

Post of Director-General

Nomination of candidates

Note by the Legal Counsel

1. This document provides background information on, and a summary of, the Executive Board's role in the nomination of candidates for the post of Director-General for consideration by the Health Assembly.
2. The legal basis for the nomination by the Board of candidates is found in Article 31 of the Constitution, which sets out the respective roles of the Executive Board and Health Assembly, and Rule 62 of the Rules of Procedure of the Executive Board, which sets out the process to be followed by the Board.

BACKGROUND INFORMATION

3. The following documents are annexed to this information document and provide background information on the process:
 - (a) Circular Letter of 21 April 2021 from the Director-General informing Member States that they may propose persons for the post of Director-General (Annex 1);¹
 - (b) Article 31 of the Constitution of the World Health Organization (Annex 2);
 - (c) Rule 62 of the Rules of Procedure of the Executive Board (Annex 3);
 - (d) relevant Rules of Procedure of the World Health Assembly (Annex 4);
 - (e) resolution EB120.R19 (2007), concerning the procedures for assessing whether a candidate nominated for the post of Director-General has the good physical condition required of all staff members of the Organization (Annex 5);
 - (f) decision EB146(22) (2020), setting out the modalities for interviewing candidates and confirming the use of a paper-based secret ballot vote for nominating candidates for the post of Director-General (Annex 6);

¹ The texts in the annexes referred to in the Circular Letter are to be found in the annexes to the present information document.

- (g) resolution WHA65.15 (2012), concerning the principles to which regard is to be given in the overall process of nomination, election and appointment of the Director-General, and the criteria to be applied (Annex 7);
- (h) code of conduct for the election of the Director-General of the World Health Organization, as adopted by resolution WHA66.18 (2013) and amended by decision WHA73(27) (2020) (Annex 8); and
- (i) resolution WHA66.18 (2013) setting out the standard form for curriculum vitae (Annex 9).

SUMMARY OF THE ROLE OF THE BOARD

4. Member States had until 23 September 2021 to submit proposals for candidates for the post of Director-General. Proposals were to be accompanied by a curriculum vitae of no more than 3500 words in the standard form.¹ The curriculum vitae was to include an evaluation by the candidate as to how he or she meets each of the criteria for candidates approved by the Health Assembly, as well as a statement of the candidate's vision on priorities and strategies for the World Health Organization. Proposals were also to include a statement to the effect that the Member State and the person(s) proposed for the post of Director-General pledged to observe the provisions of the code of conduct.²

5. The Chair of the Board, assisted by the Legal Counsel, opened the proposals received by the deadline. One person was proposed as a candidate by several Member States, and was the only candidate proposed. The proposals, curriculum vitae and supporting information were translated into all official languages and distributed to all Member States following the closure of the last regional committee meeting of the year. This information, including the candidate's contact information, was posted on the WHO website along with the statements by which the proposing Member States and the candidate pledge to observe the provisions of the code of conduct.

6. At its 150th session, the Board will carry out the nomination process in three stages:

- (a) initial screening of the candidate to determine whether there is a consensus that the proposed candidate meets the criteria set by the Health Assembly;
- (b) interview of the candidate; and
- (c) voting on the candidate to be nominated.

7. With the exception of the meeting at which the candidate for the post of Director-General is interviewed, meetings of the Board related to the nomination of the Director-General are "private meetings"; that is, they may be attended only by members of the Board, their alternates and advisers, by one representative of each Member State not represented on the Board and of each Associate Member, and by the Secretariat.³ No official record is made of such meetings.

¹ Pursuant to resolution WHA66.18 (2013).

² Section B.I. of the code of conduct.

³ Rule 7 of the Rules of Procedure of the Executive Board.

Initial screening

8. The initial screening will be undertaken by the Board early in the session. The first stage is for the Board to determine whether there is a consensus that the proposed candidate meets the criteria set by the Health Assembly. The Board is to carry out this task in the light of resolution WHA65.15 (2012) (Annex 7), in which the Health Assembly decided that the Board:

“should ensure that the nominated candidates fulfil the following criteria, while underscoring the paramount importance of professional qualifications and integrity and the need to pay due regard to equitable geographical representation, as well as gender balance in the process leading to the nomination of the candidate(s) that should be submitted to the Health Assembly; he or she should have:

- (1) a strong technical background in a health field, including experience in public health;
- (2) exposure to and extensive experience in international health;
- (3) demonstrable leadership skills and experience;
- (4) excellent communication and advocacy skills;
- (5) demonstrable competence in organizational management;
- (6) sensitivity to cultural, social and political differences;
- (7) strong commitment to the mission and objectives of WHO;
- (8) good health condition required of all staff members of the Organization;
- (9) sufficient skill in at least one of the official working languages of the Executive Board and the Health Assembly.”

