

## RESOLUTION

on salaries and pensionable remuneration

The ILO Staff Union at its Annual General Meeting convened on 12 October 1989,

**HAVING BEEN INFORMED** of the decisions taken and recommendations made by the International Civil Service Commission (ICSC) at its 30th Session within the framework of the Comprehensive Review of the Conditions of Service of the Professional and higher categories,

**CONSIDERING** that the staff in all duty stations, and pensioners, suffer the ravages of inflation;

**CONSIDERING** that the results of the Review in question are globally negative and, furthermore, do not even reflect the recommendations formulated by the Administrative Committee on Co-ordination (ACC) at its Session of 5 July 1989 according to which the competitiveness of the organisations of the United Nations system could only be restored through a substantial increase in salaries,

**CONSIDERING** derisory, even insulting, the ICSC proposal for a 5 per cent adjustment in the base salary of the staff concerned, whereas such staff have suffered a loss in purchasing power which, according to duty stations, has varied from 20 to 25 per cent taking as a reference the early seventies and that, in addition, their pensionable remuneration risks to be frozen for several years,

**HAVING LEARNED** besides, that the ICSC, in collusion with an "automatic majority" of the Board of the United Nations Joint Staff Pension Fund, now wishes, for the first time, to attack the pensionable remuneration of General Service staff who, according to the results of the first studies published, could suffer a decrease of more than 15 per cent in some duty stations,

**CONSCIOUS** further that, for General Service salaries, the measures taken in Vienna (reduction of net salary and pensionable remuneration in view of certain duty-free purchases which can be made) and in Paris (part of the net salary not retained for calculating pensionable remuneration) or those envisaged for Geneva (attempts not to take into consideration the difference in salaries between men and women which is practised in Geneva) can be seen as only the prelude to an even more vigorous attack on conditions of remuneration of this category,

**DEPLORING** that, in spite of its engagements, the ICSC continues to fail in its mandate as an independent and technical institution, and reveals its inability to carry out the role for which it was established, that of an impartial intermediary between the staff and the General Assembly of the United Nations,

**CONVINCED** that only real mechanisms of negotiation between employers' and workers' representatives duly designated for the purpose will make it possible to prevent manipulative practices that the staff are no longer prepared to accept,

1. **INSTRUCTS** the Staff Union Committee to demand that the following measures be taken and to act with a view to obtaining satisfaction on the different points, in consultation with the other staff associations and unions;

i - as a first step, a general and immediate adjustment of at least 10 per cent of net salary (base and post adjustment) for the Professional categories of staff towards restoring completely the purchasing power of salaries;

ii - the immediate suspension of current "studies" on the pensionable remuneration of General Service staff, local staff at non-headquarters duty stations and Professional staff;

iii - the dissolution of the ICSC and its replacement by a joint and bipartite body responsible for the negotiation of our employment and remuneration conditions inasmuch as they derive from the Common System;

iv - the immediate opening of negotiations with a view to restoring, for all categories of staff, the competitiveness of the ILO and other organisations of the United Nations as employers.

2. **URGES** the Staff Union Committee to take all appropriate measures, in particular to elaborate a plan of industrial actions to be submitted to an Extraordinary General Meeting in the event that the ILO and the other organisations of the United Nations system continue to refuse to negotiate in good faith with FICSA and the other staff associations and unions.

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