

RESOLUTION AGAINST PAY CUTS FOR STAFF IN GENEVA

ADOPTED AT AN EXTRAORDINARY GENERAL MEETING OF STAFF FROM ALL UN-SYSTEM
INTERNATIONAL ORGANIZATIONS IN GENEVA,
(PALAIS DES NATIONS, Wednesday, 24 May 2017)

The staff of the UN-system international organizations in Geneva, united in solidarity and expressing continuing pride in their work as international civil servants,

Noting that the International Civil Service Commission (ICSC) has failed to address the deep concerns and questions raised by staff, the CCISUA and FICSA staff federations and the heads of the ten Geneva-based agencies over the proposed cut to post adjustment that would result in a reduction in take-home pay of 7.5 per cent (or more),

Further noting that the ICSC has refused three times to meet with staff and explain the proposed cuts despite ongoing and serious questions about its data handling and statistical analysis,

Deploring the implementation of this decision, as of 1st of May by UNOG and UNHCR, without having received clear explanations from the ICSC on the calculations,

Believing that in fighting this decision it is imperative to unite all categories of staff irrespective of grade and duty station, as these reductions come on top of other cuts and erosion in our conditions of service, including through the compensation review, the ongoing review of locally-recruited staff and upcoming cost-of-living surveys in 85 duty stations,

Emphasizing that by showing the strength of staff resolve, it is possible to convince the ICSC to review its decision at its 85th session this July in Vienna,

1. Denounce the decision of the ICSC to cut take-home pay in Geneva, which was not made with the transparent implementation of agreed methodologies,
2. Call on all UN agencies with staff in Geneva to stand firm on their decision not to implement the decision of the ICSC to reduce the Geneva post adjustment,
3. Give mandate to the UN staff unions and associations in Geneva to work in coordination among themselves under the aegis of CCISUA and FICSA to mobilize vigorously against the cut and use all legitimate means to defend staff interests,
4. Call on CCISUA and FICSA to:
 - a. Notify the ICSC of staff resolve to mobilize through all legitimate means,
 - b. Pressure the administrations of UN agencies to continue to identify shortcomings in the ICSC's methodology and its application, and present these at the ICSC's 85th session,

- c. Establish an independent review of the methodology used and its implementation, including data and calculations, and whether correct procedures were properly followed,
- d. Continue to inform staff of the rationale behind opposing the ICSC decision and the need for solidarity across all staff categories and duty stations in order to ensure that such decisions are not repeated in the future with detrimental effect on staff in any categories and duty stations,
- e. Work with staff unions and associations in other duty stations,
- f. Convene regular, protracted and escalating collective actions including demonstrations, work stoppages and strikes, if necessary,
- g. Pursue possible legal options to continue promoting and protecting conditions of service for staff, and
- h. Continue the campaign for a full and effective recognition of the right to collective bargaining as enshrined in ILO Convention 98.