



Staff Union
of the International Labour Organization
Syndicat du personnel
de l'Organisation internationale du Travail
Sindicato del personal
de la Organización Internacional del Trabajo

14 May 2019

**ANNUAL GENERAL MEETING
FIRST SESSION**

14 February 2019

Record of decisions

The Chairperson of the Staff Union Committee declared the first session of the Annual General Meeting open and welcomed the participants.

1. Election of a Chairperson of the AGM

The Chairperson of the Staff Union Committee reminded participants that it was customary for the Chair of the General Meeting to be elected for both sessions of an Annual General Meeting. Ms Yousra Hamed, whose name was proposed for the post, was appointed Chair of the Meeting by acclamation.

2. Adoption of the agenda (doc. SU/AGM/2019/1/D.1)

The Chair of the Meeting welcomed the presence of the staff representatives of the ILO's external offices – the regional titular members of the Staff Union Committee, including the Turin Centre. She presented the agenda and called for any other items that the Meeting might wish to include for discussion.

The Chairperson of the Staff Union Committee requested authorization to give an update on what has happened since the last Annual General Meeting in October 2018 as an introduction to the session.

The General Meeting adopted the agenda as amended.

3. Update on what has happened since the last Annual General Meeting in October 2018

Three key points were mentioned: 1) atmosphere in the workplace and with the Administration; 2) priorities for 2019; and 3) update by the SU legal adviser on the current legal recourses before the ILO Administrative Tribunal.

- 1) *Atmosphere in the workplace and with the Administration*: The ILO Centenary was launched on 22 January and the SUC Chairperson was invited to make a statement. There is a time for celebrations and to pay tribute to the staff who have made huge contributions to the objectives and reputation of the Organization, but there is also a time to defend the interests of the staff, and the SUC has experienced a lot of difficulties in the framework of the Joint Negotiating Committee. Social dialogue is impaired by late communications of the documents for discussion. Such practices should stop now – discussions and negotiations need time. The SU managed to protect the interests of the staff in relation to two amendments of the Staff Regulations to be discussed at the March GB session.

In the last few months, the JAAB's recommendations were, in the majority, in favour of the staff, insisting on the importance of negotiation and respect of the rules. So the SUC will persevere, with the support of the staff, and continue on that path. A practice contrary to the Staff Regulations or an agreed collective agreement cannot become the rule by proposing an amendment to them after a loss before an internal justice body.

Concerning geographical diversity, which has been mentioned by the SUC as being a difficult and critical area, the floor raised the point about the Director-General having the prerogative to directly appoint some staff at the P5 level (in the field) and all D1s and D2s. Although this should contribute to increased diversity, as requested by the constituents, in reality this seems not to be the case. The participants to the session were informed that the SUC would meet the Director-General and that the document on the composition of the staff, normally for information, would be for the first time a document for discussion at the March GB session.

- 2) *Priorities for 2019*: The SUC and the Administration shared their priorities for negotiation in the framework of the Joint Negotiating Committee and managed to reach a compromise. The 3 major priorities are the following:
 - Recruitment and selection/diversity/representativeness;
 - Contracts policy; and
 - Disciplinary sanctions and Chapter XII of the Staff Regulations;And those still pending:
 - Job descriptions in the field;
 - Teleworking; and
 - Parental Leave.
- 3) *Update by the SU legal adviser on the current legal recourses before the ILO Administrative Tribunal*: The Staff Union has submitted 251 complaints against the management's decision to apply the revised post adjustment. The reply from the management to the complaint has been received and forwarded to the complainants. The Staff Union has contested every single paragraph of the Administration's reply in a very exhaustive rejoinder. Hopefully, the hearings will be by the end of June 2019 and if not at the beginning of 2020.

Upon request from the floor, the SUC Chairperson gave an update on ICSC matters – review of the methodologies. The ICSC has a new Chairperson but the discussions are carrying on in the various groups. There is still a lot of risk and the SU will keep an eye on the current process. The issue comes also from the high level of technical detail.

4. Discussion of the draft Programme and Strategy of the Staff Union for the year 2019 (doc. SU/AGM/2019/1/D.2)

The Chairperson of the Staff Union Committee outlined the Programme and Strategy of the Staff Union for the year 2019 and recalled that, in 2015, the Staff Union elaborated a mission and a vision until its Centenary in 2020 with priorities that are still relevant.

Regarding Objective 3 (Full social protection), the SUC Chairperson informed the meeting about our Staff Health Insurance Fund. There is, again, a will and a risk of outsourcing and the SUC will remain attentive.

Regarding Objective 4 (Fair and equal conditions of employment for all staff), the floor made two suggestions that will be added to the report in the most appropriate section:

- Concerning teleworking and flexitime, this could be a means to greening the ILO, avoiding the need to commute or use our cars. The insertion of concepts, such as environmental degradation and climate change, have to be considered.

The teleworking policy should also be applied equitably to all staff members.

- Concerning equal working conditions and development cooperation staff, there was a proposal to re-establish a structure through which the Staff Union could receive inputs on development cooperation particularly.

The concrete proposal to be added to the report was the following: insert in the sub-section “means of action” an extra bullet point which says “*establish a permanent sub-committee or an ad hoc working group on development cooperation, bringing together Staff Union members working under such arrangements, to analyse impacts of HR policies on this group of staff, to engage in a broad consultative process of staff working on development cooperation, including in the field, and to advise the Staff Union Committee regarding the priorities and key issues facing this group of staff*”.

Regarding Objective 6 (An even stronger Union), the SUC Chairperson said, concerning membership, that it is every members’ responsibility to maintain the membership level and communicate better with staff on the importance of being a member of the Staff Union, especially in the ILO.

The representative of the Former Officials’ Section thanked the Staff Union and encouraged people to join insisting on the importance to have real representativeness and strength, and that without the Staff Union, we would face more difficulties than we are facing now.

The Programme and Strategy of the Staff Union for the year 2019 as amended was adopted by consensus.

5. **Adoption of the budget for the financial exercise 2019 (doc. SU/AGM/2019/1/D.3)**

The Treasurer presented in detail the budget for the 2019 financial exercise, which will be balanced.

The budget for the financial exercise 2019 was adopted by consensus.

6. **Report of the Board of the Staff Union Assistance Fund – SUAF (doc. SU/AGM/2019/1/D.4)**

On behalf of the SUAF Treasurer, the SUC Treasurer exceptionally presented the report for the exercise July 2017-June 2018 indicating the functioning and the aim of the Fund as well as the numbers of loans and donations during the period covered. Staff members were encouraged to contribute to the Fund, as it is based on voluntary contributions, and were referred to Annex I of the Staff Union Rules for more information on the Fund.

The report for the exercise July 2017-June 2018 was adopted by consensus.

7. **Other business**

None.

The session closed at 3.20 p.m.