



GEOGRAPHICAL DISTRIBUTION AS AT DECEMBER 2018

Over-represented	In Balance	Under-represented	Non-represented
Argentina	Afghanistan	Antigua and Barbuda	Andorra
Belgium	Albania	Australia	Angola
Benin	Algeria	Belarus	Armenia
Bulgaria	Austria	Belize	Bahamas
Burkina Faso	Azerbaijan	Bhutan	Bahrain
Cameroon	Bangladesh	Bosnia and Herzegovina	Barbados
Canada	Bolivia (Plurinational State of)	Botswana	Brunei Darussalam
Denmark	Burundi	Brazil	Cabo Verde
Ethiopia	Cambodia	China	Central African Republic
France	Chile	Comoros	Chad
Gambia	Colombia	Cook Islands	Dominican Republic
Greece	Congo	Dominica	El Salvador
Italy	Costa Rica	Egypt	Equatorial Guinea
Lebanon	Côte d'Ivoire	Eritrea	Gabon
Mexico	Croatia	Estonia	Guatemala
Morocco	Cuba	Eswatini	Guyana
Nepal	Cyprus	Fiji	Iceland
Romania	Czechia	Georgia	Kiribati
Senegal	Democratic People's Republic of Korea	Ghana	Kuwait
South Africa	Democratic Republic of the Congo	Grenada	Lesotho
Spain	Djibouti	Guinea	Luxembourg
Tunisia	Ecuador	Guinea-Bissau	Malta
United Kingdom of Great Britain and Northern Ireland	Finland	Haiti	Marshall Islands
Total : 23	Germany	Indonesia	Micronesia (Federated States of)
	Honduras	Iran (Islamic Republic of)	Monaco
	Hungary	Iraq	Nauru
	India	Kazakhstan	Niue
	Ireland	Kyrgyzstan	Palau
	Israel	Liberia	Panama
	Jamaica	Libya	Rwanda
	Japan	Malawi	Saint Vincent and the Grenadines
	Jordan	Maldives	Samoa
	Kenya	Mauritania	Solomon Islands
	Lao People's Democratic Republic	Mongolia	Somalia
	Latvia	Montenegro	South Sudan
	Lithuania	Myanmar	Sri Lanka
	Madagascar	Nigeria	Suriname
	Malaysia	Papua New Guinea	Tajikistan
	Mali	Peru	Timor-Leste
	Mauritius	Poland	Tonga
	Mozambique	Qatar	Tuvalu
	Namibia	Russian Federation	United Arab Emirates
	Netherlands	San Marino	Vanuatu
	New Zealand	Sao Tome and Principe	Total : 43
	Nicaragua	Saudi Arabia	
	Niger	Serbia	
	Norway	Sierra Leone	
	Oman	Singapore	
	Pakistan	Slovakia	
	Palestine	Slovenia	
	Paraguay	Sudan	
	Philippines	Sweden	
	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	
	Switzerland	Venezuela (Bolivarian Republic of)	
	Syrian Arab Republic	Yemen	
	The former Yugoslav Republic of Macedonia	Total : 60	
	Togo		
	Trinidad and Tobago		
	Uganda		
	Ukraine		
	Uzbekistan		
	Viet Nam		
	Zambia		
	Zimbabwe		
	Total : 69		



Geographical distribution by Member States and by grade, status as at December 2018

