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REPORT OF THE INTERNATIONAL CIVIL SERVICE COMMISSION

Comments by the Federation of International
Civil Servants' Association (FICSA)

Note by the Secretary-General

The Secretary-General transmits herewith for consideration by the Fifth Committee a document entitled "Report of the International Civil Service Commission to the General Assembly: Comments by the Federation of International Civil Servants' Associations (FICSA)". This document is presented pursuant to the provisions of paragraph 5 of General Assembly resolution 34/220 of 20 December 1979, whereby the General Assembly expressed "its readiness to receive and consider fully the views of the staff as set out by a designated representative of the Federation of International Civil Servants' Associations in a document to be submitted through the Secretary-General and issued under the item entitled "Report of the International Civil Service Commission".

REPORT OF THE INTERNATIONAL CIVIL SERVICE COMMISSION TO
THE GENERAL ASSEMBLY: 1/ COMMENTS BY THE FEDERATION OF
INTERNATIONAL CIVIL SERVANTS' ASSOCIATIONS (FICSA)

INTRODUCTION

1. The Federation of International Civil Servants' Associations (FICSA), which represents through its 29 member associations and unions more than 40,000 international civil servants working at duty stations all around the world, would like to take this opportunity to express its appreciation for the authorization received for officially submitting to the Fifth Committee the views of the staff of the United Nations system.
2. The Federation believes that it is no more than natural that the Committee should be able to hear the views of the spokesman of the staff members who, directly or indirectly, will be affected by the decisions taken, on your recommendation, by the General Assembly. Moreover, the establishment of such a procedure cannot fail to improve mutual understanding and give the Committee a better grasp of the underlying reasons for FICSA's position on questions of general conditions of employment. It should also make it possible for FICSA to draw to your attention the concern felt by staff members regarding subjects such as the integrity of the international civil service, with respect to both its independence and the physical safety of its members.
3. For most United Nations staff members the main purpose of joining the international civil service is to serve the international community and work determinedly towards furthering the objectives of the organizations within the United Nations system. Their conditions of employment are therefore only one of the factors that have led to their entering the international civil service.
4. This should not be taken, however, as cause for disregarding those conditions of employment, and it is important to see that they are appropriate and in line both with the requirements of the United Nations Charter and with international labour standards. FICSA feels obliged to point out, in this connexion, that there has been a continuing deterioration in conditions of employment in the system over the past few years and that the International Civil Service Commission has not recommended any measures that would call a halt to this deterioration, which is contrary to the interests of both the staff and the organizations.
5. It is therefore essential that the Commission should effectively tackle this problem and, in a spirit of true independence and all objectivity, should put forward concrete proposals, without prejudice to the positions that may be taken by the Fifth Committee or by the General Assembly in the light of the financial implications devolving from them.

1/ General Assembly, Official Records, Thirty-fifth Session, Supplement No. 30 (A/35/30).

6. In our view, only such an approach will be able to re-establish a measure of equity or correct the continuing deterioration of the level of salaries. In the interest of maintaining a strong and independent international civil service, composed of effective, competent and impartial staff members, it is absolutely essential that the conditions of employment offered the members of that service should bear a proper relationship to the demands made on them and the constraints inherent in their work.

7. With regard to the common system, its rigidity, its slowness to react and its short-comings as regards staff participation have rendered it incapable of responding adequately to a number of situations caused by the economic and monetary trends of recent years.

8. Consequently, anomalies have grown up, giving rise in turn to inequities that have been a cause of serious dissatisfaction among the staff. Sometimes they have also been at the root of further deterioration of relations between the administrations and the staff representatives, and have created an unhealthy social climate within the organizations. FICSA therefore believes that far greater efforts must be made, so that the common system will be able to adapt better and more quickly to constantly changing situations and to the great variations existing between the different duty stations at which staff members are employed.

