

Resolution concerning the salaries and allowances of officials
in the General Service and Professional categories

The Staff Union of the ILO, convened in its Annual General Meeting on 24 and 25 September 1980,

General Service category

BEING INFORMED of the recommendations made by the ICSC concerning the new General Service salary scale which should come into force on 1 January 1981 and the method for the interim adjustment of the salaries in question,

NOTING that the level of the salary scale recommended by the ICSC was established on the basis of criteria which do not correspond to the principle of "best prevailing local rates",

NOTING that the correction made by the ICSC to the results of the survey so as to take account of salary discrimination against women is insufficient,

NOTING that no correction was made to the data so as to take account of faults in matching, in particular as regards schooling, qualifications and responsibilities in the local jobs surveyed in relation to the corresponding jobs in the international organisations,

NOTING that the ICSC relied on these partial results to recommend the new salary scale,

NOTING that none of the proposals put forward by the staff representatives, on the basis of detailed and exact statistical documentation, was retained,

NOTING that the new method for the interim adjustment of salaries, based on the Geneva Consumer Price Index, does not enable officials to benefit from a genuine increase in salaries.

Professional category

BEING INFORMED of the ICSC's decision aiming at a 5 per cent reduction in the Geneva post adjustment index for Professional category officials, with post adjustments being frozen until this difference has been made up,

NOTING that, like the first survey, the second survey comparing prices in Geneva and New York, undertaken by the competent bodies of the common system, contains numerous imperfections, gaps and errors,

NOTING that, although the most glaring errors were corrected during the later stages of the procedure, very many technical inaccuracies and deficiencies have nevertheless invalidated the results,

NOTING that if these errors and deficiencies had been corrected, the initial difference proposed to the detriment of Geneva could have been completely wiped out and an increase in the post adjustment could even have been decided on,

NOTING that the ICSC was perfectly well aware of this situation when it drew up its conclusions in favour of a reduction,

NOTING that the ICSC and its Secretariat took no account whatsoever of the documentation provided and the viewpoints expressed by the staff representatives and by their experts, throughout the whole procedure.

In general

CONSIDERING that it is manifestly clear that the ICSC's conclusions, whatever the category of staff concerned, continue to be based on preconceived ideas, subjective appreciations and a spirit of animosity towards international civil servants in Geneva,

CONSIDERING that the staff representatives have not even been able to enter into genuine discussions with the ICSC, its Secretariat and its subsidiary body with regard to the determination of the salaries and allowances of the staff,

1. Strongly DEPLORES the circumstances in which the ICSC drew up its conclusions,
2. INSTRUCTS the Staff Union Committee:
 - (a) to urge the Director-General to reject the recommendations and conclusions of the ICSC on account of the technical deficiencies of the exercise as a whole,
 - (b) to make all necessary contacts with the staff representatives of the other organisations of the common system in Geneva,
3. AUTHORISES the Committee to undertake any action, including strike action, in order to safeguard the legitimate interests of the staff.