

Statement by Mr. Haseeb Gohar, Second Secretary, Permanent Mission of Pakistan to the United Nations during Main Part of the 72nd UNGA Session of the Fifth Committee on Agenda Item No. 142: Human Resources Management (New York, 31 October 2017)

Mr. Chairman,

At the outset, let me congratulate you on the assumption of the chairmanship of the Fifth Committee.

Mr. Chairman,

Pakistan joins others in thanking Ms. Martha Helena Lopez, Assistant Secretary-General, Office of Human Resources Management for introducing the relevant reports of the Secretary-General. We are also thankful to Mr. Carlos Ruiz Massieu, Chair of the Advisory Committee on Administrative and Budgetary Questions for introducing the relevant reports.

Pakistan aligns itself with the statement made by the distinguished representative of Ecuador on behalf of the Group of 77 and China.

Mr. Chairman,

Human Resources are the backbone of any organization. If we have good professionals, one can expect better results. Therefore, Pakistan accords highest priority to have dynamic work force at the United Nations. Comprehensive and robust workforce planning system is the key ingredient of human resources management. For an independent International Civil Service, highest standards of performance, integrity and accountability are indispensable to achieving the designated goals.

We strongly emphasize the fundamental importance of Human Resources Management Reforms at the United Nations which contribute to the enhancement of accountability, efficiency and effectiveness of the organization.

We reiterate our support for the continuity of reforms; and value the efforts undertaken by the Secretary General, and his team in the OHRM to carry forward this important task. At the same time, it is necessary to regularly evaluate the impact of reform measures in order to refine and improve them.

Mr. Chairman,

We take note of the Secretary-General's initiative of providing detailed statistics in his relevant reports, however, as explained by ACABQ such information has limited analysis regarding the trends and in terms of the need for understanding their underlying causes with the view to developing corrective measures and developing policy enhancement.

Mr. Chairman,

Diversity is the fuel of Multilateralism, as mentioned by PGA. However, my delegation regrets the fact that since 2013, the largest number of appointments to posts subject to geographical distribution were the staff from the overrepresented countries. We need to do more to enhance representation of the Member States who are unrepresented and underrepresented, and especially from the developing countries.

Mr. Chairman,

The UN charter guarantees the principle of equitable geographical representation. In doing so, the General Assembly's resolution 153 (II) of 1948 defined the system of 'desirable ranges' to have adequate representation across the world at the UN. Until 1962, only one factor was used to determine the desirable ranges: contribution of the member state to the regular budget. However, in 1962, two more factors were added: membership and population.

Since then, a lot has been changed. Yet disparities are prevalent in the Secretariat. We continue to reiterate that there is merit in considering

contributions to peacekeeping in the revision of any system of desirable ranges.

Mr. Chairman,

Let me conclude with the quote by Sir Ken Robinson, a famous author, who once said,

“Human resources are like natural resources; they're often buried deep. You have to go looking for them, they're not just lying around on the surface. You have to create the circumstances where they show themselves.”

Let's work in that spirit of creating new paradigm to reduce disparities which are prevalent here in this august body.

I thank you.