



PAN AMERICAN HEALTH ORGANIZATION
WORLD HEALTH ORGANIZATION



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STATISTICS ON PASB/WHO STAFF

PERSONNEL INFORMATION AS OF JUNE 2004

The Director is pleased to provide to the 134th Session of the Executive Committee 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.

ANNEX I**STAFF BY DUTY STATION****PROFESSIONAL, GENERAL SERVICE AND NATIONAL OFFICERS**

DUTY STATION	PROFESSIONALS	GENERAL SERVICES	NATIONAL OFFICERS
Argentina	12	5	2
Bahamas	2	1	
Barbados	12	8	1
Belize	2	2	
Bolivia	6	2	1
Brazil	24	40	2
Chile	5	1	1
Colombia	7	4	1
Costa Rica	6	5	1
Cuba	1		
Dominican Republic	4	3	1
Ecuador	10	5	1
El Salvador	6	3	
Guatemala	6	10	1
Guyana	2	2	1
Haiti	7	6	
Honduras	6	4	
Jamaica	9	16	1
Mexico	6	13	
Nicaragua	7	2	1
Panama	5	3	1
Paraguay	4	3	
Peru	16	31	
Suriname	5	1	
Trinidad And Tobago	7	5	1
Uruguay	5	4	
USA	224	239	
Venezuela	10	8	
TOTAL	416	426	17

ANNEX

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%
UG3	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%
D01	7	58%	5	42%	0	0%	1	100%	7	54%	6	46%
D02	2	67%	1	33%	0	0%	0	0%	2	67%	1	33%
P06	2	67%	1	33%	4	67%	2	33%	6	67%	3	33%
P05	18	46%	21	54%	22	79%	6	21%	40	60%	27	40%
P04	45	56%	36	44%	90	69%	41	31%	135	64%	77	36%
P03	17	36%	30	64%	7	70%	3	30%	24	42%	33	58%
P02	15	47%	17	53%	7	58%	5	42%	22	50%	22	50%
P01	1	33%	2	67%	0	0%	5	100%	1	13%	7	88%
Total	108	48%	115	52%	130	67%	63	33%	238	57%	178	43%

ANNEX III

STAFF DISTRIBUTION BY GENDER

	MALE		FEMALE		RATIO	
	HEADQUARTERS	FIELD	HEADQUARTERS	FIELD	HEADQUARTERS M F	FIELD M F
INTERNATIONAL PROFESSIONALS						
	108	130	115	63	48%	33%
Total	238		178		57%	43%
NATIONAL PROFESSIONALS						
		5		12	29%	71%
Total	5		12		29%	71%
GENERAL SERVICES						
	43	39	196	148	18%	79%
Total	82		344		19%	81%
Grand Total	151	174	311	223	33%	56%
	325		534		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	43%	4	57%
PAHO/WHO Representation, Brazil	8	40%	12	60%
PAHO/WHO Representation, Chile	3	38%	5	63%
PAHO/WHO Representation, Jamaica	0	0%	2	100%
PAHO/WHO Representation, Peru	9	56%	7	44%
Pan Am. Center for Sanitary Eng. and Environment	14	67%	7	33%
Pan American Foot-and-mouth Disease Center	38	69%	17	31%
Pan American Institute for Food Protection and Zoo	11	50%	11	50%
Regional Program on Bioethics	1	33%	2	67%
TOTAL	98	51%	94	49%

ANNEX V

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		1
UG3						1				1
UG2				1						1
D01			2			7	3	1		13
D02					1	1	1			3
P06					1	3	4		1	9
P05					12	24	24	7		67
P04				10	31	44	61	59	7	212
P03			5	8	9	14	11	10		57
P02			6	5	8	8	11	5	1	44
P01	1	4			2	1				8
Total	1	15	23	51	82	120	107	17	17	416

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	14	10	8		37
G06		2	2	15	16	36	35	14	2	122
G05		3	7	17	21	30	33	23	1	135
G04	1	7	14	8	24	16	23	15	4	112
G03			1		1	3	2			7
G02				2	2	1	1	4		8
G01					1	1	2	2		5
Total	1	12	26	41	66	101	106	66	7	426

