



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

ILO/SU/RES/104

PERMANENT GENERAL MEETING

20 March 2018

RESOLUTION

**Resolution on the request for reform of the International Civil Service Commission
and the revision of its methodologies**

The ILO Staff Union, convened in its Permanent General Assembly since 12 March 2018,

Informed of several ICSC decisions aimed at reducing salaries in several duty stations;

Noting that the salary scales put in place by the ICSC have been established on the basis of criteria which do not correspond to either the Flemming principle or the Noblemaire principle;

Noting that the ICSC still does not recognize the errors made in the calculation of the Geneva post adjustment, despite the confirmation of these errors by two separate teams of statisticians;

Considering that it is clear that the ICSC, irrespective of the category of staff concerned, continues to rely on preconceived ideas, subjective assessments, and works unilaterally, without transparency and independence;

Taking note in addition of the proposal made in paragraph 13 (b) of the ILO Governing Body document – reference GB/332/PFA/11, to “ instructs the Office to apply to all Professional and higher level staff in the Geneva duty station the revised post adjustment index decided by the ICSC from 1 April 2018; (...)”

Strongly **deplores** the conditions under which the ICSC operates despite the many opportunities it has been given to correct proven errors;

Endorses the resolution adopted on 27 February 2018 at the General Assembly of all the Associations and Staff Unions of the Geneva-based United Nations Organizations and Specialized Agencies (attached in English only);

Instructs the Staff Union Committee:

- (a) To communicate the adopted resolution to the members of the Governing Body;
- (b) To urge staff members to attend the discussion of document GB.332/PFA/11 foreseen on 21 March 2018 from 12 noon to 1 p.m.;
- (c) To urge the members of the Governing Body to instruct the Office not to apply the revised post adjustment index;
- (d) To request the freezing of all impugned decisions of the ICSC from 2016 based on the technical shortcomings found in several duty stations;
- (e) To request that paragraph 13 of the GB document be amended to include a reform of the ICSC in line with ILO core principles and to establish a collective bargaining mechanism as part of that reform;

Mandates the Staff Union Committee, with a view to safeguarding the legitimate interests of all categories of staff, to:

- (a) Reconvene immediately after the GB decision a General Assembly to decide on the appropriate action to take;
- (b) Take any necessary action, including strike action and support and coordination of legal proceedings.