



United Nations

International Civil Service Commission



Serving the United Nations Common System

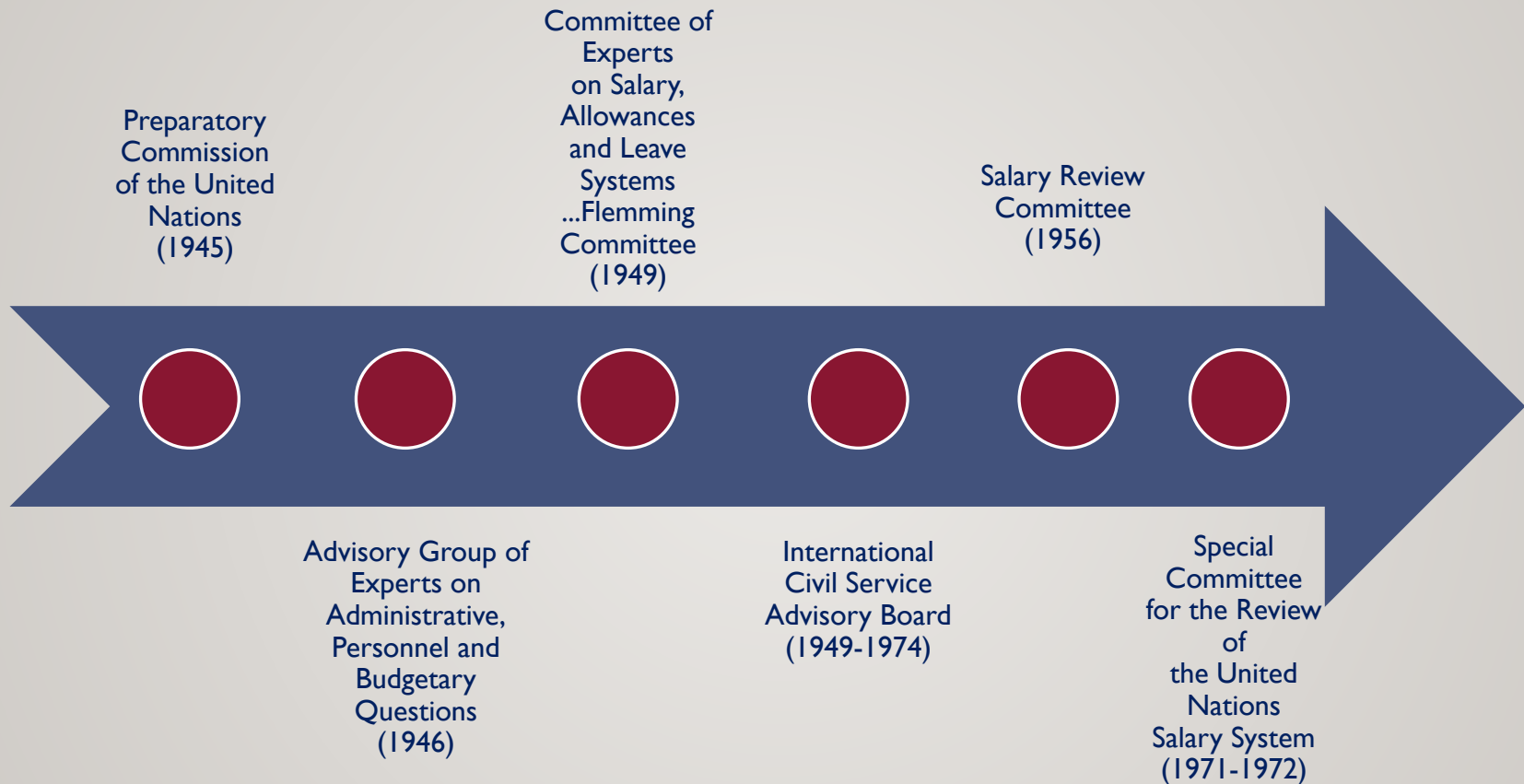
Joint UNITAR – Swiss briefing

ICSC

New York, 8 September 2022

United Nations Common System
Overview

Historical Perspective Pre-ICSC





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

United Nations



Common System

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

United Nations



Common System

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.

United
Nations



Common
System

SALARIES, ALLOWANCES AND OTHER CONDITIONS OF SERVICE

Relationship agreements with specialized agencies:

“...Develop common personnel arrangements...”

