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Agenda item 18.6

**REPORT ON WHO STAFF IN THE AFRICAN REGION**

**Information Document**

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## ABBREVIATIONS

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
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
TA	Temporary Appointment
UG	Ungraded
UNV	United Nations Volunteers
WCO	WHO Country Office

## INTRODUCTION

1. The human resources (HR) component of the Transformation Agenda<sup>1</sup> continues to be the focus in ensuring that the World Health Organization (WHO) has a workforce that is fit for purpose and that its staffing is realigned with identified programmatic priorities and needs at all levels. The purpose of this document is to provide Member States with information pertaining to WHO staff working in the African Region as at 1 March 2020. It also gives details on the overall staffing situation by category, grade, gender, geographical representation, nationality and duty station.

2. 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 appointment.

## APPOINTMENT CATEGORIES

3. During the reporting period (from 1 March 2019 to 1 March 2020), there were 2478 staff members in the African Region, 557 International Professional Officers (IPOs), 654 National Professional Officers (NPOs) and 1267 General Service (GS) staff. Of the 2478 staff members, 2059 were on long-term appointment and 419 on temporary appointment. Of the 2059 staff members on long-term appointment, 395 (19.2%) were IPOs, 560 (27.2%) were NPOs and 1104 (53.6%) were GS staff. Of the 419 staff members on temporary appointment, 162 (38.7%) were IPOs, 94 (22.4%) were NPOs and 163 (38.9%) were GS staff (Table 1a).

4. Among the IPOs on long-term appointment, the highest concentration was at the P4 grade level with 180 (45.6%), followed by the P5 grade level with 86 (21.8%), the P3 grade level with 64 (16.2%), the P2 grade level with 30 (7.6%), the D1 grade level with 22 (5.6%), the P6 grade level with 8 (2%), the D2 and P1 grade levels with 2 (0.5%) each, and the ungraded level with 1 (0.3%) (Table 1b).

5. Among the IPOs on temporary appointment, the highest concentration was at the P4 grade level with 106 (65.4%), followed by the P3 grade level with 41 (25.3%), the P5 grade level with 8 (4.9%), the P2 grade level with 6 (3.7%), and the P6 grade level with 1 (0.6%) (Table 1c).

## CATEGORY, GRADE AND GENDER DISTRIBUTION

6. The distribution of staff members by category, grade and gender is presented in Table 2. Among the 557 IPOs, 395 (70.9%) were on long-term appointment and 162 (29.1%) on temporary appointment. Their distribution by gender was 393 (70.6%) male and 164 (29.4%) female. Of the 395 IPOs on long-term appointment, 264 (66.8%) were male and 131 (33.2%) were female. Of the 162 IPOs on temporary appointment, 129 (79.6%) were male and 33 (20.4%) were female (Table 2a).

7. Among the 654 NPOs, 560 (85.6%) were on long-term appointment and 94 (14.4%) held temporary appointments. Their distribution by gender was 458 (70.0%) male and 196 (30.0%) female. Of the 560 NPOs on long-term appointment, 385 (68.7%) were male and 175 (31.3%) female. Of the 94 NPOs on temporary appointment, 73 (77.7%) were male and 21 (22.3%) were female (Table 2b).

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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

8. Of the 1267 GS staff, 1104 (87.1%) were on long-term appointment and 163 (12.9%) held temporary appointments. The distribution by gender was 713 (64.6%) male and 391 (35.4%) female for those on long-term appointment and 133 (81.6%) male and 30 (18.4%) female for those on temporary appointment (Table 2c).

9. Although the gap between male and female distribution remains significant at all levels, WHO in the African Region has made progress in increasing female representation over the last four years. The overall trend has steadily increased from 29.5% in 2016 to 29.8% in 2017, 31.0% in 2018 and 31.5% in 2019 (Table 2e), albeit with variations 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, before surging to 29.1% in 2018 and 29.4% in 2020. For the NPO category, female representation decreased steadily from 30.7% in 2015 to 29.9% in 2016, then 29.6% in 2017 and 28.6% in 2018, but increased again to 29.8% in 2019 and 30.0% in 2020. The decrease among NPO staff is usually associated with the increase in IPOs as staff move from the NPO to the IPO category. In the GS category, female representation declined from 31% in 2015 to 30.4% in 2016, increased to 30.9% in 2017, then 33.1% in 2018 and 33.4% in 2019, before dropping again to 33.2% in 2020 (Table 2f).

