

**Draft resolution II**

*The General Assembly,*

*Recalling* its resolutions 44/198 of 21 December 1989, 51/216 of 18 December 1996, 52/216 of 22 December 1997, 53/209 of 18 December 1998, 54/238 of 23 December 1999, 55/223 of 23 December 2000, 56/244 of 24 December 2001, 57/285 of 20 December 2002, 58/251 of 23 December 2003, 59/268 of 23 December 2004, 60/248 of 23 December 2005, 61/239 of 22 December 2006, 62/227 of 22 December 2007, 63/251 of 24 December 2008, 64/231 of 22 December 2009, 65/248 of 24 December 2010, 66/235 A of 24 December 2011, 66/235 B of 21 June 2012, 67/257 of 12 April 2013, 68/253 of 27 December 2013, 69/251 of 29 December 2014, 70/244 of 23 December 2015, 71/264 of 23 December 2016, 72/255 of 24 December 2017, 72/255 of 24 December 2017 and 73/273 of 22 December 2018 and its decision 67/551 of 24 December 2012,

*Having considered* the report of the International Civil Service Commission for the year 2019,<sup>1</sup>

*Reaffirming its commitment* to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

1. *Takes note with appreciation* of the work of the International Civil Service Commission;
2. *Welcomes* the report of the Commission for 2019;<sup>1</sup>
3. *Reaffirms* the role of the General Assembly in approving conditions of service and entitlements for all staff serving in the organizations of the United Nations common system, bearing in mind articles 10 and 11 of the statute of the Commission;<sup>2</sup>
4. *Recalls* articles 10 and 11 of the statute of the Commission, and reaffirms the central role of the Commission in regulating and coordinating conditions of service and entitlements for all staff serving in the organizations of the United Nations common system;
5. *Notes with concern* that with regard to the mandatory age of separation for staff having joined the organizations prior to 1 January 2014, while many of the organizations have implemented the mandatory age of separation as approved, some organizations have decided to use different implementation dates;

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<sup>1</sup> *Official Records of the General Assembly, Seventy-fourth Session, Supplement No. 30 (A/74/30).*

<sup>2</sup> Resolution 3357 (XXIX), annex.

6. *Reiterates its request* to the Commission to recommend measures to address non-compliance with the decisions and recommendations of the Commission and to report thereon to the General Assembly at its seventy-fifth session;

7. *Expresses concern* at the application of two concurrent post adjustment multipliers in the United Nations common system at the Geneva duty station, urges the Commission and Member organizations to uphold the unified post adjustment multiplier for the Geneva duty station under Article 11(c) of the statute as a matter of priority, and requests the Commission to report on the matter to the General Assembly at its seventy-fifth session;

8. *Notes with concern* that organizations of the United Nations common system face the challenge of having two independent administrative tribunals with concurrent jurisdiction among the organizations of the United Nations common system, as highlighted in the report of the Commission,<sup>1</sup> and requests the Secretary-General, in his capacity as chair of the United Nations System Chief Executives Board for Coordination, to conduct a review of the jurisdictional setup of the United Nations Common System, submit information on findings and proffer recommendations to the General Assembly as soon as practicable;

9. *Invites* the Secretary-General, in his capacity as Chair of the United Nations System Chief Executives Board for Coordination, to undertake every effort to ensure that decisions of the General Assembly are implemented in full and without undue delay across the common system;

10. *Invites* the Commission to carry out a needs assessment for its communication and legal expertise functions within its secretariat and in relation to its work and engagement with all relevant stakeholders and to present proposals in its next report;

## **I**

### **Conditions of service applicable to both categories of staff**

*Reaffirming* paragraph 1 of section I.B of its resolution 72/255, in which it approved the principles and guidelines for performance appraisal and management for the recognition of different levels of performance, urges the organizations to continue to abide by these principles and guidelines, and requests the Commission to report on their implementation to the General Assembly at its seventy-fifth session,

## **II**

### **Conditions of service of staff in the Professional and higher categories**

#### **A. Base/floor salary scale**

*Recalling* its resolution 44/198, by which it established a floor net salary level for staff in the Professional and higher categories by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service (the United States federal civil service),

*Approves*, with effect from 1 January 2020, as recommended by the Commission in paragraph 63 of its annual report, the revised base/floor scale and pay protection points for staff in the Professional and higher categories, as contained in annex IV to that report;

## **B. Evolution of the margin and margin management around the desirable midpoint**

*Recalling* section 1.B of its resolution 51/216 and the standing mandate from the General Assembly, in which the Commission is requested to continue its review of the relationship between the net remuneration of the United Nations staff in the Professional and higher categories in New York and that of the comparator civil service (the United States federal civil service) employees in comparable positions in Washington, D.C. (referred to as “the margin”),

1. *Reaffirms* 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 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 midpoint of 115 over a period of time;

2. *Notes* that the margin between net remuneration of the United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service in Washington, D.C., for the period from 1 January to 31 December 2019 is 113.4;

3. *Recalls* its decision contained in resolution 70/244 that, if the margin trigger levels of 113 or 117 are breached, the Commission should take appropriate action through the operation of the post adjustment system;

4. *Notes* the Commission’s decision to continue monitoring the level of the margin and to take the necessary corrective action under the operation of the post adjustment system should the trigger levels of 113 or 117 be breached;

## **C. Education grant**

*Decides* to defer the consideration of the recommendations of the International Civil Service Commission on the sliding reimbursement scale and the boarding lump sum and requests the Commission to provide a detailed review on the scale and the level of the boarding lump sum, taking into consideration a maximum amount per household, in its next report;

## **D. Hardship allowance**

*Notes* the decision of the Commission, in accordance with article 11 (b) of the statute of the Commission, to increase the amount of hardship allowance by 2 per cent with effect from 1 January 2020 in accordance with article 11 (b) of the statute of the Commission;

## **F. Mobility incentive**

1. *Notes* the decision of the Commission, in accordance with article 11 (b) of the statute of the Commission, to set the lower limit of the mobility incentive to 6,700 dollars per year and apply the resulting matrix as outlined in paragraph 142 of the annual report, with effect from 1 January 2020;

2. *Notes* paragraph 144 of the annual report of the Commission on its plan for review of the mobility incentive in 2021 and urges the Commission to conduct a thorough review of the purpose, effectiveness and efficiency of the current mobility incentive programme in encouraging mobility of staff to field duty stations and provide detailed outcome of the review in its report in 2021;

3. *Encourages* organizations of the United Nations common system to consider the application of alternative administrative measures to incentivize staff mobility, including non-financial incentives, to promote staff mobility;

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