



2 October 2013



ONE ILO – Ticking the Boxes: Physical Security for All
SUCCESS in addressing gaps in security coverage for Technical Cooperation staff!

Background – Mandate Given

On 18 October 2012, the ILO Staff Union Annual General Meeting (Second Session) unanimously adopted a motion on the right to physical security of all staff. The motion reads as follows:

The Annual General Meeting recalls that the right to physical integrity is a fundamental human right. It stresses that the security of ILO staff must be ensured without discrimination based on grade, type of contract or its source of funding, or on any other ground. The General Meeting supports the efforts of the Staff Union Committee to achieve this goal and urges the Administration to give the highest priority to this issue.

This motion was tabled during the Meeting after several members took the floor to voice their concern over security and discrimination between different categories of staff, notably between those staff working on the regular budget (and assigned to established offices) and those employed under technical cooperation contracts. This particular issue featured prominently in the paper presented to the then Director-General-elect by the Staff Union Committee, with a view to building “ONE ILO”.



The Staff Union Committee describes the situation to the Director-General

Action Taken

The text of the AGM Motion was shared with, and a preliminary oral presentation on the issue provided to both the Director-General and his Chef de Cabinet on the very next day. From that point, and in partnership with our representatives across the globe – both TC and RB – the Staff Union drafted a [background note](#) which served to highlight the main issues, and proposed solutions for the immediate, as well as the longer-term. In the latter instance, it is expected that these issues will be given the necessary attention by the Field Operations and Structure and Technical Cooperation Review.

This note was discussed with representatives of the Administration, and we are very pleased at both the seriousness and speed with which this critical issue was treated. A series of meetings were held by the Administration where the technical, legal and financial considerations were hammered out, with regular updates and exchanges taking place with your Union representatives. We are very pleased to note that, with the publication of IGDS Number 338, entitled ***Financing security requirements for extra-budgetary projects and personnel***, this

distinction between RB and TC staff in the provision of resources for necessary physical security has been definitively addressed.

“The responsibility of the ILO as an employer cannot be shifted to an individual project.”

ONE ILO: Physical Security for All, May 2013

Results Achieved

The Staff Union welcomed this news, recognizing it as both a positive step in normalizing relations between the Union and the Administration, as well as a concrete indication of the Director-General’s commitment to building “ONE ILO”. “The Staff Union has been working to address these serious gaps in security measures for TC staff for some time, recognizing that many of our colleagues serve in very dangerous and precarious conditions.” said Mohammed Mwamadzingo, Staff Union Committee focal point for security issues, “Our thanks go out to all of our representatives in the field, and to those staff who helped provide inputs into this important campaign. We welcome these immediate results, and look forward to our continued engagement with the Field Review Team, where more long-term, strategic security issues will need to be addressed.”

Chris Land-Kazlauskas, Chairperson of the Staff Union Committee, noted, “It represents an important step in the right direction, and a clear example where the Union played its role, by identifying a problem and representing staff facing particular difficulties, and where management played its role, in considering seriously the issues brought forward and taking necessary action. All of this has led to real improvements in the lives of our staff.” He also suggested that this result bode well for future negotiations, “whether seeking solutions to a balanced and effective mobility policy or to further reducing differences among staff, whether TC and RB or local and international, these results build momentum for future discussions. They build staff confidence in our ability – both on the Union-side and Administration-side – to produce results.”

Staff having any questions regarding the Union’s role in security or technical cooperation issues, who wish to get involved in formulating policy in these areas, or who believe that their project has not been provided with the necessary resources should contact:

- their local Union representative;
- the Union’s security focal point Mohammed Mwamadzingo (mwamadzingo@ilo.org);
- the Union’s technical cooperation focal point, Dan Cork (cork@ilo.org), or
- the Union secretariat (syndicat@ilo.org).