10. The trend of total female representation at senior level, namely at P6/D1, D2 and UG1, has progressively increased from 23.4% in 2015 to 25.5% in 2016, 25.6% in 2017 and 27.5% in 2018 (Table 2d). Although the female representation at senior level decreased to 24.3% in 2019 due to the departure of one D1 female staff member, WHO in the African Region remains strongly committed to achieving gender parity, particularly in the senior professional and higher categories. 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 that the shortlist for all advertised positions include at least one qualified female candidate, failing which the hiring manager must provide a sound written justification or the vacancy notice is re-advertised. Furthermore, the African Region has launched various programmes to improve the gender balance including the Leadership Pathways Programme for senior managers, the mentorship programme, as well as the United Nations Volunteers (UNV) partnership, career counselling for women and the gender parity taskforce.

## GEOGRAPHICAL DISTRIBUTION

11. Member States with the highest representation were Uganda with 30 staff members, Kenya with 24 staff members, Cameroon and the Democratic Republic of the Congo with 22 staff members each, Burkina Faso with 21 staff members, Nigeria with 19 staff members and Zimbabwe with 16 staff members (Table 3a). Twenty-six Member States<sup>2</sup> outside the African Region had nationals working in the Region as IPOs on long-term appointments (Table 3a).

12. An analysis of the geographical distribution of long-term professional staff from the 47 Member States of WHO in the African Region shows that 18 Member States were over-represented (category C).<sup>3</sup> Two Member States, namely Benin and Guinea, were at the maximum of their range (category B2\*). Nine Member States were within their range but above the mid-

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<sup>2</sup> China, Colombia, Denmark, Haiti, Ireland, Italy, Nepal, Peru, Portugal, Russian Federation, Thailand, Ukraine and Yemen with one staff member each; Australia, Belgium, Japan, Pakistan, Philippines, Spain and Sudan with two staff members each; Germany and India with three staff members each; France with five staff members; United Kingdom with six staff members; Canada with seven staff members, United States of America with ten staff members.

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

point (category B2).<sup>4</sup> Sixteen Member States were within their range but below the mid-point (category B1);<sup>5</sup> and two others, Cabo Verde and Seychelles, were unrepresented (category A\*) (Table 3c). WHO in the African region is strongly committed to reach equitable geographical representation of all Member States through outreach initiatives and scrutiny of the selection process.

13. 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, Ethiopia had the highest representation with 15 staff members; followed by Nigeria with 12 staff members; Kenya and Zimbabwe with 11 staff members each; Burkina Faso with 10 staff members; the Democratic Republic of the Congo with nine staff members; and Cameroon with eight staff members.

14. Furthermore, Table 3b indicates that 14 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 (2010–2020)**

15. Figure 1 presents the staffing trend from 2010 to 1 March 2020. Over the course of this period, the total number of staff members working in the Region, across all appointment categories, varied from 2641 to 2478. However, over this timeline, there have been periods of sharp increase or decrease in staffing due to various prevailing situations. For example, from 2010 to 2013, there was a 14% decrease in overall staffing due to the financial constraints across 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, staff 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, staff numbers increased by 3% due to the Ebola outbreak in the Democratic Republic of the Congo.

