

Executive Board

Two hundred and twenty-second session

PARIS, 29 September 2025
Original: French

Item 4 of the provisional agenda

FOLLOW-UP TO DECISIONS AND RESOLUTIONS ADOPTED BY THE EXECUTIVE BOARD AND THE GENERAL CONFERENCE AT THEIR PREVIOUS SESSIONS

PART IV

HUMAN RESOURCES ISSUES

ADDENDUM

COMMENTS OF THE INTERNATIONAL STAFF ASSOCIATION OF UNESCO (ISAU)

SUMMARY

C. Geographical distribution and gender balance of the staff of the Secretariat

Pursuant to item 9.2.7 of the UNESCO Human Resources Manual, the International Staff Association of UNESCO (ISAU) submits its comments on human resources issues (document 222 EX/4.IV.C).

1. ISAU takes note of the Administration's report on geographical distribution and gender balance, and submits its comments hereunder.

General comments

2. In 220 EX/Decision 5.IV.B, the Executive Board introduced new and specific provisions aimed at strengthening transparency and Member State monitoring of the geographical distribution and financing of UNESCO staff.¹ The Director-General was also explicitly asked "that a full account of the geographical distribution and funding of the entire UNESCO workforce should include a regular presentation of grade distributions of all fixed-term posts and how posts are funded, namely as to whether they are considered geographical, non-geographical or donor-supported". The report makes

¹ [220 EX/Decision 5.IV.B, para.11.](#)



no explicit reference to this decision. The omission is all the more worrying in that it concerns new elements introduced by the Executive Board, rather than obligations already in force. Nor do the tables presented reflect what was expected from the decision. For example, data relating to workforce financing, available on the HRM website, do not appear in the Administration document.

3. Furthermore, the methodology employed in the report lacks consistency: trends are analysed over varying periods (6 months, 18 months, 10 years), which makes a reliable comparative reading difficult. This methodological variability raises questions about data selection and representativeness.

4. Finally, in Tables 2 and 3 we note an ambiguous statement: “Including appointment decisions already taken but not yet reflected in the June 2025 geographical distribution”. This wording requires clarification. Do the recruitments recorded concern only those made up to June 30, or do they also include decisions made after that date? If appointments taken up to 30 June are recorded, but some of the posts were taken up after that date, it could result in double counting in the next report. Clarification of this approach would be welcome to ensure data reliability.

Part I – Geographical distribution

Overall representation

5. We note that four Member States became represented during the period, but three Member States became non-represented. The net increase in representation is therefore limited, with the Organization stagnating at 81% of Member States represented. This apparent evolution masks a more worrying reality: the fact that progress towards a more balanced representation can be neutralized by even statistically marginal departures of nationals from non- or underrepresented States is a clear indicator of the **systemic fragility** of current implementation. This underlines the fact that advances remain **vulnerable** to individual fluctuations, and that the rebalancing policy has not yet reached a sufficiently robust level to guarantee its sustainability. It is therefore imperative to actively strengthen the recruitment of candidates from these States, so that progress is not compromised by unpredictable internal dynamics. In this respect, it should be recalled that the objective of 85% set for 2022 has still not been reached ([41 C/Resolution 64](#)).

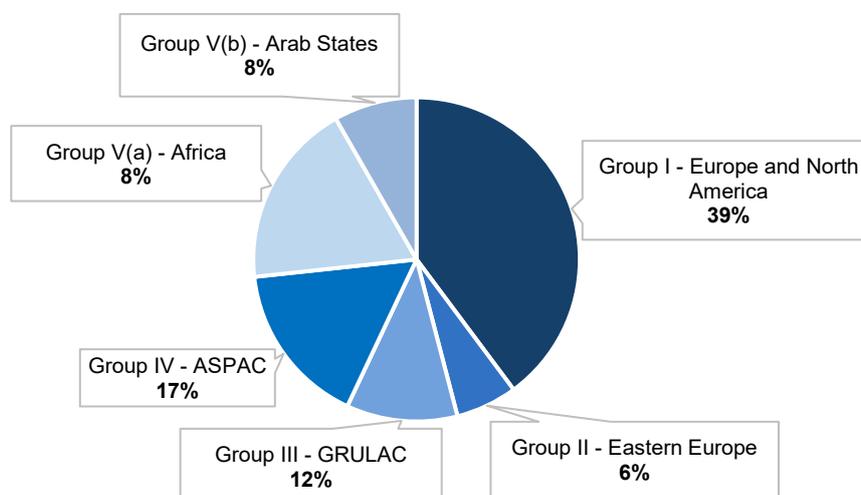
6. With regard to trends by category of representation, some of the wording used in the Administration’s report needs to be clarified or qualified. As it stands, it can be misleading and does not always accurately reflect the trends observed in the data. A more rigorous and balanced presentation would be desirable, to guarantee an objective and transparent reading of the dynamics underway. It should be recalled that the clarity of the information provided to Member States is inextricably linked to the transparency they are entitled to.

7. For example, the document refers to a “continuous upward curve” since January 2022 for normally represented States, even though Chart 3 shows that it has been falling over the past six months. Similarly, the Administration writes in paragraph 9 that “Trends are less pronounced for over-represented Member States”, even though the number of States in this category has increased from 18 to 28 in ten years, i.e. +55%. The biases in these presentations are obvious and compromise the credibility of the report, obscuring the reality of persistent imbalances.

8. In Chart 4 of the Administration’s document, we note that the distribution by regional group of geographical posts remains highly unbalanced, with a persistent over-representation of Group I (Europe and North America), which reaches 35% of the total workforce, and 42% (Table 4 of the Administration’s document) for posts at Director level and above.

9. Here again, if we analyse the total workforce (geographical **and** non-geographical posts), the situation is even worse, as shown in Chart 1 below.

Chart 1: Representation of all G, P/D and above staff by regional group (excluding affiliate personnel) (June 2025)



10. We stress the need for a clear, stable and consistent methodology for all statistics presented. As long as periods and perimeters vary from indicator to indicator, it is impossible for Member States to measure progress objectively. In this respect, while it is useful to include raw data in the annexes, they provide little visibility.

11. To make up for this shortcoming, we have drawn up Tables 1 and 2 below to improve the readability of data on geographical and non-geographical posts. We deplore again the absence of details concerning the distribution **by grade** of non-geographical posts, which nevertheless represent 73% of staff members. In non-geographical posts, the prevalence of Group I is even more marked than in geographical posts (52% as against 35%). In addition, of all non-geographical posts (including NO and GS), Group I accounts for 40%.

Table 1: Breakdown of geographical posts by category and regional group (June 2025)

Geographical posts - Distribution by category and by regional group												Situation as at 30 June 2024		
Situation as at 30 June 2025													Total	%
Regional group	DDG	ADG	D-2	D1	P-5	P-4	P-3	P-2	P-1	Total	%	Total	%	
Group I - Europe and North America	0	3	7	16	57	67	68	28	1	247	34.89%	242	35.28%	
Group II - Eastern Europe	0	0	0	3	5	12	23	11	0	54	7.63%	56	8.16%	
Group III - GRULAC	0	2	1	4	15	22	25	16	0	85	12.01%	80	11.66%	
Group IV - ASPAC	1	0	1	9	18	49	44	24	0	146	20.62%	137	19.97%	
Group V(a) - Africa	0	1	2	4	19	39	32	24	0	121	17.09%	119	17.35%	
Group V(b) - Arab States	0	1	0	5	4	17	14	14	0	55	7.77%	52	7.58%	
Total	1	7	11	41	118	206	206	117	1	708		686		
Non-Member States														
Israel	0	0	0	1	0	0	0	0	0	1		1		

Table 2: Breakdown of non-geographical posts by category and regional group (June 2025)

Non-geographical posts - Distribution by category and by regional group										Situation as at 30 June 2024			
Situation as at 30 June 2025													
Regional group	D/P		Total D/P	%	NO	GS		Total GS	%	Total	%	Total	%
	Headquarters	Field				Headquarters	Field						
Group I - Europe and North America	216	112	328	51.65%	0	297	132	429	44.32%	757	40.16%	750	41.60%
Group II - Eastern Europe	18	16	34	5.35%	25	36	14	50	5.17%	109	5.78%	96	5.32%
Group III - GRULAC	42	20	62	9.76%	54	26	74	100	10.33%	216	11.46%	194	10.76%
Group IV - ASPAC	74	34	108	17.01%	51	39	90	129	13.33%	288	15.28%	269	14.92%
Group V(a) - Africa	19	43	62	9.76%	123	54	114	168	17.36%	353	18.73%	341	18.91%
Group V(b) - Arab States	33	8	41	6.46%	29	40	52	92	9.50%	162	8.59%	153	8.49%
Total	402	233	635		282	492	476	968		1885		1803	
Non-Member States													
Israel	0	0			0	1	0	1					

Appointments and promotion

12. In paragraph 12 of the Administration's document, the latter highlights the achievement of "the objective of filling 50% of geographical posts with candidates from non- and underrepresented Member States". We welcome the achievement of this objective, which should also apply to non-geographical posts. Table 3 below, which reflects staff movements for both geographical and non-geographical posts, shows that only 31% of appointments are from non- or underrepresented Member States, well short of the 50% target. Similarly, these Member States account for only 19% of promotions.

Table 3: Breakdown of staff movements by level of representation for geographical and non-geographical posts (P and D)

Level of representation	1 July 2024 to 30 June 2025					
	Type of movement				Total	%
	Appointments (including inter-agency transfers)		Promotions			
Non- and underrepresented	19	31.10%	9	19.10%	28	26%
Over-represented	23	37.70%	19	40.40%	42	39%
Normally represented	19	31.10%	19	40.40%	38	35%
Total	61		47		108	

13. It is important to point out that two out of three directors appointed are from Group I (Table 4 of the Administration), which is particularly worrying and contrary to 220 EX/Decision 5.IV.B, which states that "the geographical distribution at grade D-1 and above should be improved and also requests the Director-General to take concrete steps to improve the situation in a timely and quantified manner".²

14. In Table 3 of the Administration report, which only takes into account geographical posts, we can see that several sectors are still below the 50% target for recruitment from non- and underrepresented Member States: the Division for Communications and Public Engagement (33%), Social and Human Sciences Sector (33%) and Priority Africa and External Relations Sector (40%), and to a lesser extent the Education Sector (46%). While we note the progress since the last report, it would be useful to make public the reasons for such disparities between sectors/offices and the measures planned to remedy them.

² [220 EX/Decision 5.IV.B, para.8.](#)

15. We note with satisfaction the progress made in appointments at P/D and above. Table 4 below shows a drop in the percentage of Group I appointments from 48% to 31% between June 2024 and June 2025. This is encouraging for geographical distribution, although Group I remains in the majority.

