



United Nations
Educational, Scientific and
Cultural Organization

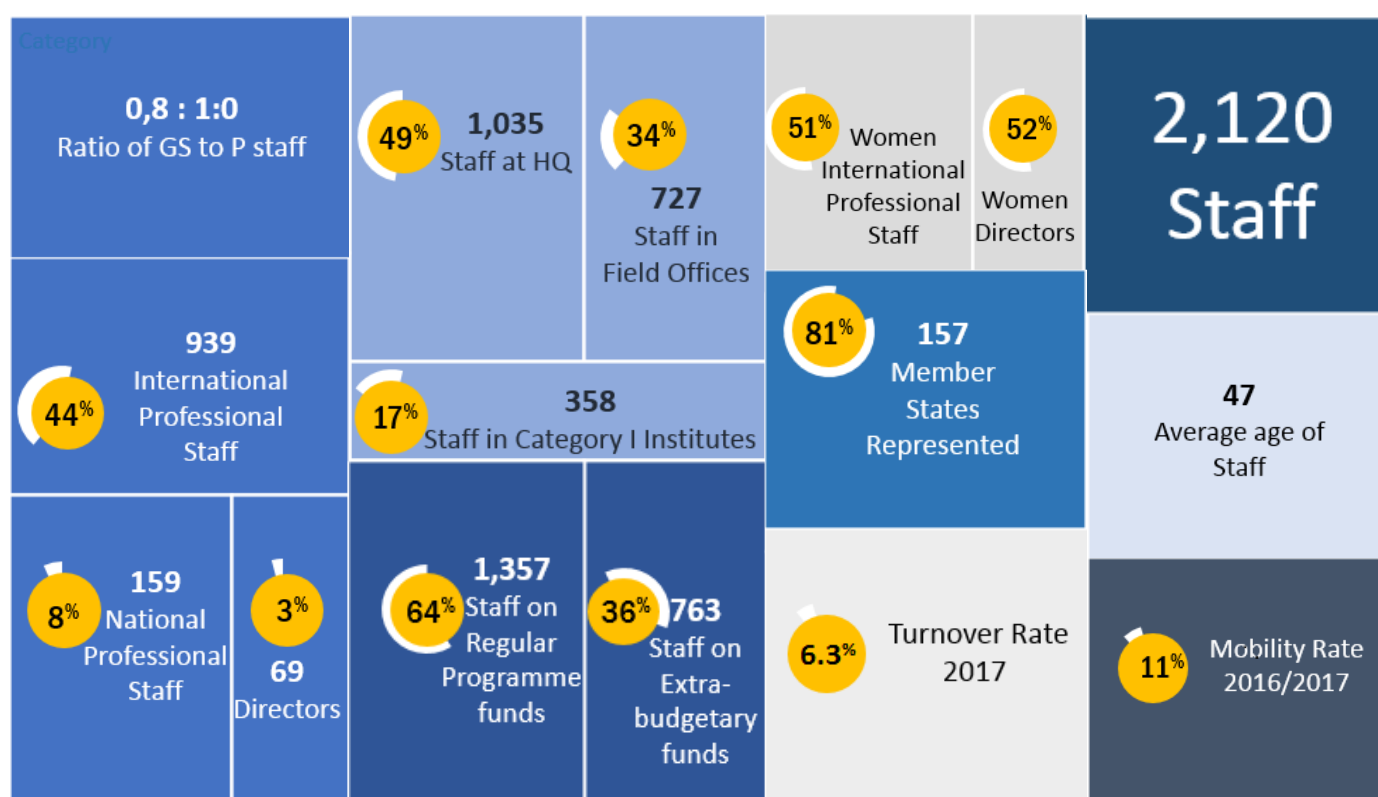
Bureau of Human Resources management

KEY DATA on UNESCO STAFF and POSTS January 2018

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.

