



STATEMENT BY MR. RAGHUNATH JHA, MEMBER OF PARLIAMENT AND MEMBER  
OF THE INDIAN DELEGATION, ON AGENDA ITEM 125: UNITED NATIONS  
COMMON SYSTEM AT THE FIFTH COMMITTEE OF THE 61<sup>ST</sup> SESSION OF THE  
UN GENERAL ASSEMBLY ON OCTOBER 25, 2006

Mr. Chairman,

I would like to express our appreciation to the Chairman of the International Civil Service Commission (ICSC), Mr. Mohsen Amor, for introducing the Commission's report. We commend him for his leadership of the ICSC. We would also like to thank the Chairman of the Advisory Committee on Administrative and Budgetary Questions, for introducing the report of the Advisory Committee.

Mr. Chairman,

My delegation believes that the ICSC is an important institution, which makes an invaluable contribution to the success of the United Nations common system. However, any organization is only as good as the human resources that back it up. It is very important that suitable financial and other incentives are given to the staff of the United Nations Organization in order to attract the best and the brightest of human talent available on the market. This would also motivate them to perform at their highest level of efficiency. More important, it would help ensure their enthusiastic and consistent commitment to their job.

Mr. Chairman,

The ICSC report of 2006 has made several relevant recommendations regarding the conditions of service of the United Nations Staff at all levels, both in headquarters and in the field. These cover issues such as review of pay and benefits, payment of education grant, contractual arrangements and common scale of staff assessment; revision of base/floor salary scale, children's and secondary dependence allowance for professional and higher categories staff; and conditions of service in the field. Decisions on several of these issues are still pending with the UN General Assembly. We are convinced that these

recommendations deserve serious and timely consideration if the UN system has to remain attractive as compared to the private sector in the international job market. However, it is also crucial to see that measures being considered should be rule-based and non-discriminatory. They should also be applicable to all staff, at headquarters as well as in the field.

Mr. Chairman,

On specific issues, my delegation calls for a sympathetic review of hazard pay and other entitlements of internationally recruited staff serving in field missions, particularly those located in high risk areas in terms of safety and security. It is important that we recognize the outstanding service being rendered by UN staff members in very challenging circumstances in the field. In our opinion, this recognition deserves to be manifest in some form of special compensation.

On the vital issue of gender balance, my delegation has time and again called for urgent implementation of all relevant UN General Assembly resolutions throughout the UN system. All UN organizations must be encouraged to achieve the set gender targets within a timeframe. Those failing to do so should be held accountable. We would also like to take this opportunity to call for a special focus on the recruitment of women staff from developing countries, where high quality women candidates are available in abundance.

Finally, Mr. Chairman, we would once again like to thank the International Civil Service Commission for its output and urge it to continue working in the direction that gives the United Nations system the best possible human resources to fulfill its mandated tasks efficiently and effectively.

Thank you, Mr. Chairman

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