

ILO STAFF UNION

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15 February 2024

ANNUAL GENERAL MEETING **FIRST SESSION**

15 February 2024

Programme and Strategy of the Staff Union **for the year 2024**

The first session of the Annual General Meeting will be requested to examine the attached proposal as per article 14(b) of the Staff Union Rules.

The attached Programme and Strategy of the Staff Union for 2024 will be open for discussion, modification and adoption.



Programme and Strategy of the Staff Union for the year 2024

The home stretch! Your Staff Union has one year left to implement the objectives set out in its five-year strategy for 2020-2025. We'll be taking stock in 2025, of course, but the challenges remain very real, rooted in the major, unplanned upheavals in the organization of the world of work, which have had a direct impact on the way we work and the way we conceive of working relationships and conditions, as well as the entrenchment of unacceptable situations involving job insecurity and unequal treatment.

2023 – as summarized in our Activity Report presented at the Annual General Meeting in October – was an intense year, allowing us to finalize some ongoing negotiations while tackling new priorities and pushing forward long-awaited reforms. 2023 has also been a year of ever-increasing solidarity, with the implementation of a number of activities enabling the Staff Union to strengthen its representativeness, support colleagues in difficult times and work to make you ever prouder of your Union.

For 2024, we hope that the areas detailed in this report will enable us to finalize a number of ongoing projects and prepare for 2025, with a necessary review of our strategy and means of action:

- The finalization and implementation of new collective agreements and negotiations on the alignment of contractual conditions beyond the source of funding for contracts, on mobility, on the fight against harassment and the promotion of respect in the workplace, on the promotion of diversity and health and safety at work. We will also need to monitor and evaluate the implementation of new collective agreements and Staff Regulations on parental leave, flexible working arrangements, conflict management mechanisms, and the introduction of generic job descriptions for the general service categories at head office and professional categories globally.
- Continued strengthening of our internal structures to better represent and defend you, with a consultation on our internal organization and functioning, continuous improvement of our capacity to mobilize and communicate better, and strengthening of our actions with and for vulnerable and precarious colleagues.

We want 2024 to be marked by people first and foremost. This may seem overused. But we need more humane interpersonal relations in our workplaces.

The Staff Union is *your* Union, we are listening to your suggestions, we depend on your support, and we await your feedback and suggestions on the proposals set out in the report with a view to adopting its content, so that your representatives can begin their work with a strong mandate.

OUR VISION, OUR MISSION, OUR OBJECTIVES AND MEANS OF ACTION 2020-2025

VISION

A global Staff Union, at the dawn of its second Centenary, which accompanies the transformation of the ILO and ensures a decent work environment, by representing all staff* as an equal and strong partner in social dialogue.

MISSION

**We promote social justice, equity and equality for all staff* in order to have
ONE ILO**

by:

- mobilizing and organizing for an even stronger and better equipped Staff Union;
- safeguarding and improving decent working and employment conditions for all ILO staff;
- negotiating fair, transparent and effective collective agreements with the Administration

*“All staff” includes all, without distinction whatsoever.

Industrial relations:

- ✓ *Ensure sustainable well-functioning social dialogue and collective bargaining through the effective implementation of the Recognition and Procedural Agreement (2000).*

Job security:

- ✓ *Negotiation of a protective, fair and inclusive contract policy to put an end to recurring precariousness and reduce disparity between different types of contracts,*
- ✓ *Working for a fair and standardized joint recruitment process for all staff through improving or creating joint bodies for mobility and redeployment.*

A career development path for all staff:

- ✓ *A fair and transparent performance appraisal system - with equal access to the staff development fund - and connected to adequate training*
- ✓ *A negotiated and adequate job classification process*
- ✓ *A fair recruitment and mobility system that respects staff diversity*
- ✓ *A transparent rewarding mechanism.*

Enhancement of staff security, Occupational safety and Health and both physical and mental health and well-being for all ILO staff around the world:

- ✓ *in the context of multifaceted crises and ensure equal treatment of all staff as well as support crisis response initiatives in fragile contexts*

Full social protection:

- ✓ *Ensure effective, efficient and sustainable health care and pension funds,*
- ✓ *Advocate for and negotiate the creation of unemployment and maternity / paternity / parental insurance schemes.*

A diverse, inclusive, equal and equitable workplace:

- ✓ *Through combating all forms of discrimination, and promoting an ILO free from violence and harassment: Drawing inspiration from recently adopted C.190 and aligning with UN system wide rules and regulations against all forms of violence and harassment at work.*

Protection of the independence of the international civil service:

- ✓ *Defend and support the exclusively international character of the staff (Article 9, paragraphs 4 and 5, of the ILO Constitution), promote its impartiality and defend the integrity and independence of ILOAT.*

An even stronger and better equipped Union:

- ✓ *Maintaining and expanding our membership, enhancing solidarity, strengthening capacities of Union representatives*
- ✓ *Improving internal operations, communication and coherence in its actions.*

I – Improve industrial relations

Objective: To ensure sustainable and efficient social dialogue and collective bargaining through the effective implementation of the Recognition and Procedural Agreement (2000).

Means of action

- Making sure, in the Joint Negotiating Committee (JNC), that every decision or proposal coming from the ILO Administration is based on substantiated information and is subject to consultation or negotiation if necessary.
- Ensure implementation of the JNC's annual work plan, monitoring timelines, deadlines, and terms of reference for each negotiation to ensure that they are undertaken with a common-interest approach.
- Finalizing ongoing negotiations (mobility, alignment of working conditions irrespective of contract funding sources, contractual framework, employment of people with disabilities, violence and harassment, review of the job descriptions, SST), monitoring ongoing policies and ensuring their validity (in particular parental leave and flexible working arrangements).
- Strengthening the negotiating skills of staff representatives.

II – Improve job security

A – Recruitment and selection

Objective: Advocate for a recruitment and selection process that is both equitable and transparent, so as to strengthen the collective agreement on mobility and recruitment by focusing on **career mobility, career development, greater motivation and job satisfaction ensured at both headquarters and at the country offices level.**

Means of action

- The Staff Union Committee's review of job vacancies aims at ensuring that **job descriptions are objective**, in accordance with the existing and current Negotiated GJDs and offer a real possibility of career development of already employed ILO officials including at the field and the country offices level.
- Within the career development framework, the SUC will work on a proposal for the improvement of the current mobility policy/practice, as per agreement reached following the JNC retreat of October 2023. We will take into consideration the results of the staff survey on mobility of August 2023.
- The Committee is convinced of the importance for the Organization of a system of recruitment that seeks a broader and more **authentic diversity** of staff while at the same time respecting Article 100 of the United Nations Charter, the Declaration of Philadelphia and the Staff Regulations. It is on this basis that the Committee is participating, jointly with HRD, in the review and update of the current generic job descriptions for the Professional and GS job families at Headquarters.

- The Staff Union is assisted in its work by the presence of two of its representatives on the Recruitment, Assignment and Mobility Committee (**RAMC**). Its efforts are based on strict observance of the recruitment and selection procedures and of the principles of transparency, on following standard procedures and on just and fair treatment. Particular attention is paid to the recruitment of internal candidates so as to offer them an opportunity of career development, and of TC+5s so that they can benefit from employment security, as well as to a knowledge of more than one language so as **to promote French and Spanish** and thereby the interests of the Organization's truly multicultural nature.
- If it is to carry out this crucial work successfully, the Committee must make a point of establishing good relations with the appointed **independent members of the technical panels**. The objective will be to share the working parties' experience, to offer practical advice and to devise ways for them to fulfil their responsibilities properly, as far as possible in conjunction with the Human Resources Development.
- Besides the normal involvement of ILO staff representatives, the staff union will bring to the attention of the Administration any recruitment or selection issues affecting officials, more particularly concerning short-term contracts. The Staff Union is reviewing recruitment and selection procedures in the field in order to negotiate a coherent and fair agreement.
- Implement, by negotiating, the agreements reached in principle at the JNC retreat of October 2023.
- The Committee will emphasize the need to ensure fair union representation within recruitment panels. It will advocate for a uniform approach, where all union representatives will either be full members or observers. The objective is to avoid any form of discrimination and promote complete transparency in the selection process. It will be underscored that this decision should not be left to the discretion of regional directors and/or field office directors.

