



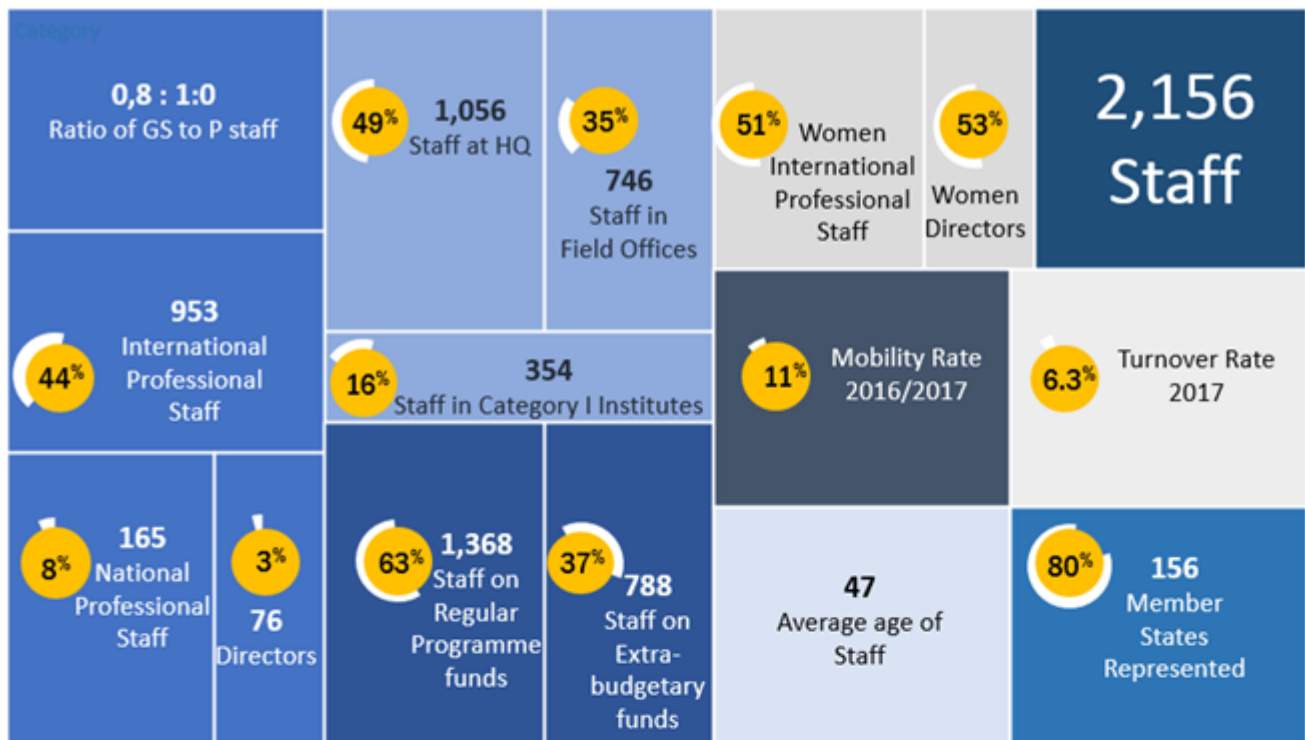
United Nations
Educational, Scientific and
Cultural Organization

Bureau of Human Resources management

KEY DATA on UNESCO STAFF and POSTS June 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.

UNESCO Staff as at June 2018



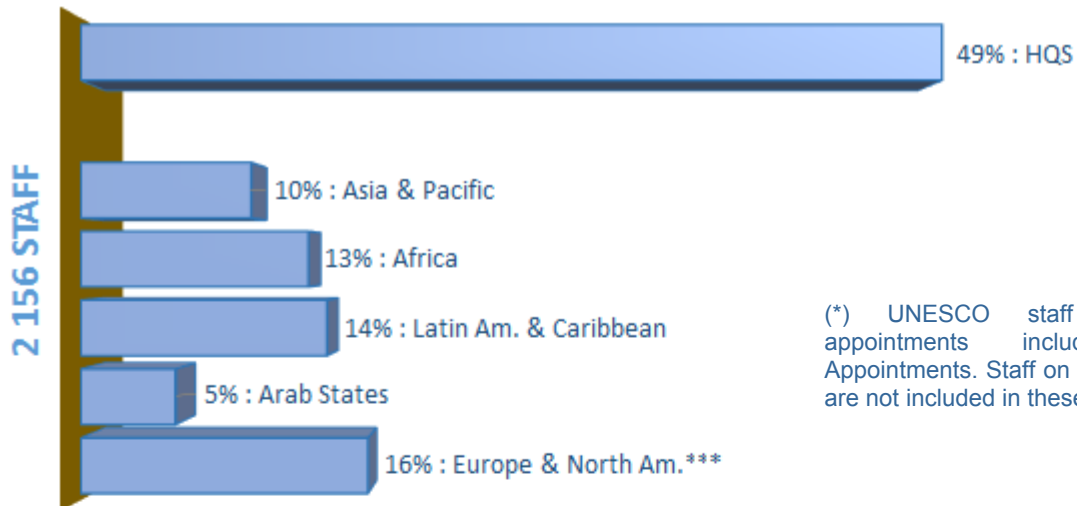
Please send your views or comments to Annick Grisar, Chief of Policy, Planning, Partnerships and Administrative Law Section (HRM/PPL), a.grisar@unesco.org or Sabrina D'Amico (s.d-amico@unesco.org).

