| 联 合 国 | Food and Agriculture Organization of the United Nations | Organisation des Nations Unies pour l'alimentation et l'agriculture | Organización de las Naciones Unidas para la Agricultura y la Alimentación |
| منظمـة الأغـذيـة والزراعـة للأمـم المتحـدة | 粮 食 及 农 业 组 织 | | | |

COUNCIL

Hundred and Twenty-fourth Session
Rome, 23 – 28 June 2003
Methodology for the Determination of Equitable Geographic Distribution

I. Introduction

1. The Finance Committee at its 102nd session in May 2003 considered the document CL 124/15, *Methodology for the Determination of Equitable Geographic Distribution* with a view to providing its comments on the matter to the Council. The Committee requested the secretariat to study the matter further including clarifications of the methodology used by the UN and the outcome of the WHA deliberations on this issue, considering the importance of consistency with other UN organizations.

2. The Committee requested the secretariat to submit a revised proposal that would indicate as well the advantages and disadvantages of each option. The report should also provide a table showing the impact of each option on the representation of all the member states. This addendum to the main document has been prepared to address these requests.

II. Specific Issues

3. As noted above, the Finance Committee requested additional information on a number of specific issues in order to facilitate the understanding and comparison of the presented options.

A. THE UN METHODOLOGY

4. The main document (ref. CL 124/15, para. 24) indicated that some organizations, notably the UN and UNESCO, "applied" a post weighting system based on the salary scale for staff in the

professional and higher catgories. With regard to the United Nations, however, it is noted that two geographic distribution calculations are reported to the General Assembly in the Secretary-General's annual report on the *Composition of the Secretariat*, one with post weighting and one without. It is the latter that is actually used to determine the representation status of each member country, while the former is provided for information only.

5.   In the light of this clarification, the secretariat has developed an additional option for the consideration of Council based on a calculation without post weighting (see paras. 19-22 below).

B.   DEVELOPMENTS IN OTHER UN AGENCIES

6.   As indicated in the main document (ref. CL 124/15, para. 34), the UN General Assembly (UNGA) at its Fifty-seventh session in the latter part of 2002 considered the ramifications of changing the relative weights of the population, membership and contribution factors (ref. A/57/414, paras. 38-59). Detailed discussions of this matter took place at a resumed session in the period March-May 2003.

7.   In its resolution A/RES/57/305 (ref. Art. IX), the UNGA decided to revert to this subject at its fifty-ninth session and requested the Secretary-General, *inter alia*, to conduct a study which included a comprehensive assessment of the system of geographical distribution and an assessment of the issues relating to possible changes in the number of posts subject to the system of geographical distribution, bearing in mind Article 101 of the Charter and the efficiency and effectiveness of the Organization.

8.   With regard to the outcome of the discussions at the World Health Assembly (WHA) (ref. CL 124/15, para. 35), the WHA adopted its resolution WHA56.35, which approved certain changes to the WHO geographic distribution methdology, in particular:

- The weighting of the three factors in the WHO calculation was changed to 45% for membership, 45% for contribution and 10% for population; and

- The introduction of a variable upper limit of the desirable range based on population.

9.   Lastly in this regard it is noted that the Executive Board of the World Food Programme (WFP) has also recently reviewed the *WFP Policy on Staff Recruitment and Geographic Representation of Member States* (ref. WFP/EB.A/2003/8-B). After considerable discussion, the WFP Executive Board decided to return to the subject in February 2004, at which time the WFP secretariat would present an updated paper that took into account the questions raised.

III.   Proposed Options

10.   As requested by the Finance Committee, the options proposed in the main document are summarized below with an indications of advantages and disadvantages.

A.   OPTION #1: ONE FACTOR (CONTRIBUTION)

11.   Option #1 for a new geographic distribution methodology in FAO would be to retain the current system based on the assessed contributions of member nations, applying the adjustments discussed in CL 124/15, paras. 15 – 24 regarding the coverage of posts and the weighting pattern. Accordingly, Option #1 would have the following features:

- all posts included in the PWB regardless of whether they are filled would constitute the base figure for the calculations (currently 1 362); and
- posts weights by grade would be determined on the basis of the salary scale for the professional and higher categories; and
- the existing ranges above and below the contribution precentage (ref. CL 124/15, para. 14) would be retained.

12.   Under such a system the representation status of member nations would be distributed as follows:

Not represented	26
Under represented	23
Equitably represented	58
Over represented	76
Total	183

Representation Status under Option #1
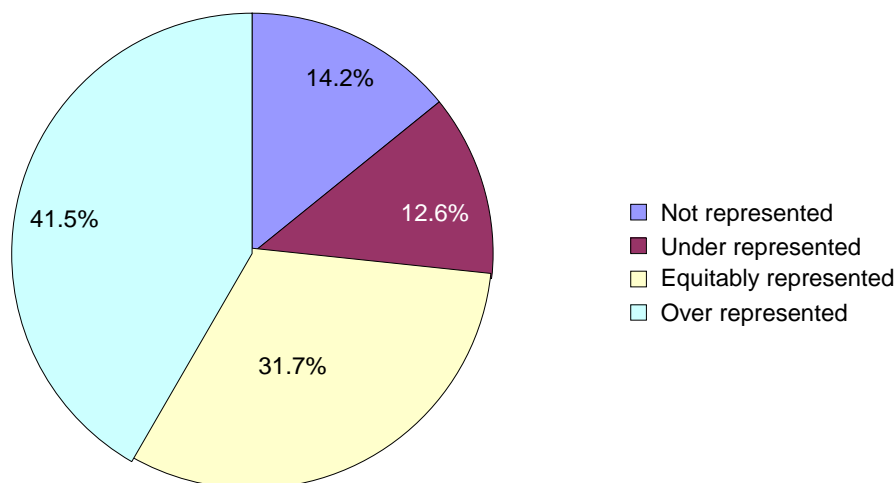
13.   Option # 1 provides greater stability and post coverage in the geographic distribution methodology than the current system. It does not, however, result in any significant change in the overall breakdown among the four categories of representation status.

B.   OPTION #2: THREE FACTORS (CONTRIBUTION, MEMBERSHIP & POPULATION)

14.   Some organizations (e.g. UN, WHO and UNIDO) have added a further refinement to their systems and base their geographic distribution on three factors: (1) the membership factor, i.e. the fact of membership in the organization, (2) the contribution factor and (3) the population factor. Such a system can also include a post weighting mechanism that assigns points to each post based on its grade level. It is recalled that the UN Joint Inspection Unit has recommended that a system of grade-weighting merits consideration.

