



WORLD HEALTH ORGANIZATION

EXECUTIVE BOARD
105th Session
Provisional agenda item 4.1

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Human resources: annual report

Report by the Secretariat

1. The Executive Board at its 103rd session and the Fifty-second World Health Assembly were advised that in future a consolidated annual report on the WHO workforce would be produced, including age and gender profiles, geographical distribution, and breakdown of staff by contract types. The annual report would subsume a range of separate reports on specific issues related to human resources. The purpose of the annual report is to provide Member States with a more comprehensive, consistent and transparent overview of the Organization's staffing profile which can be used as a basis for analysing trends and forecasting requirements.
2. The first such report will contain data on:
 - the overall staffing situation by source of funds, location and grade;
 - distribution of staff by sex;
 - geographical distribution: status of representation;¹ developments since the last report to the Executive Board; breakdown of staff by region of assignment and region of nationality;
 - age profile of WHO workforce;
 - short-term staff.
3. Reports in future years will include further information on the workforce profile, such as rotation and turnover.
4. After a review of various reporting requirements, and in the interest of streamlining the Board's work, it was concluded that the most effective way of presenting the data referred to above would be to have a reference date of 31 December of each calendar year. This would ensure congruence with data submitted to the Board in the context of the programme budget and financial reports. The first staffing report will therefore be available at the opening of the 105th session of the Executive Board, with a reference date of **31 December 1999** for all data.²

¹ In response to the request of the Board at its ninety-ninth session that the Director-General should report on the recruitment of international staff in WHO to the Executive Board in 2000.

² Document EB105/14 Add.1.