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REPORT ON WHO STAFF IN THE AFRICAN REGION

Information Document

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ABBREVIATIONS AND ACRONYMS

D	Director
F	female
FT	Fixed-term appointment
G/GS	General Service
GS FT	General Service fixed-term appointment
GS TA	General Service temporary appointment
M	male
NO/NPO	National Professional Officer
NPO FT	National Professional Officer fixed-term appointment
NPO TA	National Professional Officer temporary appointment
P FT	Professional fixed-term appointment
P TA	Professional temporary appointment
TA	temporary appointment
UG	ungraded

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 15 March 2015. It covers the overall staffing situation by category, grade, gender, geographical representation, nationality and duty station.

APPOINTMENT CATEGORIES

2. As at 15 March 2015, WHO had 2181 staff members on fixed-term appointment in the African Region. The fixed-term category, hereafter referred to as “long term appointments”, comprises staff members on contracts of one to five years or on continuing appointment. Of the 2181 staff members on long-term appointment, 353 (16.19%) were professional staff members, 605 (27.74%) were national professional officers and 1223 (56.08%) were general service staff members (Table 1a).

3. Moreover, as at 15 March 2015, WHO had 248 staff members on temporary appointment (24 months or less) in the African Region. Of these 248 temporary staff members, 91 (36.69%) were in the professional category, 38 (15.32%) were national professional officers and 119 (47.98%) were in the general service category (Table 1b).

4. Thus, as at 15 March 2015, the WHO African Region had a total of 2429 staff members on both long-term and temporary appointments. Of these 2429 staff members, 444 (18.28%) were in the professional category, 643 (26.47%) were in the National Professional Officer (NPO) category and 1342 (55.25%) were 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 Table 2 (2a, 2b and 2c). It can be seen that, among the 444 professional staff members, 353 (79.5%) were on long-term appointment and 91 (20.5%) on temporary appointment. Of the 353 professional staff members on long-term appointment, 267 (75.64%) were males and 86 (24.36%) females. Of the 91 professional staff members with temporary appointments, 75 (82.42%) were males and 16 (17.58%) were females (Table 2a).

6. Among the 643 national professional officers, 605 (94.09%) were on long-term appointment and 38 (5.91%) held temporary appointments. Of the 605 NPOs on long-term appointment, 418 (69.09%) were males and 187 (30.91%) females. Of the 38 NPOs holding temporary appointments, 32 (84.24%) were males and 6 (15.79%) females (Table 2b).

7. Of the 1342 General Service staff members, 1223 (91.13%) were on fixed-term appointments and 119 (8.87%) held temporary appointments. Of the 1223 GS staff members on fixed-term appointment, 798 (65.25%) were males and 425 (34.75%) were females. Of the 119 GS staff members holding temporary appointments, 102 (85.71%) were males and 17 (14.29%) were females (Table 2c).

GEOGRAPHICAL DISTRIBUTION

8. Table 3a presents the situation of long-term professional staff working in the WHO African Region by nationality. As at 15 March 2015, the countries with the highest representation were Kenya and Uganda with 18 long-term professional staff members, followed by Burkina Faso and

Cameroon with 14 staff members each, then Congo, Democratic Republic of Congo, Ghana and Zimbabwe with 13 staff members.

9. Table 3b presents the geographical distribution of long-term professional staff members from the 47 countries of the WHO African Region. Twenty-one (21) countries (Benin, Burkina Faso, Burundi, Cameroon, Congo, Cote d'Ivoire, Democratic Republic of the Congo, Ethiopia, Ghana, Kenya, Malawi, Mali, Nigeria, Rwanda, Senegal, South Africa, Tanzania, Togo, Uganda, Zambia and Zimbabwe) were over-represented (category C). Eight (8) countries (Algeria, Angola, Chad, Gambia, Guinea, Madagascar, Mauritius and Niger) were within their range but above the mid-point (category B2). Eighteen (18) countries (Botswana, Cape Verde, Central African Republic, Comoros, Equatorial Guinea, Eritrea, Gabon, Guinea-Bissau, Lesotho, Liberia, Mauritania, Mozambique, Namibia, Sao Tome and Principe, Seychelles, Sierra Leone, South Sudan and Swaziland) were within their range but below the mid-point (category B1). On the other hand, the following countries outside the WHO African Region had nationals working in the WHO African Region as long-term professional staff: Bangladesh (1), Belgium (2), Bolivia (1), Canada (3), Denmark (1), Colombia (1), Egypt (3), El Salvador (1), France (4), Germany (3), India (6), Italy (4), New Zealand (1), Nicaragua (1), Pakistan (1), Peru (1), Portugal (4), Spain (2), Sudan (3), Tajikistan (1), Trinidad and Tobago (1), Tunisia (1), United Kingdom (3), United States of America (6) (Table 3a).

