

## 158th SESSION OF THE EXECUTIVE COMMITTEE

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Provisional Agenda Item 6.1

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### PASB STAFFING STATISTICS

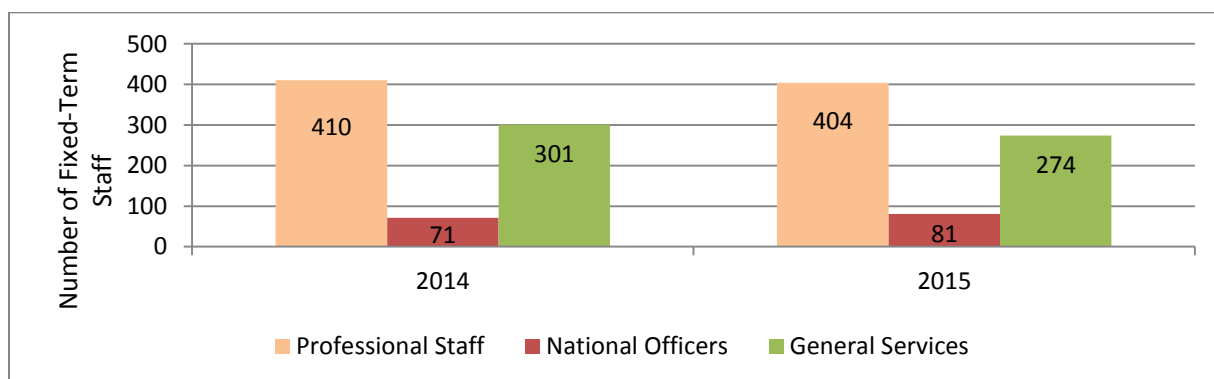
#### Report by the Bureau

1. This report provides data on the profile of the Pan American Sanitary Bureau (PASB) human resources as of 31 December 2015, 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 2015, PASB had a total of 759 staff members on either fixed-term appointments of one to five years or career service appointments compared to 782 as of 31 December 2014.<sup>1</sup> Of these 759, 404 (53%) were in the professional category, 81 (11%) were in the national professional officer category, and 274 (36%) were in the general service category (Figure 1 and Table 1).

**Figure 1. Number of Fixed-Term Staff**



<sup>1</sup> The Career Service Appointment was discontinued in 2002. However, staff members holding such appointments on 1 July 2002 and who remain below grade P.6/D.1 retain such appointments until they separate from the Bureau.

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

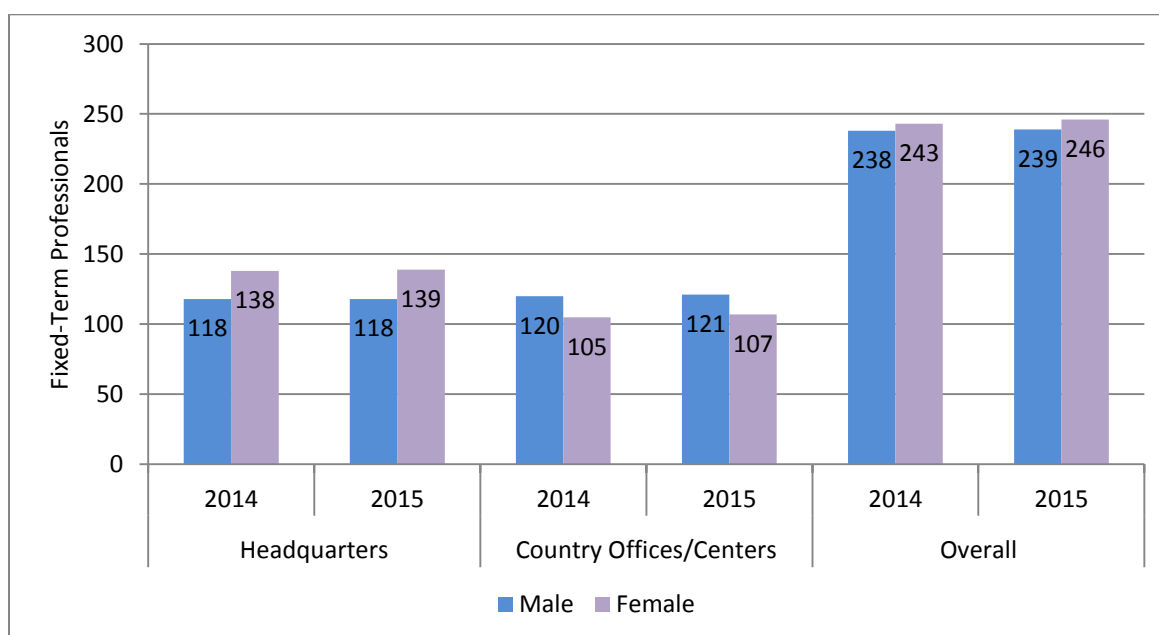
Duty Station		Professional	National Officer	General Service	Total
Anguilla	The Valley	0	1	0	1
Antigua and Barbuda	St John's	0	1	0	1
Argentina	Buenos Aires	4	3	4	11
Bahamas	Nassau	1	1	0	2
Barbados	Bridgetown	13	1	6	20
Belize	Belize City	2	1	1	4
Bolivia	La Paz	7	4	5	16
Brazil	Brasilia	11	13	10	34
	Rio de Janeiro	9	6	6	21
	São Paulo	0	1	0	1
Chile	Santiago	3	1	3	7
Colombia	Bogota	5	8	5	18
Costa Rica	San José	3	1	2	6
Cuba	Havana	1	0	0	1
Dominica	Roseau	0	1	0	1
Dominican Republic	Santo Domingo	5	1	3	9
Ecuador	Quito	5	3	5	13
El Salvador	San Salvador	5	1	3	9
Grenada	St George's	0	1	0	1
Guatemala	Guatemala City	5	3	6	14
Guyana	Georgetown	3	2	2	7
Haiti	Port-au-Prince (POD) <sup>2</sup>	2	0	0	2
	Port-au-Prince (SOA) <sup>3</sup>	4	1	6	11
Honduras	Tegucigalpa	4	2	4	10
Jamaica	Kingston	5	2	1	8
Mexico	Mexico City	6	2	7	15
Nicaragua	Managua	5	6	3	14
Panama	Panama City	6	1	1	8
Paraguay	Asunción	5	0	3	8
Peru	Lima	12	2	7	21
Saint Kitts and Nevis	Basseterre	0	1	0	1
Saint Lucia	Castries	0	1	0	1
Saint Vincent and the Grenadines	Kingstown	0	1	0	1
Suriname	Paramaribo	3	2	1	6
Trinidad and Tobago	Port of Spain	4	1	2	7
United States of America	Washington, D.C.	257	0	169	426
Uruguay	CLAP/SMR <sup>4</sup>	4	1	2	7
	Montevideo	1	2	3	6
Venezuela	Caracas	4	2	4	10
<b>Total</b>		<b>404</b>	<b>81</b>	<b>274</b>	<b>759</b>

