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REPORT ON WHO STAFF IN THE AFRICAN REGION

Information Document

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ABBREVIATIONS

APW	Agreement for performance of work
G/GS	General Service
GS LT	General Service long-term appointment
GS TA	General Service temporary appointment
HR	Human resources
IPO	International Professional Officer
IST	Intercountry support team
JPO	Junior Professional Officers
LT	Long-term
NPO	National Professional Officer
NPO LT	National Professional Officer long-term appointment
NPO TA	National Professional Officer temporary appointment
P LT	International professional long-term appointment
P TA	International professional temporary appointment
RO	Regional Office
SSA	Special services agreement
TA	Temporary appointment
UG	Ungraded
UNV	United Nations Volunteers
WCO	WHO country office

INTRODUCTION

1. As the World Health Organization (WHO) celebrates its 75th anniversary, the Transformation Agenda launched in 2015 in the African Region continues to transform the institutional culture. One of the key components of the Transformation Agenda is the efficient management of the Organization's workforce in line with its aim of transforming WHO into a "people-centred" Organization. Therefore, WHO in the African Region is committed to streamlining the workforce in accordance with the needs and priorities of budget centres, to enhance support to Member States.

2 This document, which is presented to the Regional Committee every year, provides Member States with information pertaining to the WHO workforce in the African Region as of 1 April 2023.¹ This report provides details on the overall staffing composition by appointment type, category, grade, gender, geographical representation, nationality, and duty station.

APPOINTMENT TYPES AND CATEGORIES

3. WHO offers two main types of appointments: temporary and long-term. A temporary appointment (TA) is a time-limited appointment for up to 24 months (about 2 years) of continuous service. The term "long-term appointment" (LT) refers to staff members on fixed-term or continuing appointments. In addition, WHO uses other types of contracts for its workforce, including consultants, special services agreements (SSA), United Nations volunteers (UNV), junior professional officers (JPO) and agreements for performance of work (APW).

4. As of 1 April 2023, there were 2432 staff members in the African Region comprised of 1802 (74%) at country level and 630 (26%) at the Regional Office. Of the 2432 staff members, 640 (26.3%) were International Professional Officers (IPOs), 655 (26.9%) National Professional Officers (NPOs) and 1137 (46.8%) General Service (GS) staff. Of the 2432 staff members, 2114 (86.9%) were on long-term appointments and 318 (13.1%) on temporary appointments. Of the 2114 staff members on long-term appointments, 493 (23.3%) were IPOs, 594 (28.1%) were NPOs and 1027 (48.6%) were GS staff. Of the 318 staff members on temporary appointment, 147 (46.2%) were IPOs, 61 (19.2%) were NPOs and 110 (34.6%) were GS staff (Table 1a).

5. Among the 493 IPOs on long-term appointments, the highest numbers were at the P4 grade level with 214 (43.4%), followed by the P3 grade level with 107 (21.7%), the P5 grade level with 84 (17%), the P2 grade level with 45 (9.1%), the D1 grade level with 24 (4.9%), the P6 grade level with 11 (2.2%), the D2 grade level with five (1%), the P1 grade level with two (0.4%), and the ungraded level with one (0.2%) staff (Table 1b).

6. Among the 147 IPOs on temporary appointments, the highest numbers were at the P4 grade level with 80 (54.4%), followed by the P3 grade level with 47 (32%), the P2 grade level with 11 (7.5%), the P5 grade level with eight (5.4%), and the P1 grade level with one (0.7%) staff respectively (Table 1c). In addition to staff appointments, the African Region from January to December 2022, had 4523 other types of contract holders across the Region composed of 423 (9.4%) APWs, 1232 (27.2%) consultants, four (0.1%) JPOs, 2694 (60%) SSAs and 170 (4%) UNVs (Table 1d).

7. Over the past five years, there have been fluctuations in the number of other contract types. SSA holders accounted for over 50% of all other types of contracts, while JPOs remained the lowest, varying between two and four members (Table 1e). The number of JPOs is limited because

¹ As per the Global Management System (GSM) Staffing report: Assignment printed on 6 April 2023 (unless otherwise stated).

they are funded by individual countries. Since 2020, the UNV workforce has also increased, from 60 volunteers in 2019 to 170 in December 2022 (Table 1f). This increase was driven by the partnership and collaboration agreement signed in 2019 between the Regional Director and the Executive Director of the United Nations Volunteers (UNV) programme, which targeted mostly young women. Through their broad range of skills and competencies, UNVs have effectively supported the work of WHO in the African Region in various areas including public health, family and reproductive health, disease prevention and control, communication, data management, and general administration. Interns have not been taken into consideration as the internship programme was put on hold with the onset of COVID-19, and this measure was lifted only recently.

APPOINTMENT TYPE, CATEGORY, GRADE AND GENDER DISTRIBUTION

8. The distribution of staff members by appointment type, category, grade and gender is presented in Tables 2a-d. Among the 640 IPOs, 493 (77.0%) were on long-term appointments and 147 (23.0%) were on temporary appointments. Their distribution by gender was 434 (67.8%) male and 206 (32.2%) female. Of the 493 IPOs on long-term appointments, 323 (65.5%) were male and 170 (34.5%) were female. Of the 147 IPOs on temporary appointments, 111 (75.5%) were male and 36 (24.5%) were female (Table 2a).