: Under- and non-represented Member States

Member States	Signle	Group	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation
1 Afghanistan	AFG	Group IV						1	1			2	4	2	=
2 Albania	ALB	Group II				1		1				2	4	2	=
3 Algeria	DZA	Group Vb				1				3		4	4	3	=
4 Andorra	AND	Group I											4	2	O
5 Angola	AGO	Group Va											4	2	O
6 Antigua and Barbuda	ATG	Group III								1		1	4	2	-
7 Argentina	ARG	Group III					3	2	2	2		9	7	4	+
8 Armenia	ARM	Group II											4	2	O
9 Australia	AUS	Group IV				1	1	2	1	1		6	11	7	-
10 Austria	AUT	Group I					1	2		1		4	6	4	=
11 Azerbaijan	AZE	Group II						1		2		3	4	2	=
12 Bahamas	BHS	Group III											4	2	O
13 Bahrain	BHR	Group Vb											4	2	O
14 Bangladesh	BGD	Group IV							2	1		3	5	3	=
15 Barbados	BRB	Group III											4	2	O
16 Belarus	BLR	Group II					1					1	4	2	-
17 Belgium	BEL	Group I			1		4	3	3			11	6	4	+
18 Belize	BLZ	Group III								1		1	4	2	-
19 Benin	BEN	Group Va						2	1	3		6	4	2	+
20 Bhutan	BTN	Group IV								1		1	4	2	-
21 Bolivia (Plurinational State of)	BOL	Group III							2			2	4	2	=
22 Bosnia and Herzegovina	BIH	Group II								1		1	4	2	-
23 Botswana	BWA	Group Va							1			1	4	2	-
24 Brazil	BRA	Group III				2		1	2	1		6	17	10	-
25 Brunei Darussalam	BRN	Group IV											4	2	O
26 Bulgaria	BGR	Group II					2	2	1	2		7	4	2	+
27 Burkina Faso	BFA	Group Va				1	1	1	2			5	4	2	+
28 Burundi	BDI	Group Va						3		1		4	4	2	=
29 Cabo Verde	CPV	Group Va											4	2	O
30 Cambodia	KHM	Group IV					1			1		2	4	2	=
31 Cameroon	CMR	Group Va				1	1	3	3	1		9	4	2	+
32 Canada	CAN	Group I				2	3	6	1	3		15	13	8	+
33 Central African Republic	CAF	Group Va											4	2	O
34 Chad	TCD	Group Va											4	2	O
35 Chile	CHL	Group III		1				1	1	1		4	5	3	=
36 China	CHN	Group IV	1			1	2	3	2	1		10	39	23	-
37 Colombia	COL	Group III			1			2	1			4	5	3	=
38 Comoros	COM	Group Va					1					1	4	2	-
39 Congo	COG	Group Va		1				1	2			4	4	2	=
40 Cook Islands	COK	Group IV						1				1	4	2	-
41 Costa Rica	CRI	Group III				1		1				2	4	2	=
42 Côte d'Ivoire	CIV	Group Va						2	1			3	4	2	=
43 Croatia	HRV	Group II						2				2	4	2	=
44 Cuba	CUB	Group III					1	2		1		4	4	2	=
45 Cyprus	CYP	Group I							2			2	4	2	=
46 Czechia	CZE	Group II					1		2			3	5	3	=
47 Democratic People's Republic of Korea	PRK	Group IV					1	1				2	4	2	=
48 Democratic Republic of the Congo	COD	Group Va					1		1	1		3	4	2	=
49 Denmark	DNK	Group I				2	3	2				7	5	3	+
50 Djibouti	DJI	Group Va					1	1				2	4	2	=
51 Dominica	DMA	Group III								1		1	4	2	-
52 Dominican Republic	DOM	Group III											4	2	O
53 Ecuador	ECU	Group III					1		1	1		3	4	2	=
54 Egypt	EGY	Group Vb				1		1				2	5	3	-
55 El Salvador	SLV	Group III											4	2	O
56 Equatorial Guinea	GNQ	Group Va											4	2	O
57 Eritrea	ERI	Group Va							1			1	4	2	-
58 Estonia	EST	Group II				1						1	4	2	-
59 Eswatini	SWZ	Group Va						1				1	4	2	-
60 Ethiopia	ETH	Group Va						1	3	1	1	6	4	3	+
61 Fiji	FJI	Group IV						1				1	4	2	-
62 Finland	FIN	Group I					1	2				3	5	3	=
63 France	FRA	Group I			3	1	8	14	15	9		50	20	12	+
64 Gabon	GAB	Group Va											4	2	O
65 Gambia	GMB	Group Va				1		2		2		5	4	2	+
66 Georgia	GEO	Group II							1			1	4	2	-

