Board of the Centre

89th Session, November 2025

CC 89/6 REV.

FOR DECISION

SIXTH ITEM ON THE AGENDA

Human Resources questions

I. Recommendations of the International Civil Service Commission

1. Section I. of this document provides information on the recommendations contained in the report of the International Civil Service Commission (ICSC) for the year 2025.

Conditions of service of staff in the Professional and higher categories

Base/floor salary scale

2. The United Nations General Assembly (UNGA) will not have reached any final decision concerning the recommendations in paragraph 11(a) below when the Board holds its 89th Session (November 2025). Since these measures, if approved by the UNGA, will come into effect for all organizations within the United Nations (UN) System and have financial implications for the Centre as from 1 January 2026, these recommendations are being submitted for approval by the Board at its current session, together with the corresponding amendments to the Staff Regulations.

3. The base/floor salary scale for staff in the Professional and higher categories is set by reference to the base General Schedule salary scale of the Federal Civil Service of the United States, which has been the comparator civil service since the creation of the UN. Periodic adjustments are made on the basis of a comparison of net salaries of UN officials at the midpoint of the scale with the corresponding salaries of their counterparts in the comparator civil service. The adjustments are implemented by means of the standard *no-loss-no-gain* method of consolidating post-adjustment points into the base/floor salary scale while commensurately reducing post-adjustment levels.

4. As a result of an increase in the reference comparator pay level in net terms, the ICSC has recommended to the UNGA for approval with effect from 1 January 2026 a revised base/floor salary scale for Professional and higher categories of staff with a 1.6 per cent adjustment implemented through the standard *no-loss-no-gain* consolidation method described in paragraph 3 above. The proposed increase in the salary should also be applied to the pay protection points for staff whose salaries were higher than those at the maximum level of their grade on conversion to the unified salary scale. This adjustment also implies a proportional increase in end-of-service payments. The proposed amendments to the salary scales and pay protection points in the Staff Regulations are contained in Appendix I.

Conditions of service applicable to both categories of staff

Revised Standards of Conduct for the International Civil Service

5. In 2025, the ICSC adopted a revised version of the Standards of Conduct for the International Civil Service and recommended them to the UNGA and to the legislative organs of the other participating organizations of the UN System for implementation.[1] Last revised in 2012[2], these standards embody the values promoted by the organizations of the UN common system and reflect required standards of behaviour and conduct.

6. This revision was initiated in 2022 when the ICSC decided to form a working group, composed of members of the Commission and representatives of the organizations and staff federations, to examine the Standards of Conduct and make proposals for their revision.[3] Arising from this review, the changes in the 2025 version include racism and racial discrimination, sexual harassment, sexual exploitation and abuse, emerging technologies, use of social media and data privacy and protection. The revised standards of conduct are reproduced in Appendix II.

7. The revised standards of conduct have been submitted to the UNGA for approval at its 80th Session.[4] It is proposed that the Board approves the revised standards of conduct set out in Appendix II, subject to their approval by the UNGA, with a view to integrating the revised standards of conduct into the regulatory framework of the Centre in due course.[5]

II. Proposed changes to the Centre's human resources policies and procedures

Fixed-term contracts linked to specific projects

8. The Centre's Staff Regulations currently allow for filling vacancies that are "*linked to specific training projects of a fixed-term duration, of one year or more, it being understood that the appointment will not exceed the duration of the project*" (article 1.2(c)). It is proposed that the scope of this provision be broadened to apply to all time-bound projects that are not directly linked to training but are strategic to achieving programme results and priorities, such as major building renovations. This would enable the use of project-specific contracts to source highly technical and specialized expertise in fields such as engineering, project management, and business analysis, ensuring efficient and effective management of major projects. The number of such vacancies is expected to be minimal, averaging no more than one or two per year.

9. At its 88th session (2024), this proposal was submitted to the Board for consideration.[6] It is now being resubmitted for approval, with the additional information requested by the Board, in view of the Centre's ongoing and anticipated projects aligned with the proposed Strategic Plan 2026-29 and Programme and Budget 2026-27, which require the appointment of staff on fixed-term contracts aligned with the specific timelines of

[1] A/80/30, para. 231(b) and annex XII.
[2] A/RES/67/257, CC 74/5 and GB.316/INS/11, para. 85.
[3] A/77/30, para. 69.
[4] Administrative and Budgetary Committee (Fifth Committee), UNGA, 80th Session.
[5] It is recalled that reference is made to the standards of conduct required of international civil servants in article 11.1, paragraph 2, of the Staff Regulations.
[6] CC 88/5 REV., para. 12, GB.352/INS/18, para. 142.

these initiatives. The proposed amendments to the Staff Regulations are laid out in Appendix I.

III. Implementation of prevailing conditions of employment found locally

Changes to the salary scale and allowances of staff in the General Service category

10. In accordance with the schedule of General Service salary surveys at headquarters and similar duty stations, approved by the ICSC, and the relevant ICSC methodology, a survey of the best prevailing conditions of employment of the General Services category in Rome was undertaken. As a result, the ICSC recommended an across the board increase of 1.1 percent in the General Service salary scale and certain related changes.[7] Following the implementation of these recommendations at the Food and Agriculture Organization of the United Nations (FAO) and in accordance with article 0.3(c)(1) of the Staff Regulations[8], the revised salary scale and relative allowances applicable to the General Service category were implemented at the Centre. The corresponding amendments to articles 5.11 and 7.2 of the Staff Regulations are provided in Appendix III for information.

