

**GEOGRAPHICAL DISTRIBUTION AS OF JANUARY 2017**

Over-represented	In Balance	Under-represented	Non-represented
Belgium	Afghanistan	Andorra	Angola
Bulgaria	Albania	Antigua and Barbuda	Armenia
Burkina Faso	Algeria	Azerbaijan	Bahrain
Cameroon	Argentina	Bahamas	Brunei Darussalam
Canada	Australia	Barbados	Cabo Verde
Denmark	Austria	Belarus	Central African Republic
Ethiopia	Bangladesh	Belize	Chad
France	Benin	Bhutan	El Salvador
Gambia	Bolivia (Plurinational State of)	Botswana	Equatorial Guinea
Ireland	Bosnia and Herzegovina	Brazil	Guyana
Italy	Burundi	Chile	Haiti
Lebanon	Cambodia	China	Iceland
Morocco	Colombia	Comoros	Kiribati
Nepal	Congo	Cook Islands	Kuwait
Netherlands	Costa Rica	Dominica	Lesotho
Romania	Côte d'Ivoire	Dominican Republic	Malta
Spain	Croatia	Egypt	Marshall Islands
Tunisia	Cuba	Eritrea	Mauritania
<b>Total : 18</b>	Cyprus	Estonia	Micronesia (Federated States of)
	Czechia	Fiji	Monaco
	Democratic People's Republic of Korea	Gabon	Nauru
	Democratic Republic of the Congo	Georgia	Niue
	Djibouti	Ghana	Palau
	Ecuador	Grenada	Saint Vincent and the Grenadines
	Finland	Guatemala	Samoa
	Germany	Guinea	Solomon Islands
	Greece	Guinea-Bissau	South Sudan
	Honduras	Indonesia	Sri Lanka
	Hungary	Iran (Islamic Republic of)	Suriname
	India	Iraq	Tajikistan
	Israel	Kazakhstan	Timor-Leste
	Jamaica	Kenya	Tonga
	Japan	Kyrgyzstan	Tuvalu
	Jordan	Liberia	United Arab Emirates
	Lao People's Democratic Republic	Libya	Vanuatu
	Latvia	Luxembourg	<b>Total : 35</b>
	Lithuania	Malawi	
	Madagascar	Maldives	
	Malaysia	Montenegro	
	Mali	Myanmar	
	Mauritius	Palestine	
	Mexico	Panama	
	Mongolia	Papua New Guinea	
	Mozambique	Paraguay	
	Namibia	Peru	
	New Zealand	Poland	
	Nicaragua	Qatar	
	Niger	Russian Federation	
	Nigeria	Rwanda	
	Norway	San Marino	
	Oman	Sao Tome and Principe	
	Pakistan	Saudi Arabia	
	Philippines	Serbia	
	Portugal	Sierra Leone	
	Republic of Korea	Singapore	
	Republic of Moldova	Slovakia	
	Saint Kitts and Nevis	Slovenia	
	Saint Lucia	Somalia	
	Senegal	Sudan	
	Seychelles	Swaziland	
	South Africa	Sweden	
	Syrian Arab Republic	Switzerland	
	The former Yugoslav Republic of Macedonia	Thailand	
	Togo	Turkey	
	Trinidad and Tobago	Turkmenistan	
	Uganda	United Republic of Tanzania	
	Ukraine	United States of America	
	United Kingdom of Great Britain and Northern Ireland	Uruguay	
	Uzbekistan	Venezuela (Bolivarian Republic of)	
	Viet Nam	Yemen	
	Zambia	<b>Total : 70</b>	
	Zimbabwe		
	<b>Total : 72</b>		

## GEOGRAPHICAL DISTRIBUTION OF THE STAFF

### Note on the methodology for the calculation of the geographical quotas in UNESCO

UNESCO uses a formal geographical distribution mechanism. The current methodology for the calculation of geographical quotas was approved by the General Conference at its 32nd session in October 2003 ([32 C/Resolution 71](#)).

The methodology is based on a base figure. Three factors are used to determine the share of the base figure for allocation to Member States: the membership factor, the contribution factor and the population factor. The quota is expressed as a range of posts with a maximum (which triggers over-representation) and a minimum (which triggers under-representation).

