



28 January 2025

**ANNUAL GENERAL MEETING
SECOND SESSION**

17 October 2024

Record of decisions

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

The documents relating to the General Meeting had been posted on the Staff Union's intranet site a week before the meeting.

Interpretation was available in the ILO's three working languages, English, French and Spanish.

The General Meeting is a key moment for the Staff Union which allows us to report to the members on our activities in 2024.

1. Election of the Chairperson of the Annual General Meeting

The Chairperson of the Annual General Meeting is elected for both sessions. Mr Dan Cork having been elected for the first session, the Chairperson of the Staff Union asked him to join the podium and gave him the floor.

2. Adoption of the agenda (doc. [SU/AGM/2024/2/D.1](#))

The Chairperson of the Meeting presented document SU/AGM/2024/2/D.1 and asked whether there were any other items to be added to the agenda, as communicated, that the Meeting also wished to discuss.

No items were added.

The General Meeting adopted the agenda.

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

The primary objective of the Staff Union is to make available to our members and to all our colleagues in the ILO the information that the members of the Committee consider essential for a proper understanding of their rights. To this end, the Chairperson of the Staff Union presented the recently recorded videos, "Your rights at a glance", dealing with mobilization and the key issues on which the members of the Committee were working. She asked the members of the Assembly to vote on the subjects they would like the Staff Union to inform them about by means of an online form, the link to which was shared with all the participants. The five topics that received the most votes will then be identified, and from these the members will vote for the three topics that the Staff Union will be dealing with in the near future.

The Chairperson opened the vote, which would last until the end of the presentation of the report.

3. Presentation of the Staff Union's draft Programme and Strategy for 2024 (doc. SU/AGM/2024/1/D.2)

The Chairperson of the Staff Union Committee announced the presentation of the activity report for 2024, which was part of the Staff Union's five-year strategy, and the lessons learned, and progress made in recent years.

The Chairperson of the Staff Union Committee presented the report, which is available on the Staff Union's intranet site. Two major themes will be developed during this Assembly:

- The conditions for collective bargaining and the progress of current negotiations, presented by the Chairperson.
- How does the Staff Union serve its members? How is it organized internally? Topics presented by the Vice-Chairperson and the General Secretary.

Following the negotiations, two agreements were signed in 2023, and the Staff Union must ensure that they are properly implemented at headquarters and in the field:

- The working-time arrangements policy, which came into force in July 2023 with an 18-month test phase. The Administration and the Staff Union will collect the necessary data from the end of 2024 and discuss how to improve its implementation. The Committee is closely monitoring this issue, both at headquarters and in the field.
- The parental leave policy, a collective agreement also signed in 2023, which aims to be more inclusive, extending the period of parental leave and ensuring that colleagues are replaced.

Last year, 2023, was also marked by:

- The launch of a process to agree new generic job descriptions at headquarters for colleagues in the General Service and Professional staff categories worldwide - a process which is still ongoing. This process involves a review of all job families and the upgrading of generic families.
- The negotiation of amendments to Chapter 12 of the Staff Regulations, relating to disciplinary measures. The Staff Union put forward the need for more progressive and proportionate

disciplinary measures. The Staff Union Committee agreed to the creation of a disciplinary committee to advise the Director-General on the action to be taken following certain investigations or formal grievance mechanisms.

The work plan for 2024 was to review the annex to the Recognition and Procedural Agreement – a collective agreement between the Staff Union and the Administration – which provides the framework for collective bargaining and social dialogue within the ILO.

The revision of the occupational health and safety policy - which has been underway for some time - is progressing and the Staff Union hopes to have a final text and agreement by the end of 2024.

The new policy on the employment of disabled people and staff with disabled dependants has also been under discussion for over a year, and the Staff Union is hoping for a swift conclusion.

The final topic is the review of the procedures of the Compensation Committee – a joint Administration/Staff Union body – which is examining the way in which the Organization recognizes its role in the occurrence of certain medical conditions.

The following three issues are priorities for the Staff Union, but progress remains insufficient:

- Review of the anti-harassment policy,
- Training strategy,
- Alignment of mobility between staff on TC and RB contracts.

Contract policy remains a priority in negotiations with the Administration.

In October 2023, the Staff Union and the Administration signed a Memorandum of Understanding on the work programme based on two phases.

Phase 1 has progressed well, with colleagues who have accumulated five years of service in the ILO being considered as internal candidates in the RAMC competition procedures. The Staff Union is also focusing on geographical mobility and has included an interview with the candidate and consideration of performance reports in stage 2 recruitment for Professional staff on regular budget contracts.

Although the Staff Union and the Administration have agreed on the subject, the Staff Union is seeking to ensure, in accordance with the negotiated agreements, that colleagues recruited on a contract financed by technical cooperation are given a two-year contract. Implementation is sometimes difficult.

The final point of phase 1 remains the re-employment of colleagues at the end of their project.

The next point, on which the Staff Union and the Administration have reached agreement, is to review the modalities of the assessment centre with a view to making it more accessible - also for colleagues under contracts financed by technical cooperation. Discussions are also focusing on the break between contracts and the impact on seniority.

Ongoing negotiations are finalizing agreements on mobility and career development opportunities for all colleagues, regardless of the source of funding for their contracts.

All these measures require changes, at various levels, to the Staff Regulations, but this approach is based on common interests, maintaining the spirit of social dialogue and the desire to move forward and find solutions within the framework of the respective mandates.

How does the Staff Union serve its members?

- Through collective bargaining between the Staff Union and the Administration.
- By working to ensure safe working conditions.
- Through the legal support offered to staff by the Staff Union's Legal Adviser.
- By fostering a sense of community, solidarity and mutual support among staff.

The Staff Union's objectives are to strengthen staff so that they can play an active role in improving working conditions.

The Staff Union and its geographical distribution.

The Staff Union is represented in every region of the world, and all the Organization's offices have a Local Committee.

- Proportional distribution across the different regions.
- The Staff Union's members are distributed proportionally to the active staff in the different regions (30% at headquarters, 26% in Asia and the Pacific, 26% in Africa, 12% in the Americas and 6% in Europe and the Arab States).
- The Staff Union is represented from headquarters to the project offices. The Global Committee at head office is made up of 16 members elected by the members of all the regions combined, then the regional titular members are elected to represent their region with their substitute at headquarters to ensure better communication, and each office also elects its Local Committee, which may be made up of members of the country office or project offices. At headquarters, each department also elects a Staff Union representative to represent its colleagues.

This distribution ensures that all staff, wherever they may be, can find themselves represented by their Staff Union.

- A network to help all members: we should all have the same rights!
- This network enables the Staff Union to help all staff and ensure that everyone can claim the same rights.
- A better-equipped Staff Union that is constantly reinventing itself to be closer to all its members.

The Staff Union is working to better equip itself and is constantly reinventing itself according to needs.

- Regular information and training for Staff Union representatives around the world. The Staff Union has enhanced the knowledge of its Staff Union representatives, both at headquarters and around the world, by organizing monthly training sessions on their role as Staff Union representatives, on the specific issues that the Staff Union defends and negotiates, and information sessions - including this year, training for newly elected representatives, R&S,

health and safety at work, parental leave, mobility and ethics. These sessions are intended for all Staff Union representatives worldwide, to ensure that everyone has the same level of knowledge and information.

- Communicating the Staff Union's achievements to all staff. In order to communicate as closely as possible with all staff, several resources are available: a monthly broadcast presents the Staff Union's activities over the past month; email communications provide the information and explanations needed to understand certain administrative decisions (investigations, salaries, pensions, etc.); blog articles can touch on all subjects and, of course, events are organized to celebrate certain important days and get closer to staff.

- Importance of membership for the younger generation

The Staff Union has been in existence for over 100 years, and has seen many generations of staff members pass through its ranks, and this renewal must continue.

- To pick up the baton
- To raise new issues

We insist that the younger generation, fresh ILO officials, join us to gradually take over and give their voice to emerging issues in the new work rules.

Staff membership of the Staff Union gives it strength and gives it more clout to negotiate our rights with the Administration. The world of work is changing, our gains are constantly being challenged and new battles are emerging to defend our labour rights.

For all of us, the Staff Union cannot afford to miss out.

The Chairperson gave the floor to the regional representatives to summarize the points covered in the report for their respective regions.

The floor was given to Mr Bertrand Remy Kama Kama for Africa, who informed the meeting that 100% of the Staff Union's local committees had been renewed for the next two years. This also includes his own re-election as a titular member, and that of Ms Abdallah as a substitute member, for a further two-year term. He assured the members of their commitment to continue to make every effort to defend the interests of each member.

