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REPORT ON WHO STAFF IN THE AFRICAN REGION

Information Document

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ABBREVIATIONS AND ACRONYMS

| | |
|--------|--|
| D | Director |
| F | Female |
| FT | Fixed-term Appointment |
| G/GS | General Service |
| GS FT | General Service Fixed-term Appointment |
| GS TA | General Service Temporary Appointment |
| IPO | International Professional Officer |
| M | Male |
| NPO | National Professional Officer |
| NPO FT | National Professional Officer Fixed-term Appointment |
| NPO TA | National Professional Officer Temporary Appointment |
| P FT | International Professional Fixed-term Appointment |
| P TA | International Professional Temporary Appointment |
| RO | Regional Office |
| TA | Temporary Appointment |
| UG | Ungraded |
| WCO | WHO Country Office |

INTRODUCTION

1. The purpose of this document is to provide Member States with information concerning World Health Organization (WHO) staff working in the African Region as of 1 April 2017. It also covers the overall staffing situation by category, grade, gender, geographical representation, nationality and duty station. There is an ongoing Human Resource (HR) reform in the African Region as part of the Transformation Agenda. The goal of this reform is to strengthen WHO human resource capacity and to align staff with identified programmatic priorities.

2. WHO offers two main types of appointments, namely temporary and long-term appointments. Temporary appointment is a time-limited appointment of up to two years. The term “long-term appointment” refers to staff members on contracts of one-to-five years on fixed-term or on continuing appointment.

3. As of 1 April 2017, the Region had a total of 2633 staff on both long-term and temporary appointments. Of these 2633 staff, 20.5% were in the international professional officer (IPO) category, 25.5% in the national professional officer (NPO) category and 54.0% in the general service (GS) category (Table 1a).

APPOINTMENT CATEGORIES

4. As of 1 April 2017, there were 2144 staff members on long-term appointment in the African Region. Of these, 16.0% were IPOs, 29.0% NPOs and 55.0% GS staff. There were also 489 staff members on temporary appointment. Of these, 40.5% were IPOs, 10.0% NPOs and 49.5% GS (Table 1a).

5. Among the IPOs with long-term appointments, the highest concentration was at the P4 grade level with 44.6%, followed by P5 with 25.1%, P3 with 12%, P2 with 6.1% and P6 with 5.8%. There were 19 staff members on the D1 grade level, one staff member on the D2 grade level and one staff member on UG level. The staff members on P1 grade levels represented 0.3% of the total IPOs (Table 1b).

CATEGORY, GRADE AND GENDER DISTRIBUTION

6. The distribution of staff members by category, grade and gender is shown in Tables 2a, 2b and 2c. Among the 541 IPOs, 63.4% were on long-term appointment and 36.6% on temporary appointment. Their distribution by gender was 73.0% males and 27.0% females. Of the 343 IPOs on long-term appointment, 71.1% were males and 28.9% females. Of the 151 IPOs on temporary appointment, 76.3% were males and 23.7% females (Table 2a).

7. Among the 670 NPOs, 92.7% were on long-term appointment and 7.3% held temporary appointments. Their distribution by gender was 70.4% males and 29.6% females for the NPOs on long-term appointment, and 69.4% males and 30.6% females for the NPOs holding temporary appointments (Table 2b).

8. Among the 1422 GS staff, 83.0% were on long-term appointment and 17.0% held temporary appointments. The distribution by gender was 65.6% male and 34.4% female for those on long-term appointment and 86.0% male and 14.0% female for those on temporary appointments (Table 2c).

9. Although the gap between male and female representation remains significant, the WHO African Region has made some progress towards increasing female representation over the last three years. The trend in female representation at senior level, that is P6/D1, D2 and UG1, has increased steadily from 21.4% in 2014 to 23.4%, 25.5% and 25.6% in 2015, 2016 and 2017 respectively. The WHO African Region is strongly committed to achieving gender parity, particularly in the senior professional and higher category levels. In order to close the existing gender gap, the African Region is implementing a policy requiring that the short list of candidates for all advertised positions include at least one qualified female, otherwise the hiring manager must provide a written justification (Table 2d).

GEOGRAPHICAL DISTRIBUTION

10. As of 1 April 2017, the Member States with the highest representation were Uganda, Burkina Faso and Zimbabwe with 23, 19 and 16 staff members respectively (Table 3a).

11. The following 22 Member States outside the African Region had nationals working in the Region as IPOs with long-term appointments: Belgium, China, Colombia, Japan, Morocco, New Zealand, Nicaragua, Peru, Spain, Sweden, Trinidad and Tobago and Ukraine with one staff member each; Canada, Egypt, Italy and Philippines with two staff members each; Germany with three staff members; India and Sudan with four staff members each; United Kingdom with five staff members; France with six staff members; and United States of America with eight staff members (Table 3a).

12. The geographical distribution of long-term professional staff from the 47 Member States of the WHO African Region shows that 18 Member States were overrepresented (category C).¹ Three Member States, namely Guinea, Tanzania and The Gambia, were at the maximum of their range (category B2*), six within their range but above the mid-point (category B2).² eighteen within their range but below the mid-point (category B1)³ and two, namely Seychelles and South Sudan, were unrepresented (category A*) (Table 3b).

