



United Nations

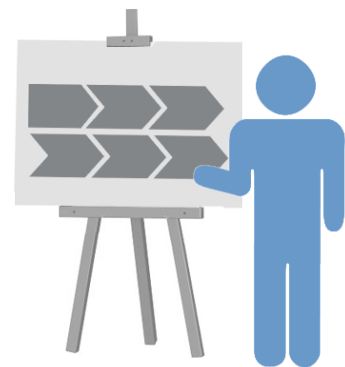
Summary of Progress in
Implementation of HR Reforms
in the UN Secretariat

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Agenda

- I. Historical Context
- II. Vision and Priorities
- III. The Way Forward
- IV. Q & A





I. Historical Context

- Contractual reform
- Harmonization of conditions of service

2008-2011

- Improving Talent Management
- Workforce planning
- ICSC implementation
- Inspira
- Performance Management
- YPP
- Umoja
- New staff selection & managed mobility

2012-2016

- Fully integrated people strategy and new HR delivery model

2018-2019



Updates to GA

- ✓ Implementation of new contractual arrangements and harmonization of conditions of service
- ✓ Implementation of changes to the compensation package for internationally recruited staff members
- ✓ Workforce Planning Strategy - next steps
- ✓ Enhancements to Performance Management
- ✓ New Learning and Career Support Strategy
- ✓ Flexible Work Arrangements
- ✓ Update on Implementation of the new staff selection system and managed mobility



New Staff Selection and Mobility System

Improve mandate delivery by nurturing a global, mobile and adaptable workforce. Allow Organization and staff to benefit from mobility:

Align staffing with organizational priorities:

- a) Moving staff members in non-family duty stations to family duty stations;
- b) Moving staff members between duty stations to satisfy career development requirements;
- c) Moving applicants among departments or offices at the same duty station;
- d) Giving due regard to gender, geographical status, representation of troop-and police-contributing countries and the additional factors.

For participating staff members

- Get “unstuck” and have greater geographic and functional mobility;
- Facilitate career development through acquisition of new skills, knowledge and experience.

For programme managers

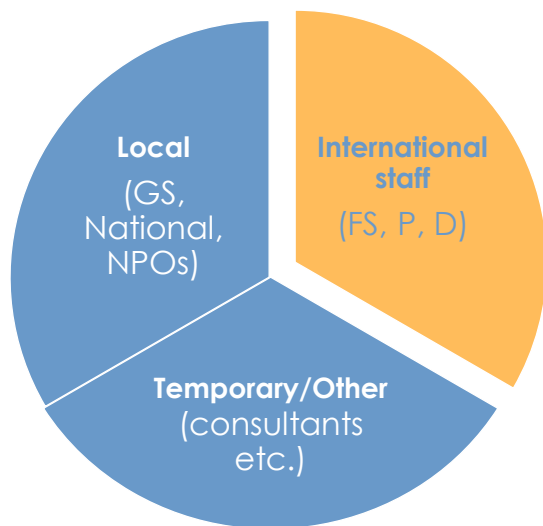
- Remain essential to the substantive part of staffing (less involved with administrative part).





New Staff Selection and Mobility System

The new staffing system aims at increasing periodic movement of staff members within the Secretariat through 1) Vacancy and 2) Managed Mobility



Mobility population: 14.000 staff in 9 job networks

Name	Full Description
DEVNET	Economic, Social, and Development Network
INFONET	Public Information and Conference Management Network
ITECNET	Information and Telecommunication Technology Network
LEGALNET	Legal Network
LOGNET	Logistics, Transportation, and Supply Chain Network
MAGNET	Management and Administration Network
POLNET	Political, Peace and Humanitarian Network
SAFETYNET	Internal Security and Safety Network
SCINET	Science Network