Last month, the African region held its 9th Regional Staff Union Meeting in Dar es Salaam. The conclusions of this meeting would be forwarded to the Director-General, with a copy to the Regional Director for Africa, in the days following the meeting. This report highlighted a resolution adopted unanimously by all the Staff Union representatives for Africa concerning the recruitment and selection process for local staff, irrespective of funding sources. The implementation of this resolution was scheduled to take effect from 1 January 2025, unless mitigating measures were taken. Details would be made available as soon as the report was made public.

Mr Kama Kama thanked the Caisse d'assurance pour la protection de la santé du personnel (CAPS) for announcing the imminent launch of the pilot project on the principle of third-party payment, a significant step forward that will benefit everyone.

The Chairperson gave the floor to Ms Maria Elena Lopez Torres, titular member for the Americas region.

The Regional Meeting was held last July and was attended by eight Staff Union representatives from the region. The Chairperson of the ILO Staff Union and the titular and substitute regional members attended the meeting. During this five-day meeting, the Chairpersons of the Staff Unions of the offices in the region participated, debated, reviewed, exchanged and discussed the following topics:

- Working climate and conflict management.
- Recruitment and selection.
- Mobility, etc.

One of the most worrying issues in the region is the working climate and conflict management. Staff Union representatives have noted an increase in professional conflicts, creating a working climate that is unfavourable to staff well-being. The Staff Union would like the Administration to put in place effective communication mechanisms within the offices and a respectful and collaborative working culture in which managers intervene in a timely and effective manner to resolve conflicts. Local Staff Union committees and the regional titular have supported staff in offices where problems have arisen.

The regional delegation extended a warm welcome to their colleague, Ms Ana Virginia Moreira, who took up her post in January 2024 as Regional Director of the ILO Regional Office for Latin America and the Caribbean, wishing her every success in her new role. The regional delegation also welcomed Mr Eliel Hasson, who had taken up his duties in September 2024 as Director of the San José Office, and wished him every success in his new post.

The Chairperson then gave the floor to Ms Gwendolyn Fabros, titular member for the Asia and Pacific region.

Ms Fabros thanked the Committee and the Secretariat of the SHIF for their support, their approval and the forthcoming implementation of the pilot project for direct payments for ambulatory medical care.

In consultation with 14 representatives of the Staff Union in the region, technical cooperation project colleagues in the countries and local offices are still far from having obtained the necessary concessions in terms of job security.

She emphasized that the region fully recognizes the nature and limitations of employment contracts in technical cooperation projects, but that several measures could be taken to promote job security for colleagues, in particular: (i) effective recognition of long-serving technical cooperation project staff during the recruitment and selection process; and (ii) a strong determination to give priority to internal staff - where there are sufficient internal candidates - who fight to keep their jobs at the ILO and who seek to develop their careers within the Organization.

She appreciated the recent collective agreement which recognizes technical cooperation colleagues who have served the ILO for five years as “internal candidates”.

But what does it mean to be an “internal candidate” in the field, particularly in the Asia-Pacific region, during the recruitment and selection process? Do they get extra points in the selection criteria? Or

are they simply considered as ordinary candidates? Will they continue to swim harder for their lives within the ILO, just like an external candidate? Will they continue to unreasonably satisfy management in order to guarantee their survival within the Organization?

In line with its first point, the region's Staff Union is negotiating greater Staff Union involvement in several stages of the recruitment process.

It stressed that the Staff Union's intention to participate in the recruitment and selection processes was to assist and ensure checks and balances that promote transparency and fairness within the Organization, which in turn helped to prevent disputes related to the recruitment and selection process.

She wondered about the huge discrepancy between the four ILO regions with regard to authorizing the participation of the Staff Union in the recruitment and selection process.

Isn't social dialogue part of the ILO official's DNA? Isn't support for collective bargaining and trade Staff Unionism fundamental principles of the ILO? She hoped that the regional management remained open to Staff Unionism within the ILO and ensured that the importance of dialogue and negotiation is recognized in all the offices in the region.

She expressed her appreciation for the ongoing global programme for a safe and respectful working environment. The Asia-Pacific region would like to see more interventions and continuous monitoring of its progress and ask management to deepen this programme to identify and address the root causes of the visible erosion of the culture of respect in several country offices.

Knowing that this problem will not be solved overnight, she called for closer monitoring of the situation until the culture of "respect" and "safety" was re-established.

The Chairperson gave the floor to Ms Eva Mihlic, titular member for the Europe and Arab States region.

The armed conflict in Gaza and its spread to Lebanon are seriously affecting not only ILO staff, but also more than 200 UN colleagues who have already lost their lives in the region.

