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REPORT ON WHO STAFF IN THE AFRICAN REGION

Information Document

CONTENTS

	Paragraphs
INTRODUCTION	1
APPOINTMENT CATEGORIES	2–4
CATEGORY, GRADE AND GENDER DISTRIBUTION	5–7
GEOGRAPHICAL DISTRIBUTION	8–12
COMPARISON BETWEEN 2008, 2009, 2010, 2011, 2012, 2013 AND 2014 STAFF MEMBERS' STATISTICS.....	13–17

TABLES (ANNEXES)

	Page
1a: Staff members with long-term appointments by category and grade	5
1b: Staff members with temporary appointments by category	5
1c: Long-term and temporary staff members combined.....	5
2: Distribution of staff members by category, grade and gender	6
(a) Professional Staff	6
(b) National Professional Officers	6
(c) General Service Staff	6
3a: Distribution of long-term professional staff in the African Region by nationality, grade and gender.....	7
3b: Geographical distribution of long-term professional staff from countries of the African Region as of 1 June 2014	9
3c: Distribution of temporary professional staff in the African Region by nationality, grade and gender.....	10
4: Distribution of long-term and temporary staff by duty station	11
5: Comparison between 2008, 2009, 2010, 2011, 2012, 2013 and 2014 staff members' statistics	13
(a) Long-term staff.....	13
(b) Staff on temporary appointment.....	13
(c) Progress report on appointments from 2008 to 2014	13

ABBREVIATIONS AND ACRONYMS

D	Director
F	Female
FT	Fixed-term Appointment
GS	General Service
GS FT	General Service Fixed-term Appointment
GS TA	General Service Temporary Appointment
M	Male
NO/NPO	National Professional Officer
NPO FT	National Professional Officer Fixed-term Appointment
NPO TA	National Professional Officer Temporary Appointment
P FT	Professional Fixed-term Appointment
P TA	Professional Temporary Appointment
TA	Temporary Appointment
UG	Ungraded

INTRODUCTION

1. The purpose of this document is to provide Member States with information pertaining to WHO staff working in the African Region. The information below represents an overview of the staffing profile in WHO in the African Region as at 1 June 2014. It covers the overall staffing situation by category, grade, gender, geographical representation, nationality and duty station.

APPOINTMENT CATEGORIES

2. As at 1 June 2014, WHO had 2186 staff members on fixed-term appointment in the African Region. The fixed-term category, hereafter referred to as “long term appointments”, comprises staff members on contracts of one-to-five years or on continuing appointment. Of the 2186 staff members on long-term appointment, 346 (15.83%) were professional staff members, 585 (26.76%) were national professional officers and 1255 (57.41%) were general service staff members (Table 1a).

3. Moreover, as at 1 June 2014, WHO had 191 staff members on temporary appointment (24 months or less) in the African Region. Of these 191 temporary staff members, 80 (41.88%) were in the professional category, 39 (20.42%) were national professional officers and 72 (37.70%) were in the general service category (Table 1b).

4. Thus, as at 1 June 2014, the WHO African Region had a total of 2377 staff members on both long-term and temporary appointments. Of these 2377 staff members, 426 (18%) were in the professional category, 624 (26%) were in the national professional officer (NPO) category and 1327 (56%) were in the general service (GS) category (Table 1c).

CATEGORY, GRADE AND GENDER DISTRIBUTION

5. The distribution of staff members by category, grade and gender is shown in Table 2 (2a, 2b and 2c). It can be seen that, among the 426 professional staff members, 346 (81%) were on long-term appointment and 80 (19%) were on temporary appointment. Of the 346 professional staff members on long-term appointment, 264 (76%) were males and 82 (24%) were females. Of the 80 professional staff members with temporary appointments, 62 (78%) were males and 18 (23%) were females (Table 2a).

