



Key Data on UNESCO STAFF

January 2022

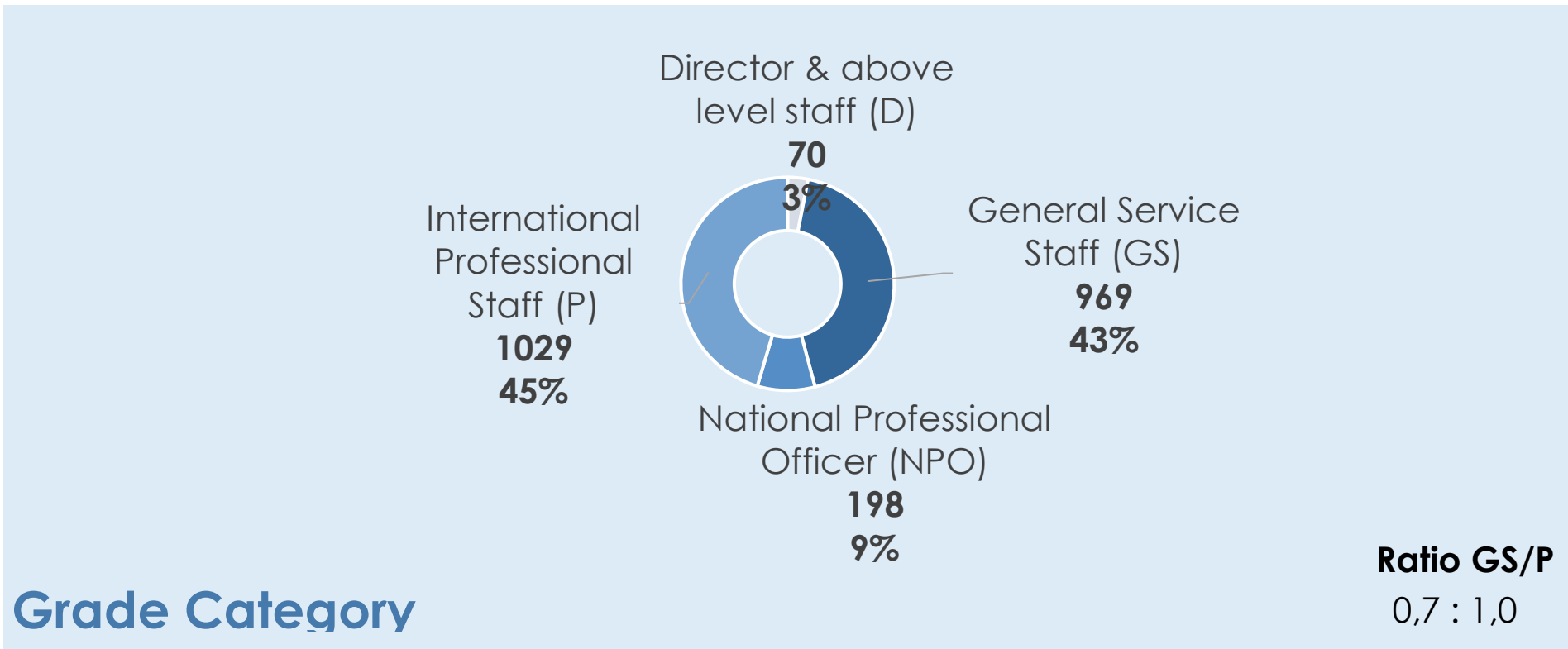
This document provides information on UNESCO staff on fixed-term appointments on Regular Programme and Extra-Budgetary funded posts including FT/Project Appointments funded by Extra-Budgetary funds. It does not cover staff on temporary contracts or personnel with other types of contracts. Staff on Leave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

A decorative graphic in the bottom right corner of the page, consisting of a network of white dots connected by thin white lines, set against a dark blue background.

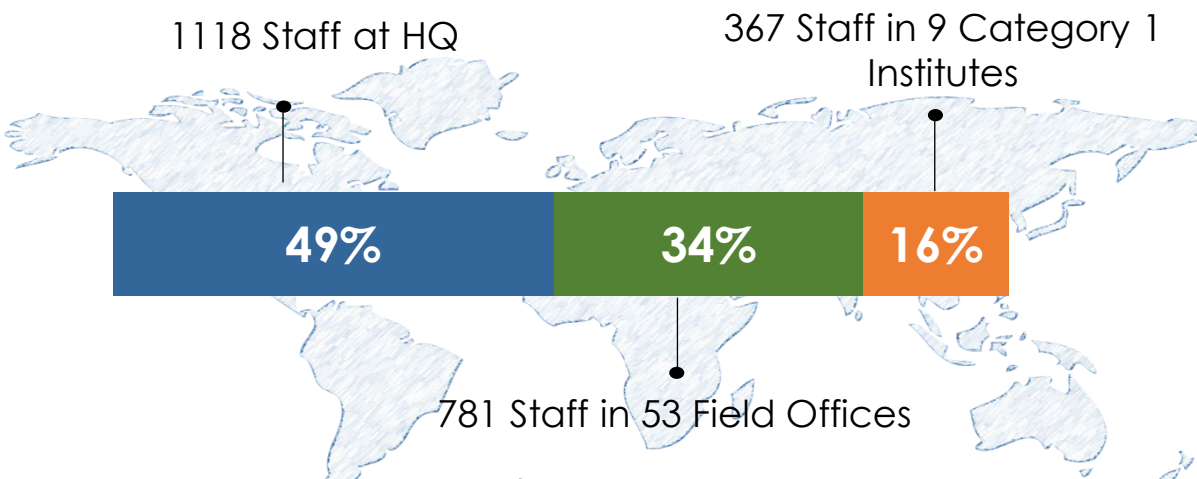
Management Support and Coordination Unit
(HRM/MSC)
Version: January 2022 (rev. 6 April 2022)

UNESCO STAFF KEY DATA (January 2022)

2266 Staff from 169 nationalities 



Staff Location

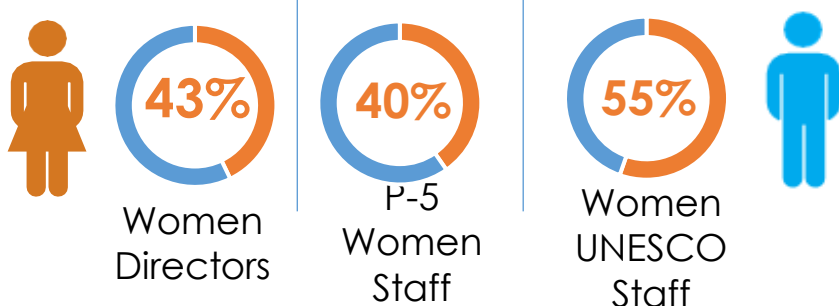


1440 Staff on Regular Budget 



826 Staff on Voluntary funding

Gender Equality



193 Member States, of which 78% are represented

Average age of Staff:

48 years 

Time in service in UNESCO:

11 years 

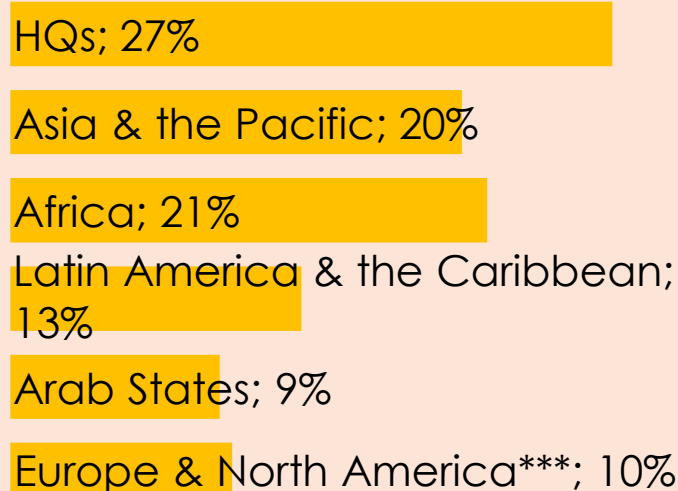
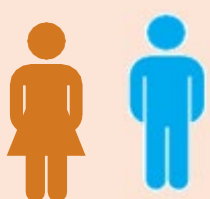
Mobility Rate 2020/21:

12% 

Turnover Rate (2021):

5.9%

54% **46%**



2006
Affiliate Workforce
i.e.
47%
of Total Workforce

Personnel working for UNESCO on temporary appointments and short-term contracts for free-lance interpreters and translators, and personnel employed in a non-staff capacity (service contracts, short-term contracts, consultants and loans).