15.   Under such a methodology, a proportion of the total of grade-weight points in the base figure is assigned to the membership factor and equally divided among all member nations. Each member nation is allocated a share of the points assigned to the population factor, in accordance with the proportion of its population to the total population of the member nations. The remaining points are divided in accordance with the percentage of assessed contribution. The sum of the three amounts is the mid-point of each member nation's desirable equitable range, which is defined as a fixed percentage above and below the calculated mid-point. In addition, certain absolute minimum and maximum criteria for the range are also defined.

16.   Accordingly, Option #2 would have the following features:

- As in Option #1, the base figure for the calculations is established as 1 362 posts and posts are weighted on the basis of the salary scale;
- The weight of the membership factor is 40 per cent of the base figure;

- The population factor, which is allotted a weight of 5 per cent, is directly related to the total population of all the member nations and distributed among member nations in proportion to their population;
- The contribution factor is based on the distribution of the remaining points among member nations in proportion to the scale of assessments;
- The mid-point for each member nation is calculated by adding the three factors;
- The upper and lower limits of the equitable range are based on a flexibility of 15 per cent upwards and downwards from the mid-point, but not less than 6.3 points up and down, the upper limit being not less than 15.7 points.

17.   Under such a system the representation status of member nations would be distributed as follows:

Not represented	26
Under represented	15
Equitably represented	130
Over represented	12
Total	183

Representation status under Option#2
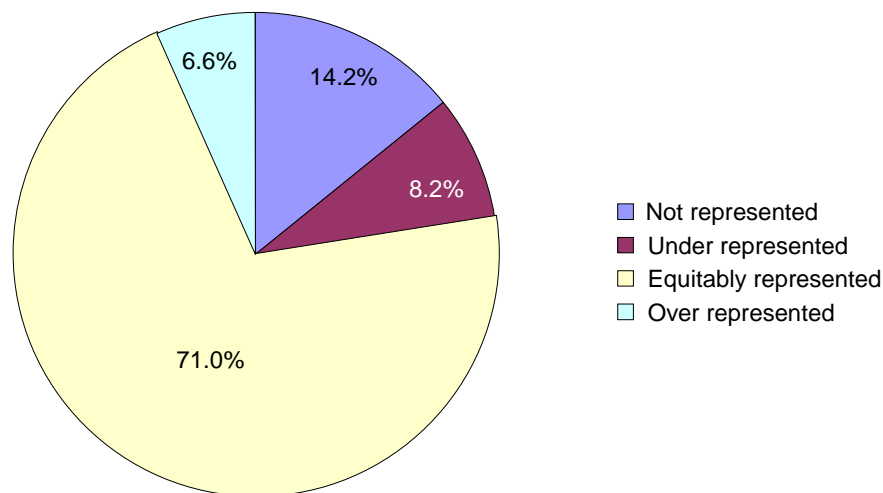
18.   This methodology is considerably more complex than Option #1 with a large number of variables, the values of which would have to be determined and agreed among member states. Its adoption would, however, result in a significantly larger number of member countries in the category of equitable geographical representation.

C.   OPTION #3: THREE FACTORS (WITHOUT GRADE WEIGHTING)

19.   This methodology is essentially similar to Option #2, however, there is no grade-weighting system, i.e. all posts regardless of grade level are considered to be of equal "value." Under such a methodology, a proportion of the total posts in the base figure is assigned to the membership factor and equally divided among all member nations. Each member nation is allocated a share of the posts assigned to the population factor, in accordance with the proportion of its population to the total population of the member nations. The remaining posts are divided in accordance with the percentage of assessed contribution. The sum of the three amounts is the mid-point of each member nation's desirable equitable range, which is defined as a fixed percentage above and below the calculated mid-point. In addition, certain absolute minimum and maximum criteria for the range are also defined.

20.   Accordingly, Option #3 would have the following features:

- As in Options #1 and 2, the base figure for the calculations is established as 1 362 posts, however, no grade weighting is applied;
- The weight of the membership factor is 40 per cent of the base figure;
- The population factor, which is allotted a weight of 5 per cent, is directly related to the total population of all the member nations and distributed among member nations in proportion to their population;
- The contribution factor is based on the distribution of the remaining posts among member nations in proportion to the scale of assessments;
- The mid-point for each member nation is calculated by adding the three factors;
- The upper and lower limits of the equitable range are based on a flexibility of 15 per cent upwards and downwards from the mid-point, but not less than 2.0 posts up and down, the upper limit being not less than 7.4 posts.

21.   Under such a system the representation status of member nations would be distributed as follows:

Not represented	26
Under represented	22
Equitably represented	127
Over represented	8
Total	183

Representation Status under Option #3
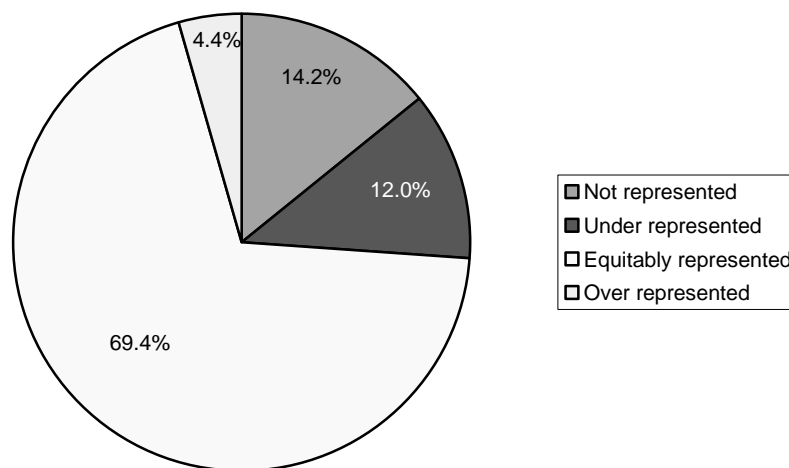
22.   This methodology is somewhat less complex than Option #2, however, there is still a number of variables, the values of which would have to be determined and agreed among member states. It is noted that the overall distribution of countries among the representation categories is similar to that of Option #2.

