

**Statement by the delegation of Venezuela, on behalf of the Group of 77 and China, on agenda item 120: Human Resources Management, in the Fifth Committee of the 57th session of the General Assembly**

**New York, 28 October 2002**

Mr. Chairman,

1. I have the honour to speak on behalf of the Group of 77 and China on agenda item 120, Human Resources Management.
2. The Group of 77 attaches great importance to human resources of the Organization. Human resources are a vital component of the Secretariat necessary for the fulfillment of the Organization's programmes. The staff of the Organization have a fundamental role in the efficient and effective functioning of the United Nations.
3. The Group recognizes that the staff of the organization constitutes the most important asset and plays a fundamental role in the efficient and effective functioning of the UN. It was in this context that the Group had welcomed the Human Resources Management Reform, and actively participated in discussions during the 55th session on the reform package. The Group believes that the Organization must be equipped with the most efficient and competent staff, while ensuring that the staff are provided the best possible conditions of service.
4. The Group understands that the Secretariat is currently implementing various provisions of Resolution 55/258 that the Assembly adopted as a comprehensive guideline on human resources management. We approach this session with a view to reviewing the progress made in the implementation of this resolution. The Group believes that the reform of human resources management is a continuing process and should be aimed, among others, at providing:
  - A comprehensive and fair system of recruitment, placement, and promotion;
  - Better consideration of equitable geographical distribution throughout the UN system in accordance with of Article 101 of the UN Charter;
  - Appropriate conditions and quality of service for the UN staff;
  - Better communication between the staff and the administration;
  - Well-designed and transparent system of delegation of authority accompanied by proper system of accountability;
  - Gender balance;
  - An effective system of the administration of justice.
5. The Group would like to participate in discussions on this item within the broad policy parameters including the ones I have outlined above. We would follow up various issues in greater detail during the course of informal discussions on this item.

Mr. Chairman,

6. The Group notes that effective 1 May 2002, mechanisms to implement the mobility policy were integrated into the new staffing selection system. The Group stresses that in implementing the mobility policy, adequate incentives should be provided to address work and life issues that may arise for affected staff. The Group also looks forward to further information from OHRM on the implementation of mobility during the informal sessions.
7. The Group is reiterating its request for clarifications on the Secretary-General's proposals concerning the

contractual arrangements, particularly on the difference between permanent and continuing contracts as well as the implications of these proposals on the career perspective of the UN staff and the international character of the UN personnel. Unfortunately, the Group will be unable to pronounce itself on these issues without these clarifications.

8. The Group of 77 continues to be concerned about the delays in the appointment procedures, and would like to deliberate on this matter in the light of the report of the OIOS and other relevant reports.

9. The Group recalls that the Assembly had called for the establishment of a robust monitoring capacity in the OHRM for the monitoring of all relevant activities in the Secretariat regardless of the source of funding. The Group intends to actively participate in discussions on the report of the Secretary General on this matter, particularly the proposed methodology and mechanisms to enhance the monitoring capacity in the OHRM.

10. The Group of 77 would like to reiterate its position that further delegation of authority must be accompanied by well-designed systems of accountability.

11. The Group stresses that human resources management reform should enhance the productivity and the quality of the work of the Organization and should not lead to unnecessary reduction of staff or budget.

Mr. Chairman,

12. The Group of 77 looks forward to the informal consultations on this agenda item and is ready to engage in a constructive dialogue with all our partners on the various issues pertaining to human resources management.

I thank you.