***Including IIEP/Paris



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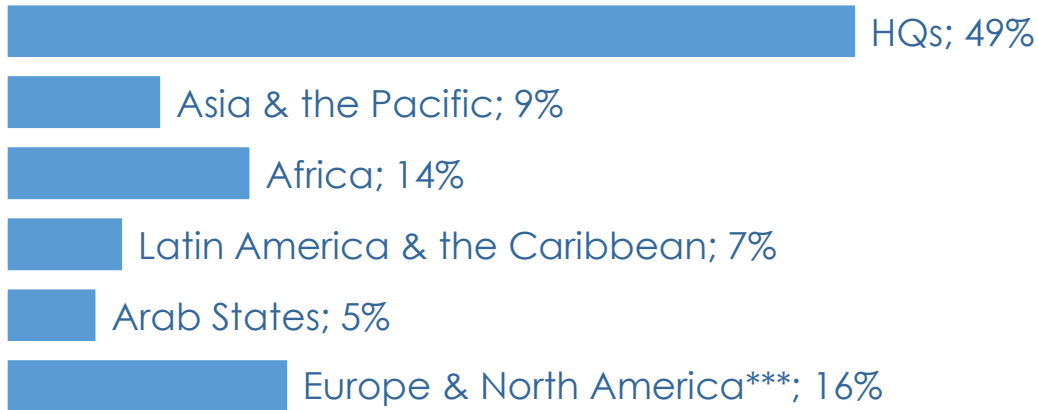
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NB: Owing to the rounding off of figures, the totals and sub-totals shown in the tables do not always correspond exactly to the sums of their component items.

UNESCO Workforce Overview (January 2022)

1. UNESCO Staff*

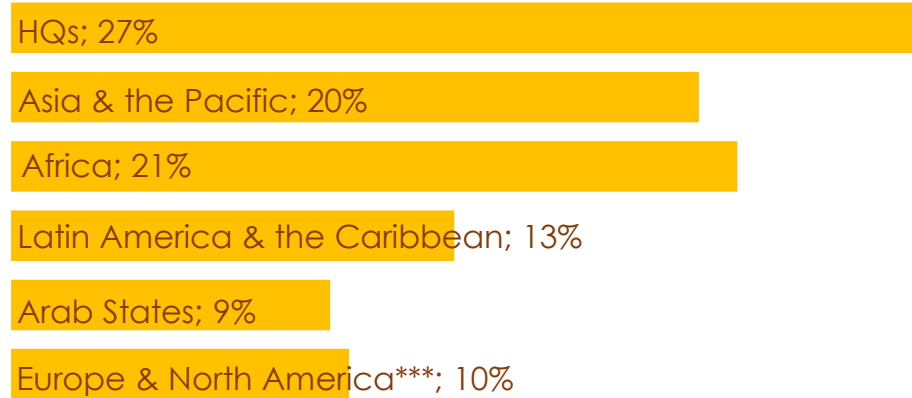
2266 Staff



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

2. Affiliate Workforce**

2006 Affiliate Workforce



** Personnel working for UNESCO on temporary appointments and short-term contracts for free-lance interpreters and translators, and personnel employed in a non-staff capacity (service contracts, short-term contracts, consultants and loans).

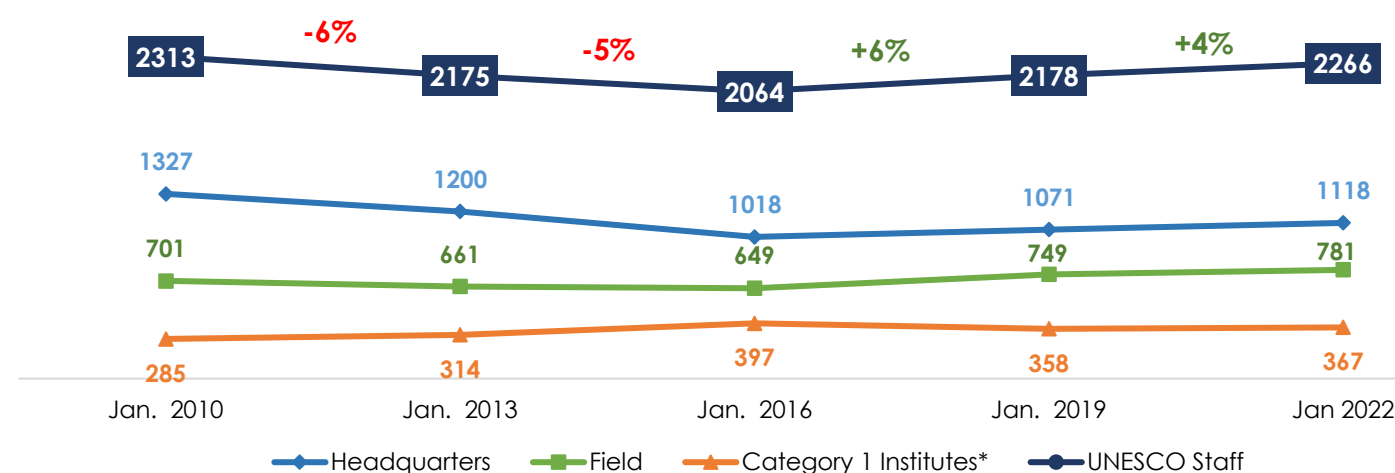
*** including IIEP/Paris

UNESCO Staff (RP/EXB) Evolution January 2010 - January 2022

		Jan. 2010	Jan. 2013	Jan. 2016	Jan. 2019	Jan 2022	Difference Jan. 2010 - Jan 2022
Headquarters	Fixed-term	1237	1131	914	931	957	-280 (-23%)
	Project Appointment	-	68	104	140	161	-
	ALD	90	1	-	-	-	-
	Total	1327	1200	1018	1071	1118	-209 (-16%)
Field	Fixed-term	639	610	566	633	610	-29 (-5%)
	Project Appointment	-	50	83	116	171	-
	ALD	62	1	-	-	-	-
	Total	701	661	649	749	781	+80 (11%)
Category 1 Institutes*	Fixed-term	257	249	227	184	180	-77 (-30%)
	Project Appointment	-	65	170	174	187	-
	ALD	28	-	-	-	-	-
	Total	285	314	397	358	367	+82 (29%)
UNESCO Staff	Fixed-term	2133	1990	1707	1748	1747	-386 (-18%)
	Project Appointment	-	183	357	430	519	-
	ALD	180	2	-	-	-	-
	Total	2313	2175	2064	2178	2266	-47 (-2%)

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

From January 2010 to January 2022, the number of staff at Headquarters has decreased by 16% while Field staff has increased by 11%. Staff in Category 1 Institutes have increased by 29%. Overall, between 2010 and 2022, the number of staff has slightly decreased (by 2%).



Distribution by Funding Source (January 2022)

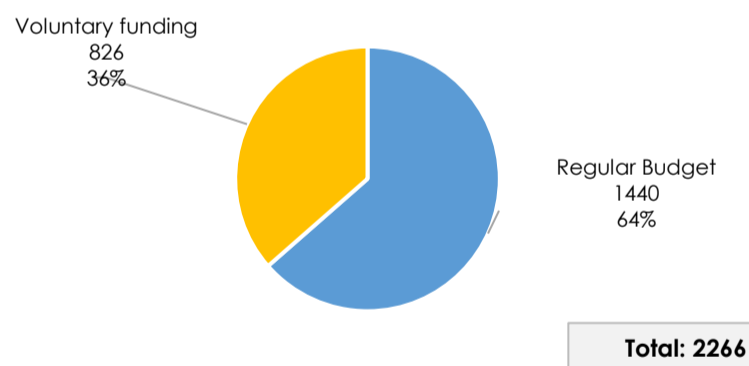
1. Distribution by Category, Location and Funding Source

	Staff on Regular Budget						Staff on Voluntary funding						TOTAL	% by Location
	Dir.	P	NO	GS	Total	%	Dir.	P	NO	GS	Total	%		
Headquarters	36	441	-	378	855	76%	1	168	-	94	263	24%	1118	49%
Field	22	184	102	277	585	75%	2	70	74	50	196	25%	781	35%
Category 1 Institutes*	-	-	-	-	-	-	9	166	22	170	367	100%	367	16%
Total	58	625	102	655	1440	64%	12	404	96	314	826	36%	2266	100%

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

As at January 2022, 64% of UNESCO staff are on Regular programme funds. 36% are on posts funded by extrabudgetary sources.

