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REPORT ON WHO STAFF IN THE AFRICAN REGION

Information Document

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ABBREVIATIONS

G/GS	General Service
GS LT	General Service Long-term Appointment
GS TA	General Service Temporary Appointment
HR	Human Resources
IPO	International Professional Officer
LT	Long-term
NPO	National Professional Officer
NPO LT	National Professional Officer Long-term Appointment
NPO TA	National Professional Officer Temporary Appointment
P LT	International Professional Long-term Appointment
P TA	International Professional Temporary Appointment
RO	Regional Office
TA	Temporary Appointment
UG	Ungraded
WCO	WHO Country Office

INTRODUCTION

1. The human resources (HR) component of the Africa Health Transformation Programme continues to be the focus in ensuring that the World Health Organization (WHO) has a workforce that is fit for purpose and that staffing is realigned with identified programmatic priorities and needs at all levels. The purpose of this document is to provide Member States with information pertaining to WHO staff working in the African Region as of 1 March 2019. It also gives details on the overall staffing situation by category, grade, gender, geographical representation, nationality and duty station.

2. WHO offers two main types of appointments, namely temporary and long-term appointments. A temporary appointment (TA) is a time-limited appointment of up to two years of continuous service. The term “long-term appointment” (LT) refers to staff members on fixed-term or continuing appointment.

APPOINTMENT CATEGORIES

3. Over the reporting period, there were 2010 staff members on long-term appointment in the African Region. Of these, 18.7% were IPOs, 27.0% were NPOs and 54.3% were GS staff. There were also 388 staff members on temporary appointment. Of these, 41.0% were IPOs, 21.1% were NPOs and 37.9% were GS (Table 1a).

4. Among the IPOs on long-term appointment, the highest concentration was at the P4 grade level with 45.7%, followed by the P5 grade level with 21.0%, the P3 grade level with 16.2%, the P2 grade level with 7.7%, the D1 grade level with 6.1%, the P6 grade level with 2.4%, and the P1 grade level with 0.3% (Table 1b).

CATEGORY, GRADE AND GENDER DISTRIBUTION

5. The distribution of staff members by category, grade and gender is presented in Tables 2a, 2b and 2c. Among the 535 IPOs, 70.3% were on long-term appointment and 29.7% were on temporary appointment. Their distribution by gender was 71.0% male and 29.0% female. Of the 376 IPOs on long-term appointment, 67.6% were male and 32.4% were female. Of the 159 IPOs on temporary appointment, 79.2% were male and 20.8% were female (Table 2a).

6. Among the 624 NPOs, 86.9% were on long-term appointment and 13.1% held temporary appointments. Their distribution by gender was 69.2% male and 30.8% female for NPOs on long-term appointment and 76.8% male and 23.2% female for NPOs on temporary appointment (Table 2b).

7. Of the 1239 GS staff, 88.1% were on long-term appointment and 11.9% held temporary appointments. The distribution by gender was 64.6% male and 35.4% female for those on long-term appointment and 81.6% male and 18.4% female for those on temporary appointment (Table 2c).

8. Although the gap between male and female distribution remains significant at the international professional level, WHO in the African Region has made progress in increasing female representation over the last four years. The trend of female representation at senior level, namely at P6/D1, D2 and UG1 has progressively increased from 23.4% in 2015 to 25.5%, 25.6% and 27.5% in 2016, 2017 and 2018 respectively (Table 2d). WHO in the African Region remains strongly committed to achieving gender parity, particularly in the senior professional and higher categories. In an effort to close the existing gap in gender representation, an outreach initiative has been introduced to attract more qualified female candidates. Moreover, WHO in the African Region continues to implement the policy requiring that the shortlist for all advertised positions must include at least one qualified female candidate, failing which the hiring manager is required to provide a sound written justification or the vacancy notice is re-advertised.

GEOGRAPHICAL DISTRIBUTION

9. Member States with the highest representation were Uganda with 31 staff members, Cameroon with 22 staff members, Burkina Faso and Kenya with 21 staff members each, Democratic Republic of the Congo and Zimbabwe with 18 staff members each, and Nigeria with 16 staff members (Table 3a). Twenty-six Member States¹ outside the African Region had nationals working in the Region as IPOs on long-term appointments. The number of staff members from these non-regional Member States varies from one to nine (Table 3a).

