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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 2006; it covers the overall staffing situation by category and grade, gender, geographical representation, nationality, and duty station.

APPOINTMENT CATEGORIES

2. At 1 June 2006, WHO in the African Region had 952 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 (fixed-term appointments) or career/service appointments. Of the 952 staff members on long-term appointments, 289 (30.4%) were professional staff members, 194 (20.4%) were national professional officers and 469 (49.2%) were general service staff members (Table 1a).

3. Moreover, at 1 June 2006, WHO in the African Region had 1749 staff members on temporary appointments (11 months or less). Of these 1749 temporary staff members, 238 (13.6%) were professional staff members, 191 (11%) were national professional officers and 1320 (75.4%) were general service staff members (Table 1b).

4. Thus, at 1 June 2006, WHO in the African Region had a total of 2701 staff members on both long-term appointments and temporary appointments. Of these 2701 staff members, 527 (19.6%) were in the professional category, 385 (14.2%) in the national professional officer (NPO) category and 1789 (66.2%) in the general services (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. It can be seen that, of the 289 professional staff members on long-term appointments, 209 (72.3%) were men and 80 (27.7%) were women. Of the 238 professional staff members with temporary appointments, 197 (82.8%) were men and 41 (17.2%) were women.

6. The highest concentration of professional staff members on long-term appointments was at P.5 level, 98 (34%); whereas the highest concentration of professional staff members with temporary appointments was at P.4 level, 200 (84%).

7. Among the 385 national professional officers, 194 (50.3%) were on long-term appointments and 191 (49.7%) held temporary appointments. Of the 194 NPOs on long-term appointments, 132 (68%) were men and 62 (32%) were women. Of the 191 NPOs holding temporary appointments, 146 (76.4%) were men and 45 (23.6%) were women.

8. Of the 1789 general service staff members, 469 (26.2%) were on fixed-term appointments and 1320 (73.8%) held temporary appointments. Of the 469 GS staff members on fixed-term appointments, 279 (59%) were men and 190 (41%) were women. Of the 1320 GS staff members holding temporary appointments, 898 (68%) were men and 422 (32%) were women (Table 2).

GEOGRAPHICAL REPRESENTATION

9. Table 3a presents the professional staff members in the long-term category working in the WHO African Region by their nationality, grade and gender. At 1 June 2006, the highest represented nationality in the African Region was the United States of America with 15 long-term professional staff members followed by Cameroon and Uganda with 12 staff members each. The following countries outside the African Region had representation: Australia (1), Belgium (4), Canada (3), Denmark (1), Germany (1), France (2), Honduras (1), India (1), Italy (3), Libya (1), Morocco (1), Myanmar (1), Portugal (3), Sweden (1), United Kingdom (2), USA (15).

10. Table 3b presents the geographical distribution of long-term professional staff members from the countries of the African Region. It is worth noting that 15 countries (Burkina Faso, Cameroon, Republic of Congo, Côte d'Ivoire, Ethiopia, Ghana, Kenya, Malawi, Mali, Nigeria, Rwanda, Senegal, Uganda, Zambia and Zimbabwe) were over-represented (C category). Also, 19 countries (Algeria, Angola, Benin, Botswana, Burundi, Central African Republic, Chad, Democratic Republic of Congo, Gambia, Guinea, Madagascar, Mauritania, Mauritius, Mozambique, Niger, Sierra Leone, South Africa, Togo and Tanzania) were within their range but above the mid-point (B2 category). Eight (8) countries (Cape Verde, Equatorial Guinea, Eritrea, Gabon, Guinea-Bissau, Liberia, Namibia, and Sao Tome and Principe) were within their range but below the mid-point (B1 category). Four (4) countries, namely, Comoros, Lesotho, Seychelles and Swaziland, had no long-term professional representation (A category).