UNESCO Staff, by Funding Source January 2022

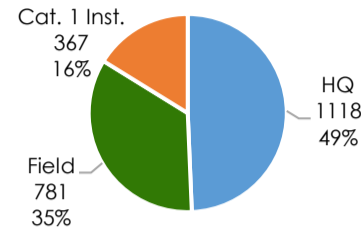


Distribution by Location and Category (January 2022)

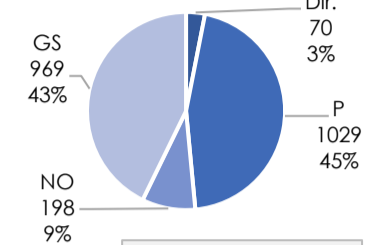
1. UNESCO Staff, by Location and Category

	Dir.	P	NO	GS	Total	% by Location
HQ	37	609	-	472	1118	49%
Field	24	254	176	327	781	35%
Cat. 1 Inst.	9	166	22	170	367	16%
Total	70	1029	198	969	2266	
% by Grade Category	3%	45%	9%	43%		100%

Staff by Location



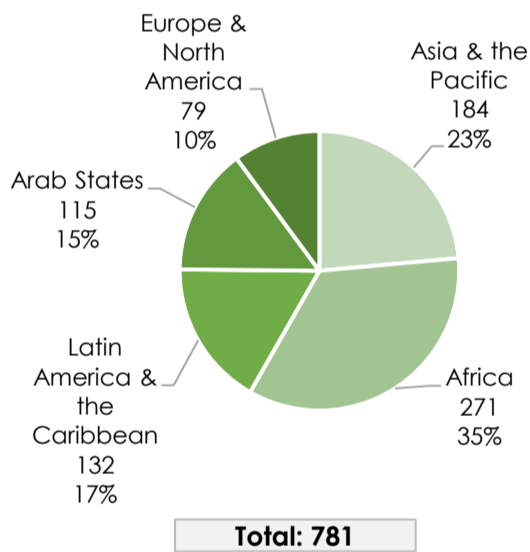
Staff by Category



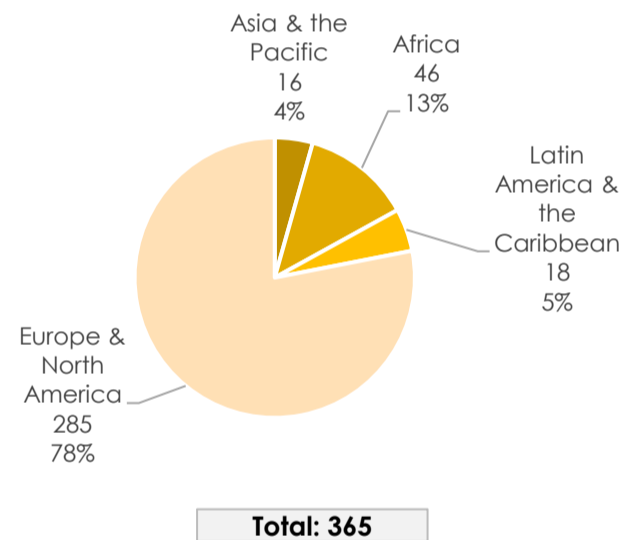
As at January 2022, UNESCO employs 2266 staff on fixed-term and FT/Project Appointments. 51% of the staff work in the Field and Category 1 Institutes. Professional and above staff (D/P/NO) represent 57% of staff, while GS staff represent 43%. The overall ratio GS/P for all UNESCO staff is 0,7.

2. UNESCO Staff, by Region

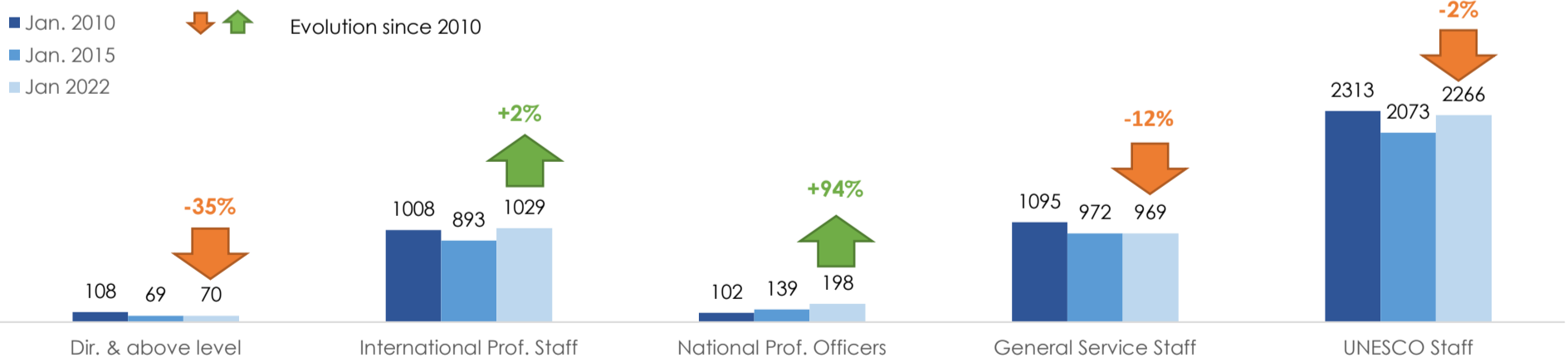
Staff in Field Offices, by Region



Staff in Cat. 1 Institutes, by Region



3. UNESCO Staff, by Category from January 2010 to January 2022

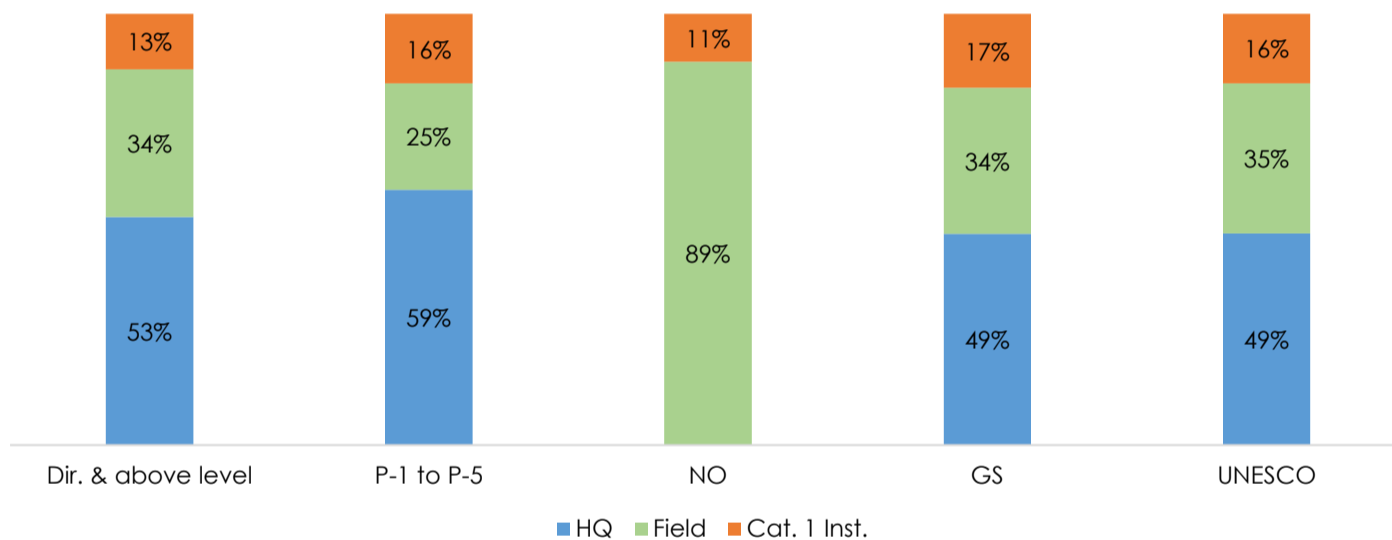


Since 2010, Director and General Service staff decreased by 35% and 12%, respectively. Professional and NO Staff numbers increased by 2% and 94%, respectively.

