Representation of developing countries in the Secretariat

1. At its eighteenth meeting, the Administration, Budget and Finance Committee of the Executive Board requested information regarding the formula for geographical representation currently used by FAO.¹

2. The information requested, contained in paragraphs 17 to 21 of a report prepared by the Joint Inspection Unit in December 1996 is reproduced below.²

   C. Food and Agriculture Organization of the United Nations

   17. Recognizing, like the other organizations, the need for the widest possible geographical representation in recruitment, FAO has adopted a system that displays some special features. “In fact, the concept is embedded in the FAO Constitution, Article VII, paragraph 3 which states: “In appointing the staff, the Director-General shall, subject to the paramount importance of securing the highest standards of efficiency and technical competence, pay due regard to the importance of selecting personnel recruitment on as wide a geographical basis as possible”.

   18. A member State’s representation is determined directly by its contribution to the regular budget. Posts subject to geographical distribution are not, however, all treated the same way. A system of points is assigned to each post depending on its importance. A P-1 earns 1 point; a P-2, 2; a P-3, 4; a P-4, 6; a P-5, 8; a D-1 or D-2, 10 points; and an Assistant Director-General or Deputy Director-General, 15 points.

   19. Thus representation depends on the total number of posts held, which represents a certain number of points. The points corresponding to the posts held by a member State are calculated and compared to the percentage of points the State should have been assigned in view of its contribution to the regular budget.

¹ See document EBABFC18/2.
² Document JIU/REP/96/7.
20. In this setting, a country is said to be appropriately represented:

   (a) If it contributes 10 per cent or less of the budget and its representation ranges from 25 per cent below to 50 per cent above the representation it should have had in view of the percentage of the budget it contributes;

   (b) If it contributes more than 10 but less than 20 per cent of the Regular Programme and is represented within a range of 25 per cent below to 25 per cent above the representation it should have in view of the percentage of the budget it contributes;

   (c) If it contributes more than 20 per cent of the organization’s regular programme and is represented within a range of 25 per cent below to 0 per cent above the representation it should have as a direct function of the percentage of the programme it contributes.

21. Reports on geographical representation take account only of the number of States and whether or not all member States have at least one staff member on a post. The calculations are carried out as indicated above on the number of posts actually filled for at least one year, not the total number of posts that should be subject to geographical distribution. In case a post is filled by a staff member in a lower grade than the post, the grade points of the staff member are counted.

3. Annex 1 provides examples of FAO’s approach to geographical representation; Annex 2 shows the impact of applying FAO’s formula to WHO’s revised total number of posts (1580) and the subsequent calculation of ranges.
ANNEX 1

EXAMPLES OF FAO’S APPROACH TO GEOGRAPHICAL REPRESENTATION

For the purpose of the examples below, an average P4/P5 is used as an average grade with the corresponding number of points, namely 7 (6 + 8 = 14 divided by two = 7) in the FAO weighting formula to establish point ranges (rather than post ranges) for countries.

I. Using FAO’s formula, which is based on contributions only together with WHO’s proposed scale of assessment for 2004-2005

WHO’s proposed scale has 148 countries contributing less than 0.1%. In this example the latter percentage (0.1%) is used.

Total number of posts in WHO: 1580
0.1% 1.58 post

| corresponding number of points (1.58 x 7) | 11.06 |
| upper limit of range (+50%) | 16.59 rounded to 17 |
| lower limit of range (-25%) | 8.30 rounded to 8 |

Point range 8 - 17

If that point range was considered to be the minimum point range and thus be applicable to the 148 countries whose contribution to the regular budget is equal or less than 0.1%, it would mean that any such country having three nationals at P4, or 18 points (3 x 6 points), would be considered as overrepresented.

II. Using the FAO formula and applying it to the examples set out in document EB111/35, Annex 2

A. A country contributing 0.01% with 500 000 population

Membership factor 3.2577
Contribution factor (8.69 x 0.01) 0.0869
Population factor (0.01291 x 0.5) 0.00646

Post midpoint 3.35106
Corresponding points (3.35106 x 7) = 23.4574

Upper limit of point range (+50%) 23.4574 x 1.5 = 35.186 rounded to 36
Lower limit of point range (-25%) 23.4574 x 0.75 = 17.593 rounded to 17

Current post range: 1 - 8 point range: 17 - 36
B. A country contributing 0.81%, with 50,000,000 population

Membership factor 3.2577
Contribution factor (8.69 x 0.81) 7.0389
Population factor (0.01291 x 50.0) 0.6455

Post midpoint 10.9421
Corresponding points (10.9421 x 7) = 76.5947
Upper limit of point range (+50%) 76.5947 x 1.5 = 114.89 rounded to 115
Lower limit of point range (-25%) 76.5947 x 0.75 = 57.45 rounded to 57
Current post range: 8 - 14 point range: 57 - 115

