



PAN AMERICAN HEALTH ORGANIZATION  
WORLD HEALTH ORGANIZATION



## 140th SESSION OF THE EXECUTIVE COMMITTEE

*Washington, D.C., USA, 25-29 June 2007*

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*Provisional Agenda Item 7.1*

CE140/INF/1 (Eng.)

9 May 2007

ORIGINAL: ENGLISH

### **PASB HUMAN RESOURCES: STAFFING PROFILE**

#### **Report by the Secretariat**

1. This annual report provides data on the profile of PAHO's human resources as of April 2007, unless otherwise specified. It includes information regarding the number of personnel in the Bureau by gender, grade, location, contract type, years of service, and nationality. It also contains information regarding the movement of professional staff between duty stations.

#### **Appointment Categories**

2. As of 1 April 2007, PASB had a total of 806 staff members on either fixed-term appointments of one to five years or career service appointments. Of these, 396 (49%) were in the professional category, 384 (48%) were in the general service category, and 26 (3%) were in the national professional officer category (Table 1).

3. During 2006, the Organization hired 291 temporary staff to carry out 335 temporary assignments:

- 37% (107) carried out Short-term Professional (STP) assignments.
- 42% (123) carried out Short-term Consultant (STC) assignments.
- 21% (61) carried out Short-term General Service (STG) assignments.

4. In addition, in 2006, the number of temporary staff and the number of temporary assignments carried out were fewer than in 2005, where 326 staff were used to carry out

377 assignments. In the first four months of 2007, 138 temporary staff were used to carry out 275 assignments (Table 2).

5. As of April 2007, the Organization had 768 individuals working under a number of non-UN contractual mechanisms in PAHO's Country Offices, as follows: 201 agency staff; 185 national professionals; 243 ministry staff; and 139 PASB local employees. In PAHO Centers, 77 professionals and 171 administrative support staff worked as Center employees (Table 3).

### **Gender Distribution**

6. In PAHO's Country Offices and Centers, the percentage of women in the professional and higher categories has increased since the last annual report, from 33% to 35%. On the other hand, in Headquarters, the percentage of professional women has declined from 51% at this time last year to 47%. (Table 4) There has also been a slight decrease in the number of women in this category of staff overall, from 42% to 41% since May 2006.

7. Women make up 37% of staff at senior managerial levels within the Organization (P-4 and above). This represents a 4% increase since PAHO's last annual report (Table 5). Women hold the majority of posts at the P.1/NOA and P.2/NOB grade levels; they have reached grade parity with men at the P.3/NOC grade. Men continue to occupy the majority of posts at the P.4/NOD through D2 grade levels (67% at P.4/NOD, 58% at P5, 61% at P.6., 59% at D.1 and 100% at D.2) The three ungraded posts in PAHO are occupied by women (Table 6). Of the 29 PAHO/WHO Representatives in the Country Offices, 52% (15) are female. (Table 6)

8. During 2006, 40 professionals were appointed to positions in PAHO; 17 (43%) were women and 23 (57%) were men. This represents an increase over the number of women appointed to posts within the Bureau during the previous four years (Table 7).

### **Geographical Distribution**

9. Table 8 provides consolidated information regarding the geographical distribution of professional fixed-term staff in PASB.

### **Post Trends**

10. In keeping with continued efforts to reduce the number of regular-funded posts in the Organization, Table 9 reflects that the number of such posts continues to decline steadily.

11. Table 10 sets out the percentage distribution of occupied professional posts by grade. The largest percentage of professionals continue to be at the P.4/NOD grade level

(48%) with those at the lower professional grades (P.1/NOA to P.3/NOC) making up 28% of all professional staff and those at the higher professional grades (P.5 and above) making up the remaining 24%.

### **Professional Staff Mobility**

12. The Organization continues to make the mobility of its internationally-recruited staff a priority. This effort is reflected in the number of professional staff reassignments made during calendar year 2006. During this period, 50 professional staff reassignments occurred. Thirty-seven of these reassignments involved the movement of staff between PAHO Country Offices and Centers; four involved the movement of staff from PAHO headquarters to the countries; and nine involved the movement of staff from PAHO's Country Offices and Centers to PAHO Headquarters. The 2006 figures represent a 19% increase over the total number of reassignments made in 2005. In 2007, eight reassignments were made during the first four months of the year (Table 11).

### **Age, Length of Service, and Retirement Trends**

13. Over half (62%) of the professional staff, including National Officers, and 48% of the general service staff in the Bureau are 50 years of age or older. They represent 55% of all PASB staff and will reach the mandatory retirement age of 62 (or age 60 for staff who were participating in the UN Joint Pension Fund prior to 1 January 1990) within the next 10 to 12 years. Of this 55%, over half are due to retire in the next five to seven years (Table 12).

14. The largest single group of staff (41%) has 15 or more years of service with the Bureau. Twenty-seven per cent (27%) of general service staff and 14% of professional staff fall into this category (Table 13). Staff with less than 5 years of service constitute 17% of all staff, 24% of professional staff, and 9% of general service staff.

Annex

## **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 Officer
2. Temporary Staff
3. Staff Hired under Local Employment Conditions in PAHO Country Offices and Centers
4. Professional Staff Distribution by Gender
5. Staff at Senior Professional and Managerial Level
6. Professional Staff Distribution by Grade and Gender
7. Gender Distribution in Professional Staff Appointed Between 1999-2006
8. Distribution of Professional Staff by Nationality
9. Trend in Regular-Funded Posts
10. Professional Staff Grade Distribution
11. Professional Staff Reassignments
12. Professional and General Service Staff by Age
13. Staff Distribution by Length of Service

