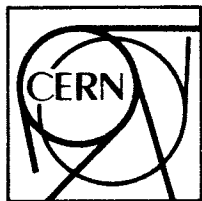


BULLETIN ASSOCIATION DU PERSONNEL

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STAFF ASSOCIATION

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LA NOUVELLE RÉVISION QUINQUENNALE DES SALAIRES EST EN COURS!

Comme tous les cinq ans, les conditions financières et sociales des membres du personnel sont revues selon une procédure décidée par le Conseil de l'Organisation. Lors de l'exercice appelé RESCO, en 1980, le but de cet examen et les éléments à prendre en considération ont été définis ainsi (CERN/FC/2322):

"1.- garantir que ces conditions restent conformes à la situation existant dans les Etats membres du CERN

2.- Cet examen sera effectué en tenant dûment compte des éléments suivants:

a) la situation économique et sociale générale dans les États membres, en se référant particulièrement au pays où l'Organisation a son siège (la Suisse)

b) les niveaux et l'évolution des rémunérations d'autres organisations européennes

c) le mouvement des traitements réels nets [...] de la fonction publique de six Etats membres du CERN

d) des besoins particuliers de l'Organisation, tels que le recrutement du personnel."

Lors de l'examen quinquennal de 1985, une étude faite par l'Administration du CERN et l'Association du personnel, et vérifiée par le Comité tripartite CCEC, avait mis en évidence que les salaires des titulaires du CERN étaient inférieurs à ceux des Organisations choisies comme référence par le Conseil [Agence spatiale européenne (OC), Centre commun de recherches nucléaires de la Communauté européenne (CE), Agence internationale pour l'énergie atomique (ONU)] par environ 17%.

L'Association du personnel, avait donc demandé au Comité des Finances et au Conseil d'adopter *"le principe de l'alignement des conditions d'emploi du CERN sur celles des organismes de référence"* et *"de commencer immédiatement les négociations pour atteindre ce but"*. Cette demande avait été rejetée par les Etats membres parce que *"au cours de la période [de l'examen: 1981-1984] les traitements du CERN ont subi une perte de pouvoir d'achat inférieure à celle des traitements des fonctions publiques nationales "*. [un argument qui n'avait pas été utilisé auparavant, lorsque la situation était inverse...]

Le Conseil du CERN s'était borné à *"prendre note du document du CCEC et à l'accepter comme un document valable à prendre en considération dans les discussions futures concernant la politique de rémunération"*.

Pour l'examen actuellement en cours, et dont les résultats devraient être appliqués à partir de l'année prochaine, le Conseil a confié au nouveau comité tripartite, TRACE, successeur de CCEC, le soin de lui *"soumettre son avis pour décembre 1989"*. La Direction du CERN a donc remis à TRACE une étude mettant à jour celle de la révision précédente.

Cette étude montre que:

a) la situation économique et sociale s'est améliorée dans les Etats membres durant les cinq dernières années, avec un indice de prospérité nette qui a augmenté par 9,3% dans les pays de la Communauté européenne et par 4,5% en Suisse.

b) Le niveau des salaires de base moyens payés par le CERN sont inférieurs aux salaires moyens payés par les organisations de référence à des personnels comparables de 8% (ONU)²⁾, 15% (OC) et 24% (CE).

L'écart entre les salaires du CERN et ceux des CO et de la CE a augmenté depuis le dernier examen.

c) Le mouvement des salaires réels nets des fonctionnaires nationaux des six Etats membres de référence a été plus grand (+ 3,5%) que le mouvement de ceux du CERN (+0,2%).

d) En ce qui concerne le recrutement, il est difficile de tirer des conclusions définitives car le nombre annuel en est très réduit, par décision du Conseil du CERN lui-même. On observe cependant qu'il y a peu ou pas de candidats en provenance de l'Autriche, du Danemark, de la République Fédérale d'Allemagne, de la Norvège, du Portugal et de la Suède.

Ces faits ont été reconnus par TRACE lors de sa première réunion, le 20 juin dernier.

