



UN Tourism

Human Resources Statistics

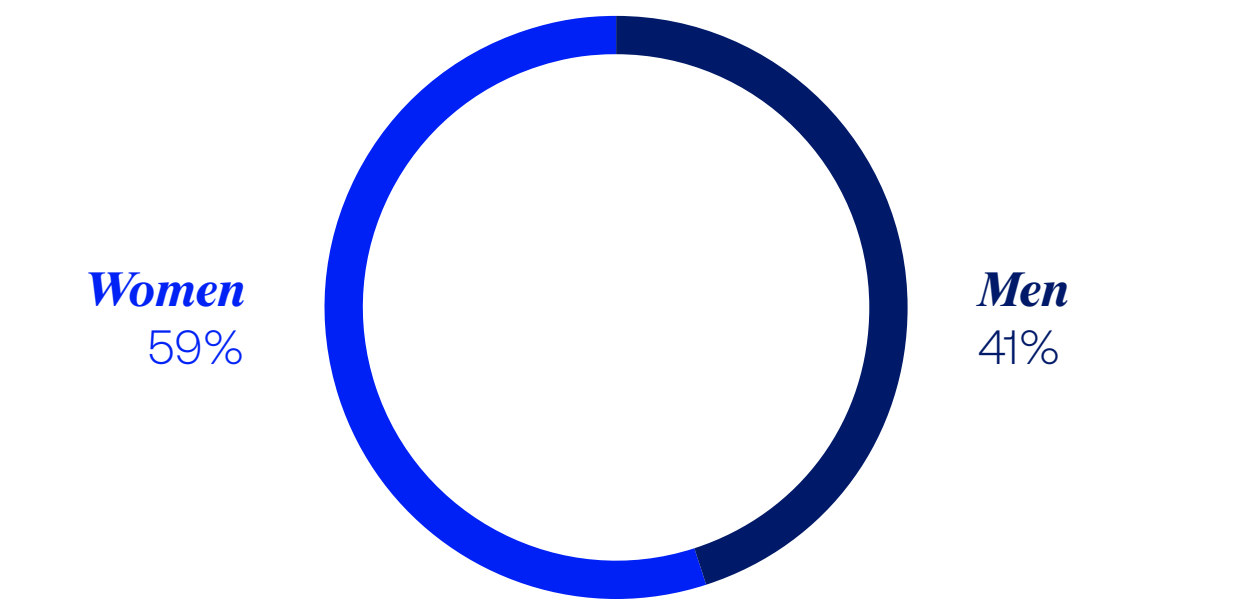
As of March 2026

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Workforce at a Glance as of 1 March 2026

As of **1 March 2026**, the UN Tourism workforce is comprised of **264 people**.



<i>Total Workforce</i>			<i>Men</i>		<i>Women</i>	
<i>Core Workforce</i>	Number	Percentage	Number	Percentage	Number	Percentage
Professional	60	23%	28	47%	32	53%
General Service	32	12%	13	41%	19	59%
TOTAL	92	35%	41	45%	51	55%

<i>Total Workforce</i>			<i>Men</i>		<i>Women</i>	
<i>Affiliate Workforce</i>	Number	Percentage	Number	Percentage	Number	Percentage
Junior Professional Officers	1	1%	1	100%	0	0%
Officials on Loan	3	2%	2	67%	1	33%
Special Advisers	2	1%	1	50%	1	50%
Service Contract	123	72%	45	37%	78	63%
Interns	11	6%	3	27%	8	73%
Experts	32	19%	18	56%	14	44%
TOTAL	172	65%	70	41%	102	59%

Workforce* Distribution by Department as of 1 March 2025, 1 August 2025 and 1 March 2026

*Special Advisers and Experts are not included.

Core Workforce		Affiliate Workforce							
		Professional	General Service	Junior Professional Officers (JPOs)	Officials on Loan	Service Contract	Interns		
Department	Year	Number, Percentage & Type of Contracts						Total Workforce	
Administration and Finance	Mar. 2025	0	1	0	0	1	0	2	1%
	Aug. 2025	0	1	0	0	1	0	2	1%
	Mar. 2026	0	1	0	0	1	0	2	1%
Affiliate Members and Public-Private Collaboration	Mar. 2025	1	1	0	0	6	1	9	4%
	Aug. 2025	1	1	0	0	6	0	8	3%
	Mar. 2026	1	1	0	0	7	0	9	4%
Budget and Finance	Mar. 2025	3	1	0	0	11	0	15	7%
	Mar. 2025	3	1	0	0	10	0	14	6%
	Mar. 2026	3	1	0	0	10	0	14	6%
Communications	Mar. 2025	1	1	0	0	5	0	7	3%
	Aug. 2025	1	1	0	0	5	1	9	4%
	Mar. 2026	1	1	0	0	4	0	6	3%
Conference Services	Mar. 2025	4	1	0	0	4	0	9	4%
	Aug. 2025	4	1	0	0	4	0	9	4%
	Mar. 2026	4	1	0	0	4	0	9	4%
Ethics, Culture and Social Responsibility	Mar. 2025	0	2	0	0	3	0	5	2%
	Aug. 2025	0	3	0	0	3	0	6	3%
	Mar. 2026	0	3	0	0	3	1	7	3%
Office of the Executive Director (1)	Mar. 2025	2	1	0	0	1	0	4	2%
	Aug. 2025	1	1	0	0	0	0	2	1%
	Mar. 2026	0	0	0	0	0	0	0	0%
Office of the Executive Director (2)	Mar. 2025	1	1	0	0	2	0	4	2%
	Aug. 2025	1	0	0	0	2	1	4	2%
	Mar. 2026	1	0	0	0	4	0	5	2%
Office of the Executive Director (3)	Mar. 2025	1	0	0	0	0	0	1	0%
	Aug. 2025	1	1	0	0	0	0	2	1%
	Mar. 2026	1	1	0	0	0	0	2	1%
General Services	Mar. 2025	0	3	0	0	7	0	10	5%
	Aug. 2025	0	3	0	0	6	0	9	4%
	Mar. 2026	0	4	0	0	6	0	10	4%
Human Resources	Mar. 2025	1	1	0	0	6	0	8	4%
	Aug. 2025	1	1	0	0	8	0	10	4%
	Mar. 2026	1	1	0	0	8	1	11	5%
Information and Communication Technology	Mar. 2025	1	3	0	0	4	0	8	4%
	Aug. 2025	1	3	0	0	3	1	8	4%
	Mar. 2026	1	3	0	0	4	0	8	3%