<sup>2</sup> Place of Duty<sup>3</sup> Special Operations Approach<sup>4</sup> Latin American Center for Perinatology, Women and Reproductive Health

### 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 held steady with 2014 at 54%. This was also true in PAHO/WHO Representative (PWR) Offices and Centers, where the percentage of women in these categories remained at 47% (Figure 2).

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



4. Women occupy approximately 51% of the 485 professional and national professional officer posts within the Organization. This remains the same as in 2014. Women hold the majority of posts at the P.1/NOA grade level (65% of 20 posts), P.2/NOB level (58% of 72 posts), and P.3/NOC level (58% of 95 posts).<sup>5</sup> Men continue to occupy the majority of posts at the P.4/NOD level (53% of 212 posts), P.5 level (59% of 51 posts), and D.1 level (69% of 16 posts). However, women hold the majority of posts at the P.6 level (57% of 16 posts). Two of the three ungraded (UG) posts in PASB are occupied by women. Of the 26 PAHO/WHO Representatives in the countries, PASB has now reached gender equity, 50% (13) male and 50% (13) female (Table 2).

<sup>5</sup> 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.

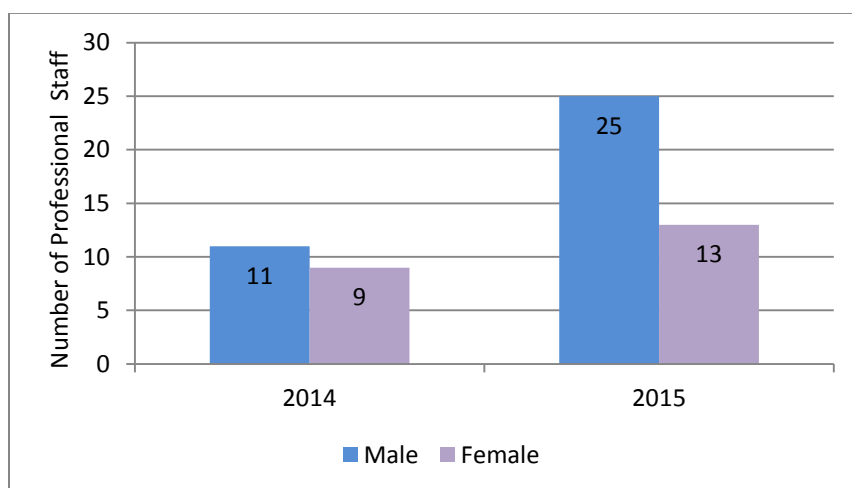
**Table 2. Professional Staff Distribution by Grade and Gender**

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%		
D02	2	100%							2	100%		
D01	10	77%	3	23%	1	33%	2	67%	11	69%	5	31%
P06	1	50%	1	50%	5	42%	7	58%	6	43%	8	57%
P05	18	56%	14	44%	12	63%	7	37%	30	59%	21	41%
P04/NOD	46	45%	57	55%	66	61%	43	39%	112	53%	100	47%
P03/NOC	26	43%	35	57%	14	41%	20	59%	40	42%	55	58%
P02/NOB	14	36%	25	64%	16	48%	17	52%	30	42%	42	58%
P01/NOA			2	100%	7	39%	11	61%	7	35%	13	65%
<b>TOTAL</b>	<b>118</b>	<b>46%</b>	<b>139</b>	<b>54%</b>	<b>121</b>	<b>53%</b>	<b>107</b>	<b>47%</b>	<b>239</b>	<b>49%</b>	<b>246</b>	<b>51%</b>

PAHO/WHO REPRESENTATIVES (P05-P06/D01)			
Male	%	Female	%
13	50%	13	50%

5. As of 31 December 2015, 38 professionals and national professional officers were appointed to fixed-term positions in PASB: 25 (66%) were men and 13 (34%) 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 an increase in the number of appointments at the professional level over 2014 as a result of the completion of the 2014-2015 Biennial Work Plans (BWP), which allowed for entity HR plans to be approved and implemented.

