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

PART III

HUMAN RESOURCES ISSUES

ADDENDUM 2

COMMENTS OF THE INTERNATIONAL STAFF ASSOCIATION OF UNESCO (ISAU)

Summary

C. Report on the geographical distribution and gender balance of the staff of the Secretariat and on the implementation of the measures taken to redress any imbalances

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 211 EX/5.III.C).

1. The following comments comprise ISAU's observations and recommendations regarding the geographical distribution and gender balance of the staff of the Secretariat and the implementation of the measures taken to redress any imbalances.

PART I – Options for the review of the methodology

2. ISAU takes note of the options proposed by the Bureau of Human Resources Management (ADM/HRM) to identify posts subject to geographical distribution in response to 40 C/Resolution 78. It is unfortunate that the Administration has not proposed an option which includes project appointments (PAs) in the calculation of geographical distribution, as requested by Member States. The Administration emphasizes the difficulties posed by taking into account posts not funded by the professional-category budget. However, ISAU has long been calling for all posts to be identified in relation to geographical distribution; our position has never been that a modification must be made to the calculation of geographical distribution as such. Our aim, which is essentially statistical, is to



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provide Member States with a clear and transparent picture of current geographical distribution at the Organization.

3. ADM/HRM's approach tends to evade this request for clarity and transparency by offering tools which are not pertinent thereto. ISAU calls for a simple recapitulation of the actual staffing of the Secretariat, which could consist of a juxtaposition of the personnel in the professional category with the holders of the various types of post created by the Organization, irrespective of the length or terms of their appointment.

PART II – Proposals for a mid-level professional programme

4. ISAU feels that, while the Young Professionals Programme (YPP) has positive aspects, it does not constitute an effective model for remedying the Organization's shortcomings in terms of geographical balance or parity in recruitment and promotion.

5. With regard to the mid-level professional programme, giving ADM/HRM increased powers for a limited pool of posts will not, in our view, solve a problem which has affected the recruitment structure for many years. As the document suggests, it is ADM/HRM's role in the selection and recruitment of candidates which is at issue and which needs to be reconsidered so that recruitment and career management are more transparent.

6. Moreover, such an exercise should apply to the Secretariat as a whole and should even focus more on Headquarters, where the imbalances are most noticeable, than on the field offices.



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

PART III

HUMAN RESOURCES ISSUES

SUMMARY

C. Report on the geographical distribution and gender balance of the staff of the Secretariat and on the implementation of the measures taken to redress any imbalance

Pursuant to [209 EX/Decision 5.III B](#) and 210 EX/Decision 5.IV, the Director-General presents options for reviewing the methodology for defining geographical posts; and a full proposal for the Mid-Level Professionals Programme (P-3/P-4 posts).

Decision required: paragraph 28.



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C. Report on the geographical distribution and gender balance of the staff
(Follow-up to [209 EX/Decision 5.III B](#) and [210 EX/Decision 5.IV](#))

INTRODUCTION

1. In accordance with Executive Board decisions at its 209th and 210th sessions on the reports on geographical distribution and gender balance of the staff, this document contains:

- **Part I** presents options for modifying the calculation of quotas, in particular a review of the number and category of staff/posts to be included in the base figure.
- **Part II** proposes a Mid-Level Professionals Programme (MLPP) targeting P-3/P-4 posts and examines legal implications.

PART I – OPTIONS FOR THE REVIEW OF THE METHODOLOGY

2. In its 40 C/Resolution 78, the General Conference invited the Director-General to revisit the basis on which the geographical posts are determined, and invited her to report on the possibility to subject temporary posts and project appointments to equitable geographical distribution. At the 209th session of the Executive Board, the Director-General proposed updating the base figure, by using the current number of posts, and by including as Geographical Posts those established posts funded from the Special Account for Management Costs and Revenue-Generating Funds. The Executive Board took note of the proposal, and requested options on the number and category of staff and posts to be included in the new base figure, including Project Appointment (PA) posts.

3. The sections below outline the current methodology for the geographical distribution, includes comparative information from United Nations agencies, and sets out options and their impact.

Methodology used in UNESCO for the geographical distribution of posts

4. The “base figure” is the foundation of UNESCO’s calculation of a “desirable range” of the number of nationals from each Member State, which comprises a mid-point (the “ideal” number of posts for that Member State) and an applicable range of 25 % above and below the mid-point. When the number of nationals exceeds the upper range, it is considered “over-represented”; when the number of nationals does not reach the lower range, it is considered “under-represented”.

5. The **base figure** is the total number of professional posts subject to geographical distribution (“geographical posts”). It is generally slightly higher than the number of professional posts which actually exist, so as to allow possible upward fluctuations. In UNESCO, the base figure was set at **850** in 1 January 1990¹ (above the ceiling of 800 geographical posts approved in the [25 C/5](#)).

6. **Geographical posts** are established posts in the Professional, Director and Assistant Director-General categories (P-1 to P-5; D-1/D-2; ADG) funded from the regular budget of the Organization, excluding “language” posts (interpreters, translators and revisers). As of December 2020, there are 12 non-geographical “language” posts funded by the regular budget.

7. To calculate the mid-point, UNESCO allocates each Member State a share of posts based on three factors: membership, contribution and population. The **membership** factor represents the right of each Member State to a fixed number of posts, by virtue of its membership. The **contribution** factor reflects the Member State’s assessed contribution to the regular budget. The **Population** factor allocates a part of the base figure in proportion to the size of the Member State.

8. In UNESCO, since 2003, the membership factor has been fixed at **65%**, or 552.5 posts to be shared, the contribution factor at **30%**, representing a total of 255 posts and the population factor at

¹ Cf. [25 C/Resolution 40](#)

5%, representing a total of 42.5 posts to be shared.² These ratios have evolved over time, with a gradual decrease of the membership factor and a corresponding increase of the contribution factor. The population factor was introduced in 2003.³ The fact that the membership factor is much higher than the contribution factor is unique to UNESCO: the UN Secretariat, FAO, and WHO all have a membership factor between 40% and 45%, and a contribution factor between 45% and 55% (see Annex I). These differences have a significant bearing on the respective ranges for each member state to be considered as “normally represented”.

Other UN agencies’ practices

9. **Annex I** summarizes the methodology of three Agencies with a formal system of geographical quotas (the UN Secretariat, FAO and WHO). Except for WHO, geographical posts included in the quota are Professional and above posts funded by the Regular Budget, excluding language posts. The subject of geographical distribution quotas in the UN Secretariat was the subject of a detailed report to the General Assembly⁴. The International Civil Service Commission has also conducted recent benchmarking on this issue, which will be discussed in its forthcoming session. These findings indicate that many organizations face similar challenges as UNESCO.

Options for modifications to UNESCO’s methodology and impact

10. The methodology was last revised by the General Conference in 2003 ([32 C/Resolution 71](#)), with the introduction of the population factor of 5% and a corresponding decrease of the contribution factor from 35% to 30%. The base figure of 850 has remained unchanged since 1990, set at 6% above the 800 geographical posts approved in the [25 C/5](#). However, the number of geographical posts funded under the Regular Programme has been decreasing since 2014, and stands at 739 in January 2021, well below the base figure of 850 posts.