Pour que l'examen se poursuive, il faut maintenant que TRACE, qui se réunira le 10 octobre, *"prenne en considération des ajustements de traitements, allocations et indemnités du CERN qui pourraient être proposés par la Direction du CERN pour atteindre les objectifs de l'examen"*. Pour cela, il faudrait que la Direction du CERN fasse des propositions, ce qu'elle n'a pas encore fait! (La réunion de TRACE prévue pour septembre a donc été supprimée). La question sera discutée à la prochaine réunion du Comité de concertation permanent (CCP), le 6 septembre (à suivre)

1) Souligné par nous

2) Un examen des traitements est en cours pour le personnel des Nations Unies: les représentants du personnel demandent une augmentation de 25% pour tous les "professionnels", les secrétaires généraux (équivalents à notre Directeur général) demandent une augmentation immédiate de 5% , pour commencer. L'Assemblée générale (l'équivalent du Conseil de notre Organisation) doit se prononcer bientôt.

Unfortunately, we have more bad news from the Occupied Territories. As you have probably already heard from the media, there have been five new deportations on Sunday, August 27, including the physicist Taysir Aruri, for whom many of us signed a petition earlier this year, asking precisely that he not be deported. On this sad occasion, we believe it appropriate to reprint the appeal written by the Princeton theoretician Edward Witten, and published on June 13 in the Jerusalem Post, giving some more background on why we think Aruri should not have been deported.

Don't deport Taysir Aruri

Edward Witten

RECENTLY, OVER 1,100 of the world's leading physicists, including 16 Nobel laureates and more than 60 members of the U.S. National Academy of Sciences, made an unprecedented appeal for the release of imprisoned Palestinian physicist Taysir Aruri. The physicists signing the appeal – many of whom have close scientific ties with Israel – call upon the Israeli government to “free Taysir Aruri” and to “listen to his message” of moderation and peace.

Aruri, who is professor of physics at Birzeit University in West Bank, has been imprisoned without formal charges or trial since last August. Currently there is a military deportation order against him.

I was a prime mover behind the physicists' appeal for Taysir Aruri, and by recounting my acquaintance with him, I would like to help explain how this appeal came about.

I have visited Israeli universities on quite a number of occasions in the last 12 years. In some of those visits I had the opportunity to visit the Palestinian universities in the occupied territories, and to get to know some of the people on the other side of the Green Line. Eventually, in 1982, I was invited to spend a few days visiting Birzeit University (where I gave a colloquium on neutrino astrophysics). In the physics department of the university I met Taysir Aruri. I would like to recount part of what he told me.

TAYSIR ARURI was educated in physics in Moscow in the early 1970s and then returned to his home in the occupied West Bank. In 1974 he was arrested by the Israeli authorities and imprisoned for nearly four years. He was an administrative detainee, held without formal charges or trial.

He was adopted by Amnesty International as a “prisoner of conscience” (a status which he also has currently). Quiet appeals from leading international physicists played a role in winning his release in 1978. Following his release, he joined the physics department at Birzeit University.

Aruri told me in 1982 that the worst part of prison life had been the crowding. In Ramallah prison it had been “unbelievable” and “the prisoners had to sleep in shifts.”

Many readers may think that,

even if he never committed acts of violence, Aruri must be a political extremist to have been arrested and imprisoned for so long. So let me tell you what he told me.

“I believe,” he said, “that the solution to the Israeli-Palestinian conflict must be a Palestinian state alongside and at peace with the State of Israel. I want to be very precise: the borders of this state should be the West Bank and Gaza. If we say we want a Palestinian state that includes Tel Aviv, naturally all the people in Tel Aviv will be opposed to this.”

“I have believed for many years that we Palestinians should make our position more explicit. These have been my views since before I was arrested.”

ARURI WENT ON to criticize Israel for not wanting to hear moderate opinions from Palestinians. Rejecting the chance for an honest compromise with the Palestinians, he said, was not in Israel's interest.