**Table 1**CE140/INF/1 (Eng.)  
Annex

**Staff by Duty Station**  
**Professional, General Service and National Professional Officer**

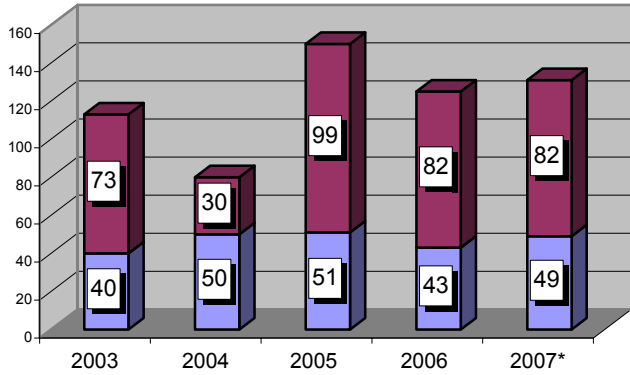
As of April 2007

<b>DUTY STATION</b>	<b>PROFESSIONAL</b>	<b>GENERAL SERVICE</b>	<b>NATIONAL PROFESSIONAL OFFICER</b>
Argentina	7	5	2
Bahamas	3	1	
Barbados	10	5	1
Belize	2	2	
Bolivia	5	2	1
Brazil	26	37	4
Chile	5	1	1
Colombia	6	3	4
Costa Rica	5	4	
Cuba	2		
Dominican Republic	4	3	1
Ecuador	9	4	2
El Salvador	5	3	1
Guatemala	10	9	2
Guyana	4	2	
Haiti	7	6	
Honduras	6	4	1
Jamaica	6	12	1
Mexico	7	11	
Nicaragua	5	3	1
Panama	11	2	1
Paraguay	6	3	
Peru	16	25	
Saint Lucia	1		
Suriname	3	2	1
Trinidad And Tobago	9	4	1
Uruguay	3	4	1
USA (WDC 207 & El Paso 2)	209	222	
Venezuela	4	5	
<b>TOTAL</b>	<b>396</b>	<b>384</b>	<b>26</b>

