



STAFF UNION INTERNAL CIRCULAR

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RIGHT OF ILO STAFF TO JOIN THE ILO STAFF UNION

Over the past months, a number of questions have been raised on the eligibility of an individual to join the Staff Union. In response to these questions, and in an effort to clarify this situation, the Committee wishes to make the following statement.

Under article 7¹ of the Staff Union Rules, any person who has an employment relationship with the International Labour Organization may be admitted as a member of the Union, provided he or she formally requests to join and pays the monthly dues as required by the Rules.

This would include, under normal circumstances, any official with the status of civil servant who is employed under a short-term or fixed-term contract or a contract without limit of time (SST, ST, FT, WLT).²

Any person with an external collaboration or other type of contract is entitled to join the Union inasmuch as he or she does not provide a finished product (i.e. the tasks/duties performed are those of a civil servant) and the relationship is genuinely one of subordination to the ILO.

In the case of staff members seconded from international organizations or governments, the employment relationship will have to be defined in each individual case, according to objective criteria such as payment of salary source and the employee's functional or hierarchical dependency vis-à-vis the relevant organization or ministry.

Notwithstanding these eligibility criteria, the Staff Union of the ILO stands ready to support the rights and interests of all individuals who perform work in relation to the Office and the Organization.

¹ Article 7 of the Staff Union Rules states that "Membership of the Union shall be open to any person employed by the ILO."

² The method of payment of Union dues shall be determined by the Committee.