



PAN AMERICAN HEALTH ORGANIZATION
WORLD HEALTH ORGANIZATION



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HUMAN RESOURCES - STAFFING PROFILE

REPORT OF THE HUMAN RESOURCES AREA MANAGER

Human Resources

Staffing Profile

Report of the Human Resources Area Manager

1. The information and annexes to this document represent the Organization's staffing profile as of May 2006 (unless otherwise indicated). Specifically, they demonstrate the staffing situation by duty station, geographic distribution, gender, grade, contractual modality, age, and years of service. They also demonstrate the movement of professional staff between duty stations.

Appointment Categories

2. As of 31 May 2006, the Pan American Sanitary Bureau (PASB) had a total of 830 staff members on either fixed-term or career service appointments. Of these, 407 (49%) were in the professional category, 399 (48%) were in the general service category and 24 (3%) were in the national professional officer category. (**Table 1**).
3. In addition, in 2005, the Organization issued 377 contracts for temporary staff -- 150 for short-term professionals, 155 for short-term consultants, and 72 for short-term general service staff. (**Table 2**). As of 31 May 2006, those numbers stand at 60 for short-term professionals, 65 for short-term consultants, and 24 for short-term general service staff. Continuing at the current pace, it is projected that the numbers of temporary appointments issued in all three categories will increase in 2006.
4. **Table 3** shows that the Organization currently has 858 staff hired under local employment conditions. It also shows how those staff are distributed in terms of contractual modality.

Gender Distribution

5. The percentage of women in the professional category remained fairly consistent between the end of 2005 and the first-half of 2006. Whereas the total number of women in this category at the end of 2005 was 187, that number currently is at 183. In the country offices and centers, the number of women in professional posts decreased from 73 to 70 during this same period. Overall, women represent 42 percent of all professionals in the Organization. Notwithstanding the consistency in the number of female professional staff members, women still represent only 33 percent of all professional staff outside of Washington, D.C. At Headquarters, the number of women has remained fairly consistent over the last four-year period, with women currently occupying 52 percent of all professional posts. (**Table 4**).

6. **Table 5** sets forth the distribution of fixed-term professional staff by grade and gender. Of the 431 fixed-term professional staff at Headquarters and in the country offices and centers, 248 (58%) are men and 183 (42%) are women. **Tables 5 and 6** also show that while women generally outnumber men at the P.1/NOA (69%) , P.2/NOB (58%) and P.3/NOC (52%) levels, women represent only 33% of fixed-term professionals at the senior professional and managerial levels (P.4 and above).
7. While the Organization continues its efforts to ensure gender equity in its hiring processes, **Table 7** demonstrates that in 2005, 66% of fixed-term staff hired at the professional level were male. However, the gap between the percentage of women and the percentage of men is significantly narrowing. Whereas in 2004, there were 40 percentage points difference between men and women, as of May 2006, the difference was 22 percentage points (**Table 8**).

Geographical Representation

8. **Table 9** provides consolidated information on the distribution of professional fixed-term staff in both Washington, D.C. and in the country offices and centers, by nationality.

Professional Staff Rotation and Mobility

9. The Bureau's effort to promote the mobility of its internationally-recruited staff is reflected in the number of staff reassignments over the last five-year period (**Table 10**). In contrast to the year 2001, where only 16 professional staff were reassigned between the various duty stations, 49 reassignments occurred in 2004. Despite the decrease in 2005, as of 31 May 2006, twenty professional staff have been reassigned between the various duty stations. Continuing at the current pace, it is projected that the number of reassignments in 2006 will exceed that of the previous year.
10. In addition, consistent with continued efforts to reduce the number of posts, **Table 11** demonstrates that the number of professional and general service posts has declined steadily over the last three and a half years, with an overall reduction of 35 professional posts and 45 general service posts between 2003 and the first half of 2006. During this same period there was a slight increase in the number of national professional officer posts, from 17 to 24.
11. **Table 12** shows the percentage distribution of professional staff by grade as of May 2006. The largest percentage of professional staff are at the P.4 level (49%) with those at the lower professional grades (P.1 to P.3) making up 28% of all professional staff and those at the higher professional grades (P.5 and above) making up 23%. **Table 12** also shows that 3% of the Organization's professional posts are at entry-level (P.1/NOA).

Age, Length of Service, and Retirement Trends

12. Professionals and general service staff between the ages of 50 and 59 represent the largest group of staff (57% of all professionals and 45% of all general service staff). (**Table 13**). Moreover, the single largest group of staff (39%) has 15 or more years of service with the Organization. (**Table 14**).

13. More than 63% of the Organization's professional staff are 50 years old or older and approximately 31% of them will reach retirement age in the next five to seven years. With respect to general service staff, approximately 47% are 50 years old or older, with 23% of them reaching retirement age within the next five to seven years. In summary, according to current predictions, approximately 27% of the workforce is due to retire within the next five to seven years. (**Table 13**).

TABLES

The tables referred to in this report are listed below for ease of reference:

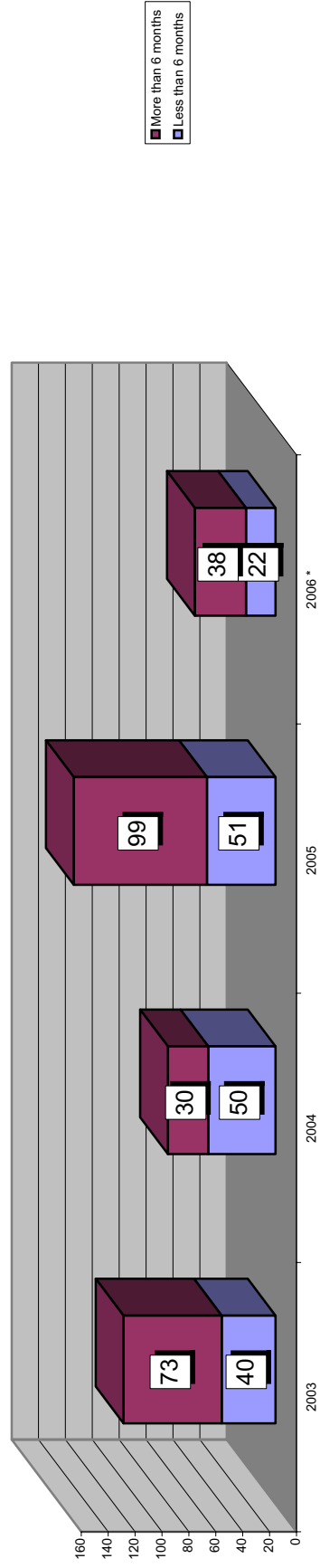
1. Staff by Duty Station – Professional, General Service, and National Professional Officer
2. Short-term Professional, Short-term Consultant, and Short-Term General Service Assignments
3. Staff Hired Under Local Employment Conditions in the Country Offices/Centers
4. Professional Staff Distribution by Gender
5. PASB Professional Staff Distribution by Grade and Gender
6. Staff at Senior Professional and Managerial Levels
7. Professional Staff Hired in 2005
8. Professional Staff Hired Between 2004-2006
9. Distribution of Professional Staff at HQs and Country Offices/Centers by Nationality
10. Number of Reassignments of Professional Staff Members Between Duty Stations
11. Post Trends
12. Professional Staff Grade Distribution
13. Professional and General Service Staff by Age
14. Staff Distribution by Length of Service

Table 1**STAFF BY DUTY STATION
PROFESSIONAL, GENERAL SERVICE AND NATIONAL PROFESSIONAL
OFFICER****As of May 2006**

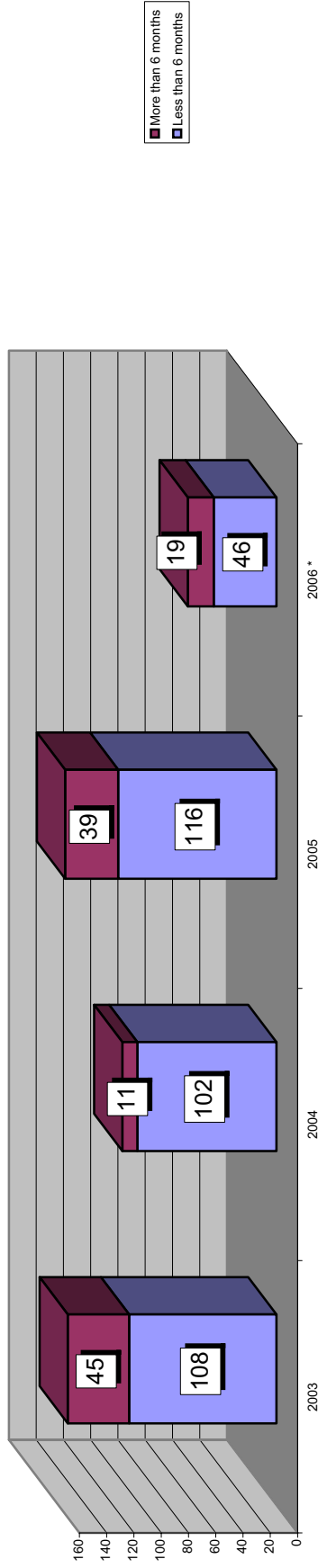
DUTY STATION	PROFESSIONAL	GENERAL SERVICE	NATIONAL PROFESSIONAL OFFICER
Argentina	5	5	2
Bahamas	3	1	
Barbados	12	5	1
Belize	2	2	
Bolivia	5	2	1
Brazil	24	36	3
Chile	5	1	1
Colombia	5	3	2
Costa Rica	8	5	1
Cuba	2		
Dominican Republic	5	3	1
Ecuador	11	4	2
El Salvador	5	3	1
Guatemala	8	8	1
Guyana	4	2	1
Haiti	8	6	
Honduras	6	4	
Jamaica	7	14	1
Mexico	4	10	
Nicaragua	5	3	1
Panama	7	3	1
Paraguay	6	3	
Peru	16	29	
Suriname	4	2	1
Trinidad And Tobago	9	5	1
Uruguay	5	4	1
USA (WDC & El Paso)	221	229	
Venezuela	5	7	1
TOTAL	407	399	24

Table 2

Short-Term Professional Assignments (PRFN)



Short-Term Consultant Assignments (STC)



Short-Term General Service Assignments (GSN)

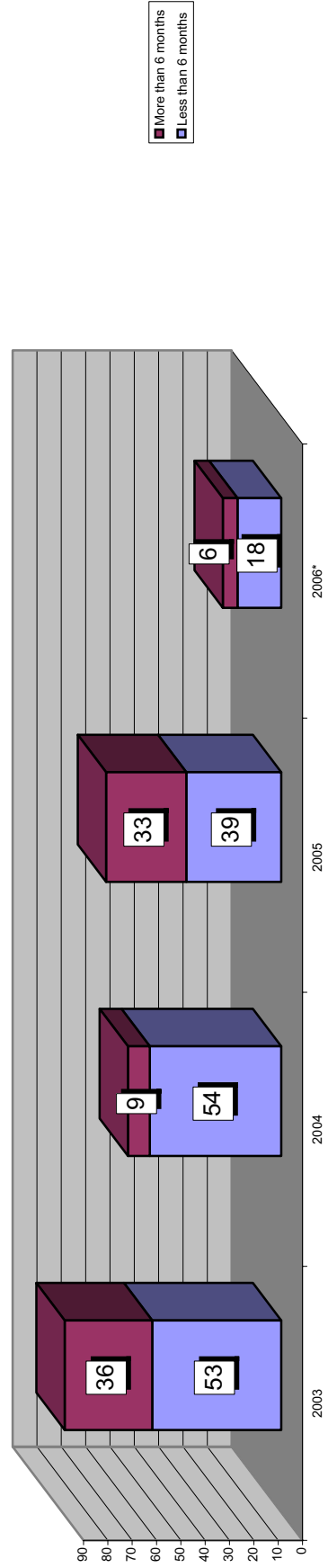


Table 3

Staff Hired Under Local Employment Conditions in PAHO Country Offices
As of May 2006

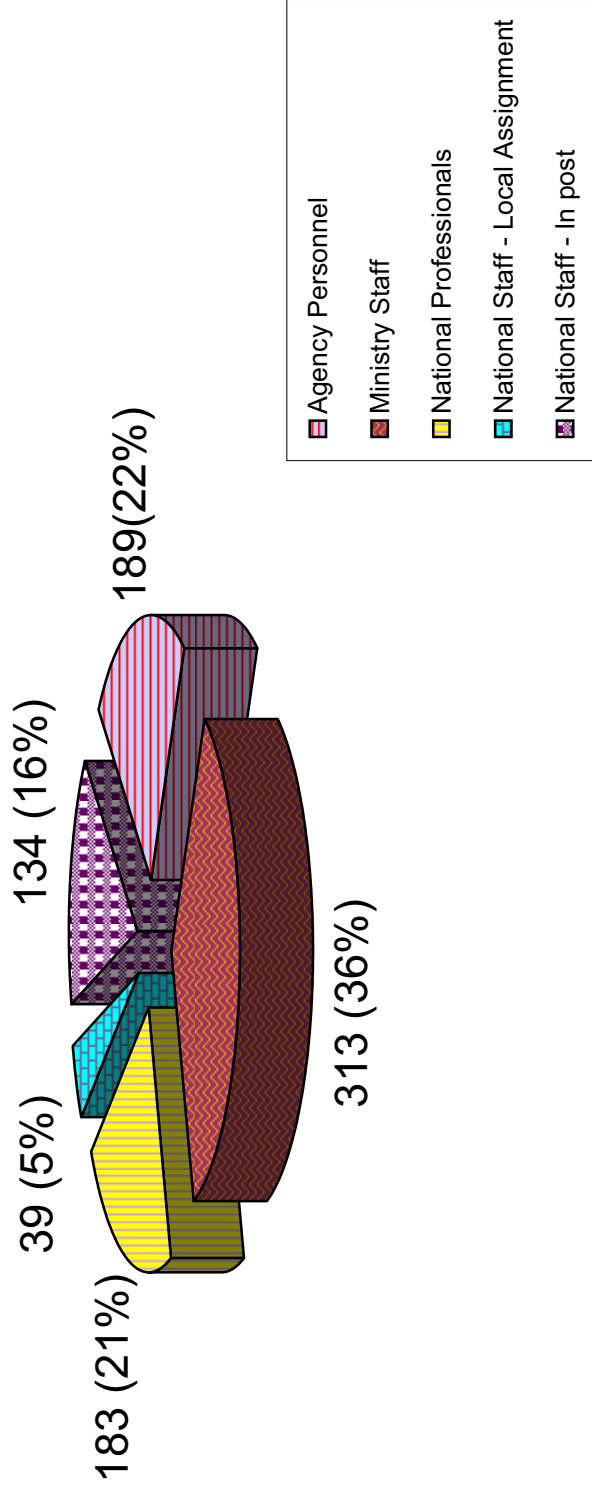
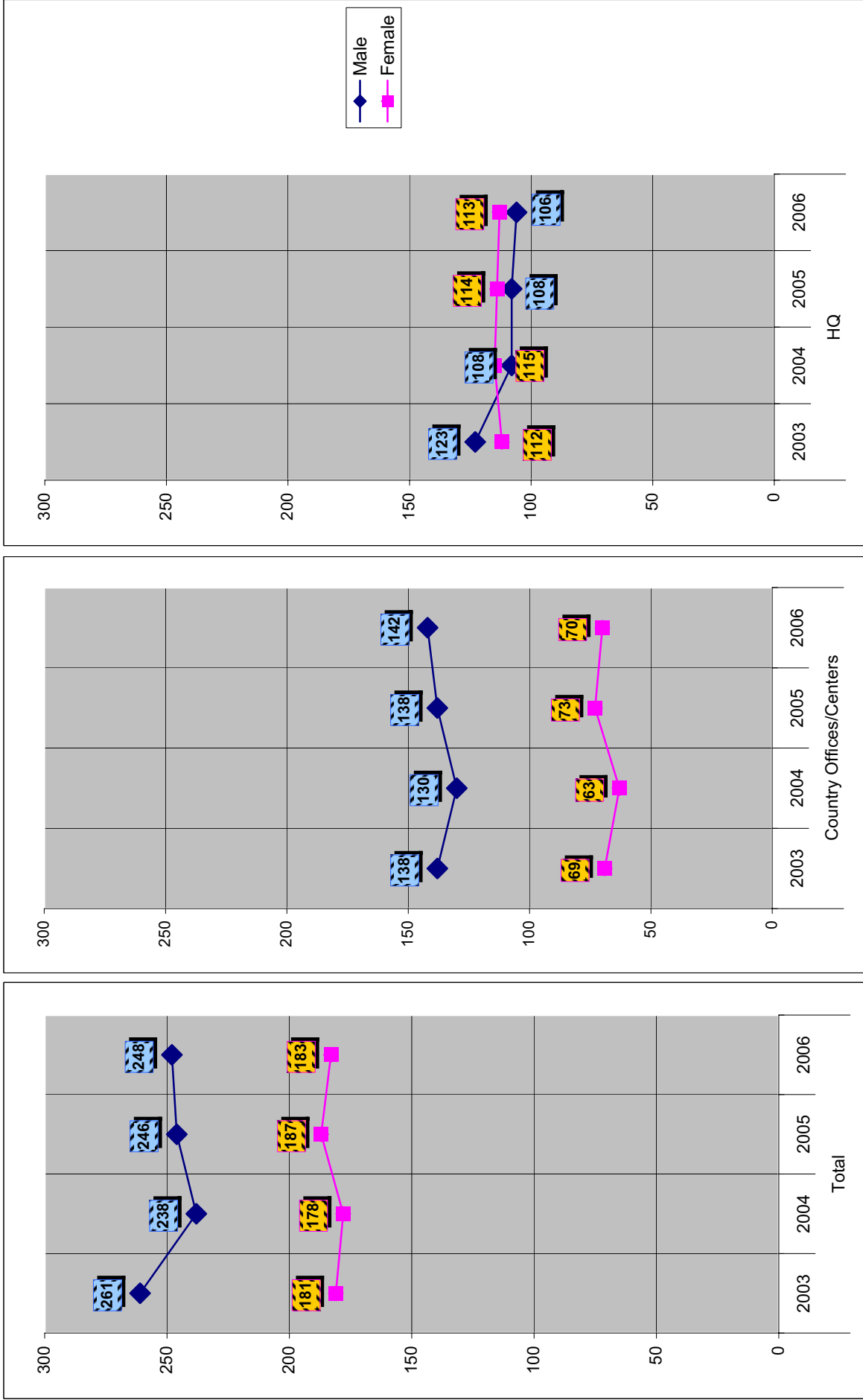


