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Report on WHO staff in the African Region

Information document

Executive summary

1. The Human Resources and Talent Management (HRT) Unit of the World Health Organization (WHO), African Region, provides crucial support to budget centres at the Regional Office and the 47 WHO country offices, in line with established outputs and goals. This report focuses on overall staffing by appointment type, category, grade, gender, geographical representation, nationality and duty station.

2. WHO in the African Region boasts a workforce of 2516 long-term and temporary staff members, with 1886 (75%) at the country level and 630 (25%) at the Regional Office. The representation per category is 715 (28.4%) International Professional Officers (IPOs), 682 (27.1%) National Professional Officers (NPOs), and 1119 (44.5%) General Service (GS) staff. Additionally, affiliates such as consultants, Special Services Agreements (SSA), United Nations Volunteers (UNV), Junior Professional Officers (JPOs) and persons serving under agreements for performance of work (APWs) constitute over 60% of the workforce, significantly contributing to WHO's goals in the African Region.

3. Staff gender representation currently stands at 1655 (65.8%) males and 861 (34.2%) females. Despite the considerable gap, female representation has increased from 29.8% in 2016 to 34.2% in 2025. This positive trend has been driven by key initiatives, including outreach programmes and women's empowerment efforts.

4. In terms of geographical representation, the African Region had one unrepresented (A*) Member State, 20 overrepresented (C) Member States, and 26 Member States within their range (B1, B2, B2*). Notably, there are no underrepresented (A) Member States in the Region.

5. WHO in the African Region remains committed to intensifying and sustaining key initiatives to attract a more qualified workforce, enhancing excellence while prioritizing diversity and inclusion in gender parity, geographical representation and accommodating people with disabilities. This commitment guarantees the creation of a more equitable and representative organization, fully equipped to address the health challenges of the African Region. Despite the funding shortfall from the Government of the United States, WHO remains steadfast in achieving its fit-for-purpose strategic and operational goals, ensuring that the mission to improve health outcomes across the Region continues unabated.

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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
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
SSA	Special Services Agreement
TA	temporary appointment
UG	ungraded
UNV	United Nations Volunteers
WCO	WHO country office

Introduction

1. The World Health Organization (WHO) workforce in the African Region is guided by a comprehensive human capital strategy that emphasizes attracting outstanding talent, retaining experienced professionals, and nurturing a fit-for-purpose working environment. This strategic framework strengthens the Organization's capacity to provide high-quality technical assistance to the 47 Member States in the Region.

2. This annual staffing report, presented to the Regional Committee, provides comprehensive insights to Member States on the WHO workforce in the African Region as of 1 April 2025.[1] The report covers the overall workforce composition, detailing appointment type, category, grade, gender, geographical representation, nationality and duty station.

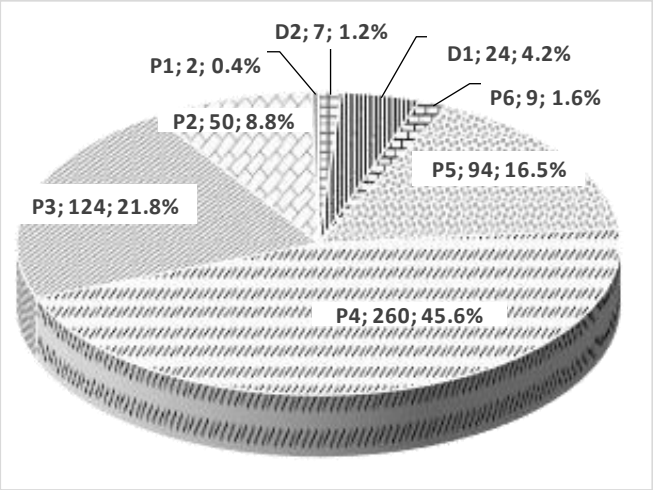
Appointment types and categories

3. WHO's human capital is strategically structured, with staff members holding either temporary or long-term appointments, complemented by a diverse group of affiliates. Temporary appointments (TAs) are capped at 24 months of continuous service, ensuring flexibility and adaptability. In contrast, long-term appointments (LTs) provide stability and continuity, encompassing staff on fixed-term or continuing contracts. Staff members are classified into three distinct categories: International Professional Officers, National Professional Officers and General Services. This classification ensures a well-rounded and effective workforce, capable of addressing both global and local health challenges. Affiliates further enrich WHO's human capital, and include consultants, individuals under Special Services Agreements (SSAs), interns, United Nations volunteers (UNVs), Junior Professional Officers (JPOs), and those engaged under Agreements for Performance of Work (APWs). This diverse group brings additional expertise and flexibility, enhancing WHO's ability to fulfil its mission.

4. As of 1 April 2025, the distribution of staff members by category and assignment type in the African Region revealed a workforce of 2516 staff members. Of these, 1886 (75%) were based at the country level, while 630 (25%) were stationed at the Regional Office. A significant majority (87.1%) held long-term positions, with a smaller portion (12.9%) in temporary roles. International Professional Officers (IPOs) comprised 570 long-term staff members, representing 26% of the total IPOs, while temporary IPOs numbered 145, accounting for 44.8% of the total IPOs. National Professional Officers (NPOs) included 601 long-term staff members, accounting for 27.4% of the total NPOs, and 81 temporary NPOs, representing 25% of the total NPOs. General Services (GS) staff formed the largest group, with 1021 long-term members constituting 46.6% of the total GS staff, and 98 temporary GS staff making up 30.2% of the total GS staff. Combining both long-term and temporary positions, the total number of IPOs was 715, making up 28.4% of the overall workforce. NPOs totalled 682, representing 27.1% of the workforce. The GS staff included 1119 members, comprising 44.5% of the total workforce. This distribution highlights the Organization's emphasis on stability and continuity through long-term appointments, while also maintaining a degree of flexibility with temporary positions. It also indicates a strong presence and operational focus at the country level, which is vital for addressing local health challenges and implementing programmes effectively (Table 1a).

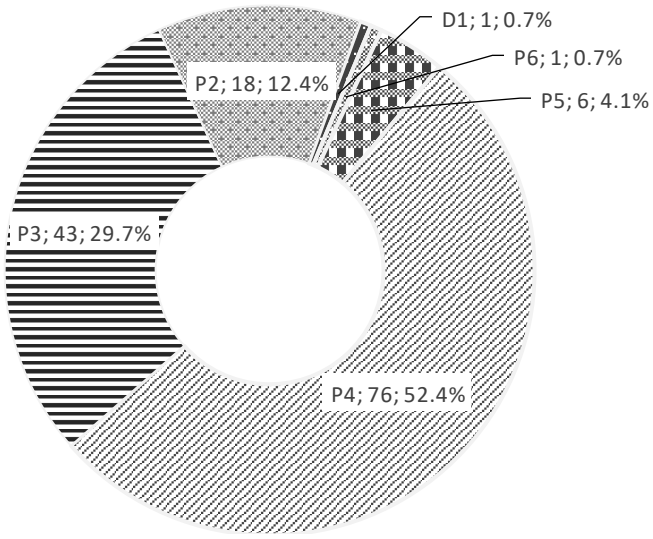
[1] As per Global Management System (GSM) Staffing report: Assignment printed on 2 April 2025 (unless otherwise stated).