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

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

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

<sup>6</sup> Austria, Brazil, Canada, Egypt, France, Haiti, India, Lebanon, the Netherlands, Pakistan, Peru, Sudan, the United Kingdom and the United States of America

**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	395 (19.2%)	162 (38.7%)	557 (22.5%)
NPOs	560 (27.2%)	94 (22.4%)	654 (26.4%)
GS	1104 (53.6%)	163 (38.9%)	1267 (51.1%)
<b>Total</b>	<b>2059 (100%)</b>	<b>419 (100%)</b>	<b>2478 (100%)</b>

**(b) I  
nterna  
tional  
Profes  
sional****Officers on long-term appointments by grade**

Staff/Grade	Total	%
UG1	1	0.3%
D2	2	0.5%
D1	22	5.6%
P6	8	2.0%
P5	86	21.8%
P4	180	45.6%
P3	64	16.2%
P2	30	7.6%
P1	2	0.5%
<b>Total IPOs</b>	<b>395</b>	<b>100.0%</b>

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

Staff/Grade	Total	%
P6	1	0.6%
P5	8	4.9%
P4	106	65.4%
P3	41	25.3%
P2	6	3.7%
<b>Total IPOs</b>	<b>162</b>	<b>100.0%</b>

**Table 2: Distribution of staff members by 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	19	11	20	44	55	125	28	58	1	7	6	16	0	2	1	0	<b>131</b>	33.2	<b>264</b>		
<b>Temporary</b>			2	4	8	33	22	84	1	7		1				0	0	0	<b>33</b>	20.4	<b>129</b>	79.6	<b>162</b>	29.1
<b>Total</b>	<b>1</b>	<b>1</b>	<b>21</b>	<b>15</b>	<b>28</b>	<b>77</b>	<b>77</b>	<b>209</b>	<b>29</b>	<b>65</b>	<b>1</b>	<b>8</b>	<b>6</b>	<b>16</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>164</b>	29.4	<b>393</b>	70.6	<b>557</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	%		
	<b>Long-term</b>	6	16	47	115	120	251	2	3	<b>175</b>	31.3	<b>385</b>		
<b>Temporary</b>	1	5	10	30	10	38			<b>21</b>	22.3	<b>73</b>	77.7	<b>94</b>	14.4
<b>Total</b>	<b>7</b>	<b>21</b>	<b>57</b>	<b>145</b>	<b>130</b>	<b>289</b>	<b>2</b>	<b>3</b>	<b>196</b>	30.0	<b>458</b>	70.0	<b>654</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>391</b>	35.4	<b>713</b>		
<b>Temporary</b>		1	1	74	1	1	5	24	12	13	9	15	2	5	<b>30</b>	18.4	<b>133</b>	81.6	<b>163</b>	12.9
<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>421</b>	33.2	<b>846</b>	66.8	<b>1267</b>	100.0

**(d) Comparison of 2015, 2016, 2017, 2018 and 2019 staff members at senior level**

	Female										Male										Total				
	2015		2016		2017		2018		2019		2015		2016		2017		2018		2019		2015	2016	2017	2018	2019
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	n	n	n	n
<b>P6</b>	5	18.5	6	23.1	4	18.2	3	25.0	2	20.0	22	81.5	20	76.9	18	81.8	9	75.0	8	80.0	27	26	22	12	10
<b>D1</b>	5	26.3	5	25.0	6	31.6	7	26.9	6	24.0	14	73.7	15	75.0	13	68.4	19	73.1	19	76.0	19	20	19	26	25
<b>D2</b>	0	0.0	0	0.0	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	0	1	1
<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	0	0.0	1	1	1
<b>Total</b>	<b>11</b>	<b>23.4</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>36</b>	<b>76.6</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>47</b>	<b>48</b>	<b>43</b>	<b>40</b>	<b>37</b>

**(e) Comparison of males and females from 2015 to 2020**

	2015	2016	2017	2018	2019	2020
<b>Female</b>	743	747	784	769	755	781
<b>Male</b>	1747	1789	1849	1708	1643	1697
<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>Total</b>	2490	2536	2633	2477	2398	2478