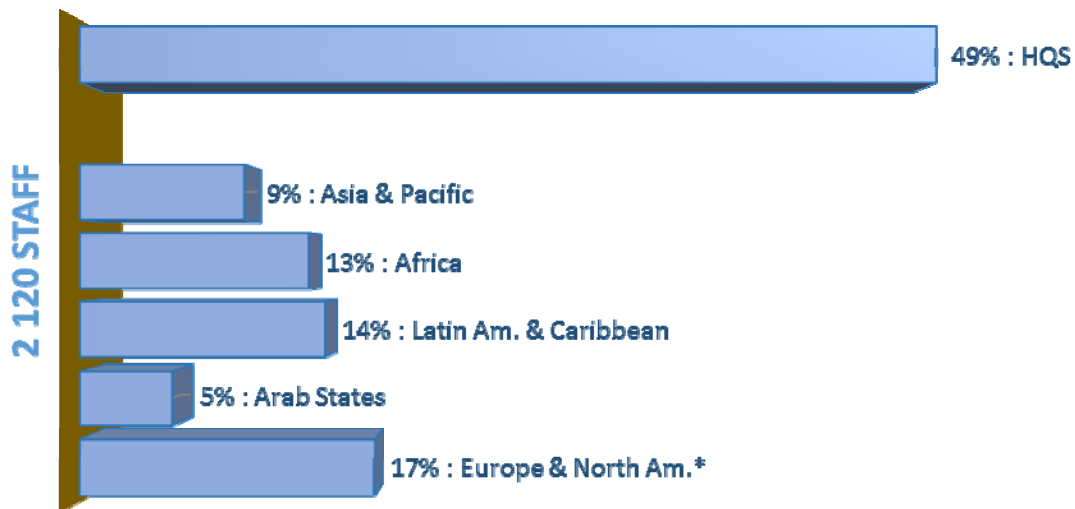
Version: January 2018

UNESCO Staff as at January 2018

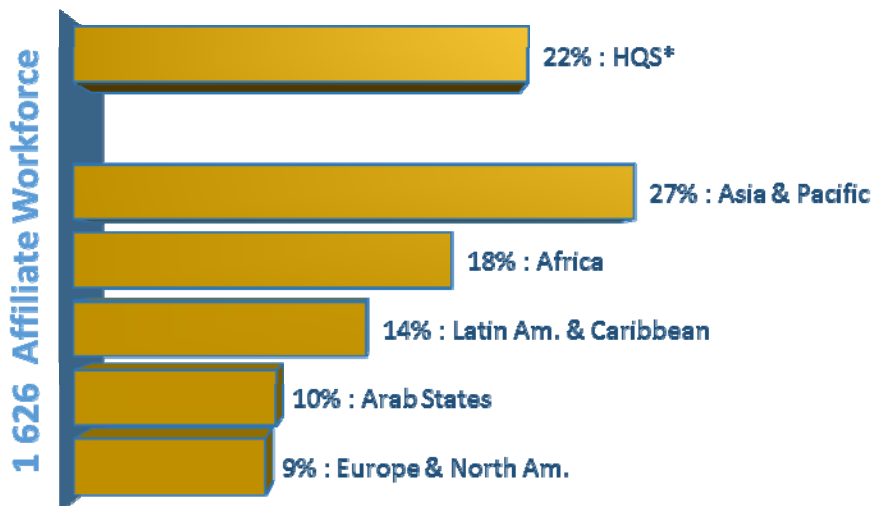


UNESCO Workforce Overview (as at January 2018)

UNESCO STAFF



Affiliate Workforce**



* including IIEP/Paris

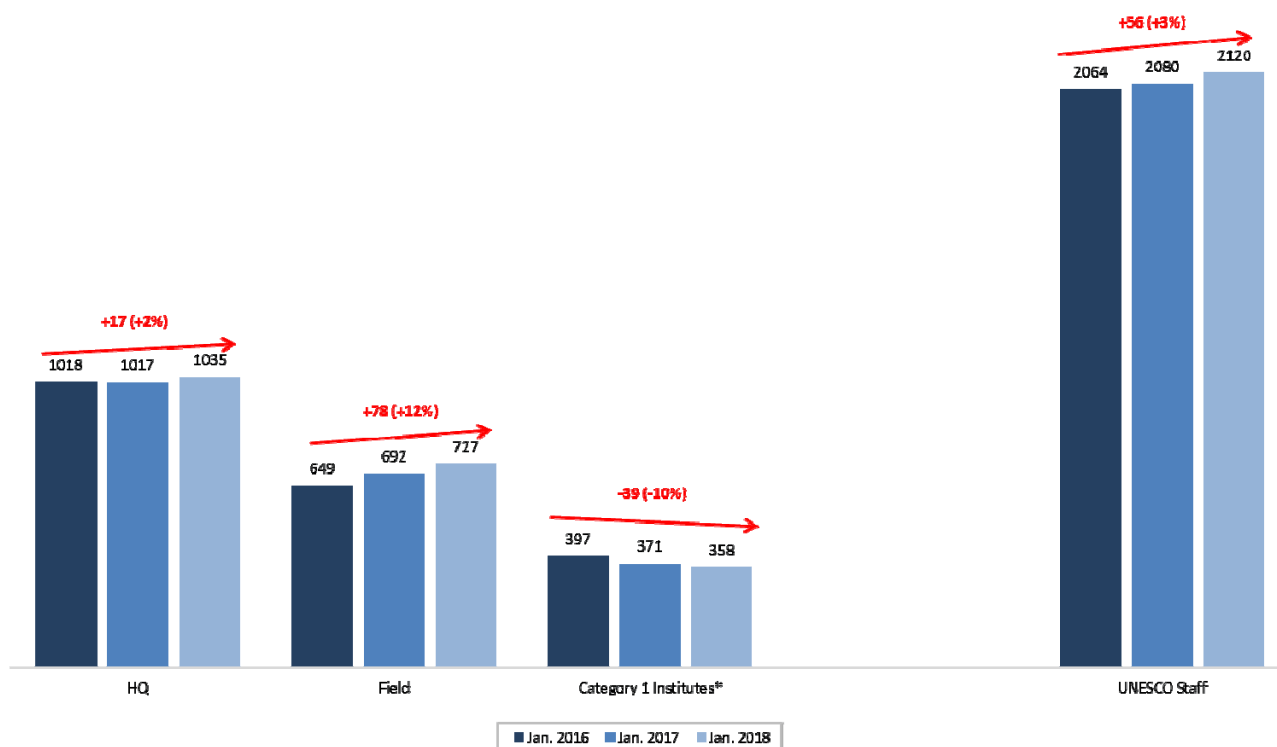
***People working for UNESCO on temporary appointments and on a non staff capacity, such as service contracts, consultants and short-term contracts.*

UNESCO Staff (RP/EXB) January 2016 – January 2018

		Jan. 2016	Jan. 2017	Jan. 2018	Difference Jan. 2016 - Jan. 2018
Headquarters	Fixed-term	914	916	925	+11 (+1%)
	Project appointment	104	101	110	+6 (+6%)
	Total	1018	1017	1035	+17 (+2%)
Field	Fixed-term	566	604	619	+53 (+9%)
	Project appointment	83	88	108	+25 (+30%)
	Total	649	692	727	+78 (+12%)
Category 1 Institutes*	Fixed-term	227	195	180	-47 (-21%)
	Project appointment	170	176	178	+8 (+5%)
	Total	397	371	358	-39 (-10%)
UNESCO Staff	Fixed-term	1707	1715	1724	+17 (+1%)
	Project appointment	357	365	396	+39 (+11%)
	Total	2064	2080	2120	+56 (+3%)

(*) Category 1 Institutes and Centres: UIS, IBE, IIEP, UIL, IITE, IICBA, IESALC, MGIEP, ICTP

From January 2016 to January 2018, staff at Headquarters have increased slightly (by 2%) while Field staff have increased by 12%. Staff in Category 1 Institutes have decreased (by 10%). Overall, the staff have increased slightly (by 3%).



