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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 the WHO African Region as at 1 June 2012; it covers the overall staffing situation by category and grade, gender, geographical representation, nationality and duty station.

APPOINTMENT CATEGORIES

2. As at 1 June 2012, WHO had **2276** staff members on fixed-term appointment in the African Region. The fixed-term category, hereafter referred to as “long term appointments”, comprises staff members holding contracts of one-to-five years or continuing appointments. Of the **2276** staff members on long-term appointment, **364** (16%) were professional staff members, **585** (25.7%) were national professional officers and **1327** (58.3%) were general service staff members (Table 1a).

3. Moreover, as at 1 June 2012, WHO had **102** staff members on temporary appointment (24 months or less) in the African Region. Of these **102** temporary staff members, **46** (45.1%) were professional staff members, **13** (12.7%) were national professional officers and **43** (42.2%) were general service staff members (Table 1b).

4. Thus, as at 1 June 2012, the WHO African Region had a total of **2378** staff members on both long-term and temporary appointments. Of these **2378** staff members, **410** (17%) were in the professional category, **598** (25%) in the national professional officer (NPO) category and **1370** (58%) 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 **410** professional staff members, **364** (89%) were on long-term appointment and **46** (11%) were on temporary appointment. Of the **364** professional staff members on long-term appointment, **279** (77%) were males and **85** (23%) were females. Of the **46** professional staff members with temporary appointments, **37** (80%) were males and **9** (20%) were females (Table 2a).

6. Among the **598** national professional officers, **585** (98%) were on long-term appointment and **13** (2%) held temporary appointments. Of the **585** NPOs on long-term appointment, **421** (72%) were males and **164** (28%) were females. Of the **13** NPOs holding temporary appointments, 12 (92%) were males and **1** (8%) was female (Table 2b).

7. Of the **1370** general service staff members, **1327** (97%) were on fixed-term appointments and **43** (3%) held temporary appointments. Of the **1327** GS staff members on fixed-term appointment, **870** (66%) were males and **457** (34%) were females. Of the **43** GS staff members holding temporary appointments, **34** (79%) were males and **9** (21%) 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 2012, the countries with the highest representation were the Democratic Republic of Congo and Cameroon with 17 long-term professional staff members each, followed by Nigeria and Kenya with 15 staff members each.

9. Table 3b presents the geographical distribution of long-term professional staff members from the 46 countries of the WHO African Region. The table shows that 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). Twelve (12) countries (Botswana, Cape Verde, Central African Republic, Comoros, Equatorial Guinea, Eritrea, Gabon, Guinea-Bissau, Liberia, Namibia, Sao Tome and Principe, and Seychelles) were within their range but below the mid-point (category B1). Two (2) countries, namely Lesotho and Swaziland, had no long-term professional staff working in the African Region (A* category). On the other hand, the following countries outside the WHO African Region had nationals working in the WHO African Region: Bangladesh (1), Belgium (2), Bolivia (1), Brazil (1), Canada (2), France (4), Germany (3), India (4), Italy (2), Japan (1), Netherlands (2), Portugal (1), Sudan (2), Switzerland (2), Unites States of America (10) (Table 3a).

10. Qualified candidates from the countries under-represented or not represented are strongly encouraged to apply for vacant professional posts 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 2012, the countries with the highest representation were Burkina Faso, Democratic Republic of Congo, Niger with four professional temporary staff members each, followed by Cameroon with three professional temporary staff members. The following countries outside the WHO African Region had professional temporary staff members working in the African Region: Brazil (1), France (2), Germany (1), Peru (2), Poland (1), Portugal (2), Sudan (1), United Kingdom (1) and United States of America (1).

