



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 2005 (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 2005, the Pan American Sanitary Bureau (PASB) had a total of 851 staff members on either fixed-term or career service appointments. Of these, 411 (48%) were in the professional category, 418 (49%) were in the general service category and 22 (3%) were in the national professional officer category. (**Table 1**).
3. In addition, in 2004, the Organization issued 256 contracts for temporary staff -- 80 for short-term professionals, 113 for short-term consultants, and 63 for short-term general service staff. (**Table 2**). As of 31 May 2005, those numbers stand at 70 for short-term professionals, 64 for short-term consultants, and 31 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 2005 after a general reduction over the past three-year period.
4. **Table 3** shows that the Organization currently has 921 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 increased in the first-half of 2005. Whereas the total number of women in this category at the end of 2004 was 178, that number has since increased to 187. In the country offices and centers, the number of women in professional posts rose from 63 to 73 during this same period. Overall, the number of women in the Organization is at its highest level over the last four years and women now represent 43 percent of all professionals in the Organization. Notwithstanding the overall increase in the number of female professional staff members, women still represent only 34 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 51 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 433 fixed-term professional staff at Headquarters and in the country offices and centers, 246 (57%) are men and 187 (43%) are women. **Tables 5 and 6** also show that while women generally outnumber men at the P.1/NOA (79%) , P.2/NOB (54%) and P.3/NOC (53%) levels, women represent only 38% 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 2004, 73% of fixed-term staff hired at the professional level were male. However, so far in 2005, nine women have been recruited to professional posts.

Geographical Representation

8. **Table 8** 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. In an effort to promote the mobility of its internationally-recruited staff, the Bureau has increased the number of staff transfers and reassignments over the last five-year period. (**Table 9**). In contrast to the year 2000, where only 15 professional staff were transferred or reassigned between the various duty stations, 49 reassignments occurred in 2004.
10. In addition, consistent with continued efforts to reduce the number of posts, **Table 10** 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 38 professional posts and 36 general service posts between 2001 and the first half of 2005. During this same period there was a slight increase in the number of national professional officer posts, from 17 to 22.
11. **Table 11** shows the percentage distribution of professional staff by grade as of May 2005. The largest percentage of professional staff are at the P.4 level (48%) 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 24%. **Table 11** also shows that only 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 (53% of all professionals and 42% of all general service staff). (**Table 12**). Moreover, the single largest group of staff (37%) has 15 or more years of service with the Organization. (**Table 13**).
13. More than 58% of the Organization's professional staff are 50 years old or older and approximately 57% of them will reach retirement age in the next five to seven years. With respect to general service staff, approximately 44% are 50 years old or older, with 49% of them reaching retirement age within the next five to seven years. In summary, according to current predictions, approximately 26% of the workforce is due to retire within the next five to seven years. (**Table 12**).

TABLES

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

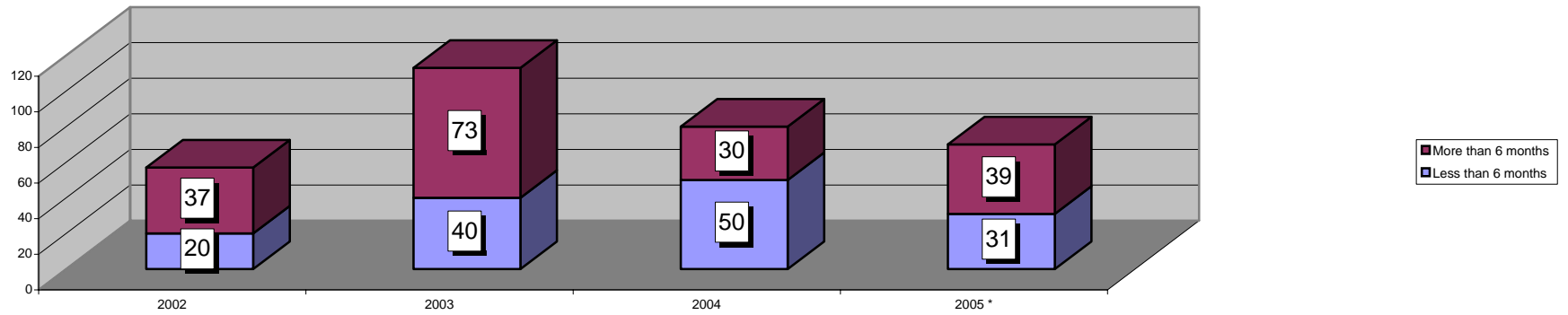
1. Staff by Duty Station – Professional, General Service, and National Professional Officers
2. Short-term Professional, Short-Term General Service, and Short-term Consultant Assignments
3. Staff Hired Under Local Employment Conditions in the Field
4. Professional Staff Distribution by Gender
5. Professional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

