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REPORT ON WHO STAFF IN THE AFRICAN REGION

Information Document

CONTENTS

	<b>Paragraphs</b>
INTRODUCTION .....	1–2
APPOINTMENT TYPE AND CATEGORIES .....	3–7
APPOINTMENT TYPE, CATEGORY, GRADE AND GENDER DISTRIBUTION .....	8–12
GEOGRAPHICAL DISTRIBUTION.....	13–16
STAFFING TRENDS OVER THE PAST 10 YEARS (2011–2020).....	17–18
CHALLENGES .....	19–21

**TABLES**

	<b>Page</b>
1. Distribution of staff members by category and assignment type .....	5
(a) Long-term and temporary staff members combined.....	5
(b) International Professional Officers on long-term appointments by grade .....	5
(c) International Professional Officers on temporary appointments by grade .....	5
(d) Other types of contracts (from 1 January to 31 December 2020) .....	5
2. Distribution of staff members by appointment type, category, grade and gender .....	6
(a) International Professional Officers .....	6
(b) National Professional Officers.....	6
(c) General Service staff.....	6
(d) Comparison of 2016, 2017, 2018, 2019 and 2020 staff members at senior level.....	6
(e) Comparison of male and female staff from 2015 to 2021.....	7
(f) Progress of % of long-term and temporary female staff by category from 2015 to 2021...	7
(g) Progress of % of long-term female staff by category from 2015 to 2021.....	7

3. Distribution of international professional staff by nationality, grade and gender .....	8
(a) Distribution of long-term international professional staff .....	8
(b) Distribution of temporary international professional staff .....	10
(c) Geographical distribution of long-term professional staff from countries of the African Region .....	11
4. Distribution of long-term and temporary staff by duty station .....	12
5. Progress report on appointments from 2011 to 2021 .....	14

## **FIGURES**

1. Staffing trends over the past 11 years (2011–2021).....	15
(a) Staff on long-term appointments .....	15
(b) Staff on temporary appointments.....	15
(c) Staffing by year (2011–2021) .....	16
(d) Comparison of male and female staff from 2015 to 2021 .....	16
(e) Progress of % of long-term and temporary female staff by category from 2015 to 2021	17
(f) Progress of % of long-term female staff by category from 2015 to 2021 .....	17

## ABBREVIATIONS

APW	Agreement for performance of work
G/GS	General Service
GS LT	General Service long-term appointment
GS TA	General Service temporary appointment
HR	Human resources
IPO	International Professional Officer
IST	Intercountry Support Team
JPO	Junior Professional Officers
LT	Long-term
NPO	National Professional Officer
NPO LT	National Professional Officer long-term appointment
NPO TA	National Professional Officer temporary appointment
P LT	International professional long-term appointment
P TA	International professional temporary appointment
RO	Regional Office
SSA	Special Services Agreement
TA	Temporary appointment
UG	Ungraded
UNV	United Nations Volunteers
WCO	WHO Country Office

## INTRODUCTION

1. Human resource (HR) management continues to be the focus of the Transformation Agenda<sup>1</sup> in line with its aim to make the World Health Organization (WHO) a “people-centred” Organization. The functional review of country offices is an important component of the Transformation Agenda which strives to equip WHO in the African Region with a workforce that is fit for purpose, while ensuring that staffing is aligned with identified programmatic needs and priorities at all levels.

2 The purpose of this document is to provide Member States with information pertaining to the WHO workforce in the African Region as at 1 March 2021. It also gives details on the overall staffing situation by appointment type, category, grade, gender, geographical representation, nationality and duty station.

## APPOINTMENT TYPES AND CATEGORIES

3. WHO offers two main types of appointments, namely, temporary and long-term appointments. A temporary appointment (TA) is a time-limited appointment of up to 24 months of continuous service. The term "long-term appointment" (LT) refers to staff members on fixed-term or continuing appointments. In addition, WHO uses other types of contracts for its workforce, including consultants, special services agreements (SSA), United Nations volunteers (UNV), junior professional officers (JPO) and agreement for performance of work (APW).

4. As at 1 March 2021, there were 2375 staff members in the African Region: 586 (24.7%) International Professional Officers (IPOs), 632 (26.6%) National Professional Officers (NPOs) and 1157 (48.7%) General Service (GS) staff. Of the 2375 staff members, 1998 (84.1%) were on long-term appointments and 377 (15.9%) on temporary appointments. Of the 1998 staff members on long-term appointments, 451 (22.6%) were IPOs, 530 (26.5%) were NPOs and 1017 (50.9%) were GS staff. Of the 377 staff members on temporary appointments, 135 (35.8%) were IPOs, 102 (27.1%) were NPOs and 140 (37.1%) were GS staff (Table 1a).

5. Among the IPOs on long-term appointments, the highest concentration was at the P4 grade level with 217 (48.1%), followed by the P5 grade level with 85 (18.8%), the P3 grade level with 72 (16%), the P2 grade level with 40 (8.9%), the D1 grade level with 25 (5.5%), the P6 grade level with seven (1.6%), the D2 and P1 grade levels with two (0.4%) each, and the ungraded level with 1 (0.2%) (Table 1b).

6. Among the IPOs on temporary appointments, the highest concentration was at the P4 grade level with 81 (60.0%), followed by the P3 grade level with 35 (25.9%), the P5 grade level with nine (6.7%), the P2 grade level with eight (5.9%), and the P6 grade level with two (1.5%) (Table 1c).

7. In addition to staff members, the African Region had 3632 non-staff across the Region composed of 498 (13.7%) APWs, 840 (23.1%) consultants, 2 (0.1%) JPOs, 2195 (60.4%) SSAs and 97 (2.7%) UNVs (Table 1d).

