



PAN AMERICAN HEALTH ORGANIZATION

EXECUTIVE COMMITTEE OF THE DIRECTING COUNCIL

SPECIAL SUBCOMMITTEE ON WOMEN, HEALTH, AND DEVELOPMENT



Eleventh Meeting
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REPORT ON THE SITUATION OF WOMEN
IN THE PAN AMERICAN SANITARY BUREAU (PASB)

REPORT OF THE ADMINISTRATION TO THE
SPECIAL SUBCOMMITTEE ON WOMEN, HEALTH, AND DEVELOPMENT

In keeping with the goals set by the Governing Bodies over the past several years, the Administration has made concerted efforts to increase the number of women working for the Organization. Each year the Administration's attempts have been focused on a different group to reach as broad a spectrum of recruitment sources as possible, thereby to identify and recruit women. The collaboration with the national authorities, PAHO focal points for women in each country, and with representatives of the staff yielded some positive but not sufficient results, as previously reported to the Subcommittee.

To emphasize the accountability of all concerned, the Director, in consultation with the Subcommittee on Women's Affairs, has issued the following policy statements on the recruitment of women:

1. The Personnel Department in collaboration with chiefs of units, program coordinators, center directors, and PWRs will periodically undertake quality control activities with respect to the candidates files. A current list of qualified women candidates, including staff, for future vacancies will be distributed every six months to the Subcommittee on Women and PAHO Managers indicating profession, experience, education, nationality, source and currency of data, and PAHO experience as STC or TA.
2. The Personnel Department will develop a specific program targeting qualified women candidates, including staff, for potential recruitment each year. PAHO managers and PWRs will be expected to increase the number and percentage of women contracted as short-term consultants, temporary advisors, and as participants to meetings, in order to develop a core of known qualified women candidates. The Personnel Department will enter STCs and TAs into the candidates roster, will assist and monitor efforts to identify qualified women candidates, and will inform the Subcommittee on Women and other interested groups.
3. In the selection of professional positions, a minimum of 20% of the qualified candidates must be women. A qualified candidate is defined as one who meets all of the requirements of the vacancy notice including education, years of experience, skills, and language. When there is not a minimum of 20% qualified women candidates, the selection procedure will not go forward, the Subcommittee will be informed, and the vacancy notice will be reannounced. In the second round the selection will proceed with or without the minimum 20% requirement.

4. The Personnel Department in collaboration with chiefs of units, program coordinators, center directors and PWRs will develop specific career advancement programs for qualified staff. Special emphasis will be given to the advancement of women.

The directives of the Director have been implemented and complied with by the Department of Personnel.

The Regional Advisor on Women, Health and Development, the Coordinator of the Subcommittee on Women's Affairs, and the Chief of Personnel have met informally on quite a few occasions in order to review institutional problems affecting women in general, as well as the programs of the Organization in the context of women, health and development. These meetings likewise had the specific purpose of stimulating the recruitment, on both short- and long-term basis, within the technical programs of the Organization. It is submitted that formalization of the meetings, on a regular basis, among the Regional Advisor on Women, Health and Development, the Coordinator of the Subcommittee on Women's Affairs, and the Chief of Personnel would be more conducive to positive actions and consequent results. To discuss and act immediately on certain issues concerning women is considered far more effective than lengthy debates, amounting to the production of equally lengthy reports. These three focal points, the Regional Advisor on Women, Health and Development, the Coordinator of the Subcommittee on Women's Affairs, and the Chief of Personnel, are or should be the main activators of a dynamic program within the Organization.

Effects of the efforts already made have not, however, become statistically obvious. In 1990, the improvement in proportion of female staff in the professional category has been rather limited, from 26% to 28%, organization-wide. The female work force in the field duty stations has increased from 20% to 22% and at Headquarters from 32% to 34%. The Subcommittee may wish to note that in 1990 requests for women as short-term experts underwent a slight decrease, from 31% to 29%. A similar pattern is noticeable in the use of national professionals, i.e., from 45% in 1989 to 44% in 1990.

A comprehensive analysis of the statistical information for the five-year period, 1986-1990, has provided the following indicators related to fixed-term professional personnel:

	1986		1990	
	<u>female</u>	<u>male</u>	<u>female</u>	<u>male</u>
<u>Headquarters</u>				
(%)	32%	68%	34%	66%
<u>Field</u>				
(%)	17%	83%	22%	78%
<u>Total</u>				
(%)	24%	76%	28%	72%

While the progress has not been as obvious as the Administration desires, it is brought to the attention of the Subcommittee that these figures stand favorably as compared to the target set by the World Health Assembly of 30% and the level of 23% reached in May 1990 by WHO as a whole. Bar graphs to illustrate the statistical data can be found in Annexes I to VI to the present document.

