

directing council



**PAN AMERICAN
HEALTH
ORGANIZATION**

XXXVIII Meeting

regional committee



**WORLD
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ORGANIZATION**

XLVII Meeting

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STATISTICS ON PASB/WHO STAFF

PERSONNEL INFORMATION AS OF SEPTEMBER 1995

The Director is pleased to provide to the XXXVIII Meeting of the Directing Council this report on the personnel of PASB and WHO regional staff.

Annex I details the overall composition of PASB staff in the professional category by nationality, showing absolute and percentage figures, together with each country's percentage of contribution to the PAHO regular budget for 1995-1996. All staff have been included except those in posts financed by the World Health Organization.

Annex II shows the distribution of PASB staff in the professional category, by nationality and grade. Separate tables are provided for:

- i) Headquarters staff;
- ii) Field staff;
- iii) Headquarters and field staff; and
- iv) Headquarters and field staff (PAHO- and WHO-funded)

Annex III shows the distribution of headquarters and field professional staff (PAHO- and WHO-funded), by grade and gender.

Annex IV analyzes the number and kinds of contracts held by the present PASB and WHO staff, and provides data on the actual length of service of staff members with various types of appointments.

Annex V depicts the composition of PASB staff in the professional category by grade level and age.

Annex VI summarizes the composition of PASB and WHO staff, including those in the general service category and temporaries. Separate tables are prepared for:

- i) strength report by organizational location, employment category, and source of funds; and
- ii) distribution of staff by nationality, showing employment category and source of funds.

PASB STAFFING STATISTICS

COUNTRY	Actual Percentage of Contributions to PAHO Regular Budget 1995-1996	P.1 and over	
		Actual No. of Staff	% of Total (313 Posts, Including vacancies)
<u>Member Countries</u>			
Antigua and Barbuda	0.02	--	0.00
Argentina	4.90	21	6.70
Bahamas	0.07	1	0.31
Barbado	0.08	1	0.31
Belize	0.03	1	0.31
Bolivia	0.07	6	1.91
Brazil	8.55	35	11.18
Canada	12.35	7	2.23
Chile	0.54	16	5.11
Colombia	0.94	23	7.34
Costa Rica	0.13	7	2.23
Cuba	0.73	6	1.91
Dominica	0.02	--	0.00
Dominican Republic	0.18	1	0.31
Ecuador	0.18	5	1.59
El Salvador	0.07	1	0.31
Grenada	0.03	--	0.00
Guatemala	0.13	7	2.23
Guyana	0.02	3	0.95
Haiti	0.07	1	0.31
Honduras	0.07	3	0.95
Jamaica	0.18	3	0.95
Mexico	6.08	9	2.87
Nicaragua	0.07	1	0.31
Panama	0.13	2	0.62
Paraguay	0.18	1	0.31
Peru	0.41	13	4.15
Saint Kitts and Nevis	0.02	1	0.31
Saint Lucia	0.03	--	0.00
Saint Vincent and the Grenadines	0.02	--	0.00
Suriname	0.07	--	0.00
Trinidad and Tobago	0.18	6	1.91
United States of America	59.44	52	16.61
Uruguay	0.26	7	2.23
Venezuela	3.20	7	2.23
<u>Participating Countries</u>			
France	0.29	1	0.31
Kingdom of the Netherlands	0.09	2	0.62
United Kingdom	0.06	1	0.31
<u>Associate Members</u>			
<u>Puerto Rico</u>	0.11	--	0.00
<u>Other Countries</u>		22	
TOTAL		273	

PROFESSIONAL STAFF REPORT BY NATIONALITY AND GRADE

PASB HEADQUARTERS STAFF ONLY

NATIONALITY	UG	D2	D1/P6	P5	P4	P3	P2/P1	TOTAL	PCT TOTAL
USA	1	1	3	8	7	10	15	45	29.41
BRAZIL	0	1	1	7	4	3	0	16	10.46
ARGENTINA	1	0	2	6	0	3	0	12	7.84
COLOMBIA	0	0	1	5	1	1	1	9	5.88
CANADA	0	0	0	3	3	1	0	7	4.58
CHILE	0	0	1	2	1	2	1	7	4.58
MEXICO	0	0	0	3	1	2	1	7	4.58
VENEZUELA	0	0	0	0	5	1	0	6	3.92
COSTA RICA	0	0	1	2	0	1	1	5	3.27
GUATEMALA	0	0	0	0	1	0	4	5	3.27
SPAIN	0	0	1	2	2	0	0	5	3.27
PERU	0	0	1	2	0	0	1	4	2.61
PHILIPPINES	0	0	0	1	0	2	1	4	2.61
URUGUAY	0	0	0	0	2	1	1	4	2.61
ECUADOR	0	0	0	1	0	0	1	2	1.31
AUSTRALIA	0	0	0	0	0	1	0	1	0.65
BAHAMAS	0	0	0	0	1	0	0	1	0.65
BARBADOS	1	0	0	0	0	0	0	1	0.65
BELGIUM	0	0	1	0	0	0	0	1	0.65
BELIZE	0	0	0	0	1	0	0	1	0.65
CUBA	0	0	0	0	0	0	1	1	0.65
DOMINICAN REP	0	0	0	0	1	0	0	1	0.65
GERMANY	0	0	1	0	0	0	0	1	0.65
HAITI	0	0	0	1	0	0	0	1	0.65
HONDURAS	0	0	0	0	1	0	0	1	0.65
PARAGUAY	0	0	0	0	0	0	1	1	0.65
POLAND	0	0	0	1	0	0	0	1	0.65
PORTUGAL	0	0	0	0	0	1	0	1	0.65
UNITED KINGDOM	0	0	0	0	0	1	0	1	0.65
TOTAL	3	2	13	44	32	30	29	153	100.00