10. An analysis of the geographical distribution of long-term professional staff from the 47 Member States of the WHO African Region shows that 17 Member States were over-represented (category C).² Two Member States, namely Malawi and Togo were at the maximum of their range (category B2*³). Ten Member States were within their range but above the mid-point (category B2). Sixteen Member States were within their range but below the mid-point (category B1);⁴ and two Member States, Cabo Verde and Seychelles, were unrepresented (category A*) (Table 3c).

11. The distribution of temporary professional staff working in the WHO African Region by nationality and gender is presented in Table 3b. According to the data, Zimbabwe had the highest representation with 13 staff members; followed by Ethiopia and Nigeria with 12 staff members each; Kenya with nine staff members; Democratic Republic of the Congo and United States of America with eight staff members each; Cameroon and Uganda with seven staff members each; Burkina Faso and Ghana with six staff members each; and Côte d'Ivoire and Togo with five staff members each.

12. The aforementioned distribution shows that the following 18 countries outside the African Region had temporary professional staff members working in the Region: Austria, Bangladesh,

¹ Australia, Belgium, Colombia, Denmark, Egypt, Haiti, Ireland, Japan, Morocco, Nicaragua, Peru, Russian Federation, Thailand, Trinidad and Tobago and Ukraine with one staff member each; Italy, Pakistan, Philippines and Spain with two staff members each; Germany and India with three staff members each; Sudan with four staff members; United Kingdom with six staff members; Canada with seven staff members, France and United States of America with nine staff members each.

² Burkina Faso, Burundi, Cameroon, Congo, Côte d'Ivoire, Democratic Republic of the Congo, Ethiopia, Ghana, Kenya, Nigeria, Rwanda, Senegal, South Africa, United Republic of Tanzania, Uganda, Zambia and Zimbabwe.

³ Algeria, Benin, Eritrea, Gambia, Guinea, Madagascar, Mali, Mauritius, Niger and Sierra Leone.

⁴ Angola, Botswana, Central African Republic, Chad, Comoros, Equatorial Guinea, Eswatini, Gabon, Guinea-Bissau, Lesotho, Liberia, Mauritania, Mozambique, Namibia, Sao Tome and Principe and South Sudan.

Belgium, Canada, China, Denmark, Haiti, Ireland, Italy, Morocco, Netherlands and Pakistan with one staff member each; Brazil, Egypt and United Kingdom with two staff members each; France and India with three staff members each; and United States of America with eight staff members (Table 3b). The distribution of long-term and temporary staff members working for the Region by duty station is presented in Table 4.

STAFFING TRENDS OVER THE PAST 10 YEARS (2010–2019)

13. Over the period from 1 June 2010 to 1 March 2019 the total number of staff members working in the Region, across all appointment categories, varied from 2641 to 2398. However, over the course of this period, there have been periods of sharp decrease and increase in staffing depending on the prevailing situation. For example, from 2010 to 2013 there was a 14% decrease in overall staffing due to the financial constraints across the Organization; whereas over the period from 2014 to 2017 there was a sharp increase in staffing which was largely driven by the surge capacity to respond to various emergencies across the Region. From 2017 to 2019, staff numbers have decreased by 9% due to the end of major epidemics such as Ebola in West Africa and yellow fever in most of the affected countries; as well as the implementation of the polio ramp down (Figure 1c).

14. The report was submitted to the Regional Committee for information.

Table 1: Distribution of staff members by category and assignment type**(a) Long-term and temporary staff members combined**

Category	Long-term	Temporary	Total
IPOs	376 (18.7%)	159 (41.0%)	535 (22.3%)
NPOs	542 (27.0%)	82 (21.1%)	624 (26.0%)
GS	1092 (54.3%)	147 (37.9%)	1239 (51.7%)
Total	2010 (83.8%)	388 (16.2%)	2398 (100.0%)

(b) International Professional Officers on long-term appointments by grade

Staff/Grade	Total	%
UG1	1	0.3%
D2	1	0.3%
D1	23	6.1%
P6	9	2.4%
P5	79	21.0%
P4	172	45.7%
P3	61	16.2%
P2	29	7.7%
P1	1	0.3%
Total IPOs	376	100.0%

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

	P1		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	F	M	Total	%	Total	%		
	Long-term	0	1	18	11	16	45	57	115	22	57	2	7	6	17	0	1	1	0	122	32.4	254		
Temporary	0	0	3	5	8	32	22	78	0	8	0	1	0	2	0	0	0	0	33	20.8	126	79.2	159	29.7
Total	0	1	21	16	24	77	79	193	22	65	2	8	6	19	0	1	1	0	155	29.0	380	71.0	535	100.0

(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	%		
	Long-term	6	16	39	103	120	252	2	4	167	30.8	375		
Temporary	2	3	9	25	8	35	0	0	19	23.2	63	76.8	82	13.1
Total	8	19	48	128	128	287	2	4	186	29.8	438	70.2	624	100.0

(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	%		
	Long-term	5	9	6	339	13	85	44	49	123	50	131	103	65	70	387	35.4	705		
Temporary	0	1	1	68	1	2	5	18	12	16	6	11	2	4	27	18.4	120	81.6	147	11.9
Total	5	10	7	407	14	87	49	67	135	66	137	114	67	74	414	33.4	825	66.6	1239	100.0

(d) Comparison of 2015, 2016, 2017 and 2018 staff members at senior level

	Female								Male								Total			
	2015		2016		2017		2018		2015		2016		2017		2018		2015	2016	2017	2018
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	n	n	n
P6	5	18.5	6	23.1	4	18.2	3	25.0	22	81.5	20	76.9	18	81.8	9	75.0	27	26	22	12
D1	5	26.3	5	25.0	6	31.6	7	26.9	14	73.7	15	75.0	13	68.4	19	73.1	19	20	19	26
D2	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	100.0	1	100.0	1	100.0	0	1	1	1
UG1	1	100.0	1	100.0	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	1	1	1	1
Total	11	23.4	12	25.5	11	25.6	11	27.5	36	76.6	36	74.5	32	74.4	29	72.5	47	47	43	40

Table 3: Distribution of IPO staff by nationality, grade and gender**(a) Long-term staff by nationality, grade and gender**

Country of Nationality	P1		P2		P3		P4		P5		P6		D1		D2	UG	Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	M	All
Angola		1			1												1	1	2
Australia						1											1	0	1
Belgium					1												0	1	1
Benin			1			1	2		1								1	4	5
Botswana																1	1	0	1
Burkina Faso		2		1	2	2	9		2				2	1			5	1	21
Burundi		1				1	2	3	1				1				5	4	9
Cameroon		1	1		4	3	11		1				1				4	1	22
Canada		1		2	2	1			1								4	3	7
Central African Republic							2										0	2	2
Chad							1		1								0	2	2
Colombia													1				0	1	1
Comoros											1						0	1	1
Congo		2	4		6		1				1						2	1	14
Côte d'Ivoire						1	4	1	1		1	2	1				4	7	11
Denmark					1												0	1	1
DRC					2	1	7		8								1	1	18
Egypt					1												0	1	1
Equatorial Guinea							1										0	1	1
Eritrea		1		1			1		1								2	2	4
Eswatini		1							1								1	1	2
Ethiopia						3	5		3				1	1			4	9	13
France					1	2	4		2								2	7	9
Gabon				1					2								1	2	3
Gambia							3		2								0	5	5
Germany				1							1		1				1	2	3
Ghana						3	3	1	2								4	5	9
Guinea			1				1	1	1								1	3	4
Guinea-Bissau						1							1				2	0	2
Haiti						1											1	0	1
India					2		1										0	3	3
Ireland						1											1	0	1
Italy						2											2	0	2
Japan											1						0	1	1
Kenya			1	3	2	3	5	4	3								10	1	21
Lesotho							1										0	1	1
Liberia			2														0	2	2
Madagascar				1		3	1	1									5	1	6
Malawi							2		2			1		1			0	6	6