**(f) Progress of percentage of long-term and temporary female staff by category from 2015 to 2020**

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

**(g) Progress of percentage of long-term female staff by category from 2015 to 2020**

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

**Table 3: Distribution of IPO staff by nationality, grade and gender****(a) Distribution of long-term IPO 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		2
Belgium						1			1								1	1	2
Benin				1			1	2		1							1	4	5
Botswana																1	1		1
Burkina Faso			2		1	2	2	8		3			2	1			5	16	21
Burundi			2				2	2	3	1			1				7	4	11
Cameroon, Republic of			1	1		4	2	11	1	1			1				4	18	22
Canada			2		2	1			1	1							5	2	7
Central African								2										2	2
Chad						1		2		1								4	4
China								1										1	1
Colombia														1				1	1
Comoros											1							1	1
Congo, Democratic Rep						2	1	10		9							1	21	22
Congo, Republic of the			2	3	1	7		1			1						3	12	15
Côte d'Ivoire							1	4		1		1	2	1			3	7	10
Denmark						1												1	1
Equatorial Guinea								1										1	1
Eritrea			1	1	1			1		1							2	3	5
Eswatini			1							1							1	1	2
Ethiopia							2	5		3			1	1			3	9	12
France							2	2		1							2	3	5
Gabon					1					2							1	2	3
Gambia								3		2								5	5
Germany					1						1		1				1	2	3
Ghana					1		3	4	1	2							5	6	11
Guinea				1	3			2	1	1							4	4	8
Guinea-Bissau							1						1				2		2
Haiti							1										1		1
India						2		1										3	3
Ireland							1										1		1
Italy							1										1		1
Japan							1				1						1	1	2
Kenya				1	3	2	4	6	4	4							11	13	24
Lesotho								1										1	1
Liberia				1		1												2	2
Madagascar							3	1	1								4	1	5

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		1		1				6	6
Mali						1		4						1				6	6
Mauritania						1		1										2	2
Mozambique							1	1									1	1	2
Nepal								1										1	1
Niger							1	2		1					1		1	4	5
Nigeria	1			1		1	2	9		2		1		2			3	16	19
Pakistan			1			1											1	1	2
Peru								1										1	1
Philippines						2												2	2
Portugal								1										1	1
Russian Federation								1										1	1
Rwanda					2	1	2	2		5				1			4	9	13
Senegal			1				3	3		1			1				5	4	9
Sierra Leone					1		2										3		3
South Africa										2				1			2	1	3
South Sudan											1								1
Spain							1			1							2		2
Sudan							1	1									1	1	2
Tanzania, United			2		1		2	2	1	1							6	3	9
Thailand										1							1		1
Togo						2	1	3									1	5	6
Uganda						2	3	10	6	8				1			9	21	30
Ukraine								1										1	1
United Kingdom						1	1	1	1	1	1						3	3	6
United States of						1	2	6	1								3	7	10
Yemen							1										1		1
Zambia							2	3	1					1			3	4	7
Zimbabwe		1	3	1	2	6	1	1					1				7	9	16
<b>Total in African Region</b>	<b>1</b>	<b>1</b>	<b>19</b>	<b>1</b>	<b>20</b>	<b>44</b>	<b>55</b>	<b>125</b>	<b>28</b>	<b>58</b>	<b>1</b>	<b>7</b>	<b>6</b>	<b>16</b>	<b>2</b>	<b>1</b>	<b>13</b>	<b>264</b>	<b>395</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
Angola						1					1	1
Austria						1					1	1
Benin			1			1				1	1	2
Botswana				1							1	1
Brazil					2					2		2
Burkina Faso	1	2		3		3		1		1	9	10
Cameroon, Republic of				1		7					8	8
Canada			1		1	1				2	1	3
Cabo Verde						1					1	1
Chad				1		1					2	2
Congo, Democratic Rep of				1	1	6		1		1	8	9
Congo, Republic of the						1					1	1
Côte d'Ivoire				2	1	3				1	5	6
Egypt						2					2	2
Ethiopia				2	1	1				1	14	15
France				1		2					3	3
Gambia					1	1				1	1	2
Ghana				1		5					6	6
Guinea						1					1	1
Haiti					1					1		1
India				1		1					2	2
Kenya			2	2	2	3		2		4	7	11
Lebanon			1							1		1
Lesotho						1					1	1
Liberia				1							1	1
Malawi				1							1	1
Mali					1					1		1
Mauritania					1	2				1	2	3
Netherlands					1					1		1
Niger		1			1	1				1	2	3
Nigeria			1	4	1	5		1		2	10	12
Pakistan						2					2	2
Peru						1					1	1
Rwanda			1	2	1	1				2	3	5
Senegal				1		2			1		4	4
South Africa					1					1		1
Sudan							1			1		1
Tanzania, United Republic of				1	1	3				1	4	5
Togo					1	3				1	3	4
Uganda				1	1	4				1	5	6
United Kingdom						2		1			3	3
United States of America	1			1		2				1	3	4
Zambia				1							1	1
Zimbabwe		1	1	4	2	2		1		3	8	11
<b>Total in African Region</b>	<b>2</b>	<b>4</b>	<b>8</b>	<b>33</b>	<b>2</b>	<b>8</b>	<b>1</b>	<b>7</b>	<b>1</b>	<b>33</b>	<b>129</b>	<b>162</b>