13. The distribution of temporary professional staff working in the WHO African Region by nationality and gender is presented in Table 3c. The data reveals that the following Member States had the highest representation of temporary professional staff members: Uganda, Kenya and Nigeria with 22, 17 and 14 staff members respectively, followed by Ethiopia and Zimbabwe with 12 staff members each, Democratic Republic of the Congo with 11 staff members, Cameroon with eight staff members, Côte d'Ivoire with seven staff members, Burkina Faso and France with six staff members each, Ghana and United States of America with five staff members each.

14. The following 13 countries outside the African Region had temporary professional staff members working in the Region: Austria, Bangladesh, Belgium, China, Germany, Haiti, Italy, Mexico, Nepal, Russian Federation and Sweden with one staff each; Brazil, Egypt, India, Ireland, Peru, Spain and United Kingdom with two staff members each; Australia with three staff members;

¹ Burkina Faso, Burundi, Cameroon, Congo, Democratic Republic of the Congo, Côte d'Ivoire, Ethiopia, Ghana, Kenya, Malawi, Nigeria, Rwanda, Senegal, South Africa, Togo, Uganda, Zambia and Zimbabwe.

² Algeria, Benin, Madagascar, Mali, Mauritius and Niger.

³ Angola, Botswana, Cabo Verde, Central African Republic, Chad, Comoros, Equatorial Guinea, Eritrea, Gabon, Guinea-Bissau, Lesotho, Liberia, Mauritania, Mozambique, Namibia, Sao Tome and Principe, Sierra Leone and Swaziland.

Canada and Pakistan with four staff each; United States of America with five staff and France with six staff members (Table 3c).

15. The distribution of long-term and temporary staff working for the Region by duty station is represented in Table 4.

STAFFING TRENDS FROM 2008 TO 2017

16. The total number of staff members working in the Region by category of appointment between 1 June 2008 and 1 April 2017 increased from 2493 to 2633. However, over the course of this period, there were periods of sharp increase and decrease in staffing depending on the prevailing situation. For example, from 2009 to 2013 there was a 16% decrease in overall staffing due to the financial constraints across the Organization, whereas from 2014 to 2017 there has been a sharp increase in staffing largely driven by the surge in staff required to respond to various emergency events across the Region as well as the filling up of positions under the Emergency Programme (Figure 1c).

POLIO RAMP DOWN STATUS

17. As the Global Polio Eradication Initiative (GPEI) draws closer to eradicating polio, it will substantially ramp down programmatically and financially in the coming years and cease to exist after global certification. One of the four objectives of the Polio Eradication and Endgame Strategic Plan 2013–2018 is legacy planning. In this light, WHO is in the process of developing a comprehensive strategic polio transition roadmap to be presented at the 142nd session of the Executive Board in January 2018.

18. In the meantime, the WHO Regional Office for Africa commenced the gradual ramp-down of GPEI within the Region this year, taking into account the GPEI projected budget ceilings, by year and by country. To date, 58 staff positions have been abolished, with additional posts to be abolished later this year in order to adhere to the 2018 GPEI budget ceiling in place.

19. This report was submitted to the Regional Committee for information.

Table 1a: Long-term and temporary staff members combined

| <i>Category</i> | <i>Long-term</i> | <i>Temporary</i> | <i>Total</i> |
|-----------------|---------------------|--------------------|----------------------|
| IPOs | 343 (16.0%) | 198 (40.5%) | 541 (20.5%) |
| NPOs | 621 (29.0%) | 49 (10.0%) | 670 (25.5 %) |
| GS | 1180 (55.0%) | 242 (49.5%) | 1422 (54.0%) |
| Total | 2144 (81.4%) | 489 (18.6%) | 2633 (100.0%) |

Table 1b: International Professional Officers with long-term appointments by grade

| <i>Staff/Grade</i> | <i>Total</i> | <i>%</i> |
|--------------------|--------------|--------------|
| UG | 1 | 0.3 |
| D.2 | 1 | 0.3 |
| D.1 | 19 | 5.5 |
| P.6 | 20 | 5.8 |
| P.5 | 86 | 25.1 |
| P.4 | 153 | 44.6 |
| P.3 | 41 | 12.0 |
| P.2 | 21 | 6.1 |
| P.1 | 1 | 0.3 |
| Total IPOs | 343 | 100.0 |

Table 2: Distribution of staff members by category, grade and gender as of 1 April 2017**(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 | | 1 | 12 | 9 | 11 | 30 | 44 | 109 | 21 | 65 | 4 | 16 | 6 | 13 | | 1 | 1 | | 99 | 28.9 | 244 | | |
| Temporary | | | 4 | 3 | 12 | 51 | 31 | 81 | | 14 | | 2 | | | | | | | 47 | 23.7 | 151 | 76.3 | 198 | 36.6 |
| Total | 0 | 1 | 16 | 12 | 23 | 81 | 75 | 190 | 21 | 79 | 4 | 18 | 6 | 13 | 0 | 1 | 1 | 0 | 146 | 27.0 | 395 | 73.0 | 541 | 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 | 5 | 18 | 42 | 140 | 133 | 275 | 3 | 5 | 183 | 29.5 | 438 | | |
| Temporary | 2 | 1 | 9 | 11 | 4 | 22 | | | 15 | 30.6 | 34 | 69.4 | 49 | 7.3 |
| Total | 7 | 19 | 51 | 151 | 137 | 297 | 3 | 5 | 198 | 29.6 | 472 | 70.4 | 670 | 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 | 5 | 12 | 7 | 399 | 15 | 86 | 57 | 55 | 126 | 50 | 127 | 95 | 69 | 77 | 406 | 34.4 | 774 | | |
| Temporary | | 1 | 2 | 142 | | 3 | 6 | 14 | 18 | 28 | 7 | 13 | 1 | 7 | 34 | 14.0 | 208 | 86.0 | 242 | 17.0 |
| Total | 5 | 13 | 9 | 541 | 15 | 89 | 63 | 69 | 144 | 78 | 134 | 108 | 70 | 84 | 440 | 30.9 | 982 | 69.1 | 1422 | 100.0 |

