

ANNUAL GENERAL MEETING
SECOND SESSION

15 October 2020

RESOLUTION

Resolution concerning social dialogue at the ILO
in the context of the COVID-19 pandemic

The Staff Union of the ILO, convened in its Annual General Meeting (second session) on 15 October 2020

- **Recalling** the profound attachment of the ILO Staff Union to the right to collective bargaining;
- **Considering** the numerous resolutions regarding collective bargaining in the ILO adopted by the General Meeting in the past, and more specifically the Resolution on Social Dialogue at the ILO, adopted on 30 October 2008;
- **Considering furthermore** that the exercise of these rights in the ILO should be inspired by international standards, particularly Conventions Nos. 98, 151 and 154;
- **Recognizing** the efforts made by the Administration to ensure a safe return to the office in the context of the COVID-19 pandemic;
- **Noting** that during the emergency phase of the COVID-19 pandemic early this year some of the consultations between the Administration and the Staff Union Committee took place on an ad hoc basis;
- **Considering** the importance of consultation and collaboration between the Administration and the Staff Union to address OSH issues, especially to ensure timely and effective responses during emergency situations;
- **Recalling** the functions given to the COSH in [IGDS 385](#), including to facilitate consultation and cooperation between management and the Staff Union on OSH matters;
- **Acknowledging** the importance of this bipartite advisory body to ensure timely and proper consultation, in a recurrent manner, with Staff Union representatives on safety and health matters during the COVID-19 crisis management;

- **Having been informed** of the more recent challenges encountered by the Staff Union Committee members as well as the Staff Union representative members of the COSH at HQ and the field, notably with respect to the lack of timely consultations on the implementation of new intermediary RTO phases and OSH-related measures;
- **Aware** of the urgent need to accommodate the above-mentioned fundamental principles and rights in collective bargaining and the agreements arising thereafter;
- **Instructs** the Staff Union Committee to vigorously pursue discussions with the Administration in order to:
 - ensure the effective functioning of the COSH at HQ and in the field offices and that all necessary means are made available to this end;
 - ensure that OSH policies and measures, including those related to the response to the COVID-19 pandemic, are consulted in a timely manner with COSH at HQ and the field levels;
 - ensure that Staff Union representatives are consulted through the appropriate channels and in a timely manner with respect to any other measure having consequences on working conditions of staff such as RTO, teleworking, travel, closure of offices and more;
- **Instructs** the Staff Union Committee to explicitly and consistently recall this demand in its dealings at all levels within the ILO at headquarters and in the field.