



Statement by
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Permanent Representative of Sri Lanka to the United Nations

During the
Fifth Committee of the 67th Session of the
United Nations General Assembly

On
Agenda item 135: Human Resources Management".
21st November, 2012.

Mr. Chairman,

We would like to express our appreciation to the Under-Secretary-General for Management, Mr. Yukio Takasu, and to the Director of the Ethics Office, Ms. Joan Elise Dubinsky, for their introductions of the reports of the Secretary-General. We would also like to thank the Chair of the ACABQ, Mr. Collen Kelapile, for introducing the related report of the Advisory Committee and Ms. Paulina Analena, Vice-President of the Staff Management Committee for her briefing.

Mr. Chairman,

The delegation of Sri Lanka aligns itself with the statement made by Algeria on behalf of the G77 and China. Our delegation has, from the very beginning, strongly supported the Secretary General's initiative to improve Human Resource Management. We believe that the core strength of the Organization lies in its Human Resources, and any measures taken to improve and raise the

standards of the working methods, in order to make this organization a more effective and efficient one, is to the benefit of all the Member States. This is our Organisation and we must ensure that it meets our highest standards.

Mr. Chairman,

On the issue of Mobility under the Agenda item Human Resource Management, we are extremely grateful to the Assistant Secretary General for Human Resource Management Ms. Catherine Pollard, for making an effort to reach out to the different groups during the past months, briefing us on the updates of the Secretary Generals proposal, and explaining and laying out the stages of the proposed framework. We very much appreciate the efforts Ms. Pollard has made in order to be clear and transparent. We agree with the concept of mobility. It will only contribute to making the organization better.

My delegation is of the view that Mobility should be used as a Human Resource Management tool, not simply from today's perspective, but also for the efficient functioning of the organization in the future. The Secretary Generals proposal should look to lay a stronger foundation for the future of the Organization.

Mr. Chairman,

The concept of Mobility will lead to a more effective and efficient organization, which will be beneficial for the staff and meet the expectations of all Member States. Mobility will equip staff to deal with the challenges of the organization more effectively.

It is extremely important that the organization retains and strengthens the fact that it is a truly global organization. In order to strengthen the global identification of the United Nations, this proposal should put in place a system which ensures that the relevant provisions of the Charter are taken into account,

and that there is adequate geographic representation and gender equality at all levels of the organization. We expect the Secretariat to provide us with details of its plans to safeguard geographic and gender representation in the context of mobility. The concept of mobility should not be placed in an idealistic vacuum. It must reflect the highest expectations of the charter. We are confident that the Secretary- General will ensure that these aspirations of Member States are met.

Another issue that concerns our delegation is the external- internal distribution of the vacancies at the Organization. We are of the view that mobility will help reduce the existing high vacancy rates, particularly in the difficult duty stations. But we are concerned about how the vacancies will be distributed between internal and external candidates. We recognize the importance of bringing in young blood with fresh, new ideas into the organization, but we are also of the view that the existing staff members, as far as possible, should be treated with respect and dignity.

Mr. Chairman,

Implementing this proposed framework for Mobility will essentially mean a cultural change within the organization. It cannot be done overnight, it will have to be a process well thought out. We look forward to having fruitful interactions with the Secretariat during the Informals on how they plan to implement this cultural change within the organization, the cost involved with the changes, how they are preparing the staff for the changes, how they propose to reflect equitable geographic and gender representation and many more important questions. We hope to continue these discussions with the Secretariat in an open and transparent manner, which will lead to making the best possible decision for the effective and efficient functioning of this organization.

Mr. Chairman,

We appreciate the hard work that has been put into this exercise by the Secretariat. We encourage the Secretariat to continue with this effort as we recognize its importance to the UN as a whole in the years to come.

Thank you Mr. Chairman