



PAN AMERICAN HEALTH ORGANIZATION
WORLD HEALTH ORGANIZATION



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PASB STAFFING STATISTICS

Report by the Secretariat

1. This report provides data on the profile of the Pan American Sanitary Bureau (PASB) human resources as of 12 December 2012, unless otherwise specified. It includes information regarding the number of personnel in the Bureau by type of appointment, gender, grade, location, contract type, years of service, and nationality. It also contains information regarding the movement of professional staff between duty stations.

Types of Appointment

2. As of 12 December 2012, PASB had a total of 855 staff members on either fixed-term appointments of one to five years or career service appointments.¹ Of these, 461 (53.9%) were in the professional category, 319 (37.3%) were in the general service category, and 75 (8.8%) were in the national professional officer category (Table 1).

¹ The Career Service Appointment was discontinued in 2002. However, staff members holding such appointments on 1 July 2002 and who remain below grade P6/D1 retain such appointments until they separate from the Bureau.

Table 1. Staff by Duty Station and Types of Appointment
(excludes temporary staff)

Duty Station		National Officer	Professional	General Service	Total
Anguilla	The Valley	1	-	-	1
Antigua and Barbuda	Saint John's	1	-	-	1
Argentina	Buenos Aires	4	6	3	13
Bahamas	Nassau	1	2	-	3
Barbados	Bridgetown	1	10	5	16
Belgium	Brussels	-	1	-	1
Belize	Belize City	1	2	1	4
Bolivia	La Paz	7	5	2	14
Brazil	Brasília	6	13	12	31
	Rio de Janeiro	8	11	7	26
	São Paulo	1	1	-	2
	Pedro Leopoldo	-	1	-	1
Chile	Santiago	3	3	2	8
Colombia	Bogotá	5	4	4	13
Costa Rica	San José	1	8	3	12
Cuba	Havana	-	1	-	1
Dominica	Roseau	1	-	-	1
Dominican Republic	Santo Domingo	1	6	3	10
Ecuador	Quito	3	5	6	14
	Guayaquil	-	1	-	1
El Salvador	San Salvador	1	6	3	10
Grenada	St George's	1	-	-	1
Guatemala	Guatemala City	3	6	8	17
Guyana	Georgetown	1	5	2	8
Haiti	Port-au-Prince (SOA) ²	1	9	5	15
	Port-au-Prince (POD) ³	-	3	-	3
Honduras	Tegucigalpa	2	4	5	11
Jamaica	Kingston	1	5	3	9
Mexico	Mexico City	2	7	8	17
Nicaragua	Managua	5	6	3	14
Panama	Panama City	2	9	1	12
Paraguay	Asunción	-	6	3	9
Peru	Lima	-	12	17	29
Saint Kitts and Nevis	Basseterre	1	-	-	1
Saint Vincent and the Grenadines	Kingstown	1	-	-	1
Suriname	Paramaribo	2	2	1	5
Trinidad and Tobago	Port of Spain	1	11	6	18
Uruguay	Montevideo	3	6	5	14
United States of America	Washington DC	-	271	196	467
	El Paso TX	-	6	2	8
	New York NY	-	1	-	1
Venezuela	Caracas	3	6	3	12
Total		75	461	319	855

² Special Operations Approach

³ Place of Duty

3. In 2012 (as of 12 December), PASB appointed 170 temporary staff to carry out 105 temporary assignments. Of these temporary staff, 123 (72%) were Short Term Professionals (STP) and 47 (28%) were Short Term General Services (STG). The number of short term staff was significantly reduced compared to the preceding four years (Figures 1 and 2). Please see the Annex for additional information regarding gender and age distribution, and retirees holding temporary appointments.