9. FICSA will continue to participate actively in the work of the International Civil Service Commission, with a view to helping to find equitable solutions to the extremely complex problems involved in defining criteria that have to be applied in more than 600 duty stations in some 160 countries.

10. With regard specifically to the report of the International Civil Service Commission and its recommendations to the General Assembly, FICSA has the following observations to make.

PENSIONABLE REMUNERATION AND PENSION ENTITLEMENTS 2/

Professional and higher categories

11. Pension problems have been a major concern for the staff as a whole since 1971, when serious anomalies appeared in the present system as a consequence of sharp monetary fluctuations and widely diverging developments in the cost of living in various countries.

12. These anomalies created considerable disturbances; although everyone recognized that there was an absolute need to remedy this intolerable situation, no true solution has been found yet.

13. Last year, the International Civil Service Commission undertook a detailed study of pension problems in the perspective of a fundamental reform of the system that could bring durable and equitable solutions to the problems.

2/ Ibid., paras. 18-87.

14. Unfortunately, in 1980, the Commission did not pursue its task along the same path and aimed, instead, at the more modest objective of seeking, in close co-operation with the United Nations Joint Staff Pension Board, a compromise solution that would remedy, but in part only, the anomalies in the system as it applies currently to staff in the Professional and higher categories. Such a limited approach would, of course, yield only limited results.

15. The formula on which a consensus could be reached is, nevertheless, a considerable improvement on the present situation. Being a compromise, it is totally satisfactory for no one, but it does correct appreciably the serious inequities affecting staff who retire in higher cost-of-living countries. That is why FICSA supports the solution worked out by the Pension Board in Washington and later endorsed by the Commission.

16. FICSA therefore invites the General Assembly to approve the recommendations submitted to it, as the proposed measures of selective adjustment would allow a minimum of equity in pensions to be restored.

17. Moreover, these measures would spare the system reactions that might be dangerous for the integrity of the United Nations Joint Staff Pension Fund and would be inevitable if the present inequities were left untouched.

General Service and other locally recruited staff

18. On the proposals tending to apply to the General Service category a system similar to the one recommended for the Professional and higher categories, FICSA is glad to support them as a first step towards a true solution to the problem of General Service staff members who retire to a country where cost of living is higher than at their duty station, for it appears that in most cases, compensatory adjustments are clearly insufficient to ensure to that category of staff pension conditions which could compare adequately with those in the country of retirement.

19. It will thus be necessary to contemplate without delay further improvements to the proposed scheme.

Special index for pensioners

20. Finally, FICSA welcomes the decision taken by the Commission to study further the possibility of introducing a special index for pensioners. Such a study should clarify various questions concerning the particular pattern of expenditure of pensioners, due account being taken in particular of the tax element.

Staff assessment for General Service and other locally recruited staff

21. Concerning the new scale of staff assessment for the General Service category which is recommended for introduction on 1 January 1981, FICSA has to express strong opposition.

22. Without questioning the need to review from time to time the rates of staff assessment, FICSA considers that any revision, if necessary, should aim at

restoring a single scale for all categories of staff, i.e., the situation prevailing before 1977. This approach would be consistent with the decision to maintain a global scale based on the average rates of taxation applied in a number of duty stations.

23. Consequently, FICSA urges the Fifth Committee to recommend to the General Assembly that no action be taken at this stage but that the question be referred back to the Commission for re-examination of the problem for the staff as a whole, and that the Commission submit to the General Assembly at its next session a recommendation for a single scale of staff assessment for all categories of staff. This is all the more desirable as the Commission itself is of the opinion that the scale of staff assessment for the Professional and higher categories should be revised in the near future, if the system is to be made meaningful again. 3/

THE LEVEL OF SALARIES FOR THE PROFESSIONAL AND HIGHER CATEGORIES

24. The last increase in base salaries, which was in the amount of 6 per cent on net, was made in 1975. Since then there has been a steady decline in purchasing power of salaries which is due to the fact that the post adjustment system gives only incomplete compensation for cost-of-living increases. Over time, this decline in purchasing power has become substantial.

25. It is sometimes alleged that the Professional staff of the United Nations is protected against the national policies of some countries of temporarily holding down the standard of living of their citizens. This protection may exist in relation to sudden short-term "freezes", but, in the long term, the staff has suffered a slow decline of purchasing power in salaries. Moreover, in the national context, flexibility of fiscal policy often provides certain compensatory elements which are not possible in the United Nations system.

26. Conscious of the declining value of remuneration for Professional staff, FICSA has, for some time now, urged the Commission to turn its attention to this question. While the Commission approved certain alleviating measures, it has not dealt with the constant decline in purchasing power of the staff's remuneration, which the Commission has seen since its inception. FICSA acknowledges that action with regard to the level of salaries is not always easy because of budgetary constraints which have dominated the considerations in the decision-making bodies of the United Nations organizations. Often, this unfavourable attitude is based on an incomplete picture of the actual level of salaries of United Nations staff.

27. FICSA is concerned about these developments. It has produced evidence of the growing inadequacy of the level of base salaries which can no longer attract staff of all nationalities. Some organizations have experienced recruitment difficulties. In a note on recruitment submitted in 1977, the Joint Inspection Unit indicated that recruitment at P-1 and P-2 levels was becoming increasingly rare and that distortions in grading policies were continuing, resulting in grade creep at the

3/ Ibid., para. 105.

higher levels. Similarly, UNITAR, in its study on career development carried out in 1977/78, voiced its concern that recruitment was normally at P-3 and above. Furthermore, initial recruitment is often made at a higher level than step 1 of the grade.

28. Perhaps the most glaring proof of the inadequate level of base salaries is the granting of supplementary payments to international civil servants of certain nationalities by their Governments. While the problem is dealt with elsewhere in this document (see para. 36-38), FICSA wishes to express its concern at the fact that those Governments which are making such supplementary payments to staff serving in the United Nations organizations are often opposed to a general salary increase for United Nations staff.

29. While the Commission has continually refused to examine the level of base salaries for Professional and higher category staff, it finally agreed, at its ninth session in March 1979, to examine the question in the context of the study on whether the United States Civil Service was still the highest paid. FICSA, for its part, continues to believe that a salary increase does not have to await the outcome of this study, but, since the two items are linked, FICSA urges the Commission to complete the comparator study on whether the United States civil service is still the highest paid without further delay.

CONSOLIDATION OF POST ADJUSTMENT INTO BASE SALARY 4/

30. FICSA had urged the Commission some time ago to consolidate an appropriate proportion of post adjustment, expressed in index points, into base salary. It is anomalous that base salary represents a relatively small portion of total remuneration and that, consequently, in some duty stations the adjustments for cost-of-living differences and currency variations amount to more than half of the take-home pay.

31. FICSA thus supports the Commission's recommendation to incorporate 30 index points into base salary, on the basis of the formula "no loss, no gain" for the staff.

32. FICSA believes, however, that this consolidation should have been accompanied by an increase in salaries in real terms; in fact, all consolidations in the past, except for the last one in 1977, were made in conjunction with an increase in base salaries. FICSA must point out again that, over the past years, the purchasing power of salaries has declined, since the post adjustment does not fully compensate for cost-of-living and currency adjustments.

33. A salary adjustment would also have obviated the need to search for a complicated "no loss, no gain" formula. The latter has, as a result, inter alia, that the staff assessment scale to come into force following consolidation on 1 January 1981 no longer bears any relationship to the tax rates of the seven

4/ Ibid., paras. 94-105.

headquarters countries or to those of the comparator civil service, which had both been used in the past: it is a pure mathematical construction made necessary to achieve a desired result, namely to leave the level of net salaries and of pensionable remuneration unchanged.