9. In respect of the criterion concerning “good health condition required of all staff members of the Organization”, the candidate was requested to undergo a medical examination and to bring a completed WHO medical examination form to the attention of the Director, Staff Health and Well-being at WHO headquarters, who in turn is to report to the Chair of the Board.¹ The Chair will inform the Board accordingly.

Interview

10. Following the determination by the Board that the proposed candidate meets the criteria set by the Health Assembly, the candidate will be interviewed by the Executive Board “as soon as possible”.² The day for the interview will be fixed in consultation with the Chair. The interview will last not more than 60 minutes and will be divided between (i) an oral presentation of no more than 20 minutes on the candidate’s vision for the future priorities of the Organization, with an analysis of current problems facing it and suggestions as to how those should be addressed, and (ii) a question-and-answer session of

¹ See document EB120/30 and resolution EB120.R19 (2007).

² Rule 62 of the Rules of Procedure of the Executive Board.

no more than 40 minutes.¹ However, if there are insufficient questions to fill the allotted time, the candidate may make additional statements until the end of the period set for the interview provided that the total time of 60 minutes is not exceeded.

Nomination

11. The Board will fix the date of the meeting at which the nomination will take place. Normally, the Board shall nominate up to three candidates. However, in exceptional circumstances where the nomination of three candidates is not practicable, such as where there are only one or two candidates, the Board may decide to nominate fewer than three candidates.²

12. In accordance with Rules 56 and 62 of the Rules of Procedure of the Board, the nomination must be decided by secret ballot even though there is one candidate only. Each member of the Board has to decide whether or not it wishes to nominate the proposed candidate for a second term as Director-General. This decision will be taken through a single ballot on the basis of a yes or no vote. The majority required for the proposed candidate to be nominated is a simple majority.

13. The Board will announce the name of the person so nominated at a public meeting, to be convened immediately after adjournment of the private meeting, and will submit such name to the Health Assembly.³

14. The Board will also submit to the Health Assembly a draft contract establishing the terms and conditions of appointment, salary and other emoluments attached to the office.⁴ The term of office, as reflected in the duration of the contract, is fixed at five years in accordance with Rule 108 of the Rules of Procedure of the World Health Assembly.⁵ More details on the terms of the draft contract are provided in document EB150/3.

¹ Decision EB146(22) (2020).

² Rule 62, eighth paragraph, of the Rules of Procedure of the Executive Board.

³ Rule 62, tenth paragraph, of the Rules of Procedure of the Executive Board.

⁴ Rule 112 of the Rules of Procedure of the World Health Assembly.

⁵ Should the proposed candidate be appointed to the post of Director-General, he would not be eligible for further reappointment.

ANNEXES

- Annex 1 Proposals for the post of Director-General, Circular Letter sent by the Director-General on 21 April 2021
- Annex 2 Article 31 of the Constitution of the World Health Organization
- Annex 3 Rule 62 of the Rules of Procedure of the Executive Board of the World Health Organization
- Annex 4 Relevant Rules of Procedure of the World Health Assembly
- Annex 5 Resolution EB120.R19 (2007), Director-General and Deputy Director-General of the World Health Organization: review of matters arising from the special and 118th sessions of the Executive Board*
- Annex 6 Decision EB146(22) (2020), Evaluation of the election of the Director-General of the World Health Organization*
- Annex 7 Resolution WHA65.15 (2012), Election of the Director-General of the World Health Organization: Report of the Working Group*
- Annex 8 Code of conduct for the election of the Director-General of the World Health Organization
- Annex 9 Resolution WHA66.18 (2013), Follow-up of the report of the Working Group on the Election of the Director-General of the World Health Organization concerning the standard form curriculum vitae*

* Only relevant excerpts of the resolution or decision are provided.

ANNEX 1¹

**PROPOSALS FOR THE POST OF DIRECTOR-GENERAL, CIRCULAR LETTER
SENT BY THE DIRECTOR-GENERAL ON 21 APRIL 2021**

Ref.: C.L.13.2021

Proposals for the post of Director-General

... The Director-General of the World Health Organization presents his compliments to
... Member States and has the honour to refer to Article 31 of the Constitution of the World Health
... Organization (Annex 1 hereto) concerning the nomination and appointment of the
... Director-General, to Rule 62 of the Rules of Procedure of the Executive Board (Annex 2 hereto)
... and to the Code of Conduct for the Election of the Director-General of the World Health Organization
... contained in Annex 1 to resolution WHA66.18 ("Code of Conduct") (Annex 3 hereto).