Core Workforce		Affiliate Workforce							
		Professional	General Service	Junior Professional Officers (JPOs)	Officials on Loan	Service Contract	Interns		
Department	Year	Number, Percentage & Type of Contracts						Total Workforce	
Innovation, Education and Investments	Mar. 2025	5	0	0	0	15	0	20	9%
	Aug. 2025	3	0	0	0	13	0	16	7%
	Mar. 2026	3	0	0	0	8	1	12	5%
Institutional Relations, Partnerships and Advocacy	Mar. 2025	3	0	0	0	2	1	6	3%
	Aug. 2025	4	0	0	0	2	2	8	3%
	Mar. 2026	4	0	0	0	3	0	7	3%
Office of Legal Affairs and International Standards	Mar. 2025	3	0	0	0	6	0	9	4%
	Aug. 2025	3	0	0	0	5	0	8	3%
	Mar. 2026	3	0	0	0	5	0	8	3%
Office of the Secretary-General	Mar. 2025	5	3	0	0	5	0	13	6%
	Aug. 2025	5	2	0	0	6	0	13	5%
	Mar. 2026	6	2	0	0	4	0	12	5%
Regional Department for Africa	Mar. 2025	4	0	0	0	4	0	8	3%
	Aug. 2025	4	0	0	0	4	0	8	3%
	Mar. 2026	2	0	0	0	4	0	6	3%
Regional Department for Asia and the Pacific	Mar. 2025	4	0	0	2	2	2	10	4%
	Aug. 2025	4	0	0	2	2	3	11	5%
	Mar. 2026	4	0	1	1	2	0	8	3%
Regional Department for Europe	Mar. 2025	3	0	0	1	4	0	8	4%
	Aug. 2025	2	0	0	1	4	2	8	3%
	Mar. 2026	2	0	0	0	3	1	6	3%
Regional Department for the Americas	Mar. 2025	1	2	0	0	1	0	4	2%
	Aug. 2025	1	2	0	0	1	0	4	2%
	Mar. 2026	0	2	0	0	2	4	8	3%
Regional Department for the Middle East	Mar. 2025	1	1	0	0	2	0	4	2%
	Aug. 2025	1	1	0	0	2	0	4	2%
	Mar. 2026	1	1	0	0	2	0	4	2%
Regional Office for the Americas	Mar. 2025	1	0	0	0	0	0	1	0%
	Aug. 2025	1	0	0	0	1	0	2	1%
	Mar. 2026	2	0	0	0	4	0	6	3%
Regional Office for the Middle East	Mar. 2025	4	1	0	0	19	0	24	11%
	Aug. 2025	5	1	0	0	18	3	26	11%
	Mar. 2026	5	1	0	0	22	3	28	12%
Security	Mar. 2025	1	0	0	0	0	0	1	0%
	Aug. 2025	1	0	0	0	0	0	1	0%
	Mar. 2026	1	0	0	0	0	0	1	0%
Statistics, Standards and Data	Mar. 2025	2	2	0	0	2	2	8	4%
	Aug. 2025	2	2	0	0	3	1	9	4%
	Mar. 2026	2	2	0	0	2	0	6	3%
Sustainable Tourism and Resilience	Mar. 2025	3	1	0	1	1	0	6	3%
	Aug. 2025	4	1	0	1	0	1	7	3%
	Mar. 2026	4	1	0	1	0	0	6	3%

Core Workforce		Affiliate Workforce							
		Professional	General Service	Junior Professional Officers (JPOs)	Officials on Loan	Service Contract	Interns		
Department	Year	Number, Percentage & Type of Contracts						Total Workforce	
International Development and Cooperation	Mar. 2025	3	2	0	0	4	1	10	5%
	Aug. 2025	1	2	0	0	3	4	10	4%
	Mar. 2026	3	2	0	0	4	1	10	4%
Market Intelligence, Policies and Competitiveness	Mar. 2025	5	3	0	2	12	0	22	11%
	Aug. 2025	4	3	0	2	7	1	18	8%
	Mar. 2026	4	4	0	1	7	2	18	8%
UN Liason Office in Geneva	Aug. 2025	1	0	0	0	0	0	1	0%
	Mar. 2026	0	0	0	0	0	0	0	0%
Regional Support Office for Asia and the Pacific	Aug. 2025	1	0	0	0	0	0	1	0%
	Mar. 2026	1	0	0	0	0	0	1	0%
Total	Mar. 2025	59	30	0	6	113	7	215	100%
	Aug. 2025	61	31	1	6	119	18	238	100%
	Mar. 2026	60	32	1	3	123	11	230	100%

(*) Pursuant to an internal policy issued on 7 February 2025 regarding the roles, responsibilities, reporting lines, and coordination mechanisms for UN Tourism Regional Offices, and unless otherwise specified, personnel assigned to Regional Offices shall adhere to a dual reporting structure: (a) an operational reporting line to the Director of the respective Regional Office, which encompasses day-to-day management, task execution, and the timely delivery of results in accordance with the Office's mandate; and (b) a functional reporting line to the relevant supervisor at Headquarters, which pertains to technical guidance, professional development, and alignment with the Organization's policies, strategic objectives, and technical standards. In accordance with this policy, the personnel figures for March 2025 for the Regional Office for the Middle East have been updated accordingly.

Workforce* Movement Between 1 August 2025 and 1 March 2026

*Officials on Loan, Junior Professional Officers (JPOs), Special Advisers, Interns, and Experts are not included.

