



Comprehensive review of compensation package:

Updates on developments

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13 May 2026
14 May 2026

Issues to be covered



Review process

- ① Independent expert body established by UNGA ([A/RES/3357\(XXIX\)](#))
- ② Oversees all facets of UN staff employment conditions
- ③ Decides (article 11) and recommends to UNGA (article 10)

- Daily subsistent allowance
- Post adjustment index (PAI)
- Schedule of PA surveys
- Hardship category of DS

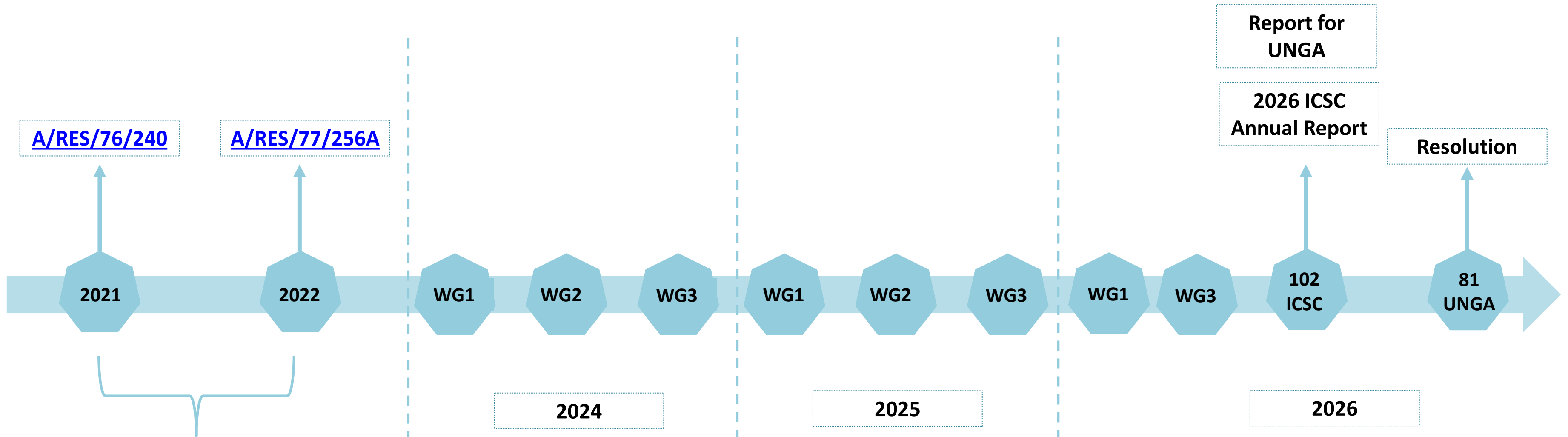
- Professional salary scale
- PA multiplier (PAM)
- Dependency allowances, language incentives
- Education and repatriation grants, home leave



- ① Deals with administrative and budgetary matters of UN
- ② Reports and recommends to UNGA
- ③ Recommends to specialized agencies

- ① Sets Staff regulations
- ② Decides on 5th Committee reports and sets staff assessments
- ③ Reviews administrative reports

Review process



- WG1: Overall structure**
- WG2: Family benefits**
- WG3: Field benefits**

2025 UNGA resolution

To UNGA and legislative organs of other participating organizations

- ① Increase unified base floor/salary scale for P staff by 1.6% and decrease PAM
- ② Report 117.0 margin and requests ICSC to monitor and take PA action
- ③ Approved [revised standards of conduct](#) applicable for both categories of staff
- ④ Teleworking is not a right or an entitlement
- ⑤ Common framework for adjustment after 60 cumulative working days of TW

To executive heads of the participating organizations


- ① Results of GS salary and revised dependency allowance for Montreal
- ② Revised dependency allowance for Paris-based staff
- ③ Reminds to follow UNGA decisions and if not, then possible prejudice claim to enjoy participation in UNJSPF

No changes to some allowances

child/child with disability; secondary dependents; education grant



United Nations A/RES/80/236 A-B

 **General Assembly** Distr.: General
31 December 2025

Eightieth session
Agenda item 144
United Nations common system

**Resolutions adopted by the General Assembly
on 30 December 2025**

[on the report of the Fifth Committee (A/80/568, para. 19)]

80/236. 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 of 30 December 2022, 77/257 of 30 December 2022 and 79/252 A and B of 24 December 2024 and its decision 67/551 of 24 December 2012,

Having considered the report of the International Civil Service Commission for the year 2025,¹

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,

¹ Official Records of the General Assembly, Eightieth Session, Supplement No. 30 and corrigendum (A/80/30 and A/80/30/Corr.1).



