



STAFF UNION BULLETIN
BULLETIN DU SYNDICAT
BOLETIN DEL SINDICATO

21 November 2003

News and events

(Mid-October to mid-November 2003)

First Tuesday of the Month, Recruitment and Selection

At a well attended meeting held on 11 November, participants expressed their hopes that the forthcoming revision of the Collective Agreement on Recruitment and Selection Procedures would provide Staff representatives and the Administration with the opportunity to reinstall more fairness, transparency and opportunities for career development in the process. Among most criticized items were the lack of control by Union representatives and (to a lesser extent) by HRD on the actual designation of incumbents to fill vacancies; the misuse of assessment centers as an elimination tool, instead of being one way to evaluate training needs required to facilitate career development; the slow implementation of PDPs beyond pilots; the absence of mechanisms to ensure that global HRD goals be really pursued via recruitment and selection procedures; the excessively difficult path to career development for locally recruited staff members. Representatives of the SUC stated that more debates of this kind would be organized on this topic in the near future, in view of its importance for all staff.

Second session, Annual General Meeting

At its sitting of 30 October, the General Meeting chaired by Carmen Sottas adopted a motion expressing solidarity with a colleague holding a WLT contract faced with a decision of dismissal while no exceptional charges were outstanding against him. On the occasion, the General Meeting expressed its concern that employment security might become a threat in the ILO, should individual decisions continue to be made without sufficient consideration being paid to the special circumstances surrounding each situation, and to the harsh consequences of bureaucratic procedures which affect colleagues and their families.

Statement to the PFAC

On 13 November the Chairman of the Staff Union Committee delivered his customary statement - the full text is being published as Staff Union Bulletin No.1309. Among topics addressed:

recognition of progress made in collective bargaining; in contrast, worries concerning lack of or slow progress of individual cases, e.g. reclassification, fairness in evaluation, career opportunities. Concerns were also expressed regarding degradation of security of staff at too many duty stations, while recognizing positive role played by ILO in a deteriorating environment.

Meeting with Secretary General

On 11 November, on the occasion of the visit to Peru of the United Nations Secretary General Kofi Annan, Amalia de Cuba, ILO SUC Regional Titular Member for the Americas and President of FASAPNUP - Federation of Staff Associations and Union of the United Nations in Peru - delivered a statement on behalf of all staff of the common system. Our colleague notably stressed the dual commitment of all staff and their representatives, on the one hand to promote the values and principles of the UN in a world where those were more and more vital to the people, and on the other to continue fighting in unity for decent conditions of employment and of work for all UN staff. The text of her address (in Spanish) is being published as a Staff Union Bulletin.

Staff Union Introduction Course

The first cycle of Staff Union Introduction Courses will successfully be completed by mid-November. The text of power point presentations made by colleagues is available on the Union website (<http://www.ilo.org/public/english/staffun/training/courses.htm>) A thorough evaluation of the cycle will be conducted with all participants in this pilot exercise. A new cycle is to be started in January 2004, and courses will be conducted in the Field in conjunction with Regional Meetings on the basis of a training of trainers approach. Distance learning is also being explored by the ad hoc Staff Union Working Group on Training.

Local salaries

Our colleague Rocio Zegarra (Lima) represented the ILO Staff Union at a seminar on the new methodology for local salary surveys to be organized jointly by UNDP and FICSA in New York, from 18 to 20 November 2003. In addition to addressing technical issues, our colleague voiced the united refusal of staff throughout the system to accept the ICSC's attempts to manipulate data collection to achieve decreases in local salaries.

Unity, UN Staff Associations and Unions

The ILO Staff Union will take part at a meeting to be held at UN Headquarters in New York, at the invitation of CCISUA - the Coordinating Council of International Staff Unions and Associations - to discuss "the future of Staff Unions in the UN common system". This active participation is part of the ILO SUC's continual efforts to promote unity of action of staff and their representatives throughout the common system.

United Nations Day

On 24 October, in celebration of UN Day, the Staff Union Committee invited all ILO personnel to a drink in friendship and solidarity. It was also an occasion to receive information on activities of different staff associations (Retired officials, Sports and Leisure, Staff Union Assistance Fund, MEC and UNION Magazine).