

## RESOLUTION

on the financial position of the Office

The ILO Staff Union, convened in an Extraordinary General Meeting on 6 July 1995,

**DEPLORING** the financial crisis facing the Office and the failure of certain member States to meet their financial obligations to the Organization,

**NOTING WITH PROFOUND CONCERN** the request from the 82nd session of the International Labour Conference to the Director General to present, as a direct result of that failure, budgetary adjustments essentially affecting the staff,

**ALSO NOTING** the Director General's commitment in his address to the staff on 28 June 1995 to preserve employment,

**HAVING RECEIVED** the Director General's special instruction (Circular Series 1, No. 526) on measures to safeguard the financial position of the Office, and in particular those concerning personnel questions, about which the Staff Union Committee was **not** consulted,

**INSISTING** that economies concerning non-staff costs should be instituted with immediate effect,

**CONVINCED** that collective bargaining is the best and most logical means for the staff and the Administration to arrive at mutually acceptable solutions to the problems involved:

**DEMANDS** that the Staff Union Committee be involved in a systematic and timely manner in any discussions concerning measures to be taken with implications for staff, and therefore

**REQUESTS** that the Director General:

- (1) immediately create a joint staff/management group to work out, on one hand, alternative solutions that avoid the abolition of posts and, on the other, the principles guiding any reductions in spending on staff, making fullest use of the statutory joint bodies;
- (2) give priority to staff whose posts are to be abolished in filling vacancies, where necessary providing requisite training;
- (3) ensure that any restructuring of posts be equitably applied to all categories and grades;
- (4) offer incentives to staff to take various kinds of leave, or early retirement, with a view to making financial savings;
- (5) suspend, to the maximum extent, all new external recruitment.

**INSTRUCTS** the Staff Union Committee to ensure that all decisions taken in this context are in accordance with the ILO's mandate for social justice.