



General Assembly

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Fifth Committee

Agenda item 120 (d)

Appointments to fill vacancies in subsidiary organs and other appointments

Appointment of members of the International Civil Service Commission

Note by the Secretary-General

1. As indicated in document [A/75/104](#), the General Assembly is required, at its current session, to appoint five persons to fill the vacancies that will arise in the membership of the International Civil Service Commission, for a four-year term of office beginning on 1 January 2021.

2. The members of the Commission whose terms of office expire on 31 December 2020 are:

Larbi Djacta (Algeria)
Mohammed Farashuddin (Bangladesh)
Vladimir A. Storozhev (Russian Federation)
Wang Xiaochu (China)
El Hassane Zahid (Morocco)

Thus, the members to be appointed should come from the following regions:

Two members from the African States

Two members from the Asia-Pacific States

One member from the Eastern European States

3. Candidatures have been received from the following Member States:

(a) From the African States (two vacancies):

Larbi Djacta (Algeria)
El Hassane Zahid (Morocco)

(b) From the Asia-Pacific States (two vacancies):

Pan-Suk Kim (Republic of Korea)
Wang Xiaochu (China)



- (c) From the Eastern European States (one vacancy):

Igor Golubovskiy (Russian Federation)

4. The appointment of the members of the Commission is governed by the provisions of articles 3 to 5 of its statute. Pursuant to those provisions, and in accordance with paragraphs 3 and 4 of section II of General Assembly resolution [43/226](#), the Secretary-General has undertaken consultations with Member States, through the Chairs of the various regional groups, with the executive heads of the other organizations, with staff representatives through the Federation of International Civil Servants' Associations and the Coordinating Committee for International Staff Unions and Associations of the United Nations System and with the Advisory Committee on Administrative and Budgetary Questions.

5. Following consultations among Member States, Mr. Djacta was endorsed by the African States and Mr. Kim and Mr. Wang by the Asia-Pacific States.

6. Thus, the Secretary-General hereby submits to the Fifth Committee for its consideration the list of candidates nominated for membership in the International Civil Service Commission for a four-year term of office beginning on 1 January 2021:

- (a) From the African States (two vacancies):

Larbi Djacta (Algeria)

El Hassane Zahid (Morocco)

- (b) From the Asia-Pacific States (two vacancies):

Pan-Suk Kim (Republic of Korea)

Wang Xiaochu (China)

- (c) From the Eastern European States (one vacancy):

Igor Golubovskiy (Russian Federation)

7. The candidates' curricula vitae are set out in the annex to the present document.

Annex

Curricula vitae*

Larbi Djacta (Algeria)

Throughout his 35 years of career, Mr. Djacta has a proven multilateralist profile, considering – particularly – his positions of responsibility as senior diplomat at the Permanent Missions of Algeria in Geneva and in New York and as a United Nations high officer at the Headquarters and in the field.

Since 2014, he is a member of the ICSC and Chair, since January 2019. His contribution within it is strongly valued by his peers, by the United Nations officials as well as by the staff federations. He is also well versed in the United Nations system intricacies, enabling him to give an efficient impetus to ICSC action.

Given his experience and expertise in the United Nations administrative, budgetary and financial field, in particular his deep knowledge of the United Nations common system, Mr. Djacta would continue to improve the Committee functioning in order to provide effective support to the General Assembly in better leading the common system.

Personal information

Date and place of birth: 14 November 1962 in Sétif, Algeria

Current position

- Ambassador
- Chair of the International Civil Service Commission since January 2019
- Under-Secretary-General

Education

- 1981–1985: Graduated from École Nationale d'Administration, Algiers, Diplomatic Section
- 1993–1995: St. John's University, New York, Masters studies

Languages

- Arabic, English and French: Fluent in both writing and speaking

Professional experience and employment

- September 2016 to December 2018: Minister Plenipotentiary in the Directorate General of Political Affairs and International Security, Ministry of Foreign Affairs;
- January 2012–July 2016: Minister Counsellor at the Permanent Mission of Algeria to the United Nations;
- January–December 2011: Senior Adviser to the Director General of Economic Relations and International Cooperation, Ministry of Foreign Affairs;
- November 2008–November 2010: Senior Consultant to the Office of the Director General of the World Intellectual Property Organization (WIPO),

* Curricula vitae are issued without formal editing.

