

Human resources

Interim annual report for 2013

Report by the Secretariat

INTRODUCTION

1. This report is composed of three sections:

Section I. A presentation of the Organization's workforce as at 31 July 2013 covering the following areas: staff profile; non-staff profile; staff category by office type; distribution of staff by sex; geographical representation; age and category of staff; staff mobility; distribution of staff in professional and higher category posts across the main occupational groups; staff health and well-being; and the Global Polio Eradication Initiative.

Section II. A summary of main developments in human resources management in 2013.

Section III. A look at the future of human resources management and a review of the goals of WHO reform.

SECTION I.

2. This section presents the Organization's workforce as at 31 July 2013. Where relevant, it is compared with the corresponding profile from 31 December 2012.¹ Unless otherwise specified, all data in this section relate to staff members holding fixed-term or continuing appointments (for ease of reference, both are referred to as "long-term appointments" to distinguish them from temporary appointments).

Staff profile

3. As at 31 July 2013, WHO had a total of 7283 staff members, comprising 6473 holding long-term appointments² and 810 with temporary appointments. Of those with long-term appointments, 2129 (32.9%) were in the professional and higher categories, 910 (14.1%) were in the national

¹ See document A66/36.

² This figure includes staff in special programmes and collaborative arrangements hosted by WHO. It also includes WHO-funded PAHO/AMRO staff but not PAHO-funded staff members in the Region of the Americas; nor does it include IARC or any agencies administered by WHO (UNAIDS, the International Computing Centre, UNITAID and APOC).

professional officer category and 3434 (53.1%) were in the general service category (see Table 1). The number of staff members holding long-term appointments has decreased by 76 (1.2%) compared with the number reported in the staffing profile as at 31 December 2012.¹

4. The 810 temporary staff members as at 31 July 2013 represent an increase of 21 staff, or 2.6%, compared with the number shown in the staffing profile as at 31 December 2012. Temporary staff members currently constitute 11.1% of the total workforce.

5. Table 2 sets out the distribution of staff members holding long-term appointments by major office,² grade and sex.

Cost of staff

6. For the period from 1 January to 31 July 2013, staff and other personnel costs amounted to US\$ 490 million or 43% of the Organization's total expenditure of US\$ 1 142 million. By major office, staff costs amounted to: headquarters US\$ 221 million; Regional Office for Africa US\$ 109 million; Regional Office for the Americas US\$ 22 million; Regional Office for South-East Asia US\$ 28 million; Regional Office for Europe US\$ 33 million; Regional Office for the Eastern Mediterranean US\$ 44 million; and Regional Office for the Western Pacific US\$ 33 million.

Cost of non-staff

7. For the period from 1 January to 31 July 2013, the cost of non-staff contracts was US\$ 62 million out of total contractual services of US\$ 182 million. Of non-staff contracts, Individual Service Contractors under Agreements for Performance of Work represented 33% of the total, Special Service Agreements 50% and Consultant contracts 17%.

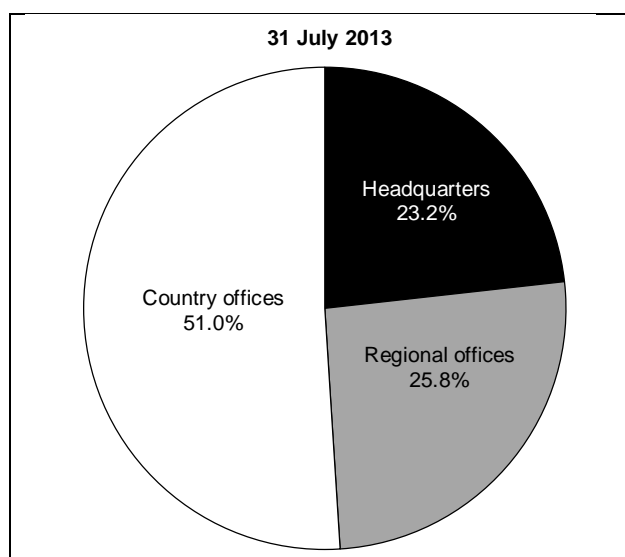
Staff category by major office and office type

8. As at 31 July 2013, 23.2% of staff members holding long-term appointments were assigned to headquarters (of which 4.3% were staff members working in the special programmes and collaborative arrangements segment), 25.8% to regional offices and 51.0% to country offices (see Figure 1).

¹ Document A66/36.

² In the Global Management System the WHO regions and headquarters are referred to as "major offices".

Figure 1. Distribution of staff holding long-term staff contracts as at 31 July 2013, by office type



Distribution of staff by sex

9. The representation of women in the professional and higher categories has increased steadily over the past 10 years, rising from 33.6% to 40.3%.

10. As at 31 July 2013, of the 2129 staff members in the professional and higher categories 857 (40.3%) were women and 1272 (59.7%) were men. This represents a further step towards gender parity since December 2012 when 39.5% of staff members in these categories were women and 60.5% were men. Figure 2 and Figure 3, respectively, depict the steady improvement in the gender balance over time and the projected movement towards gender parity in the professional and higher categories.

Figure 2. Evolution of the percentage of women in the professional and higher categories, 1990–2013

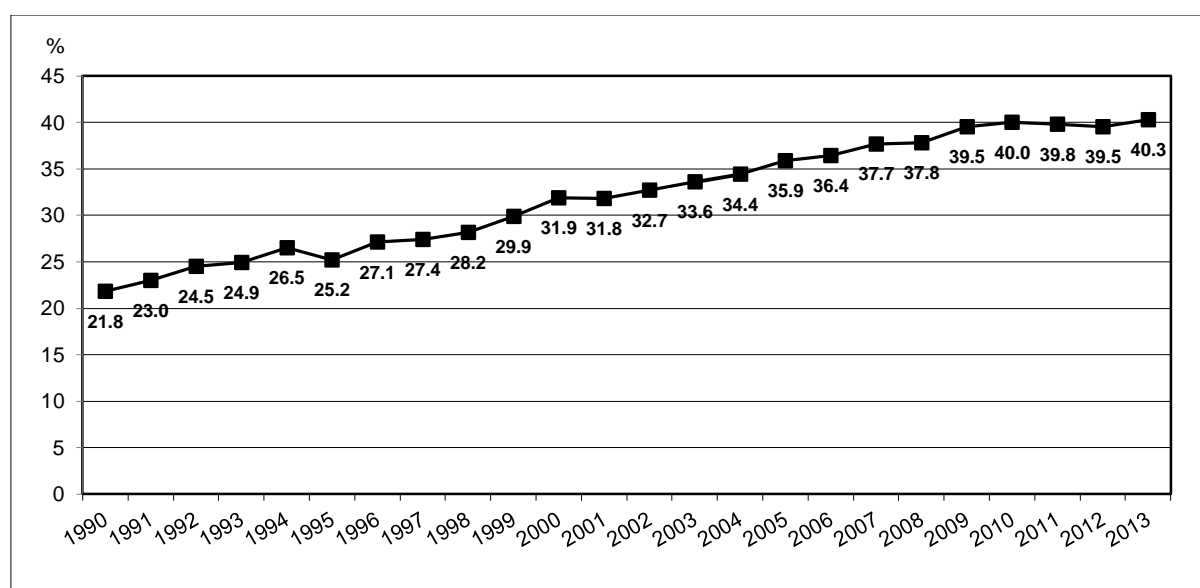
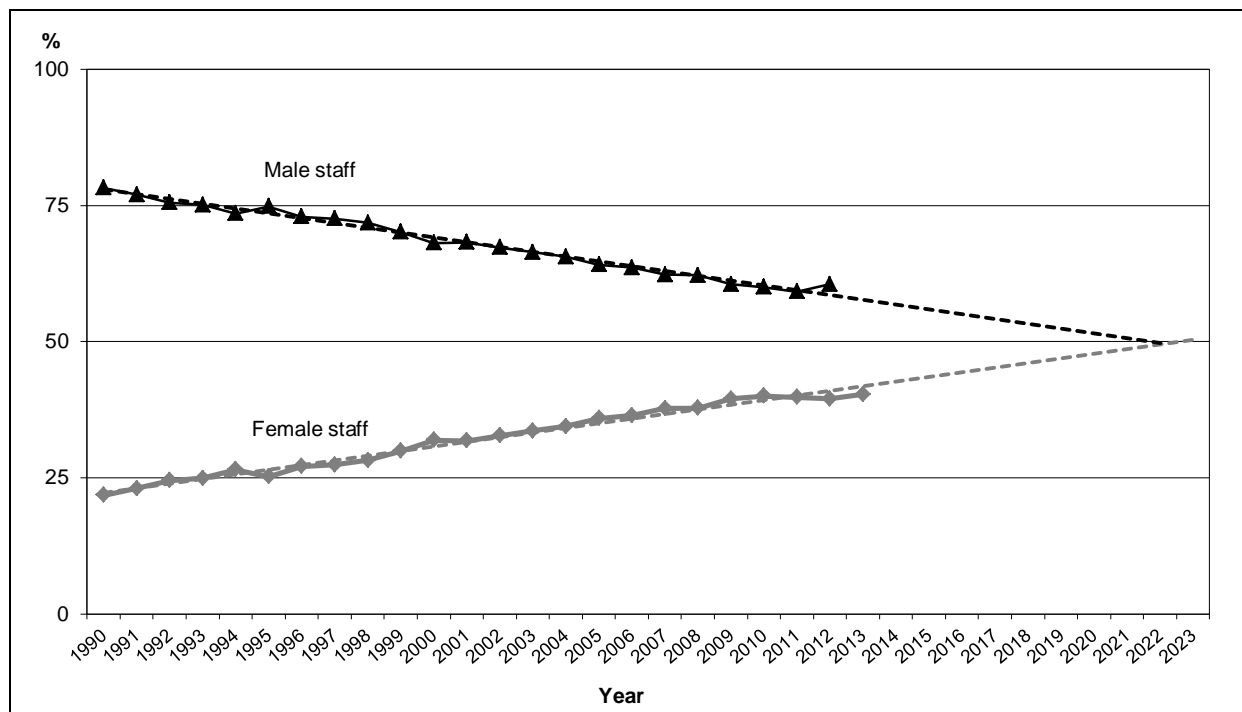