B – Contracts and employment security including the terms and conditions of employment for staff on TC contracts¹

Objective: To safeguard and promote job security and working conditions, particularly during ongoing or forthcoming negotiations with the ILO Administration, irrespective of the contractual status of staff, in order to give effect to the vision of "One ILO." To take necessary measures to eliminate all forms of precariousness and seek to achieve greater equality and equal treatment between the different categories of staff (RB-DC, P-G, Headquarters-Field).

Promote equality of treatment between staff on technical cooperation contracts (TC staff) – including PSI – ("Cooperation for Development" in the Administration's terminology) and staff on regular budget in all current or future negotiations with the Administration, in order to make the "One ILO" vision a reality. Defend with the Administration equal rights for staff performing equivalent functions and promote equivalent salaries, in the spirit of ILO Convention No. 111 condemning all forms of discrimination between workers, presented by the case law of the tribunal (ILOAT) as a fundamental principle of the working framework for civil servants. Promote career prospects and continuity for staff on TC contracts.

Priority areas include:

¹ In the interests of greater efficiency and to facilitate negotiations with the Administration, the working groups on employment conditions for staff on TC contracts and on contracts and job security have been merged.

1. Defending existing jobs and working conditions in the context of current and future challenges: potential budget restrictions, constant search for increasingly flexible types of contracts, continuous changes and innovations used as an excuse to reduce workforce numbers, with considering in particular:
Successful outcomes of contract negotiations focusing on three main elements:
 - Maintaining social gains that are organization-specific, such as sustainable contracts,
 - Aligning the contractual conditions of staff under the technical cooperation budget with those of staff financed by the regular budget, including in terms of recruitment, career development, performance recognition and access to training and their implementation.
 - Promoting a contractual framework that guarantees long-term equal treatment for the organisation's staff, whatever the source of funding.

2. Follow-up on the contract policy negotiations on the basis of the MoU signed jointly by the Administration and the Staff Union in October 2023 enabling:
 - Equality of opportunity and treatment for all staff notwithstanding the source of funds
 - Job security for all.

Means of action

Following the MoU signed in October 2023 with the Administration and in order to implement the alignment of contractual conditions, the TC group will merge with the contract group to support the continuation of negotiations and the concrete application of the results obtained in a strengthened and coordinated manner.

- Inform the Staff Union position, strategy and results for the negotiation on the contract policy and participate in the negotiation team for a new contract policy.
- Closely cooperating with all Staff Union members with different contractual situations, in order to ensure that their views and interests are fully taken into account.
- In coordination with the legal support group, supporting the Staff Union's position on the contract policy with an appropriate strategy and legal arguments.

III – A career development path for all

A – Personal promotions and reclassification

Objectives:

- To ensure that the personal promotion machinery is inclusive, transparent and equitable.
- To ensure that the global reclassification exercise in the field is executed, and Independent Review Groups are established and active in all regions for the examination of job grade review appeals.

Means of action

- Participating in the joint committee on personal promotions, and legal action where appropriate;
- Ensuring that the implementation of the reclassification exercise in the field provides equal opportunities for all;
- Assisting the JNC when needed.

B – Training policy and performance management

Objectives:

- To ensure that staff concerns are taken into account in ILO training and in the performance management system of the ILO;
- To ensure that training and performance management policies are implemented in a fair and transparent manner, including through a review of the Reports Board procedures;
- To promote career development through the training policy;
- To ensure that the implementation of the new job descriptions in the field is fair to all staff;
- To ensure that the review and implementation of job descriptions in Headquarters is fair to all staff; and
- To ensure that the skills-mapping exercise does not impact the PMF and promotes adequate use of the staff development funds.