10. Qualified candidates from under-represented countries are strongly encouraged to apply for vacant professional positions in the WHO African Region.

11. Table 3c presents the distribution of temporary professional staff working in the WHO African Region by nationality, grade and gender. As at 15 March 2015, the countries with the highest representation were Uganda and Democratic Republic of Congo with eight (8) temporary professional staff members each followed by Burkina Faso, Ethiopia and Nigeria with six (6) temporary professional staff members, then Ghana and Kenya with three (3) temporary professional staff members each. The following countries outside the WHO African Region had temporary professional staff members working in the African Region: Australia (1), Bangladesh (2), Brazil (1), Czech Republic (1), France (2), India (1), Peru (3), Somalia (2), Spain (1), Sudan (1), United States of America (2).

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

COMPARISON BETWEEN 2008, 2009, 2010, 2011, 2012, 2013, 2014 AND 2015 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 2008 and 15 March 2015. The total number of long-term staff members in the African Region varied from 2206 in 2008, 2451 in 2009, 2516 in 2010 to 2391 in 2011, 2276 in 2012, 2161 in 2013, 2186 in 2014 and 2181 in 2015.

14. It is also worth noting that from 2008 to 2010 the number of staff members on long-term appointment increased continuously as opposed to the significant continuous decrease of the number of staff members employed on a temporary basis over the same period. This trend resulted from the decision by the WHO Director-General, in consultation with Member States, to implement a contract reform policy with the aim of aligning the contractual arrangements in force in WHO with the human resources needed to implement health programmes.

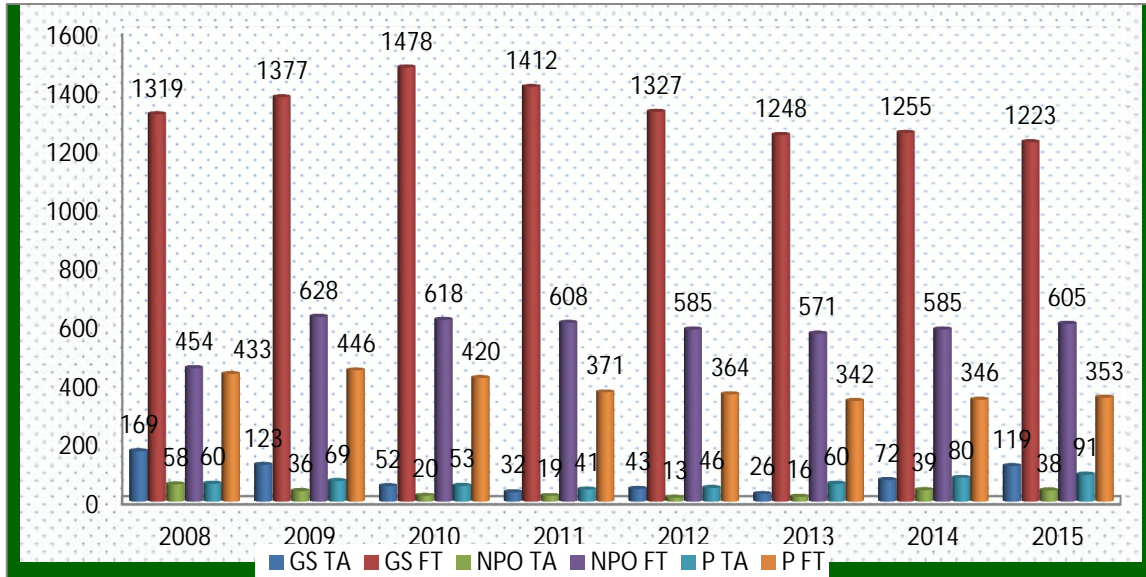
15. However, the number of staff members in the African Region decreased from 2011 to 2013 owing to budget constraints, the ensuing freeze on recruitment followed by the downsizing and the implementation of the new organizational structure.