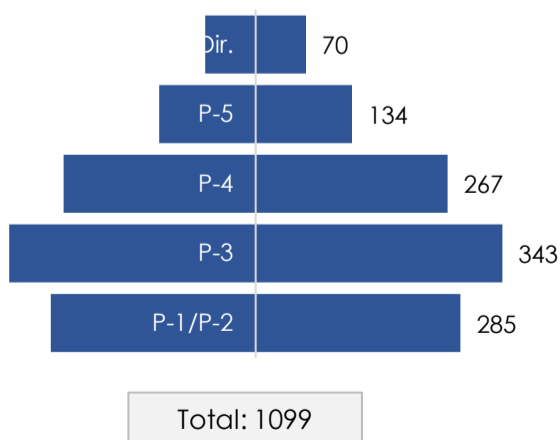


Distribution by Grade (January 2022)

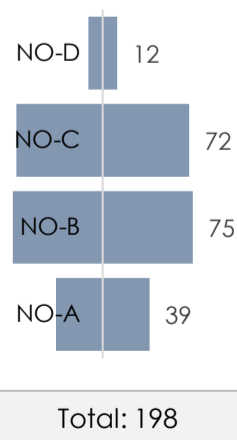
	HQ	%	Field	%	Cat. 1 Inst.	%	Total	% by Grade
DDG/ADG	9	90%	-	-	1	10%	10	0,4%
D-2	10	59%	3	17%	4	24%	17	0,8%
D-1	18	42%	21	49%	4	9%	43	1,9%
Total Dir. & above level	37	53%	24	34%	9	13%	70	3,1%
P-5	84	63%	39	29%	11	8%	134	6%
P-4	154	58%	80	30%	33	12%	267	11,8%
P-3	185	54%	95	28%	63	18%	343	15%
P-1/P-2	186	65%	40	14%	59	21%	285	12,6%
Total P Staff	609	59%	254	25%	166	16%	1029	45,4%
Total NO Staff	-	-	176	89%	22	11%	198	8,5%
Total GS Staff	472	49%	327	34%	170	17%	969	43%
UNESCO Staff	1118	49%	781	35%	367	16%	2266	100%



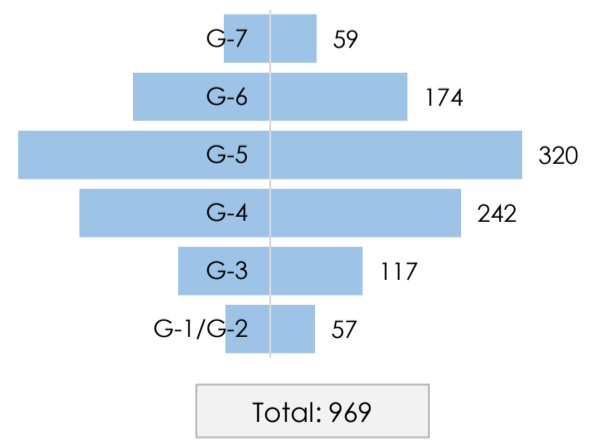
Grade Pyramid of P/D Staff



Grade Pyramid of NO Staff

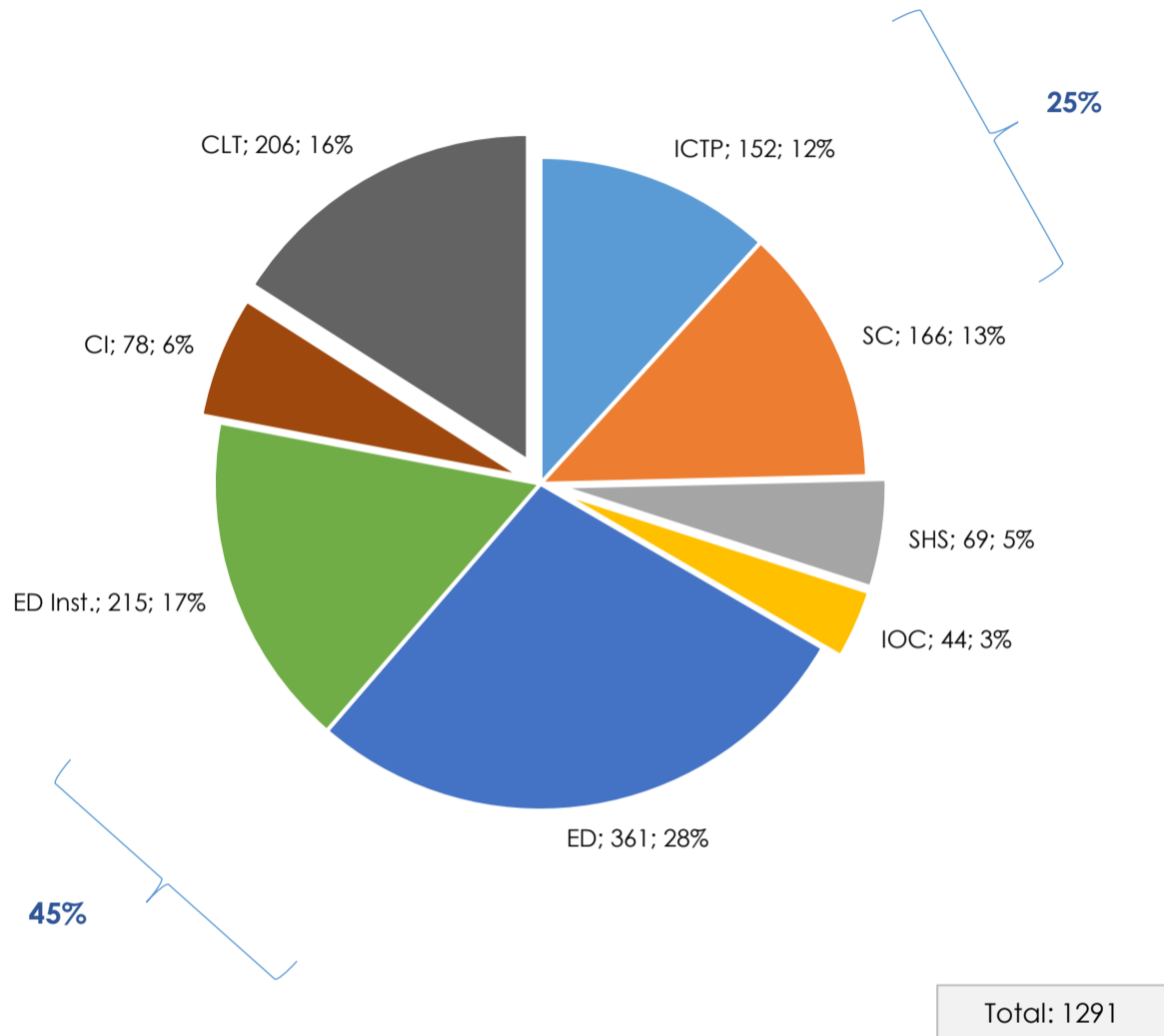


Grade Pyramid of GS Staff





Distribution by Programme Sector (January 2022)



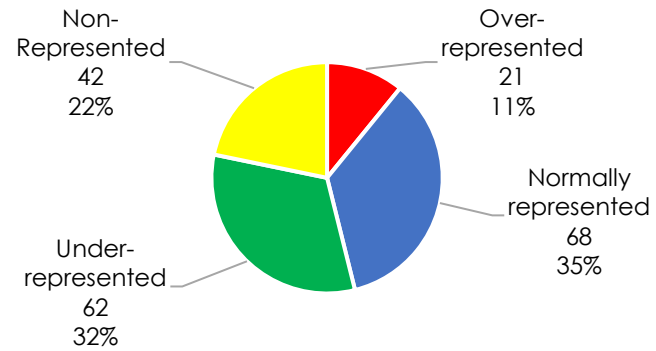
As at January 2022, the Education Sector has the largest number of staff (45%) in Programme Sectors, followed by the Natural Sciences Sector (25%) and Culture (16%).