*Distribution of Professional Staff by Nationality*

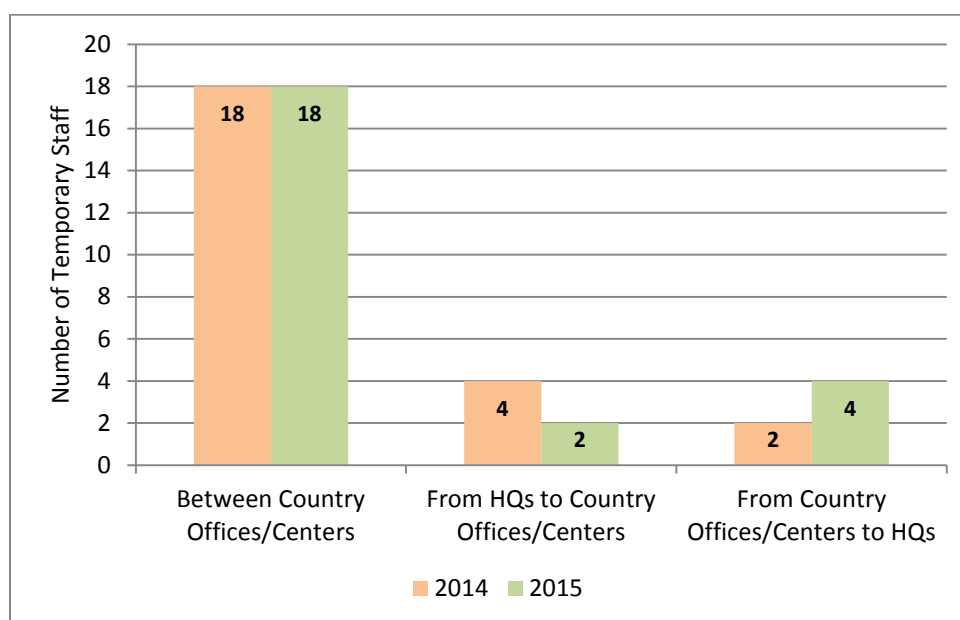
7. Table 3 provides consolidated information, as of 31 December 2015, regarding the distribution of professional and national professional officer fixed-term staff in PASB by nationality.

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

Nationality	Total	Nationality	Total	Nationality	Total
Argentina	29	Equatorial Guinea	1	Paraguay	4
Austria	1	France	9	Peru	22
Bahamas	1	Ghana	1	Philippines	3
Barbados	3	Grenada	1	Rwanda	1
Belgium	2	Guatemala	14	Saint Vincent and the Grenadines	4
Belize	8	Guinea	1	Senegal	1
Bolivia	8	Guyana	3	Serbia	1
Brazil	55	Haiti	2	Spain	30
Canada	9	Honduras	6	Suriname	3
Chile	11	Ireland	1	Trinidad and Tobago	6
Colombia	40	Italy	10	United Kingdom	8
Costa Rica	8	Jamaica	8	United States of America	61
Cuba	9	Japan	1	Uruguay	9
Denmark	2	Malta	1	Uzbekistan	1
Dominica	2	Mexico	16	Venezuela	8
Dominican Republic	6	Myanmar	1	<b>Total</b>	<b>485</b>
Ecuador	15	Netherlands	6		
Egypt	1	Nicaragua	12		
El Salvador	11	Panama	8		

*Professional Staff Mobility*

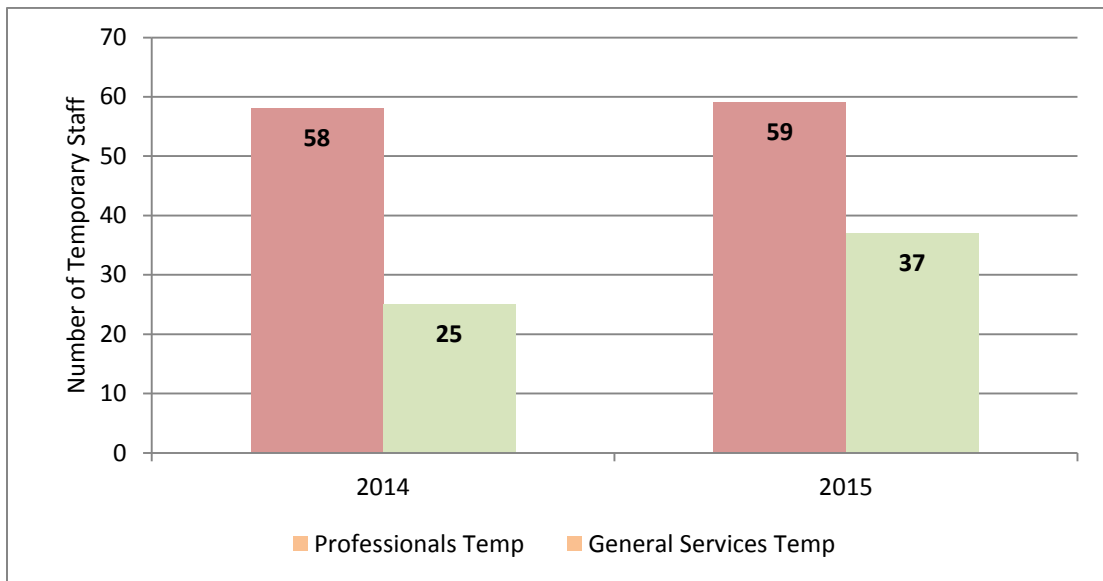
8. PASB closely monitors its professional staff, especially in PWR Offices, to ensure rotation after five years at the same duty station. In 2015, 24 professional staff reassignments occurred. Eighteen (75%) of these reassignments involved the movement of staff between PWR Offices and Centers; two (8%) involved the movement of staff from Headquarters to PWR Offices or Centers, and four (17%) involved the movement of staff from PWR Offices or Centers to Headquarters (Figure 4).

**Figure 4. Professional Staff Reassignments and Transfers, 2014-2015**

9. In addition to these reassignments, there were nine interagency transfers in 2015. Three were appointments to PAHO by way of transfer from WHO. Five were transfers from PAHO to WHO and one to another UN agency.

