

STAFF UNION BULLETIN
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**RECRUITMENT AND SELECTION, ASSESSMENT CENTRE AND THE RAPS
TAKING ACTION IN DEFENCE OF COLLECTIVE BARGAINING**

Following the 7 April Staff Union Bulletin entitled “RAPS and New Procedures for Assessment Centre”, we would like to inform the staff of the outcome of the discussions held on this subject within the Joint Negotiating Committee (JNC).

At the JNC, the Union and the Administration were not able to reach an agreement on the nature of the changes to the Assessment Centre and their impact on the process of Recruitment and Selection. As a result, the Union has taken the decision to refer the matter to the Review Panel, an independent body charged with resolving collective disputes and differences of opinion over the content of ILO collective agreements.

For the Staff Union, the recent changes to the Recruitment and Selection procedures resulting from the new RAPS – and most importantly, the fact that these changes were made unilaterally – have had a substantive impact on the terms of the collective agreement that was signed in 2000.

The Union would like to clarify that the submission of this question to the review panel is not due to opposition to the introduction of improvements to the recruitment and selection process. Indeed, the Union made a number of important suggestions for improving the Assessment Centre and Technical Panels throughout the negotiations, and we continue to believe that it is in the interest of staff and the Organization to have a rigorous, up-to-date and effective system.

However, the Union contests the right of one side to make such substantive changes unilaterally. In order to protect the role of collective bargaining within the ILO itself, we need to preserve those agreements which were made in 2000, and to ensure that any changes that would amend those agreements, are the subject of negotiation.

It should be noted that during the Review Panel process, the Union has suspended its participation in the renegotiation of the recruitment and selection procedures, pending clarification by the Review Panel.

We remain firmly convinced of the importance of social dialogue and collective bargaining within our organization, provided that the rules of the game are respected by both sides.

As you can tell from these developments, we are currently in a crucial time. We know that on subjects as fundamental as collective bargaining and social dialogue we can count on your support. We will not fail to keep you informed.