Member States		Slg	Group	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation
67	Germany	DEU	Group I			2	1	3	5	8	2		21	24	15	=
68	Ghana	GHA	Group Va				1						1	4	2	-
69	Greece	GRC	Group I							4	2		6	5	3	+
70	Grenada	GRD	Group III						1				1	4	2	-
71	Guatemala	GTM	Group III											4	2	O
72	Guinea	GIN	Group Va						1				1	4	2	-
73	Guinea-Bissau	GNB	Group Va						1				1	4	2	-
74	Guyana	GUY	Group III											4	2	O
75	Haiti	HTI	Group III								1		1	4	2	-
76	Honduras	HND	Group III						1		1		2	4	2	=
77	Hungary	HUN	Group II					1		1			2	4	2	=
78	Iceland	ISL	Group I											4	2	O
79	India	IND	Group IV				3	4	2		1		10	15	9	=
80	Indonesia	IDN	Group IV							2	1		3	7	4	-
81	Iran (Islamic Republic of)	IRN	Group IV								1		1	6	3	-
82	Iraq	IRQ	Group Vb							1			1	4	3	-
83	Ireland	IRL	Group I					2		2			4	5	3	=
84	Israel	ISR	Group I						2	1			3	5	3	=
85	Italy	ITA	Group I		1		3	8	7	5	1		25	16	10	+
86	Jamaica	JAM	Group III							1	1		2	4	2	=
87	Japan	JPN	Group IV			1		4	11	15	1		32	35	21	=
88	Jordan	JOR	Group Vb		1		1		1		1		4	4	2	=
89	Kazakhstan	KAZ	Group IV							1			1	4	3	-
90	Kenya	KEN	Group Va						1	1			2	4	2	=
91	Kiribati	KIR	Group IV											4	2	O
92	Kuwait	KWT	Group Vb											4	3	O
93	Kyrgyzstan	KGZ	Group IV							1			1	4	2	-
94	Lao People's Democratic Republic	LAO	Group IV						1	1			2	4	2	=
95	Latvia	LVA	Group II							2			2	4	2	=
96	Lebanon	LBN	Group Vb				1	1	2	2	1		7	4	2	+
97	Lesotho	LSO	Group Va											4	2	O
98	Liberia	LBR	Group Va								1		1	4	2	-
99	Libya	LYB	Group Vb								1		1	4	2	-
100	Lithuania	LTU	Group II						2	1			3	4	2	=
101	Luxembourg	LUX	Group I											4	2	O
102	Madagascar	MDG	Group Va					1		1			2	4	2	=
103	Malawi	MWI	Group Va					1					1	4	2	-
104	Malaysia	MYS	Group IV						2	2			4	5	3	=
105	Maldives	MDV	Group IV								1		1	4	2	-
106	Mali	MLI	Group Va						1	1			2	4	2	=
107	Malta	MLT	Group I											4	2	O
108	Marshall Islands	MHL	Group IV											4	2	O
109	Mauritania	MRT	Group Vb						1				1	4	2	-
110	Mauritius	MUS	Group Va						1	1			2	4	2	=
111	Mexico	MEX	Group III				1	2	2	5	2		12	9	5	+
112	Micronesia (Federated States of)	FSM	Group IV											4	2	O
113	Monaco	MCO	Group I											4	2	O
114	Mongolia	MNG	Group IV							1			1	4	2	-
115	Montenegro	MNE	Group II								1		1	4	2	-
116	Morocco	MAR	Group Vb						5	1	2		8	4	2	+
117	Mozambique	MOZ	Group Va				3	1					4	4	2	=
118	Myanmar	MMR	Group IV						1				1	4	2	-
119	Namibia	NAM	Group Va							1	1		2	4	2	=
120	Nauru	NRU	Group IV											4	2	O
121	Nepal	NPL	Group IV						3	2	1		6	4	2	+
122	Netherlands	NLD	Group I				3			3			6	8	5	=
123	New Zealand	NZL	Group IV					1	1	1	1		4	4	3	=
124	Nicaragua	NIC	Group III				1			1			2	4	2	=
125	Niger	NER	Group Va					2		1	1		4	4	2	=
126	Nigeria	NGA	Group Va						1	1			2	6	3	-
127	Niue	NIU	Group IV											4	2	O
128	Norway	NOR	Group I						3	1			4	6	4	=
129	Oman	OMN	Group Vb			1					1		2	4	2	=
130	Pakistan	PAK	Group IV					1	1	1	1		4	5	3	=
131	Palau	PLW	Group IV											4	2	O
132	Palestine	PSE	Group Vb							2			2	4	2	=
133	Panama	PAN	Group III											4	2	O
134	Papua New Guinea	PNG	Group IV						1				1	4	2	-
135	Paraguay	PRY	Group III							1	1		2	4	2	=
136	Peru	PER	Group III						1				1	4	3	-
137	Philippines	PHL	Group IV					1	1		2		4	5	3	=
138	Poland	POL	Group II					1		2			3	6	4	-