11. Table 3c presents the professional staff members with temporary appointments (STP) working in the WHO African Region by nationality, grade and gender. At 1 June 2006, the most represented nationalities were Burkina Faso, Ethiopia and Zimbabwe with 16 STP staff members each, followed by Kenya with 14 STPs. The following countries outside the Region had STPs in the Regional Office: Bangladesh (1), Bolivia (1), Brazil (2), Canada (5), Colombia (1), Cuba (1), Denmark (1), France (3), Italy (2), Netherlands (1), Pakistan (2), Somalia (1), Spain (1), Sudan (1), Ukraine (1), Yemen (1).

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

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

Staff/Grade	SA*	FT**	Total
UG		1	1
D.2		2	2
D.1	3	4	7
P.6	14	9	23
P.5	13	85	98
P.4	5	70	75
P.3	13	33	46
P.2	19	18	37
Total professional	67	222	289
Total NPOs	18	176	194
Total GS	232	237	469
Grand Total	317	635	952

* SA: Career/Service appointment

** FT: Fixed-term appointment

Table 1b: Staff members with temporary appointments by category

Category	Total
Professional staff	238
National professional officers	191
General service staff	1320
Total	1749

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

Long-term appointments	
Professional	289
National professional	194
General service	469
Total long-term appointments	952
Temporary appointments	
Professional	238
National professional	191
General service	1320
Total temporary appointments	1749
Total	2701

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

Professional staff																															
Location	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	T	M
Long-term	0	0	0	22	15	37	29	17	46	54	21	75	74	24	98	28	2	30	1	1	2	1			209	80	289	72.3	27.7		
Short-term				7	4	11	14	4	18	168	32	200	8	1	9			0			0				197	41	238	82.8	17.2		
Total	0	0	0	29	19	48	43	21	64	222	53	275	82	25	107	28	2	30	1	1	2	1	0	1	406	121	527	77	23		
% by grade	###	###	100%	60.4	39.6	100%	67.2	32.8	100%	80.73	19.3	100%	76.6	23.4	100%	93.3	6.67	100%	50	50	100%	100	0	100%							
% of total			0	9.1082			12.14			52.18			20.3036			5.693			0.38			0.19									

National professional officers																	
Location	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	47	13	60	80	45	125	2	2	4	132	62	194	68	32
Short-term	10		10	49	9	58	87	36	123			0	146	45	191	76.4	23.6
Total	13	2	15	96	22	118	167	81	248	2	2	4	278	107	385	72.2	27.8
% by grade	87	13	100%	81.4	18.6	100%	67.3	32.7	100%	50	50	100%	72.2	27.8	100%		
% of total	3.90			30.65			64.42			1.04			100.00				

General service staff																												
Location	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	T	M
Long-term	40	2	42	58	0	58	69	4	73	19	33	52	23	61	84	27	49	76	43	41	84	279	190	469	59.5	40.5		
Short-term	106	34	140	524	12	536	36	29	65	25	167	192	74	97	171	96	70	166	37	13	50	898	422	1320	68	32		
Total	146	36	182	582	12	594	105	33	138	44	200	244	97	158	255	123	119	242	80	54	134	1177	612	1789	65.8	34.2		
% by grade	80	20	100%	98	2.02	100%	76.1	23.9	100%	18.03	82	100%	38	62	100%	50.8	49.2	100%	60	40	100%	65.8	34.2	100%				
% of total	10.17			33.20			7.71			13.64			14.25			13.53			7.49			100						

**Table 3a: Distribution of long-term professional staff (working in the African Region)
by Nationality, Grade and Gender**