## APPOINTMENT TYPE, CATEGORY, GRADE AND GENDER DISTRIBUTION

8. The distribution of staff members by appointment type, category, grade and gender is presented in Table 2 (a, b, c and d). Among the 586 IPOs, 451 (77.0%) were on long-term

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<sup>1</sup> The Transformation Agenda of the World Health Organization Secretariat in the African Region: Phase 2: Putting people at the centre of change. WHO/AFRO, 2017

appointments and 135 (23.0%) were on temporary appointments. Their distribution by gender was 406 (69.3%) male and 180 (30.7%) female. Of the 451 IPOs on long-term appointments, 307 (68.1%) were male and 144 (31.9%) were female. Of the 135 IPOs on temporary appointments, 99 (73.3%) were male and 36 (26.7%) were female. (Table 2a).

9. Among the 632 NPOs, 530 (83.9%) were on long-term appointments and 102 (16.1%) held temporary appointments. Their distribution by gender was 430 (69.0%) male and 196 (31.0%) female. Of the 530 NPOs on long-term appointments, 361 (68.1%) were male and 169 (31.9%) female. Of 102 NPOs on temporary appointments, 75 (73.5%) were male and 27 (26.5%) were female (Table 2b). Among the 632 NPOs, the highest concentration was at the NO-C grade with 400 (63%) staff members, followed by the NO-B grade with 200 (32%) staff members, the NO-A grade level with 28 (4%) staff members, and by the NO-D grade with 4 (1%) staff members.

10. Of the 1157 GS staff, 1017 (87.9%) were on long-term appointments and 140 (12.1%) held temporary appointments. The distribution by gender was 644 (63.3%) male and 373 (36.7%) female for those on long-term appointments and 110 (78.6%) male and 30 (21.4%) female for those on temporary appointments (Table 2c). Among the 1157 GS staff, the G2 grade level had the highest concentration with 414 (33%) staff members, followed by the G6 grade with 272 (21%), the G5 grade with 199 (16%) staff members and the G7 grade level with 144 (11%). The G1 grade had the smallest concentration with 13 (1%) staff members.

11. Although the gap between male and female distribution remains significantly high at all levels, WHO in the African Region has made progress in increasing female representation over the last five years. Overall female representation has steadily increased from 29.5% in 2016 to 32.8% in 2021 (Table 2e). However, female representation varied across staff categories. The percentage of female staff in the IPO category rose from 25.1% in 2015 to 26.2% in 2016, to 27.0% in 2017, to 29.1% in 2018, to 29.4% in 2020 and to 30.7% in 2021. For the NPO category, there was a gradual decrease in female representation from 30.7% in 2015 to 29.9% in 2016, then 29.6% in 2017, and 28.6% in 2018, followed by increases in 2019, 2020 and 2021 to 29.8%, 30.0% and 31.0% respectively. The decrease among NPO staff is usually associated with the increase in IPOs as staff move from the NPO to the IPO category. For instance, of the 654 NPOs recorded in 2020, thirteen (2%) moved from the NPO to the IPO category. In the GS category, female representation declined between 2015 and 2016 from 31.0% to 30.4%, then steadily increased from 30.9% in 2017 to 33.1% in 2018 and 33.4% in 2019, before decreasing to 33.2% in 2020, then increasing again to 34.8 in 2021 (Table 2f).

12. The trend of female representation at senior level, namely at P6/D1, D2 and UG1 increased from 25.5% in 2016 to 27.5% in 2018 (Table 2d). WHO in the African Region remains strongly committed to achieving gender parity. While the representation of women at senior level decreased from 11 in 2018 to nine and eight in 2019 and 2020 respectively due to the departure of two female staff members at the D1 grade level and one at the P6 grade level, two new female directors had been appointed at the D2 and D1 grade levels by 1 March 2021. In an effort to close the existing gap in gender representation, outreach initiatives have been introduced to attract more qualified female candidates. Moreover, WHO in the African Region continues to implement the policy requiring hiring managers to include at least one qualified female candidate in the shortlist for all advertised positions, failing which the vacancy notice will be re-advertised unless a written justification is provided. Furthermore, the African Region has launched various programmes to improve the gender balance including the Pathways to Leadership programme for senior managers, the mentorship programme, the United Nations Volunteers (UNV) partnership, the Africa Young Women Volunteers initiative, career counselling for women and the gender parity task force.

## GEOGRAPHICAL DISTRIBUTION

13. Member States with the highest representation were Uganda with 34 staff members, Democratic Republic of the Congo with 27 staff members, Burkina Faso and Cameroon with 25 staff members each, Kenya with 24 staff members, Nigeria with 21 staff members and Zimbabwe with 18 staff members (Table 3a). Twenty-seven Member States<sup>2</sup> outside the African Region had nationals working in the Region as IPOs on long-term appointments (Table 3a).

14. An analysis of the geographical distribution of long-term professional staff from the 47 Member States of WHO in the African Region shows that 21 Member States were overrepresented (representation category C).<sup>3</sup> Mali is the only Member State at the maximum of its range (representation category B2\*). Eight Member States were within their range but above the midpoint (representation category B2).<sup>4</sup> Sixteen Member States were within their range but below the midpoint (representation category B1);<sup>5</sup> and one Member State, Seychelles, was unrepresented (representation category A\*) (Table 3c). However, WHO in the African Region is strongly committed to achieving equitable geographical representation of all Member States through outreach initiatives and thorough scrutiny of the selection process.

15. The distribution of temporary professional staff working in the WHO African Region by nationality and gender is presented in Table 3b. According to the data, Kenya had the highest representation with 13 staff members; followed by Ethiopia and Nigeria with 12 staff members each; Zimbabwe with 10 staff members; Democratic Republic of the Congo with eight staff members; Burkina Faso, Cameroon, Ghana and United Republic of Tanzania with five staff members each.

