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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 2009; it covers the overall staffing situation by category, grade, gender, geographical representation, nationality and duty station.

APPOINTMENT CATEGORIES

2. At 1 June 2009, WHO had **2451** 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 **2451** staff members on long-term appointments, **446** (18.2%) were professional staff members, **628** (25.6%) were national professional officers and **1377** (56.2%) were general service staff members (Table 1a).

3. Moreover, at 1 June 2009, WHO had **228** staff members on temporary appointments (24 months or less) in the African Region. Of these **228** temporary staff members, **69** (30.3%) were professional staff members, **36** (15.8%) were national professional officers and **123** (53.9%) were general service staff members (Table 1b).

4. Thus, at 1 June 2009, WHO in the African Region had a total of **2679** staff members on both long-term and temporary appointments. Of these **2679** staff members, **515** (19.2%) were in the professional category, **664** (24.8%) in the national professional officer (NPO) category and **1500** (56%) 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 and c. It can be seen that, among the 515 professional staff members, **446** (86.6%) were on long-term appointments and **69** (13.4%) were on temporary appointments. Of the **446** professional staff members on long-term appointments, **333** (74.7%) were men and **113** (25.3%) were women. Of the **69** professional staff members on temporary appointments, **63** (91.3%) were men and **6** (8.7%) were women (Table 2a).

6. Among the **664** national professional officers, **628** (94.6%) were on long-term appointments and **36** (5.4%) held temporary appointments. Of the **628** NPOs on long-term appointments, **475** (75.6%) were men and **153** (24.4%) were women. Of the **36** NPOs holding temporary appointments, **22** (61.1%) were men and **14** (38.9%) were women (Table 2b).

7. Of the **1500** general service staff members, **1377** (91.8%) were on fixed-term appointments and **123** (8.2%) held temporary appointments. Of the **1377** GS staff members on fixed-term appointments, **972** (70.6%) were men and **405** (29.4%) were women. Of the **123** GS staff members holding temporary appointments, **79** (64.2%) were men and **44** (35.8%) were women (Table 2c).

GEOGRAPHICAL REPRESENTATION

8. Table 3a presents the long-term professional staff working in the WHO African Region by nationality. At 1 June 2009, the country with the highest representation was Democratic Republic of Congo with 24 long-term professional staff members, followed by Cameroon with 20 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-six (26) countries (Benin, Burkina Faso, Burundi, Cameroon, Congo, Côte d'Ivoire, DR Congo, Ethiopia, Gambia, Ghana, Guinea, Kenya, Madagascar, Malawi, Mali, Mauritania, Mauritius, Niger, Nigeria, Rwanda, Senegal, Togo, Tanzania, Uganda, Zambia and Zimbabwe) were over-represented (C category). Eleven (11) countries (Algeria, Angola, Botswana, Central African Republic, Chad, Gabon, Guinea-Bissau, Liberia, 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 countries outside the WHO African Region had representation in the African Region: Belgium (6), Bolivia (1), Brazil (1), Canada (4), Denmark (1), Germany (2), France (6), India (7), Ireland (1), Italy (5), Morocco (1), Netherlands (3), Portugal (2), Spain (1), Sudan (2), Switzerland (2), United Kingdom (1) and United States of America (9) (Table 3a).

10. It is worth noting that 26 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 3c presents the temporary professional staff working in the WHO African Region by nationality, grade and gender. At 1 June 2009, the countries with the most representation were Benin and Burkina Faso with five (5) temporary professional staff members each, followed by Kenya with four (4) temporary professional staff members. The following countries outside the WHO African Region had temporary professional staff members working in the African Region: Bangladesh (1), Belgium (1), Brazil (1), Canada (2), Egypt (1), El Salvador (1), France (3), India (2), Italy (1), Portugal (2) and Yemen (1).

