



Staff Union
of the International Labour Organization
Syndicat du personnel
de l'Organisation internationale du Travail
Sindicato del personal
de la Organización Internacional del Trabajo

INFORMATION NOTE NEW CONTRACTS POLICY

In February 2016, at the time of resuming negotiations that had been suspended, the Administration made new proposals far different from the initial proposals, namely:

- New types of contracts depending on the duration of the task to be performed and the type of funding, in particular a new type of contract that would allow the direct appointment of people for temporary tasks (up to 5 years without career prospects!) that could include essential tasks of the organization;
- The amendment to the circular on titularization and to the provisions on termination on reduction of staff;

Risks incurred with the implementation of such proposals:

- Even greater disparities in treatment depending on the type of contract and the source of funding and greater precariousness under the guise of flexibility;
- Breaking the link between the contract without limit of time and the regular budget voted by the Governing Body giving full power to the Office with regard to the reduction of staff and the allocation of the budget;

According to the Staff Union, contrary to the initial objective of simplification, these new proposals:

- Are contrary to the concept of ONE ILO;
- Increase differences in treatment and feelings of injustice and frustration;
- Do not allow the inappropriate use of temporary / precarious contracts to be stopped;

For a fair and inclusive contract policy, the Staff Union proposes:

- The maintenance of three types of contracts: short-term contracts, fixed-term contracts and Without Limit of Time contracts to ensure the independence of civil servants;
- A competition for all vacant posts, irrespective of the grade (D1 and D2 included), duration and source of funding of the contract;
- Better social protection for all civil servants regardless of the type of contract (one day worked must be a protected day);
- Better employment conditions for people with development cooperation contracts: duration of the contract, redeployment mechanism, gateway to posts funded from the regular budget;
- Regularization of colleagues recruited under the wrong type of contract (False TC, Excoll, 3.5);
- Reduce the probationary period from 2 years to 1 year;
- Better workforce planning and a true career plan for everyone regardless of category of post;
- The end of the extension / recruitment of retired people to promote the employment of young people.