

ANNUAL GENERAL MEETING
FIRST SESSION

2 February 2023

RESOLUTION

Resolution on the impact on salaries of the
International Civil Service Commission (ICSC) Reform

The Staff Union of the ILO, convened in its Annual General Meeting (first session) on 2 February 2023,

Informed of the decision of the ILO Administration to implement ICSC post adjustments in all duty stations with effect from 1 March 2023;

Noting that this decision follows the decision taken by the ILO Governing Body at its 346th Session (October-November 2022) on developments concerning the determination by the International Civil Service Commission of post adjustment (GB.346/PFA/13 (Rev.1)/Decision), and in particular paragraph 6 of the Resolution contained therein:

“[The Governing Body] Commits to accept amendments to the ICSC Statute regarding the ICSC’s statutory authority to determine post adjustment multipliers should the UN General Assembly take such an action, and instructs the Director-General to then implement the official ICSC post adjustment multipliers provided after the date of the acceptance of those amendments by the Director-General of the ILO”.

Further noting the United Nations General Assembly Resolution on the Statute of the ICSC (Resolution 77/256), as adopted on 30 December 2022, and amending Articles 10 (b) and 11 (c) of the ICSC Statute, as follows:

“Article 10

The Commission shall make recommendations to the General Assembly on:

- (a) The broad principles for the determination of the conditions of service of the staff;*
- (b) The salary scale and the value of the post adjustment multiplier for staff in the Professional and higher categories;*
- (c) Allowances and benefits of staff which are determined by the General Assembly;**
- (d) Staff assessment.*

Article 11

The Commission shall establish:

- (a) The methods by which the principles for determining conditions of service should be applied;*
- (b) Rates of allowances and benefits, other than pensions and those referred to in article 10 (c), the conditions of entitlement thereto and standards of travel;*
- (c) The post adjustment applicable to each duty station.*

** Dependency allowances and language incentives for staff in the Professional and higher categories, education grant, home leave, repatriation grant and termination indemnity.“*

Recalling that ILO Administrative Tribunal Judgement 4134 of 8 May 2019 annulled ILO measures reducing the salaries of staff members on the basis of ICSC decisions, on the grounds, inter alia, that the decision-making authority in this matter rested with the United Nations General Assembly and not with the ICSC;

Considering that the implementation of the ILO Administration's decision would result in a decrease in post adjustment and therefore in salary for colleagues in the affected duty stations, both at headquarters and in the field;

Considering furthermore the increased impact of such a decision in a context of inflation and consequently reduced purchasing power, but also of the great anxiety linked to the ongoing transitions in the organisation itself;

Considering finally the importance of guaranteeing decent salaries for all ILO staff, regardless of their place of employment, taking into consideration their needs and those of their families, the cost of living, social security benefits, including during periods of transition on the labour market, and in particular in view of the precarious contractual situations that are increasingly experienced within the ILO;

Deeply **deplores** the way in which the Administration has communicated to the staff its intentions and its determination to apply the post adjustment multipliers following the amendment of the ICSC Statute by the United Nations General Assembly, as well as the implementation of this decision within a very short timeframe, even though such a decision risks accentuating the precarious situation of colleagues;

Requests the ILO Administration to implement as soon as possible its commitment to negotiate mitigating measures for the offices most affected by the application of the post adjustments set by the ICSC as of March 2023.

Instructs the Staff Union Committee:

- (a) To transmit this resolution to the ILO Administration and to the members of the Governing Body;
- (b) To demand that the ILO Administration exercise its duty of care towards colleagues affected by the application of the new post adjustments;
- (c) To further demand that the Administration communicate accurately and transparently on the impact of the application of the new post adjustments;
- (d) To negotiate mitigating measures for affected colleagues;
- (e) To take steps to examine the legal validity of the ILO Administration's decision and, if necessary, develop an appropriate legal strategy;
- (f) To urge the members of the Governing Body to instruct the Office to work for ICSC governance reform in accordance with the fundamental principles of the ILO, including collective bargaining and with the participation of the federations of United Nations staff associations and unions;

Mandates the Committee, with a view to safeguarding the legitimate interests of the staff in all categories:

To undertake all necessary actions, including negotiation, work-to-rule, strike, support and coordination of legal recourse.