



**11th SESSION OF THE SUBCOMMITTEE  
ON PROGRAM, BUDGET, AND ADMINISTRATION  
OF THE EXECUTIVE COMMITTEE**

*Washington, D.C., USA, 22-24 March 2017*

*Provisional Agenda Item 4.5*

SPBA11/12, Rev. 1\*

8 March 2017

Original: English

**PASB STAFFING STATISTICS**

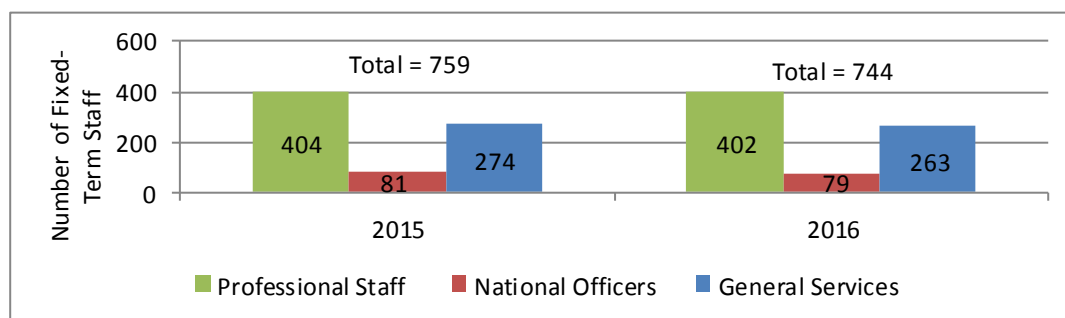
**Report by the Bureau**

1. This report provides data on the profile of the Pan American Sanitary Bureau (PASB) human resources as of 31 December 2016, 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 2016, PASB had a total of 744 staff members on either fixed-term appointments of one to five years or career service appointments compared to 759 as of 31 December 2015.<sup>1</sup> Of these 744, 402 (54%) were in the professional category, 79 (11%) were in the national professional officer category, and 263 (35%) were in the general service category (Figure 1 and Table 1).

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



\* Changes to paragraphs 7, 8, and 21, and also to Table 2, and Figures 4 and 13.

<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 P6/D1 retain such appointments until they separate from the Bureau.

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

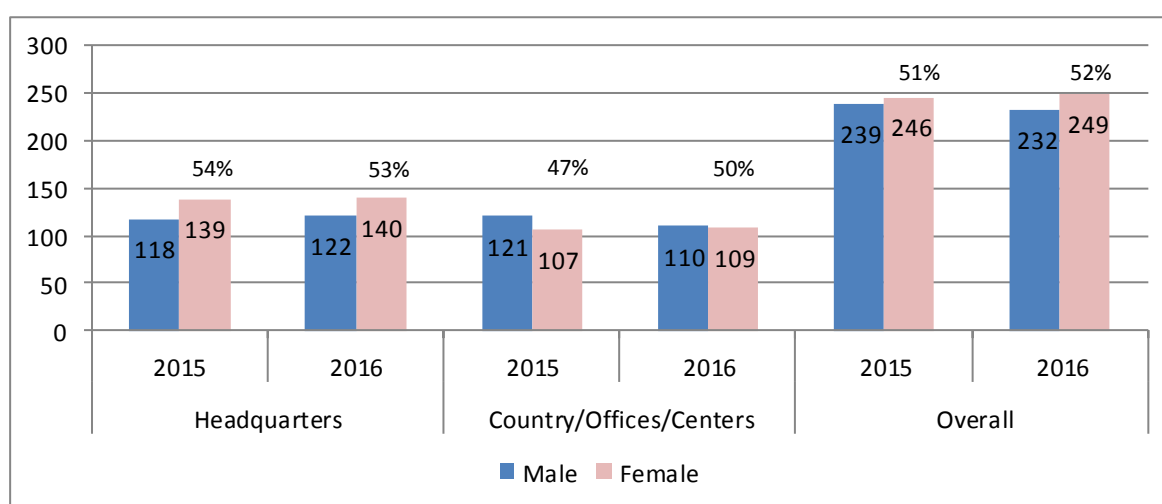
Duty Station		Professional	National Officer	General Service	Total
Anguilla	The Valley	0	1	0	1
Antigua and Barbuda	St John's	0	1	0	1
Argentina	Buenos Aires	4	3	5	12
Bahamas	Nassau	2	1	0	3
Barbados	Bridgetown	16	1	6	23
Belize	Belize City	2	1	1	4
Bolivia	La Paz	5	4	5	14
Brazil	Brasilia	8	14	9	31
	Rio de Janeiro	9	7	5	21
	São Paulo	1	1	0	2
Chile	Santiago	3	2	3	8
Colombia	Bogota	6	6	5	17
Costa Rica	San José	3	1	3	7
Cuba	Havana	1	0	0	1
Dominica	Roseau	0	1	0	1
Dominican Republic	Santo Domingo	5	1	3	9
Ecuador	Quito	4	3	5	12
El Salvador	San Salvador	4	0	3	7
Grenada	St George's	0	1	0	1
Guatemala	Guatemala City	5	3	7	15
Guyana	Georgetown	3	3	2	8
Haiti	Port-au-Prince (POD) <sup>2</sup>	5	0	0	5
	Port-au-Prince (SOA) <sup>3</sup>	0	1	6	7
Honduras	Tegucigalpa	3	2	4	9
Jamaica	Kingston	4	2	2	8
Mexico	Mexico City	6	2	6	14
Nicaragua	Managua	3	4	3	10
Panama	Panama City	5	1	2	8
Paraguay	Asunción	6	0	3	9
Peru	Lima	13	2	7	22
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	2	1	1	4
Trinidad and Tobago	Port of Spain	4	1	3	8
United States of America	Washington, D.C.	262	0	156	418
Uruguay	CLAP/SMR <sup>4</sup>	4	1	2	7
	Montevideo	1	2	1	4
Venezuela	Caracas	3	2	5	10
<b>Total</b>		<b>402</b>	<b>79</b>	<b>263</b>	<b>744</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 of Fixed-Term Professionals*

3. Overall, PASB has reached gender equity in the professional and higher categories (52% female/48% male). This marks an increase of one percentage point in professional women compared to 2015. In Headquarters, the percentage of professional women dropped only slightly (53%) compared to 2015 at 54%. However, in PAHO/WHO Representative (PWR) Offices and Centers, the percentage of women in these categories increased to 50% in 2016 compared to 47% in 2015 (Figure 2).

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



4. Women occupy approximately 52% of the 481 professional and national professional officer posts within the Organization. This is up one percentage point from 2015. Women hold the majority of posts at the P.1/NOA grade level (70% of 23 posts), P.2/NOB level (56% of 65 posts), and P.3/NOC level (54% of 101 posts).<sup>5</sup> Men continue to occupy the majority of posts at the P.4/NOD level (51% of 208 posts); however, 2016 shows an increase of two percentage points of women at this grade level over 2015. Men hold the majority of posts at the P.5 level (57% of 51 posts), P.6 level (58% of 12 posts), D.1 level (75% of 16 posts) and D.2 level (100% of 2 posts). Two of the three ungraded (UG) posts in PASB are occupied by women. Of the 26 PAHO/WHO Representatives in the countries, 54% (14) are male and 46% (12) are female (Table 2).

<sup>5</sup> Acronyms used in this document are as follows: P: Professional staff; NO: National Professional Officer (A, B, C, and D refer to grade levels); D: Director level (e.g. Director of Administration, Department Director); UG: Director, Deputy Director, and Assistant Director.

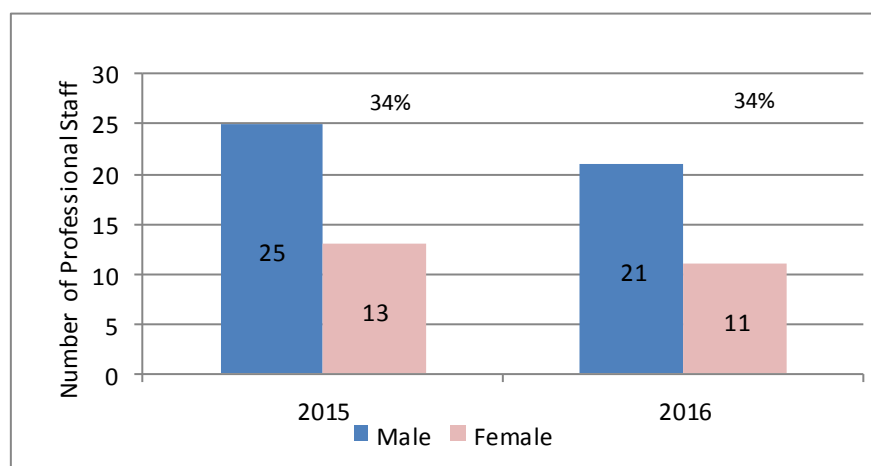
**Table 2. Professional Staff Distribution by Grade and Gender**

Grade	Headquarters				Country Offices/Centers				ALL			
	Male	%	Female	%	Male	%	Female	%	Male	%	Female	%
UG01			1	100%							1	100%
UG02			1	100%							1	100%
UG03	1	100%							1	100%		
D02	2	100%							2	100%		
D01	11	85%	2	15%	1	33%	2	67%	12	75%	4	25%
P06	1	100%			6	54%	5	45%	7	58%	5	42%
P05	17	57%	13	43%	12	57%	9	43%	29	57%	22	43%
P04/NOD	49	45%	61	55%	54	58%	44	42%	103	51%	105	49%
P03/NOC	26	40%	39	60%	16	71%	20	29%	42	46%	59	54%
P02/NOB	15	42%	21	58%	14	67%	15	33%	29	44%	36	56%
P01/NOA			2	100%	7	33%	14	67%	7	30%	16	70%
<b>TOTAL</b>	<b>122</b>	<b>47%</b>	<b>140</b>	<b>53%</b>	<b>110</b>	<b>53%</b>	<b>109</b>	<b>47%</b>	<b>232</b>	<b>48%</b>	<b>249</b>	<b>52%</b>

PAHO/WHO REPRESENTATIVES (P05-P06/D01)			
Male	%	Female	%
14	54%	12	46%

5. As of 31 December 2016, 32 professionals and national professional officers were appointed to fixed-term positions in PASB: 21 (66%) were men and 11 (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**