It is apparent that difficulties continue to exist in identifying women for posts in highly technical areas. During 1990 a total of 40 ad hoc selection committees held their meetings to make recommendations for recruitment of the staff in the professional category. The details are as follows:

	<u>Number of Candidates</u>	<u>Candidates Recommended</u>
<u>Posts at P.4 and above</u>		
<u>Female</u>	101	5
<u>Male</u>	265	25
<u>Posts at P.3 and below</u>		
<u>Female</u>	97	5
<u>Male</u>	89	5
<u>Total</u>	552	40

Of those 30 positions at grades P.4 and above, 23 positions required the degree of doctorate in medicine. Of those 23 candidates recommended, the proportion of male versus female was 20 to 3. Budgetary constraints and a shortage of women in some of the more highly technical fields undoubtedly add to the Administration's difficulties in this regard. Until women are more equitably represented in decision-making and policy-shaping posts in the Organization, this will remain an area where real progress is needed.

Without doubt, however, the participation of female staff members in selection proceedings has had an impact on the committees' deliberations in furtherance of the goal related to the Organization's recruitment policy. What is more important is that their representation has had the effect of awakening the sensitivity on the part of male personnel as to the institutional needs for female work force on short- and long-term basis.

Training activities have also been pursued and in 1990 an annual total of 211 training awards were offered to female staff and 328 to male staff. This is another area which should be further developed, reoriented towards more specific objectives through effective coordination and monitoring by the Regional Advisor on Women, Health and Development, the Coordinator of the Subcommittee on Women's Affairs, and the Chief of Personnel.

The statistics are not yet reflecting all the goals and intentions of the Administration, but the categorical imperative remains the promotion of all women to improved states of freedom and emancipation from the remaining taboos or constraints permeating daily existence.