(d) Distribution of staff members at senior level from 2014 to 2017

| | Female | | | | | | | | Male | | | | | | | | Total | | | |
|--------------------|----------|-------------|-----------|-------------|-----------|-------------|-----------|-------------|-----------|-------------|-----------|-------------|-----------|-------------|-----------|-------------|-----------|-----------|-----------|-----------|
| | 2014 | | 2015 | | 2016 | | 2017 | | 2014 | | 2015 | | 2016 | | 2017 | | 2014 | 2015 | 2016 | 2017 |
| | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | % | n | n | n | n |
| P6 | 7 | 24.1 | 5 | 18.5 | 6 | 23.1 | 4 | 18.2 | 22 | 75.9 | 22 | 81.5 | 20 | 76.9 | 18 | 81.8 | 29 | 27 | 26 | 22 |
| D1 | 2 | 16.7 | 5 | 26.3 | 5 | 25.0 | 6 | 31.6 | 10 | 83.3 | 14 | 73.7 | 15 | 75.0 | 13 | 68.4 | 12 | 19 | 20 | 19 |
| D2 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 100.0 | 1 | 100.0 | 0 | 0 | 1 | 1 |
| UG1 | 0 | 0.0 | 1 | 100.0 | 1 | 100.0 | 1 | 100.0 | 1 | 100.0 | 0 | 0.0 | 0 | 0.0 | 0 | 0.0 | 1 | 1 | 1 | 1 |
| Grand Total | 9 | 21.4 | 11 | 23.4 | 12 | 25.5 | 11 | 25.6 | 33 | 78.6 | 36 | 76.6 | 36 | 74.5 | 32 | 74.4 | 42 | 47 | 47 | 43 |

Table 3a: Distribution of long-term IPOs staff in the African Region by nationality, grade and gender as of 1 April 2017