9. Among the 655 NPOs, 594 (90.7%) were on long-term appointments and 61 (9.3%) held temporary appointments. Their distribution by gender was 444 (67.8%) male and 211 (32.2%) female. Of the 594 NPOs on long-term appointments, 400 (67.3%) were male and 194 (32.7%) were female. Of the 61 NPOs on temporary appointments, 44 (72.1%) were male and 17 (27.9%) were female (Table 2b). Among the 655 NPOs, the highest concentration was at the NO-C grade with 400 (61.1%) staff, followed by the NO-B grade with 219 (33.4%), the NO-A grade level with 27 (4.1%), and the NO-D grade with nine (1.4%).

10. Of the 1137 GS staff, 1027 (90.3%) were on long-term appointments and 110 (9.7%) held temporary appointments. The distribution by gender was 659 (64.2%) male and 368 (35.8%) female for those on long-term appointments and 90 (81.8%) male and 20 (18.2%) female for those on temporary appointments (Table 2c). Among the 1137 GS staff, the G2 grade level had the highest concentration with 335 (29.5%) staff, followed by the G5 grade with 243 (21.4%), the G6 grade with 235 (20.7%), the G7 grade level with 151 (13.3%), the G3 grade level with 97 (8.5%) and the G4 grade level with 69 (6.1%). The G1 grade had the smallest concentration with seven (0.6%) staff.

11. Although the gap between male and female staffing numbers remains significantly high at all levels, WHO in the African Region has made progress in increasing female representation over the last seven years. Overall female representation has steadily increased from 29.5% in 2016 to 33.1% in 2023 (Table 2e). However, female representation oscillated across staff categories. The percentage of female staff in the IPO category rose from 25.1% in 2015 to 32.2% in 2023 (Table 2f). For the NPO category, there was a gradual decrease in female representation from 30.7% in 2015 to 28.6% in 2018, followed by an increase from 29.8% in 2019 to 32.2% in 2023 (Table 2f). The decrease in NPO staff has been associated with the increase in IPOs as staff move from the NPO to the IPO category. For instance, 13 (2%) of the 654 NPOs recorded in 2020 moved from the NPO to the IPO category. In the GS category, female representation declined between 2015 and 2016 from 31.0% to 30.4%, then steadily increased from 30.9% in 2017 to 33.1% in 2018 and 33.4% in 2019. It then decreased to 33.2% in 2020, before increasing again to 34.8% in 2021 and to 36.0% in 2022, then dropped to 34.1 in 2023 (Table 2f).

12. Trends in female representation at senior level, namely at P6/D1, D2 and UG1, are presented in Table 2d. WHO in the African Region remains strongly committed to achieving gender parity.

While the representation of women at senior level decreased from 11 in 2018 to nine and eight in 2019 and 2020 respectively due to the departure of two female staff members at the D1 grade level and one at the P6 grade level, efforts have been made to appoint more women at senior level, resulting in an increase of women from eight in 2021 to 11 in 2022. Unfortunately, out of the six staff members at D1 grade level who retired between 2022 and 2023, four were female staff members (three WHO Representatives and one Director). In an effort to close the existing gap in gender representation, outreach initiatives continue to be implemented to attract more qualified female candidates.

13. Moreover, WHO in the African Region continues to implement the policy requiring hiring managers to include at least one qualified female candidate in the shortlist for all advertised positions, failing which the vacancy notice will be re-advertised unless a written justification is provided. Furthermore, the African Region continues to promote various programmes to improve the gender balance, including the Pathways to Leadership programme for senior managers, the mentorship programme, career counselling for women, the gender parity task force, the United Nations Volunteers (UNV) partnership, and the Africa Women Health Champions (UNV) programme. For example, on account of the partnership with the UNV, the number of female UNVs increased from 47% in 2019 to 52% in 2020, then to 67% in 2021 and 73% in 2022 with sustainable positive variations of 12% from 2019 to 2020, 29% from 2020 to 2021 and 8% from 2021 to 2022 (Table 1f).

GEOGRAPHICAL DISTRIBUTION

14. Member States with the highest representation of IPOs were Democratic Republic of the Congo with 34 staff members, Uganda with 31 staff members, Burkina Faso with 27 staff members, Nigeria, and Zimbabwe with 26 staff members each and Cameroon with 23 staff members (Table 3a). Thirty-two Member States² outside the African Region had nationals working in the Region as IPOs on long-term appointments in line with the policy on global geographical representation (Table 3a).

15. An analysis of the geographical distribution of long-term professional staff from the 47 Member States of WHO in the African Region shows that 21 Member States were overrepresented (representation category C).³ Three Member States, Madagascar, Niger and Togo, were at the maximum of the range (representation category B2*). Seven Member States were within their range but above the midpoint (representation category B2).⁴ Fifteen Member States were within their range but below the midpoint (representation category B1);⁵ and one Member State, Seychelles, was unrepresented (representation category A*) (Table 3c).

16. The recruitment of lusophones and nationals of underrepresented countries remains a challenge for international positions. However, WHO in the African Region is strongly committed to achieving equitable geographical representation of all Member States through outreach initiatives and thorough scrutiny of the selection process. AFRO has therefore adopted outreach

² China, Egypt, Haiti, Hungary, Ireland, Lebanon, Peru, Philippines, Portugal, Romania, Tajikistan, Uzbekistan, Venezuela, Viet Nam and Yemen with one staff member each; Australia, Belgium, Japan, Nepal, Russian Federation, Sudan and Switzerland with two staff members each; Germany, Italy, Pakistan and Spain with three staff members each; Brazil and India with four staff members each; France with six staff members; Canada and United Kingdom with nine staff members each, and United States of America with 12 staff members.