Geographical Distribution (January 2022)

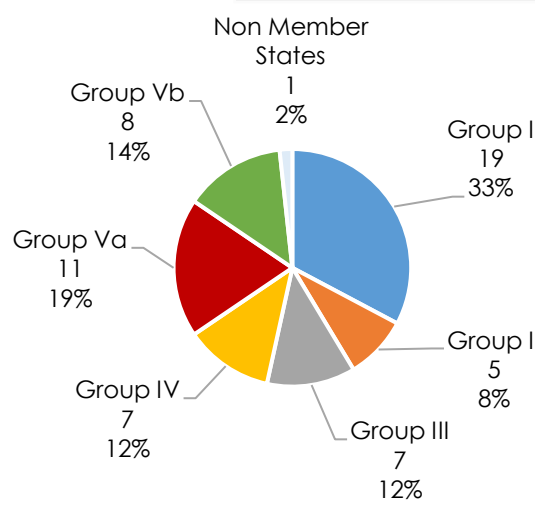
(as per formula approved by the General Conference - staff on geographical posts, ONLY)

1. Geographical Distribution situation as at January 2022

Status of representation	Number of Member States	% by Status
Over-represented	21	11%
Normally represented	68	35%
Under-represented	62	32%
Represented	151	78%
Non-Represented	42	22%
Total Member States	193	100%



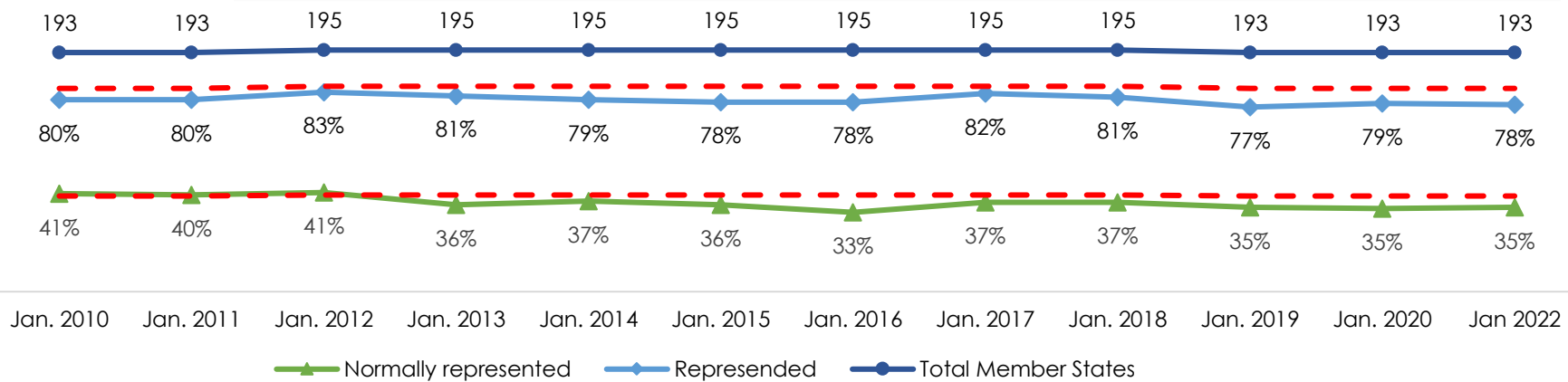
2. Directors and above level on Geographical posts as at January 2022



Total Director and above: 58

- Group I: Europe and North America
- Group II: Eastern Europe
- Group III: Latin America and the Caribbean
- Group IV: Asia and the Pacific
- Group Va: Africa
- Group Vb: Arab States

3. Evolution of the Geographical Distribution from January 2010 to January 2022



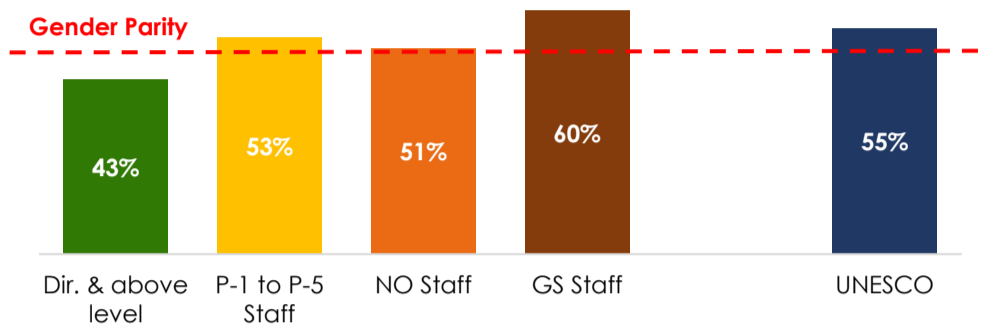
4. Evolution of the Status of Member States' representation from January 2010 to January 2022

Status of representation	Jan. 2010	Jan. 2011	Jan. 2012	Jan. 2013	Jan. 2014	Jan. 2015	Jan. 2016	Jan. 2017	Jan. 2018	Jan. 2019	Jan. 2020	Jan. 2022	Evolution since 2010
Over-represented	27	26	26	27	20	18	17	18	20	21	23	21	-6 (-22%)
Normally represented	79	78	80	70	73	70	64	72	72	68	67	68	-11 (-14%)
Under-represented	49	51	55	61	62	65	72	70	65	60	62	62	+13 (+27%)
Represented	155	155	161	158	155	153	153	160	157	149	152	151	-4 (-3%)
Non-Represented	38	38	34	37	40	42	42	35	38	44	41	42	+4 (+11%)
Total Member States	193	193	195	195	195	195	195	195	195	193	193	193	-

A geographically diverse workforce is essential to ensure Programme delivery. The number of Member States has increased from 193 to 195 from 2011 to 2018. Since January 2019, UNESCO counts 193 Member States following the withdrawal of Israel and the United States of America. As at January 2022, 151 Member States are represented within the Secretariat.

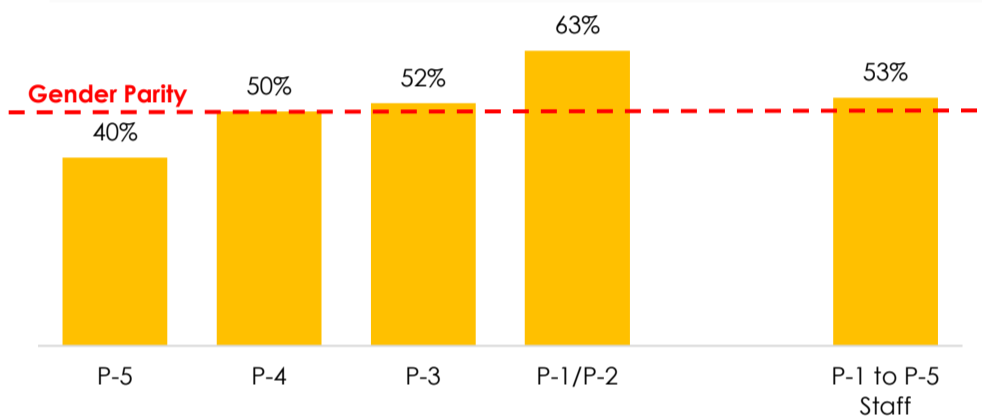
Percentage of women staff in UNESCO (January 2022)

1. Percentage of Women Staff by Category



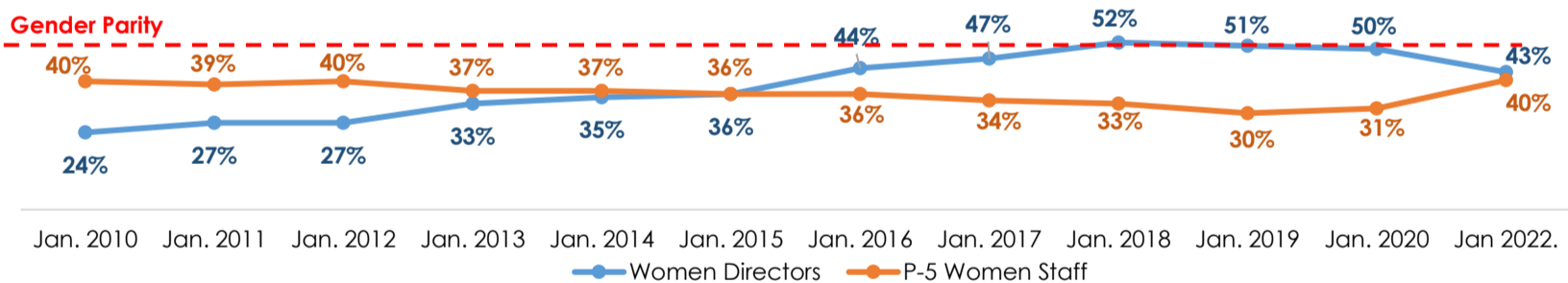
Overall, the proportion of women staff in UNESCO is among the highest in the UN system. Women represent 43% of Director and above staff.

