



K A R N A T A K A

~~CONFIDENTIAL~~ BY ~~AMBASSADOR MASOOD KHAN~~ PERMANENT REPRESENTATIVE

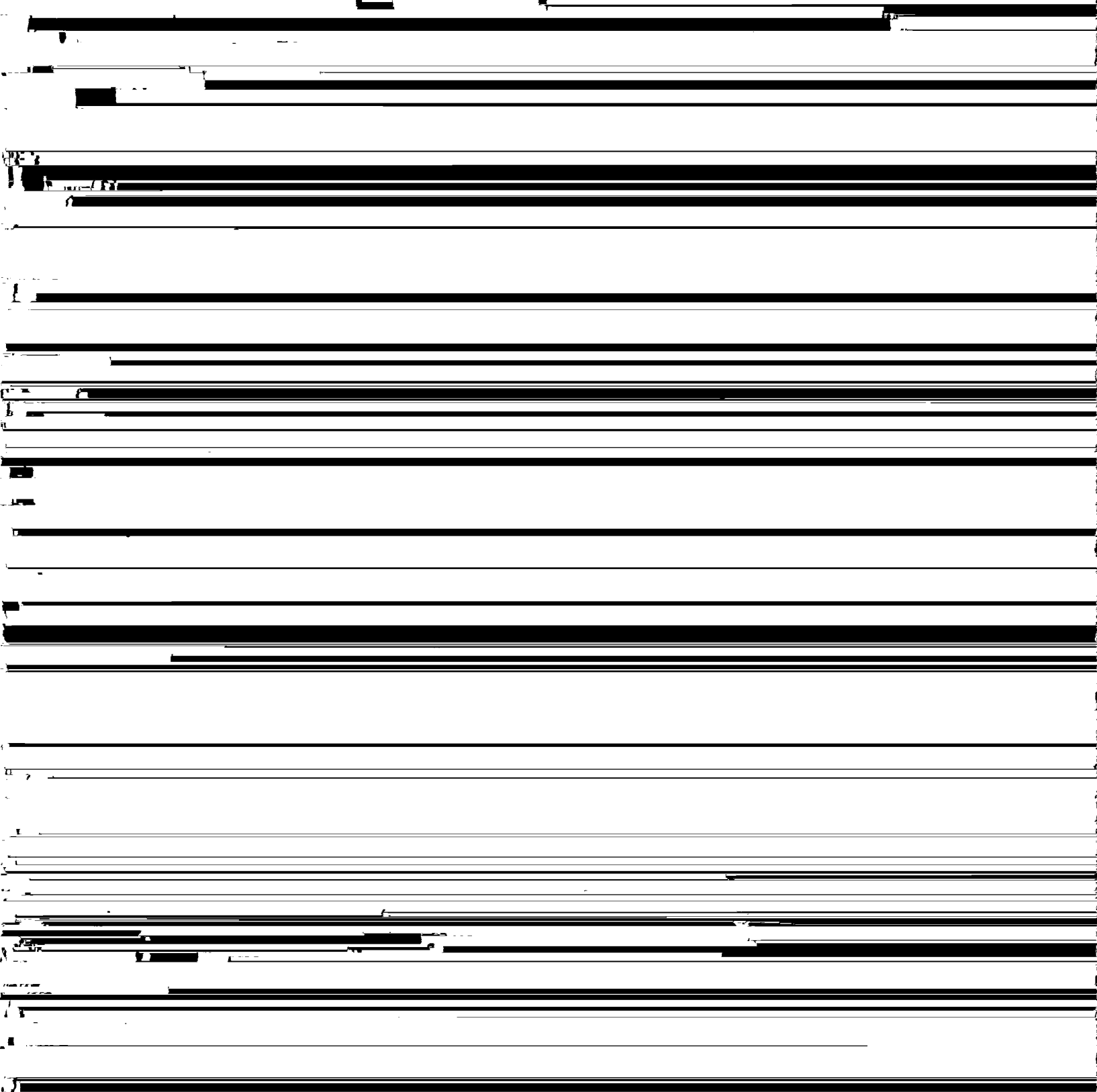
- A flawed, deficient and time consuming recruitment and selection system, which lacks transparency and fails to address the current and future needs.

of the organization;

- Under-representation of large number of developing countries at professional and senior levels.

Mr. Chairman,

12. The new human resources management scorecards should promote geographic representation as one of its priority indicators. We recommend a robust role of performance management board for the accountability of programme managers in the area of delegated authority in respect to recruitment process and effective implementation of scorecards. The



• The impact on current staff selection system: treatment of external candidates

• Advertisement of positions: representation and gender balance

- Lack of detailed accounting of the full costs of the proposed mobility framework;