



THE PEOPLE WORKING FOR UNHCR

November 2017

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Cover photo: South Sudanese refugee carries her five-year-old son as she waits to board a truck heading for the recently established Imvepi settlement, at the Imvepi Reception Centre, Arua District, Northern Region, Uganda. © UNHCR/David Azia

All data at 30 June 2017, unless otherwise specified.

UNHCR AT A GLANCE

130
COUNTRIES

473
LOCATIONS

UNHCR has a total workforce of some 15,000 individuals, comprising UNHCR staff and affiliate personnel. Affiliate personnel include contractors under arrangements with the United Nations Office for Project Services (UNOPS), United Nations Volunteers (UNVs), individual consultants or contractors, deployees, interns and other persons with contracts under UNHCR's affiliate workforce arrangements. In this leaflet, pages 3 and 15 include statistics on affiliate personnel, which are presented at 31 December 2016 and are based on the information available, as data on affiliate personnel is not yet systematically managed through UNHCR's corporate Enterprise Resource Planning system. All other data refers to UNHCR staff only.

Of note, women representation among affiliate personnel is much higher than among staff, with 55% and 39% women respectively.

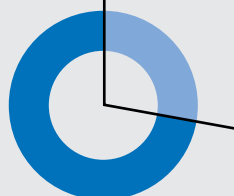
10,965

STAFF

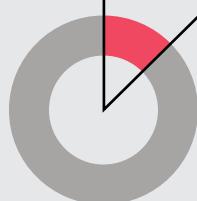
61% male 39% female

157 nationalities

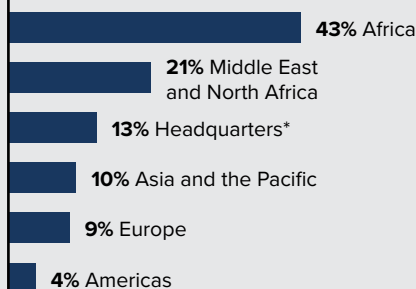
72% NATIONAL 28% INTERNATIONAL
37% female 45% female



87% FIELD 13% HEADQUARTERS*
24% international 58% international
36% female 59% female



PERCENTAGE OF STAFF BY UNHCR REGION OF OPERATION



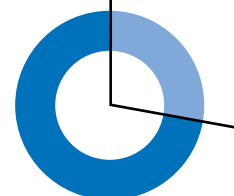
4,235

AFFILIATE PERSONNEL

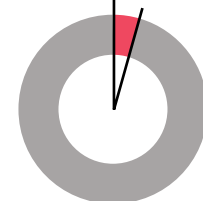
45% male 55% female

137 nationalities

70% NATIONAL 30% INTERNATIONAL
55% female 55% female

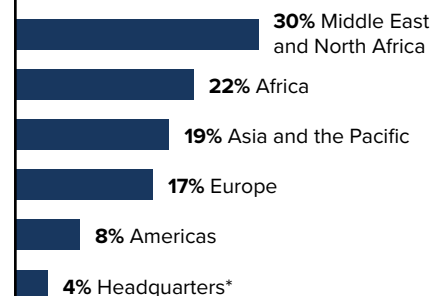


96% FIELD 4% HEADQUARTERS*
28% international 78% international
55% female 66% female



* Geneva, Budapest, Copenhagen, Brussels

PERCENTAGE OF AFFILIATE PERSONNEL BY UNHCR REGION OF OPERATION



2011-2017* TRENDS

+40%

SINCE 2011, UNHCR STAFF HAS
INCREASED BY 40%

to respond to multiple emergencies
across the globe. This corresponds to a
62% growth for international staff and
33% growth for national staff.