Means of action

Training policy

- Framing the priorities to be implemented by the training policy in line with the needs of staff at all levels and categories in an equitable manner, to support mobility and career development, in the framework of the JNC;
- Seeking the reactivation of the Joint Training Council so that the Staff Union has a voice in the use of Staff Development Funds, the impact of training expenditure and the assessment of how proposed training programmes satisfy staff members' needs and requests, especially in a mobility context.

Performance management

- Taking into account the staff's concerns regarding the implementation of the performance management framework (PMF);
- Ensuring that the PMF supports the career progression of staff.

IV – Enhancement of staff security, occupational safety and health and both physical and mental health and well-being for all ILO staff around the world

Objective: With a safe and healthy working environment now being a fundamental principle and right at work, the ILO must ensure that within the Organization the OSH management system is fully operational. The ILO must walk the walk rather than just talk the talk.

Thus, the SU will continue to collaborate with the Office to ensure an effective OSH management system is operationalized in Geneva and in **all** duty stations, with OSH committees being part of this management system. As well as calling for administration accountability through strengthening Staff Union representatives' knowledge, capacity and resilience to defend the rights of staff concerning security, occupational safety and health, both physical and mental and well-being at work.

Means of action:

- Supporting the implementation of the current occupational safety and health (OSH) policy, directive and procedure (IGDS 48, IGDS 286, IGDS 385²) through active participation in the HQ Committee on Safety and Health (COSH) promoting compliance with the actions and requirements of IGDS 385;
- In regard to the above, the SU representatives at the COSH will continue to participate in the COSH working group on the revision of IGDS No. 48, 286 and 385 with the current Administration, and will continue to advocate for the improvement of the OSH management system at the ILO;
- In addition, the SU will keep contributing to the COSH working group on mental health and well-being at work; specifically by advocating for the implementation of a component on psychosocial risks factors management into the OSH management system, as part of the ILO Action Plan on Mental Health and Well-Being at Work;
- The SU members of the COSH will continue to request that data on occupational accidents and (suspected) occupational diseases be regularly reported to the COSH as per the current IGDS No. 385, thereby enabling data to be available on issues affecting staff members and prioritization of control measures to reduce the risk;
- Reaching out to Staff Union representatives in the field offices to promote and support the creation and functioning of OSH committees and mechanisms, including, where necessary, the identification and appointment of OSH representatives;
- Contributing to capacity-building among SU representatives by developing user-friendly guidance for OSH representatives on how to fulfil their OSH duties;
- Supporting SU representatives in their crises response capacity, on matters concerning occupational safety and health in public health crises and consultation of return-to-office policies and security and well-being in fragile contexts;
- Ensuring a staff voice in the building renovation processes (planning and implementation), through Steering Committees or other consultation mechanisms, so that the highest standards on staff occupational safety and health and well-being apply during the renovation of the headquarters and field buildings, in consultation with Staff Union representatives, union stewards and focal points;
- Supporting climate- and environmentally friendly initiatives within the ILO;
- In collaboration with the Administration, ensuring that staff are kept informed of developments concerning security and occupational safety and health through communications and/or information sessions.

² Available on the COSH website: https://www.ilo.org/dyn/osh/intranet.home?p_lang=en

V – Full social protection

Objective: To ensure effective, efficient and sustainable health care and pension funds.

