

**50<sup>th</sup> Session of the Industrial Development Board (IDB)**

**Statements by Pakistan**

**22 November 2022**

**Agenda item 17: Personnel matters**

Mr. President

Pakistan aligns itself with the Statement of G-77 and China under this agenda item.

We take note of the report of the Director General on Personnel Matters presented to this Board. We share G77 and China's strong position regarding equitable geographic distribution of staff in Secretariat, including at Senior level. The same principle may be applied to the ongoing recruitment/promotion in UNIDO.

We take note of the gender balance in UNIDO, currently overall representation of women at Secretariate is 42.48%. This may be further enhanced as per the UN practice. We also appreciate UNIDO's zero tolerance policy for sexual harassment and note that there was no such case reported in 2021 and that the only case reported in 2020 has led to summary dismissal of the staff concerned.

Mr. President

Staff welfare is of prime significance to UNIDO. Service norms, working conditions and After Service Health Insurance (ASHI) in UNIDO should emulate those of sister UN organizations. We request Director General to continue to maintain high standards of staff welfare.

I thank you Mr. President.