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**REPORT ON WHO STAFF IN THE AFRICAN REGION**

**Information Document**

**EXECUTIVE SUMMARY.**

1. In the World Health Organization (WHO), the Human Resources and Talent Management Unit provides support to the budget centres at the Regional Office and the 47 WHO country offices (WCOs) in line with established output and goals. To that extent, this report focuses on overall staffing by appointment type, category, grade, gender, geographical representation, nationality and by duty station.
2. Over the reporting period, WHO in the African Region had 2479 long-term and temporary staff members with 1837 (74.1%) at country level and 642 (25.9%) at the Regional Office. The representation per category is 673 (27.1%) International Professional Officers (IPOs), 671 (27.1%) National Professional Officers (NPOs) and 1135 (45.8%) General Service (GS) staff. In addition, affiliates (formerly known as non-staff) who share more than 60% of the workforce are inclusive of consultants, special services agreement holders (SSA), United Nations Volunteers (UNV), Junior Professional Officers (JPO) and persons serving under agreements for performance of work (APW). They have made significant contributions to achieving the goals of WHO in the African Region.
3. Staff gender representation stands at 1651 (66.6%) males and 828 (33.4%) females. Although the gap between male and female staff remains considerably high, an increase has been recorded in female representation over the last years from 29.5% in 2016 to 33.4% in 2024 as the result of key initiatives, including outreach.
4. Regarding geographical representation, the African Region had one unrepresented (A\*) Member State, 19 overrepresented (C) Member States and 27 Member States within their range (B1, B2, B2\*). The Region does not have any underrepresented (A) Member State.
5. It is worthy of note that WHO in the African Region is engaged in intensifying and sustaining various key initiatives to attract a more qualified workforce to enhance excellence in the African Region, taking into consideration diversity and inclusion in terms of gender parity, geographical representation and people with disability.

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## ABBREVIATIONS

AFRO	WHO Regional Office for Africa
APW	agreement for performance of work
G/GS	General Service
GS LT	General Service long-term appointment
GS TA	General Service temporary appointment
HR	human resources
IPO	International Professional Officer
JPO	Junior 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
SSA	Special Services Agreement
TA	temporary appointment
UG	ungraded
UNV	United Nations Volunteers
WCO	WHO country office

## INTRODUCTION

1. The World Health Organization (WHO) workforce in the African Region is built around the WHO human resources strategy, which is to attract talent, retain talent and foster an enabling working environment in order to support WHO's capacity to provide effective technical assistance to the 47 Member States of the Region.

2. This report, which is presented to the Regional Committee every year, provides Member States with information pertaining to the WHO workforce in the African Region as of 1 April 2024.<sup>1</sup> It contains details on overall staffing composition by appointment type, category, grade, gender, geographical representation, nationality and duty station.

## APPOINTMENT TYPES AND CATEGORIES

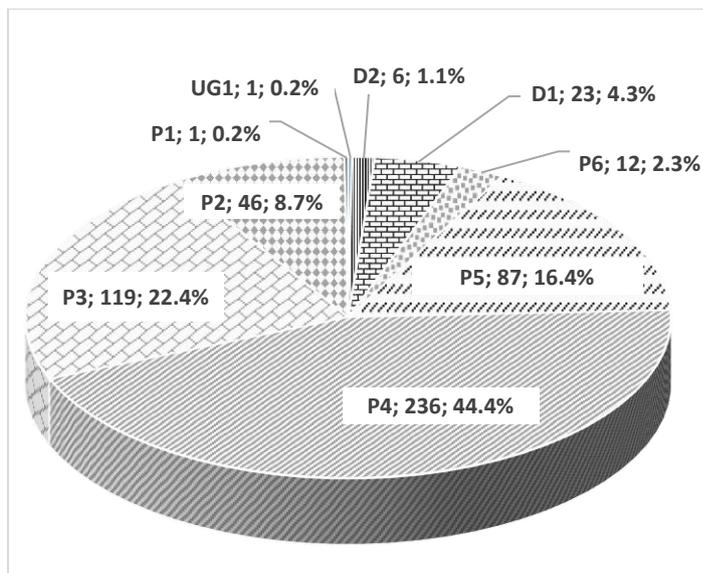
3. Two main types of staff appointments (temporary and long-term) are currently in force in WHO. A temporary appointment (TA) is a time-limited appointment for up to 24 months (about 2 years) of continuous service. The term "long-term appointment" (LT) refers to staff members on fixed-term or continuing appointments. As part of its workforce, WHO also uses affiliates (formerly known as "non-staff") composed of consultants, special services agreement holders (SSA), United Nations Volunteers (UNV), Junior Professional Officers (JPO) and persons serving under agreements for performance of work (APW). Staff members fall under three categories, namely International Professional Officers, National Professional Officers and General Service staff.

4. As of 1 April 2024, there were 2479 staff members in the African Region comprising 1837 (74.1%) at country level and 642 (25.9%) at the Regional Office. Of the 2479 staff members, 673 (27.1%) were International Professional Officers (IPOs), 671 (27.1%) were National Professional Officers (NPOs) and 1135 (45.8%) were General Service (GS) staff. Of the 2479 staff members, 2155 (86.9%) were on long-term appointments and 324 (13.1%) on temporary appointments. Of the 2155 staff members on long-term appointments, 531 (24.6%) were IPOs, 595 (27.6%) were NPOs and 1029 (47.8%) were GS staff. Of the 324 staff members on temporary appointment, 142 (43.8%) were IPOs, 76 (23.5%) were NPOs and 106 (32.7%) were GS staff (Table 1a).

### **International Professional Officers on long-term appointments by grade**

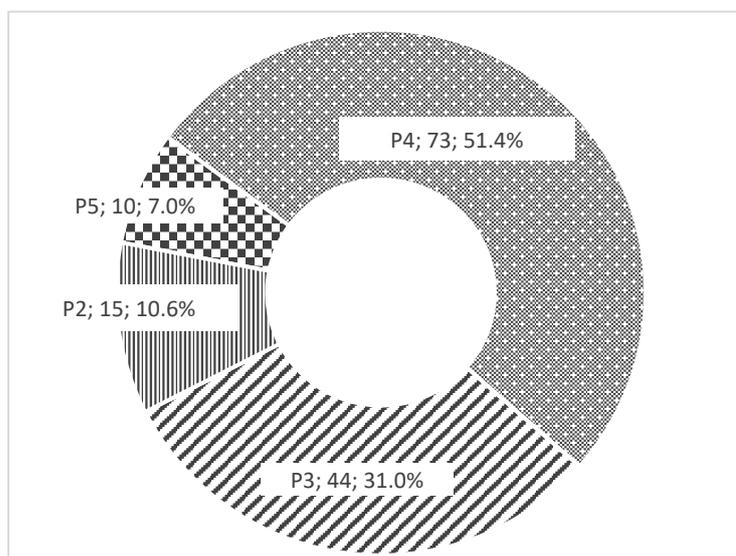
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<sup>1</sup> As per the Global Management System (GSM) Staffing report: Assignment printed on 2 April 2024 (unless otherwise stated).



