

Key Data on UNESCO STAFF

January 2020

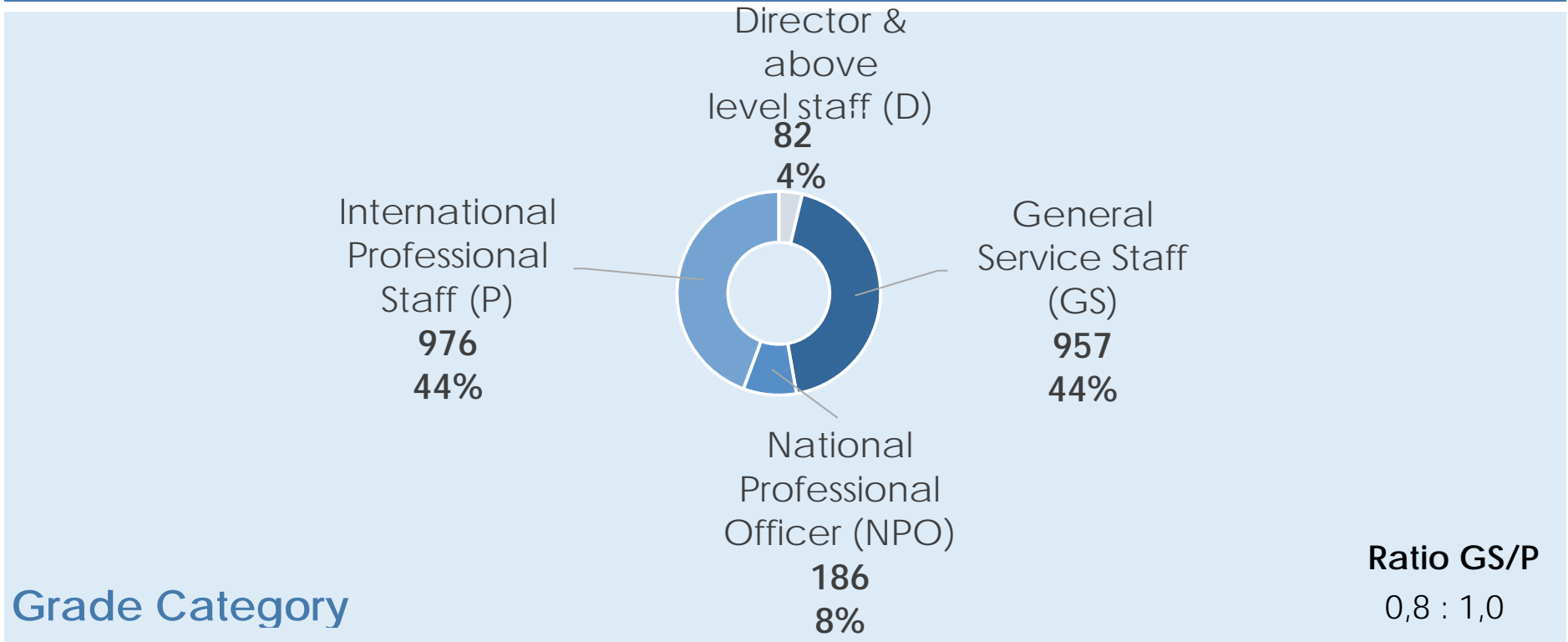
This document provides information on UNESCO staff on fixed-term appointments on Regular Programme and Extra-Budgetary funded posts including FT/Project Appointments funded by Extra-Budgetary funds. It does not cover staff on temporary contracts or personnel with other types of contracts. Staff on Leave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

Policy, Planning, Partnerships and Administrative Law Section
(HRM/PPL)

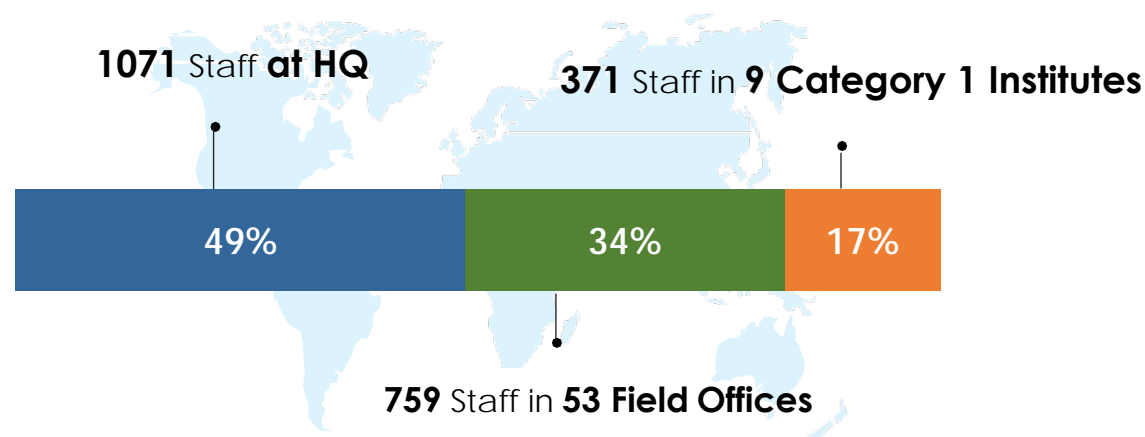
Version: January 2020

UNESCO STAFF KEY DATA (January 2020)

2201 Staff from 171 nationalities



Staff Location



1423 Staff on Regular Budget



778 Staff on Extrabudgetary funds

Average age of Staff:

48 

Time in service in UNESCO:

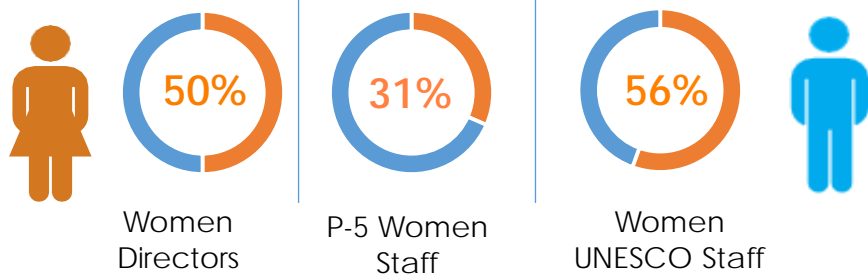
11 

Mobility Rate 2018/19:

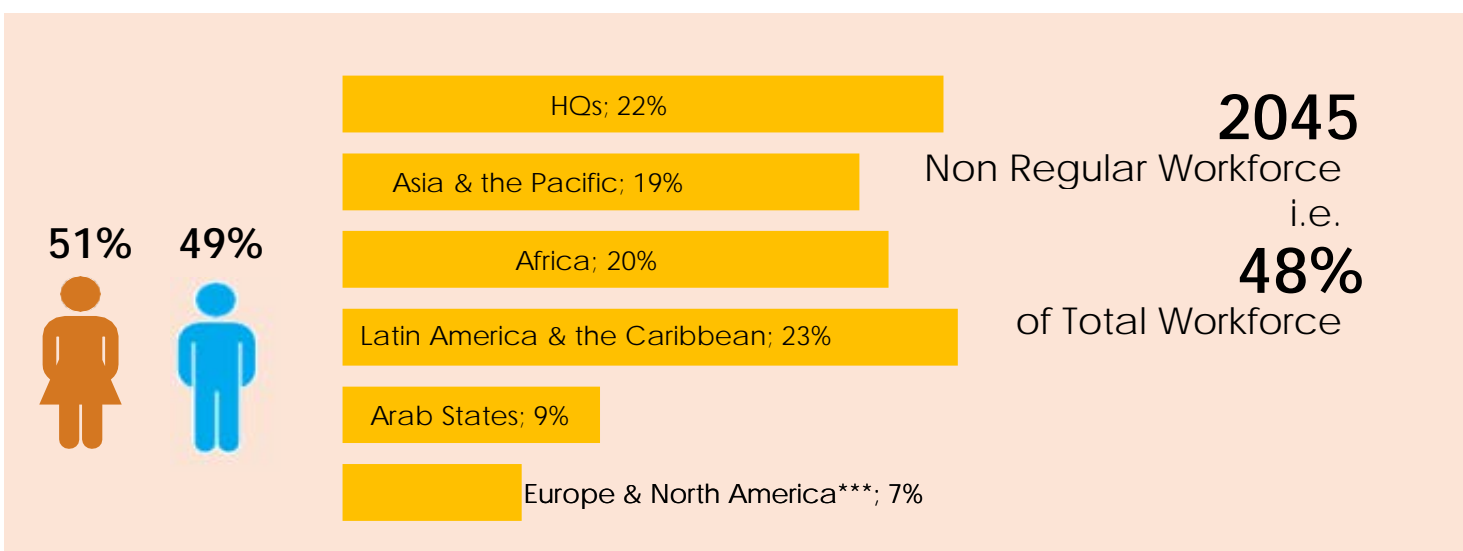
15% 

Turnover Rate (2019): 4,4%

Gender Equality



193 Member States, of which 79% are represented



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).