REPORT OF THE ADMINISTRATION TO THE
SPECIAL SUBCOMMITTEE ON WOMEN, HEALTH, AND DEVELOPMENT

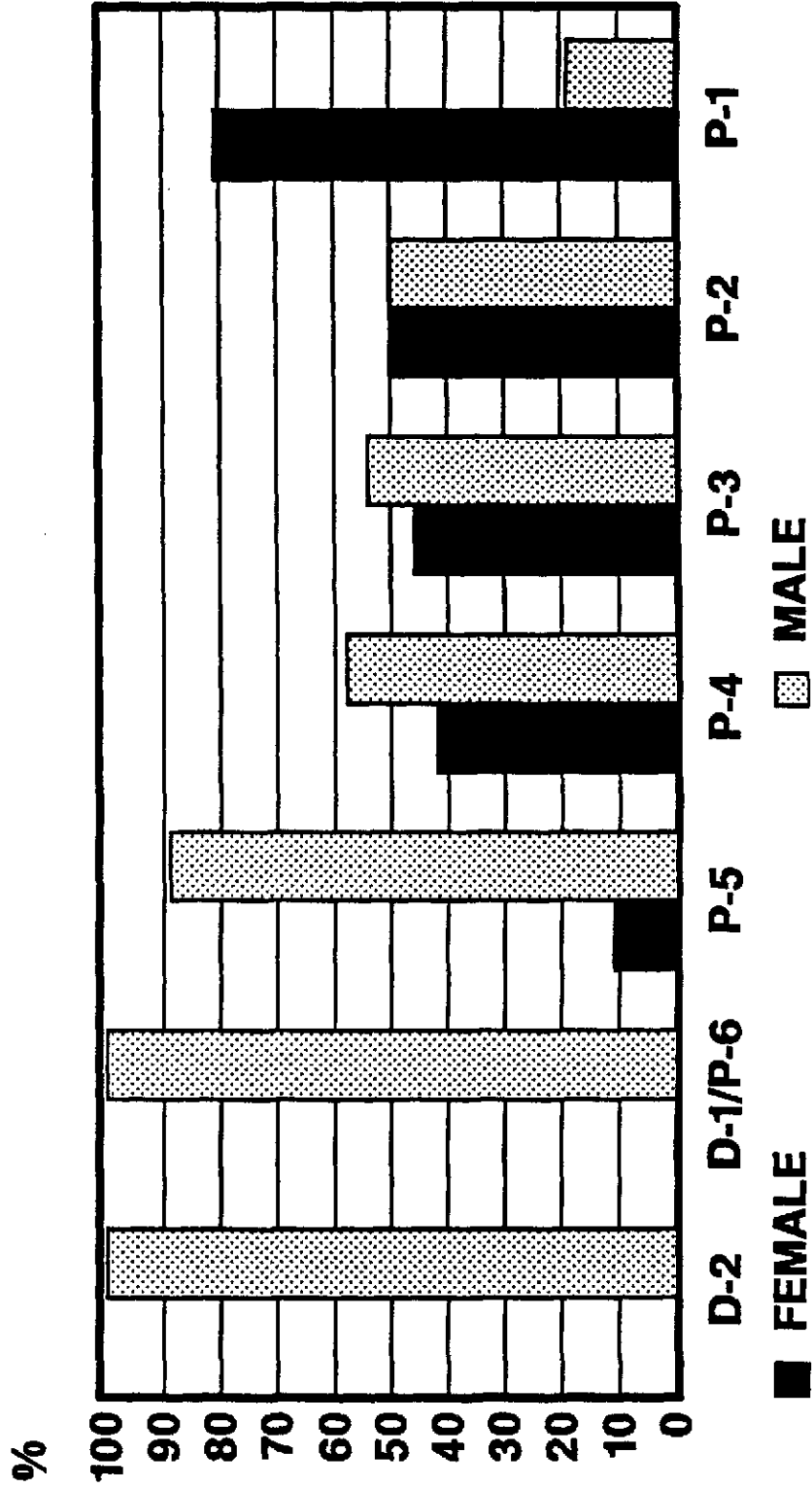
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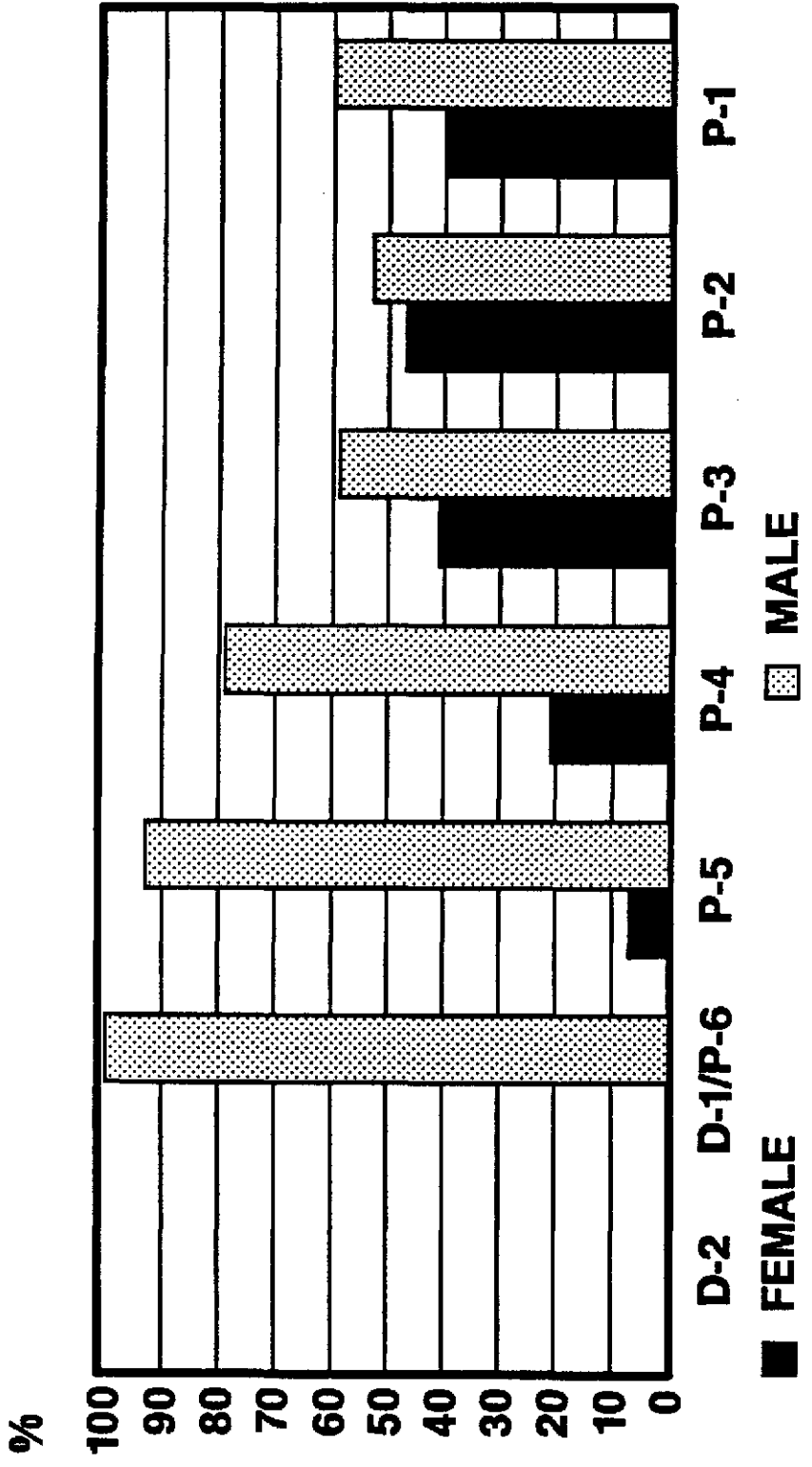
PAHO/WHO DISTRIBUTION BY GRADE AND SEX HDQ PROFESSIONAL STAFF