5. Among the 531 IPOs on long-term appointments, the ungraded level had one staff member (0.2%), the D2 grade level had six (1.1%), the D1 grade level had 23 (4.3%), the P6 grade level had 12 (2.3%), the P5 grade level had 87 (16.4%), the P4 grade level had 236 (44.4%), the P3 grade level had 119 (22.4%), the P2 grade level had 46 (8.7%), and the P1 grade level had one staff member (0.2%).

#### **International Professional Officers on temporary appointment by grade**

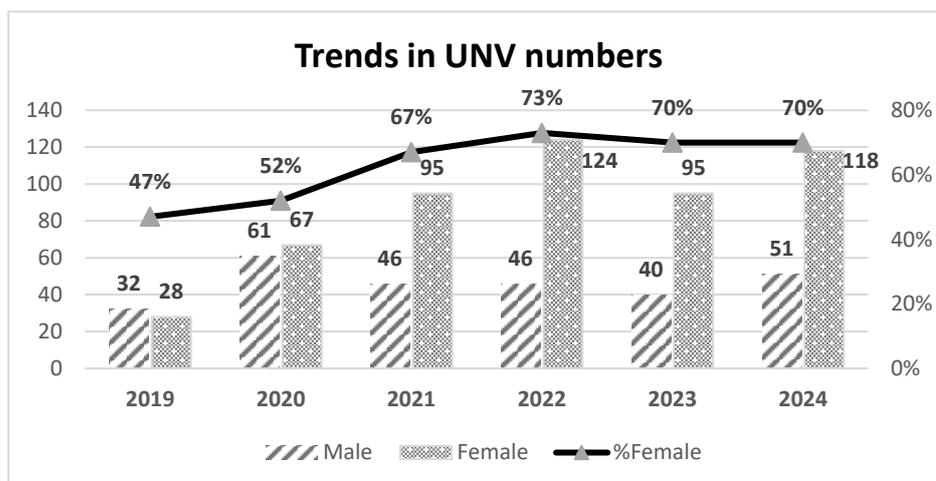


6. Among the 142 IPOs on temporary appointment, the P5 grade level had 10 (7.0%) staff members, the P4 grade level had 73 (51.4%), the P3 grade level had 44 (31.0%) and the P2 grade level had 15 (10.6%) staff members, respectively. In addition to staff appointments, the African Region from January to July 2023 had 4243 affiliates and other types of contract holders across the Region composed of 154 (3.6%) APW holders, 927 (21.8%) consultants, four (0.1%) JPOs, 3040 (71.6%) SSA holders and 118 (2.8%) UNVs (Table 1d). Interns were not considered for this report. The internship programme, which was suspended due to COVID-19, was revived in 2023 but is yet to be fully implemented by the budget centres. Affiliate recruitments are used as available

mechanisms to support budget centres, including WHO country offices, to achieve goals while utilizing flexible activity funding where there might be funding constraints for staff.

7. Over the past 5 years, there have been fluctuations in the number of affiliates and other types of contract holders. The SSA holders retained more than 50% of all affiliates and other types of contracts, while JPOs remained the lowest placed, varying between two and four members (Table 1e). JPOs are few because they are funded by individual countries. SSA fast-track recruitment helps respond to surges or local technical and administrative project support. Since 2020, the use of the UNV workforce has been furthered by the partnership and agreement of collaboration signed in 2019 between the Regional Director and the Executive Director of the United Nations Volunteers programme (UNV), which targeted mostly young women.

### Trends in UNV numbers, 2019–2024



9. The number of UNVs increased from 60 in 2019 to 169 in 2024. Through their wide-ranging skills and competencies, UNVs have effectively supported the work of WHO in the African Region with both technical and administrative functions at the Regional Office as well as in the WHO country offices. They have illustrated commitment to community engagement and empowerment while contributing to the Sustainable Development Goals in the Region. Beyond immediate contributions, this programme serves as a vital pipeline for raising awareness and cultivating future talent. For instance, nine out of 170 UNVs in 2022 and 14 out of 135 UNVs in 2023 succeeded in competitive selection processes and were offered staff appointments.

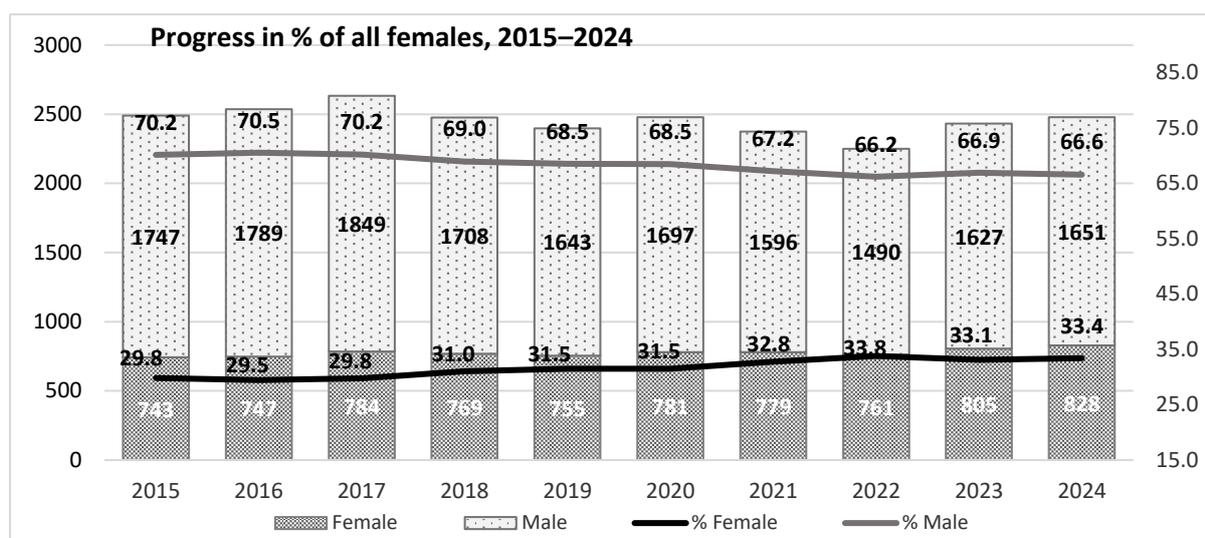
### APPOINTMENT TYPE, CATEGORY, GRADE AND GENDER DISTRIBUTION

10. The distribution of staff members by appointment type, category, grade and gender is presented in Tables 2a–d. Among the 673 IPOs, 531 (78.9%) held long-term appointments and 142 (21.1%) were on temporary appointments. Their distribution by gender was 440 (65.4%) males and 233 (34.6%) females. Of the 531 IPOs on long-term appointments, 337 (63.5%) were males and 194 (36.5%) were females. Of the 142 IPOs on temporary appointments, 103 (72.5%) were males and 39 (27.5%) were females (Table 2a).