## (c) Geographical distribution of long-term IPO staff from countries of the African Region

Nationality	Recruitment Priority	Range		Total Staff	Staff HQ/Other R.O.s	Staff AFRO
		From	To			
Algeria	B2	1	9	7	7	0
Angola	B1	1	8	2	0	2
Benin	B2*	1	8	8	3	5
Botswana	B1	1	8	2	1	1
Burkina Faso	C	1	8	22	1	21
Burundi	C	1	8	11	0	11
Cameroon, Republic	C	1	8	22	0	22
Cabo Verde	A*	1	8	0	0	0
Central African	B1	1	8	2	0	2
Chad	B1	1	8	4	0	4
Comoros	B1	1	8	1	0	1
Congo, Democratic	C	1	8	22	0	22
Congo, Republic of	C	1	8	16	1	15
Côte d'Ivoire	C	1	8	13	3	10
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	29	17	12
Gabon	B1	1	8	3	0	3
Gambia	B2	1	8	6	1	5
Ghana	C	1	8	16	5	11
Guinea	B2*	1	8	8	0	8
Guinea-Bissau	B1	1	8	2	0	2
Kenya	C	1	8	38	14	24
Lesotho	B1	1	8	1	0	1
Liberia	B1	1	8	2	0	2
Madagascar	B2	1	8	6	1	5
Malawi	C	1	8	9	3	6
Mali	B2	1	8	7	1	6
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	1	5
Nigeria	C	1	8	26	7	19
Rwanda	C	1	8	16	3	13
Sao Tome and	B1	1	8	1	1	0
Senegal	C	1	8	16	7	9
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	1	1
Tanzania, United	C	1	8	12	3	9
Togo	B2	1	8	7	1	6
Uganda	C	1	8	42	12	30
Zambia	C	1	8	9	2	7
Zimbabwe	C	1	8	19	3	16
				<b>455</b>	<b>121</b>	<b>334</b>

A* Unrepresented Countries	B1 Countries at or below midpoint	B2* Countries at maximum of range
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A Underrepresented	B2 Countries at or above midpoint	C Countries overrepresented
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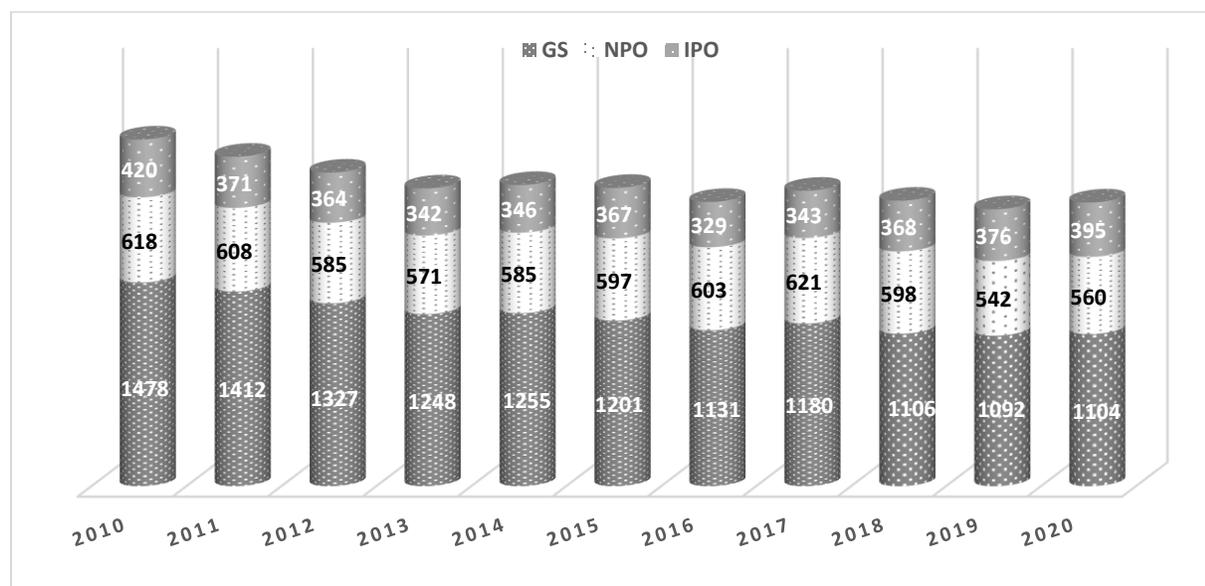
**Table 4: Distribution of long-term and temporary staff by duty station**

