

ANNUAL GENERAL MEETING
SECOND SESSION

30 October 2007

RESOLUTION

On the impact of UN Reform on the International Civil Service

The Staff Union of the ILO, convened in its Annual General Meeting (second session) on 30th October 2007,

TAKING INTO ACCOUNT the ongoing reform process underway in the United Nations common system, the drive to “deliver as one”; and the consequences this may have on the terms and conditions for ILO and UN staff;

ACKNOWLEDGING the inherent benefit to the United Nations and its specialized agencies working in a more coherent and effective manner;

RECOGNIZING that the personnel of these Organizations is their greatest asset and that the **security and independence of the international civil service lies and should continue to lie at the centre of UN action**;

NOTING WITH CONCERN developments within the common system, including outposting/outsourcing at UNHCR, and insecurity for long-serving staff at ICTY / ICTR, and within the ILO itself;

REGRETTING the sporadic, limited and unclear information available to ILO staff on UN Reform, ILO-UNDP collaboration, and the field structure review;

AFFIRMING the need to promote collective bargaining and ongoing dialogue on any proposed changes in terms and conditions of work within the ILO or the common system;

INSISTING UPON the *upward* harmonization in terms and conditions of employment during the reform process, and the robust defence of gains won through collective bargaining.

CALLS on the Staff Union Committee to:

1. Engage with the administration to improve the quality and quantity information available to staff regarding UN Reform,

2. Take all necessary measures, in coordination with other staff unions, associations and their federations to defend the acquired rights of staff, the process of collective bargaining, and the concept of upward harmonization,
 3. Increase its presence at the international level, including the promotion of unity and greater coordination among unions and federations in the international civil service,
 4. Request that genuine consultations and negotiations in good faith take place with union representatives in the field and the headquarters, particularly in the framework of the field structure review, implementation of the UNDP-ILO plan of action, and in the One UN pilot countries;
 5. Extend a message of solidarity to staff in those organizations engaging in downsizing, outsourcing or related activities, and
 6. Stand ready to act in defence of international civil servants, at the ILO and throughout the common system.
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