Figure 1. Temporary Staff, 2008-2012

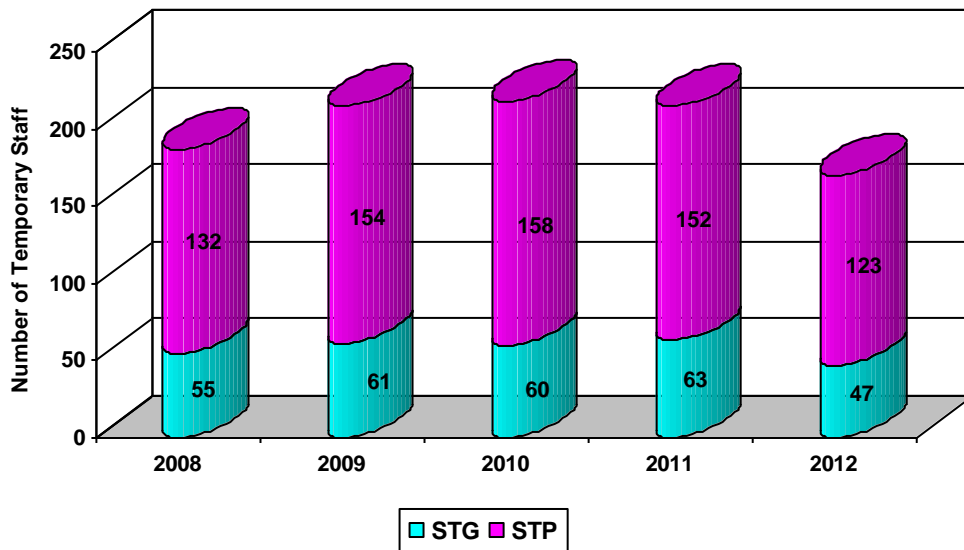
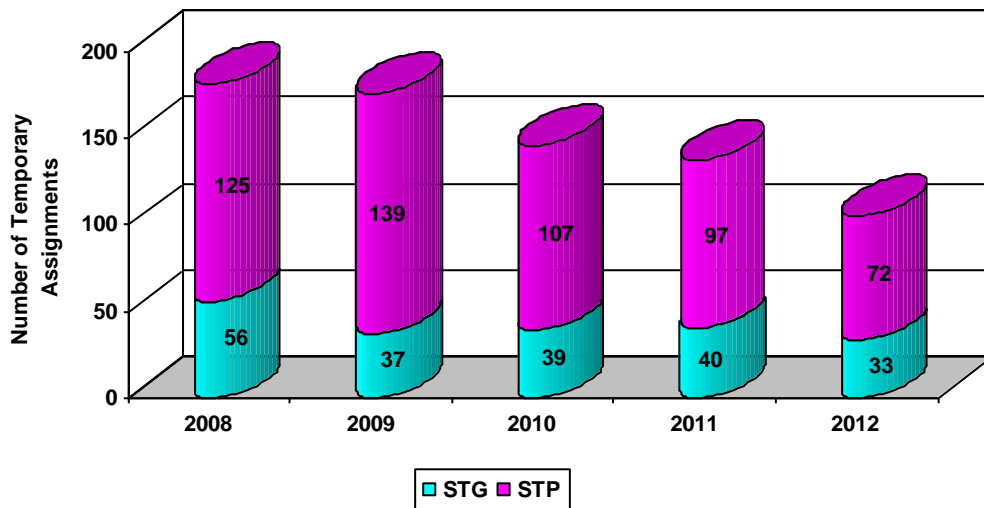
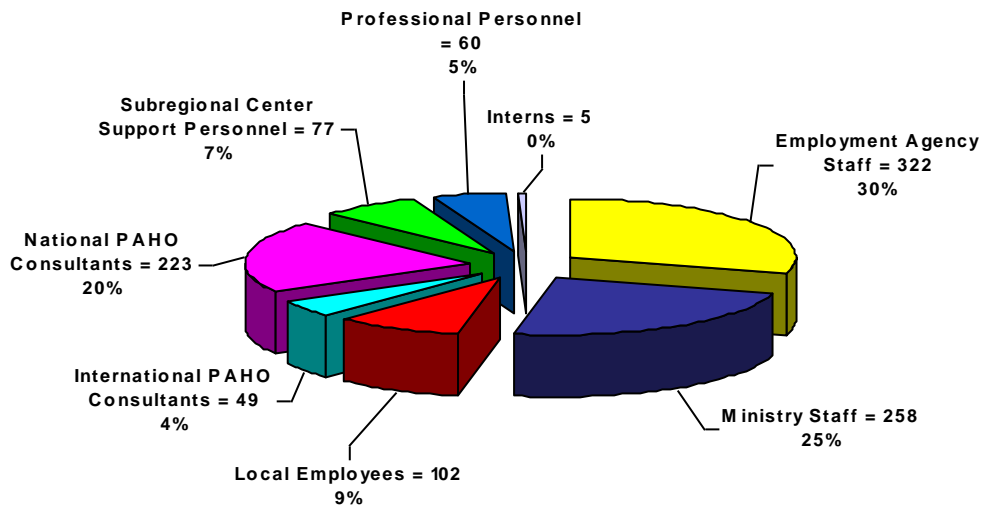


