

**FOR INFORMATION**

## TENTH ITEM ON THE AGENDA

**Decisions of the United Nations  
General Assembly on the report of the  
International Civil Service Commission**

1. This paper provides information on the report of the International Civil Service Commission (ICSC) for 2009<sup>1</sup> and the decisions relevant to the ILO taken by the United Nations General Assembly at its 64th Session (2009)<sup>2</sup> concerning the recommendations contained in the report.

**Evolution of the net remuneration margin**

2. The ICSC regularly carries out comparisons of the net remuneration of United Nations staff in grades P.1 to D.2 in New York with that of the United States federal civil service employees in comparable positions in Washington, DC. The average percentage difference in the remuneration of the two civil services, adjusted for the cost of living differential between New York and Washington, is the net remuneration margin.
3. The UN General Assembly reaffirmed that the range of 110 to 120 for the margin between the net remuneration of officials in the Professional and higher categories of the United Nations in New York and the officials in comparable positions in the comparator civil service should continue to apply, on the understanding that the margin would be maintained at a level around the desirable mid-point of 115 over a period of time. It is noted that, while the margin for the period 1 January to 31 December 2009 was estimated at 113.8, the average margin level for the past five years (2005–09) stood at 113.6.

**Base/floor salary scale**

4. The UN General Assembly approved the ICSC's recommendations that the base/floor salary scale be increased with effect from 1 January 2010, on a "no loss/no gain" basis, by 3.04 per cent, with consequential increases in separation payments. It is recalled that, at its 306th Session (November 2009), the Governing Body accepted the recommendations of

<sup>1</sup> General Assembly, Official Records, 64th Session, Supplement No. 30 (A/64/30).

<sup>2</sup> A/RES/64/231.

the ICSC on this increase and authorized the Director-General to implement them, subject to their approval by the UN General Assembly.<sup>3</sup> The salary scale for officials in the Professional category and above, referred to in article 3.1 of the Staff Regulations, has been modified to reflect this change.

## **Gender balance and geographical distribution**

5. The UN General Assembly noted with disappointment the insufficient progress made with regard to the representation of women in the organizations of the UN common system and, in particular, their significant under-representation at senior levels. It welcomed the decision of the Commission to encourage the organizations to promote and implement innovative approaches, such as outreach initiatives, to attract, develop and retain the most talented men and women. It also encouraged the Commission to consider further issues relating to the retention of female staff.
6. The situation as regards gender balance and geographical distribution in the ILO is contained in the annual report entitled “Composition and structure of the staff” submitted to the PFA Committee in March each year.<sup>4</sup>

## **Separation payments**

### **Repatriation grant**

7. The ILO Staff Regulations specify that the repatriation grant shall be payable upon provision of documentary evidence “that the official has taken up residence in a country other than that of the last duty station”. The United Nations and certain other organizations stipulate, in addition, that the grant is not payable to officials who are living in their home country and working abroad at the time of separation or who have permanent resident status at the last duty station. The former situation is limited to duty stations close to a national border, such as Geneva, Vienna or The Hague, where an official may live in a country other than that of the duty station.
8. The UN General Assembly reaffirmed the rule as applied by the United Nations Secretariat and called upon the governing bodies of those organizations which had not done so to align themselves with it. There are two other Geneva-based organizations with provisions similar to the ILO.
9. Any modification of eligibility criteria for repatriation grant would require an amendment to the Staff Regulations. The Office will therefore submit a proposal to the Committee in November 2010.

<sup>3</sup> GB.306/9/2, para. 57(a)(i) and (ii).

<sup>4</sup> GB.307/PFA/9.

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## Grant on death

10. The UN General Assembly decided, in 1978, that grant on death would no longer be payable to secondary dependants.<sup>5</sup> At that time, not all organizations implemented the change. The ILO maintained payment of the grant to secondary dependants.
11. The General Assembly, in its resolution on the 2009 ICSC report, reiterated that the grant should not be payable to secondary dependants and called upon the governing bodies of the organizations to align their statutory provisions with those applicable in the UN. The ILO is apparently one of only two organizations in which the grant is still payable to secondary dependants, although another organization granted acquired rights to staff who entered on duty prior to January 1979.
12. As in the case of the requested harmonization of repatriation entitlement rules and practice, this change would require an amendment to the Staff Regulations. The Office will submit a proposal to the Committee in November 2010.

## Other matters

13. As regards the review of the General Service salary survey methodologies, the UN General Assembly requested the ICSC to give higher consideration to the local national civil service among the retained employers, taking into account the fact that the UN is a civil service organization.
14. The UN General Assembly decided to defer consideration of the proposed end-of-service severance pay, the harmonization of termination indemnity schedules, the mandatory age of separation and the report of the Secretary-General on the implementation of continuing appointments to a later session.

## Financial implications

15. As reported to the Committee at its 306th Session (November 2009), the cost of implementing the ICSC's recommendations concerning the adjustment of base pay on a "no loss/no gain" basis (paragraph 4) is covered by provisions made for that purpose in the Programme and Budget for 2010–11.

Geneva, 22 January 2010.

*Submitted for information.*

<sup>5</sup> Father, mother, brother or sister, provided that there is no surviving spouse or dependent child.