



GEOGRAPHICAL DISTRIBUTION AS AT SEPTEMBER 2020

| Over-represented | In Balance | Under-represented | Non-represented |
|----------------------------------|--|------------------------------------|----------------------------------|
| Argentina | Afghanistan | Antigua and Barbuda | Andorra |
| Belgium | Albania | Belarus | Angola |
| Benin | Algeria | Belize | Armenia |
| Burkina Faso | Australia | Bosnia and Herzegovina | Bahamas |
| Cameroon | Austria | Botswana | Bahrain |
| Democratic Republic of the Congo | Azerbaijan | Brazil | Barbados |
| Ethiopia | Bangladesh | China | Bhutan |
| Finland | Bolivia (Plurinational State of) | Cook Islands | Brunei Darussalam |
| France | Bulgaria | Croatia | Cabo Verde |
| Greece | Burundi | Djibouti | Central African Republic |
| Italy | Cambodia | Dominica | Chad |
| Lebanon | Canada | Eritrea | Dominican Republic |
| Mexico | Chile | Estonia | El Salvador |
| Morocco | Colombia | Eswatini | Equatorial Guinea |
| Nepal | Comoros | Fiji | Guyana |
| Romania | Congo | Gabon | Iceland |
| Senegal | Costa Rica | Grenada | Kiribati |
| South Africa | Côte d'Ivoire | Guinea-Bissau | Kuwait |
| Spain | Cuba | Haiti | Luxembourg |
| Tunisia | Cyprus | India | Malta |
| Total : 20 | Czechia | Indonesia | Marshall Islands |
| | Democratic People's Republic of Korea | Iran (Islamic Republic of) | Mauritania |
| | Denmark | Iraq | Micronesia (Federated States of) |
| | Ecuador | Kazakhstan | Monaco |
| | Egypt | Kyrgyzstan | Nauru |
| | Gambia | Lesotho | Niue |
| | Georgia | Liberia | Palau |
| | Germany | Malawi | Panama |
| | Ghana | Maldives | Qatar |
| | Guatemala | Montenegro | Saint Vincent and the Grenadines |
| | Guinea | Myanmar | Samoa |
| | Honduras | Namibia | San Marino |
| | Hungary | New Zealand | Solomon Islands |
| | Ireland | Nicaragua | South Sudan |
| | Jamaica | Nigeria | Sri Lanka |
| | Japan | North Macedonia | Suriname |
| | Jordan | Papua New Guinea | Tajikistan |
| | Kenya | Peru | Timor-Leste |
| | Lao People's Democratic Republic | Poland | Tonga |
| | Latvia | Russian Federation | Tuvalu |
| | Libya | Rwanda | United Arab Emirates |
| | Lithuania | Sao Tome and Principe | Vanuatu |
| | Madagascar | Saudi Arabia | Total : 42 |
| | Malaysia | Serbia | |
| | Mali | Sierra Leone | |
| | Mauritius | Singapore | |
| | Mongolia | Slovakia | |
| | Mozambique | Slovenia | |
| | Netherlands | Somalia | |
| | Niger | Switzerland | |
| | Norway | Thailand | |
| | Oman | Togo | |
| | Pakistan | Turkey | |
| | Palestine | Turkmenistan | |
| | Paraguay | United Republic of Tanzania | |
| | Philippines | Venezuela (Bolivarian Republic of) | |
| | Portugal | Yemen | |
| | Republic of Korea | Total : 57 | |
| | Republic of Moldova | | |
| | Saint Kitts and Nevis | | |
| | Saint Lucia | | |
| | Seychelles | | |
| | Sudan | | |
| | Sweden | | |
| | Syrian Arab Republic | | |
| | Trinidad and Tobago | | |
| | Uganda | | |
| | Ukraine | | |
| | United Kingdom of Great Britain and Northern Ireland | | |
| | Uruguay | | |
| | Uzbekistan | | |
| | Viet Nam | | |
| | Zambia | | |
| | Zimbabwe | | |
| | Total : 74 | | |