(*) Category 1 Institutes and Centres: UIS, IBE, IIEP, UIL, IITE, IICBA, IESALC, MGIEP, ICTP

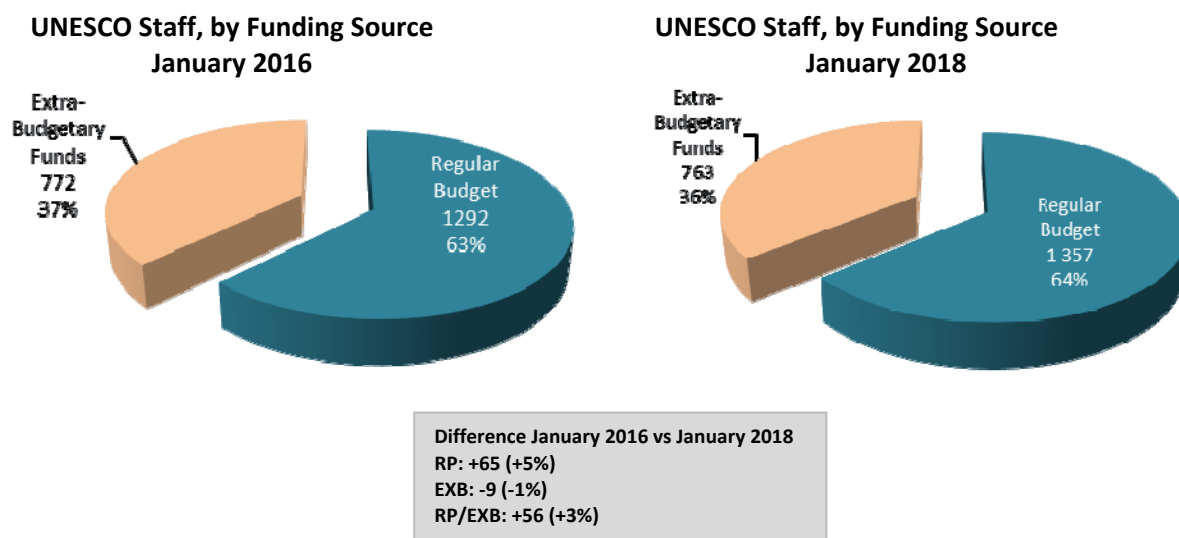
UNESCO Staff by Funding Source (January 2018)

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	33	394	-	363	790	76%	1	148	-	96	245	24%	1 035	49%
Field	25	186	85	271	567	78%	2	52	59	47	160	22%	727	34%
Category 1 Institutes ¹	-	-	-	-	-	-	8	159	15	176	358	100%	358	17%
Total	58	580	85	634	1 357	64%	11	359	74	319	763	36%	2 120	100%

As at January 2018, 64% of UNESCO staff are on Regular programme funds. 36% are on posts funded by extra-budgetary sources.

2. Comparison of UNESCO Staff, by Location and Category between January 2016 and January 2018



In January 2016, the ratio of staff on Regular Programme funded posts vs Extra-budgetary funded posts was 63/37. In January 2018, the ratio is 64/36.

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

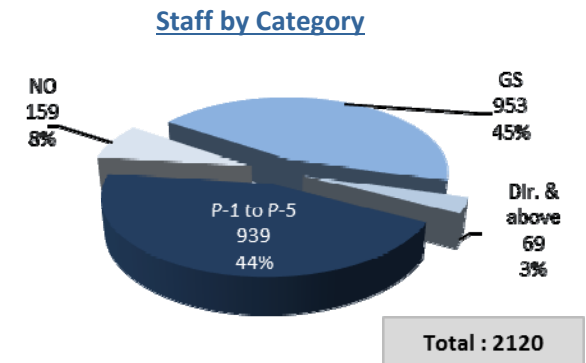
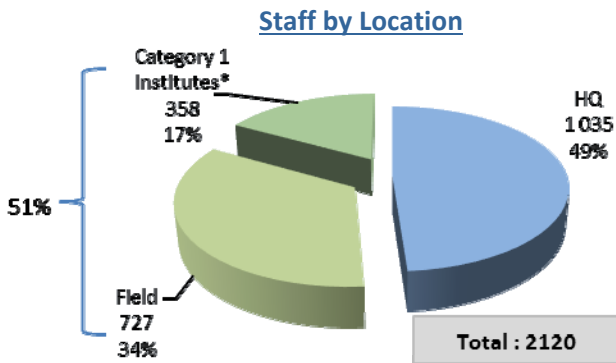
UNESCO Staff by Location and Category (January 2018)

1. UNESCO Staff by Location and Category

	Dir. & above	P-1 to P-5	NO	GS	Total	% by location
HQ	34	542	-	459	1 035	49%
Field	27	238	144	318	727	34%
Category 1 Institutes*	8	159	15	176	358	17%
Total	69	939	159	953	2 120	
% by Grade Category						
	3%	44%	8%	45%		

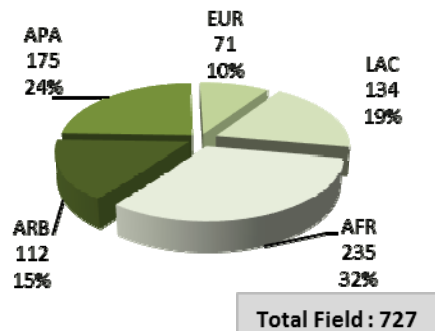
As at January 2018, UNESCO employs 2,120 staff on fixed-term and FT/Project Appointments. 51% of the staff work in the field and in Category 1 Institutes. Professional and above staff (D/P/NO) represent 55% of staff, while GS staff represent 45%. The overall ratio GS/P for all UNESCO staff is 0.8 : 1.