“For the long-term future of Israel, I think there are two possibilities. Either it will become part of the Middle East and cooperate with the Arab countries in solving the problems of the region, or else it will disappear.”

But Aruri also criticized the Palestinian movement for not advocating a realistic peace programme in a clear-cut way.

“The failure of the Palestinians to take a clear position in favour of two states has, in my opinion, weakened the Palestinian cause in two ways. First, it has made easier the task of Israeli propaganda which claims that the Palestinians are the unreasonable side. Second, it has encouraged some Palestinians to continue to hold unrealistic illusions.”

An Israeli acquaintance who knows Aruri writes to me that what Aruri told me, he must have told in that period to “at least 200 others.”

Another Israeli acquaintance writes that Aruri was in those early days “one of the few who were willing to go up front, and deal with barriers of taboos, emotions and perhaps some fear” in discussing the need for reconciliation between Is-

raelis and Palestinians.

“I can only conclude,” he adds, “that with many more people of Taysir's quality on both sides of this tragic struggle, we would have been long past the kind of wanton suffering that we have been witnessing for months on end.”

I WAS NOT too surprised to learn that last summer, Aruri had made a public statement, with an organized group of Israelis and Palestinians, along the lines of what I had heard privately in 1982.

On June 13, 1988, a group of Israeli and Palestinian artists and intellectuals signed in Jerusalem a symbolic “peace treaty” aimed at showing to the political leaders of the two sides that a peace agreement was possible.

Taysir Aruri was one of the signatories of this document. In signing it, he publicly committed himself to supporting “the right of the State of Israel to live in peace and security within its borders preceding June 5, 1967,” together with a similar right of freedom and self-determination for Palestinians.

Unfortunately, the next news about Taysir Aruri was of a different kind entirely.

He was detained by the Israeli military authorities on August 8 and served with a deportation order a few days later. He has been imprisoned since then. The Israeli Supreme Court concluded the hearing of Aruri's appeal on June 1; its decision is awaited. Should the court decline to overturn the deportation order (which would not be surprising, since the Israeli Supreme Court, despite its fairmindedness in other areas, has never overturned a deportation order), the ball will be back where it started, in the hands of the political authorities, who will have to decide whether to proceed with Aruri's deportation.

MANY PEOPLE HAVE asked what Taysir Aruri is accused of. The answer to this question is that we do not know. The charges and evidence are secret. Indeed, the legal procedure used against Aruri – and frequently used in the occupied territo-

ries in the last 22 years – is one in which the accused person and his lawyers may not review the charges and evidence against him.

In the absence of an ordinary indictment and bill of charges, the Israeli army has made a variety of statements reporting purported allegations against Taysir Aruri. These allegations definitely do not include any allegation that Taysir Aruri is a terrorist or has aided terrorists.

Prominent among the reported allegations is the claim that Aruri is a member of the Palestine Communist Party (which has never engaged in terrorism, has long advocated that the Arabs should recognize Israel, and has a legal counterpart in Israel that is represented in the Knesset), and that he was involved in Palestinian “popular committees.”

(As was extensively reported in the press, the bulk of these committees were devoted to peaceful activities stressing Palestinian self-reliance in agriculture, education, and other areas; the popular committees were actually outlawed only after Aruri's arrest).

Behind all this seems to be the fact that the Israeli government does not accept the legitimacy of peaceful Palestinian protests against the military occupation, and portrays almost any such protests as “disturbances” with terrorism. Over 20,000 people allegedly involved in “disturbances” have been arrested since January 1988.

In recent times, many things have changed in the Middle East and the world. Events have awakened many people to realities that they had tried to forget. The big powers seem to be converging in their approach to the Israeli-Palestinian conflict. The ideas about the road to peace that Taysir Aruri has long advocated now seem to have much broader support among both Palestinians and Israelis.

It is ironic that in 1989, Aruri should be imprisoned and threatened with deportation – generally considered a violation of international law in any case – without proper legal procedure, on the basis of secret evidence and ambiguous assertions.

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