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Agenda item 139

Human resources management

Report of the Fifth Committee

Rapporteur: Mr. Laurens Thomas **den Hartog** (Kingdom of the Netherlands)

I. Introduction

1. At its 2nd plenary meeting, on 8 September 2023, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its seventy-eighth session the item entitled “Human resources management” and to allocate it to the Fifth Committee.

2. The Fifth Committee considered the item at its 25th, 27th and 34th meetings, on 15 December 2023 and 26 February and 28 March 2024. 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 amendments to the Staff Regulations and Rules ([A/78/177](#));

(b) Related report of the Advisory Committee on Administrative and Budgetary Questions ([A/78/671](#));

(c) Report of the Secretary-General on the composition of the Secretariat: staff demographics ([A/78/569](#));

(d) Related report of the Advisory Committee on Administrative and Budgetary Questions ([A/78/745](#));

(e) Report of the Secretary-General on the proposal on the movement of Secretariat staff from the General Service category to the Professional category ([A/78/569/Add.1](#));

(f) Related report of the Advisory Committee on Administrative and Budgetary Questions ([A/78/745/Add.1](#));

¹ [A/C.5/78/SR.25](#), [A/C.5/78/SR.27](#) and [A/C.5/78/SR.34](#).



(g) Report of the Secretary-General on seconded active-duty military and police personnel ([A/78/602](#));

(h) Related report of the Advisory Committee on Administrative and Budgetary Questions ([A/78/762](#));

(i) Report of the Secretary-General on his practice in disciplinary matters and cases of possible criminal behaviour, 1 January 2022 to 31 December 2022 ([A/78/603](#) and [A/78/603/Corr.1](#));

(j) Related report of the Advisory Committee on Administrative and Budgetary Questions ([A/78/756](#));

(k) Note by the Secretary-General on monitoring of staff attendance ([A/78/604](#));

(l) Related report of the Advisory Committee on Administrative and Budgetary Questions ([A/78/759](#));

(m) Note by the Secretary-General drawing attention to the report of the Joint Inspection Unit on the review of mental health and well-being policies and practices in United Nations system organizations ([JIU/REP/2023/4](#)) ([A/78/695](#));

(n) Note by the Secretary-General transmitting his comments and those of the United Nations System Chief Executives Board for Coordination on the report of the Joint Inspection Unit on the review of mental health and well-being policies and practices in United Nations system organizations ([A/78/695/Add.1](#)).

II. Consideration of proposals

A. Draft resolution [A/C.5/78/L.31](#)

4. At its 34th meeting, on 28 March, the Committee had before it a draft resolution entitled “Human resources management” ([A/C.5/78/L.31](#)), submitted by the Russian Federation. At the same meeting, the representative of the Russian Federation made a statement and withdrew the draft resolution.

B. Draft resolution [A/C.5/78/L.35](#)

5. At the same meeting, the Committee had before it a draft resolution entitled “Amendments to the Staff Regulations and Rules” ([A/C.5/78/L.35](#)), submitted by the Chair of the Committee on the basis of informal consultations coordinated by the representatives of Romania (Vice-Chair of the Committee), Belgium and Djibouti.

6. Also at the same meeting, the Committee adopted draft resolution [A/C.5/78/L.35](#) without a vote (see para. 7).

III. Recommendation of the Fifth Committee

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

Amendments to the Staff Regulations and Rules

The General Assembly,

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

Recalling also Article 101 of the Charter, which governs the appointment, employment and recruitment of staff,

Recalling further its resolutions [42/220](#) A of 21 December 1987, [49/222](#) A of 23 December 1994, [49/222](#) B of 20 July 1995, [51/226](#) of 3 April 1997, [52/219](#) of 22 December 1997, [53/221](#) of 7 April 1999, [55/258](#) of 14 June 2001, [57/305](#) of 15 April 2003, [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, [62/247](#) of 3 April 2008, [63/250](#) of 24 December 2008, [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, [71/263](#) of 23 December 2016 and [77/278](#) of 18 April 2023 as well as its other relevant resolutions and decisions,

Having considered the report of the Secretary-General¹ and the related report of the Advisory Committee on Administrative and Budgetary Questions,²

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 on Administrative and Budgetary Questions;

4. *Recalls* paragraph 15 of the report of the Advisory Committee, and accordingly decides not to approve the proposed amendments to the Staff Regulations and directs that the provisional staff rules be withdrawn in accordance with regulation 12.3;

5. *Directs* that provisional amendments to rule 3.3 be withdrawn;

6. *Reaffirms* that the Fifth Committee is the appropriate Main Committee of the General Assembly entrusted with responsibilities for administrative and budgetary matters, and carrying out a thorough analysis and approving human and financial resources and policies, with a view to ensuring full, effective and efficient implementation of all mandated programmes and activities and the implementation of policies, and also reaffirms that any changes to staff regulations and rules must be presented to the General Assembly for consideration;

¹ [A/78/177](#).

² [A/78/671](#).

7. *Recalls* paragraph 8 of the report of the Advisory Committee, and requests the Secretary-General to ensure that revisions to the Staff Regulations and Rules consistently respect the established hierarchy of norms of the United Nations, whereby the function of the Staff Regulations is to set broad policy and principles established in the Charter of the United Nations and by the General Assembly, while the Staff Rules should be uniform in the degree of detail provided so as to enable the operational provisions of the Regulations.
