



United Nations
Economic Commission for Africa

Nations Unies
Commission économique pour l'Afrique

STAFF UNION



SYNDICAT DU PERSONNEL

Date: 29 August 2022

Dear Colleagues,

The International Civil Service Commission (ICSC), which makes recommendations on our pay and conditions of service, met in Paris from 11 to 22 July. The CCISUA staff union federation, of which your staff union is a member, was there to represent your interests.

Below is a **summary of the meeting and what we were able to obtain for you**. There were many positive developments.

- **More generous parental leave**

After much deliberating since 2019, the Commission finally decided to replace the current maternity, paternity and adoption leave with parental leave of sixteen weeks for all parents, regardless of gender or category of staff and to provide an additional ten weeks to birth mothers to meet the specific pre- and post-natal needs.

While CCISUA was overall satisfied with the decisions, it expressed its regret that some issues weren't addressed such as the special demands of parents in case of multiple births and adoption or surrogacy involving more than one child, miscarriages and stillbirths as well as parents with children with special needs.

The General Assembly may review the decision, even though it is within the mandate of the Commission to amend the parental leave provisions. We hope there will be no objection raised this autumn.

- **Increased children's and secondary dependent's allowances**

The Commission decided to recommend to the General Assembly the increase of the allowances for P and D staff as follows:

- * The child allowance from US\$ 2,929, to US\$ 3,322 per year
- * The disabled child allowance from US\$ 5,858 p to US\$ 6,645 per year
- * The secondary dependant's allowance from US\$ 1,025 to US\$ 1,163 per year

These allowances have not been updated since 2011. CCISUA noted their importance as a social benefit to international civil servants who are deprived of their respective government benefits when they join the United Nations.

- **Increases in post adjustment**

As you may be aware, the baseline cost of living surveys took place in all headquarters duty stations (Geneva, London, Madrid, Montreal, Paris, Rome and Vienna), and Washington, D.C at the end of 2021. The Commission agreed to adopt the results as recommended by the Advisory Committee on Post Adjustments Questions (ACPAQ) in which CCISUA was represented. These results will be applied in August and are all positive.

- **Changes to the GS salary methodology**

The International Civil Service Commission decided to adopt the recommendations of a dedicated working group on the topic of which CCISUA was part. These recommendations responded to a number of concerns raised, in particular from staff in the field. These will be implemented in the coming round of GS salary surveys (for memory GS salaries are benchmarked to the best prevailing employers in the area), starting at 2023 in headquarters duty stations (see the schedule [here](#)). Part of the change is to pilot the purchase of commercial data when not enough employers can be found for the survey. CCISUA insisted on the importance of reviewing the outcome of the pilot project before its final inclusion in the methodology and called for the phasing out of the dual salary scales. The adopted recommendations still need the General Assembly approval.

- **Possible changes to rules on air travel**

In response to a request made by the General Assembly in 2018, the Commission reviewed rules on air travel across the common system and looked at how these could be harmonized. The Commission invited common system organizations to conduct a pilot application during 2023 of the revised criteria for determining the class of travel on official business/mission, namely upgrading from economy to premium economy class for travel over six hours and to business class for travel over 9.5 hours including layovers. Since the Commission recommendations aren't binding in this case, there is a need to wait and see how many organizations will join the pilot project. No reporting will be made to the General Assembly before the completion of the pilot project.

- **Review of the framework for human resources management**

The framework for human resources management was initially adopted by the Commission in 2000, to the policies and practices of the organizations of the United Nations common system. The Commission decided to form a working group of which CCISUA will be member to conduct the review and make recommendations in 2024.

- **Review of the standards of conduct for the international civil service**

The ICSC standards of conduct were last updated in 2012. The Commission decided to form a working group of which CCISUA is a member in order to review the standards and report back to the Commission in 2024. It will consider new developments in the areas of sexual harassment, racism and racial

discrimination, increased decentralization, staff participation in political and civil protests and whistle-blower protection.

- **Recruitment incentive**

In 2015 the General Assembly approved an incentive payment for the recruitment of experts in highly specialized fields in instances in which organizations are unable to attract suitably qualified personnel. The incentive has since been used in a very limited number of cases. CCISUA was of the view that there was no need for such an incentive and that best way to attract highly skilled staff would be to improve the compensation package for everyone. The Commission decided to review the incentive at the time of the next comprehensive review of the compensation package.

- **Multilingualism in the workforce**

Following a General Assembly request, the Commission reviewed a report on multilingualism in the UN common system workforce. CCISUA regretted that the accelerated step increment was eliminated in the last review of the compensation package and called for its reintroduction. CCISUA was also of the view that both monetary and non-monetary incentives should be introduced to encourage staff to learn more languages and thereby be able to work effectively with more countries. The Commission decided to include multilingualism in the upcoming review of its framework for human resources management and to revisit the issue of the language incentive in the next comprehensive review of the compensation package.

- **Conditions for national officers**

CCISUA requested from the ICSC to review the conditions of employment of national officers. This idea was generally accepted by the Commission. CCISUA will ensure it is included in the agenda of the next ICSC session in March 2023.

We will keep you updated about any development in relation to the above-mentioned issues.

Thank you

Mahamadou Nassirou Ba, President

ECA Staff Union

Vice President for Conditions of Services, CCISUA

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