Figure 2. Temporary Assignments, 2008-2012



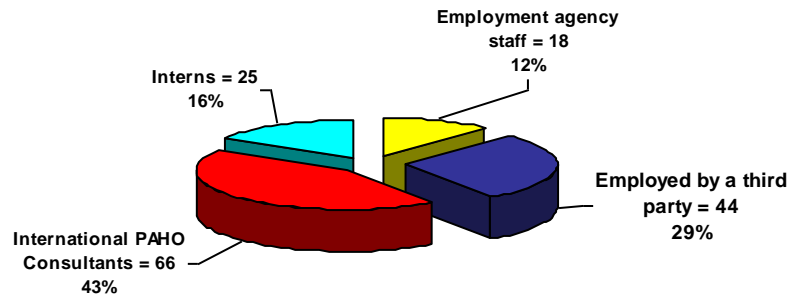
4. In 2012, PASB had 1,096 individuals working under a number of non-UN-staff contractual mechanisms in PAHO/WHO Representative Offices (including Centers) and Subregional Centers (BIREME and CAREC). The PAHO/WHO Representative Offices employed 258 ministry staff seconded to PAHO; 322 employment agency staff; 102 PASB local employees, 223 national consultants, 49 international consultants and five interns. The Subregional Centers employed 60 professionals and 77 administrative support staff (Figure 3).

Figure 3. Non-UN-Staff and Local Personnel in PAHO Country Offices and Centers
(includes data for IPCs and Interns)



5. At Headquarters, there were a total of 153 individuals working under a number of non-staff contractual mechanisms. As of 12 December 2012, there were 66 international consultants, 25 interns, 18 employment agency staff and 44 individuals employed by a third party (Figure 4).

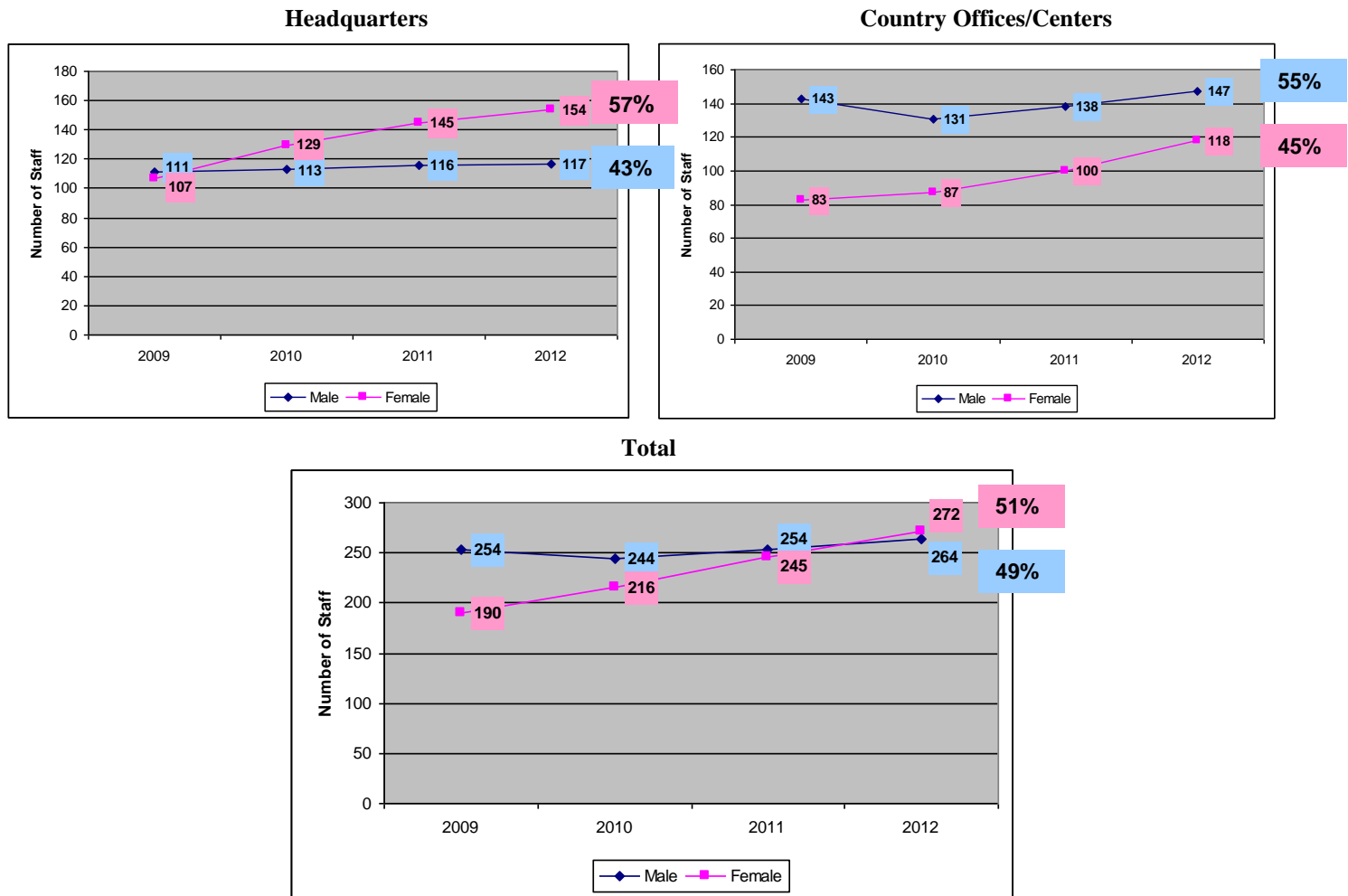
Figure 4. Non-Staff and Local Personnel in Headquarters
(includes data for IPCs and Interns)