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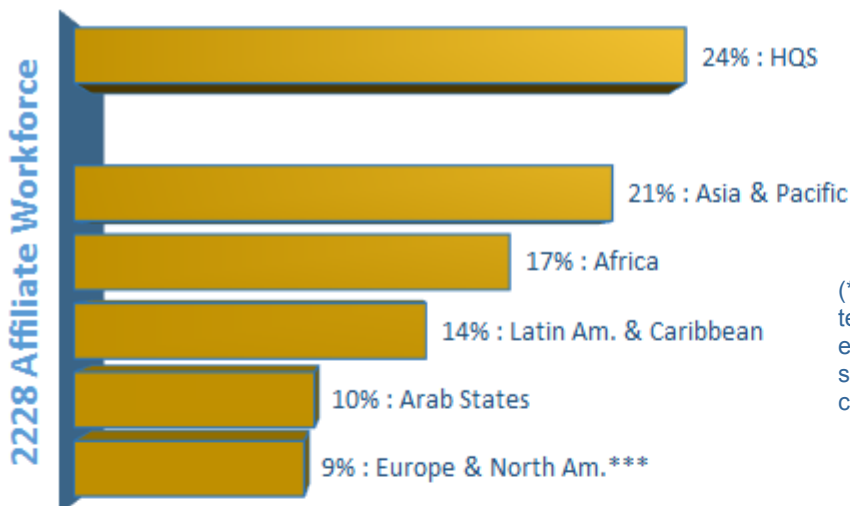
UNESCO Workforce Overview (as at June 2018)

UNESCO Staff*



(*) UNESCO staff on fixed-term appointments including FT/Project Appointments. Staff on Leave Without Pay are not included in these statistics.

Affiliate Workforce**



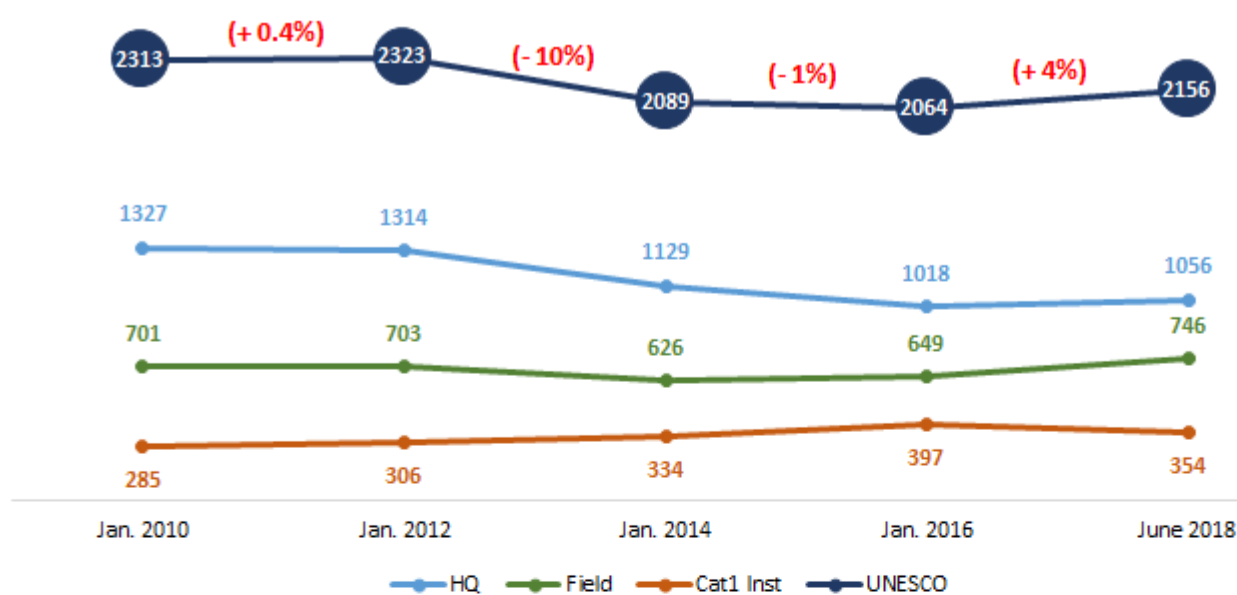
(**) Personnel working for UNESCO on temporary appointments and personnel employed on a non-staff capacity, such as service contracts, consultants, short-term contracts and loans.

*** including IIEP/Paris

UNESCO Staff (RP/EXB) Evolution January 2010 - June 2018

		01/2010	01/2012	01/2014	01/2016	06/2018	Difference Jan. 2010 - June 2018
Headquarters	Fixed-term	1 237	1 216	1 047	914	930	-307 (-25%)
	Project appointment	-	-	82	104	126	-
	ALD	90	98	-	-	-	-
	Total	1 327	1 314	1 129	1 018	1 056	-271 (-20%)
Field	Fixed-term	639	629	564	566	628	-11 (-2%)
	Project appointment	-	-	62	83	118	-
	ALD	62	74	-	-	-	-
	Total	701	703	626	649	746	+45 (+6%)
Category 1 Institutes*	Fixed-term	257	268	240	227	180	-77 (-30%)
	Project appointment	-	-	94	170	174	-
	ALD	28	38	-	-	-	-
	Total	285	306	334	397	354	+69 (+24%)
UNESCO Staff	Fixed-term	2 133	2 113	1 851	1 707	1 738	-395 (-19%)
	Project appointment	-	-	238	357	418	-
	ALD	180	210	-	-	-	-
	Total	2 313	2 323	2 089	2 064	2 156	-157 (-7%)

From January 2010 to June 2018, the number of staff at Headquarters has decreased by 20% while Field staff have increased by 6%. Staff in Category 1 Institutes have increased by 24%. Overall, the number of staff have decreased by 7% between 2010 and 2018. Since 2016, however, the number of staff is increasing again (by 4%). The increase is mainly in the field.



