



Resolution on the Compensation Package review

12 May 2023

The 37th General Assembly of CCISUA,

Reiterating the importance for the United Nations to become an employer of choice, competitive in the global job market, able to recruit and retain staff who can uphold the highest standards of efficiency, competence, and integrity, in line with the Charter of the United Nations,

Recalling that the previous savings-focused review of the compensation package led to a deterioration of the conditions of service, which has negatively affected the attractiveness of the common system and staff morale,

Noting the importance of stability and predictability for staff in any compensation package,

Highlighting the need to uphold multilingualism through appropriate incentives,

1. **Calls** on the International Civil Service Commission (ICSC) to conduct a transparent review, with full participation by the staff federations, without calling into question the rationale behind the international compensation package;
2. **Calls** on the ICSC to refrain from transforming this review into a cost-cutting exercise, reverse previous cuts and instead enhance the compensation value;
3. **Calls** on the ICSC to conduct this review with no undue interference from any stakeholders involved;
4. **Requests** the CCISUA Bureau to continue providing input to the review in the interests of common system staff, seeking technical assistance, as necessary;
5. **Decides** to conduct an awareness-raising campaign among staff and to seek their views on the review.