

**Remarks on behalf of Martha Helena Lopez  
Assistant Secretary-General for Human Resources**

**Report of the Secretary-General on the conditions of service and compensation for  
officials other than Secretariat officials: members of the International Court of Justice  
and President and judges of the International Residual Mechanism for Criminal  
Tribunals  
(A/74/354)**

Mr. Chairman,  
Distinguished delegates,

I have the pleasure to introduce the report of the Secretary-General, document A/74/354, entitled “Conditions of service and compensation for the members of the International Court of Justice and President and judges of the International Residual Mechanism for Criminal Tribunals”.

Mr. Chairman,

The present report is structured in two parts. Part I is focused on salaries and other conditions of service and has been prepared in accordance with paragraph 10 of General Assembly resolution 65/258 by which it decided to re-establish a three-year cycle for the review of the conditions of service and compensation of these officials.

Part II provides updated information on the comprehensive review of the pension scheme for the members of ICJ, President of the IRMCT and former judges of the International Tribunal for the Former Yugoslavia and the International Criminal Tribunal for Rwanda as requested by the GA in its resolution 71/272.

In Part I, the Secretary-General proposes no changes to the current conditions of service of the ICJ members and the IRMCT President and judges and thus there are no financial implications.

Part II responds to the GA request in section VI of its resolution 71/272 for a comprehensive proposal on options for a pension scheme for members of ICJ and the President of IRMCT that would include:

- Possible new scheme scenarios, and those presented in the previous SG report, if relevant;
- Projected estimated costs to the Organization for each scenario compared with the present pension scheme;
- The expected benefits and disadvantages of each scenario and the views and comments of relevant stakeholders;
- The integrity of the ICJ Statute and other relevant statutory provisions, the universal character of the Court, principles of independence and equality and the unique character of membership of the Court.

Pension scheme options elaborated in the report represent an update to the earlier proposal contained in SG report A/66/617 and are as follows:

- Defined benefit scheme with a flat accumulation rate over 18 years of service;
- Defined contribution scheme with investment earnings defining benefits;
- Cash lump-sum;
- Defined benefit with different accumulation rates for first and second 9-year terms, which is the current scheme.

Part II of the report provides updated information on liabilities for the projected benefits for these options up to 2058. It also includes some of the considerations expressed earlier by ICJ in favor of preserving the current pension scheme.

According to Article 32, paragraph 5 of the Statute of the Court, salaries, allowances and compensation of the members of the Court may not be decreased during their term of office. Therefore, any changes to the pension scheme that may be adopted by the General Assembly further to the present review will not impact the pensions of serving or retired judges if those changes are less favourable than the current arrangements.

The draft report was shared with ICJ and IRMCT for comments as per the previous practice, and their comments and suggestions have been accommodated in the report to the extent possible.

The Court has expressed a strong preference for the option of no change, stating that the current pension benefit scheme is satisfactory, for the most part, and that it is in accordance with the its Statute and with the principles of equality and independence of the members of the Court which underpin it.

Mr. Chairman and distinguished delegates, thank you for your consideration of the report and I welcome your questions and comments.

Thank you.