In accordance with Rule 62 of the Rules of Procedure of the Executive Board, at least nine months before the date fixed for the opening of a session of the Board at which a nomination for the post of Director-General has to take place, the Director-General shall inform Member States that they may propose persons for nomination by the Board for the post of Director-General. Proposals have to reach the headquarters of the Organization not less than four months before the date fixed for the opening of the session of the Board.

The 150th session of the Executive Board is proposed to open on 24 January 2022. Proposals should therefore reach the headquarters of the Organization, at the address indicated below, not later than 18:00 Central European Time, on 23 September 2021.

The Director-General has the honour to draw the attention of Member States to the following:

- (1) Any Member State may propose for the post of Director-General one or more persons.
 - (2) In submitting proposals, Member States are invited to note resolution WHA65.15 (Annex 4 hereto), through which the Health Assembly decided that the Executive Board should ensure that nominated candidates fulfil the set of criteria listed therein, and are encouraged to submit proposals only of those persons considered to meet these criteria and who have indicated their willingness to serve as Director-General.
- ...

ENCLS.: (6)

¹ The Circular Letter as despatched contained six annexes. The first two are reproduced in this document as Annexes 2 and 3. The information referred to in annexes 3 and 6 in the Circular Letter relates to the code of conduct for the election of the Director-General of the World Health Organization and the standard form for curriculum vitae, which are available in Annexes 8 and 9 of this information document. Annex 4 of the Circular Letter is reproduced as Annex 7 in this document. Annex 5 of the Circular Letter concerning the candidates' forum is not reproduced in this document.

(3) Proposals must be accompanied by the curriculum vitae of the person proposed for the post of Director-General. In accordance with resolution WHA66.18 (Annex 5 hereto):

(i) the standard form for curriculum vitae enclosed with this circular letter (Annex 6 hereto) must be used as the sole document to be submitted by Member States proposing persons for the post of Director-General;

(ii) the curriculum vitae of each candidate shall be limited to 3500 words and shall also be submitted in electronic format on a USB memory storage device to enable the Chair of the Board to verify that this limit is not exceeded. The 3500-word limit will be interpreted as applying to the curriculum vitae, including any additional pages that may be added to it in accordance with the standard form for the curriculum vitae itself (although excluding the wording of the standard form itself).

(4) Paragraph A. III of the Code of Conduct provides that “[i]t is the responsibility of Member States and candidates for the post of Director-General of the World Health Organization to observe and respect this code.” In accordance with section B.I. of the Code of Conduct, proposals should include a statement to the effect that the Member State and the person(s) proposed for the post of Director-General pledge to observe the provisions of the Code of Conduct.

(5) Proposals should be enclosed in a sealed envelope prominently marked “Confidential” and bearing the code No. “D4-180-9(2022)” and addressed to:

The Chair of the Executive Board
c/o World Health Organization – Office of the Legal Counsel
20, Avenue Appia
1211 Geneva 27
Switzerland

No other form of address should be used.

(6) To ensure safe receipt, it is recommended that proposals be sent by registered mail or hand delivered to the above address, with request for receipt of delivery.

(7) As noted above, proposals should be communicated or dispatched in such a manner as to arrive at the headquarters of the Organization in Geneva (Switzerland) not later than 18:00 Central European Time on 23 September 2021.

In accordance with Rule 62 of the Rules of Procedure of the Executive Board, the proposals received, including the names of the candidates will be announced and dispatched to all Member States after the closure of the last Regional Committee session prior to the session of the Board at which the nomination will take place.

In accordance with the Code of Conduct, after the dispatch of all proposals, curricula vitae and supporting information to Member States in accordance with Rule 62 of the Rules of Procedure of the Executive Board, the Secretariat will:

(1) Post on the WHO website information on all candidates, including the curricula vitae and other particulars of their qualifications and experience as received from Member States as well

as their contact information. The website will also provide links to individual websites of candidates, if any and upon request. Each candidate is responsible for setting up and financing her or his own website.

(2) Open on the WHO website a password-protected web forum for questions and answers, open to all Member States and candidates. Such a forum will not be held in the case of only one candidate being proposed.

The Director-General takes this opportunity to renew to Member States the assurances of his highest consideration.

GENEVA, 21 April 2021

ANNEX 2

**ARTICLE 31 OF THE CONSTITUTION OF THE
WORLD HEALTH ORGANIZATION**

Article 31

The Director-General shall be appointed by the Health Assembly on the nomination of the Board on such terms as the Health Assembly may determine. The Director-General, subject to the authority of the Board, shall be the chief technical and administrative officer of the Organization.