11. Among the 671 NPOs, 595 (88.7%) were on long-term appointments and 76 (11.3%) held temporary appointments. Their distribution by gender was 451 (67.2%) males and 220 (32.8%) females. Of the 595 NPOs on long-term appointments, 398 (66.9%) were males and 197 (33.1%) were females. Of the 76 NPOs on temporary appointments, 53 (69.7%) were males and 23 (30.3%) were females (Table 2b). Among the 671 NPOs, the highest concentration was in the NO-C grade with 410 (61.1%) staff, followed by the NO-B grade with 210 (31.3%), the NO-A grade level with 36 (5.4%), and the NO-D grade with 15 (2.2%).

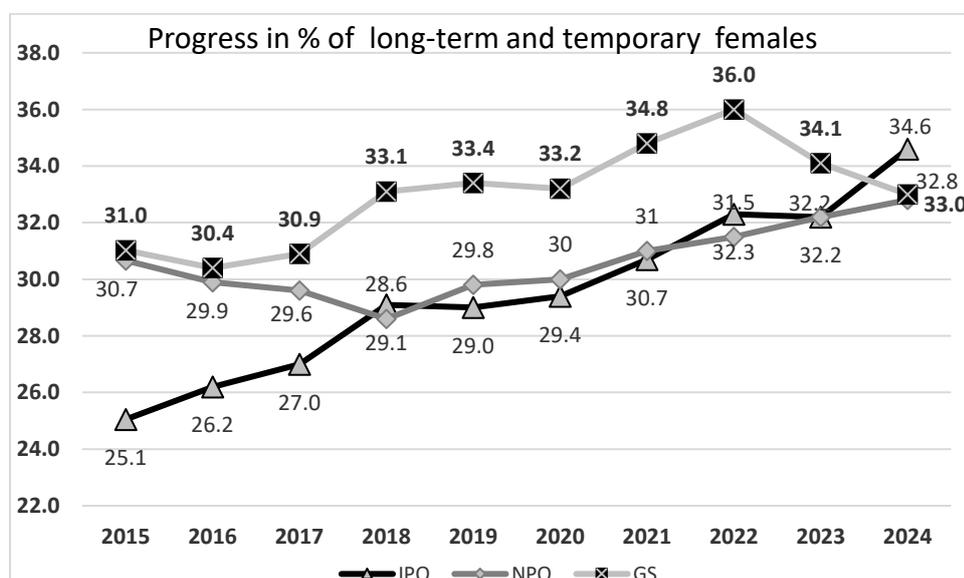
12. Of the 1135 GS staff, 1029 (90.7%) were on long-term appointments and 106 (9.3%) on temporary appointments. The distribution by gender was 674 (65.5%) males and 355 (34.5%) females for those on long-term appointments and 86 (81.1%) males and 20 (18.9%) females for those on temporary appointments (Table 2c). Among the 1135 GS staff, the G2 grade level had the highest concentration with 342 (30.1%) staff, followed by the G5 grade with 273 (24.1%), the G6 grade with 241 (21.2%), the G7 grade level with 136 (12.0%), the G3 grade level with 86 (7.6%) and the G4 grade level with 55 (4.8%). The G1 grade had the smallest concentration with two (0.2%) staff.

### Gender distribution of WHO staff in the Africa Region, 2015–2024



13. The gap between male and female staffing remains considerably high at all levels in WHO in the African Region. However, a progressive increase has been recorded in female representation over the last 10 years. Although female representation varies across staff categories, the overall female representation has steadily increased from 29.5% in 2016 to 33.4% in 2024.

### Proportion of all female staff by category, 2015–2024



14. The percentage of female staff in the IPO category rose from 25.1% in 2015 to 34.6% in 2024. For the NPO category, there was a gradual decrease in female representation from 30.7% in 2015 to 28.6% in 2018, followed by an increase from 29.8% in 2019 to 32.8% in 2024. The decrease among NPO staff has been associated with the increase in IPOs, considering that staff have moved from the NPO to the IPO category. For instance, of the 654 NPOs recorded in 2020, 13 (2%) moved from the NPO to the IPO category. Furthermore, over the last 3 years, the Region has had 10 career advancements from NPOs to IPOs in 2021, six in 2022 and 19 in 2023. In the GS category, female representation slightly declined between 2015 and 2016 from 434 (31.0%) to 429 (30.4%), then steadily increased from 30.9% in 2017 to 33.1% in 2018 and 33.4% in 2019; it decreased to 33.2%

in 2020 before increasing again to 34.8% in 2021 and to 36.0% in 2022; it then decreased to 34.1 in 2023 and 32.8% in 2024.

15. Trends in female representation at senior levels, namely, P6/D1, D2 and UG1 are presented in Table 2d. Over the past 5 years, the representation of women at senior levels oscillated between eight and 11 staff members, with eight (23.5%) staff in 2020, eight (21.6%) in 2021, eleven (27.5%) in 2022, nine (22.0%) in 2023 and nine (21.4) in 2024. Since 2022, the Region has recorded nine retirements of long-term female WHO Representatives and Directors at P5, P6/D1 levels against five males of the same category. Nonetheless, the African Region remains strongly committed to achieving gender parity by intensifying outreach efforts to attract qualified female candidates, particularly from less represented countries. Moreover, career fairs targeting specific institutions, including in Portuguese-speaking countries, will be regularly organized to close the existing gap in gender representation.

16. Furthermore, the African Region has sustained the promotion of various programmes to improve the gender balance, including the Pathways to Leadership programme for senior managers, the mentorship programme, career counselling for women, the gender parity task force, the UNV partnership, and the Africa Women Health Champions (AWHC) programme initiated with the UNV programme. For instance, since 2020, through the partnership with UNV, the share of women UNVs has been at least at 67%, that is, 67% in 2021, seventy-three per cent in 2022, seventy per cent in 2023 and 2024 (Table 1f).

## GEOGRAPHICAL DISTRIBUTION

17. The Member States with the highest representation of IPOs were Democratic Republic of the Congo and Uganda with 35 staff members each, Nigeria with 29 staff members, Cameroon and Kenya with 28 staff members each, Zimbabwe with 27 staff members, Burkina Faso with 25 staff members and Congo with 20 staff members (Table 3a). Thirty-two Member States<sup>2</sup> outside the African Region had nationals working in the Region as IPOs on long-term appointments in line with the global geographical representation policy (Table 3a).

18. An analysis of the geographical distribution of long-term professional staff from the 47 Member States of WHO in the African Region shows that 19 Member States were overrepresented (representation category C),<sup>3</sup> nine Member States were within their range but above the midpoint (representation category B2),<sup>4</sup> 18 Member States were within their range but below the midpoint (representation category B1),<sup>5</sup> and one Member State, Equatorial Guinea, was unrepresented (representation category A\*)<sup>6</sup> due to the retirement of the national from that country in 2023 (Table 3c).

19. WHO in the African Region does not have underrepresented countries (representation category A) and remains strongly committed to achieving equitable geographical representation of all Member States through more outreach initiatives and thorough scrutiny of the selection process.

