




United Nations
Educational, Scientific and
Cultural Organization

Key Data on UNESCO STAFF

January 2021

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.

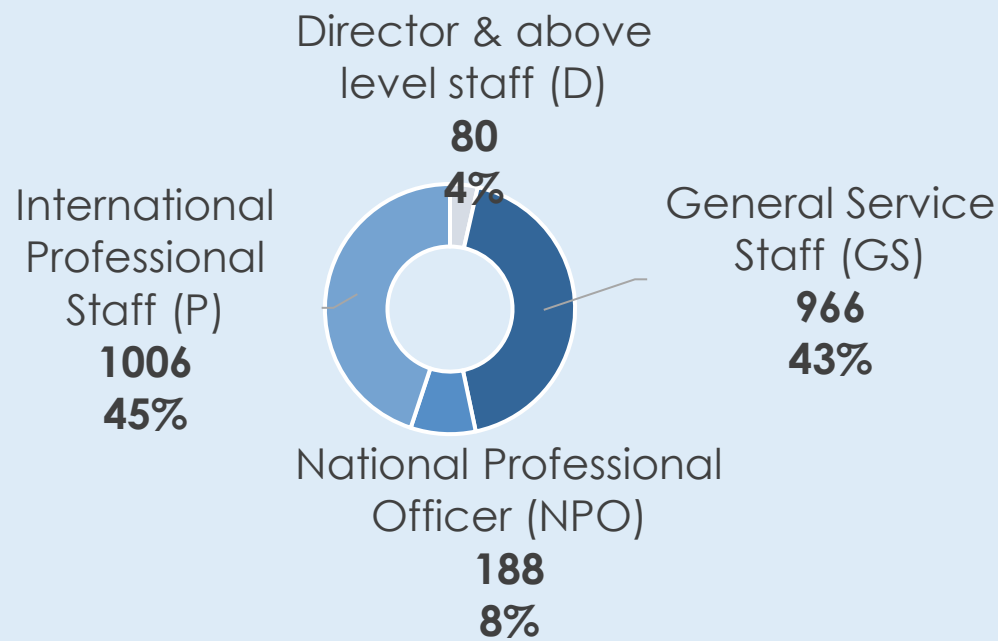


Management Support and Coordination Unit
(HRM/PPL)

Version: January 2021

UNESCO STAFF KEY DATA (January 2021)

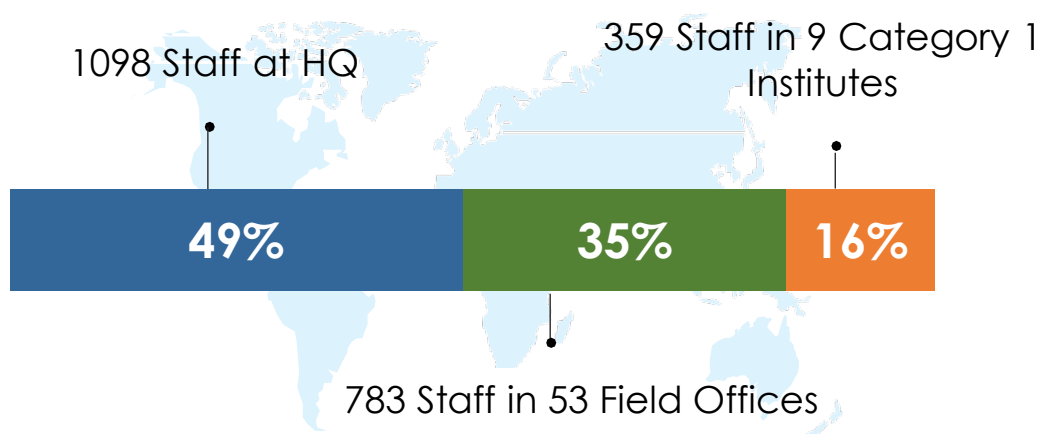
2240 Staff from 169 nationalities



Ratio GS/P
0,8 : 1,0

Grade Category

Staff Location



1458 Staff on Regular Budget



782 Staff on Extrabudgetary funds

Average age of Staff:

48 years



Time in service in UNESCO:

11 years



Mobility Rate 2018/19:

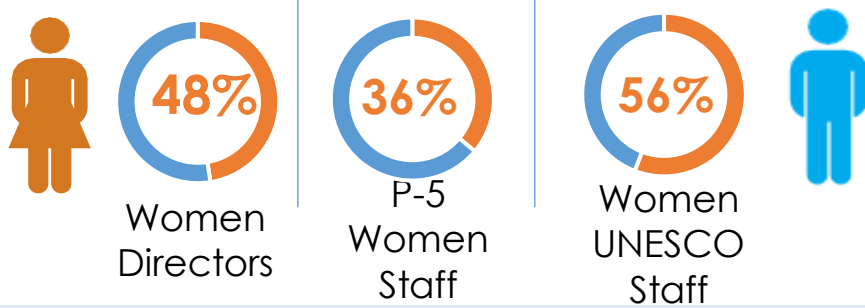
15%



Turnover Rate (2020):

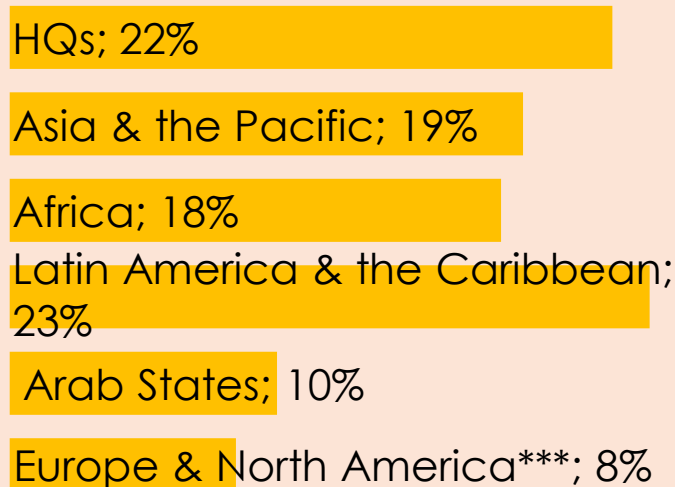
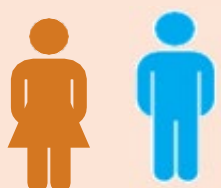
5.3%

Gender Equality



193 Member States, of which 78% are represented

51% **49%**



2197
Affiliate Workforce
i.e.
50%
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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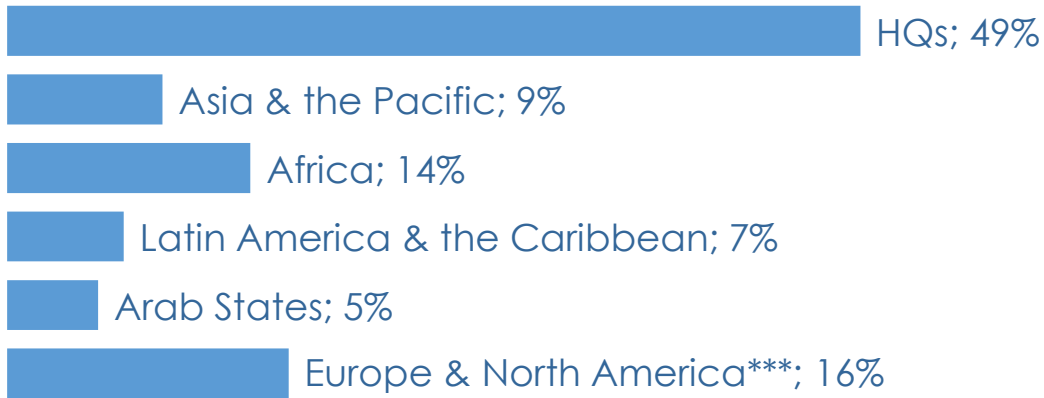
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NB: Owing to the rounding off of figures, the totals and sub-totals shown in the tables do not always correspond exactly to the sums of their component items.

