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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 in the African Region. The information below represents an overview of the staffing profile in WHO in the African Region as at 1 June 2007; it covers the overall staffing situation by category, grade, gender, geographical representation, nationality and duty station.

APPOINTMENT CATEGORIES

2. At 1 June 2007, WHO had 1229 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 career-service/service appointments. Of the staff on long-term appointments, 302 (24.5%) were professional staff members, 201 (16.4%) were national professional officers and 726 (59.1%) were general service staff members (Table 1a).

3. Moreover, at 1 June 2007, WHO had 1285 staff members on temporary appointments (11 months or less) in the African Region. Of these temporary staff members, 214 (16.6%) were professional staff members, 172 (13.4%) were national professional officers and 899 (70%) were general service staff members (Table 1b).

4. Thus, at 1 June 2007, WHO in the African Region had a total of 2514 staff members on both long-term and temporary appointments. Of these staff members, 516 (20.3%) were in the professional category, 373 (14.9%) in the national professional officer (NPO) category and 1625 (64.8%) 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 Tables 2 a, b, c. It can be seen that, among the 516 professional staff members, 302 (58.5%) were on long-term appointments and 214 (41.5%) were on temporary appointments. Of those on long-term appointment, 219 (72.5%) were men and 83 (27.5%) were women. Of those with temporary appointments, 178 (83.2%) were men and 36 (16.8%) were women (Table 2a).

6. Among the 373 national professional officers, 201 (53.9%) were on long-term appointments and 172 (46.1%) held temporary appointments. Of those on long-term appointment, 136 (67.7%) were men and 65 (32.3%) were women. Of those on temporary appointment, 128 (74.4%) were men and 44 (25.6%) were women (Table 2b).

7. Of the 1625 general service staff members, 726 (44.7%) were on long-term appointments and 899 (55.3%) held temporary appointments. Of those on long-term appointment, 431 (59.4%) were men and 295 (40.6%) were women. Of those on temporary appointment, 671 (74.6%) were men and 228 (25.4%) were women (Table 2c).

GEOGRAPHICAL REPRESENTATION

8. Table 3a presents the long-term professional staff working in the WHO African Region by nationality, grade and gender. At 1 June 2007, the WHO in the African Region included professional staff from 59 countries; the country with the highest representation was Kenya with 14 long-term

professional staff members, followed by Cameroon, Republic of Congo and United States of America with 12 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. Seventeen (17) countries (Benin, Burkina Faso, Cameroon, Republic of Congo, Côte d'Ivoire, Ethiopia, Ghana, Kenya, Malawi, Mali, Nigeria, Rwanda, Senegal, Togo, Uganda, Zambia and Zimbabwe) were over-represented (C category). Eighteen (18) countries (Algeria, Angola, Botswana, Burundi, Central African Republic, Chad, Democratic Republic of Congo, Gabon, Gambia, Guinea, Guinea-Bissau, Madagascar, Mauritania, Mauritius, Mozambique, Niger, South Africa and Tanzania) were within their range but above the mid-point (B2 category). Eight (8) countries (Cape Verde, Equatorial Guinea, Eritrea, Liberia, Namibia, Sao Tome and Principe, Sierra Leone and Swaziland) were within their range but below the mid-point (B1 category). Three (3) countries, namely, Comoros, Lesotho and Seychelles, had no long-term professional representation (A category). On the other hand, the following 16 countries outside the WHO African Region had representation as follows: Belgium (4), Canada (2), Denmark (1), France (2), Germany (2), Honduras (1), India (5), Italy (2), Myanmar (1), Morocco (1), Portugal (3), Sudan (1), Sweden (1), Switzerland (1), United Kingdom (1), USA (12) (see Table 3a).