Project Appointments

11. The Executive Board requested different options to be included in the new base figure, including international Project Appointment posts (PA), taking into account practices in United Nations agencies and keeping in mind the discussions at the 209th session. Project Appointments are designed to cover the medium-term operational needs of specific, time-bound projects or activities and are financed by voluntary contributions. No Organization in the United Nations system includes such time-bound voluntary funded posts in the calculation of geographical distribution.

12. The inclusion of such voluntary-funded positions would therefore depart from UN practice and would also potentially raise the question of the contribution factor. Given that the current computation is based on assessed contributions, a new methodology would need to be developed to take account of the posts financed by the voluntary contributions of Member States or international organisations. This would be complex, considering that this type of funding fluctuates regularly, as projects are time-bound and can vary from one year to another. This may also require a regular review of the base figure, and hence would result in a regular revision of quotas.

13. Considering the complexities as noted above, two scenarios are being proposed, which consider a decrease of the base figure (Option 1) and a revision of the definition of geographical posts to include posts funded from the Special Account for Management Costs and Revenue-Generating Funds (Option 2). The impact of these two options is set out in [Annex II](#).

² [157 EX/Decision 8.6](#) and [30 C/Resolution 72](#).

³ [32 C/Resolution 71](#)

⁴ Report of the Secretary General on the “Assessment of the system of desirable ranges”, in [A/73/372/Add.3](#)

Option 1 – Base Figure adjusted to 750 posts - No change to the current definition of geographical posts (Professional and above posts funded by the Regular Budget) - (see Annex 2a)

14. Given the decrease in the number of posts financed by the Regular Programme, this option proposes to adjust the base figure by rounding it to 750 posts to better reflect the current level of posts. As is the case in the UN Secretariat, it is proposed that staff members hired under the Young Professional Programme retain their geographical status irrespective of the nature of the post which they are assigned to.

15. **Impact:** This increases the number of over-represented Member States by 9, and decreases normally-represented States by 9. If Young Professionals retain their geographical status, 2 Member States would become represented: Andorra and Bahamas, increasing the representation rate from 78% to 79%. The quota of 175 Member States would decrease, with 127 Member States seeing a decrease of their upper range from 4 to 3.

Option 2 – Inclusion of Professional and above posts funded from the Special Account for Management Costs and Revenue-Generating Funds – Base Figure adjusted to 785 posts (see Annex 2b)

16. Under this option, all posts funded by the Special Account for Management Costs⁵ and the Revenue Generating Funds (such as the Headquarters utilization funds) will be subject to geographical distribution. These 35 posts are core, continuing management support functions which support the programme, primarily in BFM, BSP and CLD. These would be added to the base figure proposed in Option 1, above, for a total base figure of 785.

17. **Impact:** This increases the number of over-represented Member States by 5 and decreases normally represented Member States by 3. In this scenario, 2 Member States would become represented in the Secretariat (Andorra and Bahamas), increasing the representation rate from 78% to 79%. The quota of 141 Member States would decrease, of which 100 Member States would see their upper range decrease from 4 to 3.

PART II – PROPOSALS FOR A MID-LEVEL PROFESSIONAL PROGRAMME

Background

18. At its 209th session, the Executive Board requested the Director-General to present proposals for potential new measures which could be undertaken to ensure gender parity and equitable geographical distribution at all levels, “including the possibility of launching a programme similar to the Young Professionals Programme (YPP) targeting senior posts”. In its decision 210 EX/5.IV, the Executive Board requested the Secretariat to present a full proposal of the Mid-level Professionals Programme, including its legal implications “*with a view to their consideration, if needed, by the General Conference at its 41st session, in line with previous General Conference decisions launching the Young Professionals Programme.*”

The Young Professional Programme

19. The YPP programme exists in UNESCO since 1960, when it was created under 11 C/Resolution 26 of the General Conference, which authorized the Director-General, *on a provisional and experimental basis*, during the years 1961-1962, “*to select on the basis of an equitable geographical representation an appropriate number of the successful candidates for appointment to the Secretariat as probationers with the intention of absorbing into permanent employment those who successfully conclude a period of probation of not less than one year.*” The programme had the

⁵ Currently the Special Account for Management Costs includes geographical posts and non-geographical posts (the ex FITOCA posts). Under this option, all the posts in the Special Account for Management Costs would become geographical.

dual objectives of ensuring an equitable geographical representation especially with respect to non- or under-represented Member States, and the need to ensure continuity and efficiency in the administrative services of the Secretariat.

20. The Young Professional Programme operates as follows: In the course of planning for the next biennium, the Bureau of Human Resources Management jointly with Sector ADGs/Directors of Bureaux identify P-1/P-2 posts for the Young Professional Programme and earmark them in the C/5 for the next biennium. The list of YPP posts is submitted by HRM to the Director-General for approval. Calls for applications are launched to the National Commissions and Permanent Delegations of non- and under-represented Member States, which are invited to present candidates whose profile matches the requirements of one or several of the post(s). Candidates must be aged 32 or under. Candidates should submit applications through their National Commission and/or Permanent Delegation. The Bureau of Human Resource Management, together with the receiving Sectors/Bureaux undertakes the selection process, which includes preliminary interviews, Panel interviews and tests, as appropriate. The shortlist of recommended candidates is presented to the Director-General for her decision.

Proposal for a Mid-Level Professional Programme (MLPP)

21. The proposed MLPP programme would be introduced on a pilot basis targeting P-3/P-4 posts. The proposal to target mid-level posts stems from the fact that there are more vacant posts/upcoming vacant posts at these levels, in particular in the field. For this reason, the focus of the programme would be on field posts in programme areas. This proposal was developed to ensure that priority consideration be given to candidates from non- and under-represented Member States for a number of posts, at the same time remaining within the current legal framework.

22. In this pilot programme, vacant or upcoming vacant P-3/P-4 posts will be identified by the Bureau of Human Resources Management with Sectors/Bureaux, for which the Secretariat would seek to attract candidates from non- and under-represented Member States. Each Sector would be requested to identify a minimum of one post for this purpose in the [41 C/5](#). As is the case for the YPPs, the list of posts to be reserved for the MLPP would be approved by the Director-General. The pool of posts may also include project appointments and/or posts funded by voluntary contributions.

23. The posts themselves would be advertised on the UNESCO career website, open to all candidates. However, HRM will conduct dedicated outreach and search efforts to attract qualified candidates from non- and under-represented Member States who possess these specific profiles, in effect, “head-hunting” in close cooperation with Member States concerned. Given that requirements for P-3/P-4 posts are more specialized than for the YPP, wide outreach will better ensure qualified applicants. Using professional networks, social media, outreach campaigns, National Commissions and Permanent Delegations, HRM will amplify the vacancy notices.

24. Eligibility requirements and the selection process remain the same as the current recruitment policy. HRM will, however, manage the selection and recruitment process in place of the Sector, and will chair the interview panel. HRM will then submit the shortlist of all qualified and recommended candidates to the Director-General for a final decision. As is the case with the YPP, the Director-General would retain the selection authority for the candidates to the MLPP.

