



Permanent Mission of Japan to the United Nations

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Statement by Mr. Keisuke Fukuda
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Agenda item 143: United Nations common system

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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; 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.

Mr. Chairman,

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

My delegation expresses serious concerns about the operation of the post adjustment system. The post adjustment system must be managed transparently and steadily since it is one of the core elements comprising the salary of staff in the professional and higher categories. An uneven implementation of the results of the cost-of-living surveys is contrary to spirit of the United Nations Common System.

My delegation urges all participating organizations to fully implement the decisions of the General Assembly and the Commission in a timely manner and in full compliance. We also request the Commission to monitor such implementation and take necessary measures to ensure

their uniform application throughout the Common System with a solid determination as a specialized entity for regulating and coordinating the conditions of service and entitlements for all staff.

Having said that, my delegation stresses that the post adjustment system should be designed to compensate for the actual cost-of-living among duty stations, and thus that the results of a cost-of-living survey, even if significantly negative, should be considered as an accurate reflection of reality. Operational rules designed to mitigate the negative impacts on salaries of the results of these surveys are tantamount to compensating staff at levels in excess of those warranted by the evolution of the cost-of-living. Imparity among duty stations should be corrected promptly.

Mr. Chairman,

Finally, my delegation would again like to express its support for the Commission, 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.

I thank you, Mr. Chairman.