



United Nations
Educational, Scientific and
Cultural Organization

Bureau of Human Resources management

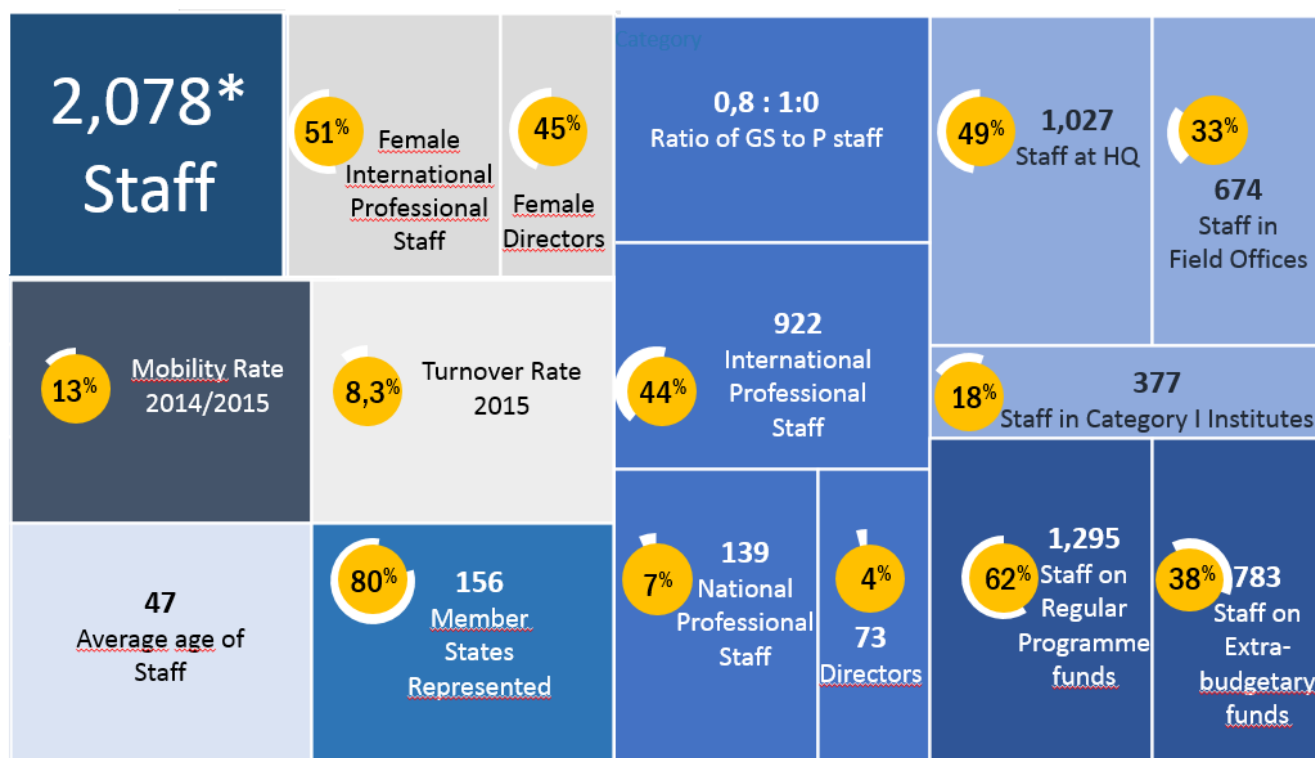
KEY DATA on UNESCO STAFF and POSTS June 2016

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: June 2016

Please send your views or comments to Annick Grisar, Chief of Policy, Planning & Partnerships Section (HRM/PPP), a.grisar@unesco.org or Sabrina D'Amico (s.d-amico@unesco.org)

UNESCO Staff* as of June 2016

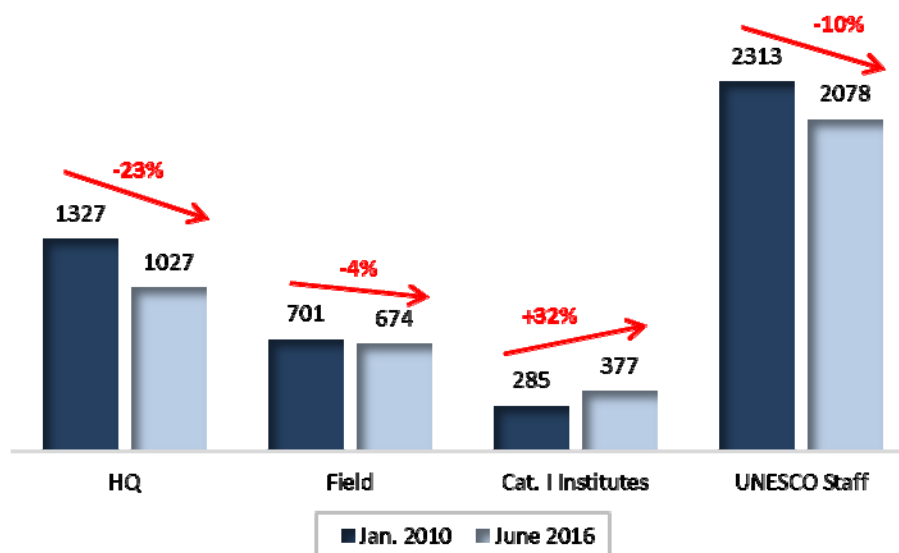


(*) This document provides information on UNESCO staff on fixed-term appointments on Regular Programme and Extra-Budgetary funded posts including FT/Project Appointments funded by Extra-Budgetary funds. It does not cover staff on temporary contracts or personnel with other types of contracts. Staff on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

