![WHO logo] **WORLD HEALTH ORGANIZATION**

EXECUTIVE BOARD   EB111/INF.DOC./9
111th Session   22 January 2003
Agenda item 8.2

Representation of developing countries
in the Secretariat

1.   At its eighteenth meeting, the Administration, Budget and Finance Committee of the Executive Board requested information regarding the formula for geographical representation currently used by FAO.[1]

2.   The information requested, contained in paragraphs 17 to 21 of a report prepared by the Joint Inspection Unit in December 1996 is reproduced below.[2]

C. Food and Agriculture Organization of the United Nations

17.   Recognizing, like the other organizations, the need for the widest possible geographical representation in recruitment, FAO has adopted a system that displays some special features. "In fact, the concept is embedded in the FAO Constitution, Article VII, paragraph 3 which states: "In appointing the staff, the Director-General shall, subject to the paramount importance of securing the highest standards of efficiency and technical competence, pay due regard to the importance of selecting personnel recruitment on as wide a geographical basis as possible".

18.   A member State's representation is determined directly by its contribution to the regular budget. Posts subject to geographical distribution are not, however, all treated the same way. A system of points is assigned to each post depending on its importance. A P-1 earns 1 point; a P-2, 2; a P-3, 4; a P-4, 6; a P-5, 8; a D-1 or D-2, 10 points; and an Assistant Director-General or Deputy Director-General, 15 points.

19.   Thus representation depends on the total number of posts held, which represents a certain number of points. The points corresponding to the posts held by a member State are calculated and compared to the percentage of points the State should have been assigned in view of its contribution to the regular budget.

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[1] See document EBABFC18/2.

[2] Document JIU/REP/96/7.

20.   In this setting, a country is said to be appropriately represented:

(a)   If it contributes 10 per cent or less of the budget and its representation ranges from 25 per cent below to 50 per cent above the representation it should have had in view of the percentage of the budget it contributes;

(b)   If it contributes more than 10 but less than 20 per cent of the Regular Programme and is represented within a range of 25 per cent below to 25 per cent above the representation it should have in view of the percentage of the budget it contributes;

(c)   If it contributes more than 20 per cent of the organization's regular programme and is represented within a range of 25 per cent below to 0 per cent above the representation it should have as a direct function of the percentage of the programme it contributes.

21.   Reports on geographical representation take account only of the number of States and whether or not all member States have at least one staff member on a post. The calculations are carried out as indicated above on the number of posts actually filled for at least one year, not the total number of posts that should be subject to geographical distribution. In case a post is filled by a staff member in a lower grade than the post, the grade points of the staff member are counted.

3.   Annex 1 provides examples of FAO's approach to geographical representation; Annex 2 shows the impact of applying FAO's formula to WHO's revised total number of posts (1580) and the subsequent calculation of ranges.

ANNEX 1

EXAMPLES OF FAO'S APPROACH TO GEOGRAPHICAL REPRESENTATION

For the purpose of the examples below, an average P4/P5 is used as an average grade with the corresponding number of points, namely 7 (6 + 8 = 14 divided by two = 7) in the FAO weighting formula to establish **point ranges** (rather than post ranges) for countries.

I. **Using FAO's formula, which is based on contributions only together with WHO's proposed scale of assessment for 2004-2005**

WHO's proposed scale has 148 countries contributing less than 0.1%. In this example the latter percentage (0.1%) is used.

Total number of posts in WHO:	1580	
0.1%	1.58 post	
corresponding number of points (1.58 x 7)		11.06
upper limit of range (+50%)		16.59 rounded to 17
lower limit of range (-25%)		8.30 rounded to 8

Point range 8 - 17

If that point range was considered to be the **minimum point range** and thus be applicable to the 148 countries whose contribution to the regular budget is equal or less than 0.1%, it would mean that any such country having three nationals at P4, or 18 points (3 x 6 points), would be considered as overrepresented.

II. **Using the FAO formula and applying it to the examples set out in document EB111/35, Annex 2**

A. **A country contributing 0.01% with 500 000 population**

Membership factor		3.2577
Contribution factor (8.69 x 0.01)		0.0869
Population factor (0.01291 x 0.5)		0.00646
	Post midpoint	3.35106
	Corresponding points (3.35106 x 7) =	23.4574
Upper limit of point range (+50%)	23.4574 x 1.5 = 35.186 rounded to	**36**
Lower limit of point range (-25%)	23.4574 x 0.75 = 17.593 rounded to	**17**
Current post range: 1 - 8	**point range:** 17 - 36	

