



# General Assembly

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Agenda item 144

## Human resources management

### Report of the Fifth Committee

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#### I. Introduction

1. At its 2nd plenary meeting, on 13 September 2024, the General Assembly, on the recommendation of the General Committee, decided to include in the agenda of its seventy-ninth session the item entitled “Human resources management” and to allocate it to the Fifth Committee.
2. The Fifth Committee considered the item at its 23rd and 30th meetings, on 24 February and 28 March 2025. Statements and observations made in the course of the Committee’s consideration of the item are reflected in the relevant summary records.<sup>1</sup>
3. For its consideration of the item, the Committee had before it the following documents:
  - (a) Report of the Secretary-General on the overview of human resources management reform for the period 2023–2024 ([A/79/566](#));
  - (b) Related report of the Advisory Committee on Administrative and Budgetary Questions ([A/79/745](#));
  - (c) Report of the Secretary-General on the review of the United Nations Secretariat internship programme ([A/79/566/Add.1](#));
  - (d) Related report of the Advisory Committee on Administrative and Budgetary Questions ([A/79/746](#));
  - (e) Report of the Secretary-General on the composition of the Secretariat: staff demographics ([A/79/584](#));
  - (f) Related report of the Advisory Committee on Administrative and Budgetary Questions ([A/79/747](#));

<sup>1</sup> [A/C.5/79/SR.23](#) and [A/C.5/79/SR.30](#).



(g) Report of the Secretary-General on the composition of the Secretariat: gratis personnel, retired staff, consultants, individual contractors and United Nations Volunteers ([A/79/581](#));

(h) Related report of the Advisory Committee on Administrative and Budgetary Questions ([A/79/748](#));

(i) Report of the Secretary-General on his practice in disciplinary matters and cases of possible criminal behaviour, from 1 January to 31 December 2023 ([A/79/615](#));

(j) Related report of the Advisory Committee on Administrative and Budgetary Questions ([A/79/749](#));

(k) Note by the Secretary-General drawing attention to the report of the Joint Inspection Unit entitled “Flexible working arrangements in United Nations system organizations” ([JIU/REP/2023/6](#)) ([A/79/693](#));

(l) 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 entitled “Flexible working arrangements in United Nations system organizations” ([A/79/693/Add.1](#));

(m) Note by the Secretary-General drawing attention to the report of the Joint Inspection Unit entitled “Review of the use of non-staff personnel and related contractual modalities in the United Nations system organizations” ([JIU/REP/2023/8](#)) ([A/79/694](#));

(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 entitled “Review of the use of non-staff personnel and related contractual modalities in the United Nations System organizations” ([A/79/694/Add.1](#));

(o) Note by the Secretary-General drawing attention to the report of the Joint Inspection Unit entitled “Review of the quality, effectiveness, efficiency and sustainability of health insurance schemes in the United Nations system organizations” ([JIU/REP/2023/9](#), [JIU/REP/2023/9/Corr.1](#) and [JIU/REP/2023/9/Corr.2](#)) ([A/79/695](#));

(p) 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 entitled “Review of the quality, effectiveness, efficiency and sustainability of health insurance schemes in the United Nations system organizations” ([A/79/695/Add.1](#));

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

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

(s) 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](#));

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

(u) 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](#));

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

(w) Note by the Secretary-General on the monitoring of staff attendance (A/78/604);

(x) Related report of the Advisory Committee on Administrative and Budgetary Questions (A/78/759);

(y) Note by the Secretary-General drawing attention to the report of the Joint Inspection Unit entitled “Review of mental health and well-being policies and practices in United Nations system organizations” (JIU/REP/2023/4) (A/78/695);

(z) 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 entitled “Review of mental health and well-being policies and practices in United Nations system organizations” (A/78/695/Add.1).

4. A draft decision on deferral was submitted under agenda item 137, “Review of the efficiency of the administrative and financial functioning of the United Nations”, in relation to the reports listed in paragraph 3 (c) and (d). No proposal was submitted, and no action was taken by the Committee, in relation to the reports listed in paragraph 3 (a), (b) and (e) to (z).

## II. Consideration of draft resolution [A/C.5/79/L.33](#)

5. At its 30th meeting, on 28 March, the Committee had before it a draft resolution entitled “Human resources management” (A/C.5/79/L.33), submitted by the Chair of the Committee on the basis of informal consultations coordinated by the representatives of Cameroon, the Gambia and Nigeria.

6. At the same meeting, the Committee adopted draft resolution [A/C.5/79/L.33](#) 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:

#### **Human resources management**

##### *The General Assembly*

1. *Recalls* paragraph 5 of its resolution [78/275](#) of 24 April 2024, and notes that rule 3.3 of the Staff Regulations and Rules of the United Nations continues to read as follows:

“(a) On appointment, a staff member shall normally be placed at the first step of the level of his or her post, unless otherwise decided by the Secretary-General.

“(b) On promotion, a staff member who holds a fixed-term or a continuing appointment shall be placed at the lowest step of the level to which he or she has been promoted that provides an increase in net base salary equal to at least the amount that would have resulted from the granting of two steps at the lower level.”

2. *Stresses* that paragraph 66 of its resolution [79/257](#) of 24 December 2024 does not relate to cases of “promotions” under staff rule 3.3 (b);

3. *Also stresses* that any changes to the “Guidelines for determination of level and step on recruitment to the Professional category and above” by the Secretary-General shall be fully in line with resolutions and decisions of the General Assembly.

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