<sup>2</sup> United States of America with 15 staff members; Canada and United Kingdom with 10 staff members each; France with seven staff members; India with five staff members; Brazil, Germany, Italy, Pakistan and Spain with three staff members each; Australia, Belgium, Japan, Nepal, Sudan, Switzerland and Tajikistan with two staff members each; China, Egypt, Hungary, Iran, Ireland, Republic of Korea, Lebanon, Netherlands, Portugal, Romania, Russian Federation, Syrian Arab Republic, Uzbekistan, Viet Nam and Yemen with one staff member each.

<sup>3</sup> Benin, Burkina Faso, Burundi, Cameroon, Congo, Democratic Republic of the Congo, Côte d'Ivoire, Ethiopia, Ghana, Kenya, Malawi, Mali, Nigeria, Rwanda, Senegal, South Africa, United Republic of Tanzania, Uganda, and Zimbabwe.

<sup>4</sup> Algeria, Eritrea, Gambia, Guinea, Madagascar, Mozambique, Niger, Togo and Zambia.

<sup>5</sup> Angola, Botswana, Cabo Verde, Central African Republic, Chad, Comoros, Eswatini, Gabon, Guinea-Bissau, Lesotho, Liberia, Mauritania, Mauritius, Namibia, Sao Tome and Principe, Seychelles, Sierra Leone and South Sudan.

<sup>6</sup> A\* is the recruitment priority for unrepresented countries

The gap on non-representation of Seychelles has been successfully closed and the focus stays on lusophone and A\* countries whose recruitment to international positions remains a challenge.

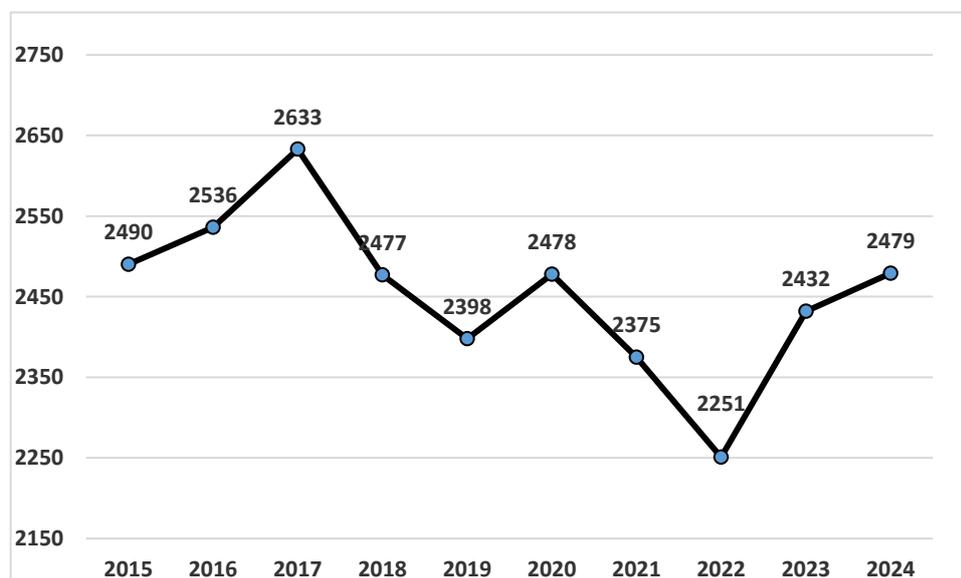
20. In addition to current outreach initiatives with recruitment agencies such as Impactpool<sup>7</sup> and SRI Executive<sup>8</sup>, the African Region has strengthened the process of targeting potential candidates from various lusophone countries and carries out career fairs and outreach initiatives which have contributed to an increase the number of lusophone applicants. Furthermore, vacancy announcements continue to be shared with all country offices for onward dissemination among professional associations and networks. Retaining talent across the Region and attracting talent to some duty stations remain challenging given the high rate of declining candidates and the high turnover rate. Analyses are being undertaken and options explored to reduce staff turnover and applicant declining rates.

21. 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, Kenya had the highest representation with 15 staff members, followed by Democratic Republic of the Congo with 12 staff members, Nigeria with 10 staff members, Uganda with seven staff members, and Côte d'Ivoire and Ethiopia with five staff members each.

22. Furthermore, Table 3b reveals that 13 countries<sup>9</sup> outside the African Region had temporary professional staff members working in the Region, thus enhancing diversity. The distribution of long-term and temporary staff members working for WHO in the African Region by duty station is presented in Table 4.

## STAFFING TRENDS OVER THE PAST 10 YEARS (2015–2024)

### Staffing by year (2015–2024)



<sup>7</sup> <https://www.linkedin.com/company/impactpool>

<sup>8</sup> <https://www.sri-executive.com/about-sri-executive/>

<sup>9</sup> France and India with three staff members each; Argentina, Belgium, Haiti and United States of America with two staff members each; Canada, Malaysia, Netherlands, Pakistan, Spain, Sri Lanka and Sudan with one staff member each.

23. The above figure displays the staffing trend over the last 10 years, that is, from 2015 to 1 April 2024, in line with the Transformation Agenda which aims to impact countries by addressing their needs and priorities. It shows that the total number of staff members working in the Region, across all appointment categories, oscillated between 2490 and 2479. However, there have been periods of sharp increase or decrease in staffing due to various prevailing situations. For instance, from 2015 to 2017 there was a sharp increase in staffing, which was driven by the surge capacity to respond to various emergencies across the Region. From 2017 to 2019, staffing numbers decreased by 9% following the end of major epidemics such as Ebola in West Africa and yellow fever in the Central African subregion, as well as the implementation of the polio ramp-down. From 2019 to 2020 there was an increase of 3% due to the Ebola outbreak in Democratic Republic of the Congo.

24. From 2020 to 2022 there was a 9% drop in staffing, despite the deployment of staff as surge capacity in response to the COVID-19 pandemic and the new Ebola outbreaks in Democratic Republic of the Congo and Guinea as a result of the ongoing functional review, which required the freezing of many positions. Furthermore, as part of the surge capacity for the COVID-19 response, WHO in the African Region has been deploying staff who are already on board and using affiliates and other contract types, including consultants, SSA holders and UNVs. From 2022 to 2024, there has been an increase of 9%, driven by the implementation of the functional review outcomes across the Region.

#### **GAP: DIVERSITY, EQUITY AND INCLUSION (DEI),**

25. Diverse key initiatives including outreach, workforce capacity-building and enhanced delegation of authority are being intensively implemented to bridge the gap on gender parity, age balance and geographical representation at all levels. However, WHO in the African Region is still lacking with regard to effectively accommodating people with disability in line with the disability policy. While awareness is being raised, there is need to fast-track the implementation of the said policy and put in place initiatives to improve cultural and social inclusion and diversity so that the Organization may celebrate diversity across the Region.

