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REPORT ON WHO STAFF IN THE AFRICAN REGION

Information Document

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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 Officer
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 Volunteer
WCO	WHO country office

INTRODUCTION

1. The workforce remains the focus of the Transformation Agenda¹ in line with its aim of making the World Health Organization (WHO) a “people-centred” organization. The goal of the Transformation Agenda focus area, “responsive strategic operations”, is to have “staffing matched to needs at all levels of the Organization”. The functional review of country offices is an important component of the Transformation Agenda, whose ultimate purpose is 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 of 1 March 2022.² It also gives details on the overall staffing composition 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 consultant contracts, special services agreements (SSA), United Nations volunteers (UNVs), junior professional officers (JPOs) and agreements for performance of work (APW).

4. As of 1 March 2022, there were 2251 staff members in the African Region: 625 (27.8%) International Professional Officers (IPOs), 575 (25.5%) National Professional Officers (NPOs) and 1051 (46.7%) General Service (GS) staff. Of the 2251 staff members, 1891 (84%) were on long-term appointments and 360 (16%) on temporary appointments. Of the 1891 staff members on long-term appointments, 491 (26%) were IPOs, 480 (25.4%) were NPOs and 920 (48.7%) were GS staff. Of the 360 staff members on temporary appointments, 134 (37.2%) were IPOs, 95 (26.4%) were NPOs and 131 (36.4%) were GS staff (Table 1a).

5. Among the IPOs on long-term appointments, the highest concentration was at the P4 grade level with 216 (44%), followed by the P3 grade level with 102 (20.8%), the P5 grade level with 85 (17.3%), the P2 grade level with 48 (9.8%), the D1 grade level with 25 (5.1%), the P6 grade level with nine (1.8%), the D2 grade level with four (0.8%), and the ungraded and P1 grade levels with one (0.2%) each (Table 1b).

6. Among the IPOs on temporary appointments, the highest concentration was at the P4 grade level with 77 (57.5%), followed by the P3 grade level with 40 (29.9%), the P2 grade level with 10 (7.5%), the P5 grade level with six (4.5%), and the P6 grade level with one (0.7%) (Table 1c). In addition to staff appointments, the African Region in July 2021 had 3209 other types of contract holders composed of 356 (11.1%) APWs, 660 (20.6%) consultants, four (0.1%) JPOs, 2078 (64.8%) SSAs and 111 (3.5%) UNVs (Table 1d).

7. Over the past four years, there has been a wide fluctuation in the number of other types of contracts. SSA holders accounted for over 50% of all other types of contracts while the JPOs remained the lowest in that category, varying between two and four members (Table 1e). Moreover, the UNV workforce increased from 60 volunteers in 2019 to 141 in December 2021

¹ 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

² As per Global Management System (GSM) Staffing report: Assignment data printed on 8 March 2022 (unless otherwise stated).

(Table 1f). This increase was driven by the partnership and collaboration agreement signed in 2019 between the Regional Director and the Executive Coordinator of the United Nations Volunteers (UNV) programme.

APPOINTMENT TYPE, CATEGORY, GRADE AND GENDER DISTRIBUTION

8. The distribution of staff members by appointment type, category, grade and gender is presented in Tables 2a-d. Among the 625 IPOs, 491 (78.6%) were on long-term appointments and 134 (21.4%) were on temporary appointments. Their distribution by gender was 423 (67.7%) male and 202 (32.3%) female. Of the 491 IPOs on long-term appointments, 326 (66.4%) were male and 165 (33.6%) were female. Of the 134 IPOs on temporary appointments, 97 (72.4%) were male and 37 (27.6%) were female (Table 2a).

9. Among the 575 NPOs, 480 (83.5%) were on long-term appointments and 95 (16.5%) held temporary appointments. Their distribution by gender was 394 (68.5%) male and 181 (31.5%) female. Of the 480 NPOs on long-term appointments, 325 (67.7%) were male and 155 (32.3%) female. Of the 95 NPOs on temporary appointments, 69 (72.6%) were male and 26 (27.4%) were female (Table 2b). Among the 575 NPOs, the highest concentration was at the NO-C grade with 368 (64%) staff members, followed by the NO-B grade with 189 (32.9%) staff members, the NO-A grade level with 15 (2.6%) staff members, and the NO-D grade with three (0.5%) staff members.

10. Of the 1051 GS staff, 920 (87.5%) were on long-term appointments and 131 (12.5%) held temporary appointments. The distribution by gender was 568 (61.7%) male and 352 (38.3%) female for those on long-term appointments and 105 (80.2%) male and 26 (19.8%) female for those on temporary appointments (Table 2c). Among the 1051 GS staff, the G2 grade level had the highest concentration with 318 (30.3%) staff members, followed by the G6 grade with 217 (20.6%), the G5 grade with 192 (18.3%), the G7 grade level with 127 (12.1%), the G3 grade level with 101 (9.6%) and the G4 grade level with 85 (8.1%). The G1 grade had the smallest concentration with 11 (1%) staff members.