Table 4
Professional Staff Distribution by Gender
2005 to 2006*



* As of May 2006

Table 5

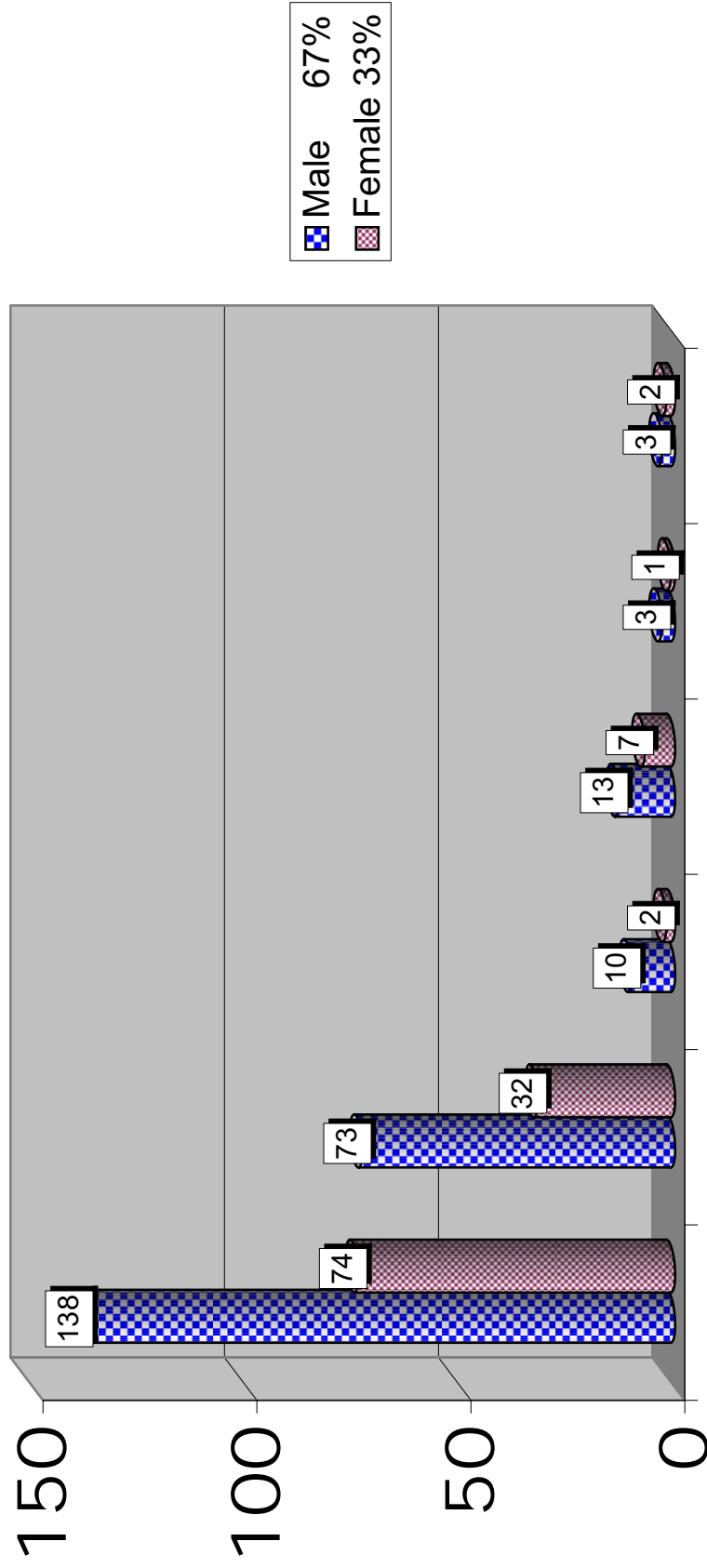
PASB PROFESSIONAL STAFF DISTRIBUTION BY GRADE AND GENDER

As of May 2006

Grade	HEADQUARTERS				COUNTRY OFFICES/CENTERS				ALL			
	MALE	%	FEMALE	%	MALE	%	FEMALE	%	MALE	%	FEMALE	%
UG1			1	100%							1	100%
UG2	1	100%							1	100%		
UG3			1	100%							1	100%
D02												
D01	6	50%	6	50%			1	100%	6	46%	7	54%
P06	1	50%	1	50%	5	63%	3	38%	6	60%	4	40%
P05	23	53%	20	47%	20	67%	10	33%	43	59%	30	41%
P04/NOD	43	52%	39	48%	96	74%	33	26%	139	66%	72	34%
P03/NOC	20	43%	26	57%	10	59%	7	41%	30	48%	33	52%
P02/NOB	11	38%	18	62%	8	50%	8	50%	19	42%	26	58%
P01/NOA	1	50%	1	50%	3	27%	8	73%	4	31%	9	69%
Total:	106	48%	113	52%	142	67%	70	33%	248	58%	183	42%

Table 6

Staff at Senior Professional and Managerial Levels
As of May 2006



P.4 P.5 P.6 D.1 D.2 UG

Table 7

Professional Staff Hired in 2005

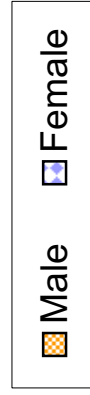
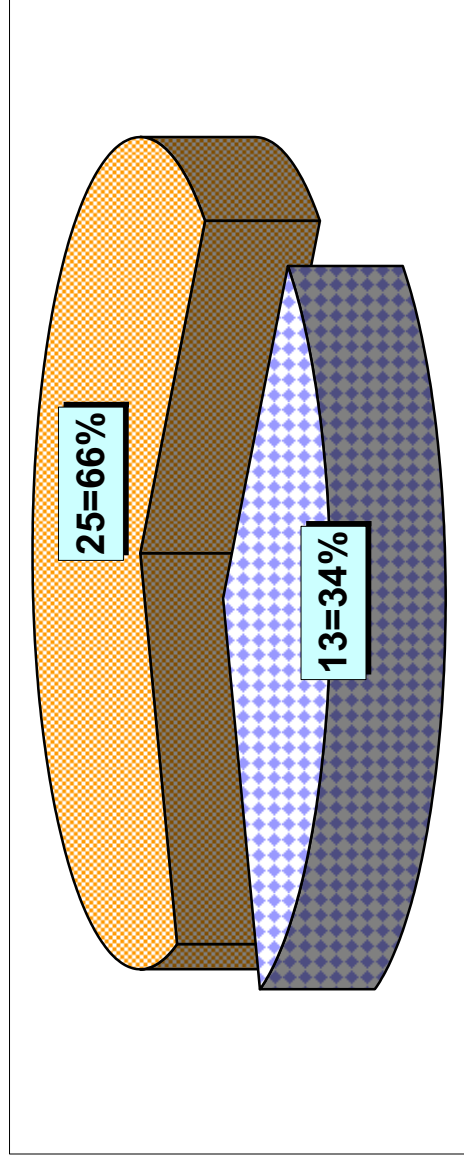
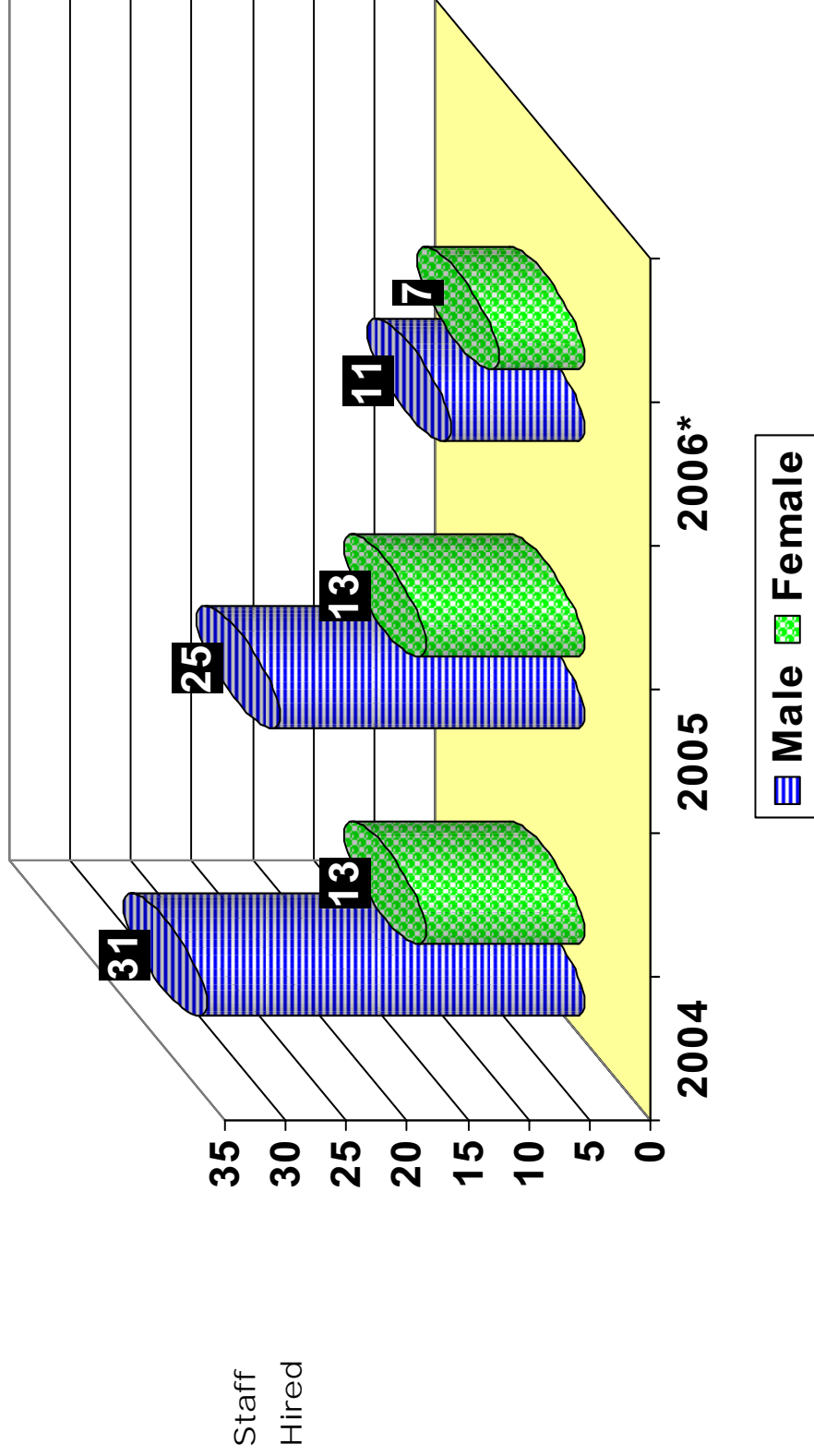


