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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 2010; it covers the overall staffing situation by category and grade, gender, geographical representation, nationality and duty station.

APPOINTMENT CATEGORIES

2. As at 1 June 2010, WHO had **2516** staff members on fixed-term appointments 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 **2516** staff members on long-term appointment, **420** (16.69%) were professional staff members, **618** (24.56%) were national professional officers and **1478** (58.75%) were general service staff members (Table 1a).

3. Moreover, as at 1 June 2010, WHO had **125** staff members on temporary appointments (24 months or less) in the African Region. Of these **125** temporary staff members, **53** (42.4%) were professional staff members, **20** (16%) were national professional officers and **52** (41.6%) were general service staff members (Table 1b).

4. Thus, as at 1 June 2010, WHO in the African Region had a total of **2641** staff members on both long-term and temporary appointments. Of these **2641** staff members, **473** (17.9%) were in the professional category, **638** (24.2%) in the national professional officer (NPO) category and **1530** (57.9%) 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 **473** professional staff members, **420** (88.8%) were on long-term appointment and **53** (11.2%) were on temporary appointment. Of the **420** professional staff members on long-term appointment, **309** (73.6%) were males and **111** (26.4%) were females. Of the **53** professional staff members with temporary appointments, **41** (77.4%) were males and **12** (22.6%) were females (Table 2a).

6. Among the **638** national professional officers, **618** (96.9%) were on long-term appointment and **20** (3.1%) held temporary appointments. Of the **618** NPOs on long-term appointment, **448** (72.5%) were males and **170** (27.5%) were females. Of the **20** NPOs holding temporary appointments, **16** (80%) were males and **4** (20%) were females (Table 2b).

7. Of the **1530** general service staff members, **1478** (96.6%) were on fixed-term appointments and **52** (3.4%) held temporary appointments. Of the **1478** GS staff members on fixed-term appointment, **977** (66.1%) were males and **501** (33.9%) were females. Of the **52** GS staff members holding temporary appointments, **39** (75%) were males and **13** (25%) 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 2010, the country with the highest representation was the

Democratic Republic of Congo with 22 long-term professional staff members, followed by Nigeria with 17 staff members.

9. Table 3b presents the geographical distribution of long-term professional staff members from the 46 countries of the WHO African Region. Twenty-five (25) countries (Benin, Burkina Faso, Burundi, Cameroon, Congo, Côte d'Ivoire, Democratic Republic of Congo, Ethiopia, Gambia, Ghana, Guinea, Kenya, Madagascar, Malawi, Mali, Mauritania, Niger, Nigeria, Rwanda, Senegal, Togo, Tanzania, Uganda, Zambia and Zimbabwe) were over-represented (category C). Thirteen (13) countries (Algeria, Angola, Botswana, Central African Republic, Chad, Eritrea, Gabon, Guinea-Bissau, Liberia, Mauritius, Mozambique, Sierra Leone and South Africa) were within their range but above the mid-point (category B2). Five (5) countries (Cape Verde, Comoros, Equatorial Guinea, Namibia, and Sao Tome and Principe) were within their range but below the mid-point (category B1). Three (3) countries, namely, Lesotho, Seychelles, and Swaziland had no long-term professional 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: Austria (1), Azerbaijan (1), Belgium (3), Bolivia (1), Brazil (2), Canada (4), France (6), Germany (2), India (5), Italy (3), Netherlands (3), Portugal (2), Sudan (3), Switzerland (2), United Kingdom (1), United States of America (7) (Table 3a).

10. It is worth noting that 25 countries of the African Region were over-represented, five countries were under-represented and three countries were not represented in the long-term professional category. In this regard, qualified candidates from the countries under-represented or not represented (totalling 8) 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 2010, the country with the highest representation was Democratic Republic of Congo with nine professional temporary staff members, followed by Burkina Faso and Kenya with four professional temporary staff members each. The following countries outside the WHO African Region had professional temporary staff members working in the African Region: Australia (1), Belgium (1), Canada (1), India (2), Portugal (2), Sudan (1) and United States of America (1).

13. 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 AND 2010 STATISTICS

14. 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 2010. 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.