10. Table 3c presents the temporary professional staff working in the WHO African Region by their nationality, grade and gender. At 1 June 2007, the country with the most representation was the Democratic Republic of Congo with 21 temporary professional staff members, followed by Burkina Faso with 15. The following 14 countries outside the WHO African Region had temporary professional staff members working in the African Region: Bangladesh (1), Belgium (1), Bolivia (1), Brazil (2), Canada (4), Cuba (1), France (5), Greece (1), Italy (1), Pakistan (1), Peru (1), Portugal (1), Ukraine (1) and Yemen (1).

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

COMPARISON BETWEEN 2006 AND 2007 STATISTICS

12. Table 5 presents a comparison of statistics of staff members in the WHO African Region between 1 June 2006 and 1 June 2007. The total number of staff members in the African Region declined from 2701 in 2006 to 2514 in 2007. This is the result of the reprofiling exercise conducted in the context of harmonizing and streamlining WHO activities throughout the African Region.

13. It is worth noting that although the number of staff members on long-term appointment increased from 952 in 2006 to 1229 in 2007, there was a significant decrease in the number of staff members employed on a temporary basis, from 1749 in 2006 to 1285 in 2007. Such a move is justified by the decision taken by the Director-General, in consultation with the Member States, to implement a contract reform policy aimed at aligning the Organizational contractual arrangements with the human resources needed to deliver health programmes.

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

Staff/Grade	Total
UG	1
D.2	2
D.1	7
P.6	22
P.5	99
P.4	84
P.3	44
P.2	43
Total professional	302
Total NPOs	201
Total GS	726
Total	1229

Table 1b. Staff members with temporary appointments by category

Category	Total
Professional staff	214
National professional officers	172
General service staff	899
Total	1285

Table 1c. Long-term and temporary staff members

Category	Long-term	Temporary	Total
Professional	302	214	516
National professional	201	172	373
General service staff	726	899	1625
Total by type of appointment	1229	1285	2514

Table 2a. Distribution of professional staff by category, grade and gender

	P1			P2			P3			P4			P5			P6/D1			D2			Ungraded			Total			%	
	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	28	15	43	26	18	44	63	21	84	75	24	99	25	4	29	1	1	2	1		1	219	83	302	72.5	27.5
Temporary			0	4	2	6	13	1	14	157	33	190	4		4			0			0			0	178	36	214	83.2	16.8
Total	0	0	0	32	17	49	39	19	58	220	54	274	79	24	103	25	4	29	1	1	2	1	0	1	397	119	516	76.9	23.1
% by grade	0	0	100	65	35	100	67	33	100	80	20	100	77	23	100	86.2	13.8	100	50	50	100	100	0	100					
% of total			0			9.5			11.2			53.1			19.96			5.62			0.39			0.19					

Table 2b. Distribution of national professional officers by category, grade and gender

	A			B			C			D			Total			%	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
Long-term	4	1	5	43	12	55	87	50	137	2	2	4	136	65	201	67.7	32.3
Temporary	7		7	39	11	50	82	33	115	0	0	0	128	44	172	74.4	25.6
Total	11	1	12	82	23	105	169	83	252	2	2	4	264	109	373	70.8	29.2
% by grade	92	8	100	78	22	100	67	33	100	50	50	100	71	29	100		
% of total			3.22			28.15			67.56			1.07			100.00		

Table 2c. Distribution of general service staff by category, grade and gender

Location	G1			G2			G3			G4			G5			G6			G7			Total			%	
	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	72	15	87	125	2	127	80	9	89	25	48	73	24	95	119	40	72	112	65	54	119	431	295	726	59.4	40.6
Temporary	39	15	54	435	10	445	28	13	41	16	90	106	55	55	110	66	36	102	32	9	41	671	228	899	74.6	25.4
Total	111	30	141	560	12	572	108	22	130	41	138	179	79	150	229	106	108	214	97	63	160	1102	523	1625	67.8	32.2
% by grade	79	21	100	98	2	100	83	17	100	23	77	100	34	66	100	49.5	50.5	100	61	39	100	67.8	32.2	100		
% of total			8.68			35.20			8.00			11.02			14.09			13.17			9.85			100		