PROFESSIONAL STAFF REPORT BY NATIONALITY AND GRADE

PASB FIELD STAFF ONLY

NATIONALITY	UG	D2	D1/P6	P5	P4	P3	P2/P1	TOTAL	PCT TOTAL
BRAZIL	0	0	1	4	9	1	4	19	15.83
COLOMBIA	0	0	0	3	10	0	1	14	11.67
ARGENTINA	0	0	1	4	3	0	1	9	7.50
CHILE	0	0	0	4	5	0	0	9	7.50
PERU	0	0	1	2	3	1	2	9	7.50
USA	0	0	0	3	4	0	0	7	5.83
TRINIDAD AND TOBAGO	0	0	2	0	1	2	1	6	5.00
BOLIVIA	0	0	0	1	3	0	1	5	4.17
CUBA	0	0	0	0	5	0	0	5	4.17
ECUADOR	0	0	1	1	1	0	0	3	2.50
GUYANA	0	0	0	3	0	0	0	3	2.50
INDIA	0	0	0	1	2	0	0	3	2.50
JAMAICA	0	0	0	1	1	0	1	3	2.50
URUGUAY	0	0	0	1	1	0	1	3	2.50
COSTA RICA	0	0	0	1	0	0	1	2	1.67
GUATEMALA	0	0	0	0	2	0	0	2	1.67
HONDURAS	0	0	0	1	1	0	0	2	1.67
MEXICO	0	0	0	1	1	0	0	2	1.67
NETHERLANDS	0	0	0	0	2	0	0	2	1.67
PANAMA	0	0	0	0	2	0	0	2	1.67
BELGIUM	0	0	0	0	1	0	0	1	0.83
BURUNDI	0	0	0	1	0	0	0	1	0.83
EL SALVADOR	0	0	0	0	0	0	1	1	0.83
FRANCE	0	0	0	0	1	0	0	1	0.83
NICARAGUA	0	0	0	0	1	0	0	1	0.83
NORWAY	0	0	0	0	0	1	0	1	0.83
SENEGAL	0	0	0	1	0	0	0	1	0.83
SAINT KITTS AND NEVIS	0	0	0	0	1	0	0	1	0.83
TUNISIA	0	0	0	1	0	0	0	1	0.83
VENEZUELA	0	0	0	0	1	0	0	1	0.83
TOTAL	0	0	6	34	61	5	14	120	100.00

PROFESSIONAL STAFF REPORT BY NATIONALITY AND GRADE

PASB HQS AND FIELD STAFF

NATIONALITY	UG	D2	D1/P6	P5	P4	P3	P2/P1	TOTAL	PCT TOTAL
USA	1	1	3	11	11	10	15	52	19.05
BRAZIL	0	1	2	11	13	4	4	35	12.82
COLOMBIA	0	0	1	8	11	1	2	23	8.42
ARGENTINA	1	0	3	10	3	3	1	21	7.69
CHILE	0	0	1	6	6	2	1	16	5.86
PERU	0	0	2	4	3	1	3	13	4.76
MEXICO	0	0	0	4	2	2	1	9	3.30
CANADA	0	0	0	3	3	1	0	7	2.56
COSTA RICA	0	0	1	3	0	1	2	7	2.56
GUATEMALA	0	0	0	0	3	0	4	7	2.56
URUGUAY	0	0	0	1	3	1	2	7	2.56
VENEZUELA	0	0	0	0	6	1	0	7	2.56
BOLIVIA	0	0	0	1	4	0	1	6	2.20
CUBA	0	0	0	0	5	0	1	6	2.20
TRINIDAD AND TOBAGO	0	0	2	0	1	2	1	6	2.20
ECUADOR	0	0	1	2	1	0	1	5	1.83
SPAIN	0	0	1	2	2	0	0	5	1.83
PHILIPPINES	0	0	0	1	0	2	1	4	1.47
GUYANA	0	0	0	3	0	0	0	3	1.10
HONDURAS	0	0	0	1	2	0	0	3	1.10
INDIA	0	0	0	1	2	0	0	3	1.10
JAMAICA	0	0	0	1	1	0	1	3	1.10
BELGIUM	0	0	1	0	1	0	0	2	0.73
NETHERLANDS	0	0	0	0	2	0	0	2	0.73
PANAMA	0	0	0	0	2	0	0	2	0.73
AUSTRALIA	0	0	0	0	0	1	0	1	0.37
BAHAMAS	0	0	0	0	1	0	0	1	0.37
BARBADOS	1	0	0	0	0	0	0	1	0.37
BELIZE	0	0	0	0	1	0	0	1	0.37
BURUNDI	0	0	0	1	0	0	0	1	0.37
DOMINICAN REP	0	0	0	0	1	0	0	1	0.37
EL SALVADOR	0	0	0	0	0	0	1	1	0.37
FRANCE	0	0	0	0	1	0	0	1	0.37

PROFESSIONAL STAFF REPORT BY NATIONALITY AND GRADE

PASB HQS AND FIELD STAFF

NATIONALITY	UG	D2	D1/P6	P5	P4	P3	P2/P1	TOTAL	PCT TOTAL
GERMANY	0	0	1	0	0	0	0	1	0.37
HAITI	0	0	0	1	0	0	0	1	0.37
NICARAGUA	0	0	0	0	1	0	0	1	0.37
NORWAY	0	0	0	0	0	1	0	1	0.37
PARAGUAY	0	0	0	0	0	0	1	1	0.37
POLAND	0	0	0	1	0	0	0	1	0.37
PORTUGAL	0	0	0	0	0	1	0	1	0.37
SENEGAL	0	0	0	1	0	0	0	1	0.37
SAINT KITTS AND NEVIS	0	0	0	0	1	0	0	1	0.37
TUNISIA	0	0	0	1	0	0	0	1	0.37
UNITED KINGDOM	0	0	0	0	0	1	0	1	0.37
TOTAL	3	2	19	78	93	35	43	273	100.00

PROFESSIONAL STAFF REPORT BY NATIONALITY AND GRADE

PASB/WHO HQS AND FIELD STAFF

NATIONALITY	UG	D2	D1/P6	P5	P4	P3	P2/P1	TOTAL	PCT TOTAL
USA	1	1	3	14	25	18	18	80	18.48
BRAZIL	0	2	2	18	23	4	5	54	12.47
COLOMBIA	0	0	1	10	15	1	2	29	6.70
ARGENTINA	1	0	3	11	8	3	1	27	6.24
MEXICO	0	0	0	7	9	2	2	20	4.62
CHILE	0	0	1	6	8	3	2	20	4.62
PERU	0	0	2	4	6	2	4	18	4.16
COSTA RICA	0	0	1	4	5	1	2	13	3.00
VENEZUELA	0	0	0	1	8	3	0	12	2.77
BOLIVIA	0	0	0	2	7	1	1	11	2.54
CUBA	0	0	0	1	9	0	1	11	2.54
GUATEMALA	0	0	0	0	5	1	5	11	2.54
NETHERLANDS	0	0	0	0	4	0	6	10	2.31
TRINIDAD AND TOBAGO	0	0	2	0	3	4	1	10	2.31
URUGUAY	0	0	0	3	3	1	2	9	2.08
CANADA	0	0	0	3	4	1	0	8	1.85
SPAIN	0	0	1	3	3	1	0	8	1.85
ECUADOR	0	0	1	2	3	0	1	7	1.62
HONDURAS	0	0	0	1	3	1	0	5	1.15
JAMAICA	0	0	0	1	2	0	2	5	1.15
UNITED KINGDOM	0	0	0	0	4	1	0	5	1.15
BELGIUM	0	0	1	0	1	0	2	4	0.92
GUYANA	0	0	0	3	1	0	0	4	0.92
PANAMA	0	0	0	0	4	0	0	4	0.92
PHILIPPINES	0	0	0	1	0	2	1	4	0.92
BELIZE	0	0	0	0	2	1	0	3	0.69
DOMINICAN REP	0	0	0	0	3	0	0	3	0.69
EL SALVADOR	0	0	0	0	2	0	1	3	0.69
FRANCE	0	0	0	0	2	1	0	3	0.69
INDIA	0	0	0	1	2	0	0	3	0.69
NICARAGUA	0	0	0	0	2	1	0	3	0.69
PARAGUAY	0	0	0	0	2	0	1	3	0.69

