



- Algeria
- Egypt
- Cameroon
- Guinea
- Libya
- Kenya
- Mali

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ECONOMIC COMMISSION FOR AFRICA
SILVER JUBILEE ANNIVERSARY MEETINGS

Fourth meeting of the Technical
Preparatory Committee of the
Whole

Addis Ababa, Ethiopia, 14-22 April 1983
Item 15 of the provisional agenda

ECONOMIC COMMISSION FOR AFRICA
SILVER JUBILEE ANNIVERSARY MEETINGS

Eighteenth session of the Commission
and ninth meeting of the Conference
of Ministers of the Commission

Addis Ababa, Ethiopia, 27 April - 3 May 1983
Item 12A. E. of the provisional agenda

PERSONNEL AND ADMINISTRATIVE QUESTIONS

Executive Summary*

* The present summary constitutes the main document for consideration.

PERSONNEL AND ADMINISTRATIVE QUESTIONS

1. The present report is in response to the concern of the secretariat to ensure that the representatives of States Members of the Commission are kept regularly informed of developments in the administration of ECA in general. The following information therefore takes stock of personnel and administrative management trends.
2. Regarding personnel questions, the staff Africanization policy which has guided ECA's action for some years in the field of recruitment has been pursued with the same determination. Indeed, an analysis of personnel statistics reveals that as of 31 December 1982, 157 out of the 204 administrative posts financed from regular budget resources (77 per cent) were occupied by Africans. Regarding posts financed from such extrabudgetary resources as provided under bilateral assistance and by UNDP, the United Nations Trust Fund, the United Nations Fund for Population Activities and the United Nations Environment Programme the figures as of the same date were 87 out of 126 (70 per cent) occupied by Africans. For general service posts, 554 of the 615 posts are occupied by Africans. It is clear from the aforementioned figures that out of a total of 945 posts existing in ECA, 798 (84 per cent) are currently occupied by Africans.
3. Regarding consultants, the secretariat recruited throughout 1982 255 Africans out of the total of 315 posts available. These data, in comparison with those of previous years when barely half the consultants of ECA were Africans, illustrate the sharp increase in the number of Africans whose skills have temporarily been placed at ECA's disposal to reinforce the permanent staff. This new trend also reflects the growing number of African specialists being turned out, day in day out, in substantive fields hitherto reserved almost exclusively for nationals of developed countries.
4. The foregoing is quite revealing of the results of efforts made by the secretariat to implement resolutions adopted at various meetings of the Commission's Conference of Ministers inviting the secretariat to utilize as much as possible the services of Africans in carrying out the work programmes of ECA.
5. While these results may be considered positive, it should nevertheless be stressed that the distribution of secretariat posts among the various African nationalities has yet to be reviewed. The data in annex I of the present report on the current composition by nationality of ECA secretariat should lead the Conference of Ministers to reiterate the appeal previously made to States under-represented in the secretariat to encourage their nationals to apply for jobs in ECA secretariat and its affiliated agencies. It should be recalled in this regard that when States fail to fill their quota, the posts reserved for them will be occupied inter alia, by non-Africans.
6. We deemed it advisable to bring to the attention of the Conference of Ministers the fact that, in light of the concern to Africanize, ECA secretariat has been making persistent efforts to promote, as a working language of the Commission, Arabic, which is the one official language of the United Nations that is authentically African. Indeed, even though that language should enjoy within the secretariat the same status and facilities accorded to French and English,

no specific funds have been placed at the disposal of the secretariat for translation or interpretation into Arabic on the same footing as French and English. Conscious of all consequences of the situation, the secretariat has decided to secure from the funds voted for the two other languages hitherto utilized by the Commission, the resources necessary to establish the nucleus of an Arabic group within the language services. That arrangement has made it possible to provide interpretation and translation into Arabic of essential documents for ECA's major conferences. Since such measures are understood to be provisional, ECA secretariat felt it has to appeal for voluntary contributions from States members of the United Nations who are just as concerned with the promotion of Arabic within the United Nations Secretariat. In this connection it has been computed that the cost of maintaining an Arabic group under normal conditions within ECA secretariat, as compared to the resources currently allocated to the group, will require an additional funding of \$942,000 over a period of three years. On the basis of those figures the appeal made to States in 1981-1982 brought in an amount of \$200,000. By raising this question in this report, the secretariat hopes that the pledging conference scheduled for 2 May 1983 will provide an opportunity for certain States to accord particular attention to the secretariat's appeal so that the greater part, if not all, of the needs of our Arabic language group can be met.

7. Regarding staff administration questions it must be pointed out that in addition to the normal efforts made by the secretariat to provide, in accordance with current practice, job security and further training and promotion for the most deserving staff members, the secretariat managed over the years 1981-1982 to secure a salary increase of 7 per cent for general service staff and a higher duty station classification for internationally recruited staff members and consequently a better post adjustment level. While these results are somewhat satisfactory, the secretariat is convinced that they fall short of the legitimate expectations of the staff. Additional and sufficiently detailed files have therefore been sent to the competent authorities at Headquarters to document the case for releasing additional funds with a view to improving the living and working conditions of ECA staff members. It should be acknowledged in this regard that the secretariat received in January 1983, for the first time, an official and working visit from the Chairman of the International Civil Service Commission. Since it is on the basis of the recommendations of that independent Commission that the Secretary-General and the General Assembly evaluate the material needs of United Nations staff members it might be hoped that greater attention will henceforth be accorded to the just claims of ECA staff members.

