



## GEOGRAPHICAL DISTRIBUTION AS AT AUGUST 2018

Over-represented	In Balance	Under-represented	Non-represented
Argentina	Afghanistan	Antigua and Barbuda	Andorra
Belgium	Albania	Bahamas	Angola
Benin	Algeria	Belarus	Armenia
Bulgaria	Australia	Belize	Bahrain
Cameroon	Austria	Bhutan	Barbados
Canada	Azerbaijan	Bosnia and Herzegovina	Brunei Darussalam
Denmark	Bangladesh	Botswana	Cabo Verde
Ethiopia	Bolivia (Plurinational State of)	Brazil	Central African Republic
France	Burkina Faso	China	Chad
Gambia	Burundi	Comoros	Dominican Republic
Greece	Cambodia	Cook Islands	El Salvador
Italy	Chile	Dominica	Equatorial Guinea
Lebanon	Colombia	Egypt	Guatemala
Mexico	Congo	Eritrea	Guyana
Morocco	Costa Rica	Estonia	Iceland
Nepal	Côte d'Ivoire	Eswatini	Kiribati
Romania	Croatia	Fiji	Kuwait
Senegal	Cuba	Gabon	Lesotho
South Africa	Cyprus	Georgia	Luxembourg
Spain	Czechia	Ghana	Malta
Tunisia	Democratic People's Republic of Korea	Grenada	Marshall Islands
United Kingdom of Great Britain and Northern Ireland	Democratic Republic of the Congo	Guinea	Micronesia (Federated States of)
<b>Total : 22</b>	Djibouti	Guinea-Bissau	Monaco
	Ecuador	Haiti	Nauru
	Finland	Indonesia	Niue
	Germany	Iran (Islamic Republic of)	Palau
	Honduras	Iraq	Panama
	Hungary	Kazakhstan	Rwanda
	India	Kyrgyzstan	Saint Vincent and the Grenadines
	Ireland	Liberia	Samoa
	Israel	Libya	Solomon Islands
	Jamaica	Malawi	Somalia
	Japan	Maldives	South Sudan
	Jordan	Mauritania	Sri Lanka
	Kenya	Mongolia	Suriname
	Lao People's Democratic Republic	Montenegro	Tajikistan
	Latvia	Myanmar	Timor-Leste
	Lithuania	Nigeria	Tonga
	Madagascar	Papua New Guinea	Tuvalu
	Malaysia	Paraguay	United Arab Emirates
	Mali	Peru	Vanuatu
	Mauritius	Poland	<b>Total : 41</b>
	Mozambique	Qatar	
	Namibia	Russian Federation	
	Netherlands	San Marino	
	New Zealand	Sao Tome and Principe	
	Nicaragua	Saudi Arabia	
	Niger	Serbia	
	Norway	Sierra Leone	
	Oman	Singapore	
	Pakistan	Slovakia	
	Palestine	Slovenia	
	Philippines	Sudan	
	Portugal	Sweden	
	Republic of Korea	Thailand	
	Republic of Moldova	Turkey	
	Saint Kitts and Nevis	Turkmenistan	
	Saint Lucia	United Republic of Tanzania	
	Seychelles	United States of America	
	Switzerland	Uruguay	
	Syrian Arab Republic	Venezuela (Bolivarian Republic of)	
	The former Yugoslav Republic of Macedonia	Yemen	
	Togo	<b>Total : 62</b>	
	Trinidad and Tobago		
	Uganda		
	Ukraine		
	Uzbekistan		
	Viet Nam		
	Zambia		
	Zimbabwe		
	<b>Total : 70</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

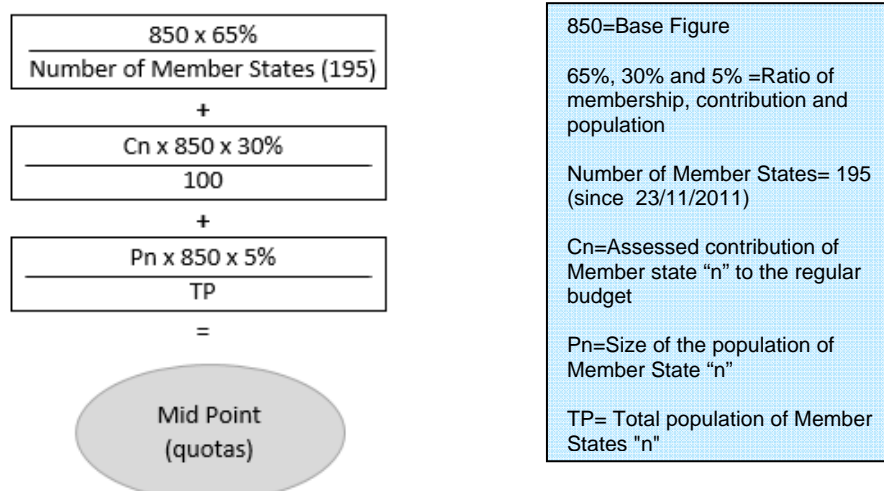
To calculate the quota, UNESCO allocates to Member States a share of posts from the base figure, based on three factors:

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. 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:

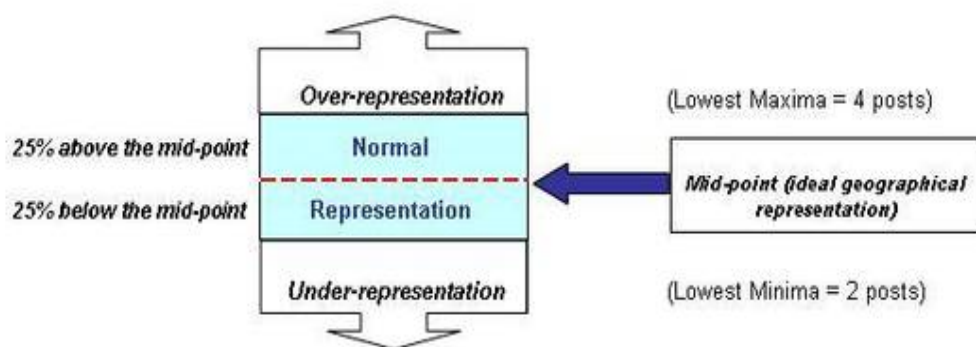
**Table 1: Evolution of the ratio of factors for the calculation of geographical quotas**

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

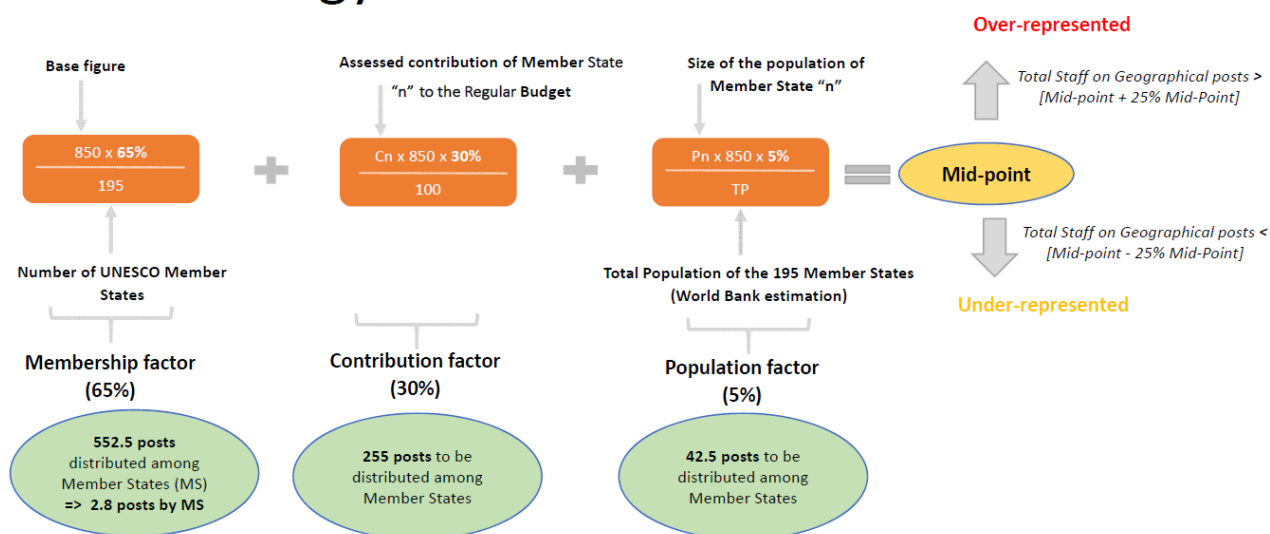
### The quota

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/geographicaldistribution>.