- Avoid competition
- Facilitate personnel interchange
- Equity & Fairness
- Economies of scale
- Efficiency/Cost control

United Nations



Common System

Composition of UN staff system-wide

113,281

Total

Professionals

41,677

37%

General Service *

52,177

46%

National Officers

16,186

14%

Field Service

3,139

3%

*Also includes Security & Safety, Trades & Crafts, Language Teachers, Public

United Nations



Staff

Common System



35,754



12,157



14,413



7,523



8,823



3,224



9,037



3,606



2,303



2,587



3,149



1,170



782



736



646



683



739



255



322



315



85



710



244



172



1,123



43



290

CEB data as at 31 Dec 2021 (contracts of 1+year)

HQ 32,742 STAFF

29%

Field

80,539

71%

Offices away from HQ,

Geneva



WIPO



International Trade Center



World Health Organization



11,621*



10,489

New York

Vienna



IAEA



4,584



3,314

Rome

London

Paris



1,355

Madrid



335

Montreal



710



122

PK Missions
projects
(Kingston) Hamburg



60

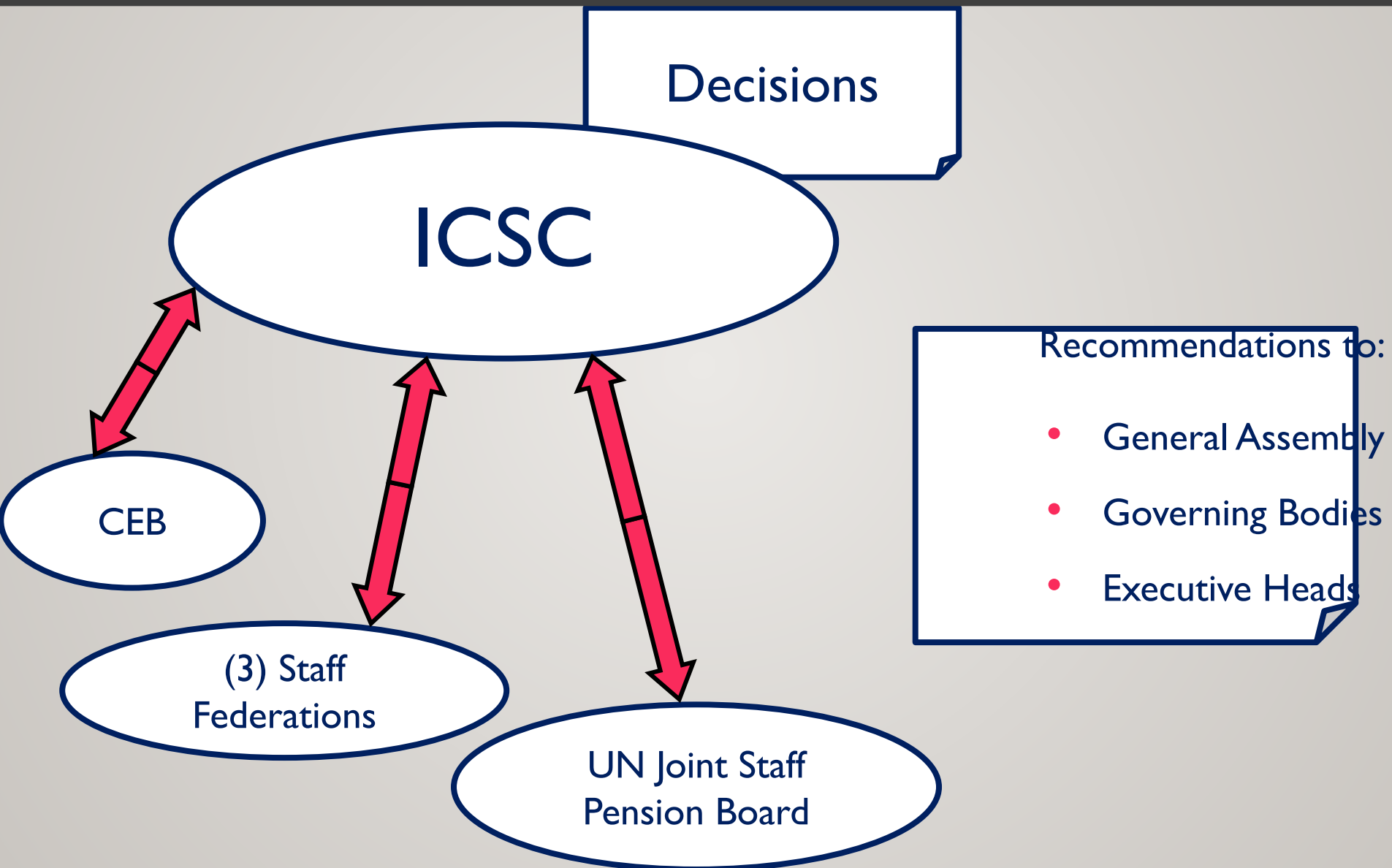
* These figures include staff in other locations in the same country



