



5 July 2023

## **A review of events of the past month**

Dear colleagues,

We hope that you and your respective families are all well.

In some parts of the world, we will assume you're all looking forward to the summer holidays, because you've all earned it. But before you put on your sunglasses and "air your toes", the Staff Union would like to tell you about the latest news from the month of June, which, as always, has been very busy.

June started in full swing with the first full presential ILC with over 187 countries, and 5,000 delegates who are committed to improve the world of work. Despite the heated debates and final compromise concerning the Programme and Budget by the Finance Committee, the Conference finished well. Thanks to all staff who worked tirelessly behind the scenes.

The FWA procedure and policy have gone into effect, and we hope that most of you managed to attend the webinars and the recent online trainings for managers and staff, and have looked at the Q&A and the page dedicated to this on the Intranet. There is a lot of misinterpretation of the policy and procedures so please educate yourself on them.

We also hope that you have read our last broadcast on myths and realities, which we sent last Friday (30 June). Please check your email inbox.

### **UN-GLOBE@ILO**

June was also PRIDE month. Discussions such as the ones at the GB and the ILC this year can have negative implications for the mental and physical health and for the safety of LGBTIQ+ personnel at the ILO, especially those who may be based in duty stations where they may not enjoy legal protections against discrimination, and where staff may also face stigma and abuse – simply for who they are or whom they love.

This context highlights the relevance and importance of UN-GLOBE@ILO, which exists to promote and defend a safe and inclusive workplace for all ILO personnel regardless of their gender identity or sexual orientation, contractual status, grade, duty station, or function. All staff at the ILO should feel welcome at the workplace that we share. In the context of this mandate, UN-

GLOBE@ILO will focus efforts on representing members' interests and concerns in the following areas: the ILO's mobility policy; awareness raising among ILO staff; providing relevant information and, when requested, individual support to members. This is in line with the needs and priorities expressed by UN-GLOBE@ILO members through an anonymous survey conducted earlier this year.

We look forward to working with all colleagues to make the ILO an even more equal and inclusive workplace.

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## **From the regions**

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.

### **Africa**

#### ***Briefing with ILO Yaoundé and Cameroon delocalized project staff on the United Nations Joint Staff Pension Fund***

On 22 June 2023, an online event brought together staff from ILO Yaoundé and from delocalized projects in Cameroon for an exclusive briefing on the United Nations Joint Staff Pension Fund. This remarkable initiative is the result of a fruitful collaboration between the Staff Union in Africa, ROAF and HR Pension in Geneva.

This captivating briefing began with an in-depth presentation of the Pension Fund, exploring crucial topics such as social security coverage, how this coverage is paid for, the differences between leave without pay and interruption of service, and the distinction between the mandatory age of separation and the normal retirement age. In addition, other complementary topics were addressed, such as transfers from non-affiliated organizations and the extension of the affiliation period.

An interactive question-and-answer session then allowed participants to deepen their understanding by exchanging views with the experienced team at the Pensions secretariat in Geneva.

Following the success of this collaboration, a future briefing is planned for all ILO offices in Africa. The aim of this initiative is to broaden the scope of the discussions and ensure that information is disseminated evenly across the region.

### **Americas**

As we are now on the implementation of the new IGDS on flexible working arrangements (FWA), the regional constituents of the Staff Union have received several queries on the subject, ranging from how the 50 per cent maximum regular telework will be managed or, in offices that have less than 40 hours of work per week, how will the accumulated hours be managed? Just to list a few. The Staff Union has scheduled a meeting for the first week of July with the Regional HR Coordinator to discuss these issues.

In the Lima Regional Office, the Staff Union joined in the celebration of Pride Day with the aim of raising awareness about the importance of respect, equal opportunities and fair treatment for all, following the ILO mandate to promote non-discrimination and equal opportunities, and thus achieve decent work and social justice.

### **Asia and the Pacific**

A special Information Session on the IGDS on FWA for all the Staff Union Committee Officers in the entire Asia and Pacific Region was jointly organized by the Bureau of the Staff Union and HRD in Geneva.

The Staff Union Chairperson and two representatives from the HR Department served as resource persons in this special online SU activity. The session gave more opportunity to the SUC of Asia and the Pacific to clarify remaining questions and share their insights, hopes and fears on the FWA, which were recently implemented on 1 July. It was highlighted that the guiding principles of trust and finding the perfect balance between the needs of the Organization and staff, combined with an open dialogue between staff and their managers will make this IGDS work for everyone.

The SU thanks all SU representatives in the region and all SUC Officers and SU members who attended the special event. It was agreed that there will be a next follow-up session after three months for the sharing of updates covering the first quarter of its implementation.

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Thank you for having taken the time to read this bulletin. The Staff Union wishes all those who will be on holiday, the very best. Enjoy your well-deserved rest with your family.

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