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

COMPARISON BETWEEN 2007, 2008, 2009, 2010, 2011 AND 2012 STATISTICS

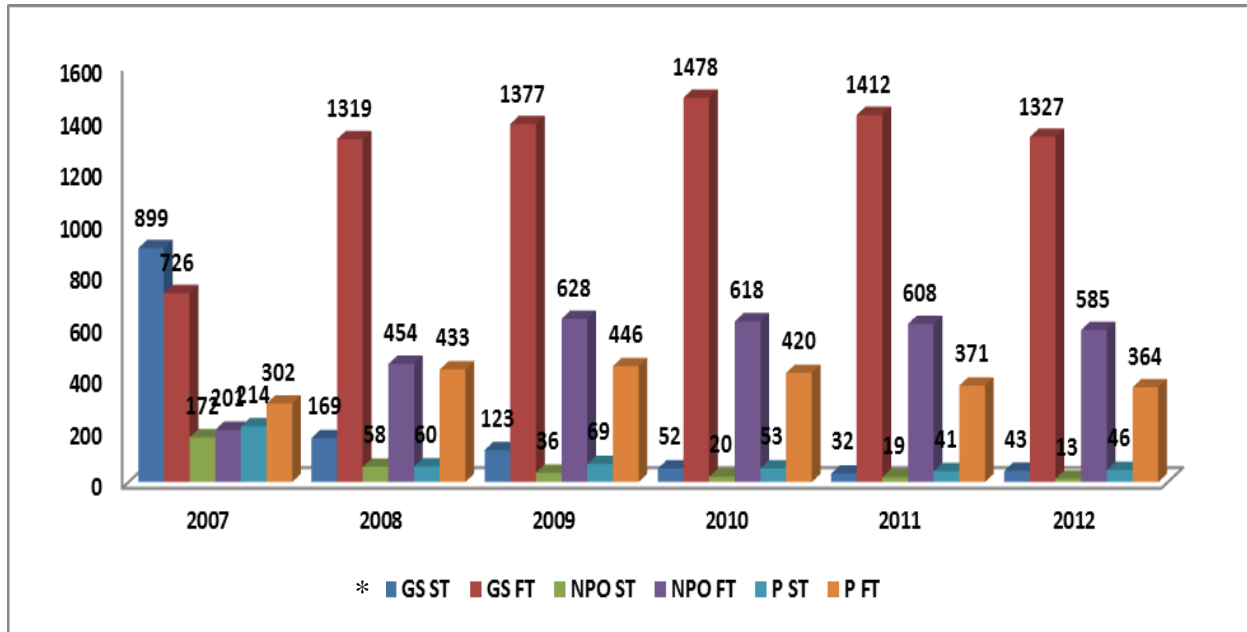
13. Table 5 presents a comparison of the total number of staff members working in the WHO African Region by category of appointment between 1 June 2007 and 1 June 2012. The total number of staff members in the African Region varied from **2514** in 2007, **2493** in 2008, **2679** in 2009 to **2641** in 2010, **2483** in 2011 and **2378** in 2012.

14. It is also worth noting that the number of staff members on long-term appointments increased constantly as opposed to the significant constant decrease of the number of staff members employed on a temporary basis. Such a move is the result of the decision taken by the Director-General, in consultation with Member States, to implement a contract reform policy with the aim of aligning the contractual arrangements in force in the Organization with the human resources needed to implement health programmes.

15. Table 5c presents the variation of the numbers of staff members on long-term and temporary appointment across the appointment categories from 2007 to 2012.

16. The graph below provides a detailed trend of staffing in the WHO African Region across appointment types and categories.

Graphical illustration of staff distribution by category from 2007 to 2012



* GSST = General Service Officers, short term

GSFT = General Service Officers fixed term

NPOST = National Professional Officers, short term

NPOFT = National Professional Officers, fixed term

PST = Professional Staff, short term

PFT = Professional Staff, fixed term

Graphical illustration of overall trends in staff category numbers from 2007 to 2012

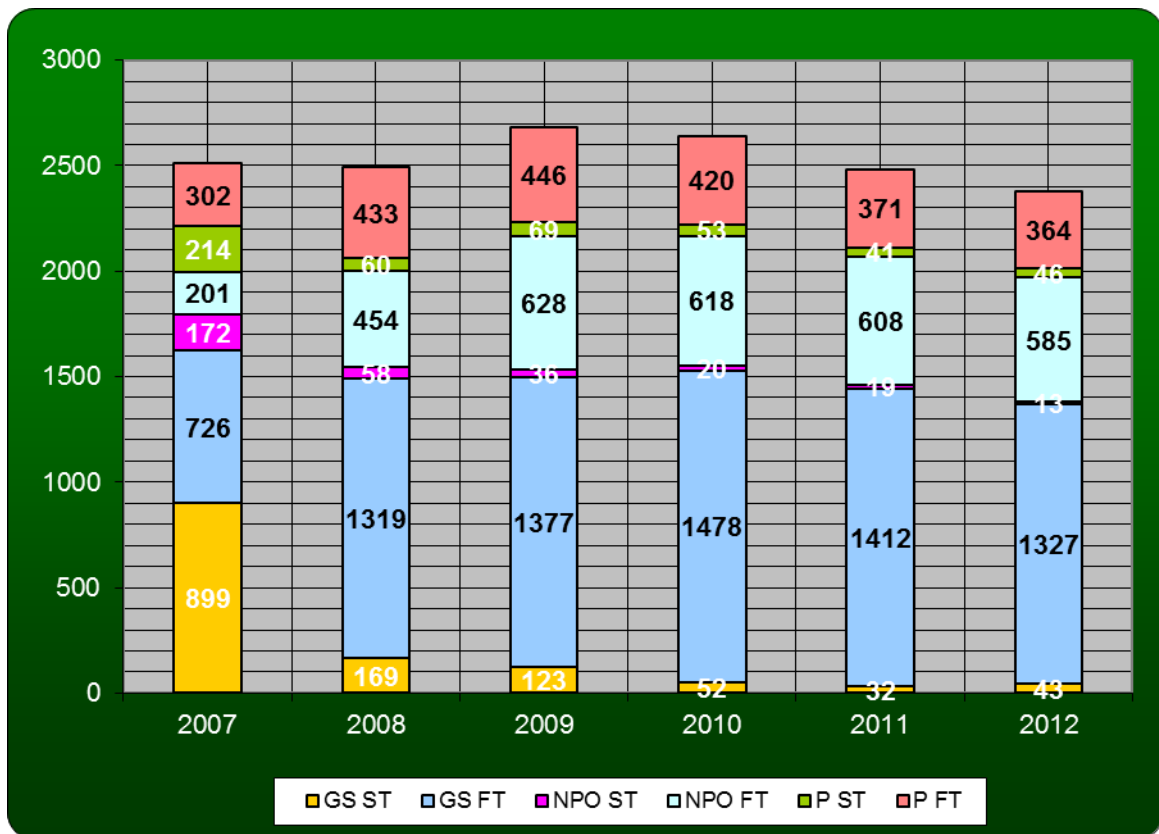
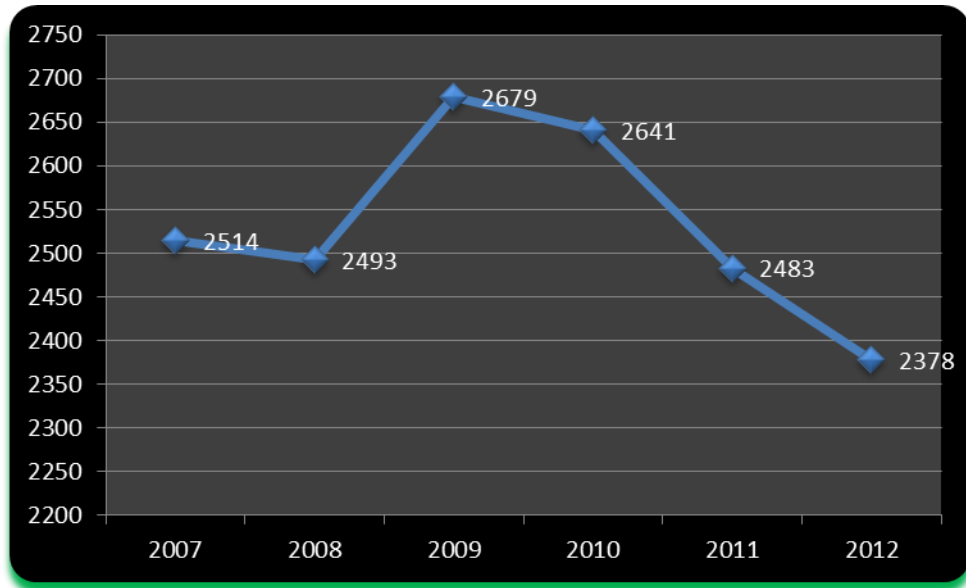


Table 1a: Staff members with long-term appointments by category and grade

<i>Staff/Grade</i>	<i>Total</i>	<i>%</i>
UG	1	0.3%
D.2	2	0.5%
D.1	10	2.7%
P.6	29	8.0%
P.5	91	25.0%
P.4	164	45.1%
P.3	51	14.0%
P.2	16	4.4%
Total professional	364	16.0%
Total NPOs	585	25.7%
Total GS	1327	58.3%
Grand Total	2276	

Table 1b: Staff members with temporary appointments by category

<i>Category</i>	<i>Total</i>	<i>%</i>
Professional staff	46	45.1%
National professional officers	13	12.7%
General service staff	43	42.2%
Total	102	

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

<i>Category</i>	<i>Long-term</i>	<i>Temporary</i>	<i>Grand Total</i>	<i>%</i>
Professional	364	46	410	17%
National professional	585	13	598	25%
General service	1327	43	1370	58%
Total by type of appointment	2276	102	2378	

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

	P2		P3		P4		P5		P6		D1		D2		UG1		Total	%	T Male	T Female
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M				
Long Term	7	9	14	37	42	122	11	80	7	22	2	8	2			1	364	89%	279	85
Short Term		1	2	6	5	25	2	4		1							46	11%	37	9
Total	7	10	16	43	47	147	13	84	7	23	2	8	2	0	0	1	410		316	94

(b) National Professional Officers

	NO-A		NO-B		NO-C		NO-D		Total	%	T Male	T Female
	F	M	F	M	F	M	F	M				
Long Term	2	11	38	146	123	259	1	5	585	98%	421	164
Short Term			1	4		8			13	2%	12	1
Total	2	11	39	150	123	267	1	5	598		433	165

(c) General Service Officers

	G1		G2		G3		G4		G5		G6		G7		Total	%	T Male	T Female
	F	M	F	M	F	M	F	M	F	M	F	M	F	M				
Long Term	15	34	9	456	19	103	97	58	128	59	108	82	81	78	1327	97%	870	457
Short Term	2			21		1	4	2	1	2		3	2	5	43	3%	34	9
Total	17	34	9	477	19	104	101	60	129	61	108	85	83	83	1370		904	466