ANNEX 3

**RULE 62 OF THE RULES OF PROCEDURE OF THE EXECUTIVE BOARD OF
THE WORLD HEALTH ORGANIZATION¹**

At least nine months before the date fixed for the opening of a session of the Board at which a nomination for the post of Director-General has to take place, the Director-General shall inform Member States that they may propose persons for nomination by the Board for the post of Director-General.

Any Member State may propose for the post of Director-General one or more persons, submitting with the proposal the curriculum vitae or other supporting information for each person. Such proposals shall be sent under confidential sealed cover to the Chair of the Executive Board, care of the World Health Organization in Geneva (Switzerland), so as to reach the headquarters of the Organization not less than four months before the date fixed for the opening of the session.

The Chair of the Board shall open the proposals received sufficiently in advance of the session so as to ensure that all proposals, curricula vitae and supporting information are translated into all official languages, duplicated and dispatched to all Member States after the closure of the last Regional Committee session prior to the session of the Board at which the nomination will take place, and in any event at least 10 weeks before the date fixed for the opening of the session.

After the dispatch to Member States of the proposals, curricula vitae and supporting information, the Director-General shall, in consultation with the Chair of the Board, convene two candidates' forums open to all Member States and Associate Members, to which all candidates will be invited to make themselves and their vision known to Member States on an equal basis. The candidates' forums shall be chaired by the Chair of the Board. The first forum should be held not later than two months before the opening of the Board and the second one not later than two months before the opening of the Health Assembly. The Board shall decide on the modalities of the candidates' forums. The candidates' forums shall not be convened in case only one person has been proposed for the post of Director-General.

If no proposals have been received by the deadline referred to in the second paragraph of this Rule, the Director-General shall immediately inform all Member States of this fact and that they may propose persons for nomination in accordance with this Rule, provided such proposals reach the Chair of the Board at least two weeks prior to the date fixed for the opening of the session of the Board. The Chair shall inform Member States of all such proposals as soon as possible.

All members of the Board shall have the opportunity to participate in an initial screening of all candidatures in order to eliminate those candidates not meeting the criteria proposed by the Board and approved by the Health Assembly.

The Board shall decide, by a mechanism to be determined by it, underscoring the paramount importance of professional qualifications and integrity and paying due regard to equitable geographical representation and gender balance, on a short list of candidates. This short list shall be drawn up at the commencement of its session, and the selected candidates shall be interviewed by the Board meeting as a whole as soon as possible thereafter.

¹ Text as amended by the Board at its 147th session (decision EB147(12) (2020)).

The interviews should consist of a presentation by each selected candidate in addition to answers to questions from members of the Board. If necessary, the Board may extend the session in order to hold the interviews and make its selection.

The Board shall fix a date for the meeting at which it shall nominate three persons by secret ballot from among the candidates on the short list. In exceptional circumstances where the nomination of three candidates is not practicable such as where there are only one or two candidates, the Board may decide to nominate fewer than three candidates.

For the purpose of nominating three candidates, each member of the Board shall write on her or his ballot paper the names of three candidates, chosen from the short list. Those candidates obtaining in the first ballot the majority required shall be elected. If the number of candidates obtaining such majority is less than the number of places to be filled, the candidate having received the least number of votes shall be eliminated at each ballot. If two candidates tie for the least number of votes, a separate ballot shall be held between them and the candidate receiving the least number of votes shall be eliminated. The same mechanism shall apply, *mutatis mutandis*, when the Board decides to nominate fewer than three candidates.

The name of the person or persons so nominated shall be announced at a public meeting of the Board and submitted to the Health Assembly.

ANNEX 4

RELEVANT RULES OF PROCEDURE OF THE WORLD HEALTH ASSEMBLY

...

Rule 70

Decisions by the Health Assembly on important questions shall be made by a two-thirds majority of the Members present and voting. These questions shall include: the adoption of conventions or agreements; the approval of agreements bringing the Organization into relation with the United Nations and with intergovernmental organizations and agencies in accordance with Articles 69, 70 and 72 of the Constitution; amendments to the Constitution; decisions on the amount of the effective working budget; and decisions to suspend the voting privileges and services of a Member under Article 7 of the Constitution.

Rule 71

The Director-General of the World Health Organization shall be elected by a clear and strong majority of members present and voting as set forth in Rule 110 of these Rules of Procedure.

...

Rule 110

The Health Assembly shall consider the Board's nomination at a private meeting and shall come to a decision by secret ballot.