Country of Nationality	P1		P2		P3		P4		P5		P6		D1		D2	UG	Total		
	M	F	M	F	M	F	M	F	M	F	M	F	M	M	F	F	M	All	
Mali					1		3		1								0	5	5
Mauritania					1		1										0	2	2
Morocco											1						1	0	1
Mozambique						1	1										1	1	2
Nicaragua									1								0	1	1
Niger						1	2		1								1	3	4
Nigeria				1	2	8		2		1	2						2	1	16
Pakistan		1		1													1	1	2
Peru						1											0	1	1
Philippines					2												0	2	2
Russian Federation						1											0	1	1
Rwanda				2	1	1	2		5				1				3	9	12
Sao Tome and Principe						1											1	0	1
Senegal		1				3	3		1				1	1			5	5	10
Sierra Leone				1		2											3	0	3
South Africa								1					1				1	1	2
Spain						1		1									2	0	2
Sudan					1	1	1		1								1	3	4
Tanzania, United		2		1		1	1	1	1								5	2	7
Thailand								1									1	0	1
Togo					2	1	3										1	5	6
Trinidad and Tobago													1				0	1	1
Uganda					1	4	1	6	8				1				10	21	31
Ukraine						1											0	1	1
United Kingdom						2	1	1	1	1							4	2	6
United States of America					3	3	3										3	6	9
Zambia						2	3						1				2	4	6
Zimbabwe	1	4	1	2	6	1	2						1				8	10	18
Total in African Region	1	18	11	16	45	57	115	22	57	2	7	6	17	1	1	122	254	376	

(b) Temporary IPO staff by nationality, grade and gender

Country of Nationality	P2		P3		P4		P5		P6	Total		
	F	M	F	M	F	M	F	M		F	M	All
Austria						1				0	1	1
Bangladesh				1						0	1	1
Belgium						1				0	1	1
Benin				2		1				0	3	3
Botswana				1						0	1	1
Brazil					2					2	0	2
Burkina Faso		1		2		3				0	6	6
Burundi									1	0	1	1
Cameroon						7				0	7	7
Canada						1				0	1	1
Chad				2						0	2	2
China				1						0	1	1
Congo			1	1		1				1	2	3
Côte d'Ivoire					1	4				1	4	5
Democratic Republic of Congo				1		6	1			0	8	8
Denmark					1					1	0	1
Egypt						2				0	2	2
Ethiopia				2	1	9				1	11	12
France				1		2				0	3	3
Gambia					1					1	0	1
Ghana						6				0	6	6
Guinea	1		1							2	0	2
Haiti					1					1	0	1
India				1		2				0	3	3
Ireland					1					1	0	1
Italy			1							1	0	1
Kenya			1	2	2	2	2			3	6	9
Liberia				1						0	1	1
Malawi				1		1				0	2	2
Mali					1		1			1	1	2
Mauritania					1	3				1	3	4
Mauritius						1				0	1	1
Morocco					1					1	0	1
Netherlands			1							1	0	1
Niger		1			1	1				1	2	3
Nigeria				3	2	6	1			2	10	12
Pakistan						1				0	1	1
Rwanda				2		1				0	3	3
Senegal						2		1		0	3	3
South Africa					1					1	0	1
Tanzania, United Republic				1	1	1				1	2	3
Togo					1	3	1			1	4	5
Uganda			2	1		4				2	5	7
United Kingdom		1				1				0	2	2
United States of America	2			2		3	1			2	6	8
Zambia				1						0	1	1
Zimbabwe		2	1	3	3	2	1		1	4	9	13
Total in African Region	3	5	8	3	2	7	8	1	2	33	126	159

(c) Geographical distribution of long-term IPO staff from countries of the African Region

