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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 2008; it covers the overall staffing situation by category, grade, gender, geographical representation, nationality and duty station.

## **APPOINTMENT CATEGORIES**

2. At 1 June 2008, WHO had 2206 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 staff on long-term appointments, 433 (19.6%) were professional staff members, 454 (20.5%) were national professional officers and 1319 (59.8%) were general service staff members (Table 1a).

3. Moreover, at 1 June 2008, WHO had 287 staff members on temporary appointments (24 months or less) in the African Region. Of these temporary staff members, 60 (20.9%) were professional staff members, 58 (20.2%) were national professional officers and 169 (58.9%) were general service staff members (Table 1b).

4. Thus, at 1 June 2008, WHO in the African Region had a total of 2493 staff members on both long-term and temporary appointments. Of these staff members, 493 (19.8%) were in the professional category, 512 (20.5%) in the national professional officer (NPO) category and 1488 (59.7%) 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 493 professional staff members, 433 (87.8%) were on long-term appointments and 60 (12.2%) were on temporary appointments. Of those staff on long-term appointments, 330 (76.2%) were men and 103 (23.8%) were women. Of those staff members on temporary appointments, 45 (75%) were men and 15 (25%) were women (Table 2a).

6. Among the 512 national professional officers, 454 (88.7%) were on long-term appointments and 58 (11.3%) held temporary appointments. Of those on long-term appointments, 342 (75.3%) were men and 112 (24.7%) were women. Of those on temporary appointments, 37 (63.8%) were men and 21 (36.2%) were women (Table 2b).

7. Of the 1488 general service staff members, 1319 (88.6%) were on long-term appointments and 169 (11.4%) held temporary appointments. Of those on long-term appointments, 880 (66.7%) were men and 439 (33.3%) were women. Of those on temporary appointments, 113 (66.9%) were men and 56 (33.1%) were women (Table 2c).

## **GEOGRAPHICAL REPRESENTATION**

8. Table 3 presents the long-term professional staff working in the WHO African Region by nationality, grade and gender. At 1 June 2008, long-term professional staff members from 57

countries were working in the Region; the country with the highest representation was Democratic Republic of Congo with 21 long-term professional staff members, followed by Cameroon (18), Burkina Faso (17), Mali (17) and Nigeria (17).

9. Table 4 shows the geographical distribution of long-term professional staff members from the 46 countries of the WHO African Region. Twenty-four (24) countries (Benin, Burkina Faso, Cameroon, Burundi, Republic of Congo, Côte d'Ivoire, Democratic Republic of Congo, Ethiopia, Gambia, Ghana, Guinea, Kenya, Madagascar, Malawi, Mali, Niger, Nigeria, Rwanda, Senegal, Togo, Uganda, Tanzania, Zambia and Zimbabwe) were over-represented (C category). Thirteen (13) countries (Algeria, Angola, Botswana, Central African Republic, Chad, Gabon, Guinea-Bissau, Liberia, Mauritania, Mauritius, Mozambique, Sierra Leone and South Africa) were within their range but above the mid-point (B2 category). Six (6) countries (Cape Verde, Comoros, Equatorial Guinea, Eritrea, Namibia, and Sao Tome and Principe) were within their range but below the mid-point (B1 category). Three (3) countries, namely, Lesotho, Seychelles and Swaziland, had no long-term professional representation (A\* category). On the other hand, the following 14 countries outside the WHO African Region had representation: Belgium (6), Bolivia (1), Canada (3), France (11), Germany (2), India (5), Ireland (1), Italy (4), Netherlands (3), Portugal (2), Sudan (2), Switzerland (2), United Kingdom (2), United States of America (12) (Table 3).

10. It is worth noting that 24 countries of the African Region were over-represented and that nine countries were either under-represented (six) or not represented (three) in the long-term professional category. In this regard, qualified candidates from those nine countries are strongly encouraged to apply for vacant professional posts in the WHO African Region.

11. Table 5 presents the temporary professional staff working in the WHO African Region by nationality, grade and gender. At 1 June 2008, the country with the most representation was Burkina Faso with seven temporary professional staff members, followed by Democratic Republic of Congo with five. The following seven countries outside the WHO African Region had temporary professional staff members working in the African Region: Canada (1), El Salvador (1), France (1), India (1), Iran (1), Portugal (1) and Sudan (1).

12. Table 6 illustrates the distribution of all long-term and temporary staff members working for WHO in the African Region by duty station.

