



EXECUTIVE BOARD

Sixty-third Session

Agenda item 25

RECRUITMENT OF INTERNATIONAL STAFF IN WHO

(Draft resolution proposed by Dr D. B. Sebina)

The Executive Board,

Having considered a further report of the Director-General on the recruitment of international staff in WHO;¹

Noting the Director-General's authority under Article 35 of the Constitution to appoint the staff of the Secretariat;

Recalling resolutions WHA28.40 and WHA29.43 of the Health Assembly, resolutions EB5.R64, EB23.R25, EB57.R52 and EB59.R51² of the Executive Board, and resolution 31/26 of the United Nations General Assembly;

Noting the efforts made by the Director-General to achieve a more balanced and equitable geographical distribution of professional and higher-graded staff;

Noting also that, owing to the reduction in the number of posts and consequently in the volume of recruitment, opportunities to improve the geographical distribution of staff during the period since the matter was considered at the fifty-ninth session of the Board have been very limited;³

1. REAFFIRMS that the principle of recruiting on as wide a geographical basis as possible, in pursuance of Article 35 of the Constitution, should apply to the Organization's international staff throughout the world, regardless of the source of funding of the posts involved; and that, to this end, no post, unit or division of the Organization should be considered the exclusive preserve of any Member State or any WHO region;
2. REQUESTS the Director-General to ensure that, in recruiting staff, increased efforts are made to improve significantly the internationally representative character of the Secretariat, while at the same time maintaining the requisite high standards of efficiency, competence and integrity;
3. APPROVES the Director-General's proposals:
 - (1) to establish for the purposes of geographical distribution desirable ranges, similar to those applied by the United Nations but adapted to WHO's membership and the size of its Secretariat, which shall be taken into consideration when selecting and appointing staff;
 - (2) to set specific targets up to the end of 1981 for the recruitment of nationals of certain Member States;
 - (3) to set specific targets for the recruitment of women;

¹ Document EB63/27.

² WHO Official Records, No. 238, 1977, pp. 32-33.

³ WHO Official Records, No. 238, 1977, p. 32.