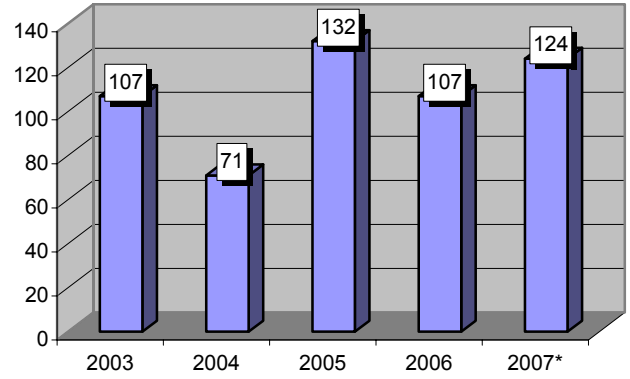
**Table 2**

**Temporary Staff**

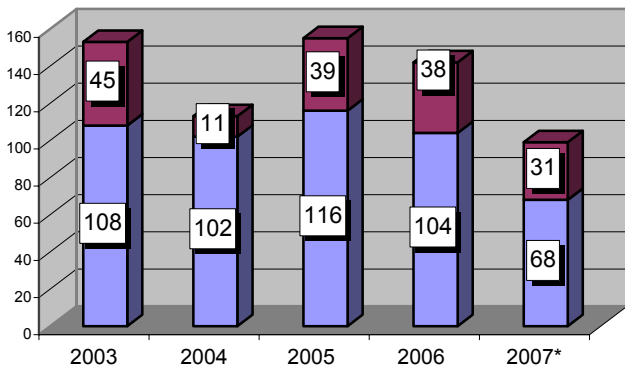
**Assignments (PRFN)**



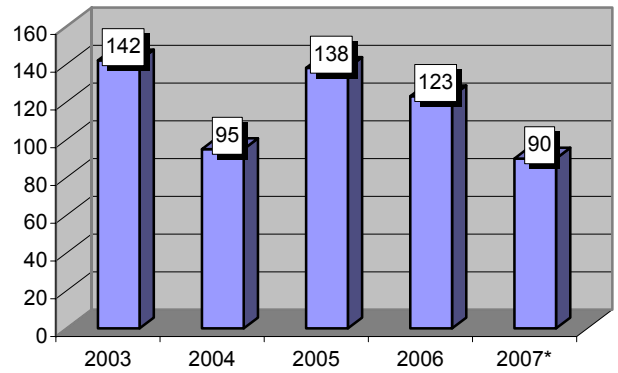
**Personnel (PRFN)**



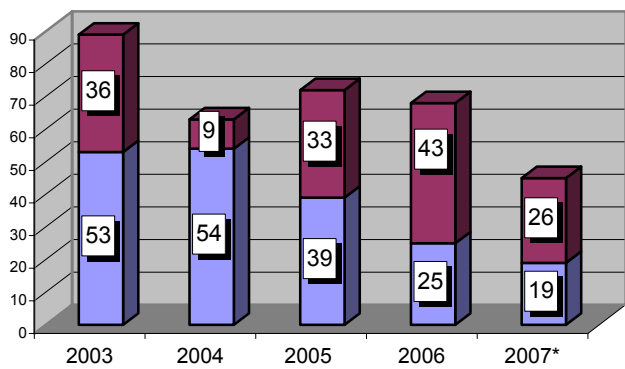
**Assignments (STC)**



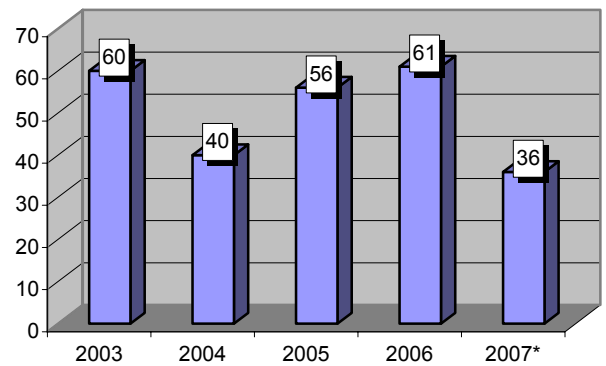
