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Educational, Scientific  
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Организация  
Объединенных Наций по  
вопросам образования,  
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منظمة الأمم المتحدة  
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# 42 C

**General Conference**  
42nd session, Paris 2023

42 C/45 Add.2  
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Item 10.2 of the agenda

## STAFF SALARIES, ALLOWANCES AND BENEFITS

### ADDENDUM 2

#### COMMENTS BY THE INTERNATIONAL STAFF ASSOCIATION OF UNESCO (ISAU)

##### OUTLINE

In accordance with Item 9.2.7 of the UNESCO Human Resources Manual, the International Staff Association of UNESCO (ISAU) submits its comments on staff salaries, allowances and benefits (document 42 C/45).



Job: 202303978

## **Introduction**

1. We commend the efforts made by the Administration in producing this detailed document on staff salaries, allowances and benefits. We have also taken into account the information and explanations contained in Annexes I and II to the document, concerning the bodies and authorities responsible for defining the various allowances and benefits and the methodology for setting salaries.

2. Staff are often unfamiliar with the details of these processes, even though they are directly concerned. Colleagues often request explanations and clarifications from us on this subject. We, of course, remain committed to our role in this area, but we are convinced that better information should be provided by the Administration on these issues, both through its communications with staff and the training courses it organizes. This would help to quell the sentiment of incomprehension and frustration often caused, for instance, by a lack of familiarity with the methods used to calculate pay scales.

## **Regarding parental leave**

3. ISAU continues to support the Administration's consideration and application of the recommendations and decisions adopted by the International Civil Service Commission (ICSC), including the new parental leave framework.

4. ISAU was informed by the Bureau of Human Resources Management (HRM), at a meeting in February this year, of the intention to introduce a new framework for parental leave; we have not, however, received a draft of the new policy to date. We look forward to this project and will communicate our observations and comments as appropriate, while bearing in mind the ultimate objective of guaranteeing optimum conditions of service for UNESCO staff.

5. We fully agree with the principle of contributing to "the promotion of equal care giving". Employment conditions need to evolve to reflect new priorities and mindsets and meet staff needs and expectations. Reforms of this kind are essential not only to maintain the Organization's position as a competitive employer, but also to combat hidden injustices, unconscious prejudice and all types of discrimination. We would therefore like to reiterate our support for the significant changes introduced by the new parental leave framework and, in particular, the provisions on paternity leave. As previously mentioned, this will not only help to balance gender roles, but also to combat gender-based prejudice and discrimination at the time of recruitment.

6. In this respect, we believe that it would be useful for the new policy to be accompanied by greater awareness-building of gender equality among supervisors and other staff in charge of recruitment. We believe that more needs to be done in this area, as demonstrated, for example, by the abnormally high numbers of women holding affiliate personnel contracts, particularly in the field (see [document 217 EX/4.IV.A Add.2 paragraph 7](#)).

7. Finally, with regard to the financial implications of the new parental leave policy, the Administration reiterates the possibility that UNESCO "may not be able to fully fund replacements of staff on parental leave" and that it will therefore "report back [...] on the actual implementation of this new policy". Is this statement still true after the return of the United States of America to the Organization and the positive impact this will have on its budget? At the 216th session of the Executive Board, we had suggested that provisional means be considered to overcome this difficulty, rather than directly alluding to the inability to implement the proposed changes. We are therefore surprised that the Administration does not seem to be fully addressing the issue, since it is proposing a parental leave budget which it anticipates could be insufficient.

### **Regarding the existence and role of administrative tribunals**

8. It goes without saying that access to an independent administrative tribunal, albeit as a last resort, is a right of paramount importance for staff members. As we have already highlighted, it is regrettable that affiliate personnel do not enjoy the same access to both internal and external justice mechanisms.

9. ISAU wishes to express its unwavering support for the right of access to the International Labour Organization Administrative Tribunal (ILOAT), whose role in protecting all staff rights is essential. We can only encourage informal exchanges and sustained communication between the United Nations Administrative Tribunal (UNAT) and ILOAT, with a view to avoiding significant differences in the jurisprudence of the two tribunals. These differences are likely to lead, and indeed have already led to disparities and inequities in the terms and conditions of service for staff of the United Nations and other international organizations applying the common system.

10. It is true that the functioning of ILOAT is not without its problems and difficulties, most notably the abnormally long delays in processes brought before the Tribunal. However, while it is primarily up to the Tribunal to remedy this problem, UNESCO also has a role to play. It must strive to reduce the number of cases brought before the Tribunal by dealing with human resources problems at their source and by encouraging amicable settlements and, above all, the early resolution of disputes. This would reduce not only the exorbitant costs that UNESCO has to pay, but also the stress that staff have to endure when appealing to ILOAT. We have already pointed out, and continue to denounce, the fact that the Administration tends to prefer spending Member States' money on judgment costs rather than requiring its supervisors to properly manage the staff the Organization places under their responsibility.

11. In this respect, we await with great interest the Administration's report to be submitted next year which will review, *inter alia*, the ILOAT judgements concerning UNESCO, the measures taken to incorporate the principles from these judgments in the administrative procedures, and the costs incurred by the Organization in this context ([215 EX/Decision 5.IV.A, paragraph 7](#)).

12. It is clear that being brought before the Tribunal is, to some extent, a failure of the justice system and of the system for resolving internal disputes. Ultimately, a political choice must be made: that of rejecting conflict resolution through lengthy and costly litigation, and opting instead for efficient human resources management from the moment of recruitment through to the adoption of administrative decisions following the recommendations made by the Appeals Board.

### **Regarding salaries and allowances**

13. ISAU takes note of the information and explanations provided by the Administration in its document and wishes to recall that a global staff survey is currently being carried out by ICSC, regarding all United Nations common system staff and all the benefits and allowances to which they are entitled. The results of the survey, which will be presented to the General Assembly of the United Nations, will be used in the next benefits review, and will thus have a significant impact on the conditions of service of both current and future UNESCO staff. ISAU supports the conduct of this survey, which will enable staff to express their points of view on their conditions of service, and Member States to understand the difficulties staff are facing. We will be following its progress closely, and hope that the results will be seriously and thoroughly taken into account.

14. With regard to the dependent child and secondary dependants' allowances, we would like to relay the concerns and requests of colleagues, including those in the field, who would like, and even demand, greater support from the Administration in this area. This support would not only need to be financial, but also to include truly flexible working arrangements tailored to the needs of these families.

15. Lastly, a final comment is in order regarding staff costs and the impact that changes in remuneration and benefits have had in this respect. The Administration explained that the increase in overall staff costs had been “accommodated through the careful monitoring and use of vacancy savings”. However, we must alert Member States and the Administration to the incurred risks. These “vacancy savings” do not mean that the tasks associated with these posts have been discontinued, but that they have been entrusted to affiliate personnel. These savings are therefore misleading, as they are often synonymous with the long-term appointment of affiliate personnel, who are employed under precarious contracts. Practices of this nature therefore need to be re-examined. Abusive uses of precarious contracts should no longer be counted as savings. Instead, we should combat these unfair situations and rectify them. Staff should no longer be seen as adjustment variables; instead, they should truly be recognized as the Organization’s “most critical resource”.



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# 42 C

## General Conference

42nd session, Paris 2023

42 C/45  
22 September 2023  
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Item 10.2 of the provisional agenda

### STAFF SALARIES, ALLOWANCES AND BENEFITS

#### OUTLINE

**Source:** 41 C/Resolution 60.

**Background:** 41 C/Resolution 60 authorizes the Director-General to continue to apply to the staff of UNESCO measures of this kind that might be adopted either by the United Nations General Assembly or, by virtue of the authority conferred upon it, the International Civil Service Commission (ICSC).