25. This pilot programme will be prepared in 2021 for a 2022 launch.

Legal implications

26. The programme, as proposed above, respects the constitutional principle embedded in Article VI.4, of ensuring that paramount consideration is given to securing the highest standards of integrity, efficiency and technical competence, while at the same time, giving priority consideration, at equal competence, to candidates from non- and under-represented countries. It would uphold the principle of open competition to applicants of all Member States; while requiring that the Secretariat

deploys dedicated efforts to identify candidates from non- and under-represented countries for a limited number of designated posts.

27. The proposal to remain within the current legal framework also stems from the reflexion that limiting the advertisement of P-3/P-4 posts solely to candidates from non- and under-represented Member States could pose a legal risk to the Organization, as it would not fully comply with the principles set out in Article VI.4 of the Constitution.

Proposed draft decision

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

The Executive Board,

1. Recalling [209 EX/Decision 5.III.B](#) and 210 EX/Decision 5.IV,
2. Having examined document 211 EX/5.III.C and its annexes,
3. Takes note of the information provided by the Director-General on the methodology for the calculation of geographical quotas;
4. Also takes note of the options presented by the Director-General for the modification of the base figure and for the revision of the definition of geographical posts;
5. Further takes note of the pilot of the mid-level professionals programme, as proposed by the Director-General, and requests the Director-General to present to it at its 212th session a progress report on the advancement of the programme.

ANNEX I



Methodology in other UN Agencies

	UN Secretariat (1988)	FAO (2004)	WHO (2003, rev 2013)	UNESCO (2003)
Geographical posts	<ul style="list-style-type: none"> Professional and above (P/D) Regular Budget Excluding language posts 	<ul style="list-style-type: none"> Professional and above (P/D) Regular Budget Excluding language posts 	<ul style="list-style-type: none"> Professional and above (P/D) (fixed-term) All sources of funds Excluding language posts 	<ul style="list-style-type: none"> Professional and above (P/D) Regular Budget Excluding language posts
Base figure	3,600 posts (GA Resolution 65/247)	Figure updated on a biennial basis	1,800 posts	850 posts
Membership factor	40 %	40 %	45 %	65 %
Contribution factor	55 %	55 %	45 %	30 %
Population factor	5 %	5 %	10 %	5 %
Upper and Lower limit of the range	15 % (min 4,8 – 14 posts)	15 % (min 2,03 – 7,53 posts)	Minimum upper limit based on population	25 %

ANNEX II

COMPARISON AND SUMMARY OF SIMULATIONS
AND IMPACT ON THE REPRESENTATION OF MEMBER STATES

Variant	Number of Posts	Base figure (rounded figure)	Members ship	Population	Contribution	Normally represented	Over-represented	Under-represented	Total Member States Represented	Non-represented	Change of quotas
Current UNESCO's formula	739	850	65%	5%	30%	71	22	58	151 (78%)	42	
Option 1	a) Decrease of the Base Figure (750)	741	750	65%	5%	62	31	60	153 (79%)	40	The quota of 175 Member States decrease, of which 127 MS from [4-2] to [3-2]
	b) Maintain the same type of posts and										
	c) Retention by Young Professionals of their geographical status										
	d) Current factors										
Option 2	a) Widen Base Figure to include established posts funded from the Special Account for Management Costs and from Revenue Generating Funds	785	785	65%	5%	68	27	58	153 (79%)	40	The quota of 141 Member States decrease, of which 100 MS from [4-2] to [3-2]
	b) Decrease of the Base Figure (785)										
	c) Retention by Young Professionals of their geographical status										
	d) Current factors										

ANNEX 2a : OPTION 1

(+...) : Number of staff add to the option 1 and not included in Current UNESCO's formula

 : Change of quotas

 : Change in the geographical situation of the Member State

Member States	Sigle	Group	OPTION 1												Current UNESCO's formula				Change between current UNESCO's formula and OPTION 1					
			DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total Staff	Max.	Min.	situation	Total Staff	Max.	Min.	Situation	Max.	Min.	Situation		
Afghanistan	AFG	Group IV						1	1					2	3	2	=	2	4	2	=	-1		
Albania	ALB	Group II				1		1						2	3	2	=	2	4	2	=	-1		
Algeria	DZA	Group Vb						1			4			5	4	2	+	5	4	3	+		-1	
Andorra	AND	Group I							(+1)					(+1)	3	2	-		4	2	O	-1		O to -
Angola	AGO	Group Va													3	2	O		4	2	O	-1		
Antigua and Barbuda	ATG	Group III									1			1	3	2	-	1	4	2	-	-1		
Argentina	ARG	Group III			1		3	1	2	2				9	7	4	+	9	8	5	+	-1	-1	
Armenia	ARM	Group II													3	2	O		4	2	O	-1		
Australia	AUS	Group IV				1	1	3	2	1				8	11	7	=	8	13	8	=	-2	-1	
Austria	AUT	Group I					1	2		1				4	6	3	=	4	6	4	=		-1	
Azerbaijan	AZE	Group II						1		2				3	3	2	=	3	4	2	=	-1		
Bahamas	BHS	Group III							(+1)					(+1)	3	2	-		4	2	O	-1		O to -
Bahrain	BHR	Group Vb													3	2	O		4	2	O	-1		
Bangladesh	BGD	Group IV								2	1			3	4	3	=	3	5	3	=	-1		
Barbados	BRB	Group III													3	2	O		4	2	O	-1		
Belarus	BLR	Group II					1							1	3	2	-	1	4	2	-	-1		
Belgium	BEL	Group I			1		4	3	4		1			13	6	4	+	13	7	4	+	-1		
Belize	BLZ	Group III									1			1	3	2	-	1	4	2	-	-1		
Benin	BEN	Group Va						2		3				5	3	2	+	5	4	2	+	-1		
Bhutan	BTN	Group IV													3	2	O		4	2	O	-1		
Bolivia (Plurinational State of)	BOL	Group III								2				2	3	2	=	2	4	2	=	-1		
Bosnia and Herzegovina	BIH	Group II									1			1	3	2	-	1	4	2	-	-1		
Botswana	BWA	Group Va								1				1	3	2	-	1	4	2	-	-1		
Brazil	BRA	Group III				2	1		2	3				8	15	9	-	8	17	10	-	-2	-1	
Brunei Darussalam	BRN	Group IV													3	2	O		4	2	O	-1		
Bulgaria	BGR	Group II					1	1	1	1				4	3	2	+	4	4	2	=	-1		= to +
Burkina Faso	BFA	Group Va				1	2		2					5	3	2	+	5	4	2	+	-1		
Burundi	BDI	Group Va						3	1					4	3	2	+	4	4	2	=	-1		= to +
Cabo Verde	CPV	Group Va													3	2	O		4	2	O	-1		
Cambodia	KHM	Group IV						1		1				2	3	2	=	2	4	2	=	-1		
Cameroon	CMR	Group Va				1	1	3	3	1				9	3	2	+	9	4	2	+	-1		
Canada	CAN	Group I				2	4	6	1	2				15	13	8	+	15	15	9	=	-2	-1	= to +
Central African Republic	CAF	Group Va													3	2	O		4	2	O	-1		
Chad	TCD	Group Va													3	2	O		4	2	O	-1		
Chile	CHL	Group III		1				2		1				4	5	3	=	4	5	3	=			
China	CHN	Group IV	1			1	2	5	3	2				14	56	34	-	14	63	38	-	-7	-4	
Colombia	COL	Group III				1		2	2					5	5	3	=	5	5	3	=			
Comoros	COM	Group Va						1	1					2	3	2	=	2	4	2	=	-1		
Congo	COG	Group Va		1				1		2				4	3	2	+	4	4	2	=	-1		= to +
Cook Islands	COK	Group IV							1					1	3	2	-	1	4	2	-	-1		
Costa Rica	CRI	Group III				1		1						2	3	2	=	2	4	2	=	-1		
Côte d'Ivoire	CIV	Group Va						3						3	3	2	=	3	4	2	=	-1		
Croatia	HRV	Group II						1						1	3	2	-	1	4	2	-	-1		
Cuba	CUB	Group III						1	2	1				4	4	2	=	4	4	2	=			
Cyprus	CYP	Group I								2				2	3	2	=	2	4	2	=	-1		
Czechia	CZE	Group II						1		2				3	4	3	=	3	5	3	=	-1		
Democratic People's Republic of Korea	PRK	Group IV						1	1					2	3	2	=	2	4	2	=	-1		
Democratic Republic of the Congo	COD	Group Va				1	1			1	2			5	4	2	+	5	4	3	+		-1	
Denmark	DNK	Group I				2	2	2						6	5	3	+	6	6	4	=	-1	-1	= to +
Djibouti	DJI	Group Va						1						1	3	2	-	1	4	2	-	-1		
Dominica	DMA	Group III									1			1	3	2	-	1	4	2	-	-1		
Dominican Republic	DOM	Group III													3	2	O		4	2	O	-1		
Ecuador	ECU	Group III								1	1			2	4	2	=	2	4	2	=			
Egypt	EGY	Group Vb				1		2						3	4	3	=	3	5	3	=	-1		
El Salvador	SLV	Group III													3	2	O		4	2	O	-1		
Equatorial Guinea	GNQ	Group Va													3	2	O		4	2	O	-1		
Eritrea	ERI	Group Va								1				1	3	2	-	1	4	2	-	-1		
Estonia	EST	Group II				1								1	3	2	-	1	4	2	-	-1		
Eswatini	SWZ	Group Va							1					1	3	2	-	1	4	2	-	-1		
Ethiopia	ETH	Group Va							1	2	2			5	4	2	+	5	4	3	+		-1	
Fiji	FJI	Group IV							1					1	3	2	-	1	4	2	-	-1		
Finland	FIN	Group I						1	4		1			6	5	3	+	6	5	3	+			
France	FRA	Group I				3	2	12	12	16	9			54	20	12	+	54	22	13	+	-2	-1	
Gabon	GAB	Group Va									1			1	3	2	-	1	4	2	-	-1		
Gambia	GMB	Group Va				1		2		2				5	3	2	+	5	4	2	+	-1		

