



PAN AMERICAN HEALTH ORGANIZATION
WORLD HEALTH ORGANIZATION



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STATISTICS ON PASB/WHO STAFF

PERSONNEL INFORMATION AS OF SEPTEMBER 2004

The Director is pleased to provide to the 45th Session of the Directing Council this report on the personnel of PASB and WHO regional staff.

- Annex I** details the overall composition of PASB staff in the professional, general services, and national officers categories by duty station. All staff in PAHO- and WHO-funded posts have been included.
- Annex II** shows the distribution of professional staff (PAHO- and WHO-funded), by grade and gender.
- Annex III** shows the distribution of professional staff, national officers, general services staff and temporaries (PAHO- and WHO-funded), by gender.
- Annex IV** shows staff hired under local conditions of employment by duty station and gender.
- Annex V** depicts the composition of PASB and WHO staff in the professional and general services categories by grade level and age.
- Annex VI** analyzes the number and kinds of contracts held by PASB and WHO professional staff, and provides data on the actual length of service of staff members with various types of appointments, from 2000 through 2004.
- Annex VII** shows professional staff (PAHO- and WHO-funded) by grade and years of service.
- Annex VIII** shows the distribution of professional and general services staff (PAHO- and WHO-funded) by average length of services.

STAFF BY DUTY STATION

ANNEX I

PROFESSIONAL, GENERAL SERVICE AND NATIONAL PROFESSIONAL OFFICERS

DUTY STATION	PROFESSIONALS	GENERAL SERVICES	NATIONAL PROFESSIONAL OFFICERS
Argentina	12	5	2
Bahamas	3	1	
Barbados	12	7	1
Belize	1	2	
Bolivia	5	2	1
Brazil	25	39	3
Chile	5	1	1
Colombia	8	4	2
Costa Rica	6	5	1
Cuba	1		
Dominican Republic	5	3	1
Ecuador	9	4	1
El Salvador	6	3	1
Guatemala	6	10	1
Guyana	3	2	1
Haiti	8	6	
Honduras	7	4	
Jamaica	9	15	1
Mexico	5	13	
Nicaragua	7	2	1
Panama	6	3	1
Paraguay	5	3	
Peru	17	31	
Suriname	4	1	
Trinidad And Tobago	9	5	1
Uruguay	5	4	
USA	223	238	
Venezuela	8	8	
TOTAL	420	421	20

PASB/WHO PROFESSIONAL STAFF DISTRIBUTION BY GRADE AND GENDER

Grade	HEADQUARTERS				FIELD				ALL STAFF			
	MALE	%	FEMALE	%	MALE	%	FEMALE	%	MALE	%	FEMALE	%
UG1	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
UG2	1	100%	0	0%	0	0%	0	0%	1	100%	0	0%
UG3	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
D02	2	67%	1	33%	0	0%	0	0%	2	67%	1	33%
D01	7	58%	5	42%	0	0%	1	100%	7	54%	6	46%
P06	2	67%	1	33%	5	71%	2	29%	7	70%	3	30%
P05	19	46%	22	54%	20	71%	8	29%	39	57%	30	43%
P04	44	55%	36	45%	95	70%	41	30%	139	64%	77	36%
P03	16	36%	29	64%	8	73%	3	27%	24	43%	32	57%
P02	15	47%	17	53%	6	60%	4	40%	21	50%	21	50%
P01	1	33%	2	67%	1	20%	4	80%	2	25%	6	75%
Total	107	48%	115	52%	135	68%	63	32%	242	58%	178	42%

STAFF DISTRIBUTION BY GENDER

	MALE		FEMALE		RATIO	
	HEADQUARTERS	FIELD	HEADQUARTERS	FIELD	HEADQUARTERS M F	FIELD M F
INTERNATIONAL PROFESSIONALS						
	107	135	115	63	48%	32%
Total	242		178		58%	42%
NATIONAL PROFESSIONALS						
		7		13		65%
Total	7		13		35%	65%
GENERAL SERVICES						
	42	37	196	146	18%	80%
Total	79		342		19%	81%
Grand Total	149	179	311	222	32%	55%
	328		533		38%	62%

