

Human resources: annual report

Report of the Programme, Budget and Administration Committee of the Executive Board to the Seventy-third World Health Assembly

1. The Committee considered the annual report on human resources.¹ While encouraging the Secretariat to continue working towards gender parity, the Committee welcomed the overall improvement, especially at senior and directorial levels.
2. In addition, it expressed appreciation for implementation of the policy of multilingualism across the Organization and commended the Secretariat's training of staff members, especially on the policy on sexual harassment, sexual exploitation and abuse.
3. At the same time, the Committee urged the Secretariat to continue to work towards improving geographical representation for countries that are under-represented or not represented.
4. With regard to geographical mobility, the Committee welcomed the progress made and invited the Secretariat to take into consideration the benefit of the Organization, while ensuring consideration for the concerns of staff.
5. The Committee expressed appreciation for the efforts made to promote internships, especially for people from low- and middle-income countries. It was informed that the drop in the number of interns at headquarters was not related to the introduction of a subsistence allowance; rather, it was the result of a pause in recruitment pending the outcome of transformation, and of the COVID-19 pandemic.
6. The Secretariat noted that 72% of expenditure against assessed contributions concerned staff costs in 2018–2019. The increase in appointments at higher-grade levels reflected the strategic direction of WHO's transformation.

RECOMMENDATION TO THE HEALTH ASSEMBLY

7. The Committee, on behalf of the Executive Board, recommended that the Health Assembly note the report contained in document A73/21, and that the Health Assembly propose, as guidance for the Secretariat's implementation of existing mandates, that the Secretariat:

- (a) continue to recruit staff based on the paramount consideration of merit and competency;

¹ Document A73/21.

- (b) develop a strategy on improving geographical representation of under- and non-represented countries, taking into account lessons learned from the strategy developed for gender parity;
- (c) continue to work towards gender parity at all levels of the Organization;
- (d) continue its progress towards reducing the recruitment timeline, giving priority to filling gaps at the Head of Office level in countries, territories and areas, and ensuring adequate diversity of its staff;
- (e) continue to promote multilingualism through its training facilities;
- (f) ensure that the geographical mobility strategy considers the financial consequences and impact of its implementation;
- (g) include in future human resources reports information on measures to support mental health and resilience;
- (h). provide further information on the increase of senior appointments at higher-grade levels and associated costs;
- (i) circulate a full, updated organigram to the level of department, including the names of Directors, to Member States;
- (j) continue to expand training to non-staff and staff in the field specifically on the policy on sexual exploitation and abuse;
- (k) consider encouraging alternative methods for the recruitment of interns during the current COVID-19 pandemic; and
- (l) review and update the human resources strategy, including the corporate framework for learning and development, in a comprehensive manner for consideration and approval by Member States.

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