6. Among the 624 national professional officers, 585 (94%) were on long-term appointment and 39 (6%) held temporary appointments. Of the 585 NPOs on long-term appointment, 410 (70%) were males and 175 (30%) were females. Of the 39 NPOs holding temporary appointments, 32 (82%) were males and 7 (18%) were female (Table 2b).

7. Of the 1327 general service staff members, 1255 (95%) were on fixed-term appointments and 72 (5%) held temporary appointments. Of the 1255 GS staff members on fixed-term appointment, 818 (65%) were males and 437 (35%) were females. Of the 72 GS staff members holding temporary appointments, 56 (78%) were males and 14 (19%) were females (Table 2c).

GEOGRAPHICAL DISTRIBUTION

8. Table 3a presents the situation of long-term professional staff working in the WHO African Region by nationality, grade and gender. As at 1 June 2014, the country with the highest representation was Uganda with 17 long-term professional staff members, followed by Burkina Faso and Kenya with 15 staff members each, then Nigeria with 14 staff members.

9. Table 3b presents the geographical distribution of long-term professional staff members from the 47 countries of the WHO African Region. Twenty-one (21) countries (Benin, Burkina

Faso, Burundi, Cameroon, Congo, Cote d'Ivoire, Democratic Republic of the Congo, Ethiopia, Ghana, Kenya, Malawi, Mali, Niger, Nigeria, Rwanda, Senegal, South Africa, Togo, Uganda, Zambia and Zimbabwe) were over-represented (category C). Nine (9) countries (Algeria, Angola, Gambia, Guinea, Madagascar, Mauritania, Mauritius, Sierra Leone and Tanzania) were within their range but above the mid-point (category B2). Seventeen (17) countries (Botswana, Cape Verde, Central African Republic, Chad, Comoros, Equatorial Guinea, Eritrea, Gabon, Guinea-Bissau, Lesotho, Liberia, Mozambique, Namibia, Sao Tome and Principe, Seychelles, South Sudan and Swaziland) were within their range but below the mid-point (category B1). On the other hand, the following countries outside the WHO African Region had nationals working in the WHO African Region as long-term professional staff: Bangladesh (1), Belgium (1), Bolivia (1), Brazil (1), Canada (4), Colombia (1), Egypt (2), El Salvador (1), France (4), Germany (2), India (6), Italy (3), Nicaragua (1), Portugal (1), Spain (2), Sudan (3), Tajikistan (1), Trinidad and Tobago (1), United Kingdom (1), United States of America (5) (Table 3a).

10. Qualified candidates from the countries under-represented are strongly encouraged to apply for vacant professional positions in the WHO African Region.

11. Table 3c presents the distribution of temporary professional staff working in the WHO African Region by nationality, grade and gender. As at 1 June 2014, the countries with the highest representation were Uganda with nine (9) temporary professional staff members followed by Democratic Republic of Congo and Burkina Faso with seven (7) temporary professional staff members each, Nigeria with six (6) staff members, then Ethiopia, Niger and Tanzania with three (3) temporary professional staff members each. The following countries outside the WHO African Region had temporary professional staff members working in the African Region: Australia (1), Bangladesh (2), Brazil (1), Czech Republic (1), France (1), India (1), Italy (1), Japan (1), Nepal (1), Peru (2), Somalia (2), Spain (1), Sudan (1), United States of America (2).

12. Table 4 presents the distribution of long-term and temporary staff members working for the WHO African Region by duty station.

COMPARISON BETWEEN 2008, 2009, 2010, 2011, 2012, 2013 AND 2014 STATISTICS

13. Table 5 presents a comparison of the total number of staff members working in the WHO African Region by category of appointment between 1 June 2008 and 1 June 2014. The total number of long-term staff members in the African Region varied from 2206 in 2008, 2451 in 2009, 2516 in 2010 to 2391 in 2011, 2276 in 2012, 2161 in 2013 and 2186 in 2014 (5a).

