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.
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

Total: 104,026

- 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
### Staff:

<table>
<thead>
<tr>
<th>Organization</th>
<th>Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>United Nations</td>
<td>34,860</td>
</tr>
<tr>
<td>UNHCR</td>
<td>10,197</td>
</tr>
<tr>
<td>WHO</td>
<td>9,034</td>
</tr>
<tr>
<td>FAO</td>
<td>3,107</td>
</tr>
<tr>
<td>ILO</td>
<td>6,680</td>
</tr>
<tr>
<td>UNESCO</td>
<td>2,205</td>
</tr>
<tr>
<td>IAEA</td>
<td>2,546</td>
</tr>
<tr>
<td>UNFPA</td>
<td>2,781</td>
</tr>
<tr>
<td>ITU</td>
<td>722</td>
</tr>
<tr>
<td>ICAO/FAO/UNO/IMO/WHO</td>
<td>797</td>
</tr>
<tr>
<td>IFAD</td>
<td>618</td>
</tr>
<tr>
<td>IMO</td>
<td>263</td>
</tr>
<tr>
<td>UNIDO</td>
<td>627</td>
</tr>
<tr>
<td>UNOPS</td>
<td>744</td>
</tr>
<tr>
<td>UNWTO</td>
<td>287</td>
</tr>
<tr>
<td>UN Women</td>
<td>82</td>
</tr>
<tr>
<td>UN Women</td>
<td>934</td>
</tr>
<tr>
<td>CTBTO</td>
<td>277</td>
</tr>
</tbody>
</table>

CEB data as at 31 Dec 2018 (contracts of 1+year)
Offices away from HQ, field, PK Missions, projects

HQ

Geneva

New York

Vienna

Rome

Paris

Montreal

Field

74,904

29,122

10,394*

9,090

4,125

2,913

1,319

698

99

296

143

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)
Recommendations to:

- General Assembly
- Governing Bodies
- Executive Heads

Issues under ICSC Mandate
Functions & Powers

1. 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
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

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