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	FIXED TERM FEMALE	% MALE	% FEMALE	TOTAL CAREER MALE	TOTAL CAREER FEMALE	% CAREER		TOTAL
									MALE	FEMALE	
2000	0-5	154	81	73	52.56	47.44	0	0	0.00	0.00	154
	5-10	85	49	36	57.65	42.35	0	0	0.00	0.00	85
	10-15	70	51	19	72.86	27.14	1	1	100.00	0.00	71
	15-20	33	19	14	57.58	42.42	3	2	66.67	33.33	36
	20-25	23	17	6	73.91	26.09	16	8	50.00	50.00	39
	25 & over	12	8	4	66.67	33.33	19	5	26.32	73.68	31
	TOTAL	377	225	152	59.68	40.32	39	16	41.03	58.97	416
2001	0-5	166	93	73	56.02	43.98	0	0	0.00	0.00	166
	5-10	80	45	35	56.25	43.75	0	0	0.00	0.00	80
	10-15	86	58	28	67.44	32.56	1	1	0.00	0.00	87
	15-20	37	24	13	64.86	35.14	1	0	0.00	0.00	38
	20-25	26	18	8	69.23	30.77	10	5	50.00	50.00	36
	25 & over	14	8	6	57.14	42.86	18	5	27.78	72.22	32
	TOTAL	409	246	163	60.15	39.85	30	11	36.67	63.33	439
2002	0-5	174	97	77	55.75	44.25	0	0	0	0	174
	5-10	91	54	37	59.34	40.66	0	0	0	0	91
	10-15	81	50	31	61.73	38.27	0	0	0	0	81
	15-20	34	25	9	73.53	26.47	2	1	50.00	50.00	36
	20-25	32	21	11	65.63	34.38	8	3	37.50	62.50	40
	25 & over	10	9	1	90.00	10.00	19	6	31.58	68.42	29
	TOTAL	422	256	166	61%	39%	29	10	34%	66%	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		% FEMALE		TOTAL CAREER		% CAREER MALE		% CAREER FEMALE		TOTAL
		FIXED TERM	MALE	FIXED TERM	MALE	% MALE	% FEMALE	CAREER MALE	CAREER FEMALE	% CAREER MALE	% CAREER FEMALE					
2003	0-5	166	94	72	43.37	0	0	0	0	0	0	0	0	0	0	166
	5-10	101	60	41	40.59	0	0	0	0	0	0	0	0	0	0	101
	10-15	76	47	29	38.16	0	0	0	0	0	0	0	0	0	0	76
	15-20	32	22	10	31.25	2	1	50.00	1	50.00	1	50.00	50.00	1	50.00	34
	20-25	28	21	7	25.00	7	2	28.57	5	28.57	5	71.43	5	71.43	5	35
	25 & over	10	7	3	30.00	19	6	31.58	13	68.42	13	68.42	13	68.42	29	
	TOTAL	413	251	162	39%	28	9	32%	19	68%	441	137	113	76	41	416
2004	0-5	137	74	63	45.99	0	0	0	0	0	0	0	0	0	0	137
	5-10	113	67	46	40.71	0	0	0	0	0	0	0	0	0	0	113
	10-15	76	43	33	43.42	0	0	0	0	0	0	0	0	0	0	76
	15-20	39	28	11	28.21	2	1	50.00	1	50.00	1	50.00	1	50.00	1	41
	20-25	23	18	5	21.74	4	1	25.00	3	25.00	3	75.00	3	75.00	3	27
	25 & over	9	4	5	55.56	13	2	15.38	11	84.62	11	84.62	11	84.62	22	
	TOTAL	397	234	163	41	19	4	21	15	79	416	137	113	76	41	416

ANNEX VI

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
UG03	1						1
UG02	1						1
D01		2	10	2			14
D02		1		1		1	3
P06	2	2	9	8	4	2	27
P05	8	16	20	9	4		57
P04	84	69	25	10	9	4	201
P03	20	18	8	6	5	5	62
P02	13	7	4	3	4	10	41
P01	6			1	1		8
	135	115	76	41	27	22	416

PASB/WHO STAFF DISTRIBUTION BY AVERAGE LENGTH OF SERVICE

Professional Staff

Average Years of Service	PASB		WHO		TOTAL	
	NUMBER	%	NUMBER	%	NUMBER	%
Less than 1	13	4.44	1	0.92	14	3.48
1 - 2	23	7.85	8	7.34	31	7.71
2 - 3	20	6.83	9	8.26	29	7.21
3 - 4	13	4.44	17	15.60	30	7.46
4 - 5	20	6.83	8	7.34	28	6.97
5 - 10	73	24.91	35	32.11	108	26.87
10 - 15	59	20.14	16	14.68	75	18.66
15 or more	72	24.57	15	13.76	87	21.64
TOTAL	293	100.00	109	100.00	402	100.00

General Service Staff

Average Years of Service	PASB		WHO		TOTAL	
	NUMBER	%	NUMBER	%	NUMBER	%
Less than 1	7	2.10	1	1.12	8	1.89
1 - 2	9	2.69	2	2.25	11	2.60
2 - 3	25	7.49	5	5.62	30	7.09
3 - 4	12	3.59	12	13.48	24	5.67
4 - 5	13	3.89	3	3.37	16	3.78
5 - 10	41	12.28	11	12.36	52	12.29
10 - 15	69	20.66	15	16.85	84	19.86
15 or more	158	47.31	40	44.94	198	46.81
TOTAL	334	100.00	89	100.00	423	100.00