16. Table 5c presents the variation of the numbers of staff members on long-term and temporary appointment across the appointment categories from 2008 to 2015.

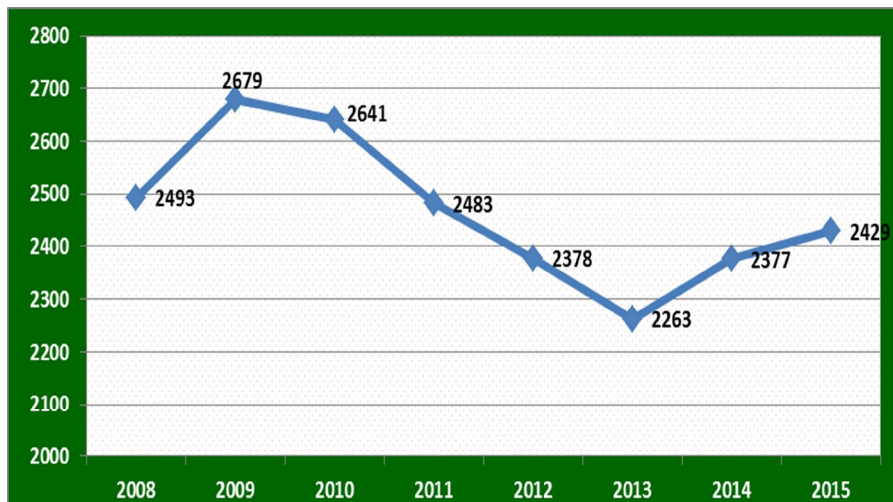
17. The report is submitted to the Regional Committee for information.

ANNEXES

Graphical illustration of staff distribution by category from 2008 to 2015



Graphical illustration of overall trends in staff category numbers from 2008 to 2015



Graphical illustration of staff distribution by category and contract type from 2008 to 2015

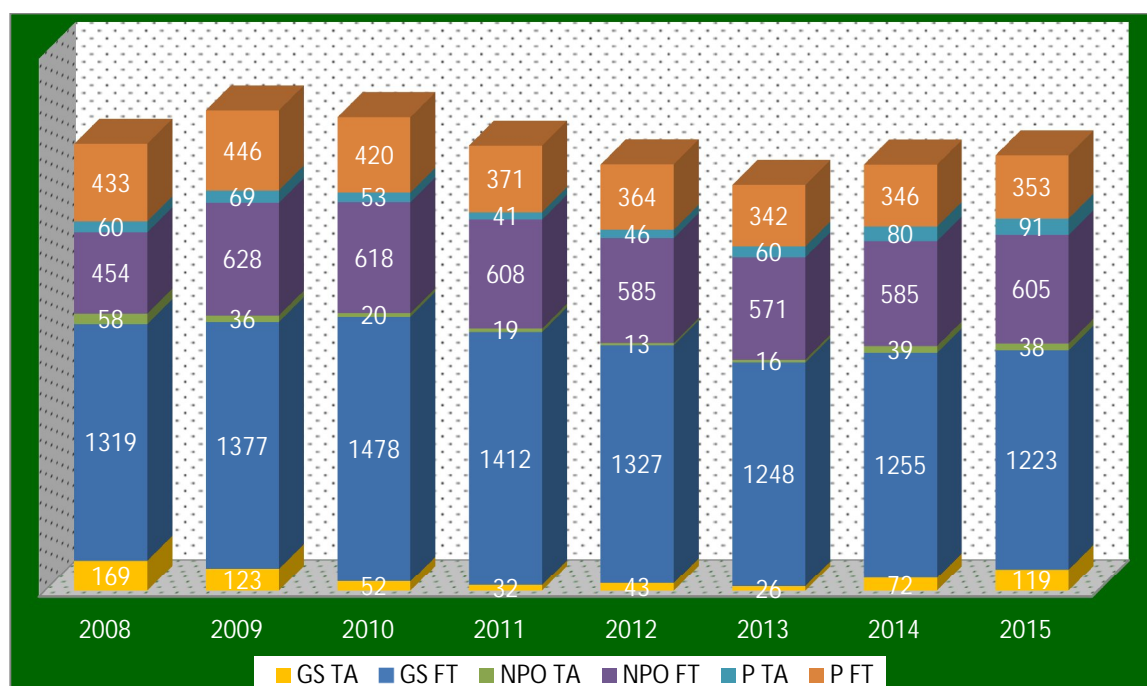


Table 1a: Staff members with long-term appointments by category and grade as of 15 March 2015