Table 1**STAFF BY DUTY STATION
PROFESSIONAL, GENERAL SERVICE AND NATIONAL PROFESSIONAL
OFFICER****As of May 2005**

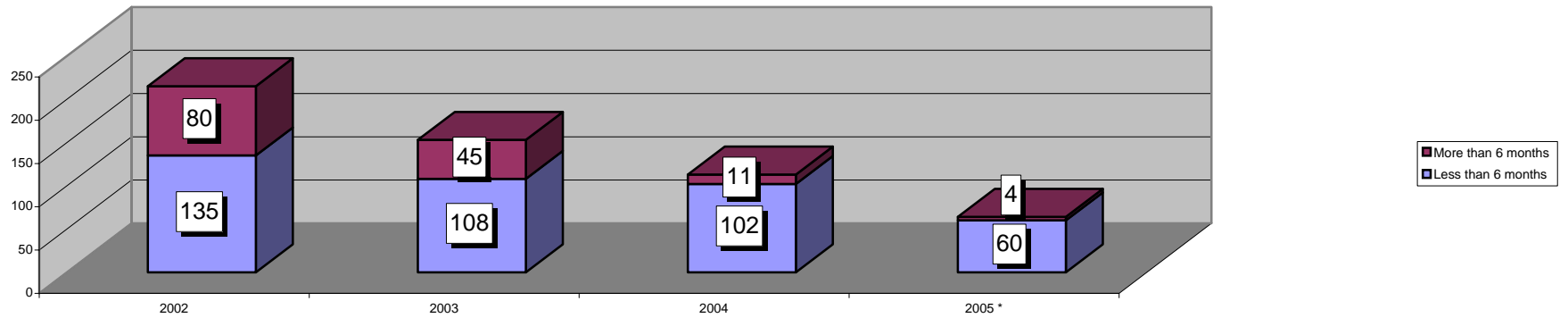
DUTY STATION	PROFESSIONAL	GENERAL SERVICE	NATIONAL PROFESSIONAL OFFICER
Argentina	8	5	2
Bahamas	2	1	
Barbados	11	7	1
Belize	2	2	
Bolivia	4	2	1
Brazil	26	38	3
Chile	4	1	1
Colombia	7	3	2
Costa Rica	8	5	1
Cuba	2		
Dominican Republic	5	3	1
Ecuador	9	4	1
El Salvador	4	3	1
Guatemala	7	10	1
Guyana	4	2	1
Haiti	9	6	
Honduras	6	4	
Jamaica	9	14	1
Mexico	5	12	
Nicaragua	6	2	1
Panama	4	3	1
Paraguay	4	3	
Peru	17	31	
Suriname	4	2	1
Trinidad And Tobago	9	5	1
Uruguay	4	4	
USA	223	238	
Venezuela	8	8	1
TOTAL	411	418	22

Table 2

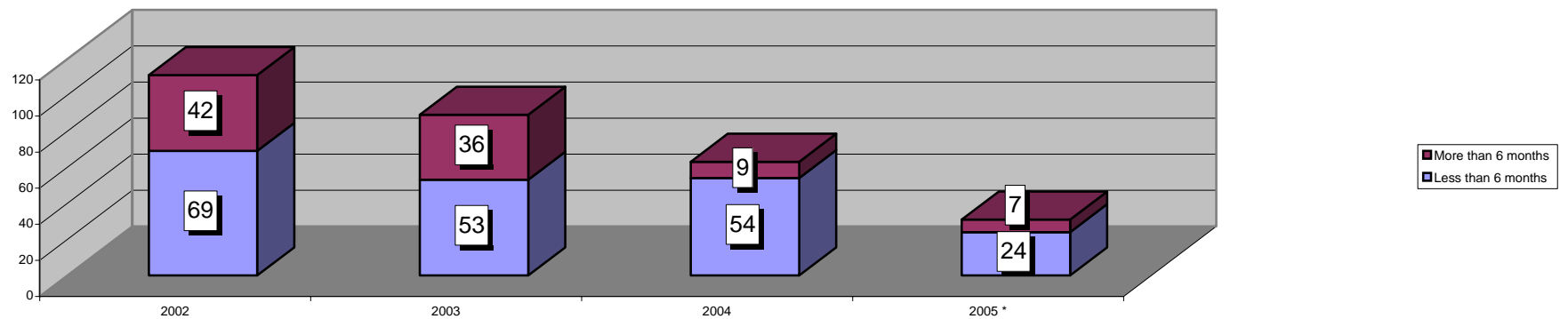
Short-Term Professional Assignments (PRFN)



Short-Term Consultant Assignments (STC)



Short-Term General Service Assignments (GSN)