PROFESSIONAL STAFF REPORT BY NATIONALITY AND GRADE

PASB/WHO HQS AND FIELD STAFF

NATIONALITY	UG	D2	D1/P6	P5	P4	P3	P2/P1	TOTAL	PCT TOTAL
BARBADOS	1	0	0	0	1	0	0	2	0.46
GERMANY	0	0	1	0	0	0	1	2	0.46
HAITI	0	0	0	1	1	0	0	2	0.46
JAPAN	0	0	0	0	1	0	1	2	0.46
AUSTRALIA	0	0	0	0	0	1	0	1	0.23
BAHAMAS	0	0	0	0	1	0	0	1	0.23
BURUNDI	0	0	0	1	0	0	0	1	0.23
DENMARK	0	0	0	0	0	0	1	1	0.23
GAMBIA	0	0	0	0	0	0	1	1	0.23
GRENADA	0	0	0	0	1	0	0	1	0.23
MALI	0	0	0	0	1	0	0	1	0.23
NORWAY	0	0	0	0	0	1	0	1	0.23
POLAND	0	0	0	1	0	0	0	1	0.23
PORTUGAL	0	0	0	0	0	1	0	1	0.23
SENEGAL	0	0	0	1	0	0	0	1	0.23
SAINT KITTS AND NEVIS	0	0	0	0	1	0	0	1	0.23
SUDAN	0	0	0	0	0	0	1	1	0.23
TUNISIA	0	0	0	1	0	0	0	1	0.23
TOTAL	3	3	19	101	185	56	65	432	100.00

PASB/WHO STAFF DISTRIBUTION BY GRADE AND GENDER

A. HQS PROFESSIONAL STAFF

	M A L E				F E M A L E			
	PAHO	WHO	PAHO/WHO	PCT	PAHO	WHO	PAHO/WHO	PCT
UNGRADED	2	0	2	66.66	1	0	1	33.34
D-2	2	1	3	100.00	0	0	0	00.00
D-1/P-6	9	0	9	69.23	4	0	4	30.77
P-5	40	17	57	91.93	4	1	5	08.07
P-4	15	14	29	55.76	17	6	23	44.24
P-3	10	7	17	37.77	20	8	28	62.23
P-2	11	0	11	36.66	10	9	19	63.34
P-1	4	1	5	50.00	4	1	5	50.00
TOTAL	93	40	133	61.00	60	25	85	39.00

B. FIELD PROFESSIONAL STAFF

	M A L E				F E M A L E			
	PAHO	WHO	PAHO/WHO	PCT	PAHO	WHO	PAHO/WHO	PCT
UNGRADED	0	0	0	00.00	0	0	0	00.00
D-2	0	0	0	00.00	0	0	0	00.00
D-1/P-6	4	0	4	66.66	2	0	2	33.34
P-5	32	3	35	89.74	2	2	4	10.26
P-4	42	54	96	72.18	19	18	37	27.82
P-3	3	5	8	72.72	2	1	3	27.28
P-2	4	3	7	41.17	6	4	10	58.83
P-1	2	2	4	50.00	2	2	4	50.00
TOTAL	87	67	154	71.97	33	27	60	28.03

C. PROFESSIONAL STAFF

	M A L E				F E M A L E			
	PAHO	WHO	PAHO/WHO	PCT	PAHO	WHO	PAHO/WHO	PCT
UNGRADED	2	0	2	66.67	1	0	1	33.33
D-2	2	1	3	100.00	0	0	0	00.00
D-1/P-6	13	0	13	68.42	6	0	6	31.58
P-5	72	20	92	91.08	6	3	9	08.92
P-4	57	68	125	67.56	36	24	60	32.44
P-3	13	12	25	44.64	22	9	31	55.36
P-2	15	3	18	38.29	16	13	29	61.71
P-1	6	3	9	50.00	6	3	9	50.00
TOTAL	180	107	287	66.44	93	52	145	33.56

PASB/WHO PROFESSIONAL STAFF IN HQS AND THE FIELD

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

LENGTH OF SERVICE (YEARS)	TOTAL FIXED TERM	PERCENT OF STAFF	CAREER	PERCENT OF STAFF	TOTAL
0-5	123	28.47	0	0.00	123
5-10	81	22.63	0	0.00	98
10-15	38	12.93	0	0.00	56
15-20	51	14.32	0	0.00	62
20-25	37	11.32	0	0.00	49
25 & over	42	10.16	0	0.00	44
TOTAL	432	100.00	0	00.00	432

PASB PROFESSIONAL STAFF BY GRADE AND AGE

AGE GROUP

	20/24	25/29	30/34	35/39	40/44	45/49	50/54	55/59	60 & OVER	TOTAL
UNGRADED	0	0	0	0	1	1	0	0	1	3
D-2	0	0	0	0	0	0	0	1	1	2
D-1/P-6	0	0	0	0	3	2	1	5	8	19
P-5	0	0	0	1	6	14	21	30	6	78
P-4	0	0	0	9	25	23	15	18	3	93
P-3	0	0	2	4	3	10	9	6	1	35
P-2	0	0	2	3	9	2	11	4	0	31
P-1	0	0	0	3	3	0	4	1	1	12
TOTAL	0	0	4	20	50	52	61	65	21	273

STRENGTH REPORT

ORGANIZATIONAL UNIT	*-----PAHO-----*					*-----WHO-----*					*-----PAHO/WHO-----*				
	PROF	N.O.	G.S.	TEMPS	TOTAL	PROF	N.O.	G.S.	TEMPS	TOTAL	PROF	N.O.	G.S.	TEMPS	TOTAL
HEADQUARTERS															
OFFICE OF THE DIRECTOR	6	-	5	-	11	-	-	-	-	-	6	-	5	-	11
STAFF OFFICES	36	-	41	12	89	8	-	7	2	17	44	-	48	14	106
TECHNICAL OFFICES	59	-	54	3	116	42	-	51	4	97	101	-	105	7	213
ADMINISTRATION	54	-	114	14	182	15	-	27	3	45	69	-	141	17	227
TOTALS HEADQUARTERS	155	-	214	29	398	65	-	85	9	159	220	-	299	38	557
COUNTRY PROJECTS															
ARGENTINA	3	1	12	-	16	1	-	-	-	1	4	1	12	-	17
BAHAMAS	1	-	-	-	1	1	-	1	-	2	2	-	1	-	3
BARBADOS	-	-	-	-	-	1	-	-	-	1	1	-	-	-	1
BELIZE	1	-	1	-	2	1	-	1	-	2	2	-	2	-	4
BOLIVIA	3	-	3	-	6	5	-	-	1	6	8	-	3	1	12
BRAZIL	6	-	20	1	27	6	-	2	-	8	12	-	22	1	35
CARIBBEAN	2	-	2	-	4	9	-	3	-	12	11	-	5	-	16
CHILE	1	-	2	-	3	1	-	-	-	1	2	-	2	-	4
COLOMBIA	1	1	2	1	5	3	-	1	-	4	4	1	3	1	9
COSTA RICA	3	-	4	-	7	3	-	-	1	4	6	-	4	1	11
CARIBBEAN PROGRAM COORDINATION	1	-	5	1	7	1	-	3	-	4	2	-	8	1	11
CUBA	1	-	-	-	1	-	-	-	-	-	1	-	-	-	1
DOMINICAN REPUBLIC	2	-	3	1	6	2	-	1	-	3	4	-	4	1	9
ECUADOR	2	-	-	-	2	3	-	2	2	7	5	-	2	2	9
EL SALVADOR	2	-	1	1	4	3	-	3	-	6	5	-	4	1	10
US-MEXICO BORDER	2	-	3	-	5	-	-	1	-	1	2	-	4	-	6
GUATEMALA	4	1	11	-	16	2	-	-	-	2	6	1	11	-	18
GUYANA	1	-	-	-	1	3	-	4	-	7	4	-	4	-	8
HAITI	5	-	5	-	10	1	-	1	-	2	6	-	6	-	12
HONDURAS	3	-	6	-	9	2	-	-	-	2	5	-	6	-	11
JAMAICA	1	-	-	-	1	1	-	6	-	7	2	-	6	-	8
MEXICO	4	-	15	-	19	3	-	2	-	5	7	-	17	-	24
NICARAGUA	-	-	-	-	-	1	-	2	-	3	1	-	2	-	3
PANAMA	1	-	-	-	1	1	-	4	-	5	2	-	4	-	6
PARAGUAY	3	-	2	-	5	1	-	-	-	1	4	-	2	-	6
PERU	4	-	15	3	22	2	-	5	-	7	6	-	20	3	29
TRINIDAD AND TOBAGO	2	-	-	-	2	1	-	5	-	6	3	-	5	-	8
SURINAME	1	-	1	1	3	2	-	-	-	2	3	-	1	1	5
URUGUAY	2	-	3	-	5	1	-	-	-	1	3	-	3	-	6
VENEZUELA	2	-	8	-	10	3	-	3	-	6	5	-	11	-	16
TOTALS COUNTRY PROJECTS	64	3	124	9	200	64	-	50	4	118	128	3	174	13	318
INTERCOUNTRY PROJECTS															
MCP	16	-	6	4	26	24	-	6	-	30	40	-	12	4	56
TOTALS INTERCOUNTRY PROJECTS	16	-	6	4	26	24	-	6	-	30	40	-	12	4	56

STRENGTH REPORT

ORGANIZATIONAL UNIT	*-----PAHO-----*					*-----WHO-----*					*-----PAHO/WHO-----*				
	PROF	N.O.	G.S.	TEMPS	TOTAL	PROF	N.O.	G.S.	TEMPS	TOTAL	PROF	N.O.	G.S.	TEMPS	TOTAL
CENTERS															
AFTOSA	12	-	35	-	47	-	-	-	-	-	12	-	35	-	47
BIREME	3	-	-	-	3	-	-	-	-	-	3	-	-	-	3
CAREC	5	-	-	1	6	1	-	-	-	1	6	-	1	7	
CEPIS	4	-	15	-	19	1	-	6	-	7	5	-	21	-	26
CFNI	3	-	15	-	18	2	-	-	-	2	5	-	15	-	20
CLAP	2	-	1	-	3	1	-	-	-	1	3	-	1	-	4
ECO	4	-	5	-	9	-	-	-	-	-	4	-	5	-	9
INCAP	3	-	-	-	3	-	-	-	-	-	3	-	-	-	3
INPPAZ	5	-	-	-	5	1	-	-	-	1	6	-	-	-	6
TOTALS CENTERS	41	-	71	1	113	6	-	6	-	12	47	-	77	1	125
GRAND TOTALS	276	3	415	43	737	159	-	147	13	319	435	3	562	56	1056

