

**8<sup>th</sup> Regional Meeting of the ILO Staff Union for the African Region**  
**Hurghada, 12 - 16 September 2022**

***Conclusions and recommendations from the meeting***





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# Abbreviations

**DWT:** Decent Work Technical Support Team

**GS and NO:** General Service and National Officers

**HRD:** Human Resources Development

**IGDS:** Internal Governance Document System

**ILO:** International Labour Organization

**IRG:** Independent Review Group

**ICSC:** International Civil Service Commission

**LSSC:** Local Shared Service Centre

**OSH:** Occupational Safety and Health

**RB/DC:** Regular Budget / Development Cooperation

**SDF:** Staff Development Funds

**SHIF:** Staff Health Insurance Fund

**SMT:** Senior Management Team

**SU:** Staff Union

**TC:** Technical Cooperation

**TC and ST:** Technical Cooperation and Short Term

**UN:** United Nations

**UNFCU:** United Nations Federal Credit Union

# Introduction

The ILO Staff Union in collaboration with the titular and substitute member for Africa organized the 8th Regional Meeting for the African Region in Hurghada, Egypt, from 12 - 16 September 2022.

This statutory meeting is usually held on regular intervals, the last African Regional Staff Union Meeting was held in Lusaka in 2018, the next was scheduled to take place in 2020, however, due to the COVID-19 pandemic, the meeting could not take place and had to be postponed to 2022.

The main purpose of the meeting is to allow the ILO staff representatives to discuss professional and social situations at the regional level and to give an update of the latest changes and developments in the Organization's daily operations. The meeting also provides an excellent opportunity for the ILO Staff Union to train its local officials, to help improve their unions skills, in particular for those recently elected (election are taking place every two years based on a harmonized agenda). The Staff Union noted that 100 per cent of its representatives on local committees were elected and some re-elected during the recent elections in 2022, and their need for training was a priority during this Regional Meeting.

Virtually in attendance for the opening ceremony were the Deputy Regional Director, Mr Peter Van Rooij, who represented the Regional Director Ms Cynthia Samuel-Olonjuwon also present virtually was Mr Eric Oechslin, Office Director, DWT/CO Cairo. The Staff Union however regret that no representative was available in person, which would have made it easy for bilateral meetings to be organized upon request.

The Meeting was attended in person by two representatives from the ILO Staff Union in Geneva: Mr Carlos Carrion-Crespo, Chairperson of the Staff Union and Ms Leillah Abdallah, Substitute member for Africa. Also in attendance, Mr Remy Bertrand Kama Kama, Titular member for Africa as well as Staff Union representatives from all ILO offices in Africa. On an exceptional basis, this meeting was also open to one additional member from each Office. The organizing committee was the Cairo Staff Union committee.

During the five-day meeting, delegates discussed at length several issues faced by staff in each duty station, they exchanged their experiences, analysed some of the problems that were common to the region and even shared some best practices. The meeting identified critical issues to be submitted to the administration, including to their interlocutors within the region and to the Senior Management at the ILO headquarters. Chapter III "Main priorities for the staff Union in Africa" summarize the key challenges and recommendation agreed upon during the meeting.



# Foreword & Acknowledgements

Several points were discussed in depth by the Chairperson of the Staff Union, the titular and substitute member for Africa. Thanks to modern technology, the Union's treasurer in Geneva was able to confirm that the Staff Union funds were correctly managed. He also explained good practices and consequences of mismanagement of Union funds via a virtual session.

Other discussions held virtually by the responsible officials from Geneva were those of; Occupational Safety and Health (OSH), recruitment and selection working group, Staff Union Geneva's Committee, Human Resources (HR), Staff Health Insurance Fund (SHIF) and safety and security in the field. The Staff Union would like to extend their appreciation for all colleagues who had made themselves available to provide information, guidance and answer staff question.

Our sincere thanks and gratitude is extended to the local Staff Union Committee in Cairo for the excellent organization of the meeting logistics and the warm and very professional welcome the participants received. Special mention should be made of the cordial working relations and good working conditions that prevail in the ILO DWT for North Africa and Country Office for Egypt and Eritrea.

# Main priorities for the staff Union in Africa

The 8th Regional Meeting for the African Region drew attention to several main issues that were identified by the ILO's offices in the African region. Some of the issues identified and discussed were those that came up from the survey conducted in the region, the survey targeted all ILO staff and was launched in July 2022 and closed in August 2022. The results of the survey are highlighted in annex 4 below. Some of the main issues are:

## A. Main priorities concerns:

### 1) Salary methodology

Main issues:

- Inconsistent involvement of the ILO in the Local Salary surveys committee (LSSC). (There should be representatives from both management and the Staff Union).
- Challenges for the colleagues to find and mobilize good comparators.
- The methodology currently being used does not take into consideration the cost of living in countries; currency devaluation, etc...
- Limited knowledge and understanding of the salary methodology as well as the eligibility of Categories (Category 1: 15 Comparators, Category 2: 10 Comparators and Category 3: 7 Comparators).

### 2) Staff Health Insurance Fund (SHIF)

Main issues:

- Only 25 percent <sup>1</sup>of ILO colleagues in Africa are satisfied with SHIF local service providers, SHIF is not recognised by majority of local service providers.
- Prefinancing of medical services by officials themselves create burden on ILO staff which prevents them from accessing quality medical services.
- Lack of resources to pay service provider in times of emergencies in certain cases.

### 3) Reclassification and review of grades

Main issues:

- Challenges for staff to submit reclassification request with adequate documentation; demonstrating they qualify for the requested grade; this is because of minimal information available on the reclassification process.
- Lack of transparency and lack of computerized workflow of the reclassification process, this hinders staff from easily submitting and monitoring their reclassification request online.

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<sup>1</sup> The 25 percent is derived from the results of the survey conducted in July/August 2022

## B. Other concerns (in no particular order)

### 1) Career Development and Functional Mobility

Main issues:

- Only 38 percent <sup>2</sup>of staff in the region confirm they are aware of a Staff Development Committee.
- Lack of access to Staff Development Funds (SDF) for Technical Cooperation (TC) staff at ILO
- Lack of harmonisation and mechanisms of handling the use of SDF at country Office level.
- The current use of Focal Points system in the ILO is inconsistent and not benefitting staff career development.
- Lack of opportunities for career growth; in particular for local staff.

### 2) Professional relations and work conditions<sup>34</sup>

Main issues:

- Complicated inter-personal relations in some country Offices, which impact staff health and their abilities to perform their duties.
- Cases of moral and sexual harassment<sup>5</sup> identified in some country Office.

### 3) Recruitment and selection

Main issues:

- The level of participation given to the Staff Union representatives differs, (From a simple observer to a full panel member).
- The basic principles of recruitment and selection vary considerably from one office to another in the region.<sup>6</sup>
- Discrepancies between grades and categories of staff at office level.

### 4) Job titles harmonization

Main issue:

- Lack of comparison and alignment of job titles of ILO staff compared to those of sister agencies.

### 5) Staff security

Main issue:

- Inadequate support for security assessment for local staff to upgrade security facilities at places of residences.

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<sup>2</sup> The 38 percent is derived from the results of the survey conducted in July/August 2022

<sup>3</sup> From the survey conducted the work environment received a rating of 3.6 stars out of 4 stars.

<sup>4</sup> From the survey conducted 38 percent staff consider they have a positive/very positive work-life balance

<sup>5</sup> From the survey conducted 13 percent staff indicate that they have been victims of harassment and/or sexual harassment

<sup>6</sup> From the survey conducted, 6 per cent staff confirm they have benefited from an information session on the Independent Review Group (IRG)

# Recommendations for improvement

Representatives of the ILO Staff Union of the Africa Region, during their meeting in Hurghada from 12 to 16 September 2022, recommend the following:

## A. To the ILO Administration in Geneva

### 1) Salary methodology

- I. Requesting to have global comparators from ICSC to complete the list of comparators as finding comparators is currently very challenging, specially that UN Staff salaries should be among the top 15 paying salaries in each country.