11. The Board is invited to:

a) accept the recommendations of the ICSC, subject to their approval by the United Nations General Assembly, all with effect as from 1 January 2026, concerning:

(i) an increase of 1.6 per cent in the base/floor salary scale for staff in the Professional and higher categories on a no-loss-no-gain basis; and

(ii) the consequential increases in separation payments and in pay protection points;

b) approve:

(i) the proposed amendments to the salary scales and pay protection points in the Staff Regulations as proposed in Appendix I of document CC 89/6, subject to the approval of the UN General Assembly referred to in paragraph 11 (a);

(ii) the revised Standards of Conduct for the International Civil Service reproduced in Appendix II of document CC 89/6, subject to their approval by the United Nations General Assembly, and invite the Centre to take measures for their implementation;

(iii) the broadened scope of application for project-specific contracts under article 1.2(c) of the Staff Regulations to cover all projects, and

[7] Ref. Recommendations and Decisions of the International Civil Service Commission to the General Assembly (including Changes in Salary Scales and Allowances) referred by the FAO Director-General to the FAO Finance Committee, 202nd Session, Rome 11-15 November 2024.

[8] Article 0.3 of the Staff Regulations reads: "(c) The Director shall amend the Staff Regulations, without prejudice to the acquired rights of officials, after consulting the Joint Negotiating Committee, in order to give effect to: (1) modification in the FAO salary scale and relative allowances applies to the General service category; […] The Board shall be informed of such amendments."

the amendments to the Staff Regulations proposed in Appendix I of document CC 89/6;

c) **take note of the revised salary scale and relative allowances applicable to the General Service category and related amendments to the Staff Regulations set out in Appendix III of document CC 89/6.**

Point for decision: Paragraph 11.

APPENDIX I

Proposed amendments to the Staff Regulations
(For the amendments to the Staff Regulations, additions appear underlined, deletions are struck out)

ARTICLE 1.2
Filling of Vacancies

(c) The method of filling any other vacancy below the grade of P.5 shall be decided by the Director after consulting the Selection Committee. The methods to be employed shall comprise transfer in the same grade, promotion or appointment normally by competition. Promotion or appointment without competition may be employed only in:

• filling vacancies caused by upgrading of a job by one grade, or in the case of a job upgraded from the General Service to the Professional category by one grade or more;
• filling vacancies in urgency;
• filling vacancies linked to specific ~~training~~ projects of a fixed-term duration, of one year or more, it being understood that the appointment will not exceed the duration of the project;
• filling other vacancies where it is impossible to satisfy the provisions of Article 1.2 (a) above by the employment of any other method.

ARTICLE 7.0
Scope

The provisions of this Chapter of the Staff Regulations shall apply to established officials and fixed-term officials other than staff whose fixed-term contract is linked to a specific ~~training~~ project. Performance appraisals and adjustment of salary of fixed-term officials whose contract is linked to a specific ~~training~~ project shall be governed by the provisions of Annex I of the Staff Regulations.

Proposed salary scale and pay protection points (effective 1 January 2026)

A. Proposed salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment

(United States dollars)

		Steps												
Level		*I*	*II*	*III*	*IV*	*V*	*VI*	*VII*	*VIII*	*IX*	*X*	*XI*	*XII*	*XIII*
USG	Gross	239,200												
	Net	173,372												
ASG	Gross	217,448												
	Net	159,016												
D-2	Gross	174,208	178,139	182,071	186,008	189,945	193,879	197,811	201,748	205,680	209,614			
	Net	130,477	133,072	135,667	138,265	140,864	143,460	146,055	148,654	151,249	153,845			
D-1	Gross	155,232	158,685	162,145	165,603	169,047	172,506	175,961	179,411	182,870	186,321	189,776	193,224	196,682
	Net	117,953	120,232	122,516	124,798	127,071	129,354	131,634	133,911	136,194	138,472	140,752	143,028	145,310
P-5	Gross	133,807	136,579	139,353	142,119	144,893	147,659	150,461	153,397	156,338	159,274	162,215	165,148	168,092
	Net	103,165	105,105	107,047	108,983	110,925	112,861	114,804	116,742	118,683	120,621	122,562	124,498	126,441
P-4	Gross	109,324	111,997	114,673	117,344	120,019	122,691	125,370	128,043	130,717	133,386	136,066	138,733	141,407
	Net	86,027	87,898	89,771	91,641	93,513	95,384	97,259	99,130	101,002	102,870	104,746	106,613	108,485
P-3	Gross	89,257	91,537	93,817	96,093	98,376	100,710	103,184	105,661	108,136	110,609	113,089	115,563	118,039
	Net	71,335	73,068	74,801	76,531	78,266	79,997	81,729	83,463	85,195	86,926	88,662	90,394	92,127
P-2	Gross	69,139	71,176	73,213	75,253	77,293	79,334	81,376	83,408	85,449	87,487	89,526	91,570	93,605
	Net	56,046	57,594	59,142	60,692	62,243	63,794	65,346	66,890	68,441	69,990	71,540	73,093	74,640
P-1	Gross	53,071	54,803	56,533	58,263	59,992	61,726	63,454	65,186	66,916	68,649	70,376	72,105	73,838
	Net	43,834	45,150	46,465	47,780	49,094	50,412	51,725	53,041	54,356	55,673	56,986	58,300	59,617

Abbreviations: ASG, Assistant Secretary-General; USG, Under-Secretary-General.

Note: The normal qualifying period for in-grade movement between consecutive steps is one year. The shaded steps in each grade require two years of qualifying service at the preceding step.