UNESCO Staff (RP/EXB)

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

		Jan. 2010	Jan. 2016	June 2016	Evolution Jan. 2010 - June 2016
Headquarters	Fixed-term	1237	914	922	-25%
	ALD	90	-	-	-
	Project appointment	-	104	105	-
	Total	1327	1018	1027	-23%
Field	Fixed-term	639	566	584	-9%
	ALD	62	-	-	-
	Project appointment	-	83	90	-
	Total	701	649	674	-4%
Cat. I Institutes	Fixed-term	257	227	207	-19%
	ALD	28	-	-	-
	Project appointment	-	170	170	-
	Total	285	397	377	+32%
UNESCO Staff	Fixed-term	2133	1707	1713	-20%
	ALD	180	-	-	-
	Project appointment	-	357	365	-
	Total	2313	2064	2078	-10%



UNESCO Staff by Funding Source (June 2016)

1. UNESCO Staff, by Category, Location and Funding Source

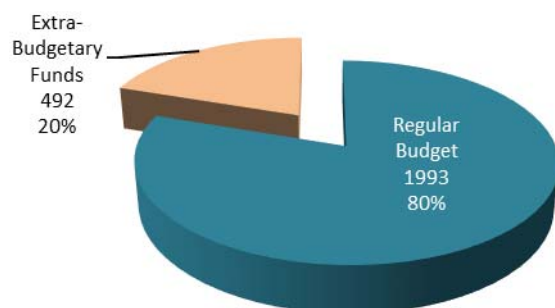
	Regular Budget						Extra-Budgetary Funds						TOTAL RP & ExB
	Dir. & above level	Prof. Staff	NO Staff	GS Staff	Total	% of Regular Budget	Dir. & above level	Prof. Staff	NO Staff	GS Staff	Total	% of Extra-Budgetary Funds	
HQ	33	363	-	369	765	74%	3	162	-	97	262	26%	1 027
Field	27	177	72	250	526	78%	2	48	55	43	148	22%	674
Cat. I Inst.	-	4	-	-	4	1%	8	168	12	185	373	99%	377
Total	60	544	72	619	1 295	62%	13	378	67	325	783	38%	2 078

As of June 2016, 62% of UNESCO staff are on Regular programme funds. 38% 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 June 2016

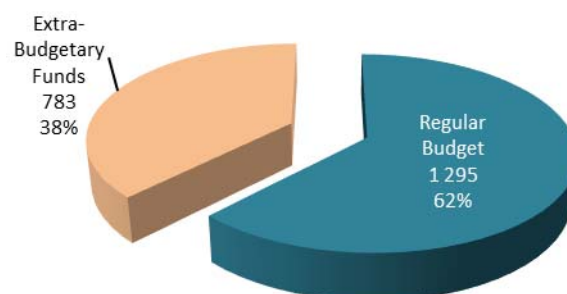
UNESCO Staff, by Funding Source

Jan. 2000



UNESCO Staff, by Funding Source

June 2016



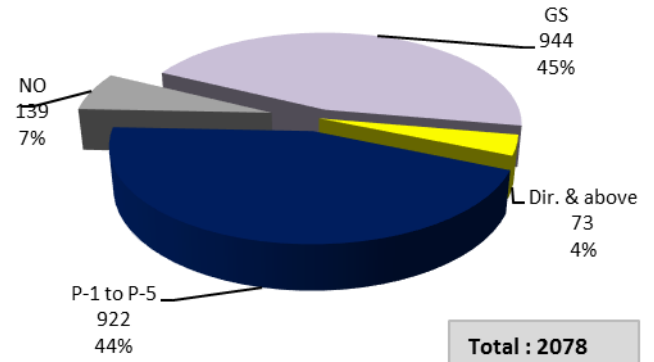
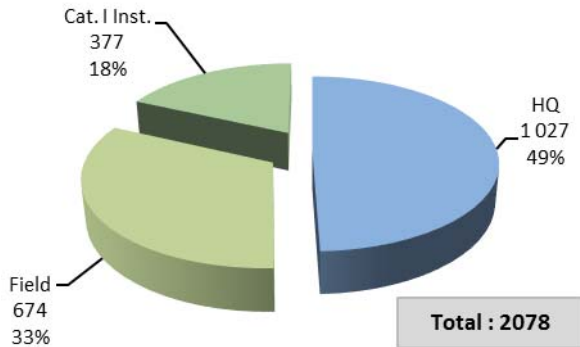
In January 2000, the ratio of staff on Regular Programme funded posts vs Extra-budgetary funded posts was 80/20. In January 2016, the ratio is 62/38.

