

ANNEX 2
Human Resources Data
GS/OAS

March 22, 2011

GS/OAS Human Resources Data Index

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I. Geographic Representation

Per Article 120, Chapter XVI of the Charter of the OAS (A-41)—“ In selecting the personnel of the General Secretariat, first consideration shall be given to efficiency, competence, and integrity; but at the same time, in the recruitment of personnel of all ranks, importance shall be given to the necessity of obtaining as wide a geographic representation as possible”.

The GS/OAS has developed a standard process to incorporate consideration of geographic representation in contracting staff. On March 18, 2009, the GS/OAS submitted to the CAAP a report on geographic distribution and gender balance within the GS/OAS as of December 31, 2008 (CP/CAAP-3001/09). The document recommended the application of the UN Food and Agriculture Organization’s (FAO) methodology for determining adequate geographic representation at the OAS. That formula was approved by the CAAP on March 25, 2009.

The FAO formula considers four elements:

1. Level of posts: Points assigned according to the different levels of posts per Member State

Grade	G01	G02	G03	G04	G05	G06	G07	P01	P02	P03	P04	P05	D01	D02
Points	1	1.1	1.3	1.4	1.6	1.9	2.1	2.0	2.5	3.0	3.6	4.2	4.7	5

2. Contribution: Annual quota from Member States (55%)
3. Membership: Equal number of posts per Member State (40%)
4. Population: Population of each country (5%)

The DHR will continue to participate actively with each Secretariat/ Department in future competitions to help identify candidates from under-represented geographic regions and countries.

Based on the FAO methodology, as of February 28th, 2011, both the CARICOM and Central America regions were within the proper ranges.

I. Geographic Representation

Chart 1. Staff Distribution

Geographic Representation Targets of Staff Distribution
Food and Agriculture Organization Method (without exclusions, using UN weights)
28-Feb-11
GS/OAS

Total Points: 1311.1
 Membership Points (40%) 524.4
 Contribution Points (55%) 721.1
 Population Points (5%) 65.6

	Membership (40%)	POPULATION (5%)			Quota (55%)		Total Points	Range		Current	Status
		Population*	Pop %	Points by Pop	Quota**	Points by Q		Minimum	Maximum		
CARICOM											Within Range
Antigua and Barbuda	15.0	88,354	0.010%	0.0	0.02	0.2	15.1	11.4	22.7	10.4	Below
Bahamas	15.0	344,497	0.037%	0.0	0.08	0.6	15.6	11.7	23.3	3.2	Below
Barbados	15.0	296,600	0.032%	0.0	0.06	0.4	15.4	11.6	23.2	8.7	Below
Belize	15.0	310,706	0.033%	0.0	0.02	0.2	15.2	11.4	22.7	6.8	Below
Dominica	15.0	67,058	0.007%	0.0	0.02	0.2	15.1	11.4	22.7	6.8	Below
Grenada	15.0	105,860	0.011%	0.0	0.02	0.2	15.2	11.4	22.7	4.8	Below
Guyana	15.0	733,904	0.079%	0.1	0.02	0.2	15.2	11.4	22.8	8.5	Below
Haiti	15.0	10,214,956	1.100%	0.7	0.05	0.3	16.0	12.0	24.0	10.7	Below
Jamaica	15.0	2,777,574	0.299%	0.2	0.12	0.9	16.1	12.1	24.1	6.2	Below
Saint Kitts and Nevis	15.0	52,647	0.006%	0.0	0.02	0.2	15.1	11.4	22.7	10.9	Below
Saint Lucia	15.0	170,888	0.018%	0.0	0.02	0.2	15.2	11.4	22.7	19.0	Within Range
Saint Vincent and the Grenadines	15.0	122,710	0.013%	0.0	0.02	0.2	15.2	11.4	22.7	13.8	Within Range
Suriname	15.0	468,589	0.050%	0.0	0.05	0.3	15.3	11.5	23.0	15.1	Within Range
Trinidad and Tobago	15.0	1,347,052	0.145%	0.1	0.15	1.1	16.2	12.1	24.3	38.3	Above
Subtotal	209.8	17,101,395	1.841%	1.2	0.68	4.9	215.9	161.9	323.8	163.2	Within Range
South America											Above
Argentina	15.0	40,883,799	4.401%	2.9	3.21	23.2	41.0	30.8	61.5	86.5	Above
Bolivia	15.0	10,185,076	1.096%	0.7	0.05	0.3	16.0	12.0	24.1	40.3	Above
Brazil	15.0	199,759,155	21.505%	14.1	7.95	57.3	86.4	64.8	129.6	50.6	Below
Chile	15.0	17,170,524	1.849%	1.2	1.07	7.7	23.9	17.9	35.9	87.1	Above
Colombia	15.0	48,373,306	5.208%	3.4	0.84	6.1	24.4	18.3	36.7	124.7	Above
Ecuador	15.0	13,895,039	1.496%	1.0	0.21	1.5	17.5	13.1	26.2	27.9	Above
Paraguay	15.0	6,551,621	0.705%	0.5	0.12	0.9	16.3	12.3	24.5	15.8	Within Range
Peru	15.0	29,109,579	3.134%	2.1	0.55	4.0	21.0	15.8	31.5	108.7	Above
Uruguay	15.0	3,383,690	0.364%	0.2	0.18	1.3	16.5	12.4	24.8	51.4	Above
Venezuela	15.0	29,237,376	3.148%	2.1	2.06	14.9	31.9	23.9	47.9	63.1	Above
Subtotal	149.8	398,549,165	42.906%	28.1	16.25	117.2	295.1	221.3	442.7	656.1	Above
Central America											Within Range
Costa Rica	15.0	4,698,907	0.506%	0.3	0.19	1.3	16.7	12.5	25.0	24.0	Within Range
Dominican Republic	15.0	10,241,313	1.103%	0.7	0.21	1.5	17.2	12.9	25.8	13.1	Within Range
El Salvador	15.0	7,198,611	0.775%	0.5	0.11	0.8	16.2	12.2	24.4	24.0	Within Range
Guatemala	15.0	14,601,371	1.572%	1.0	0.19	1.3	17.4	13.0	26.0	29.3	Above
Honduras	15.0	7,649,858	0.824%	0.5	0.05	0.3	15.8	11.9	23.8	10.7	Below
Nicaragua	15.0	5,891,609	0.634%	0.4	0.05	0.3	15.7	11.8	23.6	6.5	Below
Panama	15.0	3,526,659	0.380%	0.2	0.16	1.2	16.4	12.3	24.6	19.4	Within Range
Subtotal	104.9	53,808,328	5.793%	3.8	0.94	6.8	115.4	86.6	173.2	127.0	Within Range
North America											Below
Canada	15.0	33,747,141	3.633%	2.4	13.76	99.2	116.6	87.4	145.7	31.3	Below
Mexico	15.0	111,147,431	11.966%	7.8	8.14	58.7	81.5	61.1	122.3	67.3	Within Range
United States	15.0	314,533,173	33.861%	22.2	59.47	428.8	466.0	349.5	466.0	266.2	Below
Subtotal	45.0	459,427,745	49.460%	32.4	81.37	586.8	664.2	498.1	734.1	364.8	Below
Total	509.46	928,886,633	100%	65.6	99.24	715.6	1290.6	968.0	1673.7	1311.1	