	Professional	General Services	Service Contract
Appointment	4	2	15
Retirement	1	1	0
Inter-Agency Transfer or Secondment	0	0	0
Separation	2	0	7
Promotion within Category	1	0	0
Promotion from General Services to Professional	0	0	0

Workforce* Comparison by Year, from 2022 to 2026

*Officials on Loan, Junior Professional Officers (JPOs), Special Advisers, Interns, and Experts are not included
As of 31 December.

	2022	2023	1 April 2024	1 August 2024	1 March 2025	1 August 2025	1 March 2026
Professional	54	57	55	58	59	61	60
General Service	38	32	30	30	30	31	32
Service Contract	89	96	105	112	113	119	123

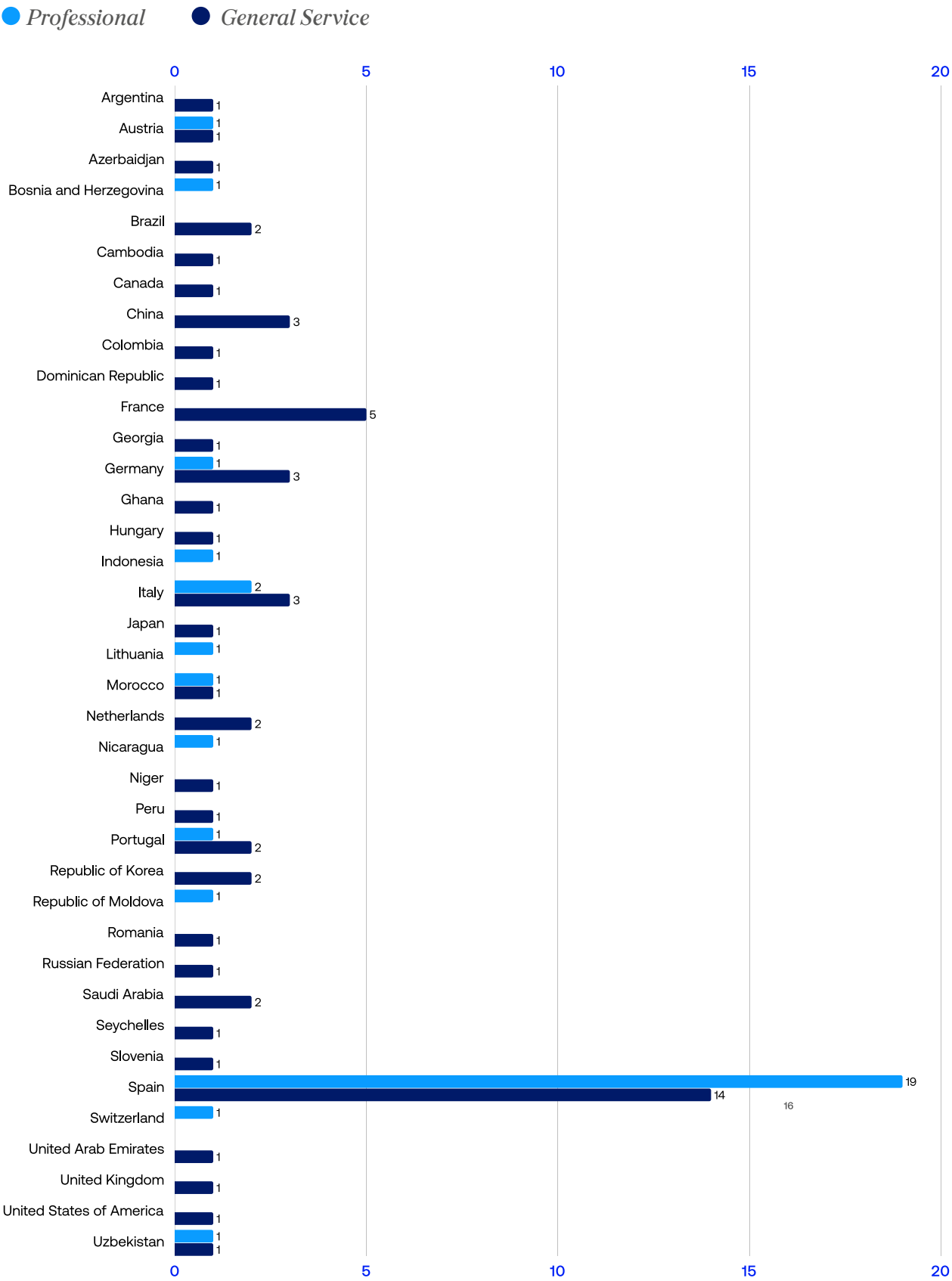
Workforce* Gender Parity, from 2022 to 2026

*Officials on Loan, Junior Professional Officers (JPOs), Special Advisers, Interns, and Experts are not included.
As of 31 December.

● *Men* ● *Women*

	2022	2023	1 Apr. 2024	1 Aug. 2024	1 Mar. 2025	1 Aug. 2025	1 Mar. 2026
Professional	27	27	25	27	27	29	28
	27	30	30	31	32	32	32
General Service	13	11	11	12	12	12	13
	25	21	19	18	18	19	19
Service Contract	36	35	40	41	44	47	45
	53	61	65	71	69	72	78

