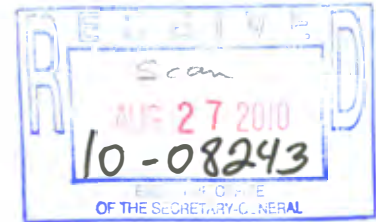


RR action 27/8/10

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ESCWA

الأمم المتحدة
اللجنة الاقتصادية والاجتماعية لغربي آسيا



UNITED NATIONS
Economic and Social Commission
for Western Asia



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pour l'Asie occidentale

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P. O. BOX 11-8575 - BEIRUT, LEBANON

DSL

25 August 2010

Dear Ms. Migiro,

Thank you for your letter of 8 June 2010 on the review by the Management Performance Board (MPB) of the 2009 Human Resources Action Plan (HRAP) results for ESCWA, as well as the 2009 Compact and the 2008-2009 Programme Performance Report.

Your congratulations on ESCWA's achievements are very much appreciated. With regard to the managerial areas stated by the MPB as requiring improvement, these would be addressed as follows:

✓ *Efficient management of non-post resources*

The use of non-post resources has been diligently monitored. However, the nature of the budgeting process lends itself to inefficiency, as resources are allocated in such a manner that it is difficult for managers to reallocate resources as needs occur in their programme of work. That being said, a "budget monitoring tool" is currently being developed at ESCWA that would allow more detailed tracking of activity implementation vis-à-vis resource utilization, by using programmatic data from the Integrated Management and Document Information System (IMDIS), together with financial data from the Integrated Management Information System (IMIS). The tool is expected to improve the timely and efficient use of the non-post resources of ESCWA by providing clearer links to programme outputs - currently unavailable in existing UN systems. The tool is currently under testing and it is expected to be implemented by January 2011.

✓ *Compliance with financial disclosure requirements*

Financial disclosures were completed for all concerned ESCWA staff, albeit some responses were delayed partly due to leave or mission travel of the staff members.

✓ *Setting target dates for the implementation of oversight body recommendations*

In developing implementation plans to address oversight body recommendations, specific target dates are always established. However, in 2009, while updates provided to oversight bodies included time frames for actions being taken by ESCWA, such target dates were not reflected in the appropriate fields of the report, although the dates were mentioned in the narrative response. ESCWA will ensure that future updates and responses will address this issue.

Ms. Asha Rose Migiro
Deputy Secretary-General

As regards the HRAP indicators, the following is worth mentioning:

✓ ***Vacancy rates***

As of mid-August 2010, ESCWA's overall vacancy rate is about 4 per cent, while the vacancy rate for Professional posts is about 9 per cent. These figures stand in striking contrast to those from 2009: 25 per cent for all posts and 21.1 per cent for Professional posts. These results were achieved through focused recruitment campaigns including for recruitment from the NCRE and G to P rosters, as well as for Security Officers. Moreover, in order to attract applications from external candidates, ESCWA created a redesigned and more user-friendly page on its website where the public may browse employment opportunities with the Commission.

✓ ***Selection times***

In addition to the steps mentioned in my response to you in 2009, ESCWA has taken several proactive steps in order to expedite the selection time of vacancies. Despite limited resources, arrangements were made to increase the capacity within the Human Resources Management Section (HRMS), with an additional Recruitment Officer brought on assignment from another duty station. Hiring Managers have also been reminded, *inter alia*, of their role in meeting the Organization's goals related to selection, staffing, geographical distribution and gender representation.

With the introduction of the Inspira tool, some challenges are noted, but they are being overcome with the assistance of OHRM. Finally, as noted in my letter to you last year, for nearly two months from May to July 2009 we were able to use Galaxy only sporadically and this contributed to recruitment delays.

✓ ***Female representation***

Of the twelve NCRE or G to P candidates recently recruited, seven are female. Furthermore, three women were appointed or selected to posts at the P-5 level and a female ESCWA staff member was recently selected for a post at the D-1 level. However, the percentage of qualified female candidates applying to positions at ESCWA remains low and, despite concerted efforts to short list female candidates, they do not always emerge as the best candidate.

As stated in my letter of 19 June 2009, any initiative from your office or the MPB that would assist offices in improving compliance would be greatly appreciated. Including swift accountability measures under the Staff Rules and/or applicable administrative instructions would be a start to dispel the appearance of *laissez faire* that sometimes prevails.

Yours sincerely,



Bader Omar Al-Dafa
Executive Secretary



Fw: ESCWA 2009 Compact and HRAP

Pio Smith to: SGCentral

Cc: Silvia Gaymer, Rajiv Ramlal, Itai Madamombe

27/08/2010 08:25 AM

Dear Central,
for kind logging please.
thanks,
pio

Mr. Pio Smith
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phone: +1 212 963 6217
email: smithpio@un.org

----- Forwarded by Pio Smith/NY/UNO on 27/08/2010 08:24 AM -----

From: Asha-Rose Migiro/NY/UNO
To: Pio Smith/NY/UNO@UNHQ
Date: 27/08/2010 08:19 AM
Subject: Fw: ESCWA 2009 Compact and HRAP
Sent by: Pio Smith

----- Forwarded by Pio Smith/NY/UNO on 27/08/2010 08:19 AM -----

ESCWA 2009 Compact and HRAP

Bader AlDafa to: Asha-Rose Migiro

27/08/2010 07:49 AM

Sent by: **Zainab El-Sibaii@ESCWA**
Cc: David Iyamah, Anastasia Wilson

Dear Ms. Migiro,

Kindly find attached a letter on the aforementioned subject for your kind attention.

I take this opportunity to thank you for your continued support.



Memo to DSG-HRAPs 2010.pdf

Bader Omar AlDafa
USG, Executive Secretary

United Nations
Economic and Social Commission for Western Asia
Beirut-Lebanon