



Permanent Mission of Japan to the United Nations

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Agenda Item 141: Human Resource Management

Main Part of the 73rd Session of the Fifth Committee
of the United Nations General Assembly
15 November 2018

Madam Chair,

At the outset, I would like to express my appreciation to Ms. Martha Helena Lopez, Assistant Secretary-General, Office of Human Resources Management, and Mr. Carlos Ruiz Massieu, Chair of the Advisory Committee on Administrative and Budgetary Questions, for introducing their respective reports.

Madam Chair,

My delegation believes that the greatest asset of the United Nations is its staff, and that human resources management is essential for the effective and efficient operation of the organization. In order to deliver on its mandate, the UN needs to acquire and retain highly skilled and highly motivated personnel. At the same time, diversity is one of the defining features of the United Nations, and it enables the organization to tackle the wide range of issues that the UN faces all around the world. In this regard, we expect the Secretary-General to engage in continuous efforts towards improved human resources management.

We would like to emphasize the importance of performance management as highlighted in the Overview of Human Resource Management Reform report and Global Human Resource Strategy. In particular, we welcome the development and implementation of a new performance management approach and 360-degree evaluation for senior management, as these will ensure the highest standards of efficiency and competence of staff.

With regard to diversity, we would also like to emphasize that the issue of the non-representation and under-representation of some Member States in the Secretariat has

been a long-standing challenge for the Secretariat. As one of several under-represented countries, Japan requests that the Secretary-General redouble his efforts to ensure equitable geographical distribution within the Secretariat.

This year, the Secretary-General has proposed several options to review desirable ranges for geographic distribution. Given its huge impact, review of desirable ranges needs the most prudent consideration.

Madam Chair,

Finally, my delegation is committed to taking part in the negotiations constructively in order to reach a consensus on better human resources management.

I thank you Madam Chair.