

**JM 2018.1/2 - Date of Implementation of the United Nations Resolution on the  
Mandatory Age of Separation  
Information note 2 - 22 May 2018**

*Cost savings and human capital data – scenarios relative to 1 January 2018*

1. As outlined in document JM 2018.1/2, *Date of Implementation of the United Nations Resolution on the Mandatory Age of Separation (MAS)*, an implementation date of 1 January 2021 of MAS at 65 years for staff recruited before 2014 will provide FAO with flexibility to bring in new technical capacity needed for programme priorities and ways of working, and facilitate attainment of gender balance and geographic representation goals.
2. The related *Information Note on Cost Savings* outlines the fact that implementation of MAS as at 1 January 2021 will lead to estimated biennialized cost savings of at least USD 8.6 million for the 124 positions whose incumbents are reaching the mandatory age of separation of 62, as follows:
  - 64 posts would remain at the same grade level, but cost savings would be incurred based on lower steps in grade for new incumbents,
  - 60 posts would be downgraded, and
  - further potential cost savings would be incurred related to benefits and entitlements linked to salary.

*Additional Scenarios*

3. On 21 May 2018, the Joint Meeting of the Programme and Finance Committee asked for additional information to be prepared for review by the Finance Committee, and thereafter by the Joint Meeting again, with a view to submitting a recommendation to the 159<sup>th</sup> session of the Council. Members requested data of the impact on cost savings under different time frameworks for implementation of MAS relative to 1 January 2018. Members also requested such comparative data on geographic representation and gender and balance. In addition, information on general service retirees is added. The data is presented in the four tables below, considering three distinct timeframes relative to 1 January 2018, namely 1 January 2021, 1 July 2020 and 1 January 2020.
4. *Table 1* below presents savings under professional staff costs for the implementation of MAS at the three dates.

**Table 1: Professional staff savings in USD 000**

Retirement date	Savings in USD 000			
	From lower step in grade	From downgradings	From Benefits/ entitlements	Total
1 January 2021	2.4	4.2	2.0	<b>8.6</b>
1 July 2020	1.9	3.5	1.5	<b>6.9</b>
1 January 2020	1.7	2.8	1.0	<b>5.5</b>

5. *Table 2* presents the breakdown by gender for Professional retirees at the three dates.

**Table 2: Breakdown by gender (professional)**

Retirement date	Female	Male	Total
1 January 2021	39	85	<b>124</b>
1 July 2020	35	67	<b>102</b>
1 January 2020	27	58	<b>85</b>



6. *Table 3* presents the breakdown by nationality (grouped by region) of the professional retirees at the three dates.

**Table 3: Breakdown by nationality of retiree by region (professionals)**

Retirement date	Africa	Asia	Europe	Latin America	Near East	North America	Southwest Pacific	Total
1 January 2021	17	11	60	10	3	20	3	<b>124</b>
1 July 2020	14	10	46	10	3	17	2	<b>102</b>
1 January 2020	12	8	37	8	3	15	2	<b>85</b>

7. *Table 4* presents an overview of general service positions whose incumbents are reaching the mandatory age of separation of 62, with detail on the *post* location. As can be seen in the table, a significant percentage of the GS retirees are located in decentralized offices. Later implementation of MAS would therefore provide additional flexibility mainly in the decentralized locations, which is one of the goals of the review of country office staffing models.

**Table 4: General Service retirees by location**

Retirement date	Headquarters	Decentralized offices	Total
1 January 2021	31	53	<b>84</b>
1 July 2020	21	42	<b>63</b>
1 January 2020	18	34	<b>52</b>