



# WORLD HEALTH ORGANIZATION

**EXECUTIVE BOARD**  
**111th Session**  
**Provisional agenda item 8.2**

**EB111/35**  
**18 December 2002**

## **Representation of developing countries in the Secretariat**

### **Report by the Director-General**

1. This report is submitted to the Executive Board in response to resolution WHA55.24 and focuses particularly on the issue of geographical representation in the Secretariat of Member States and Associate Members of WHO. An analysis of gender balance will be submitted to the Fifty-sixth World Health Assembly.
2. This report has four main objectives: to present the current situation as regards geographical distribution, including the formula used in WHO and other organizations of the United Nations system (Part I); to define two options for possible updating and/or adaptation of the present WHO formula (Part II); to provide information on the measures undertaken to improve geographical representation in WHO (Part III); and to make suggestions regarding possible action to be taken by the Health Assembly (Part IV).

### **I. CURRENT SITUATION**

#### **Background**

3. The Staff Regulations established by the governing bodies of all organizations of the United Nations common system include a number of similar cardinal principles as regards recruitment of staff. The relevant WHO Staff Regulation reads as follows:

*4.2 The paramount consideration in the appointment, transfer or promotion of the staff shall be the necessity of securing the highest standards of efficiency, competence and integrity. Due regard shall be paid to the importance of recruiting and maintaining the staff on as wide a geographical basis as possible.*

*4.3 Selection of staff members shall be without regard to race, creed or sex. So far as is practicable, selection shall be made on a competitive basis.*

*4.4 Without prejudice to the inflow of fresh talent at the various levels, vacancies shall be filled by promotion of persons already in the service of the Organization in preference to persons from outside. This preference shall also be applied, on a reciprocal basis, to the United Nations and specialized agencies brought into relationship with the United Nations.*

4. In considering the best way to monitor implementation of the requirement for geographical balance, the governing bodies of the various organizations and agencies have first had to define which posts should be subject to geographical representation. An approach common to all organizations having such a requirement has been to exclude from it both general service posts and professional posts with linguistic prerequisites. In addition, all organizations, **except WHO**, also exclude posts financed from extrabudgetary resources.

5. The next step for some governing bodies which sought to formalize and quantify the approach to geographical representation within their organization has been to establish a formula for defining a desirable midpoint and a range for each Member State. Various methods of calculation are used, based on one, two or three factors.

6. One factor is common to all organizations, namely, contributions. Indeed, it is the only factor used by FAO. The second factor is membership. ILO, UNESCO and ICAO have a formula that combines membership and contributions; in each, the latter are clearly preponderant. The third factor is population. Only three organizations, the United Nations, UNIDO and WHO, use a combination of all three factors.

### **WHO's formula**

7. WHO's approach is based on that of the United Nations, as various resolutions of the Health Assembly (resolutions WHA32.37, WHA34.15 and WHA42.12) have called on the Director-General to follow as closely as possible the practice of the United Nations regarding the equitable geographical distribution of staff.

8. As a result of resolution WHA42.12, the formula for establishing desirable ranges which is equivalent to that currently applicable in the United Nations, is as follows:

- (a) 40% of the total number of posts is assigned to the **membership factor** and therefore distributed equally among all Members;
- (b) 55% of the total number of posts is assigned to the **contribution factor** and is therefore distributed in proportion to the scale of assessments;
- (c) 5% of the total number of posts is assigned to the **population factor** and is distributed among Member States in direct proportion to their population;
- (d) the midpoint of the desirable range for each country is the arithmetical sum of the three factors listed above;
- (e) the upper and lower limits of the desirable range for each country is the greater of (i) 15% of the midpoint, or (ii) 0.1778% of the total number of posts used for geographical representation purposes,<sup>1</sup> with the resulting amount added to or subtracted from the midpoint;
- (f) the upper limit of the desirable range is subject to a minimum figure representing 0.51852% of the total number of posts used for geographical representation purposes.

---

<sup>1</sup> Currently 1450, as indicated in paragraph 11 below.

9. The formula outlined above allows for the automatic accommodation of additional Member States.

10. For purposes of geographical representation, WHO's practice has been to count in the total virtually all nonlinguistic professional and higher graded posts, regardless of their location or source of funding, apart from those (a) in IARC and PAHO (separate budgets) and (b) entities for which WHO Geneva provides administrative services and whose staff hold WHO contracts, such as UNAIDS, the International Computing Centre, the Joint Medical Service and the Global Fund to Fight AIDS, Tuberculosis and Malaria.

11. The number of posts to be taken into account under that approach was last defined in resolution WHA50.15 which, in paragraph 3, "Requests the Director-General to modify the method of calculating desirable ranges by reducing the number of posts used in the calculation to 1450".

12. As a result of the Director-General's recommendation to follow United Nations practice in the matter,<sup>1</sup> and related resolution WHA46.23, four groupings have been determined in WHO to assess the representativeness of Member States:

A: unrepresented and underrepresented countries

B1: countries within their range but below midpoint

B2: countries at or above midpoint of range, including those at the maximum of their range

C: countries above the maximum of their range.

13. Annex 1(a) sets out the state of representation of countries as at September 2002 according to the above groupings. The "A" grouping is subdivided into unrepresented and underrepresented countries. It shows that 46 countries are unrepresented, 14 countries are underrepresented, 64 countries are below the midpoint of their range, 44 countries are at or above the midpoint of their range, and 26 countries are above the maximum of their range. Almost all unrepresented countries are developing countries; most of the underrepresented countries are developed countries; countries both below and above the midpoint of their range are preponderantly developing countries; and most countries above the maximum are developing countries.

14. Annex 1(b) provides another perspective of overrepresented countries by showing, for countries grouped by region, the number of nationals in excess of the maximum of their respective ranges as at September 2002.

## **II. POSSIBLE AMENDMENTS TO WHO'S FORMULA**

15. The following observations may be useful in considering the issue of equitable geographical representation in WHO:

(a) as indicated in paragraph 13 above, there is currently no clear pattern of imbalance in representation between developed and developing countries across the various groupings;

---

<sup>1</sup> See document EB91/1993/REC/1, Part 1, Annex 3.

- (b) the minimum range of 1 to 8 is currently applicable to most countries (154); the number of countries at the minimum range would remain essentially unchanged whatever formula is used;
- (c) any modification to the formula emphasizing the population factor will not have any sizeable effect on most developing countries and countries in transition, which will remain within the minimum range of 1 to 8;
- (d) as indicated in paragraph 4 above, WHO is the only organization that includes *both* regular budget posts and posts financed from *extrabudgetary* sources in the calculation of the number of posts to be used for the purposes of geographical representation, even though the contribution factor is based on assessed contributions to the regular budget alone.

## Updating

16. The number of posts to be taken into account has been reviewed; there is currently a total of 1580 posts subject to geographical representation; 1030 posts under the regular budget and 550 posts financed from extrabudgetary resources (or a ratio of 65% to 35%).

17. Data concerning membership, contributions, and population have also been reviewed and should be updated as follows:

- (a) membership: there are currently 194 Members and Associate Members, including the newest Member, Timor-Leste;
- (b) contributions: the latest United Nations scale of assessment (2003) suitably modified to account for WHO membership (including Associate Members) should be used; which is in fact the proposed WHO scale of assessment for 2004-2005;<sup>1</sup>
- (c) population: figures are taken from the same source as that used by the United Nations, namely, estimated demographic data issued by the United Nations Population Division for 2001; total population for WHO Members and Associate Members stands at 6 119 661 000.

18. On the basis of these updated figures, the following main elements of WHO's current formula would be applicable:

- (a) membership factor: 40% of 1580 equals 632 posts or 3.25773 posts per country;
- (b) contribution factor: 55% of 1580, or 869 posts, is equivalent to 8.69 posts per 1% of contribution;
- (c) population factor: 5% of 1580, or 79 posts, represents 0.01291 posts per one million population.

Examples of computations of ranges are given in Annex 2.

---

<sup>1</sup> See document EB111/15.

## Options

19. One option to be considered for implementation in 2003 would therefore be to apply the existing formula using updated data as outlined above. Under that option three countries (Australia, France and New Zealand) would go from overrepresented (C) to above-midpoint of their range (B2); two countries (South Africa and Venezuela) would go from B2 to B1 (within range but below midpoint); and Greece would go from B1 to underrepresented (A). The relevant data are shown under option 1 in Annex 3, which also provides information on the current ranges, based on 1450 posts associated with previous population, contribution and membership data.

20. This option would not, however, remove the conceptual and technical inconsistency inherent to the current approach, i.e., use of a scale of contributions related to the regular budget only, while taking into account *all* posts (those funded under the regular budget and those funded from extrabudgetary resources). Two alternatives could be considered.

21. The first would imply establishing a scale of contributions for the purposes of geographical representation which would combine the regular budget scale of assessment with a scale based on voluntary contributions, in the same proportions (65% and 35%) as the number of posts between regular budget (1030 posts) and extrabudgetary posts (550 posts). Such a computation, while technically correct, would have the effect of placing inordinate importance on voluntary contributions in considerations on geographical representation. This would seem *prima facie* to run counter to the purpose of resolution WHA55.24. That option is therefore not pursued further in the present report.

22. The second, more logical, option would be to continue to use the regular budget scale of assessment for contribution purposes, but to relate it to regular budget posts only. These would then be the only ones taken into account for the purposes of geographical representation. This option in effect would place WHO at par with *all* other organizations of the United Nations system that have requirements for geographical representation (see paragraph 4 above).

23. The corresponding computations, shown under option 2 of Annex 3, are based on 1030 regular budget posts and the revised data contained in paragraph 17 on scale of assessment, membership and population. In the context of resolution WHA55.24, it is suggested to retain 8 as the minimum number of the upper limit of the range, thus maintaining a minimum range of 1 to 8. This modality has the effect of enhancing the potential representation for over 150 countries, almost all of them developing countries or countries in transition.

24. The salient outcome of this option is that 14 currently overrepresented countries (C grouping) will fall above their midpoint but within range (B2 grouping). These countries are Burkina Faso, Cameroon, Côte d'Ivoire, Democratic Republic of the Congo, Egypt, Ethiopia, France, Kenya, Myanmar, Nepal, New Zealand, Nigeria, Senegal, and Tunisia.

25. Even though the ranges for geographical representation would be based on regular budget posts, every effort would have to be made, within the context of Staff Regulation 4.2 (see paragraph 3 above), to ensure that, for posts financed from extrabudgetary sources, recruitment would be effected on as wide a geographical basis as possible. This approach would be no different from that followed by all major programmes of the United Nations system (UNDP, UNICEF, UNHCR and WFP) which do not have formal geographical distribution ranges but nevertheless seek to ensure proper geographical balance in their respective secretariats.

### III. STEPS TAKEN TO INCREASE DIVERSITY IN WHO

26. A strategy is being put in place to widen the recruitment net and tap applicants from unrepresented and underrepresented countries, including women, through a number of new tools. Such tools include an electronic-recruitment system, a targeted recruitment network, and an integrated rostering system.

27. An **electronic-recruitment** system is being launched in December 2002 to complement existing, more traditional ways, of applying to WHO. WHO's vacancy notice, used to announce opportunities, has been reformatted to make it more understandable and attractive visually, which should make it easier to review the opportunities available for long-term and temporary employment. Candidates will be able to search and apply on line for job opportunities according to job title, functions and office location. This mechanism broadens access to information on job opportunities and simplifies application procedures; consequently, it is expected to attract applicants from a wider range of countries. Naturally, as not all applicants have access to the Internet, the traditional way of applying through mail or fax will remain in place for the next few years.

28. WHO will create **rosters** for selected occupational groups which will help to identify suitable persons for both fixed-term appointments and temporary assignments. It is intended that persons assessed as suitable for particular areas of work will have their applications retained for a period of up to two years. Furthermore those who have been short-listed for given positions, more particularly candidates from unrepresented and underrepresented countries, and women, will be placed on a priority roster for similar positions and automatically retained as potential candidates when new posts are advertised.

29. A **targeted recruitment network** is currently being incorporated into the electronic-recruitment system. It is a database designed to increase the diversity of the WHO workforce by reaching a wider range of candidates globally for possible work with WHO. The system is aimed at enhancing the dissemination of WHO vacancy notices.

