



United Nations
Educational, Scientific and
Cultural Organization

Key Data on UNESCO STAFF

June 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.

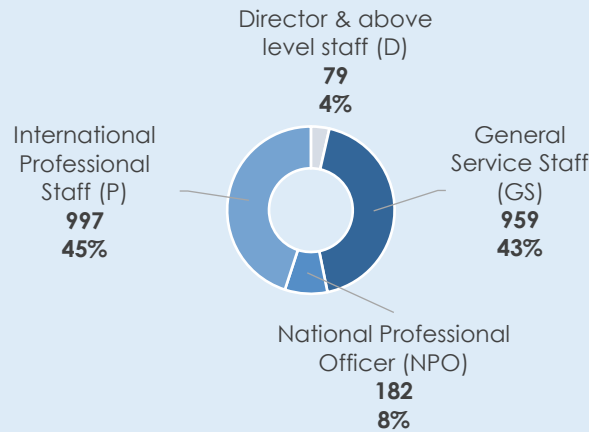


Policy, Planning, Partnerships and Administrative Law Section
(HRM/PPL)

Version: June 2020

UNESCO STAFF KEY DATA (June 2020)

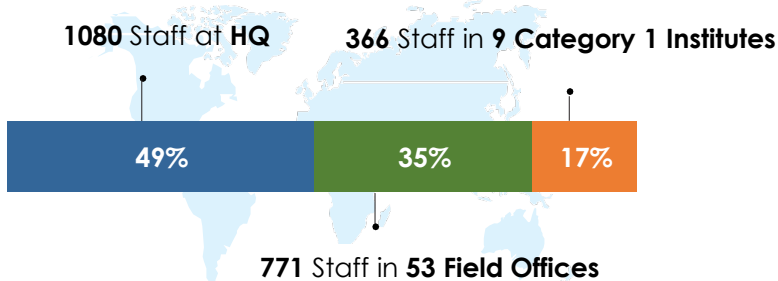
2217 Staff from 171 nationalities



Grade Category

Ratio GS/P
0,8 : 1,0

Staff Location



1429 Staff on Regular Budget



788 Staff on Extrabudgetary funds

Average age of Staff:

48 years



Time in service in UNESCO:

11 years



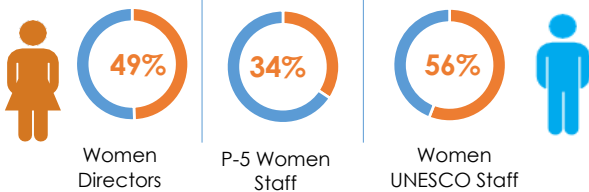
Mobility Rate 2018/19:

15%

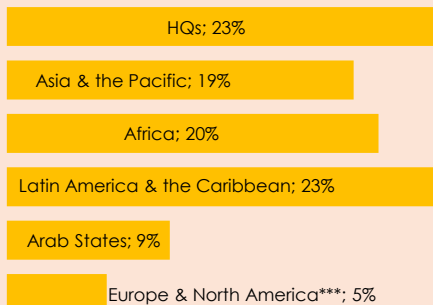
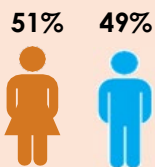


Turnover Rate (2019): 4,2%

Gender Equality



193 Member States, of which 79% are represented



***Including IIEP/Paris

2475
Affiliate Workforce
i.e.
53%
of Total Workforce

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



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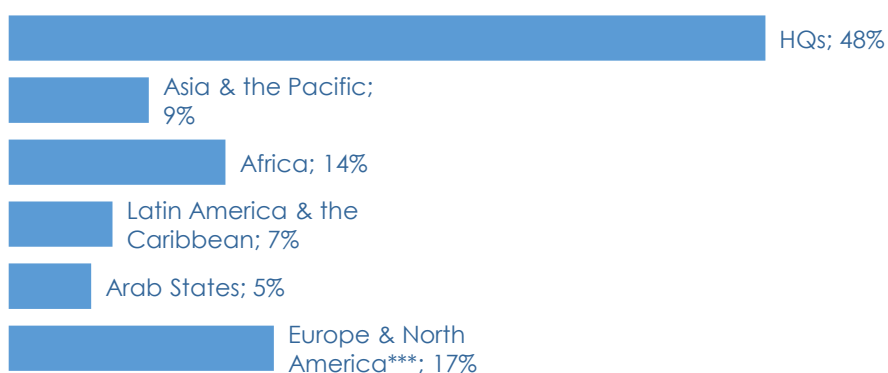
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NB: Owing to the rounding off of figures, the totals and sub-totals shown in the tables do not always correspond exactly to the sums of their component items.

UNESCO Workforce Overview (June 2020)

1. UNESCO Staff*

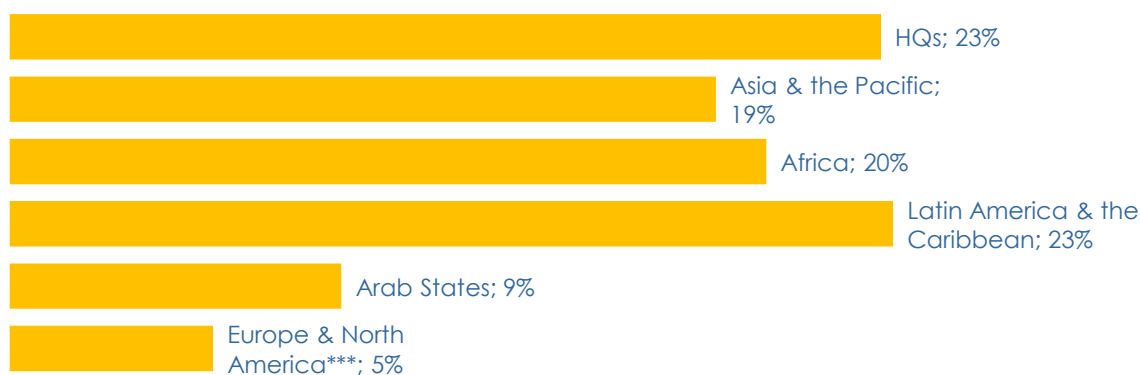
2217 Staff



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

2. Affiliate Workforce**

2475 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).