(***) inclut IPE/Paris



TABLE OF CONTENTS

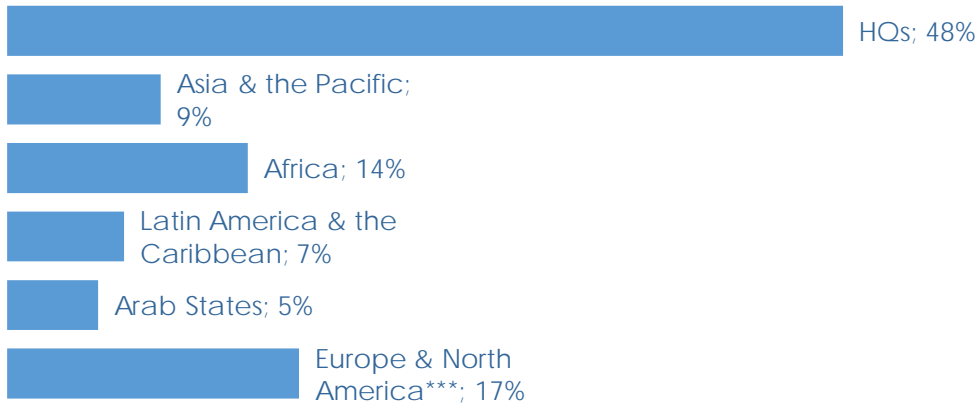
UNESCO STAFF KEY DATA	1
1. UNESCO Workforce Overview (January 2020)	3
2. Staff (RP/EXB) Evolution (January 2010 - January 2020)	4
3. Distribution by Funding Source (January 2020)	5
4. Distribution by Location and Category (January 2020)	6
5. Distribution by Grade (January 2020)	7
6. Distribution by Programme Sector (January 2020)	8
7. Geographical Distribution (January 2020)	9
8. Percentage of women staff in UNESCO (January 2020)	10
9. Age distribution by Grade (January 2020)	11
10. Length of service distribution (January 2020)	11
11. Geographical Mobility (RP/EXB)	12
12. Anticipated retirements by end-2021	13
13. Appointments / Transfers / Separations (2014 - 2019)	13
14. HR Partnerships (January 2020)	14
15. Distribution of C/5 Posts	15

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 2020)

1. UNESCO Staff*

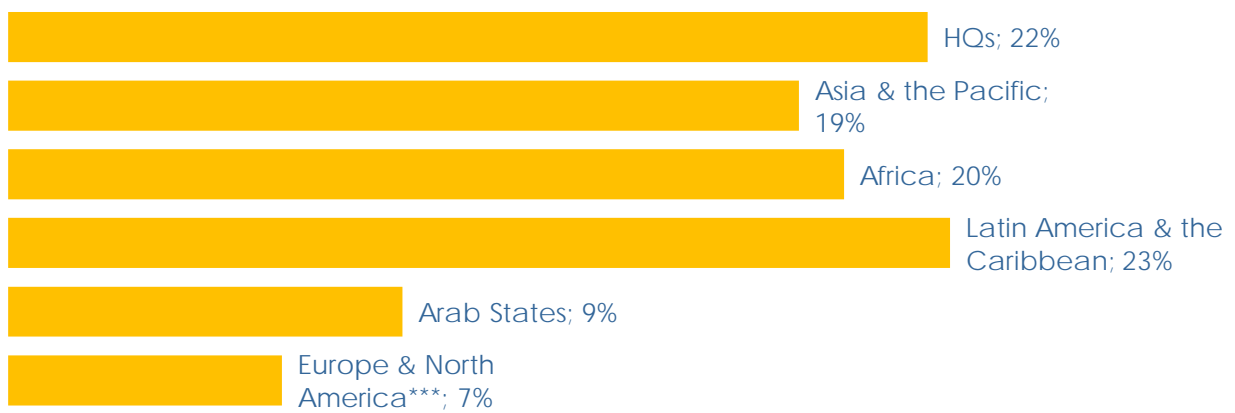
2201 Staff



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

2. Non Regular Workforce**

2045 Non Regular 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).

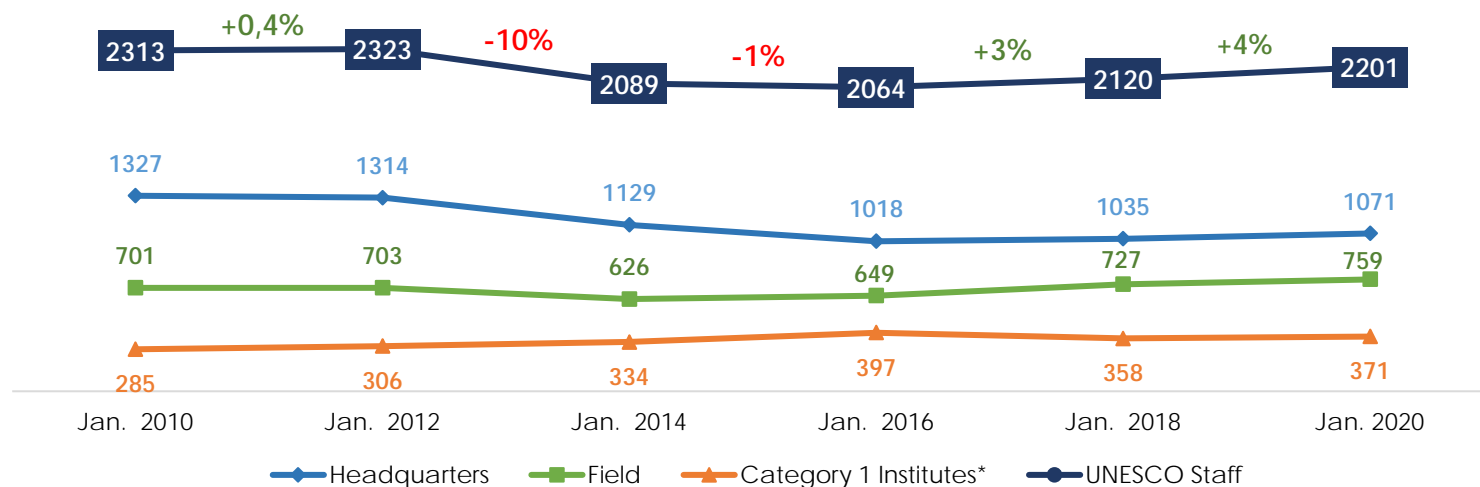
*** including IIEP/Paris

UNESCO Staff (RP/EXB) Evolution January 2010 - January 2020

		Jan. 2010	Jan. 2012	Jan. 2014	Jan. 2016	Jan. 2018	Jan. 2020	Difference Jan. 2010 - Jan. 2020
Headquarters	Fixed-term	1237	1216	1047	914	925	936	-301 (-24%)
	Project Appointment	-	-	82	104	110	135	-
	ALD	90	98	-	-	-	-	-
	Total	1327	1314	1129	1018	1035	1071	-256 (-19%)
Field	Fixed-term	639	629	564	566	619	618	-21 (-3%)
	Project Appointment	-	-	62	83	108	141	-
	ALD	62	74	-	-	-	-	-
	Total	701	703	626	649	727	759	+58 (8%)
Category 1 Institutes*	Fixed-term	257	268	240	227	180	185	-72 (-28%)
	Project Appointment	-	-	94	170	178	186	-
	ALD	28	38	-	-	-	-	-
	Total	285	306	334	397	358	371	+86 (30%)
UNESCO Staff	Fixed-term	2133	2113	1851	1707	1724	1739	-394 (-18%)
	Project Appointment	-	-	238	357	396	462	-
	ALD	180	210	-	-	-	-	-
	Total	2313	2323	2089	2064	2120	2201	-112 (-5%)

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

From January 2010 to January 2020, the number of staff at Headquarters has decreased by **19%** while Field staff has increased by **8%**. Staff in Category 1 Institutes have increased by **30%**. Overall, between 2010 and 2020, the number of staff has slightly decreased (by 5%).