Means of action

- Ensuring the application of the Regulations and Administrative Rules of the Staff Health Insurance Fund, particularly with regard to the information provided to insured staff, timely publication of annual reports, etc.
- Participate in the discussions on how to avoid unnecessary administrative expenses.
- Remind each member of the need to be well informed about the management of the funds entrusted by him/her to the health and pension protection bodies. The latest exchanges concerning the management of the retirement savings of ILO staff at the UN Staff Pension Fund are a step in this direction.
- Continuing discussions with the ILO Administration to consolidate services and benefits for insured staff working in the field, in remote duty stations and technical cooperation projects. The latest discussions with SHIF on the development of services and funding are a step in this direction.
- Increasing awareness and engagement of staff with regard to health care and pension issues in order to strengthen the position of staff representatives on joint bodies. This objective will be attained through regular, close communication between the Staff Union (including the Former Officials' Section) and the insured staff representatives of the SHIF Management Committee and the representatives on the Joint Staff Pension Board. In this respect, the legitimacy of the questions asked by the staff representatives must be underlined.
- Write regular explanatory texts for the Union's blog, promoting and organizing information sessions, General Assemblies and referendums in order to ensure that any proposed changes to the structure, programme, benefits or premiums are explained clearly and fully to insured staff and other participants so that no decisions are taken without extensive consultation.

VI – A diverse, inclusive, equal and equitable workplace³

Objective: To contribute to the improvement of 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.

While we all uphold the common UN charter and work towards the promotion of a Decent Work Agenda for all, we all bring with us diverse perspectives, work experiences, lifestyles and cultures, which should be valued, respected and supported. The Staff Union aspires to create a working environment where diversity, equality, equity, inclusion and work-life

³ *Fair, equal and equitable conditions of employment for all staff, without discrimination based on, inter alia, age, race, gender identity, gender expression, sex characteristics, sexual orientation, languages, religion, ethnicity, colour, national extraction, social origin, caste marital status, pregnancy, personal and/or family status and responsibilities, disability, HIV status, union membership or political conviction, grade, type of contract, and duty station.*

balance is respected and leveraged to improve organizational performance and the well-being of ILO officials.

Means of action

Building upon the success of the previous year and learning from the challenges faced, the Staff Union proposes continuing to work on special mechanisms/initiatives to facilitate inclusion, diversity, equality and work-life balance.

More specifically, the working group will:

- Ensure that all negotiations – conducted under the framework of the JNC – are conducted through a gender equal, non-discriminatory and an intersectional lens. This will include negotiations on:
 - Contract policy and mobility;
 - Revision of the policy against harassment, including sexual harassment;
 - Disability inclusion policy;
 - And others, as relevant, and depending on the needs and decisions of the JNC.
- Actively support the promotion of respect in the workplace, including a workplace free from harassment and discrimination at HQ and in the field and in collaboration with HRD and others (Welfare Officer, MEDSERV, Ethics Officer, the Mediator and others).
- In consultation with GEDI and HRD, support the promotion of diversity and inclusion, especially the implementation of the Disability Inclusion Policy in the ILO, particularly in the areas of employment and non-discrimination.
- In collaboration with the UNGLOBE Coordinators at the ILO, support sensitization, awareness-raising, and advocacy efforts for better inclusion of LGBTIQ+ colleagues in the ILO, as well as UN policies, events and networking activities for interested colleagues.

Organize awareness-raising; information sessions; activities on International Days to exchange views/concerns and share information, knowledge and good practice and exchange with ILO Staff and Union members, in collaboration when relevant, with GEDI, FUNDAMENTALS, UN-GLOBE, the Employment Resource Group (ERG) and HRD.

VII – International affairs and protection of the independence of the international civil service

Objective: To strengthen alliances with key players involved in the improvement of working and employment conditions in the international civil service (international staff union federations, CCISUA, civil society, etc.) and to work in the long-term for the introduction of collective bargaining to the United Nations.

Means of action

- Strengthening ties with major international unions and those with whom the Staff Union is affiliated in order to benefit from their logistics and influence, and create a better framework for labour relations in the context of UN reform.
- Working towards the sharing of knowledge, resources and activities in advocacy campaigns led by the staff federations of the International Civil Service to address the

potential threat of contractual reform throughout the whole of the UN common system.

