

RESOLUTION

on ILO financial situation and restructuring

The Staff Union of the ILO, convened in its Annual General Meeting (second session) on 26 October 1995,

RECALLING its resolutions previously adopted, and in particular that of 6 July 1995,

FULLY SUPPORTING the positions set out in the paper *The Staff Union and the financial position of the ILO*, transmitted to the Director General on 4 October 1995,

NOTING that for all management's official talk of consultation (see *Reform Journal* No. 1) there has been no response to the Union's request for global discussion on the implications for staff of the financial situation and plans for restructuring,

CONCERNED at the Administration's methods for treating staff (immediate redeployments without long-term planning, cavalier suspension of short-term contracts, freeze on titularization, and unequal treatment with regard to the length of fixed-term contracts),

OPPOSES any personnel policy that is based on narrow short-termism with the aim of dividing staff and setting one category against another through unjustly selective and temporary measures.

DEMANDS that all discussions on the financial situation take place at a global level within the Joint Working Group and take account of the Organization's growth prospects in the medium term.

INSTRUCTS the Staff Union Committee to pursue its actions and interventions through the statutory and joint bodies (namely the Administrative Committee, the Selection Board and the Joint Staff Training Committee) in the search for just and durable solutions that are in the interests both of the Organization and of its staff.

MANDATES the Committee to inform the ILO Governing Body at its 264th session in November 1995 of all staff concerns and take any action it judges necessary.