

RESOLUTION

concerning job security and precarious contracts

The Staff Union of the ILO, at its Annual General Meeting on 14 October 1988;

REAFFIRMING its attachment to the fundamental principles contained in the Declaration of Philadelphia and in the Universal Declaration of Human Rights;

RECALLING that all forms of discrimination in employment and occupation are inadmissible and must be fought wherever they are encountered;

EMPHASISING that access to work and job security are imprescriptible human rights;

EMPHASISING furthermore that it is inconceivable that the International Labour Organisation and the International Labour Office, as employers, should not apply to their staff the principles which they require member States of the Organisation to respect;

RECALLING that for staff and employer alike, job security enhances both labour-management relations and the quality and efficiency of the work performed;

CONSIDERING that it is an elementary requirement of fairness that conditions of employment should be the same for all staff regularly performing similar tasks;

NOTING that, despite the progress which the start of discussions on the subject with the Administration represents, the problem has not yet been resolved for the majority of colleagues concerned;

EMPHASISING forcefully that the possibility of financial difficulties can in no case justify abandoning fundamental principles such as that of equality of treatment;

PROTESTS the fact that the Office should have seen fit to resort to administrative practices that result in a situation where numerous colleagues who perform inherently ongoing duties continue, often after years of service, to be employed on the basis of short-term or even daily contracts, without any social protection (pension, health fund, annual leave);

CONSIDERS that the continuation of this type of precarious contract seriously undermines the dignity and credibility of the international civil service;

REAFFIRMS its solidarity and that of the entire staff with the colleagues who are subjected to such unfair treatment;

CONSEQUENTLY INSTRUCTS the Staff Union Committee:

1. to pursue its discussions with the Administration to guarantee that all colleagues, regardless of the present form of their contract of employment, enjoy the same protection as regards job security;
2. to continue its negotiations with the Administration on the conditions for regularising precarious contracts by granting all the guarantees laid down in the Staff Regulations, including all types of social benefits;
3. to ensure strict respect in all cases of current rules and procedures, especially as regards recruitment, titularisation and the type of contracts offered;
4. to report to the staff on progress made in discussions with the Administration on the situation of precarious contracts.