2. Percentage of Women Staff at International Professional level



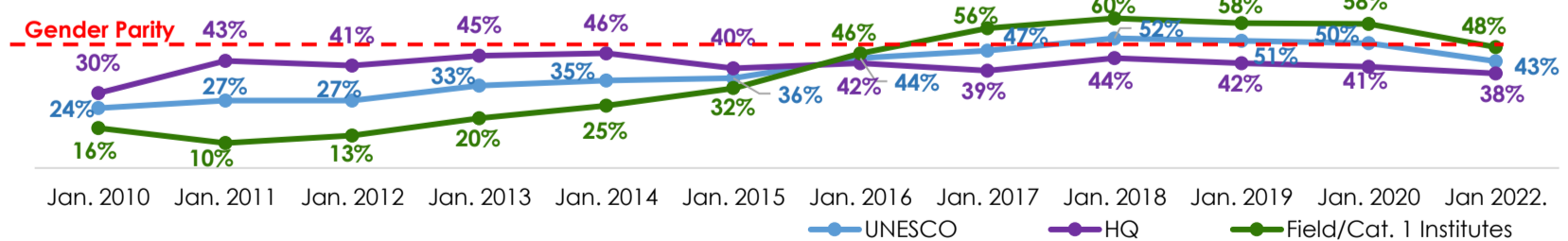
Among International Professional staff, women are a majority at the junior levels (P-1 to P-3). Parity is achieved at P-4, while the percentage of women is lower at P-5 (40%).

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



Between January 2010 and January 2018, significant progress was made in the representation of women at senior management level, with an increase from 24% in 2010 to 52% of women directors in 2018. Since January 2019, this percentage is decreasing and is 43% in January 2022. The number of P-5 women staff decreased to 30% in January 2019. In January 2022, the percentage of P-5 Women staff increased to 40%.

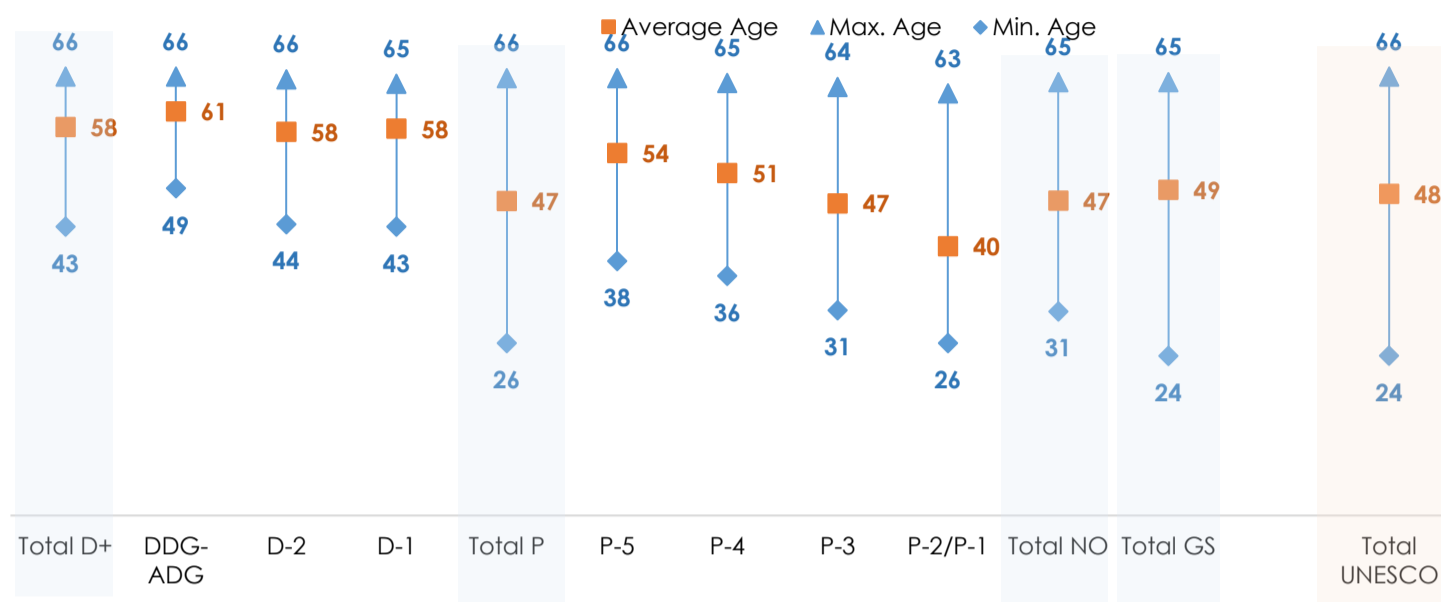
4. Evolution of the Percentage of Women Staff at Director and above level



Since Jan. 2010, the number of Women Directors has regularly increased and reached above parity in 2018. However it has been decreasing since Jan. 2019 and stands at 43% as of Jan. 2022.



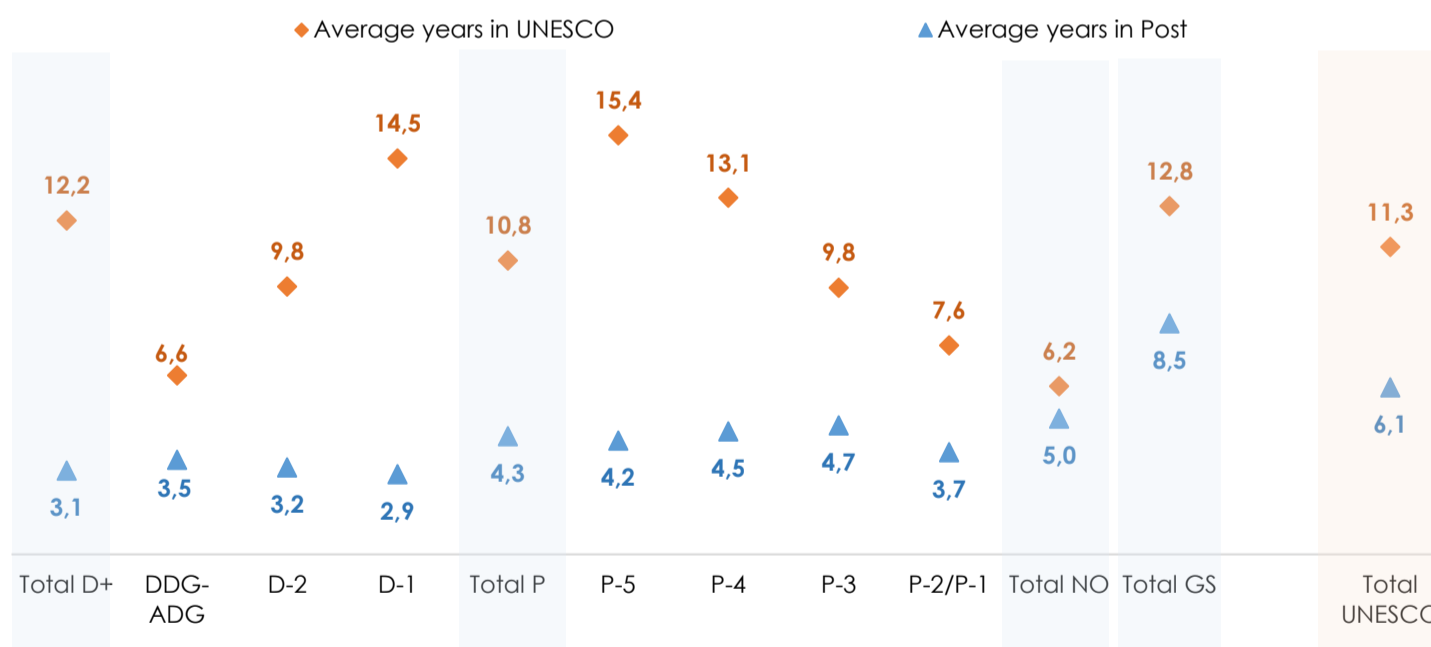
Age distribution by Grade (January 2022)



UNESCO staff is on average 48 years old.