11. The aim of WHO in the African Region is to achieve the goal of 50/50 overall gender balance by 2025 in all the workforce categories. Although the gap between male and female staffing numbers 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 33.8% in 2022 (Table 2e). However, female representation has oscillated across staff categories. The percentage of female staff in the IPO category rose from 25.1% in 2015 to 26.2% in 2016, then 27.0% in 2017, inching up to 29.1% in 2018, then falling back to 29.0% in 2019, before rising to 29.4% in 2020, then 30.7% in 2021 and 32.3% in 2022 (Table 2f). 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 (29.8%), 2020 (30.0%), 2021 (31.0%) and 2022 (31.5%) respectively (Table 2f). 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 and to 36.0% in 2022 (Table 2f).

12. The trends in female representation at senior level, namely at P6/D1, D2 and UG1 are presented in 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, efforts have been made to appoint new female staff at senior level, resulting in an increase of women in that category from eight in 2021 to 11 in 2022. In an effort to close the existing gap in gender representation, outreach initiatives continue to be implemented to attract more qualified female candidates. Moreover, WHO in the African Region continues to implement the policy that requires hiring managers to include at least one qualified female candidate in the shortlist for all advertised positions and to provide a justification when no female candidate is shortlisted. Furthermore, the African Region continues to promote various programmes to improve gender balance, including the Pathways to Leadership programme for senior managers, the mentorship programme, career counselling for women, the gender parity task force, the United Nations Volunteers (UNV) partnership, and the Africa Young Women Volunteers initiative. As a result of the partnership with the UNV, the number of female UNVs increased from 47% in 2019 to 52% in 2020 and 67% in 2021, with a variation of 12% from 2019 to 2020 and 29% from 2020 to 2021% (Table 1f).

GEOGRAPHICAL DISTRIBUTION

13. Member States with the highest representation of IPOs were Uganda with 34 staff members, Democratic Republic of the Congo with 32 staff members, Burkina Faso with 27 staff members, Zimbabwe with 24 staff members, Cameroon and Kenya with 23 staff members each, and Nigeria with 22 staff members (Table 3a). Thirty-three Member States³ 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 22 Member States were overrepresented (representation category C).⁴ Niger was the only Member State at the maximum of its range (representation category B2*). Six Member States were within their range but above the midpoint (representation category B2).⁵ Seventeen Member States were within their range but below the midpoint (representation category B1);⁶ 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 16 staff members; followed by Nigeria with 12 staff members, Ethiopia with 10 staff members; Democratic Republic of the Congo with eight staff members; Cameroon and Uganda with seven staff members each; Côte d'Ivoire and Zimbabwe with six staff members each; and Niger with five staff members.

³ China, Colombia, Dominican Republic, Haiti, Ireland, Lebanon, New Zealand, Peru, Philippines, Portugal, Romania, Russian Federation, Switzerland, Tajikistan, Uzbekistan, Venezuela, Viet Nam and Yemen with one staff member each; Australia, Belgium, Japan, Nepal and Spain with two staff members each; Germany, Pakistan and Sudan with three staff members each; Brazil with four staff members; Italy, France and India with five staff members each; United Kingdom with seven staff members; Canada with ten staff members and United States of America with thirteen staff members.

⁴ Benin, Burkina Faso, Burundi, Cameroon, Congo, Côte d'Ivoire, Democratic Republic of the Congo, Ethiopia, Ghana, Guinea, Kenya, Malawi, Mali, Nigeria, Rwanda, Senegal, South Africa, Togo, Uganda, United Republic of Tanzania, Zambia, and Zimbabwe.

⁵ Algeria, Chad, Eritrea, Madagascar, Mauritius and Sierra Leone.

⁶ Angola, Botswana, Cabo Verde, Central African Republic, Comoros, Equatorial Guinea, Eswatini, Gabon, Gambia, Guinea-Bissau, Lesotho, Liberia, Mauritania, Mozambique, Namibia, Sao Tome and Principe and South Sudan.

16. Furthermore, Table 3b indicates that 13 countries⁷ 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 (2012-2022)

17. The staffing trends in Figure 1 from 2012 to 1 March 2022 show that the total number of staff members working in the Region, across all appointment categories oscillated between 2378 and 2251. However, there have been periods of sharp increase or decrease in staffing due to various prevailing situations. For example, from 2012 to 2013, there was a 5% 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 required 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 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 2022, there was a 9% 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 functional review is still ongoing, and many vacant positions have not yet been filled. 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. WHO in the African Region is working hard to attract and retain staff members through several initiatives including outreach activities, mentorship and coaching programmes, creating and sustaining an enabling working environment, institutionalizing work-life balance taking into consideration staff members' concerns, perspectives and needs, granting awards of excellence, implementing an open-door policy and the Regional Director's townhall meetings with all staff.