(*) Category 1 Institutes and Centres: UIS, IBE, IIEP, UIL, IITE, IICBA, IESALC, MGIEP, ICTP

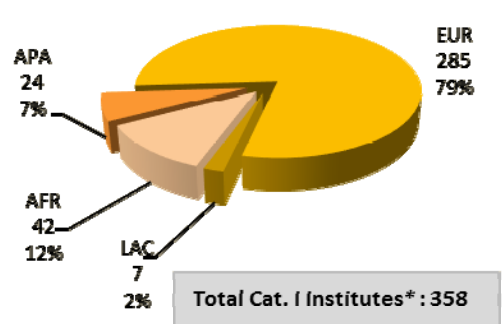


2. UNESCO Staff by Region

Staff in Field Offices by Region

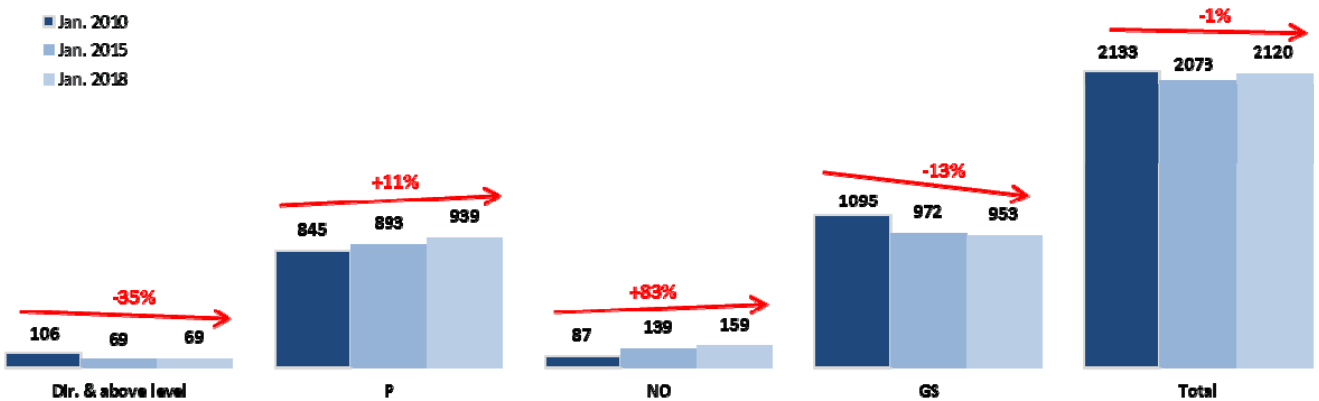


Staff in Cat. I Institutes by Region



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

3. UNESCO Staff by Category from January 2010 to January 2018



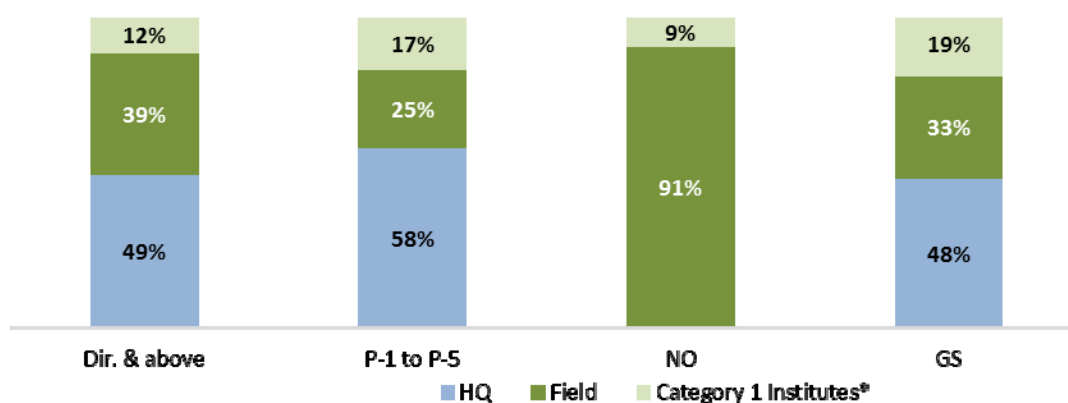
Since 2010, Director staff have decreased by 35% and General Service staff by 13%. P and NO staff numbers have increased by 11% and 83%, respectively.

UNESCO Staff by Grade (January 2018)

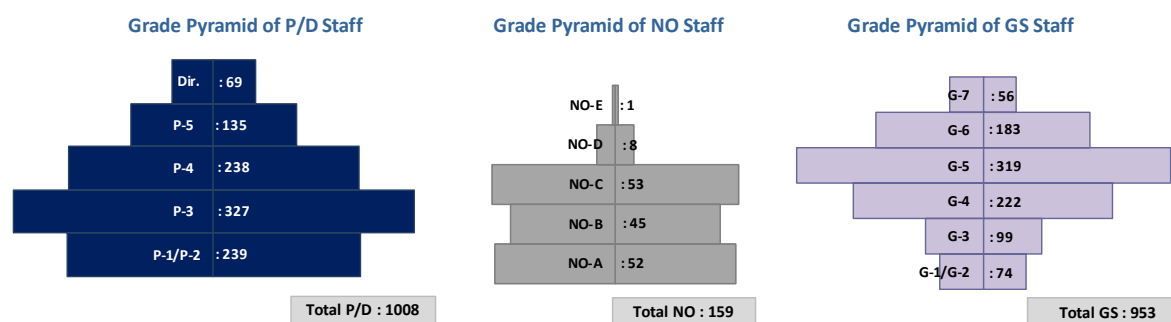
	HQ		Field		Cat. 1 Institutes*		Total	% by grade
	Staff	%	Staff	%	Staff	%		
DDG/ADG	8	89%	-	-	1	11%	9	0%
D-2	10	62%	3	19%	3	19%	16	1%
D-1	16	36%	24	55%	4	9%	44	2%
Total Dir. & above level	34	49%	27	39%	8	12%	69	3%
P-5	82	61%	40	29%	13	10%	135	6%
P-4	127	53%	72	30%	39	17%	238	11%
P-3	190	58%	82	25%	55	17%	327	15%
P-1/P-2	143	60%	44	18%	52	22%	239	11%
Total P Staff	542	58%	238	25%	159	17%	939	44%
NO Staff	-	-	144	91%	15	9%	159	8%
GS Staff	459	48%	318	33%	176	19%	953	45%
Total	1 035	49%	727	34%	358	17%	2 120	

(*) Category 1 Institutes and Centres: UIS, IBE, IIEP, UIL, IITE, IICBA, IESALC, MGIEP, ICTP