5. International Professional Officers on long-term appointments by grade



Among the 570 IPOs on long-term appointments, the D2 grade level had seven (1.2%) staff members, the D1 grade level 24 (4.2%), the P6 grade level nine (1.6%), the P5 grade level 94 (16.5%), the P4 grade level 260 (45.6%), the P3 grade level 124 (21.8%), the P2 grade level 50 (8.8%), and the P1 grade level two (0.4%) staff members.

6. International Professional Officers on temporary appointments by grade



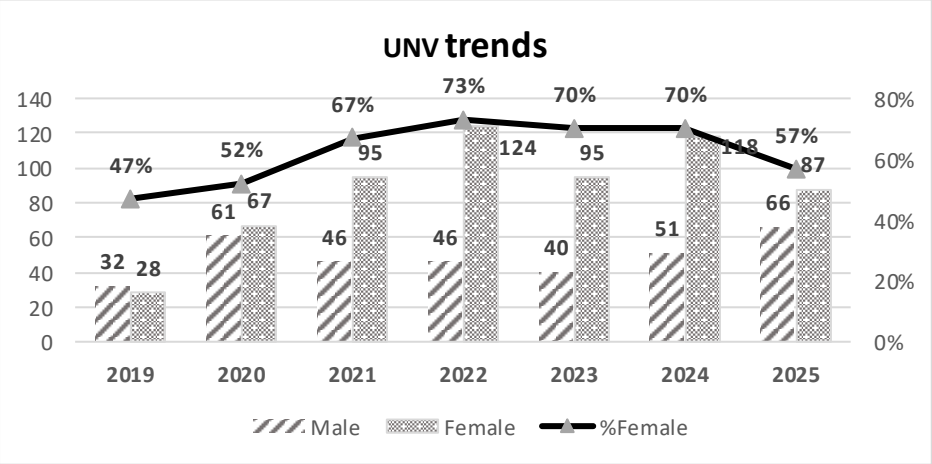
Among the 145 IPOs on temporary appointments, the D1 and P6 grade levels had one (0.7%) staff member each, P5 grade level six (4.1%), P4 grade level 76 (52.4%), P3 grade level 43 (29.7%), and P2 grade level 18 (12.4%).

7. In addition to the core workforce appointments, from January to July 2024, the African Region had a total of 3659 affiliates, each playing a vital role in supporting WHO's mission. APW affiliates numbered 30 (0.8%), while consultants comprised 691 affiliates (18.9%). Interns and Junior Professional Officers (JPOs), although few in number (5 and 4, respectively, each 0.1%), play a crucial role in shaping the future of global health leadership. SSA affiliates formed the largest group with 2776 (75.9%) members, providing essential operational support. UNVs, numbering 153 (4.2%), embody global cooperation and humanitarianism. This diverse affiliate human capital is crucial for WHO's ability to adapt to evolving health challenges and make a lasting impact on

global health, while utilizing flexible activity funding where there might be constraints for staff (Table 1b).

8. Over the past five years, WHO's affiliate contracts in the African Region have undergone transformative changes, reflecting a strategic shift in workforce planning and resource allocation. The sharp decline in APW contracts signals a deliberate shift away from individual engagements, while the dominance of SSA affiliates, which grew to an impressive 75.5% in 2024, underscores the effectiveness of fast-track recruitment in addressing surges and supporting local technical and administrative projects. Despite the minimal presence of interns due to the discontinuation of the programme during COVID-19, the steady increase in UNVs, driven by a partnership focused on empowering young women, highlights the Region's commitment to inclusive growth. Overall, the peak in contracts in 2022, followed by a post-COVID-19 decline, illustrates WHO's adaptive strategies in workforce management, ensuring optimal resource utilization (Table 1c).

9. United Nations Volunteers trends - from 2019 to 2025



The number of UNVs in the African Region has grown significantly, increasing from 60 in 2019 to 153 in 2025. These dedicated volunteers, bringing diverse skills and competencies, have been instrumental in advancing WHO's mission in the African Region. Their contributions span both technical and administrative functions at the Regional Office and WHO country offices, showcasing their vital role in community engagement and empowerment. The UNV programme serves as a crucial pipeline for raising awareness and nurturing future talent. Remarkably, 9 out of 170 UNVs in 2022 and 14 out of 135 UNVs in 2023 excelled in competitive selection processes, earning staff appointments and demonstrating the programme's effectiveness in cultivating skilled professionals. Despite some fluctuations, the overall growth in UNV numbers – from 60 in 2019 to 153 in 2025 – highlights the programme's expanding impact.

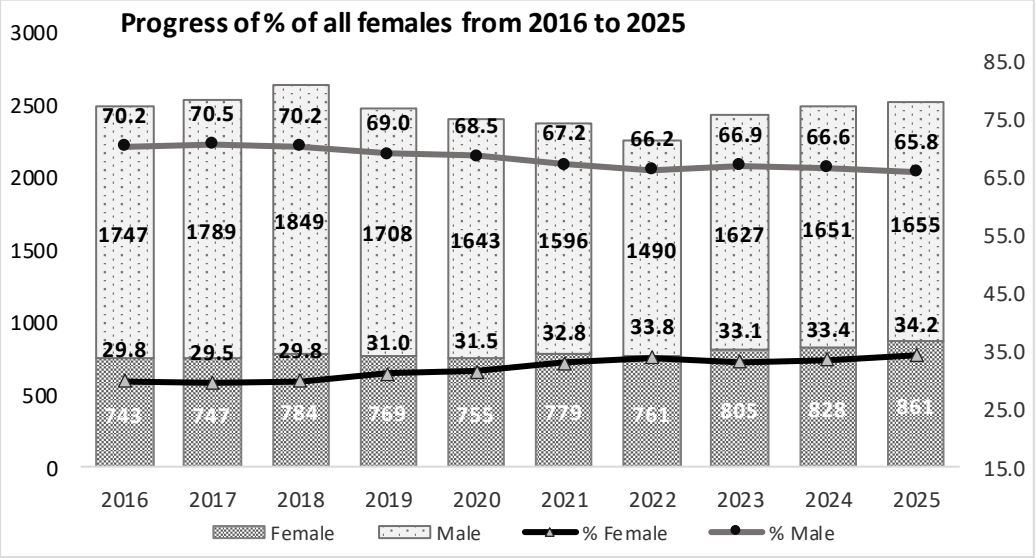
Appointment type, category, grade and gender distribution

10. The distribution of staff members by appointment type, category, grade and gender is presented in Tables 2a-d. Among the 715 IPOs, 570 (79.7%) held long-term appointments and 145 (20.3%) were on temporary appointments. The gender breakdown for IPOs was 461 (64.5%) males and 254 (35.5%) females. The highest concentration of long-term staff was at the P4 grade, with 260 individuals – 85 females and 175 males. Of the 570 IPOs on long-term appointments, 352 (61.8%) were males and 218 (38.2%) were females. Of the 145 IPOs on temporary appointments, 109 (75.2%) were males and 36 (24.8%) were females. The P4 grade also saw the highest number of temporary staff, with 76 individuals (13 females and 63 males) (Table 2a).

