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REPORT ON WHO STAFF IN THE AFRICAN REGION

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INTRODUCTION

1. The purpose of this document is to provide Member States with an overview of the staffing profile in the WHO African Region as at 30 June 2011. It covers the overall staffing situation by category and grade, gender, geographical representation, nationality and duty station, and provides retirement projections over the next five years. The figures in the report take into account the 104 positions abolished in the last year due to the severe budget crisis facing the WHO African Region and much of the rest of the WHO. The staffing reductions were necessary despite efforts to redeploy staff and cut the costs of activities.

APPOINTMENT CATEGORIES

2. As at 30 June 2011, WHO had **2391** staff members on fixed-term appointment 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 **2391** staff members on long-term appointment, **371** (15.5%) were in the professional category, **608** (25.4%) were national professional officers, and **1412** (59.1) were general service staff (Table 1a).

3. As at 30 June 2011, WHO had **92** staff members on temporary appointment (24 months or less) in the African Region. Of these, **41** (44.6%) were professional staff, **19** (20.7%) were national professional officers and **32** (34.8%) were general service staff (Table 1b).

4. In total, as at 30 June 2011, the WHO African Region had **2483** staff members on either long-term appointment or temporary appointment. They comprised **412** (17%) in the professional category, **627** (25%) in the national professional officer (NPO) category, and **1444** (58%) in the general service (GS) category (Table 1c).

STAFF DISTRIBUTION BY CATEGORY, GRADE AND GENDER

5. The distribution of staff members by category, grade and gender is shown in Table 2 (2a, 2b and 2c). Among the **412** professional staff members, **371** (90%) were on long-term appointment and **41** (10%) were on temporary appointment. Of the **371** professional staff members on long-term appointment, **281** (75.7%) were males and **90** (24.3%) were females. Of the **41** professional staff members on temporary appointment, **35** (85.3%) were males and **6** (14.7%) were females (Table 2a). Overall nearly 77% of all professional staff in the Region are males.

6. Among the **627** national professional officers, **608** (97%) were on long-term appointment and **19** (3%) held temporary appointments. Of the **608** NPOs on long-term appointment, **443** (72.8%) were males and **165** (27.2%) were females. Of the **19** NPOs holding temporary appointments, 17 (89.4%) were males and 2 (10.6%) were females (Table 2b). Overall, slightly more than one quarter of NPOs in the Region are females.

7. Of the **1444** general service staff members, **1412** (98%) were on fixed-term appointment and **32** (2%) held temporary appointment. Of the **1412** GS staff members on fixed-term appointment, **936** (66.28%) were males and **476** (33.72%) were females. Of the **32** GS staff members holding temporary appointments, **23** (71.9%) were males and **9** (28.1%) were females (Table 2c). In total, two-thirds of all GS staff in the Region are males.

8. The gender distribution of all 2483 staff in the Region is 70% males and 30% females.

GEOGRAPHICAL DISTRIBUTION

9. Table 3a presents the situation of long-term professional staff working in the WHO African Region by nationality. As at 30 June 2011, the country with the highest representation was Uganda with 16 long-term professional staff members.

10. Table 3b presents the geographical distribution of long-term professional staff members from the 46 countries of the WHO African Region. Twenty-four (24) countries (Benin, Burkina Faso, Burundi, Cameroon, Congo, Côte d'Ivoire, Democratic Republic of Congo, Ethiopia, Gambia, Ghana, Guinea, Kenya, Madagascar, Malawi, Mali, Mauritania, Niger, Nigeria, Rwanda, Senegal, Tanzania, Togo, Uganda, Zambia and Zimbabwe) were over-represented (category C). Fourteen (14) countries (Algeria, Angola, Botswana, Central African Republic, Chad, Eritrea, Gabon, Guinea-Bissau, Liberia, Mauritania, Mauritius, Mozambique, Sierra Leone and South Africa) were within their range but above the mid-point (category B2). Five (5) countries (Cape Verde, Comoros, Equatorial Guinea, Namibia, and Sao Tome and Principe) were within their range but below the mid-point (category B1). Three (3) countries, namely, Lesotho, Seychelles, and Swaziland had no long-term professional staff working in the African Region (A* category). The following countries outside the WHO African Region had nationals working in the Region: Austria (1), Azerbaijan (1), Belgium (3), Bolivia (1), Brazil (2), Canada (4), France (6), Germany (2), India (5), Italy (3), Netherlands (3), Portugal (2), Sudan (3), Switzerland (2), United Kingdom (1), United States of America (7) (Table 3a).