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

Country of Nationality	P.2		P.3		P.4		P.5		P.6/D.1		D.2		UG		Totals		Total
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Algeria					1		1		2						4	0	4
Angola									2				1		3	0	3
Belgium					1		2	1							3	1	4
Benin			1		3		1	2	2						7	2	9
Burkina Faso	1	1	2	2	1		3		1						8	3	11
Botswana	1						1	1							2	1	3
Burundi					1		3	2	1						5	2	7
Cameroon	1	2	2		2		4	1							9	3	12
Cape Verde							1	1							1	1	2
Canada			1				1								2	0	2
Central African Republic					2		1		1						4	0	4
Chad		1	1		1		1								3	1	4
Republic of Congo	7		2				2	1							11	1	12
Côte d'Ivoire	1		2	2			3	1		1					6	4	10
Dem. Rep. of Congo	1						2			1	1				4	1	5
Denmark				1											0	1	1
Equatorial Guinea					1				1						2	0	2
Eritrea	1				2										3	0	3
Ethiopia		1		1	3	2	1			1					4	5	9
France			1		1										2	0	2
Gabon		1	1	1			1								2	2	4
Gambia	2				2		1		1						6	0	6
Germany				1	1										1	1	2
Ghana	1		3	1	2	2	1		1						8	3	11
Guinea	1				2		2		1	1					6	1	7
Guinea-Bissau						1	1	1							1	2	3
Honduras								1							0	1	1
India	3		1		1										5	0	5
Italy		1					1								1	1	2
Kenya		1	1	3	3	1	3	1	1						8	6	14
Liberia			1					1							1	1	2
Madagascar	1	1		2	1										2	3	5
Malawi					2	1	4	1							6	2	8
Mali					1		3		1		1				5	1	6
Mauritania	1	1			1		2								4	1	5
Mauritius	1		1												2	0	2
Myanmar								1							0	1	1
Morocco							1								1	0	1
Mozambique							3	1							3	1	4
Namibia						1	1								1	1	2
Niger					2	1	2		1						5	1	6
Nigeria	1		1		4	1	1	1	2						9	2	11
Portugal		1			1		1								2	1	3
Rwanda		1			3		4		1						8	1	9
Sao Tome and Principe	1				1										2	0	2
Senegal			1		2	1	2	2							5	3	8
Sierra Leone							1								1	0	1
South Africa					1		1	1							2	1	3
Sudan							1								1	0	1
Swaziland	1														1	0	1
Sweden	1														1	0	1
Switzerland				1											0	1	1
United Rep. of Tanzania				1	1	3	2								3	4	7
Togo			1		5		2		2						10	0	10
Uganda					4	1	3	1	1						8	2	10
United Kingdom						1									0	1	1
United States of America			2	2	2	3	2	1							6	6	12
Zambia		1			1	2	2		2						5	3	8
Zimbabwe	1	2	1		1			1	1						4	3	7
Total	28	15	26	18	63	21	75	24	25	4	1	1	1	219	83	302	