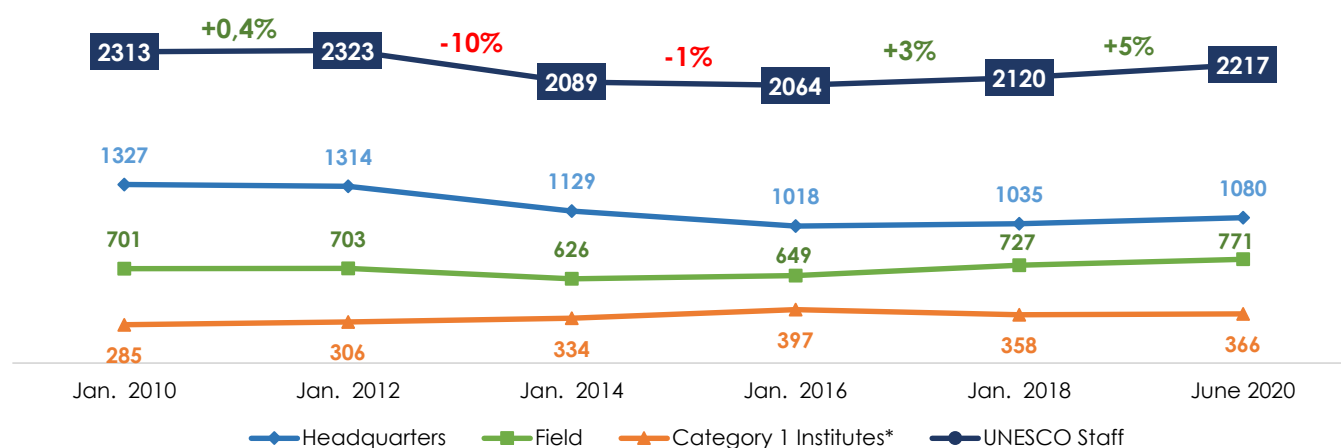
*** including IIEP/Paris

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

		Jan. 2010	Jan. 2012	Jan. 2014	Jan. 2016	Jan. 2018	June 2020	Difference Jan. 2010 - June 2020
Headquarters	Fixed-term	1237	1216	1047	914	925	944	-293 (-24%)
	Project Appointment	-	-	82	104	110	136	-
	ALD	90	98	-	-	-	-	-
	Total	1327	1314	1129	1018	1035	1080	-247 (-19%)
Field	Fixed-term	639	629	564	566	619	624	-15 (-2%)
	Project Appointment	-	-	62	83	108	147	-
	ALD	62	74	-	-	-	-	-
	Total	701	703	626	649	727	771	+70 (10%)
Category 1 Institutes*	Fixed-term	257	268	240	227	180	190	-67 (-26%)
	Project Appointment	-	-	94	170	178	176	-
	ALD	28	38	-	-	-	-	-
	Total	285	306	334	397	358	366	+81 (28%)
UNESCO Staff	Fixed-term	2133	2113	1851	1707	1724	1758	-375 (-18%)
	Project Appointment	-	-	238	357	396	459	-
	ALD	180	210	-	-	-	-	-
	Total	2313	2323	2089	2064	2120	2217	-96 (-4%)

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

From January 2010 to June 2020, the number of staff at Headquarters has decreased by 19% while **Field staff has increased by 10%**. Staff in Category 1 Institutes have increased by 28%. Overall, between 2010 and 2020, the number of staff has slightly decreased (by 4%).



Distribution by Funding Source (June 2020)

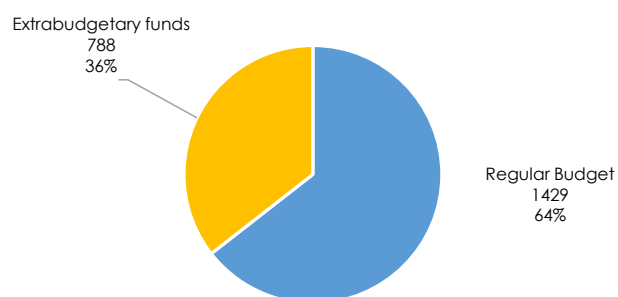
1. Distribution by Category, Location and Funding Source

	Staff on Regular Budget						Staff on Extrabudgetary funds						TOTAL	% by Location
	Dir.	P	NO	GS	Total	%	Dir.	P	NO	GS	Total	%		
Headquarters	34	433	-	363	830	77%	1	154	-	95	250	23%	1080	49%
Field	33	181	104	281	599	78%	1	68	59	44	172	22%	771	35%
Category 1 Institutes*	-	-	-	-	-	-	10	161	19	176	366	100%	366	16%
Total	67	614	104	644	1429	64%	12	383	78	315	788	36%	2217	100%

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

As at June 2020, **64% of UNESCO staff are on Regular programme funds**. 36% are on posts funded by extrabudgetary sources.

UNESCO Staff, by Funding Source June 2020



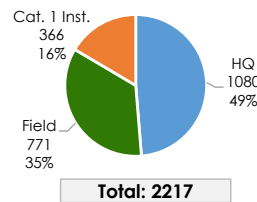
Total: 2217

Distribution by Location and Category (June 2020)

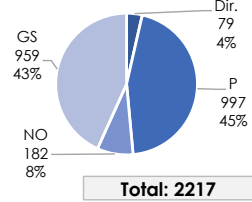
1. UNESCO Staff, by Location and Category

	Dir.	P	NO	GS	Total	% by Location
HQ	35	587	-	458	1080	49%
Field	34	249	163	325	771	35%
Cat. 1 Inst.	10	161	19	176	366	16%
Total	79	997	182	959	2217	
% by Grade Category	4%	45%	8%	43%		100%

