

Item 141: Human resources management

Statement by Martha Helena Lopez - Tuesday 20 November 2018

Mobility (A/72/767 and A/73/372/Add. 2)

Madam Chair,

Distinguished delegates,

Thank you for the opportunity to present the Reports of the Secretary-General on Human Resources Management regarding mobility (A/72/767 and A/73/372/Add. 2).

The report to the 72nd session (which was deferred to the 73rd session) provided an update on implementation of the mobility framework, pursuant to the General Assembly's request for annual updates.

The report to the 73rd session contains a summary of the outcomes of the comprehensive review, which was requested by the General Assembly in its resolution 68/265. The report also outlines the next steps for consultation in order to arrive at a proposal on the way forward on mobility which will be presented to the General Assembly at the 74th Session.

The Organization has long recognized that staff mobility is critical to ensure that knowledge and experiences are shared and replicated across the organization. Likewise, staff mobility is a critical foundation for the Secretary-General's vision for a nimble, effective, transparent, accountable and efficient Organization.

In order to conduct the comprehensive review requested by the General Assembly, the Secretary-General paused the implementation of the mobility framework. The report to the 73rd Session summarizes the methodology, findings, and lessons learned from the review of the implementation of the first two networks to be operationalized under the new framework: the Political, Peace and Humanitarian Network (POLNET) and the Information and Telecommunication Technology Network (ITECNET).

The comprehensive review has allowed the Secretary-General to assess the relevance, effectiveness and efficiency of the mobility framework in achieving its objectives, but it has also given the Secretary-General the opportunity to ensure that the way forward on mobility will be consistent with the new management paradigm and will build a workforce for the future.

The comprehensive review was carried out through broad consultations across the Secretariat and resulted in a number of clear findings. To name only a few, the review highlighted that in an Organization with such diverse programmes and operations, a multi-faceted approach is required.

It was also recognized that mobility needs to be clearly linked to career development and benefit the larger organization by nurturing and developing senior staff who have a broad skill-set and range of experiences. Over time, the programme should foster a culture of mobility across the Organization in which staff will be encouraged and supported to undertake new tasks and assignments across the entire scope of the Organization's mandates and duty stations. Other key findings include the fact that mobility initiatives must be resourced to be successful (as is the case in most national government and international institutions). Finally, attention needs to be paid to the

Organization's duty of care to staff members serving in hardship locations. Therefore, future mobility programmes should encourage greater movement of staff in and out of difficult duty stations.

The review found that while a mobility framework should be based on centralized policies and oversight, it also needs to align with the Secretary-General's call for increased delegation of authority, and the desire of heads of departments and offices to tailor mobility initiatives to the needs of their entities. This will need to be carefully balanced as the Organization moves forward.

Drawing from the findings and lessons learned, further consultations will be undertaken, and a way forward on mobility will be proposed by the Secretary General to the 74st session that will be aligned with the Human Resources Strategy and integrated with the approach to career development, learning and staff selection.

Madam Chair, Distinguished delegates, I thank you for your attention and look forward to answering any questions you may have on these reports.