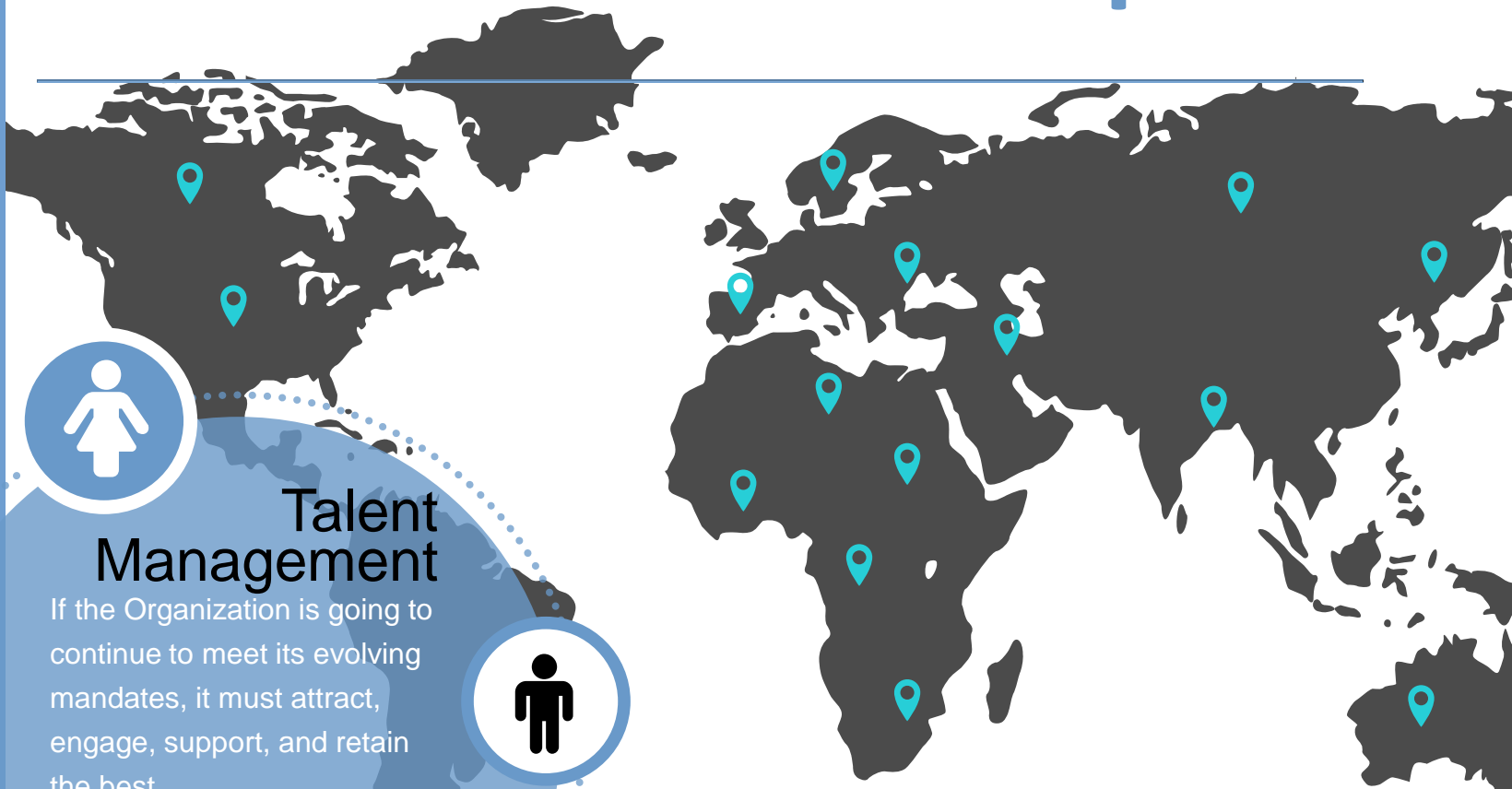
What are the Key Changes?

- ◆ **Two main exercises**
 - Vacancies + **managed mobility** (separate processes)
- ◆ **Mobility based on position occupancy limits**
 - Based on duty station classification
- ◆ **Semi-annual Vacancy staffing exercises**
 - Structured posting of vacancies (not ad-hoc)
- ◆ **Centre-led staffing**
 - New processes, bodies to move recommendations to the network level; selection approvals centralized
- ◆ **Assessment**
 - Standardized assessment process

HR portal (<https://hr.un.org/page/un-secretariat-staff>)



Our Power is Our People



Talent Management

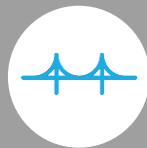
If the Organization is going to continue to meet its evolving mandates, it must attract, engage, support, and retain the best.





