

# COMMUNICATION

## RESOLUTION FROM THE UN GENERAL ASSEMBLY ON THE COMMON SYSTEM

**03/26**

Geneva

12 January 2026

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To: All FICSA Members

For distribution to: All staff representatives / all staff

From: Wadzanai Garwe, FICSA President

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Dear colleagues,

Further to [FICSA's statement to the Fifth Committee of the UN General Assembly \(UNGA\)](#) in November 2025, we are pleased to share the [letter from the ICSC Chair \(ICSC/CIRC/GEN/06/2025\)](#) on the [UN General Assembly resolution document A/C.5/80/L.17](#) adopted on 30 December 2025.

As briefed to you during Heads of Delegations meeting in October and December 2025, FICSA played an instrumental role in engaging with the ICSC and Member States to reach this outcome, as stipulated in United Nations General Assembly (UNGA) resolution [34/220 \(Dec 1979\)](#) and [35/213 \(Dec 1980\)](#) that reiterated UNGA's readiness to receive and consider fully the views of staff as set out by FICSA.

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

Some of the main points of the ICSC memo:

1. The UNGA reaffirmed its role in approving conditions of service and entitlements for **all staff** serving in the organizations of the UN common system as per articles 10 and 11 of the ICSC Statutes and reminded organizations that failure to respect UNGA decisions could impact participation in the common system, including in the UN Joint Staff Pension Fund (UNJSPF).
2. The UNGA continued to recognize that multilingualism strengthened workforce diversity and noted that language incentive would be considered within the next comprehensive review as a measure to promote multilingualism and continued to underline the importance for it to maintain its comprehensive oversight of the compensation package with respect to the ongoing review. It reconfirmed the agreed criteria and objectives of the review, and its completion as scheduled at the 81<sup>st</sup> UNGA session in 2026.
3. The UNGA requested the ICSC to take note of Member States' decisions related to UN80 in its workplan and align itself with the objectives of cost containment and other agreed criteria.
4. The UNGA reaffirmed the current range and midpoint of the margin, and requested the Commission to explore **options for a revised margin range, and decreased desirable midpoint 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**, and to provide recommendations for consideration and decision of the UNGA at its 81<sup>st</sup> session in 2026, based on an analysis (quantitative analysis and modelling of budget implications) on the impact of such a midpoint on the UN Common System:

- Application of the Noblemaire principle
  - Attraction and retention of staff members
  - Overall attractiveness and predictability of the compensation package
5. The UNGA also approved effective from 1 January 2026, the revised Standards of Conduct for the International Civil Service and requested the ICSC to incorporate in the revision, a comprehensive guidance including prevention of conflicts of interest, promoting cultures of efficiency, economic, responsible and efficient use of resources, as well as strengthening financial discipline and oversight.
  6. The UNGA requested the ICSC to introduce a common framework for adjustments to compensation-related elements after a period of 60 cumulative working days of telecommuting, while also confirming that telecommuting was not a right or entitlement, but a measure of flexibility that organizations has.
  7. The UNGA approved a **1.6 percent adjustment** of the unified base/floor salary scale effective as of 1 January 2026, on a no gain/no loss basis.
  8. It also endorsed the conclusions and recommendations reported by the ACABQ (Advisory Committee on Administrative and Budgetary Questions) on data on system-wide compensation costs as reported by the UN Secretary General.
  9. As you may notice, the resolution and ICSC's annual report did not make any recommendation or changes to other compensation elements, until the completion of the comprehensive review of the compensation package. This includes dependency allowances, scales of the education grant etc.

FICSA will continue to keep you updated as we engage with the Fifth Committee, the ICSC, the HLCM, and other stakeholders throughout the year, and we look forward to discussing further with you at the upcoming [79<sup>th</sup> FICSA Council](#) in February.

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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