1. If the Board nominates three persons, the following procedure shall apply:
 - (a) If in the first ballot a candidate obtains a two-thirds majority or more of the Members present and voting, this will be considered a clear and strong majority and he or she will be appointed Director-General. If no candidate obtains the required majority, the candidate having received the least number of votes shall be eliminated. If two candidates tie for the least number of votes, a separate ballot shall be held between them and the candidate receiving the least number of votes shall be eliminated.
 - (b) In the subsequent ballot, a candidate will be appointed Director-General if he or she obtains a two-thirds majority or more of the Members present and voting which will be considered a clear and strong majority.
 - (c) If no candidate receives the majority indicated in subparagraph (b), a candidate will be appointed Director-General if he or she receives, in the subsequent ballot, a majority of the Member States of the World Health Organization or more, which will be considered a clear and strong majority.

- (d) If no candidate receives the majority indicated in subparagraph (c), a candidate will be appointed Director-General if he or she receives, in the subsequent ballot, a majority or more of the Members present and voting, which will be considered a clear and strong majority.
2. If the Board nominates two persons, the following procedure shall apply:
- (a) A candidate will be appointed Director-General if he or she obtains a two-thirds majority or more of the Members present and voting, which will be considered a clear and strong majority.
- (b) If no candidate receives the majority indicated in subparagraph (a), a candidate will be appointed Director-General if he or she receives, in the subsequent ballot, a majority of the Member States of the World Health Organization or more, which will be considered a clear and strong majority (c). If no candidate receives the majority indicated in subparagraph (b), a candidate will be appointed Director-General if he or she receives, in the subsequent ballot, a majority or more of the Members present and voting, which will be considered a clear and strong majority.
3. If the Board nominates one person, the Health Assembly shall decide by a two-thirds majority of the Members present and voting.

...

ANNEX 5

**RESOLUTION EB120.R19 (2007), DIRECTOR-GENERAL AND DEPUTY
DIRECTOR-GENERAL OF THE WORLD HEALTH ORGANIZATION:
REVIEW OF MATTERS ARISING FROM THE SPECIAL AND
118TH SESSIONS OF THE EXECUTIVE BOARD**

The Executive Board,

Having considered the proposals contained in the report on the Director-General and Deputy Director-General of the World Health Organization: review of matters arising from the special and 118th sessions of the Executive Board:¹

1. AGREES with the procedure developed by the Secretariat as to the manner in which the Executive Board assesses whether the candidate nominated by it for the post of Director-General has the good physical condition required of all staff members of the Organization;

...

¹ See Annex 3 of document EB119/2006-EB120/2007/REC/1 (reproducing document EB120/30).

ANNEX 6

**DECISION EB146(22) (2020), EVALUATION OF THE ELECTION OF THE
DIRECTOR-GENERAL OF THE WORLD HEALTH ORGANIZATION**

The Executive Board, having considered the report of the Chairperson of the informal consultations on the evaluation of the election of the Director-General of the World Health Organization,¹ decided:

- (1) to recommend to the Seventy-third World Health Assembly that it decide:
 - (a) to continue conducting the appointment of the Director-General by means of a paper-based secret ballot vote as currently provided for in its Rules of Procedure;
 - (b) that in future the beginning of the Director-General's contract be set for mid-August of the year of appointment, and that the contract of the incumbent Director-General be amended accordingly;
 - (2) with respect to the shortlist of candidates to be established in accordance with Rule 62 of the Rules of Procedure of the Executive Board, that the interviews of candidates shortlisted for the post of Director-General should be limited to 60 minutes, divided between: (i) an oral presentation of no more than 20 minutes on the candidate's vision for the future priorities of the Organization, with an analysis of current problems facing it and suggestions as to how those should be addressed; and (ii) a question-and-answer session of no more than 40 minutes;
 - (3) to amend the second paragraph of Rule 7 of the Rules of Procedure of the Executive Board;
- ...
- (5) to continue to conduct the nomination of the Director-General by means of a paper-based secret ballot vote as currently provided for in the Rules of Procedure of the Executive Board;
 - (6) to retain the current practice of asking delegates to switch off their electronic devices and leave them switched off for the duration of the vote;
 - (7) to take appropriate steps to ensure that the organization of the election of the Director-General is conducted at arm's length from any internal candidates by establishing, within the Secretariat, a unit with operational independence.

¹ Document EB146/39.