### 2) SHIF

- I. SHIF to provide information awareness sessions to enhance the understanding of SHIF processes and services among the ILO staff.
- II. SHIF to provide a framework for guiding negotiations and lead direct negotiations with service providers at country level to provide access to quality medical services for staff.
- III. SHIF Management should engage with the ILO Staff Union committee on the change in SHIF regulations and administrative rules related to dental and optical cover. Dental and optical cover should be covered as soon as staff joins the ILO.
- IV. SHIF should provide recognized health insurance cards which would allow staff access to quality health care from the listed service providers/SHIF partners. These recognised insurance cards should be timely issued to all staff across the region.
- V. SHIF should plan to engage and consider direct negotiations and direct payment arrangements to service providers. This can be done directly or through intermediary service providers.
- VI. Assessment of Africa Health Care systems should be conducted to provide tailor made pre-financed insurance system that works for staff. Positive practices implemented by other UN agencies in ensuring access to quality pre-financed medical services can be adopted by SHIF in Africa.
- VII. SHIF to provide access for SHIF reimbursements through UNFCU and other preferred staff salary accounts to all staff.

### 3) Reclassification and review of grades

- I. Provide staff awareness session and guidance for staff reclassification requests and ensure the requests demonstrate that the incumbent is currently doing the majority of expected duties of the job description of the higher grade during a period of 12 months at least.
- II. Build an Online System to submit and monitor progress of the reclassification request process based on predetermined time frame.
- III. The administration to initiate a benchmark review of the ILO job titles and responsibilities in comparison with the UN System.
- IV. The mandate of Independent Review Group (IRG) should be extended for all reclassification requests for G and NO grades.
- V. Staff Union in consultation with administration to initiate IRG information session for the benefit of all relevant staff

#### **4) Professional relations and work conditions**

- I. Strengthen the mechanisms to provide measures on issues related to harassment and violence in the workplace.
- II. In equal benefits between international and national staff members (Education grant).
- III. Parental leave:
  - a. Provide the new paternal leave arrangement as soon as possible. There is a change in the leave period and other UN agencies update their staff about the new changes which are conducted by ICSC.
  - b. Consider aligning the special leave (maternity and paternity leave, breastfeeding hours and applied duration) with other agencies in term of duration.
  - c. Consider flexible working hours one year after child delivery.
  - d. Facilitate working conditions for new mothers (Day care facilities or subsidies, including 6 months maternity leave in line with other agencies).

#### **5) Recruitment and selection**

- I. Review the 2014 SU and ILO collective bargaining agreement on recruitment and selection to enable the Staff Union full participation in all stages of the recruitment and selection process.
- II. The establishment of a negotiating committee for the signing of an agreement between the Staff Union and the Administration of the ILO Africa Regional Office for the harmonization of the basic principles of recruitment and selection in the Africa region.
- III. The establishment of a committee (HRD/Staff Union) to ensure effective consistency in the classification of Technical Cooperation staff positions for the purpose of harmonizing grades in the field.
- IV. ILO Africa Regional Office Management, Country Office Directors and Technical Support Team prioritize the direct selection and transfer of staff or former staff of the same grade when applicable. (TC and ST).
- V. Administration to authorize the Technical Cooperation staff to apply for internal vacancies, after three (3) years of service in the ILO.
- VI. In accordance with IGDS 609 VI, ensure that when applying for international positions, local staff have in practice recognition of the years of experience in the ILO taken into account.

#### **6) Job titles harmonization**

- I. Replace the title "Assistant" with "Associate". The Grade levels for ILO staff should be compared with other UN agencies and take into consideration the geographical area of responsibility. For example, where ILO offices are clustered some "Assistants" undertake responsibilities in more than one country. This "Associates" them to other countries, yet they aren't recognized as such.

#### **7) Staff security**

- I. Provide adequate financial support to local ILO staff so they could meet security requirements and standards.



## B. To the ILO Regional Office for Africa in Abidjan

### 1) Reclassification and review of grades

- I. Consider organizing information sessions on reclassification to all staff concerned (ensuing guidance is provided both for RB and DC staff).

### 2) Career Development and Functional Mobility

- I. Encourage all Country Offices to have active Staff Development mechanisms to provide advice to the management.
- II. Consider dedicating a certain percentage of SDF for individual staff development for local colleagues and not just for group training of local staff.
- III. Encourage TC project designer to include a dedicated budget line for capacity development of TC Staff.
- IV. Ensure “focal point system” is designed and used as a real opportunity for growth. Mostly ensuring:
  - i. adequate technical assistance is provided to focal point by Headquarters Department.
  - ii. adequate training (combining online, self-learning and face to face training) are organized.
- V. Ensure the technical focal point roles attributed to staff is reflected on their Beginning of Cycle and End of Cycle and the relevant training for the roles is administered.
- VI. Succession plan (already used in some TC projects) can be a way to expose colleague to greater responsibilities and opportunities.

### 3) Professional relations and work conditions

- I. Advise management to organise meetings of all teams, e.g. once a month, to discuss activities and concerns.
- II. Arrange periodic meetings with regional SMT and staff (this is an opportunity for staff to raise their concerns to all staffs in the country office).
- III. Teleworking and conditions:
  - i. Continue teleworking as an alternative working condition and this should be done in consensus / agreement with the SMT and SUC
  - ii. Ensure the application of flex hours and teleworking due to their efficiency in work quality and help in maintaining work/life balance.
- IV. Office materials:
  - i. The Office should provide all staff with the necessary equipment for the proper performance of their professional tasks, taking into account the experiences and lessons learnt from the COVID period and the post-acute COVID crisis.
  - ii. Facilitate parking spots for all staff (RB/DC) in some country offices.
- V. OSH:
  - i. Establish and/or strengthen OSH committees in each country office for smooth working environment in the workplace and strengthen their capacity.
  - ii. Due to the structure of the ILO country offices where a country office covers more than one country. OSH committee should be mandated to systematically report on all premises hosting ILO staff (not only Country Office premises).
  - iii. Provide capacity building to OSH committees across Africa to strengthen their capacities in addressing OSH issues.

- iv. Assign and/or recruit appropriate number of staff for each function which helps and promote work-life balance.

***Compiled and adopted in Hurghada on 16<sup>th</sup> September 2022***

# Annexes:

## Annex 1. List of participants

	OFFICE	PARTICIPANT
	HQ Geneva / <i>Genève</i>	Mr/M. Carlos Carrión-Crespo (Chairperson / Président) Ms/Mme Leillah Abdallah (Substitute Member / Membre suppléante)
	Yaounde / <i>Yaoundé</i>	Mr/M. Bertrand Kama Kama (Titular Member / Membre titulaire)
1.	Abidjan / <i>Abidjan</i>	Mr/M. Fama Bakayoko
2.	Abuja / <i>Abuja</i>	Ms/Mme Uchenna Ademiluyi
3.	Addis Ababa / <i>Addis Abeba</i>	Mr/M. Alemayehu Zewdie
4.	Algiers / <i>Alger</i>	Mr/M. Fares Messelleka Mr/M. Charef Eddine Messadi
5.	Antananarivo / <i>Antananarivo</i>	Ms/Mme Emma Raboanally
6.	Cairo / <i>Le Caire</i>	Mr/M. Ahmed Adel Nasser Ms/Mme Sarah Ahmed Mr/M. Hisham Abdelhamid Mr/M. Ahmed Amin Mr/M. Mahmoud Elsalawi Ms/Mme Asmaa Rezk Ms/Mme Iman Elbakry
7.	Dakar / <i>Dakar</i>	Mr/M. Hervé Sea Ms/Mme Adja Marième Soda Kamara
8.	Dar es Salaam / <i>Dar-es-Salaam</i>	Ms/Mme Phillo Aryatwijuka
9.	Harare / <i>Harare</i>	Mr/M. Alfred Musana Mr/M. Fungai Mudzengerere
10.	Kinshasa / <i>Kinshasa</i>	Mr/M. Felix Fwongo Nsalambi
11.	Lusaka / <i>Lusaka</i>	Mr/M. Gerald Tembo
12.	Pretoria / <i>Prétoria</i>	Mr/M. Redha Ameer
13.	Yaounde / <i>Yaoundé</i>	Mr/M. Michel Nyunai Gwed Mr/M. Germain Djeutcheu