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

COMPARISON BETWEEN 2006, 2007, 2008 AND 2009 STATISTICS

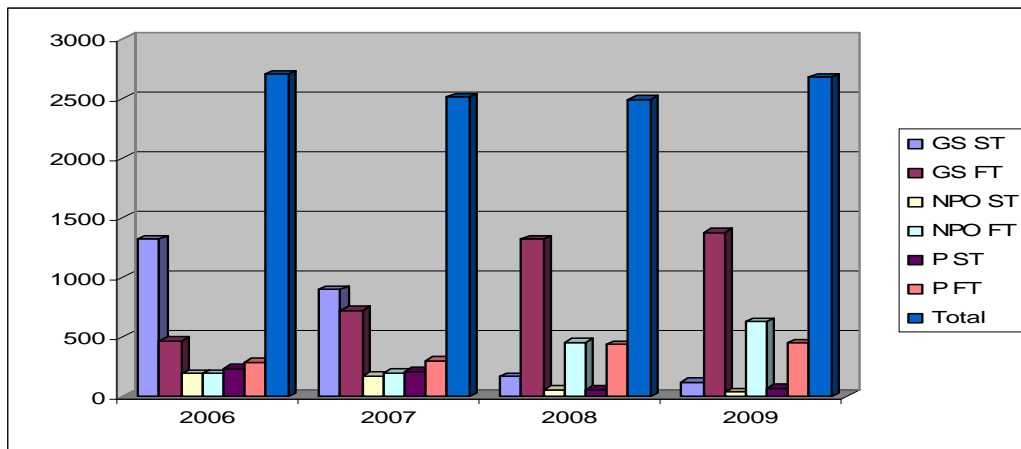
13. Table 5 presents a comparison of the total number of staff members working in the WHO African Region by category of appointment between 1 June 2006 and 1 June 2009. The total number of staff members in the African Region varied from **2701** in 2006, **2514** in 2007, **2493** in 2008 to **2679** in 2009.

14. It is also worth noting that the number of staff members on long-term appointments increased constantly as against 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

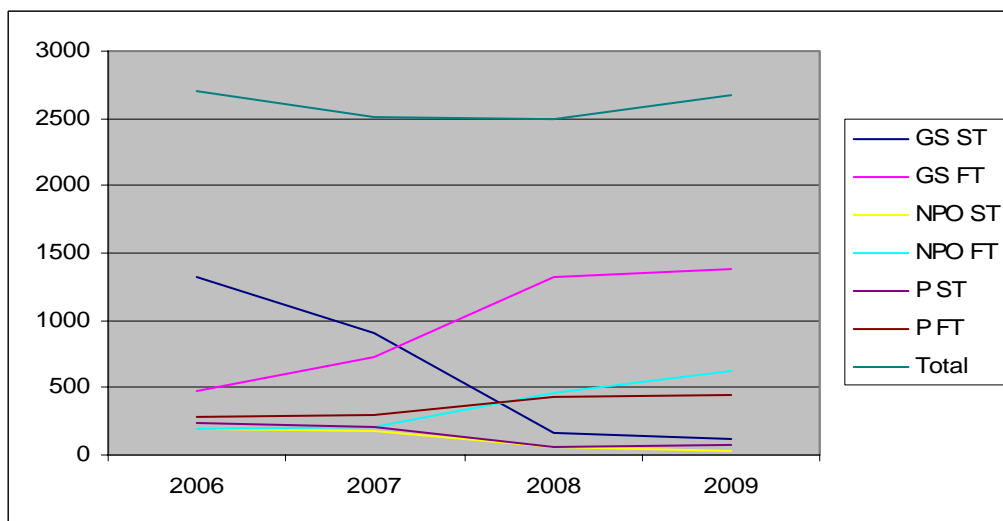
consultation with Member States, to implement a contract reform policy with the aim of aligning the contractual arrangements in force in the Organization with the human resources needed to deliver health programmes.

15. Table 5c presents the variation in the number of staff members on long-term and temporary appointments across the appointment categories from 2006 to 2009.

16. The graphic representations below provide detailed trends in staffing in the WHO African Region across appointment types and categories.



Graphic illustration of staff distribution by category from 2006 - 2009



Graphic illustration of overall trends in staff category numbers from 2006 - 2009

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

Staff/Grade	Total
UG	1
D.2	2
D.1	10
P.6	23
P.5	117
P.4	199
P.3	59
P.2	35
Total professional	446
Total NPOs	628
Total GS	1377
Grand Total	2451

Table 1b: Staff members with temporary appointments by category

Category	Total
Professional staff	69
National professional officers	36
General service staff	123
Total	228

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

Category	Long-term	Temporary	Grand Total
Professional	446	69	515
National professional	628	36	664
General service	1377	123	1500
Total by type of appointment	2451	228	2679