14. It is worth noting that from 2008 to 2010 the number of staff members on long-term appointment increased continuously as opposed to the significant continuous decrease of the number of staff members employed on a temporary basis over the same period. This trend results from the decision by the WHO Director-General, in consultation with Member States, to implement a contract reform policy with the aim of aligning the contractual arrangements in force in WHO with the human resources needed to implement health programmes.

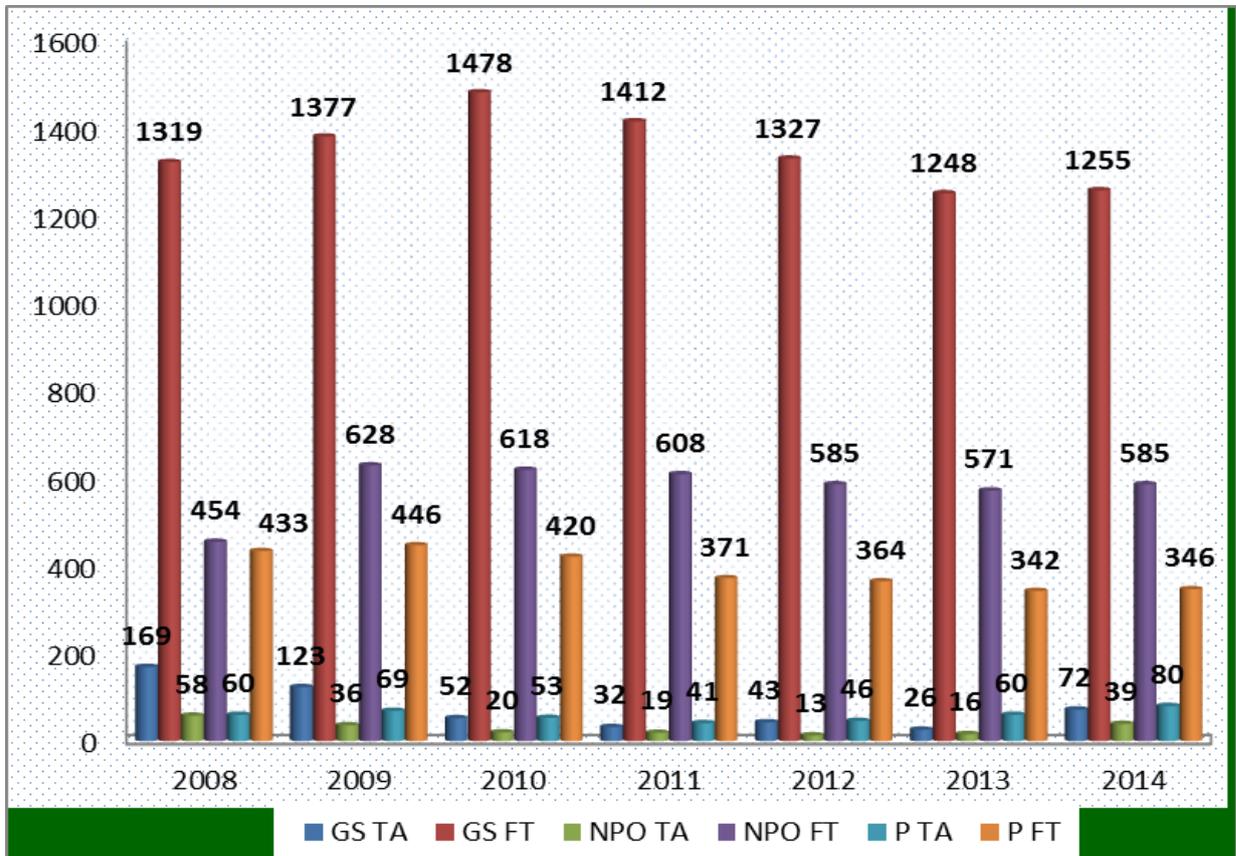
15. However, the number of staff members in the African Region has decreased from 2011 to 2013 due to the budget constraints, the ensuing freeze on recruitment followed by the downsizing and the implementation of the new organizational structure.

