



General Assembly

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Agenda item 148

United Nations common system

Resolution adopted by the General Assembly on 31 December 2020

[*on the report of the Fifth Committee (A/75/670, para. 6)*]

75/245. United Nations common system

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 and 74/255 A and B of 27 December 2019 and its decision 67/551 of 24 December 2012,

Having considered the report of the International Civil Service Commission for 2020,¹

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. *Takes note with appreciation of the work of the International Civil Service Commission;*

2. *Takes note of the report of the Commission for 2020;*

¹ *Official Records of the General Assembly, Seventy-fifth Session, Supplement No. 30 (A/75/30).*



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. *Recalls* articles 10 and 11 of the statute of the Commission, and reaffirms the central role of the Commission in regulating and coordinating conditions of service and entitlements for all staff serving in the organizations of the United Nations common system;

5. *Reaffirms* the authority of the Commission to continue to establish post adjustment multipliers for duty stations in the United Nations common system, under article 11 (c) of the statute of the Commission;

6. *Recalls* paragraph 6 of its resolution [74/255](#) B, expresses concern at the continued application of two concurrent post adjustment multipliers in the United Nations common system at the Geneva duty station, urges the member organizations of the United Nations common system to cooperate fully with the Commission in line with its statute to restore consistency and unity of the post adjustment system as a matter of priority, and further requests the Commission to recommend measures to the General Assembly to address non-compliance with the decisions and recommendations of the Commission in the context of its next report;

7. *Reiterates* to the executive heads and governing bodies of the United Nations common system that failure to fully respect post adjustment decisions taken by the Commission under article 11 (c) of its statute could prejudice claims to enjoy the benefits of participation in the common system and jeopardize organizations' participation in the United Nations Joint Staff Pension Fund, as stated in article 3 (b) of the Fund's regulations;

8. *Requests* the Secretary-General to consult with the United Nations Joint Staff Pension Board to review whether all participating organizations are observing the common system of salaries, allowances and other conditions of service and include the results of this review in his next report to the General Assembly;

9. *Recalls* paragraph 8 of its resolution [74/255](#) B, and invites the Commission to provide its comments on the review of the jurisdictional setup of the common system;

10. *Invites* the Secretary-General, in his capacity as Chair of the United Nations System Chief Executives Board for Coordination, to make every effort to ensure that decisions of the General Assembly are implemented in full and without undue delay across the United Nations common system;

Conditions of service of staff in the Professional and higher categories

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 2021, as recommended by the Commission in paragraph 55 of its report, the revised unified base/floor salary scale and updated pay protection points for staff in the Professional and higher categories, as contained in annex IV to the report;

² Resolution [3357 \(XXIX\)](#), annex.

B**Evolution of the margin and margin management around the desirable midpoint**

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 2020 is 113.0;

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 decision of the Commission 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;

C**Danger pay: review of level**

Expresses appreciation for the valuable work done under hazardous conditions by the international and local field staff of the Organization, and in that regard takes note of the decision of the Commission as reflected in paragraph 135 of its report to increase danger pay effective 1 January 2021;

D**Miscellaneous**

1. *Recalls* paragraph 8 of the report of the Advisory Committee on Administrative and Budgetary Questions,³ takes note of the response from the Commission, provided in paragraphs 150 to 159 of its report for 2020, to General Assembly resolution [74/255](#) B, in which the Assembly invited the Commission to carry out a needs assessment for its communication and legal expertise functions within its secretariat and in relation to its work and engagement with all relevant stakeholders and to present proposals in its next report, and requests the Commission to observe due process under article 21 of its statute in its submissions to the Assembly for its consideration;

2. *Welcomes* the decision of the Commission to establish a working group to review the implementation of the current contractual framework by the organizations and any possible improvements within the current framework;

3. *Recalls* section III concerning conditions of service in the field at duty stations with extreme hardship conditions of its resolution [73/273](#), decides to continue the pilot project of granting 15,000 United States dollars for staff members with eligible

³ [A/75/7/Add.21](#).

dependants in duty stations with E hardship classification conditions in 2021, on the understanding that the payment will be granted only to the eligible staff members when they actually report to their normal duty stations, and requests the Commission to submit to the General Assembly at its seventy-sixth session a recommendation on this payment, including on its continuation, based on a review of the impact thereof, including workforce planning, in different categories of duty stations, including non-family duty stations, and the actual cost to the organizations.

*48th (resumed) plenary meeting
31 December 2020*