**Personnel (STC)**



**Assignments (GSN)**



**Personnel (GSN)**



More than 6 months



Less than 6 months

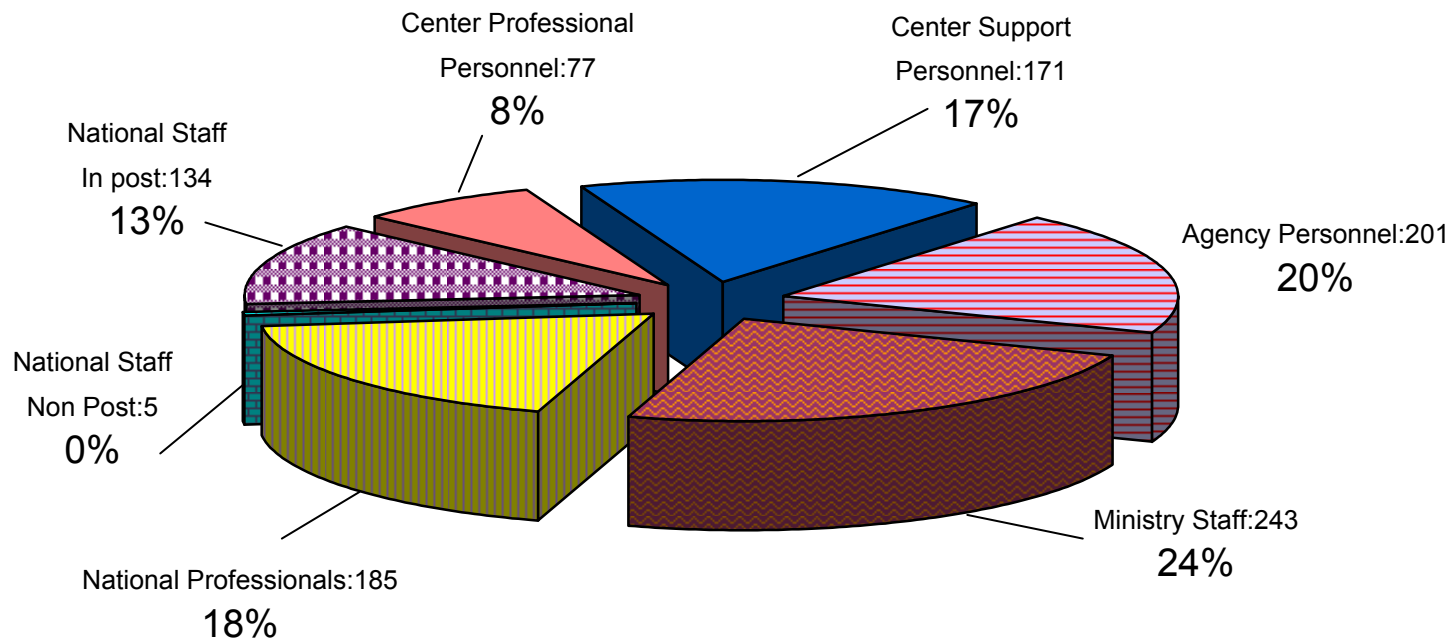


\* As of 16 Apr 07

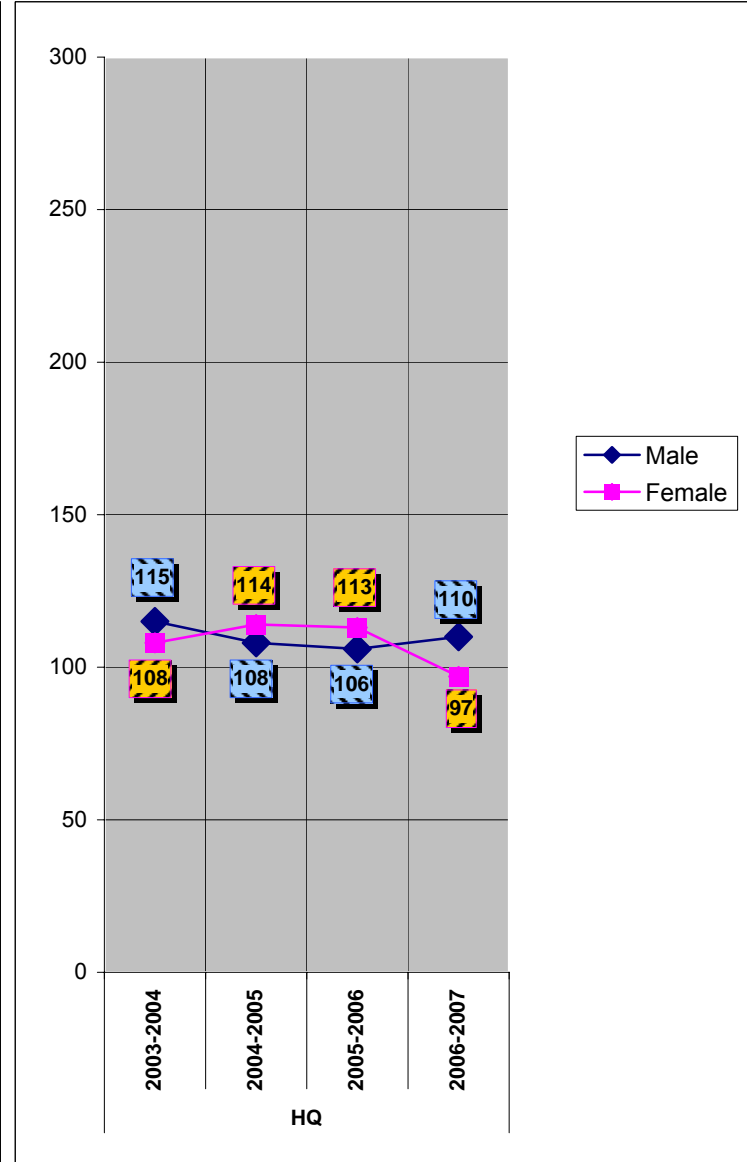
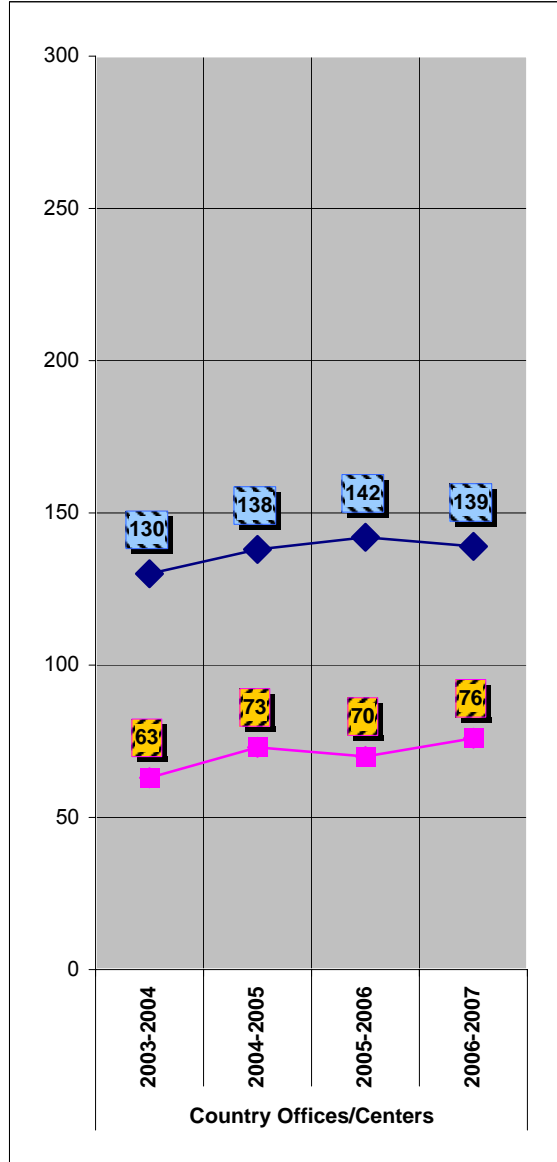
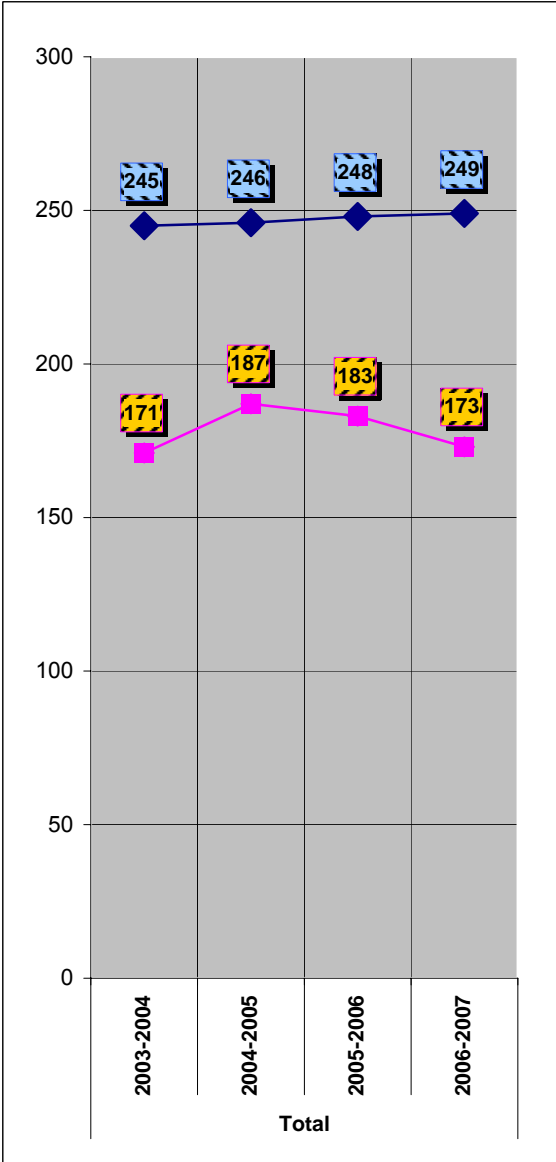
**Table 3**