## Annex 2. Adopted agenda

### Final Agenda – Programme Final

**Monday, 12 September, 2022 – Lundi 12 septembre 2022**

- 08:30 - 09:00** Registration of Participants – Enregistrement des participants
- 09:00 - 10:00** ***Opening ceremony – Cérémonie d'ouverture***
- Mr Ahmed Nasser, SU Representative, ILO Country Office, Cairo – Représentant syndical, bureau de pays de l'OIT, Cairo
  - Mr Eric Oechslin Eric, Director, ILO Country Office, Cairo – Directeur, Bureau de pays de l'OIT, Cairo (by Zoom, TBC)
  - Mr Peter Van Rooij, Deputy Regional Director, Africa Region – Directeur régionale adjoint, Région Africaine (by Zoom)
  - Mr Carlos Carrión-Crespo, Chairperson, SUC Geneva – Président du Comité du Syndicat, Genève
  - Mr Bertrand Kama Kama, Africa Regional Titular Member – Membre régional titulaire pour l'Afrique
- 10:00 - 10:30** Group photo & Tea/Coffee Break – Photo de groupe et pause-café/thé
- 10:30 - 11:00** Election of Chairperson and Rapporteurs for the meeting – Election du Président et du rapporteur de la réunion
- Adoption of the Agenda – Adoption de l'ordre du jour
- Introduction of participants – Présentation des participants
- 11:00 - 13:00** Presentation of the Union and the structure on a global level - Présentation du Syndicat et de la structure à l'échelle mondiale  
**Carlos Carrión-Crespo**
- 13:00 - 14:00** Lunch - Déjeuner
- 14:00 - 15:00** Presentation on Legal issues: Internal justice, grievances, the case of the African Region - Présentation sur les questions juridiques: justice interne, plaintes, cas de la Région africaine  
**Carlos Carrión-Crespo**
- 15:00-16:00** Meeting with all the staff of the Cairo Office virtually via Zoom – Rencontre avec l'ensemble du personnel du Bureau du Caire de manière physique ou virtuelle via Zoom
- 16:00 - 17:30** Preparation for the discussion with HRD – Préparation de la discussion avec HRD
- 17:30 - 18:30** Reception
- 18:30** End of day I

EXCHANGES WITH THE ADMINISTRATION – ECHANGES AVEC LES REPRESENTANTS DE  
L'ADMINISTRATION

**08:30 - 10:30** Zoom session - HR issues (Harassment, Mobility, Ways to shorten recruitment turnaround, Change of job titles, for example, removing assistants and replacing them with associates) – Conférence Zoom sur les questions de ressources humaines (Harcèlement, Mobilité, Les moyens de raccourcir les délais de recrutement, Changement des titres de poste, par exemple pour supprimer les assistants et les remplacer par des associés)

**HR- Alex Aziz**

**10:30 - 11:00** Ongoing tea/Coffee Break – Pause café/thé

**11:00 - 11:30** Zoom session - Security issues related in particular to the African region – Conférence Zoom sur les questions de sécurité liées en particulier la région Afrique

**Solange Juget and Jean-Louis Domínguez, Security Advisers of the ILO at HQ**

**11:30 - 13:00** Zoom session - Discussion on the working environment and workplace climate in the region / Discussion sur l'environnement de travail et le climat dans les bureaux de la région

The main concerns of development cooperation staff in the region / Les principales préoccupations du personnel de la coopération technique dans la région

Obtaining irrevocable direct debit of salary to allow the Staff to get loans from local banks / Obtention de domiciliation irrévocable de salaire pour permettre au Staff d'obtenir des prêts auprès des banques locales / Specific reclassification issues in Africa / Les problèmes spécifiques de reclassification en Afrique

**HR- Alex Aziz**

**13:00 - 14:00** Lunch - Déjeuner

**14:00 - 14:30** Preparation for the discussion on the SHIF (Staff Health Insurance Fund – Préparation de la discussion sur la CAPS (Caisse d'assurance maladie)

**14:30 - 15:00** Zoom session - SHIF issues – Session Zoom sur les questions relatives à la Caisse d'assurance maladie

**Florian Léger, Secrétaire Executive CAPS / Executive Secretary SHIF**

**15:00 - 15:15** Staff-management relations: Specific concerns related to the African Region, challenges and the way forward - Relations entre le personnel et l'Administration: préoccupations spécifiques liées à la région africaine, défis à relever et voie à suivre.

Overview of the situation at the duty stations (presentation based on the recent survey sent to the staff of the Africa region) / Présentation générale de la



situation dans les lieux d'affectation (présentation basée sur la récente enquête adressée au personnel de la région Afrique)

**Rémy Bertrand Kama Kama**

Prepare new regional priorities for 2022/2023 / Préparer les nouvelles priorités régionales 2022/2023

**Group discussion**

- 15:15-15:45** Ongoing tea/Coffee Break – Pause café/thé
- 15:15 - 16:00** Comments from each President on the actual situation in their duty station / Commentaires de chaque Président sur la situation réelle de leur lieu d'affectation
- 16:00 - 16:15** Setting up the working groups of the Staff Union in Africa according to various identified priorities / Constituer les groupes de travail du Syndicat en Afrique en fonction de diverses thématiques identifiées
- 16:15** End of day II

### **Wednesday, 14 September, 2022 – Mercredi 14 septembre 2022**

#### *SU TRAININGS – FORMATION SYNDICALE*

- 08:30 - 10:00** SU Mandate, Role & Functioning of local SUC committees, organizing - Mandat du syndicat, Rôle et Fonctionnement des Comités locaux, affiliations (SU)  
**Carlos Carrión-Crespo**
- 10:00 - 10:30** Ongoing tea/Coffee Break – Pause café/thé
- 10:00 - 11:00** Sharing good practices on union activities in offices / Partage des bonnes pratiques sur les activités syndicales dans les bureaux  
**Group discussion**
- 11:00 - 12:30** Zoom session - Use of union funds - Session Zoom sur l'utilisation des fonds syndicaux  
**Yvan Poulin, SU Treasurer / Trésorier**
- 12:30 - 14:00** Lunch – Déjeuner
- 14:00 - 16:00** Zoom session - Information Session for Regional Staff on the Independent Review Group (IRG) / Session d'information Zoom ouverte au personnel de la région sur le Groupe d'examen indépendant (GEI)  
**Redha Ameer, President of the Pretoria local Staff Union Committee / Président du Comité local du Syndicat du personnel de Pretoria**
- 15:00 - 15:30** Ongoing tea/Coffee Break – Pause café/thé
- 16:00** End of day III

## Thursday, 15 September, 2022 – Jeudi 15 septembre 2022

- 09:00 - 10:30** Zoom session - SU training on Occupational Safety and Health – Formation SU sur la Sécurité et la Santé au Travail  
**Ana Catalina Ramírez, SU Titular Member, COSH / Membre Titulaire, CSST**
- 10:30 - 11:00** Tea/Coffee Break – Pause-café/thé
- 11:00 - 12:30** Zoom session - The role of the Staff Union's members in the recruitment and selection committees / Le rôle des membres du Syndicat dans les comités de recrutement et selection.  
**Manuel Céspedes-Ocampo, coordinator, Recruitment and Selection working group / Coordinateur, groupe de travail Recrutement et sélection**
- 12:30 - 14h00** Lunch - Déjeuner
- 14:00 - 15:00** Discussion on possible conclusions and recommendations - Discussion sur les éventuelles conclusions et recommandations.
- 15:00 - 15:30** Tea/Coffee Break – Pause-café/thé
- 15:30 - 16:00** Zoom link to the Geneva's Committee Meeting / Rencontre avec la réunion du Comité à Genève
- 16:00 - 17:00** Drafting of conclusions
- 17:00** End of day IV

## Friday, 16 September, 2022 – Vendredi 16 septembre 2022

- 09:00 - 10:30** Presentation of draft report (conclusions and recommendations) - Présentation du projet de rapport (conclusions et recommandations)  
**Ahmed Nasser**
- 10:30 - 11:00** Tea/Coffee Break – Pause-café/thé
- 11:00 - 12:00** Discussion and adoption of the report – Discussion et adoption du rapport  
**Group discussion**
- 12:00 - 13:00** Closure of meeting – Clôture de la réunion
- 13:00 - 14:00** Lunch - Déjeuner

**End of the meeting – Fin de la reunion**

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## Annex 3. Message from the Titular Member for Africa

### Speech by the Titular Member for the African Region 8th ILO Staff Union Regional Meeting for Africa (Hurghada, Egypt, 12-16 September 2022)

- Mr Deputy Regional Director of the ILO for Africa, Dear Peter
- Director of the ILO Cairo Office, Dear Eric Oechslin,
- Comrade President of the ILO Staff Union Committee in Geneva, Dear Carlos,
- Comrade Alternate of the Africa Union in Geneva, Dear Leillah
- Comrade Representative of the ILO Staff Union in Cairo, Dear Nasser
- Dear Comrade Staff Representatives of the ILO Offices and Technical Support Teams in Africa
- Dear Comrades of the ILO Technical Support Team in Cairo
- Ladies and Gentlemen,

I am very honoured to have the opportunity to be with you and to address this 8<sup>th</sup> Regional Meeting of the ILO Staff Union for Africa on behalf of all my Comrades and colleagues from the Africa Region represented here.

