



**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

18 May 2017

### **Update on the proposed 7.5% pay cut: We do not have good news!**

The detailed response from the International Civil Service Commission (ICSC) to the Executive Heads of UN Agencies, has been received from our Federations.

From the cover letter and the detailed reply, it is clear that the ICSC is taking a very tough position in response to the demands of the Executive Heads and Staff Unions for access to the full data and methodology used.

The Commissioners are insisting on:

- 1 – An implementation of the pay cut for newly recruited UN staff in Geneva from 1 May 2017, and
- 2 – The original August 2017 timeframe for implementation of the pay cut for current UN staff, with some very limited transitional measures.

#### **IN SHORT, THEIR RESPONSE IS: “TOUGH, THAT’S THE WAY IT IS!”**

On 12 May, a meeting took place among the Executive Heads and HR Partners of the UN Agencies to discuss this response. Almost all the UN specialized agencies (including the ILO) indicated that they would “defer” the implementation of the measures related to the post adjustment until the ICSC meeting scheduled in July in Vienna.

However, in the morning of the same day, our colleagues at UNOG and UNHCR were informed by their Administrations of the ICSC response, suggesting implicitly that they will implement the proposed pay cut without any further delays.

**WE SEE THAT UNITY AMONG THE ADMINISTRATIONS IS NO LONGER A PRIORITY. AND THE WORD “DEFER” USED BY THE SPECIALIZED AGENCIES DOES NOT MEAN “NOT IMPLEMENT”!**

**THE THREAT POSED TO ALL THE STAFF BASED IN GENEVA IS UNACCEPTABLE, HENCE IT IS TIME TO THINK ABOUT TAKING STRONGER ACTIONS AND REACTING,**

**HERE, NOW AND ALL TOGETHER!!**

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In this context, all the Geneva-based staff associations and unions (the so-called “Geneva Group”) – all affiliated to the FICSA and CCISUA – met to decide on the next actions to be taken.

Next week, the Staff Associations and Unions of all the organizations will organize a Collective Extraordinary General Meeting to which all staff members will be expected to attend. The date and place of the meeting will be communicated to you soon. We will discuss and vote on a common resolution, focused this time on collective actions to be carried out in the following days if our demands are not met.

**THE ICSC WANTS A SHOW OF STRENGTH? THEY WILL SEE IT!**

**BE READY AND ATTENTIVE TO OUR NEXT UPDATE!**

The Staff Union has created a special page on its web site for the ongoing campaign. Please click [HERE](#)

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