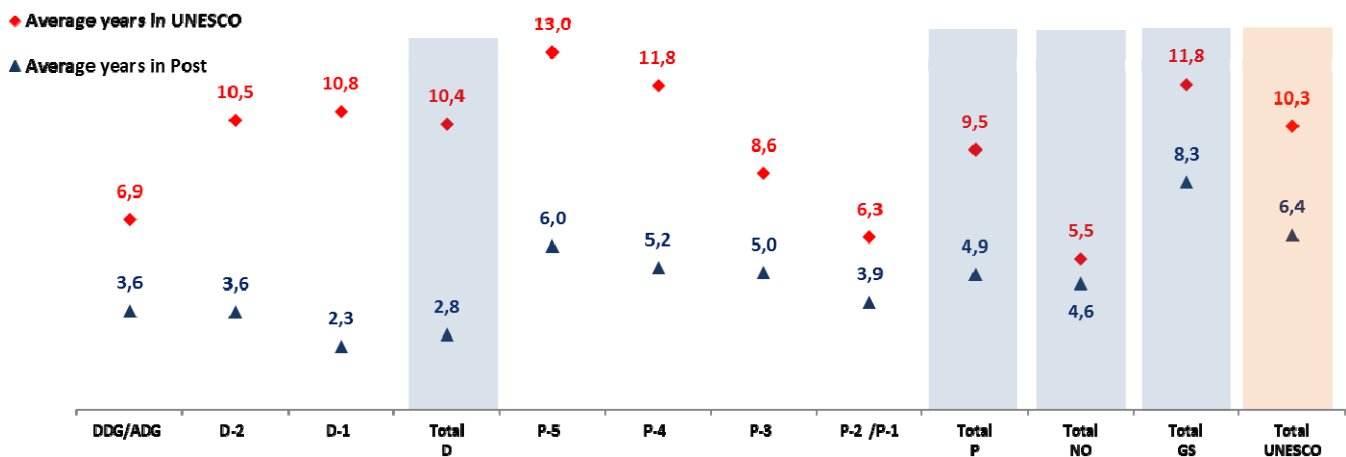|	Total D+	DDG-ADG	D-2	D-1	Total P	P-5	P-4	P-3	P-2 /P-1	Total NO	Total GS	Total UNESCO
Max Age	69	65	69	62	63	63	62	63	62	63	65	69
Average Age	56	57	58	56	46	53	50	45	40	45	47	47
Min Age	39	50	51	39	26	37	34	32	26	26	25	25

Average Age UNESCO : 47
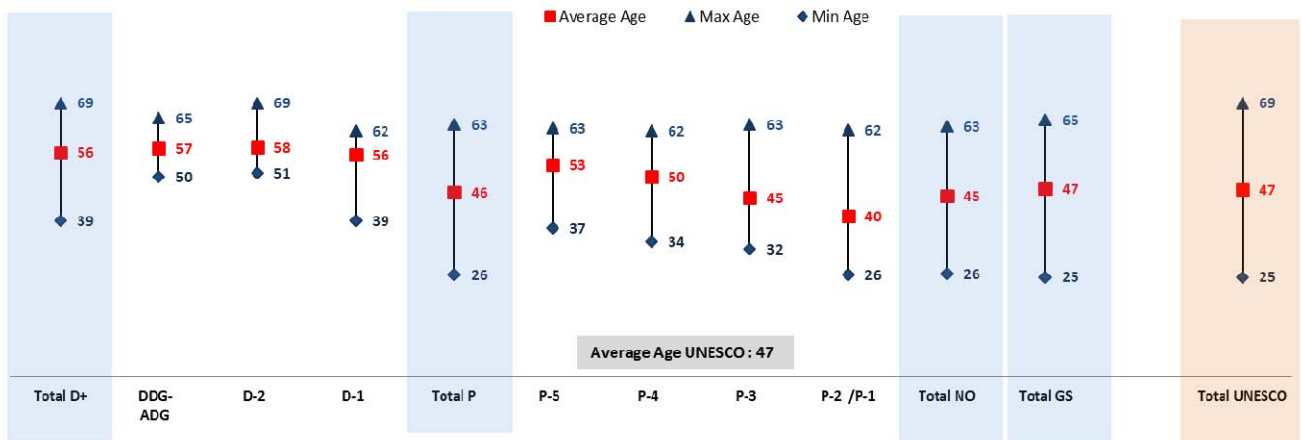
The average age of UNESCO staff is 47. NO staff are on average slightly younger (45); while Director staff are on average 56 years old.

