



PAN AMERICAN HEALTH ORGANIZATION  
WORLD HEALTH ORGANIZATION



# 130<sup>th</sup> SESSION OF THE EXECUTIVE COMMITTEE

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**STATISTICS ON PASB/WHO STAFF**

## PERSONNEL INFORMATION AS OF JUNE 2001

The Director is pleased to provide to the 130th Session of the Executive Committee this report on the personnel of PASB and WHO regional staff as of June 2002.

- 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** Shows the distribution of staff in the professional category (PAHO and WHO funded), by discipline or focus of activity.
- Annex VII** Analyzes the number and kinds of contracts held by PASB and WHO professional staff from 1998 through 2002, and provides data on the actual length of service of staff members with various types of appointments.
- Annex VIII** Shows professional staff (PAHO and WHO funded) by grade and years of service.
- Annex IX** Shows the distribution of professional and general services staff (PAHO and WHO funded) by average length of services.

# STAFF BY DUTY STATION

**ANNEX I**

## PROFESSIONAL, GENERAL SERVICE AND NATIONAL OFFICERS

<b>DUTY STATION</b>	<b>PROFESSIONALS</b>	<b>GENERAL SERVICES</b>	<b>NATIONAL OFFICERS</b>
Argentina	12	6	1
Bahamas	2	1	
Barbados	16	8	1
Belize	2	2	
Bolivia	7	1	1
Brazil	27	44	2
Chile	4	1	1
Colombia	7	4	1
Costa Rica	10	6	1
Cuba	1		
Dominican Republic	5	3	1
Ecuador	10	5	2
El Salvador	7	4	
Guatemala	7	11	1
Guyana	3	3	
Haiti	8	5	
Honduras	8	5	
Jamaica	8	16	1
Mexico	5	15	
Nicaragua	5	2	2
Panama	6	3	1
Paraguay	7	3	
Peru	16	34	1
Suriname	2		
Trinidad And Tobago	9	6	
Uruguay	4	4	
USA	242	253	
Venezuela	9	9	
<b>TOTAL</b>	<b>449</b>	<b>454</b>	<b>17</b>

**ANNEX B**

**PASB/WHO PROFESSIONAL STAFF DISTRIBUTION BY GRADE AND GENDER**

Grade	HEADQUARTERS		FIELD		ALL STAFF	
	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
UG3	0	1	0	0	0	1
UG2	1	0	0	0	1	0
UG1	1	0	0	0	1	0
D01	7	2	0	1	7	3
D02	1	0	0	0	1	0
P06	1	0	0	0	1	0
P05	28	20	27	11	55	31
P04	50	39	99	48	149	87
P03	21	24	6	3	27	27
P02	16	23	7	4	23	27
P01	2	2	0	4	2	6
<b>Total</b>	<b>128</b>	<b>111</b>	<b>139</b>	<b>71</b>	<b>267</b>	<b>182</b>
	<b>54%</b>	<b>46%</b>	<b>66%</b>	<b>34%</b>	<b>59%</b>	<b>41%</b>

## Staff Distribution by Gender

	MALE		FEMALE		RATIO	
	HEADQUARTERS	FIELD	HEADQUARTERS	FIELD	HEADQUARTERS M F	FIELD M F
<b>PNFP</b>	128	139	111	71	54%	34%
<b>Total</b>	<b>267</b>		<b>182</b>		<b>59%</b>	<b>41%</b>
<b>NSP</b>		5		12		29%
<b>Total</b>	<b>5</b>		<b>12</b>		<b>29%</b>	<b>71%</b>
<b>GSP</b>	47	46	206	155	19%	77%
<b>Total</b>	<b>93</b>		<b>361</b>		<b>20%</b>	<b>80%</b>
<b>CSM</b>	11		37		23%	77%
<b>Total</b>	<b>11</b>		<b>37</b>		<b>23%</b>	<b>77%</b>
<b>Grand Total</b>	<b>186</b>	<b>190</b>	<b>354</b>	<b>238</b>	<b>34%</b>	<b>56%</b>
	<b>376</b>		<b>592</b>		<b>39%</b>	<b>61%</b>