CHALLENGES AND MITIGATION MEASURES

19. The effects of the COVID-19 pandemic continue to impact the regional workforce, affecting the performance and productivity of many staff members. Its negative effects include illness or death of staff members and/or their dependants 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 the pursuit of the Organization's objectives and to support the workforce, WHO in the African Region continues to mitigate the harmful effects of COVID-19 by applying measures such as staff counselling, remote working, teleworking, virtual meetings, sharing relevant communication on human resource policies and compensatory leave, among others. For instance, in 2020, a total of 980 compensatory leave days were granted to 592 staff members, compared to 2019 when only 608 compensatory leave days were granted to 457 staff members. This number rose even further in 2021 to 1011 leave days granted to 702 staff members. The health and well-being of the workforce are being addressed in a systematic and comprehensive manner to ensure

⁷ Belgium, Canada, Egypt, France, Haiti, India, Ireland, Italy, Netherlands, Romania, Spain, United Kingdom and United States of America.

that affected staff and contractors get the support they need in a timely manner, including medical evacuation, regardless of their category or contract type.

21. The recruitment of lusophones and nationals from underrepresented countries remains a challenge for specific functions. AFRO has therefore adopted outreach initiatives with recruitment agencies such as Impactpool⁸ and SRI Executive⁹ to attract more qualified candidates from these targeted Member States. Furthermore, vacancy announcements are being shared with all country offices for further dissemination in the respective countries.

22. 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	491 (26%)	134 (37.2%)	625 (27.8%)
NPOs	480 (25.4%)	95 (26.4%)	575 (25.5%)
GS	920 (48.7%)	131 (36.4%)	1051 (46.7%)
Total	1891 (84%)	360 (16%)	2251 (100%)

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

Staff/Grade	Total	Percentage (%)
UG1	1	0.2
D2	4	0.8
D1	25	5.1
P6	9	1.8
P5	85	17.3
P4	216	44.0
P3	102	20.8
P2	48	9.8
P1	1	0.2
Total IPOs	491	100.0

(c) International Professional Officers on temporary appointments by grade

Staff/Grade	Total	Percentage (%)
P6	1	0.7
P5	6	4.5
P4	77	57.5
P3	40	29.9
P2	10	7.5
Total IPOs	134	100.0

⁸ <https://www.linkedin.com/company/impactpool>

⁹ <https://www.sri-executive.com/about-sri-executive/>

(d) Other types of contracts (from 1 January to 31 July 2021)¹⁰

Non-staff	Total	Percentage (%)
APW	356	11.1
Consultants	660	20.6
JPO	4	0.1
SSA	2078	64.8
UNV	111	3.5
Total	3209	100.0

(e) Other types of contracts (except UNV) – trends from 2018 to 2021¹¹

Non-staff	2018	2019	2020	2021
APW	255 (13%)	510 (16%)	498 (14%)	356 (11%)
Consultants	345 (18%)	837 (27%)	840 (24%)	660 (21%)
JPO	4 (0%)	4 (0%)	2 (0%)	4 (0%)
SSA	1308 (68%)	1795 (57%)	2195 (62%)	2078 (67%)
Total	1912 (16%)	3146 (27%)	3535 (30%)	3098 (26%)

(f) United Nations Volunteers (UNVs) – trends from 2019 to 2021 by gender¹²

Gender	2019	2020	2021
Male	32	61	46
Female	28	67	95
%Female	47%	52%	67%
Variation in % female		12%	29%
Total	60	128	141

¹⁰ See <https://www.who.int/publications/m/item/workforce-data-as-at-31-july-2021> (accessed 18 November 2021) (except UNV data received from UNDP Partners)

¹¹ From EB HR Update Tables

¹² Data gathered across the Region as per UNV in respective budget centres

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	%		
	Long-term	0	1	29	19	37	65	64	152	24	61	2	7	7	18	1	3	1	0	165	33.6	326		
Temporary	0	0	5	5	10	30	21	56	1	5	0	1	0	0	0	0	0	0	37	27.6	97	72.4	134	21.4
Total	0	1	34	24	47	95	85	208	25	66	2	8	7	18	1	3	1	0	202	32.3	423	67.7	625	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	%		
	Long-term	2	8	40	100	112	215	1	2	155	32.3	325		
Temporary	1	4	16	33	9	32			26	27.4	69	72.6	95	16.5
Total	3	12	56	133	121	247	1	2	181	31.5	394	68.5	575	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	%		
	Long-term	3	8	3	257	10	89	35	30	117	48	128	70	56	67	352	38.3	568		
Temporary			1	57	1	1	3	17	13	14	7	12	1	3	26	19.8	105	80.2	131	12.5
Total	3	8	4	314	11	90	38	47	130	62	135	82	57	70	378	36.0	673	64.0	1051	100.0

(d) Comparison staff members at senior level, 2018–2022

	Female										Male										Total				
	2018		2019		2020		2021		2022		2018		2019		2020		2021		2022		2018	2019	2020	2021	2022
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	n	n	n	n
P6	3	25.0	2	20.0	1	11.1 %	1	11.1	2	20.0	9	75.0	8	80.0	8	88.9	8	88.9	8	80.0	12	10	9	9	10
D1	7	26.9	6	24.0	6	27.3 %	6	24.0	7	28.0	19	73.1	19	76.0	16	72.7	19	76.0	18	72.0	26	25	22	25	25
D2	0	0.0	0	0.0	0	0.0	0	0.0	1	25.0	1	100.0	1	100.0	2	100.0	2	100.0	3	75.0	1	1	2	2	4
UG1	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
Total	11	27.5	9	24.3	8	23.5	8	21.6	11	27.5	29	72.5	28	75.7	26	76.5%	29	78.4	29	72.5	40	37	34	37	40

(e) Comparison of male and female staff, 2015–2022

	2015	2016	2017	2018	2019	2020	2021	2022
Female	743	747	784	769	755	781	779	761
Male	1 747	1 789	1 849	1 708	1 643	1 697	1 596	1 490
% Female	29.8	29.5	29.8	31.0	31.5	31.5	32.8	33.8
Total	2 490	2 536	2 633	2 477	2 398	2 478	2 375	2 251

(f) Progress of % of long-term and temporary female staff by category, 2015–2022

	2015	2016	2017	2018	2019	2020	2021	2022
IPO	25.1	26.2	27.0	29.1	29.0	29.4	30.7	32.3
NPO	30.7	29.9	29.6	28.6	29.8	30.0	31.0	31.5
GS	31.0	30.4	30.9	33.1	33.4	33.2	34.8	36.0

(g) Progress of % of long-term female staff by category, 2015–2022

	2015	2016	2017	2018	2019	2020	2021	2022
IPO	27.0	27.7	28.9	31.2	32.4	33.2	31.9	33.6
NPO	30.8	30.3	29.5	28.9	30.8	31.3	31.9	32.3
GS	34.5	33.9	34.4	35.5	35.4	35.4	36.7	38.3

Country of nationality	P1	P2		P3		P4		P5		P6		D1		D2		UG	Total			
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	M	All	
Liberia			1		1													2	2	
Madagascar						2	1	1										3	1	4
Malawi					1		3		2				1						7	7
Mali					1		4		1				1						7	7
Mauritania					1		1	1			1							1	3	4
Mauritius													1						1	1
Mozambique						1	1											1	1	2
Nepal					1		1												2	2
New Zealand							1												1	1
Niger					1	1	2		2						1			1	6	7
Nigeria		1	3	1	1	1	8		4		1		2					3	19	22
Pakistan		1			2													1	2	3
Peru							1												1	1
Philippines							1												1	1
Portugal							1												1	1
Romania				1														1		1
Russian Federation							1												1	1
Rwanda				2	3	3	3		4				1					5	11	16
Sao Tome and Principe						1												1		1
Senegal		2				4	4					1	1					7	5	12
Sierra Leone				1		2												3		3
South Africa								1		1				1				3		3
Spain				1		1												2		2
Sudan						1	1		1									1	2	3
Switzerland				1														1		1
Tajikistan					1														1	1
Tanzania, United Republic of		1		1		2	2	1	1									5	3	8
Togo					2	1	5		1									1	8	9
Uganda		1			2	4	13	6	7				1					11	23	34
United Kingdom				1	1	1	1	1	1	1								4	3	7
United States of America		1			4	2	5	1										4	9	13
Uzbekistan				1														1		1
Venezuela								1										1		1
Viet Nam				1														1		1
Yemen						1												1		1
Zambia						2	2					1	1					3	3	6
Zimbabwe	1	2	2		1	3	3		1		1	1						6	18	24
Total in African Region	1	29	19	37	6	64	152	24	61	2	7	7	18	1	3	1	165	326	491	

(b) Distribution of temporary international professional 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					1	1
Angola						1					1	1
Belgium					1					1		1
Benin			1			1				1	1	2
Botswana				1							1	1
Burkina Faso				2							2	2
Burundi	1				1					2		2
Cameroon			1	1		5				1	6	7
Canada					1	1				1	1	2
Congo, Democratic Rep of the	1			1		5		1		1	7	8
Congo				1							1	1
Côte d'Ivoire		1		1	1	3				1	5	6
Egypt	1									1		1
Ethiopia	1			2	1	6				2	8	10
France						1					1	1
Gambia			1	1		2				1	3	4
Ghana				1		3					4	4
Guinea						1					1	1
Haiti					1					1		1
India						1		1			2	2
Ireland				1							1	1
Italy					1	1				1	1	2
Kenya			2	4	6	3		1		8	8	16
Liberia				1							1	1
Madagascar				1							1	1
Malawi		1									1	1
Mali					1					1		1
Mauritania						2					2	2
Netherlands								1		1		1
Niger		1	1	1	1	1				2	3	5
Nigeria	1		1	4	1	4		1		3	9	12
Romania				1							1	1
Rwanda						1					1	1
Senegal				2		1			1		4	4
South Sudan						1		1			2	2
Spain						1					1	1
Tanzania, United Republic of				1	1	2				1	3	4
Togo				1	1	1				1	2	3
Uganda				1	2	4				2	5	7
United Kingdom						2					2	2
United States of America			1							1		1
Zambia			1							1		1
Zimbabwe		2	1	1	1	1				2	4	6
Total in African Region	5	5	10	30	21	56	1	5	1	37	97	134

