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## REPORT ON HUMAN RESOURCES IN WHO IN THE AFRICAN REGION

### Information Document

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## INTRODUCTION

1. The information below represents an overview of the staffing profile in WHO in the African Region as at 1 June 2005; it covers the overall staffing situation by category and grade, gender, geographical representation, nationality, and duty station.

## APPOINTMENT CATEGORIES

2. At 1 June 2005, WHO in the African Region had 899 staff members on fixed-term appointments. The fixed-term category, hereafter referred to as “long-term appointments”, comprises staff members holding contracts of one to five years or career-service/service appointments. Of the 899 staff members on long-term appointments, 263 (29.2%) were professional staff members, 189 (21%) were national professional officers and 447 (49.8%) were general service staff members (Table 1a).

3. Moreover, at 1 June 2005, WHO in the African Region had 1633 staff members on temporary appointment (short-term and term-limited appointments). Of these 1633 temporary staff members, 230 (14.2%) were professional staff members, 109 (6.6%) were national professional officers and 1294 (79.2%) were general service staff members. Furthermore, of these 1633 temporary staff members, those holding term-limited appointments were 1339 (82%) against 294 (18%) under short-term appointments (Table 1b).

4. Thus, at 1 June 2005, WHO in the African Region had a total of 2532 staff members on both long-term appointments and temporary appointments. Of these 2532 staff members, 493 (19.5%) were in the professional category, 298 (11.7%) in the national professional officer (NPO) category and 1741 (68.8%) in the general services (GS) category (Table 1c).

## GENDER DISTRIBUTION

5. The distribution of staff members by category, grade and gender is shown in Table 2. It can be seen that of the 263 professional staff members on long-term appointments, 191 (72.6%) were men and 72 (27.4%) were women. Of the 230 professional staff members with temporary appointments, 149 (64.8%) were men and 81 (35.2%) were women.

6. The highest concentration of professional staff members on long-term appointments was at P.5 level, 86 (32.7%); whereas the highest concentration of professional staff members with temporary appointments was at P.4 level, 180 (78.2%).

7. Among the 298 national professional officers, 189 (63.4%) were on long-term appointments and 109 (36.6%) held temporary appointments. Of the 189 NPOs on long-term appointments, 126 (66.7%) were men and 63 (33.3) were women. Of the 109 NPOs holding temporary appointments, 84 (77%) were men and 25 (23%) were women.

8. Of the 1741 general service staff members, 447 (25.7%) were on fixed-term appointments and 1294 (74.3%) held temporary appointments. Of the 447 GS staff members on fixed-term appointments, 266 (59.5%) were men and 181 (40.5%) were women. Of the 1294 GS staff members holding temporary appointments, 852 (65.8%) were men and 442 (34.2%) were women. It is worth noting that the number of women at G.4 level was greater than that of men both under long-term and temporary appointments (Table 2).

## **GEOGRAPHICAL REPRESENTATION**

9. Table 3a presents the professional staff members in the long-term category working in the Regional Office by their nationality. At 1 June 2005, the highest represented nationality was the United States of America with 15 long-term professional staff members followed by Burkina Faso and Republic of Congo with 12 staff members each. The following countries outside of the Region had representation: Armenia (1), Australia (1), Belgium (6), Cambodia (1), Canada (2), Germany (1), France (1), India (1), Italy (2), Libya (1), Myanmar (1), Morocco (1), Netherlands (1), Portugal (2), Sweden (2), United Kingdom (1), USA (15) (Table 3a).

10. Table 3b presents the geographical distribution of long-term professional staff members from African countries. It is worth noting that thirteen (13) countries (Burkina Faso, Cameroon, Republic of Congo, Côte d'Ivoire, Ethiopia, Ghana, Kenya, Mali, Nigeria, Rwanda, Senegal, Uganda and Zambia) were over-represented (C category). Twenty (20) countries (Algeria, Angola, Benin, Botswana, Burundi, Central African Republic, Democratic Republic of Congo, Gambia, Guinea, Madagascar, Malawi, Mauritania, Mauritius, Mozambique, Niger, Sierra Leone, South Africa, Togo, Tanzania and Zimbabwe) were within their range but above the mid-point (B2 category). Eight (8) countries (Cape Verde, Chad, Equatorial Guinea, Eritrea, Gabon, Guinea-Bissau, Liberia and Namibia) were within their range but below the mid-point (B1 category). Five (5) countries, (Comoros, Seychelles, Lesotho, Sao Tome and Principe, and Swaziland) had no long-term professional representation.