**Staff Hired Under Local Employment Conditions in PAHO Country Offices and Centers**

As of April 2007



**Table 4**  
**Professional Staff Distribution by Gender**  
**2003 to 2007**



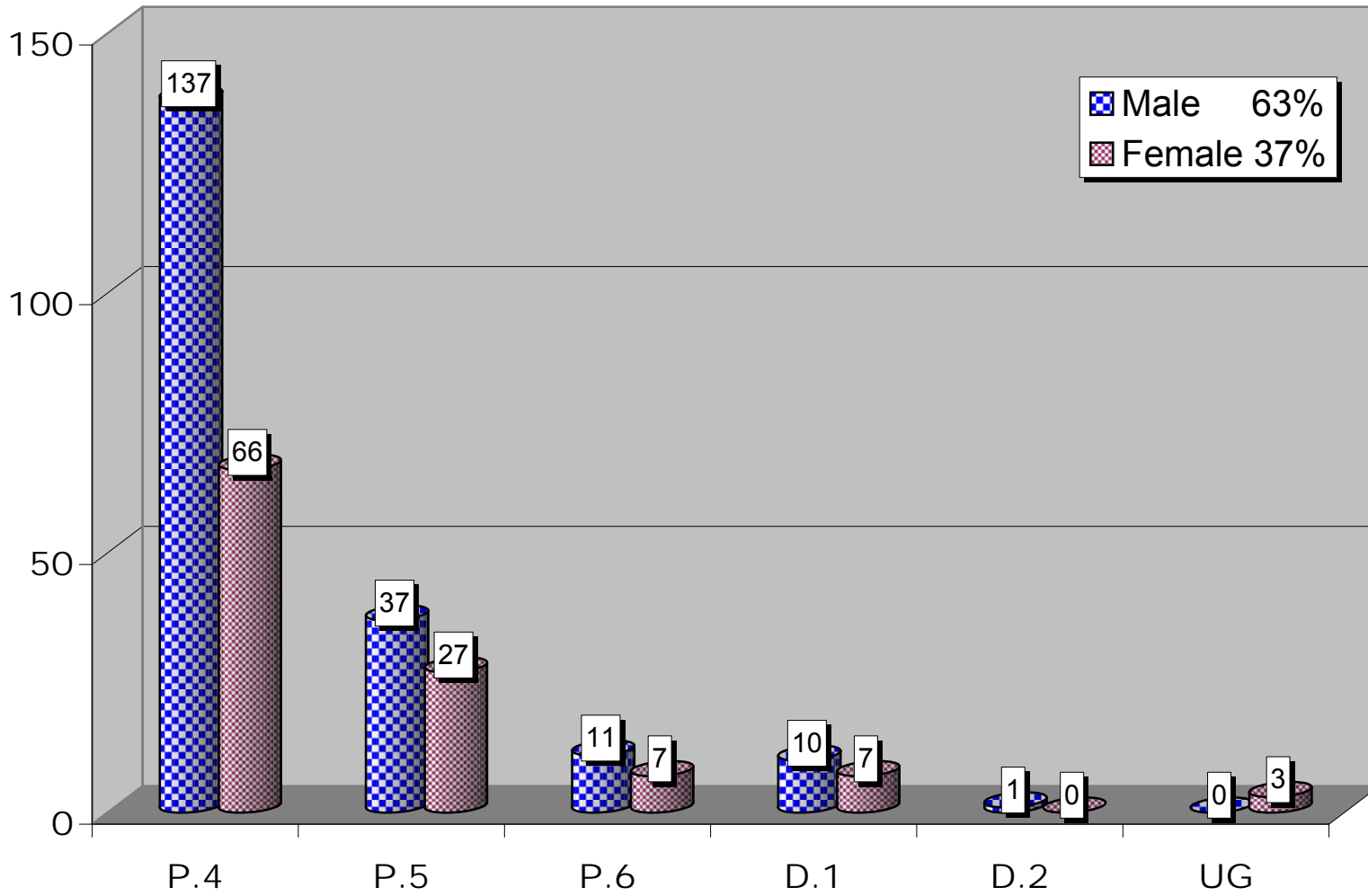
◆ Male  
 ■ Female



Table 5

Staff at Senior Professional and Managerial Levels

As of April 2007



**Table 6**

**Professional Staff Distribution by Grade and Gender**

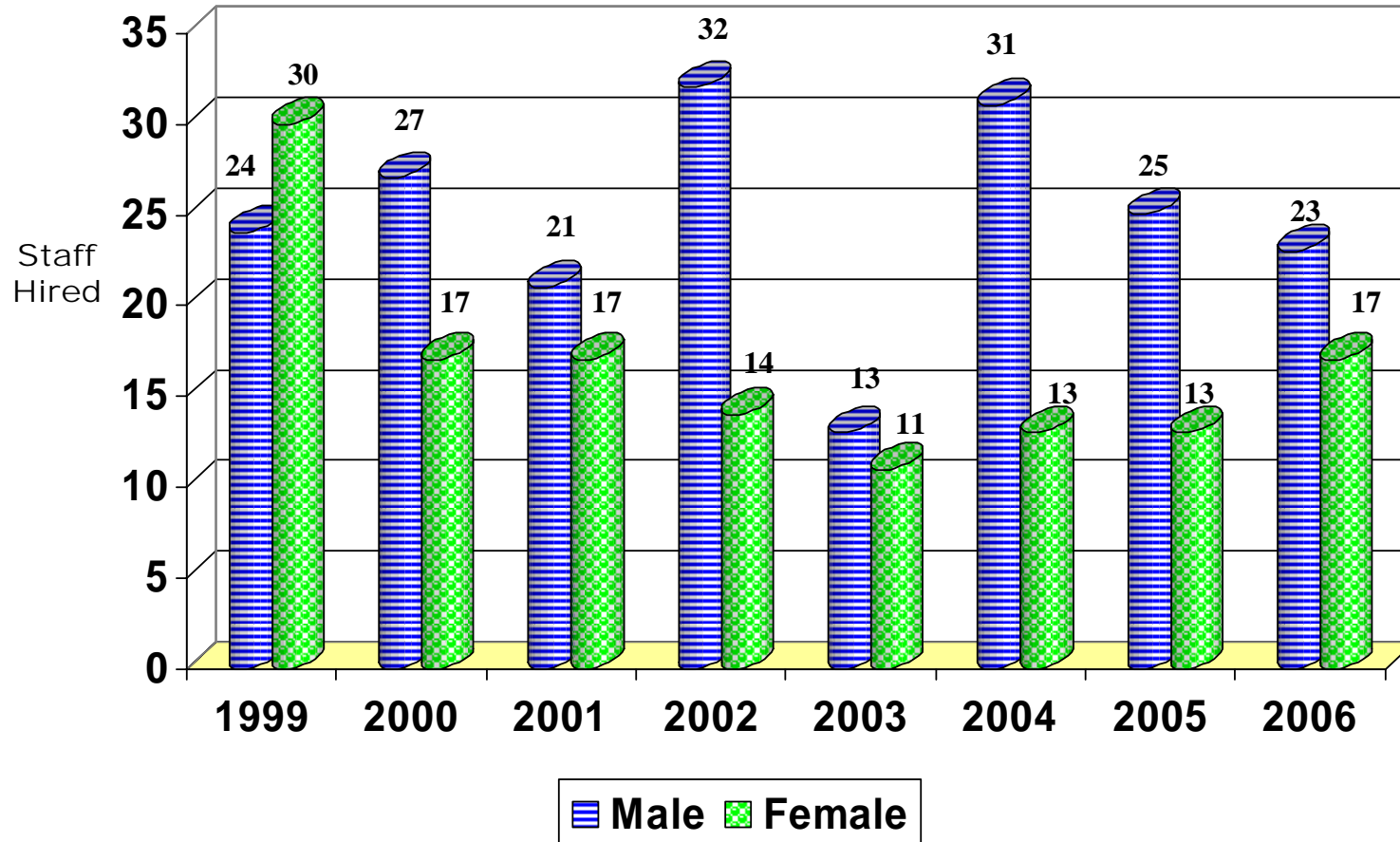
As of April 2007

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	1	100%							1	100%		
D01	8	62%	5	38%	2	50%	2	50%	10	59%	7	41%
P06 *	2	50%	2	50%	9	64%	5	36%	11	61%	7	39%
P05 *	24	59%	17	41%	13	57%	10	43%	37	58%	27	42%
P04/NOD	43	59%	30	41%	94	72%	36	28%	137	67%	66	33%
P03/NOC	21	45%	26	55%	14	61%	9	39%	35	50%	35	50%
P02/NOB	10	43%	13	57%	6	46%	7	54%	16	44%	20	56%
P01/NOA	1	50%	1	50%	1	13%	7	88%	2	20%	8	80%
<b>Total:</b>	<b>110</b>	<b>53%</b>	<b>97</b>	<b>47%</b>	<b>139</b>	<b>65%</b>	<b>76</b>	<b>35%</b>	<b>249</b>	<b>59%</b>	<b>173</b>	<b>41%</b>

<b>* PAHO/WHO Representatives (P05 – P06)</b>			
<b>Male</b>	<b>%</b>	<b>Female</b>	<b>%</b>
<b>14</b>	<b>48%</b>	<b>15</b>	<b>52%</b>

