



# Stand for the ILO. Stand for dialogue.

## Stand for justice. Labour is not a commodity.



Through the [Recognition and procedural agreement between the Office and the Staff Union](#), the Office has committed itself to promoting - within its social dialogue framework - the principles and rights arising from the fundamental ILO Conventions on freedom of association and collective bargaining.

To enable all staff members to participate in and influence the evolution of the Organization, genuine social dialogue between the Office and the Staff Union entails the **sharing of information**, the establishment of **consultation mechanisms**, and **collective bargaining**<sup>1</sup>.

As repeatedly expressed in its Position Papers and communication with the Administration, the Staff Union deplores that the **process of drafting document GB.355/INS/7 did not meet the basic requirements** of a meaningful consultation, nor the procedural framework to engage in social dialogue.

The Staff Union recalls that it shall be entitled to make proposals for the improvement of the situation of officials, both as regards their conditions of employment and their general living conditions<sup>2</sup>. These may be jointly determined by the Director-General or his or her designated representative(s) and the Staff Union through social dialogue<sup>3</sup>. Furthermore, the Office committed to engaging in negotiations in good faith on policies, procedures and practices on terms of employment covered or not by the common system<sup>4</sup>, as well as on issues affecting a group of staff members arising from day-to-day management and administration in the Office<sup>5</sup>.

Document GB.355/INS/7 includes proposals on:

- **abolishment or reclassifications**<sup>6</sup>,
- **relocations**<sup>7</sup>,
- **transfer of administrative and support services outside of HQ**<sup>8</sup>,
- **agreed termination packages**<sup>9</sup>,
- **reassignments**<sup>10</sup>,
- **redeployments**<sup>11</sup>, and
- **separation of staff**<sup>12</sup>.

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<sup>1</sup> Recognition and procedural agreement between the International Labour Office and the ILO Staff Union, Preamble

<sup>2</sup> Art. 10.1 (a) of the Staff Regulations

<sup>3</sup> Art. 10.1 (c) of the Staff Regulations

<sup>4</sup> Recognition and procedural agreement between the International Labour Office and the ILO Staff Union, Art. 2(1)(a) and (c).

<sup>5</sup> Recognition and procedural agreement between the International Labour Office and the ILO Staff Union, Art. 2(1)(d).

<sup>6</sup> Document GB.355/INS/7, §36

<sup>7</sup> Document GB.355/INS/7, §§37-42; 47-54

<sup>8</sup> Document GB.355/INS/7, §58

<sup>9</sup> Document GB.355/INS/7, §62-63

<sup>10</sup> Document GB.355/INS/7, §80

<sup>11</sup> Document GB.355/INS/7, §80

<sup>12</sup> Document GB.355/INS/7, §80

These matters clearly entail “procedures and practices on terms of employment”, that are “affecting a significant group of staff members” – therefore matters on which the **Staff Union is entitled to make informed proposals<sup>13</sup>, to be considered in good faith negotiations with the Office<sup>14</sup>.**

Negotiations on matters covered by the Recognition and procedural agreement shall be conducted within the **Joint Negotiation Committee (JNC)**. The JNC shall meet within 20 working days of a request of one of the parties, with the possibility to be assisted by technical advisors<sup>15</sup>. The Office also committed itself to providing the Staff Union with any information relevant to the collective bargaining process and the working of the JNC, including financial reports, proposed and approved budgets, staff statistics, results of periodic staff reviews and other documents that may be required from time to time<sup>16</sup>.

Having been denied a meaningful consultation, the Staff Union is now calling for **negotiations on the measures still to be adopted**. The Staff Union is concerned about the wording of Document GB.355/INS/7 pursuant to which the Office will “proceed”, including by “launching the reorganization of the management structure and consolidation of departments, including consultations with the Staff Union and affected Units”<sup>17</sup>. With this choice of words, the Office appears to exclude any form of negotiation for the adoption of the reform measures. The Staff Union is particularly concerned about the fact that the Office is planning a significant **staff reduction**, including through **separation**, *without negotiating any of the criteria used to decide the order of priorities for the foreseen termination of contracts*.

The Staff Union recalls that Art. 11.5 of the Staff Regulations imposes upon the Director-General to consult with the JNC prior to deciding a reduction of staff. More generally, the Staff Union recalls the Office commitment to engage in **negotiations** in good faith on matters affecting a significant group of staff members.

#### **The Staff Union therefore:**

- **calls for an urgent meeting of the JNC to address the concrete measures to be adopted in follow up to the discussion on GB.355/INS/7 that have an impact on the staff’s conditions of employment and their general living conditions, such as abolishment or reclassifications, relocations, transfer of services outside of HQ, agreed termination packages, reassignments, redeployments, and separation of staff;**
- **requests the Office communicate all relevant documents (including transparent costing and comprehensive cost-benefit or cost-efficiency analyses), to allow the Staff Union to provide informed alternative proposals.**

We **still** believe in **social dialogue**



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<sup>13</sup> Art. 10.1 (a) of the Staff Regulations

<sup>14</sup> Recognition and procedural agreement between the International Labour Office and the ILO Staff Union, Art. 2(1)(a), (c), and (d).

<sup>15</sup> Art 5(1) and (6)

<sup>16</sup> Recognition and procedural agreement between the International Labour Office and the ILO Staff Union, Art.6.

<sup>17</sup> Document GB.355/INS/7, §83