



Staff Union
of the International Labour Organization
Syndicat du personnel
de l'Organisation internationale du Travail
Sindicato del personal
de la Organización Internacional del Trabajo

FAQ on Strike Action

Is it legal to strike?

Yes, it is a right that is protected.

As a matter of principle a strike is lawful (ILOAT, Judgment No. 615, consid. 6). Furthermore, at the ILO, we have an agreement with the Administration which provides the right to strike.

Will I face retaliation if I join a strike?

Any reprisals, including disciplinary sanctions, should not apply to Staff who participate in an orderly strike. Staff members should remain respectful of their obligations as international civil servants and behave accordingly and not engage in any unlawful acts. The best protection against any possible retaliation is being a union member.

Will I get paid if I join a strike?

Pay would be withheld from Staff for hours not worked during a strike.

Can I just stay home, rather than going on strike?

To have maximum impact, a strike needs to involve maximum mobilization of staff. We want everyone to be present in large numbers.

Can't we explore other steps before going on strike?

Staff Unions call for a strike as a weapon of last resort, when all other forms of collective action have been taken.

Does everyone have to go on strike?

To have maximum impact, it is important to mobilize as many officials as possible for the strike. In the ILO Agreement, there is a provision for a list of essential services personnel who would be asked by the Administration not to participate in the strike. This includes security guards, for example.