

GEOGRAPHICAL DISTRIBUTION AS AT DECEMBER 2017

Over-represented	In Balance	Under-represented	Non-represented
Belgium	Afghanistan	Andorra	Angola
Benin	Albania	Antigua and Barbuda	Armenia
Bulgaria	Algeria	Australia	Bahrain
Cameroon	Argentina	Bahamas	Brunei Darussalam
Canada	Austria	Barbados	Cabo Verde
Denmark	Azerbaijan	Belarus	Central African Republic
Ethiopia	Bangladesh	Belize	Chad
France	Bolivia (Plurinational State of)	Bhutan	Dominican Republic
Gambia	Bosnia and Herzegovina	Botswana	El Salvador
Greece	Burkina Faso	Brazil	Equatorial Guinea
Italy	Burundi	China	Guyana
Lebanon	Cambodia	Comoros	Iceland
Mexico	Chile	Cook Islands	Kiribati
Morocco	Colombia	Dominica	Kuwait
Nepal	Congo	Egypt	Lesotho
Romania	Costa Rica	Eritrea	Malta
South Africa	Côte d'Ivoire	Estonia	Marshall Islands
Spain	Croatia	Fiji	Mauritania
Tunisia	Cuba	Gabon	Micronesia (Federated States of)
Total : 19	Cyprus	Georgia	Monaco
	Czechia	Ghana	Nauru
	Democratic People's Republic of Korea	Grenada	Niue
	Democratic Republic of the Congo	Guatemala	Palau
	Djibouti	Guinea	Rwanda
	Ecuador	Guinea-Bissau	Saint Vincent and the Grenadines
	Finland	Haiti	Samoa
	Germany	Indonesia	Serbia
	Honduras	Iran (Islamic Republic of)	Solomon Islands
	Hungary	Iraq	Somalia
	India	Kazakhstan	South Sudan
	Ireland	Kyrgyzstan	Sri Lanka
	Israel	Latvia	Suriname
	Jamaica	Liberia	Tajikistan
	Japan	Libya	Timor-Leste
	Jordan	Luxembourg	Tonga
	Kenya	Malawi	Tuvalu
	Lao People's Democratic Republic	Maldives	United Arab Emirates
	Lithuania	Mongolia	Vanuatu
	Madagascar	Montenegro	Total : 38
	Malaysia	Myanmar	
	Mali	Panama	
	Mauritius	Papua New Guinea	
	Mozambique	Paraguay	
	Namibia	Peru	
	Netherlands	Poland	
	New Zealand	Qatar	
	Nicaragua	Russian Federation	
	Niger	San Marino	
	Nigeria	Sao Tome and Principe	
	Norway	Saudi Arabia	
	Oman	Sierra Leone	
	Pakistan	Singapore	
	Palestine	Slovakia	
	Philippines	Slovenia	
	Portugal	Sudan	
	Republic of Korea	Swaziland	
	Republic of Moldova	Sweden	
	Saint Kitts and Nevis	Switzerland	
	Saint Lucia	Thailand	
	Senegal	Turkey	
	Seychelles	Turkmenistan	
	Syrian Arab Republic	United Republic of Tanzania	
	The former Yugoslav Republic of Macedonia	United States of America	
	Togo	Uruguay	
	Trinidad and Tobago	Venezuela (Bolivarian Republic of)	
	Uganda	Yemen	
	Ukraine	Total : 66	
	United Kingdom of Great Britain and Northern Ireland		
	Uzbekistan		
	Viet Nam		
	Zambia		
	Zimbabwe		
	Total : 72		

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

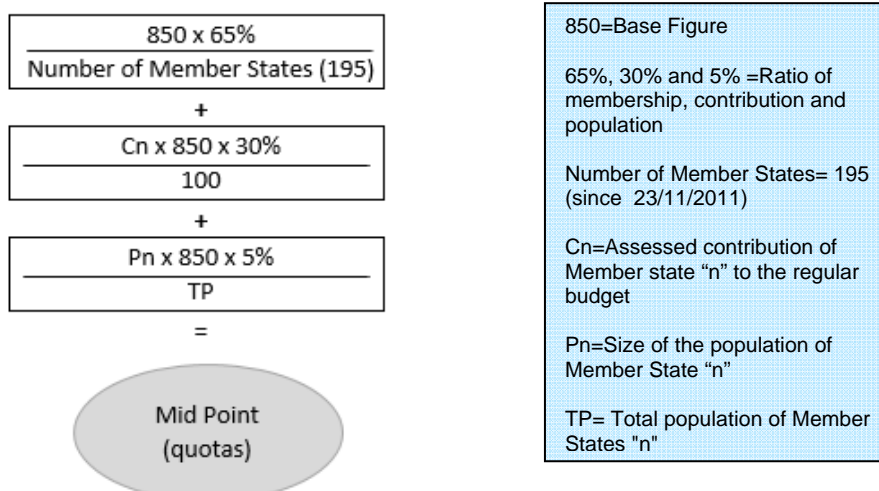
To calculate the quota, UNESCO allocates to Member States a share of posts from the base figure, based on three factors:

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. A minimum of two posts is attributed to each Member State.

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:

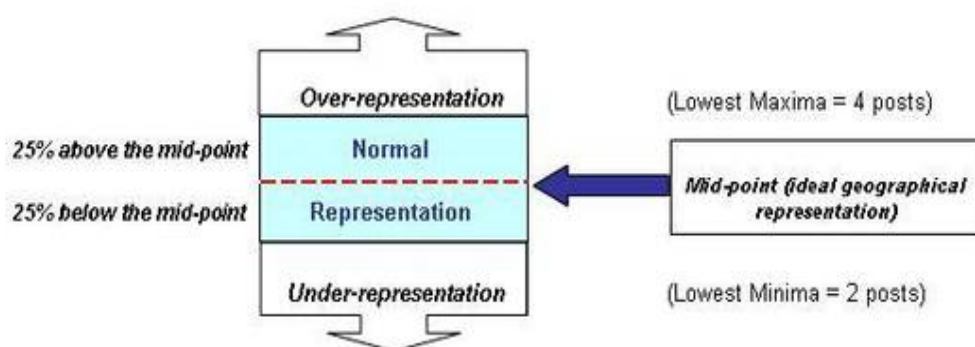
Table 1: Evolution of the ratio of factors for the calculation of geographical quotas

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

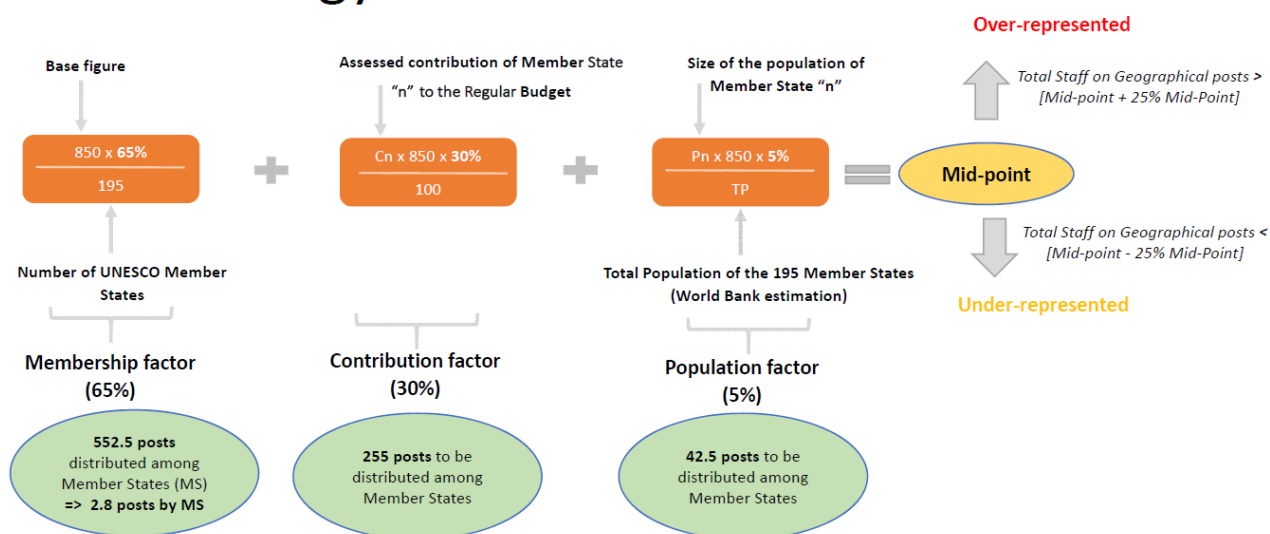
The quota

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.

The lowest range of posts is two to four, which represents the minimum quota.



Methodology



More information

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

https://en.unesco.org/careers/sites/careers/files/Geographical_Distribution.pdf.