Gender Distribution

6. In PAHO Representative Offices and Subregional Centers, the percentage of women in the professional and higher categories continues to increase. In 2012, women made up 45% of this group compared to 42% during the 2011 reporting period. In Headquarters, the percentage of professional women has increased from 56% (2011) to 57% (2012). The percentages shown in Figure 5 are for the year 2012.

Figure 5. Professional Staff Distribution by Gender, 2009-2012



7. Women occupy 51% of the 536 professional posts within the Organization. This is up from 49% in 2011. Women hold the majority of posts at the P.1/NOA (65% of 20 posts), P.2/NOB (62% of 71 posts) and P.3/NOC (63% of 101 posts) grade levels.⁴ Men continue to occupy the majority of posts at the P.4/NOD through D.2 grade levels (54% of 239 posts at P.4/NOD, 62% of 65 posts at P.5, 59% of 17 posts at P.6, 58% of 19 posts at D.1 and 100% of 1 post at D.2). Two of the three ungraded posts in PAHO are occupied by women. Of the 25 PAHO/WHO Representatives in the countries, 40% (10) are female (Table 2).

⁴ Acronyms used in this document are as follows: P: Professional staff; NO: National Professional Officer; D: Director level (e.g. Director of Administration, Entity Manager); UG: Director, Deputy Director, and Assistant Director.

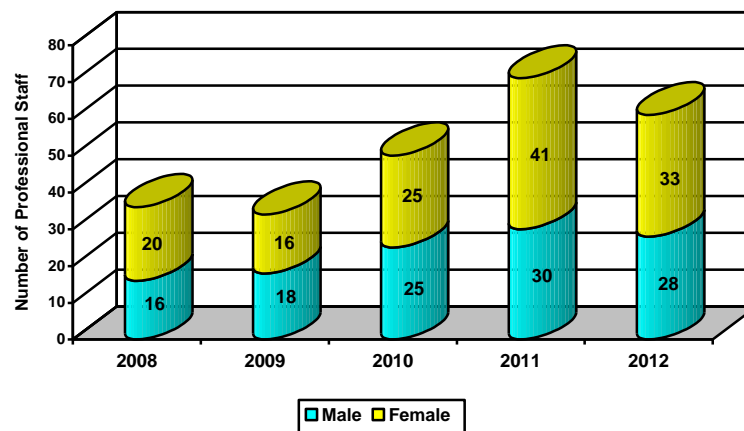
Table 2. Professional Staff Distribution by Grade and Gender

