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Decisions of the United Nations General Assembly on the report of the International Civil Service Commission for 2022

Summary: This document provides information on the report of the International Civil Service Commission for 2022 and the decisions taken by the United Nations General Assembly in relation to that report.

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Related documents: [United Nations General Assembly resolution 77/256](#).

▶ Report of the International Civil Service Commission

1. Every year, the United Nations (UN) General Assembly considers the annual report of the International Civil Service Commission (ICSC) and, by December, takes decisions on the recommendations of the ICSC that fall under its authority in accordance with article 10 of the ICSC statute, so that such decisions can be implemented as of 1 January of the following year.
2. Every March, the Office provides the Governing Body with a summary of those decisions and highlights other aspects of the annual report of the ICSC that are relevant to the ILO and its staff, including with regard to any changes to the conditions of employment decided by the ICSC under its own authority.
3. This document provides information on the report of the ICSC for 2022¹ and the decisions taken by the UN General Assembly at its seventy-seventh session in relation to the recommendations contained in the report.² Decisions of the ICSC and of the General Assembly are normally implemented in the ILO under the Director-General's delegated authority concerning common system conditions of employment.³

▶ Decisions of the General Assembly

Conditions of service of staff in the Professional and higher categories

Base/floor salary scales

4. The base/floor salary scale for the Professional and higher categories is set with reference to the General Schedule salary scale of the federal civil service of the United States of America. Periodic adjustments are made on the basis of a comparison of net base salaries of UN officials at the midpoint of the scale (P-4, step VI) with the corresponding base salaries of their counterparts in the United States federal civil service.
5. The ICSC recommended an adjustment of **2.28** per cent in the unified base/floor salary scale, which should also be applied to the pay protection points for staff whose salaries are higher than the maximum salaries on the unified salary scale. The General Assembly approved this adjustment with effect from 1 January 2023, which, in accordance with established practice, is to be implemented by increasing the base/floor salary and commensurately decreasing post adjustment multipliers for all duty stations, resulting in no-loss/no-gain in net take-home pay.
6. The resulting changes in the base/floor salary scales for the Professional and higher categories have been implemented by the Office through standard consolidation procedures, on a no-loss/no-gain basis, with effect from 1 January 2023 through the amendment of the salary scale for the Professional and higher categories in article 3.1 of the Staff Regulations, as reproduced in the appendix. Slight increases in separation payments will result from this salary adjustment.

¹ UN General Assembly, Official records, Seventy-seventh session, Supplement No. 30, [A/77/30](#) (2022).

² UN General Assembly, resolution 77/256, United Nations common system, [A/RES/77/256](#) (adopted on 30 December 2022).

³ Article 14.7 of the Staff Regulations.

The cost of implementing the General Assembly's resolution is covered in the provisions made for that purpose in the Programme and Budget for 2022–23.

Evolution of the United Nations/United States net remuneration margin

7. Under a standing mandate from the General Assembly, the ICSC monitors the relationship between the net remuneration of UN officials in the Professional and higher categories in New York and that of the United States federal civil service officials in comparable positions in Washington, DC. For that purpose, the ICSC annually tracks changes occurring in the remuneration levels of both civil services.
8. The General Assembly noted that the margin for the period from 1 January to 31 December 2022 was **113.9**. It recalled its decision that the ICSC should take appropriate action through the operation of the post adjustment system if the margin trigger levels of 113 or 117 were breached.

Children's and secondary dependants' allowances

9. The General Assembly invited the ICSC to further refine the structure of the children's and secondary dependants' allowances and to review the feasibility of applying a means-tested methodology, and to report thereon to the General Assembly at its seventy-eighth session (2023).
10. The General Assembly approved, as a compensation measure, the allowance for children with disabilities in the amount of US\$6,645 per annum until the children's and secondary dependants' allowances are further adjusted. This measure concerns the Professional and higher categories of staff only.
11. The Office has implemented the revised amount of the allowance for children with disabilities through an amendment of article 3.12(e) of the Staff Regulations as outlined in the appendix, with effect from 1 January 2023.

Hardship allowance and mobility incentive

12. The General Assembly invited the ICSC to reconsider its decision on the levels of the hardship allowance and the mobility incentive and to assess the calculating methodologies based on the outcome of the next comprehensive compensation review.
13. The General Assembly recalled section E, paragraph 3, of its resolution 74/255 B, and reiterated its encouragement to the organizations of the UN common system to consider the application of alternative administrative measures, including non-financial incentives, to promote staff mobility, and the linking of mobility to staff development and career progression, to the extent possible.