### The Base Figure

The base figure represents the total number of posts subject to geographical distribution (geographical posts). Geographical posts are established posts in the Professional and higher categories financed from the regular budget of the Organization, with the exception of language posts (interpreters, translators and revisers). The current base figure of 850 posts was set by the General Conference as from 1 January 1990 (25 C/Resolution 40).

### The Factors

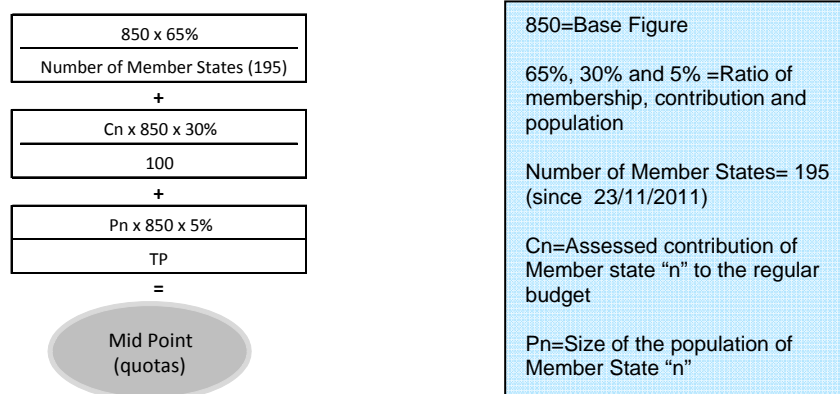
To calculate the quota, UNESCO allocates to Member States a share of posts from the base figure, based on three factors:

The Membership factor (65%): recognizes the fact that a State, as a Member of the Organization, can expect to have a certain number of posts attributed to its nationals. This number is equal for all Member States.

The Contribution factor (30%): considers the Member States in proportion to their contribution to the regular budget.

The Population factor (5%): considers the Member States in proportion to the size of their respective population.

The method for calculating the quota is illustrated below:



The ratios attributed to factors in UNESCO have evolved since 1995, as shown in Table 1 below:

**Table 1: Evolution of the ratio of factors for the calculation of geographical quotas**

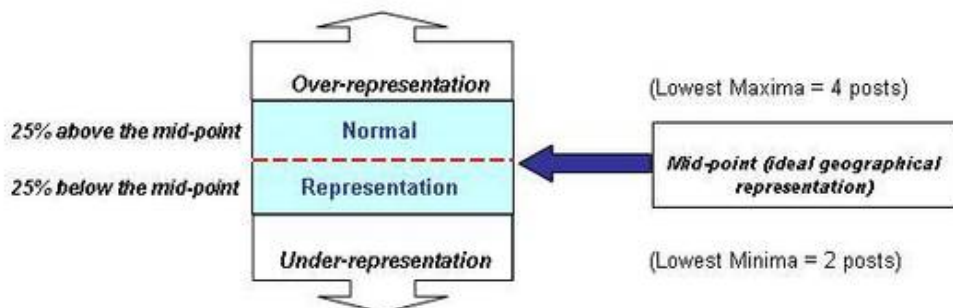
Factors	Prior to 1995	1995	1999	2003
Membership Factor	76%	70%	65%	65%
Contribution Factor	24%	30%	35%	30%
Population Factor	–	–	–	5%

### The Quota

The quota is not construed as an absolute number of posts but as a mid-point with a desirable range of 25% above and 25% below this mid-point. The mid-point represents the ideal number of posts attributable to each Member State. The desirable range comprises two figures: the maximum and the minimum number of posts beyond which a Member State is considered over-represented or under-represented. Countries are normally represented when they are in the desirable range.

With a base figure of 850 posts, the lowest range of posts is two to four, which represents the minimum quota (as shown a figure 1).

**Figure 1**



### ***Post Weighing Approach where greater weight is attributed to posts based on their grade***

This approach consists in attributing points to each geographical post according to its grade. This approach was formally used by UNESCO until 1960. It was then replaced by the quota system based on the membership and the contribution factors, to which the population factor was added in 2003. Since 2004, at the request of the General Conference, the Secretariat presents for information purposes only, data on the basis of a post weighing approach.

### ***More information***

The situation of the geographical distribution of Member States in UNESCO is updated every month and available on Member States website :

([https://en.unesco.org/careers/sites/careers/files/Geographical\\_Distribution.pdf](https://en.unesco.org/careers/sites/careers/files/Geographical_Distribution.pdf)).