Duty Station	Long-Term			Temporary			All Staff
	GS	NPO	IPO	GS	NPO	IPO	
Abeche	1					1	2
Abidian	19	12	2	1			34
Abuja	75	39	12	7	1	7	158
Accra	18	11			4	1	34
Addis Ababa	55	54	9	1	1	7	127
Algiers	6	7	2				15
Antananarivo	13	9	3		1	2	28
Asmara	13	5	1				19
Aweil		1		1			2
Bamako	12	7	3	1			23
Bambari				1			1
Bangui	12	9	5	6	1	2	35
Baniul	10	5	1				16
Bauchi	11	9	1	5	2	1	29
Benin City	2	2		1			5
Bentiu		1		1			2
Bissau	5	2	1	1		2	11
Bol						1	1
Bor		1		1			2
Brazzaville. Regional	214	15	16	20	2	51	464
Brazzaville. WCO	15	9	1				25
Buiumbura	16	7	2	1		4	30
Bukavu	1	2					3
Calabar					2		2
Conakry	16	11	2	6		1	36
Cotonou	14	10	1	1			26
Dakar	12	7	12			2	33
Damaturu	3	1		1	3		8
Dar-es-Salaam	18	17	3	4			42
Diffa	1				1		2
Entebbe	3						3
Enugu	8	8	1	5			22
Freetown	14	7	2	10	4	13	50
Gaborone	6	5	1		1		13
Gambella	1						1
Garissa	1	1					2
Goma	2	1		1		2	6
Harare. IST	13	3	24	2	1	6	49
Harare. WCO	25	7	2		3		37
Ibadan	16	7		6			29
Jiiga	2						2
Jos	4	3					7
Juba	8	10	11	16		9	54
Kaduna	6	3		1			10
Kampala	19	16	5	2	2	3	47
Kananga	2	1					3
Kano	12	8	1	3			24
Katsina				1			1
Kigali	8	8	4	1		1	22
Kinshasa	35	23	7	1	1	3	70
Kisangani		2					2

Duty Station	Long-Term			Temporary			All Staff
	GS	NPO	IPO	GS	NPO	IPO	
Kuaiok		1		1			2
Lagos	9	5		5		1	20
Libreville. IST	7	2	19		1	4	33
Libreville. WCO	15	6	3				24
Lilongwe	12	10	1	1	2		26
Lomé	12	3	2	1	1	1	20
Luanda	18	13	5	1		4	41
Lubumbashi	1	1					2
Lusaka	10	12	2	3	2	1	30
Maiduguri	6	1		7	1	3	33
Malabo	5	2	1		1		9
Malakal		1		1			2
Maputo	10	14	1	1	7	4	37
Maradi	1				1		2
Maroua				1			1
Maseru	8	4	2				14
Mbabane	10	5	1				16
Mbandaka	1	1					2
Mbuii Mavi	1	1					2
Minna	10	5	1	2			18
Monrovia	13	4	2	14		2	35
Moroni	10	4					14
Nairobi	21	17	12	1	3	2	56
N'Diamena	32	10	5		1	4	52
N'Dola		1					1
Niamev	16	9	4	1	4	1	35
Nouakchott	8	6	2			1	17
Ouagadougou. IST	13	3	20	2	1	12	51
Ouagadougou. WCO	23	9	3			1	36
Port Harcourt	6	5			2		13
Port Louis	6	2	1				9
Praia	5	3	1				9
Pretoria	31	6	18	4	1	2	62
Rumbek		1		1			2
Sao Tome	5	3	1				9
Sokoto	6	5		2	3		16
Tahoua				1			1
Tillabery	1						1
Torit		1		1			2
Umuahia				1			1
Victoria	2	3	1				6
Wau		1		1			2
Windhoek	10	3	3		1		17
Yambio		1		1			2
Yaoundé	12	10	2				24
Zanzibar	1		1				2
<b>Grand Total</b>	<b>1104</b>	<b>56</b>	<b>39</b>	<b>16</b>	<b>9</b>	<b>16</b>	<b>2478</b>

