



European Union
Statement

WHO

76th World Health Assembly

(21-30 May 2022)

Item 21.1 – Human Resources

Geneva, 25 May 2023

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EU Statement

Chair,
Director General,
Excellencies,
Colleagues,

I am delivering this statement on behalf of the EU and its 27 Member States.

The candidate countries North Macedonia, Montenegro, Serbia, Albania, Ukraine, Republic of Moldova and Bosnia and Herzegovina^{*}, the EFTA country Norway, member of the European Economic Area, as well as Armenia align themselves with this statement.

The EU welcomes the decision of the DG to streamline the senior leadership team. We believe it will improve effectiveness and accountability.

The EU thanks the secretariat for the report. We welcome the comments outlined in the report on Human Resources. The ongoing efforts for transparency, efficiency, gender-balance, a respectful working environment and staff health and well-being need to be continued as it plays a crucial role in the culture of the world

^{*} North Macedonia, Montenegro, Serbia, Albania and Bosnia and Herzegovina continue to be part of the Stabilisation and Association Process.

Health Organization. As such, it is fundamental to strengthen and improve the HR management system regarding future challenges.

We support WHO reforms to the HR management system to strengthen merit-based, adequacy of competencies, open and transparent recruitment processes in senior management, and the necessity to improve true management of "staff developments," at all levels, including at the country level.

We note with concern that the proportion of staff members holding long-term appointments remained the same. There is a need to prevent long sequences of concise contracts to individuals but also a mechanism put in place to ensure full salaries are received by staff without major losses due to hyperinflation of a local currency.

We want to highlight that the current system for recruiting and managing WRs has to be further improved. Country offices should have staff with strong expertise in developing health policies and health systems to be able to provide guidance in countries.

We would like to highlight the request in the governing bodies for more detailed information on the actions and discussions on how to make WHO's work in countries more impactful, such the newly adopted EURO strategy on collaboration between regional offices and Member States to enhance WHO's impact at the country level.

There needs to be more efficiency in technical work, avoiding silos or duplication, and establishing an adequate level of awareness and timely official reporting, especially regarding sensitive topics such as abusive conduct and sexual exploitation, abuse and harassment. In this regard, we welcome the high completion rate of WHO mandatory trainings and the future mandatory training initiatives.

Making accountability, workplace culture, diversity, equity and inclusion part of the performance cycle and systems is crucial.

Thank you.