³ Benin, Burkina Faso, Burundi, Cameroon, Congo, Democratic Rep of the Congo, Côte d'Ivoire, Ethiopia, Ghana, Guinea, Kenya, Malawi, Mali, Nigeria, Rwanda, Senegal, South Africa, United Republic of Tanzania, Uganda, Zambia, and Zimbabwe.

⁴ Algeria, Chad, Eritrea, Gambia, Mauritania, Mauritius, and Sierra Leone.

⁵ Angola, Botswana, Cabo Verde, Central African Republic, Comoros, Equatorial Guinea, Eswatini, Gabon, Guinea-Bissau, Lesotho, Liberia, Mozambique, Namibia, Sao Tome and Principe, and South Sudan.

initiatives with recruitment agencies such as Impact-pool⁶ and SRI Executive⁷ to attract more qualified candidates from these targeted Member States. Furthermore, vacancy announcements are shared with all country offices for further dissemination among professional associations and networks. The African Region has initiated the process of targeting potential candidates from various Portuguese-speaking countries and proceeded to carry out career fairs and outreach initiatives which have contributed to the increased number of Portuguese-speaking applicants.

17. The distribution of temporary professional staff working in the WHO African Region by nationality and gender is presented in Table 3b. According to the data, Kenya had the highest representation with 16 staff members; followed by Nigeria with 11 staff members, Democratic Republic of the Congo, and Uganda with 10 staff members each, Cameroon and Ethiopia with eight staff members each, Côte d'Ivoire and United Republic of Tanzania with six staff members each, Niger and Zimbabwe with five staff members each.

18. Furthermore, Table 3b indicates that 17 countries⁸ outside the African Region had temporary professional staff members working in the Region, thereby enhancing diversity. The distribution of long-term and temporary staff members working for WHO in the African Region by duty station is presented in Table 4.

STAFFING TRENDS OVER THE PAST 10 YEARS (2014–2023)

19. The staffing trends from 2014 to 1 April 2023 as presented in Figure 1 attest to the effectiveness of the Transformation Agenda, which seeks to drive impact at country level in addressing the needs and priorities of the countries. It is this same consideration that led to the conduct of the functional review of country offices. It shows that the total number of staff members working in the Region, across all appointment categories moved from 2377 to 2432. However, there have been periods of sharp increase or decrease in staffing due to various prevailing situations. For example, from 2014 to 2017, there was a sharp increase in staffing which was driven by the surge capacity to respond to various emergencies across the Region. From 2017 to 2019, staffing numbers decreased by 9% following the end of major epidemics such as Ebola in West Africa and yellow fever in the Central African subregion; as well as the implementation of the polio ramp-down. From 2019 to 2020, there was an increase of 3% due to the Ebola outbreak in the Democratic Republic of the Congo.

20. However, from 2020 to 2022 there was a 9% drop in staffing despite the deployment of staff as surge capacity in response to the COVID-19 pandemic and the new Ebola outbreaks in the Democratic Republic of the Congo and Guinea. This trend is explained by the fact that the functional review was still ongoing, and many vacant positions were not yet filled. Furthermore, as part of the surge capacity for the COVID-19 response, WHO in the African Region has been deploying staff who are already onboard and using other contract types such as consultants, SSAs and UNVs. From 2022 to 2023, there has been an increase of 7%, driven by the implementation of the functional review outcomes across the Region.

21. The Regional Committee is invited to note the report.

6 <https://www.linkedin.com/company/impactpool>

7 <https://www.sri-executive.com/about-sri-executive/>

8 Belgium, Brazil, Germany, Haiti, Lebanon, Malaysia, Netherlands, Pakistan, Spain, Sudan, Syrian Arab Republic and United Kingdom with one staff member each; India, Egypt, France, Italy, and United States of America. With two staff members each.

Table 1. Distribution of staff members by category and assignment type

(a) Long-term and temporary staff members combined

Category	Long-term	Temporary	Total
IPOs	493 (23.3%)	147 (46.2%)	640 (26.3%)
NPOs	594 (28.1%)	61 (19.2%)	655 (26.9%)
GS	1027 (48.6%)	110 (34.6%)	1137 (46.8%)
Total	2 114	318 (13.1%)	2 432 (100%)

(b) International Professional Officers on long-term appointments by grade

Staff/Grade	Total	Percentage (%)
UG1	1	0.2
D2	5	1.0
D1	24	4.9
P6	11	2.2
P5	84	17.0
P4	214	43.4
P3	107	21.7
P2	45	9.1
P1	2	0.4
Total IPOs	493	100.0

(c) International Professional Officers on temporary appointments by grade

Staff/Grade	Total	Percentage (%)
P5	8	5.4
P4	80	54.4
P3	47	32.0
P2	11	7.5
P1	1	0.7
Total IPOs	147	100.0

(d) Other types of contracts (from 1 January to 31 December 2022)⁹

Non-staff	Total	Percentage (%)
APW	423	9.4
Consultants	1232	27.2
JPO	4	0.1
SSA	2694	59.6
UNV	170	3.8
Total	4 523	100.0

⁹ See https://cdn.who.int/media/docs/default-source/human-resources/wha76-hr-update-tables-january-to-december-2022.pdf?sfvrsn=d6ad8f6a_3 (Document issued on 4 April 2023) (except UNV data received from UNDP partners).