11. Among the 682 NPOs, 601 (88.1%) were on long-term appointments and 81 (11.9%) held temporary appointments. Their distribution by gender was 443 (65.0%) males and 239 (35.0%) females. Of the 601 NPOs on long-term appointments, 392 (65.2%) were males and 209 (34.8%) were females. Of the 81 NPOs on temporary appointments, 51 (63.0%) were males and 30 (37.0%) were females. Among the 682 NPOs, the highest concentration was at the NO-C grade with 409 (60%) staff, followed by the NO-B grade with 219 (32.1%), the NO-A grade with 40 (5.9%), and the NO-D grade with 14 (2.1%) (Table 2b).

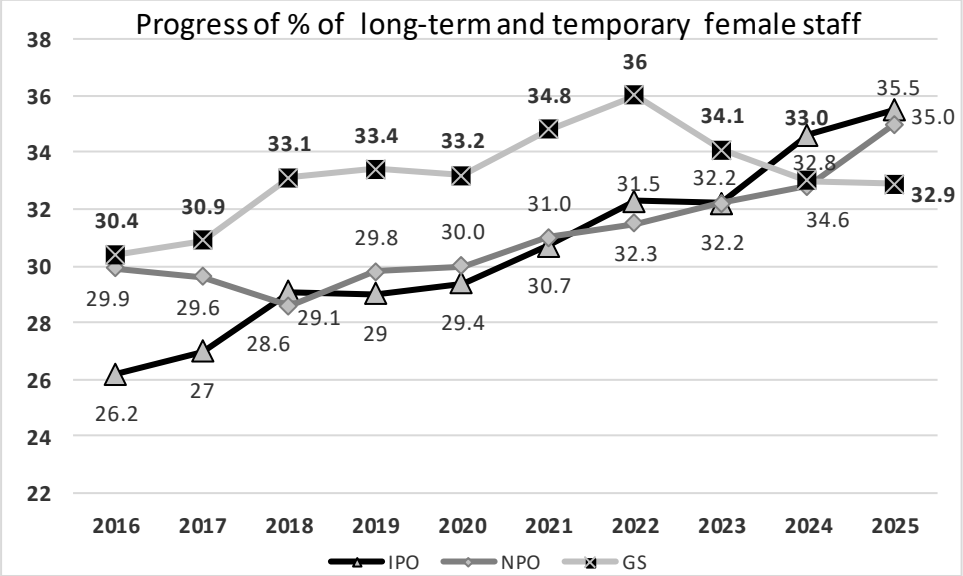
12. Of the 1119 GS staff, 1021 (91.2%) were on long-term appointments and 98 (8.8%) on temporary appointments. The distribution by gender was 674 (66.0%) males and 347 (34.0%) females for those on long-term appointments, and 77 (78.6%) males and 21 (21.4%) females for those on temporary appointments. Among the 1119 GS staff, the G2 grade level had the highest concentration with 332 (29.7%) staff, followed by the G5 grade with 269 (24%), the G6 grade with 244 (21.8%), the G7 grade level with 138 (12.3%), the G3 grade level with 87 (7.8%) and the G4 grade level with 47 (4.2%). The G1 grade had the smallest concentration with two (0.2%) staff members (Table 2c).

13. Gender distribution of WHO staff in the Africa Region, from 2016 to 2025



The disparity between male and female staffing in the WHO African Region remains significant across all levels. Yet, there's a promising trend: female representation has progressively increased over the past decade. Despite variations across staff categories, the overall female representation has risen steadily from 29.8% in 2016 to 34.4% in 2025. This upward trajectory highlights a positive shift towards gender equality and underscores the importance of continuing efforts to close the gap.

14. Proportion of all female staff by category, from 2016 to 2025



Over the past decade, the WHO African Region has seen a notable increase in female representation across various staff categories. In the IPO category, the proportion of female staff has risen from 26.2% in 2016 to 35.5% in 2025. Similarly, National Professional Officers (NPO) have seen growth from 29.9% to 35.0%, and General Services (GS) staff have maintained a steady increase, peaking at 36% in 2022. This upward trend underscores significant steps towards gender equality, reflecting the Organization's commitment to fostering a more inclusive workforce.

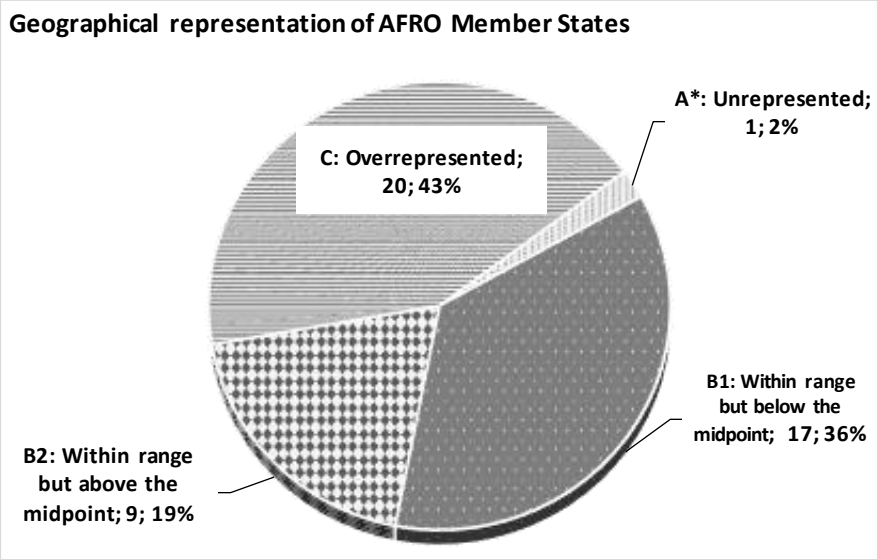
15. The trend in female representation at senior levels (P6/D1, D2, and ungraded (UG1)) is illustrated in Table 2d. Over the past five years, the number of men in senior positions fluctuated between 29 and 34, while women's representation ranged from 8 to 11 staff members. Specifically, female representation was 21.6% in 2021, 27.5% in 2022, 22.0% in 2023, 21.4% in 2024, and 19.0% in 2025. In 2025, the departure of three senior female staff members at P6, D2, and UG1 has widened the gender gap. Nevertheless, the African Region remains steadfast in its commitment to achieving gender parity. By intensifying outreach efforts, the Region aims to attract highly qualified female candidates, particularly from unrepresented and underrepresented countries. Furthermore, we will continue to significantly increase the number of career fairs at targeted institutions, including those in Portuguese-speaking nations, to bridge the existing gender representation gap.

16. Moreover, the African Region is actively championing a range of initiatives to enhance gender balance. These efforts include the Pathways to Leadership programme for senior managers, a mentorship programme, career counselling for women, the gender parity task force, partnerships with UNVs, and the Africa Women Health Champions (AWHC) Programme. These impactful programmes are driving significant progress towards gender equity by empowering women and fostering a more inclusive and balanced workforce. From 2019 to 2025, UNV trends in the African Region reveal a remarkable shift towards gender inclusivity. The number of female UNVs surged from 28 in 2019 to a peak of 124 in 2022, consistently representing a higher percentage of the total UNVs compared to their male counterparts. Female participation reached its zenith at 72.9% in 2022, demonstrating the African Region's strong commitment to gender equality within the programme. (Table 1f).

Geographical distribution

17. Member States with the highest representation of IPOs were Uganda with 38 staff members, Democratic Republic of the Congo with 34, Cameroon with 33, Kenya with 29, Burkina Faso with 26, Nigeria and Zimbabwe with 25 staff members each, and Ethiopia, Ghana and Rwanda with 20 each (Table 3a). Thirty-four Member States[2] outside the African Region had nationals working in the Region as IPOs on long-term appointments, exemplifying the global commitment to WHO's mission in the African Region (Table 3a).