34. Elsewhere in its report, the Commission recommends a revision of the staff assessment scales for the General Service category, also to achieve a desired result, namely, to lower the level of pensionable remuneration. Only in this case, the Commission argues that since the present staff assessment rates are based on average tax rates of 1964, they should be updated to bring them in line with the current level of tax rates in the seven headquarters countries and the duty stations of 10 regional offices.

35. FICSA finds this double-standard approach inconsistent and unacceptable. FICSA maintains that, if staff assessment rates are revised, it should be done in the context of a general review for both categories of staff (see also para. 21-23).

SUPPLEMENTARY PAYMENTS MADE TO INTERNATIONAL CIVIL SERVANTS
OF CERTAIN NATIONALITIES BY THEIR GOVERNMENTS 5/

36. FICSA brought the growing practice of some Member States to make supplementary payments, in one form or another, to their nationals employed by the United Nations organizations to the attention of the Administrative Committee on Co-ordination and the Commission as a further proof of the inadequacy of the current level of United Nations salaries, which apparently can no longer attract nationals of certain countries and permit their assignment to any duty station.

37. FICSA considers that these payments are a serious threat to the independence of the international civil service. They introduce an element of discrimination among the staff based on nationality, since they are made to nationals of some countries where pay levels for the civil service are relatively high. They jeopardize the principle of equal pay for work of equal value. They also constitute a serious disruptive element, as well as a source of potential friction and tension to the detriment of the unity of the staff.

38. The conclusion drawn by the Commission that, at present, there is no evidence for the inadequacy of the remuneration of international civil servants is in the opinion of FICSA, not correct. The action recommended by the Commission to the General Assembly - namely, to call to the attention of Member States that the practice of making supplementary payments to international civil servants is unnecessary, inappropriate and undesirable - will not solve the problem. It will merely inhibit recruitment from the countries concerned. The problem must be attacked at the root, which is the current level of base salaries. FICSA trusts that the General Assembly will give a mandate to the Commission to this effect.

5/ Ibid., paras. 115-123.

REVIEW OF THE FUNCTIONING OF THE POST ADJUSTMENT SYSTEM 6/

39. FICSA reaffirms its belief in the soundness of the basic principles on which the post adjustment system is based and thus supports the Commission's position in this respect.

40. This is probably one of the most difficult subjects - if not the most difficult one - under consideration this year. FICSA thinks the approach taken by the Commission with regard to the fundamental review which it was requested to make to be the right one. A study of this scope and with possible far-reaching consequences must be made with great care and without unnecessary haste.

41. The study by the Commission must be a technical one, free of any preconceived or subjective ideas about the post adjustment level in any duty station. The overwhelming majority of the Professional staff is expatriate. The study must therefore take full account of this special situation; it would be inappropriate to draw conclusions from the situation in any particular national environment.

42. The staff is therefore pleased that the Commission decided to establish a working group composed of independent technical experts appointed by the Commission, the Consultative Committee on Administrative Questions and FICSA. The staff representatives are prepared to contribute in a constructive way to this study on the methodological aspects of the post adjustment with a view to eliminating existing anomalies and improving certain elements in the operation of the present system. FICSA has already made a series of proposals to the Commission which were retained for further study. In particular, FICSA expects that the special problems of staff posted away from headquarters duty stations will be given careful consideration.

EDUCATION GRANT 7/

43. While the Commission's recommendations for an increase in the education grant fall somewhat short of the FICSA proposals, they are welcome to the staff, since they will alleviate some of the most pressing problems for those staff members who have been facing ever increasing school fees for the education of their children. FICSA had made its proposals for an increase on the basis of a world-wide survey which showed that a real problem existed for many staff members in many duty stations, both at headquarters and in the field.

44. The grant was last increased almost four years ago. Since then, education costs have risen considerably, in many countries even faster than the over-all rate of inflation. The increase recommended by the Commission represents a minimum which does not meet the full range of the problem faced by many staff members who

6/ Ibid., paras. 124-145.