B. Proposed pay protection points for staff whose salaries are higher than the maximum salaries on the unified salary scale

(United States dollars)

Level		*Pay protection point 1*	*Pay protection point 2*
P-4	Gross	144,086	146,760
	Net	110,360	112,232
P-3	Gross	120,511	122,983
	Net	93,858	95,588
P-2	Gross	95,643	-
	Net	76,189	-
P-1	Gross	75,567	-
	Net	60,931	-

ANNEX H
RULES FOR FILLING OF VACANCIES

(….)

Eligibility to Participate in Internal Competitions

10. The procedure of internal competitions shall apply solely to established officials or to officials recruited under fixed-term contracts and who have completed their period of probation according to Article 2.1, taking into account the provisions of Article 2.2. Officials whose fixed-term appointment is linked to a specific ~~training~~ project of a fixed-term duration, of one year or more, shall not be eligible to participate in internal competitions. The Selection Committee may decide, exceptionally to waive this exclusion but may establish special requirements.

(….)

ANNEX I
ANNUAL APPRAISALS AND ADJUSTMENT OF SALARY OF STAFF WHOSE FIXED-TERM CONTRACT IS LINKED TO A SPECIFIC ~~TRAINING~~ PROJECT

1. An appraisal shall be made by the responsible chief every 12 months on a fixed-term official whose contract is linked to the execution of a specific ~~training~~ project of a fixed-term duration, of one year or more. For this purpose, the procedures set out in Article 7.4 of the Staff Regulations shall be followed.

(….)

APPENDIX II
Text of the revised standards of conduct as approved by the ICSC

Standards of conduct for the international civil service

Introduction

1. The United Nations and the specialized agencies embody the highest aspirations of the peoples of the world. Their aim is to save succeeding generations from the scourge of war and to enable every man, woman and child to live in dignity and freedom.

2. The international civil service bears responsibility for translating these ideals into reality. It relies on the great traditions of public administration that have grown up in Member States: competence, integrity, impartiality, independence and discretion. But over and above this, international civil servants have a special calling: to serve the ideals of peace, respect for fundamental rights, economic and social progress, and international cooperation. It is therefore incumbent on international civil servants to adhere to the highest standards of conduct; for, ultimately, it is the international civil service that will enable the United Nations system to bring about a just and peaceful world.

Guiding principles

3. The values that are enshrined in the United Nations organizations must also be those that guide international civil servants in all their actions: fundamental human rights, social justice, the dignity and worth of the human person and respect for the equal rights of men and women and of nations great and small.

4. International civil servants should share the vision of their organizations. It is loyalty to this vision that ensures the integrity and international outlook of international civil servants; a shared vision guarantees that they will place the interests of their organization above their own and use its resources in a responsible manner.

5. The concept of integrity enshrined in the Charter of the United Nations embraces all aspects of an international civil servant's behaviour, including such qualities as honesty, truthfulness, impartiality and incorruptibility. These qualities are as basic as those of competence and efficiency, also enshrined in the Charter.

6. Tolerance and understanding are basic human values. They are essential for international civil servants, who must respect all persons equally, without any distinction whatsoever. This respect fosters a climate and a working environment sensitive to the needs of all. To achieve this in a multicultural setting calls for a positive affirmation going well beyond passive acceptance.

7. International loyalty means loyalty to the whole United Nations system and not only to the organization for which one works; international civil servants have an obligation to understand and exemplify this wider loyalty. The need for a cooperative and understanding attitude towards international civil servants of other United Nations organizations is most important where international civil servants of several organizations are serving in the same country or region.

8. International civil servants must remain independent of any authority external to their organization. Their conduct must reflect that independence. This means considering also how their conduct may be perceived. Consistent with the Charter and any corresponding constitutional instruments, and in keeping with their oath or declaration of office and the exclusively international character of their responsibilities, they shall neither seek nor receive instructions from any Government, person or entity external to the organization. They shall refrain from any action which might reflect on their position as international officials responsible

only to the Organization. It cannot be too strongly stressed that international civil servants are not, in any sense, representatives of Governments or other entities, nor are they proponents of their policies. This applies equally to those on secondment or from Governments and to those whose services have been made available from elsewhere. International civil servants should be constantly aware that, through their allegiance to the Charter and the corresponding instruments of each organization, Member States and their representatives are committed to respect their independent status.

9. Impartiality implies tolerance and restraint, particularly in dealing with political or religious convictions. While their personal views remain inviolate, international civil servants do not have the freedom of private persons to take sides or to express their convictions publicly on controversial matters, either individually or as members of a group, irrespective of the medium used. This includes on social media and as participants in public events. This means that, in certain situations, personal views should be expressed only with tact and discretion.

10. This does not mean that international civil servants have to give up their personal political views or national perspectives. It does mean, however, that they must at all times maintain a broad international outlook and an understanding of the international community as a whole.

11. International civil servants may express themselves publicly in support of positions taken by the Secretary-General or the head of their organization, including on questions of human rights and other social issues. When doing so, they must remain mindful of their individual responsibility for preserving trust in the independence and impartiality of the international civil service. This means ensuring that their public expressions are consistent with those of the Secretary-General or the head of their organization and reflect the international outlook required by their status. Where the Secretary-General or the head of their organization has not taken a position on a specific matter of controversy, to safeguard the organization's ability to perform its mission in addressing such matters, international civil servants should exercise caution in public expression.