*Distribution of Professional Staff by Nationality*

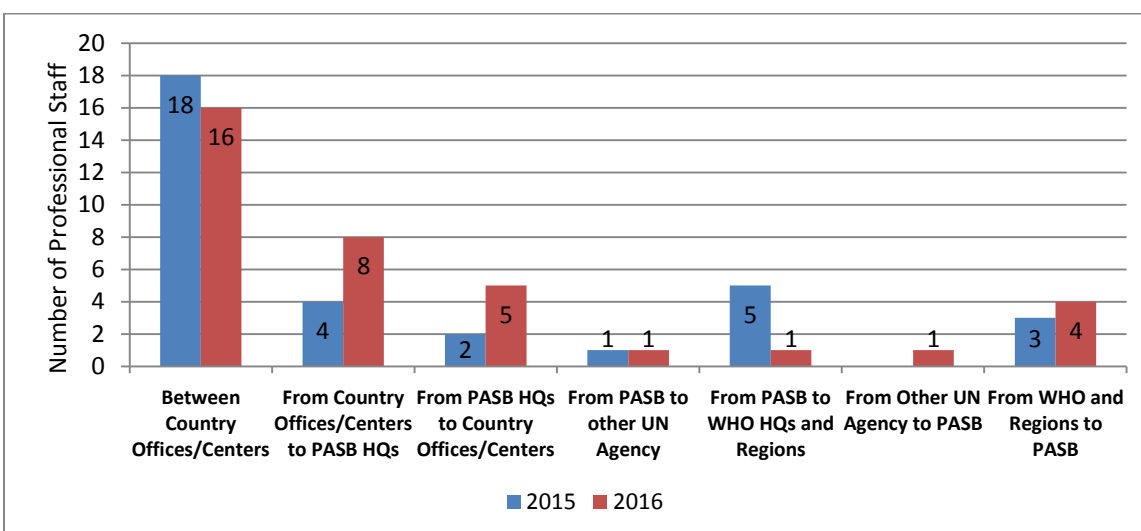
6. Table 3 provides consolidated information, as of 31 December 2016, regarding the distribution of professional and national professional officer fixed-term staff in PASB by nationality.

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

Nationality	Total	Nationality	Total	Nationality	Total
Argentina	27	France	9	Philippines	3
Austria	1	Germany	1	Portugal	1
Bahamas	1	Ghana	1	Rwanda	1
Barbados	3	Grenada	1	Saint Vincent and the Grenadines	4
Belgium	2	Guatemala	14	Senegal	1
Belize	8	Guyana	3	Spain	32
Bolivia	7	Haiti	2	Suriname	3
Brazil	57	Honduras	7	Trinidad and Tobago	7
Canada	8	Ireland	1	United Kingdom	8
Chile	13	Italy	11	United States of America	60
Colombia	41	Jamaica	8	Uruguay	8
Costa Rica	8	Japan	1	Uzbekistan	1
Cuba	9	Malta	1	Venezuela	8
Denmark	2	Mexico	15	<b>Grand Total</b>	<b>481</b>
Dominica	2	Netherlands	6		
Dominican Republic	6	Nicaragua	10		
Ecuador	13	Panama	6		
El Salvador	11	Paraguay	4		
Equatorial Guinea	1	Peru	23		

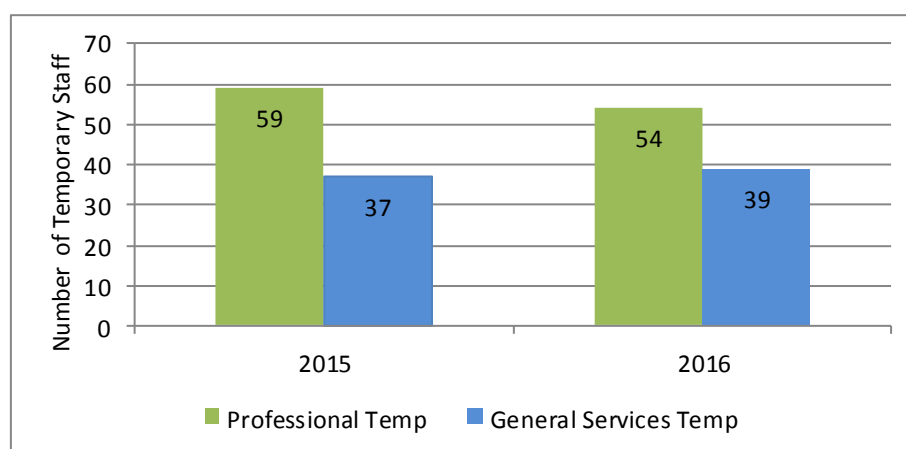
*Professional Staff Mobility*

7. PASB closely monitors its professional staff, especially in PWR Offices, to ensure rotation after five years at the same duty station. In 2016, 36 professional staff reassignments and transfers occurred. Sixteen (44%) of these reassignments involved the movement of staff between PWR Offices and Centers; eight (22%) involved the movement of staff from PWR Offices or Centers to Headquarters; five (14%) involved the movement of staff from Headquarters to PWR Offices or Centers. Additionally, there were 7 (20%) inter-agency transfers. Four were transfers from WHO to PASB, one from PASB to WHO, one from PASB to other UN agency and one to PASB from another UN agency (Figure 4).