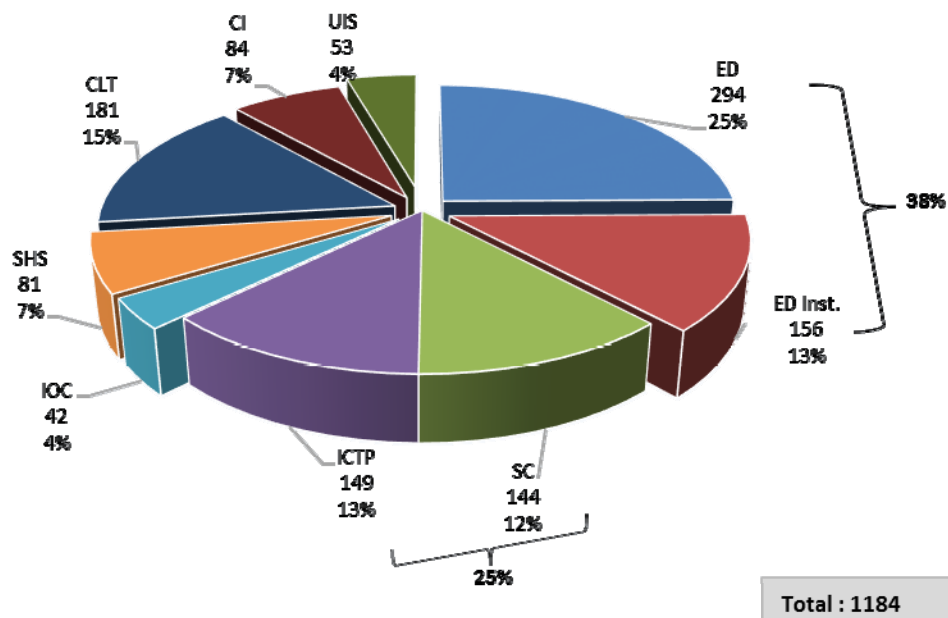
Distribution of Staff by Location within each Grade Category



(*) Category 1 Institutes and Centres: UIS, IBE, IIEP, UIL, IITE, IICBA, IESALC, MGIEP, ICTP



UNESCO Staff in Programme Sectors (January 2018)



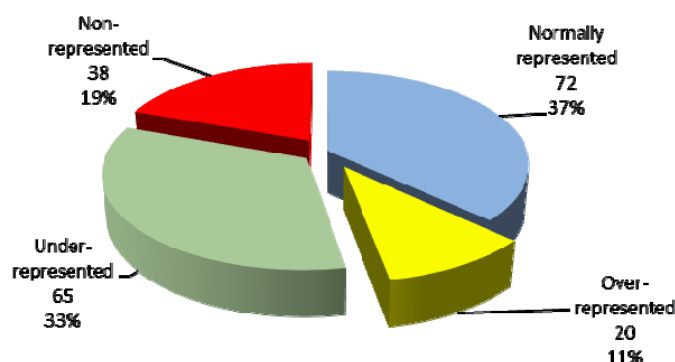
As at January 2018, the Education Sector has the large number of staff (38%) in Programme Sectors, followed by the Natural Sciences Sector (25%) and Culture (15%).

Geographical Distribution (January 2018)

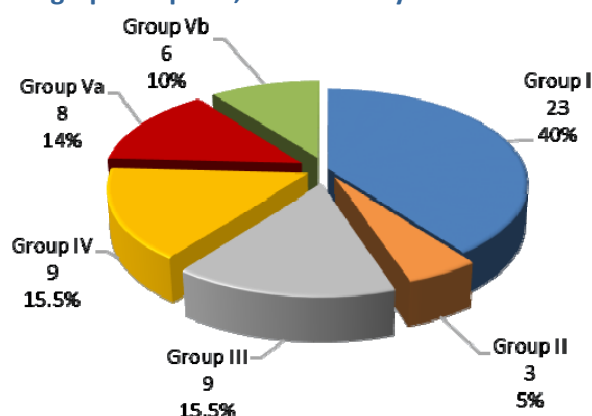
(as per formula approved by the General Conference – staff on geographical posts, only)

1. Geographical Distribution situation by Member States as at January 2018

Status of representation	Member States	%
Normally represented	72	37%
Over-represented	20	11%
Under-represented	65	33%
Represented	157	81%
Non-represented	38	19%
Total Member States	195	



2. Directors & above level on Geographical posts, as at January 2018



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 January 2010 to January 2018



4. Evolution of Status of representation of Member States from January 2010 to January 2018

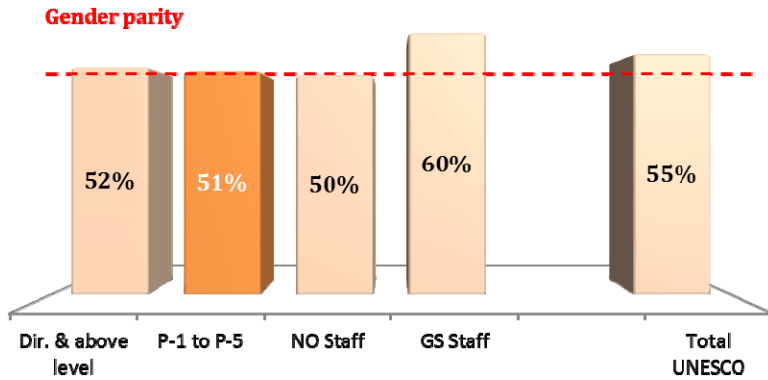
Status of representation	Jan. 2010	Jan. 2011	Jan. 2012	Jan. 2013	Jan. 2014	Jan. 2015	Jan. 2016	Jan. 2017	Jan. 2018	Evolution since Jan. 2010
Normally represented	79	78	80	70	73	70	64	72	72	-7 (-9%)
Over-represented	27	26	26	27	20	18	17	18	20	-7 (-26%)
Under-represented	49	51	55	61	62	65	72	70	65	+16 (+33%)
Represented	155	155	161	158	155	153	153	160	157	+2 (+1%)
Non-represented	38	38	34	37	40	42	42	35	38	-
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 at January 2018, 157 Member States are represented.

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 included in these statistics, except where expressly indicated.

