



30 January 2024

**ANNUAL GENERAL MEETING  
SECOND SESSION**

**5 October 2023**

***Record of decisions***

The Chairperson of the Staff Union Committee declared the second session of the Annual General Meeting open and welcomed participants to this hybrid face-to-face and virtual session.

**1. Call to the Chairperson of the Annual General Meeting**

The Chairperson of the Staff Union Committee invited Mr José Tossa, who had been elected Chairperson of the Meeting for the two 2023 sessions, to take his place on the podium. She thanked him warmly for all his commitment to the Staff Union and wished him a happy and well-deserved retirement – Mr Tossa will be leaving the Organization at the end of 2023.

The Chairperson of the Staff Union Committee also thanked Mr Yvan Poulin – a member of the Committee, the Bureau and Treasurer for many years – for his commitment.

**2. Adoption of the agenda ([SU/AGM/2023/2/D.1](#))**

The Chairperson of the Meeting asked whether there were any other items to be added to the agenda, as communicated, which the Meeting also wished to discuss. No items were added.

The General Meeting adopted the agenda.

The Chairperson of the Meeting gave the floor to the Chairperson of the Staff Union Committee.

**3. Discussion of the Staff Union Committee's activity report for 2023**  
**([SU/AGM/2023/2/D.2](#))**

The Chairperson of the Staff Union Committee announced the presentation of the Staff Union Committee's activity report for 2023 and said that, while respecting the statutory aspect of the Assembly, it was also desirable for members to be able to express their views and opinions.

It has been an eventful year, especially with the arrival of a new Director-General, generating anxiety and expectation. It has been a year of evaluation, but also of confirmation: confirmation from the Administration of its willingness to work together constructively with the Staff Union.

The Staff Union has successfully defended the rights of staff, ensuring that the Administration provided the required level of attention to staff in the defence of employment conditions – including salary protection – and that they are respected even in the crisis situations facing our world.

The Staff Union worked on collective bargaining on issues that had been put on hold for several months or even years:

- Finalization of the agreement on flexible working arrangements
- Revision of provisions on parental leave
- A new chapter on disciplinary sanctions within the framework of the Staff Regulations, but also on the harmonization of working conditions and mobility.

To this end, the Staff Union and the Administration took part in a 3-day retreat to make constructive progress on these two issues. The mandate was to align employment contracts between colleagues whose contracts are financed from extra-budgetary sources and those whose contracts are financed from the regular budget.

The points to be negotiated on which both parties agreed:

- Recruitment
- Length of contract
- Career development opportunities
- Recognition of performance
- End of contract and redeployment conditions
- Geographical and functional mobility.

The Staff Union is committed to ensuring that progress is not made at the expense of acquired rights on contracts financed by the regular budget, and that these advances benefit all colleagues.

The process is under way and the Staff Union will communicate regularly and progressively on the progress of these negotiations.

This year, the Staff Union had also been working to strengthen its position.

A power point presentation outlined the main points of the report. Several members of the Staff Union's Bureau [presented](#) the project, in line with the objectives adopted at the General Meeting in February, and its main actions, covering, in particular, industrial relations, job security, career

development, staff security, health and safety at work and health and well-being, as well as issues specifically affecting field staff.

The Chairperson of the Meeting gave the floor to the Titular members of the regions.

**Africa:** Bertrand Kama Kama

The titular member drew attention to the concerns of the African region, expressed at the 8th Regional Meeting and still unresolved, such as the lack of an online system to manage reclassification requests and requests for reimbursement of medical expenses.

During the month of May, the first Regional Staff Union Day in Africa was organized, raising crucial issues such as salaries and restructuring, but also the difficulties encountered by colleagues working in conflict zones.

Mr Kama Kama, on behalf of the Staff Union, expressed solidarity and support.

Against a backdrop of global inflation and the Russia-Ukraine conflict, the African continent is facing major repercussions on the purchasing power of staff. Some hard-hit colleagues are in discussions with the Administration to try to resolve the problem.

The exclusion of executive assistants working in Africa from training courses and strategic meetings of the Organization (joint HR, Finance, Programme and IT meetings) was perceived not only as an injustice but also as blatant discrimination. In response, Mr Kama Kama will raise this issue with the new Regional Director, and asks that the Geneva Staff Union Committee commit itself to finding concrete solutions to the problem and ensuring fair treatment.

**Americas:** Maria Elena Lopez Torres

The situation in the region is complicated when it comes to conflicts in the workplace, and management intervention has not brought the expected solutions and has even generated additional tensions among staff. The offices have been supported, both by the local committees and by the Staff Union's regional titular member.

**Asia and the Pacific:** Gwendolyn Fabros

The elections for local representatives were held recently, with 14 representatives elected for the 2023-2025 mandate.

