



**STAFF UNION PROGRAMME**

**AND STRATEGY**

**FOR THE YEAR 2023**

# Professional relations



# Professional relations

- **Ensure and promote respect for social dialogue within the JNC**
- **Finalise ongoing negotiations and open negotiations on mobility and contract policy with a common interest approach**
- **Strengthen the negotiation skills of staff representatives**



**Job security**



# Recruitment and selection



- Actively participate in the RAMC process by ensuring that processes are objective and transparent, that diversity is promoted, and that career development within the ILO is taken into account, including for TC+5 colleagues
- Participate in the development of proposals to improve the current mobility policy/practice.
- Participate in the review and update of the current generic job descriptions for the Professional and GS HQ job families.
- Review the selection and recruitment procedures in the field in order to negotiate a consistent and fair agreement.



## **Contracts and job security**

- **To inform on the Staff Union's position and strategy for the negotiation of contract policy and to participate directly in the negotiating team for a new contract policy.**
- **Maintain close cooperation with all Staff Union members under various contractual situations to ensure that their views and interests are fully taken into account.**
- **Contribute to the development of an appropriate strategy and legal argument for a new contract policy**



**Career  
development  
path for all  
staff**





# Personal promotions and reclassification

- Participate in the joint group on personal promotions and, if necessary, take legal action;
- Ensure that the implementation of the reclassification exercise in the field provides equal opportunities for all;



# **Training policy and performance management**

## **Training policy**

**To frame the priorities to be implemented by the training policy for all staff, in an equitable manner, to support mobility and career development;**

**Develop proposals for the reactivation of the Joint Training Council.**

## **Performance management**

**Take into account the concerns of staff regarding the implementation of the performance management system;**

- Ensure that the performance management monitoring framework supports the career development of staff.**





## **Conditions of employment for staff on technical cooperation contracts**

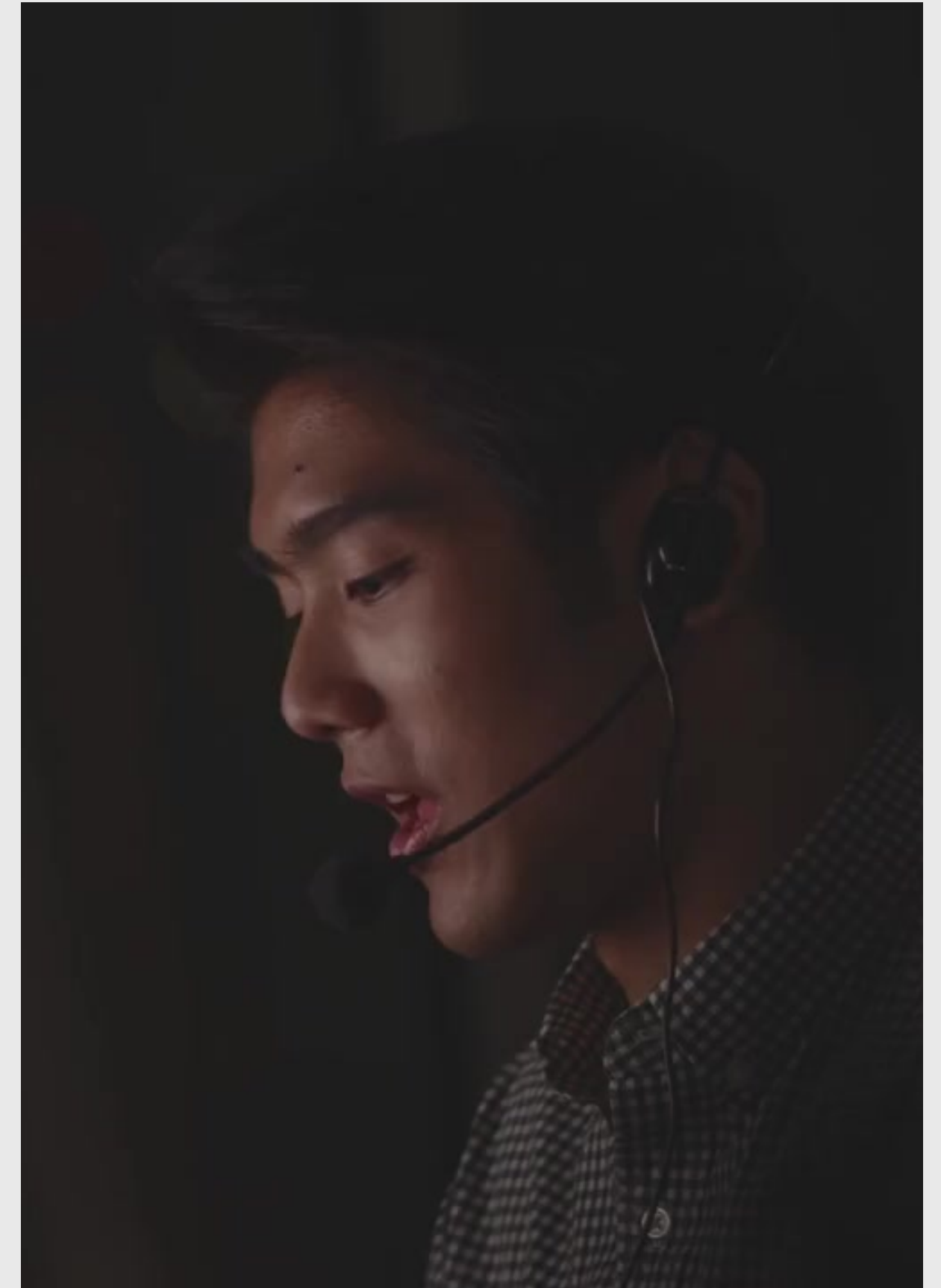
- **To refine and publish the results of the survey so that it can be a reference and an asset for the ongoing negotiations with the Administration.**
- **Establish an analytical approach to the systematic application of the principles of equal treatment and non-discrimination in equivalent situations**
- **Maintain close collaboration with staff on technical cooperation contracts, including through TC group meetings**
- **Strengthen communication and information to staff on their rights and guarantees through the support of the Union's legal counsel.**