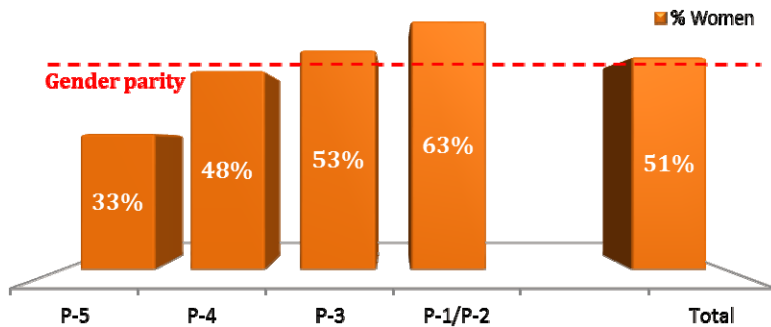
Gender Balance (January 2018)

1. Staff Gender by Category



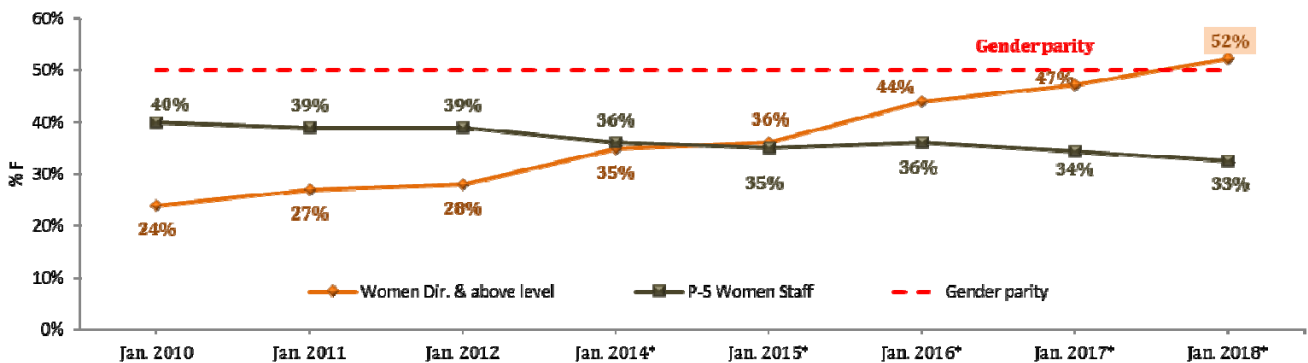
Overall, the situation is very positive; the proportion of women staff in UNESCO is among the highest in the UN system. The gender parity is achieved at Director & above level.

2. Staff Gender at International Professional level



Among International Professional staff, the gender parity is achieved at the junior levels (P-1 to P-3). The gender parity is nearly achieved at P-4, whilst efforts need to be made at P-5 with a particularly low percentage of women (33%).

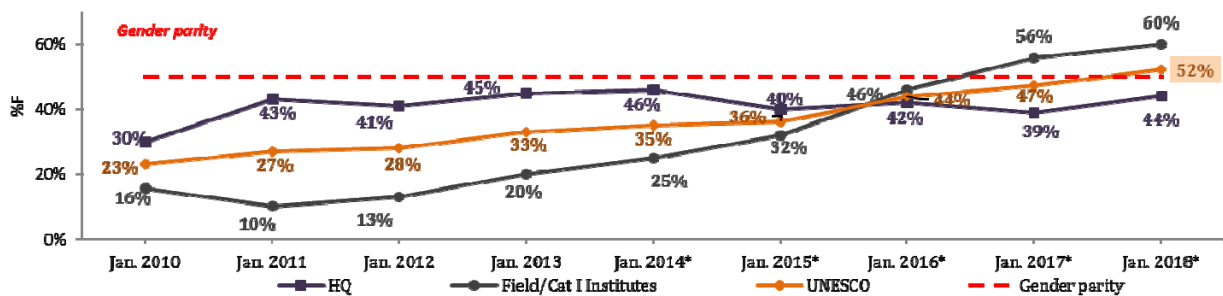
3. Evolution of Gender Parity at P-5, Director and above levels



*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 52% in January 2018. The number of P-5 women staff is however decreasing (33%).

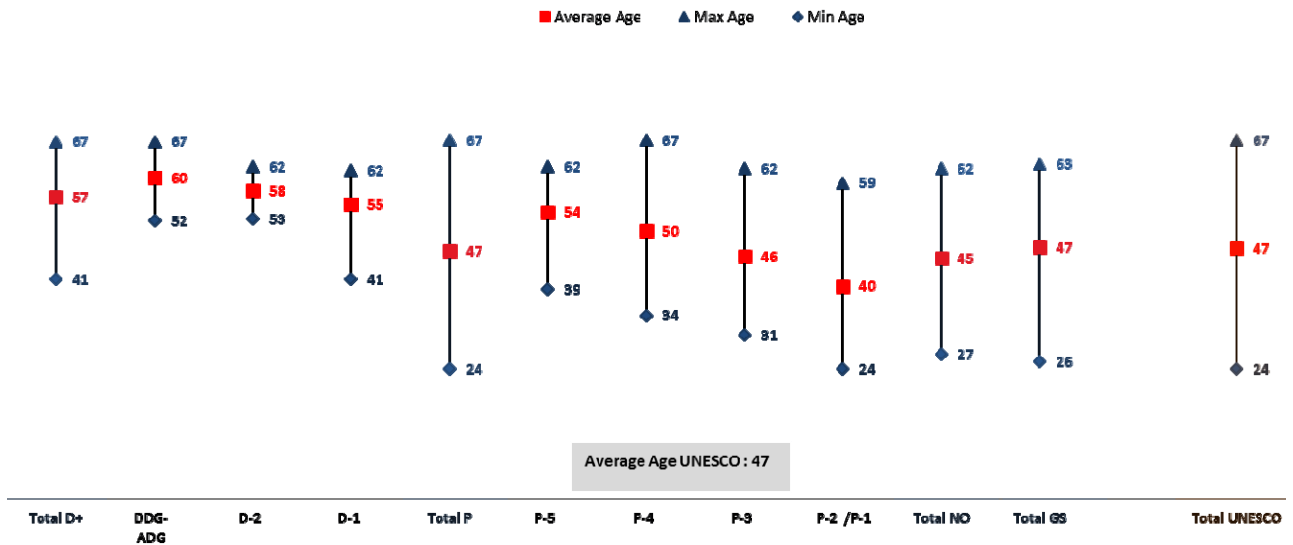
4. Evolution of Gender distribution at Director & above level, by Location