11. It is worth noting that 24 countries of the African Region were over-represented, five countries were under-represented and three countries were not represented in the long-term professional category. In this regard, qualified candidates from the countries under-represented or not represented (totalling 8) are strongly encouraged to apply for vacant professional posts in the African Region and throughout WHO.

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 2007, 2008, 2009 AND 2010 STATISTICS

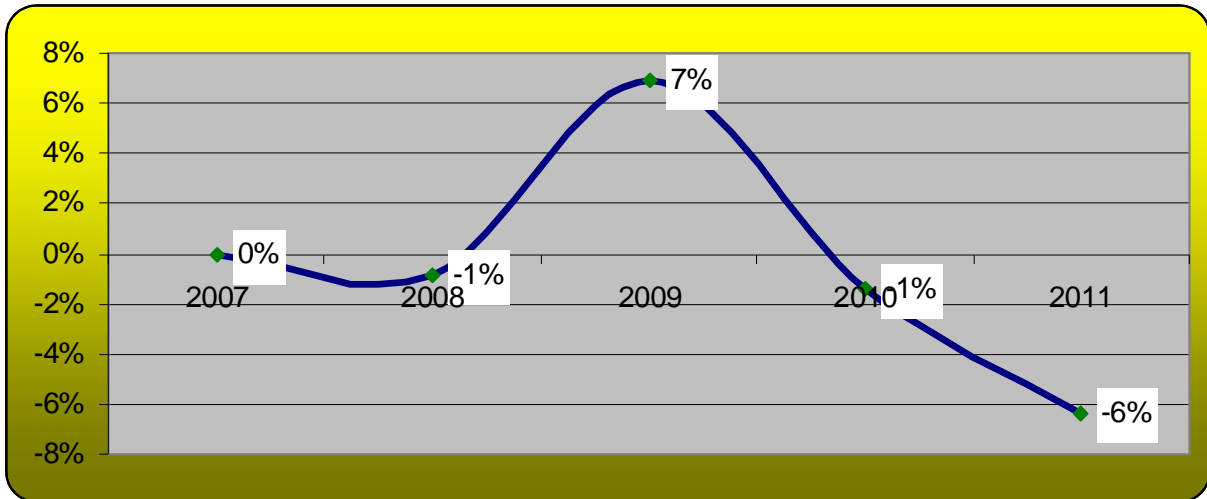
13. Table 5 presents a comparison of the total number of staff members working in the WHO African Region by category of appointment between 1 June 2007 and 30 June 2011. The total number of staff members in the African Region varied each year from **2514** in 2007, **2493** in 2008, **2679** in 2009, **2641** in 2010 to **2483** in 2011.

14. The number of staff members currently holding long-term appointments has decreased by 158 (-5.98%) compared with the number reported in the staffing profile as at 1 June 2010. As at 30 June 2011, 92 staff are on temporary appointments, representing a decrease of 33 (-26.4%) compared with the number reported in the staffing profile as at 31 December 2010.

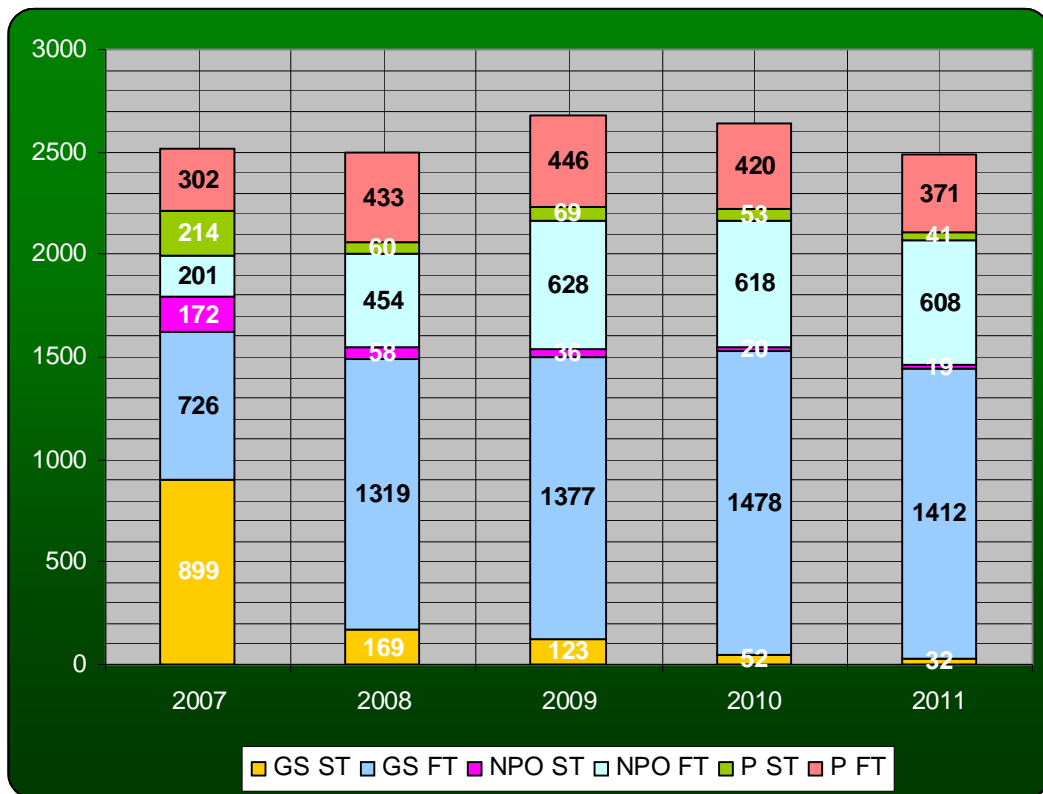
15. Table 5c presents the variation of the numbers of staff members on long-term and temporary appointment across the appointment categories from 2007 to June 2011.