Staff/Grade	Total	%
UG	1	0.28
D.2	0	0.00
D.1	13	3.68
P.6	29	8.22
P.5	81	22.95
P.4	171	48.44
P.3	43	12.18
P.2	15	4.25
Total Professional	353	16.19
Total NPOs	605	27.74
Total GS	1223	56.08
Grand Total	2181	

Table 1b: Staff members with temporary appointments by category as of 15 March 2015

Category	Total	%
Professional Staff	91	36.69
National Professional Officers	38	15.32
General Service Staff	119	47.98
Total	248	

Table 1c: Long-term and temporary staff members combined as of 15 March 2015

Category	Long-term	Temporary	Total	%
Professional Staff	353	91	444	18.28
National Professional Officers	605	38	643	26.47
General Service Staff	1223	119	1342	55.25
Total by type of appointment	2181	248	2429	

Table 2: Distribution of staff members by category, grade and gender as of 15 March 2015**(a) Professional staff**

	P2		P3		P4		P5		P6		D1		D2		UG1		Female		Male		Total	%
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total	%	Total	%		
																	Total	%	Total	%		
Long-term	5	10	15	28	42	129	14	67	6	23	3	10			1		86	24.36	267	75.64	353	79.50
Temporary		1	5	17	11	43		14									16	17.58	75	82.42	91	20.50
Total	5	11	20	45	53	172	14	81	6	23	3	10	0	0	1	0	102	22.97	342	77.03	444	100

(b) National professional officers

	NO-A		NO-B		NO-C		NO-D		Female		Male		Total	%
	F	M	F	M	F	M	F	M	Total	%	Total	%		
									Total	%	Total	%		
Long-term	5	17	44	135	136	260	2	6	187	30.91	418	69.09	605	94.09
Temporary		2	4	15	2	15			6	15.79	32	84.21	38	5.91
Total	5	19	48	150	138	275	2	6	193	30.02	450	69.98	643	100

(c) General Service staff

	G1		G2		G3		G4		G5		G6		G7		Female		Male		Total	%
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	Total	%	Total	%		
															Total	%	Total	%		
Long-term	6	18	8	427	16	93	68	47	127	53	122	76	78	84	425	34.75	798	65.25	1223	91.13
Temporary	0	2	1	54		2	4	12	6	11	5	15	1	6	17	14.29	102	85.71	119	8.87
Total	6	20	9	481	16	95	72	59	133	64	127	91	79	90	442	32.94	900	67.06	1342	100

Table 3a: Distribution of long-term professional staff in the African Region by nationality, grade and gender as of 15 March 2015

Country of nationality	P2		P3		P4		P5		P6		D1		UG	All professional staff		
	F	M	F	M	F	M	F	M	F	M	F	M	F	F	M	Total
Angola	2			1		2	1							3	3	6
Bangladesh												1		0	1	1
Belgium				1	1									1	1	2
Benin						4		2	1					1	6	7
Bolivia						1								0	1	1
Botswana													1	1	0	1
Burkina Faso	1			2	2	4		2		2		1		3	11	14
Burundi	1				1	2	3	2		1		1		5	6	11
Cameroon, Republic of			1	2	1	8				2				2	12	14
Canada					1			1		1				1	2	3
Cape Verde					1						1			2	0	2
Central African Republic						2		1						0	3	3
Chad				1		2		1		2				0	6	6
Colombia										1				0	1	1
Comoros										1				0	1	1
Congo, Democratic Rep of the				1	1	7		3		1				1	12	13
Congo, Republic of the		3		5		1		2		1		1		0	13	13
Cote d'Ivoire					2	2	1	3	1		1			5	5	10
Denmark										1				0	1	1
Egypt	1			1		1								1	2	3
El Salvador					1									1	0	1
Equatorial Guinea						1								0	1	1
Eritrea			1			2								1	2	3
Ethiopia					2	6		1		2	1			3	9	12
France					1	3								1	3	4
Gabon			2					2						2	2	4
Gambia						7		1						0	8	8
Germany			1			1				1				1	2	3
Ghana					4	4		3		1		1		4	9	13
Guinea		1				2	1							1	3	4
Guinea-Bissau					1					1	1			2	1	3
India		1		1	1	3								1	5	6
Italy			1		1	2								2	2	4
Kenya		1	1	1	5	3	1	5		1				7	11	18
Lesotho						1								0	1	1
Liberia		1												0	1	1
Madagascar		1	1		2	1	1							4	2	6
Malawi						3		4						0	7	7
Mali				1		3		3		1				0	8	8
Mauritania		1		1		2								0	4	4
Mauritius						1								0	1	1
Mozambique					1					1				2	0	2
Namibia					1									1	0	1
New Zealand			1											1	0	1
Nicaragua								1						0	1	1

