

STATEMENT BY MR. IRFAN SOOMRO, FIRST SECRETARY, PERMANENT MISSION OF PAKISTAN TO THE UNITED NATIONS, ON AGENDA ITEM 139: HUMAN RESOURCES MANAGEMENT – STAFF MOBILITY AND CAREER DEVELOPMENT FRAMEWORK, PLACEMENT AUTHORITY, AND THE SECONDMENT OF ACTIVE MILITARY AND POLICE PERSONNEL, AT THE FIFTH COMMITTEE DURING THE MAIN PART OF SIXTY-EIGHT SESSION OF THE UNITED NATIONS GENERAL ASSEMBLY, NEW YORK, 25 NOVEMBER 2013.

Mr. Chairman,

Pakistan delegation joins others in thanking the Chef de Cabinet, Ms. Susana Malcorra, and Mr. Carlos Ruiz Massieu, Chairperson of ACABQ for introducing their respective reports under this agenda item. We also thank the Vice-President of the Staff Management Committee, Mr. Ian Richards for his statement.

2. We align ourselves with the statement made by distinguished representative of Fiji on behalf of the Group of 77 and China. The Group has already touched upon the important aspects of discussion under this item which all form key elements of this endeavor. However, we have some specific points to add.

Mr. Chairman,

3. We have been consistently supporting the overarching goal of the continuity of reforms of human resources management; which is: to create an Organization that is better able to implement the mandates entrusted to it by Member States, delivered by a truly global, dynamic and adaptable workforce.

4. The fact, however, is that while the UN has to go a long way to attain a global character, orientation and composition, it could take steps for enabling its existing workforce to become truly dynamic and adaptable, and to transform the System to meet the requirements of a field oriented Organization in conformity with the purposes and principles of the UN Charter.

5. In this context, we thank the Secretary-General for his timely presentation of both refined and alternative proposals on staff mobility in accordance with the General Assembly resolution 67/255, and we support all measures that can help the UN to address the issue of equitable sharing of the burden of service in hardship duty stations.

6. The additional information contained in these reports, Mr. Chairman, will enrich the Committee's deliberations, and should facilitate consensus in order to further strengthen the Organization's ongoing Human Resources Management reforms.

Mr. Chairman,

7. We hope that during the course of reforms, the Organization would also address the fundamental weaknesses and deficiencies in the UN human resource machinery, particularly those related to recruitment and selection system, lack of transparency, inadequate strategic workforce planning, under-representation of large number of developing countries at professional and senior levels, absence of a well-defined accountability framework, and the mechanisms to monitor the implementation of geographic and gender representation targets.

Mr. Chairman,

8. We believe that there is an emerging consensus on the establishment of the proposed Job Network Boards and their potential contribution to the development of viable mobility framework. We see merit in the expected benefits of the Boards, especially in terms of timely completion of recruitment process, relieving managers of the staffing tasks, envisaged biannual staffing exercises, and enabling a holistic view of the Organization's staffing needs.

9. The issue of Accountability and intergovernmental oversight related to the achievement of geographic and gender targets is, however, still unclear.

10. Since the introduction of Job Network Board would entail a fundamental change in the nature of staffing decisions, it would be, therefore, of paramount importance that the accountability mechanisms such as Compacts, and Human

Resources Scorecards for geographic and gender targets under the current system should be fully applied on the proposed Job Network Boards and Network Staffing teams. The accountability tools and the intergovernmental oversight must be strengthened during the reform process. We would follow up on this issue during the informal consultation on this item.

Mr. Chairman,

11. We hope that some of the critical areas with regard to the Secretary General's proposed mobility and career development framework would be further refined during the course of our deliberations, so as to develop broader understanding of this Committee on the two options. I list a few of them as follows:

- The Organization's readiness to adopt change, the suitable transitional measures, and their applicability to existing staff prior to the implementation of proposed changes;
- Measures to prevent any negative impact on the efforts to attract the external candidates, and to reinvigorate the Organization through the engagement of fresh talent from outside at all levels;
- An accurate and reliable statistical data on current patterns of staff mobility, a proper baseline for geographic lateral mobility, and a realistic data projections concerning future mobility trends;
- A clear understanding on how the proposed mobility policy would provide equal opportunities to internationally recruited staff in the field to serve at headquarters duty stations, as well as the burden sharing for staff in field service category;
- A detailed accounting of the full costs of the geographic and non-geographic moves, and the clear performance indicators;

Mr. Chairman,

12. Pakistan supports the continuation of the existing eligibility criteria for recruitment and selection including relevant qualification experience, skills, and gender and geographic benchmarks. A mo