ANNEX 7

RESOLUTION WHA65.15 (2012), ELECTION OF THE DIRECTOR-GENERAL OF THE WORLD HEALTH ORGANIZATION: REPORT OF THE WORKING GROUP

The Sixty-fifth World Health Assembly,

Guided by the purposes and principles of the Charter of the United Nations, inter alia, Article 101, paragraph 3;

Having regard to the Constitution of the World Health Organization, including Article 31;

Recalling resolution EB128.R14 on the Election of the Director-General of the World Health Organization, which established a time-bound and results-oriented working group on the process and methods of the election of the Director-General of the World Health Organization with a view to enhancing fairness, transparency and equity among the Member States of the six regions of the Organization with respect to the process of nomination and appointment of the Director-General of the World Health Organization;

Reaffirming that the qualifications of the candidates are of paramount importance in the selection and nomination process of the Director-General, and that due regard should be paid to the importance of recruiting future Directors-General on as wide a geographical basis as possible from Member States of the six regions of the Organization;

Reaffirming the critical importance of the role of the Executive Board in the screening and nomination process, and of the World Health Assembly in electing and appointing the Director-General, and therefore the need to consider ways to strengthen and improve relevant elements of these procedures;

Having considered the report of the Working Group of Member States on the Process and Methods of the Election of the Director-General of the World Health Organization,¹

1. DECIDES that:

(a) due regard shall be paid to the principle of equitable geographical representation in the overall process of nomination, election and appointment of the Director-General of the World Health Organization, being mindful at the same time that candidates appointed to this post have so far only come from three out of the six regions of the Organization, and that the paramount consideration of the necessity of securing the highest standard of efficiency, competence and integrity in the election and appointment of the Director-General shall be maintained;

(b) the Executive Board will nominate three candidates for the Health Assembly's consideration for the appointment of the Director-General of the World Health Organization, paying due regard to equitable geographical representation;

¹ Document A65/38.

(c) in exceptional circumstances, where the above is not practicable, such as where there are only one or two candidates, the Executive Board may decide to nominate fewer than three candidates for consideration by the Health Assembly for appointment as Director-General of the World Health Organization;

...

(f) the Executive Board should ensure that the nominated candidates fulfil the following criteria, while underscoring the paramount importance of professional qualifications and integrity and the need to pay due regard to equitable geographical representation, as well as gender balance in the process leading to the nomination of the candidate(s) that should be submitted to the Health Assembly; he or she should have:

- (1) a strong technical background in a health field, including experience in public health;
- (2) exposure to and extensive experience in international health;
- (3) demonstrable leadership skills and experience;
- (4) excellent communication and advocacy skills;
- (5) demonstrable competence in organizational management;
- (6) sensitivity to cultural, social and political differences;
- (7) strong commitment to the mission and objectives of WHO;
- (8) good health condition required of all staff members of the Organization;
- (9) sufficient skill in at least one of the official working languages of the Executive Board and the Health Assembly;

...

ANNEX 8

CODE OF CONDUCT FOR THE ELECTION OF THE DIRECTOR-GENERAL OF THE WORLD HEALTH ORGANIZATION¹

In resolution WHA65.15 concerning the report of the Working Group of Member States on the Process and Methods of the Election of the Director-General of the World Health Organization, the World Health Assembly decided, inter alia, that “a code of conduct, in line with Recommendation 7 of the report of the Joint Inspection Unit ‘Selection and Conditions of Service of Executive Heads in the United Nations System Organizations’, which candidates for the post of Director-General of the World Health Organization and Member States should undertake to observe and respect, will be developed by the Secretariat for consideration by the Sixty-sixth World Health Assembly through the Executive Board.”

This code of conduct (the “code”) aims at promoting an open, fair, equitable and transparent process for the election of the Director-General of the World Health Organization. In seeking to improve the overall process, the code addresses several areas, including the submission of proposals, the conduct of electoral campaigns by Member States and candidates, as well as funding and financial matters.

The code is a political understanding reached by the Member States of the World Health Organization. It recommends desirable behaviour by Member States and candidates with regard to the election of the Director-General in order to increase the fairness, credibility, openness and transparency of the process and thus its legitimacy as well as the legitimacy and acceptance of its outcome. As such, the code is not legally binding but Member States and candidates are expected to honour its contents.

A. General requirements

I. Basic principles

The whole election process as well as electoral campaign activities related to it should be guided by the following principles that further the legitimacy of the process and of its result:

due regard to the principle of equitable geographical representation,

fairness,

equity,

transparency,

good faith,

dignity, mutual respect and moderation,

non-discrimination, and

merit.

¹ The code of conduct was adopted by the Health Assembly through resolution WHA66.18 (Annex 1), as amended by decision WHA73(27).

II. Authority of the Health Assembly and the Executive Board in accordance with their Rules of Procedure

1. Member States accept the authority of the Health Assembly and the Executive Board to conduct the election of the Director-General in accordance with their Rules of Procedure and relevant resolutions and decisions.
2. Member States that propose persons for the post of Director-General have the right to promote those candidatures. The same applies to candidates with regard to their own candidature. In the exercise of that right, Member States and candidates should abide by all rules governing the election of the Director-General contained in the Constitution of the World Health Organization, the Rules of Procedure of the World Health Assembly, and the Rules of Procedure of the Executive Board as well as in relevant resolutions and decisions.

