



**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

19 June 2017

## **NoPayCut Campaign: After the work stoppage of the 16<sup>th</sup> of June 2017, where are we?**

On Friday 16 June, international organizations in Geneva came to a halt for two hours to protest the decision of the International Civil Service Commission to impose an almost immediate 7.7 percent pay cut.

A number of high-level meetings were suspended, including the Human Rights Council. However, staff unions asked that for humanitarian reasons, the Syria talks should continue to be serviced. Concerning (ILC), colleagues who worked for it were asked to wear a red arm band, to show their solidarity.

During the work stoppage many offices lay empty, some Field offices stopped their work (also as a sign of solidarity) while a large number of staff convened in Room 18 of the Palais des Nations for an EGM. The meeting was raucous with table thumping and chants of "No Pay Cut". Attendees included directors and human resources personnel.

The unions thanked staff for attending the meeting despite threats issued in an email from some UN management two days before - threats that were universally ignored.

Staff were joined at their meeting by a delegation from the International Labour Conference led by David Boys from Public Services International and French trade union leader Bernard Thibault.

During the meeting, staff were updated on the situation and informed about the next steps. The messages of support from your unions from all around the world were read out to applause.

The background to the pay dispute lies in a decision of the ICSC to cut pay by a month a year on the basis of a cost-of-living survey.

The ICSC's decision, made in late March in New York, would require the pay cut to be implemented in May for newly arriving staff in Geneva, and from August for existing staff.

A series of staff meetings and rallies, at which inconsistencies were pointed out in the ICSC data, led many executive heads of agencies, to refuse to implement the cut until such time as they could get satisfactory answers to the concerns raised by staff. However after two meetings with the ICSC, they remained unconvinced.

Further, the refusal of the ICSC three times to meet with Geneva staff, led to claims of the ICSC being unsure of its own figures.

Under pressure, the ICSC accepted to receive a team of statisticians from UNCTAD, the ILO and IMF to examine their data. Their report is out later this week but informally we understand the ICSC calculations have been found to be full of errors.

The stoppage and concerns of staff received significant media coverage. It is hoped that this will ensure that the ICSC and UN New York management understand the strength of feeling in Geneva.

The next step is the ICSC meeting in Vienna in July where the issue is on the agenda for possible reconsideration. Both staff unions and the management teams of agencies are seeking dialogue with the ICSC to see how their original decision may be reconsidered on the basis of the calculation errors and significant unrest from the staff.

Should that dialogue prove not to be fruitful and the decision not be reversed, it is likely that further collective action will be considered.

In the meantime, if you haven't sign yet the petition against ICSC, please do it [here](#)

Thank you for all your support and we remain mobilised!

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