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STAFF AND ADMINISTRATIVE QUESTIONS

1. This report on staff and administrative questions focuses mainly on the recruitment and management of personnel, training, staff welfare and other administrative matters.
2. During the fourth meeting of the Conference of Ministers, the secretariat was specifically requested to Africanize ECA's staff to the extent of 75 per cent while taking into account the geographical distribution of posts to be filled.
3. In this connexion and with regard to established posts in the regular budget, 119 of the 189 professional posts for the biennium 1978/79 are occupied by Africans and 43 by non-Africans, leaving 27 posts not yet filled. Out of these 27 posts, 15 are already committed for Africans (see table 1).
4. If we include in the Africanization exercise all the posts occupied by Africans, regardless of the sources of funding for the posts, it appears clearly from the figures given in table 2 that the staffing of ECA is composed 86.8 per cent of Africans and only 13.2 per cent of non-Africans (see table 2).
5. Regarding the question of Africanization, attention should be drawn to some of the difficulties the secretariat often encounters in this exercise, especially in view of the reluctance of member States to release competent staff from their national services for permanent employment with ECA.
6. The secretariat is aware of the paucity of executive personnel at the national level but at the same time it is convinced that certain sacrifices are essential if competent staff are to be placed at the disposal of the secretariat to enable it to perform effectively for the benefit of member States.
7. Until such time as those sacrifices are made, the secretariat will continue to side-step the difficulty by recruiting as consultants Africans who are not available for permanent employment in ECA. In applying the Africanization programme to this formula, during the period from January 1977 to August 1978 ECA recruited 136 consultants for the preparation of regional reports as well as for work in specific fields of concern to the least-developed African countries and also for visits to African countries to provide technical advisory services on request.

8. In 1976 several consultation missions were mounted with funds from the African Trust Fund, ECOWAS and UNDP in the context of the new role of ECA as an executing agency.

9. Out of 136 consultants, 123 or 90 per cent were Africans. In 1977, out of 73 consultants, 69 or 94.5 per cent were Africans while during the first eight months of 1978 out of 63 consultants, 54 or 85.7 per cent were Africans. The rather low percentage of African nationals recruited as consultants in 1978 is due to the fact that more and more consultations are requested in very high-level technical fields in which it is difficult to find competent African candidates.

10. It should be noted that some consultants were recruited from African countries which were underrepresented in the secretariat or even not represented at all such as the Ivory Coast, Gabon, Lesotho and Swaziland.

11. The secretariat welcomes this kind of compromise for it enables it not only to associate Africans more closely with the social and economic problems existing in the African countries and/or how they are being solved but also to evaluate professional personnel that might subsequently decide to seek employment with ECA as permanent staff members.

12. As regards the equitable geographical distribution of established posts among the States of the various subregions of the African continent, tables 3 and 4 in the annex to this report indicate in detail the situation as of 1 July 1978. The imbalance which is clearly shown in those tables is due to the problem of lack of professional personnel, which is more serious in certain States than in others, some of the latter having even exceeded their quota within the United Nations Secretariat as a whole. Serious thought should be given to the ways and means of eliminating the imbalance. The secretariat has been concerned with this problem and, whenever a choice has been possible and qualifications equal, it has given preference to candidates who were nationals of countries underrepresented or not represented at all in the ECA secretariat. The consequence has been that nominations of nationals from overrepresented countries have often been kept pending, thus keeping posts of responsibility vacant during long periods which it had been hoped to fill with nationals of underrepresented countries. This policy of "freezing" vacant posts hinders the implementation of programmes for which such posts have been earmarked and cannot be continued indefinitely. That is why the secretariat hopes that consideration will be given to this vexed problem of geographical distribution and guidelines will emerge.

13. The secretariat has been concerned with improving conditions for career development and for the welfare of the staff employed in ECA.

14. As regards career questions, whenever it has been possible, the secretariat has promoted the most deserving staff members. Nevertheless, it is still faced with some difficulties, since the promotion of deserving staff members has not always been possible, either because the programme for which they were recruited did not include any established posts on which to implement a promotion, or because the desire to ensure proper representation of all States in the secretariat has sometimes led to the recruitment of qualified candidates who were nationals of a country which was underrepresented or not represented, rather

than the promotion of existing staff members, even though they might be deserving. That policy is fair to underrepresented countries and ensures a greater measure of justice.