16. Furthermore, Table 3b indicates that 12 countries<sup>6</sup> outside the African Region had temporary professional staff members working in the Region. The distribution of long-term and temporary staff members working for WHO in the African Region by duty station is presented in Table 4.

## STAFFING TRENDS OVER THE PAST 11 YEARS (2011–2021)

17. Figure 1 presents the staffing trend from 2011 to 1 March 2021. Over the course of this period, the total number of staff members working in the Region, across all appointment categories, fluctuated from 2483 to 2375. However, there have been periods of sharp increase or decrease in staffing due to various prevailing situations. For example, from 2011 to 2013, there was a 14% decrease in overall staffing due to the financial constraints faced by the Organization; whereas over the period from 2014 to 2017 there was a sharp increase in staffing which was largely driven by the surge capacity to respond to various emergencies across the Region. From 2017 to 2019, staffing numbers decreased by 9% following the end of major epidemics such as

<sup>2</sup> Colombia, Haiti, Ireland, Lebanon, Nepal, New Zealand, Peru, Portugal, Romania, Russian Federation, Ukraine and Yemen with one staff member each; Australia, Belgium, Brazil, Italy, Japan, Philippines and Spain with two staff members each; Germany, Pakistan and Sudan with three staff members each; France and India with five staff members each; United Kingdom with seven staff members; Canada with nine staff members and United States of America with eleven staff members.

<sup>3</sup> Benin, Burkina Faso, Burundi, Cameroon, Congo, Côte d'Ivoire, Democratic Republic of the Congo, Ethiopia, Ghana, Guinea, Kenya, Malawi, Nigeria, Rwanda, Senegal, South Africa, Togo, Uganda, United Republic of Tanzania, Zambia, and Zimbabwe.

<sup>4</sup> Algeria, Chad, Eritrea, Gambia, Madagascar, Mauritius, Niger and Sierra Leone.

<sup>5</sup> Angola, Botswana, Cabo Verde, Central African Republic, Comoros, Equatorial Guinea, Eswatini, Gabon, Guinea-Bissau, Lesotho, Liberia, Mauritania, Mozambique, Namibia, Sao Tome and Principe and South Sudan.

<sup>6</sup> Brazil, Egypt, France, India, Haiti, Morocco, Pakistan, Peru, Republic of Korea, Spain, United Kingdom and United States of America.

Ebola in West Africa and yellow fever in the Central African subregion; as well as the implementation of the polio ramp-down. From 2019 to 2020 there was an increase of 3% due to the Ebola outbreak in the Democratic Republic of the Congo.

18. However, from 2020 to 2021 there was a 4% drop in staffing despite the deployment of staff as surge capacity in response to the COVID-19 pandemic and the new Ebola outbreaks in the Democratic Republic of the Congo and Guinea. This is due to the fact that the implementation of the outcomes of the functional review is still ongoing and prevents the immediate replacement of staff members who have left the Region. Furthermore, as part of the surge capacity for the COVID-19 response, WHO in the African Region has been deploying staff who are already on-board and using other contract types, mainly consultants, SSAs and UNVs.

## **CHALLENGES AND MITIGATION ARRANGEMENTS**

19. Since March 2020, the performance and productivity of many staff members have been affected by the ongoing COVID-19 pandemic. Its negative effects include sickness or death of staff members and/or their dependents and isolation of contacts. Moreover, protective measures against the pandemic such as lockdowns, border closures and flight cancellations have impacted staff performance, particularly for staff who are forced to work from home and/or outside their duty station without adequate equipment or a conducive environment to effectively deliver as expected.

20. However, in order to achieve its objectives and support the workforce, WHO in the African Region has moved to mitigate the harmful effects of COVID-19 by applying new measures such as staff counselling, remote working, teleworking, virtual meetings, compensatory leave, relevant communication on human resource policies, etc. The health and well-being of the workforce has been addressed in such a way that affected staff and other contractors get the required support in a timely manner, including medical evacuation regardless of contract type.

21. This report is submitted to the Regional Committee for information.

**Table 1: Distribution of staff members by category and assignment type**

**(a) Long-term and temporary staff members combined**

Category	Long-term	Temporary	Total
IPOs	451 (22.6%)	135 (35.8%)	586 (24.7%)
NPOs	530 (26.5%)	102 (27.1%)	632 (26.6%)
GS	1017 (50.9%)	140 (37.1%)	1157 (48.7%)
<b>Total</b>	<b>1998 (100%)</b>	<b>377 (100%)</b>	<b>2375 (100%)</b>

**(b) International Professional Officers on long-term appointments by grade**

Staff/Grade	Total	%
UG1	1	0.2%
D2	2	0.4%
D1	25	5.5%
P6	7	1.6%
P5	85	18.8%
P4	217	48.1%
P3	72	16.0%
P2	40	8.9%
P1	2	0.4%
Total IPOs	451	100.0%

**(c) International Professional Officers on temporary appointments by grade**

Staff/Grade	Total	%
P6	2	1.5%
P5	9	6.7%
P4	81	60.0%
P3	35	25.9%
P2	8	5.9%
Total IPOs	135	100.0%

**(d) Non-staff (from 1 January to 31 December 2020)**

Non-staff	Number	%
APW	498	14%
Consultants	840	23%
JPO	2	0%
SSA	2195	60%
UNV	97	3%
Total	3632	100%



**Table 2: Distribution of staff members by appointment type, category, grade and gender****(a) International Professional Officers**

