



Over-represented	In Balance	Under-represented	Non-represented
Argentina	Afghanistan	Antigua and Barbuda	Andorra
Belgium	Albania	Belarus	Angola
Benin	Algeria	Belize	Armenia
Bulgaria	Australia	Bhutan	Bahamas
Burkina Faso	Austria	Bosnia and Herzegovina	Bahrain
Cameroon	Azerbaijan	Botswana	Barbados
Canada	Bangladesh	Brazil	Brunei Darussalam
Democratic Republic of the Congo	Bolivia (Plurinational State of)	China	Cabo Verde
Denmark	Burundi	Cook Islands	Central African Republic
Ethiopia	Cambodia	Croatia	Chad
France	Chile	Djibouti	Dominican Republic
Gambia	Colombia	Dominica	El Salvador
Greece	Comoros	Egypt	Equatorial Guinea
Italy	Congo	Eritrea	Guyana
Lebanon	Costa Rica	Estonia	Iceland
Mexico	Côte d'Ivoire	Eswatini	Kiribati
Morocco	Cuba	Fiji	Kuwait
Nepal	Cyprus	Gabon	Luxembourg
Romania	Czechia	Grenada	Malta
Senegal	Democratic People's Republic of Korea	Guatemala	Marshall Islands
South Africa	Ecuador	Guinea-Bissau	Mauritania
Spain	Finland	Haiti	Micronesia (Federated States of)
Tunisia	Georgia	India	Monaco
<b>Total : 23</b>	Germany	Indonesia	Nauru
	Ghana	Iran (Islamic Republic of)	Niue
	Guinea	Iraq	Palau
	Honduras	Kazakhstan	Panama
	Hungary	Kyrgyzstan	Qatar
	Ireland	Lesotho	Saint Vincent and the Grenadines
	Jamaica	Liberia	Samoa
	Japan	Malawi	San Marino
	Jordan	Maldives	Solomon Islands
	Kenya	Montenegro	South Sudan
	Lao People's Democratic Republic	Myanmar	Sri Lanka
	Latvia	Namibia	Suriname
	Libya	New Zealand	Tajikistan
	Lithuania	Nigeria	Timor-Leste
	Madagascar	North Macedonia	Tonga
	Malaysia	Papua New Guinea	Tuvalu
	Mali	Peru	United Arab Emirates
	Mauritius	Poland	Vanuatu
	Mongolia	Republic of Korea	<b>Total : 41</b>
	Mozambique	Russian Federation	
	Netherlands	Rwanda	
	Nicaragua	Sao Tome and Principe	
	Niger	Saudi Arabia	
	Norway	Serbia	
	Oman	Sierra Leone	
	Pakistan	Singapore	
	Palestine	Slovakia	
	Paraguay	Slovenia	
	Philippines	Somalia	
	Portugal	Switzerland	
	Republic of Moldova	Thailand	
	Saint Kitts and Nevis	Turkey	
	Saint Lucia	Turkmenistan	
	Seychelles	United Republic of Tanzania	
	Sudan	Venezuela (Bolivarian Republic of)	
	Sweden	Yemen	
	Syrian Arab Republic	<b>Total : 59</b>	
	Togo		
	Trinidad and Tobago		
	Uganda		
	Ukraine		
	United Kingdom of Great Britain and Northern Ireland		
	Uruguay		
	Uzbekistan		
	Viet Nam		
	Zambia		
	Zimbabwe		
	<b>Total : 70</b>		

**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**

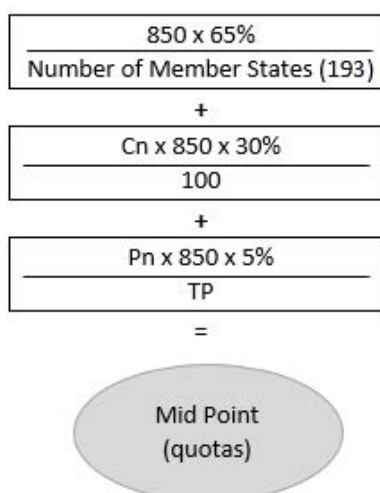
To calculate the quota, UNESCO allocates to Member States a share of posts from the base figure, based on three factors:

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:



850=Base Figure  
65%, 30% and 5% =Ratio of membership, contribution and population  
Number of Member States= 193 (since 01/01/2019)  
Cn=Assessed contribution of Member state "n" to the regular budget  
Pn=Size of the population of Member State "n"  
TP= Total population of Member States "n"

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

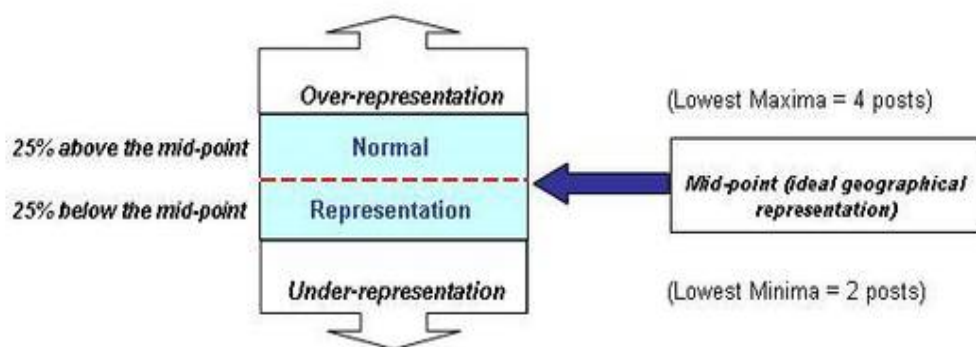
**Table 1: Evolution of the ratio of factors for the calculation of geographical quotas**

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

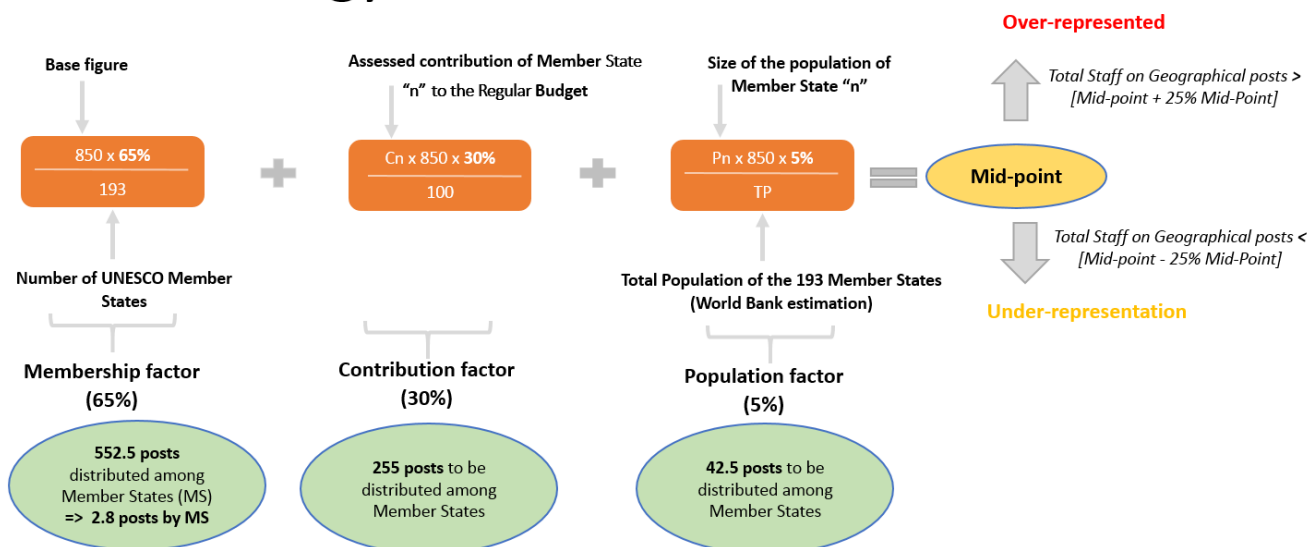
### The quota

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>.