



Permanent Mission of Japan to the United Nations

866 United Nations Plaza, New York, NY 10017, Phone: (212) 321-4200, www.un.int/japan/

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Statement by Mr. Keisuke Fukuda

First Secretary, Permanent Mission of Japan to the United Nations

Agenda item 141: Human Resources Management

Main Part of the 72nd Session of the Fifth Committee
of the United Nations General Assembly

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Mr. Chairman,

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.

Mr. Chairman,

Democracy is one of the defining features of the United Nations, and the diversity of its membership is one of its defining features. My delegation welcomes the initiative made by the Secretary-General to launch the *Strategic Survey on Gender Parity*. The goal is to mainstream gender in all United Nations work, so that its staff can access and maximize on their full potential. My delegation would like the Secretary-General to address achieving gender parity as a matter of urgent priority.

My delegation notes with concern that the average age of UN staff continued to increase slightly over the past five periods, and that reductions of posts have been focused mainly on junior levels. Since a new regulation on the mandatory age of separation is to be implemented by January 2018, the Secretary-General needs to make further efforts to facilitate an inflow of young, diverse talent, and give them opportunities to develop their abilities and contribute to rejuvenating the workforce of the secretariat.

Mr. Chairman,

My delegation believes human resources management is a central element of the Secretary-General's overall reforms and his commitment is essential to creating a modern organization and global workforce. My delegation emphasizes the importance of addressing the challenges facing human resources management while ensuring full compliance with Article 101 of the Charter of the United Nations and is also favored to receiving an updated human resources management framework for the Organization including steps to ensure the representation of underrepresented and unrepresented Member States at seventy-third session of the General Assembly.

Finally, my delegation is committed to participating positively and constructively in the negotiations on this issue.

I thank you, Mr. Chairman.