



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

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**Delegation of the European Union to the United Nations**

## **143. Human Resources Management**

**76<sup>th</sup> Session of the General Assembly**

**Fifth Committee**

**First Resumed Session**

**9 March 2022**

Mr. Chair,

I have the honor to deliver this statement on behalf of the Member States of the European Union.

The Candidate Countries Turkey, North Macedonia\*, Montenegro\*, Serbia\* and Albania\*, the country of the Stabilisation and Association Process and potential candidate Bosnia and Herzegovina, as well as Andorra, Georgia, the Republic of Moldova, Monaco, San Marino, and Ukraine align themselves with this statement.

At the outset, I would like to acknowledge the presence of the Assistant Secretary-General for Human Resources Management, Mrs. Martha Helena Lopez; the Director of the Ethics Office Mrs. Elia Yi Armstrong; as well as Chair of the ACABQ, Mr. Abdallah Bachar Bong, and to thank them for presenting the reports under this agenda item.

The wealth of this Organization lies in its people. The women and men who work at the United Nations are instrumental to delivering on the Organization's mandates, to upholding its principles, and to defending its values. After 4 years of debate, it is high time we guaranteed them an updated and improved labor framework, and adopted modern and effective human resources policies that meet the current and future needs of the Organization. To that end, the European Union and its Member States will spare no efforts to find consensus on all aspects of the HRM package.

Mr. Chair,

First, and as set out in the UN Charter, we are convinced that the **workforce** of the Organization should continue to embody the highest standards of efficiency, competence and integrity, while reflecting the people it serves, including in terms of geography, gender, age, and capabilities. The European Union will continue to support all the Organization's efforts to enhance its workforce diversity, and in this regard:

- we encourage further system-wide efforts towards achieving **gender parity** at all levels, including in the field;
- We repeat our call to **rejuvenate** the Organization and acquire new and younger talents, including with a renewed focus on **interns** and enhanced training;
- we reiterate the importance of **multilingualism** and the need for linguistic diversity to be adequately reflected in the human resources management of the UN;
- finally, we look forward to discussing the Secretary-General's proposals on **disability inclusion**, which will be presented in a later session.

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\* North Macedonia, Montenegro, Serbia, and Albania continue to be part of the Stabilisation and Association Process.

We welcome the Secretary-General's **Global Human Resources Strategy**, which addresses several crucial elements for achieving a more enabling policy environment for strategic people management, a more proactive talent acquisition process, and a transformed organizational culture. These elements will be central to building a forward-looking, needs-responsive and integrated human resource management system, with an organizational culture that emphasizes results and accountability.

We welcome the **updated approach to staff mobility**: a well-functioning mobility framework, both in headquarters and even more importantly with the field, is critical for the Organization. Enhanced mobility is in the interest of UN staff, as well as the mandates and people they serve. It also ensures that we can fully leverage the diversity and richness of organizational mandates and duty stations within the UN Secretariat. Moreover, it offers staff the opportunity to acquire and continuously develop the skills necessary to adapt to a variety of challenging UN work environment. Further training for UN staff and managers, as well as a smoother G-to-P transition, is also necessary to give individuals an opportunity to broaden their base of experience and to develop their careers to the fullest.

We continue ascribing great importance to the rollout of a strong and robust **accountability framework**. A cornerstone of Management Reform, and an integral part of the delegation of authority, accountability – not only of the Secretariat but also from all stakeholders – is key to fostering a culture of ethics, inclusivity, and transparency, to preventing all forms of discrimination, and to addressing any type of misconduct. In this regard, we welcome the efforts of the **Ethics Office** and underline the necessity of strengthening its independence.

Finally, in order to translate these goals into tangible and clear guidelines for the Secretariat, we look forward to finalizing our discussions on the proposed amendments to **Staff Regulations and Rules**. We commend the endeavor of the Secretary-General to streamline, modernize and clarify the existing set of regulations and rules, in order to fully reflect the new culture brought along with the streams of reform.

Mr. Chair,

We are encouraged by the significant progress made last year, during the first session to focus on items predominantly pertaining to HRM. Building upon these efforts, we are convinced the Committee has the capacity to reach a meaningful outcome on all aspects of the HRM package, to move this item forward.

Our endeavor this session is to ensure that current and future Human Resource Management reforms meet the needs of both the Organization and its staff. The European Union and its Member States pledge to work constructively with all parties to achieve a consensual resolution in this regard and to work with you and all members of the Fifth Committee in a spirit of constructive cooperation, consensus and collegiality.

I thank you, Mr. Chair.