15. Moreover, the career development of staff members has been enhanced by organizing training seminars (in 1978, 340 hours of training were provided in the course of 10 seminars) and language courses. It will be recalled in this respect that the Conference of Ministers held at Kinshasa had already requested the secretariat to pursue this initiative. Within one year 1,624 hours of English courses, 1,315 hours of French courses and 304 hours of Arabic courses have been provided. These results are encouraging, but still remain rather limited, especially as concerns Arabic, where efforts are hampered by the lack of resources at the disposal of the secretariat, making it difficult to establish Arabic as a working language of ECA on a par with French and English. Difficulties in this field were described in greater detail at the meeting of the Executive Committee held in May 1978 at Khartoum.

16. As regards training, ECA has just launched a Training Programme for African Translators. The purpose of this project, which is most challenging and unique in this field in the entire United Nations system, is not only to enable Africans to accede to this important profession, where the lack of personnel is seriously handicapping the work of the secretariat, but also and above all to facilitate communications and understanding among the different linguistic groups of the continent. In 1978 a first team of eight African trainees participated in the programme. The programme is expected to prepare around ten African translators for the general examination each year, over an estimated period of ten years.

17. As for staff welfare, the secretariat is dealing with this matter by implementing the recommendations of the Staff Association and of the Joint Advisory Committee whenever possible. For instance, during the difficult period when hostilities in Ethiopia were adversely affecting life in Addis Ababa, the secretariat had to take exceptional measures tending mainly to improve security and health arrangements for the staff, as well as the supply of products of vital necessity. The secretariat is grateful to United Nations Headquarters for its understanding and for the financial sacrifices which it has contributed in such emergency circumstances, in particular to expand the facilities of the ECA clinic, and for the authorization granted to expatriate staff members to take rest and recuperation leave elsewhere than at ECA headquarters in the year in which they do not take their home leave. The secretariat is equally grateful to the Ethiopian Government, whose efficient co-operation and goodwill have never failed it.

18. As regards other administrative matters the secretariat is now occupying its new premises. The new ECA building has ten storeys. It cost \$US 14.3 million and includes not only functional and well-equipped offices and conference rooms, but also modern restaurants and a cafeteria, which will be opened very soon. The secretariat has had occasion to appeal to all member States of ECA with a view to obtaining decorations for the building, reflecting the various types of African culture and art. So far, several States have responded favourably to the appeal. The secretariat is grateful to them and wishes to repeat the appeal to those which for some reason or other have not yet been able to give a positive answer to its request.

19. The same building houses the largest library in Africa, at least as regards economic information relating to the African continent. The ECA library contains 150,000 books; thousands of United Nations publications concerning the African economy, official and private publications concerning Africa, 500 economic periodicals to which the Commission subscribes and much else besides. This huge documentation, which has been painstakingly collected over some 20 years, is unfortunately not fully used by member States. So far, only ECA staff members and some African and overseas researchers have made use of this great hoard of economic information on Africa. African States should be able to make full use of the resources of the library, which is really their own. In so doing, the large sum of money they spend to obtain elsewhere the economic information which is currently available in this library would represent savings which could be used for their own national projects. The secretariat's purpose here is to recall the existence of that pool of resources and it is considering the most efficient ways and means of placing it at the disposal of all African States.

20. On the same subject, the secretariat is considering the establishment within the ECA secretariat of a specific section for investment feasibility studies and promotion. In previous years, African agencies and Governments have more and more frequently requested ECA to undertake useful surveys both on the national and on the multinational level the object of which would be to improve the social and economic lot of the peoples of Africa as efficiently as possible. It was in order to respond speedily and positively to this important challenge of socio-economic development that a section responsible for studies on investment promotion is being established in the ECA secretariat. That section will be the focal point which will co-ordinate within ECA the implementation of projects designed to ensure increased investment of available capital. It will be active in multidisciplinary fields and will utilize methods of preliminary research such as prefeasibility or feasibility studies, the effectiveness of which will have to be evaluated.

21. In brief, its functional objectives will be: (a) to provide promptly consultants of appropriate levels and competence to ensure the efficient implementation of prefeasibility and feasibility surveys; (b) to formulate, after evaluating the consultants' reports, recommendations deemed relevant for Governments; (c) to help Governments and businessmen to localize and select investment sources suitable for each specific sector; (d) to identify and promote feasible national and multinational development projects, and assist in their design and finalization; and (e) to provide assistance, in co-operation with the Staff Development Programme, for projections and analyses.

