

**ANNUAL GENERAL MEETING**  
**FIRST SESSION**

**20 February 2025**

**RESOLUTION**

**Resolution on the Direct or Indirect Consequences for ILO Staff  
of the US Administration's Decisions in relation to Funding**

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 Administration regarding funding to international organizations,

**CONCERNED** about the persistent lack of direct and continuous communication with affected staff and the absence of regular communication with staff as a whole by the Administration in violation of its institutional duty of care, and by the impact this has on the mental health and wellbeing of staff,

**CONCERNED** about the consequences of the US Administration's decisions for staff, be they direct or indirect, immediate or at a later stage, as well as for the future of the Organization, especially should other member States and/or funders decide to follow suit,

**ACKNOWLEDGING** that the ILO and its staff have in the past demonstrated resilience to overcome crises while upholding ILO 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** about 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 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, for 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 affected 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 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 compromising 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 crises, in negotiations regarding 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, as stated in the Standards of conduct for the International Civil Service, in particular the guiding principles enshrined in paragraphs 3 and 6,

**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.