Country of Nationality	Range	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		Total		
Algeria	2-10					1		1		2					4	0	4
Angola	1-8							1		1		1			3	0	3
Australia	12-19									1					1	0	1
Belgium	9-15					1		2	1						3	1	4
Benin	1-8			1		2			1	2					5	1	6
Burkina Faso	1-8	1	1	2	2	1		2		2					8	3	11
Botswana	1-8	1							1	1					2	1	3
Burundi	1-8					1		3	1	1					5	1	6
Cameroon	1-8	1	2	2		2		4	1						9	3	12
Central African Republic	1-8					2		1	1						3	1	4
Canada	19-26	1					1	1							2	1	3
Cape Verde	1-7							1	1						1	1	2
Chad	1-8		1	1				1		1					3	1	4
Congo	1-8	6		2				1	1						9	1	10
Côte d'Ivoire	1-8	1		2	2			3	1		1				6	4	10
Denmark					1										0	1	1
Germany	63-86					1									1	0	1
Democratic Republic of Congo	2-12	1						2			1	1			4	1	5
Equatorial Guinea	1-7			1						1					2	0	2
Eritrea	1-8	1				2									3	0	3
Ethiopia	2-12		1		1	2	2		1						2	5	7
France	42-58			1	1										1	1	2
Gabon	1-8		1		1			1							1	2	3
Gambia	1-8	1		2		1		1		1					6	0	6
Ghana	1-8	1		2	1	1	2	1		1					6	3	9
Guinea	1-8	1		1		2		2		1					7	0	7
Guinea-Bissau	1-8							1	1						1	1	2
Honduras									1						0	1	1
India	27-38					1									1	0	1
Italy	34-47		1					2							2	1	3
Kenya	1-10		1	1	2	2	1	2	1	1					6	5	11
Liberia	1-8			1					1						1	1	2
Libyan Arab Jamahiriya	1-8				1										0	1	1
Madagascar	1-8	1			2	1									2	2	4
Malawi	1-8					2	1	4	1						6	2	8
Mali	1-8			1		1		3		1			1		6	1	7
Mauritania	1-8	1				2		2		1					6	0	6
Mauritius	1-8	1	1	1											2	1	3
Morocco	1-10							1							1	0	1
Mozambique	1-8							2	2						2	2	4
Myanmar	2-10								1						0	1	1
Namibia	1-8						1	1							1	1	2
Niger	1-8				1	2		3		1					6	1	7
Nigeria	4-14	1		1		3	1	2	1	2					9	2	11
Portugal	4-10		1			1		1							2	1	3
Rwanda	1-8		1			4		3		1					8	1	9
Sao Tome and Principe	1-7	1													1	0	1
Senegal	1-8		1	1		2	1	2	2						5	4	9
Seychelles	1-7														0	0	0
Sierra Leone	1-8		1					1							1	1	2
South Africa	4-11					1		1	1						2	1	3
Swaziland	1-7														0	0	0
Sweden	8-14							1							1	0	1
United Rep. of Tanzania	1-10				1	1	3	2							3	4	7
Togo	1-8			1		2		1		2					6	0	6
Uganda	1-8		1			4	1	4	1	1					9	3	12
United Kingdom	37-51						1	1							1	1	2
United States of America	142-193			4	2	2	3	3	1						9	6	15
Zambia	1-8		1			2	2	2		2					6	3	9
Zimbabwe	1-8	1		1		1		1	1	1					5	1	6
Total - African Region		22	15	29	18	53	21	74	24	28	2	2	1	208	81	289	

