



GEOGRAPHICAL DISTRIBUTION AS AT JUNE 2020

Over-represented	In Balance	Under-represented	Non-represented
Argentina	Afghanistan	Antigua and Barbuda	Andorra
Belgium	Albania	Belarus	Angola
Benin	Algeria	Belize	Armenia
Bulgaria	Australia	Bhutan	Bahamas
Burkina Faso	Austria	Bosnia and Herzegovina	Bahrain
Cameroon	Azerbaijan	Botswana	Barbados
Canada	Bangladesh	Brazil	Brunei Darussalam
Democratic Republic of the Congo	Bolivia (Plurinational State of)	China	Cabo Verde
Ethiopia	Burundi	Cook Islands	Central African Republic
France	Cambodia	Croatia	Chad
Gambia	Chile	Djibouti	Dominican Republic
Greece	Colombia	Dominica	El Salvador
Italy	Comoros	Egypt	Equatorial Guinea
Lebanon	Congo	Eritrea	Guyana
Mexico	Costa Rica	Estonia	Iceland
Morocco	Côte d'Ivoire	Eswatini	Kiribati
Nepal	Cuba	Fiji	Kuwait
Romania	Cyprus	Gabon	Luxembourg
Senegal	Czechia	Grenada	Malta
South Africa	Democratic People's Republic of Korea	Guatemala	Marshall Islands
Spain	Denmark	Guinea-Bissau	Mauritania
Tunisia	Ecuador	Haiti	Micronesia (Federated States of)
Total : 22	Finland	India	Monaco
	Georgia	Indonesia	Nauru
	Germany	Iran (Islamic Republic of)	Niue
	Ghana	Iraq	Palau
	Guinea	Kazakhstan	Panama
	Honduras	Kyrgyzstan	Qatar
	Hungary	Lesotho	Saint Vincent and the Grenadines
	Ireland	Liberia	Samoa
	Jamaica	Malawi	San Marino
	Japan	Maldives	Solomon Islands
	Jordan	Montenegro	South Sudan
	Kenya	Myanmar	Sri Lanka
	Lao People's Democratic Republic	Namibia	Suriname
	Latvia	New Zealand	Tajikistan
	Libya	Nigeria	Timor-Leste
	Lithuania	North Macedonia	Tonga
	Madagascar	Papua New Guinea	Tuvalu
	Malaysia	Peru	United Arab Emirates
	Mali	Poland	Vanuatu
	Mauritius	Russian Federation	Total : 41
	Mongolia	Rwanda	
	Mozambique	Sao Tome and Principe	
	Netherlands	Saudi Arabia	
	Nicaragua	Serbia	
	Niger	Sierra Leone	
	Norway	Singapore	
	Oman	Slovakia	
	Pakistan	Slovenia	
	Palestine	Somalia	
	Paraguay	Switzerland	
	Philippines	Thailand	
	Portugal	Togo	
	Republic of Korea	Turkey	
	Republic of Moldova	Turkmenistan	
	Saint Kitts and Nevis	United Republic of Tanzania	
	Saint Lucia	Venezuela (Bolivarian Republic of)	
	Seychelles	Yemen	
	Sudan	Total : 59	
	Sweden		
	Syrian Arab Republic		
	Trinidad and Tobago		
	Uganda		
	Ukraine		
	United Kingdom of Great Britain and Northern Ireland		
	Uruguay		
	Uzbekistan		
	Viet Nam		
	Zambia		
	Zimbabwe		
	Total : 71		