| 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 | |
| Angola | | 2 | | | 1 | | | 1 | | | | | | | | | 3 | 1 | 4 | |
| Belgium | | | | | 1 | | | | | | | | | | | | 0 | 1 | 1 | |
| Benin | | | 1 | | | | 2 | | 1 | | | | | | | | 0 | 4 | 4 | |
| Botswana | | | | | | | | | | | | | | | 1 | | 1 | 0 | 1 | |
| Burkina Faso | | 2 | | | 2 | 2 | 7 | | 3 | | 1 | | 1 | 1 | | | 4 | 15 | 19 | |
| Burundi | | 1 | | | | 1 | 2 | 3 | 1 | | 1 | | 1 | | | | 5 | 5 | 10 | |
| Cameroon, Republic of | | | | | 2 | 1 | 8 | | 1 | | 2 | | | | | | 1 | 13 | 14 | |
| Canada | | | | | | 1 | | | 1 | | | | | | | | 1 | 1 | 2 | |
| Cabo Verde | | | | | | | | 1 | | | | | 1 | | | | 2 | 0 | 2 | |
| Central African Republic | | | | | | | 2 | | | | | | | 1 | | | 0 | 3 | 3 | |
| Chad | | | | | | | 1 | | 1 | | | | | 1 | | | 0 | 3 | 3 | |
| China | | | | | | 1 | | | | | | | | | | | 1 | 0 | 1 | |
| Colombia | | | | | | | | | | | 1 | | | | | | 0 | 1 | 1 | |
| Comoros | | | | | | | | | | | 1 | | | | | | 0 | 1 | 1 | |
| Congo, Democratic Rep of | | | | | 1 | 1 | 4 | | 7 | | | | | | | | 1 | 12 | 13 | |
| Congo, Republic of the | | 1 | 3 | | 6 | | | | | | 1 | | | | | | 1 | 10 | 11 | |
| Côte d'Ivoire | | | | | | 2 | 2 | 1 | 2 | 1 | | | 1 | | | | 5 | 4 | 9 | |
| Egypt | | | | | 1 | | 1 | | | | | | | | | | 0 | 2 | 2 | |
| Equatorial Guinea | | | | | | | 1 | | | | | | | | | | 0 | 1 | 1 | |
| Eritrea | | | | 1 | | | 1 | | 1 | | | | | | | | 1 | 2 | 3 | |
| Ethiopia | | | | | | 3 | 5 | | 2 | | | | 1 | 1 | | | 4 | 8 | 12 | |
| France | | | | | | 2 | 4 | | | | | | | | | | 2 | 4 | 6 | |
| Gabon | | | | 1 | | | | | 2 | | | | | | | | 1 | 2 | 3 | |
| Gambia | | | | | | | 6 | | 2 | | | | | | | | 0 | 8 | 8 | |
| Germany | | | | 1 | | | | 1 | | | 1 | | | | | | 2 | 1 | 3 | |
| Ghana | | | | | | 4 | 3 | 1 | 4 | | | | | 1 | | | 5 | 8 | 13 | |
| Guinea | | | 2 | | | | 3 | 1 | | | | | | | | | 1 | 5 | 6 | |
| Guinea-Bissau | | | | | | 1 | | | | | | | 1 | | | | 2 | 0 | 2 | |
| India | | | | | 1 | 2 | 1 | | | | | | | | | | 2 | 2 | 4 | |
| Italy | | | | | | 2 | | | | | | | | | | | 2 | 0 | 2 | |
| Japan | | | | | | | | | | | 1 | | | | | | 0 | 1 | 1 | |
| Kenya | | | 1 | 1 | 1 | 2 | 3 | 2 | 3 | | | | | | | | 5 | 8 | 13 | |
| Lesotho | | | | | | | 1 | | | | | | | | | | 0 | 1 | 1 | |
| Liberia | | | 1 | | | | | | | | | | | | | | 0 | 1 | 1 | |
| Madagascar | | | | 2 | | 3 | 1 | 1 | | | | | | | | | 6 | 1 | 7 | |
| Malawi | | | | | | | 3 | | 2 | | 2 | | | | | | 0 | 7 | 7 | |
| Mali | | | | | 1 | | 3 | | 1 | | 1 | | | | | | 0 | 6 | 6 | |
| Mauritania | | | | | | | 1 | | 1 | | | | | | | | 0 | 2 | 2 | |
| Morocco | | | | | | | | | | | 1 | | | | | | 1 | 0 | 1 | |
| Mozambique | | | | | | | 1 | | | | | | | | | | 0 | 1 | 1 | |
| Namibia | | | | | | 1 | | | | | | | | | | | 1 | 0 | 1 | |
| New Zealand | | | | 1 | | | | | | | | | | | | | 1 | 0 | 1 | |
| Nicaragua | | | | | | | | | 1 | | | | | | | | 0 | 1 | 1 | |
| Niger | | | | 1 | | | 2 | | 1 | | 1 | | | | | | 1 | 4 | 5 | |
| Nigeria | | | | | | 1 | 7 | | 4 | | 1 | | 1 | | | | 1 | 13 | 14 | |
| Peru | | | | | | | 1 | | | | | | | | | | 0 | 1 | 1 | |
| Philippines | | | | | 2 | | | | | | | | | | | | 0 | 2 | 2 | |
| Rwanda | | | | 1 | 2 | 1 | 2 | | 6 | | | | | | | | 2 | 10 | 12 | |
| Sao Tome and Principe | | | | | | | | | 1 | | | | | | | | 0 | 1 | 1 | |
| Senegal | | 1 | | | | 3 | 4 | | 1 | 1 | | | 1 | | | | 5 | 6 | 11 | |
| Sierra Leone | | | | 1 | | | | | | | | | | | | | 1 | 0 | 1 | |

| 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 | | |
| South Africa | | | | | | 1 | | 1 | 1 | | 1 | | | | | | 2 | 2 | 4 | | |
| Spain | | | | | | | | 1 | | | | | | | | | 1 | 0 | 1 | | |
| Sudan | | | | | 1 | | 3 | | | | | | | | | | 0 | 4 | 4 | | |
| Swaziland | | 1 | | | | | | | 1 | | | | | | | | 1 | 1 | 2 | | |
| Sweden | | | | | | | | | | | | | 1 | | | | 0 | 1 | 1 | | |
| Tanzania, United Republic | | 1 | | 1 | | | 2 | 1 | | | | 1 | | | | | 4 | 2 | 6 | | |
| Togo | | | | | 2 | 2 | 4 | | 2 | | | | | | | | 2 | 8 | 10 | | |
| Trinidad and Tobago | | | | | | | | | | | | | 1 | | | | 0 | 1 | 1 | | |
| Uganda | | | | | 1 | 3 | 7 | 5 | 5 | | | | 2 | | | | 8 | 15 | 23 | | |
| Ukraine | | | | | | | 1 | | | | | | | | | | 0 | 1 | 1 | | |
| United Kingdom | | | | | | | 1 | 1 | 2 | 1 | | | | | | | 2 | 3 | 5 | | |
| United States of America | | | | | 1 | 1 | 3 | | 3 | | | | | | | | 1 | 7 | 8 | | |
| Zambia | | | | | | 2 | 4 | | | | | | 1 | | | | 2 | 5 | 7 | | |
| Zimbabwe | | 3 | 1 | | 4 | 1 | 2 | | 2 | | 1 | 1 | | | | | 5 | 11 | 16 | | |
| Total in African Region | 1 | 12 | 9 | 11 | 30 | 44 | 109 | 21 | 65 | 4 | 16 | 6 | 13 | 1 | 1 | 9 | 24 | 343 | | | |