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

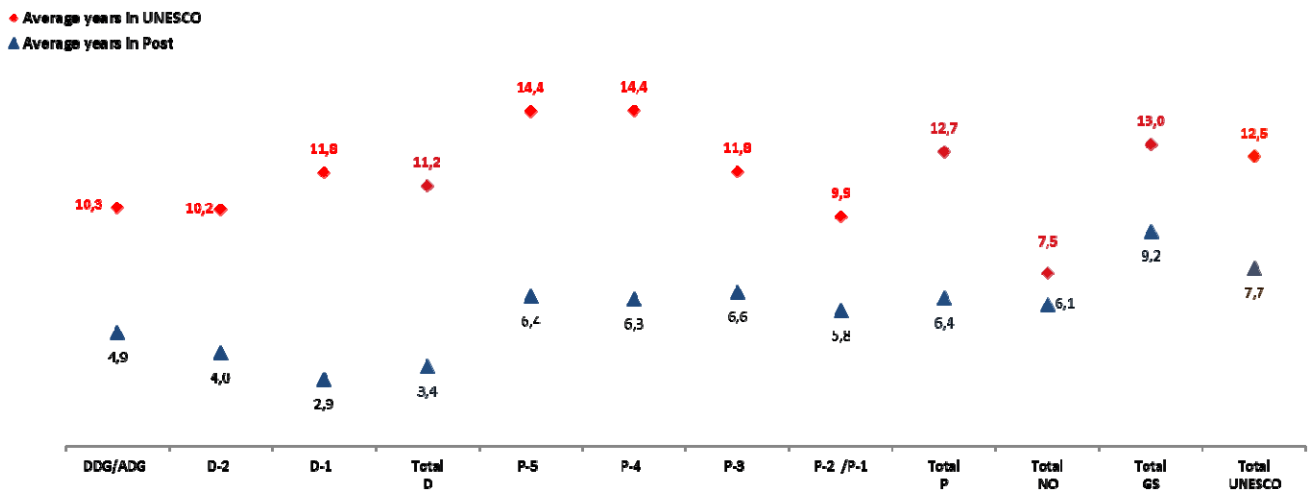
The number of Women Directors in the Field and in Category I Institutes has steadily increased since 2010 to reach 60% in January 2018.

Age of UNESCO Staff, by Grade (January 2018)



Overall, UNESCO staff is on average 47 years old.

Experience in UNESCO (January 2018)



On average, UNESCO staff count about 12 years of service in the Organization and have been on the same post for 8 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 (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	2016/17
HQ to Field	20	26	35	15
Field ¹ to HQ	31	16	12	27
Field ¹ Office to Field ¹ Office	48	44	54	37
Total Movements	99	86	101	79

Evolution of Mobility Rate²

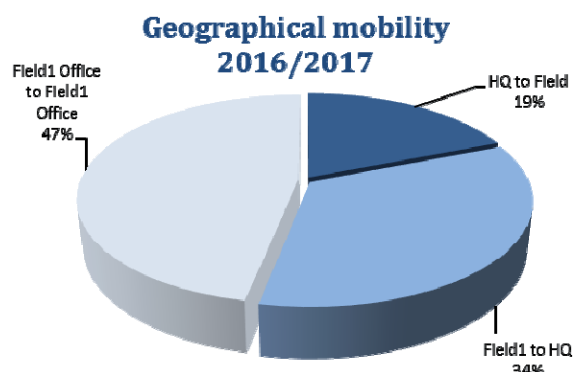
	2010/11	2012/13	2014/15	2016/17
HQ	3%	5%	7%	3%
Field¹	25%	22%	22%	22%
Total	11%	10%	13%	11%

(1) including Category 1 institutes

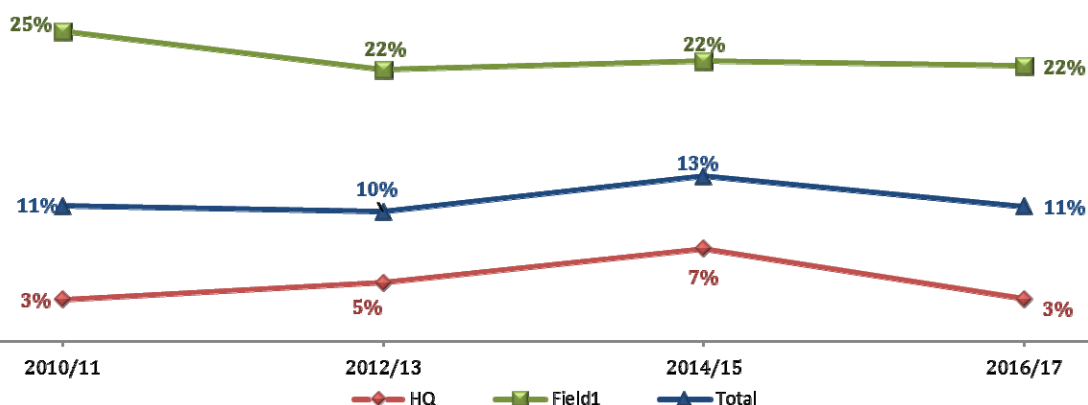
(2) Number of movements between duty stations as a percentage of the average number of staff