Staff by Location



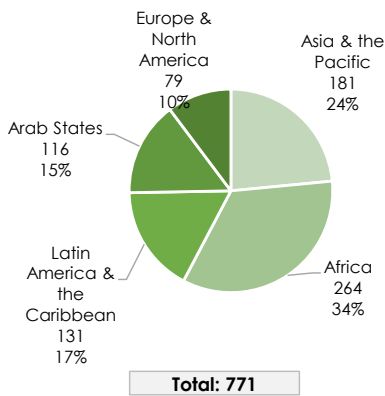
Staff by Category



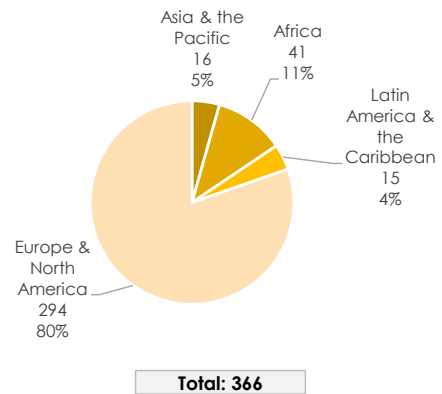
As at June 2020, UNESCO employs 2217 staff on fixed-term and FT/Project Appointments. 51% of the staff work in the Field and Category 1 Institutes. Professional and above staff (D/P/NO) represent 57% of staff, while GS staff represent 43%. **The overall ratio GS/P for all UNESCO staff is 0.8.**

2. UNESCO Staff, by Region

Staff in Field Offices, by Region



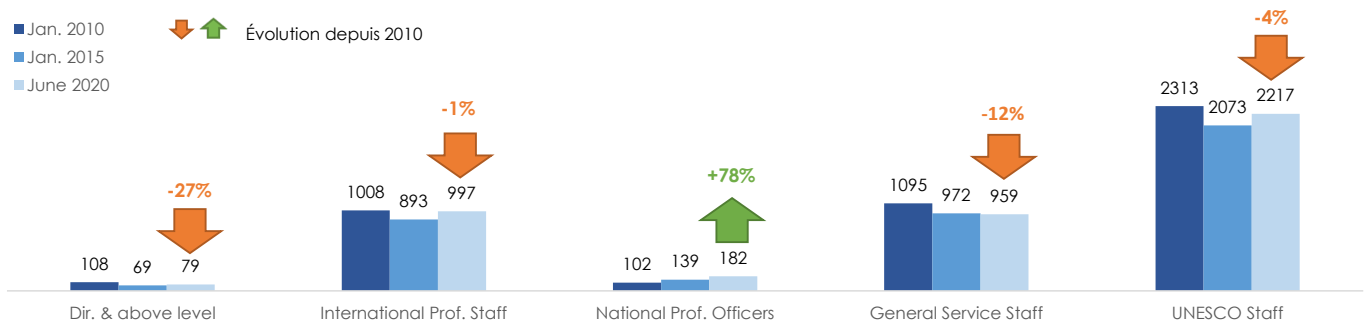
Staff in Cat. 1 Institutes, by Region



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

■ Jan. 2010
■ Jan. 2015
■ June 2020

↓ ↑ Évolution depuis 2010

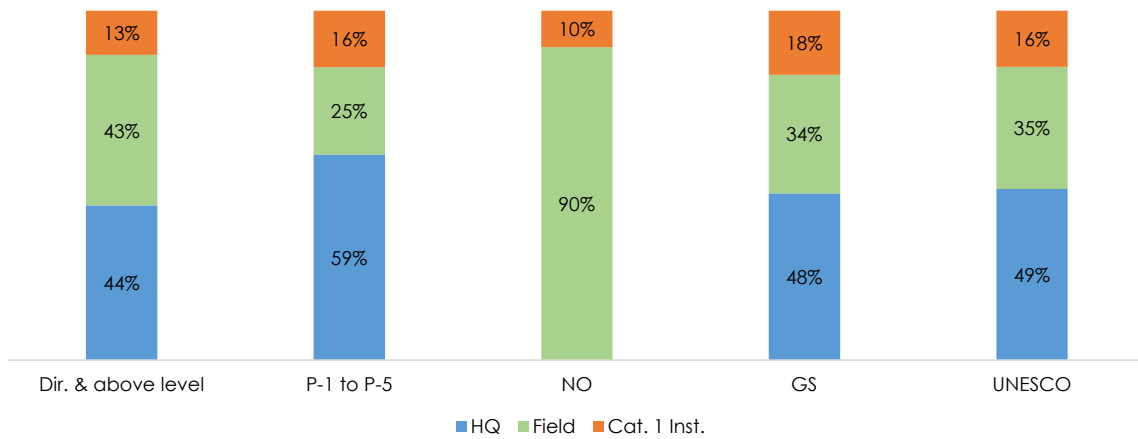


Since 2010, Director, Professional and General Service staff decreased by 27%, 1% and 12%, respectively. NO Staff numbers increased by 78%.

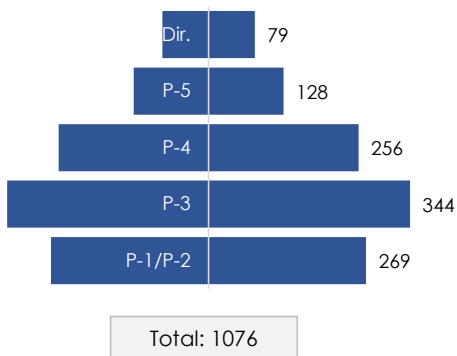


Distribution by Grade (June 2020)

