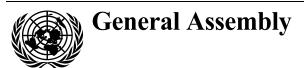
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Construction of additional office facilities at Economic Commission for Africa, Addis Ababa

Report of the Secretary-General

Summary

In line with the United Nations common house concept endorsed by the relevant General Assembly resolutions, initially resolution 44/211 of 22 December 1989, and owing to the complex security situation on the ground, the regional, subregional and country offices of the United Nations specialized agencies, funds and programmes in Addis Ababa have been gradually relocated to the United Nations compound. A considerable expansion of the United Nations humanitarian and development activities in the region in the last few years has also led to increased demand for office space. As a result, the secretariat of the Economic Commission for Africa is experiencing a serious shortage of office space. It has attempted to alleviate the shortage of office space by converting some common areas and conference-servicing space to office use. These temporary measures have compromised fire safety of the premises and many of these offices are of a substandard quality, without daylight and proper ventilation.

On the basis of a survey on the projected needs for office space at Addis Ababa undertaken by the Commission secretariat in 2000, it has been estimated that there is a need for additional office space for 316 staff. Taking into account standard average office space requirements per staff member, as well as projected increases in the number of core staff, the construction of a new four-storey office building with a total area of 6,770 square metres at a total cost of \$7,711,800 is proposed to resolve the office space problem.

In accordance with the Joint Inspection Unit (JIU) recommended procedure on building construction (A/36/297) endorsed by General Assembly resolution 37/237 of 21 December 1982 the concurrence of the Advisory Committee on Administrative and Budgetary Questions in submitting the related proposal to the Assembly has been sought. Upon review of the construction proposals, by its letter of 13 July 2001 to the

Secretary-General, the Advisory Committee has concurred in submission of such proposals to the Assembly.

The construction costs (\$7,711,800) could be financed from within the available balance of the construction-in-progress account which the General Assembly, by its decision 55/467, taken at its ninety-eighth plenary meeting, held on 12 April 2001, decided to retain in the account pending its consideration of all related matters, in accordance with the procedure established by resolution 37/237.

The General Assembly is requested to authorize the construction of additional office space at Addis Ababa utilizing existing resources available within the construction-in-progress account.

I. Introduction

- 1. The present report is submitted in accordance with the procedures outlined in the report of the Advisory Committee on Administrative and Budgetary Questions (A/36/643) on the report of the Joint Inspection Unit (JIU) on building construction procedures of the United Nations organizations (see A/36/297) and endorsed by the General Assembly in its resolution 37/237 of 21 December 1982. This report presents the Secretary-General's proposals for the construction of the required additional office space at the United Nations compound in Addis Ababa. The proposal has been reviewed by the Advisory Committee. Upon that review, the Advisory Committee has concurred in the submission of the proposal for construction of a new office building at the United Nations compound in Addis Ababa to the Assembly.
- 2. The underlying need for the expansion of the United Nations premises in Addis Ababa stems from several successive General Assembly resolutions, initially resolution 44/211 of 22 December 1989, wherein the Assembly called upon all organizations of the United Nations system, inter alia, to make the necessary arrangements for the implementation of the United Nations common house concept and establishing common premises at the country level. In line with those resolutions, the regional and subregional and country offices of the United Nations specialized agencies, funds and programmes in Addis Ababa have been gradually relocated to the United Nations compound. The need for such relocation has also been prompted, inter alia, by the complex security situation on the ground. In the course of implementation of the United Nations common house concept and in view of significant expansion of the development and humanitarian operations of the United Nations organizations in the country during the last few years, the Economic Commission for Africa (ECA) has increasingly experienced a shortage of available office space for accommodation of new requirements.