Table 7

Gender Distribution in Professional Staff Appointed Between 1999-2006



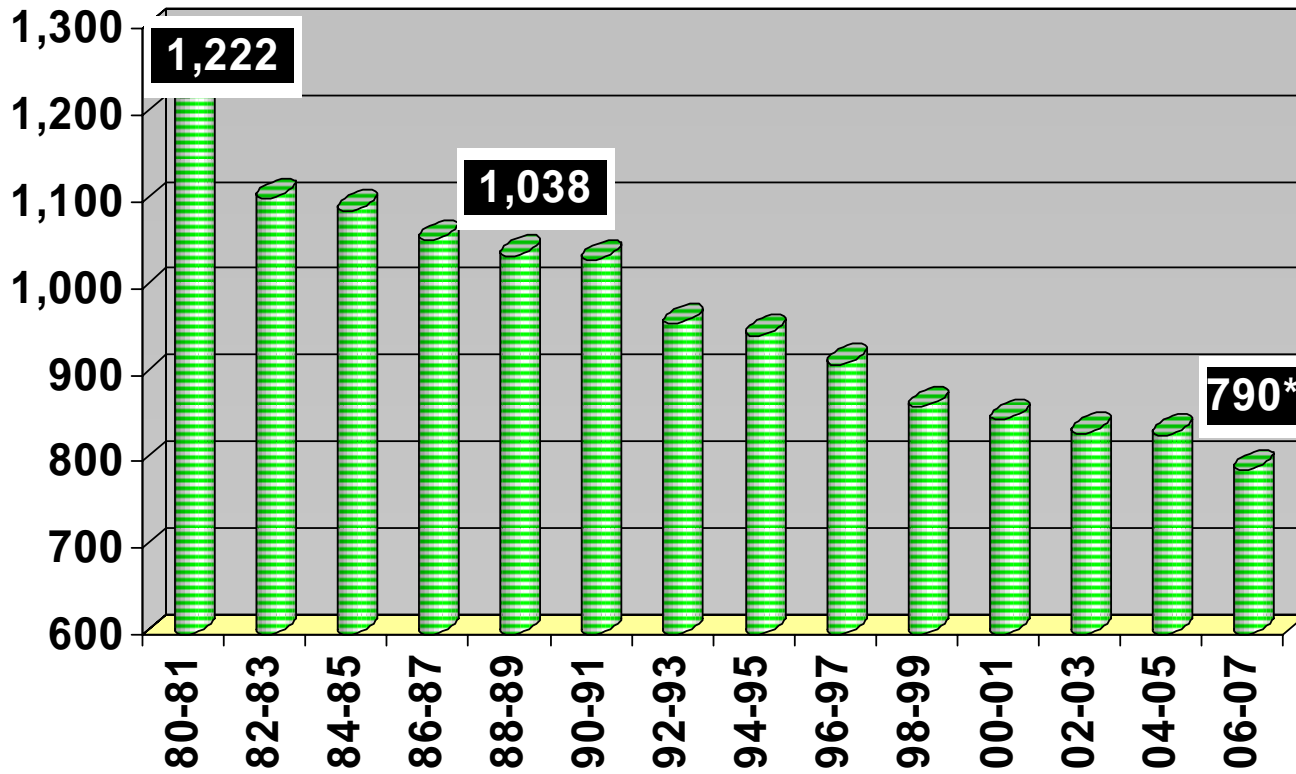
**Table 8****Distribution of Professional Staff by Nationality**

As of April 2007

<b>COUNTRY</b>	<b>HQ</b>	<b>COUNTRY OFFICES/CENTERS</b>	<b>TOTAL</b>
Argentina	8	13	21
Austria		1	1
Barbados		1	1
Belgium	1	4	5
Belize		3	3
Bolivia	6	6	12
Brazil	19	24	43
Canada	10	6	16
Chile	10	9	19
Colombia	14	19	33
Costa Rica	4	3	7
Cuba	4	9	13
Dominica	1		1
Dominican Republic	2	4	6
Ecuador	3	11	14
Egypt	1		1
El Salvador	1	5	6
France	2	6	8
Germany	1		1
Ghana		1	1
Guatemala	6	7	13
Guyana	2	2	4
Haiti		1	1
Honduras		5	5
India		1	1
Ireland		1	1
Italy	1	2	3
Jamaica	1	5	6
Japan		1	1
Malta		1	1
Mexico	9	5	14
Myanmar		1	1
Netherlands	2	3	5
Nicaragua	2	6	8
Panama	2	4	6
Paraguay	1	4	5
Peru	12	13	25
Rwanda		1	1
Spain	8	5	13
St. Vincent And The Grenadines		1	1
Suriname		2	2
Trinidad And Tobago	3	4	7
United Kingdom	2	2	4
United States Of America	53	6	59
Uruguay	7	4	11
Venezuela	8	3	11
Yugoslavia	1		1
<b>TOTAL</b>	<b>207</b>	<b>215</b>	<b>422</b>

