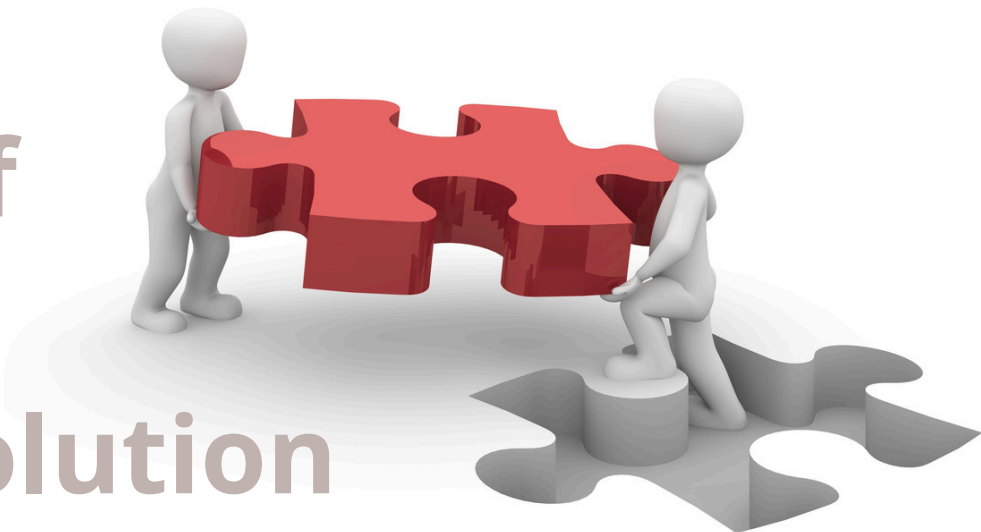


ILO Staff are part of the solution



Director-General Hounbou acknowledged a sobering truth in his report to the Conference:

"In recent years, I have grown increasingly concerned by the sense of disillusionment I witness from working people around the world. Many feel unheard, unprotected, and disconnected from decisions that shape their lives. (...) I am struck by how often these concerns are voiced not in abstract terms, but in deeply personal ways: 'Will my job still exist tomorrow?', 'Can I make ends meet?', 'Do I have a say in what happens next?'"

He adds:

"These are not unreasonable questions. And we should not shy away from acknowledging the growing gap between what people expect and what they experience."

Yet, inside the walls of the ILO, these same questions now echo with painful familiarity.



HOW DID WE GET HERE?

Like the rest of the UN family, the ILO is being tasked with redesigning our approach to supporting constituents in the world of work amidst the current situation. Financial pressures are forcing everyone to make quick and hard decisions to ensure **we can make the most out of our existing resources.**

Staff are showing a strong commitment to our values of solidarity and professionalism. We want to ensure we continue to provide the best services possible to our constituents.

As a custodian of social dialogue, and while other UN organizations are promoting cost-cutting and restructuring with limited evidence for efficiency gains, we are committed to finding solutions that make us work better and closer to your needs.

To do so, we need analysis of cost-saving and operational improvements proposed, as well as access to detailed financial data to propose alternatives. Unfortunately, we are granted access to neither data nor analysis and cornered in a position of give-or-take solutions proposed – at the risk of appearing as blocking progress. An effective International Labour Office is an Office that works with all its talents, with all its staff, and negotiates in good faith with their representatives. As correctly stated by Director-General Hounghbo in his report to the Conference: “(...) social dialogue allows people to have a voice on the issues that matter, ensuring that they do not simply endure outcomes, but rather craft the solutions that shape our collective futures.” We must have a say in what happens next – and to do so, we need open access to data and analysis that are being prepared.

When staff are treated as a cost rather than an asset, when their innovative capabilities are sidelined, when short-term savings and temporary efficiency gains are prioritized over quality services to our constituents, when measures proposed are not costed and have no plan for evaluation, and when political rationales are disguised as essential emergency measures – it is not only ILO staff but the entire Organization that is losing.

We need a more inclusive approach to negotiations to overcome the current challenges together. We want to propose win-win solutions to maintain the quality of ILO's technical services and advice within the current resource constraints, while preserving staff working conditions.

AS ILC DELEGATES, WHAT CAN YOU DO?

You are the guardians of the ILO's values and principles, therefore we call on you to demand transparency and accountability from the Administration, and a commitment to good faith social dialogue for the design of the proposals for reforms.

The ILO's own flagship report on Social Dialogue (2022) adopted after the COVID-19 crisis stressed that *"Founded on respect for freedom of association and collective bargaining rights, the promotion and full development of collective bargaining can provide institutional pathways for a human-centred recovery that is inclusive, sustainable and resilient."*

Let us work together to ensure these principles are not only preached but also implemented within the office.

We believe in **social dialogue**



Reach out to the ILO Staff Union:



*ILO Staff Union
Syndicat OIT
Sindacato OIT*



Check our Website:

<https://ilostaffunion.org/>



Read articles on our Blog:

<https://unionmag.ilostaffunion.org/>



And if you would like to reach out, please
send a message to syndicat@ilo.org

**Stand for dialogue. Stand for justice.
Stand for the ILO. Labour is not a commodity.**