

## RESOLUTION

on staff rights in the UN common system

The Staff Union of the ILO, convened in its Annual General Meeting (second session) on 26 October 1995,

**RECALLING** its previous resolutions denouncing the activities of the International Civil Service Commission (ICSC),

**CONSCIOUS** that the work of the Commission is now boycotted by all staff representatives throughout the UN common system,

**DISMAYED** at the evidence contained in the Report of the Staff Union Committee of the role that the ICSC continues to play in the degradation of staff conditions of service,

**DEPLORING** the ICSC's deliberate and continual abuse of the Flemming principle in order to force down General Service staff salaries through local salary surveys, the results of which it therefore unconditionally rejects,

**NOTING** the ICSC's effective admission in its latest annual report to the UN General Assembly that the Noblemaire principle is being flouted in order to permit the continued erosion of Professional staff salaries,

**ALARMED** at the UN Secretary General's misjudged endorsement of the ICSC's sinister attempts to intimidate democratically elected and officially recognized staff representatives who have publicly called the Commission's methods into question,

**CONVINCED** that the Commission as at present constituted has thus forfeited all right to be taken seriously as a UN common system body with any role to play in the determination of staff salaries and conditions,

**CALLS ONCE AGAIN** on the ILO to withdraw its acceptance of the Statute of the ICSC,

**INSTRUCTS** the Staff Union Committee to bring the present resolution to the attention of the Director-General and the Governing Body at its 264th session, in November 1995.