



Over-represented	In Balance	Under-represented	Non-represented
Algeria	Afghanistan	Albania	Andorra
Argentina	Azerbaijan	Antigua and Barbuda	Angola
Belgium	Bangladesh	Australia	Armenia
Benin	Bolivia (Plurinational State of)	Austria	Bahamas
Cameroon	Bulgaria	Belarus	Bahrain
Colombia	Burkina Faso	Belize	Barbados
Democratic Republic of the Congo	Burundi	Bosnia and Herzegovina	Bhutan
Ethiopia	Cambodia	Botswana	Brunei Darussalam
Finland	Canada	Brazil	Cabo Verde
France	Chile	China	Central African Republic
Greece	Comoros	Cook Islands	Chad
Italy	Congo	Costa Rica	Dominican Republic
Lebanon	Côte d'Ivoire	Croatia	El Salvador
Mexico	Cuba	Cyprus	Equatorial Guinea
Morocco	Czechia	Djibouti	Guatemala
Nepal	Democratic People's Republic of Korea	Dominica	Guyana
Senegal	Denmark	Eritrea	Iceland
South Africa	Ecuador	Estonia	Kiribati
Spain	Egypt	Eswatini	Kuwait
Tunisia	Gambia	Fiji	Luxembourg
<b>Total : 20</b>	Georgia	Gabon	Malta
	Germany	Grenada	Marshall Islands
	Ghana	Guinea-Bissau	Micronesia (Federated States of)
	Guinea	Haiti	Monaco
	Honduras	Hungary	Nauru
	Ireland	India	Niue
	Jamaica	Indonesia	Palau
	Japan	Iran (Islamic Republic of)	Panama
	Jordan	Iraq	Qatar
	Kenya	Kazakhstan	Saint Vincent and the Grenadines
	Lao People's Democratic Republic	Kyrgyzstan	Samoa
	Latvia	Lesotho	San Marino
	Libya	Liberia	Solomon Islands
	Lithuania	Malawi	South Sudan
	Madagascar	Maldives	Sri Lanka
	Malaysia	Mauritania	Suriname
	Mali	Montenegro	Tajikistan
	Mauritius	Myanmar	Timor-Leste
	Mongolia	Namibia	Tonga
	Mozambique	New Zealand	Tuvalu
	Netherlands	Nicaragua	United Arab Emirates
	Niger	Nigeria	Vanuatu
	Pakistan	North Macedonia	<b>Total : 42</b>
	Palestine	Norway	
	Paraguay	Oman	
	Philippines	Papua New Guinea	
	Portugal	Peru	
	Republic of Korea	Poland	
	Republic of Moldova	Russian Federation	
	Romania	Rwanda	
	Saint Kitts and Nevis	Sao Tome and Principe	
	Saint Lucia	Saudi Arabia	
	Seychelles	Serbia	
	Slovenia	Sierra Leone	
	Sudan	Singapore	
	Sweden	Slovakia	
	Syrian Arab Republic	Somalia	
	Uganda	Switzerland	
	Ukraine	Thailand	
	United Kingdom of Great Britain and Northern Ireland	Togo	
	United Republic of Tanzania	Trinidad and Tobago	
	Uruguay	Turkey	
	Uzbekistan	Turkmenistan	
	Viet Nam	Venezuela (Bolivarian Republic of)	
	Zambia	Yemen	
	Zimbabwe	<b>Total : 65</b>	
	<b>Total : 66</b>		

Geographical distribution by Member States and by grade,  
status as at September 2021