Table 4: Appointments to geographical and non-geographical posts (combined)

(based on staff-movement data published by HRM from July 2024 to June 2025)

Appointments (including inter-agency transfers)	From 1 July 2024 to 30 June 2025										From July 2023 to June 2024	
	ADG	D-2	D1	P-5	P-4	P-3	P-2	P-1	Total	%	Total	%
Regional group	-	-	-	4	8	4	3	-	19	31%	19	48%
Group II - Eastern Europe	-	-	-	-	-	1	1	-	2	3%	1	3%
Group III - GRULAC	-	-	1	2	-	4	1	-	8	13%	5	13%
Group IV - ASPAC	-	-	-	2	1	7	7	-	17	28%	5	13%
Group V(a) - Africa	-	-	1	1	2	4	3	-	11	18%	8	20%
Group V(b) - Arab States	-	-	-	1	-	-	3	-	4	7%	2	5%
Total	0	0	2	10	11	20	18	0	61	100%	40	100%

16. The same remark cannot be made in relation to promotions. Table 5 below shows that 38% of promotions are accounted for by Group I, an increase of five points on the preceding period.

Table 5: Appointments with promotion to geographical and non-geographical posts (combined)

(based on staff-movement data published by HRM from July 2024 to June 2025)

Appointments with promotion	From 1 July 2024 to 30 June 2025										From July 2023 to June 2024	
	ADG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total	%	Total	%
Regional group	1	1	2	4	8	1	1	-	18	38%	13	33%
Group II - Eastern Europe	-	-	-	2	-	4	-	-	6	13%	4	10%
Group III - GRULAC	-	-	1	-	3	2	-	-	6	13%	4	10%
Group IV - ASPAC	-	-	-	1	3	1	-	-	5	11%	8	21%
Group V(a) - Africa	-	-	-	-	7	1	-	-	8	17%	6	15%
Group V(b) - Arab States	-	-	-	-	2	1	1	-	4	8%	4	11%
Total	1	1	3	7	23	10	2	0	47	100%	39	100%

Other specific measures for remedying the geographical imbalance

17. We applaud the efforts linked to the Young Professionals Programme and the Mid-Level Professionals Programme (MLPP), which have proved their effectiveness and produced encouraging results. In this respect, ISAU welcomes the Administration's presentation of the concrete measures implemented. Given the success of the MLPP Programme, it would be legitimate to consider extending it, possibly under a different name, to P-2 and P-5 grades in particular.

18. With regard to the recently published administrative circular ([AC/HR/90](#)) on the internship programme policy, we deplore the abolition of the remote internship and the deferral of the stipend, measures designed to help rebalance geographical distribution, especially as neither staff associations nor Young UNESCO representatives were consulted on the changes to the draft initially submitted. In addition to the financial aspect, it is also essential to preserving – or even restoring – UNESCO's image as an employer that is concerned about the well-being of its staff and that applies the principles and values which it advocates. We therefore ask that the policy be applied in full – to include remuneration for interns – as soon as possible.

Part II – Gender balance

19. We note that women now represent 58% of the total workforce. However, this proportion masks profound inequalities: women are in the vast majority in junior posts (71%), but remain in the minority in management posts (41%). The effort announced by the Administration to recruit more men to junior posts does not address the structural nature of the problem, which lies in the absence of concrete measures for career development. ISAU therefore recommends a more integrated approach, aimed at promoting women's access to higher grades, rather than limiting itself to a mechanical rebalancing at entry-level positions, which can only have perverse effects if no concrete measures are taken to improve career progression not only for women, but for all staff.

20. Once again, we note inconsistent presentation: the report states that "At 43%, the percentage of women at P-5 level has remained constant since June 2024, the highest rate in the last 10 years", while immediately afterwards it states that "The proportion of women Directors reached 41% in June 2025".

21. We note that no women were appointed to a director's post during the period covered by the report, while four men were appointed, three of them through internal promotion. This situation highlights the persistent underrepresentation of women in director posts. It emphasizes the need to strengthen measures to promote women's access to positions of responsibility, in line with the Organization's commitment to gender equality.

22. Finally, we welcome the progress made at sector level, although we must continue to insist that the objective must be achieved not just on average, but at every level of the hierarchy.

Conclusion

23. Examination of the Administration's report reveals a series of isolated advances as well as structural shortcomings in the implementation of the Organization's commitments in terms of geographical distribution and gender balance. While some progress is to be welcomed, particularly in the Young Professionals Programme and targeted recruitment efforts, it remains fragile and unevenly distributed across staff categories and hierarchical levels.

24. The urgent need for the Administration to implement concrete measures to effectively address regional and gender imbalances contrasts with the draft decision in the report (para. 23). For example, while the Member States adopted a firm decision at the 220th session that "the geographical distribution at grade D-1 and above should be improved and also requests the Director-General to take concrete steps to improve the situation in a timely and quantified manner" (emphasis added), the Administration's document states that this distribution "can be improved", and that the Director-General must "continue her efforts to improve the situation" (emphasis added). This example reflects a lack of ambition on the part of the Administration, which could jeopardize the achievement of the objectives set by the Member States.

25. It is therefore essential that future communications from the Administration reflect rigorously and faithfully the decisions of the Executive Board, and a clear commitment to implementation that can be measured and monitored over time.



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222 EX/4.IV.C Add. Corr.

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PART IV

HUMAN RESOURCES ISSUES

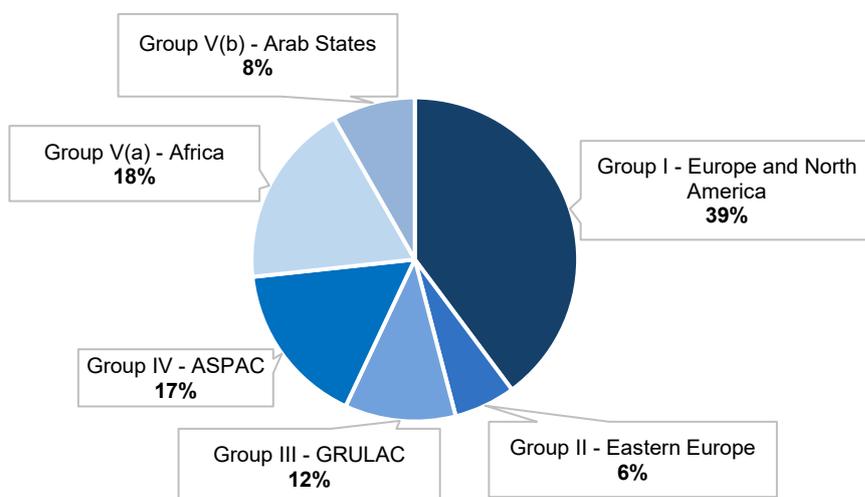
ADDENDUM

CORRIGENDUM

COMMENTS OF THE INTERNATIONAL STAFF ASSOCIATION OF UNESCO (ISAU)

C. Geographical distribution and gender balance of the staff of the Secretariat

In paragraph 9, **Chart 1, Representation of all G, P/D and above staff by regional group (excluding affiliate personnel) (June 2025)**, should be replaced by Chart 1 below:



Job: 2500956E

In paragraph 15, **Table 4: Appointments to geographical and non-geographical posts (combined)** (based on staff-movement data published by HRM from July 2024 to June 2025) should be replaced by Table 4 below:

Appointments (including inter-agency transfers)											From July 2023 to June 2024	
From 1 July 2024 to 30 June 2025												
Regional group	ADG	D-2	D1	P-5	P-4	P-3	P-2	P-1	Total	%	Total	%
Group I - Europe and North America	-	-	-	4	8	4	3	-	19	31%	19	48%
Group II - Eastern Europe	-	-	-	-	-	1	1	-	2	3%	1	3%
Group III - GRULAC	-	-	1	2	-	4	1	-	8	13%	5	13%
Group IV - ASPAC	-	-	-	2	1	7	7	-	17	28%	5	13%
Group V(a) - Africa	-	-	1	1	2	4	3	-	11	18%	8	20%
Group V(b) - Arab States	-	-	-	1	-	-	3	-	4	7%	2	5%
Total	0	0	2	10	11	20	18	0	61	100%	40	100%

In paragraph 16, **Table 5: Appointments with promotion to geographical and non-geographical posts (combined)** (based on staff-movement data published by HRM from July 2024 to June 2025) should be replaced by Table 5 below:

Appointments with promotion											From July 2023 to June 2024	
From 1 July 2024 to 30 June 2025												
Regional group	ADG	D-2	D-1	P-5	P-4	P-3	P-2	P-1	Total	%	Total	%
Group I - Europe and North America	1	1	2	4	8	1	1	-	18	38%	13	33%
Group II - Eastern Europe	-	-	-	2	-	4	-	-	6	13%	4	10%
Group III - GRULAC	-	-	1	-	3	2	-	-	6	13%	4	10%
Group IV - ASPAC	-	-	-	1	3	1	-	-	5	11%	8	21%
Group V(a) - Africa	-	-	-	-	7	1	-	-	8	17%	6	15%
Group V(b) - Arab States	-	-	-	-	2	1	1	-	4	8%	4	11%
Total	1	1	3	7	23	10	2	0	47	100%	39	100%

Paragraph 18 should read as follows:

18. With regard to the recently published administrative circular ([AC/HR/90](#)) on the internship programme policy, we deplore the abolition of the **remote internship** and the deferral of the stipend, measures designed to help rebalance geographical distribution, especially as neither staff associations nor Young UNESCO representatives were consulted on the changes to the draft initially submitted. In addition to the financial aspect, it is also essential to preserving – or even restoring – UNESCO's image as an employer that is concerned about the well-being of its staff and that applies the principles and values which it advocates. We therefore ask that the policy be applied in full – to include remuneration for interns – as soon as possible.



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222 EX/4.IV.C

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**FOLLOW-UP TO DECISIONS AND RESOLUTIONS ADOPTED BY THE EXECUTIVE BOARD
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PART IV

HUMAN RESOURCES ISSUES

SUMMARY

**C. Geographical distribution and gender balance of the staff
of the Secretariat**

Further to 220 EX/Decision 5.IV.B and 221 EX/Decision 5.III.A, this document contains detailed information on the situation concerning the geographical distribution and gender balance of the staff of the Secretariat. It includes annual progress made by senior managers to improve geographical distribution in their respective sectors. It also includes a report on the follow-up to the measures on geographical distribution recommended by the Executive Board and adopted by the General Conference by means of 41 C/Resolution 64.

This document also contains information on geographical distribution and gender balance among holders of affiliate contracts.

Decision required: paragraph 23.



Job: 2500759E

Introduction

1. Pursuant to the decision adopted by the Executive Board at its 220th session concerning the geographical distribution and gender balance of staff, this document is divided into three parts:

- (a) **Part I** shows the **geographical distribution of the staff** as at **June 2025**, as well as the progress made over the period from June 2024 to June 2025, including:
- The number of Member States represented rose by one point, going from 157 to 158, keeping the proportion of Member States represented at 81%, 4 percentage points short of the 85% objective.
 - With 41% of Member States normally represented by June 2025, the objective of 40% of Member States normally represented continues to be exceeded.
 - The objective of ensuring that 50% of external-candidate appointments are from Member States which are non-represented or underrepresented continues to be met (**52% between July 2024 and June 2025**).
- (b) **Part II** discusses the status of **gender balance of the staff** as at June 2025 and evolution since June 2024, as well as 10-year trends in gender balance. The trends are as follows:
- The proportion of women in Director positions remains above 40% (41%).
 - The proportion of women at P-5 level has stood at 43% since June 2024, which is the highest rate seen in the last 10 years.
- (c) **Part III** contains information on geographical distribution and gender balance among **holders of affiliate contracts**¹. Among the 3,128 affiliate-contract holders, there are 158 different nationalities, including 10 from non-represented Member States, and 54% are women.

