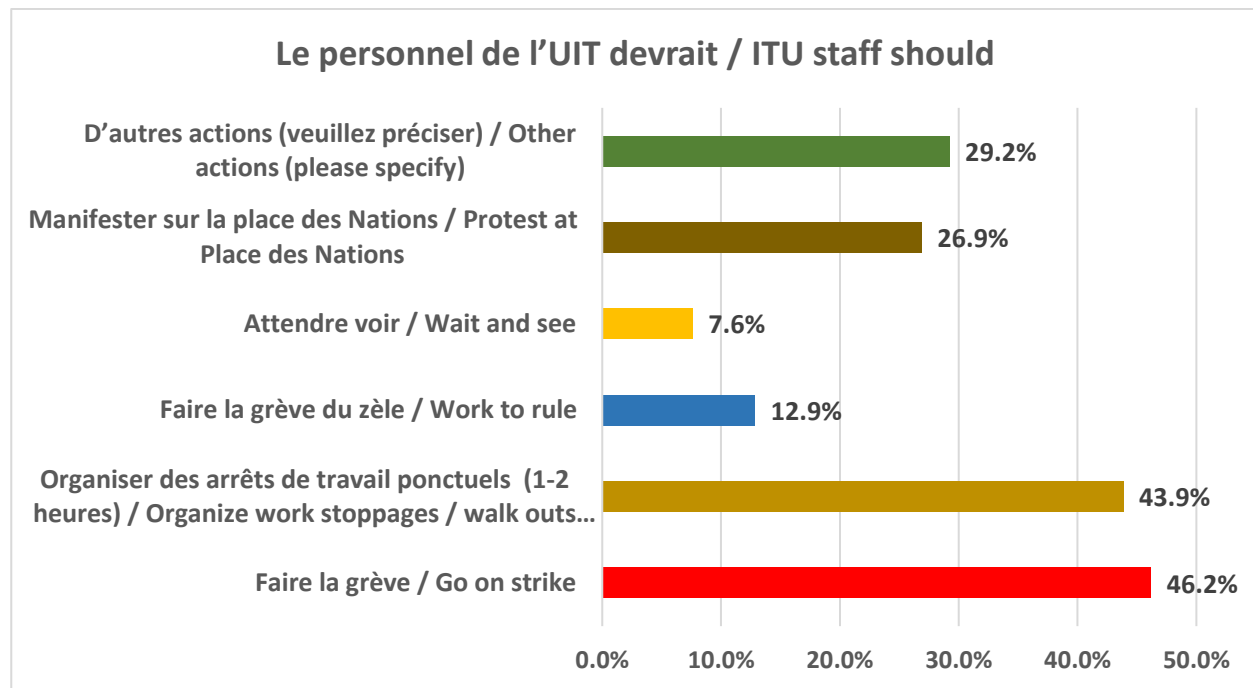


Survey on the pay cut mobilization

Q1 / D'après vous, le personnel de l'UIT devrait / In your opinion, ITU staff should:

Answered: **171** Skipped: 0



Other actions (50 answers)



Annex – All other actions

1. arret de travail durant certaines sessions du conseil
2. PLEASE: can we be informed a couple of days in advance when some protest or action is organized at UNOG. This information seem to systematically reach us too late.
3. tenir au courant les medias en collaboration avec autres organisations
4. Perhaps decrease enthusiasm, short working day or extend task delivery in a proportion of the money we have lost by cuts.
5. Continue to Work but show our disagreement because eventually this situation will have a negative impact on our performance
6. All ITU strike during one of the Council-2018 Session
7. Strictly respect the working hours and ask always for overtime before working extra time
8. Make a strike during a high level meeting, such as Council and WGs, making sure that the responsible Secretariat will stop working. Any other strike will not be effective.
9. Request that Administration should take corrective measures in order to compensate the illegitimate pay-cut, such as monthly/yearly reimbursement in other concepts like: free-lunches and coffee breaks in ITU Cafeteria, Health Insurance, Corporate Car and other benefits
10. Faire appel à la justice
11. Silent protest before/outside Council meeting
12. To participate in coordinated actions with other UN organizations in order to make the protest as massive as possible
13. I believe litigation is the way forward. However, it is important to express our frustration through work stoppages and public protests. Moreover, I believe that reforming the ICSC is of the essence, as it will prevent future abuse and embarrassing mistakes as identified during the last exercise (P salary survey): flaws in the application of the methodology, calculation errors, use of unsuitable data. ITU has to stop all contributions to ICSC until mistakes are addressed and corrected. The pay cut should not be implemented until the entire exercise is reviewed and appropriate action is taken.
14. Work together with other organizations affected by the pay cut to have a greater impact
15. Actions visibles mais n'impactant pas le temps de travail. Etre créatif sur le format.
16. respect the rule!
17. Porter plainte
18. Faire un appel collectif via un avocat compétent
19. Faire appel de la decision
20. I think we should try to act as much as possible in accordance with what the other UN organizations affected are doing. For example, an ITU-only strike will have less impact than a UN-wide strike in Geneva.
21. actions communes avec les autres organisations pour faire bloc (greve de zele ou autre)
22. Demander officiellement a Monsieur Zhao de demander le retrait de l'UIT de la CPFI
23. Decide to begin working full 8 hour days, instead of 5-6 hours per day, and become more productive collectively, so we have more leverage collectively.
24. Collective letter addressed to Secretary-General
25. Endorse flex arrangements and telecommuting to reduce baby-sitting costs etc.
26. Activer le représentant des pays clés, ex. France, Italie, Suisse, activités de sensibilisation ponctuelle pendant le Conseil et augmenter la visibilité médiatique pendant les événements eg. WSIS
27. Look for means of pressure for the revision of the decision via legal action
28. Maybe start paying ITU interns with the paycut?
29. Recours
30. appeal with ilo
31. Have a meeting for all staff; where has staff council been??
32. Persuade the Staff Council and Union to coordinate and do something together
33. become better informed. not clear what staff council and staff union are doing, can do and should be doing. it seems like a divided battle.

34. Personally I have too much work and cannot strike. I also think that it would not be particularly effective in our case, as the management is not the one making the decisions - certain Member States are. Unfortunately in my opinion the courts must settle this.
35. une contestation par voie juridique est en cours
36. Take legal action
37. Discuss with ITU management the great concerns, and try to discuss and negotiate a common way of action and response.
38. Coordinated legal and administrative actions would be the most effective. Strikes will only lead to poor working relations, conflict and bad publicity in the media.
39. contest decision
40. File a complain with the lawyer and with the Sec Gen. The Sec Gen is in favour of staff on this matter
41. Attendre dans un premier temps la réaction et le résultat de la demande de réexamen adressée au Secrétaire Général et décider ensuite.
42. Faire appel à la justice
43. Le problème avec la grève du zèle, c'est que certains la faisaient déjà avant la réduction de salaire.
44. faire appeal la decision
45. Arrêts de travail chaque jour pendant la session du Conseil
46. Legal action
47. Mettre la pression sur l'administration pour qu'elle se retire de la cfpi
48. Keep communicating with Administration. Submit legal refusal to ILO Tribunal
49. Strengthen the message that Geneva is the 6th most expensive city in the world, according to the Worldwide Cost of Living 2018 survey published by the Economist Intelligence Unit (EIU). It also mentions that Geneva has a cost of living score of 106, meaning it is 6% more expensive than New York, which does not even feature in the top 10 most expensive cities. A pay cut for Geneva-based staff is therefore not realistic, nor acceptable!!!
50. None