

RESOLUTION

concerning the negotiation of conditions of work

The Staff Union of the ILO, at its Annual General Meeting on 14 October 1988,

HAVING BEEN INFORMED of further irregularities committed by the International Civil Service Commission (ICSC) at its 27th Session in March 1988, when the members of the said Commission went back on their decision of the preceding year, thereby delaying by four months the unfreezing of net salaries in New York (the city of reference) and the adjustment of the pensionable remuneration of professional and higher category of staff;

NOTING that since the ICSC was made responsible for dealing with conditions of service in the international civil service, these conditions have constantly deteriorated, especially as regards the salaries and pensionable remuneration of the entire staff at Headquarters and in the field;

NOTING that not only has the ICSC not fulfilled its role as an impartial independent body called upon to exercise its technical authority in consultation with the parties concerned, but that over the years it has become purely and simply a "rubber stamp" for the Fifth Committee of the United Nations General Assembly;

HAVING NOTED the decision of all the staff associations and unions in the United Nations system to suspend all participation in ICSC activities and to demand the setting up in its place of a joint body where genuine bargaining can take place between the two parties concerned (employers or their representatives and staff);

RECALLING the resolutions of the Staff Union Annual General Meetings of 7 October 1981 and 18 October 1983 calling for the withdrawal of the ILO from the ICSC;

RECALLING the resolution on collective bargaining in the ILO adopted by the Staff Union Annual General Meeting of 13 October 1982;

EMPHASISING the imprescriptible right to collective bargaining of employees whatever their category or sector of activity, a right which is embodied in Conventions No. 98 of 1949 on the Right to Organise and Collective Bargaining, No. 151 of 1978 on Labour Relations (Public Service) and No. 154 of 1981 on Collective Bargaining, adopted by the International Labour Conference;

NOTING furthermore that the actions of the ICSC have not only caused the deterioration of conditions of service in the international civil service and demoralised the staff of the organisations, but are lowering the standard of service which their constituents are entitled to expect since the organisations are increasingly una

CONSIDERING that in the longer term this course of action by the ICSC is bound to destroy the international civil service;

PROTESTS vigorously against such machinations of the ICSC;

SUPPORTS unreservedly the decision of the staff associations and unions in the United Nations system to suspend their participation in ICSC activities;

INSTRUCTS the Staff Union Committee to take all necessary steps, in agreement with FICSA and the other staff unions and associations of international organisations, for a negotiating body - replacing the ICSC - to be set up rapidly within the framework of the Common System;

INSTRUCTS the Committee to obtain from the Director-General and the Governing Body recognition of collective bargaining as a fundamental means of determining conditions of employment in the United Nations international civil service system and particularly in the ILO;

INSTRUCTS the Committee to reiterate to the Director-General and the Governing Body the Staff Union's request for the ILO to withdraw from the ICSC;

REQUESTS the Staff Union Committee to keep staff of the ILO informed of the action undertaken in this respect and of the results obtained.