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REPORT ON WHO STAFF IN THE AFRICAN REGION

Information Document

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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 2013. It covers the overall staffing situation by category, grade, gender, geographical representation, nationality and duty station. The information does not include the statistics of the WHO Country Office in South Sudan which joined the African Region in May 2013.

APPOINTMENT CATEGORIES

2. As at 1 June 2013, WHO had 2161 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 2161 staff members on long-term appointment, 342 (15.83%) were professional staff members, 571 (26.42%) were national professional officers and 1248 (57.75%) were general service staff members (Table 1a).

3. Moreover, as at 1 June 2013, WHO had 102 staff members on temporary appointment (24 months or less) in the African Region. Of these 102 temporary staff members, 60 (58.82%) were in the professional category, 16 (15.69%) were national professional officers and 26 (25.49%) were in the general service category (Table 1b).

4. Thus, as at 1 June 2013, the WHO African Region had a total of 2263 staff members on both long-term and temporary appointments. Of these 2263 staff members, 402 (18%) were in the professional category, 587 (26%) were in the national professional officer (NPO) category and 1274 (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 402 professional staff members, 342 (85%) were on long-term appointment and 60 (15%) were on temporary appointment. Of the 342 professional staff members on long-term appointment, 263 (77%) were males and 79 (23%) were females. Of the 60 professional staff members with temporary appointments, 44 (73%) were males and 16 (27%) were females (Table 2a).

6. Among the 587 national professional officers, 571 (97%) were on long-term appointment and 16 (3%) held temporary appointments. Of the 571 NPOs on long-term appointment, 408 (71%) were males and 163 (29%) were females. Of the 16 NPOs holding temporary appointments, 13 (81%) were males and 3 (19%) were female (Table 2b).

7. Of the 1274 general service staff members, 1248 (98%) were on fixed-term appointments and 26 (2%) held temporary appointments. Of the 1248 GS staff members on fixed-term appointment, 818 (66%) were males and 430 (34%) were females. Of the 26 GS staff members holding temporary appointments, 20 (77%) were males and 6 (23%) 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. As at 1 June 2013, the countries with the highest representation were the

Democratic Republic of Congo, Kenya and Uganda with 16 long-term professional staff members each, followed by Nigeria and Burkina Faso with 14 staff members each.

9. Table 3b presents the geographical distribution of long-term professional staff members from 46 out of the 47 countries of the WHO African Region given that the compilation of statistics on the WHO Country Office in South Sudan has yet to be completed. Twenty-one (21) countries (Benin, Burkina Faso, Burundi, Cameroon, Congo, Côte d'Ivoire, Democratic Republic of Congo, Ethiopia, Ghana, Guinea, Kenya, Malawi, Mali, Nigeria, Rwanda, Senegal, Tanzania, Togo, Uganda, Zambia and Zimbabwe) were over-represented (category C). Eleven (11) countries (Algeria, Angola, Chad, Gambia, Madagascar, Mauritania, Mauritius, Mozambique, Niger, Sierra Leone and South Africa) were within their range but above the mid-point (category B2). Thirteen (13) countries (Botswana, Cape Verde, Central African Republic, Comoros, Equatorial Guinea, Eritrea, Gabon, Guinea-Bissau, Liberia, Lesotho, Namibia, Sao Tome and Principe, and Seychelles) were within their range but below the mid-point (category B1). One (1) country, namely Swaziland, had no long-term professional staff working in the African Region (category A*). 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: Belgium (2), Bolivia (1), Brazil (1), Canada (2), Colombia (1), Egypt (1), France (4), Germany (4), India (5), Italy (2), Netherlands (1), Portugal (2), Spain (1), Sudan (2), Switzerland (1), United Kingdom (1), United States of America (12) (Table 3a).

10. Qualified candidates from the countries under-represented or not 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 2013, the countries with the highest representation were Burkina Faso with seven temporary professional staff members followed by Democratic Republic of Congo and Nigeria with four temporary professional staff members each, then Ethiopia, Niger and Tanzania with three 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), Brazil (1), France (4), Germany (1), India (1), Italy (1), Peru (2), Portugal (1), Spain (1), Sudan (1) and 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 AND 2013 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 2013. 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 and 2161 in 2013.

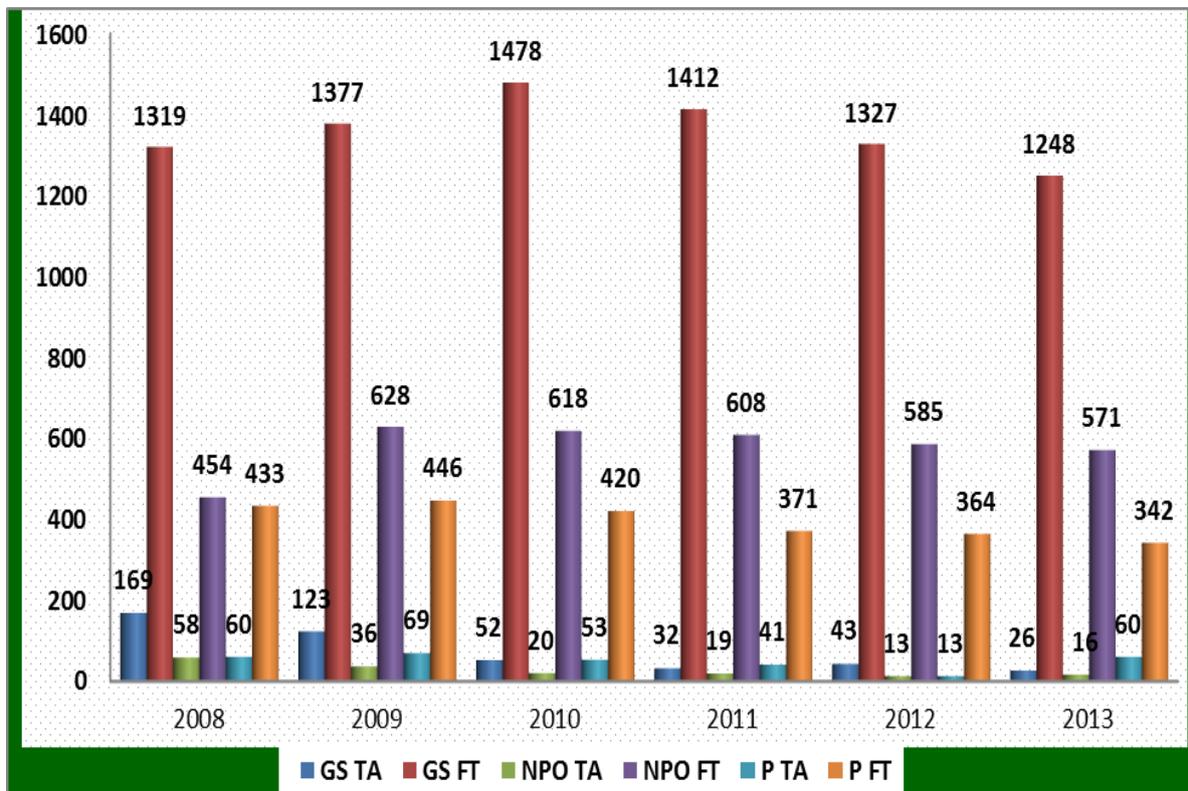
14. It is also worth noting that from 2008 to 2010 the number of staff members on long-term appointment increased continuously as opposed to the significant continuous decrease of the number of staff members employed on a temporary basis over the same period. This trend results from the decision by the 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 since 2011 due to the budget constraints, the ensuing freeze on recruitment followed by implementation of the new organizational structure and then the downsizing.