Member States	Sigle	Group	OPTION 1													Current UNESCO's formula				Change between current UNESCO's formula and OPTION 1				
			a) Decrease of the Base Figure (750) b) Maintain the same type of posts c) Retention by Young Professionals of their geographical status													Base Figure 850								
			DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total Staff	Max.	Min.	situation	Total Staff	Max.	Min.	Situation	Max.	Min.	Situation		
Afghanistan	AFG	Group IV						1	1					2	3	2	=	2	4	2	=	-1		
Albania	ALB	Group II				1		1						2	3	2	=	2	4	2	=	-1		
Georgia	GEO	Group II							1	1				2	3	2	=	2	4	2	=	-1		
Germany	DEU	Group I			1	1	4	5	10	2				23	26	15	=	23	29	18	=	-3	-3	
Ghana	GHA	Group Va				1			1					2	3	2	=	2	4	2	=	-1		
Greece	GRC	Group I						1	5	2				8	5	3	+	8	5	3	+			
Grenada	GRD	Group III						1						1	3	2	-	1	4	2	-	-1		
Guatemala	GTM	Group III								2				2	3	2	=	2	4	2	=	-1		
Guinea	GIN	Group Va					2			1				3	3	2	=	3	4	2	=	-1		
Guinea-Bissau	GNB	Group Va						1						1	3	2	-	1	4	2	-	-1		
Guyana	GUY	Group III													3	2	O		4	2	O	-1		
Haiti	HTI	Group III								1				1	3	2	-	1	4	2	-	-1		
Honduras	HND	Group III						1		1				2	3	2	=	2	4	2	=	-1		
Hungary	HUN	Group II			1		1		1					3	4	2	=	3	4	3	=		-1	
Iceland	ISL	Group I													3	2	O		4	2	O	-1		
India	IND	Group IV			3	2	1			1				7	15	9	-	7	17	10	-	-2	-1	
Indonesia	IDN	Group IV							2	1				3	7	4	-	3	8	5	-	-1	-1	
Iran (Islamic Republic of)	IRN	Group IV								2				2	5	3	-	2	6	3	-	-1		
Iraq	IRQ	Group Vb								1				1	4	2	-	1	4	3	-		-1	
Ireland	IRL	Group I					1	1	1					3	5	3	=	3	5	3	=			
Italy	ITA	Group I		1		4	5	7	6	3				26	16	9	+	26	18	11	+	-2	-2	
Jamaica	JAM	Group III							1	1				2	3	2	=	2	4	2	=	-1		
Japan	JPN	Group IV			2	1	3	13	15	2				36	35	21	+	36	40	24	=	-5	-3	= to +
Jordan	JOR	Group Vb				1		1		1				3	3	2	=	3	4	2	=	-1		
Kazakhstan	KAZ	Group IV							1					1	4	2	-	1	4	3	-		-1	
Kenya	KEN	Group Va						1	1					2	4	2	=	2	4	2	=			
Kiribati	KIR	Group IV													3	2	O		4	2	O	-1		
Kuwait	KWT	Group Vb													4	2	O		5	3	O	-1	-1	
Kyrgyzstan	KGZ	Group IV							1					1	3	2	-	1	4	2	-	-1		
Lao People's Democratic Re	LAO	Group IV							2					2	3	2	=	2	4	2	=	-1		
Latvia	LVA	Group II							2					2	3	2	=	2	4	2	=	-1		
Lebanon	LBN	Group Vb			1	1	2	2	1					7	3	2	+	7	4	2	+	-1		
Lesotho	LSO	Group Va								1				1	3	2	-	1	4	2	-	-1		
Liberia	LBR	Group Va								1				1	3	2	-	1	4	2	-	-1		
Libya	LBY	Group Vb								2				2	3	2	=	2	4	2	=	-1		
Lithuania	LTU	Group II						2	1					3	3	2	=	3	4	2	=	-1		
Luxembourg	LUX	Group I													3	2	O		4	2	O	-1		
Madagascar	MDG	Group Va					1		1					2	3	2	=	2	4	2	=	-1		
Malawi	MWI	Group Va					1							1	3	2	-	1	4	2	-	-1		
Malaysia	MYS	Group IV					1	1	1					3	5	3	=	3	5	3	=			
Maldives	MDV	Group IV								1				1	3	2	-	1	4	2	-	-1		
Mali	MLI	Group Va						2	1					3	3	2	=	3	4	2	=	-1		
Malta	MLT	Group I													3	2	O		4	2	O	-1		
Marshall Islands	MHL	Group IV													3	2	O		4	2	O	-1		
Mauritania	MRT	Group Vb													3	2	O		4	2	O	-1		
Mauritius	MUS	Group Va						1	1					2	3	2	=	2	4	2	=	-1		
Mexico	MEX	Group III		1			4		5	2				12	9	5	+	12	10	6	+	-1	-1	
Micronesia (Federated State	FSM	Group IV													3	2	O		4	2	O	-1		
Monaco	MCO	Group I													3	2	O		4	2	O	-1		
Mongolia	MNG	Group IV							1	1				2	3	2	=	2	4	2	=	-1		
Montenegro	MNE	Group II								1				1	3	2	-	1	4	2	-	-1		
Morocco	MAR	Group Vb			1		2	2	2					7	4	2	+	7	4	2	+			
Mozambique	MOZ	Group Va			3	1								4	3	2	+	4	4	2	=	-1		= to +
Myanmar	MMR	Group IV							1					1	4	2	-	1	4	2	-	-1		
Namibia	NAM	Group Va								1				1	3	2	-	1	4	2	-	-1		
Nauru	NRU	Group IV													3	2	O		4	2	O	-1		
Nepal	NPL	Group IV						4	1	1				6	3	2	+	6	4	2	+	-1		
Netherlands	NLD	Group I			2	2		3						7	8	5	=	7	9	6	=	-1	-1	
New Zealand	NZL	Group IV						1	1					2	4	3	-	2	5	3	-	-1		
Nicaragua	NIC	Group III							1					1	3	2	-	1	4	2	-	-1		
Niger	NER	Group Va					2		2					4	3	2	+	4	4	2	=	-1		= to +
Nigeria	NGA	Group Va						1	1					2	5	3	-	2	6	4	-	-1	-1	
Niue	NIU	Group IV													3	2	O		4	2	O	-1		
North Macedonia	MKD	Group II				1								1	3	2	-	1	4	2	-	-1		
Norway	NOR	Group I				1	2	1						4	6	4	=	4	7	4	=	-1		
Oman	OMN	Group Vb								1				1	4	2	-	1	4	2	-			
Pakistan	PAK	Group IV					1	1	1	1				4	5	3	=	4	6	3	=	-1		
Palau	PLW	Group IV													3	2	O		4	2	O	-1		
Palestine	PSE	Group Vb						1	1					2	3	2	=	2	4	2	=	-1		
Panama	PAN	Group III													3	2	O		4	2	O	-1		
Papua New Guinea	PNG	Group IV							1					1	3	2	-	1	4	2	-	-1		

Member States	Sigle	Group	OPTION 1													Current UNESCO's formula Base Figure 850				Change between current UNESCO's formla and OPTION 1				
			DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total Staff	Max.	Min.	situation	Total Staff	Max.	Min.	Situation	Max.	Min.	Situation		
Afghanistan	AFG	Group IV						1	1					2	3	2	=	2	4	2	=	-1		
Albania	ALB	Group II				1		1						2	3	2	=	2	4	2	=	-1		
Paraguay	PRY	Group III							1	1				2	3	2	=	2	4	2	=	-1		
Peru	PER	Group III						1					1	4	2	-	1	4	3	-		-1		
Philippines	PHL	Group IV					1	1			2			4	5	3	=	4	5	3	=			
Poland	POL	Group II					1			2				3	6	4	-	3	7	4	-	-1		
Portugal	PRT	Group I						1	1	1				3	4	3	=	3	5	3	=	-1		
Qatar	QAT	Group Vb													4	3	O		5	3	O	-1		
Republic of Korea	KOR	Group IV				1	1	1	4	1				8	12	7	=	8	13	8	=	-1	-1	
Republic of Moldova	MDA	Group II						1	1					2	3	2	=	2	4	2	=	-1		
Romania	ROU	Group II				1		2	2	1				6	4	2	+	6	5	3	+	-1	-1	
Russian Federation	RUS	Group II		1			2	2		2				7	13	8	-	7	15	9	-	-2	-1	
Rwanda	RWA	Group Va								1				1	3	2	-	1	4	2	-	-1		
Saint Kitts and Nevis	KNA	Group III						2						2	3	2	=	2	4	2	=	-1		
Saint Lucia	LCA	Group III								2				2	3	2	=	2	4	2	=	-1		
Saint Vincent and the Grenada	VCT	Group III													3	2	O		4	2	O	-1		
Samoa	WSM	Group IV													3	2	O		4	2	O	-1		
San Marino	SMR	Group I													3	2	O		4	2	O	-1		
Sao Tome and Principe	STP	Group Va							1					1	3	2	-	1	4	2	-	-1		
Saudi Arabia	SAU	Group Vb								1				1	8	5	-	1	9	5	-	-1		
Senegal	SEN	Group Va					1	4	2	1				8	3	2	+	8	4	2	+	-1		
Serbia	SRB	Group II								1				1	3	2	-	1	4	2	-	-1		
Seychelles	SYC	Group Va						1	1					2	3	2	=	2	4	2	=	-1		
Sierra Leone	SLE	Group Va						1						1	3	2	-	1	4	2	-	-1		
Singapore	SGP	Group IV								1				1	5	3	-	1	6	3	-	-1		
Slovakia	SVK	Group II							1					1	4	2	-	1	4	3	-		-1	
Slovenia	SVN	Group II								1				1	3	2	-	1	4	2	-	-1		
Solomon Islands	SLB	Group IV													3	2	O		4	2	O	-1		
Somalia	SOM	Group Va								1				1	3	2	-	1	4	2	-	-1		
South Africa	ZAF	Group Va		1	1		2	1	1	1				7	5	3	+	7	5	3	+			
South Sudan	SSD	Group Va													3	2	O		4	2	O	-1		
Spain	ESP	Group I					5	2	5	2				14	11	7	+	14	13	8	+	-2	-1	
Sri Lanka	LKA	Group IV													3	2	O		4	2	O	-1		
Sudan	SDN	Group Vb					1			1				2	3	2	=	2	4	2	=	-1		
Suriname	SUR	Group III													3	2	O		4	2	O	-1		
Sweden	SWE	Group I				1		2	1	1				5	7	4	=	5	7	4	=			
Switzerland	CHE	Group I					1		2					3	7	4	-	3	8	5	-	-1	-1	
Syrian Arab Republic	SYR	Group Vb				1	1		1					3	3	2	=	3	4	2	=	-1		
Tajikistan	TJK	Group II													3	2	O		4	2	O	-1		
Thailand	THA	Group IV								1				1	5	3	-	1	5	3	-			
Timor-Leste	TLS	Group IV													3	2	O		4	2	O	-1		
Togo	TGO	Group Va								1				1	3	2	-	1	4	2	-	-1		
Tonga	TON	Group IV													3	2	O		4	2	O	-1		
Trinidad and Tobago	TTO	Group III					1			1				2	3	2	=	2	4	2	=	-1		
Tunisia	TUN	Group Vb				2		2	5					9	3	2	+	9	4	2	+	-1		
Turkey	TUR	Group I				1		1		1				3	9	5	-	3	10	6	-	-1	-1	
Turkmenistan	TKM	Group IV							1					1	3	2	-	1	4	2	-	-1		
Tuvalu	TUV	Group IV													3	2	O		4	2	O	-1		
Uganda	UGA	Group Va							4					4	3	2	+	4	4	2	=	-1	= to +	
Ukraine	UKR	Group II							3	1				4	4	2	=	4	4	2	=			
United Arab Emirates	ARE	Group Vb													5	3	O		6	4	O	-1	-1	
United Kingdom of Great Brit	GBR	Group I		1	1		6	3	3	3				17	20	12	=	17	23	14	=	-3	-2	
United Republic of Tanzania	TZA	Group Va						1						1	4	2	-	1	4	2	-			
Uruguay	URY	Group III							1	1				2	3	2	=	2	4	2	=	-1		
Uzbekistan	UZB	Group II						2						2	3	2	=	2	4	2	=	-1		
Vanuatu	VUT	Group IV													3	2	O		4	2	O	-1		
Venezuela (Bolivarian Repub	VEN	Group III				1			1					2	6	4	-	2	7	4	-	-1		
Viet Nam	VNM	Group IV						1	2	1				4	4	2	=	4	5	3	=	-1	-1	
Yemen	YEM	Group Vb							1					1	3	2	-	1	4	2	-	-1		
Zambia	ZMB	Group Va						1		1				2	3	2	=	2	4	2	=	-1		
Zimbabwe	ZWE	Group Va							2					2	3	2	=	2	4	2	=	-1		
TOTAL			1	7	14	42	102	160 (+2)	185	115	1		627 (+2)					627						