Geographical distribution by Member States and by grade,
status as at June 2020

☐ : Under- and non-represented Member States

Member States	Sigle	Group	Staff on Geographical posts													Staff on NON Geographical posts						TOTAL
			DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation	D/P		NO	GS		Total	
																HQs	Field		HQs	Field		
1 Afghanistan	AFG	Group IV						1	1			2	4	2	=	1		4		5	10	12
2 Albania	ALB	Group II				1		1				2	4	2	=				1	1	2	4
3 Algeria	DZA	Group Vb								4		4	4	3	=	3	1		12	1	17	21
4 Andorra	AND	Group I										0	4	2	0	1					1	1
5 Angola	AGO	Group Va										0	4	2	0			1			1	1
6 Antigua and Barbuda	ATG	Group III								1		1	4	2	-							1
7 Argentina	ARG	Group III			1		3	1	2	2		9	8	5	+	1	5	4		7	17	26
8 Armenia	ARM	Group II										0	4	2	0				1		1	1
9 Australia	AUS	Group IV				1	1	3	2	1		8	13	8	=				4	1	15	23
10 Austria	AUT	Group I					1	2		1		4	6	4	=	2	1			1	4	8
11 Azerbaijan	AZE	Group II						1		2		3	4	2	=	1			1		2	5
12 Bahamas	BHS	Group III										0	4	2	0						1	1
13 Bahrain	BHR	Group Vb										0	4	2	0							
14 Bangladesh	BGD	Group IV							2	1		3	5	3	=					3	3	6
15 Barbados	BRB	Group III										0	4	2	0			1			2	2
16 Belarus	BLR	Group II					1					1	4	2	-				1		1	2
17 Belgium	BEL	Group I			1		4	3	4		1	13	7	4	+	5	3			1	9	22
18 Belize	BLZ	Group III								1		1	4	2	-							1
19 Benin	BEN	Group Va						2		3		5	4	2	+	3	3	1	1	1	9	14
20 Bhutan	BTN	Group IV								1		1	4	2	-							1
21 Bolivia (Plurinational State of)	BOL	Group III							2			2	4	2	=				1		1	3
22 Bosnia and Herzegovina	BIH	Group II								1		1	4	2	-	1		1		2	4	5
23 Botswana	BWA	Group Va							1			1	4	2	-			2	1		3	4
24 Brazil	BRA	Group III				2	1		2	2		7	17	10	-	9	2	9	4	8	32	39
25 Brunei Darussalam	BRN	Group IV										0	4	2	0							
26 Bulgaria	BGR	Group II					1	1	1	2		5	4	2	+				5		5	10
27 Burkina Faso	BFA	Group Va				1	2		2			5	4	2	+			1		1	2	7
28 Burundi	BDI	Group Va						3	1			4	4	2	=			2	4	1	7	11
29 Cabo Verde	CPV	Group Va										0	4	2	0			1			1	1
30 Cambodia	KHM	Group IV						1		1		2	4	2	=	1		2	2	7	12	14
31 Cameroon	CMR	Group Va				1	1	3	2	1		8	4	2	+	2	5	7	3	8	25	33
32 Canada	CAN	Group I				2	4	6	2	2		16	15	9	+	10	12		2	9	33	49
33 Central African Republic	CAF	Group Va										0	4	2	0							