## **COMPARISON BETWEEN 2007 AND 2008 STATISTICS**

13. Table 7a presents a comparison of the total number of staff members working in the WHO African Region between 1 June 2007 and 1 June 2008. The total number of staff members declined from 2514 in 2007 to 2493 in 2008. This is the result of the continuation of the re-profiling exercise conducted in the context of harmonizing and streamlining WHO activities throughout the African Region.

14. It is worth noting that the number of staff members on long-term appointments increased from 1229 in 2007 to 2206 in 2008, and the number of staff members employed on a temporary basis decreased from 1285 in 2007 to 287 in 2008. 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 Organizational contractual arrangements with the human resources needed to deliver health programmes.

15. Table 7b presents a comparison of women working in the WHO African Region between 1 June 2007 and 1 June 2008. It is worth noting that the proportion of women in professional and higher-grade posts was 23.8% in June 2008 as compared to 27.5% in June 2007. With regard to World Health Assembly Resolution WHA50.16 establishing the target of 50% appointments of women to professional and higher-grade posts, women candidates are strongly encouraged to apply to vacant professional posts in WHO.

**Table 1a: Staff members with long-term appointments by category, 2008**

<b>Staff/Grade</b>	<b>Total</b>
UG	1
D.2	2
D.1	8
P.6	22
P.5	112
P.4	194
P.3	56
P.2	38
Total professional	433
Total NPOs	454
Total GS	1319
<b>Total</b>	<b>2206</b>

**Table 1b: Staff members with temporary appointments by category, 2008**

<b>Category</b>	<b>Total</b>
Professional staff	60
National professional officers	58
General service staff	169
<b>Total</b>	<b>287</b>

**Table 1c: Long-term and temporary staff members combined, 2008**

<b>Category</b>	<b>Long-term</b>	<b>Temporary</b>	<b>Grand Total</b>
Professional	433	60	493
National professional	454	58	512
General service	1319	169	1488
<b>Total by type of appointment</b>	<b>2206</b>	<b>287</b>	<b>2493</b>

**Table 2a: Distribution of professional staff by category, grade and gender, 2008**

	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
<b>Long-term</b>			0	25	13	38	34	22	56	152	42	194	93	19	112	24	6	30	1	1	2	1		1	330	330	103	76.2	23.8
<b>Short-term</b>			0	1	2	3	8	3	11	31	10	41	5		5			0			0		0	45	45	15	75.0	25.0	
<b>Total</b>	0	0	0	26	15	41	42	25	67	183	52	235	98	19	117	24	6	30	1	1	2	1	0	1	375	189	118	76.1	23.9
<b>% by grade</b>	0	0	100	63	37	100	63	37	100	78	22	100	83.8	16.2	100	80	20	100	50	50	100	100	0	100					
<b>% of total</b>	<b>0</b>			<b>8.32</b>			<b>13.59</b>			<b>47.67</b>			<b>23.73</b>			<b>6.09</b>			<b>0.41</b>			<b>0.20</b>							

**Table 2b: Distribution of national professional officers by category, grade and gender, 2008**

	A			B			C			D			Total			%	
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F
<b>Long-term</b>	10	3	13	127	25	152	203	82	285	2	2	4	342	112	454	75.3	24.7
<b>Temporary</b>			0	2	5	7	35	16	51	0	0	0	37	21	58	63.8	36.2
<b>Total</b>	10	3	13	29	30	159	336	98	336	2	2	4	379	133	512	74.0	26.0
<b>% by grade</b>	77	23	100	81	19	100	100	29	100	50	50	100	74	26	100		
<b>% of total</b>	<b>2.54</b>			<b>31.05</b>			<b>65.63</b>			<b>0.78</b>			<b>100.00</b>				

**Table 2c: Distribution of general service staff by category, grade and gender, 2008**

	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
<b>Long-term</b>	89	22	111	428	6	434	98	18	116	39	90	129	57	137	194	91	96	187	78	70	148	880	439	1319	66.7	33.3
<b>Short-term</b>	9	8	17	59	0	59	2	1	3	8	23	31	12	7	19	10	11	21	13	6	19	113	56	169	66.9	33.1
<b>Total</b>	98	30	128	487	6	493	100	19	119	47	113	160	69	144	213	101	107	208	91	76	167	993	495	1488	<b>66.7</b>	<b>33.3</b>
<b>% by grade</b>	77	23	100	99	1	100	84	16	100	29	71	100	32	68	100	48.6	51.4	100	54	46	100	66.7	33	100		
<b>% of total</b>	<b>8.60</b>			<b>33.13</b>			<b>8.00</b>			<b>10.75</b>			<b>14.31</b>			<b>13.98</b>			<b>11.22</b>			<b>100</b>				