The war in Ukraine continues and the well-being of our staff in the expanding Kyiv country office is paramount.

The Staff Union would like - once again - to thank our colleagues in the SECURITY department who are providing invaluable support in these tragic circumstances.

The war is also taking its toll on the Moscow team, which is split between Moscow and Budapest. This temporary relocation solution has been extended indefinitely, but the team's support for the subregion remains impeccable. Job security for the colleagues concerned is crucial.

Among the problems reported by other offices, Ms Mihlic cited toxic relationships and a lack of psychological safety in the workplace, a lack of transparent recruitment and selection processes, precarious contracts and a lack of communication from management.

The Staff Union was engaging with management to mitigate and constructively resolve these situations, but in locations such as Ankara, where management is not open to dialogue, circumstances remained difficult for staff. Nevertheless, the Staff Union would continue to seek ways to cooperate and to support colleagues in every way possible.

The Chairperson gave the floor to Ms Cristina Pierini, titular member for the International Training Centre in Turin.

The Turin Staff Union Committee and the management of the ILO's International Training Centre have decided to embark on a genuine collective bargaining process to establish a new collective agreement for the 2024-25 biennium.

This agreement aimed to foster a positive environment for progress and improved working conditions at ITC/ILO through constructive dialogue, mutual respect and a shared desire to achieve results that benefit all staff.

The Joint Committee's renewed commitment to social dialogue must adhere to the principles of mutual respect and shared objectives, fostering an environment conducive to advancement and improved working conditions. The ITC/ILO Staff Union has worked closely with staff to prepare a detailed proposal.

These proposals were shared with ITC/ILO management. The Staff Union Committee had submitted a proposal to improve the competition process in order to offer ITC staff better career development opportunities. The Staff Union's commitment to defending the rights and welfare of all staff being its fundamental priority. It hoped that all collective efforts, in favour of a fair, supportive and progressive workplace, will continue.

The Chairperson gave the floor to Mr François Kientzler, Executive Secretary of the Officers of the Former Officials' Section.

The Former Officials' Section went through a difficult period during COVID, when former officials had no access to the ILO either physically or via the Internet. Now that the situation has improved, the Section has been able to hold elections - elections are held every two years - and has been able to resume a more normal rhythm of activities. Mr Kientzler thanked the Chairperson of the Staff Union, who attended the meetings of the Bureau of the Former Officials' Section, thus enabling the two sides to keep each other informed.

As far as the activities of the Former Officials' Section are concerned, a great deal of progress has been made in terms of communication with the retired members - around 900 - through the new website, Facebook and the paper magazine published by the section. At the beginning of the year, the Board met with the regional titular members to discuss the sometimes difficult access to the office in certain regions, as well as with the Director of Human Resources at headquarters to ensure that access to headquarters for retirees from other organizations and spouses is restored. Mr Kientzler pointed out, however, that the decision does not appear to have been communicated to Security. The launch of intergenerational activities and the resumption of the "Cercle d'Arts" supported by the Former Officials' Section were also discussed.

Mr Kientzler gave the floor to Ms Catherine Comte-Tiberghien to inform the meeting of the links maintained between the Former Officials' Section and the associations of retired staff of other international organizations, mainly on the subject of health and pension funds. Ms Comte-Tiberghien reported on the intergenerational day organized at the initiative of the Former Officials' Section to build bridges between the generations. Many active staff members took part in the day and, although the round table was a little short, it did mark a first step. A first step that seemed to interest the Human Resources Department. The Former Officials' Section is therefore awaiting proposals for other initiatives.

Ms Comte-Tiberghien pointed out that the Former Officials' Section was an integral part of the Staff Union - which was its strength - and that it had representatives in the Association of Former International Civil Servants worldwide, where issues relating to health insurance and pension funds were discussed.

The Chairperson gave the floor to the representative of the Intern Board, Ms Moa Lindgren.

Ms Moa Lindgren was accompanied by Mr Peter Wood, one of the two Co-Chairs of the Board. The second Co-Chair, Ms Manal Al-Jalal, apologized for being unable to attend.

Ms Lindgren thanked the Assembly for inviting the Intern Board to participate and for giving her the opportunity to address the staff at this session. The Board is proud to represent the interests of intern colleagues and is grateful for the trust they place in it.

