



PAN AMERICAN HEALTH ORGANIZATION  
WORLD HEALTH ORGANIZATION



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**STATISTICS ON PASB/WHO STAFF**

## PERSONNEL INFORMATION AS OF SEPTEMBER 2003

The Director is pleased to provide to the 44 Session of the Directing Council this report on the personnel of PASB and WHO regional staff.

- 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** analyzes the number and kinds of contracts held by PASB and WHO professional staff, and provides data on the actual length of service of staff members with various types of appointments, from 1999 through 2003.
- Annex VII** shows professional staff (PAHO- and WHO-funded) by grade and years of service.
- Annex VIII** 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	11	5	1
Bahamas	2	1	
Barbados	14	8	1
Belize	2	2	
Bolivia	6	1	1
Brazil	27	41	2
Chile	4	1	1
Colombia	7	4	1
Costa Rica	7	5	1
Cuba	1		
Dominican Republic	5	3	1
Ecuador	10	5	1
El Salvador	6	4	
Guatemala	6	10	1
Guyana	2	2	1
Haiti	7	6	
Honduras	8	4	
Jamaica	9	16	1
Mexico	6	14	
Nicaragua	6	2	2
Panama	5	2	1
Paraguay	6	3	
Peru	17	31	
Suriname	4	1	
Trinidad And Tobago	9	5	1
Uruguay	5	4	
USA	233	248	
Venezuela	10	8	
<b>TOTAL</b>	<b>435</b>	<b>436</b>	<b>17</b>

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

Grade	HEADQUARTERS				FIELD				ALL STAFF			
	MALE	%	FEMALE	%	MALE	%	FEMALE	%	MALE	%	FEMALE	%
UG1	0	0%	2	100%	0	0%	0	0%	0	0%	2	100%
UG3	0	0%	1	100%	0	0%	0	0%	0	0%	1	100%
UG2	2	100%	0	0%	0	0%	0	0%	2	100%	0	0%
D01	8	57%	6	43%	0	0%	2	100%	8	50%	8	50%
D02	4	100%	0	0%	0	0%	0	0%	4	100%	0	0%
P06	3	60%	2	40%	0	0%	0	0%	3	60%	2	40%
P05	53	56%	41	44%	53	76%	17	24%	106	65%	58	35%
P04	99	55%	82	45%	194	70%	85	30%	293	64%	167	36%
P03	38	41%	54	59%	14	67%	7	33%	52	46%	61	54%
P02	29	44%	37	56%	16	62%	10	38%	45	49%	47	51%
P01	1	20%	4	80%	0	0%	13	100%	1	6%	17	94%
<b>Total</b>	<b>237</b>	<b>51%</b>	<b>229</b>	<b>49%</b>	<b>277</b>	<b>67%</b>	<b>134</b>	<b>33%</b>	<b>514</b>	<b>59%</b>	<b>363</b>	<b>41%</b>

## STAFF DISTRIBUTION BY GENDER

	MALE		FEMALE		RATIO	
	HEADQUARTERS	FIELD	HEADQUARTERS	FIELD	HEADQUARTERS M F	FIELD M F
<b>INTERNATIONAL PROFESSIONALS</b>						
	114	139	117	65	49%	51%
<b>Total</b>	<b>253</b>		<b>182</b>		<b>58%</b>	<b>42%</b>
<b>NATIONAL PROFESSIONALS</b>						
		5		12		29%
<b>Total</b>	<b>5</b>		<b>12</b>		<b>29%</b>	<b>71%</b>
<b>GENERAL SERVICES</b>						
	46	40	202	148	19%	81%
<b>Total</b>	<b>86</b>		<b>350</b>		<b>20%</b>	<b>80%</b>
<b>Grand Total</b>	<b>160</b>	<b>184</b>	<b>319</b>	<b>225</b>	<b>33%</b>	<b>67%</b>
	<b>344</b>		<b>544</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	35%	11	65%
PAHO/WHO Representation, Argentina	3	60%	2	40%
PAHO/WHO Representation, Brazil	9	45%	11	55%
PAHO/WHO Representation, Chile	3	38%	5	63%
PAHO/WHO Representation, Jamaica	0	0%	2	100%
PAHO/WHO Representation, Peru	9	56%	7	44%
Pan Am. Center for Sanitary Eng. and Environment	14	64%	8	36%
Pan American Foot-and-mouth Disease Center	39	71%	16	29%
Pan American Institute for Food Protection and Zoo	11	50%	11	50%
Regional Program on Bioethics	0	0%	2	100%
<b>TOTAL</b>	<b>99</b>	<b>52%</b>	<b>90</b>	<b>48%</b>