**Purpose:** This document informs the General Conference of decisions taken by the Director-General since its 41st session, to apply to the UNESCO staff members concerned, any measures as adopted by the General Assembly or ICSC.

**Decision required:** Paragraph 32.



Job: 202302536

## Introduction:

1. At each of its sessions, the Director-General informs the General Conference of recent measures that she has authorized concerning the salaries and allowances of UNESCO staff. This authority derives from 41 C/Resolution 60 (see Annex I).
2. In between sessions of the General Conference, the Director-General reports to the Executive Board on the annual reports of International Civil Service Commission (ICSC) and on measures on salaries, allowances and other benefits which she has applied following resolutions adopted by the General Assembly relating to the United Nations common system, or by the ICSC.
3. The relation between UNESCO and the ICSC derives from the agreement of UNESCO with the United Nations as approved by the General Conference on 6 December 1946, in particular from its Article XII. 2 (a) and (b) which provides that the United Nations and UNESCO agree to “*Consult together concerning the establishment of an International Civil Service Commission to advise on means by which common standards of recruitment in the secretariats of the United Nations and the specialized agencies may be ensured*” and “*concerning other matters relating to the employment of their officers, including conditions of service, duration of appointments, classifications, salary scales and allowances, retirement and pensions rights and staff regulations and rules with a view to securing as much uniformity in these matters as shall be found practicable*”.<sup>1</sup>
4. The ICSC was established in 1974 by the United Nations General Assembly<sup>2</sup> “*for the regulation and coordination of the conditions of service of the United Nations Common System*”. UNESCO accepted the Statute of the ICSC in 1975 through a decision of the Executive Board<sup>3</sup> by virtue of the authorization given to it by the General Conference to take such measures as may be necessary to take part in the work of the ICSC once established. UNESCO thus became part of the United Nations common system.
5. As part of the UN common system, UNESCO therefore follows General Assembly resolutions and ICSC decisions regarding staff members’ salaries and entitlements.
6. Further information on UNESCO’s relationship with the General Assembly and the ICSC, and the Statute, role and functions of the ICSC, is presented in [Annex I](#). An explanatory note on the approved methodology for setting the salaries of UNESCO staff is set out in [Annex II](#).

## **Measures implemented over the 2022-2023 period and ICSC related matters**

### **Conditions of service applicable to both categories of staff**

#### *New parental leave framework*

7. The ICSC in its July 2022 session approved a new parental leave framework including enhancements to the provisions for parental leave to replace the current maternity leave, paternity leave and adoption leave (A/77/30). In December 2022, the General Assembly welcomed the establishment of the new parental leave framework and requested the Secretary-General to implement the framework in the Secretariat of the United Nations within existing resources, on an exceptional basis, for the year 2023, and encouraged executive heads of other organizations of the UN common system to follow such practices in coordination with other UN agencies (United Nations General Assembly resolution 77/256). Similar to other organizations of the UN common system, UNESCO implemented transitional measures of enhanced parental leave entitlements for staff members who became parents on or after 1 January 2023. UNESCO is finalizing the consultations for a new parental leave policy (including amendments to relevant Staff Rules) (see Annex VII). The

<sup>1</sup> Agreement between the United Nations and UNESCO, approved by the General Conference and by the United Nations General Assembly in December 1946 (in Basic Texts, Article XII, p.175).

<sup>2</sup> See resolution 3357 (XXIX) of 18 December 1974 of the UN General Assembly

<sup>3</sup> [97 EX/Decision 8.1.3](#) and [17 C/Resolution 23.2](#)

Secretariat is convinced that equal parental leave benefits for all parents contributes to the promotion of equal care giving and a rebalancing of gender roles.

8. As presented to the Executive Board at its 216th session<sup>4</sup>, the General Assembly welcomed the establishment of the new parental leave framework and requested the Secretary-General to implement the framework in the Secretariat of the United Nations within existing resources, on an exceptional basis, for the year 2023, and encouraged Executive Heads of other organizations of the common system to follow such practice. The additional cost for implementing the enhanced parental leave entitlements is estimated to be approximately US \$750,000 per year, representing the cost of the replacement of staff members on fixed-term appointments while on the new parental leave framework. Considering cost implications, it is anticipated that UNESCO may not be able to fully fund replacements of staff on parental leave during the total duration of their absence on leave within the current budget period, and accordingly will report back at a future session on the actual implementation of this new policy entitlement.

### **ICSC Statute revision**

9. In its resolution 77/256 , the UN General Assembly reaffirmed “*the authority and competence of the ICSC to establish post adjustment multipliers for duty stations in the United Nations Common System*” and urged “*the organizations of the common system to reaffirm their commitment to a single, unified United Nations common system as the cornerstone for the regulation and coordination of the conditions of service of the United Nations common system, and to that end invited them to complete, formal acceptance of the amended statute*” as presented in paragraph 10 below.

10. The UN General Assembly decided to amend articles 10 and 11 of the Statute of the International Civil Service Commission to read as follows:

#### “Article 10

The Commission shall make recommendations to the General Assembly on:

- (a) The broad principles for the determination of the conditions of service of the staff;
- (b) The salary scale and the value of the post adjustment multiplier for staff in the Professional and higher categories;
- (c) Allowances and benefits of staff which are determined by the General Assembly;\*
- (d) Staff assessment.

#### Article 11

The Commission shall establish:

- (a) The methods by which the principles for determining conditions of service should be applied;
- (b) Rates of allowances and benefits, other than pensions and those referred to in article 10
- (c) the conditions of entitlement thereto and standards of travel;
- (c) The post adjustment applicable to each duty station.

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\*Dependency allowances and language incentives for staff in the Professional and higher categories, education grant, home leave, repatriation grant and termination indemnity.”

11. The UNESCO Secretariat was consulted on the above-stated amended provisions presented to the Executive Board at its 216th session. The endorsement of the amendments is subject to the same procedure as for the initial acceptance of the Statute. UNESCO initially accepted the Statute by virtue of a decision of the Executive Board at its 97th session in May 1975 ([97 EX/Decision 8.1.1.](#)) further to the authorization given by the General Conference pursuant to a resolution adopted at its 18th session in November 1974 (18 GC/Resolution 28.1). Therefore, the Secretariat is requesting the General Conference to endorse and accept these amendments and authorize the Director-General of UNESCO to notify the Secretary-General of the United Nations of such acceptance, in accordance with Article 1 of the ICSC Statute.

**Review of the jurisdictional set-up of the United Nations common system**

12. The Secretariat wishes to inform the General Conference of the latest developments in the ongoing review of the jurisdictional set-up of the United Nations (“UN”) common system and seek any guidance the Conference may deem appropriate to provide on this matter.

13. By resolution 74/255 B of 27 December 2019, the United Nations General Assembly expressed “*concern that the organizations of the United Nations Common system face the challenge of having two independent administrative tribunals with concurrent jurisdiction among the organizations of the common system*”,<sup>5</sup> and requested the Secretary-General “*to conduct a review of the jurisdictional set-up of the United Nations common system and submit the findings of the review and recommendations to the General Assembly*”.<sup>6</sup> This request followed a series of judgments, issued in July 2019, in which the Administrative Tribunal of the International Labour Organization (“ILOAT”) set aside the ICSC’s decision to revise the post adjustment multiplier applicable to staff members in the international Professional category and above serving in Geneva, based on the 2016 cost-of-living survey. Further to similar appeals filed by staff members of organizations falling under its jurisdiction, the UN Appeals Tribunal (“UNAT”) found, in March 2021, that it had no competence to review the legality of the post adjustment multiplier, thus dismissing such appeals. As a result, two concurrent post adjustment multipliers have been applied by UN common system organizations in Geneva since 2019.

