



STATEMENT ON BEHALF OF THE GROUP OF 77 AND CHINA BY MS NADA TARBUSH, FIRST SECRETARY, MISSION OF THE STATE OF PALESTINE TO THE UNITED NATIONS, ON AGENDA ITEM 140: HUMAN RESOURCES MANAGEMENT, AT THE FIFTH COMMITTEE DURING THE MAIN PART OF THE SEVENTY-FOURTH SESSION OF THE UN GENERAL ASSEMBLY (New York, 25 November 2019)

Mr. Chair,

1. I have the honour to speak on behalf of the Group of 77 and China on agenda item 140 entitled "Human Resources Management".
2. The Group expresses its appreciation to Ms. Aruna Thanabalasingam, Director, Administrative Law Division, Office of Human Resources, as well as Mr. Cihan Terzi, the Chair of the Advisory Committee on Administrative and Budgetary Questions, for introducing their respective reports.

Mr. Chair,

3. The Group of 77 and China has had a long standing position in advocating for Human Resources Management. As we have stated time and again, we believe that Human Resources Management is of utmost importance for the Organization and during this 74th Session, as in the sessions before it, this item remains a priority for the Group. Our group is committed to make its best efforts in order to achieve a positive result. For that reason, we restate our great concern that relevant HRM reports still haven't been issued, impeding consideration by the Fifth Committee.
4. We believe that the appropriate delivery of UN mandates depends on the quality of its staff and the availability of resources. Furthermore, we stand for a work environment that is fair, transparent, accountable, and responsive to the needs of its Member States. A strong, reliable disciplinary framework that ensures accountability is paramount for this goal.
5. The report on the practice of the Secretary-General in disciplinary matters and cases of possible criminal behavior for the year of 2018 was submitted to inform Member States about the administrative process in disciplinary matters; cases in which the Secretary-General imposed one or more

disciplinary measures during the reporting period; comparative data on the disposition of cases, appeals of disciplinary measures and cases received by the Office of Human Resources Management; and information on the practice of the Secretary-General in cases of possible criminal behaviour. The Group reaffirms the provisions of General Assembly Resolution 59/287 and requests the Secretary-General to continue to inform Member States on an annual basis.

6. The Group notes with concern the doubling in the backlog of appeals cases against disciplinary sanctions since 2015. We believe these matters should be solved as expeditiously as possible.

7. The Group welcomes the efforts undertaken to strengthen accountability on different conduct-related matters including through the update of policy guidance and enhancements to investigation capacities. The Group trusts that efforts will continue to improve awareness and to promptly investigate and address allegations so that accountability is ensured in cases of substantiated misconduct.

8. In conclusion, I wish to emphasize that Human Resources Management remains a priority for the Group. We reaffirm our commitment to engage in a constructive debate to foster substantive progress on this issue.

I thank you, Mr. Chair.