(e) Trends in other types of contracts (except UNV), 2018–2022¹⁰

Non-staff	2018	2019	2020	2021	2022
APW	255 (13%)	510 (16%)	498 (14%)	356 (11%)	423 (9%)
Consultants	345 (18%)	837 (27%)	840 (24%)	660 (21%)	1232 (27%)
JPO	4 (0%)	4 (0%)	2 (0%)	4 (0%)	4 (0%)
SSA	1308 (68%)	1795 (57%)	2195 (62%)	2078 (67%)	2694 (60%)
Total	1 912 (100%)	3 146 (100%)	3 535 (100%)	3 098 (100%)	4 353 (100%)

(f) Trends in United Nations Volunteers (UNVs), 2019–2022 by gender¹¹

Gender	2019	2020	2021	2022
Male	32	61	46	124
Female	28	67	95	46
% female	47%	52%	67%	73%
Variation in % female		12%	29%	8%
Total	60	128	141	170

¹⁰ From EB HR Update Tables

¹¹ Data gathered across the Region as per UNV in respective budget centres

Table 2. Distribution of staff members by appointment type, category, grade, and gender**(a) International Professional Officers**

	P1		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	F	M	Total	%	Total	%		
	Total		%		Total		%		Total		%		Total		%		Total		%					
Long-term	1	1	27	18	44	63	65	149	24	60	3	8	4	20	1	4	1	0	170	34.5	323	65.5	493	77.0
Temporary	1	0	4	7	9	38	19	61	3	5	0	0	0	0	0	0	0	0	36	24.5	111	75.5	147	23.0
Total	2	1	31	25	53	101	84	210	27	65	3	8	4	20	1	4	1	0	206	32.2	434	67.8	640	100.0

(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		%		Total		%			
Long-term	8	14	52	135	131	245	3	6	194	32.7	400	67.3	594	90.7
Temporary	2	3	9	23	6	18	0	0	17	27.9	44	72.1	61	9.3
Total	10	17	61	158	137	263	3	6	211	32.2	444	67.8	655	100.0

(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		%		Total		%		Total		%					
Long-term	1	5		3	286	9	88	27	24	126	92	134	87	68	368	35.8	659	64.2	1027	90.3
Temporary			1		46		1	17	15	10	2	12	2	20	18.2	90	81.8	110	9.7	
Total	1	5	1	3	332	9	88	28	41	141	102	136	99	70	388	34.1	749	65.9	1137	100.0

(d) Comparison of staff members at senior level, 2019–2023

	Female										Male										Total				
	2019		2020		2021		2022		2023		2019		2020		2021		2022		2023		2019	2020	2021	2022	2023
	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	%	n	n	n	n	n
P6	2	20.0	1	11.1	1	11.1	2	20.0	3	27.3	8	80.0	8	88.9	8	88.9	8	80.0	8	72.7	10	9	9	10	11
D1	6	24.0	6	27.3	6	24.0	7	28.0	4	16.7	19	76.0	16	72.7	19	76.0	18	72.0	20	83.3	25	22	25	25	24
D2	0	0.0	0	0.0	0	0.0	1	25.0	1	20.0	1	100.0	2	100.0	2	100.0	3	75.0	4	80.0	1	2	2	4	5
UG1	1	100.0	1	100.0	1	100.0	1	100.0	1	100.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	1	1	1	1	1
Total	9	24.3	8	23.5	8	21.6	11	27.5	9	22.0	28	75.7	26	76.5	29	78.4	29	72.5	32	78.0	37	34	37	40	41

(e) Comparison of male and female staff, 2015–2023

	2015	2016	2017	2018	2019	2020	2021	2022	2023
Female	743	747	784	769	755	781	779	761	805
Male	1747	1789	1849	1708	1643	1697	1596	1490	1627
%									33.1
Female	29.8	29.5	29.8	31.0	31.5	31.5	32.8	33.8	
Total	2 490	2 536	2 633	2 477	2 398	2 478	2 375	2 251	2 432

(f) Progress in proportion of long-term and temporary female staff by category, 2015–2023

	2015	2016	2017	2018	2019	2020	2021	2022	2023
IPO	25.1	26.2	27.0	29.1	29.0	29.4	30.7	32.3	32.2
NPO	30.7	29.9	29.6	28.6	29.8	30.0	31.0	31.5	32.2
GS	31.0	30.4	30.9	33.1	33.4	33.2	34.8	36.0	34.1

(g) Progress in proportion of long-term female staff by category, 2015–2023

	2015	2016	2017	2018	2019	2020	2021	2022	2023
IPO	27.0	27.7	28.9	31.2	32.4	33.2	31.9	33.6	34.5
NPO	30.8	30.3	29.5	28.9	30.8	31.3	31.9	32.3	32.7
GS	34.5	33.9	34.4	35.5	35.4	35.4	36.7	38.3	35.8