Conditions of service applicable to both categories of staff

Framework for contractual arrangements

14. The General Assembly requested the ICSC to conduct a system-wide survey to assess factors affecting workforce retention and to submit the results and analysis of the survey to the General Assembly at its seventy-ninth session (2024).

Parental leave

15. The General Assembly welcomed the establishment of the new parental leave framework, requested the Secretary-General to implement the framework in the UN Secretariat within existing resources, on an exceptional basis, for the year 2023, and encouraged executive heads of other organizations of the common system to follow such practice.
16. The General Assembly requested the ICSC to submit to the General Assembly at its eightieth session (2025) an assessment and review of the implementation of the parental leave framework, with a detailed analysis of utilization data, staff satisfaction, expenditures, the incentive function of the new framework and its impact on the workforce in the common system, in particular in terms of job attractiveness and workforce retention.
17. The Office has implemented the new parental leave provisions through the introduction of a new version of article 8.7 of the Staff Regulations, as set out in the appendix, with effect from 1 January 2023.

Multilingualism of the workforce

18. The General Assembly recognized that multilingualism strengthens the workforce diversity, welcomed the inclusion of multilingualism of the workforce in the programme of work of the ICSC, and noted that the language incentive will be considered within the next comprehensive review as a measure to promote multilingualism in the common system.

Standards of accommodation for air travel

19. The General Assembly reaffirmed that the ICSC shall establish standards of travel under article 11(b) of the ICSC statute and requested the ICSC to reconsider the pilot study on standards of accommodation for air travel, taking into account the provisions of resolutions of the General Assembly on standards of accommodation for air travel, and to report thereon in the context of the next report of the ICSC.

Amendments to ICSC Statute

20. The General Assembly decided to amend articles 10(b) and 11(c) of the ICSC statute, concerning post adjustments. More detailed explanations are contained in a document for information.⁴

⁴ GB.347/PFA/INF/11.

► Appendix

Amendments incorporated into the 2023 version of the Staff Regulations

Revised salary scale for the Professional and higher categories (article 3.1)

Salary scale for the Professional and higher categories (showing annual salaries in US\$)



Effective 1 January 2023

Grade	Rate/Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
DDG	Gross ⁽¹⁾	212 632												
	Net-U ⁽²⁾	155 837												
ADG	Gross	193 080												
	Net-U ⁽³⁾	142 933												
D2	Gross	154 212	★	★	★	★	★	★	★	★	★			
	Net-U	117 280	119 613	121 946	124 281	126 617	128 951	131 283	133 619	135 952	138 285			
D1	Gross	137 890	140 817	143 750	146 680	149 599	152 683	155 789	158 889	161 998	165 102	★	★	★
	Net-U	106 023	108 072	110 125	112 176	114 219	116 271	118 321	120 367	122 419	124 467	126 516	128 563	130 614
P5	Gross	118 901	121 393	123 886	126 373	128 866	131 353	133 847	136 336	138 827	141 316	★	★	★
	Net-U	92 731	94 475	96 220	97 961	99 706	101 447	103 193	104 935	106 679	108 421	110 166	111 906	113 653
P4	Gross	97 139	99 353	101 701	104 104	106 507	108 910	111 317	113 720	116 123	118 523	★	★	★
	Net-U	77 326	79 008	80 691	82 373	84 055	85 737	87 422	89 104	90 786	92 466	94 152	95 830	97 513
P3	Gross	79 764	81 813	83 863	85 909	87 961	90 008	92 057	94 108	96 155	98 203	★	★	★
	Net-U	64 121	65 678	67 236	68 791	70 350	71 906	73 463	75 022	76 578	78 134	79 695	81 251	82 809
P2	Gross	61 680	63 512	65 343	67 175	69 011	70 845	72 680	74 507	76 341	78 172	★	★	★
	Net-U	50 377	51 769	53 161	54 553	55 948	57 342	58 737	60 125	61 519	62 911	64 304	65 700	67 091
P1	Gross	47 471	48 896	50 349	51 905	53 459	55 017	56 570	58 128	59 682	61 239	★	★	★
	Net-U	39 401	40 584	41 765	42 948	44 129	45 313	46 493	47 677	48 858	50 042	51 223	52 404	53 587

Gross Gross salaries.

Net-U Net Unified equivalents after application of staff assessment.

The normal qualifying period for in-grade movement between consecutive steps is one year.

★ Steps marked with an asterisk will be granted biennially.

(1) Where the Director-General designates a Deputy Director-General as Principal Deputy Director-General, his or her net salary is increased by \$600 and his or her gross salary by the corresponding amount.

(2) Plus a representation allowance of CHF7,650.

(3) Plus a representation allowance of CHF6,375.