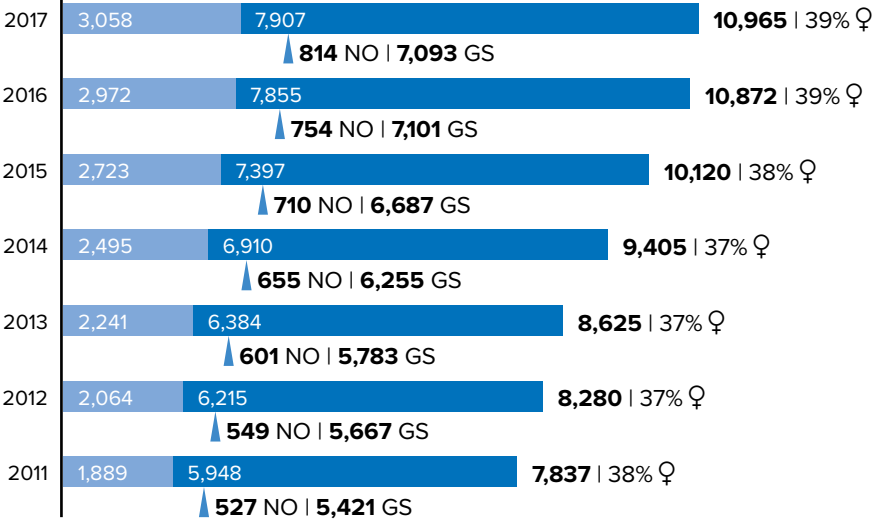
+ 62%

growth for
international staff

+ 33%

growth for
national staff

OVERALL STAFF GROWTH



International staff National staff
NO National Officers GS General Service Staff

385

DURING THE SAME PERIOD, THERE
WERE 385 CONVERSIONS OF NATIONAL
STAFF TO THE INTERNATIONAL
PROFESSIONAL CATEGORY

representing more than a third of staff
appointed on fixed-term appointments
(FTA) between 2011 and June 2017.
62% of those converted were men.

FEMALE REPRESENTATION

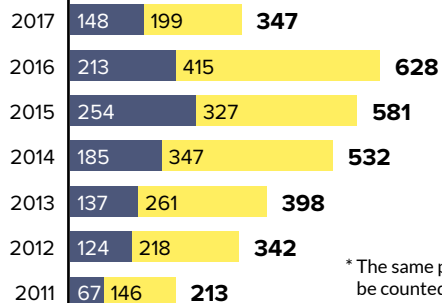
AMONG INTERNATIONAL STAFF BY GRADE

grade	2011	2012	2013	2014	2015	2016	2017
D2	30%	↓ 26%	→ 26%	↑ 48%	↑ 52%	↓ 48%	↓ 44%
D1	44%	↑ 49%	↓ 44%	↓ 38%	↑ 41%	↑ 47%	→ 47%
P5	31%	↑ 36%	↓ 33%	↑ 40%	↑ 45%	↓ 44%	↑ 46%
P4	29%	↑ 31%	→ 31%	↑ 36%	↑ 40%	↑ 43%	↑ 44%
P3	24%	↑ 25%	↑ 29%	→ 29%	↑ 33%	↑ 38%	↑ 40%
P2	17%	↑ 22%	↑ 30%	↑ 40%	↑ 44%	↑ 53%	↓ 52%
P1	80%	→ 80%	↓ 60%	↑ 100%	↓ 40%	→ 40%	↑ 60%
JPO	92%	↑ 78%	↓ 77%	↓ 69%	↑ 64%	↑ 75%	↓ 72%
FS5	28%	↑ 34%	↑ 55%	↑ 69%	↓ 55%	↓ 41%	→ 41%
FS4	0%	↑ 100%	→ 100%	→ 100%	→ 100%	↓ 0%	→ 0%

■ < 30% ■ 30-49% ■ 50-74% ■ 75-100%

* 2017 data up to 30 June.

HIRES IN THE INTERNATIONAL PROFESSIONAL CATEGORY*

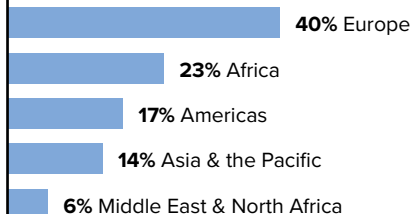


Appointments:

■ Fixed-term ■ Temporary

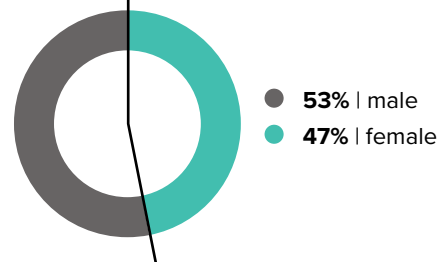
* The same person may be counted more than once if he/she has worked in different locations, functions or types of contract.

REGION OF ORIGIN* OF STAFF HIRED IN THE INTERNATIONAL PROFESSIONAL CATEGORY 2011-2017

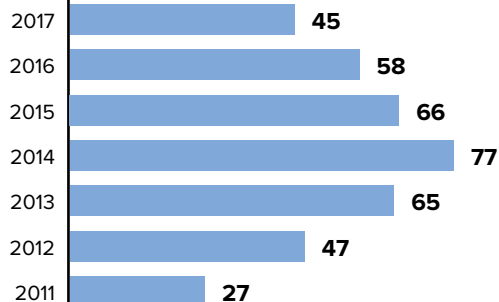


* Breakdown by UNHCR regional operations

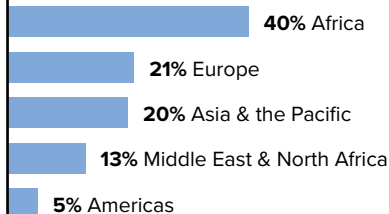
GENDER DISTRIBUTION OF STAFF HIRED IN THE INTERNATIONAL PROFESSIONAL CATEGORY 2011-2017



