



# General Assembly

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## Seventy-fifth session

Agenda items 141, 146, 148 and 154

### Proposed programme budget for 2021

#### Human resources management

#### United Nations common system

#### Administrative and budgetary aspects of the financing of the United Nations peacekeeping operations

## **Administrative and financial implications of the decisions and recommendations contained in the report of the International Civil Service Commission for the year 2020**

### **Twenty-second report of the Advisory Committee on Administrative and Budgetary Questions on the proposed programme budget for 2021**

## **I. Introduction**

1. The Advisory Committee on Administrative and Budgetary Questions has considered the statement submitted by the Secretary-General ([A/C.5/75/11](#)), in accordance with rule 153 of the rules of procedure of the General Assembly, on the administrative and financial implications of the decisions and recommendations contained in the report of the International Civil Service Commission (ICSC) for the year 2020 ([A/75/30](#)). During its consideration of the statement, the Committee received additional information and clarification, concluding with written responses received on 30 November 2020.

2. As indicated in the statement of the Secretary-General, the decisions and recommendations of ICSC relate to the base/floor salary scale, the children's and secondary dependant's allowance, and danger pay, resulting in combined estimated system-wide financial implications of \$18,658,000 per annum, comprising, in the near-term: (a) \$2,169,000 under the proposed programme budget of the Secretariat for 2021 (to be taken into account in the context of the revised estimates: effect of changes in rates of exchange and inflation for 2021); and (b) \$5,290,200 under the budgets for peacekeeping operations for the period from 1 July 2020 to 30 June 2021 (\$1,763,400, to be taken into account, as necessary, in the context of the related



performance reports), and for the period from 1 July 2021 to 30 June 2022 (\$3,526,800, to be taken into account in the related proposed budgets).

3. Upon enquiry, the Advisory Committee was provided with a table showing the breakdown of the financial implications, as at 1 January 2021, of the implementation of the decisions and recommendations of ICSC under the programme budget for 2021 and under the budgets for peacekeeping operations for the periods from 1 July 2020 to 30 June 2021 and from 1 July 2021 to 30 June 2022 (see annex).

## II. Base/floor salary scale

4. The system-wide financial implications of the Commission's recommendation of a 1.90 per cent increase in the base/floor salary scale, as at 1 January 2021, are estimated at \$858,000 per annum. Of that amount, \$152,300 pertains to the Secretariat for the proposed programme budget for 2021, and \$164,300 pertains to peacekeeping operations, comprising \$54,800 for the period from 1 July 2020 to 30 June 2021 and \$109,500 for the period from 1 July 2021 to 30 June 2022 ([A/C.5/75/11](#), paras. 2–3).

## III. Children's and secondary dependant's allowances

5. The system-wide financial implications of the Commission's recommendation of a 10 per cent increase in the children's and secondary dependant's allowances, as at 1 January 2021, are estimated at \$11.3 million per annum. Of that amount, \$1,320,700 pertains to the Secretariat for the proposed programme budget for 2021, and \$1,425,000 pertains to peacekeeping operations, comprising \$475,000 for the period from 1 July 2020 to 30 June 2021 and \$950,000 for the period from 1 July 2021 to 30 June 2022 (*ibid.*, paras. 4–6).

## IV. Danger pay

6. The system-wide financial implications of the Commission's recommendation to increase, as at 1 January 2021, the level of danger pay for international staff to \$1,645 per month, and the level of danger pay for local staff by updating the reference year of the salary scales from 2016 to 2019 and applying 30 per cent to the net midpoint of the latest General Service salary scales in effect in 2019 divided by 12, are estimated at \$6.5 million per annum. Of that amount, \$696,000 pertains to the Secretariat for the proposed programme budget for 2021, and \$3,700,950 pertains to peacekeeping operations, comprising \$1,233,650 for the period from 1 July 2020 to 30 June 2021 and \$2,467,300 for the period from 1 July 2021 to 30 June 2022 (*ibid.*, paras. 7–9).

7. The report of the Commission indicates that the survey was undertaken before the onset of the coronavirus disease (COVID-19) pandemic ([A/75/30](#), para. 26). **The Advisory Committee trusts the next survey will consider the implications of the COVID-19 pandemic with respect to danger pay.**

## V. Other

8. The Commission indicates the need for two additional posts at the P-4 level, one Communications Officer and one Legal Officer, to be located in the Commission secretariat, in order to work collaboratively with senior officials for the purpose of communication to common system staff, with the financial implications of the revised Commission budget estimated at \$455,200 per annum ([A/75/30](#), para. 159). Upon

enquiry, the Advisory Committee was informed that the requirements for the aforementioned two P-4 posts have not been formally proposed and have not been shared with, reviewed and endorsed by the member entities of the Finance and Budget Network of the United Nations System Chief Executives Board for Coordination, including the United Nations Secretariat. **The Advisory Committee recognizes the need for one Communications Officer (P-4) and one Legal Officer (P-4) in the ICSC secretariat.**

## **VI. Conclusion and recommendations**

9. **The Advisory Committee recommends that the General Assembly take note of paragraph 11 of the statement by the Secretary-General, and that, should it approve the recommendations of the Commission:**

(a) **Requirements for the proposed programme budget of the United Nations for the year 2021 would be taken into account in the context of the revised estimates: effect of changes in rates of exchange and inflation for the period;**

(b) **Requirements for the budgets for peacekeeping operations would be addressed, as necessary, in the context of the performance reports for the financial period from 1 July 2020 to 30 June 2021 and in the context of the upcoming proposed budgets for the period from 1 July 2021 to 30 June 2022.**

## Financial implications resulting from the International Civil Service Commission report for 2020

Proposed implementation date: 1 January 2021.

Information provided by the International Civil Service Commission.

		<i>Regular budget</i>		<i>Peacekeeping operations</i>			
		<i>(United States dollars)</i>	<i>Number of cases</i>	<i>Percentage</i>	<i>2021 estimate (United States dollars)</i>	<i>Percentage</i>	<i>2021/22 estimate (United States dollars)</i>
<b>Base/floor salary scale</b>							
Common system: 858,000	2 400						
Secretariat: 267,100	720	0.57	152 300	0.41	109 500	54 800	
<b>Children's allowances</b>							
Common system: 11,157,000	38 335						
Secretariat: 2,229,300	7 690	0.57	1 270 700	0.41	914 000	457 000	
<b>Secondary dependant's allowances</b>							
Common system: 230,100	2 234						
Secretariat: 87,800	852	0.57	50 000	0.41	36 000	18 000	
<b>Subtotal, children's and secondary dependant's allowances</b>			<b>1 320 700</b>		<b>950 000</b>	<b>475 000</b>	
<b>Danger pay</b>							
Common system: 6.5 million							
Secretariat: 3.2 million		0.22	696 000	0.78	2 467 300	1 233 650	
<b>Total, Secretariat</b>			<b>2 169 000</b>		<b>3 526 800</b>	<b>1 763 450</b>	