



PAN AMERICAN HEALTH ORGANIZATION  
WORLD HEALTH ORGANIZATION



**43<sup>rd</sup> DIRECTING COUNCIL**  
**53<sup>rd</sup> SESSION OF THE REGIONAL COMMITTEE**

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**STATISTICS ON PASB/WHO STAFF**

## PERSONNEL INFORMATION AS OF 31 MAY 2001

The Director is pleased to provide to the 43rd Session of the Directing Council this report on the personnel of PASB and WHO regional staff as of 31 May 2001.

**Annex I** details the overall composition of PASB staff in the professional, general service and national officer 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, national officer, general service staff and short-term staff (PAHO and WHO funded), by gender.

**Annex IV** shows personnel 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 service categories by grade level and age.

**Annex VI** shows the distribution of staff in the professional category (PAHO and WHO funded), by discipline or focus of activity, including short-term professionals and consultants.

**Annex VII** 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 1997 through 2001.

**Annex VIII** shows professional staff (PAHO and WHO funded) by grade and years of service.

**Annex IX** shows the distribution of professional and general service staff (PAHO and WHO funded) by average length of service.

Annexes

**STAFF BY DUTY STATION  
PROFESSIONAL, GENERAL SERVICE, AND NATIONAL OFFICER**

DUTY STATION	PAHO/WHO PROFESSIONAL	PAHO/WHO GENERAL SERVICE	NATIONAL OFFICER
ARGENTINA	8	5	1
BAHAMAS	2	1	0
BARBADOS	15	8	1
BELIZE	1	2	0
BOLIVIA	4	2	1
BRAZIL	29	44	1
CHILE	4	1	0
COLOMBIA	7	4	0
COSTA RICA	12	6	1
CUBA	1	0	0
DOMINICAN REPUBLIC	5	3	1
ECUADOR	9	5	2
EL PASO	4	0	1
EL SALVADOR	7	4	0
GUATEMALA	7	9	1
GUYANA	3	4	0
HAITI	7	5	0
HONDURAS	6	5	0
JAMAICA	7	16	1
MEXICO	8	15	1
NICARAGUA	5	2	1
PANAMA	6	3	1
PARAGUAY	6	3	0
PERU	16	34	1
SURINAME	2	1	0
TRINIDAD AND TOBAGO	10	6	0
URUGUAY	4	4	0
VENEZUELA	9	8	0
WASHINGTON D.C.	235	247	0
TOTAL	439	447	15

## PASB/WHO STAFF DISTRIBUTION BY GRADE AND GENDER

### A. HQS PROFESSIONAL STAFF

	MALE		FEMALE	
	PAHO/WHO	%	PAHO/WHO	%
UNGRADED	2	66.66	1	33.34
D-2	2	100.00	0	00.00
D-1/P-6	16	72.72	6	27.28
P-5	20	51.28	19	48.72
P-4	53	60.91	34	39.09
P-3	23	45.09	28	54.91
P-2	12	34.28	20	65.72
P-1	1	33.33	2	66.67
TOTAL	129	53.97	110	46.03

### B. FIELD PROFESSIONAL STAFF

	MALE		FEMALE	
	PAHO/WHO	%	PAHO/WHO	%
UNGRADED	0	00.00	0	00.00
D-2	0	00.00	0	00.00
D-1/P-6	8	72.72	3	27.27
P-5	28	77.77	8	22.23
P-4	83	62.87	49	37.13
P-3	5	83.33	1	16.67
P-2	6	50.00	6	50.00
P-1	1	33.33	2	66.67
TOTAL	1311	65.50	69	34.50

### C. PROFESSIONAL STAFF

	MALE		FEMALE	
	PAHO/WHO	%	PAHO/WHO	%
UNGRADED	2	66.67	1	33.33
D-2	2	100.00	0	00.00
D-1/P-6	24	72.72	9	27.28
P-5	48	64.00	27	36.00
P-4	136	62.10	83	37.90
P-3	28	49.12	29	50.88
P-2	18	38.30	26	61.70
P-1	2	33.33	4	66.67
TOTAL	260	59.22	179	40.78