30. A major element of the network will be a recruitment drive, currently at the planning stage, which will make it possible to target professional associations or institutions, particularly those located in unrepresented or underrepresented countries, relevant to a particular field of work. It is intended in the first instance to send vacancy notices electronically to all WHO collaborating centres. Member States, especially those which are unrepresented, underrepresented or below the midpoint of their range, will be requested to provide addresses of institutions or professional associations, including nongovernmental organizations, which they consider would be valuable potential sources of recruitment.

31. More **temporary assignments** will be advertised, focusing on those for 11 months whether they are short term or term-limited. Particular attention will be paid to ensure that geographical considerations are taken into account when proceeding with short-term recruitment, as experience has shown that some 25% to 30% of appointments are through conversion of temporary staff.

### IV. SUGGESTIONS FOR ACTION BY THE HEALTH ASSEMBLY

32. In addition to the various steps described above it would also be useful for the Health Assembly to consider introducing a measurement tool in the form of a target in order to ensure that proper attention is placed by all concerned, particularly managers within the Secretariat, on focusing on

recruitment from countries that are unrepresented, underrepresented or below the midpoint of their range. It may be appropriate to set defined targets as regards recruitment from A and B1 countries *both* for posts under the regular budget and those funded from extrabudgetary resources.

33. The Executive Board may therefore wish to recommend that the Health Assembly should:

(a) approve the updating of the various elements of the WHO formula as set out in paragraph 17;

(b) select the option contained in paragraph 22, which consists of retaining the current formula for geographical representation and using for computation purposes 1030 posts financed under the regular budget; and

(c) set a target of 60% of all vacancies arising over the next two years in professional and higher category posts, irrespective of their source of funding, for the appointment of nationals of unrepresented and underrepresented countries and those below the midpoint of their desirable range within the geographical representation parameters, giving particular preference to candidates from developing countries and countries in transition.

#### **ACTION BY THE EXECUTIVE BOARD**

34. The Executive Board is invited to consider the above report and the suggestions contained therein.

## ANNEX 1(a)

**STATE OF REPRESENTATION OF COUNTRIES AS AT SEPTEMBER 2002**

(Ranges, calculated on the basis of 1450 posts, are indicated in brackets)

**Unrepresented countries (A: total 46 countries)**

Andorra (1-8)	Marshall Islands (1-8)	San Marino (1-8)
Antigua and Barbuda (1-8)	Micronesia (Federated States of) (1-8)	Sao Tome and Principe (1-8)
Azerbaijan (1-8)	Monaco (1-8)	Singapore (1-8)
Belarus (1-8)	Nauru (1-8)	Swaziland (1-8)
Belize (1-8)	Niue (1-8)	Tajikistan (1-8)
Bosnia and Herzegovina (1-8)	Oman (1-8)	The former Yugoslav Republic of Macedonia (1-8)
Brunei Darussalam (1-8)	Palau (1-8)	Timor-Leste (1-8)
Cambodia (1-8)	Papua New Guinea (1-8)	Tokelau* (1-8)
Comoros (1-8)	Puerto Rico* (1-8)	Tonga (1-8)
Cook Islands (1-8)	Qatar (1-8)	Turkmenistan (1-8)
Cyprus (1-8)	Republic of Moldova (1-8)	Tuvalu (1-8)
Dominica (1-8)	Saint Kitts and Nevis (1-8)	United Arab Emirates (1-8)
Grenada (1-8)	Saint Lucia (1-8)	Uzbekistan (1-8)
Kazakhstan (1-8)	Saint Vincent and the Grenadines (1-8)	Vanuatu (1-8)
Kiribati (1-8)	Samoa (1-8)	
Kyrgyzstan (1-8)		
Luxembourg (1-8)		

**Underrepresented countries (A: total 14 countries)**

Argentina (9-15)	Italy (39-54)	Saudi Arabia (5-11)
Austria (7-14)	Japan (141-191)	Spain (20-28)
China (22-31)	Mexico (9-15)	Ukraine (2-8)
Germany (69-94)	Portugal (3-10)	United States of America (174-237)
Israel (3-9)	Republic of Korea (8-15)	

**Countries below midpoint of range (B1: total 64 countries)**

Afghanistan (1-8)	Central African Republic (1-8)	Fiji (1-8)
Albania (1-8)	Chad (1-8)	Gabon (1-8)
Angola (1-8)	Costa Rica (1-8)	Georgia (1-8)
Armenia (1-8)	Croatia (1-8)	Greece (3-9)
Bahamas (1-8)	Czech Republic (1-8)	Guatemala (1-8)
Bahrain (1-8)	Democratic People's Republic of Korea (1-8)	Guinea-Bissau (1-8)
Barbados (1-8)	Djibouti (1-8)	Haiti (1-8)
Bhutan (1-8)	Equatorial Guinea (1-8)	Honduras (1-8)
Botswana (1-8)	Eritrea (1-8)	Hungary (1-8)
Bulgaria (1-8)	Estonia (1-8)	Iceland (1-8)
Burundi (1-8)		Iraq (1-8)
Cape Verde (1-8)		Jamaica (1-8)

\* Associate Member.



Kuwait (1-8)	Mongolia (1-8)	Solomon Islands (1-8)
Lao People's Democratic Republic (1-8)	Morocco (1-8)	Somalia (1-8)
Latvia (1-8)	Namibia (1-8)	Suriname (1-8)
Lesotho (1-8)	Nicaragua (1-8)	Sweden (9-15)
Liberia (1-8)	Norway (5-11)	Switzerland (10-16)
Libyan Arab Jamahiriya (1-8)	Paraguay (1-8)	Trinidad and Tobago (1-8)
Lithuania (1-8)	Poland (2-8)	Viet Nam (1-8)
Malawi (1-8)	Romania (1-8)	Yemen (1-8)
Maldives (1-8)	Seychelles (1-8)	Yugoslavia (1-8)
Malta (1-8)	Slovakia (1-8)	
	Slovenia (1-8)	