Table 1: I. Professional staff employed by ECA on regular posts

	USG	D.2	D.1	P.5	P.4	P.3	P.2/1	Total
A. <u>On board</u>								
1. Africans	1	1	10	16	29	44	18	119
2. Non-Africans	-	-	3	6	14	13	7	43
B. <u>Posts committed</u>								
1. Africans	-	-	-	2	4 ^{a/}	5 ^{b/}	4	15
2. Non-Africans	-	-	-	4	1	-	-	5
C. <u>Vacancies</u>								
Total regular posts	1	1	13	26	49	64	33	189
Africans as % of total	100%	100%	76.92	64.29	68.75	79.03	75.86	73.62
Non-Africans as % of total	-	-	23.08	35.71	31.25	20.97	24.14	26.38

II. Comparison of figures regarding authorized posts

	1974	1977	1978
USG	1	1	1
D.2	1	1	1
D.1	11	13	13
P.5	25	27	28
P.4	40	47	48
P.3	61	63	63
P.2/1	33	33	33
GS	300	383	383
Total	472	568	570

a/ Including CTNC post from headquarters.

b/ Including one ECU post from headquarters.

Table 1: III. Staff situation (regular posts)

	1974	1977	1978
<u>Africans</u>			
USG	1	1	1
D.2	1	1	1
D.1	8	8	10
P.5	15	13	16
P.4	23	27	29
P.3	30	36	44
P.2/1	25	22	18
GS	254	297	348
Total	357	407	467

Non-Africans

USG	-	-	-
D.2	-	-	-
D.1	2	3	3
P.5	5	7	6
P.4	14	12	14
P.3	13	13	13
P.2/1	6	5	7
GS	39	29	20
Total	79	69	63

	Total	Africans	% of total	Non-Africans	% of total
1974	436	359	81.88	79	18.12
1977	476	407	85.50	69	14.50
1978	530	467	88.11	63	11.89

Table 2: I. Staff employed by ECA by level of posts (including MULPOCs)

	USG	D2/L7	D1/L6	P5/L5	P4/L4	P3/L3	P2-1/LL2-1	GS	Total
A. <u>On board</u>									
1. Africans on regular posts	1	1	10	16	29	44	18	348	467
2. Africans on extrabudgetary posts	-	1	3	7	21	5	7	67	111
3. Non-Africans on regular posts	-	-	3	6	14	13	7	20	63
4. Non-Africans on extrabudgetary posts	-	-	6	4	1	3	-	3	17
B. <u>Posts committed</u>									
1. Africans on regular posts	-	-	-	2	4 ^{a/}	5 ^{b/}	4	5	20
2. Africans on extrabudgetary posts	-	-	2	2	7	2	1	1	15
3. Non-Africans on regular posts	-	-	-	4	1	-	-	-	5
4. Non-Africans on extrabudgetary posts	-	1	-	3	2	2	-	-	8
Total	1	3	24	44	79	74	37	444	706
C. <u>Vacancies</u>									
1. Regular posts	-	-	-	1	1	2	4	10	18
2. Extrabudgetary posts	-	1	1	13	13	3	-	12	43
Total posts	1	4	25	58	93	79	41	466	767
Africans as % of total staff	100	66.7	62.5	61.4	77.2	75.7	81.1	94.8	86.8
Non-Africans as % of total staff	-	33.3	37.5	38.6	22.8	24.3	18.9	5.2	13.2

a/ Including one CTNC headquarters post.

b/ Including one ECU headquarters post.

Table 2: II. Professional staff employed by ECA on extrabudgetary posts

	L.7	L.6	L.5	L.4	L.3	L.2/1	Total
A. On board							
1. Africans	1	3	7	21	5	7	44
2. Non-Africans	-	6	4	1	3	-	14
B. Posts committed							
1. Africans	-	2	2	7	2	1	14
2. Non-Africans	1	-	3	2	2	-	8
C. Vacancies	1	1	13	13	3	-	31
Total extrabudgetary posts	3	12	29	44	15	8	111
Africans as % of total	50	45.5	56.25	90.32	58.33	100.00	72.5
Non-Africans as % of total	50	54.5	43.75	9.68	41.67	-	27.5

