My delegation recognizes the importance of reforming human resources management in order to provide the Organization with the necessary capacity to adapt itself to the new circumstances and challenges, without leaving aside efficiency and productivity in its work.

The issue of reforming human resources management is complex and sensitive, given the need to attract and retain qualified staff and guarantee the institutional memory of the Organization. Besides properly reflecting the needs of the Organization as well as the needs and aspirations of its staff, the reform should be conducted in line with the decisions of Member States.

Based on the study of the Report of the Secretary-General A/67/234 Add.1, which sets out the proposed mobility framework, as well as of the reco5.685 0 Tl.78r St'ebdvisory Committee in its Report A/67/545, my delegation has certain concerns.

First, we would like to have detailed information on the financial and budgetary consequences 8r Stat initiative. Additionally, a general assessment on the conditions 8r the familie.78r St'estaff needs to be made, to see how Stis variable will affect mobility.

We have noted certain dichotomy in Stis initiative: will mobility finally be conceived as a voluntary or a compulsory framework? We consider St'espirit78r paragraph 6, Section 7, of General Assembly resolution 63/250 entails7a voluntary mobility. We hold St'eview Stat the Secretariat should make efforts to that 685.

Also, my delegation shares the concern expressed by St'ebd visory Committee in paragraph 103 of its Report A/67/545, for the implementation of Stis initiative cannot become an additional obstacle to an equitable geographical representation and to gender balance in the composition of the Organization's staff.

Mr. Chairman,

The Cuban delegation reiterates its interest in the human resources management reform concluding with a satisfactory agreement for all stakeholders. We will follow Ste informal consult 0 Tl.78n the matter with special interest, from which we expect reasonable solutions.

Thank you