Country of nationality	P2		P3		P4		P5		P6		D1		UG	All professional staff		
	F	M	F	M	F	M	F	M	F	M	F	M	F	F	M	Total
Niger			1			2		1		2				1	5	6
Nigeria						7		4						0	11	11
Pakistan						1								0	1	1
Peru						1								0	1	1
Portugal						3						1		0	4	4
Rwanda			2			3		5						2	8	10
Sao Tome and Principe								1						0	1	1
Senegal					3	4		4	1					4	8	12
Sierra Leone			1											1	0	1
South Africa					1			1						1	1	2
South Sudan						1								0	1	1
Spain				1		1								0	2	2
Sudan				1		2								0	3	3
Swaziland								1						0	1	1
Tajikistan			1											1	0	1
Tanzania, United Republic of					1	2	2							3	2	5
Togo				3	2	4		2						2	9	11
Trinidad and Tobago												1		0	1	1
Tunisia						1								0	1	1
Uganda				1	1	7	3	4				2		4	14	18
United Kingdom						1		2						0	3	3
United States of America						3		2	1					1	5	6
Zambia					3	3		1				1		3	5	8
Zimbabwe		1	1	4	1	2	1	2		1				3	10	13
Total in African Region	5	10	15	28	42	129	14	67	6	23	3	10	1	70	217	353

Table 3b: Geographical distribution of long-term professional staff from countries of the African Region as of 15 March 2015

Nationality	Recruitment List	Range		Status	Total Staff	Staff HQ/ Others R.O.s	Staff in AFRO
		From	To				
Algeria	B2	1	9	within range	6	6	0
Angola	B2	1	8	within range	7	1	6
Benin	C	1	8	over-represented	9	2	7
Botswana	B1	1	8	within range	1	0	1
Burkina Faso	C	1	8	over-represented	16	2	14
Burundi	C	1	8	over-represented	11	0	11
Cameroon	C	1	8	over-represented	14	0	14
Cape Verde	B1	1	8	within range	2	0	2
Central African Republic	B1	1	8	within range	3	0	3
Chad	B2	1	8	within range	6	0	6
Comoros	B1	1	8	within range	1	0	1
Congo	C	1	8	over-represented	13	0	13
Cote d'Ivoire	C	1	8	over-represented	10	0	10
Democratic Republic of the Congo	C	1	8	over-represented	15	2	13
Equatorial Guinea	B1	1	8	within range	1	0	1
Eritrea	B1	1	8	within range	4	1	3
Ethiopia	C	1	8	over-represented	26	14	12
Gabon	B1	1	8	within range	4	0	4
Gambia	B2	1	8	top of the range	8	0	8
Ghana	C	1	8	over-represented	17	4	13
Guinea	B2	1	8	within range	6	2	4
Guinea-Bissau	B1	1	8	within range	4	1	3
Kenya	C	1	8	over-represented	21	3	18
Lesotho	B1	1	8	within range	1	0	1
Liberia	B1	1	8	within range	1	0	1
Madagascar	B2	1	8	within range	6	0	6
Malawi	C	1	8	over-represented	10	3	7
Mali	C	1	8	over-represented	13	5	8
Mauritania	B1	1	8	within range	4	0	4
Mauritius	B2	1	8	within range	5	4	1
Mozambique	B1	1	8	within range	3	1	2
Namibia	B1	1	8	within range	3	2	1
Niger	B2	1	8	top of the range	8	2	6
Nigeria	C	1	8	over-represented	23	12	11
Rwanda	C	1	8	over-represented	15	5	10
Sao Tome and Principe	B1	1	8	within range	1	0	1
Senegal	C	1	8	over-represented	19	7	12
Seychelles	B1	1	8	within range	1	1	0
Sierra Leone	B1	1	8	within range	3	2	1
South Africa	C	4	11	over-represented	14	12	2
South Sudan	B1	1	8	within range	1	0	1
Swaziland	B1	1	8	within range	1	0	1
Togo	C	1	8	over-represented	11	0	11
Uganda	C	1	8	over-represented	24	6	18
United Republic of Tanzania	C	1	8	over-represented	10	5	5
Zambia	C	1	8	over-represented	11	3	8
Zimbabwe	C	1	8	over-represented	16	3	13
					409	111	298