First, I would like to wish you, dear colleagues and comrades from Headquarters, the Regional Office, the Cairo Office and of course the whole Africa Region, a warm welcome to Hurghada. I would particularly like to thank all the colleagues in Cairo and you here for your commitment to this workshop.

We also appreciate and thank the following online presences:

- Mr. Peter Van Rooij, ILO Deputy Regional Director for Africa, representing the Regional Director, who personally responded to the Union's invitation
- Mr. Eric Oechslin, Director of the ILO Office in Cairo

Also, I would be incomplete if I did not welcome the brilliant election for some, and re-election for others, at the level of your respective offices as representative of the Staff Union for the next 2 years. This is an opportunity for me to congratulate you on your commitment to the ideal of serving and not being served. And it is in this logic that I reaffirm the availability of the Union, at all levels, to accompany you in the achievement of this heavy and delicate task.

Dear Comrade President of the ILO Staff Union in Geneva,  
Dear Comrade Staff Representatives of the ILO in Africa,

It is important to reiterate that the concerns of staff in the African region are as old as the ILO. You are therefore entitled to ask yourselves whether the Union is still playing its role in protecting and defending the interests of the staff.

It is pertinent to note that in an environment threatened by profound changes, any rights acquired through long struggles by our valiant predecessors must be preserved. What is the point of negotiating further rights when you lose the ones you have? It is fundamental to consider that nothing can be acquired indefinitely and that we must constantly fight with the strength of arguments, social dialogue and the solidarity of all.

In the face of all these challenges, the combined actions carried out at regional level and at Headquarters by the Union since 2020 have produced the following main results:

**1. A STRONGER UNION**

The union's local committees in the region have continued to integrate new memberships. Most local union committees have managed to maintain their activities virtually during the COVID-19 pandemic. They made considerable efforts to help keep the office running smoothly during the telework period.

**2. DIALOGUE WITH THE REGIONAL MANAGEMENT**

The titular member, the alternate member and the Regional Directorate have defined a formal framework for exchanges through a monthly meeting which takes place every last week of the month. The purpose of these exchanges is not only to maintain dialogue with Regional Management but also to defend the rights of colleagues on the many concerns formally set out, such as the impact of the Covid-19 pandemic, the Standard Operating Procedures (SOPs), the Return to Office (RTO), the contested evaluations at the beginning and end of the cycle (BoC and EoC) and cases of moral harassment. Cases of mobbing occurred in some workplaces and were formally submitted to the Human Resources Department in Geneva for jurisdiction.

**3. REVISION OF JOB DESCRIPTIONS FOR LOCAL STAFF**

After the publication of the new job descriptions and the related exchanges, it appears that the local staff in the field are not satisfied with the new functional job assignments. For example, all IT (Information Technology) team members in the region are still in disagreement with the Regional Office and HRD/OD on the new job descriptions despite the exchanges between the different parties. The Regional Office indicated on 30 November 2020 that it had taken note of the difference in interpretation between HRD/OD and the IT team representatives in the region. It invited the latter to address this issue through the Staff Union, co-signatory of the above-mentioned collective agreement.

**4. RECRUITMENT, SELECTION AND CAREER DEVELOPMENT**

It is essential to strengthen the harmonisation of recruitment and selection procedures in all places of employment, through the creation of the Recruitment, Assignment and Mobility Committee.

Recruitment and selection is currently one of the most sensitive issues for some offices in the region, as there have been clear cases of unfair and biased recruitment reported to the Union and HRD Geneva.

Staff are therefore constantly challenging the non-transparent recruitment and selection procedures. The Union Representatives in the region, at least for some offices, still do not have the same roles in the recruitment and selection processes.

To date, only the following 03 offices: Kinshasa, Pretoria and Dar es Salaam give Union Representatives full roles in interview panels. The remaining 10 offices give them observer roles. This concern was discussed with Regional Management, which is in agreement with this approach despite the contrary position of the Union Representatives, on condition that they no longer participate in recruitment panels as long as the roles remain asymmetrical

in the places of employment concerned.

As for career development, the promotion of career prospects should be considered in the framework of the mobility policy, taking into account the characteristics of each category of posts, in particular TC and NO posts. In a holistic way, the mobility policy should be promoted and implemented in practice by ensuring the mobility of long-serving staff in the places of employment when staff have applied for vacancies irrespective of job category.

#### **5. CAPS: STAFF HEALTH AND SAFETY**

Staff in the region welcomed the November 2020 contractual arrangements between the Staff Health Insurance Fund (SHIF) and an internationally renowned company to provide access to a wide network of health care providers.

Speaking of the COVID-19 pandemic, hospitals were really overloaded with COVID-19 patients on the one hand, and the quality of services was not the same on the other hand due to lack of appropriate technical facilities. The staff request that CAPS/ SHIF extend its service contract to more quality hospitals. Unfortunately, cases of death of staff and/or dependents were recorded during this COVID-19 period.

Speaking of Occupational Safety and Health (OSH) in Africa, note that as part of the ongoing collaboration between the Africa Union and the Regional Office to build the capacity of OSH committees, all members of the local OSH committees participated in the first discussion session on 25 May 2022, to briefly introduce OSH management and the roles of joint committees. This training is the first to involve an entire region.

#### **6. INDEPENDENT REVIEW GROUP (IRG) AFRICA**

On 22 February 2021, the IRG for the Africa Region became officially operational. With the support of the Regional Director and in collaboration with the Union, the members of this group were appointed on a consensual basis.

An information session was held on 22 July 2021 with the participation of all Union Representatives and local committee members in the region. The local committees were asked to disseminate the information widely in their respective offices in order to educate the staff on the referral mechanisms.

#### **7. ASSISTANCE AND ADVICE**

Advice was provided to colleagues who consulted the Union on various concerns. As a reminder, colleagues in the TAWDIF project in the Algiers Office were affected by the decision to have their contracts terminated due to an abrupt and premature termination of the project.

#### **8. ANNUAL MEETING OF DIRECTORS**

The Regular Member participated online in the Africa Region Directors' Retreat, held on 21 January 2021 via Zoom. The Union's message to the Regional Director was also forwarded to the Geneva Union and shared with the Union Representatives of the region.



Dear Comrade President of the ILO Staff Union in Geneva  
Dear Comrade Union Representatives of ILO Staff in Africa,

As you know, the holding of regional meetings provides an opportunity to take stock of our countless objectives and challenges but also of our progress in terms of results and alternatives. It remains an obligation for us to communicate and a right for you to be informed about trade union action so that you can become more involved in a spirit of solidarity.

Without being exhaustive, we can therefore set the following objectives in the short and medium term:

**1. JOB SECURITY**

- a) Recruitment and selection:** Ensure that the recruitment and selection process is both fair and transparent, so as to reinforce the collective agreement on mobility and recruitment by focusing on job mobility, career development with increased staff motivation and job satisfaction.
- b) Contracts and job security:** Protect and promote security and conditions of employment and work in particular in all current and future negotiations with the Administration, regardless of the contractual situation of staff, in order to make the "One ILO" vision effective.

