



United Nations
Educational, Scientific and
Cultural Organization

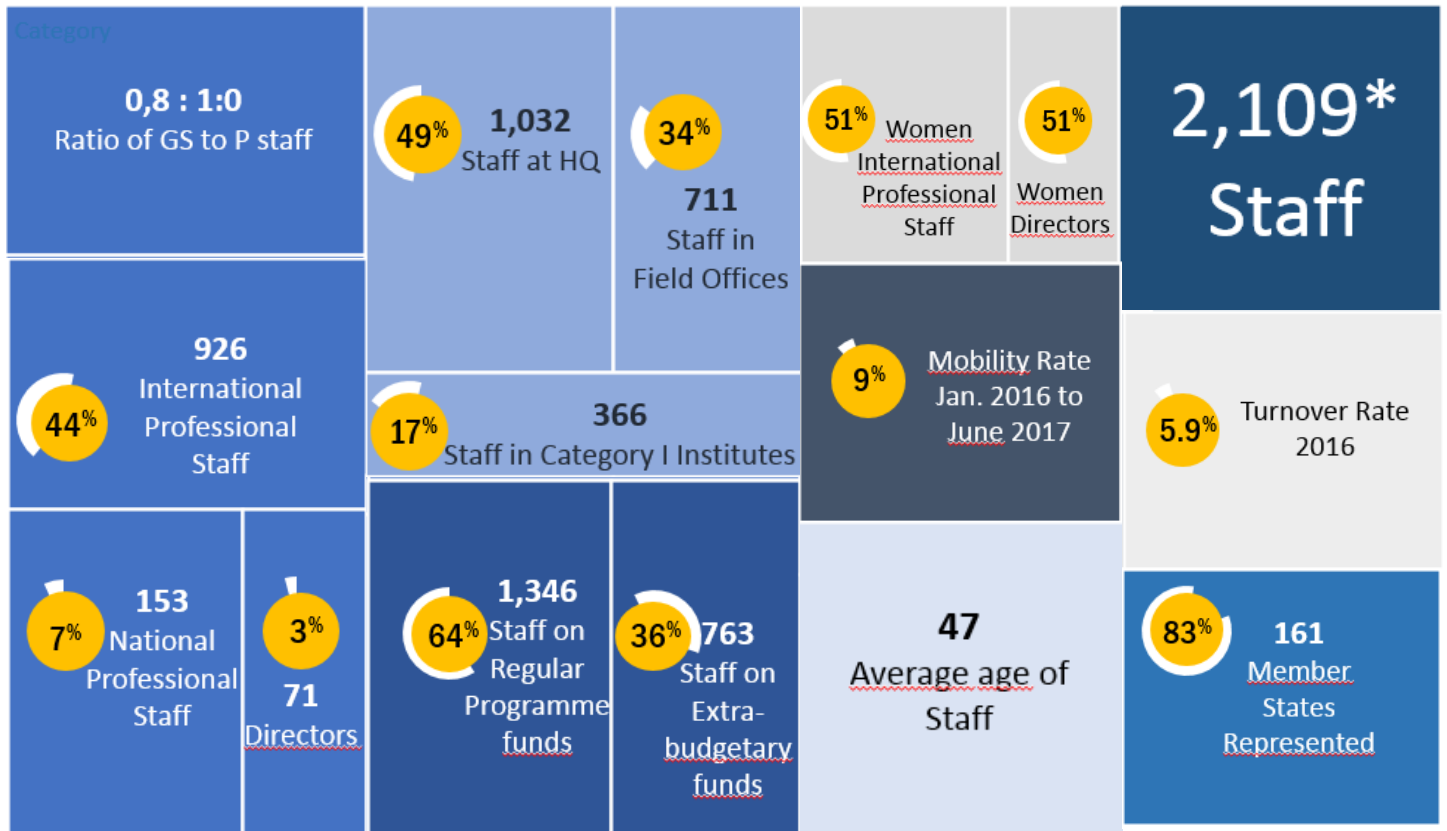
Bureau of Human Resources management

KEY DATA on UNESCO STAFF and POSTS June 2017

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 2017

UNESCO Staff* as of June 2017

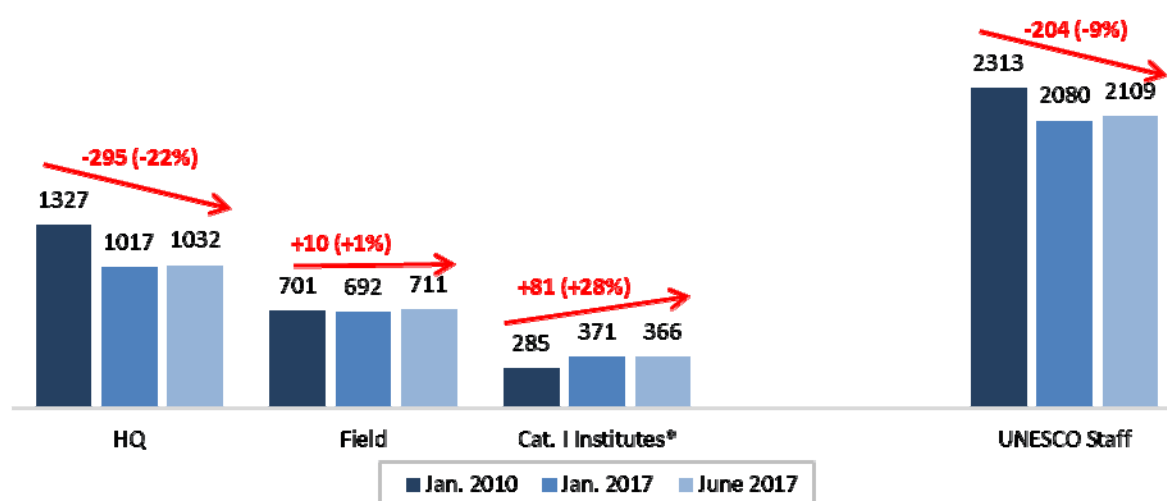


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UNESCO Staff (RP/EXB) January 2010 – June 2017