: 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						2				2	4	2	=	1		5		5	11	13
2	Albania	ALB	Group II				1						1	4	2	-					1	1	2
3	Algeria	DZA	Group Vb						1		4		5	4	3	+	4	1	1	12	1	19	24
4	Andorra	AND	Group I											4	2	O						1	1
5	Angola	AGO	Group Va											4	2	O			1			1	1
6	Antigua and Barbuda	ATG	Group III								1		1	4	2	-							1
7	Argentina	ARG	Group III			1		3	3	3	1		11	8	5	+	3	4	7		7	21	32
8	Armenia	ARM	Group II											4	2	O				1		1	1
9	Australia	AUS	Group IV				1	1	3	1	1		7	13	8	-				3	1	16	23
10	Austria	AUT	Group I						2		1		3	6	4	-					2	7	10
11	Azerbaijan	AZE	Group II						1		2		3	4	2	=				1		3	6
12	Bahamas	BHS	Group III											4	2	O						1	1
13	Bahrain	BHR	Group Vb											4	2	O							
14	Bangladesh	BGD	Group IV							2	1		3	5	3	=					4	4	7
15	Barbados	BRB	Group III											4	2	O			1			2	2
16	Belarus	BLR	Group II					1					1	4	2	-				1		2	3
17	Belgium	BEL	Group I			1		4	3	3		1	12	7	4	+	3	4			1	8	20
18	Belize	BLZ	Group III								1		1	4	2	-							1
19	Benin	BEN	Group Va						2		3		5	4	2	+			1	1	1	9	14
20	Bhutan	BTN	Group IV											4	2	O							
21	Bolivia (Plurinational State of)	BOL	Group III						1	1			2	4	2	=				1		1	3
22	Bosnia and Herzegovina	BIH	Group II								1		1	4	2	-			1		2	4	5
23	Botswana	BWA	Group Va							1			1	4	2	-			1			2	3
24	Brazil	BRA	Group III				2	1		2	3		8	17	10	-						33	41
25	Brunei Darussalam	BRN	Group IV											4	2	O							
26	Bulgaria	BGR	Group II					1	1		1		3	4	2	=				5		5	8
27	Burkina Faso	BFA	Group Va					2		2			4	4	2	=				4	2	7	11
28	Burundi	BDI	Group Va						3	1			4	4	2	=				1	5	6	10
29	Cabo Verde	CPV	Group Va											4	2	O						1	1
30	Cambodia	KHM	Group IV						1		1		2	4	2	=				2	7	12	14
31	Cameroon	CMR	Group Va			1	1	1	3	3	1		10	4	2	+			7	3	8	28	38
32	Canada	CAN	Group I				2	5	5	1	2		15	15	9	=				2	7	32	47
33	Central African Republic	CAF	Group Va											4	2	O							
34	Chad	TCD	Group Va											4	2	O					1	3	3

☐ : 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		
35 Chile	CHL	Group III		1				2	2	1		4	5	3	=	1	1		3	7	12	16
36 China	CHN	Group IV	1			1	2	5	3	2		14	63	38	-	21	5	4	8	7	45	59
37 Colombia	COL	Group III			1			3	2			6	5	3	+	5	1			1	7	13
38 Comoros	COM	Group Va					1	1				2	4	2	=				1		1	3
39 Congo	COG	Group Va		1			1		2			4	4	2	=	1		2	2	8	13	17
40 Cook Islands	COK	Group IV						1				1	4	2	-							1
41 Costa Rica	CRI	Group III						1				1	4	2	-		1	2		3	6	7
42 Côte d'Ivoire	CIV	Group Va						3				3	4	2	=	1		5	4	5	15	18
43 Croatia	HRV	Group II						1				1	4	2	-					4	4	5
44 Cuba	CUB	Group III					1	2	1			4	4	2	=			6		9	15	19
45 Cyprus	CYP	Group I								1		1	4	2	-							1
46 Czechia	CZE	Group II								2	1	3	5	3	=	1					1	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	3	6	4	3	+			3		4	7	13
49 Denmark	DNK	Group I				2	2	2				6	6	4	=							6
50 Djibouti	DJI	Group Va					1					1	4	2	-				1		1	2
51 Dominica	DMA	Group III									1	1	4	2	-							1
52 Dominican Republic	DOM	Group III											4	2	O				1		1	1
53 Ecuador	ECU	Group III							1	1		2	4	2	=	1	1			6	8	10
54 Egypt	EGY	Group Vb				1	1	1				3	5	3	=	2		2	2	8	14	17
55 El Salvador	SLV	Group III											4	2	O			1			2	2
56 Equatorial Guinea	GNQ	Group Va											4	2	O							
57 Eritrea	ERI	Group Va								1		1	4	2	-				1		1	2
58 Estonia	EST	Group II			1							1	4	2	-							1
59 Eswatini	SWZ	Group Va						1				1	4	2	-	1		2			3	4
60 Ethiopia	ETH	Group Va						1	4	3		8	4	3	+			7	2	15	24	32
61 Fiji	FJI	Group IV						1				1	4	2	-			1			2	3
62 Finland	FIN	Group I					2	3		1		6	5	3	+	1					1	7
63 France	FRA	Group I			3	1	11	13	15	9	1	53	22	13	+	65	17		256	5	343	396
64 Gabon	GAB	Group Va								1		1	4	2	-			2	1	3	6	7
65 Gambia	GMB	Group Va					2		2			4	4	2	=							4
66 Georgia	GEO	Group II						1		1		2	4	2	=							2
67 Germany	DEU	Group I			2		5	5	10	2		24	29	18	=	16	7		2	5	30	54
68 Ghana	GHA	Group Va				1			1			2	4	2	=			6	4	5	15	17
69 Greece	GRC	Group I						2	4	2		8	5	3	+	3	1		1	1	6	14
70 Grenada	GRD	Group III						1				1	4	2	-	1					1	2
71 Guatemala	GTM	Group III											4	2	O			1		4	5	5
72 Guinea	GIN	Group Va					2			1		3	4	2	=				1		1	4
73 Guinea-Bissau	GNB	Group Va						1				1	4	2	-					1	1	2