Table 9

Trend in Regular-funded Posts

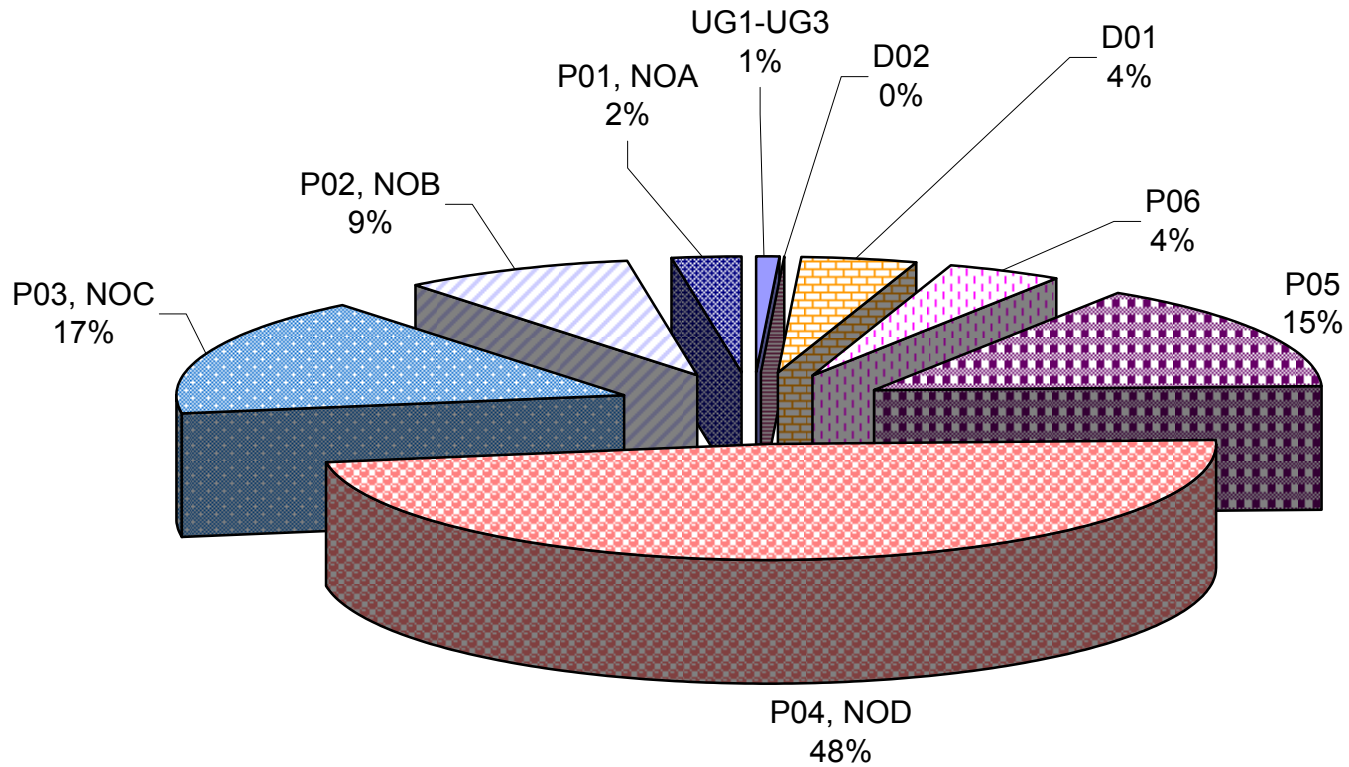


\* Proposed reduction of 41 posts

Table 10

### Professional Staff Grade Distribution

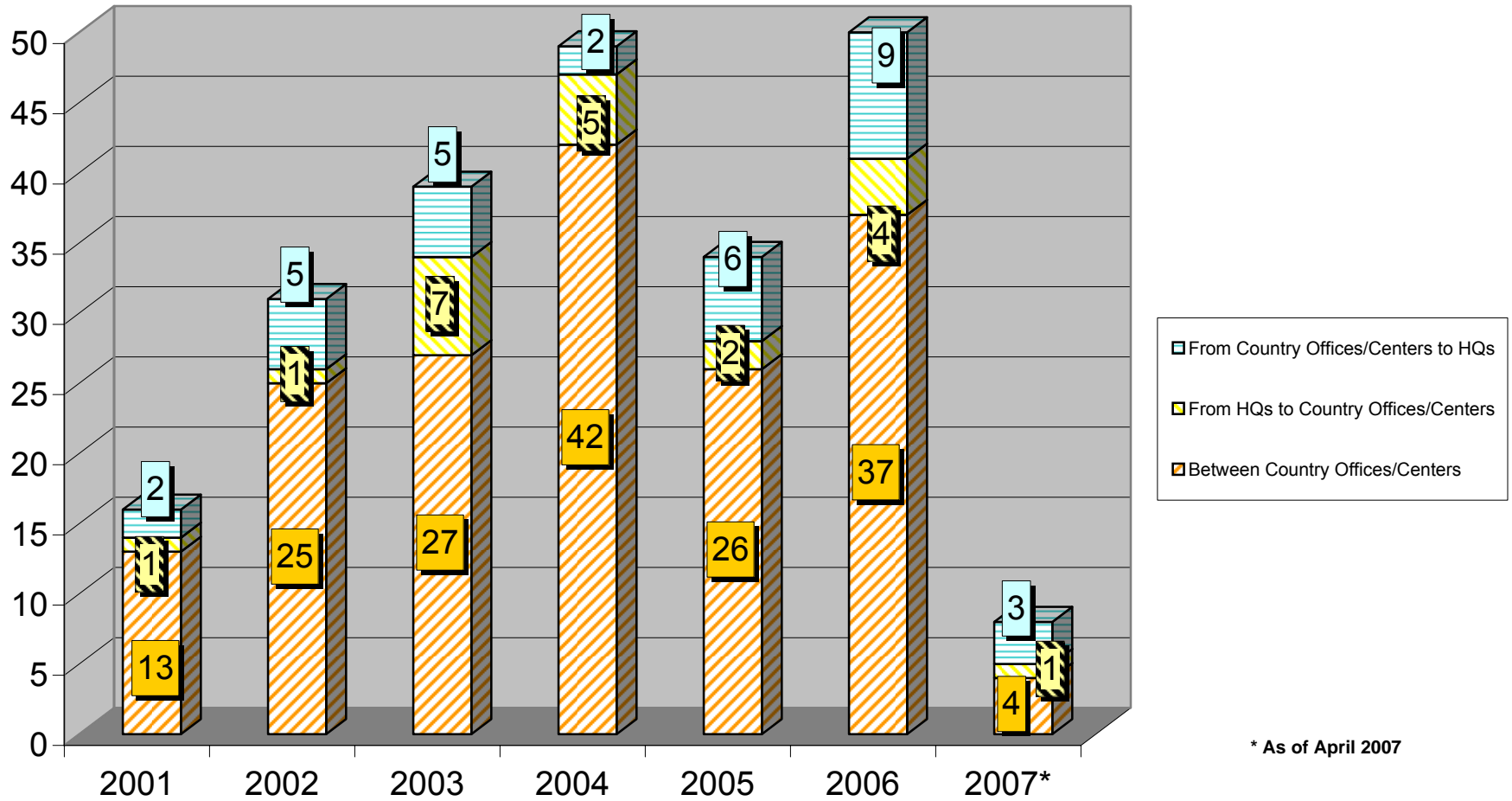
As of April 2007



■ UG1-UG3 ■ D02 ■ D01 ■ P06 ■ P05 ■ P04, NOD ■ P03, NOC ■ P02, NOB ■ P01, NOA

Table 11