**2. A CAREER DEVELOPMENT PATH FOR ALL STAFF**

- a) Personal promotions and reclassification:** Ensure that the personal promotion system is transparent and fair. Make every effort to obtain clarification of the eligibility of officials who are currently illegally excluded from the exercise.

**3. TRAINING POLICY AND PERFORMANCE MANAGEMENT**

- a) Promote transparency in merit increases so that they reflect the results of the performance assessment;
- b) Ensure that the implementation of new job descriptions within the region is fair to all staff.

**4. CONDITIONS OF EMPLOYMENT FOR STAFF ON TECHNICAL COOPERATION CONTRACTS**

- a) Promote equal treatment between staff on Development Cooperation contracts and staff on Regular Budget contracts in all current and future negotiations with the administration, in order to make the "One ILO" vision effective.**

Dear Comrade President of the ILO Staff Union in Geneva  
Dear Comrade Union Representatives of ILO Staff in Africa,

Some of the Staff Union Representatives here today are new to the Union. What could be more normal, since a journey of a thousand kilometres begins with a first step. However, this first step must be ensured with capacity building so that you excel further as Trade Union Leaders. As training is one of the keys to success, this workshop will build your capacity on the trade union function with practical exercises in addition to theory. We hope that this training will contribute effectively to preventing unfortunate situations that sometimes arise from ignorance of or non-compliance with trade union praxis.

We hope that this 8th regional meeting will be a profitable moment for all, so that your role will be facilitated, and the prestige of the Union will be reinforced.

At the time of the centenary of the ILO Staff Union, we found the opportunity to pause, to celebrate our trade union past but above all to take stock and reflect on the future in a difficult context marked by many opportunities but also challenges. To paraphrase the Regional Director, **"... we cannot be effective, nor achieve the expected results, without stronger country offices and better collaboration between the different units and colleagues..."**.

I cannot end my speech without once again thanking all the colleagues of the Technical Support Team in Cairo for the welcome and facilities we have enjoyed since our arrival. To all of you, dear Comrades, we express our gratitude.

I thank you for having had the patience to listen to me.

**Remy Bertrand KAMA KAMA**  
**Titular Member**  
**ILO Staff Union (Africa)**

## Annex 4. ILO Staff Union Survey for the African Region

8<sup>th</sup> Regional Committee Meeting  
for Africa  
8<sup>ème</sup> Réunion Régionale  
Africaine  
(Hurghada, Egypt, 12-16  
September 2022)

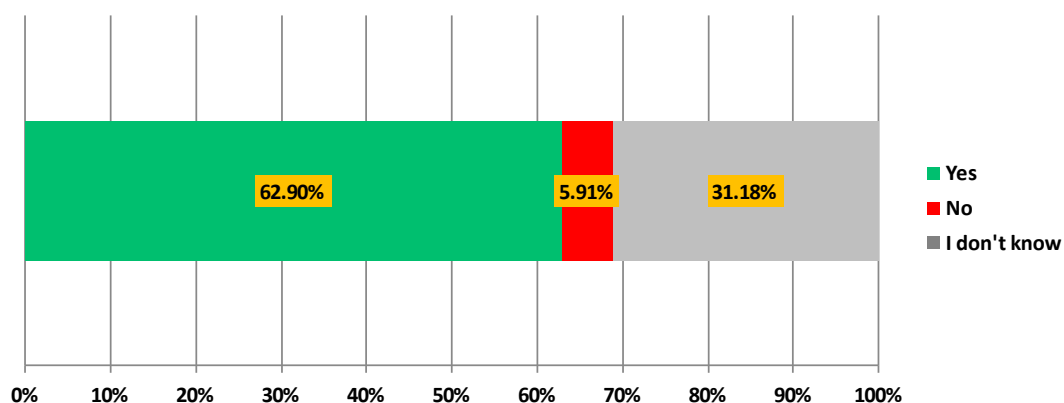
Overview of the  
situation at the duty  
stations /

Présentation  
générale de la  
situation dans les  
lieux d'affectation



*ILO Staff Union*  
*Syndicat OIT*  
*Sindacato OIT*

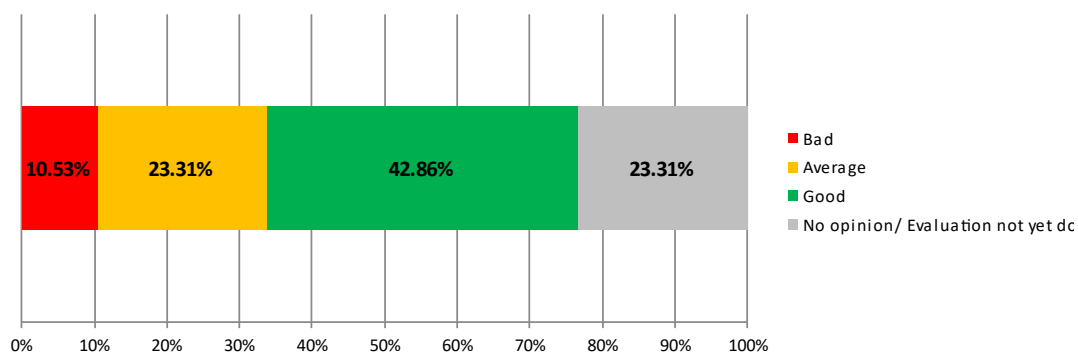
Local Salary Survey Existence /  
Existence d'un comité local des salaires



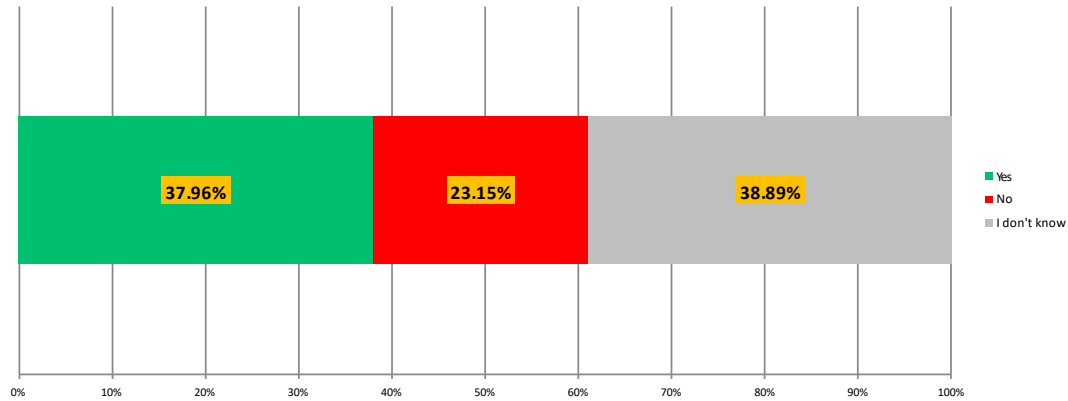
LSSC information received via ....  
Information recues via...