2. The annexes contain the following information on geographical representation as at June 2025:

- Annex I provides information, by grade and nationality, on the number of staff in geographical (D/P) and non-geographical (D/P, NPO and GS) posts;
- Annex II provides information by Member State and by level of representation;
- Annex III shows the changes in representation levels which have occurred since July 2024;
- Annex IV provides information on external recruitment to geographical and non-geographical posts by sector, grade and nationality, from July 2024 to June 2025 ([216 EX/Decision 5.III.A](#));
- Annex V provides information on holders of affiliate contracts by nationality;
- Annex VI provides information on the period during which Member States remained non-represented, underrepresented or over-represented in the Secretariat.

¹ These include consultant contracts, service contracts, sponsored trainees, short-term contracts, loans, United Nations volunteers and stand-by personnel.

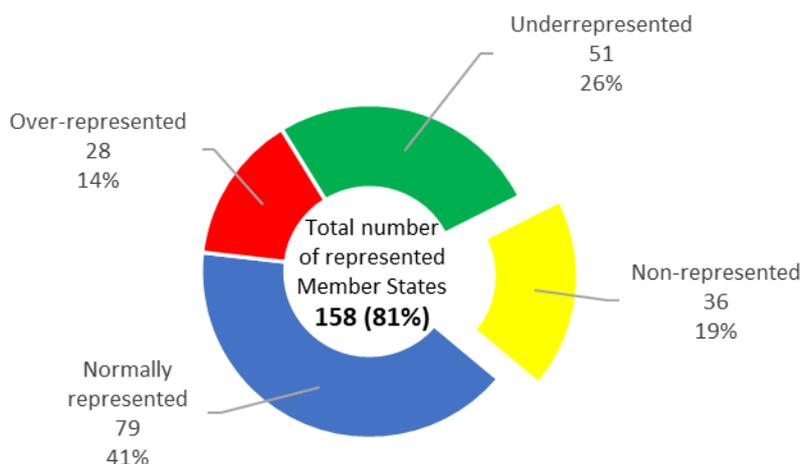
PART I – GEOGRAPHICAL DISTRIBUTION OF STAFF

Situation as at June 2025 – overall representation

3. It bears noting that of the 25 agencies/entities of the United Nations common system, only six agencies, including UNESCO, have established a formal system of geographical quotas. In June 2025, 158 (81%) of UNESCO's 194 Member States were represented. Progress towards the 85% objective continues. Nevertheless, the positive impact of recruiting candidates from non-represented Member States is often mitigated by separations (most of them unforeseeable) resulting in the non-representation of previously represented Member States. Thus, during the period July 2024–June 2025, while four Member States became represented (Andorra, El Salvador, Lesotho and North Macedonia), three Member States became non-represented, following the departure of their nationals (Albania, Antigua and Barbuda and Latvia).

4. UNESCO is in fourth place within the United Nations common system in terms of representation: behind the United Nations Secretariat, the World Health Organization (WHO) and the Food and Agriculture Organization of the United Nations (FAO), and ahead of the International Labour Office and the International Civil Aviation Organization (ICAO). In addition, the International Civil Service Commission (ICSC) has encouraged other agencies to introduce indicators, following the example of good practice set by UNESCO and other aforementioned agencies.

Chart 1: Geographical distribution (June 2025)

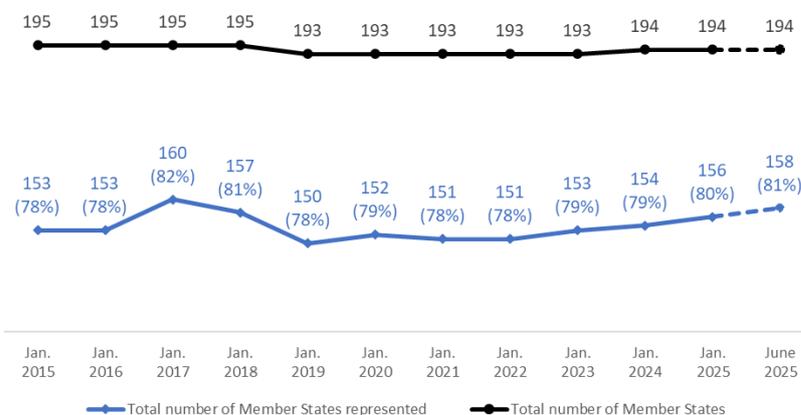


5. If we also take into account Professional staff members in non-geographical posts and Project Appointments (PAs), UNESCO has a total of 162 different nationalities represented in posts at the Professional level and above (P/D); this means four more Member States than are included in the geographical distribution, namely, Bahamas, Malta, Qatar and South Sudan. The total workforce (including General Service staff, National Professional Officers (NPOs), secondments and temporary staff) comprises 169 different nationalities.

Change in geographical representation of Member States from January 2015 to June 2025

6. The overall level of Member State representation has fluctuated over the past 10 years, going from 78% in 2015 to 81% today.

Chart 2: Evolution of the overall level of representation (January 2015 to June 2025)

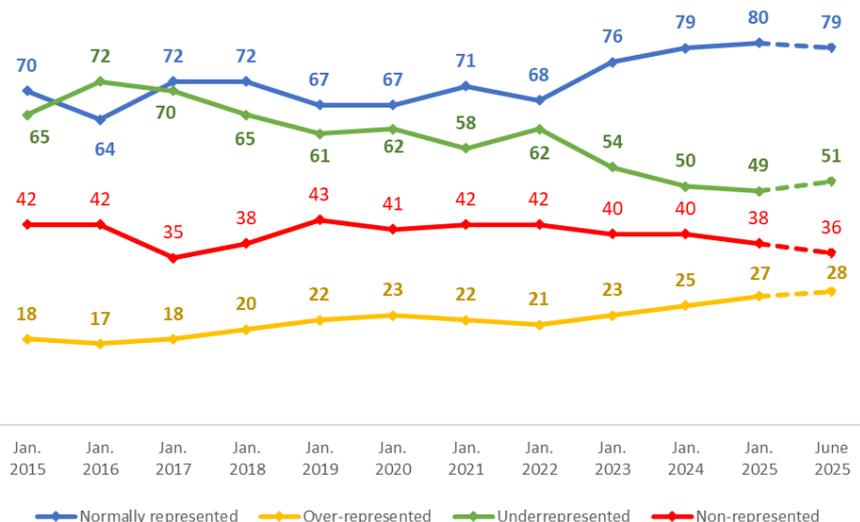


7. Since January 2022, there has been a steady improvement in geographical representation, with the number of Member States represented increasing from 151 in January 2022 to 158 in June 2025. During this period, 11 Member States became represented (Angola, Andorra, Armenia, Barbados, Cabo Verde, Central African Republic, Chad, El Salvador, Luxembourg, Sri Lanka and Tajikistan). At the same time, five Member States became non-represented (Albania, Antigua and Barbuda, Latvia, Maldives and Oman) following separations. Furthermore, the United States of America rejoined the Organization during the same period.

8. Over 10 years, the number of Member States normally represented has fluctuated between 64 and 80, with the highest level reached in January 2025. The trend since January 2022, in particular, is one of clear improvement, moving in a continuous upward curve (with a decrease of one unit over the last six months).

9. At the same time, the number of non-represented Member States has fallen very significantly and steadily since January 2019; there were originally 43, and in June 2025, there were 36. The number of underrepresented Member States has also steadily and very significantly decreased (a decrease of 14 Member States since January 2018). Trends are less pronounced for over-represented Member States (upward trend).

Chart 3: Evolution of the overall level of representation (January 2015 to June 2025)



10. In accordance with 221 EX/Decision 5.III.A (paragraph 6) on the Human Resources Strategy, Annex VI provides information on the period during which Member States remained non-represented, underrepresented or over-represented within the Secretariat.

Progress made in the achievement of objectives between June 2024 and June 2025

11. During this period, equitable geographical representation continued to be a priority for the Director-General. The Secretariat has continued to implement the measures adopted at the 41st session of the General Conference (41 C/Resolution 64), in accordance with the recommendations of the Working Group on Geographical Distribution. Since June 2024 (date of the last report), these efforts have led to the progress described below:

- An increase in the total number of Member States represented, which went from 157 to 158, with a representation rate of 81% (table 1), the highest since January 2019;
- A reduction in the number of non-represented Member States, from 37 to 36 (table 1);
- A rate of 52% of external appointments from non- and underrepresented Member States to geographical posts (table 2).

**Table 1: Evolution of geographical distribution
(June 2024 to June 2025)**

Representation status	Number of Member States		Difference in the number of Member States June 2024–June 2025
	June 2024	June 2025	
Normally represented	80 (41%)	79 (41%)	-1
Over-represented	25 (13%)	28 (14%)	+3
Underrepresented	52 (27%)	51 (26%)	-1
Total number of represented Member States	157 (81%)	158 (81%)	+1
Non-represented	37 (19%)	36 (19%)	-1
Total number of Member States	194	194	0

Table 2: Geographical appointments (P/D) from 1 July 2024 to 30 June 2025

	July 2024 to June 2025*
Non-represented	2 (3.5%)
Underrepresented	29 (48.5%)
Non-underrepresented and	31 (52%)
Normally represented	17 (28%)
Over-represented	12 (20%)
Total	60

* Including appointment decisions already taken but not yet reflected in the June 2025 geographical distribution.

12. The most significant measures implemented include the **Young Professionals Programme (YPP)**, the **Mid-Level Professionals Programme (MLPP)**, the objective of filling 50% of geographical posts with candidates from non- and underrepresented Member States, and proactive candidate-search initiatives targeting these Member States.