	P1		P2		P3		P4		P5		P6		D1		D2		UG1		Female		Male		Total	%
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total	%	Total	%		
	<b>Long-term</b>	1	1	24	16	25	47	60	157	26	59	1	6	6	19	0	2	1	0	<b>144</b>	31.9	<b>307</b>		
<b>Temporary</b>	0	0	4	4	8	27	23	58	1	8	0	2	0	0	0	0	0	0	<b>36</b>	26.7	<b>99</b>	73.3	<b>135</b>	23.0
<b>Total</b>	<b>1</b>	<b>1</b>	<b>28</b>	<b>20</b>	<b>33</b>	<b>74</b>	<b>83</b>	<b>215</b>	<b>27</b>	<b>67</b>	<b>1</b>	<b>8</b>	<b>6</b>	<b>19</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>180</b>	30.7	<b>406</b>	69.3	<b>586</b>	100.0

**(b) National Professional Officers**

	NO-A		NO-B		NO-C		NO-D		Female				Male				Total	%
	F	M	F	M	F	M	F	M	Total	%	Total	%	Total	%				
	<b>Long-term</b>	7	16	42	106	118	237	2	2	<b>169</b>	31.9	<b>361</b>	68.1	<b>530</b>	83.9			
<b>Temporary</b>	1	4	15	37	11	34	0	0	<b>27</b>	26.5	<b>75</b>	73.5	<b>102</b>	16.1				
<b>Total</b>	<b>8</b>	<b>20</b>	<b>57</b>	<b>143</b>	<b>129</b>	<b>271</b>	<b>2</b>	<b>2</b>	<b>196</b>	31.0	<b>436</b>	69.0	<b>632</b>	100.0				

**(c) General Service Staff**

	G1		G2		G3		G4		G5		G6		G7		Female		Male		Total	%
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total	%	Total	%		
	<b>Long-term</b>	3	9	6	333	12	92	43	47	123	51	140	108	64	73	<b>373</b>	36.7	<b>644</b>		
<b>Temporary</b>	0	1	1	74	1	1	5	24	12	13	9	15	2	5	<b>30</b>	21.4	<b>110</b>	78.6	<b>140</b>	12.1
<b>Total</b>	<b>3</b>	<b>10</b>	<b>7</b>	<b>407</b>	<b>13</b>	<b>93</b>	<b>48</b>	<b>71</b>	<b>135</b>	<b>64</b>	<b>149</b>	<b>123</b>	<b>66</b>	<b>78</b>	<b>403</b>	34.8	<b>754</b>	65.2	<b>1157</b>	100.0

**(d) Comparison of 2016, 2017, 2018, 2019 and 2020 staff members at senior level**

	Female										Male										Total				
	2016		2017		2018		2019		2020		2016		2017		2018		2019		2020		2016	2017	2018	2019	2020
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	n	n	n	n
<b>P6</b>	6	23.1	4	18.2	3	25.0	2	20.0	1	11.1	20	76.9	18	81.8	9	75.0	8	80.0	8	88.9	26	22	12	10	9
<b>D1</b>	5	25.0	6	31.6	7	26.9	6	24.0	6	27.3	15	75.0	13	68.4	19	73.1	19	76.0	16	72.7	20	19	26	25	22
<b>D2</b>	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	1	100.0	1	100.0	1	100.0	2	100.0	1	1	1	1	2
<b>UG1</b>	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	1	1	1	1
<b>Total</b>	<b>12</b>	<b>25.5</b>	<b>11</b>	<b>25.6</b>	<b>11</b>	<b>27.5</b>	<b>9</b>	<b>24.3</b>	<b>8</b>	<b>23.5</b>	<b>36</b>	<b>74.5</b>	<b>32</b>	<b>74.4</b>	<b>29</b>	<b>72.5</b>	<b>28</b>	<b>75.7</b>	<b>26</b>	<b>76.5</b>	<b>48</b>	<b>43</b>	<b>40</b>	<b>37</b>	<b>34</b>

**(e) Comparison of male and female staff from 2015 to 2021**

	2015	2016	2017	2018	2019	2020	2021
<b>Female</b>	743	747	784	769	755	781	779
<b>Male</b>	1747	1789	1849	1708	1643	1697	1596
<b>% Female</b>	<b>29.8</b>	<b>29.5</b>	<b>29.8</b>	<b>31.0</b>	<b>31.5</b>	<b>31.5</b>	<b>32.8</b>
<b>Total</b>	2490	2536	2633	2477	2398	2478	2375

**(f) Progress of % of long-term and temporary female staff by category from 2015 to 2021**

	2015	2016	2017	2018	2019	2020	2021
<b>IPO</b>	25.1	26.2	27.0	29.1	29.0	29.4	30.7
<b>NPO</b>	30.7	29.9	29.6	28.6	29.8	30.0	31.0
<b>GS</b>	31.0	30.4	30.9	33.1	33.4	33.2	34.8

**(g) Progress of % of long-term female staff by category from 2015 to 2021**

	2015	2016	2017	2018	2019	2020	2021
<b>IPO</b>	27.0	27.7	28.9	31.2	32.4	33.2	31.9
<b>NPO</b>	30.8	30.3	29.5	28.9	30.8	31.3	31.9
<b>GS</b>	34.5	33.9	34.4	35.5	35.4	35.4	36.7

**Table 3: Distribution of IPO staff by nationality, grade and gender****(a) Long-term staff by nationality, grade and gender**

