



# WORLD HEALTH ORGANIZATION

FIFTY-SIXTH WORLD HEALTH ASSEMBLY

A56/67  
28 May 2003

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## Sixth report of Committee B

Committee B held its ninth and tenth meetings on 28 May 2003 under the chairmanship of Mr L. Rokovada (Fiji).

It was decided to recommend to the Fifty-sixth World Health Assembly the adoption of the attached resolution relating to the following agenda item:

18. Staffing matters

18.2 Representation of developing countries in the Secretariat

One resolution

## Agenda item 18.2

### Representation of developing countries in the Secretariat

The Fifty-sixth World Health Assembly,

Recalling resolution WHA55.24;

Having considered the report by the Director-General on representation of developing countries in the Secretariat;<sup>1</sup>

Guided by the Purposes and Principles of the Charter of the United Nations, in particular the principle of the sovereign equality of its member states;

Reaffirming the principle of equitable participation of all Members of the Organization in its work, including the Secretariat and various committees and bodies;

Bearing in mind the principle of gender balance;

Bearing in mind Article 35 of the Constitution,

1. EXPRESSES CONCERN over existing imbalance in the distribution of posts in the WHO Secretariat between developing and the developed countries, and the continued under-representation and non-representation of several countries in particular developing countries in the WHO Secretariat;
2. APPROVES the updating of the various elements of the WHO formula incorporating the latest information available on membership, contributions and population;
3. APPROVES the following formula for appointment of staff at the WHO Secretariat:
  - (1) contribution 45%
  - (2) membership 45%
  - (3) population 10%
  - (4) the upper limit of the desirable range would be subject to a minimum figure based on population as follows:

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<sup>1</sup> Document A56/40.

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Up to 1 m	0.379% of 1580 or an upper limit of 6
Over 1 m and up to 25 m	0.506% of 1580 or an upper limit of 8
Over 25 m and up to 50 m	0.632% of 1580 or an upper limit of 10
Over 50 m and up to 100 m	0.759% of 1580 or an upper limit of 12
Over 100 m	0.886% of 1580 or an upper limit of 14

4. SETS a target of 60% of all vacancies arising and posts created over the next two years in the professional and higher graded categories, irrespective of their source of funding, for the appointment of nationals of unrepresented and underrepresented countries in particular developing countries on the basis of the formula in paragraph 3 in all categories of posts particularly the posts in grades P-5 and above, taking into account geographical representation and gender balance;

5. REQUESTS the Director-General:

(1) to give preference to candidates from unrepresented and underrepresented countries in particular developing countries on the basis of the formula in paragraph 3 in all categories of posts particularly the posts in grades P-5 and above, taking into account geographical representation and gender balance;

(2) to submit a report to the Fifty-seventh World Health Assembly on implementation of this resolution.

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