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

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UNESCO Staff by Funding Source (June 2018)

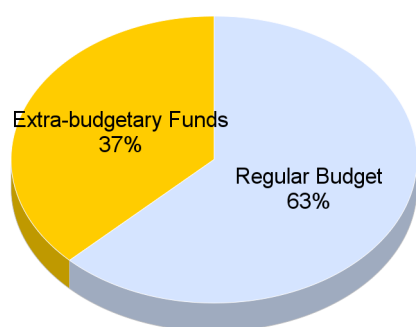
1. UNESCO Staff, by Category, Location and Funding Source

	Staff on Regular Budget						Staff on Extra-Budgetary Funds						Total Staff	% by Location		
	Dir.	P	NO	GS	Total Staff	%	Dir.	P	NO	GS	Total Staff	%				
HQ	34	396	-	361	791	75%	1	161	-	103	265	25%	1 056	49%		
Field	30	184	89	274	577	77%	2	60	59	48	169	23%			746	35%
Cat. 1 Inst.	-	-	-	-	-	-	9	152	17	176	354	100%			354	16%
Total	64	580	89	635	1 368	63%	12	373	76	327	788	37%	2 156	100%		

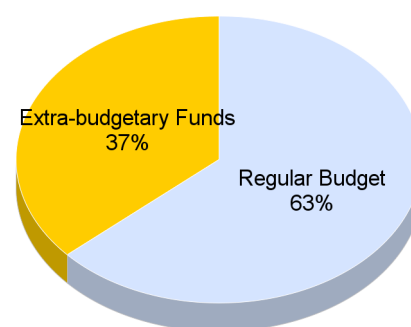
As at June 2018, 63% of UNESCO staff are on Regular programme funds. 37% are on posts funded by extra-budgetary sources.

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

UNESCO Staff, by Funding Source
January 2016



UNESCO Staff, by Funding Source
June 2018



	01/2016	06/2018	Difference Jan. 2016 vs June 2018
Regular Budget	1 291	1 368	+77 (+6%)
Extra-budgetary Funds	771	788	+17 (+2%)
Total	2 062	2 156	+94 (+5%)

The ratio of staff on Regular Programme funded posts vs Extra-budgetary funded posts remains the same between January 2016 and June 2018 : 63/37.

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

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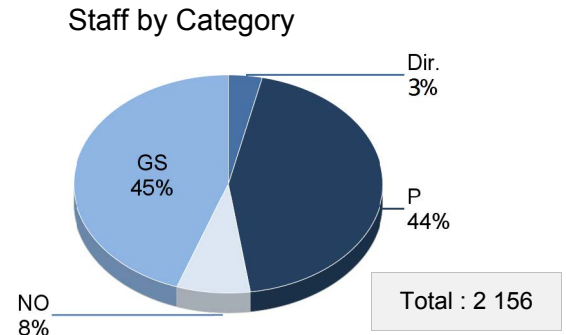
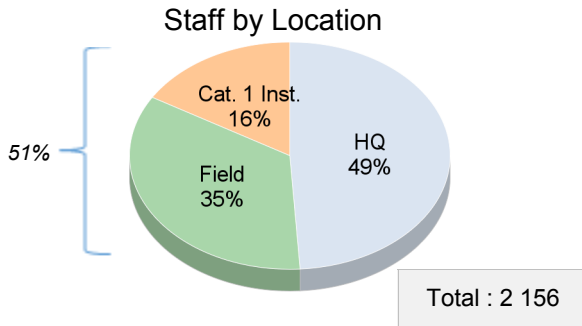
UNESCO Staff by Location and Category (June 2018)

1. UNESCO Staff, by Location and Category

	Dir.	P	NO	GS	Total Staff	% by Location
HQ	35	557	-	464	1 056	49%
Field	32	244	148	322	746	35%
Cat. 1 Inst.	9	152	17	176	354	16%
Total	76	953	165	962	2 156	
% by Grade Category	3%	44%	8%	45%		

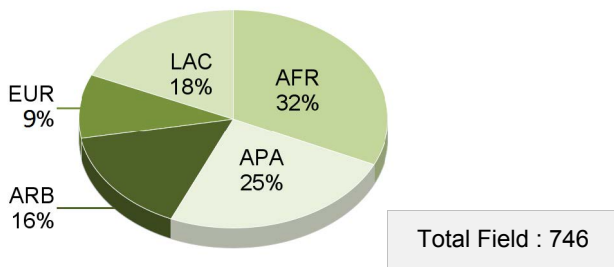
As at June 2 018, UNESCO employs 2 156 staff on fixed-term and FT/Project Appointments. 51% of the staff work in the field and in Category 1 Institutes. Professional and above staff (D/P/NO) represent 55% of staff, while GS staff represent 45%. The overall ratio GS/P for all UNESCO staff is 0,8.

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

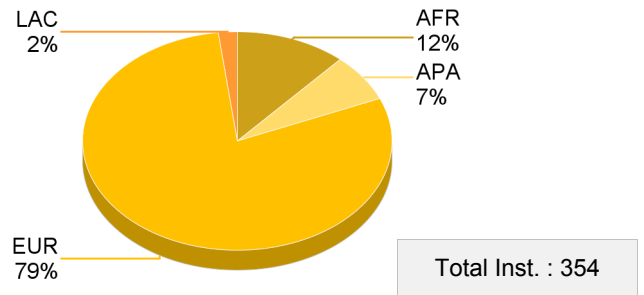


2. UNESCO Staff, by Region

Staff in Field Offices, by Region

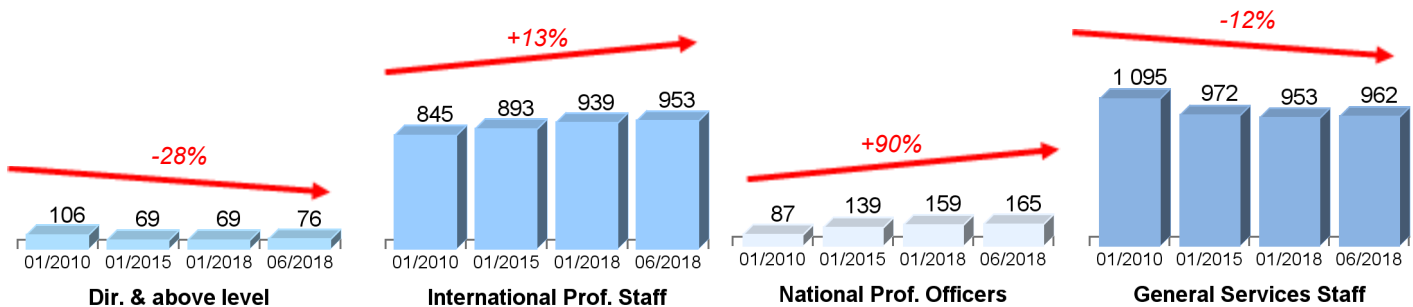


Staff in Category 1 Institutes, by Region



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 June 2018



Since 2010, Director and General Service staff have decreased by 28% and 12%, respectively. P and NO staff numbers have increased by 13% and 90%, respectively.