18. An analysis of the geographical distribution of long-term professional staff from the 47 WHO Member States in the African Region reveals the following representation categories: 20 Member States were overrepresented (representation category C);[3] nine Member States were within their range but above the midpoint (representation category B2);[4] 17 were within their range but below the midpoint (representation category B1);[5] and one, Equatorial Guinea, was unrepresented (representation category A*)[6] due to the retirement of this country's staff member in 2023 (Table 3c).



19. WHO in the African Region remains unwavering in its commitment to achieving equitable geographical representation of all Member States. The Region has successfully closed the gap on the under-representation of Seychelles and is now laser-focused on addressing the challenges faced by Lusophone and A* countries in recruiting for international positions. Its dedication to this cause is evident through the enhanced outreach initiatives with Impact-pool[7] and SRI Executive.[8] Efforts to target potential candidates from Lusophone countries have been intensified and organizing career fairs and outreach programmes have significantly increased the number of Lusophone applicants.

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2 United States of America with fourteen staff members; Canada with 11 staff members; United Kingdom with nine; France and India with six staff members each; Brazil, Germany and Italy with four staff members each; Nepal, Pakistan, Spain, and Tunisia with three staff members each; Belgium, China, Haiti, Japan, Sudan, Switzerland, and Tajikistan with two staff members each; Afghanistan, Australia, Egypt, Finland, Hungary, Iran, Republic of Korea, Lebanon, Myanmar, Netherlands, Portugal, Romania, Russian Federation, Sweden and Syrian Arab Republic with one staff member each.

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

4 Algeria, Chad, Eritrea, Gambia, Madagascar, Mozambique, Niger, Togo and Zambia.

5 Angola, Botswana, Cabo Verde, Central African Republic, Chad, Comoros, Eswatini, Gabon, Guinea-Bissau, Lesotho, Liberia, Mauritania, Mauritius, Namibia, Sao Tome and Principe, Seychelles, Sierra Leone and South Sudan.

6 A* is the recruitment priority for unrepresented countries

7 https://www.linkedin.com/company/impactpool

8 https://www.sri-executive.com/about-sri-executive/

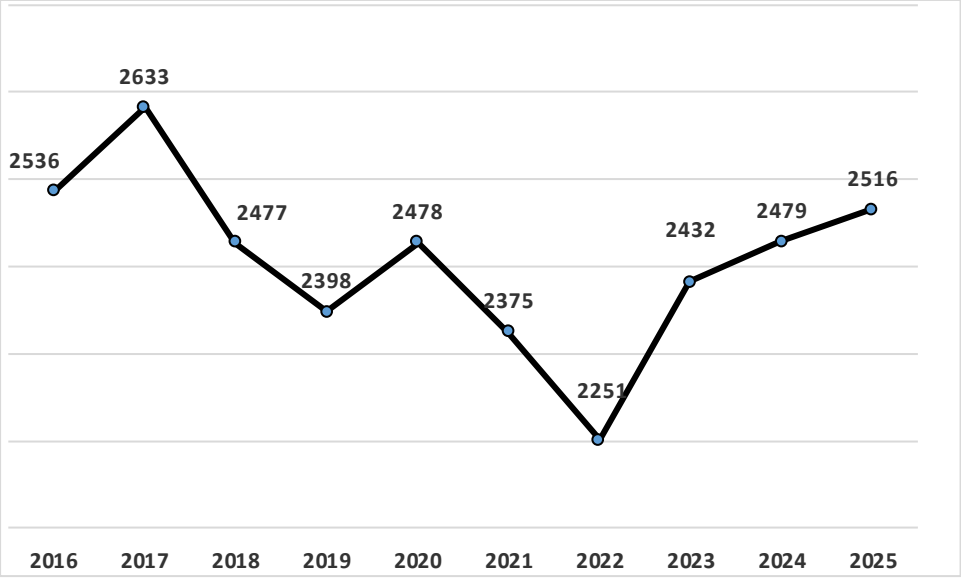
Moreover, vacancy announcements continue to be widely disseminated through all country offices and professional associations and networks to maximize outreach and ensure broad visibility.

20. 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, Cameroon and the Democratic Republic of the Congo had the highest representation with 10 staff members each, followed by Kenya with nine, Ethiopia with eight, Nigeria and Uganda with seven each, Côte d'Ivoire with six, and Congo, Togo and Zimbabwe with five staff members each. Additionally, Table 3b highlights the contribution of 17 countries[9] outside the African Region, whose temporary professional staff members have enriched the Region's diversity.

21. Table 4 presents a comprehensive overview of the distribution of both long-term and temporary WHO staff members across the African Region by duty station. This data reflects the Organization's dedication to strategically deploying its workforce to ensure effective support and operational efficiency across the Region. The highest concentration of staff members is strategically located in Brazzaville, which hosts the Regional Office. Significant numbers of personnel are also stationed in the four major country offices, in Addis Ababa, Abuja, Kinshasa and Juba. Additionally, key duty stations such as Nairobi and Dakar, which host emergency preparedness and response (EPR) hubs, along with Pretoria, which houses the GMC Offshore in addition to its Country Office, illustrate the Organization's fit-for-purpose workforce deployment.

Staffing trends over the past 10 years (2016–2025)

22. Staffing by year (2016–2025)



The figure above clearly illustrates the staffing trends over the past decade, from 2016 to 1 April 2025. These trends have been driven by the Transformative Agenda and designed to meet the urgent needs and priorities of countries. The total number of staff members in the Region, across all appointment categories, fluctuated between 2516 and 2536. This distinctly reflects the dynamic and responsive nature of the staffing approach, influenced by various critical situations.

23. From 2016 to 2017, staffing levels surged significantly, propelled by the urgent need to respond to multiple emergencies across the Region. In contrast, from 2017 to 2019, staffing

[9] France and India with three staff members each; Argentina, Belgium, Haiti and United States of America with two each; Canada, Malaysia, Netherlands, Pakistan, Spain, Sri Lanka and Sudan with one each.

numbers dropped by 9%, following the resolution of major epidemics such as Ebola in West Africa and yellow fever in the Central African subregion, coupled with the strategic implementation of the polio ramp-down. The period from 2019 to 2020 witnessed a 3% increase in staffing, led by the urgent response to the Ebola outbreak in the Democratic Republic of the Congo. This analysis underlines the profound and immediate impact of regional health crises and strategic initiatives on staffing trends. It highlights the Organization's exceptional agility and unwavering commitment to addressing emergent public health challenges with precision and effectiveness.

24. From 2020 to 2022, staffing experienced a notable 9% decline, despite the deployment of surge capacity to support the response to the COVID-19 pandemic and new Ebola outbreaks in the Democratic Republic of the Congo and Guinea. This reduction was primarily driven by an ongoing functional review, which necessitated the freezing of numerous positions. In addition, to effectively manage the surge capacity for the COVID-19 response, WHO in the African Region strategically redeployed existing staff and leveraged affiliates, consultants, SSAs and UNVs. From 2022 to 2025, staffing rebounded with a robust 10.5% increase, driven by the successful implementation of the functional review outcomes across the Region. This period marked a transformative shift, highlighting the organization's strategic use of human capital as a key resource in the transformation agenda.

