

ILO STAFF UNION

Publication:
[link](#)

SU/AGM/2025/1/R.1
20 February 2025

ANNUAL GENERAL MEETING FIRST SESSION

20 February 2025

RESOLUTION

Draft resolution on the consequences for ILO staff of the decisions of the US Administration on its funding of the ILO

The ILO Staff Union at its Annual General Meeting convened on 20 February 2025, the World Day of Social Justice,

HAVING TAKEN NOTE of the Director-General's communication to staff regarding the "Update on the USA funding situation", sent on 3 February 2025, the Minutes from the Exceptional Joint Negotiating Committee from 5 February 2025, and the staff Town hall held on 6 February 2025 regarding the measures taken by the Administration to deal with the consequences of the decisions from the United States Government regarding funding to international organizations,

CONCERNED about the implications of these decisions for the staff and the future of the Organization, and acknowledging that the ILO and its staff have proven resilience to overcome crises while upholding its values,

AWARE of the need to defend the staff as well as to maintain the International Labour Organization's ability to fully play its role in line with its mandate to achieve social justice and its strategic objectives,

NOTING that, according to the information communicated to the staff during the Town Hall meeting of 6 February 2025, the current financial difficulties and their implications are serious and warrant attention; they are for the time being treated as temporary and therefore related measures adopted to mitigate risks and liabilities should also be temporary and proportionate,

NOTING also that it was mentioned during the Town Hall meeting of 6 February 2025 that staff concerned would continue to receive salaries, allowances and benefits using ILO reserves,

RESTATING that all staff contribute to the implementation of the ILO mandate and should be treated equally, irrespective of the source of funding for their contracts,

STRONGLY CONCERNED with the potential effect of measures that would lead to dividing staff and setting one category against another,

CONCERNED as well about measures that would take the opportunity of budget cuts to reorganize the Office without taking a people-centred approach, or would compromise the current joint commitment of the Administration and the Staff Union to promote equality of treatment for all staff,

STRONGLY REAFFIRMING that social dialogue and in particular collective bargaining is the only means through which staff and the Administration can arrive at mutually acceptable solutions to the issues at stake, in line with the Recognition and procedural agreement between the ILO and the ILO Staff Union from 27 March 2000:

DEMANDS that the Staff Union Committee be involved in a systematic, continued and timely manner in all discussions concerning measures to be taken with implications for staff, in particular as regards to employment security,

MANDATES the Staff Union Committee to continue discussions and negotiations as appropriate with the Administration in the Joint Negotiating Committee, with a view inter alia to:

- ensure that all staff whose contract is financed, at least partially, by US voluntary funding should be offered the same protections and opportunities during the review period of projects subject to US voluntary funding irrespective of the end date of their contract;
- establish a detailed internal plan to mobilize additional funding and to save resources on items, other than staff costs, that do not impair the essential activities of the Organization;
- develop and implement a redeployment plan in line with the JNC Guidelines on Restructuring and Change Management to protect staff whose projects will be stopped based on the review of the US Government;
- address potential implications, including increased workload, on all staff, including those not directly funded or covered by US voluntary funding;
- take adequate measures to prevent anxiety and address potential mental health issues resulting from this situation;
- suspend, to the maximum extent, all new external recruitment, in DC projects and under regular budget funds, in order to facilitate the redeployment of the concerned staff as required and in line with the negotiated redeployment plan if and when needed,

INSTRUCTS the Staff Union Committee to ensure that all decisions taken in this context are in accordance with the ILO's mandate for social justice,

REQUESTS the Staff Union Committee to draw the attention of the Programme, Financial and Administrative Committee, at the next session of the Governing Body, to the serious concern raised among the staff each time one or more Member States do not assume their financial obligations to the Organization, thus leading to measures for

which the staff often has to pay the price and compromises the capacity of the ILO to deliver on its mandate,

MANDATES the Staff Union Committee to engage as appropriate, and inspired by the lessons learnt from the previous funding crisis, in negotiations regarding further consequences for staff pending the evolution of the situation, in particular if further restrictions would need to be implemented,

MANDATES the Staff Union Committee to undertake, in coordination with the staff unions and associations of other United Nations agencies, all appropriate action to protect and uphold the values of the international civil service,

MANDATES the Staff Union Committee to consider any required adaptation in its programme of work for this year, and in particular the modalities of the organization of the Global Meeting,

MANDATES the Staff Union Committee to keep the staff regularly informed as appropriate of the development of the situation and the discussions undertaken in this regard with the Administration.