



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

12 December 2018

**ANNUAL GENERAL MEETING
SECOND SESSION**

25 October 2018

Record of Decisions

The Chairperson of the Staff Union Committee opened the second session of the Annual General Meeting and welcomed the participants.

1. Election of the Chairperson

The Chairperson of the Staff Union Committee reminded the participants that it was customary for the Chairperson of the Annual General Meeting to be elected for both sessions held in the course of the year, including the Extraordinary General Meetings – and several EGMs took place during the March session of the GB. Consequently, Mr Oliver Liang would chair this second ordinary session of the Annual General Meeting.

2. Adoption of the agenda (doc. SU/AGM/2018/2/D.1)

The Chairperson thanked the participants and introduced item 2: *Adoption of the agenda*. There was a request from the Staff Union Committee to add two items on the agenda, namely an informative summary on the meeting held with the Director-General on 24 October and a warm tribute to **Mr Simon Steyne** – who was about to retire – for his constant support and dedication. Mr Steyne received a well-deserved standing ovation and delivered a short speech encouraging staff members to continue advocating and fighting for the values promoted by the ILO, tripartism and the union movement.

The Annual General Meeting adopted the agenda as amended.

3. Informative summary on the meeting held with the Director-General

Five points had been put on the agenda of the meeting: industrial relations including the negotiations on the contracts policy, follow-up on the pay cut and ICSC matters, working conditions, UN reform and geographical diversity. The introduction focused on the low morale of the staff since March 2018 and the need to make some commitments in favour of the said staff – which after all constitutes the most important part of the Organization – allowing the products requested by the constituents to be delivered in a professional manner despite the deterioration in their conditions of work.

The Director-General listened carefully and committed himself to:

- Going back to the formal forum and resuming healthy industrial relations,
- Making all the efforts needed to improve the anti-harassment policy and other linked policies (quick investigation procedures, effective protection and appropriate sanctions – zero tolerance towards any misconduct),
- Continuing to actively engage to achieve a proper functioning of the ICSC, meaning the strict application of the rules in force.

4. Report of the Staff Union Committee (doc. SU/AGM/2018/2/D.2)

The Chairperson presented the Committee's annual report section by section and gave the floor to the Titaral Representatives in the regions for their presentation of union activities, to the Former Officials' Section and to the INTERNBOARD.

The floor requested to add a specific mention on the strict application of the Staff Regulations in the Recruitment and Selection process in the report, by taking properly into account the candidate's "*equivalent experience*" and not only their education. Clarification on the section dedicated to pensions was also requested, following information provided after the meeting of the UNJSPF in July 2018 where the beneficiaries were attacked in the absence of representatives from the ILO Administration. This is really worrying and demonstrates a lack of interest on this important matter.

Africa: The titular member for the region highlighted the following points:

- The regional meeting held in Lusaka in September and the adopted resolution, mainly concerning the SHIF and its efficiency specifically in case of emergency;
- The recruitment and selection process to be harmonized at the regional level;
- The security of staff in the field especially in fragile countries – especially during election processes at the national level;
- The salaries and loss of purchasing power, which suggests taking a more robust approach to ensure that the principles governing the determination of salaries are respected and applied appropriately.

Americas and the Caribbean: The titular member for the region highlighted the following points:

- The regional meeting held in Lima in May where the following topics were discussed: human resources, recruitment and selection, the SHIF, working conditions and climate in the workplace, career development;
- Recruitment and selection in relation to colleagues on development cooperation projects;
- The SHIF, with recognized progress being made in the past but with new delays in the reimbursement of claims. The Executive Secretary visited two duty stations in Latin America last year but it is crucial that these missions continue to adapt the services to the needs.

Asia and the Pacific: The titular member for the region highlighted the following points:

- The strengthening of the membership in the region;
- The communication between representatives in the field and at Headquarters and between the representatives in the field offices in the region;
- Rights and welfare of the ILO staff in the framework of the UN reform;

- Equal opportunities for all staff members and equal salary for work of equal value – linked to the implementation of different salary scales;
- The current job classification review in the field, the growing responsibilities put on members of staff, together with the absence of an independent review group at the regional level;
- Recruitment and selection, and especially the mobility policy that has to be of benefit to all staff members;
- Precariousness (i.e. short-term contracts, development cooperation contracts), employment security and training. Career development should be part of the development cooperation project strategies;
- Harassment and preventive actions to be taken ILO-wide;
- SHIF and the delays in the reimbursement of claims;
- Work-life balance and a teleworking policy that needs to be fairly and equally applied;
- The involvement of the Staff Union in the ILO Centenary.

Europe and Arab States: The titular member for the region highlighted the following point: the regional meeting held in Beirut in January where the staff representatives agreed on the following priorities: training concerning the local salary surveys and the preservation of the purchasing power, the review of the job descriptions for field positions and career development, WLT contracts in Europe, maternity leave and breastfeeding breaks, UN reform and the increase in workload, communication between the SHIF and the insured persons to increase efficiency.

Turin Centre: The representative of the Turin Centre focused on the mobility policy and the desire to see Turin staff members considered as internal candidates when applying for competitions in the ILO. This is part of the negotiation regarding the contracts policy. Succession planning at the Centre is also a concern, with a shrinking number of staff and no replacements thus increasing the workload. Consultation is key and effective social dialogue should bring results. The staff is a resource and not a cost to be reduced.

The representative of the Former Officials' Section indicated that the Section was concerned with retirees in the field and that communication should be improved between them. A meeting had been scheduled with the titular members to discuss this specific point. The Section and the Staff Union have a good relationship and manage to work well together on common causes.

The representative of the INTERNBOARD focused on the need to diversify the internship programme, and requested support to try to establish a solidarity fund – as part of the regular budget – to allow people from far afield to travel to Geneva. This will enhance diversity as travel expenses are not covered by the ILO and this impedes young people from benefiting from the programme.

The Annual General Meeting approved by consensus the 2017-18 annual report of the ILO Staff Union Committee.

5. Financial report of the Staff Union Committee and Report of the Auditing Commission (doc. SU/AGM/2018/2/D.3 and doc. SU/AGM/2018/2/D.3/Add.)

The General Secretary of the Staff Union Committee – in the absence of the Treasurer – presented the financial report of the Committee for the period 1 January 2017 to 31 December 2017.

The Annual General Meeting approved by consensus the financial report of the Staff Union Committee for the period 1 January 2017 to 31 December 2017 and the Report of the Auditing Commission.

6. Election of the Auditing Commission (doc. SU/AGM/2018/2/D.4)

On behalf of the Annual General Meeting, the Chairperson thanked the financial auditors, Mr Clery Bègue, Mr Daniel Rojas and Ms Christine Ecuillon, for their work. The Chairperson noted that all three were willing to continue for another term and proposed that their mandate be renewed for one more year.

The Annual General Meeting approved by consensus the appointment of the financial auditors.

7. Report of the Board of the Staff Union Assistance Fund (doc. SU/AGM/2018/2/D.5)

The General Secretary of the Staff Union Committee – in the absence of the Treasurer – informed the meeting that the Report of the Board was incomplete. The report will be presented at the next session of the Annual General Meeting to be held in February 2019.

8. Arrangements for the elections to the Staff Union Committee and Addendum: List of candidates for elections to the Staff Union Committee 2018-2020 (doc. SU/AGM/2018/2/D.6 and doc. SU/AGM/2018/2/D.6/Add.)

The Chairperson presented document SU/AGM/2018/2/D.6, which contained among other things, the timetable and arrangements for the next elections to the Committee to be held in 2019.

The Annual General Meeting approved by consensus the timetable and arrangements for the next elections to the Committee to be held in 2019.

Appointment of the returning officers. On behalf of the Annual General Meeting, the Chairperson thanked the returning officers, Mr Samir Koufane (Chief Returning Officer), Ms Regine de Loof and Mr Franco Amato for their work. All three were willing to continue and the Chairperson proposed that their mandate be renewed for one more year.

The Annual General Meeting approved by consensus the renewal of the mandate of the returning officers.

Appointment of the Electoral Commission. On behalf of the Annual General Meeting, the Chairperson thanked the titular and substitute members of the Electoral Commission for their work: Mr Gabriel Brun, Ms Karen Curtis, Ms Caroline de Giorgi-Garrity, Mr Gérald de Schmidt and Ms Martine Humblet (titulars), Ms Julia Lee, Ms Céline Moiret, Ms Angelika Mueller and

Ms Maria Prieto (substitutes). All were willing to continue and the Chairperson proposed that their mandate be renewed for one more year.

The Annual General Meeting approved by consensus the appointment of the Electoral Commission.

The Chairperson presented the list of candidates for the elections to the Staff Union Committee for 2018-2020, available for information in document SU/AGM/2018/2/D.6/Add and online. The floor indicated that more information on the candidates should be added to enable the members in the field to vote.

After the customary thanks, the Chairperson closed the second session of the Annual General Meeting for 2018.

The session ended at 3.45 p.m.