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Topic 30: STIPENDS PAID TO RECIPIENTS OF FELLOWSHIPS FROM THE
PAN AMERICAN SANITARY BUREAU

The document on this topic (Document CE23/6), which has been submitted to the 23rd Meeting of the Executive Committee under Topic 7 of its agenda, is presented herewith to the Conference.

The action taken by the Committee on this subject will be found in the Final Report of the 23rd Meeting.

Attachment: Document CE23/6

*executive committee of
the directing council*



PAN AMERICAN
SANITARY
ORGANIZATION

*working party of
the regional committee*

WORLD
HEALTH
ORGANIZATION



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Topic 7: STIPENDS PAID TO RECIPIENTS OF FELLOWSHIPS FROM
THE PAN AMERICAN SANITARY BUREAU.

After consideration of Document CE22/20 presented by the Representative of Argentina and included as Topic 21 on the agenda of its 22nd Meeting, the Executive Committee adopted the following resolution:

"Resolution XIV

"THE EXECUTIVE COMMITTEE,

TAKING INTO ACCOUNT the situation described by the Representative of the Republic of Argentina with respect to the amounts paid under fellowship grants of the Pan American Sanitary Bureau (Document CE22/20),

RESOLVES:

To instruct the Director of the Pan American Sanitary Bureau to present to the Executive Committee, at its next meeting, a report on the stipends paid to recipients of fellowships from the Pan American Sanitary Bureau."

Collaboration with the Member Governments in the field of education and training of medical and public health personnel has high priority among the activities of the Organization. One of the forms of this assistance is through a broad fellowship program. The Bureau's financial commitments for such fellowships fall under three headings: (1) cost of instruction payable to the educational institution on behalf of the fellow, (2) cost of bringing the fellow to the institution and to the places where he will be receiving training; and (3) cost of personal maintenance for the fellow himself.

In meeting the first of these, the Bureau has little choice and accepts responsibility for payment of standard fees charged by the institutions for all students. There is considerable variation in these fees among countries and within countries, from no charge at all to as high as \$1,250 a year.

Provision for travel both internationally and within the country of study is made under standard conditions with due regard to safety, expeditiousness, and comfort. These conditions have been judged to be met most closely by the so-called "air coach" flights, if available, or "standard" flights of the regular commercial airlines, and comparable conditions on other means of transportation when travel by air is not available or feasible.

With regard to the third heading, "cost of personal maintenance," the principle followed is based on the WHO/PASB fellowship rules which state: "A stipend is not a salary or honorarium; it is an allowance for room, board, and incidentals paid to a fellow while on official assignment for study abroad. It is not supposed to cover the fellow's routine expenses at home for self or family and should, therefore, not be considered as a substitute for any salary paid to the fellow at home."

The awards are made at the request of the Member Governments, whose Minister or Director of Public Health certifies to the following:

"The studies to be made under this fellowship are necessary for the strengthening of the National Health Services of the country and in the case of a fellowship being granted, full use would be made of the fellow in the field covered by his (her) fellowship. The absence of the candidate during his studies abroad would not have any adverse effect on his (her) status, seniority, salary, pension and similar rights. On return from the fellowship it is proposed to employ the fellow as follows:

Title of post
Duties and responsibilities."

No family allowance is paid, therefore, the award being made on the basis that the Government will continue the fellow's salary to take care of commitments at home.

The objective is to provide for suitable living conditions to enable the fellows to derive the greatest advantage

from their studies. Stipends are designed to cover reasonable accommodations of the kind generally available to students in a university community or, when the fellowship is for travel purposes, in an average hotel room. Roughly, 40% of the allowance is expected to cover accommodations. Another 40%, approximately, is supposed to cover necessary cost of food, again on a modest scale but adequate in respect to nutrition, variety and enjoyment. The remaining 20% is expected to take care of incidentals such as laundry, local car fare, and other minor expenses of a personal nature.

For the purpose of uniformity, the Bureau, with regard to its own fellows, has followed the regulations of the World Health Organization in setting a basic allowance in U.S. dollars at \$200 a month. However, while traveling for field studies or observation the allowance is \$300 a month. The higher amount is based on the obviously increased cost when one has to stay in hotels at daily or weekly rates which normally are higher than for living arrangements made on a longer term basis. Stipends are paid in the currency of the country of study. In countries where the cost of living is known to be low or high, stipends are reduced or increased accordingly. The list of these countries varies, changes being effected as the Bureau makes recommendations to the WHO, or concurs with recommendations received. Current variations are listed at the end of this document.

For purposes of comparison a review has been made of stipends paid by various public and private institutions awarding fellowships, including the Foreign Operations Administration (Institute of Inter-American Affairs), Institute of International Education, Kellogg Foundation, and Rockefeller Foundation. The United Nations, its Specialized Agencies, and the Bureau all follow a similar pattern of payments and allowances to fellows, although some differences do exist. Other organizations show more variety. The range of payments is generally from \$100 to \$175 a month, although one goes as high as \$240. Those organizations which do not have a fixed stipend established, use the cost of living in the community and the living facilities available to students as the criteria for determining the amount to be paid. One organization bases its decision on the average actual cost to the student and the recommendation of the foreign student advisor of the university. All organizations, including the Bureau, make a reduction in stipend payments when the fellow receives travel, lodging or other assistance from the institutions where they are studying. The principle of paying a reduced rate in countries where the cost of living is lower is followed by all institutions making awards

in such countries. Some of the agencies pay in local currency. But there appears to be no fixed policy in this regard.

Only two organizations reported paying a family allowance. One has been paying a stipend of \$175 a month (to be increased to \$200 a month soon) to the student and \$100 a month in local currency to his family. The other pays \$175 monthly as fellowship stipend in the U.S.A. and an additional \$65 if the wife is in the United States. It does not pay if the wife remains at home and has regulations that the wife may not come until the student has been in the U.S.A. two months. It appears to be the consensus that generally the purposes of the fellowship might be better served if fellows travelled without their families. In every case the fellow is expected to pay the travel expenses of any family members.

There appear to be no generally adopted rules for determining the cost of living for the purpose of fixing stipend rates. One organization follows the cost of living tables used by the U.S. Department of State for its foreign service. Another determines the amount by negotiation between its representatives in the country of origin and in the country of study.

A corollary problem, highly vexing and with no easy solution, is the not frequent disproportion between fellowship stipends and the local salaries of instructors or supervisors. There are instances when the fellowship living allowance for a foreign student exceeds the salary of his professor. Many factors need to be considered. While on the one hand a foreigner remaining in a country for less than a year usually has relatively higher costs than a permanent resident, on the other hand it is certainly undesirable for students to have luxuries and a level of income denied to their instructors. It appears necessary to evaluate each local situation on its own merits but it has been most difficult to assemble all the pertinent facts on a current basis.

It is obviously highly desirable to maintain similar stipend rates for all fellows at the same institution of study, regardless of who makes the award. Doing so avoids invidious comparisons and the discontent usually attendant upon them. The Bureau is in periodic consultation with other agencies on the question of stipends and other problems related to fellowships and to education and training. There is considerable agreement in principle, and efforts are proceeding toward obtaining their cooperation.

Latin American Countries for which Special
Monthly Stipends Rates Have Been Established

	<u>Resident Rate</u>	<u>Travel Rate</u>
Ecuador	\$160	\$240
Mexico	\$160	\$240
Paraguay	\$160	\$240
Chile	\$150	\$225
Venezuela	\$1000 Bolivares	\$1500 Bolivares

NOTE FOR DOCUMENT CSP14/36

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