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Key Data on UNESCO STAFF


June 2021

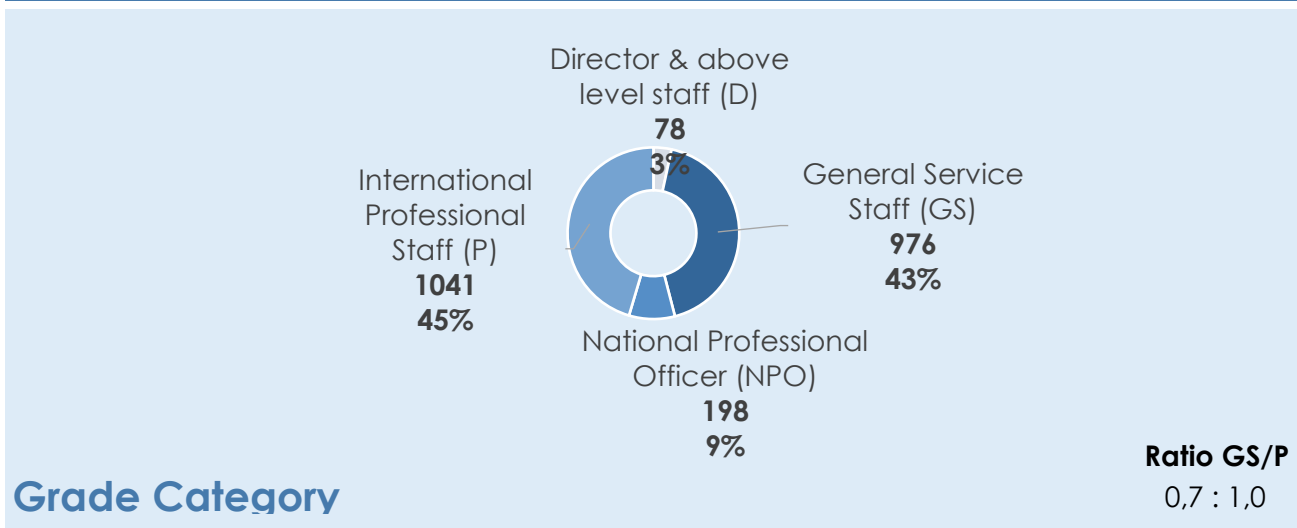
This document provides information on UNESCO staff on fixed-term appointments on Regular Programme and Extra-Budgetary funded posts including FT/Project Appointments funded by Extra-Budgetary funds. It does not cover staff on temporary contracts or personnel with other types of contracts. Staff on Leave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



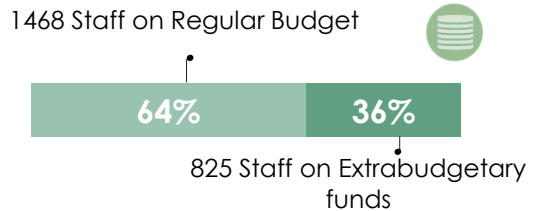
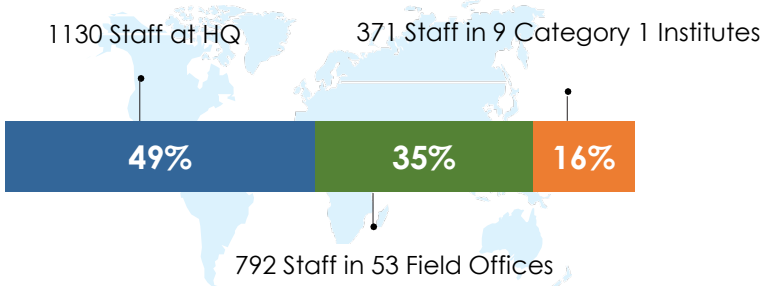
Management Support and Coordination Unit
(HRM/MSC)
Version: June 2021

UNESCO STAFF KEY DATA (June 2021)

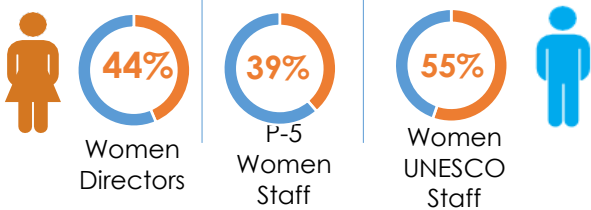
2293 Staff from 169 nationalities 




Staff Location





Gender Equality



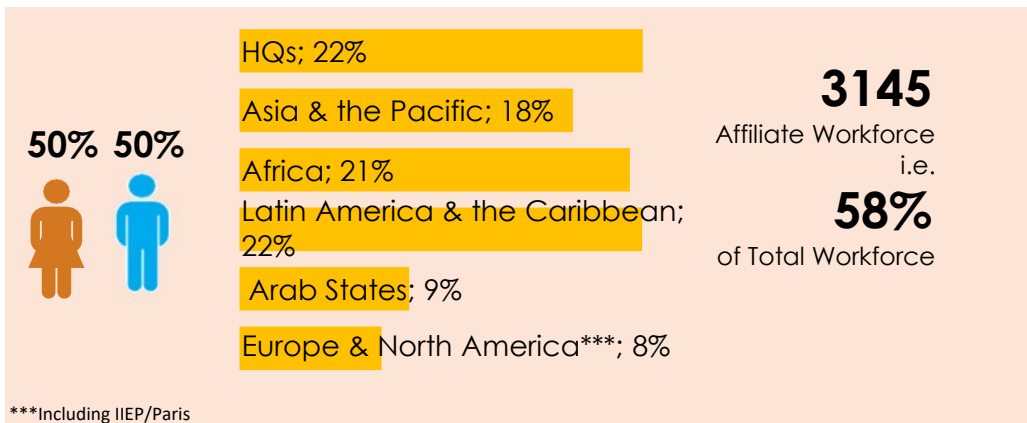
193 Member States, of which 79% are represented

