

22.1 HR Annual Report

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In focus

[A69/52](#) provides an update on the implementation of the Organization-wide human resources strategy, in particular:

- the global mobility scheme (involving professional staff and a distinction between rotational and non-rotational positions);
- gender balance;
- geographic balance;
- staff costs;
- amendments to staff rules ([see](#)).

[A69/52](#) should be read in conjunction with [Workforce Data at 31 Dec 2015](#).

Note that the PBAC24 will consider this item and will provide their advice to the Assembly in a document yet to be named and posted.

[EB138/51 Add.1](#) considered by the EB in January reported on a review and proposed reform of the system for the nomination, selection and training of WHO country representatives.

Note that PBAC23 considered a Secretariat report ([EBPBAC23/2](#)) on WHO's internship programme. The PBAC conclusions were reported to the EB138 in the PBAC report ([EB138/3](#)).

See also the WHO staff associations advice to the EB139 in [EB139/INF./1](#).

[A69/52](#) was reviewed by the PBAC24 before the Assembly (see [A69/65](#)) and it recommended that the Assembly note the report contained in A69/52.

Background

The [revised HR Strategy](#) was noted by the EB134 in Jan 2014. Revision was necessary in order to align HR policies with the requirements of the WHO Reform.

Notable features of the new strategy, as reported in [EB136/45](#), included the abolition of continuing appointments, greater encouragement for staff mobility and the move to more uniform HR policies and practices across the Organisation.

Record of discussion of HR item at WHA68 in [5th meeting](#), and [6th meeting](#).

PHM comment

Global mobility

The move to mandatory rotation (in the context of the move away from permanent appointment) will need to be carefully evaluated for unintended adverse consequences.

The principle of declaring certain positions non-rotatory makes sense although in many organisations it is the person rather than the position who is of unique value in particular settings.

Geographical balance

Para 8 of [A69/52](#) states that 33% of MS are under represented in the international professional staff category. See also Table 3 of [WHA69 HR 2015](#) which lists the MS identified as under and over represented as of Dec 2015.

Delegates should recall that the formula for determining that a country has the right number of professional staff (Resolution A56.35) gives great weight to the financial contribution of the country. Thus as of Dec 2015 the USA had more of its citizens in professional and higher categories than any other country but were still recorded as being under represented.

Interns and junior professional officers: exclusion of young people from L&MICs

Interns constitute around 16% of the human resources upon which WHO depends. Both interns and junior professional officers represent very promising pathways towards recruitment to formal employment. For interns see Tables 15 and 16 and for JPOs see Table 17 in [WHA69 HR 2015](#).

However, in both cases, these pathways effectively exclude young people from low and middle income countries. Access to internships requires independent funding. Access to JPO opportunities appears to be completely restricted to Europeans. Given the commitment to 'diversity' in the Strategy this exclusion is not appropriate. PHM urges the inclusion in the HR Strategy provision for scholarships to support young people from L&MICs to access intern and JPO opportunities.

The Secretariat report to PBAC23 ([PBAC23/2](#)) acknowledged the problem with respect to interns but simply referring candidates to lists of scholarships is inadequate.

Notes of discussion at WHA69