



Joint UNITAR – Swiss briefing

ICSC

New York, 3 September 2020

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

United Nations



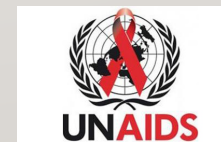
Common System

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.



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



Composition of UN staff system-wide

104,026

Total

Professionals

37,490

36%

General Service

49,296

47%

National Officers

13,294

13%

Field Service

3,509

3%

Others*

437

0.4%

*Security & Safety, Trades & Crafts, Language Teachers, Public Information Assistants

United Nations



Common System

Staff:



34,860



10,197



14,474



6,790



9,034



3,107



6,680



3,337



2,205



2,546



2,781



1,171



722



797



627



744



618



263



312



287



82



688



183



236



934



40



277

HQ

Field

Geneva

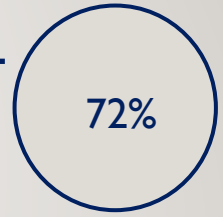
29,122



10,394*



74,904



Offices away from HQ, field, PK Missions, projects

New York

9,090



Vienna

4,125



Rome

2,913



London

296



Paris

1,319



Madrid

99



Kingston

143



Hamburg

45

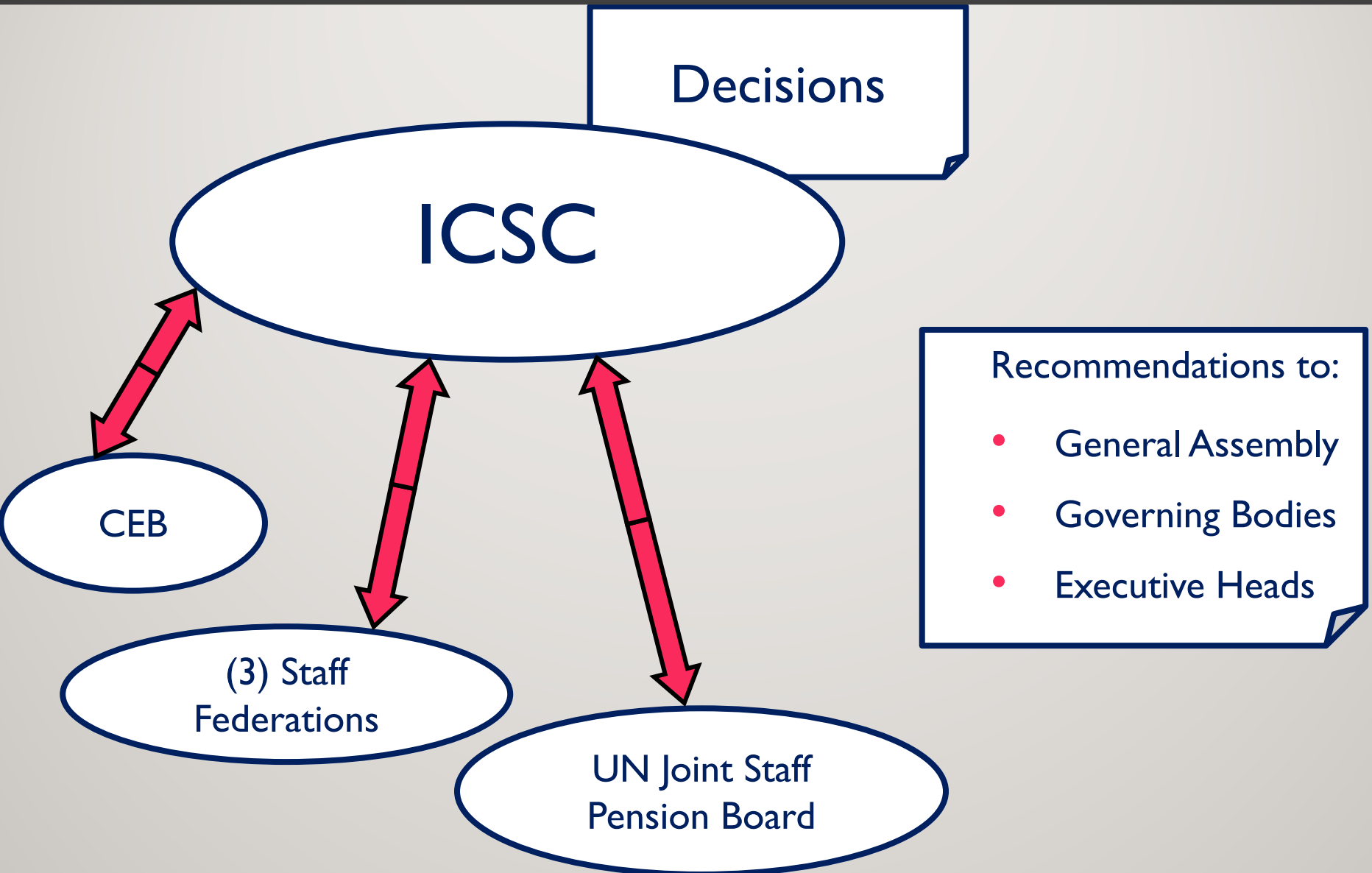


* These figures include staff in other locations in the same country

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

I. Makes recommendations to the General Assembly on:

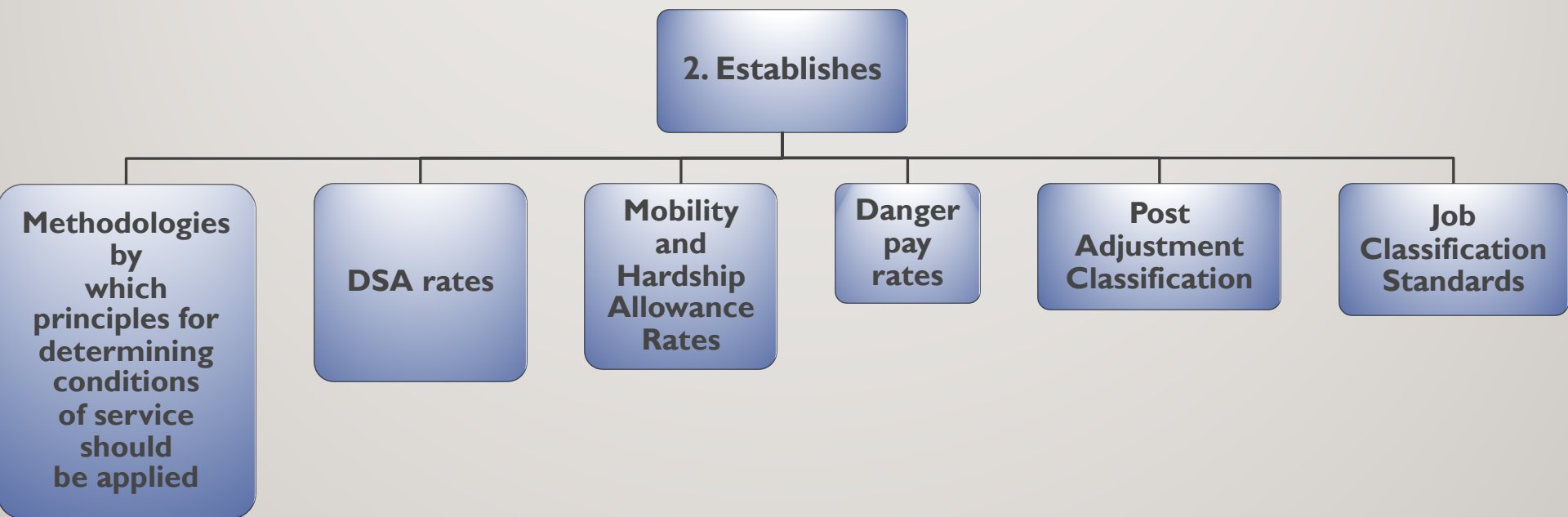
Broad principles to determine conditions of service

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



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