11. Table 3c presents the professional staff members with temporary appointments (STP) working in the WHO African Region by their nationality. At 1 June 2005, the most represented nationality was Zimbabwe with 17 STP staff members, followed by Burkina Faso with 16 STPs. The following countries outside the Region had STPs in the Regional Office for Africa: American Samoa (1), Bolivia (1), Brazil (2), Canada (5), Colombia (1), France (5), India (2), Italy (2), Netherlands (1), Poland (1), Spain (1), Sudan (1), Sweden (1), Ukraine (1).

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

## ANNEX

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

| <b>Staff/Grade</b>        | <b>S-A</b> | <b>F-T</b> | <b>Total</b> |
|---------------------------|------------|------------|--------------|
| UG                        |            | 1          | 1            |
| D.2                       |            | 1          | 1            |
| D.1                       | 4          | 4          | 8            |
| P.6                       | 11         | 9          | 20           |
| P.5                       | 15         | 71         | 86           |
| P.4                       | 6          | 62         | 68           |
| P.3                       | 13         | 30         | 43           |
| P.2                       | 13         | 23         | 35           |
| <b>Total professional</b> | <b>62</b>  | <b>201</b> | <b>263</b>   |
| <b>Total NPOs</b>         | <b>21</b>  | <b>168</b> | <b>189</b>   |
| <b>Total GS</b>           | <b>238</b> | <b>209</b> | <b>447</b>   |
| <b>Grand total</b>        | <b>321</b> | <b>578</b> | <b>899</b>   |

S-A = service appointment  
 F-T = fixed-term  
 NPO = national professional officer  
 GS = general service

**Table 1b: Staff members with temporary appointments (term-limited and short-term appointments) by category**

| <b>Category</b>                | <b>TL</b>   | <b>ST</b>  | <b>Total</b> |
|--------------------------------|-------------|------------|--------------|
| Professional staff             | 185         | 45         | 230          |
| National professional officers | 58          | 51         | 109          |
| General service staff          | 1096        | 198        | 1294         |
| <b>Total</b>                   | <b>1339</b> | <b>294</b> | <b>1633</b>  |

**Table 1c: Long-term and temporary appointments combined**

| <b>Long-term appointments</b> |             |
|-------------------------------|-------------|
| Professional                  | 263         |
| National professional         | 189         |
| General service               | 447         |
| <b>Total</b>                  | <b>899</b>  |
| <b>Temporary appointments</b> |             |
| Professional                  | 230         |
| National professional         | 109         |
| General service               | 1294        |
| <b>Total</b>                  | <b>1633</b> |
| <b>Grand total</b>            | <b>2532</b> |

**Table 2: Distribution of staff members by category, grade and sex**

| <b>Professional staff</b> |    |   |      |        |       |      |        |       |      |        |      |      |        |    |      |        |       |      |       |   |      |          |   |      |       |     |     |               |               |
|---------------------------|----|---|------|--------|-------|------|--------|-------|------|--------|------|------|--------|----|------|--------|-------|------|-------|---|------|----------|---|------|-------|-----|-----|---------------|---------------|
| Type of Appointment       | P1 |   |      | P2     |       |      | P3     |       |      | P4     |      |      | P5     |    |      | P6/D1  |       |      | D2    |   |      | Ungraded |   |      | Total |     |     | Percentage    |               |
|                           | M  | F | T    | M      | F     | T    | M      | F     | T    | M      | F    | T    | M      | F  | T    | M      | F     | T    | M     | F | T    | M        | F | T    | M     | F   | T   | M             | F             |
| Long-Term                 |    |   | 0    | 20     | 15    | 35   | 31     | 12    | 43   | 45     | 23   | 68   | 69     | 17 | 86   | 24     | 4     | 28   | 1     |   | 1    | 1        |   | 1    | 191   | 71  | 262 | <b>72.901</b> | <b>27.099</b> |
| Short-Term                |    |   | 0    | 12     | 4     | 16   | 14     | 6     | 20   | 110    | 70   | 180  | 13     | 1  | 14   |        |       | 0    |       |   | 0    |          |   | 0    | 149   | 81  | 230 | <b>64.783</b> | <b>35.217</b> |
| Total                     | 0  | 0 | 0    | 32     | 19    | 51   | 45     | 18    | 63   | 155    | 93   | 248  | 82     | 18 | 100  | 24     | 4     | 28   | 1     | 0 | 1    | 1        | 0 | 1    | 340   | 152 | 492 | <b>69.106</b> | <b>30.894</b> |
| Percentage by grade       | 0  | 0 | 100% | 62.745 | 37.25 | 100% | 71.43  | 28.57 | 100% | 62.5   | 37.5 | 100% | 82     | 18 | 100% | 85.714 | 14.29 | 100% | 100   | 0 | 100% | 100      | 0 | 100% |       |     |     |               |               |
| Percentage of total       | 0  |   |      | 10.37  |       |      | 12.805 |       |      | 50.407 |      |      | 20.325 |    |      | 5.6911 |       |      | 0.203 |   |      |          |   |      |       |     |     |               |               |

