

GEOGRAPHICAL DISTRIBUTION AS AT APRIL 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	Botswana	Brunei Darussalam
Denmark	Bangladesh	Brazil	Cabo Verde
Ethiopia	Bolivia (Plurinational State of)	China	Central African Republic
France	Bosnia and Herzegovina	Comoros	Chad
Gambia	Burkina Faso	Cook Islands	Dominican Republic
Greece	Burundi	Dominica	El Salvador
Italy	Cambodia	Egypt	Equatorial Guinea
Lebanon	Chile	Eritrea	Guatemala
Mexico	Colombia	Estonia	Guyana
Morocco	Congo	Fiji	Iceland
Nepal	Costa Rica	Gabon	Kiribati
Romania	Côte d'Ivoire	Georgia	Kuwait
Senegal	Croatia	Ghana	Lesotho
South Africa	Cuba	Grenada	Malta
Spain	Cyprus	Guinea	Marshall Islands
Tunisia	Czechia	Guinea-Bissau	Micronesia (Federated States of)
United Kingdom of Great Britain and Northern Ireland	Democratic People's Republic of Korea	Haiti	Monaco
Total : 22	Democratic Republic of the Congo	Indonesia	Nauru
	Djibouti	Iran (Islamic Republic of)	Niue
	Ecuador	Iraq	Palau
	Finland	Kazakhstan	Rwanda
	Germany	Kyrgyzstan	Saint Vincent and the Grenadines
	Honduras	Liberia	Samoa
	Hungary	Libya	Solomon Islands
	India	Luxembourg	Somalia
	Ireland	Malawi	South Sudan
	Israel	Maldives	Sri Lanka
	Jamaica	Mauritania	Suriname
	Japan	Mongolia	Tajikistan
	Jordan	Montenegro	Timor-Leste
	Kenya	Myanmar	Tonga
	Lao People's Democratic Republic	Panama	Tuvalu
	Latvia	Papua New Guinea	United Arab Emirates
	Lithuania	Paraguay	Vanuatu
	Madagascar	Peru	Total : 39
	Malaysia	Poland	
	Mali	Qatar	
	Mauritius	Russian Federation	
	Mozambique	San Marino	
	Namibia	Sao Tome and Principe	
	Netherlands	Saudi Arabia	
	New Zealand	Serbia	
	Nicaragua	Sierra Leone	
	Niger	Singapore	
	Nigeria	Slovakia	
	Norway	Slovenia	
	Oman	Sudan	
	Pakistan	Swaziland	
	Palestine	Sweden	
	Philippines	Switzerland	
	Portugal	Thailand	
	Republic of Korea	Turkey	
	Republic of Moldova	Turkmenistan	
	Saint Kitts and Nevis	United Republic of Tanzania	
	Saint Lucia	United States of America	
	Seychelles	Uruguay	
	Syrian Arab Republic	Venezuela (Bolivarian Republic of)	
	The former Yugoslav Republic of Macedonia	Yemen	
	Togo	Total : 63	
	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

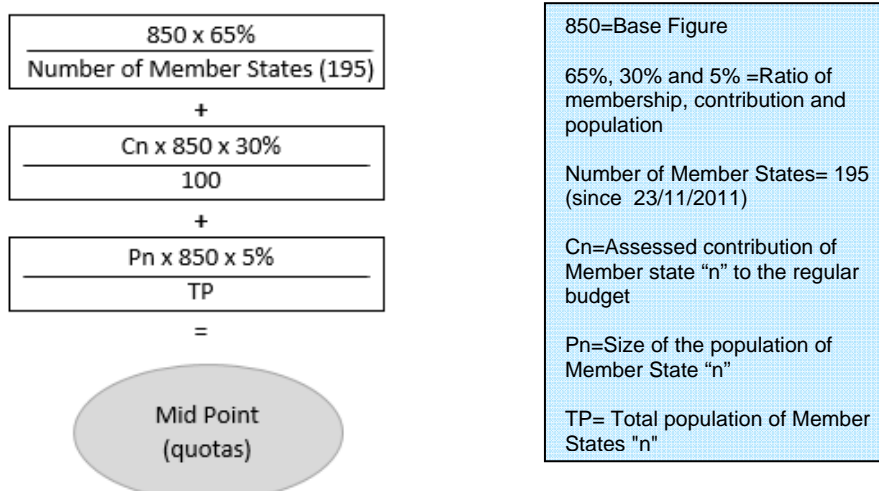
To calculate the quota, UNESCO allocates to Member States a share of posts from the base figure, based on three factors:

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:

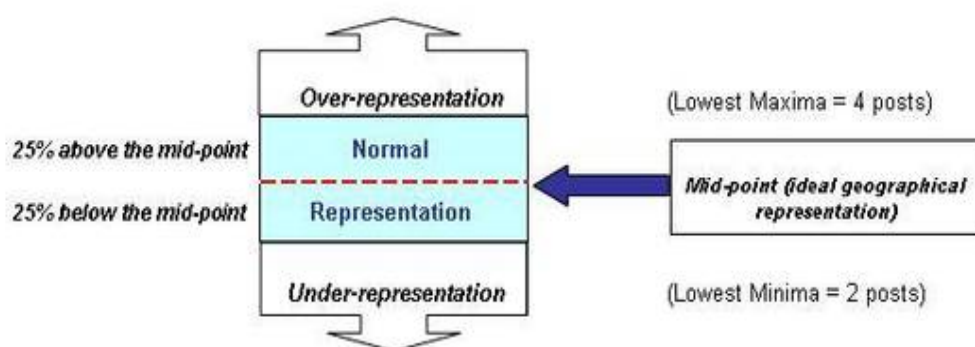
Table 1: Evolution of the ratio of factors for the calculation of geographical quotas

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

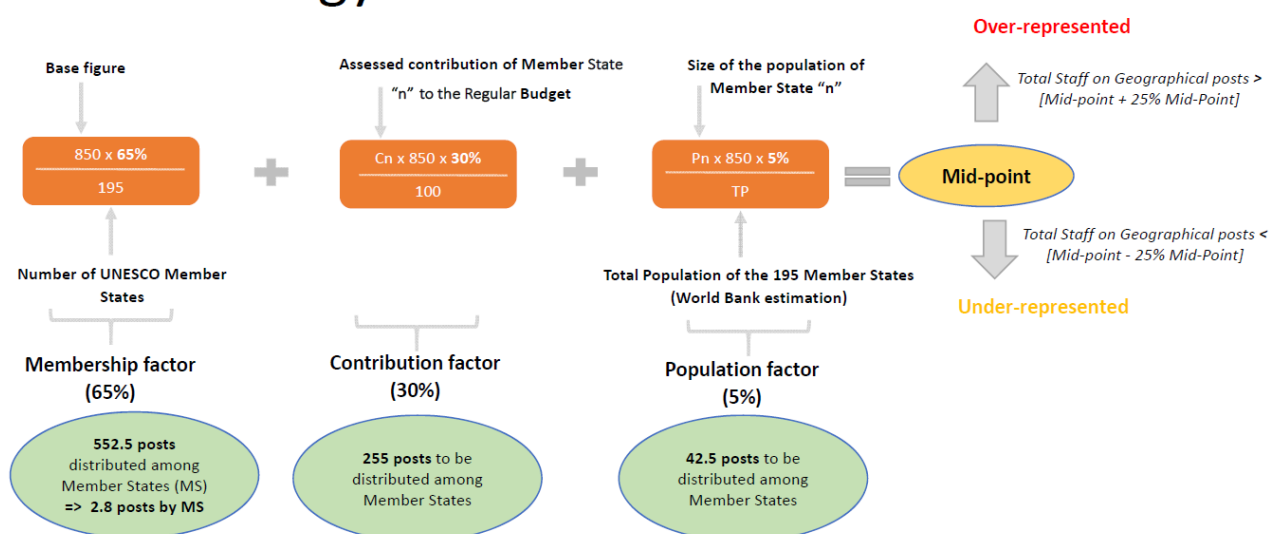
The quota

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>.