DISTRIBUTION OF STAFF BY NATIONALITY

NATIONALITY		*-----WASHINGTON-----*			*-----FIELD-----*			*-----TOTAL-----*		
		PAHO	WHO	TOTAL	PAHO	WHO	TOTAL	PAHO	WHO	TOTAL
ARGENTINA	PROF	12	-	12	9	6	15	21	6	27
	NO	-	-	-	1	-	1	1	-	1
	GS	5	4	9	13	2	15	18	6	24
	TEM	1	-	1	-	-	-	1	-	1
	TOTAL	18	4	22	23	8	31	41	12	53
AUSTRALIA	PROF	1	-	1	-	-	-	1	-	1
	NO	-	-	-	-	-	-	-	-	-
	GS	1	-	1	-	-	-	1	-	1
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	2	-	2	-	-	-	2	-	2
BAHAMAS	PROF	1	-	1	-	-	-	1	-	1
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	-	1	1	-	1	1
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	1	-	1	-	1	1	1	1	2
BARBADOS	PROF	1	-	1	-	1	1	1	1	2
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	8	6	14	8	6	14
	TEM	-	-	-	1	-	1	1	-	1
	TOTAL	1	-	1	9	7	16	10	7	17
BELGIUM	PROF	1	-	1	1	2	3	2	2	4
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	-	-	-	-	-	-
	TEM	-	-	-	-	2	2	-	2	2
	TOTAL	1	-	1	1	4	5	2	4	6
BELIZE	PROF	1	-	1	-	2	2	1	2	3
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	1	1	2	1	1	2
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	1	-	1	1	3	4	2	3	5
BOLIVIA	PROF	1	1	2	5	4	9	6	5	11
	NO	-	-	-	-	-	-	-	-	-
	GS	13	5	18	3	-	3	16	5	21
	TEM	1	2	3	-	-	-	1	2	3
	TOTAL	15	8	23	8	4	12	23	12	35
BRAZIL	PROF	16	12	28	19	7	26	35	19	54
	NO	-	-	-	-	-	-	-	-	-
	GS	1	-	1	52	3	55	53	3	56
	TEM	1	-	1	1	-	1	2	-	2
	TOTAL	18	12	30	72	10	82	90	22	112

DISTRIBUTION OF STAFF BY NATIONALITY

NATIONALITY		*—WASHINGTON—*			*—FIELD—*			*—TOTAL—*		
		PAHO	WHO	TOTAL	PAHO	WHO	TOTAL	PAHO	WHO	TOTAL
BURUNDI	PROF	-	-	-	1	-	1	1	-	1
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	-	-	-	-	-	-
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	-	-	-	1	-	1	1	-	1
CANADA	PROF	8	-	8	1	1	2	9	1	10
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	-	-	-	-	-	-
	TEM	-	-	-	1	-	1	1	-	1
	TOTAL	8	-	8	2	1	3	10	1	11
CHILE	PROF	7	2	9	9	2	11	16	4	20
	NO	-	-	-	-	-	-	-	-	-
	GS	10	3	13	2	1	3	12	4	16
	TEM	2	-	2	1	-	1	3	-	3
	TOTAL	19	5	24	12	3	15	231	8	39
COLOMBIA	PROF	9	3	12	14	3	17	23	6	29
	NO	-	-	-	1	-	1	1	-	1
	GS	11	7	18	2	1	3	13	8	21
	TEM	3	-	3	-	-	-	3	-	3
	TOTAL	23	10	33	17	4	21	40	14	54
COSTA RICA	PROF	5	1	6	1	5	6	6	6	12
	NO	-	-	-	-	-	-	-	-	-
	GS	1	1	2	7	-	7	8	1	9
	TEM	-	-	-	2	-	2	2	-	2
	TOTAL	6	2	8	10	5	15	16	7	23
CUBA	PROF	1	2	3	5	3	8	6	5	11
	NO	-	-	-	-	-	-	-	-	-
	GS	1	-	1	-	-	-	1	-	1
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	2	2	4	5	3	8	7	5	12
CZECHOSLOVAKIA	PROF	-	-	-	-	-	-	-	-	-
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	1	-	1	1	-	1
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	-	-	-	1	-	1	1	-	1
DENMARK	PROF	-	-	-	-	1	1	-	1	1
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	-	-	-	-	-	-
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	-	-	-	-	1	1	-	1	1

