

ANNUAL GENERAL MEETING
SECOND SESSION

9 October 2025

RESOLUTION

Resolution on the ILO and its Staff

The ILO Staff Union at its Annual General Meeting Convened on 9 October 2025,

BUILDING ON the *Resolution on the Direct or Indirect Consequences for ILO Staff of the US Administration's Decisions in relation to Funding* adopted by the Staff Union at its 20 February 2025 Annual General Meeting,

TAKING NOTE of the comprehensive review of the International Labour Organization (ILO) initiated by the Director General on 30 April 2025 with the stated objective of ensuring that the Office is fit for purpose and prepared for a future amidst increasing global challenges,

NOTING WITH CONCERN the decision of the International Labour Conference at its 113th Session (June 2025) to adopt the 2026-27 budget at a zero nominal growth level,

NOTING WITH PROFOUND CONCERN the current critical financial situation and liquidity crisis of the ILO and the failure of several member States to meet their financial obligations to the ILO,

NOTING ALSO WITH PROFOUND CONCERN, as a direct result of that failure, the successive incremental requests that were formulated and imposed as a response, including the immediate measures put forward under IGDS 700 on the *Comprehensive review of the relevance and adequacy of the ILO's programmes and operational model*; the proposals put forward by the Administration in its draft GB Paper *The ILO in a changing multilateral environment: Towards better effectiveness and efficiency (GB.355/INS/7)*; the options outlined under the *Complementary information for consultation document (dated 9 September)*; the subsequent two scenarios proposed in the third version of the Administration's draft GB paper putting forward measures also for a scenario of significant budget shortfall (15%-20% of budget),

EXPRESSING REGRET AND DEEP CONCERN with the repeated instances when management has not upheld its obligations with respect to good faith social dialogue under the ILO's collective bargaining framework¹,

¹ Staff Regulations (Chapter X); the Recognition and Procedural Agreement between the International Labour Office and the ILO Staff Union from 27 March 2000; and the Guidelines on Managing Change and Restructuring Processes.

RECALLING that failure to follow the ILO's own core principles with respect to its staff will undermine the ILO's credibility every time and anywhere it tries to intervene,

REAFFIRMING the positions and Aspirational Principles set out in the Staff Union's Position Paper on the Administration's draft GB paper (GB.355/INS/7), transmitted to the Director General on 29 August 2025 together with 56 resolutions from the Staff Union's constituencies worldwide,

REAFFIRMING that staff and the Staff Union are fully aware of the significant challenges the ILO is facing, is not against change and wants to be an active and constructive partner in shaping it,

RECOGNIZING that the effective delivery of the ILO's mandate relies on a balanced presence across headquarters, regional and field offices,

WELCOMING the emphasis on strengthening the ILO's presence in the field, including technical capacity closer to constituents, accompanied by a corresponding strengthening of operational capacity to ensure effective and sustainable delivery, provided that it is based on clearly defined criteria of what strengthened field presence means and entails, and that relocations entail a move to locations with greater constituent and field activity presence,

RECALLING 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, to protect the ILO's ability to fully play its role in line with its mandate to achieve social justice and its strategic objectives under the decent work agenda, as well as to ensure that its work remains fully grounded in the values and principles of the Organization,

RECALLING the Director-General's commitment made during the various town halls to preserve employment and avoid involuntary separations,

STRONGLY CONCERNED about measures introduced by the Administration that would use budget cuts to reorganize the Office without taking a human-centred approach, or would compromise the current joint commitment of the Administration and the Staff Union to promote equity, equality of treatment of staff and fight precarity of employment,

STRONGLY REAFFIRMING that good faith social dialogue and in particular good faith collective bargaining is the only means through which staff and the Administration can arrive at mutually acceptable solutions to the current situation, in line with the ILO's collective bargaining framework,

MANDATES THE STAFF UNION COMMITTEE to continue, in search for solutions that are in the interests of both the ILO and its staff, the process of consultation and negotiation with the Administration through the Joint Negotiating Committee, with a view inter alia to:

- Uphold the Staff Union's Aspirational Principles as set out in the Annex II of the Staff Union's Position Paper on the Administration's draft GB paper (GB.355/INS/7);
- Develop and agree on a comprehensive framework through the Joint Negotiating Committee in the form of a collective agreement on workforce adjustment aligned with the Guidelines on Restructuring and Change Management;
- Oppose any personnel policy that is based on narrow short-termism; absent of objective, transparent and equitable criteria; and lacks clear commitment to minimize the impact of the change or restructuring on job security and maintenance of employment;
- Address potential implications, including increased workload, for all staff, and take adequate measures to prevent anxiety and address potential mental health issues resulting from this situation;
- Identify and propose alternative solutions in line with the principles and mandate of the Staff Union as given by the Staff Union members,

INSTRUCTS 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 ILO, 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,

INSTRUCTS the Staff Union Committee, in accordance with the Staff Union's Position Paper on the Administration's draft GB paper (GB.355/INS/7), to continue urging the Governing Body members to:

- instruct the Office to respect the Office's social dialogue framework,
- engage in substantive discussions with the Director-General before any irreversible decisions are taken, and
- call on Management to the actions outlined in the Staff Union's Position Paper on the Administration's draft GB paper (GB.355/INS/7),

MANDATES THE STAFF UNION COMMITTEE to carefully examine the legal validity of the Administration's decisions,

MANDATES THE STAFF UNION COMMITTEE to undertake, in line with the Staff Union rules, all other necessary actions, including collective action, and adopt an appropriate and solid legal strategy and coordinating recourse of staff affected by the proposed measures,

INSTRUCTS THE STAFF UNION COMMITTEE to transmit this resolution to the Administration and the members of the Governing Body,

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,

INSTRUCTS THE STAFF UNION COMMITTEE to keep the staff regularly informed and consulted as appropriate of the development of the situation and the discussions undertaken in this regard with the Administration.