



19 December 2013

UPDATE FROM THE FIFTH COMMITTEE:

The Committee is discussing some extremely detrimental, unfair anti-staff measures in a draft resolution on the UN Common System.

The Fifth Committee is currently considering the text of its draft resolutions. As of yesterday, the measures being considered under agenda item 141 - United Nations Common System looked particularly alarming. **The texts of the resolutions are still under negotiation and subject to change. Actually, this is what we hope for and strongly advocate.**

We are summarizing below the main points under discussion:

- **ICSC Comprehensive review of the compensation package**: disregarding any reference to art. 100 and 101 of the UN Charter, that underline the independence of the organizations and the need to recruit staff of the highest standards, emphasis is put on sustainability, simplicity, predictability, cost effectiveness. As far as we know, no mention is being made of the social relevance of employment.
- **Proposal on Mandatory Age of Separation (MAS)-65 for current staff**: in the best case scenario, it seems decisions will be postponed to another session, pending additional information on HR impact, rejuvenation, geographical distribution, etc.
- **Management of the margin**: all Member States are expressing concern at the level of the margin between UN and US remuneration. Major donors are considering requesting immediate or phased actions to reduce such margin (i.e. to reduce take-home pay).
- **Conditions of service of GS**: unexpectedly, an attack on GS salaries and acquired rights is also being proposed by some countries, requesting an actual cut in salaries in case of negative results of a salary survey. Additionally, there is an attempt to cap the interim adjustments in local salaries, not to exceed the post adjustment movements for those of international professionals: a proposal that has no technical or conceptual validity, as the two indexes move on a totally different basis.
- **After-Service Health Insurance**: the Committee is considering inviting a revision of the apportionment of premiums between the organizations and participants.

IF APPROVED AS THEY ARE BEING PROPOSED, MANY OF THESE MEASURES WOULD CONFIRM THAT IN THE EYES OF THE MAJORITY OF MEMBER STATES THE STAFF HAVE BECOME JUST A COST TO BE REDUCED IN RUTHLESS WAYS, DISREGARDING STATUTORY PRINCIPLES, METHODOLOGIES ESTABLISHED BY THE UNGA ITSELF AND ACQUIRED RIGHTS.

STABLE, PREDICTABLE AND FAIR CONDITIONS OF EMPLOYMENT SHOULD EXIST FOR THE UNITED NATIONS STAFF.

THE STAFF FEDERATIONS ARE CALLING UPON THOSE MEMBERS OF THE FIFTH COMMITTEE WHO ARE PROPOSING SUCH MEASURES TO RECONSIDER THEIR POSITIONS BEFORE ADOPTING THE FINAL RESOLUTION ON THE UN COMMON SYSTEM.

WE'LL KEEP YOU INFORMED.