



4 July 2024

A review of events of the past six months

Dear colleagues,

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

As you will no doubt have noticed, the rhythm of our newsletters has been a little different recently, as the Staff Union Committee has been very busy on all fronts, sparing no effort with meetings, negotiations and events. However, so as not to lose the link, we wanted to allow the regions to communicate on targeted subjects, so gave those who wished the opportunity to publish articles on our blog (please find them here: [Africa](#), [Americas](#), [Europe and Arab countries](#)).

So, here we are, already into the month of July ... it's time for the Staff Union to take stock of the first half of 2024 by offering you a full and detailed report on its activities.

January

January got off to a flying start with negotiations within the Joint Negotiating Committee (JNC), to enable us to submit amendments to the Staff Regulations for the March Governing Body meeting. Building on the momentum of negotiations based on shared interests with the Administration, and in a constructive approach to social dialogue, we have already been able to agree on a number of measures.

The Committee is always careful to strike a balance between the negotiations, by raising all the sensitive issues and by reaching out to colleagues. Within the framework of the JNC, we are in the midst of intense negotiations on issues of **mobility** and **the alignment of contractual conditions** for all colleagues. We have signed a new Collective Agreement on recruitment and selection procedures ([link](#)), negotiated provisions to ensure that colleagues assigned to projects have 2-year contracts, reviewed the parameters of the Assessment Centre to enable a greater number of colleagues to benefit from it, and facilitated their participation in competition processes.

A new IGDS on mobility and on the redeployment of colleagues at the end of their project should be finalized soon, pending a new round of negotiations in the second half of this year. At the same time, we also have to finalize new provisions on the employment of people with disabilities and dependents with disabilities, as well as measures on the Compensation Committee and a review of our Collective Agreement on harassment, while of course keeping a close eye on the implementation of recently negotiated policies, such as those on working-time arrangements and the new parental leave policy (which was the subject of a collective agreement last November, [link](#)), or the one on the new job descriptions.

Of course, we also took the time in January to welcome in the New Year with our best wishes to all colleagues over a drink and a slice of *galette des rois*; always a warm and friendly occasion to get together, both in Geneva and in the various offices that organized their own New Year's events ...

In January, the Officers of the Staff Union Committee were also invited to speak at the retreat of the global management team, which included the Director-General, the DDG, the ADG's, the Regional Directors, and the Director of Turin. This was an opportunity to discuss the importance of maintaining social dialogue within our Organization and promoting respect in our workplaces.

February

In February, we had to adapt and rethink the format of our Annual General Meeting, which was held solely by videoconference, due to work being carried out at head office and the lack of an available room. We regret this, as face-to-face meetings make for richer discussions.

However, our regional representatives were present, which enabled us to have valuable and warm exchanges with our colleagues in the regions. The Staff Union's action programme was approved, with changes calling for better articulation of the challenges for colleagues in conflicting duty stations and better coordination with the Former Officials' Section.

In the run-up to our meeting, we had also given our members the opportunity to ask us questions so that we could answer them during our AGM. This was the first time we had done this, and it was a great success. The experience proves just how interested our members are in the work of the Staff Union Committee!

We are in the process of consolidating all the questions in order to publish them on our blog, recalling the answers given in February and adding an update, so as not to leave you wanting more ... A first article has been published on recruitment and selection procedures ([link](#)), and another on mobility ([link](#)) with other topics to come ...

You can find the recording of the meeting by following this [link](#).

March

March is an important month for the Staff Union, as it is the opportunity for the Chairperson to make the voices of colleagues heard at the Governing Body. Ambivalence about our recognition as United Nations staff, concern about the trend towards ever more control and less trust, worry about the loss of reference points, but also a call for ever more humanity and solidarity in our workplaces – these were the main themes of this speech, the video of which you can find at the following link: [Speech by the Chairperson of the Staff Union - ILO Governing Body, PFA \(5 March 2024\) - ILO Staff Union](#)).

The Governing Body was also an opportunity for the Staff Union to question the Administration on the principles of "neutrality", and the expectations – and possible misunderstandings – of the code of conduct of an international civil servant in the face of events on the international scene which continue to alarm us.

During March, regional elections were also held for the regions of Africa and the Americas. You can find all the results by following this link: [Representation in Field offices - ILO Staff Union](#)

The Staff Union is delighted with the collaboration with the regions and the enthusiasm and commitment of the new colleagues who stood for election and were elected. We warmly welcome them and look forward to working closely together. Some "old hands" were also re-elected, proving that trade union commitment is rooted in the hearts of civil servants.

To enable all your elected representatives in the field to carry out their mandates in the best possible conditions, training sessions are being organized on a regular basis. This innovation has strengthened our belief that ongoing training is an undeniable plus for a Union that cares about its links with its members in the field.

We, of course, celebrated International Women's Day on 8 March. To celebrate women, your Staff Union organized a virtual discussion on 7 March, to provide a platform for everyone to share their views and discuss topics that have been raised by our members, including *"What's behind the December 2023 numbers on gender diversity?"*, *"What does gender discrimination at the ILO look like?"*, and *"What should your Staff Union do for the ILO to really achieve gender parity?"*. The information gathered is being used to feed into the activities planned by the Staff Union. Members of the Staff Union Committee also shared the names of women who have inspired them in their lives through the media.

April

To mark the World Day for Safety and Health at Work on 28 April, the Staff Union held a webinar giving ILO staff the opportunity to discuss any concerns they had with regards to safety and health, and to discuss the ILO's internal OSH management system and how this could be strengthened and implemented. The Staff Union invited the Administration to attend, and it

was represented by the ADG/CS, the ILO Medical Adviser and the OSH Coordinator who contributed to the event.

One of the Staff Union priorities is to ensure a **safe and healthy working environment** for ILO staff, as this is a FPRW. The Staff Union recalled that *“worker participation is an essential element of the OSH management system in the ILO”*, requiring staff consultation and cooperation. It believes that it is essential to implement the ILO’s *“Guidelines on OSH management systems”* (ILO-OSH 2001) as soon as possible in order to **ensure** a safe and healthy working environment for all staff.

As a follow up to OSH day, a series of information sessions were organized with our Union representatives in all duty stations to discuss our role as a Staff Union.

May

May Day! Here’s to the lovely month of May, which begins with a day off work, but not for everyone! For the members of the Committee and for some members of the Staff Union, it's a day of sharing during the procession organized every year in good spirits. The weather was good this year, so we were able to march, joined by a number of our interns. The next generation of trade unionists is here to stay!

The Staff Union, jointly with HRD, supported **UNGLOBE@ILO** in commemorating the International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT) on 16 May (as the actual day fell on a Friday). A panel discussion entitled *“No One Left Behind: Supporting the Inclusion of LGBTIQ+ Personnel in the Workplace”*, took place and featured speakers from ILGA, IOM and Transparents. Participants from more than 20 UN agencies and other organizations attended. To facilitate the participation of colleagues in the field, the panel discussion was held in hybrid format and interpretation was provided in three languages. At headquarters, the discussion was followed by choral entertainment and a reception in Les Gobelins.

June

June began and ended before we knew it.

The proof is that it took us a whole month to prepare this communication, which was started at least 10 times and never finished ... until now ... we had the International Labour Conference of course, a call for candidatures for our regional representatives, information sessions for our representatives, and the preparation of new information material (*which we will be happy to present to you in September*). But we still managed to find the time to get together and share a convivial momento over an aperitif. The Union would like to repeat this experience as part of its efforts to reconnect with colleagues.

During this period, we lost some dear colleagues at headquarters and in the field who were close to the Staff Union. They leave a void not only in their contribution to the work of the Organization, but also in our workplaces and in our teams. We offer our sincere condolences to their families and friends.

Your Staff Union is meeting this week for the Regional Meeting for the Americas, to be followed by the Regional Meeting for Africa in September. We're also preparing a Union Day for September (**please save the date of 12 September in your calendars**), and we hope that other events will help us to continue this year in the same vein, which we want to be a year of solidarity, humanity and success in defending the rights of all!

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