### Temporary Staff

10. As of 31 December 2015, PASB had a total of 96 staff members in temporary appointments. Of those, 59 (62%) were in the professional category and 37 (38%) 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**

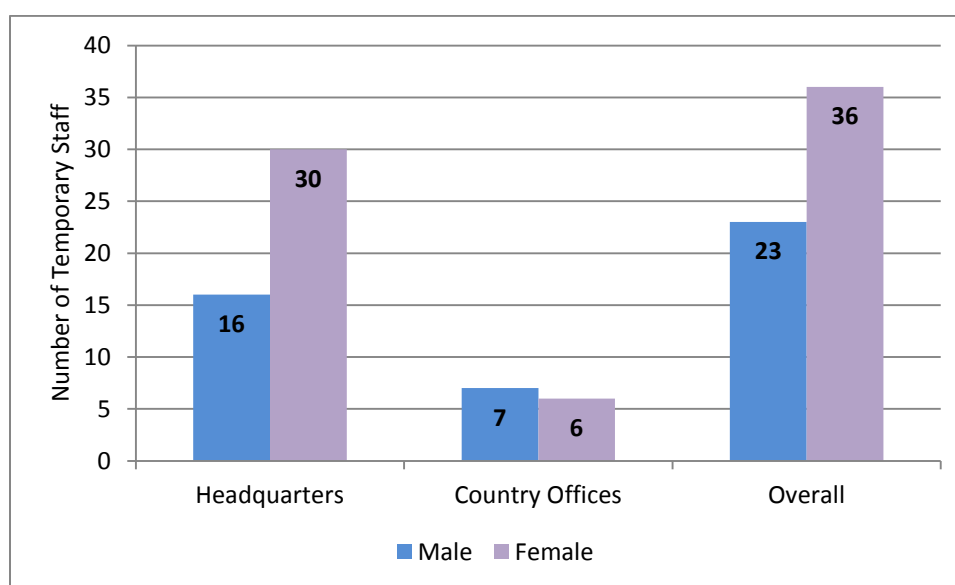
Duty Station		Professional	General Services	Total
Bahamas	Nassau	1		1
Barbados	Bridgetown	2	1	3
Bolivia	La Paz	1		1
Brazil	São Paulo	1		1
Chile	Santiago		3	3
Haiti	Port-au-Prince (POD)	4		4
Panama	Panama City	2		2
Paraguay	Asunción	1		1
Suriname	Paramaribo	1		1
United States of America	Washington, D.C.	46	28	74
Venezuela	Caracas		5	5
<b>Grand Total</b>		<b>59</b>	<b>37</b>	<b>96</b>

### Gender Distribution

11. In PASB overall, women represent 61% of professionals in the temporary staff category. This is up from 52% in 2014. As in 2014, women are in the majority at all levels except for the P.4 and P.5 levels (Figure 6 and Table 5).

12. In Headquarters, women hold 65% of temporary appointments. In PWR Offices and Centers, men hold 54% as compared to 76% in 2014 (Table 5).

**Figure 6. Gender Distribution of Professional Temporary Staff by Organizational Location as of 31 December 2015**



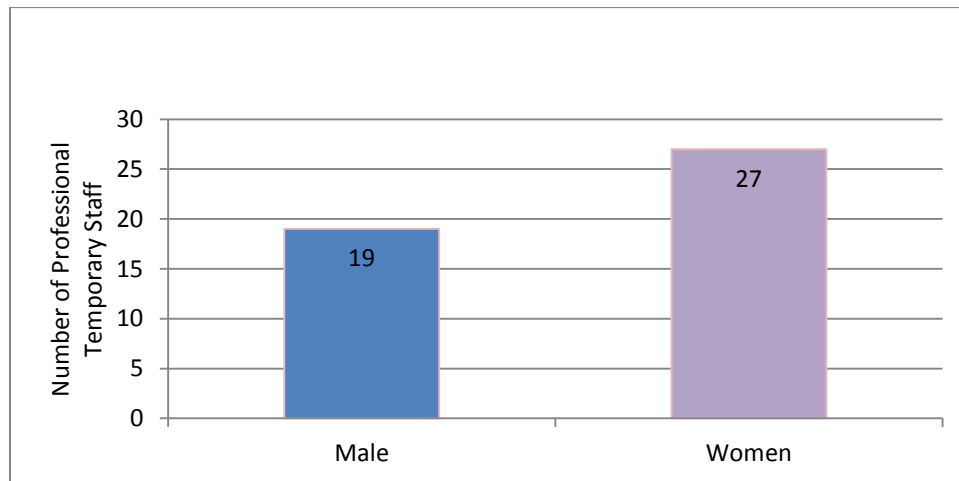
**Table 5. Temporary Staff by Grade, Gender, and Percentage**

Grade	Headquarters				Country Offices/Centers				ALL			
	Male	%	Female	%	Male	%	Female	%	Male	%	Female	%
P-1	4	36%	7	64%			1	100%	4	33%	8	67%
P-2	7	39%	11	61%	1	100%			8	42%	11	58%
P-3	1	10%	9	90%	2	100%			3	25%	9	75%
P-4	3	50%	3	50%	3	60%	2	40%	6	55%	5	45%
P-5					1	100%			1	100%		
On detail / no grade	1	100%					3	100%	1	50%	3	50%
<b>TOTAL</b>	<b>16</b>	<b>35%</b>	<b>30</b>	<b>65%</b>	<b>7</b>	<b>54%</b>	<b>6</b>	<b>46%</b>	<b>23</b>	<b>39%</b>	<b>36</b>	<b>61%</b>



13. During 2015, 46 professionals were appointed to temporary positions in PASB; 19 (41%) were men and 27 (59%) were women. The percentage of women appointed in this category is up from 49% in 2014 (Figure 7).

**Figure 7. Gender Distribution of Professional Temporary Staff Appointments in 2015**



*Distribution of Temporary Staff by Nationality*

14. Table 6 provides consolidated information, as of 31 December 2015, regarding the distribution of professional temporary staff in PASB by nationality.

