

**Statement by Belgium on behalf of the European Union- Fifth Committee - 65th  
UNGA**

**Item 136. UN Common System**

**26 October 2010**

Mr. Chairman,

I have the honour to speak on behalf of the EU The Candidate Countries Croatia\*, the former Yugoslav Republic of Macedonia and Iceland , the Countries of the Stabilisation and Association Process and potential candidates Albania, Montenegro, as well as Ukraine, and the Republic of Moldova align themselves with this declaration.

Let me first thank Director, Programme Planning and Budget Division, Ms. Sharon Van Buerle for presenting document A/65/493 on the administrative and financial implications of the decisions and recommendations contained in the report of the international civil service commission for 2010 – Statement submitted by the Secretary-General in accordance with rule 153 of the rules of procedure of the General Assembly Let me also thank Mr. Kingston Papie RHODES, Chairman of the ICSC for his presentation of report A/65/30 titled "Report of the International Civil Service Commission for the year 2010" as well as Mr. Collen Kelapile, Vice-Chair of the ACABQ, for the Committee's report A/65/532 on the administrative and financial implications of the decisions and recommendations contained in the report of the international civil service commission for 2010. We would also like to thank Mr. Mauro Pace, President of the Federation of International Civil Servants' Associations (FICSA); Ms. Rita Ann Wallace President of the Coordinating Committee for International Staff Unions and Associations of the United Nations System (CCISUA) and Mr. Dimitri Samaras, President, United Nations International Civil Servants' Federation (UNISERV); for their interventions on this topic.

Mr. Chairman,

Let it be clear that the EU fully understands that the proposals contained in this year's report of the ICSC profoundly affect the daily lives and working conditions of this Organization's most valuable asset, its staff. In December 2008 important progress was made on human resources management reform with the adoption of resolution 63/250. The world has changed over the last 60 years and the UN has to be ready to confront these complex challenges. UN Staff is often deployed in very difficult circumstances where it gets

assigned to very challenging tasks. The EU wants a United Nations Organization that also in the future remains capable of securing the highest standards of efficiency, competence and integrity. This is the thrust of ARES 63/250 and these ideas should guide us when we discuss the proposals of the ICSC that are presented to us today. The EU is a staunch defender of the common system and believes that, where possible, the harmonized human resources systems across the system can contribute to the idea of "Delivering as One". A UN System where bridges are created in order to enable staff members to move more easily between different parts of the system will bolster productivity and creativity, thereby creating a more efficient UN System with an even more capable and motivated staff.

Mr. Chairman,

When necessary, harmonization always has to come from both sides and will ask some giving and taking from all parties concerned. In that respect, the EU would like to recall that human resources reform cannot be achieved overnight and that the effects of past reforms have yet to be thoroughly assessed. The merits of each new reform proposal will need to be measured in terms of what is possible from a budgetary perspective. It is therefore of great importance to carefully scrutinize each proposal, thereby carefully balancing the immediate needs of the organization with the imperatives of the current fiscal climate that exists. The EU stands ready to discuss the proposals of the ICSC in detail, without any prejudices and in a constructive spirit.