



PAN AMERICAN HEALTH ORGANIZATION
WORLD HEALTH ORGANIZATION



132nd SESSION OF THE EXECUTIVE COMMITTEE

Washington, D.C., USA, 23-27 June 2003

CE132/INF/1 (Eng.)
17 June 2003
ORIGINAL: ENGLISH

STATISTICS ON PASB/WHO PERSONNEL

PERSONNEL INFORMATION AS OF JUNE 2003

The Director is pleased to provide to the 132th 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 1998 through 2002.
- 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

PROFESSIONAL, GENERAL SERVICE AND NATIONAL OFFICERS

DUTY STATION	PROFESSIONALS	GENERAL SERVICES	NATIONAL OFFICERS
Argentina	11	5	1
Bahamas	1	1	
Barbados	14	8	1
Belize	2	2	
Bolivia	6	2	1
Brazil	28	43	2
Chile	4	1	1
Colombia	7	4	1
Costa Rica	8	5	1
Cuba	1		
Dominican Republic	5	3	1
Ecuador	11	5	1
El Salvador	6	4	
Guatemala	7	10	1
Guyana	2	2	1
Haiti	7	6	
Honduras	7	4	
Jamaica	9	16	1
Mexico	6	14	
Nicaragua	6	2	2
Panama	5	3	1
Paraguay	6	3	
Peru	18	32	
Suriname	4	1	
Trinidad And Tobago	9	5	1
Uruguay	5	4	
USA	238	250	
Venezuela	9	9	
TOTAL	442	444	17

PASB/WHO PROFESSIONAL STAFF DISTRIBUTION BY GRADE AND GENDER

Grade	HEADQUARTERS		FIELD		ALL STAFF			
	MALE	%	FEMALE	%	MALE	%	FEMALE	%
UG1	0	0%	1	100%	0	0%	1	100%
UG2	1	100%	0	0%	1	100%	0	0%
D01	3	60%	2	40%	3	50%	3	50%
D02	2	100%	0	0%	2	100%	0	0%
P06	1	50%	1	50%	1	50%	1	50%
P05	30	60%	20	40%	56	66%	29	34%
P04	51	55%	41	45%	148	64%	84	36%
P03	20	43%	26	57%	27	47%	30	53%
P02	14	42%	19	58%	22	48%	24	52%
P01	1	33%	2	67%	1	10%	9	90%
Total	123	52%	112	48%	261	59%	181	41%

STAFF DISTRIBUTION BY GENDER

	MALE		FEMALE		RATIO	
	HEADQUARTERS	FIELD	HEADQUARTERS	FIELD	HEADQUARTERS M F	FIELD M F
INTERNATIONAL PROFESSIONALS	123	138	112	69	52%	33%
Total	261		181		59%	41%
NATIONAL PROFESSIONALS		5		12		71%
Total	5		12		29%	71%
GENERAL SERVICES	46	44	204	150	18%	77%
Total	90		354		20%	80%
Grand Total	169	187	316	231	35%	55%
	356		547		39%	61%

**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	8%	12	92%
Latin American Center for Perinatology & Human D	6	38%	10	63%
PAHO/WHO Representation, Argentina	3	60%	2	40%
PAHO/WHO Representation, Brazil	9	45%	11	55%
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	16	67%	8	33%
Pan American Foot-and-mouth Disease Center	40	71%	16	29%
Pan American Institute for Food Protection and Zoo	11	50%	11	50%
Regional Program on Bioethics	1	33%	2	67%
TOTAL	103	54%	89	46%

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
D01					1		3	2		6
D02						1		1		2
P06							2			2
P05					1	13	33	29	9	85
P04			1	13	33	61	56	57	11	232
P03			5	11	7	14	9	10		56
P02		1	6	4	10	4	12	7	2	46
P01		1	6			2	1			10
Total	2	2	18	28	52	95	116	107	23	441

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	1	38
G06		2	5	13	16	35	35	16	1	123
G05	1	2	8	19	24	36	29	18	1	138
G04	2	8	12	13	21	21	18	22	1	118
G03	1		1	1	3	1	2	2	2	13
G02				2	2	2	1	4		9
G01						1	2	2		5
Total	4	12	28	47	68	110	97	72	6	444