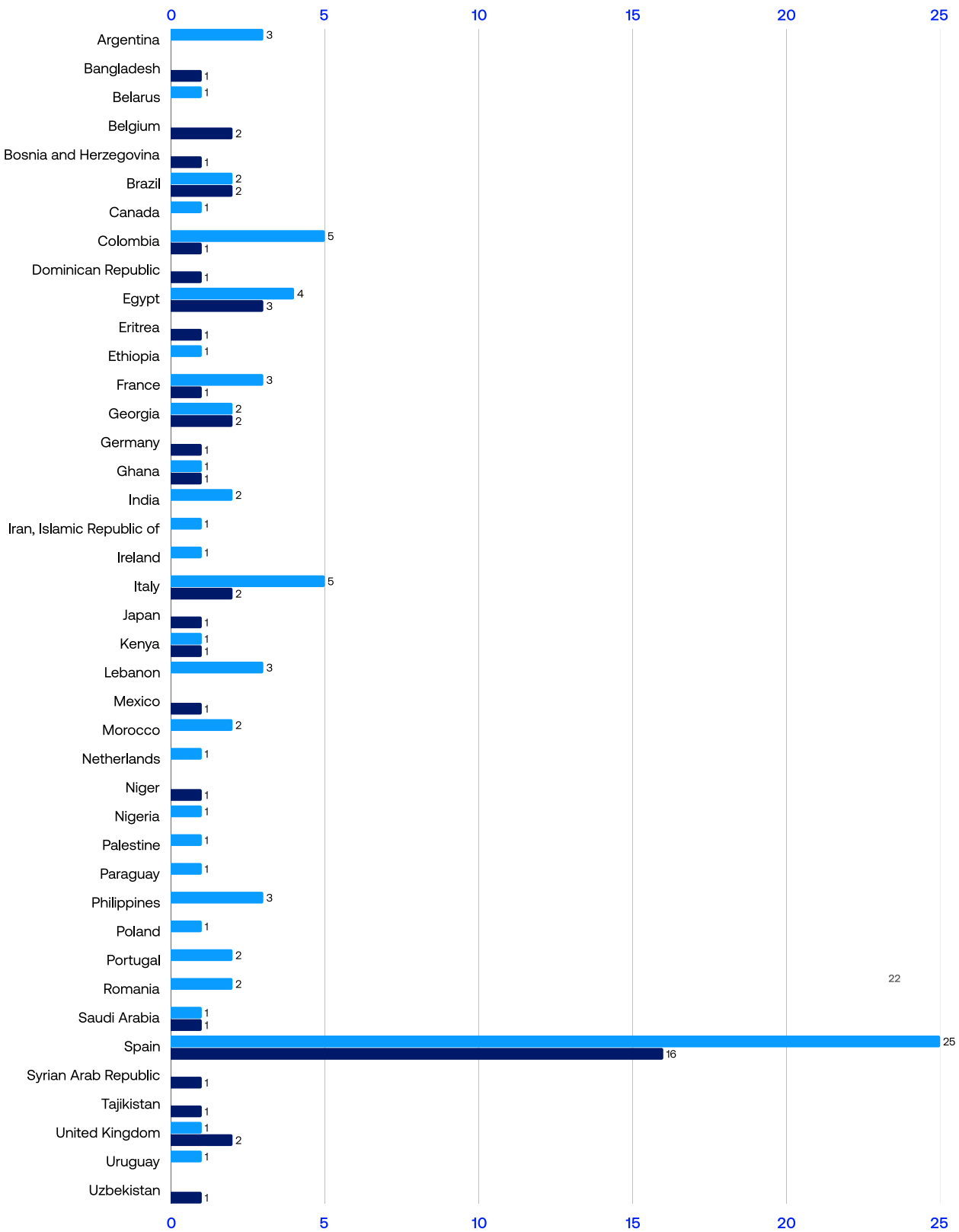
Core Workforce Distribution by Category and Nationality as of 1 March 2026



Affiliate Workforce* Distribution by Nationality and Gender of 1 March 2026

*Officials on Loan, Junior Professional Officers (JPOs), Special Advisers, Interns, and Experts are not included

Men Women



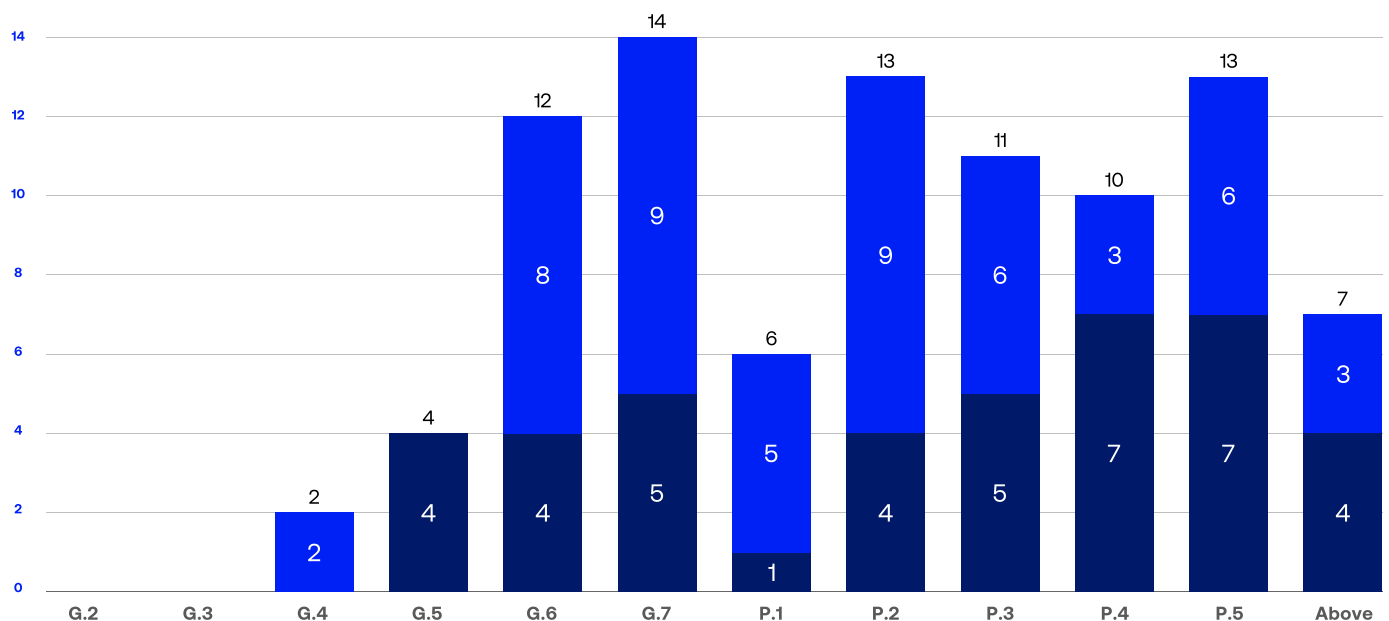
Core Workforce and Affiliate Workforce* Distribution by Region as of 1 March 2026