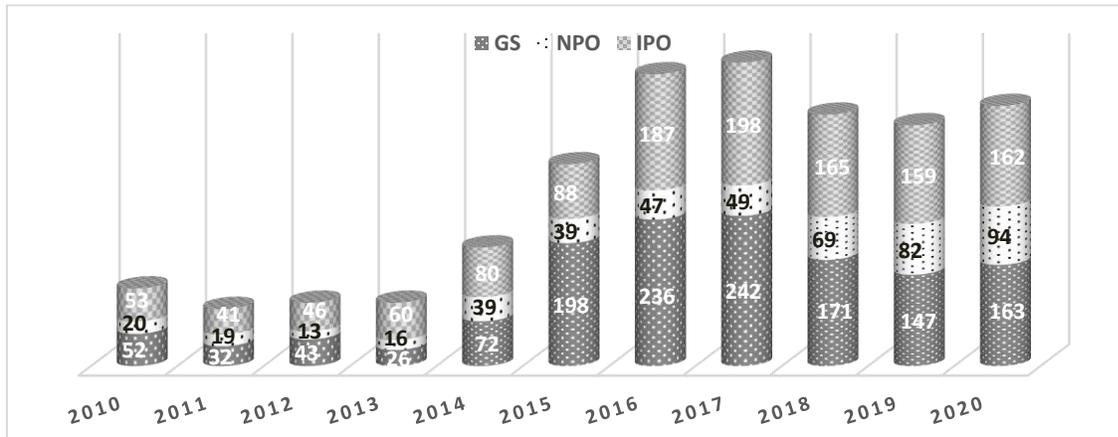
**Table 5: Progress report on appointments from 2010 to 2020**

		2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
GS	TA	52	32	43	26	72	198	236	242	171	147	163
	LT	1478	1412	1327	1248	1255	1201	1131	1180	1106	1092	1104
NPO	TA	20	19	13	16	39	39	47	49	69	82	94
	LT	618	608	585	571	585	597	603	621	598	542	560
IPO	TA	53	41	46	60	80	88	187	198	165	159	162
	LT	420	371	364	342	346	367	329	343	368	376	395
<b>Total</b>		<b>2641</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>Comparison<sup>7</sup></b>		<b>-1%</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>