UNESCO Workforce Overview (January 2021)

1. UNESCO Staff*

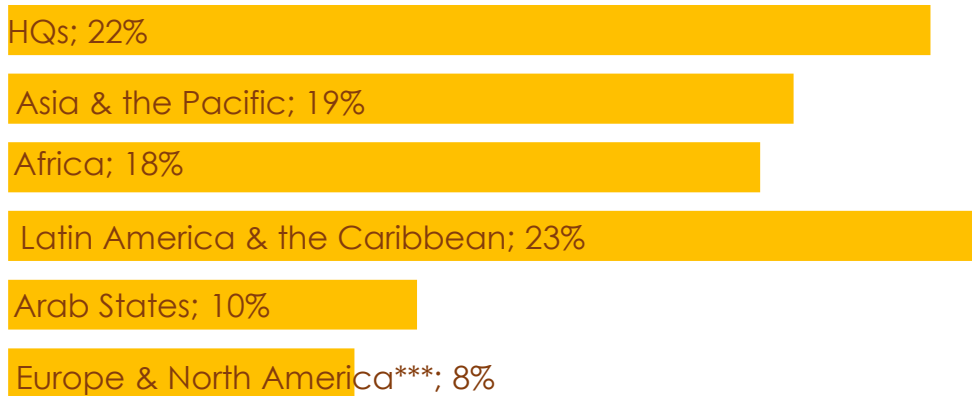
2240 Staff



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

2. Affiliate Workforce**

2197 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).

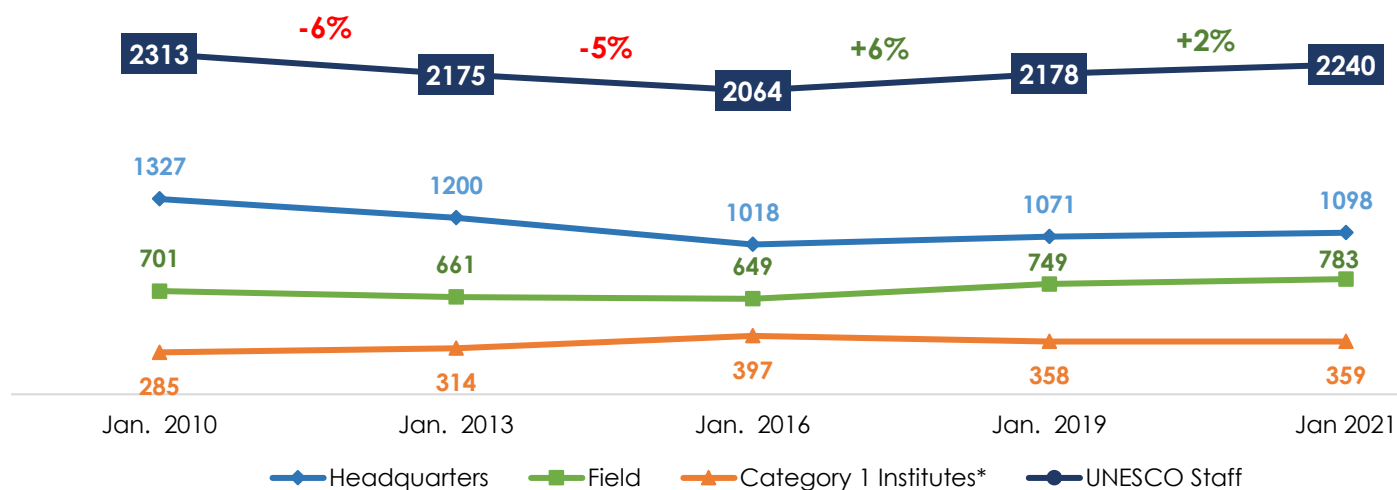
*** including IIEP/Paris

UNESCO Staff (RP/EXB) Evolution January 2010 - January 2021

	Jan. 2010	Jan. 2013	Jan. 2016	Jan. 2019	Jan 2021	Difference Jan. 2010 - Jan 2021	
Headquarters	Fixed-term	1237	1131	914	931	966	-271 (-22%)
	Project Appointment	-	68	104	140	132	-
	ALD	90	1	-	-	-	-
	Total	1327	1200	1018	1071	1098	-229 (-17%)
Field	Fixed-term	639	610	566	633	628	-11 (-2%)
	Project Appointment	-	50	83	116	155	-
	ALD	62	1	-	-	-	-
	Total	701	661	649	749	783	+82 (12%)
Category 1 Institutes*	Fixed-term	257	249	227	184	179	-78 (-30%)
	Project Appointment	-	65	170	174	180	-
	ALD	28	-	-	-	-	-
	Total	285	314	397	358	359	+74 (26%)
UNESCO Staff	Fixed-term	2133	1990	1707	1748	1773	-360 (-17%)
	Project Appointment	-	183	357	430	467	-
	ALD	180	2	-	-	-	-
	Total	2313	2175	2064	2178	2240	-73 (-3%)

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

From January 2010 to January 2021, the number of staff at Headquarters has decreased by 17% while Field staff has increased by 12%. Staff in Category 1 Institutes have increased by 26%. Overall, between 2010 and 2021, the number of staff has slightly decreased (by 3%).



Distribution by Funding Source (January 2021)

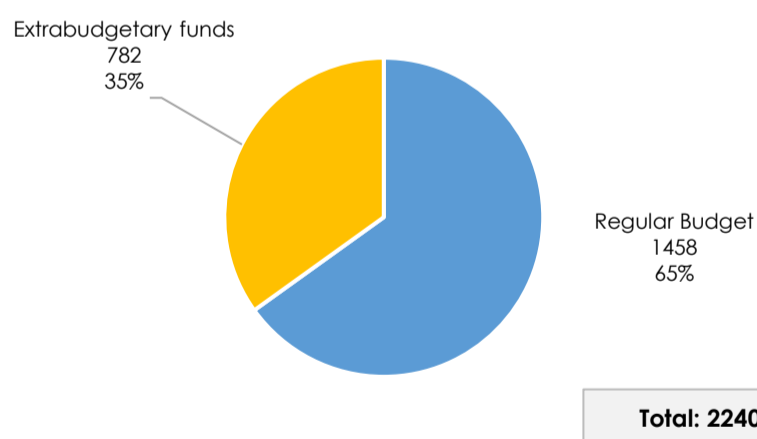
1. Distribution by Category, Location and Funding Source

	Staff on Regular Budget						Staff on Extrabudgetary funds						TOTAL	% by Location
	Dir.	P	NO	GS	Total	%	Dir.	P	NO	GS	Total	%		
Headquarters	35	447	-	373	855	78%	1	150	-	92	243	22%	1098	49%
Field	34	181	105	283	603	77%	2	65	66	47	180	23%	783	35%
Category 1 Institutes*	-	-	-	-	-	-	8	163	17	171	359	100%	359	16%
Total	69	628	105	656	1458	65%	11	378	83	310	782	35%	2240	100%

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

As at January 2021, 65% of UNESCO staff are on Regular programme funds. 35% are on posts funded by extrabudgetary sources.

