

**STATEMENT BY THE DELEGATION OF ANGOLA ON AGENDA ITEM - 123:
HUMAN RESOURCES MANAGEMENT, AT THE MAIN PART OF THE 61
SESSION OF THE FIFTH COMMITTEE OF THE GENERAL ASSEMBLY**

01 NOVEMBER 2006

Mr. Chairman,

At the outset, allow me to reiterate to you my appreciation for Algeria presidency of this important committee.

We would also like to express our greatest appreciation to Mr. Kofi Annan, the Secretary General, for introducing the report on “Investing in People” (A/61/255). We thank Ms Jan Beagle, the Assistant Secretary-General for Human Resources Management, Ms. Nancy Hertz-Soyka, and the Director, ad interim, of the Ethics Office, Mr. Rajat Saha, the Chairman of Advisory Committee on Administrative and Budgetary Questions, for introduction of the relevant reports and Mr. Oleg Kiiamov of the Coordinating Committee of International Staff Unions and Associations for his presentation.

We align ourselves with the statement delivered by the Permanent Representative of South Africa on behalf of the Group of 77 and China, as well as the statement made by the distinguished delegate of Nigeria on behalf of the African group.

Mr. Chairman,

The delegation of Angola attaches great importance to Human Resources Management Reform, particularly equitable geographical representation as paragraph 41 of resolutions 59/260 of 1 May 2003. We would like to express our appreciation for the introduction of a new human resources framework, which holds managers and staff accountable to the principles of merit-based recruitment and career development, compliance with geographical distribution and gender balance mandates and ethical standards, which responds to General Assembly resolutions 60/260 of 8th May 2006 and 60/283 of 7th July 2006.

We believe that accountability and transparency in the recruitment and selection process are significant factors, as well as the definition of clear defined terms of reference to ensure the responsibilities of the Central Review Bodies and their role in the recruitment and selection process.

We uphold the view that recruitment and the selection process still needs to be monitored. Candidates placed in the roster should not experience long delays when posts are already identified. In our view, although the galaxy system has its merits, it still needs to be improved. As recognized in paragraph 87 of the report A/61/228, galaxy does not have features to handle effectively the large volume of applicants.

Mr. Chairman,

In spite of the organization's efforts to hamper the issues of unrepresented and underrepresented countries, the problem persists. Unrepresented and underrepresented countries benefited from measures such as fast track, priority vacancy announcements, publicity help, and tools to identify candidates from roster. However, perhaps there is need to also ensure that measures taken will

not also allow opportunity for preferential treatment of candidates. We trust that more opportunity is envisaged for unrepresented and underrepresented countries at some point between 2006 and 2009, considering the foreseen retirement rate.

Planning and coordination among the related departments in the United Nations are fundamental to enhance recruitment. Therefore considering the difficulties of underrepresented and unrepresented countries in regards to technology and timely circulation of information, we favor the view that proper planning includes advertising. As such, the advertising time will improve recruitment level and in that spirit advertising time should not be reduced.

Mr. Chairman,

The delegation of Angola favors the Secretary-General's proposal to develop gender mainstreaming programmes for leaders as well as leaders at middle-management levels. In addition, we support proposals aimed at promoting gender sensitivity, diversity awareness and cross-cultural sensitivity among the general service staff. We therefore are hopeful that gender balance will receive proper consideration and its declining number will be reverted.

This organization difficulty to respond to its fragmented systems and processes, boosts its needs to recruit, develop and retain managers, leaders, personal capable of handling large complex and multidisciplinary operations, as well as multi-skilled versatile and mobile staff. Several GA resolutions indicate the concern over the lack of a well-defined accountability framework at the United Nations. The current fragmented system is difficult to comprehend and has not been fully implemented. Our concern is that clear guidelines to hold programme managers accountable for failures have not been implemented. It is critical to

adopt concrete measures to improve accountability before delegating further authority to managers.

Mr. Chairman,

Finally, the delegation of Angola would like to recognize the tremendous work accomplished so far with aim to reform the UN, and express our willingness to work with other delegations in order to reach consensus on proposals, to enhance this organization specifically those regarding recruitment of workforce capable of responding to exigencies of Member States' mandates.

I thank you!