NATIONALITY	Recruitment Priority	RANGE		TOTAL STAFF	STAFF HQ/Other	STAFF AFRO
		FROM	TO			
Algeria	B2	1	9	7	7	0
Angola	B1	1	8	3	1	2
Benin	B2	1	8	6	1	5
Botswana	B1	1	8	2	1	1
Burkina Faso	C	1	8	22	1	21
Burundi	C	1	8	10	1	9
Cabo Verde	A*	1	8	0	0	0
Cameroon	C	1	8	22	0	22
Central African Republic	B1	1	8	2	0	2
Chad	B1	1	8	3	1	2
Comoros	B1	1	8	1	0	1
Congo	C	1	8	15	1	14
Côte d'Ivoire	C	1	8	11	0	11
DRC	C	1	8	18	0	18
Equatorial Guinea	B1	1	8	1	0	1
Eritrea	B2	1	8	5	1	4
Eswatini	B1	1	8	2	0	2
Ethiopia	C	1	8	26	13	13
Gabon	B1	1	8	3	0	3
Gambia	B2	1	8	6	1	5
Ghana	C	1	8	15	6	9
Guinea	B2	1	8	7	3	4
Guinea-Bissau	B1	1	8	2	0	2
Kenya	C	1	8	33	12	21
Lesotho	B1	1	8	1	0	1
Liberia	B1	1	8	2	0	2
Madagascar	B2	1	8	6	0	6
Malawi	B2*	1	8	8	2	6
Mali	B2	1	8	6	1	5
Mauritania	B1	1	8	3	1	2
Mauritius	B2	1	8	5	5	0
Mozambique	B1	1	8	3	1	2
Namibia	B1	1	8	1	1	0
Niger	B2	1	8	6	2	4
Nigeria	C	1	8	23	7	16
Rwanda	C	1	8	15	3	12
Sao Tome and Principe	B1	1	8	1	0	1
Senegal	C	1	8	16	6	10
Seychelles	A*	1	8	0	0	0
Sierra Leone	B2	1	8	5	2	3
South Africa	C	4	11	15	13	2
South Sudan	B1	1	8	1	1	0
Tanzania	C	1	8	10	3	7
Togo	B2*	1	8	8	2	6
Uganda	C	1	8	36	5	31
Zambia	C	1	8	9	3	6
Zimbabwe	C	1	8	19	1	18
				421	109	312

A* Unrepresented Countries	B1 Countries at or below midpoint	B2* Countries at maximum of range
A Underrepresented Countries	B2 Countries at or above midpoint	C Countries overrepresented

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

Duty Station	Long-Term			Temporary			All Staff
	GS	NPO	IPO	GS	NPO	IPO	
Abeche	1					1	2
Abidjan	18	11	3	2			34
Abuja	78	39	14	7	14	7	159
Accra	18	11	1		2		32
Addis Ababa	55	57	9	1	1	8	131
Algiers	6	7	2				15
Antananarivo	13	8	2	3	1	1	28
Asmara	12	6	1				19
Aweil		1		1			2
Bamako	11	1					12
Bambari				1			1
Bangui	12	9	5	5	1	1	33
Banjul	9	5	1				15
Bauchi	11	9	1	3	3	1	28
Benin City	2	2		1			5
Bentiu		1		1		1	3
Bissau	6	2	1	1		1	11
Bol						1	1
Brazzaville	214	23	156	22	2	48	465
Bujumbura	14	7	2	2		1	26
Bukavu	1	2					3
Calabar					2		2
Cape Town				1			1
Conakry	16	9	2	4		2	33
Cotonou	14	8	2	1			25
Dakar	11	6	13			1	31
Damaturu	3	1		1	2		7
Dar-es-Salaam	20	17	3				40
Diffa	1				2		3
Entebbe	3						3
Enugu	8	9	1	4			22
Freetown	14	6	2	8	8	16	54
Gaborone	6	6	1				13
Gambella	1						1
Garissa	1	1					2
Goma	2	1				2	5
Harare	39	11	24	2	5	9	90
Ibadan	15	8		6			29
Jijiga	2						2
Jos	3	3					6
Juba	7	10	10	13		10	50
Kaduna	6	3		1			10
Kampala	19	16	4	1	3	3	46
Kano	12	9	2	4			27
Kigali	10	9	2			1	22
Kinshasa	38	25	6	1	1	4	75
Kisangani		2					2
Kuajok		1		1			2
Lagos	11	4		5		1	21
Libreville	22	8	19		1	3	53
Lilongwe	12	10			1		23
Lome	12	3	2			1	18
Luanda	20	4	7			2	33