**Countries at or above midpoint of range, including those at maximum of their range  
(B2: total 44 countries)**

Algeria (1-8)	Indonesia (4-10)	Sierra Leone (1-8)
Bangladesh (2-8)	Iran (Islamic Republic of) (2-8)	South Africa (3-9)
Benin (1-8)	Jordan (1-8)	Sri Lanka (1-8)
Bolivia (1-8)	Lebanon (1-8)	Sudan (1-8)
Chile (1-8)	Madagascar (1-8)	Syrian Arab Republic (1-8)
Colombia (1-8)	Malaysia (2-8)	Thailand (2-8)
Cuba (1-8)	Mali (1-8)	Togo (1-8)
Denmark (5-12)	Mauritania (1-8)	Turkey (4-10)
Dominican Republic (1-8)	Mauritius (1-8)	Uganda (1-8)
Ecuador (1-8)	Mozambique (1-8)	United Republic of Tanzania (1-8)
El Salvador (1-8)	Niger (1-8)	Uruguay (1-8)
Finland (4-10)	Pakistan (2-8)	Venezuela (1-8)
Gambia (1-8)	Panama (1-8)	Zambia (1-8)
Guinea (1-8)	Peru (1-8)	Zimbabwe (1-8)
Guyana (1-8)	Rwanda (1-8)	

**Countries above maximum of range (C: total 26 countries)**

Australia (12-18)	Egypt (1-8)	New Zealand (2-8)
Belgium (9-15)	Ethiopia (1-8)	Nigeria (1-8)
Brazil (14-20)	France (46-64)	Philippines (1-8)
Burkina Faso (1-8)	Ghana (1-8)	Russian Federation (10-16)
Cameroon (1-8)	India (14-21)	Senegal (1-8)
Canada (21-29)	Ireland (2-8)	Tunisia (1-8)
Congo (1-8)	Kenya (1-8)	United Kingdom of Great Britain and Northern Ireland (37-51)
Côte d'Ivoire (1-8)	Myanmar (1-8)	
Democratic Republic of the Congo (1-8)	Nepal (1-8)	
	Netherlands (13-19)	

## ANNEX 1(b)

**NUMBER OF NATIONALS OF OVERREPRESENTED COUNTRIES IN EXCESS  
OF THE MAXIMUM OF THE RESPECTIVE RANGES BY REGION  
AS AT SEPTEMBER 2002**

<b>Africa</b>		<b>Europe</b>	
Burkina Faso	2	Belgium	7
Cameroon	2	France	1
Congo	4	Ireland	6
Côte d'Ivoire	1	Netherlands	12
Democratic Republic of the Congo	1	Russian Federation	6
Ethiopia	5	United Kingdom of Great Britain and Northern Ireland	13
Ghana	8	<b>Total</b>	<b>45</b>
Kenya	4		
Nigeria	6	<b>Eastern Mediterranean</b>	
Senegal	3		
<b>Total</b>	<b>36</b>	Egypt	4
		Tunisia	1
<b>The Americas</b>		<b>Total</b>	<b>5</b>
Brazil	11		
Canada	12	<b>Western Pacific</b>	
<b>Total</b>	<b>23</b>	Australia	1
		New Zealand	1
<b>South-East Asia</b>		Philippines	10
India	8	<b>Total</b>	<b>12</b>
Myanmar	3		
Nepal	1		
<b>Total</b>	<b>12</b>		

## ANNEX 2

## SAMPLE CALCULATIONS OF DESIRABLE RANGES

**A. A country contributing 0.01%, with 500 000 population**

Membership factor		3.25773
Contribution factor (8.69 x 0.01)		0.08690
Population factor (0.01291 x 0.5)		0.00646
15% of midpoint is therefore less than 2.8092	Midpoint	3.35109
Upper limit: add 2.8092 (= 6.16029, i.e. less than 8)	(minimum)	8
Lower limit: subtract 2.8092 (= 0.54189, i.e. less than 1)		1

Range is therefore **1-8**

**B. A country contributing 0.81%, with 50 000 000 population**

Membership factor		3.25773
Contribution factor (8.69 x 0.81)		7.03890
Population factor (0.01291 x 50.0)		0.64550
15% of midpoint is therefore less than 2.8092	Midpoint	10.94213
Upper limit: add 2.8092 (= 13.75133)	Round up to	14
Lower limit: subtract 2.8092 (= 8.13293)	Round down to	8

Range is therefore **8-14**

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

Membership factor		3.25773
Contribution factor (8.69 x 0.45)		3.91050
Population factor (0.01291 x 650.0)		8.39150
15% of midpoint is therefore less than 2.8092	Midpoint	15.55973
Upper limit: add 2.8092 (= 18.36893)	Round up to	19
Lower limit: subtract 2.8092 (= 12.75053)	Round down to	12

Range is therefore **12-19**

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

Membership factor		3.25773
Contribution factor (8.69 x 4.0)		34.76000
Population factor (0.01291 x 60.0)		0.77460
15% of midpoint is therefore 5.81885	Midpoint	38.79233
Upper limit: add 5.81885 (= 44.61118)	Round up to	45
Lower limit: subtract 5.81885 (= 32.97348)	Round down to	32