Geneva, with responsibility for External Relations and liaison with Member States and with the United Nations System;

- September 2007–November 2008: Deputy Permanent Representative/Minister Counsellor at the Permanent Mission of Algeria in Geneva;
- July 2006–September 2007: Director Deputy for Human Rights and Humanitarian Affairs, Ministry of Foreign Affairs;
- April 2001–June 2006: Counsellor, Permanent Mission of Algeria to the United Nations, New York;
- November 1998–April 2001: Counsellor, Ministry of Foreign Affairs, Directorate General of Multilateral Relations in charge of disarmament;
- February 1997–November 1998: Senior Officer at the United Nations, Head of the International Observers Group concerning the implementation of Security Council resolution 986 (1995) (oil-for-food) Iraq;
- September–December 1996: UNDP Consultant, Head of Project on Governance, Human Rights and Democracy in Central Asia;
- January–July 1996: Special Political Adviser, United Nations Mission in Angola, Luanda, responsible for the Joint Commission for the implementation of the Lusaka Agreements on National Reconciliation in Angola;
- September 1991–December 1995: Counsellor to the Permanent Mission of Algeria in New York, in charge of:
 - The Fifth Committee (Administrative and Budgetary Issues);
 - The Second Committee (Economic and Financial Issues);
- September 1987–August 1991: Ministry of Foreign Affairs, Algiers, Secretary of Foreign Affairs in the Directorate of International Economic Relations, in charge of International Organizations, including Specialized Institutions, Funds and Programmes of the United Nations

Participation in various United Nations bodies

As representative of Algeria, he participated in the work of the following organs of the United Nations system:

- Delegate to the General Assembly, New York, for the sessions of 1988, 1989, 1991, 1992, 1993, 1994, 1995, 2000, 2001, 2002, 2003, 2004, 2005, 2011, 2012, 2013, 2014 and 2015;
- International Telecommunication Union, Plenipotentiary Conference, Nice, France, May 1989;
- Universal Postal Congress (UPU), November–December, Washington, D.C., 1989;
- General Assembly of the World Tourism Organization, Madrid, May 1990;
- Fifth Committee (Administrative and Budgetary Issues) from 1991 to 1995;
- Second Committee (Economic and Financial Matters) from 1991 to 1995;
- Fourth Committee (Special Political Questions and Decolonization) from 2001 to 2006;
- Economic and Social Council from 1991 to 1992 and from 2013 to 2015;
- United Nations Development Programme (UNDP) from 1992 to 1995;

- United Nations Population Fund (UNFPA) from 1992 to 1995;
- Committee for Programme and Coordination, from 1991 to 1995;
- Preparatory Committee of the Rio Conference on Sustainable Development in 1992 and Rio +20 in 2012;
- Working Group of the General Assembly on the Restructuring of the Humanitarian Sector of the United Nations, 1991/1992;
- Working Group on the Revitalization of the Work of the General Assembly, from 2003 to 2006 and from 2013 to 2015;
- Working Group of the General Assembly, responsible for examining all aspects of the United Nations Peacekeeping Operations (Brahimi report) from 2001 to 2003;
- Working Group on the reform of the Security Council;
- Security Council, Member of the Algerian Delegation to the Security Council from 2004 to 2005;
- Working Group for the Reform on Human Rights, 2005–2006;
- Human Rights Council, 2007–2008;
- Panel of the Human Rights Council in charge of the selection of Special Rapporteurs on human rights, from 2007 to 2008;
- United Nations Entity for Gender Equality and the Empowerment of Women (UN-Women) from 2013 to 2015;
- Coordination meetings of the Non-Aligned Movement from 2001 to 2006 and from 2012 to 2016;
- Ministerial Meeting of the Non-Aligned Movement in Algiers, May 2014, Political Coordinator and focal point of the meeting.