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Member States	Sigle	Group	Staff on Geographical posts													Staff on NON Geographical posts						TOTAL	
			DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation	D/P		NO	GS		Total		
																HQs	Field		HQs	Field			
34 Chad	TCD	Group Va											0	4	2	O		1	2		1	4	4
35 Chile	CHL	Group III		1					2		1		4	5	3	=		1		3	8	12	16
36 China	CHN	Group IV	1			1	2	4	2	3		13	63	38	-		16	3	3	8	7	37	50
37 Colombia	COL	Group III			1				2	2		5	5	3	=		3			1	4	9	9
38 Comoros	COM	Group Va					1	1				2	4	2	=				1		1	3	3
39 Congo	COG	Group Va		1				1	2			4	4	2	=			2	2	8	12	16	16
40 Cook Islands	COK	Group IV						1				1	4	2	-							1	1
41 Costa Rica	CRI	Group III				1		1				2	4	2	=			2		4	6	8	8
42 Côte d'Ivoire	CIV	Group Va						3				3	4	2	=		1		4	3	5	13	16
43 Croatia	HRV	Group II						1				1	4	2	-					4	4	5	5
44 Cuba	CUB	Group III					1	2	1			4	4	2	=			3		6	9	13	13
45 Cyprus	CYP	Group I								2		2	4	2	=							2	2
46 Czechia	CZE	Group II					1	1		2		3	5	3	=				1		1	4	4
47 Democratic People's Republic of Korea	PRK	Group IV					1	1				2	4	2	=							2	2
48 Democratic Republic of the Congo	COD	Group Va				1	1		1	2		5	4	3	+			3	1	4	8	13	13
49 Denmark	DNK	Group I				2	2	2				6	6	4	=		1				1	7	7
50 Djibouti	DJI	Group Va					1					1	4	2	-				1		1	2	2
51 Dominica	DMA	Group III								1		1	4	2	-							1	1
52 Dominican Republic	DOM	Group III										0	4	2	O				1		1	1	1
53 Ecuador	ECU	Group III							1	1		2	4	2	=							9	11
54 Egypt	EGY	Group Vb				1		1				2	5	3	-				1	2	8	11	13
55 El Salvador	SLV	Group III										0	4	2	O				1		2	2	2
56 Equatorial Guinea	GNQ	Group Va										0	4	2	O								
57 Eritrea	ERI	Group Va							1			1	4	2	-				1		1	2	2
58 Estonia	EST	Group II				1						1	4	2	-							1	1
59 Eswatini	SWZ	Group Va							1			1	4	2	-				2		2	3	3
60 Ethiopia	ETH	Group Va						1	2	2		5	4	3	+		2		8	2	13	25	30
61 Fiji	FJI	Group IV							1			1	4	2	-				1		2	3	3
62 Finland	FIN	Group I					1	4				5	5	3	=		2		2		4	9	9
63 France	FRA	Group I			3	1	10	14	16	9		53	22	13	+		66	14		244	4	328	381
64 Gabon	GAB	Group Va							1			1	4	2	-				2	1	4	7	8
65 Gambia	GMB	Group Va			1		2		1	1		5	4	2	+				1		1	6	6
66 Georgia	GEO	Group II							1	1		2	4	2	=							2	2
67 Germany	DEU	Group I			1	1	4	4	8	3		21	29	18	=		16	9		2	5	32	53
68 Ghana	GHA	Group Va				1			1			2	4	2	=				6	4	5	15	17
69 Greece	GRC	Group I						1	4	2		7	5	3	+		3	1		1	1	6	13
70 Grenada	GRD	Group III							1			1	4	2	-		1				1	2	2
71 Guatemala	GTM	Group III								1		1	4	2	-				1		4	5	6

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			DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation	D/P		NO	GS		Total				
																HQs	Field		HQs	Field					
72	Guinea	GIN	Group Va					1	1		1		3	4	2	=				1	1	1	4		
73	Guinea-Bissau	GNB	Group Va						1				1	4	2	-					1	1	2		
74	Guyana	GUY	Group III										0	4	2	O									
75	Haiti	HTI	Group III								1		1	4	2	-			2	1	5	8	9		
76	Honduras	HND	Group III						1		1		2	4	2	=							2		
77	Hungary	HUN	Group II			1		1		1			3	4	3	=				2		2	5		
78	Iceland	ISL	Group I										0	4	2	O									
79	India	IND	Group IV				3	2	1		1		7	17	10	-	4	4	9	2	15	34	41		
80	Indonesia	IDN	Group IV							2	1		3	8	5	-			2		9	11	14		
81	Iran (Islamic Republic of)	IRN	Group IV								2		2	6	3	-			3	1	2	4	14	16	
82	Iraq	IRQ	Group Vb							1			1	4	3	-			1	1	1	2	6	7	
83	Ireland	IRL	Group I					1	1	1			3	5	3	=			1	1	6		8	11	
84	Italy	ITA	Group I		1		3	7	7	7	3		28	18	11	+	14	38			11	121	184	212	
85	Jamaica	JAM	Group III							1	1		2	4	2	=			1		6	7	9		
86	Japan	JPN	Group IV			2		4	11	16	1		34	40	24	=			15	6	2		23	57	
87	Jordan	JOR	Group Vb				1		1		1		3	4	2	=			3	1	4	1	5	14	17
88	Kazakhstan	KAZ	Group IV							1			1	4	3	-			1		4	1	4	10	11
89	Kenya	KEN	Group Va						1	1			2	4	2	=			1	3	4	3	11	22	24
90	Kiribati	KIR	Group IV										0	4	2	O									
91	Kuwait	KWT	Group Vb										0	5	3	O			1				1	1	
92	Kyrgyzstan	KGZ	Group IV							1			1	4	2	-			1	1			2	3	
93	Lao People's Democratic Republic	LAO	Group IV						2				2	4	2	=					1		1	3	
94	Latvia	LVA	Group II							2			2	4	2	=								2	
95	Lebanon	LBN	Group Vb				1	1	2	2	1		7	4	2	+	2	2	4	3	9		20	27	
96	Lesotho	LSO	Group Va								1		1	4	2	-								1	
97	Liberia	LBR	Group Va								1		1	4	2	-				1			1	2	
98	Libya	LBY	Group Vb								2		2	4	2	=					1		1	3	
99	Lithuania	LTU	Group II						2	1			3	4	2	=			1		1		2	5	
100	Luxembourg	LUX	Group I										0	4	2	O									
101	Madagascar	MDG	Group Va					1		1			2	4	2	=			1	1	3	3	8	10	
102	Malawi	MWI	Group Va					1					1	4	2	-				2			2	3	
103	Malaysia	MYS	Group IV						2	2			4	5	3	=				1		1	2	6	
104	Maldives	MDV	Group IV								1		1	4	2	-								1	
105	Mali	MLI	Group Va						2	1			3	4	2	=			1		3	3	5	12	15
106	Malta	MLT	Group I										0	4	2	O									
107	Marshall Islands	MHL	Group IV										0	4	2	O									
108	Mauritania	MRT	Group Vb										0	4	2	O				1			1	1	
109	Mauritius	MUS	Group Va						1	1			2	4	2	=					5		5	7	