III. Responsibilities

1. It is the responsibility of Member States and candidates for the post of Director-General of the World Health Organization to observe and respect this code.
2. Member States acknowledge that the process of election of the Director-General should be fair, open, transparent, equitable and based on the merits of the individual candidates. They should make this code publicly known and easily accessible.
3. The Secretariat will also promote awareness of the code in accordance with the provisions of the code.

B. Requirements for the different steps of the election process

I. Submission of proposals

When proposing the name of one or more persons for the post of Director-General, Member States should include in their proposal a statement to the effect that they and the persons proposed by them pledge to observe the provisions of the code. The Director-General will remind Member States accordingly when inviting Member States to propose persons for the post of Director-General in accordance with Rule 62 of the Rules of Procedure of the Executive Board.

II. Electoral campaign

1. This code applies to electoral campaign activities related to the election of the Director-General whenever they take place until the appointment by the Health Assembly.
2. All Member States and candidates should encourage and promote communication and cooperation among one another during the entire election process. Member States and candidates should act in good faith bearing in mind the shared objectives of promoting equity, openness, transparency and fairness throughout the election process.
3. All Member States and candidates should promptly disclose their campaign activities (for example, hosting of meetings, workshops and visits), together with the amount and source of all funding

for campaign activities, and communicate them to the Secretariat. Information so disclosed will be posted on a dedicated page of the WHO website.

4. Member States and candidates should refer to one another with respect; no Member State or candidate should at any time disrupt or impede the campaign activities of other candidates. Nor should any Member State or any candidate make any oral or written statement or other representation that could be deemed slanderous or libellous.

5. Member States and candidates should refrain from improperly influencing the election process, by, for example, granting or accepting financial or other benefits as a quid pro quo for the support of a candidate, or by promising such benefits.

6. Member States and candidates should not make promises or commitments in favour of, or accept instructions from, any person or entity, public or private, and should avoid any other similar action, when that could undermine, or be perceived as undermining, the integrity of the election process.

7. Member States proposing persons for the post of Director-General should promptly disclose grants or aid funding to other Member States during the previous two years in order to ensure full transparency and mutual confidence among Member States.

8. Member States that have proposed persons for the post of Director-General should facilitate meetings between their candidate and other Member States, if so requested. Wherever possible, meetings between candidates and Member States should be arranged on the occasion of conferences or other events involving different Member States rather than through bilateral visits.

9. Travel by candidates to Member States to promote their candidature should be limited in order to avoid excessive expenditure that could lead to inequality among Member States and candidates. In this connection, Member States and candidates should consider using as much as possible existing mechanisms (sessions of the regional committees, Executive Board and Health Assembly) for meetings and other promotional activities linked to the electoral campaign.

10. Candidates, whether internal or external, should not combine their official travel with campaigning activities. Electoral promotion or propaganda under the guise of technical meetings or similar events should be avoided. It is understood, however, that candidates for the post of Director-General on official travel may participate in the web forum, the candidates' forums and in campaign activities on the margins of regional committee sessions.

11. After the Director-General has dispatched all proposals, curricula vitae and supporting information to Member States in accordance with Rule 62 of the Rules of Procedure of the Executive Board, the Secretariat will open on the WHO website a password-protected forum for questions and answers, open to all Member States and candidates. Such a forum will not be held in the case of only one candidate being proposed. The Secretariat will also post on the WHO website information on all candidates including their curricula vitae and other particulars of their qualifications and experience as received from Member States within the deadline provided in the second paragraph of Rule 62 of the Rules of Procedure of the Executive Board as well as their contact information. The website will also provide links to individual websites of candidates upon request. Each candidate is responsible for setting up and financing her or his own website.

12. The Secretariat will also post on WHO's website, at the time referred to in the first paragraph of Rule 62 of the Rules of Procedure of the Executive Board, information on the election process and the applicable rules and decisions, as well as the text of this code.

III. Nomination and appointment

1. The nomination and appointment of the Director-General is conducted by the Executive Board and the Health Assembly, respectively, in accordance with their Rules of Procedure and relevant resolutions and decisions. As a matter of principle in order to preserve the serenity of the proceedings, candidates should not attend those meetings even if they form part of the delegation of a Member State.

2. Member States should abide strictly by the Rules of Procedure of the Executive Board and of the World Health Assembly and other applicable resolutions and decisions and respect the integrity, legitimacy and dignity of the proceedings. As such, they should avoid behaviours and actions, both inside and outside the conference room where the nomination and appointment take place, that could be perceived as aiming at influencing its outcome.