7/ Ibid., paras. 149-158.

have to send their children to international schools. FICSA would emphasize that grants for education costs up to \$US 2,000 would remain unaffected. Rather, the increase is designed to give more relief in proportionate terms to those staff members whose education costs lie roughly between \$US 3,000 and \$US 5,000. It is that group (in 1979 it comprised close to 20 per cent of the number of grants) which has been faced with the largest percentage increases in recent years.

45. It has to be borne in mind that with the present partial and degressive reimbursement scheme, the levels of costs to be paid by the staff member remain considerable. For school fees of \$US 5,000 -- the proposed maximum of reimbursable costs -- the staff member has to pay 40 per cent, even if the grant is increased as recommended by the Commission.

46. FICSA therefore urges the endorsement of the increases in the education grant recommended by the Commission.

CONDITIONS OF SERVICE IN THE FIELD 8/

47. FICSA has long urged the Commission to undertake a comprehensive review of conditions of service in the field, with a view to finding solutions for the special problems faced by staff working away from Headquarters duty stations. The objective of FICSA in making proposals for meeting the problems of field staff who are in the forefront of the technical co-operation activities of the organization is to secure conditions of service which enable the staff to make the fullest possible contribution towards assisting Member States in accordance with the aims of the organizations.

48. While FICSA regrets that it has not been possible for the Commission up to now to make such a comprehensive review, it is satisfied that the Commission has been able to deal with some of the more pressing problems, such as the rental subsidy scheme and the classification of duty stations according to conditions of life and work. The recommendations made to the General Assembly this year concern the frequency of home leave and education grant travel. FICSA considers the recommendations made to be a minimum and strongly urges their endorsement.

49. FICSA has also requested the Commission to turn its attention to the conditions of service of locally recruited staff in the General Service category, who represent about 33 per cent of the total staff in the United Nations organizations. The problems of these staff members with regard to career development, job classification and salary determination are quite different from those at Headquarters. FICSA is particularly concerned that in some countries where security problems exist, locally recruited General Service staff do not always enjoy the kind of protection they are entitled to as international civil servants.

50. FICSA therefore requests that the Commission continue its study of the special

8/ Ibid., paras. 215-233.

problems of both internationally and locally recruited field staff, with a view to completing it as soon as possible.

ACTION BY THE COMMISSION UNDER ARTICLES 13 AND 14 OF ITS STATUTE 9/

51. The main resources of the United Nations system are its staff. Demands on the United Nations system have multiplied over the years as the number of Member States has grown and responsibilities and activities have expanded. The ability of organizations to face these mounting challenges depends largely upon their staff. The quantity and quality of the organizations' services to Member States must not be hampered or diminished for lack of sufficiently comprehensive staffing policies. Yet, the United Nations system, to its own cost, does not have adequate policies to meet these needs.

52. FICSA therefore welcomes the activities of the Commission in the important areas of personnel policy relating to recruitment, career development, staff training and job classification. Already last year, the Commission made a series of recommendations to the organizations regarding career development and job classification. FICSA regrets that the Commission's recommendations often meet with inadequate response on the part of the administrations for various reasons, the main ones being based on financial constraints.

53. FICSA supports the recommendations made by the Commission this year with regard to job classification, special development programmes and performance appraisal and trusts that the Commission will continue its efforts, with a view to making recommendations on coherent career development policies and related questions, in particular, staff training programmes.

54. In this connexion, FICSA wishes to bring especially the question of employment of women in the United Nations organizations to the attention of the General Assembly. Over the past years, FICSA has followed the debates in the General Assembly and the Fifth Committee with regard to the employment of women in the Secretariat. The many resolutions adopted in which the Assembly made recommendations to the executive heads of all organizations have not brought about the desired results. The recent World Conference of the United Nations Decade for Women: Equality, Development and Peace also considered the staffing of the United Nations organizations and made a series of recommendations on the employment of women which are supported by the FICSA membership.