Table 8

Professional Staff Hired Between 2004-2006*



*As of May 2006

Table 9

Distribution of Professional Staff at HQ and Country Offices/Centers by Nationality
As of May 2006

COUNTRY	HQ	COUNTRY OFFICES/CENTERS	TOTAL
Argentina	8	10	18
Austria	1		1
Bahamas		1	1
Barbados			0
Belgium	1	4	5
Belize		3	3
Bolivia	6	5	11
Brazil	19	21	40
Canada	13	4	17
Chile	9	8	17
Colombia	12	15	27
Costa Rica	2	3	5
Cuba	3	9	12
Dominica	1		1
Dominican Republic	2	3	5
Ecuador	2	9	11
Egypt	1		1
El Salvador	1	4	5
France	2	5	7
Germany	1		1
Ghana		1	1
Guatemala	5	5	10
Guyana	2	2	4
Haiti		1	1
Honduras	1	3	4
India		1	1
Ireland		1	1
Italy	1	2	3
Jamaica	2	4	6
Malta		1	1
Mexico	12	6	18
Myanmar		1	1
Netherlands	2	3	5
Nicaragua	2	5	7
Panama	1	5	6
Paraguay	1	5	6
Peru	13	14	27
Rwanda		1	1
Spain	8	4	12
St. Vincent And The Grenadines		1	1
Suriname		1	1
Trinidad And Tobago	3	4	7
United Kingdom	2	2	4
United States Of America	64	4	68
Uruguay	7	4	11
Venezuela	8	3	11
Yugoslavia	1		1
TOTAL	219	188	407

Table 10

Number of Reassignments of Professional Staff Members Between Duty Stations 2001 - 2006

