



28 June 2022

A review of events of the past month

Dear colleagues,

Once again, we would like to inform you on the activities of the Staff Union during the month of June. We saw many major events, both at headquarters and in the field.

First, the Staff Union was saddened to learn about the tragic loss of life, when a 5.9 magnitude quake struck the Central Region of Afghanistan and was reportedly felt in neighbouring provinces including Kabul, as well as in Islamabad, Pakistan, and India. We are happy to report that all our colleagues and their respective families are accounted for. It is heart-breaking to see this tragedy unfolding in Afghanistan on top of the ongoing humanitarian crisis that Afghans are going through every day. We stand in solidarity with the children and families affected during this difficult time.

Second, we would like to **welcome** colleagues who have returned to the office in Geneva, as we did for the many field colleagues who have been partially or fully on site for some time, but we deplore the lack of empathy from some managers. While we are still waiting for the Office to submit revised proposals on a new **FWA** policy, we witness the limitations of “making new from old” without fixing what does not work. For example, there are very uneven approvals of requests for TW, without clear insights on why some managers agree while others do not, the IRIS leave management module has proven its complete irrelevance, etc. How are we supposed to interpret statements like “All staff should be aware of the potential for unconscious bias especially towards those who work in closer physical proximity” from the recent broadcast? The information received by staff is as “clear as mud” and very confusing. The Staff Union, both at headquarters and in the field, stands ready to support you in your requests for flexibility.

The **Conference** saw some very dramatic moments, like the enhancing of OSH as a fundamental right and the start of an apprenticeship recommendation, as well as the immense effort of colleagues who supported the constituents in these tasks. We greatly appreciate their efforts and hope they are being well recognized. The Staff Union is, however, dismayed by the reckless disregard for mutually agreed health protocols that unnecessarily spread the COVID-19 virus among participants and colleagues – even many of the ILO’s top echelon! We urge the Administration to enforce the measures intended to protect the staff.

Let’s practice what we preach!

The ILC was followed by a tumultuous session of the **GB**, where the Office presented a paper concerning the future of the Moscow Office without prior consultation with the Staff Union, under the preposterous argument that the Administration considered that it did not affect staff. This action infringed the Recognition Agreement, which has become an unacceptable habit, and we are currently taking action to

prevent it from happening again. As a new paper will be presented in the November GB session, we will ensure that the voice of the staff is heard, as established by our agreements.

As you read this bulletin, the Staff Union representatives of the offices in the Americas are in Montevideo, holding the biennial **Regional Meeting**, where they are discussing the situation and concerns of colleagues in each office, including: recruitment and selection; dispute resolution; OSH; and SHIF and HR matters. As many of the representatives are new to their roles, we are also sharing information on the functions of the Staff Union, local union financial matters and the roles of union representatives. We are also meeting representatives from the region, CINTERFOR, SHIF and HR. Global solidarity in action!

The **Recruitment and Selection** working group reviewed 14 job vacancies for an addendum to the first RAPS, which was published in mid-June 2022. As usual, we ensured a strict observance of the procedure and objective job descriptions (JDs), which should offer a real possibility of career development. RAMC meeting No. 5 for 2022 took place on 23 June. The SUC representatives watched for transparent and fair treatment of candidates, paying particular attention to ILO staff applicants.

With strong SU involvement, the **COSH** bipartite technical working group completed the review of the OSH-related IGDS. The suggested changes for revision of the IGDS as well as a draft text for recommendations on how to improve the ILO OSH management system has been submitted to the COSH for consultation and adoption, and the Chairperson was asked to call for a COSH meeting to discuss this matter.
