



Recruitment and selection

Achievements:

In 2022, the Recruitment, Assignment and Mobility Committee (RAMC) met 8 times in connection with General Service (GS) competitions and RAPS sessions. Since January 2022, and at the time of writing, two RAPS sessions have taken place and RAPS 3 was in preparation by HRD.

In the RAMC meetings, the SUC representatives do their best to reach a consensus on the basis of SUC views. When consensus is not possible, a separate recommendation by the SUC is made. The latter is capital when colleagues decide to appeal, as the Joint Advisory Appeals Board (JAAB) will be able to know the Staff Union's position as regards a competition.

Request for the opening of vacancies and review of vacancy announcement

The SUC actively participates in the recruitment process, starting with the review of Job descriptions (JDs) for the RAPS and for GS competitions – Over 40 JDs have been reviewed by the Staff Union so far. The SUC aims at ensuring that vacant positions are real career opportunities for qualified colleagues.

The SUC reached an agreement on the minimum education and experience requirements with HRD. The equivalent experience for candidates possessing a first degree but lacking an advance degree is now recognised, from RAPS 2 of 2022.

The Staff Union representatives are extremely vigilant in the review of job descriptions (JDs) and at each of the three (3) procedural stages in the filling of vacancies (see also Annex I of the Staff Regulations):

Stage 1: In the RAMC, the SUC representatives review and participate in recommendations on proposals to transfer colleagues without competition – due to humanitarian and medical reasons, legal obligation of the Office, an abolished position, etc.

The SUC continues in its efforts to protect the interests of staff at this stage one of the process.

Stage 2: transfers in the same grade or through mobility.

The SUC takes into account very seriously the apparent frustration noticed because of this second stage, as some colleagues considered it as a brake on career development. Nevertheless, the domino effect of reassignments for mobility have meant the creation of vacant positions meaning a real chance for colleagues to further their career through competition.

Stage 3: Filling vacant positions by competition.

The Staff Union through its representatives in the RAMC continues to defend vigorously the interests of colleagues participating in competitions, when reviewing the files, drawing attention to irregularities in long and short-lists.

Challenges ahead:

The SUC takes very seriously the complaints from colleagues who were unsuccessful applicants for positions filled at the three stages of the recruitment process. Ensuring confidentiality, the SUC has shared staff concerns with HRD and other RAMC members.

The SUC noticed once again the confirmation of the trend of the decrease and downgrade of General Service and P positions being advertised. What about the career development for ILO colleagues?

The SUC has raised, several times, a recurrent issue of English-language bias in many JDs, with a trend to exclude many potential better-qualified candidates for the benefit of English-speaking candidates, which in the SUC's view is unacceptable in a multilingual organization.

The role of the Independent member of the technical panel is key in the third stage of the selection process. The organization of sessions to share experiences and guidance with independent panel members is still pending.

The SUC participates in the review by HRD of the Generic Job Descriptions (GJDs) for General Service staff at headquarters and the Professional category. The agreement with HRD on the minimum education and experience requirements will also be part of the new GJDs. Our aim remains real career development opportunities for colleagues.

Eight years after the signing of the collective agreement on a procedure for recruitment and selection, it is about time that we clarified and improved the recruitment and mobility procedure so that diversity really does become a hallmark of the Organization.

The Staff Union is participating in the review of recruitment and selection procedures in the field in order to negotiate coherent and fair agreements.

FOR MORE INFORMATION:

