



3 November 2025

**ANNUAL GENERAL MEETING
SECOND SESSION**

9 October 2025

Record of Decisions

Executive Summary

The second session of the 2025 Annual General Meeting (AGM) of the ILO Staff Union was held on 9 October 2025 in Geneva, as part of the Global Meeting of the ILO Staff Union. The session reviewed the Committee's report for the 2024-2025 period, considered the results of the referendum on the amended Staff Union *Rules*, adopted the 2024 financial statements, approved the Union's updated Vision and Mission for 2025-2030, and discussed key staff concerns regarding the ongoing institutional reform. The AGM also adopted a unified resolution mandating the Staff Union to take all necessary actions to address the ILO's worrying financial situation and to ensure the full protection of staff, confirmed the election of auditors for the 2025 financial year, and noted the preparations for the Staff Union Committee elections for the 2025-2027 mandate. The session closed with acknowledgements to outgoing committee members and regional representatives for their dedicated service.

1. Opening of the Session

The meeting was opened by the Chairperson of the Staff Union Committee, welcoming all participants attending in person and online. A special mention was made of the unique character of this AGM, which gathered in the room, Union Representatives from all ILO offices worldwide, made possible by their participation in the Global Meeting of the Staff Union held from 6 to 10 October 2025. The Chairperson recalled that the AGM is the Union's highest decision-making body and expressed appreciation for the strong participation from both headquarters and field offices.

2. Adoption of the Agenda ([SU/AGM/2025/2/D.1](#))

The provisional agenda was adopted as circulated on the Staff Union website. No additional items were proposed.

3. Report of the Staff Union Committee ([SU/AGM/2025/2/D.2](#))

The Chairperson presented the 2024-2025 Report of the Staff Union Committee (SUC), outlining the main priorities, negotiations, and achievements of the Committee over the past year. Drawing on the accompanying presentation, the report was structured around eleven thematic workstreams reflecting the Committee's comprehensive action plan.

(a) Industrial Relations and Recognition

The SUC reaffirmed its commitment to ensuring sustainable and effective social dialogue under the 2000 Recognition and Procedural Agreement. Despite challenging multilateral and financial contexts, the Committee engaged constructively with the Administration on new areas introduced by management, including office space, travel policy, and HR measures (IGDS 700).

Key results included the publication of two new IGDS on Mobility and Career Development (March 2025), the finalization of the IGDS on the Compensation Committee, the forthcoming 2 IGDS on Disability-Inclusive Employment and Occupational Safety and Health (OSH), and an agreement on exceptional measures to protect colleagues affected by the sudden loss of US funding. The draft IGDS on Office Space was nearly completed by the time of the AGM.

(b) Job Security, Recruitment and Selection

The Committee pursued fair, transparent, and inclusive recruitment processes ensuring career mobility and development. The SUC reviewed over 50 job descriptions to secure fair career opportunities and actively participated in RAMC meetings, either achieving consensus or submitting alternative Union recommendations. It supported redeployments following US funding cuts and oversaw the revision of several generic job descriptions (programme and evaluation specialists completed, statisticians ongoing). Concerns were raised about post downgrading, English language bias, and the DG's occasional divergence from RAMC recommendations.

(c) Contracts and Employment Security

The SUC defended job stability and equal treatment under the "One ILO" principle. Following the abrupt withdrawal of US voluntary funding, affecting approximately 200 posts (8 per cent of staff) in over 30 countries, the Union acted swiftly. Through Resolution 108 (February 2025), it obtained a mandate to negotiate a protective package with HRD, covering end-of-contract measures, reassignments, and legal assistance. Twice-weekly open forums were held jointly with HRD. The SU Assistance Fund (SUAF) mobilized donations for SHIF, maternity, and social security support. Negotiations continued on internal-candidate definitions, redeployment procedures, notice periods, mobility, and long-service merit rewards. The Chairperson reiterated the Union's clear message: no rollback of acquired rights and full solidarity among staff.

(d) Career Development

The SUC promoted fair and transparent promotion, reclassification and merit recognition systems. It followed up on pending 2024 promotion exercises, provided guidance to colleagues contesting classification results, and advocated resumption of stalled negotiations on the merit and recognition framework. The SUC also supported dismissed colleagues through job-search and training measures and

called for the revival of the Joint Training Council in 2026 to restore staff participation in skills development policies.