GRADE	HEADQUARTERS				COUNTRY OFFICES / CENTERS				ALL			
	MALE	%	FEMALE	%	MALE	%	FEMALE	%	MALE	%	FEMALE	%
UG1	0		1	100%	0		0		0		1	100%
UG2	1	100%	0		0		0		1	100%	0	
UG3	0		1	100%	0		0		0		1	100%
D02	1	100%	0		0		0		1	100%	0	
D01	7	58%	5	42%	4	57%	3	43%	11	58%	8	42%
P06	1	50%	1	50%	9	60%	6	40%	10	59%	7	41%
P05	21	52%	19	48%	19	76%	6	24%	40	62%	25	38%
P04/NO-D	51	49%	53	51%	79	59%	56	41%	130	54%	109	46%
P03/NO-C	22	32%	46	68%	15	45%	18	55%	37	37%	64	63%
P02/NO-B	12	32%	26	68%	15	45%	18	55%	27	38%	44	62%
P01/NO-A	1	33%	2	67%	6	35%	11	65%	7	35%	13	65%
TOTAL	117	43%	154	57%	147	55%	118	45%	264	49%	272	51%

PAHO/WHO Representatives (P05-P06/D01)			
Male	%	Female	%
15	60%	10	40%

8. As of 12 December 2012, 61 new professionals were appointed to fixed-term positions in PAHO; 28 (46%) were men and 33 (54%) were women (Figure 6).

Figure 6. Gender Distribution of Professional Staff Appointments, 2008-2012
(excludes temporary staff)



9. While the data in Figure 6 show gains with respect to the hiring and promotion of women, the Organization will continue to ensure that its current policies on gender equity are observed, particularly with regard to the recruitment of staff and the equitable distribution of women at all professional grades.

Distribution of Professional Staff by Nationality

10. Table 3 provides consolidated information, as of 12 December 2012, regarding the distribution of professional fixed-term staff in PASB by nationality.

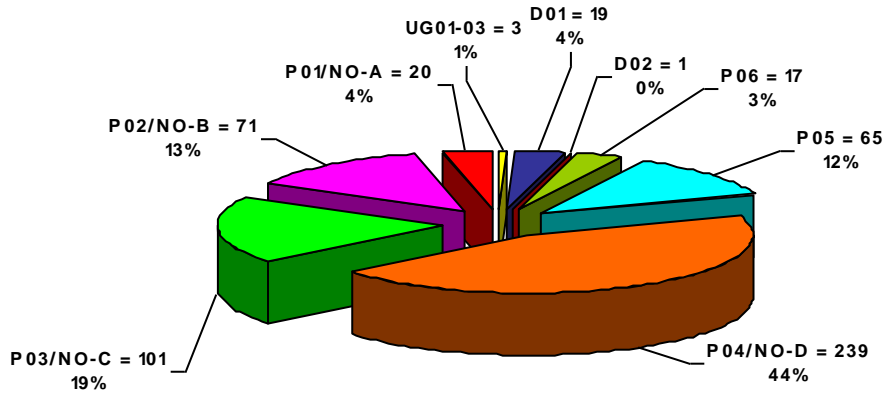
Table 3. Distribution of Professional Staff by Nationality
(excludes temporary staff)

Nationality	Total	Nationality	Total	Nationality	Total
Argentina	34	Egypt	1	Panama	9
Australia	1	El Salvador	12	Paraguay	3
Austria	1	France	12	Peru	25
Azerbaijan	1	Germany	2	Philippines	2
Bahamas	1	Grenada	1	Saint Lucia	1
Barbados	2	Guatemala	15	Senegal	1
Belgium	4	Guinea	1	Spain	29
Belize	8	Guyana	4	Saint Vincent and the Grenadines	2
Bolivia	12	Haiti	1	Suriname	2
Brazil	51	Honduras	7	Swaziland	1
Burkina Faso	1	Ireland	1	Sweden	2
Canada	14	Italy	10	Trinidad and Tobago	7
Chile	16	Jamaica	6	United Kingdom	6
Colombia	40	Japan	1	United States of America	72
Costa Rica	11	Mexico	17	Uruguay	11
Cuba	13	Morocco	1	Uzbekistan	1
Denmark	2	Myanmar	1	Venezuela	12
Dominica	1	Netherlands	6	Former Yugoslavia	2
Dominican Republic	8	Netherlands Antilles	1	Total	536
Ecuador	15	Nicaragua	12		

