



**STATEMENT ON BEHALF OF THE GROUP OF 77 AND CHINA BY H.E  
AMBASSADOR PETER THOMSON, PERMANENT REPRESENTATIVE OF FIJI  
TO THE UNITED NATIONS AND CHAIR OF THE GROUP OF 77, ON AGENDA  
ITEM 141: UNITED NATIONS COMMON SYSTEM, AT THE FIFTH  
COMMITTEE DURING THE MAIN PART OF THE 68TH SESSION OF THE  
GENERAL ASSEMBLY (New York, 13 November 2013)**

Mr. Chairman,

1. I have the honour to speak on behalf of the Group of 77 and China on agenda item 141, entitled "United Nations common system".
2. The Group wishes to thank Mr. Kingston Rhodes, Chairman of the International Civil Service Commission (ICSC) and Mr. Carlos Ruis Massieu, Chairman of the ACABQ, for introducing the report of the Commission and the Advisory Committee respectively on this agenda item.
3. We also wish to thank Mr. Johannes Huisman, Director of the of the Programme Planning and Budget Division, for presenting the Secretary-General's report, and also Mr. Mauro Pace, President of the Federation of International Civil Servants' Association, Ms. Paulina Analena, President of the Coordinating Committee for International Staff Unions and Associations of the United Nations System, and Mr. Mauro Pace, President of the Federation of International Civil Servants' Associations, for their statements.

Mr. Chairman,

4. The Group of 77 and China would like to reaffirm its support to the ICSC's mandated role and takes 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. The Group will seek further information on the implementation of this resolution.
5. The Group notes that in the course of this on-going process of harmonization, the ICSC has recommended to the General Assembly that it raises the mandatory age of separation to age 65 for current staff members, effective 1 January 2016. The Group will also listen to the UN staff representatives, to the Organisations and to the United Nations Joint Staff Pension Fund to receive any additional information on this recommendation in the aim of taking into account all the concerns on that matter.

Mr. Chairman,

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 2013 amounted to 119.6 and its five-year average (2009-2013) amounted to 115.7 at the reporting time. The updated figures for December 2013 and those projected for February 2014 will be needed to better assess the evolution of the margin. The Group also notes that, in addition to an anticipated change in the New York post adjustment index, some data used in the margin calculation would be known only after February 2014. The Group further notes that the Commission considered

probable scenarios of, and trends in, the evolution of the major margin calculation variables and their cumulative effects on the margin. The Group awaits from the Commission the provision of more clarification on these major margin calculation variables, in particular their full impact on the projected figures for the month of February 2014, as well as on the new post adjustment cycle, beginning in February of every year.

7. In conclusion, Mr. Chairman, the Group wishes to voice its serious concern over insufficient progress made by the organisations of the United Nations system in achieving gender balance, especially at senior levels, as reported by the ICSC. We support 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.

I thank you, Mr. Chairman.