Country of nationality	P1		P2		P3		P4		P5		P6		D1		D2		UG	Total			
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	F	M	All	
Liberia				1															1	1	
Madagascar			1				2	1	1										4	1	5
Malawi						1		3		3				1						8	8
Mali						1		5		1				1						8	8
Mauritania						1		1	1			1							1	3	4
Mauritius														1						1	1
Mozambique							1	2											1	2	3
Nepal						1		1												2	2
Niger						2	1	2		1						1			1	6	7
Nigeria				3	1	1	1	9	2	6		1		2					4	22	26
Pakistan			1			2													1	2	3
Peru								1												1	1
Philippines								1												1	1
Portugal							1													1	1
Romania						1														1	1
Russian Federation								2												2	2
Rwanda					3	3	3	3		3				2					6	11	17
São Tomé and Príncipe							1												1		1
Senegal			2				4	3		1			1	1					7	5	12
Sierra Leone							2												2		2
South Africa	1				1				1		1				1				5		5
Spain					2		1												3		3
Sudan							1			1									1	1	2
Switzerland					1			1											1	1	2
Tajikistan						1														1	1
Tanzania, United			1		1		1	2	1	1									4	3	7
Togo						2	1	4		1									1	7	8
Uganda			1			1	4	11	4	8	1			1					10	21	31
United Kingdom					1	2	2	1	1	1	1								5	4	9
United States of			1		2	3	2	3								1			5	7	12
Uzbekistan					1														1		1
Venezuela									1										1		1
Viet Nam					1														1		1
Yemen							1												1		1
Zambia							2	2					1	1					3	3	6
Zimbabwe		1	2	2	1	1	3	3		2		1							6	20	26
Total in African Region	1	1	2	1	44	6	65	14	24	6	3	8	4	2	1	4	1	170	32	493	

(b) Distribution of temporary international professional staff by nationality, grade, and gender

Country of nationality	P1		P2		P3		P4		P5		Total		
	F	F	M	F	M	F	M	F	M	F	M	All	
Algeria							1				1	1	
Angola							1				1	1	
Belgium						1				1		1	
Benin							1				1	1	
Botswana					1						1	1	
Brazil						1				1		1	
Burkina Faso			1		3						4	4	
Burundi		1								1		1	
Cameroon				1		1	6			2	6	8	
Congo, Democratic Rep of			1	1	1		6		1	1	9	10	
Congo			1		1						2	2	
Côte d'Ivoire			1		1	1	3			1	5	6	
Egypt		1					1			1	1	2	
Ethiopia					2	1	5			1	7	8	
France					1		1				2	2	
Gambia					1		2				3	3	
Germany							1			1		1	
Ghana					1		3				4	4	
Guinea							1				1	1	
Haiti					1						1	1	
India							2		1		3	3	
Italy		1				1				2		2	
Kenya				1	5	3	6	1	1	5	12	17	
Lebanon					1						1	1	
Liberia					1						1	1	
Malawi			1								1	1	
Malaysia		1								1		1	
Mali					1	1	1			1	2	3	
Mauritania							1				1	1	
Netherlands								1		1		1	
Niger				2	1	1	1			3	2	5	
Nigeria				1	5	2	2		1	3	8	11	
Pakistan									1		1	1	
Rwanda							2				2	2	
Senegal					2		2				4	4	
South Sudan							1				1	1	
Spain							1				1	1	
Sudan							1				1	1	
Syrian Arab Republic							1			1		1	
Tanzania, United Republic of					3		3				6	6	
Togo					1	1	1			1	2	3	
Uganda				1	1	3	5			4	6	10	
United Kingdom							1				1	1	
United States of America	1				1					1	1	2	
Zambia				1	2					1	2	3	
Zimbabwe			2	1	1			1		2	3	5	
Total in African Region	1	4	7	9	38	19	61	3	5	36	111	147	

(c) Geographical distribution of long-term professional staff from countries of the African Region¹²

Nationality	Recruitment priority	Range		Total Staff	Staff HQ/Other	Staff AFRO
		From	To			
Algeria	B2	1	9	8	8	0
Angola	B1	1	8	2	0	2
Benin	C	1	8	13	3	10
Botswana	B1	1	8	4	2	2
Burkina Faso	C	1	8	28	1	27
Burundi	C	1	8	11	0	11
Cameroon	C	1	8	24	1	23
Cabo Verde	B1	1	8	1	0	1
Central African Republic	B1	1	8	2	0	2
Chad	B2	1	8	6	2	4
Comoros	B1	1	8	1	0	1
Congo, Democratic Rep of	C	1	8	35	1	34
Congo	C	1	8	20	1	19
Côte d'Ivoire	C	1	8	15	2	13
Equatorial Guinea	B1	1	8	1	0	1
Eritrea	B2	1	8	6	2	4
Eswatini	B1	1	8	1	0	1
Ethiopia	C	1	8	39	21	18
Gabon	B1	1	8	3	0	3
Gambia	B2	1	8	6	1	5
Ghana	C	1	8	19	8	11
Guinea	C	1	8	11	2	9
Guinea-Bissau	B1	1	8	4	0	4
Kenya	C	1	8	46	22	24
Lesotho	B1	1	8	1	0	1
Liberia	B1	1	8	1	0	1
Madagascar	B2*	1	8	8	3	5
Malawi	C	1	8	11	3	8
Mali	C	1	8	10	2	8
Mauritania	B2	1	8	5	1	4
Mauritius	B2	1	8	5	4	1
Mozambique	B1	1	8	4	1	3
Namibia	B1	1	8	1	1	0
Niger	B2*	1	8	8	1	7
Nigeria	C	1	8	41	15	26
Rwanda	C	1	8	22	5	17
São Tomé and Príncipe	B1	1	8	1	0	1
Senegal	C	1	8	19	7	12
Seychelles	A*	1	8	0	0	0
Sierra Leone	B2	1	8	5	3	2
South Africa	C	4	11	19	14	5
South Sudan	B1	1	8	1	1	0
Tanzania, United Republic	C	1	8	11	4	7
Togo	B2*	1	8	8	0	8
Uganda	C	1	8	48	17	31
Zambia	C	1	8	9	3	6
Zimbabwe	C	1	8	36	10	26
				580	172	408