Post Trends

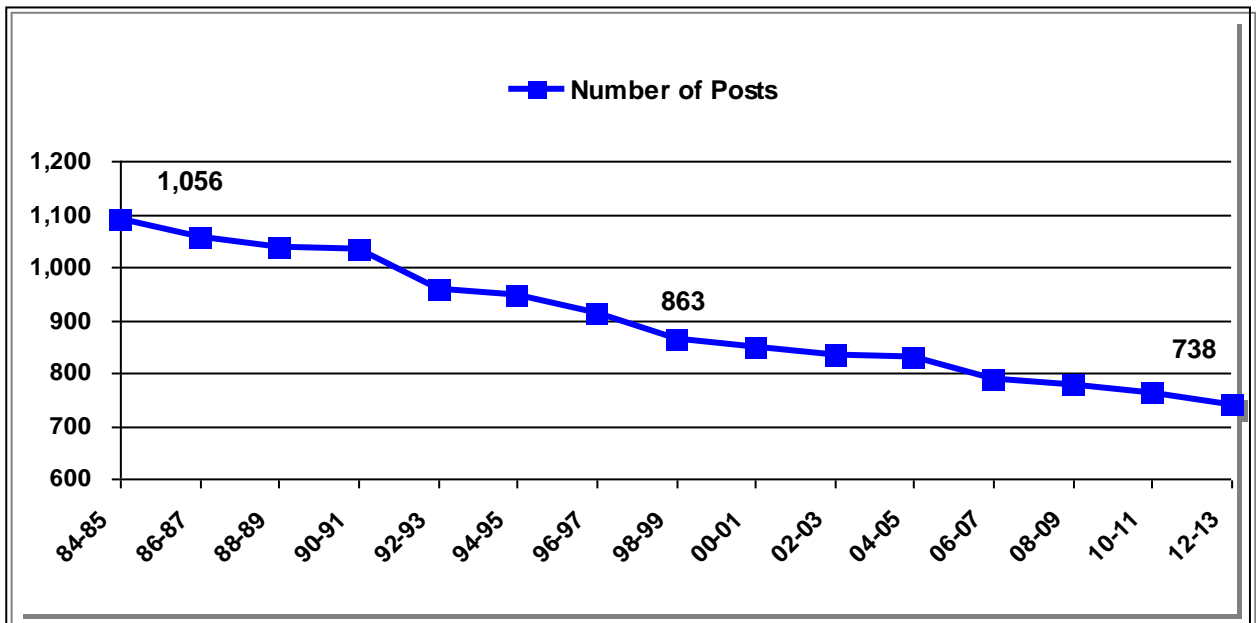
11. Figure 7 sets out the percentage distribution of occupied professional posts by grade. The largest percentage of professionals continue to be at the P.4/NOD grade level (44%) with those at the lower professional grades (P.1/NOA to P.3/NOC) making up 36% of all professional staff and those at the higher professional grades (P.5 and above) making up the remaining 20%.

Figure 7. Professional Staff Grade Distribution



12. In keeping with continued efforts to reduce the number of regular-funded posts in the Organization, Figure 8 reflects that the number of such posts continues to decline steadily.

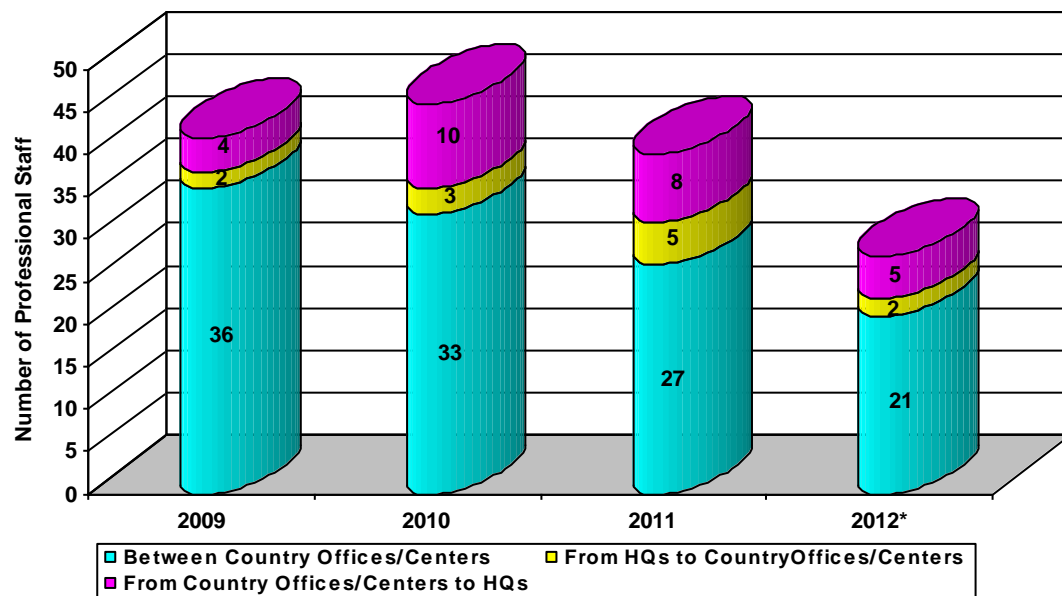
Figure 8. Reduction of Regular Budget Fixed-Term Posts in the last 3 decades



