

What the Staff Union has done since the June 2025 Governing Body?



Swift and good-faith negotiations

Promptly and proactively engaged in good-faith negotiations in response to the immediate measures outlined in IGDS 700, addressing space allocation, travel policy and other HR-related efficiency measures and reached agreements on matters such as disability inclusive employment, compensation policy and the ILO's policy on OSH.



Staff-supported solution to the requested renting of space at HQ

Developed and negotiated an alternative to the Administration's hot-desking proposal based on consultation with staff enabling the rental of two floors while preserving work quality.



Broad staff consultations on GB.355/INS/7

Led broad staff consultations on GB.355/INS/7 paper and submitted detailed feedback to the Administration - with no direct response yet received.



Two comprehensive Position Papers on GB.355/INS/7

Prepared two detailed Position Papers with concrete recommendations addressing major concerns with the measures outlined in GB.355/INS/7 - with no direct response yet received.



Framework for good-faith negotiation on workforce adjustment

Established clear negotiation principles and secured a mandate to negotiate a collective agreement through the Joint Negotiating Committee in response to proposed workforce reductions. A meeting has been requested - the Staff Union awaits the Administration's response.



Staff survey on budget cuts

Collected over 1,200 responses to identify staff preferences in case of significant budget cuts.

KEY MESSAGES FROM THE STAFF AND **STAFF UNION**



Staff and the Staff Union are NOT against change!

The Staff Union supports reform, but not at the expense of transparency, fairness or staff well-being. The Staff Union continues to be ready to engage with the Administration. It supports the strengthening of ILO's field presence, provided strengthened field presence is based on clearly defined criteria and developed in full consultation with staff and the Staff Union.

Lack of transparency and accountability

GB.355/INS/7 lacks adequate costing, risk assessment and mitigation strategies. It fails to clarify the criteria for selecting individual staff, units, or departments for relocation, reprioritization or workforce reduction. Concerns repeatedly raised by the Staff Union have been ignored and proposals put on the table left unanswered.

Lack of meaningful and good-faith social dialogue

To date, the Administration has not meaningfully engaged with the Staff Union on the ILO review process and GB.355/INS/7. Information-sharing sessions and discussions where no decisions are taken cannot be considered good-faith social dialogue.

No human-centred approach

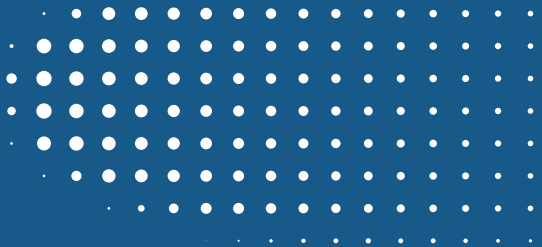
Staff well-being and family impact continues to be ignored with no risk assessment conducted and mitigation measures offered. Administration's duty of care towards staff is not upheld.

One-sided cost focus

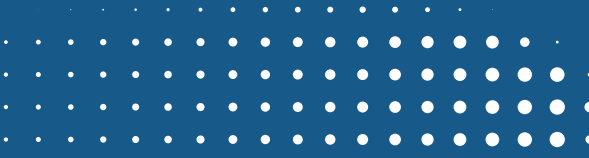
GB.355/INS/7 overwhelmingly targets staff costs with no tangible proposals for non-staff costs, improvement of business processes, alternative resources or use of technologies to boost effectiveness and efficiency.

Risk of past mistakes

The review closely mirrors the failed IFAD restructuring (led by the ILO's current DG): over-ambitious, rushed, centralized, and lacking feasibility or oversight.



WHAT THE **STAFF UNION** ASKS OF GOVERNING BODY MEMBERS

- Instruct the Administration to respect the Office's social dialogue framework, engage the Staff Union in a meaningful manner and provide regular updates to Governing Body members on the progress and outcomes of the ongoing social dialogue process.
 - Call on Management to address the concerns and actions outlined in the Staff Union's Position Papers on GB.355/INS/7 and the Resolution adopted at its Annual General Meeting (October 2025), particularly the call for the negotiation of a collective agreement on workforce adjustment.
 - Request a transparent, thorough, participatory and objective cost-benefit and efficiency-benefit analyses, supported by clear financial details (including available cash and internal reserves), together with risk and feasibility studies.
 - Ensure that long-term decisions are not conflated with short-term crisis-driven measures. Without pre-empting necessary negotiations between the Administration and the Staff Union, provide strategic guidance on the overall direction of the ILO review – as long as the requested information, clarifications and justifications have been adequately presented by the Administration.
 - Insist on a comprehensive assessment of alternative, less disruptive cost saving measures that prioritize non-staff-related costs.
 - Establish robust oversight with respect to the reform process and request full transparency regarding the ILO's financial situation and all cost and efficiency analyses.
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**Stand for the ILO. Stand for dialogue. Stand for justice.
Labour is not a commodity.**

**Reach out to
the ILO
Staff Union:**



*ILO Staff Union
Syndicat OIT
Sindacato OIT*



Check our Website:
<https://ilostaffunion.org/>



Consult our materials on the **ILO REVIEW**



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

We *still* believe in social dialogue



**UN staff
are not a
commodity!**



**UN staff
stand for
humanity!**