Geographical distribution by Member States and by grade,
status as at September 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 | 3 |
| 3 Algeria | DZA | Group Vb | | | | | | | | | 4 | | 4 | 4 | 3 | = | 3 | 1 | 1 | 12 | 1 | 18 | 22 |
| 4 Andorra | AND | Group I | | | | | | | | | | | | 4 | 2 | O | | | | | | 1 | 1 |
| 5 Angola | AGO | Group Va | | | | | | | | | | | | 4 | 2 | O | | | 1 | | 1 | 2 | 2 |
| 6 Antigua and Barbuda | ATG | Group III | | | | | | | | | 1 | | 1 | 4 | 2 | - | | | | | | | 1 |
| 7 Argentina | ARG | Group III | | | 1 | | | 3 | 2 | 2 | 2 | | 10 | 8 | 5 | + | 3 | 4 | 4 | | 8 | 19 | 29 |
| 8 Armenia | ARM | Group II | | | | | | | | | | | | 4 | 2 | O | | | | 1 | | 1 | 1 |
| 9 Australia | AUS | Group IV | | | | 1 | 1 | 3 | 2 | 1 | | | 8 | 13 | 8 | = | 7 | 3 | | 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 | = | 2 | | | | | 2 | 5 |
| 12 Bahamas | BHS | Group III | | | | | | | | | | | | 4 | 2 | O | 1 | | | | | 1 | 1 |
| 13 Bahrain | BHR | Group Vb | | | | | | | | | | | | 4 | 2 | O | | | | | | | |
| 14 Bangladesh | BGD | Group IV | | | | | | | | 2 | 1 | | 3 | 5 | 3 | = | | | | | 3 | 3 | 6 |
| 15 Barbados | BRB | Group III | | | | | | | | | | | | 4 | 2 | O | | 1 | 1 | | | 2 | 2 |
| 16 Belarus | BLR | Group II | | | | | | 1 | | | | | 1 | 4 | 2 | - | 1 | | | 1 | | 2 | 3 |
| 17 Belgium | BEL | Group I | | | 1 | | | 4 | 3 | 4 | | 1 | 13 | 7 | 4 | + | 4 | 3 | | | 1 | 8 | 21 |
| 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 | | | | | | | | | | | | 4 | 2 | O | | | | | | | |
| 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 | - | | 1 | 1 | | | 2 | 3 |
| 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 | | | | | | | | | | | | 4 | 2 | O | | | | | | | |
| 26 Bulgaria | BGR | Group II | | | | | | 1 | 1 | 1 | 1 | | 4 | 4 | 2 | = | | | | 5 | | 5 | 9 |
| 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 | | | | | | | | | | | | 4 | 2 | O | | 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 | 3 | 1 | | | 9 | 4 | 2 | + | 2 | 5 | 6 | 3 | 8 | 24 | 33 |
| 32 Canada | CAN | Group I | | | | 2 | 4 | 5 | 2 | 2 | | | 15 | 15 | 9 | = | 12 | 11 | | 2 | 8 | 33 | 48 |
| 33 Central African Republic | CAF | Group Va | | | | | | | | | | | | 4 | 2 | O | | | | | | | |