(e) Occupational Safety, Health and Well-being

Work progressed on a consolidated IGDS on OSH (combining Nos. 48, 286 and 385), submitted to the Joint Negotiating Committee. The Union promoted standard operating procedures for accident and disease investigations, advocated use of the UN PSRM tool for psychosocial risk assessment, and continued awareness campaigns under Convention No. 190 and the *Zero Tolerance* approach to harassment. Support to field OSH committees, participation in the UN Mental Health Technical Group, and engagement in HQ building-renovation consultations were also noted. Implementation of OSH policies remains a priority for 2026.

(f) Social Security

The SUC pursued its work with the SHIF and the UN Joint Staff Pension Fund to ensure stability and transparency. Regular blog updates and information sessions were held for staff. Individual support was provided to members facing SHIF or pension issues. The Committee initiated exploratory work on the feasibility of unemployment insurance for ILO officials.

(g) Diversity, Inclusion and Respect

The SUC advanced workplace inclusion and respect initiatives. Consultations were held on contract policy, harassment prevention, disability inclusion, and mobility. The RESPECT Campaign expanded through training-of-trainers and local Charters of Respect. The Union supported the ILO Gender Equality Plan (2022-2025), collaborated with UNGLOBE@ILO on LGBTIQ+ inclusion and non-binary language, and marked key awareness events such as IDAHOBIT, International Women's Day. Broad consultations were also conducted on Flexible Working Arrangements (IGDS 640 review postponed to 2026).

(h) International Affairs and Protection of the International Civil Service

The SUC strengthened alliances within the UN common system to advance fair employment conditions and collective bargaining. It remained an active member of CCISUA, monitoring ICSC work and wage-setting reforms, and contributed to UN "Future of Work" discussions. The SUC supported participation in Local Salary Survey training (through FICSA), participated in the CCISUA Mental Health Working Group, and encouraged creation of local FUNSAs. It represented the ILO Staff Union at PSI/CGAS events and improved communication to members on federation objectives and constraints.

(i) Communications

The Committee enhanced internal and external communications through weekly *Totems*, monthly bulletins, broadcasts, and rapid-response updates during crises. Visual assets (posters, welcome-screens, website updates in EN/FR/ES) were produced, and new formats tested (e.g. mid-negotiation video briefs). The SUC ran mobilization campaigns, including the 1 May outreach with Geneva media, maintained the UNION Blog with staff contributions, and prepared dedicated communication tracks for the Global Meeting (Autumn 2025).

(j) Membership, Staff Representation and Training

Membership grew by +227 new members (139 field/88 HQ) by October 2025. The SUC maintained monthly Union Rep. meetings and a secure Teams channel for coordination. A multilingual training programme covered the roles of Union Reps, diversity and work-life balance, violence and harassment, and changes to Union Rules. The Handbook for Union Representatives (1st edition) was approved, with translations in progress. Open Forums addressed the impact of US funding cuts. Preparations began for the 2025 Union Rep. elections and review of constituencies following organizational reform. Ongoing support was also provided to interns (inductions, stipends, governance input).

(k) Field Staff and Working Conditions

The SUC continued to advocate for field staff safety, equality and fair conditions. It promoted implementation of the Violence and Harassment Collective Agreement, strengthened grievance handling, and followed closely security situations in difficult contexts. The Union pressed for equal treatment in evacuation and safety policies and for fair redeployment between G/NO and P staff. Regional titulars ensured that field realities informed SUC negotiations through regular videoconferences. Work also advanced on flexible working arrangements, OSH committees, salary-survey literacy and access to emergency medical care.

(l) Legal Support, Prevention and Resolution of Disputes

The SUC expanded its legal capacity during the Legal Adviser's parental leave, maintaining an assistant and a former adviser on contract. The legal group provided support to more than 200 colleagues affected by US funding cuts, resulting in a negotiated package with HRD on end-of-contract measures and reassignment. Legal guidance was also provided on harassment, recruitment, performance appraisals, and contractual precarity. New guidelines on legal support were adopted to manage increased demand. The legal team contributed to negotiations on contract modalities, merit bonuses and mobility under the 2023 MOU, while monitoring JAAB and ILOAT jurisprudence.

Regional Reports

(a) Africa

The titular member for Africa reported irregular dialogue with the Regional Director and requested the establishment of a regular and structured consultation calendar. Priorities included transparent HR and financial information, equitable policy application across offices, and targeted support to vulnerable duty stations. The region demonstrated strong solidarity and called for renewed trust-building with management.

(b) Americas

The titular member for the Americas reported on impact of terminated or reduced US-funded projects, with significant psychosocial effects on staff. In the offices of Mexico, Brazil, Lima (including Bogotá and Ecuador), San José, and Haiti, several projects funded by the United States Department of Labor (USDOL) were abruptly cancelled at the beginning of 2025. As a result, 55 colleagues (23 women and 22 men) have been directly affected. Priorities for the region include transparent recruitment and internal mobility, monitoring workload and well-being, stronger communication culture, and targeted HR training. The

region will compile a list of affected staff and liaise with HR/SUC on bridging measures pending competitions.