The UN Mandate

Four Key Priority Areas



Development



Peace and
Security



Human Rights



Humanitarian
Affairs



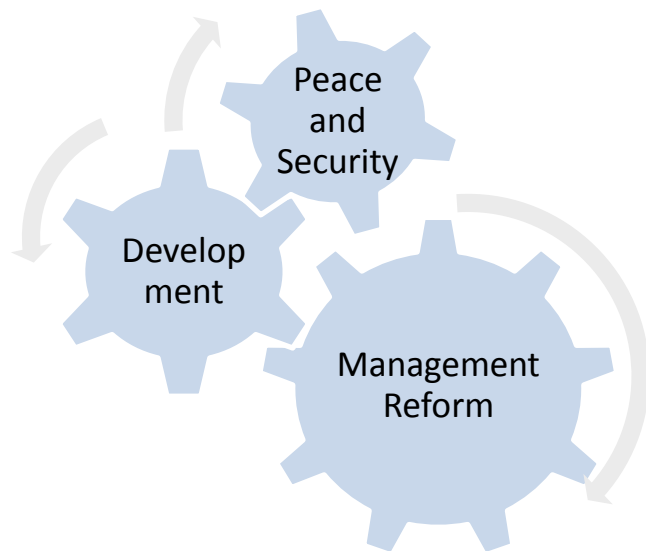
SUSTAINABLE DEVELOPMENT GOALS

17 GOALS TO TRANSFORM OUR WORLD





Reform Areas



“Fit for Purpose”



Simplification

Flexibility

Decentralization



Gender and Geographical Representation

The Secretary-General has emphasized the need for the UN System to accelerate efforts to reach system-wide gender parity. He has pledged his personal commitment at his Oath Ceremony.



"For the UN, gender equality is not only a matter of staffing. It relates to everything we do."

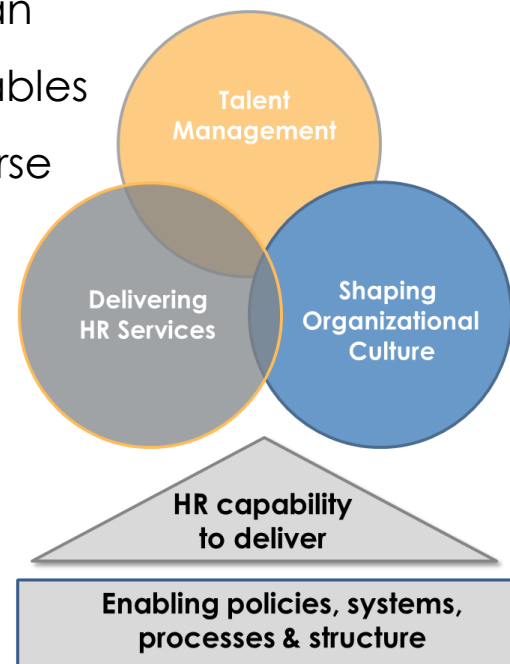


III. The way forward...

The Secretary-General proposes developing an integrated human resources strategy that enables mandate delivery through a competent, diverse and adaptable workforce.