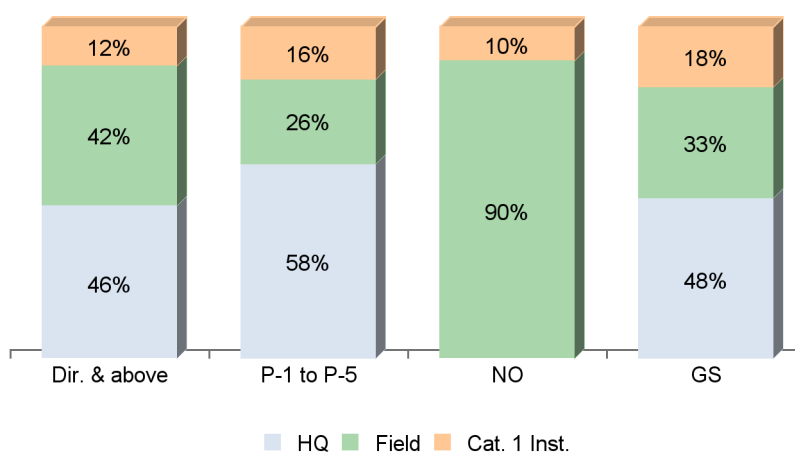
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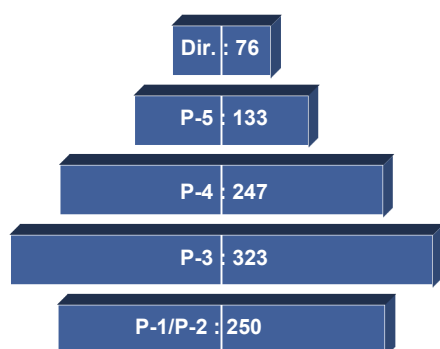
UNESCO Staff by Grade (June 2018)

	HQ	%	Field	%	Cat. 1 Inst.	%	Total Staff	% by Grade
DDG/ADG	8	89%	-		1	11%	9	0%
D-2	12	55%	6	27%	4	18%	22	1%
D-1	15	33%	26	58%	4	9%	45	2%
Total Dir. & above level	35	46%	32	42%	9	12%	76	3%
P-5	83	62%	38	29%	12	9%	133	6%
P-4	134	54%	76	31%	37	15%	247	11%
P-3	188	58%	83	26%	52	16%	323	15%
P-1/P-2	152	61%	47	19%	51	20%	250	12%
Total P Staff	557	58%	244	26%	152	16%	953	44%
NO Staff	-	-	148	90%	17	10%	165	8%
GS Staff	464	48%	322	33%	176	18%	962	45%
Total	1 056	49%	746	35%	354	16%	2 156	

Distribution of Staff by Location within each Grade Category

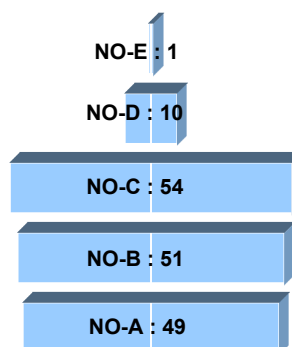


Grade Pyramid of P/D Staff



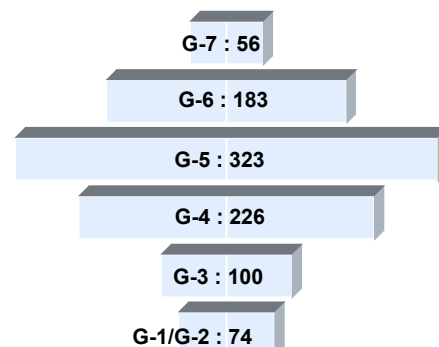
Total P/D : 1 029

Grade Pyramid of NO Staff



Total NO : 165

Grade Pyramid of GS Staff



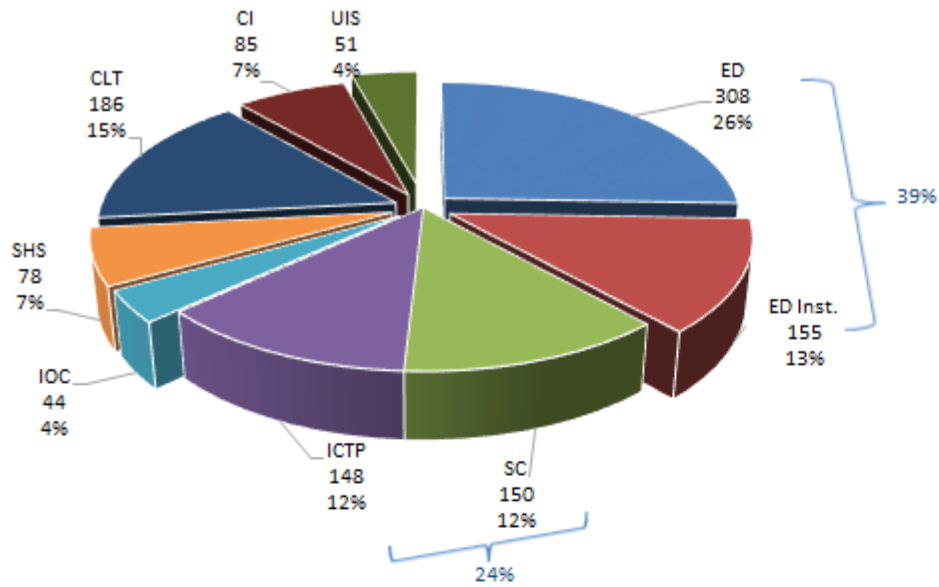
Total GS : 962

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

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UNESCO Staff in Programme Sectors (June 2018)