* Source: UN Statistical Service. Data corresponds to 2010 estimates, using constant fertility rate variant

** Quota does not include Specific Funds

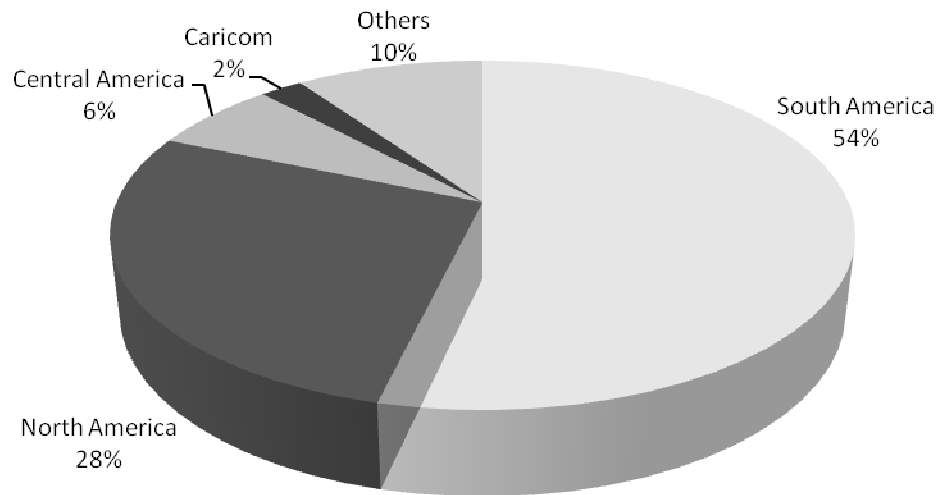
Geographic representation is being considered, as well, in the selection process of the Internship Program.

- As of February 28th, 2011, 54% of GS/OAS interns were from South America, 28% from North America, 6% from Central America and 2% from CARICOM.

II. Geographic Representation

Chart 2. Internship Program by Region (2010 - 2011)

REGION	Winter/Spring 2010	Summer 2010	Fall 2010	Winter/Spring 2011	Total
South America	39	42	42	48	171
North America	23	32	16	17	88
Central America	4	6	5	6	21
CARICOM	1	3	2	1	7
Others	5	7	13	6	31
TOTAL Interns	72	90	78	78	318



Total Interns in 2010 - 2011 = 318

III. GENDER EQUITY AND EQUALITY

The GS/OAS continues to emphasize gender equity at all levels of the Organization and ensures that workplace policies adhere to international standards with regards to gender equality. The GS/OAS considers it essential to have staff who reflect the Americas geographically, by gender, and in terms of equal treatment for all, irrespective of age, religion, disabilities or any other factor not germane to an open and inclusive organization.

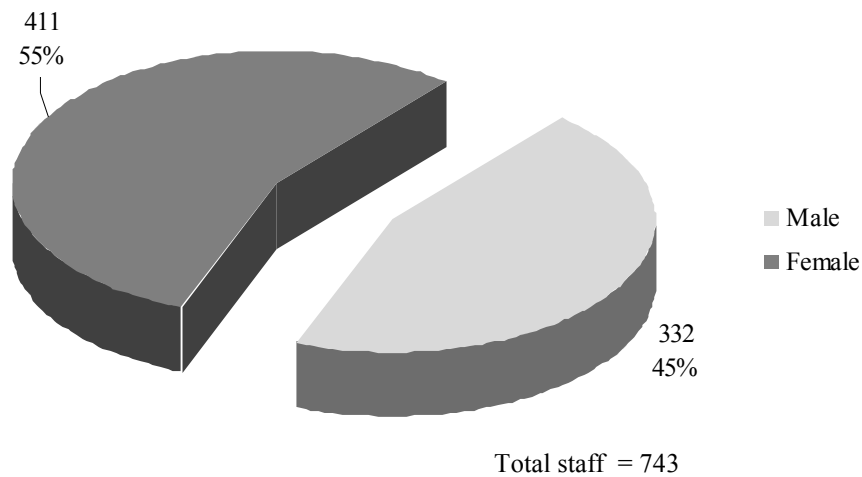
- As of February 28th, 2011, 55% of staff was female.

The GS/OAS continues to redouble its efforts to achieve the objective of greater gender balance in categories where women are under-represented, particularly at the P-5 grade level and above.

- As of today, women constitute 53% of all P-5 grade level staff in the Regular Fund, and 42% of all P-5 grade level staff in all Funds.