Amendment to article 3.12

(Additions appear underlined, suppressions are struck out)

Article 3.12

Family allowance in the Professional category and above

An official in the Professional category or above shall be paid an annual non-pensionable family allowance in accordance with the following provisions:

(a) A spouse allowance in the amount of 6 per cent of net base salary plus post adjustment shall be paid in respect of a spouse whose gross annual occupational earnings are less than step 1 of the gross salary attaching to grade G.1 of the General Service category at Geneva (dependent spouse).

(b) An allowance in the amount of \$2,929 shall be paid in respect of each unmarried child for whom the official provides the main and continuing support and who is under 18 years of age, or who is in full-time attendance at a school or university or similar educational institution and is under 21 years of age, or who is physically or mentally incapacitated for work (dependent child). The allowance shall not be paid in respect of the first dependent child if the official receives a single parent allowance under this article. When an official's spouse is an official of an organization applying the United Nations common system, child allowance shall be paid in respect of a child only to the official having the higher grade. The Director-General shall decide in each case whether the allowance shall be paid in respect of adopted children or stepchildren. The allowance shall be reduced by the amount of any allowance received from a source outside the Office by the official or the official's spouse in respect of the child. If the allowance payable under this paragraph is extinguished by such a reduction it shall nevertheless be deemed to be payable for the purposes of all other articles of these Regulations.

(c) A single parent allowance in the amount of 6 per cent of net base salary plus post adjustment shall be paid in respect of the first dependent child to an official who has no spouse. An official who receives a single parent allowance in respect of the first dependent child shall not be eligible for payment of a child allowance for that child. The allowance shall be reduced by the amount of any allowance or other financial support received from a source outside the Office by the official in respect of the child.

(d) US\$1,025 in respect of one of the following persons: a father, a mother, a brother or a sister, provided that no spouse allowance is paid under this article. An allowance under this paragraph shall be paid only upon presentation of evidence satisfactory to the Director-General that the official contributes an amount equal to at least one-half the total support of the parent, brother or sister, and, in any case, at least \$2,050 a year. The allowance shall be paid in respect only of an unmarried brother or an unmarried sister who is under 18 years of age, or who is in full-time attendance at a school or university or similar educational institution and is under 21 years of age, or is physically or mentally incapacitated for work.

(e) When a child recognized as dependent under (b) above has been determined by the Director-General, on the basis of medical evidence, to be physically or mentally disabled either permanently or for a period expected to be of long duration, one additional allowance in the amount of \$3,716 ~~specified under (b) above~~ shall be paid in respect of that child.

Amendment to article 8.7

The article is replaced by the following text:

Article 8.7 *Parental leave*

1. An official who becomes a parent by giving birth to a child shall be entitled to a period of paid parental leave in accordance with the provisions below.
 - (a) Upon presentation of a certificate, signed by a duly qualified medical practitioner or midwife confirming their pregnancy and expected date of delivery, an official shall be entitled to a period of 26 weeks' parental leave with full salary and allowances. The leave period shall begin 2 weeks prior to the expected date of delivery and shall be granted in one continuous period of 26 weeks. The official may decide to return to duty after the end of the 22nd week of parental leave and use the remaining leave entitlement in accordance with rules established by the Director-General following consultation with the Joint Negotiating Committee. All parental leave entitlements must be used within 12 months from the date of the child's birth.
 - (b) Upon presentation of a certificate, signed by a duly qualified medical practitioner or midwife confirming that they are pregnant or breastfeeding, an official shall be temporarily transferred to other work if in the opinion of the Medical Adviser their job involves work which may prejudice their health or that of the child.
 - (c) Upon returning to work, a parent who is breastfeeding shall be entitled to two fully paid 30-minute nursing breaks per day during working hours until the child reaches the age of 12 months. In addition, they shall be entitled to reasonable time for commuting for nursing purposes up to a maximum time of 60 minutes per day during working hours until the child reaches the age of 12 months. Thereafter, an official who continues to breastfeed shall continue to be entitled to take the nursing breaks while resuming their normal hours of work and arranging their working day accordingly.
2. An official who becomes a parent without giving birth shall be entitled to a period of 16 weeks' parental leave with full salary and allowances. The leave shall be granted in one continuous period of 16 weeks to begin no later than one week following the birth or arrival of the child in the family of the official. The official may decide to return to duty after the end of the 12th week of parental leave and use the remaining leave entitlement in accordance with rules established by the Director-General following consultation with the Joint Negotiating Committee. All parental leave entitlements must be used within 12 months from the date of the birth or arrival of the child in the family of the official.
3. Annual leave shall accrue throughout periods of parental leave.