14. Following a consultative process amongst UN common system organizations, the UN Secretary-General prepared an initial report (A/75/690) to the General Assembly setting out various options to address the issue of inconsistent implementation of ICSC recommendations and decisions. Further to a request by the General Assembly, a second report was prepared by the Secretary-General (A/77/222), setting out three proposals for promoting consistency in the implementation of ICSC recommendations and decisions, as follows: (i) a proposal to facilitate submissions by ICSC to the tribunals during litigation arising out of ICSC recommendations or decisions; (ii) a proposal to facilitate ICSC guidance following tribunal judgments in cases involving ICSC recommendations or decisions; and (iii) a proposal to establish a joint ILOAT-UNAT chamber to issue interpretative, preliminary and/or appellate rulings in cases involving ICSC recommendations and decisions.

15. In its most recent resolution 77/257, adopted on 30 December 2022, the General Assembly encouraged increased informal exchanges and sustained communication between the UNAT and the ILOAT, and requested the ICSC and encouraged other stakeholders to implement the first two proposals above. It also invited the Secretary-General to “*complete the work on the outstanding legal and practical aspects pertaining to the jurisdictional set-up of the United Nations common system, including finalizing past proposals and assessing the viability of other options*”.<sup>7</sup> The Secretary-General is expected to submit a third report reflecting the outcome of the consultation process to the UN General Assembly for consideration at its upcoming 78th session.

<sup>5</sup> GA Resolution [74/255 B](#), page 3.

<sup>6</sup> *Ibid.*

<sup>7</sup> GA Resolution [77/257](#), page 2.

16. The UNESCO Secretariat, through the Office of International Standards and Legal Affairs, has actively participated in the ongoing consultations on this review. The Secretariat highlighted the importance of granting specialized agencies sufficient time to adequately consult with and, where applicable, obtain necessary approvals from their respective Governing Bodies on the proposed approaches. The Secretariat underlined that the General Conference has sole authority to designate the appropriate system of internal justice for UNESCO and approve any modifications thereto. While supporting the proposal for increased informal exchanges between the two tribunals, the Secretariat noted that the proposal for the establishment of a joint chamber did not seem to constitute an adequate response to the identified challenges, which could be effectively addressed through the implementation of the amendments to the ICSC Statute. Other specialized agencies and organizations (FAO, ITU, OPCW, PAHO, UNAIDS, UNIDO, WHO, WIPO) expressed similar views.

17. The UNESCO Secretariat intends to continue to engage proactively with other UN common system organizations in respect of any further actions that may be requested by the UN General Assembly in connection with the review of the jurisdictional set-up.

### **Conditions of service of staff in the Professional category and above**

#### **Changes in Salaries and Allowances**

18. The salaries and other conditions of employment of Professional and higher category staff are set in accordance with the Noblemaire principle, by comparison with employment conditions applicable in the highest paid national civil service (the federal civil service in the United States of America is used as the reference). In accordance with recommendations and decisions of the General Assembly<sup>8</sup> and ICSC,<sup>9</sup> the Director-General applied the following measures to Professional and higher category staff:

#### **Net/base salary**

19. The net base/floor unified salary scale, previously approved by the General Assembly, increased on 1 January 2023, by 2.28% for staff members in the professional and higher categories, in order to maintain the common system salaries in line with the comparator civil service (currently the federal service of the United States of America). Prior to this, an increase of 0.92 % in the net base/floor salary scale has been approved by the General Assembly, effective from 1 January 2022. Both increases reflected the movement of gross salaries of the comparator service and the tax changes in the United States.

20. These increases were introduced on a *no loss, no gain basis*, whereby the increase in net base/floor salary was offset by a reduction in post adjustment, leaving net take-home pay unchanged. As net base salary is used to calculate repatriation and death grants and termination indemnity payments, these increased marginally as a result.

21. The increases equally apply to pay protection points approved by the General Assembly in its resolution United Nations General Assembly resolution 75/245 (2020) for the purposes of pay protection for staff whose steps under the previous scale, effective on 31 December 2016 were higher than those foreseen in the revised unified salary scale introduced on 1 January 2017 further to the Compensation Review.

#### **Post adjustment issues**

22. In Autumn 2021, the ICSC conducted the baseline cost-of-living surveys at headquarters duty stations (including Paris) and Washington, D.C. The results were approved by the Commission, at its 94th session, for implementation with effect from 1 August 2022. For Paris, the revised post

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<sup>8</sup> GA/Resolutions [and](#) United Nations General Assembly resolution [76/240](#) (2021) and United Nations General Assembly resolution [77/256 A-B](#) (2022).

<sup>9</sup> ICSC Annual Reports for [2021](#) (A/76/30) and [2022](#)(A/77/30).

adjustment multiplier in August 2022 was set at 48, representing a net remuneration increase of 6,6%. The increase in Post Adjustment impacted the Spouse allowance, the single parent allowance and the Medical Benefit Fund (MBF) contributions.

### **Education grant scheme**

23. The General Assembly decided to adjust the education grant reimbursement scale upward by 14% and to increase the reimbursement of boarding expenses lump sum to \$5,300 per school year for implementation starting from the school year in progress on 1 January 2022 (see Annex).

### **Pensionable remuneration**

24. The post adjustment classification for New York was revised on 1 February 2023, changing from post adjustment multiplier 69.9 to 80.5, which resulted in an increase of about 6.2% (ratio of 180.5/169.9) in the net remuneration of staff members in the Professional and higher category in that duty station. Previously, the pensionable remuneration scale was adjusted to align with the 3.6% increase (ratio of 173.8/167.8) in the net remuneration of staff in New York, effective on 1 February 2022. In line with the ICSC recommendation and the authority granted to the Director-General under 41 C/Resolution 60, the Director-General decided to apply the same percentage increase to the pensionable remuneration of the affected staff members, effective from the same dates. Consequently, staff members' pension contributions also increased accordingly.

### **Allowance for children with disabilities**

25. The General Assembly approved as a compensation measure, the allowance for children with disabilities in the amount of \$6,645 per annum until the children's and secondary dependents' allowances are further adjusted, effective 1 January 2023.

26. UNESCO implemented the revised amount as of 1 January 2023. As per ICSC methodology, at hard-currency (group I) locations, the United States dollar amount of the allowance is converted to local currency using the official United Nations exchange rate as at the month of promulgation.

### **Revised Reasonable Maximum Rents for Paris**

27. The reasonable maximum rent (RMR) level is used in the calculation of a rental subsidy for internationally recruited staff in Professional and higher category, to reflect the maximum rents one can expect in a duty station. No subsidy is paid for any portion of the actual rent exceeding the reasonable maximum rent level.

28. The establishment of RMR ceiling is decentralized to UN lead agencies in the duty stations. As the lead UN agency in Paris, UNESCO has conducted the survey in 2022 and consultations with the Staff representatives and other UN agencies based in Paris. Further to that process, the ceilings have been revised, effective 1 January 2023.

## **Conditions of service of staff in the General Service and related categories at Headquarters**

### **Adjustment to the salary scales**

29. In line with ICSC's approved methodology, the Director-General decided to adjust the salary scale of General Service and related categories at Headquarters by 2%, effective 1 September 2022 comparing to the scale promulgated on 1 September 2021. The net, gross and pensionable scales were revised accordingly.

30. Increases in the salaries and allowances of General Service staff serving in duty stations in the field were applied in accordance with local United Nations practice.

