



World Chronicle

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UN SECRETARIAT DOWN-SIZING

Denis HALLIDAY, United Nations Assistant Secretary-General for Human Resources Management, discusses the current down-sizing of the United Nations Secretariat, which has been undertaken in response to the financial crisis. The UN General Assembly recently approved an increase in the vacancy rate to 6.4 per cent as well as asking for additional financial cuts. Between 800 to 1000 staff members will be released. The staff reduction will be met through early retirement and buy-outs as well as involuntary separation, using staff performance as the major criterion. A new performance appraisal system and management training programme have been introduced to enhance the productivity and performance of the staff and management. Mr. Halliday believes that, in spite of the financial difficulties, the Organization will not shut down and staff will not be furloughed. On the subject of gender equality, he points out that the Professional Category is now close to 35 per cent female and that more women are being hired in decision-making positions. Sexual harassment and dead-beat dads are not tolerated in the UN Secretariat.

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