* As of May 2005

Table 3

Staff Hired Under Local Employment Conditions in the Field
As of May 2005

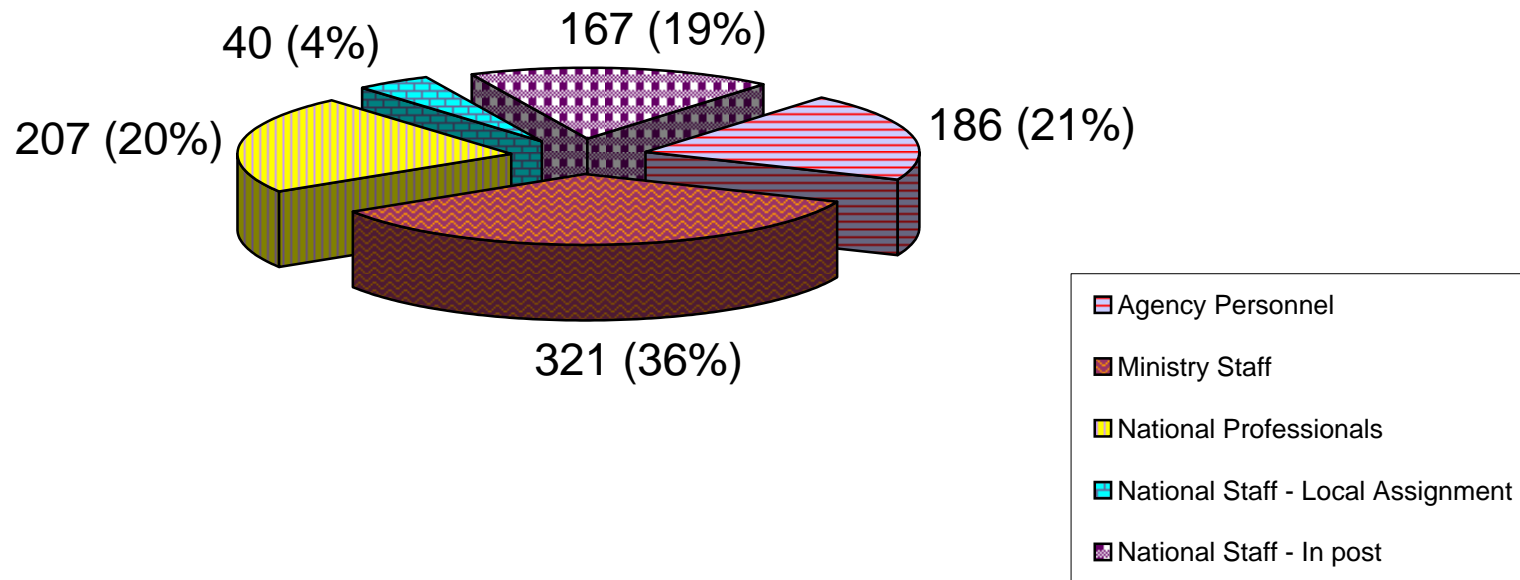
