

ANNUAL GENERAL MEETING
SECOND SESSION

15 October 2015

RESOLUTION

Resolution on the threat of job losses by local staff in Addis Ababa following the relocation of the ILO Regional Office for Africa

The ILO Staff Union, convened in its Annual General Meeting (second session) on 15 October 2015:

- **Taking note** of the petition addressed to the ILO Director-General by the staff of the Addis Ababa Office in August 2015;
- **Relying on** the desire expressed by the Director-General to build ONE ILO free of unequal treatment between different categories of staff (recruited at international or local level) and on assurances that all efforts would be made to avoid any adverse impact on staff arising from the field structure review;
- **Based on** the positive precedents of the relocation of the Sub-regional Office for Southern Africa from Harare to Pretoria, when all local staff remained in Harare to serve in the country office covering Zimbabwe only, and the relocation of the Regional Office for Africa from Abidjan to Addis Ababa when local staff were reassigned to offices in Dakar, Abuja, Yaoundé and Addis Ababa;
- **Being convinced** that the costs of maintaining locally recruited staff in Addis Ababa are largely favorable when compared to the operational and social costs resulting from losing qualified staff members with experience of over a decade in the service of the ILO and its constituents.

Invites the Director-General of the ILO to:

- **Ensure the continuity of jobs** of the locally recruited staff in Addis Ababa in accordance with the fundamental values of social justice and the objective of Decent Work promoted by the ILO;
- **Extend the new geographical and/or functional mobility policy** within the ILO and other UN agencies (IGDS No. 413, Version 1) to the locally recruited staff;
- **Consider the reassignment** of concerned locally recruited staff in the Addis Ababa ROAF to the Addis Ababa Country Office whose scope is expected to expand by the Field Structure Review;

- **Consider replacing retired staff members** of the ILO Country Office-Addis Ababa by the staff concerned.

Authorizes the Staff Union Committee:

- **to make every effort** to prevent loss of jobs by locally recruited staff in Addis Ababa;
- **to use all means of action at its disposal** in order to avoid any loss of jobs by local staff in Addis Ababa.