The Regional Meeting for Asia and the Pacific was held in October in Bangkok, bringing together the 14 local committees and was chaired by the Chairperson of the Staff Union Committee in Geneva, in the presence of the regional titular member and the substitute member.

Priority areas in the region:

- Recruitment and selection procedures in the 14 country offices and the project offices in the region, where the Staff Union's agreed minimum participation standard should be met

according to the existing collective agreement on the subject. Discussions are still ongoing with managers in the region to establish real Union representation on recruitment panels.

- The region should offer a harmonious, harassment-free workplace and make a commitment to career development and the promotion process, reducing job insecurity and the disparity between staff depending on the type of contract.
- A long-standing request to SHIF for the introduction of a direct payment mechanism for outpatient medical care, the assurance of a partnership with hospitals in each country office to assist staff in emergency cases and additional support for unmarried staff.

The Regional Meeting enabled specific bilateral meetings to be held with the Regional Director and her managers. The Staff Union strives to maintain a culture of structured social dialogue in the region.

Several joint Staff Union/Administration missions took place in 2023 – both independently and in several countries in the region - to put in place solutions to the difficulties encountered between staff and management and to re-establish better social dialogue. A dialogue must be established between members and non-members, enabling the Staff Union's local representatives to be more effective in their work.

A study of the work arrangements introduced by the new circular would be desirable to enable the various offices to share information and best practices.

**Europe and Arab States:** Eva Mihlic

Main priorities for the region:

- Job security,
- Wages,
- Work arrangements under the new policy,
- SHIF,
- Pensioners in Russia

Details are given in the report.

The war continues in Ukraine and the Staff Union is concentrating on staff. The mobilization of colleagues in Ukraine remains a matter of concern, and the Staff Union is trying to help staff in Kyiv. Similarly, staff in the Moscow Office are very concerned and the relocation of some staff to Budapest has only amplified this concern. The Staff Union is working to protect Moscow staff and ensure their safety.

The security situation in Yemen, the Occupied Territories and Baghdad remains highly volatile, and the safety of colleagues remains essential. The regional titular member congratulated the Committee of the Beirut Office on its work in this area.

The departure and relocation of many directors in the region has created a climate of uncertainty. The Staff Union remains very vigilant about the situation of staff.

The report of the regional meeting held in September will soon be published on the Staff Union's website.

**Turin Centre:** Cristina Pierini

The three main pillars of the Turin centre are motivated staff, digital skills and capacity development.

Staff are put to the test when new working methods are added to new activities. Career progression is limited, mobility is not supported, most contracts are precarious – with a greater impact on women.

The Centre's model is one of competition, on an efficient, fair and sustainable basis. Decisions taken on the ground to cut costs have had a negative impact on staff, who have been left behind in favour of growth.

The proposal of the former Director of the Centre, supported by the Board, to maintain the full responsibilities of the campus has been honoured.

The Staff Union defends the important contributions of the Centre's staff, who have proved their professionalism, commitment and motivation by deploying an impressive portfolio of capabilities whatever the circumstances.

The Centre's new Director took up his post on 1 July and the Union hopes that the social dialogue put in place will enable him to achieve his objectives.

**Former Officials' Section:** François Kientzler

The Section is pleased with the good relations with the Staff Union's secretariat and its Chairperson.

The Former Officials' Section is part of the Staff Union, and the Chairperson is invited to Bureau meetings in order to circulate information and ascertain the concerns of retirees.

One of the Section's main concerns is access to the various ILO offices in the regions, and it is also concerned that retirees from other organizations, with their UN badges, no longer have access to the ILO Office. This concern has been reported to the Director-General and his Cabinet. This decision is all the more indecent given not only the Organization's mandate, but also the fact that access to the UN is still possible for retirees from the various agencies.

The Former Officials' Section remains very present, stands in solidarity with the Staff Union and has a strong presence on the Committee of the SHIF.

**Intern Board:** Ariana Ocampo Cruz - Xiaoyu Chen

Over the past year, the Intern Board has worked diligently to improve the welfare of interns at the ILO.

It was proud to announce that it had succeeded in having all internships recognized as constituting 50% of an individual's work experience in the ILO database. The ultimate goal was to pave the way for a 100% recognition rate.

Another notable achievement had been the recurrent visits to the ILO, the United Nations and the library, which had enabled interns to visit the UN and make contact with other agencies. These experiences had proved very beneficial for our trainees.

Looking ahead, one of the main objectives for the current year was to relaunch the Intern Development Day. This event had provided invaluable opportunities for interns to expand their network, gain knowledge and align themselves more closely with the goals of the ILO. It wanted to acknowledge the Staff Union's historic and strong support for this initiative.

