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Statement

by

His Excellency Mr. Norachit Sinhaseni

**Ambassador and Permanent Representative of Thailand
to the United Nations**

before the Fifth Committee

of the 67th Session of the United Nations General Assembly

Agenda Item 135: Human resources management

New York, 21 November 2012

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Mr. Chairman,

As my delegation takes the floor for the first time, I wish to congratulate you on your election as the chair of the 5th Committee. Under your able chairmanship, I have full confidence that we will be able to make substantial progress on key issues, including human resources management, the topic of our debate today. We would also like to express our appreciation to Mr. Yukio Takasu, Under-Secretary-General for Management, the Secretariat, ACABQ and JIU for introducing the relevant reports.

My delegation associates itself with the statement made by Algeria on behalf of the Group of 77 and China.

Mr. Chairman,

The UN's greatest resource is its workforce, which absorbs around 70% of the regular budget. Human resources management is key to the UN's ability to efficiently and effectively implement the mandates its members entrust to it.

As stated in the recent report of the Secretary-General, the reform includes several important components to improve both the capacity and management of UN personnel. In this regard, we appreciate the progress made by the UN in human resources management requested by the General Assembly in its resolution 65/247, though some still need to be expeditiously improved.

Mr. Chairman,

My delegation, therefore, wishes to reiterate our position in urging the Secretary-General to further enhance the recruitment and staff selection procedures to ensure transparency and accountability and to avoid the high vacancy rates we see in many duty and field stations. The objective should be for the UN to acquire the most talented and most appropriate personnel to respond to member states' requirements and the emergence of complex and pressing global issues.

On the issue of gender parity, we also wish to see greater efforts to ensure gender balance in personnel composition and promote the advancement of women, especially to senior positions.

Mr. Chairman,

Thailand welcomes the UN's initiative to promote greater mobility of its workforce. We hope that all the current measures and those in the pipeline will help the UN to fully realize the potential benefits of mobility. Placing UN staff where they are most needed in a timely and effective manner would enhance the experience and skills of the staffers, and help the UN to be more effective in fulfilling its mandate globally.

Thailand is home to a number of UN specialized agencies' regional offices. Currently, there are more than 30 UN offices and its affiliated agencies located in Thailand. These UN offices will benefit directly and indirectly from the mobility program.

While the potential benefit is great, for the program to be truly successful, it should be carried out in a way and at a pace acceptable to all parties concerned. Moreover, a cost-benefit analysis must be thoroughly conducted. We hope that the program will not generate a heavy financial burden for the UN.

Mr. Chairman,

In concluding, my delegation is pleased with the progress of the recent human resources reform, which aims to remove key bureaucratic barriers to the movement of UN staff and enhance the effectiveness of staff recruitment. We are fully committed to engaging actively and constructively in a discussion on human resources management reform to enable the UN to deliver its mandates more effectively and efficiently.

Thank you.