Average age of Staff:
48 years 

Time in service in UNESCO:
11 years 

Mobility Rate 2018/19:
15% 

Turnover Rate (2020):
5.3%



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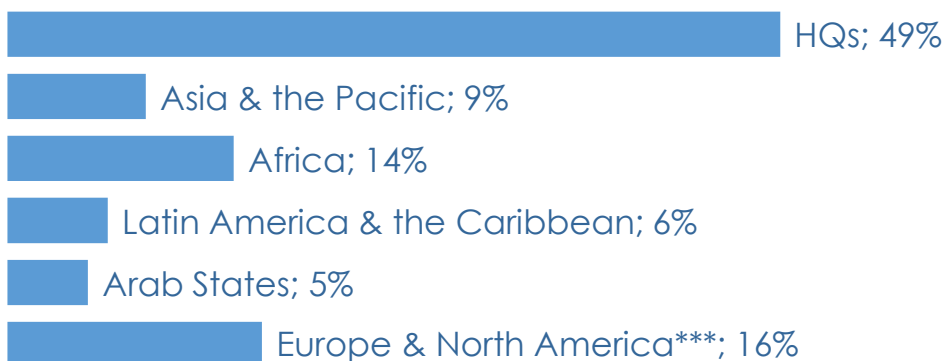
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NB: Owing to the rounding off of figures, the totals and sub-totals shown in the tables do not always correspond exactly to the sums of their component items.

UNESCO Workforce Overview (June 2021)

1. UNESCO Staff*

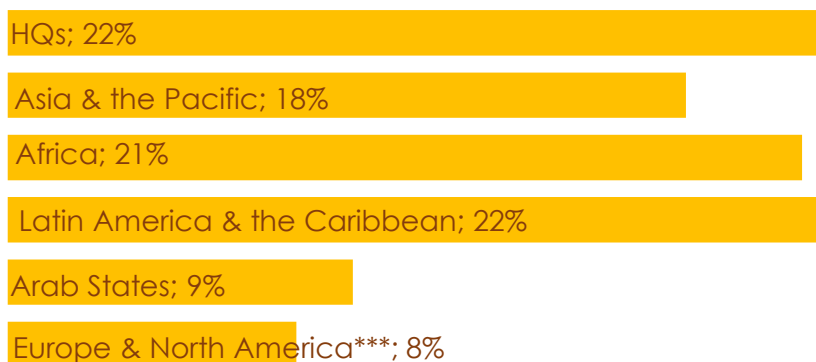
2293 Staff



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

2. Affiliate Workforce**

3145 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).

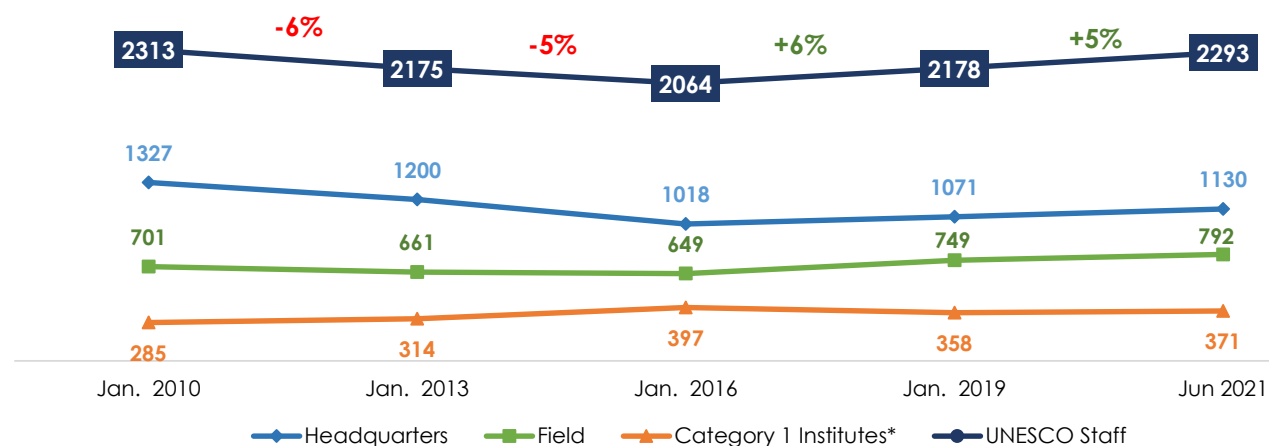
*** including IIEP/Paris

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

		Jan. 2010	Jan. 2013	Jan. 2016	Jan. 2019	Jun 2021	Difference Jan. 2010 - Jun 2021
Headquarters	Fixed-term	1237	1131	914	931	982	-255 (-21%)
	Project Appointment	-	68	104	140	148	-
	ALD	90	1	-	-	-	-
	Total	1327	1200	1018	1071	1130	-197 (-15%)
Field	Fixed-term	639	610	566	633	618	-21 (-3%)
	Project Appointment	-	50	83	116	174	-
	ALD	62	1	-	-	-	-
	Total	701	661	649	749	792	+91 (+13%)
Category 1 Institutes*	Fixed-term	257	249	227	184	179	-78 (-30%)
	Project Appointment	-	65	170	174	192	-
	ALD	28	-	-	-	-	-
	Total	285	314	397	358	371	+86 (+30%)
UNESCO Staff	Fixed-term	2133	1990	1707	1748	1779	-354 (-17%)
	Project Appointment	-	183	357	430	514	-
	ALD	180	2	-	-	-	-
	Total	2313	2175	2064	2178	2293	-20 (-1%)

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

From January 2010 to June 2021, the number of staff at Headquarters has decreased by 15% while Field staff has increased by 13%. Staff in Category 1 Institutes have increased by 30%. Overall, between 2010 and 2021, the number of staff has slightly decreased (by 1%).



Distribution by Funding Source (June 2021)

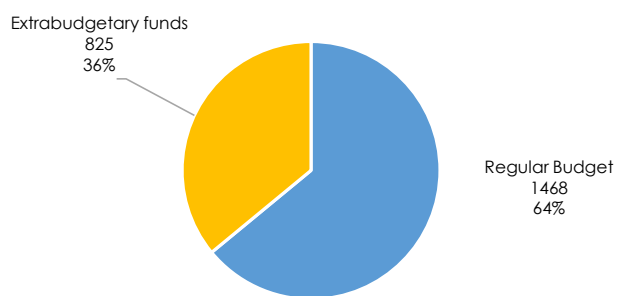
1. Distribution by Category, Location and Funding Source

	Staff on Regular Budget						Staff on Extrabudgetary funds					TOTAL	% by Location
	Dir.	P	NO	GS	Total	%	Dir.	P	NO	GS	Total		
Headquarters	39	455	-	383	877	78%	1	158	-	94	253	1130	49%
Field	28	178	105	280	591	75%	2	76	74	49	201	792	35%
Category 1 Institutes*	-	-	-	-	-	-	8	174	19	170	371	371	16%
Total	67	633	105	663	1468	64%	11	408	93	313	825	2293	100%

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

As at June 2021, 64% of UNESCO staff are on Regular programme funds. 36% are on posts funded by extrabudgetary sources.

UNESCO Staff, by Funding Source June 2021



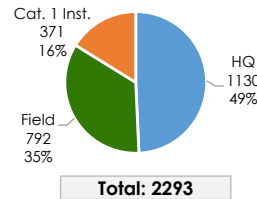
Total: 2293

Distribution by Location and Category (June 2021)

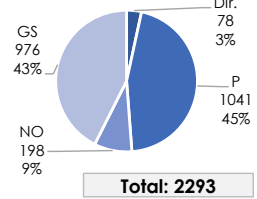
1. UNESCO Staff, by Location and Category

	Dir.	P	NO	GS	Total	% by Location
HQ	40	613	-	477	1130	49%
Field	30	254	179	329	792	35%
Cat. 1 Inst.	8	174	19	170	371	16%
Total	78	1041	198	976	2293	
% by Grade Category	3%	45%	9%	43%		100%

Staff by Location



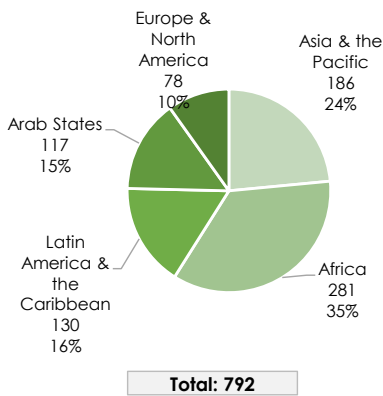
Staff by Category



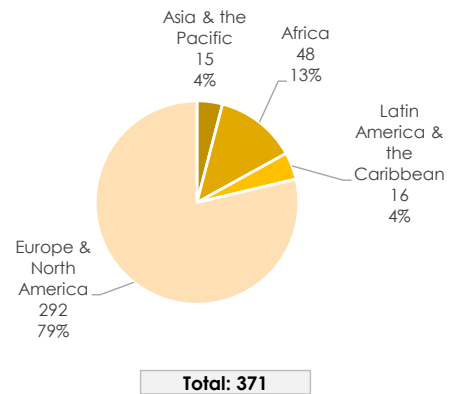
As at June 2021, UNESCO employs 2293 staff on fixed-term and FT/Project Appointments. 51% of the staff work in the Field and Category 1 Institutes. Professional and above staff (D/P/NO) represent 57% of staff, while GS staff represent 43%. The overall ratio GS/P for all UNESCO staff is 0,7.

2. UNESCO Staff, by Region

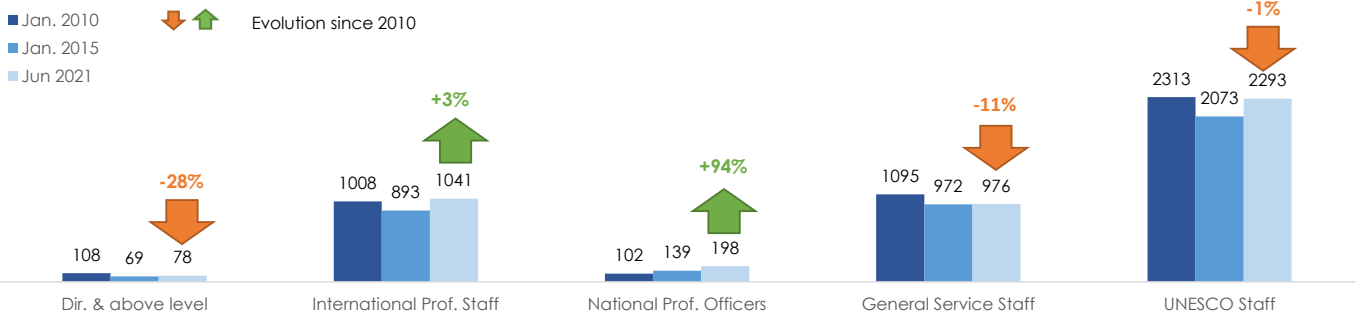
Staff in Field Offices, by Region



Staff in Cat. 1 Institutes, by Region



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

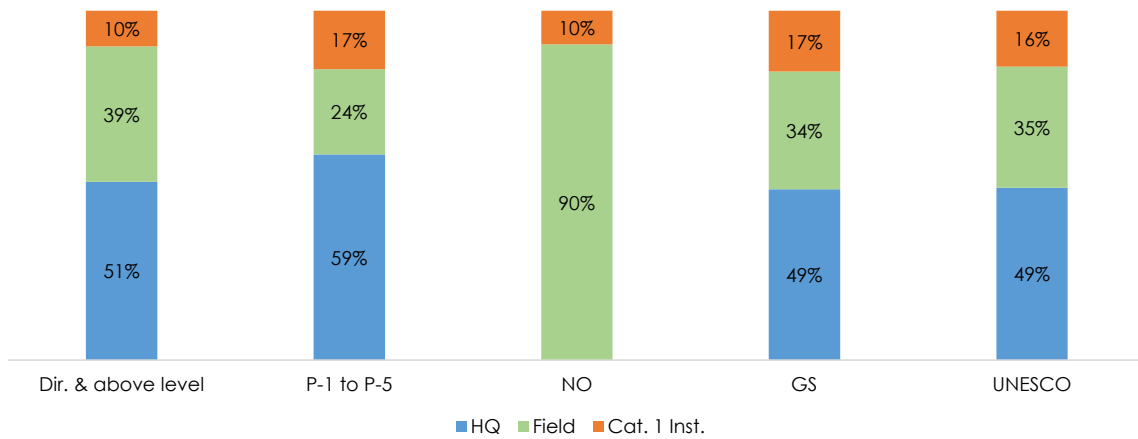


Since 2010, Director and General Service staff decreased by 28% and 11%, respectively. Professional and NO Staff numbers increased by 3% and 94%, respectively.