*Officials on Loan, Junior Professional Officers (JPOs), Special Advisers, Interns, and Experts are not included

	<i>Africa</i>	<i>Americas</i>	<i>Asia and the Pacific</i>	<i>Europe</i>	<i>Middle East</i>	<i>Total</i>
Professional	4	8	7	38	3	60
General Services	1	1	1	29	0	32
Service Contract	17	21	13	64	8	123

Core Workforce Distribution by Grade and Gender as of 1 March 2026

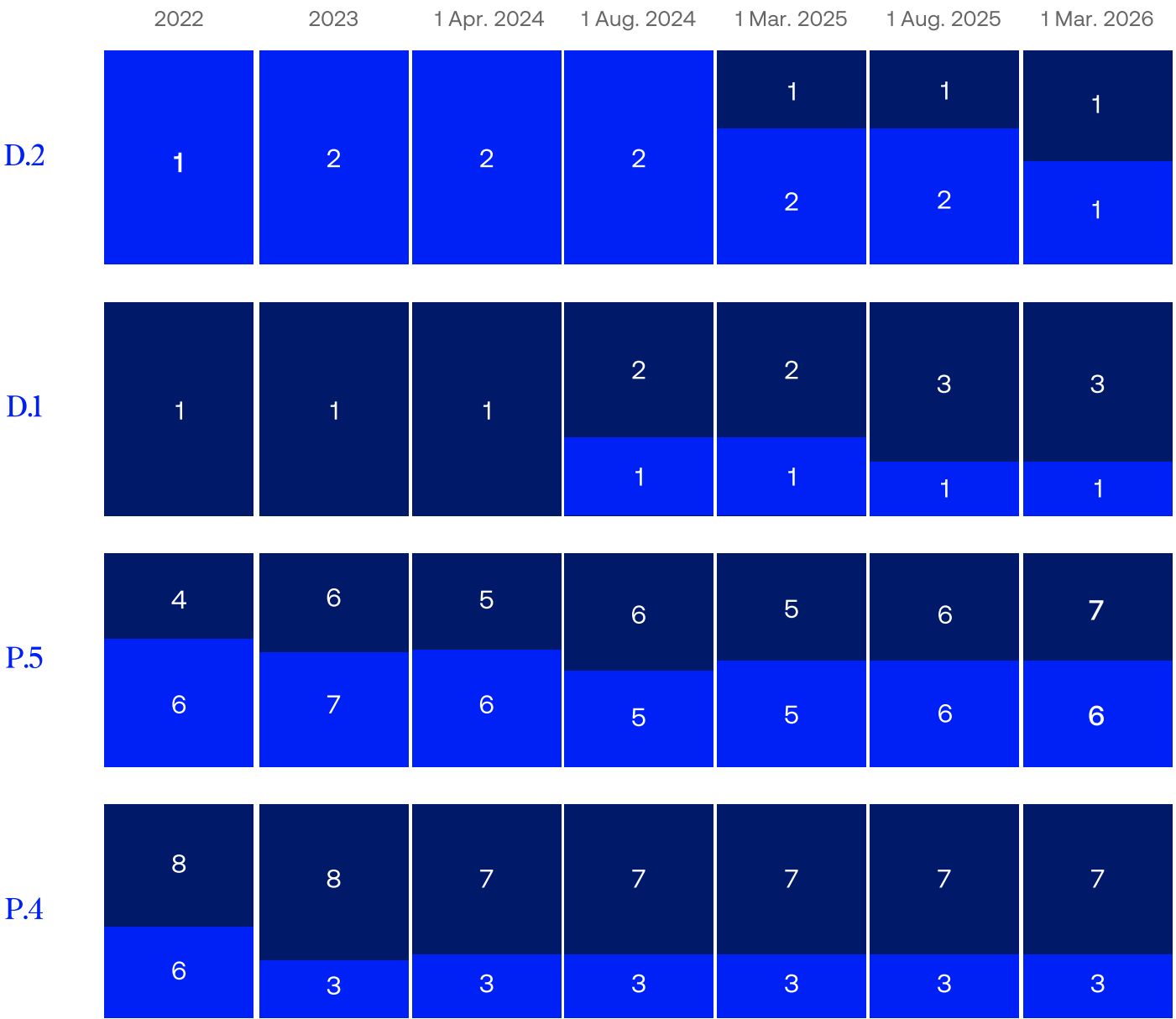
● *Men* ● *Women*