**Strengthening staff  
safety, occupational  
health and safety, and  
physical and mental  
health and well-being  
for all ILO staff  
worldwide**



- **Represent the staff in COSH by ensuring the implementation of existing and future rules (new IGDS being approved) and prioritise control measures to reduce the risk of occupational accidents and (suspected) occupational diseases for**
- **Actively collaborate with the Union's representatives in the field offices to promote and support the establishment and functioning of OSH committees and mechanisms, including, as appropriate, the identification and appointment of OSH representatives.**
- **Contribute to building the capacity of Union representatives through the development of simple guidelines to assist union representatives in OSH matters to carry out their OSH duties.**
- **Support climate and environmental initiatives within the ILO, including the renovation of the Headquarters building.**



# Comprehensive social protection

- **Ensure the application of the Health Fund's Statute and Regulations, particularly with regard to the information provided to insured persons, the timely publication of annual reports, etc.**
- **Continue discussions with the administration to consolidate services and benefits for insured persons working in the field, in remote duty stations and in technical cooperation projects.**
- **Increase staff awareness and involvement in health insurance and pension issues in order to strengthen the power of staff representatives in joint bodies.**







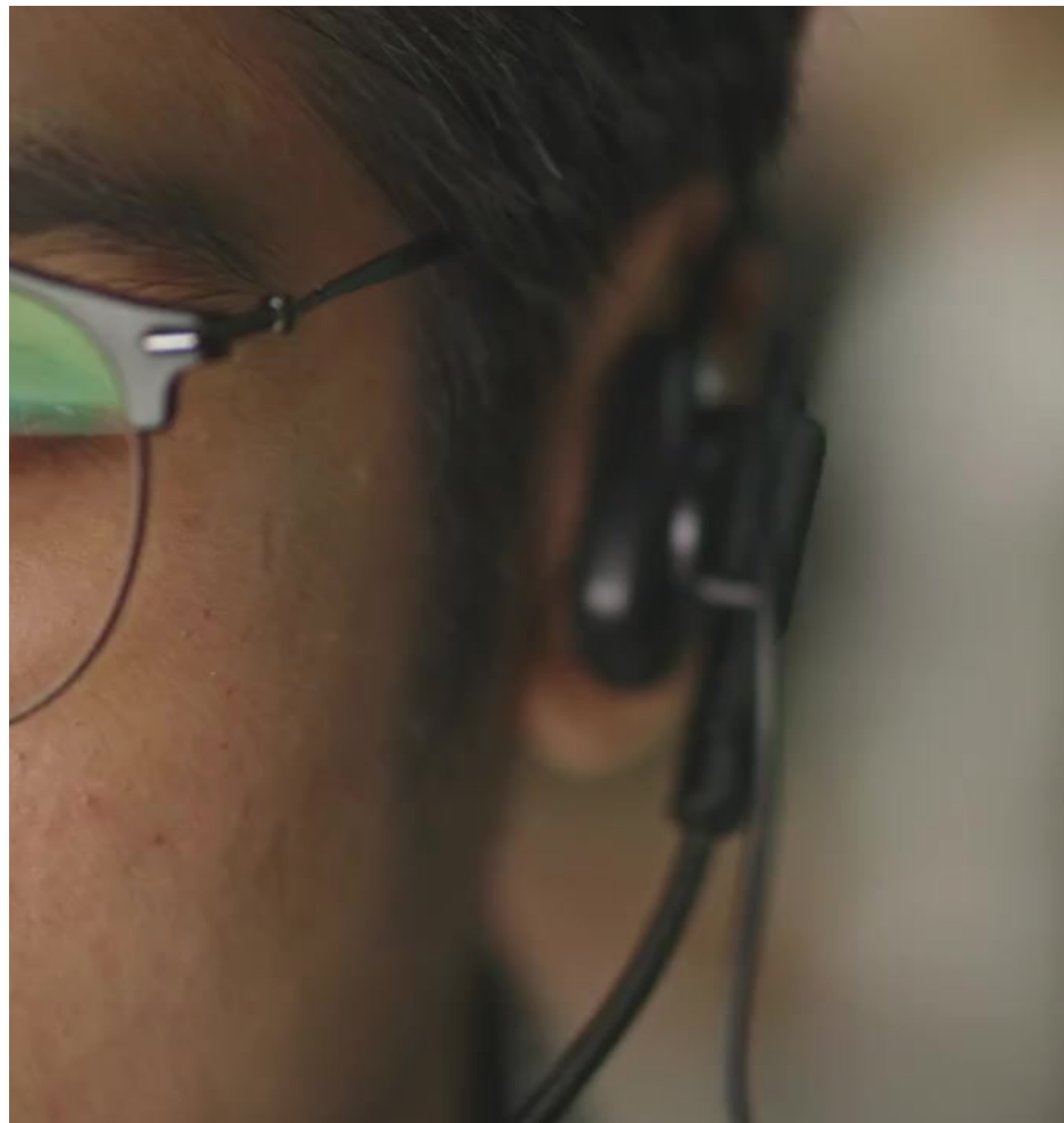
## **A diverse, inclusive, equal and fair workplace**

- **Actively collaborate with the negotiating groups for the Committee's working groups to ensure that all negotiations and actions are conducted from a gender equality, non-discrimination and intersectional perspective.**
- **In consultation with GEDI and HRD, support the implementation of the disability inclusion policy within the ILO**
- **To collaborate with the UNGLOBE coordinators at the ILO to support awareness raising and networking for better inclusion of LGBTIQ+ colleagues on related topics and issues.**



## **International Affairs and Protection of the Independence of the International Civil Service**

- **Strengthen links with the major global trade union centres and those with which the Union is affiliated, particularly to address possible threats from contractual reform within the UN common system as a whole.**
- **Continue activities within existing FUNSAs and encourage the participation or creation of local FUNSAs**
- **Strengthen internal communication to inform the Union's members about the objectives and positions taken by the different trade union federations as well as the obstacles encountered.**