☐ : Under- and non-represented Member States

Member States	Sigle	Group	Staff on Geographical posts													Staff on NON Geographical posts						TOTAL
			DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation	D/P		NO	GS		Total	
																HQs	Field		HQs	Field		
110 Mexico	MEX	Group III					3	1	5	3		12	10	6	+	2	2	1	4	2	11	23
111 Micronesia (Federated States of)	FSM	Group IV										0	4	2	O							
112 Monaco	MCO	Group I										0	4	2	O							
113 Mongolia	MNG	Group IV							1	1		2	4	2	=							2
114 Montenegro	MNE	Group II								1		1	4	2	-							1
115 Morocco	MAR	Group Vb				1		2	1	2		6	4	2	+	2	1	4	7	7	21	27
116 Mozambique	MOZ	Group Va				3	1					4	4	2	=			4		4	8	12
117 Myanmar	MMR	Group IV						1				1	4	2	-							1
118 Namibia	NAM	Group Va								1		1	4	2	-			3		3	6	7
119 Nauru	NRU	Group IV										0	4	2	O							
120 Nepal	NPL	Group IV						3	2	1		6	4	2	+	1	3	1		4	9	15
121 Netherlands	NLD	Group I				3	1		3			7	9	6	=	2	1		1		4	11
122 New Zealand	NZL	Group IV							1	1		2	5	3	-	1	2		1		4	6
123 Nicaragua	NIC	Group III				1			1			2	4	2	=							2
124 Niger	NER	Group Va					2		2			4	4	2	=			1			1	5
125 Nigeria	NGA	Group Va						1	1			2	6	4	-	1	1	4	3	6	15	17
126 Niue	NIU	Group IV										0	4	2	O							
127 North Macedonia	MKD	Group II					1					1	4	2	-				1		1	2
128 Norway	NOR	Group I					1	2	1			4	7	4	=							4
129 Oman	OMN	Group Vb			1					1		2	4	2	=					2	2	4
130 Pakistan	PAK	Group IV					1	1	1	1		4	6	3	=	1		4		5	10	14
131 Palau	PLW	Group IV										0	4	2	O							
132 Palestine	PSE	Group Vb							2			2	4	2	=	2	1		2	4	9	11
133 Panama	PAN	Group III										0	4	2	O				1		1	1
134 Papua New Guinea	PNG	Group IV						1				1	4	2	-							1
135 Paraguay	PRY	Group III							1	1		2	4	2	=				1		1	3
136 Peru	PER	Group III						1				1	4	3	-	1	1	1	4	7	14	15
137 Philippines	PHL	Group IV					1	1		2		4	5	3	=				10	1	11	15
138 Poland	POL	Group II					1		2			3	7	4	-	1			3		4	7
139 Portugal	PRT	Group I						1	1	1		3	5	3	=				5		5	8
140 Qatar	QAT	Group Vb										0	5	3	O	2					2	2
141 Republic of Korea	KOR	Group IV				1	1	1	4	1		8	13	8	=	8	2				10	18
142 Republic of Moldova	MDA	Group II						1	1			2	4	2	=							2
143 Romania	ROU	Group II				1		2	2	1		6	5	3	+	1	1		3	1	6	12
144 Russian Federation	RUS	Group II		1			2	3		1		7	15	9	-	3	5	3	9	1	21	28
145 Rwanda	RWA	Group Va								1		1	4	2	-	1	1		2		4	5
146 Saint Kitts and Nevis	KNA	Group III						2				2	4	2	=							2
147 Saint Lucia	LCA	Group III								2		2	4	2	=		1				1	3

☐ : Under- and non-represented Member States

			Staff on Geographical posts												
Member States	Sigle	Group	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation
186	Uruguay	URY							1	1	1	2	4	2	=
187	Uzbekistan	UZB						1	1			2	4	2	=
188	Vanuatu	VUT										0	4	2	O
189	Venezuela (Bolivarian Republic of)	VEN				1						1	7	4	-
190	Viet Nam	VNM						1	2			3	5	3	=
191	Yemen	YEM							1			1	4	2	-
192	Zambia	ZMB						1		1		2	4	2	=
193	Zimbabwe	ZWE							2			2	4	2	=
Total			1	7	15	40	98	159	184	116	1	621			

Staff on NON Geographical posts						TOTAL
D/P		NO	GS		Total	
HQs	Field		HQs	Field		
1		2	1	9	13	15
		1		4	5	7
1		2		2	5	6
		2	2	5	9	12
			2		2	3
	1	4	1		6	8
1	3	5	1	7	17	19
284	194	183	487	485	1633	2254

Non Member States

	Israel	ISR					1	1	1			3
	United States of America	USA				2	5	4	5	1		17

			1		1	4
14	6		6	3	29	46

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

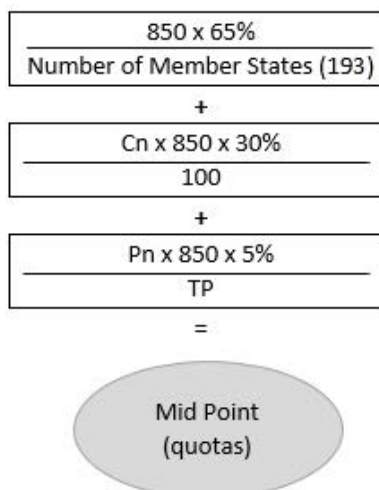
To calculate the quota, UNESCO allocates to Member States a share of posts from the base figure, based on three factors:

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:



850=Base Figure
65%, 30% and 5% =Ratio of membership, contribution and population
Number of Member States= 193 (since 01/01/2019)
Cn=Assessed contribution of Member state "n" to the regular budget
Pn=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:

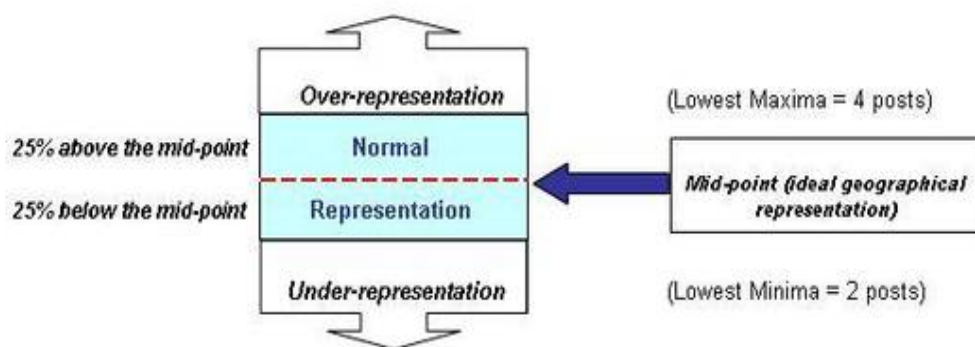
Table 1: Evolution of the ratio of factors for the calculation of geographical quotas

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

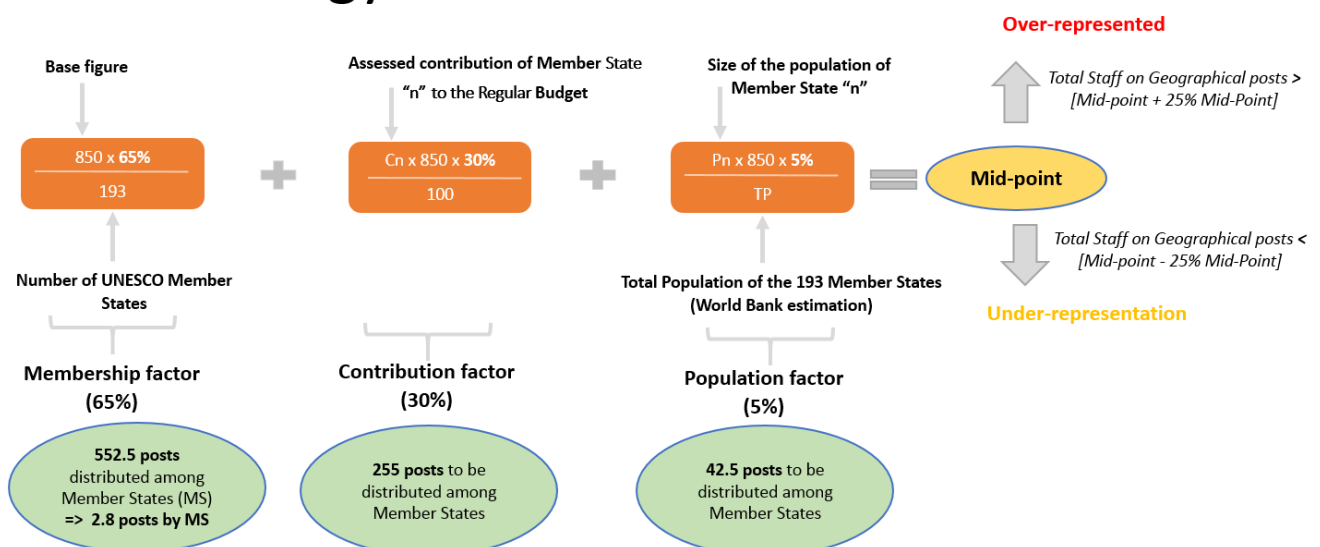
The quota

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



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>.