



WORLD HEALTH ORGANIZATION

EXECUTIVE BOARD
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Report of the International Civil Service Commission

Report by the Secretariat

1. The twenty-fourth annual report of the International Civil Service Commission (ICSC)¹ is submitted to the Executive Board in accordance with Article 17 of the ICSC Statute.² The Board is invited to take note of the Commission's report; the main features are summarized in the attached table.
2. The report is being considered by the United Nations General Assembly at its current session. Decisions of the General Assembly on the Commission's recommendations that require any revision of WHO's Staff Rules are reported separately to the Board.³ The subjects concerned are base/floor salary, dependency allowances and education grant, and are hence not dealt with in this document.

¹ General Assembly Official Records, Fifty-third session: Supplement No. 30 (A/53/30) (distribution to members of the Executive Board only).

² WHO Official Records, No. 226, 1975, p. 67.

³ Document EB103/20.

MAIN ICSC CONCLUSIONS: 1998

Subject	Action	Effective date	Comments
<p>Salary comparisons for professional and higher grades</p> <p>(a) Evolution of the United States/United Nations net remuneration margin</p> <p>(b) Comparison between United States and German civil services</p>	<p>Margin forecast (estimate) of 114.81.</p> <p>Annual German/United States remuneration comparisons should be suspended; a study scheduled for 2001 will explore other approaches.</p>	<p>1 January to 31 December 1998</p>	<p>The Commission has asked its secretariat to explore solutions to the problem of very low margin levels at the higher common system grades.</p>
<p>Hazard pay</p>	<p>Amount for internationally recruited staff increased to US\$ 1000/month.</p>	<p>June 1998</p>	<p>The amounts for locally recruited staff are adjusted at the time of salary surveys. Levels for all staff will be reviewed again in 2001.</p>
<p>Geneva post adjustment</p>	<p>ICSC reported to the General Assembly that, as it had noted in earlier consideration of this matter, complex technical, legal and administrative difficulties currently mitigated against the establishment of a single post adjustment index for Geneva that would be fully representative of all staff working at the duty station.</p>	<p>not applicable</p>	
<p>Consultative process and working arrangements in the Commission</p>	<p>A working group made recommendations in five areas: agenda management; data gathering; decision-making processes; appointment of ICSC members; and roles of the Executive Secretary and the secretariat, including selection and appointment. The Commission considered these proposals and has made some adjustments to its rules of procedure.</p>		

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Framework for human resource management	Creation of a working group to examine a framework for human resources management based on a revision of human resources reforms and initiatives under way both inside and outside the United Nations system.	First meeting February 1999; work plan by summer 1999	
Recognition of language knowledge	Recommendation to the General Assembly and the governing bodies of other organizations that organizations which have a language incentive scheme for professional and higher category staff should align the mechanisms for both categories of staff and replace the current language incentive (accelerated within-grade increment) by a non-pensionable bonus.		The General Assembly has asked ICSC to re-examine the matter and report in two years' time.
Gender balance	ICSC secretariat requested to: share information on gender balance with the organizations; establish a database of recruitment sources targeting nationals of developing countries, with particular attention to nationals from under-represented countries and from countries with economies in transition; prepare, in collaboration with the organizations, a set of guidelines for those with decision-making responsibilities to further accountability for ensuring gender balance.		