



STATEMENT ON BEHALF OF THE GROUP OF 77 AND CHINA BY MS. SIRITHON WAIRATPANIJ, COUNSELLOR, PERMANENT MISSION OF THE KINGDOM OF THAILAND TO THE UNITED NATIONS, ON AGENDA ITEM 139: HUMAN RESOURCES MANAGEMENT, AT THE FIRST PART OF THE RESUMED SEVENTIETH SESSION OF THE FIFTH COMMITTEE OF THE UNITED NATIONS GENERAL ASSEMBLY (NEW YORK, 4 MARCH 2016)

Mr. Chairman,

1. I have the honour to speak on behalf of the Group of 77 and China on agenda item 139: Human Resources Management (HRM).
2. The Group wishes to thank the Assistant Secretary-General for Human Resources Management, Ms. Carole Wainaina for the introduction of the Secretary-General's reports on Human Resources Management, Ms. Elia Yi Armstrong, Director of the Ethics Office for presenting the report of the Secretary-General on the activities of that office as well as Mr. Carlos Ruiz Massieu, Chair of the Advisory Committee on Administrative and Budgetary Questions (ACABQ), for introducing the related reports of the Advisory Committee. The Group also thanks Ambassador Achamkulangare Gopinathan for presenting the report of the Joint Inspection Unit (JIU) on non- staff personnel and Mr. Kenneth Herman, Senior Adviser on Information Management Policy Coordination, Secretariat of the United Nations System Chief Executives Board for Coordination, for presenting relevant notes.

Mr. Chairman,

3. People are the most important asset of the organization since the UN staff is ultimate driver for the effective and efficient delivery of mandates of the organization, and sometimes even put their lives at risk. The Group of 77 and China, therefore, attaches great importance to the management of human resources across the United Nations, including the issues of composition of the Secretariat, disciplinary matters, managed mobility framework, secondment, amendments to the staff regulations and staff rules, the Young Professionals Programme (YPP), as well as matters pertaining to the Ethics Office, contained in the reports presented to us this morning.
4. At the same time, the Group is concerned over the delay in issuance of the documentation, particularly on the amendments to the staff regulations and staff rules resulting from the review of the United Nations compensation package agreed by the General Assembly in its resolution 70/244. The Group is interested to receiving explanation on the reason of the delay, and will decide in due course how to deal with the issue as a whole.

Mr. Chairman,

5. Notwithstanding the above, the Group would like to highlight the following issues:
6. Equitable geographic representation in the Secretariat is a key issue for the Group of 77 and China. The Group reiterates the need to improve geographic distribution in the Secretariat through the increase of the representation of developing countries and the

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representation of women from developing countries, in particular at senior levels, as well as for more transparency in the recruitment process and an adequate and effective workforce planning. If the UN is to succeed in implementing its global mandates, it must have a truly global Secretariat and international staff composition.

7. With regard to the managed mobility framework, as approved by the General Assembly resolution 68/265, the Group will seek further detailed information, at the later stage, on the roll out of the first job network planned for the first half of 2016, and the impact of the policy on the opportunities for external candidates and hardship duty stations. The Group will also pay close attention to the total costs incurred so far and the number of geographic moves planned for this year.

8. The Group takes note of the Secretary-General's proposal to revise the performance management system. We are of the view that human resources must be managed according to the highest standards of accountability and transparency. The Group will consider the proposal and any additional information that may be provided in the future, bearing in mind the need for the organisation to have a set of transparent and quantifiable benchmarks to encourage performance, skill development and talent retention.

9. Furthermore, the Group notes with concern the continuous increase in senior level positions and the apparent upward shift in the grade structure of the Secretariat. We stress that efforts should be undertaken to address the proliferation of high-level positions in order to avoid duplication and overlap in their functional responsibilities, while ensuring adequate mandate implementation.

Mr. Chairman,

10. In conclusion, Human Resources Management remains a priority for the Group. We reaffirm our commitment to engage in a constructive debate to foster meaningful progress on this issue.

I thank you, Mr. Chairman.