- **Young Professionals Programme:** This flagship programme, which is well established at UNESCO, continues to meet its objective of improving geographical distribution within the Secretariat. The new cohort of nine young Professional staff members recruited under the 2023/2024 programme took up duties in autumn 2024. These young Professional staff members received orientation training as soon as they began their duties; they have also benefited from the **coaching** and **mentoring** programme set up by the section responsible for recruitment.
- In addition, approximately 50 shortlisted candidates have been added to the Young Professionals pool, which allows them to be considered for P-1/P-2 posts which become vacant. This pool will remain active until the next programme, in 2026, whose exact launch date will depend on the availability of vacancies.
- **The Mid-Level Professionals Programme (MLPP)** aims to identify qualified candidates for P-3/P-4 posts. Although recruitment is open to all Member States, priority consideration is given to candidates from non- and underrepresented countries, in cases where candidate qualifications are equal. The MLPP includes targeted, proactive outreach to candidates from non- and underrepresented Member States, and associated actions are supported by Member States and National Commissions, as well as Heads of Office in the Member States concerned. Advertising posts for a longer period (two months) facilitates these targeted actions, as do direct searches for candidates via LinkedIn and social networks.
- Since the launch of this programme in 2022, 12 professionals from non- and underrepresented Member States have been recruited to P-3 and P-4 posts. Given the positive impact which this programme has had on geographical representation, the Secretariat will continue it in 2026, in accordance with the availability of vacant posts.
- **The objective of 50% recruitment from non- and underrepresented Member States to geographical posts**, set by the General Conference at its 41st session, has been exceeded by means of operational decisions to date. For the 2022/2023 biennium, the percentage of external recruitments from non- and underrepresented Member States to geographical posts was 48%, slightly below the objective of 50%. From January 2024 to June 2025, this percentage rose to 53%, thus exceeding the objective of 50% over this 18-month period.
- From July 2024 to June 2025, **52%** of external recruitments to geographical posts were nationals of non- and underrepresented Member States. As shown in table 3 below, in most sectors/bureaux, the 50% objective was either met or exceeded.

Table 3: Progress towards the 50% objective of appointments to geographical posts by sector/bureau (July 2024 to June 2025)*

	% of non- and underrepresented appointments
Education (ED)	46%
Natural Sciences (SC)	71%
Intergovernmental Oceanographic Commission (IOC)	67%
Social and Human Sciences (SHS)	33%
Culture (CLT)	50%
Communication and Information (CI)	67%
Office of the Director-General (CAB)	-
Division of Internal Oversight Services (IOS)	100%
Priority Africa and External Relations (PAX)	40%
Bureau of Strategic Planning (BSP)	67%

Division for Communications and Public Engagement (CPE)	33%
Sector for Administration and Management (ADM)	56%
Total	52%

* Including appointment decisions already taken but not yet reflected in the June 2025 geographical distribution.

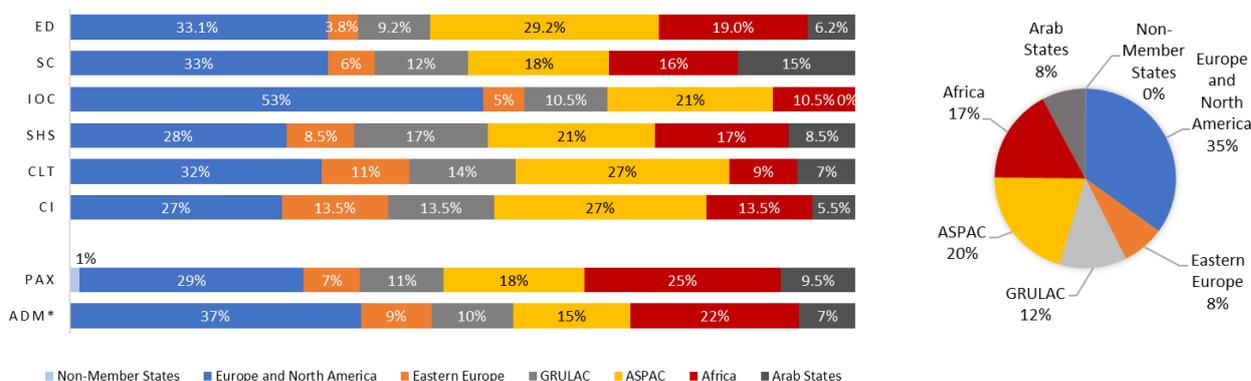
13. In support of the YPP and MLPP, and to achieve the aforementioned 50% objective, the section responsible for recruitment established a prospecting strategy intended to raise awareness and attract qualified candidates from non- and underrepresented Member States. This strategy includes a range of proactive measures, such as:

- ✓ Targeted campaigns in collaboration with permanent delegations and National Commissions: webinars were organized with the authorities of Botswana, Liberia and Namibia, attracting from 250 to over 500 participants;
- ✓ Career fairs targeting university students and alumni on the campuses of Sorbonne Abu Dhabi, Sciences Po, Harvard, Vilnius ISM University of Management and Economics, Tsinghua University, Nanjing South East University and Nanjing University;
- ✓ Four virtual job fairs, hosted jointly with other United Nations agencies/international organizations, focused on applications from Latin American and Caribbean countries, from women for management posts, and from women in STEM (science, technology, engineering and mathematics) jobs, and on jobs in the environment and climate sector.

Geographical representation of sector staff (geographical posts)

14. As regards the breakdown by regional group in the sectors, trends have remained stable since June 2024.

Chart 4: Distribution by regional group in the sectors⁽¹⁾ (June 2025)



¹ Excluding category 1 institutes

(*) ADM comprises the Division of Conferences, Languages and Documents, the Division for Budget Management, the Bureau for Digital Business Solutions, the Division of Financial Services, the Bureau of Human Resources Management, the Division of Operations, the Security and Safety Section and the Section for Administrative Support.

Representation at Director level and above, by regional group

15. In June 2025, the number of officers at Director level and above in geographical posts was 61, two fewer than in July 2024.

Table 4: Evolution of the geographical distribution at Director level and above in geographical posts, by regional group (June 2024 to June 2025)

Regional group	June 2024	June 2025	June 2024–June 2025	
			Appointments	Separations*
Europe and North America	26 (41%)	26 (42%)	2	2
Eastern Europe	5 (8%)	3 (5%)	0	2
GRULAC	6 (10%)	7 (11.5%)	1	0
ASPAC	11 (17%)	11 (18%)	0	0
Africa	7 (11%)	7 (11.5%)	0	0
Arab States	7 (11%)	6 (10%)	0	1
Non-Member States	1 (2%)	1 (2%)	-	-
Total	63	61	3	5

(*) Including the transfer of a Director from a geographical to a non-geographical post

PART II – STAFF GENDER BALANCE²

16. This section discusses the situation as at June 2025 with regard to gender balance in the Secretariat, as well as the progress made in achieving gender parity at all levels, and particularly in the Director category and above.

Situation as at June 2025 (table 5)

17. Overall, the average representation rate of women in the Professional category and above (P/D) at UNESCO is 58%, which is far higher than the average rate in the United Nations system, which is 49%³. Gender parity is considered to have been achieved where representation falls within the range of 47% to 53%, according to the United Nations System-Wide Action Plan on Gender Equality and the Empowerment of Women.

18. In the Secretariat as a whole, women are in the majority (58%): they account for 60% of General Service (GS) category staff, 54% of National Professional Officers (NPOs), 58% of Professional (P) staff, and 41% of posts at the Director level and above. While there is a slight majority of women in grade P-3 posts, efforts need to be made to increase the number of men at junior level (P-1/P-2) (29%), to achieve a better balance at this level.

Situation of women at P-5 level, Director and above

19. At 43%, the percentage of women at P-5 level has remained constant since June 2024, the highest rate in the last 10 years. During the period covered by this report, six Directors (three women and three men) left, and four men were appointed to Director posts, including three internal promotions (from P-5 to D-1). The proportion of women Directors reached 41% in June 2025.

20. UNESCO, where 41% of Directors are women, ranks second among United Nations specialized agencies in terms of the representation of women in posts at the Director level and

² The data cover all staff members (in geographical and non-geographical posts). Furthermore, since June 2024, temporary staff have been included in gender parity statistics.

³ Staff statistics 31 December 2023 – CEB

above; it is thus ahead of the WHO (35%), WIPO (33%) and the FAO (27%), and behind the ILO (46%).

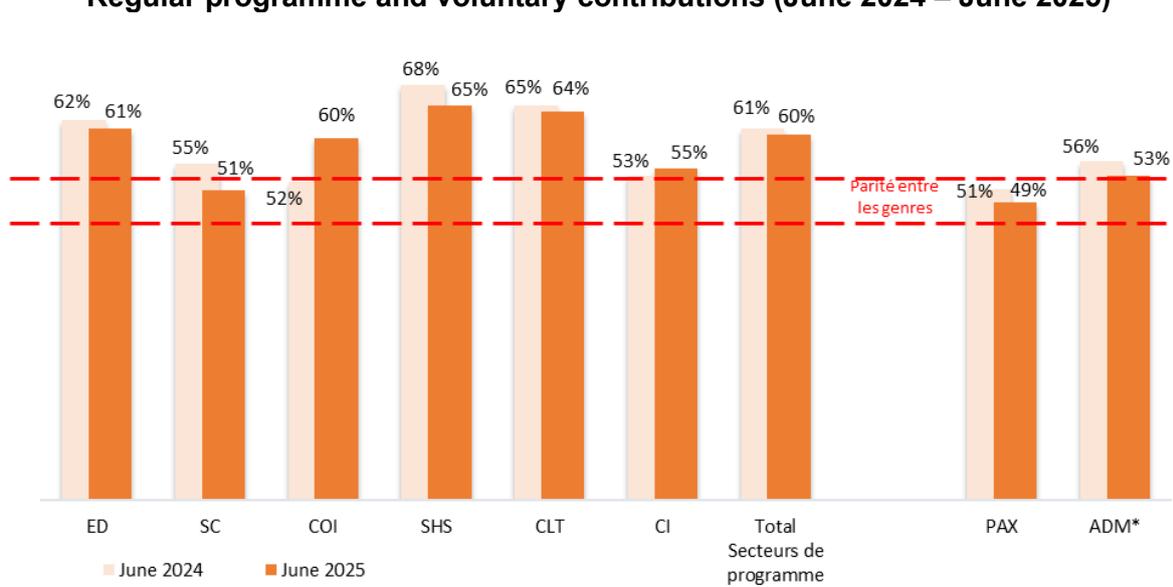
Table 5: Distribution by gender and by grade
Regular programme and voluntary contributions (June 2024 – June 2025)

	June 2024					June 2025					Difference %W
	W	%W	M	%M	Total	W	%W	M	%M	Total	
DDG		-	1	100%	1		-	1	100%	1	-
ADG	3	38%	5	63%	8	3	43%	4	57%	7	+5
D-2	9	60%	6	40%	15	7	50%	7	50%	14	-10
D-1	21	41%	30	59%	51	20	39%	31	61%	51	-2
Total D	33	44%	42	56%	75	30	41%	43	59%	73	-3
P-5	61	43%	82	57%	143	63	43%	84	57%	147	-
P-4	142	50%	142	50%	284	153	50%	150	50%	303	-
P-3	237	58%	174	42%	411	245	56%	190	44%	435	-2
P-2/P-1	248	71%	100	29%	348	264	71%	109	29%	373	-
Total P	688	58%	498	42%	1,186	725	58%	533	42%	1,258	-
Total D/P	721	57%	540	43%	1,261	755	57%	576	43%	1,331	-
Total NO	121	51%	118	49%	239	151	54%	130	46%	281	+3
Total GS	577	60%	392	40%	969	577	60%	386	40%	963	-
Total UNESCO	1,419	57%	1,050	43%	2,469	1,483	58%	1,092	42%	2,575	+1

Gender parity progress by sector (P/D)

21. By June 2025, gender parity had been achieved in certain sectors (SC, PAX and ADM). The percentage of women exceeds 53% (parity is between 47% and 53%) in the other sectors.