UNESCO Staff, by Funding Source January 2021

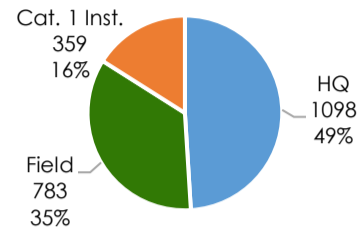


Distribution by Location and Category (January 2021)

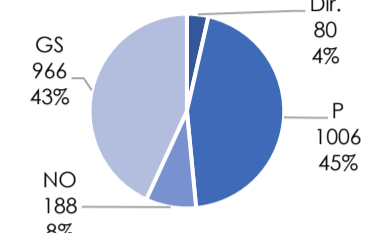
1. UNESCO Staff, by Location and Category

	Dir.	P	NO	GS	Total	% by Location
HQ	36	597	-	465	1098	49%
Field	36	246	171	330	783	35%
Cat. 1 Inst.	8	163	17	171	359	16%
Total	80	1006	188	966	2240	
% by Grade Category	4%	45%	8%	43%		100%

Staff by Location



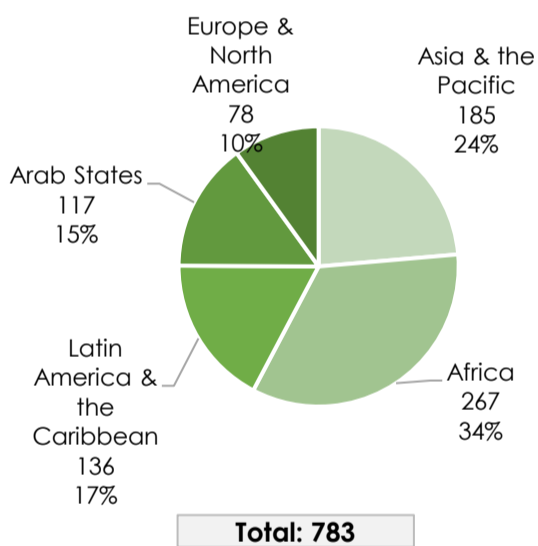
Staff by Category



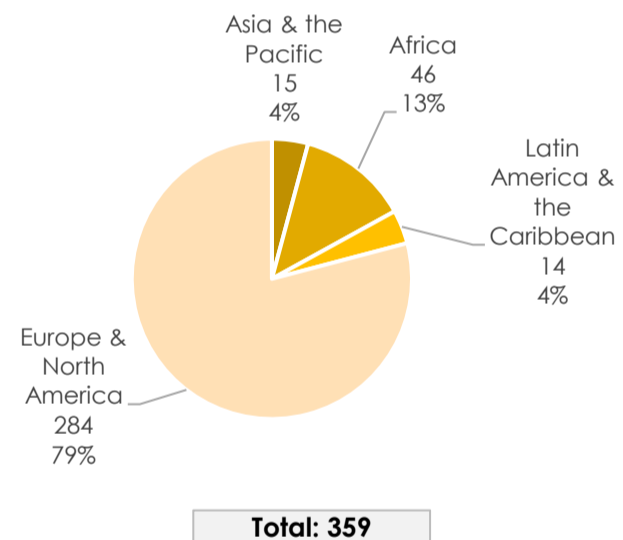
As at January 2021, UNESCO employs 2240 staff on fixed-term and FT/Project Appointments. 51% of the staff work in the Field and Category 1 Institutes. Professional and above staff (D/P/NO) represent 57% of staff, while GS staff represent 43%. The overall ratio GS/P for all UNESCO staff is 0,8.

2. UNESCO Staff, by Region

Staff in Field Offices, by Region



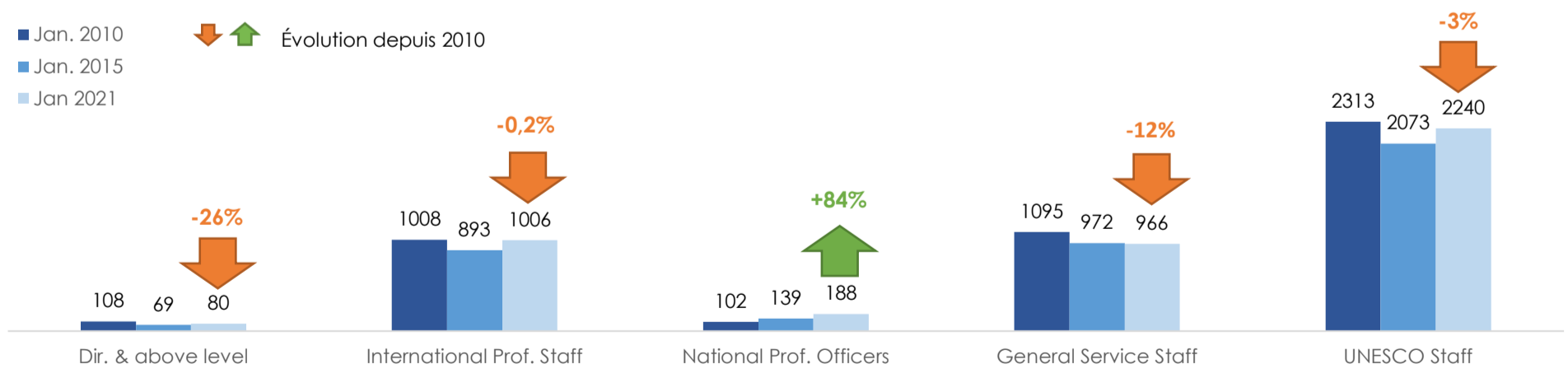
Staff in Cat. 1 Institutes, by Region



3. UNESCO Staff, by Category from January 2010 to January 2021

■ Jan. 2010
■ Jan. 2015
■ Jan 2021

↓ ↑ Évolution depuis 2010

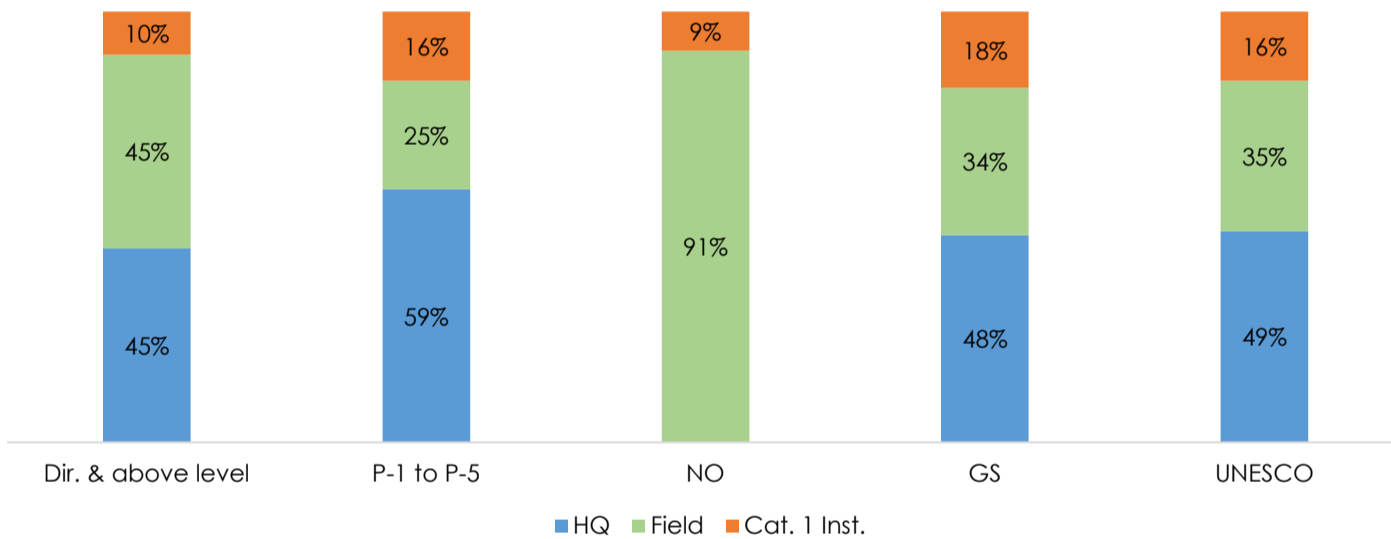


Since 2010, Director, Professional and General Service staff decreased by 26%, 0,2% and 12%, respectively. NO Staff numbers increased by 84%.