		Jan. 2010	Jan. 2016	Jan. 2017	June 2017	Variance Jan. 2010 - June 2017
Headquarters	Fixed-term	1237	914	916	926	-311 (-25%)
	ALD	90	-	-	-	-
	Project appointment	-	104	101	106	-
	Total	1327	1018	1017	1032	-295 (-22%)
Field	Fixed-term	639	566	604	620	-19 (-3%)
	ALD	62	-	-	-	-
	Project appointment	-	83	88	91	-
	Total	701	649	692	711	+10 (+1%)
Cat. I Institutes*	Fixed-term	257	227	195	186	-71 (-28%)
	ALD	28	-	-	-	-
	Project appointment	-	170	176	180	-
	Total	285	397	371	366	+81 (+28%)
UNESCO Staff	Fixed-term	2133	1707	1715	1732	-401 (-19%)
	ALD	180	-	-	-	-
	Project appointment	-	357	365	377	-
	Total	2313	2064	2080	2109	-204 (-9%)

(*) Category I Institutes and Centres: UIS, IBE, IIEP, UIL, IITE, IICBA, IESALC, MGIEP, IHE, ICTP



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UNESCO Staff by Funding Source (June 2017)

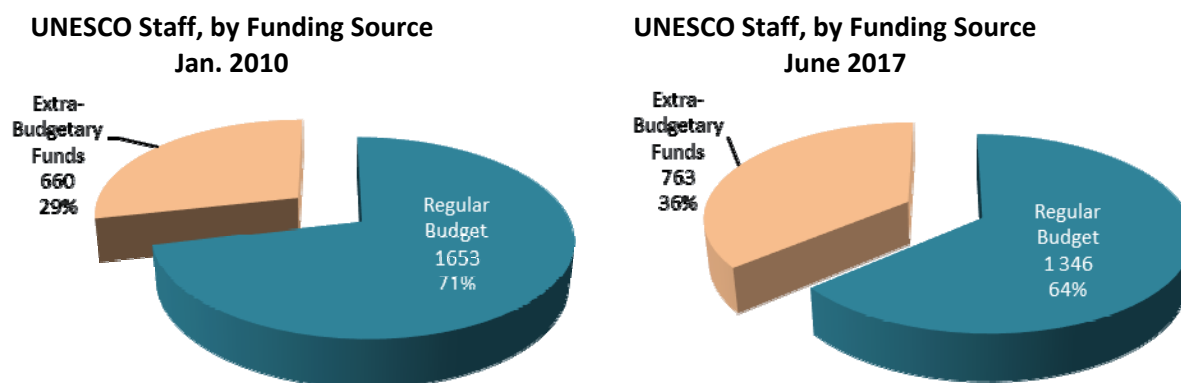
1. UNESCO Staff, by Category, Location and Funding Source

	Staff on Regular Budget						Staff on Extra-Budgetary Funds						TOTAL STAFF	% by Location
	Dir. & above Staff	Prof. Staff	NO Staff	GS Staff	Total Staff	%	Dir. & above Staff	Prof. Staff	NO Staff	GS Staff	Total Staff	%		
HQ	34	375	-	368	777	75%	2	158	-	95	255	25%	1 032	49%
Field	26	183	83	276	568	80%	1	49	54	39	143	20%	711	34%
Cat. I Inst.*	-	1	-	-	1	0,3%	8	160	16	181	365	99,7%	366	17%
Total	60	559	83	644	1 346	64%	11	367	70	315	763	36%	2 109	100%

(*) Category I Institutes and Centres: UIS, IBE, IIEP, UIL, IITE, IICBA, IESALC, MGIEP, IHE, ICTP

As of June 2017, 64% of UNESCO staff are on Regular programme funds. 36% are on posts funded by extra-budgetary sources; 49% staff work in Category I Institutes.

2. Comparison of UNESCO Staff, by Location and Category from Jan. 2010 to June 2017



Evolution Jan. 2010 vs June 2017

RP: -307 (-19%)
 EXB: +103 (+16%)
 RP+EXB: -204 (-9%)

In January 2010, the ratio of staff on Regular Programme funded posts vs Extra-budgetary funded posts was 71/29. In June 2017, the ratio is 64/36.

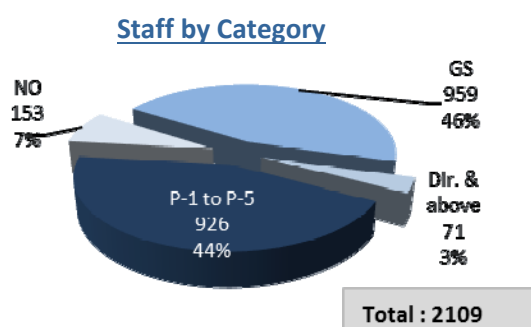
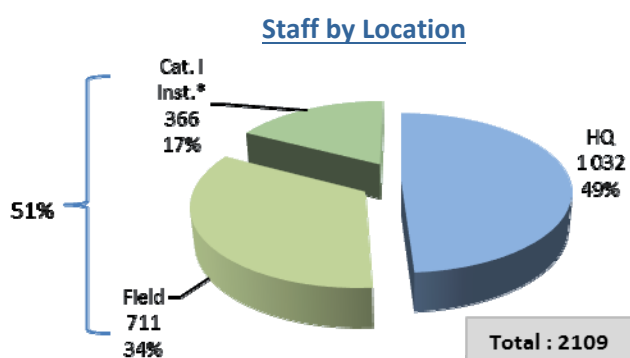
UNESCO Staff by Location and Category (June 2017)

1. UNESCO Staff by Location and Category

	Dir. & above	P-1 to P-5	NO	GS	Total	% by location
HQ	36	533	-	463	1 032	49%
Field	27	232	137	315	711	34%
Cat. I Inst.*	8	161	16	181	366	17%
Total	71	926	153	959	2 109	
% by Grade Category	3%	44%	7%	46%		

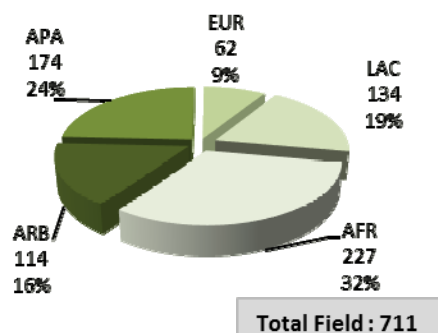
(*) Category I Institutes and Centres: UIS, IBE, IIEP, UIL, IITE, IICBA, IESALC, MGIEP, IHE, ICTP

As of June 2017, UNESCO employs 2,109 staff on fixed-term and FT/Project Appointments. 51% of the staff work in the field and in Cat.1 Institutes. Professional and above staff (D/P/NO) represent 54% of staff, while GS staff represent 46%. The overall ratio GS/P for all UNESCO staff is 0.8 : 1.