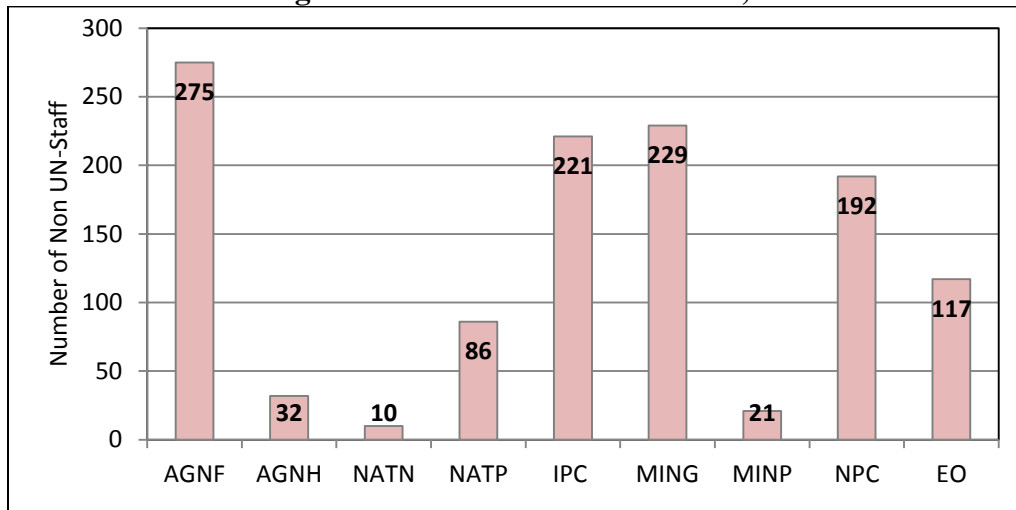
**Table 6. Distribution of Temporary Professional Staff by Nationality**

Nationality	Total	Nationality	Total
Argentina	2	Italy	1
Bolivia	1	Mexico	1
Brazil	1	Netherlands	1
Canada	1	Nicaragua	1
Chile	1	Norway	1
Colombia	3	Peru	4
Croatia	1	Senegal	1
Cuba	1	Spain	4
Dominican Republic	1	Suriname	1
Ecuador	1	Sweden	1
El Salvador	1	Switzerland	1
Finland	1	United States of America	22
France	2	(Unavailable)	2
India	1	<b>Total</b>	<b>59</b>

### Non-UN Staff Contractual Mechanisms

15. In 2015, PASB had 1,183 individuals working under a number of non-UN staff contractual mechanisms. The majority of non-UN staff contracts are used in the countries. The PWR Offices employed 275 agency personnel (AGNF), 250 ministry support and professional staff (MING/MINP) seconded to PAHO, 96 PASB local employees National Staff/National Staff Non Post (NATP/NATN), and 192 national consultants (NPC). Headquarters also employed 32 agency personnel, and overall, PAHO hired 221 international consultants (IPC), and 117 employed by others (EO) (Figure 8 and Table 7). In Headquarters, agency personnel (AGNH) provide administrative support services generally to replace PASB general service staff on extended leave, i.e., maternity, sick. The “employed by others” category includes individuals who are retained by the Bureau through a service contract, loans or secondments (reimbursable or non-reimbursable) from other UN agencies. The category also includes professionals on detail, that is, those who provide services and are employed by a non-UN organization. In the latter case, the person remains an employee of the releasing organization.

**Figure 8. Number of Non-UN Staff, 2015**



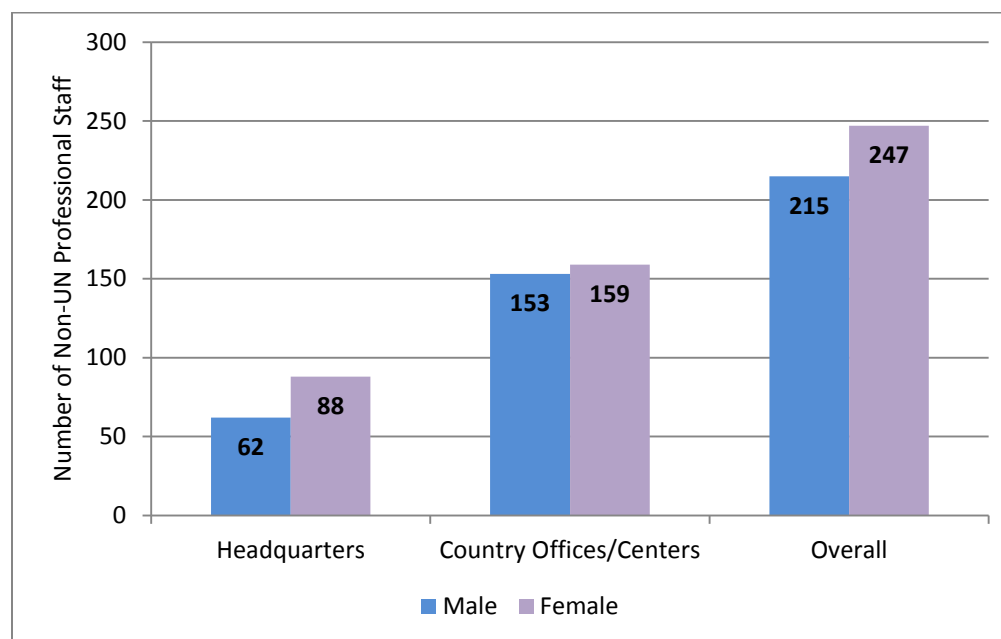
**Table 7. Non-UN Staff by Duty Station and Category**

Duty Station		AGNF	AGNH	CLTN	CLTP	IPC	MING	MINP	NPC	EO	Count
Antigua and Barbuda	St John's						1				1
Argentina	Buenos Aires	10				5		2	5		22
Bahamas	Nassau						6		2		8
Barbados	Bridgetown				5	5	10				20
Belize	Belize City						6		2	2	10
Bolivia	La Paz					4	9		9		22
Brazil	Brasilia	73		1	8	28			36		146
	Rio de Janeiro			7	64	2			8		81
	São Paulo					1		1	1	52	55
Chile	Santiago					2	4		2		8
Colombia	Bogota	27							14		41
Costa Rica	San José	4				2	7		2		15
Cuba	Havana						24	8			32
Dominica	Roseau					2	1				3
Dominican Republic	Santo Domingo						23		4		27
Ecuador	Guayaquil	1									1
	Quito	8				2	5	1	3		19
El Salvador	San Salvador	8				1	11		5		25
Grenada	St George's						1				1
Guatemala	Guatemala City	18				1	13		23	3	58
Guyana	Georgetown					3	16		5		24
Haiti	Port-au-Prince (POD)	20				9			13		42
	Port-au-Prince (SOA)	57				1	2				60
Honduras	Tegucigalpa	7				1	17	1	10		36
Jamaica	Kingston					3	9			1	13
Mexico	Mexico City	6				2		2	5		15
Nicaragua	Managua	5					16				21
Panama	Panama City	7				3	10	4	6		30
Paraguay	Asunción	2				1	17	2	8		30
Peru	Lima	16				4			12		32
Puerto Rico	San Juan					1					1
Saint Kitts and Nevis	Basseterre					1					1
Saint Lucia	Castries					1	1				2
Saint Vincent and the Grenadines	Kingstown						2				2
Suriname	Paramaribo	6				2	4		3		15
British Virgin Islands	Road Town, Tortola					1					1
Trinidad and Tobago	Port of Spain					2	5		3		10
United States of America	Washington, D.C.		32			130			1	59	222
Uruguay	CLAP			2	6	1					9
	Montevideo				3		8		6		17
Venezuela	Caracas						1		4		5
<b>Total</b>		<b>275</b>	<b>32</b>	<b>10</b>	<b>86</b>	<b>221</b>	<b>229</b>	<b>21</b>	<b>192</b>	<b>117</b>	<b>1,183</b>

### *Non-UN Professional Staff Distribution by Gender*

16. Women make up 53% 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, 2015**



**Table 8. Non-UN Professional Staff Distribution by Gender**

Contract Type	Headquarters				Country Offices/Centers				ALL			
	Male	%	Female	%	Male	%	Female	%	Male	%	Female	%
EO	14	70%	6	30%	6	75%	2	25%	20	71%	8	29%
IPC	48	37%	82	63%	50	55%	41	45%	98	44%	123	56%
MINP					7	33%	14	67%	7	33%	14	67%
NPC					90	47%	102	53%	90	47%	102	53%
<b>TOTAL</b>	<b>62</b>	<b>44%</b>	<b>88</b>	<b>56%</b>	<b>153</b>	<b>48%</b>	<b>159</b>	<b>52%</b>	<b>215</b>	<b>47%</b>	<b>247</b>	<b>53%</b>

17. Table 9 provides consolidated information, as of 31 December 2015, regarding the distribution of all non-UN staff contract holders in PASB by nationality.

**Table 9. Non-UN Staff Distribution by Nationality**

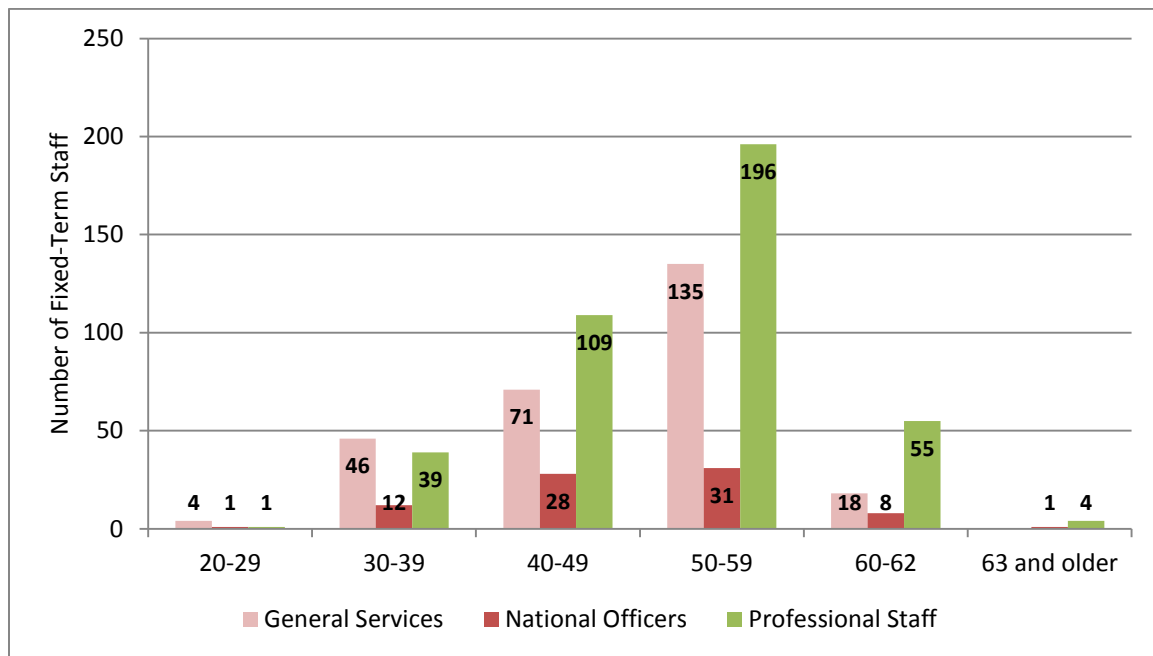
Nationality	AGNF	AGNH	CLTN	CLTP	IPC	MING	MINP	NPC	EO	Total
Antigua and Barbuda						1				1
Argentina	10	1			7		2	4		24
Bahamas						5				5
Barbados				4	1	9				14
Belgium					2					2
Belize						6		2	2	10
Bolivia		1			6	9		4	1	21
Brazil	73		8	71	4		1	45	50	252
British Virgin Islands					1					1
Burkina Faso					1					1
Cameroon					2					2
Canada					5			1		6
Chile					4	4		3	1	12
China									1	1
Colombia	26	1			5			12		44
Costa Rica	4				2	7		2		15
Cuba		1			26	24	8	1		60
Côte d'Ivoire					1					1
Dominica						1				1
Dominican Republic						23		3		26
Ecuador	9	1			3	5	1	2	0	21
El Salvador	8	1			2	10		5	4	30
Ethiopia									1	1
France					1					1
Germany					1					1
Guatemala	13	1			2	13		9		38
Guyana				1		16		4		21
Haiti	72	1				2		12		87
Honduras	7				1	13		8		29
India					1					1
Italy					1					1
Jamaica					6	8			1	15
Luxembourg					1					1
Mali					1					1
Mexico	6	1			4		2	5		18
Netherlands								1		1
Nicaragua	5	1			2	16				24
Panama	6				1	10	3	5		25
Paraguay	2				2	17	2	5		28
Peru	16	2			4			11		33
Puerto Rico					1					1
Saint Kitts and Nevis					1					1
Saint Lucia						1				1
Saint Vincent and the Grenadines					1	2				3
Spain					8			1		9
Suriname	6					4		2		12
Trinidad and Tobago		1			3	5		3		12
United Kingdom					1					1
United States of America		7			28			1	8	44
Uruguay			2	9	1	8		6		26
Venezuela					1	1		4		6
(Blank)	12	12		1	76	9	2	31	48	191
<b>Total</b>	<b>275</b>	<b>32</b>	<b>10</b>	<b>86</b>	<b>221</b>	<b>229</b>	<b>21</b>	<b>192</b>	<b>117</b>	<b>1,183</b>