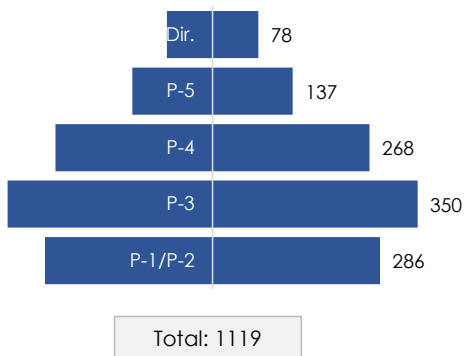


Distribution by Grade (June 2021)

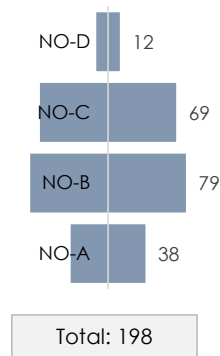
	HQ	%	Field	%	Cat. 1 Inst.	%	Total	% by Grade
DDG/ADG	8	89%	-	-	1	11%	9	0,4%
D-2	10	53%	6	31%	3	16%	19	0,8%
D-1	22	44%	24	48%	4	8%	50	2,2%
Total Dir. & above level	40	51%	30	39%	8	10%	78	3,4%
P-5	87	63%	38	28%	12	9%	137	
P-4	158	59%	74	28%	36	13%	268	12%
P-3	187	53%	98	28%	65	19%	350	15%
P-1/P-2	181	63%	44	16%	61	21%	286	12%
Total P Staff	613	59%	254	24%	174	17%	1041	45%
Total NO Staff	-	-	179	90%	19	10%	198	8,6%
Total GS Staff	477	49%	329	34%	170	17%	976	43%
UNESCO Staff	1130	49%	792	35%	371	16%	2293	100%



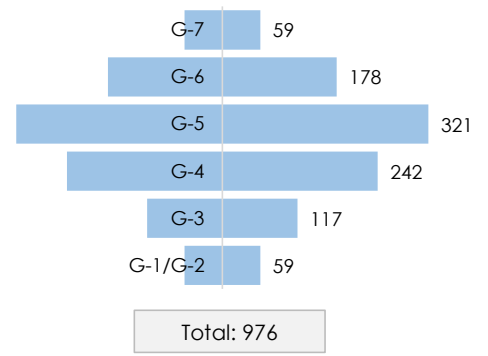
Grade Pyramid of P/D Staff



Grade Pyramid of NO Staff

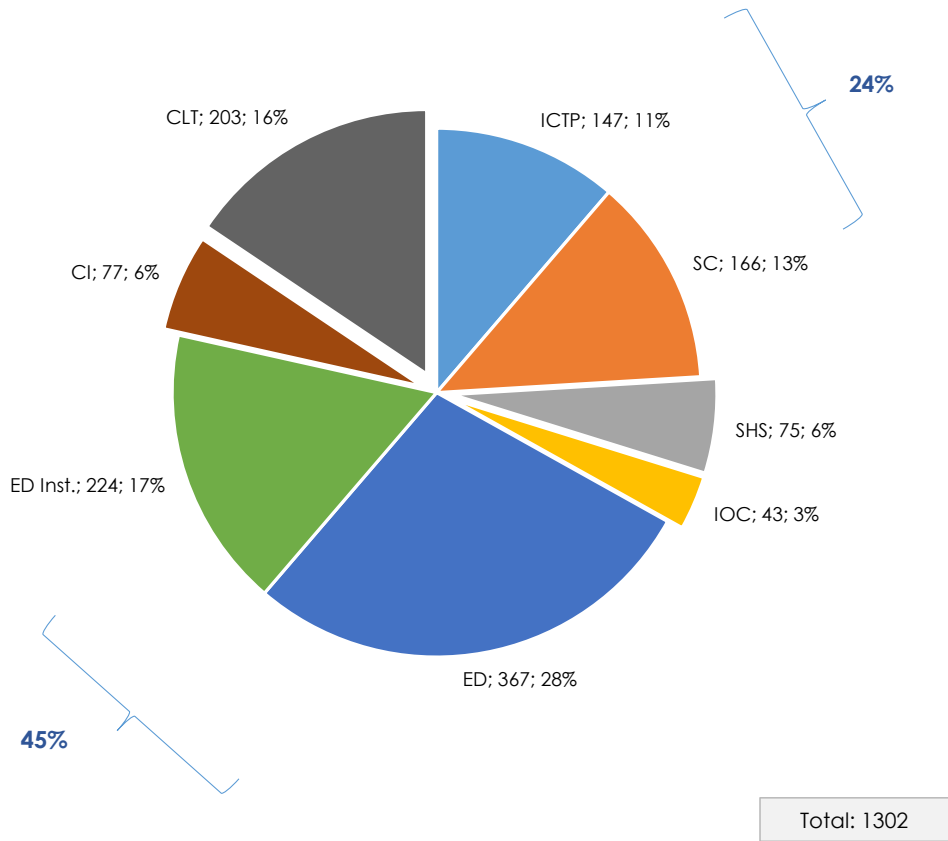


Grade Pyramid of GS Staff





Distribution by Programme Sector (June 2021)



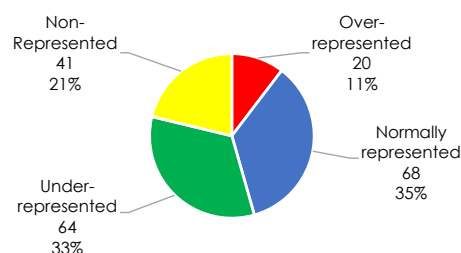
As at June 2021, the Education Sector has the largest number of staff (45%) in Programme Sectors, followed by the Natural Sciences Sector (24%) and Culture (16%).

Geographical Distribution (June 2021)

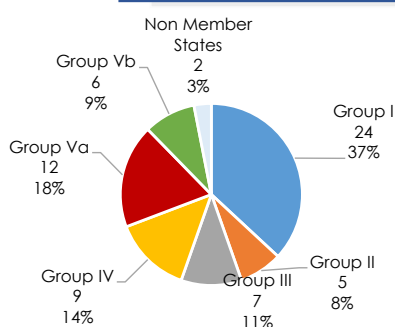
(as per formula approved by the General Conference - staff on geographical posts, ONLY)

1. Geographical Distribution situation as at June 2021

Status of representation	Number of Member States	% by Status
Over-represented	20	11%
Normally represented	68	35%
Under-represented	64	33%
Represented	152	79%
Non-Represented	41	21%
Total Member States	193	100%



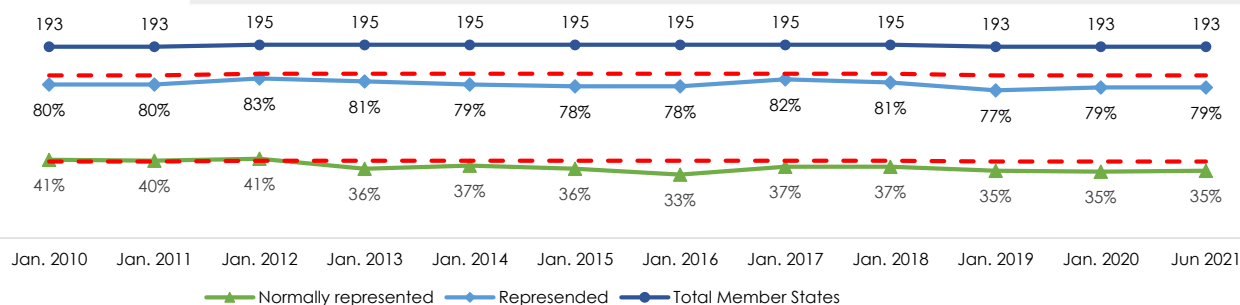
2. Directors and above level on Geographical posts as at June 2021



Total Director and above: 65

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 June 2021



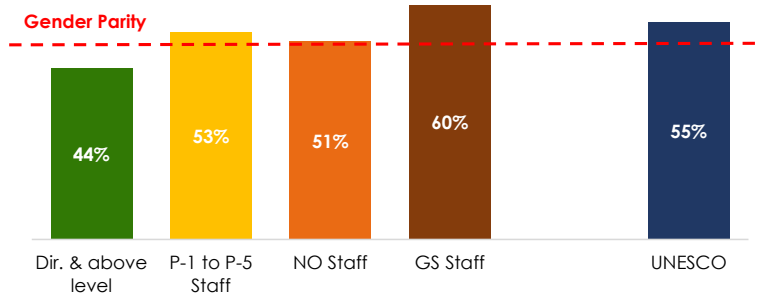
4. Evolution of the Status of Member States' representation from January 2010 to June 2021

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	Jun 2021	Evolution since 2010
Over-represented	27	26	26	27	20	18	17	18	20	21	23	20	-7 (-26%)
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	64	+15 (+31%)
Represented	155	155	161	158	155	153	153	160	157	149	152	152	-3 (-2%)
Non-Represented	38	38	34	37	40	42	42	35	38	44	41	41	+3 (+8%)
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 June 2021, 152 Member States are represented within the Secretariat.

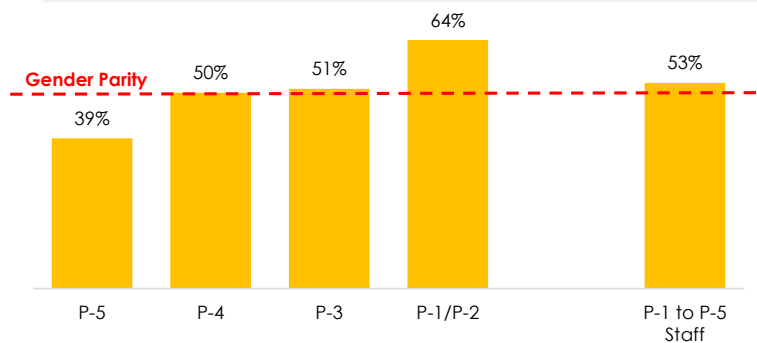
Percentage of women staff in UNESCO (June 2021)

1. Percentage of Women Staff by Category



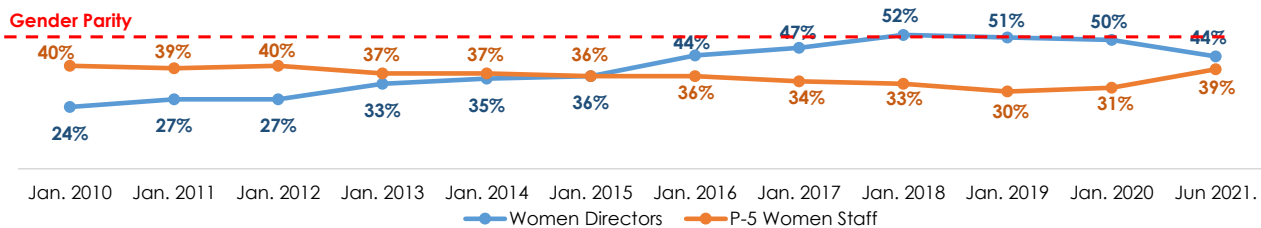
Overall, the proportion of women staff in UNESCO is among the highest in the UN system. Women represent 44% of Director and above staff.

2. Percentage of Women Staff at International Professional level



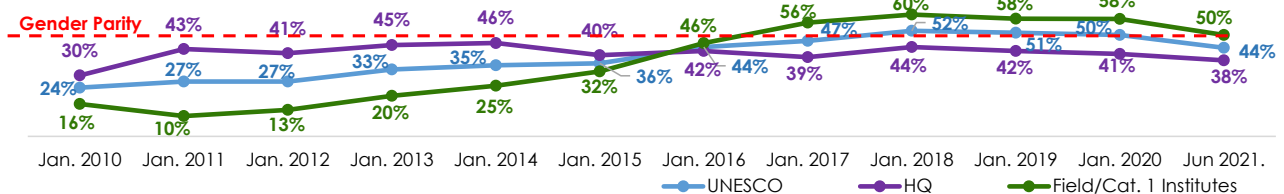
Among International Professional staff, women are a majority at the junior levels (P-1 to P-3). Parity is achieved at P-4, while the percentage of women is lower at P-5 (39%).

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



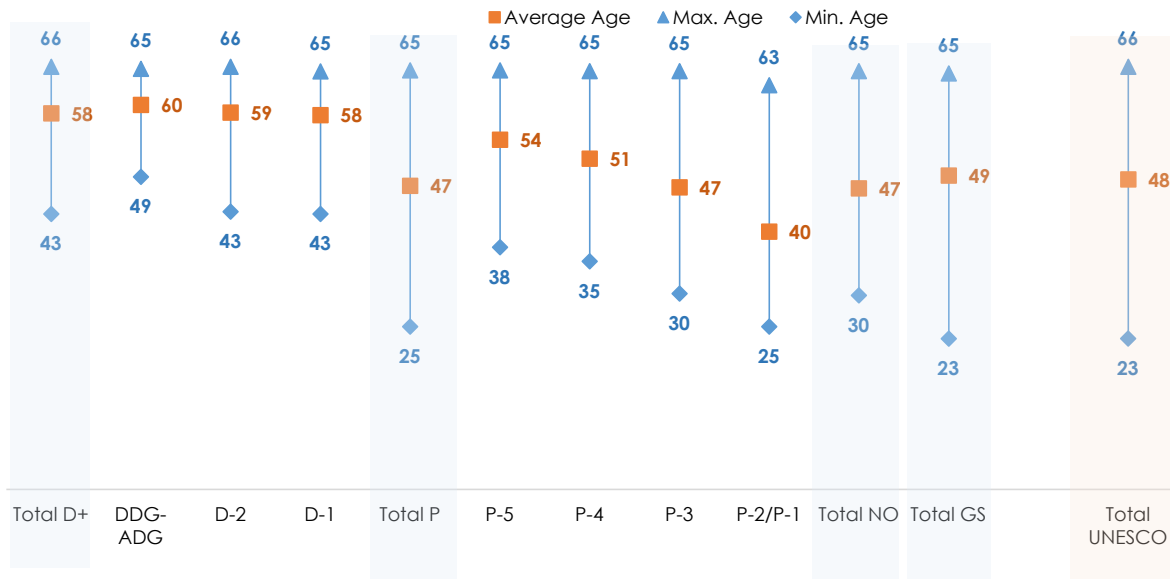
Between January 2010 and January 2018, significant progress was made in the representation of women at senior management level, with an increase from 24% in 2010 to 52% of women directors in 2018. Since January 2019 this percentage is decreasing and is 44% in June 2021. The number of P-5 women staff decreased to 30% in January 2019. In June 2021, the percentage of P-5 Women staff increased to 39%.

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



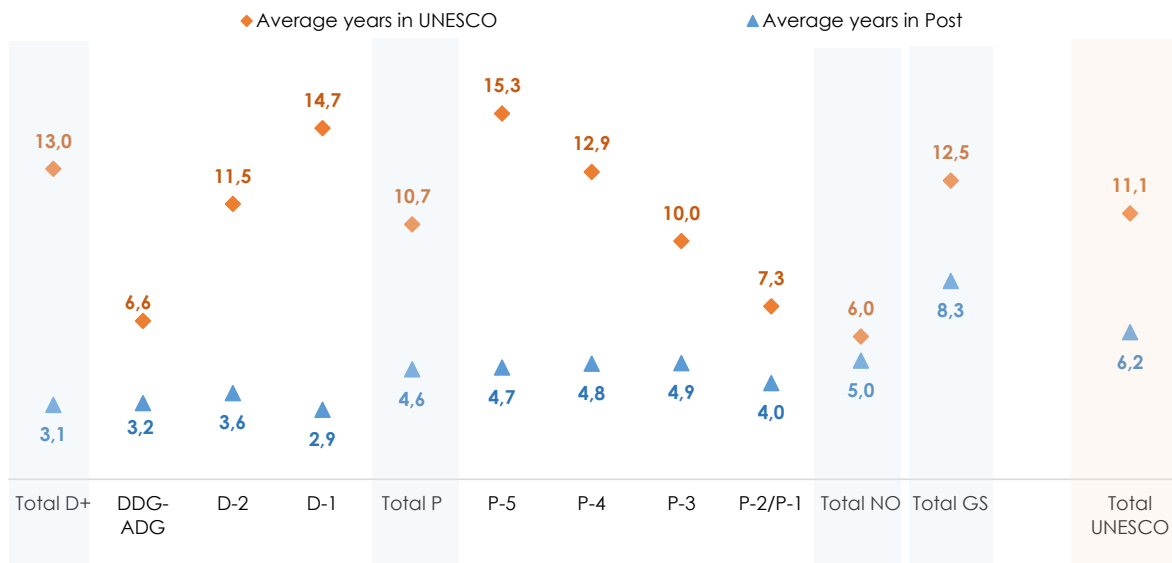
The number of Women Directors in the Field and Category 1 Institutes regularly increased between 2010 and 2018. Since January 2019, it decreased to reach the parity in June 2021.

Age distribution by Grade (June 2021)



UNESCO staff is on average 48 years old.

Length of service distribution (June 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 (8,3), while Director staff have the shortest (3). Professional staff (P) have, on average, been 5 years on the same post.

