



# 世界卫生组织

执行委员会  
第一〇七届会议  
临时议程项目 6.1

EB107/15 Add.1  
2000年12月12日

## 人力资源：政策发展

### 确认《职员细则》修订款<sup>1</sup>

#### 秘书处的报告

1. 根据《人事条例》第12.2条，现将总干事提出的《职员细则》修订款提交执行委员会确认。这些修订的生效日期为2001年1月1日。
2. 这些修订款产生于人力资源管理战略框架提出的建议<sup>2</sup>，其中涉及卫生组织的工作—  
生活政策，反映了联合国系统各组织行政首长在1995年通过的“工作/家庭”政策议程。这些建议包括与收养、生育和家庭紧急情况相关的特别假等问题。现行和建议的《职员细则》文本列于附件<sup>3</sup>。
3. 对职员细则第650条所作的修订是为了在现行特别假条款之内明确地提供更大的灵活性，使职员能在近亲死亡或收养儿童的情况下申请休特别假。请收养假是联合国共同制度中的惯例，而联合国系统的多数组织都准许请照顾性假。
4. 对职员细则第740条所作的修订是为了使职员能利用现有的七天无证明病假处理与家庭有关的严重紧急情况。这使卫生组织的做法与联合国和联合国系统的一些其它组织以行政问题协商委员会在1997年所作建议为基础的做法相一致。

<sup>1</sup> 在会议厅备有若干份日期为2000年3月的《职员细则》和《人事条例》供执委会委员利用。

<sup>2</sup> 见文件EB107/15。

<sup>3</sup> 只有英文、法文。

5. 对职员细则第760条所作的修订是为了引进职员享受为期达五天的父亲假的权利，以便支持父亲参与照料家庭。还建议，当父母都是卫生组织职员时，母亲应当享受的产假如有任何未用部分，可由孩子的父亲使用。分享产假承认了父母双方在工作和家庭中的双重和互补作用，也是联合国系统内目前的惯例。

6. 修订了职员细则第820条，以便在授权旅行的理由方面为总干事提供更大的灵活性。目的是使哺乳的母亲有选择的余地，可携带母乳喂养的婴儿出差而由本组织支付费用，条件是婴儿不足两周岁。该条职员细则的修订使卫生组织与联合国《职员细则》和儿童基金会（卫生组织与之共同发起了一项母乳喂养政策）目前的做法相一致。

### 预算需求

7. 这些职员细则的修订在2000  
2001双年度中对正常预算的财政需求极少，将由为每个区域以及为全球和区域间活动确定的有关拨款予以满足。

### 执行委员会的行动

8. 执行委员会拟可审议如下决议草案，其中将确认附件转载的《职员细则》修订款：

#### 执行委员会

确认总干事根据《人事条例》第12.2条就特别假、病假、产假和父亲假以及职员与受哺婴儿旅行对《职员细则》所作的修订，自2001年1月1日起生效。

ANNEX

CONFIRMATION OF AMENDMENTS TO THE STAFF RULES

Staff Rule/Subject	Existing text	Proposed text
<b>Section 6 – Attendance and Leave</b>		
650. Special leave	Special leave with full, partial or no pay may be granted for training or research in the interests of the Organization or for other valid reasons. Normally such leave shall not be granted until all accrued annual leave has been exhausted and normally shall not exceed one year in duration. Periods of special leave shall be credited for all purposes except as otherwise specified in the Rules.	Special leave with full, partial or no pay may be granted for training or research in the interest of the Organization or for other valid reasons, <b>including the death of a close relative or the adoption of a child under conditions determined by the Director-General.</b> Normally, such leave shall not be granted until all accrued annual leave has been exhausted and normally shall not exceed one year in duration. Periods of special leave shall be credited for all purposes except as otherwise specified in the Rules.
<b>Section 7 – Social Security</b>		
740. Sick leave	740.2 Any absence of more than three consecutive working days which is to be charged as sick leave must be supported by a certificate from a duly recognized medical practitioner stating that the staff member is unable to perform his duties and indicating the probable duration of the illness. Not more than seven working days of uncertified absences within one calendar year shall be charged as sick leave.	740.2 Any absence of more than three consecutive working days which is to be charged as sick leave must be supported by a certificate from a duly recognized medical practitioner stating that the staff member is unable to perform his duties and indicating the probable duration of the illness. Not more than seven working days of uncertified absences within one calendar year shall be charged to sick leave. <b>Part or all of this uncertified sick leave may be granted to attend to serious family-related emergencies, other than in the event of the death of a close relative, in which case the certification requirement in respect of three consecutive working days shall not apply.</b>
760. Maternity leave and paternity leave	760. Maternity leave	760. Maternity leave <b>and paternity leave</b>
760.1	760.1 Staff members appointed for periods of one year or more shall be entitled to maternity leave with full salary and allowances.	760.1 Staff members appointed for periods of one year or more shall be entitled to maternity leave <b>and paternity leave</b> with full salary and allowances.

Staff Rule/Subject	Existing text	Proposed text
760.2	<p>760.2 Any such staff member, on presentation of a certificate from a duly recognized medical practitioner stating that her confinement will probably take place within six weeks, shall be allowed to absent herself from her duties until her confinement. At the request of the staff member and on medical advice, the Director-General may permit the maternity leave to commence less than six weeks but not less than two weeks before the expected date of confinement. Maternity leave shall extend for a period of 16 weeks from the time it is granted, except that in no case shall it terminate less than 10 weeks after the actual date of confinement.</p> <p>760.3 A nursing mother shall be allowed additional maternity leave of sufficient time each day to nurse her child.</p>	<p>760.2 <b>Maternity leave.</b> On presentation of a certificate from a duly recognized medical practitioner stating that her confinement will probably take place within six weeks, <b>a staff member shall be entitled to maternity leave.</b> At the request of the staff member and on medical advice, the Director-General may permit the maternity leave to commence less than six weeks but not less than two weeks before the expected date of confinement. Maternity leave shall extend for a period of 16 weeks from the time it is granted, except that in no case shall it terminate less than 10 weeks after the actual date of her confinement.</p> <p>760.3 A nursing mother shall be allowed additional maternity leave of sufficient time each day to nurse her child.</p> <p><b>760.4 Where both parents of a newborn child are staff members of the World Health Organization, any unused portion of maternity leave to which the mother would otherwise have been entitled under Rule 760.2 may be used by the father of the child, under conditions established by the Director-General.</b></p> <p><b>760.5 Paternity leave. A staff member shall be entitled to paternity leave for up to five days upon presentation of satisfactory evidence of the birth of his child.</b></p>
<b>Section 8 – Travel and Transportation</b>		
820. Travel of staff member with nursing infant	<p>820.2 Except for staff referred to in Rules 1320 and 1330, the Organization shall pay the travel expenses of a staff member's spouse and dependent children as defined in Rule 820.1 under the following circumstances:</p> <p>...</p>	<p>820.2 Except for staff referred to in Rules 1320 and 1330, the Organization shall pay the travel expenses of a staff member's spouse and dependent children as defined in Rule 820.1 under the following circumstances:</p> <p>...</p> <p><b>820.2.9 in other appropriate cases, when, in the opinion of the Director-General, there are compelling reasons for paying such expenses.</b></p>