UNESCO Staff by Location and Category (June 2016)

1. UNESCO Staff by Location and Category

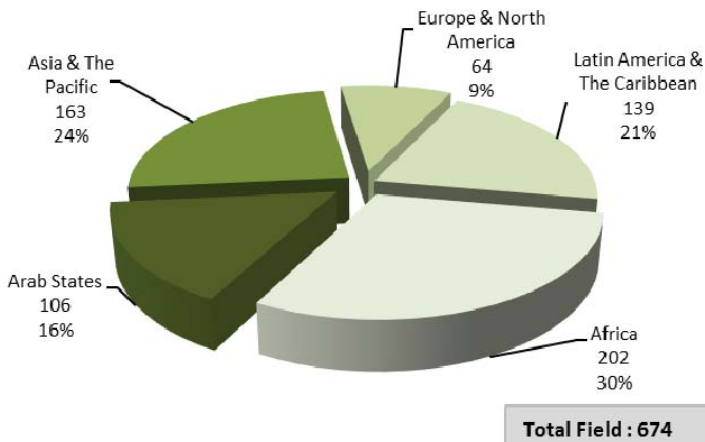
	Dir. & above	P-1 to P-5	NO	GS	Total
HQ	36	525	-	466	1 027
Field	29	225	127	293	674
Cat. I Inst.	8	172	12	185	377
Total	73	922	139	944	2 078
% by category	4%	44%	7%	45%	

As of June 2016, UNESCO employs 2,078 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 55% of staff, while GS staff represent 45%. The overall ratio GS/P for all UNESCO staff is 0.8 : 1.

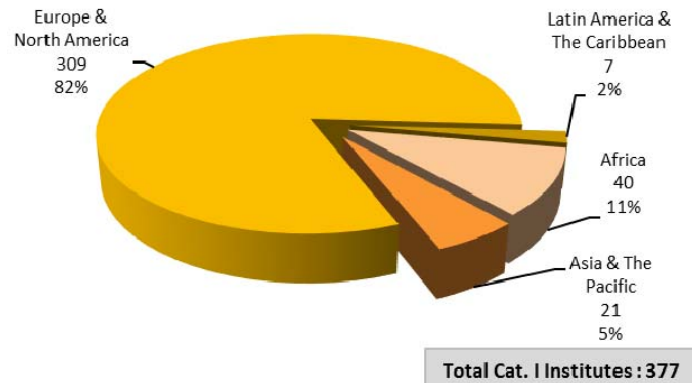


2. UNESCO Staff by Region

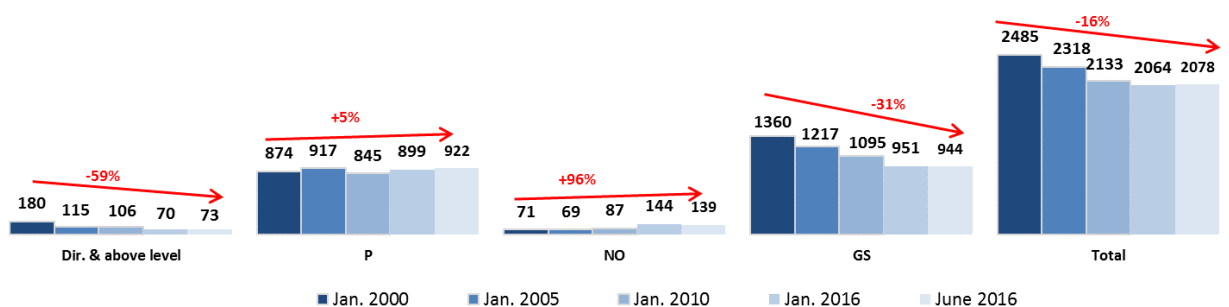
Staff in Field Offices by Region



Staff in Cat. I Institutes by Region



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



Since 2000, Director staff have decreased by 59% and General Service staff by 31%. P and NO staff numbers have increased by 5% and 96%, respectively.

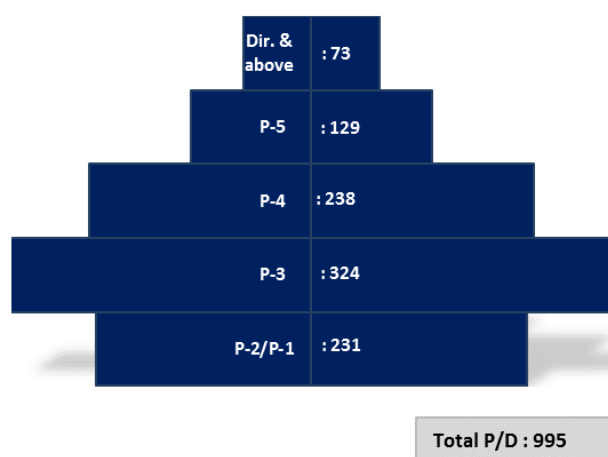
This document provides information on UNESCO staff on fixed-term appointments on Regular Programme and Extra-Budgetary funded posts including FT/Project Appointments funded by Extra-Budgetary funds. It does not cover staff on temporary contracts or personnel with other types of contracts. Staff on Leave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

UNESCO Staff by Grade (June 2016)