## **An even stronger and better equipped Union**

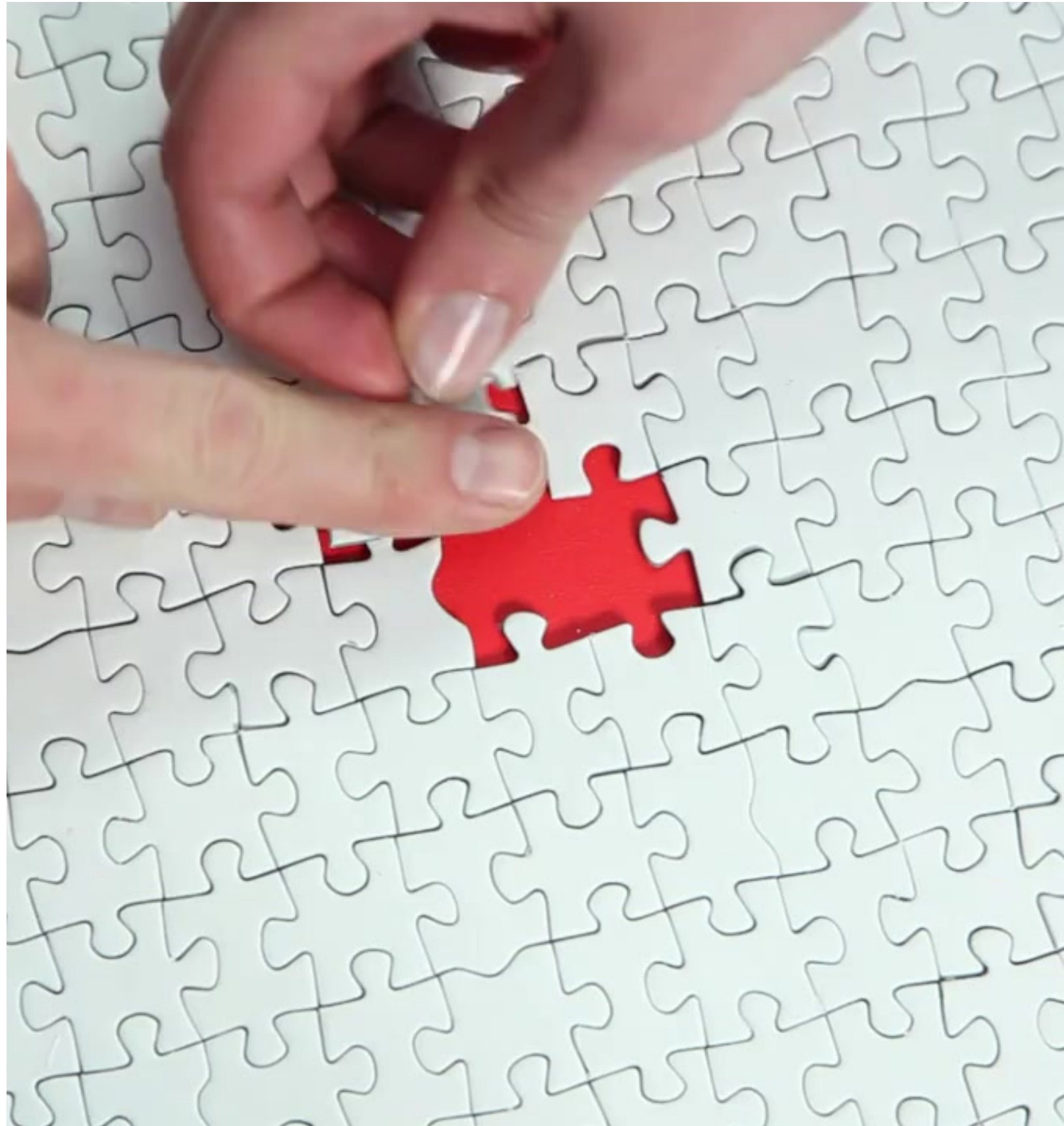
- Keeping staff regularly informed
- Improve the wording of Staff Union materials and find new ways to promote Staff Union campaigns
- Liaise with each of the Staff Union's policy area working groups to help promote what they are doing in the respective group so that staff are aware.





## **Membership, representation and training**

- **Work towards union representation in all departments and places of employment in the context of shop steward and local committee elections.**
- **Provide monthly information sessions and bi-annual training for all trade union representatives, in particular in support of shop stewards and regional office holders and their substitutes**
- **Mobilise at union events such as General Assemblies, May Day, monthly sharing lunches and coffees and for the implementation of specific projects.**
- **Engage and mobilise the Trainees' Section to best represent trainees' interests (through training and information sharing).**
- **Maintain and strengthen links with the Alumni Section**



## **Support to ILO staff in conflict prevention and resolution**

- **Provide information and/or recommendations (individually or collectively) to staff members at headquarters and in the field on the application and interpretation of the Staff Regulations, collective agreements and IGDS documents, as well as on current policies and procedures.**
- **Representing or accompanying staff members in conflict prevention and formal or informal conflict resolution.**
- **Follow up on recommendations made by internal bodies and identify trends to meet staff needs.**



# THE FIELD



# Resolve the problems of staff assigned to the field

- Demand that the reality on the ground be taken into account in all negotiations and ensure that they are implemented in a harmonised manner to preserve the "One ILO" approach
- Promote in particular provisions for conflict prevention and complaints handling to ensure fair and equitable adjudication, including in cases of violence and harassment, the implementation of CSST in all duty stations and the promotion of mobility through recruitment and selection procedures
- Assist staff members in all duty stations to assert their rights vis-à-vis the administration through dialogue with the parties concerned and with the support, where appropriate, of the Union's legal counsel.
- Continue to hold regular monthly discussions with all regional representatives via videoconference as an effective means of facilitating the sharing of information and experiences on the practical implementation of the above priorities (quarterly meetings are currently scheduled).
- Organise two regional meetings in Asia and Europe & Arab States.





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