Range is therefore **32-45**

**COMPUTATION OF RANGES ON THE BASIS OF UPDATED CURRENT FORMULA AND OF REGULAR BUDGET POSTS ONLY**

Member States and Associate Members	Current situation 1450 posts				Option 1 Current formula updated 1580 posts					Option 2 Regular budget posts 1030 posts					
	No. staff RB/XB	Range		Status	Population (1000)	No. staff RB/XB	Contribution	Range		Status	No. staff RB	Contribution	Range		Status
		lower	upper					lower	upper				lower	upper	
AFGHANISTAN	2	1	8	B1	22,474	2	0.0089	1	8	B1	2	0.0089	1	8	B1
ALBANIA	1	1	8	B1	3,145	1	0.0030	1	8	B1	1	0.0030	1	8	B1
ALGERIA	5	1	8	B2	30,841	5	0.0689	1	8	B2	4	0.0689	1	8	B2
ANDORRA	0	1	8	A	90	0	0.0039	1	8	A	0	0.0039	1	8	A
ANGOLA	3	1	8	B1	13,527	3	0.0020	1	8	B1	3	0.0020	1	8	B1
ANTIGUA AND BARBUDA	0	1	8	A	65	0	0.0020	1	8	A	0	0.0020	1	8	A
ARGENTINA	5	9	15	A	37,488	5	1.1305	10	17	A	3	1.1305	7	11	A
ARMENIA	2	1	8	B1	3,788	2	0.0020	1	8	B1	2	0.0020	1	8	B1
AUSTRALIA	19	12	18	C	19,338	19	1.6009	14	21	B2	15	1.6009	9	14	C
AUSTRIA	5	7	14	A	8,075	5	0.9318	8	15	A	5	0.9318	5	10	B1
AZERBAIJAN	0	1	8	A	8,096	0	0.0039	1	8	A	0	0.0039	1	8	A
BAHAMAS	1	1	8	B1	308	1	0.0118	1	8	B1	1	0.0118	1	8	B1
BAHRAIN	2	1	8	B1	652	2	0.0177	1	8	B1	2	0.0177	1	8	B1
BANGLADESH	7	2	8	B2	140,369	7	0.0098	2	8	B2	6	0.0098	1	8	B2
BARBADOS	1	1	8	B1	268	1	0.0089	1	8	B1	1	0.0089	1	8	B1
BELARUS	0	1	8	A	10,147	0	0.0187	1	8	A	0	0.0187	1	8	A
BELGIUM	22	9	15	C	10,264	22	1.1109	10	16	C	14	1.1109	6	11	C
BELIZE	0	1	8	A	231	0	0.0010	1	8	A	0	0.0010	1	8	A
BENIN	4	1	8	B2	6,446	4	0.0020	1	8	B2	4	0.0020	1	8	B2
BHUTAN	1	1	8	B1	2,141	1	0.0010	1	8	B1	0	0.0010	1	8	A
BOLIVIA	5	1	8	B2	8,516	5	0.0079	1	8	B2	5	0.0079	1	8	B2
BOSNIA AND HERZEGOVINA	0	1	8	A	4,067	0	0.0039	1	8	A	0	0.0039	1	8	A
BOTSWANA	2	1	8	B1	1,554	2	0.0098	1	8	B1	2	0.0098	1	8	B1
BRAZIL	31	14	20	C	172,559	31	2.3516	22	30	C	26	2.3516	14	20	C
BRUNEI DARUSSALAM	0	1	8	A	335	0	0.0325	1	8	A	0	0.0325	1	8	A
BULGARIA	1	1	8	B1	7,867	1	0.0128	1	8	B1	1	0.0128	1	8	B1
BURKINA FASO	10	1	8	C	11,856	10	0.0020	1	8	C	7	0.0020	1	8	B2
BURUNDI	3	1	8	B1	6,502	3	0.0010	1	8	B1	2	0.0010	1	8	B1
CAMBODIA	0	1	8	A	13,441	0	0.0020	1	8	A	0	0.0020	1	8	A
CAMEROON	10	1	8	C	15,203	10	0.0089	1	8	C	7	0.0089	1	8	B2
CANADA	41	21	29	C	31,015	41	2.5169	21	30	C	21	2.5169	14	20	C
CAPE VERDE	2	1	8	B1	437	2	0.0010	1	8	B1	2	0.0010	1	8	B1
CENTRAL AFRICAN REPUBLIC	3	1	8	B1	3,782	3	0.0010	1	8	B1	3	0.0010	1	8	B1
CHAD	3	1	8	B1	8,135	3	0.0010	1	8	B1	3	0.0010	1	8	B1
CHILE	6	1	8	B2	15,402	6	0.2086	2	9	B2	6	0.2086	1	8	B2
CHINA	13	22	31	A	1,284,972	13	1.5074	28	38	A	12	1.5074	18	25	A

**Key:**  
 RB: regular budget. XB: extrabudgetary resources.  
 A: unrepresented and underrepresented countries. B1: countries below midpoint of range.  
 B2: countries at or above midpoint of range, including those at the maximum of their range. C: countries above the maximum of their range.