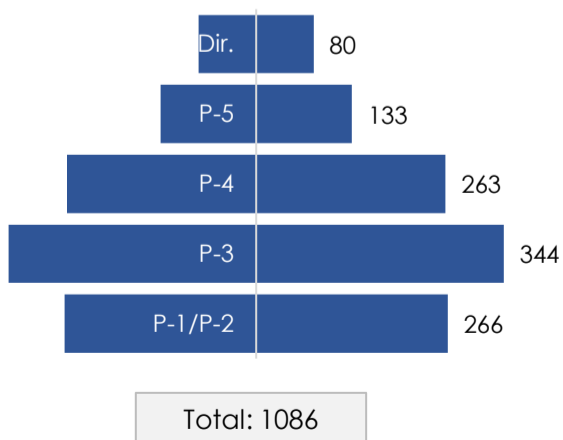


Distribution by Grade (January 2021)

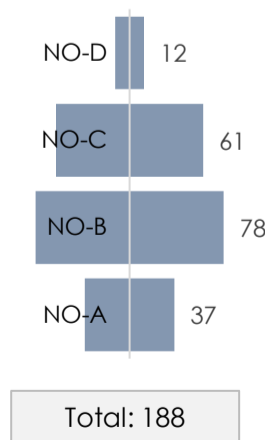
	HQ	%	Field	%	Cat. 1 Inst.	%	Total	% by Grade
DDG/ADG	8	89%	-	-	1	11%	9	1%
D-2	8	50%	6	37%	2	13%	16	1%
D-1	20	36%	30	55%	5	9%	55	2%
Total Dir. & above level	36	45%	36	45%	8	10%	80	4%
P-5	82	62%	39	29%	12	9%	133	6%
P-4	156	59%	73	28%	34	13%	263	12%
P-3	186	54%	95	28%	63	18%	344	15%
P-1/P-2	173	65%	39	15%	54	20%	266	12%
Total P Staff	597	59%	246	25%	163	16%	1006	45%
Total NO Staff	-	-	171	91%	17	9%	188	8%
Total GS Staff	465	48%	330	34%	171	18%	966	43%
UNESCO Staff	1098	49%	783	35%	359	16%	2240	100%



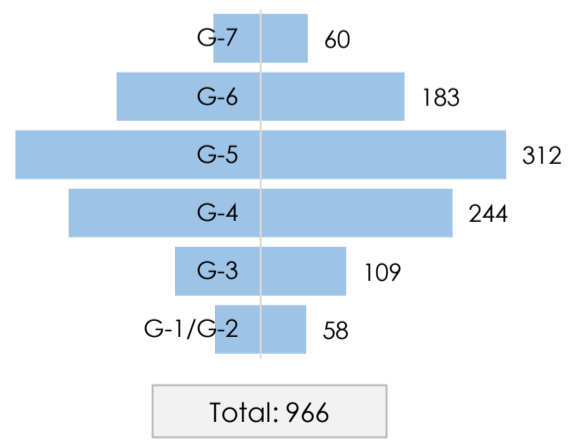
Grade Pyramid of P/D Staff



Grade Pyramid of NO Staff

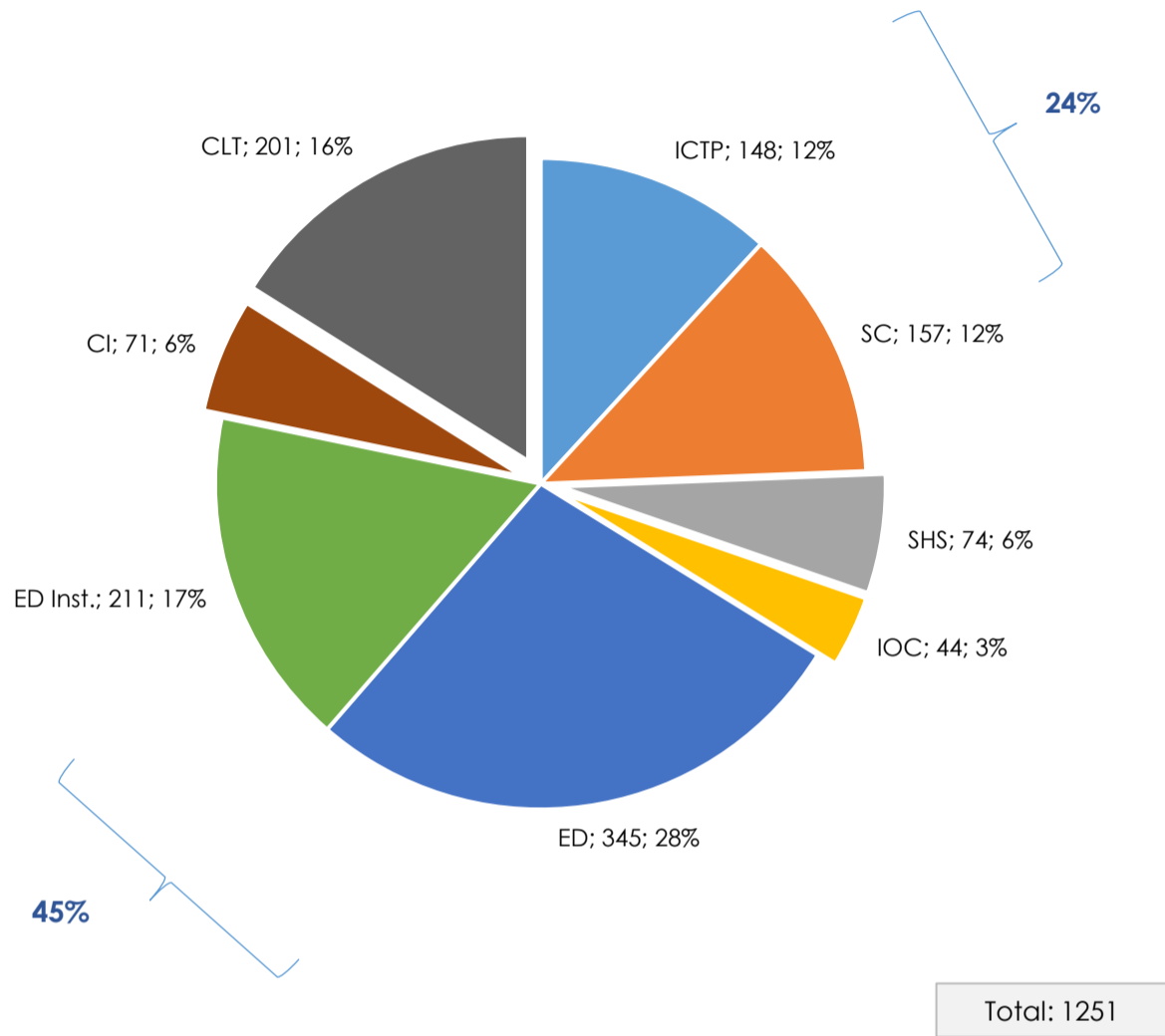


Grade Pyramid of GS Staff





Distribution by Programme Sector (January 2021)



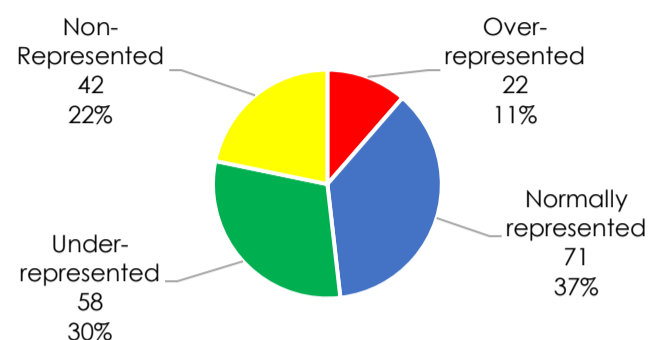
As at January 2021, the Education Sector has the largest number of staff (45%) in Programme Sectors, followed by the Natural Sciences Sector (24%) and Culture (16%).

