GEOGRAPHICAL DISTRIBUTION AS AT MARCH 2018

Over-represented	In Balance	Under-represented	Non-represented
Belgium	Afghanistan	Andorra	Angola
Benin	Albania	Antigua and Barbuda	Armenia
Bulgaria	Algeria	Bahamas	Bahrain
Cameroon	Argentina	Belarus	Barbados
Canada	Australia	Belize	Brunei Darussalam
Denmark	Austria	Bhutan	Cabo Verde
Ethiopia	Azerbaijan	Botswana	Central African Republic
France	Bangladesh	Brazil	Chad
Gambia	Bolivia (Plurinational State of)	China	Dominican Republic
Greece	Bosnia and Herzegovina	Comoros	El Salvador
Italy	Burkina Faso	Cook Islands	Equatorial Guinea
Lebanon	Burundi	Dominica	Guatemala
Mexico	Cambodia	Egypt	Guyana
Morocco	Chile	Eritrea	Iceland
Nepal	Colombia	Estonia	Kiribati
Romania	Congo	Fiji	Kuwait
Senegal	Costa Rica	Gabon	Lesotho
South Africa	Côte d'Ivoire	Georgia	Malta
Spain	Croatia	Ghana	Marshall Islands
Tunisia	Cuba	Grenada	Mauritania
United Kingdom of Great Britain and Northern Ireland	Cyprus	Guinea	Micronesia (Federated States of)
Total : 21	Czechia	Guinea-Bissau	Monaco
	Democratic People's Republic of Korea	Haiti	Nauru
	Democratic Republic of the Congo	Indonesia	Niue
	Djibouti	Iran (Islamic Republic of)	Palau
	Ecuador	Iraq	Rwanda
	Finland	Kazakhstan	Saint Vincent and the Grenadines
	Germany	Kyrgyzstan	Samoa
	Honduras	Latvia	Solomon Islands
	Hungary	Liberia	Somalia
	India	Libya	South Sudan
	Ireland	Luxembourg	Sri Lanka
	Israel	Malawi	Suriname
	Jamaica	Maldives	Tajikistan
	Japan	Mongolia	Timor-Leste
	Jordan	Montenegro	Tonga
	Kenya	Myanmar	Tuvalu
	Lao People's Democratic Republic	Panama	United Arab Emirates
	Lithuania	Papua New Guinea	Vanuatu
	Madagascar	Paraguay	**Total : 39**
	Malaysia	Peru	
	Mali	Poland	
	Mauritius	Qatar	
	Mozambique	Russian Federation	
	Namibia	San Marino	
	Netherlands	Sao Tome and Principe	
	New Zealand	Saudi Arabia	
	Nicaragua	Serbia	
	Niger	Sierra Leone	
	Nigeria	Singapore	
	Norway	Slovakia	
	Oman	Slovenia	
	Pakistan	Sudan	
	Palestine	Swaziland	
	Philippines	Sweden	
	Portugal	Switzerland	
	Republic of Korea	Thailand	
	Republic of Moldova	Turkey	
	Saint Kitts and Nevis	Turkmenistan	
	Saint Lucia	United Republic of Tanzania	
	Seychelles	United States of America	
	Syrian Arab Republic	Uruguay	
	The former Yugoslav Republic of Macedonia	Venezuela (Bolivarian Republic of)	
	Togo	Yemen	
	Trinidad and Tobago	**Total : 64**	
	Uganda		
	Ukraine		
	Uzbekistan		
	Viet Nam		
	Zambia		
	Zimbabwe		
	Total : 71		

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).
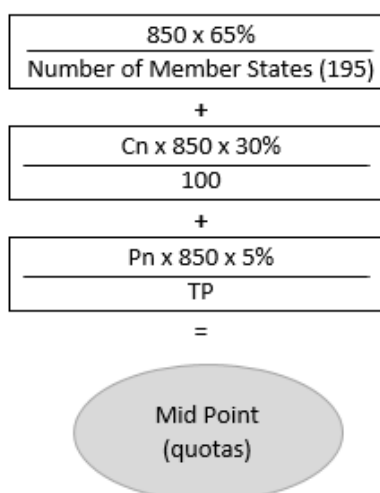
The factors

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:

$$\frac{850 \times 65\%}{\text{Number of Member States (195)}}$$

$$+$$

$$\frac{C_n \times 850 \times 30\%}{100}$$

$$+$$

$$\frac{P_n \times 850 \times 5\%}{TP}$$

$$=$$

Mid Point (quotas)

850=Base Figure

65%, 30% and 5% =Ratio of membership, contribution and population

Number of Member States= 195 (since 23/11/2011)

C_n=Assessed contribution of Member state "n" to the regular budget

P_n=Size of the population of Member State "n"

TP= Total population of Member States "n"

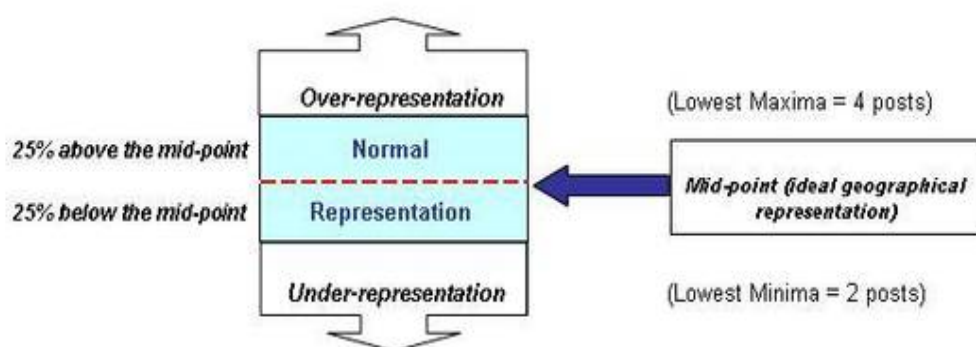The ratios attributed to factors in UNESCO have evolved since 1995, as shown in Table 1 below:

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