



Statement on behalf of the Member States of the European Union

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Delegation of the European Union to the United Nations

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Monsieur le Président,

J'ai l'honneur de m'exprimer au nom des Etats membres de l'Union européenne.

La Turquie, la République de Macédoine du Nord*, le Monténégro*, la Serbie* et l'Albanie*, pays candidats, la Bosnie-Herzégovine, pays du processus de stabilisation et d'association et candidat potentiel, ainsi que l'Ukraine, la République de Moldavie, l'Andorre et la Géorgie se rallient à la présente déclaration.

Monsieur le Président,

En premier lieu, je souhaite saluer Mme Catherine Pollard, Secrétaire générale adjointe chargée des stratégies et politiques de gestion et de la conformité, Mme Martha Helena Lopez, Sous-Secrétaire générale aux ressources humaines, Mme Elia Yi Armstrong, Directrice du Bureau de la déontologie, ainsi que M. Abdallah Bachar Bong, Président du Comité consultatif pour les questions administratives et budgétaires, et les remercier de la présentation des rapports inscrits à notre ordre du jour.

Les Etats membres de l'Union européenne sont intimement convaincus que les ressources humaines sont la pierre angulaire de l'ambitieuse réforme de la gestion portée par le Secrétaire-Général. Nous restons de fervents partisans de politiques RH plus modernes et plus efficaces à l'ONU et estimons, à cet égard, que le Secrétaire-Général doit pouvoir utiliser l'ensemble des prérogatives qui lui sont dévolues en vertu de la Charte. Un système de ressources humaines plus moderne et efficace, ainsi qu'une culture organisationnelle centrée sur les résultats et la mise en œuvre des mandats sur le terrain, sont – de notre point de vue – des éléments fondamentaux pour parachever les efforts du Secrétaire-Général afin de moderniser les Nations unies.

Ces efforts doivent rendre l'Organisation plus agile et lui permettre de s'adapter afin de mieux répondre à des défis et des exigences sans cesse renouvelés. A cet égard, nous continuons d'appuyer l'élaboration d'un système de gestion des ressources humaine intégré, adapté, réactif et prospectif. La **Stratégie globale des ressources humaines présentée par le Secrétaire-Général** vise à promouvoir une gestion davantage stratégique des ressources humaines, destinée à rendre le recrutement des talents plus proactif et transformer la culture organisationnelle.

Señor Presidente,

El personal de las Naciones Unidas debe continuar encarnando los más altos estándares de eficiencia, competencia e integridad, tal y como establece el artículo 101 de la Carta. Estamos convencidos de que el personal de las Naciones Unidas debe reflejar la diversidad de las personas a las que presta servicio, incluyendo en cuanto a geografía, género y capacidades. En este sentido, los Estados miembros de la Unión Europea se complacen en reconocer el progreso en **paridad de género** del personal de la Organización, particularmente entre el personal directivo superior y los Coordinadores Residentes, y alientan a que se lleven a cabo esfuerzos en todo el sistema y en todos los niveles, incluyendo en las misiones sobre el terreno, donde las disparidades continúan siendo más evidentes.

* La République de Macédoine du Nord, le Monténégro, la Serbie et l'Albanie continuent à participer au processus de stabilisation et d'association.

Nuevamente, queremos enfatizar la urgente necesidad de **rejuvenecer** la Organización e incorporar talentos nuevos y más jóvenes. Asimismo, creemos que el **multilingüismo** tiene una importancia clave para las Naciones Unidas: la diversidad lingüística debería reflejarse adecuadamente en la gestión de recursos humanos de las Naciones Unidas. Finalmente, damos la bienvenida al nuevo énfasis puesto en expandir la comprensión de la diversidad en el entorno organizacional y apoyamos los esfuerzos para lograr alcanzar los objetivos de la Estrategia de las Naciones Unidas para la Inclusión de la Discapacidad.

Mr. Chair,

We believe that a well-functioning mobility framework, both in headquarters and even more importantly with the field, is crucial for the Organization: it is in the interest of both the UN staff, as well as the mandates and people they serve. In this regard, we welcome the **new approach to staff mobility**, which allows to fully leverage the diversity and richness of organizational mandates and duty stations within the UN Secretariat. It offers staff the opportunity to acquire and continuously develop the skills through on-job learning and skills development. Indeed, we firmly believe that **training** is a necessity to allow the Organization and its workforce to adapt to the complex working environment we live in today. Enhanced **mobility**, further **training** opportunities for UN staff and managers, as well as a smoother **G2P transition** are policies necessary to give individuals an opportunity to broaden their base of experience and develop their careers to the fullest.