26. The Regional Committee is invited to note the report.

**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	531 (24.6%)	142 (43.8%)	673 (27.1%)
NPOs	595 (27.6%)	76 (23.5%)	671 (27.1%)
GS	1 029 (47.8%)	106 (32.7%)	1 135 (45.8%)
<b>Total</b>	<b>2 155 (86.9%)</b>	<b>324 (13.1%)</b>	<b>2 479 (100%)</b>

**(b) Affiliates and other types of contracts (from 1 January to 31 July 2023)<sup>10</sup>**

Affiliates and other contract types	Total	Percentage (%)
APW	154	3.6
Consultants	927	21.8
JPO	4	0.1
SSA	3 040	71.6
UNV	118	2.8
<b>Total</b>	<b>4 243</b>	<b>100.0</b>

**(c) Trends in affiliate contracts (non- UNV), 2018–2023<sup>11</sup>**

Contracts of affiliates	2018	2019	2020	2021	2022	2023
APW	255 (13.3%)	510 (16.2%)	498 (14.1%)	356 (11.5%)	423 (9.7%)	154 (3.7%)
Consultants	345 (18%)	837 (26.6%)	840 (23.8%)	660 (21.3%)	1 232 (28.3%)	927 (22.5%)
JPO	4 (0.2%)	4 (0.1%)	2 (0.1%)	4 (0.1%)	4 (0.1%)	4 (0.1%)
SSA	1 308 (68.4%)	1 795 (57.1%)	2 195 (62.1%)	2 078 (67.1%)	2 694 (61.9%)	3 040 (73.7%)
<b>Total</b>	<b>1 912 (100.0%)</b>	<b>3 146 (100.0%)</b>	<b>3 535 (100.0%)</b>	<b>3 098 (100.0%)</b>	<b>4 353 (100.0%)</b>	<b>4 125 (100.0%)</b>

**(d) Trends in numbers of United Nations Volunteers (UNVs), 2019–2024 by gender<sup>12</sup>**

Gender	2019	2020	2021	2022	2023	2024
Male	32	61	46	46	40	51
Female	28	67	95	124	95	118
%Female	46.7%	52.3%	67.4%	72.9%	70.4%	69.8%
<b>Total</b>	<b>60</b>	<b>128</b>	<b>141</b>	<b>170</b>	<b>135</b>	<b>169</b>

<sup>10</sup> See [https://cdn.who.int/media/docs/default-source/human-resources/eb154-hr-update-tables-january-to-july-2023.pdf?sfvrsn=5d71deb6\\_4](https://cdn.who.int/media/docs/default-source/human-resources/eb154-hr-update-tables-january-to-july-2023.pdf?sfvrsn=5d71deb6_4) (Document issued 31 July 2023) (except UNV data received from UNDP Partners)

<sup>11</sup> From EB HR Update Tables

<sup>12</sup> Data gathered across the Region as per UNV in respective budget centres

**Table 2. Distribution of staff members by appointment type, 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	%		
	Total		%		Total		%		Total		%		Total		%		Total		%					
<b>Long-term</b>	1	0	28	18	56	63	73	163	27	60	3	9	4	19	1	5	1	0	<b>194</b>	36.5	<b>337</b>	63.5	<b>531</b>	78.9
<b>Temporary</b>	0	0	5	10	16	28	14	59	4	6	0	0	0	0	0	0	0	0	<b>39</b>	27.5	<b>103</b>	72.5	<b>142</b>	21.1
<b>Total</b>	<b>1</b>	<b>0</b>	<b>33</b>	<b>28</b>	<b>72</b>	<b>91</b>	<b>87</b>	<b>222</b>	<b>31</b>	<b>66</b>	<b>3</b>	<b>9</b>	<b>4</b>	<b>19</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>233</b>	34.6	<b>440</b>	65.4	<b>673</b>	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	%		
	Total		%		Total		%		Total		%			
<b>Long-term</b>	13	18	50	119	129	251	5	10	<b>197</b>	33.1	<b>398</b>	66.9	<b>595</b>	88.7
<b>Temporary</b>	1	4	11	30	11	19	0	0	<b>23</b>	30.3	<b>53</b>	69.7	<b>76</b>	11.3
<b>Total</b>	<b>14</b>	<b>22</b>	<b>61</b>	<b>149</b>	<b>140</b>	<b>270</b>	<b>5</b>	<b>10</b>	<b>220</b>	32.8	<b>451</b>	67.2	<b>671</b>	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	%		
	Total		%		Total		%		Total		%		Total		%					
<b>Long-term</b>	0	1	2	294	4	82	19	23	140	107	135	91	55	76	<b>355</b>	34.5	<b>674</b>	65.5	<b>1 029</b>	90.7
<b>Temporary</b>	0	1	1	45	0	0	1	12	14	12	2	13	2	3	<b>20</b>	18.9	<b>86</b>	81.1	<b>106</b>	9.3
<b>Total</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>339</b>	<b>4</b>	<b>82</b>	<b>20</b>	<b>35</b>	<b>154</b>	<b>119</b>	<b>137</b>	<b>104</b>	<b>57</b>	<b>79</b>	<b>375</b>	33.0	<b>760</b>	67.0	<b>1 135</b>	100.0

**(d) Comparison of staff members at senior level: 2020, 2021, 2022, 2023 and 2024**

	Female										Male										Total				
	2020		2021		2022		2023		2024		2020		2021		2022		2023		2024		2020	2021	2022	2023	2024
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	n	n	n	n
<b>P6</b>	1	11.1	1	11.1	2	20.0	3	27.3	3	25.0	8	88.9	8	88.9	8	80.0	8	72.7	9	75.0	9	9	10	11	12
<b>D1</b>	6	27.3	6	24.0	7	28.0	4	16.7	4	17.4	16	72.7	19	76.0	18	72.0	20	83.3	19	82.6	22	25	25	24	23
<b>D2</b>	0	0.0	0	0.0	1	25.0	1	20.0	1	16.7	2	100.0	2	100.0	3	75.0	4	80.0	5	83.3	2	2	4	5	6
<b>UG1</b>	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	1	1	1	1
<b>Total</b>	<b>8</b>	<b>23.5</b>	<b>8</b>	<b>21.6</b>	<b>11</b>	<b>27.5</b>	<b>9</b>	<b>22.0</b>	<b>9</b>	<b>21.4</b>	<b>26</b>	<b>76.5</b>	<b>29</b>	<b>78.4</b>	<b>29</b>	<b>72.5</b>	<b>32</b>	<b>78.0</b>	<b>33</b>	<b>78.6</b>	<b>34</b>	<b>37</b>	<b>40</b>	<b>41</b>	<b>42</b>

**Table 3. Distribution of international professional staff by nationality, grade and gender****(a) Distribution of long-term staff by nationality, grade and gender**