☐ : 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 | | | |
| 34 Chad | TCD | Group Va | | | | | | | | | | | | 4 | 2 | O | | 1 | 1 | | 1 | 3 | 3 |
| 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 | - | | 17 | 4 | 3 | 8 | 7 | 39 | 52 |
| 37 Colombia | COL | Group III | | | 1 | | | 2 | 2 | | | 5 | 5 | 3 | = | | 4 | | | 1 | | 5 | 10 |
| 38 Comoros | COM | Group Va | | | | | 1 | 1 | | | | 2 | 4 | 2 | = | | | | 1 | | 1 | 3 | |
| 39 Congo | COG | Group Va | | 1 | | | 1 | | 2 | | | 4 | 4 | 2 | = | | | 2 | 2 | 8 | 12 | 16 | |
| 40 Cook Islands | COK | Group IV | | | | | | 1 | | | | 1 | 4 | 2 | - | | | | | | | 1 | 1 |
| 41 Costa Rica | CRI | Group III | | | | 1 | | 1 | | | | 2 | 4 | 2 | = | | 1 | 2 | | 3 | 6 | 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 | = | | | | | | | | 19 |
| 45 Cyprus | CYP | Group I | | | | | | | 2 | | | 2 | 4 | 2 | = | | | | | | | | 2 |
| 46 Czechia | CZE | Group II | | | | | 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 |
| 48 Democratic Republic of the Congo | COD | Group Va | | | | 1 | 1 | | 1 | 2 | | 5 | 4 | 3 | + | | | | 3 | 1 | 4 | 8 | 13 |
| 49 Denmark | DNK | Group I | | | | 2 | 2 | 2 | | | | 6 | 6 | 4 | = | | 1 | | | | | 1 | 7 |
| 50 Djibouti | DJI | Group Va | | | | | 1 | | | | | 1 | 4 | 2 | - | | | | 1 | | 1 | 2 | 2 |
| 51 Dominica | DMA | Group III | | | | | | | | 1 | | 1 | 4 | 2 | - | | | | | | | | 1 |
| 52 Dominican Republic | DOM | Group III | | | | | | | 1 | 1 | | 2 | 4 | 2 | = | | | | 1 | | 1 | 1 | 1 |
| 53 Ecuador | ECU | Group III | | | | | | | 1 | 1 | | 2 | 4 | 2 | = | | | 1 | | 7 | 9 | 11 | 11 |
| 54 Egypt | EGY | Group Vb | | | | 1 | | 2 | | | | 3 | 5 | 3 | = | | 1 | 2 | 2 | 8 | 13 | 16 | 16 |
| 55 El Salvador | SLV | Group III | | | | | | | | | | | 4 | 2 | O | | | | | | | | 2 |
| 56 Equatorial Guinea | GNQ | Group Va | | | | | | | | | | | 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 |
| 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 | | 1 | | 6 | 5 | 3 | + | | | 2 | | | 2 | 8 | 8 |
| 63 France | FRA | Group I | | | 3 | 2 | 11 | 14 | 16 | 9 | | 55 | 22 | 13 | + | | 63 | 15 | | 248 | 4 | 330 | 385 |
| 64 Gabon | GAB | Group Va | | | | | | | 1 | | | 1 | 4 | 2 | - | | | | 2 | 1 | 4 | 7 | 8 |
| 65 Gambia | GMB | Group Va | | | 1 | | 2 | | 1 | | | 4 | 4 | 2 | = | | | 1 | | | 1 | 5 | 5 |
| 66 Georgia | GEO | Group II | | | | | | | 1 | 1 | | 2 | 4 | 2 | = | | | | | | | | 2 |
| 67 Germany | DEU | Group I | | | 1 | 1 | 4 | 4 | 9 | 2 | | 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 | 5 | 2 | | 8 | 5 | 3 | + | | 2 | 1 | | 1 | 1 | 5 | 13 |
| 70 Grenada | GRD | Group III | | | | | | 1 | | | | 1 | 4 | 2 | - | | 1 | | | | 1 | 2 | 2 |
| 71 Guatemala | GTM | Group III | | | | | | | | 2 | | 2 | 4 | 2 | = | | | | 1 | | 4 | 5 | 7 |
| 72 Guinea | GIN | Group Va | | | | | 1 | 1 | | 1 | | 3 | 4 | 2 | = | | | | 1 | | 1 | 4 | 4 |

