



**Statement on behalf of the Member States of the European Union**

**By**

**Miss Carmel Power**

**First Counsellor at the Delegation of the European Union to the United Nations**

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**Fifth Committee**

**Item 139: Human Resources Management**

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**- As delivered –**

Mr Chairman,

I have the honour to speak on behalf of the Member States of the European Union.

The Candidate Countries Turkey, the former Yugoslav Republic of Macedonia<sup>\*</sup>, Montenegro<sup>\*</sup> and Serbia<sup>\*</sup>, the countries of the Stabilisation and Association Process and potential candidates Albania and Bosnia and Herzegovina, as well as Ukraine, the Republic of Moldova and Georgia, align themselves with this statement.

I would like to thank the Chef de Cabinet, Under Secretary General Ms Susana Malcorra, for introducing the reports of the Secretary General on Mobility, Placement Authority and Seconded active-duty military and police personnel, as well as the Chair of the ACABQ, Mr Carlos Ruiz Massieu, for introducing that Committee's reports. I would also like to thank Mr Ian Richards, the Vice-President of the Staff Management Committee for his statement.

Mr Chairman,

As we reaffirmed during the formal meeting on the Organisation of Work on 3 October, the EU Member States have long been staunch supporters of Human Resources Management reform. The goal of making the work of the United Nations more effective and efficient by implementing a modern human resources system and by fostering an organisational culture that enables staff at all levels to contribute to their greatest potential, is one we fully subscribe to. Human resources reform cannot be achieved overnight as we have always recognised. But an on-going effort to implement and consolidate past reforms, and build on them in taking forward new measures, is key to ensuring that the full benefits of previous reforms are realised and that the overall aim of Human Resources Management reform is fully achieved.

Mr Chairman,

While we do see some progress, more work is needed in certain key areas, such as performance management. As we made clear in our statement on the Common System agenda item a couple

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<sup>\*</sup> The former Yugoslav Republic of Macedonia, Montenegro and Serbia continue to be part of the Stabilisation and Association Process.

of weeks ago, only motivated staff members, proud of the organisation, confident that good work will be rewarded, and mediocrity not tolerated, will go the extra mile and perform at the highest possible standard. We remain concerned that new approaches to ensuring robust performance management are not yet being embraced by staff or managers in practice. We also see a clear need for significant improvement in tackling underperformance.

We are equally concerned at the slow rate of improvement in the gender imbalance in the Secretariat and trust further action by the Secretary General will be able to address this seemingly intractable problem. These are overarching issues which will take time to address, but provide an important backdrop to the proposals before the Committee during this main session.

Mr Chairman,

As we recalled a year ago, we are on record as strong proponents of the principle of managed mobility. In this context, we look forward to carefully considering the Secretary General's refined proposal, and the views of the ACABQ, including on the alternative approach, with the aspiration of agreeing a workable new scheme. This will need to meet the needs of the organisation and its staff, including their families, and the concerns of Member States, particularly relating to costs, where a fuller explanation of financial implications is still needed, and to recruitment, where we will want to understand the potential implications for externally recruited candidates. We would also like to stress that robust performance management is necessary to ensure valid decisions by the job network boards.

Mr Chairman,

As well as the related issues already introduced, such as the reports on the composition of the Secretariat and on the Ethics Office, we also look forward to considering the Secretary General's proposals on placement of UN Staff Members who have been adversely affected by natural disasters, malicious acts and other critical incidents and on seconded active-duty military and police personnel.

I thank you, Mr Chairman.