Country of nationality	P1		P2		P3		P4		P5		P6		D1		D2		UG	Total			
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	M	All	
Algeria								1											0	1	1
Angola			1			1													1	1	2
Australia							1					1							1	1	2
Belgium						1			1										1	1	2
Benin			1	1		3		5											1	9	10
Botswana				1													1		1	1	2
Brazil					3														3	0	3
Burkina Faso			3		2	3	3	7	1	3		1		1		1			9	16	25
Burundi			1		3		2	3	3										9	3	12
Cameroon			2	2	1	3	1	1	1	4			1	1					6	22	28
Canada			1		2		3	2		1				1					6	4	10
Cabo Verde							1	1											1	1	2
Central African Republic								1											0	1	1
Chad								4											0	4	4
China							1												1	0	1
Comoros												1							0	1	1
Congo, Democratic Rep			1	1		4	2	1		6				2		1			3	32	35
Congo			3	5	2	8		1						1					5	15	20
Cote d'Ivoire				1		2	2	6		1									2	10	12
Egypt										1									0	1	1
Eritrea			1	1	1			1											2	2	4
Eswatini			1																1	0	1
Ethiopia					1		2	1		4				2					3	16	19
France					1	2	1	3											2	5	7
Gabon					1					2									1	2	3
Gambia					1		1	1		3									2	4	6
Germany					2									1					2	1	3
Ghana			1		1	1	5	4		1				1					7	7	14
Guinea				1	3	1		2		2									3	6	9
Guinea-Bissau							2	1											2	1	3
Hungary							1												1	0	1
India			1					2		2									1	4	5
Iran								1											0	1	1
Ireland							1												1	0	1
Italy							1	2											2	1	3
Japan							1					1							1	1	2
Kenya			2		6	1	4	7	3	3		1	1						16	12	28
Korea, Republic of					1														1	0	1
Lebanon					1														1	0	1

Country of nationality	P1		P2		P3		P4		P5		P6		D1		D2		UG	Total		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	M	All
Lesotho								1										0	1	1
Liberia								1										0	1	1
Madagascar			1		1		2											4	0	4
Malawi						1		3		3					1			0	8	8
Mali					1	1	1	5		1			1					2	8	10
Mauritania						1		1	1			1						1	3	4
Mozambique						1	2	2										2	3	5
Nepal						1		1										0	2	2
Netherlands										1								1	0	1
Niger				1	1	2	1	2		1						1		2	7	9
Nigeria			2	1	1	3	1	1	3	5		1	2					7	22	29
Pakistan			1			1		1										1	2	3
Portugal							1											1	0	1
Romania					1													1	0	1
Russian Federation								1										0	1	1
Rwanda					3	3	3	5		2		1	2					6	13	19
Sao Tome and Principe							1											1	0	1
Senegal					2		5	3		1			1	1				8	5	13
Seychelles							1											1	0	1
Sierra Leone							1		1									2	0	2
South Africa	1				2				1		1				1			6	0	6
South Sudan										1								0	1	1
Spain					2		1											3	0	3
Sudan							1			1								1	1	2
Switzerland					1			1										1	1	2
Syrian Arab Republic							1											1	0	1
Tajikistan						1	1											1	1	2
Tanzania, United Republic of				1	2		1	1	1	1								4	3	7
Togo						2	1	4		1								1	7	8
Uganda			2		1	1	5	1	3	7	1		2					12	23	35
United Kingdom					1	2	2	3	1		1							5	5	10
United States of America			1		2	3	2	4	2						1			7	8	15
Uzbekistan					1													1	0	1
Viet Nam					1													1	0	1
Yemen							1											1	0	1
Zambia							1	2	2				1	1				4	3	7
Zimbabwe			2	2	1	1	3	5		3		1						6	21	27
<b>Total in African Region</b>	<b>1</b>	<b>0</b>	<b>28</b>	<b>18</b>	<b>56</b>	<b>6</b>	<b>73</b>	<b>1</b>	<b>27</b>	<b>60</b>	<b>3</b>	<b>9</b>	<b>4</b>	<b>19</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>194</b>	<b>33</b>	<b>531</b>

(b) **Distribution of temporary international professional staff by nationality, grade and gender**

Country of nationality	P2		P3		P4		P5		Total		
	F	M	F	M	F	M	F	M	F	M	All
Angola						2			0	2	2
Argentina	1					1			1	1	2
Belgium					1		1		2	0	2
Benin						1			0	1	1
Botswana						1			0	1	1
Brazil					1				1	0	1
Burkina Faso		1		2					0	3	3
Burundi	1		1						2	0	2
Cameroon		1	2		2	5			4	6	10
Canada								1	0	1	1
Congo		2	1	1					1	3	4
Côte d'Ivoire					1	4			1	4	5
Democratic Republic of the Congo		1		2		8		1	0	12	12
Ethiopia				2		3			0	5	5
France			1	1	1				2	1	3
Gabon	1								1	0	1
Gambia				1	1	2			1	3	4
Ghana				1		3			0	4	4
Guinea				1		1			0	2	2
Haiti				1		1			0	2	2
India		2						1	0	3	3
Kenya			3	4	2	4	1	1	6	9	15
Lesotho			1						1	0	1
Liberia				1					0	1	1
Malaysia	1								1	0	1
Mali				1	1	2			1	3	4
Mauritania						1			0	1	1
Netherlands (Kingdom of the)							1		1	0	1
Niger			1	1	1				2	1	3
Nigeria		1	1	2	2	4		1	3	8	11
Pakistan								1	0	1	1
Rwanda						3			0	3	3
Senegal				1		2			0	3	3
Spain						1			0	1	1
Sri Lanka						1			0	1	1
Sudan						1			0	1	1
Tanzania, United Republic of			1	2		1			1	3	4
Togo		1		1	1	1			1	3	4
Uganda			1	1		4	1		2	5	7
United States of America	1			1					1	1	2
Zambia			2	1					2	1	3
Zimbabwe		1	1			2			1	3	4
<b>Total in African Region</b>	<b>5</b>	<b>10</b>	<b>16</b>	<b>28</b>	<b>14</b>	<b>59</b>	<b>4</b>	<b>6</b>	<b>39</b>	<b>103</b>	<b>142</b>

**(c) Geographical distribution of long-term professional staff from countries of the African Region<sup>13</sup>**

Nationality	Recruitment priority	Range		Total staff	Staff HQ <sup>14</sup> /Other ROs <sup>15</sup>	Staff AFRO <sup>16</sup>
		From	To			
Algeria	B2	2	12	9	8	1
Angola	B1	1	11	2	0	2
Benin	C	1	11	14	4	10
Botswana	B1	1	11	3	1	2
Burkina Faso	C	1	11	27	2	25
Burundi	C	1	11	12	0	12
Cabo Verde	B1	1	11	2	0	2
Cameroon	C	1	11	31	3	28
Central African Republic	B1	1	11	2	1	1
Chad	B1	1	11	5	1	4
Comoros	B1	1	11	1	0	1
Congo	C	1	11	21	1	20
Côte d'Ivoire	C	1	11	16	4	12
Democratic Republic of Congo	C	1	11	37	2	35
Equatorial Guinea	A*	1	11	0	0	0
Eritrea	B2	1	11	6	2	4
Eswatini	B1	1	11	1	0	1
Ethiopia	C	1	11	43	24	19
Gabon	B1	1	11	3	0	3
Gambia	B2	1	11	7	1	6
Ghana	C	1	11	21	7	14
Guinea	B2	1	11	10	1	9
Guinea-Bissau	B1	1	11	3	0	3
Kenya	C	1	11	50	22	28
Lesotho	B1	1	11	1	0	1
Liberia	B1	1	11	1	0	1
Madagascar	B2	1	11	8	4	4
Malawi	C	1	11	13	5	8
Mali	C	1	11	12	2	10
Mauritania	B1	1	11	5	1	4
Mauritius	B1	1	11	4	4	0
Mozambique	B2	1	11	6	1	5
Namibia	B1	1	11	1	1	0
Niger	B2	1	11	10	1	9
Nigeria	C	3	13	48	19	29

