

# ILO STAFF UNION

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9 October 2025

## **ANNUAL GENERAL MEETING** **Second session**

**9 October 2025**

### **Amendments to the Staff Union Rules**

#### **Referendum on the proposed changes (12 August to 19 September 2025)**

Conforming to the procedure foreseen by Article 37 and Annex VI of the Staff Union Rules concerning referendums, the Annual General Meeting must now take note of the results obtained concerning the Referendum held recently to amend the Staff Union Rules.

The Chief Returning Officer informed members of the Staff Union Committee on 19 September 2025 of the results of the Referendum on the proposed changes to the Rules.

The results are as follows:

- For question 1, the yes vote totalled 846, representing 98.3% of votes cast.
- For question 2, the yes vote totalled 839, representing 97.7% of votes cast
- For question 3, the yes vote totalled 822, representing 98.3% of votes cast.

A total of 2,289 electronic ballots were sent and 914 votes were received of which 0 were not valid – representing a participation rate of 39.9%.

#### **Detailed results:**

	Total votes (914)		
	Yes	No	Absention
1	846	15	53
2	839	20	55
3	822	14	78

### **Text of Referendum**

Dear members,

The Electoral Commission has been requested by the Staff Union Committee to conduct a referendum, as outlined in Appendix VI, paragraph 5, of the Staff Union “Rules” ([available here](#) on the Staff Union website). It will be organized in accordance with the principles set out in Appendix III.

The aim of this referendum is to amend the “Rules” to improve the functioning of the Staff Union, following the 2023 systematic review. The current “Rules”, adopted in 2016, are outdated, and several processes no longer reflect present needs.

The proposed amendments seek to align terminology, processes, and structures with current practices and the evolving organizational reality of both the ILO and the Staff Union. These updates are intended to strengthen governance and internal operations.

Please review the attached proposals, which include justifications and supporting documents, and cast your vote on questions 1 to 3.

Thank you.

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[PLEASE FIND HERE AN OVERVIEW OF ALL THE PROPOSED AMENDMENTS \(SECTIONS 1, 2, 3 and 4\)](#)

[PLEASE FIND HERE A TRACKED CHANGE VERSION OF THE RULES OF THE STAFF UNION, WHICH INCLUDES ALL THE AMENDMENTS \(PLEASE NOTE THAT THIS IS JUST FOR REFERENCE, AND IS IN ENGLISH ONLY\)](#)

**Question 1: Do you accept the proposed amendments in Section 1 of the proposals?**

**Question 2: Do you accept the proposed amendments in Section 2 and the consequential amendments in Section 3 of the proposals?**

**Question 3: Do you accept the amendments to replace Appendix IV with the new Appendix V as detailed in the proposal from the Section of the Former Officials?**

[PLEASE FIND HERE THE COMPLETE TEXT OF NEW APPENDIX V](#)