

STAFF UNION BULLETIN **BULLETIN DU SYNDICAT** **BOLETIN DEL SINDICATO**



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JOB SECURITY IN THE ILO:

STAFF UNION HOLDS MEETINGS BY CONSTITUENCIES

Between 25 February and 12 March 2004, the ILO Staff Union Committee held nine Sectoral Meetings attended by some 300 Union members at Headquarters. The reason for this unprecedented effort of direct communication, completed just before the start of the March 2004 session of the Governing Body where job security in the ILO and the UN system will represent the core of SUC address to the PFAC, was to apprise colleagues of the related serious concerns of Union representatives.

While the initial mobilization of staff on the question of job security was motivated by the abrupt dismissal for non disciplinary reasons of a colleague holding a permanent contract and counting more than 20 years of service with the ILO – his case is now with the ILO Administrative Tribunal, and the Union is organizing financial solidarity for him and his family – it rapidly emerged that there were broader questions directly linked to job security that also deserved serious and urgent attention.

The participants in the nine Sectoral Meetings confirmed that the following represented as many signals of a possible deterioration in terms of job security in the ILO:

1. Silence kept by the ILO when confronted to the proposals from ICSC to get rid of career appointment in UN organizations, or to promote merit as a substitute for grading and seniority in the common system;
2. Absence in the ILO of fair performance evaluation systems, which would imply constant joint monitoring of mutually agreed upon objectives including career development;
3. Persistence of the Reports Board in its secret composition leading to secret deliberations without staff representation as “supreme body” dealing with job evaluations and their consequences;

4. No guidelines and procedures to deal with restructuring and reorganization processes, be they open or hidden, and to place staff and human considerations at the core of such processes;
5. No instance or mechanism established to deal with individual cases and actually monitor labour relations in work units other than those corresponding to individual conflicts almost unavoidably leading to confrontations adversely affecting staff members;
6. Lack of familiarity of many managers with ILO traditions, values and principles, including the basis for establishing sound labour relations in individual work units;
7. Persisting outside recruitment in times of budgetary constraints, instead of promoting career development, including for senior and competent G staff at all duty stations;
8. Continued use and abuse of improper contracts of employment more and more construed as a substitute to decent employment contracts, leading to increased precariousness for many staff members.

Participants in the Sectoral Meetings confirmed their readiness to support Union demands to the Director General and to the Administration representative on the Joint Negotiating Committee promoting remedial action to protect job security across the ILO, for all staff from all categories.

They reiterated their readiness to respond to possible calls of action by the Union to address job security in the ILO or in the broader context of the UN Common system, should the situation further deteriorate or Union demands remain unanswered.
