



STATEMENT BY THE REPUBLIC OF ZAMBIA ON THE HUMAN RESOURCES UPDATE

Thank you, Chairperson, for this opportunity to comment on agenda item 23.1. We align ourselves with the statement delivered by the Central African Republic, Mali, and Algeria on behalf of the 47 African Region Member States.

We appreciate the comprehensive report and acknowledge the progress made in gender parity up to the P.5 level, in alignment with the UN-SWAP framework. However, we note with concern the ongoing challenges in achieving equitable geographical representation of staff and attaining gender parity at P.6, D.1, and D.2 levels. We encourage further efforts to address these disparities and for secretariat to implement targeted recruitment strategies to attract qualified professionals from underrepresented or unrepresented regions and member countries. In addition, Secretariate should consider developing leadership programs and mentorship opportunities to support the career advancement of women and individuals from underrepresented regions within the organization

Zambia commends PAHO/AMRO's implementation of external background checks for recruitment and suggest the Secretariat consider adopting a similar model. We also recognize the improvement in recruitment times and appreciate the assurance from the Secretariat regarding comprehensive background checks through the United Nations One Human Resources hub.

The Young Professionals Programme's focus on candidates from low- and middle-income countries is a positive step, and we encourage the Secretariat to increase opportunities offered through this program and understand the Secretariat's response regarding the need for more sustainable funding to address the highlighted issues. Additionally, we appreciate the increased investment in human resources at the country level but share the Committee's concern regarding the rising number of staff at grades D.1 and D.2 at headquarters, along with the associated costs. We urge the Secretariat to monitor and evaluate the impact of increased staffing levels at regional and country levels.

The managerial indicators put in place by the Action for Results Group for country impact are a step in the right direction, and we support the development of additional programmatic indicators to assess the impact of these measures comprehensively.

In conclusion, Zambia remains committed to supporting the WHO's efforts to enhance human resources management, achieve gender parity, and ensure equitable geographical representation. We believe that through sustained efforts and collaboration, we can make significant strides in these crucial areas.

Thank you, Chairperson.