



**G-77 and China statement during  
the 52nd session of the Industrial Development Board,  
25-27 November 2024,  
delivered by H.E. Laura Gil,  
Ambassador, Permanent Representative of Colombia**

**Item 15 - Personnel matters**

Thank you, Madam President,

1. The Group of 77 and China takes note of the report provided by the Director General on personnel matters, which provides an overview of UNIDO's workforce composition, recent developments in recruitment, and ongoing initiatives for human resource management. We recognize the importance of these efforts in enhancing UNIDO's organizational capacity and in supporting the effective delivery of its mandate.

2. We commend the progress made toward gender parity, with women now representing 45% of UNIDO's staff, particularly the increase in female representation, noting that further efforts are still needed for the professional and higher categories particularly from developing countries. We encourage the Director General to continue implementing targeted initiatives to achieve greater gender parity at all levels and upholding the principle of equitable geographical representation within the Organization. The Group requests the Director General to provide a progress report on this matter.

3. The Group also acknowledges the efforts to enhance recruitment policies and practices, including expanding eligibility criteria and streamlining procedures to attract a diverse pool of qualified candidates. We encourage the Director General to maintain momentum in modernizing recruitment processes, ensuring that UNIDO continues to attract top talent from a wide geographical base and further strengthens diversity across the Organization.

4. Additionally, we appreciate the progress in developing and implementing learning and development programs, which provide continuous professional growth opportunities for UNIDO staff. To build an agile and effective workforce, we request the Director General to continue prioritizing initiatives that promote a culture of continuous learning and to provide updates on the impact of these programs at the next IDB session.

5. Finally, we take note of the ongoing review of the staff contractual framework aimed at aligning UNIDO's practices with those of other UN organizations. We look forward to further details on this review and encourage the Director General to ensure that this alignment supports both the operational needs of the Organization and the well-being of its personnel.

Thank you, Madam President.