



29 July 2022

A review of events of the past month

Dear colleagues,

As in previous months, we inform you of the Staff Union's activities in the past month.

The ongoing transition to the new Administration has shown its face in the form of the Guidance Letter of the DG-elect, and the Staff Union had an exchange with the coordinator of the transition to raise some of the many concerns that we have received from you on the impact of the proposals and embedded messages. In addition, the Staff Union has been pressing for the completion of the Flexible Working Arrangements; however, the transition seems to have left a vacuum in the decision-making process. After the Administration advised in the JNC that the incumbent Administration was able to finalize the negotiations, now we need to ask: who is in charge? The Staff Union needs a proper interlocutor in such an urgent issue that affects the work-life balance of all.

On 1 July, the Staff Union wrapped up the Regional Meeting for the Americas. Representatives from all ILO offices in LAC adopted a set of conclusions that, in summary:

- called attention to the unequal treatment of staff in technical cooperation projects;
- expressed concern that salary surveys for several offices in the region have been delayed or had negative results;
- committed to review, analyse and comment the first draft of the "Selection process for local staff in LAC";
- encouraged the Administration to act on the negotiations on a new flexible working policy;
- called for innovative ideas to promote career development opportunities for local staff;
- underlined the importance of ensuring compliance with the protocols established for the return to the different offices;
- made suggestions to improve the performance evaluation tools;
- recognized the progress and improvements made in the SHIF reimbursement process in recent years, but found that delays persist in the region;
- requested that training be conducted in the 3 official languages of the ILO and take into account the different time zones in order to ensure equal access for all staff; and
- drew attention to the high turnover in the regional human resources position, and called for a strategy to strengthen local HR units to respond to their specific needs and contexts.

The Staff Union and the Administration finalized the search for a new Mediator this month. At the same time, the search for a new Staff Union legal adviser is in progress.

The technical cooperation working group focused on developing and testing a survey that will soon be launched. Thanks to a dynamic and efficient team of highly motivated and competent volunteers and experts. The design of the questionnaire will allow us to raise and discuss the issues and realities of TC staff, which will feed into the discussions with the current and incoming Administrations.

After a year of work undertaken by a bipartite technical working group (TWG) appointed by the COSH last year, the review of the ILO internal OSH governance has been finalized. All members of the COSH were consulted and endorsed these changes. The proposed IGDS revisions (Nos. 48, 286 and 385) as well as accompanying recommendations on how to improve the ILO's internal OSH management system were submitted by the COSH Chairperson to the DG in mid-July. We expect the COSH to get feedback from the DG on the proposals and on the way forward.

The Staff Union and HRD issued a joint broadcast welcoming the launch of the first Employee Resource Group (ERG) on Disability. The ERG on Disability is a voluntary independent group of ILO colleagues with disabilities and/or with dependents with disabilities who will work to drive organizational culture change, provide mutual support, and help shape inclusion policies to improve workplaces. Collaboration and activities are being planned with the ERG including training. All staff who are interested in joining the ERG and in taking forward this important collective mission are encouraged to contact the ERG at DISABILITY-ERG@ilo.org.

The RAMC held its sixth meeting for 2022 on 14 July, and SUC representatives continued their efforts to ensure the transparency and fair treatment of colleagues who applied for mobility. HRD has submitted 18 JDs for RAPS 2 for SUC's review, so far. In line with the Staff Union's objectives for 2022, we reached an agreement with HRD to recognize equivalent experience for candidates possessing a first degree but lacking an advanced degree in the next RAPS.

Another hot topic was the proposed hiring of an external manager for part of the UN pensions fund. After a number of townhalls, letters and a petition signed by 14,000 colleagues, the pension fund agreed to meet with CCISUA, the federation to which the ILO staff union belongs, and agreed to reduce the percentage of asset management outsourced from 18 per cent to between 5 and 7 per cent (75 per cent to 22 per cent of the fixed-income portfolio), with a commitment to review the situation in March 2023. Meanwhile, the fixed-income team will recruit additional investment officers with the necessary expertise. However, the Chair of the fund's Board wrote a [letter](#) to CCISUA threatening to suspend its observer status for having spoken out on your concerns. CCISUA's reply to this threat can be read [here](#) and we encourage you to read it in order to understand the governance problems that our pension fund continues to have. Moreover, at the Pensions Board's meeting this week, the Chair opened with a speech reiterating these threats and CCISUA walked out, since it entails that they cannot provide us with feedback on the session.

Finally, the Staff Union will launch a collection among ILO staff in September to address recent calamities in Bangladesh, particularly the BM Container Depot fire tragedy and historic severe floods in Sunamganj, Sylhet and Netrokona districts. This collection is similar to the one that the Staff Union launched in response to the explosion in Beirut in 2020. On that occasion, we collected USD 7,310, which the Beirut local Staff Union Committee donated to the Lebanese Red Cross.