12. There may be situations where international civil servants disagree with the positions taken by the Secretary-General or the head of their organization on controversial matters. There may also be situations where international civil servants consider that their organization should take positions on controversial matters when it has not yet done so. International civil servants should have an opportunity to express their views in this regard within their organizations. The organizations should establish appropriate mechanisms, where needed, whereby, on controversial matters, international civil servants can express dissenting views or call upon their organizations to take an official position. When expressed respectfully and solely through designated internal channels, these views will be deemed to be compatible with the standards.

13. The independence of the international civil service does not conflict with, or obscure, the fact that it is the Member States that collectively make up — in some cases with other constituents — the organization. Conduct that furthers good relations with individual Member States and that contributes to their trust and confidence in the organizations' secretariat strengthens the organizations and promotes their interest.

14. International civil servants who are responsible for projects in a given country or region may be called upon to exercise special care in maintaining their independence. At times they might receive instructions from the host country, but this should not compromise their independence. If at any time they consider that such instructions threaten their independence, they must consult their supervisors.

15. International civil servants at all levels are accountable and answerable for all actions carried out, as well as decisions taken, and commitments made by them in performing their functions.

16. An international outlook stems from an understanding of and loyalty to the

objectives and purposes of the organizations of the United Nations system as set forth in their legal instruments. It implies, inter alia, respect for the right of others to hold different points of view and follow different cultural practices. It requires a willingness and commitment to work without bias with persons of all ethnicities, nationalities, identities, religions and cultures; it calls for constant sensitivity as to how words and actions may be perceived by others. It requires avoidance of any expressions or behaviours that could be interpreted as biased or intolerant. As working methods can be different in different cultures, international civil servants should not be wedded to the attitudes, working methods or work habits of their own country or region.

17. Freedom from discrimination is a basic human right. International civil servants are required to respect fundamental rights, including the dignity, worth and equality of all people, without any distinction whatsoever. Assumptions based on stereotypes must be assiduously avoided. One of the main tenets of the Charter is the equality of men and women, and organizations should therefore do their utmost to promote gender equality.

18. Racism and racial discrimination violate the basic principles of the Charter and are fundamentally incompatible with the standards of conduct for the international civil service.

Working relations

19. Managers and supervisors are in positions of leadership and it is their responsibility to manage performance as well as ensure a harmonious workplace based on mutual respect and free from all forms of discrimination, violence, harassment and abuse. They should ensure that each and every member of their team has an opportunity to express their views and opinions, be open to them and make sure that the merits of staff are properly recognized. They need to build inclusive and supportive teams, and are expected to support staff under their supervision, including when they are subject to criticism arising from the performance of their duties. In addition, they are responsible for guiding and motivating staff under their supervision and promoting their professional development.

20. Managers and supervisors serve as role models and they have therefore a special obligation to uphold the highest standards of conduct, including addressing behaviour that is incompatible with these standards. It is unacceptable for them to solicit favours, gifts or loans from their staff; they must act impartially, without favouritism and intimidation. In matters relating to the appointment or career of others, international civil servants should not try to influence colleagues for personal reasons.

21. Managers and supervisors should communicate effectively with their staff and share relevant information with them. International civil servants have a reciprocal responsibility to provide all pertinent facts and information to their supervisors and to abide by and defend any decisions taken, even when those do not accord with their personal views.

22. International civil servants must follow the instructions they receive in connection with their official functions and, if they have doubts as to whether an instruction is consistent with the Charter or any other constitutional instrument, decisions of the governing bodies or administrative rules and regulations, they should first consult their supervisors. If the international civil servant and supervisor cannot agree, the international civil servant may ask for written instructions. These may be challenged through the proper institutional mechanisms, but any challenge should not delay carrying out the instruction. International civil servants should not follow verbal or written instructions that are manifestly inconsistent with their official functions or that threaten their safety or that of others. International civil servants may also record their views in official files.

23. International civil servants have the duty to report any breach of the organization's regulations and rules to the official or entity within their organizations

whose responsibility it is to take appropriate action, and to cooperate with duly authorized audits and investigations. This contributes to a culture of integrity, accountability and transparency in the United Nations organizations. An international civil servant who reports such a breach in good faith or who cooperates with an audit or investigation has the right to be protected against retaliation for doing so.

24. Reprisals that do not constitute retaliation under an organization's framework should also be separately prohibited and addressed under relevant policies. International civil servants have a right to, and must respect, due process.

Discrimination, harassment, including sexual harassment, and abuse of authority

25. Discrimination, harassment, including sexual harassment, and abuse of authority in any shape or form are an affront to human dignity and international civil servants must not engage in any form thereof, irrespective of the medium used, including online. International civil servants have the right to a workplace environment free from discrimination, harassment and abuse of authority. All organizations must prohibit any such behaviour. Organizations have a duty to establish rules and provide guidance on what constitutes discrimination, harassment and abuse of authority, and how unacceptable behaviour should be prevented and will be addressed.

26. Sexual harassment, in any form, irrespective of the medium used, including online, has no place in the United Nations organizations. International civil servants who report, experience or witness sexual harassment should be supported by organizations, including through a victim-centred approach and protection from retaliation. International civil servants who perpetrate sexual harassment should be held accountable, regardless of position or seniority.

27. International civil servants must not discriminate, abuse their authority, or use their power or position in a manner that is offensive, humiliating, embarrassing or intimidating to another person.

Sexual exploitation and abuse

28. When engaging with external parties, including those served by the organization international civil servants should be constantly mindful of humanitarian principles and of the power imbalances and vulnerabilities that may be present. Sexual exploitation and abuse constitute a fundamental breach of the trust placed in the international civil service and there must be no tolerance for these acts. A victim-centred approach must be applied in addressing sexual exploitation and abuse.

