

Financial and administrative implications for the Secretariat of resolutions proposed for adoption by the Executive Board

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| Resolutions: Amendments to the Staff Regulations and Staff Rules |
| A. Link to the approved Programme budget 2024–2025 |
| <p>1. Output(s) in the approved Programme budget 2024–2025 under which these draft resolutions would be implemented if adopted: 4.3.2. Effective and efficient management and development of human resources to attract, recruit and retain talent for successful programme delivery</p> |
| <p>2. Short justification for considering the draft resolutions, if there is no link to the results as indicated in the approved Programme budget 2024–2025: Not applicable.</p> |
| <p>3. Any additional Secretariat work during the biennium 2024–2025 that cannot be accommodated within the approved Programme budget 2024–2025 ceiling: Not applicable.</p> |
| <p>4. Estimated time frame (in years or months) to implement the resolutions: With respect to draft resolution 1 (concerning standards of conduct for staff members, promotion, Global Board of Appeal and staff in posts subject to local recruitment), the relevant amendments to the Staff Rules will take effect from 1 January 2024. With respect to draft resolution 2 (concerning parental leave), the relevant amendments to the Staff Regulations will take effect from 1 January 2024. There is no defined end date for implementation.</p> |
| B. Resource implications for the Secretariat for implementation of the resolutions |
| <p>1. Total budgeted resource levels required to implement the resolutions, in US\$ millions: The resource requirements for the two draft resolutions are already included within what is planned under the approved Programme budget 2024–2025. All resource requirements to implement the resolutions would be covered within the post cost averages that form the basis of staff planning for the approved Programme budget 2024–2025. Since these are spread across all results and all levels of the Organization, the additional resource levels required for these resolutions are already covered within the same approved Programme budget 2024–2025.</p> |

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| <p>2.a. Estimated resource levels required that can be accommodated within the approved Programme budget 2024–2025 ceiling, in US\$ millions: Not applicable.</p> |
| <p>2.b. Estimated resource levels required in addition to those already budgeted for in the approved Programme budget 2024–2025, in US\$ millions: Not applicable.</p> |
| <p>3. Estimated resource levels required to be budgeted for in the proposed programme budget for 2026–2027, in US\$ millions: Not applicable.</p> |
| <p>4. Estimated resource levels required to be budgeted for in the proposed programme budgets of future bienniums, in US\$ millions: Not applicable.</p> |
| <p>5. Level of resources already available to fund the implementation of the resolutions in the current biennium, in US\$ millions</p> <ul style="list-style-type: none">– Resources available to fund the resolutions in the current biennium: Not applicable.– Remaining financing gap in the current biennium: Not applicable.– Estimated resources, which are currently being mobilized, if any, that would help to close the financing gap in the current biennium: Not applicable. |

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