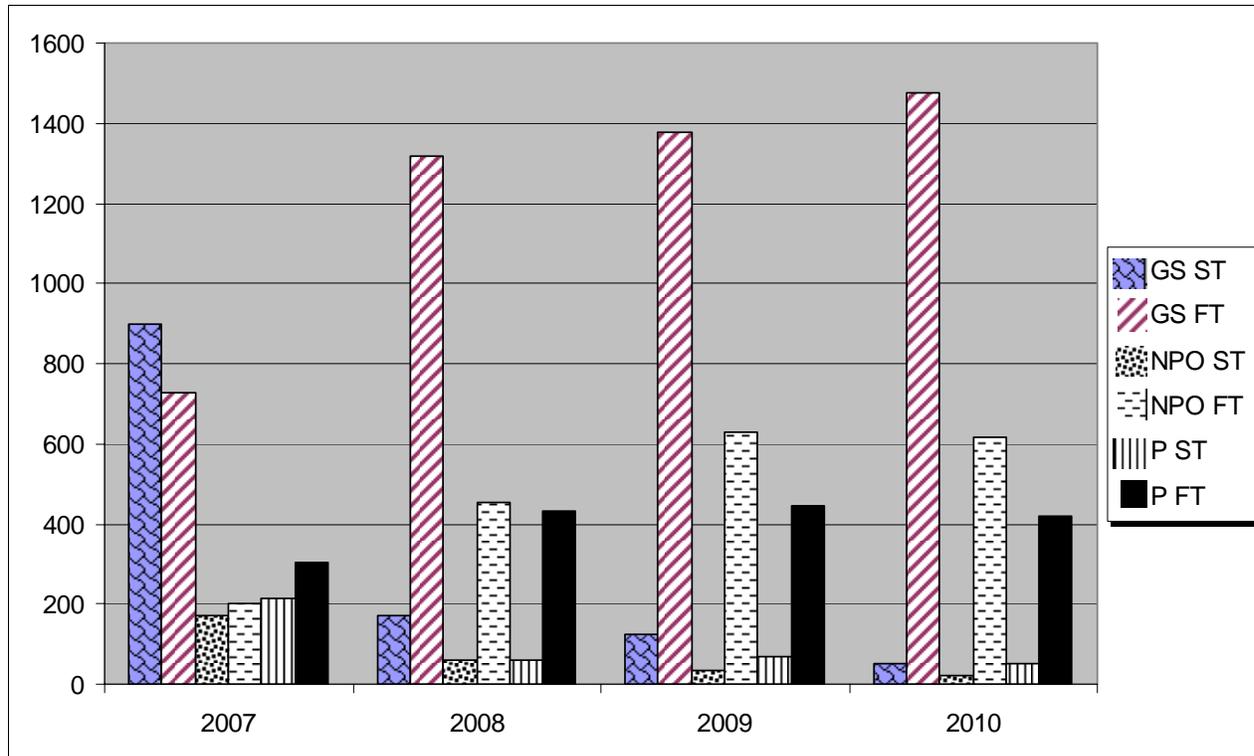
15. It is also worth noting that the number of staff members on long-term appointments increased constantly as opposed to the significant constant decrease of the number of staff members employed on a temporary basis. Such a move is the result of the decision taken by the Director-General, in consultation 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.

16. Table 5c presents the variation of the numbers of staff members on long-term and temporary appointment across the appointment categories from 2007 to 2010.

17. 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 2007–2010



Graphical illustration of overall trends in staff category numbers from 2007–2010