## Impact on UNESCO

31. The impact of these changes to remuneration and benefits increased overall staff costs for 2022-2023, beyond the level anticipated in the [41 C/5](#) approved budget. The cost increases were accommodated through the careful monitoring and use of vacancy savings.

## Proposed draft resolution

32. As decisions taken by the General Assembly or ICSC affecting the salaries, allowances and benefits of staff members often come into effect when the General Conference is not in session, the General Conference is invited to consider adopting the following resolution:

*The General Conference,*

*Having examined* document 42 C/45,

*Taking note* of the status of and ongoing consultations regarding the review of the jurisdictional set-up of the United Nations common system,

*Also taking note* of the recommendations and decisions of the United Nations General Assembly and the International Civil Service Commission (ICSC) covering the salaries, allowances and other benefits of staff of organizations that participate in the United Nations common system of salaries, allowances and conditions of service,

*Noting* the possibility that the International Civil Service Commission (ICSC) may, on its own initiative and by virtue of the authority conferred upon it by Articles 10 and 11 of its Statute, adopt, decide or recommend to the United Nations General Assembly measures affecting staff salaries, allowances and benefits,

1. *Endorses* the amendments to Articles 10 and 11 of the Statute of the International Civil Service Commission (ICSC), which were approved by the United Nations General Assembly in its resolution 77/256 and are reproduced in paragraph 10 of document 42 C/45;
2. *Takes note* of the measures already taken by the Director-General pursuant to the decisions and recommendations of the United Nations General Assembly and the International Civil Service Commission (ICSC), as set out in document 42 C/45;
3. *Authorizes* the Director-General to continue to apply to the staff members of UNESCO measures of this kind that might be adopted either by the United Nations General Assembly or, by virtue of the authority conferred upon it, the International Civil Service Commission (ICSC);
4. *Invites* the Director-General to report to the Executive Board on measures of this kind; and, if there are budgetary difficulties in applying these, to submit proposals to the Board for approval;
5. *Also invites* the Director-General to provide an update on any further developments related to the review of the jurisdictional set-up of the United Nations common system.

## ANNEX I

### UNESCO, THE UNITED NATIONS GENERAL ASSEMBLY AND THE INTERNATIONAL CIVIL SERVICE COMMISSION

#### IMPLICATIONS FOR ISSUES RELATING TO HUMAN RESOURCES

1. The benefits and entitlements of the United Nations organizations staff members are determined under the UN common system compensation package approved by the UN General Assembly on the basis of recommendations from the ICSC. The three key articles of ICSC's Statute, accepted by UNESCO in 1975 are as follows:

##### **Article 10**

*The Commission shall make recommendations to the General Assembly on:*

- (a) The broad principles for the determination of the conditions of service of the staff;*
- (b) The scales of salaries and post adjustments for staff in the Professional and higher categories;*
- (c) Allowances and benefits of staff which are determined by the General Assembly;*
- (d) Staff assessment.*

##### **Article 11**

*The Commission shall establish:*

- (a) The methods by which the principles for determining conditions of service should be applied;*
- (b) Rates of allowances and benefits, other than pensions, those referred to in article 109 (c), the conditions of entitlements thereto and standards of travel;*
- (c) The classification of duty stations for the purpose of applying post adjustments.*

##### **Article 12**

*Make recommendations to Organizations on the salary scales for GS staff at HQs duty stations.*

In 2022, the United Nations General Assembly, through its resolution A/RES/77/256, made the decision to amend articles 10 and 11 in the statute of the International Civil Service Commission as follows (see also para 10 and 28 1)):

##### **Article 10**

*The Commission shall make recommendations to the General Assembly on:*

- (a) The broad principles for the determination of the conditions of service of the staff;*
- (b) The salary scale [and the value of the post adjustment multiplier] for staff in the Professional and higher categories;*
- (c) Allowances and benefits of staff which are determined by the General Assembly;\**
- (d) Staff assessment.*

*\*Dependency allowances and language incentives for staff in the Professional and higher categories, education grant, home leave, repatriation grant and termination indemnity.*

#### **Article 11**

##### ***The Commission shall establish:***

- (a) The methods by which the principles for determining conditions of service should be applied;***
  - (b) Rates of allowances and benefits, other than pensions and those referred to in article 10 (c) the conditions of entitlement thereto and standards of travel;***
  - (c) The post adjustment applicable to each duty station.***
3. The attached table shows the various benefits and entitlements provided under the UN common system, the category of staff to whom they apply and the authority, role and competence of the General Assembly, ICSC, UNESCO's governing bodies and UNESCO's Director-General with regard to changes to those benefits and entitlements.
  4. By a recurring resolution, the General Conference has authorized the Director-General to implement General Assembly resolutions and ICSC decisions.
  5. The vast majority of benefits and entitlements for UNESCO staff are provided for under the United Nations common system. Changes and amendments to the compensation package can only be achieved through the General Assembly and the ICSC, as applicable.

**DECISIONS/RESOLUTIONS RELATED TO UNESCO'S RELATIONSHIP WITH DECISIONS  
AND RECOMMENDATIONS OF THE GENERAL ASSEMBLY AND THE ICSC**

**1. 97 EX/Decision, 97th session of the Executive Board, June 1975**

Participation of UNESCO in the work of ICSC (97 EX/38 and 97 EX/35)

The Executive Board,

1. Having examined the report of the Director-General on the establishment of the ICSC;
2. Recalling Resolutions 23.2 and 28.1 adopted by the General Conference at its 17th/18th sessions resp.;
  1. Having examined the Statute of ICSC as approved by the UN General Assembly resolution 3357 (XXIX),
  2. Decides to accept the Statute of the ICSC on behalf of the Organization;
3. Authorizes the Director-General to notify the Secretary-General of the United Nations of the acceptance by the Organization of the Statute of ICSC, in accordance with Article 1 of that Statute.

**2. General Conference 41 C/Resolution 60 , September 2021**

Authorization of Director-General to implement General Assembly and ICSC decisions/recommendations

*The General Conference,*

*Having examined* document 41 C/44,

*Having taken* into consideration recommendations and decisions of the United Nations General Assembly and the International Civil Service Commission (ICSC) covering the salaries, allowances and other benefits of staff of organizations who participate in the United Nations common system of salaries, allowances and other benefits,

*Noting* the possibility that the International Civil Service Commission (ICSC) may, on its own initiative and by virtue of the authority conferred upon it by Article 11 of its Statute, adopt, decide on or recommend to the United Nations General Assembly measures affecting staff salaries, allowances and benefits,

1. *Endorses* the measures already taken by the Director-General pursuant to the decisions and recommendations of the United Nations General Assembly and the International Civil Service Commission (ICSC), as set out in document 41 C/44;
2. *Authorizes* the Director-General to continue to apply to the staff of UNESCO measures of this kind that might be adopted either by the United Nations General Assembly or, by virtue of the authority conferred upon it, the International Civil Service Commission (ICSC);
3. *Invites* the Director-General to report to the Executive Board on measures of this kind; and, if there are budgetary difficulties in applying these, to submit proposals to the Board for approval.