Member States		Slg	Group	DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation
139	Portugal	PRT	Group I						1	1	1		3	5	3	=
140	Qatar	QAT	Group Vb								1		1	4	3	-
141	Republic of Korea	KOR	Group IV			1	1	1	1	5	1		10	10	6	=
142	Republic of Moldova	MDA	Group II						1	1			2	4	2	=
143	Romania	ROU	Group II				1		2	2	1		6	4	3	+
144	Russian Federation	RUS	Group II		1			2	3		1		7	14	9	-
145	Rwanda	RWA	Group Va											4	2	O
146	Saint Kitts and Nevis	KNA	Group III						1	1			2	4	2	=
147	Saint Lucia	LCA	Group III								2		2	4	2	=
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							1			1	4	2	-
151	Sao Tome and Principe	STP	Group Va							1			1	4	2	-
152	Saudi Arabia	SAU	Group Vb				1				1		2	7	4	-
153	Senegal	SEN	Group Va					1	2	2	1		6	4	2	+
154	Serbia	SRB	Group II								1		1	4	2	-
155	Seychelles	SYC	Group Va						1	1			2	4	2	=
156	Sierra Leone	SLE	Group Va						1				1	4	2	-
157	Singapore	SGP	Group IV								1		1	5	3	-
158	Slovakia	SVK	Group II							1			1	4	2	-
159	Slovenia	SVN	Group II								1		1	4	2	-
160	Solomon Islands	SLB	Group IV											4	2	O
161	Somalia	SOM	Group Va											4	2	O
162	South Africa	ZAF	Group Va			1		1	2	1	1		6	5	3	+
163	South Sudan	SSD	Group Va											4	2	O
164	Spain	ESP	Group I					7	3	4	3		17	12	7	+
165	Sri Lanka	LKA	Group IV											4	2	O
166	Sudan	SDN	Group Vb					1					1	4	2	-
167	Suriname	SUR	Group III											4	2	O
168	Sweden	SWE	Group I			1			2				3	7	4	-
169	Switzerland	CHE	Group I		1			1		2			4	7	4	=
170	Syrian Arab Republic	SYR	Group Vb					2		1			3	4	2	=
171	Tajikistan	TJK	Group II											4	2	O
172	Thailand	THA	Group IV								1		1	5	3	-
173	The former Yugoslav Republic of Macedonia	MKD	Group II				1	1					2	4	2	=
174	Timor-Leste	TLS	Group IV											4	2	O
175	Togo	TGO	Group Va					1	1				2	4	2	=
176	Tonga	TON	Group IV											4	2	O
177	Trinidad and Tobago	TTO	Group III						1		1		2	4	2	=
178	Tunisia	TUN	Group Vb		1	1		1	2	4	1		10	4	2	+
179	Turkey	TUR	Group I			1			1		1		3	7	4	-
180	Turkmenistan	TKM	Group IV							1			1	4	2	-
181	Tuvalu	TUV	Group IV											4	2	O
182	Uganda	UGA	Group Va							4			4	4	2	=
183	Ukraine	UKR	Group II							3	1		4	4	3	=
184	United Arab Emirates	ARE	Group Vb											6	3	O
185	United Kingdom of Great Britain and Northern Ireland	GBR	Group I		1	2		7	3	4	3		20	18	11	+
186	United Republic of Tanzania	TZA	Group Va						1				1	4	2	-
187	United States of America	USA	Group I				2	5	7	7	2		23	76	46	-
188	Uruguay	URY	Group III							1			1	4	2	-
189	Uzbekistan	UZB	Group II						1	1			2	4	2	=
190	Vanuatu	VUT	Group IV											4	2	O
191	Venezuela (Bolivarian Republic of)	VEN	Group III				1						1	6	3	-
192	Viet Nam	VNM	Group IV						1	2	1		4	4	3	=
193	Yemen	YEM	Group Vb							1			1	4	2	-
194	Zambia	ZMB	Group Va						1		1		2	4	2	=
195	Zimbabwe	ZWE	Group Va							2	1		3	4	2	=
Total				1	8	16	41	106	172	187	104	1	636			