8. In the present report on administrative and personnel questions, the secretariat feels duty-bound to report also that in 1982 UNDP's critical financial situation nearly had fatal consequences on the existence of the Multi-national Programming and Operational Centres (MULPOCs). Indeed, when UNDP, which was financing over 90 per cent of the costs involved in the running and operations of the MULPOCs announced its intention no longer to provide assistance, the secretariat had to turn to the General Assembly to request the necessary resources that would replace the funds withdrawn by UNDP and at least ensure the running of the MULPOCs on a permanent basis. That appeal was heeded and it is with the greatest relief that the secretariat announces the decision of the General Assembly to incorporate permanently into the budget of ECA the funds meant to cover in part the staff expenditure for 13 new permanent posts and general administrative operations such as travel, meetings and facilities of the four MULPOCs located in Yaounde, Gisenyi, Lusaka and Niamey that had to date been financed by UNDP.

9. It should also be mentioned that it was the same goodwill towards ECA which led the General Assembly finally to make the appropriations necessary for continuing the United Nations Translators Training Programme after voices were raised in 1981 requesting deletion of the programme under the pretext that the 10 or so African translators who had graduated from the programme were enough to cover ECA's needs in that area.

10. Again regarding administrative questions of ECA considered by the latest meetings of the General Assembly, mention should be made of the decision to assist in solving the problem of the inadequate conference facilities that the secretariat currently has in Addis Ababa. It will be recalled, in this regard, that in resolution 454 (XVII) adopted in Tripoli on 30 April 1982 the Conference of Ministers expressed concern over this matter. After the Economic and Social Council and the Advisory Committee on Administrative and Budgetary Questions had given their support to ECA's request for the construction of new conference rooms and facilities, the General Assembly decided, at its 37th session, to initiate the process of solving the problem by allocating to the Commission the amount of \$US635,000 which will be used as follows:

(a) \$400,000 for technical studies on various options and construction methods;

(b) \$235,000 for meeting the cost of converting certain parts of Africa Hall into well-equipped conference rooms.

These conversions are considered interim solutions pending the keenly expected construction of a new complex to provide appropriate accommodation for ECA conferences held at the headquarters of the secretariat in Addis Ababa.

11. The foregoing reflects a certain solicitude of the General Assembly towards the Commission. That solicitude should be warmly appreciated because those financial efforts have been made at this time of the United Nations' financial crisis when consideration of its budget is guided essentially by the rule of zero-growth in real terms. This is also the time for the secretariat to pay tribute to African delegations whose unrelenting efforts and firm commitment to the cause of ECA during the latest meetings of the General Assembly helped greatly in securing the positive results mentioned above.

ANNEX I

A. Distribution of professional regular posts among ECA member States^{a/}

	USG	D-2	D-1	P-5	P-4	P-3	P-2/1	Total ECA (31.12.82)	Total UN (30.11.82)	Desirable range ^{b/}
Algeria				1		1		2	20	4-16
Benin				2		2	1	5	10	2-14
Botswana						2		2	4	2-14
Burundi		1				3	2	6	8	2-14
Central African Republic						1		1	2	2-14
Chad						1	1	2	5	2-14
Comoros							2	2	2	2-14
Congo				1	2			3	8	2-14
Egypt			1	1	2			4	20	3-15
Ethiopia				3	3		6	12	25	2-14
Gambia					1	1		2	7	2-14
Ghana				3	1	3	1	8	17	3-14
Guinea				1				1	7	2-14
Ivory Coast					1	1	1	3	3	3-14
Kenya			1	2	2			5	14	3-14
Lesotho						1		1	6	2-14
Liberia					1	1		2	10	2-14
Madagascar					3	2	1	6	11	2-14
Malawi			1	1	1	2		5	7	2-14
Mali					3	4	1	8	10	2-14
Mauritania							1	1	2	2-14
Mauritius				1	3			4	12	2-14
Niger						1		1	5	2-14
Nigeria	1		1	2	1		1	6	19	5-17
Rwanda						3		3	4	2-14
Senegal				2	1	5	1	9	14	2-14
Sierra Leone					4	2		6	16	2-14
Somalia						1		1	12	2-14
Sudan			2	1	3	2		8	14	2-14
Togo					1	2		3	9	2-14
Tunisia					1	1		2	20	3-14
Uganda					2	3	1	6	16	2-14
United Republic of Cameroon			1		3	1	2	7	12	2-14
United Republic of Tanzania				2	2	3		7	21	2-14
Upper Volta			1		1			2	7	2-14
Zaire					3	3		6	14	2-14
Zambia				1		4		5	10	2-14
Total	1	1	8	24	45	56	22	157		

^{a/} Including regular Centre on Transnational Corporations and linguistic posts.^{b/} Applies only to posts subject to geographical distribution, excluding linguistic posts.

