



Letter to the Executive Heads of all common system organizations with staff in Geneva

Geneva, 7 June 2017

Dear Executive Heads,

Following recent staff demonstrations against the decision of the International Civil Service Commission (ICSC) to cut pay in Geneva, and the resolution unanimously adopted on 24 May 2017, we write to inform you that we are planning actions throughout this summer, including work stoppages.

We wish to make it clear that during a work stoppage no-one will be prevented from carrying out their work. There will be neither threats nor actions that could endanger people or property. Delegates and other officials will be free to circulate and attend meetings. Participating staff will also be required to remain within the workplace during the period of the work stoppage.

In this vein and recalling principles enshrined in ILO conventions related to basic trade union rights, which are human rights, we trust that you will support your staff and take measures to prevent any form of reprisal or retaliation. These actions are not aimed at the management of your organization, but at the decision of the International Civil Service Commission. It should further be noted that taking part in a work stoppage has been upheld by both the UN and ILO Administrative Tribunals as being compliant with the rights of international civil servants, including their right to organize, associate, express themselves and undertake relevant actions.

We understand that your support for the financial welfare and interests of your staff can only extend so far. However, we urge you, at a minimum, not to hinder staff from participating in a work stoppage. We would like to thank you in advance for your continued support of staff as we mobilize against the questionable decision of the ICSC, which is only one part of a worrying trend that will affect us -- staff and management -- irrespective of category or duty station, particularly in light of the 85 cost of living surveys scheduled for the next 12 months and the ongoing review of locally-recruited categories of staff.

Sincerely,

Ian Richards, President
Coordinating Committee of International
Staff Unions and Associations

Gemma Vestal, General Secretary
Federation of International Civil
Servants' Associations