

Agenda Item - 141. Human Resources Management

Israel Statement – First Secretary, Mr. Yaron Wax – 15/11/2018

Thank you Madam Chair,

At the outset, I would like to thank Under-Secretary-General for management, Jan Beagle for introducing the report of the Secretary-General as well as (Assistant Secretary-General for Human Resources Management, Martha Helena Lopez) Chair of the Advisory Committee, Carlos Ruiz Massieu, for introducing the related report of the ACABQ.

We would like to begin by highlighting the efforts made to reform Human Resources Management in recent years as well as the proposals in the current report and in the context of the reform of the organization as a whole. It is important to note that shifting the work culture of the UN is a gradual process and while we encourage swift decisions in this matter, the necessary reforms and their implementation must be understood through a long-term lens.

Madam Chair,

We are encouraged at some of the ideas reflected in the Global human resources strategy which we support and looking at the Overview of human resources management reform we note that some important steps have already been taken.

We hope that these reforms will address the current deficiencies in the staff selection processes, equal treatment of external and internal candidates, and gender balance targets. In this regard we note the efforts already made by the Secretary General with regards to gender balance within the Senior Management Group but urge increased efforts to achieve the gender balance targets throughout the secretariat.

with regards to the prevention of sexual harassment within the organization we note the important measure already taken, however, additional steps to address this issue remain pending and we hope these can be addressed during our deliberations.

Madam Chair,

We regret to see that despite some improvements in recent years, the recruitment process is still too lengthy and we urge decisive measures to reduce the timeline of this process, including by reducing the

posting period, but also focusing on all other stages of the recruitment process. This is an issue that plagues all levels of the secretariat and needs to be improved. While we made an important step by reducing the posting period two years ago, other stages of the recruitment process are yet to show significant reductions in the timeline.

Given the recent launch of the United Nations System Workplace Mental Health and Well-Being Strategy, we note with concern that despite the approval of the General Assembly in December 2017 for a temporary P-5 Mental Health Officer to implement the proposed strategy in the secretariat, this appointment is still pending.

Madam Chair,

With regards to the G to P proposals made by the Secretary General, we believe that a solution to this issue is long overdue, and we are hopeful that progress can be made in this regard, while taking into account certain concerns need to be addressed to ensure that any changes have the intended positive implications.

In conclusion, we believe that there are many important topics to be considered during our deliberations on and we will work closely with all delegations to ensure a successful conclusion of this item.

Thankyou madam chair