



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

22 May 2017

Stop the ambiguity on the pay cut

As we announced last week, the International Civil Service Commission (ICSC) is unfortunately trying to impose the application of the wage cut, with the only transitional measure being a three-month postponement for officials in service before May.

On May 19, we read - with surprise - the broadcast sent by the Administration. This seems to contradict the previous position taken, which, like the position of all UN staff associations, was to challenge the ICSC's decision and to defer its application in any case until the ICSC meeting scheduled in July in Vienna.

In this latest communication, the Administration notes the revised post adjustment coefficient fixed by the ICSC will, as requested by ICSC itself, pay a "**personal transitional allowance**" (PTA). The only positive point in this statement is the payment of this allowance to officials who entered service since May.

But, by definition, a transitional allowance is temporary.

The message that the Administration seems to be sending is that it implicitly renounces to challenge this unfair and illegal ICSC decision.

As a reminder, on April 5, a broadcast from HRD indicated that « The Office has expressed its strong concerns to the ICSC on both the process and impact of this decision.»

On April 25, a delegation of United Nations staff associations held a meeting with the UN Secretary-General, Mr Antonio Guterres, who also personally expressed his disagreement with the ICSC decision.

On April 28, a second broadcast from HRD indicated that the Director General and other Executive Heads had met the ICSC's Vice-Chair and « conveyed their position that it would not be consistent with the principles of fair employment practices to implement the decision of the ICSC in its current form and that therefore implementation of the results should be deferred pending further consideration of the overall process. They also «proposed the deferral of any implementation of the survey results pending the validation of the results in a transparent

process in which Organizations' representatives would participate." They confirmed this position in a letter to the ICSC.

On May 12, all UN Executive Heads or their representatives met to discuss the reply received from the ICSC. Almost all the specialized agencies (including the ILO) indicated that they would **defer the application of the post adjustment measures** until the ICSC meeting in July.

So why this ambiguity in the communication of the Administration?

Is there any will to implement the ICSC's decision, including the payment of a personal transitional allowance, the payment of which may cease at any time?

Is it, as we hope, a mere misunderstanding?

Stop the ambiguity!

This is urgent and we need clarification: we ask the Administration to communicate as soon as possible to remove the doubts.

For their part, the staff representatives cannot wait and will continue their collective actions as planned.

As of this week, the Geneva-based federations and associations are organizing

**on Wednesday 24 May 2017
a Collective Extraordinary General Meeting
at the « Palais des Nations »
Room XX
from 12 a.m. to 2 p.m.**