IV.   Conclusion

23.   The impact of the three options discussed in this paper, as compared to the methodology currently in use in FAO is summarized in the following chart:

Comparison between Current Method and Presented Options

	Not represented	Under represented	Equitably repesented	Over represented
◩ Current	28	13	65	77
◼ Option #1	26	23	58	76
◻ Option #2	26	15	130	12
◻ Option #3	26	22	127	8
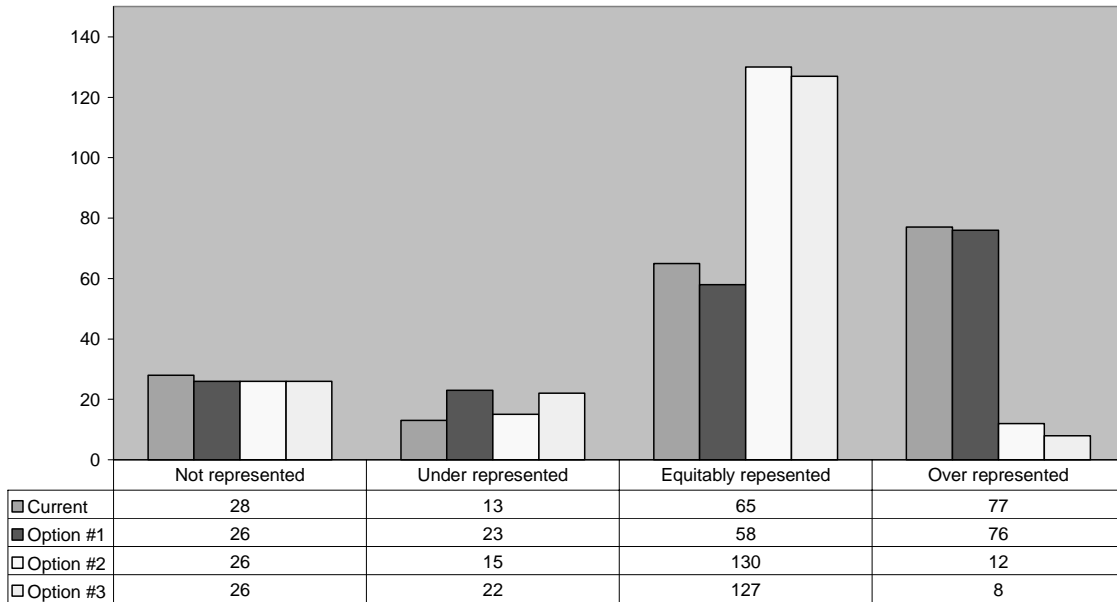
A table showing the impact of each option on the representation of each member state is provided in Annex I.

24.   In light of the foregoing, the Council may wish to consider whether it would be appropriate to amend the geographic distribution methodology and, if so, to provide guidance to the secretariat regarding which elements of the options outlined above should be included in the development of a new geographic distribution formula. The Council may also wish to consider the consultative mechanism through which agreement on the various factors might be achieved.

Comparison table of the representational status of member states   Annex I
Current methodology and three proposed options for calculating the geographic distribution of member countries
As at 31/12/2002

Country	Population ('000)	Cntrb. %	Current formula Staff	Repr. %	Desirable range Min. %	Max. %	Stat	Option 1 Staff	Repr. %	Desirable range Min. %	Max. %	Stat	Option 2 Grd sal pnts	Desirable range Min. Pts	Max. Pts	Stat	Option 3 Staff	Desirable range Min. Pos.	Max. Pos.	Stat
AFGHANISTAN	21,765	0.007	2	0.204	0.005	0.011	O	2	0.158	0.005	0.011	O	4.5	0.65	15.7	E	2	1	7	E
ALBANIA	3,134	0.003	1	0.058	0.002	0.005	E	1	0.055	0.002	0.005	E	1.6	0.12	15.7	E	1	1	7	E
ALGERIA	30,291	0.071	5	0.583	0.053	0.107	O	5	0.448	0.053	0.107	O	12.9	1.87	15.7	E	5	2	7	E
ANGOLA	13,134	0.002	2	0.146	0.002	0.003	O	2	0.129	0.002	0.003	O	3.7	0.36	15.7	E	2	1	7	E
ANTIGUA AND BARBUDA	65	0.002	0	0.000	0.002	0.003	N	0	0.000	0.002	0.003	N	0.0	0.03	15.7	N	0	1	7	N
ARGENTINA	37,032	1.166	14	1.663	0.875	1.749	E	14	1.218	0.875	1.749	E	35.0	19.33	31.9	O	14	10	14	E
ARMENIA	3,787	0.002	0	0.000	0.002	0.003	N	0	0.000	0.002	0.003	N	0.0	0.13	15.7	N	0	1	7	N
AUSTRALIA	19,138	1.649	24	2.508	1.237	2.474	O	24	1.884	1.237	2.474	E	54.1	26.51	39.1	O	24	13	18	O
AUSTRIA	8,080	0.959	3	0.233	0.719	1.439	U	5	0.348	0.719	1.439	U	10.0	15.34	27.9	U	5	8	12	U
AZERBAIJAN	8,041	0.004	1	0.058	0.003	0.006	E	1	0.055	0.003	0.006	E	1.6	0.26	15.7	E	1	1	7	E
BAHAMAS	304	0.012	1	0.117	0.009	0.018	E	1	0.084	0.009	0.018	E	2.4	0.20	15.7	E	1	1	7	E
BAHRAIN	640	0.018	0	0.000	0.014	0.027	N	0	0.000	0.014	0.027	N	0.0	0.30	15.7	N	0	1	7	N
BANGLADESH	137,439	0.010	3	0.292	0.008	0.015	O	3	0.232	0.008	0.015	O	6.7	3.56	16.1	E	3	3	7	E
BARBADOS	267	0.009	1	0.146	0.007	0.014	E	1	0.103	0.007	0.014	E	3.0	0.15	15.7	E	1	1	7	E
BELGIUM	10,249	1.145	23	2.363	0.859	1.718	O	27	2.055	0.859	1.718	O	59.0	18.33	30.9	O	27	10	14	O
BELIZE	226	0.001	1	0.088	0.001	0.002	E	1	0.068	0.001	0.002	E	2.0	0.02	15.7	E	1	1	7	E
BENIN	6,272	0.002	3	0.350	0.002	0.003	O	3	0.253	0.002	0.003	O	7.3	0.19	15.7	E	3	1	7	E
BHUTAN	2,085	0.001	1	0.088	0.001	0.002	E	1	0.068	0.001	0.002	E	2.0	0.07	15.7	E	1	1	7	E
BOLIVIA	8,329	0.008	0	0.000	0.006	0.012	N	1	0.055	0.006	0.012	E	1.6	0.33	15.7	E	1	1	7	E
BOSNIA/HERZEGOVINA	3,977	0.004	1	0.058	0.003	0.006	E	1	0.055	0.003	0.006	E	1.6	0.16	15.7	E	1	1	7	E
BOTSWANA	1,541	0.010	2	0.204	0.008	0.015	O	2	0.153	0.008	0.015	O	4.4	0.20	15.7	E	2	1	7	E
BRAZIL	170,406	2.105	16	1.721	1.579	3.158	E	18	1.397	1.579	3.158	U	40.1	37.17	50.3	E	18	18	24	E
BULGARIA	7,949	0.013	2	0.117	0.010	0.020	O	2	0.111	0.010	0.020	O	3.2	0.40	15.7	E	2	1	7	E
BURKINA FASO	11,535	0.002	3	0.350	0.002	0.003	O	4	0.324	0.002	0.003	O	9.3	0.32	15.7	E	4	1	7	E
BURUNDI	6,356	0.001	3	0.175	0.001	0.002	O	3	0.166	0.001	0.002	O	4.8	0.17	15.7	E	3	1	7	E
CAMBODIA	13,104	0.002	3	0.350	0.002	0.003	O	3	0.261	0.002	0.003	O	7.5	0.36	15.7	E	3	1	7	E
CAMEROON	14,876	0.009	5	0.583	0.007	0.014	O	5	0.427	0.007	0.014	O	12.3	0.51	15.7	E	5	1	7	E
CANADA	30,757	2.594	42	4.025	1.946	3.891	O	44	3.298	1.946	3.891	E	94.7	40.80	55.2	O	44	19	26	O

