



18 October 2013

ICSC Global Staff Survey: The Foxes are Guarding the Henhouse
ILO Staff Union calls on its members NOT to participate in the ICSC survey!

Earlier this week you will have received an invitation to participate in a “global staff survey” by the International Civil Service Commission in order to “hear your views” about your compensation package. However, what is marketed as a tool to “gather the views and perspective of all staff” is seen by many as a means of justifying cuts and reductions in your conditions of service. The Staff Union first raised the alarm earlier this year when this strategy was clearly outlined in the [“HLCM Non-Paper”](#) which dismissed staff as **costs** (“by far the greatest expense”) rather than the organization’s **greatest asset**. It justifies outsourcing and the unlawful use of misclassified dependent employees in UN system organizations, and orients the debate around “appropriate” levels of compensation and job security in this context. “Appropriate” here can only be seen as reducing, which is the trend in the common system over the past 10-15 years.

This thinking was present in recent meetings held between our Federation and Member States and in the impression given to those in the latest meeting of the High-Level Committee on Management in Geneva. It is reflected in the ICSC decisions to change the GS Salary Survey methodology, which has resulted in an historic number of frozen salary scales. It is reflected in the ICSC decision to freeze Post Adjustment in New York in August 2012, consequently suspending an increase in Pensionable Remuneration levels for P and D level staff for six months. It is reflected in the ICSC decision not to apply its own methodology in relation to the Children’s and Secondary Dependents’ Allowances in Geneva and worldwide. All of these actions erode the confidence of the staff in the impartiality, independence and technical soundness of the ICSC, its methodologies, and the Common System as a whole.

And the survey, both in the way in which it has been formulated and the questions themselves, can only be seen as a continuation of this approach. This has led our Federation, [CCISUA](#) – along with the other federations who together represent the entirety of the UN Common System Workforce – to send a [message](#) to each of us, explaining their decision to “suspend all cooperation with the survey until further notice and invite their members not to cooperate with the survey”. The Staff Union has contacted representatives of the Administration, with a view to addressing these serious concerns.

The Staff Union will continue to work with our Federation to ensure that the review of the compensation system is carried out in a way which reflects best practice in conditions of employment and work, as well as social protection, and which ultimately safeguards the security, integrity and independence of the International Civil Service.

To help us achieve this, and until further notice – ILO STAFF SHOULD NOT
FILL IN THE ICSC GLOBAL STAFF SURVEY!