16. Table 5c presents the trends of the numbers of staff members on long-term and temporary appointment across the appointment categories from 2008 to 2014.

17. This report is submitted to the Regional Committee for information.

ANNEXES

Graphical illustration of staff distribution by category from 2008 to 2014



Graphical illustration of overall trends in staff category numbers from 2008 to 2014



Graphical illustration of staff distribution by category and contract type from 2008 to 2014

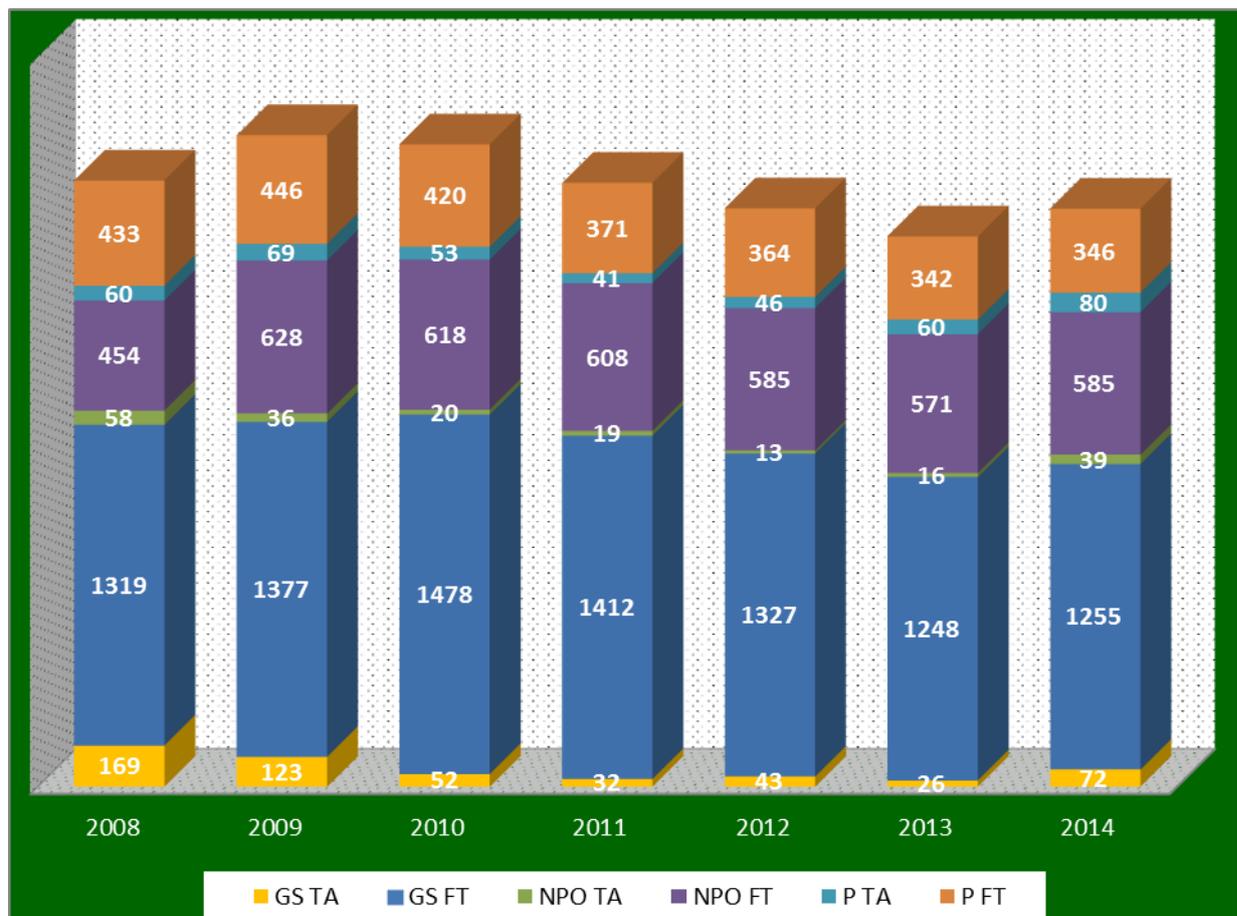


Table 1a: Staff members with long-term appointments by category and grade

<i>Staff/Grade</i>	<i>Total</i>	<i>%</i>
UG	1	0.29%
D2	1	0.29%
D1	12	3.47%
P6	29	8.38%
P5	82	23.70%
P4	164	47.40%
P3	45	13.01%
P2	12	3.47%
Total professionals	346	15.83%
Total NPOs	585	26.76%
Total GS	1255	57.41%
Grand Total	2186	

Table 1b: Staff members with temporary appointments by category

<i>Category</i>	<i>Total</i>	<i>%</i>
Professional staff	80	41.88%
National professional officers	39	20.42%
General service staff	72	37.70%
Total	191	

Table 1c: Long-term and temporary staff members combined

<i>Category</i>	<i>Long-term</i>	<i>Temporary</i>	<i>Total</i>	<i>%</i>
P	346	80	426	18%
NPO	585	39	624	26%
GS	1255	72	1327	56%
Total by type of appointment	2186	191	2377	

Table 2: Distribution of staff members by category, grade and gender**(a) Professional Staff**

	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	Total	%	Total	%		
																	Total	%	Total	%		
Long-term	4	8	14	31	40	124	14	68	7	22	2	10	1			1	82	24%	264	76%	346	81%
Temporary	4	1	2	12	12	44		5									18	23%	62	78%	80	19%
Total	8	9	16	43	52	168	14	73	7	22	2	10	1	0	0	1	100	23%	326	77%	426	100%

(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	%		
									Total	%	Total	%		
Long-term	3	9	40	135	130	258	2	8	175	30%	410	70%	585	94%
Temporary		2	4	16	3	14			7	18%	32	82%	39	6%
Total	3	11	44	151	133	272	2	8	182	-	442	-	624	100%

(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	%		
															Total	%	Total	%		
