

Over-represented	In Balance	Under-represented	Non-represented
Algeria	Afghanistan	Albania	Andorra
Argentina	Australia	Antigua and Barbuda	Angola
Belgium	Austria	Bangladesh	Armenia
Benin	Azerbaijan	Belarus	Bahamas
Cameroon	Bolivia (Plurinational State of)	Belize	Bahrain
Canada	Brazil	Bosnia and Herzegovina	Barbados
Colombia	Bulgaria	Botswana	Bhutan
Democratic Republic of the Congo	Burkina Faso	China	Brunei Darussalam
Ethiopia	Burundi	Cook Islands	Cabo Verde
Finland	Cambodia	Costa Rica	Central African Republic
France	Chile	Croatia	Chad
Greece	Comoros	Cyprus	Dominican Republic
Italy	Congo	Djibouti	El Salvador
Lebanon	Côte d'Ivoire	Dominica	Equatorial Guinea
Mexico	Cuba	Eritrea	Guatemala
Morocco	Czechia	Estonia	Guyana
Nepal	Democratic People's Republic of Korea	Eswatini	Haiti
Senegal	Denmark	Fiji	Iceland
South Africa	Ecuador	Gabon	Kiribati
Spain	Egypt	Grenada	Kuwait
Tunisia	Gambia	Guinea-Bissau	Luxembourg
Uganda	Georgia	Hungary	Malta
<b>Total : 22</b>	Germans	India	Marshall Islands
	Germany	Indonesia	Micronesia (Federated States of)
	Ghana	Iran (Islamic Republic of)	Monaco
	Guinea	Iraq	Nauru
	Honduras	Kazakhstan	Niue
	Ireland	Kyrgyzstan	Palau
	Jamaica	Lesotho	Panama
	Japan	Liberia	Qatar
	Jordan	Malawi	Saint Vincent and the Grenadines
	Kenya	Maldives	Samoa
	Lao People's Democratic Republic	Mauritania	San Marino
	Latvia	Montenegro	Solomon Islands
	Libya	Myanmar	South Sudan
	Lithuania	Namibia	Sri Lanka
	Madagascar	New Zealand	Suriname
	Malaysia	Nicaragua	Tajikistan
	Mali	Nigeria	Timor-Leste
	Mauritius	North Macedonia	Tonga
	Mongolia	Norway	Tuvalu
	Mozambique	Oman	United Arab Emirates
	Netherlands	Papua New Guinea	Vanuatu
	Niger	Peru	<b>Total : 43</b>
	Pakistan	Poland	
	Palestine	Republic of Korea	
	Paraguay	Russian Federation	
	Philippines	Rwanda	
	Portugal	Sao Tome and Principe	
	Republic of Moldova	Saudi Arabia	
	Romania	Serbia	
	Saint Kitts and Nevis	Sierra Leone	
	Saint Lucia	Singapore	
	Seychelles	Slovakia	
	Slovenia	Somalia	
	Sudan	Switzerland	
	Sweden	Thailand	
	Syrian Arab Republic	Trinidad and Tobago	
	Togo	Turkey	
	Ukraine	Turkmenistan	
	United Kingdom of Great Britain and Northern Ireland	Venezuela (Bolivarian Republic of)	
	United Republic of Tanzania	Yemen	
	Uruguay	<b>Total : 62</b>	
	Uzbekistan		
	Viet Nam		
	Zambia		
	Zimbabwe		
	<b>Total : 66</b>		

Geographical distribution by Member States and by grade,  
status as at February 2022

: 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		2		5	8	10
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	13	1	20	25
4 Andorra	AND	Group I												4	2	O	1					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	7	4	+	3	5	7		7	22	33
8 Armenia	ARM	Group II												4	2	O				1		1	1
9 Australia	AUS	Group IV				1	1	3	1	1			7	12	7	=	8	3		3	1	15	22
10 Austria	AUT	Group I					1	2		1			4	6	4	=	2	1			2	5	9
11 Azerbaijan	AZE	Group II						1	1	1			3	4	2	=	2			1		3	6
12 Bahamas	BHS	Group III												4	2	O	1					1	1
13 Bahrain	BHR	Group Vb												4	2	O							
14 Bangladesh	BGD	Group IV							1	1			2	5	3	-		1			4	5	7
15 Barbados	BRB	Group III												4	2	O						2	2
16 Belarus	BLR	Group II					1						1	4	2	-	1			1		2	3
17 Belgium	BEL	Group I				4	3	3			1		11	7	4	+	4	4			1	9	20
18 Belize	BLZ	Group III									1		1	4	2	-							1
19 Benin	BEN	Group Va						2		3			5	4	2	+	2	3	1	2	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	1	1			3	4
24 Brazil	BRA	Group III			2	1			2	4			9	13	8	=	12	2	9	5	7	35	44
25 Brunei Darussalam	BRN	Group IV												4	2	O							
26 Bulgaria	BGR	Group II						1		1			2	4	2	=				4		4	6
27 Burkina Faso	BFA	Group Va					2		2				4	4	2	=			4	2	1	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	=	1			2	7	12	14
31 Cameroon	CMR	Group Va			2		1	4	2	1			10	4	2	+	2	6	5	3	8	24	34
32 Canada	CAN	Group I				2	5	5	2	3			17	15	9	+	12	9		2	6	29	46
33 Central African Republic	CAF	Group Va												4	2	O							
34 Chad	TCD	Group Va												4	2	O					1	3	3
35 Chile	CHL	Group III		1				2		1			4	5	3	=	2	1		3	5	11	15
36 China	CHN	Group IV	1				2	5	3	2			13	77	46	-	22	6	4	8	7	47	60
37 Colombia	COL	Group III			1			3	2				6	5	3	+	5	1			1	7	13

☐ : 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			
38 Comoros	COM	Group Va					1	1					2	4	2	=				1		1	3
39 Congo	COG	Group Va		1			1		1	1			4	4	2	=	1		1	2	7	11	15
40 Cook Islands	COK	Group IV						1				1	4	2	-								1
41 Costa Rica	CRI	Group III						1				1	4	2	-			1		4	7	8	
42 Côte d'Ivoire	CIV	Group Va						3				3	4	2	=	1		6	4	5	16	19	
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	=							3	
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	1	2				5	6	4	=							5	
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	
53 Ecuador	ECU	Group III							2	1		3	4	2	=	1	1		1	6	8	11	
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	+			8	2	15	25	33	
61 Fiji	FJI	Group IV						1				1	4	2	-						2	3	
62 Finland	FIN	Group I					2	3		1		6	5	3	+	1	1				2	8	
63 France	FRA	Group I			3	1	11	13	14	9	1	52	22	13	+	68	19		260	4	351	403	
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			1		6	4	9	2		22	29	18	=	14	7		2	5	28	50	
68 Ghana	GHA	Group Va				1			1			2	4	2	=			8	3	5	16	18	
69 Greece	GRC	Group I						2	4	2		8	5	3	+	3	1		2	1	7	15	
70 Grenada	GRD	Group III						1				1	4	2	-							1	
71 Guatemala	GTM	Group III											4	2	O							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	
74 Guyana	GUY	Group III											4	2	O								
75 Haiti	HTI	Group III											4	2	O				2	2	5	9	
76 Honduras	HND	Group III						1		2		3	4	2	=							3	
77 Hungary	HUN	Group II			1				1			2	5	3	-				2		2	4	
78 Iceland	ISL	Group I											4	2	O	1					1	1	
79 India	IND	Group IV				3	2	1		1		7	18	11	-	6	2	10	2	15	35	42	

