

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.