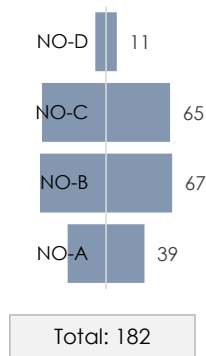
	HQ	%	Field	%	Cat. 1 Inst.	%	Total	% by Grade
DDG/ADG	8	89%	-	-	1	11%	9	1%
D-2	8	42%	7	37%	4	21%	19	1%
D-1	19	37%	27	53%	5	10%	51	2%
Total Dir. & above level	35	44%	34	43%	10	13%	79	4%
P-5	77	60%	39	31%	12	9%	128	6%
P-4	148	58%	74	29%	34	13%	256	11,5%
P-3	188	55%	95	28%	61	18%	344	15,5%
P-1/P-2	174	65%	41	15%	54	20%	269	12%
Total P Staff	587	59%	249	25%	161	16%	997	45%
Total NO Staff	-	-	163	90%	19	10%	182	8%
Total GS Staff	458	48%	325	34%	176	18%	959	43%
UNESCO Staff	1080	49%	771	35%	366	16%	2217	100%



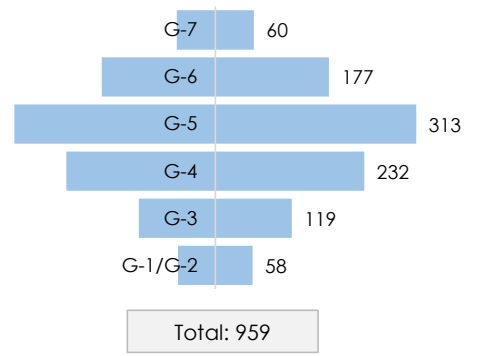
Grade Pyramid of P/D Staff



Grade Pyramid of NO Staff

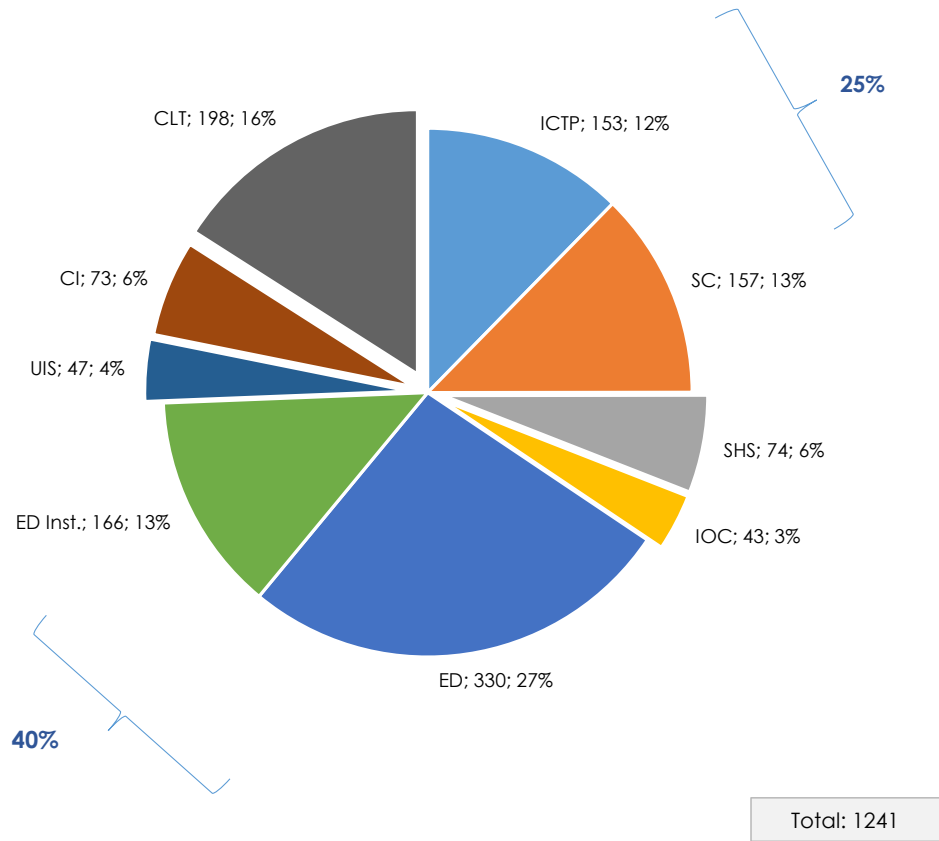


Grade Pyramid of GS Staff





Distribution by Programme Sector (June 2020)



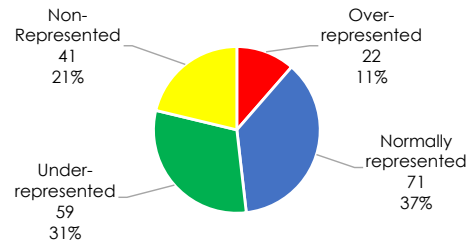
As at June 2020, **the Education Sector has the largest number of staff (40%) in Programme Sectors**, followed by the Natural Sciences Sector (25%) and Culture (16%).

Geographical Distribution (June 2020)

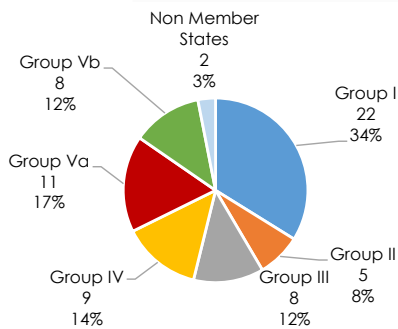
(as per formula approved by the General Conference - staff on geographical posts, ONLY)

1. Geographical Distribution situation as at June 2020

Status of representation	Number of Member States	% by Status
Over-represented	22	11%
Normally represented	71	37%
Under-represented	59	31%
Represented	152	79%
Non-Represented	41	21%
Total Member States	193	100%