Comparison table of the representational status of member states　　　　　Annex I

Current methodology and three proposed options for calculating the geographic distribution of member countries
As at 31/12/2002

Country	Population ('000)	Cntrb. %	Current formula Staff	Repr. %	Desirable range Min. %	Max. %	Stat	Option 1 Staff	Repr. %	Desirable range Min. %	Max. %	Stat	Option 2 Grd sal pnts	Desirable range Min. Pts	Max. Pts	Stat	Option 3 Staff	Desirable range Min. Pos.	Max. Pos.	Stat
CAPE VERDE	427	0.001	1	0.117	0.001	0.002	E	1	0.084	0.001	0.002	E	2.4	0.03	15.7	E	1	1	7	E
CENTRAL AFRICAN REP	3,717	0.001	2	0.175	0.001	0.002	O	2	0.140	0.001	0.002	O	4.0	0.11	15.7	E	2	1	7	E
CHAD	7,885	0.001	2	0.146	0.001	0.002	O	2	0.129	0.001	0.002	O	3.7	0.21	15.7	E	2	1	7	E
CHILE	15,211	0.188	3	0.408	0.141	0.282	O	3	0.300	0.141	0.282	O	8.6	3.34	15.9	E	3	3	7	E
CHINA	1,252,952	1.554	7	0.758	1.166	2.331	U	7	0.589	1.166	2.331	U	16.9	52.53	71.1	U	7	25	34	U
COLOMBIA	42,105	0.172	6	0.583	0.129	0.258	O	6	0.459	0.129	0.258	O	13.2	3.76	16.3	E	6	3	7	E
COMOROS	706	0.001	1	0.088	0.001	0.002	E	1	0.068	0.001	0.002	E	2.0	0.03	15.7	E	1	1	7	E
CONGO	3,018	0.001	3	0.321	0.001	0.002	O	3	0.240	0.001	0.002	O	6.9	0.09	15.7	E	3	1	7	E
CONGO DEMOCRATIC REP	50,948	0.004	3	0.263	0.003	0.006	O	3	0.208	0.003	0.006	O	6.0	1.32	15.7	E	3	2	7	E
COOK ISLANDS	20	0.001	1	0.058	0.001	0.002	E	1	0.055	0.001	0.002	E	1.6	0.02	15.7	E	1	1	7	E
COSTA RICA	4,024	0.020	3	0.292	0.015	0.030	O	3	0.232	0.015	0.030	O	6.7	0.42	15.7	E	3	1	7	E
COTE D'IVOIRE	16,013	0.009	3	0.292	0.007	0.014	O	5	0.361	0.007	0.014	O	10.4	0.54	15.7	E	5	1	7	E
CROATIA	4,654	0.039	2	0.146	0.029	0.059	O	2	0.124	0.029	0.059	O	3.6	0.73	15.7	E	2	1	7	E
CUBA	11,199	0.030	3	0.292	0.023	0.045	O	3	0.221	0.023	0.045	O	6.4	0.75	15.7	E	3	1	7	E
CYPRUS	784	0.038	0	0.000	0.029	0.057	N	0	0.000	0.029	0.057	N	0.0	0.62	15.7	N	0	1	7	N
CZECH REPUBLIC THE	10,272	0.173	1	0.058	0.130	0.260	U	1	0.055	0.130	0.260	U	1.6	2.99	15.7	U	1	2	7	U
DEMOCRATIC P R KOREA	22,268	0.009	1	0.088	0.007	0.014	E	1	0.068	0.007	0.014	E	2.0	0.69	15.7	E	1	1	7	E
DENMARK	5,320	0.759	7	0.671	0.569	1.139	E	7	0.517	0.569	1.139	U	14.8	12.12	24.7	E	7	7	11	E
DJIBOUTI	632	0.001	1	0.146	0.001	0.002	E	1	0.103	0.001	0.002	E	3.0	0.03	15.7	E	1	1	7	E
DOMINICA	71	0.001	2	0.204	0.001	0.002	O	2	0.153	0.001	0.002	O	4.4	0.02	15.7	E	2	1	7	E
DOMINICAN REPUBLIC	8,373	0.023	2	0.175	0.017	0.035	O	2	0.137	0.017	0.035	O	3.9	0.57	15.7	E	2	1	7	E
ECUADOR	12,646	0.025	2	0.146	0.019	0.038	O	2	0.129	0.019	0.038	O	3.7	0.71	15.7	E	2	1	7	E
EGYPT	67,884	0.082	3	0.452	0.062	0.123	O	3	0.309	0.062	0.123	O	8.9	2.97	15.7	E	3	2	7	E
EL SALVADOR	6,278	0.018	2	0.204	0.014	0.027	O	2	0.153	0.014	0.027	O	4.4	0.44	15.7	E	2	1	7	E
EQUATORIAL GUINEA	457	0.001	1	0.146	0.001	0.002	E	1	0.103	0.001	0.002	E	3.0	0.03	15.7	E	1	1	7	E
ERITREA	3,659	0.001	2	0.292	0.001	0.002	O	2	0.216	0.001	0.002	O	6.2	0.11	15.7	E	2	1	7	E
ESTONIA	1,393	0.010	1	0.058	0.008	0.015	E	1	0.055	0.008	0.015	E	1.6	0.19	15.7	E	1	1	7	E