25-21243 (E)

2025 UNGA resolution

To UNGA and legislative organs of other participating organizations

① Increase unified base/floor salary scale for P staff by 1.6% and decrease PAM

② Report 117.0 margin

③ Recommend revised standards of conduct for the international civil service

① minimum, or base floor remuneration, with no deductions ('no loss no gain')

② UN staff in NY vs US federal employee in DC

③ updates to post-employment conditions, staff-management relationship, relations with Member States

2025 UNGA resolution

Scenario	UN salary vs comparator is...	System reaction		
121 and more	Too high	delay in salary scale revision	base/floor salary increase is conservative	PAM slowed down
118-120	Borderline high	“natural correction”		
113-117	balanced	Stability and planned revisions		
110-112	Slightly low	Gradual upwards correction and monitoring for effect of “natural correction”		
Less than 110	Significantly low	Stronger upwards correction pressure (opposite “121 and more” measures)		

Developments and trends

United Nations Organization

Balancing fiscal discipline and efficiency

Cost-containment should not undermine UN system's ability to recruit and retain staff

Compensation should adequately reflect demands and risks of an assignment

Noblemaire principle, comparability, coherence and independence of civil service at the core

FICSA

Consistency and predictability

Competitiveness is not to about salary, but to broader value employment proposition

UN Member States

UN System is too complex, UN compensation is too complicated

UN staff are perceived as overpaid, with a lot of "entitlements" (vs. compensation)

Margin target (110-120), established margin (113-117) and midpoint (115) must be reviewed

Caps on certain benefits and allowances

Rationale for mobility incentive

Non-financial incentives *in lieu of* monetary benefits

UN80 initiative vs geographical diversity

Developments and trends



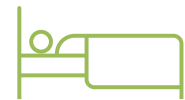
Family-hub model

Connect staff in non-family DS with their family located in DS
Voluntary by nature and not to replace current model
Ongoing work to define scope, links to other benefits and overall implementation



D/E pilot

Formalize the pilot
Possible links with Family Hub model



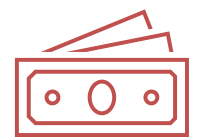
R&R and DSA

No payment of DSA while on R&R
Cycles and implementation modality to continue



Evacuation

Cost-driven approach not to undermine duty of care
Entitlements based on physical location (i.e., hardship, PAM)



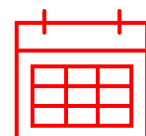
Non-financial incentives

Complimentary vs as a replacement



Mobility

Working as intended
Defining mobility across Organizations
Possible phasing out of certain elements after a certain period



Review of entitlements

Change frequency from current 3-year cycle to a 4-year cycle
No changes to the methodology for now (ongoing work on hardship classification)

Developments and trends



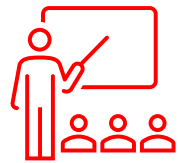
Relocation benefits

Lump-sum option is preferred modality
Current ceilings should be maintained
Current methodology should be maintained



Hardship allowance

Possible expansion of categories
Closer engagement of WHO WRs into the process



Education grant

Several options under review
Maintaining status quo; giving staff an option; introducing new scheme
Prorating in case of TW for more than 2/3 of the academic year

Special education grant

Review of current caps and their feasibility
Option to increase the amount to cover 90th percentile of total admissible expenses



Child allowance

Rates of allowance remain the same for the past 14 years; frequency of revision every 5 years
Lump-sum scheme is fit-for-purpose; maintain US\$ allowance
Possible caps (cf: age and number of children)

Secondary dependant's allowance

No changes
Eligibility criteria: parents+ siblings to stay

To conclude

Join your region's Staff Association: 0.25% of net base salary*

*for instance: if your salary is US\$800, then
monthly membership fee is US\$2

Benefits



Legal support and advice



Participate in selection panels



Shape, influence and vote on decisions for SA



Apply for SC membership



Engage with global staff-related matters

Click to join

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