

STATEMENT ON BEHALF OF THE AFRICAN GROUP BY MR. KATLEGO MMALANE, PERMANENT MISSION OF BOTSWANA A TO THE UNITED NATIONS ON AGENDA ITEM 142: UNITED NATIONS COMMON SYSTEM, AT THE MAIN PART OF THE SEVENTY-FOURTH SESSION OF THE UNITED NATIONS GENERAL ASSEMBLY

(New York, 25 OCTOBER 2019)

Mr. Chair,

I have the honour to speak on behalf of the African Group on agenda item 142, entitled "United Nations Common System". The African Group aligns itself with the statement just delivered by the distinguished representative of the State of Palestine on behalf of the G77 and China.

The Group wishes to thank the Chairman of the International Civil Service Commission, Ambassador Larbi Djacta, for presenting the annual report as contained in document A/74/30 and takes note with appreciation of the work of the Commission.

The Group would also like to thank Mr. Cihan Terzi, Chair of the Advisory Committee for Administrative and Budgetary Questions, for introducing their respective report. We also thank Mr. Chandramouli Ramanathan, ASG Controller, 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.

Mr. 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 Human Resource Management and takes note, with appreciation, the Commission's report.

In this regard, the Group would like to reiterate its long standing position and reaffirm the role of the Commission in regulating and coordinating the conditions of service and entitlements in a manner consistent with best practices and ensuring the attainment of the quoted goals of predictability, stability and transparency of staff remuneration.

The Group as well reaffirms the mandate of the Commission to continue to establish post adjustment multipliers under article 11 (c) of the Commission's statute.

Mr. Chair,

The African Group regrets that agreement could not be reached by the General Assembly during the 73rd main session to endorse pertinent recommendations of the ICSC such as those on children's and secondary dependent's allowance and the establishment of an end-of-service grant. The Group believes that to demonstrate the Organization's duty of care, we, the Assembly, ought to examine recommendations presented to us with an objective set of eyes.

Turning to the current session, the Group welcomes the Commission's recommendation to increase the hardship allowance as this will, among other things, enable the retention of highly qualified personnel, facilitate the mobility of staff as well as contribute to the conduciveness of strategic workforce planning.

In addition to the above-mentioned, the Group has also taken note of the recommendations of the ICSC on the review of the following and will seek to examine, better understand and engage constructively:

- a) Level of the mobility incentive;
- b) Level of the non-family service allowance;
- c) Scale and level of the boarding lump sum;
- d) Base/ floor salary scale.

To conclude Mr. Chair, the African Group calls for a more strategic, concerted and dedicated approach in addressing the longstanding imbalance in equitable geographical representation and would look forward to a comprehensive report on the issue from the ICSC next year.

The Group, as always, wishes to assure you of its readiness to be constructive and timely in its deliberations.

I thank you, Mr. Chair.