Figure 3. Projection of the movement towards gender parity in the professional and higher categories

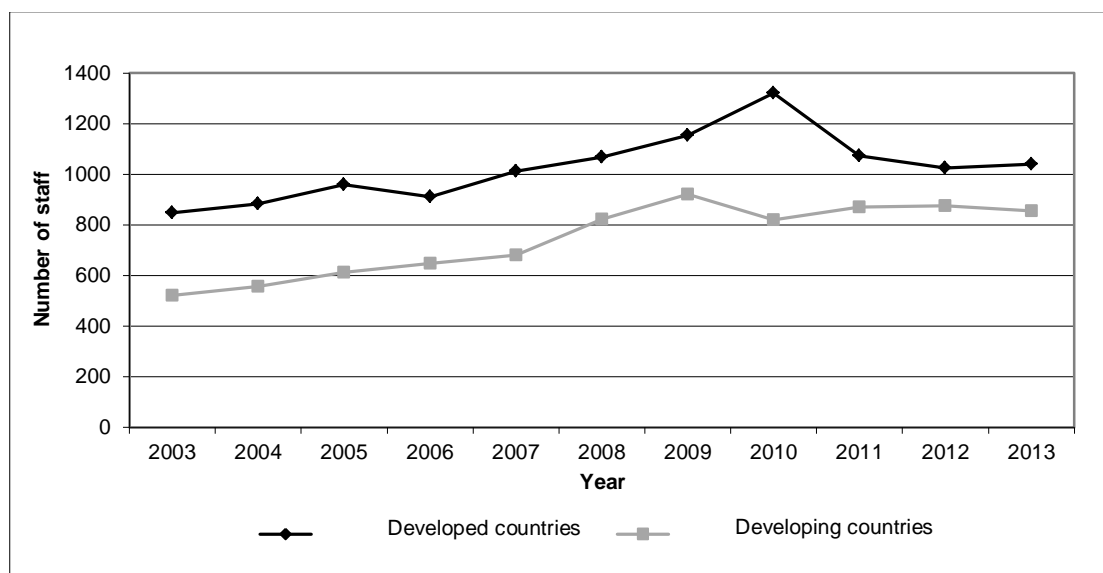


11. In the national professional officer category, the percentage of women as at 31 July 2013 remained stable at 36.3% compared with 35.9% as at 31 December 2012. In the general service category the percentage of women remained the same at 52.7%.