3. Member States should respect the confidentiality of the proceedings and the secrecy of the votes. In particular, they should refrain from communicating or broadcasting the proceedings during the private meetings through electronic devices.

4. In view of the secret nature of the vote for the nomination and appointment of the Director-General, Member States should refrain from publicly announcing in advance their intention to vote for a particular candidate.

IV. Internal candidates

1. WHO staff members, including the Director-General in office, who are proposed for the post of Director-General, are subject to the obligations contained in the WHO Constitution, Staff Regulations and Staff Rules as well as to the guidance that may be issued from time to time by the Director-General.

2. WHO staff members who are proposed for the post of Director-General must observe the highest standard of ethical conduct and strive to avoid any appearance of impropriety. WHO staff members must clearly separate their WHO functions from their candidacy and avoid any overlap, or perception of overlap, between campaign activities and their work for WHO. They also have to avoid any perception of conflict of interest.

3. WHO staff members are subject to the authority of the Director-General, in accordance with the applicable regulations and rules, in case of allegations of breach of their duties with regard to their campaign activities.

4. The Health Assembly or the Executive Board may call upon the Director-General to apply Staff Rule 650 concerning special leave to staff members who have been proposed for the post of Director-General.

ANNEX 9

**RESOLUTION WHA66.18 (2013), FOLLOW-UP OF THE REPORT OF
THE WORKING GROUP ON THE ELECTION OF THE DIRECTOR-GENERAL
OF THE WORLD HEALTH ORGANIZATION CONCERNING
THE STANDARD FORM CURRICULUM VITAE**

The Sixty-sixth World Health Assembly,

Having considered the report on the follow-up of the report of the Working Group on the Election of the Director-General of the World Health Organization,¹

...

3. APPROVES the standard form for a curriculum vitae, as set out in Annex 3 to this resolution, which shall be used henceforth by Member States proposing persons for the post of Director-General as the sole document to be submitted;

...

¹ Document A66/41.

FORM FOR CURRICULUM VITAE

Family name (surname): First/other names:	Attach recent photograph
Gender:	
Place and country of birth:	Date of birth (Day/Month/Year):
Citizenship:	
If you have ever been found guilty of the violation of any law (except minor traffic violations) give full particulars:	
Civil status:	Number of dependants:

Address to which correspondence should be sent:	Telephone: Mobile phone: Fax: Email:
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Degrees/certificates obtained:

(Please indicate here the principal degrees/certificates obtained, with dates and names of institutions. Additional pages may be added.)

Knowledge of languages		Mother tongue	Speak	Read	Write
<p>For languages other than mother tongue, enter the appropriate number from the code below to indicate the level of your language knowledge. If no knowledge, please leave blank.</p> <p>CODE: 1. Limited conversation, reading of newspapers, routine correspondence.</p>	Arabic	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Chinese	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	English	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	French	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Spanish	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Russian	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Others (please specify)				
<p>2. Engage freely in discussions, read and write more difficult material</p>					
<p>3. Fluent (nearly) as in mother tongue</p>					

Positions held

Please indicate here the positions and work experience held during your professional career, with the corresponding dates, duties, achievements/accomplishments and responsibilities. Additional pages may be added.

Please state any other relevant facts that might help in the evaluation of your application. List your activities in civil, professional, public or international affairs.

Please list here a maximum of 10 publications - especially the main ones in the field of public health, with names of journals, books or reports in which they appeared. An additional page may be used for this purpose, if necessary. (Please feel free also to attach a complete list of all publications.) Do not attach the publications themselves.

Please list hobbies, sports, skills and any other relevant facts that might help in the evaluation of your application.

WRITTEN STATEMENT

1. Please evaluate how you meet each of the “Criteria for candidates for the post of the Director-General of the World Health Organization” (see attached sheet). In so doing, please make reference to specific elements of your curriculum vitae to support your evaluation. The criteria adopted by the World Health Assembly in resolution WHA65.15 are the following:

- (1) a strong technical background in a health field, including experience in public health;
- (2) exposure to and extensive experience in international health;
- (3) demonstrable leadership skills and experience;
- (4) excellent communication and advocacy skills;
- (5) demonstrable competence in organizational management;
- (6) sensitivity to cultural, social and political differences;
- (7) strong commitment to the mission and objectives of WHO;
- (8) good health condition required of all staff members of the Organization; and
- (9) sufficient skill in at least one of the official working languages of the Executive Board and the Health Assembly.

2. Please state your vision of priorities and strategies for the World Health Organization.

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