



**CEB Statement on the Outcome of the ICSC Compensation Review**

UN system organizations are committed to ensure they are fit for purpose to support Member States in the implementation of the 2030 Agenda for Sustainable Development. This ambitious Agenda, which incorporates a comprehensive, integrated and universal approach to sustainable development, has significant implications for human resources management in the organizations of the system.

The UN workforce is the major asset and investment of the system. To support the implementation of the Sustainable Development Goals, the UN system requires a highly skilled international civil service that is agile and flexible to operate with diverse partners in cross-disciplinary and multi-sectoral environments.

In the CEB statement of 2013, Executive Heads emphasized that, through the ICSC Review, UN system organizations aimed to develop a competitive and simplified compensation package that would enable them to attract and retain staff of the highest calibre, in the context of strategic workforce planning.

Executive Heads expressed the view that such a package should be informed by the following principles: competitiveness; cost effectiveness and predictability; equity and transparency; simplification and ease of administration. It should support the attraction and retention of a diverse workforce, and incentivize staff performance, mobility, and service in hazardous and hardship duty stations.

CEB organizations welcome the recommendations of the compensation review of the ICSC that achieve streamlining, simplification and transparency and cost efficiencies. The proposed unified salary structure is more modern, transparent and equitable and more properly reflects pay for work performed rather than for dependency status. Lump-summing and rationalizing certain allowances contribute to simplicity and provide cost-containment and predictability.

While certain aspects of the proposed system are more transparent, equitable, simplified and easier to administer, Executive Heads would like to emphasize three areas of importance to them where the proposed package could be further improved. Executive Heads also wish to highlight that the General Assembly may wish to review the suggested increase in the base salary of senior most staff.

Executive Heads emphasize the importance of avoiding a negative impact on the ability of organizations to assign staff to hardship duty stations, and stress that the provision of appropriate rest and recuperation is essential for the health, wellbeing and productivity of staff in such difficult and dangerous locations.

Executive Heads also emphasize the need for the new compensation package to support geographic and inter-organizational mobility, which will be increasingly required for organizations to deliver on the multi-sectoral integrated Sustainable Development Agenda.

While generally supporting the proposed social package under the comprehensive review, Executive Heads consider that additional support needs to be provided to single parents to further promote the recruitment and retention of staff, in particular female staff.

Executive Heads recognize the need to take a holistic view of the package, and are committed to a continuing collaborative effort to address the key areas where organizations have concerns.

Executive Heads trust that the considerations outlined in this statement will be taken into account by Member States during their review of the ICSC proposal in order to deliver a modern compensation package which will be a crucial enabler of the System's capacity to deliver on the 2030 sustainable development agenda.