



PERMANENT MISSION OF CUBA TO THE UNITED NATIONS
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STATEMENT BY MR. OSCAR LEÓN GONZÁLEZ, DEPUTY PERMANENT REPRESENTATIVE OF THE CUBAN DELEGATION TO THE FIFTH COMMITTEE OF THE GENERAL ASSEMBLY. MAIN PART OF THE 67^o SESSION OF THE GENERAL ASSEMBLY. AGENDA ITEM 135: HUMAN RESOURCES MANAGEMENT. NEW YORK, 21 NOVEMBER 2012.

Mr. Chairman,

We thank Mr. Yukio Takasu, Under-Secretary-General for Management, and Mrs. Joan Elise Dubinsky, Director of the Ethics Office, for their presentation on the matter. Likewise, we thank Mr. Collen V. Kelapile, Chairman of the Advisory Committee, for that body's comments on the topic at hand.

Our delegation endorses the statements made by the distinguished delegation of Algeria on behalf of the G-77 and China, as well as by Chile on behalf of CELAC.

Mr. Chairman,

Human resources management plays a strategic primary role for the Organization to act in an integrated and coherent manner. Human resources are the main tool the Organization has to implement its mandates.

Concepts such as high level of efficiency, competence, and integrity are reiterated when speaking about human resources management and the goals to be achieved in this field. However, there are other principles, like geographical distribution and gender balance, which are still far from being realized.

The data reflected by the Report of the Secretary-General A/67/329 shows, based on a simple calculation, that 40% of the staff with geographical status at senior levels up to 2012 is concentrated in eight developed countries.

In this regard, our delegation endorses paragraphs 49 and 54 of the Report of the Advisory Committee A/67/545, and reiterates the requests made by Member States to the Secretary-General in resolutions 63/250 and 65/247, to submit concrete and effective proposals to ensure an equitable geographical distribution in the Secretariat staff.

Mr. Chairman,

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 recommendations of the Advisory 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 of that initiative. Additionally, a general assessment on the conditions of the families of the staff needs to be made, to see how this variable will affect mobility.

We have noted certain dichotomy in this initiative: will mobility finally be conceived as a voluntary or a compulsory framework? We consider the spirit of paragraph 6, Section 7, of General Assembly resolution 63/250 entails a voluntary mobility. We hold the view that the Secretariat should make efforts to that end.

Also, my delegation shares the concern expressed by the Advisory Committee in paragraph 103 of its Report A/67/545, for the implementation of this 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 the informal consultations on the matter with special interest, from which we expect reasonable solutions.

Thank you