Professional Staff Mobility

13. PASB closely monitors its professional staff, especially in country offices, to ensure rotation after five years at the same duty station. In 2012 (as of 12 December), 28 professional staff reassignments occurred. Twenty-one of these reassignments involved the movement of staff between PAHO Country Offices and Centers; two involved the movement of staff from Headquarters to the countries, and five involved the movement of staff from Country Offices to Headquarters (Figure 9).

Figure 9. Professional Staff Reassignments and Transfers, 2009-2012

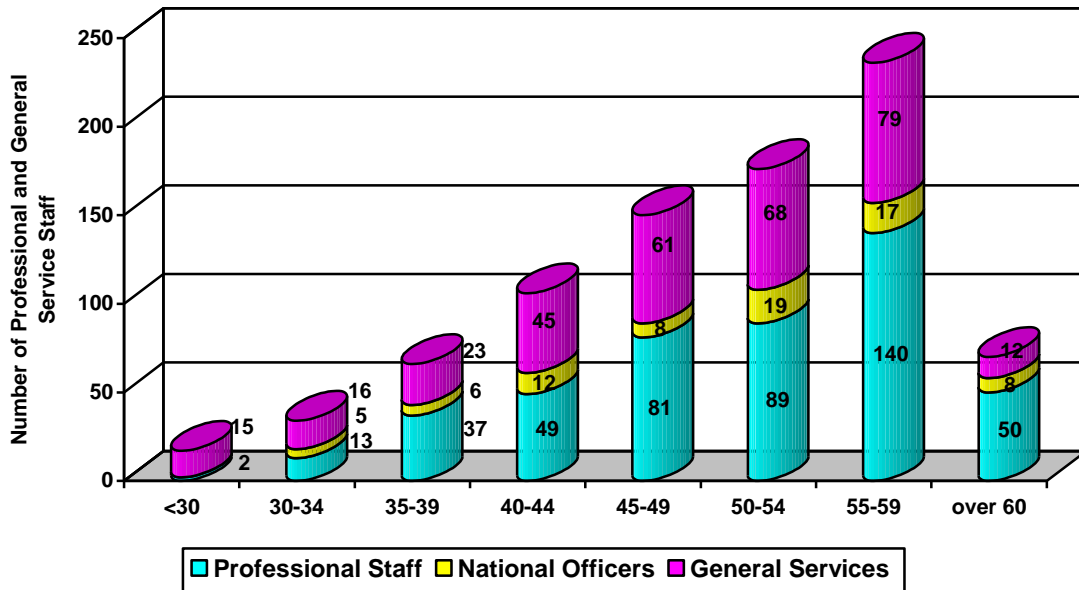


*As of 12 December 2012

Age, Length of Service and Retirement Trends

14. Over half (60%) of the professional staff, including National Officers, and 50% of the general service staff in the Bureau are 50 years of age or older. They represent 56% of all PASB staff and will reach the mandatory retirement age of 62 (or age 60 for staff who were participating in the UN Joint Staff Pension Fund prior to 1 January 1990) within the next 10 to 12 years. This has decreased slightly from 58% as of 2011. Of this 56%, only 16% are due to retire in the next five to seven years (Figure 10).

