Resolution on Certain Aspects of Career Policy

The Staff Union of the ILO, convened in its Annual General Meeting on 8 October 1984,

HAVING NOTED the information concerning titularisations contained in the annual report of the Staff Union Committee;

REGRETTING the small number of titularisations among local field staff;

CONCERNED at the slowness of negotiations on upgrading from General Service to Professional category;

CONCERNED also at the manner in which the merit increment system operates;

NOTING with satisfaction the introduction as from 1 January 1985 of the personal promotion scheme recommended by the Joint Working Party on Flexibility;

RECALLING the resolution on careers adopted by the 1981 Annual General Meeting, many aspects of which have yet to be implemented;

INSTRUCTS the Staff Union Committee:

1. to ensure that the personal promotion scheme is implemented on an equitable basis;

2. to pursue its efforts to introduce a concerted career policy at the ILO,

comprising inter alia:

(a) an improved titularisation system based on length of service and merit, with the immediate objective of increasing the number of titularisations of General Service field staff and the more long-term goal of securing permanent contracts for all members of the staff after five years of satisfactory service;

(b) the recruitment of young persons;

(c) the recruitment of a larger proportion of women;

(d) a limitation of use of short-term contracts and of external collaboration contracts and the right for staff representatives to be involved in the granting of those contracts;

(e) improved promotion prospects at headquarters and in the field, with particular attention to maintaining the possibility of promotion from General Service to Professional category;

(f) a rapid solution to the problem of local field staff carrying out duties at the Professional level;

(g) the establishment of a new classification grid for General Service staff adapted to present-day conditions;

(h) the right for staff representatives to be involved in the granting of special merit increments, including their representation in the Reports Board;

3. to keep the staff regularly informed of developments in negotiations on these points.