**COMPUTATION OF RANGES ON THE BASIS OF UPDATED CURRENT FORMULA AND OF REGULAR BUDGET POSTS ONLY**

Member States and Associate Members	Current situation 1450 posts				Option 1 Current formula updated 1580 posts					Option 2 Regular budget posts 1030 posts					
	No. staff RB/XB	Range		Status	Population (1000)	No. staff RB/XB	Contribution	Range		Status	No. staff RB	Contribution	Range		Status
		lower	upper					lower	upper				lower	upper	
COLOMBIA	8	1	8	B2	42,803	8	0.1978	2	9	B2	8	0.1978	1	8	B2
COMOROS	0	1	8	A	727	0	0.0010	1	8	A	0	0.0010	1	8	A
CONGO	12	1	8	C	3,110	12	0.0010	1	8	C	9	0.0010	1	8	C
COOK ISLANDS	0	1	8	A	20	0	0.0010	1	8	A	0	0.0010	1	8	A
COSTA RICA	2	1	8	B1	4,112	2	0.0197	1	8	B1	2	0.0197	1	8	B1
COTE D'IVOIRE	9	1	8	C	16,349	9	0.0089	1	8	C	7	0.0089	1	8	B2
CROATIA	2	1	8	B1	4,655	2	0.0384	1	8	B1	2	0.0384	1	8	B1
CUBA	6	1	8	B2	11,237	6	0.0295	1	8	B2	4	0.0295	1	8	B2
CYPRUS	0	1	8	A	790	0	0.0374	1	8	A	0	0.0374	1	8	A
CZECH REPUBLIC	3	1	8	B1	10,260	3	0.1997	2	8	B1	2	0.1997	1	8	B1
DEMOCRATIC REPUBLIC OF THE CONGO	9	1	8	C	52,522	9	0.0039	1	8	C	7	0.0039	1	8	B2
DEMOCRATIC PEOPLE'S REPUBLIC OF KOREA	1	1	8	B1	22,428	1	0.0089	1	8	B1	0	0.0089	1	8	A
DENMARK	11	5	12	B2	5,333	11	0.7370	6	13	B2	7	0.7370	4	9	B2
DJIBOUTI	2	1	8	B1	644	2	0.0010	1	8	B1	2	0.0010	1	8	B1
DOMINICA	0	1	8	A	71	0	0.0010	1	8	A	0	0.0010	1	8	A
DOMINICAN REPUBLIC	5	1	8	B2	8,507	5	0.0226	1	8	B2	4	0.0226	1	8	B2
ECUADOR	4	1	8	B2	12,880	4	0.0246	1	8	B2	4	0.0246	1	8	B2
EGYPT	12	1	8	C	69,080	12	0.0797	2	8	C	5	0.0797	1	8	B2
EL SALVADOR	5	1	8	B2	6,400	5	0.0177	1	8	B2	4	0.0177	1	8	B2
EQUATORIAL GUINEA	2	1	8	B1	470	2	0.0010	1	8	B1	2	0.0010	1	8	B1
ERITREA	2	1	8	B1	3,816	2	0.0010	1	8	B1	1	0.0010	1	8	B1
ESTONIA	1	1	8	B1	1,377	1	0.0098	1	8	B1	1	0.0098	1	8	B1
ETHIOPIA	13	1	8	C	64,459	13	0.0039	1	8	C	8	0.0039	1	8	B2
FIJI	3	1	8	B1	823	3	0.0039	1	8	B1	3	0.0039	1	8	B1
FINLAND	9	4	10	B2	5,178	9	0.5136	4	11	B2	4	0.5136	3	8	B1
FRANCE	65	46	64	C	59,453	65	6.3621	50	69	B2	45	6.3621	32	45	B2
GABON	1	1	8	B1	1,262	1	0.0138	1	8	B1	1	0.0138	1	8	B1
GAMBIA	7	1	8	B2	1,337	7	0.0010	1	8	B2	4	0.0010	1	8	B2
GEORGIA	1	1	8	B1	5,239	1	0.0049	1	8	B1	0	0.0049	1	8	A
GERMANY	39	69	94	A	82,007	39	9.6120	74	102	A	28	9.6120	48	66	A
GHANA	16	1	8	C	19,734	16	0.0049	1	8	C	11	0.0049	1	8	C
GREECE	4	3	9	B1	10,623	4	0.5303	5	11	A	2	0.5303	3	8	B1
GRENADA	0	1	8	A	94	0	0.0010	1	8	A	0	0.0010	1	8	A
GUATEMALA	2	1	8	B1	11,687	2	0.0266	1	8	B1	1	0.0266	1	8	B1
GUINEA	4	1	8	B2	8,274	4	0.0030	1	8	B2	3	0.0030	1	8	B1
GUINEA-BISSAU	2	1	8	B1	1,227	2	0.0010	1	8	B1	1	0.0010	1	8	B1
GUYANA	4	1	8	B2	763	4	0.0010	1	8	B2	4	0.0010	1	8	B2
HAITI	1	1	8	B1	8,270	1	0.0020	1	8	B1	1	0.0020	1	8	B1
HONDURAS	1	1	8	B1	6,575	1	0.0049	1	8	B1	1	0.0049	1	8	B1
HUNGARY	1	1	8	B1	9,917	1	0.1181	1	8	B1	1	0.1181	1	8	B1

**COMPUTATION OF RANGES ON THE BASIS OF UPDATED CURRENT FORMULA AND OF REGULAR BUDGET POSTS ONLY**

Member States and Associate Members	Current situation 1450 posts				Option 1 Current formula updated 1580 posts					Option 2 Regular budget posts 1030 posts							
	No. staff RB/XB	Range		Status	Population (1000)	No. staff RB/XB	Contribution		Range		Status	No. staff RB	Contribution		Range		Status
		lower	upper				lower	upper	lower	upper			lower	upper			
ICELAND	1	1	8	B1	281	1	0.0325	1	8	B1	1	0.0325	1	8	B1		
INDIA	29	14	21	C	1,025,096	29	0.3355	16	23	C	21	0.3355	10	15	C		
INDONESIA	9	4	10	B2	214,840	9	0.1968	4	11	B2	9	0.1968	3	8	C		
IRAN (ISLAMIC REPUBLIC OF)	7	2	8	B2	71,369	7	0.2676	3	10	B2	5	0.2676	2	8	B2		
IRAQ	2	1	8	B1	23,584	2	0.1338	1	8	B1	2	0.1338	1	8	B1		
IRELAND	14	2	8	C	3,841	14	0.2893	3	9	C	10	0.2893	1	8	C		
ISRAEL	2	3	9	A	6,172	2	0.4083	4	10	A	2	0.4083	2	8	A		
ITALY	37	39	54	A	57,503	37	4.9834	40	55	A	22	4.9834	26	36	A		
JAMAICA	2	1	8	B1	2,598	2	0.0039	1	8	B1	2	0.0039	1	8	B1		
JAPAN	40	141	191	A	127,335	40	19.2022	146	198	A	17	19.2022	95	129	A		
JORDAN	7	1	8	B2	5,051	7	0.0079	1	8	B2	7	0.0079	1	8	B2		
KAZAKHSTAN	0	1	8	A	16,095	0	0.0275	1	8	A	0	0.0275	1	8	A		
KENYA	12	1	8	C	31,293	12	0.0079	1	8	C	7	0.0079	1	8	B2		
KIRIBATI	0	1	8	A	84	0	0.0010	1	8	A	0	0.0010	1	8	A		
KUWAIT	1	1	8	B1	1,971	1	0.1446	1	8	B1	1	0.1446	1	8	B1		
KYRGYZSTAN	0	1	8	A	4,986	0	0.0010	1	8	A	0	0.0010	1	8	A		
LAO PEOPLE'S DEMOCRATIC REPUBLIC	1	1	8	B1	5,403	1	0.0010	1	8	B1	1	0.0010	1	8	B1		
LATVIA	1	1	8	B1	2,406	1	0.0098	1	8	B1	1	0.0098	1	8	B1		
LEBANON	7	1	8	B2	3,556	7	0.0118	1	8	B2	6	0.0118	1	8	B2		
LESOTHO	1	1	8	B1	2,057	1	0.0010	1	8	B1	1	0.0010	1	8	B1		
LIBERIA	2	1	8	B1	3,108	2	0.0010	1	8	B1	0	0.0010	1	8	A		
LIBYAN ARAB JAMAHIRIYA	2	1	8	B1	5,408	2	0.0659	1	8	B1	2	0.0659	1	8	B1		
LITHUANIA	2	1	8	B1	3,689	2	0.0167	1	8	B1	2	0.0167	1	8	B1		
LUXEMBOURG	0	1	8	A	442	0	0.0787	1	8	A	0	0.0787	1	8	A		
MADAGASCAR	4	1	8	B2	16,437	4	0.0030	1	8	B2	3	0.0030	1	8	B1		
MALAWI	4	2	8	B1	11,572	4	0.0020	1	8	B2	2	0.0020	1	8	B1		
MALAYSIA	6	2	8	B2	22,633	6	0.2312	2	9	B2	4	0.2312	1	8	B2		
MALDIVES	3	1	8	B1	300	3	0.0010	1	8	B1	3	0.0010	1	8	B1		
MALI	7	1	8	B2	11,677	7	0.0020	1	8	B2	2	0.0020	1	8	B1		
MALTA	2	1	8	B1	392	2	0.0148	1	8	B1	1	0.0148	1	8	B1		
MARSHALL ISLANDS	0	1	8	A	52	0	0.0010	1	8	A	0	0.0010	1	8	A		
MAURITANIA	5	1	8	B2	2,747	5	0.0010	1	8	B2	4	0.0010	1	8	B2		
MAURITIUS	4	1	8	B2	1,171	4	0.0108	1	8	B2	4	0.0108	1	8	B2		
MEXICO	6	9	15	A	100,368	6	1.0685	11	17	A	4	1.0685	7	11	A		
MICRONESIA (FEDERATED STATES OF)	0	1	8	A	126	0	0.0010	1	8	A	0	0.0010	1	8	A		
MONACO	0	1	8	A	34	0	0.0039	1	8	A	0	0.0039	1	8	A		
MONGOLIA	1	1	8	B1	2,559	1	0.0010	1	8	B1	1	0.0010	1	8	B1		
MOROCCO	3	1	8	B1	30,430	3	0.0433	1	8	B1	3	0.0433	1	8	B1		
MOZAMBIQUE	4	1	8	B2	18,644	4	0.0010	1	8	B2	3	0.0010	1	8	B1		
MYANMAR	11	1	8	C	48,364	11	0.0098	1	8	C	7	0.0098	1	8	B2		