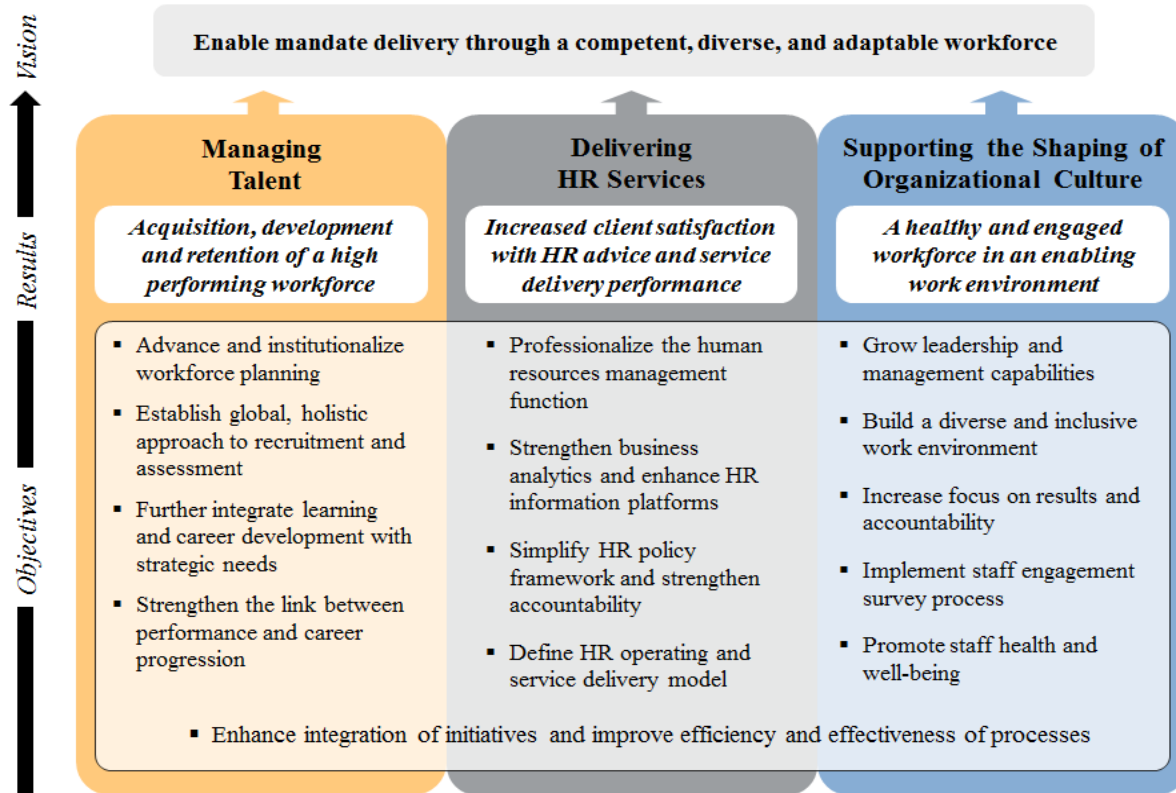
The strategy comprises three main pillars:

1. Managing talent
2. Delivering human resources management services
3. Supporting the shaping of organizational culture





The way forward





HR / People Strategy

- Improved individual and organizational performance
- More engaged and motivated workforce
- Improved quality of policy advice and strategic support
- More effective use of resources
- Increased consistency of service delivery
- Faster response times





Talent – Who are we looking for ?

- Passionate about **making a difference** in the world
- **Integrity, fair and impartial**
- Driven to be a part of a **bigger purpose** in the service of humanity
- **Results-oriented, proactive, adaptable, resilient** professionals with strong **collaboration & partnership** skills.
- Thrive in an **environment** that:
 - Is truly international and multi-cultural
 - Respects and promotes diversity
 - Functions at its best through team efforts



Q&A

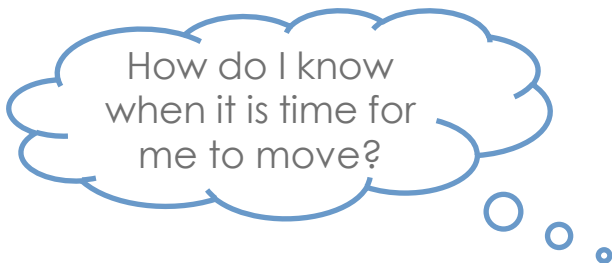




Annex



Position Occupancy Limits



Duty Station	Minimum	Maximum
H/A	2 years	7 years
B/C	2 years	4 years
D/E	1 year	3 years

More Information

HR portal (<https://hr.un.org/page/un-secretariat-staff>)