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 in the African Region by nationality, grade and gender as of 15 March 2015

Country of nationality	P2		P3		P4		P5		All professional staff		
	F	M	F	M	F	M	F	M	F	M	Total
Australia								1	0	1	1
Bangladesh						2			0	2	2
Benin						1			0	1	1
Brazil					1				1	0	1
Burkina Faso				1		2		3	0	6	6
Cameroon, Republic of			1			2			1	2	3
Congo, Democratic Rep of the				3	1	3		1	1	7	8
Congo, Republic of the						1			0	1	1
Cote d'Ivoire						1		1	0	2	2
Czech Republic				1					0	1	1
Ethiopia					1	4		1	1	5	6
France				2					0	2	2
Gabon			1						1	0	1
Gambia						1			0	1	1
Ghana				1		3			0	4	4
Guinea			1						1	0	1
India						1			0	1	1
Kenya				2		1		1	0	4	4
Liberia		1							0	1	1
Madagascar			1						1	0	1
Malawi					1				1	0	1
Mali						2			0	2	2
Mauritania						3			0	3	3
Niger					2	1			2	1	3
Nigeria				1	1	2		2	1	5	6
Peru						2		1	0	3	3
Senegal			1			2			1	2	3
Sierra Leone								1	0	1	1
Somalia						2			0	2	2
Spain					1				1	0	1
Sudan						1			0	1	1
United Republic of Tanzania				1					0	1	1
Togo				1		1		1	0	3	3
Uganda				3	1	3		1	1	7	8
USA				1	1				1	1	2
Zambia					1				1	0	1
Zimbabwe						2			0	2	2
Total in African Region	0	1	5	17	11	43	0	14	16	75	91

Table 4: Distribution of long-term and temporary staff by duty station as of 15 March 2015

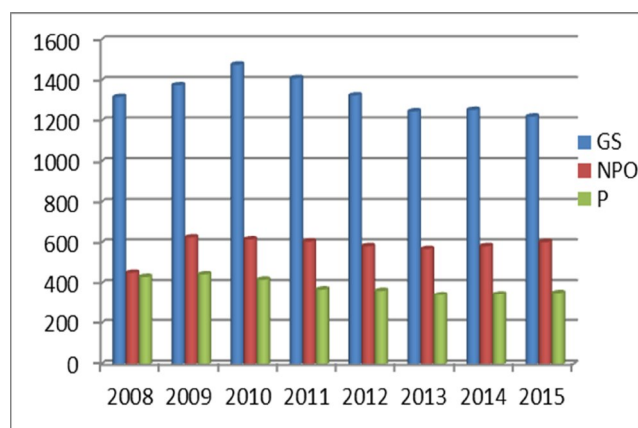
Duty station	Long-term			Temporary			All Staff
	GS	NPO	P	GS	NPO	P	
Abeche	1					2	3
Abidjan	18	12	1			1	32
Abuja	88	39	14	8		6	155
Accra	20	11	1				32
Addis Ababa	67	67	9	2	14		159
Algiers	7	5	2				14
Antananarivo	14	9	1				24
Asmara	15	6	1				22
Bamako	12	11	1	7		1	32
Bangui	11	8	3	9	4	5	40
Banjul	10	6	1				17
Bauchi	12	12	2	1		1	28
Benguela	3	2				1	6
Benin City	3	2					5
Bentiu						1	1
Bissau	6	4	1	1			12
Bohicon				1			1
Bor						2	2
Brazzaville	215	18	129	32	9	18	421
Bujumbura	16	7	1				24
Bukavu	4	3					7
Conakry	18	11	1	16		1	47
Cotonou	13	9	1				23
Dakar	11	7	2				20
Damaturu	1	2		1			4
Dar-es-Salaam	21	15	4			1	41
Entebbe	3						3
Enugu	10	10					20
Freetown	17	9	2	8			36
Gaborone	8	6	1				15
Gambela					1		1
Garissa	2	1					3
Goma	4	1					5
Gulu		1		2			3
Harare	49	11	39		5	3	107
Ibadan	17	9					26
Jos	3	2					5
Juba	3	1	6	3		9	22
Kaduna	6	2		1			9
Kampala	19	19	3			3	44
Kano	13	5	2	1			21