Comparison table of the representational status of member states   Annex I
Current methodology and three proposed options for calculating the geographic distribution of member countries
As at 31/12/2002

Country	Population ('000)	Cntrb. %	Current formula					Option 1					Option 2				Option 3			
					Desirable range					Desirable range				Desirable range				Desirable range		
			Staff	Repr. %	Min. %	Max. %	Stat	Staff	Repr. %	Min. %	Max. %	Stat	Grd sal pnts	Min. Pts	Max. Pts	Stat	Staff	Min. Pos.	Max. Pos.	Stat
ETHIOPIA	62,908	0.004	5	0.438	0.003	0.006	O	5	0.356	0.003	0.006	O	10.2	1.62	15.7	E	5	2	7	E
FIJI	814	0.004	1	0.117	0.003	0.006	E	1	0.084	0.003	0.006	E	2.4	0.08	15.7	E	1	1	7	E
FINLAND	5,172	0.529	4	0.467	0.397	0.794	E	5	0.430	0.397	0.794	E	12.3	8.48	21.0	E	5	5	9	E
FRANCE	59,238	6.553	74	7.583	4.915	9.830	E	81	6.247	4.915	9.830	E	179.3	94.54	127.9	O	81	45	61	O
GABON	1,230	0.014	1	0.088	0.011	0.021	E	1	0.068	0.011	0.021	E	2.0	0.25	15.7	E	1	1	7	E
GAMBIA	1,303	0.001	2	0.233	0.001	0.002	O	2	0.169	0.001	0.002	O	4.8	0.05	15.7	E	2	1	7	E
GEORGIA	5,262	0.005	1	0.058	0.004	0.008	E	1	0.055	0.004	0.008	E	1.6	0.21	15.7	E	1	1	7	E
GERMANY	82,017	9.901	71	6.315	7.426	14.852	U	75	5.329	7.426	14.852	U	153.0	139.95	189.4	E	75	66	90	E
GHANA	19,306	0.005	1	0.088	0.004	0.008	E	1	0.068	0.004	0.008	E	2.0	0.56	15.7	E	1	1	7	E
GREECE	10,610	0.546	5	0.525	0.410	0.819	E	6	0.480	0.410	0.819	E	13.8	8.88	21.4	E	6	5	9	E
GRENADA	94	0.001	0	0.000	0.001	0.002	N	1	0.084	0.001	0.002	E	2.4	0.02	15.7	E	1	1	7	E
GUATEMALA	11,385	0.027	3	0.233	0.020	0.041	O	3	0.192	0.020	0.041	O	5.5	0.71	15.7	E	3	1	7	E
GUINEA	8,154	0.003	1	0.058	0.002	0.005	E	1	0.055	0.002	0.005	E	1.6	0.25	15.7	E	1	1	7	E
GUINEA-BISSAU	1,199	0.001	1	0.117	0.001	0.002	E	1	0.084	0.001	0.002	E	2.4	0.05	15.7	E	1	1	7	E
GUYANA	761	0.001	4	0.438	0.001	0.002	O	5	0.406	0.001	0.002	O	11.7	0.03	15.7	E	5	1	7	E
HAITI	8,142	0.002	1	0.117	0.002	0.003	E	1	0.084	0.002	0.003	E	2.4	0.23	15.7	E	1	1	7	E
HONDURAS	6,417	0.004	2	0.175	0.003	0.006	O	2	0.137	0.003	0.006	O	3.9	0.22	15.7	E	2	1	7	E
HUNGARY	9,968	0.122	3	0.350	0.092	0.183	O	3	0.256	0.092	0.183	O	7.3	2.17	15.7	E	3	2	7	E
ICELAND	279	0.033	1	0.146	0.025	0.050	E	1	0.113	0.025	0.050	E	3.2	0.53	15.7	E	1	1	7	E
INDIA	1,008,937	0.346	9	1.108	0.260	0.519	O	9	0.809	0.260	0.519	O	23.2	30.41	43.0	U	9	15	20	U
INDONESIA	212,092	0.202	2	0.175	0.152	0.303	E	2	0.137	0.152	0.303	U	3.9	8.43	21.0	U	2	5	9	U
IRAN	70,330	0.237	2	0.233	0.178	0.356	E	2	0.171	0.178	0.356	U	4.9	5.48	18.0	U	2	4	8	U
IRAQ	22,946	0.103	3	0.204	0.077	0.155	O	3	0.179	0.077	0.155	O	5.1	2.19	15.7	E	3	2	7	E
IRELAND	3,803	0.299	6	0.554	0.224	0.449	O	7	0.490	0.224	0.449	O	14.1	4.82	17.4	E	7	3	7	E
ISRAEL	6,040	0.420	1	0.088	0.315	0.630	U	1	0.068	0.315	0.630	U	2.0	6.78	19.3	U	1	4	8	U
ITALY	57,530	5.133	94	6.956	3.850	7.700	E	107	6.906	3.850	7.700	E	198.3	75.44	102.1	O	107	36	48	O
JAMAICA	2,576	0.004	3	0.452	0.003	0.006	O	3	0.309	0.003	0.006	O	8.9	0.13	15.7	E	3	1	7	E
JAPAN	127,096	19.780	19	1.969	14.835	24.725	U	19	1.507	14.835	24.725	U	43.3	273.50	370.0	U	19	130	176	U
JORDAN	4,913	0.008	1	0.117	0.006	0.012	E	2	0.153	0.006	0.012	O	4.4	0.25	15.7	E	2	1	7	E

Comparison table of the representational status of member states

Annex I

Current methodology and three proposed options for calculating the geographic distribution of member countries
As at 31/12/2002