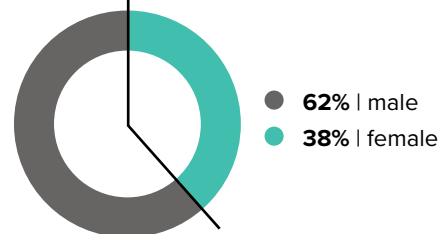
CONVERSIONS TO THE INTERNATIONAL PROFESSIONAL CATEGORY



REGION OF ORIGIN OF STAFF CONVERTED TO THE INTERNATIONAL PROFESSIONAL CATEGORY 2011-2017



GENDER DISTRIBUTION OF STAFF CONVERTED TO THE INTERNATIONAL PROFESSIONAL CATEGORY 2011-2017

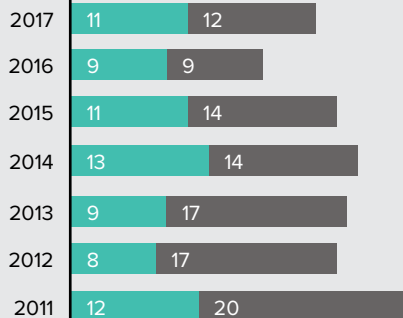


SECONDMENTS AND LOANS

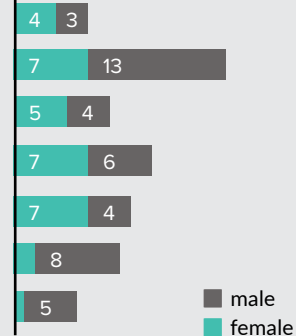
2011-2017

Between 2011 and 2017, there were 176 secondments from UNHCR to other agencies. During the same period, 76 people came from other agencies to secondment to UNHCR.