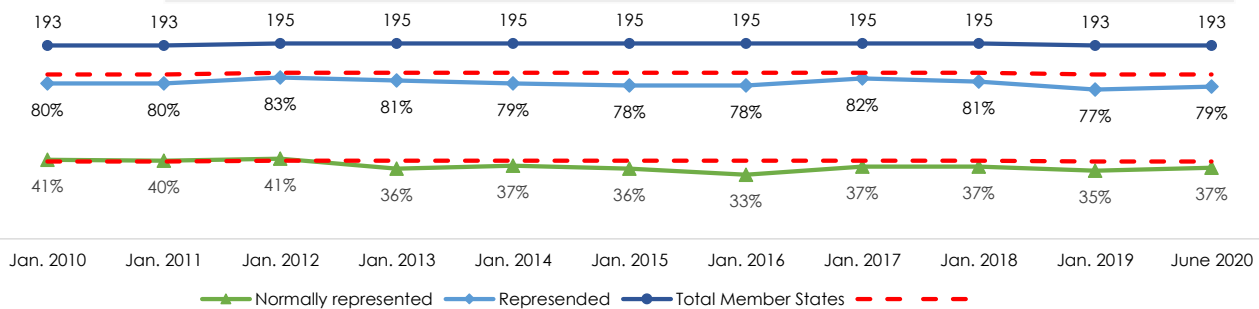
2. Directors and above level on Geographical posts as at June 2020



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 2020



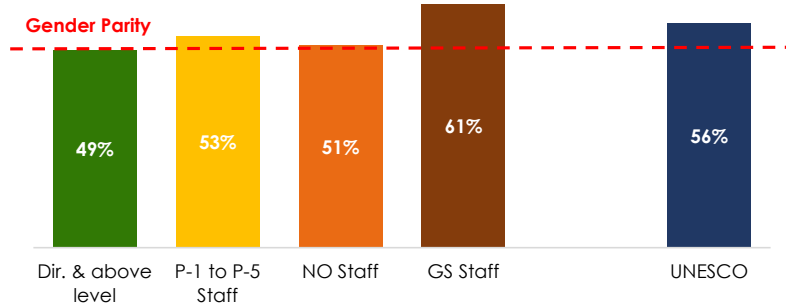
4. Evolution of the Status of Member States' representation from January 2010 to June 2020

Status of representation	Jan. 2010	Jan. 2011	Jan. 2012	Jan. 2013	Jan. 2014	Jan. 2015	Jan. 2016	Jan. 2017	Jan. 2018	Jan. 2019	June 2020	Evolution since 2010
Over-represented	27	26	26	27	20	18	17	18	20	21	22	-5 (-19%)
Normally represented	79	78	80	70	73	70	64	72	72	68	71	-8 (-10%)
Under-represented	49	51	55	61	62	65	72	70	65	60	59	+10 (+20%)
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 June 2020, **152 Member States are represented within the Secretariat.**

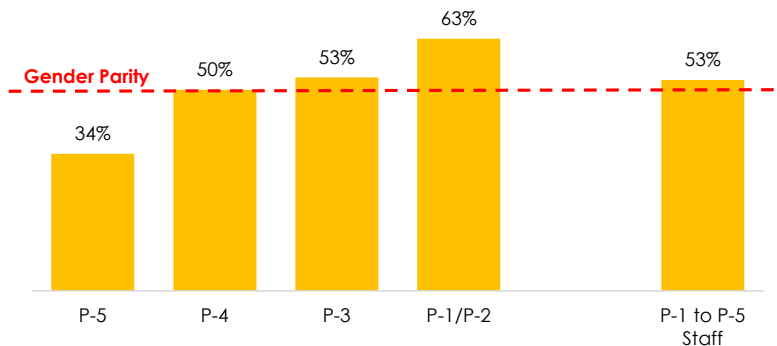
Percentage of women staff in UNESCO (June 2020)

1. Percentage of Women Staff by Category



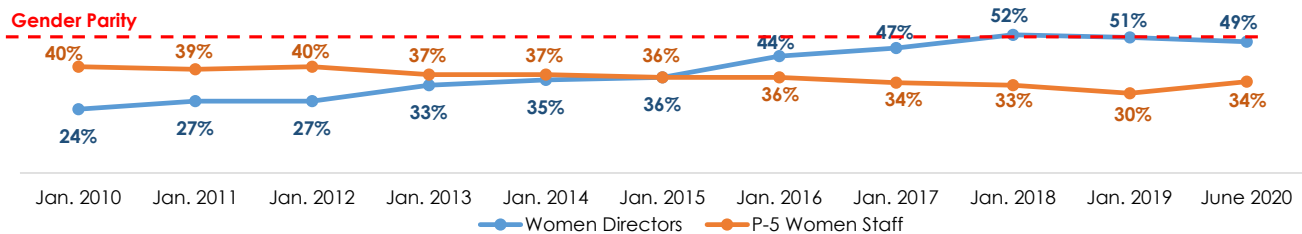
Overall, the proportion of women staff in UNESCO is among the highest in the UN system. Women represent 49% of Director and above staff.

2. Percentage of Women Staff at International Professional level



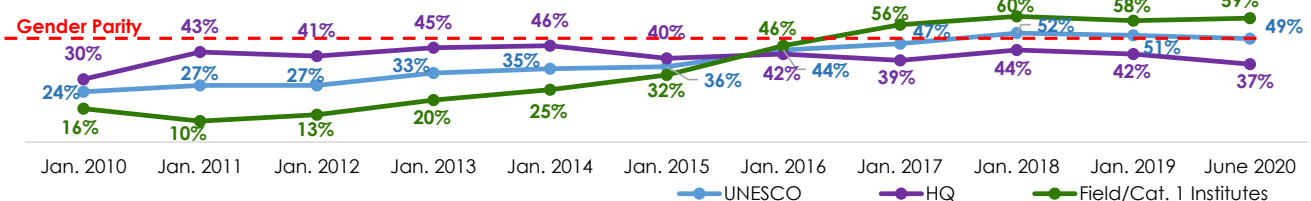
Among International Professional staff, women are a majority at the junior levels (P-1 to P-3). Parity is achieved at P-4, while the percentage of women is lower at P-5 (34%).

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



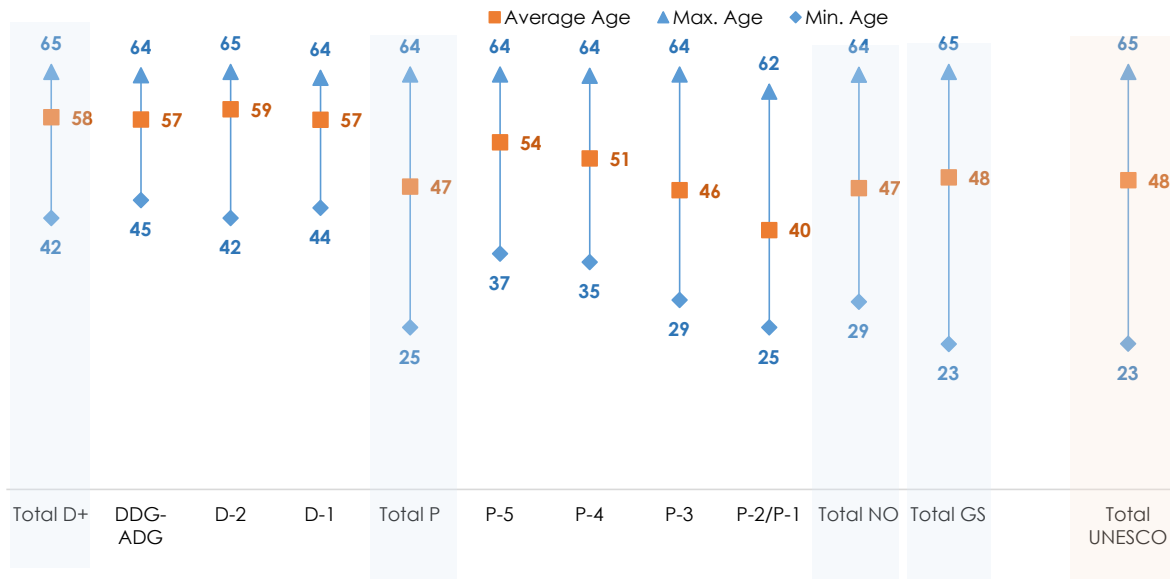
Since January 2010, significant progress was made in the representation of women at senior management level, with an increase from 24% in 2010 to 49% in June 2020. The number of P-5 women staff decreased to 30% in January 2019. In June 2020, the percentage of P-5 Women staff increased to 34%.

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



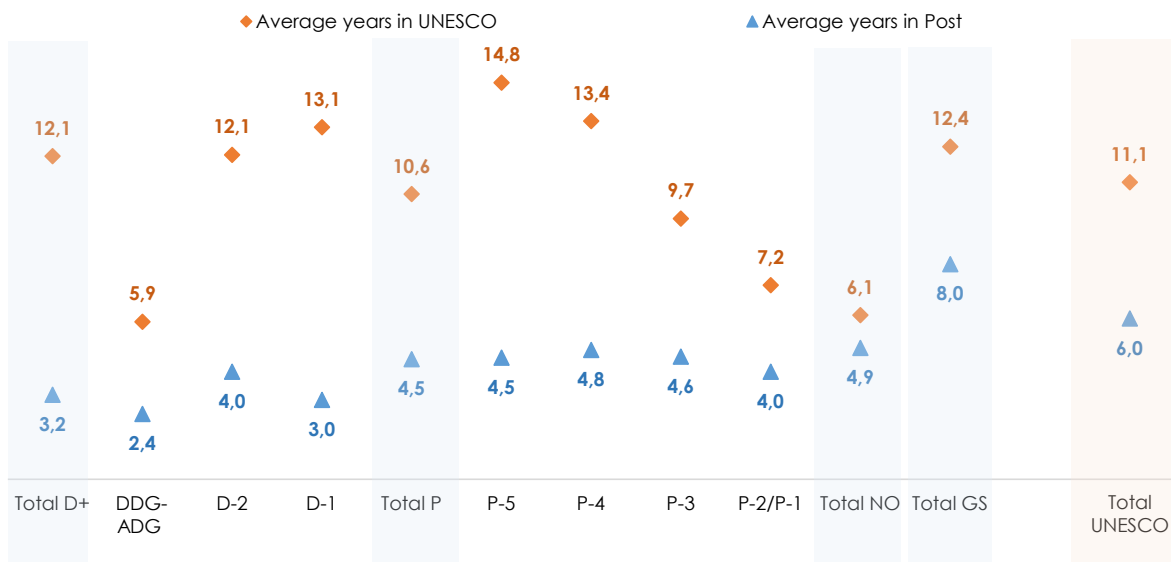
The number of Women Directors in the Field and Category 1 Institutes steadily increased since 2010 to reach 59% in June 2020.

Age distribution by Grade (June 2020)



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

Length of service distribution (June 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 (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)

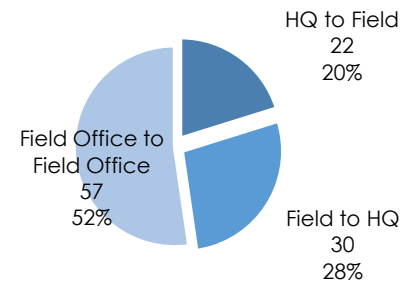
International Professional staff on a fixed-term contract

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	57
Total Movements	100	86	100	79	109

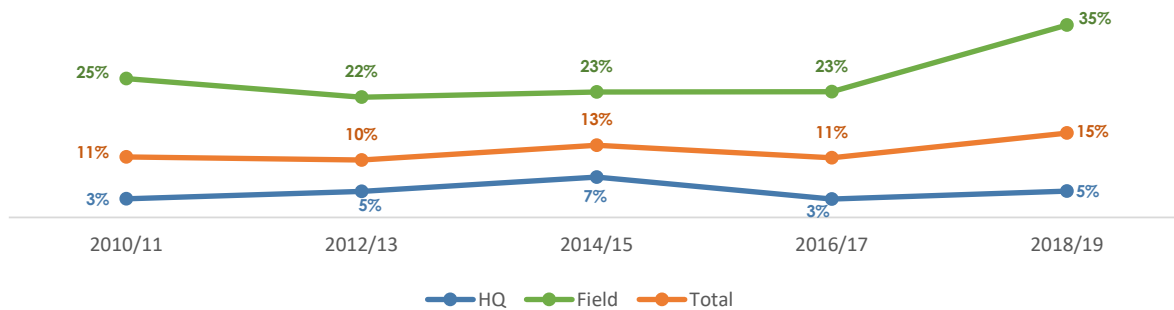
	2010/11	2012/13	2014/15	2016/17	2018/19
HQ	3%	5%	7%	3%	5%
Field	25%	22%	23%	23%	35%
Total	11%	10%	13%	11%	15%