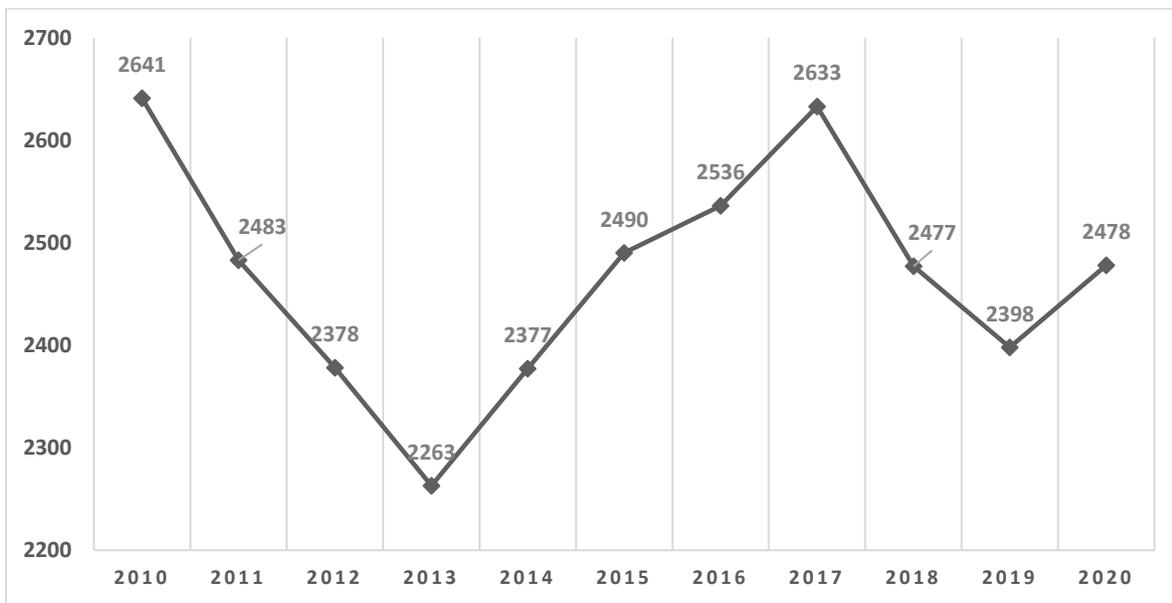
**Figure 1: Staffing trends over the past 11 years (2010 to 2020)****(a) Staff on long-term appointment**

<sup>7</sup> Each year is compared to the previous one

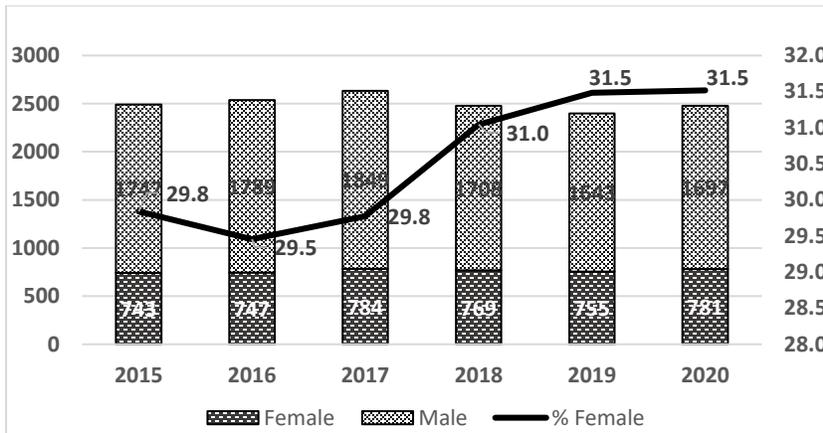
**(b) Staff on temporary appointment**



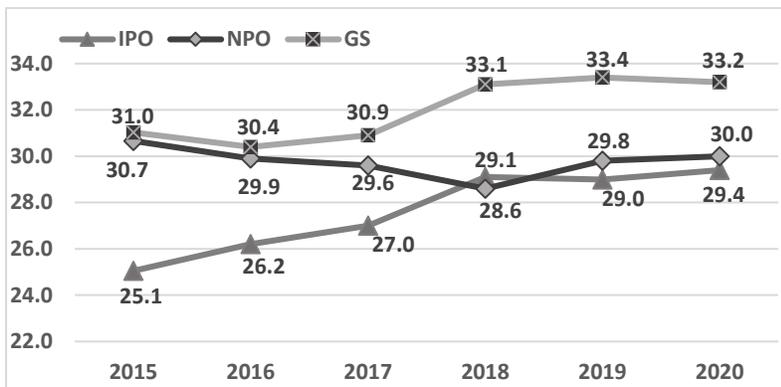
**(c) Staffing by year (2010-2020)**



**(d) Comparison of males and females from 2015 to 2020**



**(e) Progress of percentage of long-term and temporary female staff by category from 2015 to 2020**



**(f) Progress of percentage of long-term female staff by category from 2015 to 2020**