Conflict of interest

29. Conflicts of interest may occur when international civil servants' personal interests interfere with the performance of their official duties or call into question the qualities of integrity, independence and impartiality required by the status of an international civil servant. Conflicts of interest include circumstances in which international civil servants, directly or indirectly, may benefit improperly, or allow a third party to benefit improperly, from their association with their organization. Conflicts of interest can arise from an international civil servant's personal or familial dealings with third parties, individuals, beneficiaries, or other institutions. If a conflict of interest or possible conflict of interest does arise, the conflict shall be disclosed, addressed and resolved in the best interest of the organization. Questions entailing a conflict of interest can be very sensitive and need to be treated with care.

30. Early detection and timely management of potential conflicts of interest, with the necessary internal accountability framework in place, are important to keep all staff members independent and impartial as international civil servants and to ensure that their personal interests or positions do not interfere with the performance of their

duties.

Disclosure of information and third-party dealings

31. International civil servants should avoid assisting third parties in their dealings with their organization where this might lead to actual or perceived preferential treatment. This includes representatives of Member States, as well as non-State donors, private sector and implementing partners, and any other third parties. This is particularly important in procurement matters and partnership agreements, or when negotiating prospective employment. At times, international civil servants may, owing to their position or functions in accordance with the organization's policies, be required to disclose certain personal assets and relationships if this is necessary to enable their organizations to make sure that there is no conflict. The organizations must ensure confidentiality of any information so disclosed, and must use it only for defined purposes or as authorized by the international civil servant concerned. International civil servants should also disclose in advance possible conflicts of interest that may arise in the course of carrying out their duties and seek advice on mitigation and remediation. They should perform their official duties and conduct their personal affairs in a manner that preserves and enhances public confidence in their own integrity and that of their organization.

Use of the resources of United Nations organizations

32. International civil servants are responsible for safeguarding the resources of United Nations organizations which are to be used for the purpose of delivering an organization's mandate and to advance the best interests of the organization. Misuse of the resources of the organization, such as by the commission of fraudulent acts, undermines trust in the United Nations system and harms the interests of the organizations. International civil servants shall use the assets, property, information and other resources of their organizations for authorized purposes only and with care. International civil servants should be mindful of sustainability considerations, including by taking into account the social and environmental impact of their use of their organization's resources. Limited personal use of the resources of an organization, such as electronic and communications resources, may be permitted by the organization in accordance with applicable policies.

33. International civil servants should follow relevant guidance issued by their organization on the ethical use of emerging technologies, including the use of artificial intelligence.

Post-employment restrictions

34. After leaving service with organizations of the United Nations system, international civil servants should not take improper advantage of their former official functions and positions, including through unauthorized use or distribution of privileged or confidential information. International civil servants, including those working in procurement services and as requisitioning officers, should not attempt to unduly influence the decisions of the organization in the interest or at the request of third parties with a view to seeking an opportunity to be employed by such third parties. This includes those engaging in their official capacity with representatives of Member States and parties external to the organization. Similarly, consistent with their commitment under Article 100 of the Charter, it is understood that Governments will refrain from attempts to unduly influence the decisions of international civil servants, including when the international civil servants are seeking employment with the Governments.

Role of the secretariats (headquarters and field duty stations)

35. The main function of all secretariats is to assist legislative bodies in their work and to carry out their decisions. The executive heads are responsible for directing and controlling the work of the secretariats. Accordingly, when submitting proposals or advocating positions before a legislative body or committee, international civil servants are presenting the position of the executive head, not that of an individual or organizational unit.

36. In providing services to a legislative or representative body, international civil servants should serve only the interests of the organization, not those of an individual or organizational unit. It would not be appropriate for international civil servants to prepare for Government or other international civil service representatives any speeches, arguments or proposals on questions under discussion without approval of the executive head. It could, however, be quite appropriate to provide factual information, technical advice or assistance with such tasks as the preparation of draft resolutions.

37. It is entirely improper for international civil servants to lobby or seek support from Government representatives or members of legislative organs to obtain advancement either for themselves or for others or to block or reverse unfavourable decisions regarding their status. By adhering to the Charter and the constitutions of the organizations of the United Nations system, Governments have undertaken to safeguard the independence of the international civil service; it is therefore understood that Government representatives and members of legislative bodies will neither accede to such requests nor intervene in such matters, regardless of whether they have been requested to do so. This includes refraining from seeking to influence any career processes, including recruitment, in favour of specific candidates or existing international civil servants. Requests of this nature, or acceding thereto, call into question the independence of international civil servants. The proper method for an international civil servant to address grievances and disputes concerning such matters is through administrative channels; each organization is responsible for providing these.

Staff-management relations

38. An enabling and inclusive environment is essential for constructive staff-management relations and serves the interests of the organizations. Relations between management and staff should be guided by mutual respect. Elected staff representatives have a cardinal role to play in the consideration of conditions of employment and work, as well as in matters of staff welfare. Freedom of association is a fundamental human right and international civil servants have the right to form and join associations, unions or other groupings to promote and defend their interests. Continuing dialogue between staff and management is indispensable. Management should facilitate this dialogue.

39. Elected staff representatives enjoy rights that derive from their status; this may include the opportunity to address the legislative organs of their organization. These rights should be exercised in a manner that is consistent with the Charter of the United Nations, the Universal Declaration of Human Rights and the international covenants on human rights, and does not undermine the independence and integrity of the international civil service. In using the broad freedom of expression they enjoy, staff representatives must exercise a sense of responsibility and avoid undue criticism of the organization.

