



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

17 November 2015

**UN Unions Fairness for Frontline Workers Campaign
and Compensation Package Review submitted to the Fifth Committee**

Guess how the UN Secretary-General reacted?

Dear Colleagues,

Your staff representatives presented your case to member states in New York on Tuesday regarding the pay cuts proposed by the International Civil Service Commission (ICSC). Last week we met the Secretary-General and called on him to support your campaign.

You can read the statement of CCISUA (the federation to which your staff union belongs) to the General Assembly's Fifth Committee here. It also mentions the importance of reaching a decision on the mandatory age of separation (http://www.un.org/en/ga/fifth/70/Statements/141.%20UN%20Common%20System/C5_70_0m_ST_2015_11_10_Item141_UNCS_CCISUA.pdf). If you want to see how Member States reacted, the session webcast is here (<http://webtv.un.org/watch/fifth-committee-14th-meeting-70th-general-assembly/4605134854001>) with the statement from CCISUA at 58:30.

Although Member States' delegates paid tribute to the staff, we have a lot more work to do to persuade them to block the cuts to your pay and allowances proposed by the International Civil Service Commission.

That's why we need to ask you again to please take action today to sign your petition here: (https://secure.avaaz.org/en/petition/The_United_Nations_General_Assembly_Protect_UN_humanitarian_aid_workers_reject_cuts_to_pay_and_family_leave). Thousands of staff members have signed the petition – now it's time to spread the campaign wider.

We know that member states are taking notice of the petition because they've told us, and asked us for more information about the impacts of the ICSC proposals.

Last week, your staff representatives presented the S-G with a letter on your behalf (<http://staffcoordinatingcouncil.org/attachments/article/319/Case%20letter%20CCISUA%20to%20BKM%20v01%2005112015.pdf>). It called on the S-G to work with us on alternatives to the ICSC plans and listed our concerns.

Mr Ban's response may surprise you. Mr Ban was frank with us about his views on the negative impact of the pay and allowances cuts proposed by the International Civil Service Commission.

The Secretary-General told us he will ask Member States to protect leave arrangements, and to ensure additional support for single parents – who would lose the most if the ICSC plan goes ahead.

Mr Ban also told us the General Assembly must avoid a negative impact on staff mobility and staff motivation to work in the deep field. He stressed that rest and recuperation is essential for health and wellbeing, as well as productivity.

That's a good start.

But your staff unions want the Member States to go further, and this has also been reported in the media (<http://www.ipsnews.net/2015/11/un-staff-union-warns-pay-cuts-will-largely-undermine-women/>) and posted on Huffington (http://www.huffingtonpost.co.uk/ian-richards/un-single-mothers_b_8515294.html)

With your support, we are asking Member States to reject pay cuts for all staff. As a minimum, no staff member should be worse off in the future than they are now.

We asked the General Assembly's Fifth Committee to agree with us and the UN management that the ICSC's proposals are not fit for purpose.

We want Member States to give the ICSC more time to ensure the new compensation structure does not undermine our ability to deliver the UN's mission for emergency aid, development and human rights.

We need to deliver a message to all UN Member States and their representatives in New York. We need to show them that the staff they employ deserve respect, support and a fair deal.

Please sign the petition today and ask your colleagues to sign as well.