**SUPPORT STAFF HIRED UNDER LOCAL CONDITIONS OF EMPLOYMENT
BY DUTY STATION**

DUTY STATION	MALE	%	FEMALE	%
Caribbean Food and Nutrition Institute	4	57%	3	43%
Caribbean Program Coordination	1	7%	13	93%
Latin American Center for Perinatology & Human D	6	35%	11	65%
PAHO/WHO Representation, Argentina	3	50%	3	50%
PAHO/WHO Representation, Brazil	8	42%	11	58%
PAHO/WHO Representation, Chile	3	33%	6	67%
PAHO/WHO Representation, Jamaica	0	0%	2	100%
PAHO/WHO Representation, Peru	9	64%	5	36%
Pan Am. Center for Sanitary Eng. and Environment	14	67%	7	33%
Pan American Foot-and-mouth Disease Center	37	69%	17	31%
Pan American Institute for Food Protection and Zoo	11	52%	10	48%
Regional Program on Bioethics	1	33%	2	67%
TOTAL	97	52%	90	48%

PASB/WHO STAFF BY GRADE AND AGE

Professional Staff

Grade	20/24	25/29	30/34	35/39	40/44	45/49	50/54	55/59	60 and over	Total
UG1								1		1
UG2			1							1
UG3						1				1
D02					1		1			3
D01			2			7	3	1		13
P06					2	4	3	1		10
P05			1		12	25	24	7		69
P04			9	32	50	61	55	9		216
P03			4	8	12	13	10			56
P02			6	4	8	11	4		1	42
P01			5		2	1				8
Total	15	21	53	87	124	101	19			420

General Services Staff

Grade	20/24	25/29	30/34	35/39	40/44	45/49	50/54	55/59	60 and over	Total
G07			2	1	2	13	11	8	1	38
G06		1	3	14	19	35	33	15	2	122
G05		4	5	18	18	31	32	28	2	138
G04	2	5	10	8	23	18	21	15	3	105
G03			1		1	3	2			7
G02			2		2	1	1	3		7
G01							2	2		4
Total	2	10	21	41	65	101	102	71	8	421

ANNEX VI

PASB/WHO PROFESSIONAL STAFF IN HQS AND THE FIELD

ANALYSIS OF PRESENT APPOINTMENTS AND LENGTH OF SERVICE OF PASB/WHO STAFF

2000-2004

YEAR	LENGTH OF SERVICE (YEARS)	TOTAL FIXED TERM		FIXED TERM		% MALE		% FEMALE		TOTAL CAREER	% CAREER MALE		% CAREER FEMALE		TOTAL
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE		MALE	FEMALE			
2000	0-5	154	81	52.56	73	47.44	0	0.00	0	0.00	0	0.00	0.00	154	
	5-10	85	49	57.65	36	42.35	0	0.00	0	0.00	0	0.00	0.00	85	
	10-15	70	51	72.86	19	27.14	1	100.00	0	0.00	0	0.00	0.00	71	
	15-20	33	19	57.58	14	42.42	2	66.67	1	33.33	1	50.00	33.33	36	
	20-25	23	17	73.91	6	26.09	8	50.00	8	50.00	8	73.68	50.00	39	
	25 & over	12	8	66.67	4	33.33	5	26.32	14	73.68	14	58.97	50.00	31	
TOTAL		377	225	59.68	152	40.32	39	41.03	23	58.97	416			416	
2001	0-5	166	93	56.02	73	43.98	0	0.00	0	0.00	0	0.00	0.00	166	
	5-10	80	45	56.25	35	43.75	0	0.00	0	0.00	0	0.00	0.00	80	
	10-15	86	58	67.44	28	32.56	1	0.00	0	0.00	0	0.00	0.00	87	
	15-20	37	24	64.86	13	35.14	0	0.00	0	0.00	1	0.00	0.00	38	
	20-25	26	18	69.23	8	30.77	5	50.00	5	50.00	5	72.22	50.00	36	
	25 & over	14	8	57.14	6	42.86	5	27.78	13	72.22	13	63.33	50.00	32	
TOTAL		409	246	60.15	163	39.85	30	36.67	19	63.33	439			439	
2002	0-5	174	97	55.75	77	44.25	0	0.00	0	0.00	0	0.00	0.00	174	
	5-10	91	54	59.34	37	40.66	0	0.00	0	0.00	0	0.00	0.00	91	
	10-15	81	50	61.73	31	38.27	0	0.00	0	0.00	0	0.00	0.00	81	
	15-20	34	25	73.53	9	26.47	1	50.00	1	50.00	1	62.50	50.00	36	
	20-25	32	21	65.63	11	34.38	3	37.50	5	62.50	5	68.42	62.50	40	
	25 & over	10	9	90.00	1	10.00	6	31.58	13	68.42	13	66%	66%	29	
TOTAL		422	256	61%	166	39%	29	34%	19	66%	451			451	