LSSC Information from...	Total (%)
Mail	28%
No information / pas d'information	20%
UNDP /RC	13%
ILO LSSC Committee member / Representants du BIT au comite	10%
Through SU Rep / a travers les Representants du syndicats	9%
Others / Autres	19%

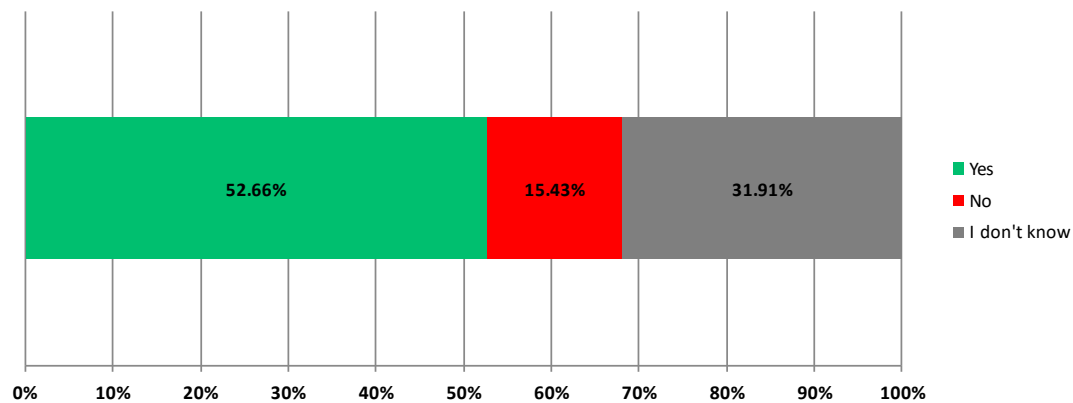
What is your experience with performance appraisals? /  
Quelle est votre expérience avec le suivi de la performance



## Knowledge about staff development fund committee in Office / Connaissance du fond de développement du personnel

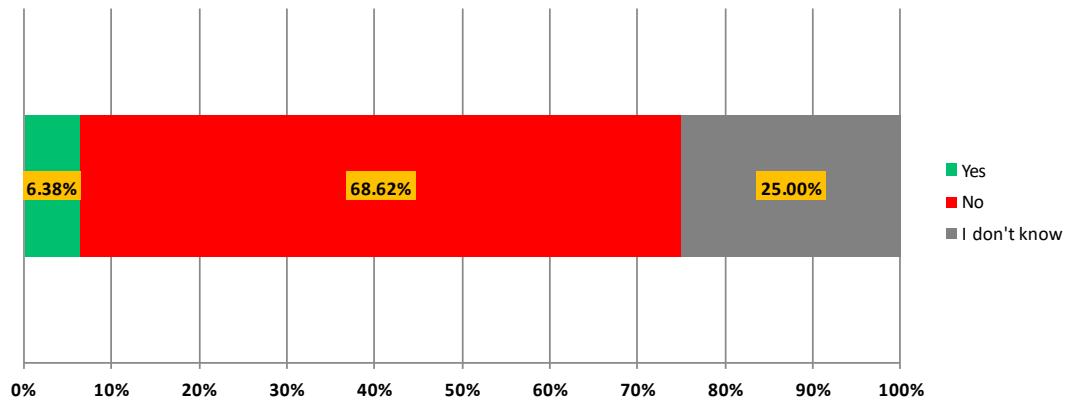


## Do you have an Occupational Safety and Health Committee in your Office? / Avez-vous un comité de santé et sécurité au Bureau?





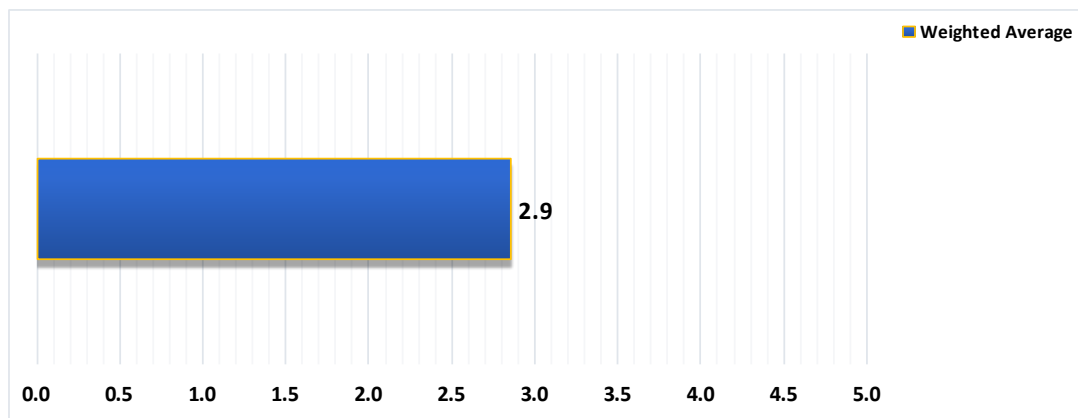
Have you benefited from an information session on the Independent Review Group (IRG)?  
 bénéficier d'une session autour du Groupe d'Experts Indépendants (GEI)



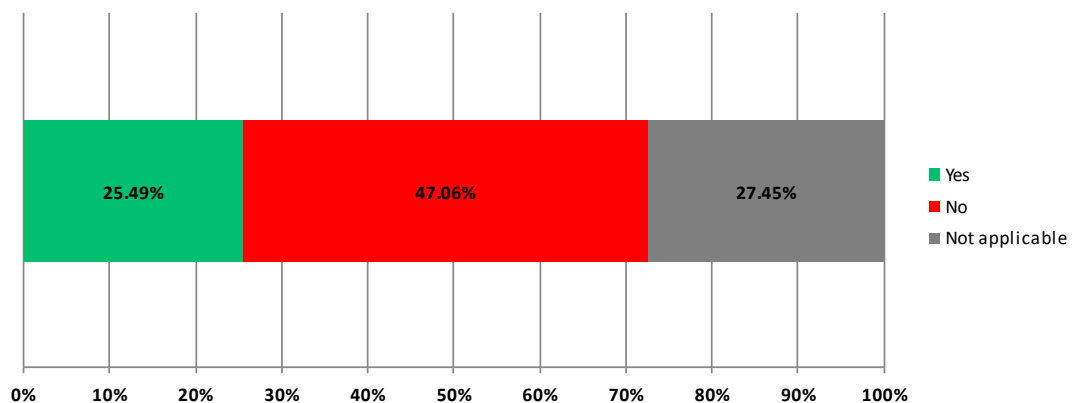
How could the Staff Union assist you in the context of grade reclassification?  
 le syndicat du personnel peut vous assister dans le cadre de reclassification ?

Assistance from Staff Union /Appui du Syndicat	(%)
Conduct information and briefing session /Organiser des séances d'information et de briefing	60%
Engaging with Management / Engagement avec le Management	15%
Ensuring clear JD and fair grades / S'assurer de description de postes claires et de grades correct	8%
Fair procedures / Procédures équitables	5%
Making recommendation to management /Formuler des recommandation au management	5%
Others / Autres	7%

Are you satisfied with the processing of your reimbursement requests from the staff Health Insurance fund? **Êtes-vous vous satisfait du processus de remboursement médicaux?**

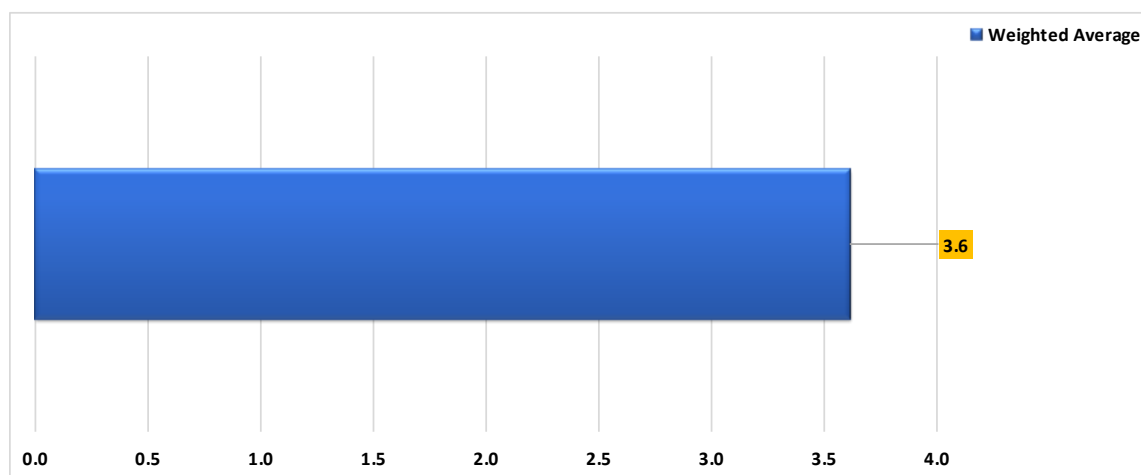


Are you satisfied with the SHIF service providers in your country? **Êtes-vous satisfait des prestataires de services de la CAPS dans votre pays ?**

