

STATEMENT ON BEHALF OF THE AFRICAN GROUP BY MRS. CAROLINE NALWANGA MAGAMBO, COUNSELOR, PERMANENT MISSION OF THE REPUBLIC OF UGANDA TO THE UNITED NATIONS, ON AGENDA ITEM 141: HUMAN RESOURCES MANAGEMENT, AT THE FIFTH COMMITTEE DURING THE MAIN PART OF THE SEVENTY-THIRD SESSION OF THE UN GENERAL ASSEMBLY

(NEW YORK, 15 NOVEMBER 2018)

Madam Chair,

I have the honor to speak on behalf of the African Group on Agenda Item 141, Human Resource Management.

At the outset, the Group would like to thank Ms. Martha Helena Lopez, Assistant Secretary-General, Office of Human Resources Management, as well as Mr. Carlos Ruiz Massieu, the Chair of the Advisory Committee on Administrative and Budgetary Questions, for introducing their respective reports. We also thank you, Madam Chair, for drawing our attention to the related report of the Joint Inspection Unit and the notes by the Secretary-General transmitting his comments and those of the UN System Chief Executives Board for Coordination on that report.

Madam Chair,

The Group fully aligns itself with the statement made by the representative of the Arab Republic of Egypt on behalf of the Group of 77 and China and wishes to make a few additional remarks.

The African Group also welcomes the Global Human Resources strategy 2019–2021 proposed by the Secretary General and holds in high regard the strategic actions proposed by the Secretary General in addition to the other reports he has presented to the General Assembly.

The group takes note of the proposal to shorten the recruitment process by the reduction of the application process to 30 days, the use of Video - interviewing and streamlined interview reports as well as the Speeding up of selections by the increased use of the Roaster. The Group will examine these proposals carefully to ensure that they do not disadvantage the African Member states and developing countries in general. The Group welcomes the removal of barriers for People with disabilities in the recruitment process and hopes this will be enhanced to give them an even better experience.

The Group has also studied with keen interest the statistics presented by the Secretary General on Geographical representation and it clearly shows

underrepresentation of the African Member States in most departments. We therefore look forward to supporting the Secretary General's proposal on the strategies to improve Geographical representation as well the need to increase the scope of posts subject to regional representation. In this regard we welcome the proposal to subject all international posts in the regular budget to geographical representation and will examine how this scope can be expanded beyond the regular budget posts. We therefore hope that clear benchmarks will be put in place to actualize this initiative.

Madame Chair

We wish to welcome the design of a new mobility system, however care should be taken to ensure that women particularly those with young children who cannot serve in hardship stations are not penalized due to their dual role as workers and care providers and can equally advance in their careers.

we take note that General Service and related categories, together with National Professional Officers and staff in the Field Service category will form a vital part of a transformed global workforce. We will examine how the elimination of the additional G-to-P requirements from the young professionals programme will remove a long-standing obstacle to career advancement for staff members in the General Service and related categories and especially those from developing countries.

We are also interested in learning how the Secretary General intends to hold leaders directly accountable for the acquisition, development and retention of an increasingly mobile, field-oriented, gender-balanced and diverse workforce and welcome his proposals as well as the online policy platform which will be launched to support managers in exercising their increased delegation of authority and to provide staff members with the necessary information in this regard.

Madame Chair

The Group further welcomes the new policy that was issued on protection against retaliation for reporting misconduct and for cooperating with audits or investigations (ST/SGB/2017/2) and the subsequent amendments and will seek to understand the extent to which the recommendations of the JIU report on the protection of whistleblower policy has been incorporated .

The Group will also consider the issue of the use of retirees and the granting of continuing contracts to some categories of staff with keen interest. The Group looks forward to supporting the establishment of the an end-of-service grant for staff who are separated upon the expiration of their appointment even after

serving for many years, sometimes decades, particularly for locally recruited staff (General Service staff and National Professional Officers) who cannot be laterally reassigned outside of their duty station to other activities of the Organization.

The African Group notes that the Secretary-General launched the system-wide strategy on gender parity in September 2017 and the new website on gender parity and equality that has been launched to support and monitor progress towards the gender parity targets and to provide staff and managers with a set of resources on forward-thinking gender policies. The Group will continue to monitor how geographical representation has been enhanced under Gender parity and also notes that a target of achieving Gender parity by 2028 seems too distant to address gender concerns that had to be addressed in the last decade.

The African Group takes this opportunity to reassure you, Madam Chair that we will engage in a constructive manner with all stakeholders.

I thank you, Madam Chair.