



THE REPUBLIC OF KOREA

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Statement by H.E. Ambassador SUL Kyung-hoon

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Thank you, Mr. Chair,

1. I would first like to express my delegation's sincere appreciation to Mr. Yukio Takasu, Under-Secretary-General for Management, for introducing Human Resources Management reports. And my thanks also go to Ms. Joan Dubinsky, Director of the Ethics Office, Mr. Collen Kelapile, Chair of the ACABQ, and Inspector General Biraud of the Joint Inspection Unit for their introduction of the related report.

Mr. Chairman,

2. The United Nations is facing unprecedented tasks of delivering mandates of complex nature in an ever-changing environment. To grapple with these enormous challenges, we cannot overemphasize the need for the UN Secretariat to have a truly global, dynamic and adaptable workforce. Building upon various HR reform measures, we believe that the UN should go further to recruit the right people, and post them in the right place at the right time.

3. We would like to take note that there has been progress, such as, streamlining of contractual arrangements and harmonization of conditions of service. But the human resources management reform has still a long way to go. In this regard, it is of great necessity to monitor carefully the implementation of the ongoing reform measures with benefit analysis and also with the overarching goal of the Organization's HR management in mind.
4. I believe that a long-term systematic workforce planning through an improved forecasting of future staffing requirements will directly affect not only the Organization's ability to implement mandates, but also individual staff's career development.
5. My delegation is of the view that Inspira, the software foundation of the new talent management system, can play a significant role in this important endeavor. A good way to utilize the Inspira would be to apply it in the area of training and career development. While spending 89 million dollars for the biennium 2012-13, UN still lacks monitoring and oversight system to evaluate the results of training. UN Secretariat will benefit from the enterprise learning management module of Inspira by promoting the direct link between learning and career development. We share the point made by the ACABQ that the effective integration of Inspira and Umoja in the near future is the key to effective, responsive, and comprehensive management of workforce planning. My delegation sincerely hopes that necessary measures will be taken to prepare properly the integration of the two systems.
6. In its report, ACABQ expressed concern several times that the Secretariat was not able to provide information needed to monitor the impact of the HR management, and track down the results of the reform measures. My delegation shares this concern as lack of necessary information could weaken the momentum for reform by hindering or dragging the decision-making on HR agenda items. I hope that the Secretariat can come up with a solution to address this issue promptly.

Mr. Chairman,

7. My delegation has been a long supporter of effective performance appraisal system. We appreciate Secretary-General's efforts in strengthening the system both at the levels of managers, and new recruits and young professionals. My delegation also welcomes the introduction of e-performance module of Inspira. We would like to be informed about the rewards and recognition framework based on the ICSC recommendation and on the best practices of other UN agencies, which would build a culture of appreciation and encourage high performance.

8. On the other hand, we are concerned that only a few sanctions were imposed for underperformance. This has a negative impact on the morale and productivity of the staff. While recognizing the plan of the Staff-Management Committee working group on performance management to take up this issue, my delegation strongly believes that the General Assembly should encourage the Secretariat to take more proactive measures to address these shortcomings.
9. With regard to the Young Professionals Programme (YPP), my delegation takes note that compared with 2010, there were more applicants for the 1st YPP last year, and the length of time from the announcement of the examination to the establishment of the list of successful candidates was shortened by two months. Success of the YPP will depend on whether the YPP can actually select the best and brightest young talents. The Korean delegation will also look into whether the YPP contributes to alleviating inequitable geographical representation in the Secretariat. My delegation is interested in working on this issue through interactive discussion with the Secretariat and other delegations.

Mr. Chairman,

10. Now let me turn to the issue of mobility. As proposed by the Secretary-General, the new mobility scheme is intended, first of all, to (a) enable the Organization to effectively meet its mandates with a dynamic, adaptable and global workforce, (b) provide staff with better opportunities and skills for career development, and (c) ensure equal opportunities for staff members across the United Nations services. If an appropriate mobility policy is put into place through productive discussion and collective engagement of the Secretariat and Member States alike, it will greatly contribute to forming an effective and efficient workforce of the Secretariat.
11. Member States repeatedly recognized and reiterated the need for mobility for the past two decades. The staff also views mobility as important. According to a survey conducted early this year, 79 percent of internationally recruited staff expected to work in different duty stations when they joined the Secretariat, and 70 percent of staff would like to move to new positions periodically. A growing number of international organizations are also introducing mobility. It has become customary for the staff of those organizations to move every few years although it is not mandatory. The recent experience of the UN voluntary mobility scheme, however, shows that purely voluntary mobility system did not work, because it did not generate sufficient number of moves.

12. Although we welcome a better managed comprehensive mobility programme, Member States should review carefully the proposal and make an informed decision. In this regard, my delegation shares the ACABQ's view that the scope of mobility still needs to be defined, and the proposal does not fully address the issue of hardship burden-sharing. Furthermore, we also believe that the minimum occupancy limit of one year could be too short for staff to reach their full potential in their positions.
13. With regard to the job network boards, the ACABQ rightly pointed out that equal numbers of representatives of staff and management would not work in the best interest of the Organization. My delegation supports its recommendation that the composition of the boards should be similar to the current central review body system so that the Organization's transparency and integrity would be ensured. The ACABQ also pointed out that there is a risk of eliminating qualified external applicants under the new proposed framework. My delegation views that the doors should remain open to external candidates, and insists that equal opportunity should be ensured.
14. With regard to the cost estimate from implementing the proposed mobility, my delegation also shares the view that a detailed account of both the direct and the indirect cost should be made. While recognizing the difficulty of quantifying the cost in detail, my delegation wishes the Secretariat to provide the Member States with the one-time, recurrent, and any other unforeseen costs, as soon as it can.
15. The ACABQ recommended further refinement of some parts of the proposed framework of mobility. In this regard, my delegation is of the view that in order to develop a culture of mobility for the Organization to effectively meet the challenges of the 21st Century, and building on the developments that have evolved around this issue, we should review carefully the report during this session, with a view to making a step forward.

Thank you, Mr. Chairman.