

**EXTRAORDINARY GENERAL MEETING**

**25 November 2016**

**RESOLUTION**

**Resolution on the Negotiation of contract policy**

The Extraordinary General Meeting of the ILO Staff Union, convened on the 25 of November 2016,

**NOTING** that, in the framework of the reform announced by the Director General upon taking up his post in 2012, the Administration requested the negotiation of a new contract policy;

**CONSIDERING** that the current contract policy remains relevant if the provisions of the Staff Regulations are applied in a rigorous manner;

**CONSCIOUS**, however, of the importance of performance criteria in a globalized world;

**RECALLING** that civil servants with contracts financed by development cooperation (former technical cooperation) need to improve their conditions of employment in order to enable them to plan and organise their future in particular through greater employment stability, an adequate redeployment mechanism, the introduction of transition measures facilitating their access to regular budget positions;

**HAVING BEEN INFORMED** of the status of the ongoing negotiations on this subject and of the Staff Union's position, the aim of which is to preserve acquired rights and to improve the conditions of employment of all categories of civil servants in precarious situations;

**CONCERNED** about any attempts by the Administration to downgrade employment security by increasing the flexibility of terms and conditions of employment;

**BEING CONVINCED** of the need to make every effort to move towards ONE ILO by maintaining the stability and security of employment conditions which guarantees the independence of the international civil service;

**MANDATES** the Staff Union Committee to:

- take all the measures it deems necessary to carry out these negotiations preserving the achievements and improving the conditions of employment of all categories of civil servants in precarious situations;
- take any measures it deems necessary in the event of failure of the negotiations and of threat to the existing conditions of employment;

**REQUESTS** the Staff Union Committee to keep the Staff informed of any development in this matter.