### Professional Staff Reassignments



\* As of April 2007

Table 12

# Professional and General Service Staff by Age

As of April 2007

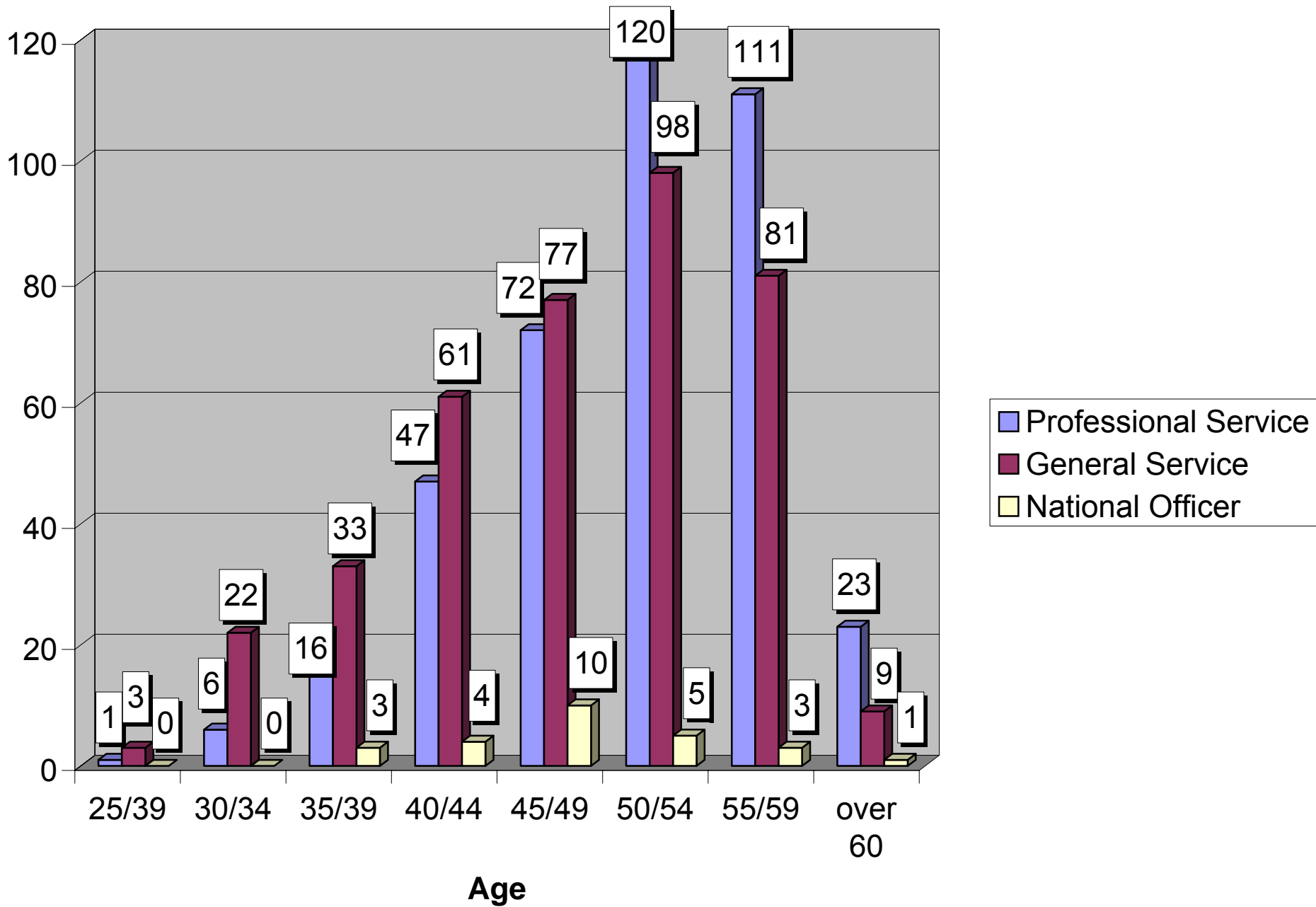
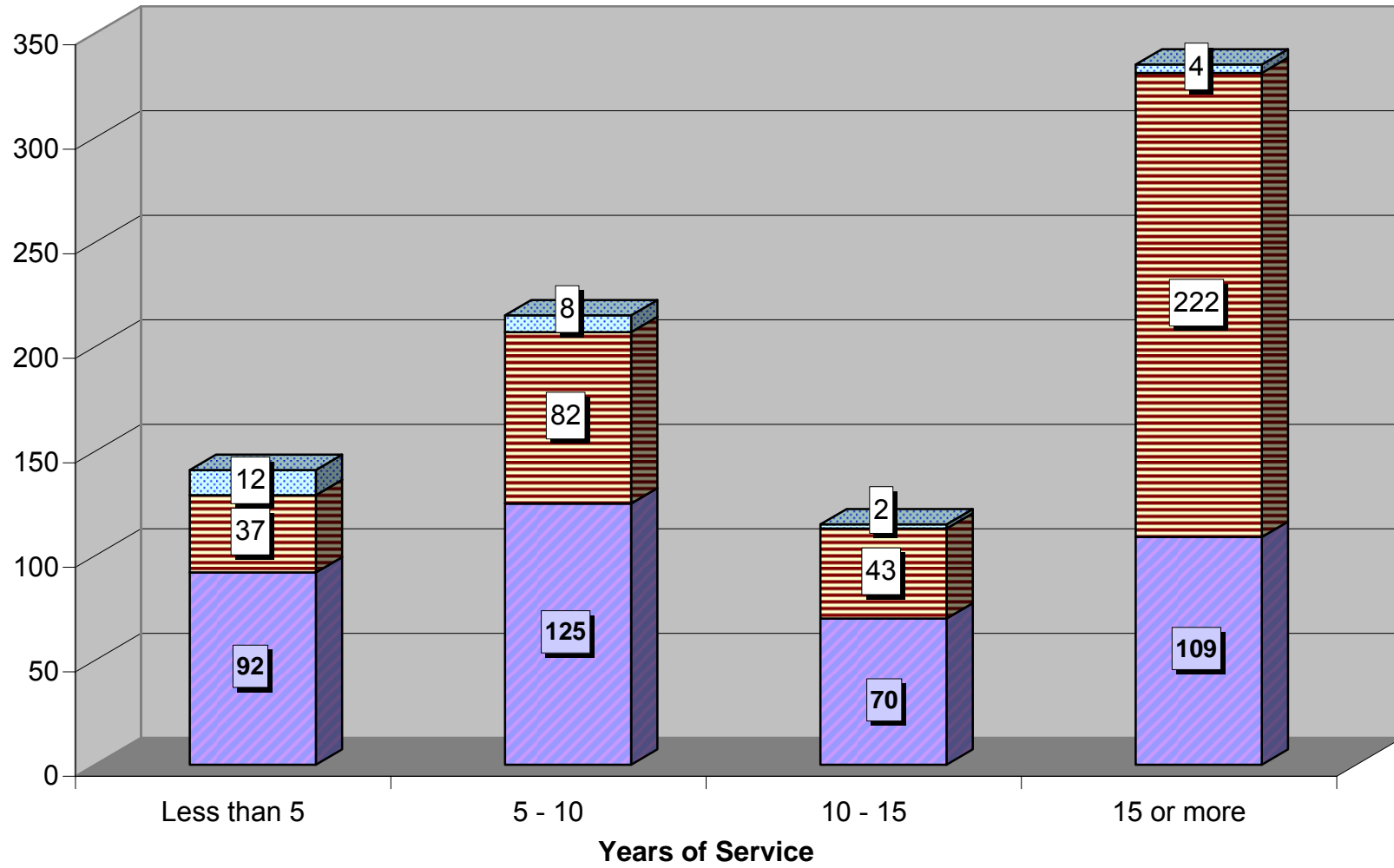




Table 13

### Staff Distribution by Length of Service

As of April 2007



Professional Staff    General Service Staff    National Professional Staff