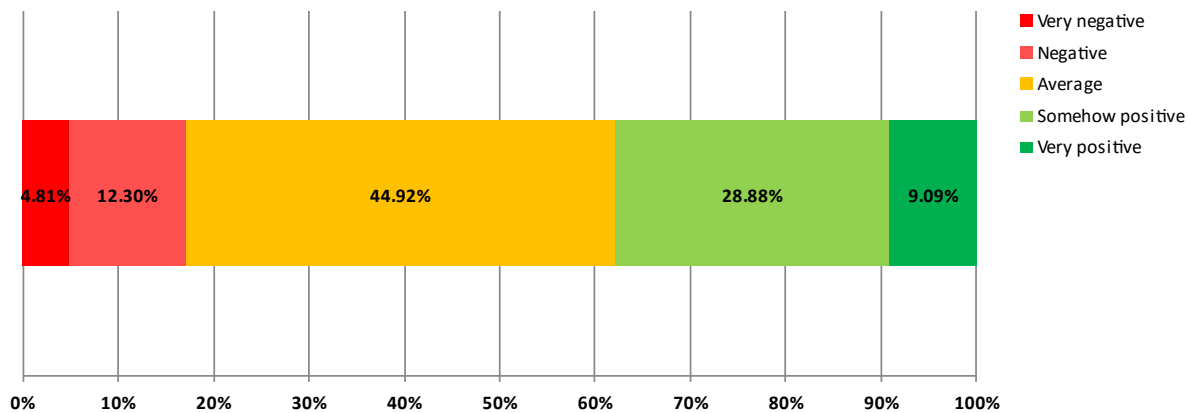


<b>Training and information session are needed</b> /Une formation et une séance d'information sont nécessaires	<b>25%</b>
<b>How to access our data about pension fund</b> /Comment accéder a nos données concernant le fond de pension?	<b>18%</b>
<b>Lack of information in particular for new staff</b> /Manque d'information en particulier pour les nouveaux employés	<b>11%</b>
<b>Why is the contribution of the ILO to the staff member only given after 5year; while most project are less then 5 years duration?</b> Pourquoi la contribution du BIT au membre du personnel n'est elle versée qu'après 5 ans ; alors que la plupart des projets durent moins de 5 ans ?	<b>11%</b>
<b>How is the fund managed? And guaranteed?</b> /Comment est le fond géré et garantie?	<b>7%</b>
<b>Can the Pension fund give access to credit or loan?</b> Le fond de pension peut il donner accès a des prêts?	<b>7%</b>
<b>Others</b> /Autres	<b>20%</b>

How do you rate the work environment and atmosphere in your office? **Comment évaluez vous environnement et l'atmosphère du travail dans votre Bureau?**



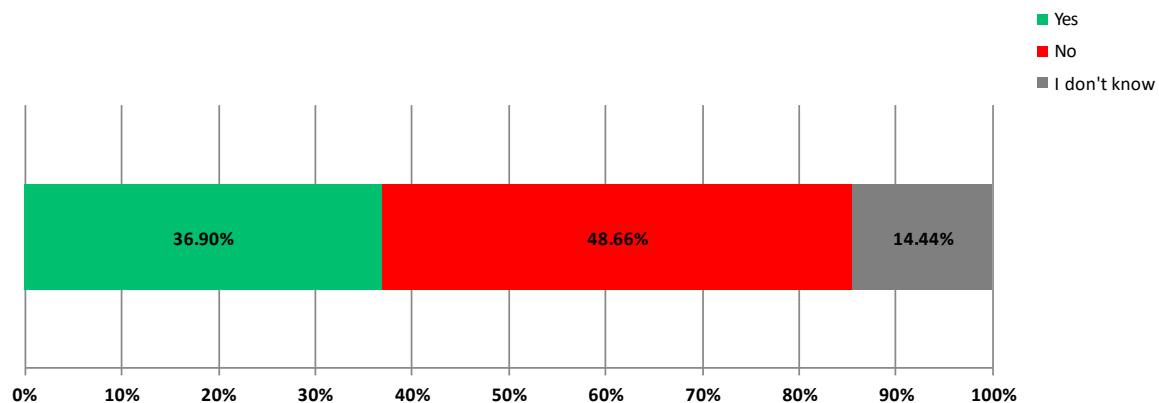
How would you rate the work-life balance in your office? **Comment évaluez-vous l'équilibre vie privé et vie professionnelle dans votre Bureau?**



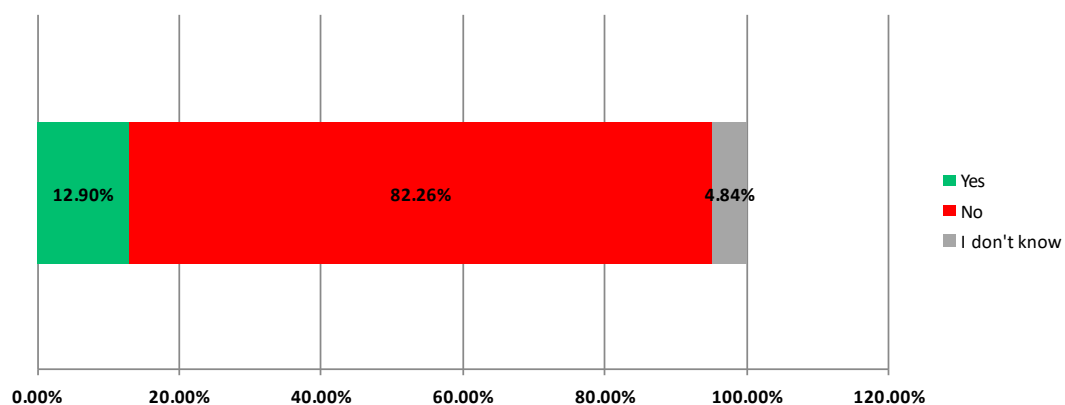
Relationship between the staff union and the management of your office? **Relation entre le syndicat et le management du Bureau?**



Aware of a Federation of staff associations of the United Nations system in your country? / Etes vous au courant de l'existence d'une Fédération d'association du personnel des Nations Unies?



Have you experienced any form of workplace harassment in your Office during this year? / avez-vous été victime d'une forme quelconque de harcèlement au travail dans votre bureau au cours de l'année?



What do you think are the main concerns of the staff in your office/s, **quelles sont les principales préoccupations du personnel de votre bureau ?**

Inadequate salaries (economic crises, currency devaluation, etc..)	18%
Job insecurity (in particular for DC Staff)	11%
SHIF issues (20% advance, delay, recognition of SHIF locally)	9%
Lack of growth opportunities	9%
Inequal treatment / favouritism	6%

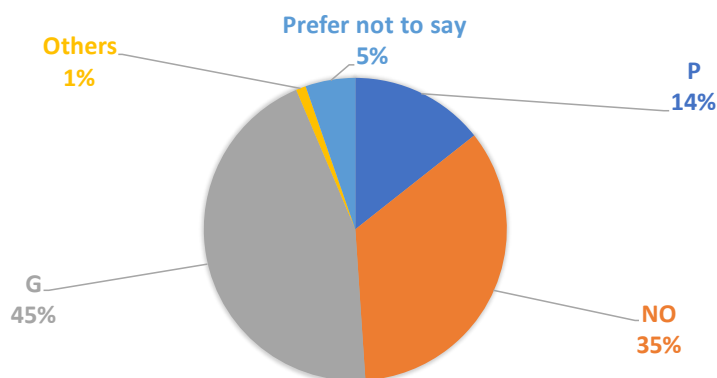
Main Concern DC staff / **Préoccupations du personnel de la coopération technique de votre bureau ?**

Main Concern DC staff	Total (%)
Job insecurity	39%
No strategy / vision to absorb them under RB	8%
Poor access to training	8%
Poor Career Development	6%
Salary level	6%
Contract management	4%
Others	29%

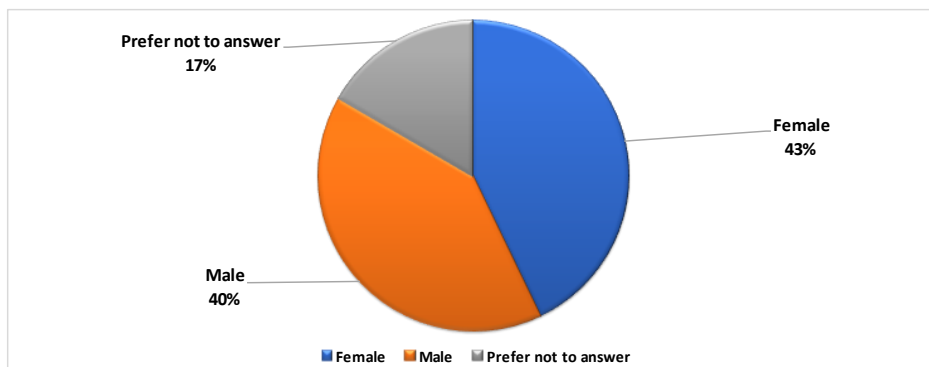
which subjects have not been considered in this questionnaire and concern the staff union?/Quels sujets n'ont pas été abordés dans ce questionnaire et concernent le syndicat du personnel ?

