

Statement by
H.E. Mr. Bui The Giang
Deputy Permanent Representative of Viet Nam to the United Nations
Item 139: on Human Resource Management
(New York, 17 October, 2011)

Mr. Chairman,

At the outset, my delegation would like to thank ~~Ms. Angela Kane~~ ~~Under-Secretary-General for Management~~, ~~Mr. Colleen V. Kelapile~~, Chair of ACABQ, and ~~Ms. Joan Elise Dubinsky~~, Director of the Ethics Office, for introducing their respective reports on the subject matters before us.

Ruth de Miranda, Chief of HR Policies of the Office of HRM.

My delegation associates itself with the statement on this very important item presented by the distinguished representative of Argentina on behalf of the Group of 77 and China. ~~and in the ASEAN countries.~~

and Chair of JIU, Mr. Mervin Fachran.

Mr. Chairman,

by the Ambassador of the Philippines on behalf of

The challenges faced by the United Nations today are unprecedented in their scope and complexity. Our Organization therefore must have the capacity and tools it needs to meet the current and future mandates. To this end, our Organization must have a workforce of high quality to ensure that our Organization functions in an integrated, responsive and efficient way and its staff meets the highest standards of ethics, disciplines, fairness, transparency and accountability, high performance, managerial excellence and respect for diversity. The attainment of this requires a collective endeavor from both managers and the staff.

In this regard, my delegation would like to share with you all our view on some subject ~~item~~ ^{issues} we are discussing now.

Mr. Chairman,

— *On* Equitable Geographic and Gender Distribution: From the SG's report on the Composition of the Secretariat, ~~we note that less than 45% of the D1 to USG level are occupied by developing countries, despite comprising the overwhelming majority of the Organization's membership.~~

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The Table 10 ~~shows~~ that at the two senior grades of USG and ASG in 2011 women account less than 24% and 23% of the total number in those two grades and at D1 and D2 levels, the figure is approximately 24% and 28% ~~at~~ respectively. Gender parity has been achieved only at P1 and P2 level in 2011. In this regards, we would like to recall the SG's assurances that he would work towards redressing the gender imbalance in the Organization and we are confident that he will bring about a balance not only in gender but also in staffing between the developing and developed countries in conformity with the principle of equitable geographical distribution.

- It may be recalled that for more than once in this important committee, we have expressed our support for the concept of mobility as mobility may expand opportunities to all. But it must be applicable to both people at Headquarters and those in field offices, and that it knows no inequalities and it should not affect normal business, either. The report of the Joint Inspection Unit (A/66/355) shows us that given the differences among organizations in our UN system (mandate, size, operational need and activities undertaken by each one, there is no "mobility scheme fits all organizations". However, our delegation shares the JIU view that the goals of each organization are different, so one's mobility policies should also be different from the other's and that however inter-agency mobility can be promoted focusing on commonalities and values shared by all. In this connection, our delegation concurs with what JIU has found in its report and agrees with its recommendations.

Mr.Chairman,

In conclusion, my delegation would like to reiterates that human resource management reform is indispensable to effectively responding to the evolving and complex needs of our Organization. and reforms in human resource management is an on-going process and must make it possible for the UN staff to meet the highest standards of international servants.

Thank you.