



Support for ILO staff in the prevention and resolution of disputes

Despite the enduring pandemic context, the Staff Union has continued to provide advice and legal assistance throughout this very special year. We observed an increase in individual grievances from the second half of the year onwards. The Staff Union had recorded a clear diminution in the number of formal complaints submitted to HRD and to the Joint Advisory Appeals Board ("JAAB") during the second half of 2020, while noting an increase in the number of cases subject to informal discussions and resolutions with the Administration. The year 2021 thus seems to mark a return to "normality" in terms of the number of formal complaints.

The Staff Union deplores the fact that several conflicts or labour relations issues seem directly related to the contracts policy and in particular the lack of consistent working conditions between officials assigned to technical cooperation projects and those appointed to posts on the regular budget and the situation of precariousness of the former towards the latter. While this situation is not new, with the continued rise in the number of so-called "TC" staff – which now exceeds that of staff on the regular budget (50.2% versus 49.8%) – it is more important than ever to address this issue. The Staff Union believes that this will go a long way to ensuring a healthier and more equitable workplace for all.

Over the past year, most of the consultations resulting in interventions of all kinds by the Staff Union, including assistance with formal grievances, have been on the following topics:

- Claims to the Compensation Committee;
- Requests concerning job grading and recourses;
- Questions on terms and conditions of employment for staff on TC contracts including cases of successive precarious contracts;
- Recruitment and selection processes;
- Workplace accommodation measures;
- Salary and benefits after promotion and/or appointment.

FOR MORE INFORMATION:

