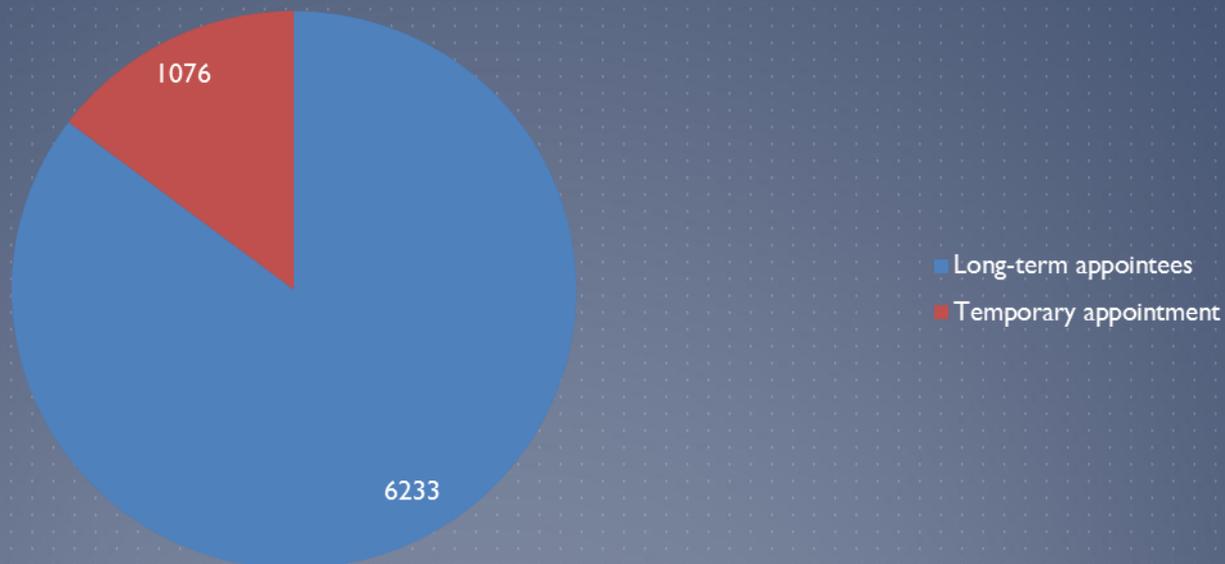


CONTRACTUAL SITUATION AT WHO

16th Conference of Staff
Associations of International
Organisations (CSAIO 16)
Frankfurt am Main (Germany)