Challenges and gaps: funds, diversity, equity and inclusion

25. Maintaining the current levels of staffing amid current financial constraints presents a significant challenge. The funding shortfall from the United States has adversely affected the ability to sustain the human capital needed to address both ongoing and emerging health crises as well as to support countries in meeting their needs and priorities. Despite the reduction in funding, WHO in the African Region remains committed to its mission, recognizing that significant rightsizing may be required to adapt to the evolving context.

26. WHO in the African Region is successfully implementing key initiatives, such as outreach programmes, workforce capacity-building and enhanced delegation of authority, to address gaps in gender parity, age balance and geographical representation at all levels. Despite these efforts, challenges persist in retaining talent across the Region and attracting candidates to certain duty stations due to high rates of candidate declines and staff turnover. The Region continues to analyse these issues and is exploring innovative solutions aimed at reducing staff turnover and improving retention rates.

27. Accommodating people with disabilities in accordance with WHO’s disability policy remains below expectations in the African Region. This highlights the urgent need to expedite the implementation of this policy and to establish robust initiatives that promote cultural and social inclusion. Driven by a strong commitment to diversity and inclusion, WHO in the African Region is focused on overcoming these challenges, to build a stronger and more inclusive Organization.

28. The Regional Committee is invited to note the report.

Table 1. Distribution of staff members by category, level and assignment type

(a) Long-term and temporary staff members combined

Category/ Level	Long-term	Temporary	Total
IPOs	570 (26%)	145 (44.8%)	715 (28.4%)
NPOs	601 (27.4%)	81 (25%)	682 (27.1%)
GS	1021 (46.6%)	98 (30.2%)	1119 (44.5%)
Total	2192 (87.1%)	324 (12.9%)	2516 (100%)
Regional Office	507 (23.1%)	123 (38%)	630 (25%)
WHO Country Office	1685 (76.9%)	201 (62%)	1886 (75%)

(b) Affiliates and other types of contracts (from 1 January to 31 July 2024)[10]

Affiliates and other contract types	Total	Percentage (%)
APW	30	0.8
Consultants	691	18.9
Interns	5	0.1
JPO	4	0.1
SSA	2776	75.9
UNV	153	4.2
Total	**3659**	**100.0**

(c) Trends in contracts of affiliates from 2019 to 2024[11]

Contracts of affiliates	2019	2020	2021	2022	2023	2024
APW	510 (15.8%)	498 (13.6%)	356 (11%)	423 (9.4%)	154 (3.6%)	30 (0.8%)
Consultants	837 (26%)	840 (22.9%)	660 (20.4%)	1232 (27.2%)	927 (21.7%)	691 (18.8%)
Interns	12 (0.4%)	-	-	-	3 (0.1%)	5 (0.1%)
JPO	4 (0.1%)	2 (0.1%)	4 (0.1%)	4 (0.1%)	4 (0.1%)	4 (0.1%)
SSA	1795 (55.8%)	2195 (59.9%)	2078 (64.2%)	2694 (59.6%)	3040 (71.3%)	2776 (75.5%)
UNV	60 (1.9%)	128 (3.5%)	141 (4.4%)	170 (3.8%)	135 (3.2%)	169 (4.6%)
Total	**3218 (100.0%)**	**3663 (100.0%)**	**3239 (100.0%)**	**4523 (100.0%)**	**4263 (100.0%)**	**3675 (100.0%)**

[10] See eb156-hr-update-tables-january-to-july-2024 (Document issued 21 December 2024) (except UNV data received from UNDP Partners)

[11] From EB HR Update Tables (except UNV data received from UNDP Partners)

(d) United Nations Volunteers trends, from 2019 to 2025 by gender[12]

Gender	2019	2020	2021	2022	2023	2024	2025
Male	32	61	46	46	40	51	66
Female	28	67	95	124	95	118	87
% Female	46.7%	52.3%	67.4%	72.9%	70.4%	69.8%	57%
Total	**60**	**128**	**141**	**170**	**135**	**169**	**153**

[12] Data gathered from the UNV reports received from UNDP partners

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	2	0	30	20	61	63	85	175	32	62	2	7	5	19	1	5	0	0	**218**	38.2	**352**	61.8	**570**	79.7
Temporary	0	0	6	12	15	28	13	63	2	4		1		1		0	0	0	**36**	24.8	**109**	75.2	**145**	20.3
Total	**2**	**0**	**36**	**32**	**76**	**91**	**98**	**238**	**34**	**66**	**2**	**8**	**5**	**20**	**1**	**5**	**0**	**0**	**254**	35.5	**461**	64.5	**715**	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	18	19	50	116	137	247	4	10	209	34.8	392	65.2	601	**88.1**
Temporary		3	17	36	13	12			30	37.0	51	63.0	81	**11.9**
Total	**18**	**22**	**67**	**152**	**150**	**259**	**4**	**10**	**239**	**35.0**	**443**	**65.0**	**682**	**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	0	1	3	295	4	83	11	22	138	104	135	91	56	78	347	34.0	674	66.0	1021	91.2
Temporary	0	1		34			2	12	14	13	3	15	2	2	21	21.4	77	78.6	98	8.8
Total	**0**	**2**	**3**	**329**	**4**	**83**	**13**	**34**	**152**	**117**	**138**	**106**	**58**	**80**	**368**	**32.9**	**751**	**67.1**	**1119**	**100.0**

(d) Comparison of 2021, 2022, 2023, 2024 and 2025 staff members at the senior level

	Female										Male										Total				
	2021		2022		2023		2024		2025		2021		2022		2023		2024		2025		2021	2022	2023	2024	2025
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	n	n	n	n
P6	1	11.1	2	20.0	3	27.3	3	25.0	2	20.0	8	88.9	8	80.0	8	72.7	9	75.0	8	80.0	9	10	11	12	10
D1	6	24.0	7	28.0	4	16.7	4	17.4	5	20.0	19	76.0	18	72.0	20	83.3	19	82.6	20	80.0	25	25	24	23	25
D2	0	0.0	1	25.0	1	20.0	1	16.7	1	14.3	2	100.0	3	75.0	4	80.0	5	83.3	6	85.7	2	4	5	6	7
UG1	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	1	0
Total	**8**	**21.6**	**11**	**27.5**	**9**	**22.0**	**9**	**21.4**	**8**	**19.0**	**29**	**78.4**	**29**	**72.5**	**32**	**78.0**	**33**	**78.6**	**34**	**81.0**	**37**	**40**	**41**	**42**	42

Table 3. Distribution of international professional staff by nationality, grade and gender