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

(a) Professional staff

Category	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	F
Long-Term			0	21	14	35	38	21	59	152	47	199	94	23	117	19	4	23	7	3	10	1	1	2	1	0	1	333	113	446	74.7	25.3
Short-Term			0	2	0	2	10	3	13	49	3	52	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0	63	6	69	91.3	8.7
Total				23	14	37	48	24	72	201	50	251	96	23	119	19	4	23	7	3	10	1	1	2	1	0	1	396	119	515	76.9	23.1
Percentage by grade	0	0	100%	62	38	100%	67	33	100%	80	20	100%	81	19	100%	82.6	17.4	100%	70	30	100%	50	50	100%	100	0	100%					
Percentage of total	0			7.18			14			48.7			23.11			4.466			1.94			0.39			0.19							

(b) National professional officers

Category	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	15	4	19	161	38	199	298	110	408	1	1	2	475	153	628	75.6	24.4
Short-Term	3	0	3	3	5	8	16	9	25	0	0	0	22	14	36	61.1	38.9
Total	18	4	22	164	43	207	314	119	433	1	1	2	497	167	664	74.8	25.2
Percentage by grade	81.8	18	100%	79	21	100%	73	27	100%	50	50	100%	75	25	100%		
Percentage of total	3.31			31.17			65.21			0.30			100.00				

(c) General service staff

Category	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	69	20	89	520	9	529	88	21	109	1	61	62	101	120	221	104	105	209	89	69	158	972	405	1377	70.6	29.4
Short-Term	8	0	8	38	1	39	5	1	6	0	22	22	12	8	20	8	6	14	8	6	14	79	44	123	64.2	35.8
Total	77	20	97	558	10	568	93	22	115	1	83	84	113	128	241	112	111	223	97	75	172	1051	449	1500	70.1	29.9
Percentage by grade	79.4	21	100%	98	2	100%	81	19	100%	1.2	99	100%	47	53	100%	50.2	49.8	100%	56.4	43.6	100%	70.1	29.9	100%		
Percentage of total	6.47			37.87			7.67			5.60			16.07			14.87			11.47			100				

Table 3a: Distribution of long-term professional staff (working 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	0	4
Angola		1	1		2				2						1		6	1	7
Belgium						1	4	1									4	2	6
Bolivia					1												1	0	1
Brazil						1											0	1	1
Benin			1		6	1	1		1	1	1						9	3	12
Burkina Faso		1	3	1	4	1	2										9	3	12
Botswana	1					1	1					1					2	2	4
Burundi					1	3	4	2	3								8	5	13
Cameroon		1	5	1	6	1	3	0	2	1							16	4	20
Cape Verde							1			1							1	1	2
Canada			1		1	1			1								3	1	4
Central African Republic					3		1					1					5	0	5
Chad		1	1		1		1										3	1	4
Comoros							1										1	0	1
Congo	7		3		2		1		1								14	0	14
Côte d'Ivoire			2	1	3	2	6	2					1				11	6	17
Denmark							1										1	0	1
Germany				1	1												1	1	2
Democratic Republic of Congo	1		1	1	15	1	4							1			22	2	24
Equatorial Guinea					2				1								3	0	3
Eritrea					4												4	0	4
Ethiopia		1		2	7	3	2						1				9	7	16
France		2	2		2												4	2	6
Gabon	1			2	2	1	1										4	3	7
Gambia	2				5		1										8	0	8
Ghana			1		5	2	4	1									10	3	13
Guinea	1				3		4	1									8	1	9
Guinea-Bissau					1		1	1									2	1	3
Ireland				1													0	1	1
India	2		3		2												7	0	7
Italy		1	1		1		1	1									3	2	5
Kenya			2	1	5	3	4	1									11	5	16
Lesotho	1																1	0	1
Liberia					1	1		1									1	2	3
Madagascar	1	2	1	2	2	1	1										5	5	10
Mali			1		8		3					1			1		13	1	14
Malawi					2	1	4										6	1	7
Mauritius			1	1			1										2	1	3
Mauritania	1				3	1	1										5	1	6
Morocco			1														1	0	1
Mozambique					2	1	1			1							3	2	5
Netherlands					1	1						1					2	1	3
Namibia						2	1										1	2	3
Nigeria	1		1		9	2	4		1		1						17	2	19
Niger				1	2	1	3	1	1								6	3	9
Portugal						1	1										1	1	2
Rwanda		1			4		4		1								9	1	10
Sao Tome and Principe	1				1												2	0	2
Senegal					6	2		5	1								7	7	14
Sierra Leone				1		1	2										2	2	4
South Africa					1			1									1	1	2
Spain						1											0	1	1
Sudan					1		1										2	0	2
Switzerland				2													0	2	2
United Rep. of Tanzania			1		4	2	2										7	2	9
Togo			1		6	1	3		2								12	1	13
Uganda					6	1	4	1	1		1						12	2	14
United Kingdom								1									0	1	1
United States of America			1	1		3	3	1									4	5	9
Zambia					5	1	3	1			1						9	2	11
Zimbabwe	1	3	3	2	2	1	1				1						8	6	14
Total - African Region	21	14	38	21	152	47	94	23	19	4	7	3	1	1	1	333	113	446	