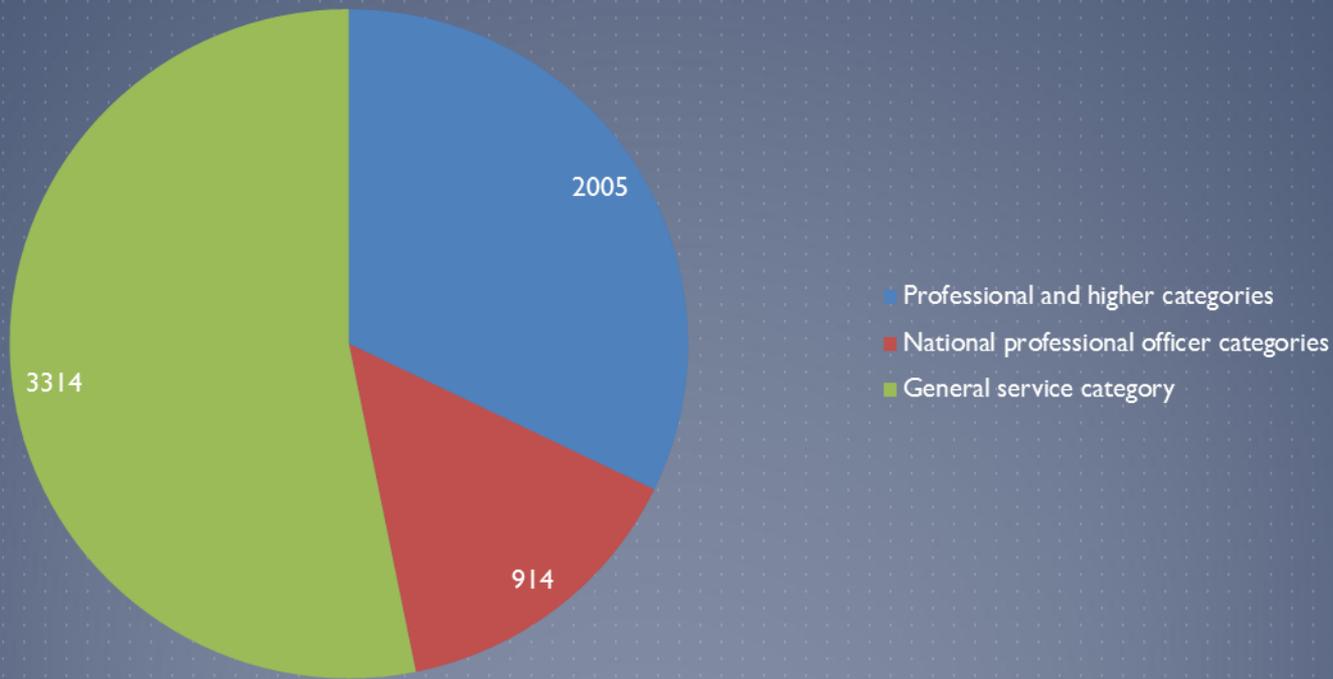
Ms Gemma Vestal, JD, MPH, MBA, RN
WHO HQ SA Vice-President
9 October 2015

TOTAL STAFF MEMBERS - 7309



- As of 31 December 2014, WHA68/44 – Human Resources – Report by the Secretariat, available at http://apps.who.int/gb/ebwha/pdf_files/WHA68/A68_44-en.pdf. This document is the source of all the figures in this presentation.

LONG TERM STAFF BREAKDOWN



BACKGROUND OF INCREASE AND DECREASE

- ▶ The number of staff members holding long-term appointments has decreased by 219 (-3.4%) compared to the previous year.
- ▶ The 1076 temporary appointees as at 31 December 2014 represent an increase of 232 staff or +27.5% compared with the number shown in the staffing profile as at 31 December 2013.
 - ▶ Need for a temporary staff workforce for the Ebola outbreak response
 - ▶ Preference given to temporary appointments over fixed-term appointments in view of the endgame of the Global Polio Eradication Initiative.

BACKGROUND OF INCREASE AND DECREASE

- ▶ Temporary staff constitute 14.7% of the total workforce.
- ▶ From 1 January to 31 December 2014, staff and other personnel costs amounted to US\$ 867.5 million or 39% of the Organization's total expenditure of US\$ 2316.6 million.

- http://apps.who.int/gb/ebwha/pdf_files/WHA68/A68_44-en.pdf
- <http://www.who.int/about/financesaccountability/budget/en/>