- Continuing activities with already existing FUNSAs. Encouraging ILO staff representatives to participate in or create local FUNSAs in the field in order to better respond to the interests and needs of international organization staff locally.
- Participate in events organised by the various trade union federations (PSI, CGAS, etc.) in order to represent the interests of the ILO Staff Union.
- Strengthen internal communication to inform the Staff Union's members about the objectives and positions taken by the various trade union federations as well as about the obstacles encountered.

VIII – An even stronger and better equipped Union

A – Communication

Objective: The communications group will ensure that the Staff Union communicates with the staff **more effectively and efficiently**, on activities, ongoing problems and progress made, in close collaboration with the relevant working groups.

Means of action:

- Keep the staff regularly informed of developments through the Staff Union's totems in HQ, broadcasts, website, social media, etc.
- Keep the Staff Union's website up to date in English, French and Spanish.
- Improve the wording of Staff Union materials (especially its flyers and membership forms) so as to make it more inclusive.
- Liaise with each working group in the Staff Union's areas of action to help promote what they do in the respective groups, so that staff are aware.
- Find new ways to promote Staff Union campaigns and explain what they are about, especially recruitment drives, training activities, etc.

The communications team will meet weekly to prepare the week's headlines ("Manchette") and press releases. All members will be in close contact in the event of an emergency to ensure responsive communication between the Staff Union and staff.

Newsletters, broadcasts, headlines, providing material and design for texts and publications on social networks and other applicable social media platforms will be our main means of communication. The communications team invites ideas from contributors at Headquarters and in the field for the publication this year of UNION. Please visit us at: <http://unionmag.ilostaffunion.org>.

The communications team will continue to help the Staff Union build on the momentum it has generated so far and will do its utmost to improve communication with the staff using all the means at its disposal and the knowledge of the team members.

B – Membership, staff representation and training

Objectives:

- **An even stronger and better equipped Staff Union:** by strengthening solidarity, consolidating the capacities of Staff Union representatives, improving internal operations, mobilization, and communication.
- Analyse statistics of interns, both in HQ and Field, in terms of diversity and ILO contracts after internships.

Means of action:

- Strengthen unity between Field and HQ Union representatives.
- Clarify structure and roles through different means.
- Contacting and informing newly recruited colleagues to encourage them to join the Staff Union.
- In coordination with the working group on Communication and technology, develop a welcome kit.
- Pushing towards Staff Union representation in all departments and all duty stations - as part of the elections for Union representatives in the Field and HQ.
- Scheduling of hybrid information and training session(s) for all Union representatives.
- Mobilizing at Union events such as General Assemblies, 1st of May, etc.
- Organizing at least two “café-croissant” information sessions in the course of 2024, in the presence of at least one Union representative, to rally support for the Staff Union.
- Liaising with regional titular members and substitute members to share experiences and provide mutual assistance for better adhesion and Staff Union organization.
- Engaging and mobilizing the Interns’ Section to best represent the interests of the interns (through training and information sharing).
- Welcome kit for interns.
- Creating SOP for organizing café-croissants.
- Clarify all ILO wide intern situations with HRD.

I – Tackling the problems of staff posted in the field:

The Staff Union Committee, through the strong mobilization of its regional representatives and in close contact with the national representatives, acts as a spokesperson to the Administration for the concerns and interests of colleagues in the field and ensures that the working and employment conditions of field staff are safeguarded and improved.

The objectives of the Staff Union in relation to field staff will include the following issues:

- the safety and security of all categories of field staff, by preventing and dealing with violence and harassment at work, while ensuring their health and physical safety
- Addressing the differences in treatment between international and local staff in terms of security, contract security and evacuation policies, in particular with regard to the rights and entitlements of staff operating in high-risk duty stations;
- in the area of social protection, allow better access to information, ensure transparency and consultation for fairer treatment;
- Promoting the establishment of OSH Committees in each duty station, ensuring that there is well-trained representation on these committees;
- Harmonizing recruitment and selection procedures across all duty stations;
- Harmonizing the Independent Review Group (IRG) at the global level;
- Promoting career opportunities under the mobility policy, taking into account the characteristics of each category of post, in particular TC, NO, NC and G posts;
- Ensuring greater attention to the intrinsic conditions of staff employment contracts, in particular by conducting periodic surveys on employment conditions.
- Addressing staff concerns concerning local salary surveys.
- Addressing staff concerns on managing change.