| <b>National professional officers</b> |      |      |      |        |       |      |       |       |      |      |    |      |        |       |      |               |              |
|---------------------------------------|------|------|------|--------|-------|------|-------|-------|------|------|----|------|--------|-------|------|---------------|--------------|
| Type of Appointment                   | A    |      |      | B      |       |      | C     |       |      | D    |    |      | Total  |       |      | Percentage    |              |
|                                       | M    | F    | T    | M      | F     | T    | M     | F     | T    | M    | F  | T    | M      | F     | T    | M             | F            |
| Long-Term                             | 3    | 2    | 5    | 45     | 15    | 60   | 73    | 43    | 116  | 3    | 2  | 5    | 124    | 62    | 186  | <b>66.667</b> | <b>33.33</b> |
| Short-Term                            | 6    |      | 6    | 31     | 6     | 37   | 47    | 19    | 66   |      |    | 0    | 84     | 25    | 109  | <b>77.064</b> | <b>22.94</b> |
| Total                                 | 9    | 2    | 11   | 76     | 21    | 97   | 120   | 62    | 182  | 3    | 2  | 5    | 208    | 87    | 295  | <b>70.508</b> | <b>29.49</b> |
| Percentage by grade                   | 81.8 | 18.2 | 100% | 78.351 | 21.65 | 100% | 65.93 | 34.07 | 100% | 60   | 40 | 100% | 70.51  | 29.49 | 100% |               |              |
| Percentage of total                   | 3.73 |      |      | 32.88  |       |      | 61.69 |       |      | 1.69 |    |      | 100.00 |       |      |               |              |

| <b>General service staff</b> |       |       |      |         |        |      |        |        |      |         |        |      |        |       |      |        |        |      |       |    |      |        |      |      |              |              |
|------------------------------|-------|-------|------|---------|--------|------|--------|--------|------|---------|--------|------|--------|-------|------|--------|--------|------|-------|----|------|--------|------|------|--------------|--------------|
| Type of Appointment          | G1    |       |      | G2      |        |      | G3     |        |      | G4      |        |      | G5     |       |      | G6     |        |      | G7    |    |      | Total  |      |      | Percentage   |              |
|                              | M     | F     | T    | M       | F      | T    | M      | F      | T    | M       | F      | T    | M      | F     | T    | M      | F      | T    | M     | F  | T    | M      | F    | T    | M            | F            |
| Long-Term                    | 42    | 2     | 44   | 53      | 0      | 53   | 66     | 3      | 69   | 20      | 29     | 49   | 21     | 59    | 80   | 25     | 43     | 68   | 38    | 43 | 81   | 265    | 179  | 444  | <b>59.68</b> | <b>40.32</b> |
| Short-Term                   | 95    | 32    | 127  | 331     | 13     | 344  | 110    | 65     | 175  | 87      | 158    | 245  | 124    | 99    | 223  | 75     | 67     | 142  | 30    | 8  | 38   | 852    | 442  | 1294 | <b>65.84</b> | <b>34.16</b> |
| Total                        | 137   | 34    | 171  | 384     | 13     | 397  | 176    | 68     | 244  | 107     | 187    | 294  | 145    | 158   | 303  | 100    | 110    | 210  | 68    | 51 | 119  | 1117   | 621  | 1738 | <b>64.27</b> | <b>35.73</b> |
| Percentage by grade          | 80.12 | 19.88 | 100% | 96.7254 | 3.2746 | 100% | 72.131 | 27.869 | 100% | 36.3946 | 63.605 | 100% | 47.855 | 52.15 | 100% | 47.619 | 52.381 | 100% | 57.14 | 43 | 100% | 64.269 | 35.7 | 100% |              |              |
| Percentage of total          | 9.84  |       |      | 22.84   |        |      | 14.04  |        |      | 16.92   |        |      | 17.43  |       |      | 12.08  |        |      | 6.85  |    |      | 100    |      |      |              |              |