

STATEMENT ON BEHALF OF THE AFRICAN GROUP BY MR BROUZ COFFI, COUNSELLOR AT THE PERMANENT MISSION OF COTE D'IVOIRE TO THE UNITED NATIONS ON AGENDA ITEM 134: HUMAN RESOURCES MANAGEMENT, AT THE FIFTH COMMITTEE DURING THE MAIN PART OF SIXTY-SIXTH SESSION OF THE UNITED NATIONS GENERAL ASSEMBLY

(NEW YORK, 17 OCTOBER 2011)

Mr. Chairman

1. I have the honour to speak on behalf of the African Group on agenda item 134, entitled "Human Resources Management", and would like to associate this statement with the one delivered by the representative of Argentina on behalf of the Group of 77 and China.
2. The African Group wishes to express its appreciation to Ms. Ruth de Miranda, Chief of the Human Resources Policy Service of the Office of Human Resources Management, Ms Joan Dubinsky, Director of the Ethics Office for their introductions of the relevant reports of the Secretary-General on Human Resources Management. The Group also thanks the Chairman of the ACABQ, Mr Collen Kelapile, for introducing the related report of this Committee.
3. We further thank the Chairman of the Joint Inspection Unit Mr Mounir Zahran for introducing the report on staff mobility and work life balance.

Mr. Chairman

4. The African Group has always been supportive to the efforts undertaken in the path of the Human Resources Management reform. The Group believes that the efficient and effective delivery of the UN mandates fundamentally hinges on the quality of its staff and the availability of resources. Ensuring the well-being of all international civil servants is of the utmost importance to the Group. We support all reform measures aimed at establishing a satisfied, vibrant and dynamic workforce for our Organization.
5. In this context, the African Group reiterates its request to the Secretary-General to intensify his efforts to achieve equitable geographical distribution and gender balance of staff, as mandated by the General Assembly, in particular, in senior management positions. As the ACABQ pointed in his report, women represent, as at 30 June 2011, only 33 per cent of the staff and 40 per cent of the posts in the professional category and above, which reflects no change from the previous reporting period. The Group calls the Secretary-General to ensure that women, especially those from developing countries and countries with economies in transition, are appropriately represented within the Secretariat.
6. Regarding the Geographical distribution, the African Group regrets that the number of staff under the system of desirable ranges is 2,049 out of a total number of staff of the global United Nations Secretariat which stood at 43,747 in June 2011. This represents less than 5% of the total number of the staff. In this context the Group request the Secretariat General to make all his efforts in order to insure an equitable geographical distribution within United Nations in order to reflect the international character of the Organization and in accordance with relevant resolutions.

7. With regard to the Ethics, the Group welcomes the efforts made by the Ethics Office in promoting a culture of ethics among all level of staff management of different grades across the Secretariat and particularly at senior management level and stresses the importance that all staff members act in a manner that is compatible with their status as international civil servants.
8. The Group concurs with the ACABQ that the reported increase in volume of service requests received and number of cases reviewed are not sufficient indicators to determine fully whether the objectives of promoting high standards of integrity and a culture of ethics are being achieved, and therefore requests the Secretary General to devise evaluation criteria for this purpose.

M. Chairman

9. The African Group welcomes the release of an on-line reporting tool, "HR Insight", which was made available to Permanent Missions in August 2011. This tool will give Member States access to reports that provide information similar to the Composition report, including the statistical tables showing desirable ranges. We hope that the Informations provided through this website will be updated on a monthly basis.

M. Chairman

10. This agenda item constitutes a priority for our Group. We would like to assure you of our commitment and willingness to engage in constructive negotiations to foster substantive progress on this important agenda item.