



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

27 November 2017

**ANNUAL GENERAL MEETING
SECOND SESSION**

19 October 2017

Record of decisions

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

1. Election of the Chair of the General Meeting

The Chairperson of the Staff Union Committee reminded participants that it was customary for the Chair of the General Meeting to be elected for both sessions of an Annual General Meeting. Accordingly, Mrs Rosinda Silva, who chaired the first session, would also chair the second.

2. Adoption of the agenda (doc. SU/AGM/2017/2/D.1)

The Chair thanked the participants and moved to the second item of the agenda: *Adoption of the agenda*.

The General Meeting adopted the agenda as proposed.

3. Report of the Staff Union Committee (doc. SU/AGM/2017/2/D.2)

The 1st Vice-Chairperson of the Staff Union Committee described the situation with regard to the reduction in salaries, along with the ensuing campaign that occupied the staff's time during the first six months of the year.

In April 2017 the Staff Union learned that the International Civil Service Commission (ICSC) was going to impose a 7.5 per cent salary cut in Geneva. Thanks to the backing of the staff and of the other organizations, the decision on salaries was postponed to February 2018 – a success that demonstrated how the staff can obtain results when they are united.

The problem did not only concern Geneva. The fundamental issue was how to institute social dialogue throughout the common system, especially on salaries. The speaker drew particular attention to the possible legal implications of the ICSC's decision if it were implemented.

The danger was in any case not past, and the Committee urged the administration not to follow through with the ICSC's decision, bearing in mind that the Commission had never accepted the idea of dialogue, had never recognized the errors in its calculations and had never questioned the methodology it employed. Its decision was therefore based on erroneous data.

The Director-General would be explaining the situation to the Governing Body at its next session.

The Chairperson's speech to the members of the Governing Body will reflect the situation.

The 1st Vice-Chairperson outlined the discussions that were under way on other important issues for the staff. Although the Joint Negotiating Committee (JNC) did not meet as often as was needed, progress had been made in three areas:

- compulsory retirement at 65 years of age and the employment of retirees,
- performance management,
- ILO policy on contracts.

The Chair then gave the floor to the regional titular representatives to present the Staff Union's activities in each region.

Africa. The titular member for Africa said that employment conditions in the region were deteriorating as a result of restructuring in the field, for which the necessary human, logistical and financial resources had not been made available. The staff's workload was excessive, endangered the staff's health and undermined the image of the Organization. The deadlines set were unrealistic and work was not always properly recorded in performance evaluations. Corrective action was urgently required.

Americas and the Caribbean. The titular member for the Americas and the Caribbean referred to the employment of retirees under external collaboration contracts. She emphasized that young people ought to be recruited and the best possible use made of existing staff so that the re-employment of retirees did not become the rule.

Asia and the Pacific. The titular member for Asia and the Pacific focused on the problems of reclassification and job descriptions for generic posts. The initial consultations and the documents presented had fallen short of the mark. Career development was at a standstill and grades had been marked down with little chance of reclassification. Moreover, specific questions that had been addressed to the administration on the subject had not elicited any reply.

Europe and the Arab states. The titular member for the region described the methodology that had been used for local salary surveys and hoped that it would be possible to draw on headquarters'

experience, if necessary. Exchange rates were often crucial and in some duty stations where salaries and purchasing power were steadily declining the situation had become frankly alarming.

Turin Centre. The representative of the titular member for the ITCILO in Turin referred to the Centre's total integration with the ILO, specifically where mobility was concerned. Existing arrangements were unsatisfactory, however, and it was hoped that some solution to such a long-standing problem would be found through negotiations on the ILO's contracts policy. The staff in Turin wished to be considered as potential candidates for internal competitions.

The representative of the Former Officials' Section once again thanked the Staff Union Committee for all it had done in what were sometimes difficult conditions, as could be seen from its report. Collaboration between the Former Officials' Section and the Committee was definitely fruitful and was becoming stronger and stronger. With a membership that comprised 70 per cent of ILO personnel, the Staff Union was representative of unions and associations throughout the world, and it was important that emphasis continue to be placed on solidarity. A battle that had been won could always be challenged, and the staff should therefore be constantly on their guard.

