



30 November 2022

A review of events of the past month

Dear colleagues,

November was quite a busy month for the Staff Union. The Governing Body occupied much of our time, with discussions regarding the future of the office in Moscow, the ICSC recommendations on the post adjustments and the jurisdictional setup for the ILOAT and the UNAT taking centre stage. The Staff Union not only delivered its traditional intervention to discuss these issues but also met, as we always do, with the Workers' and Employers' groups to convey our messages. In summary, the Staff Union expressed its strong support for the proposal that the Moscow Office remain open, exposing the potential consequences for staff and reaching out to the Administration to ensure that duty of care be at the core of the response to each colleague; expressed detailed objections to the proposals which would reduce the independence of the ILO Administrative Tribunal and the ICSC; and explained our position regarding the impact of the adopted resolution on the mandate of the ICSC. In addition, the GB discussed the "innovation and knowledge strategy" and the relationship with the UN Country Teams, which we addressed both in our meetings and in our intervention. We invite you to read our intervention [here](#).

The Administration and the Staff Union have resumed the negotiations on the new Flexible Work Arrangement Policy for all ILO staff. Based on a revised proposal from the Administration which takes on board the intent of the new DG to implement a forward-looking policy on flexible work arrangements, the Staff Union and the Administration have been back at the negotiation table with the commitment to finalize and adopt the new Policy by the end of January 2023. The Staff Union is looking forward to making progress in this area, with a view to promote work-life balance for all staff and an appropriate inclusive work environment, free from violence and harassment. For our guiding principles on this thematic, please consult: <https://ilostaffunion.org/en/areas-of-action/diversity-equality-and-work-life-balance>.

The Staff Union and the Administration are also discussing the revision of the generic job descriptions for Professional and G staff in headquarters. A group of colleagues with expertise in the different areas of work have submitted changes to the old job descriptions, which are over 20 years old, to update them so they reflect the current realities. We are now discussing the gradual implementation of the revised job descriptions, and the Staff Union wants to preserve the current methodology to approve reclassification requests.

The discussions on a new parental leave policy for the ILO are now ongoing, including a necessary revision on the Collective agreement on Maternity protection in the ILO. The Report of the International Civil Service Commission for 2022 includes a Report of the working group on parental leave which details what the Commission decided: (a) to replace the current maternity, paternity and adoption leave provisions with a parental leave provision of 16 weeks for all parents; and (b) to provide an additional period of 10 weeks to birth mothers to meet their specific pre- and post-natal needs. A new policy should reflect this ICSC decision, but the Staff Union is requesting that other elements be included in the ILO's parental leave.

The working group coordinators took the lead in these negotiations, in order to maximize the capacity of the Staff Union and arrive at results as quickly as possible, in light of the urgency of these issues for union members. For this purpose, each of the working groups held several preparatory meetings.

On 14 November, the Joint Negotiating Committee met for the third time, to follow up on the pending items. These include the mandate of the JAAB members, the diversity of the intern programme, a possible evaluation of the impact of the mobility policy, the aforementioned implementation of the decisions of the ICSC regarding new parental leave provisions, and a proposal to extend the competence of the JAAB to review grievances submitted by the staff members of the ITCILO-Turin.

In addition, the RAMC met on 22 November, and reviewed eight competitions in stages 2 and 3. The Staff Union representative ensured that the mobility policy is strictly observed, as established in the 2014 Collective Agreement on Recruitment and Selection.

With the support from the SUC, two information sessions were organized on 15 November to provide colleagues with more information on UN-GLOBE, the ILO UN-GLOBE Coordinator(s) selection process and assess interest in reviving UN-GLOBE activities at the ILO. The informal group (HQ and field) has grown and launches are being organized at HQ. For any questions, you can contact unglobe@ilo.org. The deadline to apply for the role of UN-GLOBE@ILO Coordinator is Friday, 9 December. You will find documents detailing the eligibility criteria and procedure [here](#). Interested colleagues are encouraged to read the instructions, terms of reference, and to submit the requested documentation to the UN-GLOBE Board directly at ohrm_globe@un.org by Friday, 9 December.

On 29 November we began the traditional Union days, which will continue on 1 December. Staff members have shown great interest in the work of the Staff Union. We will receive all staff who have questions about the Staff Union and distribute information material. We look forward to meeting you there!

Finally, the elections for the Staff Union Committee for 2022-24 closed on 17 November. We are happy to report that 1,125 members voted, which is a great turn-out that gives the incoming Committee a strong mandate to speak for the staff. Thanks for your participation! On 1 December, the Committee will elect its officers as established in the statutes of the Staff Union.

Wishing you a happy new month and a wonderful holiday season.