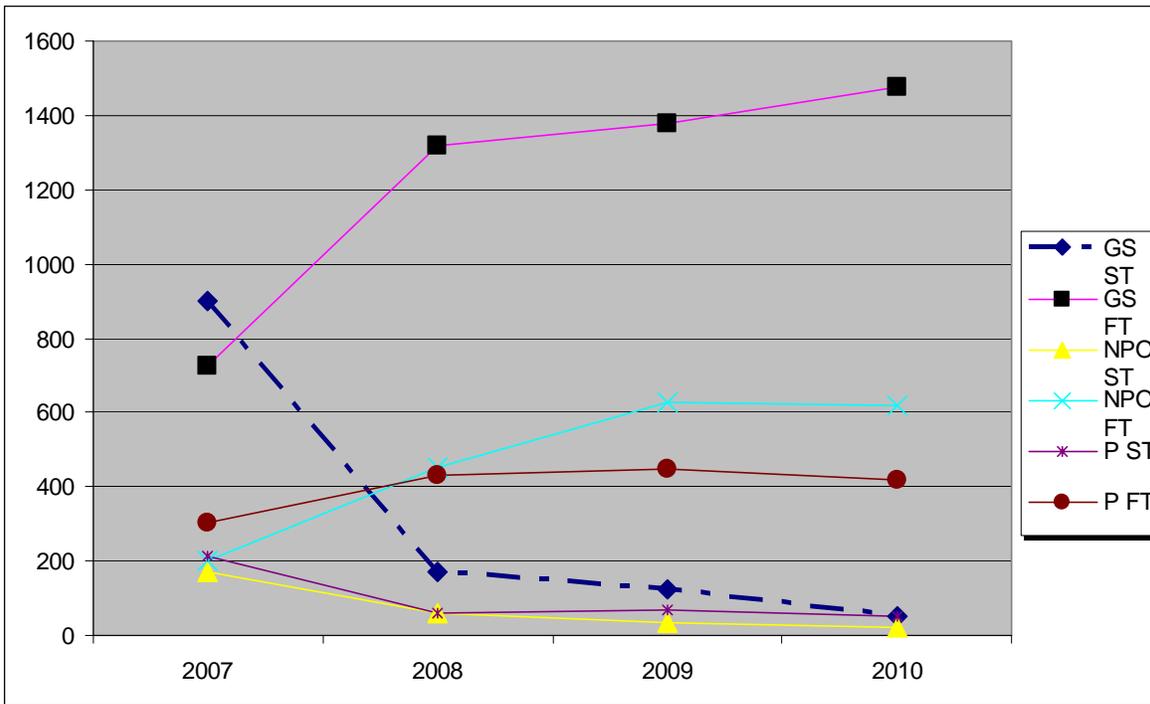


Table 1a: Staff members with long-term appointments by category and grade

Staff/Grade	Total
UG	1
D.2	2
D.1	8
P.6	23
P.5	105
P.4	194
P.3	56
P.2	31
<i>Total professional staff</i>	420
<i>Total NPOs</i>	618
<i>Total GS staff</i>	1478
<i>Grand Total</i>	2516

Table 1b: Staff members with temporary appointments by category

Category	Total
Professional staff	53
National professional officers	20
General service staff	52
Total	125

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

Category	Long-term	Temporary	Grand Total
Professional staff	420	53	473
National professional officers	618	20	638
General service staff	1478	52	1530
Total by type of appointment	2516	125	2641

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

Category	P2		P3		P4		P5		P6		D1		D2		UG1	
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M
Long Term	14	17	21	35	50	144	15	90	7	16	3	5	1	1	0	1
Short Term	0	1	4	8	7	27	1	5	0	0	0	0	0	0	0	0
Total	14	18	25	43	57	171	16	95	7	16	3	5	1	1	0	1

(b) National Professional Officers

Category	NO-A		NO-B		NO-C		NO-D		Total F	Total M	
	F	M	F	M	F	M	F	M			
Long Term	5	11	43	159	121	274	1	4	170	448	618
Short Term	0	3	0	4	4	9	0	0	4	16	20
Total	5	14	43	163	125	283	1	4	174	464	638

(c) General Service Officers

Category															Total F	Total M	
	G1		G2		G3		G4		G5		G6		G7				
	F	M	F	M	F	M	F	M	F	M	F	M	F	M			
Long Term	19	49	9	542	22	86	102	58	157	66	110	88	82	88	501	977	1478
Short Term	0	1	0	20	0	1	5	2	4	2	3	5	1	8	13	39	52
Total	19	50	9	562	22	87	107	60	161	68	113	93	83	96	514	1016	1530

