

Mr. Chairman,

I have the honour to speak on behalf of the Member States of the European Union.

The Candidate Countries Turkey, the Republic of North Macedonia*, Montenegro*, Serbia* and Albania*, the country of the Stabilisation and Association Process and potential candidate Bosnia and Herzegovina, as well as Ukraine, the Republic of Moldova and Georgia, align themselves with this statement.

Mr. Chairman,

At the outset, let me thank Ms. Martha Helena Lopez, Assistant Secretary-General for Human Resources Management for presenting the Secretary-General's report on the Composition of the Secretariat, as well as Mr. Abdallah Bachar Bong, Chair of the ACABQ, for presenting the corresponding report. Allow me to also thank Inspector Sukai Prom Jackson from the Joint Inspection Unit for introducing the JIU "Review of change management in United Nations system organizations", as well as Ms. Simona Petrova, Director of the Secretariat and Secretary of the United Nations System Chief Executives Board for Coordination, for presenting the

unies et nous pensons que la diversité linguistique devrait être dûment prise en compte dans la gestion des ressources humaines de l'organisation.

Une véritable politique de mobilité, de nouvelles offres de formation pour tous les agents des Nations unies et une promotion plus facile des agents des services généraux à des postes d'administrateur, le G2P, sont autant des politiques nécessaires pour offrir aux agents la possibilité d'élargir leurs expertises et les accompagner dans leur carrière. Nous sommes convaincus du bienfondé d'une politique de mobilité efficace, tant pour le personnel des Nations unies, que pour l'exécution des mandats et le bénéfice de toutes les personnes que sert l'organisation. Dans cette perspective, nous souhaitons étudier en détail les options viables qui permettraient une meilleure co-fertilisation des idées et des expériences de travail, en particulier

pertaining to seconded active-duty military and police personnel where an action needs to be taken before the end of June 2020.

Finally, allow me, Mr. Chairman, to make clear the wish of the EU Member States to work with you and all members of the Fifth Committee in a spirit of constructive cooperation, consensus and collegiality.

I thank you, Mr. Chairman.

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[Full English version below]

Mr. Chairman,

I have the honour to speak on behalf of the Member States of the European Union.

The Candidate Countries Turkey, the Republic of North Macedonia*, Montenegro*, Serbia* and Albania*, the country of the Stabilisation and Association Process and potential candidate Bosnia

We are convinced that improved human resources and empowered agents will help ensuring better use of the United Nations' resources to support effective programme delivery and mandate implementation. We therefore welcome the Global Human Resources Strategy, which addresses several crucial elements for achieving a more enabling policy environment for strategic people management, a more proactive talent acquisition and a transformed organizational culture, all indispensable for successful management of the UN.

The UN workforce should continue to embody the highest standards of efficiency, competence and integrity, as set out in the Article 101 of the UN Charter. This organization also immensely benefits from the geographic diversity of its membership and we support the Secretary-General in his efforts to reflect this diversity in its workforce.

Mr. Chairman,

In January 2020, the Secretary-General announced that gender parity at the top level of the UN was achieved and we thank him for his continuous engagement in this area. This is a very encouraging development, which should only motivate us to continue seeking gender parity across the whole Organization, including the field missions where differences are most evident. We also fully subscribe to the idea of rejuvenating the Organization. Multilingualism as well is of paramount importance for the UN and we believe linguistic diversity should be adequately reflected in the human resources management of the UN.

Enhanced mobility, further training opportunities for UN staff and managers, as well as a smoother G2P transition are policies necessary to give individuals an opportunity to broaden their base of experience and develop their careers to the fullest. We believe that a well-functioning mobility framework is in the interest of the UN staff, as well as the mandates and people they serve. With this in mind, we wish to explore in detail viable options that would allow for a better cross-fertilization of ideas and work experiences, in particular between the headquarters and the field. More than ever, training of UN staff is of vital importance, a necessity for better adaptation to the complex working environment we live in today. Reforms and change management often require great efforts from all staff and adequate training can accompany them through such processes.

We will continue ascribing great importance to the roll-out of a strong and robust accountability framework as an integral part of the management reform of the UN. The actions of the UN's personnel must reflect the values of the Organization. It is therefore of outmost importance to continue fostering a culture of ethics and transparency as well as to prevent and address any type of misconduct. In this regard, we welcome the efforts of the Ethics Office and underline the necessity of maintaining and reinforcing its independence.

In order to translate all those goals into tangible and clear guidelines for the Secretariat, we will attach great importance to the proposed amendments to Staff Regulations and Rules, and welcome the Secretary-General's efforts to make them easier to work with and in line with the overarching reforms we agreed on as a Committee two years ago.

We are committed to support the Secretariat in addressing the situation of UN interns and we will pay particular attention to the recommendations made by the JIU in its review of internship