☐ : 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 | | | | | | | |
| 73 | Guinea-Bissau | GNB | Group Va | | | | | | 1 | | | | 1 | 4 | 2 | - | | | | | 1 | 1 | 2 | | | | |
| 74 | Guyana | GUY | Group III | | | | | | | | | | | 4 | 2 | O | | | | | | | | | | | |
| 75 | Haiti | HTI | Group III | | | | | | | | 1 | | 1 | 4 | 2 | - | | | 1 | 1 | 5 | 7 | 8 | | | | |
| 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 | | | | | | | | | | | 4 | 2 | O | | | | | | | | | | | |
| 79 | India | IND | Group IV | | | | 3 | 2 | 1 | | 1 | | 7 | 17 | 10 | - | 4 | 3 | 8 | 2 | 15 | 32 | 39 | | | | |
| 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 | 1 | 2 | 6 | 7 | | |
| 83 | Ireland | IRL | Group I | | | | | 1 | 1 | 1 | | | 3 | 5 | 3 | = | | | | | 6 | | 8 | 11 | | | |
| 84 | Italy | ITA | Group I | | 1 | | 3 | 7 | 7 | 7 | 3 | | 28 | 18 | 11 | + | | | | | 11 | 121 | 185 | 213 | | | |
| 85 | Jamaica | JAM | Group III | | | | | | | | 1 | 1 | 2 | 4 | 2 | = | | | | 1 | | 6 | 7 | 9 | | | |
| 86 | Japan | JPN | Group IV | | | 2 | 1 | 3 | 12 | 15 | 2 | | 35 | 40 | 24 | = | | | | | 2 | | 21 | 56 | | | |
| 87 | Jordan | JOR | Group Vb | | | | 1 | | 1 | | 1 | | 3 | 4 | 2 | = | | | | | 4 | 1 | 5 | 14 | 17 | | |
| 88 | Kazakhstan | KAZ | Group IV | | | | | | | | 1 | | 1 | 4 | 3 | - | | | | | 4 | 1 | 4 | 10 | 11 | | |
| 89 | Kenya | KEN | Group Va | | | | | | 1 | 1 | | | 2 | 4 | 2 | = | | | | | 4 | 3 | 11 | 22 | 24 | | |
| 90 | Kiribati | KIR | Group IV | | | | | | | | | | | 4 | 2 | O | | | | | | | | | | | |
| 91 | Kuwait | KWT | Group Vb | | | | | | | | | | | 5 | 3 | O | | | | | | | 1 | 1 | 1 | | |
| 92 | Kyrgyzstan | KGZ | Group IV | | | | | | | | 1 | | 1 | 4 | 2 | - | | | | | | | 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 | 9 | 20 | 27 | | |
| 96 | Lesotho | LSO | Group Va | | | | | | | | | 1 | 1 | 4 | 2 | - | | | | | | | | 1 | 1 | | |
| 97 | Liberia | LBR | Group Va | | | | | | | | | 1 | 1 | 4 | 2 | - | | | | | 1 | | 1 | 2 | 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 | | | | | | | | | | | 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 | - | | | | | | 1 | | 1 | 2 | 2 | |
| 103 | Malaysia | MYS | Group IV | | | | | | 1 | 1 | 1 | | 3 | 5 | 3 | = | | | | | 1 | | 1 | 2 | 5 | | |
| 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 | | | | | | | | | | | 4 | 2 | O | | | | | | | | | | | |
| 107 | Marshall Islands | MHL | Group IV | | | | | | | | | | | 4 | 2 | O | | | | | | | | | | | |
| 108 | Mauritania | MRT | Group Vb | | | | | | | | | | | 4 | 2 | O | | | | | | 1 | | 1 | 1 | 1 | |
| 109 | Mauritius | MUS | Group Va | | | | | | 1 | 1 | | | 2 | 4 | 2 | = | | | | | 6 | | 6 | 6 | 8 | | |
| 110 | Mexico | MEX | Group III | | 1 | | | | 3 | 1 | 5 | 2 | 12 | 10 | 6 | + | | | | | 2 | 2 | 1 | 4 | 2 | 11 | 23 |
| 111 | Micronesia (Federated States of) | FSM | Group IV | | | | | | | | | | | 4 | 2 | O | | | | | | | | | | | |