III. Professional staff employed by MULPOCs as of 1 July 1970

	D2/L7	D1/L6	P5/L5	P4/L4	P3/L3	P2/1-L2/1	Total
Nianey	-	-	1	2	1	1	5
Non-Africans	-	-	-	-	-	-	-
Lucaka	-	-	1	4	-	1	6
Non-Africans	-	-	-	-	-	-	-
Yaounde	-	-	1	2	2	-	5
Non-Africans	-	-	-	-	-	-	-
Gisenyi	-	1	-	1	-	-	2
Non-Africans	-	-	-	-	1	-	1
Tangiers	-	1	-	-	1	-	2
Non-Africans	-	-	-	1	-	-	1
Total	-	2	3	10	5	2	22
Africans as % of total	-	100%	100%	90%	80%	100%	90.9%
Non-Africans as % of total	-	-	-	10%	20%	-	9.1%

Table 2: IV. Levels and countries of origin of chiefs of divisions, officers sections or units (1 September 1970)

Division, Office, Section or Unit	Country	Level
1. CABINET OFFICE OF THE EXECUTIVE SECRETARY		
1.1 Executive Secretary	Nigeria	USG
1.2 Deputy Executive Secretary	Congo	D.1
1.3 Security Unit	Guyana	P.2(SPA)
2. OFFICE OF THE SECRETARY OF THE COMMISSION	Togo	P.4
3. INFORMATION SERVICES UNIT	UK/Southern Rhodesia	P.5
4. TECHNICAL ASSISTANCE CO-OPERATION AND OPERATIONS OFFICE	Nigeria	D.1
5. POLICY AND PROGRAMME CO-ORDINATION OFFICE	Sierra Leone	D.1
6. ECONOMIC CO-OPERATION OFFICE	UK/Southern Rhodesia	D.1
6.1 MULPOC - Niamey	United Rep. of Cameroon	L.5(SPA)
6.2 MULPOC - Lusaka	United Rep. of Tanzania	L.5
6.3 MULPOC - Tangiers	Sudan	D.1
6.4 MULPOC - Yaounde	Senegal	L.5
6.5 MULPOC - Gisenyi	Zaire	L.6
7. ADMINISTRATION AND CONFERENCE SERVICES DIVISION	Upper Volta	P.5
7.1 Personnel Section	United Kingdom	P.4
7.2 Clinic	Vacant	P.4
7.3 Budget and Finance Section	Malaysia	P.4
7.4 Conference Services Section	Botswana	P.4
7.5 Documents and Publishing Service	United States of America	P.3
7.6 Translation Services	Belgium	P.4
7.7 General Services Section	Trinidad and Tobago	P.3
7.8 Library	Sudan	P.3
7.9 Data Processing Section	Madagascar	P.4
7.10 Communications Centre	Ireland	FS.6
7.11 Building Management Unit	Ethiopia	P.4
8. SOCIO-ECONOMIC RESEARCH AND PLANNING DIVISION	Egypt	D.1
8.1 Socio-economic Policy, Planning and Projection Section	Vacancy	P.5
8.2 Socio-economic Survey & Analysis Section	Egypt	P.4
8.3 Fiscal, Monetary & Finance Policy and Institutions Section	Senegal	P.3

Table 2: IV. Levels and countries of origin of chiefs of divisions, offices, sections or units as of 1 September 1976 (Continued)

Division, Office, Section or Unit	Country	Level
9. JOINT ECA/FAO AGRICULTURE DIVISION	Nigeria	D.1
9.1 Food and Agriculture Policy & Planning Section	India	P.5
9.2 Agricultural Production, Institutions and Services Section	Vacancy	P.5
9.3 Agricultural Marketing Section	Egypt	P.4
10. JOINT ECA/UNIDO INDUSTRY DIVISION	Kenya	D.1
10.1 Industrial Development Section	Japan	P.5
10.2 Industrial Operations Section	Vacancy	P.5
10.3 ECA/FAO Forest Industries Advisory Group for Africa	United Kingdom	P.5
10.4 Housing, Construction and Physical Planning Section	Benin	P.5
11. INTERNATIONAL TRADE AND FINANCE DIVISION	Haiti	P.5
11.1 Trade and Financial Relations with the Developed World Section	Togo	P.4
11.2 Trade and Financial Relations with the Third World Countries Section	Zambia	P.4
11.3 Intra-African Trade and Finance Section	Sudan	P.4
11.4 Africa Trade Centre	Central African Empire	P.3
11.5 Joint ECA/CTNC Unit on Transnational Corporations	Malawi	P.5
12. SOCIAL DEVELOPMENT DIVISION	Ghana	D.1
12.1 Social Policy, Planning and Research Section	Ghana	P.5
12.2 Integrated Rural Development Section	Mali	P.5
12.3 Voluntary Agencies Programme	Madagascar	P.4
12.4 Youth and Social Welfare Section	Uganda	P.4
12.5 Training & Research Centre for Women	Ethiopia	L.4
13. NATURAL RESOURCES DIVISION	Kenya	D.1
13.1 Mineral Resources Unit	Romania	P.5
13.2 Energy Resources Unit	Romania	P.5
13.3 Water Resources Unit	Sudan	P.5
13.4 Science and Technology Unit	Ghana	P.5
13.5 Environment Unit	Kenya	P.5
13.6 Cartography Unit	Nigeria	P.5

