

**RESOLUTION BY UN STAFF IN GENEVA IN SUPPORT OF THE GLOBAL
CAMPAIGN TO REFORM HOW PAY AND CONDITIONS ARE SET**

#ICSCNoTrust

**ADOPTED AT A PERMANENT GENERAL MEETING OF STAFF FROM ALL UN-
SYSTEM INTERNATIONAL ORGANIZATIONS IN GENEVA**

(Palais des Nations, Tuesday 27 February 2018)

The staff of the UN-common system organizations in Geneva, united in solidarity and expressing continuing pride in their work as international civil servants, on the first global day of action,

Recalling the staff resolution of 24 May 2017;

Noting the recent escalation in the UN common system across the world of (i) negative changes to compensation packages equivalent to the loss of up to one month's salary for affected staff; (ii) pay cuts in the face of rising costs of living at a number of duty stations and peacekeeping missions; (iii) unrealistic reclassification of hardship in the most challenging operating environments; (iv) unrealistic classification of family duty stations; (v) volatile levels of post adjustment in the field; (vi) a lack of adequate protection against inflation and currency devaluation for local and international staff in the field; (vii) an unwillingness to provide the same danger pay to locally-recruited staff as to international staff;

Noting in particular the recent pay cuts of approximately 10 percent in Bangkok, 25 percent in Tokyo and 5 percent in Geneva;

Noting that the aforementioned deterioration in the conditions of service is the direct result of the outdated governance model and processes of the International Civil Service Commission (ICSC), and in particular the lack of transparency and accountability, which are the core values of the UN;

Noting that the ICSC has failed to implement its undertaking made to Geneva-based agencies and staff in July 2017, following numerous demonstrations and a work stoppage, to reduce the initial proposed cut to post adjustment from 7.7 percent to between 2 and 3 percent;

Noting with grave concern that the ICSC appears to be motivated solely by an austerity agenda driven by certain member states, in contrast with the provisions of its statute that "its members shall perform their functions in full independence and with impartiality";

Emphasizing that by showing the strength of staff resolve, staff can convince UN common system organizations and member states to push for reform of the ICSC;

Welcoming the recent judgement of the United Nations Dispute Tribunal to rescind the Secretary-General's decision to reduce salaries in implementing the unified salary scale resulting from the ICSC compensation review;

Noting that the cost of defending the UN system against mounting appeals and protests may soon outweigh the immediate financial benefits that the ICSC's findings and decisions may generate in the short term;

Recognizing that UN staff is the most relevant asset of the Organization:

1. *Call for* an urgent review of the ICSC's governance structure, regulations and rules with a view to creating an accountable body that follows a transparent, balanced, credible, participatory and fair process and methods that include the principles of collective bargaining.
2. While this review is ongoing, call on all organizations of the UN common system to take the *following intermediate steps*:
 - a) Temporarily suspend cooperation with the ICSC in relation to cost-of-living and local salary surveys,
 - b) Withhold financial contributions to the ICSC,
 - c) Defer implementation of all decisions made by ICSC since 2016 relating to pay surveys. More specifically, uphold the recommendations of the CEB Human Resources Network made in relation to the 2016 cost-of-living survey for HQ duty stations.
3. *Urge* CCISUA, FICSA and UNISERV to:
 - a) Notify the ICSC and executive heads of staff resolve to mobilize through all legitimate means, including escalating collective actions such as demonstrations, work stoppages and strikes, if necessary,
 - b) Continue to inform staff of the rationale behind the call for reform or replacement of the ICSC in order to ensure that such decisions are not repeated in the future with detrimental effect on staff and their families in any categories and duty stations,
 - c) Organize a global motion of no confidence in the ICSC,
 - d) Mobilize to reform the ICSC,
 - e) Campaign for a full and effective recognition of the right to collective bargaining as enshrined in ILO Conventions 98 and 151,
 - f) Pursue all legal options to continue promoting and protecting conditions of service for staff.