中国代表团在第76届联大五委一续会议
"议题143：人力资源管理－秘书处的组成"的发言

（2022年3月9日上午）

主席先生：

中国代表团感谢管理战略政策和合规部人力资源助理秘书长洛佩斯女士和行预咨委员会主席 Bachar Bong 对相关报告的介绍。中方支持巴基斯坦代表"77国集团和中国"所做的发言，愿补充以下意见：

一、职员地域代表性是中方的一项核心关切。中方欢迎秘书长提出在2030年前全面解决成员国无代表性和代表性不足问题的目标，注意到《秘书处的组成》报告提及的2016－2020年间秘书处在地域代表性方面取得的进展。不过，对比2022年最新数据，我们很遗憾进步趋势并没有延续，目前，不仅无代表性和代表性不足成数国的数量出现反弹，而且成员国代表性不足的程度更加严重，尤其中发展中国家地域职员的缺口增幅明显。中方呼吁秘书长提出强有力的针对性政策措施，采取问责实施机制，优先填补来自代表性严重不足成员国的员额缺口，确保2030年如期实现地域代表性目标。

二、数据分析是制定有效政策的基础。中方感谢秘书长在报告中增加员工队伍分析内容，希望今后提供更多不同群组的比较数据，总结职员招聘领域取得阶段性进展的成功经验，深入分析相关挑战长期存在的深层次原因，提出相应改进措施，不断完善秘书处的人力资源管理工作。

谢谢主席先生。

**Statement by the Chinese delegation at the first part of
the resumed seventy-sixth session of the Fifth Committee**
Agenda Item 143: Human Resources Management - Composition of the Secretariat
9 March, 2022

Mr. Chairman,

The Chinese delegation thanks Ms. Lopez, ASG for human resources of DMSPC and Mr. Bachar Bong, Chair of the ACABQ for their respective presentations of the relevant reports. China aligns itself with the statement made by Pakistan on behalf of G-77 and China, and would like to make the following additional observations.

First, geographical representation remains a core concern of the Chinese delegation. My delegation welcomes the aim set by the Secretary-General to have every unrepresented and underrepresented Member State reach within-range status by 2030, and takes note of the progress towards equitable geographical distribution between 2016 and 2020, as reflected in the report of the Secretary-General. However, comparing with the latest available data for 2022, we regret to see that the progress in the right direction fails to maintain its momentum. Right now, not only the number of unrepresented and underrepresented Member States reverts to a higher figure, but the extent of under-representation of the Member States has further deteriorated, with widening gaps in geographical posts disproportionately from developing countries. The Chinese delegation urges the Secretary-General to put forward and reinforce targeted policy measures and adopt accountability mechanism for their application, recruiting to geographical posts from the severely underrepresented Member States on a priority basis, so as to realize timely the objective of equitable geographical representation by 2030.

Second, data analysis forms the foundation of sound policy-making. The Chinese delegation appreciates the Secretary-General for introducing workforce analytics in his latest staff demographics report. We hope that the Secretariat could provide in the coming years more data of cross comparison between different categories, take stock at stages of progresses and successes in recruitment, and identify deep-rooted causes to the persistent

HRM challenges, and propose corresponding measures for improvement, with a view to constantly advancing the functioning of human resources management in the Secretariat.

Thank you, Mr. Chairman.