

**76<sup>th</sup> SESSION of the WORLD HEALTH ASSEMBLY**

**(Geneva, 21 May to 30 May 2023)**



**Ministry of Health & Family Welfare  
Government of India**

**Agenda 21.1: Human Resources**

(Word count: 315)

**Thank you Chair!**

India takes note of the report and **resonates with the human resource strategy fostering an enabling work environment.** The **theme based on transformational culture changes is also recognized and appreciated.**

**Chair,**

India observes that the **staff in the regional office has decreased from 24.1% to 23.7% (Para 3)** between December 2021 and December 2022. Also, the **percentage of long-term appointments has reduced to 67.4% from 76.6% in the South-East Asia Region.** India would like to highlight that **strategically enhancing a robust team of committed and long-term experts** may support the WHO agenda.

**Chair,**

The **updated Gender Parity Policy (2023-26) (Para 6)** is a **welcome move.** It is **heartening to observe that 36.3% of heads of county offices are women (Para 11),**

but it has **decreased from 38.2% of the previous year. It is also noted that the participation of women decreased from 36.4% to 35.7% (Para 10)** on some of the grades in the staff.

India is confident that the **new policy will encourage retention strategies and will promote better inclusion** in the workforce.

The **Young Professional Programme** was officially inaugurated in February 2023 and empanels 14 candidates from 14 least-developed countries as the first cohort. While this **invokes hearty applause from India, it is observed that this may be upscaled to include more participation in the coming years.**

India also would want to reflect that the **recruitment time averaging at 163 days and going as high as 405 days is much higher (Para 21)** for onboarding of potential candidates. India suggests that the **recruitment processes may be reviewed to reduce the time in processes.**

**Chair,**

India would **second the recommendations submitted by the external agency on measuring the employee welfare practices in the organization.**

India is hopeful that the **revised career management framework, mobility policy, Diversity, Equity, and Inclusion agenda will essentially feed into many employee welfare aspects** for improved employee experience.

**Thank You!**