Kigali	12	11	2				25
Kinshasa	60	30	6	4	1	2	103
Kisangani		1					1
Kuajok						1	1
Lagos	17	8					25
Libreville	27	7	27	1		3	65
Lilongwe	13	12	2				27
Lome	11	6	2	1			20
Luanda	49	22	9			6	86
Lubumbashi		2				1	3
Lusaka	12	14	1	3			30
Maiduguri	6	3		1			10
Malabo	5	3	1	2	1		12
Malakal						2	2
Maputo	12	12	3				27
Maseru	8	4	2				14
Mbabane	10	5	1				16
Mbandaka		1					1
Mbuji Mayi	2	1					3
Minna	13	8	1				22
Monrovia	16	5	3	7	1	1	33
Moroni	10	5	1				16
Moundou						1	1
Moxico		1					1
Nairobi	26	16	7			1	50
N'Djamena	32	8	6			5	51
Niamey	21	11	5		2		39
Nouakchott	10	8	2				20
Ouagadougou	41	14	31	2		6	94
Ouidah						1	1
Port Harcourt	7	6	1				14
Port Louis	6	1					7
Praia	4	2	1	1			8
Pretoria	13	8	4	1		1	27
Sao Tome	5	4	1				10
Sokoto	7	7		3		1	18
Torit						1	1
Victoria	3	2	1				6
Wau						1	1
Windhoek	10	3	4				17
Yambio						2	2
Yaounde	13	11	1				25
Zanzibar	2						2
Grand Total	1223	605	353	119	38	91	2429

Table 5: Comparison of 2008, 2009, 2010, 2011, 2012, 2013, 2014 and 2015 staff members' statistics

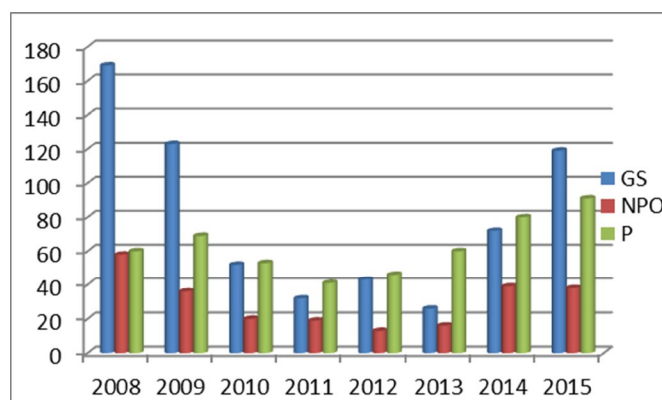
(a) Long-term staff

Year	GS	NPO	P	Total
2008	1319	454	433	2206
2009	1377	628	446	2451
2010	1478	618	420	2516
2011	1412	608	371	2391
2012	1327	585	364	2276
2013	1248	571	342	2161
2014	1255	585	346	2186
2015	1223	605	353	2181



(b) Staff on temporary appointment

	GS	NPO	P	Total
2008	169	58	60	287
2009	123	36	69	228
2010	52	20	53	125
2011	32	19	41	92
2012	43	13	46	102
2013	26	16	60	102
2014	72	39	80	191
2015	119	38	91	248



(c) Progress report on appointments from 2008 to 2015

		2008	2009	2010	2011	2012	2013	2014	2015
General Service Staff	TA	169	123	52	32	43	26	72	119
	FT	1319	1377	1478	1412	1327	1248	1255	1223
National Professional Officer	TA	58	36	20	19	13	16	39	38
	FT	454	628	618	608	585	571	585	605
Professional Staff	TA	60	69	53	41	46	60	80	91
	FT	433	446	420	371	364	342	346	353
Total		2493	2679	2641	2483	2378	2263	2377	2429
		0%	7%	-1%	-6%	-4%	-5%	5%	2%