



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

**By**

**Mr. Jan De Preter**

**Counsellor, the European Union Delegation to the United Nations**

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**Main Session**

**Item 141: Human Resources Management**

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Mister Chairman,

The Candidate Countries Turkey, the former Yugoslav Republic of Macedonia\*, Montenegro\*, Serbia\* and Albania\*, the country of the Stabilisation and Association Process and potential candidate Bosnia and Herzegovina, and the EFTA country Liechtenstein, member of the European Economic Area, as well as the Republic of <sup>Ukraine</sup> Moldova, Armenia and Georgia, align themselves with this statement.

Allow me first to thank Ms. Martha Helena Lopez, Assistant Secretary General for Human Resources Management for presenting the reports of the Secretary General, as well as Mr. Carlos Ruiz Massieu, Chairman of ACABQ for introducing the corresponding reports of his committee.

Mr. Chairman,

Last year, the Fifth Committee was successful in concluding an important resolution on human resources management at the United Nations. In the context of management reform, next year the Secretary General will present a comprehensive human resources management strategy to the General Assembly. We look forward to a substantial discussion of those Human Resources Management proposals during UNGA 73.

The member states of the European Union believe that UN staff is at the core of the good functioning of the Organisation and the effective delivery of mandates. The UN staff is the main asset of the Organisation and we believe that the Organisation should continue to be able to attract staff that embodies high standards of efficiency, competence and integrity, as set out in Article 101 of the UN Charter. The actions of the UN personnel must reflect the Organisation's values. In turn, UN staff need an organisational culture that enables them to contribute to their greatest potential.

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

In that regard, we welcome the intention of the Secretary General to make human resources management at the United Nations even better, more focused on performance and delivery to the field, at the service of the billions of people around the world who benefit from the UN and its mandates, as explained in his report on "Shifting the management paradigm at the United Nations: ensuring a better future for all".

We welcome simplified human resources policies and procedures, improved workforce planning with increased flexibility in deployment, improved and quicker recruitment procedures, mobility of personnel, and last but not least, enhanced performance management which recognises good performance and effectively tackles under-performance. The rightsizing of the Secretariat should be a priority.

While we welcome the commitment of the Secretary-General to working to achieve gender parity in his senior appointments and system-wide, we note with concern that gender imbalance remains a persistent issue in the UN workforce, especially at the senior level and in UN field operations.

In short, Mr. Chairman, we look forward to receiving all the above-mentioned proposals in due course. At the same time, we believe that during this session we should focus on time-bound issues and other urgent business at hand. We therefore look forward to discussing and preferably closing this item as soon as reasonably possible to allow sufficient time for the Secretary-General to further develop his proposals and get back to us in due course.

Thank you.