At the same time, he also assumed the functions of President, Vice-President, Rapporteur and Coordinator of many commissions, committees, regional groups and working groups:

- Presidency of the Group of 77 in 1994 and 2012;
- Vice-Presidency and then Presidency of the Committee on Information in 2003/2004;
- Rapporteur of the Committee on Administrative and Budgetary Affairs of the General Assembly of the United Nations (Fifth Committee) in 1994/1995;
- Member of the Group of Experts on Capacity for Payment, established by resolution 19/49 of the General Assembly in 1995;
- Coordinator of the Group of 77 on Humanitarian Affairs from 1992 to 1995;
- Coordinator of the Group of 77 in the Preparatory Committee for the World Summit for Social Development, 1994;
- Coordinator of the Non-Aligned Movement for the Revitalization of the Work of the General Assembly;
- Coordinator of the Non-Aligned Movement in the Peacekeeping Operations Committee (Committee of 34) from 2001 to 2003;
- Coordinator of the African Group for the implementation of the institutional arrangements of the Human Rights Council in 2008;
- Chief Negotiator of the Group of 77 on Climate Change in 2012.

Accomplishments

- 1985: Thesis of graduation “Evaluation and prospects of Algerian-German relations”;
- 1990: UNDP Regional Study on Communication in Africa (RASCOM);
- 1996: Participation in the elaboration and implementation of the Action Plan for National Reconciliation in Angola;
- 1996: Development and monitoring of the implementation of the Regional Project on Governance and Democracy in Central Asia;
- 2012: Elaboration of the United Nations documents for sustainable development the 2030 Agenda.

Igor Golubovskiy (Russian Federation)

Occupational background

1982–1998	Held various diplomatic positions both in the headquarters of the Ministry of Foreign Affairs and USSR/Russia's missions abroad
1998–2002	Head of Division, General Secretariat (Department), Ministry of Foreign Affairs, Moscow
2002–2008	Consul General of the Russian Federation in Montreal, Canada
2009–2012	Assistant to the Minister, Ministry of Foreign Affairs, Moscow
2012–2017	Consul General of the Russian Federation in New York, USA
2017–2019	Director, Security Department, Ministry of Foreign Affairs, Moscow
2019–present time	Director, Department of Human Resources, Ministry of Foreign Affairs, Moscow

Throughout his career Mr. Golubovskiy has obtained profound knowledge of human resource principles and solid experience in HR management including, inter alia, full spectrum of human resource operations (recruitment of staff, employment processing, training etc.) as well as policymaking in the area of social benefits and pension provision for the retired staff of the Ministry.

Education

Moscow State Institute of International Relations

Languages: Russian (mother tongue), English (fluent), French (working knowledge)

Date of birth: 29 December 1960

Place of birth: Moscow

Pan-Suk Kim (Republic of Korea)

Current position

Mr. Pan-Suk Kim is currently a Full Professor of Public Administration in the College of Government and Business at Yonsei University in the Republic of Korea. In 2012–2014, he was the Dean of the College of Government and Business at Yonsei University in the Republic of Korea. He was also the Founding Director of the Institute for Poverty Alleviation and International Development (IPAID).

Educational background

He received his Ph.D. degree in public administration from the American University in Washington, D.C., in 1990; MPA degree from Florida International University in Miami, Florida, in 1984; and BPA degree from Chung-Ang University in Seoul in 1982.

United Nations-related experience

He served as a member of the Committee of Experts on Public Administration (CEPA) for two terms: the 2nd CEPA (2006–2009) and the 3rd CEPA (2010–2013). During his term for the 3rd CEPA, he also served as the Vice-Chairperson of the Committee.

He has participated in various international activities sponsored by the United Nations and UNDP. He also worked with the UNDP country offices in Dhaka, Hanoi, and Ulaanbaatar for civil service reform in Bangladesh, Vietnam and Mongolia, respectively.

Related governmental experience

He was the Minister of Personnel Management of the Republic of Korea from July 2017 to December 2018 (the Ministry of Personnel Management is the central personnel authority in charge of most human resource management and human resource development functions). He was also a Secretary to the President for Personnel Policy in the Office of the President of the Republic of Korea from December 2003 to January 2005. He was on the Policy Advisory Committee of various central agencies: the Ministry of Government Administration and Home Affairs, the Ministry of Foreign Affairs and Trade, the Korean Civil Service Commission, and the Anti-Corruption and Civil Right Commission in the past.

International professional experience

He was the President of the Asian Association for Public Administration (AAPA) and the International Institute of Administrative Sciences (IIAS) in Brussels, Belgium (he was the first Asian President in IIAS history since 1930). He was the President of the Korean Association of Public Personnel Administration. He was a member of the Board of Management of the International Association of Schools and Institutes of Administration (IASIA). He is also currently a member of the OECD Public Employment and Management Network (PEM). In 2011, he was elected as an international life-time fellow of the National Academy of Public Administration (NAPA) in Washington, D.C.