55. FICSA feels that, in order to achieve the targets set by the General Assembly, the problems relating to the employment of women should be dealt with at all possible levels until satisfactory progress has been made. FICSA therefore proposes that the Fifth Committee recommend to the General Assembly that the International Civil Service Commission be requested to include the matter in its work programme and report to the Assembly at its thirty-sixth session. In

9/ Ibid., paras. 23⁴ 293.

particular, the Commission should consider the recruitment of women to Professional level posts, access of women to decision-making positions, as well as promotion and career development in general. A reasonable proportion of women in decision-making positions would help to ensure that the programmes of the United Nations and the specialized agencies are formulated in such a way as to respond to the needs of the entire population of the countries where programmes are conducted.

LOCAL OR NATIONAL PROFESSIONALS 10/

56. As far back as 1975, during the first phase of the Commission's review of the United Nations salary system, FICSA addressed itself to the undesirable practice in some organizations of recruiting nationals of certain countries to perform work of a Professional level and to remunerate them according to local scales, which are usually much lower than the corresponding salaries for comparable Professional level posts. The organizations that employ "local" or "national" Professionals claim that this is in the best interest of all concerned and that the aim is not to achieve savings.

57. FICSA continues to oppose the practice of the organizations concerned. It must be stressed that such "local" or "national" Professionals are not recruited in Geneva, Paris or New York but only in developing countries. This practice is therefore a clear case of discrimination against nationals from some developing countries where local salaries for Professional level work are substantially less than United Nations salaries. Furthermore, there is no legal basis for "local" or "national" Professionals in the staff rules and regulations of the United Nations organizations and in the official classification of staff. FICSA wishes to point out that the remuneration for these staff members is determined in an arbitrary way, without staff participation and without proper control.

58. FICSA regrets that the Commission decided to permit the continuation of the practice of employing "local" or "national" Professionals. FICSA strongly supports the recruitment of nationals in the countries where the United Nations organizations carry out their activities. But it rejects the creation of an intermediary category of staff who perform Professional level work and the resulting discrimination against nationals of some developing countries.

59. FICSA considers that the study made by the Commission this year was incomplete, since it did not deal with the legal aspects of the problem; it dealt only with the practical circumstances. FICSA trusts that, at an early stage, the Commission will complete its study in this respect, with a view to arriving at a proper classification of the staff concerned within the existing Professional category. It is hoped that, by keeping the matter under close review, as envisaged by the Commission, the practice will not be allowed to spread in the meantime.

10/ Ibid., paras. 299-310.

SECURITY AND INDEPENDENCE OF THE INTERNATIONAL CIVIL SERVICE

60. The foremost objective of FICSA is the defence of the international civil service. Any trend, development or event that threatens the independence and integrity of the international civil service must be of deepest concern to FICSA and the staff it represents.

61. FICSA deplores that, for quite some time now, an increasing number of staff have been subjected to arrest or arbitrary detention, in disregard for the most elementary principles of human rights and in violation of formal undertakings on the part of the Member States concerned.

62. As the Secretary-General of the United Nations himself declared recently, such acts are a grave threat to the international co-operation for which all staff of the international organizations work continuously and often under difficult conditions. The Administrative Committee on Co-ordination has been informed of this serious problem, and FICSA hopes that the relevant declaration adopted last April by the executive heads of the United Nations organizations will soon bring tangible results. It should be added that the Commission on Human Rights adopted last March a resolution expressing its concern over infringements of the rights of United Nations staff members and the abrogation of rights conveyed under the Convention on the Privileges and Immunities of the United Nations.

63. FICSA is very concerned about the fate of staff members who have been subjected to arbitrary measures in the performance of their official duties, and it looks to the Fifth Committee to draw this situation to the attention of the General Assembly. Such a step would be highly appreciated and would give proof of the Committee's interest in and concern for the human aspects of staff matters, to which all the Federation's members attach the highest importance.