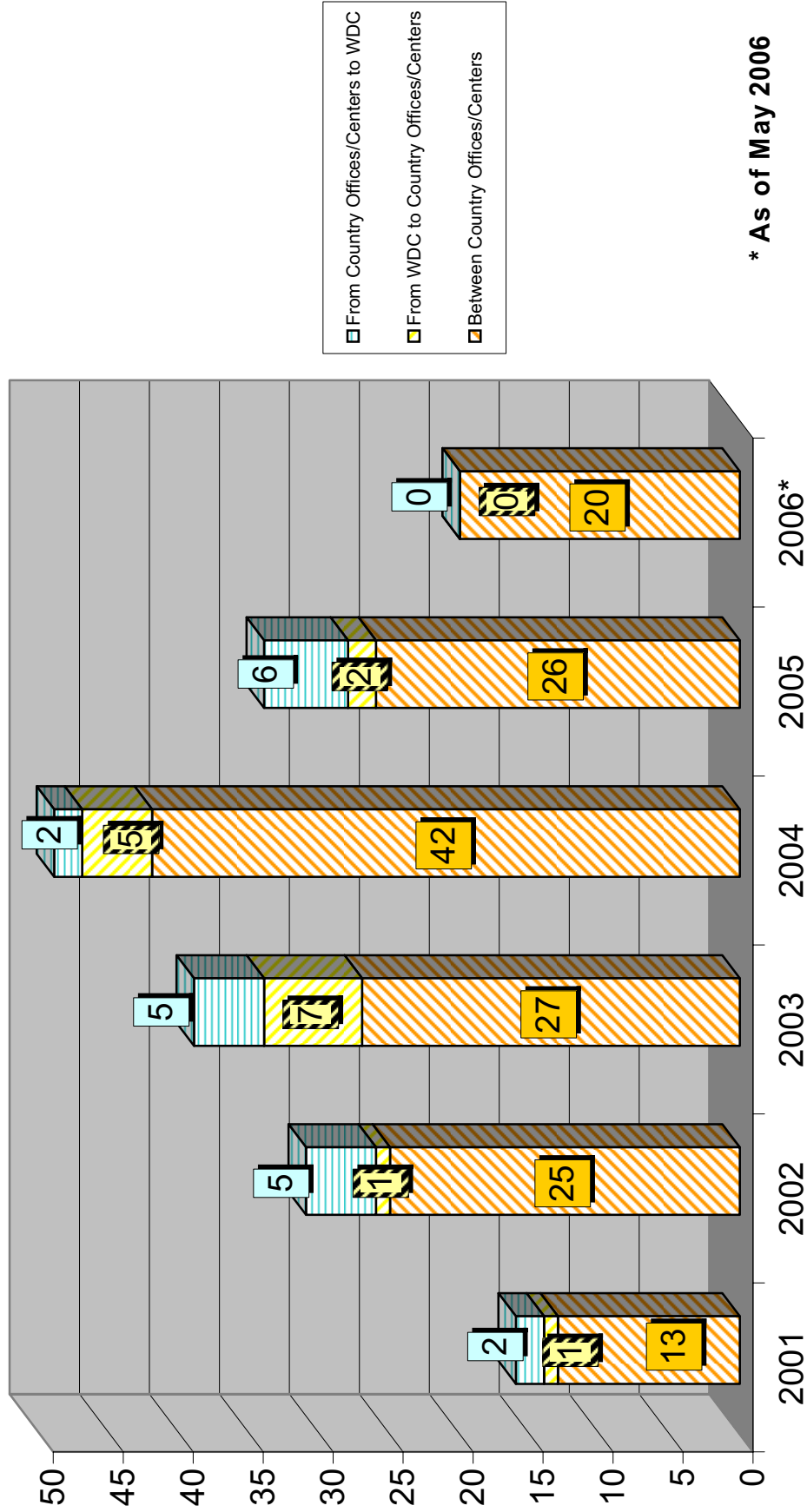


Table 11

Post Trends As of May 2006

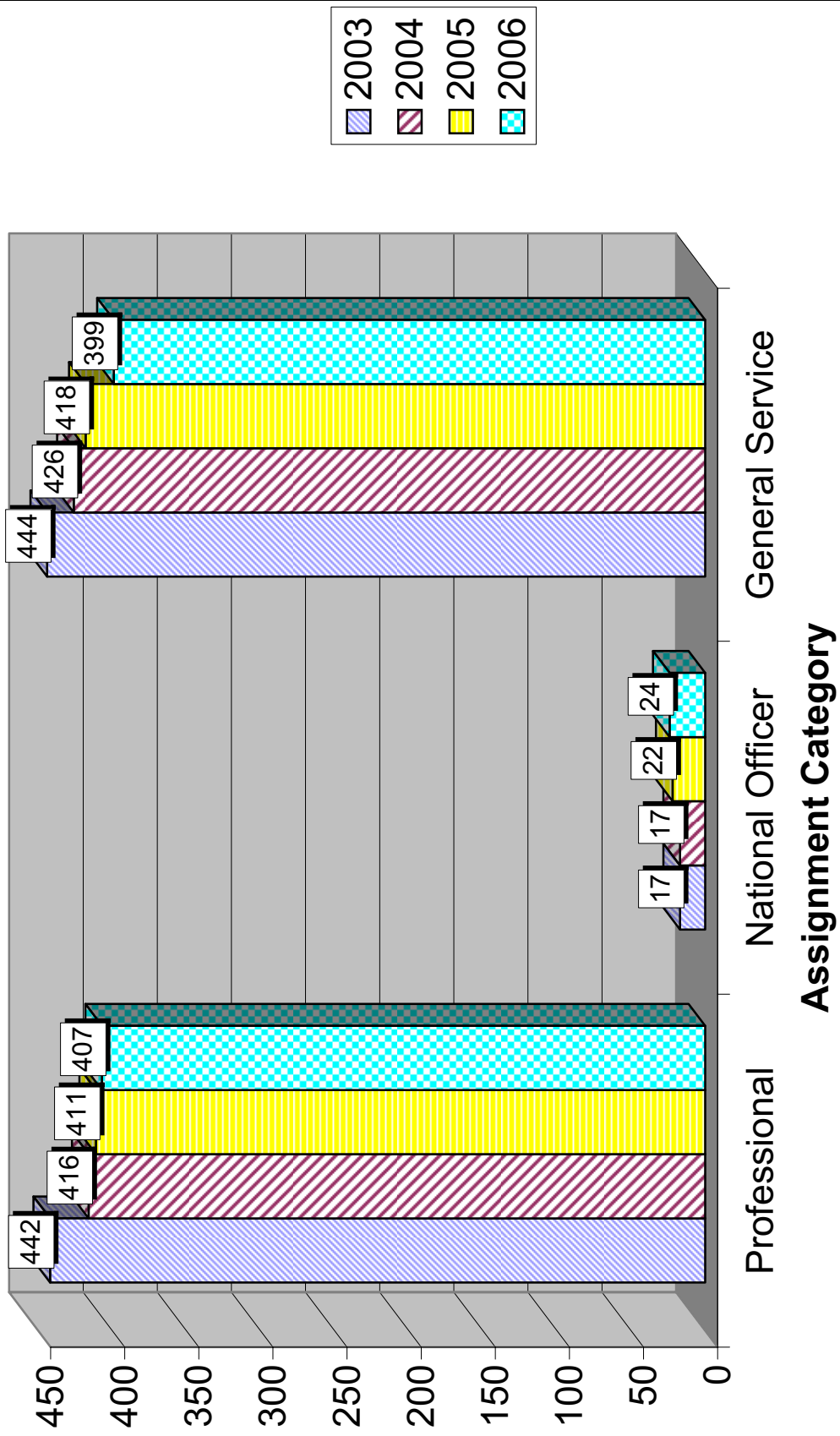
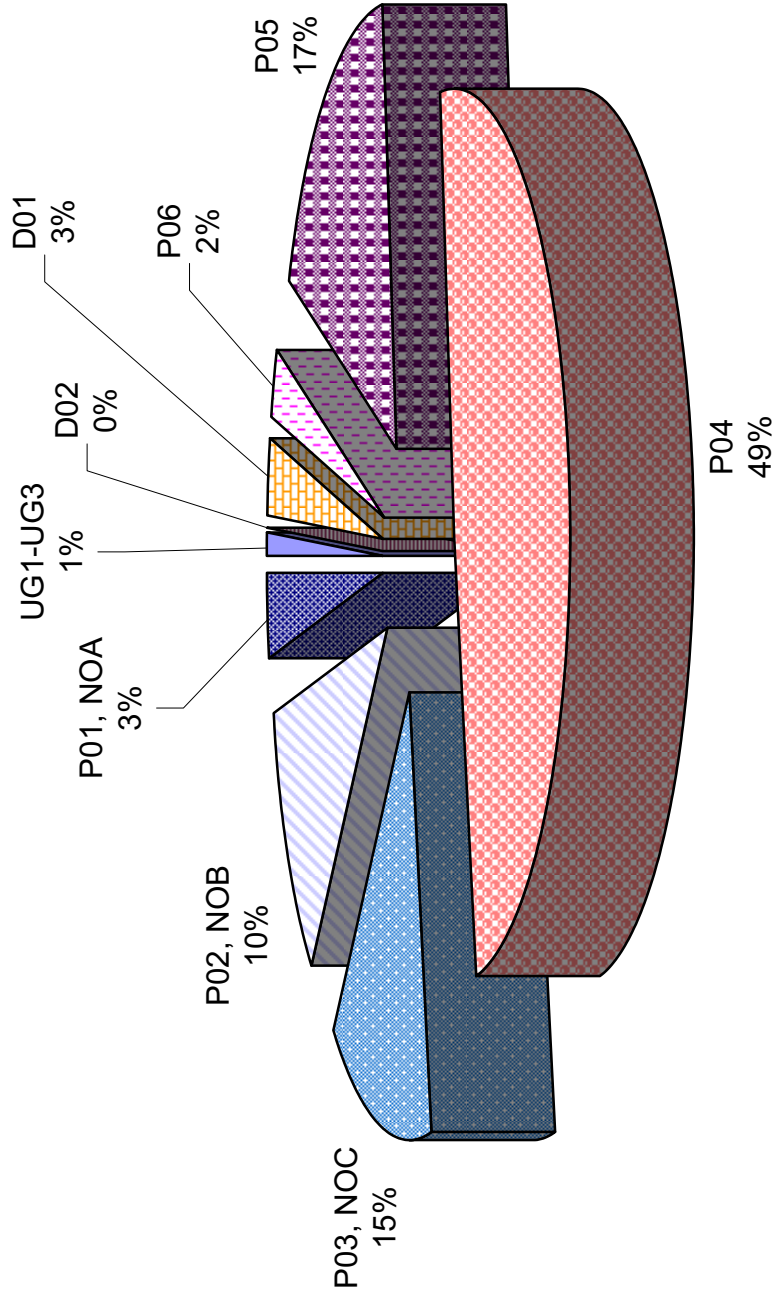