Country of nationality	P1		P2		P3		P4		P5		P6		D1		D2	UG	Total		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	M	F	F	M	All
Angola			1			1											1	1	2
Australia							1		1								2	0	2
Belgium						1			1								1	1	2
Benin			1	2			1	3		1							2	6	8
Botswana				1												1	1	1	2
Brazil					1		1										2	0	2
Burkina Faso			2		1	3	3	9		4				2	1		6	19	25
Burundi			1		1		2	2	3	1				1			7	4	11
Cameroon			1	1	1	3	2	13	1	2				1			5	20	25
Canada			3		1	1	1	1	1	1							6	3	9
Cabo Verde								1									0	1	1
Central African Republic									2								0	2	2
Chad						1		3		1							0	5	5
Colombia														1			0	1	1
Comoros											1						0	1	1
Congo, Democratic Rep				1		3	1	13		8				1			1	26	27
Congo			2	2	1	7		2			1						3	12	15
Côte d'Ivoire				1		1	2	5		1			2	1			4	9	13
Equatorial Guinea								1									0	1	1
Eritrea			1	1	1			1		1							2	3	5
Eswatini			1							1							1	1	2
Ethiopia							2	8		3			1	1			3	12	15
France							2	2		1							2	3	5
Gabon					1					2							1	2	3
Gambia								3		2							0	5	5
Germany					1							1		1			1	2	3
Ghana			1		1		4	5	1	2							7	7	14
Guinea				1	3			2	1	1							4	4	8
Guinea-Bissau							1	1						1			2	1	3
Haiti							1										1	0	1
India						2		2		1							0	5	5
Ireland							1										1	0	1
Italy			1			1											1	1	2
Japan							1					1					1	1	2
Kenya			2		3		4	7	4	4							13	11	24
Lebanon					1												1	0	1
Lesotho								1									0	1	1
Liberia				1		1											0	2	2
Madagascar							2	1	1								3	1	4

Country of nationality	P1		P2		P3		P4		P5		P6		D1		D2	UG	Total		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	M	F	F	M	All
Malawi						1		3		2		1		1			0	8	8
Mali						1		4		1				1			0	7	7
Mauritania						1		1									0	2	2
Mozambique							1	1									1	1	2
Nepal								1									0	1	1
New Zealand								1									0	1	1
Niger							1	2		2					1		1	5	6
Nigeria	1			2	1	2	1	9		2		1		2			3	18	21
Pakistan			1			2											1	2	3
Peru								1									0	1	1
Philippines						1		1									0	2	2
Portugal								1									0	1	1
Romania					1												1	0	1
Russian Federation								1									0	1	1
Rwanda					2	2	2	3		5				1			4	11	15
Sao Tome and Principe							1										1	0	1
Senegal			1				3	5					1	1			5	6	11
Sierra Leone					1		2										3	0	3
South Africa									2					1			2	1	3
Spain					1		1										2	0	2
Sudan						1	1		1								1	2	3
Tanzania, United			1		1		2	2	1	1							5	3	8
Togo						2	1	6									1	8	9
Uganda			1			1	5	13	6	7				1			12	22	34
Ukraine								1									0	1	1
United Kingdom						1	1	1	1	1	1			1			3	4	7
United States of America						2	2	6	1								3	8	11
Yemen							1										1	0	1
Zambia							2	3	1					1			3	4	7
Zimbabwe		1	3	3	1	6	1	2					1				6	12	18
<b>Total in African Region</b>	<b>1</b>	<b>1</b>	<b>24</b>	<b>16</b>	<b>25</b>	<b>47</b>	<b>60</b>	<b>157</b>	<b>26</b>	<b>59</b>	<b>1</b>	<b>6</b>	<b>6</b>	<b>19</b>	<b>2</b>	<b>1</b>	<b>144</b>	<b>307</b>	<b>451</b>

**(b) Temporary IPO staff by nationality, grade and gender**

Country of Nationality	P2		P3		P4		P5		P6	Total		
	F	M	F	M	F	M	F	M		F	M	All
Algeria						1				0	1	1
Angola						1			1	0	2	2
Benin			1			1				1	1	2
Botswana				1						0	1	1
Brazil					1					1	0	1
Burkina Faso	1	2		1		1				1	4	5
Burundi	1									1	0	1
Cameroon				1		4				0	5	5
Chad				1						0	1	1
Congo, Democratic Rep of the				1		6		1		0	8	8
Congo				1						0	1	1
Côte d'Ivoire				1	1	2				1	3	4
Egypt						1				0	1	1
Ethiopia				3	1	8				1	11	12
France						1				0	1	1
Gambia			1	1		1				1	2	3
Ghana				1		4				0	5	5
Guinea						1				0	1	1
Haiti					1					1	0	1
India	1			1		1		1		1	3	4
Kenya			2	2	6	2		1		8	5	13
Korea, Republic of					1					1	0	1
Mali					1	1		1		1	2	3
Mauritania					1	1				1	1	2
Morocco								1		1	0	1
Niger		1	1		1	1				2	2	4
Nigeria			1	3	1	6		1		2	10	12
Pakistan								1		0	1	1
Peru						1				0	1	1
Rwanda			1	1		1				1	2	3
Senegal				1	1	1			1	1	3	4
South Africa					1					1	0	1
South Sudan						1				0	1	1
Spain						1				0	1	1
Tanzania, United Republic of				1	1	3				1	4	5
Togo					1	1				1	1	2
Uganda				1	1	1				1	2	3
United Kingdom						2		1		0	3	3
United States of America	1			1		2				1	3	4
Zimbabwe		1	1	4	3			1		4	6	10
<b>Total in African Region</b>	<b>4</b>	<b>4</b>	<b>8</b>	<b>27</b>	<b>2</b>	<b>58</b>	<b>1</b>	<b>8</b>	<b>2</b>	<b>36</b>	<b>99</b>	<b>135</b>