II. Review of existing facilities and space requirements at the United Nations premises in Addis Ababa

- 3. It will be recalled that at the time of the establishment of ECA by the Economic and Social Council in its resolution 671 (XXV) of 29 April 1958, the United Nations had accepted the offer of the Government of Ethiopia of the building complex designated "Africa Hall" as the premises of the Commission. The complex consists of the conference building, of a total space of 5,518 square metres (sq m), and the office building of a total space of 10,538 sq m. The complex was occupied in 1961.
- 4. In light of a gradual expansion of the activities in Addis Ababa, the United Nations initiated construction of the extension office building for a total space of 20,065 sq m, a cafeteria of 5,270 sq m and a library of 5,608 sq m at a total construction cost of \$6.8 million. After completion of the construction in 1976, the ECA secretariat was relocated to the new extension office building, while Africa Hall, in particular the old office building, has mainly housed some organizations of the United Nations system having an established presence in Addis Ababa. With time and further expansion of the United Nations activities, the conference facilities in Africa Hall became increasingly inadequate. In its resolution 39/236 (III) of

- 18 December 1984, the General Assembly approved the construction of new conference facilities at ECA. The new conference centre with a total space of 41,810 sq m became operational in 1996.
- Currently, the United Nations compound in Addis Ababa provides accommodations for the ECA secretariat, other small secretariat units and for regional, subregional and country offices of the International Labour Organization (ILO), the World Health Organization (WHO), the United Nations Educational, Scientific and Cultural Organization (UNESCO), the United Nations Development Programme (UNDP), the United Nations Industrial Development Organization (UNIDO), the United Nations Children's Fund (UNICEF), the United Nations Population Fund (UNFPA), the World Food Programme (WFP), the Office of the United Nations High Commissioner for Refugees (UNHCR) and the Office of the United Nations Mission in Ethiopia and Eritrea (UNMEE) in Ethiopia as well as for the offices of the International Organization for Migration (IOM) and the Joint United Nations Programme on Human Immunodeficiency Virus/Acquired Immunodeficiency Syndrome (UNAIDS) for a total 1,541 personnel, including their core, project and temporary staff. It also provides operational and office space for local contractors including travel agencies, and banking, postal and other services with personnel amounting to 349. The distribution of the gross space in the compound among the individual tenant agencies is presented in annex IV. Given the lack of available office space some offices of UNHCR and WFP as well as country offices of the Food and Agriculture Organization of the United Nations (FAO) and the World Bank are still located outside the compound.
- 6. The composition of the total 1,890 personnel based at the premises is broken down by major tenant groups as follows:

(i) (ii)		ons Secretariat (core, temporary, project personnel, interns) ons system agencies, funds and programmes and other affiliated	1 036
(11)	agencies	ons system agencies, rands and programmes and other arritated	505
(iii)	ECA contra	ctors	349
	Total		1 890
	Including:	regular budget staff	487
		extrabudgetary staff	1 054
		contractors personnel	349

Out of 1,541 United Nations system personnel listed above, only 1,426 staff require specific office space.

7. The total space originally designed for office use in ECA premises amounts to 12,221 sq m. On that basis, the average usable office space within the premises amounts to 8.57 sq m per staff. At the same time, the standard office space average per staff determined on the basis of the present staff composition at Addis Ababa and office space standards approved by General Assembly decision 31/425 of 22 December 1976 on the basis of relevant recommendations of the Advisory Committee (A/31/8/Add.4) requires 9.11 sq m per staff. The difference between these two indicators reflects an overall shortage of total 770 sq m of usable office

space at the ECA premises for the present staff establishment which is equivalent to office space provision for 84 staff.

8. Over the last few years, the ECA administration has taken a number of measures for resolving the problem of insufficient office space by converting some common and conference servicing space for temporary office use. While these measures have provided for an increase of the total office space up to 22,875 sq m (see annex III), the office space created through those measures in many cases is substandard owing to its physical location, making the working conditions difficult for a large number of staff. Moreover, these measures reduced space originally designed for specific support functions such as training, videoconferencing, servicing the meetings etc. and negatively affected the safety conditions of the premises. The evolution of the office space at the premises can be seen from the following table (in sq m):

	Total	12 221	10 654	22 875	
7.	Auxiliary building	595	-	595	-
6.	New conference centre	-	4 229	4 229	Conversion of conference centre space into office
5.	Cafeteria	1 000	-	1 000	-
4.	Library	386	245	631	Conversion of storage space into office space
3.	Extension office building	5 894	4 817	10 711	Conversion of common areas, functional space and part of basement into office space
2.	Old office building	3 531	1 363	4 894	Conversion of conference rooms and common areas into office space
1.	Africa Hall	815	-	815	-
Ви	ilding	Originally designed office space	Additional office space obtained through conversion of common and conference space	Total current office space	Notes

9. In connection with the present situation, it should be noted that the projected office space requirements at the time of construction of the extension office building in the mid-1970s were based on the estimates and projections for additional office space made at that time. Normally, at a design stage, the size of office buildings is determined to allow for accommodation of the office space requirements for a period from 10 to 15 years ahead. Under those projections, additional office space at Addis Ababa would have been required by the end of the 1980s. In fact, the need for the additional office space was realized in 1990, given the progressive expansion of the United Nations activities in the region. However, at that time, and during the next few years, the activities of the United Nations system were affected by the civil

hostilities in Ethiopia, and later by the financial crisis of the United Nations. Those factors temporarily reduced the need and diminished the pressure for the additional office space.

- 10. The situation is now rapidly changing. During the period 1991-2000, there was a considerable expansion of the United Nations humanitarian and development activities in the region, leading to an increase in demand for office space at the ECA premises. An illustration of these developments is the recent establishment in Addis Ababa of two new subregional offices within UNDP, the United Nations-Organization of African Unity (OAU) liaison office, and the UNHCR regional and liaison offices. Also, a considerable expansion of WFP and UNFPA activities and of various ECA programmes, such as the African Development Forum and the African Centre for Women, has taken place, prompting an increase in the staff establishment.
- 11. Various measures have been taken by ECA to alleviate temporarily the office space problem. During the years 1992-1994, some repartitioning work has been done on several floors of the old office building for UNDP, UNIDO, UNFPA and UNICEF offices whereby the common space area (corridors) has been reduced and additional office space constructed. While this has been a rather controversial gain achieved by seriously compromising the safety requirements in case of fire, it has been unavoidable in the situation of the high demand for office space.
- 12. In 1996, when the new conference centre became operational, several measures were taken for conversion of some space in the centre into the office space and for relocation to that space of some ECA activities. ECA has relocated to the centre the translation services section, the typing pool, the central store, the clinic and various workshops, thus making some office space in the extension office building available for other activities. As a result, the WHO and UNESCO country offices, and some offices of UNDP and UNICEF have been relocated to the extension office building from outside. Furthermore, some library storage space was converted into office space in 1996.
- 13. As more space was needed, further actions were taken during the years 1997-1999 for creation of office space within the extension office building, including redistribution of office space within the ECA secretariat, relocation and regrouping of substantive divisions for optimizing the use of office space, introduction of an open office space concept, wherever possible, and partitioning of common space areas into offices for secretaries and junior professionals.
- 14. During the biennium 1998-1999, some 1,400 sq m of store/office space were constructed utilizing available resources. That space is located between the ground floor slabs of the library and cafeteria buildings and the foundations. That has allowed for relocation to that space of the registry, the carpentry and metal workshops, and the driver's room, and release of office space in the extension office building accordingly for relocation to the compound of the UNIDO regional office, and the UNAIDS office, and for expansion of the ECA central store offices.
- 15. Finally, in 1998, at a time of hostilities between Ethiopia and Eritrea, some UNFPA offices, which at that time had been still outside the compound, were urgently relocated to the United Nations premises owing to the security situation on the ground. For that relocation, conference rooms 1, 2-3, 4-5, and 6 on the first floor of the old office building were converted to office space. A negative effect of this action has been that the Africa Conference Hall was practically left with no small

and medium-sized meeting rooms, limiting the capacity for servicing the meetings of member States.

- 16. All the above measures have provided a temporary solution of the office space shortage. They have led to a situation, however, where a large number of substantive staff currently work in substandard office space, sometimes having no daylight or proper ventilation in their offices and being exposed to fire safety risks. By the end of the last decade, the options related to all of the above measures had been practically exhausted. Despite all the above measures taken, many tenants are currently experiencing serious accommodation difficulties in the compound in terms of both availability and quality of the office space. These temporary measures have reduced the meeting space capacity, and have caused structural imbalances in the gross space allocation, and a shortage in training and storage space.
- 17. A survey on the projected needs for the office space undertaken by the ECA secretariat in the year 2000 in close collaboration with all United Nations specialized agencies, funds and programmes stationed in Addis Ababa has indicated a need for office space for additional 316 staff. These additional requirements are broken down as follows:

	Total	316 staff
(iv)	Swing office space required for temporary relocation of staff (equivalent to 4 per cent of staff)	57 staff
(iii)	Relocation to the compound of the remaining offices of UNHCR, FAO, WFP still located outside the United Nations premises. The World Bank office will continue to stay outside the compound	159 staff
(ii)	Office space for staff temporarily on mission to ECA from Headquarters, from the ECA subregional development centres, or from other ECA-related activities (average)	16 staff
(i)	Number of existing staff for which additional office space is required to bring the actual average space allocation per staff to the standard average requirements	84 staff

18. Based on the standard average office space requirements of 9.11 sq m per staff as detailed in paragraph 7 above, the total office space requirements for 316 staff amount to 2,879 sq m. Taking into account the current proportion of 51 per cent of office space to gross space in the old office building, extension office building and auxiliary building, the total gross space additional requirements would thus amount to 5,645 sq m. Bearing in mind the 20 per cent projected increase in number of core functional staff over the next 10 to 15 years estimated in the course of the survey, the additional total gross space requirements are thus estimated in the amount of 6,770 sq m.

III. Proposals for resolving the office space problems at Addis Ababa and related cost estimates

19. Construction of a new four-floor office building for a total built area of 6,770 sq m is proposed to address the above problems. The new office building would allow for relocation of staff from the substandard office space and from outside

locations. Substandard office space would then be dismantled and normal fire safety and evacuation conditions would be restored at the compound. Some meeting rooms in Africa Hall and space for staff training and development would also be restored.

- 20. The following parameters for the new building and time frame for construction are foreseen:
- (a) The building must fit into the existing complex design, providing the required additional office space, functionality and cost-effectiveness. An open space interior arrangement has to ensure the needed flexibility for frequent modifications that may be required;
- (b) The building infrastructure should include modern energy-saving lighting, electrical and uninterruptible power supply installations, in addition to plumbing, sewer, fire alarm and firefighting, closed-circuit television, telephone, video and data communications systems. A provision for air-conditioning installations would cover selected locations;
- (c) The location of the building within the compound would be determined in view of the proximity to existing buildings, roads and parking. Investments related to infrastructure, climatic conditions and security considerations would be carefully weighted to ensure maximum cost-efficiency of the construction;
- (d) The total duration of the project is estimated at 41 work-months, including 12 months for a comprehensive design plan and detailed cost plan preparation, 5 months for the construction bidding exercise and contract finalization and 24 months for the mobilization and construction. Should the project be initiated in the first half of 2002 it would be completed in 2005.
- 21. On the basis of the above parameters, ECA has conducted a study of the possible options and has prepared a conceptual architectural design for the proposed new office building. For illustrative purposes, the location of the proposed new building within the compound is found in annex I and its conceptual architectural design in annex II.
- 22. The administrative arrangements for the construction project would be in accordance with the recommendations of the Advisory Committee on Administrative and Budgetary Questions (A/36/643 and A/38/7/Add. 2, para. 25) for such projects to be centrally managed. Such responsibility would thus be assigned to the Office of Central Support Services of the United Nations Secretariat at Headquarters. It would be exercised from within the available resources of the Office. Furthermore, corresponding arrangements would be established for local management of the project including liaison with and supervision of local architects, quantity surveyors and other essential personnel, as well as liaison and coordination with the intended tenants of the new building and local authorities. For that purpose, the Project Coordination Unit, composed of one temporary P-3 and one temporary Local-level post supplemented by a general temporary assistance provision equivalent to 24 work-months of a Local-level post, would be required for the duration of the project.
- 23. Based on the parameters detailed in paragraphs 20 and 22 above, the total costs of the project have been estimated in amount of \$7,711,800, broken down as follows:

		(United States dollars)
(i)	Construction costs for 6,770 sq m structure at \$650.00 per sq m	4 400 500
(ii)	Design, cost plan and consultancy services (10 per cent of construction costs)	440 000
(iii)	Site work, utilities connections, technology backbone, local area network/wide area network (LAN/WAN), enhanced security, fire safety, back-up power etc. at \$150.00 per sq m	1 015 500
(iv)	Workstations, furniture, office automation equipment etc. for 73 staff at $\$3,600$ per staff at average	262 800
(v)	Project coordination, supervision and management (the Project Coordination Unit at ECA)	508 200
(vi)	Contingencies (10 per cent)	662 700
(vii)	Provision for inflationary increases and currency fluctuation	422 100
	Total	7 711 800

- 24. It should be noted with regard to the unit costs of \$650.00 per sq m and \$150.00 per sq m utilized in calculation of the total costs of the project that those are based on the outcome of a specific survey of the local construction market and the construction industry standards for low, medium and luxury construction level in Addis Ababa. The unit costs are within the range of the construction unit costs for similar constructions projects made at Addis Ababa by local private and governmental contractors.
- 25. It should also be noted with regard to the provision of \$262,800 for the office furnishing, that, while the proposed building can potentially accommodate 380 staff, a provision is made for the furnishing of offices for only 73 staff. These include the estimated average 16 staff on mission to ECA from Headquarters and other organizational units of the Secretariat and a provision for a swing space at the ECA premises equivalent to offices for 57 staff which is required for maintaining uninterrupted operations at a time of office space alterations and/or major maintenance involving temporary relocation of staff. As regards the staff of the specialized agencies, funds and programmes to be relocated to the compound from outside or from within the compound, it has been assumed that the furnishing of the respective offices would be carried out by the tenant agencies from within their own budgets.
- 26. The project coordination and administration costs, including by headquarters of the Office of Central Support Services and local ECA supervision and management, have been estimated in the amount of \$508,200. These costs are based on estimated needs for one temporary P-3 and one temporary Local-level post in ECA, supplemented by limited provision of the general temporary assistance, as detailed in paragraph 22 above. These resources would be supplemented, as required, by the existing expertise of ECA.
- 27. The recosting component (\$422,100) has been estimated on the basis of projected inflation rates of 2.6 per cent annually and progressive weakening of the Ethiopian birr from 8.25 birr per United States dollar in 2001 to \$8.54 birr per United States dollar.

28. It is worth noting that, while the underlying need for construction of the additional office space relates to the implementation of the United Nations common house concept, including the correction of imbalances in the functional utilization of present gross space in the compound, the new office space would generate additional rental incomes at ECA, owing to relocation to the new building of the remaining offices of UNHCR, WFP and FAO still located in Addis Ababa outside the United Nations premises as well as other staff from within the compound. As indicated in paragraph 17 above, the office space in that case would be required for 316 staff. Within the total estimated staff capacity of the new building, this represents a proportion of 64 per cent. In terms of gross space requirements this would amount to 4,333 sq m of gross space at the time of relocation. The additional rental incomes would in that case amount to \$459,300 a year, based on a revised rental rate of \$106 per sq m per year (excluding the reimbursement component for maintenance services), which is to be introduced at ECA effective in the biennium 2002-2003, following the market rental rates survey in Addis Ababa undertaken in the year 2000.

