



**Staff Union**  
of the International Labour Organization  
**Syndicat du personnel**  
de l'Organisation internationale du Travail  
**Sindicato del personal**  
de la Organización Internacional del Trabajo

20 February 2018

## **The ICSC is no longer trustworthy, we must intensify our mobilization**

Your presence is essential at the next Staff Union General Meeting, scheduled to take place on 22 February at 1.30 p.m. in Room V (R3 South).

### **Why?**

The first meeting of the year is intended to define the Staff Union's priorities, and the year 2018 is a year that promises to be full of challenges.

The Staff Union will update you on the current situation and the latest decisions and measures taken by the ICSC since your mobilization in 2017, in particular:

- the decline in the salaries of Professional staff in Geneva, which will eventually be 5.1 per cent. The ICSC refuses to acknowledge the errors in the calculations, but had made commitments to reduce the impact of the investigation, trying to calm officials and heads of agencies at the July meeting in Vienna. It is clear that the commitments were not respected and that the good faith was not appropriate. The proposed reduction is still considerable and unacceptable (5% of the salary corresponds to three weeks of work) and – in any case – is still **based on erroneous calculations**;
- the political actions we will undertake;
- legal remedies that we will encourage you to file en masse– the Staff Union will be there to support you;
- the preparations being made by the Staff Unions and Staff Associations of the two UN Federations to obtain a revision of the methodologies for calculating salaries at the United Nations.

### **The battle becomes global**

It is important to note that the tug of war that staff at all duty stations have endured for several years now with the ICSC is only a symptom of a more general problem that suggests that the ICSC has lost its

independence and is in the hands of the Member States to save money at all costs, especially on the backs of staff, targeting all categories in all duty stations.

Recent ICSC decisions have rarely been to the benefit of the staff and have resulted in a blatant deterioration in the conditions of employment for both Professional and General Service staff – notably in Bangkok, Cairo, Moscow, New Delhi and Tokyo, as well as peacekeeping mission personnel. This is in addition to the reduction in benefits granted to Professional staff (the so-called "Compensation Package") which came into force in January 2017, and which has been questioned by the UN Tribunal in recent judgments.

So, we will be informing you of the actions that your Staff Union is considering in partnership with all Staff Unions and Staff Associations of the two UN Federations to put an end to this body, which is both unable to recognize its mistakes and to keep its word, and is becoming the shame of the common system.

Given the situation, we are not immune to new decisions even more drastic!

**You must be there because:**

If the Secretary-General of the United Nations wants a general reform, he must also reform the ICSC and establish a real system of industrial relations in which the staff representatives are respected and in which the staff have faith.

This is the first meeting of a series of mobilizations that will grow in strength until we are heard:

- **22 February:** General Assembly of the ILO Staff Union
- **27 February:** First general mobilization of staff during the meeting of the ACPAQ (ICSC Advisory Committee on Post Adjustment Questions) with the launch of a non-confidence motion against the ICSC and a resolution concerning the next actions to be taken, which could include work stoppages in early March – going as far as a general strike.

**The red has gone black! It is not a good sign!**

**Only by working together will we achieve our aims!**

---