Geographical representation

12. As at 31 July 2013, 45.2% of positions that are counted for geographical representation in the professional and higher categories were held by staff members from developing countries and 54.8% by staff members from developed countries. Figure 4 shows the trend over time.

Figure 4. Evolution of staff numbers in the professional and higher categories in positions counted for geographical representation, 2003–2013



13. While the formula used for calculating geographical representation, approved by the Health Assembly in 2003,¹ remains the same, some of the variables have changed.

14. Geographical representation is now calculated on the basis of 1800 positions representing 196 Member States (including two Associate Members), the new scale of assessments adopted by the Sixty-sixth World Health Assembly in May 2013,² and United Nations population projections as of January 2013.³

15. The Organization bases its calculation of geographical representation on all non-linguistic professional and higher graded posts regardless of their location or source of funding, except for the following: staff in IARC and PAHO, which have separate budgets; entities for which headquarters provides administrative services and whose staff hold WHO contracts, such as special programmes and collaborative arrangements (for example, alliances and partnerships), UNAIDS, the International Computing Centre, the International Drug Purchase Facility (UNITAID) and the African Programme for Onchocerciasis Control; and seconded staff paid by their government or institution.

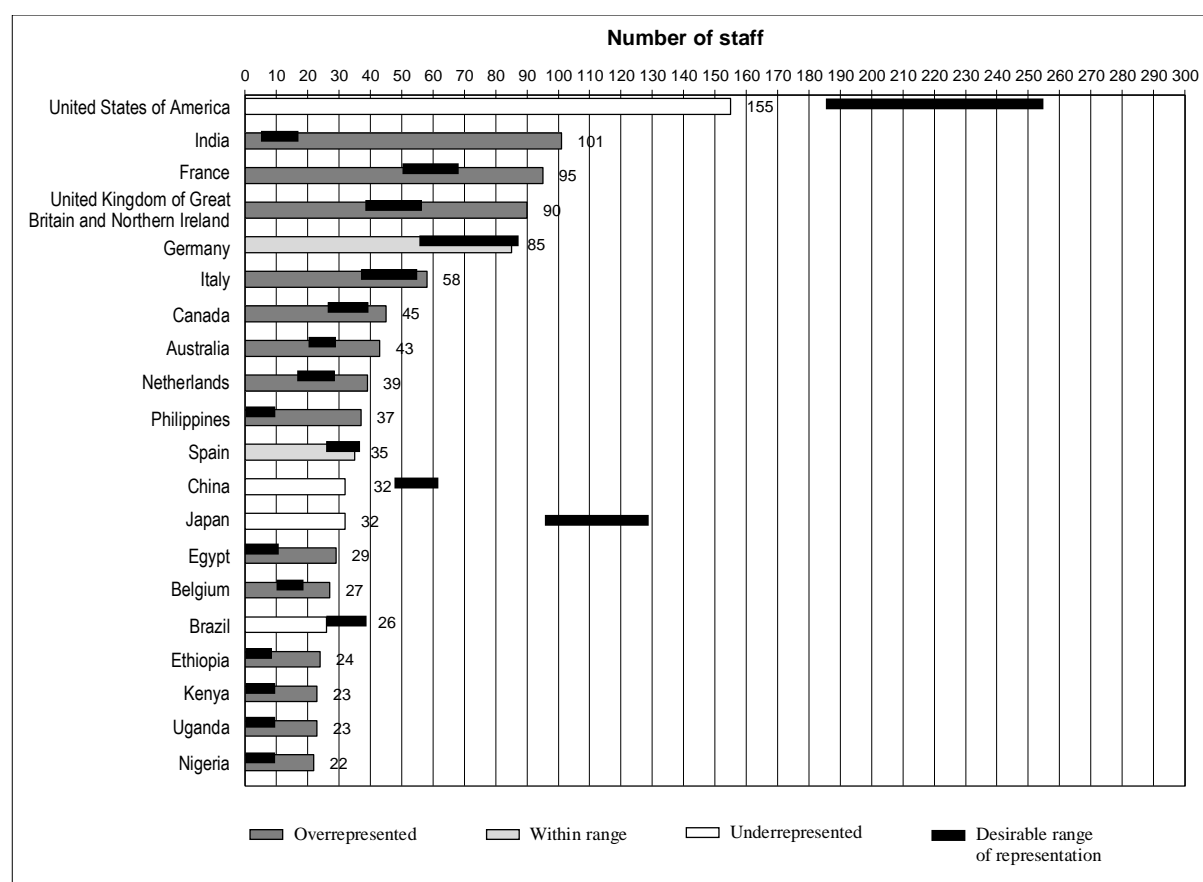
16. As at 31 July 2013, of the 196 Member States (including two Associate Members), 96 were within their desirable range of representation, with one at the top of its desirable range, 37 (including two Associate Members) were unrepresented, 16 were underrepresented and 47 were overrepresented (see Table 3). Overrepresented countries are found in all WHO regions.