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

Country	Total	Range	Category	HQ/Other ROs	AFRO
Algeria	8	002-010	B2	4	4
Angola	5	001-008	B2	2	3
Benin	10	001-008	C	1	9
Botswana	4	001-008	B2	1	3
Burkina Faso	12	001-008	C	1	11
Burundi	7	001-008	B2	0	7
Cameroon	14	001-008	C	2	12
Cape Verde	2	001-007	B1	0	2
Central African Republic	4	001-008	B2	0	4
Chad	4	001-008	B2	0	4
Comoros	0	001-007	A	0	0
Republic of Congo	12	001-008	C	0	12
Côte d'Ivoire	11	001-008	C	1	10
Democratic Republic of Congo	8	002-012	B2	3	5
Equatorial Guinea	2	001-007	B1	0	2
Eritrea	3	001-008	B1	0	3
Ethiopia	14	002-012	C	5	9
Gabon	4	001-008	B2	0	4
Gambia	7	001-008	B2	1	6
Ghana	16	001-008	C	5	11
Guinea	8	001-008	B2	1	7
Guinea-Bissau	4	001-008	B2	1	3
Kenya	17	001-010	C	3	14
Lesotho	0	001-008	A	0	0
Liberia	2	001-008	B1	0	2
Madagascar	6	001-008	B2	1	5
Malawi	9	001-008	C	1	8
Mali	9	001-008	C	3	6
Mauritania	6	001-008	B2	1	5
Mauritius	6	001-008	B2	4	2
Mozambique	4	001-008	B2	0	4
Namibia	2	001-008	B1	0	2
Niger	6	001-008	B2	0	6
Nigeria	17	004-014	C	6	11
Rwanda	10	001-008	C	1	9
Sao Tome and Principe	2	001-007	B1	0	2
Senegal	15	001-008	C	7	8
Seychelles	0	001-007	A	0	0
Sierra Leone	3	001-008	B1	2	1
South Africa	9	004-011	B2	6	3
Swaziland	1	001-007	B1	0	1
United Republic of Tanzania	8	001-010	B2	1	7
Uganda	12	001-008	C	2	10
Togo	13	001-008	C	3	10
Zambia	12	001-008	C	4	8
Zimbabwe	11	001-008	C	4	7
TOTAL	339	0	0	77	262

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.2		P.3		P.4		P.5		TOTAL		TOTAL
	M	F	M	F	M	F	M	F	M	F	
Algeria					1		1		2	0	2
Angola		1			2				2	1	3
Bangladesh					1				1	0	1
Belgium					1				1	0	1
Benin			1		3	1			4	1	5
Bolivia					1				1	0	1
Brazil						2			0	2	2
Burkina Faso			2		12	1			14	1	15
Burundi					3				3	0	3
Cameroon	1		1		1				3	0	3
Canada		1	1		2				3	1	4
Central African Republic					3				3	0	3
Chad					2				2	0	2
Comoros					2				2	0	2
Republic of Congo			3		3				6	0	6
Côte d'Ivoire			1		4	2			5	2	7
Cuba					1				1	0	1
Democratic Republic of Congo	1				18	2			19	2	21
Equatorial Guinea					1	1			1	1	2
Ethiopia					7	3			7	3	10
France			2		2	1			4	1	5
Gabon						1			0	1	1
Gambia					6				6	0	6
Ghana					7				7	0	7
Guinea					3				3	0	3
Guinea-Bissau					1				1	0	1
Greece					1				1	0	1
Italy					1				1	0	1
Kenya					8	3			8	3	11
Liberia					3	1			3	1	4
Madagascar					3	1			3	1	4
Malawi					1				1	0	1
Mali	1				8				9	0	9
Mozambique					1				1	0	1
Namibia					1				1	0	1
Niger					3	1			3	1	4
Nigeria					7	1			7	1	8
Pakistan					1				1	0	1
Peru					1				1	0	1
Portugal						1			0	1	1
Rwanda					5	1			5	1	6
Sao Tome and Principe					1				1	0	1
Senegal					5				5	0	5
Sierra Leone						1			0	1	1
South Africa					1				1	1	2
United Rep. of Tanzania					3	2			3	2	5
Togo					3				3	0	3
Uganda					5	1			5	1	6
Ukraine			1						1	0	1
Yemen					1				1	0	1
Zambia					7				7	0	7
Zimbabwe	1		1	1	2	5	1		5	6	11
Total	4	2	13	1	159	32	2	0	178	36	214