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

Graphical illustration of the percentage change staff population (all categories) in the Region from 2007 to June 2011, using 2007 as the base year

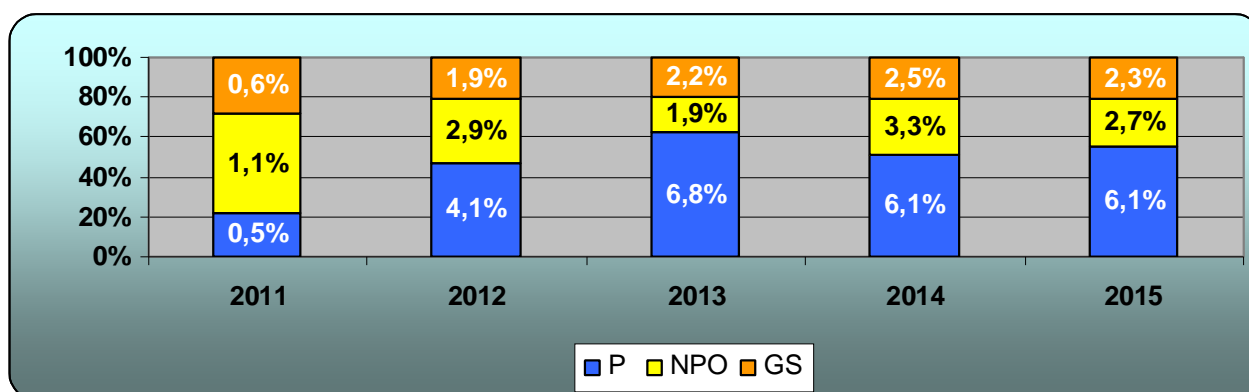


Graphical illustration of staff distribution by category from 2007 to 2011



STAFF RETIREMENT PROJECTIONS OVER THE NEXT FIVE YEARS

17. In the next five years, 12% of the present workforce – 309 staff members – will be due for retirement (24% of staff in the professional and higher categories, 12% in the national professional officer category and 9% in the general service category) (Table 6).

Graphical illustration of staff retirement projections**Table 1a: Staff members with long-term appointments by category and grade**

Staff/Grade	Total	%
UG	1	
D.2	1	
D.1	9	
P.6	29	
P.5	95	
P.4	160	
P.3	51	
P.2	25	
Total professional staff	371	15.5%
Total NPOs	608	25.4%
Total GS	1412	59.1%
Grand Total	2391	

Table 1b: Staff members with temporary appointments by category

Category	Total	%
Professional staff	41	44.6%
National professional officers	19	20.7%
General service staff	32	34.8%
Total	92	

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

Category	Long-term	Temporary	Grand Total	%
Professional	371	41	412	17%
National professional	608	19	627	25%
General service	1412	32	1444	58%
Total by type of appointment	2391	92	2483	

Table 2: Distribution of staff members by category, grade and gender**(a) Professional Staff**

Category	P2		P3		P4		P5		P6		D1		D2		UG1		T Male	T Female
	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
Long Term	11	14	17	34	37	123	14	81	7	22	3	6	1	0	0	1	281	90
Short Term	1		2	7	3	25		2		1	0	0	0	0	0	0	35	6
Total	12	14	19	41	40	148	14	83	7	23	3	6	1	0	0	1	316	96