40. Staff representatives must be protected against discriminatory or prejudicial treatment based on their status or activities as staff representatives, both during their term of office and after it has ended. Organizations should avoid unwarranted interference in the administration of their staff unions or associations.

Relations with Member States and legislative bodies

41. It is the clear duty of all international civil servants to maintain the best possible relations with Governments and avoid any action that might impair this. They should not interfere in the policies or affairs of Governments. It is unacceptable for them, either individually or collectively, to criticize or try to discredit a Government. At the same time, it is understood that international civil servants may speak freely in support of their organizations' policies. Any activity, direct or indirect, to undermine or overthrow a Government constitutes serious misconduct. These provisions apply including in the context of social media, in public events, or other public fora.
42. International civil servants are not representatives of their countries, nor do they have authority to act as liaison agents between organizations of the United Nations system and their Governments. The executive head may, however, request an international civil servant to undertake such duties, a unique role for which international loyalty and integrity are essential. For their part, neither Governments nor organizations should place international civil servants in a position where their international and national loyalties may conflict.

Relations with the public

43. For an organization of the United Nations system to function successfully, it must have the support of the public. All international civil servants therefore have a continuing responsibility to promote a better understanding of the objectives and work of their organizations. This requires them to be well informed of the achievements of their own organizations and to familiarize themselves with the work of the United Nations system as a whole.
44. There is a risk that on occasion international civil servants may be subject to criticism from outside their organizations; in keeping with their responsibility as international civil servants, they should respond with tact and restraint. It is the obligation of their organizations to defend them against criticism for actions taken in fulfilment of their duties.
45. It would not be proper for international civil servants to air personal grievances or criticize their organizations in public. International civil servants should endeavour at all times to promote a positive image of the international civil service, in conformity with their oath of loyalty.

Relations with the media

46. Openness and transparency in relations with the media are effective means of communicating the organizations' messages. The organizations should have guidelines and procedures in place for which the following principles should apply: international civil servants should regard themselves as speaking in the name of their organizations and avoid personal references and views; and in no circumstances should they use the media to further their own interests, to air their own grievances, to reveal unauthorized information or attempt to influence their organizations' policy decisions.

Use and protection of information

47. Because disclosure of confidential information may seriously jeopardize the efficiency and credibility of an organization, international civil servants are responsible for exercising discretion in all matters of official business. They must not divulge confidential information without authorization. International civil servants should not use information to personal advantage that has not been made public and is known to them by virtue of their official position. These obligations do not cease upon separation from service.

48. Organizations must maintain guidelines for the use and protection of confidential information, and it is equally necessary for such guidelines to keep pace with developments in communications and other new technology. It is understood that these provisions do not affect established practices governing the exchange of information between the secretariats and Member States, which ensure the fullest participation of Member States in the life and work of the organizations. International civil servants should adhere to standards established by their organization to ensure and uphold adequate data privacy and protection.

Respect for different customs and culture

49. The world is home to a myriad of different peoples, languages, cultures, customs and traditions. A genuine respect for them all is a fundamental requirement for an international civil servant. Any behaviour that is not acceptable in a particular cultural context must be avoided. However, if a tradition is directly contrary to any human rights instrument adopted by the United Nations system, the international civil servant must be guided by the latter. International civil servants should avoid an ostentatious lifestyle and any display of an inflated sense of personal importance.

Security and occupational health and safety

50. While an executive head assigns staff in accordance with the exigencies of the service, it is the responsibility of organizations to ensure that the physical and mental health, well-being, security and lives of their staff, without any discrimination whatsoever, will not be subject to undue risk. The organizations should take measures to protect the safety of their staff and that of their family members. At the same time, it is incumbent on international civil servants to comply with all instructions designed to protect their safety, including when working remotely.

51. Occupational health and safety is required for the United Nations organizations to meet their mandates. This includes considering and addressing, as appropriate, physical and psychosocial risks and putting mitigation strategies in place.

52. Organizations should identify ways to support staff and their household members who are victims of any kinds of violence, including domestic violence.

Personal conduct

53. The private life of international civil servants is their own concern and organizations should not intrude upon it. There may be situations, however, in which the behaviour of an international civil servant may reflect on the organization. International civil servants must therefore bear in mind that their conduct and activities outside the workplace, even if unrelated to official duties, can compromise the image and the interests of the organizations. This can also result from the conduct of members of international civil servants' households, and it is the responsibility of international civil servants to make sure that their households are fully aware of this. Domestic violence committed by an international civil servant against any member of the household is a violation of these standards of conduct.

54. The privileges and immunities that international civil servants enjoy are conferred upon them solely in the interests of the organizations. They do not exempt international civil servants from observing local laws, nor do they provide an excuse for ignoring private legal or financial obligations. It should be remembered that only the executive head is competent to waive the immunity accorded to international civil servants or to determine its scope.

55. Violations of the law can range from serious criminal activities to trivial offences, and organizations may be called upon to exercise judgement depending on the nature and circumstances of individual cases. In accordance with the organization's relevant regulations, rules, and procedures, credible allegations of

criminal conduct may be referred to the national authorities. A conviction by a national court will usually, although not always, be persuasive evidence of the act for which an international civil servant was prosecuted; acts that are generally recognized as offences by national criminal laws will normally also be considered violations of the standards of conduct for the international civil service.

Outside employment and activities

56. The primary obligation of international civil servants is to devote their energies to the work of their organizations. Therefore, international civil servants should not engage, without prior authorization, in any outside activity, whether remunerated or not, that interferes with that obligation or is incompatible with their status or conflicts with the interests of the organization. For international civil servants in senior leadership positions, such activities are more likely to have an impact on the interests of the organizations. Any questions about this should be referred to the executive head.

