

There are three types of ILO contracts

the without-limit-of-time contract

(WLT)

the fixed-term contract (FT)

and the short-term contract (ST).

This short-term contract can be a special short-term contract (SST)

a short-term contract (ST)

a short-term contract (Rule 3.5)

or a daily contract.

These contracts can have different sources of funding

the Regular Budget (RB),

the Regular Budget Supplementary Account

(RBSA)

technical cooperation

(TC)

or Programme Support Income (PSI)

with limitations on how

these sources can be combined

depending on the type of contract you sign.

Different rights and rules apply.

Welcome to the complex world of the ILO.

Your Staff Union is here to help you find your way.

According to the ILO Staff Regulations, appointments

for a fixed-term contract

must not be less than one year

depending on needs and availability of funds.

Fixed-term contracts can be extended

for a few months or longer.

However, if your fixed-term contract has ended  
and you wish to be re-employed on a fixed-term contract  
your new fixed-term contract  
must not be  
of less than one year and most often,  
in fact, it can be two years.

According to the regulations governing conditions of employment  
of staff hired for short-term periods  
ST, ST Rule 3.5 contracts and  
daily rate contracts - remember?

are established for less than one year for a specific and temporary assignment.

The regulations also include  
provisions for the extension of

ST contracts beyond one year, which are quite complex  
and difficult to understand, if other IGDSs are not taken into account.

circulars

but also the jurisprudence of the Tribunal  
and practice.

The ILO has taken to regularly hiring staff

for FT and ST contracts

financed by voluntary sources of funds

mainly technical cooperation,

and also other sources of funds called "non-RB".

Currently, this is the source of funding

that determines the type of contract the ILO offers to staff

rather than the nature of the function the person will perform

which may be a recurring function.

For example, the Office's need for staff

who manage projects remains constant.

In addition to creating more precarious jobs, the Office applies differential treatment between staff on different contracts regarding the recruitment process, but also career development, performance recognition or access to training, always citing different sources of funding.

While all staff contribute to the ILO's mandate the differences in treatment can last for many years and run counter to the spirit of ILO Convention No. 111, which condemns all forms of discrimination between workers.

This situation is unacceptable.

The Staff Union strongly urges the Administration to improve job security and guarantee equal treatment for all staff, by campaigning for a fair and transparent recruitment and selection process.

By defending and promoting job security and working conditions, aiming for greater fairness and equal treatment between the different categories of staff, be they financed from RB or TC, whether it's P-level or G-level staff, whether they are in teams working at headquarters or in the field.

We are involved with the Administration in every thematic negotiation, in the Recruitment, Assignment and Mobility Committee (RAMC), in panels and in the current ad hoc discussions with human resources

on contracts and mobility.

We support internal candidates in precarious situations and ask the Administration to give them priority when the choice is between two equally qualified candidates.

If you need support, talk to your union representatives.

And don't forget that the Union's legal adviser is also there to help you.

Thank you for your attention.