



UNITED NATIONS STAFF UNION
SYNDICAT DU PERSONNEL DE L'ORGANISATION DES NATIONS UNIES
45th STAFF COUNCIL/45ème CONSEIL DU PERSONNEL

Resolution/Résolution

Resolution No.: 45/28

Meeting No.: 38

Date: 15/03/2018

Time: 1.15-2.15 p.m.

Resolution on UN Staff Council on action to be held Monday 19 March

Whereas the UN Staff Union, along with staff bodies across the common system, participated in Global Action Day on 27 February, in which staff members from around the world expressed a lack of confidence in the ICSC,

Whereas on 27 February, staff members in New York expressed their dissatisfaction with past decisions of the ICSC and clearly demanded that their Staff Union take further action on that matter,

Whereas the ICSC is meeting for its eighty-sixth session in New York for two weeks, 19-29 March, to discuss conditions of service of staff,

Whereas participating in a demonstration organized by the Staff Union is official business,

The 45th Council

Decides to hold a peaceful demonstration on the opening day of the ICSC session on 19 March from 1:15 to 1:30 pm at the fountain outside the Secretariat Building.

Adopts a statement in explanation of its decision (see annex).

Requests the Leadership of the Union to distribute the present resolution and its annex to all staff along with an invitation to join in the march.

Adopted	YES
For	15
Against	0
Abstention	0

Annex to Resolution No. 45/28

Dear colleagues,

On March 19, the International Civil Service Commission (ICSC) opens its 86th session in New York. Composed of 15 members appointed by the General Assembly and serving in their personal capacity, the ICSC is a subsidiary body of the Assembly, established for the regulation of the conditions of service in the United Nations common system (Secretariat, funds and programmes and specialized agencies). The ICSC gives the Assembly recommendations on such conditions of service and, in certain cases, takes decisions with delegated authority on behalf of the Assembly and governing bodies of member organizations.

The ICSC must be independent and impartial, guided by Flemming and Noblemaire principles, that is, to pay professionals better than in the best-paid national civil service and general service and related categories of staff at the best prevailing local standards. These principles have stood the test of time. However, in recent years we have seen the degradation of our conditions of service. Under the influence of the previous Secretary-General and, without doubt, some Member States, the ICSC started to question its own past decisions and worsen the conditions of service across the board. This lack of independence and impartiality has recently been observed by the United Nations Dispute Tribunal (judgments UNDT/2017/097, UNDT/2017/098 and UNDT/2017/099).

Staff in General Service and related categories suffer from pay cuts and an inadequate salary survey methodology that denies them fair compensation and due salary increases. Professional staff have had some of their allowances reduced or abolished and their acquired rights disrespected.

In some places, including New York, this methodology makes newcomers in general service and related categories receive less for the same work than their earlier-recruited colleagues.

We have the impression that instead of Flemming and Noblemaire principles the Commission has adopted a new one: the pay-cut principle.

This pay-cut principle we utterly reject.

But while our representatives have been active in bringing forward our concerns to the ICSC and General Assembly, there is not much they can do, as staff has only observer status in the ICSC, despite the fact that the General Assembly itself, in its resolution 128 (II) (annex, section III e) have called for “the effective recognition of the right to collective bargaining.” Also, we note with regret that conventions of International Labour Organization, which protect workers’ rights around the globe, do not apply to the staff of United Nations common system.

It is high time to correct that, as well as all ICSC methodologies that are in contradiction with the basic principles of labour law.

In order to defend our future and acquired rights and the principle of equal pay for equal work, and to take a stand for our bargaining rights, we invite you to join us for a peaceful march on 19 March, from 1:15 p.m. to 1.30 p.m., around the fountain in the front of the Secretariat Building.

United Nations Staff Union in New York