Length of service distribution (January 2022)



On average, UNESCO staff count about 11 years of service in the Organization and have been on the same post for 6 years. P-5 staff are the most experienced with 15 years in UNESCO. General Service staff have the longest average years of experience on the same post (8,5), while Director staff have the shortest (3). Professional staff (P) have, on average, been 4 years on the same post.

Geographical Mobility (RP/EXB)

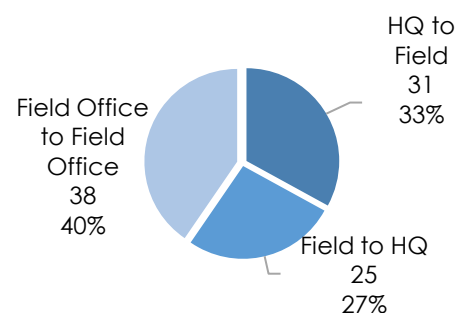
International Professional staff on a fixed-term contract

1. Geographical Mobility

Number of Geographical movements of P/D Staff

	2016	2017	2018	2019	2020	2021
HQ to Field	8	7	7	14	16	15
Field to HQ	22	4	11	19	13	12
Field Office to Field Office	30	8	25	30	13	25
Total Movements	60	19	43	63	42	52
	79		106		94	

1 Jan. to 31 Dec. 2021



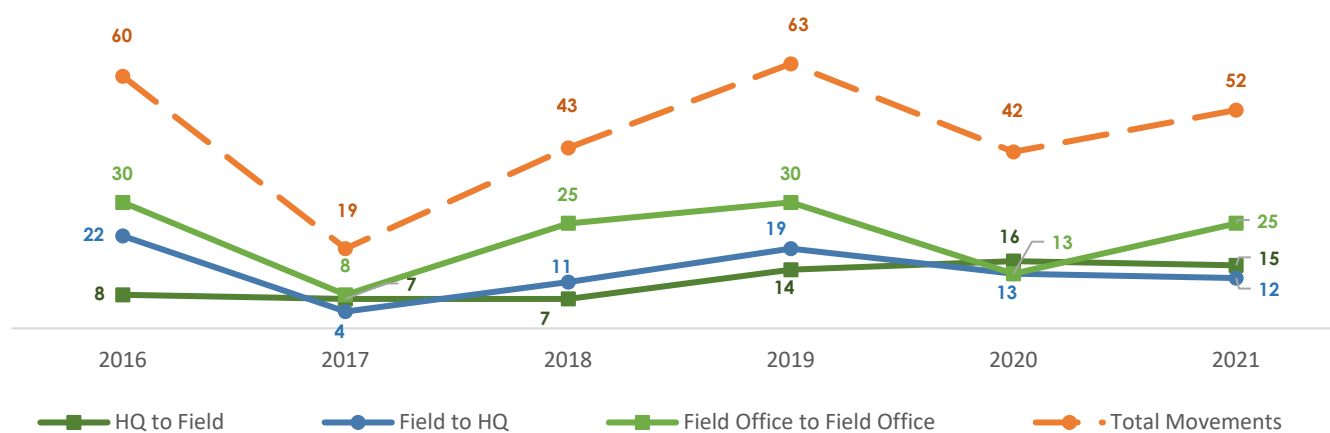
Evolution of Mobility Rate

	2016/17	2018/19	2020/21
HQ	3%	5%	7%
Field	23%	34%	22%
Total	11%	15%	12%

Field also includes Category 1 Institutes.

Mobility Rate: number of movements between duty stations as percentage of the average number of staff.

3. Evolution of the number of Geographical movements



A total of 94 International Professional Staff and Directors moved between duty stations in 2020/21 (31 from Headquarters to Field, 38 Field to Field, and 25 from the field to Headquarters), corresponding to a mobility rate of 12%.

Anticipated retirements by end-2024

Staff on Fixed-term contract

	Staff as at January 2022	Retirements 2022-2024				
		2022	2023	2024	Total 2022-2024	% of Retirements 2022-2024
Dir. & above level	69	7	6	7	20	29%
P-1 to P-5 Staff	707	17	13	18	48	7%
NO Staff	106	2	2	2	6	6%
GS Staff	836	11	17	23	51	6%
UNESCO	1718	37	38	50	125	7%

7% of the staff will retire over the next 3 years (until 2024), a total of 125 staff. The highest retirement rate is among Director staff (29%).

Appointments / Transfers / Separations (Jan. 2016 - Dec. 2021)

Staff on Fixed-term contract (D/P)

	Movements					
	2016	2017	2018	2019	2020	2021
External Appointments	42	41	36	42	38	37
Internal Movements	86	30	72	89	74	93
Appointments with promotion	34	18	23	14	36	37
Transfers at equal grade	52	12	49	75	38	56
Total	128	71	108	131	112	130
% External Appointments	33%	58%	33%	32%	34%	28%
% Internal Movements	67%	42%	67%	68%	66%	72%
Separations	35	41	29	32	41	45
Renewal rate*	120%	100%	124%	131%	93%	82%
Turnover Rate**	4,7%	5,5%	3,8%	4,2%	5,3%	5,9%
Turnover Rate (Retirement)**	2,2%	2,8%	1,7%	0,5%	0,6%	2,0%

excluding transfer with post

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

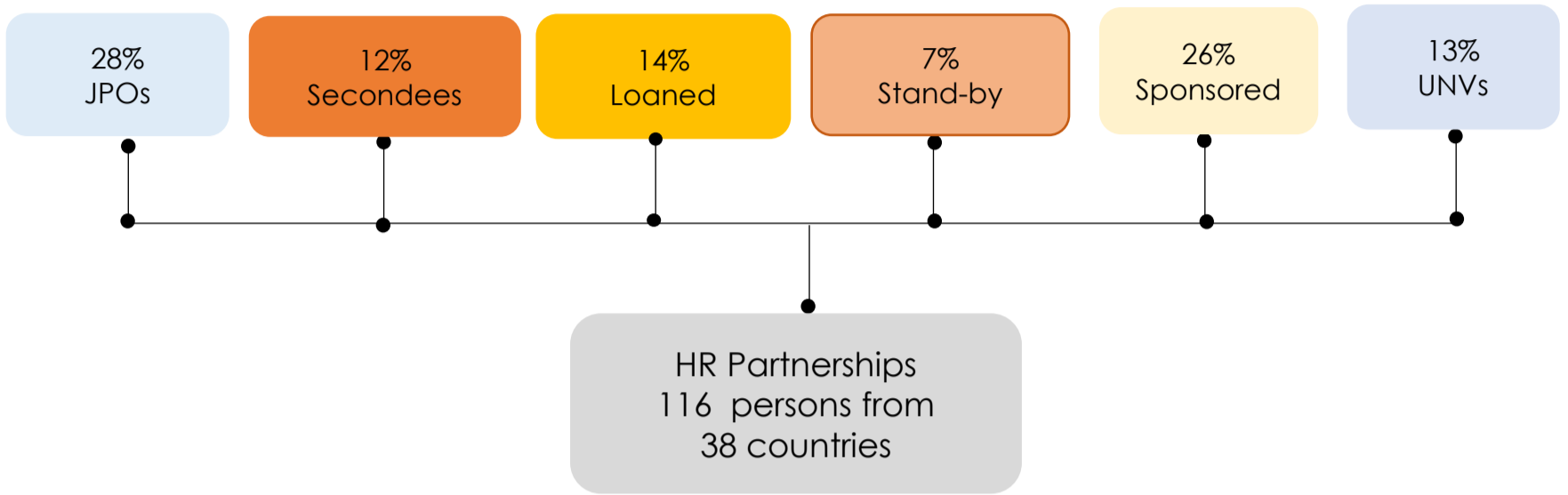
(**) Number of separations in one year divided by the average number of active staff during the same period x 100

In 2021, the number of internal movements (72%) is higher than external appointments (28%) at International Professional and Director levels.

