



# PHILIPPINES

## AGENDA ITEM 146 (HUMAN RESOURCE MANAGEMENT)

Date: 01 March 2021

UN General Assembly Hall, United Nations Headquarters, New York

### PHILIPPINE STATEMENT

by

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the United Nations in New York

Thank you, Mr. Chair.

I would like to thank Undersecretary-General Pollard and ACABQ Chair Bong<sup>1</sup> for their respective reports.

Our delegation aligns itself with the statements of ASEAN and the G77 and China. The Philippines would like to highlight the following:

1. We thank the Secretary General for his efforts to strengthen human resources management despite the pandemic.

These efforts have helped ensure continuity of operations, even on a remote arrangement, and are key to the success of the overall UN reform efforts.

2. We take note of the Secretary General's presentation on the Strategy for longer-term outcomes in the reform process, the progress made towards the attainment of the reform outcomes, as well as the priorities and the way forward for an efficient, effective and resilient human resources management across the UN system. We believe that a review of the Secretary General's strategy can refine the document further and ensure satisfactory outcomes. This will help us adopt the draft resolution on this item.

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<sup>1</sup> Mr. Abdallah Bachar Bong, Chair of the Advisory Committee on Administrative and Budgetary Questions (ACABQ)

3. We reiterate our steadfast support for the promotion of an international workforce that is skilled, geographically diverse, genderbalanced, and globally represented. Equitable geographical representation and gender parity provide a strong foundation for an efficient and effective UN organization.
4. We underscore the need for additional measures to continuously improve geographical representation in the Professional and higher category of staff. This is an important human resource topic and we trust that the Secretary General will redouble his efforts to further improve it.
5. We appreciate the improvements made in the gender balance in the Secretariat, and at the same time our delegation hopes that the gender strategy of the Secretary General could provide information on the measures taken to continue to improve it especially in the Secretariat.
6. The Philippines supports the Secretary General's initiative to include persons with disabilities in his reform efforts through the *UN Disability Inclusion Strategy*, which aims to achieve equality for people with disabilities and foster an inclusive culture.
7. On the composition of the Secretariat, the Philippines calls for a more extensive analysis of certain trends on the establishment of high-level positions, and measures should be undertaken to avoid overlaps in duties and responsibilities.
8. The Philippines also supports the recommendation of the ACABQ to strengthen the pool of applicants for the internship programme to attract more applicants particularly from unrepresented and underrepresented Member States, including the developing countries.
9. Further, our delegation agrees that there is a need to re-assess the continued hiring of a significant number of consultants and individual contractors for extended contractual periods. The Secretariat should present options to reduce the organization's reliance on individual contractors to establish instead, capacity-building measures to improve internal expertise and skills in the Secretariat.
10. Finally, Mr. Chair, the Philippines calls for the continued protection of staff in the G-level posts and those with fixed-term employment across all regions, who have proven very good track record in their respective areas of service.

The Philippines will endeavour to engage constructively on this discussion and contribute towards a positive outcome on this agenda item.

I thank you.