

Resolution on salaries

The Staff Union of the ILO, convened in an Extraordinary General Meeting on 19 May 1982,

RECALLING the resolutions on salaries adopted by the General Meeting on 24 September 1980 and 6 October 1981,

DEPLORING the fact that no concrete steps have been taken in recent years to offset the loss in purchasing power of ILO salaries although the increase in the cost of living has been officially recognised,

NOTING that, in addition to the fact that a solution has already been postponed several times, new factors periodically arise which put off indefinitely any hope of resolving the issue,

EMPHASISING that a settlement is virtually out of the question under the present common system unless new parameters are defined,

CONVINCED that defining such parameters will mean resorting to a procedure for settling labour disputes in which the parties concerned, the ILO and its officials, will have to agree on specific arrangements regardless of how such matters are resolved in other United Nations institutions,

AWARE that firm, constant, bold, frank and rational pressure by the Union has always brought the best results in similar cases and is one of the traditional bases of trade union action,

CONSIDERING that legal and statutory standards are normally only a minimum basis for negotiating improved conditions of employment and work,

INSTRUCTS the Staff Union Committee:

1. to pursue vigorously the action decided upon in accordance with the resolution adopted by the General Meeting on 6 October 1981, with a view to obtaining:
 - (a) an immediate interim increase in Professional category salaries at Headquarters and in the field;
 - (b) an increase in the post adjustment at Geneva and other duty stations that have experienced a considerable loss in purchasing power owing to the faulty operation or incorrect application of the post adjustment machinery;
 - (c) an immediate improvement in the conditions of employment of General Service staff recruited before 1 January 1979;
2. to set as a basis for negotiation a guarantee that every staff member will receive compensation for the decline in purchasing power, for example by the allocation of a number of step increments over and above the remuneration to which he or she is normally entitled;
3. to prepare the staff to take mass action as a means of pressure until such time as the above demands have been satisfied.