



Permanent Mission of Japan to the United Nations

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Statement by Mr. KAWASAKI Yuta
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Agenda item 145: UN Common System

**Main Part of the 76th Session of the Fifth Committee
of the United Nations General Assembly
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Mr. Chair,

At the outset, I would like to express my appreciation to Mr. Larbi Djacta, Chair of the International Civil Service Commission; Mr. Yacine Hamzaoui, Chief of Section, PPBD, and Mr. Conrod Hunte, Vice-Chair of the Advisory Committee on Administrative and Budgetary Questions, for introducing their respective reports.

Mr. Chair,

My delegation fully supports the purpose of the Common System; namely, to apply common standards, methods and arrangements to salaries, allowances and benefits for the staff of the United Nations system, in order to avoid serious discrepancies in the terms and conditions of employment and competition in the recruitment of personnel, and to facilitate the interchange of personnel.

In order to maintain confidence in the Common System, it needs to remain fair and sustainable through continuous review, and must reflect changes in economic situations, including the cost of living. In this regard, the International Civil Service Commission plays a key role in reviewing the system and guiding all entities under the Common System in order to ensure its coherence and effective management.

We notice that the recommendations of the ICSC regarding revisions of the base salaries and education grants will require significant resources. While we are aware of the importance of common standards that enable equal treatment for equal work by UN staff

members, we look forward to examining the rationales and justifications of these proposals, especially against their impact on mandate implementation under the current financial circumstances of UN organizations under the Common System.

Mr. Chair,

Finally, my delegation reiterates our support for the more effective and efficient functioning of the UN Common System. Let me assure you of our commitment to participating in the negotiations constructively, in order to reach a consensus in a timely manner.

Thank you.