IV. Proposals for funding the construction project

29. It will be recalled that, in his report to the General Assembly on the construction of additional conference facilities at Bangkok and Addis Ababa (A/55/493), the Secretary-General advised the Assembly of the balance under the construction-in-progress account that remained upon completion of the projects in those two duty stations. On 30 June 2000, that balance was in the amount of \$7,702,600. The Secretary-General also advised the Assembly that the proposals from ECA and the United Office at Nairobi for construction of additional office facilities in both duty stations as well as of additional conference facilities at the United Nations Office at Nairobi were under consideration by Headquarters. In light of the above, the Secretary-General recommended that the balance of \$7,702,600 in the construction-in-progress account be retained until such time as the Assembly was able to consider those proposals. By its decision 55/467, taken at its ninetyeighth plenary meeting, held on 12 April 2001, the Assembly decided to retain the existing balance of the construction-in-progress account in that account pending its consideration of all related matters, in accordance with the procedure established by resolution 37/237 of 21 December 1982. It should be noted in that respect that, on 30 June 2001, the balance of the construction-in-progress account had increased to the amount of \$8,253,000, owing to credited additional investment income.

30. In light of the above decision of the General Assembly, the new construction project at Addis Ababa could be financed in its entirety from within the available balance of the construction-in-progress account.

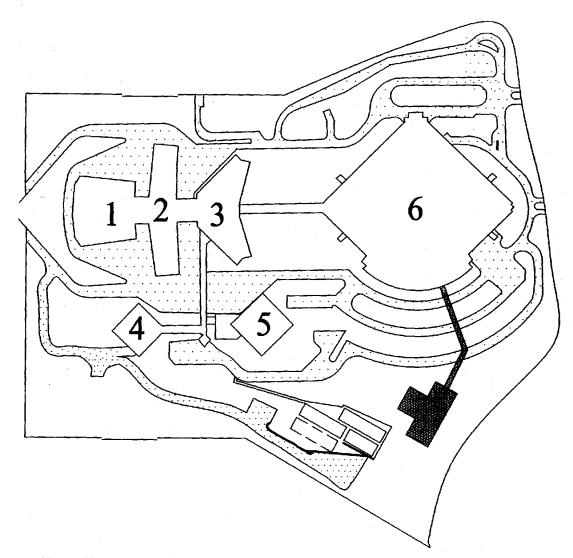
V. Recommendations

31. The General Assembly is requested to authorize the construction of the office space building at the United Nations compound in Addis Ababa, of a total gross space of 6,770 sq m, in order to complete implementation of the United Nations common house concept and improve the working conditions of the United Nations system personnel in the ECA compound.

32. The General Assembly is requested to approve an appropriation in the amount of \$7,711,800 for the construction of the office space building referred to in paragraph 31 above, to be funded from within the available balance of the construction-in-progress account.

Annex I

Proposed new office building at ECA compound in Addis Ababa, Ethiopia



- 1 Africa Hall (5,518 sq m)
- Old office building United Nations agencies (10,538 sq m)
 New office building ECA (20,065 sq m)
- 4 Cafeteria (5,270 sq m)
- 5 Library (5,608 sq m)
- 6 New conference centre (41,810 sq m)
- Proposed new office building

Annex II

Conceptional design: proposed new office building at ECA compound in Addis Ababa, Ethiopia



Annex III

Current gross space utilization at the ECA premises

(Sd m)

							Distribution	ис				
Building	Main function	Gross space (total)	Office space	Meetings area	Reference library areas	Corridors	Stairs	Lifts	Water closet	Terrace and balcony	Store	Cafeteria
Africa Hall	Meeting and commercial	5 518	815	2 415	,	196	172	09	138	'	006	51
Old office building	Office and store	10 538	4 894	299	85	2 925	381	200	459	110	1 184	1
Extension office building	Office and store	20 065	10 711	421	133	3 889	772	616	653	620	2 250	ı
Cafeteria	Catering and store	5 270	1 000	225	ı	384	75	ı	229	675	862	1 820
Library	Library and office	5 608	631	ı	1 827	353	191	76	91	113	2 304	1
New conference centre	Meeting, cafeteria and store	41 810	4 229	5 909	454	16 313	1 227	224	1 420	5 187	4 387	2 460
Auxiliary building Office and store	Office and store	1 113	565	70	I	254	1	1	34	ı	160	ı
Total		89 922	22 875*	9 339	2 499	25 085	2 819	1 198	3 024	9 705	12 047	4 331

* Including the office space converted from common and meetings area of space through various measures.

