

Resolution on careers

The Staff Union of the ILO, convened in its Annual General Meeting on 6 and 7 October 1981,

NOTING that there still exists no concerted policy for career planning in the ILO,

CONSIDERING that a regular system of advancement in responsibilities and grades is necessary both to ensure the smooth running of the Office and to fulfil the legitimate expectations of the staff,

REGRETTING the inconclusiveness of negotiations with the Administration on the establishment of a career planning system,

NOTING that large numbers of colleagues in the two categories, both in Geneva and in the field, have been blocked for many years at the top of their grade,

REGRETTING that the 1975 circular on training in the Office should have been applied in such a limited manner,

REGRETTING that the aspirations expressed by the official in the annual appraisal reports are not duly taken into consideration by the responsible chiefs and the Administration,

RECALLING that the careers of General Service staff suffer the effects of an outdated grading system which, despite the decision of the Governing Body to revise it every two years, remains unchanged since the last revision finalised in 1973,

INSTRUCTS the Staff Union Committee:

1. to negotiate a concerted policy and system for planning careers in the ILO, which should comprise in particular:
  - the improvement of titularisation machinery;
  - a minimum guarantee of advancement through several grades, taking into consideration actual changes in responsibility, and provided the official gives a satisfactory performance;
  - the establishment of a counselling and guidance system;
  - training possibilities for officials in all categories and at all duty stations, with a view to professional advancement and retraining;
  - the development of transfer possibilities between the various professional streams;
  - periodic review of individual cases;
  - regular consultations with the representatives of the Staff Union Committee;
2. to insist that, while carrying out the above aims, the cases of officials blocked for a long time at the top of their grade be examined and solved on a priority basis;
3. to negotiate urgently an in-depth reform of grading procedures, including appeal, a sharp reduction of waiting periods and a reinforcement of the grading unit in the Personnel Department;
4. to secure an immediate revision of the grading system for the General Service category;
5. to insist that the formulation and implementation of the principles set out above be entrusted to an appropriate joint body.