17. Figure 5 shows the 20 Member States with the highest representation in the professional and higher categories. Taken together, they account for 53.9% of staff members in that grouping.

¹ Resolution WHA56.35, in which the following formula for the appointment of WHO Secretariat staff was approved: (1) contribution, 45%; (2) membership, 45%; (3) population, 10%.

² Resolution WHA66.15.

³ See <http://www.un.org/en/development/desa/population/theme/trends/index.shtml>.

Figure 5. Member States with the highest representation in the professional and higher categories

18. Tables 4a–f show the status of representation of Member States for each region (the data exclude staff members in positions funded by their country of nationality). The following changes have taken place since the last annual report as at 31 December 2012:

- four Member States that were previously unrepresented (Jamaica, Lesotho, Papua New Guinea and Suriname) are now within their desirable range of representation;
- nine Member States that were previously within their desirable range of representation (Brazil, Mexico, Norway, Poland, Republic of Korea, Russian Federation, Slovakia, Turkey and United States of America) are now underrepresented;
- one Member State that was previously within its desirable range of representation (Comoros) is now unrepresented;
- one Member State that was previously underrepresented (Indonesia) is now within its desirable range of representation;

- three Member States that were previously overrepresented (Malaysia, Spain and Sweden) are now within their desirable range of representation; and
- two Member States that were previously within their desirable range of representation (Niger and Argentina) are now overrepresented.

19. Table 5 shows the distribution of staff in positions not counted for geographical representation, namely, staff working in special programmes or collaborative arrangements; staff on secondment from their country or institution; and language staff, such as translators and editors.

Age, grade, length of service and turnover of staff

20. As at 31 July 2013, the percentages of staff members under 50 years of age were: 47.8% in the professional and higher categories; 59.7% in the national professional officer category; and 66.2% in the general service category (see Tables 6, 7 and 8; Figure 6).