B. Distribution of professional regular posts among non-Africans in ECA^{a/}

	USG	D-2	D-1	P-5	P-4	P-3	P-2/1	Total
Belgium				1	1			2
Brazil				1				1
Bulgaria					1			1
France				1	1			2
Guyana					1			1
Haiti			1					1
Hungary						1		1
India							2	2
Italy				1				1
Pakistan							1	1
Philippines							1	1
Poland				1				1
Romania				2				2
Syria						1		1
Thailand						1		1
Trinidad and Tobago			1					1
Turkey						1		1
United Kingdom			2	1	2		2	7
United States						3		3
USSR				1	2			3
Total			4	9	8	7	6	34

^{a/} Including regular Translators Training Programme and linguistic posts.

C. Distribution of expert posts among ECA member States

	L-7	L-6	L-5	L-4	L-3	L-2/1	Total
Algeria		1	1				2
Angola					1		1
Benin		1	1			1	3
Burundi					2		2
Central African Republic					1		1
Congo			1		3		4
Egypt		3					3
Ethiopia			2	1	1	6	10
Ghana		2	2	4	2		10
Guinea					1		1
Lesotho				1			1
Liberia					1		1
Madagascar			1	1			2
Malawi				1	1		2
Mali			1	2			3
Niger			1				1
Nigeria		1	1	4			6
Rwanda				1			1
Senegal	1			2	2	2	7
Sierra Leone		1	1		1		3
Togo		1	1		1	1	4
Tunisia						1	1
Uganda			1	1			2
United Republic of Cameroon			1	2		1	4
United Republic of Tanzania				1	1		2
Upper Volta				1	1		2
Zaire		1		1	3	1	6
Zambia		1					1
Zimbabwe			1				1
Total	1	12	16	23	22	13	87

D. Distribution of expert posts enumerated by non-Africans

	L-7	L-6	L-5	L-4	L-3	L-2/1	Total
Belgium			1			1	2
Cyprus					1		1
France				1			1
Germany, Federal Republic of			1	2			3
India		1	5	1			7
Poland			1				1
Sweden					1		1
United Kingdom				1			1
United States				1		1	2
USSR			1				1
Yugoslavia			1				1
Total		1	10	6	2	2	21

ANNEX II

A. General Services posts encumbered by Africans

Angola	1
Benin	2
Burundi	2
Egypt	1
Ethiopia	464
Ghana	4
Ivory Coast	1
Liberia	1
Mali	4
Mauritius	2
Morocco	4
Namibia	1
Niger	7
Nigeria	5
Rwanda	4
Senegal	3
South Africa	4
Sudan	1
Togo	1
Tunisia	1
Uganda	6
United Republic of Cameroon	16
United Republic of Tanzania	12
Zaire	1
Zambia	5
Zimbabwe	1

| Total | 554 |

B. General Service posts encumbered by non-Africans

Canada	1
France	1
Germany, Federal Republic of	2
Greece	1
India	7
Italy	1
Jamaica	2
Lebanon	1
Philippines	1
United Kingdom	2
United States	2
Yugoslavia	1

Total	22
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ANNEX III

Staffing situation in the Economic Commission for Africa
(regular posts)

	1974	1977	1978	1982
<u>Africans</u>				
USG	1	1	1	1
D-2	1	1	1	1
D-1	8	8	10	8
P-5	15	13	16	24
P-4	23	27	29	45
P-3	30	38	44	56
P-2/1	25	22	18	22
GS	254	297	348	398
Total	357	407	467	555
<u>Non-Africans</u>				
USG	-	-	-	-
D-2	-	-	-	-
D-1	2	3	3	4
P-5	5	7	6	9
P-4	14	12	14	8
P-3	13	13	13	7
P-2/1	6	5	7	6
GS	39	29	20	15
Total	79	69	63	49

ANNEX IV

Staffing situation in the other regional commissions

(As at of 30 September 1982)

	Africans										
	USG	ASG	D-2	D-1	P-5	P-4	P-3	P-2/1	Total	USG	D-2
ECE	1	-	1	11	24	32	32	19	120	-	-
ESCAP	1	-	1	9	22	46	36	25	140	-	-
ECLA	1	-	1	8	24	44	40	26	144	-	-
ECWA	1	-	1	6	11	18	11	15	63	-	-
Total	4	-	4	34	81	140	119	85	467	-	-

ANNEX V

Status of ECA posts as at of 31 December 1982

	Posts	Vacant ^{a/}	Encumbered
A. <u>Professional posts</u>			
Regular budget (all sections & TAF, except section 24)	204	13	191
Extrabudgetary resources (all sources of funds, including section 24)	126	18	108
Total	330	31	299
B. <u>General Service posts</u>			
Regular budget (all sections, except section 24)	433	20	413
Extrabudgetary resources	182	19	163
Total	615	39	576

^{a/} As of 31 December 1982 when this table was prepared, the recruitment procedure for some of the vacant posts had already started.