**SUPPORT STAFF HIRED UNDER LOCAL CONDITIONS OF EMPLOYMENT  
BY DUTY STATION**

<b>DUTY STATION</b>	<b>MALE</b>	<b>%</b>	<b>FEMALE</b>	<b>%</b>
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	0	0%	2	100%
PAHO/WHO Representation, Brazil	9	47%	10	53%
PAHO/WHO Representation, Chile	3	33%	6	67%
PAHO/WHO Representation, Jamaica	0	0%	1	100%
PAHO/WHO Representation, Peru	10	63%	6	38%
Pan Am. Center for Sanitary Eng. and Environment	15	71%	6	29%
Pan American Foot-and-mouth Disease Center	37	73%	14	27%
Pan American Institute for Food Protection and Zoo	11	50%	11	50%
Regional Program on Bioethics	1	50%	1	50%
<b>TOTAL</b>	<b>97</b>	<b>54%</b>	<b>82</b>	<b>46%</b>

**PASB/WHO STAFF BY GRADE AND AGE**

**Professional Staff**

Grade	29/24	25/20	30/24	35/30	40/44	45/49	50/54	55/59	60 and over	Total
UG3								1		1
UG2								1		1
UG1									1	1
P06								1		1
P05				2	16	3	15	27	9	86
P04			2	4	7	32	62	54	8	236
P03			4	7	8	17	8	9	1	54
P02		2	7	4	8	12	10	5	2	50
P01		1	2	2		1	1		1	8
D02								1		1
D01					1	3	3	2	1	10
<b>Total</b>		3	15	29	52	110	116	101	23	449

**General Services Staff**

Grade	29/24	25/20	30/34	35/39	40/44	45/49	50/54	55/59	60 and over	Total
G07			2	3	3	13	10	7	1	39
G06		1	5	12	14	37	30	13	1	113
G05		3	9	20	34	27	33	17	1	144
G04	3	11	8	15	23	23	21	21		125
G03	1	1	2	2	2	2	2	1	1	14
G02					4	1	3	3	1	12
G01B								1		1
G01						2	3	1		6
<b>Total</b>	4	16	26	52	80	105	102	64	5	454

PROFESSIONAL POSTS BY DISCIPLINE  
(FOCUS OF ACTIVITY)

ANNEX VI

A. MANAGEMENT		
	PAHO/WHO	%
EXECUTIVE MANAGERS	4	0.75
SENIOR MANAGERS	17	3.21
FIELD MANAGERS	37	6.98
PROGRAM MANAGERS	18	3.40
<b>SUB-TOTAL</b>	<b>76</b>	<b>14.34</b>
B. STAFF OFFICES		
	PAHO/WHO	%
ANALYSIS AND STRATEGIC PLANNING	4	0.75
EXTERNAL RELATIONS	4	0.75
PUBLIC INFORMATION	5	0.94
PUBLICATIONS AND EDITORIAL SERVICES	13	2.45
LEGAL AFFAIRS	4	0.75
<b>SUB-TOTAL</b>	<b>30</b>	<b>5.66</b>
C. ADMINISTRATION		
	PAHO/WHO	%
FIELD ADMINISTRATORS	27	5.09
DIVISION ADMINISTRATORS	8	1.51
FINANCE OFFICERS	14	2.64
INFORMATION TECHNOLOGY SPECIALISTS	18	3.40
PERSONNEL OFFICERS	10	1.89
PROCUREMENT	11	2.08
OTHER ADMINISTRATORS	8	1.51
<b>SUB-TOTAL</b>	<b>96</b>	<b>18.11</b>
D. TECHNICAL COOPERATION		
	PAHO/WHO	%
DISEASE PREVENTION AND CONTROL	77	14.53
EMERGENCY PREPAREDNESS AND DISASTER RELIEF	17	3.21
HEALTH ANALYSIS	22	4.15
HEALTH AND ENVIRONMENT	58	10.94
HEALTH AND HUMAN DEVELOPMENT	21	3.96
HEALTH PROMOTION AND PROTECTION	43	8.11
HEALTH SYSTEMS AND SERVICES DEVELOPMENT	72	13.58
VACCINES AND IMMUNIZATION	18	3.40
<b>SUB-TOTAL</b>	<b>328</b>	<b>61.89</b>
<b>TOTAL</b>	<b>530</b>	



# ANNEX VII

## PASB/WHO PROFESSIONAL STAFF IN HQS AND THE FIELD

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

1998-2002

YEAR	LENGTH OF SERVICE (YEARS)	TOTAL FIXED TERM		FIXED TERM MALE		% MALE		FIXED TERM FEMALE		% FEMALE		TOTAL CAREER MALE		% CAREER MALE		TOTAL CAREER FEMALE		% CAREER FEMALE		TOTAL
		MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	MALE	
1998	0-5	127	75	59.06	52	40.94	0	0	0.00	0	0.00	0	0	0.00	0	0.00	0	0	0.00	127
	5-10	96	59	61.46	37	38.54	0	0	0.00	0	0.00	0	0	0.00	0	0.00	0	0	0.00	96
	10-15	54	40	74.07	14	25.93	2	1	50.00	1	50.00	1	1	50.00	1	50.00	1	1	50.00	56
	15-20	40	32	80.00	8	20.00	12	6	50.00	6	50.00	6	6	50.00	6	50.00	6	6	50.00	52
	20-25	14	10	71.43	4	28.57	20	15	75.00	5	25.00	5	5	25.00	5	25.00	5	5	25.00	34
	25 & over	11	9	81.82	2	18.18	28	8	28.57	20	71.43	20	8	28.57	20	71.43	20	8	28.57	39
<b>TOTAL</b>		<b>342</b>	<b>225</b>	<b>65.79</b>	<b>117</b>	<b>34.21</b>	<b>62</b>	<b>30</b>	<b>48.39</b>	<b>32</b>	<b>51.61</b>	<b>62</b>	<b>30</b>	<b>48.39</b>	<b>32</b>	<b>51.61</b>	<b>62</b>	<b>30</b>	<b>48.39</b>	<b>404</b>
1999	0-5	141	78	55.32	63	44.68	0	0	0.00	0	0.00	0	0	0.00	0	0.00	0	0	0.00	141
	5-10	100	58	58.00	42	42.00	0	0	0.00	0	0.00	0	0	0.00	0	0.00	0	0	0.00	100
	10-15	52	42	80.77	10	19.23	2	1	50.00	1	50.00	1	1	50.00	1	50.00	1	1	50.00	54
	15-20	37	24	64.86	13	35.14	5	3	60.00	2	40.00	2	3	60.00	2	40.00	2	2	33.33	42
	20-25	16	10	62.50	6	37.50	18	12	66.67	6	33.33	6	12	66.67	6	33.33	6	6	64.52	34
	25 & over	13	11	84.62	2	15.38	31	11	35.48	20	64.52	20	11	35.48	20	64.52	20	11	35.48	44
<b>TOTAL</b>		<b>359</b>	<b>223</b>	<b>62.12</b>	<b>136</b>	<b>37.88</b>	<b>56</b>	<b>27</b>	<b>48.21</b>	<b>29</b>	<b>51.79</b>	<b>56</b>	<b>27</b>	<b>48.21</b>	<b>29</b>	<b>51.79</b>	<b>56</b>	<b>27</b>	<b>48.21</b>	<b>415</b>
2000	0-5	154	81	52.56	73	47.44	0	0	0.00	0	0.00	0	0	0.00	0	0.00	0	0	0.00	154
	5-10	85	49	57.65	36	42.35	0	0	0.00	0	0.00	0	0	0.00	0	0.00	0	0	0.00	85
	10-15	70	51	72.86	19	27.14	1	1	100.00	0	0.00	1	1	100.00	0	0.00	0	0	0.00	71
	15-20	33	19	57.58	14	42.42	3	2	66.67	1	33.33	1	2	66.67	1	33.33	1	1	33.33	36
	20-25	23	17	73.91	6	26.09	16	8	50.00	8	50.00	8	8	50.00	8	50.00	8	8	50.00	39
	25 & over	12	8	66.67	4	33.33	19	5	26.32	14	73.68	14	5	26.32	14	73.68	14	5	26.32	31
<b>TOTAL</b>		<b>377</b>	<b>225</b>	<b>59.68</b>	<b>152</b>	<b>40.32</b>	<b>39</b>	<b>16</b>	<b>41.03</b>	<b>23</b>	<b>58.97</b>	<b>39</b>	<b>16</b>	<b>41.03</b>	<b>23</b>	<b>58.97</b>	<b>39</b>	<b>16</b>	<b>41.03</b>	<b>416</b>