**Figure 4. Professional Staff Reassignments and Transfers, 2015-2016**

### Temporary Staff

8. As of 31 December 2016, PASB had a total of 93 staff members in temporary appointments. Of those, 54 (58%) were in the professional category and 39 (42%) 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**

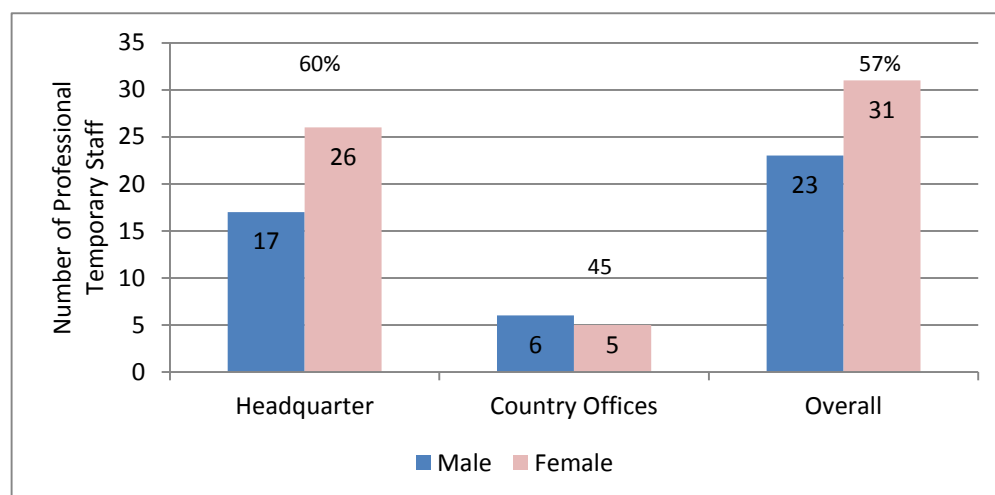
Duty Station		Professional	General Services	Total
Argentina	Buenos Aires	1		1
Barbados	Bridgetown		2	2
Brazil	Rio De Janeiro	1		1
Chile	Santiago		2	2
Dominican Republic	Santo Domingo	1		1
El Salvador	San Salvador	1		1
Guatemala	Guatemala City	1		1
Haiti	Port-au-Prince (POD)	4		4
Panama	Panama City	1		1
Trinidad y Tobago	Port of Spain	1		1
United States of America	Washington, D.C.	44	32	75
Venezuela	Caracas		3	3
Grand Total		54	39	93

***Gender Distribution of Temporary Professional Staff***

9. In PASB overall, women represent 57% of professionals in the temporary staff category. As in 2015, women are in the majority at all levels except for the P.4 (Figure 6 and Table 5).

10. In Headquarters, women hold 60% of temporary appointments. In PWR Offices and Centers, men hold 55% of temporary appointments (Table 5).

**Figure 6. Gender Distribution of Temporary Professional Staff by Organizational Location as of 31 December 2016**



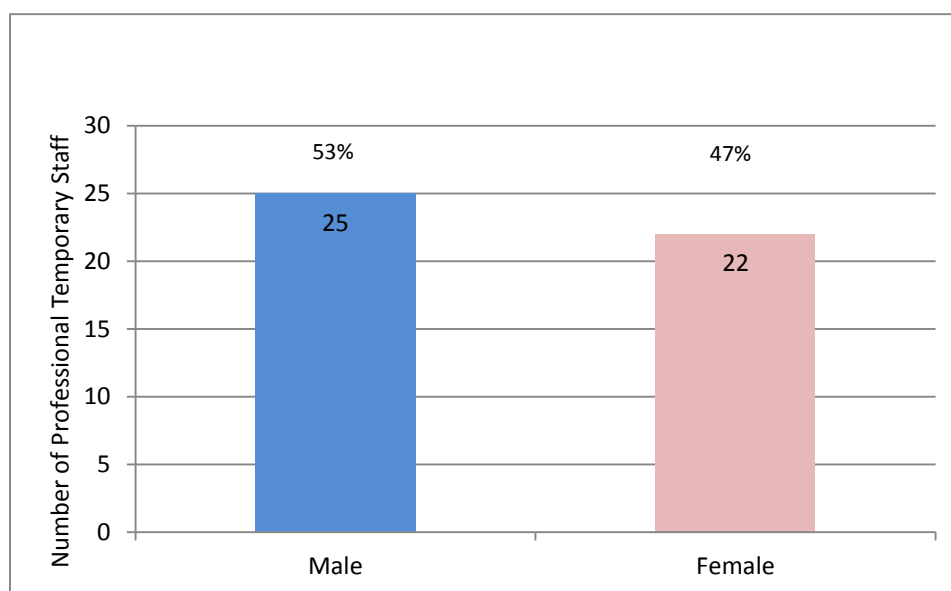
**Table 5. Professional Temporary Staff by Grade, Gender, and Percentage**

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	5	33%	10	67%					5	33%	10	67%
P-3	7	44%	9	56%			1	100%	7	41%	10	59%
P-4	1	100%			6	67%	3	33%	7	70%	3	30%
P-5												
<b>TOTAL</b>	<b>17</b>	<b>40%</b>	<b>26</b>	<b>60%</b>	<b>6</b>	<b>55%</b>	<b>5</b>	<b>45%</b>	<b>23</b>	<b>43%</b>	<b>31</b>	<b>57%</b>



11. During 2016, 47 professionals were appointed to temporary positions in PASB; 25 (53%) were men and 22 (47%) were women (Figure 7).

**Figure 7. Gender Distribution of Professional Temporary Staff Appointments in 2016**



***Distribution of Temporary Staff by Nationality***

12. Table 6 provides consolidated information, as of 31 December 2016, regarding the distribution of professional temporary staff in PASB by nationality.