☐ : 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 | | | | | | |
| 112 | Monaco | MCO | Group I | | | | | | | | | | | | 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 | 2 | 2 | | 7 | 4 | 2 | + | | | | | | | | 2 | 1 | 28 |
| 116 | Mozambique | MOZ | Group Va | | | | 3 | 1 | | | | | 4 | 4 | 2 | = | | | | | | | | 4 | 4 | 12 |
| 117 | Myanmar | MMR | Group IV | | | | | | 1 | | | | 1 | 4 | 2 | - | | | | | | | | | | 1 |
| 118 | Namibia | NAM | Group Va | | | | | | | | 1 | | 1 | 4 | 2 | - | | | | | | | | 3 | 3 | 7 |
| 119 | Nauru | NRU | Group IV | | | | | | | | | | | 4 | 2 | O | | | | | | | | | | |
| 120 | Nepal | NPL | Group IV | | | | | | 4 | 1 | 1 | | 6 | 4 | 2 | + | | | | | | | | 1 | 3 | 15 |
| 121 | Netherlands | NLD | Group I | | | | 2 | 2 | | 3 | | | 7 | 9 | 6 | = | | | | | | | | 1 | 1 | 10 |
| 122 | New Zealand | NZL | Group IV | | | | | | | 1 | 1 | | 2 | 5 | 3 | - | | | | | | | | 1 | 2 | 6 |
| 123 | Nicaragua | NIC | Group III | | | | | | | 1 | | | 1 | 4 | 2 | - | | | | | | | | | | 1 |
| 124 | Niger | NER | Group Va | | | | | 2 | | 2 | | | 4 | 4 | 2 | = | | | | | | | | 1 | 1 | 6 |
| 125 | Nigeria | NGA | Group Va | | | | | | 1 | 1 | | | 2 | 6 | 4 | - | | | | | | | | 1 | 1 | 17 |
| 126 | Niue | NIU | Group IV | | | | | | | | | | | 4 | 2 | O | | | | | | | | | | |
| 127 | North Macedonia | MKD | Group II | | | | | 1 | | | | | 1 | 4 | 2 | - | | | | | | | | 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 | 4 |
| 130 | Pakistan | PAK | Group IV | | | | | 1 | 1 | 1 | 1 | | 4 | 6 | 3 | = | | | | | | | | 1 | | 14 |
| 131 | Palau | PLW | Group IV | | | | | | | | | | | 4 | 2 | O | | | | | | | | | | |
| 132 | Palestine | PSE | Group Vb | | | | | | | 2 | | | 2 | 4 | 2 | = | | | | | | | | | 2 | 12 |
| 133 | Panama | PAN | Group III | | | | | | | | | | | 4 | 2 | O | | | | | | | | 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 | | 3 |
| 136 | Peru | PER | Group III | | | | | | 1 | | | | 1 | 4 | 3 | - | | | | | | | | 1 | 1 | 14 |
| 137 | Philippines | PHL | Group IV | | | | | 1 | 1 | | 2 | | 4 | 5 | 3 | = | | | | | | | | 10 | 1 | 15 |
| 138 | Poland | POL | Group II | | | | | 1 | | 2 | | | 3 | 7 | 4 | - | | | | | | | | 1 | | 7 |
| 139 | Portugal | PRT | Group I | | | | | | 1 | 1 | 1 | | 3 | 5 | 3 | = | | | | | | | | 5 | | 8 |
| 140 | Qatar | QAT | Group Vb | | | | | | | | | | | 5 | 3 | O | | | | | | | | | | 2 |
| 141 | Republic of Korea | KOR | Group IV | | | | 1 | 1 | 1 | 4 | 1 | | 8 | 13 | 8 | = | | | | | | | | 8 | 3 | 19 |
| 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 | 13 |
| 144 | Russian Federation | RUS | Group II | | 1 | | | 2 | 3 | | 1 | | 7 | 15 | 9 | - | | | | | | | | 3 | 5 | 27 |
| 145 | Rwanda | RWA | Group Va | | | | | | | | 1 | | 1 | 4 | 2 | - | | | | | | | | 1 | 2 | 6 |
| 146 | Saint Kitts and Nevis | KNA | Group III | | | | | | 2 | | | | 2 | 4 | 2 | = | | | | | | | | | | 2 |
| 147 | Saint Lucia | LCA | Group III | | | | | | | | 2 | | 2 | 4 | 2 | = | | | | | | | | 1 | | 3 |
| 148 | Saint Vincent and the Grenadines | VCT | Group III | | | | | | | | | | | 4 | 2 | O | | | | | | | | | | |
| 149 | Samoa | WSM | Group IV | | | | | | | | | | | 4 | 2 | O | | | | | | | | | | |
| 150 | San Marino | SMR | Group I | | | | | | | | | | | 4 | 2 | O | | | | | | | | | | |