Table 3b: Geographical distribution of long-term IPOs staff from countries of the African Region as of 1 April 2017

| NATIONALITY | Staff in AFRO | RANGE | | STATUS | TOTAL STAFF | STAFF HQ/ Other R.O.s | STAFF AFRO |
|--------------------------|---------------|-------|----|-----------------|-------------|--------------------------|------------|
| | | FROM | TO | | | | |
| Algeria | B2 | 1 | 9 | within range | 5 | 5 | 0 |
| Angola | B1 | 1 | 8 | within range | 4 | 0 | 4 |
| Benin | B2 | 1 | 8 | within range | 5 | 1 | 4 |
| Botswana | B1 | 1 | 8 | within range | 1 | 0 | 1 |
| Burkina Faso | C | 1 | 8 | overrepresented | 20 | 1 | 19 |
| Burundi | C | 1 | 8 | overrepresented | 10 | 0 | 10 |
| Cameroon, Republic of | C | 1 | 8 | overrepresented | 14 | 0 | 14 |
| Cabo Verde | B1 | 1 | 8 | within range | 2 | 0 | 2 |
| Central African Republic | B1 | 1 | 8 | within range | 3 | 0 | 3 |
| Chad | B1 | 1 | 8 | within range | 3 | 0 | 3 |
| Comoros | B1 | 1 | 8 | within range | 1 | 0 | 1 |
| DRC | C | 1 | 8 | overrepresented | 14 | 1 | 13 |
| Congo, Republic of the | C | 1 | 8 | overrepresented | 11 | 0 | 11 |
| Côte d'Ivoire | C | 1 | 8 | overrepresented | 10 | 1 | 9 |
| Equatorial Guinea | B1 | 1 | 8 | within range | 1 | 0 | 1 |
| Eritrea | B1 | 1 | 8 | within range | 4 | 1 | 3 |
| Ethiopia | C | 1 | 8 | overrepresented | 26 | 14 | 12 |
| Gabon | B1 | 1 | 8 | within range | 3 | 0 | 3 |
| Gambia | B2* | 1 | 8 | top of range | 8 | 0 | 8 |
| Ghana | C | 1 | 8 | overrepresented | 19 | 6 | 13 |
| Guinea | B2* | 1 | 8 | top of range | 8 | 2 | 6 |
| Guinea-Bissau | B1 | 1 | 8 | within range | 2 | 0 | 2 |
| Kenya | C | 1 | 8 | overrepresented | 23 | 10 | 13 |
| Lesotho | B1 | 1 | 8 | within range | 1 | 0 | 1 |
| Liberia | B1 | 1 | 8 | within range | 1 | 0 | 1 |
| Madagascar | B2 | 1 | 8 | within range | 7 | 0 | 7 |
| Malawi | C | 1 | 8 | overrepresented | 9 | 2 | 7 |
| Mali | B2 | 1 | 8 | within range | 7 | 1 | 6 |
| Mauritania | B1 | 1 | 8 | within range | 3 | 1 | 2 |
| Mauritius | B2 | 1 | 8 | within range | 5 | 5 | 0 |
| Mozambique | B1 | 1 | 8 | within range | 1 | 0 | 1 |
| Namibia | B1 | 1 | 8 | within range | 2 | 1 | 1 |
| Niger | B2 | 1 | 8 | within range | 6 | 1 | 5 |
| Nigeria | C | 1 | 8 | overrepresented | 21 | 7 | 14 |
| Rwanda | C | 1 | 8 | overrepresented | 15 | 3 | 12 |
| Sao Tome and Principe | B1 | 1 | 8 | within range | 1 | 0 | 1 |
| Senegal | C | 1 | 8 | overrepresented | 16 | 5 | 11 |
| Seychelles | A* | 1 | 8 | unrepresented | 0 | 0 | 0 |
| Sierra Leone | B1 | 1 | 8 | within range | 3 | 2 | 1 |
| South Africa | C | 4 | 11 | overrepresented | 13 | 9 | 4 |
| South Sudan | A* | 1 | 8 | unrepresented | 0 | 0 | 0 |
| Swaziland | B1 | 1 | 8 | within range | 2 | 0 | 2 |
| Tanzania | B2* | 1 | 8 | top of range | 8 | 2 | 6 |
| Togo | C | 1 | 8 | overrepresented | 11 | 1 | 10 |
| Uganda | C | 1 | 8 | overrepresented | 31 | 8 | 23 |
| Zambia | C | 1 | 8 | overrepresented | 11 | 4 | 7 |
| Zimbabwe | C | 1 | 8 | overrepresented | 18 | 2 | 16 |
| | | | | | 389 | 96 | 293 |

A* Unrepresented Countries

A Underrepresented Countries

B1 Countries within their range but below midpoint

B2 Countries at or above midpoint of range

B2* Countries at the maximum of their range

C Countries above the maximum of their range

Table 3c: Distribution of temporary IPOs staff in the African Region by nationality, grade and gender as of 1 April 2017

