



STATEMENT BY

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OF BOTSWANA TO THE UNITED NATIONS**

DURING

**THE FIFTH COMMITTEE'S FIRST RESUMED SESSION OF THE
SEVENTY-FIFTH SESSION OF THE UNITED NATIONS GENERAL
ASSEMBLY**

ON

AGENDA ITEM 146

HUMAN RESOURCES MANAGEMENT

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Mr. Chairman,

1. Thank you for giving me the floor. We join other delegations in thanking Ms Martha Helena Lopez, Assistant Secretary General, Office of Human Resources Management for spearheading the introduction of this important agenda item reflected under 146: ***Human Resources Management***.
2. We thank the Director of the Ethics Office, Ms. Elia Yi Armstrong, for presenting the report of the Secretary-General, A/75/82. We also wish to thank Mr. Abdallah Bachar Bong, Chair of the Advisory Committee on Administrative and Budgetary Questions (ACABQ), for the introduction of his report and the useful analysis, observations, and recommendations he has just outlined.
3. Our delegation fully aligns itself with the statements delivered on behalf of the Group of 77 and China as well as the African group by the representatives of the Republic of Guinea and the Republic of Mali to the United Nations, respectively. We however wish to take this opportunity to make a few additional remarks in our national capacity.

Mr. Chairman,

4. As has just been presented to us there is over 37,000 secretariat staff, who give us an outlook of what the composition of the organisation is like. This is the very reason Botswana strongly supported the Secretary General's reform efforts, of which human resources management is a critical part. To date, we are pleased to see a bit of movement in this vision by the Secretary General, but believe that more can and still needs to be done, with due consideration to equitable geographical representation at all levels of the secretariat.
5. There is a need for an effective Human Resources Management system based on equal geographical representation. A Secretariat with a broad geographical representation, gender, diversity of regions, cultures will strengthen the organization's ability to work with and for Member States.
6. Furthermore, there is a need to review the desirable range formula, restructure the system and come up with an equitable share mechanism for each member state in relation to all the posts funded through the regular budget, in order to address the unrepresented and underrepresented member states.

7. This also brings me to the importance of reviewing staff selection and recruitment processes, recruitment of roistered candidates and the alarming growth of senior posts and positions over junior posts. Already under represented in senior posts most developing countries are within the range of junior posts.
8. Also important to emphasize is gender parity in the UN system across the board and at every level. It is in this regard that My delegation welcomes the increase in the number of women in the organisation but as has just too, been reiterated by the chair of the Group of 77 and China, my delegation still believes more can and should be done.
9. My delegation also welcomes the strengthening of internal anti-corruption measures and the measures taken by the Secretary General to prevent and respond to sexual exploitation and abuse and sexual harassment in the workplace.

Mr. Chairman,

10. Modernizing, streamlining and integrating the organization's human resources management structure especially in areas that are contrary to the charter, most specifically Article 101 is the reform that most of us are eager to see implemented.
11. In closing **Mr. Chairman**, let me note that the UN needs a modern Human Resources system that is reflective of its membership at all levels. This will ensure greater tolerance, appreciation of all cultures, and challenges faced by the Member States and regions leading to optimum delivery of mandates.
12. Despite the progress made thus-far, the current imbalance in equitable geographic representation and gender parity in the Secretariat remains a major concern for our delegation, hence we will be actively engaged on this agenda item and work with other delegations to come to a positive outcome. Let us therefore maximize on the gains made thus-far within the human resource management reform and not regress but make the organisation reflective of the 193 Member States. As usual, **Mr. Chairman**, be reassured of my delegation's readiness to engage constructively with all delegations with a view to concluding deliberations on this agenda item in a timely manner.

I thank you for your kind attention