

22.1 Human resources

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In focus at WHA67

The assembly is asked to note [A67/47](#).

PHM comment

The report does not mention interns who constitute around 16% of the human resources upon which WHO depends.

The distribution by region of nationality of staff working at HQ (See Figure 11) demonstrates that a far too greater number of HQ staff are from the European and American regions, constituting 70% of total HQ staff.

The restriction of Junior Professional Officers to Europeans is unfortunate (see [JPO](#)). Is this because the Secretariat charges sponsors such high prices?

There remains a disparity between HQ and the regions especially PAHO. Further work on this matter is required.

The report does not discuss the culture of the Organisation. PHM is very concerned that the competition for visibility and funding across units, departments, clusters and regions appears to create a huge barrier to cross organisational collaboration. We are aware of instances of units competing with the unit 'next door' for visibility and funding. How can MSs expect an efficient and coherent organisation when they torture the Organisation thus?

Notes from WHA67 Debate

Documents

- [A67/47](#) (Human resources: annual report)
- [A67/60](#) (PBAC Report on Human resources: annual report)

VC of PBAC reads her report (A67/60)

Sweden: on behalf of Nordics; transparent assessment. WHO would make assessment in compliance with guidelines. Enabling working environment is important to promote gender

equality. We welcome limiting long term contracts. National immunization staff should not be globally recruited and supported. as the external audit recommended.

Japan; welcomes report; need to give priority to attending to geogr, inter gen and gender balance; still many MS under rep or not at all, despite attention to this; needs further attention by country officers

Mexico: Thanks the secretariat for the report. Welcomes the report. Information on various aspects. We suggest that the report show the current stats of the human resources in relation to the Polio vaccination. this will show deficits related to human resources.

Germany: thank Sect; v helpful, descr status of HR in WHO; nec to get better understanding of sect thinking about future HR strategy; polio HR report; looking at polio staff after the end game; consequences of the finalisation of polio; lesson from decentralised appr to HR in polio; lack of alignment between polio status and staff funded; need a long term HR planning for polio staff; HR processes need to be standardised and improve; hoped for eradication in 5 yrs will have impact; 13% of staff; 37% of all staff is funded through polio; $\frac{2}{3}$ of non staff funded by polio in Afro region; in 5 yrs Afro will lose every 3rd staff member; lessons re HR in WHO; contractual arrangements vary sig across regions; but carry financial liabilities; HR report makes it clear that non-alignment of HR policies across regions; HR dept in HQ has to be empowered to have clear direction over regions

Guinea: On behalf of Afro. Thanking the secretariat for the quality of report, but, the report clearly shows central control on gender balance. Geographical distribution, we welcome the secretariat effort.

UK: WHO staff resource necessary for the implementation of global health policies. It is crucial to have its HR policies right. We appreciate all the updates during the PBAC meeting. We request regular written reports on the progress in implementation of the HR policies

Korea: gender parity improvement good; need to do more; need to analyse current situation; MS should do more; should look at the poss of extending ret age

Turkey: detailed and informative report; would be helpful for better understanding; level of rep; some countries under represented; asks sect of we know the reasons and what is planned; about the new HR strategy; half of budget is staffing costs; attr talent is important; requ sect to provide analysis of implications of HR strategy

Spain: Thanks the secretariat for the report. This is one of the pillars of the reform. Spain support the three pillars of the stray of HR and think it can take short time. More detailed information about salaries. The staff of the polio global campaign should be addressed.

Sudan: thanks; note a number of points; what efforts have been made to meet the health systems need in terms of HR particularly for displaced persons; health system is more integrated so Org needs to have a much clearer idea; need a list of criteria for recruitment;

some staff members not the right ones for disasters; need proper preparedness for disasters before they happen

Dr Troezen: thanks for interventions and support for HRM; a knowledge based org; staff the core asset; realise that HR reform is the key to the success of most of the other WHO reform components; On Impl of HR strategy an evolving agenda; revised strate adopted in Jan 14; attract talent, retain talents; enabling wkg environment; on No 1, attracting talent is about recr of skilled and qualified workforce with gender balance and fair geogr reprn; need more timely recruitment and rotation; retaining talent relies on career mgt and HR planing; mobility and rotation; initiatives in all areas; need to better align staff with the new priorities; as requested by MS will report regularly on imp of strat; regular written updates to MS; also regular outreach to the permanent missions in Geneva; responding to sweden about the right competence at country level; better profiling; CCS shows what kind of staffing is reqd; in the short term is the bottom up planning we will see what kind of staff reqd at country level; mobility of staff; enable us to fill positions and change profiles at all levels; working on a policy to be considered by senior mgt and be impld in 2015; regardinig polio HR planning suggest that Jennifer from polio cluster to respond

Jennifer: (Polio Cluster): The updates on the human response and the polio globally recruited staff will be reported on regularly by the secretariat. We work with the controller to separate the funds used for the staff recruitment. we work on a plan for the polio funded staff. We will report back on the conclusion on this exercise.

Chair: does the committee wish to note the report?

No objection

Rep is noted