



Dear Mr. Antonio Pedro
Executive Secretary, a.i
ECA

February 2nd, 2023

I am writing on behalf of the Staff Union and staff at large to express staff astonishment and disappointment for an uncalled-for ill practice which was uncovered by Staff Union and brought to your attention during Staff Union President's intervention in December 2022 during the 4th Quarter APPRM.

I denounced the ill practice of ECA which ignores the Key Performance Indicators (KPI) of geographical representation and regional diversity. In its quest of desperation to fill the large vacancies, ECA seems to be in hurry to hire staff **from over-represented countries.**

Let me go back and refer to my presentation on 16 December 2022;

STATISTICS OF THE RECRUITMENT

OF THE 71 RECRUIT IN 2022

24 WERE ETHIOPIAN NATIONALS & THE REST 47 WERE INTERNATIONALS

OF THE 47 INT'LS → 27 FROM AFRICA (from 18 African Countries) & 20 OTHER REGIONS

ECA IS RECRUITING ALMOST AS MUCH " OTHER NATIONALITIES" AS " AFRICANS"

THE SAD REALITY IS THAT THE SAME DYNAMIC IS NOT THERE IN THE OTHER COMMISSIONS

- West Africa (6): Benin(1), Senegal(1), Liberia(1), Mauritania(1), Nigeria(1), Sierra Leone(1)
- Central Africa (2): Cameroon(1) and DRC (1)
- Southern Africa (3): **Zambia(3)**, Zimbabwe(1), South Africa(1)
- East Africa (6) : Uganda(1), Somali(1) **Ethiopia(24)**, Djibouti(1), **Kenya(5)**
- North Africa (3) : Egypt(1), Morocco(1) **Tunisia (2)**

The case in point is, after my intervention at the 4th Quarter APPRM where I stated that ECA seems to be recruiting mostly from English-speaking countries and sadly from over-represented countries like Kenya while we already had 20 Kenyans on board at ECA.

Please take a look at my other slide from my presentation of December 16, 2022:

I have mentioned that **5 Brazilians** were recruited in 2022. This is a very skewed recruitment pattern. **How come from all the countries and all the regions in this world, ECA has to recruit 5 new staff members from 1 nation?** In one year? The JO could have been cancelled at the short list level if it was determined that the geographical composition is not good. This is the Economic Commission for Africa. We are not saying to not hire from other nations or continents, but at least choices need to be balanced. I have referred to some other Economic Commission such as ECLAC and ECE not having even 1 Africa at a Senior Position. Here we are proud to have other nationals in all our managerial positions from D1 to P2.

So I am exposing to you a problem with several folds.



Nationality	Female	Male	Grand Total
Belgian		1	1
Beninese		1	1
Brazilian	5		5
British	2	3	5
Cameroonian	1		1
D.R. Congolese	1		1
Dutch	1		1
Egyptian	1		1
Ethiopian	18	6	24
Filipino	1		1
Indian	1		1
Indonesian	1		1
Japanese	1		1
Kenyan	5		5
Liberian		1	1
Mauritian	1		1
Moroccan	1	1	2
Nigerian	1		1
of Burundi		1	1
of Djibouti	1		1
of the USA	3		3
Rwandan		1	1
Senegalese	1		1
Sierra Leonean	1		1
Somali	1		1
South African	1		1
Tunisian	2		2
Ugandan	1		1
Zambian	2	1	3
Zimbabwean		1	1
Grand Total	54	17	71



Then in the 1st townhall of 2023, I reiterated these points to bring to the attention of Hiring Managers, to HRSM and to your attention as ES ai. as you are the one signing off on almost all the recruitments.

Let me quote myself during the January 24, 2023 Townhalls;

Quote: "We are ready to work with HRSM to do more in this area. Please do not get me wrong when I say these things. They are facts that would help us make ECA the "Employer of Choice". I give one example:

We have recruited 5 colleagues from the same country in 2022, while we recruited 2 in 2021 from the same country and knowing that we already had a stock of 13 from that country in 2020! that makes 20 from one country. Now the 21st recruitment from that same country just now concluded in 2023. And what is more astonishing is that, it is an "over represented country".

Kenya (21); Ethiopia (19); UK (15); Cameroon (10), Brazil (6)

What is the message of having almost 20 international colleagues from the same country among 229 international staff? The United Nations Secretariat has 193 member States, and ECA has 54 Member States.

Among 229 international staff at ECA 79 (35%) are from only 5 countries only, 5 countries!!! Where is the diversity? Africa has 54 countries, and the UN has 193 Nations

HRSM has all the statistics and should not this happens without flagging it, although they are not the one selecting the final candidates.

HRSM need to alert the Senior Management/ Hiring Managers on this? What are the tools which can be used to monitor this? And how can this be monitored.

It is paramount that Attention should be paid to these statistics when making selection decisions.

We are appealing to you ES a.i as the head of this commission and the Chief Human Resource and all the Hiring Managers for all efforts to be made in providing you with all the necessary information and demographic analysis so that informed and documented decisions are taken.

Not taking this seriously can impact the next "Staff Engagement exercise results.

We count on you as the ES a.i. to take these matters in to account when recruitments are made in order to bring to life a solid ECA 2.0.

We appeal raise this at the SLT in Tangiers. Since SLT is composed of Hiring Managers, they must know that this is a problem.

It is not encouraging to see that Staff Union message was not heard during APPR and was not heard also during the townhall. Please let's work together on this, otherwise we are not doing good service to our member states.

How can we justify hiring mostly from **overrepresented** countries?? And/ or the same countries??. Nothing justifies this. If effort is not made internally ,this will not be addressed.

We would like to reassure you that we have kept our commitment to work with you in all the new initiatives and pillars of ECA 2.0. This is one of them. During the previous administration, we have asked to be informed of all short lists /recommended list of all recruitments because we were certain that things were being done wrongly. We count on you to stop these wrong practices at ECA. We have all facts are ready to discuss with you and or SLT if you need more clarifications.

Together let's built the new ECA and that calls for sacrifice, vision and justice
We count on you

Thank you

A handwritten signature in blue ink, appearing to read 'Mahamadou Nassirou Ba', with a large, sweeping flourish extending to the right.

Mahamadou Nassirou Ba, President
ECA Staff Union