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

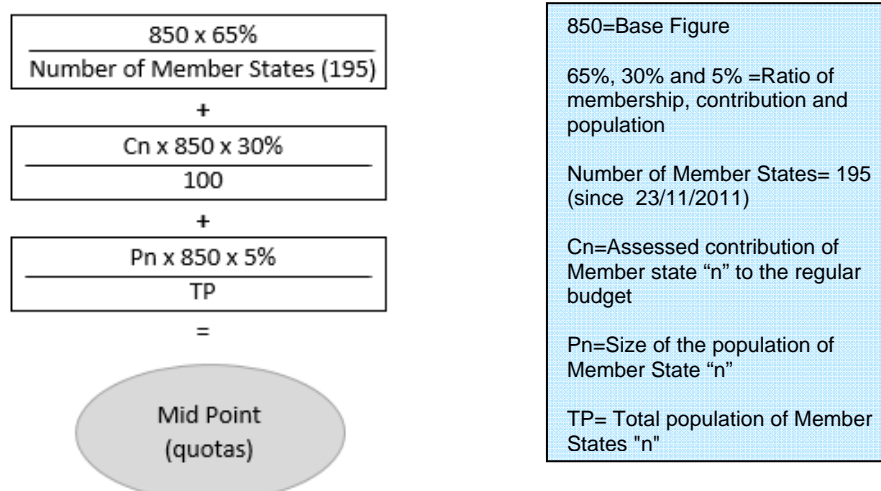
To calculate the quota, UNESCO allocates to Member States a share of posts from the base figure, based on three factors:

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:

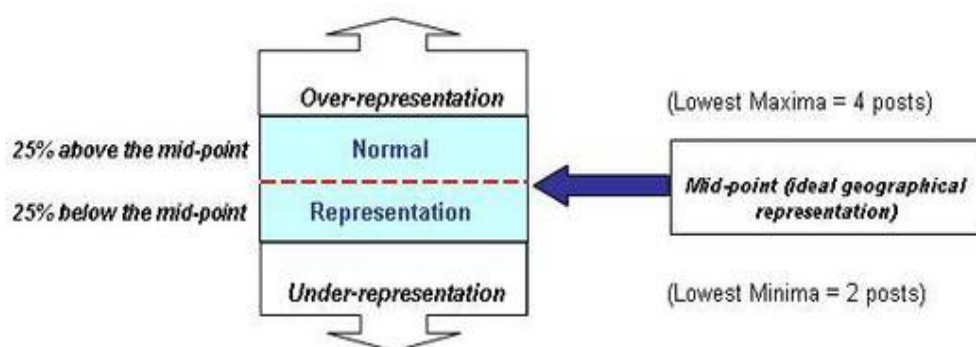
Table 1: Evolution of the ratio of factors for the calculation of geographical quotas

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

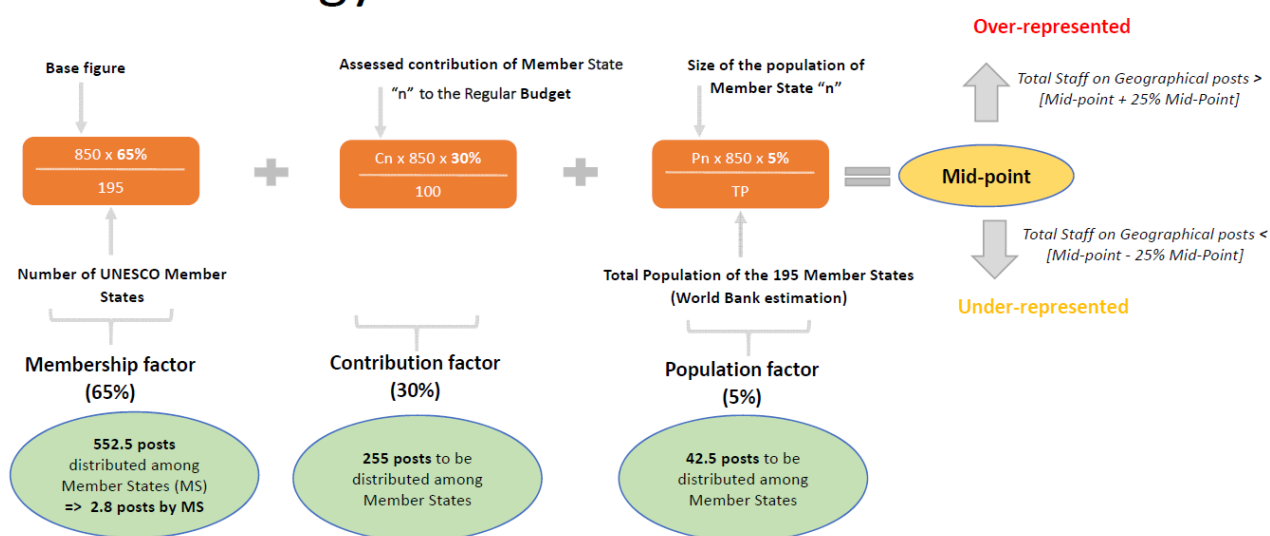
The quota

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>.