Related teaching experience

He has taught public personnel management courses for over 30 years and is an expert on civil service system and public personnel management. He is currently a Full Professor of Public Administration in the College of Government and Business

at Yonsei University in the Republic of Korea. Before coming to Yonsei University, he was an Assistant Professor of Public Administration at Old Dominion University in Virginia, USA. The courses he has taught are: public personnel administration, government reform, organization theory, organizational behaviour, Korean public administration, comparative administration, and public administration.

Academic editorial experience

He was the Editor-in-Chief of the *Korean Policy Studies Review* published by the Korean Association of Policy Studies; the Editor-in-Chief of the *International Review of Public Administration* published by the Korean Association of Public Administration; and a Deputy Editor of the *International Review of Administrative Sciences* (IRAS) published by the International Institute of Administrative Sciences (IIAS). He has been an editorial board member of several major international journals including *Public Administration Review*, *Public Personnel Management*, and several other leading international journals.

Publications (books and articles)

He published three edited books in English: *Public Administration and Public Governance in ASEAN Member Countries and South Korea* (2009, Daeyoung); *Civil Service System and Civil Service Reform in ASEAN Member Countries and South Korea* (2010, Daeyoung); and *Public Sector Reform in ASEAN Member Countries and Korea* (2011, Daeyoung). He also co-edited *Value and Virtue in Public Administration* (hardcover in 2011; paperback in 2014, Palgrave Macmillan), and *Democratic Governance, Public Administration and Poverty Alleviation* (Brussels, Belgium: Bruylant, 2015). His published works have appeared in many major international journals in the field of public personnel management and public administration. His research has focused on public personnel management, public sector reform, governance, organizational change, and comparative administration.

Achievements and awards

In 2019, he received the Donald C. Stone Service to ASPA Award from the American Society for Public Administration (ASPA) in Washington, D.C., as well as the Fred W. Riggs Award from the ASPA Section on International and Comparative Administration (SICA).

In 2017, he received the *Warner W. Stockberger Achievement Award* from the International Public Management Association for Human Resources (IPMA-HR). He also received the *International Public Administration Award* in 2009 and the *Paul P. Van Riper Award* for Excellence and Service in 2012 from the American Society for Public Administration.

Wang Xiaochu (China)

Mr. Wang has been a member of the International Civil Service Commission (ICSC) of the United Nations since 2005. He was a commissioner at the Global Commission on the Future of Work of the International Labour Organization (ILO) from 2017 to 2019. He served as the Vice Chairman of the Foreign Affairs Committee of the 12th National People's Congress from 2013 to 2018. From 2008 to 2014, Mr. Wang worked as the Vice Minister of the Ministry of Human Resources and Social Security of the People's Republic of China, in charge of human resources development and management. Mr. Wang was the Vice Minister of Personnel of the People's Republic of China from 2003 to 2008. From 1996 to 2003, he served successively as Deputy Director-General and Director-General of the Department of International Exchange and Cooperation of the Ministry of personnel. From 1993 to 1996, he worked as a Counsellor at the Permanent Mission of China to the United Nations in New York. He was a member of the Chinese delegation to the General Assembly of the United Nations from the 47th through 50th sessions, and the representative of China to the Fifth Committee.

Mr. Wang was the head of the Chinese government delegation to the International Labour Conferences from 2009 to 2014. He was the Vice President of the Organizing Committee of the 5th Asia-Pacific Economic Cooperation (APEC) Ministerial Meeting on Human Resources Development (Beijing, 2010) and the Executive Director of the Organizing Committee of the APEC High-Level Meeting on Human Capacity Building (Beijing, 2001). From 1998 to 2000, he was the Lead Shepherd of the Human Resources Development Working Group of APEC, organized and chaired the 19th to 22nd Working Group meetings, and co-chaired the Planning Committees of the 3rd (Washington, D.C., United States, 1998) and 4th (Kumamoto, Japan 2000) APEC Ministerial Meetings on Human Resources Development. He was the Executive Director of the Organizing Committee of the 3rd International Conference of Administrative Sciences co-sponsored by the Chinese Government and the International Institute of Administrative Sciences in Beijing, 1996. Mr. Wang was a member of the Committee of Experts on Public Administration of the United Nations from 2004 to 2009.

