Thank you Chair!

India takes note of the report and resonates with the human resource strategy fostering an enabling work environment. The theme based on transformational culture changes is also recognized and appreciated.

Chair,

India observes that the staff in the regional office has decreased from 24.1% to 23.7% (Para 3) between December 2021 and December 2022. Also, the percentage of long-term appointments has reduced to 67.4% from 76.6% in the South-East Asia Region. India would like to highlight that strategically enhancing a robust team of committed and long-term experts may support the WHO agenda.

Chair,

The updated Gender Parity Policy (2023-26) (Para 6) is a welcome move. It is heartening to observe that 36.3% of heads of county offices are women (Para 11),
but it has decreased from 38.2% of the previous year. It is also noted that the participation of women decreased from 36.4% to 35.7% (Para 10) on some of the grades in the staff.

India is confident that the new policy will encourage retention strategies and will promote better inclusion in the workforce.

The Young Professional Programme was officially inaugurated in February 2023 and empanels 14 candidates from 14 least-developed countries as the first cohort. While this invokes hearty applause from India, it is observed that this may be upscaled to include more participation in the coming years.

India also would want to reflect that the recruitment time averaging at 163 days and going as high as 405 days is much higher (Para 21) for onboarding of potential candidates. India suggests that the recruitment processes may be reviewed to reduce the time in processes.

Chair,

India would second the recommendations submitted by the external agency on measuring the employee welfare practices in the organization.

India is hopeful that the revised career management framework, mobility policy, Diversity, Equity, and Inclusion agenda will essentially feed into many employee welfare aspects for improved employee experience.

Thank You!