



COUNCIL
89th session
Agenda item 19(a)

C 89/19(a)
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RESOURCE MANAGEMENT

(a) Personnel matters including amendments to the Staff Regulations and Staff Rules

Note by the Secretary-General

SUMMARY

Executive summary: This document informs the Council that an addendum will report on the yet to be finalized recommendations of the International Civil Service Commission and the United Nations Joint Staff Pension Board to the United Nations General Assembly, which will affect the remuneration and the terms and conditions of employment of staff in the Organization.

Action to be taken: Paragraph 7

Related documents: None

1 The Secretary-General intends under this agenda item to report on developments on personnel matters within the United Nations common system and to seek the authority of the Council to implement in 2003 such decisions as the United Nations General Assembly may take on personnel matters at its forthcoming fifty-seventh session.

ICSC

2 The International Civil Service Commission (ICSC) held its fifty-fourth session in Rome in April and is meeting for its fifty-fifth session in New York during July and August. The main items on which the Commission will report to the General Assembly cover general consideration of the conditions of service of the Professional and higher categories and of the General Service staff and include:

- .1 evolution of the United Nations/United States net remuneration margin;
- .2 base/floor salary scale; and
- .3 framework for human resources management.

The ICSC will finalise its position on these issues at its July/August session and an addendum to this document will be issued thereafter informing the Council of the Commission's recommendations and their impact on IMO if approved by the General Assembly.

For reasons of economy, this document is printed in a limited number. Delegates are kindly asked to bring their copies to meetings and not to request additional copies.

UNJSPB

3 The United Nations Joint Staff Pension Board (UNJSPB) met in Rome in July and the addendum to this document will advise the Council of the Board's recommendations to the General Assembly when the report of the UNJSPB is available.

Recruitment of women

4 At the time of writing the overall percentage of female staff in the Professional and higher categories is 38%. For grades P.1 to P.5 this is 40% and D.1 and above is 21%, with 33% in the D.2 category.

5 Any further changes will be shown in the addendum to this document.

Geographical distribution

6 As several appointments will be made during autumn, the summary of Professional posts by country, grade and gender will be attached to the addendum to this document.

Action requested of the Council

7 The Council is invited to take note of the information contained in this document.