Geographical Distribution (January 2021)

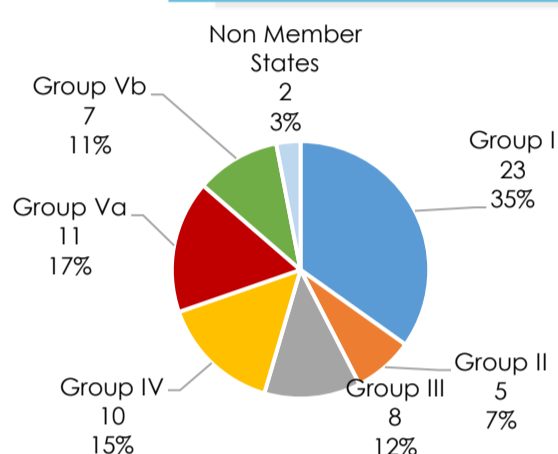
(as per formula approved by the General Conference - staff on geographical posts, ONLY)

1. Geographical Distribution situation as at January 2021

Status of representation	Number of Member States	% by Status
Over-represented	22	11%
Normally represented	71	37%
Under-represented	58	30%
Represented	151	78%
Non-Represented	42	22%
Total Member States	193	100%



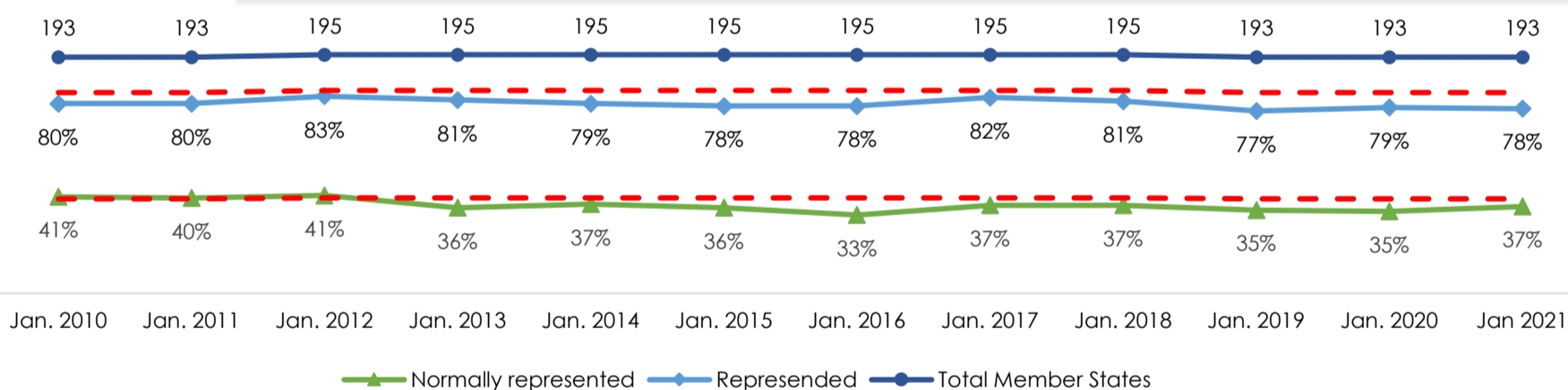
2. Directors and above level on Geographical posts as at January 2021



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 2021



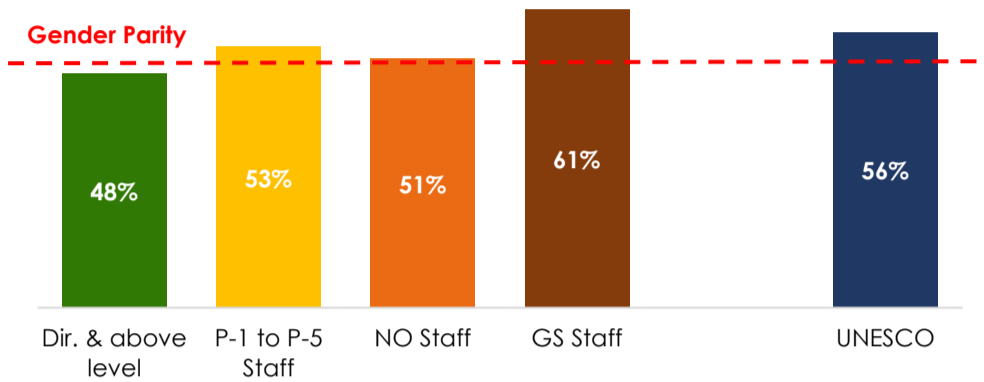
4. Evolution of the Status of Member States' representation from January 2010 to January 2021

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. 2021	Evolution since 2010
Over-represented	27	26	26	27	20	18	17	18	20	21	23	22	-5 (-19%)
Normally represented	79	78	80	70	73	70	64	72	72	68	67	71	-8 (-10%)
Under-represented	49	51	55	61	62	65	72	70	65	60	62	58	+9 (+18%)
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 the United States of America and Israel. As at January 2021, 151 Member States are represented within the Secretariat.

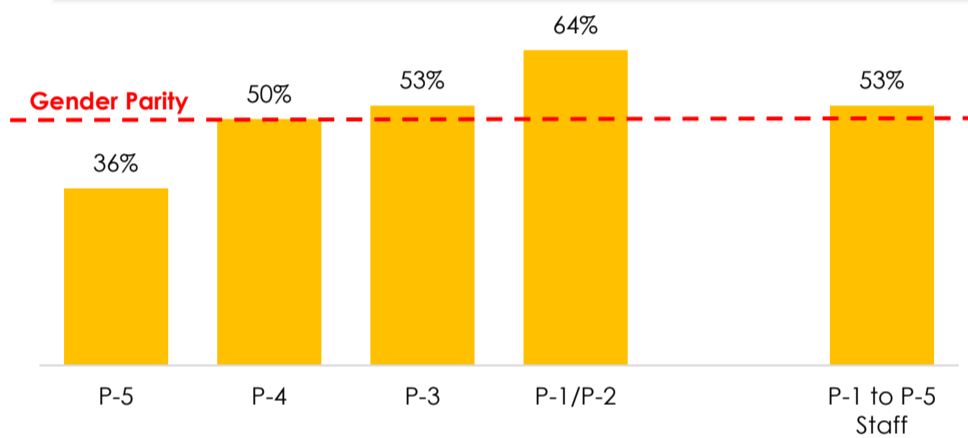
Percentage of women staff in UNESCO (January 2021)

1. Percentage of Women Staff by Category



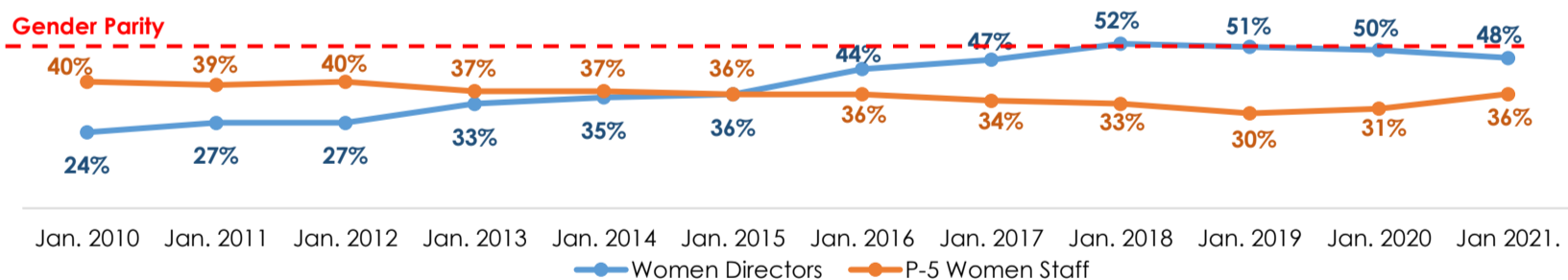
Overall, the proportion of women staff in UNESCO is among the highest in the UN system. Women represent 48% of Director and above staff.

