

GENERAL AGREEMENT ON TARIFFS AND TRADE

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ADMINISTRATIVE AND FINANCIAL QUESTIONS

General Service Salary Scales

Note by the Executive Secretary

1. At the request of the Executive Heads of the international organizations in Geneva a fresh study was made last autumn of the appropriateness of the General Service salary scales.
2. To this effect the ILO Statistical Division conducted a survey of the remuneration paid by local employers for jobs comparable to those in international organizations. The survey was based on criteria laid down by the Standing Committee on the Co-ordination of Conditions of Service in Geneva, consisting of representatives of the United Nations, the International Labour Organisation, World Health Organization, International Telecommunications Union, World Meteorological Organization and the General Agreement on Tariffs and Trade.
3. As on previous occasions, the latest survey proved again the extraordinary difficulties of job comparison. The data obtained could not therefore be considered conclusive, and led the various organizations concerned to different interpretations which could not be reconciled.
4. Nevertheless, agreement was finally reached between the Directors-General of the ILO and WHO on a scale of increases which, in their view, it would be appropriate to apply with effect from 1 January 1962.
5. The Secretary-General of the United Nations, whose agreement to this scale had also been sought, indicated that he was not satisfied that a fully convincing case had been made out for the increases proposed, and therefore wished to defer a decision pending a report by the Advisory Committee on Administrative and Budgetary Questions which had indicated its intention, during a session to be held in Geneva at the end of March 1962, to review the basis on which increases in General Service salary scales are arrived at, and also pending the report of an ad hoc committee of outside experts which meanwhile the Executive Heads of all the organizations concerned had agreed to appoint with a view to examine and make recommendations on various aspects of the problem of General Service salaries in Geneva. The Directors-General of ITU and WHO and the Executive Secretary of GATT shared the views expressed by the Secretary-General of the United Nations.

6. The Director-General of WHO announced on 15 February 1962 the following increases for application to the WHO staff with effect from 1 January 1962:

	<u>Per cent</u>
G.1	15
G.2	12.5
G.3	10
G.4	10
G.5	7.5
G.6	7.5
G.7	7.5

On the basis of these increases the scales currently applied in WHO are as follows:

G.1	10,055 - 305 - 13,105
G.2	10,775 - 345 - 14,225
G.3	11,590 - 430 - 15,890
G.4	12,715 - 495 - 17,665
G.5	13,760 - 545 - 19,210
G.6	15,080 - 605 - 21,130
G.7	16,755 - 750 - 24,255

7. The Governing Body of the ILO at its 151st session rejected the immediate introduction of a new salary scale and requested the Director-General:

- (a) to submit proposals regarding increased salary scales to General Service classes of the ILO to the Governing Body at its next session, after consultation with the Executive Heads of the other organizations concerned through the mechanism of the Administrative Committee on Co-ordination, taking account of such findings and recommendations as may be submitted to them by the Committee of Experts appointed to examine this subject, and of any observations which may be made by the Advisory Committee on Administrative and Budgetary Questions following its meeting in Geneva in March 1962;
- (b) to draw the attention of the Chairman of the ACC to the importance of firm proposals being available by May 1962, so that the Governing Body will be in a position at its 152nd session to take a decision on the revision of General Service salary scales which would then be effective as from 1 January 1962.

8. Meanwhile reports on the matter have been submitted by the Advisory Committee on Administrative and Budgetary Questions and by the Expert Committee referred to above.

9. These reports are at present under study in the Geneva-based organizations. As far as the report of the Expert Committee is concerned the main recommendations are summarized below:

- (a) the basic comparison should be with the services of the Canton and of the municipality;
- (b) comparison should be on the basis of the net salary of a single person;
- (c) the salaries of the General Service classes should take account of a number of factors which justify an excess of about 15 per cent over the comparable Canton rates;
- (d) the rates recommended should be as follows:

G.1	9,250 ¹	- 300	- 12,250
G.2	10,000	- 350	- 13,500
G.3	11,000	- 400	- 15,000
G.4	12,000	- 455	- 16,550
G.5	13,750	- 510	- 18,850
G.6	15,000	- 600	- 21,000
G.7	17,200	- 720	- 24,400

- (e) the scales recommended by the Committee should be applied in all international organizations in Geneva, including WHO, with effect from 1 January 1962, but existing staff should be granted a special personal allowance to bridge any gap between the rates resulting from these scales and those operating in WHO;
- (f) there should be a system of automatic future adjustments;
- (g) a comparison should be made, say, every five years with the salaries paid by the Canton;
- (h) various related subsidiary problems should be studied;
- (i) the General Service staff of all international organizations in Geneva should be regarded as an indivisible whole, and future salary adjustments should be unanimous in percentage and applied simultaneously by all organizations.

10. The Executive Secretary, after studying these recommendations has arrived at the conclusion that they form a sound basis for working out a more satisfactory salary system for the General Service staff.

11. Consultations on the subject are currently in progress among the Geneva-based organizations with a view to arriving at an agreed position.

¹ Messengers aged 25 and upwards to enter two increments up the scale.

12. If this should prove impossible the Executive Secretary, in keeping with accepted practice, intends to apply to GATT General Service staff the salary scales the United Nations decide to adopt for the European Office, and to implement such scales with effect from 1 January 1962 as recommended by the Expert Committee and the Advisory Committee on Administrative and Budgetary Questions.

13. The cost to the 1962 budget, estimated at roughly \$19,000 would be absorbed out of savings.

Submitted for information.