**Table 3: Distribution of long-term professional staff (working in the African Region) by nationality, grade and gender, 2008**

Country of nationality	P.02		P.03		P.04		P.05		P.06/D.01		D.02		UG		All professional staff		Total
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	
Algeria					1		2		2						5	0	5
Angola		1	1		2				2				1		6	1	7
Belgium					1	1	3	1							4	2	6
Benin			2		5		1	2	2						10	2	12
Bolivia					1										1	0	1
Botswana	1					1	1				1				2	2	4
Burkina Faso	1	1	3	2	6		3		1						14	3	17
Burundi					2	2	4	2	1						7	4	11
Cameroon	1	1	4	1	6	1	3			1					14	4	18
Canada			1		1		1								3	0	3
Cape Verde						0	1	1							1	1	2
Central African Republic					3		1		1						5	0	5
Chad		1	1		2		1								4	1	5
Comoros							1								1	0	1
Republic of Congo	7		3		1		2								13	0	13
Côte d'Ivoire			1	2	3	1	4	2		1					8	6	14
Dem. Rep. of Congo	2				12	2	4					1			19	2	21
Equatorial Guinea					1					1					2	0	2
Eritrea			1		2										3	0	3
Ethiopia		1		1	7	2	1				1				8	5	13
France		1	2		5		3								10	1	11
Gabon		1		1	1		1								2	2	4
Gambia	2				6	1	1								9	1	10
Germany				1	1										1	1	2
Ghana			1		6	3	1	1	1						9	4	13
Guinea	1				3		2		1	1					7	1	8
Guinea-Bissau					1	1	1	1							2	2	4
India	3		1		1										5	0	5
Ireland				1											0	1	1
Italy		1		1	1		1								2	2	4
Kenya			2	2	4	3	4	1							10	6	16
Liberia			1		1	1		1							2	2	4
Madagascar	1	1		2	2	1	1								4	4	8
Malawi					4	1	4								8	1	9
Mali			1		12		2		1			1			16	1	17
Mauritania	1				2		2								5	0	5
Mauritius	1		1	1	1										3	1	4
Mozambique					2		2			1					4	1	5
Namibia					0	1	1								1	1	2
Netherlands						1	1		1						2	1	3
Niger				1	3	1	3		2						8	2	10
Nigeria	1		1		11	1	1		2						16	1	17
Portugal						1	1								1	1	2
Rwanda		1			2		7		1						10	1	11
Sao Tome and Principe	1				1										2	0	2
Senegal			1		4	1	3	2							8	3	11
Sierra Leone							1	1							1	1	2
South Africa					1		1	1							2	1	3
Sudan					1		1								2	0	2
Switzerland				2											0	2	2
United Rep. of Tanzania				1	4	2	2	1							6	4	10
Togo			2		5		3		2						12	0	12
Uganda					7	2	4	1	1						12	3	15
United Kingdom						1		1							0	2	2
United States of America				2	3	4	2	1							5	7	12
Zambia		1			2	3	2		1						5	4	9
Zimbabwe	2	2	1		4	2		1	1						8	5	13
<b>Total</b>	<b>25</b>	<b>13</b>	<b>31</b>	<b>21</b>	<b>157</b>	<b>41</b>	<b>91</b>	<b>21</b>	<b>24</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>1</b>		<b>330</b>	<b>103</b>	<b>433</b>