A question was raised regarding the entry grade for new recruits to the Organization and the Staff Union's position on the subject, considering the excellence that was expected from the staff in the performance of their duties. It was a crucial issue and was the subject of perennial discussion at meetings on recruitment and selection. The Organization needed experts, but there are young professionals – interns – who need to gain in experience and then could be encouraged to come back to P2 posts. That of course could raise issues of geographical diversity and of skill requirements. It was also a problem in the field for local field staff, especially national staff.

Another question was how to take account of professional experience and give proper recognition to the skills acquired by the staff in their work. The ILO's staff were highly committed, and it was most disturbing that the administration deliberately disregarded that aspect of their work and tended to recruit only young people who had had the privilege of having a good education; one might even say it was contrary to the very essence of the Organization and of the spirit of tripartism. As a result the image of the institution became blurred, showing it as a foundation for research into public policies rather than as the world leader in matters of employment. There were a lot of highly qualified people to be found in the trade union movement who, though they might not have the best diplomas, did have the kind of experience that could constitute a real added value for an institution such as the ILO. It was time to reverse the current trend and to embrace the ILO's mission right from the recruitment stage by giving field experience all the importance it warranted.

The Chairperson of the Staff Union Committee assured the Meeting that the issues raised were carefully examined and extensively discussed at meetings of the Recruitment, Assignment and Mobility Committee (RAMC). Further negotiations with the administration would certainly need to be revived.

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

4. Financial report of the Staff Union Committee and Auditor's report (docs SU/AGM/2017/2/D.3 and SU/AGM/2017/2/D.3/Add.)

The Treasurer of the Staff Union Committee presented the financial report for the period 1 January 2016 to 31 December 2016.

The General Meeting approved by consensus the financial report for the period 1 January 2016 to 31 December 2016 and the auditor's report.

5. Appointment of auditors (doc. SU/AGM/2017/2/D.4)

On behalf of the Annual General Meeting, the Chairperson of the Staff Union Committee thanked the auditors – Mr Clery Bègue, Mr Daniel Rojas and Ms Christine Ecuivillon – for their work during the year. She observed that all three were willing to continue carrying out their functions and proposed that their mandate be extended for another year.

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

6. Report of the Board of the Staff Union Assistance Fund (doc. SU/AGM/2017/2/D.5)

The Chairperson of the Staff Union Committee stressed the importance and the raison d'être of the Fund and explained how it functioned. The Fund's new Treasurer was Mr Daniel Rojas and its report had therefore not yet been verified. It would be duly submitted as soon as possible.

7. Arrangements for the elections to the Staff Union Committee for 2017-18 and list of candidates for 2017-19 (docs SU/AGM/2017/2/D.6 and SU/AGM/2017/2/D.6/Add)

The Chair presented document SU/AGM/2017/2/D.6 containing the timetable and arrangements for the Staff Union Committee elections in 2018.

The General Meeting approved by consensus the calendar and arrangements for elections to the Staff Union Committee in 2018.

Appointment of returning officers. On behalf of the Annual General Meeting, the Chair thanked Mr Samir Koufane (Chief Returning Officer) and Ms Régine de Loof and Mr Franco Amato (returning officers) for their work over the year. Since all three wished to continue in their functions, the Chair proposed that their mandate be extended for another year.

The General meeting approved by consensus the renewal of the returning officers' mandate.

Appointment of the Electoral Commission. On behalf of the Annual General Meeting, the Chair thanked the titular and substitute members of the Electoral Commission – Mr Gabriel Brun, Ms Karen Curtis, Ms Caroline de Giorgi-Garrity, Mr Gérald de Smidt and Ms Martine Humblet (titular members) and Ms Julia Lee, Ms Céline Moiret, Ms Angelika Mueller and Ms Maria Prieto (substitute members). Since all the members of the Commission wished to continue in their functions, the Chair proposed that their mandate be extended for another year.

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

After expressing her usual thanks to all concerned, the Chair declared the second session of the Annual General Meeting for 2017 closed.

The session closed at 3 p.m.