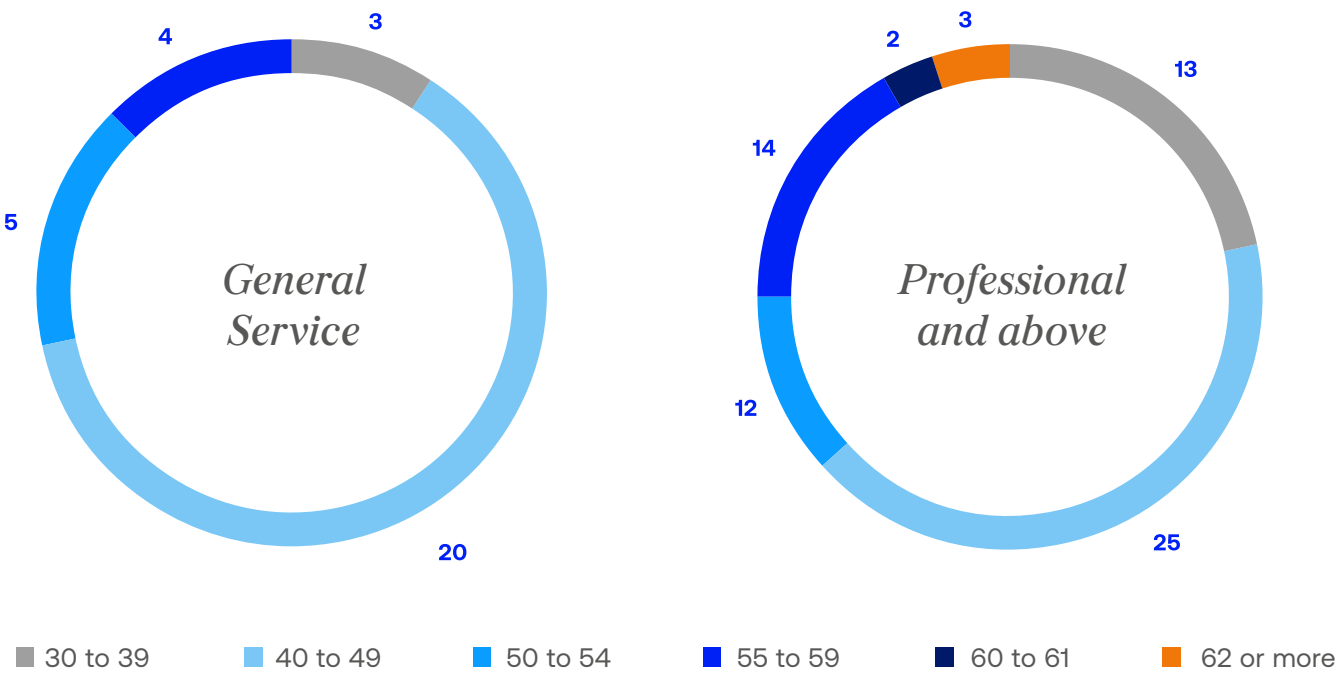
Gender Parity by Grade*, from 2022 to 2026

*Only grades from P.4 to D.2 are included
As of 31 December

Men Women

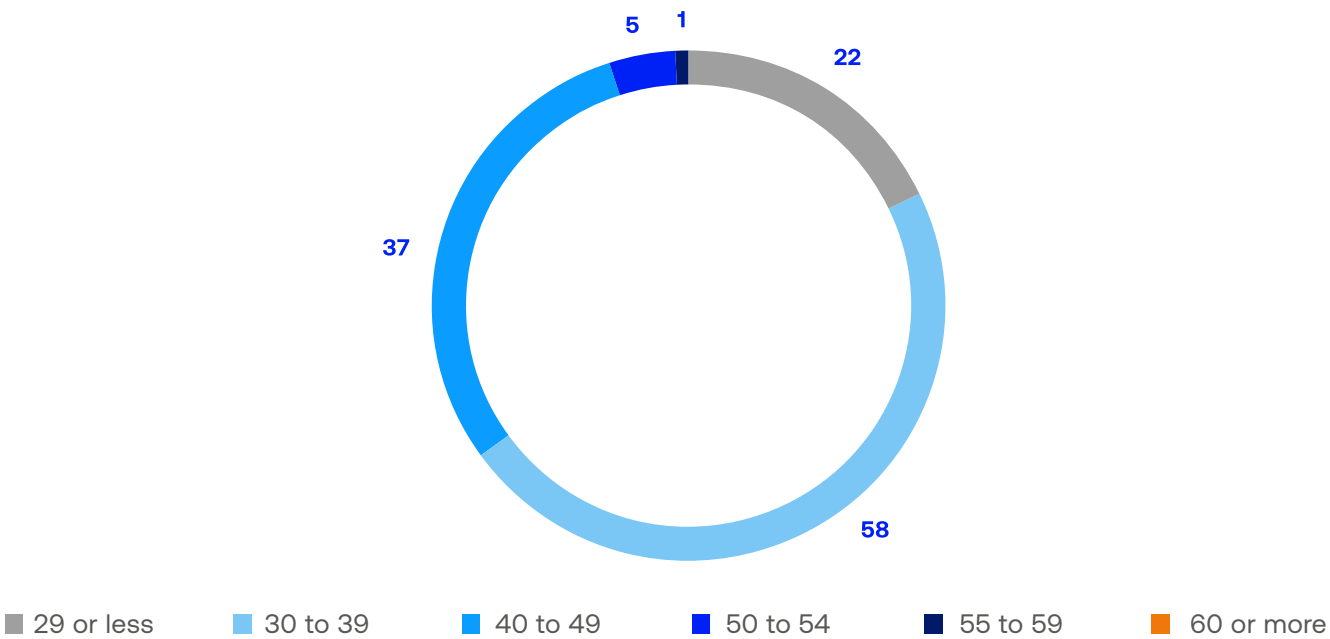


Core Workforce Distribution by Age and Category as of 1 March 2026



Affiliate Workforce* Distribution by Age as of 1 March 2026

*Officials on Loan, Junior Professional Officers (JPOs), Special Advisers, Interns, and Experts are not included.