Long-term	6	19	8	434	16	94	77	51	123	55	127	81	80	84	437	35%	818	65%	1255	95%
Temporary		2		18			4	11	5	7	4	14	1	6	14	19%	56	78%	72	5%
Total	6	21	8	452	16	94	81	62	128	62	131	95	81	90	451	-	874	-	1327	100%

Table 3a: Distribution of long-term professional staff in the African Region by nationality, grade and gender

Nationality	P2		P3		P4		P5		P6		D1		D2		UG1		All professional staff		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total
Angola	2			1		2	1								1		0	0	7
Bangladesh													1				0	0	1
Belgium					1												0	0	1
Benin						5		2	1								0	0	8
Bolivia						1											0	0	1
Botswana														1			0	0	1
Brazil					1												0	0	1
Burkina Faso	1			2	2	3		4		2		1					0	0	15
Burundi					2	2	2	2		1		1					0	0	10
Cameroon			1	2		8				1							0	0	12
Canada					1	1		1		1							0	0	4
Cape Verde					1				1								0	0	2
Central African Republic						2		1									0	0	3
Chad				1		1		1		2							0	0	5
Colombia										1							0	0	1
Comoros										1							0	0	1
DR Congo				1	1	7		3		1							0	0	13
Congo		3		5		1		3				1					0	0	13
Cote d'Ivoire					2	2	1	2	1		1						0	0	9
Egypt				1		1											0	0	2
El Salvador					1												0	0	1
Equatorial Guinea						1											0	0	1
Eritrea			1			2											0	0	3
Ethiopia					2	7		1		2	1						0	0	13
France					1	3											0	0	4
Gabon			2					2									0	0	4
Gambia						7		1									0	0	8
Germany			1							1							0	0	2
Ghana				1	4	3		4		1							0	0	13
Guinea		1				1	1										0	0	3
Guinea-Bissau					1	1			1	1							0	0	4
India		1		1	1	3											0	0	6
Italy			1		1	1											0	0	3
Kenya			1	1	4	4		4		1							0	0	15
Lesotho						1											0	0	1
Madagascar		1	1		1	1	1										0	0	5
Malawi						3		4									0	0	7
Mali				1		5		4		1							0	0	11
Mauritania		1		1		2											0	0	4
Mauritius						1											0	0	1
Mozambique					1				1			1					0	0	3
Namibia					1			1									0	0	2
Nicaragua								1									0	0	1
Niger			1		1	1		2		2							0	0	7
Nigeria				1		7		4		1		1					0	0	14
Portugal						1											0	0	1

