

Dear Colleagues,

The days and weeks are finally going by quite quickly and for the most part we are beginning to see changes in confinement measures in various countries. Nevertheless, we hope that you and your respective families are all healthy and safe.

This week, we are pleased that the DG has said: "As we return to work, the same principle of our duty of care, to ensure that your safety and security, as well as your well-being as ILO staff, is paramount, applies here in Geneva in our preparations. But it will apply to every office, every workplace of the ILO around the world."

At headquarters, as we have learnt from the administration's communication, a small team of colleagues will be returning to the building in the coming days, making sure that everything is absolutely safe, that signs are in place, and that things are clean and well organized. So that little by little, other colleagues can gradually come back to the office, phase by phase. We also know that the COSH has now been more involved in the discussions, which is a good thing. We encourage this practice in all the country offices concerned. The final and detailed timetable is still being approved and the Staff Union is waiting to receive it officially so that it can be more responsive and listen to you.

Indeed, the exchanges we have with our members tell us that personal situations are different and that many colleagues are still not comfortable returning to the office or are currently unable to do so, for various external reasons. It is therefore important that this variety of situations be taken into account.

The Staff Union is fully aware that the global economic, social and health emergencies created by the pandemic are putting a heavy strain on the work and actions of the Organization, and consequently on its employees – these employees who have in no way wavered from their mission to date. However, as it has done from the outset, the Organization must address the health and safety of its staff in order to continue to demonstrate its competence and relevance. It is therefore essential that HRD continues to remain steadfast and vigilant in these various phases ahead, reminding responsible chiefs to stay flexible during this period and to carefully consider the individual circumstances of their team members.

But it is equally crucial that each and every one of us, as individuals, contribute to the success of these unprecedented moments. We ask you to keep yourself informed about how to ensure maximum safety for you and your colleagues in the office – including social distancing and basic hygiene practices. Individual discipline will also ensure a successful return.

The Staff Union is aware that this is an unusual situation and remains at your disposal for any comments or suggestions. Together we can make sure that our return in each country with an ILO office, TC project or Decent Work Team is a success.

Your Staff Union is there to help you through this new phase. Please do not hesitate to contact us if you have any questions, or if you encounter any difficulties or complicated situations. We will be sure to follow up and, as we have been doing for more than 2 months now, to inform

the administration so that the most appropriate measures possible can be taken or, if necessary, invented.

*P.S. An article on "Telework in the Latin America and Caribbean region" is available on our Union-magazine blog. Please click here: <http://unionmag.ilostaffunion.org/el-teletrabajo-en-la-region-america-latina-y-el-caribe/>*