| Country of Nationality | P2 | | P3 | | P4 | | P5 | | P6 | | Total | | |
|--------------------------------|----------|----------|-----------|-----------|-----------|-----------|----------|-----------|----------|----------|----------|-----------|------------|
| | F | M | F | M | F | M | F | M | F | M | F | M | All |
| Angola | | | | | | | | 1 | | | 0 | 1 | 1 |
| Australia | | | 1 | | 1 | | | 1 | | | 2 | 1 | 3 |
| Austria | | | | | | 1 | | | | | 0 | 1 | 1 |
| Bangladesh | | 1 | | | | | | | | | 0 | 1 | 1 |
| Belgium | | | | 1 | | | | | | | 0 | 1 | 1 |
| Benin | | | | | | 2 | | | | | 0 | 2 | 2 |
| Botswana | | | | 1 | | | | | | | 0 | 1 | 1 |
| Brazil | | | | | 2 | | | | | | 2 | 0 | 2 |
| Burkina Faso | | | | 3 | 1 | | 2 | | | | 0 | 6 | 6 |
| Burundi | 1 | | | | 1 | | | | | | 2 | 0 | 2 |
| Cameroon, Republic of | | | 2 | 1 | | 4 | | | 1 | | 2 | 6 | 8 |
| Canada | 1 | | | | 1 | 2 | | | | | 2 | 2 | 4 |
| Chad | | | | 1 | | 1 | | | | | 0 | 2 | 2 |
| China | | | | | | 1 | | | | | 0 | 1 | 1 |
| Congo, Democratic Rep of | | | | 3 | 1 | 6 | | 1 | | | 1 | 10 | 11 |
| Congo, Republic of the | | | 2 | 1 | | 1 | | | | | 2 | 2 | 4 |
| Côte d'Ivoire | 1 | | | 2 | 1 | 3 | | | | | 2 | 5 | 7 |
| Egypt | | | | | | 2 | | | | | 0 | 2 | 2 |
| Eritrea | 1 | | | | | | | | | | 1 | 0 | 1 |
| Ethiopia | | | | 5 | 1 | 5 | | 1 | | | 1 | 11 | 12 |
| France | | | | | 3 | 2 | | 1 | | | 3 | 3 | 6 |
| Gambia | | | | | | | | | 1 | | 0 | 1 | 1 |
| Germany | | | | | | | | 1 | | | 0 | 1 | 1 |
| Ghana | | | | | | 5 | | | | | 0 | 5 | 5 |
| Guinea | | | 1 | | | | | | | | 1 | 0 | 1 |
| Haiti | | | | | 1 | 1 | | | | | 1 | 0 | 1 |
| India | | | | | 1 | 1 | | | | | 1 | 1 | 2 |
| Ireland | | | | | | 2 | | | | | 0 | 2 | 2 |
| Italy | | | | 1 | | | | | | | 0 | 1 | 1 |
| Kenya | | | 1 | 6 | 4 | 5 | | 1 | | | 5 | 12 | 17 |
| Lesotho | | | | | | 1 | | | | | 0 | 1 | 1 |
| Liberia | | 1 | | | | | | | | | 0 | 1 | 1 |
| Malawi | | | | 1 | | | | | | | 0 | 1 | 1 |
| Mali | | | | | 1 | | | | | | 1 | 0 | 1 |
| Mauritania | | | | | | 3 | | | | | 0 | 3 | 3 |
| Mexico | | | | | | 1 | | | | | 0 | 1 | 1 |
| Namibia | | | | | 1 | | | | | | 1 | 0 | 1 |
| Nepal | | | | 1 | | | | | | | 0 | 1 | 1 |
| Niger | | | | 1 | 1 | 1 | | | | | 1 | 1 | 2 |
| Nigeria | | | 4 | 3 | 6 | | 1 | | | | 3 | 11 | 14 |
| Pakistan | | | | 1 | 1 | 2 | | | | | 1 | 3 | 4 |
| Peru | | | | | | 2 | | | | | 0 | 2 | 2 |
| Russian Federation | | | | | | 1 | | | | | 0 | 1 | 1 |
| Rwanda | | | | 1 | | 1 | | | | | 0 | 2 | 2 |
| Senegal | | | | | | 3 | | | | | 0 | 3 | 3 |
| Sierra Leone | | | | | | | | 1 | | | 0 | 1 | 1 |
| Spain | | | | 1 | 1 | | | | | | 1 | 1 | 2 |
| Swaziland | | | | 1 | | | | | | | 0 | 1 | 1 |
| Sweden | | | | | | 1 | | | | | 0 | 1 | 1 |
| Tanzania, United Republic | | | | 1 | | 2 | | | | | 0 | 3 | 3 |
| Togo | | | | 1 | | | | 1 | | | 0 | 2 | 2 |
| Uganda | | | 1 | 8 | 3 | 9 | | 1 | | | 4 | 18 | 22 |
| United Kingdom | | | 1 | | | 1 | | | | | 1 | 1 | 2 |
| United States of America | | | | 3 | 1 | 1 | | | | | 1 | 4 | 5 |
| Zimbabwe | | 1 | 3 | 3 | 2 | 2 | | 1 | | | 5 | 7 | 12 |
| Total in African Region | 4 | 3 | 12 | 51 | 31 | 81 | 0 | 14 | 0 | 2 | 4 | 15 | 198 |