We continue ascribing great importance to the rollout of a strong and robust **accountability framework** as an integral part of the management reform of the UN. The actions of the UN's personnel must reflect the values of the Organization. It is therefore of utmost importance to continue fostering a culture of ethics, to promote transparency, and to prevent and address any type of misconduct. In this regard, we welcome the efforts of the **Ethics Office** and underline the necessity of strengthening its independence.

In order to translate all those goals into tangible and clear guidelines for the Secretariat, we attach great importance to the proposed amendments to **Staff Regulations and Rules**. Beyond mere editorial amendments, we commend the endeavor of the Secretary-General to streamline, modernize and clarify the existing set of regulations and rule in order to fully reflect the new culture brought along with the streams of reform.

Last but not least, the Member States of the European Union stress the importance of finally finding a sustainable solution to address the indemnities paid to **seconded active-duty military and police personnel**. As the Committee tackles again the potential conflict between the UN Staff Regulations and Rules and national legislations pertaining to these personnel, it is our sincere hope that we can consider the options presented by the Secretariat in a constructive and problem-solving manner. Reaching a consensual agreement, whilst adhering to the principle that no Member State should be excluded from being able to second active-duty military and police personnel, is in the interest of us all.

Mr. Chairman,

This session provides – for the first time – the opportunity to focus on items predominantly pertaining to HRM, in a manner that will, hopefully, help the Fifth Committee to reach a meaningful outcome. Our endeavor this session is to ensure that current and future Human Resource Management reforms meet the needs of both the Organization and its staff. The Member States of the European Union pledge to work constructively with all parties to achieve a consensual resolution in this regard and to work with you and all members of the Fifth Committee in a spirit of constructive cooperation, consensus and collegiality.

I thank you, Mr. Chairman.

***** English version *****

Mr. Chairman,

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

The Candidate Countries Turkey, the Republic of North 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, Andorra and Georgia align themselves with this statement.

Mr. Chairman,

At the outset, I would like to thank Ms. Catherine Pollard, Under-Secretary-General for Management Strategy, Policy and Compliance, Ms. Martha Helena Lopez, Assistant Secretary-General for Human Resources Management, Ms. Elia Yi Armstrong, Director of the Ethics Office as well as Mr. Abdallah Bachar Bong, Chair of the Advisory Committee on Administrative and Budgetary Questions, for their presence and for presenting the reports on this agenda item.

More than ever, the Member States of the European Union believe Human Resources are the corner stone of the Secretary-General's ambitious Management Reform. We remain staunch supporters of more modern and more effective human resources policies at the UN and believe the Secretary-General should use the full extent of his prerogative under the UN Charter in this regard. A more modern and effective human resources system with an organizational culture focused on results and towards mandate delivery on the ground are fundamental elements to complete the Secretary-General's ongoing efforts to modernize and reform the United Nations.

These efforts will allow the Organization to be more nimble to adapt and respond to unforeseen challenges and demands. We therefore continue to welcome and support progress made in building a forward-looking, needs-responsive and integrated human resource management system in line with the Secretary-General's **Global Human Resources Strategy**. The strategy addresses several crucial elements for achieving a more enabling policy environment for strategic people management, a more proactive talent acquisition and a transformed organizational culture, all indispensable for successful management of the United Nations.

Mr. Chairman,

The UN workforce should continue to embody the highest standards of efficiency, competence and integrity, as set out in Article 101 of the Charter. We are convinced that the workforce of the Organization should reflect the diversity of the people it serves, including in terms of geography, gender and capabilities. In this regard, the Member States of the European Union are pleased to

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

acknowledge progress made in **gender parity** in the Organization workforce, particularly among senior managers and Resident Coordinators, and encourage further system-wide efforts at all levels, including the field missions where differences remain most evident. We want to stress again the urgent need to **rejuvenate** the Organization and acquire new and younger talents. Furthermore, we believe **multilingualism** is of paramount importance for the UN: linguistic diversity should be adequately reflected in the human resources management of the UN. Finally, we welcome the new emphasis put on an expanded understanding of diversity in organizational settings and we support the efforts to achieve the goals of the United Nations Disability Inclusion Strategy.

We believe that a well-functioning mobility framework, both in headquarters and even more importantly with the field, is crucial for the Organization: it is in the interest of both the UN staff, as well as the mandates and people they serve. In this regard, we welcome the **new approach to staff mobility**, which allows to fully leverage the diversity and richness of organizational mandates and duty stations within the UN Secretariat. It offers staff the opportunity to acquire and continuously develop the skills through on-job learning and skills development. Indeed, we firmly believe that **training** is a necessity to allow the Organization and its workforce to adapt to the complex working environment we live in today. Enhanced **mobility**, further **training** opportunities for UN staff and managers, as well as a smoother **G2P transition** are policies necessary to give individuals an opportunity to broaden their base of experience and develop their careers to the fullest.

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