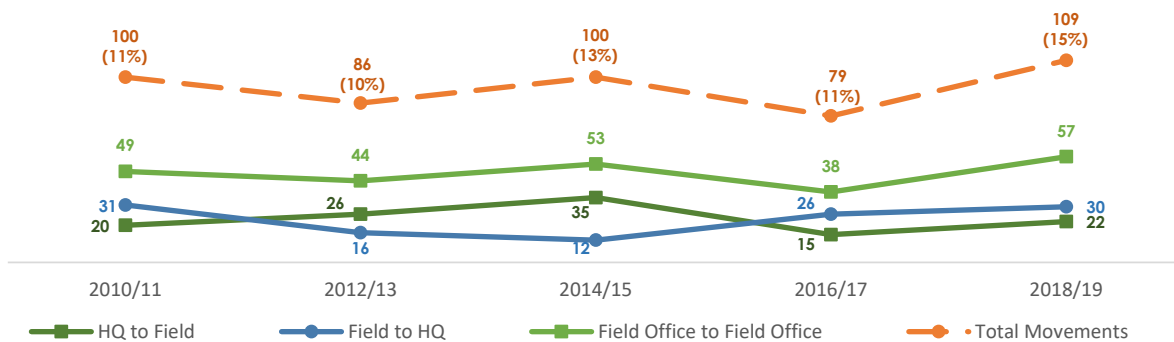
Field also includes Category 1 Institutes.

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 109 International Professional Staff and Directors moved between duty stations in 2018/19 (22 from Headquarters to Field, 57 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 (D/P)

	Staff as at June 2020	Retirements 2020-2021				Retirements 2022-2023			
		2020	2021	Total 2020-2021	% of Retirements 2020-2021	2022	2023	Total 2022-2023	% of Retirements 2022-2023
Dir. & above level	78	3	7	10	13%	9	5	14	18%
P-1 to P-5 Staff	710	1	11	12	2%	18	18	36	5%
NO Staff	107	0	2	2	2%	2	3	5	5%
GS Staff	842	1	8	9	1%	12	22	34	4%
UNESCO	1737	5	28	33	2%	41	48	89	5%

2% of the staff will retire over the next 2 years (until 2021), a total of 33 staff. The highest retirement rate is among Director staff (13%).

Appointments / Transfers / Separations (2014 - 2020)

Staff on Fixed-term contract (D/P)

	Movements						
	2014	2015	2016	2017	2018	2019	1 Jan. to 30 June 2020
External Appointments	11	26	42	41	36	42	18
Internal Movements	61	62	86	30	72	89	39
Appointments with promotion	22	35	34	18	23	13	14
Transfers at equal grade	39	27	52	12	49	76	25
Total	72	88	128	71	108	131	57
% External Appointments	15%	30%	33%	58%	33%	32%	32%
% Internal Movements	85%	70%	67%	42%	67%	68%	68%
Separations	72	69	35	41	29	32	24
Renewal rate*	15%	38%	120%	100%	124%	131%	75%
Turnover Rate**	9,3%	9,2%	4,7%	5,5%	3,8%	4,2%	3,1%
Turnover Rate (Retirement)**	4,5%	4,0%	2,0%	2,5%	1,7%	0,5%	0,3%

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

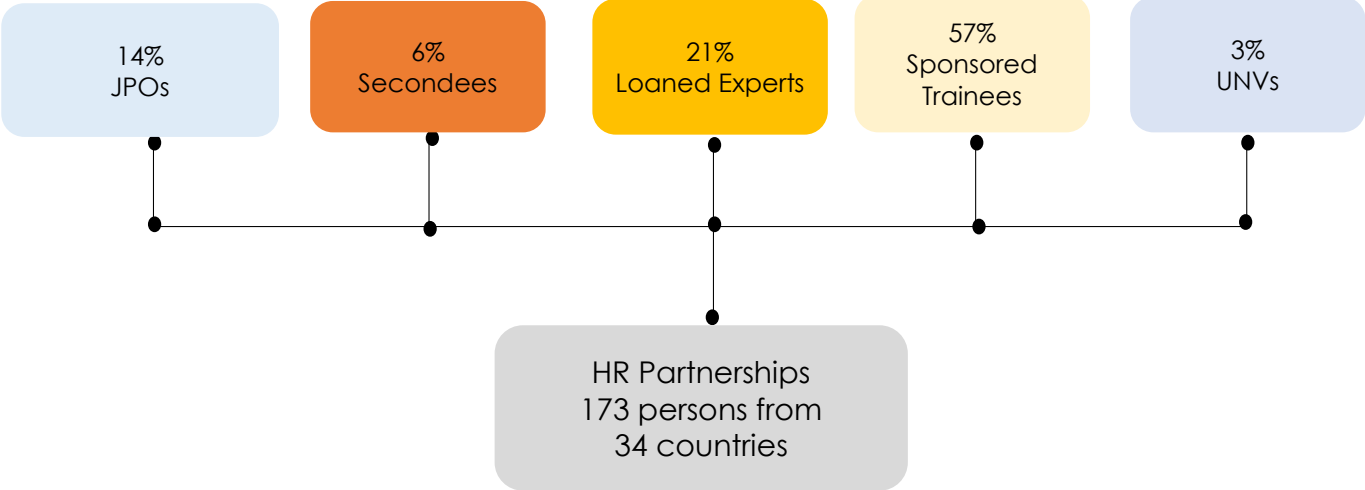
(**) Number of separations in one year divided by the average number of active staff during the same period x 100

In 2020, the number of internal movements (68%) is higher than external appointments (32%) at International Professional and Director levels.