Distribution by Funding Source (January 2020)

1. Distribution by Category, Location and Funding Source

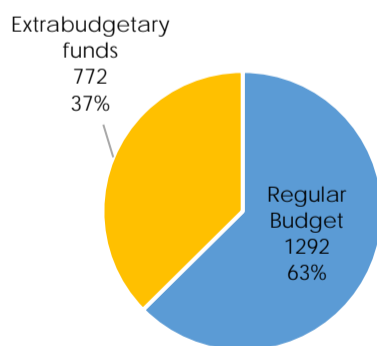
	Staff on Regular Budget						Staff on Extrabudgetary funds						TOTAL	% by Location
	Dir.	P	NO	GS	Total	%	Dir.	P	NO	GS	Total	%		
Headquarters	36	433	-	361	830	77%	1	144	-	96	241	23%	1071	49%
Field	33	176	103	281	593	78%	1	63	61	41	166	22%	759	34%
Category 1 Institutes*	-	-	-	-	-	-	11	160	22	178	371	100%	371	17%
Total	69	609	103	642	1423	65%	13	367	83	315	778	35%	2201	100%

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

As at January 2020, 65% of UNESCO staff are on Regular programme funds. 35% are on posts funded by extrabudgetary sources.

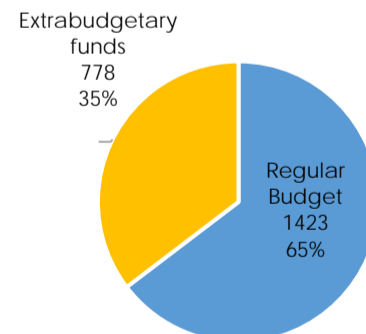
2. Comparison of UNESCO Staff, by Funding Source between January 2016 and January 2020

UNESCO Staff, by Funding Source
January 2016



Total: 2064

UNESCO Staff, by Funding Source
January 2020



Total: 2201

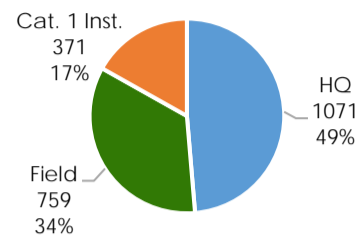
The ratio of staff on Regular Programme funded posts vs Extrabudgetary funded posts has slightly increased between January 2016 (63/37) and January 2020 (**65/35**).

Distribution by Location and Category (January 2020)

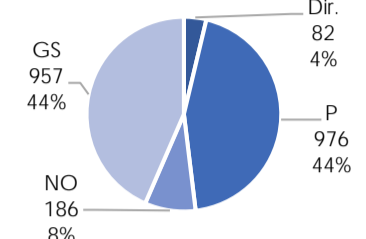
1. UNESCO Staff, by Location and Category

	Dir.	P	NO	GS	Total	% by Location
HQ	37	577	-	457	1071	49%
Field	34	239	164	322	759	34%
Cat. 1 Inst.	11	160	22	178	371	17%
Total	82	976	186	957	2201	
% by Grade Category	4%	44%	8%	44%		100%

Staff by Location



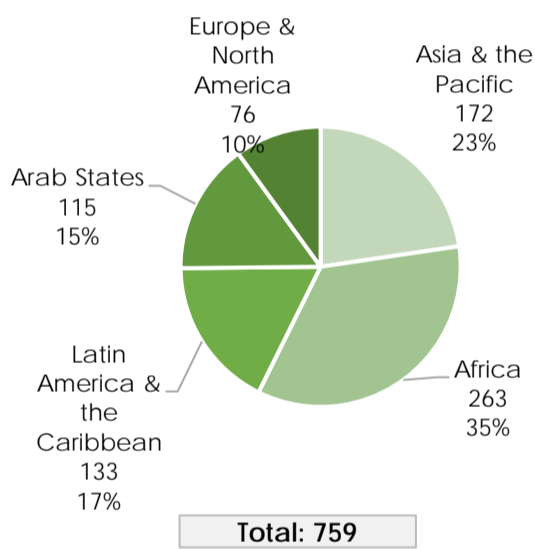
Staff by Category



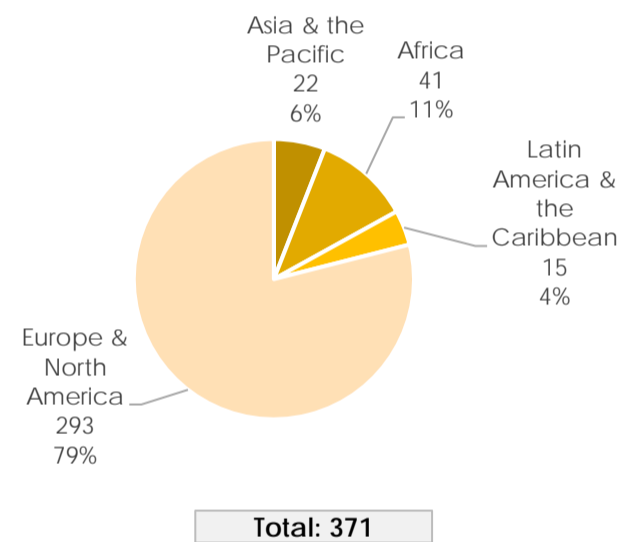
As at January 2020, UNESCO employs 2201 staff on fixed-term and FT/Project Appointments. **51%** of the staff work in the Field and Category 1 Institutes. **Professional and above staff (D/P/NO)** represent **56%** of staff, while **GS** staff represent **44%**. The overall ratio GS/P for all UNESCO staff is **0,8**.

