

**Statement by Amb. Oh Youngju**

**Deputy Permanent Representative, Permanent Mission of the  
Republic of Korea to the UN**

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**Item 139: Human Resources Management**

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Thank you, Madame Chair.

Since this is the first time for me to take the floor during this session, I would like to take this opportunity to congratulate you on your election as Chair of this committee. I am confident that your able leadership will guide us to a successful conclusion of this session in a timely manner.

I would also like to thank Mr. Yukio Takasu, Under-Secretary-General for Management, Ms. Elia Yi Armstrong, Director of the Ethics Office, Mr. Carlos Ruiz Massieu, the Chair of the Advisory Committee on Administrative and Budgetary Questions, Mr. Rajab Sukayri, Inspector of the Joint Inspection Unit, and Mr. Kenneth Herman, Senior Adviser on Information Management and Policy Coordination for introducing their respective reports.

Madame Chair,

Human resources management is critical to enable the Organization to effectively meet the needs of the rapidly changing global environment. Continuing efforts have been made to place the most qualified and competitive staff for the right position at the right time and to motivate the staff to realize their fullest potentials at work. Simplified and streamlined contractual arrangements and the harmonization of the conditions of service of staff are just a few of such examples. More importantly, managed mobility, which will significantly contribute to the Organization's capacity to better retain and deploy a dynamic, adaptable and global workforce, has finally become operationalized with the implementation of the first and second semi-annual managed mobility and vacancy exercises for POLNET (Political, Peace and Humanitarian Network) this year. In this respect, my delegation would like to express our deep appreciation to the Secretary-General and his team for their tireless efforts in realizing such an achievement. My delegation also urges the Secretariat to ensure effective and necessary collaboration among all the related departments and offices for a successful undertaking of managed mobility for the future.

Madame Chair,

Despite the aforementioned progress, much more remains to be done. The Organization needs a more effective and robust performance management scheme, more comprehensive workforce and succession planning, and improved gender balance in the Secretariat. More importantly, we need to look ahead to build a more integrated human resources management framework, as pointed

out by the Secretary-General in his report A/71/323. In this regard, my delegation welcomes the way forward proposed by the Secretary-General in his report before us and looks forward to discussing further on this issue.

Madame Chair,

We are now standing at an important transitional juncture. We need to move forward, building on the meaningful outcomes achieved from a wide range of reform initiatives so far. This is time for us, as Member States, to unite ourselves to make a real change for a more effective, efficient, and accountable Secretariat. My delegation stands ready to engage constructively in the informal consultations on this very important agenda item.

Thank you, Madame Chair. /End/