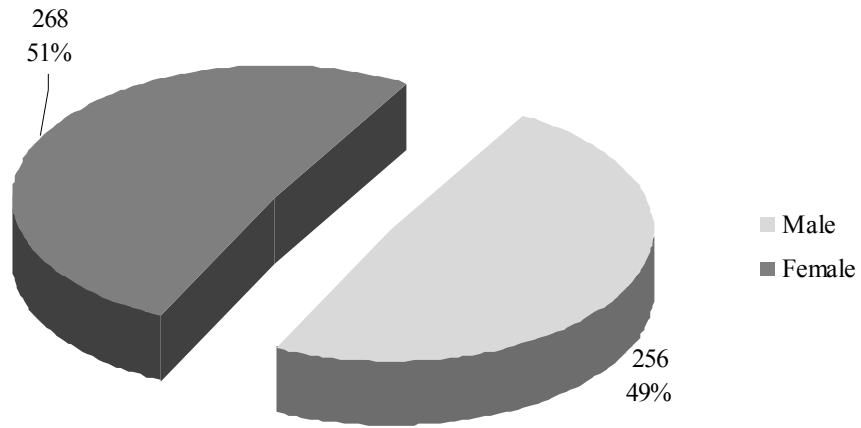
III. Gender Equity and Equality

Chart 3. Gender Distribution as of February 28th, 2011



III. Gender Equity and Equality

Chart 4. Distribution in the Professional Levels as of February 28th, 2011

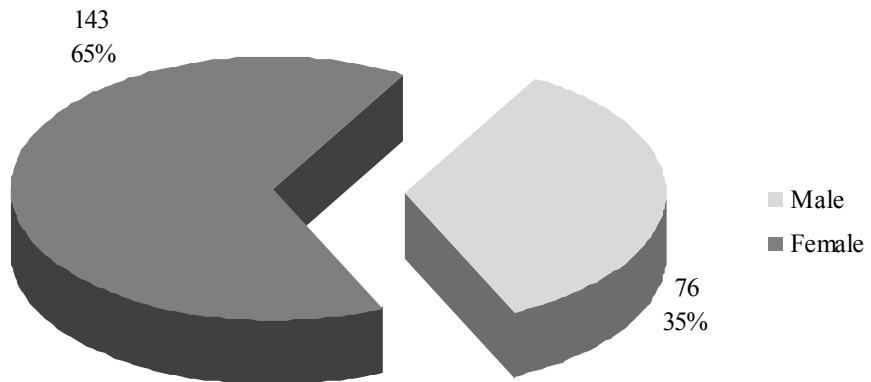


Total staff in Professional levels = 524

**Includes Associates*

III. Gender Equity and Equality

Chart 5. Distribution in the General Services Levels as of February 28th, 2011



Total staff in General Services levels = 219

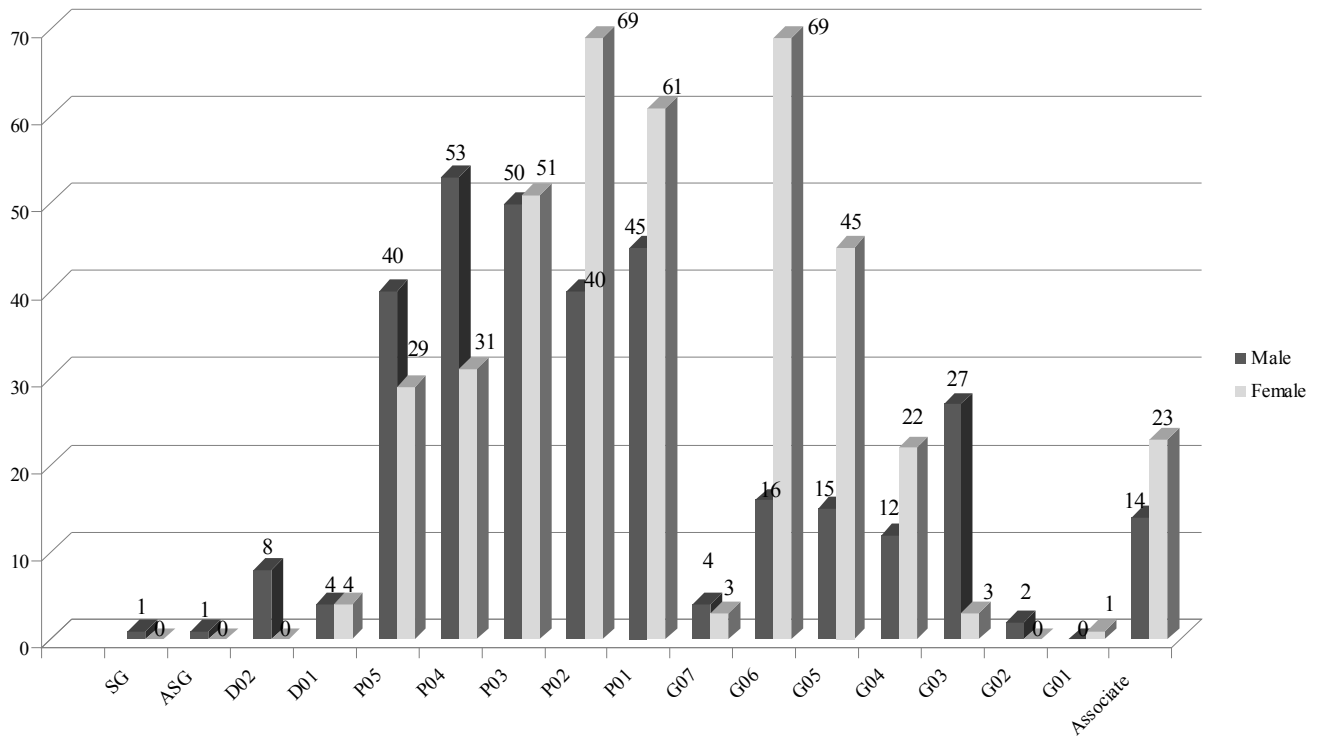
III. Gender Equity and Equality

Chart 6. Gender Distribution by Grade as of February 28th, 2011

Gender Distribution by Level 28-Feb-11					
Grade	MALE		FEMALE		Total
	No	%	No	%	
SG	1	100%	0	0%	1
ASG	1	100%	0	0%	1
D02	8	100%	0	0%	8
D01	4	50%	4	50%	8
P05	40	58%	29	42%	69
P04	53	63%	31	37%	84
P03	50	50%	51	50%	101
P02	40	37%	69	63%	109
P01	45	42%	61	58%	106
G07	4	57%	3	43%	7
G06	16	19%	69	81%	85
G05	15	25%	45	75%	60
G04	12	35%	22	65%	34
G03	27	90%	3	10%	30
G02	2	100%	0	0%	2
G01	0	0%	1	100%	1
Associate	14	156%	23	256%	9
Total	333	45%	415	56%	743

III. Gender Equity and Equality

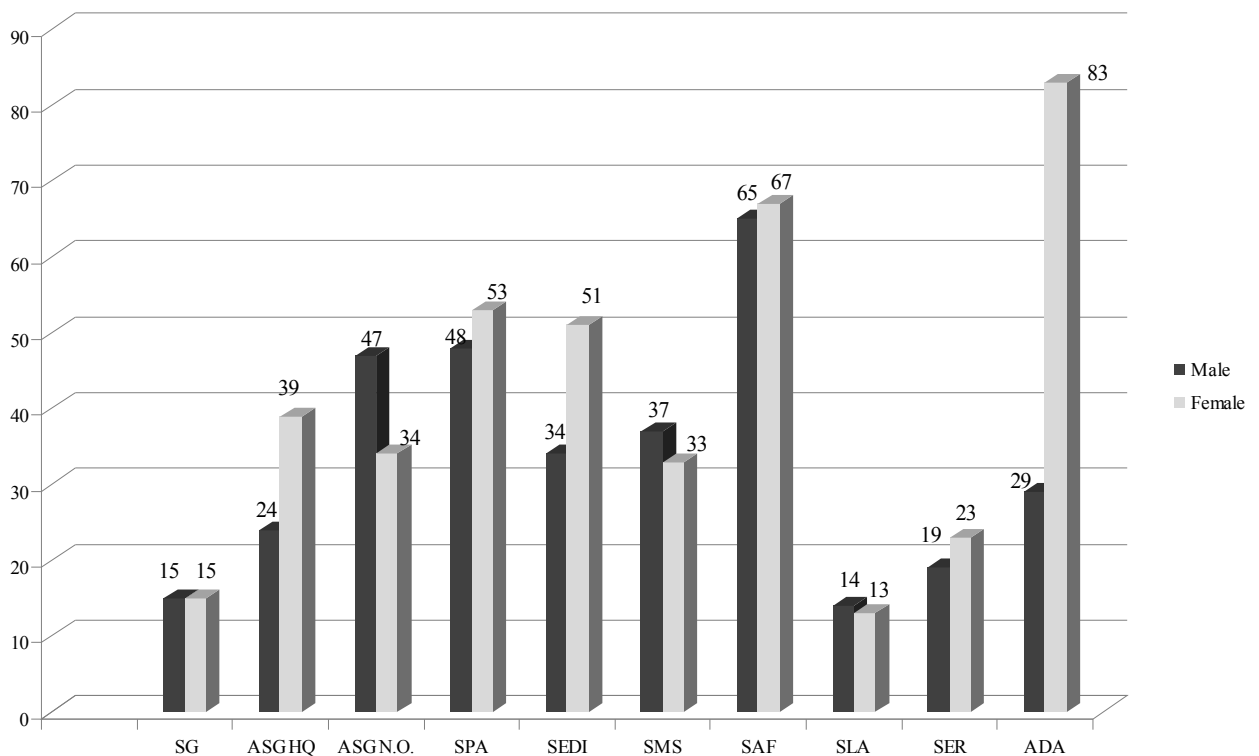
Chart 7. Gender Distribution by level as of February 28th, 2011



Total staff = 743

III. Gender Equity and Equality

Chart 8. Gender Distribution by Secretariat as of February 28th, 2011



Total staff = 743

*Autonomous and Decentralized Organs/Agencies/Entities/Dependencies (ADA)

IV. AGE DISCRIMINATION

The GS/OAS promotes age equity and equality by providing equal opportunities as established in Article 120, Chapter XVI of the Charter of the OAS (A-41).

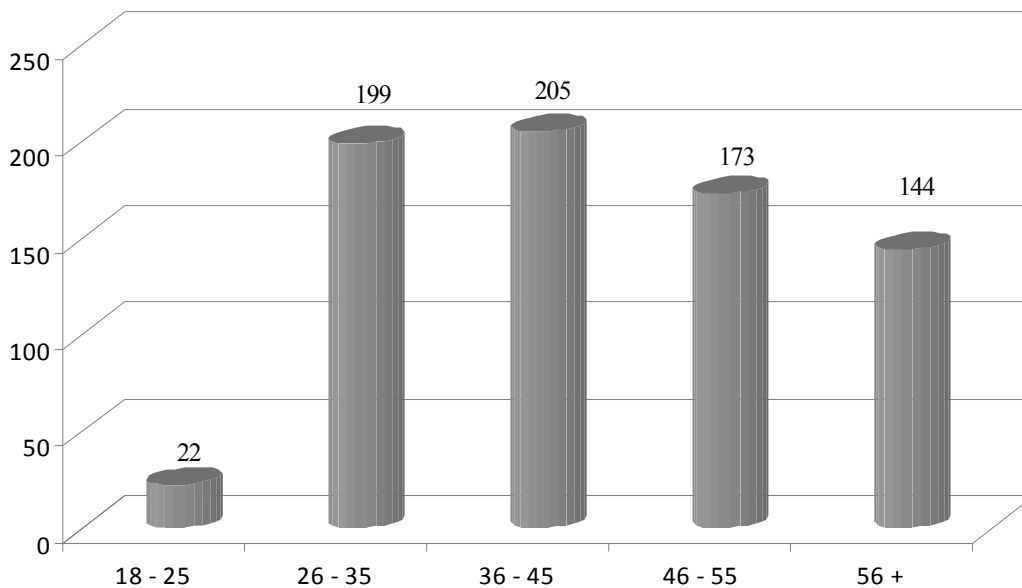
It is important to point out that the General Standards mandate retirement for non-Trust personnel at age 65.

As of February 28th, 2011, the average age of staff was 44 years, ranging from 18 to 56 and above.

IV. Age discrimination

Chart 9. Staff Members by Age

Range of Age	No. of Staff
18 - 25	22
26 - 35	199
36 - 45	205
46 - 55	173
56 - +	144



Total staff = 743

V. PERSONS WITH DISABILITIES

During 2010, the Department of Human Resources (DHR) through the Internship Program, initiated the inclusion of persons with disabilities and continued to promote the principle of equal opportunity for all at the OAS. A total of three interns with disabilities participated in the Program; one in headquarters and two in the National Office of Panama.

In addition, in October 2010, staff from the DHR attended the Seminar-workshop “Social inclusion and employment of people with disabilities: from patients to citizens” hosted by the Trust of the Americas, within the framework of the presentation of the *Regional Guide for accessibility for employers*.

The DHR has not received any complaints in recent times related to instances of alleged workplace discrimination against persons with disabilities

VI. TRUST POSITIONS

General Assembly Resolution AG/RES. 2353 (XXXVII-O/07) extended “...the mandates in resolution AG/RES. 1839 (XXXI-O/01) for the Secretary General to study the General Secretariat’s policies on trust positions, and for the Permanent Council to consider recommendations for any necessary changes to the General Standards”. In response, the General Secretariat presented for the consideration of the CAAP a document titled “Trust Positions: Policy and Recommendations” (CP/CAAP-2949/08). The document was discussed in CAAP on February 25, 2008.

At the meeting of the Committee on Administrative and Budgetary Affairs (CAAP) held on February 25, 2008, the delegates discussed what might be done to facilitate full compliance with the 8% guideline without impairing the Secretary General’s ability to respond to current managerial requirements. One possible solution mentioned was adjusting the percentage in the guideline to meet current needs. Nonetheless, many delegates expressed a preference for first exploring other options.

One of the options suggested was an effort to define more precisely the kinds of Trust Appointments that should be taken into account in measuring compliance with the 8% guideline. In that regard, it was noted that because the intent of the 8% guideline was primarily to curb excessive hiring of high-level managerial and advisory personnel with Regular Fund resources, it seemed logical to exclude from the target group lower-level support staff Trust Appointees in the Offices of the Secretary General and Assistant Secretary General and those Trust Appointees in the Secretary General’s household.

Moreover, there was some recognition that the 8% guideline should not take into account staff members appointed to Positions of Trust from among the ranks of members of the Career Service, staff members on Continuing Contracts, and staff members under Series B Fixed-Term. This is a reasonable approach since these individuals retain employment rights within the GS/OAS whenever their Trust appointment ends.

The GS/OAS presented the CAAP on February 6th, 2009: “The 8 percent guideline of Positions of Trust and Trust Appointments funded by the regular fund” ([CP/CAAP-2986/09](#)) as a follow-up to the guidance from the CAAP that the GS/OAS explore options to facilitate full compliance with this guideline, without impairing its ability to respond to current managerial requirements.

The GS/OAS suggested that for purposes of applying the 8% guideline, Trust Appointments funded by the Regular Fund should be divided into four different categories – Categories I, II, III and IV – as reflected in Chart 20.

List of Positions of Trust and Trust Appointments Funded by the Regular Fund as of February 28th, 2011.

Category I: These are Trust Appointees who are not members of the Career Service or who did not have Continuing Contracts or Series B fixed-term contracts financed by the Regular Fund immediately prior to being appointed by the present Secretary General. They include Secretaries, Directors, Advisors, the Inspector General and a few other officials. There are forty-one (41) positions in this category, resulting in 8.4% of the 489 Regular Fund approved posts for 2011. However, these positions represent only 5.5% of the 743 staff members as of February 28th, 2011.

Category II: These are staff members with Trust/Career or Trust/Continuing Contracts who prior to their Trust Appointments held a Career Service or a Continuing Contract. They retain the right to revert to Career/Continuing Contract status once the Trust Appointment ends. There are six (6) staff members in this category resulting in 1.2% of the 489 Regular Fund approved posts for 2011. These positions represent the 0.80% of the 743 staff members as of February 28th, 2011. The General Secretariat proposes that because

those persons have already been contracted as staff members and have the right to remain on staff after their Trust Appointments expire, they should not be taken into account in computing the number of Trust Appointees.

Category III: This category of Trust Appointments corresponds to the exception mentioned in Section V of Article 21, involving posts that are graded below the P-4 level in the Offices of the Secretary General and Assistant Secretary General, and personnel assigned to the Secretary General's household. There are currently six (6) Trust Appointments to posts in this group, resulting in 1.2% of the 489 approved posts for 2011. These positions represent the 0.80% of the 743 staff members as of February 28th, 2011. These staff members do not occupy policy positions or supervise senior level staff. For that reason, the General Secretariat suggests that they should not be taken into account in computing the 8% cap on Trust Appointments.

Category IV: This category is for those persons who were already staff members contracted under Series B Fixed Term Contracts when they were appointed to assume the duties of a Position of Trust at the same grade level of the post they occupy under their Series B Fixed Term Contract. Currently, there are five (5) persons occupying Positions of Trust under this category, resulting in 1% of the 489 approved posts for 2009. These positions represent only the 0.67% of the 743 staff members as of February 28th, 2011. Persons in this category have already won their grade level and appointment to the General Secretariat staff by competition under Article 44 of the General Standards. Their assignment or appointment to a post classified as a Position of Trust gives them no greater rights than they already have. Thus, the recommendation of the General Secretariat is that this category not be taken into account in measuring compliance with the 8% guideline.

