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# Questions from Devex

**There’s been a lot of calls for better gender parity within WHO. What concrete policies and actions do you plan to take to push this forward? Where would you most focus on and where does it rank in terms of priorities for you if you get elected to the position of DG?**

I can assure you it ranks very high on my list of priorities. This is also an area where you can demonstrate a commitment right away, by ensuring gender parity in senior management appointments, and that is where I would like to commence, in terms of the “action” you referred to. In terms of “policy”, I will review WHO’s existing polices to examine where loopholes exist which can undermine institutional mainstreaming. Geographic and gender balance is reflective of the multilateral character of WHO and I have a specific commitment under my management pledge to address current disparities. Given the research has clearly shown that gender equity enhances productivity I will adjust for the imbalance at WHO. This means looking closely at how promote, how we reward performance, and how we evaluate success. It also means guarantying that the organization provide a safe and inclusive workplace free from any form of discrimination

**You placed a strong emphasis on transparency during our conversation and during your press conference earlier (and you’ve already published your financing campaign activities). How else do you plan to make that transparency felt by the global health community, apart from what is currently taking place at the DG race currently and what you said in terms of the recruitment process, particularly in senior appointments in the organization? Could the DG race be more transparent? In what way?**

When I made my ten pledges, I put transparency upfront as the first pledge, to make a point—for me it ranks very high on my list of priorities. During the interview at the Executive Board meeting, last week I gave examples of how I will initialize action in this regard both by building further on the work which is underway as well as through new approaches—for example, WHO has signed up to IAIT, I will ensure full compliance and will set a time frame for that. WHO has launched a budget web-portal; I will go more granular with information and will ensure information is posted on a real-time basis. I will ensure meaningful transparency in recruitment process, during all appointments, and in the process of selecting experts as technical advisors, which provide input towards WHO’s technical stream of work. Transparency measures would be critical for implementing FENSA—the Framework for engagement with non-state actors, which member states have endorsed—in last year’s World Health Assembly. In terms of the DG’s race, an election system inspiring public confidence is critical to the WHO change process we are envisioning. Candidates must respect the Code of Conduct in letter and spirit—for me that is certainly a yardstick. I am abiding by it fully.

**Lastly, how do you see your campaign shaping up in the next 3-4 months?**

I will of course reach out to member states, but I will play fair, will be very respectful of other candidates and will remain transparent. I think it is critical that member states and the civil society know about campaign experience and most importantly the source of funding. I will stay away from all sorts of quid-pro-quos which are inherent to such campaigns and which shackle a nominee even before assuming office. I realize all three nominees are simultaneously in a transition period, during which we have to learn about where the organization is in terms of various technical and political streams of work. I am very conscious of the importance of the process of organizational handover, how things can potentially fall through the cracks if there is a gap, and the value of an appropriate handover. You would have noticed that as a minister, I published an extensive dossier of Handover Papers, which can be accessed here. I am very conscious of the fact that the organization is at a cross road, a reform process is underway and that I need to hit the ground nor just running but sprinting if I have the honor of being elected, so there is a lot of work to do.