## PASB/WHO STAFF DISTRIBUTION BY GENDER

### A. PROFESSIONAL STAFF

	MALE		FEMALE	
	PAHO/WHO	%	PAHO/WHO	%
HEADQUARTERS	129	53.97	110	46.03
FIELD	131	65.50	69	34.50
TOTAL	260	59.22	179	40.78

### B. NATIONAL OFFICER

	MALE		FEMALE	
	PAHO/WHO	%	PAHO/WHO	%
HEADQUARTERS	0	00.00	0	00.00
FIELD	5	33.33	10	66.67
TOTAL	5	33.33	10	66.67

### C. GENERAL SERVICE

	MALE		FEMALE	
	PAHO/WHO	%	PAHO/WHO	%
HEADQUARTERS	48	19.43	199	80.57
FIELD	45	22.50	155	77.50
TOTAL	93	20.80	354	79.20

### D. SHORT-TERM STAFF

	MALE		FEMALE	
	PAHO/WHO	%	PAHO/WHO	%
HEADQUARTERS	18	40.90	26	59.10
FIELD	6	42.86	8	57.14
TOTAL	24	41.38	34	58.62

### E. GRAND TOTAL

	MALE		FEMALE	
	PAHO/WHO	%	PAHO/WHO	%
HEADQUARTERS	195	36.79	335	63.21
FIELD	187	43.58	242	56.42
TOTAL	382	39.83	577	60.17

**PERSONNEL HIRED UNDER LOCAL CONDITIONS OF EMPLOYMENT**

**BY DUTY STATION AND GENDER**

DUTY STATION	MALE	%	FEMALE	%
INPPAZ, ARGENTINA	6	50.00	6	50.00
PWR-ARGENTINA	0	00.00	3	100.00
PWR-BRAZIL	5	31.25	11	68.75
PANAFTOSA, BRAZIL	32	65.30	17	34.70
BIOETHICS, CHILE	1	33.33	2	66.67
PWR-CHILE	3	37.50	5	62.50
CFNI, JAMAICA	3	50.00	3	50.00
CEPIS, PERU	14	73.68	5	26.32
PWR-PERU	9	60.00	6	40.00
CLAP, URUGUAY	6	37.50	10	62.50
CPC, BARBADOS	1	7.15	13	92.85
TOTAL	80	49.68	81	50.32

### PASB/WHO STAFF BY GRADE AND AGE

#### PROFESSIONAL STAFF

	20/24	25/29	30/34	35/39	40/44	45/49	50/54	55/59	60 & OVER	TOTAL
UNGRADED	0	0	0	0	0	0	0	2	1	3
D-2	0	0	0	0	0	0	0	2	0	2
D-1/P-6	0	0	0	0	4	6	10	9	4	33
P-5	0	0	0	0	7	21	23	17	7	75
P-4	0	0	4	18	26	51	60	52	8	219
P-3	0	0	4	11	12	9	12	9	0	57
P-2	0	2	5	5	6	10	8	8	0	44
P-1	0	2	2	0	0	2	0	0	0	6
<b>TOTAL</b>	<b>0</b>	<b>4.86</b>	<b>15.885</b>	<b>34</b>	<b>55</b>	<b>99</b>	<b>113</b>	<b>99</b>	<b>20</b>	<b>440.745</b>

#### GENERAL SERVICE STAFF

	20/24	25/29	30/34	35/39	40/44	45/49	50/54	55/59	60 & OVER	TOTAL
G-7	0	0	1	3	7	8	9	7	0	35
G-6	0	0	7	12	19	37	24	14	0	113
G-5	0	2	7	18	39	27	34	14	0	141
G-4	3	7	7	16	23	24	23	17	0	120
G-3	1	1	0	2	3	2	4	2	2	17
G-2	0	0	0	1	2	1	3	6	0	13
G-1	0	0	0	1	0	2	4	1	0	8
<b>TOTAL</b>	<b>4.83</b>	<b>10.86</b>	<b>22</b>	<b>53</b>	<b>93</b>	<b>101</b>	<b>101</b>	<b>61</b>	<b>2</b>	<b>447</b>

**PROFESSIONALS BY DISCIPLINE INCLUDING SHORT-TERM PROFESSIONALS  
AND CONSULTANTS  
(FOCUS OF ACTIVITY)**

**A. MANAGEMENT**

	PAHO/WHO	%
SENIOR MANAGERS	3	.54
FIELD MANAGERS	36	6.60
PROGRAM MANAGERS	26	4.74
PLANNING AND COORDINATION SPECIALISTS	15	2.73
PUBLICATIONS, INFORMATION, AND MEETING SPECIALISTS	21	3.83
<b>TOTAL</b>	<b>101</b>	<b>18.44</b>