☐ : Under- and non-represented Member States

| | | | Staff on Geographical posts | | | | | | | | | | | | | Staff on NON Geographical posts | | | | | | TOTAL | |
|---------------|--|-------|-----------------------------|-----|----|----|----|----|----|----|----|-------|------|------|-----------|---------------------------------|-------|----|-----|-------|-------|-------|----|
| Member States | Sigle | Group | DDG | ADG | D2 | D1 | P5 | P4 | P3 | P2 | P1 | Total | Max. | Min. | Situation | D/P | | NO | GS | | Total | | |
| | | | | | | | | | | | | | | | | HQs | Field | | HQs | Field | | | |
| 151 | Sao Tome and Principe | STP | Group Va | | | | | | 1 | | | 1 | 4 | 2 | - | | | | | | | 1 | 1 |
| 152 | Saudi Arabia | SAU | Group Vb | | | | | | | 1 | | 1 | 9 | 5 | - | | 1 | | | | | 1 | 2 |
| 153 | Senegal | SEN | Group Va | | | | 1 | 4 | 2 | 1 | | 8 | 4 | 2 | + | | 2 | 5 | 3 | 10 | 11 | 31 | 39 |
| 154 | Serbia | SRB | Group II | | | | | | | 1 | | 1 | 4 | 2 | - | | 1 | | | 1 | 2 | 4 | 5 |
| 155 | Seychelles | SYC | Group Va | | | | | 1 | 1 | | | 2 | 4 | 2 | = | | | | | | | 2 | 2 |
| 156 | Sierra Leone | SLE | Group Va | | | | | 1 | | | | 1 | 4 | 2 | - | | 1 | | | | | 1 | 2 |
| 157 | Singapore | SGP | Group IV | | | | | | | 1 | | 1 | 6 | 3 | - | | | | | | | | 1 |
| 158 | Slovakia | SVK | Group II | | | | | | | 1 | | 1 | 4 | 3 | - | | 1 | | | | | 1 | 2 |
| 159 | Slovenia | SVN | Group II | | | | | | | 1 | | 1 | 4 | 2 | - | | | | 1 | 1 | | 2 | 3 |
| 160 | Solomon Islands | SLB | Group IV | | | | | | | | | | 4 | 2 | O | | | | | | | | |
| 161 | Somalia | SOM | Group Va | | | | | | | 1 | | 1 | 4 | 2 | - | | | | | | | | 1 |
| 162 | South Africa | ZAF | Group Va | | 1 | 1 | | 2 | 1 | 1 | 1 | 7 | 5 | 3 | + | | 2 | 1 | 1 | 1 | | 5 | 12 |
| 163 | South Sudan | SSD | Group Va | | | | | | | | | | 4 | 2 | O | | | 2 | | | 5 | 7 | 7 |
| 164 | Spain | ESP | Group I | | | | 5 | 3 | 5 | 2 | | 15 | 13 | 8 | + | | 9 | 5 | | 6 | 1 | 21 | 36 |
| 165 | Sri Lanka | LKA | Group IV | | | | | | | | | | 4 | 2 | O | | | 1 | | | | 1 | 1 |
| 166 | Sudan | SDN | Group Vb | | | | 1 | | | 1 | | 2 | 4 | 2 | = | | | 2 | | | 5 | 7 | 9 |
| 167 | Suriname | SUR | Group III | | | | | | | | | | 4 | 2 | O | | | | | | | | |
| 168 | Sweden | SWE | Group I | | | 1 | | 2 | 1 | 1 | | 5 | 7 | 4 | = | | 4 | 1 | | | 1 | 6 | 11 |
| 169 | Switzerland | CHE | Group I | | | | 1 | | 2 | | | 3 | 8 | 5 | - | | 3 | 1 | | 1 | | 5 | 8 |
| 170 | Syrian Arab Republic | SYR | Group Vb | | | 1 | 1 | | 1 | | | 3 | 4 | 2 | = | | | | 3 | | | 3 | 6 |
| 171 | Tajikistan | TJK | Group II | | | | | | | | | | 4 | 2 | O | | 1 | | | 1 | | 3 | 3 |
| 172 | Thailand | THA | Group IV | | | | | | | | 1 | 1 | 5 | 3 | - | | | 2 | | 1 | 12 | 15 | 16 |
| 173 | Timor-Leste | TLS | Group IV | | | | | | | | | | 4 | 2 | O | | | | | | | | |
| 174 | Togo | TGO | Group Va | | | | | | | 1 | | 1 | 4 | 2 | - | | | 2 | 1 | 5 | 2 | 10 | 11 |
| 175 | Tonga | TON | Group IV | | | | | | | | | | 4 | 2 | O | | | | | | | | |
| 176 | Trinidad and Tobago | TTO | Group III | | | | 1 | | | 1 | | 2 | 4 | 2 | = | | | 1 | | | | 1 | 3 |
| 177 | Tunisia | TUN | Group Vb | | | 2 | | 2 | 4 | 1 | | 9 | 4 | 2 | + | | 1 | 3 | | 6 | | 10 | 19 |
| 178 | Turkey | TUR | Group I | | | | | 1 | | 1 | | 2 | 10 | 6 | - | | 2 | | | | | 2 | 4 |
| 179 | Turkmenistan | TKM | Group IV | | | | | | 1 | | | 1 | 4 | 2 | - | | | | | | | | 1 |
| 180 | Tuvalu | TUV | Group IV | | | | | | | | | | 4 | 2 | O | | | | | | | | |
| 181 | Uganda | UGA | Group Va | | | | | | 4 | | | 4 | 4 | 2 | = | | 1 | 2 | 3 | 1 | 1 | 8 | 12 |
| 182 | Ukraine | UKR | Group II | | | | | | 3 | 1 | | 4 | 4 | 2 | = | | 1 | | | 4 | | 5 | 9 |
| 183 | United Arab Emirates | ARE | Group Vb | | | | | | | | | | 6 | 4 | O | | | | | | | | |
| 184 | United Kingdom of Great Britain and Northern Ireland | GBR | Group I | | 1 | 1 | | 6 | 3 | 3 | 3 | 17 | 23 | 14 | = | | 12 | 8 | | 9 | 7 | 36 | 53 |
| 185 | United Republic of Tanzania | TZA | Group Va | | | | | 1 | | | | 1 | 4 | 2 | - | | 1 | 1 | 9 | 1 | 2 | 14 | 15 |
| 186 | Uruguay | URY | Group III | | | | | | 1 | 1 | | 2 | 4 | 2 | = | | 1 | | 2 | 1 | 9 | 13 | 15 |
| 187 | Uzbekistan | UZB | Group II | | | | | 2 | | | | 2 | 4 | 2 | = | | | 1 | | | 4 | 5 | 7 |
| 188 | Vanuatu | VUT | Group IV | | | | | | | | | | 4 | 2 | O | | | | | | | | |
| 189 | Venezuela (Bolivarian Republic of) | VEN | Group III | | | 1 | | | 1 | | | 2 | 7 | 4 | - | | | | 2 | | 2 | 4 | 6 |