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

Country of Nationality	P.02		P.03		P.04		P.05		P.06		D.01		D.02		UG		All professional staff		
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total
Algeria								1				1					0	2	2
Angola	1			1	1	2				1						1	2	5	7
Bangladesh						1											0	1	1
Belgium					1	1											1	1	2
Benin						7		1	1								1	8	9
Bolivia						1											0	1	1
Botswana													1				1	0	1
Brazil					1												1	0	1
Burkina Faso	1			2	2	3		4		1							3	10	13
Burundi					3	2	1	3		2			1				4	8	12
Cameroon, Republic of	1		1	4	1	6		1	1	2							4	13	17
Canada					1					1							1	1	2
Cape Verde									1								1	0	1
Central African Republic						2		1					1				0	4	4
Chad				2		1		2		1							0	6	6
Comoros								1									0	1	1
Congo, Democratic Rep of the				2	1	10		3		1							1	16	17
Congo, Republic of the		3		4		3		1		1							0	12	12
Cote d'Ivoire				1	2	2	1	4	1			1					5	7	12
Equatorial Guinea								1									0	1	1
Eritrea				1		2											0	3	3
Ethiopia	1			1	2	5		3					1				4	9	13
France				1		3											0	4	4
Gabon			2			1		1									2	2	4
Gambia						6											0	6	6
Germany			1			1		1									1	2	3
Ghana				1	3	3		3	1								4	7	11
Guinea		1				3	1	1		1							1	6	7
Guinea-Bissau					1	1	1			1							2	2	4
India		1		2		1											0	4	4
Italy			1			1											1	1	2
Japan								1									0	1	1
Kenya			1	1	5	2	1	4		1							7	8	15
Liberia				1													0	1	1
Madagascar			1		1			2									2	2	4
Malawi					1	3		4									1	7	8
Mali				1		6		5					1	1			1	13	14
Mauritania		1		1		2				1							0	5	5
Mauritius		1		1		2											0	4	4
Mozambique					2					1	1						3	1	4
Namibia					1			1									1	1	2
Netherlands					1			1									1	1	2
Niger			2			1		3		1							2	5	7
Nigeria		1		2		7		3		1			1				0	15	15
Portugal					1												1	0	1
Rwanda	1			1		3		8									1	12	13
Sao Tome and Principe						1											0	1	1
Senegal					2	5	1	3	1	1							4	9	13
Sierra Leone			1					1									2	0	2
South Africa								1									1	0	1
Sudan						2											0	2	2
Switzerland			2														2	0	2
Tanzania, United Republic of			1		2	1	1	1									4	2	6
Togo				2	1	4		3		2							1	11	12
Uganda					2	6	1	4					1				3	11	14
United States of America				1	1	5		2					1				1	9	10
Zambia			1		2	3		1		1			1				3	6	9
Zimbabwe	2	1		4	1	1	1	2		1							4	9	13
Total - African Region	7	9	14	37	42	122	11	80	7	22	2	8	2	0	0	1	85	279	364

Table 3b: Geographical distribution of long-term professional staff from countries of the WHO African Region as of 1 June 2012

NATIONALITY	TOTAL STAFF	RECRUITMENT LIST	STAFF HQ/Others R.O.s	Staff in AFRO
Algeria	9	B2	7	2
Angola	7	B2	0	7
Benin	10	C	1	9
Botswana	1	B1	0	1
Burkina Faso	15	C	2	13
Burundi	12	C	0	12
Cameroon	18	C	1	17
Cape Verde	1	B1	0	1
Central African Republic	4	B1	0	4
Chad	6	B2	0	6
Comoros	1	B1	0	1
Congo	12	C	0	12
Côte d'Ivoire	12	C	0	12
Democratic Republic of the Congo	18	C	1	17
Equatorial Guinea	1	B1	0	1
Eritrea	4	B1	1	3
Ethiopia	26	C	13	13
Gabon	4	B1	0	4
Gambia	7	B2	1	6
Ghana	17	C	6	11
Guinea	9	C	2	7
Guinea-Bissau	4	B1	0	4
Kenya	20	C	5	15
Lesotho	0	A*	0	0
Liberia	1	B1	0	1
Madagascar	5	B2	1	4
Malawi	11	C	3	8
Mali	16	C	2	14
Mauritania	5	B2	0	5
Mauritius	6	B2	2	4
Mozambique	4	B2	0	4
Namibia	3	B1	1	2
Niger	8	B2	1	7
Nigeria	19	C	4	15
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	2	2
South Africa	11	B2	10	1
Swaziland	0	A*	0	0
Togo	12	C	0	12
Uganda	20	C	6	14
United Republic of Tanzania	12	C	6	6
Zambia	12	C	3	9
Zimbabwe	16	C	3	13
	419		93	326

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	P.02		P.03		P.04		P.05		P.06		TOTAL		TOTAL
	F	M	F	M	F	M	F	M	F	M	F	M	
Algeria						1					0	1	1
Brazil					1						1	0	1
Burkina Faso				1		2		1			0	4	4
Cameroon, Republic of						2				1	0	3	3
Congo, Democratic Rep of the				2		2					0	4	4
Equatorial Guinea						1					0	1	1
Eritrea			1								1	0	1
Ethiopia						1					0	1	1
France						2					0	2	2
Gambia						1					0	1	1
Germany							1				1	0	1
Ghana						1		1			0	2	2
Kenya				1		1					0	2	2
Madagascar		1			1						1	1	2
Mali						2					0	2	2
Niger					2	2					2	2	4
Nigeria						1					0	1	1
Peru						2					0	2	2
Poland								1			0	1	1
Portugal						2					0	2	2
Rwanda			1								1	0	1
Sudan						1					0	1	1
Tanzania, United Republic of							1	1			1	1	2
Togo				1							0	1	1
Uganda				1							0	1	1
United Kingdom						1					0	1	1
United States of America					1						1	0	1
Total		1	2	6	5	25	2	4	0	1	9	37	46