☐ : 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							
80	Indonesia	IDN	Group IV						1	1	1		3	8	5	-			2		9	11	14				
81	Iran (Islamic Republic of)	IRN	Group IV							1	1		2	6	3	-			3	1	2	4	4	14	16		
82	Iraq	IRQ	Group Vb							1			1	4	3	-			1	1	2	1	4	9	10		
83	Ireland	IRL	Group I					1	2				3	5	3	=			1	1		5		7	10		
84	Italy	ITA	Group I		1		4	6	8	7	3		29	17	10	+			14	43		9	119	185	214		
85	Jamaica	JAM	Group III							1	1		2	4	2	=					1		6	7	9		
86	Japan	JPN	Group IV			2	1	3	14	15	1		36	38	23	=			13	5		2		20	56		
87	Jordan	JOR	Group Vb				1		2		1		4	4	2	=			3	1	6	1	5	16	20		
88	Kazakhstan	KAZ	Group IV							2			2	4	3	-					4	1	5	10	12		
89	Kenya	KEN	Group Va						3	1			4	4	2	=					4	3	3	2	11	23	27
90	Kiribati	KIR	Group IV											4	2	O											
91	Kuwait	KWT	Group Vb											5	3	O											
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		2	3			6	4	2	+			1	3	3	2	9	18	24		
96	Lesotho	LSO	Group Va								1		1	4	2	-					1			1	2		
97	Liberia	LBR	Group Va								1		1	4	2	-									1		
98	Libya	LBY	Group Vb								2		2	4	2	=						1		1	3		
99	Lithuania	LTU	Group II						2	1			3	4	2	=					1		1		4		
100	Luxembourg	LUX	Group I											4	2	O											
101	Madagascar	MDG	Group Va					1		1			2	4	2	=				1	3	2	1	7	9		
102	Malawi	MWI	Group Va					1					1	4	2	-									1		
103	Malaysia	MYS	Group IV					1	2				3	5	3	=				1				1	4		
104	Maldives	MDV	Group IV								1		1	4	2	-									1		
105	Mali	MLI	Group Va						1	1			2	4	2	=				1	4	3	5	13	15		
106	Malta	MLT	Group I											4	2	O											
107	Marshall Islands	MHL	Group IV											4	2	O											
108	Mauritania	MRT	Group Vb						1				1	4	2	-				1	1		1	3	4		
109	Mauritius	MUS	Group Va						1	1			2	4	2	=			1			5		6	8		
110	Mexico	MEX	Group III		1			4	1	4	2		12	10	6	+			1	1	3	5	3	13	25		
111	Micronesia (Federated States of)	FSM	Group IV											4	2	O											
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	+			3	1	4	8	7	23	30		
116	Mozambique	MOZ	Group Va				2	1					3	4	2	=					4		4	8	11		
117	Myanmar	MMR	Group IV						1				1	4	2	-									1		
118	Namibia	NAM	Group Va								1		1	4	2	-					3	1	4	8	9		
119	Nauru	NRU	Group IV											4	2	O											
120	Nepal	NPL	Group IV					1	3	1	1		6	4	2	+					4		3	7	13		
121	Netherlands	NLD	Group I				1	3			3		7	9	6	=				1		1		2	9		

☐ : 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			
122	New Zealand	NZL	Group IV						1		1		2	5	3	-	1	2				3	5
123	Nicaragua	NIC	Group III							1		1	4	2	-								1
124	Niger	NER	Group Va				1	1		2		4	4	2	=		1	3		1		5	9
125	Nigeria	NGA	Group Va						1	1		2	6	4	-		1	1	3	3	6	14	16
126	Niue	NIU	Group IV										4	2	O								
127	North Macedonia	MKD	Group II					1				1	4	2	-				1		1	2	
128	Norway	NOR	Group I				1	1				2	6	4	-		1				1	3	
129	Oman	OMN	Group Vb								1	1	4	2	-					2	2	3	
130	Pakistan	PAK	Group IV					1	1	1	2	5	6	3	=		2	5		4	11	16	
131	Palau	PLW	Group IV										4	2	O								
132	Palestine	PSE	Group Vb							1	1	2	4	2	=		1	1	2	5	9	11	
133	Panama	PAN	Group III										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	2	4	4	12	13
137	Philippines	PHL	Group IV					1	2		2	5	5	3	=				11	1	12	17	
138	Poland	POL	Group II					1	1	1		3	7	4	-		2	1		4		7	10
139	Portugal	PRT	Group I					1		1	1	3	5	3	=		2	1		5		8	11
140	Qatar	QAT	Group Vb										5	3	O								
141	Republic of Korea	KOR	Group IV					1	2	4	1	8	15	9	-		5	3		1		9	17
142	Republic of Moldova	MDA	Group II							1	1	2	4	2	=								2
143	Romania	ROU	Group II				1		2	1	1	5	5	3	=		2	1		3	2	8	13
144	Russian Federation	RUS	Group II		1			1	2		2	6	12	7	-		5	5	3	10	1	24	30
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
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								
151	Sao Tome and Principe	STP	Group Va							1		1	4	2	-								1
152	Saudi Arabia	SAU	Group Vb				1				1	2	9	5	-		4	2				6	8
153	Senegal	SEN	Group Va					1	3	1	1	6	4	2	+		2	5	8	10	11	36	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			2	1	1	1	6	5	3	+		3	1	2	1		7	13
163	South Sudan	SSD	Group Va										4	2	O			1	2		4	7	7