C. A country contributing 0.45%, with 650,000,000 population

Membership factor 3.2577
Contribution factor (8.69 x 0.45) 3.9105
Population factor (0.01291 x 650.0) 8.3915

Post midpoint 15.5597
Corresponding points (15.5597 x 7) = 108.9179
Upper limit of point range (+50%) 108.9179 x 1.5 = 163.38 rounded to 164
Lower limit of point range (-25%) 108.9179 x 0.75 = 81.69 rounded to 81
Current post range: 12 - 19 point range: 81 - 164

D. A country contributing 4%, with 60,000,000 population

Membership factor 3.2577
Contribution factor (8.69 x 4.0) 34.76
Population factor (0.01291 x 60.0) 0.7746

Post midpoint 38.7923
Corresponding points (38.7923 x 7) = 271.5461
Upper limit of point range (+50%) 271.5461 x 1.5 = 407.32 rounded to 408
Lower limit of point range (-25%) 271.5461 x 0.75 = 203.66 rounded to 203
Current post range: 32 - 45 point range: 203 - 408
## ANNEX 2

### APPLICATION OF THE FAO POINT WEIGHTING SYSTEM USING WHO’S GEOGRAPHICAL REPRESENTATION FORMULA AS PER OPTION 1 OF DOCUMENT EB111/35, ANNEX 3

<table>
<thead>
<tr>
<th>Country</th>
<th>Austria</th>
<th>Bangladesh</th>
<th>Brazil</th>
<th>Burundi</th>
<th>Colombia</th>
<th>Gambia</th>
<th>Indonesia</th>
<th>Italy</th>
<th>Japan</th>
<th>Jordan</th>
<th>Malaysia</th>
<th>Pakistan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Membership factor</td>
<td>3.2577</td>
<td>3.2577</td>
<td>3.2577</td>
<td>3.2577</td>
<td>3.2577</td>
<td>3.2577</td>
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<td>3.2577</td>
<td>3.2577</td>
<td>3.2577</td>
<td>3.2577</td>
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<tr>
<td>Contribution</td>
<td>8.0973</td>
<td>0.0852</td>
<td>20.4354</td>
<td>0.0087</td>
<td>1.7189</td>
<td>0.0087</td>
<td>1.7102</td>
<td>43.3057</td>
<td>166.8671</td>
<td>0.0687</td>
<td>2.0091</td>
<td>0.5214</td>
</tr>
<tr>
<td>Population factor</td>
<td>0.1042</td>
<td>1.8122</td>
<td>2.2280</td>
<td>0.0839</td>
<td>0.5526</td>
<td>0.0173</td>
<td>2.7736</td>
<td>0.7424</td>
<td>1.6439</td>
<td>0.0652</td>
<td>0.2922</td>
<td>1.8716</td>
</tr>
<tr>
<td>Post midpoint</td>
<td>11.4593</td>
<td>5.1551</td>
<td>25.9211</td>
<td>3.3504</td>
<td>5.5292</td>
<td>3.2837</td>
<td>7.7415</td>
<td>47.3058</td>
<td>171.7688</td>
<td>3.3916</td>
<td>5.5591</td>
<td>5.6507</td>
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<tr>
<td>Point average (post midpoint x 7)</td>
<td>80.2152</td>
<td>36.0854</td>
<td>181.4479</td>
<td>23.4525</td>
<td>80.8744</td>
<td>22.9858</td>
<td>54.1905</td>
<td>331.1409</td>
<td>1202.3816</td>
<td>23.7411</td>
<td>38.9134</td>
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<tr>
<td>Upper range (point average x 1.5 rounded up)</td>
<td>121</td>
<td>54</td>
<td>273</td>
<td>36</td>
<td>59</td>
<td>35</td>
<td>82</td>
<td>497</td>
<td>901a</td>
<td>36</td>
<td>59</td>
<td>60</td>
</tr>
<tr>
<td>Lower range (point average x 0.75 rounded down)</td>
<td>60</td>
<td>27</td>
<td>136</td>
<td>36</td>
<td>59</td>
<td>35</td>
<td>82</td>
<td>248</td>
<td>901</td>
<td>17</td>
<td>29</td>
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</table>

Based on staffing as of 30.09.2002


<table>
<thead>
<tr>
<th>Country</th>
<th>Austria</th>
<th>Bangladesh</th>
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<th>Japan</th>
<th>Jordan</th>
<th>Malaysia</th>
<th>Pakistan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Midpoint of range</td>
<td>90</td>
<td>41</td>
<td>205</td>
<td>27</td>
<td>44</td>
<td>26</td>
<td>61</td>
<td>386</td>
<td>1202</td>
<td>27</td>
<td>44</td>
<td>45</td>
</tr>
</tbody>
</table>

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a As per document JIU/REP/96/7, paragraph 20(b).
b As per document EB111/17, Table 4.