2. UNESCO Staff, by Region

Staff in Field Offices, by Region



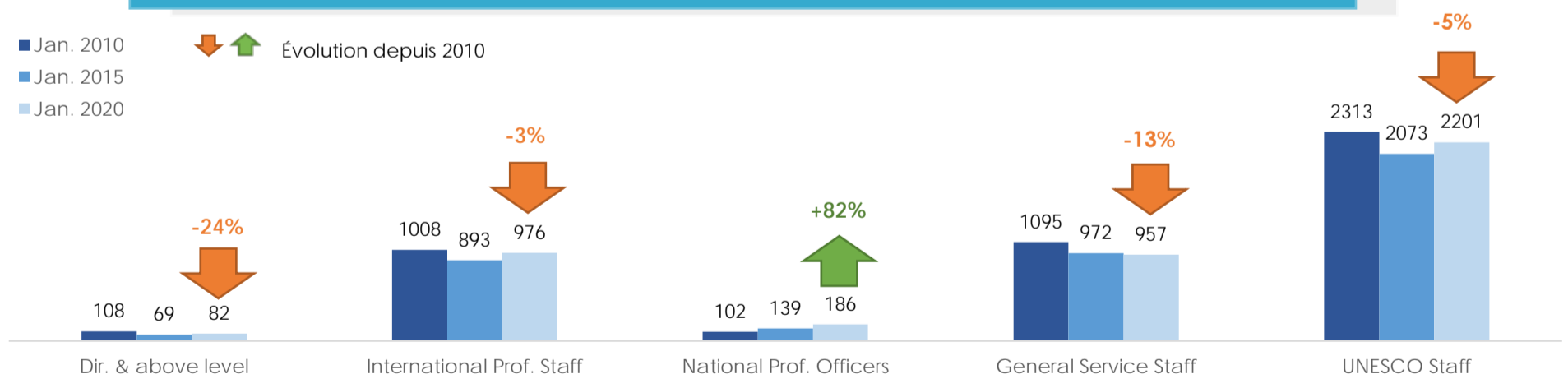
Staff in Cat. 1 Institutes, by Region



3. UNESCO Staff, by Category from January 2010 to January 2020

■ Jan. 2010
■ Jan. 2015
■ Jan. 2020

↓ ↑ Évolution depuis 2010

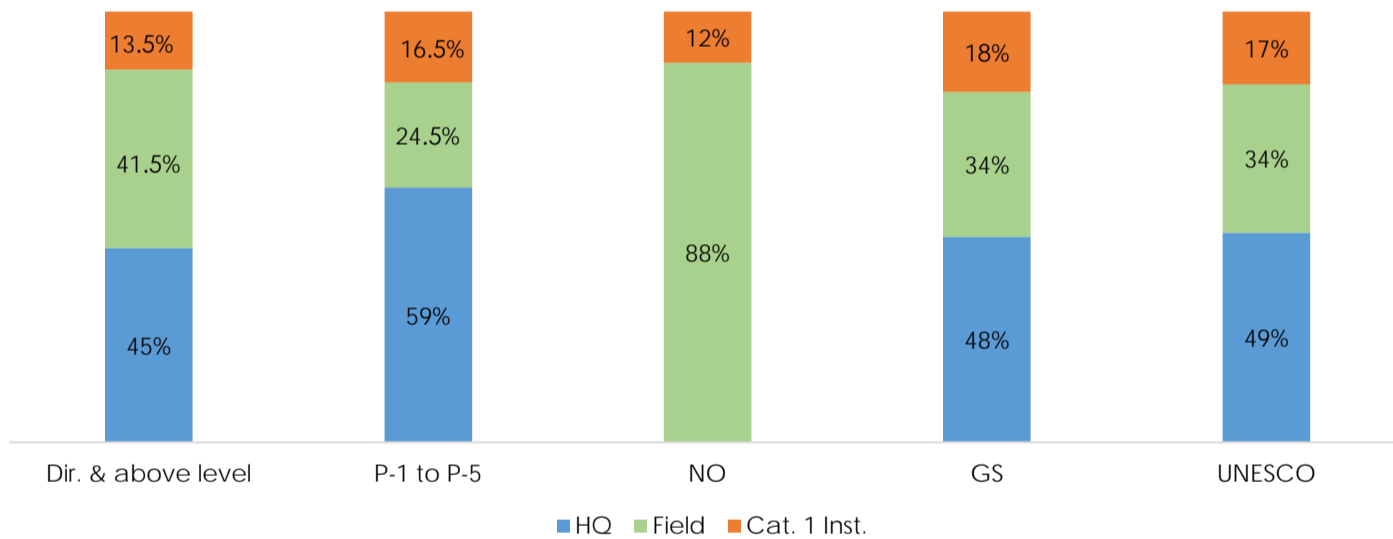


Since 2010, Director, Professional and General Service staff decreased by **24%**, **3%** and **13%**, respectively. NO Staff numbers increased by **82%**.

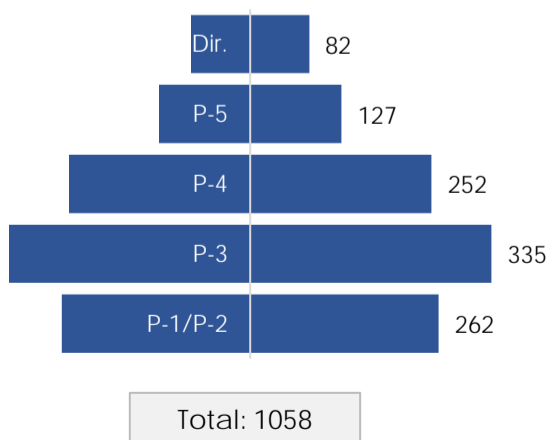


Distribution by Grade (January 2020)

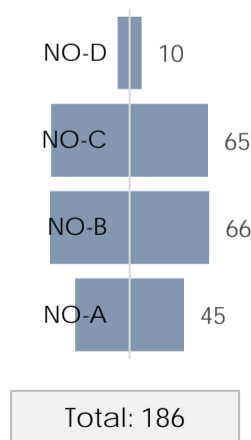
	HQ	%	Field	%	Cat. 1 Inst.	%	Total	% by Grade
DDG/ADG	9	90%	-	-	1	10%	10	0,5%
D-2	9	45%	7	35%	4	20%	20	1%
D-1	19	37%	27	52%	6	12%	52	2.5%
Total Dir. & above level	37	45%	34	41.5%	11	13.5%	82	4%
P-5	78	61.5%	37	29%	12	9.5%	127	6%
P-4	147	58%	72	29%	33	13%	252	11%
P-3	180	54%	93	28%	62	18%	335	15%
P-1/P-2	172	66%	37	14%	53	20%	262	12%
Total P Staff	577	59%	239	24.5%	160	16.5%	976	44%
Total NO Staff	-	-	164	88%	22	12%	186	8%
Total GS Staff	457	48%	322	34%	178	18%	957	44%
UNESCO Staff	1071	49%	759	34%	371	17%	2201	100%



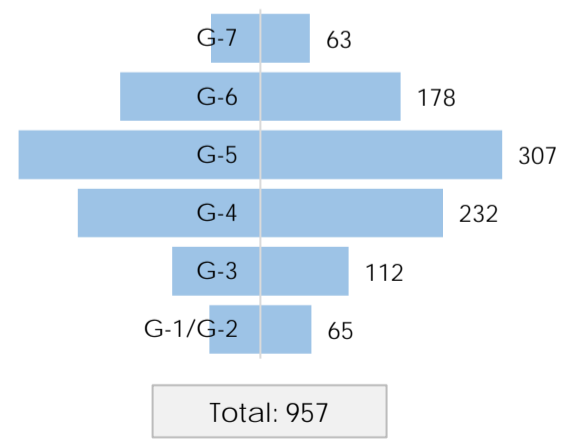
Grade Pyramid of P/D Staff



Grade Pyramid of NO Staff

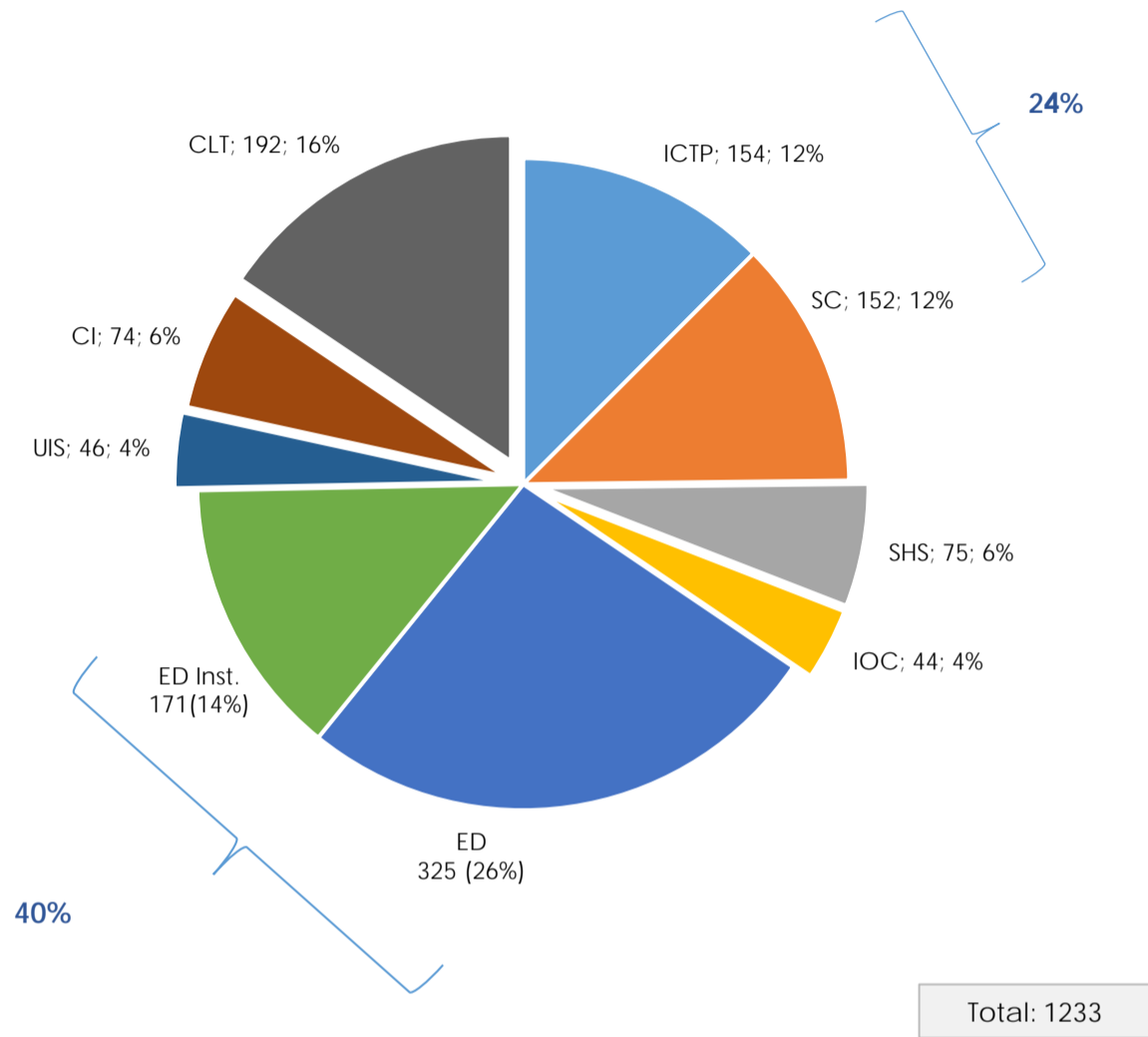


Grade Pyramid of GS Staff





Distribution by Programme Sector (January 2020)



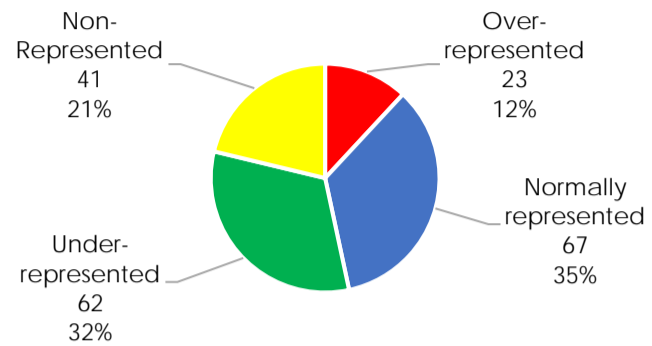
As at January 2020, the **Education Sector** has the largest number of staff (**40%**) in Programme Sectors, followed by the **Natural Sciences Sector (24%)** and **Culture (16%)**.

