



Conditions of employment of staff with technical cooperation contracts

In accordance with the decision of the First Session of the Annual General Meeting in 2019, the Working Group on Technical Cooperation was established on the basis of a first ad hoc group, which was itself the result of a call for participation, and is composed of Staff Union members from headquarters and the field. The group organized its actions on the basis of the findings of the previously compiled report, which highlighted the differences in employment conditions, including career development and recognition, between staff under the development cooperation budget and those under the regular budget. These actions were carried out in 4 areas:

- Information and communication actions on employment conditions and staff rights for staff on technical cooperation and regular budget; these actions were to be organized by the Working Group on Technical Cooperation with the support of the Bureau and the Staff Union's Communication Team. In this context, the group first conducted consultations on the basis of the report presented, in order to illustrate the elements gathered therein with concrete testimonies. On the basis of these testimonies, it then set up a questionnaire to determine the frequency of the inequalities observed. This questionnaire is currently being finalized and will be distributed to all staff shortly.
- To address illegal management practices with HRD and, if necessary, to support colleagues who wish to take legal action in accordance with ILO rules and procedures. At the basis of all the Staff Union's demands and responses is now the permanent demand for equality between technical cooperation staff and regular budget staff. This has been the case, for example, in ensuring equal access to support measures under COVID, in providing support to staff on technical cooperation contracts in the Algiers Office, or in preparing the IGDS on telework.
- Call for changes in the Staff Regulations to address unjustified and unfair differences between TC and regular budget staff that may result from the currently applicable rules. This was the case for the discussions on the preparation of the IGDS on maternity or the merit step.
- Submit to the Working Group on the Contracts Policy the report which, together with the reports/notes from the other working groups, will feed into the contracts policy and other negotiations to ensure non-discrimination between categories of staff with equal seniority, in particular after a certain seniority set at 5 years, and respect for "One ILO".

The contracts policy is still awaiting negotiation with the Administration in the framework of the Joint Negotiating Committee (JNC).

However, initial contacts have finally taken place in the framework of "without prejudice" (non-binding) preparatory meetings between a delegation of the Staff Union, led by its Chairperson and in which the two coordinators of the group are represented, and HR/POL. During these first exchanges, encouraging convergences of views emerged on the legal analysis carried by the two parties, in the context of the preparation of the arrival of the new Director-General, who also committed himself during his campaign to iron out the existing differences in treatment between officials with equivalent job profiles and seniority, whatever the modalities of their financing.

In view of the upcoming negotiations, a few volunteers from the working group have been working with great energy and professionalism on the preparation of a questionnaire on working conditions in relation to status and type of contract. The idea is to collect anonymously many testimonies and opinions on the situations encountered, both in the field and at headquarters. More than 1,700 colleagues have responded to this study, and the data is now a mine of information for the Staff Union, and a source of legitimacy for the arguments it will be called upon to produce. **The whole team dedicated to this project is thanked for their professionalism and the time they devoted to this project, in a collective effort that impressed both the Committee and the Bureau.**

FOR MORE INFORMATION:

