

**NINTH SESSION OF THE SUBCOMMITTEE
ON PROGRAM, BUDGET, AND ADMINISTRATION
OF THE EXECUTIVE COMMITTEE**

Washington, D.C., USA, 18-20 March 2015

Provisional Agenda Item 4.9

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PASB STAFFING STATISTICS

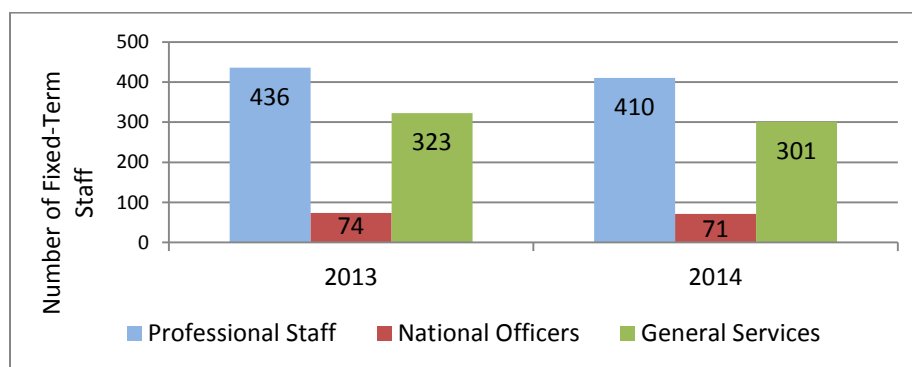
Report by the Bureau

1. This report provides data on the profile of the Pan American Sanitary Bureau (PASB) human resources as of 31 December 2014, unless otherwise specified. It includes information regarding the number of personnel in the Bureau by type of appointment, type of contract, gender, nationality, grade, location, and years of service. It also contains information regarding the movement of professional staff between duty stations, and regarding retirement trends.

Fixed-Term Appointments of 1 to 5 Years or Career Service Appointments

2. As of 31 December 2014, PASB had a total of 782 staff members on either fixed-term appointments of one to five years or career service appointments compared to 833 as of 31 December 2013.¹ Of these 782, 410 (52%) were in the professional category, 71 (9%) were in the national professional officer category, and 301 (39%) were in the general service category (Figure 1 and Table 1).

Figure 1. Number of Fixed-Term Staff



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.

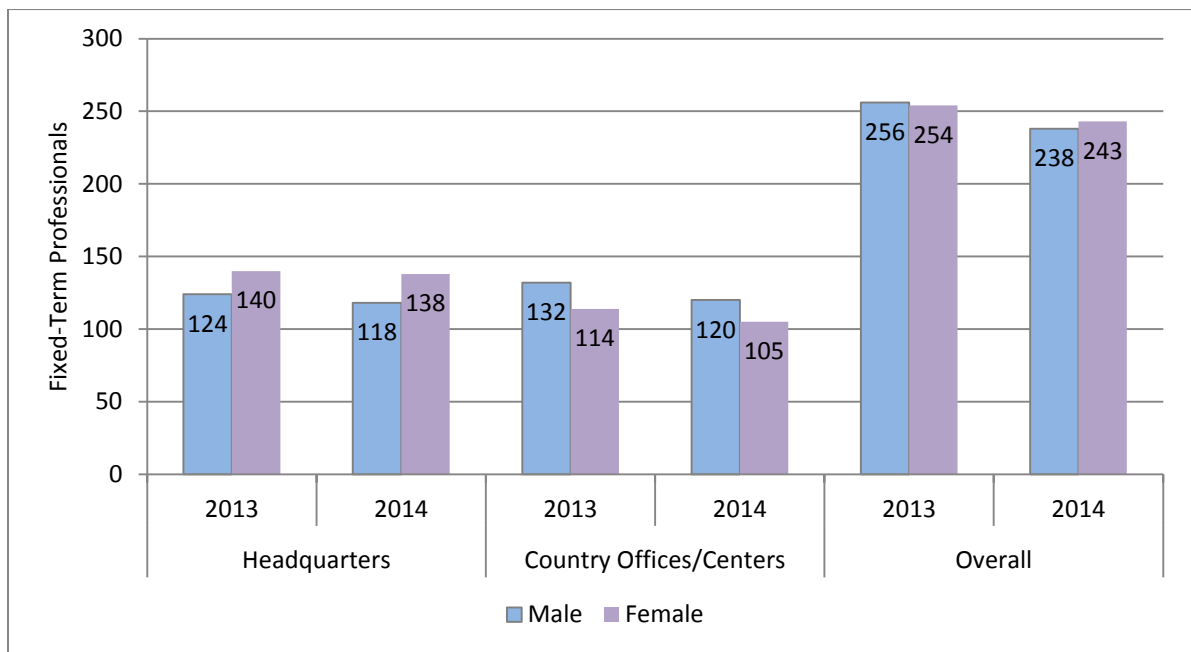
Table 1. Fixed-Term Staff by Duty Station and Category

Duty Station		Professional	National Officer	General Service	Total
Anguilla	The Valley		1		1
Argentina	Buenos Aires	3	4	4	11
Bahamas	Nassau	2	1		3
Barbados	Bridgetown	10	1	6	17
Belize	Belize City	2	1	1	4
Bolivia	La Paz	6	5	6	17
	Santa Cruz	1			1
Brazil	Brasília	13	8	11	32
	Pedro Leopoldo	1			1
	Rio de Janeiro	6	7	5	18
	São Paulo	1	1		2
Chile	Santiago	3	1	2	6
Colombia	Bogotá	6	6	5	17
Costa Rica	San José	3	1	2	6
Cuba	Havana	1			1
Dominica	Roseau		1		1
Dominican Republic	Santo Domingo	6	1	3	10
Ecuador	Quito	5	3	5	13
El Salvador	San Salvador	6	1	3	10
Grenada	St George's		1		1
Guatemala	Guatemala City	6	3	5	14
Guyana	Georgetown	3	1	2	6
Haiti	Port-au-Prince	8	1	6	15
Honduras	Tegucigalpa	4	3	5	12
Jamaica	Kingston	4	1	2	7
Mexico	Mexico City	7	1	8	16
Nicaragua	Managua	4	7	3	14
Panama	Panama City	9	1	1	11
Paraguay	Asunción	3		3	6
Peru	Lima	14	1	12	27
Saint Lucia	Castries		1		1
Saint Kitts-Nevis	Basseterre		1		1
Saint Vincent and the Grenadines	Kingstown		1		1
Suriname	Paramaribo	3	1	1	5
Trinidad and Tobago	Port of Spain	5	1	6	12
United States of America	Washington, D.C.	256		185	441
Uruguay	Montevideo	5	2	5	12
Venezuela	Caracas	4	1	4	9
TOTAL		410	71	301	782

Gender Distribution

3. Overall, PASB has reached gender equity in the professional and higher categories (51% female/49% male). In Headquarters, the percentage of professional women is at 54%, compared to 53% in 2013. In PAHO/WHO Representative (PWR) Offices and Centers, the percentage of women in these categories continues to increase. In 2014, women made up 47% of this group, compared to 46% in 2013 and 45% during the 2012 reporting period (Figure 2).

Figure 2. Gender Distribution of Fixed-Term Professionals by Organization Location



4. Women occupy approximately 51% of the 481 professional and national professional officer posts within the Organization. This is up from 50% in 2013. Women hold the majority of posts at the P.1/NOA grade level (71% of 17 posts), P.2/NOB level (60% of 65 posts), and P.3/NOC level (59% of 93 posts).² Men continue to occupy the majority of posts at the P.4/NOD level (52% of 219 posts), P.5 level (59% of 51 posts), and D.1 level (76% of 17 posts). However, women hold the majority of posts at the P.6 level (67% of 15 posts). This is up from 56% in 2013. Two of the three ungraded (UG) posts in PASB are now occupied by women. Of the 28 PAHO/WHO Representatives in the countries, 54% (15) are male and 46% (13) are female (Table 2).

² Acronyms used in this document are as follows: P: Professional staff; NO: National Professional Officer; D: Director level (e.g. Director of Administration, Department Director); UG: Director, Deputy Director, and Assistant Director.

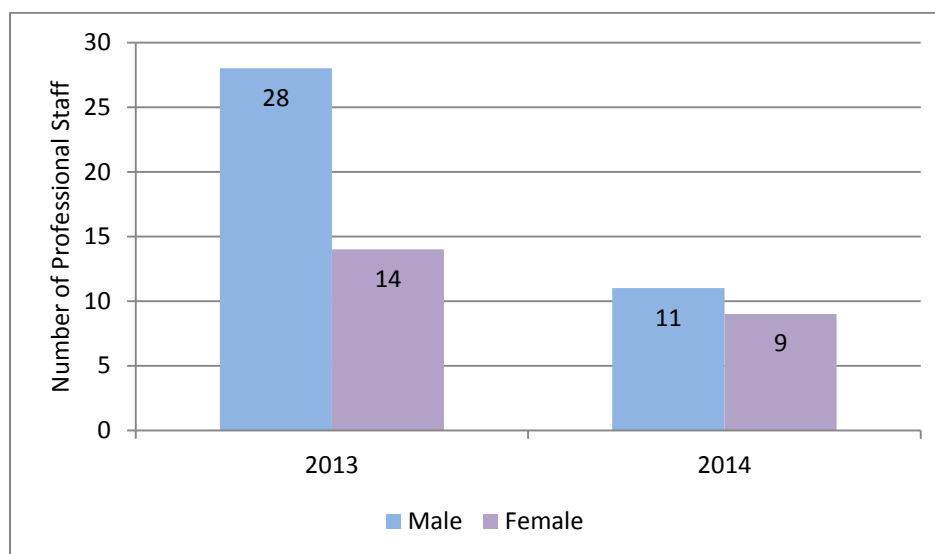
Table 2. Professional Staff Distribution by Grade and Gender

Grade	Headquarters				Country Offices/Centers				ALL			
	Male	%	Female	%	Male	%	Female	%	Male	%	Female	%
UG01			1	100%					0		1	100%
UG02			1	100%					0		1	100%
UG03	1	100%							1	100%	0	
D02	1	100%							1	100%	0	
D01	11	85%	2	15%	2	50%	2	50%	13	76%	4	24%
P06			3	100%	5	42%	7	58%	5	33%	10	67%
P05	17	53%	15	47%	13	68%	6	32%	30	59%	21	41%
P04/NOD	49	49%	52	51%	70	59%	48	41%	119	52%	100	48%
P03/NOC	26	41%	38	59%	12	41%	17	59%	38	41%	55	59%
P02/NOB	13	35%	24	65%	13	46%	15	54%	26	40%	39	60%
P01/NOA			2	100%	5	33%	10	67%	5	29%	12	71%
TOTAL	118	46%	138	54%	120	53%	105	47%	238	49%	243	51%

PAHO/WHO REPRESENTATIVES (P05-P06/D01)			
Male	%	Female	%
15	54%	13	46%

5. As of 31 December 2014, 20 professionals and national professional officers were appointed to fixed-term positions in PASB: 11 (55%) were men and 9 (45%) were women (Figure 3). This number includes conversions from temporary to fixed-term appointments.

Figure 3. Gender Distribution of Fixed-Term Professional Staff Appointments



6. The data in Figure 3 show a significant decrease in the number of appointments at the professional level. The decline was due to the process of developing the 2014-2015 Biennial Work Plans (BWP) and the resulting budget assessment before entity HR plans could be approved and implemented. However, the percentage of women hired at this level increased to 45%, up from 33% in 2013. 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

7. Table 3 provides consolidated information, as of 31 December 2014, regarding the distribution of professional and national professional officer fixed-term staff in PASB by nationality.

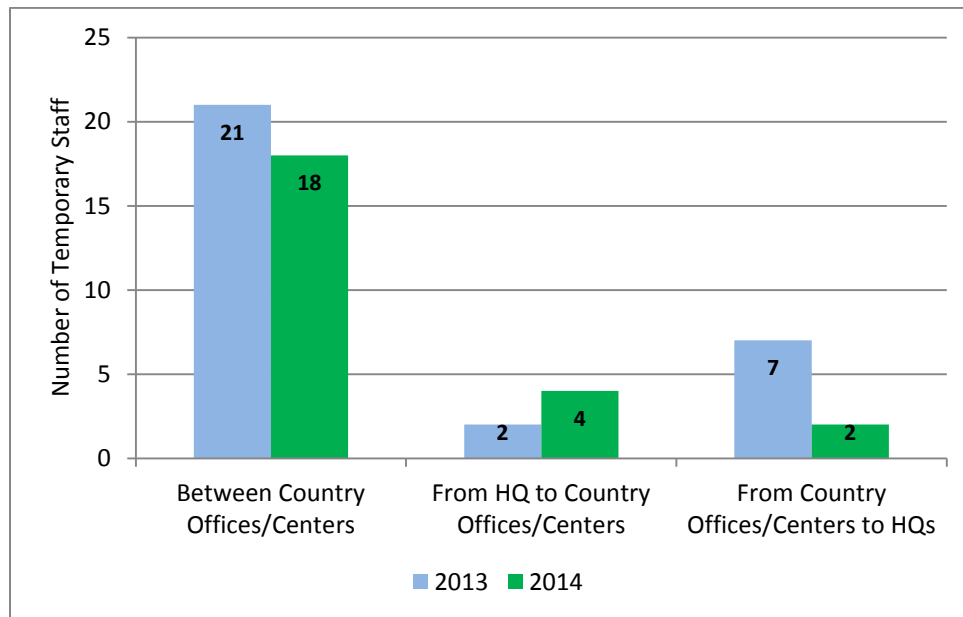
Table 3. Distribution of Fixed-Term Professional Staff by Nationality

Nationality	Total	Nationality	Total	Nationality	Total
Argentina	31	El Salvador	11	Nicaragua	12
Australia	1	Equatorial Guinea	1	Panama	8
Austria	1	France	9	Paraguay	4
Bahamas	1	Ghana	1	Peru	24
Barbados	3	Grenada	1	Philippines	3
Belgium	2	Guatemala	14	Rwanda	1
Belize	7	Guinea	1	Senegal	1
Bolivia	9	Guyana	2	Spain	25
Brazil	47	Haiti	1	Saint Vincent and the Grenadines	3
Canada	10	Honduras	8	Suriname	2
Chile	12	Ireland	1	Trinidad and Tobago	6
Colombia	37	Italy	9	United Kingdom	8
Costa Rica	9	Jamaica	9	United States Of America	64
Cuba	9	Japan	1	Uruguay	9
Denmark	2	Malta	1	Uzbekistan	1
Dominica	2	Mexico	15	Venezuela	9
Dominican Republic	7	Morocco	1	Yugoslavia	2
Ecuador	16	Myanmar	1	Grand Total	481
Egypt	1	Netherlands	5		

Professional Staff Mobility

8. PASB closely monitors its professional staff, especially in PWR Offices, to ensure rotation after five years at the same duty station. In 2014, 24 professional staff reassignments occurred. Eighteen (75%) of these reassignments involved the movement of staff between PWR Offices and Centers; four (17%) involved the movement of staff from Headquarters to PWR Offices or Centers, and two (8%) involved the movement of staff from PWR Offices or Centers to Headquarters (Figure 4).

Figure 4. Professional Staff Reassignments and Transfers, 2013-2014



Temporary Staff

9. As of 31 December 2014, PASB had a total of 83 staff members in temporary appointments. Of those, 58 (70%) were in the professional category and 25 (30%) in the general service category (Figure 5). Table 4 shows the breakdown of temporary staff by duty station and category.

Figure 5. Number of Temporary Staff

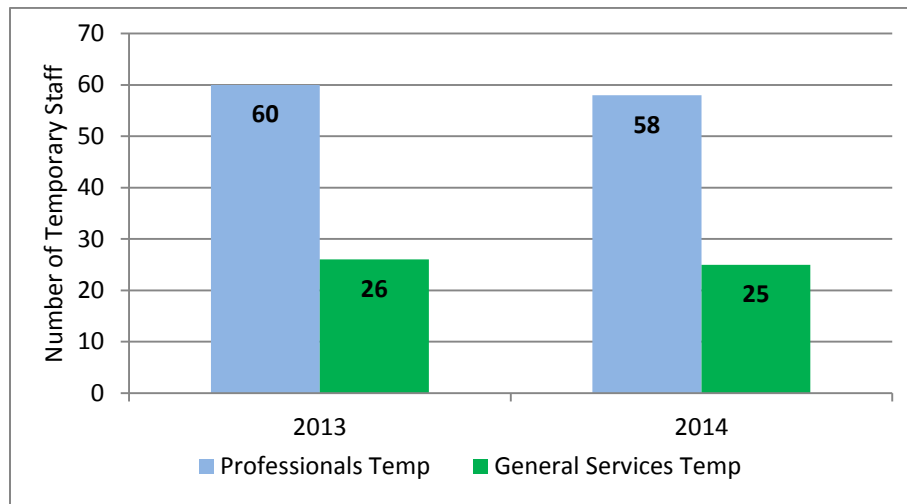


Table 4. Temporary Staff by Duty Station and Category

Duty Station		Professional	General Services	Total
Barbados	Bridgetown	3		3
Bolivia	La Paz	1		1
Brazil	Rio de Janeiro	1		1
Chile	Santiago		3	3
Costa Rica	San José	1		1
Dominican Republic	Santo Domingo	1		1
Haiti	Port-au-Prince	3		3
Honduras	Tegucigalpa	1		1
Jamaica	Kingston	1		1
Panama	Panama City	2		2
Paraguay	Asunción	3		3
United States of America	Washington, D.C.	41	17	58
Venezuela	Caracas		5	5
Grand Total		58	25	83

Gender Distribution

10. In PASB overall, women represent 52% of professionals in the temporary staff category. They are in the majority at all levels except for the P.4 and P.5 levels (Figure 6 and Table 5).

11. In Headquarters, women hold 63% of temporary appointments, while in PWR Offices and Centers, men hold 76% (Table 5).

Figure 6. Gender Distribution of Professional Temporary Staff by Organizational Location as of 31 December 2014

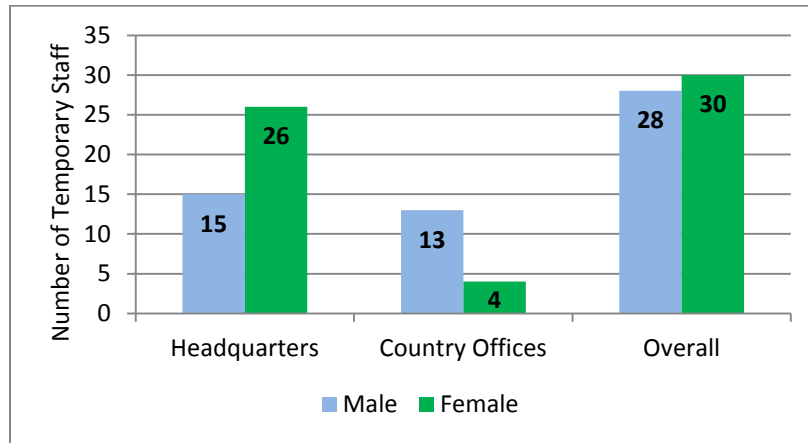
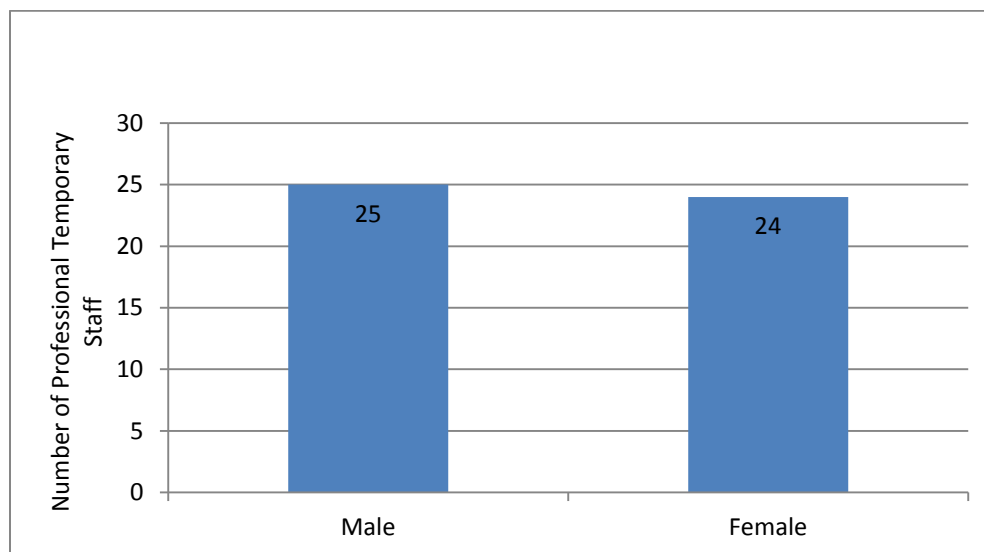


Table 5. Temporary Staff by Grade, Gender, and Percentage

Grade	Headquarters				Country Offices/Centers				ALL			
	Male	%	Female	%	Male	%	Female	%	Male	%	Female	%
D01	1	100%							1	100%	-	
P01	4	40%	6	60%					4	40%	6	60%
P02	3	30%	7	70%					3	30%	7	70%
P03	3	23%	10	77%	2	67%	1	33%	5	31%	11	69%
P04	1	33%	2	67%	9	90%	1	10%	10	77%	3	23%
P05					1	100%			1	100%	-	
On detail / no grade	3	75%	1	25%	1	33%	2	67%	4	57%	3	43%
TOTAL	15	37%	26	63%	13	76%	4	24%	28	43%	30	52%

12. During 2014, 49 professionals were appointed to temporary positions in PASB; 25 (51%) were men and 24 (49%) were women. The percentage of women appointed in this category is up from 47% in 2013 (Figure 7).

Figure 7. Gender Distribution of Professional Temporary Staff Appointments in 2014



Distribution of Temporary Staff by Nationality

13. Table 6 provides consolidated information, as of 31 December 2014, regarding the distribution of professional temporary staff in PASB by nationality.

Table 6. Distribution of Temporary Professional Staff by Nationality

Nationality	Total	Nationality	Total
Argentina	3	Mexico	1
Belize	1	Netherlands	1
Bolivia	3	Nicaragua	1
Brazil	3	Norway	1
Colombia	3	Peru	4
Cuba	2	Senegal	1
Dominican Republic	1	Spain	5
El Salvador	2	Suriname	1
Finland	1	Sweden	1
France	2	Switzerland	1
Guatemala	1	United States of America	16
India	1	Unavailable	1
Italy	1	Grand Total	58

Non-UN Staff Contractual Mechanisms

14. In 2014, PASB had 1,000 individuals working under a number of non-UN staff contractual mechanisms in PWR Offices and Centers. The PWR Offices employed 279 agency personnel (AGNF), 255 ministry staff seconded to PAHO (MIN), 102 PASB local employees National Staff/National Staff Non Post (NATP/NATN), 151 national consultants (NPC), 114 international consultants (IPC), and 75 employed by others (EO) (Figure 8 and Table 7). The majority of non-UN staff contracts are used in the countries; however, Headquarters also has individuals in the “employed by others” and “agency” (AGNH) categories.