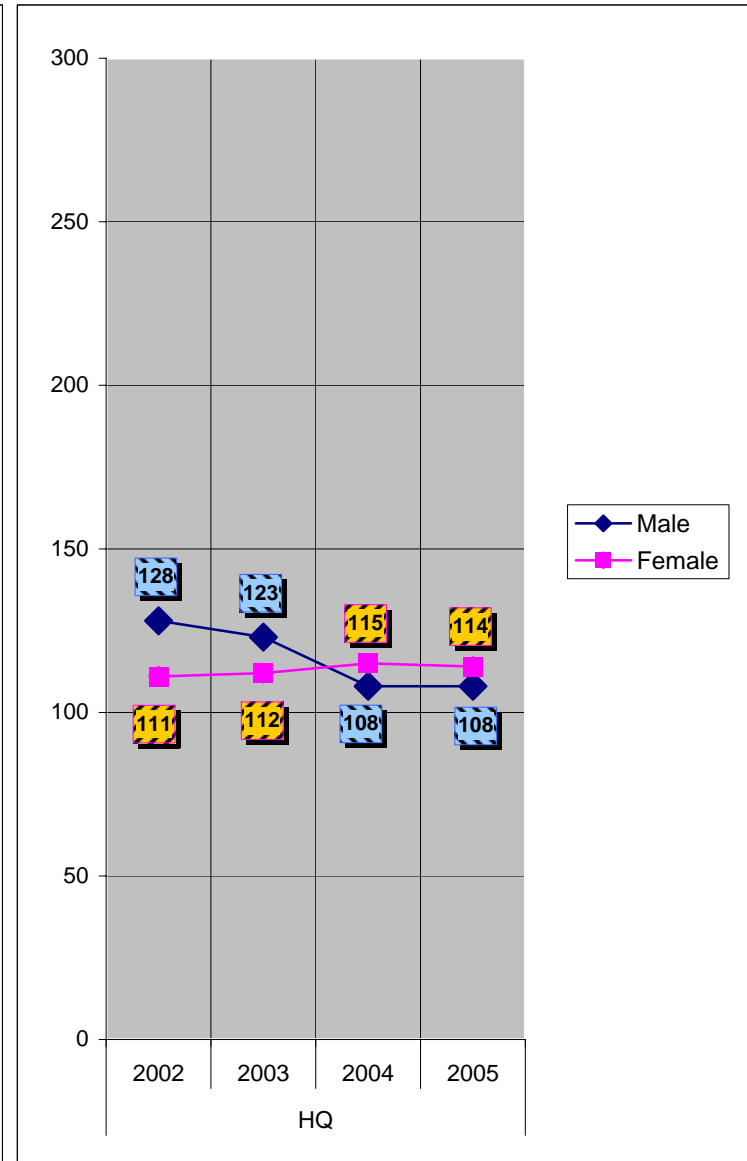
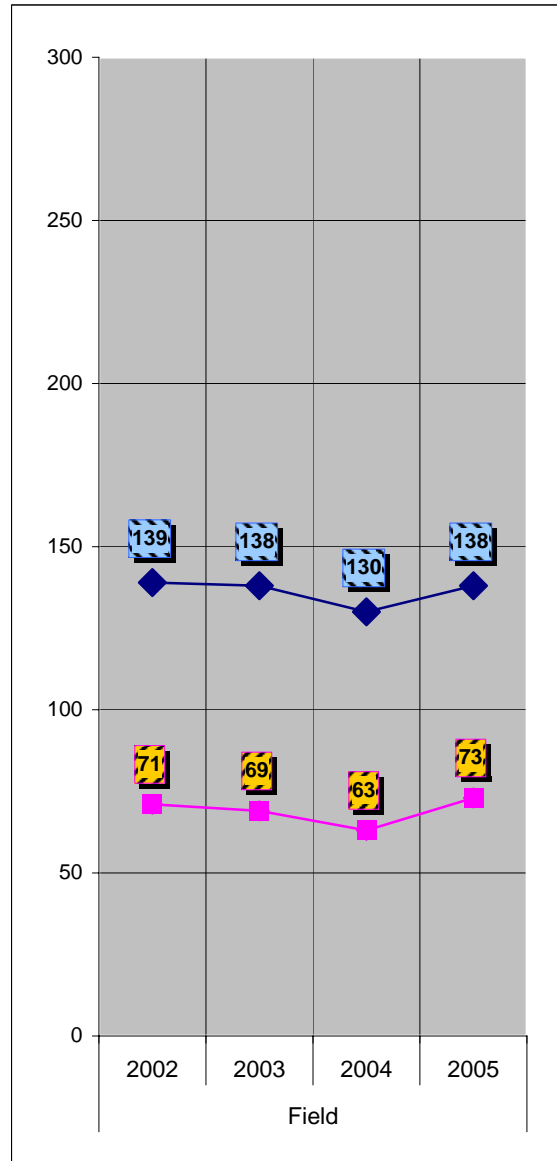
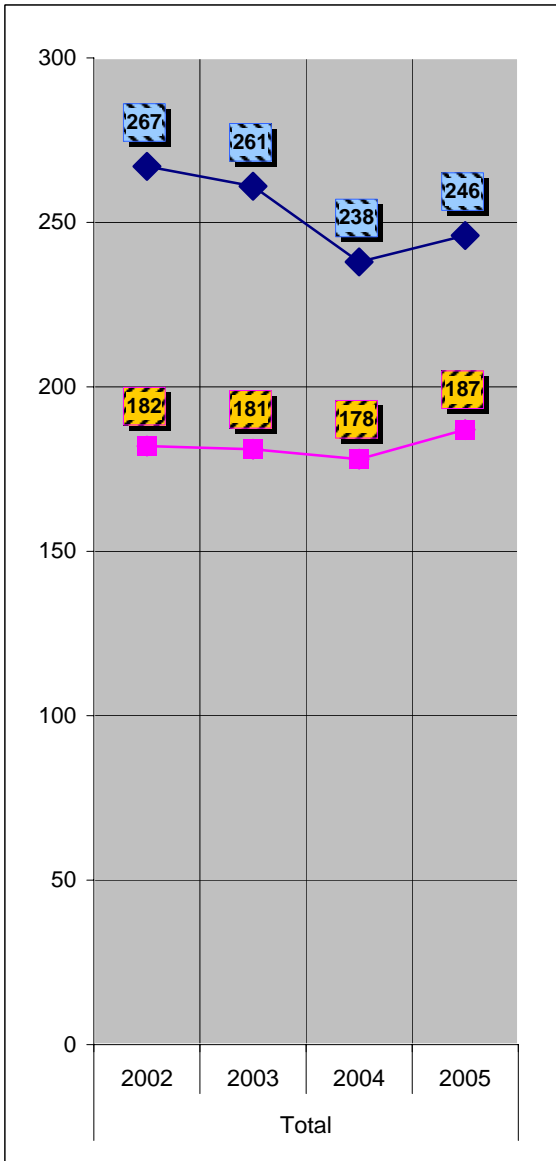


