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PERSONNEL QUESTIONS
DEFINITIONS OF DEPENDENCY
Report of the Secretary-General

1. During its 12th session the Fifth Committee considered a pattern of definitions of dependency for determining entitlement to dependency allowances which the Secretary-General had submitted as the result of consultations at the administrative level among the interested international secretariats.

The development of new definitions of dependency stemmed from a recommendation of the Salary Review Committee that a more restrictive definition of dependency, where cases of both husband and wife are in receipt of earned income, should come into force not later than the date of introduction of the scheme of post adjustments and revised dependency allowances (Report of the Salary Review Committee, A/3209, paragraphs 198 to 204).

It proved not to be practicable to apply new definitions of dependency by the date envisaged by the Salary Review Committee and the Fifth Committee accordingly invited the Secretary-General, after consultation with the executive heads of the Specialized Agencies and taking full account of the proposals of the Salary Review Committee and of the views expressed in the Fifth Committee, to formulate the definitions of dependency and apply them to the staff, reporting the results through the Advisory Committee on Administrative and Budgetary Questions to the General Assembly at its 12th session (A/3558).

At the 12th session the Fifth Committee recorded its conclusions as follows:

"Subject to review in the light of a full year's working experience, the Fifth Committee approves the tentative definitions of dependency as set out in the report of the Secretary-General (A/3656), and requests the Secretary-General to introduce these definitions at an early date." (Report of the Fifth Committee, Twelfth Session, A/3797, paragraph 18.)

2. By resolution 1095 (XI), in which the General Assembly recorded its conclusions on many aspects of the report of the Salary Review Committee, authorization was provided to the Secretary-General "to pay, as a transitional measure, personal allowances to present staff members who would otherwise suffer a reduction in emoluments through the initial application of new rates of dependency allowances, such personal allowances to be decreased and eventually eliminated according to a procedure to be prescribed by the Secretary-General" (resolution 1095 (XI), paragraph 6).

3. The new definitions of dependency were applied to the staff of the Secretariat in all offices with effect from 1 October 1958 and have been in operation since that time. Transitional personal allowances were applied as of 1 October 1958 to staff who would otherwise have suffered a reduction in emoluments because of the effect of the new definitions.

The first reduction (of 25 per cent) of the personal transitional allowance was made, in the case of staff in the professional and higher salary levels, coincidentally with the reclassification of the Headquarters area as Class 6 in the post-adjustment system. A first reduction amounting to 20 per cent of the transitional personal allowance was made in the case of staff in the General Service and Manual Workers category as of 1 July 1959.

4. The Secretary-General, with the administrative heads of the Specialized Agencies that have applied these definitions,^{1/} has found that the new definitions of dependency are satisfactory and can be readily administered. Administrative difficulties have proved to be less onerous than might have been expected and indeed the Secretary-General is of the opinion that the new definitions are both more equitable and somewhat easier to administer than the arrangements that were previously in force. In this connexion it will be recalled that the General

^{1/} International Labour Organisation, Food and Agriculture Organization, World Health Organization, United Nations Educational, Scientific and Cultural Organization.

Assembly, at its 13th session, approved the deletion from staff regulation 3.4 of a reference to benefits which might be derived under the dependency provisions of national income tax laws. (resolution 1295 (XIII))

5. The Secretary-General accordingly recommends that the present definitions of dependency be continued, subject to whatever minor adjustments experience may show to be warranted.