El Hassane Zahid (Morocco)

[Original: English and French]

General information

Name and surname: El Hassane Zahid

Date of birth: 1949 in Beniyazgha – Fès (Morocco)

Languages: Arabic, French and English/German and Spanish (average knowledge)

Training and qualifications

- Graduated from the normal cycle of the National School of Administration of Rabat, Diplomatic Section, in 1973
- Graduated from the superior cycle of the National School of Administration in management, in 1981
- Baccalaureate degree in Literature (English pre-training), Casablanca, in 1970.

Professional Career

2003–2010: Ambassador of His Majesty the King in Thailand with accreditation to Cambodia, Laos, Myanmar and Vietnam

2001–2003: Deputy Director of International Organizations at the Ministry of Foreign Affairs and Cooperation

1995–2001: Deputy Permanent Representative at the Permanent Mission of Morocco to the United Nations in New York

1983–2001: Counsellor at the Permanent Mission of Morocco to the United Nations in New York

January 1982: Promotion as a Foreign Affairs Counsellor and assignment to the Directorate of Multilateral Economic Affairs, in charge of African Economic Affairs

1979–1981: In charge of the Refugees and Stateless Persons at the Directorate of the Consular Affairs of the Ministry of Foreign Affairs and Cooperation

1974–1979: Vice Consul at the Consulate of the Kingdom of Morocco in Düsseldorf (Germany)

July 1973: Beginning of the diplomatic career in the Ministry of Foreign Affairs and Cooperation as Secretary of Foreign Affairs, Deputy of the Head of Personnel Service

Experiences in United Nations bodies and international meetings

- Member of the International Civil Service Commission, since 1997

As a member of Moroccan delegations or representative of Morocco

- Security Council in 1992 and 1993;
- Eighteen sessions of the General Assembly, from 1983 to 2000;
- First Committee (Disarmament and International Security) from 1986 to 1988;
- Second Committee (Economic Questions) in 1983 and 1984;
- Fourth Committee (Special Political and Decolonization) from 1994 to 2001;

- Fifth Committee (Administrative and Budgetary Questions) in 1984 and from 1989 to 2001;
- Economic and Social Council of the United Nations during the sessions of 1984, 1985, 1986 and 1987;
- International Conference on the Relationship between Disarmament and Development in August–September 1987;
- Third Extraordinary Session of the General Assembly on Disarmament in May–June 1988;
- Disarmament Commission in May 1987 and May 1988;
- United Nations Development Programme (UNDP) in 1984 and 1985;
- United Nations Children’s Fund (UNICEF), April 1985;
- Committee on Information in 1985, 1994 and 1999;
- Committee on Programme and Coordination, in 1985, 1989, 1990, 1991 and 1992;
- Committee on Requests for Review of Judgments of the Administrative Court in 1985;
- Commission on Transnational Corporations in 1984 and 1986 (10th and 11th sessions);
- Committee on the Peaceful Uses of Outer Space in 1986;
- Ministerial Meeting of the Coordination Office of the Non-Aligned Movement on Disarmament of Havana in May 1988;
- Meeting of States Parties to the International Convention on the Elimination of All Forms of Racial Discrimination: 10th session in 1986, 11th session in 1987, 12th session in 1988, 13th session in 1990 and 14th session in 1992;
- Intergovernmental Committee of Experts for the Development of Science and Technology, May–June 1994;
- Special Intergovernmental Working Group on the Application of the Principle of Payment Capacity in May 1995;
- XIII Summit of the Non-Aligned Movement in Kuala Lumpur in February 2003;
- Seventy-eighth General Assembly of Interpol in Singapore in October 2009;
- Member of the Observation Mission of the Arab League in Syria, December 2011–January 2012.

As President, Vice-President or Rapporteur

- Chairman of the Committee on Information in 1999 and 2000;
- President of the Committee of Conferences from January to December 1996;
- Vice-Chairman of the Committee on Conferences in 1993 and 1995;
- Vice-President of the Administrative and Budgetary Commission (Fifth Committee) during the 47th session of the General Assembly;
- Vice-Chairman of the Committee on Programme and Coordination in 1992;
- Rapporteur of the Committee on Conferences in 1994.