



3 April 2023

A review of events of the past month

Dear colleagues,

March “normally” sees the end of the monsoon season in Asia and the Pacific, the slowing down of the rainy season in South America, the start of the rains in Africa and the arrival of Spring in Europe, the Arab States and North America – a time of seasonal activity, and a good time to bring you highlights of the Staff Union’s own activities in March.

Celebration of International Women's Day

The Staff Union celebrated worldwide International Women’s Day, under the banner “Embracing Equity”. It was an opportunity to exchange views on the challenges that women face in the ILO and to get feedback and ideas from colleagues on what the Staff Union can do to further support women in the ILO. The Staff Union Committee is truly thankful for the contributions received and will be responding to each of them to the best of our capacity. Please click [here](#) to see our Blog!

347th Session of the Governing Body

March was of course GB; the Staff Union Chairperson addressed the GB members on Tuesday, 13 March. In her speech, she called for courage, determination and kindness in the review, discussion and approval of the documents submitted. The Programme and Budget and its implications on staff, the impact of the amendment of the ICSC statute and the review of the jurisdiction within the UN Common system, as well as the situation of ILO staff in Ukraine and the Russian Federation and the implementation of the HR strategy, all required particular attention in this session.

Parental leave policy

Following the publication of the revised article in the Staff Regulations IGDS 628 and the related IGDS 629 on parental leave, the Staff Union is currently negotiating the collective agreement on this topic. You will receive more information on its content as soon as it has been finalized, hopefully by next month’s broadcast!

Teleworking policy

As you will have seen, a broadcast was issued on 17 March announcing that the new FWA policy will be implemented as of 1 July. This follows intense and constructive negotiations with the Administration. The Staff Union is looking forward, in the coming weeks, to the finalization of the

implementation procedures and the information sessions and training to be organized before the “go live” of the new policy. The new policy will apply to all staff and all duty stations and should be seen as an opportunity for cultural change and improvements of work-life balance within the organization.

UN Globe elections

The Staff Union is very pleased to congratulate the new ILO UN-GLOBE coordinators who have been nominated by the UN-GLOBE Board in New York.

- Adam Adrien-Kirby (Geneva – he/his)
- Michael Braun (Geneva – he/his)
- Alix Machiels (Geneva – she/hers)

A global announcement will be made to inform all staff, and the Staff Union is looking forward to continuing the collaboration and advancing the rights of LGBTIQ+ colleagues throughout the Organization. If you wish to contact the new coordinators, you can send an e-mail to UNGLOBE@ilo.org

Staff Union lunch in HQ and online coffee

The Staff Union had its maiden “Join our table” lunch in HQ on 23 March, a time for sharing both lunch and views. There is also an online coffee event planned, starting on 4 April. We hope to connect with some of you online at this event.

Below is an update on some events and actions in the regions, while acknowledging that there are unfortunately many others that are not mentioned but that are affecting colleagues on a daily basis. We reiterate that we are in solidarity with all our colleagues in these difficult situations.

From the regions:

Africa

The Staff Union representatives are in discussion with UN Pensions for the short-term planning of information sessions oriented around the concerns and functioning of the United Nations Joint Staff Pension Fund (UNJSPF).

An official communication will be sent to the staff in the region in due course aiming at a massive participation in these information sessions in Africa.

The death toll continues to rise amid ongoing disruptions across parts of southern Malawi and central and northern Mozambique following the passage of tropical cyclone Freddy on 21 March, causing widespread damage and loss of life. The cyclone affected over 300,000 people, with many displaced from their homes and in need of urgent humanitarian assistance. We stand in solidarity with our colleagues and their families.

Americas

The Regional Titular member would like to inform you that the revision of the new Recruitment and Selection Procedure that has been in place since the beginning of 2022 has been completed. It will soon be shared with the Regional Directors, followed by training sessions for HR colleagues and colleagues who make up the Recruitment and Selection Committees in the region.

Asia and the Pacific

Local Staff Union Committee elections for the entire region are underway. The regional meeting has been planned from 17 – 19 May in Colombo.

Europe and Arab States

The ROAS SUC in Beirut is ending its term, so they organized a call with our General-Secretary on the election process, the role of locally elected committees and their relation with SU at HQ. Three main messages were rearticulated during the call:

1. We are ONE SU (HQ and local committees);
2. Only SU members can run for elections and vote;
3. Irrespective of union membership, the SU represents and serves all staff.

The ROAS SUC is also heading to Erbil for a field mission to assess opportunities and the staffing gap problems, which Iraq is facing.

Colleagues in Ankara take the opportunity to thank Mr Numan Özcan (former Director of the Ankara Office) for his support to the Staff Union and wish him all the best for his new appointment in Nepal!

Thank you for having taken the time to read this bulletin, and let's look forward to a bright and positive month of April.