PASB/WHO PROFESSIONAL STAFF IN HQS AND THE FIELD

ANALYSIS OF PRESENT APPOINTMENTS AND LENGTH OF SERVICE OF PASB/WHO STAFF

2000-2004

YEAR	LENGTH OF SERVICE (YEARS)	TOTAL FIXED TERM	FIXED TERM MALE	% MALE	FIXED TERM FEMALE	% FEMALE	TOTAL CAREER	CAREER MALE	% CAREER MALE	CAREER FEMALE	% CAREER FEMALE	TOTAL
2003	0-5	166	94	56.63	72	43.37	0	0	0	0	0	166
	5-10	101	60	59.41	41	40.59	0	0	0	0	0	101
	10-15	76	47	61.84	29	38.16	0	0	0	0	0	76
	15-20	32	22	68.75	10	31.25	2	1	50.00	1	50.00	34
	20-25	28	21	75.00	7	25.00	7	2	28.57	5	71.43	35
	25 & over	10	7	70.00	3	30.00	19	6	31.58	13	68.42	29
TOTAL		413	251	61%	162	39%	28	9	32%	19	68%	441
2004	0-5	139	78	56.12	61	43.88	0	0	0	0	0	139
	5-10	111	65	58.56	46	41.44	0	0	0	0	0	111
	10-15	84	48	57.14	36	42.86	0	0	0	0	0	84
	15-20	36	27	75.00	9	25.00	1	1	100.00	0	0.00	37
	20-25	25	17	68.00	8	32.00	3	1	33.33	2	66.67	28
	25 & over	8	3	37.50	5	62.50	13	2	15.38	11	84.62	21
TOTAL		403	238	59%	165	41%	17	4	24%	13	76%	420

PASB/WHO PROFESSIONAL STAFF BY GRADE AND YEARS OF SERVICE

Grade	Years of Service						Total
	0-5	5-10	10-15	15-20	20-25	25 Over	
UG01					1		1
UG02	1						1
UG03	1						1
D02		1		1		1	3
D01		2	11	1	1		15
P06	3	2	9	7	5	1	27
P05	10	14	24	8	4		60
P04	84	70	28	10	7	4	203
P03	21	15	9	7	6	5	63
P02	15	7	3	2	3	10	40
P01	4			1	1		6
	139	111	84	37	28	21	420

PASB/WHO STAFF DISTRIBUTION BY AVERAGE LENGTH OF SERVICE

Professional Staff

Average Years of Service	PAHD		WHO		TOTAL	
	NUMBER	%	NUMBER	%	NUMBER	%
Less than 1	15	4.85	5	4.50	20	4.76
1 - 2	19	6.15	6	5.41	25	5.95
2 - 3	25	8.09	9	8.11	34	8.10
3 - 4	15	4.85	12	10.81	27	6.43
4 - 5	19	6.15	13	11.71	32	7.62
5 - 10	77	24.92	35	31.53	112	26.67
10 - 15	68	22.01	15	13.51	83	19.76
15 or more	71	22.98	16	14.41	87	20.71
TOTAL	309	100.00	111	100.00	420	100.00

General Service Staff

Average Years of Service	PAHD		WHO		TOTAL	
	NUMBER	%	NUMBER	%	NUMBER	%
Less than 1	7	2.08	1	1.18	8	1.90
1 - 2	7	2.08	3	3.53	10	2.38
2 - 3	20	5.95	3	3.53	23	5.46
3 - 4	12	3.57	8	9.41	20	4.75
4 - 5	17	5.06	7	8.24	24	5.70
5 - 10	43	12.80	13	15.29	56	13.30
10 - 15	67	19.94	11	12.94	78	18.53
15 or more	163	48.51	39	45.88	202	47.98
TOTAL	336	100.00	85	100.00	421	100.00