**BENEFITS AND ENTITLEMENTS PROVIDED UNDER THE UN COMMON SYSTEM**

<b>Staff benefit/entitlement</b> (under UN common system)		<b>RESPONSIBILITY</b>			
<b>Benefit or entitlement</b>	<b>Staff category eligible</b>	<b>ICSC</b>	<b>General Assembly</b>	<b>UNESCO Governing Bodies</b>	<b>UNESCO Director-General</b>
<b>Salary scales</b>	Prof and GS	Recommends salary scale	Approves (P staff)	Must promulgate	Must give effect to scales recommended and approved by ICSC/GA.
<b>Post Adjustment</b>	Prof (international)	Determines level at each duty station	-	-	Must give effect to Post Adjustment as issued by ICSC
<b>Rental Subsidy</b>	Prof (international ?)	Determines most conditions and amount	-	-	Must apply ICSC conditions. Authority relates to defining reasonable accommodation and establishing maximum reasonable rent for Paris
<b>Language Allowance</b>	GS	Determines conditions and amount	-	-	Must apply ICSC rates of allowance. UNESCO has no language allowance for P staff
<b>Overtime</b>	GS	Determines conditions	-	-	Must follow ICSC. Authority to determine how to be compensated (e.g. compensatory time off).
<b>Special Post Allowance (for staff assuming higher-level duties)</b>	Prof and GS	Determines conditions and amount		-	Must follow ICSC
<b>Dependency Benefits</b>	Prof and GS	Determines conditions and amount	Approves for Prof	-	Must follow GA and ICSC

<b>Education Grant</b>	Prof and GS (international)	Determines conditions and amount	Approves	-	Must follow GA and ICSC
<b>Pensions</b>	Prof and GS	Establishes conditions and entitlement specifically linked to UN pension fund.	Approves	-	Must follow GA and ICSC
<b>ENTITLEMENTS RELATED TRAVEL, RELOCATION AND STAFF MOBILITY</b>					
<b>DSA</b>	Prof and GS	Provides guidance on ICSC rates	-	-	Norm is to follow ICSC rates (but can establish ad-hoc rates and negotiate rates to reduce hotel costs).
<b>Mobility/Hardship</b>	Prof and GS (international)	Determines conditions and amount	Approves amounts		Must follow GA and ICSC
<b>Settling-in Grant</b>	Prof and GS (international)	Determines conditions and amount	-	-	Must follow ICSC
<b>Removal/ Shipment</b>	Prof and GS (international)	Determines most conditions and weight and volume limitations	-	-	Must follow ICSC. Authority to determine practical implementation (e.g. lump sum in lieu of cost of organized shipment).
<b>Staff benefit/entitlement (under UN common system)</b>					
<b>RESPONSIBILITY</b>					
<b>Benefit or entitlement</b>	<b>Staff category eligible</b>	<b>ICSC</b>	<b>General Assembly</b>	<b>UNESCO Governing Bodies</b>	<b>UNESCO Director-General</b>
<b>LEAVE</b>					
<b>Annual leave</b>	Prof and GS	Determines conditions	-	-	Must follow ICSC.
<b>Home Leave</b>	Prof and GS (international)	Determines most conditions	Approves	-	Must follow GA and ICSC. Authority regarding lump sum payment
<b>Sick Leave</b>	Prof and GS	Determines conditions	-	-	Must follow ICSC. Authority to

					determine how entitlement is given.
Parental Leave (Maternity, Paternity and Adoption Leave)	Prof and GS	Determines conditions	-	-	Must follow ICSC
Special leave	Prof and GS	Determines conditions	-	-	Must follow ICSC Authority to determine how entitlement is given, including whether with or without pay.
Official Holidays	Prof and GS	Determines normal number of days per year	-	-	Establishes days to be observed in France (Staff Rule)
<b>SEPARATION PAYMENTS</b>					
Commutation of annual leave	Prof and GS	Determines conditions and maximum days that can be paid	-	-	Must follow ICSC, can determine number of days within maximum set by ICSC
Repatriation Grant	Prof	Determines conditions	Approves	-	Must follow GA and ICSC
Termination Indemnity	Prof and GS	Determines conditions	Approves	-	Must follow GA and ICSC

## ANNEX II

### NOTE ON THE METHODOLOGY FOR SETTING SALARIES OF UNESCO STAFF

As UNESCO is part of the United Nations common system, the salaries of its staff members are based on United Nations common system methodology.

#### 1. **Salaries of International Professional and higher category staff**

Their salary is made up of two elements:

- Net base salary, which represents the minimum salary payable to staff at a duty station;
- Post adjustment, which reflects the cost of living in the duty station and ensures that staff have the same purchasing power wherever they work across the United Nations common system.

#### **Net base salary**

The level of salaries for internationally recruited professional United Nations staff is determined on the basis of the **Noblemaire** principle, which states that the international civil service should be able to recruit staff from all of its Member States, including the highest paid. In application of this principle, the salaries of Professional staff are set by reference to the highest paying national civil service.

The International Civil Service Commission (ICSC) carries out periodic checks to identify which national civil service has the highest remuneration levels. The United States of America federal civil service has to date been taken as the highest paid national civil service (the “comparator” service).

#### ***How is the net base salary scale established?***

The net base salary scale of professional United Nations staff applies equally in all duty stations worldwide and is set by reference to the salaries paid to comparable staff in the United States federal civil service. The methodology provides for a margin of between 10% and 20% in favour of United Nations salaries, to provide some compensation for the expatriate nature of service in the United Nations. ICSC monitors the margin annually to ensure that it is maintained within the range 10% to 20%; and recommends changes to the salary scale if the margin falls outside the range. The General Assembly approved in 2015 a procedure (United Nations resolution 70/244, sect. II. B), enabling the Commission to manage the margin more actively, whereby, if the margin trigger levels of 113 or 117 are breached, appropriate action should be taken by the Commission through the operation of the post adjustment.

#### ***How is the net base salary scale updated? And how often is it updated?***

The net base salary scale is reviewed each year by ICSC, on the basis of salary increases received by comparable United States federal civil servants in the previous year. ICSC’s recommendations are then submitted to the United Nations General Assembly for approval.

#### ***But why are changes in the net base salary scale implemented on a “no loss, no gain” basis?***

The net base salary scale is reviewed each year by ICSC usually result in the General Assembly increasing the base/floor salary scale, promulgated on a “no loss/no gain” basis - that is, the increase in the base/floor salary scale is offset by a commensurate reduction in the post adjustment amount so that the net remuneration remains the same. As a result of these increases in base/floor salary scale, Post Adjustment multipliers of all duty stations are recalculated, since the purpose of changes in the base/floor scale is not to give a general salary increase applicable at all duty stations but rather to ensure that movements of the base/floor salary scale keep up with salary movements in the comparator civil service.

In other words this standard “no-loss/no-gain” procedure is an “accounting” measure used to implement increases in the base salary scale in line with salary increases in the US civil service but commensurately decreasing post adjustment multipliers (at the same rate), so that there is no impact on the net remuneration.

***Why are there financial implications if the net base salary scale changes on a “no loss no gain” basis?***

The net base salary scale of Professional United Nations staff is also used to determine the amounts of the repatriation grant (payable when international Professional staff repatriate to another country on separation from an organization) and termination indemnity (paid when a contract is terminated before its expiry date). As the calculation of these two allowances is based on the net base salary scale alone, that is excluding post adjustment, any increase in the salary scale has a direct (although minimal) financial impact on staff costs.

**Post adjustment**

The post adjustment system ensures that Professional salaries have the same purchasing power at all duty stations. As the cost-of-living varies significantly between the different duty stations, net remuneration for staff in the professional and higher categories (that is, net base salary plus post adjustment) are set at different levels at each duty station to compensate for observed differences in living costs. Differences in living costs are measured through periodic surveys conducted by ICSC at all duty stations every five years. These surveys measure the cost-of-living of a duty station relative to the cost-of-living at the base of the system (New York). The results of the cost-of-living comparisons are reflected in a post adjustment index for each duty station.

In order to take account of local cost-of-living changes, the post adjustment indices are normally updated by ICSC every 12 months (but more frequently in duty stations with high inflation). And as the salaries of international Professional staff are calculated in United States dollars, but payable in local currency, the post adjustment mechanism is also used to protect salaries against exchange rate fluctuations.