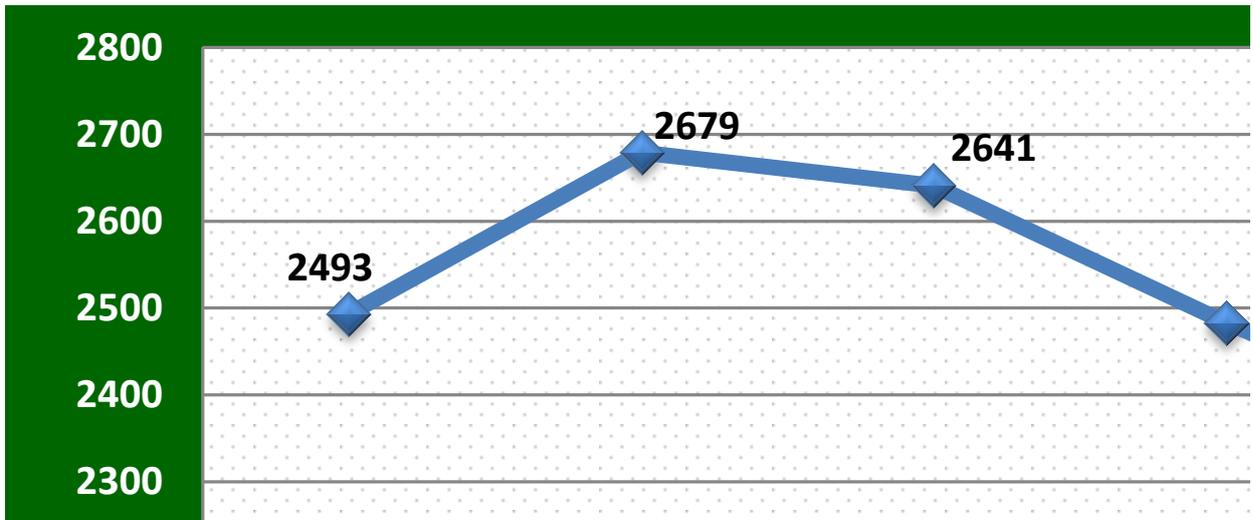
16. Table 5c presents the trends of staff members on long-term and temporary appointment across the appointment categories from 2008 to 2013.

17. The three graphs below provide a detailed trend of staffing in the WHO African Region across appointment types and categories.

Graphical illustration of staff distribution by category from 2008 to 2013



Graphical illustration of overall trends in staff category numbers from 2008 to 2013



Graphical illustration of staff distribution by category and contract type from 2008 to 2013