FOLLOW-UP TO GENERAL ASSEMBLY RESOLUTION 34/220

64. In its resolution 34/200 the General Assembly expressed its readiness to receive and consider fully the views of the staff as set out by FICSA in a document to be submitted through the Secretary-General and issued under the item entitled "Report of the International Civil Service Commission".

65. At the same time, the General Assembly expressed its further disposition to consider, as and when appropriate, other forms of communication between the staff and the Fifth Committee.

66. In the introduction to the present document FICSA expresses the hope that the communication between the Fifth Committee and the staff representatives would promote mutual understanding and thus have positive results for both parties concerned.

67. FICSA considers that an active and informed presentation of staff views is an essential element in the decision-making process. FICSA would therefore very much welcome the enlargement of its present access to the Fifth Committee in such a way

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as to afford FICSA an opportunity to express its views orally and to reply to inquiries by members of the Fifth Committee.

CONCLUSIONS

The position of FICSA can be summarized as follows:

1. Pensionable remuneration and pension entitlements

(a) Washington proposal

FICSA supports the adjustment system known as the Washington proposal for the Professional and higher categories and the application of a similar system for General Service staff. FICSA has no objection to the use of the United States consumer price index to adjust pensionable remuneration for the purpose of computing the basic dollar pension entitlements and supports the continuation of the WAPA index for computing pension contributions.

(b) Staff assessment for the General Service category

FICSA strongly opposes the introduction of the revised scale of staff assessment recommended by the Commission for the General Service and other locally recruited categories. FICSA urges the General Assembly to postpone any decision and to mandate the Commission to undertake a revision of the existing scales for both categories, with a view to make a recommendation for a new single scale applying to all staff.

2. The level of salaries for the Professional and higher categories

FICSA suggests that the General Assembly mandate the Commission to complete the comparator study on whether the United States Civil Service is still the highest paid, without further delay.

3. Consolidation of post adjustment into base salary

FICSA supports the Commission's recommendation to incorporate 30 index points into base salary, effective 1 January 1981, on the basis of the formula "no loss, no gain" for the staff.

4. Supplementary payments made to international civil servants of certain nationalities by their Governments

FICSA proposes that the General Assembly mandate the Commission to examine the level of base salaries, with a view to adjusting them in such a way that they can attract staff of all nationalities.

5. Review of the functioning of the post adjustment system

FICSA reaffirms its belief in the soundness of the basic principles on which the post adjustment system is based and supports the Commission's position in this respect.

6. Education grant

FICSA urges the endorsement of the increases in the education grant recommended by the Commission.

7. Conditions of service in the field

(a) Classification of duty stations according to conditions of life and work

FICSA supports the Commission's recommendations on improvements in home leave and education grant travel for very difficult and difficult duty stations.

(b) Other questions

FICSA proposes that the Commission be requested by the General Assembly to continue its study of the special problems of both internationally and locally recruited field staff.

8. Other personnel policy functions of the Commission: action by the Commission under articles 13 and 14 of its statute

(a) Recruitment, career development, job classification and related questions

(i) FICSA supports the Commission's recommendations. The Commission should continue its work in these important areas of personnel policies.

(ii) FICSA proposes that the General Assembly request the Commission to include in its work programme the questions relating to the employment of women in the United Nations organizations.

(b) Local or national Professionals

FICSA suggests that the Commission be requested to complete its study on "local" or "national" Professionals to take into account in particular the legal aspects, with a view to arriving at a proper classification of the staff concerned within the Professional category.

9. Security and independence of the international civil service

FICSA requests the Fifth Committee to draw to the attention of the

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General Assembly the fate of staff members who have been subjected to arbitrary measures in the performance of their official duties.

10. Follow-up to General Assembly resolution 34/220

FICSA requests the Fifth Committee to recommend to the General Assembly that the Federation be authorized to make an oral statement to the Fifth Committee on questions relating to the report of the International Civil Service Commission and to reply to inquiries and requests for clarification by members of the Fifth Committee.