2. Percentage of Women Staff at International Professional level



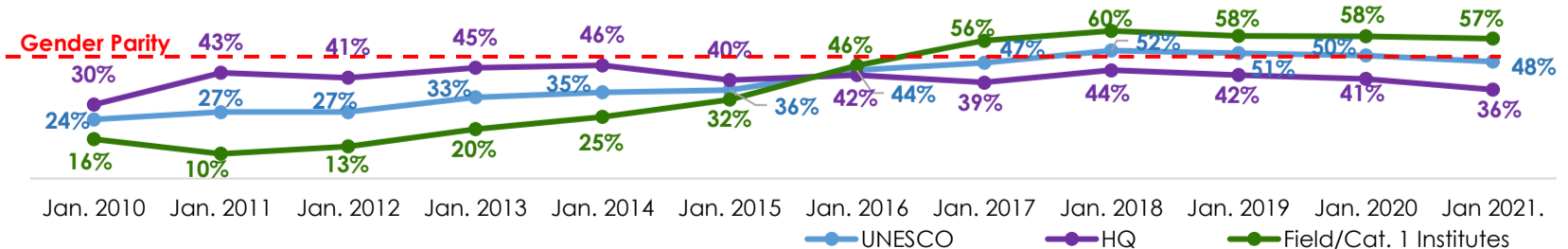
Among International Professional staff, women are a majority at the junior levels (P-1 to P-3). Parity is achieved at P-4, while the percentage of women is lower at P-5 (36%).

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 48% in January 2021. The number of P-5 women staff decreased to 30% in January 2019. In January 2021, the percentage of P-5 Women staff increased to 36%.

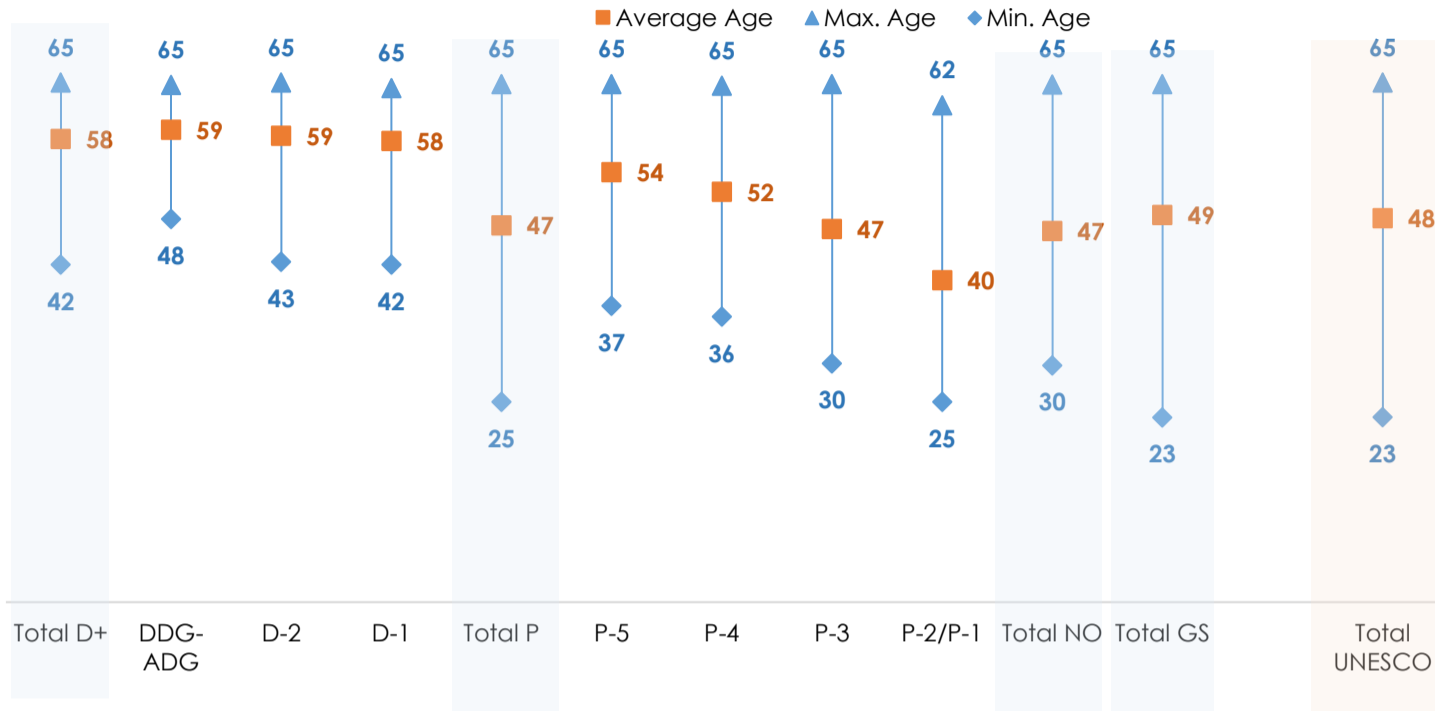
4. Evolution of the Percentage of Women Staff at Director and above level



The number of Women Directors in the Field and Category 1 Institutes steadily increased since 2010 to reach 57% in January 2021.



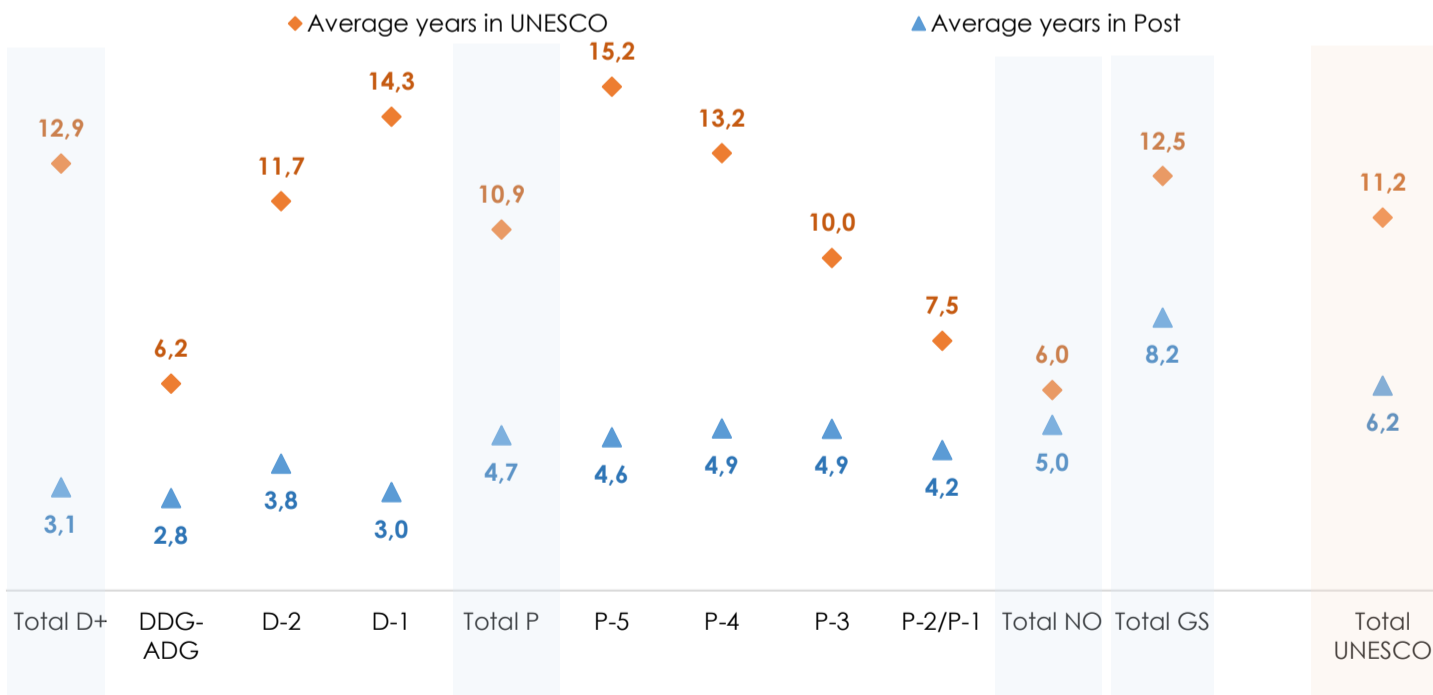
Age distribution by Grade (January 2021)



UNESCO staff is on average 48 years old.