December 1990



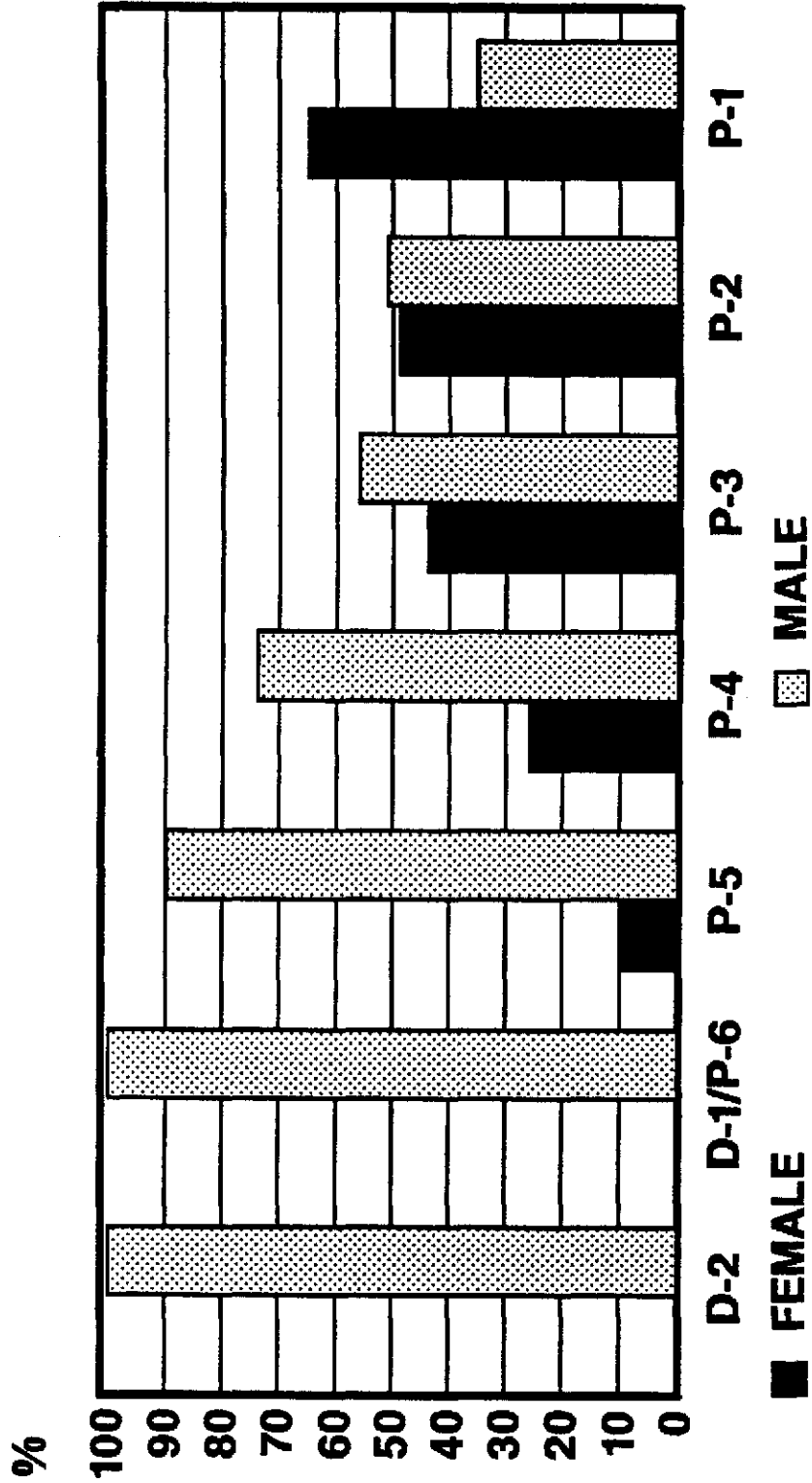
PAHO/WHO DISTRIBUTION BY GRADE AND SEX FIELD PROFESSIONAL STAFF

December 1990



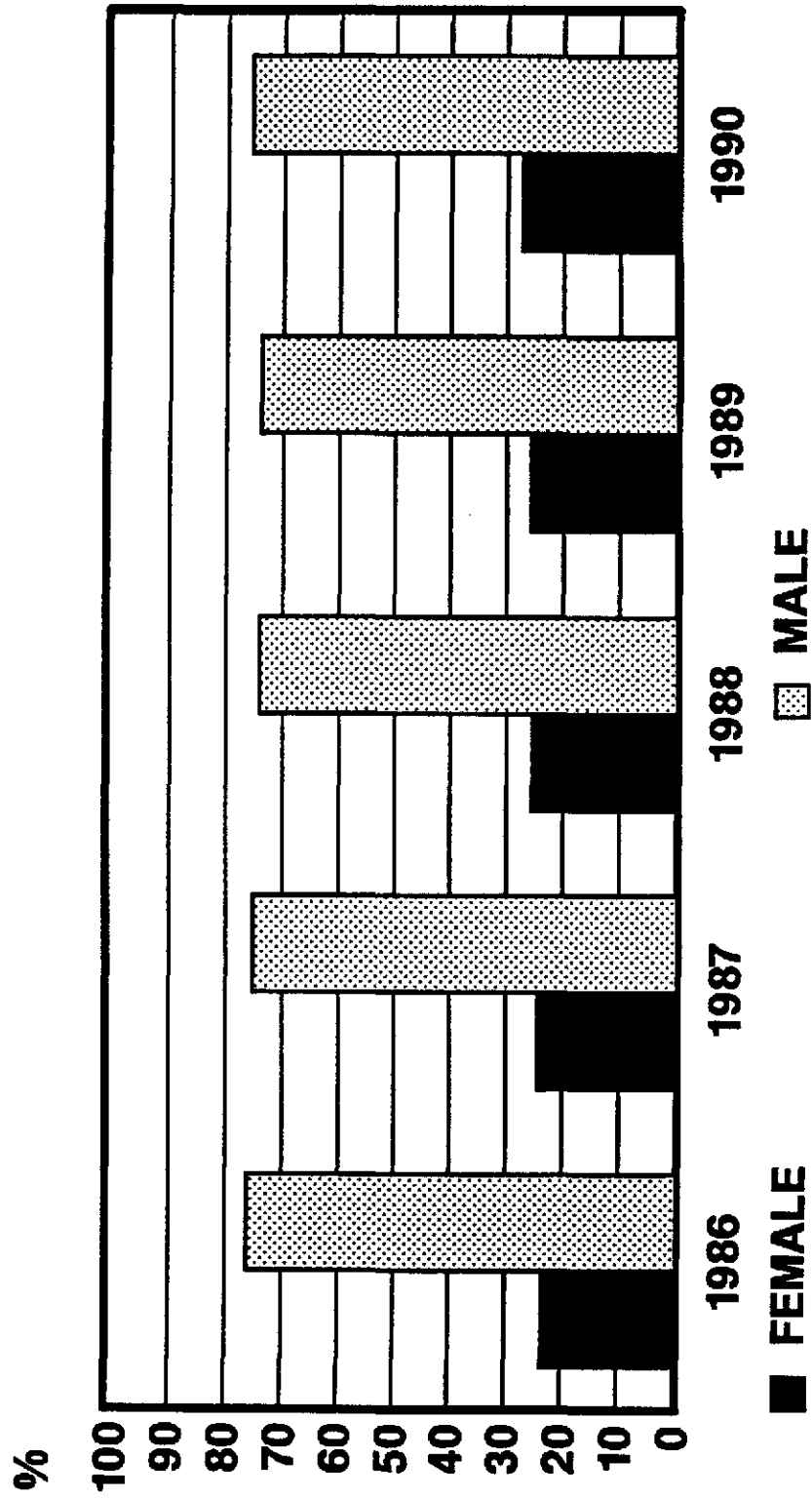
PAHO/WHO DISTRIBUTION BY GRADE AND SEX PROFESSIONAL STAFF

December 1990



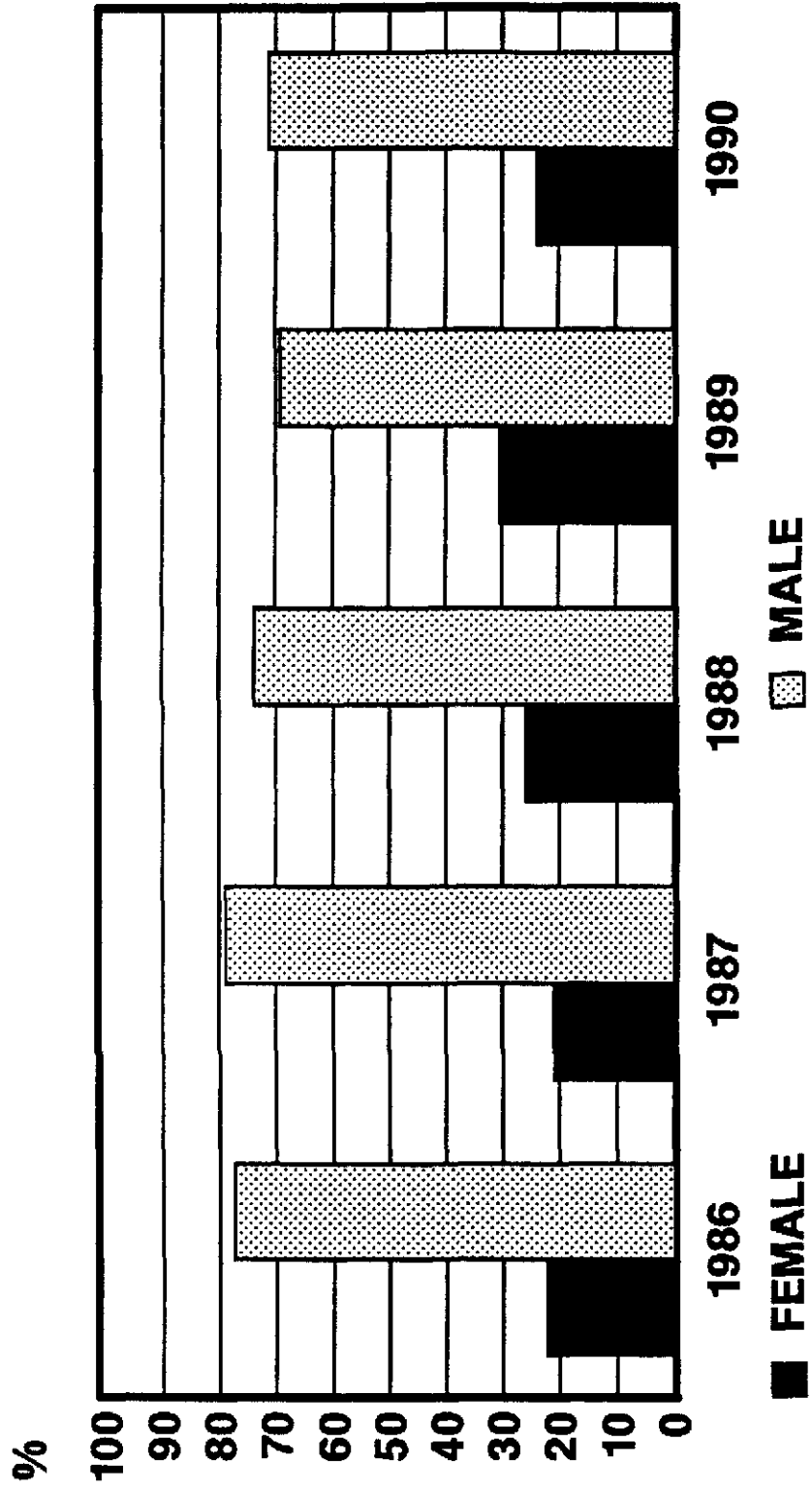
**PAHO/WHO DISTRIBUTION BY GRADE AND SEX
PROFESSIONAL STAFF**

1986 - 1990



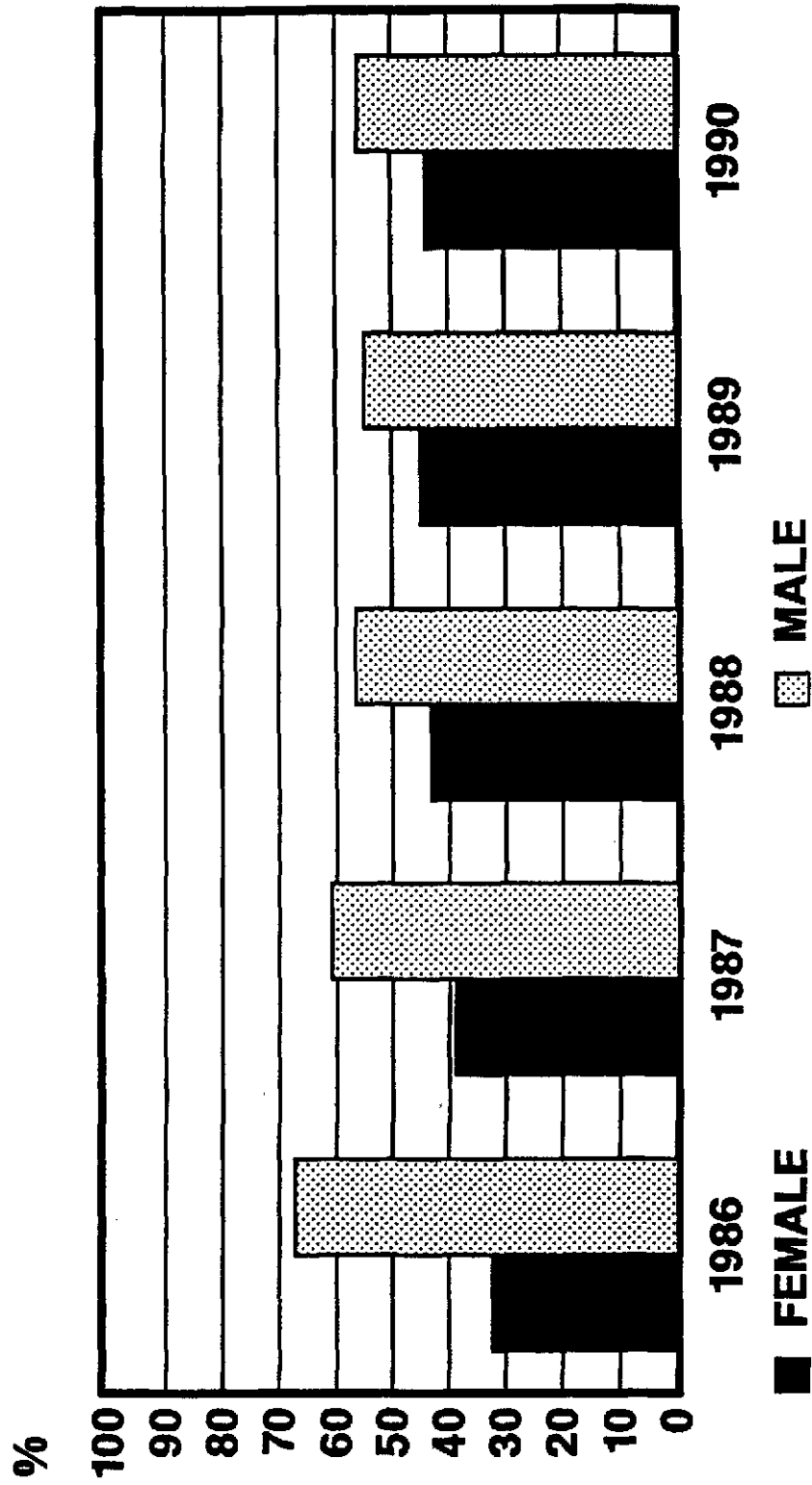