***Who manages the post adjustment system?***

The management of the post adjustment system is the responsibility of the ICSC. Consequently, any changes in the post adjustment classification of duty stations are approved and promulgated monthly by the Chairman of ICSC.

***Under what authority are changes in net base salary and post adjustment implemented in UNESCO?***

The implementation of measures affecting salaries, allowances and benefits of staff in UNESCO, pursuant to General Assembly or ICSC decisions and recommendations, is ensured by the Director-General, under the authority of a standard General Conference resolution, and in accordance with UNESCO’s staff regulations.

**2. Salaries of General Service (GS) and National Professional Officers (NPO) staff members**

***Basis for establishing salary scales***

GS and NPO staff members are recruited locally. Their salaries and allowances are established in accordance with the *Flemming* Principle, which states that the conditions of service for locally recruited staff should reflect the best prevailing conditions found locally for similar work.

***How is the salary scale established?***

The salaries, allowances and conditions of employment of locally recruited GS and NPO staff members are established through periodic, comprehensive local salary surveys carried out among employers at each duty station. The salary survey methodology is developed by ICSC and approved by the General Assembly. The last survey was conducted in Paris during 2012 according to the new methodology. The new frequency for conducting salary surveys in Headquarters locations is every eight to 10 years. The next survey in Paris will normally take place in 2024.

***How is the salary scale adjusted, and how often?***

The salary scales of locally recruited GS and NPO staff are adjusted by the results of the local salary surveys described above. In between these surveys, salary scales are adjusted normally every 12 months on the basis of interim adjustment procedures, namely a minisurvey, external salary movements or an indexation. The determination of the most suitable procedure is based on the local conditions at the time of the comprehensive survey.

Situations of heavy devaluation and/or high inflation may call for some special measures to be taken.

***Under what authority are changes in local General Service salaries implemented in UNESCO?***

The annual salaries of GS staff members at Headquarters are established by the Director-General, in accordance with decisions of UNESCO's General Conference, in order to maintain conformity between them and the best prevailing rates for comparable employment in the Paris area. In the field, the salaries of local staff members are established by the Director-General in accordance with United Nations practice.

***How are anticipated statutory increases factored into staff costs?***

The calculation of UNESCO's staff costs' budget takes account of all of the evolutions that have already occurred in the above elements. The most recent base salary scales, the levels of post adjustment and pensionable remuneration, and recent trends in other components of staff costs are factored into the standard costs, which are calculated separately for each grade and duty station.

As the budget is based on the price level (standard costs) forecast as at the beginning of the biennium in question, the calculations also take into account any future anticipated increases expected before the beginning of that biennium. This information is obtained from ICSC, to the extent possible, from official economic indices and also from an analysis of historic trends in each of the different elements of staff costs.

## ANNEX III

A. Salary scale for the Professional and higher categories showing annual gross salaries and net equivalents after application of staff assessment (effective 1 January 2023)<sup>a</sup>

(United States dollars)

Level		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
USG	Gross	212 632												
	Net	155 837												
ASG	Gross	193 080												
	Net	142 933												
D-2	Gross	154 212	157 747	161 282	164 820	168 359	171 895	175 429	178 968	182 503	186 038			
	Net	117 280	119 613	121 946	124 281	126 617	128 951	131 283	133 619	135 952	138 285			
D-1	Gross	137 890	140 817	143 750	146 680	149 599	152 683	155 789	158 889	161 998	165 102	168 206	171 308	174 415
	Net	106 023	108 072	110 125	112 176	114 219	116 271	118 321	120 367	122 419	124 467	126 516	128 563	130 614
P-5	Gross	118 901	121 393	123 886	126 373	128 866	131 353	133 847	136 336	138 827	141 316	143 809	146 294	148 790
	Net	92 731	94 475	96 220	97 961	99 706	101 447	103 193	104 935	106 679	108 421	110 166	111 906	113 653
P-4	Gross	97 139	99 363	101 701	104 104	106 507	108 910	111 317	113 720	116 123	118 523	120 931	123 329	125 733
	Net	77 326	79 008	80 691	82 373	84 055	85 737	87 422	89 104	90 786	92 466	94 152	95 830	97 513
P-3	Gross	79 764	81 813	83 863	85 909	87 961	90 008	92 057	94 108	96 155	98 203	100 279	102 501	104 727
	Net	64 121	65 678	67 236	68 791	70 350	71 906	73 463	75 022	76 578	78 134	79 695	81 251	82 809
P-2	Gross	61 680	63 512	65 343	67 175	69 011	70 845	72 680	74 507	76 341	78 172	80 005	81 842	83 672
	Net	50 377	51 769	53 161	54 553	55 948	57 342	58 737	60 125	61 519	62 911	64 304	65 700	67 091
P-1	Gross	47 471	48 896	50 349	51 905	53 459	55 017	56 570	58 128	59 682	61 239	62 793	64 347	65 904
	Net	39 401	40 584	41 765	42 948	44 129	45 313	46 493	47 677	48 858	50 042	51 223	52 404	53 587

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

<sup>a</sup> 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.

5

## B. Pay protection points for staff whose salaries are higher than the maximum salaries on the unified salary scale (effective 1 January 2023)

(United States dollars)

Level		Pay protection point 1	Pay protection point 2
P-4	Gross	128 140	130 544
	Net	99 198	100 881
P-3	Gross	106 950	109 173
	Net	84 365	85 921
P-2	Gross	85 504	-
	Net	68 483	-
P-1	Gross	67 458	-
	Net	54 768	-

## ANNEX IV

**Pensionable remuneration for staff in the Professional and higher categories**  
In US dollars - effective 1 February 2023

Level	STEPS												
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII
USG	373,673												
ASG	346,919												
D-2	283,883	289,812	295,745	301,681	307,620	313,554	319,485	325,417	331,351	337,282			
D-1	255,267	260,477	265,692	270,905	276,103	281,317	286,530	291,731	296,949	302,155	307,365	312,570	317,781
P-5	221,471	225,903	230,340	234,766	239,203	243,629	248,070	252,499	256,930	261,363	265,796	270,222	274,660
P-4	182,591	186,808	191,026	195,246	199,464	203,690	207,973	212,251	216,525	220,799	225,085	229,351	233,631
P-3	149,558	153,389	157,295	161,195	165,101	169,004	172,906	176,817	180,716	184,618	188,528	192,429	196,338
P-2	116,030	119,429	122,824	126,220	129,620	133,022	136,421	139,812	143,212	146,606	150,001	153,441	156,928
P-1	89,733	92,504	95,274	98,047	100,814	103,678	106,560	109,444	112,328	115,213	118,094	120,973	123,859

**Pensionable remuneration associated with pay points for staff beyond the maximum salaries on the unified salary scale**  
In US dollars - effective 1 February 2023

Level	PP1	PP2
P-4	237,912	242,190
P-3	200,237	204,158
P-2	160,422	
P-1	126,740	

## ANNEX V



Paris (France)