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

**Professional Staff**

Grade	20/24	25/29	30/34	35/39	40/44	45/49	50/54	55/59	60 and over	Total
UG1								1		1
UG3							1			1
UG2				1						1
D01			2		1		5	2		10
D02					1			1		2
P06							2	1		3
P05						15	26	29	9	79
P04			1	12	34	56	56	59	10	228
P03			5	10	7	13	10	10	1	56
P02		1	6	3	11	6	12	6	1	46
P01		1	5			1	1			8
<b>Total</b>	<b>2</b>	<b>17</b>	<b>25</b>	<b>55</b>	<b>93</b>	<b>113</b>	<b>109</b>	<b>21</b>	<b>7</b>	<b>435</b>

**General Services Staff**

Grade	20/24	25/29	30/34	35/39	40/44	45/49	50/54	55/59	60 and over	Total
G07			2	1	2	14	10	8	1	38
G06		2	5	10	16	35	33	15	2	118
G05		3	7	18	26	35	29	20	1	139
G04	1	8	13	12	22	19	19	20	3	117
G03	1			1	2	1	3	2		10
G02				2	2	2	1	4		9
G01					1	1	2	2		5
<b>Total</b>	<b>2</b>	<b>13</b>	<b>27</b>	<b>42</b>	<b>70</b>	<b>107</b>	<b>97</b>	<b>71</b>	<b>7</b>	<b>436</b>

# ANNEX VI

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

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

1999-2003

YEAR	LENGTH OF SERVICE (YEARS)	TOTAL FIXED TERM		FIXED TERM		% MALE		TOTAL CAREER		% CAREER		% CAREER FEMALE		TOTAL
		FIXED TERM	MALE	FIXED TERM	FEMALE	% MALE	% FEMALE	MALE	FEMALE	% MALE	% FEMALE	MALE	FEMALE	
1999	0-5	141	78	63	44.68	55.32	0	0	0.00	0.00	0	0	0.00	141
	5-10	100	58	42	42.00	58.00	0	0	0.00	0.00	0	0	0.00	100
	10-15	52	42	10	19.23	80.77	2	1	50.00	50.00	1	1	50.00	54
	15-20	37	24	13	35.14	64.86	5	3	60.00	60.00	2	2	40.00	42
	20-25	16	10	6	37.50	62.50	18	12	66.67	66.67	6	6	33.33	34
	25 & over	13	11	2	15.38	84.62	31	11	35.48	35.48	20	20	64.52	44
<b>TOTAL</b>		<b>359</b>	<b>223</b>	<b>136</b>	<b>37.88</b>	<b>62.12</b>	<b>56</b>	<b>27</b>	<b>48.21</b>	<b>48.21</b>	<b>29</b>	<b>29</b>	<b>51.79</b>	<b>415</b>
2000	0-5	154	81	73	47.44	52.56	0	0	0.00	0.00	0	0	0.00	154
	5-10	85	49	36	42.35	57.65	0	0	0.00	0.00	0	0	0.00	85
	10-15	70	51	19	27.14	72.86	1	1	100.00	100.00	0	0	0.00	71
	15-20	33	19	14	42.42	57.58	3	2	66.67	66.67	1	1	33.33	36
	20-25	23	17	6	26.09	73.91	16	8	50.00	50.00	8	8	50.00	39
	25 & over	12	8	4	33.33	66.67	19	5	26.32	26.32	14	14	73.68	31
<b>TOTAL</b>		<b>377</b>	<b>225</b>	<b>152</b>	<b>40.32</b>	<b>59.68</b>	<b>39</b>	<b>16</b>	<b>41.03</b>	<b>41.03</b>	<b>23</b>	<b>23</b>	<b>58.97</b>	<b>416</b>
2001	0-5	166	93	73	43.98	56.02	0	0	0.00	0.00	0	0	0.00	166
	5-10	80	45	35	43.75	56.25	0	0	0.00	0.00	0	0	0.00	80
	10-15	86	58	28	32.56	67.44	1	1	0.00	0.00	0	0	0.00	87
	15-20	37	24	13	35.14	64.86	1	0	0.00	0.00	1	1	0.00	38
	20-25	26	18	8	30.77	69.23	10	5	50.00	50.00	5	5	50.00	36
	25 & over	14	8	6	42.86	57.14	18	5	27.78	27.78	13	13	72.22	32
<b>TOTAL</b>		<b>409</b>	<b>246</b>	<b>163</b>	<b>39.85</b>	<b>60.15</b>	<b>30</b>	<b>11</b>	<b>36.67</b>	<b>36.67</b>	<b>19</b>	<b>19</b>	<b>63.33</b>	<b>439</b>