(b) National Professional Officers

Category	NO-A		NO-B		NO-C		NO-D		T Male	T Female
	F	M	F	M	F	M	F	M		
Long Term	3	12	39	163	122	263	1	5	443	165
Short Term	0	2	1	4	1	11	0	0	17	2
Total	3	14	40	167	123	274	1	5	460	167

(c) General Service Officers

Category	G1		G2		G3		G4		G5		G6		G7		T Male	T Female
	F	M	F	M	F	M	F	M	F	M	F	M	F	M		
Long Term	18	39	9	496	21	105	103	61	140	64	110	93	75	78	936	476
Short Term	2	1	0	11	0	0	2	3	2	2	2	2	1	4	23	9
Total	20	40	9	507	21	105	105	64	142	66	112	95	76	82	959	485

Table 3a: Distribution of long-term professional staff 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
Austria		1															0	1	1
Bangladesh					1												1	0	1
Bolivia					1												1	0	1
Brazil						1											0	1	1
Cape Verde									1								0	1	1
Comoros							1										1	0	1
Equatorial Guinea							1										1	0	1
Italy				1													0	1	1
Japan							1										1	0	1
Liberia			1														1	0	1
Portugal							1										0	1	1
Sao Tome and Principe					1												1	0	1
South Africa								1									0	1	1
Algeria					1		1										2	0	2
Belgium					1	1											1	1	2
Botswana	1											1					1	1	2
Canada						1			1								1	1	2
Germany				1	1												1	1	2
Namibia						1	1										1	1	2
Netherlands						1	1										1	1	2
Sudan					2												2	0	2
Switzerland				2													0	2	2
Eritrea			1		2												3	0	3
Sierra Leone				1			1	1									1	2	3
Central African Republic					3						1						4	0	4
Gabon				2	1		1										2	2	4
Guinea-Bissau					1	1		1	1								2	2	4
India	1		2		1												4	0	4
Mauritius	1		1		2												4	0	4
Mozambique						2			1	1							1	3	4
France			1		4												5	0	5
Angola		1			2	1			1					1			4	2	6
Mauritania	2				2		1		1								6	0	6
Chad		1	2		1		3										6	1	7
Guinea	1				3		1	1	1								6	1	7
Tanzania (United Republic of)				1	2	2	1	1									3	4	7
Benin					6		1			1							7	1	8
Gambia	1				6				1								8	0	8
Madagascar	1	2		2		1	2										3	5	8
Malawi					2	1	5										7	1	8
Niger				2	1		4		1								6	2	8
United States of America			1		3		2	1			1						7	1	8
Ghana			1		3	3	2			1							6	4	10
Zambia				1	3	3	1		1		1						6	4	10
Burundi					2	1	3	3	3								8	4	12
Cote d'Ivoire			1		3	2	3	1		1			1				7	5	12

Rwanda		1			4		7									11	1	12	
Zimbabwe	1	2	3		2		2	1	1							9	3	12	
Burkina Faso		1	2	1	2	2	5									9	4	13	
Senegal					5	2	3	1	1	1						9	4	13	
Togo			2		4	1	4		2							12	1	13	
Congo	4		5		3		1		1							14	0	14	
Ethiopia		1	1	1	5	2	3				1					9	5	14	
Kenya			1	1	2	4	4	1	1							8	6	14	
Mali			1		8		3				1		1			13	1	14	
Cameroon		1	4	1	4	1	1		2	1						11	4	15	
Congo (Democratic Rep of the)			2		8		4		1							15	0	15	
Nigeria	1		2		7		3		1		1					15	0	15	
Uganda					8	2	4	1			1					13	3	16	
Total - African Region	14	11	34	17	123	37	81	14	22	7	6	3	0	1	1	0	281	90	371

Table 3b: Geographical distribution of long-term professional staff from countries of the African Region as of 01 June 2011

NATIONALITY	TOTAL STAFF	RECRUITMENT LIST	STAFF at HQ and/or Other Regions	Staff in AFRO
Algeria	9	B2	7	2
Angola	7	B2	1	6
Benin	10	C	2	8
Botswana	2	B2	0	2
Burkina Faso	15	C	2	13
Burundi	12	C	0	12
Cameroon	18	C	3	15
Cape Verde	1	B1	0	1
Central African Republic	8	B2	4	4
Chad	7	B2	0	7
Comoros	1	B1	0	1
Congo, Democratic Republic of the	19	C	4	15
Congo	14	C	0	14
Cote d'Ivoire	13	C	1	12
Equatorial Guinea	1	B1	0	1
Eritrea	4	B2	1	3
Ethiopia	26	C	12	14
Gabon	4	B2	0	4
Gambia	8	C	0	8
Ghana	19	C	9	10
Guinea	10	C	3	7
Guinea-Bissau	4	B2	0	4
Kenya	21	C	7	14
Lesotho	0	A*	0	0
Liberia	2	B2	1	1
Madagascar	9	C	1	8
Mali	17	C	3	14
Malawi	18	C	10	8
Mauritania	6	B2	0	6
Mauritius	7	B2	3	4
Mozambique	4	B2	0	4
Namibia	3	B1	1	2
Niger	8	C	0	8
Nigeria	26	C	11	15
Rwanda	16	C	4	12
Sao Tome and Principe	1	B1	0	1
Senegal	17	C	4	13