Figure 6. Distribution of staff by age and category

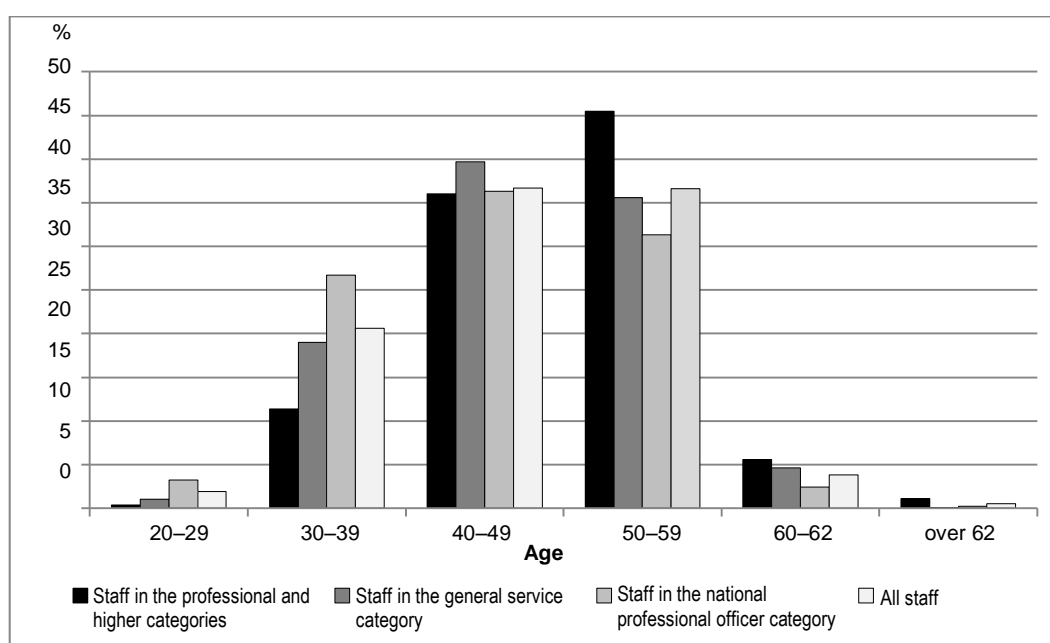
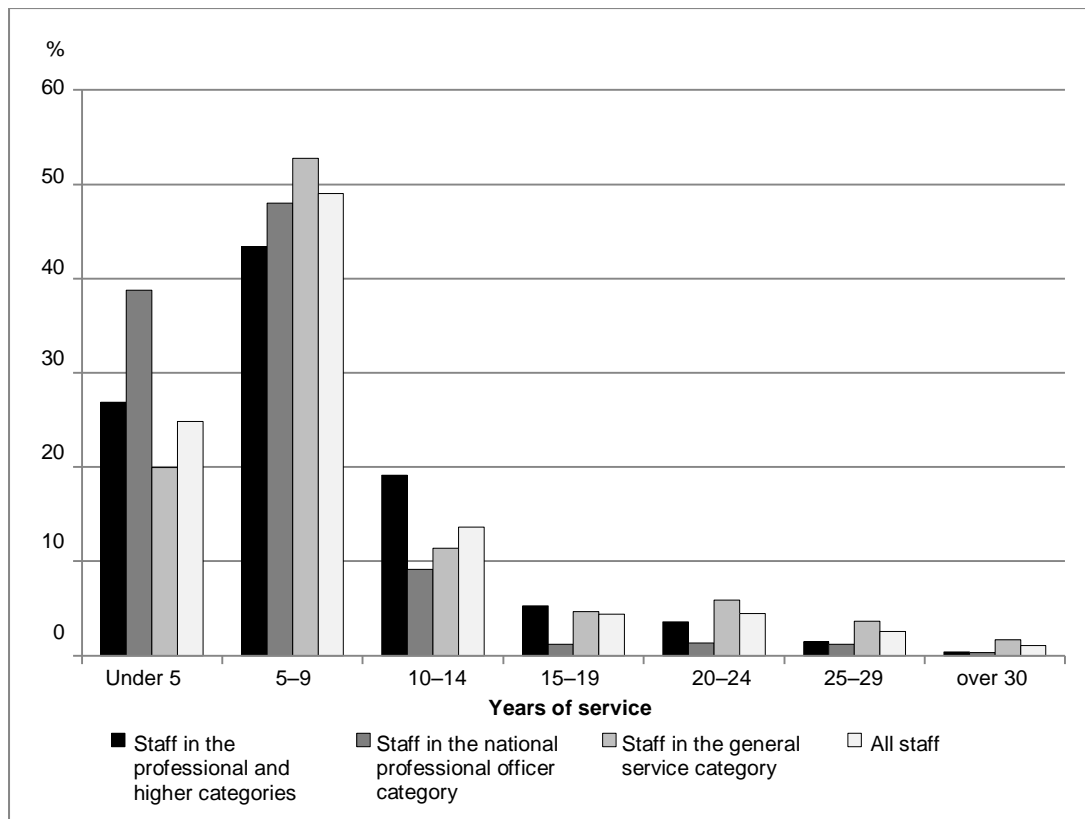


Figure 7. Distribution of staff by length of service and category



21. Table 9 provides data on staff appointments. For staff who commenced employment during the period from 1 January 2013 to 31 July 2013, in the professional and higher categories, 43 staff members (74.1% of appointments in these categories) were recruited externally, four appointments (6.9%) involved conversions of existing temporary contracts and 11 staff members (19.0%) were appointed through inter-agency transfer.

22. According to current projections (Table 10 and Figure 8), 924 staff members, representing 14.3% of the total workforce, are due to retire during the next five years (including 19.8% of staff members in the professional and higher categories). Over the next 10 years, 1987 staff members, or

预览已结束，完整报告链接和二维码如下：

https://www.yunbaogao.cn/report/index/report?reportId=5_27938