B.   A country contributing 0.81%, with 50 000 000 population

Membership factor		3.2577
Contribution factor (8.69 x 0.81)		7.0389
Population factor (0.01291 x 50.0)		0.6455
	Post midpoint	10.9421
	Corresponding points (10.9421 x 7) =	76.5947
Upper limit of point range (+50%)	76.5947 x 1.5 = 114.89 rounded to	**115**
Lower limit of point range (-25%)	76.5947 x 0.75 = 57.45 rounded to	**57**

Current post range: 8 - 14   **point range:**   57 - 115

C.   A country contributing 0.45%, with 650 000 000 population

Membership factor		3.2577
Contribution factor (8.69 x 0.45)		3.9105
Population factor (0.01291 x 650.0)		8.3915
	Post midpoint	15.5597
	Corresponding points (15.5597 x 7) =	108.9179
Upper limit of point range (+50%)	108.9179 x 1.5 = 163.38 rounded to	**164**
Lower limit of point range (-25%)	108.9179 x 0.75 = 81.69 rounded to	**81**

Current post range: 12 - 19   **point range:**   81 - 164

D.   A country contributing 4%, with 60 000 000 population

Membership factor		3.2577
Contribution factor (8.69 x 4.0)		34.76
Population factor (0.01291 x 60.0)		0.7746
	Post midpoint	38.7923
	Corresponding points (38.7923 x 7) =	271.5461
Upper limit of point range (+50%)	271.5461 x 1.5 = 407.32 rounded to	**408**
Lower limit of point range (-25%)	271.5461 x 0.75 = 203.66 rounded to	**203**

Current post range: 32 - 45   **point range:**   203 - 408

ANNEX 2

APPLICATION OF THE FAO POINT WEIGHTING SYSTEM USING WHO'S GEOGRAPHICAL REPRESENTATION FORMULA AS PER OPTION 1 OF DOCUMENT EB111/35, ANNEX 3

Country	Austria	Bangladesh	Brazil	Burundi	Colombia	Gambia	Indonesia	Italy	Japan	Jordan	Malaysia	Pakistan
Membership factor	3.2577	3.2577	3.2577	3.2577	3.2577	3.2577	3.2577	3.2577	3.2577	3.2577	3.2577	3.2577
Contribution	8.0973	0.0852	20.4354	0.0087	1.7189	0.0087	1.7102	43.3057	166.8671	0.0687	2.0091	0.5214
Population factor	0.1042	1.8122	2.2280	0.0839	0.5526	0.0173	2.7736	0.7424	1.6439	0.0652	0.2922	1.8716
Post midpoint	11.4593	5.1551	25.9211	3.3504	5.5292	3.2837	7.7415	47.3058	171.7688	3.3916	5.5591	5.6507
Point average (post midpoint x 7)	80.2152	36.0854	181.4479	23.4525	38.7044	22.9858	54.1905	331.1409	1 202.3816	23.7411	38.9134	39.5549
Upper range (point average x 1.5 rounded up)	**121**	**54**	**273**	**36**	**59**	**35**	**82**	**497**	**1503**[a]	**36**	**59**	**60**
Lower range (point average x 0.75 rounded down)	**60**	**27**	**136**	**17**	**29**	**17**	**40**	**248**	**901**	**17**	**29**	**29**
Based on staffing as of 30.09.2002[b] **Points:**												
P2 (2 points)										4		
P3 (4 points)			8			12		4	24		12	
P4 (6 points)	12	12	84	4	36			36	48		6	12
P5 (8 points)	8	32	96	8	8	16	48	144	160	32	16	40
P6/D1 (10 points)	20	10	10	10	10	10	10	100	10			
D2 (10 points)			20				10	20	20	10		
Ungraded (15 points)						15	15		15			
Total points:	**40**	**54**	**218**	**22**	**54**	**53**	**68**	**304**	**262**	**42**	**34**	**52**
Point range as calculated above	**60-121**	**27-54**	**136-273**	**17-36**	**29-59**	**17-35**	**40-82**	**248-497**	**901-1503**	**17-36**	**29-59**	**29-60**
Midpoint of range	**90**	**41**	**205**	**27**	**44**	**26**	**61**	**386**	**1202**	**27**	**44**	**45**
Placement in geographical range	**A**	**B2**	**B2**	**B2**	**B2**	**C**	**B2**	**B1**	**A**	**C**	**B1**	**B2**
Status as per option 1 of document EB111/35, Annex 3	**A**	**B2**	**C**	**B1**	**B2**	**B2**	**B2**	**A**	**A**	**B2**	**B2**	**B2**

[a] As per document JIU/REP/96/7, paragraph 20(b).

[b] As per document EB111/17, Table 4.