

**STATEMENT ON BEHALF OF THE AFRICA GROUP BY MR. MEDARD
AINOMUHISHA, PERMANENT MISSION OF UGANDA TO THE
UNITED NATION ON AGENDA ITEM 145: UNITED NATIONS
COMMON SYSTEM, AT THE MAIN PART OF THE SEVENTY-SIX
SESSION OF THE UNITED NATIONS GENERAL ASSEMBLY**

(New York, 16 NOVEMBER 2021)

Mr. Chair,

- 1- I have the honor to speak on behalf of the Africa Group on agenda item 145, entitled “United Nations Common System.” The African Group aligns itself with the statement delivered by the distinguished representative of Guinea on behalf of the G77 and China on this Agenda item.
- 2- The Group wishes to thank the Chairman of the International Civil Service Commission, Ambassador Larbi Djacta, for presenting the annual report of the Commission.
- 3- The Group would also like to thank Mr. Abdallah Bachar Bong, Chair of the Advisory Committee for Administrative and Budgetary Questions for presenting the report of the ACABQ and Mr. Chandramouli Ramanathan, Assistant Secretary-General, 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,

- 4- The Africa Group reiterates its support to the critical role played by the ICSC in shaping the welfare of staff and the policies that govern Human Resource Management.
- 5- The Group welcomes the recommendations contained in the annual report of the ICSC to extend the pilot measure of granting a reduced amount of the non-family service allowance of \$15,000 per year to staff members with eligible dependants at duty stations with a hardship classification of E in lieu of the option to install eligible dependants at the duty station.
- 6- The Group is of the view that this measure should be extended to category D duty stations not designated as non-family.

Mr. Chair,

- 7- The Group encourages the Commission to continue working with the Member States, in order to obtain the adherence of all the organizations, agencies, funds, and programs to the common system, and consolidate the One UN, able to deliver as one, for the full benefits of the international community.
- 8- We firmly believe that Human Resources are the organization's most valuable asset and, as such, deserve the best conditions of service that can attract and retain a competent, dynamic, and motivated workforce.
- 9- The United Nations Charter demands to secure the highest standard of efficiency, competence, and integrity when hiring new staff. In a highly competitive job market, there is no other way to ensure these high standards than proposing attractive conditions of service to staff and ensuring security to their families.
- 10- Furthermore, the Africa Group believes that cost-effectiveness will not be achieved by reducing staff benefits but through increased simplification, efficiency, and streamlining of procedures, as outlined in the management reform strategy.

Mr Chair,

- 11- During this session, the Africa Group will pay keen attention to working modalities in the continuous challenging COVID-19 context, stressing that teleworking or flexible working arrangements should not be considered a new norm, but rather a transition to more interactive working methods.
- 12- The Group will also be keen on equitable geographical representation and the strengthening of the role of the youth and rejuvenation of the Organisation. In this regard, the Group supports the decisions of the Commission aimed at creating opportunities for entry-level recruitment for younger candidates and to financially support internships and similar programs for candidates from developing countries.
- 13- In conclusion, Mr. Chair, the African Group wishes to assure you of its readiness to engage constructively on this agenda item.

I thank you.