

UNITED NATIONS



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**Introductory remarks by USG Maria Luiza Ribeiro Viotti  
Chef de Cabinet of the Secretary-General  
on the**

**Report of the Secretary-General on the comparative assessment of human resources structures**

**Monday, 15 October 2018**

Madam Chair,

Excellencies, distinguished delegates,

I have the honour to introduce the report of the Secretary-General on the comparative assessment of the placement of human resources functions.

With the adoption of resolution 72/266B, the General Assembly approved the reorganization of the Department of Management and Department of Field Support into the proposed new

The report before you responds to this request.

Madam Chair,

Human resources management has undergone several reforms over the years.

We have made progress in several areas and will continue to build on those gains.

However, some work remains in order to ensure that our policies and structures better support programmes in the effective delivery of mandates.

The challenges associated with human resources management are well-known; they have been detailed by oversight bodies such as the Board of Auditors and the Office of Internal Oversight Services and have been highlighted in reviews such as the 2015 High-level Independent Panel on Peace Operations.

Some of these challenges can be addressed through changes in approach, including those

~~outlined in the reports on human resources management that you will consider later this session~~

Madam Chair,

Many of the challenges that affect the Secretariat stem from one primary fact: human resources

structures of Headquarters are currently burdened by the responsibility for both strategic and

operational tasks.

Madam Chair,

The General Assembly requested that the human resources structure in the new management

and the following information is provided to the General Assembly:

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The Secretary-General shares the view expressed by many groups and delegations of the importance of effective human resources management in the work of the United Nations.

He believes that the objectives of his global human resources strategy can only be achieved through the segregation of human resources functions between the two new departments.