Evolution of Mobility Rate², by Year

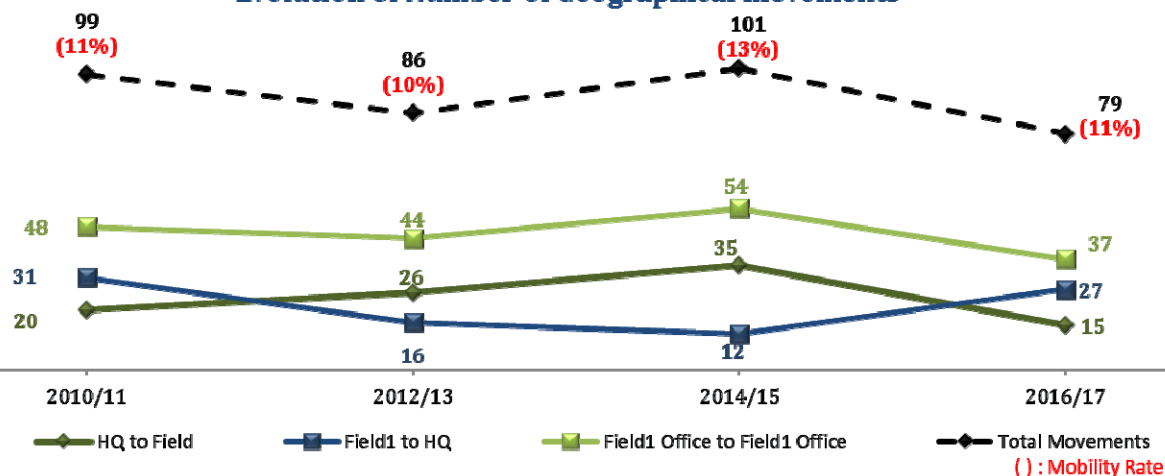
	2010	2011	2012	2013	2014	2015	2016	2017
Total	5%	6%	4%	6%	7%	6%	8%	3%



Evolution of Mobility Rate



Evolution of Number of Geographical movements



A total of 79 International Professional Staff and Directors moved between duty stations in 2016/17 (15 from Headquarters to Field, 37 field to field, and 27 from the field to Headquarters), corresponding to a mobility rate of 11%.

Anticipated Retirements by end-2021 (staff on Fixed-term contract ONLY)*

	Staff* as at January 2018	Retirements 2018 - 2021				Total 2018 - 2021	% of Staff retiring 2018 - 2021
		2018	2019	2020	2021		
Dir. & above level	68	5	-	1	7	13	19%
P-1 to P-5 Staff	690	2	1	2	14	19	3%
NO Staff	99	-	-	-	2	2	2%
GS Staff	849	5	-	-	16	21	2%
Total	1 706	12	1	3	39	55	3%

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

3% of the staff will retire over the next 4 year period (end 2021) (a total of 55 staff). The highest retirement rate is among Director staff (19%).

Appointments/Transfers/Separations [2014 – 2017] Staff on Fixed-term contract ONLY (Excluding FT/Project appointments)

	Movements			
	2014	2015	2016	2017
External Appointments	46	104	101	104
Internal Movements	95	78	147	49
Appointments with promotion	27	39	53	27
Transfers at equal grade	68	39	94	22
Total	141	182	248	153
<i>% External Appointments</i>	<i>33%</i>	<i>57%</i>	<i>41%</i>	<i>68%</i>
<i>% Internal Movements</i>	<i>67%</i>	<i>43%</i>	<i>59%</i>	<i>32%</i>
Separations	147	144	117	108
Renewal Rate ¹	31%	72%	86%	96%
Turnover Rate ²	8,2%	8,3%	6,9%	6,3%
Turnover Rate (Retirement) ²	3,0%	3,4%	3,0%	3,6%

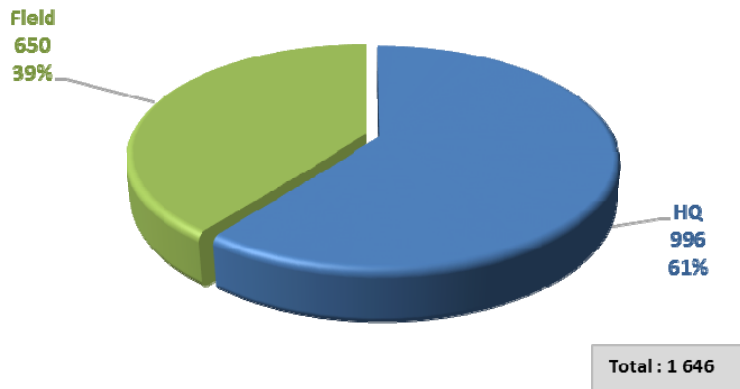
(1) Number of external appointments in one year divided by number of separations during the same period x 100

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

In 2016, internal appointments were the majority (59%) for all categories of posts. This trend changed in 2017 with 68% of external recruitments. The annual turnover rate has decreased from 8% in 2014 and 2015 to 6% in 2017. The retirement rate is around 3% per year.

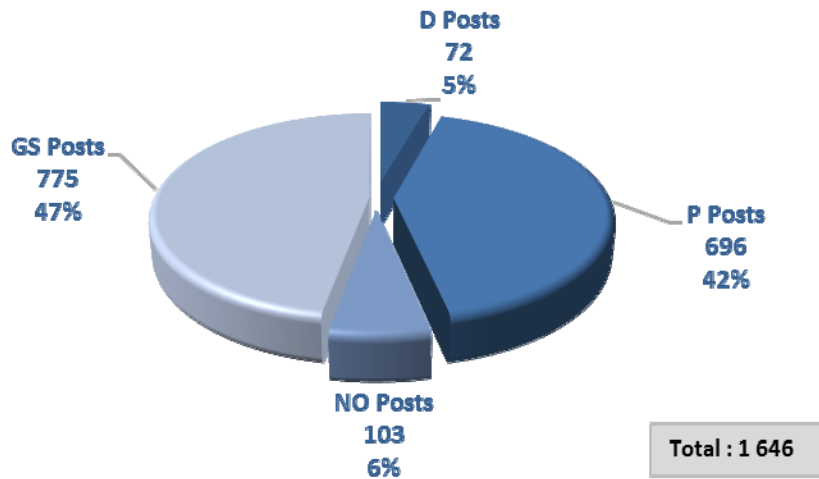
39 C/5 Posts

1. 39 C/5 Posts, by Location



Out of the 1646 posts budgeted in the 39 C/5, 39% of the posts are in the Field and 61% are at Headquarters.

2. 39 C/5 Posts, by Grade category



From the 1646 posts, 53% are D/P/NO posts and 47% are GS posts.

3. Grade Pyramid of 39 C/5 posts