Total : 1 205

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

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

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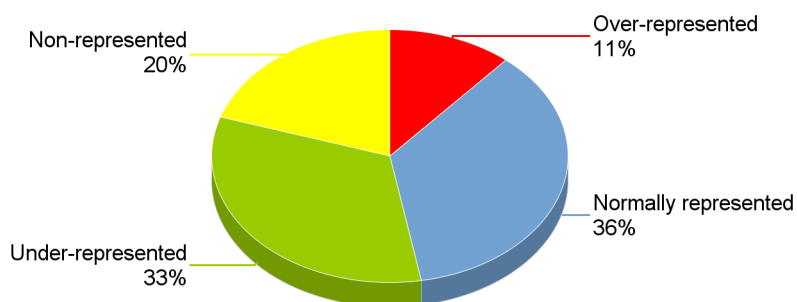
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Geographical Distribution (June 2018)

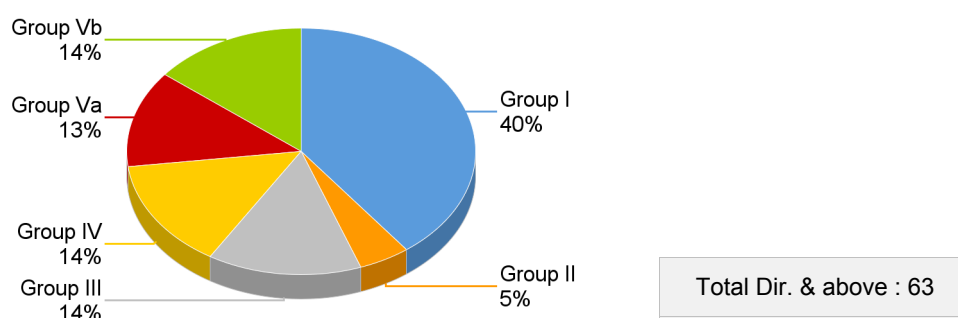
(as per formula approved by the General Conference - staff on geographical posts, only)

1. Geographical Distribution situation by Member State as at June 2018

Status of representation	Number of Member States	% by Status
Over-represented	22	11%
Normally represented	70	36%
Under-represented	64	33%
Represented	156	80%
Non-represented	39	20%
Total Member States	195	100%

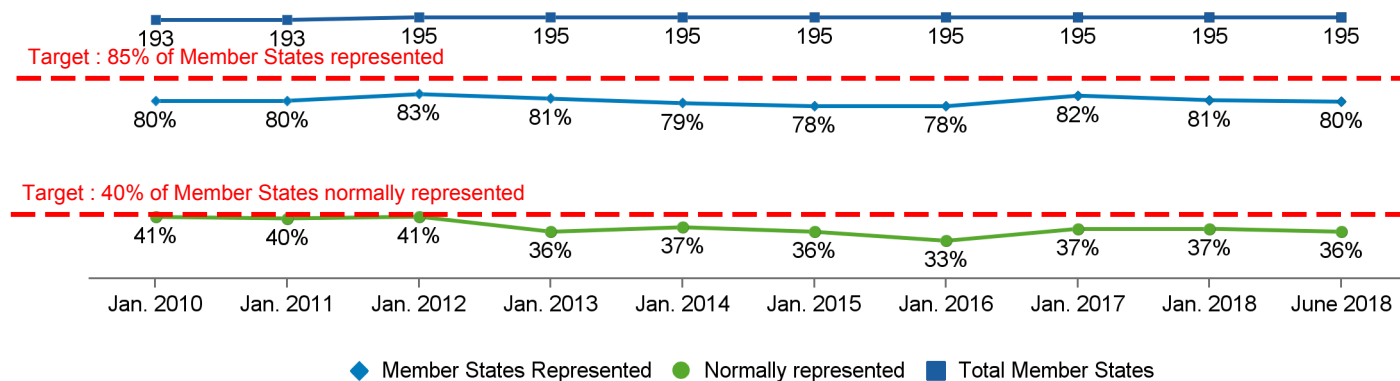


2. Directors and above level on Geographical posts, as at June 2018



Group I: Europe and 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 June 2018



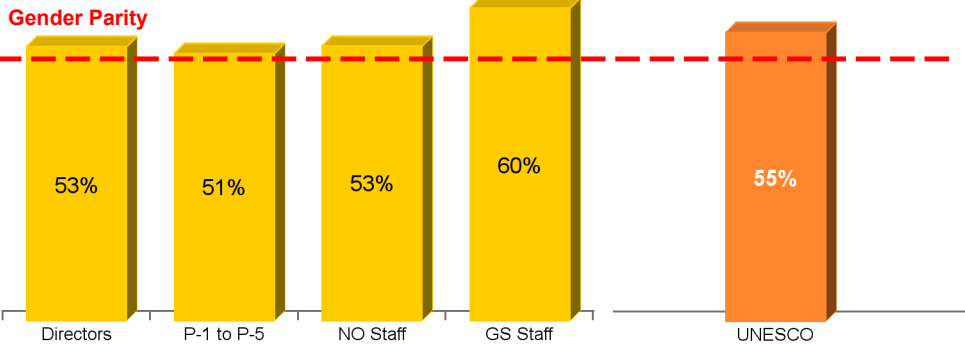
4. Evolution of the Status of Member States' representation from January 2010 to June 2018

