

RESOLUTION

on long term employment under precarious conditions in the ILO

The Extraordinary General Meeting of the ILO Staff Union, gathered on the 30th of September 2002,

CONSIDERING that the inappropriate use of employment contracts is incompatible with “Decent Work” practices,

CONSIDERING that a number of persons under precarious employment conditions, at headquarters and in the field, are facing major difficulties because they do not have regular income and residency permits (*permis de séjour*),

RECOGNIZING the steps already taken by the Office to resolve cases of precarious employment and to prevent recurrence of new cases,

RECALLING that, according to Circular No. 630 of 10 July 2002, “it is of particular concern that all persons employed in the Office – on whatever contractual basis – be accorded fair and equitable treatment in terms of appropriate remuneration and other working conditions”,

STRESSING that so far the Administration has not acknowledged many persons under precarious employment conditions as such,

RECALLING that, in June 2002, 850 ILO officials signed a petition supporting the regularization of all “long term” temporary employees under precarious conditions whose skill profile matches the needs of the Office,

CONSIDERING that all possible means of action have not been exhausted to remedy the situation of many persons currently or previously employed under precarious conditions,

INVITES the Staff Union Committee to take full account of the contents of the above-mentioned petition and requests it to work for the following:

1. Annulment by the Administration of the decisions not to renew the contracts of long term temporary employees, and in the immediate short term a moratorium on those decisions;
2. The recruitment under fixed term contracts by the ILO of the interested persons whose skill profile matches the needs of the Office, including through the creation of a mobile pool to be drawn on by different units or the same unit;
3. To offer assistance on a case by case basis to the precariously employed persons concerned, including holding meetings between the Human Resources Department, the Staff Union Committee, the chief(s) of units and departments and field offices, and the interested person, to reach satisfactory solutions.