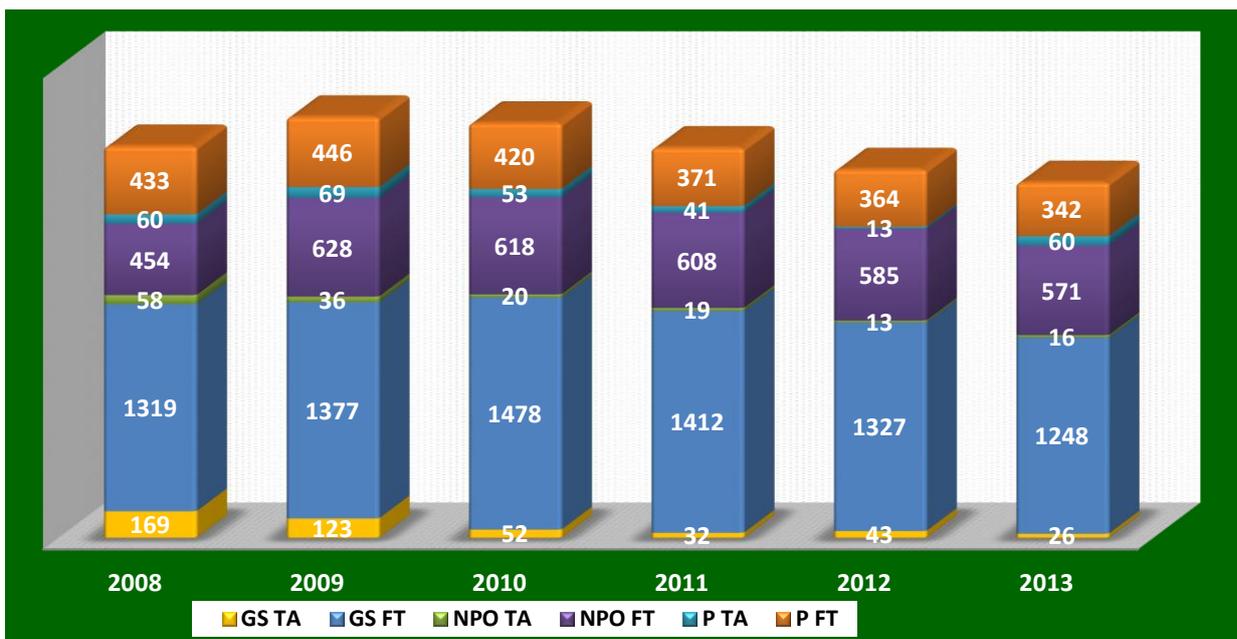


Table 1a: Staff members with long-term appointments by category and grade

<i>Staff/Grade</i>	<i>Total</i>	<i>%</i>
UG	1	0.29%
D.2	1	0.29%
D.1	13	3.80%
P.6	28	8.19%
P.5	78	22.81%
P.4	165	48.25%
P.3	46	13.45%
P.2	10	2.92%
Total professional	342	15.83%
Total NPOs	571	26.42%
Total GS	1248	57.75%
Grand Total	2161	

Table 1b: Staff members with temporary appointments by category

<i>Category</i>	<i>Total</i>	<i>%</i>
Professional staff	60	58.82%
National professional officers	16	15.69%
General service staff	26	25.49%
Total	102	

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	342	60	402	18%
NPO	571	16	587	26%
GS	1248	26	1274	56%
Total by type of appointment	2161	102	2263	

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		%		Total		%		Total		%							
Long-term	3	7	16	30	39	126	12	66	6	22	2	11	1			1	79	23%	263	77%	342	85%
Temporary	2	2	1	8	11	24	2	10									16	27%	44	73%	60	15%
Total	5	9	17	38	50	150	14	76	6	22	2	11	1	0	0	1	95	-	307	-	402	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	10	39	135	120	255	1	8	163	29%	408	71%	571	97%
Temporary			1	7	2	6			3	19%	13	81%	16	3%
Total	3	10	40	142	122	261	1	8	166	-	421	-	587	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		%		Total		%		Total		%					
Long-term	10	22	7	430	15	97	84	51	119	52	119	77	76	89	430	34%	818	66%	1248	98%
Temporary	1			11		1	2	2	1		1	4	1	2	6	23%	20	77%	26	2%
Total	11	22	7	441	15	98	86	53	120	52	120	81	77	91	436	-	838	-	1274	100%

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

Country of 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
Algeria										1							0	1	1
Angola	1			1		2	1	1							1		2	5	7
Belgium					1	1											1	1	2
Benin						6				1							1	6	7
Bolivia						1											0	1	1
Botswana														1			1	0	1
Brazil					1												1	0	1
Burkina Faso	1			2	2	4		2		2			1			3	11	14	
Burundi					2	2	2	2		1			1			4	6	10	
Cameroon, Republic of			1	2		8				1						1	11	12	
Canada					1					1							1	1	2
Cape Verde										1							1	0	1
Central African Republic						2		1					1				0	4	4
Chad				1		1		2		1							0	5	5
Colombia													1				0	1	1
Comoros								1									0	1	1
Congo, Democratic Rep of the				1	1	9		4		1						1	15	16	
Congo		2		4		1		3					1			0	11	11	
Cote d'Ivoire					2	2	1	3	1			1				5	5	10	
Egypt				1												0	1	1	
Equatorial Guinea								1								0	1	1	
Eritrea			1			2										1	2	3	
Ethiopia					2	6		1		2		1				3	9	12	
France				1		3										0	4	4	
Gabon			2					2								2	2	4	
Gambia						7										0	7	7	
Germany			1			2				1						1	3	4	
Ghana				1	3	4		2		1						3	8	11	
Guinea		1				1	1									1	2	3	
Guinea-Bissau					1	1	1			1						2	2	4	
India		1		2		2										0	5	5	
Italy				1		1										1	1	2	
Kenya			2	1	4	3	1	4		1						7	9	16	
Lesotho						1										0	1	1	
Madagascar				1		1			1							2	1	3	
Malawi					1	3		4								1	7	8	
Mali				1		6		4					1			0	12	12	
Mauritania		1		1		2				1						0	5	5	
Mauritius		1		1		1										0	3	3	
Mozambique					1					1			1			2	1	3	
Namibia					1			1								1	1	2	
Netherlands					1											1	0	1	
Niger				2		1			2		2					3	4	7	
Nigeria				1		8		3		1			1			0	14	14	
Portugal					1	1										1	1	2	
Rwanda				2	1		3		7							2	11	13	
Sao Tome and Principe						1										0	1	1	
Senegal					2	5	1	3	1	1						4	9	13	
Sierra Leone				1												1	0	1	
South Africa								1								1	0	1	
Spain						1										0	1	1	
Sudan						2										0	2	2	
Switzerland				1												1	0	1	
Tanzania, United Republic of				1		1	1	1								3	2	5	
Togo				2	1	4		2		1						1	9	10	
Uganda				1	2	7	1	4					1			3	13	16	
United Kingdom						1										0	1	1	
United States of America				1	3	4		2	1				1			4	8	12	
Zambia					2	3		1					2			2	6	8	
Zimbabwe	1	1		4	1	1	1	2		1						3	9	12	
Total – African Region	3	7	16	30	39	126	12	66	6	22	2	11	1	1	79	263	342		