Country	Population ('000)	Cntrb. %	Current formula					Option 1					Option 2				Option 3			
			Staff	Repr. %	Desirable range Min. %	Desirable range Max. %	Stat	Staff	Repr. %	Desirable range Min. %	Desirable range Max. %	Stat	Grd sal pnts	Desirable range Min. Pts	Desirable range Max. Pts	Stat	Staff	Desirable range Min. Pos.	Desirable range Max. Pos.	Stat
KAZAKHSTAN	16,172	0.029	1	0.058	0.022	0.044	E	1	0.055	0.022	0.044	E	1.6	0.86	15.7	E	1	1	7	E
KENYA	30,669	0.008	3	0.233	0.006	0.012	O	4	0.316	0.006	0.012	O	9.1	0.88	15.7	E	4	1	7	E
KIRIBATI	83	0.001	0	0.000	0.001	0.002	N	0	0.000	0.001	0.002	N	0.0	0.02	15.7	N	0	1	7	N
KOREA REPUBLIC OF	46,740	1.877	3	0.263	1.408	2.816	U	3	0.216	1.408	2.816	U	6.2	30.80	43.3	U	3	15	20	U
KUWAIT	1,914	0.149	1	0.117	0.112	0.224	E	1	0.084	0.112	0.224	U	2.4	2.40	15.7	E	1	2	7	U
KYRGYZSTAN	4,921	0.001	0	0.000	0.001	0.002	N	0	0.000	0.001	0.002	N	0.0	0.14	15.7	N	0	1	7	N
LAOS	5,279	0.001	0	0.000	0.001	0.002	N	0	0.000	0.001	0.002	N	0.0	0.15	15.7	N	0	1	7	N
LATVIA	2,421	0.010	0	0.000	0.008	0.015	N	0	0.000	0.008	0.015	N	0.0	0.22	15.7	N	0	1	7	N
LEBANON	3,496	0.012	4	0.408	0.009	0.018	O	4	0.318	0.009	0.018	O	9.1	0.28	15.7	E	4	1	7	E
LESOTHO	2,035	0.001	1	0.117	0.001	0.002	E	1	0.084	0.001	0.002	E	2.4	0.07	15.7	E	1	1	7	E
LIBERIA	2,913	0.001	4	0.408	0.001	0.002	O	4	0.329	0.001	0.002	O	9.4	0.09	15.7	E	4	1	7	E
LIBYAN ARAB JAMAHIR.	5,290	0.067	4	0.408	0.050	0.101	O	4	0.311	0.050	0.101	O	8.9	1.19	15.7	E	4	2	7	E
LITHUANIA	3,696	0.017	1	0.058	0.013	0.026	E	1	0.055	0.013	0.026	E	1.6	0.36	15.7	E	1	1	7	E
LUXEMBOURG	437	0.081	1	0.058	0.061	0.122	U	1	0.055	0.061	0.122	U	1.6	1.29	15.7	E	1	2	7	U
MADAGASCAR	15,970	0.003	3	0.233	0.002	0.005	O	3	0.203	0.002	0.005	O	5.8	0.44	15.7	E	3	1	7	E
MALAWI	11,308	0.002	3	0.321	0.002	0.003	O	3	0.240	0.002	0.003	O	6.9	0.31	15.7	E	3	1	7	E
MALAYSIA	22,218	0.238	3	0.350	0.179	0.357	E	3	0.256	0.179	0.357	E	7.3	4.31	16.9	E	3	3	7	E
MALDIVES	291	0.001	0	0.000	0.001	0.002	N	0	0.000	0.001	0.002	N	0.0	0.02	15.7	N	0	1	7	N
MALI	11,351	0.002	6	0.583	0.002	0.003	O	6	0.446	0.002	0.003	O	12.8	0.31	15.7	E	6	1	7	E
MALTA	390	0.015	0	0.000	0.011	0.023	N	0	0.000	0.011	0.023	N	0.0	0.25	15.7	N	0	1	7	N
MARSHALL ISLANDS	51	0.001	0	0.000	0.001	0.002	N	0	0.000	0.001	0.002	N	0.0	0.02	15.7	N	0	1	7	N
MAURITANIA	2,665	0.001	2	0.175	0.001	0.002	O	2	0.140	0.001	0.002	O	4.0	0.08	15.7	E	2	1	7	E
MAURITIUS	1,161	0.011	2	0.117	0.008	0.017	O	2	0.111	0.008	0.017	O	3.2	0.20	15.7	E	2	1	7	E
MEXICO	98,872	1.101	14	1.531	0.826	1.652	E	14	1.129	0.826	1.652	E	32.4	19.83	32.4	O	14	10	14	E
MOLDOVA	4,295	0.002	1	0.058	0.002	0.003	E	1	0.055	0.002	0.003	E	1.6	0.14	15.7	E	1	1	7	E
MONACO	33	0.004	0	0.000	0.003	0.006	N	0	0.000	0.003	0.006	N	0.0	0.06	15.7	N	0	1	7	N
MONGOLIA	2,533	0.001	0	0.000	0.001	0.002	N	0	0.000	0.001	0.002	N	0.0	0.08	15.7	N	0	1	7	N
MOROCCO	29,878	0.045	8	1.021	0.034	0.068	O	8	0.733	0.034	0.068	O	21.0	1.45	15.7	O	8	2	7	O
MOZAMBIQUE	18,292	0.001	1	0.117	0.001	0.002	E	1	0.084	0.001	0.002	E	2.4	0.47	15.7	E	1	1	7	E

Comparison table of the representational status of member states
Current methodology and three proposed options for calculating the geographic distribution of member countries
As at 31/12/2002