57. Subject to the above, outside activities may, of course, be beneficial both to staff members and to their organizations. Organizations should allow, encourage and facilitate the participation of international civil servants in professional activities that foster contacts with private and public bodies and thus serve to maintain and enhance their professional and technical competencies.

58. International civil servants on leave, either with or without pay, should bear in mind that they remain international civil servants in the employ of their organization and remain subject to its rules and these standards of conduct. They may, therefore, accept employment, paid or unpaid, during their leave only with proper authorization.

59. In view of the independence and impartiality that they must maintain, international civil servants, while retaining the right to vote, should not participate in political activities, such as standing for or holding local or national political office. This does not, however, preclude participation in local community or civic activities, provided that such participation is consistent with the oath of service in the United Nations system. It is necessary for international civil servants to exercise discretion in their support for a political party or campaign, including on social media, and they should not accept or solicit funds, write articles or make public speeches or statements to the press. As role models, managers and supervisors have a special obligation to uphold the highest standards of conduct, including in relation to such activities. These cases require the exercise of judgement and, in case of doubt, should be referred to the executive head.

60. The significance of membership in a political party varies from country to country and it is difficult to formulate standards that will apply in all cases. In general, international civil servants may be members of a political party, provided its prevailing views and the obligations imposed on its members are consistent with the oath of service in the United Nations system.

Gifts, honours and remuneration from outside sources

61. To protect the international civil service from any appearance of impropriety, international civil servants must not accept, without authorization from the executive head, any honour, decoration, gift, remuneration, favour or economic benefit of more than nominal value from any source external to their organizations; it is understood that this includes Governments as well as non-State donors, private sector and implementing partners, and any other entities.

62. International civil servants should not accept supplementary payments or other subsidies from a Government or any other source prior to, during or after their assignment with an organization of the United Nations system if the payment is related to that assignment. Balancing this requirement, it is understood that Governments or other entities, recognizing that they are at variance with the spirit of

the Charter and the constitutions of the organizations of the United Nations system, should not make or offer such payments.

Conclusion

63. The attainment of the standards of conduct for the international civil service requires the highest commitment of all parties. International civil servants**,** both locally and internationally recruited, must be committed to and model the values, principles and standards set forth herein. They are expected to uphold them in a positive and active manner. They should feel responsible for contributing to the broad ideals to which they dedicated themselves in joining the United Nations system. Organizations have the obligation to implement these standards through their policy framework, including regulations, rules and other administrative instruments. For their part, Member States are expected, through their allegiance to the Charter and other constituent instruments, to preserve the independence and impartiality of the international civil service.

64. For these standards to be effectively applied, it is essential that they be widely disseminated and that measures be taken and mechanisms put in place to ensure that their scope and importance are understood throughout the international civil service, the Member States and the organizations of the United Nations system.

65. Respect for these standards assures that the international civil service will continue to be an effective instrument in fulfilling its responsibilities and in meeting the aspirations of the peoples of the world.

APPENDIX III

Amendments to the Staff Regulations for information

(For the amendments to the Staff Regulations, additions appear underlined, deletions are struck out)

ARTICLE 5.11
Family Allowance in the General Service Category

(b) An official in the General Service category at Turin is entitled to not more than one of the following annual non-pensionable allowances:

(……)

~~(3) an amount specified in Annex B and/or Annex B-bis in respect of a parent, a brother or a sister. An allowance under this sub-paragraph shall be paid only upon presentation of evidence satisfactory to the Director that the official contributes an amount equal to at least one-half the total support of the parent, brother or sister, and, in any case, at least twice the amount of the relevant family allowance, as specified in Annex B or Annex B-bis. The allowance shall be paid in respect only of an unmarried brother or an unmarried sister who is under 18 years of age, or who is in full-time attendance at a school, university or similar educational institution and is under 21 years of age, or who is physically or mentally incapacitated for work.~~[9]

(…..)

ARTICLE 7.2
Incremental Date

(a) The incremental date of an official shall be the anniversary of the first day of the month during which

[9] Allowance under article 5.11(b)(3) is no longer payable as from 1 September 2025.

s/he was appointed. The incremental date of officials in the General Service category in service on 1 January 1991 shall be that determined in each case as a consequence of the application of the salary scale introducing ~~biennial~~ annual increments.
(b) Notwithstanding paragraph (a) above, the incremental date of an official in the Professional category and above who has received an increment on 1 July 1990 as a result of the addition of further steps for her/his grade in the salary scales applicable as from that date will be 1 July.
(c) Officials who are not in receipt of the maximum salary attaching to their grade shall be granted one increment on their incremental date, as provided in the salary scale under article 5.1(a) subject to the provisions of Article 7.4 (c) and Article 7.5 concerning withholding of increment.
(d) A longevity step for each of the seven levels of the General Service scale will be granted to those who have at least 20 years of continuous service in UN common system organizations, 5 years at the last regular step of their current grade and are certified as having satisfactory service.