Figure 8. Number of Non-UN Staff, 2014

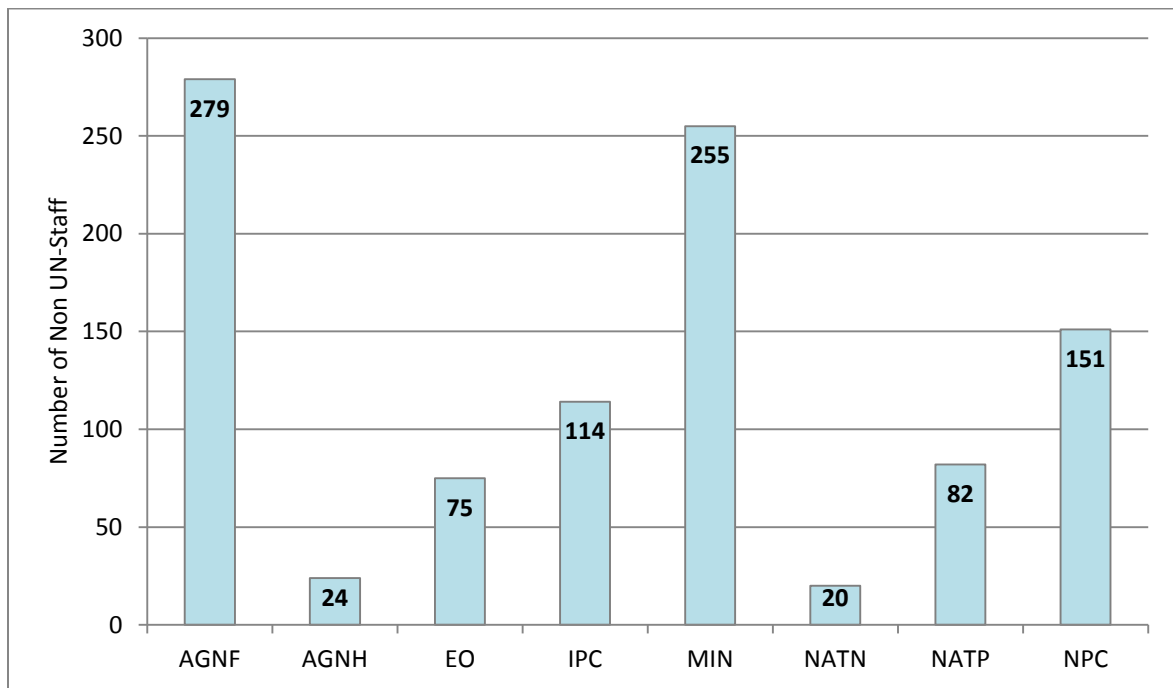


Table 7. Non-UN Staff by Duty Station and Category

Duty Station		AGNF	AGNH	EO	IPC	MIN	NATN	NATP	NPC	TOTAL
Antigua and Barbuda	St John's					1				1
Argentina	Buenos Aires	11			6				4	21
Bahamas	Nassau					7			2	9
Barbados	Bridgetown					13	1	9		23
Belize	Belize City				1	6				7
	Belmopan								1	1
	San Ignacio								1	1
Bolivia	La Paz					11			8	19
Brazil	Brasília	68			24		1	8	40	141
	Pedro Leopoldo							4		4
	Rio de Janeiro						15	52		67
	Sao Paulo			53		16			1	70
Chile	Santiago				1	4			5	
Colombia	Bogotá	24			1				18	43
	Cali				1					1
	Medellín				1					1
Costa Rica	San José	4				7		1	12	
Cuba	Havana					30				30
Dominica	Roseau					1				1
Dominican Republic	Santo Domingo				1	24			5	30
Ecuador	Quito	10				5			1	16
El Salvador	San Salvador	9			1	15			3	28
Grenada	St George's					1				1
Guatemala	Guatemala City	20			1	10			17	48
Guyana	Georgetown					15			4	19
Haiti	Port-au-Prince	80			7	2			9	98
Honduras	Tegucigalpa	12			1	9			4	26
Jamaica	Kingston				1	8			1	10
Mexico	Ciudad Juárez				1					1
	Mexico City	7				2			5	14
	Veracruz				1					1
Nicaragua	Managua	5				17		1	23	
Panama	Panama City	7			3	13		6	29	
Paraguay	Asunción	1				19			2	22
	Concepción								1	1
Peru	Lima	15			4			5	24	
Puerto Rico	San Juan				1					1
St. Vincent	Kingstown					1				1
Suriname	Paramaribo	5				4			4	13
Switzerland	Geneva				1					1
	Zurich				1					1
Trinidad and Tobago	Port of Spain					5				5
Uruguay	Montevideo					8	3	9	3	23
United States of America	Los Angeles, CA				1					1
	Miami				1					1
	Washington, D.C.		24	22	53					99
Venezuela	Caracas	1				1			4	6
Grand Total		279	24	75	114	255	20	82	151	1,000

Non-UN Professional Staff Distribution by Gender

15. Women make up 57% of all non-UN professional staff contracts (Figure 9). They represent 56% at headquarters and 52% in PWR Offices and Centers (Table 8).