A* Unrepresented countries Countries without any representation	B1 Countries at or below midpoint	B2* Countries at the maximum of their range
A Underrepresented countries Countries below the minimum of their	B2 Countries at or above midpoint	C Countries overrepresented Countries above the maximum of their

¹² March 2023 full geographical list is available at the following link:
<https://intranet.who.int/homes/gsp/documents/geographical%20distribution%20-%20march%202023.pdf>

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

Duty Station	Long-Term			Temporary			All Staff
	GS	NPO	IPO	GS	NPO	IPO	
Abeche	1						1
Abidjan	15	9	7	1	2		34
Abuja	25	25	16	6	7	5	84
Accra	13	12	7		2		34
Addis Ababa	54	54	11		1	9	129
Algiers	7	6					13
Antananarivo	15	11	7	1		2	36
Asmara	10	5	4				19
Aweil		1		1			2
Bamako	14	6	6	1		1	28
Bambari	1			2			3
Bangui	18	7	10	2	1	2	40
Banjul	10	2	3				15
Bata	1						1
Bauchi	12	14			1		27
Benin City	2	4					6
Bentiu		1				1	2
Bissau	5	1	4	1			11
Bol						1	1
Bor		1		1			2
Brazzaville, RO	212	16	170	16	1	54	469
Brazzaville, WCO	14	7	4				25
Bujumbura	18	12	6	1			37
Bukavu	1	2					3
Calabar	2	3					5
Conakry	16	10	6	7	1		40
Cotonou	13	9	3	1			26
Dakar	12	5	18	1		4	40
Damaturu	2	3			1		6
Dar-es-Salaam	17	12	5	3			37
Diffa	1						1
Dodoma				1			1
Entebbe	1						1
Enugu	12	15					27
Freetown	12	5	4	7	8	10	46
Gaborone	5	5	4			1	15
Gambella	1						1
Garissa	1	1					2
Goma	2	3	1				6
Harare, IST	10	3	12	2	1	4	32
Harare, WCO	23	5	2		3		33
Ibadan	13	16					29
Jigawa	2	3					5
Jijiga	3					1	4
Jos	2	3					5
Juba	8	8	17	14		7	54
Kaduna	3	3					6
Kaga Bandoro	1					1	2
Kampala	19	22	6			4	51
Kananga	1	1					2
Kankan				2	2		4
Kano	9	7					16
Katsina	2	2					4
Kigali	8	5	3			2	18

Duty Station	Long-Term			Temporary			All Staff
	GS	NPO	IPO	GS	NPO	IPO	
Kinshasa	32	15	13		1	4	65
Kisangani		2					2
Kuajok		1		1			2
Labe				1	2		3
Lagos	5	4				1	10
Libreville, IST	4	2	9		1	1	17
Libreville, WCO	17	4	5				26
Lilongwe	14	12	4	1			31
Lome	13	4	4	2		1	24
Luanda	16	14	9	1		2	42
Lubumbashi		1					1
Lusaka	9	7	6	2	2		26
Maiduguri	2	2		4	6	2	16
Malabo	9	2	3		1		15
Malakal		1		1		1	3
Maputo	9	18	6	3	2		38
Maradi	1				1		2
Maroua				1	1		2
Maseru	8	3	3				14
Mbabane	10	5	1				16
Mbandaka		1					1
Mbuji Mayi	1	1					2
Mekelle	2	2				6	10
Minna	13	16					29
Monrovia	11	4	5	1	1	1	23
Moroni	11	5	1				17
Nairobi	22	21	16	1	2	5	67
N'Djamena	30	14	5			1	50
Niamey	11	10	7	2	2	4	36
Nouakchott	12	6	3			2	23
Nzerekore				2	1		3
Ouagadougou, IST	10	3	10	2	1	3	29
Ouagadougou, WCO	17	9	6	1	4		37
Pemba						2	2
Port Harcourt	12	14					26
Port Louis	5	3	1				9
Praia	5	4	2				11
Pretoria, Offshore	13		22	2		2	39
Pretoria, WCO	15	8	5	4	1		33
Rumbek		1		1			2
Sao Tome	6	2	2	1			11
Sokoto	2	4					6
Tahoua				1			1
Tillabery	1				1		2
Torit		1		1			2
Umuahia	3	3		1			7
Victoria	3	2	1				6
Wau		1		1			2
Windhoek	7	4	3				14
Yambio		1		1			2
Yaoundé	14	9	4				27
Zamfara	2	3					5
Zanzibar	1		1				2
Grand Total	1 027	594	493	110	61	147	2 432