☐ : Under- and non-represented Member States

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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			
164	Spain	ESP	Group I					6	2	6	1		15	13	8	+	10	6		7	1	24	39
165	Sri Lanka	LKA	Group IV										4	2	O		1				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	1			1	1	4	7	4	=	4	1			1	6	10
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		2	2
172	Thailand	THA	Group IV									1	6	3	-				3	1	12	16	17
173	Timor-Leste	TLS	Group IV										4	2	O								
174	Togo	TGO	Group Va								1	1	3	4	2	=		2	1	4	3	10	13
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	4	1		10	4	2	+	2	1		6		9	19
178	Turkey	TUR	Group I			1			1		1		3	8	5	-	3					3	6
179	Turkmenistan	TKM	Group IV						1				1	4	2	-							1
180	Tuvalu	TUV	Group IV										4	2	O								
181	Uganda	UGA	Group Va								5		5	4	2	+		2	3	1	1	7	12
182	Ukraine	UKR	Group II								3	1	4	4	2	=	3			5		8	12
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	22	13	=	16	9	1	7	7	40	56
185	United Republic of Tanzania	TZA	Group Va						2				2	4	2	=		1	8	1	5	15	17
186	Uruguay	URY	Group III								1	1	2	4	2	=			2	1	9	12	14
187	Uzbekistan	UZB	Group II						2				2	4	2	=			3		3	6	8
188	Vanuatu	VUT	Group IV										4	2	O								
189	Venezuela (Bolivarian Republic of)	VEN	Group III				1				1		2	5	3	-			2		2	4	6
190	Viet Nam	VNM	Group IV						1	2	1		4	5	3	=			2	2	4	8	12
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	9	18	20
<b>Total</b>				<b>1</b>	<b>8</b>	<b>12</b>	<b>35</b>	<b>107</b>	<b>173</b>	<b>172</b>	<b>113</b>	<b>3</b>	<b>624</b>				<b>310</b>	<b>213</b>	<b>204</b>	<b>505</b>	<b>485</b>	<b>1717</b>	<b>2341</b>

**Non Member States**

Israel	ISR						1	1	1				3										
United States of America	USA				1	5	4	5	1				16										

				1									1								1		4
9	4			6	3								22								6	3	38

## 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

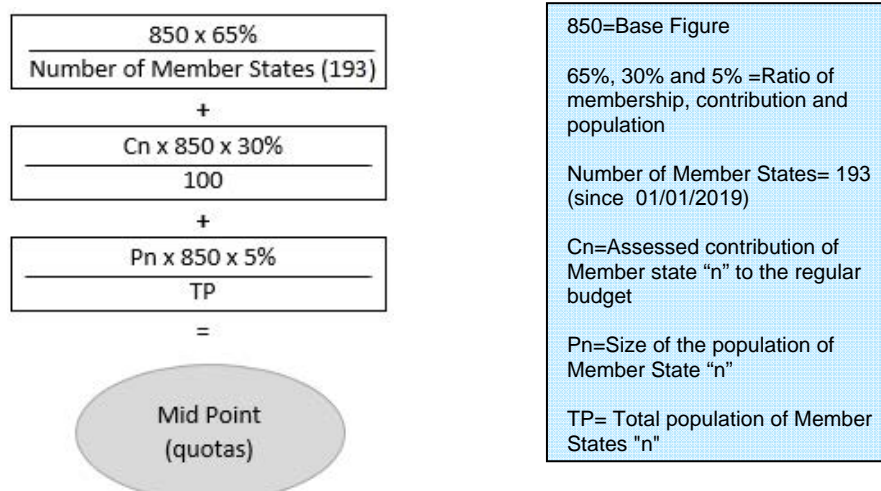
To calculate the quota, UNESCO allocates to Member States a share of posts from the base figure, based on three factors:

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:

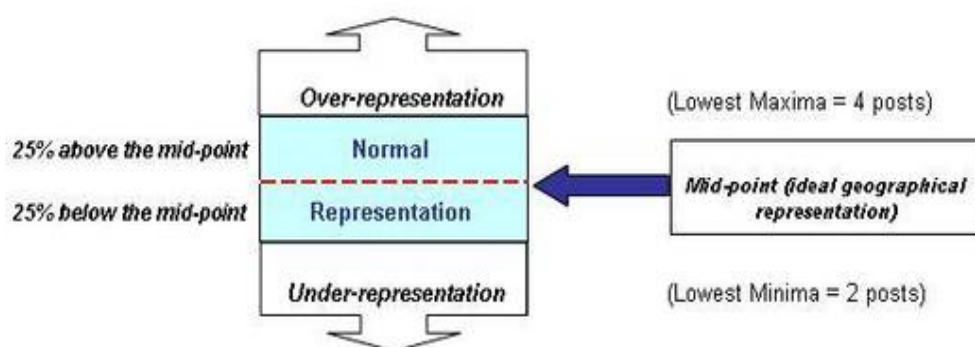
**Table 1: Evolution of the ratio of factors for the calculation of geographical quotas**

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

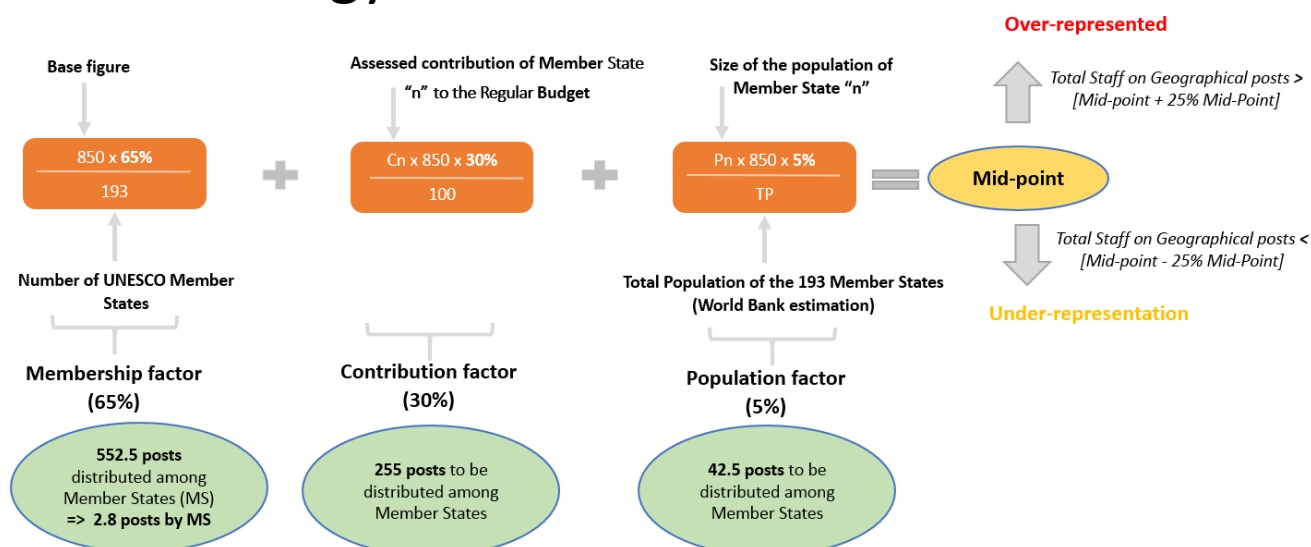
### The quota

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> (*link being updated*).