

HRM statement, 21 November 2012. Norway. Counsellor Julie M. Jacobsen Takahashi

Thank you clause (...)

Mr President,

Human resources is at the heart of making the United Nations deliver on the mandates we, the member states give the organization. Without the ability to recruit the right person to the right place at the right time, there is less chance that our expectations are met. That is something we will all stand to lose from.

Norway warmly welcomes the Secretary-General's ambitious vision to reform the human resource management, including through the mobility framework. We agree that the UN we need in order to meet the challenges of today and tomorrow, requires a more flexible and global workforce, and not least UN staff that accumulate varied experience from around the organization throughout their career.

As we embark on what will surely be thorough and extensive consultations, we should keep one thing in mind: while we must be rigorous in order to provide the strategic guidance we are here for, we should be careful not to micromanage. We must allow the leadership we have elected, to lead the organization – with our constructive guidance.

That being said, we look forward to the coming consultations, including the dialogue with the Secretariat, in order to deepen our understanding of the on-going Human Resources work in general, and the mobility framework in particular.

From the Norwegian point of view, it will be key that we put in place measures that significantly reduce the recruitment time – there is a long way to go, and progress so far has not been satisfactory. Secondly, there is a long way to go when it comes to equal representation of women and men at all levels in the Secretariat; we call for proactive measures here. Thirdly, we are pleased to see how the mobility framework offers many forms of voluntary postings, balancing voluntary principles with the need for strategic management. In order to get the best, most motivated staff to the various positions, we believe this is an important element.

For any significant management changes, it is important to carefully evaluate the consequences, and draw lessons. As such, we support the ACABQ's call for an analysis of the results of the contractual reform already undertaken.

Thank you