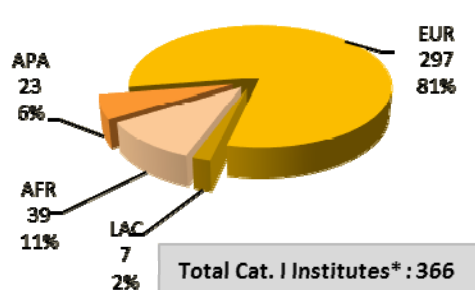


2. UNESCO Staff by Region

Staff in Field Offices by Region

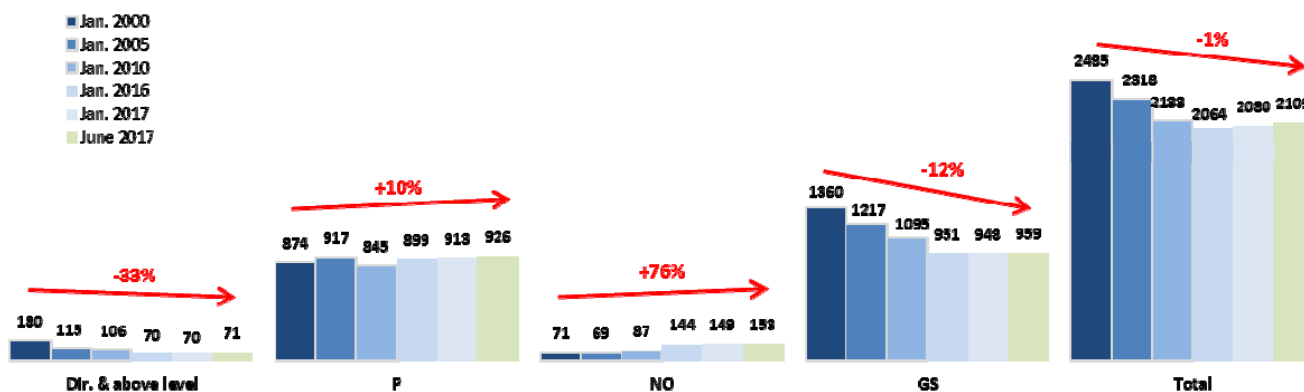


Staff in Cat. I Institutes by Region



AFR: Africa; ARB: Arab States; APA: Asia & the Pacific; EUR: Europe & North America; LAC: Latin America & the Caribbean

3. UNESCO Staff by Category from Jan. 2010 to June 2017



Since 2010, Director staff have decreased by 33% and General Service staff by 12%. P and NO staff numbers have increased by 10% and 76%, respectively.

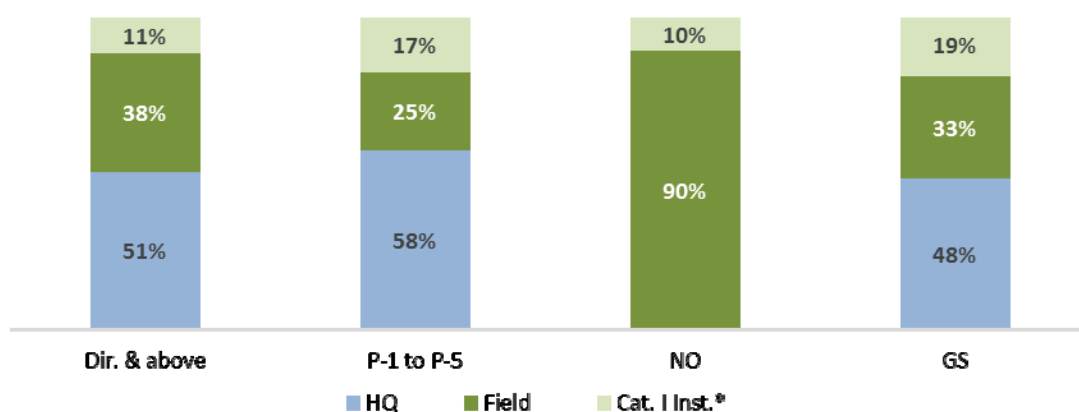
This document provides information on UNESCO staff on fixed-term appointments on Regular Programme and Extra-Budgetary funded posts including FT/Project Appointments funded by Extra-Budgetary funds. It does not cover staff on temporary contracts or personnel with other types of contracts. Staff on Leave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

UNESCO Staff by Grade (June 2017)

	HQ		Field		Cat. I Institutes*		Total	% by grade
	Staff	%	Staff	%	Staff	%		
DDG/ADG	8	89%	-	-	1	11%	9	0%
D-2	9	60%	3	20%	3	20%	15	1%
D-1	19	40%	24	51%	4	9%	47	2%
Total Dir. & above level	36	51%	27	38%	8	11%	71	3%
P-5	83	63%	37	28%	12	9%	132	6%
P-4	127	55%	68	29%	37	16%	232	11%
P-3	183	56%	88	27%	54	17%	325	16%
P-1/P-2	140	59%	39	16%	58	25%	237	11%
Total P Staff	533	58%	232	25%	161	17%	926	44%
NO Staff	-	-	137	90%	16	10%	153	7%
GS Staff	463	48%	315	33%	181	19%	959	46%
Total	1 032	49%	711	34%	366	17%	2 109	