General Service Category - Annual Salaries and Allowances

(In Euro) a/

Effective 1 November 2024

							S T E P S										
Level		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV	XVI b/
1	(Gross)	40624	41900	43176	44451	45727	47003	48278	49554	50830	52105	53381	54657	55934	57246	58557	59868
	(Gross Pens.)	**40113**	**41339**	**42566**	**43796**	**45022**	**46250**	**47478**	**48705**	**49934**	**51160**	**52415**	**53692**	**54970**	**56246**	**57524**	**58732**
	(Total Net)	**31924**	**32868**	**33812**	**34756**	**35700**	**36644**	**37588**	**38532**	**39476**	**40420**	**41364**	**42308**	**43252**	**44196**	**45140**	**46084**
	(Net Pens.)	*31924*	*32868*	*33812*	*34756*	*35700*	*36644*	*37588*	*38532*	*39476*	*40420*	*41364*	*42308*	*43252*	*44196*	*45140*	*46084*
	(NPC)	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*
2	(Gross)	43207	44761	46315	47869	49423	50977	52531	54085	55639	57230	58828	60425	62022	63619	65216	66814
	(Gross Pens.)	**42598**	**44093**	**45586**	**47080**	**48571**	**50067**	**51560**	**53108**	**54660**	**56214**	**57768**	**59322**	**60874**	**62429**	**63983**	**65455**
	(Total Net)	**33835**	**34985**	**36135**	**37285**	**38435**	**39585**	**40735**	**41885**	**43035**	**44185**	**45335**	**46485**	**47635**	**48785**	**49935**	**51085**
	(Net Pens.)	*33835*	*34985*	*36135*	*37285*	*38435*	*39585*	*40735*	*41885*	*43035*	*44185*	*45335*	*46485*	*47635*	*48785*	*49935*	*51085*
	(NPC)	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*
3	(Gross)	46422	48285	50149	52012	53876	55739	57651	59566	61482	63397	65312	67228	69143	71058	72973	74894
	(Gross Pens.)	**45673**	**47465**	**49256**	**51049**	**52888**	**54755**	**56618**	**58483**	**60346**	**62210**	**64074**	**65941**	**67806**	**69670**	**71535**	**73324**
	(Total Net)	**36214**	**37593**	**38972**	**40351**	**41730**	**43109**	**44488**	**45867**	**47246**	**48625**	**50004**	**51383**	**52762**	**54141**	**55520**	**56899**
	(Net Pens.)	*36214*	*37593*	*38972*	*40351*	*41730*	*43109*	*44488*	*45867*	*47246*	*48625*	*50004*	*51383*	*52762*	*54141*	*55520*	*56899*
	(NPC)	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*
4	(Gross)	50815	52996	55177	57400	59641	61883	64125	66366	68608	70850	73091	75345	77618	79892	82165	84438
	(Gross Pens.)	**49912**	**52021**	**54203**	**56382**	**58561**	**60743**	**62924**	**65101**	**67282**	**69463**	**71647**	**73827**	**76007**	**78232**	**80570**	**82664**
	(Total Net)	**39465**	**41079**	**42693**	**44307**	**45921**	**47535**	**49149**	**50763**	**52377**	**53991**	**55605**	**57219**	**58833**	**60447**	**62061**	**63675**
	(Net Pens.)	*39465*	*41079*	*42693*	*44307*	*45921*	*47535*	*49149*	*50763*	*52377*	*53991*	*55605*	*57219*	*58833*	*60447*	*62061*	*63675*
	(NPC)	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*
5	(Gross)	56684	59265	61846	64426	67007	69587	72168	74752	77369	79986	82603	85220	87837	90454	93070	95687
	(Gross Pens.)	**55686**	**58196**	**60707**	**63217**	**65728**	**68240**	**70748**	**73260**	**75770**	**78331**	**81025**	**83716**	**86408**	**89100**	**91795**	**94274**
	(Total Net)	**43792**	**45650**	**47508**	**49366**	**51224**	**53082**	**54940**	**56798**	**58656**	**60514**	**62372**	**64230**	**66088**	**67946**	**69804**	**71662**
	(Net Pens.)	*43792*	*45650*	*47508*	*49366*	*51224*	*53082*	*54940*	*56798*	*58656*	*60514*	*62372*	*64230*	*66088*	*67946*	*69804*	*71662*
	(NPC)	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*
6	(Gross)	65823	68759	71696	74634	77611	80589	83566	86544	89521	92499	95476	98454	101431	104408	107386	110363
	(Gross Pens.)	**64581**	**67438**	**70293**	**73151**	**76007**	**78957**	**82020**	**85084**	**88146**	**91209**	**94273**	**97337**	**100400**	**103462**	**106527**	**109297**
	(Total Net)	**50372**	**52486**	**54600**	**56714**	**58828**	**60942**	**63056**	**65170**	**67284**	**69398**	**71512**	**73626**	**75740**	**77854**	**79968**	**82082**
	(Net Pens.)	*50372*	*52486*	*54600*	*56714*	*58828*	*60942*	*63056*	*65170*	*67284*	*69398*	*71512*	*73626*	*75740*	*77854*	*79968*	*82082*
	(NPC)	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*
7	(Gross)	76348	79789	83230	86670	90111	93552	96993	100434	103875	107315	110756	114197	117638	121079	124520	127961
	(Gross Pens.)	**74782**	**78124**	**81667**	**85207**	**88752**	**92293**	**95839**	**99379**	**102919**	**106464**	**110007**	**113547**	**117088**	**120629**	**124170**	**127523**
	(Total Net)	**57931**	**60374**	**62817**	**65260**	**67703**	**70146**	**72589**	**75032**	**77475**	**79918**	**82361**	**84804**	**87247**	**89690**	**92133**	**94576**
	(Net Pens.)	*57931*	*60374*	*62817*	*65260*	*67703*	*70146*	*72589*	*75032*	*77475*	*79918*	*82361*	*84804*	*87247*	*89690*	*92133*	*94576*
	(NPC)	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*	*0*