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

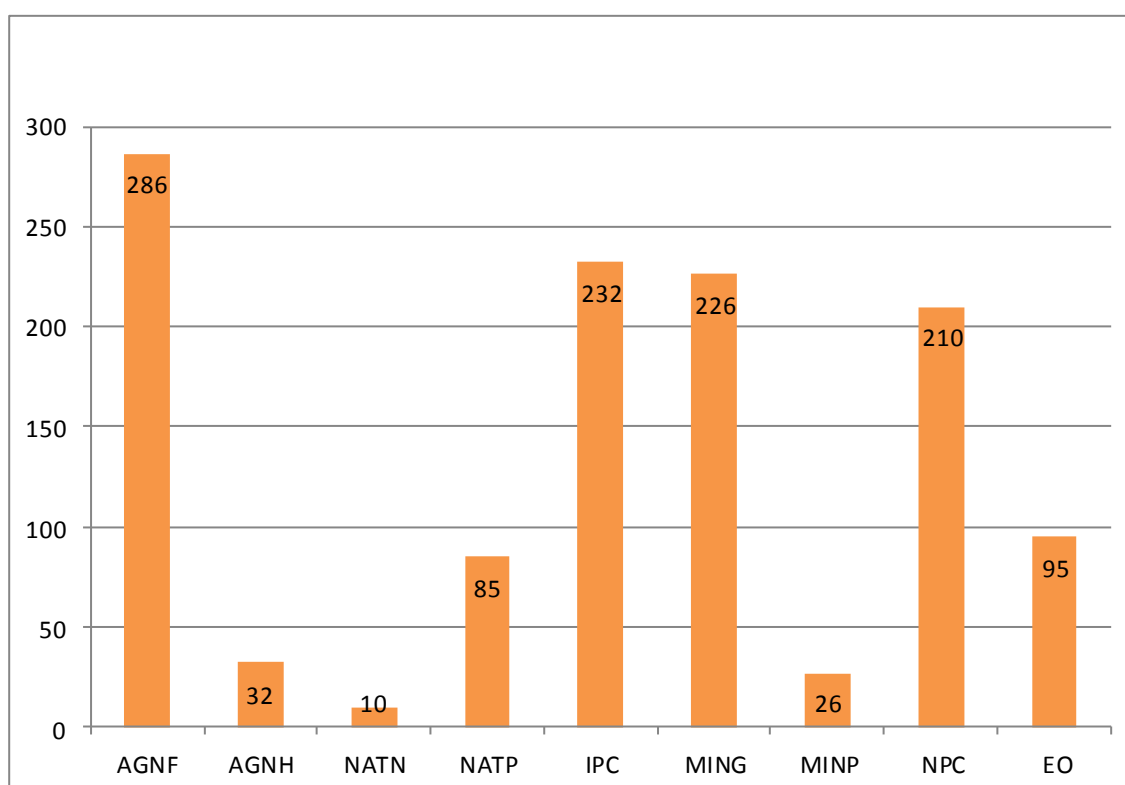
Nationality	Total
Argentina	3
Brazil	5
Canada	2
Chile	2
Colombia	6
Ecuador	1
France	1
India	1
Italy	1
Mexico	4

Nationality	Total
Nicaragua	1
Peru	3
Spain	3
Sweden	1
Switzerland	1
United States of America	16
Uruguay	1
(Unavailable)	2
<b>Total</b>	<b>54</b>

### Non-UN Staff Contractual Mechanisms

13. In 2016, PASB had 1,202 individuals working under a number of non-UN staff contractual mechanisms compared to 1,183 in 2015. The PWR Offices employed 286 agency personnel (AGNF), 252 ministry staff seconded to PAHO (MING/MINP), 95 PASB local employees National Staff/National Staff Non Post (NATP/NATN), 210 national consultants (NPC), 100 international consultants (IPC), and 42 employed by others (EO). Headquarters employed 32 agency personnel (AGNH), 132 international consultants (IPC) and 53 employed by other (EO) (Figure 8 and Table 7).

**Figure 8. Number of Non-UN Staff, 2016**



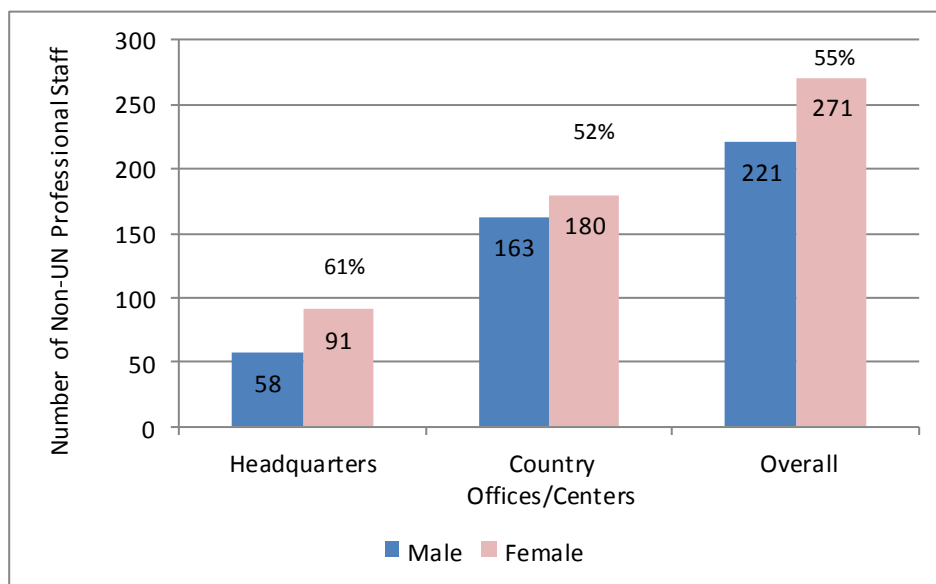
**Table 7. Non-UN Staff by Duty Station and Category**

Duty Station		AGNF	AGNH	NATN	NATP	IPC	MING	MINP	NPC	EO	Count
Antigua and Barbuda	St John's						1				1
Argentina	Buenos Aires	9				3		1	7	2	22
Bahamas	Nassau						7	1		1	9
Barbados	Bridgetown				5	10	10		2	1	28
Belize	Belize City					1	6		3	1	11
Bolivia	La Paz						9		16		25
Brazil	Brasília	78		1	8	26			34		147
	Rio de Janeiro			7	64				6		77
	São Paulo							1	1	37	39
Chile	Santiago					2	4		5		11
Colombia	Bogota	29							12		41
Costa Rica	San José	4				2	7		1		14
Cuba	Havana					1	24	8			33
Dominica	Roseau					1	1				2
Dominican Republic	Santo Domingo					1	22		9		32
Ecuador	Quito	8					5	1	5		19
El Salvador	San Salvador	8				1	11		4		24
Grenada	St George's					2	1				3
Guatemala	Guatemala City	23				1	11		19		54
Guyana	Georgetown					2	18		3		23
Haiti	Port-au-Prince (POD)	22				14			18		54
	Port-au-Prince (SOA)	47					2				49
Honduras	Tegucigalpa	9				1	16	2	13		41
Jamaica	Kingston					9	8		2		19
Mexico	Mexico City	9				2	1	3	8		23
Nicaragua	Managua	3				4	17		2		26
Panama	Panama City	11				4	9	3	9		36
Paraguay	Asunción	3				1	16	2	6		28
Peru	Lima	17				3		1	13		34
Puerto Rico	San Juan					1					1
Saint Lucia	Castries					1	1				2
Saint Vincent and the Grenadines	Kingstown					2	1				3
Suriname	Paramaribo	6				1	4		4		15
Tortola, British Virgin Islands	Road Town, Tortola					1					1
Trinidad and Tobago	Port of Spain					1	5	3			9
United States of America	Washington, D.C.		32			132			2	53	219
Uruguay	CLAP/SMR			2	5	1					8
	Montevideo				3		8		2		13
Venezuela	Caracas					1	1		4		6
<b>Total</b>		<b>286</b>	<b>32</b>	<b>10</b>	<b>85</b>	<b>232</b>	<b>226</b>	<b>26</b>	<b>210</b>	<b>95</b>	<b>1,202</b>

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

14. Women make up 55% of all non-UN professional staff contracts (Figure 9). They represent 61% at headquarters and 52% in PWR Offices and Centers (Table 8).

**Figure 9. Gender Distribution of Non-UN Professional Staff by Organizational Location, 2016**



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

Contract Type	Headquarters				Country Offices/Centers				ALL			
	Male	%	Female	%	Male	%	Female	%	Male	%	Female	%
IPC	48	36%	84	64%	53	53%	47	47%	101	44%	131	56%
MINP					8	31%	18	69%	8	31%	18	69%
NPC			2	100%	97	47%	111	53%	97	46%	113	54%
EO	10	67%	5	33%	5	56%	4	44%	15	63%	9	38%
<b>TOTAL</b>	58	39%	91	61%	163	48%	180	52%	221	45%	271	55%