Table 3b: Geographical distribution of long-term professional staff from countries of the African Region as of 1 June 2013

NATIONALITY	TOTAL STAFF	RECRUITMENT LIST	STAFF HQ/ Others R.O.s	Staff in AFRO
Algeria	9	B2	8	1
Angola	7	B2	0	7
Benin	10	C	3	7
Botswana	1	B1	0	1
Burkina Faso	15	C	1	14
Burundi	11	C	1	10
Cameroon	16	C	4	12
Cape Verde	1	B1	0	1
Central African Republic	4	B1	0	4
Chad	6	B2	1	5
Comoros	1	B1	0	1
Congo	11	C	0	11
Cote d'Ivoire	11	C	1	10
Democratic Republic of the Congo	20	C	4	16
Equatorial Guinea	1	B1	0	1
Eritrea	3	B1	0	3
Ethiopia	24	C	12	12
Gabon	4	B1	0	4
Gambia	7	B2	0	7
Ghana	19	C	8	11
Guinea	8	C	5	3
Guinea-Bissau	4	B1	0	4
Kenya	21	C	5	16
Lesotho	1	B1	0	1
Liberia	1	B1	1	0
Madagascar	4	B2	1	3
Malawi	10	C	2	8
Mali	16	C	4	12
Mauritania	5	B2	0	5
Mauritius	5	B2	2	3
Mozambique	4	B2	1	3
Namibia	3	B1	1	2
Niger	7	B2	0	7
Nigeria	21	C	7	14
Rwanda	17	C	4	13
Sao Tome and Principe	1	B1	0	1
Senegal	17	C	4	13
Seychelles	1	B1	1	0
Sierra Leone	4	B2	3	1
South Africa	12	B2	11	1
Swaziland	0	A*	0	0
Togo	11	C	1	10
Uganda	22	C	6	16
United Republic of Tanzania	12	C	7	5
Zambia	12	C	4	8
Zimbabwe	16	C	4	12
	416		117	299

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

Country of Nationality	P2		P3		P4		P5		All professional staff		
	F	M	F	M	F	M	F	M	F	M	Total
Algeria						1			0	1	1
Australia								1	0	1	1
Benin						1			0	1	1
Brazil					1				1	0	1
Burkina Faso				2		2		3	0	7	7
Burundi	1								1	0	1
Cameroon					1	1			1	1	2
Cape Verde					1				1	0	1
Congo, Democratic Rep of the				2		2			0	4	4
Equatorial Guinea						1			0	1	1
Ethiopia					1	2			1	2	3
France				1		1		2	0	4	4
Gabon	1								1	0	1
Germany							1		1	0	1
Ghana								1	0	1	1
Guinea						1			0	1	1
India						1			0	1	1
Italy		1							0	1	1
Kenya				1					0	1	1
Madagascar		1			1				1	1	2
Malawi					1				1	0	1
Mali						2			0	2	2
Niger					1	2			1	2	3
Nigeria						2		2	0	4	4
Peru						2			0	2	2
Portugal						1			0	1	1
Senegal						1			0	1	1
Spain					1				1	0	1
Sudan						1			0	1	1
Tanzania, United Republic of				1			1	1	1	2	3
Togo				1	1				1	1	2
Uganda					1				1	0	1
United States of America			1		1				2	0	2
Grand Total	2	2	1	8	11	24	2	10	16	44	60