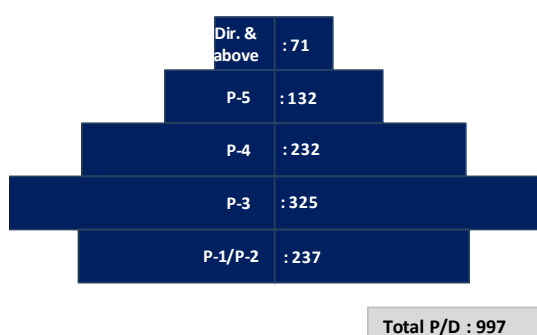
(*) Category I Institutes and Centres: UIS, IBE, IIEP, UIL, IITE, IICBA, IESALC, MGIEP, IHE, ICTP

Distribution of Staff by Location within each Grade Category

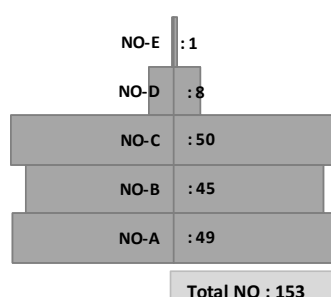


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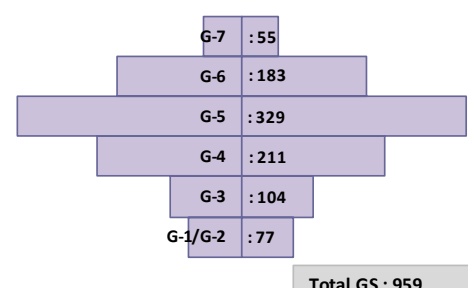
Grade Pyramid of P/D



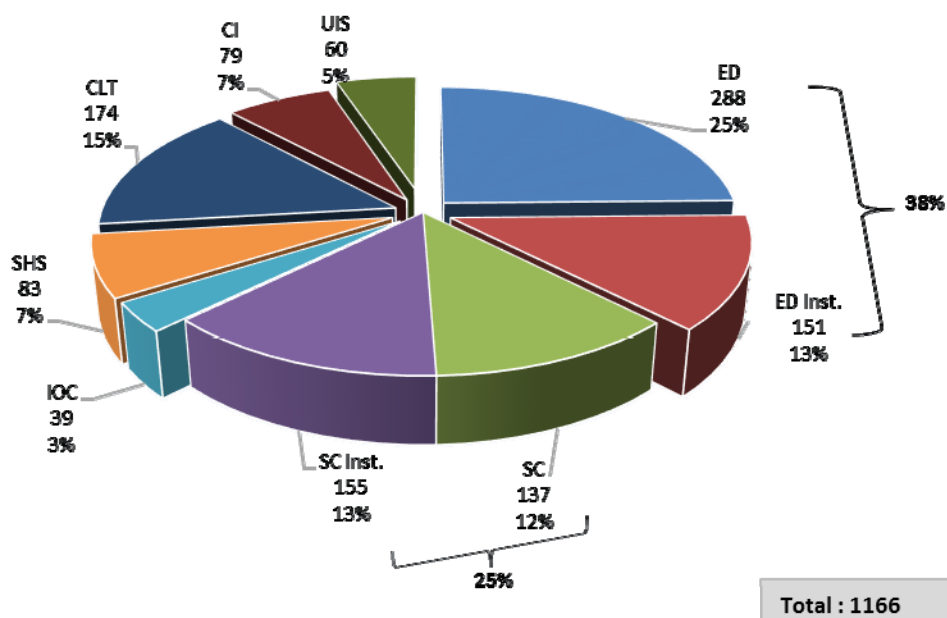
Grade Pyramid of NO Staff



Grade Pyramid of GS Staff



UNESCO Staff in Programme Sectors (June 2017)



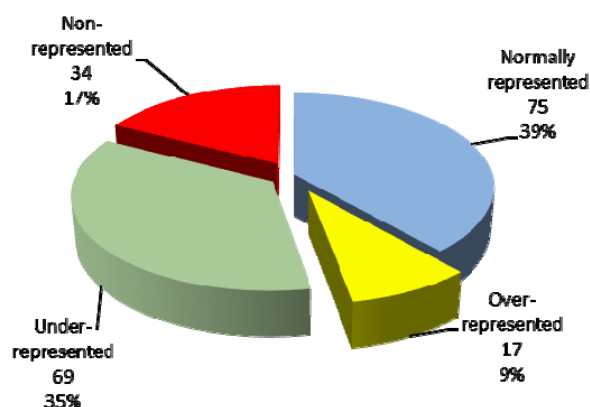
As of June 2017, the Education Sector has the large number of staff (38%) in Programme Sectors, followed by the Natural Sciences Sector (25%) and Culture (15%).

Geographical Distribution (June 2017)

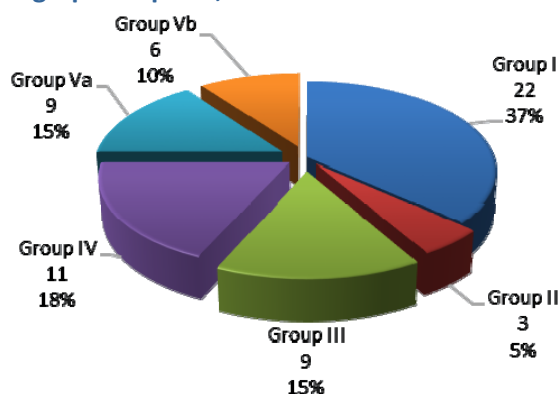
(as per formula approved by the General Conference – staff on geographical posts, only)

1. Geographical Distribution situation by Member States as of June 2017

Status of representation	Member States	%
Normally represented	75	39%
Over-represented	17	9%
Under-represented	69	35%
Represented	161	83%
Non-represented	34	17%
Total Member States	195	