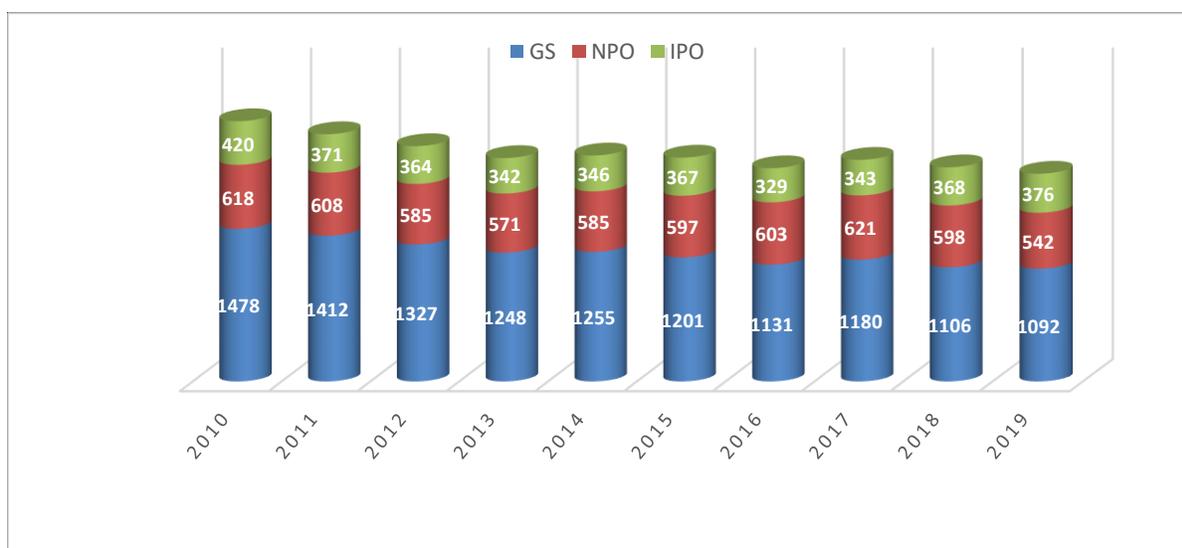
Duty Station	Long-Term			Temporary			All Staff
	GS	NPO	IPO	GS	NPO	IPO	
Lubumbashi		1					1
Lusaka	10	12	2	3	3		30
Maiduguri	7	1	1	6	14	4	33
Malabo	5	2			1		8
Malakal				1			1
Maputo	10	11	2	2	2	1	28
Maradi	1				2		3
Maroua				3			3
Maseru	8	4	2				14
Mbabane	10	5				1	16
Mbandaka		1					1
Mbuji Mayi	1	1					2
Minna	10	6	1	1			18
Monrovia	13	4	1	9		5	32
Moroni	11	5					16
Moundou						1	1
Nairobi	22	17	11		1	2	53
N'Djamena	34	10	4			5	53
N'Dola		1					1
Niamey	17	8	1	2	2	2	32
Nouakchott	10	7	3				20
Ouagadougou	32	10	23	3	2	9	79
Port Harcourt	5	5		2	2		14
Port Louis	6	2	1				9
Praia	5	3	1				9
Pretoria	28	8	18	5	1	3	63
Rumbek		1		1			2
Sao Tome	4	3					7
Sokoto	7	5		2	2		16
Torit		1		1			2
Umuahia				1			1
Victoria	3	2	1				6
Wau		1					1
Windhoek	10	3	3		1		17
Yambio		1		1			2
Yaounde	13	10	2				25
Zamfara				1			1
Zanzibar	1		1				2
Grand Total	1092	542	376	147	82	159	2398

Table 5: Progress report on appointments from 2010 to 2019

		2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
GS	TA	52	32	43	26	72	198	236	242	171	147
	LT	1478	1412	1327	1248	1255	1201	1131	1180	1106	1092
NPO	TA	20	19	13	16	39	39	47	49	69	82
	LT	618	608	585	571	585	597	603	621	598	542
IPO	TA	53	41	46	60	80	88	187	198	165	159
	LT	420	371	364	342	346	367	329	343	368	376
Total		2641	2483	2378	2263	2377	2490	2536	2633	2477	2398
Comparison⁵		-1%	-6%	-4%	-5%	+5%	+5%	+2%	+4%	-6%	-3%