Geographical Mobility (RP/EXB)

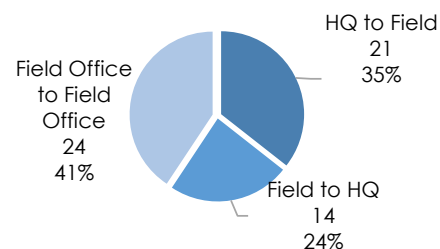
International Professional staff on a fixed-term contract

1. Geographical Mobility

Number of Geographical movements of P/D Staff

	2016	2017	2018	2019	2020	1 Jan. to 30 June 2021
HQ to Field	8	7	7	14	16	5
Field to HQ	22	4	11	19	12	2
Field Office to Field Office	30	8	25	30	13	11
Total Movements	60	19	43	63	41	18
	79		106		59	

1 Jan. to 30 June 2021



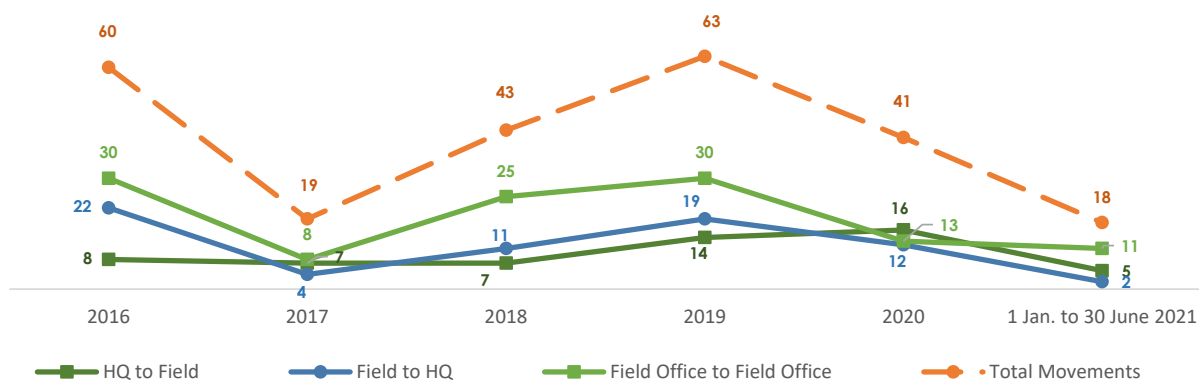
Evolution of Mobility Rate

	2016/17	2018/19	1 Jan. to 30 June 2021
HQ	3%	5%	4%
Field	23%	34%	13%
Total	11%	15%	8%

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 106 International Professional Staff and Directors moved between duty stations in 2018/19 (21 from Headquarters to Field, 55 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 June 2021	Retirements 2021-2023				
		2021	2022	2023	Total 2021-2023	% of Retirements 2021-2023
Dir. & above level	76	5	9	4	18	24%
P-1 to P-5 Staff	716	9	16	15	40	6%
NO Staff	107	1	2	2	5	5%
GS Staff	843	3	11	19	33	4%
UNESCO	1742	18	38	40	96	6%

6% of the staff will retire over the next 3 years (until 2023), a total of 96 staff. The highest retirement rate is among Director staff (24%).

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

Staff on Fixed-term contract (D/P)

	Movements					1 Jan. to 30 June 2021
	2016	2017	2018	2019	2020	
External Appointments	42	41	36	42	38	21
Internal Movements	86	30	72	89	74	34
Appointments with promotion	34	18	23	14	36	15
Transfers at equal grade	52	12	49	75	38	19
Total	128	71	108	131	112	55
% External Appointments	33%	58%	33%	32%	34%	38%
% Internal Movements	67%	42%	67%	68%	66%	62%
Separations	35	41	29	32	41	24
Renewal rate*	120%	100%	124%	131%	93%	88%
Turnover Rate**	4,7%	5,5%	3,8%	4,2%	5,3%	3%
Turnover Rate (Retirement)**	2,2%	2,8%	1,7%	0,5%	0,6%	0,6%

excluding transfer with post

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

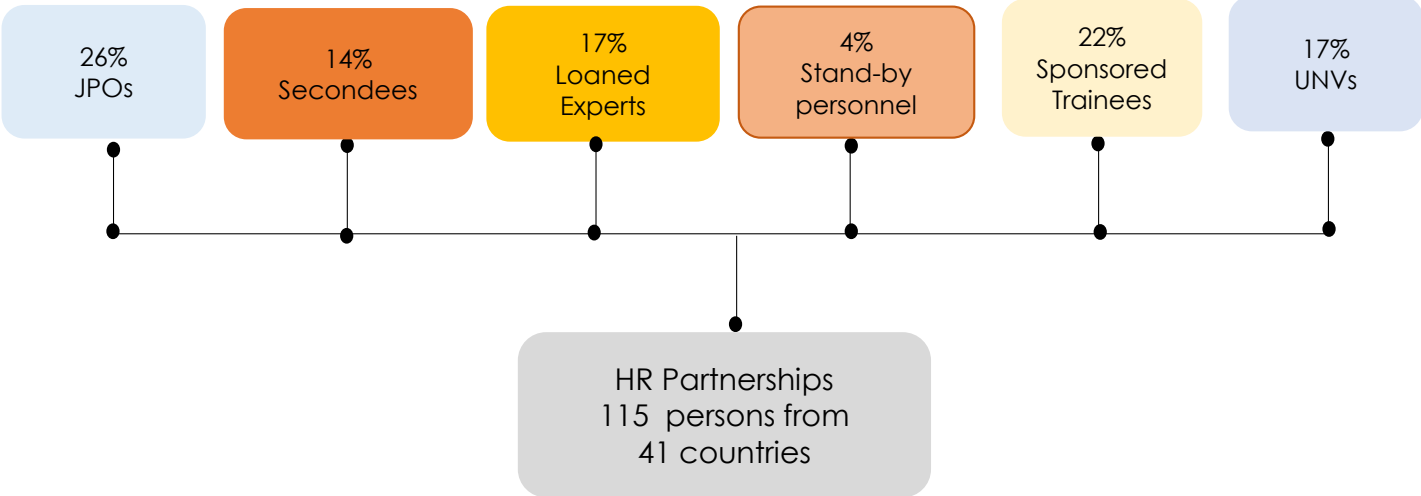
(**) Number of separations in one year divided by the average number of active staff during the same period x 100

In 2020, the number of internal movements (66%) is higher than external appointments (34%) at International Professional and Director levels.