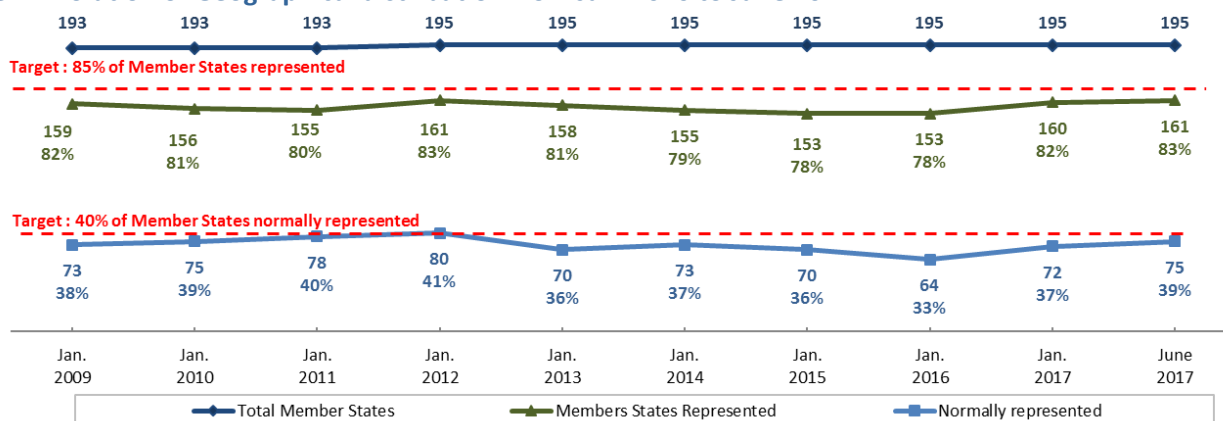


2. Directors & above level on Geographical posts, as of June 2017



Group I: Europe & North America; Group II: Eastern Europe; Group III: GRULAC; Group IV: ASPAC; Group Va: Africa; Group Vb: Arab States

3. Evolution of Geographical distribution from Jan. 2010 to June 2017



4. Evolution of Status of representation of Member States from Jan. 2010 to June 2017

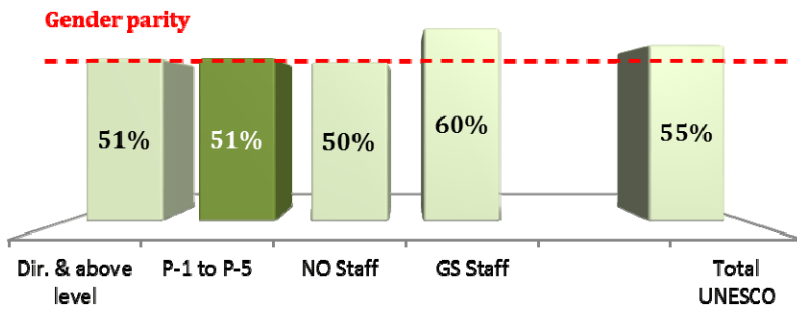
Status of representation	Jan. 2010	Jan. 2011	Jan. 2012	Jan. 2013	Jan. 2014	Jan. 2015	Jan. 2016	Jan. 2017	June 2017	Evolution since Jan. 2010
Normally represented	75	78	80	70	73	70	64	72	75	-
Over-represented	27	26	26	27	20	18	17	18	17	-10 (-37%)
Under-represented	54	51	55	61	62	65	72	70	69	+15 (+28%)
Represented	156	155	161	158	155	153	153	160	161	+5 (+3%)
Non-represented	37	38	34	37	40	42	42	35	34	-3 (-8%)
Total Member States	193	193	195	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 193 to 195 since 2010. As of June 2017, 161 Member States are represented.

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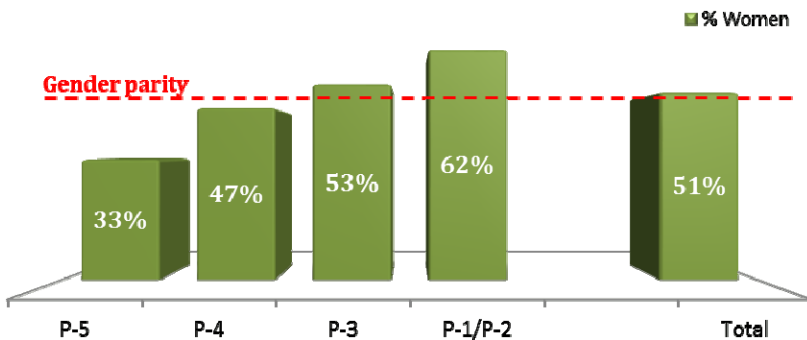
Gender Balance (June 2017)

1. Staff Gender by Category



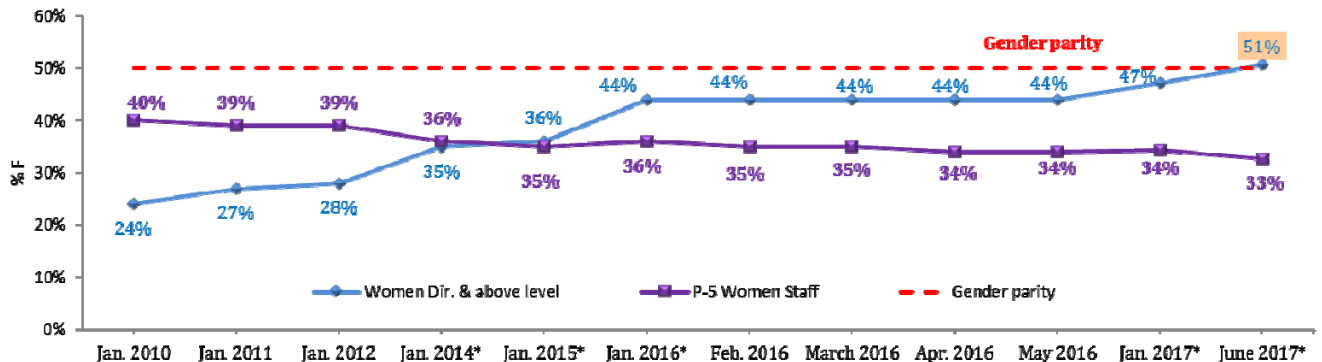
Overall, the situation is very positive; the proportion of women staff in UNESCO is among the highest in the UN system. The gender parity is achieved at Director & above level.

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) and is at three percentage points to be achieved at P-4 level.