Table 12

Professional Staff Grade Distribution As of May 2006



Legend: UG1-UG3, D01, D02, P01, NOA, P02, NOB, P03, NOC, P04, P05, P06, P01, NOA

Table 13

Professional and General Service Staff by Age As of May 2006

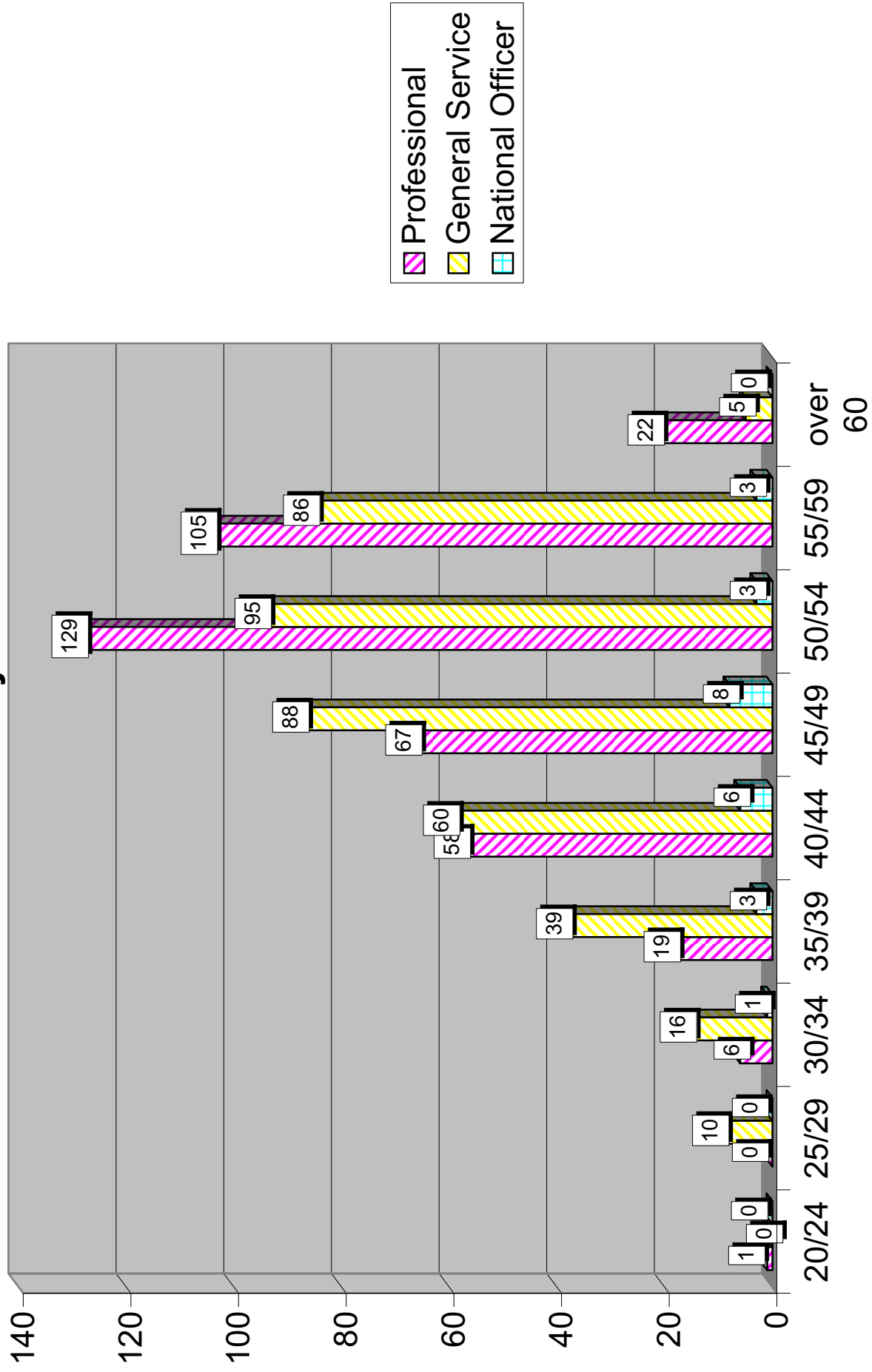


Table 14

Staff Distribution by Length of Service

As of May 2006