Annex I

Country	Population ('000)	Cntrb. %	Current formula Staff	Repr. %	Desirable range Min. %	Max. %	Stat	Option 1 Staff	Repr. %	Desirable range Min. %	Max. %	Stat	Option 2 Grd sal pnts	Desirable range Min. Pts	Max. Pts	Stat	Option 3 Staff	Desirable range Min. Pos.	Max. Pos.	Stat
MYANMAR	47,749	0.010	1	0.146	0.008	0.015	E	1	0.103	0.008	0.015	E	3.0	1.34	15.7	E	1	2	7	U
NAMIBIA	1,757	0.007	0	0.000	0.005	0.011	N	0	0.000	0.005	0.011	N	0.0	0.15	15.7	N	0	1	7	N
NAURU	12	0.001	0	0.000	0.001	0.002	N	0	0.000	0.001	0.002	N	0.0	0.02	15.7	N	0	1	7	N
NEPAL	23,043	0.004	2	0.204	0.003	0.006	O	2	0.153	0.003	0.006	O	4.4	0.63	15.7	E	2	1	7	E
NETHERLANDS	15,864	1.761	28	2.785	1.321	2.642	O	33	2.462	1.321	2.642	E	70.7	28.20	40.8	O	33	14	19	O
NEW ZEALAND	3,778	0.244	2	0.204	0.183	0.366	E	2	0.153	0.183	0.366	U	4.4	3.95	16.5	E	2	3	7	U
NICARAGUA	5,071	0.001	2	0.117	0.001	0.002	O	3	0.166	0.001	0.002	O	4.8	0.14	15.7	E	3	1	7	E
NIGER	10,832	0.001	3	0.321	0.001	0.002	O	4	0.298	0.001	0.002	O	8.6	0.28	15.7	E	4	1	7	E
NIGERIA	113,862	0.056	3	0.321	0.042	0.084	O	4	0.293	0.042	0.084	O	8.4	3.70	16.3	E	4	3	7	E
NIUE ISLAND	2	0.001	0	0.000	0.001	0.002	N	0	0.000	0.001	0.002	N	0.0	0.02	15.7	N	0	1	7	N
NORWAY	4,469	0.656	4	0.292	0.492	0.984	U	4	0.268	0.492	0.984	U	7.7	10.47	23.0	U	4	6	10	U
OMAN	2,538	0.062	0	0.000	0.047	0.093	N	0	0.000	0.047	0.093	N	0.0	1.04	15.7	N	0	1	7	N
PAKISTAN	141,256	0.061	4	0.627	0.046	0.092	O	4	0.427	0.046	0.092	O	12.3	4.46	17.0	E	4	3	7	E
PALAU	19	0.001	0	0.000	0.001	0.002	N	0	0.000	0.001	0.002	N	0.0	0.02	15.7	N	0	1	7	N
PANAMA	2,856	0.018	1	0.117	0.014	0.027	E	1	0.084	0.014	0.027	E	2.4	0.35	15.7	E	1	1	7	E
PAPUA NEW GUINEA	4,809	0.006	2	0.146	0.005	0.009	O	2	0.124	0.005	0.009	O	3.6	0.21	15.7	E	2	1	7	E
PARAGUAY	5,496	0.016	1	0.029	0.012	0.024	E	1	0.045	0.012	0.024	E	1.3	0.39	15.7	E	1	1	7	E
PERU	25,662	0.120	5	0.467	0.090	0.180	O	5	0.369	0.090	0.180	O	10.6	2.53	15.7	E	5	2	7	E
PHILIPPINES	75,653	0.102	4	0.379	0.077	0.153	O	5	0.358	0.077	0.153	O	10.3	3.48	16.0	E	5	3	7	E
POLAND	38,605	0.321	3	0.263	0.241	0.482	E	3	0.208	0.241	0.482	U	6.0	6.02	18.6	U	3	4	8	U
PORTUGAL	10,016	0.469	6	0.554	0.352	0.704	E	6	0.430	0.352	0.704	E	12.3	7.65	20.2	E	6	5	9	E
QATAR	565	0.034	0	0.000	0.026	0.051	N	0	0.000	0.026	0.051	N	0.0	0.55	15.7	N	0	1	7	N
ROMANIA	22,438	0.059	2	0.146	0.044	0.089	O	2	0.124	0.044	0.089	O	3.6	1.49	15.7	E	2	2	7	E
RWANDA	7,609	0.001	2	0.204	0.001	0.002	O	3	0.221	0.001	0.002	O	6.4	0.20	15.7	E	3	1	7	E
SAINT KITTS & NEVIS	38	0.001	1	0.058	0.001	0.002	E	1	0.055	0.001	0.002	E	1.6	0.02	15.7	E	1	1	7	E
SAINT LUCIA	148	0.002	1	0.058	0.002	0.003	E	1	0.055	0.002	0.003	E	1.6	0.04	15.7	E	1	1	7	E
SAINT VINC. & GRENA.	113	0.001	1	0.088	0.001	0.002	E	1	0.068	0.001	0.002	E	2.0	0.02	15.7	E	1	1	7	E
SAMOA	159	0.001	1	0.117	0.001	0.002	E	1	0.084	0.001	0.002	E	2.4	0.02	15.7	E	1	1	7	E
SAN MARINO	27	0.002	0	0.000	0.002	0.003	N	0	0.000	0.002	0.003	N	0.0	0.03	15.7	N	0	1	7	N

Comparison table of the representational status of member states Annex I
Current methodology and three proposed options for calculating the geographic distribution of member countries
As at 31/12/2002