**(c) Geographical distribution of long-term IPO staff from countries of the African Region <sup>7</sup>**

Nationality	Recruitment priority	Range		Total Staff	Staff HQ/Other	Staff AFRO
		From	To			
Algeria	B2	1	9	8	8	0
Angola	B1	1	8	2	0	2
Benin	C	1	8	11	3	8
Botswana	B1	1	8	4	2	2
Burkina Faso	C	1	8	27	2	25
Burundi	C	1	8	11	0	11
Cameroon	C	1	8	25	0	25
Cabo Verde	B1	1	8	1	0	1
Central African Republic	B1	1	8	2	0	2
Chad	B2	1	8	5	0	5
Comoros	B1	1	8	1	0	1
Congo, Democratic Rep of	C	1	8	29	2	27
Congo	C	1	8	17	2	15
Côte d'Ivoire	C	1	8	18	5	13
Equatorial Guinea	B1	1	8	1	0	1
Eritrea	B2	1	8	6	1	5
Eswatini	B1	1	8	2	0	2
Ethiopia	C	1	8	33	18	15
Gabon	B1	1	8	3	0	3
Gambia	B2	1	8	6	1	5
Ghana	C	1	8	19	5	14
Guinea	C	1	8	9	1	8
Guinea-Bissau	B1	1	8	3	0	3
Kenya	C	1	8	39	15	24
Lesotho	B1	1	8	1	0	1
Liberia	B1	1	8	2	0	2
Madagascar	B2	1	8	6	2	4
Malawi	C	1	8	10	2	8
Mali	B2*	1	8	8	1	7
Mauritania	B1	1	8	3	1	2
Mauritius	B2	1	8	5	5	0
Mozambique	B1	1	8	3	1	2
Namibia	B1	1	8	1	1	0
Niger	B2	1	8	6	0	6
Nigeria	C	1	8	29	8	21
Rwanda	C	1	8	17	2	15
Sao Tome and Principe	B1	1	8	1	0	1
Senegal	C	1	8	17	6	11
Seychelles	A*	1	8	0	0	0
Sierra Leone	B2	1	8	5	2	3
South Africa	C	4	11	14	11	3
South Sudan	B1	1	8	2	2	0
Tanzania, United Republic	C	1	8	10	2	8
Togo	C	1	8	9	0	9
Uganda	C	1	8	46	12	34
Zambia	C	1	8	10	3	7
Zimbabwe	C	1	8	23	5	18
				<b>510</b>	<b>131</b>	<b>379</b>

A* Unrepresented countries Countries without any representation	B1 Countries at or below midpoint	B2* Countries at the maximum of their range
A Underrepresented countries Countries below the minimum of their range	B2 Countries at or above midpoint	C Countries overrepresented Countries above the maximum of their range

<sup>7</sup> December 2020 full geographical list is available at the following link: [Geographical distribution Link](#)

**Table 4: Distribution of long-term and temporary staff by duty station**

Duty Station	Long-Term			Temporary			All Staff
	GS	NPO	IPO	GS	NPO	IPO	
Abeche	1					1	2
Abidjan	19	9	3	1	1		33
Abuja	55	36	10	5	19	9	134
Accra	17	6	3		3		29
Addis Ababa	55	52	11	1	1	7	127
Algiers	6	7	1				14
Antananarivo	12	7	4	2	1	2	28
Asmara	13	4	3				20
Aweil		1		1			2
Bamako	12	7	5	1			25
Bambari				1			1
Bangui	11	8	6	7		1	33
Banjul	9	5	2				16
Bauchi	6	9	1	3	5	1	25
Benin City		2		1			3
Bentiu		1		1			2
Bissau	5	1	2	1		1	10
Bol						1	1
Bor		1		1			2
Brazzaville, Regional Office	213	15	148	18	1	44	439
Brazzaville, Country Office	14	8	1				23
Bujumbura	13		2	1		1	17
Bukavu	2	2					4
Conakry	16	11	5	6			38
Cotonou	13	11	2	1			27
Dakar	11	7	15			4	37
Damaturu	3	1			3		7
Dar-es-Salaam	18	16	5	2			41
Diffa	1				1		2
Entebbe	3						3
Enugu	2	8	1	4			15
Freetown	14	6	4	8	7	10	49
Gaborone	5	5	4				14
Gambella	1						1
Garissa	1	1					2
Goma	2	1					3
Harare, IST	13	3	24	2	1	6	49
Harare, Country Office	23	6	3		2		34
Ibadan	9	5		4	1		19
Jigawa					1		1
Jijiga	2						2
Jos	1	3					4
Juba	8	11	13	15		8	55
Kaduna	3	3					6
Kampala	17	15	7	2		3	44
Kananga	2	1					3
Kano	6	8	1	1	1		17
Katsina					1		1
Kigali	8	7	4	1		2	22
Kinshasa	35	22	11	1	1	2	72
Kisangani		2					2
Kuajok		1		1			2
Lagos	5	4		4		1	14

Duty Station	Long-Term			Temporary			All Staff
	GS	NPO	IPO	GS	NPO	IPO	
Libreville, IST	7	2	22		1	4	36
Libreville, Country Office	15	6	3				24
Lilongwe	12	8	3	1	2		26
Lome	12	2	3	1	2	1	21
Luanda	18	14	7	1		3	43
Lubumbashi	1	1					2
Lusaka	10	12	4	3	2	1	32
Maiduguri	6	1	1	6	15	2	31
Malabo	5	2			1		8
Malakal		1		1			2
Maputo	9	17	2	4	5	4	41
Maradi	1				1		2
Maroua				1	1		2
Maseru	8	4	3				15
Mbabane	8	5	2				15
Mbandaka	1	1					2
Mbuji Mayi	1	1					2
Mekelle		2					2
Minna	6	4	1	2	1		14
Monrovia	12	4	4	7	1	1	29
Moroni	10	4	1				15
Nairobi	22	19	13	1	2	2	59
N'Djamena	31	10	6		1	1	49
N'Dola		1					1
Niamey	13	8	3	2	4	2	32
Nouakchott	9	7	3				19
Ouagadougou, IST	12	3	22	2	1	7	47
Ouagadougou, Country Office	22	9	5	1	2		39
Port Harcourt	4	5			3		12
Port Louis	6	2	1				9
Praia	5	3	1				9
Pretoria	30	7	30	4	2	1	74
Rumbek		1		1			2
Sao Tome	5	3	2				10
Seoul						1	1
Sokoto	5	5			2		12
Tahoua				1			1
Tillabery	1						1
Torit		1		1			2
Umuahia				1			1
Victoria	2	3	1				6
Wau		1		1			2
Windhoek	9	3	3		1		16
Yambio		1		1			2
Yaounde	13	8	3			1	25
Zamfara					2		2
Zanzibar	1		1				2
<b>Grand Total</b>	<b>1017</b>	<b>530</b>	<b>451</b>	<b>140</b>	<b>102</b>	<b>135</b>	<b>2375</b>