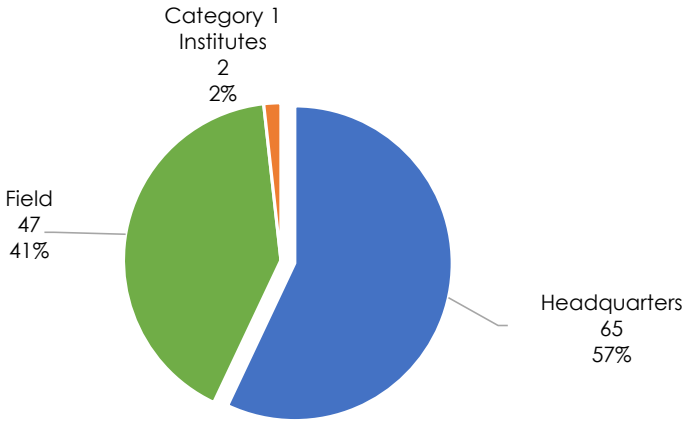
In 2016, the turnover rate was 5%, with a retirement rate of 2%. The implementation of the Mandatory Age of Separation to 65 years old has resulted in a lower retirement rate (0.6% in 2020), while the turnover rate remains at around 5%.



HR Partnerships (June 2021)



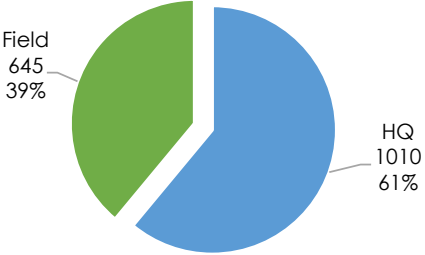
HR Partnerships, by Location





40 C/5 Posts

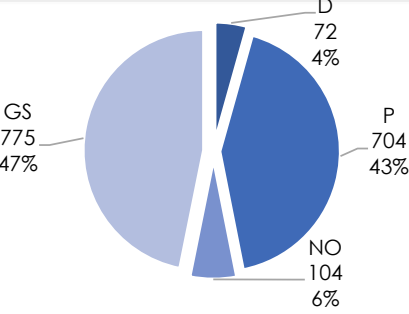
1. 40 C/5 Posts, by Location



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.

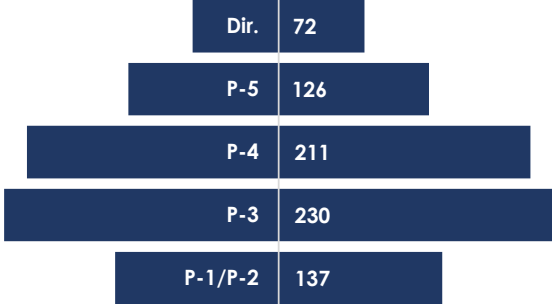
2. 40 C/5 Posts, by Grade Category



Total: 1655

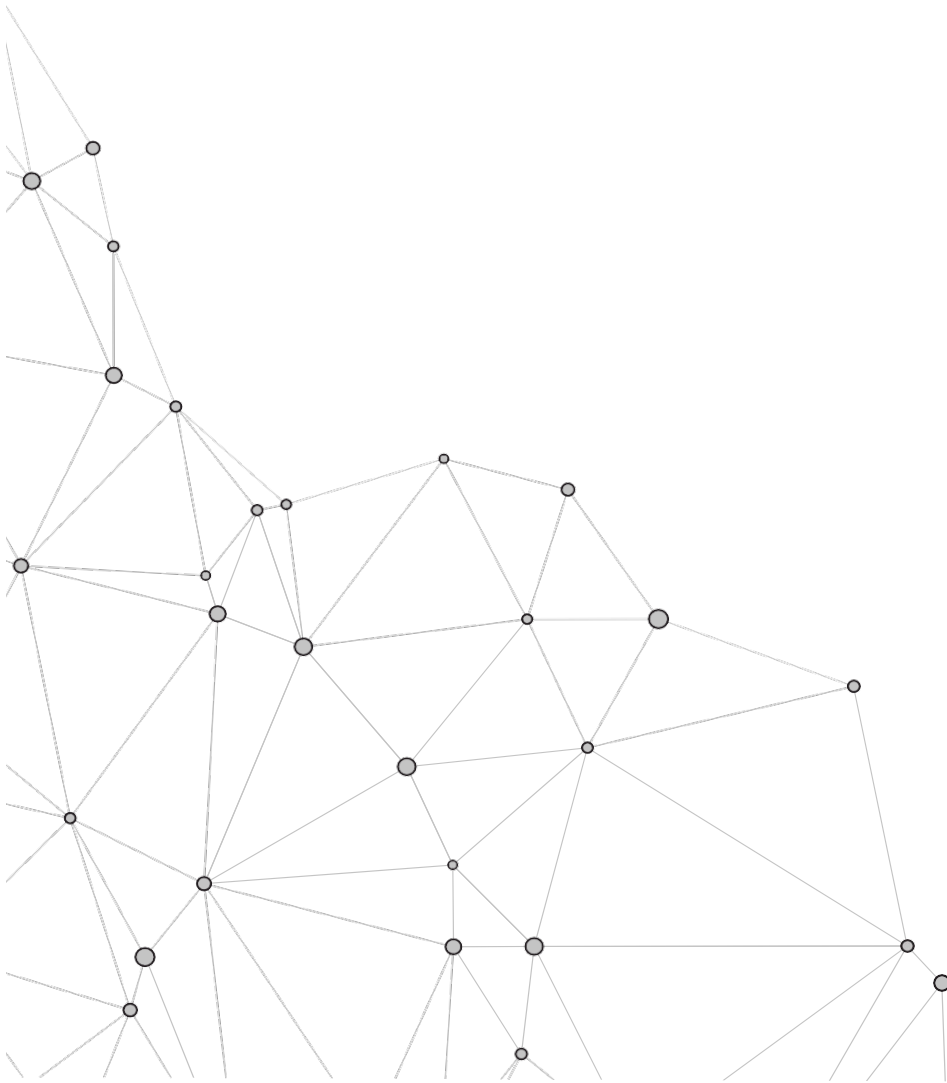
From the 1655 posts, 53% are D/P/NO posts and 47% are GS posts.

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.