



# General Assembly

Distr.: General  
5 February 2002

**Fifty-sixth session**  
Agenda item 127

## Resolution adopted by the General Assembly

[on the report of the Fifth Committee (A/56/729)]

### **56/244. United Nations common system: report of the International Civil Service Commission**

*The General Assembly,*

*Having considered* the report of the International Civil Service Commission for the year 2001<sup>1</sup> and the statement submitted by the Secretary-General on the administrative and financial implications of the decisions and recommendations contained in the report of the Commission,<sup>2</sup>

*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,

*Convinced* that the common system constitutes the best instrument to secure staff of the highest standards of efficiency, competence and integrity for the international civil service, as stipulated under the Charter of the United Nations,

*Reaffirming* the statute of the Commission and the central role of the Commission in the regulation and coordination of the conditions of service of the United Nations common system,

*Takes note* of the report of the International Civil Service Commission for the year 2001;<sup>1</sup>

#### **I**

#### **Conditions of service applicable to both categories of staff**

##### **A. Standards of conduct for the international civil service**

*Recalling* its resolutions 52/252 of 8 September 1998, 54/238 of 23 December 1999 and 55/223 of 23 December 2000,

*Welcomes* the standards of conduct as set out in annex II to the report of the Commission;<sup>1</sup>

<sup>1</sup> *Official Records of the General Assembly, Fifty-sixth Session, Supplement No. 30 (A/56/30).*

<sup>2</sup> A/56/485.

**B. Introduction of the euro**

1. *Approves* the recommendation of the Commission that:

(a) Effective 1 January 2002, the euro should be used as the official currency for those emoluments which are currently set in the national currencies of the twelve euro-zone countries, and that the national currency amounts would be converted by applying the respective fixed conversion rates and then rounded up or down to the nearest euro;

(b) The converted values of the education grant for nine currency areas, and of the children's and secondary dependant's allowances for nine locations, will change over to the euro effective 1 January 2002, as reflected in annexes I and II to the present resolution;

2. *Invites* organizations to convert officially into euros, where applicable, their respective General Service salary scales and allowances effective 1 January 2002, on the basis of the approach referred to in paragraph 1 (a) above;

**II**

**Conditions of service of staff in the Professional and higher categories**

**A. Evolution of the margin**

*Recalling* section I.B of its resolution 52/216 of 22 December 1997 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"),

*Recalling also* section IX, paragraph 3, of its resolution 46/191 A of 20 December 1991, in which it requested the Commission to include in its work programme a review of the differences between the United Nations and the United States net remuneration at individual grade levels,

1. *Notes* that the margin between the net remuneration of 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 for 2001 is 111.0, as reflected in annex III to the present resolution;

2. *Also notes* that the United Nations/United States net remuneration ratios range from 117.1 at the P-2 level to 104.4 at the D-2 level, and considers that this imbalance should be addressed in the context of the overall margin considerations established by the General Assembly;

**B. Base/floor salary scale**

*Recalling* section I.H of its resolution 44/198 of 21 December 1989, 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),

1. *Notes* the increasing number of duty stations where the post adjustment classification is equal or close to zero, and requests the Commission to review the methodology to ensure that purchasing power equivalence is appropriately reflected;

2. *Approves*, with effect from 1 March 2002, as recommended by the Commission, the revised base scale of gross and net salaries for staff in the Professional and higher categories, as contained in annex IV to the present resolution;

### III

#### Strengthening of the international civil service

*Having considered* the note by the Secretary-General on the review of the International Civil Service Commission<sup>3</sup> and the report of the Secretary-General on strengthening the international civil service,<sup>4</sup>

*Requests* the Secretary-General, in close consultation with the Chairman of the International Civil Service Commission, to submit a timetable for the implementation of the review of the strengthening of the international civil service to the General Assembly at the main part of its fifty-seventh session.

*92nd plenary meeting  
24 December 2001*

## Annex I

### Education grant amounts for euro-zone currency areas effective 1 January 2002

(In euros)

| <i>Country</i> | <i>Maximum admissible<br/>educational expenses and<br/>maximum grant for<br/>disabled children</i> | <i>Maximum<br/>education<br/>grant</i> | <i>Normal flat rate<br/>when boarding<br/>not provided</i> | <i>Additional flat rate<br/>when boarding<br/>(at designated<br/>duty stations)</i> |
|----------------|--|--|--|---|
| Austria        | 12 159   | 9 119                                  | 3 170  | 4 755   |
| Belgium        | 12 898   | 9 673                                  | 2 929  | 4 394   |
| Finland        | 9 082  | 6 812                                  | 2 229  | 3 343   |
| France         | 9 330  | 6 997                                  | 2 500  | 3 751   |
| Germany        | 15 736   | 11 802                                 | 3 592  | 5 389   |
| Ireland        | 9 997  | 7 498                                  | 2 404  | 3 606   |
| Italy          | 12 289   | 9 217                                  | 2 558  | 3 838   |
| Netherlands    | 13 085   | 9 814                                  | 3 170  | 4 755   |
| Spain          | 9 452  | 7 089                                  | 2 456  | 3 684   |

<sup>3</sup> A/54/483.

<sup>4</sup> A/55/526.

## Annex II

### Children's and secondary dependant's allowance amounts for euro-zone currency areas effective 1 January 2002

(In euros)

| <i>Country</i> | <i>Children's allowance</i> | <i>Secondary dependant's allowance</i> |
|----------------|-----------------------------|--|
| Austria        | 2 298                       | 849                                    |
| Belgium        | 1 947                       | 623                                    |
| France         | 1 730                       | 574                                    |
| French Guyana  | 1 730                       | 574                                    |
| Germany        | 2 321                       | 832                                    |
| Ireland        | 1 627                       | 533                                    |
| Luxembourg     | 1 947                       | 623                                    |
| Monaco         | 1 730                       | 574                                    |
| Netherlands    | 2 271                       | 773                                    |

## Annex III

### Comparison of average net remuneration of United Nations officials in the Professional and higher categories in New York and United States officials in Washington, D.C., by equivalent grades (margin for calendar year 2001)

| <i>Grade</i>  | <i>Net remuneration<br/>(United States dollars)</i> |                      | <i>United Nations/<br/>United States ratio<br/>(United States,<br/>Washington, D.C.=100)</i> | <i>United Nations/<br/>United States<br/>ratio adjusted for<br/>cost-of-living<br/>differential</i> | <i>Weights for<br/>calculation of<br/>overall ratio<sup>c</sup></i> |
|---|---|----------------------|--|---|---|
|   | <i>United Nations<sup>a,b</sup></i>                 | <i>United States</i> |  |   |   |
| D-2   | 130 560   | 108 975              | 119.8  | 104.4   | 3.7   |
| D-1   | 121 881   | 101 797              | 119.7  | 104.3   | 9.9   |
| P-5   | 112 001   | 89 924               | 124.6  | 108.5   | 26.8  |
| P-4   | 97 243  | 75 896               | 128.1  | 111.6   | 32.0  |
| P-3   | 81 742  | 61 551               | 132.8  | 115.7   | 21.8  |
| P-2   | 67 416  | 50 170               | 134.4  | 117.1   | 5.6   |
| P-1   | 50 821  | 38 355               | 132.5  | 115.4   | 0.2   |
| Weighted average ratio before adjustment for New York/<br>Washington, D.C., cost-of-living differential |   |                      |  | 127.4   |   |
| New York/Washington, D.C., cost-of-living ratio   |   |                      |  | 114.8   |   |
| Weighted average ratio, adjusted for cost-of-living difference  |   |                      |  | 111.0   |   |

<sup>a</sup> Average United Nations salary at dependency level by grade reflecting two months at multiplier 48.4 (on the basis of the salary scale effective through 28 February 2001), eight months at multiplier 41.2 and two months at multiplier 46.4 (on the basis of the salary scale in effect from 1 March 2001).

<sup>b</sup> For the calculation of the average United Nations salaries, Personnel Statistics of the Consultative Committee on Administrative Questions as at 31 December 1999 were used.

<sup>c</sup> These weights correspond to United Nations common system staff in grades P-1 to D-2 inclusive, serving at headquarters and established offices as at 31 December 1999.