Means of action

- Promote ILO Convention No. 190 in the field offices to avoid violence and harassment and strengthen the complaints mechanism to ensure a fair and equitable outcome for complainants.
- Review the security and evacuation policies to ensure equal treatment of staff operating in high-risk duty stations.
- Strengthen the role and functions of the COSH in all duty stations through information sharing, more regular meetings and increased training.
- Support the application in the field offices of the Collective Bargaining Agreement signed in 2014 regarding the role of the Staff Union in Recruitment and Selection, in order to ensure the effective involvement of the Staff Union, at the global level, in the entire R&S process and to improve its transparency and accountability.
- Promote, in practice, a mobility policy that guarantees mobility for staff members who have been working in one duty station for a long time when applying for vacancies. The explicit mobility policy should also be incorporated into the Staff Regulations.

- Demand that the reality on the ground be taken into account when negotiating the contract policy with the Administration.
- 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 Staff Union's Legal Adviser.
- Continue to hold regular monthly discussions with all the 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).
- Organize two regional meetings in Africa and the Americas.
- Organize training on salary survey setting mechanisms, gather and compile information on the new ICSC salary survey mechanism and share those with CCISUA for further action.
- Coordinate with the Administration to mitigate risks associated with change, ensure the ILO Administration's duty of care towards its staff, and provide timely and proactive guidance and support on change management as required.
- Advocate for improved access of staff in the field to medical and emergency services.

ITCILO objectives for 2024

The primary objective set forth by the Staff Union of the Training Centre of the International Labour Organization (ILO) in Turin for the year 2024 is the proper implementation and development of effective Social Dialogue in the Centre, starting with the opening of a Collective Bargaining process in accordance with the Staff Regulations, and the Recognition Agreement outlined in Circular 00/33, and Circular 01/32.

To this end, we aim to strengthen the role of the Union as legitimate representatives of the ITCILO workers by means of ensuring:

- its intervention in all matters of competence according to the Staff Regulations;
- open channels of communication with the management and affiliates; and
- the proper implementation of the duty of provision of information in charge of the management.

In alignment with the legal framework governing the Committee's activities and the Centre, focused efforts will be dedicated to achieving tangible results on the following key issues:

- Reviewing the Career Development, including Mobility policy
- Ensuring transparency and equal treatment at all organizational levels
- Addressing service interruptions for short-term contracts
- Harmonizing ILO/ITCILO rules
- Reviewing the Staff Selection process and contract policies
- Implementing Occupational Safety and Health (OSH) Mental Health policies

II – Use of financial resources

Objective: To ensure maximum transparency in the use of financial resources.

Means of action

- Scrutinizing the control and monitoring process for all financial transactions.
- Continuing to search for efficient solutions for offices requiring bank accounts and putting procedures into place for transferring funds to these accounts.

III – Support for ILO staff in the prevention and resolution of disputes

Objective: Represent and defend the individual and collective interests of staff.

Means of action

- Providing headquarters staff and field staff with information and/or recommendations (on a collective or individual basis) relating to the application and interpretation of the Staff Regulations, collective agreements and IGDS documents, in addition to currently applicable policies and procedures.
 - Providing information and/or recommendations on collective rights issues.
 - Providing information notes on procedures applicable to officials.
 - Representing or accompanying staff members in the context of conflict prevention and resolution.
 - Organizing information sessions, at headquarters and in the field, relating to legal issues, especially during regional meetings or via Teams.
 - Monitoring recommendations made by internal bodies and identifying trends in order to be able to respond to questions from staff.
-