(a) Distribution of long-term staff by nationality, grade and gender

Country of nationality	Region	P1		P2		P3		P4		P5		P6		D1		D2		UG	Total		
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	M	All
Afghanistan	Other								1										**0**	**1**	**1**
Algeria	AF							1	1										**1**	**1**	**2**
Angola	AF			1			1												**1**	**1**	**2**
Australia	Other												1						**0**	**1**	**1**
Belgium	Other						1			1									**1**	**1**	**2**
Benin	AF			1	1		4		4										**1**	**9**	**10**
Botswana	AF			1	1	1										1			**3**	**1**	**4**
Brazil	Other					3		1											**4**	**0**	**4**
Burkina Faso	AF			3	1	1	3	4	7	1	2		1		2		1		**9**	**17**	**26**
Burundi	AF			2		3		3	3	3									**11**	**3**	**14**
Cameroon, Republic of	AF			2	4	2	3	2	13	1	4			1	1				**8**	**25**	**33**
Canada	Other			1		2	1	3	1	1	2								**7**	**4**	**11**
Cabo Verde	AF							1	1										**1**	**1**	**2**
Central African Republic	AF			1					1										**1**	**1**	**2**
Chad	AF						2		4										**0**	**6**	**6**
China	Other							2											**2**	**0**	**2**
Comoros	AF												1						**0**	**1**	**1**
Congo, Democratic Rep of	AF			1	1		3	2	19		5				2		1		**3**	**31**	**34**
Congo, Republic of	AF			3	4	2	7		1		1				1				**5**	**14**	**19**
Côte d'Ivoire	AF				1		3	2	9		1						1		**2**	**15**	**17**
Egypt	Other										1								**0**	**1**	**1**
Eritrea	AF					1		1	1										**2**	**1**	**3**
Ethiopia	AF			1		1		2	11		4				1				**4**	**16**	**20**
Finland	Other										1								**0**	**1**	**1**
France	Other					1	2	1	2										**2**	**4**	**6**
Gabon	AF	1				1					2								**2**	**2**	**4**
Gambia	AF					1		1	1		3								**2**	**4**	**6**
Germany	Other					2		1							1				**3**	**1**	**4**
Ghana	AF			3		2	1	4	5	1	3				1				**10**	**10**	**20**
Guinea	AF				1	3	2		3		2								**3**	**8**	**11**
Guinea-Bissau	AF							2	1										**2**	**1**	**3**
Haiti	Other				1									1					**1**	**1**	**2**
Hungary	Other							1											**1**	**0**	**1**
India	Other					1		1	1		2				1				**2**	**4**	**6**
Iran	Other								1										**0**	**1**	**1**
Italy	Other					2			1	1									**3**	**1**	**4**
Japan	Other							1					1						**1**	**1**	**2**
Kenya	AF			2		6	1	5	9	3	2			1					**17**	**12**	**29**
Korea, Republic of	Other					1													**1**	**0**	**1**
Lebanon	Other					1													**1**	**0**	**1**
Lesotho	AF								1										**0**	**1**	**1**
Liberia	AF								1										**0**	**1**	**1**
Madagascar	AF			1		1		2											**4**	**0**	**4**
Malawi	AF					1	2	1	4		3						1		**2**	**10**	**12**
Mali	AF					2	2	1	6		1				1				**3**	**10**	**13**
Mauritania	AF						1		1	1			1						**1**	**3**	**4**
Mozambique	AF						1	2	2										**2**	**3**	**5**
Myanmar	Other									1									**1**	**0**	**1**
Nepal	Other						1	1	1										**1**	**2**	**3**
Netherlands	Other									1									**1**	**0**	**1**
Niger	AF				1	1	2	1	2		1						1		**2**	**7**	**9**
Nigeria	AF			2	1	1	2	1	10	3	3				2				**7**	**18**	**25**

Country of nationality	Region	P1		P2		P3		P4		P5		P6		D1		D2		UG	Total		
		F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	M	All
Pakistan	Other			1			1		1										**1**	**2**	**3**
Portugal	Other							1											**1**	**0**	**1**
Romania	Other					1													**1**	**0**	**1**
Russian Federation	Other								1										**0**	**1**	**1**
Rwanda	AF				1	2	3	4	6		1		1		2				**6**	**14**	**20**
Sao Tome and Principe	AF							1											**1**	**0**	**1**
Senegal	AF					2		5	4		1			1	1				**8**	**6**	**14**
Seychelles	AF							1											**1**	**0**	**1**
Sierra Leone	AF							1		1									**2**	**0**	**2**
South Africa	AF	1				2				1									**4**	**0**	**4**
South Sudan	AF							1	1		1								**1**	**2**	**3**
Spain	Other					2		1											**3**	**0**	**3**
Sudan	Other							1			1								**1**	**1**	**2**
Sweden	Other							1											**1**	**0**	**1**
Switzerland	Other					1			1										**1**	**1**	**2**
Syrian Arab Republic	Other							1											**1**	**0**	**1**
Tajikistan	Other						1	1											**1**	**1**	**2**
Tanzania, United Republic of	AF				1	2		1		1	2								**4**	**3**	**7**
Togo	AF						1	1	5		1								**1**	**7**	**8**
Tunisia	Other					1		1		1									**3**	**0**	**3**
Uganda	AF			2		1	2	5	12	4	9	1			2				**13**	**25**	**38**
United Kingdom	Other			1		1	1	1	3	1		1							**5**	**4**	**9**
United States of America	Other					2	2	2	5	2							1		**6**	**8**	**14**
Zambia	AF							1	1	2				1	1				**4**	**2**	**6**
Zimbabwe	AF			1	1	1	7	4	6	1	3		1						**7**	**18**	**25**
Total in African Region		**2**	**0**	**30**	**20**	**61**	**63**	**85**	**175**	**32**	**62**	**2**	**7**	**5**	**19**	**1**	**6**	**0**	**218**	**352**	**570**

(b) Distribution of temporary international professional staff by nationality, grade and gender

Country of nationality	P2		P3		P4		P5		P6	D1	Total		
	F	M	F	M	F	M	F	M	M	M	F	M	All
Afghanistan						2					**0**	**2**	**2**
Angola						2					**0**	**2**	**2**
Argentina						1					**0**	**1**	**1**
Benin						2					**0**	**2**	**2**
Botswana						1					**0**	**1**	**1**
Brazil					1						**1**	**0**	**1**
Burkina Faso				2							**0**	**2**	**2**
Burundi	1		1								**2**	**0**	**2**
Cameroon, Republic of		1	3		1	5					**4**	**6**	**10**
Central African Republic						1		1			**0**	**2**	**2**
Chad						1					**0**	**1**	**1**
Congo, Democratic Rep. of the				4		5		1			**0**	**10**	**10**
Congo, Republic of		3		2							**0**	**5**	**5**
Côte d'Ivoire		2			1	3					**1**	**5**	**6**
Cuba						1					**0**	**1**	**1**
Egypt						1					**0**	**1**	**1**
Ethiopia				4		4					**0**	**8**	**8**
France			2	1	2						**4**	**1**	**5**
Gabon	1										**1**	**0**	**1**
Gambia				1		2					**0**	**3**	**3**
Ghana			1			3					**1**	**3**	**4**
Guinea				2	1	1					**1**	**3**	**4**
Haiti						1					**0**	**1**	**1**
India		2	1			1		1			**1**	**4**	**5**
Kenya			1	1	3	2	1	1			**5**	**4**	**9**
Lesotho			1								**1**	**0**	**1**
Liberia				1							**0**	**1**	**1**
Malaysia	1										**1**	**0**	**1**
Mali				1		3					**0**	**4**	**4**
Mauritania						1					**0**	**1**	**1**
Netherlands					1						**1**	**0**	**1**
Niger	1		1	1	1						**3**	**1**	**4**
Nigeria		1		1		5					**0**	**7**	**7**
Pakistan				1							**0**	**1**	**1**
Portugal			1								**1**	**0**	**1**
Rwanda			1			2					**1**	**2**	**3**
Senegal				1		2				1	**0**	**4**	**4**
Spain						1					**0**	**1**	**1**
Sudan						1					**0**	**1**	**1**
Switzerland	1										**1**	**0**	**1**
Tanzania, United Republic of				1		1					**0**	**2**	**2**
Togo		1		1	1	2					**1**	**4**	**5**
Uganda		1		1		4	1				**1**	**6**	**7**
United Kingdom									1		**0**	**1**	**1**
United States of America	1			1		1					**1**	**2**	**3**
Zambia			1								**1**	**0**	**1**
Zimbabwe		1	1	1	1	1					**2**	**3**	**5**
Total in African Region	**6**	**12**	**15**	**28**	**13**	**63**	**2**	**4**	**1**	**1**	**36**	**109**	**145**

