

Resolution on the Malfunction of the Professional Salary System

The Staff Union of the ILO, convened in its Annual General Meeting on 8 October 1984,

NOTING the results of the efforts of the staff and their representatives to maintain the post adjustment, though deploring the unprecedented decision of the International Civil Service Commission to reduce take-home pay in Geneva as from August 1984;

NOTING that these results are now being used as an excuse to refuse to adjust the base salary of Professional staff;

RECALLING that the base salary of Professional staff has not changed since 1975 and that the last general review of salary scales dates back to 1972;

NOTING that, in view of the ever-increasing gap between salaries in the public service and in the private sector in the comparator country, the Administrative Committee on Co-ordination has reiterated its call for an adjustment of Professional staff salaries;

STRESSING the arbitrary manner in which Professional staff salaries are fixed because of the refusal of the competent bodies to apply the relevant rules and principles correctly;

DEPLORING the systematic campaign of denigration being waged in certain quarters in order to discredit the international public service and have salaries and pensions lowered;

INSTRUCTS the Staff Union Committee :

1. to seek a modification of the methodology employed in the periodic cost-of-living surveys including the participation of staff representatives in every stage of the surveys and to bring about a satisfactory solution to the problem of fluctuations in exchange rates;
2. to insist on the application of the rules and principles governing the fixing of Professional staff salaries and the resulting adjustment of the base salary;
3. to insist on a periodic review of the base salary;
4. in coordination with FICSA to respond by all appropriate means to the aforementioned campaign of denigration so as to restore the image and conditions of employment of the international public service.