Recommendation

For all the above reasons, the General Secretariat continues to recommend that only those Trust Appointees in Category I be considered for measuring the General Secretariat's compliance with the 8% guideline.

During the past years the GS/OAS has placed emphasis in carrying out competition processes for Director-level positions. Examples of these are: the Department of Financial and Administrative Management Services, the Department of Legal Services and the Office of Procurement Services. Additionally the GS/OAS ensures that during the selection process, Directors that are appointed by the SG comply with highly technical skills according to their post.

VI. Trust Positions

Chart 10. List of Positions of Trust and Trust Appointments Funded by the Regular Fund as of February 28th, 2011

Secretariat/Department	Name	Job Title	Employee Type	Grade	Nationality	Duty Station
Category I. Trust Personnel						
Secretaries						
The Office of the Secretary General	Dominguez, Ricardo	Chief Of Staff	Trust / Non-Career	D02	Argentina	US
The Executive Secretariat of the Inter-American Commission on Human Rights (IACHR)	Canton, Santiago Alejandro	Executive Secretary Human Rights	Trust / Non-Career	D02	Argentina	US
The Secretariat for Administration and Finance	Anderson, Gerald	Secretary for Administration and Finance	Trust / Non-Career	D02	U S A	US
The Secretariat for External Relations	Quinonez, Alfonso	Secretary for External Relations	Trust / Non-Career	D02	Guatemala	US
The Secretariat for Legal Affairs	Arrighi, Jean Michel	Secretary for Legal Affairs	Trust / Non-Career	D02	Uruguay	US
The Secretariat for Multidimensional Security	Blackwell, Adam	Secretary for Multidimensional Security	Trust / Non-Career	D02	Canada	US
The Secretariat for Political Affairs	Rico, Victor Manuel	Secretary for Political Affairs	Trust / Non-Career	D02	Bolivia	US
The Executive Secretariat for Integral Development	Costa, Mauricio Eduardo Cortes	Executive Secretary for Integral Development	Trust / Non-Career	D02	Brazil	US
Advisors						
The Coordinating Office for the Offices and Units of the General Secretariat in the Member States	Biehl Del Rio, John	Advisor	Trust / Non-Career	P05	Chile	UR
The Office of the Assistant Secretary General	Dass, Shelly Ann Candis	Advisor	Trust / Non-Career	P05	Trinidad&Tobago	US
The Office of the Secretary General	Mladinic, Carlos Rodrigo	Advisor	Trust / Non-Career	D01	Chile	US
The Office of the Secretary General	Caputo, Dante Mario Antonio	Advisor	Trust / Non-Career	D01	Argentina	US
The Department of Planning and Evaluation	Martinez, Sergio E	Advisor	Trust / Non-Career	P05	Chile	US
The Office of the Secretary General	Urrejola, Antonia	Advisor	Trust / Non-Career	P05	Chile	US
The Secretariat for Multidimensional Security	Briones, Alvaro	Advisor	Trust / Non-Career	P05	Chile	US
Directors						
The Summits Secretariat	Tross, Vaughna S	Executive Secretary	Trust / Non-Career	D01	U S A	US
The Department of Legal Services	Frankel, Kenneth Nelson	Legal Advisor to the Secretary General/Director	Trust / Non-Career	P05	U S A	US
The Office of Protocol	Colomar-O'Brien, Ana	Chief Protocol Office	Trust / Non-Career	P05	U S A	US
The Department of Conferences and Meetings Management	Nino, Luis Antonio	Director	Trust / Non-Career	P05	Venezuela	US
The Permanent Secretariat of the Inter-American Committee of Woman (CIM)	Moreno Toscano, Carmen de la Soledad	Director	Trust / Non-Career	D01	Mexico	US
The Secretariat of the Inter-American Telecommunication Commission (CITEL)	Baptista Neto, Clovis Jose	Director/Executive Secretary	Trust / Non-Career	P05	Brazil	US
The Department of Special Legal Programs	Jacir de Lovo, Ana Evelyn	Director	Trust / Non-Career	P05	El Salvador	US
The Department of Sustainable Democracy and Special Missions	Hernandez-Roy, Christopher	Director	Trust / Non-Career	P05	Canada	US
The Executive Secretariat of the Inter-American Drug Abuse Control Commission (CICAD)	Mack, James	Director/Executive Secretary	Trust / Non-Career	P05	U S A	US
The Department of Electoral Cooperation and Observation	Gutierrez, Pablo	Director	Trust / Non-Career	P05	Chile	US
The Department of State Modernization and Good Governance	Devlin, Robert	Director	Trust / Non-Career	D01	U S A	US
The Department of Economic Development, Trade, and Tourism	Saggianti, Jorge	Director	Trust / Non-Career	P05	Mexico	US
The Department of Human Development, Education, and Culture	Levens, Maria	Director	Trust / Non-Career	D01	Suriname	US
The Department of Human Development, Education, and Culture	Garcia, Lenore Y	Director	Trust / Non-Career	P05	U S A	US
The Department of Strategic Communications and Image	Barreiro, Rosa Maria	Director	Trust / Non-Career	P05	Mexico	US
The Department of International Affairs	Klinger, Irene	Director	Trust / Non-Career	D01	Chile	US
The Department of Cultural Affairs	Bendersky, Lydia	Director	Trust / Non-Career	P05	Chile	US
The Press Department	Esquenazi, Patricia	Director	Trust / Non-Career	P05	Chile	US
The Department of Information and Technology Services	Goldschtein, Juan Jose	Director	Trust / Non-Career	P05	Argentina	US
The Department of Economic Development, Trade, and Tourism	Rodriguez, Luis Alberto	Senior Specialist	Trust / Non-Career	P05	Trinidad&Tobago	US
The Department of Human Resources	Gaxiola, Maria Antonieta	Director	Trust / Non-Career	P05	Mexico	US
The Department of Public Security	Mejia, Adriana	Director	Trust / Non-Career	P05	Colombia	US
The Coordinating Office for the Offices and Units of the General Secretariat in the Member States	Morris, David	Director	Trust / Non-Career	P05	Canada	PE
The Department of Planning and Evaluation	Graziano, Ricardo	Director	Trust / Non-Career	P05	Argentina	US
Specialists						
The Secretariat for Multidimensional Security	Stein, Abraham L.	Assistant Executive Secretary	Trust / Non-Career	P05	Mexico	US
The Secretariat for Political Affairs	Arduz, Hector	Senior Specialist	Trust / Non-Career	P04	Bolivia	US
TOTAL					41	8.4%

Chart 10 Continued. List of Positions of Trust and Trust Appointments Funded by the Regular Fund as of February 28th, 2011

Secretariat/Department	Name	Job Title	Employee Type	Grade	Nationality	Duty Station
Category II. Trust/Career, Trust/Continuing Contract						
The Secretariat of the Inter-American Committee on Ports (CIP)	Gallegos, Carlos Manuel	Division Chief	Trust / Career	P05	Peru	US
The Coordinating Office for the Offices and Units of the General Secretariat in the Member States	Soto, Yadira	Advisor	Trust / Continuing Contract	P05	Colombia	US
The Executive Secretariat of the Inter-American Commission on Human Rights (IACHR)	Abi-Mershed, Elizabeth Anne	Assistant Executive Secretary	Trust / Continuing Contract	P05	U S A	US
The Office of Procurement Services	Romero-DeSimone, Lili M	Director	Trust / Continuing Contract	P05	U S A	US
The Department of International Law	Negro, Dante	Director	Trust / Continuing Contract	P05	Peru	US
The Department of State Modernization and Good Governance	Zuniga, Pablo	Principal Specialist	Trust / Continuing Contract	P05	U S A	US
TOTAL					6	1.2%
Category III. Trust Personnel under p-4 level (without policy making or major supervisor functions)						
The Office of the Assistant Secretary General	Groehn-Kick, Andrea	Advisor/Assistant	Trust / Non-Career	P01	Brazil	US
The Office of the Secretary General	Contreras, Pamela	Advisor/Executive Assistant	Trust / Non-Career	P02	Peru	US
The Office of the Secretary General	Reed Carrasco, Marcela	Cook	Trust / Non-Career	G01	Chile	US
The Office of the Secretary General	Cortes, Emmanuel C.	Administrative Assistant	Trust / Non-Career	G06	U S A	US
The Office of the Secretary General	Neculqueo Tobar, Martin Segundo	Executive Assistant	Trust / Non-Career	G07	Chile	US
The Office of the Secretary General	Fernandez, Ana Maria	Advisor/Executive Assistant	Trust / Non-Career	G07	Chile	US
TOTAL					6	1.2%
Category IV. Personnel appointed fro series B Fixed-term Contracts						
The Executive Secretariat of the Inter-American Drug Abuse Control Commission (CICAD)	Franzini Batle, Rafael	Assistant Executive Secretary	Trust / Non-Career	P04	Uruguay	US
The Office of the Assistant Secretary General	De la Pava, Carmen Lucia	Chief of Staff Asst\ Sec\ Gen.	Trust / Non-Career	P05	Colombia	US
The Department of Financial and Administrative Management Services	Alsopp, Heather	Director	Trust / Non-Career	P05	Trinidad&Tobago	US
The Department of Sustainable Development	Springer, Cletus Ignatius	Director	Trust / Non-Career	P05	St Lucia	US
The Office of the Assistant Secretary General	Vergara, Gisela	Advisor	Trust / Non-Career	P04	Panama	US
TOTAL					5	1%
Total Positions of Trust					58	12%
Positions of Trust - Other Funds						
The Executive Secretariat of the Inter-American Commission on Human Rights (IACHR)	Botero Marino, Catalina	Special Rapporteur for Freedom	Trust / Non-Career	P05	Colombia	US
Retirement and Pension Fund	Vilarino, Daniel	Secretary Treasurer	Trust / Continuing Contract	D01	Uruguay	US
Total SF Trust Positions					2	0.4%