



## COMMUNICATIONS

### 77<sup>TH</sup> SESSION OF THE FIFTH COMMITTEE OF THE UN GENERAL ASSEMBLY – RESOLUTION 77/256 ON UN COMMON SYSTEM

**01/23**

**Geneva  
5 January 2023**

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To: All FICSA Members

For distribution to: All staff representatives / all staff

From: Tanya Quinn-Maguire, FICSA President

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Dear colleagues,

Further to [Communications 34/22](#), concerning updates from the Fifth Committee of the UN General Assembly (UNGA) in November 2022 under agenda item “UN Common System” and [FICSA’s statement to the committee](#), we are pleased to share the [letter from the ICSC Chair \(ICSC/CIRC/GEN/01/2023\)](#) on the **UN General Assembly resolution 77/256**.

This communication summarizes the key issues which will affect all UN-System staff members going forward. You are strongly urged to share this information with your members.

We very much look forward to discussing all of the agreements and recommendations in detail with our members in a few weeks time during the annual FICSA Council, 6-10 February.

**In section A** of the resolution, the UN General Assembly approved amendments to the ICSC statutes as following, and specified that these amendments were made for clarification purposes and did not alter the ICSC’s authority or affect the current operational reality. It reaffirmed the authority and competence of the ICSC to establish post adjustment multipliers for duty stations in the common system under Article 11. The Assembly invited the organizations of the common system to complete as quickly as possible formal acceptance of the amended statute.

**Article 10**

*The commission shall make recommendations to the General Assembly on:*

...

*(b) The salary scales ~~of salaries~~ and the value of the post adjustments multiplier for staff in the Professional and higher categories*

**Article 11**

*The commission shall establish:*

...

~~(c) The classification of duty stations for the purpose of applying post adjustments applicable to each duty station.~~

The UN General Assembly also adopted **resolution 77/257** on the review of the jurisdictional setup of the United Nations common system, in which the assembly decided that the Secretary-General shall conclude the review of the jurisdictional set-up of the United Nations common system by 31 December 2023.

**In section B** of the resolution, we are pleased to note that the UN General Assembly approved the [ICSC's recommendations and decisions](#) regarding:

- i) **The General Assembly welcomed the establishment of the new parental leave framework and requested the UN Secretary-General to implement the framework in the UN Secretariat using existing resources exceptionally for the year 2023, and encouraged the executive heads of other organizations of the common system to follow such practice.**  
This agreement represents a huge step forward in ensuring a modern and inclusive UN workplace which will continue to attract future generations of international civil servants. FICSA would like to encourage Staff Representatives to begin a dialogue with the executive heads of their organisation with regard to the implementation plan of the new parental leave framework.
- ii) **The General Assembly approved the allowance for children with disabilities in the amount of 6,645 dollars per annum until the children's and secondary dependant's allowances are further adjusted.**
- iii) **Adjustment to the salary scale for staff in the Professional and higher categories** by 2.28 percent on a no-loss/no-gain in net take-home pay by a commensurate reduction in post-adjustment multiplier points effective 1 January 2023.

FICSA would also like to draw our members' attention to the following issues, as mentioned in the UN General Assembly resolution. We strongly recommend that all Staff Associations and Unions should remain informed about these topics. FICSA will, as usual, continue to share with you all relevant developments and will consult with you to ensure that we develop a FICSA position on each of these issues which are based on your voices,

#### **1. Review of the Compensation Package.**

As you recall, last year the General Assembly requested the ICSC to maintain a comprehensive oversight of the UN Common System compensation package, and to **undertake a comprehensive assessment and review of the compensation package on a five-year cycle**. The first step in this process will be a presentation to the UNGA in 2026 on a comprehensive assessment and review of the compensation system, including detailed analysis on its cost-effectiveness, attractiveness and impact on the workforce, and proposals for updating parameters and comparators.

This was reiterated with a request to the ICSC on the detailed outline of the review as mentioned above.

FICSA is monitoring the development closely and is gearing up its activities, committees and resources to actively participate in the review, while continuing to reiterate its views and position that cost efficiency should be achieved through comprehensive reviews on ways of working, to ensure the independence of the international civil service and that it remains fit for purpose to serve its mandate,

and not through a continuous, ongoing cycle of resource-intensive reviews of the compensation package.

**2. Other matters related to the compensation package and conditions of service of staff.**

- i) **Unfortunately, the General Assembly did not approve revisions to the children’s and secondary dependant’s allowances**, and requested a review of the feasibility of applying a means-tested methodology and report back to the assembly in 2023. FICSA will continue to advocate and seek an agreeable solution in the upcoming ICSC sessions.
- ii) **The General Assembly invited the Commission to reconsider its decision on the levels of the hardship allowance and the mobility incentive** and to assess their calculating methodologies based on the outcome of the next comprehensive compensation review.
- iii) **The General Assembly reiterated its commitment to the UN Common System and the ICSC’s role in approving the conditions of service and entitlements for all staff of the common system**, and highlighted the importance of **effective and timely communication of the decisions of the ICSC and UNGA to organizations and other stakeholders**, and **importance for comprehensive data on system-wide compensation costs for all staff categories to be made available to Member States without delay** to ensure that decisions and recommendations of the ICSC are based on updated and reliable data.
- iv) **The Assembly requested the ICSC to provide a detailed outline of its approach to the next comprehensive review of the compensation package** for the UN Common System, including the structure, parameters and timeline. It noted that **language incentive** will be considered within the next comprehensive review as a measure to promote multilingualism in the common system.
- v) The assembly requested the ICSC;
  - **Under Framework of Contractual Arrangements**, to conduct a system-wide survey to assess factors affecting workplace retention and submit the results and analysis at the 79th Session of the General Assembly
  - **Under Parental Leave framework**, to submit an assessment and review of the implementation of the parental leave framework with a detailed analysis of utilization data, staff satisfaction, expenditures, incentive function of the new framework, and impact on the workforce in particular in terms of job attractiveness and workforce retention.
  - To reconsider the pilot **standards of accommodation for air travel**, taking into account the provisions of resolutions of the General Assembly on standards of accommodation for air travel and further requested it to report on this subject in the context of the Commission’s next report, while reaffirming that the Commission shall establish standards of travel under article 11 (b) of the ICSC statute and requested

FICSA will continue to keep you updated as we engage with the Fifth Committee, the ICSC, the HLCCM, and other stakeholders throughout the year.

If you have any questions regarding any specific topic mentioned above, please do not hesitate to contact us through the FICSA Secretariat at [ficsa@un.org](mailto:ficsa@un.org)

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