(c) Asia and the Pacific

The titular member for Asia and the Pacific reported constructive dialogue with the Regional Director and active monitoring of cases in Viet Nam and Beijing. The region requested continued SUC support on job security, humane implementation of reform, exploration of unemployment insurance mechanisms, and safe workplaces in line with ILO standards (including Convention No. 190). Situations in Afghanistan and Indonesia remain under monitoring, with early intervention through Union representatives.

(d) Europe and Arab States

The titular member for Europe and the Arab States reported on activities in Moscow and Budapest, including consultations on interpretation arrangements. Interpretation fees were being handled as staff contracts rather than consultancies, diverging from UN practice. The SUC will seek clarification with HRD and promote harmonized standards. The region also shared positive feedback following the Global Meeting and requested follow-up on HQ-field reform linkages.

(e) Turin Centre

The titular member for the Turin Centre described constructive discussions with the Centre's Director and HR on financial and structural implications of the global reform. While management remains optimistic, the SUC stressed the need for vigilance regarding workloads and staffing. Turin reaffirmed its commitment to training and knowledge sharing across regions.

The Report of the Staff Union Committee (Document D.2) was adopted by acclamation. The AGM commended the SUC for its continued commitment to solidarity, transparency and staff protection, and invited the Committee to pursue these priorities in 2026.

4. Referendum on Amended Staff Union Rules ([SU/AGM/2025/2/D.2/Add](#))

The Chair recalled that the referendum on the revised Staff Union Rules had been successfully conducted earlier in the year, following extensive consultations with members across all regions. The updated Rules received endorsement from Staff Union members worldwide reflecting global support and engagement. ***The AGM formally noted the outcome and confirmed the entry into force of the amended Rules as of 2026.***

**5. Financial Reports and Adoption of the 2024 Accounts
([SU/AGM/2025/2/D.3](#) and [SU/AGM/2025/2/D.3/Add](#))**

The Treasurer presented the 2024 financial reports, detailing income, expenditures, and balances as verified by the Auditing Commission. The AGM noted the prudent financial management and transparency measures implemented by the Committee throughout the year. ***Following discussion, the AGM approved the 2024 financial statements as presented.***

6. Resolutions ([SU/AGM/2025/2/R.1](#) and [SU/AGM/2025/R.2](#))

The Chair introduced the consolidated resolution combining the previously circulated drafts R.1 and R.2, addressing the financial situation, transparency in communication, and the need to safeguard the independence of the international civil service. ***After discussion, the AGM unanimously adopted the resolution as revised by the drafting committee to take into account the proposals made by members during the session.***

7. Election of Auditors for 2025 ([SU/AGM/2025/2/D.4](#))

The Chair of the Auditing Commission reported on the current mandate and the willingness of the incumbent auditors to continue for one additional year. ***The AGM unanimously confirmed the reappointment of the existing Auditors for the 2025 financial year.***

8. Vision and Mission for 2025-2030

The Committee presented the new Vision and Mission statement of the Staff Union for the period 2025-2030, developed through consultations across headquarters and the field. The statement reaffirms the Union's commitment to defend the rights and well-being of all staff, promote equity and inclusion, and ensure the ILO's independence as a standard-setting body. ***The AGM endorsed the Vision and Mission for implementation from 1 January 2026.***

9. Staff Union Assistance Fund (SUAF) ([SU/AGM/2025/2/D.5](#))

The Treasurer of the Staff Union Assistance Fund presented the annual report, summarizing disbursements and balances as of December 2024. ***The AGM noted the Fund's continued support to colleagues facing emergency situations and endorsed the report as submitted.***

**10. Staff Union Committee Elections 2025-2027
([SU/AGM/2025/2/D.6](#) and [SU/AGM/2025/2/D.6/Add](#))**

The Chair of the Electoral Commission presented the procedure for the upcoming Staff Union Committee elections for the 2025-2027 term and the list of candidates. ***The AGM took note of the election schedule and the list of candidates, and encouraged all eligible members to participate and ensure balanced representation across categories and regions.***

11. Closure of the Session

In closing, the Chairperson expressed gratitude to all participants, regional representatives, and outgoing Committee members for their dedication and constructive engagement. Special thanks were extended to the secretariat team for organizing both the AGM and the Global Meeting.

The Meeting closed at 4.30 p.m.