Table 4: Distribution of long-term and temporary staff by duty station (as of 1 April 2017)

| Duty Station | Long-Term | | | Temporary | | | All Staff |
|---------------|-----------|-----|-----|-----------|-----|-----|-----------|
| | GS | NPO | IPO | GS | NPO | IPO | |
| Abeche | 1 | | | | | 1 | 2 |
| Abidjan | 18 | 11 | 2 | 2 | | 1 | 34 |
| Abuja | 82 | 39 | 14 | 4 | 8 | 6 | 153 |
| Accra | 17 | 11 | 1 | | 1 | 1 | 31 |
| Addis Ababa | 70 | 70 | 8 | 2 | 1 | 1 | 152 |
| Algiers | 6 | 7 | 2 | | | | 15 |
| Antananarivo | 12 | 8 | 2 | | | | 22 |
| Asmara | 13 | 6 | 1 | | | | 20 |
| Bamako | 14 | 9 | 2 | | | 2 | 27 |
| Bangui | 13 | 8 | 6 | 8 | 2 | 3 | 40 |
| Banjul | 10 | 5 | | 1 | 1 | 1 | 18 |
| Bauchi | 13 | 10 | 2 | 2 | | | 27 |
| Benguela | 2 | 2 | | | | | 4 |
| Benin City | 2 | 2 | | 1 | | | 5 |
| Bentiu | | 1 | | | | 1 | 2 |
| Bissau | 6 | 3 | 1 | 1 | | 2 | 13 |
| Bor | | 1 | | | | | 1 |
| Brazzaville | 206 | 24 | 130 | 40 | 2 | 35 | 437 |
| Bujumbura | 12 | 7 | 1 | | | 1 | 21 |
| Bukavu | 4 | 3 | | | | | 7 |
| Conakry | 17 | 10 | 2 | 29 | | 5 | 63 |
| Cotonou | 13 | 9 | 1 | 1 | 1 | 1 | 26 |
| Dakar | 12 | 9 | 3 | | | 1 | 25 |
| Damaturu | 3 | 2 | | 1 | | | 6 |
| Dar-es-Salaam | 19 | 16 | 2 | 1 | | 4 | 42 |
| Diffa | 1 | | | | 1 | | 2 |
| Entebbe | 3 | | | | | | 3 |
| Enugu | 10 | 9 | | 3 | | | 22 |
| Freetown | 16 | 7 | 6 | 25 | 5 | 31 | 90 |
| Gaborone | 7 | 6 | 1 | | | | 14 |
| Garissa | 1 | 1 | | | | | 2 |
| Goma | 4 | 1 | | | | | 5 |
| Harare | 46 | 11 | 29 | 4 | 5 | 7 | 102 |
| Ibadan | 15 | 9 | | 4 | | | 28 |
| Jijiga | 2 | | | | | | 2 |
| Jos | 3 | 3 | | | | | 6 |
| Juba | 8 | 12 | 9 | 4 | | 7 | 40 |
| Kaduna | 6 | 3 | | 1 | | | 10 |
| Kampala | 19 | 15 | 3 | 1 | 2 | 3 | 43 |
| Kano | 13 | 8 | 2 | 2 | | | 25 |
| Kigali | 12 | 12 | 3 | | | | 27 |
| Kigoma | | | | 1 | | | 1 |
| Kinshasa | 53 | 33 | 5 | 1 | | 2 | 94 |
| Kisangani | | 3 | | | | | 3 |
| Kuajok | | | | | | 1 | 1 |

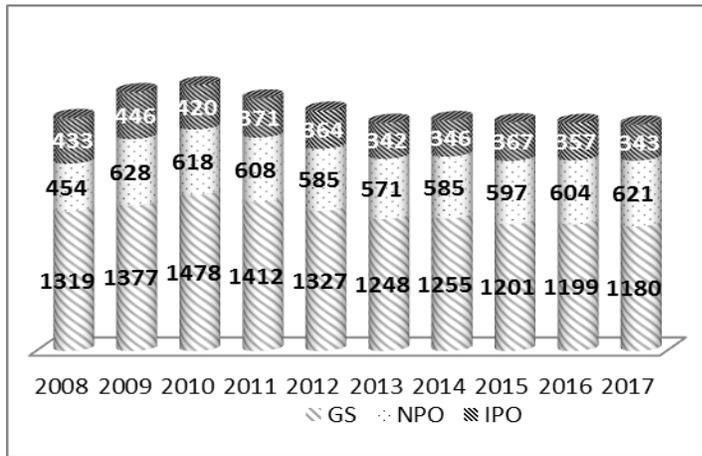
| Duty Station | Long-Term | | | Temporary | | | All Staff |
|--------------------|-------------|------------|------------|------------|-----------|------------|-------------|
| | GS | NPO | IPO | GS | NPO | IPO | |
| Lagos | 13 | 8 | | 3 | | | 24 |
| Libreville | 22 | 7 | 20 | | 1 | 4 | 54 |
| Lilongwe | 12 | 12 | 2 | | | | 26 |
| Lome | 13 | 5 | 1 | | | 1 | 20 |
| Luanda | 50 | 21 | 7 | | | 6 | 84 |
| Lubumbashi | | 2 | | | | | 2 |
| Lusaka | 12 | 12 | 1 | 3 | 4 | 1 | 33 |
| Magburaka | | | | 22 | | 22 | 44 |
| Maiduguri | 7 | 2 | 2 | 4 | 4 | 13 | 32 |
| Malabo | 5 | 3 | | 2 | 1 | | 11 |
| Malakal | | 1 | | | | | 1 |
| Maputo | 12 | 10 | 2 | | 1 | | 25 |
| Maradi | 1 | | 1 | | | | 2 |
| Maroua | | | | 2 | 2 | | 4 |
| Maseru | 9 | 4 | 2 | | | | 15 |
| Mbabane | 10 | 5 | 1 | | | 1 | 17 |
| Mbandaka | | 1 | | | | | 1 |
| Mbuji Mayi | 1 | 1 | | | | | 2 |
| Minna | 12 | 7 | 1 | 1 | | 1 | 22 |
| Mongo | | | | | | 1 | 1 |
| Monrovia | 15 | 5 | 4 | 53 | 2 | 4 | 83 |
| Moroni | 10 | 5 | 1 | | | | 16 |
| Moundou | | | | | | 1 | 1 |
| Moxico | | 1 | | | | | 1 |
| Nairobi | 25 | 18 | 7 | | | 1 | 51 |
| N'Djamena | 32 | 10 | 7 | | | 6 | 55 |
| N'Dola | | 1 | | | | | 1 |
| Niamey | 16 | 9 | 4 | 2 | 3 | 2 | 36 |
| Nouakchott | 11 | 7 | 1 | | | 2 | 21 |
| Ouagadougou | 36 | 13 | 26 | 2 | 1 | 10 | 88 |
| Ouidah | | | | | | 1 | 1 |
| Port Harcourt | 6 | 6 | 1 | 1 | | | 14 |
| Port Louis | 6 | 1 | 1 | | | | 8 |
| Praia | 5 | 3 | 1 | | | | 9 |
| Pretoria | 14 | 7 | 5 | 5 | | | 31 |
| Sao Tome | 5 | 4 | | | | | 9 |
| Sokoto | 7 | 5 | | 3 | 1 | 1 | 17 |
| Torit | | 1 | | | | 1 | 2 |
| Victoria | 3 | 2 | | | | | 5 |
| Wau | | 1 | | | | | 1 |
| Windhoek | 11 | 3 | 4 | | | | 18 |
| Yambio | | | | | | 1 | 1 |
| Yaounde | 13 | 12 | 2 | | | 1 | 28 |
| Zanzibar | 2 | | 1 | | | | 3 |
| Grand Total | 1180 | 621 | 343 | 242 | 49 | 198 | 2633 |