Figure 9. Gender Distribution of Non-UN Professional Staff by Organizational Location, 2014

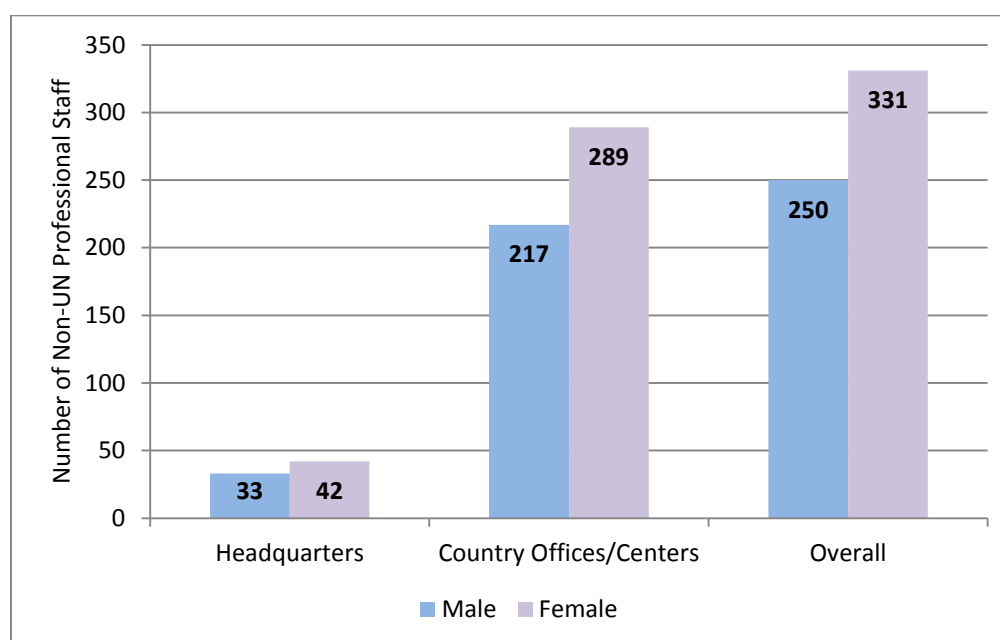


Table 8. Non-UN Professional Staff Distribution by Gender

Contract Type	Headquarters				Country Offices/Centers				ALL			
	Male	%	Female	%	Male	%	Female	%	Male	%	Female	%
EO	17	77%	5	23%	5	71%	2	29%	22	76%	7	24%
IPC	16	30%	37	70%	32	63%	19	37%	48	46%	56	54%
MIN					5	33%	10	67%	5	33%	10	67%
NPC					64	43%	84	57%	64	43%	84	57%
TOTAL	33	44%	42	56%	106	48%	115	52%	139	47%	157	53%

16. Table 9 provides consolidated information, as of 31 December 2014, regarding the distribution of all non-UN staff contract holders in PASB by nationality.

Table 9. Non-UN Staff Distribution by Nationality

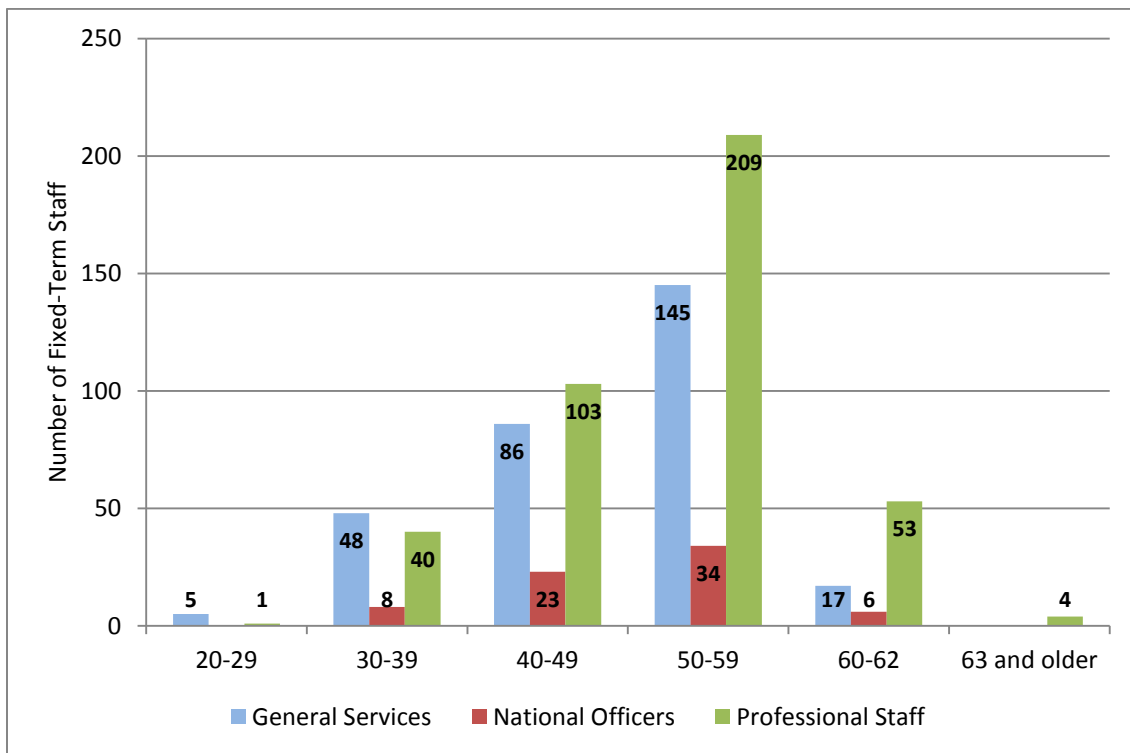
NATIONALITY	AGNF	AGNH	EO	IPC	MIN	NATN	NATP	NPC	Total
Antigua and Barbuda					1				1
Argentina	11			10				4	25
Bahamas					7				7
Barbados					13		8		21
Belgium				1					1
Belize					6			2	8
Bolivia				1	11			8	20
Brazil	67		53	1	16	16	64	41	258
Burundi		1							1
Cameroon				2					2
Canada				5				1	6
Chile		1	1	1	4				7
China			1						1
Colombia	24			10				19	53
Costa Rica	4			2	7			1	14
Cuba				24	30			1	55
Dominica					1				1
Dominican Republic					24			5	29
Ecuador	10	1		1	5			1	18
El Salvador	9		1	1	15			3	29
Ethiopia			1						1
France				3					3
Grenada					1				1
Guatemala	20	1		2	10			16	49
Guyana					15		1	3	19
Haiti	81			1	2			9	93
Honduras	12	1		1	9			5	28
India			1	1					2
Italy				1					1
Jamaica				2	8			1	11
Kenya			1						1
Mexico	7	1		6	2			5	21
Netherlands								1	1
Nicaragua	5			3	17			1	26
Panama	7				13			5	25
Paraguay	1				19			3	23
Peru	15	1		3				4	23
Puerto Rico		3	1	1					5
Spain				6					6
Saint Vincent					1				1
Suriname	5				4			3	12
Trinidad and Tobago					5	1			6
Uruguay					8	3	9	4	24
United States of America		14	15	22				1	52
Venezuela	1			3	1			4	9
Grand Total	279	24	75	114	255	20	82	151	1,000

