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Agenda item 144

United Nations common system

**Draft resolution submitted by the Chair of the Committee following
informal consultations**

United Nations common system

A

The General Assembly,

Recalling its resolutions 44/198 of 21 December 1989, 51/216 of 18 December 1996, 52/216 of 22 December 1997, 53/209 of 18 December 1998, 54/238 of 23 December 1999, 55/223 of 23 December 2000, 56/244 of 24 December 2001, 57/285 of 20 December 2002, 58/251 of 23 December 2003, 59/268 of 23 December 2004, 60/248 of 23 December 2005, 61/239 of 22 December 2006, 62/227 of 22 December 2007, 63/251 of 24 December 2008, 64/231 of 22 December 2009, 65/248 of 24 December 2010, 66/235 A of 24 December 2011, 66/235 B of 21 June 2012, 67/257 of 12 April 2013, 68/253 of 27 December 2013, 69/251 of 29 December 2014, 70/244 of 23 December 2015, 71/264 of 23 December 2016, 72/255 of 24 December 2017, 73/273 of 22 December 2018, 74/255 A and B of 27 December 2019, 75/245 A of 31 December 2020 and 75/245 B of 16 April 2021, 76/240 of 24 December 2021, 77/256 A and B of 30 December 2022, 77/257 of 30 December 2022 and 79/252 A and B of 24 December 2024 and its decision 67/551 of 24 December 2012,

Having considered the report of the International Civil Service Commission for the year 2025,¹

Reaffirming its commitment to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system,

Emphasizing the importance of, and benefits derived from, maintaining a coherent and unified United Nations common system,

¹ *Official Records of the General Assembly, Eightieth Session, Supplement No. 30 and corrigendum (A/80/30 and A/80/30/Corr.1).*



1. *Takes note with appreciation* of the work of the International Civil Service Commission;
2. *Takes note* of the report of the Commission for 2025;
3. *Reaffirms* the role of the General Assembly in approving conditions of service and entitlements for all staff serving in the organizations of the United Nations common system, bearing in mind articles 10 and 11 of the statute of the Commission;²
4. *Reminds* executive heads and governing bodies of the United Nations common system that failure to fully respect the decisions taken by the General Assembly on the Commission's recommendations could prejudice claims to enjoy the benefits of participation in the common system, including organizations' participation in the United Nations Joint Staff Pension Fund, as stated in article 3 (b) of the Fund's regulations;
5. *Recalls* its resolution [73/273](#), recognizes that multilingualism strengthens workforce diversity, welcomes the inclusion of multilingualism of the workforce in the programme of work of the Commission, and notes that the language incentive will be considered within the next comprehensive review as a measure to promote multilingualism in the common system;
6. *Underlines* the importance for the General Assembly to maintain comprehensive oversight of the common system compensation package and consider its components in a holistic manner;
7. *Recalls* its resolution [70/244](#), and notes the importance of the premise of overall cost containment and sustainability, as well as the agreed criteria of competitiveness and flexibility of the compensation package, in the comprehensive review;
8. *Also recalls* its resolution [70/244](#), and notes the importance of the broad objectives of effective mandate delivery, flexibility, attractiveness, coherence, transparency, cost-effectiveness, stability and predictability in the comprehensive review;
9. *Welcomes* the efforts taken by the Commission to conduct the comprehensive review of the compensation package, namely the development of its outline, scope, structure, parameters and timeline and establishment of working groups to facilitate the process, and looks forward to the timely completion and publication of the review for consideration of the General Assembly at its eighty-first session;
10. *Requests* the Commission to align its work and the implementation of its work programme with the objectives of cost containment and other agreed objectives, need for efficiency, and long-term financial sustainability of the United Nations common system including through rationalization of allowances and benefits;
11. *Recalls* its resolutions [79/252](#) A and B and further notes the UN80 Initiative launched by the Secretary-General, and in this regard requests the Commission to take into consideration the context of the UN80 Initiative and the decisions of Member States thereon in conducting its workplans, including targeted enhancements, and align itself with the objectives of cost containment and other agreed criteria, bearing in mind the need for efficiency and long-term sustainability of the common system while giving due consideration to the United Nations staff and their mission-critical work;

² Resolution [3357 \(XXIX\)](#), annex, as amended in resolution [77/256](#) A.

