



STATEMENT ON BEHALF OF THE GROUP OF 77 AND CHINA BY MS DAYANA RIOS, MINISTER COUNSELLOR IN THE PERMANENT MISSION OF THE PLURINATIONAL STATE OF BOLIVIA, ON AGENDA ITEM 137: HUMAN RESOURCES MANAGEMENT, AT THE FIFTH COMMITTEE DURING THE MAIN PART OF SIXTY-NINTH SESSION OF THE UNITED NATIONS GENERAL ASSEMBLY (New York, 18 November 2014)

Mr Chairman,

1. I have the honour to speak on behalf of the Group of 77 and China on agenda item 137 entitled "Human Resources Management".

2. The Group expresses its appreciation to the Under-Secretary General for Management, Mr Yukio Takasu, the Assistant Secretary-General for Human Resources Management, Ms Carole Wamuyu Wainaina, and the Director of the Ethics Office, Ms Joan Dubinsky, for their introductions of the relevant reports of the Secretary-General. The Group also thank the Chair of the Advisory Committee on Administrative and Budgetary Questions (ACABQ), Mr Carlos Ruiz Massieu, for introducing the related report of the Advisory Committee.

Mr Chairman,

3. The Group of 77 and China notes that this is a Human Resources Management Review Year and continues to attach great importance to the management of human resources across the UN system. As we all know, staff are the cornerstone of the United Nations. The efficient and effective delivery of mandates requires a diverse, flexible and dynamic workforce that is both motivated and adequately compensated for their invaluable contribution.

4. The Group is committed to addressing the reforms that are necessary to better equip the Organisation to meet with present and emerging global challenges. We therefore support reforms that contribute to a highly motivated, diverse and dynamic workforce, with a view to making the Organisation more effective, representative, transparent, accountable, and responsive to the needs of the Member States. While we pursue reform, staff welfare must remain a central consideration. Therefore, reforms and changes must be done in a consultative and non-discriminatory manner and reflect the member-state driven nature of the Organisation.

Mr Chairman,

5. Equitable geographic representation in the Secretariat is a key issue for the Group of 77 and China. The Group reiterates the need to improve geographic distribution in the Secretariat through the increase of the representation of developing countries and the representation of women from developing countries, in particular at the senior levels as well as for more transparency in the recruitment process and workforce planning. If the UN is to succeed in implementing its global mandates, it must have a truly global Secretariat and international staff composition.

6. Bearing in mind the integrated nature of human resources issues, it may be difficult to achieve progress in other areas if this critical dimension is not sufficiently addressed. The Group regrets that the Secretary-General has once again not adequately responded to the General Assembly's request for a comprehensive review of the system of desirable ranges. We note with concern that

the Secretary-General still did not put forward any new concrete proposals to enhance the effectiveness of the system of desirable ranges and include peacekeeping and extra-budgetary posts in the system. At the same time, the Group is disappointed that developing countries remain under-represented at the Professional levels and above. Therefore, we urge the Secretary-General to continue to take more substantive actions to address all these issues, so as to ensure that the staff composition of the United Nations is truly representative of the diversity of its Member States.

Mr Chairman,

7. With regard to the refined managed mobility framework, as approved by Resolution 68/265, the Group will seek further information on the preparatory work under way prior to the implementation of the first phase and the impact of the policy on the opportunities for external candidates and hardship duty stations.

8. The Group takes note of the Secretary-General's proposal to revise the performance management system. We are of the view that human resources must be managed according to the highest standards of accountability and transparency. The Group will consider the proposal, bearing in mind the need for the Organisation to have a set of transparent and quantifiable benchmarks to encourage performance, skill development and talent retention.

Mr Chairman,

9. The Group will be seeking further clarification on the changes proposed to the Young Professionals Programmes and on the potential impact of such changes on the representation of developing countries. We share the concern of the ACABQ regarding the reduction of junior professional job opportunities and stress the importance of effective rejuvenation policies.

10. Furthermore, the Group notes with concern the continuously increase in senior level positions and the apparent upward shift in the grade structure of the Secretariat. We stress that efforts should be undertaken to address the proliferation of high-level positions in order to avoid duplications and overlaps in their functional responsibilities.

11. During our informal consultations, the Group will also seek further clarification regarding the use of government provided personnel (GPP), gratis personnel and junior professional officers as well as the establishment of proper reporting lines to ensure that GPP activities are appropriate and aligned with UN mandates.

Mr Chairman,

12. Human Resources Management remains a priority for the Group. We reaffirm our commitment to engage in a constructive debate to foster meaningful progress on this issue.

Thank you.