Annex IV

(Sd m)

Current gross space allocation to the tenants in the ECA compound

Auxiliaries conference building 4 Library Area currently occupied at the premises Cafeteria Extension office building 99 63 286 Old office building 1 140 1 219 2 089 327 278 585 190 113 Total Africa Hall 64 18 21 43 47 151 1 219 2 375 190 358 278 098 63 151 327 145 1 154 64 17 18 43 47 99 99 245 161 2 OOB/EOB/Cafeteria Current location Africa Hall OOB/EOB OOB/CC Library OOB OOB OOB 00B OOB EOB 00B 00B EOB EOB United Nations-OAU Liaison Office 1 TRANCO (local news agency) Commercial Bank of Ethiopia 10 Telecommunication services The Express Travel Shop Gashem Travel, PLC Safety Travel Tours St. George Gallery 4 Ethiopian Airlines Kenyan Airways 5 Handicraft shop 8 Postal services Duty-free shop P.A.N.A. UNESCO 17 UNAIDS UNSSCA UNICEF UNHCR UNIDO UNFPA 16 UNDP No. Agency IOM WFP15 ILO 12 13 4 19 18 20 21 24 22

					trea currently	Area currently occupied at the premises	: premises		
No. Agency	Current location	Total	Total Africa Hall	Old office building	Extension office building	Cafeteria	Library	New conference building	Auxiliaries
26 WHO	EOB/AB/OOB	924	1	490	358	ı	1	ı	92
27 AWCPD	EOB	61	•	•	61	1	ı	•	•
28 UNMEE	AB	132	•	•	ī	ı	ı	1	132
29 AFICS	AB	225	•	•	1	•	1	•	225
30 ECA	Various	21 666	•	1 364	18 422	1 200	1	•	089
31 Common for all agencies									
Conference Centre*	1	41 796	•	•	1	•	1	41 796	•
Africa Hall meeting rooms	Africa Hall	4 724	4 724	•	1	•	1	•	•
OOB bridges and lobby	00B	856	1	856	1	1	1	1	ı
Cafeteria	Cafeteria	4 049	•	•	1	4 049	•	•	•
Library	Library	5 363	1	ı	1	1	5 363	ı	1
Total		89 922	5 518	10 538	20 065	5 270	2 608	41 810	1 113

 $^{^{\}ast}$ Office space of 4,229 sq m in UNCC is occupied mainly by ECA.

Abbreviations

OOB: old office building
EOB: extension office building
CC: conference centre
AB: auxiliary building

Abbreviations (continued)

PANA Panafrican News Agency
PLC public limited company

IOM International Organization for Migration

ILO International Labour Organization

UNDP United Nations Development Programme

UNAIDS Joint United Nations Programme on Human Immunodeficiency

Virus/Acquired Immunodeficiency Syndrome

UNIDO United Nations Industrial Development Organization

UNESCO United Nations Educational, Scientific and Cultural Organization

UNFPA United Nations Population Fund

UNHCR Office of the United Nations High Commissioner for Refugees

UNICEF United Nations Children's Fund

UNSSCA United Nations Staff Savings and Credit Association

OAU Organization of African Unity

WFP World Food Programme
WHO World Health Organization

AWCPD African Women Committee on Peace and Development

UNMEE United Nations Mission in Ethiopia and Eritrea

AFICS Association of Former International Civil Servants

ECA Economic Commission for Africa

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