15. Table 9 provides consolidated information, as of 31 December 2016, 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	NATN	NATP	IPC	MING	MINP	NPC	EO	Total
Antigua and Barbuda						1				1
Argentina	8	2			6		1	2	2	21
Bahamas						7			1	8
Barbados				4	3	9			1	17
Belgium					1					1
Belize					1	4		2	1	8
Bhutan					1					1
Bolivia		1			2	9		7	1	20
Brazil	77		8	71	7		1	36	35	235
British Virgin Islands					2					2
Cameroon					2					2
Canada					1					1
Chile					5	4		5	1	15
Colombia	28	2			6			12		48
Congo, Democratic Republic of					1					1
Costa Rica	4				3	7				14
Cuba					24	24	8	1		57
Dominica						1				1
Dominican Republic						22		7		29
Ecuador	8				2	5	1	4		20
El Salvador	8	1			4	10		4	3	30
Ethiopia									1	1
France					2					2
Guatemala	15				4	11		5	1	36
Guyana				1	1	18		2		22
Haiti	64				1	2		13		80
Honduras	9					12		10		31
India									1	1
Jamaica					7	7		2		16
Mexico	8	1			10	1	3	7		30
Myanmar					1					1
Netherlands					1			1		2
Nicaragua	3				1	16		2		22
Panama	8					8	3	7		26
Paraguay	3					16	2	4		25
Peru	16	1			9		1	11		38
Puerto Rico					1					1
Saint Lucia						1				1
Saint Vincent and the Grenadines					1	1				2
Senegal					1					1
Spain					4			1		5
Suriname	6					4		3		13
Trinidad and Tobago					3	5	3	2		13
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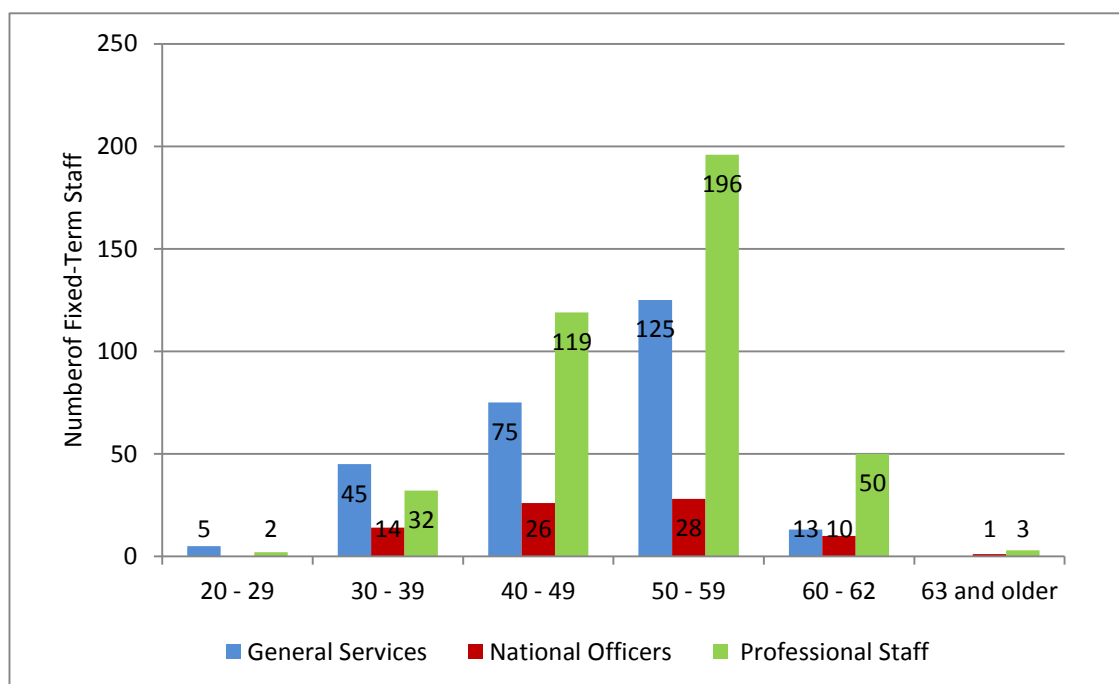
Nationality	AGNF	AGNH	CLTN	CLTP	IPC	MING	MINP	NPC	EO	Total
United Kingdom					1					1
United States of America		4			26			1	5	36
Uruguay			2	8	2	8		1		21
Venezuela		1			2	1		5		9
(Blank)	21	19		1	83	12	3	53	42	234
<b>Total</b>	<b>286</b>	<b>32</b>	<b>10</b>	<b>85</b>	<b>232</b>	<b>226</b>	<b>26</b>	<b>210</b>	<b>95</b>	<b>1,202</b>

## Age, Length of Service, and Retirement Trends

### *Fixed-Term Staff by Age*

16. Sixty percent of the professional staff, including national officers, and 53% of the general service staff in the Bureau are 50 years of age or older. They represent 57% of all PASB staff who will reach the mandatory retirement age within the next 10 to 12 years. This age group has decreased from 60% in 2014 and 59% in 2015. (Presently, 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). If the mandatory age of retirement is changed to 65 for all staff, those with a retirement age of 60 or 62 will have the option to stay until 65.

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

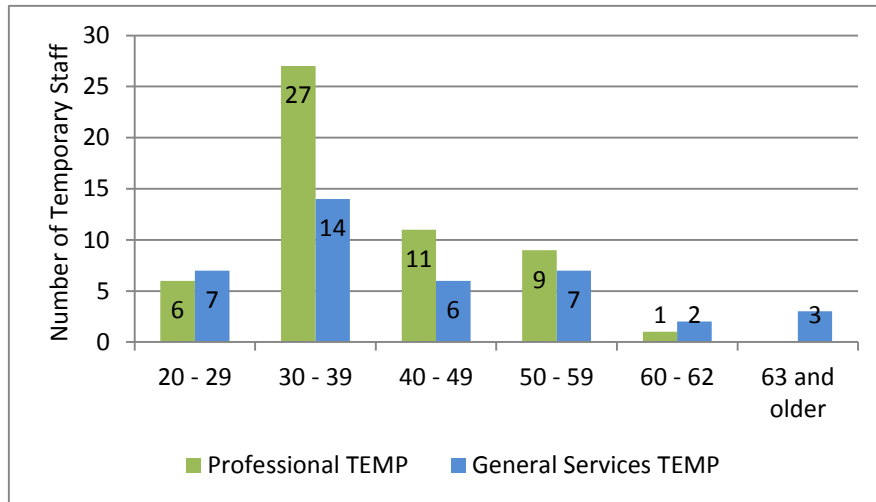


***Temporary Staff by Age***

17. Of the 93 staff holding temporary appointments, 54 (58%) were in the professional category and 39 (42%) were in the general services category.