Ms Lindgren thanked the Staff Union for the work it does, particularly when it comes to representing interns and their rights within the ILO. Its efforts to provide a unified voice for interns ensure that the internship experience continues to improve. In this context, Ms Lindgren would like to thank the Staff Union for facilitating the meeting with the Director-General, Mr Hougbo, in June, which was a much appreciated and successful event.

This year, the work of the Intern Board focuses on two main areas. Firstly, recognizing the importance of enriching exchanges with intern colleagues in offices around the world. The Committee has begun a dialogue with the regional offices as a first step to ensuring that all interns around the world benefit from the same experiences and opportunities, but also to share knowledge from different regions. Ms Lindgren would therefore like to take this opportunity to invite all trainees who are virtually attending this meeting from regional, national and project offices to get in touch with the Intern Board.

Secondly, the Committee developed a proposal for an increase in the stipend in May, hoping that the forthcoming reform of standard-setting at the UN Secretariat will give impetus to this proposal. It is important that the ILO internship programme retains its top ranking in the UN Internship Quality Index, and the Board is counting on the support of the Staff Union to take this proposal forward.

The Board wishes to deepen its collaboration with the Staff Union and believes that these areas provide excellent opportunities to do so. It thanks the Staff Union for appreciating the skill and ambition of ILO interns and looks forward to learning from the Staff Union as we work together.

The presentation of the Staff Union's activity report was concluded, and the Chairperson opened a question and answer session with the Assembly.

A question was asked concerning the opening of education allowances to local staff (NO and GS).

The education allowance is part of the compensation scheme granted to staff in the Professional and higher categories (P and D), a scheme that is currently being reviewed by the ICSC – the United Nations associations are part of the consultations and negotiations. Maintaining education allowances would already be a success. This component is being closely examined and could be replaced by a different form of compensation. The Chairperson reminded members to take part in the investigations that the ICSC would most certainly launch into these issues, to ensure that staff rights were upheld.

It was pointed out that these issues were dealt with first and foremost by the CCISUA (the federation to which our Staff Union belongs) and it had never been envisaged that this allowance could apply to local staff because of the nature of the allowance.

One member said that it was a question of social justice, that this right should be equal and apply to all members of staff and that the fact that it did not exist in any other organization was not a sufficient reason. The ILO could be the precursor. She asked the Staff Union to plead this cause.

Ms Comte-Tiberghien, former Chairperson of the Staff Union, said that the problem had existed for years, but that the Staff Union was not in a position to wage such a battle, which would most certainly be doomed to failure. This education allowance was created to allow the children of international staff – who travel from one duty station to another – to have continuity in their studies and in their language, as opposed to local staff who are able to send their children to local schools, as they are not destined to be posted to other duty stations. This is the Fleming principle for calculating the emoluments of international staff. Although this is a major source of frustration, it is the very structure of the United Nations.

The Chairperson took the floor again and said that these questions were not related to the points discussed in the report. However, he asked if there was a formal request from the Assembly to the Staff Union for this item to be included in the Staff Union's priorities.

He suggested that the item “education allowance for local staff” be discussed again. The Staff Union Chairperson proposed that it be included in the programme of activities for 2025, taking into account the comments that had been mentioned and the explanations that had been given on the limitation, based on the principles by which civil servants' salaries were calculated and covered.

In response to a question on safety, the Chairperson of the Assembly explained that the current occupational health and safety programme takes into account the well-being and safety of colleagues and their families. Last year, colleagues from Sudan had been evacuated to Cairo with the support of the Administration, which was very attentive to the situation in the Arab States and Ukraine.

With no other comments, proposals or objections, the Staff Union's activity report for 2024 was adopted by consensus.

4. Adoption of the budget for the 2024 financial year (SU/AGM/2024/2/D.3) and of the auditors' report for the 2023 financial year (SU/AGM/2024/2/D.3/Add)

The Treasurer presented in detail the budget for the 2024 financial year. As estimated expenditure was equivalent to estimated income, the budget should be balanced.

The Chairperson opened the floor for discussion.

A member pointed out that he had noted an increase in subscription income in the accounts, and asked whether this was attributable to an increase in the number of members, a change in the places of employment, or other factors. He suggested that these indicators, such as mobility and changes in contracts, should be monitored.

The Treasurer confirmed this. This increase was due to a rise in membership but also to bank interest.

It was pointed out that the absolute number of members had increased, but that the ratio had remained stable (the number of ILO officials having increased).

The budget for the 2024 financial year and the auditors' report for the 2023 financial year were adopted by consensus.

5. Appointment of Auditors ([SU/AGM/2024/2/D.4](#))

The following were appointed for the 2024 financial year:

- Olivier Chaillet
- Sylvain Delaprisson
- Stéphane Guyot

Document SU/AGM/2024/2/D.4 was adopted.

6. Report on the Board of the SUAF (Staff Union Assistance Fund ([SU/AGM/2024/2/D.5](#)))

The Chairperson introduced document SU/AGM/2024/2/D.5 and gave the floor to Mr Daniel Rojas, member of the Board of the SUAF (Staff Union Assistance Fund).

Mr Rojas presented the SUAF, which is independent of the Staff Union's mutual assistance fund but nevertheless closely linked to the Staff Union. The role of the SUAF is to provide financial assistance to colleagues in difficulty – whether retired or active members – and is based on the principle of solidarity. There are certain conditions to qualify for this financial assistance.

The Board of the SUAF is made up of five people who examine and discuss all applications. A majority of members must agree for the application to be granted. The fund has been in existence for many years, and 1,200 loans have already been granted, totalling CHF 650,000.

Activity in 2024 followed the same trend as in previous years, with three loans and a one-off allocation being granted this year, totalling CHF 28,800.

The Fund's assets at the end of 2024 amounted to CHF 498,333, divided into three different accounts: a UBS account to allow transfers; an H account at the ILO to allow salary deductions for reimbursements; and a last part placed with the MEC to receive interest.

In view of the results, the Fund is currently in good financial health.

The Chairperson thanked Mr Rojas and the members of the Board and encouraged members to make donations to the SUAF.

A member of the meeting asked for the floor and asked about the means available to make the Fund more visible. This visibility is vital for people in extremely precarious situations.

Mr Rojas replied that this had already been discussed by the Committee with a view to introducing a change in terms of marketing and communication, without – given the size of the Fund – giving staff the impression that it would be able to respond to all requests. This is the condition for this Fund to be sustainable.

Document SU/AGM/2024/2/D.5 was adopted.

The Chairperson took the floor again and announced the five themes that had been chosen for the forthcoming “your rights at a glance” videos produced by the Staff Union.

The themes are:

- Mobility
- Harassment in the workplace
- Recruitment and selection
- Organization of working time
- Health and safety at work, including mental health

The Chairperson asked the participants to choose three of the five themes to be the subject of future videos. He opened the vote.

7. Arrangements for the Staff Union Committee elections (and appointment of returning officers and the Electoral Commission (SU/AGM/2024/2/D6)

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

The election timetable was approved.

The Chairperson 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 2025.

The members of the Electoral Commission wish to continue their mandate for the year 2025:

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.

Document [SU/AGM/204/2/D.6.Add](#) was submitted for information.

This document presents the candidates for election.

Some members of the Committee had chosen not to stand for re-election: Ms Ambra Migliore, Mr Carlos de Magalhaes, Mr Zoltan Gegeny and Mr Carlos Carrion-Crespo. The Chairperson thanked them for their commitment.

The elections were open from 14 October until 14 November 2024.

The results will be announced on 15 November 2024.

A question was raised in the meeting concerning the staff survey recently conducted by Human Resources at the ILO, set up by McKinsey, concerning the Staff Union's vision on the one hand, and on the other, the analysis of the results and its consequences.

This type of survey has already been carried out within the ILO three or four times, more or less at the same time as the BPR was introduced, with the aim of gathering the feelings of staff. This may be a laudable aim, provided that the results are properly analysed and understood, and that staff needs and opinions are taken into account.

In the past, the Staff Union has been consulted on the launch of the survey as well as on certain questions. On this survey, in collaboration with Human Resources, the Staff Union prepared the questions relating to the organization of working time - unfortunately not all the questions were reflected in the survey.

Being consulted on the survey does not mean organizing it.

The Staff Union is concerned about the anonymous nature of this survey and its confidentiality. It is aware that some of the questions asked will easily allow officials to be identified.

During the meeting, a number of points were raised relating to the welfare of staff in terms of education allowance and security, and the Staff Union heard the staff's concerns.

These points will be proposed to the working groups which will take up their duties as soon as the new Committee is appointed, i.e. on 1 December 2024, within the limits of the time and resources available to the Staff Union and, of course, within the limits of what it can negotiate.

The Staff Union's work objectives for 2025 will be put to a vote at the General Meeting to be held in February 2025.

The Meeting closed at 3:58 pm