## Annex IV

Salary scale for the Professional and higher categories, showing annual gross salaries and net equivalents after application of staff assessment<sup>a</sup> effective 1 March 2002

(United States dollars)

| Level                              | Steps        |                |                |                |                |                |                |                |                |                |                |                |                |                |                |                |
|------------------------------------|--------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|----------------|
|                                    | I            | II             | III            | IV             | V              | VI             | VII            | VIII           | IX             | X              | XI             | XII            | XIII           | XIV            | XV             |                |
| <b>Under-Secretary-General</b>     |              |                |                |                |                |                |                |                |                |                |                |                |                |                |                |                |
| <b>USG</b>                         | <b>Gross</b> | <b>174 137</b> |                |                |                |                |                |                |                |                |                |                |                |                |                |                |
|                                    | Net D        | 118 165        |                |                |                |                |                |                |                |                |                |                |                |                |                |                |
|                                    | Net S        | 106 342        |                |                |                |                |                |                |                |                |                |                |                |                |                |                |
| <b>Assistant Secretary-General</b> |              |                |                |                |                |                |                |                |                |                |                |                |                |                |                |                |
| <b>ASG</b>                         | <b>Gross</b> | <b>158 353</b> |                |                |                |                |                |                |                |                |                |                |                |                |                |                |
|                                    | Net D        | 108 379        |                |                |                |                |                |                |                |                |                |                |                |                |                |                |
|                                    | Net S        | 98 141         |                |                |                |                |                |                |                |                |                |                |                |                |                |                |
| <b>Director</b>                    |              |                |                |                |                |                |                |                |                |                |                |                |                |                |                |                |
| <b>D-2</b>                         | <b>Gross</b> | <b>129 834</b> | <b>132 689</b> | <b>135 540</b> | <b>138 392</b> | <b>141 245</b> | <b>144 097</b> |                |                |                |                |                |                |                |                |                |
|                                    | Net D        | 90 697         | 92 467         | 94 235         | 96 003         | 97 772         | 99 540         |                |                |                |                |                |                |                |                |                |
|                                    | Net S        | 83 322         | 84 805         | 86 286         | 87 768         | 89 250         | 90 733         |                |                |                |                |                |                |                |                |                |
| <b>Principal Officer</b>           |              |                |                |                |                |                |                |                |                |                |                |                |                |                |                |                |
| <b>D-1</b>                         | <b>Gross</b> | <b>114 784</b> | <b>117 226</b> | <b>119 669</b> | <b>122 106</b> | <b>124 550</b> | <b>126 994</b> | <b>129 437</b> | <b>131 877</b> | <b>134 319</b> |                |                |                |                |                |                |
|                                    | Net D        | 81 366         | 82 880         | 84 395         | 85 906         | 87 421         | 88 936         | 90 451         | 91 964         | 93 478         |                |                |                |                |                |                |
|                                    | Net S        | 75 209         | 76 539         | 77 868         | 79 195         | 80 526         | 81 845         | 83 115         | 84 384         | 85 652         |                |                |                |                |                |                |
| <b>Senior Officer</b>              |              |                |                |                |                |                |                |                |                |                |                |                |                |                |                |                |
