



Economic and Social Council

Distr.: Limited
28 June 2012

Original: English

Committee for Programme and Coordination

Fifty-second session

4-29 June 2012

Agenda item 7

Adoption of the report of the Committee on its fifty-second session

Draft report

Rapporteur: Ms. Imelda **Smolcic** (Uruguay)

Addendum

Proposed strategic framework for the period 2014-2015

(Item 3 (b))

Programme 25

Management and support services

1. At its 5th meeting, on 6 June 2012, the Committee considered programme 25, Management and support services, of the proposed strategic framework for the period 2014-2015 (A/67/6 (Prog. 25)).
2. The representative of the Secretary-General introduced the programme and responded to queries raised during the Committee's consideration of the programme.

Discussion

3. The importance of the programme was emphasized, and views were expressed in support of the programme and the important role it played in providing critical support and services in the delivery of the programme of work of the Organization. The importance of the effective and efficient functioning of the financial, human resources, support, and information and communications technology services was emphasized.
4. With regard to paragraph 25.4 of the overall orientation, some delegations expressed the view that, while they noted the efforts of the Secretariat to ensure the capacity of managers to deliver mandates with a results-based approach, there was a need for the General Assembly to request the Secretary-General to intensify efforts in order to ensure a management culture in the Organization that was based on accountability and fully results-oriented.



5. Regarding the enterprise resource planning project, Umoja, concerns were expressed on the timeline for the completion of the project and the containment of its cost.

6. Clarification was sought and provided on the monitoring and administration of senior managers' compacts, particularly on how the managers could be held accountable for their decisions.

7. The vital importance of a fair system of administration of justice at the United Nations aimed at guaranteeing the full respect of the rights and obligations of the staff was highlighted. Concerns were raised on the effectiveness of the administration of justice, particularly in the light of the increase in the amount of cases requiring litigation. A view was expressed that the time limits of 30 to 45 days were not sufficient for the Management Evaluation Unit to respond to cases brought to its attention.

8. Appreciation was expressed for the continuing efforts in the framework of the capital master plan to maintain institutional memory and for the project to digitize the library services in Geneva and Vienna and at Headquarters.

9. With regard to subprogramme 2, Programme planning, budget and accounts, the importance of all functions performed under the subprogramme, which are an essential part of the activities implemented by the Department of Management, was stressed. It was noted, however, that component 1 of the subprogramme dealt mainly with budgetary issues and excluded activities related to the programming and planning functions of the Department, which were not described in the objective, expected accomplishments, indicators of achievement or strategy of component 1 of the subprogramme.

10. With regard to subprogramme 3, Human resources management, clarification was sought as to what measures had been adopted not only at Headquarters, but also in Geneva, Vienna and Nairobi, in order to familiarize managers with Inspira, as the lack of training for managers was one of the main reasons given for delays in recruitment processes. Concern was expressed regarding the difficulty in asking staff with family in their current duty station to move as part of the mobility initiative. The need to strengthen workforce planning was emphasized, and questions were raised as to what steps the Secretariat was taking to ensure that the staffing needs of the Organization were met.

11. The view was expressed that, while gender balance and equitable geographical distribution in the recruitment of staff were important to the Organization, they should not diminish the importance of the individual's suitability for the post or position, as reiterated in General Assembly resolutions 63/250 and 65/247. It was observed that the related expected accomplishment needed further refinement in order to reflect the importance of competence in the employment of staff.

12. Regarding subprogramme 4, Support services, satisfaction was expressed at the progress made by the United Nations Office at Nairobi and the United Nations Office at Geneva in obtaining savings in travel through adequate and early planning in order to reduce costs. Emphasis was placed on the need for transparency, the application of the relevant rules and close cooperation with Member States in the procurement process. The need to increase the procurement access and the participation of vendors from developing countries and countries with economies in transition was also stressed.