**B. ADMINISTRATIVE SERVICES**

	PAHO/WHO	%
ADMINISTRATIVE OFFICERS	22	4.01
FINANCE OFFICERS	20	3.64
GENERAL SUPPORT SPECIALISTS	12	2.18
INFORMATION TECHNOLOGY SPECIALISTS	19	3.50
PERSONNEL OFFICERS	10	1.82
LEGAL OFFICERS	5	.91
<b>TOTAL</b>	<b>88</b>	<b>16.06</b>

**C. TECHNICAL COOPERATION**

	PAHO/WHO	%
DISEASE PREVENTION AND CONTROL SPECIALISTS	76	13.90
HEALTH PROMOTION AND PROTECTION SPECIALISTS	36	6.60
HEALTH SYSTEMS, SERVICES DEVELOPMENT SPECIALISTS	87	15.90
VACCINES AND IMMUNIZATION SPECIALISTS	32	5.83
HEALTH AND HUMAN DEVELOPMENT SPECIALISTS	13	2.37
EMERGENCY PREPAREDNESS SPECIALISTS	16	2.91
HEALTH ANALYSIS SPECIALISTS	34	6.20
HEALTH AND ENVIRONMENT SPECIALISTS	40	7.30
OTHER	25	4.60
<b>TOTAL</b>	<b>359</b>	<b>65.61</b>



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

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

**1997-2001**

<b>YEAR</b>	<b>LENGTH OF SERVICE (YEARS)</b>	<b>TOTAL FIXED TERM</b>	<b>FIXED TERM MALE</b>	<b>% MALE</b>	<b>FIXED TERM FEMALE</b>	<b>% FEMALE</b>	<b>TOTAL CAREER</b>	<b>CAREER MALE</b>	<b>% CAREER MALE</b>	<b>CAREER FEMALE</b>	<b>% CAREER FEMALE</b>	<b>TOTAL</b>
<b>1997</b>	0-5	120	71	59.17	49	40.83	0	0	0.00	0	0.00	120
	5-10	93	60	64.52	33	35.48	0	0	0.00	0	0.00	93
	10-15	46	35	76.09	11	23.91	2	1	50.00	1	50.00	48
	15-20	38	31	81.58	7	18.42	17	11	64.71	6	35.29	55
	20-25	17	12	70.59	5	29.41	19	12	63.16	7	36.84	36
	25 & over	10	9	90.00	1	10.00	27	9	33.33	18	66.67	37
	<b>TOTAL</b>	<b>324</b>	<b>218</b>	<b>67.28</b>	<b>106</b>	<b>32.72</b>	<b>65</b>	<b>33</b>	<b>50.77</b>	<b>32</b>	<b>49.23</b>	<b>389</b>
<b>1998</b>	0-5	127	75	59.06	52	40.94	0	0	0.00	0	0.00	127
	5-10	96	59	61.46	37	38.54	0	0	0.00	0	0.00	96
	10-15	54	40	74.07	14	25.93	2	1	50.00	1	50.00	56
	15-20	40	32	80.00	8	20.00	12	6	50.00	6	50.00	52
	20-25	14	10	71.43	4	28.57	20	15	75.00	5	25.00	34
	25 & over	11	9	81.82	2	18.18	28	8	28.57	20	71.43	39
	<b>TOTAL</b>	<b>342</b>	<b>225</b>	<b>65.79</b>	<b>117</b>	<b>34.21</b>	<b>62</b>	<b>30</b>	<b>48.39</b>	<b>32</b>	<b>51.61</b>	<b>404</b>
<b>1999</b>	0-5	141	78	55.32	63	44.68	0	0	0.00	0	0.00	141
	5-10	100	58	58.00	42	42.00	0	0	0.00	0	0.00	100
	10-15	52	42	80.77	10	19.23	2	1	50.00	1	50.00	54
	15-20	37	24	64.86	13	35.14	5	3	60.00	2	40.00	42
	20-25	16	10	62.50	6	37.50	18	12	66.67	6	33.33	34
	25 & over	13	11	84.62	2	15.38	31	11	35.48	20	64.52	44
	<b>TOTAL</b>	<b>359</b>	<b>223</b>	<b>62.12</b>	<b>136</b>	<b>37.88</b>	<b>56</b>	<b>27</b>	<b>48.21</b>	<b>29</b>	<b>51.79</b>	<b>415</b>