: Under- and non-represented Member States

| | | | Staff on Geographical posts | | | | | | | | | | | | | Staff on NON Geographical posts | | | | | | TOTAL |
|---------------|-------|--------|-----------------------------|----------|----------|-----------|-----------|------------|------------|------------|------------|----------|------------|------|-----------|---------------------------------|------------|------------|------------|------------|-------------|-------------|
| Member States | | | DDG | ADG | D2 | D1 | P5 | P4 | P3 | P2 | P1 | Total | Max. | Min. | Situation | D/P | | NO | GS | | Total | |
| 190 | 191 | 192 | 193 | | | | | | | | | | | | | HQs | Field | | HQs | Field | | |
| Viet Nam | Yemen | Zambia | Zimbabwe | | | | | | 1 | 2 | 1 | 4 | 5 | 3 | = | | | 2 | 2 | 4 | 8 | 12 |
| | | | | | | | | | | 1 | | 1 | 4 | 2 | - | | | | 2 | | 2 | 3 |
| | | | | | | | | | 1 | | 1 | 2 | 4 | 2 | = | 1 | 1 | 4 | 1 | | 6 | 8 |
| | | | | | | | | | | 2 | | 2 | 4 | 2 | = | | | 5 | 1 | 7 | 17 | 19 |
| Total | | | | 1 | 7 | 14 | 41 | 101 | 161 | 184 | 115 | 1 | 625 | | | 280 | 196 | 183 | 490 | 487 | 1636 | 2261 |

Non Member States

| | | | | | | | | | | | | | | | | | | | | | | |
|--------------------------|-----|--|--|--|--|---|---|---|---|---|--|----|--|--|--|----|---|--|---|---|----|----|
| Israel | ISR | | | | | | 1 | 1 | 1 | | | 3 | | | | | | | 1 | | 1 | 4 |
| United States of America | USA | | | | | 2 | 5 | 4 | 5 | 1 | | 17 | | | | 14 | 5 | | 6 | 3 | 28 | 45 |