Conclusions and recommendations

13. The Committee recommended that the General Assembly approve the programme narrative of programme 25, Management and support services, of the proposed strategic framework for the period 2014-2015, subject to the following modifications:

Overall orientation

Paragraph 25.11

In the first sentence, after the words “strengthened performance management and development” add “and the system of administration of justice, as decided by the General Assembly in its resolution 61/261, and subsequent relevant resolutions that address, among other things, issues related to recourse to formal and informal procedures for the efficient, effective and fair implementation of the system;”.

A. Headquarters

Subprogramme 1

Management services, administration of justice and services to the Fifth Committee of the General Assembly and to the Committee for Programme and Coordination

Component 4

Services to the Fifth Committee of the General Assembly and to the Committee for Programme and Coordination

Indicators of achievement

At the end of indicator of achievement (a) (i), add the words “in order to allow simultaneous publication in all official languages”.

Strategy

Paragraph 25.21

At the end of subparagraph (b), add the words “in order to allow simultaneous publication in all official languages”.

Subprogramme 2

Programme planning, budget and accounts

Component 1

Programme planning and budgeting

Objective of the Organization

Replace the existing text with the following:

“To ensure the effective and efficient formulation of the biennial programme plan, secure the resources required for the financing of the mandated programmes and activities of the Secretariat and improve the management of the utilization of those resources”

Expected accomplishments

Replace expected accomplishment (a) with the following:

“(a) Increased contribution to the decision-making process by Member States on issues relating to the biennial programme plan, the programme budget and the budgets of the international criminal tribunals”

Indicators of achievement

At the end of indicator of achievement (a) (i), add the words “in order to allow simultaneous publication in all official languages”.

Insert a new indicator of achievement (a) (iii) as follows:

“(iii) Increased number of Member States expressing satisfaction with the quality, including the standardization, of the biennial programme plan”.

Strategy

Paragraph 25.22

Insert a new subparagraph (b) as follows:

“(b) Issuing clear guidelines for the preparation of the biennial programme plan, fully taking into account the intergovernmental mandates and the Regulations and Rules Governing Programme Planning, the Programme Aspects of the Budget, the Monitoring of Implementation and the Methods of Evaluation;”

and renumber the subsequent subparagraphs accordingly.

At the end of new subparagraph (d) (former subparagraph (c)), add the words “, including through the provision of informal briefings to the Fifth Committee of the General Assembly and to the Committee for Programme and Coordination, as needed, on programmatic and budgetary issues of particular interest to the Member States, in order to increase transparency and strengthen dialogue between the Secretariat and the Member States”.

Component 2

Financial services relating to peacekeeping operations

Indicators of achievement

At the end of indicator of achievement (a), add the words “in order to allow simultaneous publication in all official languages”.

Subprogramme 3

Human resources management

Component 1

Policy

Paragraph 25.27

Revise the second sentence to read: “The component supports the ongoing reform efforts of the Secretary-General, as approved by the General Assembly in its resolutions 61/244, 63/250 and 65/247.”

Component 2
Strategic planning and staffing

Expected accomplishments

Add a new expected accomplishment (d) as follows:

“(d) Facilitated voluntary mobility in compliance with relevant General Assembly resolutions”.

Indicators of achievement

Replace indicator of achievement (a) (i) with the following:

“(a) (i) Reduction in the number of unrepresented and underrepresented Member States in the Secretariat through the recruitment of candidates from those States for regular budget posts, if they prove to be the best qualified and competent personnel”

Add a new indicator of achievement (a) (iv) as follows:

“(iv) Increased percentage of female staff in the regular budget posts in the Professional and higher categories”

Add a new indicator of achievement (d) as follows:

“(d) Number of voluntary movements”

Component 3
Learning, development and human resources services

Indicators of achievement

Delete indicator of achievement (a) (iii).

Strategy

Paragraph 25.34

In the third sentence, replace the phrase “ensuring that the programmes are aligned with a more structured approach to mobility in order to meet organizational needs and develop a more adaptable, dynamic and global workforce” with “ensuring that the programmes are aligned with a more structured approach to mobility, in compliance with relevant General Assembly resolutions, in order to meet organizational needs and develop a more adaptable, dynamic and global workforce”.