

RESOLUTION

concerning the Collective Agreement on Conflict Prevention and Resolution

The Staff Union of the International Labour Office, convened in an Extraordinary General Meeting on 23 March 2004,

APPRISED OF THE PREOCCUPATIONS expressed by some of its members concerning the Collective Agreement on Conflict Prevention and Resolution signed by the co-Presidents of the Joint Negotiating Committee on 24 February 2004, including statutory modifications and relevant Circulars,

HAVING HEARD the explications of Staff Union Representatives on these texts,

EMPHASIZING that these represent the results of a long and complex process of negotiation conducted according to the procedures established by the Collective Agreement on Recognition and Procedure signed by the Chair of the Staff Union Committee and the Director-General on 27 March 2000,

NOTING that on the Union side the revision of collective agreements concerning conflict prevention and the resolution of grievances was needed to address the difficulties experienced by staff in implementing its procedures,

NOTING FURTHER that the instruments are improved, notably in the resolution of disputes and improved access of field staff to mechanisms of conflict prevention and resolution,

NOTING ALSO that they do not adversely impact any fundamental rights of staff acquired under the established procedures for the resolution of disputes,

CONSIDERING that it is not in the interests of staff to defer adoption by the ILO Governing Body of the corresponding statutory modifications,

HAVING TAKEN INTO ACCOUNT the opinions expressed by the field structure based outside of Geneva,

RECOGNIZES the text of the new Collective Agreement on Conflict Prevention and Resolution,

CALLS ON THE STAFF UNION COMMITTEE to rapidly organize a campaign to inform all of its members, including field staff, on the contents and procedures for application of the texts,

ALSO CALLS ON THE STAFF UNION COMMITTEE to act with representatives of the administration so that implementation of the new agreement proceeds as quickly as possible for all duty stations,

WAITS ON THE STAFF UNION COMMITTEE to report at the next session of the General Assembly on the first measures taken to implement the negotiated procedures of the Collective Agreement,

DECIDES that, henceforth, a sufficient period of time should be allowed between the date of signature of a collective agreement and its submission to the Governing Body for staff Union Members to be fully informed about the contents of the agreement.
