

**Statement by Paulina Analena, President of the United Nations Staff Union, Vienna on behalf of the staff of the United Nations Secretariat and its Funds and Programmes.**

*Wednesday 21 November 2012*

Excellencies, distinguished delegates, ladies and gentleman,

Thank you for allowing the staff of the Secretariat, Funds and Programmes to address the General Assembly and give its views on the key issues of the day: mobility, staff

management relations and justice

Let me start with mobility.

There is also the question of fairness. Staff should not be expected to perform one or more

geographical moves in the UN to get to the P-5 level, if external candidates aren't required to do the same. Skills and experience gained by a staff member from mobility should be justly valued.

~~In calling for this proposal to be adopted, we do so with the knowledge that there are staff~~

members who have been stuck for years in their current positions, and not just in New York, Geneva and Vienna, but in Kabul, Baghdad and Addis Ababa.

We also believe that the value of the outcome of negotiations between the Secretary-General and his staff needs to be recognized. Failure to adopt the proposed framework will

funded by the same budget.

However, if your preference is for staff to pay for legal representation, then let the courts award winning staff with the costs of legal representation. It will soon be clear the budget ~~for staff to pay for legal representation far exceeds the relatively lower costs that would be borne~~

by the organization in strengthening OSLA.

And this was just one of the commonsense reasons, as reported by the Secretary-General, for staff rejecting a staff-funded legal scheme.