Geographical Distribution (January 2020)

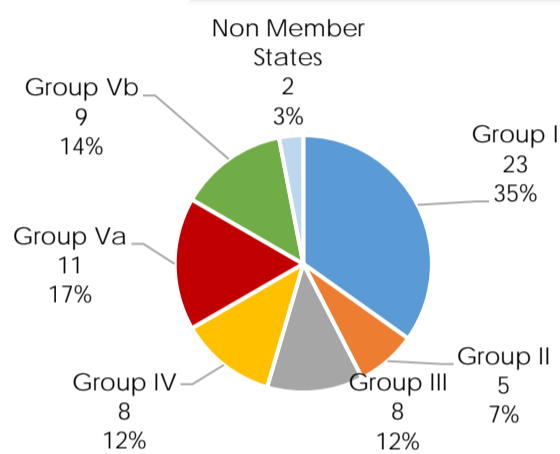
(as per formula approved by the General Conference - staff on geographical posts, ONLY)

1. Geographical Distribution situation as at January 2020

Status of representation	Number of Member States	% by Status
Over-represented	23	12%
Normally represented	67	35%
Under-represented	62	32%
Represented	152	79%
Non-Represented	41	21%
Total Member States	193	100%



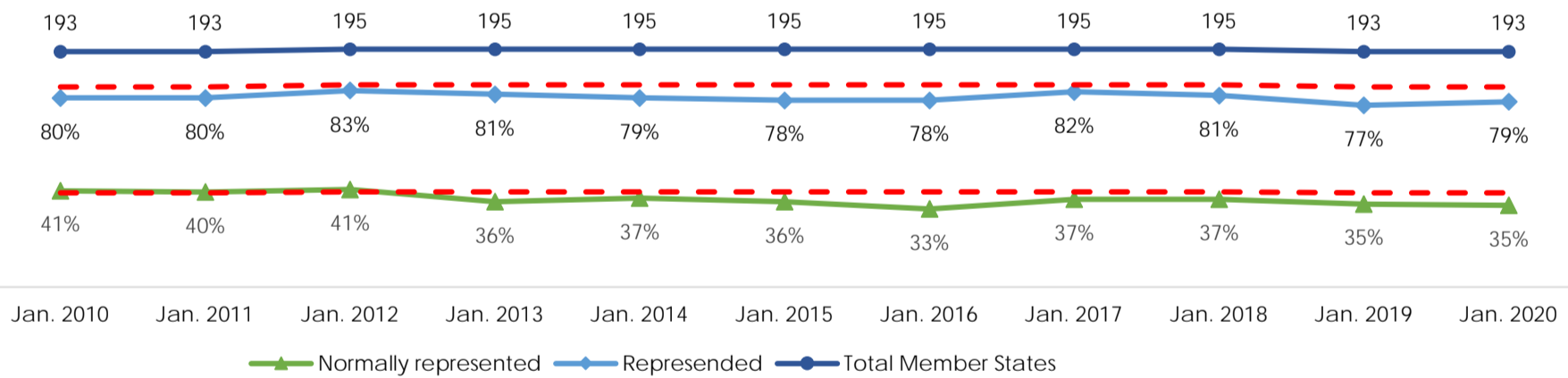
2. Directors and above level on Geographical posts as at January 2020



Total Director and above: 66

- 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 2020



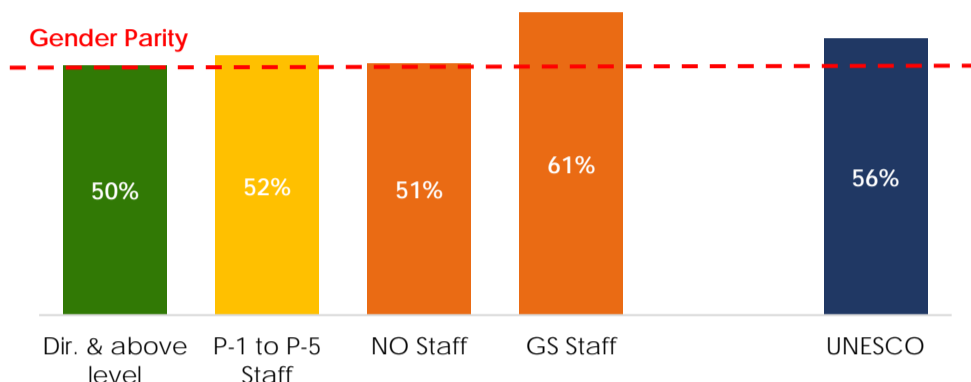
4. Evolution of the Status of Member States' representation from January 2010 to January 2020

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	Evolution since 2010
Over-represented	27	26	26	27	20	18	17	18	20	21	23	-4 (-15%)
Normally represented	79	78	80	70	73	70	64	72	72	68	67	-12 (-15%)
Under-represented	49	51	55	61	62	65	72	70	65	60	62	+13 (+27%)
Represented	155	155	161	158	155	153	153	160	157	149	152	-3 (-2%)
Non-Represented	38	38	34	37	40	42	42	35	38	44	41	+3 (+8%)
Total Member States	193	193	195	195	195	195	195	195	195	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 the United States of America and Israel. As at January 2020, 152 Member States are represented within the Secretariat.

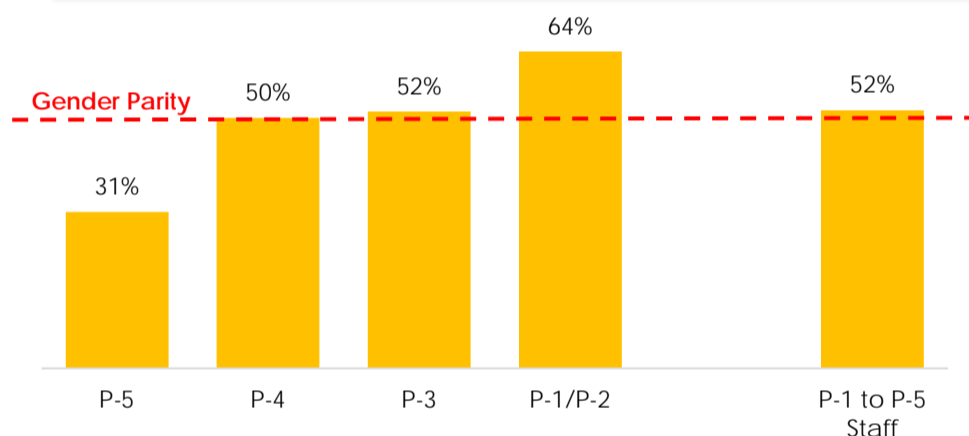
Percentage of women staff in UNESCO (January 2020)

1. Percentage of Women Staff by Category



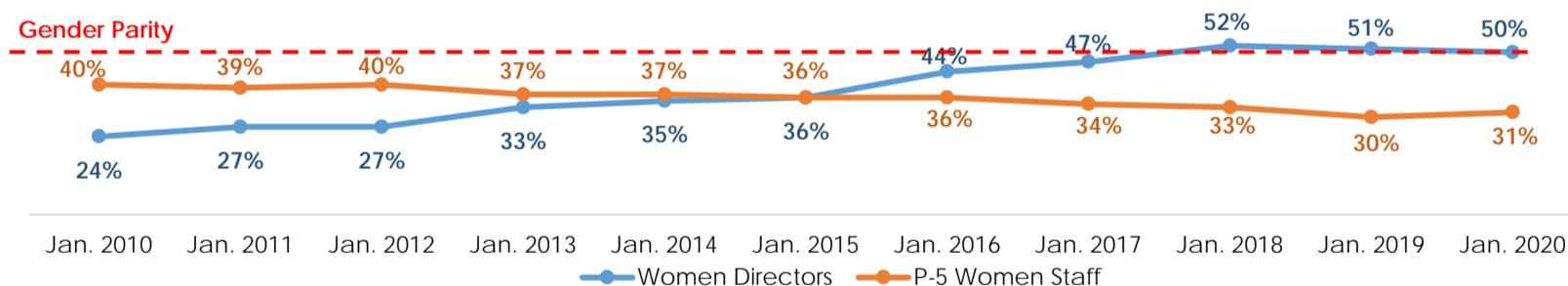
Overall, the proportion of women staff in UNESCO is among the highest in the UN system. Women represent **50%** of Director and above staff.