<sup>13</sup> The March 2024 full geographical list has been made available by the HQ HR Data Manager<sup>14</sup> WHO headquarters<sup>15</sup> Regional offices<sup>16</sup> WHO Regional Office for Africa

Nationality	Recruitment priority	Range		Total staff	Staff HQ <sup>14</sup> /Other ROs <sup>15</sup>	Staff AFRO <sup>16</sup>
		From	To			
Rwanda	C	1	11	25	6	19
Sao Tome and Principe	B1	1	11	1	0	1
Senegal	C	1	11	20	7	13
Seychelles	B1	1	11	1	0	1
Sierra Leone	B1	1	11	5	3	2
South Africa	C	4	14	20	14	6
South Sudan	B1	1	11	2	1	1
Tanzania, United Republic	C	1	11	12	5	7
Togo	B2	1	11	8	0	8
Uganda	C	1	11	53	18	35
Zambia	B2	1	11	9	2	7
Zimbabwe	C	1	11	40	13	27
				<b>631</b>	<b>191</b>	<b>440</b>

<b>A*</b> Unrepresented countries Countries without any	<b>B1</b> Countries at or below midpoint	<b>B2*</b> Countries at the maximum of their range
<b>A</b> Underrepresented countries Countries below the minimum of	<b>B2</b> Countries at or above midpoint	<b>C</b> Countries overrepresented Countries above the maximum of

**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						<b>1</b>
Abidjan	18	9	8		3		<b>38</b>
Abuja	23	29	17	6	7	4	<b>86</b>
Accra	16	12	7		1		<b>36</b>
Addis Ababa	60	47	19	9	2	8	<b>145</b>
Algiers	8	6					<b>14</b>
Antananarivo	18	14	9	1		1	<b>43</b>
Asmara	8	6	1	1		1	<b>17</b>
Aweil		1		1			<b>2</b>
Bahir Dar	4	2				2	<b>8</b>
Bamako	12	7	4	1		2	<b>26</b>
Bambari	1			2			<b>3</b>
Bangui	19	5	9	1	1	2	<b>37</b>
Banjul	10	2	1				<b>13</b>
Bata	2						<b>2</b>
Bauchi	12	14			3		<b>29</b>
Benin City	2	4					<b>6</b>

Duty station	Long-term			Temporary			All staff
	GS	NPO	IPO	GS	NPO	IPO	
Bentiu		1				1	2
Bissau	6	1	5	1			13
Bol						1	1
Bor		1					1
Brazzaville, RO	209	15	183	10	1	66	484
Brazzaville, WCO	15	7	4				26
Bujumbura	18	12	5	1			36
Bukavu	2	2					4
Calabar	2	3					5
Conakry	16	9	4	5	2		36
Cotonou	11	7	2	1			21
Dakar, EPR Hub	1		20	1		2	24
Dakar, WCO	9	5	8			1	23
Damaturu	2	3			2		7
Dar-es-Salaam	13	17	6	3			39
Diffa	1						1
Dodoma		1		1			2
Entebbe	1						1
Enugu	12	14					26
Freetown	13	9	4	7	4	7	44
Gaborone	5	5	3				13
Gambella	3	2					5
Garissa	1	1					2
Goma	1	2	2				5
Harare	23	6	10	2	3	1	45
Ibadan	14	17					31
Jigawa	2	2			1		5
Jijiga	4	3					7
Jos	3	3					6
Juba	12	9	18	12		4	55
Kaduna	3	4					7
Kaga Bandoro	1			1		1	3
Kampala	19	19	8		1	3	50
Kananga	1			1			2
Kankan				1			1
Kano	9	8					17

Duty station	Long-term			Temporary			All staff
	GS	NPO	IPO	GS	NPO	IPO	
Katsina	2	3			1		6
Kigali	10	5	5			1	21
Kinshasa	25	15	13	4	2	7	66
Kisangani		2					2
Kuajok		1		1			2
Labe				1			1
Lagos	4	2					6
Libreville	19	5	12	1	1	1	39
Lilongwe	16	10	4		1		31
Lome	14	7	4	1	1		27
Luanda	15	14	6			2	37
Lubumbashi		1					1
Lusaka	13	5	5	1	2		26
Maiduguri	2	2	1	4	12	3	24
Malabo	10	3	3		1		17
Malakal		1		1		1	3
Maputo	8	14	7	1	1	1	32
Maradi	1				1		2
Maroua					1		1
Maseru	7	3	2				12
Mbabane	9	3	2				14
Mbandaka	1	1					2
Mbuji Mayi		1					1
Mekelle	5	2			1	3	11
Minna	13	17			1		31
Monrovia	11	7	4		1	1	24
Moroni	9	5	1				15
Nairobi, EPR Hub	2	1	13		2	3	21
Nairobi, WCO	20	17	13	1		3	54
N'Djamena	31	13	7				51
Niamey	7	9	4	3	7	4	34
Nouakchott	12	4	4			1	21
Nzerekore				2			2
Ouagadougou	26	12	14	2	4	2	60
Pemba				1		2	3
Port Harcourt	12	13			1		26

Duty station	Long-term			Temporary			All staff
	GS	NPO	IPO	GS	NPO	IPO	
Port Louis	7	4	1				12
Praia	4	5	3				12
Pretoria, Offshore	12		26	2			40
Pretoria, WCO	15	9	10	4	1		39
Rumbek		1		1			2
Sao Tome	4	3	1	1			9
Sokoto	2	4			1		7
Tahoua				1			1
Tillabery	1						1
Torit		1		1			2
Umuahia	3	3		1			7
Victoria	4	2	1		1		8
Wau		1		1			2
Windhoek	9	6	2				17
Yambio		1		1			2
Yaounde	15	8	5				28
Zamfara	2	3			1		6
Zanzibar	1		1				2
<b>Grand total</b>	<b>1 029</b>	<b>595</b>	<b>531</b>	<b>106</b>	<b>76</b>	<b>142</b>	<b>2 479</b>