(c) Geographical distribution of long-term professional staff from countries of the African Region¹³

Nationality	Recruitment priority	Range		Total Staff	Staff HQ/Other R.O.s	Staff AFRO
		From	To			
Algeria	B2	1	9	8	8	0
Angola	B1	1	8	2	0	2
Benin	C	1	8	14	3	11
Botswana	B1	1	8	4	2	2
Burkina Faso	C	1	8	29	2	27
Burundi	C	1	8	12	0	12
Cameroon	C	1	8	25	2	23
Cabo Verde	B1	1	8	1	0	1
Central African Republic	B1	1	8	2	0	2
Chad	B2	1	8	7	2	5
Comoros	B1	1	8	1	0	1
Congo, Democratic Rep of the	C	1	8	32	0	32
Congo	C	1	8	20	1	19
Cote d'Ivoire	C	1	8	18	5	13
Equatorial Guinea	B1	1	8	1	0	1
Eritrea	B2	1	8	6	2	4
Eswatini	B1	1	8	2	0	2
Ethiopia	C	1	8	39	22	17
Gabon	B1	1	8	3	0	3
Gambia	B1	1	8	4	0	4
Ghana	C	1	8	18	5	13
Guinea	C	1	8	10	0	10
Guinea-Bissau	B1	1	8	3	0	3
Kenya	C	1	8	40	17	23
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	12	5	7
Mali	C	1	8	9	2	7
Mauritania	B1	1	8	4	0	4
Mauritius	B2	1	8	5	4	1
Mozambique	B1	1	8	2	0	2
Namibia	B1	1	8	1	1	0
Niger	B2*	1	8	8	1	7
Nigeria	C	1	8	33	11	22
Rwanda	C	1	8	19	3	16
Sao Tome and Principe	B1	1	8	1	0	1
Senegal	C	1	8	18	6	12
Seychelles	A*	1	8	0	0	0
Sierra Leone	B2	1	8	5	2	3
South Africa	C	4	11	16	13	3
South Sudan	B1	1	8	1	1	0
Tanzania, United Republic of	C	1	8	12	4	8
Togo	C	1	8	9	0	9
Uganda	C	1	8	47	13	34
Zambia	C	1	8	11	5	6
Zimbabwe	C	1	8	31	7	24
				554	151	403

¹³ December 2021 full geographical list is available at the following link: [Geographical distribution Link](#)

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	B2 Countries at or above midpoint	C Countries overrepresented Countries above the maximum of their range

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
Abidjan	16	8	8	1	1		34
Abuja	19	17	13	4	16	3	72
Accra	16	9	6		3		34
Addis Ababa	54	52	17	1	1	4	129
Algiers	5	8					13
Antananarivo	13	7	4	2	1	2	29
Asmara	11	4	4				19
Aweil		1		1			2
Bamako	12	7	6	1		1	27
Bambari				1			1
Bangui	11	8	7	7	1	1	35
Banjul	11	5	3				19
Bauchi	3	4		4	4		15
Benin City		1		1			2
Bentiu		1					1
Bissau	5	1	5	1			12
Bol						1	1
Bor		1		1			2
Brazzaville, Regional Office	211	15	160	20	1	48	455
Brazzaville, WCO	15	7	4				26
Brussels						1	1
Bujumbura	15	11	5				31
Bukavu	2	2					4
Conakry	15	10	4	7			36
Cotonou	13	10	3	1			27
Dakar	11	6	17			3	37
Damaturu		2			3		5
Dar-es-Salaam	18	14	6				38
Diffa	1				1		2
Entebbe	3						3
Enugu	3	5		4			12
Freetown	13	6	5	8	8	11	51
Gaborone	5	4	4				13
Gambella	1						1
Garissa	1	1					2
Goma	2	1				2	5
Harare, IST	13	3	17			5	38
Harare, WCO	21	6	5		3		35
Ibadan		5		4	1		10
Jijiga	2					1	3
Juba	7	11	12	15		10	55
Kaduna	1						1
Kampala	17	18	8	1		4	48
Kananga	2	1					3
Kankan				1			1
Kano		4	1	2	1		8
Katsina		1			1		2

