

**STATEMENT ON BEHALF OF THE AFRICAN GROUP BY MRS. CAROLINE NALWANGA MAGAMBO, COUNSELOR, PERMANENT MISSION OF UGANDA TO THE UNITED NATIONS ON AGENDA ITEM 143: UNITED NATIONS COMMON SYSTEM, AT THE MAIN PART OF THE SEVENTY-THIRD SESSION OF THE UNITED NATIONS GENERAL ASSEMBLY**

(New York, 2 November 2018)

Madam Chair,

I have the honour to speak on behalf of the African Group on agenda item 143, entitled "United Nations Common System". The African Group aligns itself with the statement delivered by the distinguished representative of Egypt on behalf of the G77 and China on this Agenda item.

The Group wishes to thank Mr. Kingston Rhodes, Chair of the International Civil Service Commission (ICSC) and **Mr. Babou Sene** Vice- Chair of the Advisory Committee for Administrative and Budgetary Questions, for introducing their respective reports. We also thank Mr. Chandru Ramanathan, Acting Controller, Office of Programme Planning, Budget and Accounts for presenting the statement of the Secretary-General on the administrative and financial implications of the decisions and recommendations contained in the report of the ICSC. We further welcome the Statement made by Ms. Patricia Nemeth on behalf of the Coordinating Committee for International Staff Unions and Associations of the United Nations System (CCISUA)

Madam Chair,

The African Group reiterates its support for the role played by the ICSC in shaping the welfare of staff and the policies that govern the Human resource Management and takes note, with appreciation, of the Commission's report.

We further note the role of the Commission in regulating and coordinating the conditions of service and entitlements in a manner consistent with best practices which has led to the attraction and maintaining of highly qualified personnel in the United Nations.

We also hold in high regard the conditions of service of persons living with disabilities and the Group notes that the Work of the ICSC in promoting the welfare of persons with disabilities has not gone unnoticed, including a special focus on accessibility to premises and conferences.

The African Group welcomes plans to improve the Inspira recruitment platform and the UN careers portal in order to make them more accessible to applicants with disabilities. The Group will seek to further clarify on this matter during informal deliberations.

Madam Chair,

Over the years, the African Group's role in advocating for gender parity within the UN system has been echoed in various forums. It has become even more critical for us in the midst of ongoing reforms to not relent in this pursuit as this represents an important point in the history of the Organization.

We are grateful that the Secretary General has given the matter attention and we wish to request that the policy be operationalized in all Secretariat entities through the development of gender parity implementation plans. We will keenly follow progress thereof in the context of increased Gender parity for Africans in senior level positions.

On the issue of equitable geographical representation more efforts are needed in this domain and as such, the African Group calls for a more strategic, coordinated and a sustained approach in addressing this longstanding imbalance.

Madam Chair,

The Group takes note of the decisions and recommendations by the ICSC and will seek to examine and further understand how the following, among others, would particularly benefit staff:

- (a) Changes in pensionable remuneration for both categories of staff;
- (b) End-of-service grant;
- (c) Remuneration of the Professional and higher categories of staff;
- (d) Children's and secondary dependent's allowances;
- (e) Conditions of service in the field: hardship locations classified in the D and E categories.

In conclusion, Madam Chair, the African Group wishes to assure you of its readiness to engage constructively while building consensus on this among other agenda Items.

I thank you, Madam Chair.