TO OTHER AGENCIES

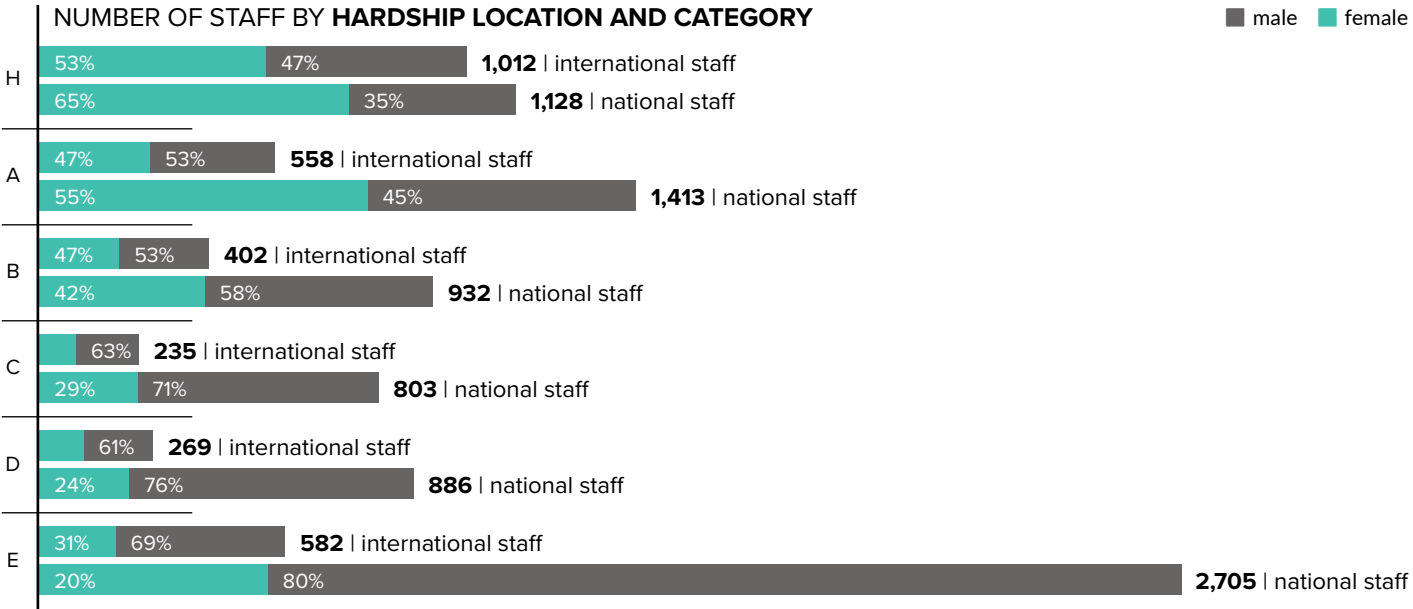
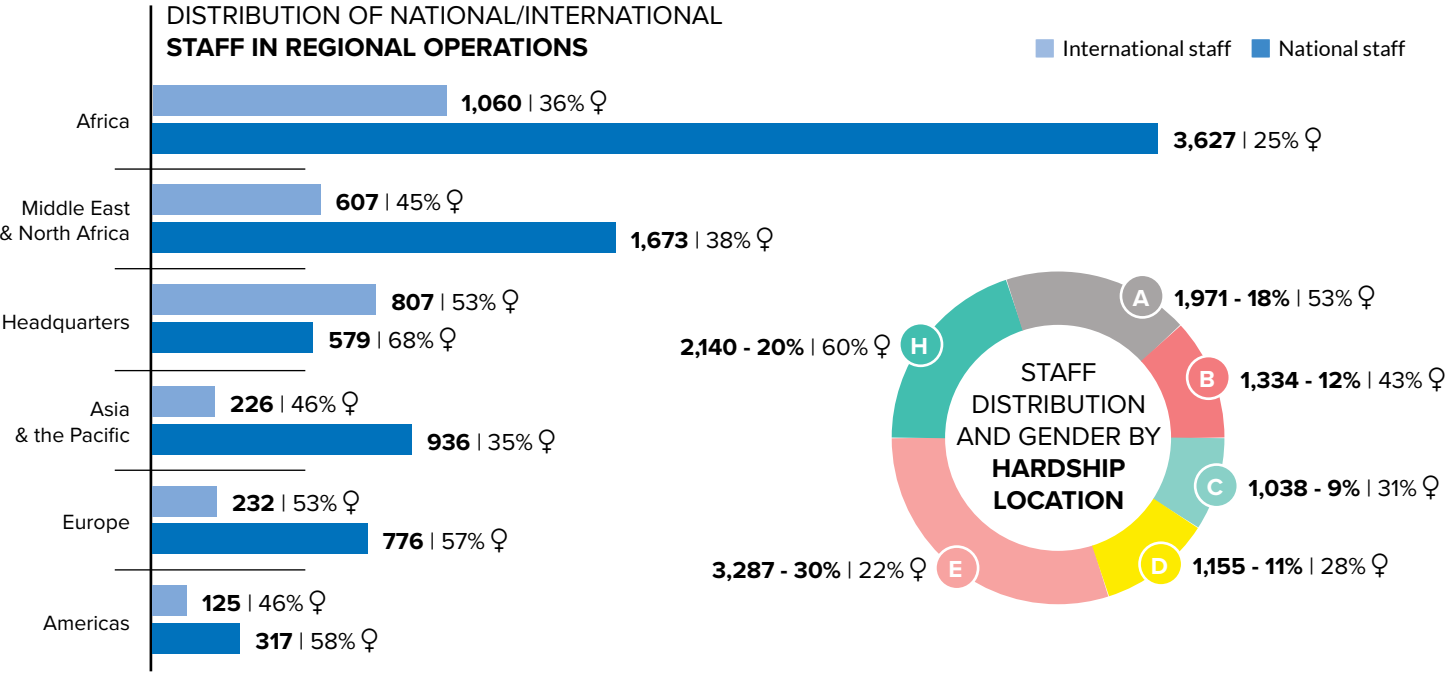