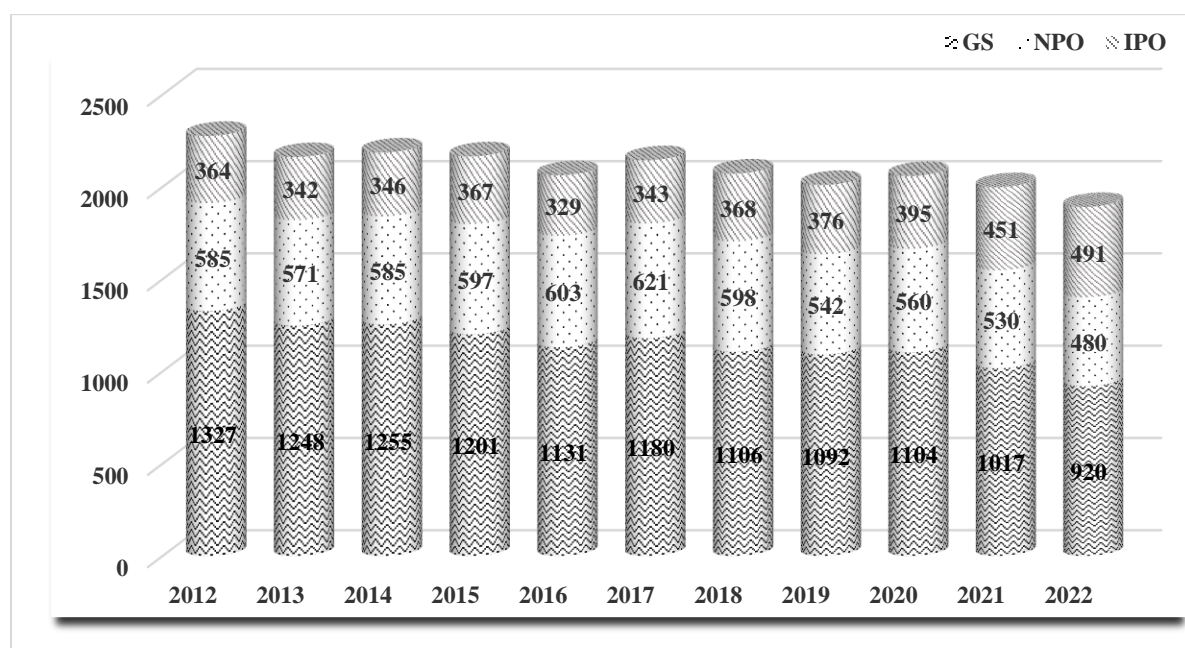
Duty Station	Long-Term			Temporary			All Staff
	GS	NPO	IPO	GS	NPO	IPO	
Kigali	7	5	4	1		2	19
Kinshasa	33	22	12	1	1	2	71
Kisangani		2					2
Kuajok		1		1			2
Lagos	3	2		5		1	11
Libreville, IST	7	2	14			3	26
Libreville, WCO	14	5	6				25
Lilongwe	12	8	3	1	2		26
Lome	12	3	4	2	1	1	23
Luanda	18	14	8			1	41
Lubumbashi	1	1					2
Lusaka	10	11	6	3	2		32
Maiduguri		1	1	6	13	1	22
Malabo	5	2	2		1		10
Malakal		1					1
Maputo	9	16	6	3	4	3	41
Maradi	1				1		2
Maroua				1	1		2
Maseru	8	4	3				15
Mbabane	9	4	2				15
Mbandaka	1	1					2
Mbuji Mayi	1	1					2
Mekelle		2				7	9
Minna	3	1		1	1		6
Monrovia	11	4	5	1	1	1	23
Moroni	10	4	1				15
Nairobi	22	18	13	1	3	4	61
N'Djamena	30	10	7		1	1	49
N'Dola		1					1
Niamey	13	8	7	1	4	1	34
Nouakchott	9	6	3				18
Ouagadougou, IST	12	3	13	1		7	36
Ouagadougou, WCO	21	7	7	2	3		40
Port Harcourt	1	2			2		5
Port Louis	6	2	1				9
Praia	5	3	1				9
Pretoria, Offshore	13		24	1		2	40
Pretoria, WCO	14	7	5	5	2		33
Rumbek		1		1			2
Sao Tome	5	2	2				9
Sokoto		1			2		3
Tahoua				1			1
Tillabery	1				1		2
Torit		1		1			2
Umuahia				1			1
Victoria	2	2					4
Wau		1		1			2
Windhoek	9	2	3		1		15
Yambio		1		1			2
Yaounde	12	8	3				23
Zamfara					2		2
Zanzibar	1		1				2
Grand Total	920	480	491	131	95	134	2 251