Table 5: Progress report on appointments from 2008 to 2017

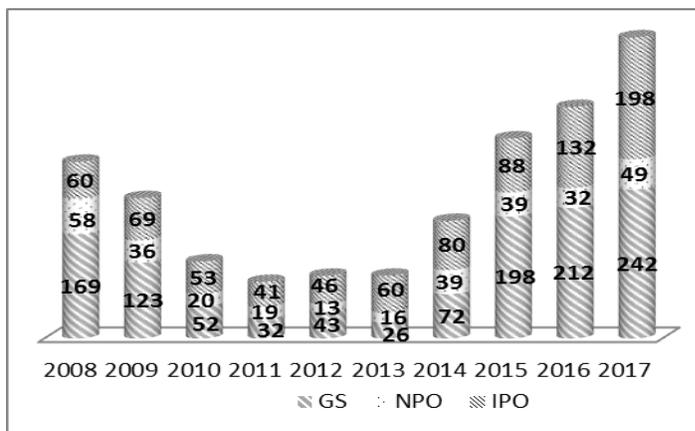
| | | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 |
|-------------------------------|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| GS | TA | 169 | 123 | 52 | 32 | 43 | 26 | 72 | 198 | 236 | 242 |
| | FT | 1319 | 1377 | 1478 | 1412 | 1327 | 1248 | 1255 | 1201 | 1131 | 1180 |
| NPO | TA | 58 | 36 | 20 | 19 | 13 | 16 | 39 | 39 | 47 | 49 |
| | FT | 454 | 628 | 618 | 608 | 585 | 571 | 585 | 597 | 603 | 621 |
| IPO | TA | 60 | 69 | 53 | 41 | 46 | 60 | 80 | 88 | 187 | 198 |
| | FT | 433 | 446 | 420 | 371 | 364 | 342 | 346 | 367 | 329 | 343 |
| Total | | 2493 | 2679 | 2641 | 2483 | 2378 | 2263 | 2377 | 2490 | 2536 | 2633 |
| Comparison⁴ | | 0% | +7% | -1% | -6% | -4% | -5% | +5% | +5% | +2% | +4% |

Figure 1: Staffing trends from 2008 to 2017

(a) Staff on long-term appointment

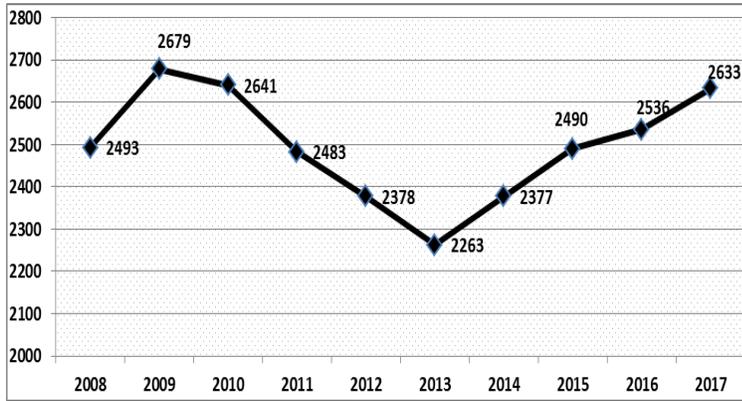


(b) Staff on temporary appointment



⁴ Each year is compared to the previous one

(c) Staffing by year (2008-2017)



(d) Staffing by category (2008-2017)

