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Decisions of the United Nations General Assembly on the report of the International Civil Service Commission for 2025

Summary: This document provides information on the report of the International Civil Service Commission for 2025 and the decisions taken by the United Nations General Assembly in relation to that report.

Author unit: Human Resources Development Department (HRD).

Related documents: [United Nations General Assembly resolution 80/236](#); and [Report of the International Civil Service Commission for 2025](#).

► 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 2025, and the decisions taken by the UN General Assembly during its 80th Session in relation to the recommendations contained therein.¹ 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.²

► 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 by 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 **1.6 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 2026; in accordance with established practice, it is to be implemented by increasing the base/floor salary and commensurately decreasing post adjustment multipliers for all duty stations, resulting in no-gain/no-loss in net take-home pay.
6. The resulting changes in the base/floor salary scales for the Professional and higher categories have been implemented through standard consolidation procedures, on a no-gain/no-loss basis, with effect from 1 January 2026 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. The

¹ UN General Assembly, resolution 80/236, adopted on 30 December 2025.

² Article 14.7 of the Staff Regulations.

cost of implementing the General Assembly's resolution is covered in the provisions made for that purpose in the Programme and Budget for 2026–27.

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 United States federal civil service officials in comparable positions in Washington, DC. For that purpose, the ICSC tracks changes in the remuneration levels of both civil services on an annual basis.
8. The General Assembly noted that the margin for the period from 1 January to 31 December 2025 was **117**. It recalled that the ICSC should take appropriate action through the operation of the post adjustment system should the margin trigger levels of 113 or 117 be breached.

Conditions of service applicable to both categories of staff

Revised Standards of Conduct for the International Civil Service

9. The General Assembly approved, with effect from 1 January 2026, the revised Standards of Conduct of the International Civil Service, contained in Annex 13 of the ICSC report, strengthening UN-wide ethical standards pertaining to the prevention of conflict of interest and promotion of culture of efficiency, as well as responsible and efficient use of resources.

► Appendix

Amendments incorporated into the 2026 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 2026

Grade	Rate/Step	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
DDG	Gross	239 200												
	Net-U ⁽¹⁾	173 372												
ADG	Gross	217 448												
	Net-U ⁽²⁾	159 016												
D2	Gross	174 208	★	★	★	★	★	★	★	★	★			
	Net-U	130 477	133 072	135 667	138 265	140 864	143 460	146 055	148 654	151 249	153 845			
D1	Gross	155 232	158 685	162 145	165 603	169 047	172 506	175 961	179 411	182 870	186 321	189 776	193 224	196 682
	Net-U	117 953	120 232	122 516	124 798	127 071	129 354	131 634	133 911	136 194	138 472	140 752	143 028	145 310
P5	Gross	133 807	136 579	139 353	142 119	144 893	147 659	150 461	153 397	156 338	159 274	162 215	165 148	168 092
	Net-U	103 165	105 105	107 047	108 983	110 925	112 861	114 804	116 742	118 683	120 621	122 562	124 498	126 441
P4	Gross	109 324	111 997	114 673	117 344	120 019	122 691	125 370	128 043	130 717	133 386	136 066	138 733	141 407
	Net-U	86 027	87 898	89 771	91 641	93 513	95 384	97 259	99 130	101 002	102 870	104 746	106 613	108 485
P3	Gross	89 257	91 537	93 817	96 093	98 376	100 710	103 184	105 661	108 136	110 609	113 089	115 563	118 039
	Net-U	71 335	73 068	74 801	76 531	78 266	79 997	81 729	83 463	85 195	86 926	88 662	90 394	92 127
P2	Gross	69 139	71 176	73 213	75 253	77 293	79 334	81 376	83 408	85 449	87 487	89 526	91 570	93 605
	Net-U	56 046	57 594	59 142	60 692	62 243	63 794	65 346	66 890	68 441	69 990	71 540	73 093	74 640
P1	Gross	53 071	54 803	56 533	58 263	59 992	61 726	63 454	65 186	66 916	68 649	70 376	72 105	73 838
	Net-U	43 834	45 150	46 465	47 780	49 094	50 412	51 725	53 041	54 356	55 673	56 986	58 300	59 617

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) Plus a representation allowance of CHF7,650.

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