



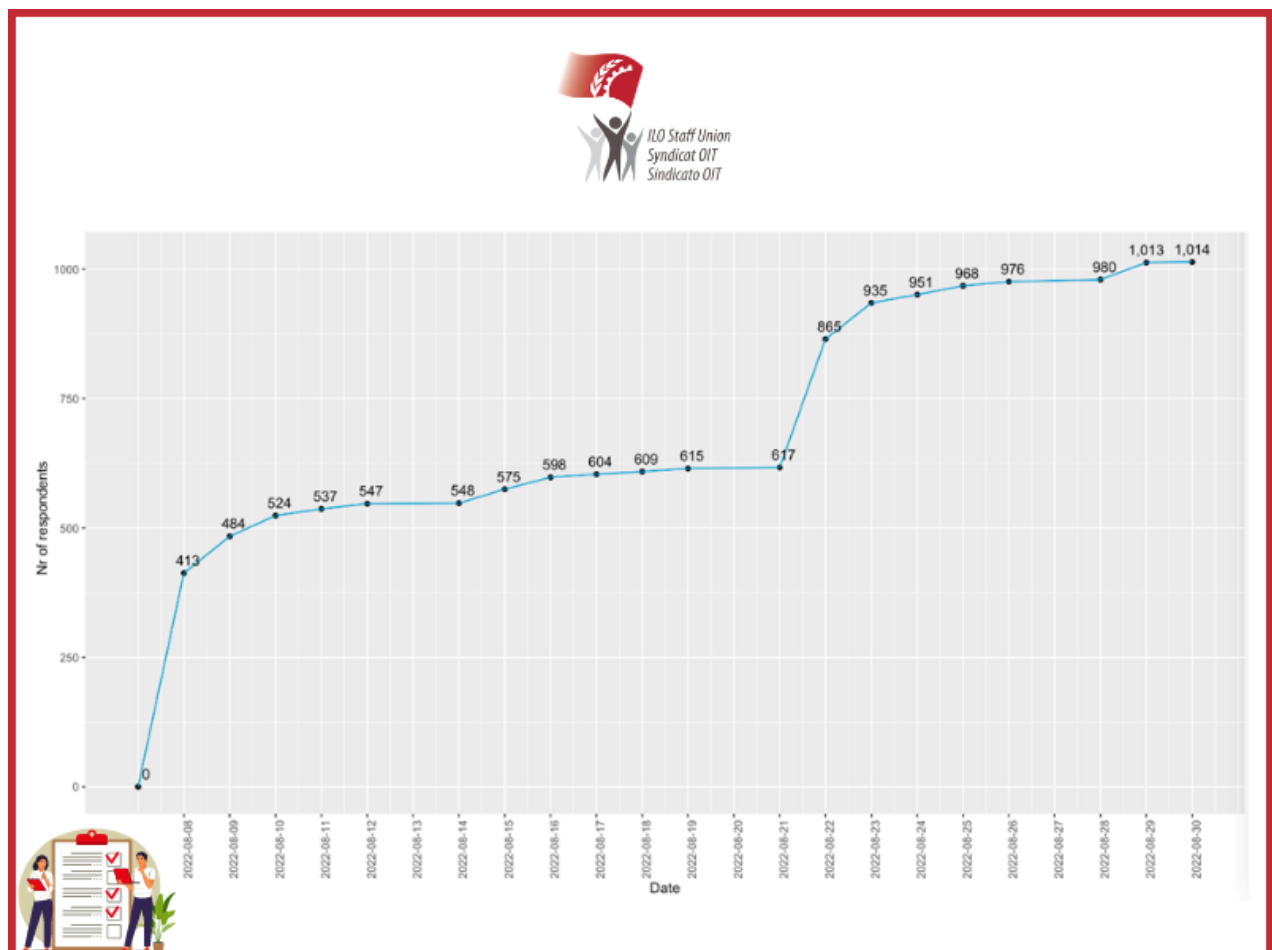
31 August 2022

A review of events of the past month

Dear colleagues,

As in previous months, we would like to inform you of the Staff Union’s activities in the past month.

First, the Staff Union is proud to thank all those colleagues who have responded to the staff survey which we launched this month as part of the year of the TC staff. So far, we have received more than 1,000 responses, which represent more than 30% of ILO staff.



As we stated in our latest reminder, this survey concerns all staff and all contracts. Whether you are already a Staff Union member or are still considering joining us, have a long- or short-term contract, we care to hear your views and will take them into account in developing our negotiating positions. Please fill in the survey in your preferred language following the links **by 10 September 2022**:

English: <https://www.surveymonkey.com/r/8Q38YWN>

French: <https://www.surveymonkey.com/r/JB3TMWY>

Spanish: <https://www.surveymonkey.com/r/JB6928N>

The Staff Union has been actively exchanging information with the **Transition team** named by the incoming DG, regarding our concerns around recruitment and selection; Diversity; Working methods; Flexible Working Arrangements; Field presence; Technical Cooperation; and Mobility. In the three meetings held in August, we have stated our firm commitment to represent the staff under the terms of the Recognition Agreement (2000) and the JNC's Guidelines on Restructuring. These basic texts establish that social dialogue should be the basis for implementing any proposals for change that have an impact on staff, and that it should be held at the earliest stages of any such proposals. We also urged them to provide the data about staff that will help us advance the discussions regarding staff, decentralization, technical cooperation, and job security that will have priority in the transition. We also underscored the need to prioritize the contracts policy discussions, in light of the ongoing activities around the year of TC staff.

After receiving the broadcast extending the final date for teleworking arrangements, we look forward to continuing the negotiations on flexible working arrangements and communicated this to the Transition team. This applies to the contracts and parental leave policies as well, which have been pending during the transition.

Post adjustment: As you may be aware, the baseline cost-of-living surveys took place in all headquarters duty stations (Geneva, London, Madrid, Montreal, Paris, Rome and Vienna), and Washington, DC, at the end of 2021. Unsurprisingly, the results do not reflect an increase in the post adjustment for the specialized agencies under the jurisdiction of the ILOAT. However, the decision was taken by HRD to protect the salaries of civil servants and to ask the ICSC to continue to provide us with the post adjustments corresponding to our situation, in line with previous years. The Staff Union welcomes this decision by the Office, since the ICSC lacks authority to take binding decisions on post adjustment multipliers. The Governing Body will discuss this issue in its November session, and we will need to be alert and present.

Disasters in Bangladesh and Pakistan: In the past two months, the South Asian region has witnessed two large disasters. In Bangladesh, severe flood and the BM Container Depot fire tragedy affected many families, and the Dhaka local Staff Union Committee has collected some funds to assist. In Pakistan, heavy monsoon rains have caused devastating floods in both the north and south of the country, affecting more than 30 million people and killing more than 1,000. On request from the local Staff Union Committees, during the month of September the Staff Union will organize a money collection to support recovery efforts.