Seychelles	0	A*	0	0
Sierra Leone	5	B2	2	3
South Africa	13	B2	12	1
Swaziland	0	A*	0	0
Tanzania	15	C	8	7
Togo	14	C	1	13
Uganda	26	C	10	16
Zambia	15	C	5	10
Zimbabwe	17	C	5	12
	472		137	335

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

Duty Station	Fixed-Term			Short-Term		
	GS	NPO	P	GS	NPO	P
Abidjan	21	10	3			2
Abuja	178	81	18			1
Accra	25	9	1			
Addis Ababa	62	71	8	4	6	2
Algiers	6					
Antananarivo	22	10	2			
Asmara	13	6	2			
Bamako	15	12	2			
Bangui	13	7	3	2	1	1
Banjul	13	6	1			
Bauchi	11	4	1			
Bissau	8	5	1	1		
Brazzaville	272	16	128	6	1	11
Bujumbura	17	8	2			
Conakry	19	10	3			
Cotonou	16	7	3		1	
Dakar	10	10	2			
Dar-es-Salaam	25	15	4			
Entebbe	4		1			
Enugu	10	2				
Freetown	22	12	4			
Gaborone	9	5	2			
Goma	2	2	2			
Harare	55	13	34	8	3	2
Ibadan	2					
Kaduna	5	3				1
Kampala	23	22	2			
Kigali	15	10	2			
Kinshasa	88	56	4		1	2
Lagos	24	8	1			
Libreville	22	7	24	1		2
Lilongwe	13	9	3	1		
Lome	13	6	2			
Luanda	57	29	9			2
Lubumbashi	1					
Lusaka	15	14	2			
Malabo	7	3	2	3	3	
Maputo	14	11	4			

Maseru	10	4	2			
Mbabane	14	5	4			
Monrovia	18	6	4		1	
Moroni	14	5	2			
Nairobi	30	20	6			
N'Djamena	37	7	7	1		4
Niamey	22	8	6			2
Nouakchott	13	7	3			
Ouagadougou	40	13	40	4		5
Ouidah			1			
Port Louis	6	2				
Praia	6	2	2			
Pretoria	17	6	3			2
Sao Tome	4	4	1			
Sokoto	1	2				
Tamale	1	1				
Victoria	3	2	1			
Windhoek	10	4	4	1	1	2
Yaounde	17	11	3		1	
Zanzibar	2					
Grand Total	1412	608	371	32	19	41

Table 5: Comparison of statistics of staff members, 2007–2011**(a) Fixed-term staff**

Year	GS	NPO	P	Total
2007	726	201	302	1229
2008	1319	454	433	2206
2009	1377	628	446	2451
2010	1478	618	420	2516
2011	1412	608	371	2391

(b) Staff on temporary appointment

Year	GS	NPO	P	Total
2007	899	172	214	1285
2008	169	58	60	287
2009	123	36	69	228
2010	52	20	53	125
2011	32	19	41	92

(c) Progress report on appointments from 2007 to 30 June 2011

		2007	2008	2009	2010	2011
GS	ST	899	169	123	52	32
	FT	726	1319	1377	1478	1412
NPO	ST	172	58	36	20	19
	FT	201	454	628	618	608
P	ST	214	60	69	53	41
	FT	302	433	446	420	371
Total		2514	2493	2679	2641	2483
		0%	-1%	7%	-1%	-6%

Table 6: Staff retirement projections over the next five years

Category	Total Staff as at 30 June 2011	Staff due to retire by										Total	CAT %
		2011	%	2012	%	2013	%	2014	%	2015	%		
P	412	2	0.5%	17	4.1%	28	6.8%	25	6.1%	25	6.1%	97	24%
NPO	627	7	1.1%	18	2.9%	12	1.9%	21	3.3%	17	2.7%	75	12%
GS	1444	9	0.6%	27	1.9%	32	2.2%	36	2.5%	33	2.3%	137	9%
	2483	18		62		72		82		75		309	12%