Chart 6: Gender parity in sector Professional and Director posts (P/D)⁽¹⁾
Regular programme and voluntary contributions (June 2024 – June 2025)



1 Excluding category 1 institutes and centres

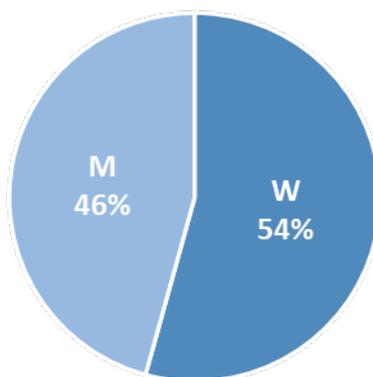
() ADM comprises the Division of Conferences, Languages and Documents, the Division for Budget Management, the Bureau for Digital Business Solutions, the Division of Financial Services, the Bureau of Human Resources Management, the Division of Operations, the Security and Safety Section and the Section for Administrative Support.*

PART III – GEOGRAPHICAL DISTRIBUTION AND GENDER BALANCE OF HOLDERS OF AFFILIATE CONTRACTS⁴ (ANNEX V)

22. As requested by the Executive Board at its 217th session ([217 EX/Decision 4.IV.B](#)), information on the geographical distribution and gender balance of affiliated personnel is provided below.

- As at June 2025, the 3,128 holders of affiliate contracts comprised **158 nationalities** (including 10 nationals of non-represented Member States). Consultants make up the majority (60%), followed by service contract holders (35%). The majority of affiliate contract holders are recruited in their country or region of origin. France has the largest number of affiliate contract holders because Paris is the location of UNESCO Headquarters. There is also a high number of holders of affiliate contracts from countries where UNESCO offices are located or where there are branches of category 1 institutes.
- In terms of **parity**, **54%** of affiliate contract holders are women, which is in line with trends observed for UNESCO staff in general (58%) (chart 7 below).

Chart 7: Gender breakdown of holders of affiliate contracts (June 2025)



Proposed draft decision

23. In light of the above, the Executive Board may wish to adopt a decision along the following lines:

The Executive Board,

1. Recalling 41 C/Resolution 64, 220 EX/Decision 5 IV.B and 221 EX/Decision 5.III.A,
2. Having examined document 222 EX/4.IV.C,
3. Takes note with satisfaction of the information provided by the Director-General on the situation concerning the geographical distribution and gender balance of staff as at June 2025;

⁴ These include consultant contracts, service contracts, sponsored trainees, short-term contracts, loans, United Nations volunteers and stand-by personnel.

4. Welcomes the initiatives to improve the equitable geographical representation of Member States within the Secretariat, including the Young Professionals Programme (YPP) and the pilot Mid-Level Professionals Programme (MLPP), as well as prospective measures in support of these programmes, and strongly encourages the Secretariat to continue its efforts in this area;
5. Expresses its satisfaction with the progress made towards the objective of appointing nationals of non-represented and underrepresented Member States to 50% of geographical posts, and requests the Director-General to pursue this objective over the 2026–2027 biennium;
6. Notes that geographical distribution at grade D-1 and above can be improved, and also requests the Director-General to continue her efforts to improve the situation;
7. Further requests the Director-General to submit to it, at its 225th session, a report on geographical distribution and gender balance.

ANNEX I

GEOGRAPHICAL DISTRIBUTION – STAFF MEMBERS IN GEOGRAPHICAL AND
NON-GEOGRAPHICAL POSTS (JUNE 2025)

☐ : Underrepresented or non-represented Member States

Member States	Code	Group	Staff members in geographical posts											Staff members in non-geographical posts*					TOTAL					
			DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation	D/P		GS		Total				
			HQ	Field	NO	HQ	Field	Total	HQ	Field	Total													
Afghanistan	AFG	Group IV					1	1					2	4	2	=			7		9	16	18	
Albania	ALB	Group II												4	2	O					1	1	1	1
Algeria	DZA	Group V(b)						1	1	3			5	4	2	+	8	1			12	2	23	28
Andorra	AND	Group I						1					1	4	2	-								1
Angola	AGO	Group V(a)									1		1	4	2	-			1				1	2
Antigua and Barbuda	ATG	Group III												4	2	O								
Argentina	ARG	Group III			1	1	2	4	1	1			10	5	3	+	5	6	8		5		24	34
Armenia	ARM	Group II								1			1	4	2	-				1			1	2
Australia	AUS	Group IV			2	2	3	2	2				11	10	6	+	5			4			9	20
Austria	AUT	Group I				2	1		1				4	6	3	=	1	2		1	2	6		10
Azerbaijan	AZE	Group II				1		2	1				4	4	2	=	2			1		3		7
Bahamas	BHS	Group III												4	2	O	1						1	1
Bahrain	BHR	Group V(b)												4	2	O								
Bangladesh	BGD	Group IV							2				2	5	3	-		1	2			4	7	9
Barbados	BRB	Group III						1					1	4	2	-			1				1	2
Belarus	BLR	Group II					1						1	4	2	-	1						1	2
Belgium	BEL	Group I				3	3	2	1				9	6	4	+	6	3			1		10	19
Belize	BLZ	Group III								1			1	4	2	-								1
Benin	BEN	Group V(a)						1		2			3	4	2	=	3	3	2	2	1	11		14
Bhutan	BTN	Group IV												4	2	O								
Bolivia (Plurinational State of)	BOL	Group III						1	1				2	4	2	=				1			1	3
Bosnia and Herzegovina	BH	Group II							2				2	4	2	=		1	5		2		8	10
Botswana	BWA	Group V(a)											1	4	2	-		1	1				2	3
Brazil	BRA	Group III			2	1	3	2	3				11	9	6	+	14	5	10	4	8	41		52
Brunei Darussalam	BRN	Group IV												4	2	O								
Bulgaria	BGR	Group II						3					3	4	2	=	1			5			6	9
Burkina Faso	BFA	Group V(a)				1	1	1					3	4	2	=		3	2		1		6	9
Burundi	BDI	Group V(a)					2	1	1				4	4	2	=	1		1	3	1	6		10
Cabo Verde	CPV	Group V(a)					1						1	4	2	-		1					1	2
Cambodia	KHM	Group IV					1			2			3	4	2	=			2	1	7	10		13
Cameroon	CMR	Group V(a)			2		2	4	2	1			11	4	2	+	1	3	5	3	9	21		32
Canada	CAN	Group I				1	4	4	4	1			14	12	7	+	11	9		2	7	29		43
Central African Republic	CAF	Group V(a)							1				1	4	2	-								1
Chad	TDJ	Group V(a)							1				1	4	2	-			1		1			3
Chile	CHL	Group III		1		1	1	1					4	5	3	=	5	1	3	4	8	21		25
China	CHN	Group I	1			1	2	8	7	7			26	77	46	-	31	14	1	11	7	64		90
Colombia	COL	Group III				2	1	3					6	5	3	+	7	1		2		10		16
Comoros	COM	Group V(a)					1						1	4	2	-				1		1		2
Congo	COG	Group V(a)					1		1	1			3	4	2	=			2	2	5	9		12
Cook Islands	COK	Group IV						1					1	4	2	-								1
Costa Rica	CRI	Group III					1		3				4	4	2	=			1		5	6		10
Côte d'Ivoire	CIV	Group V(a)				2	1						3	4	2	=	1	1	8	2	7	19		22
Croatia	HRV	Group II						1					1	4	2	-		1	1		2	4		5
Cuba	CUB	Group III					1	1	1	1			3	4	2	=			5		7	12		15
Cyprus	CYP	Group I						1					1	4	2	-								1
Czechia	CZE	Group II							2				2	5	3	-								2
Democratic People's Republic	PRK	Group IV					1						1	4	2	-								1
Democratic Republic of the	COD	Group V(a)				1	1	1	1	1			5	4	3	+			3		4	7		12
Denmark	DNK	Group I				1	2	1					4	5	3	=	2						2	6
Djibouti	DJI	Group V(a)					1						1	4	2	-			1	1			2	3
Dominica	DMA	Group III							1				1	4	2	-			1				1	2
Dominican Republic	DOM	Group III												4	2	O				1			1	1
Ecuador	ECU	Group III					1	1	1				3	4	2	=	2		3		7	12		15
Egypt	EGY	Group V(b)			2	1	1	1	1	1			6	5	3	+	6		3	1	8	18		24
El Salvador	SLV	Group III						1		1			2	4	2	=			1	2		3		5
Equatorial Guinea	GNQ	Group V(a)												4	2	O								
Eritrea	ERI	Group V(a)							1				1	4	2	-								1
Estonia	EST	Group II				1							2	4	2	=								2
Eswatini	SWZ	Group V(a)						1					1	4	2	-			2				2	3
Ethiopia	ETH	Group V(a)					1	1	2	3			7	4	3	+		1	5	3	16	25		32
Fiji	FJI	Group IV						1					1	4	2	-				1		3	4	5
Finland	FIN	Group I					1	3					4	5	3	=	3	1					4	8
France	FRA	Group I			2	4	10	16	12	15	1		60	16	10	+	94	14		245	3	356		416
Gabon	GAB	Group V(a)						1	2				3	4	2	=			4	1	4	9		12
Gambia	GMB	Group V(a)					1	1					2	4	2	=		2				2		4
Georgia	GEO	Group II						1		1			2	4	2	=		1				1		3
Germany	DEU	Group I				1	1	1	5	10	2		20	22	13	=	12	7		2	5	26		46
Ghana	GHA	Group V(a)						1					1	4	2	-	1		7	1	6	15		16
Greece	GRC	Group I						2	3	2			7	5	3	+	5			2	1	8		15
Grenada	GRD	Group III						1					1	4	2	-								1
Guatemala	GTM	Group III												4	2	O			3		3	6		6
Guinea	GIN	Group V(a)					2	1					3	4	2	=				1		1		4