Experience in UNESCO (January 2016)

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	6,9	10,5	10,8	10,4	13,0	11,8	8,6	6,3	9,5	5,5	11,8	10,3
Average years in Post	3,6	3,6	2,3	2,8	6,0	5,2	5,0	3,9	4,9	4,6	8,3	6,4

On average, UNESCO staff count about 10 years of service and have been in the same post for almost 6 years. The average seniority is highest at P-5 level. GS staff have the longest average seniority in their post (8 years), while Director staff have the shortest (3 years).

Geographical Mobility 2010 – 2015
(International Professional staff on a fixed-term contract ONLY)*

*Excluding FT/Project appointments

Number of Geographical movements of P/D Staff

	2010/11	2012/13	2014/2015
HQ to Field	20	26	35
Field** to HQ	31	16	12
Field** Office to Field** Office	48	44	53
Total	99	86	100

Evolution of Mobility Rate[1]

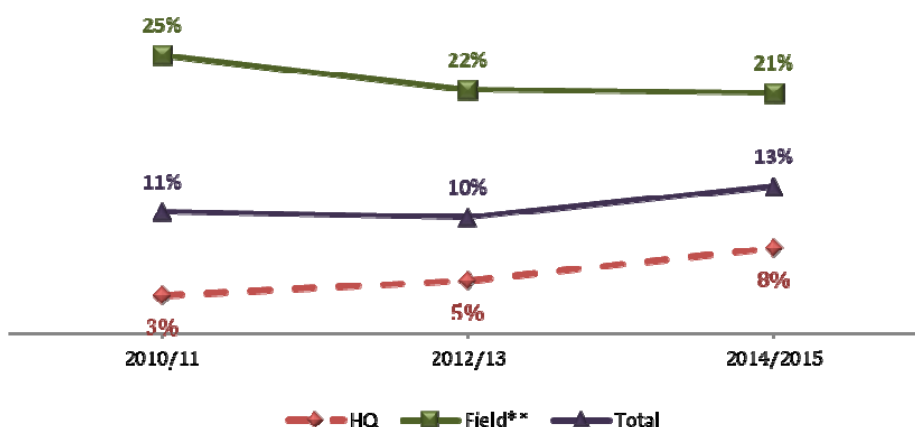| HQ	3%	5%	8%
Field	25%	22%	21%
Total	*11%*	*10%*	*13%*

**including Category I Institutes

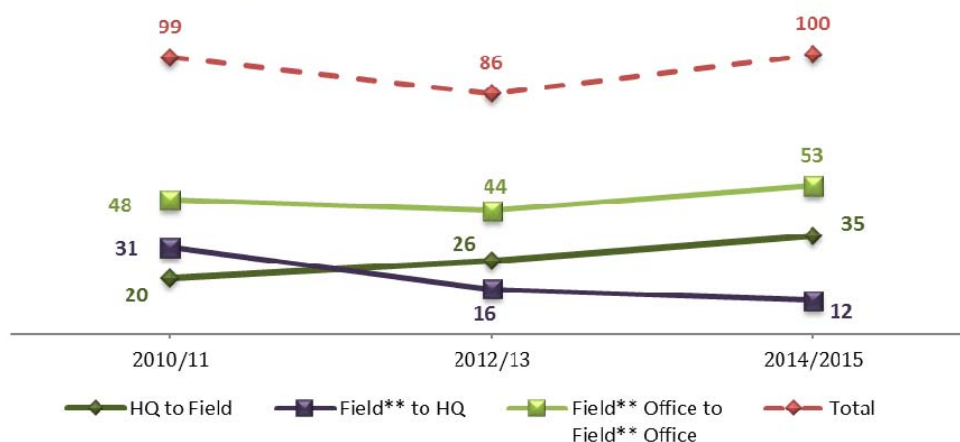*(1) Number of movements between duty stations as a percentage of the average staff number*