Israel	ISR	Group I					1	1	1					3										
United States of America	USA	Group I				2	5	4	5	1				17										

3
17

ANNEX 2b : OPTION 2

(+...) : Number of staff add to the option 2 and not included in Current UNESCO's formula

■ : Change of quotas

■ : Change in the geographical situation of the Member State

Member States	Sigle	Group	OPTION 2											Current UNESCO's formula				Change between current UNESCO's formula and OPTION 2					
			DDG	ADG	D2	D1	P5	P4	P3	P2	P1	Total Staff	Max.	Min.	situation	Total Staff	Max.	Min.	Situation	Max.	Min.	Situation	
Afghanistan	AFG	Group IV						1	1				2	4	2	=	2	4	2	=			
Albania	ALB	Group II				1		1					2	3	2	=	2	4	2	=	-1		
Algeria	DZA	Group Vb						1		4			5	4	2	+	5	4	3	+		-1	
Andorra	AND	Group I							(+1)				(+1)	3	2	-		4	2	O	-1		O to -
Angola	AGO	Group Va												4	2	O		4	2	O			
Antigua and Barbuda	ATG	Group III								1			1	3	2	-	1	4	2	-	-1		
Argentina	ARG	Group III			1		3	1	2	2			9	7	4	+	9	8	5	+	-1	-1	
Armenia	ARM	Group II												3	2	O		4	2	O	-1		
Australia	AUS	Group IV				1	1	3	2	1			8	12	7	=	8	13	8	=	-1	-1	
Austria	AUT	Group I					1	2		1			4	6	4	=	4	6	4	=			
Azerbaijan	AZE	Group II						1		2			3	4	2	=	3	4	2	=			
Bahamas	BHS	Group III							(+1)				(+1)	3	2	-		4	2	O	-1		O to -
Bahrain	BHR	Group Vb												4	2	O		4	2	O			
Bangladesh	BGD	Group IV							2	1			3	4	3	=	3	5	3	=	-1		
Barbados	BRB	Group III												3	2	O		4	2	O	-1		
Belarus	BLR	Group II					1						1	4	2	-	1	4	2	-			
Belgium	BEL	Group I			1		4	3	4		1		13	7	4	+	13	7	4	+			
Belize	BLZ	Group III								1			1	3	2	-	1	4	2	-	-1		
Benin	BEN	Group Va						2		3			5	3	2	+	5	4	2	+	-1		
Bhutan	BTN	Group IV												3	2	O		4	2	O	-1		
Bolivia (Plurinational State of)	BOL	Group III							2				2	3	2	=	2	4	2	=	-1		
Bosnia and Herzegovina	BIH	Group II								1			1	3	2	-	1	4	2	-	-1		
Botswana	BWA	Group Va							1				1	3	2	-	1	4	2	-	-1		
Brazil	BRA	Group III			2	1		2	3				8	16	10	-	8	17	10	-	-1		
Brunei Darussalam	BRN	Group IV												3	2	O		4	2	O	-1		
Bulgaria	BGR	Group II					1	1	1	1			4	4	2	=	4	4	2	=			
Burkina Faso	BFA	Group Va			1	2		2					5	3	2	+	5	4	2	+	-1		
Burundi	BDI	Group Va						3	1				4	3	2	+	4	4	2	=	-1		= to +
Cabo Verde	CPV	Group Va												3	2	O		4	2	O	-1		
Cambodia	KHM	Group IV						1		1			2	3	2	=	2	4	2	=	-1		
Cameroon	CMR	Group Va			1	1	3	3	1				9	4	2	+	9	4	2	+			
Canada	CAN	Group I			2	4	6 (+1)	1	2				15 (+1)	14	8	+	15	15	9	=	-1	-1	= to +
Central African Republic	CAF	Group Va												3	2	O		4	2	O	-1		
Chad	TCD	Group Va												3	2	O		4	2	O	-1		
Chile	CHL	Group III		1				2		1			4	5	3	=	4	5	3	=			
China	CHN	Group IV	1		1	2	5	3	2 (+1)				14 (+1)	59	35	-	14	63	38	-	-4	-3	
Colombia	COL	Group III			1			2	2				5	5	3	=	5	5	3	=			
Comoros	COM	Group Va					1	1					2	3	2	=	2	4	2	=	-1		
Congo	COG	Group Va		1			1		2				4	3	2	+	4	4	2	=	-1		= to +
Cook Islands	COK	Group IV						1					1	3	2	-	1	4	2	-	-1		