(c) Geographical distribution of long-term professional staff from countries of the African Region[13]

Nationality	Recruitment priority	Range		Total Staff	Staff HQ/Other	Staff AFRO
		From	To			
Algeria	B2	2	12	10	8	2
Angola	B1	1	11	2	0	2
Benin	C	1	11	13	3	10
Botswana	B1	1	11	4	0	4
Burkina Faso	C	1	11	27	1	26
Burundi	C	1	11	14	0	14
Cameroon	C	1	11	39	6	33
Cabo Verde	B1	1	11	2	0	2
Central African Republic	B1	1	11	2	0	2
Chad	B2	1	11	8	2	6
Comoros	B1	1	11	1	0	1
Congo	C	1	11	20	1	19
Côte d'Ivoire	C	1	11	20	3	17
Democratic Republic of the Congo	C	1	11	36	2	34
Equatorial Guinea	A*	1	11	0	0	0
Eritrea	B2	1	11	6	3	3
Eswatini	B1	1	11	2	2	0
Ethiopia	C	1	11	44	24	20
Gabon	B1	1	11	4	0	4
Gambia	B2	1	11	7	1	6
Ghana	C	1	11	27	7	20
Guinea	C	1	11	12	1	11
Guinea-Bissau	B1	1	11	3	0	3
Kenya	C	1	11	55	26	29
Lesotho	B1	1	11	1	0	1
Liberia	B1	1	11	1	0	1
Madagascar	B2	1	11	8	4	4
Malawi	C	1	11	16	4	12
Mali	C	1	11	15	2	13
Mauritania	B1	1	11	5	1	4
Mauritius	B1	1	11	4	4	0
Mozambique	B2	1	11	6	1	5
Namibia	B1	1	11	1	1	0
Niger	B2	1	11	10	1	9
Nigeria	C	3	13	52	27	25
Rwanda	C	1	11	27	7	20
Sao Tome and Principe	B1	1	11	1	0	1
Senegal	C	1	11	20	6	14
Seychelles	B1	1	11	1	0	1
Sierra Leone	B1	1	11	4	2	2
South Africa	C	4	14	18	14	4
South Sudan	B1	1	11	4	1	3
Tanzania, United Republic of	C	1	11	13	6	7
Togo	B2	1	11	8	0	8
Uganda	C	1	11	57	19	38
Zambia	B2	1	11	10	4	6
Zimbabwe	C	1	11	43	18	25
				683	212	471

A* Unrepresented countries	**B1** Countries at or below midpoint	**B2*** Countries at the maximum of their
A Underrepresented countries	**B2** Countries at or above midpoint	**C** Countries overrepresented

[13] March 2025 full geographical list has been made available by headquarters HR Data Manager

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	17	8	9	1	3		38
Abuja	27	30	21	7	3	8	96
Accra	15	12	6		2		35
Addis Ababa	57	43	21	7		3	131
Algiers	8	5	1				14
Antananarivo	18	19	11	1		1	50
Asmara	7	6	3	1			17
Aweil	1	1		1			3
Bahir Dar	5	2					7
Bamako	12	6	8			1	27
Bambari	1			1			2
Bangui	18	4	10	1	1		34
Banjul	10	1	3			1	15
Bata	2	1					3
Bauchi	8	15			3		26
Benin City	2	4					6
Bentiu	2	1					3
Bissau	6	2	5	1			14
Bor	3	1					4
Brazzaville, RO	208	15	165	16		67	471
Brazzaville, WCO	16	6	3	3	1	1	30
Bujumbura	17	12	6				35
Bukavu	2	2					4
Calabar	1	3					4
Conakry	15	10	5	5	2		37
Cotonou	12	6	4	1			23
Dakar, EPR hub	1		22	1	1	5	30
Dakar, WCO	9	5	9		2	1	26
Damaturu	1	3			1		5
Dar-es-Salaam	12	15	6	3			36
Diffa	1				1		2
Dodoma		6		1			7
Entebbe	1						1
Enugu	9	14			1		24
Freetown	13	11	5	3	6	3	41
Gaborone	6	6	4				16
Gambella	3	2					5
Garissa		1					1
Goma	2	2	2				6
Harare	20	4	12	2	5	4	47
Ibadan	10	15			1		26
Jigawa	2	2			2		6
Jijiga	4	3					7
Jos	1	3					4
Juba	20	9	22	3		6	60
Kaduna	3	4					7
Kaga Bandoro	1			1			2
Kampala	17	19	11		2	3	52
Kananga	1	1		1			3
Kankan				2	1		3
Kano	9	8	1				18
Katsina	2	3			1		6

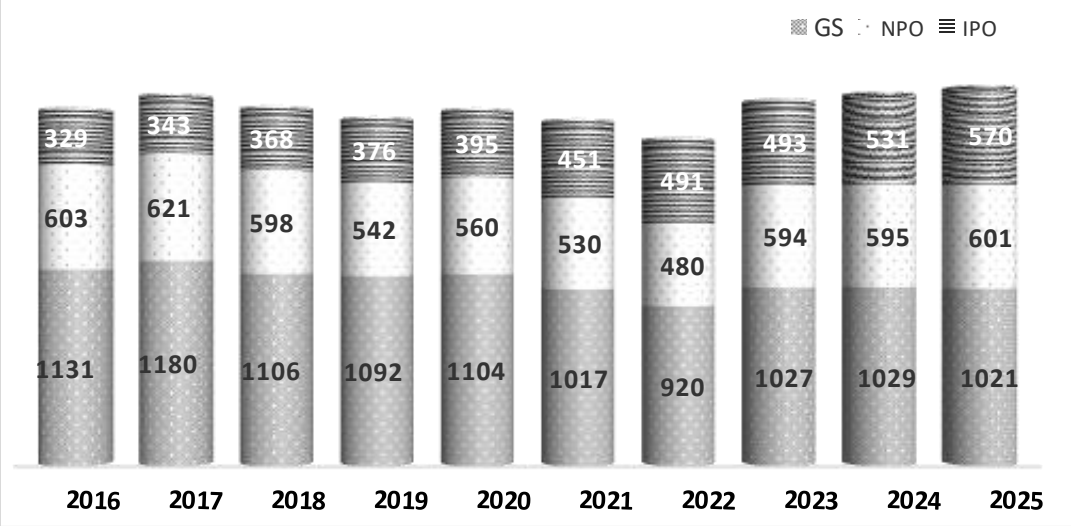
Duty station	Long-term			Temporary			All staff
	GS	NPO	IPO	GS	NPO	IPO	
Kigali	9	3	7		1	1	21
Kinshasa	25	13	15	4	2	8	67
Kisangani		2					2
Kuajok	2	1		1			4
Labe				2	1		3
Lagos	2	3					5
Libreville	20	4	12		1	2	39
Lilongwe	17	9	6	4	3	2	41
Lome	13	8	5	1			27
Luanda	16	14	8			2	40
Lubumbashi	1	1					2
Lusaka	13	7	4	1	4		29
Maiduguri	1	2	1	2	6	1	13
Malabo	9	3	4				16
Malakal	2	1		1		1	5
Maputo	8	16	6	1	1	1	33
Maradi	1				1		2
Maseru	7	5	4				16
Mbabane	9	2	3				14
Mbandaka	1	1					2
Mbuji Mayi	1	1		2			4
Mekelle	5	2			1		8
Minna	10	17			1		28
Monrovia	12	7	4			2	25
Moroni	7	5	1				13
Mzuzu					1		1
Nairobi, EPR Hub	2	1	18	1	1	3	26
Nairobi, WCO	19	18	13			2	52
N'Djamena	28	12	7			1	48
Niamey	7	10	3	1	8	5	34
Nouakchott	11	6	6				23
Nzerekore				2	1		3
Ouagadougou	24	11	14		4	5	58
Pemba				1		2	3
Port Harcourt	11	13			1		25
Port Louis	6	5	2				13
Praia	4	5	2				11
Pretoria, GMC Offshore	12		24	3		2	41
Pretoria, WCO	19	10	14	2	1		46
Rumbek	1			1			2
Sao Tome	7	3	2				12
Sokoto	1	4				1	6
Tahoua				1			1
Tillabery	1				1		2
Torit	1	1		1			3
Umuahia	2	3		1			6
Victoria	5	2	2				9
Wau	2	1		1			4
Windhoek	10	7	3				20
Yambio	2	1		1			4
Yaounde	14	7	4				25
Zamfara	1	3			1		5
Zanzibar	1		1				2
Zomba					1		1
Grand Total	**1021**	**601**	**570**	**98**	**81**	**145**	**2516**