## General Service Category - Annual Salaries and Allowances

Applicable only to staff recruited on or after 1 January 2000

(In Euro) a/

Effective 1 September 2022

Level		Effective 1 September 2022											
		S	T	E	P	S							
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII b/
1	(Gross)	35056	36320	37597	38874	40151	41428	42705	43982	45259	46536	47814	49091
	(Gross Pens.)	<b>34636</b>	<b>35864</b>	<b>37089</b>	<b>38310</b>	<b>39536</b>	<b>40760</b>	<b>41984</b>	<b>43208</b>	<b>44435</b>	<b>45660</b>	<b>46882</b>	<b>48108</b>
	(Total Net)	<b>27700</b>	<b>28645</b>	<b>29590</b>	<b>30535</b>	<b>31480</b>	<b>32425</b>	<b>33370</b>	<b>34315</b>	<b>35260</b>	<b>36205</b>	<b>37150</b>	<b>38095</b>
	(Net Pens.)	27700	28645	29590	30535	31480	32425	33370	34315	35260	36205	37150	38095
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
2	(Gross)	39139	40553	41966	43380	44793	46207	47620	49034	50447	51861	53281	54734
	(Gross Pens.)	<b>38574</b>	<b>39934</b>	<b>41292</b>	<b>42649</b>	<b>44007</b>	<b>45368</b>	<b>46724</b>	<b>48084</b>	<b>49440</b>	<b>50797</b>	<b>52186</b>	<b>53600</b>
	(Total Net)	<b>30731</b>	<b>31777</b>	<b>32823</b>	<b>33869</b>	<b>34915</b>	<b>35961</b>	<b>37007</b>	<b>38053</b>	<b>39099</b>	<b>40145</b>	<b>41191</b>	<b>42237</b>
	(Net Pens.)	30731	31777	32823	33869	34915	35961	37007	38053	39099	40145	41191	42237
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
3	(Gross)	43692	45255	46819	48382	49946	51509	53074	54681	56288	57895	59502	61109
	(Gross Pens.)	<b>42948</b>	<b>44452</b>	<b>45956</b>	<b>47461</b>	<b>48964</b>	<b>50468</b>	<b>51996</b>	<b>53560</b>	<b>55124</b>	<b>56689</b>	<b>58255</b>	<b>59819</b>
	(Total Net)	<b>34100</b>	<b>35257</b>	<b>36414</b>	<b>37571</b>	<b>38728</b>	<b>39885</b>	<b>41042</b>	<b>42199</b>	<b>43356</b>	<b>44513</b>	<b>45670</b>	<b>46827</b>
	(Net Pens.)	34100	35257	36414	37571	38728	39885	41042	42199	43356	44513	45670	46827
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
4	(Gross)	48736	50472	52207	53967	55750	57534	59317	61100	62884	64667	66450	68234
	(Gross Pens.)	<b>47792</b>	<b>49459</b>	<b>51128</b>	<b>52848</b>	<b>54585</b>	<b>56321</b>	<b>58055</b>	<b>59792</b>	<b>61528</b>	<b>63264</b>	<b>65001</b>	<b>66737</b>
	(Total Net)	<b>37833</b>	<b>39117</b>	<b>40401</b>	<b>41685</b>	<b>42969</b>	<b>44253</b>	<b>45537</b>	<b>46821</b>	<b>48105</b>	<b>49389</b>	<b>50673</b>	<b>51957</b>
	(Net Pens.)	37833	39117	40401	41685	42969	44253	45537	46821	48105	49389	50673	51957
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
5	(Gross)	54364	56348	58331	60314	62298	64281	66264	68248	70231	72235	74246	76258
	(Gross Pens.)	<b>53240</b>	<b>55167</b>	<b>57093</b>	<b>59023</b>	<b>60950</b>	<b>62878</b>	<b>64806</b>	<b>66737</b>	<b>68664</b>	<b>70591</b>	<b>72519</b>	<b>74447</b>
	(Total Net)	<b>41971</b>	<b>43399</b>	<b>44827</b>	<b>46255</b>	<b>47683</b>	<b>49111</b>	<b>50539</b>	<b>51967</b>	<b>53395</b>	<b>54823</b>	<b>56251</b>	<b>57679</b>
	(Net Pens.)	41971	43399	44827	46255	47683	49111	50539	51967	53395	54823	56251	57679
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
6	(Gross)	60749	62946	65143	67341	69538	71749	73977	76206	78434	80662	82890	85118
	(Gross Pens.)	<b>59448</b>	<b>61589</b>	<b>63727</b>	<b>65865</b>	<b>68003</b>	<b>70141</b>	<b>72284</b>	<b>74421</b>	<b>76559</b>	<b>78798</b>	<b>81093</b>	<b>83386</b>
	(Total Net)	<b>46568</b>	<b>48150</b>	<b>49732</b>	<b>51314</b>	<b>52896</b>	<b>54478</b>	<b>56060</b>	<b>57642</b>	<b>59224</b>	<b>60806</b>	<b>62388</b>	<b>63970</b>
	(Net Pens.)	46568	48150	49732	51314	52896	54478	56060	57642	59224	60806	62388	63970
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0
7	(Gross)	67838	70275	72741	75213	77685	80156	82628	85100	87572	90044	92515	94987
	(Gross Pens.)	<b>66336</b>	<b>68708</b>	<b>71084</b>	<b>73459</b>	<b>75834</b>	<b>78274</b>	<b>80821</b>	<b>83367</b>	<b>85914</b>	<b>88464</b>	<b>91007</b>	<b>93553</b>
	(Total Net)	<b>51672</b>	<b>53427</b>	<b>55182</b>	<b>56937</b>	<b>58692</b>	<b>60447</b>	<b>62202</b>	<b>63957</b>	<b>65712</b>	<b>67467</b>	<b>69222</b>	<b>70977</b>
	(Net Pens.)	51672	53427	55182	56937	58692	60447	62202	63957	65712	67467	69222	70977
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0

## DEPENDENCY ALLOWANCES:

Child € 1,949 net per annum.

First dependent child of a staff member without a spouse € 3,817 net per annum.

Spouse € 2,443 net per annum.

## LANGUAGE ALLOWANCES (to be included in pensionable remuneration):

First language € 2,099 net per annum

Second language € 1,050 net per annum

Paris (France)

**General Service Category - Annual Salaries and Allowances**  
Applicable only to eligible staff on board prior to 1 January 2000  
(in Euro) a/