The commitment to continuous development remained unwavering, as the Intern Board constantly strived to improve the well-being and overall experience of every intern who had joined or will join the programme. The Intern Board vision extended beyond headquarters, breaking down the silos between headquarters and the field offices, as it aspired to consolidate an international network of ILO interns, amplifying its efforts on a global scale.

It was working to improve the allocation of interns. It was essential to recognize that the majority of ILO interns came to the Organization with previous work experience, often spanning several years. The competitive recruitment process reflected the high standards upheld by the Board. It believed therefore that fair recognition was justified. The cost of living in Geneva, coupled with global inflation, represented a significant challenge for the ILO interns. Despite the paid internship programme, variable costs such as food, airfare to and from Geneva, and insurance remained a growing concern.

The Chairperson gave members the opportunity to comment on the report just presented.

The Executive Secretary of the Alumni Section recalled the difficulties faced by pensioners in Russia, where banks take inordinate commissions on pensions paid by the UNJSPF.

Following a question on the chat, the Chairperson of the Staff Union Committee continued on the negotiations underway on the harmonization of contracts. The Staff Union and the Administration had agreed to negotiate on the alignment of RB and TC contracts, which would require a revision of the Staff Regulations (a procedure, sequence and consultations would be put in place to ensure results as soon as possible) – deadline end 2024.

The coordinator of the technical cooperation group, who was present during the negotiations, explained that the progress that had been made and the issues under negotiation were directly linked to the report from the staff survey on contracts.

- Alignment of the duration of contracts with the duration of projects, but also with RB contracts, with an agreement moving towards a duration of 2 years renewable by periods of two years,
- Cancellation of the contract break to preserve seniority,
- Recognition of the seniority of TC colleagues in the recruitment process,
- Access to development activities for all colleagues, regardless of the source of funding.

With regard to the organization of working time and the subsequent refusals, the Chairperson encouraged staff to contact the Staff Union, and more particularly the legal adviser, so that the necessary action could be taken, if possible at the collective level. If the Staff Union was not approached, it could not intervene.

As regards the payment of salaries in dollars to make up for the devaluation of certain currencies, only the ICSC can decide on the dollarization of salaries; the Staff Union cannot get involved. The ICSC monitors the "food basket" on a monthly basis in all countries where a UN office or one of its specialized agencies was present, and set a floor of 5% as a warning to take the necessary measures.

Travel and the related carbon footprint was a subject on which the Staff Union did not work in 2023.

***Document SU/AGM/2023/2/D.2 was adopted.***

4. **Report on the accounts for the 2023 financial year (SU/AGM/2023/2/D.3)**

The Treasurer gave a detailed report on income and expenditure for the 2022 financial year. As income exceeded expenditure, the financial year showed a profit. This surplus was mainly due to the termination of the legal adviser's contract in the middle of her term of office.

No questions were raised at the meeting.

As one of the auditors retired before the end of the financial year, the accounts could not be audited and will be submitted to the next General Meeting (February 2024).

***Document SU/AGM/2023/2/D.3 was adopted (without the audit report).***

5. **Appointment of auditors (SU/AGM/2023/2/D.4)**

The following were appointed for the 2024 financial year:

- Olivier Chaillet
- Sylvain Delaprisson
- Stéphane Guyot

***Document SU/AGM/2023/2/D.4 was adopted.***

6. **Report on the Staff Union Assistance Fund (SUAF) (SU/AGM/2023/2/D.5)**

The Chairperson of the Assembly presented document SU/AGM/2023/2/D.5. This document did not include the financial report due to technical difficulties. The financial document would be presented for approval at the February 2024 session.

***Document SU/AGM/2023/2/D.5 was adopted (without the financial report).***

7. **Arrangements for elections to the Staff Union Committee (and appointment of Returning Officers and the Electoral Commission (SU/AGM/2023/2/D.6)**

Nominations for the election of half the Committee were now closed.

The election timetable was approved.

The Chairperson of the General Meeting thanked the current Returning Officers, appointed at the last General Meeting

- Samir Koufane
- Jessika Muñoz
- Rima Moussaoui

All three will continue their duties for the following year, with a term of office running from 1 January to 31 December 2024.

On the Electoral Commission, Mr de Smidt had retired, and the Staff Union had received the application of Ms Aikaterina Charara to replace him. The other members wished to continue their mandate for 2024, as follows:

Titular members: Gabriel Brun, Karen Curtis, Martine Humblet, Julia Lee, Anne Sullivan.  
Substitute members: Cristina Campayo, Sylvain Delaprisson, Céline Moiret, Angelika Muller.

***Document SU/AGM/2023/2/D.6 was adopted.***

8. **Document (SU/AGM/2023/2/D.6 Add) for information**

This document presents the candidates for the elections.

The elections will run from 9 October to 16 November 2023.

***Document SU/AGM/2023/2/D.6 Add was adopted.***

**The meeting closed at 3.30 p.m.**