2. Percentage of Women Staff at International Professional level



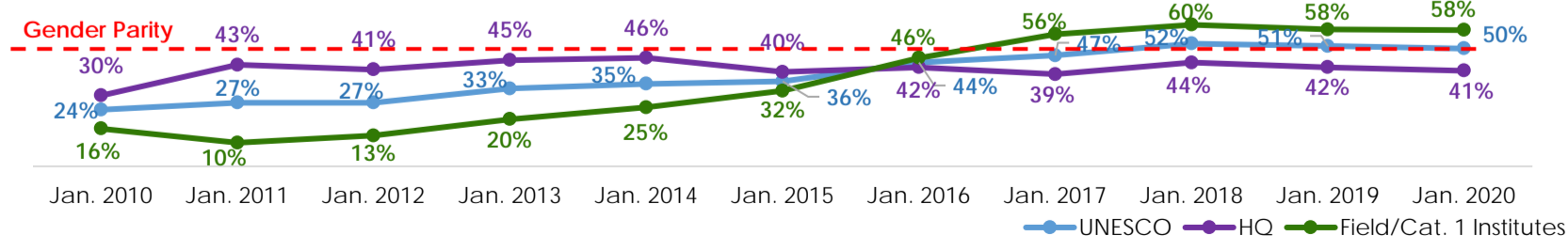
Among International Professional staff, women are a majority at the junior levels (P-1 to P-3). Parity is achieved at P-4, while the percentage of women is lower at P-5 (31%).

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



Since January 2010, significant progress was made in the representation of women at senior management level, with an increase from 24% in 2010 to 50% in January 2020. The number of P-5 women staff is however decreasing (31%).

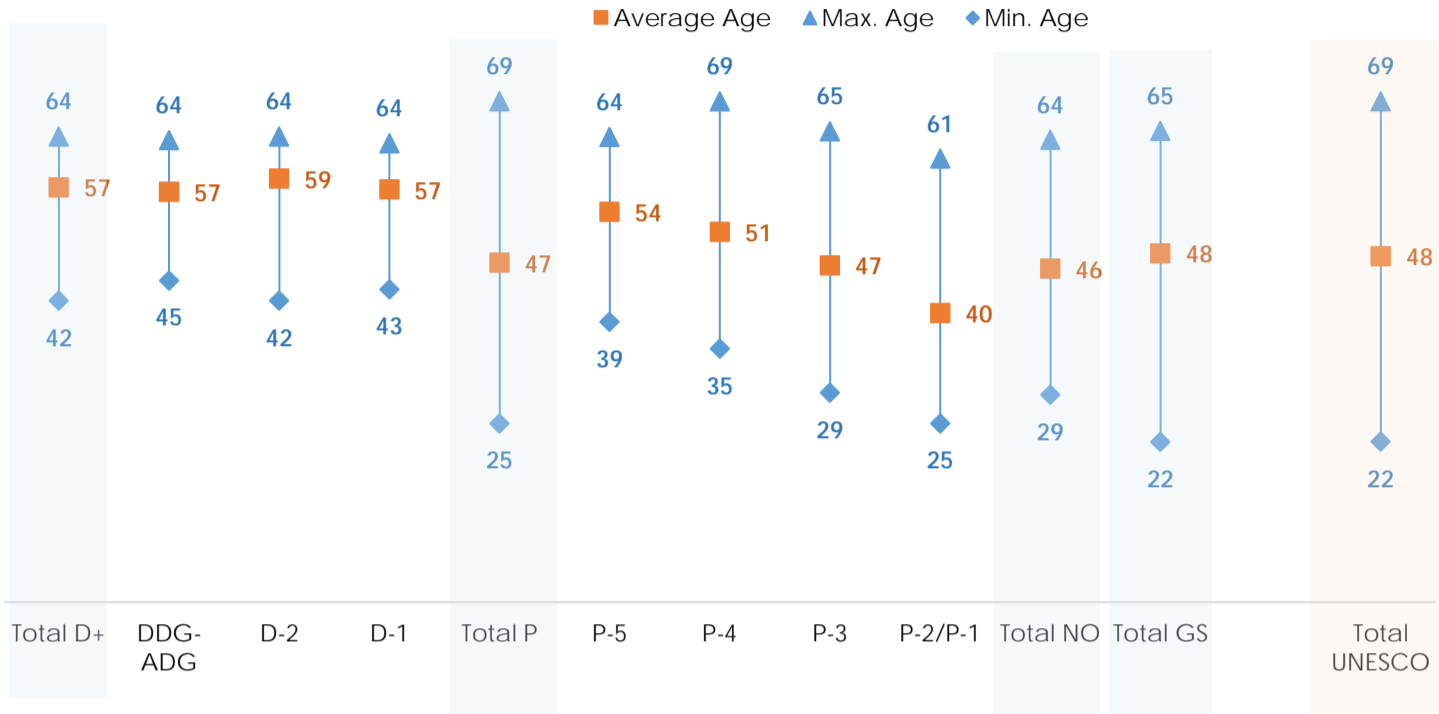
4. Evolution of the Percentage of Women Staff at Director and above level



The number of Women Directors in the Field and Category 1 Institutes steadily increased since 2010 to reach 58% in January 2020.



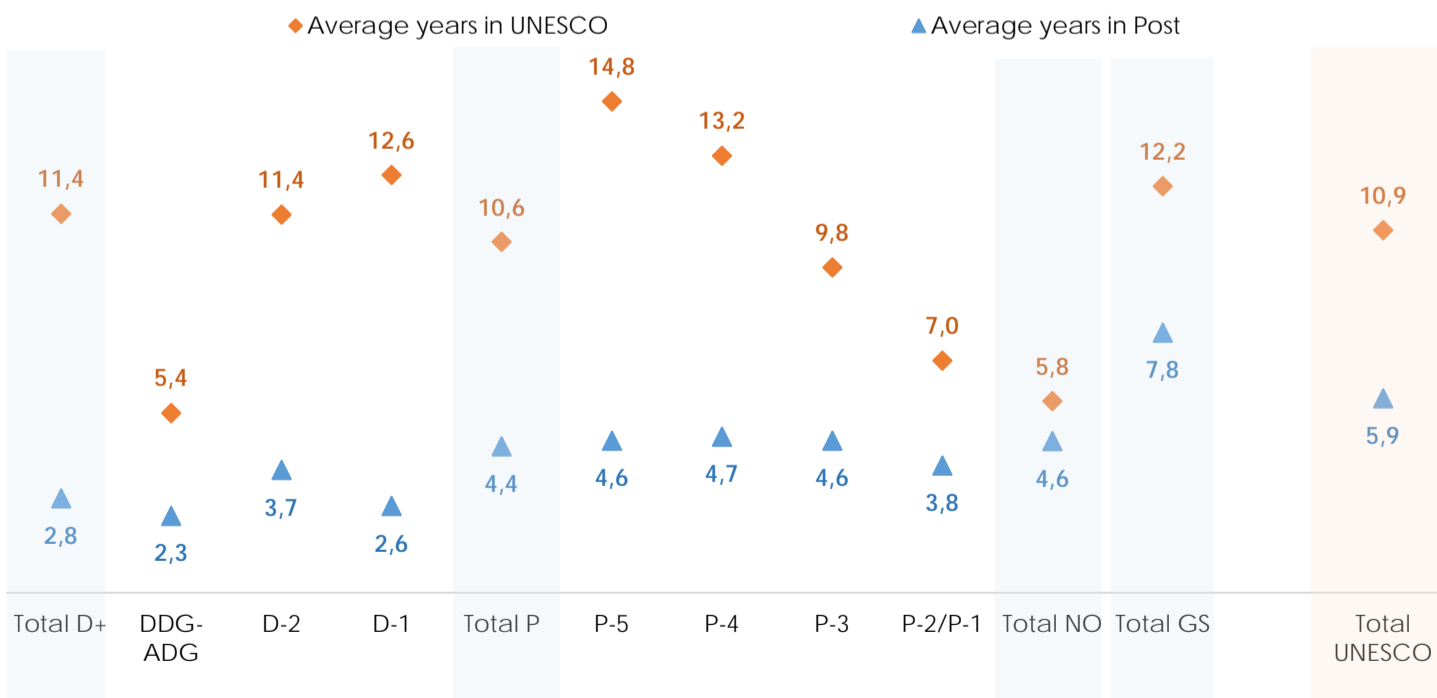
Age distribution by Grade (January 2020)



UNESCO staff is on average **48** years old.