Table 4
Professional Staff Distribution by Gender
2004 to 2005*



* As of May 2005

Table 5

PASB PROFESSIONAL STAFF DISTRIBUTION BY GRADE AND GENDER

As of May 2005

Grade	HEADQUARTERS				FIELD				ALL			
	MALE	%	FEMALE	%	MALE	%	FEMALE	%	MALE	%	FEMALE	%
UG1			1	100%							1	100%
UG2	1	100%							1	100%		
UG3			1	100%							1	100%
D02	2	67%	1	33%					2	67%	1	33%
D01	7	54%	6	46%			1	100%	7	50%	7	50%
P06	1	100%			6	75%	2	25%	7	78%	2	22%
P05	20	47%	23	53%	20	69%	9	31%	40	56%	32	44%
P04	44	55%	36	45%	91	71%	38	29%	135	65%	74	35%
P03/NOC	18	40%	27	60%	9	75%	3	25%	27	47%	30	53%
P02/NOB	14	45%	17	55%	10	48%	11	52%	24	46%	28	54%
P01/NOA	1	33%	2	67%	2	18%	9	82%	3	21%	11	79%
Total:	108	49%	114	51%	138	65%	73	35%	246	57%	187	43%

Table 6

**Staff at Senior Professional and
Managerial Levels**

As of May 2005

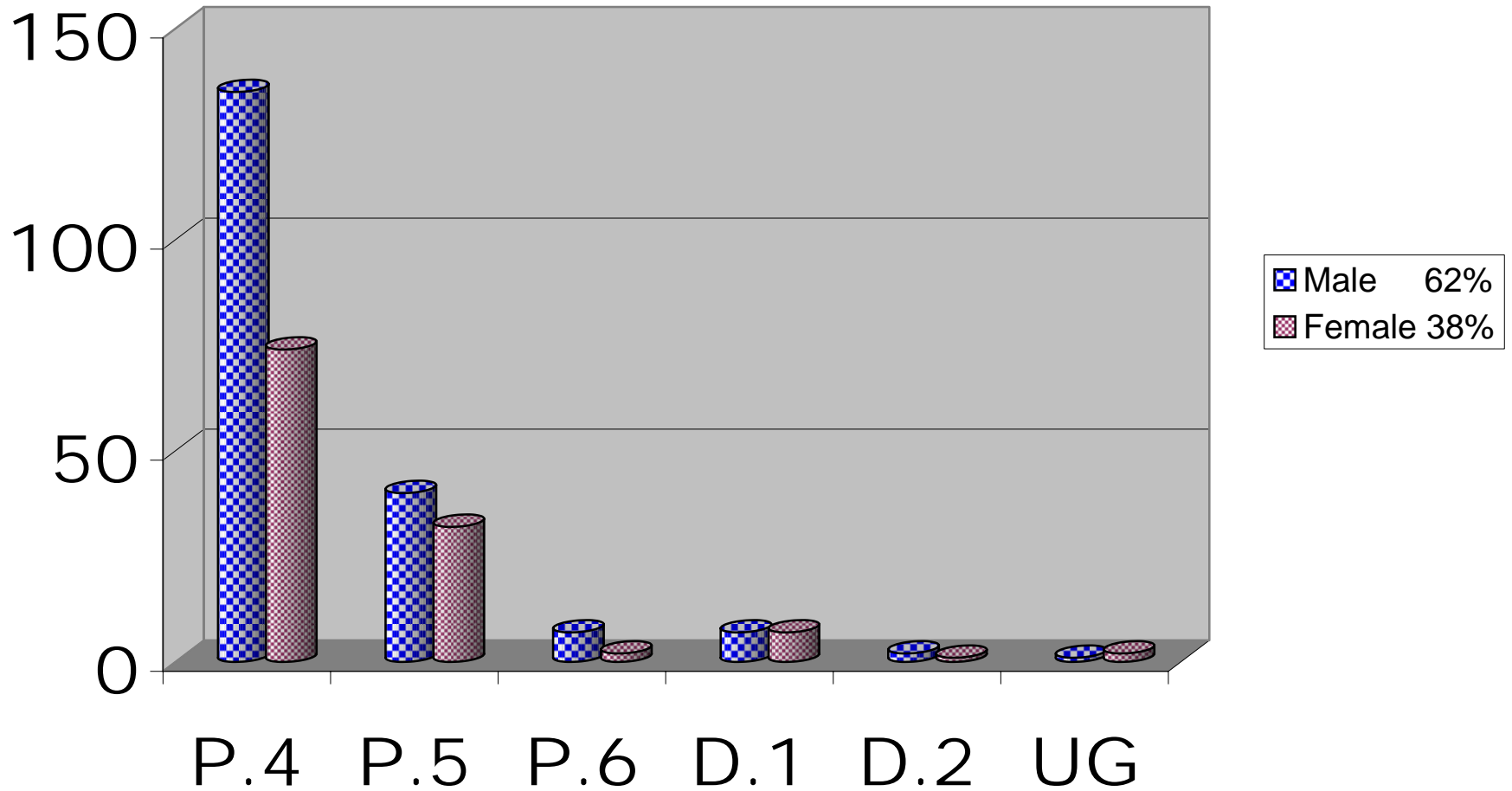


Table 7

Professional Staff Hired in 2004

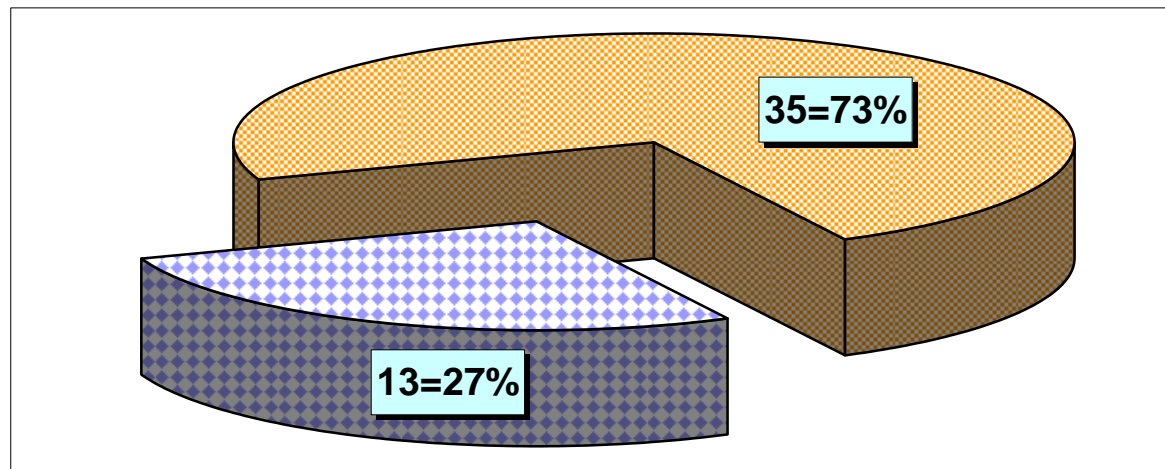


Table 8**Distribution of Professional Staff at HQ and Field by Nationality**
As of May 2005

COUNTRY	HQ	FIELD	TOTAL
Argentina	9	9	18
Bahamas		1	1
Belgium	1	4	5
Belize		3	3
Bolivia	6	5	11
Brazil	19	23	42
Canada	14	4	18
Chile	11	10	21
Colombia	11	15	26
Costa Rica	2	3	5
Cuba	2	9	11
Dominica	1		1
Dominican Republic	2	3	5
Ecuador	2	9	11
Egypt	1		1
El Salvador	1	4	5
France	4	3	7
Germany	1		1
Ghana		1	1
Guatemala	5	5	10
Guyana	2	3	5
Haiti		1	1
Honduras	1	3	4
Ireland	1		1
Italy	1	3	4
Jamaica	2	4	6
Malta		1	1
Mexico	13	7	20
Myanmar		1	1
Netherlands	1	3	4
Nicaragua	2	5	7
Panama		5	5
Paraguay	1	5	6
Peru	13	12	25
Portugal	1		1
Rwanda		1	1
Spain	6	3	9
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	66	4	70
Uruguay	7	5	12
Venezuela	8	3	11
Yugoslavia		1	1
TOTAL	222	189	411

Table 9

Number of Reassignments of Professional Staff Members Between Duty Stations 2000 - 2004

