Joint UNITAR – Swiss briefing

ICSC

New York, 9 September 2021

United Nations Common System Overview
The General Assembly of the United Nations establishes an International Civil Service Commission…

… for the regulation and coordination of the conditions of service to the United Nations common system…

— GA Resolution 3357 (XXIX) of 18 December 1974
Specialized agencies:

- UPU – Universal Postal Union
- FAO – Food and Agriculture Organization
- ICAO – International Civil Aviation Organization
- WIPO – World Intellectual Property Organization
- UNESCO – United Nations Educational, Scientific and Cultural Organization
- IMO – International Maritime Organization
- UNWTO – United Nations World Tourism Organization
- IFAD – International Fund for Agricultural Development
- WHO – World Health Organization
- ILO – International Labour Organization
- WMO – World Meteorological Organization
- ITU – International Telecommunication Union
- UNIDO – UN Industrial Development Organization
- ISA – International Seabed Authority
- ITLOS – International Tribunal for the Law of the Sea
- CTBTO – Comprehensive Nuclear-Test Ban Treaty Organization
Specialized agencies:

Other UN system and related agencies:

Separately administered UN funds & programmes:
ADDITIONAL ORGANIZATIONS

• Many other international organizations follow (in its entirety or partially) the remuneration system of the UN common system, such as:

• International Criminal Court (ICC-CPI), Organization of American States (OAS), Inter-Parliamentary Union (IPU), Commission for the Conservation of Antarctic Marine Living Resources (CCAMLR), International Sugar Organization, Organization for Security and Co-operation in Europe (OSCE), Organization for the Prohibition of Chemical Weapons (OPCW), and others.

• Bretton Woods organizations (WBG, IMF) and World Trade Organizations (WTO) do not belong to the common system.
Relationship agreements with specialized agencies:

“…Develop common personnel arrangements…”

- Avoid competition
- Facilitate personnel interchange
- Equity & Fairness
- Economies of scale
- Efficiency/Cost control
Composition of UN staff system-wide

Total: 108,555

- Professionals: 39,072 (36%)
- General Service*: 51,238 (47%)
- National Officers: 14,678 (14%)
- Field Service: 3,457 (3%)

*Also includes Security & Safety, Trades & Crafts, Language Teachers, Public Information Assistants (about 400 staff).
Staff:

- United Nations (UN): 35,239
- United Nations High Commissioner for Refugees (UNHCR): 10,948
- United Nations Development Programme (UNDP): 6,894
- World Health Organization (WHO): 8,351
- Food and Agriculture Organization of the United Nations (FAO): 3,119
- World Food Programme (WFP): 7,362
- International Labour Organization (ILO): 3,302
- United Nations Educational, Scientific and Cultural Organization (UNESCO): 2,246
- International Atomic Energy Agency (IAEA): 2,781
- United Nations Population Fund (UNFPA): 2,934
- World Intellectual Property Organization (WIPO): 1,163
- International Telecommunication Union (ITU): 749
- Office for the Coordination of Humanitarian Affairs (OCHA): 771
- United Nations Office for Project Services (UNOPS): 643
- United Nations Office for Trade and Investment (UNCTAD): 763
- International Fund for Agricultural Development (IFAD): 674
- International Maritime Organization (IMO): 271
- World Meteorological Organization (WMO): 338
- United Nations Environment Programme (UNEP): 82
- Women's Union (UNWOMEN): 1,036
- Office of the United Nations High Commissioner for Human Rights (OHCHR): 47
- Comprehensive Test Ban Treaty Organization (CTBTO): 280

CEB data as at 31 Dec 2019 (contracts of 1+year)
These figures include staff in other locations in the same country.
Composition & Appointment

- 15 members appointed by the General Assembly in their personal capacity as individuals of recognized competence with substantial experience of executive responsibility in Public Administration or related fields, particularly in personnel management. Four-year terms; renewable for members.

- Two of the members are designated Chairman and Vice-Chairman and serve on a full-time basis. The Chair/Vice-Chair can serve for up to two four-year terms.

- Selected with due regard for equitable geographical distribution (Africa: 4; WEOG: 4; Asia: 3; LA/C: 2; Eastern Europe: 2)
Issues under ICSC Mandate

Recommendations to:
- General Assembly
- Governing Bodies
- Executive Heads

ICSC

Decisions

CEB

(3) Staff Federations

UN Joint Staff Pension Board
Functions & Powers

I. Makes recommendations to the General Assembly on:

- Broad principles to determine conditions of service
- Scales of salaries for Professional staff
- Staff assessment
- Education grant, home leave, repatriation grant, termination indemnity, dependency allowances for Professional and above staff
Functions & Powers

2. Establishes

- Methodologies by which principles for determining conditions of service should be applied
- DSA rates
- Mobility and Hardship Allowance Rates
- Danger pay rates
- Post Adjustment Classification
- Job Classification Standards
Functions & Powers

4. Makes recommendations to Organizations

- HR Policies
- Gender balance/Work-Life Issues
- Staff training policy
- Standards of conduct
- Contractual arrangements
- Performance management
- General Service salary scales at headquarters