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Annex I – page 2

Member States	Code	Group	Staff members in geographical posts											Staff members in non-geographical posts*					TOTAL			
			DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation	D/P		NO		GS		Total
			HQ	Field	HQ	Field	Total	HQ	Field	Total	HQ	Field										
Guinea-Bissau	GNB	Group V(a)						1				1	4	2	-							1
Guyana	GUY	Group III										4	2	0								
Haiti	HTI	Group III					1			1		2	4	2	=		2	3	1	6	12	14
Honduras	HND	Group III						1	1	1		3	4	2	=							3
Hungary	HUN	Group II								2		2	4	3	-	1			1	1	3	5
Iceland	ISL	Group I										4	2	0		1					1	1
India	IND	Group IV				3	2			3	4	12	17	10	=	3	3	14	1	16	37	49
Indonesia	IDN	Group IV					1	2		1		4	7	4	=			2		8	10	14
Iran (Islamic Republic of)	IRN	Group IV					1	1	2			4	5	3	=	2	2	3	4	4	15	19
Iraq	IRQ	Group V(b)							1			1	4	3	-		1	6	1	6	14	15
Ireland	IRL	Group I						1				2	5	3	-	5	1		3		9	11
Italy	ITA	Group I	1	1	3	4	9	5	2			25	13	8	+	22	44		13	105	184	209
Jamaica	JAM	Group III							1	1		2	4	2	=			2		5	7	9
Japan	JPN	Group IV				1	3	10	14	1		29	27	16	+	14	3		2		19	48
Jordan	JOR	Group V(b)						1		1		2	4	2	=	2	1	9	1	5	18	20
Kazakhstan	KAZ	Group IV								2		2	4	2	=	1		4	3	5	13	15
Kenya	KEN	Group V(a)						3	1	1		5	4	2	+	2	3	6	3	10	24	29
Kiribati	KIR	Group IV										4	2	0								
Kuwait	KWT	Group V(b)										4	3	0								
Kyrgyzstan	KGZ	Group IV						1	2			3	4	2	=	1	2				3	6
Lao People's Democratic	LAO	Group I						2				2	4	2	=							2
Latvia	LVA	Group II										4	2	0								
Lebanon	LBN	Group V(b)						2	4			6	4	2	+	4		4	2	12	22	28
Lesotho	LSO	Group V(a)								1		1	4	2	-			1			1	2
Liberia	LBR	Group V(a)								1		1	4	2	-							1
Libya	LYB	Group V(b)								1		1	4	2	-				1		1	2
Lithuania	LTU	Group II					2	1				3	4	2	=				1		1	4
Luxembourg	LUX	Group I							2			2	4	2	=							2
Madagascar	MDG	Group V(a)							1	1		2	4	2	=		1	3	3		7	9
Malawi	MWI	Group V(a)						1				1	4	2	-			2			2	3
Malaysia	MY S	Group IV					1	2				3	5	3	=							3
Maldives	MDV	Group IV										4	2	0								
Mali	MLI	Group V(a)						3				3	4	2	=			5	2	6	13	16
Malta	MLT	Group I										4	2	0		1					1	1
Marshall Islands	MHL	Group IV										4	2	0								
Mauritania	MRT	Group V(b)					1	2		1		4	4	2	=			1		1	2	6
Mauritius	MUS	Group V(a)						1				2	4	2	=	2			3		5	7
Mexico	MEX	Group III	1			1	4	3	3	1		13	8	5	+	1	2	6	7	3	19	32
Micronesia (Federated States)	FSM	Group IV										4	2	0								
Monaco	MCO	Group I										4	2	0								
Mongolia	MNG	Group IV					1	1				2	4	2	=							2
Montenegro	MNE	Group II							1			1	4	2	-			1			1	2
Morocco	MAR	Group V(b)					1	1	3	2		7	4	2	+	5	1	4	8	6	24	31
Mozambique	MOZ	Group V(a)		1								1	4	2	-			6		4	10	11
Myanmar	MMR	Group IV							1			1	4	2	-							1
Namibia	NAM	Group V(a)								1		1	4	2	-			5	1	3	9	10
Nauru	NRU	Group IV										4	2	0								
Nepal	NPL	Group IV					2	1	1	1		5	4	2	+	1	2	3		3	9	14
Netherlands (Kingdom of the)	NLD	Group I			1		2		3			6	8	5	=	1	2		1		4	10
New Zealand	NZL	Group IV				1		1	2			4	5	3	=	1	1				2	6
Nicaragua	NIC	Group III							2	1		3	4	2	=							3
Niger	NER	Group V(a)				1	1					4	4	2	=		1	1		1	3	7
Nigeria	NGA	Group V(a)						3	1			4	6	3	=		3	5	3	6	17	21
Niue	NIU	Group IV										4	2	0								
North Macedonia	MKD	Group II							1			1	4	2	-							1
Norway	NOR	Group I	1				2					3	6	3	=		1				1	4
Oman	OMN	Group V(b)										4	2	0					2		2	2
Pakistan	PAK	Group IV					1	1		1		3	6	3	=			4		6	10	13
Palau	PLW	Group IV										4	2	0								
Panama	PAN	Group III										4	2	0		1				1	2	2
Papua New Guinea	PNG	Group IV						1				1	4	2	-							1
Paraguay	PRY	Group III						1		1		2	4	2	=	1					1	3
Peru	PER	Group III							1			1	4	3	-	5		4	3	6	18	19
Philippines	PHL	Group IV						2		1		3	5	3	=	2			9		11	14
Poland	POL	Group II				1		1	1	2		5	6	4	=	2			3		5	10
Portugal	PRT	Group I				1	1	1	2	1		6	5	3	+	2	2		5		9	15
Qatar	QAT	Group V(b)										4	3	0		1	1				2	2
Republic of Korea	KOR	Group IV				1	1		4	3	1	10	11	7	=	11	3		1		15	25
Republic of Moldova	MDA	Group II							2			2	4	2	=							2

Member States	Code	Group	Staff members in geographical posts											Staff members in non-geographical posts*					TOTAL			
			DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total	Max.	Min.	Situation	D/P		NO		GS		Total
			HQ	Field	HQ	Field	HQ	Field	HQ	Field	HQ	Field										
Romania	ROU	Group II				1		1		2		4	5	3	=	2	1		4	1	8	12
Russian Federation	RUS	Group II					1	1		4		6	11	7	-	5	6	3	10	1	25	31
Rwanda	RWA	Group V(a)								2		2	4	2	=	1	2	1	2		6	8
Saint Kitts and Nevis	KNA	Group III							2			2	4	2	=							2
Saint Lucia	LCA	Group III								2		2	4	2	=							2
Saint Vincent and the Grenadines	VCT	Group III											4	2	O							
Samoa	WSM	Group IV											4	2	O							
San Marino	SMR	Group I											4	2	O			1	2	3		3
Sao Tome and Principe	STP	Group V(a)							1			1	4	2	-							1
Saudi Arabia	SAU	Group V(b)								3		3	8	5	-						2	5
Senegal	SEN	Group V(a)					1	5	1	1		8	4	2	+	2	1	5	8	10	32	40
Serbia	SRB	Group II								1		1	4	2	-	1	2		1	1	5	6
Seychelles	SYC	Group V(a)								1		1	4	2	-							1
Sierra Leone	SLE	Group V(a)						1	1			2	4	2	=			1			1	3
Singapore	SGP	Group IV								2	1	3	5	3	=		1				1	4
Slovakia	SVK	Group II								1		1	4	2	-	1					1	2
Slovenia	SVN	Group II								2		2	4	2	=		2		1	1	4	6
Solomon Islands	SLB	Group IV											4	2	O							
Somalia	SOM	Group V(a)								2		2	4	2	=							2
South Africa	ZAF	Group V(a)				1	3	1	3	1		9	5	3	+	1		1	1		3	12
South Sudan	SSD	Group V(a)											4	2	O	1		6		5	12	12
Spain	ESP	Group I				1	1	5	2	5		14	10	6	+	21	9		9	1	40	54
Sri Lanka	LKA	Group IV								1	1	2	4	2	=		2	1	1		4	6
State of Palestine	PSE	Group V(b)							2	1		3	4	2	=	1	1		2	5	9	12
Sudan	SDN	Group V(b)						1			1	2	4	2	=			2		5	7	9
Suriname	SUR	Group III											4	2	O							
Sweden	SWE	Group I						2	2	1	1	6	6	4	=	1	1			1	3	9
Switzerland	CHE	Group I						1	1			4	7	4	=	3					3	7
Syrian Arab Republic	SYR	Group V(b)					1			1		2	4	2	=				3		3	5
Tajikistan	TJK	Group II								1		1	4	2	-	1			1		2	3
Thailand	THA	Group IV							1	1		2	5	3	-	1		3		12	16	18
Timor-Leste	TLS	Group IV											4	2	O							
Togo	TGO	Group V(a)								2	1	3	4	2	=	1	2		3	1	7	10
Tonga	TON	Group IV											4	2	O							
Trinidad and Tobago	TTO	Group III						1				1	4	2	-		2				2	3
Tunisia	TUN	Group V(b)				1		2		6	2	11	4	2	+	4	1		8		13	24
Türkiye	TUR	Group I					1		2	2	3	8	6	4	+	1	2				3	11
Turkmenistan	TKM	Group IV								1		1	4	2	-							1
Tuvalu	TUV	Group IV											4	2	O							
Uganda	UGA	Group V(a)						1	2	1		4	4	2	=	1	4	3	1		9	13
Ukraine	UKR	Group II								4	1	5	4	2	+	1		7	7	1	16	21
United Arab Emirates	ARE	Group V(b)											5	3	O							
United Kingdom of Great Britain and Northern Ireland	GBR	Group I					1	7	3	8	1	20	17	10	+	15	9		8	4	36	56
United Republic of Tanzania	TZA	Group V(a)								2		2	4	2	=	1	1	8	1	5	16	18
United States of America	USA	Group I				1		8	10	6	1	27	76	46	-	9	5		6	2	22	49
Uruguay	URY	Group III								1	1	2	4	2	=			2	1	8	11	13
Uzbekistan	UZB	Group II					1	1				2	4	2	=		2	8		3	13	15
Vanuatu	VUT	Group IV											4	2	O							
Venezuela (Bolivarian Republic of)	VEN	Group III						1	2			3	4	2	=			2		2	4	7
Viet Nam	VNM	Group IV								3		3	5	3	=	1		3	2	4	10	13
Yemen	YEM	Group V(b)						1		1		2	4	2	=		1		1		2	4
Zambia	ZMB	Group V(a)							1		1	2	4	2	=		1	4	1		6	8
Zimbabwe	ZWE	Group V(a)							1	1		2	4	2	=	1	5	12	2	8	28	30
Total			1	7	11	41	118	206	206	117	1	708				402	233	282	492	476	1885	2593

Israel	ISR					1										1						
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																	1					1	2
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(* Includes project appointments (PA), junior associate experts (JEA/JPO), secondments, temporary staff and staff on leave without pay.

