

GEOGRAPHICAL DISTRIBUTION AS OF JUNE 2017

Over-represented	In Balance	Under-represented	Non-represented
Belgium	Afghanistan	Andorra	Angola
Bulgaria	Albania	Antigua and Barbuda	Armenia
Cameroon	Algeria	Bahamas	Bahrain
Denmark	Argentina	Barbados	Brunei Darussalam
Ethiopia	Australia	Belarus	Cabo Verde
France	Austria	Belize	Central African Republic
Gambia	Azerbaijan	Bhutan	Chad
Greece	Bangladesh	Botswana	El Salvador
Italy	Benin	Brazil	Equatorial Guinea
Lebanon	Bolivia (Plurinational State of)	China	Guyana
Mexico	Bosnia and Herzegovina	Comoros	Iceland
Morocco	Burkina Faso	Cook Islands	Kiribati
Nepal	Burundi	Dominica	Kuwait
Romania	Cambodia	Dominican Republic	Lesotho
Senegal	Canada	Egypt	Malta
Spain	Chile	Eritrea	Marshall Islands
Tunisia	Colombia	Estonia	Mauritania
Total : 17	Congo	Fiji	Micronesia (Federated States of)
	Costa Rica	Gabon	Monaco
	Côte d'Ivoire	Georgia	Nauru
	Croatia	Ghana	Niue
	Cuba	Grenada	Palau
	Cyprus	Guatemala	Saint Vincent and the Grenadines
	Czechia	Guinea	Samoa
	Democratic People's Republic of Korea	Guinea-Bissau	Solomon Islands
	Democratic Republic of the Congo	Haiti	South Sudan
	Djibouti	Indonesia	Sri Lanka
	Ecuador	Iran (Islamic Republic of)	Suriname
	Finland	Iraq	Tajikistan
	Germany	Kazakhstan	Timor-Leste
	Honduras	Kenya	Tonga
	Hungary	Kyrgyzstan	Tuvalu
	India	Liberia	United Arab Emirates
	Ireland	Libya	Vanuatu
	Israel	Luxembourg	Total : 34
	Jamaica	Malawi	
	Japan	Maldives	
	Jordan	Montenegro	
	Lao People's Democratic Republic	Myanmar	
	Latvia	Palestine	
	Lithuania	Panama	
	Madagascar	Papua New Guinea	
	Malaysia	Paraguay	
	Mali	Peru	
	Mauritius	Poland	
	Mongolia	Qatar	
	Mozambique	Russian Federation	
	Namibia	Rwanda	
	Netherlands	San Marino	
	New Zealand	Sao Tome and Principe	
	Nicaragua	Saudi Arabia	
	Niger	Serbia	
	Nigeria	Sierra Leone	
	Norway	Singapore	
	Oman	Slovakia	
	Pakistan	Slovenia	
	Philippines	Somalia	
	Portugal	Sudan	
	Republic of Korea	Swaziland	
	Republic of Moldova	Sweden	
	Saint Kitts and Nevis	Switzerland	
	Saint Lucia	Thailand	
	Seychelles	Turkey	
	South Africa	Turkmenistan	
	Syrian Arab Republic	United Republic of Tanzania	
	The former Yugoslav Republic of Macedonia	United States of America	
	Togo	Uruguay	
	Trinidad and Tobago	Venezuela (Bolivarian Republic of)	
	Uganda	Yemen	
	Ukraine	Total : 69	
	United Kingdom of Great Britain and Northern Ireland		
	Uzbekistan		
	Viet Nam		
	Zambia		
	Zimbabwe		
	Total : 75		

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

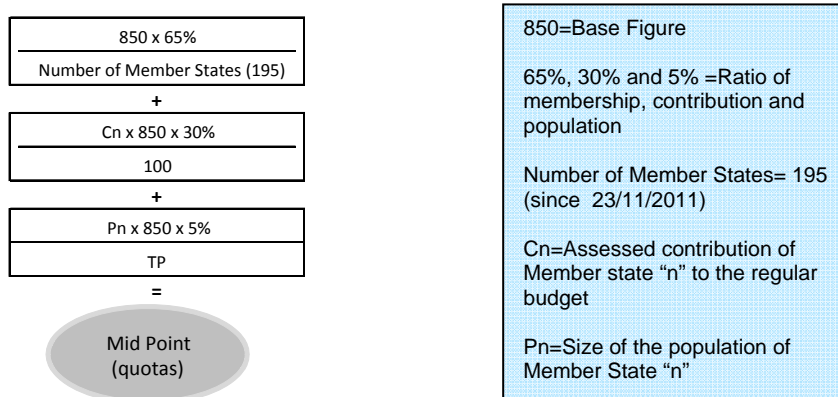
To calculate the quota, UNESCO allocates to Member States a share of posts from the base figure, based on three factors:

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.

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

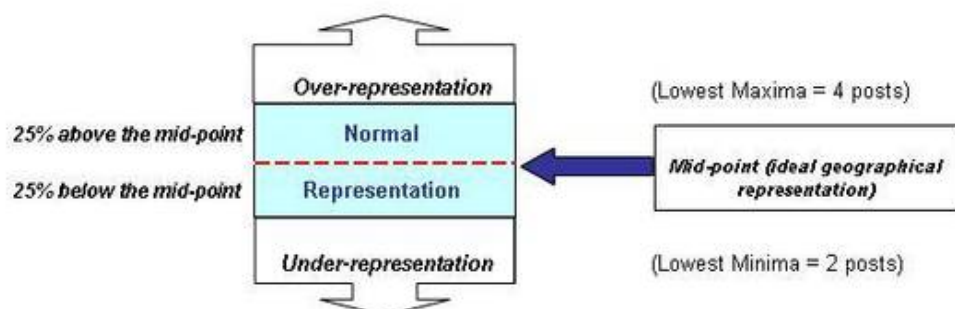
Factors	Prior to 1995	1995	1999	2003
Membership Factor	76%	70%	65%	65%
Contribution Factor	24%	30%	35%	30%
Population Factor	–	–	–	5%

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.

With a base figure of 850 posts, the lowest range of posts is two to four, which represents the minimum quota (as shown a figure 1).

Figure 1



Post Weighing Approach where greater weight is attributed to posts based on their grade

This approach consists in attributing points to each geographical post according to its grade. This approach was formally used by UNESCO until 1960. It was then replaced by the quota system based on the membership and the contribution factors, to which the population factor was added in 2003. Since 2004, at the request of the General Conference, the Secretariat presents for information purposes only, data on the basis of a post weighing approach.

More information

The situation of the geographical distribution of Member States in UNESCO is updated every month and available on Member States website :
(https://en.unesco.org/careers/sites/careers/files/Geographical_Distribution.pdf).