**Table 4: Geographical distribution of long-term professional staff from countries of the African Region, 2008**

Country of nationality	Total staff	Range	Category	Staff HQ/other ROs	Staff in AFRO
Algeria	9	002-010	B2	4	5
Angola	8	001-008	B2	1	7
Benin	13	001-008	C	1	12
Botswana	5	001-008	B2	1	4
Burkina Faso	18	001-008	C	1	17
Burundi	11	001-008	C	0	11
Cameroon	20	001-008	C	2	18
Cape Verde	2	001-007	B1	0	2
Central African Republic	6	001-008	B2	1	5
Chad	6	001-008	B2	1	5
Comoros	1	001-007	B1	0	1
Republic of Congo	13	001-008	C	0	13
Côte d'Ivoire	14	001-008	C	0	14
Dem. Rep. Congo	24	002-012	C	3	21
Equatorial Guinea	2	001-007	B1	0	2
Eritrea	3	001-008	B1	0	3
Ethiopia	18	002-012	C	5	13
Gabon	4	001-008	B2	0	4
Gambia	13	001-008	C	3	10
Ghana	19	001-008	C	6	13
Guinea	9	001-008	C	1	8
Guinea-Bissau	4	001-008	B2	0	4
Kenya	21	001-010	C	5	16
Lesotho	0	001-008	A*	0	0
Liberia	4	001-008	B2	0	4
Madagascar	10	001-008	C	2	8
Malawi	9	001-008	C	0	9
Mali	20	001-008	C	3	17
Mauritania	6	001-008	B2	1	5
Mauritius	8	001-008	B2	4	4
Mozambique	5	001-008	B2	0	5
Namibia	2	001-008	B1	0	2
Niger	10	001-008	C	0	10
Nigeria	23	004-014	C	6	17
Rwanda	13	001-008	C	2	11
Sao Tome & Principe	2	001-007	B1	0	2
Senegal	18	001-008	C	7	11
Seychelles	0	001-007	A*	0	0
Sierra Leone	4	001-008	B2	2	2
South Africa	9	004-011	B2	6	3
Swaziland	0	001-007	A*	0	0
United Rep. Tanzania	11	001-010	C	1	10
Togo	13	001-008	C	1	12
Uganda	16	001-008	C	1	15
Zambia	14	001-008	C	5	9
Zimbabwe	16	001-008	C	3	13
<b>TOTAL</b>	<b>456</b>			<b>79</b>	<b>377</b>

**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 5: Distribution of temporary professional staff (working in the African Region) by nationality, grade and gender, 2008**

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				0		0		1	0	1
Benin			0		2	1			2	1	3
Burkina Faso		1	1		4	1			5	2	7
Burundi					1				1	0	1
Cameroon	0		1		1	1			2	1	3
Central African Republic					0	1			0	1	1
Canada		0	0	1	0				0	1	1
Chad					1				1	0	1
Republic of Congo			1		1				2	0	2
Côte d'Ivoire			0		1	0			1	0	1
Democratic Republic of Congo	0				5	0			5	0	5
El Salvador					0	1			0	1	1
Ethiopia			1		2	0			3	0	3
France			1		0	0			1	0	1
Gambia					1				1	0	1
Ghana					2				2	0	2
India				1		0			0	1	1
Iran					0	1			0	1	1
Kenya					1	0	1		2	0	2
Madagascar		1			0	1			0	2	2
Malawi					1				1	0	1
Mali	0				1				1	0	1
Mauritania					1				1	0	1
Mozambique				1	0				0	1	1
Nigeria					2	0			2	0	2
Portugal						1			0	1	1
Rwanda					3	0	1		4	0	4
Senegal					0		1		1	0	1
Sudan					1				1	0	1
United Rep. of Tanzania					0	0			0	0	0
Togo			2		2				4	0	4
Zambia					0	1			0	1	1
Zimbabwe	0		1	0	0	0	1		1	1	2
<b>Total</b>	<b>1</b>	<b>2</b>	<b>8</b>	<b>3</b>	<b>33</b>	<b>9</b>	<b>4</b>	<b>0</b>	<b>45</b>	<b>15</b>	<b>60</b>

