



SIXTEENTH 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 2007 and the decisions relevant to the ILO taken by the United Nations General Assembly at its 62nd Session in 2007 concerning the recommendations contained in the ICSC's report.

**Work of the ICSC**

2. The General Assembly reiterated its invitation to the Secretary-General, in his capacity as Chairperson of the United Nations System Chief Executives Board for Coordination, to urge the executive heads to fully support the work of the Commission by providing it with relevant information in a timely manner for studies that it conducts under its statutory responsibilities for the common system, as well as by other possible means.

**Evolution of the margin**

3. The Commission regularly carries out comparisons of the net remuneration of the 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.
4. On the basis of information provided by the Commission, the General Assembly noted that the margin for the period 1 January to 31 December 2007 was estimated at 114.0. It reaffirmed that the range from 100 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.

## Base/floor salary scale

5. The General Assembly approved the Commission's recommendations that the base/floor salary scale be increased with effect from 1 January 2008, on a "no loss/no gain" basis, by 1.97 per cent. There are consequential increases in separation payments. It is recalled that at its 300th Session (November 2007), the Governing Body accepted the recommendations of the ICSC on these increases (and authorized the Director-General to implement them), subject to their approval by the UN General Assembly. 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.

## Language incentive

6. The General Assembly took note of the recommendations of the ICSC concerning language incentives for both General Service and Professional category staff, i.e. that the long-standing flexibility provided to the organizations in applying language recognition schemes and other tools to promote multilingualism has been effective in meeting diverse operational needs and should therefore be maintained; and that the organizations be encouraged to continue efforts to promote the use of additional languages in a multicultural environment to further operational goals. The Commission set out a series of general guidelines to be considered when reviewing or developing programmes to improve organizational effectiveness through multilingualism.

## Strengthening of the international civil service

7. The General Assembly welcomed the steps taken by the Commission to strengthen its role and improve its functioning, and encouraged the Commission to continue this process.

## Financial implications

8. As reported to the Committee at its 300th Session (November 2007), the cost of implementing the ICSC's recommendations concerning the increase of 1.97 per cent in the base/floor salary scale (paragraph 5) and in related payments is covered by provisions made for that purpose in the Programme and Budget for 2008–09.
9. *The Committee may wish to recommend that the Governing Body note the action taken by the Director-General to give effect to the measures adopted by the United Nations General Assembly.*

Geneva, 29 January 2008.

*Point for decision:* Paragraph 9.