**Table 3b: Geographical distribution of long-term professional staff
from countries of the African Region**

NATIONALITY	TOTAL STAFF	RANGE	RECRUITMENT LIST	STAFF HQ/other ROs	Staff in RO
Algeria	8	002-010	B2	4	4
Angola	4	001-008	B2	1	3
Benin	8	001-008	B2	1	7
Botswana	4	001-008	B2	1	3
Burkina Faso	13	001-008	C	1	12
Burundi	7	001-008	B2	0	7
Cameroon	16	001-008	C	3	13
Cape Verde	2	001-007	B1	0	2
Central African Rep.	4	001-008	B2	0	4
Chad	4	001-008	B2	0	4
Comoros	0	001-007	A	0	0
Congo	11	001-008	C	0	11
Côte d'Ivoire	11	001-008	C	1	10
Dem. Rep. Congo	9	002-012	B2	3	6
Equatorial Guinea	2	001-007	B1	0	2
Eritrea	3	001-008	B1	0	3
Ethiopia	13	002-012	C	5	8
Gabon	3	001-008	B1	0	3
Gambia	7	001-008	B2	1	6
Ghana	13	001-008	C	4	9
Guinea	8	001-008	B2	0	8
Guinea-Bissau	2	001-008	B1	0	2
Kenya	15	001-010	C	3	12
Lesotho	0	001-008	A	0	0
Liberia	2	001-008	B1	0	2
Madagascar	5	001-008	B2	1	4
Malawi	9	001-008	C	1	8
Mali	10	001-008	C	3	7
Mauritania	7	001-008	B2	1	6
Mauritius	7	001-008	B2	4	3
Mozambique	4	001-008	B2	0	4
Namibia	2	001-008	B1	0	2
Niger	8	001-008	B2	0	8
Nigeria	16	004-014	C	5	11
Rwanda	10	001-008	C	1	9
Sao Tome and Prin.	2	001-007	B1	0	2
Senegal	15	001-008	C	6	9
Seychelles	0	001-007	A	0	0
Sierra Leone	6	001-008	B2	3	3
South Africa	9	004-011	B2	6	3
Swaziland	0	001-007	A	0	0
Togo	8	001-008	B2	1	7
Uganda	13	001-008	C	2	11
Tanzania	8	001-010	B2	1	7
Zambia	13	001-008	C	4	9
Zimbabwe	11	001-008	C	3	8
TOTAL	332	0	0	70	262

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 (working in the African Region) by nationality, grade and gender

Country of Nationality	P.02		P.03		P.04		P.05		TOTAL		TOTAL
	M	F	M	F	M	F	M	F	M	F	
Algeria					1		1		2	1	3
Angola		1			2				2	1	3
Bangladesh					2				2		2
Benin			1		3	1		1	4	2	6
Burkina Faso			2	2	10	1	1		13	3	16
Bolivia					1				1		1
Brazil						2				2	2
Burundi					3	1			3	1	4
Cameroun	1		1		4				6		6
Canada			1		3	1			4	1	5
Central African Republic					1				1		1
Chad					2		1		3		3
China					1				1		1
Republic of Congo	1		2		7				10		10
Cote d'Ivoire			1		3	2			4	2	6
Colombia					1				1		1
Comores					1				1		1
Cuba						1				1	1
Democratic Republic of Congo	1				12				13		13
Denmark							1			1	1
Ethiopia				1	12	3			12	4	16
France					2	1			2	1	3
Gabon			1						1		1
Gambia					6				6		6
Ghana					5				5		5
Grenada					1				1		1
Guinea					4				4		4
Italy		1			1				1	1	2
Kenya					11	2	1		12	2	14
Liberia					1	1			1	1	2
Madagascar					2	1			2	1	3
Malawi					1				1		1
Mali	1				10		1		12		12
Mauritania					1		1		2		2
Morocco	1								1		1
Mozambique					2				2		2
Netherlands					1				1		1
Niger					2	1			2	1	3
Nigeria					9				9		9
Pakistan					2				2		2
Peru					1				1		1
Rwanda					5				5		5
Sao Tome and Principe					1				1		1
Senegal			1		8	1			9	1	10
Sierra Leone						1				1	1
Somalia					1				1		1
Spain						1				1	1
Sudan									1		1
Tanzania					3	2			3	2	5
Togo			1		5				6		6
Uganda					5	1			5	1	6
Ukraine			1						1		1
Yemen					1				1		1
Zambia					4	2			4	2	6
Zimbabwe	2	1	1	1	4	5	2		9	7	16
TOTAL	7	3	13	4	168	32	8	1	197	41	238