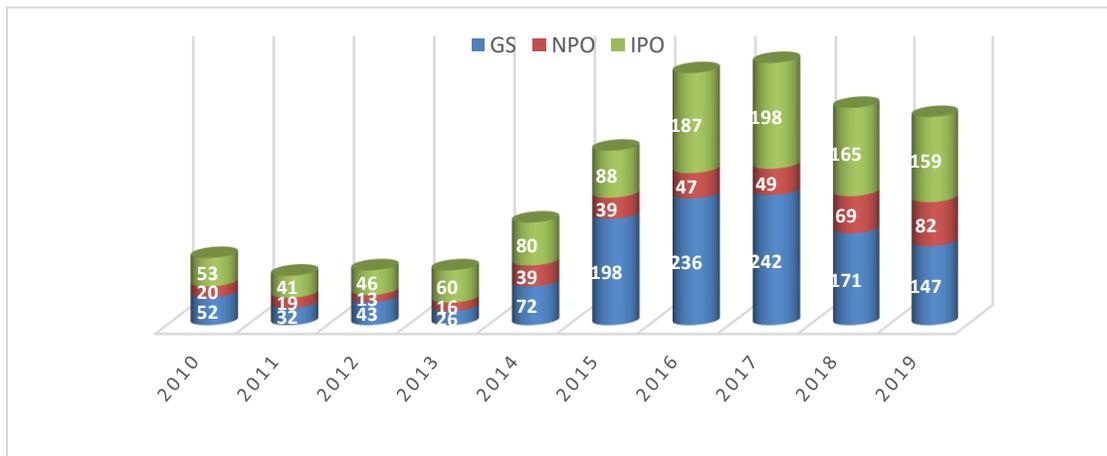
Figure 1: Staffing trends over the period 2010 to 2019

(a) Staff on long-term appointment

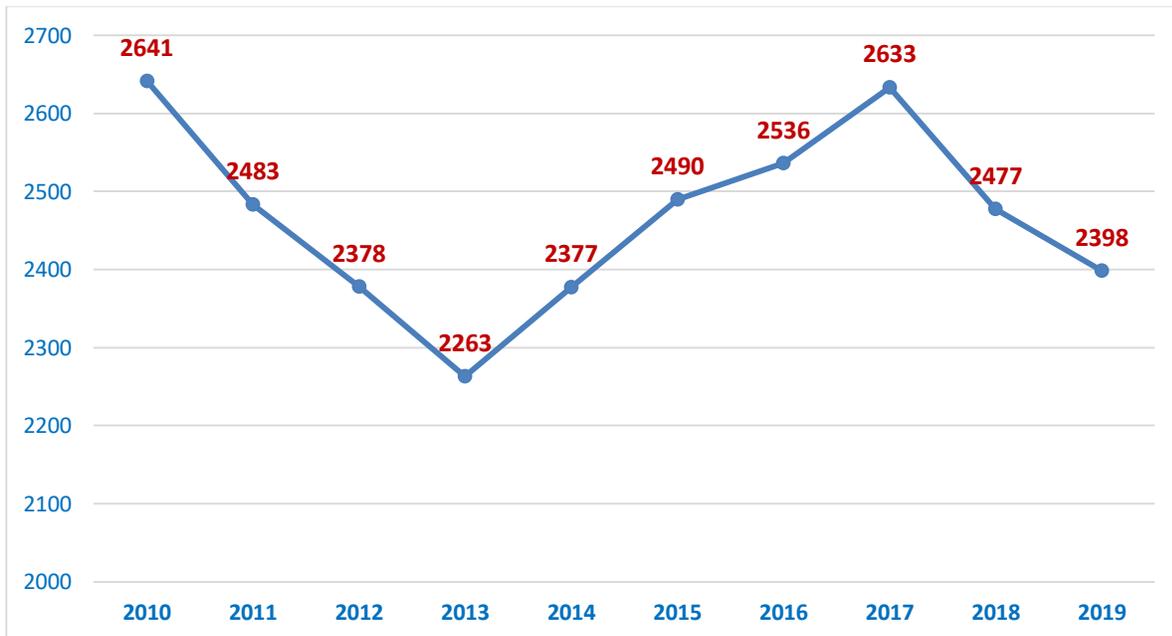


⁵ Each year is compared to the previous one

(b) Staff on temporary appointment



(c) Staffing by year (2010-2019)



(d) Staffing by category (2013-2019)