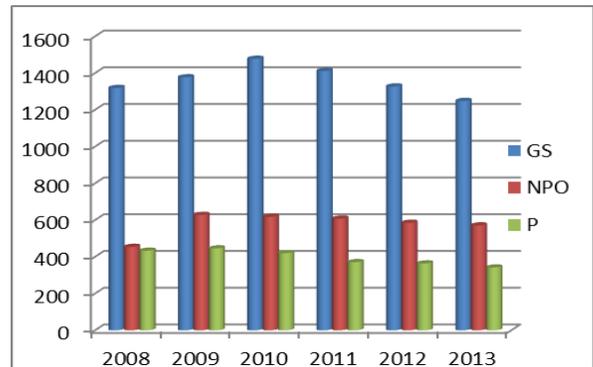
Table 4: Distribution of long-term and temporary staff by duty station

Duty Station	Long-Term			Temporary			All Staff
	GS	NPO	P	GS	NPO	P	
Abeche	1					2	3
Abidjan	18	11	1		1	2	33
Abuja	150	61	16	4		4	235
Accra	20	9	1				30
Addis Ababa	67	72	8		2	2	151
Algiers	2		1				3
Antananarivo	14	10	1				25
Asmara	14	6	2				22
Bamako	12	13	1				26
Bangui	12	7	1	4	1	1	26
Banjul	11	6	1				18
Bauchi	11	4				1	16
Benguela	3					1	4
Bissau	6	4	1	1			12
Brazzaville	221	17	114	8	5	20	385
Bujumbura	16	5					21
Bukavu	4	4					8
Conakry	17	11	2	1			31
Cotonou	14	8	1				23
Dakar	12	8	3				23
Dar-es-Salaam	20	17	5				42
Entebbe	3						3
Enugu	8	5					13
Freetown	20	9	3				32
Gaborone	4	3	1				8
Goma	3	3					6
Gulu		1					1
Harare	47	14	40	1		1	103
Ibadan	16	2					18
Kaduna	6	2					8
Kampala	22	19	3			1	45
Kano			2				2
Kigali	12	11	1				24
Kinshasa	62	34	10		1	4	111

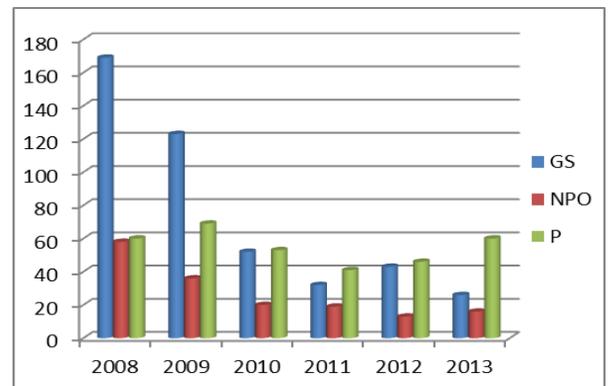
Kisangani						1	1
Lagos	17	7	1				25
Libreville	27	7	27			2	63
Lilongwe	14	11	2				27
Lome	14	6		1			21
Luanda	50	22	8			7	87
Lubumbashi		1					1
Lusaka	12	14	1				27
Malabo	6	1	1	3	3		14
Maputo	10	12	4	1			27
Maseru	9	3	2				14
Mbabane	8	4	1	1			14
Mbandaka		1					1
Mbuji Mayi	1						1
Minna	2	2					4
Mongo						1	1
Monrovia	17	6	3	1			27
Moroni	12	5	1				18
Moundou						1	1
Nairobi	31	19	6				56
N'Djamena	34	9	8		1	4	56
Niamey	20	7	4				31
Nouakchott	11	7	2				20
Ouagadougou	41	12	38		1	4	96
Ouidah						1	1
Port Harcourt	7	4	1				12
Port Louis	6	1					7
Praia	4	3	2				9
Pretoria	14	7	5				26
Sao Tome	5	4	1				10
Sokoto	3	3					6
Tamale		1					1
Victoria	3	1	1				5
Windhoek	8	3	3				14
Yaounde	12	11	1		1		25
Zanzibar	2	1					3
Grand Total	1248	571	342	26	16	60	2263

Table 5: Comparison of 2008, 2009, 2010, 2011, 2012 and 2013 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

**(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

**(c) Progress report on appointments from 2008 to 2013**

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