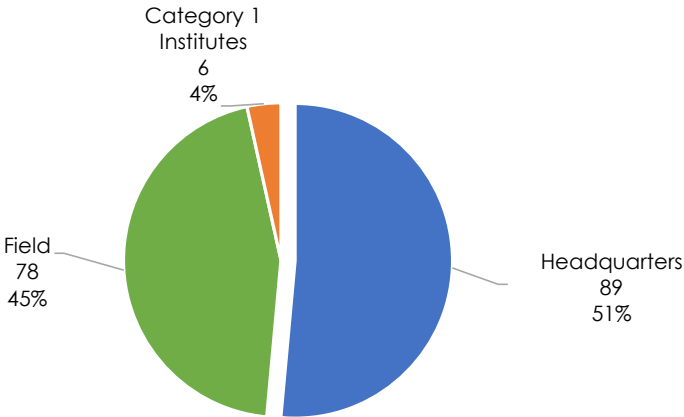
In 2014, the turnover rate was 9%, with a retirement rate of 5%. In 2018, the implementation of the Mandatory Age of Separation to 65 years old has resulted in a lower retirement rate (2%); and a lower turnover rate at 4%. Between 1 January and 30 June 2020, the turnover rate is 3%.



HR Partnerships (June 2020)



HR Partnerships, by Location





40 C/5 Posts

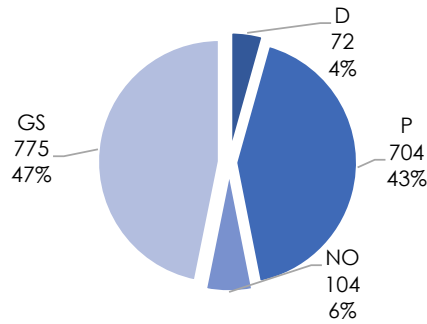
1. 40 C/5 Posts, by Location



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.

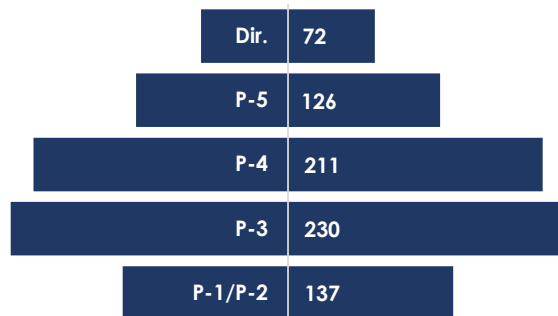
2. 40 C/5 Posts, by Grade Category



Total: 1655

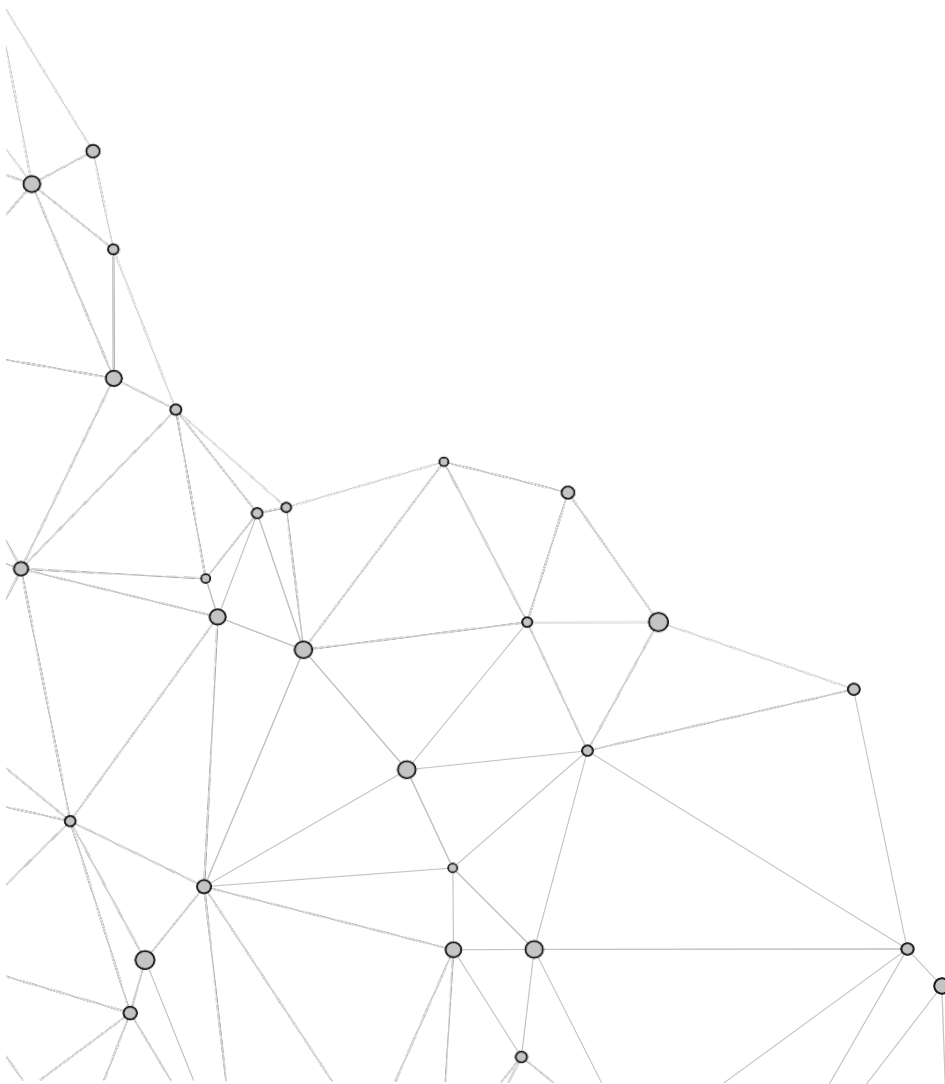
From the 1655 posts, **53% are D/P/NO posts** and **47%** are GS posts.

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.