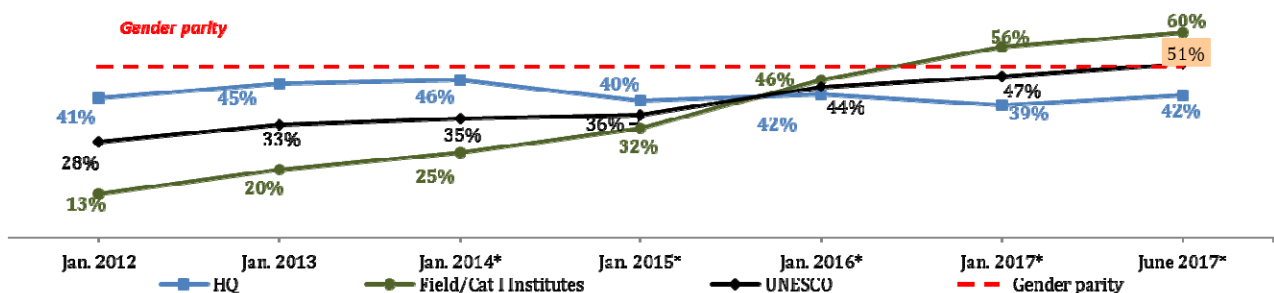
3. Evolution of Gender Parity at P-5, Director and above levels



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

Since January 2010, significant progress has been made in the representation of women at senior management level, with an increase from 24% in 2010 to 51% in June 2017. The number of P-5 women staff is however decreasing (33%).

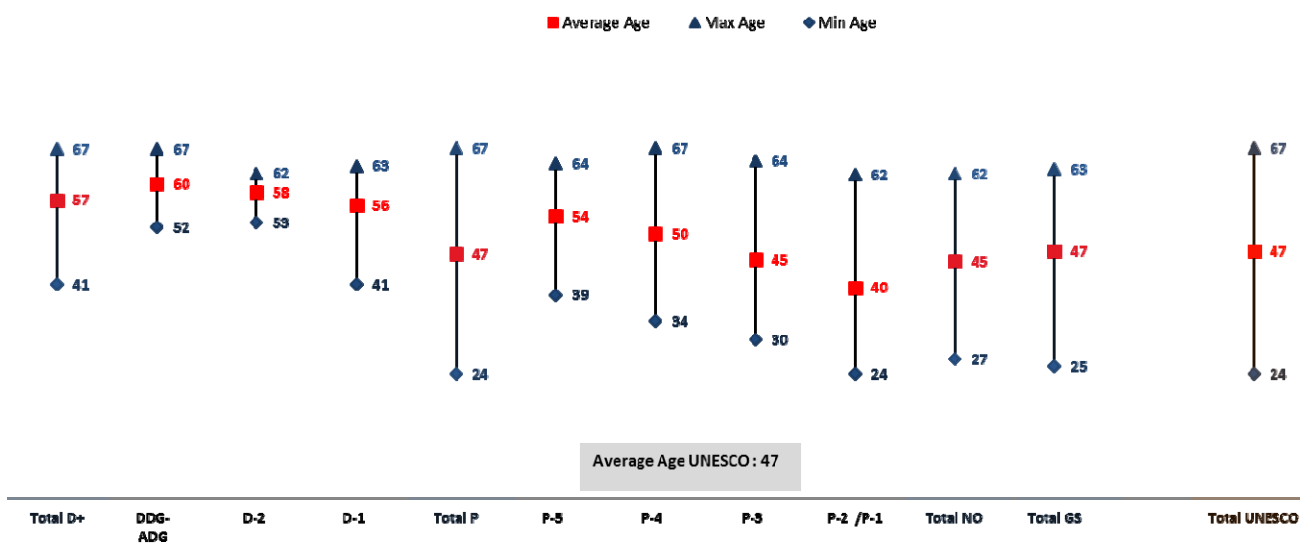
4. Evolution of Gender distribution at Director & above level, by Location



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

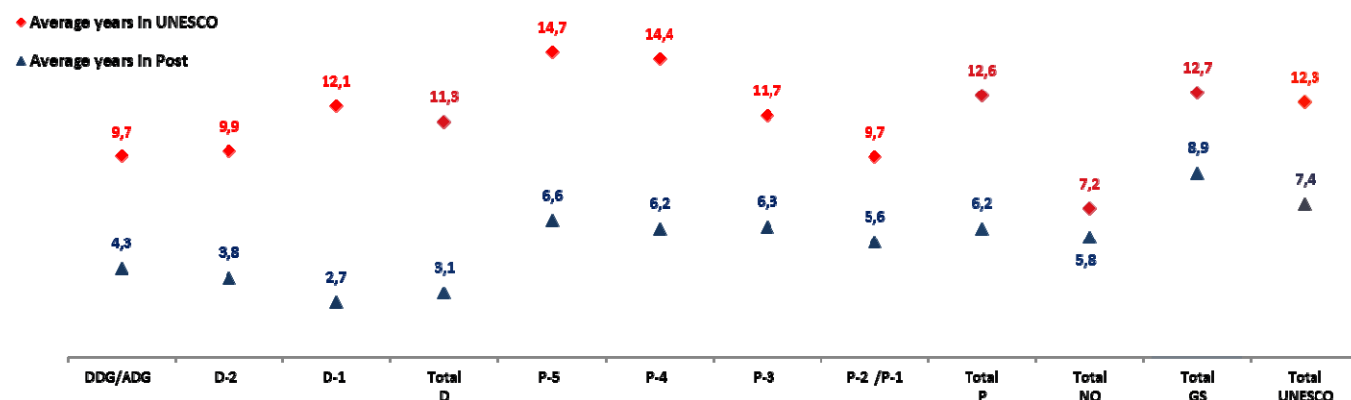
The number of Women Directors in the Field and in Category I Institutes has steadily increased since 2012 to reach 60% in June 2017.

Age of UNESCO Staff, by Grade (June 2017)



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

Experience in UNESCO (June 2017)



On average, UNESCO staff count about 12 years of service in the Organization and have been in the same post for 7 years. P-5 staff are the most experienced with an average of 15 years in UNESCO. General Service have the longest average years of experience in the same post (9 years), while Director staff have the shortest (3 years). Professional staff (P) have, on average, been 6 years on the same post.