Age, Length of Service, and Retirement Trends

Fixed-Term Staff by Age

17. Sixty-four percent of the professional staff, including national officers, and 54% of the general service staff in the Bureau are 50 years of age or older. They represent 60% of all PASB staff who will reach the mandatory retirement age within the next 10 to 12 years. This age group has increased from 57% in 2013. (The mandatory age of retirement is 60 for staff who were participating in the UN Joint Staff Pension Fund prior to 1 January 1990, age 62 for staff whose participation began on or after 1 January 1990, and age 65 for staff whose participation began on or after 1 January 2014) (Figure 10).

Figure 10. Professional and General Service Staff by Age

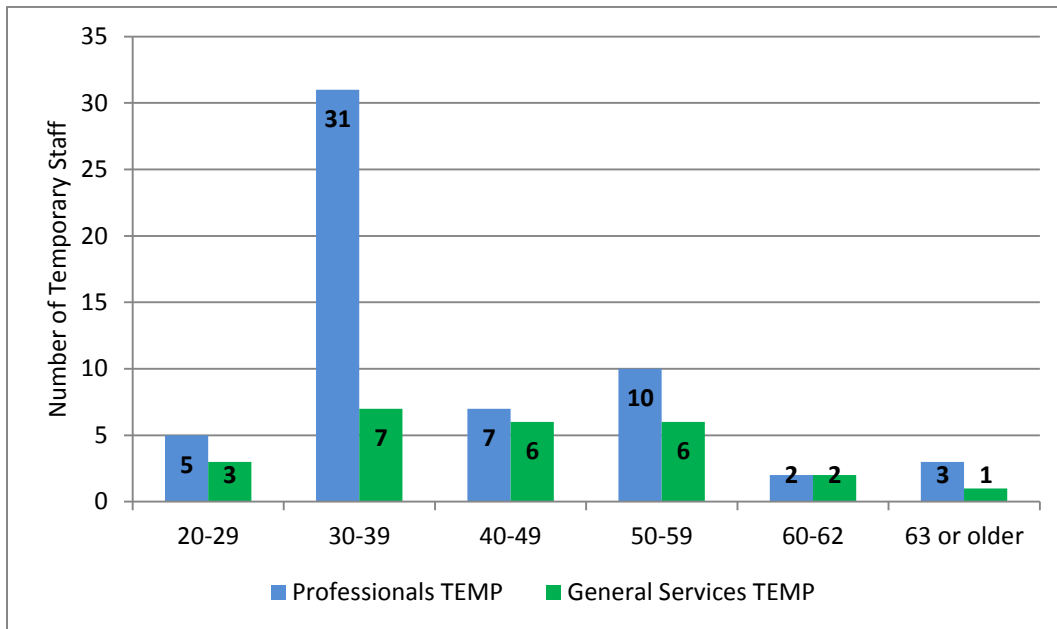


Temporary Staff by Age

18. Of the 86 staff holding temporary appointments, 60 (70%) were in the professional category and 26 (30%) were in the general services category.

19. The majority of professional temporaries fall in the 30-39 year age range, while the majority of general services temporaries are in the 30-39 year age range (Figure 11).

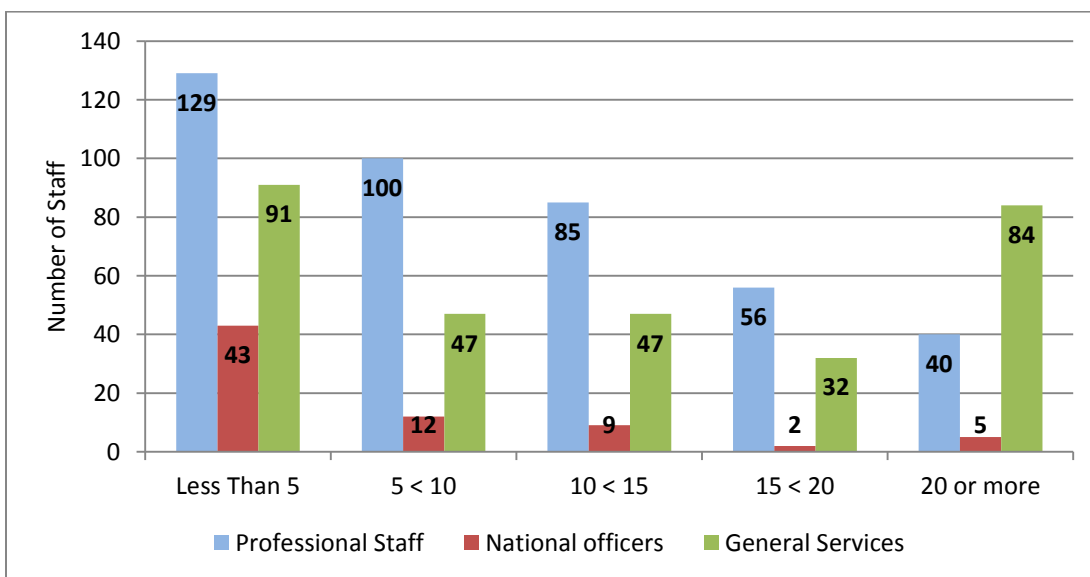
Figure 11. Temporary Staff by Age



Staff Distribution by Length of Service

20. The majority of fixed-term staff in each of the three categories (professional, national professional officer, and general service) have less than five years of service (Figure 12).