**Table 5: Progress report on appointments from 2011 to 2020**

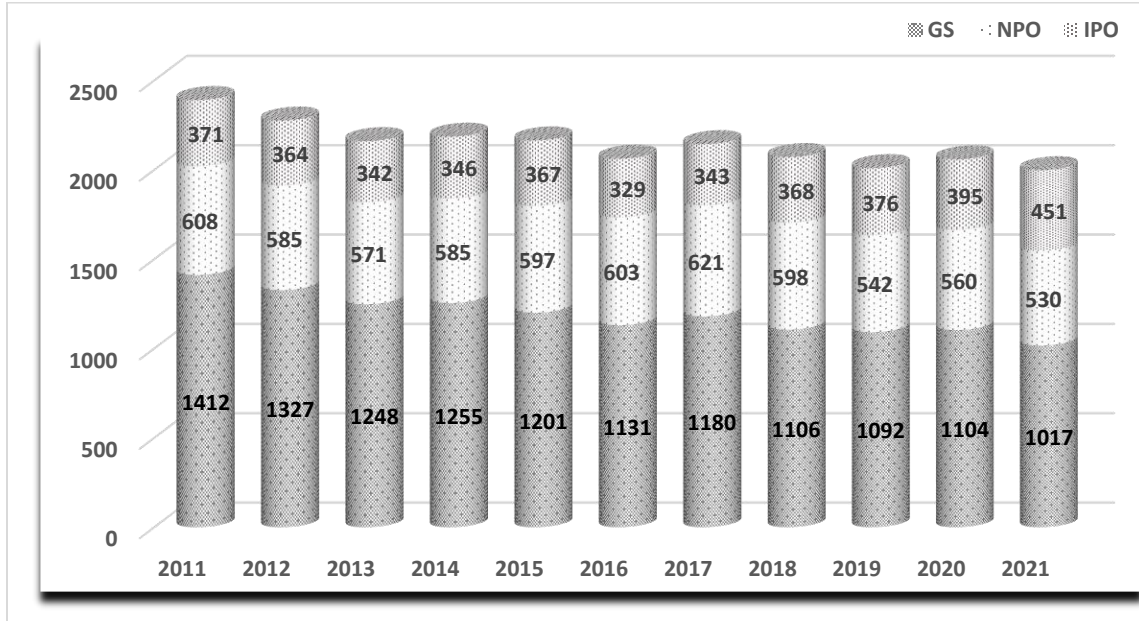
		2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
<b>GS</b>	TA	32	43	26	72	198	236	242	171	147	163	140
	LT	1412	1327	1248	1255	1201	1131	1180	1106	1092	1104	1017
<b>NPO</b>	TA	19	13	16	39	39	47	49	69	82	94	102
	LT	608	585	571	585	597	603	621	598	542	560	530
<b>IPO</b>	TA	41	46	60	80	88	187	198	165	159	162	135
	LT	371	364	342	346	367	329	343	368	376	395	451
<b>Total</b>		<b>2483</b>	<b>2378</b>	<b>2263</b>	<b>2377</b>	<b>2490</b>	<b>2536</b>	<b>2633</b>	<b>2477</b>	<b>2398</b>	<b>2478</b>	<b>2375</b>
<b>Comparison<sup>8</sup></b>		<b>-6%</b>	<b>-4%</b>	<b>-5%</b>	<b>+5%</b>	<b>+5%</b>	<b>+2%</b>	<b>+4%</b>	<b>-6%</b>	<b>-3%</b>	<b>+3%</b>	<b>-4%</b>

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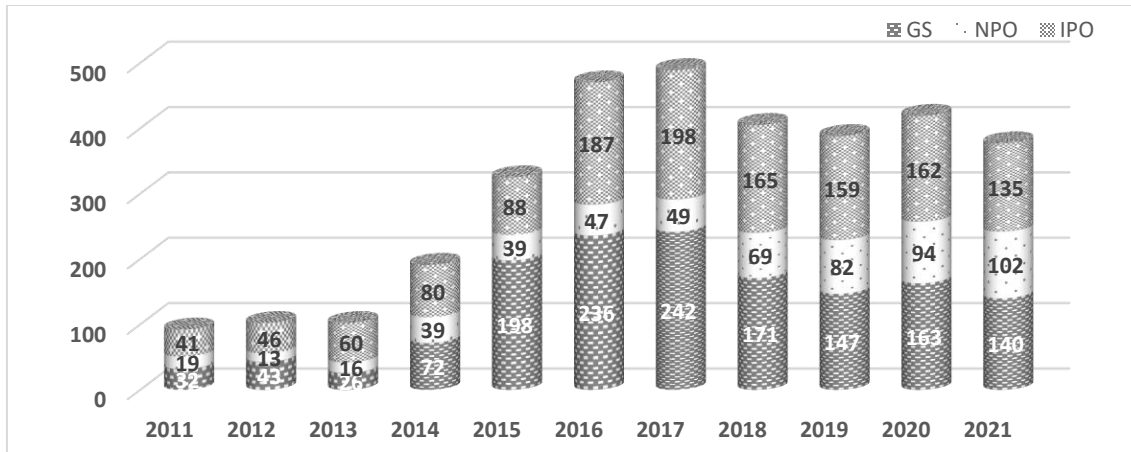
<sup>8</sup> Each year is compared to the previous one

