



REGIONAL COMMITTEE

Provisional Agenda item 6.3

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SEA/RC65/19

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Process for Nomination of the Regional Director

The attached paper proposes a modification to the Process for Nomination of the WHO Regional Director for South-East Asia. This proposal, to incorporate a presentation by candidates into the process, is intended to further strengthen transparency, fairness and equity in the process for nomination of the Regional Director. It will also permit the representatives from Member States to request clarifications following the presentation in order to better assess the candidates.

Such a change will require a modification to Rule 49 of the Rules of Procedure of the Regional Committee. The working paper provides a draft resolution for the consideration of the Regional Committee, and the proposed text for amendment of Rule 49. It also includes the proposed modalities for the presentation process and the desired criteria for assessing candidates for the post of the Regional Director.

A working paper was submitted to the High-Level Preparatory (HLP) Meeting for its review and recommendations in June 2011. The HLP suggested requesting Member States to consider this issue in preparation for future discussions on this subject.

This matter was noted at the Regional Committee, at its Sixty-fourth Session in September last year, in connection with the HLP's Report to the Regional Committee. Requests were thereafter received from two Member States to carry this work ahead and the Regional Director decided to call a Consultative Meeting of SEA Region Member States on 13–14 March 2012 to advise him on the way forward.

This paper has now incorporated the recommendations from the Consultative Meeting and is being presented to the Regional Committee for its deliberations and decisions.

Revision of Rule 49 and Process for Nomination of the Regional Director

Rationale for revising the process for nomination of candidates seeking election to the post of Regional Director for the South-East Asia Region

1. The Regional Director, on the recommendations of the SEA Region Member States, proposes revising the process for nomination of candidates seeking election to the post of Regional Director by including a presentation by the candidates, in order to allow greater transparency in the process for nomination and to permit the representatives from the Member States to better know and assess the candidates. In recommending a revision of the process for nomination, the Regional Director has referred to the Executive Board resolution EB97.R10, setting out the criteria which a candidate should fulfil for nomination to the post of Director-General. Note was also taken of the fact that the regional committees for most regions had already introduced an interview process as part of their respective nomination practices.

Actions taken to date in WHO for the nomination of the Director-General and the regional directors

2. The decisions taken by the Executive Board for the nomination of the Director-General and by other regional committees for their regional directors are summarized below:
- i. In 1996 the Executive Board, through resolution EB97.R10 and based on the report of an ad hoc group established by its decision EB95(1), adopted criteria the candidate nominated for the post of Director-General should fulfil. It also decided to amend Rule 52 of its Rules of Procedure. These amendments included, among other modalities, interviews that should consist of a presentation by each selected candidate in addition to answers to questions from members of the Board.
 - ii. The first region to introduce an interview process – if a presentation is to be seen as an interview – was the WHO European Region more than 10 years ago. The Regional Committee for Africa followed in 2003, with the contention that the process for selection of the Regional Director required further clarification and that the procedure in place should be improved. It agreed on a short listing and an interview consisting of a presentation and a question-and-answer session.
 - iii. In 2005, the Regional Office for the Americas identified a worldwide trend of strengthening governance mechanisms due to growing expectations concerning the accountability and transparency of national and international institutions. This necessitated that the process for selection of the Regional Director of the World Health Organization be rendered more explicit and equitable. This resulted in the

establishment of a Candidates' Forum in 2006 where candidates were to make an oral presentation of not more than 30 minutes – which had to include their vision, proposed policy priorities, and financial and programmatic direction for AMRO-PAHO –as well as take a one-hour question-and-answer session from Member States, Participating States and Associate Members attending.

- iv. Finally, Member States of the WHO Western Pacific Region emphasized the importance of maintaining a level playing field among the countries of the Region and of providing candidates with a fair opportunity to present their respective visions and programmes to Member States. Thus, in 2010, the requirement of an interview was introduced, comprising a presentation by each candidate in addition to answers to questions from Member States.

3. In summary, WHO headquarters, the WHO Regional Offices for Europe (EURO), Africa (AFRO), the Americas (AMRO) and the Western Pacific (WPRO) all currently have an interview process for candidates in place, or at least the option to include an oral presentation.

Developments to date in the SEA Region

- i. A working paper was submitted to the High-Level Preparatory Meeting in June 2011 for its review and recommendations. The HLP suggested that Member States be requested to consider this issue in preparation for future discussions on this subject.
- ii. This matter was noted at the Regional Committee for South-East Asia, at its Sixty-fourth Session in September last year, in connection with the HLP's Report to the Regional Committee. Requests were thereafter received from two Member States to carry this work ahead and the Regional Director decided to call a consultative meeting of SEAR Member States on 13-14 March 2012 to advise him on the way forward.
- iii. The report of the consultative meeting is available as Inf. Doc. The main discussions and recommendations from the report of the consultative meeting, including Attachment I and the Annexes, are reproduced below.

A. Introduction

The Secretariat introduced and explained the following documents:

- "Proposed Changes to the Process for Nomination of the Regional Director by the WHO Regional Committee for South-East Asia";
- "Process for Nomination of the Regional Director – The introduction of an interview process across WHO regions";

- “Process for Nomination of the Regional Director: Overview of the process across WHO regions”.

The main document and the two information documents gave a detailed background of the decisions already taken by most other regions to include an interview process in the nomination of the Regional Director, the consequent need for amendments to the Rules of Procedure of the regions concerned, the modalities used, and the final action by the regional committees in adopting an appropriate resolution.

The Committee noted that the introduction of an interview process would require an amendment to Rule 49: “Nomination of the Regional Director” of the Rules of Procedure of the WHO Regional Committee for South-East Asia. This, in turn, required that under Rule 51: “Amendments of or additions to these rules may be adopted by the Committee, provided that the Committee has received and considered a report thereon by an appropriate sub-committee”.

B. General discussion

Participants provided their views on the proposed improvements to the process for nomination of the Regional Director contained in the above-referenced documents.

Regarding the proposal for an interview process for candidates for the post of Regional Director, some participants expressed the view that an interview, per se, was an inappropriate format for candidates for the office of the Regional Director. The concept of a “presentation” was discussed and was considered a more desirable characterization of an opportunity for candidates to state their visions and views.

Concerning the question of when improvements in the process for nominating the Regional Director should be made, some participants expressed the view that improvements should be made in advance of the next election in 2013; others expressed the view that changes should be introduced after the 2013 election. A consensus was reached that the Amendment to Rule 49 could be adopted in the Sixty-fifth Session of the Regional Committee, in September 2012. After extensive discussions, agreement was reached to recommend that the effective date of the Amendment to the Rules of Procedure to allow for presentations by candidates would be after the 2013 election (with effect from 1 January 2014). A consensus was reached that criteria for assessing candidates is recommended for use in the 2013 election and thereafter.

Accordingly, after extensive exchange of views on these positions, the meeting reached consensus on the suggested resolution, as found in Attachment 1, for consideration by the Sixty-fifth Session of the Regional Committee to be held in September 2012.

There are five aspects to this draft resolution:

- i. The participants concluded that a presentation should be given by each candidate, rather than an interview, and that Members of the Regional Committee may make requests for clarifications following the presentation.
- ii. The participants considered a number of modalities for such presentations and agreed on a number of terms, as contained in Annex B, for the draft resolution. The participants also considered other possible modalities, such as limiting the number of representatives of Member States attending the presentations, but concluded that such details should be determined by the Regional Committee in the future.
- iii. Regarding the issue of criteria for assessing candidates for the post of the Regional Director, participants considered the draft proposal contained in Document No. SEA/RDO-Policy/1 and concluded that the criteria set forth in EB97.R10 were preferable, with the following adjustments (as reflected in Annex C):
 - to use the phrase 'global health' in replacement of 'international health';
 - to reference WHO's policy on non-recruitment of smokers or other tobacco users; and
 - to reflect the fact that there is only one official language of the SEA Region.
- iv. Participants agreed that the proposed criteria for assessing candidates for the post of Regional Director should be recommended for use with immediate effect.
- v. The participants further recommended that the amendment concerning presentations by candidates and modalities for such presentations, become effective from 1 January 2014, i.e. following the election of the Regional Director in September 2013.

Proposed amendment of the Rules of Procedure

4. The introduction of a presentation by candidates into the nomination procedure requires an amendment to Rule 49 ("Nomination of the Regional Director") of the Rules of Procedure of the WHO Regional Committee for South-East Asia.