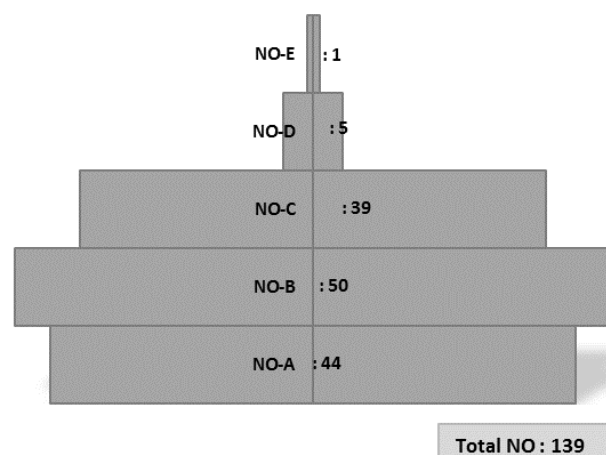
1. UNESCO Staff by Grade

	HQ	% HQ	Field	% Field	Cat. 1 Institutes	% Inst.	Total	% by grade
DDG/ADG	8	89%	-	-	1	11%	9	0,4%
D-2	11	58%	5	26%	3	16%	19	1,6%
D-1	17	38%	24	53%	4	9%	45	2%
Total Dir. & above level	36	49%	29	40%	8	11%	73	4%
P-5	79	61%	36	28%	14	11%	129	6%
P-4	130	55%	76	32%	32	13%	238	11%
P-3	179	55%	77	24%	68	21%	324	16%
P-2/P-1	137	59%	36	16%	58	25%	231	11%
Total P Staff	525	57%	225	24%	172	19%	922	44%
NO Staff	-	-	127	91%	12	9%	139	7%
GS Staff	466	49%	293	31%	185	20%	944	45%
Total	1 027	49%	674	33%	377	18%	2 078	

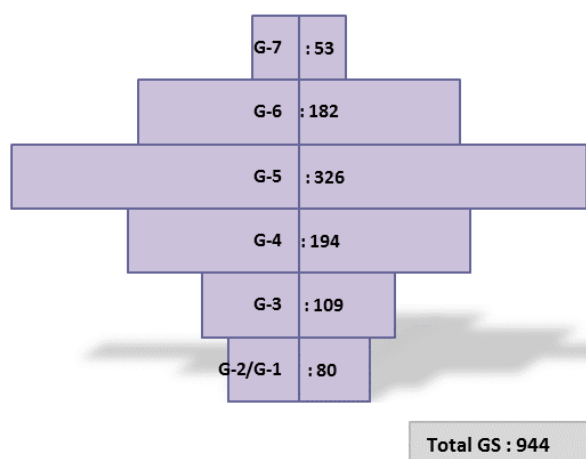
2. Grade Pyramid of P/D Staff (HQ/Field/Cat.1 Institutes)



3. Grade Pyramid of NO Staff (Field/Cat.1 Institutes)

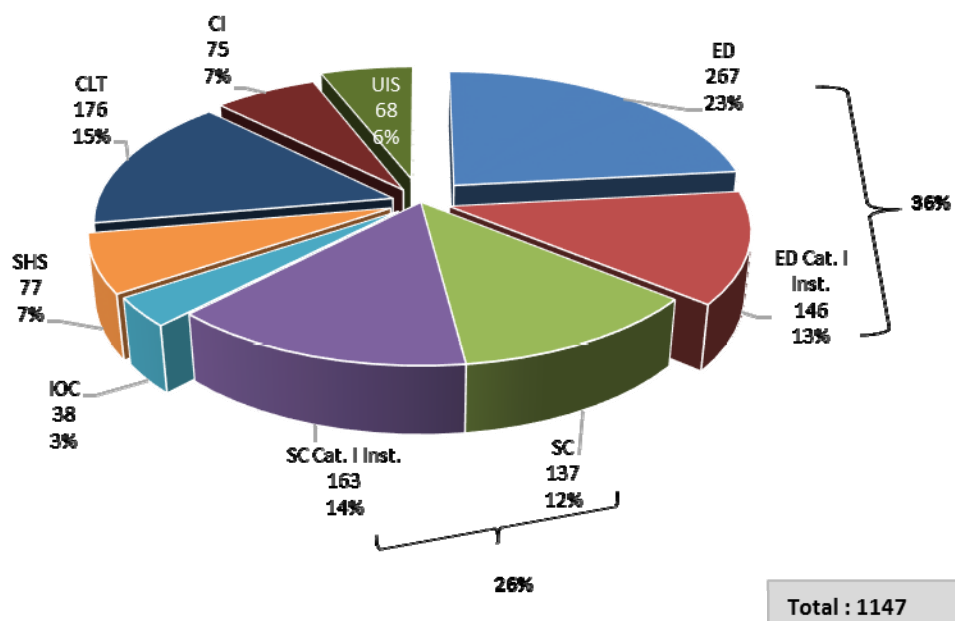


4. Grade Pyramid of GS Staff (HQ/Field/Cat.1 Institutes)



UNESCO Staff by Functional Area (June 2016)