ANNEX II

GEOGRAPHICAL DISTRIBUTION BY STATUS AND MEMBER STATE (JUNE 2025)

NORMALLY REPRESENTED MEMBER STATES (79)			
Afghanistan	Gabon	Mauritania	Singapore
Austria	Gambia	Mauritius	Slovenia
Azerbaijan	Georgia	Mongolia	Somalia
Benin	Germany	Netherlands (Kingdom of the)	Sri Lanka
Bolivia (Plurinational State of)	Guinea	New Zealand	State of Palestine
Bosnia and Herzegovina	Haiti	Nicaragua	Sudan
Bulgaria	Honduras	Niger	Sweden
Burkina Faso	India	Nigeria	Switzerland
Burundi	Indonesia	Norway	Syrian Arab Republic
Cambodia	Iran (Islamic Republic of)	Pakistan	Togo
Chile	Jamaica	Paraguay	Uganda
Congo	Jordan	Philippines	United Republic of Tanzania
Costa Rica	Kazakhstan	Poland	Uruguay
Côte d'Ivoire	Kyrgyzstan	Republic of Korea	Uzbekistan
Cuba	Lao People's Democratic Republic	Republic of Moldova	Venezuela (Bolivarian Republic of)
Denmark	Lithuania	Romania	Viet Nam
Ecuador	Luxembourg	Rwanda	Yemen
El Salvador	Madagascar	Saint Kitts and Nevis	Zambia
Estonia	Malaysia	Saint Lucia	Zimbabwe
Finland	Mali	Sierra Leone	

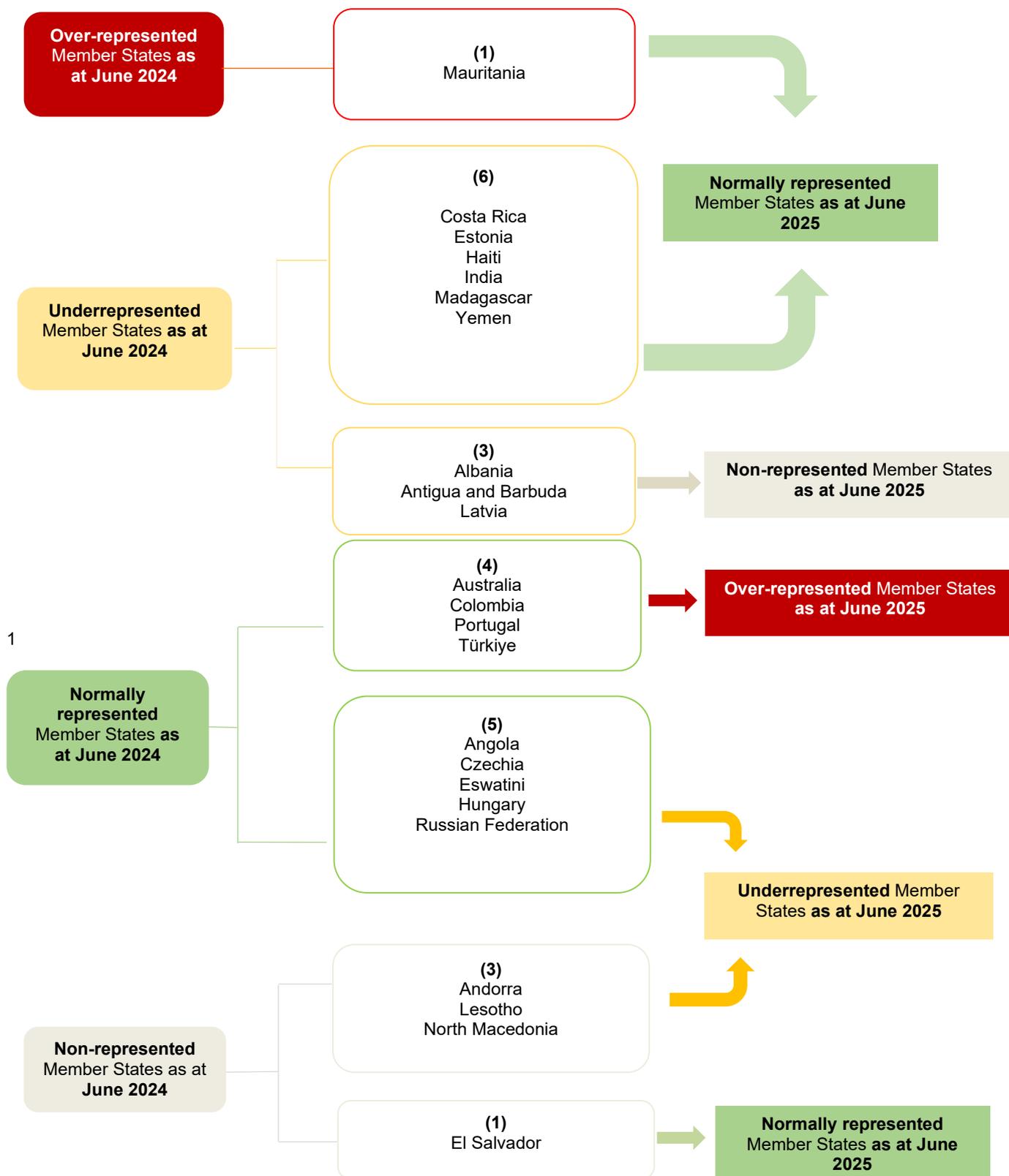
OVER-REPRESENTED MEMBER STATES (28)			
Algeria	Colombia	Japan	Senegal
Argentina	Democratic Republic of the Congo	Kenya	South Africa
Australia	Egypt	Lebanon	Spain
Belgium	Ethiopia	Mexico	Tunisia
Brazil	France	Morocco	Türkiye
Cameroon	Greece	Nepal	Ukraine
Canada	Italy	Portugal	United Kingdom of Great Britain and Northern Ireland

UNDERREPRESENTED MEMBER STATES (51)			
Andorra	Cook Islands	Hungary	Peru
Angola	Croatia	Iraq	Russian Federation
Armenia	Cyprus	Ireland	Sao Tome and Principe
Bangladesh	Czechia	Lesotho	Saudi Arabia
Barbados	Democratic People's Republic of Korea	Liberia	Serbia
Belarus	Djibouti	Libya	Seychelles
Belize	Dominica	Malawi	Slovakia
Botswana	Eritrea	Montenegro	Tajikistan
Cabo Verde	Eswatini	Mozambique	Thailand
Central African Republic	Fiji	Myanmar	Trinidad and Tobago
Chad	Ghana	Namibia	Turkmenistan
China	Grenada	North Macedonia	United States of America
Comoros	Guinea-Bissau	Papua New Guinea	

NON-REPRESENTED MEMBER STATES (36)			
Antigua and Barbuda	Iceland	Niue	Suriname
Albania	Kiribati	Oman	Timor-Leste
Bahamas	Kuwait	Palau	Tonga
Bahrain	Latvia	Panama	Tuvalu
Bhutan	Maldives	Qatar	United Arab Emirates
Brunei Darussalam	Malta	Saint Vincent and the Grenadines	Vanuatu
Dominican Republic	Marshall Islands	Samoa	
Equatorial Guinea	Micronesia (Federated States of)	San Marino	
Guatemala	Monaco	Solomon Islands	
Guyana	Nauru	South Sudan	

ANNEX III

LIST OF MEMBER STATES WHOSE REPRESENTATION STATUS CHANGED BETWEEN JUNE 2024 AND JUNE 2025



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			ED	EDCat. 1 institutes	SC	ICTP	IOC	SHS	CLT	CI	CAB	IOS	PAX	BSP	CPE	ADM	Total
Mexico	P-5	Geographical	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Morocco	P-2	Geographical	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
New Zealand	P-3	Geographical	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Nicaragua	P-3	Geographical	-	-	-	-	-	-	-	-	-	-	-	1	-	-	1
Niger	P-3	Geographical	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Nigeria	D-1	Non geographical	-	1	-	-	-	-	-	-	-	-	-	-	-	-	1
	P-4	Geographical	-	-	-	-	1	-	-	-	-	-	-	-	-	-	1
	Total		-	1	-	-	-	1	-	-	-	-	-	-	-	-	2
Portugal	P-4	Geographical	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
Romania	P-2	Geographical	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1
Saudi Arabia	P-2	Geographical	-	-	1	-	-	-	1	-	-	-	-	-	-	-	2
Senegal	P-4	Geographical	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Serbia	P-3	Geographical	-	-	-	-	-	-	-	-	-	-	1	-	-	-	1
South Africa	P-5	Geographical	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1
	P-2	Geographical	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
	Total		1	-	-	-	-	-	-	-	-	-	-	-	1	-	2
Spain	P-4	Geographical	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1
	P-4	Non geographical	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
	Total		-	-	-	-	-	-	-	-	-	-	-	-	1	1	2
Sweden	P-4	Geographical	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
Switzerland	P-3	Geographical	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1
Thailand	P-2	Geographical	-	-	-	-	-	-	-	1	-	-	-	-	-	-	1
Türkiye	P-5	Geographical	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
Uganda	P-3	Geographical	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1
United Kingdom of Great Britain and Northern Ireland	P-3	Geographical	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1
United States of America	P-5	Geographical	1	-	-	-	-	-	-	-	-	-	-	-	-	-	1
	P-4	Geographical	2	-	1	-	-	-	-	-	-	-	-	-	-	-	3
	P-3	Geographical	-	-	1	-	-	-	-	-	-	-	-	-	-	1	2
	P-2	Geographical	-	-	-	-	-	-	-	-	-	1	-	-	-	-	1
	Total		3	-	2	-	-	-	-	-	-	-	1	-	-	1	7
Total			13	3	8	1	3	3	6	3	1	1	5	3	6	11	67

ED: Education; SC: Natural Sciences; ICTP: Abdus Salam International Centre for Theoretical Physics; IOC: Intergovernmental Oceanographic Commission; SHS: Social and Human Sciences; CLT: Culture; CI: Communication and Information; CAB: Office of the Director-General; IOS: Division of Internal Oversight Services; PAX: Priority Africa and External Relations; BSP: Bureau of Strategic Planning; CPE: Division for Communications and Public Engagement; ADM: Administration and Management

ANNEX V

AFFILIATE PERSONNEL BY NATIONALITY, TYPE OF CONTRACT AND DUTY STATION
(JUNE 2025)