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

Country	Duty station	Long-term			Temporary			Total
		P	NPO	GS	P	NPO	GS	
Algeria	WLO, Algiers			6	1		1	8
Angola	WCO, Luanda	3	2	4	12	7	50	78
Belgium	WEU, Brussels							0
Benin	IRSP, Ouidah	2						2
Benin	WCO, Cotonou	3	5	14		1	16	39
Botswana	WCO, Gaborone	3	2	4	1	2	6	18
Burkina Faso	Ouagadougou (WCO/ICST)	16	5	5	20	6	26	78
Burundi	WCO, Bujumbura	4	4	11	1	6	11	37
Cameroon	WCO, Yaounde	3	4	15	1	5	6	34
Cape Verde	WCO, Praia	1	3	4				8
Central African Republic	WCO, Bangui	2	3	3	2	1	11	22
Chad	WCO, N'Djamena	2	3	2	6	3	31	47
Comoros	WCO, Moroni	2	2	13	1	1	1	20
Republic of Congo	Regional Office, Brazzaville	125	4	274	21		39	463
Republic of Congo	WCO, Brazzaville	2	6	8	1	1	15	33
Côte d'Ivoire	WCO, Abidjan	2	5	13	8	4	12	44
Democratic Republic of Congo	WCO, Kinshasa	4	5	14	8	9	107	147
Democratic Republic of Congo	Goma	1						1
Equatorial Guinea	WCO, Malabo	1	5	4	1		2	13
Eritrea	WCO, Asmara	2	1	3	3	4	23	36
Ethiopia	WCO, Addis Ababa	6	5	14	5	24	67	121
Gabon	Libreville (WCO/ICST)	12	3	14	18	1	3	51
Gambia	WCO, Banjul	1	5	11		1	2	20
Ghana	WCO, Accra	3	6	14		9	13	45
Guinea	WCO, Conakry	2	5	9	1	1	5	23
Guinea-Bissau	WCO, Bissau	1	1	6		3	1	12
Kenya	WCO, Nairobi	8	7	14	2	5	11	47
Lesotho	WCO, Maseru	3	2	8		2	2	17
Liberia	WCO, Monrovia	3	4	7	6	2	5	27
Madagascar	WCO, Antananarivo	3	3	9	2	6	12	35
Malawi	WCO, Lilongwe	4	7	10			2	23
Mali	WCO, Bamako	2	6	17	1	1	1	28
Mauritania	WCO, Nouakchott	2	6	9		1	2	20
Mauritius	WCO, Port-Louis		1	4				5
Mozambique	WCO, Maputo	3	6	9	1	3	11	33
Namibia	WCO, Windhoek	3	1	9	1	1	2	17
Niger	WCO, Niamey	2	7	11	6	3	19	48
Nigeria	Lagos	1	1	7	1	1	13	24
Nigeria	WCO, Abuja	6	8	16	40	16	223	309
Rwanda	WCO, Kigali	3	4	5		6	7	25
Sao Tome and Principe	WCO, Sao Tome	1	4	4		1		10
Senegal	WCO, Dakar	2	6	12	1	3		24
Seychelles	WLO, Victoria	1	1	4				6
Sierra Leone	WCO, Freetown	1	3	10	2	2	20	38
South Africa	WLO, Pretoria	1	2	5	3	2	5	18
Swaziland	WCO, Mbabane	2	4	9	1	1	4	21
United Republic of Tanzania	Arusha		2	3				5
United Republic of Tanzania	WCO, Dar es Salaam	5	6	13		6	11	41
Togo	WCO, Lome	2	6	5	2		8	23
Uganda	WCO, Kampala	4	9	15	1	13	28	70
Zambia	WCO, Lusaka	3	7	11		4	3	28
Zimbabwe	(WCO/ICST) Harare	34	4	35	33	4	62	88
Total		302	201	726	214	172	899	2514

Table 5. Staff member statistics, 2006 and 2007**Long-term staff members**

Year	GS	NPO	P	Total
2007	726	201	302	1229
2006	469	194	289	952

Temporary staff members

Year	GS	NPO	P	Total
2007	899	172	214	1285
2006	1320	191	238	1749