Table 5. Progress report on appointments from 2012 to 2022

		2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
GS	TA	43	26	72	198	236	242	171	147	163	140	131
	LT	1 327	1 248	1 255	1 201	1 131	1 180	1 106	1 092	1 104	1 017	920
NPO	TA	13	16	39	39	47	49	69	82	94	102	95
	LT	585	571	585	597	603	621	598	542	560	530	480
IPO	TA	46	60	80	88	187	198	165	159	162	135	134
	LT	364	342	346	367	329	343	368	376	395	326	491
Total		2 378	2 263	2 377	2 490	2 536	2 633	2 477	2 398	2 478	2 375	2 251
Comparison¹⁴			-5%	+5%	+5%	+2%	+4%	-6%	-3%	+3%	-4%	-6%

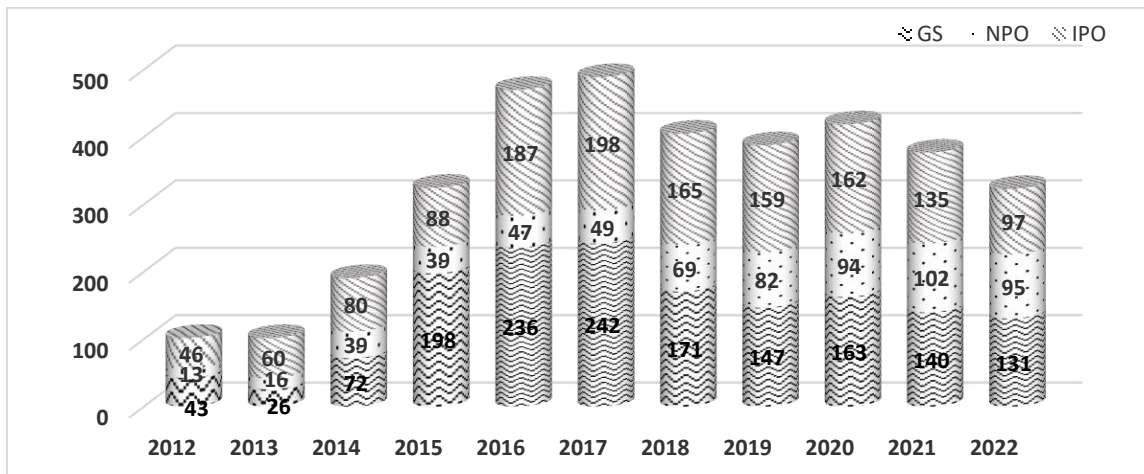
Figure 1. Staffing trends over the past 11 years (2012–2022)

(a) Staff on long-term appointments



¹⁴ Each year is compared to the previous one

(b) Staff on temporary appointments



(c) Staffing by year (2012-2022)