DISTRIBUTION OF STAFF BY NATIONALITY

NATIONALITY		*-----WASHINGTON-----*			*-----FIELD-----*			*-----TOTAL-----*		
		PAHO	WHO	TOTAL	PAHO	WHO	TOTAL	PAHO	WHO	TOTAL
DOMINICAN REP	PROF	1	-	1	-	2	2	1	2	3
	NO	-	-	-	-	-	-	-	-	-
	GS	2	2	4	3	1	4	5	3	8
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	3	2	5	3	3	6	6	5	11
ECUADOR	PROF	2	-	2	3	2	5	5	2	7
	NO	-	-	-	-	-	-	-	-	-
	GS	10	3	13	1	3	4	11	6	17
	TEM	1	1	2	-	-	-	1	2	3
	TOTAL	13	4	17	4	6	10	17	10	27
EL SALVADOR	PROF	-	-	-	1	2	3	1	2	3
	NO	-	-	-	-	-	-	-	-	-
	GS	3	6	9	1	3	4	4	9	13
	TEM	1	1	2	1	-	1	2	1	3
	TOTAL	4	7	11	3	5	8	7	12	19
FRANCE	PROF	-	-	-	2	2	4	2	2	4
	NO	-	-	-	-	-	-	-	-	-
	GS	-	1	1	-	-	-	-	1	1
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	-	1	1	2	2	4	2	3	5
GAMBIA	PROF	-	-	-	-	1	1	-	1	1
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	-	-	-	-	-	-
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	-	-	-	-	1	1	-	1	1
GERMANY	PROF	1	1	2	-	-	-	1	1	2
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	-	-	-	-	-	-
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	1	1	2	-	-	-	1	1	2
GRENADA	PROF	-	-	-	-	1	1	-	1	1
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	-	-	-	-	-	-
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	-	-	-	-	1	1	-	1	1
GUATEMALA	PROF	5	2	7	2	2	4	7	4	11
	NO	-	-	-	1	-	1	1	-	1
	GS	12	6	18	12	-	12	24	6	30
	TEM	2	-	2	-	-	-	2	-	2
	TOTAL	19	8	27	15	2	17	34	10	44

DISTRIBUTION OF STAFF BY NATIONALITY

NATIONALITY		*-----WASHINGTON-----*			*-----FIELD-----*			*-----TOTAL-----*		
		PAHO	WHO	TOTAL	PAHO	WHO	TOTAL	PAHO	WHO	TOTAL
GUYANA	PROF	-	-	-	3	1	4	3	1	4
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	-	4	4	-	4	4
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	-	-	-	3	5	8	3	5	8
HAITI	PROF	1	-	1	-	1	1	1	1	2
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	5	1	6	5	1	6
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	1	-	1	5	2	7	6	2	8
HONDURAS	PROF	1	-	1	2	2	4	3	2	5
	NO	-	-	-	-	-	-	-	-	-
	GS	4	1	5	6	-	6	10	1	11
	TEM	1	-	1	-	-	-	1	-	1
	TOTAL	6	1	7	8	2	10	14	3	17
INDIA	PROF	-	-	-	3	-	3	3	-	3
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	-	-	-	-	-	-
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	-	-	-	3	-	3	3	-	3
JAMAICA	PROF	-	-	-	3	2	5	3	2	5
	NO	-	-	-	-	-	-	-	-	-
	GS	3	-	3	13	6	19	16	6	22
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	3	-	3	16	8	24	19	8	27
JAPAN	PROF	-	1	1	-	1	1	-	2	2
	NO	-	-	-	-	-	-	-	-	-
	GS	-	1	1	-	-	-	-	1	1
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	-	2	2	-	1	1	-	3	3
MALI	PROF	-	-	-	-	1	1	-	1	1
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	-	-	-	-	-	-
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	-	-	-	-	1	1	-	1	1
MEXICO	PROF	7	7	14	2	4	6	9	11	20
	NO	-	-	-	-	-	-	-	-	-
	GS	4	1	5	21	1	22	25	2	27
	TEM	1	-	1	-	-	-	1	-	1
	TOTAL	12	8	20	23	5	28	35	13	48

