



*executive committee of
the directing council*

PAN AMERICAN
SANITARY
ORGANIZATION

*working party of
the regional committee*

WORLD
HEALTH
ORGANIZATION



*17th Meeting
Havana, Cuba
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Topic 17: LANGUAGE COURSES FOR STAFF MEMBERS OF THE PAN
AMERICAN SANITARY BUREAU

The Directing Council at its IV Meeting and the Executive Committee at its 13th Meeting indicated the need for developing to the greatest extent possible a bilingual staff for the Pan American Sanitary Bureau. As a result, the V Meeting of the Directing Council adopted Resolution XIX, which approved the adoption of a plan similar to that set forth by the World Health Organization for providing additional remuneration for staff members who have demonstrated ability to read, write, speak, and understand two or more of the official languages of the Organization.

The same Resolution requested the Director to continue his administrative efforts to develop a bilingual staff for the Pan American Sanitary Bureau. In September of 1951 the Bureau therefore instituted language courses in English and Spanish for the members of the staff. The courses were administered by the Bureau with only a nominal fee charged to the staff member to defray the costs of paying the language instructors employed. These classes continued for 10 weeks in the Fall and Winter of 1951 and for 13 weeks during the Spring of 1952.

On 23 July 1952 the Bureau was advised by the World Health Organization that plans were being drafted to help personnel of the WHO finance the cost of language training.

Even though the WHO has not formalized the procedure for providing financial assistance to staff members selected for language training, it was felt that the Executive Committee and the Directing Council might wish to consider the following plan for the Bureau so that the procedure could be instituted by both organizations at the same time.

1. To provide for language training in any of the four official languages of the Organization in those cases where it

has been determined that the acquisition of an additional language or further training in a language already acquired would be of value to the Bureau.

2. To provide for the payment of such training, which in no event shall exceed \$20 per month per student.

3. To limit the training to a course of 12 months, with the proviso that an additional 12 month period may be authorized in the same or another language on evidence of satisfactory completion of the first course and of the need for advanced study.

It is estimated that approximately 20 students will qualify for the training each year. This would mean a total annual expenditure of \$4,800.

In view of the above information and the policy of the Bureau to promote the development of a bilingual staff, the Director recommends that the Executive Committee adopt the following resolution:

Proposed Resolution

WHEREAS:

The Directing Council at its V Meeting requested the Director to continue his administrative efforts to develop a bilingual staff for the Pan American Sanitary Bureau;

The World Health Organization has under consideration a plan for providing training to staff members to enable them to acquire a language skill in two or more of the languages used in the work of the Organization; and

It is the policy of the Pan American Sanitary Bureau to afford equal treatment for personnel of the Pan American Sanitary Bureau and World Health Organization Staff,

THE EXECUTIVE COMMITTEE,

RESOLVES:

1. To recommend that the Directing Council approve the plan set forth by the Director in Document CE17/15 for providing language training courses for PASB staff throughout the Americas.

2. To authorize the Director to provide for payment of such courses when he deems such training advantageous to the Bureau.