



**Statement on behalf of the Member States of the European Union**

**By**

**Laura Demetris**

**Counsellor, the European Union Delegation to the United Nations**

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**Item 141: Human Resources Management: Global HR strategy, HRM Reform,  
Desirable ranges and Composition report**

**New York**

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Madame Chair,

I have the honour to speak on behalf of the 28 Member States of the European Union.

The Candidate Countries Turkey, the former Yugoslav Republic of Macedonia\*, Montenegro\*, Serbia\* and Albania\*, the country of the Stabilisation and Association Process and potential candidate Bosnia and Herzegovina, as well as Ukraine, the Republic of Moldova, and Georgia, align themselves with this statement.

Allow me first to thank Mrs. Martha Helena Lopez, Assistant Secretary-General for Human Resources Management for presenting the reports of the Secretary-General and Mr. Carlos Ruiz Massieu, Chairman of ACABQ, for introducing the corresponding reports of his committee.

Madame Chair,

The EU Member States have been a long standing supporter of progressive human resources policy at the UN as well as efforts to reform human resources management. We welcome efforts by the Secretary General to deliver a more modern, nimble, representative and merit-based organisation. We applaud efforts towards a more effective human resources management in this regard and that engages and supports UN Staff.

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*\* The former Yugoslav Republic of Macedonia, Montenegro, Serbia and Albania continue to be part of the Stabilisation and Association Process.*

We therefore welcome the SG's vision of transformed human resource management to realise the new management paradigm, ensuring better use of the United Nation's resources to support effective programme delivery and mandate implementation. We look forward to discussing his global human resources strategy, including proposals on improved workforce planning, empowering managers in the field, improved recruitment procedures, diversity, enhanced multilingualism among the workforce and performance management which recognises good performance and empowers managers to tackle under-performance, ensuring that the UN's workforce embodies the high standards of efficiency, competence and integrity, as set out in Article 101 of the UN Charter. As such these issues are not only important to improve talent acquisition and management and to transform the UN's management culture, but to uphold the core principles of the Organisation.

Madame Chair,

We welcome the ongoing efforts of the Secretary-General to realise a workforce that is truly representative of all of the people the Organisation serves. Whilst we applaud the Secretary-General's commitment to achieve gender parity in his senior appointments, we note with concern that gender imbalance remains a persistent issue in the UN workforce, especially in UN field operations. We also welcome efforts to ensure geographical diversity, in all types of duty stations.

We, as a committee, have already endorsed the idea that more responsibility should be delegated to the field and in turn, that we would strengthen accountability measures. EU Member States are ready to provide their full support to ensuring that the organisation has the tools it needs to drive accountability and delegation of authority. We welcome current proposals that deliver this outcome.

We also welcome efforts to review the organisation policy on mobility. We understand there has been extensive outreach across the organisation to learn from previous experience. We look forward to receiving in 2019 a proposal for a new mobility system that support the nimble and adaptable workforce required for the organisation to effectively deliver on the 2030 Agenda.

The EU Member States are ready to engage constructively with all delegations on this issue and look forward to discussing and agreeing on these items as soon as possible.