## Age, Length of Service, and Retirement Trends

### *Fixed-Term Staff by Age*

18. Sixty-one percent of the professional staff, including national officers, and 56% of the general service staff in the Bureau are 50 years of age or older. They represent 59% of all PASB staff who will reach the mandatory retirement age within the next 10 to 12 years. This age group has decreased slightly from 60% in 2014. (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).

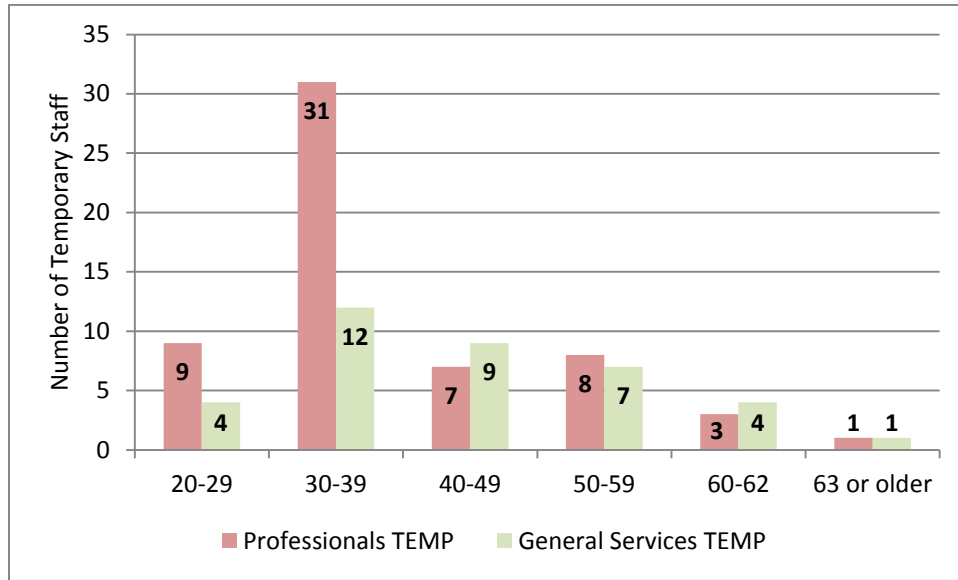
**Figure 10. Professional and General Service Staff by Age**



### *Temporary Staff by Age*

19. The majority of temporaries fall in the 30-39 year age range (Figure 11).

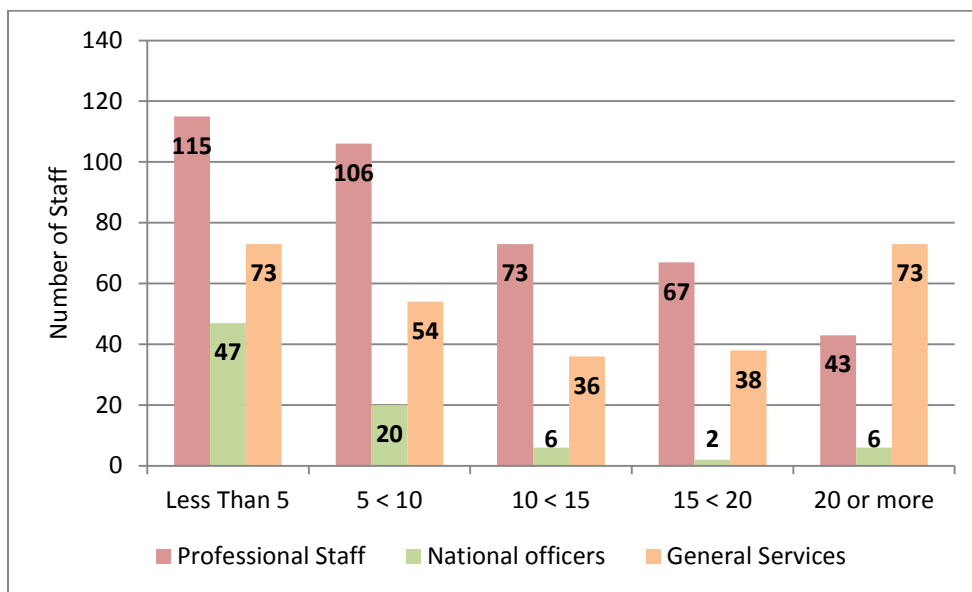
**Figure 11. Temporary Staff by Age**



***Staff Distribution by Length of Service***

20. The majority of fixed-term staff in the professional and national professional officer categories have less than five years of service. The majority of staff in the general service category are equally divided between those with less than five years and those with 20 or more years of service (Figure 12).

