

**GEOGRAPHICAL DISTRIBUTION AS AT FEBRUARY 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	Guyana
Mexico	Cambodia	Egypt	Iceland
Morocco	Chile	Eritrea	Kiribati
Nepal	Colombia	Estonia	Kuwait
Romania	Congo	Fiji	Lesotho
Senegal	Costa Rica	Gabon	Malta
South Africa	Côte d'Ivoire	Georgia	Marshall Islands
Spain	Croatia	Ghana	Mauritania
Tunisia	Cuba	Grenada	Micronesia (Federated States of)
<b>Total : 20</b>	Cyprus	Guatemala	Monaco
	Czechia	Guinea	Nauru
	Democratic People's Republic of Korea	Guinea-Bissau	Niue
	Democratic Republic of the Congo	Haiti	Palau
	Djibouti	Indonesia	Rwanda
	Ecuador	Iran (Islamic Republic of)	Saint Vincent and the Grenadines
	Finland	Iraq	Samoa
	Germany	Kazakhstan	Solomon Islands
	Honduras	Kyrgyzstan	Somalia
	Hungary	Latvia	South Sudan
	India	Liberia	Sri Lanka
	Ireland	Libya	Suriname
	Israel	Luxembourg	Tajikistan
	Jamaica	Malawi	Timor-Leste
	Japan	Maldives	Tonga
	Jordan	Mongolia	Tuvalu
	Kenya	Montenegro	United Arab Emirates
	Lao People's Democratic Republic	Myanmar	Vanuatu
	Lithuania	Panama	<b>Total : 38</b>
	Madagascar	Papua New Guinea	
	Malaysia	Paraguay	
	Mali	Peru	
	Mauritius	Poland	
	Mozambique	Qatar	
	Namibia	Russian Federation	
	Netherlands	San Marino	
	New Zealand	Sao Tome and Principe	
	Nicaragua	Saudi Arabia	
	Niger	Serbia	
	Nigeria	Sierra Leone	
	Norway	Singapore	
	Oman	Slovakia	
	Pakistan	Slovenia	
	Palestine	Sudan	
	Philippines	Swaziland	
	Portugal	Sweden	
	Republic of Korea	Switzerland	
	Republic of Moldova	Thailand	
	Saint Kitts and Nevis	Turkey	
	Saint Lucia	Turkmenistan	
	Seychelles	United Republic of Tanzania	
	Syrian Arab Republic	United States of America	
	The former Yugoslav Republic of Macedonia	Uruguay	
	Togo	Venezuela (Bolivarian Republic of)	
	Trinidad and Tobago	Yemen	
	Uganda	<b>Total : 65</b>	
	Ukraine		
	United Kingdom of Great Britain and Northern Ireland		
	Uzbekistan		
	Viet Nam		
	Zambia		
	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

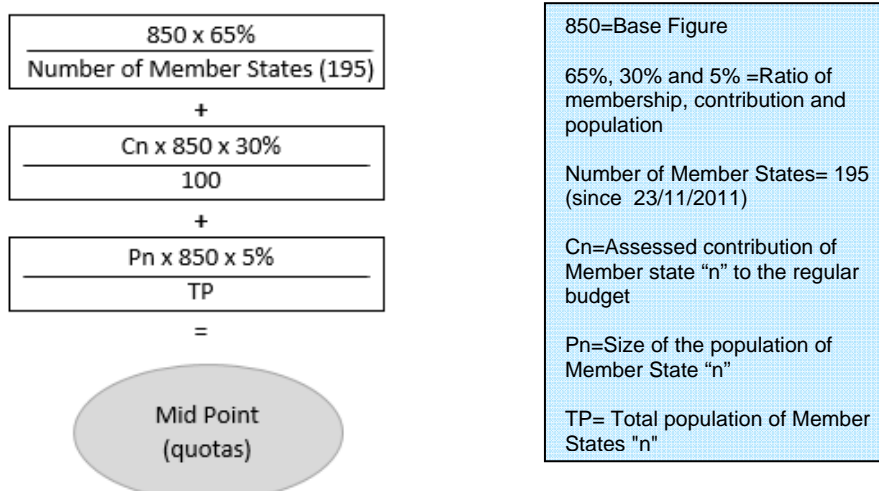
To calculate the quota, UNESCO allocates to Member States a share of posts from the base figure, based on three factors:

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. 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:

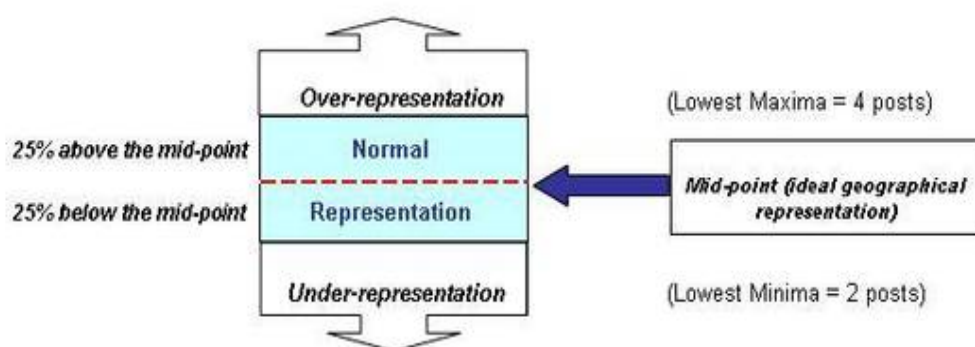
**Table 1: Evolution of the ratio of factors for the calculation of geographical quotas**

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

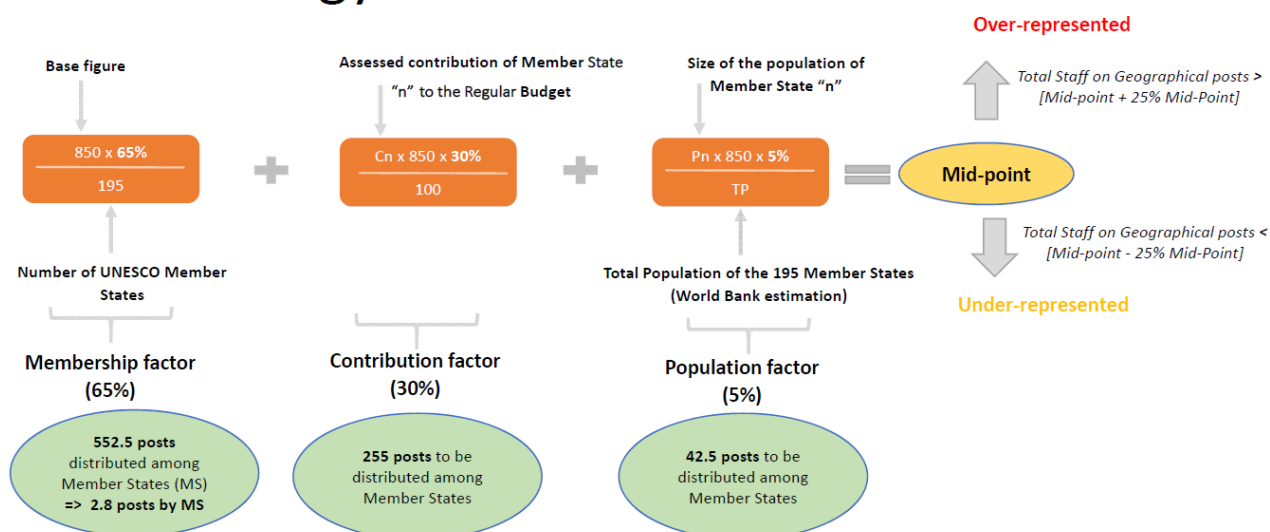
### The quota

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