



# General Assembly

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**Seventy-third session**

Agenda item 135

## Resolution adopted by the General Assembly on 22 December 2018

[on the report of the Fifth Committee ([A/73/687](#))]

### 73/281. Shifting the management paradigm in the United Nations

*The General Assembly,*

*Recalling* its resolutions [72/266 A](#) of 24 December 2017 and [72/266 B](#) of 5 July 2018,

*Commending* the Secretary-General for his continued efforts to enhance the management of the Secretariat,

*Recognizing* that human resources management is pivotal to the delivery of mandates entrusted by the General Assembly,

*Having considered* the report of the Secretary-General entitled “Shifting the management paradigm in the United Nations: comparative assessment of human resources structures”<sup>1</sup> and the related report of the Advisory Committee on Administrative and Budgetary Questions,<sup>2</sup>

1. *Takes note* of the report of the Secretary-General;<sup>1</sup>

2. *Endorses* the conclusions and recommendations contained in the report of the Advisory Committee on Administrative and Budgetary Questions;<sup>2</sup>

3. *Approves* the proposal contained in the report of the Secretary-General;

4. *Emphasizes* the necessity of ensuring regular and direct engagement between the Department of Operational Support and the Department of Management Strategy, Policy and Compliance to ensure that policies are calibrated and more responsive to the operational needs of all Secretariat entities, including in the field;

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<sup>1</sup> [A/73/366](#).

<sup>2</sup> [A/73/411](#).



5. *Recalls* paragraph 28 of its resolution [72/266](#) B, and requests the Secretary-General to include in his review the human resources functions, including an assessment of progress achieved towards equitable geographical representation, bearing in mind Article 101, paragraph 3, of the Charter of the United Nations.

*65th plenary meeting  
22 December 2018*

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