☐ : 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				
152	Saudi Arabia	SAU	Group Vb								1			1	9	5	-	5	2				7	8
153	Senegal	SEN	Group Va					1	4	1	1			7	4	2	+	3	5	7	10	10	35	42
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
156	Sierra Leone	SLE	Group Va								1			1	4	2	-	1					1	2
157	Singapore	SGP	Group IV									1		1	6	3	-		1				1	2
158	Slovakia	SVK	Group II									1		1	4	3	-	1					1	2
159	Slovenia	SVN	Group II									2		2	4	2	=				1	2	3	5
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	2	1		6	13
163	South Sudan	SSD	Group Va												4	2	O		1	2		4	7	7
164	Spain	ESP	Group I					5	2	5	2			14	13	8	+	11	6		7	1	25	39
165	Sri Lanka	LKA	Group IV												4	2	O		1				1	1
166	Sudan	SDN	Group Vb					1			1			2	4	2	=			2		3	5	7
167	Suriname	SUR	Group III												4	2	O							
168	Sweden	SWE	Group I				1			1	1	1		4	7	4	=	4	2			1	7	11
169	Switzerland	CHE	Group I					1			1			2	8	5	-	4	1			1	6	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			1	3	3
172	Thailand	THA	Group IV									1		1	5	3	-				3	1	13	17
173	Timor-Leste	TLS	Group IV												4	2	O							
174	Togo	TGO	Group Va									1		1	4	2	-		2	1		5	3	11
175	Tonga	TON	Group IV												4	2	O							
176	Trinidad and Tobago	TTO	Group III					1						1	4	2	-		1				1	2
177	Tunisia	TUN	Group Vb		1		2			2	5			10	4	2	+	2	1	1		6	10	20
178	Turkey	TUR	Group I			1				1		1		3	10	6	-	2					2	5
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	=			2	4	1	1	8
182	Ukraine	UKR	Group II								3	1		4	4	2	=	3				4		7
183	United Arab Emirates	ARE	Group Vb												6	4	O							
184	United Kingdom of Great Britain and Northern Ireland	GBR	Group I		1			6	3	4	2			16	23	14	=	16	9	1		8	7	41
185	United Republic of Tanzania	TZA	Group Va						2					2	4	2	=		1		9	1	5	16
186	Uruguay	URY	Group III								1	1		2	4	2	=	1		2	1		9	13
187	Uzbekistan	UZB	Group II						2					2	4	2	=				3		3	6
188	Vanuatu	VUT	Group IV												4	2	O							
189	Venezuela (Bolivarian Republic of)	VEN	Group III				1				1			2	7	4	-				2		2	4
190	Viet Nam	VNM	Group IV						1	2	1			4	5	3	=				2	2	4	8

: 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			
191	Yemen	YEM	Group Vb						1			1	4	2	-				2		2	3	
192	Zambia	ZMB	Group Va					1		1		2	4	2	=		1	4	1		6	8	
193	Zimbabwe	ZWE	Group Va						2			2	4	2	=		2	5	2	7	16	18	
<b>Total</b>				<b>1</b>	<b>8</b>	<b>14</b>	<b>36</b>	<b>103</b>	<b>171</b>	<b>170</b>	<b>116</b>	<b>2</b>	<b>621</b>				<b>318</b>	<b>219</b>	<b>209</b>	<b>501</b>	<b>487</b>	<b>1734</b>	<b>2355</b>