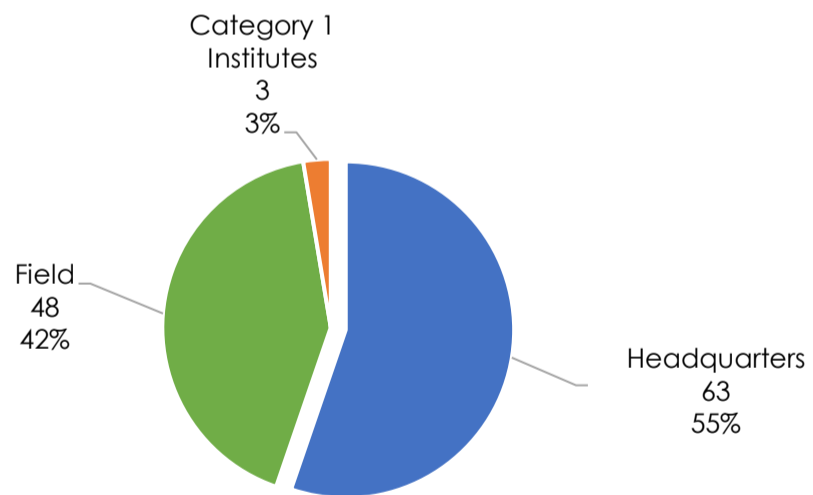
In 2016, the turnover rate was 5%, with a retirement rate of 2%. The implementation of the Mandatory Age of Separation to 65 years old has resulted in a lower retirement rate (2018-2020). However in 2021, it has again increased to 2%, while the turnover rate remains on average around 5%.



HR Partnerships (January 2022)



HR Partnerships, by Location





41 C/5 Posts

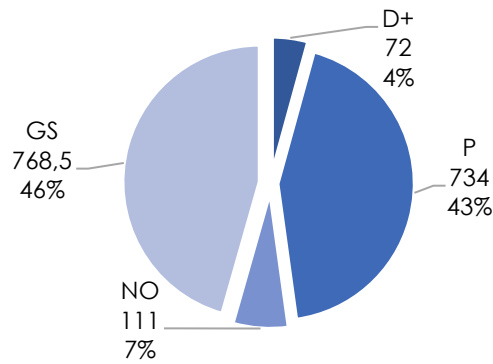
1. 41 C/5 Posts, by Location



Total: 1685,5

Out of the 1685,5 posts budgeted in the 41 C/5, 39% of the posts are in the field and 61% are at Headquarters.

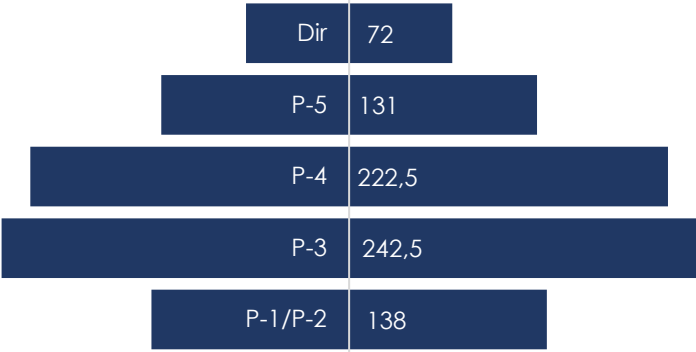
2. 41 C/5 Posts, by Grade Category



Total: 1685,5

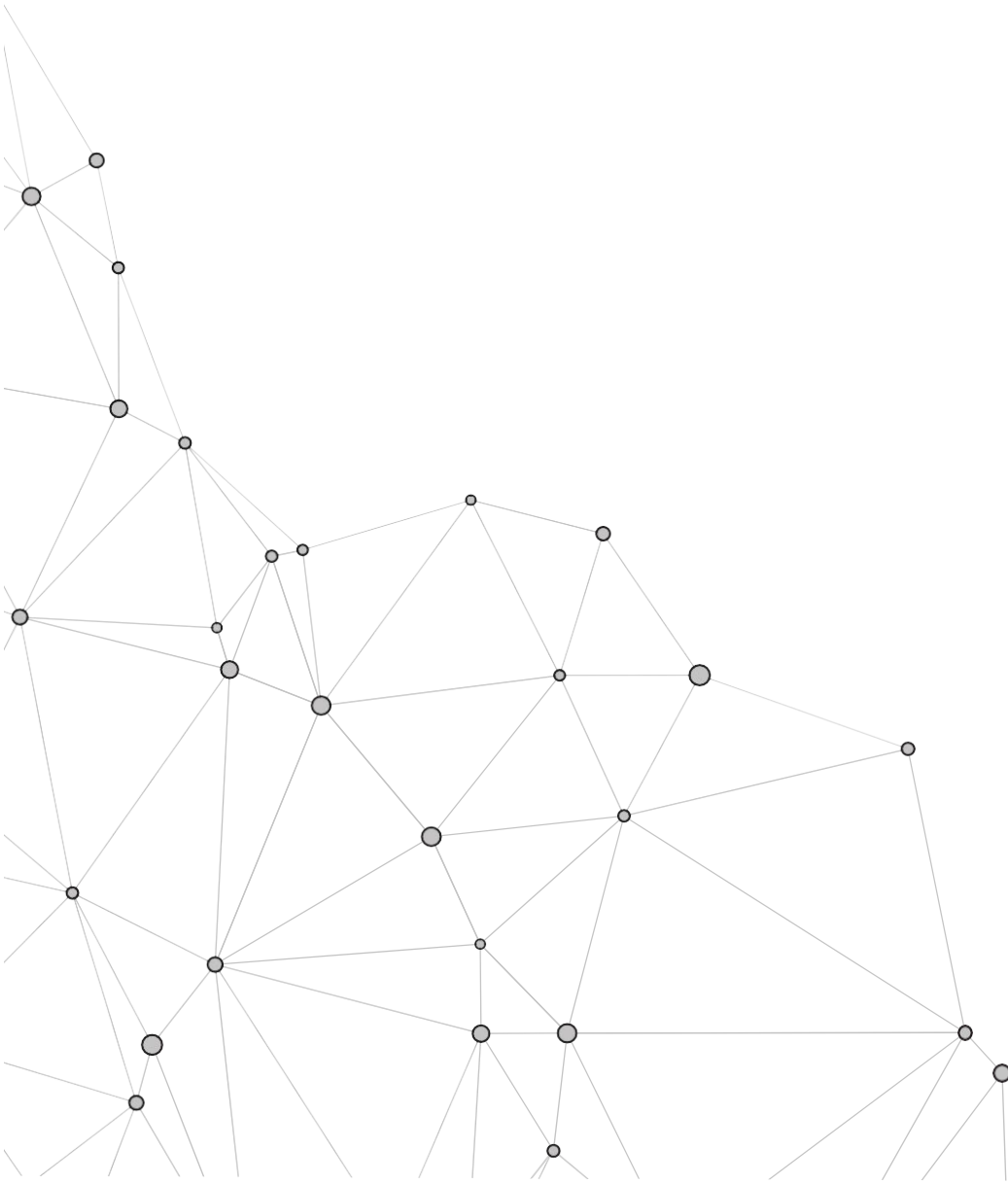
From the 1685,5 posts, 54% are D/P/NO posts and 46% are GS posts.

3. Grade Pyramid of 41 C/5 P/D Posts



Total: 806

This document provides information on established posts for the integrated budget based on the regular budget of \$534.6 million.



NB: Owing to the rounding off of figures, the totals and sub-totals shown in the tables do not always correspond exactly to the sums of their component items.