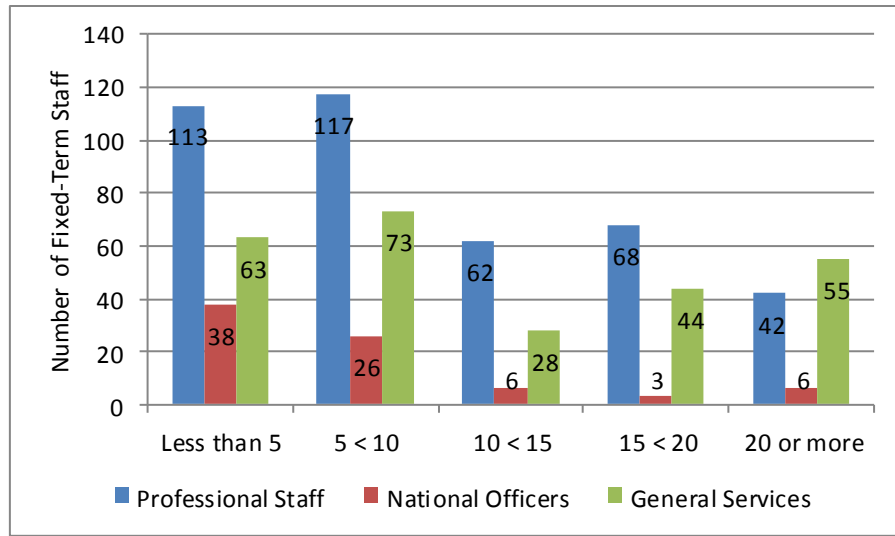
18. The majority of temporaries fall in the 30-39 year age range (Figure 11).

**Figure 11. Temporary Staff by Age**

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

19. The majority of fixed-term staff in the professional and general service categories has five to ten years of service while the majority in the national professional officer category has less than five years of service (Figure 12).

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

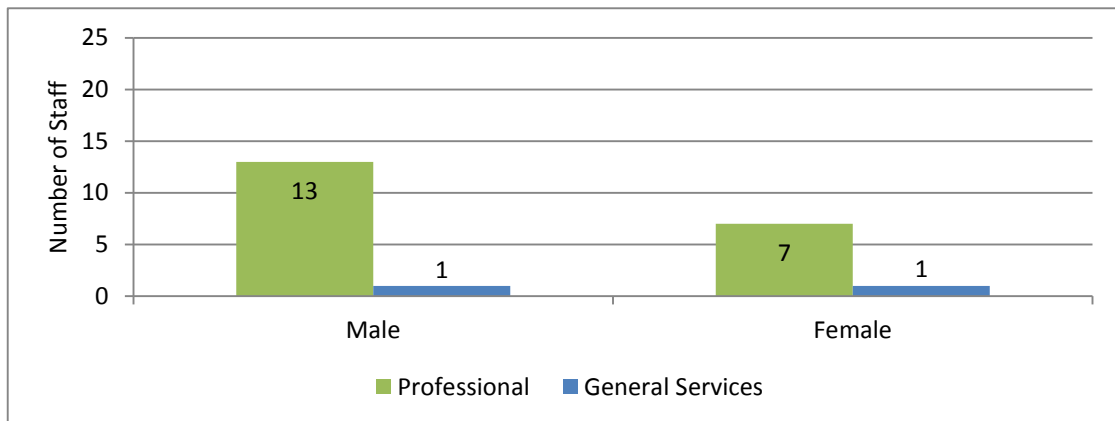


### ***Employment of Retirees***

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

20. Twenty-two fixed-term staff members were extended beyond the mandatory retirement age in 2016. Fourteen (64%) were male and eight (36%) were female. Twenty (91%) were in the professional category, and two (9%) in the general service category (Figure 13).

**Figure 13. Extensions beyond Retirement Age**

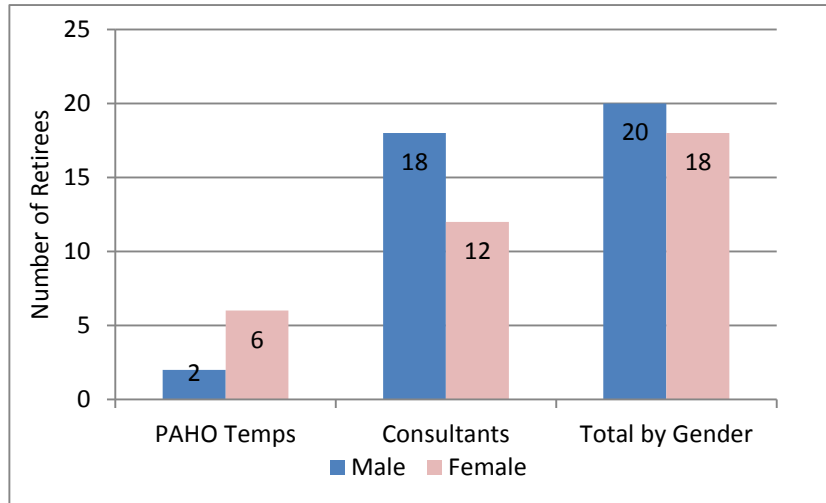




*Retirees Holding Temporary Appointments*

21. During 2016, 38 retirees were hired under temporary appointments or consultant contracts. Eight were appointed as temporary staff while thirty were on consultant contracts. Of these retirees, 18 (47%) were female and 20 (53%) were male (Figure 14).

**Figure 14. Number of Retirees Hired in 2016**

**Action by the Subcommittee on Program, Budget, and Administration**

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

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