

## RESOLUTION

**on defending and promoting fair  
selection and recruitment procedures**

The Staff Union of the ILO, convened in its Annual General Meeting (second session) on 30 October 1997,

**RECALLING** the respective provisions of the Staff Union Rules, in particular, the objective of the Union *to defend and promote the professional, economic and social interests of persons in employment of the ILO*, as embodied in these Rules,

**NOTING** the efforts by the Staff Union Committee to defend ILO workers' rights under the unfavourable conditions in the past year, among others, the "Green ribbon" union action to defend democratic selection and recruitment procedures,

**NOTING** at the same time that the current selection and recruitment procedures as introduced by circular on 19 August 1997, undermine a role so far played by the ILO Staff Union in the important area of selection and recruitment and reduce the role of the Selection Board on which the Staff Union has its representatives, down to a simple oversight function for certain procedures. As, according to the circular, comments of the Selection Board may no longer be necessary in some competitions (paragraph 12b), the Selection Board in fact has ceased to perform a cardinal selection function and is no longer justifying its title,

**NOTING ALSO** that operations of the ILO Selection Board are important, in particular, for ensuring the independence of the international civil service in this organization,

**INSTRUCTS** the Staff Union Committee to firmly defend, safeguard and enhance the professional, social, and economic rights acquired by all previous generations of ILO personnel since 1919 as enshrined in the Staff Regulations, restoring, in particular, fair selection and recruitment procedures with enhanced role for the ILO corps of directors, when feasible.