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Agenda item 141

Human resources management

Report of the Fifth Committee

Rapporteur: Mr. Felipe **García Landa** (Mexico)

I. Introduction

1. At its 2nd plenary meeting, on 15 September 2017, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its seventy-second session the item entitled “Human resources management” and to allocate it to the Fifth Committee.

2. The Fifth Committee considered the item at its 9th and 29th meetings, on 31 October and 23 December 2017. Statements and observations made in the course of the Committee’s consideration of the item are reflected in the relevant summary records.¹

3. For its consideration of the item, the Committee had before it the following documents:

(a) Report of the Secretary-General on the composition of the Secretariat: staff demographics ([A/72/123](#));

(b) Report of the Secretary-General on amendments to the Staff Regulations and Rules ([A/72/129/Rev.1](#));

(c) Report of the Secretary-General on the practice of the Secretary-General in disciplinary matters and cases of possible criminal behaviour, 1 July 2016 to 30 June 2017 ([A/72/209](#));

(d) Related report of the Advisory Committee on Administrative and Budgetary Questions ([A/72/558](#));

(e) Notes by the Secretary-General transmitting the report of the Joint Inspection Unit entitled “Knowledge management in the United Nations system”

¹ [A/C.5/72/SR.9](#) and [A/C.5/72/SR.29](#).



([A/72/325](#)) and his comments and those of the United Nations System Chief Executives Board for Coordination thereon ([A/72/325/Add.1](#)).

II. Consideration of draft resolution [A/C.5/72/L.10](#)

4. At its 29th meeting, on 23 December, the Committee had before it a draft resolution entitled “Human resources management” ([A/C.5/72/L.10](#)), submitted by the Chair of the Committee on the basis of informal consultations coordinated by the representative of Djibouti.

5. At the same meeting, the Committee adopted draft resolution [A/C.5/72/L.10](#) without a vote (see para. 6).

III. Recommendation of the Fifth Committee

6. The Fifth Committee recommends to the General Assembly the adoption of the following draft resolution:

Human resources management

The General Assembly,

Recalling Articles 8, 97, 100 and 101 of the Charter of the United Nations,

Recalling also its resolutions [42/220](#) A of 21 December 1987, [49/222](#) A and B of 23 December 1994 and 20 July 1995, [51/226](#) of 3 April 1997, [52/219](#) of 22 December 1997, [52/252](#) of 8 September 1998, [53/221](#) of 7 April 1999, [55/258](#) of 14 June 2001, [57/305](#) of 15 April 2003, [58/285](#) of 8 April 2004, [58/296](#) of 18 June 2004, [59/266](#) of 23 December 2004, [59/287](#) of 13 April 2005, [60/1](#) of 16 September 2005, [60/238](#) of 23 December 2005, [60/254](#) of 8 May 2006, [60/260](#) of 8 May 2006, [61/244](#) of 22 December 2006, [61/276](#), section VIII, of 29 June 2007, [62/238](#), section XXI, of 22 December 2007, [62/248](#) of 3 April 2008, [63/250](#) of 24 December 2008, [63/271](#) of 7 April 2009, [65/247](#) of 24 December 2010, [66/234](#) of 24 December 2011, [67/255](#) of 12 April 2013, [68/252](#) of 27 December 2013, [68/265](#) of 9 April 2014, [70/244](#) of 23 December 2015, [70/286](#) of 17 June 2016 and [71/263](#) of 23 December 2016 and its other relevant resolutions and decisions,

Having considered the relevant reports of the Secretary-General on human resources management submitted to the General Assembly¹ and the related report of the Advisory Committee on Administrative and Budgetary Questions,²

Having also considered the report of the Joint Inspection Unit on knowledge management in the United Nations system,³ as well as the comments of the Secretary-General and of the United Nations System Chief Executives Board for Coordination thereon,⁴

1. *Reaffirms* that the staff of the United Nations is an invaluable asset of the Organization, and commends its contribution to furthering the purposes and principles of the United Nations;

2. *Pays tribute* to the memory of all staff members who have lost their lives in the service of the Organization;

3. *Endorses* the conclusions and recommendations contained in the report of the Advisory Committee,² subject to the provision of the present resolution;

4. *Approves* the proposed amendments to the Staff Regulations and notes the amendments to the Staff Rules set out in the report of the Secretary-General,⁵ subject to the provisions of the present resolution;

5. *Decides* that new staff rule 13.13 (c) proposed to implement the acquired right to normal retirement age shall read as follows:

The mandatory age of separation of a staff member who reaches the age of 60 or 62 on or prior to 31 December 2017 shall not be reset to 65, including if that

¹ [A/72/123](#), [A/72/129/Rev.1](#) and [A/72/209](#).

² [A/72/558](#).

³ [A/72/325](#).

⁴ [A/72/325/Add.1](#).

⁵ [A/72/129/Rev.1](#).

staff member is exceptionally retained in service beyond the mandatory age of separation of 60 or 62, as applicable, beyond 1 January 2018.

6. *Notes* the commitment to review and simplify the regulatory framework, and decides to defer any changes to regulation 3.6.
