

**PHILIPPINE STATEMENT**  
**AGENDA ITEM 139: HUMAN RESOURCES MANAGEMENT**  
**AT THE MAIN PART OF THE 71<sup>ST</sup> SESSION OF THE FIFTH COMMITTEE**  
**(New York, 28 October 2016, 10AM)**

Thank you, Madam Chair.

My delegation congratulates you on your appointment as Chair of the Bureau of the Fifth Committee. Under your leadership and guidance, we are confident that we will be successful in our work this main session and will have a timely closure on our program of work.

The Philippines aligns itself with the statement made by Thailand on behalf of the members of the Group of 77 and China, and with the statement made by Singapore on behalf of ASEAN.

We thank Mr. Yukio Takasu, Under Secretary-General for Management for introducing the reports of the Secretary General, Ms. Elia Yi Armstrong, Director of the Ethics Office, Mr. Carlos Ruiz Massieu, Chairman of the ACABQ, Mr. Rajab Sukayri, Inspector for the Joint Inspection Unit, and Mr. Kenneth Herrman, Senior Adviser on Information Management and Policy Coordination.

Madam Chair,

Geographic and gender representation in the Secretariat and in the UN system are of paramount importance. The current female percentage of staff in the Secretariat is at 34.8%. We urge the Secretary General to continue to increase efforts to achieve the goal of 50-50 gender balance and to increase the representation of women from developing countries at senior levels. A global and dynamic UN workforce should have gender parity, should reflect the geographic diversity of the membership of the organization, and one that would serve to uphold the highest standards of efficiency, competence and integrity.

The current system of desirable ranges is affecting efforts for an equitable geographic representation in the composition of the Secretariat at the Professional level. With a 5% population factor and a 55% contribution factor, we need some adjustments in the system.

Madam Chair,

We support the proposal of the Secretary General on eligibility requirements for recruitment from General Service to the Professional category which is through examinations in the young professionals programme examination. The caps limit career growth and professional development. The survey shows that 74% of staff in the General Service and related categories meet the educational

requirements for entry into the Professional category. The proposed change would be consistent with the principle of equal treatment in staff selection.

We should also reconsider the change in the policy that requires staff members to renounce permanent resident status in a country other than the country of their nationality prior to recruitment. The UN Appeals Tribunal has observed, that “bearing in mind the human rights principles and modern law of employment, this policy has no place in a modern international organization”. We agree with the interim measure in place, granting Professional category staff to retain permanent resident status pending reconsideration of this issue, and we see the need to harmonize the application of this measure.

We are pleased with the overall functioning of the internal justice system, as it complements our efforts in improving our human resources management. We appreciate the continued efforts of the Secretary General on performance management, accountability and discipline, and on staff health and well-being.

Thank you, Madam Chair.