1. UNESCO Staff, by Programme Sectors (HQ/Field/Inst.)



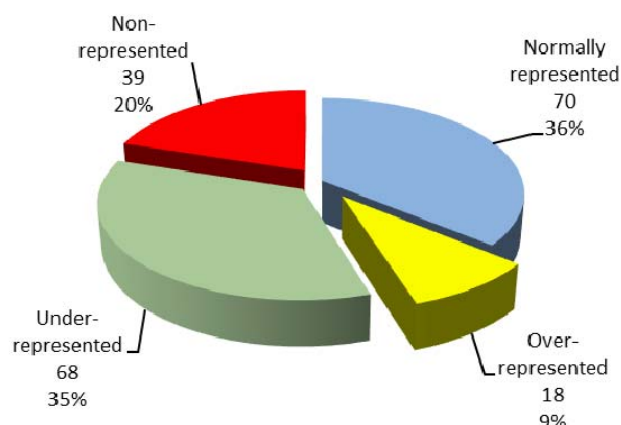
As of June 2016, the Education Sector has the largest number of staff (36%), followed by the Natural Sciences Sector (26%) and Culture (15%).

Geographical Distribution (June 2016)

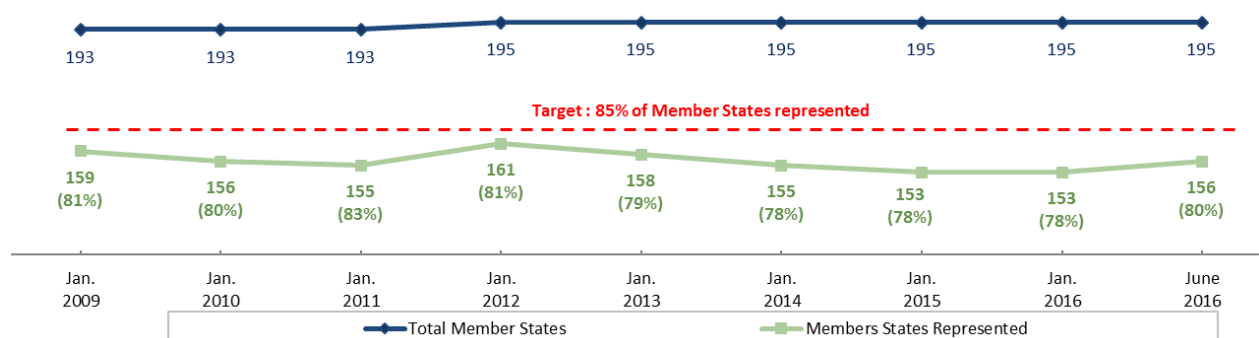
(as per formula approved by the General Conference – staff on geographical posts, only)

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

Status of representation	Member States	%
Normally represented	70	36%
Over-represented	18	9%
Under-represented	68	35%
Represented	156	80%
Non-represented	39	20%
Total Member States	195	



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



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	June 2016	Evolution since Jan. 2010
Normally represented	75	78	80	70	73	70	64	70	-5 (-7%)
Over-represented	27	26	26	27	20	18	17	18	-9 (-33%)
Under-represented	54	51	55	61	62	65	72	68	+14 (+26%)
Represented	156	155	161	158	155	153	153	156	-
Non-represented	37	38	34	37	40	42	42	39	+2 (+5%)
Total Member States	193	193	195	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 June 2016, 156 Member States are represented. Following the hiring of 16 Young Professionals, the number of represented countries is expected to improve from 80% to 83%.

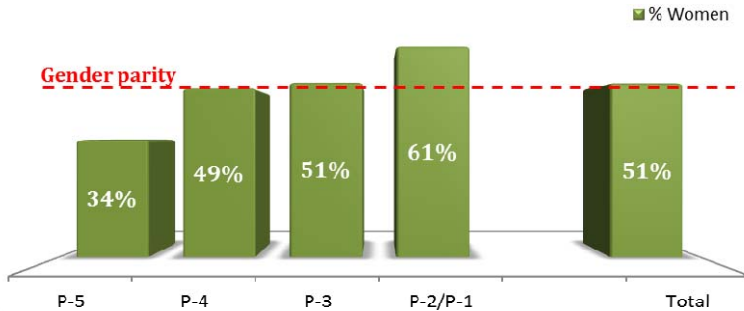
Gender Balance (June 2016)

1. Staff Gender by Category



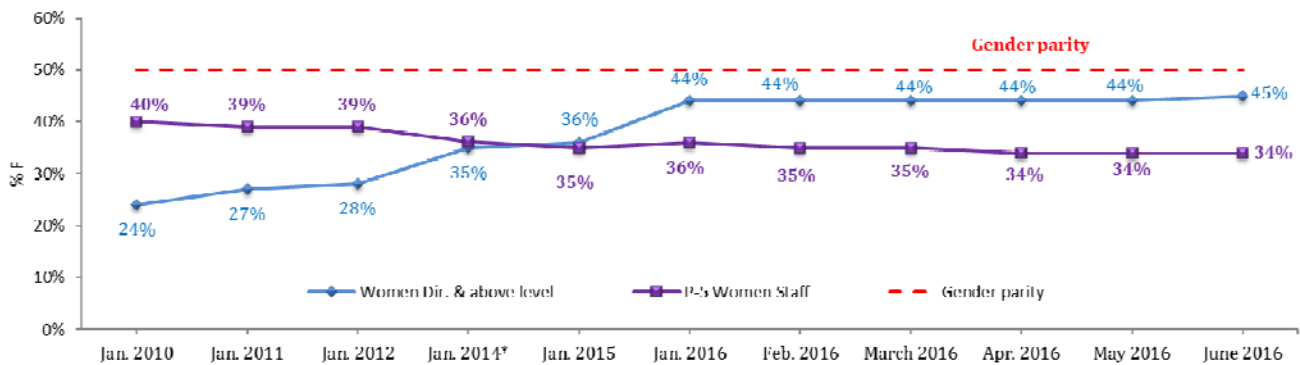
Overall, the situation is very positive; the proportion of women staff in UNESCO is among the highest in the UN system.