Afghanistan	AFG	Group IV						1	1				2	4	2	=	2	4	2	=			
Albania	ALB	Group II					1	1					2	3	2	=	2	4	2	=	-1		
Costa Rica	CRI	Group III					1	1					2	4	2	=	2	4	2	=			
Côte d'Ivoire	CIV	Group Va						3					3	4	2	=	3	4	2	=			
Croatia	HRV	Group II						1					1	4	2	-	1	4	2	-			
Cuba	CUB	Group III						1	2	1			4	4	2	=	4	4	2	=			
Cyprus	CYP	Group I								2			2	3	2	=	2	4	2	=	-1		
Czechia	CZE	Group II						1		2			3	5	3	=	3	5	3	=			
Democratic People's Republic of Korea	PRK	Group IV						1	1				2	3	2	=	2	4	2	=	-1		
Democratic Republic of the Congo	COD	Group Va					1	1		1	2		5	4	2	+	5	4	3	+		-1	
Denmark	DNK	Group I					2	2	2				6	5	3	+	6	6	4	=	-1	-1	= to +
Djibouti	DJI	Group Va						1					1	3	2	-	1	4	2	-	-1		
Dominica	DMA	Group III									1		1	3	2	-	1	4	2	-	-1		
Dominican Republic	DOM	Group III												4	2	O		4	2	O			
Ecuador	ECU	Group III								1	1		2	4	2	=	2	4	2	=			
Egypt	EGY	Group Vb					1		2				3	5	3	=	3	5	3	=			
El Salvador	SLV	Group III												3	2	O		4	2	O	-1		
Equatorial Guinea	GNQ	Group Va												3	2	O		4	2	O	-1		
Eritrea	ERI	Group Va								1			1	3	2	-	1	4	2	-	-1		
Estonia	EST	Group II					1						1	3	2	-	1	4	2	-	-1		
Eswatini	SWZ	Group Va							1				1	3	2	-	1	4	2	-	-1		
Ethiopia	ETH	Group Va						1	2 (+1)	2			5 (+1)	4	2	+	5	4	3	+		-1	
Fiji	FJI	Group IV						1					1	3	2	-	1	4	2	-	-1		
Finland	FIN	Group I						1	4		1		6	5	3	+	6	5	3	+			
France	FRA	Group I					3	2	12	12 (+3)	16 (+3)	9 (+2)	54 (+8)	21	12	+	54	22	13	+	-1	-1	
Gabon	GAB	Group Va									1		1	3	2	-	1	4	2	-	-1		
Gambia	GMB	Group Va					1		2		2		5	3	2	+	5	4	2	+	-1		
Georgia	GEO	Group II								1	1		2	3	2	=	2	4	2	=	-1		
Germany	DEU	Group I					1	1	4	5	10 (+2)	2	23 (+2)	27	16	=	23	29	18	=	-2	-2	
Ghana	GHA	Group Va						1			1		2	4	2	=	2	4	2	=			
Greece	GRC	Group I							1	5	2		8	5	3	+	8	5	3	+			
Grenada	GRD	Group III							1				1	3	2	-	1	4	2	-	-1		
Guatemala	GTM	Group III									2		2	4	2	=	2	4	2	=			
Guinea	GIN	Group Va							2		1		3	3	2	=	3	4	2	=	-1		
Guinea-Bissau	GNB	Group Va							1				1	3	2	-	1	4	2	-	-1		
Guyana	GUY	Group III												3	2	O		4	2	O	-1		
Haiti	HTI	Group III									1		1	3	2	-	1	4	2	-	-1		
Honduras	HND	Group III							1		1		2	3	2	=	2	4	2	=	-1		
Hungary	HUN	Group II					1		1		1		3	4	2	=	3	4	3	=		-1	
Iceland	ISL	Group I												3	2	O		4	2	O	-1		
India	IND	Group IV					3	2	1 (+1)	(+1)	1		7 (+2)	16	9	=	7	17	10	-	-1	-1	- to =
Indonesia	IDN	Group IV								2	1		3	7	4	-	3	8	5	-	-1	-1	
Iran (Islamic Republic of)	IRN	Group IV									2		2	5	3	-	2	6	3	-	-1		
Iraq	IRQ	Group Vb									1		1	4	2	-	1	4	3	-		-1	
Ireland	IRL	Group I						1	1	1				5	3	=	3	5	3	=			
Italy	ITA	Group I					1	4	5	7 (+2)	6 (+1)	3	26 (+3)	16	10	+	26	18	11	+	-2	-1	
Jamaica	JAM	Group III									1	1	2	3	2	=	2	4	2	=	-1		
Japan	JPN	Group IV					2	1	3	13	15	2	36	37	22	=	36	40	24	=	-3	-2	
Jordan	JOR	Group Vb						1		1		1	3	3	2	=	3	4	2	=	-1		

Afghanistan	AFG	Group IV						1	1			2	4	2	=	2	4	2	=			
Albania	ALB	Group II				1		1				2	3	2	=	2	4	2	=	-1		
Kazakhstan	KAZ	Group IV							1			1	4	2	-	1	4	3	-		-1	
Kenya	KEN	Group Va						1	1	(+1)		2 (+1)	4	2	=	2	4	2	=			
Kiribati	KIR	Group IV											3	2	O		4	2	O	-1		
Kuwait	KWT	Group Vb											4	3	O		5	3	O	-1		
Kyrgyzstan	KGZ	Group IV							1			1	3	2	-	1	4	2	-	-1		
Lao People's Democratic Republic	LAO	Group IV						2				2	3	2	=	2	4	2	=	-1		
Latvia	LVA	Group II							2			2	3	2	=	2	4	2	=	-1		
Lebanon	LBN	Group Vb				1	1	2 (+1)	2	1		7 (+1)	4	2	+	7	4	2	+			
Lesotho	LSO	Group Va								1		1	3	2	-	1	4	2	-	-1		
Liberia	LBR	Group Va								1		1	3	2	-	1	4	2	-	-1		
Libya	LBY	Group Vb								2		2	3	2	=	2	4	2	=	-1		
Lithuania	LTU	Group II						2	1			3	4	2	=	3	4	2	=			
Luxembourg	LUX	Group I											4	2	O		4	2	O			
Madagascar	MDG	Group Va						1		1		2	4	2	=	2	4	2	=			
Malawi	MWI	Group Va						1				1	3	2	-	1	4	2	-	-1		
Malaysia	MYS	Group IV						1	1	1		3	5	3	=	3	5	3	=			
Maldives	MDV	Group IV									1	1	3	2	-	1	4	2	-	-1		
Mali	MLI	Group Va							2	1		3	3	2	=	3	4	2	=	-1		
Malta	MLT	Group I											3	2	O		4	2	O	-1		
Marshall Islands	MHL	Group IV											3	2	O		4	2	O	-1		
Mauritania	MRT	Group Vb											3	2	O		4	2	O	-1		
Mauritius	MUS	Group Va							1	1		2	3	2	=	2	4	2	=	-1		
Mexico	MEX	Group III		1				4		5	2	12	9	5	+	12	10	6	+	-1	-1	
Micronesia (Federated States of)	FSM	Group IV											3	2	O		4	2	O	-1		
Monaco	MCO	Group I											3	2	O		4	2	O	-1		
Mongolia	MNG	Group IV								1	1	2	3	2	=	2	4	2	=	-1		
Montenegro	MNE	Group II									1	1	3	2	-	1	4	2	-	-1		
Morocco	MAR	Group Vb						1		2	2	7	4	2	+	7	4	2	+			
Mozambique	MOZ	Group Va						3	1			4	4	2	=	4	4	2	=			
Myanmar	MMR	Group IV								1		1	4	2	-	1	4	2	-			
Namibia	NAM	Group Va									1	1	3	2	-	1	4	2	-	-1		
Nauru	NRU	Group IV											3	2	O		4	2	O	-1		
Nepal	NPL	Group IV							4	1	1	6	4	2	+	6	4	2	+			
Netherlands	NLD	Group I						2	2	(+1)	3	7 (+1)	9	5	=	7	9	6	=		-1	
New Zealand	NZL	Group IV								1	1	2	4	3	-	2	5	3	-	-1		
Nicaragua	NIC	Group III									1	1	3	2	-	1	4	2	-	-1		
Niger	NER	Group Va							2		2	4	3	2	+	4	4	2	=	-1		= to +
Nigeria	NGA	Group Va							1	1		2	6	3	-	2	6	4	-		-1	
Niue	NIU	Group IV											3	2	O		4	2	O	-1		
North Macedonia	MKD	Group II							1			1	3	2	-	1	4	2	-	-1		
Norway	NOR	Group I							1	2	1	4	6	4	=	4	7	4	=	-1		
Oman	OMN	Group Vb									1	1	4	2	-	1	4	2	-			
Pakistan	PAK	Group IV							1	1	1	4	5	3	=	4	6	3	=	-1		
Palau	PLW	Group IV											3	2	O		4	2	O	-1		
Palestine	PSE	Group Vb							1	1		(+1)	2 (+1)	3	=	2	4	2	=	-1		
Panama	PAN	Group III											4	2	O		4	2	O			
Papua New Guinea	PNG	Group IV							1			1	3	2	-	1	4	2	-	-1		