Status of representation	Jan. 2010	Jan. 2011	Jan. 2012	Jan. 2013	Jan. 2014	Jan. 2015	Jan. 2016	Jan. 2017	Jan. 2018	June 2018	Evolution since Jan. 2010
Over-represented	27	26	26	27	20	18	17	18	20	22	-5 (-19%)
Normally represented	79	78	80	70	73	70	64	72	72	70	-9 (-11%)
Under-represented	49	51	55	61	62	65	72	70	65	64	+15 (+31%)
Represented	155	155	161	158	155	153	153	160	157	156	+1 (+1%)
Non-represented	38	38	34	37	40	42	42	35	38	39	+1 (+3%)
Total Member States	193	193	195	195	195	195	195	195	195	195	+2 (+1%)

A geographically diverse workforce is essential to ensure Programme delivery. The number of Member States has increased from 193 to 195 since 2010. As at 30/06/18, 156 Member States are represented.

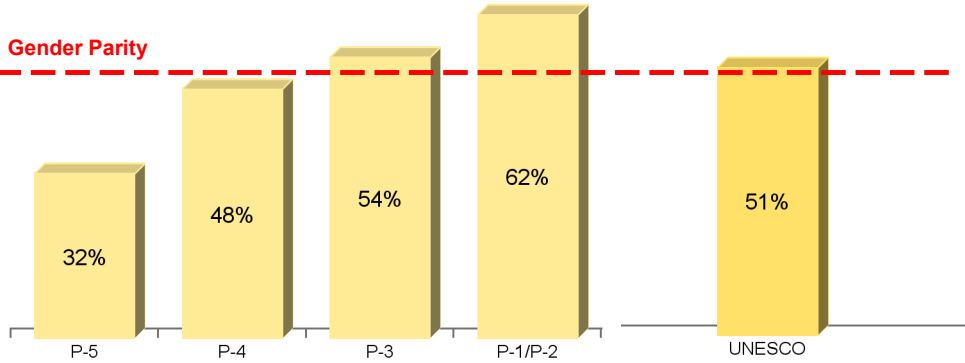
Gender Balance (June 2018)

1. Percentage of Women Staff by Category



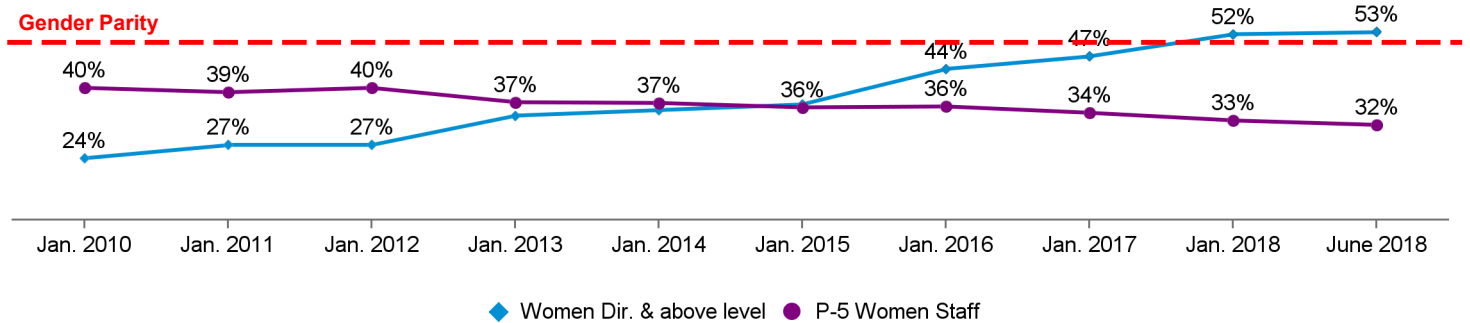
Overall, the situation is very positive; the proportion of women staff in UNESCO is among the highest in the UN system. Women represent 53% of Director and above staff.

2. Percentage of Women Staff at International Professional level



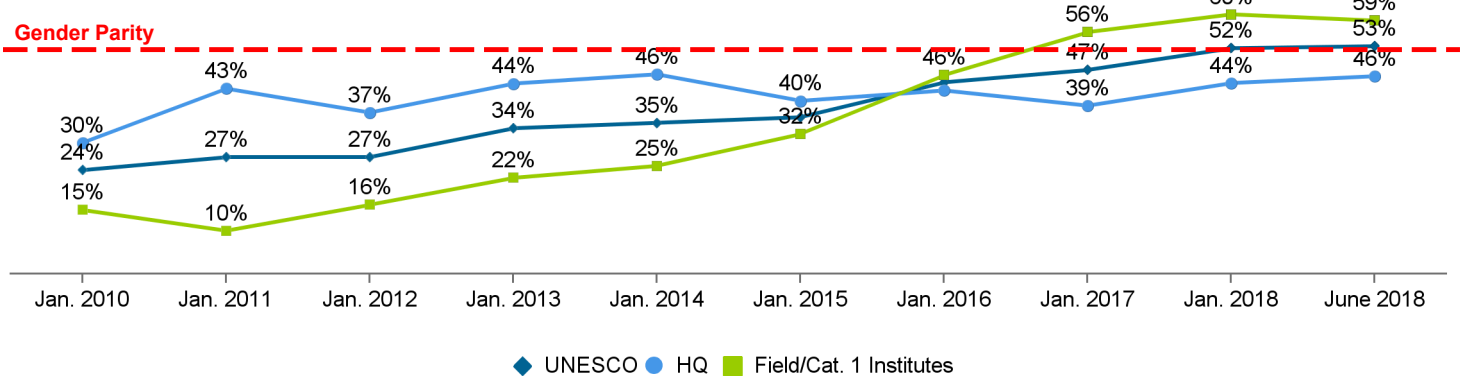
Among International Professional staff, women are a majority at the junior levels (P-1 to P-3). Parity is nearly achieved at P-4, while the percentage of women is low at P-5 (32%).