	Affiliate personnel by type of contract							Affiliate personnel by duty station				
	Consultants	Service contracts	Sponsored trainees	Short-term contracts	Loans	UN volunteers	Response personnel	Total	HQ	Field	Category 1 institutes	Total
Afghanistan	8	37	-	-	-	4	-	49	1	47	1	49
Albania	9	-	-	-	-	-	-	9	1	8	-	9
Algeria	5	-	-	-	-	-	-	5	5	-	-	5
Andorra	1	-	-	-	-	-	-	1	1	-	-	1
Angola	2	1	-	-	-	-	-	3	2	1	-	3
Antigua and Barbuda	-	-	-	-	-	1	-	1	-	1	-	1
Argentina	47	10	-	-	-	-	-	57	5	30	22	57
Armenia	4	-	-	-	-	-	-	4	-	-	4	4
Australia	22	2	-	-	-	-	1	25	16	8	1	25
Austria	4	1	-	-	-	-	-	5	4	-	1	5
Azerbaijan	5	-	-	-	-	-	-	5	1	2	2	5
Bahrain	1	-	-	-	-	-	-	1	1	-	-	1
Bangladesh	11	13	-	-	-	-	-	24	-	24	-	24
Barbados	1	1	-	-	-	-	-	2	1	1	-	2
Belarus	3	-	-	-	-	-	-	3	-	-	3	3
Belgium	17	6	1	-	-	-	1	25	14	10	1	25
Belize	2	-	-	-	-	-	-	2	1	-	1	2
Benin	5	-	-	-	-	-	-	5	2	2	1	5
Bhutan	1	-	-	-	-	-	-	1	-	1	-	1
Bolivia (Plurinational State of)	6	-	-	-	-	-	-	6	3	2	1	6
Bosnia and Herzegovina	18	1	-	-	-	-	-	19	1	18	-	19
Botswana	1	1	-	-	-	-	-	2	-	2	-	2
Brazil	29	47	-	1	-	-	-	77	17	53	7	77
Bulgaria	1	1	-	-	-	-	-	2	2	-	-	2
Burkina Faso	8	2	-	-	-	-	-	10	2	4	4	10
Burundi	3	8	-	-	-	-	-	11	1	9	1	11
Cambodia	7	15	-	-	-	-	-	22	-	22	-	22
Cameroon	17	46	-	1	-	-	-	64	5	59	-	64
Canada	39	5	2	-	-	-	-	46	28	11	7	46
Central African Republic	-	1	-	-	-	-	-	1	-	1	-	1
Chad	2	10	-	-	-	-	-	12	-	12	-	12
Chile	31	12	-	-	-	-	-	43	6	35	2	43
China	40	24	31	-	4	-	-	99	49	43	7	99
Colombia	24	3	-	-	-	1	-	28	15	10	3	28
Congo	5	12	-	-	-	-	-	17	1	16	-	17
Costa Rica	6	7	-	-	-	-	-	13	2	11	-	13
Côte d'Ivoire	15	12	-	-	-	-	-	27	2	20	5	27
Croatia	5	-	-	-	-	-	-	5	-	5	-	5
Cuba	19	23	-	-	-	-	-	42	-	42	-	42
Cyprus	1	1	-	-	-	-	-	2	2	-	-	2
Czechia	1	-	-	-	-	-	-	1	1	-	-	1
Democratic People's Republic of Korea	1	-	-	-	-	-	-	1	-	1	-	1
Democratic Republic of the Congo	8	23	-	-	-	-	-	31	-	31	-	31
Denmark	2	1	-	-	-	-	-	3	3	-	-	3
Djibouti	1	-	-	-	-	-	-	1	-	1	-	1
Dominica	-	1	-	-	-	-	-	1	-	1	-	1
Ecuador	10	3	-	-	-	1	-	14	2	12	-	14
Egypt	26	10	-	-	-	-	-	36	5	30	1	36
El Salvador	1	2	-	-	-	-	-	3	2	1	-	3

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	Affiliate personnel by type of contract							Affiliate personnel by duty station				
	Consultants	Service contracts	Sponsored trainees	Short-term contracts	Loans	UN volunteers	Response personnel	Total	HQ	Field	Category 1 institutes	Total
Estonia	1	-	-	-	1	-	-	2	2	-	-	2
Eswatini	3	1	-	-	-	-	-	4	-	4	-	4
Ethiopia	7	9	-	-	-	-	-	16	1	10	5	16
Fiji	3	-	-	-	-	-	-	3	3	-	-	3
Finland	2	1	-	-	-	-	-	3	1	1	1	3
France	176	89	1	16	2	1	-	285	212	41	32	285
Gabon	3	6	-	-	-	-	-	9	1	8	-	9
Gambia	1	-	-	-	-	-	-	1	-	1	-	1
Georgia	2	-	-	-	-	-	-	2	1	1	-	2
Germany	29	20	-	-	-	-	1	50	19	13	18	50
Ghana	1	15	-	-	-	-	-	16	-	16	-	16
Greece	10	2	-	-	-	-	-	12	8	3	1	12
Grenada	1	-	-	-	-	-	-	1	-	-	1	1
Guatemala	9	7	-	-	-	-	-	16	-	16	-	16
Guinea	3	5	-	-	-	-	-	8	-	8	-	8
Guinea-Bissau	4	-	-	-	-	-	-	4	-	4	-	4
Haiti	69	13	-	-	-	-	-	82	-	49	33	82
Honduras	3	-	-	-	-	-	-	3	1	2	-	3
India	22	41	1	-	-	2	-	66	14	26	26	66
Indonesia	5	25	-	-	-	-	-	30	-	30	-	30
Iran (Islamic Republic of)	4	11	-	-	-	-	-	15	-	15	-	15
Iraq	3	24	-	-	-	-	-	27	-	27	-	27
Ireland	9	2	-	-	-	1	-	12	5	5	2	12
Israel	1	-	-	-	-	-	-	1	-	1	-	1
Italy	54	8	1	4	3	-	1	71	29	36	6	71
Jamaica	3	6	-	-	-	-	-	9	1	8	-	9
Japan	9	-	5	-	1	1	-	16	7	8	1	16
Jordan	11	9	-	-	-	1	-	21	3	18	-	21
Kazakhstan	26	13	-	-	-	-	-	39	2	37	-	39
Kenya	19	25	-	-	-	-	-	44	6	37	1	44
Kyrgyzstan	12	3	-	-	-	-	-	15	-	11	4	15
Lao People's Democratic Republic	1	-	-	-	-	-	-	1	-	1	-	1
Lebanon	27	8	-	-	-	1	-	36	2	33	1	36
Lesotho	1	2	-	-	-	-	-	3	-	3	-	3
Libya	1	-	-	-	-	-	-	1	-	1	-	1
Lithuania	2	-	-	-	-	-	-	2	2	-	-	2
Madagascar	10	13	-	-	-	2	-	25	1	22	2	25
Malawi	6	1	-	-	-	-	-	7	1	5	1	7
Malaysia	6	-	-	-	1	-	-	7	3	4	-	7
Mali	6	25	-	1	-	-	-	32	2	29	1	32
Malta	2	1	-	-	-	-	-	3	-	2	1	3
Mauritania	-	2	-	-	-	-	-	2	-	2	-	2
Mauritius	2	-	-	-	-	-	-	2	-	2	-	2
Mexico	48	17	-	-	-	-	-	65	5	54	6	65
Mongolia	2	3	-	-	-	-	-	5	-	5	-	5
Montenegro	5	-	-	-	-	-	-	5	1	4	-	5
Morocco	29	12	-	-	-	2	-	43	6	36	1	43

	Affiliate personnel by type of contract							Affiliate personnel by duty station				
	Consultants	Service contracts	Sponsored trainees	Short-term contracts	Loans	UN volunteers	Response personnel	Total	HQ	Field	Category 1 institutes	Total
Mozambique	2	8	-	-	-	3	-	13	1	12	-	13
Myanmar	29	11	-	-	-	-	-	40	-	40	-	40
Namibia	1	8	-	-	-	-	-	9	-	9	-	9
Nepal	13	15	-	-	-	1	-	29	-	29	-	29
Netherlands (Kingdom of the)	5	1	-	-	2	-	-	8	8	-	-	8
New Zealand	6	-	-	-	-	-	-	6	2	3	1	6
Nicaragua	1	1	-	-	-	-	-	2	-	1	1	2
Niger	2	-	-	-	-	-	-	2	-	2	-	2
Nigeria	25	9	-	-	-	1	-	35	3	31	1	35
North Macedonia	1	-	-	-	-	-	-	1	1	-	-	1
Norway	1	-	-	-	-	-	-	1	1	-	-	1
Pakistan	5	10	-	-	-	1	-	16	-	16	-	16
Paraguay	1	-	-	-	-	1	-	2	-	2	-	2
Peru	66	9	-	1	-	1	-	77	7	65	5	77
Philippines	7	3	-	-	-	-	-	10	3	7	-	10
Poland	2	2	-	-	-	-	-	4	1	2	1	4
Portugal	8	2	-	-	-	1	-	11	8	3	-	11
Republic of Korea	7	2	5	-	10	4	-	28	17	10	1	28
Republic of Moldova	4	-	-	-	1	-	-	5	1	4	-	5
Romania	3	1	-	-	-	-	-	4	3	1	-	4
Russian Federation	21	7	-	-	-	-	-	28	7	2	19	28
Rwanda	3	-	-	-	-	-	-	3	-	1	2	3
Saint Lucia	-	-	-	-	-	1	-	1	-	1	-	1
Samoa	-	2	-	-	-	-	-	2	-	2	-	2
Sao Tome and Principe	1	2	-	-	-	-	-	3	1	2	-	3
Saudi Arabia	1	1	-	-	-	-	-	2	1	1	-	2
Senegal	15	19	-	1	-	-	-	35	6	26	3	35
Serbia	2	1	-	-	-	-	-	3	2	1	-	3
Seychelles	1	-	-	-	-	-	-	1	-	1	-	1
Sierra Leone	1	-	-	-	-	-	-	1	1	-	-	1
Singapore	4	-	1	-	-	-	-	5	5	-	-	5
Slovakia	2	-	-	-	-	-	-	2	1	1	-	2
Slovenia	1	-	-	-	-	-	-	1	1	-	-	1
Solomon Islands	1	-	-	-	-	-	-	1	-	1	-	1
South Africa	19	5	-	-	-	-	-	24	14	10	-	24
South Sudan	9	11	-	-	-	-	-	20	-	18	2	20
Spain	39	9	2	1	-	-	-	51	35	10	6	51
Sri Lanka	3	3	-	-	-	-	-	6	3	3	-	6
State of Palestine	12	12	-	-	-	1	-	25	3	22	-	25
Sudan	7	8	-	-	-	-	-	15	-	15	-	15
Sweden	4	-	-	-	-	-	-	4	2	1	1	4
Switzerland	9	2	-	-	-	-	-	11	7	2	2	11
Syrian Arab Republic	3	1	-	-	-	-	-	4	2	2	-	4

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	Affiliate personnel by type of contract							Affiliate personnel by duty station				
	Consultants	Service contracts	Sponsored trainees	Short-term contracts	Loans	UN volunteers	Response personnel	Total	HQ	Field	Category 1 institutes	Total
Tajikistan	82	4	-	-	-	-	-	86	-	86	-	86
Thailand	3	22	-	-	-	1	-	26	-	25	1	26
Timor-Leste	3	3	-	-	-	-	-	6	-	6	-	6
Togo	1	3	-	-	-	-	-	4	1	3	-	4
Tunisia	21	7	-	-	-	-	-	28	7	19	2	28
Türkiye	4	2	-	-	1	-	2	9	6	3	-	9
Turkmenistan	1	1	-	-	-	-	-	2	-	1	1	2
Uganda	5	3	-	-	-	1	-	9	4	5	-	9
Ukraine	49	23	-	1	-	5	-	78	12	66	-	78
United Kingdom of Great Britain and Northern Ireland	66	3	-	2	1	1	-	73	39	25	9	73
United Republic of Tanzania	6	12	-	-	-	-	-	18	1	17	-	18
United States of America	69	11	-	-	1	-	-	81	40	25	16	81
Uruguay	13	4	-	-	-	-	-	17	-	14	3	17
Uzbekistan	21	16	-	-	-	-	-	37	-	36	1	37
Venezuela (Bolivarian Republic of)	8	4	-	-	-	1	-	13	4	4	5	13
Viet Nam	15	17	-	-	-	-	-	32	3	29	-	32
Yemen	5	-	-	-	-	1	-	6	-	4	2	6
Zambia	7	9	-	-	-	-	-	16	1	15	-	16
Zimbabwe	11	36	-	-	-	1	-	48	5	42	1	48
	1865	1106	50	29	28	44	6	3128	813	2010	305	3128