

RESOLUTION

on the attached Staff Union Programme and Strategy 1996

The Staff Union of the ILO, convened in its Annual General Meeting (first session) on 31 January 1996,

CONCERNED at the deteriorating financial situation of the Office and its serious consequences both for the job security of staff and for the existence and future of the Organization,

CONVINCED of the need to do all in its power to safeguard the existence of our Organization, and determined to defend and maintain employment,

NOTING the United Nations General Assembly resolution on the common system, which epitomizes that body's contempt for the staff of the United Nations system as a whole,

HAVING DISCUSSED the Union's programme and strategy,

INSTRUCTS the Committee:

- a) to demand that, in consultation with the Staff Union, the Administration put in place a transparent and coherent personnel policy in the context of the measures undertaken to deal with the financial situation;
- b) to call on the Governing Body to take the measures needed to find a lasting solution to the current crisis which will protect the staff's employment, in particular with respect to abusive terminations and precarious contracts, and will safeguard the existence and very future of the ILO as the leading international social institution;
- c) to strengthen contacts within the United Nations common system, and especially with other staff unions and associations, in order to take joint and resolute action to resist the repeated and unacceptable attacks by the ICSC and the United Nations General Assembly on staff rights and interests;
- d) to take all measures and initiatives necessary and appropriate for the realization of the objectives set;

MANDATES the Committee to inform the ILO Governing Body at its 265th session in March 1996 of all staff concerns and take any action it judges necessary, including the convening of an Extraordinary General Meeting to review the situation.

ILO Staff Union Programme and Strategy 1996

The following is the Programme and Strategy of the Union for 1996 as adopted by the Annual General Meeting on 31 January 1996.

OBJECTIVE	ACTION
● Security of employment	<ul style="list-style-type: none">● Within the context of an active working group reporting to the Administrative Committee, press management for complete and ongoing information on financial situation and, on this basis, for a comprehensive personnel policy, as outlined in 1995 Union document on financial situation● Call for maximum use of existing human resources, outside recruitment to be limited to the strict minimum, and the application of all rules and procedures in this regard● Insist on active redeployment policy, including adequate training measures● Work closely with staff under threat to ensure fair treatment for all● Support policy of agreed terminations in light of the exceptional situation in the Office
● Equal treatment and career prospects for all	<ul style="list-style-type: none">● Insist on a return to the normal duration of fixed-term contracts● Insist that contract policy be applied consistently to all staff with same contract status● Demand reactivation of titularization and reclassification processes● Promote training opportunities with view to reinforcing existing human resources and enhancing career prospects
● The right to collective bargaining	<ul style="list-style-type: none">● Follow up 1995 Union position paper, increase pressure as per Governing Body instructions to DG● Reinforce contacts with members of the Governing Body and the Conference, and in particular with the Workers' Group● Continue to insist on this right in all encounters with management at all levels, recalling all means that are legally at Union's disposal● Press for full activation of all joint and consultative bodies and application of their decisions
● Reinforced Union action in the ILO	<ul style="list-style-type: none">● Get Committee membership up to full strength● Reinforce action of Union stewards (HQ and Field)● Complete the revision of Union Rules● Strengthen mutual support between headquarters and field staff● Work to maximize security and safety of staff in the field

● **Reinforced Union
action at the
international level**

- Fight to resist present threats to pensions
 - Fight for return to a just GS salary methodology
 - Defend post adjustment from current attacks
 - Insist on proper application of Noblemaire principle
 - Continue to work for reform of FICSA with view to eventually rejoining
 - Maintain close relations and concerted action with other staff organizations
 - Continue efforts to promote staff interests at common system level
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