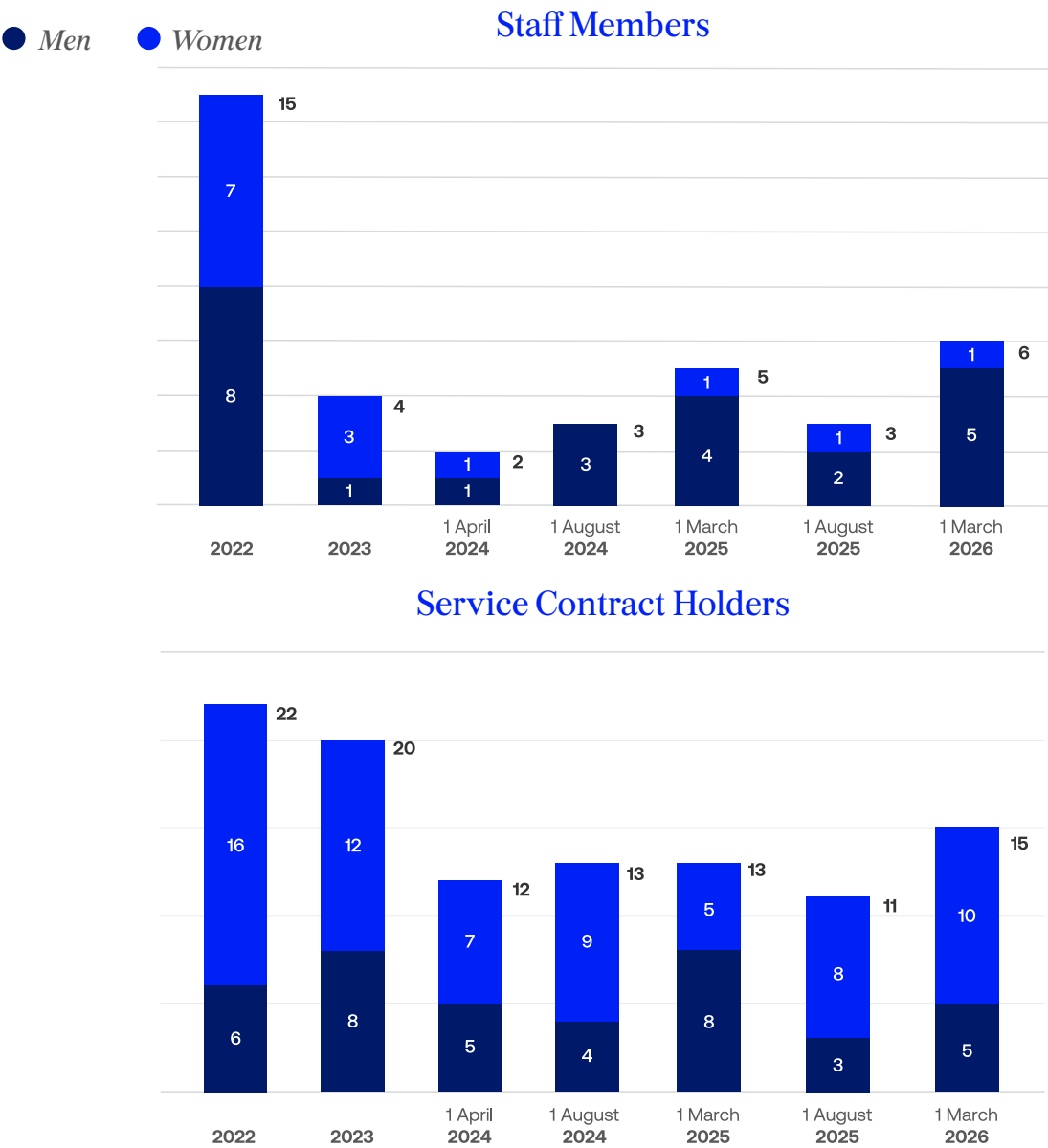
Number of Recruitments, from 2022 to 2026*

*From 2022 to 2023, as of 31 December.

	2022	2023	1 April 2024	1 August 2024	1 March 2025	1 August 2025	1 March 2026
Professional and Above	11	4	2	2	4	2	4
General Service	4	0	0	1	1	1	2
Service Contract	22	20	12	13	13	11	15
Total	37	24	14	16	18	14	21

Number of Recruitments by Gender, from 2022 to 2026*

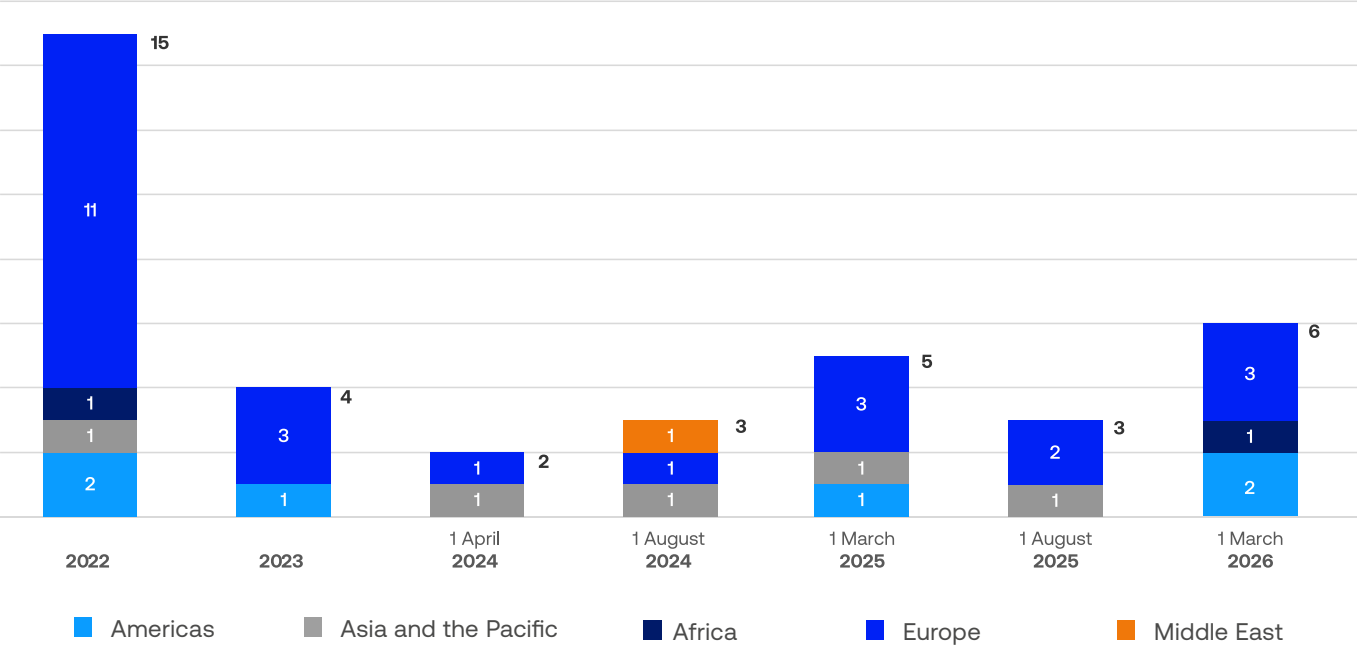
*From 2022 to 2023, as of 31 December.