Table 4: Distribution of long-term and temporary staff by duty station in the African Region

Duty_Station	Fixed-Term			Short-Term			All Staff
	GS	NPO	P	GS	NPO	P	
Abeche	1	2	1			2	6
Abidjan	21	11	3			2	37
Abuja	151	65	21			2	239
Accra	21	9	1				31
Addis Ababa	67	69	8	1	2		147
Algiers	6						6
Antananarivo	17	9	1				27
Asmara	14	6	1				21
Bamako	15	12	1				28
Bangui	11	7	2	4	1	1	26
Banjul	11	5	1				17
Bauchi	12	4				1	17
Benguela	2					1	3
Bissau	7	4		4			15
Brazzaville	248	16	128	7	1	15	415
Bujumbura	17	6	2				25
Bukavu	1	1				1	3
Conakry	19	10	2				31
Cotonou	14	8	2				24
Dakar	11	10	2				23
Dar-es-Salaam	21	15	6				42
Entebbe	4						4
Enugu	9	5					14
Freetown	23	11	3				37
Gaborone	8	4	1				13
Goma	1		1				2
Gulu		1					1
Harare	52	15	35	5	4	1	112
Ibadan	16	2					18
Kaduna	6	2					8
Kampala	25	19	3			1	48
Kigali	14	10	2				26

Kinshasa	69	44	8		1	3	125
Kisangani						1	1
Lagos	18	8					26
Libreville	23	7	29	1		1	61
Lilongwe	13	10	3	1			27
Lome	14	6	1	1			22
Luanda	55	27	9			6	97
Lubumbashi		1					1
Lusaka	8	14	1				23
Malabo	7	2	1	3	3		16
Maputo	13	11	5	1			30
Maseru	10	4	2				16
Mbabane	11	3	2				16
Mbuji Mayi	1						1
Minna	1	2					3
Monrovia	17	7	4	4			32
Moroni	14	5	1				20
Moundou						1	1
Nairobi	29	20	6	2			57
N'Djamena	37	7	7			2	53
Niamey	20	7	4				31
Nouakchott	13	7	3				23
Ouagadougou	39	15	39	7		3	103
Ouidah						1	1
Port Harcourt	8	4	1				13
Port Louis	6	1					7
Praia	6	3	2				11
Pretoria	17	7	2	1		1	28
Sao Tome	5	4	1				10
Sokoto	3	3					6
Tamale		1					1
Victoria	3	2	1				6
Windhoek	7	4	4	1			16
Yaounde	13	10	1		1		25
Zanzibar	2	1					3
Grand Total	1327	585	364	43	13	46	2378

Table 5: Comparison of 2007, 2008, 2009, 2010, 2011 and 2012 staff members' statistics

(a) Fixed-term staff

Year	GS	NPO	P	Total
2007	726	201	302	1229
2008	1319	454	433	2206
2009	1377	628	446	2451
2010	1478	618	420	2516
2010	1478	618	420	2516
2011	1412	608	371	2391
2012	1327	585	364	2276

(b) Staff on temporary appointment

Year	GS	NPO	P	Total
2007	899	172	214	1285
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

(c) Progress report on appointments from 2007 to 2012

		2007	2008	2009	2010	2011	2012
GS	ST	899	169	123	52	32	43
	FT	726	1319	1377	1478	1412	1327
NPO	ST	172	58	36	20	19	13
	FT	201	454	628	618	608	585
P	ST	214	60	69	53	41	46
	FT	302	433	446	420	371	364
Total		2514	2493	2679	2641	2483	2378
		0%	-1%	7%	-1%	-6%	-4%