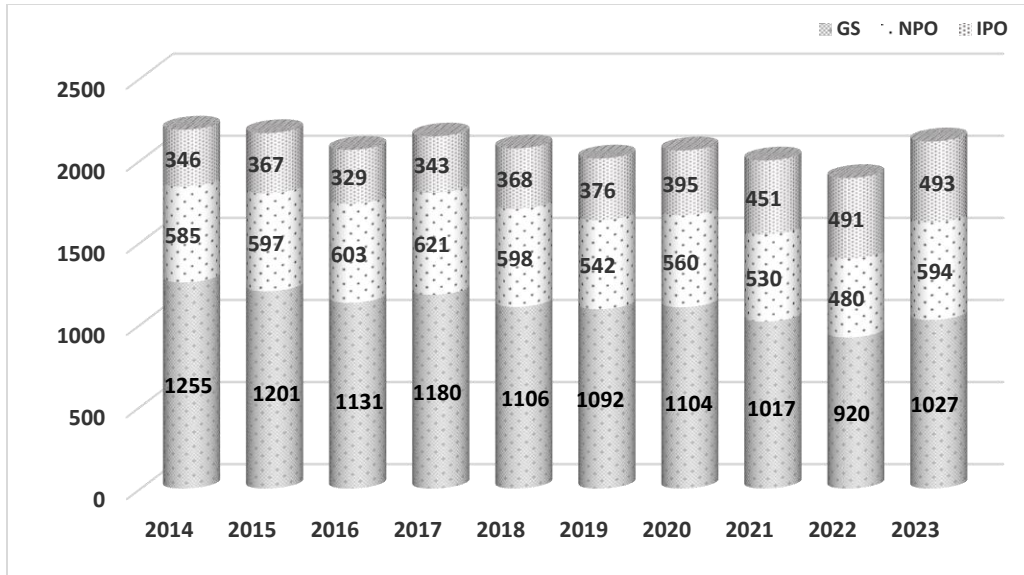
Table 5. Progress report on appointments, 2014–2023

		2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
GS	TA	72	198	236	242	171	147	163	140	131	110
	LT	1 255	1 201	1 131	1 180	1 106	1 092	1 104	1 017	920	1 027
NPO	TA	39	39	47	49	69	82	94	102	95	61
	LT	585	597	603	621	598	542	560	530	480	594
IPO	TA	80	88	187	198	165	159	162	135	134	147
	LT	346	367	329	343	368	376	395	326	491	493
Total		2 377	2 490	2 536	2 633	2 477	2 398	2 478	2 375	2 251	2 434
Comparison¹³			+5%	+2%	+4%	-6%	-3%	+3%	-4%	-6%	+7%

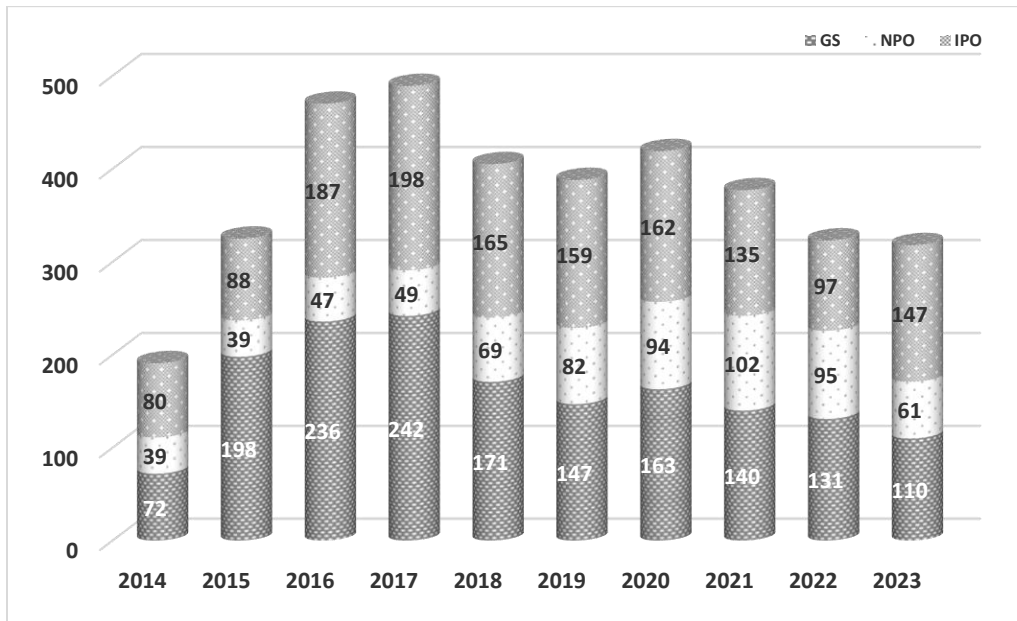
¹³ Each year is compared to the previous one

Figure 1. Staffing trends over the past 10 years (2014–2023)

(a) Staff on long-term appointments



(b) Staff on temporary appointments



(c) Staffing by year (2014–2023)