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

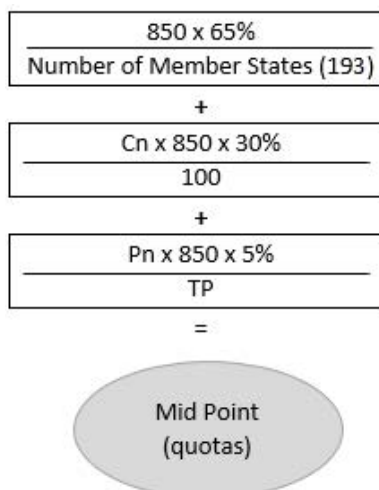
To calculate the quota, UNESCO allocates to Member States a share of posts from the base figure, based on three factors:

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:

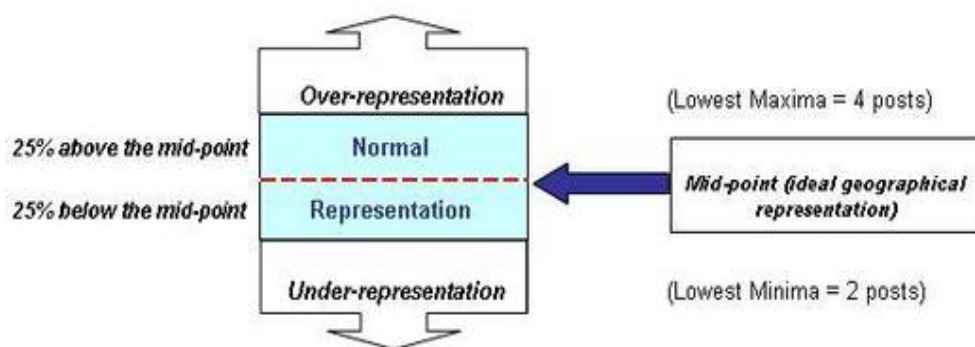
Table 1: Evolution of the ratio of factors for the calculation of geographical quotas

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

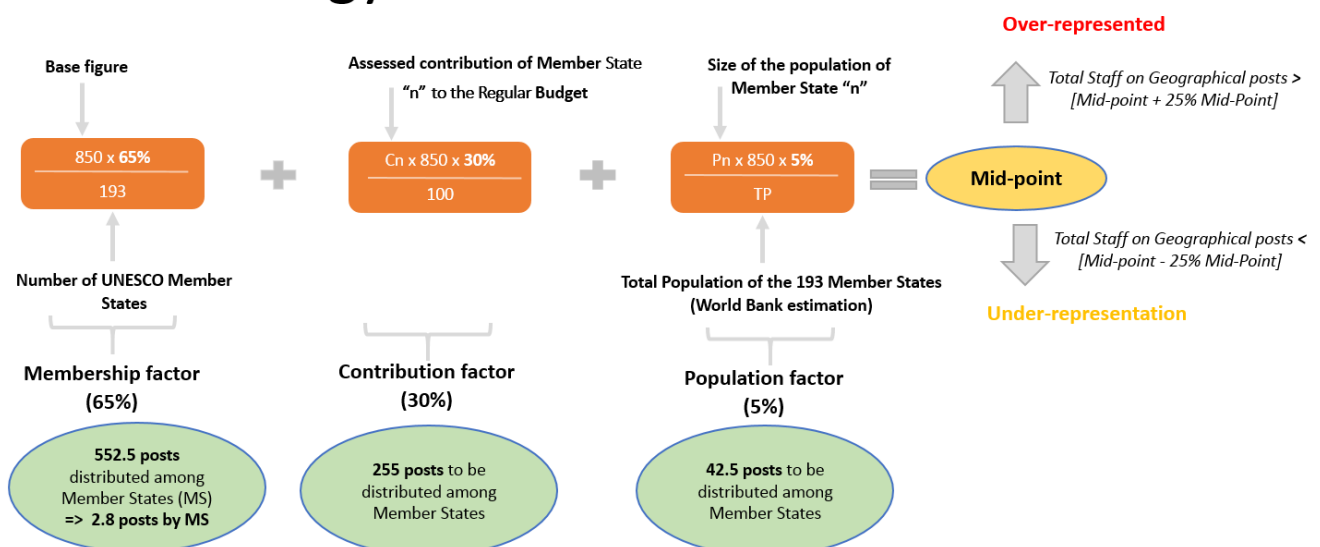
The quota

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>.