



GEOGRAPHICAL DISTRIBUTION AS AT JULY 2018

Over-represented	In Balance	Under-represented	Non-represented
Argentina	Afghanistan	Antigua and Barbuda	Andorra
Belgium	Albania	Bahamas	Angola
Benin	Algeria	Belarus	Armenia
Bulgaria	Australia	Belize	Bahrain
Cameroon	Austria	Bhutan	Barbados
Canada	Azerbaijan	Bosnia and Herzegovina	Brunei Darussalam
Denmark	Bangladesh	Botswana	Cabo Verde
Ethiopia	Bolivia (Plurinational State of)	Brazil	Central African Republic
France	Burkina Faso	China	Chad
Gambia	Burundi	Comoros	Dominican Republic
Greece	Cambodia	Cook Islands	El Salvador
Italy	Chile	Dominica	Equatorial Guinea
Lebanon	Colombia	Egypt	Guatemala
Mexico	Congo	Eritrea	Guyana
Morocco	Costa Rica	Estonia	Iceland
Nepal	Côte d'Ivoire	Eswatini	Kiribati
Romania	Croatia	Fiji	Kuwait
Senegal	Cuba	Gabon	Lesotho
South Africa	Cyprus	Georgia	Luxembourg
Spain	Czechia	Ghana	Malta
Tunisia	Democratic People's Republic of	Grenada	Marshall Islands
United Kingdom of Great Britain	Korea	Guinea	Micronesia (Federated States of)
and Northern Ireland	Democratic Republic of the Congo	Guinea-Bissau	Monaco
Total : 22	Djibouti	Haiti	Nauru
	Ecuador	Indonesia	Niue
	Finland	Iran (Islamic Republic of)	Palau
	Germany	Iraq	Rwanda
	Honduras	Kazakhstan	Saint Vincent and the Grenadines
	Hungary	Kyrgyzstan	Samoa
	India	Liberia	Solomon Islands
	Ireland	Libya	Somalia
	Israel	Malawi	South Sudan
	Jamaica	Maldives	Sri Lanka
	Japan	Mauritania	Suriname
	Jordan	Mongolia	Tajikistan
	Kenya	Montenegro	Timor-Leste
	Lao People's Democratic Republic	Myanmar	Tonga
	Latvia	Panama	Tuvalu
	Lithuania	Papua New Guinea	United Arab Emirates
	Madagascar	Paraguay	Vanuatu
	Malaysia	Peru	Total : 40
	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	Sweden	
	Philippines	Thailand	
	Portugal	Turkey	
	Republic of Korea	Turkmenistan	
	Republic of Moldova	United Republic of Tanzania	
	Saint Kitts and Nevis	United States of America	
	Saint Lucia	Uruguay	
	Seychelles	Venezuela (Bolivarian Republic of)	
	Switzerland	Yemen	
	Syrian Arab Republic	Total : 62	
	The former Yugoslav Republic of		
	Macedonia		
	Togo		
	Trinidad and Tobago		
	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

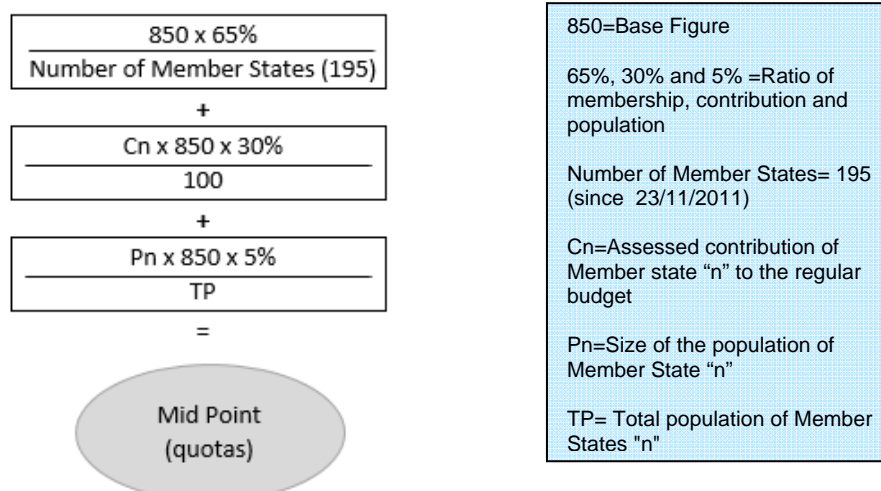
To calculate the quota, UNESCO allocates to Member States a share of posts from the base figure, based on three factors:

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:



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

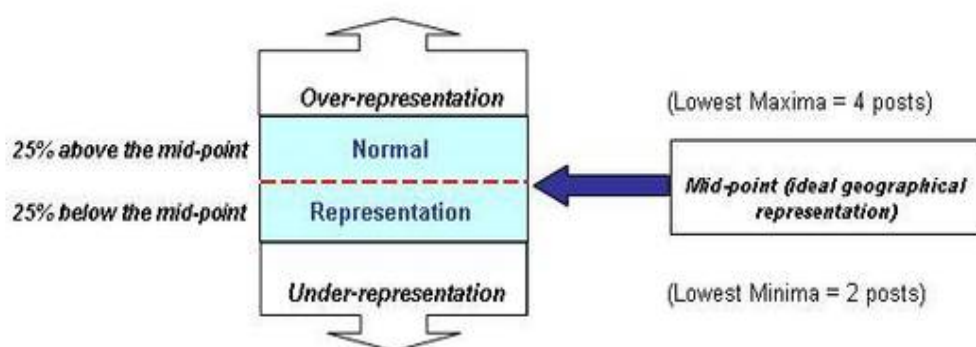
Table 1: Evolution of the ratio of factors for the calculation of geographical quotas

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

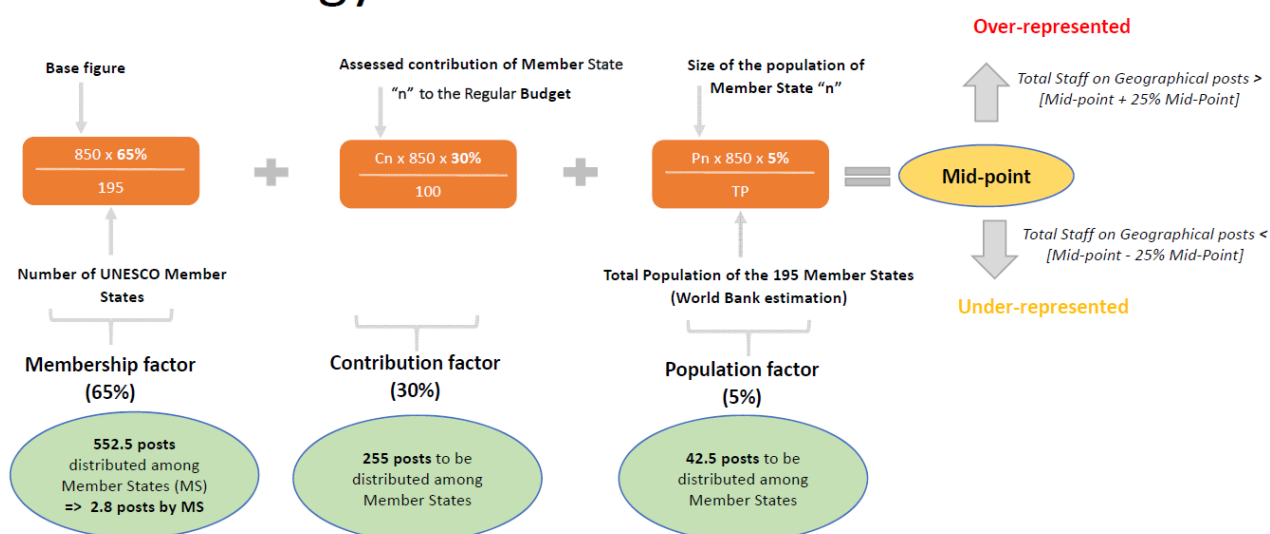
The quota

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>.