Rwanda			2			3		6							0	0	11
Sao Tome and Principe						1									0	0	1
Senegal					3	6	1	3	1						0	0	14
Sierra Leone			1												0	0	1
South Africa					1		1	1							0	0	3
Spain				1		1									0	0	2
Sudan				1		2									0	0	3
Swaziland								1							0	0	1
Tajikistan			1												0	0	1
Tanzania, United Republic of			1		1	1	2								0	0	5
Togo				3	1	5		2							0	0	11
Trinidad and Tobago													1		0	0	1
Tunisia				1											0	0	1
Uganda				1	1	7	3	3		1		1			0	0	17
United Kingdom						1									0	0	1
United States of America						2		2	1						0	0	5
Zambia					2	3		1					2		0	0	8
Zimbabwe	1	1		5	1	1	1	2		1					0	0	13
Total in African Region	4	8	14	31	40	124	14	68	7	22	2	10	1	1	0	0	346

Table 3b: Geographical distribution of long-term professional staff from countries of the African Region as of 1 June 2014

NATIONALITY	TOTAL STAFF	RECRUITMENT LIST	STAFF HQ/ Others R.O.s	Staff in AFRO
Algeria	4	B2	4	0
Angola	7	B2	0	7
Benin	9	C	1	8
Botswana	1	B1	0	1
Burkina Faso	18	C	3	15
Burundi	10	C	0	10
Cameroon	12	C	0	12
Cape Verde	2	B1	0	2
Central African Republic	3	B1	0	3
Chad	5	B1	0	5
Comoros	1	B1	0	1
Congo	14	C	1	13
Cote d'Ivoire	10	C	1	9
Democratic Republic of the Congo	15	C	2	13
Equatorial Guinea	1	B1	0	1
Eritrea	4	B1	1	3
Ethiopia	26	C	13	13
Gabon	4	B1	0	4
Gambia	8	B2	0	8
Ghana	17	C	4	13
Guinea	6	B2	3	3
Guinea-Bissau	4	B1	0	4
Kenya	20	C	5	15
Lesotho	1	B1	0	1
Liberia	1	B1	1	0
Madagascar	5	B2	0	5
Malawi	10	C	3	7
Mali	12	C	1	11
Mauritania	4	B2	0	4
Mauritius	5	B2	4	1
Mozambique	3	B1	0	3
Namibia	3	B1	1	2
Niger	7	C	0	7
Nigeria	20	C	6	14
Rwanda	15	C	4	11
Sao Tome and Principe	1	B1	0	1
Senegal	18	C	4	14
Seychelles	1	B1	1	0
Sierra Leone	3	B2	2	1
South Africa	13	C	10	3
South Sudan	1	B1	1	0
Swaziland	1	B1	0	1
Togo	11	C	0	11
Uganda	24	C	7	17
United Republic of Tanzania	8	B2	3	5
Zambia	11	C	3	8
Zimbabwe	16	C	3	13
	395		92	303

Reference

A: Countries not represented
 B1: Countries within their range but below the mid-point
 B2: Countries within their range but above the mid-point
 C: Countries over-represented

Table 3c: Distribution of temporary professional staff in the African Region by nationality, grade and gender

Nationality	P2		P3		P4		P5		All professional staff		
	F	M	F	M	F	M	F	M	F	M	Total
Australia								1	0	1	1
Bangladesh						2			0	2	2
Benin						1			0	1	1
Brazil					1				1	0	1
Burkina Faso				1		4		2	0	7	7
Burundi	1								1	0	1
Cameroon					1	1			1	1	2
DR Congo				2	1	4			1	6	7
Congo						1			0	1	1
Cote d'Ivoire						1			0	1	1
Czech Republic				1					0	1	1
Ethiopia					1	2			1	2	3
France				1					0	1	1
Gabon	1								1	0	1
Gambia						1			0	1	1
Ghana						2			0	2	2
Guinea			1			1			1	1	2
India						1			0	1	1
Italy		1							0	1	1
Japan	1								1	0	1
Kenya				1					0	1	1
Madagascar			1						1	0	1
Malawi					1				1	0	1
Mali						2			0	2	2
Mauritania						2			0	2	2
Nepal						1			0	1	1
Niger					1	2			1	2	3
Nigeria				1	1	2		2	1	5	6
Peru						2			0	2	2
Portugal						1			0	1	1
Senegal						1			0	1	1
Somalia						2			0	2	2
Spain					1				1	0	1
Sudan						1			0	1	1
Tanzania				1					0	1	1
Togo				1	1	1			1	2	3
Uganda	1			3	1	4			2	7	9
USA					1	1			1	1	2
Zambia					1				1	0	1
Zimbabwe						1			0	1	1
Total	4	1	2	12	12	44	0	5	18	62	80

Table 4: Distribution of long-term and temporary staff by duty station

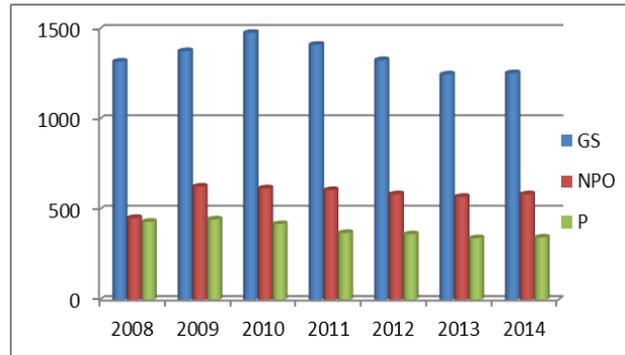
Duty Station	Long-Term			Temporary			All Staff
	GS	NPO	P	GS	NPO	P	
Abeche	1					2	3
Abidjan	19	11	1		1	1	33
Abuja	106	48	16	10		5	185
Accra	20	9	1				30
Addis Ababa	66	69	7	1	14	2	159
Algiers	8	1	2				11
Antananarivo	14	9	1				24
Asmara	14	6	2				22
Bamako	12	11	1				24
Bangui	13	8	1	7	4	6	39
Banjul	10	6	1				17
Bauchi	11	8	1	1		1	22
Benguela	3	2				1	6
Benin City	1	1					2
Bissau	6	4	1	1			12
Bohicon				1			1
Bor						2	2
Brazzaville	221	19	114	28	9	14	405
Bujumbura	16	7	1				24
Bukavu	4	3					7
Conakry	19	11	1				31
Cotonou	14	9	1				24
Dakar	11	8	2				21
Damaturu	1	2		1			4
Dar-es-Salaam	21	15	2		1	1	40
Entebbe	3						3
Enugu	7	4					11
Freetown	18	8	3				29
Gaborone	8	5	1				14
Gambela					1		1
Garissa	1						1
Goma	3	2					5
Gulu		1					1
Harare	50	13	36	1	3	3	106
Ibadan	17	3					20
Jos	3	2					5
Juba	4	1	7	3		6	21
Kaduna	6	2		1			9
Kampala	19	20	3			2	44
Kano	12	4	1	1			18
Kigali	12	11	3				26
Kinshasa	60	33	8	4	1	1	107
Kisangani		1					1