PASB/WHO PROFESSIONAL STAFF IN HQS AND THE FIELD

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

1999-2003

YEAR	LENGTH OF SERVICE (YEARS)	TOTAL FIXED TERM		FIXED TERM		% MALE		% FEMALE		TOTAL CAREER		% CAREER MALE		% CAREER FEMALE		TOTAL
		FIXED TERM	FIXED TERM	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	
2002	0-5	174	97	55.75	77	44.25	0	0	0	0	0	0	0	0	0	174
	5-10	91	54	59.34	37	40.66	0	0	0	0	0	0	0	0	0	91
	10-15	81	50	61.73	31	38.27	0	0	0	0	0	0	0	0	0	81
	15-20	34	25	73.53	9	26.47	2	1	50.00	1	50.00	1	50.00	50.00	36	
	20-25	32	21	65.63	11	34.38	8	3	37.50	5	62.50	5	62.50	62.50	40	
	25 & over	10	9	90.00	1	10.00	19	6	31.58	13	68.42	13	68.42	68.42	29	
<b>TOTAL</b>		<b>422</b>	<b>256</b>	<b>61%</b>	<b>166</b>	<b>39%</b>	<b>29</b>	<b>10</b>	<b>34%</b>	<b>19</b>	<b>66%</b>	<b>451</b>			<b>451</b>	
2003	0-5	157	83	52.87	74	47.13	0	0	0	0	0	0	0	0	0	157
	5-10	103	62	60.19	41	39.81	0	0	0	0	0	0	0	0	0	103
	10-15	79	50	63.29	29	36.71	0	0	0	0	0	0	0	0	0	79
	15-20	35	24	68.57	11	31.43	2	1	50.00	1	50.00	1	50.00	50.00	37	
	20-25	26	20	76.92	6	23.08	7	2	28.57	5	71.43	5	71.43	71.43	33	
	25 & over	10	7	70.00	3	30.00	16	4	25.00	12	75.00	12	75.00	75.00	26	
<b>TOTAL</b>		<b>410</b>	<b>246</b>	<b>60%</b>	<b>164</b>	<b>40%</b>	<b>25</b>	<b>7</b>	<b>28%</b>	<b>18</b>	<b>72%</b>	<b>435</b>			<b>435</b>	

**ANNEX VII****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	
UG01				1			1
UG03	1						1
UG02	1						1
D01		1	9	2			12
D02		1		1			2
P06	1	3	7	7	4	3	25
P05	7	16	22	9	5	1	60
P04	107	60	28	9	10	8	222
P03	23	15	8	4	6	5	61
P02	12	7	5	3	7	9	43
P01	5			1	1		7
	157	103	79	37	33	26	435

## PASB/WHO STAFF DISTRIBUTION BY AVERAGE LENGTH OF SERVICE

### Professional Staff

Average Years of Service	PANO		WHO		TOTAL	
	NUMBER	%	NUMBER	%	NUMBER	%
Less than 1	17	5.36	7	5.93	24	5.52
1 - 2	30	9.46	7	5.93	37	8.51
2 - 3	16	5.05	13	11.02	29	6.67
3 - 4	22	6.94	12	10.17	34	7.82
4 - 5	22	6.94	11	9.32	33	7.59
5 - 10	72	22.71	29	24.58	101	23.22
10 - 15	58	18.30	23	19.49	81	18.62
15 or more	80	25.24	16	13.56	96	22.07
<b>TOTAL</b>	<b>317</b>	<b>100.00</b>	<b>118</b>	<b>100.00</b>	<b>435</b>	<b>100.00</b>

### General Service Staff

Average Years of Service	PANO		WHO		TOTAL	
	NUMBER	%	NUMBER	%	NUMBER	%
Less than 1	6	1.75	3	3.23	9	2.06
1 - 2	21	6.12	3	3.23	24	5.50
2 - 3	12	3.50	9	9.68	21	4.82
3 - 4	19	5.54	7	7.53	26	5.96
4 - 5	16	4.66	1	1.08	17	3.90
5 - 10	34	9.91	11	11.83	45	10.32
10 - 15	75	21.87	19	20.43	94	21.56
15 or more	160	46.65	40	43.01	200	45.87
<b>TOTAL</b>	<b>343</b>	<b>100.00</b>	<b>93</b>	<b>100.00</b>	<b>436</b>	<b>100.00</b>