



WORLD HEALTH ORGANIZATION

EXECUTIVE BOARD
110th Session
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Statement by the representative of the WHO staff associations on matters concerning personnel policy and conditions of service

Mr Chairman, honourable members of the Executive Board, Director-General

1. At each session of the Executive Board, you find in your files a document prepared by the staff associations, you listen to a speech, then you close your file and you turn the page. Today, the document is short in order to catch your attention.
2. Here is a list of points that we have presented for the past three years:
 - (a) the importance of the consultative process between administration and staff and of the Global Staff/Management Council;
 - (b) the abuse of long-term short-term staff through the use of temporary contracts and the need for a rapid solution to this critical problem;
 - (c) human resources reform, and the need for implementation with particular attention to certain points;
 - (d) the need to formulate a satisfactory policy on rotation and mobility;
 - (e) the rehiring of retired staff in posts of responsibility;
 - (f) the need for career development, in particular for general service staff;
 - (g) staff security in the field; and
 - (h) our relations with the International Civil Service Commission.

Each of these points has been brought before the Executive Board at least five times during its last six sessions.

3. Although we welcome the present opportunity to seek your attention once again on the above issues, we request the WHO administration to initiate a systematic follow-up to both our statement and the reply, with a view to reporting progress to the Board.

4. Thanks to the current process of the Global Staff/Management Council, discussions on staff/management issues can now be held between representatives of staff and management in a regular and structured manner. This mechanism reinforces consultation and this year will allow joint recommendations for the implementation of human resources reform to be made to the Director-General. Divergent opinions can also be presented and we appreciate the opportunity that has been given to us to do this. The staff associations have proposed this year that the status of the Council be changed from a consultative to a negotiating body. We believe that this change would offer greater opportunity for both management and staff associations to fulfil their obligation to their respective constituencies. Staff associations will prepare a proposal for consideration at the next meeting of the Council.

5. We note, however, that no mechanism exists for discussion and consultation between staff representatives and the Executive Board. We do not underestimate the importance of regularly submitting our statements to the Board but, given the role that staff play in implementing resolutions that you adopt, we believe that a mechanism that would allow for a dialogue between staff and the Executive Board would be beneficial for the Organization.

6. With the existing procedure, when matters relating to staff are discussed at sessions of the Executive Board, the opinion of staff representatives is heard only *after* the Administration, Budget and Finance Committee has met and examined the issues. Staff does not have a voice in this committee. We request today, therefore, that the Executive Board authorizes representatives of the staff associations to participate in the meetings of the Administration, Budget and Finance Committee when it examines matters of staff policy. In this way, having all the elements of information in your possession at the right time, you will be able to judge the impact of your decisions on staff.

7. We believe that, through true consultation, you, the members of the Executive Board, will have the opportunity to get to know better those representing the staff, who, on a daily basis, work towards the implementation of the resolutions that you have adopted.

8. Allow us to show you that, when we defend our “rights”, we also assume our “responsibilities”, that when we ask for “respect” we wish it to be mutual, and lastly, that, when we declare ourselves fully committed to being “at the service of others”, this is, above all, “at the service of the Organization for the well-being of populations”.

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