3. Evolution of the Percentage of Women Staff at P-5, Director and above levels



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 53% in June 2018. The number of P-5 women staff is however decreasing (32%).

4. Evolution of the Percentage of Women Staff at Director and above level, by Location



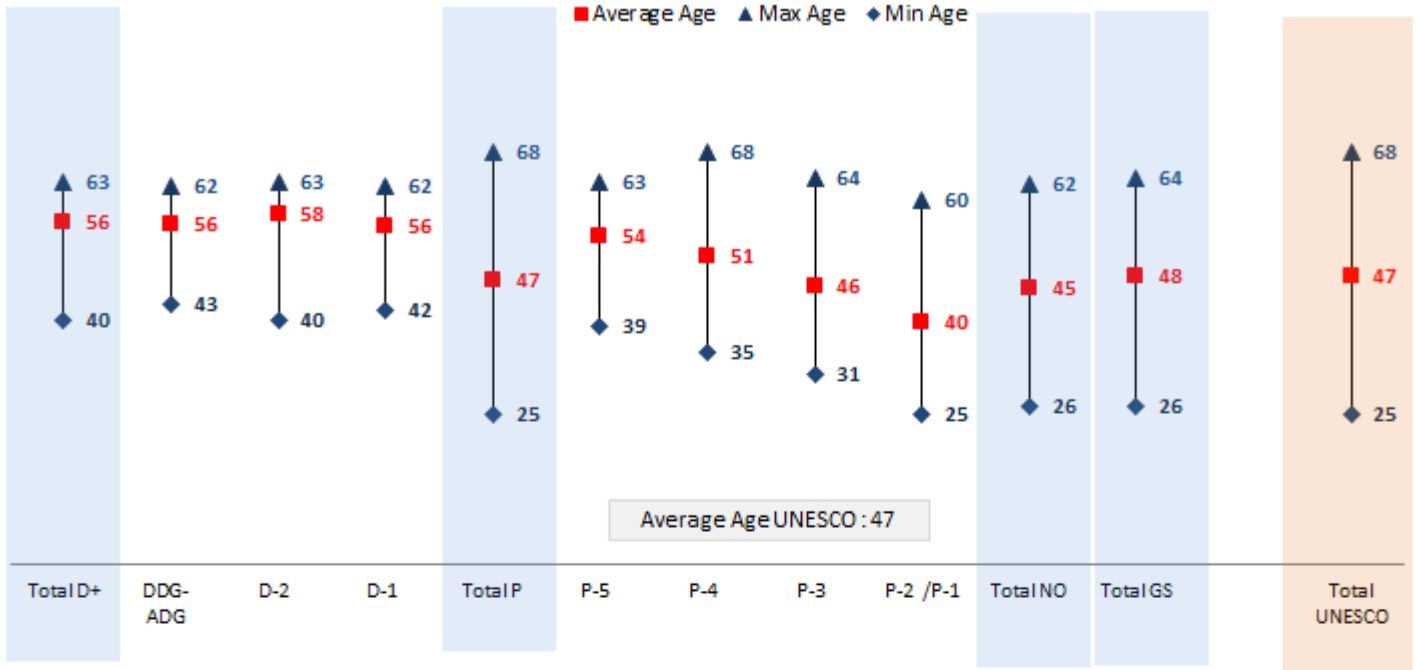
The number of Women Directors in the Field and Cat. 1 Institutes has steadily increased since 2010 to reach 59% in June 2018.

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

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Age of UNESCO Staff, by Grade (June 2018)



UNESCO staff is on average 47 years old.

Experience in UNESCO (June 2018)



On average, UNESCO staff count about 13 years of service in the Organisation and have been on the same post for 8 years. P-5 staff are the most experienced with close to 15 years in UNESCO. General Service staff have the longest average years of experience on the same post (9 years), while Director staff have the shortest (3 years). Professional staff (P) have, on average, been 7 years on the same post.

Geographical Mobility (RP/EXB)

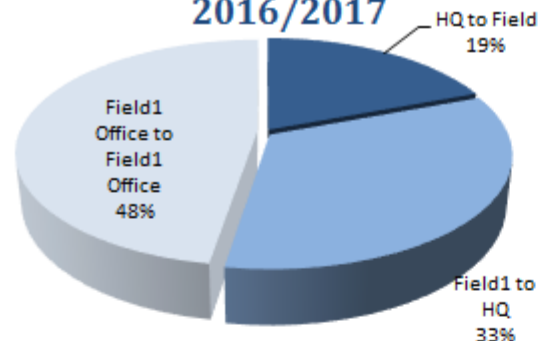
International Professional staff on a fixed-term contract ONLY*

* Excluding FT/Project appointments

**Number of Geographical movements
of P/D Staff**

	2010/11	2012/13	2014/15	2016/17
HQ to Field	20	26	35	15
Field ¹ to HQ	31	16	12	26
Field ¹ Office to Field ¹ Office	48	44	54	37
Total Movements	99	86	101	78

