



A diverse, inclusive, equal and equitable workplace

The working group continued to engage in relevant activities whenever possible to reach the objective of improving the working environment for all ILO officials by combating any form of discrimination and promoting inclusion, equality and diversity whilst facilitating the pursuit of a healthy work-life balance in a workplace free from violence and harassment.

Disability inclusion

The Staff Union welcomed the launch of the first Employee Resource Group (ERG) on Disability. A joint broadcast was sent by the ILO Staff Union and the Human Resource Department for this purpose. The ERG on Disability is a voluntary independent group of ILO colleagues with disabilities and/or with dependents with disabilities who join together in their workplace to drive organizational culture change, provide mutual support, and help shape inclusion policies to improve the workplace. Joint collaboration and activities are being planned with the ERG including training. The Staff Union also supports the ILO Disability Champions Network, and has and will be participating in its meetings on a regular basis.

The UN Disability Inclusion Strategy (UNDIS) “is a comprehensive strategy for ensuring that the United Nations system is fit for purpose in relation to disability inclusion. It provides a foundation for sustainable and transformative progress on disability inclusion through all pillars of the United Nations’ work”. The UNDIS has a component on organizational culture, including employment and capacity development for staff. In March 2022, coordinated by GEDI, the Office prepared its contribution to the UNDIS (progress) report by reporting and rating its own achievements and progress in disability inclusion made in the course of 2021. The SUC gave its observations and suggestions on the Office’s draft reports and requested to be consulted also when the office identifies and implement the future expected results.

Promoting diversity inclusion and gender equality

All Staff Union actions take into account diversity inclusion and gender equality, including in all consultations and negotiations with HRD and management. The Staff Union supports the ILO Action Plan for Gender Equality (2022-25) and reiterated the importance to ensure gender equality among ILO staff, in particular for P5 staff and above where equality is far from being achieved.

This year the Staff Union commemorated International Women’s Day through various actions including with video interviews of Catherine Comte-Tiberghien, previous SUC Chairperson, and Gurchaten Sandhu, previous SUC Coordinator of the Diversity working Group and president of UN GLOBE, and a video of committee members sharing their views and

experiences with respect to promoting equality in the workplace for women, disseminated through social media. The Staff Union further communicated their support during International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT) for LGBTI colleagues and continued its collaboration with and support for UN GLOBE.

New Flexible Work Arrangement

Based on the commitment of the Administration to finalize a new FWA policy as soon as possible, the SUC mobilized the relevant working group and technical expert for providing inputs on a draft IGDS and make specific inputs related to the scope of the policy, the funding, and the field perspective. After a round of consultations between the SUC and the Administration, the process halted, and the SUC has repeatedly asked to see a revised proposal to be able to move forward and finalize the new IGDS. In the meanwhile, and in a context of Return to Office for a number of offices, the SUC has been calling the attention of the Administration to take into account lessons learnt, and changes in the work modalities and mentalities of staff and stay away from the temptation to go “back to the old normal”.

An inclusive parental leave policy

On the proposal to revise the maternity and paternity leave policy for a more inclusive parental leave policy in line with the objective of promoting gender equality and equity in retention and access to career opportunities: negotiations with HRD were planned to continue in 2022 as agreed at the first joint negotiation committee meeting of the year. HRD indicated their wish to postpone the negotiations till after the ICSC decision on the matter. In July, the ICSC approved the recommendation of the Working group to introduce a unified parental leave, with additional provisions for the birth parents. SUC members involved have been on standby and are ready to resume negotiations upon receipt of a revised proposal from HRD. In parallel, the working group drafted a set of questions that were included in the SUC global survey on contractually arrangements. Results will feed into an update and revision of the SUC position on this matter and support negotiations with HRD. The Staff Union also supports [U.N. Parents](#), in particular the [recommendations](#) that were developed for the ICSC session.

U.N. Parents is a network that advocates for equal parenting and fairer parental policies within the UN in the best interest of the child.

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