



**STATEMENT ON BEHALF OF THE GROUP OF 77 AND CHINA  
BY MR LYLE DAVIDSON, COUNSELLOR AT THE PERMANENT MISSION OF THE  
REPUBLIC OF SOUTH AFRICA TO THE UNITED NATIONS ON AGENDA ITEM 141:  
UNITED NATIONS COMMON SYSTEM, AT THE MAIN PART OF THE SEVENTIETH  
SESSION OF THE FIFTH COMMITTEE OF THE UNITED NATIONS GENERAL  
ASSEMBLY**

**(New York, 10 November 2015)**

Mr. Chairman,

I have the honour to speak on behalf of the Group of 77 and China on agenda item 141, entitled United Nations Common System.

The Group wishes to thank Mr. Kingston Rhodes, Chairman of the International Civil Service Commission for introducing the report of the Commission, as well as Mr. Johannes Huisman, Director Programme Planning and Budget Division, for presenting the Statement on the administrative and financial implications of the decisions and recommendations contained in the report of the ICSC for the year 2015; and Mr. Carlos Ruiz Massieu, Chairman of the Advisory Committee on Administrative and Budgetary Questions, for introducing its related report on this agenda item.

We also wish to thank Mr. Diab El-Tabari, President of the Federation of International Civil Servants' Associations, and Mr. Ian Richards, President of the Coordinating Committee for International Staff Unions and Associations of the United Nations System for their statements.

Mr. Chairman,

The Group of 77 and China would like to reaffirm its support to the ICSC's mandated role and notes with appreciation the report of the Commission. The Group reaffirms the independence of the Commission and supports a common system approach under the auspices of the ICSC in the development and application of conditions of service, and the principle that all staff serving under similar conditions should receive equal treatment across the United Nations Common System. At this stage of the process of the system-wide harmonization of the conditions of service of United Nations' staff, the Commission plays a crucial role in ensuring the alignment of the United Nations Common System to the new contractual framework as set by General Assembly Resolution 63/250.

Mr. Chairman,

The Group recognizes this is an important year for the common system as the ICSC has taken 3 years to come with a total review of the compensation package; prepared in consultation with all interested parties and stakeholders, including representatives of Agencies, Fund and Programmes.

The Group stresses the importance of providing recognition to all staff serving in the UN common system. The Commission has made recommendations to change or implement the base/floor salary scale, margin methodology, education grant, mobility incentive,

hardship allowance, among many other changes. The Group has closely scrutinized each of these recommendations, to ensure that, firstly, implementation of member state mandates are not negatively affected. Secondly, the United Nations is still able to attract the best and the brightest professionals and personnel from around the globe. Thirdly, that staff morale is not negatively affected. The Group also will also ensure compliance with the Noblemaire principle when discussing any changes to the Common System.

Mr. Chairman,

The Group of 77 and China recognizes the important role played by staff unions. The Group has taken many of their concerns into account, in particular noting concerns about the dependency package for single parents. The Group will seek further clarity from the Commission on their decisions and recommendations in this regard during the informal consultations.

The Group wishes to voice, once again, its serious concern about insufficient progress made by organisations of the United Nations system in achieving gender balance, especially at D-1 level and above, as reported by the Commission. The Group supports those recommendations of the Commission aimed at improving the representation of women in the Organisation. The Group continues to believe that greater efforts should be made to recruit women from developing countries, as well as the implementation of more suitable recruitment policies to promote diversity in the Common System.

Mr. Chairman,

In conclusion, the Group of 77 and China assures you of its active and constructive participation in the informal consultations on this important agenda item.

I thank you, Mr. Chairman.