Kuajok						1	1
Lagos	18	8					26
Libreville	27	7	27	1		4	66
Lilongwe	13	11	2				26
Lome	12	5	2				19
Luanda	50	21	8			6	85
Lubumbashi		2				1	3
Lusaka	12	14	1	2			29
Maiduguri	13	4		1			18
Malabo	5	3	1	2	2		13
Malakal						2	2
Maputo	12	12	4				28
Maseru	9	4	2				15
Mbabane	10	5	1				16
Mbandaka		1					1
Mbuji Mayi	2						2
Minna	11	6	1				18
Mongo						1	1
Monrovia	16	6	3		1		26
Moroni	10	5					15
Moundou						1	1
Moxico		1					1
Nairobi	27	18	8			1	54
N'Djamena	32	9	6		1	5	53
Niamey	21	9	5				35
Nouakchott	10	6	2				18
Ouagadougou	42	13	38	2		4	99
Ouidah			1				1
Port Harcourt	8	3	1				12
Port Louis	6	1					7
Praia	4	3	2				9
Pretoria	13	8	4	1		1	27
Rumbek						1	1
Sao Tome	5	4	1				10
Sokoto	4	3	1	3		1	12
Torit						1	1
Victoria	3	2	1				6
Wau						1	1
Windhoek	10	3	5				18
Yambio						2	2
Yaounde	14	11	1		1		27
Zanzibar	2						2
Total	1255	585	346	72	39	80	2377

Table 5: Comparison between 2008, 2009, 2010, 2011, 2012, 2013 and 2014 staff members' statistics

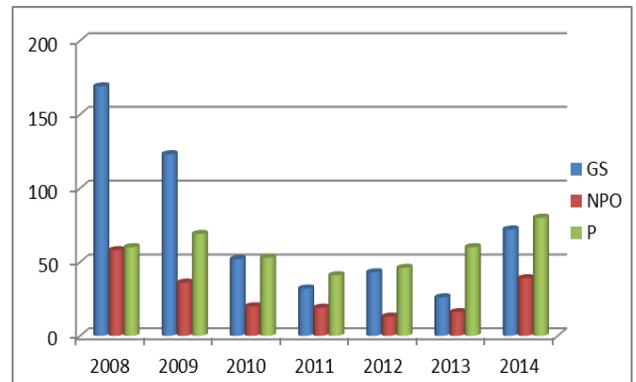
(a) Long-term staff

Year	GS	NPO	P	Total
2008	1319	454	433	2206
2009	1377	628	446	2451
2010	1478	618	420	2516
2011	1412	608	371	2391
2012	1327	585	364	2276
2013	1248	571	342	2161
2014	1255	585	346	2186



(b) Staff on temporary appointment

Year	GS	NPO	P	Total
2008	169	58	60	287
2009	123	36	69	228
2010	52	20	53	125
2011	32	19	41	92
2012	43	13	46	102
2013	26	16	60	102
2014	72	39	80	191



(c) Progress report on appointments from 2008 to 2014

		2008	2009	2010	2011	2012	2013	2014
GS	TA	169	123	52	32	43	26	72
	FT	1319	1377	1478	1412	1327	1248	1255
NPO	TA	58	36	20	19	13	16	39
	FT	454	628	618	608	585	571	585
P	TA	60	69	53	41	46	60	80
	FT	433	446	420	371	364	342	346
Total		2493	2679	2641	2483	2378	2263	2377
		0%	7%	-1%	-6%	-4%	-5%	5%