Table 2: IV. Levels and countries of origin of Chiefs of Divisions, offices section or units as of 1 September 1978 (continued)

Division, Office, Section or Unit	Country	Level
14. TRANSPORT, COMMUNICATIONS AND TOURISM DIVISION	United Rep. of Cameroon	D.1
14.1 Transport Section	Vacancy	P.5
14.2 Trans-African Highways Programme	Ethiopia	P.4
14.3 Communications Unit	Ghana	P.5
14.4 Tourism Unit	Niger	P.2
15. PUBLIC ADMINISTRATION, MANAGEMENT AND MANPOWER DIVISION	Nigeria	D.1
15.1 Public Administration and Management Section	France	P.5
15.2 Budgeting and Financial Management Section	Sierra Leone	P.3
15.3 Manpower Development Section	Kenya	P.4
16. STATISTICS DIVISION	United Kingdom	D.1
16.1 General Economic Statistics Section	Senegal	P.4
16.2 Demographic and Social Statistics Section	Madagascar	P.4
16.3 Data Bank	Dominica	P.4
17. POPULATION DIVISION	Algeria	P.5
17.1 Population, Planning and Policies Section	Ghana	P.4
17.2 Fertility and Mortality Studies Section	Nigeria	P.4
17.3 General Demography Section	Vacancy	P.4

Table 3: African staff members in ECA secretariat on regular and extrabudgetary posts 1/ as of 1 July 1978 (by nationality and level)

Nationality	USG	D2/L7	D1/L6	P5/L5	P4/L4	P3/L3	P2-1/L2-1	GS	Total
1. Algeria	-	-	-	1	1	-	-	-	2
2. Angola	-	-	-	-	-	-	1	-	1
3. Benin	-	-	-	1	1	1	-	2	5
4. Burundi	-	-	-	-	-	-	1	1	2
5. Botswana	-	-	-	-	1	-	1	-	2
6. Cape Verde	-	-	-	-	-	-	-	-	-
7. Central African Empire	-	-	-	-	-	1	1	-	2
8. Chad	-	-	-	-	-	-	1	-	1
9. Comoros	-	-	-	-	-	-	1	-	1
10. Congo	-	1	-	-	1	1	1	-	4
11. Djibouti	-	-	-	-	-	-	-	-	-
12. Egypt	-	-	2	2	2	1	-	-	7
13. Ethiopia	-	-	-	-	5	2	2	370	379
14. Equatorial Guinea	-	-	-	-	-	-	-	-	-
15. Gabon	-	-	-	-	-	-	-	-	-
16. Gambia	-	-	-	-	1	1	1	-	3
17. Ghana	-	-	2	4	1	1	1	3	12
18. Guinea	-	-	-	-	-	-	-	1	1
19. Guinea-Bissau	-	-	-	-	-	-	-	-	-
20. Ivory Coast	-	-	-	-	-	-	-	-	-
21. Kenya	-	-	2	1	5	-	2	-	10
22. Lesotho	-	-	-	-	-	-	-	-	-
23. Liberia	-	-	-	-	-	-	-	-	-
24. Libyan Arab Jamhuriya	-	-	-	-	-	-	-	-	-
25. Madagascar	-	-	-	1	3	2	-	1	7
26. Malawi	-	-	-	-	1	1	1	-	3
27. Mali	-	-	-	1	1	3	1	2	8
28. Mauritania	-	-	-	-	-	-	-	-	-
29. Mauritius	-	-	-	-	-	1	-	-	1
30. Morocco	-	-	-	-	-	1	-	4	5
31. Mozambique	-	-	-	-	-	-	-	-	-
32. Niger	-	-	-	-	1	-	2	2	5
33. Nigeria	1	-	2	2	1	1	1	1	9
34. Rwanda	-	-	-	-	-	-	1	-	1
35. Sao Tome and Principe	-	-	-	-	-	-	-	-	-
36. Senegal	-	1	-	2	2	2	-	-	7
37. Seychelles	-	-	-	-	-	-	-	-	-
38. Sierra Leone	-	-	1	-	1	6	-	-	8
39. Somalia	-	-	-	-	-	1	-	-	1
40. Sudan	-	-	1	1	3	1	-	-	6
41. Swaziland	-	-	-	-	1	-	-	-	1
42. United Rep. of Cameroon	-	-	1	2	2	3	1	9	18
43. United Rep. of Tanzania	-	-	-	2	2	6	1	3	14
44. Togo	-	-	-	-	5	2	2	1	10
45. Tunisia	-	-	-	-	1	1	-	-	2
46. Uganda	-	-	-	-	1	1	4	4	10
47. Upper Volta	-	-	-	1	1	1	-	-	3
48. Zaire	-	-	1	-	-	6	2	3	12
	-	-	-	-	1	2	-	5	8