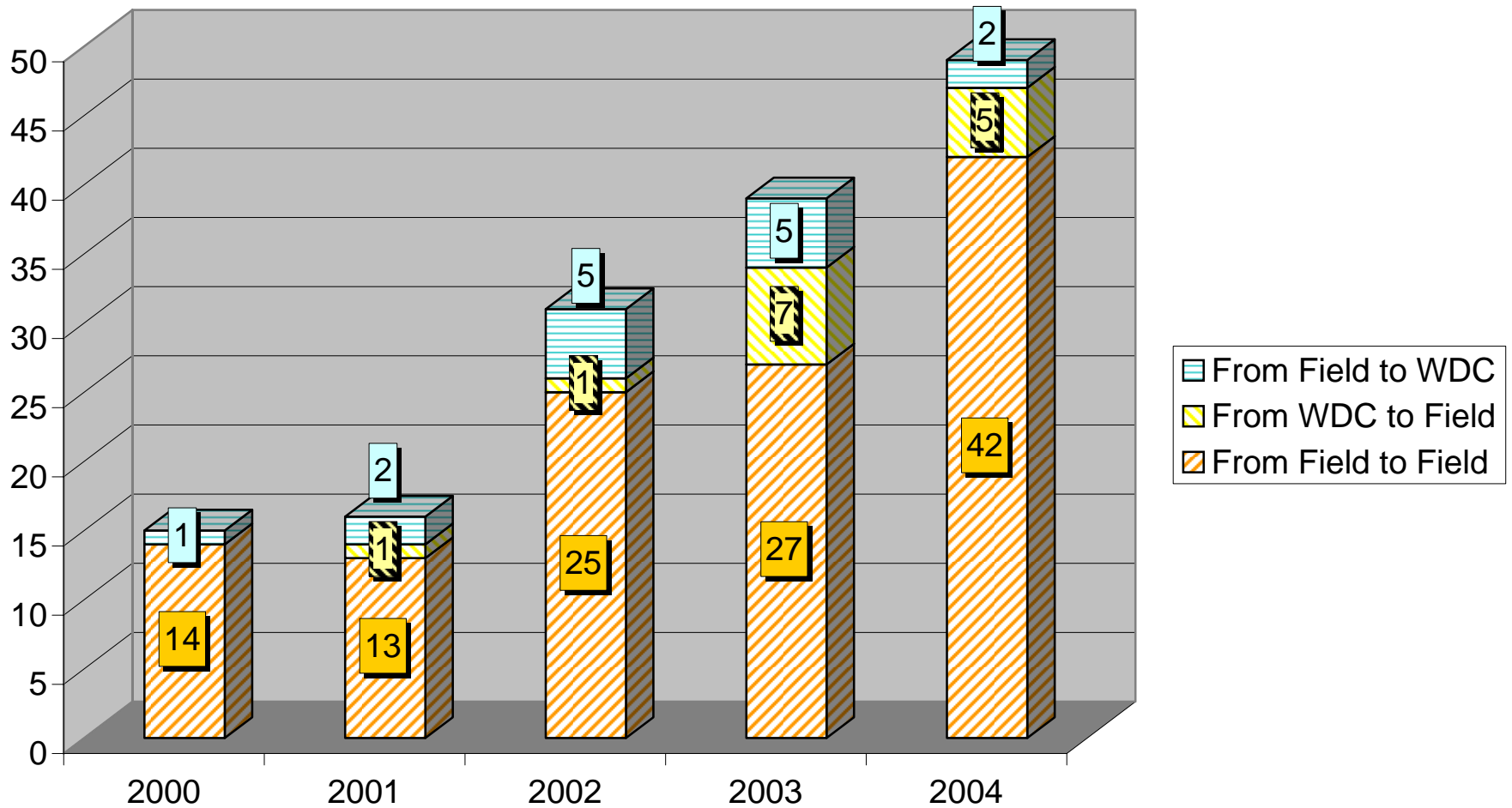


Table 10

Post Trends As of May 2005