NUMBER OF INDIVIDUALS HOLDING NON-STAFF CONTRACTS

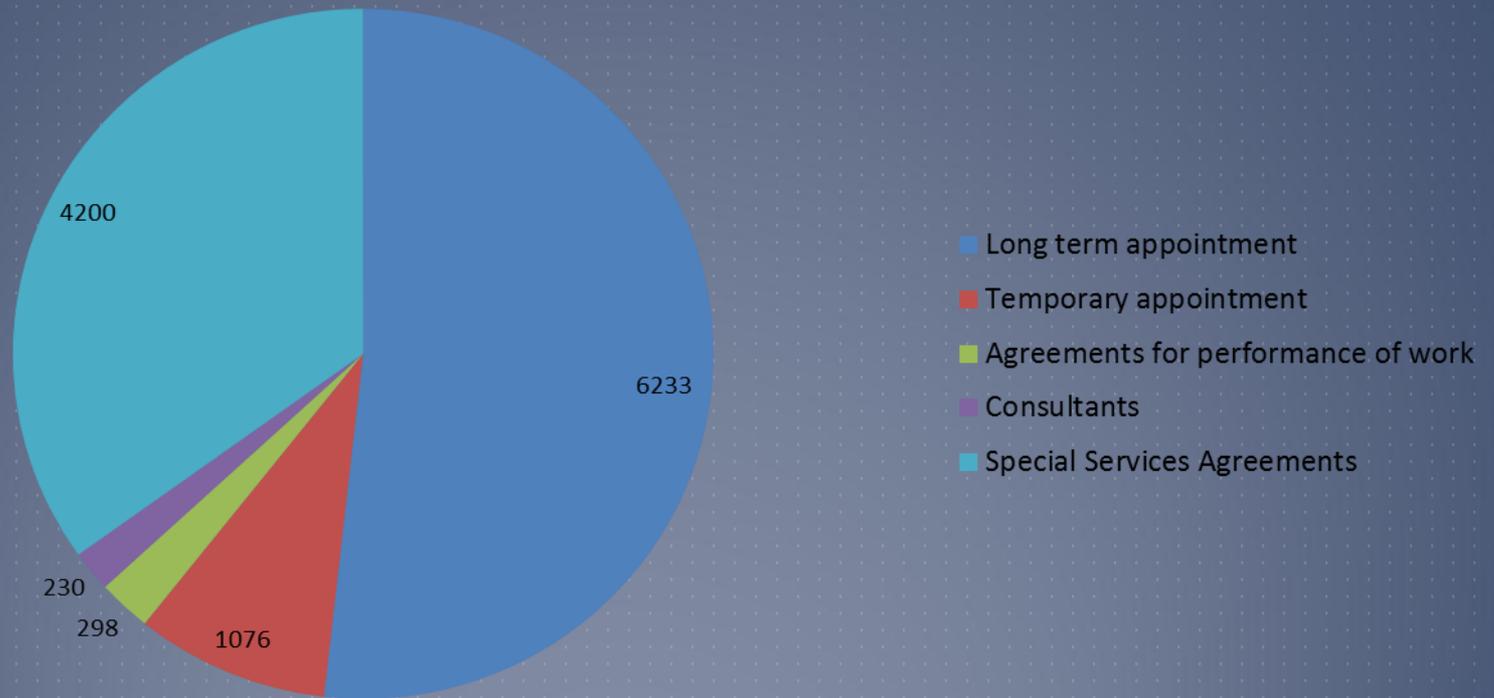
| Agreement for Performance of Work | | Consultants | | Special Services Agreement |
|--------------------------------------|-----------------------------------|---|-----------------------------------|---|
| Individuals with Non-staff contracts | Estimate of full-time equivalents | Individuals holding non-staff contracts | Estimate of full-time equivalents | Number of individuals holding non-staff contracts |
| 4109 | 298 | 1404 | 230 | 4219 |

- http://www.who.int/about/resources_planning/Annex_HRTables_WHA68-en.pdf?ua=1, p23

INDIVIDUALS HOLDING NON-STAFF CONTRACTS

- ▶ A review of the use of non-staff contracts (i.e. agreements for performance of work, consultants and special services agreements) is being conducted by HR in order to ensure that such contracts are used in a harmonized and proper manner across the Organization.
- ▶ The hiring of other non-staff personnel is also being explored: an umbrella agreement between WHO and the United Nations Volunteers secretariat, for instance, would ensure that outreach to and use of volunteers were harmonized across the Organization.
- ▶ From 1 January to 31 December 2014, individual non-staff contractual services amounted to nearly US\$ 124.2 million or 5.4% of the total expenditure of the Organization.

OVERALL HUMAN RESOURCES CONTRACTS DISTRIBUTION FOR 2014



Thank You!

vestalg@who.int

