



# General Assembly

Distr.: General  
20 November 1998

Original: English

---

## Fifty-third session

Agenda items 30 and 120

### United Nations reform: measures and proposals

#### United Nations common system

## Review of the International Civil Service Commission

### Note by the Secretary-General

1. In his programme of reform, the Secretary-General recommended that the General Assembly initiate a review of the International Civil Service Commission, including its mandate, membership and functioning in order to increase its effectiveness in meeting the challenges facing the United Nations system of organizations.<sup>1</sup>
2. By its resolution 52/12 B of 19 December 1997 on renewing the United Nations: a programme for reform, the General Assembly decided to examine the recommendation of the Secretary-General on initiating a review of the International Civil Service Commission, and, on the basis of information to be provided by the Secretary-General, requested the competent intergovernmental bodies to consider the modalities for such a review.<sup>2</sup>
3. Recognizing the implications of the proposed review for the system as a whole, the Secretary-General consulted with members of the Administrative Committee on Coordination (ACC) on the response to the above-mentioned request of the General Assembly. The Administrative Committee on Coordination recalled that it had already considered, in 1996, that, at a time when reform was high on the system's agenda, it was more essential than ever to have an effective and impartial civil service capable of taking initiative to keep pace with new trends in human resources management and the changing needs of the system. Accordingly, at its last session held on 30 and 31 October 1998, ACC welcomed the Secretary-General's initiative. It endorsed the proposal that a review group, composed of a small, geographically balanced group of experts be created to undertake an examination of the mandate, membership and functioning of ICSC, in the light of the challenges faced by the United Nations system (the proposed terms of reference are contained in the annex to the present document). It proposed that the review group be appointed by the General Assembly, on the recommendation of the Secretary-General in his capacity as Chairman of ACC, after consultation with concerned ACC members. It also suggested that the report of the review group be submitted to the General Assembly, together with the views of the concerned organizations of the system, including, as appropriate, their governing bodies.

4. The Secretary-General intends to submit his recommendation concerning the membership of the group of experts to the General Assembly at its resumed fifty-third session.

*Notes*

<sup>1</sup> A/51/950, para. 233.

<sup>2</sup> Resolution 52/12 B, para. 22.

## Annex

### Terms of reference of the Review Group

1. The Review Group will assist the General Assembly in examining the mandate, membership and functioning of the International Civil Service Commission in order to increase its effectiveness in meeting the challenges facing the United Nations system of organizations.<sup>a</sup>
2. To this end, the Review Group will review and analyse:
  - (a) The objectives underlying and the expectations of Member States, organizations and staff regarding the establishment of the International Civil Service Commission; the extent to which those objectives and expectations have been met in the evolution of the Commission (and its secretariat) since its establishment and the reasons therefor;
  - (b) The several proposals and initiatives of the consultative partners and ICSC to modify the functioning and the working methods of the Commission (including its secretariat) to ensure its independence, impartiality, effectiveness and technical competence, the extent to which these proposals and initiatives have been implemented and the reasons why they have succeeded or failed;
  - (c) The mandate, scope, functioning and evolution of national civil or public service commissions and similar bodies in various regions of the world to assess the extent to which their practices might provide appropriate reference at the international level;
  - (d) Other options that could enhance the technical expertise available to the international civil service in relation to new management methods and practices (for example, the use of expert advisory panels and of private consulting firms).
3. The Review Group will invite the representatives of Member States through the regional groups in the General Assembly and the governing bodies of the organizations participating in the United Nations common system, together with the representatives of executive heads and of the staff bodies, to provide such submissions as they wish in respect of this review.
4. Taking account of this analysis and of these submissions, the Review Group will redefine what is required of an International Civil Service Commission and will propose changes to enable ICSC to meet the challenges facing the United Nations system of organizations.

#### *Notes*

<sup>a</sup> As recommended by the Secretary-General in his report entitled "Renewing the United Nations: a programme for reform" (A/51/950).