**COMPUTATION OF RANGES ON THE BASIS OF UPDATED CURRENT FORMULA AND OF REGULAR BUDGET POSTS ONLY**

Member States and Associate Members	Current situation 1450 posts				Option 1 Current formula updated 1580 posts					Option 2 Regular budget posts 1030 posts					
	No. staff RB/XB	Range		Status	Population (1000)	No. staff RB/XB	Contribution	Range		Status	No. staff RB	Contribution	Range		Status
		lower	upper					lower	upper				lower	upper	
NAMIBIA	1	1	8	B1	1,788	1	0.0069	1	8	B1	1	0.0069	1	8	B1
NAURU	0	1	8	A	13	0	0.0010	1	8	A	0	0.0010	1	8	A
NEPAL	9	1	8	C	23,593	9	0.0039	1	8	C	6	0.0039	1	8	B2
NETHERLANDS	31	13	19	C	15,930	31	1.7101	15	22	C	15	1.7101	10	14	C
NEW ZEALAND	9	2	8	C	3,808	9	0.2371	2	9	B2	5	0.2371	1	8	B2
NICARAGUA	3	1	8	B1	5,208	3	0.0010	1	8	B1	2	0.0010	1	8	B1
NIGER	5	1	8	B2	11,227	5	0.0010	1	8	B2	4	0.0010	1	8	B2
NIGERIA	14	1	8	C	116,929	14	0.0669	2	9	C	7	0.0669	1	8	B2
NIUE	0	1	8	A	2	0	0.0010	1	8	A	0	0.0010	1	8	A
NORWAY	7	5	11	B1	4,488	7	0.6356	6	12	B1	6	0.6356	3	8	B2
OMAN	0	1	8	A	2,622	0	0.0600	1	8	A	0	0.0600	1	8	A
PAKISTAN	7	2	8	B2	144,971	7	0.0600	2	9	B2	3	0.0600	1	8	B1
PALAU	0	1	8	A	20	0	0.0010	1	8	A	0	0.0010	1	8	A
PANAMA	6	1	8	B2	2,899	6	0.0177	1	8	B2	5	0.0177	1	8	B2
PAPUA NEW GUINEA	0	1	8	A	4,920	0	0.0059	1	8	A	0	0.0059	1	8	A
PARAGUAY	1	1	8	B1	5,636	1	0.0157	1	8	B1	1	0.0157	1	8	B1
PERU	5	1	8	B2	26,093	5	0.1161	1	8	B2	5	0.1161	1	8	B2
PHILIPPINES	18	1	8	C	77,131	18	0.0984	2	8	C	12	0.0984	1	8	C
POLAND	4	2	8	B1	38,577	4	0.3719	4	10	B1	2	0.3719	2	8	B1
PORTUGAL	1	3	10	A	10,033	1	0.4546	4	11	A	1	0.4546	2	8	A
PUERTO RICO	0	1	8	A	3,952	0	0.0010	1	8	A	0	0.0010	1	8	A
QATAR	0	1	8	A	575	0	0.0334	1	8	A	0	0.0334	1	8	A
REPUBLIC OF KOREA	6	8	15	A	47,069	6	1.8213	16	23	A	3	1.8213	10	15	A
REPUBLIC OF MOLDOVA	0	1	8	A	4,285	0	0.0020	1	8	A	0	0.0020	1	8	A
ROMANIA	2	1	8	B1	22,388	2	0.0571	1	8	B1	1	0.0571	1	8	B1
RUSSIAN FEDERATION	22	10	16	C	144,664	22	1.1807	12	19	C	16	1.1807	8	12	C
RWANDA	7	1	8	B2	7,949	7	0.0010	1	8	B2	4	0.0010	1	8	B2
SAINT KITTS AND NEVIS	0	1	8	A	38	0	0.0010	1	8	A	0	0.0010	1	8	A
SAINT LUCIA	0	1	8	A	149	0	0.0020	1	8	A	0	0.0020	1	8	A
SAINT VINCENT AND THE GRENADINES	0	1	8	A	114	0	0.0010	1	8	A	0	0.0010	1	8	A
SAMOA	0	1	8	A	159	0	0.0010	1	8	A	0	0.0010	1	8	A
SAN MARINO	0	1	8	A	27	0	0.0020	1	8	A	0	0.0020	1	8	A
SAO TOME AND PRINCIPE	0	1	8	A	140	0	0.0010	1	8	A	0	0.0010	1	8	A
SAUDI ARABIA	1	5	11	A	21,028	1	0.5451	5	12	A	1	0.5451	3	8	A
SENEGAL	11	3	9	C	9,662	11	0.0049	1	8	C	8	0.0049	1	8	B2
SEYCHELLES	1	1	8	B1	81	1	0.0020	1	8	B1	1	0.0020	1	8	B1
SIERRA LEONE	5	1	8	B2	4,587	5	0.0010	1	8	B2	3	0.0010	1	8	B1
SINGAPORE	0	1	8	A	4,108	0	0.3867	3	10	A	0	0.3867	2	8	A
SLOVAKIA	1	1	8	B1	5,403	1	0.0423	1	8	B1	1	0.0423	1	8	B1
SLOVENIA	1	1	8	B1	1,985	1	0.0797	1	8	B1	0	0.0797	1	8	A

