by financial contributions from its beneficiaries. Therefore the Secretary-General needs to raise awareness among staff members of the importance of their financial contributions, so that staff members can access and receive such benefits equally, as well as explore their options to obtain appropriate resources, including the adjustable monthly payroll deduction.

Mr. Chairman,

We would like to emphasize the need to foster a cooperative mentality and culture of direct communication between management and staff. For example, many cases before the justice system are a result of poor communication or misunderstandings around human resources policies. Fostering a culture of direct communication and developing consistent and easily understood human resources policies are crucial to avoiding unnecessary litigation and securing a positive work environment.

These challenges. must be tackled not only by the Office of the United Nations Ombudsman and Mediation Services, but also by other departments and offices involved in human resources management, as these challenges cannot be met in a short time. In order to make further progress, the justice system must continue to work to steadily close the gap between the actual situation--including systems, practices and culture-and the ideal one.

Mr. Chairman,

The justice system is a safety net to address situations that cannot be resolved by other means. It plays an important role in securing a respectful workplace. The overall goal is a harmonious working environment that allows staff to implement the Organization's mandate and