5. Rule 51 of the Rules of Procedure provides: 'Amendments of or additions to these rules may be adopted by the Committee, provided that the Committee has received and considered a report thereon by an appropriate subcommittee.'

6. Therefore, should the Committee agree to consider the proposal, it would need to establish such a subcommittee. The subcommittee would be requested to report to the Regional Committee on the matter of the proposed introduction of a presentation by candidates into the nomination process, including the modalities for the presentation, the desired criteria for assessing candidates and the corresponding amendment to Rule 49. It is

suggested that this subcommittee comprise one representative from each Member State of the Region.

7. The proposed text for amending Rule 49, attached as Annex A, is provided for the consideration of the subcommittee. The terms of the new text proposed [Rule 49, (f) (bis)] have remained general in order to enable the Committee to adjust, if necessary, the modalities of the interviews in the future in the light of experience gained.

8. Attached as Annex B are the proposed modalities for the interviews themselves and in Annex C provides the desired criteria for assessing candidates.

9. The modalities include a private session of the Regional Committee with each candidate which would last a maximum of one hour. During this time each candidate must, within an allotted time of 20 minutes, orally present his/her analysis of the current public health problems and priorities in the WHO South-East Asia Region and his/her vision of the World Health Organization's Mission and role in addressing these issues. The Committee would then have 40 minutes to seek clarifications on the presentation.

Final action by the Regional Committee

10. After the Committee has received and considered the report, the Committee may decide to adopt the resolution that is in Attachment 1.

11. The draft resolution is the instrument that would serve to amend Rule 49 (Annex A), mandate the application of the modalities for the presentation process (Annex B) and confirm the desired criteria for assessing candidates for the post of the Regional Director (Annex C)

Attachment 1

Draft Resolution

Revision of Rule 49
and Process for Nomination of the Regional Director

The Regional Committee,

Having considered the Report on the Process for Nomination of the Regional Director by the WHO Regional Committee for South-East Asia submitted by the sub-committee constituted under Rule 51 of the Rules of Procedure of the WHO Regional Committee for South-East Asia;

Desiring to improve the degree of transparency in the process for Nomination of the Regional Director;

Having considered the practice followed by the World Health Organization for the nomination of the Director-General and regional directors,

1. DECIDES to amend Rule 49 of the Rules of Procedure of the WHO Regional Committee for South-East Asia, by adding a new paragraph (f)(bis) to Rule 49, regarding presentations by candidates for the post of Regional Director, as contained in Annex A to this Resolution. This amendment will become effective from 1 January 2014;
2. DECIDES, with regard to such presentations, that the modalities set forth in Annex B to this resolution shall also become effective from 1 January 2014; and
3. DECIDES that the criteria set forth in Annex C to this resolution, should be used for assessing candidates for the post of Regional Director with immediate effect.

Annex A

Amendment to Rule 49 of the rules of procedure of the WHO Regional Committee for South-East Asia, regarding presentations by candidates for the post of Regional Director

Rule 49, (f)(bis) The persons proposed in accordance with Paragraph (b) of this rule shall be invited to make a presentation at a private meeting of the Committee. The presentation shall consist of an oral statement by each candidate; in addition, members of the Committee may make requests for clarifications. The Committee shall determine, as appropriate, modalities for the presentations.

Annex B

Modalities for the presentation process for the nomination of the Regional Director

1. The presentation shall be made in a private meeting of the Regional Committee.
2. The presentation shall address the candidate's analysis of current public health problems and priorities in the WHO South-East Asia Region and his/her vision on WHO's mission and role in addressing these issues.
3. The presentation shall consist of an oral statement by each candidate not to exceed 20 minutes; in addition, members of the Committee may make requests for clarifications, not to exceed 40 minutes. The time limits shall be strictly adhered to.

Other modalities shall be determined by the Regional Committee as appropriate.

Annex C

Desired criteria for assessing candidates for the post of the Regional Director

1. A strong technical and public health background and extensive experience in global health;
2. Competency in organizational management;
3. Proven historical evidence for public health leadership;
4. Sensitiveness to cultural, social and political differences;
5. A strong commitment to the work of WHO;
6. The good physical condition required of all staff members of the Organization;
7. Commitment to personal compliance with the WHO policy on non-recruitment of smokers or other tobacco users; and
8. Sufficient skill in the official working language of the Region.