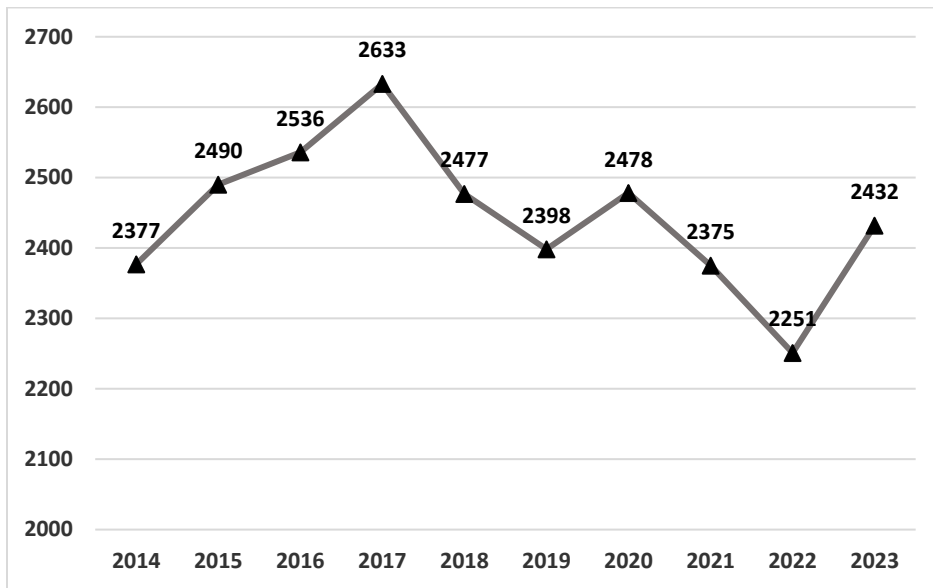
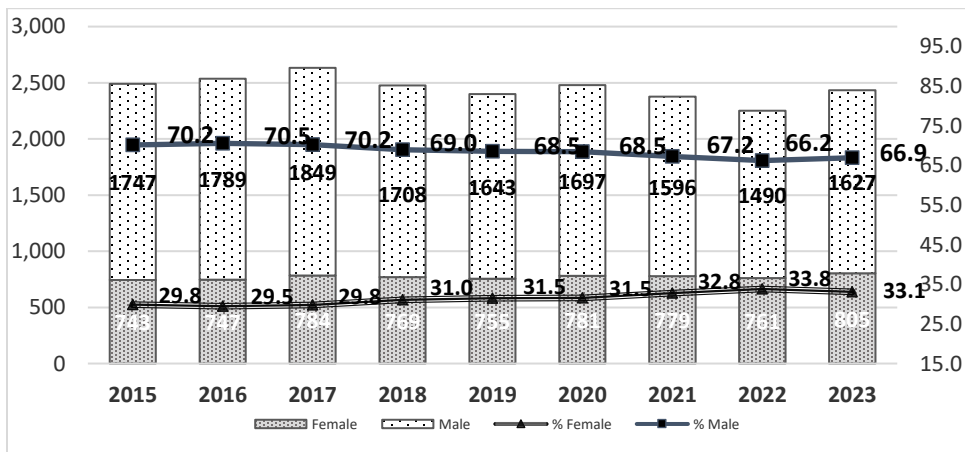
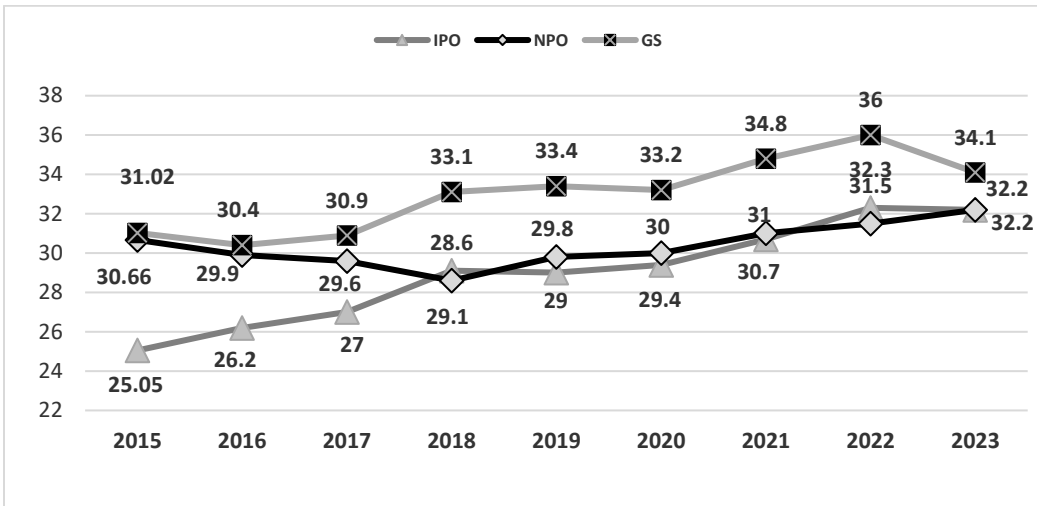


Fig 2. Trends in gender parity over the past nine years (2015–2023)

(a) Comparison of male and female staff, 2015–2023



(b) Progress in proportion of long-term and temporary female staff by category, 2015–2023



(c) Progress in proportion of long-term female staff by category, 2015–2023

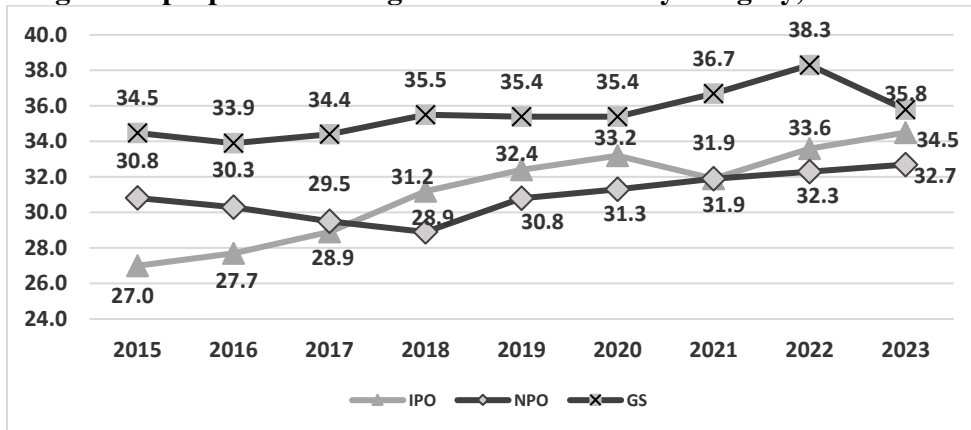


Fig 3. Distribution of international staff members by appointment type and gender