Table 3a: Distribution of long-term professional staff 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		
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	Total
Algeria					1		2			1							4		4
Angola		1	1		2					1					1		5	1	6
Austria		1																1	1
Azerbaijan						1												1	1
Belgium						1	1	1									1	2	3
Benin					7		1		1								9	1	10
Bolivia					1												1		1
Botswana	1					1						1					1	2	3
Brazil					1	1											1	1	2
Burkina Faso		1	2	2	4	2	5										11	5	16
Burundi					1	3	4	2		2							7	5	12
Cameroon		1	4	1	5	1	2		1	1							12	4	16
Canada					1	1				1							2	1	3
Cape Verde							1		1								1	1	2
Central African Republic					3		1				1						5		5
Chad		1	2		1		2										5	1	6
Comoros							1										1		1
Congo	5		4		4		1			1							15		15
Côte d'Ivoire			2	1	4	1	2	1		1		1					8	5	13
DR Congo			2	1	13	1	4						1				20	2	22
Equatorial Guinea							1				1						2		2
Eritrea		1	1		3												4	1	5
Ethiopia		1	1	1	5	3	3					1					9	6	15
France			2		3	1											5	1	6
Gabon				2	1		1										2	2	4
Gambia	1				6	1	1										8	1	9
Germany				1	1												1	1	2
Ghana					4	3	2		1								6	4	10
Guinea	1				3		2	1									6	1	7
Guinea-Bissau					1	1	1	1									2	2	4
India	1		3		1												5		5
Italy		1		1	1												1	2	3
Kenya			1	1	2	3	4	1									7	5	12
Liberia			1		1		1	1									1	2	3
Madagascar	1	2	1	2	1	3	1										4	7	11
Malawi					3	1	5										8	1	9
Mali			1		9		3				1	1		1			14	1	15
Mauritania	2				3		2										7		7
Mauritius	1				2												3		3
Mozambique					1	2	1		1	1							3	3	6
Namibia						1	1										1	1	2
Netherlands						1	1					1					2	1	3
Niger				2	2	1	3			1							6	3	9
Nigeria	1		2		10		2			1	1						17		17
Portugal						1	1										1	1	2
Rwanda		1			4		7										11	1	12
Sao Tome and Principe	1				1												2		2
Senegal					4	3	4	1	1								8	5	13
Sierra Leone				1			1	1									1	2	3
South Africa					1		1										1	1	2
Sudan					2		1										3		3
Switzerland				2														2	2
Tanzania				1	3	3	1	1									4	5	9
Togo			2		5	1	5			2							14	1	15
Uganda					6	2	4	1	1		1						12	3	15
United States of America				1	2	1	2	1									4	3	7
Zambia				1	3	3	2				1						6	4	10
Zimbabwe	2	3	3		2	1	1	1		1							9	5	14
Total - African Region	17	14	35	21	143	50	90	15	7	14	7	4	1	1	1	0	309	111	420

Table 3b: Geographical distribution of long-term professional staff from countries of the African Region as of 1 June 2010.

Nationality	Total Staff	Range	Recruitment Classification	Staff at HQ and Other Regions	Staff in the African Region
Algeria	8	002-010	B2	4	4
Angola	9	001-008	B2	1	8
Benin	13	001-008	C	1	12
Botswana	5	001-008	B2	1	4
Burkina Faso	18	001-008	C	2	16
Burundi	13	001-008	C	0	13
Cameroon	19	001-008	C	2	17
Cape Verde	2	001-007	B1	0	2
Central African Rep.	5	001-008	B2	0	5
Chad	6	001-008	B2	0	6
Comoros	1	001-007	B1	0	1
Congo	15	001-008	C	0	15
Côte d'Ivoire	16	001-008	C	1	15
Dem. Rep. Congo	27	002-012	C	3	24
Equatorial Guinea	2	001-007	B1	0	2
Eritrea	5	001-008	B2	0	5
Ethiopia	19	002-012	C	5	14
Gabon	4	001-008	B2	0	4
Gambia	11	001-008	C	1	10
Ghana	16	001-008	C	5	11
Guinea	12	001-008	C	1	11
Guinea-Bissau	4	001-008	B2	0	4
Kenya	22	001-010	C	3	19
Lesotho	0	001-008	A*	0	0
Liberia	4	001-008	B2	0	4
Madagascar	11	001-008	C	1	10
Malawi	11	001-008	C	1	10
Mali	20	001-008	C	3	17
Mauritania	8	001-008	B2	1	7
Mauritius	8	001-008	B2	4	4
Mozambique	6	001-008	B2	0	6
Namibia	2	001-008	B1	0	2
Niger	10	001-008	C	0	10
Nigeria	27	004-014	C	6	21
Rwanda	17	001-008	C	4	13
Sao Tome and Principe.	2	001-007	B1	0	2
Senegal	20	001-008	C	7	13
Seychelles	0	001-007	A*	0	0
Sierra Leone	6	001-008	B2	2	4
South Africa	9	004-011	B2	6	3
Swaziland	0	001-007	A*	0	0
Togo	15	001-008	C	0	15
Uganda	21	001-008	C	2	19
Tanzania	10	001-010	B2	1	9
Zambia	15	001-008	C	4	11
Zimbabwe	21	001-008	C	3	18
TOTAL	495	0	0	75	420