Geographical Mobility (RP/EXB)

International Professional staff on a fixed-term contract ONLY

(Excluding FT/Project appointments)

Number of Geographical movements

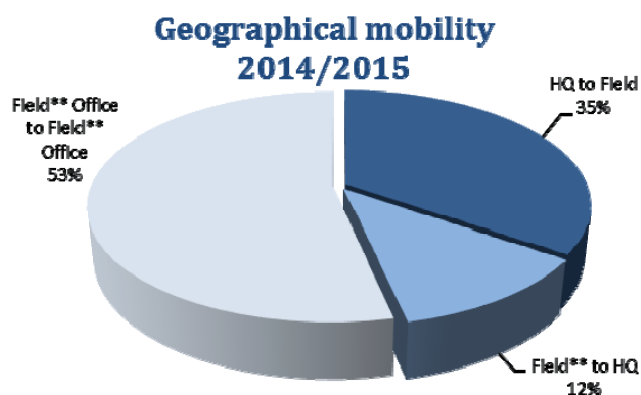
	2010/11	2012/13	2014/15	Jan. 2016 to June 2017
HQ to Field	20	26	35	10
Field** to HQ	31	16	12	23
Field** Office to Field** Office	48	44	53	36
Total	99	86	100	69

Evolution of Mobility Rate¹

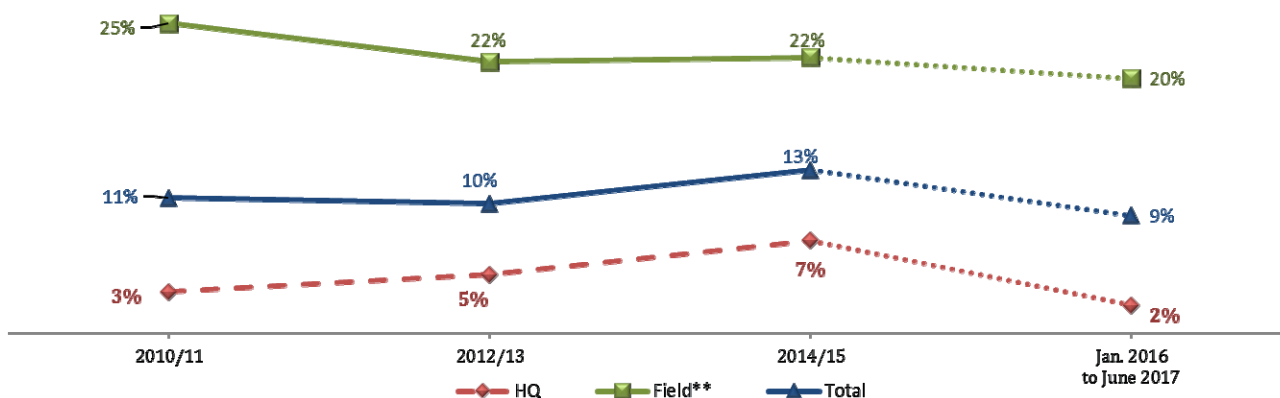
	2010/11	2012/13	2014/15	Jan. 2016 to June 2017
HQ	3%	5%	7%	2%
Field**	25%	22%	22%	20%
Total	11%	10%	13%	9%

**including Category I institutes

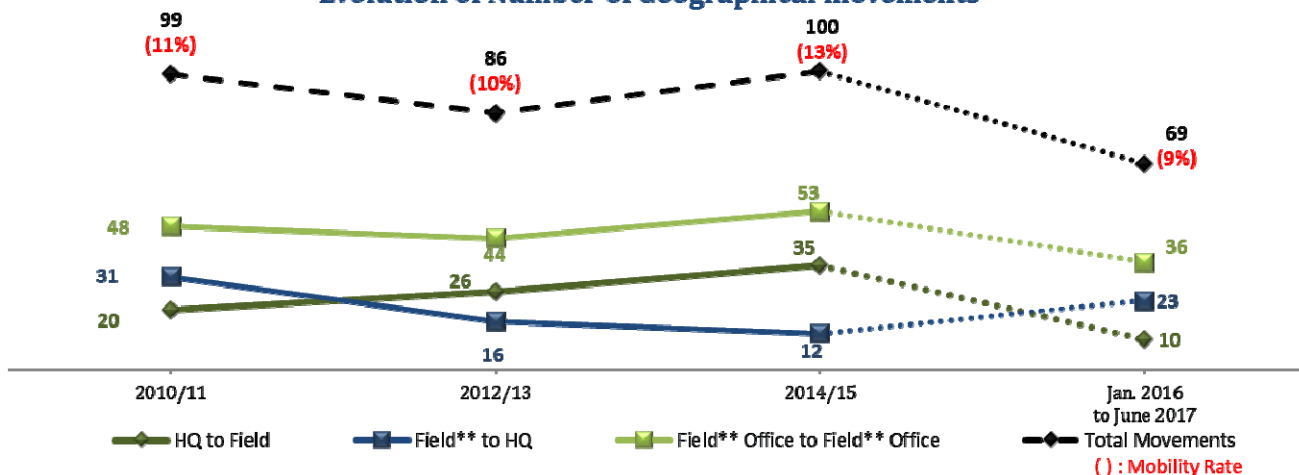
(1) Number of movements between duty stations as a percentage of the average number of staff



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. During the period January 2016 to June 2017, the mobility rate is 9%.

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

	Staff* as of June 2017	Retirements by end-2017	% of Staff retiring
Dir. & above level	70	5	7%
P-1 to P-5 Staff	696	13	2%
NO Staff	99	3	3%
GS Staff	861	18	2%
Total	1 726	39	2%

**Excluding FT/Project appointments and including Staff on Leave Without Pay*

2% of the staff will retire by end-2017 (a total of 39 staff). The highest retirement rate is among Director staff (7%).