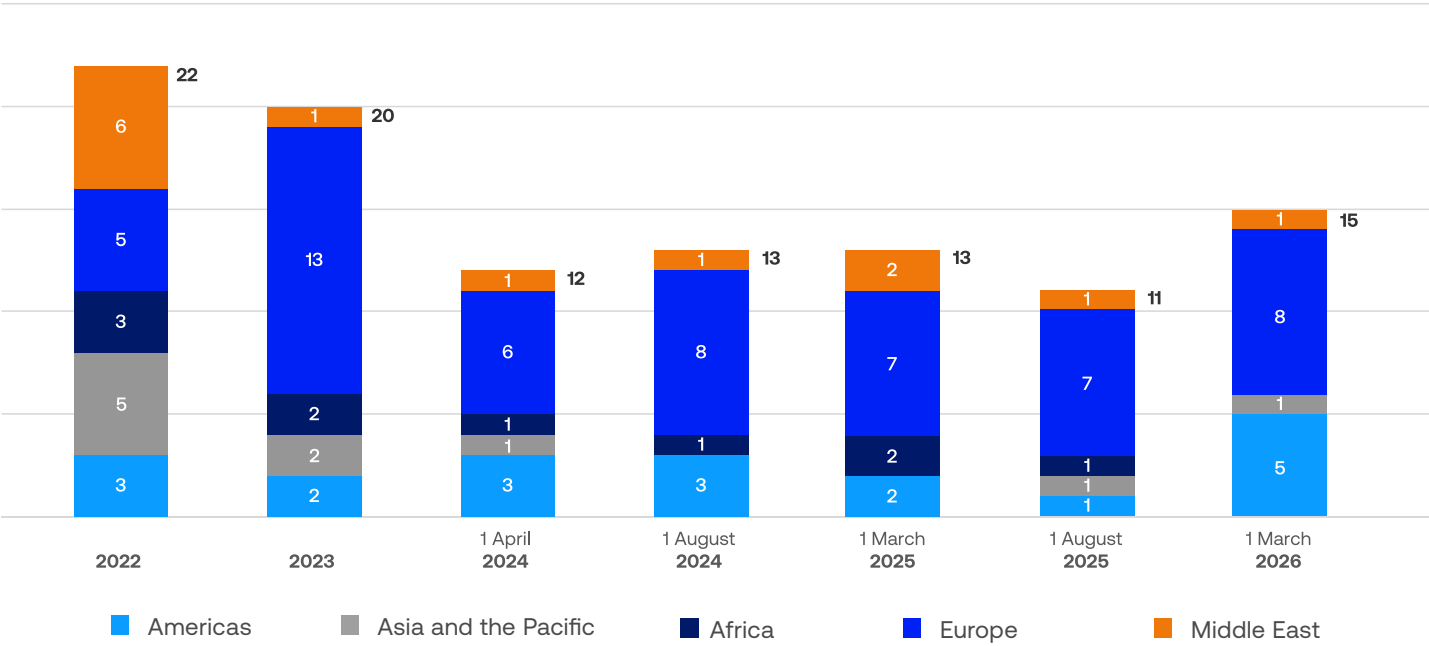
Number of Recruitments by Region, from 2022 to 2026*

*From 2022 to 2023, as of 31 December

Staff Members



Service Contract Holders



Workforce* Utilization of Flexible Working Arrangements (FWA) as of 1 March 2026

*Special Advisers and Experts are not included

	Number	% of eligible workforce as at 1 March 2026
<i>Eligible workforce as at 1 March 2026</i>	231	100%
<i>Workforce utilizing telecommuting within the duty station since FWA implementation</i>	163	70%
<i>Workforce utilizing telecommuting outside the duty station since FWA implementation</i>	149	64%

UN-SWAP Performance Indicators: Comparative Analysis of UN Tourism Results for 2023–2024

	Year	Not Applicable	Missing	Approaches requirements	Meets requirements	Exceeds requirements
PII7 Coherence	2023	○	○	○	●	○
	2024	○	○	○	●	○
PII6 Knowledge and Communication	2023	○	○	●	○	○
	2024	○	○	●	○	○
PII5 Capacity Development	2023	○	○	●	○	○
	2024	○	○	●	○	○
PII4 Capacity Assessment	2023	○	●	○	○	○
	2024	○	●	○	○	○
PII3 Organizational culture	2023	○	○	●	○	○
	2024	○	○	●	○	○
PII2 Equal representation of women	2023	○	●	○	○	○
	2024	○	○	○	●	○
PII1 Gender Architecture	2023	○	○	●	○	○
	2024	○	○	●	○	○
PII0 Financial Resource Allocation	2023	○	●	○	○	○
	2024	○	●	○	○	○
PI9 Financial Resource Tracking	2023	○	●	○	○	○
	2024	○	●	○	○	○
PI8 Gender-responsive performance management	2023	○	○	●	○	○
	2024	○	○	●	○	○
PI7 Leadership	2023	○	○	●	○	○
	2024	○	○	●	○	○
PI6 Policy	2023	○	○	●	○	○
	2024	○	○	●	○	○
PI5 Audit	2023	●	○	○	○	○
	2024	●	○	○	○	○
PI4 Evaluation	2023	●	○	○	○	○
	2024	●	○	○	○	○
PI3 Programmatic SDG Results	2023	●	○	○	○	○
	2024	●	○	○	○	○
PI2 Reporting on SDG Results	2023	○	○	○	●	○
	2024	○	○	○	●	○
PI1 Strategic Planning SDG Results	2023	○	○	○	○	●
	2024	○	○	○	○	●