

**Statement by the Chinese Delegation at the Fifth Committee of the 67th
Session of the GA under Item 135: Human Resources Management**

Nov. 26, 2012

Mr. Chairman,

The Chinese delegation wishes to thank Mr. Yukio Takasu, USG for Management, Ms. Joan Elise Dubinsky, Director of the Ethics Office, Mr. Collen Kelapile, chairman of the ACABQ and Inspector Gerard Biraud of the JIU for their introductions of this item, as well as Ms. Pollard for her previous briefings to the Committee on this item. My delegation has listened attentively to the presentations by Ms. Paulina Analena, Vice-president of the Staff-Management Coordination Committee and representative of Staff Union(s).

China associates itself with the statement made by Algeria on behalf of the G-77 and China, and I'd like to make some additional observations in the following three aspects:

1. Representation

The uneven representation within the Secretariat has always been a problem with developing countries still seriously under-represented. We call on the Secretariat to seek and implement pragmatic measures in the context of human resources management reform to make the reform an opportunity for instead of an obstacle to improving the representation of developing countries, so as to really drive towards universal representation of the Secretariat.

2. The Policy of Staff Mobility

We understand that the Secretariat has met problems in implementing its mandates at the global level and take note of its attempts at reform in this regard. As a human resources management policy, staff mobility, if applied appropriately, will help staff members enrich experience, broaden horizon and increase tolerance,

thus benefiting the Organization as it tries to implement cross-culture management and enhance implementing capacity. However, as there is yet any successful experience of similar institutions in large scale and career long staff mobility that can serve as reference, we suggest that the Secretariat carefully analyze the fundamental causes of the problems that have arisen so that the reform can be better targeted and address the core of the problems. Before the Secretariat decides on the program of reform, we hope that it will, according to the proposed phased process of the reform, make scientific assessments of the administrative and financial impact of involving all duty stations in the reform. We call on the Secretariat to hear and heed the views and proposals of all stakeholders during the reform process in a comprehensive, objective and timely manner.

3. Human Resources Management

In order to resolve the current problems in management and ensure that the UN is equipped with the capability to implement its mandates at the global level, it is very important to increase the effectiveness of existing human resources policies. We suggest that the Secretariat further develop the functions of existing policies while exploring new ones: fully utilize the recruitment and promotion policies to reinforce the requirement for greater mobility within the Secretariat, perfect performance assessment system, and strengthen accountability. We suggest that the Secretariat enhance the dialogue and communication between the management and the staff so as to establish a harmonious work environment and foster a common sense of mission, thus laying a sound foundation for the fulfillment of the functions of the Organization and the delivery of its programs.

Mr. Chairman,

The Chinese delegation will take an active part in the follow-up consultations under this item together with other delegations.

Thank you, Mr. Chairman.