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) and is at one percentage point to be achieved at P-4 level.

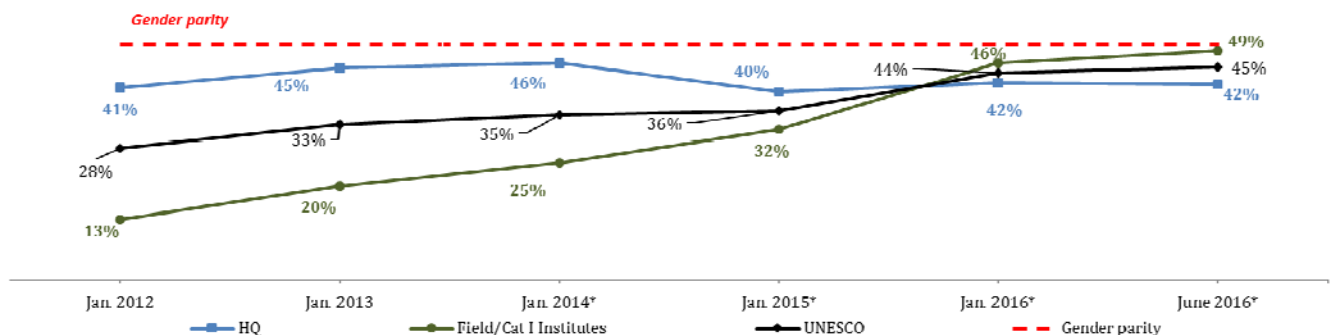
3. Evolution of Gender Parity at P-5, Director and above levels



*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 from 24% in 2010 to 45% in June 2016, close to the target of 50%. The number of P-5 female staff is however decreasing (34%).

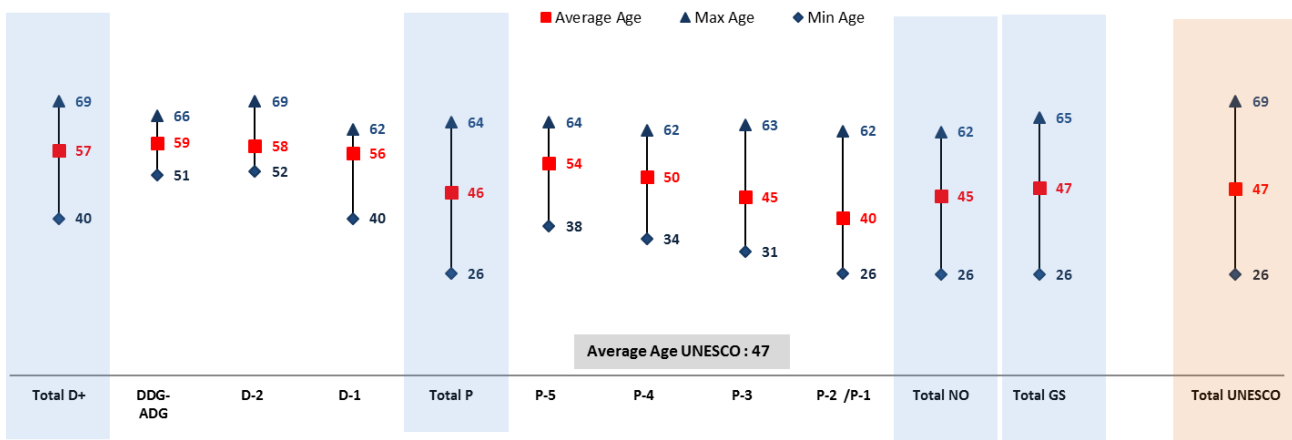
4. Evolution of Gender distribution at Director & above level, by Location



*Since 1 January 2014, FT/Project Appointments are included.