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	P.02		P.03		P.04		P.05		TOTAL		TOTAL
	M	F	M	F	M	F	M	F	M	F	
Angola					1				1	0	1
Australia				1					0	1	1
Belgium				1					0	1	1
Benin					1				1	0	1
Burkina Faso					2	2			2	2	4
Burkina Faso			1						1	0	1
Cote d'Ivoire					1				1	0	1
Cameroon					2				2	0	2
Canada				1					0	1	1
Congo					1				1	0	1
Democratic Republic of the Congo				2	7				7	2	9
Ethiopia			1						1	0	1
Gambia					1				1	0	1
Ghana					3				3	0	3
Ghana			1						1	0	1
India					1	1			1	1	2
Kenya			1		3				4	0	4
Madagascar	1								1	0	1
Malawi									0	0	0
Niger					1				1	0	1
Nigeria					2				2	0	2
Portugal					2				2	0	2
Rwanda					1				1	0	1
South Africa						1			0	1	1
Sudan					1				1	0	1
Togo			1						1	0	1
Uganda			1	1	1				2	1	3
United Republic of Tanzania					1				1	0	1
United States of America						1			0	1	1
Zambia				1					0	1	1
Zimbabwe					2				2	0	2
	1	0	5	5	30	4	0	0	41	9	53

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

	GS	NPO	P	GS	NPO	P	
Abidjan	21	10	4				2
Abuja	179	79	17				4
Accra	21	10	2	3			
Addis Ababa	72	78	8	2	5		3
Algiers	7						
Antananarivo	22	9	4				
Asmara	17	9	3	1			
Bamako	17	12	4				
Bangui	13	7	3	1	1		
Banjul	12	7	1				
Bauchi	11	3					
Bissau	9	7	1	1			
Brazzaville	300	17	141	5	1		12
Bujumbura	18	8	3				
Conakry	19	10	4				
Cotonou	19	6	3		1		
Dakar	13	11	1				
Dar-es-Salaam	26	16	4				
Entebbe	4		1				
Enugu	10	2					
Freetown	21	7	3				1
Gaborone	9	6	4				
Goma	2	1	1				
Harare	61	12	45	14	4		5
Ibadan	2						
Johannesburg							1
Kabul			1				
Kaduna	5	3					2
Kampala	46	25	3				2
Kigali	14	12	4				
Kinshasa	91	54	6		1		3
Lagos	24	9		4			
Libreville	22	6	31				3
Lilongwe	14	10	3				
Lome	13	6	2				
Luanda	50	28	9	2			
Lubumbashi	1						
Lusaka	17	16	2				
Malabo	7	5	2				
Maputo	14	11	5	1	2		
Maseru	8	4	4				2
Mbabane	13	5	4				
Monrovia	16	7	4	6	2		
Moroni	14	3	3				
Nairobi	27	18	7				1
N'Djamena	36	9	7	1			2
Niamey	23	7	9				1
Nouakchott	13	8	3				
Ouagadougou	43	15	40	6			6
Ouidah			2				
Port Louis	6	2					
Praia	5	2	2		1		
Pretoria	16	5	2	2			1
Sao Tome	5	4	1				
Sokoto	1	2					
Tamale	1						
Victoria	3	2	1				
Windhoek	9	3	3	1	2		2
Yaounde	16	10	3	1			
Zanzibar				1			
Total	1478	618	420	52	20	53	2641

Table 5: Comparison of 2007, 2008, 2009 and 2010 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

(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

(c) Progress report on appointments from 2007 to 2010

		2007	2008	2009	2010
GS	ST	899	169	123	52
	FT	726	1319	1377	1478
NPO	ST	172	58	36	20
	FT	201	454	628	618
P	ST	214	60	69	53
	FT	302	433	446	420
Total		2514	2493	2679	2641
Percentage			-1%	7%	-1%