



HOW TIMES CHANGE...

JOBS UNDER THREAT!!!

Beirut 1982: Civil war takes hold in Lebanon. Local staff of the ILO Regional Office are evacuated to Geneva or maintained in post. The situation lasts ten years. **NO ONE IS LAID OFF.**

Abidjan 2005: The country avoids civil war. Preparations for presidential elections go ahead. The Director General decides to provisionally transfer activities away from Côte d'Ivoire – and cut the majority of jobs.

**WHAT'S ON OFFER: 25 LAYOFFS,
INCLUDING A DOZEN PERMANENT CONTRACTS...**

**BACKED BY THEIR UNION, ABIDJAN STAFF
REFUSE TO ACCEPT THEIR FATE
– THEY HAVE OTHER PROPOSALS (see over)**

**THE ADMINISTRATION IS UNWILLING
TO MOVE –
MAKE THEM CHANGE THEIR MINDS!**

**DEFENDING ABIDJAN TODAY
MEANS PROTECTING THE
FUTURE FOR ALL**

Staff Union Committee, 6 May 2005

PRACTISE WHAT YOU PREACH!

ABIDJAN: PROPOSALS BY LOCALLY RECRUITED STAFF AT A GENERAL MEETING ON 29 APRIL 2005 – RESOLUTION UNANIMOUSLY ADOPTED AND SIGNED BY THE 48 PERSONS PRESENT

The staff... mandates the Staff Union Committees in Abidjan and Geneva to pursue negotiations with the ILO Administration in accordance with the terms of reference below:

- 1. Maintain ILO representation in Abidjan as an Area Office (*the Administration refers to a “light structure”*), with all corresponding professional functions – including accounts, technical cooperation support, IT maintenance, and documentation: four jobs in addition to the six whose retention has already been agreed.**
- 2. Consider the relocation to Addis Ababa (Regional Office) and Dakar (Subregional Office) of those officials who wish by this means to continue to carry out their duties – nothing in the relevant headquarters agreements prevents this, and the ILO must remain free to be able to choose its staff: nine jobs in addition to the five whose relocation has already taken place or is planned. (*The Administration claims that the Ethiopian authorities would not accept this, in order to favour its own nationals. The ILO cannot give in to the demands of a Government – this would be contrary to the Standards of Conduct in the International Civil Service, and there is no obligation to decentralize to Addis.*)**
- 3. Concerning those jobs that are to be retained in Abidjan, allow job-sharing on a part-time basis for staff who wish to do so. (*Some colleagues would be prepared to share based on solidarity, which is a traditional African value.*)**
- 4. Negotiate conditions for agreed terminations on a more favourable basis than those stipulated in the Staff Regulations. (*The Administration would like to stick to a strict interpretation of the minimum provisions allowed by the Regulations – termination indemnity up to a maximum of one year’s salary. Some colleagues would be interested in an improved indemnity payment coupled with continued pension and health entitlements.*)**
- 5. Taking into account the fact that the suspension of regional and subregional activities in Abidjan is only provisional, allow colleagues who wish to do so to benefit from special leave on full or partial pay, including maintenance of the right to social protection as stipulated in the Staff Regulations. (*This approach was adopted by the WHO following the evacuation of its Regional Office in Brazzaville a few years ago.*)**
- 6. To any colleagues who may be interested, offer a plan for vocational and social reintegration involving training leading to qualifications, including use of the ILO project infrastructure and the Turin Centre. (*Isn’t our Office the leader in the field of employment promotion?*)**

To guarantee future employment in Geneva, Lima, Bangkok, Beirut – and other duty stations

***WE DEMAND A GENUINELY NEGOTIATED,
SOCIALY RESPONSIBLE SETTLEMENT
FOR ABIDJAN STAFF!***