Table 3b: Geographical distribution of long-term professional staff from countries of the WHO African Region as of 1 June 2009

NATIONALITY	TOTAL STAFF	RANGE	RECRUITMENT LIST	STAFF HQ/other R.Os.	Staff in AFRO
Algeria	9	002-010	B2	4	5
Angola	8	001-008	B2	1	7
Benin	14	001-008	C	1	13
Botswana	5	001-008	B2	1	4
Burkina Faso	18	001-008	C	1	17
Burundi	12	001-008	C	0	12
Cameroon	20	001-008	C	2	18
Cape Verde	2	001-007	B1	0	2
Central African Rep.	5	001-008	B2	0	5
Chad	5	001-008	B2	0	5
Comoros	1	001-007	B1	0	1
Congo	13	001-008	C	0	13
Côte d'Ivoire	16	001-008	C	1	15
Dem. Rep. Congo	26	002-012	C	3	23
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	11	001-008	C	1	10
Ghana	17	001-008	C	4	13
Guinea	11	001-008	C	1	10
Guinea Bissau	4	001-008	B2	0	4
Kenya	20	001-010	C	3	17
Lesotho	0	001-008	A*	0	0
Liberia	4	001-008	B2	0	4
Madagascar	10	001-008	C	1	9
Malawi	9	001-008	C	1	8
Mali	20	001-008	C	3	17
Mauritania	8	001-008	C	1	7
Mauritius	8	001-008	C	4	4
Mozambique	6	001-008	B2	0	6
Namibia	2	001-008	B1	0	2
Niger	12	001-008	C	0	12
Nigeria	24	004-014	C	6	18
Rwanda	16	001-008	C	2	14
Sao Tome & Principe	2	001-007	B1	0	2
Senegal	20	001-008	C	7	13
Seychelles	0	001-007	A*	0	0
Sierra Leone	5	001-008	B2	2	3
South Africa	9	004-011	B2	6	3
Swaziland	0	001-007	A*	0	0
Togo	14	001-008	C	0	14
Uganda	18	001-008	C	2	16
Tanzania	11	001-010	C	1	10
Zambia	15	001-008	C	4	11
Zimbabwe	18	001-008	C	3	15
TOTAL	475	0	0	71	404

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	
Angola					1				1	0	1
Bangladesh					1				1	0	1
Belgium				1					0	1	1
Benin					5				5	0	5
Burkina Faso	1		1		3				5	0	5
Brazil						1			0	1	1
Burundi					1				1	0	1
Cameroon			1		2				3	0	3
Canada			1						1	0	1
Republic of Congo					3				3	0	3
Côte d'Ivoire					2				2	0	2
Egypt					1				1	0	1
Democratic Republic of Congo					3				3	0	3
El Salvador					1				1	0	1
Ethiopia			1		2				3	0	3
France					3				3	0	3
India				1	1				1	1	2
Gambia					2				2	0	2
Ghana			1		2				3	0	3
Italy				1					0	1	1
Kenya			1		2		1		4	0	4
Mali					1				1	0	1
Malawi					1				1	0	1
Nigeria					2				2	0	2
Niger					1				1	0	1
Portugal						2			0	2	2
Rwanda					3				3	0	3
Sao Tome and Principe	1				1				2	0	2
South Africa					1				1	0	1
Togo			2						2	0	2
Uganda			1		1				2	0	2
Yemen			1						1	0	1
Zambia					1				1	0	1
Zimbabwe					2		1		3	0	3
Total	2	0	10	3	49	3	2		63	6	69