Length of service distribution (January 2020)



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 (7,8), while Director staff have the shortest (3). Professional staff (P) have, on average, been 4 years on the same post.

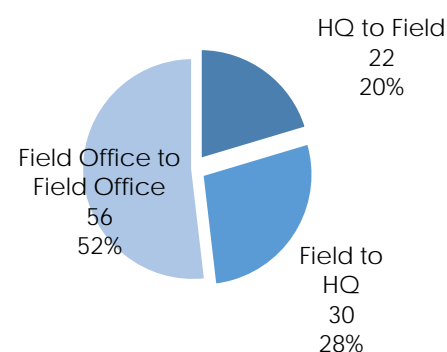
Geographical Mobility (RP/EXB)

International Professional staff on a fixed-term contract

1. Geographical Mobility - January 2018 to December 2019

Number of Geographical movements of P/D Staff

	2010/11	2012/13	2014/15	2016/17	2018/19
HQ to Field	20	26	35	15	22
Field to HQ	31	16	12	26	30
Field Office to Field Office	49	44	53	38	56
Total Movements	100	86	100	79	108



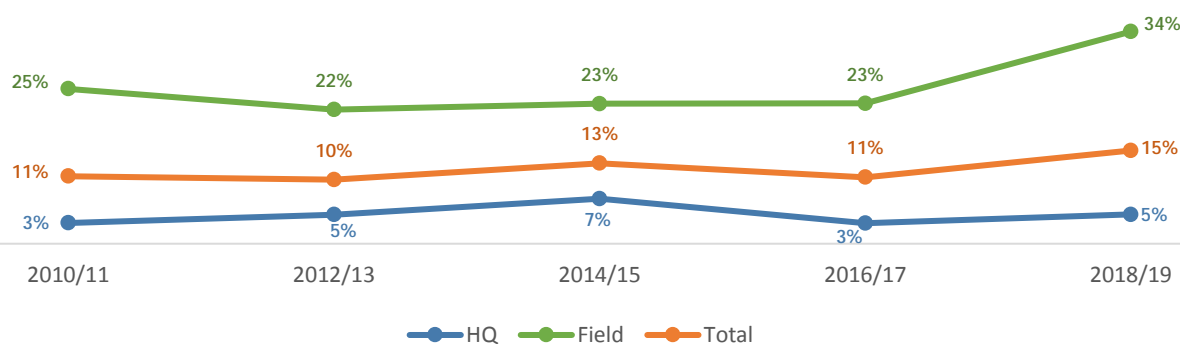
Evolution of Mobility Rate

	2010/11	2012/13	2014/15	2016/17	2018/19
HQ	3%	5%	7%	3%	5%
Field	25%	22%	23%	23%	34%
Total	11%	10%	13%	11%	15%

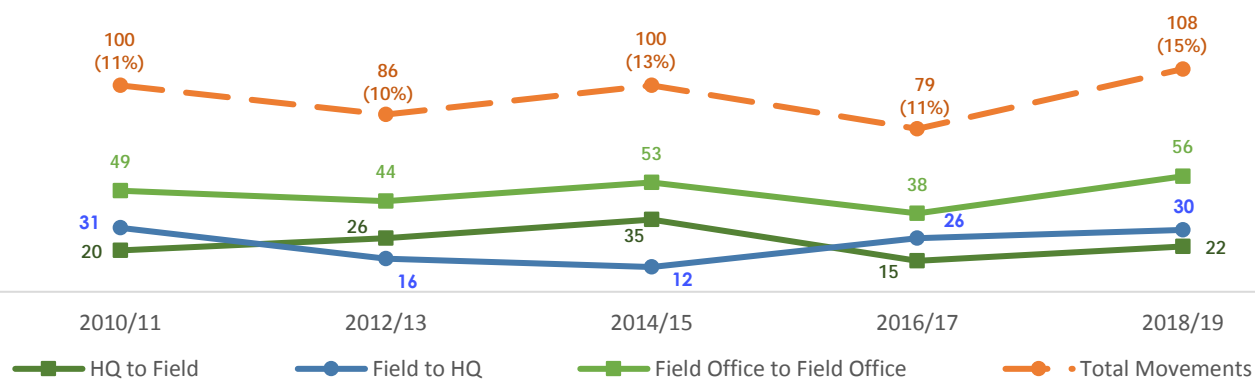
Field also includes Category 1 Institutes.

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

2. Evolution of Mobility Rate



3. Evolution of the number of Geographical movements



A total of 108 International Professional Staff and Directors moved between duty stations in 2018/19 (22 from Headquarters to Field, 56 field to field, and 30 from the field to Headquarters), corresponding to a mobility rate of 15%.

Anticipated retirements by end-2021

Staff on Fixed-term contract ONLY

	Staff as at January 2020	Retirements 2020-2021			
		2020	2021	Total 2020-2021	% of Retirements 2020-2021
Dir. & above level	81	4	8	12	15%
P-1 to P-5 Staff	700	2	11	13	2%
NO Staff	106	0	2	2	2%
GS Staff	833	2	9	11	1%
UNESCO	1720	8	30	38	2%

2% of the staff will retire over the next 3 years (until 2021), a total of 38 staff. The highest retirement rate is among Director staff (15%).

Appointments / Transfers / Separations (2014 - 2019)

Staff on Fixed-term contract ONLY

	Movements					
	2014	2015	2016	2017	2018	2019
External Appointments	47	104	103	105	82	86
Internal Movements	95	81	150	49	103	119
Appointments with promotion	27	39	53	29	30	27
Transfers at equal grade	68	42	97	20	73	92
Total	142	185	253	154	185	205
% External Appointments	33%	56%	41%	68%	44%	42%
% Internal Movements	67%	44%	59%	32%	56%	58%
Separations	147	144	115	109	58	77
Renewal rate*	32%	72%	90%	96%	141%	112%
Turnover Rate**	8,2%	8,4%	6,8%	6,4%	3,4%	4,4%
Turnover Rate (Retirement)**	3,1%	3,5%	3,1%	3,7%	1,4%	0,6%

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

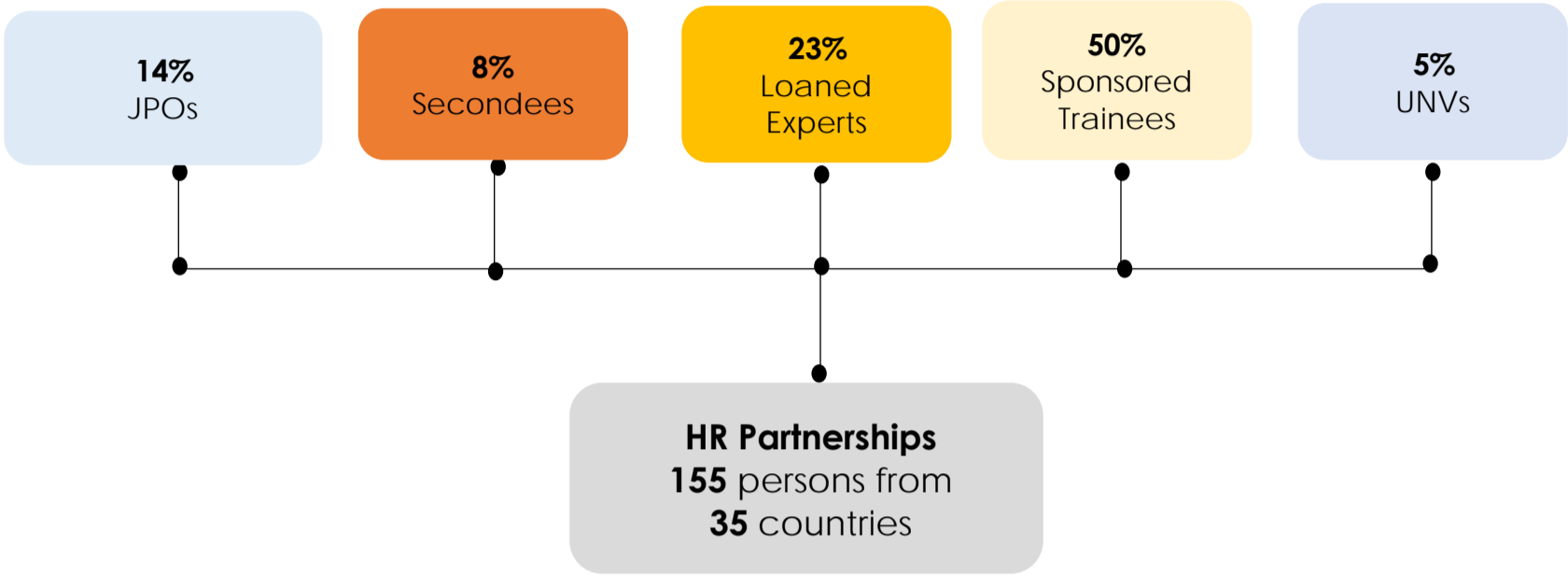
(**) Number of separations in one year divided by the average number of active staff during the same period x 100

In 2019, the number of internal movements (58%) is higher than external appointments (42%) in all categories of posts.

