



## *Permanent Mission of Japan to the United Nations*

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866 United Nations Plaza, New York, N.Y. 10017 Phone: (212) 223-4300 • [www.un.int/japan/](http://www.un.int/japan/)

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Statement by Ms. Eriko Yajima  
First Secretary, Permanent Mission of Japan to the United Nations

Agenda item 141: United Nations Common System

Fifth Committee  
Sixty-eighth Session of the United Nations General Assembly  
13 November 2013

Thank you, Mr. Chairman.

At the outset, my delegation would like to express its gratitude to Mr. Kingston Papie Rhodes, Chair of the International Civil Service Commission, Mr. Johannes Huisman, Director of the Programme Planning and Budget Division, and Mr. Carlos Ruiz Massieu, Chair of the Advisory Committee on Administrative and Budgetary Questions, for introducing their respective reports. Our appreciation also extends to Mr. Mauro Pace, President of the Federation of International Civil Servants' Associations and Ms. Paulina Analena, 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 the conditions of service for all participating organizations.

My delegation believes the United Nations' greatest asset is its staff. However, rising staff costs are a major driving factor in budget increases. In this regard, my delegation would like to welcome the review of the common system compensation package in order to establish a transparent and realistic system. Furthermore, we believe there is also a need to review the margin.

We would also like to express our interest in ICSC's recommendation to institute a mandatory age of separation. My delegation believes that the recommendation to apply to current staff a mandatory age of separation at the age of 65 should be considered extremely carefully, as it would have a great impact on human resource management including the geographical distribution and rejuvenation of the organization. In this connection, we are willing to engage in further discussions towards the deferment of application of a mandatory age of separation for current staff members.

Mr. Chairman,

Finally, my delegation would like to express again 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 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.