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

Country	Duty station	Fixed-term			Short-term			Total
		P	NPO	GS	P	NPO	GS	
Algeria	WLO, Algiers	0	0	7	0	0	0	7
Angola	WCO, Luanda	9	27	49	2	2	5	94
Belgium	WEU, Brussels	0	0	0	0	0	0	0
Benin	IRSP, Ouidah	0	0	0	0	0	0	0
Benin	WCO, Cotonou	3	6	20	0	1	0	30
Botswana	WCO, Gaborone	4	5	9	0	2	0	20
Burkina Faso	ICST, Ouagadougou	38	2	21	8	1	6	76
Burkina Faso	WCO, Ouagadougou	4	9	20	0	0	0	33
Burundi	WCO, Bujumbura	5	9	18	1	1	0	34
Cameroon	WCO, Yaounde	3	10	24	0	0	1	38
Cape Verde	WCO, Praia	3	3	6	0	0	1	13
Central African Republic	WCO, Bangui	3	8	12	3	2	11	39
Chad	WCO, N'Djamena	7	11	31	1	2	11	63
Comoros	WCO, Moroni	3	3	14	0	0	0	20
Congo	Regional Office, Brazzaville	153	4	247	5	0	19	428
Congo	WCO, Brazzaville	2	8	21	0	0	0	31
Côte-d'Ivoire	WCO, Abidjan	4	11	20	3	0	2	40
Democratic Republic of Congo	WCO, Kinshasa	9	62	93	0	0	0	165
Equatorial Guinea	WCO, Malabo	1	6	9	0	0	0	16
Eritrea	WCO, Asmara	4	11	12	0	2	7	36
Ethiopia	WCO, Addis Ababa	6	76	61	0	5	4	152
Gabon	ICST, Libreville	30	2	15	4	0	4	55
Gabon	WCO, Libreville	4	3	5	0	1	1	14
Gambia	WCO, Banjul	1	7	16	0	0	0	24
Ghana	WCO, Accra	1	11	20	0	1	3	36
Guinea	WCO, Conakry	3	8	9	0	1	4	25
Guinea-Bissau	WCO, Bissau	1	7	8	0	1	2	19
Kenya	WCO, Nairobi	7	18	31	1	2	7	66
Lesotho	WCO, Maseru	4	4	10	0	0	0	18
Liberia	WCO, Monrovia	4	7	16	1	1	5	34
Madagascar	WCO, Antananarivo	4	11	23	0	0	0	38
Malawi	WCO, Lilongwe	4	11	14	0	0	0	29
Mali	WCO, Bamako	3	12	17	0	0	0	32
Mauritania	WCO, Nouakchott	3	8	13	0	0	0	24
Mauritius	WCO, Port-Louis	0	2	6	0	1	0	9
Mozambique	WCO, Maputo	6	10	16	0	0	1	33
Namibia	WCO, Windhoek	3	3	10	1	0	0	17
Niger	WCO, Niamey	6	9	32	1	0	0	48
Nigeria	WCO, Abuja	18	93	199	26	0	0	336
Rwanda	WCO, Kigali	3	12	14	1	0	1	31
Sao Tome & Principe	WCO, Sao Tome	1	4	4	1	0	0	10
Senegal	WCO, Dakar	2	11	13	0	1	0	27
Seychelles	WLO, Victoria	1	1	4	0	0	0	6
Sierra Leone	WCO, Freetown	3	9	22	0	0	0	34
South Africa	WLO, Pretoria	3	7	16	1	0	4	31
Swaziland	WCO, Mbabane	4	4	12	0	0	0	20
Togo	WCO, Lome	2	7	12	0	1	1	23
Uganda	WCO, Kampala	4	29	36	0	0	1	70
United Republic Tanzania	WCO, Dar-es-Salam	5	19	28	0	3	0	55
Zambia	WCO, Lusaka	2	16	17	0	2	7	44
Zimbabwe WCO & ICST	WCO, ICST, Harare	53	12	45	9	3	15	137
Total		446	628	1377	69	36	123	2679
Total fixed term and short term			2451			228		

Table 5

(a) Comparison on 2006, 2007, 2008 and 2009 staff members' statistics

Fixed term staff members

<i>Year</i>	<i>GS</i>	<i>NPO</i>	<i>P</i>	<i>Total</i>
2009	1377	628	446	2451
2008	1319	454	433	2206
2007	726	201	302	1229
2006	469	194	289	952

(b) Temporary appointment staff members

<i>Year</i>	<i>GS</i>	<i>NPO</i>	<i>P</i>	<i>Total</i>
2009	123	36	69	228
2008	169	58	60	287
2007	899	172	214	1285
2006	1320	191	238	1749

(c) Progress report of appointments from 2006 to 2009

		2006	2007	2008	2009
GS	ST	1320	899	169	123
	FT	469	726	1319	1377
NPO	ST	191	172	58	36
	FT	194	201	454	628
P	ST	238	214	60	69
	FT	289	302	433	446
Total		2701	2514	2493	2679