**Figure 1: Staffing trends over the period 2011 to 2021**

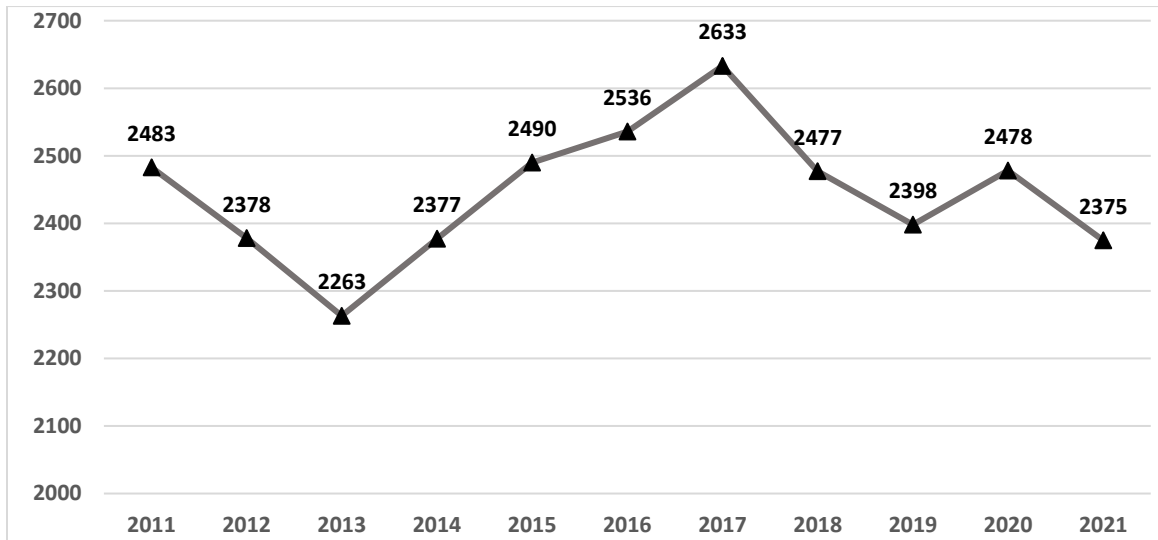
**(a) Staff on long-term appointments**



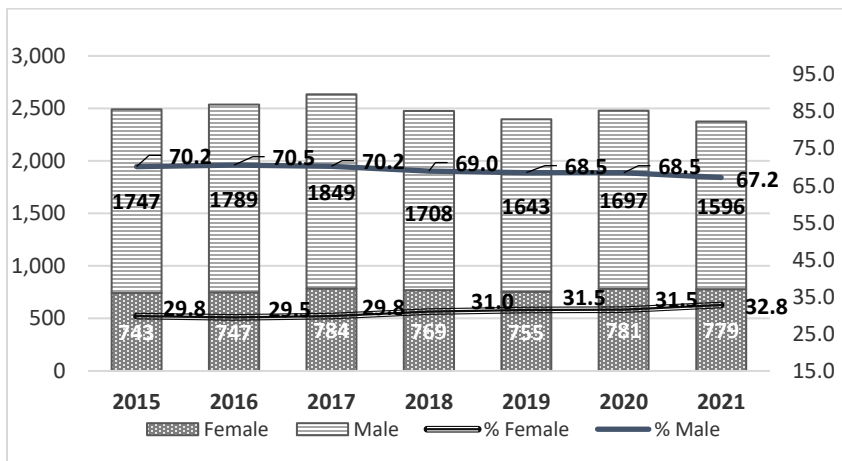
**(b) Staff on temporary appointments**



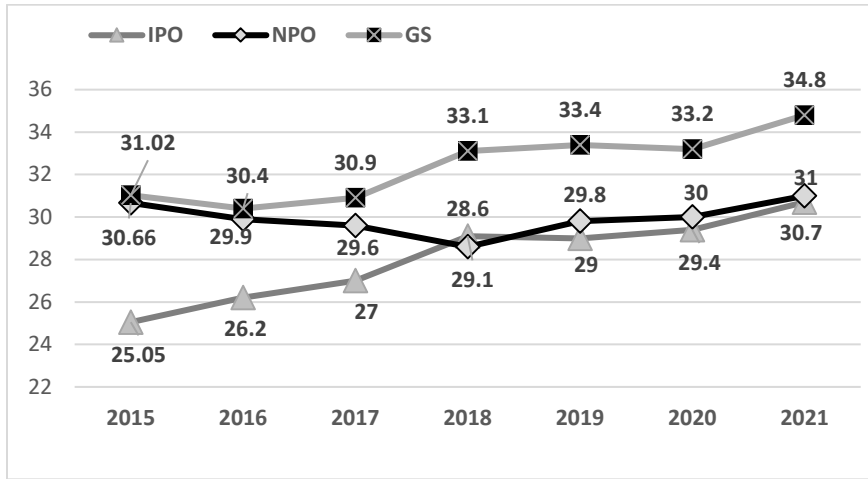
**(c) Staffing by year (2011-2021)**



**(d) Comparison of male and female staff from 2015 to 2021**



(e) Progress of % of long-term and temporary female staff by category from 2015 to 2021



(f) Progress of % of long-term female staff by category from 2015 to 2021