**Geographical mobility
2016/2017**



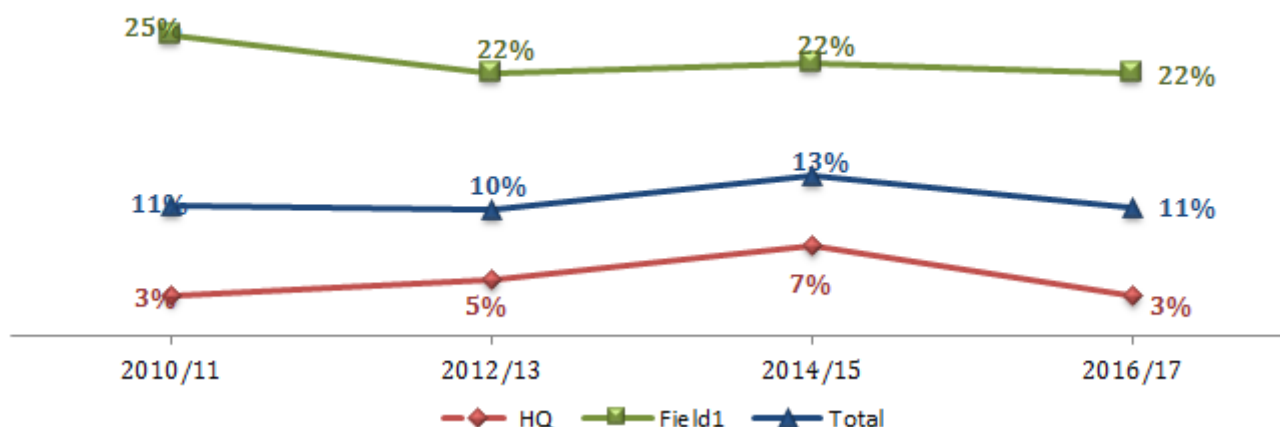
Evolution of Mobility Rate²

HQ	3%	5%	7%	3%
Field¹	25%	22%	22%	22%
Total	11%	10%	13%	11%

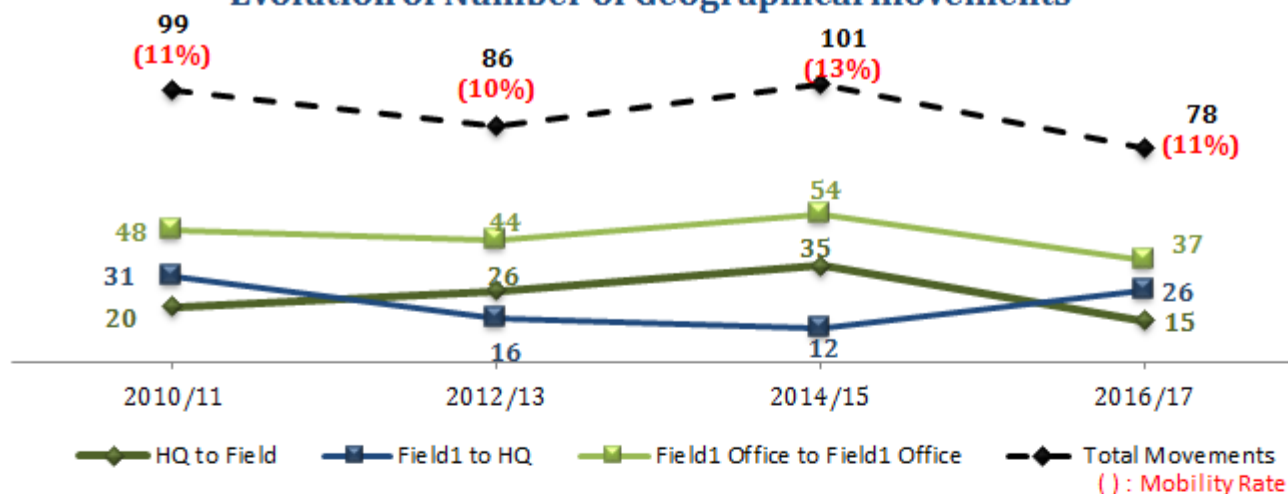
(1) including Category 1 institutes

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

Evolution of Mobility Rate



Evolution of Number of Geographical movements



A total of 78 International Professional Staff and Directors moved between duty stations in 2016/17 (15 from Headquarters to Field, 37 field to field, and 26 from the field to Headquarters), corresponding to a mobility rate of 11%.

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

	Staff* as at June 2018	Retirements 2018 - 2021					Total 2018 - 2021	% of staff retiring 2018 - 2021
		2018	2019	2020	2021			
Dir. & above level	75	1	-	5	9	15	20%	
P-1 to P-5 Staff	689	1	1	1	14	17	2%	
NO Staff	104	-	-	-	2	2	2%	
GS Staff	851	3	-	2	16	21	2%	
UNESCO	1 719	5	1	8	41	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 (20%).

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	48
Appointments with promotion	27	39	53	28
Transfers at equal grade	68	39	94	20
Total	141	182	248	152
% External Appointments	33%	57%	41%	68%
% Internal Movements	67%	43%	59%	32%
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, while in 2017 external appointments are a majority (68%). 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

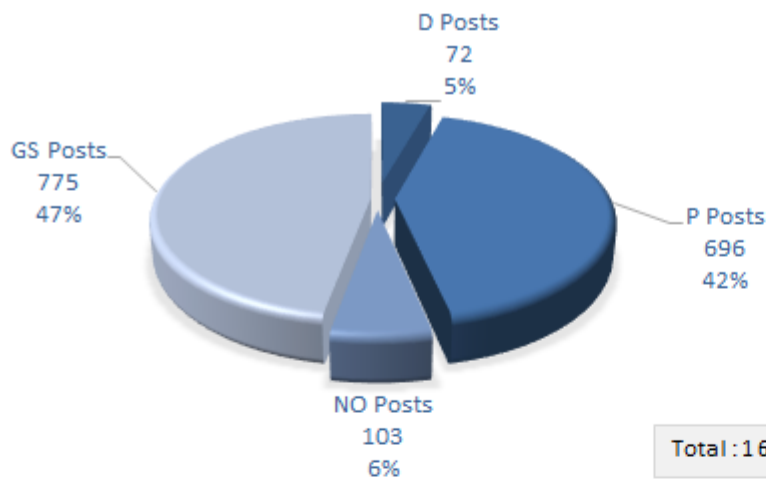
1. 39 C/5 Posts, by Location



Total : 1 646

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



Total : 1 646

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

3. Grade Pyramid of 39 C/5 P/D Posts (2018/2019)

