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Agenda item 147

United Nations common system

**Draft resolution submitted by the Chair of the Committee following
informal consultations**

United Nations common system

A

The General Assembly,

Recalling its resolutions 44/198 of 21 December 1989, 51/216 of 18 December 1996, 52/216 of 22 December 1997, 53/209 of 18 December 1998, 54/238 of 23 December 1999, 55/223 of 23 December 2000, 56/244 of 24 December 2001, 57/285 of 20 December 2002, 58/251 of 23 December 2003, 59/268 of 23 December 2004, 60/248 of 23 December 2005, 61/239 of 22 December 2006, 62/227 of 22 December 2007, 63/251 of 24 December 2008, 64/231 of 22 December 2009, 65/248 of 24 December 2010, 66/235 A of 24 December 2011, 66/235 B of 21 June 2012, 67/257 of 12 April 2013, 68/253 of 27 December 2013, 69/251 of 29 December 2014, 70/244 of 23 December 2015, 71/264 of 23 December 2016, 72/255 of 24 December 2017, 73/273 of 22 December 2018, 74/255 A and B of 27 December 2019, 75/245 A of 31 December 2020 and 75/245 B of 16 April 2021, 76/240 of 24 December 2021, 77/256 A and B and 77/257 of 30 December 2022 and its decision 67/551 of 24 December 2012,

Having considered the report of the International Civil Service Commission for the year 2024,¹

Reaffirming its commitment to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

Emphasizing the importance of, and benefits derived from, maintaining a coherent and unified United Nations common system,

1. *Takes note with appreciation* of the work of the International Civil Service Commission;

¹ *Official Records of the General Assembly, Seventy-ninth Session, Supplement No. 30* ([A/79/30](#)).



2. *Takes note* of the report of the Commission for 2024;
3. *Reaffirms* the role of the General Assembly in approving conditions of service and entitlements for all staff serving in the organizations of the United Nations common system, bearing in mind articles 10 and 11 of the statute of the Commission;²
4. *Recalls* articles 10 and 11 of the statute of the Commission, reaffirms the central role of the Commission in regulating and coordinating conditions of service and entitlements for all staff serving in the organizations of the United Nations common system, and also recalls that members of the Commission shall perform their functions in full independence and with impartiality;
5. *Reaffirms* the authority and competence of the International Civil Service Commission to establish post adjustment multipliers for duty stations in the United Nations common system, under article 11 (c) of the statute of the Commission;
6. *Notes with concern* that some organizations have not yet accepted and implemented the amendments to the statute of the Commission as decided by the General Assembly in its resolution [77/256](#) A, and requests the Commission to recommend appropriate measures to deal with those organizations which do not cooperate fully with the Commission;
7. *Reminds* executive heads and governing bodies of the United Nations common system that failure to fully respect the decisions taken by the General Assembly on the Commission's recommendations could prejudice claims to enjoy the benefits of participation in the common system, including organizations' participation in the United Nations Joint Staff Pension Fund, as stated in article 3 (b) of the Fund's regulations;
8. *Welcomes* the Commission's decisions contained in paragraphs 167 of its report;
9. *Recalls* its resolution [73/273](#), recognizes that multilingualism strengthens workforce diversity, welcomes the inclusion of multilingualism of the workforce in the programme of work of the Commission, and notes that the language incentive will be considered within the next comprehensive review as a measure to promote multilingualism in the common system;
10. *Underlines* the importance of broad participation in the global survey of all categories of staff in all locations, and encourages the Commission to facilitate access to the survey for all staff members to achieve a higher response rate and increase representativeness of the staff responses;
11. *Requests* the Commission to provide information on the policies of the common system organizations on flexible working arrangements in the context of its next report;
12. *Welcomes* the efforts taken by the Commission to conduct the comprehensive review of the compensation package, namely the development of its outline, scope, structure, parameters and timeline and establishment of working groups to facilitate the process, and looks forward to the timely completion and publication of the review for consideration of the General Assembly at its eighty-first session;
13. *Underlines* the importance for the General Assembly to maintain comprehensive oversight of the common system compensation package and consider its components in a holistic manner;

² Resolution [3357 \(XXIX\)](#), annex, as amended in resolution [77/256](#) A.

14. *Recalls* its resolution 70/244, and notes the importance of the premise of overall cost containment and sustainability, as well as the agreed criteria of competitiveness and flexibility of the compensation package, in the comprehensive review;

15. *Also recalls* its resolution 70/244, and notes the importance of the broad objectives of effective mandate delivery, flexibility, attractiveness, coherence, transparency, cost-effectiveness, stability and predictability in the comprehensive review;

16. *Requests* the Commission, with regard to the comprehensive review, to consider the totality of the benefits package and present proposals to the General Assembly that encompass all the agreed-upon parameters, objectives, criteria and overall premises as agreed by the Assembly for the review;

17. *Also requests* the Commission to explore options for non-financial incentives, in its next report;

18. *Invites* the Commission to continue monitoring trends in the organizations regarding the age distribution of the workforce, and encourages the common system organizations to foster and support rejuvenation of the workforce;

I

Conditions of service of staff in the Professional and higher categories

A. Base/floor salary scale

Recalling its resolution 44/198, by which it established a floor net salary level for staff in the Professional and higher categories by reference to the corresponding base net salary levels of officials in comparable positions serving at the base city of the comparator civil service (the United States federal civil service),

Approves, with effect from 1 January 2025, as recommended by the Commission in paragraph 203 of its report, the revised unified base/floor scale and updated pay protection points for staff in the Professional and higher categories, as contained in annex XXVII to the report;

B. Evolution of the United Nations/United States net remuneration margin

Recalling section I.B of its resolution 51/216 and the standing mandate from the General Assembly, in which the Commission is requested to continue its review of the relationship between the net remuneration of the United Nations staff in the Professional and higher categories in New York and that of the comparator civil service (the United States federal civil service) employees in comparable positions in Washington, D.C. (referred to as “the margin”),

1. *Reaffirms* that the range of 110 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 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 midpoint of 115 over a period of time;

2. *Notes* that the margin between net remuneration of the United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service in Washington, D.C., for the period from 1 January to 31 December 2024 is 116.9;

3. *Recalls* its decision contained in resolution 70/244 that, if the margin trigger levels of 113 or 117 are breached, the Commission should take appropriate action through the operation of the post adjustment system;

4. *Notes the Commission's decision to continue monitoring the level of the margin and to take the necessary corrective action under the operation of the post adjustment system should the trigger levels of 113 or 117 be breached;*

C. Children's and secondary dependants' allowances

Decides to maintain the children's and secondary dependants' allowances at their current level;

D. Education grant

Decides to maintain the education grant at its current level;

E. Payment of amount in lieu of settling-in grant at category D and E duty stations that are not designated as non-family

Approves the continuation of the pilot programme for the payment of an amount in lieu of a settling-in grant at category D and E duty stations that are not designated as non-family until the conclusion of the comprehensive review of the compensation package as recommended by the Commission in paragraph 344 (a) of its report, and requests that any recommendation thereon in the context of the review be substantiated by cost data.

B

The General Assembly,

Having considered the report of the Secretary-General on data on system-wide compensation costs³ and the related report of the Advisory Committee on Administrative and Budgetary Questions,⁴

1. Takes note of the report of the Secretary-General;

2. Endorses the conclusions and recommendations contained in the report of the Advisory Committee on Administrative and Budgetary Questions.

³ [A/79/497](#).

⁴ [A/79/607](#).