

ing in the delivery of humanitarian assistance by United Nations organizations;

39. *Calls upon* States to consider acceding to or ratifying the Tampere Convention on the Provision of Telecommunication Resources for Disaster Mitigation and Relief Operations of 18 June 1998, which entered into force on 8 January 2005, and urges them to facilitate and expedite, consistent with their national laws and international obligations applicable to them, the use of communications equipment in those and other relief operations, inter alia, by limiting and, whenever possible, expeditiously lifting the restrictions placed on the use of communications equipment by United Nations and associated personnel;

40. *Requests* the Secretary-General to submit to the General Assembly at its sixty-ninth session a comprehensive and updated report on the safety and security of humanitarian personnel and protection of United Nations personnel and on the implementation of the present resolution, including an assessment of the development, implementation and outcomes of policies, strategies and initiatives of the United Nations system in the field of safety and security.

Other staff matters

Mobility

Report of Secretary-General. In September [A/68/358], pursuant to General Assembly resolution 67/255 (see p. 1498), the Secretary-General submitted a report entitled “Towards a global, dynamic and adaptable workplace: Mobility”, presenting a refined version of the framework put before the Assembly in 2012 [YUN 2012, p. 1488] and an alternative approach to mobility. The goal was to build on the foundation already put in place to deliver a more structured approach to mobility that would improve the Organization’s ability to deliver on its mandates.

The refined proposal modified the original one [ibid.] in two key areas: vacancies would be advertised and open to competition among internal and external applicants; and management’s final decision-making role over selections and reassignments would be guaranteed through modifications in the composition of the job network boards. The alternative approach was based on incentives rather than maximum position occupancy limits and was aimed at promoting geographic mobility, particularly in field-oriented job families. The original and refined frameworks, both of which offered a managed mobility system, sought to change the current pattern of staff movement in the Secretariat. In both frameworks, position occupancy limits were used to ensure that all internationally recruited staff changed positions periodically. At the same time, centralized job network boards would make decisions on the selection and reassignment of staff. In combination, these two aspects would ensure that all staff changed positions periodically and would make it possible for decisions on staffing to be made more globally and with a greater eye on the needs of the Organization, by ensuring greater knowledge transfer

between headquarters and field locations. Under the refined policy, all vacancies would be filled by external and internal candidates identified through position-specific or generic job openings; this would ensure greater opportunities for external applicants. Job network boards would be composed of senior managers (D-1 level or above) from the relevant departments, offices and missions, as well as a focal point for women as an ex officio member. Representatives of staff would have a role in ensuring the transparency and integrity of the assessment process through the central review bodies. This would preserve management’s decision-making role, while ensuring that staff representatives continued to have an oversight role.

As in the original proposal, the refined framework would apply to all internal internationally recruited staff of the UN Secretariat in the Field Service and Professional and higher categories up to and including the D-2 level, holding fixed-term, continuing and permanent appointments, except those in non-rotational positions. Staff members with less than five years of service until their mandatory age of separation would be exempted from geographic mobility, except if they specifically requested to be geographically mobile. In addition, staff members who had already made at least seven geographic moves of one year or longer would have the right to choose whether to be geographically mobile.

Among the benefits of managed mobility, the Secretary-General listed a more globalized workforce, more strategic placement, more equitable burden-sharing, improved vacancy management, reduced burden of staffing-related tasks for managers, enhanced career development, and improved individual performance.

The Secretary-General addressed some specific concerns voiced by the Assembly in resolution 67/255 (see p. 1498). Regarding its concern about the loss of knowledge that could arise from staff members changing position, he recommended that a knowledge management strategy be implemented across the Secretariat. The overall impact on gender parity, however, was unpredictable; it was anticipated, though, that improved career support and greater career development opportunities could result in improved retention of female staff, thus leading to progress towards gender targets. When deciding among equally qualified candidates, the job network boards would take into account departmental geographic representation targets and performance. Concerning the impact on the administration of justice system, the Secretary-General noted that the majority of appeals before the UN Dispute Tribunal related to administrative decisions taken on appointment-related matters; the proposed mobility system might address some of the systemic issues that currently led to staff complaints and appeals.

As to the direct costs of geographic move, the indicative cost of one move across the whole Organization