Table 4: Appointment of Africans to professional posts under the regular budget in the United Nations Secretariat subject to geographical distribution (by subregion and by nationality)

Subregion and country	Number of staff		Desirable range
	in EC/ as at 1/7/1976	in United Nations as at 31/12/1977	
<u>Central African subregion</u>	17	32	-
Angola	-	1	2-7
Burundi	1	2	2-7
Central African Empire	2	2	2-7
Chad	1	3	2-7
Congo	4	5	2-7
Equatorial Guinea	-	-	2-7
Gabon	-	-	2-7
Rwanda	1	1	2-7
Sao Tome and Principe	-	-	2-7
United Republic of Cameroon 1/	3	8	2-7
Zaire 1/	5	10	2-7
<u>Eastern and Southern African subregion</u>	43	88	-
Comoros	1	1	2-7
Djibouti	-	-	-
Ethiopia 1/	7	16	2-7
Kenya 1/	7	14	2-7
Madagascar 1/	5	7	2-7
Somalia 1/	1	8	2-7
Uganda 1/	5	14	2-7
United Republic of Tanzania 1/	9	14	2-7
Botswana	2	2	2-7
Lesotho	-	2	2-7
Malawi	2	1	2-7
Mauritius	1	7	2-7
Mozambique	-	-	2-7
Seychelles	-	-	2-7
Swaziland	-	-	2-7
Zambia	3	2	2-7
<u>North African subregion</u>	10	80	-
Algeria 1/	-	15	4-9
Egypt 1/	3	25	3-8
Libyan Arab Jamahiriya	-	4	5-10
Morocco 1/	-	9	3-8
Sudan 1/	6	9	2-7
Tunisia 1/	1	18	2-7

1/ Countries whose citizens are over-represented at the United Nations.

Table 4: Appointment of Africans to professional posts under the regular budget in the United Nations Secretariat subject to geographical distribution (by subregion and by nationality) (Continued)

<u>Subregion and country</u>	<u>Number of staff in ECA as at 1/7/1976</u>	<u>Number of staff in United Nations as at 31/12/1977</u>	<u>Desirable range</u>
<u>West African subregion</u>	46	103	
Benin 1/	3	3	2-7
Cape Verde	-	-	2-7
Gambia	3	5	2-7
Ghana 1/	6	15	2-7
Guinea	-	5	2-7
Guinea-Bissau	-	-	2-7
Ivory Coast	-	-	2-7
Liberia	-	2	2-7
Mali 1/	4	9	2-7
Mauritania	-	1	2-7
Niger	2	3	2-7
Nigeria 1/	7	19	4-9
Senegal	5	11	2-7
Sierra Leone	7	13	2-7
Togo 1/	7	9	2-7
Upper Volta	2	3	2-7
<u>Total</u>	<u>116</u>	<u>303</u>	<u>-</u>
<u>Southern Rhodesia (UK)</u>	<u>2</u>	<u>-</u>	<u>-</u>
<u>South Africa (UK)</u>	<u>1</u>	<u>10</u>	<u>9-14</u>
<u>Grand total</u>	<u>119</u>	<u>313</u>	<u>114-359</u>

1/ Countries whose citizens are over-represented at the United Nations.