

**Annual Statement by the United Nations International Civil Servants Federation
(UNISERV) to the 5th Committee of the United Nations General Assembly
at its 79th Session on Item 147: UN Common System**
(5 November 2024, delivered by Narda Cupidore, UNISERV General Secretary)

UNISERV appreciates the opportunity to annually speak on this essential item – the United Nations Common System – to reflect on the 50th annual International Civil Service Commission report, which addresses essential matters of concern to staff serving in the common system.

Among the areas carefully addressed in the ICSC report - is the importance of staff diversity. UNISERV expresses its appreciation to the ICSC for its effective monitoring role - and - to Member States for their commitment to promoting gender, age and nationality balance and inclusion within the organizations.

Through fair recruitment practices, genuine career development opportunities, flexible working arrangements, and a better parental leave policy, we are creating a more inclusive and dynamic workplace.

UNISERV takes the opportunity of this statement to appreciate the work of the ICSC and its secretariat on the holistic facilitation of the comprehensive review of the compensation package.

Overall, after the revisions and substantial cost cutting in the last compensation review of 2015, the package is already *and adequately* simple and streamlined, fit for purpose, without any overlapping elements, and well-attuned to the needs of a global staff population that often serves in difficult, hardship locations far from their homes, families and communities of origin.

As a federation of staff unions, representing the staff in receipt of this compensation package, UNISERV must appeal that the current review of the package retains the status quo elements and levels.

We cannot underestimate the impact that this review's outcome will have on the competitiveness of the common system in recruiting and retaining qualified staff, and moreover, on the well-being of the individuals who dedicate their lives in service to the system's organizations. The package, therefore, is not just about the livelihoods of staff and their families but is directly tied to the fulfilment of organizational mandates and achievements.

UNISERV recognizes the prevailing financial environment and funding concerns in which this current review is taking place. We must lament that staff and personnel are already working in situations that are characterized by mental and physical stress, particularly when faced with downsizing or liquidity crises. UNISERV appeals in this

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context for the prioritization of staff well-being and organizational duty of care as foundational premises for the review.

Thank you for your attention and kind consideration of the staff views presented through the staff federation, UNISERV.