



STATEMENT ON BEHALF OF THE GROUP OF 77 AND CHINA BY MR. MAGID YOUSIF, MINISTER PLENIPOTENTIARY, REPUBLIC OF SUDAN, ON AGENDA ITEM 137: HUMAN RESOURCES MANAGEMENT, AT THE FIFTH COMMITTEE DURING THE MAIN PART OF THE 64TH SESSION OF THE UNITED NATIONS GENERAL ASSEMBLY (New York, 17 November 2009)

Mr. Chairman,

I have the honor to speak on behalf of the Group of the G-77 and China on agenda item 137: Human resources management.

2. At the outset, the Group would like to pay tribute to those who have given their lives to this Organization.

3. The Group wishes to thank Ms. Catherine Pollard, Mr. Robert Benson, and Ms. Susan McLurg, for the introduction of their respective reports, on the implementation of continuing appointments (A/64/267), on the Provisional Staff Rules (A/64/230), on the practice of the Secretary General in disciplinary matters and possible criminal behavior (A/64/316) and on the composition of the Secretariat (A/64/352). Also the Director of the Ethics Office, Mr. Robert Benson, for introducing the report on the activities of that Office contained in document A/64/316; finally, Ms. McLurg for the introduction of the report of the ACABQ, A/64/18.

Mr. Chairman,

4. The Group of 77 and China has always been a strong advocate for the need of reform in the Human Resources Management. We have, therefore, supported the proposals presented by the Secretary-General and we played an active role towards the adoption of the new contractual framework.

5. The Group recalls that while the General Assembly could not reach a consensus during the 63rd session on the implementation of continuing appointments, it was able to make a landmark decision and take a major step forward in streamlining the contractual arrangements and harmonizing the conditions of service. Member States now need to ensure that we finalise the details for implementing continuing appointments starting 1 January 2010, as agreed to in General Assembly resolution 63/250.

6. To us, the efficient and effective delivery of the UN mandates fundamentally hinges on the quality of its staff and the availability of resources. Ensuring the well-being of all international civil servants is of the utmost importance to the Group of 77 and China. Our aim is to have a satisfied, vibrant and dynamic workforce for our Organization, since, as repeatedly stated, the human resources are our most valuable asset.

7. The Group is concerned about the consequences for the effective functioning of the Organization if the reform on Human Resources Management fails. The United Nations is the depositary of the International Law, issue that is at stake if as a result of reluctance to complete the reform, the Organization finds itself at odds with its own staff. The G-77 wishes to disassociate itself from such failures if the Assembly is unable to take necessary action as a result of the reluctance of implementing the core agreement related to the most important asset of the organization.

8. The time on come to commit ourselves, each Member State, with the completion of this last step of this reform, so as to ensure we maintain the confidence of the staff and their shared commitment to the ultimate goals of this Organization.
9. The Group of 77 and China supports the general orientation and thrust of the Secretary-General's proposals on the implementation of continuing appointments. The implementation of continuing appointments will contribute to creating better career perspectives for staff, and thereof, improved conditions of work.
10. We note the ACABQ has identified further information required for the General Assembly to make informed decisions and it is our Group's intention to receive and to deal with that information during the informal consultations.
11. The Group concurs with both the Secretary-General and the ACABQ on the unfeasibility of establishing an artificial ceiling to the conversions of appointments. Such a ceiling would only contribute to rarify the atmosphere of work among the staff and the senior managers and the Secretariat as a whole vis-à-vis Member States. Nevertheless, W we regret the ACABQ focused on the number of staff eligible instead of focusing on criteria needed for the granting of the continuing appointments. We think this approach is misleading and does not help to the real discussion the General Assembly is to be faced with.
12. In our efforts to implement a successful, proactive and strategically managed human resources management system, in particular with regard to the question of continuing appointments, we need to reflect upon the mechanisms in place for fair and effective performance appraisal. However, the General Assembly should carefully evaluate the decision to be taken regarding the implementation of the continuing appointments.
13. The Group would have liked to see that the next National Competitive Recruitment Examination would have taken place in February 2010, following the past practice, and therefore, would expect clarification on this issue.
14. Regarding the staff mobility, the Group continues to believe that while it would be advisable for mobility to remain voluntary, its application should be accompanied by incentives, such as financial incentives and opportunities for promotion. In that context, the General Assembly could address the relation between mobility and continuing appointments, including the consideration of the granting of a continuing appointment as an incentive for mobility.
15. The Group of 77 and China reiterates the call on Staff Representatives to participate in a proper framework for consultations on all Human Resources related issues. The perception of mistrust between management and staff is regrettable and harmful to the image of the Organization and every effort should be made to improve staff and management relations. The Group therefore notes with satisfaction the participation of representatives of the United Nations Staff Union in New York in the consultations on the provisional Staff Rules. The Group of G77 is looking forward to the adoption of those Staff Rules.
16. Finally, Mr. Chairman, the Group wishes to reiterate its request that the Secretariat intensifies its efforts to achieve geographical distribution and gender balance, as mandated by the General Assembly.
17. Mr. Chairman, the Group would like to indicate its wish to come to an expeditious and straightforward comprehensive agreement on this crucial agenda item.

I thank you, Mr. Chairman

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