Country	Population ('000)	Cntrb. %	Current formula					Option 1					Option 2				Option 3			
			Staff	Repr. %	Min. %	Max. %	Stat	Staff	Repr. %	Min. %	Max. %	Stat	Grd sal pnts	Min. Pts	Max. Pts	Stat	Staff	Min. Pos.	Max. Pos.	Stat
SAO TOME & PRINCIPE	138	0.001	1	0.117	0.001	0.002	E	1	0.084	0.001	0.002	E	2.4	0.02	15.7	E	1	1	7	E
SAUDI ARABIA	20,346	0.562	2	0.233	0.422	0.843	U	3	0.227	0.422	0.843	U	6.5	9.38	21.9	U	3	5	9	U
SENEGAL	9,421	0.005	7	0.875	0.004	0.008	O	7	0.638	0.004	0.008	O	18.3	0.31	15.7	O	7	1	7	E
SEYCHELLES	80	0.002	1	0.117	0.002	0.003	E	1	0.084	0.002	0.003	E	2.4	0.03	15.7	E	1	1	7	E
SIERRA LEONE	4,405	0.001	1	0.088	0.001	0.002	E	2	0.153	0.001	0.002	O	4.4	0.12	15.7	E	2	1	7	E
SLOVAKIA	5,399	0.043	3	0.233	0.032	0.065	O	3	0.203	0.032	0.065	O	5.8	0.81	15.7	E	3	1	7	E
SLOVENIA	1,988	0.082	1	0.058	0.062	0.123	U	1	0.055	0.062	0.123	U	1.6	1.34	15.7	E	1	2	7	U
SOLOMON ISLANDS	447	0.001	0	0.000	0.001	0.002	N	0	0.000	0.001	0.002	N	0.0	0.03	15.7	N	0	1	7	N
SOMALIA	8,778	0.001	2	0.204	0.001	0.002	O	2	0.153	0.001	0.002	O	4.4	0.23	15.7	E	2	1	7	E
SOUTH AFRICA	43,309	0.413	2	0.204	0.310	0.620	U	2	0.153	0.310	0.620	U	4.4	7.59	20.1	U	2	5	9	U
SPAIN	39,910	2.553	21	1.954	1.915	3.830	E	21	1.548	1.915	3.830	U	44.4	40.44	54.7	E	21	19	26	E
SRI LANKA	18,924	0.016	1	0.117	0.012	0.024	E	1	0.084	0.012	0.024	E	2.4	0.72	15.7	E	1	1	7	E
SUDAN	31,095	0.006	6	0.700	0.005	0.009	O	6	0.509	0.005	0.009	O	14.6	0.86	15.7	E	6	1	7	E
SURINAME	417	0.002	1	0.088	0.002	0.003	E	1	0.068	0.002	0.003	E	2.0	0.04	15.7	E	1	1	7	E
SWAZILAND	925	0.002	2	0.204	0.002	0.003	O	2	0.168	0.002	0.003	O	4.8	0.05	15.7	E	2	1	7	E
SWEDEN	8,842	1.041	8	0.875	0.781	1.562	E	10	0.785	0.781	1.562	E	22.5	16.66	29.2	E	10	9	13	E
SWITZERLAND	7,170	1.281	10	1.021	0.961	1.922	E	10	0.782	0.961	1.922	U	22.5	20.41	33.0	E	10	11	15	U
SYRIAN ARAB REPUBLIC	16,189	0.082	2	0.175	0.062	0.123	O	2	0.140	0.062	0.123	O	4.0	1.70	15.7	E	2	2	7	E
TAJIKISTAN	6,087	0.001	0	0.000	0.001	0.002	N	0	0.000	0.001	0.002	N	0.0	0.17	15.7	N	0	1	7	N
TANZANIA UNITED REP.	35,119	0.004	4	0.467	0.003	0.006	O	4	0.355	0.003	0.006	O	10.2	0.93	15.7	E	4	1	7	E
THAILAND	62,806	0.256	2	0.263	0.192	0.384	E	2	0.197	0.192	0.384	E	5.7	5.60	18.1	E	2	4	8	U
THE FYR.OF MACEDONIA	2,034	0.006	0	0.000	0.005	0.009	N	0	0.000	0.005	0.009	N	0.0	0.15	15.7	N	0	1	7	N
TOGO	4,527	0.001	1	0.117	0.001	0.002	E	1	0.084	0.001	0.002	E	2.4	0.13	15.7	E	1	1	7	E
TONGA	99	0.001	1	0.146	0.001	0.002	E	1	0.103	0.001	0.002	E	3.0	0.02	15.7	E	1	1	7	E
TRINIDAD AND TOBAGO	1,294	0.016	2	0.233	0.012	0.024	O	3	0.274	0.012	0.024	O	7.9	0.28	15.7	E	3	1	7	E
TUNISIA	9,459	0.031	7	0.758	0.023	0.047	O	7	0.575	0.023	0.047	O	16.5	0.72	15.7	O	7	1	7	E
TURKEY	66,668	0.447	3	0.408	0.335	0.671	E	3	0.300	0.335	0.671	U	8.6	8.71	21.3	U	3	5	9	U

Comparison table of the representational status of member states   Annex I

Current methodology and three proposed options for calculating the geographic distribution of member countries
As at 31/12/2002

Country	Population ('000)	Cntrb. %	Current formula Staff	Repr. %	Desirable range Min. %	Max. %	Stat	Option 1 Staff	Repr. %	Desirable range Min. %	Max. %	Stat	Option 2 Grd sal pnts	Desirable range Min. Pts	Max. Pts	Stat	Option 3 Staff	Desirable range Min. Pos.	Max. Pos.	Stat
TURKMENISTAN	4,737	0.003	0	0.000	0.002	0.005	N	0	0.000	0.002	0.005	N	0.0	0.16	15.7	N	0	1	7	N
UGANDA	23,300	0.005	5	0.613	0.004	0.008	O	5	0.463	0.004	0.008	O	13.3	0.66	15.7	E	5	1	7	E
UNITED ARAB EMIRATES	2,606	0.205	0	0.000	0.154	0.308	N	0	0.000	0.154	0.308	N	0.0	3.30	15.9	N	0	3	7	N
UNITED KINGDOM	59,634	5.611	86	8.371	4.208	8.417	E	91	6.903	4.208	8.417	E	198.2	81.90	110.8	O	91	39	53	O
UNITED STATES	283,230	22.000	129	12.673	16.500	22.000	U	139	10.502	16.500	22.000	U	301.5	306.58	414.8	U	139	145	197	U
URUGUAY	3,337	0.082	4	0.408	0.062	0.123	O	6	0.459	0.062	0.123	O	13.2	1.38	15.7	E	6	2	7	E
UZBEKISTAN	24,881	0.011	0	0.000	0.008	0.017	N	0	0.000	0.008	0.017	N	0.0	0.79	15.7	N	0	1	7	N
VANUATU	197	0.001	1	0.058	0.001	0.002	E	1	0.055	0.001	0.002	E	1.6	0.02	15.7	E	1	1	7	E
VENEZUELA	24,170	0.211	5	0.583	0.158	0.317	O	5	0.437	0.158	0.317	O	12.5	3.93	16.5	E	5	3	7	E
VIET NAM	78,137	0.013	3	0.321	0.010	0.020	O	3	0.237	0.010	0.020	O	6.8	2.14	15.7	E	3	2	7	E
YEMEN	18,349	0.007	1	0.088	0.005	0.011	E	1	0.068	0.005	0.011	E	2.0	0.56	15.7	E	1	1	7	E
YUGOSLAVIA	10,552	0.020	2	0.117	0.015	0.030	O	2	0.113	0.015	0.030	O	3.3	0.58	15.7	E	2	1	7	E
ZAMBIA	10,421	0.002	3	0.204	0.002	0.003	O	3	0.182	0.002	0.003	O	5.2	0.29	15.7	E	3	1	7	E
ZIMBABWE	12,627	0.008	2	0.175	0.006	0.012	O	2	0.137	0.006	0.012	O	3.9	0.44	15.7	E	2	1	7	E
			1025					1102									1102			

Summary:

		Current	Option 1	Option 2	Option 3
Not represented	N	28	26	26	26
Under represented	U	13	23	15	22
Equitably represented	E	65	58	130	127
Over represented	O	77	76	12	8
		183	183	183	183