Figure 12. Staff Distribution by Length of Service

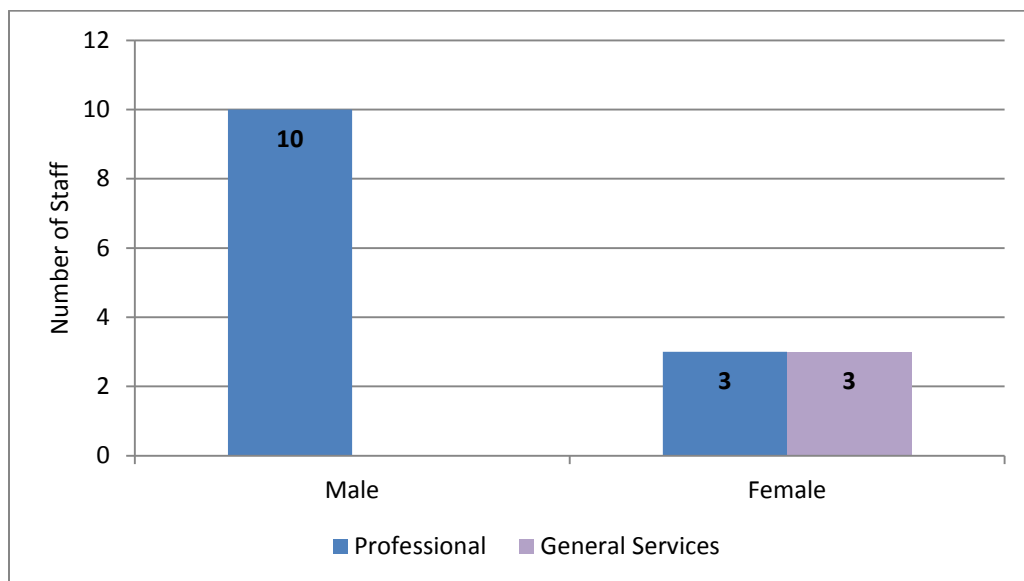


Employment of Retirees

Fixed-Term Staff Extended beyond Retirement Age

21. Sixteen fixed-term staff members were extended beyond the mandatory retirement age in 2014. Ten (63%) were male and 6 (37%) were female. Thirteen (81%) were in the professional category, and three (19%) in the general service category (Figure 13).

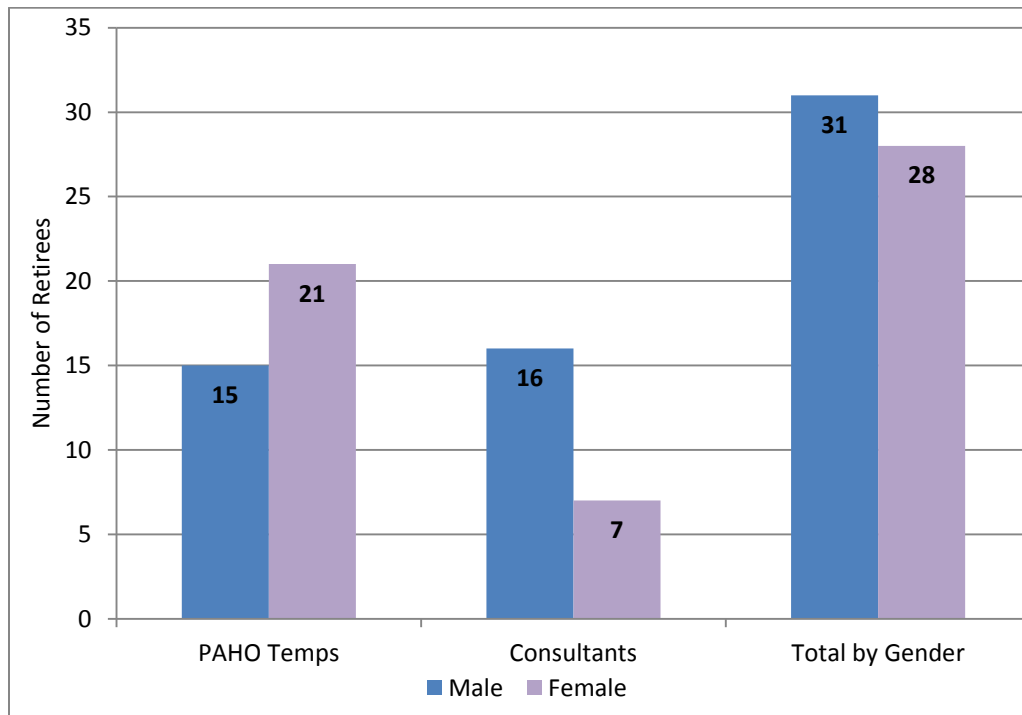
Figure 13. Extensions beyond Retirement Age



Retirees Holding Temporary Appointments

22. During 2014, 59 retirees were hired under temporary appointments or consultant contracts. This number increased from 35 in 2013. Twenty-six were appointed as temporary staff while twenty-three were on consultant contracts. Of these retirees, 31 (53%) were male and 28 (47%) were female (Figure 14).

Figure 14. Number of Retirees Hired in 2014



Action by the Subcommittee on Program, Budget, and Administration

23. The Subcommittee is invited to take note of this report and offer any comments it may have.

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