

RESOLUTION

on the methodologies for salary surveys

The Staff Union of the International Labour Office, convened in Geneva in an Extraordinary General Meeting on 25 June 2003

NOTING WITH DISMAY the attempts made by the ICSC to proceed in future with reductions in local salary scales in the field as well as at HQ duty stations through arbitrary manipulation of relevant methodologies;

WELCOMING the determination of ILO staff in the Field to fight, together with all staff from other UN Agencies, against this unacceptable deterioration in their conditions of employment;

RECALLING that the common system cannot function on the basis of arbitrariness, and has to build upon technically sound methodologies;

AWARE of the financial difficulties of a few Agencies, but recalling that these difficulties cannot be solved through measures detrimental for all the others;

DETERMINED to resist the attack of the International Civil Service Commission against salaries of general service and national officers (NO) staff members through all available means of action;

STRESSING that solidarity between categories of staff is a key element in industrial relations at the ILO,

CALLS UPON the Director General to inform the UN Secretary General and his counterparts in other Agencies of his serious concern with decisions made by the ICSC during its Spring 2003 session concerning methodologies for salary surveys;

ASKS the Director General to instruct his representatives at the July 2003 sessions of the HRD Network and of the of the ICSC to act in favour of the withdrawal of all of the impugned decisions;

ALSO ASKS the Director General to include a representative of the ILO Staff Union in the delegation he will send to take part in the July 2003 session of the ICSC to deal with local salary issues;

INSTRUCTS THE STAFF UNION COMMITTEE

1. To continue promoting staff mobilization at all duty stations to obtain the withdrawal of changes in methodology adopted by the ICSC concerning local salaries;
2. To continue acting to achieve full collaboration of CCISUA and FICSA with actions towards mobilization;
3. To contact the ILO Administration to jointly review the consequences of the changes in the methodologies, and the ways in which the Office should face them in the interest of local staff.

AUTHORIZES the Staff Union Committee to launch, at the appropriate moment, either on its own or in agreement with other staff organizations, associations or unions, any call for action, including strike, which it deem's necessary to face the situation.