**Geographical mobility
2014/2015**

Field** Office to Field** Office 53%

HQ to Field 35%

Field** to HQ 12%

Evolution of Mobility Rate

- 25% — 22% — 21% (Field**)
- 11% — 10% — 13% (Total)
- 3% — 5% — 8% (HQ)

◆ HQ   ■ Field**   ▲ Total

2010/11   2012/13   2014/2015
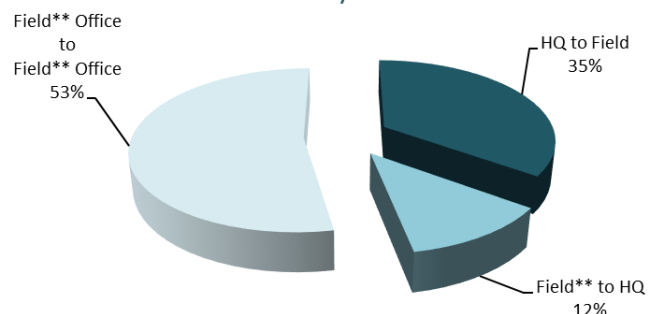
Evolution of Number of Geographical movements

- 99 — 86 — 100 (Total)
- 48 — 44 — 53 (Field** Office to Field** Office)
- 31 — 16 — 12 (Field** to HQ)
- 20 — 26 — 35 (HQ to Field)

◆ HQ to Field   ■ Field** to HQ   ■ Field** Office to Field** Office   ◆ Total

2010/11   2012/13   2014/2015

From 11% - 10%, the mobility rate has increased to 13% in 2014/15 with a total of 100 movements. Staff move in majority between field duty stations; however since 2010, the number of moves from headquarters to the field is increasing, whilst the movements from Field to Headquarters are on the decrease.

Anticipated Retirements by end-2017
(staff on Fixed-term contract ONLY)*

*Excluding FT/Project appointments

	Staff* as of Jan. 2016	Retirements			% of Staff retiring
		2016	2017	Total 2016/2017	
Dir. & above level	69	6	6	12	17%
P-1 to P-5 Staff	674	17	20	37	5%
NO Staff	91	3	5	8	9%
GS Staff	862	34	35	69	8%
Total	1 696	60	66	126	7%

In 2016/17, 7% of the staff will retire (a total of 126 staff), with a majority in the General Service category.

Appointments/Transfers/Separations in 2014/2015
(staff on Fixed-term contract ONLY)*

Rev. May 2016

*Excluding FT/Project appointments

	Movements		
	2014	2015	Total
External Appointments	46	105	151
Internal Movements	94	74	168
Appointments with promotion	27	35	62
Transfers at equal grade	67	39	106
Total	140	179	319
Separations	148	143	291
Renewal Rate [1]	31%	73%	52%
Turnover Rate [2]	8,3%	8,2%	16,5%
Turnover Rate (Retirement) [2]	3,0%	3,4%	6,3%

(1) Number of external appointments in one year divided by number of separations during the same period x 100
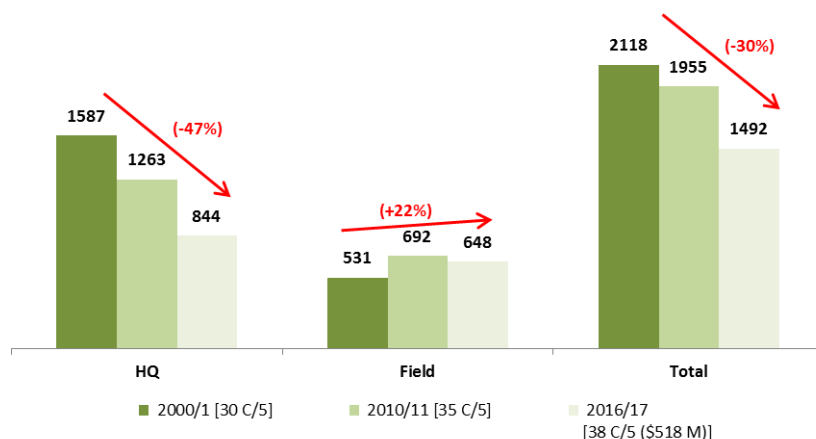
(2) Number of separations in one year divided by the average number of active staff during the same period x 100

In 2014, there were more internal movements (67%) than external recruitments (33%). In 2015, the trend is changing with a higher number of external recruitments (59%).

