



World Food Programme  
Programme Alimentaire Mondial  
Programa Mundial de Alimentos  
برنامج الأغذية العالمي

**Executive Board**  
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Resource, financial and budgetary matters

For consideration

Executive Board documents are available on WFP's website (<https://executiveboard.wfp.org>).

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## **Update on WFP's implementation of General Assembly resolution 70/244 with regard to raising the mandatory age of separation of WFP staff members**

### **Draft decision\***

The Board takes note of the update on WFP's implementation of General Assembly resolution 70/244.

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\* This is a draft decision. For the final decision adopted by the Board, please refer to the decisions and recommendations document issued at the end of the session.

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## Background

1. On 23 December 2015, the United Nations General Assembly adopted resolution 70/244 by which it decided “that the mandatory age of separation for staff recruited before 1 January 2014 should be raised by the organizations of the United Nations common system to 65 years, at the latest by 1 January 2018, taking into account the acquired rights of staff.”

## Update

2. At its meeting on 8 December 2017, the Board Bureau requested that further information be presented by the WFP Secretariat as to how the organization was implementing this resolution. It was informed that, since WFP applies the Staff Regulations and Rules of the Food and Agriculture Organization of the United Nations (FAO), WFP was for the moment following FAO’s lead in continuing to apply the mandatory age of separation specified therein —62 years for staff appointed before 1 January 2014— and that the Executive Director would discuss the matter with the Director-General of FAO with the aim of moving forward jointly. The Bureau requested that the matter be discussed in greater detail at its subsequent meeting and that a document be prepared for its consideration, with information on the cost implications of, the number of staff members affected by and the legal point of view on revision of the current retirement age.
3. At its meeting on 10 January 2018, following presentations of the legal procedures for revising the mandatory age of separation and of the impact on staff members and after reviewing the steps and action that had been taken by the WFP Secretariat thus far, the Bureau agreed that WFP had to act proactively to find a solution for the implementation of the General Assembly resolution. Pending outcomes of discussions with FAO, the majority of Bureau members encouraged the Executive Director to announce in his opening remarks at the 2018 first regular session of the Board that WFP intended to implement the resolution as soon as possible and was working assiduously to do so, as well as that applications from staff members wishing to have their employment extended beyond age 62 pending completion of the issue would be favourably considered.
4. During his opening remarks at the 2018 first regular session, the Executive Director indicated that, in line with General Assembly resolution 70/244 WFP would ask the FAO Council at its June 2018 meeting to raise the mandatory age of separation for WFP staff to 65. The Executive Director also invited staff members turning 62 from 1 January 2018 to apply for waivers of the current mandatory age of separation, indicating that those applications would be considered favourably.
5. At its meeting on 27 March 2018, the Bureau was informed that WFP had asked FAO to request the Finance Committee and the Council to amend the FAO Staff Regulations and Rules applicable to WFP staff members to increase the age to 65. The Bureau requested that WFP’s request be presented both at a regular meeting of the Finance Committee and at a special meeting of the Committee devoted to WFP matters. The WFP Secretariat also reaffirmed that however long the process took the Executive Director would continue to favourably consider requests for waivers to WFP’s current retirement age.
6. Up to 4 May 2018, waivers to the current mandatory age of separation have been granted to 24 staff members.