Salaries, inflation & cost of living /Salaire et cout de la vie	12%
Teleworking /Tele travail	8%
Poor Career development /Pauvre développment de Carrière	7%
Promotions /Promotion	5%
Office Ergonomic /Ergonomie du Bureau	1%

What is your grade? Quel est votre grade ?



Quel est votre genre ?/ Quel est votre genre?



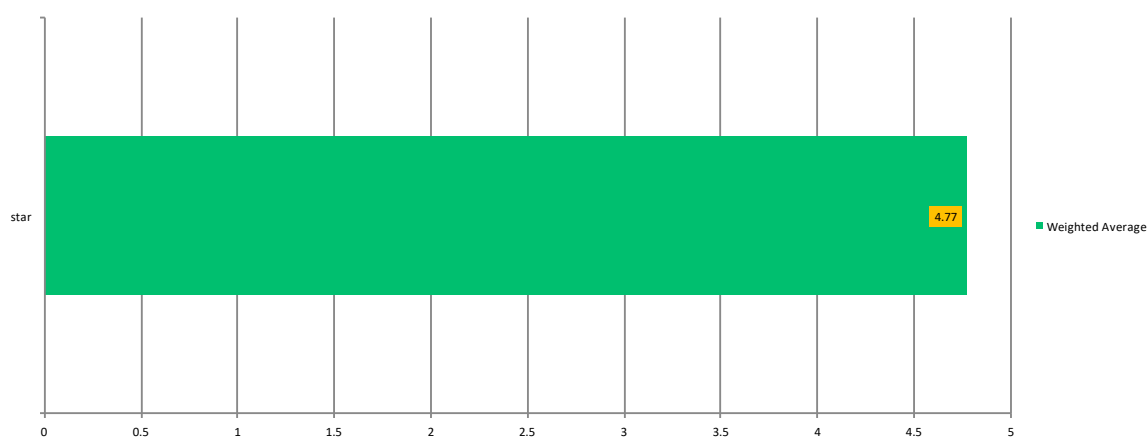
## Annex 5. Evaluation of the African Regional Staff Union Meeting

Regional meeting evaluation /  
Évaluation de la réunion  
régionale

8<sup>th</sup> Regional Committee  
Meeting for Africa  
8<sup>ème</sup> Réunion  
Régionale Africaine  
(Hurghada , Egypt, 12-  
16 September 2022)



Comment évaluez-vous le succès de la réunion régionale?  
how would you rate the success of the regional meeting?





**Qu'est ce que vous avez apprécié au cours de cette réunion?  
What was the most positive aspect you experienced during the meeting?**

Interaction and team spirit / interaction et esprit d'équipe	9
Knowledge sharing / partage de connaissance	5
Commitment of participants / engagement des participants	4
Knowledge of the role of the Staff Committee	2

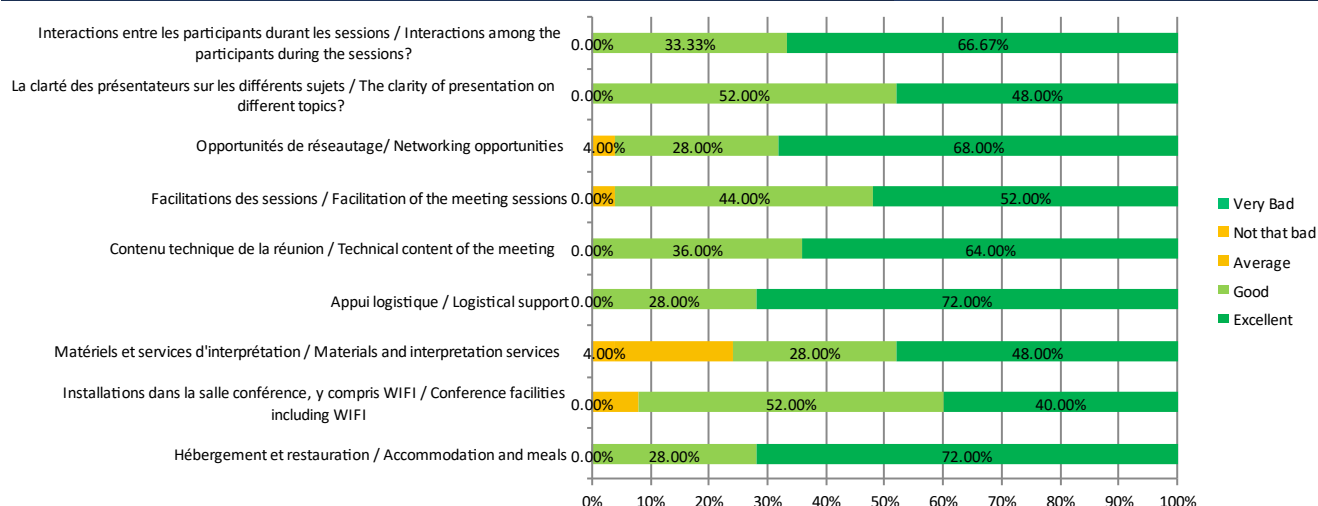
**Qu'est ce que vous avez moins apprécié au cours de cette réunion? /  
What was the least positive aspect you experienced during the meeting?**

Some poor answers from administration in Geneva	5
Time management	3
Lack of engagement of some participants	2

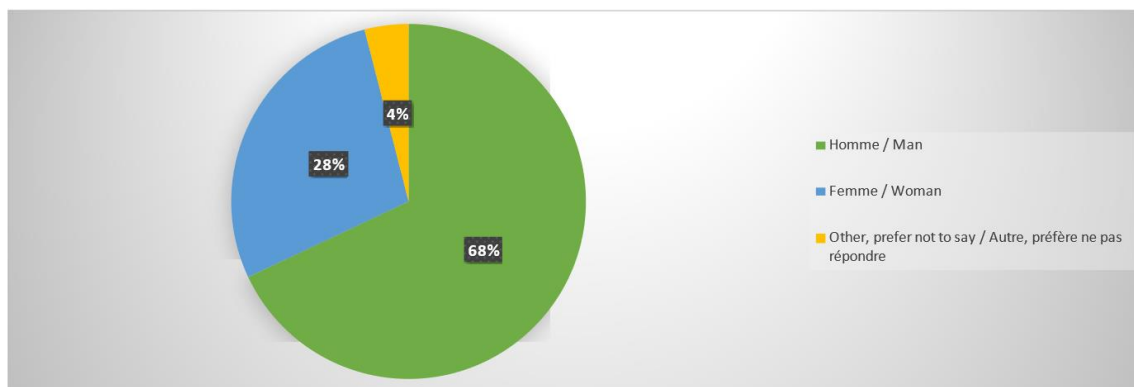
## Veuillez suggérer les aspects à améliorer pour la prochaine réunion? / Please suggest what aspects could be improved for the next meeting?

Start be reviewing the report of the precedent meeting	4
Time management	3
Send questions in advance to HRD colleagues to ensure they come prepared.	2
Consider some work to take place before the workshop by each member	2

## Comment évaluez-vous les éléments suivants de l'atelier? / How do you rate the following elements of the workshop?



## Quel est votre genre? What is your gender?



Avez-vous un commentaire additionnel à partager à l'équipe d'organisation ? / Would you have any additional comment to share to the organizing team?

Thank you for all	10
Thank you for Cairo staff	2