



Economic and Social Council

Distr.: Limited
1 July 2010

Original: English

Committee for Programme and Coordination

Fiftieth session

7 June-2 July 2010

Agenda item 7

Adoption of the report of the Committee on its fiftieth session

Draft report

Rapporteur: Mr. Felix Ayibanuah **Datuwei** (Nigeria)

Addendum

Proposed strategic framework for the period 2012-2013

(Item 3 (a))

Programme 24

Management and support services

1. At its 10th and 11th meetings, on 14 June 2010, the Committee for Programme and Coordination considered programme 24, Management and support services, of the proposed strategic framework for the period 2012-2013 (A/65/6 (Prog. 24)).
2. The representative of the Secretary-General introduced the programme and responded, together with other representatives of the Secretariat, to queries raised during the Committee's consideration of the programme.

Discussion

3. Emphasizing the importance of the programme, 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. Support was expressed for the incorporation of issues, such as accountability, efficiency, effectiveness, timeliness and transparency, in the proposed strategic framework, and the Secretariat's ongoing efforts in these areas were welcomed. It was observed, however, that some of the indicators of achievement and expected accomplishments under various subprogrammes were



generic and needed further refinement so as to make them specific, quantifiable and measurable.

4. Emphasis was placed on the inseparability of accountability and transparency, and the view was expressed that these criteria and requirements should be applied jointly, both within the Secretariat and for Member States.

5. Regarding the enterprise resource planning project, “Umoja”, it was indicated that there was a need for continued dialogue, consultation and exchange of information with Member States in order for them to be fully convinced of the tangible benefits of the project and to understand the structural changes being proposed.

6. Concerns were expressed that, owing to the timing of the conclusion of the second resumed session of the Fifth Committee and the scheduled commencement of the session of the Committee for Programme and Coordination, the programme of work of the latter had been affected.

7. With regard to subprogramme 3, Human resources management, it was emphasized that the Secretariat and the United Nations funds and programmes should make efforts to harmonize their human resources practices. The importance of transparency in filling vacancies and in the information contained in vacancy announcements, and the need for adequate time for applicants, especially from countries where electronic information technology resources were less developed, was highlighted. The view was expressed that indicators of achievement should not only measure selection decisions prior to retirement, but also overall workforce planning.

8. Concerns were expressed that the principle of equitable geographical distribution and gender balance in the recruitment of staff was not sufficiently reflected in the proposed strategic framework. In addition, the view was expressed that while equitable geographical distribution and gender balance were important to the Organization, they should not diminish the importance of Article 101.3 of the Charter of the United Nations, namely the individual’s suitability for a given position. Emphasis was placed on the importance of staff mobility, the need to ensure that services of consultants and experts are used only when in-house expertise is not available and the need to fill vacancies in a timely manner.

9. As regards subprogramme 4, Support services, the need for increased access and participation of vendors from developing countries and countries with economies in transition in the procurement process was stressed. Concern was expressed that, while the average time taken for consideration of cases in the Headquarters Committee on Contracts was reasonable, the overall procurement process was extensive and, in the cases of some vendors, long periods of time were required before the award of procurement contracts. Emphasis was placed on the importance of efforts aimed at achieving further savings and economies in travel.

10. Concerning subprogramme 5, Information and communication technology strategic management and coordination, and subprogramme 6, Information and communication technology operations, the role of information and communications technology (ICT) in enhancing efficiency, effectiveness, accountability and transparency in the Organization was welcomed. It was emphasized that ICT should be viewed as an integral part of the Organization, and support was expressed in favour of investment in this area, including enterprise resource planning, enterprise

content management and customer relations management systems. It was indicated that collaboration and coordination within the Secretariat and with other organizations of the United Nations system with regard to ICT systems and the strengthening of the role of the Chief Information Technology Officer were important.

Conclusions and recommendations

11. **The Committee recommended that the General Assembly approve the programme narrative of programme 24, Management and support services, of the proposed strategic framework for the period 2012-2013, subject to the following modifications:**

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 1

Management services

Indicators of achievement

Add a new indicator of achievement (a)(iii) to read:

“(a) (iii) All mandates have been accomplished”

Component 4

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

Strategy

In paragraph 24.19 (a), in the first sentence, replace the word “revitalizing” with the word “facilitating”; in the second sentence, replace the words “with a view to developing appropriate proposals on the methods of work for review by the bodies concerned” with “to the bodies concerned”.

Subprogramme 3

Human resources management

Component 2

Strategic planning and staffing

Expected accomplishments

In expected accomplishment (a), after the word “promotion”, insert the words “of the best qualified and competent personnel”.

