



Permanent Mission of Japan to the United Nations

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Statement by Ambassador KIMURA Tetsuya
Permanent Mission of Japan to the United Nations
Item 146: Human Resources Management
First Resumed Part of the 75th Session of the Fifth Committee
of the United Nations General Assembly
1 March 2021

Mr. Chair,

I would like to express my delegation's appreciation to Ms. Catherine Pollard, Under-Secretary-General for Management Strategy, Policy and Compliance; Ms. Elia Yi Armstrong, Director of the Ethics Office; and Mr. Abdallah Bachar Bong, Chair of the Advisory Committee on Administrative and Budgetary Questions, for introducing their respective reports.

Mr. Chair,

Human resources management is one of the key elements of an effective, efficient and inclusive organization, and the United Nations needs to acquire and invest in highly skilled and motivated staff. At the same time, it is our common priority to achieve a more diversified organization based on Article 101 of the United Nations Charter, which affirms "the importance of recruiting staff on as wide a geographical basis as possible." We must address the long-standing challenge of the under-representation and un-representation of some Member States, and reiterate our request to the Secretary-General to redouble his efforts to address this issue. We also look forward to discussing how to reflect the principle of gender parity within HRM policy.

Mr. Chair,

Japan is concerned about the reduced number of entry-level Professional posts and the increased number of senior-level posts within the Secretariat. Such distribution of posts makes the Organization increasingly top-heavy. Our delegation encourages the Secretary-General to make further efforts to rejuvenate the organization, bring in fresh ideas, and promote workforce succession planning and agility to further advance management reform.

Mr. Chair,

Finally, the Secretary-General has proposed a new approach for staff mobility for this session. While we recognize the importance of facilitating the mobility of staff, there are some elements that remain unclear, such as the impact on external recruitment and the additional costs of operationalizing this framework. My delegation would like to carefully examine the proposal through deliberations on the details.

Mr. Chair,

In conclusion, my delegation stands ready to engage in negotiations constructively to reach a consensus for better human resources management.

I thank you, Mr. Chair.