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.
UNESCO STAFF KEY DATA (June 2021)

2293 Staff from 169 nationalities

<table>
<thead>
<tr>
<th>Grade Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Director &amp; above level staff (D)</td>
<td>78</td>
</tr>
<tr>
<td>International Professional Staff (P)</td>
<td>1041</td>
</tr>
<tr>
<td>General Service Staff (GS)</td>
<td>976</td>
</tr>
<tr>
<td>National Professional Officer (NPO)</td>
<td>198</td>
</tr>
</tbody>
</table>

Ratio GS/P
0.7 : 1.0

Staff Location

- 1130 Staff at HQ
- 371 Staff in 9 Category 1 Institutes
- 792 Staff in 53 Field Offices

Gender Equality

- 44% Women Directors
- 39% P-5 Women Staff
- 55% Women UNESCO Staff

Average age of Staff:
48 years

Time in service in UNESCO:
11 years

Mobility Rate 2018/19:
15%

Turnover Rate (2020):
5.3%

Affiliate Workforce i.e.
58% of Total Workforce

193 Member States, of which 79% are represented

Staff on Regular Budget:
1468 Staff
64%

Staff on Extrabudgetary funds:
825 Staff
36%

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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12. Anticipated retirements by end-2023  
14. HR Partnerships (June 2021)  
15. Distribution of C/5 Posts  

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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

- HQs; 49%
- Asia & the Pacific; 9%
- Africa; 14%
- Latin America & the Caribbean; 6%
- Arab States; 5%
- Europe & North America***; 16%

* 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

- HQs; 22%
- Asia & the Pacific; 18%
- Africa; 21%
- Latin America & the Caribbean; 22%
- Arab States; 9%
- Europe & North America***; 8%

** 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
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%).
1. Distribution by Category, Location and Funding Source

<table>
<thead>
<tr>
<th></th>
<th>Staff on Regular Budget</th>
<th>Staff on Extrabudgetary funds</th>
<th>TOTAL</th>
<th>% by Location</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Dir.</td>
<td>P</td>
<td>NO</td>
<td>GS</td>
</tr>
<tr>
<td>Headquarters</td>
<td>39</td>
<td>455</td>
<td>-</td>
<td>383</td>
</tr>
<tr>
<td>Field</td>
<td>28</td>
<td>178</td>
<td>105</td>
<td>280</td>
</tr>
<tr>
<td>Category 1 Institutes*</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Total</td>
<td>67</td>
<td>633</td>
<td>105</td>
<td>663</td>
</tr>
</tbody>
</table>

*Category 1 Institutes and Centres: UIS, IBE, IIEP, UIL, 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.
### 1. UNESCO Staff, by Location and Category

<table>
<thead>
<tr>
<th>Location</th>
<th>Dir.</th>
<th>P</th>
<th>NO</th>
<th>GS</th>
<th>Total</th>
<th>% by Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>HQ</td>
<td>40</td>
<td>613</td>
<td></td>
<td>477</td>
<td>1130</td>
<td></td>
</tr>
<tr>
<td>Field</td>
<td>30</td>
<td>254</td>
<td>179</td>
<td>329</td>
<td>792</td>
<td></td>
</tr>
<tr>
<td>Cat. 1 Inst.</td>
<td>8</td>
<td>174</td>
<td>19</td>
<td>170</td>
<td>371</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>78</td>
<td>1041</td>
<td>198</td>
<td>976</td>
<td>2293</td>
<td></td>
</tr>
<tr>
<td>% by Grade Category</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>HQ</td>
<td>49%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Field</td>
<td>35%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cat. 1 Inst.</td>
<td>16%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>100%</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

- Europe & North America: 78 (24%)
- Asia & the Pacific: 186 (24%)
- Latin America & the Caribbean: 130 (16%)
- Arab States: 117 (15%)

**Total: 792**

#### Staff in Cat. 1 Institutes, by Region

- Europe & North America: 52 (79%)
- Africa: 48 (13%)
- Latin America & the Caribbean: 16 (4%)

