TOGETHER FIRST
A global system that works for all.

Yes	**Yegether First**	**Yes**
Deploys technology to protect against emerging risks	**Enables multilateral inclusivity or accountability**	**Short**
Global catastrophic risks mitigated	**Risk multipliers managed**	**Implementation timeframe**

Our international institutions need to be led by independent, principled, bold individuals

that reflect the people they serve in gender, age, nationality and race.

In February 2018, 120 members of the Non-Aligned Movement (NAM) and 25 members of the Accountability, Coherence and Transparency (ACT) group in the General Assembly issued a statement calling for the Ad Hoc Working Group on the Revitalization of the Work of the General Assembly (Ad Hoc WG) and its chair to address a number of issues, including the selection of the Secretary-General of the United Nations (UNSG). This selection process has been criticised for its lack of transparency and for the secretive lobbying of governments by candidates. Since the 1990s, civil society groups and others have been calling for greater openness in the process, and for candidates to present their visions to the General Assembly.

Some progress has been made. Under the chairmanship of Ambassador Courtney Rattray (Antigua and Barbuda) in 2016, the Ad Hoc WG adopted a resolution that, among other things, encouraged Member States to nominate candidates for the post of Secretary-General well in advance of the selection process, and requested that the candidates present their visions to the General Assembly and answer questions from Member States. Under the chairmanship of Ambassador Rattray's successor, Ambassador Inga Rhonda King (Liberia), the Ad Hoc WG has begun to implement the resolution. The selection process for the next UNSG, which is due to take place in 2021 will be a crucial test of the extent to which progress has been made.

Unfortunately, the selection process for the next UNSG has already begun, and it has become clear that some Member States are not interested in implementing the reforms that have been agreed. Instead, they are using their influence to engage in backroom deals with candidates, extracting promises of top positions from UNSG candidates in exchange for their support. In this regard and others, the work of reforming the UNSG selection process is far from complete. The full programme of reform of selections suggested by the 1 for 7 Billion campaign need to be implemented and institutionalised for future Secretary-General selections and - with variations as appropriate - for all senior appointments in all international institutions. Furthermore, the United Nations and other international organisations besides need to overhaul their human resources programmes - with more effective mechanisms of recruitment, appraisal, monitoring and evaluation to reestablish the notion of an international civil service independent from political interference.

We need to build on this, by establishing the principle of merit-based appointments and transparent recruitment processes for all senior appointments. Every time a senior appointment is made to a candidate of the same nationality that had previously held that role it should be treated as a matter of scandal