DISTRIBUTION OF STAFF BY NATIONALITY

NATIONALITY		*-----WASHINGTON-----*			*-----FIELD-----*			*-----TOTAL-----*		
		PAHO	WHO	TOTAL	PAHO	WHO	TOTAL	PAHO	WHO	TOTAL
NETHERLANDS	PROF	-	2	2	2	6	8	2	8	10
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	-	-	-	-	-	-
	TEM	-	-	-	1	1	2	1	1	2
	TOTAL	-	2	2	3	7	10	3	9	12
NICARAGUA	PROF	-	1	1	1	1	2	1	2	3
	NO	-	-	-	-	-	-	-	-	-
	GS	3	2	5	-	3	3	3	5	8
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	3	3	6	1	4	5	4	7	11
NIGERIA	PROF	-	-	-	-	-	-	-	-	-
	NO	-	-	-	-	-	-	-	-	-
	GS	1	-	1	-	-	-	1	-	1
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	1	-	1	-	-	-	1	-	1
NORWAY	PROF	-	-	-	1	-	1	1	-	1
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	-	-	-	-	-	-
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	-	-	-	1	-	1	1	-	1
PANAMA	PROF	-	1	1	2	1	3	2	2	4
	NO	-	-	-	-	-	-	-	-	-
	GS	2	1	3	-	4	4	2	5	7
	TEM	2	-	2	-	-	-	2	-	2
	TOTAL	4	2	6	2	5	7	6	7	13
PARAGUAY	PROF	1	-	1	-	2	2	1	2	3
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	2	-	2	2	-	2
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	1	-	1	2	2	4	3	2	5
PERU	PROF	5	3	8	9	2	11	14	5	19
	NO	-	-	-	-	-	-	-	-	-
	GS	51	9	60	32	12	44	83	21	104
	TEM	1	1	2	3	-	3	4	1	5
	TOTAL	57	13	70	44	14	58	101	27	128
PHILIPPINES	PROF	4	-	4	-	-	-	4	-	4
	NO	-	-	-	-	-	-	-	-	-
	GS	4	-	4	-	-	-	4	-	4
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	8	-	8	-	-	-	8	-	8

DISTRIBUTION OF STAFF BY NATIONALITY

NATIONALITY		*—WASHINGTON—*			*—FIELD—*			*—TOTAL—*		
		PAHO	WHO	TOTAL	PAHO	WHO	TOTAL	PAHO	WHO	TOTAL
POLAND	PROF	1	-	1	-	-	-	1	-	1
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	-	-	-	-	-	-
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	1	-	1	-	-	-	1	-	1
PORTUGAL	PROF	1	-	1	-	-	-	1	-	1
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	1	-	1	1	-	1
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	1	-	1	1	-	1	2	-	2
SAINT KITTS AND NEVIS	PROF	-	-	-	1	-	1	1	-	1
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	-	-	-	-	-	-
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	-	-	-	1	-	1	1	-	1
SENEGAL	PROF	-	-	-	1	-	1	1	-	1
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	-	-	-	-	-	-
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	-	-	-	1	-	1	1	-	1
SPAIN	PROF	5	2	7	-	1	1	5	3	8
	NO	-	-	-	-	-	-	-	-	-
	GS	1	-	1	1	-	1	2	-	2
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	6	2	8	1	1	2	7	3	10
SUDAN	PROF	-	-	-	-	1	1	-	1	1
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	-	-	-	-	-	-
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	-	-	-	-	1	1	-	1	1
SURINAME	PROF	-	-	-	-	-	-	-	-	-
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	1	-	1	1	-	1
	TEM	-	-	-	1	-	1	1	-	1
	TOTAL	-	-	-	2	-	2	2	-	2
TRINIDAD AND TOBAGO	PROF	-	-	-	6	4	10	6	4	10
	NO	-	-	-	-	-	-	-	-	-
	GS	2	-	2	3	5	8	5	5	10
	TEM	-	1	1	-	-	-	-	1	1
	TOTAL	2	1	3	9	9	18	11	10	21

DISTRIBUTION OF STAFF BY NATIONALITY

NATIONALITY		*-----WASHINGTON-----*			*-----FIELD-----*			*-----TOTAL-----*		
		PAHO	WHO	TOTAL	PAHO	WHO	TOTAL	PAHO	WHO	TOTAL
TUNISIA	PROF	-	-	-	1	-	1	1	-	1
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	-	-	-	-	-	-
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	-	-	-	1	-	1	1	-	1
UNITED KINGDOM	PROF	1	-	1	-	4	4	1	4	5
	NO	-	-	-	-	-	-	-	-	-
	GS	-	-	-	-	-	-	-	-	-
	TEM	-	-	-	-	-	-	-	-	-
	TOTAL	1	-	1	-	4	4	1	4	5
UNITED STATES	PROF	45	22	67	7	6	13	52	28	80
	NO	-	-	-	-	-	-	-	-	-
	GS	61	27	88	1	1	2	62	28	90
	TEM	10	3	13	2	-	2	12	3	15
	TOTAL	116	52	168	10	7	17	126	59	185
URUGUAY	PROF	4	1	5	3	1	4	7	2	9
	NO	-	-	-	-	-	-	-	-	-
	GS	8	3	11	5	-	5	13	3	16
	TEM	1	-	1	-	-	-	1	-	1
	TOTAL	13	4	17	8	1	9	21	5	26
VENEZUELA	PROF	6	1	7	1	4	5	7	5	12
	NO	-	-	-	-	-	-	-	-	-
	GS	-	2	2	4	3	7	4	5	9
	TEM	1	-	1	-	-	-	1	-	1
	TOTAL	7	3	10	5	7	12	12	10	22
TOTAL	PROF	155	65	220	121	94	215	276	159	435
	NO	-	-	-	3	-	3	3	-	3
	GS	214	85	299	201	62	263	415	147	562
	TEM	29	9	38	14	4	18	43	13	56
	TOTAL	398	159	557	339	160	499	737	319	1056