



(Check against delivery)

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**Organization of Work
First Resumed Part of the 74th Session of the Fifth Committee
of the United Nations General Assembly
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Mr. Chair,

I would like to extend our delegation's sincere gratitude to you as Chair of the Fifth Committee, bureau members, all members of the Secretariat involved, in particular the Secretariat of this Committee, and the members of the ACABQ, for their valuable contributions and tireless work to make this Committee's work possible.

Mr. Chair,

This session, the agenda items before us include important issues relevant to the UN reform, such as accountability system, ICT strategy, and above all, human resources management. My delegation will carefully study these agenda items in their own merits as well as in light of the goal and purpose of the reform, that is, to ensure better delivery on its mandates through making the UN stronger, more integrated, coherent and accountable.

In particular, human resources management is a key element of the effective and efficient operation of the Organization. The United Nations needs to acquire, retain and train highly skilled and motivated staff, in order to secure the highest standards of efficiency, competence, and integrity as required by the Charter.

In addition, diversity has been and will continue to be an important feature of human resources of the United Nations. We welcome that the United Nations aspires to garner various and expanding aspects of diversity in its workforce. At the same time, Japan recalls "the importance of recruiting the staff on as wide a geographical basis as possible," according to Article 101 of the Charter. No other aspects of diversity should override what is enshrined in the Charter. In this regard, we are concerned with the use of the undefined term of "regional diversity" and its potential inconsistency with the geographical representation, where no one country can replace another. Rather, Japan reiterates its request that the Secretary-General redouble and focus his

efforts to ensure equitable geographical distribution within the Secretariat and solve the long-standing issue of non- and under-representation of some Member States.

Mr. Chair,

Lastly, my delegation underlines the critical importance of preserving the role of the Committee and the long-established practice of achieving agreement by consensus in the Fifth Committee. Japan reiterates its deep regret we expressed during the plenary meeting of the General Assembly on 14 January. Circumventing the Main Committees on matters of critical importance within its purview is a serious defiance to the central role of the Committees. It should never happen again.

Also as a long-established practice with good reasons, the Fifth Committee makes all possible efforts to achieve the broadest possible agreement on any of its agenda items. Building consensus may sometimes be difficult, but the Committee always exhausts its efforts to that end to maintain sound functioning of the Organization.

I assure all the colleagues that my delegation will spare no effort in achieving consensual outcome on all items in a timely manner.

Thank you, Mr. Chair.