

**ANNUAL GENERAL MEETING**  
**FIRST SESSION**

**1 March 2012**

**RESOLUTION**

**In support of Bangkok and Santiago staff**

The Staff Union of the ILO, convened in its Annual General Meeting (first session) on 1<sup>st</sup> March 2012,

**RECALLING** Resolution 22 (of 1983) and Resolution 92 (of 2003), and all other resolutions on General Services and Professional Salaries:

**FURTHER RECALLING** the mandate given to the Staff Union Committee in Resolution 94 (of 2007) on the Impact of UN Reform on the International Civil Service;

**WHEREAS** the results of the Local Salary Surveys in Santiago and Bangkok have resulted in very negative results;

**NOTING** the serious concerns that have been raised in relation to the transparency of the process followed;

**MINDFUL** of the political pressure to reduce costs in the United Nations system, with serious consequences for salaries and conditions of service in all categories, General Services, National Officer and Professional and above;

**DEPLORING** the changes to the General Services Salary Survey methodology introduced as of 1 January 2012;

**AWARE OF** the proposals to use the Post Adjustment system to institute a pay freeze for Professional Staff,

The 2012 Annual General Meeting

**EXPRESSES** its full support and solidarity with the Staff Union Committees in Bangkok and Santiago, and in all duty stations facing similar situations,

**CONGRATULATES** the staff of the UN Common System Organizations in Bangkok for the peaceful protest carried out on 29 February, 2012, for transparency, equal jobs, and equal pay,

**CALLS ON** the Staff Union Committee, in partnership with the members of CCISUA and FICSA, to take all possible measures to resolve the lack of transparency and fairness in the General Services Salary Survey process at a global level,

**CALLS ON** the Committee to continue to exercise vigilance in responding to attacks against the methodologies used to establish and adjust salaries, particularly in the face of proposed amendments which are motivated by short-term political concerns, with potentially devastating structural impacts on salaries, entitlements and conditions of service,

**REQUESTS CCISUA**, in partnership with FICSA, to make all efforts both to engage in a fact-finding exercise in Santiago and Bangkok, with a view to resolving the problems faced, and to pay special attention to the risk of a pay freeze for Professional Staff.

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