



## **The employment relationship at the heart of the ILO's mandate?**

The Conclusions contained in the Resolution concerning the employment relationship that was adopted in June 2003 began by recognizing that “*the protection of workers is at the heart of the ILO's mandate*” and that “*all workers, regardless of employment status, should work in conditions of decency and dignity.*”

In the light of these Conclusions a draft Recommendation concerning the Employment Relationship has been submitted to the Conference in an endeavour *to protect the workers of the world better, by guaranteeing an adequate protection policy that should at least include measures to combat disguised employment relationships, ensure compliance with and effective application of laws and regulations concerning the employment relationship, and ensure equal protection to workers especially affected by the uncertainty as to the existence of an employment relationship, including women workers, young workers, older workers, workers in the informal economy, migrant workers and, in general, the most vulnerable workers.*

### **What's the situation at the ILO?**

**Do all members of the Organization's staff, regardless of their employment status, really work in conditions of decency and dignity?**

Just look around! How many **external collaboration** contracts (service contracts offering no entitlement to insurance or any other kind of benefit) are renewed again and again to disguise a permanent contractual relationship? And of course the people affected, as **second-class citizens** to whom the Staff Regulations do not apply, have no right to lodge a complaint. Irrespective of the budgetary source, it is perfectly justified here at the ILO to talk of disguised employment relationships (use of contracts not corresponding to the nature of the duties carried out), lack of social protection and precarious employment.

**The Staff Union Committee wants to guarantee that employment relationships will continue to be protected everywhere, including at the ILO, and to combat fraud and bad practices.** We are convinced that, as the proposed Recommendation makes clear, dialogue between the partners concerned is essential. We want to work together to make sure that the principles that are at the heart of our Organization are respected.

**We must stick together in our fight for decent work, protection and respect for all workers employed in the service of the International Labour Organization.**

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