Length of service distribution (January 2021)



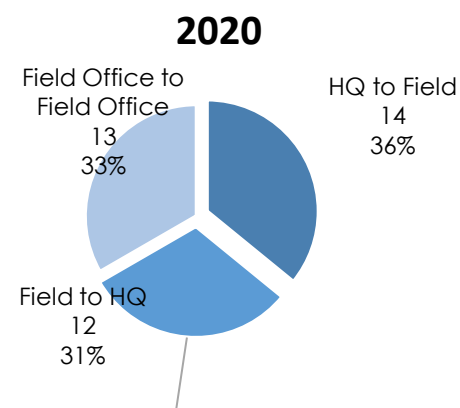
On average, UNESCO staff count about 11 years of service in the Organization and have been on the same post for 6 years. P-5 staff are the most experienced with 15 years in UNESCO. General Service staff have the longest average years of experience on the same post (8,2), while Director staff have the shortest (3). Professional staff (P) have, on average, been 5 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
HQ to Field	8	7	7	15	14
Field to HQ	22	4	11	19	12
Field Office to Field Office	30	8	25	31	13
Total Movements	60	19	43	65	39
	79		108		

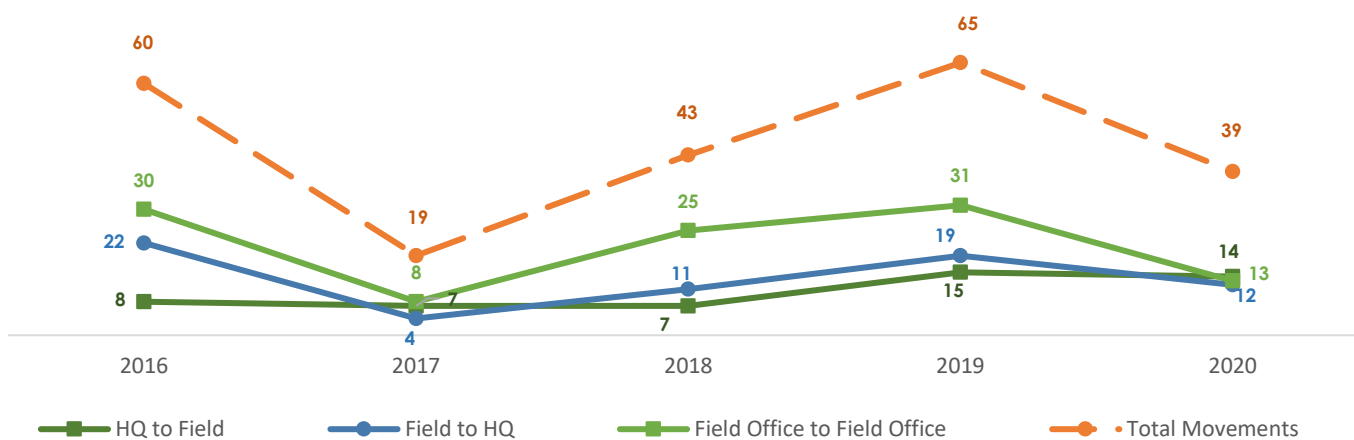


	Evolution of Mobility Rate		
	2016/17	2018/19	2020
HQ	3%	5%	3%
Field	23%	34%	9%
Total	11%	15%	5%

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 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-2023

Staff on Fixed-term contract

	Staff as at January 2021	Retirements 2021-2023				
		2021	2022	2023	Total 2021-2023	% of Retirements 2021-2023
Dir. & above level	78	8	8	4	20	26%
P-1 to P-5 Staff	716	11	17	16	44	6%
NO Staff	107	2	2	2	6	6%
GS Staff	846	7	11	19	37	4%
UNESCO	1747	28	38	41	107	6%

6% of the staff will retire over the next 3 years (until 2023), a total of 107 staff. The highest retirement rate is among Director staff (26%).

Appointments / Transfers / Separations (2016 - 2020)

Staff on Fixed-term contract (D/P)

	Movements				
	2016	2017	2018	2019	2020
External Appointments	42	41	36	42	38
Internal Movements	86	30	72	91	71
Appointments with promotion	34	18	23	14	34
Transfers at equal grade	52	12	49	77	37
Total	128	71	108	133	109
% External Appointments	33%	58%	33%	32%	35%
% Internal Movements	67%	42%	67%	68%	65%
Separations	35	41	29	32	41
Renewal rate*	120%	100%	124%	131%	93%
Turnover Rate**	4,7%	5,5%	3,8%	4,2%	5,3%
Turnover Rate (Retirement)**	2,1%	2,8%	1,8%	0,5%	0,7%

excluding transfer with post

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

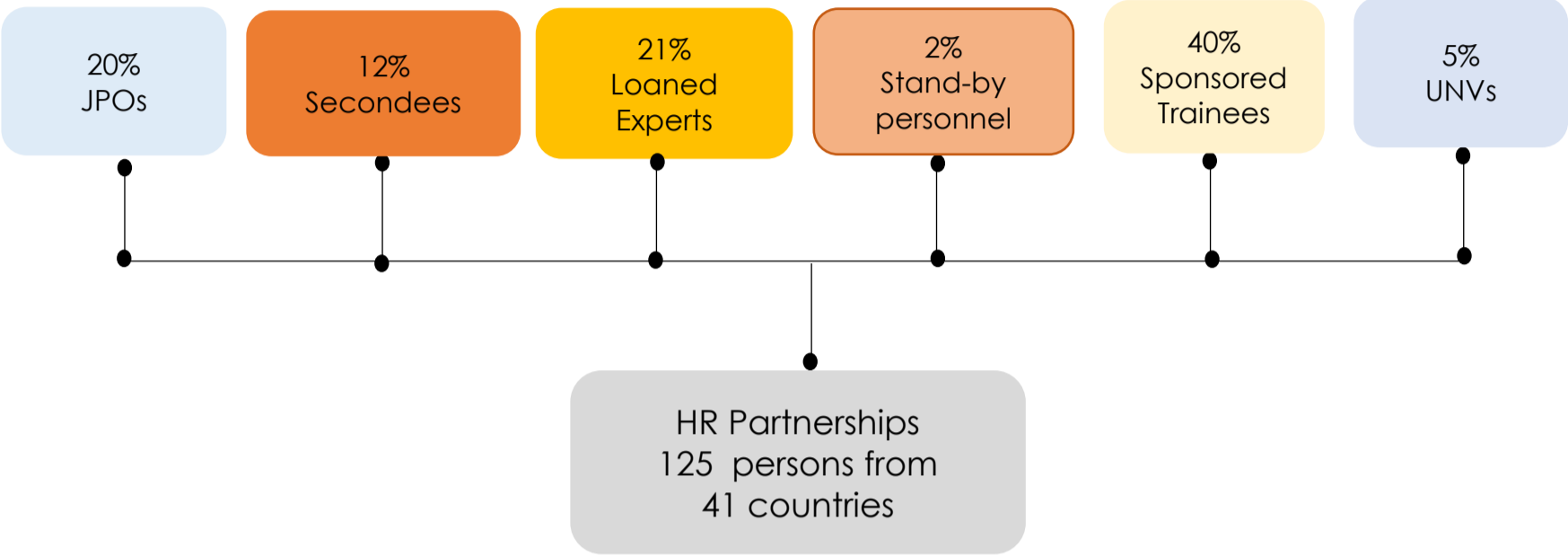
(**) Number of separations in one year divided by the average number of active staff during the same period x 100

In 2020, the number of internal movements (65%) is higher than external appointments (35%) at International Professional and Director levels.

