



Permanent Mission of Japan to the United Nations

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Statement by Mr. Takashi Kanamori
First Secretary, Permanent Mission of Japan to the United Nations

Agenda item 141: United Nations Common System

Fifth Committee
Sixty-sixth Session of the United Nations General Assembly
24 October 2011

Thank you, Mr. Chairman.

At the outset, my delegation would like to express its gratitude to Mr. Kingston Papie Rhodes, Chairman of the International Civil Service Commission (ICSC), Mr. Lionel Berridge, Acting Director of the Programme Planning and Budget Division, and Mr. Collen Kelapile, Chair of the Advisory Committee on Administrative and Budgetary Questions, for introducing their reports. Our appreciation also extends to Mr. Mauro Pace, President of the Federation of International Civil Servants' Associations, Mr. Claude Jumet, Vice-President of the United Nations International Civil Servants' Federation, and Mr. Ridha Zargouni, President of the Coordinating Committee for International Staff Unions and Associations of the United Nations System, for sharing their respective views on the issues.

Mr. Chairman,

My delegation has expressed support for the goal of the Common System, namely: ensuring the efficiency and effectiveness of conditions of service for all participating organizations. This year, the ICSC reviewed the

mobility and hardship scheme. As a conclusion of the review, the Commission decided to grant a 2.5 percent increase in the hardship allowance, the mobility allowance and the non-removal allowance, respectively, and also decided that the additional non-family hardship element for staff serving in non-family duty stations should be adjusted by the same percentage on 1 January 2012. This additional non-family hardship element was just introduced in July of this year, and its effect for compensating financial and psychological hardship for staff in non-family family duty stations has yet to be investigated. Although my delegation recognizes that the level of the additional non-family hardship element for staff with dependant was originally set at 100 per cent of the dependency rate of the hardship allowance for category E duty stations, we would like it to be clarified why the level of additional element has to be amended in such a short period of time subsequent to its introduction and kept pegged to the corresponding hardship allowance level.

The Commission also decided to establish danger pay for internationally recruited staff, effective 1 January 2012. My delegation considers this decision favorably as the new scheme puts more focus on imminent threat to staff and their activities. However, we are curious to know whether danger pay shall be paid to staff for time away from the duty station on rest and recuperation travel. From the Commission's report, some members of the Commission argued that continued payment of danger pay during a period of rest and recuperation would serve as a motivation for staff to use their rest and recuperation. My delegation, on the other hand, considers that such use of the new danger pay would be for a purpose other than its original intent, and therefore the question of how to ensure and facilitate the effective use of rest and recuperation break should be separately considered.

My delegation noted that the Commission discussed the issue of diversity in the United Nations Common System. We would like to welcome the Commission's decision to study recruitment policies with a view to recommending to organizations measures that would be more favorable to fostering diversity, and are looking forward to receiving comprehensive and

concrete recommendations in the near future in order to bring more geographical diversity to staff composition of every Common System organization.

Mr. Chairman,

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

I thank you, Mr. Chairman.