The turnover rate is around 8% per year; This includes a retirement rate at around 3% per year, which is anticipated to remain at the same level in 2016/17.

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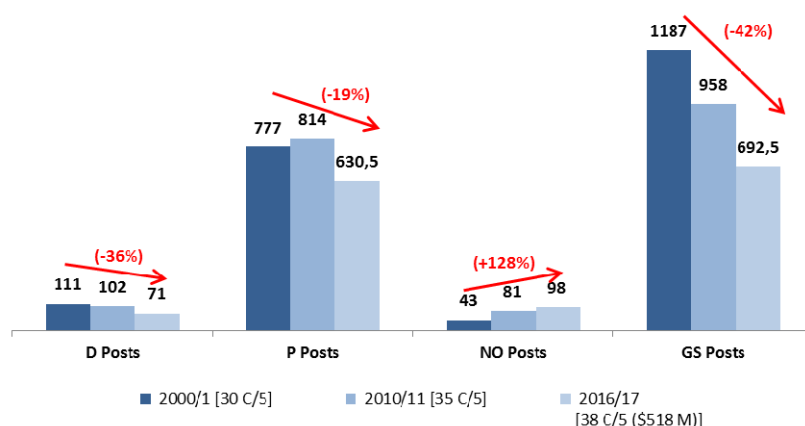
Regular Budget Posts (C/5)

**1. Evolution of Regular Budget Posts by Location from 2000/1 to 2016/17**

Posts funded by the Regular Programme were reduced by 30% since 2000, with a reduction by half at Headquarters.

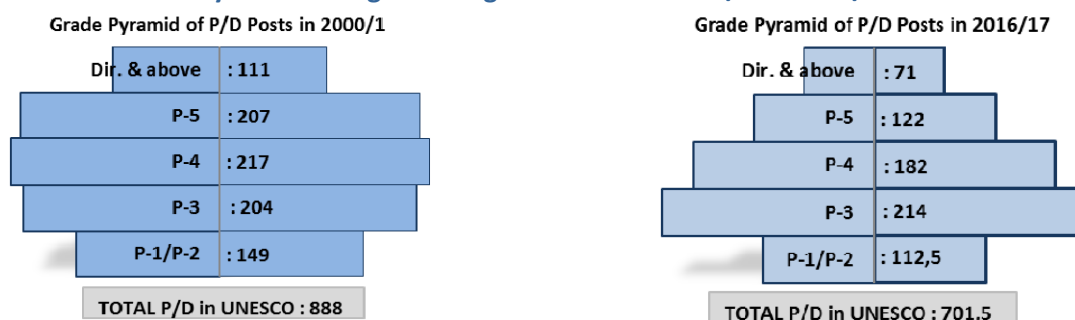**2. Evolution of Regular Budget Posts by Category from 2000/1 to 2016/17**

The highest reduction of posts is in the General Services category (42%). Director posts have also decreased significantly (36%). The number of NO posts has more than doubled.

3. Evolution of the Ratio GS Regular Budget posts vs Professional (D/P/NO) Regular Budget posts
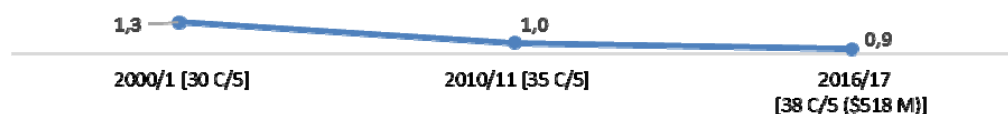
The ratio of GS to P posts has improved steadily to reach 0.9 : 1.0..

4. Comparison of Grade Pyramid of Regular Budget Posts from 2000/1 to 2016/17

Grade Pyramid of P/D Posts in 2000/1

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

TOTAL P/D in UNESCO : 888

Grade Pyramid of P/D Posts in 2016/17

Dir. & above	: 71
P-5	: 122
P-4	: 182
P-3	: 214
P-1/P-2	: 112,5

TOTAL P/D in UNESCO : 701,5

The grade pyramid of Regular Programme posts has improved towards a more balanced number of posts at senior, mid and junior levels.

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.