PASB/WHO PROFESSIONAL STAFF IN HQS AND THE FIELD

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

1998-2002

YEAR	LENGTH OF SERVICE (YEARS)	TOTAL FIXED TERM		FIXED TERM		% MALE	% FEMALE	TOTAL CAREER		% CAREER MALE	% CAREER FEMALE	TOTAL
		FIXED TERM	MALE	FIXED TERM	FEMALE			CAREER MALE	CAREER FEMALE			
2001	0-5	166	93	56.02	73	43.98	0	0	0.00	0	0.00	166
	5-10	80	45	56.25	35	43.75	0	0	0.00	0	0.00	80
	10-15	86	58	67.44	28	32.56	1	1	0.00	0	0.00	87
	15-20	37	24	64.86	13	35.14	0	0	0.00	1	0.00	38
	20-25	26	18	69.23	8	30.77	5	5	50.00	5	50.00	36
	25 & over	14	8	57.14	6	42.86	5	5	27.78	13	72.22	32
	<b>TOTAL</b>	<b>409</b>	<b>246</b>	<b>60.15</b>	<b>163</b>	<b>39.85</b>	<b>30</b>	<b>11</b>	<b>36.67</b>	<b>19</b>	<b>63.33</b>	<b>439</b>
2002	0-5	172	98	56.98	74	43.02	0	0	0.00	0	0.00	172
	5-10	90	52	57.77	38	42.22	0	0	0.00	0	0.00	90
	10-15	81	53	65.43	28	34.57	0	0	0.00	0	0.00	81
	15-20	33	24	72.73	9	27.27	2	1	50.00	1	50.00	35
	20-25	32	21	65.63	11	34.38	9	3	33.33	6	66.67	41
	25 & over	13	8	61.54	5	38.46	17	6	35.29	11	64.71	30
	<b>TOTAL</b>	<b>421</b>	<b>256</b>	<b>60.81</b>	<b>165</b>	<b>39.19</b>	<b>28</b>	<b>10</b>	<b>35.71</b>	<b>18</b>	<b>64.29</b>	<b>449</b>

**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	
UG03				1			1
UG02		1					1
UG01					1		1
P06		5	8	6	3	3	25
P05	8	16	28	8	10		70
P04	121	44	32	8	11	10	226
P03	23	11	5	4	9	8	60
P02	16	6	6	4	7	8	47
P01	2	1	1	1	1		6
D02	1					1	2
D01	1	4	3	2			10
	<b>172</b>	<b>88</b>	<b>83</b>	<b>34</b>	<b>42</b>	<b>30</b>	<b>449</b>

# 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	6.52	11	8.66	32	7.13
1 - 2	26	8.07	12	9.45	38	8.46
2 - 3	25	7.76	15	11.81	40	8.91
3 - 4	23	7.14	15	11.81	38	8.46
4 - 5	19	5.90	5	3.94	24	5.35
5 - 10	59	18.32	27	21.26	86	19.15
10 - 15	64	19.88	20	15.75	84	18.71
15 or more	85	26.40	22	17.32	107	23.83
<b>TOTAL</b>	<b>322</b>	<b>100.00</b>	<b>127</b>	<b>100.00</b>	<b>449</b>	<b>100.00</b>

## General Service Staff

Average Years of Service	PAID		WHO		TOTAL	
	NUMBER	%	NUMBER	%	NUMBER	%
Less than 1	22	6.21	4	4.00	26	5.73
1 - 2	15	4.24	11	11.00	26	5.73
2 - 3	14	3.95	3	3.00	17	3.74
3 - 4	17	4.80	4	4.00	21	4.63
4 - 5	10	2.82	6	6.00	16	3.52
5 - 10	39	11.02	9	9.00	48	10.57
10 - 15	70	19.77	21	21.00	91	20.04
15 or more	167	47.18	42	42.00	209	46.04
<b>TOTAL</b>	<b>354</b>	<b>100.00</b>	<b>100</b>	<b>100.00</b>	<b>454</b>	<b>100.00</b>