Table 6: Distribution of long-term and temporary staff by duty station, 2008

Country	Duty station	Long-term			Temporary			Total
		P	NPO	GS	P	NPO	GS	
Algeria	WLO, Algiers	0	0	5	0	0	3	8
Angola	WCO, Luanda	8	25	47	3	7	6	96
Benin	IRSP, Ouidah	2	0	0	0	0	0	2
Benin	WCO, Cotonou	3	5	14	0	0	2	24
Botswana	WCO, Gaborone	2	5	7	0	2	0	16
Burkina Faso	ICST, Ouagadougou	43	1	17	0	0	1	62
Burkina Faso	WCO, Ouagadougou	7	5	12	3	4	7	38
Burundi	WCO, Bujumbura	5	5	17	1	1	0	29
Cameroon	WCO, Yaounde	2	8	24	0	0	1	35
Cape Verde	WCO, Praia	1	3	6	0	1	1	12
Central African Rep.	WCO, Bangui	3	4	9	2	1	4	23
Chad	WCO, N'Djamena	4	3	28	7	1	10	53
Comoros	WCO, Moroni	2	2	15	0	0	0	19
Republic of Congo	Regional Office, Brazzaville	142	4	295	13	0	31	485
Republic of Congo	WCO, Brazzaville	2	7	21	0	0	0	30
Côte d'Ivoire	WCO, Abidjan	3	7	21	3	0	0	34
Dem. Rep. of Congo	WCO, Kinshasa	7	55	84	2	0	0	148
Dem. Rep. of Congo	Goma	1	0	0	0	0	0	1
Equatorial Guinea	WCO, Malabo	1	6	9	0	0	0	16
Eritrea	WCO, Asmara	3	9	22	1	2	6	43
Ethiopia	WCO, Addis Ababa	6	54	55	2	13	7	137
Gabon	ICST, Libreville	34	0	14	2	0	0	50
Gabon	WCO, Libreville	2	2	3	0	1	3	11
Gambia	WCO, Banjul	1	6	10	0	0	0	17
Ghana	WCO, Accra	1	7	14	0	0	1	23
Guinea	WCO, Conakry	2	5	10	0	0	3	20
Guinea-Bissau	WCO, Bissau	1	4	6	0	2	2	15
Kenya	WCO, Nairobi	9	16	22	0	0	3	50
Lesotho	WCO, Maseru	4	4	9	0	1	0	18
Liberia	WCO, Monrovia	4	4	10	0	0	0	18
Madagascar	WCO, Antananarivo	4	8	14	0	0	0	26
Malawi	WCO, Lilongwe	4	7	12	0	0	0	23
Mali	WCO, Bamako	3	6	17	1	2	0	29
Mauritania	WCO, Nouakchott	3	8	9	0	0	0	20
Mauritius	WCO, Port-Louis	0	1	5	0	0	0	6
Mozambique	WCO, Maputo	4	7	14	0	3	2	30
Namibia	WCO, Windhoek	4	1	8	1	0	1	15
Niger	WCO, Niamey	5	6	13	1	0	0	25
Nigeria	WCO, Abuja	0	0	0	5	8	0	13
Nigeria	Lagos, c/o WCO, Abuja	19	64	229	3	0	24	339
Rwanda	WCO, Kigali	3	12	13	1	1	1	31
Sao Tome & Principe	WCO, Sao Tome	1	4	6	0	0	0	11
Senegal	WCO, Dakar	2	8	12	0	1	0	23
Seychelles	WLO, Victoria	1	1	4	0	0	0	6
Sierra Leone	WCO, Freetown	1	5	11	0	0	2	19
South Africa	WLO, Pretoria	3	4	14	0	1	1	23
Swaziland	WCO, Mbabane	3	5	11	0	0	3	22
United Rep. Tanzania	WCO, Dar es Salaam	4	9	18	1	0	5	37
Togo	WCO, Lome	1	5	7	1	0	0	14
Uganda	WCO, Kampala	3	13	23	0	4	32	75
Zambia	WCO, Lusaka	2	15	13	0	1	1	32
Zimbabwe	ICST, Harare	55	5	40	7	1	4	112
Zimbabwe	WCO, Harare	3	4	20	0		2	29
<b>Total</b>		<b>433</b>	<b>454</b>	<b>1319</b>	<b>60</b>	<b>58</b>	<b>169</b>	<b>2493</b>

**Table 7a: Staff members working in the WHO African Region, 2007 and 2008**

<b>Long-term staff members</b>				
<b>Year</b>	<b>GS</b>	<b>NPO</b>	<b>P</b>	<b>Total</b>
<b>2008</b>	1319	454	433	<b>2206</b>
<b>2007</b>	726	201	302	<b>1229</b>
<b>Temporary staff members</b>				
<b>2008</b>	169	58	60	<b>287</b>
<b>2007</b>	899	172	214	<b>1285</b>

**Table 7b: Women working in the WHO African Region, 2007 and 2008**

<b>Long-term appointments</b>				
<b>Year</b>	<b>GS</b>	<b>NPO</b>	<b>P</b>	<b>Total</b>
<b>2008</b>	439 (33.3%)	112 (24.7%)	103 (23.8%)	<b>654 (29.6%)</b>
<b>2007</b>	295 (40.6%)	65 (32.3%)	83 (27.5%)	<b>443 (36.0%)</b>
<b>Temporary appointments</b>				
<b>2008</b>	56 (33.1%)	21 (36.2%)	15 (25%)	<b>92 (32.0%)</b>
<b>2007</b>	228 (25.4%)	44 (25.6%)	36 (16.8%)	<b>308 (23.9%)</b>
<b>Overall total (long-term + temporary)</b>				
<b>2008</b>	595	133	118	<b>746 (29.9%)</b>
<b>2007</b>	523	109	119	<b>751 (29.8%)</b>