**Figure 12. Staff Distribution by Length of Service**

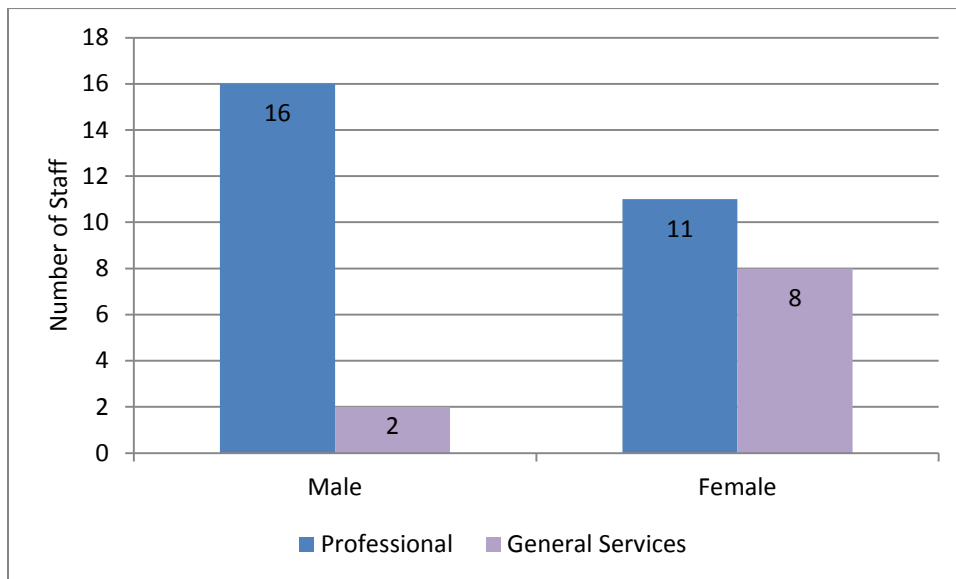


## *Employment of Retirees*

### *Fixed-Term Staff Extended beyond Retirement Age*

21. Under certain circumstances when it is in the interest of the Organization in order to complete key projects supporting technical cooperation or when a retiring staff member possesses unique competencies that are difficult to obtain in the marketplace, staff members' contracts are extended beyond retirement age, or retired staff members are engaged under temporary appointments. Thirty-seven fixed-term staff members were extended beyond the mandatory retirement age in 2015. Eighteen (49%) were male and nineteen (51%) were female. Twenty-seven (73%) were in the professional category, and ten (27%) in the general service category (Figure 13).

**Figure 13. Extensions beyond Retirement Age**

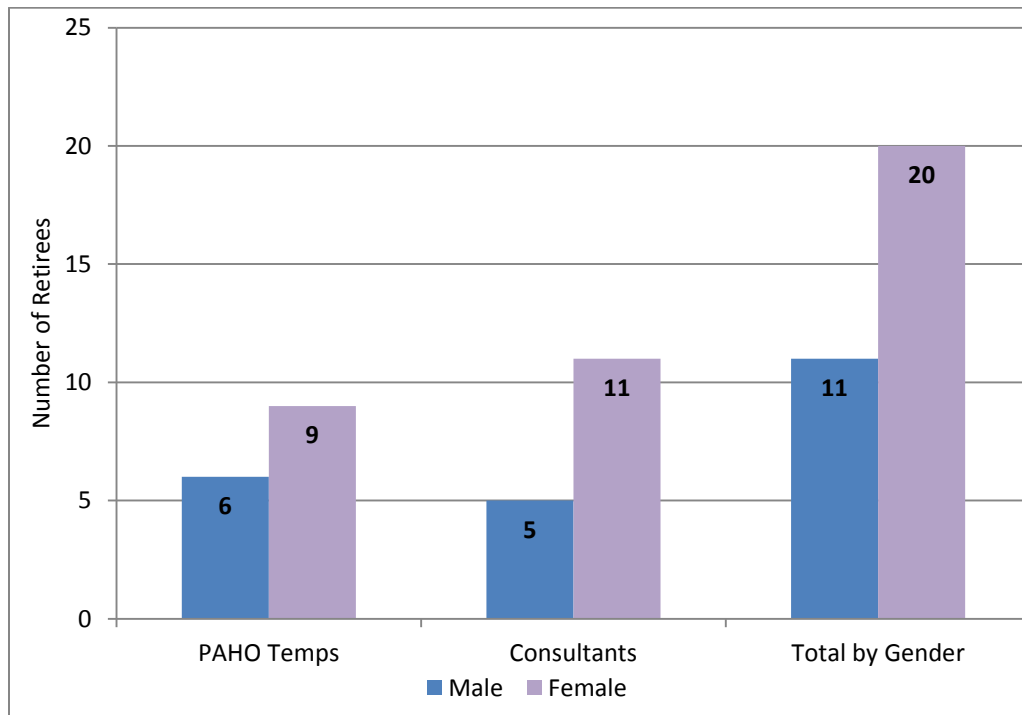


### *Retirees Holding Temporary Appointments*

22. During 2015, 31 retirees were hired under temporary appointments or consultant contracts. This number decreased from 59 in 2014. Fifteen were appointed as temporary staff while sixteen were on consultant contracts. Of these retirees, 20 (65%) were female and 11 (35%) were male (Figure 14).



**Figure 14. Number of Retirees Hired in 2015**



**Action by the Executive Committee**

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

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