

中国代表团谢小武公参在第 68 届联大五委 关于“人力资源管理”（议题 139）的发言

2013-10-21

主席先生：

中国代表团感谢人力资源管理厅助理秘书长凯瑟琳·堡拉德女士、道德操守办公室主任琼·埃利斯·杜宾斯基女士、联合检查组检察员吉汗·特尔奇先生和帕帕·路易斯·法尔先生、联合国系统行政首长协调理事会秘书处高级顾问肯尼斯·赫尔曼先生、行政预算咨询委员会主席卡洛斯·鲁伊斯·马谢乌先生对该议题的介绍。

中国支持斐济代表 77 国集团和中国的发言。

中国代表团现就以下两个方面的问题发表简要看法：

一、关于代表性

中国一直关注秘书处代表性不均衡的问题，对发展中国家代表性不足、在管理职位上代表性不足的问题深感忧虑。我们欢迎秘书处为解决此问题做出的努力，并重申在进行人力资源管理改革时，确保与改善代表性均衡有关的决议的落实。特别是在招聘和录用中，在政策上对无代表性和代表性严重不足国家的候选人给予优先考虑，尽快推进秘书处的普遍代表性。

二、关于人力资源管理

回顾秘书处现有的人力资源管理政策，我们看到秘书处在人力资源管理领域做了许多工作，近几年的政策在不断完善，已经形成从人员招考、录用、晋升、培训、职业发展、改善员工福利以及纪律措施等有章可循的系列政策。我们建议秘书处继续挖掘这些政策的功能，并结合合同管理、绩效评估和福利待遇等手段稳定员工队伍，加强管理方和员工的沟通，为履行组织职能和交付组织方案奠定良好的工作基础。

主席先生，中国代表团将与其他代表团一道积极参与该议题的后续磋商。

谢谢主席先生。

**Statement by Minister Counselor XIE Xiaowu of China
on Agenda Item 139: Human Resources Management
at the Formal Meeting of the Sixty-Eighth Session
of the Fifth Committee of the General Assembly**

Mr. Chairman,

The Chinese delegation wishes to thank Assistant Secretary-General Ms. Catherine Pollard of Human Resources Management, Ms. Joan Elise Dubinsky, Director of the Ethics Office, Mr. Cihan Terzi and Papa Louis Fall, Inspectors from the JIU, Mr. Kenneth Herman, Senior Adviser from the Secretariat of the UN System Chief Executives Board for Coordination, as well as Mr. Carlos Ruiz Massieu, Chair of the ACABQ, for their introductions on this item.

China associates itself with the statement made by Fiji on behalf of the Group of 77 and China. I would like to make some additional observations in the following two aspects:

1. Representation

The uneven representation within the Secretariat has been a matter of concern to China and we find the under-representation of developing countries, especially in management posts, particularly worrisome. We welcome the efforts made by the Secretariat in addressing this issue and would like to reiterate that in the context of

human resources management reform, it is imperative to implement relevant resolutions on equitable representation. Candidates from unrepresented and under-represented countries should be given priority in recruitment and appointment so as to achieve the universal representation of the Secretariat at an early date.

2. Human Resources Management (HRM)

The evolvement of Human Resources Management policies shows that tremendous efforts have been made by the Secretariat in recent years to improve HRM related policies. A series of policies have been put in place to guide activities in relation to competitive examination, recruitment, appointment, promotion, training, career development, improvement of staff welfare and disciplinary measures. We encourage the Secretariat to make further use of these policies, seek to stabilize the workforce by employing in an integrated manner tools such as contracts management, performance appraisal as well as benefits and allowances, and enhance communication between the management and the staff, thus laying a sound foundation for the fulfillment of the functions of the Organization and the delivery of its programs.

Mr. Chairman,

The Chinese delegation will take an active part in the follow-up consultations under this item together with other delegations.

Thank you, Mr. Chairman.