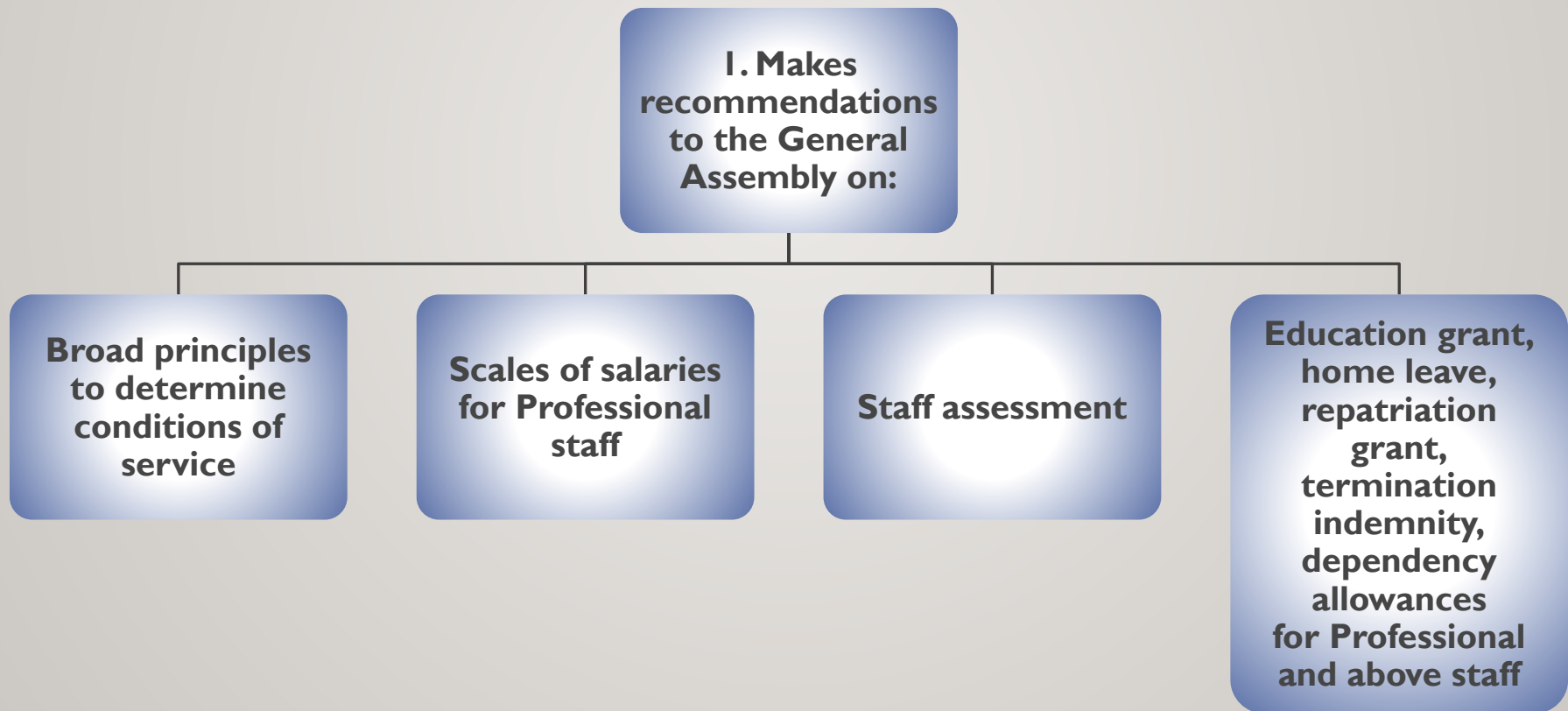
Composition & Appointment

- 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



Functions & Powers



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

**3. Conducts
General
Service salary
surveys at HQ
locations:**

Madrid

Vienna

Geneva

New York

Rome

London

Paris

Montreal

Kingston
(under Gr. II)

Functions & Powers