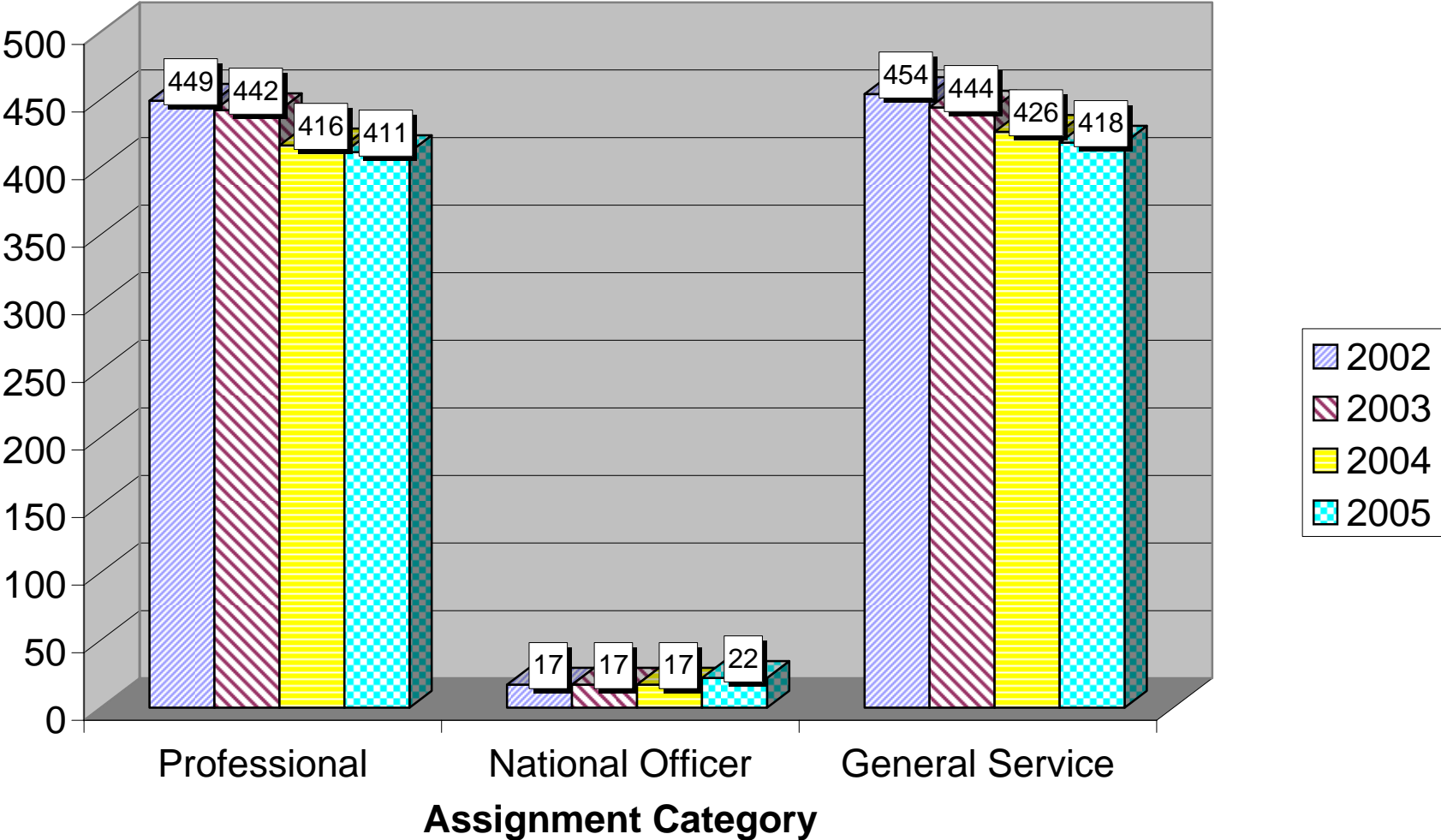
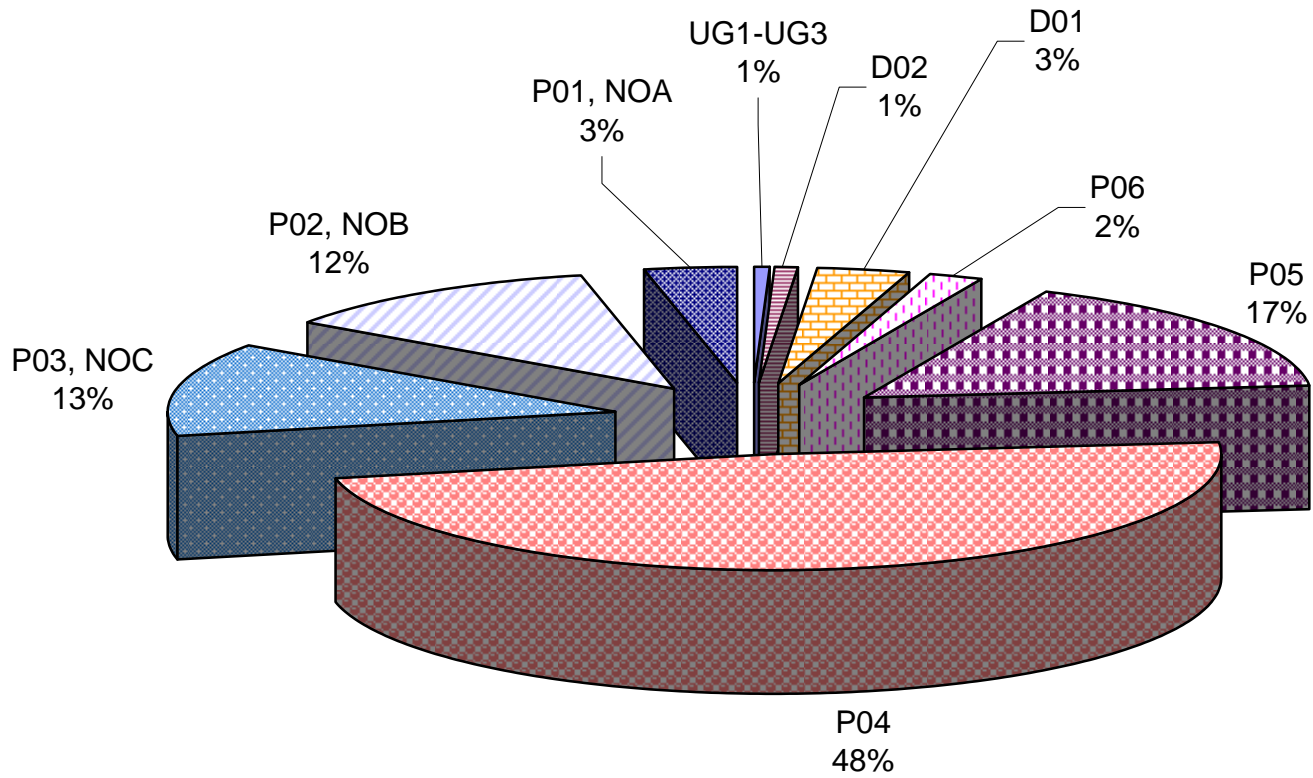


