



Permanent Mission of Japan to the United Nations

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Statement by Mr. Keisuke Fukuda
First Secretary, Permanent Mission of Japan to the United Nations

Agenda Item 141: United Nations Common System

Main Part of the Seventieth 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 Mr. Kingston Papie Rhodes, Chair of the International Civil Service Commission; Ms. Bettina Tucci Bartsiotas, Assistant Secretary-General, Controller; and Mr. Carlos Ruiz Massieu, Chair of the Advisory Committee on Administrative and Budgetary Questions, for introducing their respective reports.

My appreciation also extends to Mr. Diab El-Tabari, President of the Federation of International Civil Servants' Associations, Mr. Ian Richards, President of the Coordinating Committee for International Staff Unions and Associations of the United Nations System, and Mr. Dimitri Samaras, President of the United Nations International Civil Servants Federation, for sharing their respective views on the issues.

Mr. Chairman,

Japan has expressed its support for the goal of the Common System of compensation; namely, ensuring the efficiency and effectiveness of the conditions of service for the staff of all participating organizations. My delegation continues to believe that the United Nations' greatest asset is its staff. The Common System should be transparent, fair, simple, and sustainable in order to maintain the highest motivation and confidence of the staff.

In this regard, my delegation recognizes with pleasure that the new ICSC package has several significant strengths over the current one, including streamlined allowances and a compressed salary scale that pays staff based on their capabilities instead of their family

situations.

Though we feel it could have gone even further, we welcome the proposed package because it is harmonious and balanced and because it pays due attention to the positions of various stakeholders. We should also respect the unanimous agreement of the technical body of ICSC and consider it as a part of the whole package.

Mr. Chairman,

Allow me to share some of our further observations on the ICSC report with a few more examples.

My delegation studied the report of the ICSC with great interest, and we are highly interested in the results of the two global surveys which were conducted by the ICSC and indicated that money was not the main motivating factor for attracting and retaining staff in the common system. In this regard, my delegation would like to emphasize the importance of ensuring work-life balance and providing development and career opportunities. We believe that these efforts can bring greater diversity to the workforce to the UN organizations.

On the other hand, we note with concern that the implementation of raising the mandatory age of separation to 65 years for staff recruited before 1 January 2014 is expected to have a negative impact on the proposed programme budget for 2016-2017, as well as the promotion of gender parity, diversity and rejuvenation programmes.

Mr. Chairman,

Finally, my delegation would again like to express its support for the ICSC, as well as our sincere hope that it will continue to play a key role in guiding all entities under the Common System towards more coherent and effective management. We would like to be kept informed of any significant challenges it faces, and we intend to participate actively in all constructive discussions on how to surmount them.

I thank you, Mr. Chairman.