**PAHO/WHO DISTRIBUTION BY GRADE AND SEX
CONSULTANTS/TEMPORARY ADVISORS**

1986 - 1990



PAHO/WHO DISTRIBUTION BY GRADE AND SEX NATIONAL PROFESSIONALS

1986 - 1990





PAHO/WHO Staff Association

Asociación de Personal OPS/OMS

Associação de Pessoal OPAS/OMS

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REPORT OF THE
SUBCOMMITTEE ON WOMEN'S AFFAIRS:
STATUS OF WOMEN IN DECISION-MAKING POSITIONS
IN PAHO

MARCH 1991

Members of the Subcommittee: Dr. Alicia Amate; Ms. Janice Barahona; Ms. Bertha Caceres; Dr. Gloria Coe, Coordinator; Ms. Marjory Dam; Ms. Luz Maria Esparza; Ms. Tatiana Lagos; Dr. Daniel López-Acuña; Ms. Maricel Manfredi; Mr. Horst Otterstetter; Ms. Juana Palma; Ms. Edna Roberts; Ms. Beatrice Stack; Dr. Mercedes Weissenbacher.

INTRODUCTION

The objectives of the Subcommittee on Women's Affairs of the PAHO/WHO Staff Association are to collaborate with the Administration to improve the condition of women; in promoting the career advancement of women staff; in recruiting women to permanent staff positions, as short-term consultants, and as temporary advisers; and in enhancing the participation of women at the highest levels of the Organization.