Table 4: Long-term and temporary staff members by duty station

Country	Dutystation	Fixed-term			Short-term			Total
		P	NPO	GS	P	NPO	GS	
Algeria	WLO, Algiers			7	1		1	9
Angola	WCO, Luanda	2	1	3	8	6	61	81
Belgium	WEU, Brussels	0	0	0	0	0	0	0
Benin	WCO, Cotonou	5	6	10	1	1	20	43
Botswana	WCO, Gaborone	2	2	3	2	1	6	16
Burkina Faso	WCO, Ouagadougou	9	3	5	15	5	34	71
Burundi	WCO, Bujumbura	4	3	7	2	7	15	38
Cameroon	WCO, Yaounde	4	4	5	2	5	19	39
Cape Verde	WCO, Praia	1	3	3	0	0	3	10
Central African Rep.	WCO, Bangui	2	4	3	2	1	15	27
Chad	WCO, N'Djamena	4	2	2	5	3	39	55
Comores	WCO, Moroni	1	2	5	2	1	11	22
Republic of Congo	Regional Office, Brazzaville	94		210	23	4	98	429
Republic of Congo	WCO, Brazzaville	1	6	4	1	1	20	33
Côte d'Ivoire	WCO, Abidjan	3	6	8	8	4	17	46
Dem. Rep. of Congo	WCO, Kinshasa	3	7	15	15	10	112	162
Equatorial Guinea	WCO, Malabo	1	5	3	0	0	10	19
Eritrea	WCO, Asmara	3	3	3	4	4	21	38
Ethiopia	WCO, Addis Ababa	5	5	11	2	25	69	117
Gabon	WCO, Libreville	3	3	2	7	3	7	25
Gambia	WCO, Banjul	1	6	8	0	1	6	22
Ghana	WCO, Accra	3	7	10	1	7	16	44
Guinea	WCO, Conakry	3	5	4	2	1	8	23
Guinea-Bissau	WCO, Bissau	1	1	2	0	5	6	15
Kenya	WCO, Nairobi	8	6	10	2	5	13	44
Lesotho	WCO, Maseru	2	2	3	0	0	5	12
Liberia	WCO, Monrovia	2	4	4	2	2	14	28
Madagascar	WCO, Antananarivo	2	3	5	2	6	17	35
Malawi	WCO, Lilongwe	4	6	3	0	1	12	26
Mali	WCO, Bamako	3	6	8	2	3	7	29
Mauritania	WCO, Nouakchott	3	4	2	1	2	7	19
Mauritius	WCO, Port-Louis		2	5	0	0	1	8
Mozambique	WCO, Maputo	3	6	6	2	4	13	34
Namibia	WCO, Windhoek	3	2	6	2	1	4	18
Niger	WCO, Niamey	2	6	6	8	3	26	51
Nigeria	WCO, Abuja	6	8	7	0	0	0	21
Nigeria	Lagos, c/o WCO, Abuja			11	45	22	214	292
Rwanda	WCO, Kigali	2	2	4	0	9	14	31
Sao Tome & Principe	WCO, Sao Tome	1	4	4	1	1	0	11
Senegal	WCO, Dakar	2	6	5	1	4	7	25
Seychelles	WLO, Victoria		1	4	0	0	0	5
Sierra Leone	WCO, Freetown	1	5	3	2	2	40	53
South Africa	WLO, Pretoria	1	1	3	1	2	14	22
Swaziland	WCO, Mbabane	2	4	4	1	1	8	20
Switzerland	WLO, Geneva	1	0	0	0	0	0	1
Togo	WCO, Lome	2	6	3	3	0	11	25
Uganda	WCO, Kampala	7	7	5	6	10	37	72
United Rep. Tanzania	Arusha, c/o WCO, Dar es Salaam		2	2	0	0	0	4
United Rep. Tanzania	WCO, Dar es Salaam	5	5	2	0	8	24	44
Zambia	WCO, Lusaka	3	7	11	2	6	5	34
Zimbabwe	Regional Office, Harare	60		1	41	1	180	283
Zimbabwe	WCO, Harare	9	5	9	11	3	33	70
Total		289	194	469	238	191	1320	2701