**Total: 371**

### 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)

<table>
<thead>
<tr>
<th></th>
<th>HQ</th>
<th>Field</th>
<th>Cat. 1 Inst.</th>
<th>Total</th>
<th>% by Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>DDG/ADG</td>
<td>8</td>
<td>89%</td>
<td>1</td>
<td>9</td>
<td>0.4%</td>
</tr>
<tr>
<td>D-2</td>
<td>10</td>
<td>53%</td>
<td>3</td>
<td>19</td>
<td>0.8%</td>
</tr>
<tr>
<td>D-1</td>
<td>22</td>
<td>44%</td>
<td>4</td>
<td>50</td>
<td>2.2%</td>
</tr>
<tr>
<td><strong>Total Dir. &amp; above level</strong></td>
<td>40</td>
<td>51%</td>
<td>8</td>
<td>78</td>
<td>3.4%</td>
</tr>
<tr>
<td>P-5</td>
<td>87</td>
<td>63%</td>
<td>12</td>
<td>137</td>
<td>5.9%</td>
</tr>
<tr>
<td>P-4</td>
<td>158</td>
<td>59%</td>
<td>36</td>
<td>268</td>
<td>12.1%</td>
</tr>
<tr>
<td>P-3</td>
<td>187</td>
<td>53%</td>
<td>65</td>
<td>350</td>
<td>15.3%</td>
</tr>
<tr>
<td>P-1/P-2</td>
<td>181</td>
<td>63%</td>
<td>61</td>
<td>286</td>
<td>12.5%</td>
</tr>
<tr>
<td><strong>Total P Staff</strong></td>
<td>613</td>
<td>59%</td>
<td>174</td>
<td>1041</td>
<td>45.1%</td>
</tr>
<tr>
<td>Total NO Staff</td>
<td>-</td>
<td>-</td>
<td>19</td>
<td>198</td>
<td>8.6%</td>
</tr>
<tr>
<td>Total GS Staff</td>
<td>477</td>
<td>49%</td>
<td>170</td>
<td>976</td>
<td>43.2%</td>
</tr>
<tr>
<td>UNESCO Staff</td>
<td>1130</td>
<td>49%</td>
<td>371</td>
<td>2293</td>
<td>100%</td>
</tr>
</tbody>
</table>

#### Grade Pyramid of P/D Staff

- **Dir. & above level**: 78
- **P-1 to P-5**: 137
- **P-4**: 268
- **P-3**: 350
- **P-1/P-2**: 286

Total: 1119

#### Grade Pyramid of NO Staff

- **NO-D**: 12
- **NO-C**: 69
- **NO-B**: 79
- **NO-A**: 38

Total: 198

#### Grade Pyramid of GS Staff

- **G-7**: 59
- **G-6**: 178
- **G-5**: 321
- **G-4**: 242
- **G-3**: 117
- **G-1/G-2**: 59

Total: 976
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

<table>
<thead>
<tr>
<th>Status of representation</th>
<th>Number of Member States</th>
<th>% by Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Over-represented</td>
<td>20</td>
<td>11%</td>
</tr>
<tr>
<td>Normally represented</td>
<td>68</td>
<td>35%</td>
</tr>
<tr>
<td>Under-represented</td>
<td>64</td>
<td>33%</td>
</tr>
<tr>
<td>Represented</td>
<td>152</td>
<td>79%</td>
</tr>
<tr>
<td>Non-Represented</td>
<td>41</td>
<td>21%</td>
</tr>
<tr>
<td><strong>Total Member States</strong></td>
<td><strong>193</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

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

- Group I: Europe and North America: 24 (37%)
- Group II: Eastern Europe: 5 (8%)
- Group III: Latin America and the Caribbean: 7 (11%)
- Group IV: Asia and the Pacific: 9 (14%)
- Group Va: Africa: 12 (18%)
- Group Vb: Arab States: 6 (9%)
- Non Member States: 2 (3%)

