



**STATEMENT ON BEHALF OF THE GROUP OF 77 AND CHINA
BY MS. DAYANA RIOS REQUENA, MINISTER COUNSELLOR IN THE
PERMANENT MISSION OF THE PLURINATIONAL STATE OF BOLIVIA TO THE
UNITED NATIONS, ON AGENDA ITEM 139: UNITED NATIONS COMMON SYSTEM,
AT THE MAIN PART OF THE SIXTY-NINTH SESSION OF THE FIFTH
COMMITTEE OF THE UN GENERAL ASSEMBLY
(New York, 27 October 2014)**

Mr. Chairman,

1. I have the honour to speak on behalf of the Group of 77 and China on agenda item 139, entitled "United Nations Common System".
2. The Group wishes to thank Mr. Kingston Rhodes, Chairman of the International Civil Service Commission (ICSC) 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 2014; and Mr. Carlos Ruiz Massieu, Chairman of the ACABQ, for introducing the Advisory Committee's related report on this agenda item.
3. We also wish to thank Mr. Diab El-Tabari, President of the Federation of International Civil Servants' Associations (FICSA); and Mr. Ian Richards, President of the Coordinating Committee for International Staff Unions and Associations of the United Nations System (CCISUA) for their statements.

Mr. Chairman,

4. The Group of 77 would like to reaffirm its support to the ICSC's mandated role and take note with appreciation of the report of the Commission. At this stage of the process of the system-wide harmonization of the conditions of service of the United Nations' staff, the International Civil Service Commission plays a crucial role in ensuring the alignment of the United Nations common system to the new contractual framework as set by the General Assembly's resolution 63/250.
5. The Group notes that in the course of this on-going process of harmonization, the ICSC has recommended the General Assembly to rise the mandatory age of separation to age 65 for current staff members, effective 1 January 2016. The Group will examine once again this recommendation in the light of the analysis of the ICSC concerning the

workforce and succession and appraisal, rejuvenation, gender balance and equitable representation across the United Nations common system.

6. Turning to some of the specific issues raised by the Commission, on the evolution of the United Nations/United States net remuneration margin, the Group notes that the margin for 2014 amounted to 117.4 and its five-year average (2010-2014) amounted to 116.4 at the reporting time. In that regard, the Group will also examine the ICSC decisions concerning the suspension of the normal procedure for management of the margin within the established range and the continuing freeze in the net remuneration in New York until the margin would be brought back to its desirable midpoint.

7. Finally, Mr. Chairman, the Group wishes to voice once again, its serious concern over the insufficient progress made by the organisations of the United Nations system in achieving gender balance, especially at the D-1 level and above, as reported by the ICSC. We support the recommendations of the Commission aimed at improving the representation of women in the Organisation. We also maintain the position that a greater effort should be made to recruit women from developing countries.

Mr. Chairman,

8. The Group of 77 and China assures you of its active participation in the coming informal consultations on this important agenda item.

I thank you, Mr. Chairman.