TO UNHCR

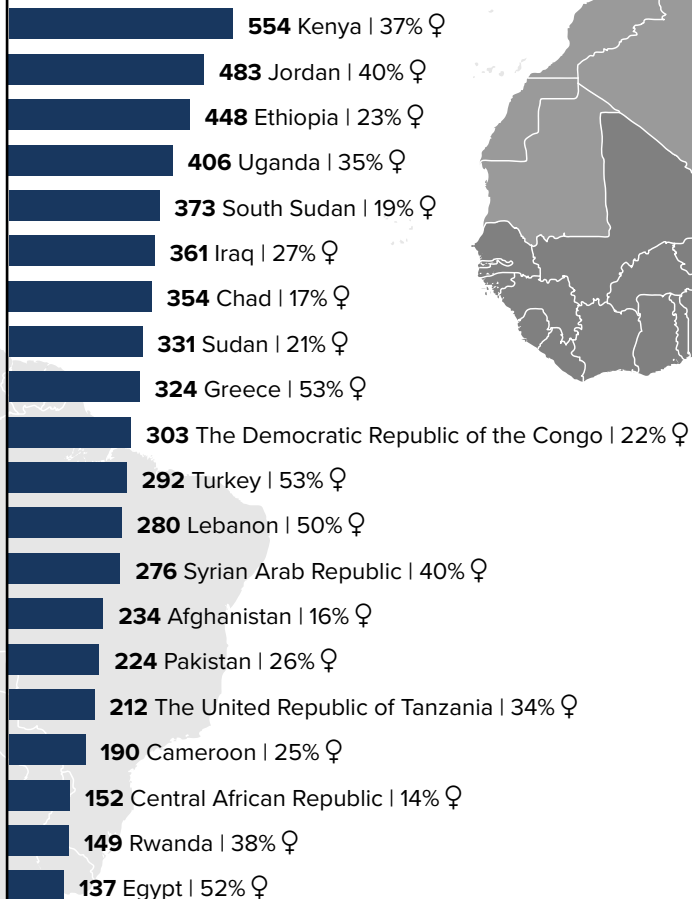


■ male
■ female

WORLDWIDE PRESENCE



TOP 20 UNHCR OPERATIONS BY NUMBER OF STAFF



6,073 TOTAL

55% of all UNHCR staff are working in these 20 operations, which are also among the largest from a financial and supply perspective. 32% of staff among these 20 operations are assigned in locations considered as dangerous (i.e. in receipt of danger pay).

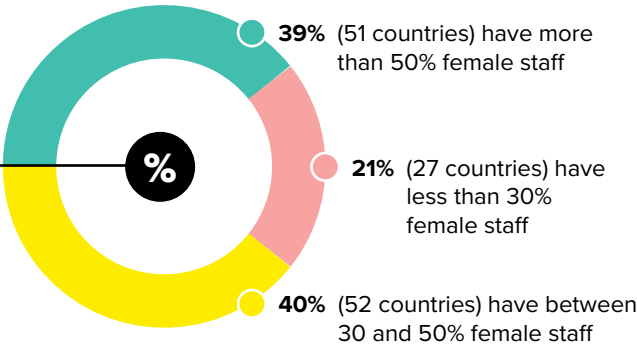
Note: The boundaries and names shown on this map do not imply official endorsement or acceptance by the United Nations.

GENDER AND GEOGRAPHIC DIVERSITY

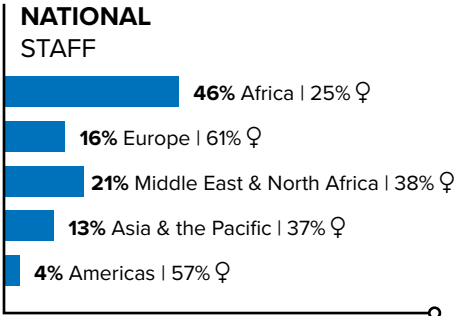
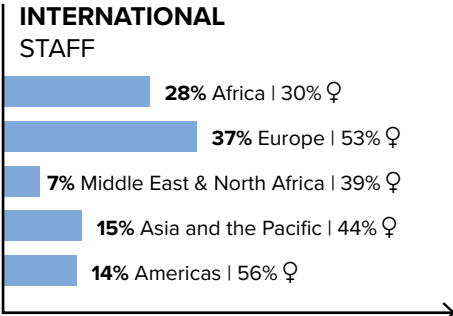
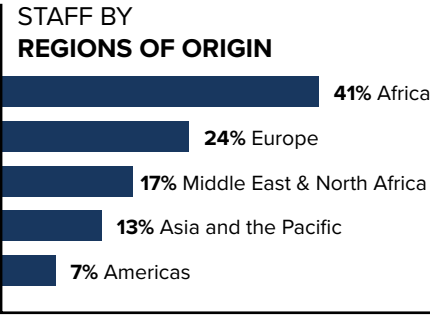


GENDER BALANCE IN THE 130 COUNTRIES WITH UNHCR PRESENCE

Countries below the 30% mark are targeted as a matter of priority to improve gender balance.



The majority of UNHCR’s international staff come from Europe, followed by Africa, Asia and the Pacific, the Americas, then the Middle East and North Africa. There are more women than men coming from the Americas and Europe. Overall, UNHCR is close to gender parity for international staff but further away for national staff. This situation is partly due to the high number of male drivers, who represent 20% of all national staff in UNHCR.



GENDER BREAKDOWN BY GRADE

female male



预览已结束，完整报告链接和二维码如下：

https://www.yunbaogao.cn/report/index/report?reportId=5_18042