Add a new expected accomplishment (e) to read:

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

Indicators of achievement

At the end of indicator of achievement (a) (i), add the words “on regular budget posts”

Also at the end of indicator of achievement (a) (i) add the words “through recruitment of candidates from those States, if they prove to be the best qualified and competent personnel”

Add a new indicator (c) (ii) (renumbering indicator (c) as (c) (i)), to read:

“(c) (ii) Increased availability of updated data on staff members regarding matters such as skills development, acquiring of languages or staff mobility”

Add a new indicator of achievement (e) to read:

“(e) Number of voluntary movements”

**Component 4
Medical services**

Indicators of achievement

Replace indicator of achievement (b) with the following indicator, to read:

“Increased number of attendees in health promotion activities”

**Subprogramme 4
Support services**

**Component 1
Facilities and commercial services**

Indicators of achievement

In indicator of achievement (c), replace the words “Maintenance of” with the word “Increased”

**Component 2
Procurement services**

Objective of the Organization

Insert the word “transparent” before the word “timely”

Indicators of achievement

Add a new indicator of achievement (a) (iii) to read:

“(a) (iii) Reduction of complaints by clients involved in either the registration or tender processes”

Replace indicator of achievement (b) with the following:

“Increased number of eligible vendors from different regions of the world for tender invitations”

At the end of indicator of achievement (c), add the words “as well as reduced number of mismanagement and non-compliance findings by the Office of Internal Oversight Services”

Replace indicator of achievement (d), with the following:

“(d) Increased number of vendors from developing countries and countries with economies in transition to participate in the process of the United Nations procurement in accordance with financial regulation 5.12 of the Financial Regulations and Rules of the United Nations”

Strategy

At the end of paragraph 24.34 (c), add the words “and the intergovernmental organs”

B. United Nations Office at Geneva

Subprogramme 3

Human resources management (Geneva)

Expected accomplishments

Add a new expected accomplishment (e) to read:

“(e) Improved recruitment, placement and promotion as well as facilitation of greater geographical representation and gender balance of staff”

Add a new expected accomplishment (f) to read:

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

Indicators of achievement

Add three new indicators of achievement, (e) (i), (ii) and (iii) to read:

“(e) (i) Reduction in the number of unrepresented and underrepresented Member States in the Secretariat”

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

“(iii) Reduction in the average number of days from the date of issuance of vacancy announcements to the date of selection for all regular vacancies advertised”

Add a new indicator of achievement (f) to read:

“(f) Number of voluntary movements”

Strategy

In paragraph 24.38, in the second sentence after the words “human resources reform”, add the words “in accordance with intergovernmental mandates”

**Subprogramme 4
Support services (Geneva)**

Objective of the Organization

In objective 2, insert the word “transparent” before the word “timely”

Indicators of achievement

Under objective 1, in indicator of achievement (c), replace the words “Maintenance of” with the word “Increased”

Under objective 2, replace indicator (c) with the following:

“(c) Increased number of vendors from developing countries and countries with economies in transition to participate in the process of the United Nations procurement in accordance with financial regulation 5.12 of the Financial Regulations and Rules of the United Nations”

C. United Nations Office at Vienna

**Subprogramme 3
Human resources management (Vienna)**

Expected accomplishments

Add a new expected accomplishment (d) to read:

“(d) Improved recruitment, placement and promotion as well as facilitation of greater geographical representation and gender balance of staff”

Add a new expected accomplishment (e) to read:

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

Indicators of achievement

Add new indicators of achievement (d) (i), (ii) and (iii) to read:

“(d) (i) Reduction in the number of unrepresented and underrepresented Member States in the Secretariat”

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

“(iii) Reduction in the average number of days from the date of issuance of vacancy announcements to the date of selection for all regular vacancies advertised”

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

“(e) Number of voluntary movements”

**Subprogramme 4
Support services (Vienna)**

Objective of the Organization

In objective 2, insert the word “transparent” before the word “timely”

Indicators of achievement

Under objective 1, in indicator of achievement (b), replace the words “Maintenance of” with the word “Increased”

Under objective 2, replace indicator (c) with the following:

“(c) Increased number of vendors from developing countries and countries with economies in transition to participate in the process of United Nations procurement in accordance with financial regulation 5.12 of the Financial Regulations and Rules of the United Nations”

D. United Nations Office at Nairobi

**Subprogramme 3
Human resources management (Nairobi)**

Expected accomplishments

Add a new expected accomplishment (e) to read:

“(e) Improved recruitment, placement and promotion as well as facilitation of greater geographical representation and gender balance of staff”

Add a new expected accomplishment (f) to read:

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

Indicators of achievement

Add new indicators of achievement (e) (i), (ii) and (iii) as follows:

“(e) (i) Reduction in the number of unrepresented and underrepresented Member States in the Secretariat”

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

“(iii) Reduction in the average number of days from the date of issuance of vacancy announcements to the date of selection for all regular vacancies advertised”

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

“(f) Number of voluntary movements”

**Subprogramme 4
Support services (Nairobi)**

Objective of the Organization

In objective 2, insert the word “transparent” before the word “timely”

Indicators of achievement

Under objective 2, replace indicator of achievement (c) with the following:

“(c) Increased number of vendors from developing countries and countries with economies in transition to participate in the process of United Nations procurement in accordance with financial regulation 5.12 of the Financial Regulations and Rules of the United Nations”