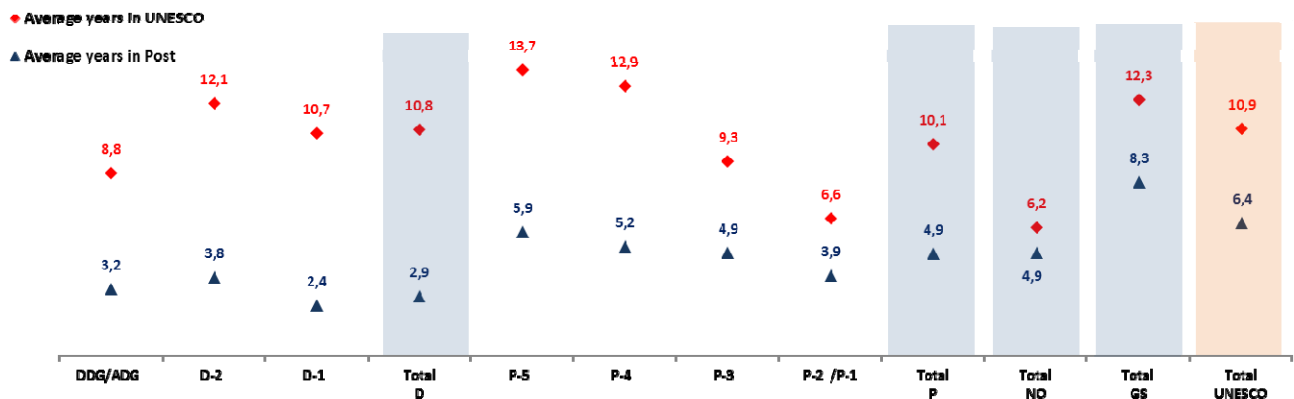
The number of Women Directors in the Field and in Category I Institutes has steadily increased since 2012 to reach 49% in June 2016.

Age of UNESCO Staff, by Grade (June 2016)



UNESCO staff is on average 47 years old; P, NO and GS staff are 46, 45 and 47 years old, respectively. Director staff are, on average, 57 years old.

Experience in UNESCO (June 2016)



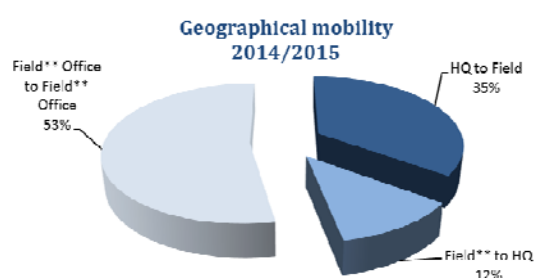
On average, UNESCO staff count about 11 years of service in the Organization and have been in the same post for 6 years. P-5 staff are the most experienced with an average of 14 years in UNESCO. General Service have the longest average years of experience in the same post (8 years), while Director staff have the shortest (3 years). Professional staff (P) have, on average, been 5 years on the same post.

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	2014/15
HQ to Field	20	26	35
Field** to HQ	31	16	12
Field** Office to Field** Office	48	44	53
Total	99	86	100



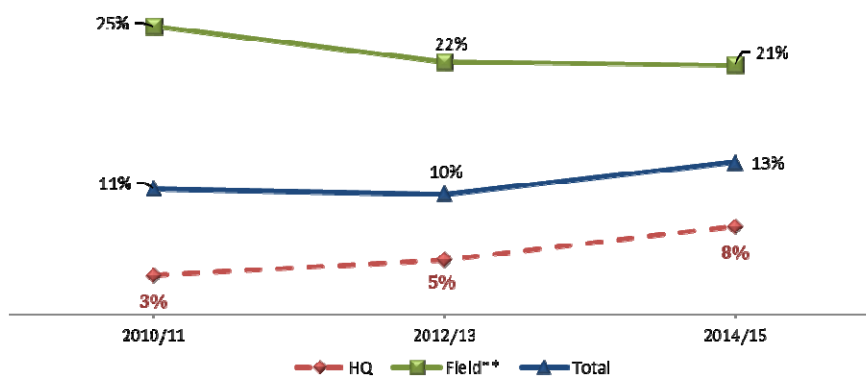
Evolution of Mobility Rate¹

	2010/11	2012/13	2014/15
HQ	3%	5%	8%
Field**	25%	22%	21%
Total	11%	10%	13%

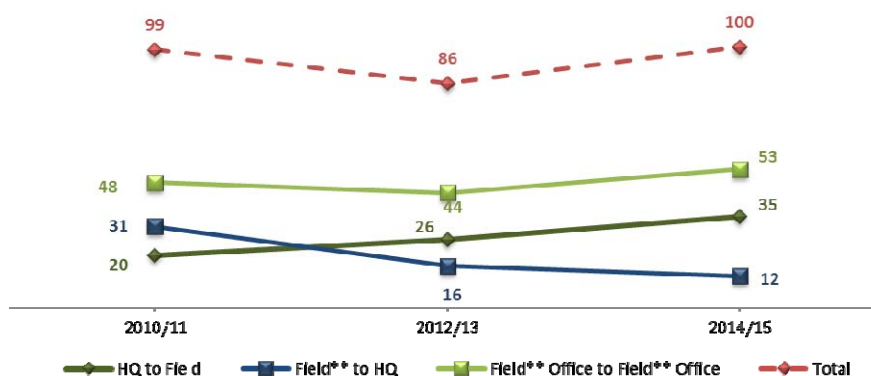
**including Category I institutes

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

Evolution of Mobility Rate



Evolution of Number of Geographical movements



A total of 100 International Professional Staff and Directors moved between duty stations in 2014/15 (35 from Headquarters to Field, 53 field to field, and 12 from the field to Headquarters), corresponding to a 13% mobility rate, an increase of 2 to 3 percentage points compared to the previous biennia.

