



**STATEMENT BY THE COORDINATING COMMITTEE OF INTERNATIONAL STAFF UNIONS AND
ASSOCIATIONS TO THE 74TH SESSION OF THE GENERAL ASSEMBLY
UN Common System agenda item, 25 October 2019**

Excellencies, distinguished delegates, ladies and gentlemen,

Allow me to start by thanking the Chairs of the ICSC and ACABQ for their statements.

CCISUA welcomes this opportunity to provide our positions on the ICSC report to the Fifth Committee today.

On parental leave we support the creation of a working group that would examine proposals to close the gender gap and bring the UN common system in line with modern social expectations, allows both parents to bond with their children and addresses discrimination that can occur when hiring managers choose not to select women for positions, as opposed to men, on the basis of leave entitlements. We have asked that the working group also examine a broader concept of family care that includes looking after elderly parents and disabled children.

On the education grant we support the review of the reimbursement table reflecting the reality in the situation across the world and updated in line with the agreed methodology.

CCISUA is also supportive of the ongoing reviews of salaries both for locally-recruited staff and the review of post adjustment for internationally recruited staff. In both cases organizations should provide a competitive compensation package that allows them to recruit and retain the best prevailing talent.

In view of the expectations upon UN staff to serve in ever more challenging and difficult duty stations we support the ICSC's proposed revision of the hardship allowance, which reflects prevailing wage movements. At the same time we ask that the practice of reducing the allowance for staff on lower grades be reviewed as the hardship endured by them and their families, more often women and colleagues from developing countries, is no less than that endured by their higher grade counterparts.

By the same token we also support the ICSC's revision of the mobility incentive, which also reflects prevailing wage movements.

In July the ILO Administrative Tribunal ruled the 5.2 percent pay cut in Geneva illegal . Specialized agencies within ILOAT jurisdiction have implemented this ruling but there are now two post adjustment rates in Geneva with UN staff paid 5.2 percent less for doing the same job with the same hours. We hope the ICSC can move to a single post adjustment rate for all.

By the same token we continue to have concerns about the existence of dual salary scales for locally-recruited staff in Comoros, Congo, Côte d'Ivoire, Ecuador, Gambia, Guatemala, Iran, Mozambique, Rwanda, Serbia, Tajikistan, Thailand and New York among others.

We support the ICSC's approach to promoting diversity in the UN and take good note of the ICSC's recommendations that diversity policies be in line with Articles 8 and 101 of the Charter.

Allow me to conclude with the ICSC consultative process for which discussions have taken place between staff federations, organizations and the ICSC over the past year. We welcome the Chair's consensual approach and we look forward to further discussions and improvements.