Effective 1 September 2022

Level		S T E P S															
		I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII	XIII	XIV	XV	XVI
1	(Gross)	35056	36320	37597	38874	40151	41428	42705	43982	45259	46536	47814	49091				
	(Gross Pens.)	<b>34636</b>	<b>35864</b>	<b>37089</b>	<b>38310</b>	<b>39536</b>	<b>40760</b>	<b>41984</b>	<b>43208</b>	<b>44435</b>	<b>45660</b>	<b>46882</b>	<b>48108</b>				
	(Total Net)	<b>27700</b>	<b>28645</b>	<b>29590</b>	<b>30535</b>	<b>31480</b>	<b>32425</b>	<b>33370</b>	<b>34315</b>	<b>35260</b>	<b>36205</b>	<b>37150</b>	<b>38095</b>				
	(Net Pens.)	27700	28645	29590	30535	31480	32425	33370	34315	35260	36205	37150	38095				
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0				
2	(Gross)	39139	40553	41966	43380	44793	46207	47620	49034	50447	51861	53281	54734	56185	57638		
	(Gross Pens.)	<b>38574</b>	<b>39934</b>	<b>41292</b>	<b>42649</b>	<b>44007</b>	<b>45368</b>	<b>46724</b>	<b>48084</b>	<b>49440</b>	<b>50797</b>	<b>52186</b>	<b>53600</b>	<b>55013</b>	<b>56424</b>		
	(Total Net)	<b>30731</b>	<b>31777</b>	<b>32823</b>	<b>33869</b>	<b>34915</b>	<b>35961</b>	<b>37007</b>	<b>38053</b>	<b>39099</b>	<b>40145</b>	<b>41191</b>	<b>42237</b>	<b>43282</b>	<b>44328</b>		
	(Net Pens.)	30731	31777	32823	33869	34915	35961	37007	38053	39099	40145	41191	42237	43282	44328		
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
3	(Gross)	43692	45255	46819	48382	49946	51509	53074	54681	56288	57895	59502	61109	62714	64321		
	(Gross Pens.)	<b>42948</b>	<b>44452</b>	<b>45956</b>	<b>47461</b>	<b>48964</b>	<b>50468</b>	<b>51996</b>	<b>53560</b>	<b>55124</b>	<b>56689</b>	<b>58255</b>	<b>59819</b>	<b>61385</b>	<b>62951</b>		
	(Total Net)	<b>34100</b>	<b>35257</b>	<b>36414</b>	<b>37571</b>	<b>38728</b>	<b>39885</b>	<b>41042</b>	<b>42199</b>	<b>43356</b>	<b>44513</b>	<b>45670</b>	<b>46827</b>	<b>47983</b>	<b>49140</b>		
	(Net Pens.)	34100	35257	36414	37571	38728	39885	41042	42199	43356	44513	45670	46827	47983	49140		
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
4	(Gross)	48736	50472	52207	53967	55750	57534	59317	61100	62884	64667	66450	68234	70017	71815	73624	
	(Gross Pens.)	<b>47792</b>	<b>49459</b>	<b>51128</b>	<b>52848</b>	<b>54585</b>	<b>56321</b>	<b>58055</b>	<b>59792</b>	<b>61528</b>	<b>63264</b>	<b>65001</b>	<b>66737</b>	<b>68473</b>	<b>70208</b>	<b>71944</b>	
	(Total Net)	<b>37833</b>	<b>39117</b>	<b>40401</b>	<b>41685</b>	<b>42969</b>	<b>44253</b>	<b>45537</b>	<b>46821</b>	<b>48105</b>	<b>49389</b>	<b>50673</b>	<b>51957</b>	<b>53241</b>	<b>54525</b>	<b>55809</b>	
	(Net Pens.)	37833	39117	40401	41685	42969	44253	45537	46821	48105	49389	50673	51957	53241	54525	55809	
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
5	(Gross)	54364	56348	58331	60314	62298	64281	66264	68248	70231	72235	74246	76258	78269	80280	82292	84303
	(Gross Pens.)	<b>53240</b>	<b>55167</b>	<b>57093</b>	<b>59023</b>	<b>60950</b>	<b>62878</b>	<b>64806</b>	<b>66737</b>	<b>68664</b>	<b>70591</b>	<b>72519</b>	<b>74447</b>	<b>76375</b>	<b>78374</b>	<b>80444</b>	<b>82511</b>
	(Total Net)	<b>41971</b>	<b>43399</b>	<b>44827</b>	<b>46255</b>	<b>47683</b>	<b>49111</b>	<b>50539</b>	<b>51967</b>	<b>53395</b>	<b>54823</b>	<b>56251</b>	<b>57679</b>	<b>59107</b>	<b>60535</b>	<b>61963</b>	<b>63391</b>
	(Net Pens.)	41971	43399	44827	46255	47683	49111	50539	51967	53395	54823	56251	57679	59107	60535	61963	63391
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
6	(Gross)	60749	62946	65143	67341	69538	71749	73977	76206	78434	80662	82890	85118	87346	89575	91803	
	(Gross Pens.)	<b>59448</b>	<b>61589</b>	<b>63727</b>	<b>65865</b>	<b>68003</b>	<b>70141</b>	<b>72284</b>	<b>74421</b>	<b>76559</b>	<b>78798</b>	<b>81093</b>	<b>83386</b>	<b>85681</b>	<b>87974</b>	<b>90270</b>	
	(Total Net)	<b>46568</b>	<b>48150</b>	<b>49732</b>	<b>51314</b>	<b>52896</b>	<b>54478</b>	<b>56060</b>	<b>57642</b>	<b>59224</b>	<b>60806</b>	<b>62388</b>	<b>63970</b>	<b>65552</b>	<b>67134</b>	<b>68716</b>	
	(Net Pens.)	46568	48150	49732	51314	52896	54478	56060	57642	59224	60806	62388	63970	65552	67134	68716	
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
7	(Gross)	67838	70275	72741	75213	77685	80156	82628	85100	87572	90044	92515	94987	97461	99932		
	(Gross Pens.)	<b>66336</b>	<b>68708</b>	<b>71084</b>	<b>73459</b>	<b>75834</b>	<b>78274</b>	<b>80821</b>	<b>83367</b>	<b>85914</b>	<b>88464</b>	<b>91007</b>	<b>93553</b>	<b>96102</b>	<b>98648</b>		
	(Total Net)	<b>51672</b>	<b>53427</b>	<b>55182</b>	<b>56937</b>	<b>58692</b>	<b>60447</b>	<b>62202</b>	<b>63957</b>	<b>65712</b>	<b>67467</b>	<b>69222</b>	<b>70977</b>	<b>72733</b>	<b>74488</b>		
	(Net Pens.)	51672	53427	55182	56937	58692	60447	62202	63957	65712	67467	69222	70977	72733	74488		
	(NPC)	0	0	0	0	0	0	0	0	0	0	0	0	0	0		

DEPENDENCY ALLOWANCES:		LANGUAGE ALLOWANCES (to be included in pensionable remuneration):	
Child	€ 1,949 net per annum.	First language	€ 2,099 net per annum
First dependent child of a staff member without a spouse	€ 3,817 net per annum.	Second language	€ 1,050 net per annum
Spouse	€ 2,443 net per annum.		

**ANNEX VI****Table 1: Allowance for children with disabilities at group I locations for professional and higher categories effective 1 January 2023**

Country	Currency	Allowance for disabled children
Australia	Australian Dollar	9,622
Austria	Euro	6,173
Belgium	Euro	6,173
Bulgaria	Lev	12,074
Canada	Canadian Dollar	8,918
China, Hong Kong (SAR)	Hong Kong Dollar	51,904
Croatia, Republic of	Euro	6,173
Cyprus	Euro	6,173
Czech Republic	Czech Koruna	148,316
Denmark	Danish Krone	45,904
Finland	Euro	6,173
France	Euro	6,173
French Guiana	Euro	6,173
Germany	Euro	6,173
Greece	Euro	6,173
Hungary	Forint	2,463,434
Iceland	Icelandic Krona	951,697
Ireland	Euro	6,173
Italy	Euro	6,173
Japan	Yen	880,728
Luxembourg	Euro	6,173
Malta	Euro	6,173
Monaco	Euro	6,173
Netherlands	Euro	6,173
Norway	Norwegian Krone	66,211
Poland	Zloty	28,886
Portugal	Euro	6,173
Romania	Leu	30,447
Slovak Republic	Euro	6,173
Slovenia, Republic of	Euro	6,173
Spain	Euro	6,173
Sweden	Swedish Krona	69,487
Switzerland	Swiss Franc	6,173
United Kingdom	Pound Sterling	5,475
United States	United States Dollar	6,645

**ANNEX VII**

<b>The new parental leave framework as adopted by the ICSC</b>			
	UNESCO previous policy	New Parental Leave Framework	Enhancement in UNESCO
Maternity leave (Parental leave for birth parents)	16 weeks + 8 weeks special leave with full pay for breastfeeding = 24 weeks	26 weeks in total	+ 2 weeks
Paternity leave (Parental leave for non- birth parents)	Normally 4 weeks 8 weeks if non-family duty station or death/inadequate facilities /complications	16 weeks	+ 12 or + 6 weeks, respectively
Adoption Leave (Parental Leave for non-birth parents)	8 weeks		+ 8 weeks