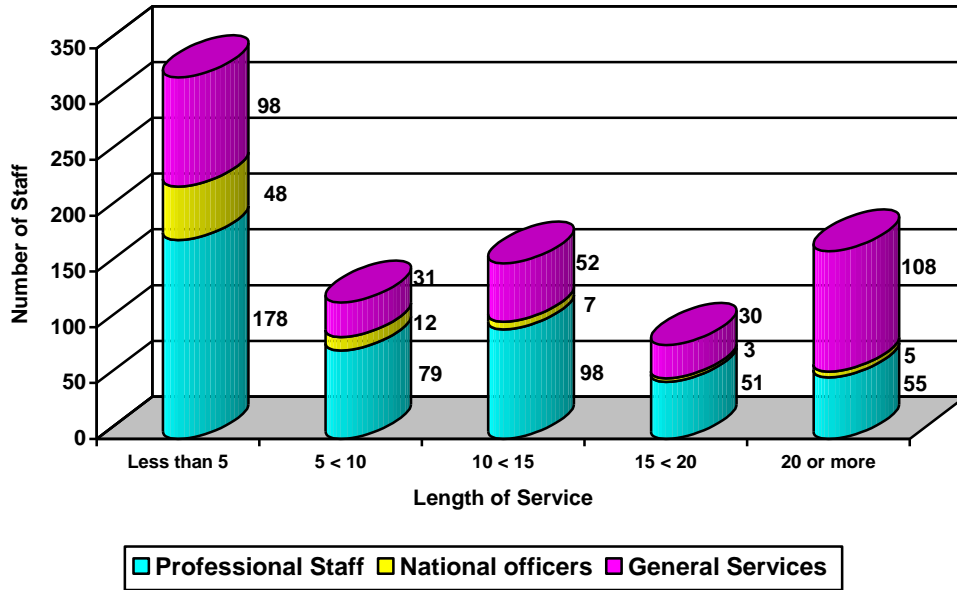
Figure 10. Professional and General Service Staff by Age



15. In order to address the wave of retirements expected in the near future, the Organization has implemented a number of policies and procedures intended to expedite the recruitment of staff as posts become vacant and to ensure a diverse and highly qualified pool of candidates for each position. In addition, planning tools – such as the PASB HR Plan – have been launched. The HR Plan tool provides managers with key information regarding staff and positions within an entity and allows them to plan in advance for future vacancies as well as for changes in projects and priorities. These steps are being monitored carefully in order to ensure that the Organization’s succession planning efforts address its future needs.

16. The majority of staff in the professional and national officer categories have less than five years of service with the Bureau. They represent 38% of all professionals and 64% of all National Officers. The majority of staff in the general service category have 20 or more years of service (34% of all GS staff). This has historically been the case; however, the number of GS staff with less than five years of service (30% of all GS staff compared to 25% in 2011) continues to increase, and the gap is beginning to close (Figure 11).

Figure 11. Staff Distribution by Length of Service



Action by the Executive Committee

17. The Executive Committee is invited to take note of this report and offer any comments it may have.

Annex

Temporary Staff by Category, Gender and Age and Retirees Working for the Bureau under Temporary Appointments

1. As of 12 December 2012, the Pan American Sanitary Bureau had a total of 170 staff holding temporary appointments: 47 (28%) were in the general service category, and 123 (72%) were in the professional category.
2. Within the general service category, 37 (79%) were female, and 10 (21%) were male. In the professional category, 64 (52 %) were female and 59 (48%) were male. Of all temporary staff, 101 (59%) were female.
3. For both categories, the majority of temporary staff falls within the 30-39 age range (Figure 1).

Figure 1. Temporary Staff by Category, Age and Gender

Assignment Category	Age Range	Female	Male	Total
General Service	20-29	13	4	17
	30-39	14	4	18
	40-49	4	2	6
	50-59	2		2
	60-62	1		1
	63 or older	3		3
GS Total		37	10	47
Professional	20-29	9	1	10
	30-39	27	12	39
	40-49	14	16	30
	50-59	9	15	24
	60-62		7	7
	63 or older	5	8	13
Professional Total		64	59	123
Grand Total		101	69	170

4. Fifteen retired persons were appointed under temporary appointments: 7 (47%) were female, and 8 (53%) were male. Thirteen of the fifteen (87%) were 63 years or older (see Figure 2).

Figure 2. Retirees Holding Temporary Appointments

Assignment Category	Age Range	Female	Male	Grand Total
General Service	60-62	1		1
	63 or older	3		3
GS Total		4		4
Professional	60-62		1	1
	63 or older	3	7	10
Professional Total		3	8	11
Grand Total		7	8	15

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