Table 11

Professional Staff Grade Distribution As of May 2005



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

Table 12

Professional and General Service Staff by Age As of May 2005

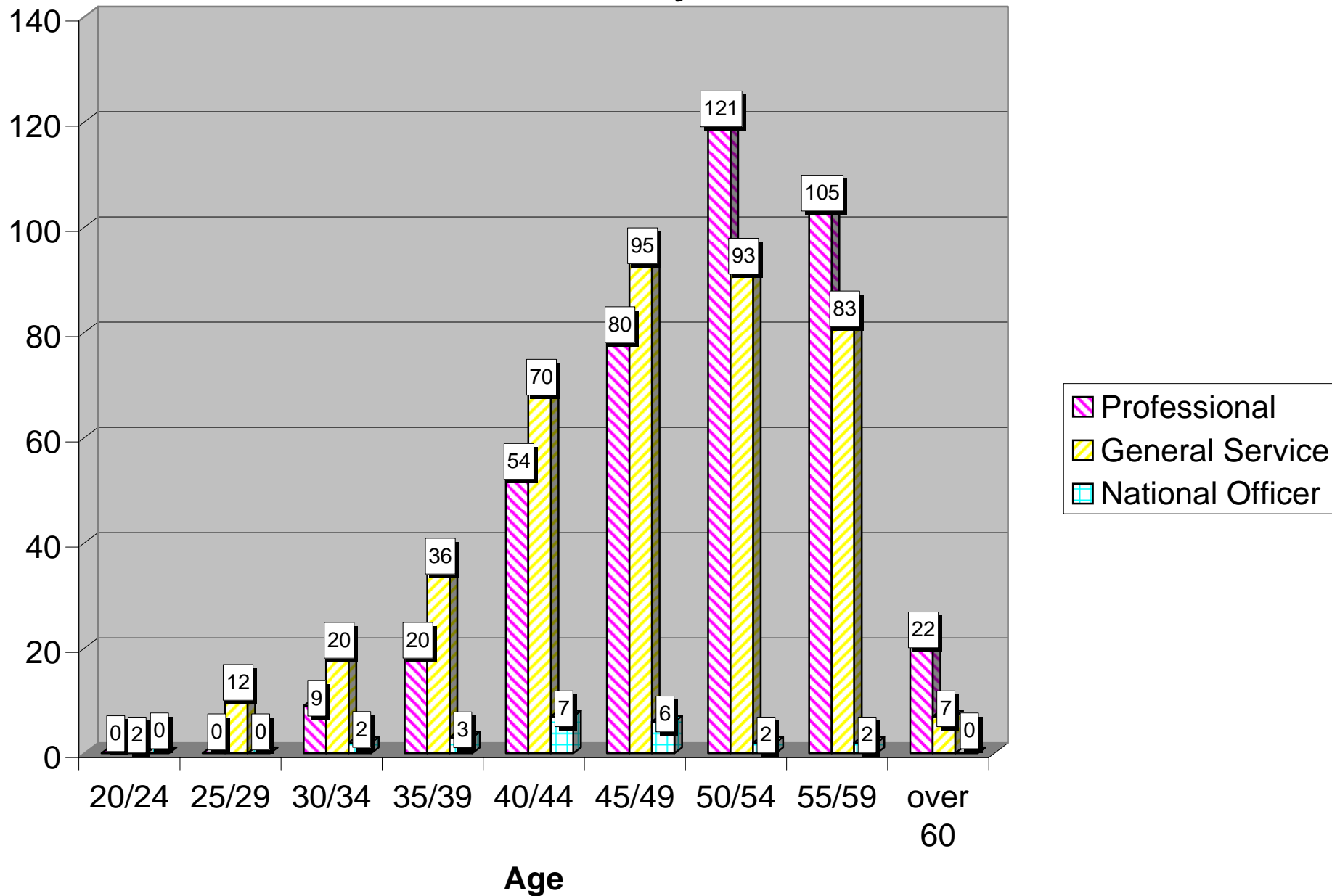
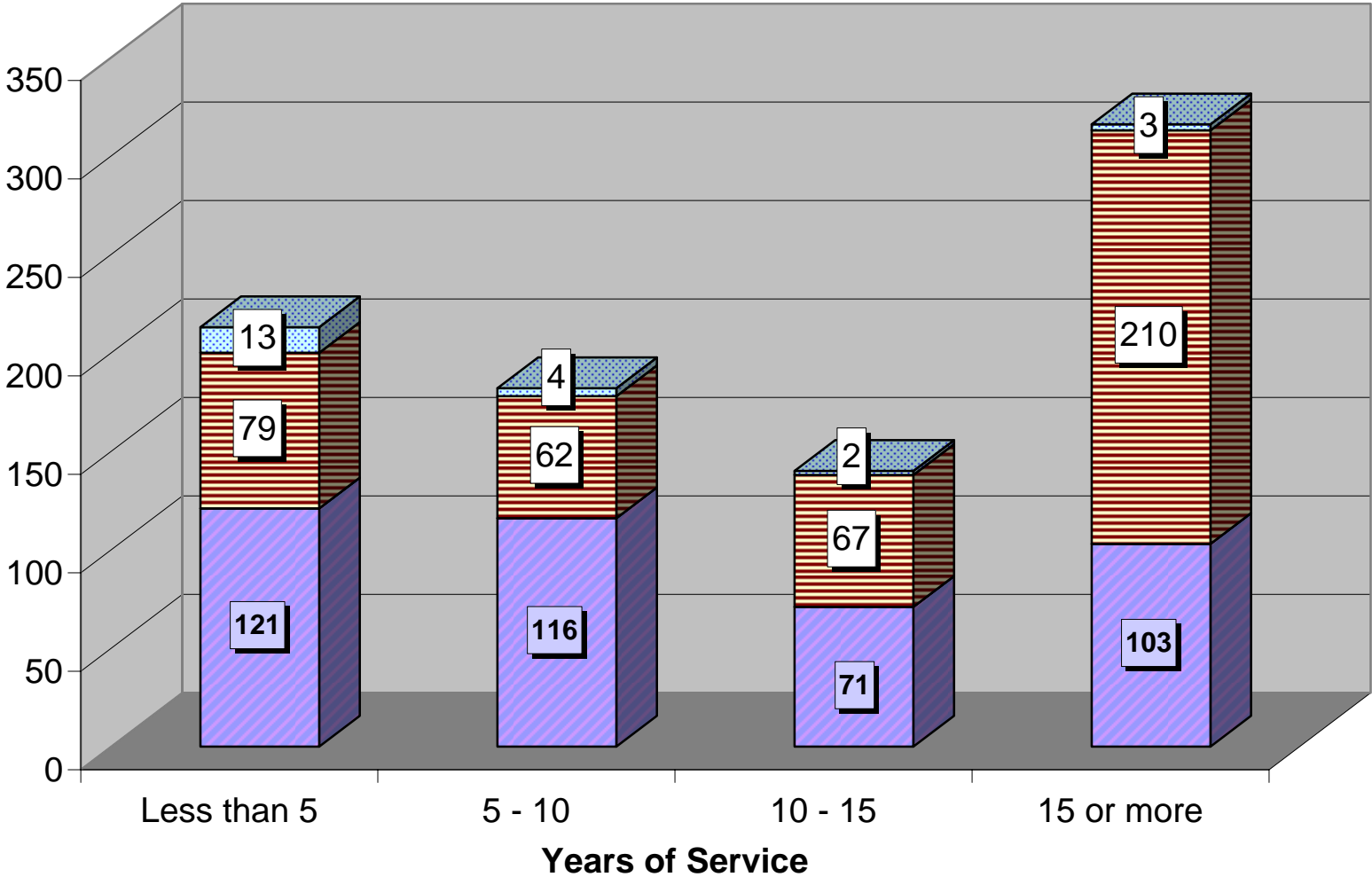


Table 13

Staff Distribution by Length of Service

As of May 2005



Professional Staff General Service Staff National Professional Staff