The Subcommittee recognizes that the Administration has progressed during 1990 in selecting women to professional positions. It also recognizes that PAHO is one of the first UN Agencies to approximate the goal of women occupying 30% of ~~the~~ professional positions. Therefore, the Subcommittee suggests that the next step is to concentrate on raising the number of women in high-level decision making positions.

SELECTION AND RECRUITMENT

During the last four years, PAHO has made moderate improvements in recruiting women to professional positions. In 1986, 12% of the positions P4 and above were occupied by women; this percentage increased to 19% as of January 1991.

To analyze this situation, the Subcommittee reviewed the recruitment of staff, P4 and above, in calendar years 1989 and 1990. In 1989, 24 individuals were recruited to join the Organization, of which 5 were women; of the 15 candidates recruited for the field offices 1 was a woman; of the 9 candidates recruited for Headquarters, 4 were women; of the 6 individuals recruited by senior selection committees, 2 were women; of the 18 individuals recruited by ad-hoc selection committees only 3 were women. There was 1 D2 post which was filled by a man, 6 P5 posts of which 1 was filled by a woman, and 17 P4 posts of which 4 were filled by women. Therefore, in 1989, men were predominantly recruited for the high-level decision making positions.

Recognizing this situation, the Subcommittee developed a policy paper on "Accountability: Selection and Recruitment of Women to PAHO, first phase" which suggested four policy statements to be implemented by the Organization. These policy statements were accepted and endorsed by the Administration in Directive No. 90-05 issued on 25 April 1990.

To review the impact of these policy statements on the selection and recruitment of women, the Subcommittee again reviewed the recruitment of staff, P4 and above, in calendar year 1990. In 1990, 41 individuals were recruited to join the Organization, of which 15 were women; of the 32 candidates recruited for the field offices, 9 were women; of the 9 candidates recruited for Headquarters, 6 were women; of the 6 individuals recruited by senior selection committees, 2 were women; of the 30 individuals selected by ad-hoc selection committees, 10 were women; and of the 5 individuals with waiver of selection, 3 were women. There was 1 P6 post which was filled by a man, 3 P5 posts of which 1 was filled by a woman, and 37 P4 posts of which 14 were filled by women. Therefore, in 1990 the majority of high-level posts continued to be filled by men, although to a lesser extent.

The Subcommittee is gratified that the policy statements endorsed by the Administration appear to be having a positive effect on the selection and recruitment of professional women to the Organization.

PRESENT SITUATION

Nevertheless, the continued trend of recruiting men for higher level decision-making positions concerns the Subcommittee.

In 1986, there were no women in the highest categories (D2-UG) and this situation remains true in 1990. Whereas in 1986 there were 2 women occupying P6-D1 positions; upon their retirement both positions were filled by men and there are now no women at these levels.

As of 15 January 1991:

- Of 15 positions P6 and above, none are occupied by women;
- Of 114 P5 positions, 10 (9%) are occupied by women;
- Of 191 P4 positions, 50 (26%) are occupied by women;
- Of 54 P3 positions, 24 (44%) are occupied by women;
- Of 46 P2 positions, 23 (50%) are occupied by women;
- Of 24 P1 positions, 16 (67%) are occupied by women.

Men therefore, occupy the higher decision making positions while women are concentrated at the lower end of the scale.

As of 28 February 1991, only 1 of the 27 Country Representatives is a woman; only 2 of the 9 Center Directors are women; only 1 of the 11 Technical Program Coordinators is a woman. Of the 18 high level directive and administrative positions, not one is a woman. Of these 65 high level decision-makers (posts P5 and above) in the Organization, only 4 are women.

In addition, there are no women in the highest policy and decision making committee, the DAC, of the Organization. Furthermore, no woman has been appointed to the DAC in its eight years of existence.

The Subcommittee believes that 4 women decision makers at PAHO does not reflect the spirit of the Resolutions approved by Governing Bodies throughout the United Nations System over the past 15 years, and calls upon the Administration to find ways to correct this imbalance. The Subcommittee recommends that, during 1991, women be appointed to high level decision making positions such as PAHO/WHO Representative, Center Directors, Program and Area Coordinators, and to high level Directive and Administrative positions in the Organization.

Resolution 45/239 of the United Nations General Assembly (21 December 1990) calls for the attainment, by 1995, of 35% women in professional posts and 25% women in posts at levels P6 and above. The Subcommittee recommends a goal of at least 25% women at each professional level, by 1995.

The Subcommittee would welcome the opportunity to work with the Administration to achieve this goal.

5/III/91