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

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

**1997-2001**

YEAR	LENGTH OF SERVICE (YEARS)	TOTAL FIXED TERM	FIXED TERM MALE	% MALE	FIXED TERM FEMALE	% FEMALE	TOTAL CAREER	CAREER MALE	% CAREER MALE	CAREER FEMALE	% CAREER FEMALE	TOTAL
<b>2000</b>	0-5	154	81	52.56	73	47.44	0	0	0.00	0	0.00	154
	5-10	85	49	57.65	36	42.35	0	0	0.00	0	0.00	85
	10-15	70	51	72.86	19	27.14	1	1	100.00	0	0.00	71
	15-20	33	19	57.58	14	42.42	3	2	66.67	1	33.33	36
	20-25	23	17	73.91	6	26.09	16	8	50.00	8	50.00	39
	25 & over	12	8	66.67	4	33.33	19	5	26.32	14	73.68	31
	<b>TOTAL</b>	<b>377</b>	<b>225</b>	<b>59.68</b>	<b>152</b>	<b>40.32</b>	<b>39</b>	<b>16</b>	<b>41.03</b>	<b>23</b>	<b>58.97</b>	<b>416</b>
<b>2001</b>	0-5	166	93	56.02	73	43.98	0	0	0.00	0	0.00	166
	5-10	80	45	56.25	35	43.75	0	0	0.00	0	0.00	80
	10-15	86	58	67.44	28	32.56	1	1	0.00	0	0.00	87
	15-20	37	24	64.86	13	35.14	1	0	0.00	1	0.00	38
	20-25	26	18	69.23	8	30.77	10	5	50.00	5	50.00	36
	25 & over	14	8	57.14	6	42.86	18	5	27.78	13	72.22	32
	<b>TOTAL</b>	<b>409</b>	<b>246</b>	<b>60.15</b>	<b>163</b>	<b>39.85</b>	<b>30</b>	<b>11</b>	<b>36.67</b>	<b>19</b>	<b>63.33</b>	<b>439</b>

**PASB/WHO PROFESSIONAL STAFF BY GRADE AND YEARS OF SERVICE**

**YEARS OF SERVICE**

	0-4	5-9	10-14	15-19	20-24	25 & OVER	TOTAL
UNGRADED	1	0	0	2	0	0	3
D-2	1	0	0	0	0	1	2
D-1/P-6	0	7	13	6	5	2	33
P-5	10	20	26	9	9	1	75
P-4	116	38	35	12	6	12	219
P-3	22	9	7	4	8	7	57
P-2	13	6	5	3	8	9	44
P-1	3	0	1	2	0	0	6
TOTAL	166	80	87	38	36	32	439

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

<b>PROFESSIONAL STAFF</b>						
<b>AVERAGE YEARS OF SERVICE</b>	<b>PAHO</b>		<b>WHO</b>		<b>TOTAL</b>	
	<b>NUMBER</b>	<b>%</b>	<b>NUMBER</b>	<b>%</b>	<b>NUMBER</b>	<b>%</b>
LESS THAN 1	24	7.57	9	7.38	33	7.52
1 – 2	27	8.52	19	15.57	46	10.48
2 – 3	25	7.89	16	13.11	41	9.34
3 – 4	20	6.31	5	4.10	25	5.69
4 – 5	14	4.42	7	5.74	21	4.78
5 – 10	60	18.93	20	16.39	80	18.22
10 – 15	63	19.87	24	19.67	87	19.82
15 OR MORE	84	26.50	22	18.03	106	24.15
<b>TOTAL</b>	<b>317</b>	<b>100.00</b>	<b>122</b>	<b>100.00</b>	<b>439</b>	<b>100.00</b>

<b>GENERAL SERVICE STAFF</b>						
<b>AVERAGE YEARS OF SERVICE</b>	<b>PAHO</b>		<b>WHO</b>		<b>TOTAL</b>	
	<b>NUMBER</b>	<b>%</b>	<b>NUMBER</b>	<b>%</b>	<b>NUMBER</b>	<b>%</b>
LESS THAN 1	12	3.69	8	6.61	20	4.48
1 – 2	17	5.23	4	3.31	21	4.71
2 – 3	17	5.23	5	4.13	22	4.93
3 – 4	11	3.38	5	4.13	16	3.59
4 – 5	7	1.85	2	1.65	9	1.79
5 – 10	48	14.77	14	11.57	62	13.90
10 – 15	56	17.23	27	22.31	83	18.61
15 OR MORE	158	48.62	56	46.28	214	47.98
<b>TOTAL</b>	<b>326</b>	<b>100.00</b>	<b>121</b>	<b>100.00</b>	<b>447</b>	<b>100.00</b>