



Reports of the Secretary-General on Human Resources Management (Agenda item 139)

Introductory remarks by Mr. Yukio Takasu, Under-Secretary-General for Management to the
Fifth Committee

28 October 2016

Madam Chairperson, distinguished delegates,

I am pleased to introduce the Secretary-General's reports on human resources management under agenda item 139. The reports include: the Overview of human resources management reform: towards a global, dynamic, adaptable and engaged workforce for the United Nations (A/71/323) and its associated addenda on mobility (A/71/323/Add.1) and the assessment of the system of desirable ranges (A/71/323/Add.2).

The other reports include: Composition of the Secretariat: staff demographics (A/71/360) and its associated addendum on gratis personnel, retired staff and consultants and individual contractors (A/71/360/Add.1); Seconded active-duty military and police personnel (A/71/257); the Practice of the Secretary-General in disciplinary matters and cases of possible criminal behaviour, covering the period 1 July 2015 to 30 June 2016 (A/71/186); and Amendments to the Staff Regulations and Rules (A/71/258).

The General Assembly, at its 70th session, decided not to consider the reports on human resources management submitted to the Assembly by the Secretary-General at its 69th and 70th sessions but to consider instead new and updated reports of the Secretary-General at its 71st session.

Madam Chairperson,

The Overview report focuses on human resources management reforms implemented, or in the process of implementation, since the sixty-third session of the General Assembly. The report highlights the continued progress made under the Secretary-General's "Investing in People" initiative (A/61/255) and presents his views on the way forward, for a more global, dynamic, adaptable and engaged workforce.

The Secretary-General's HR reform initiatives remain focused on improved delivery of mandates entrusted to the Organization by Member States. In this regard, and in order to achieve the various mandates set forth by the General Assembly in human resources management, the Secretary-General has proposed in the overview report a number of key items for the consideration and endorsement of the General Assembly including, amongst other proposals, the reduction of the 60-day standard posting period for position-specific job openings for non-field recruitment to 30 days for positions in the Professional and higher categories; and the implementation of changes to the performance management system in two phases.

With respect to gender balance, as of 30 June 2015, the percentage of female staff was 34.4 per cent, with women comprising 41.3 per cent in the Professional and higher categories. Significant gaps still remain at the senior leadership level where women only comprise 27 per cent at the D-2 level, 32 per cent at the D-1 level and 33 per cent at the P-5 level.

Therefore, the Secretary-General has developed a holistic Secretariat-wide strategy to achieve gender equality including parity at all professional levels by 2030. With the adoption of the Sustainable Development Goals (Goal 5 is on gender equality), the Secretariat shall reinforce its leadership role and build a workforce that is consistent with the gender equality it wants to see in the world.

The Secretariat continues its efforts to improve geographical representation of staff and to attract external talent through outreach to unrepresented and under-represented Member States, career fairs and increased use of digital platforms including social media. Going forward, the Secretariat plans to more closely align its outreach initiatives with organizational priorities and mandates by partnering more closely with departments and offices to develop

strategies to meet their talent needs, with particular focus on improving geographical representation and achieving gender parity.

While the numerous General Assembly mandates and oversight body recommendations in recent years on the topic of human resources management provide useful guidance for continued HR reform, various recent initiatives have underscored the need for a more global, holistic, and integrated approach. The Secretary-General, therefore, has signalled his intention to present to the General Assembly at its 73rd session a more integrated human resources management framework for the Secretariat. The framework would cover three areas: (1) managing talent, (2) delivering human resources services and (3) supporting the shaping of organizational culture.

Madam Chairperson,

Allow me to draw your attention to the other reports on human resources management before you:

In accordance with General Assembly resolution 68/265, the new managed mobility system was launched in on 1 January 2016 with the Political, Peace and Humanitarian Network (POLNET) as the first job network to transition into the new system. In addition, we will be implementing ICT Network starting from 1 January 2017. The report on mobility (A/71/323/Add.1) provides an update, preliminary data and lesson learned from the implementation of the first semi-annual managed mobility and vacancy exercises.

The Secretary-General presents a review of the current system of desirable ranges and requests the General Assembly to approve the recommended changes and give further guidance, as appropriate (A/71/323/Add.2).

We submit a demographic overview of the global staff of the Secretariat as at 30 June 2016 and the engagement of consultants, individual contractors, gratis personnel and retired staff for the period 1 January 2014 to 31 December 2015 (A/71/360 Add. 1).

To address the concerns of the Advisory Committee requesting greater trend analysis in this report, the Secretary-General requests the General Assembly to endorse the

recommendation to change the July to June reporting period of A/71/360 to a January to December period to better enable sufficient time for data analysis.

Before you is also the report of the Secretary-General on the amendments to the Staff Regulations and Rules (A/71/258) that are required for inter alia the implementation of the new common system compensation package, including the amended Staff Rules promulgated provisionally on 1 July 2016 pursuant to General Assembly resolution 70/244, and the new managed mobility framework approved by the Assembly in its resolution 68/265. In order to provide the Secretariat the legal basis to implement the General Assembly's resolution 70/244, it is imperative that the Assembly approves the amendments to the Staff Regulations and takes note of the amendments to the Staff Rules, as appropriate, during this 71st session.

Madam Chairperson, distinguished delegates,

We have not had a comprehensive human resources management resolution of the General Assembly since its 67th session. Noting that reform is a continuous and dynamic process that requires sustained commitment and leadership from all stakeholders, the General Assembly reviews favourably the Secretary-General's reports and proposals before you that are interconnected and that require implementation as a whole.

We look forward to provide additional details on the Secretary-General's reform agenda and vision of ensuring an engaged workforce that is truly global, dynamic and adaptable.

Thank you Madam Chairperson.