12. *Requests* 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 General Assembly at its eighty-first session, based on an analysis on the impact of such a midpoint on the United Nations common system, including on the current application of the Noblemaire principle, attraction and retention of staff members, and overall attractiveness and predictability of the compensation package, based on quantitative analysis and modelling of the budgetary implications;

13. *Requests* the Secretary-General, in his capacity as Chair of the United Nations System Chief Executives Board for Coordination, to provide to the Commission fully disaggregated data by entity, grade level, duty station and compensation component, as available, enabling the Commission's data analyses to be supported by sufficient information, and requests the Commission to present in its future reports how its conclusions are derived from the underlying data;

14. *Also requests* the Secretary-General, in his capacity as Chair of the United Nations System Chief Executives Board for Coordination, to collect qualitative and quantitative system-wide attrition data for all staff categories, to allow the Commission to analyse attrition trends, and requests that the data analysis be shared with the General Assembly at future sessions;

15. *Encourages* the organizations of the United Nations common system to use non-financial incentives and administrative measures, including career development opportunities, recognition, and strengthened organizational culture, and requests the Office of Human Resources of the Department of Management Strategy, Policy and Compliance to support these efforts;

I

Conditions of service applicable to both categories of staff

Approves, with effect from 1 January 2026, the revised standards of conduct for the international civil service, contained in annex XIII to the report of the Commission, and requests the Commission, in line with the established procedure, to incorporate into the revised version of the standards of conduct comprehensive guidance, including preventing conflicts of interest, promoting a culture of efficiency, economical, responsible and efficient use of resources as well as strengthening financial discipline and oversight, and report thereon to the General Assembly in its next report;

II

Conditions of service of staff in the Professional and higher categories

Confirms that teleworking is not a right or an entitlement but a measure of flexibility that organizations have the option to provide to staff according to the organizations' needs, and requests the Commission to introduce a common framework for adjustments to compensation-related elements after a period of 60 cumulative working days, taking into account exceptional circumstances, and report thereon in the context of its next annual report at the main part of the eighty-first session;

A. Base/floor salary scale

Recalling its resolution 44/198, by which it established a floor net salary level for staff in the Professional and higher categories by reference to the corresponding

base net salary levels of officials in comparable positions serving at the base city of the comparator civil service (the United States federal civil service),

Approves, with effect from 1 January 2026, as recommended by the Commission in paragraph 156 of its report, the revised unified base/floor scale and updated pay protection points for staff in the Professional and higher categories, as contained in annex VIII to the report;

B. Evolution of the United Nations/United States net remuneration margin

Recalling section I.B of its resolution [51/216](#) and the standing mandate from the General Assembly, in which the Commission is requested to continue its review of the relationship between the net remuneration of the United Nations staff in the Professional and higher categories in New York and that of the comparator civil service (the United States federal civil service) employees in comparable positions in Washington, D.C. (referred to as “the margin”),

1. *Reaffirms* that the range of 110 to 120 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 should continue to apply, on the understanding that the margin would be maintained at a level around the desirable midpoint of 115 over a period of time;

2. *Notes* that the margin between net remuneration of the United Nations staff in grades P-1 to D-2 in New York and that of officials in comparable positions in the United States federal civil service in Washington, D.C., for the period from 1 January to 31 December 2025 is 117;

3. *Recalls* its decision contained in resolution [70/244](#) that, if the margin trigger levels of 113 or 117 are breached, the Commission should take appropriate action through the operation of the post adjustment system;

4. *Notes* the Commission’s decision to continue monitoring the level of the margin and to take the necessary corrective action under the operation of the post adjustment system should the trigger levels of 113 or 117 be breached.

B

The General Assembly,

Having considered the report of the Secretary-General on data on system-wide compensation costs³ and the related report of the Advisory Committee on Administrative and Budgetary Questions,⁴

1. *Takes note* of the report of the Secretary-General;
 2. *Endorses* the conclusions and recommendations contained in the report of the Advisory Committee on Administrative and Budgetary Questions.
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³ [A/80/310](#).

⁴ [A/80/491](#).