ANNEX VI

PASB/WHO PROFESSIONAL STAFF IN HQS AND THE FIELD

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

1999-2003

YEAR	LENGTH OF SERVICE (YEARS)	TOTAL FIXED TERM		FIXED TERM		% MALE		TOTAL CAREER		% CAREER		% CAREER		TOTAL
		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
1999	0-5	141	78	55.32	63	44.68	0	0	0.00	0	0.00	0	0	141
	5-10	100	58	58.00	42	42.00	0	0	0.00	0	0.00	0	0	100
	10-15	52	42	80.77	10	19.23	2	1	50.00	1	50.00	1	1	54
	15-20	37	24	64.86	13	35.14	5	3	60.00	2	40.00	2	2	42
	20-25	16	10	62.50	6	37.50	18	12	66.67	6	33.33	6	6	34
	25 & over	13	11	84.62	2	15.38	31	11	35.48	20	64.52	20	20	44
	TOTAL	359	223	62.12	136	37.88	56	27	48.21	29	51.79	29	29	415
2000	0-5	154	81	52.56	73	47.44	0	0	0.00	0	0.00	0	0	154
	5-10	85	49	57.65	36	42.35	0	0	0.00	0	0.00	0	0	85
	10-15	70	51	72.86	19	27.14	1	1	100.00	0	0.00	0	0	71
	15-20	33	19	57.58	14	42.42	3	2	66.67	1	33.33	1	1	36
	20-25	23	17	73.91	6	26.09	16	8	50.00	8	50.00	8	8	39
	25 & over	12	8	66.67	4	33.33	19	5	26.32	14	73.68	14	14	31
	TOTAL	377	225	59.68	152	40.32	39	16	41.03	23	58.97	23	23	416
2001	0-5	166	93	56.02	73	43.98	0	0	0.00	0	0.00	0	0	166
	5-10	80	45	56.25	35	43.75	0	0	0.00	0	0.00	0	0	80
	10-15	86	58	67.44	28	32.56	1	1	0.00	0	0.00	0	0	87
	15-20	37	24	64.86	13	35.14	1	0	0.00	1	100.00	1	1	38
	20-25	26	18	69.23	8	30.77	10	5	50.00	5	50.00	5	5	36
	25 & over	14	8	57.14	6	42.86	18	5	27.78	13	72.22	13	13	32
	TOTAL	409	246	60.15	163	39.85	30	11	36.67	19	63.33	19	19	439

PASB/WHO PROFESSIONAL STAFF IN HQS AND THE FIELD
ANALYSIS OF PRESENT APPOINTMENTS AND LENGTH OF SERVICE OF PASB/WHO STAFF

1999-2003

YEAR	LENGTH OF SERVICE (YEARS)	TOTAL FIXED TERM		FIXED TERM		% MALE		FIXED TERM		% FEMALE		TOTAL CAREER		% CAREER MALE		% CAREER FEMALE		TOTAL
		FIXED TERM	FIXED TERM	MALE	MALE	% MALE	% FEMALE	MALE	MALE	% MALE	% FEMALE	MALE	MALE	% MALE	% FEMALE			
2002	0-5	174	97	55.75	77	44.25	0	0	0	0	0	0	0	0	0	0	0	174
	5-10	91	54	59.34	37	40.66	0	0	0	0	0	0	0	0	0	0	0	91
	10-15	81	50	61.73	31	38.27	0	0	0	0	0	0	0	0	0	0	0	81
	15-20	34	25	73.53	9	26.47	2	1	50.00	1	50.00	1	50.00	50.00	1	50.00	36	
	20-25	32	21	65.63	11	34.38	8	3	37.50	5	62.50	5	62.50	62.50	5	62.50	40	
	25 & over	10	9	90.00	1	10.00	19	6	31.58	13	68.42	13	68.42	68.42	13	68.42	29	
TOTAL		422	256	61%	166	39%	29	10	34%	19	66%	451						451
2003	0-5	166	94	56.63	72	43.37	0	0	0	0	0	0	0	0	0	0	0	166
	5-10	101	60	59.41	41	40.59	0	0	0	0	0	0	0	0	0	0	0	101
	10-15	76	47	61.84	29	38.16	0	0	0	0	0	0	0	0	0	0	0	76
	15-20	32	22	68.75	10	31.25	2	1	50.00	1	50.00	1	50.00	50.00	1	50.00	34	
	20-25	28	21	75.00	7	25.00	7	2	28.57	5	71.43	5	71.43	71.43	5	71.43	35	
	25 & over	10	7	70.00	3	30.00	19	6	31.58	13	68.42	13	68.42	68.42	13	68.42	29	
TOTAL		413	251	61%	162	39%	28	9	32%	19	68%	441						441

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
D01	1	2	4	1			8
D02		1		1			2
P06	1	4	7	7	4	3	26
P05	7	19	26	8	6	1	67
P04	118	52	27	8	10	8	223
P03	22	14	8	4	6	8	62
P02	12	8	4	3	7	9	43
P01	5			1	2		8
	166	101	76	34	35	29	441

PASB/WHO STAFF DISTRIBUTION BY AVERAGE LENGTH OF SERVICE

Professional Staff

Average Years of Service	PAID		WHO		TOTAL	
	NUMBER	%	NUMBER	%	NUMBER	%
Less than 1	21	6.56	7	5.79	28	6.35
1 - 2	23	7.19	9	7.44	32	7.26
2 - 3	21	6.56	14	11.57	35	7.94
3 - 4	23	7.19	12	9.92	35	7.94
4 - 5	23	7.19	13	10.74	36	8.16
5 - 10	71	22.19	27	22.31	98	22.22
10 - 15	58	18.13	20	16.53	78	17.69
15 or more	80	25.00	19	15.70	99	22.45
TOTAL	320	100.00	121	100.00	441	100.00

General Service Staff

Average Years of Service	PAID		WHO		TOTAL	
	NUMBER	%	NUMBER	%	NUMBER	%
Less than 1	8	2.31	2	2.08	10	2.26
1 - 2	26	7.49	5	5.21	31	7.00
2 - 3	11	3.17	13	13.54	24	5.42
3 - 4	15	4.32	3	3.13	18	4.06
4 - 5	17	4.90	3	3.13	20	4.51
5 - 10	33	9.51	10	10.42	43	9.71
10 - 15	75	21.61	21	21.88	96	21.67
15 or more	162	46.69	39	40.63	201	45.37
TOTAL	347	100.00	96	100.00	443	100.00