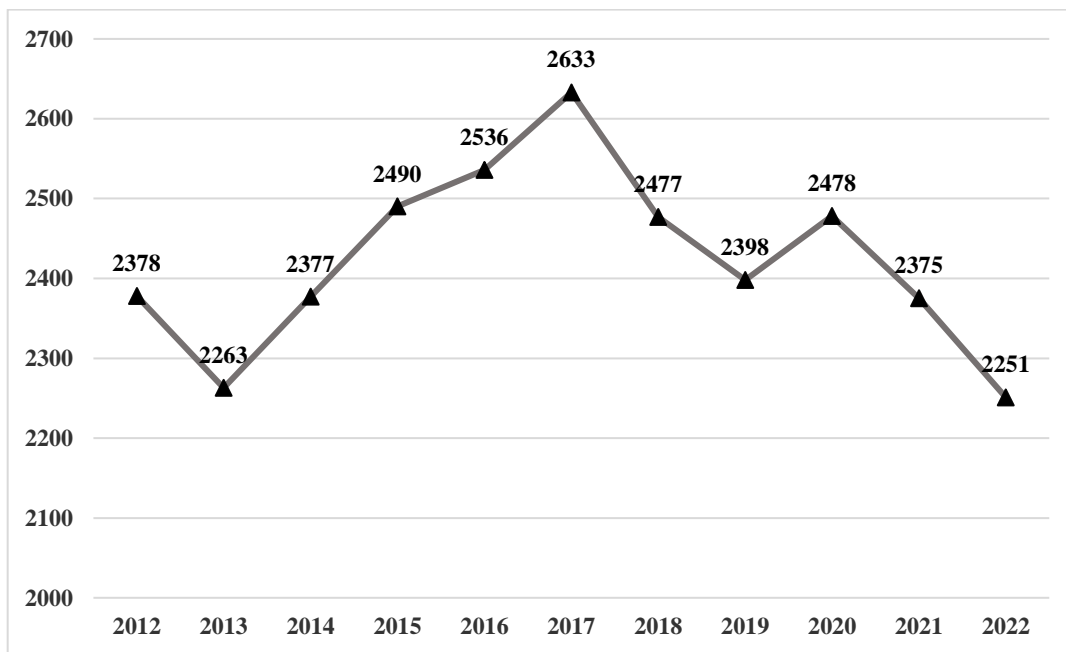
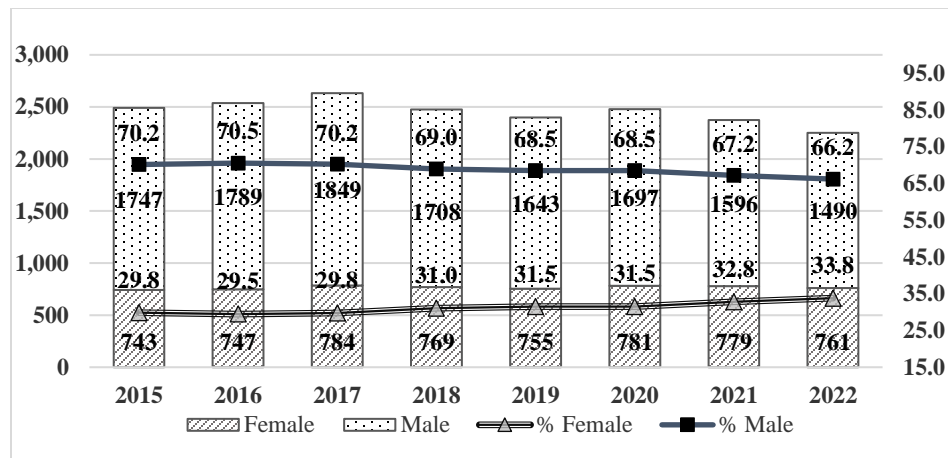
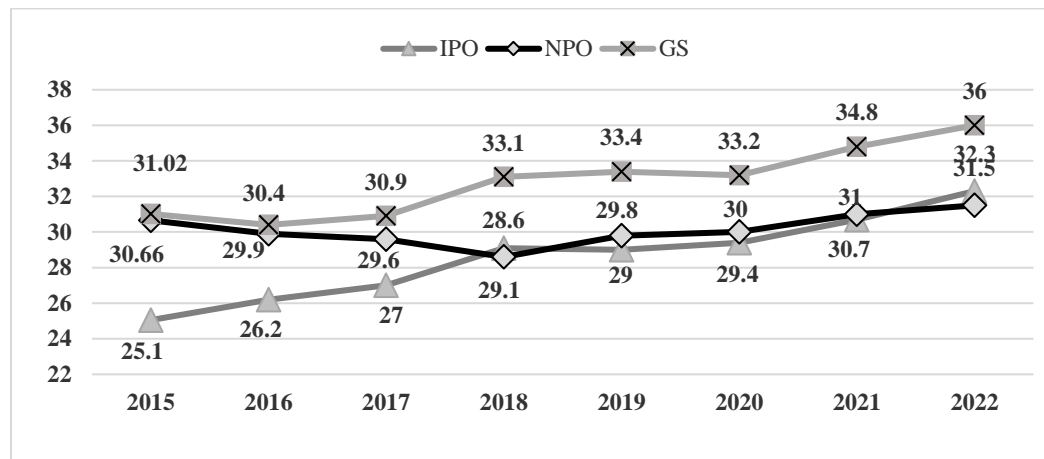


Figure 2. Gender trends over the past 7 years (2015–2022)

(a) Comparison of male and female staff from 2015 to 2022



(b) Progress of % of long-term and temporary female staff by category, 2015–2022



(c) Progress of % of long-term female staff by category, 2015–2022

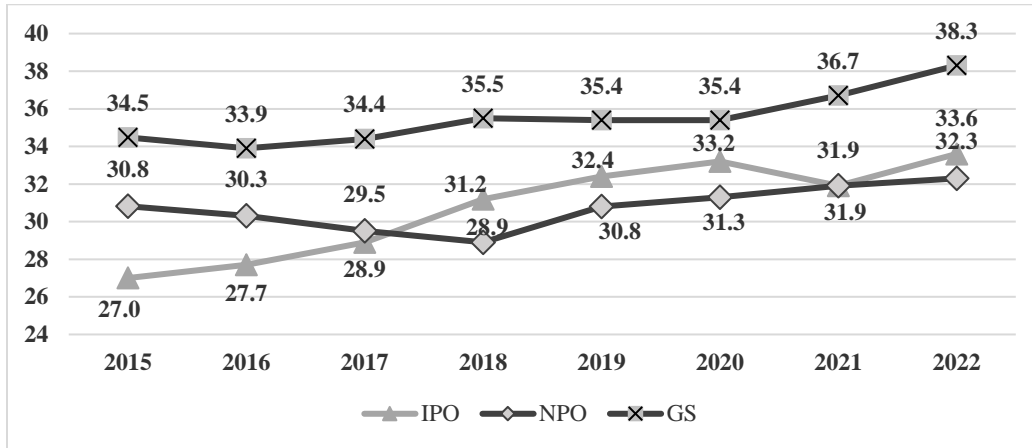


Figure 3. Distribution of international staff members by appointment type and gender