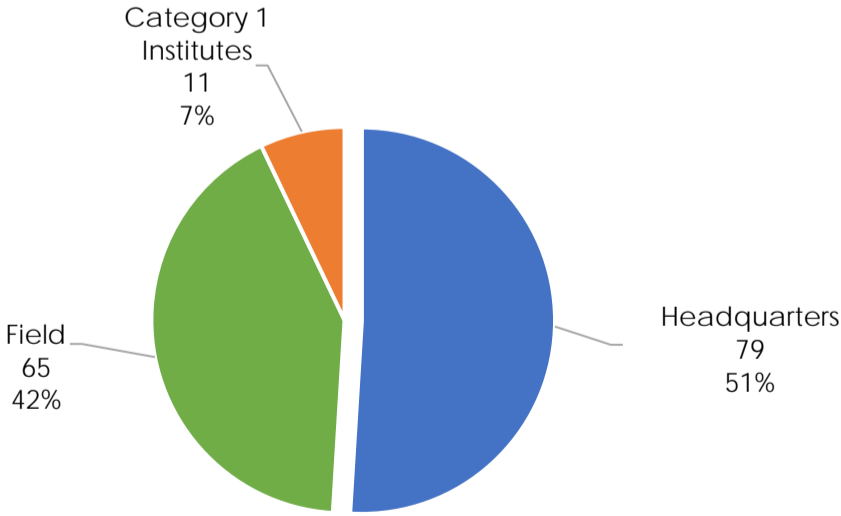
In 2014, the turnover rate was 8%, with a retirement rate of 3%. In 2018, the implementation of the Mandatory Age of Separation to 65 years old has resulted in a lower retirement rate (1%); and a lower turnover rate at 3%. In 2019, the turnover rate is 4%.



HR Partnerships (January 2020)



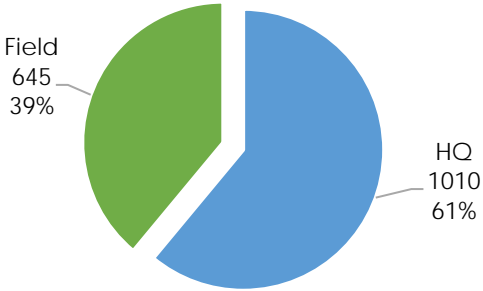
HR Partnerships, by Location





40 C/5 Posts

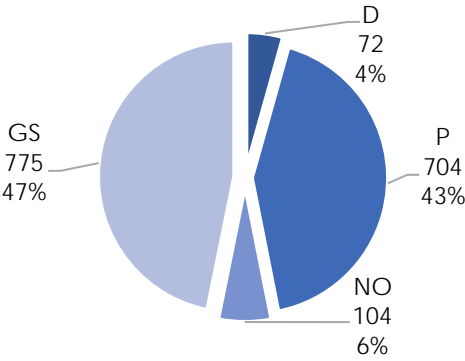
1. 40 C/5 Posts, by Location



Total: 1655

Out of the 1655 posts budgeted in the 40 C/5, 39% of the posts are in the field and 61% are at Headquarters.

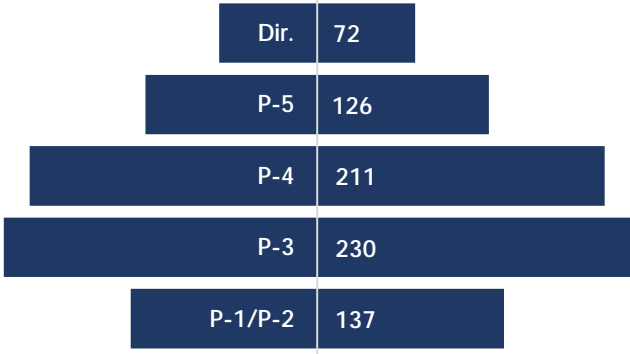
2. 40 C/5 Posts, by Grade Category



Total: 1655

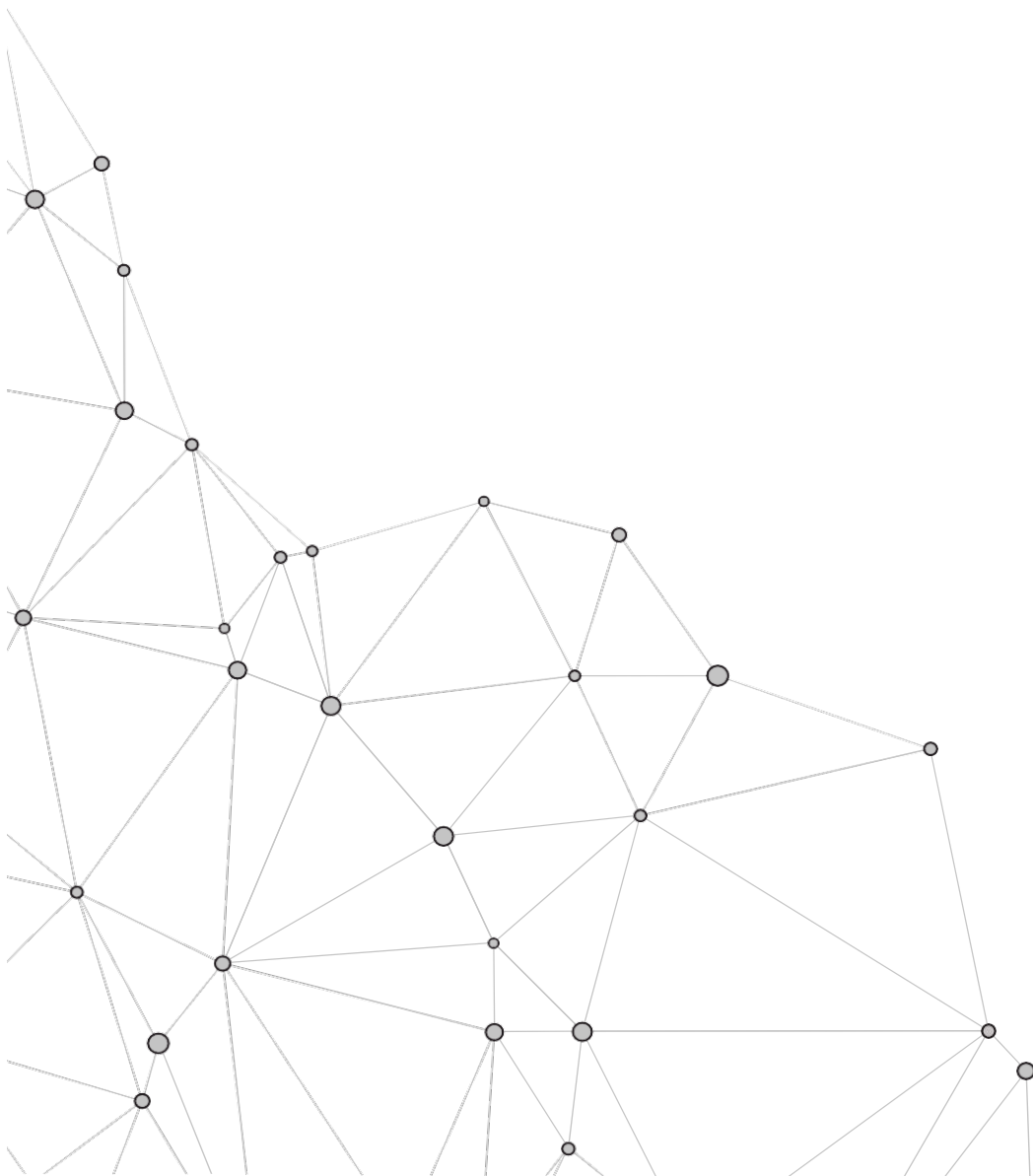
From the 1655 posts, 53% are D/P/NO posts and 47% are GS posts.

3. Grade Pyramid of 40 C/5 P/D Posts



Total: 776

This document provides information on established posts for the integrated budget based on the Appropriated regular programme 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.