Table 5. Progress report on appointments from 2016 to 2025

		2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
GS	TA	236	242	171	147	163	140	131	110	106	98
	LT	1131	1180	1106	1092	1104	1017	920	1027	1029	1021
NPO	TA	47	49	69	82	94	102	95	61	76	81
	LT	603	621	598	542	560	530	480	594	595	601
IPO	TA	187	198	165	159	162	135	134	147	142	145
	LT	329	343	368	376	395	326	491	493	531	570
Total		**2536**	**2633**	**2477**	**2398**	**2479**	**2375**	**2251**	**2432**	**2479**	**2479**
Comparison[14]		-	**+3.7**	-6.3%	-3.3%	**+3.2%**	**-4.3%**	**-5.5%**	**+7.4%**	**+1.9%**	**+1.5%**

Fig. 1. Staffing trends over the past 10 years (2016–2025)

(a) Staff on long-term appointments by category



[14] Each year is compared to the previous one

(b) Staff on temporary appointments by category

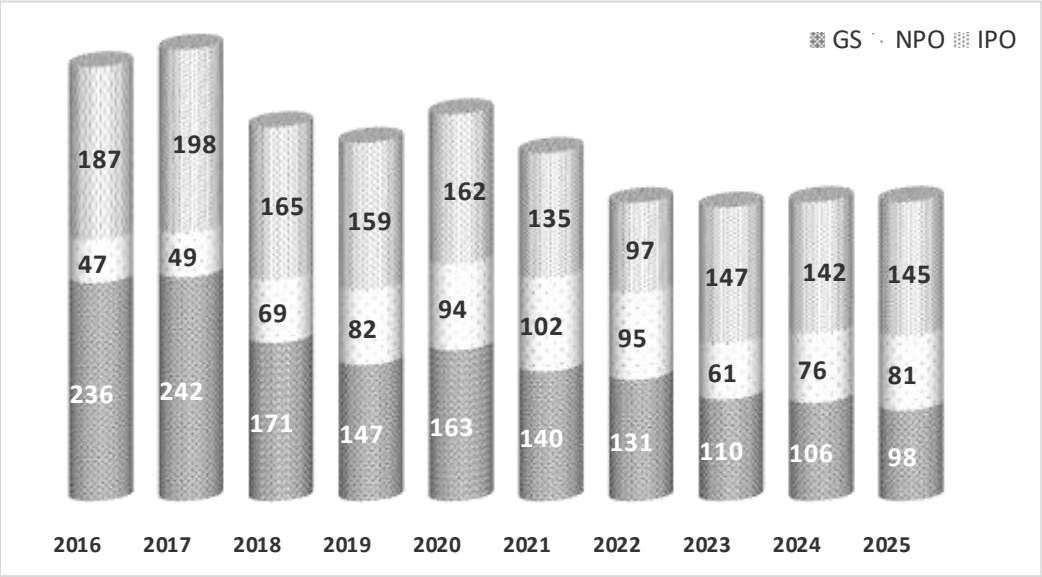


Fig. 2. Proportion of long-term female staff by category, from 2016 to 2025

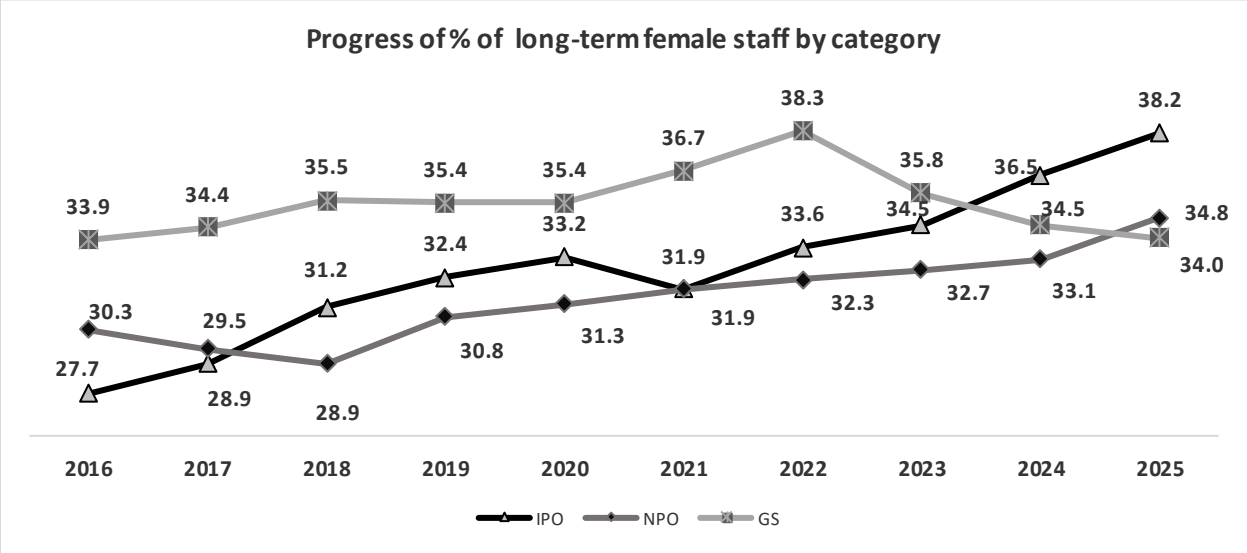


Fig. 3. Distribution of international staff members by appointment type and gender