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

*Excluding FT/Project appointments

	Staff* as of June 2016	Retirements			% of Staff retiring
		2016	2017	Total 2016/2017	
Dir. & above level	73	5	9	14	19%
P-1 to P-5 Staff	717	9	21	30	4%
NO Staff	91	2	5	7	8%
GS Staff	848	16	36	52	6%
Total	1 729	32	71	103	6%

In the next 18 months, 6% of the staff will retire (a total of 103 staff). The highest retirement rate is among Director staff (19%).

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

*Excluding FT/Project appointments

	Movements		
	2014	2015	Total
External Appointments	46	104	150
Internal Movements	94	75	169
Appointments with promotion	27	35	62
Transfers at equal grade	67	40	107
Total	140	179	319
Separations	148	144	292
Renewal Rate ¹	31%	72%	51%
Turnover Rate ²	8,3%	8,3%	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

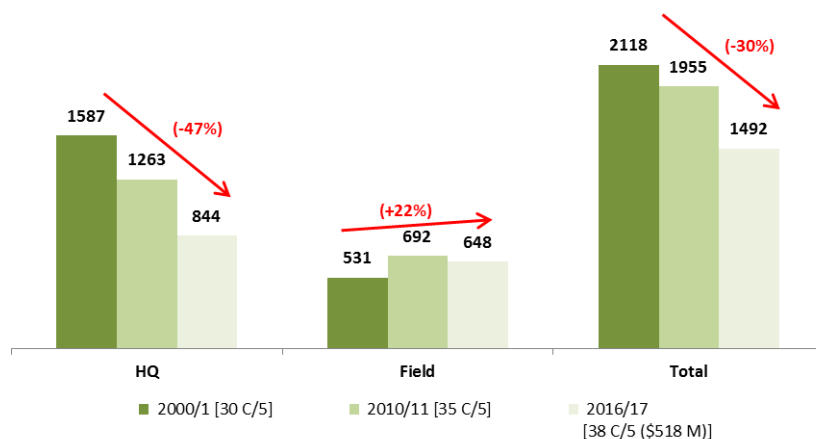
(2) Number of separations in one year divided by the average number of active staff during the same period x 100

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 (58%).

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.

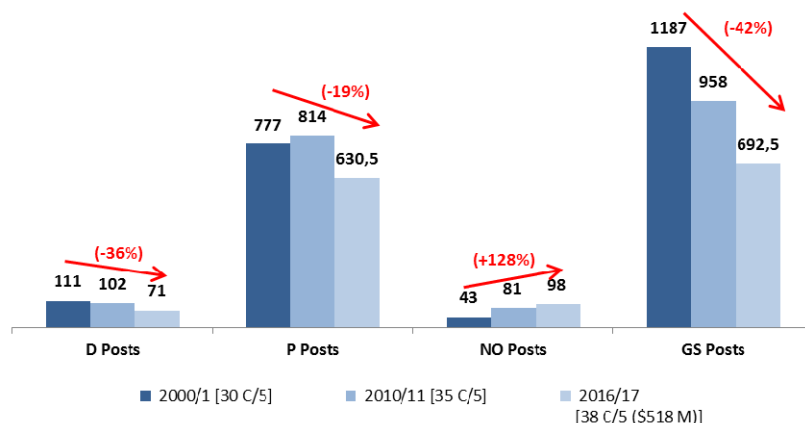
Regular Budget Posts (C/5)

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



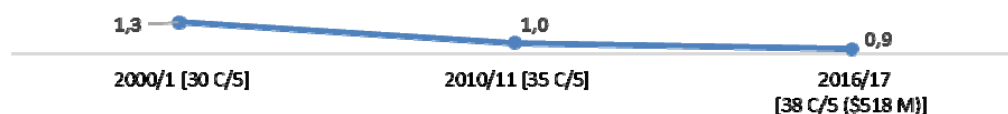
Posts funded by the Regular Programme were reduced by 30% since 2000, with a reduction by half at Headquarters.

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



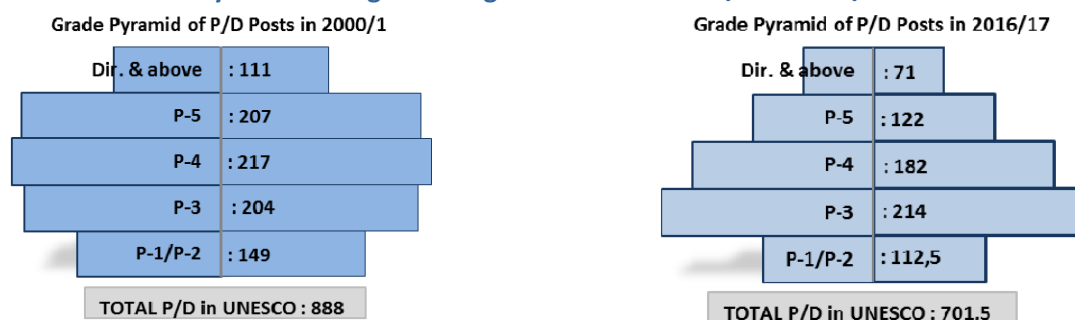
The highest reduction of posts is in the General Services category (42%). Director posts have also decreased significantly (36%). The number of NO posts has more than doubled.

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



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