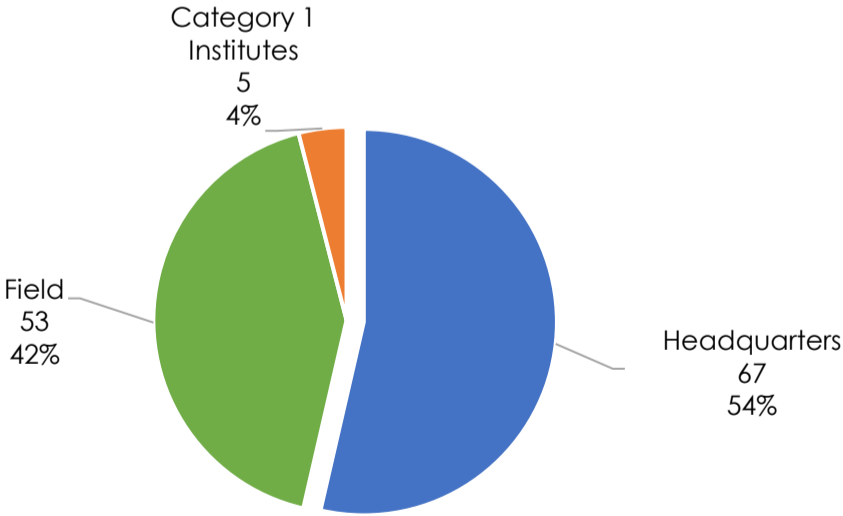
In 2016, the turnover rate was 5%, with a retirement rate of 2%. The implementation of the Mandatory Age of Separation to 65 years old has resulted in a lower retirement rate (0.7% in 2020), while the turnover rate remains at around 5%.



HR Partnerships (January 2021)



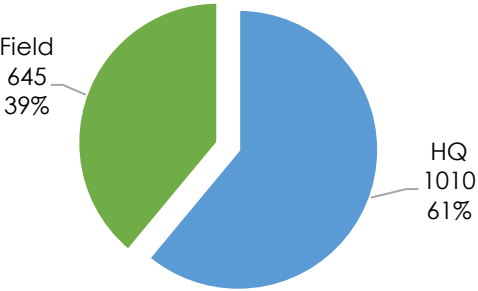
HR Partnerships, by Location





40 C/5 Posts

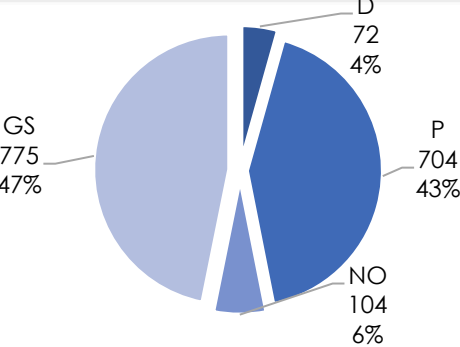
1. 40 C/5 Posts, by Location



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.

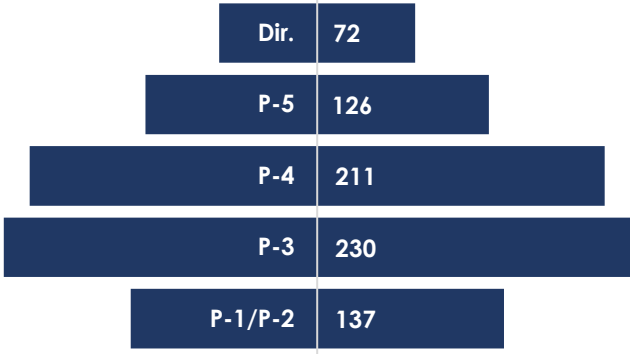
2. 40 C/5 Posts, by Grade Category



Total: 1655

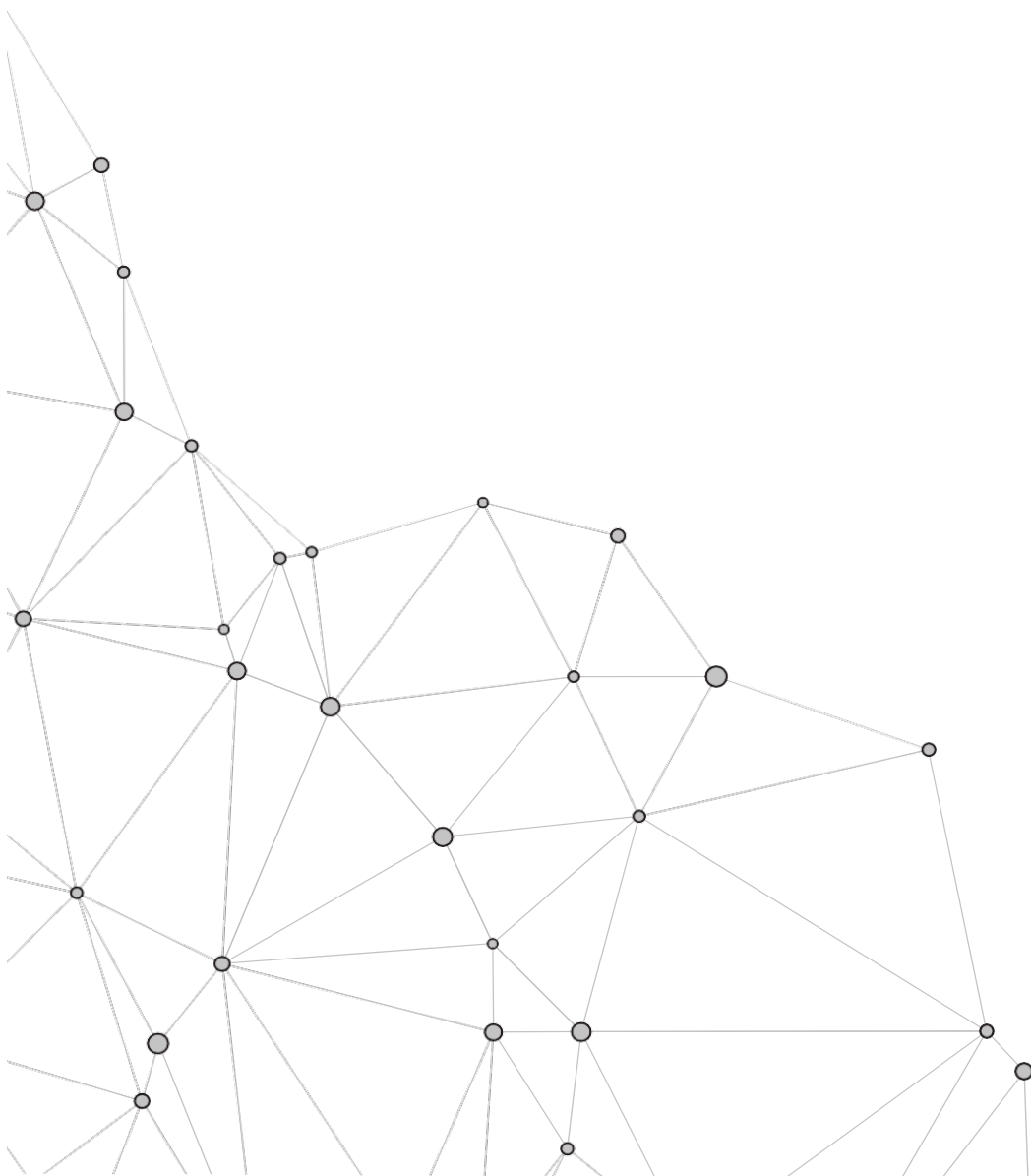
From the 1655 posts, 53% are D/P/NO posts and 47% are GS posts.

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.