



*Permanent Mission of Japan to the United Nations*

---

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

*(Check against delivery)*

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

Agenda item 139: Human Resources Management

Main Part of the 71<sup>st</sup> Session of the Fifth Committee  
Of the United Nations General Assembly  
11 October 2016

Madam Chair,

At the outset, I would like to express my appreciation to Mr. Victor Kisob, Officer-in-Charge, Office of Human Resources Management, and Mr. Carlos Ruiz Massieu, Chair of the Advisory Committee on Administrative and Budgetary Questions, for introducing their respective reports.

Madam Chair,

My delegation believes that the UN Secretariat has a responsibility to fully implement the United Nations' common system of salaries, allowances and other conditions of service as a primary function of the United Nations organizations.

With regard to the proposal on implementation of the new common system compensation package in the UN Secretariat, my delegation has concerns that this suspension will affect the application of the United Nations Staff Regulations and Rules by other UN organizations. We fear they might not introduce new compensation packages, even though many of them had been addressing the need for appropriate modifications of their operational systems on compensation, and are able to implement them as scheduled.

We are aware that policy and operational systems work together, and good operational systems are essential for good management of policy. Having said that, the UN Secretariat has to make every effort to realize the resolutions of the General Assembly by reflecting our decisions in its policies, and it should refrain from requesting a suspension without offering an alternative

proposal to put them into effect appropriately, including retroactive adjustment as necessary thereafter.

In this context, my delegation welcomes the interim mitigating solution just proposed by UN secretariat and we would like to consider it at the later stage.

Madam Chair,

Finally, my delegation is committed to participating positively and constructively in the negotiations on this important issue.

I thank you, Madam Chair.