| <b>P-5</b>                         | <b>Gross</b> | <b>101 084</b> | <b>103 294</b> | <b>105 505</b> | <b>107 715</b> | <b>109 924</b> | <b>112 132</b> | <b>114 344</b> | <b>116 553</b> | <b>118 761</b> | <b>120 974</b> | <b>123 185</b> | <b>125 392</b> | <b>127 602</b> |                |                |
|                                    | Net D        | 72 872         | 74 242         | 75 613         | 76 983         | 78 353         | 79 722         | 81 093         | 82 463         | 83 832         | 85 204         | 86 575         | 87 943         | 89 313         |                |                |
|                                    | Net S        | 67 698         | 68 955         | 70 159         | 71 362         | 72 565         | 73 767         | 74 970         | 76 173         | 77 376         | 78 579         | 79 781         | 80 983         | 82 162         |                |                |
| <b>First Officer</b>               |              |                |                |                |                |                |                |                |                |                |                |                |                |                |                |                |
| <b>P-4</b>                         | <b>Gross</b> | <b>83 255</b>  | <b>85 283</b>  | <b>87 306</b>  | <b>89 329</b>  | <b>91 442</b>  | <b>93 597</b>  | <b>95 752</b>  | <b>97 906</b>  | <b>100 065</b> | <b>102 216</b> | <b>104 371</b> | <b>106 529</b> | <b>108 682</b> | <b>110 837</b> | <b>112 994</b> |
|                                    | Net D        | 61 548         | 62 887         | 64 222         | 65 557         | 66 894         | 68 230         | 69 566         | 70 902         | 72 240         | 73 574         | 74 910         | 76 284         | 77 583         | 78 919         | 80 256         |
|                                    | Net S        | 57 316         | 58 546         | 59 770         | 60 994         | 62 220         | 63 443         | 64 669         | 65 894         | 67 118         | 68 342         | 69 540         | 70 717         | 71 888         | 73 062         | 74 235         |
| <b>Second Officer</b>              |              |                |                |                |                |                |                |                |                |                |                |                |                |                |                |                |
| <b>P-3</b>                         | <b>Gross</b> | <b>68 306</b>  | <b>70 208</b>  | <b>72 112</b>  | <b>74 011</b>  | <b>75 915</b>  | <b>77 815</b>  | <b>79 715</b>  | <b>81 620</b>  | <b>83 523</b>  | <b>85 423</b>  | <b>87 326</b>  | <b>89 226</b>  | <b>91 202</b>  | <b>93 226</b>  | <b>95 250</b>  |
|                                    | Net D        | 51 682         | 52 937         | 54 194         | 55 447         | 56 704         | 57 958         | 59 212         | 60 469         | 61 725         | 62 979         | 64 235         | 65 489         | 66 745         | 68 000         | 69 255         |
|                                    | Net S        | 48 242         | 49 396         | 50 553         | 51 706         | 52 862         | 54 015         | 55 169         | 56 324         | 57 477         | 58 632         | 59 782         | 60 933         | 62 083         | 63 233         | 64 384         |
| <b>Associate Officer</b>           |              |                |                |                |                |                |                |                |                |                |                |                |                |                |                |                |
| <b>P-2</b>                         | <b>Gross</b> | <b>55 346</b>  | <b>56 907</b>  | <b>58 465</b>  | <b>60 027</b>  | <b>61 729</b>  | <b>63 429</b>  | <b>65 130</b>  | <b>66 829</b>  | <b>68 532</b>  | <b>70 233</b>  | <b>71 932</b>  | <b>73 636</b>  |                |                |                |
|                                    | Net D        | 42 849         | 43 973         | 45 095         | 46 218         | 47 341         | 48 463         | 49 586         | 50 707         | 51 831         | 52 954         | 54 075         | 55 200         |                |                |                |
|                                    | Net S        | 40 191         | 41 210         | 42 226         | 43 244         | 44 260         | 45 279         | 46 313         | 47 344         | 48 379         | 49 412         | 50 444         | 51 479         |                |                |                |
| <b>Assistant Officer</b>           |              |                |                |                |                |                |                |                |                |                |                |                |                |                |                |                |
| <b>P-1</b>                         | <b>Gross</b> | <b>42 944</b>  | <b>44 444</b>  | <b>45 942</b>  | <b>47 442</b>  | <b>48 939</b>  | <b>50 438</b>  | <b>51 938</b>  | <b>53 436</b>  | <b>54 932</b>  | <b>56 432</b>  |                |                |                |                |                |
|                                    | Net D        | 33 920         | 35 000         | 36 078         | 37 158         | 38 236         | 39 315         | 40 395         | 41 474         | 42 551         | 43 631         |                |                |                |                |                |
|                                    | Net S        | 31 997         | 32 992         | 33 986         | 34 980         | 35 974         | 36 967         | 37 962         | 38 944         | 39 921         | 40 899         |                |                |                |                |                |

D = Rate applicable to staff members with a dependent spouse or child.

S = Rate applicable to staff members with no dependent spouse or child.

<sup>a</sup> This scale will be implemented in conjunction with a consolidation of 3.87 per cent of post adjustment. There will be consequential adjustments in post adjustment indices and multipliers at all duty stations effective 1 March 2002. Thereafter, changes in post adjustment classifications will be implemented on the basis of the movement of the consolidated post adjustment indices.