The question of the salaries of staff in the General Service (GS) category in Geneva appears on the agenda of the present Council meeting. This note has been prepared to enable members to clearly distinguish before discussion between the diverging paths which have been followed on GS salaries in Geneva, i.e. between the United Nations and other organizations on the one side and the International Labour Organisation on the other. The various steps over the recent years on the evolution of GS salaries are summarized in chronological order below and are presented in comparative form between the United Nations (and other organizations) and the ILO respectively.

United Nations and other organizations

1975/76 - Survey of best-prevailing conditions of employment for the General Service category in Geneva by the Battelle Institute, Geneva - new salary scale decided by the Secretary-General of the United Nations and the heads of the Geneva-based organizations: increase of salary scale by 11 per cent to 15 per cent with effect from 1 August 1975.

1977 - Survey of best-prevailing conditions of employment for the GS category in Geneva conducted by the International Civil Service Commission (ICSC) with the participation of the administrations and of the staff representatives of all Geneva-based organizations.

- New salary scale recommended to the Executive Heads by the ICSC: reduction of former salary scale by 17 per cent on average.

The Executive Heads decide to apply to all GS staff the recommended salary scale as from 1 January 1978, with the proviso that the level of salary for GS staff members who were in post before that date would be protected by the payment of a "personal transitional allowance" (PTA) until such time as their new salary overtakes the former one, after cost-of-living adjustments.

International Labour Organisation (ILO)

- The Director-General of ILO starts negotiations with the ILO staff representatives on the implementation of the ICSC recommendation.
1978

- The staff of the World Health Organization (WHO), of the World Meteorological Organization (WMO) and of GATT request the ILO Administrative Tribunal to rescind the decision of their Executive Heads concerning the implementation of the ICSC recommendation.

- The request of the staff is rejected.

- The Director-General of ILO decides:
  (a) to apply the salary scale recommended by ICSC to staff members recruited as from 1 January 1979 only;
  (b) to continue applying the former salary scale to all staff members who were in post before 1 January 1979, without granting cost-of-living increases, until such time as the thus "frozen" former scale is overtaken by the new one.

1.1.1979 Interim cost-of-living adjustment (average 2% increase in salary)

- For staff recruited as from 1.1.1978.
- Same for other staff with corresponding decrease in PTA.

1.1.1980 Interim cost-of-living adjustment (average 2% increase in salary)

- For staff recruited as from 1.1.1978.
- Same for other staff with corresponding decrease in PTA.

1980

New Salary Survey by the ICSC

17.4 to 31.5: Collection of data by the ICSC

August:

- Recommended scale applied retroactively to 1 March 1980 (with corresponding reduction in PTA for staff recruited before 1978).

1.3.1981 Interim cost-of-living adjustment (average 4% increase in salary)

- For staff recruited as from 1.1.1978.
- Same for other staff with corresponding decrease in PTA.
June

- Following further negotiations with the staff, the Governing Body decides to grant a 3% salary increase to staff who were in post before 1979.

3.7

The Executive Heads of the other International Organizations decide to bring before their respective Governing Bodies "the matter of the abnormal situation of unequal net remuneration between similar groups of General Service staff in Geneva resulting from the ILO decision, and their intention to grant a comparable increase".

October

The GATT Budget Committee deletes the provision for an increase of 3% in the GS salary scale, not yet approved by the United Nations General Assembly.

December

The United Nations General Assembly requests the Secretary-General to reconsider his intention and decides not to approve the related expenditure.

1.3.1982

Interim cost-of-living adjustment (average 3.4% increase in salary)

- For staff recruited as from 1.1.1978.
- Same for other staff with corresponding decrease in PTA (in some cases, PTA completely offset by COL salary increases).