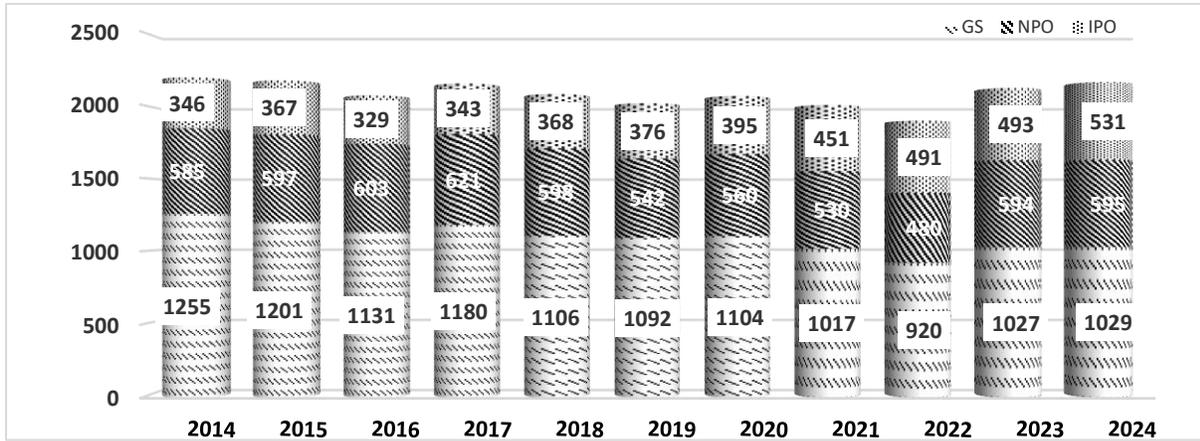
Table 5. Progress report on appointments, 2015–2024

		2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
GS	TA	198	236	242	171	147	163	140	131	110	106
	LT	1 201	1 131	1 180	1 106	1 092	1 104	1 017	920	1 027	1 029
NPO	TA	39	47	49	69	82	94	102	95	61	76
	LT	597	603	621	598	542	560	530	480	594	595
IPO	TA	88	187	198	165	159	162	135	134	147	142
	LT	367	329	343	368	376	395	326	491	493	531
<b>Total</b>		<b>2 490</b>	<b>2 536</b>	<b>2 633</b>	<b>2 477</b>	<b>2 398</b>	<b>2 479</b>	<b>2 375</b>	<b>2 251</b>	<b>2 432</b>	<b>2 479</b>
<b>Comparison<sup>17</sup></b>		<b>+4.5%</b>	<b>+1.8</b>	<b>+3.7</b>	<b>-6.3%</b>	<b>-3.3%</b>	<b>+3.2%</b>	<b>-4.3%</b>	<b>-5.5%</b>	<b>+7.4%</b>	<b>+1.9%</b>

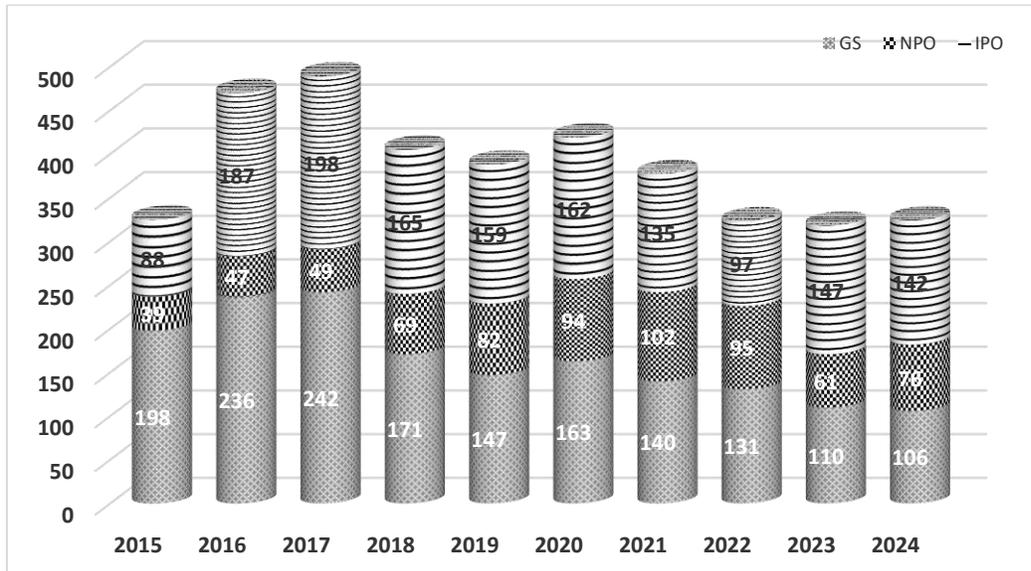
<sup>17</sup> Each year is compared to the previous one

**Fig. 1. Staffing trends over the past 10 years (2015-2024)**

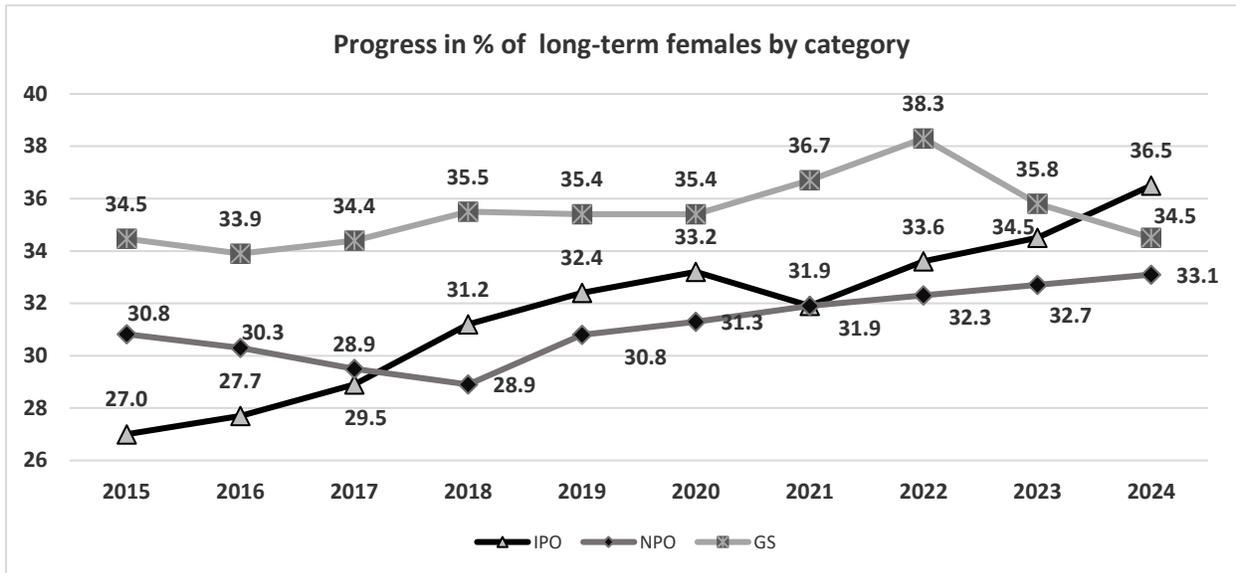
**(a) Staff on long-term appointments**



**(b) Staff on temporary appointments**



**Fig. 2. Proportion of long-term female staff by category, 2015–2024**



**Fig. 3. Distribution of international staff members by appointment type and gender**