**Non Member States**

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

				1		1	4
9	4		6	3	22	39	

**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**

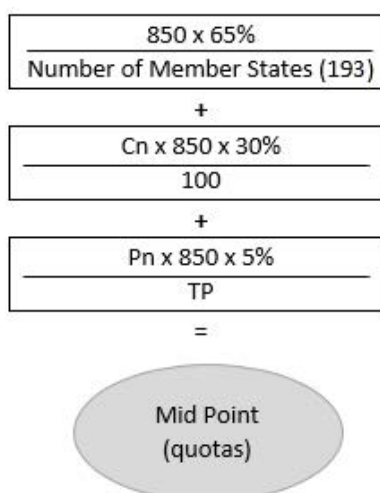
To calculate the quota, UNESCO allocates to Member States a share of posts from the base figure, based on three factors:

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:

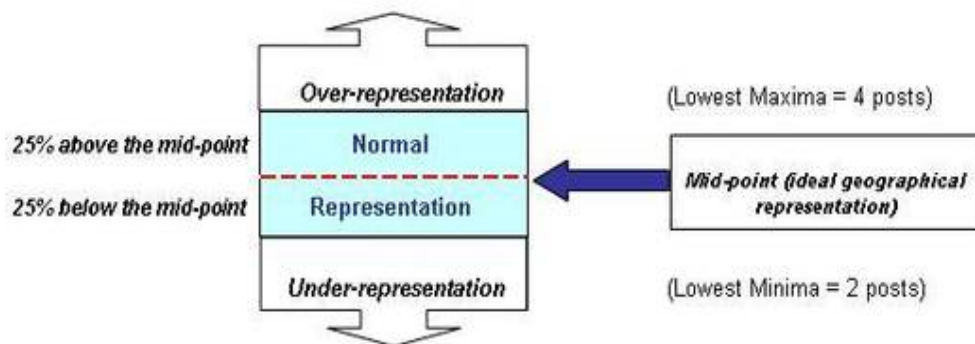
**Table 1: Evolution of the ratio of factors for the calculation of geographical quotas**

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

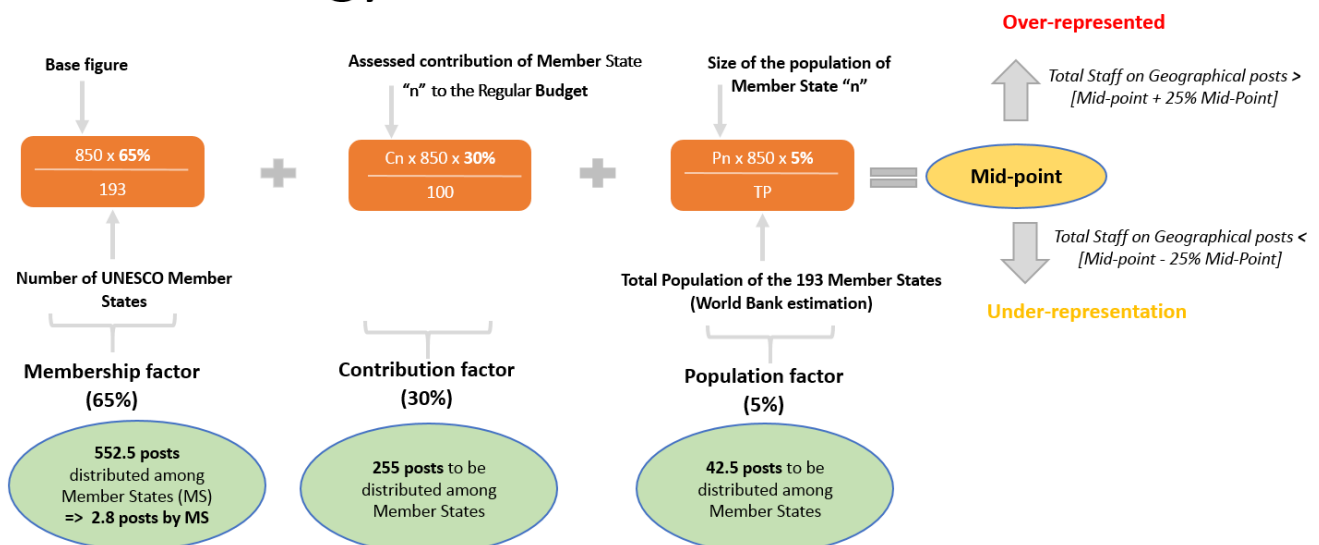
### The quota

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>.