Afghanistan	AFG	Group IV						1	1			2	4	2	=	2	4	2	=			
Albania	ALB	Group II				1		1				2	3	2	=	2	4	2	=	-1		
Paraguay	PRY	Group III							1	1		2	3	2	=	2	4	2	=	-1		
Peru	PER	Group III						1				1	4	2	-	1	4	3	-		-1	
Philippines	PHL	Group IV					1	1		2		4	5	3	=	4	5	3	=			
Poland	POL	Group II					1		2			3	7	4	-	3	7	4	-			
Portugal	PRT	Group I						1	1	1		3	5	3	=	3	5	3	=			
Qatar	QAT	Group Vb											4	3	O		5	3	O	-1		
Republic of Korea	KOR	Group IV				1	1	1	4	1		8	12	7	=	8	13	8	=	-1	-1	
Republic of Moldova	MDA	Group II						1	1			2	3	2	=	2	4	2	=	-1		
Romania	ROU	Group II				1		2	2	1		6	4	3	+	6	5	3	+	-1		
Russian Federation	RUS	Group II		1				2	2		2	7	13	8	-	7	15	9	-	-2	-1	
Rwanda	RWA	Group Va								1		1	3	2	-	1	4	2	-	-1		
Saint Kitts and Nevis	KNA	Group III						2				2	3	2	=	2	4	2	=	-1		
Saint Lucia	LCA	Group III								2		2	3	2	=	2	4	2	=	-1		
Saint Vincent and the Grenadines	VCT	Group III											3	2	O		4	2	O	-1		
Samoa	WSM	Group IV											3	2	O		4	2	O	-1		
San Marino	SMR	Group I											3	2	O		4	2	O	-1		
Sao Tome and Principe	STP	Group Va							1			1	3	2	-	1	4	2	-	-1		
Saudi Arabia	SAU	Group Vb								1		1	8	5	-	1	9	5	-	-1		
Senegal	SEN	Group Va					1	4	2	1		8	3	2	+	8	4	2	+	-1		
Serbia	SRB	Group II								1		1	3	2	-	1	4	2	-	-1		
Seychelles	SYC	Group Va						1	1			2	3	2	=	2	4	2	=	-1		
Sierra Leone	SLE	Group Va						1		(+1)		1 (+1)	3	2	=	1	4	2	-	-1		- to =
Singapore	SGP	Group IV								1		1	5	3	-	1	6	3	-	-1		
Slovakia	SVK	Group II							1			1	4	2	-	1	4	3	-		-1	
Slovenia	SVN	Group II								1		1	4	2	-	1	4	2	-			
Solomon Islands	SLB	Group IV											3	2	O		4	2	O	-1		
Somalia	SOM	Group Va								1		1	3	2	-	1	4	2	-	-1		
South Africa	ZAF	Group Va		1	1			2	1	1	1	7	5	3	+	7	5	3	+			
South Sudan	SSD	Group Va											3	2	O		4	2	O	-1		
Spain	ESP	Group I						5	2	5	2	14	12	7	+	14	13	8	+	-1	-1	
Sri Lanka	LKA	Group IV											4	2	O		4	2	O			
Sudan	SDN	Group Vb						1			1	2	4	2	=	2	4	2	=			
Suriname	SUR	Group III											3	2	O		4	2	O	-1		
Sweden	SWE	Group I					1		2	1	1	5	7	4	=	5	7	4	=			
Switzerland	CHE	Group I						1		2		3	8	5	-	3	8	5	-			
Syrian Arab Republic	SYR	Group Vb					1	1		1		3	3	2	=	3	4	2	=	-1		
Tajikistan	TJK	Group II											3	2	O		4	2	O	-1		
Thailand	THA	Group IV								1		1	5	3	-	1	5	3	-			
Timor-Leste	TLS	Group IV											3	2	O		4	2	O	-1		
Togo	TGO	Group Va								1		1	3	2	-	1	4	2	-	-1		
Tonga	TON	Group IV											3	2	O		4	2	O	-1		
Trinidad and Tobago	TTO	Group III						1			1	2	3	2	=	2	4	2	=	-1		
Tunisia	TUN	Group Vb						2		2	5	9	3	2	+	9	4	2	+	-1		
Turkey	TUR	Group I					1			1	(+1)	3 (+1)	9	5	-	3	10	6	-	-1	-1	
Turkmenistan	TKM	Group IV								1		1	3	2	-	1	4	2	-	-1		
Tuvalu	TUV	Group IV											3	2	O		4	2	O	-1		
Uganda	UGA	Group Va							4			4	4	2	=	4	4	2	=			

Afghanistan	AFG	Group IV						1	1				2	4	2	=	2	4	2	=			
Albania	ALB	Group II				1		1					2	3	2	=	2	4	2	=	-1		
Ukraine	UKR	Group II							3	1			4	4	2	=	4	4	2	=			
United Arab Emirates	ARE	Group Vb												6	3	O		6	4	O		-1	
United Kingdom of Great Britain and Northern Ireland	GBR	Group I		1	1		6 (+1)	3	3 (+1)	3			17 (+2)	21	13	=	17	23	14	=	-2	-1	
United Republic of Tanzania	TZA	Group Va						1					1	4	2	-	1	4	2	-			
Uruguay	URY	Group III							1	1			2	4	2	=	2	4	2	=			
Uzbekistan	UZB	Group II						2					2	4	2	=	2	4	2	=			
Vanuatu	VUT	Group IV												3	2	O		4	2	O	-1		
Venezuela (Bolivarian Republic of)	VEN	Group III				1			1				2	6	4	-	2	7	4	-	-1		
Viet Nam	VNM	Group IV						1	2	1			4	4	3	=	4	5	3	=	-1		
Yemen	YEM	Group Vb							1				1	4	2	-	1	4	2	-			
Zambia	ZMB	Group Va						1		1			2	3	2	=	2	4	2	=	-1		
Zimbabwe	ZWE	Group Va							2				2	3	2	=	2	4	2	=	-1		
TOTAL				1	7	14	42	102 (+1)	160 (+11)	185 (+10)	115 (+5)	1 (+1)	627 (+28)				627						

Israel	ISR	Group I						1	1	1			3										
United States of America	USA	Group I					2	5	4	5	1		17										

3
17