**COMPUTATION OF RANGES ON THE BASIS OF UPDATED CURRENT FORMULA AND OF REGULAR BUDGET POSTS ONLY**

Member States and Associate Members	Current situation 1450 posts				Option 1 Current formula updated 1580 posts					Option 2 Regular budget posts 1030 posts					
	No. staff RB/XB	Range		Status	Population (1000)	No. staff RB/XB	Contribution	Range		Status	No. staff RB	Contribution	Range		Status
		lower	upper					lower	upper				lower	upper	
SOLOMON ISLANDS	1	1	8	B1	463	1	0.0010	1	8	B1	1	0.0010	1	8	B1
SOMALIA	3	1	8	B1	9,157	3	0.0010	1	8	B1	3	0.0010	14	19	A
SOUTH AFRICA	5	3	9	B2	43,792	5	0.4014	4	11	B1	2	0.4014	2	8	B1
SPAIN	14	20	28	A	39,921	14	2.4783	21	30	A	11	2.4783	14	19	B1
SRI LANKA	8	1	8	B2	19,104	8	0.0157	1	8	B2	4	0.0157	1	8	B2
SUDAN	8	1	8	B2	31,809	8	0.0059	1	8	B2	3	0.0059	1	8	B1
SURINAME	1	1	8	B1	419	1	0.0020	1	8	B1	1	0.0020	1	8	B1
SWAZILAND	0	1	8	A	938	0	0.0020	1	8	A	0	0.0020	1	8	A
SWEDEN	10	9	15	B1	8,833	10	1.0103	9	15	B1	6	1.0103	6	10	B1
SWITZERLAND	10	10	16	B1	7,170	10	1.2535	11	18	B1	5	1.2535	7	12	B1
SYRIAN ARAB REPUBLIC	6	1	8	B2	16,610	6	0.0787	1	8	B2	3	0.0787	1	8	B1
TAJIKISTAN	0	1	8	A	6,135	0	0.0010	1	8	A	0	0.0010	1	8	A
THAILAND	8	2	8	B2	63,584	8	0.2893	3	10	B2	6	0.2893	2	8	B2
THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA	0	1	8	A	2,044	0	0.0059	1	8	A	0	0.0059	1	8	A
TIMOR-LESTE	0	1	8	A	750	0	0.0010	1	8	A	0	0.0010	1	8	A
TOGO	4	1	8	B2	4,657	4	0.0010	1	8	B2	3	0.0010	1	8	B1
TOKELAU	0	1	8	A	1	0	0.0010	1	8	A	0	0.0010	1	8	A
TONGA	0	1	8	A	99	0	0.0010	1	8	A	0	0.0010	1	8	A
TRINIDAD AND TOBAGO	3	1	8	B1	1,300	3	0.0157	1	8	B1	3	0.0157	1	8	B1
TUNISIA	9	1	8	C	9,562	9	0.0295	1	8	C	6	0.0295	1	8	B2
TURKEY	8	4	10	B2	67,632	8	0.4329	5	11	B2	3	0.4329	3	8	B1
TURKMENISTAN	0	1	8	A	4,835	0	0.0030	1	8	A	0	0.0030	1	8	A
TUVALU	0	1	8	A	10	0	0.0010	1	8	A	0	0.0010	1	8	A
UGANDA	6	1	8	B2	24,023	6	0.0049	1	8	B2	2	0.0049	1	8	B1
UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND	64	37	51	C	59,542	64	5.4470	43	60	C	40	5.4470	28	39	C
UKRAINE	1	2	8	B1	49,112	1	0.0521	1	8	B1	0	0.0521	1	8	A
UNITED ARAB EMIRATES	0	1	8	A	2,654	0	0.1987	2	8	A	0	0.1987	1	8	A
UNITED REPUBLIC OF TANZANIA	6	1	8	B2	35,965	6	0.0039	1	8	B2	4	0.0039	1	8	B2
UNITED STATES OF AMERICA	155	174	237	A	285,926	155	22.0000	168	228	A	78	22.0000	109	149	A
URUGUAY	6	1	8	B2	3,361	6	0.0787	1	8	B2	5	0.0787	1	8	B2
UZBEKISTAN	0	1	8	A	25,257	0	0.0108	1	8	A	0	0.0108	1	8	A
VANUATU	0	1	8	A	202	0	0.0010	1	8	A	0	0.0010	1	8	A
VENEZUELA	4	1	8	B2	24,632	4	0.2047	2	9	B1	3	0.2047	1	8	B1
VIET NAM	2	1	8	B1	79,175	2	0.0157	1	8	B1	1	0.0157	1	8	B1
YEMEN	3	1	8	B1	19,114	3	0.0059	1	8	B1	2	0.0059	1	8	B1
YUGOSLAVIA	1	1	8	B1	10,538	1	0.0197	1	8	B1	1	0.0197	1	8	B1
ZAMBIA	8	1	8	B2	10,649	8	0.0020	1	8	B2	4	0.0020	1	8	B2
ZIMBABWE	6	1	8	B2	12,852	6	0.0079	1	8	B2	2	0.0079	1	8	B1
	1,256				6,119,661	1,256	100.0000				824	100.0000			