



United States Mission to the United Nations  
799 United Nations Plaza

New York, New York 10017

many of us expressed support for these concepts of mobility, this committee was unable to agree to the details of the plan and we requested the Secretary-General to refine his proposal to address our main concerns. My delegation continues to believe that a sound

mobility policy will make the United Nations more effective in achieving its mandates. For this reason we reiterate our support for the principle of managed mobility.

My delegation's main concerns with last year's proposal were a lack of clarity on costs and significantly reduced opportunities for external candidates to compete for posts. Also, as we stated last year, my delegation believes that mobility is not an end in itself, but rather it must be considered as one integral element of the whole package of ongoing and upcoming human resources management reforms.

While mobility promises wide-ranging benefits for the Organization, we must approach

1,635 geographic moves—and not 500 or 2,000—are necessary to achieve mobility objectives. We would like to understand how the Secretary-General would determine the number of moves necessary in each year to achieve the goals of the proposed mobility policy, and we would like to understand whether the figures given represent all current costs. Understanding the number of annual moves required is crucial if we are to understand the cost of mobility, and limiting the total potential budgetary exposure is crucial if we are to support any new plan.

Secondly, on external candidates, it is encouraging to hear that compared to last year's proposal, the refined proposal appears to improve the chances for external candidates by giving them equal opportunity to compete for all open posts. However, the report

that the Secretary-General has started work on performance management reform and we will ask for more detailed updates during this session.

In conclusion, Mr. Chairman, my delegation would welcome a mobility policy if it fully addresses our concerns about cost and external recruitment, and which is part of a

retain an international civil service composed of highly dedicated and capable professionals. We are encouraged by the Secretary-General's refined proposal and our understanding of its attempts to address the main concerns we identified last year. We