#### 3. Evolution of the Geographical Distribution from January 2010 to June 2021

- January 2010: 193
- January 2011: 193
- January 2012: 195
- January 2013: 195
- January 2014: 195
- January 2015: 195
- January 2016: 195
- January 2017: 195
- January 2018: 195
- January 2019: 193
- January 2020: 193
- June 2021: 193

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

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Over-represented</td>
<td>27</td>
<td>26</td>
<td>24</td>
<td>27</td>
<td>20</td>
<td>18</td>
<td>17</td>
<td>18</td>
<td>20</td>
<td>21</td>
<td>23</td>
<td>20</td>
</tr>
<tr>
<td>Normally represented</td>
<td>79</td>
<td>78</td>
<td>80</td>
<td>70</td>
<td>73</td>
<td>64</td>
<td>72</td>
<td>72</td>
<td>68</td>
<td>67</td>
<td>68</td>
<td></td>
</tr>
<tr>
<td>Under-represented</td>
<td>49</td>
<td>51</td>
<td>55</td>
<td>61</td>
<td>62</td>
<td>65</td>
<td>72</td>
<td>70</td>
<td>65</td>
<td>60</td>
<td>62</td>
<td>64</td>
</tr>
<tr>
<td>Represented</td>
<td>155</td>
<td>155</td>
<td>161</td>
<td>158</td>
<td>155</td>
<td>153</td>
<td>153</td>
<td>153</td>
<td>160</td>
<td>157</td>
<td>149</td>
<td>152</td>
</tr>
<tr>
<td>Non-Represented</td>
<td>38</td>
<td>38</td>
<td>34</td>
<td>37</td>
<td>40</td>
<td>42</td>
<td>42</td>
<td>35</td>
<td>38</td>
<td>44</td>
<td>41</td>
<td>41</td>
</tr>
<tr>
<td><strong>Total Member States</strong></td>
<td><strong>193</strong></td>
<td><strong>193</strong></td>
<td><strong>195</strong></td>
<td><strong>195</strong></td>
<td><strong>195</strong></td>
<td><strong>195</strong></td>
<td><strong>195</strong></td>
<td><strong>195</strong></td>
<td><strong>195</strong></td>
<td><strong>193</strong></td>
<td><strong>193</strong></td>
<td><strong>193</strong></td>
</tr>
</tbody>
</table>

#### Evolution since 2010

- Over-represented: -7 (-26%)
- Normally represented: -11 (-14%)
- Under-represented: +15 (+31%)
- Represented: -3 (-2%)
- Non-Represented: +3 (+8%)

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.
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%.

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.
UNESCO staff is on average 48 years old.

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.
International Professional staff on a fixed-term contract

1. Geographical Mobility

<table>
<thead>
<tr>
<th>Number of Geographical movements of P/D Staff</th>
<th>1 Jan. to 30 June 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>HQ to Field</td>
<td>8</td>
</tr>
<tr>
<td>Field to HQ</td>
<td>30</td>
</tr>
<tr>
<td>Field Office to Field Office</td>
<td>30</td>
</tr>
<tr>
<td>Total Movements</td>
<td>60</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Evolution of Mobility Rate</th>
<th>1 Jan. to 30 June 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>HQ</td>
<td>3%</td>
</tr>
<tr>
<td>Field</td>
<td>23%</td>
</tr>
<tr>
<td>Total</td>
<td>11%</td>
</tr>
</tbody>
</table>

Field also includes Category 1 Institutes.

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

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

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)

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
115 persons from 41 countries

- JPOs: 26%
- Secondees: 14%
- Loaned Experts: 17%
- Stand-by personnel: 4%
- Sponsored Trainees: 22%
- UNVs: 17%

HR Partnerships, by Location

- Headquarters: 65 (57%)
- Field: 47 (41%)
- Category 1 Institutes: 2 (2%)
Out of the 1655 posts budgeted in the 40 C/5, 39% of the posts are in the field and 61% are at Headquarters.

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

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.