Appointments/Transfers/Separations January 2014 to June 2017 Staff on Fixed-term contract ONLY (Excluding FT/Project appointments)

	Movements			
	2014	2015	2016	Jan. to June 2017
External Appointments	46	104	100	68
Internal Movements	95	76	142	24
Appointments with promotion	27	37	50	14
Transfers at equal grade	68	39	92	10
Total	141	180	242	92
<i>% External Appointments</i>	33%	58%	41%	74%
<i>% Internal Movements</i>	67%	42%	59%	26%
Separations	147	144	100	53
Renewal Rate ¹	31%	72%	100%	128%
Turnover Rate ²	8,2%	8,3%	5,9%	3,1%
Turnover Rate (Retirement) ²	3,0%	3,4%	3,0%	2,0%

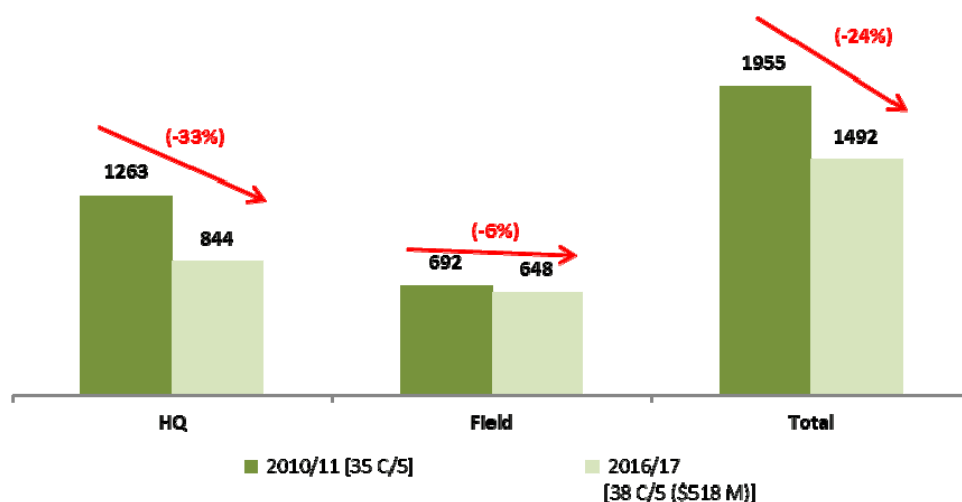
(1) Number of external appointments in one year divided by number of separations during the same period x 100

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

The percentage of external recruitment has increased to 74% during the first 6 months of 2017 (for all categories). In 2016, internal appointments were the majority with 59%. The annual turnover rate in 2014/2015 is around 8%. In 2016, it decreased to around 6%. The retirement rate is around 3% per year.

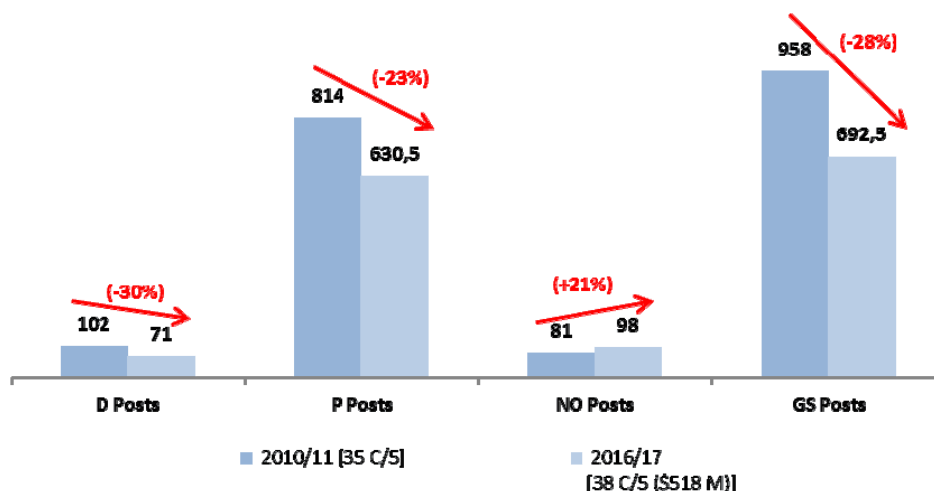
Regular Budget Posts (C/5)

1. Evolution of Regular Budget Posts by Location from 2010/11 to 2016/17



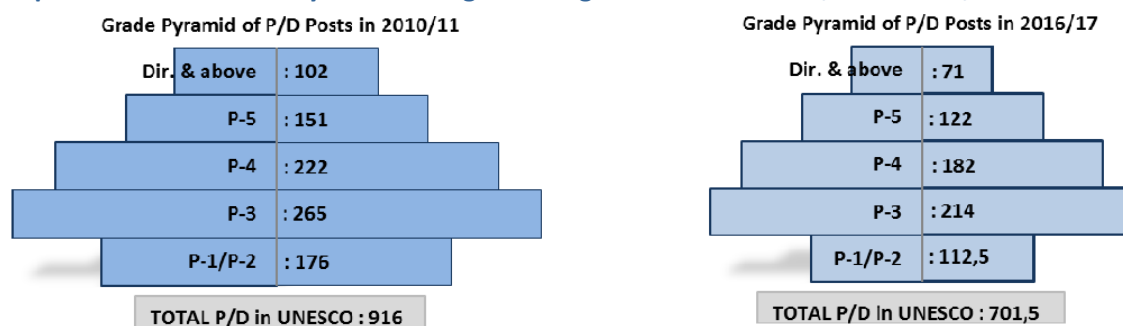
Posts funded by the Regular Programme were reduced by 24% since 2010 (by 33% at Headquarters).

2. Evolution of Regular Budget Posts by Category from 2010/11 to 2016/17



The highest reduction of posts is at Director level (30%), followed by General Service category (28%) and International Professional category (23%). Over the same period, the number of National Officers posts increased by 21%. The ratio GS posts vs Professional (D/P/NO) posts on Regular Budget was 1.0 : 1.0 in 2010/11. The ratio of GS to P posts has improved to reach 0.9 : 1.0 in 2016/17.

3. Comparison of the Grade Pyramid of Regular Budget Posts from 2010/11 to 2016/17



The grade pyramid of Regular Programme posts is balanced at senior, mid and junior levels.