



**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

15 March 2016

**ANNUAL GENERAL MEETING  
SECOND SESSION**

**15 October 2015**

***Record of Decisions***

The Chairperson of the Staff Union Committee opened the second session of the Annual General Meeting and welcomed the participants.

**1. Election of the Chairperson**

The Chairperson of the Staff Union Committee reminded the participants that it was customary for the Chairperson of the Annual General Meeting to be elected for both sessions held in the course of the year. Consequently, Mr Simon Steyne would chair the second session, as he had the first.

**2. Adoption of the agenda (doc. SU/AGM/2015/2/D.1)**

The Chairperson thanked the participants and introduced item 2: *Adoption of the agenda*.

The Chairperson noted that a draft Resolution had been submitted within the statutory deadlines and was receivable. He proposed to discuss this Resolution as a new item 4 on the Agenda.

***The Annual General Meeting adopted the agenda as amended.***

**3. Report of the Staff Union Committee (doc. SU/AGM/2015/2/D.2)**

The Chairperson of the Staff Union Committee presented the Committee's annual report. She began with a preliminary remark stating that the week 12-16 October was special since the Staff Union's Global Meeting was taking place that week with the participation of more than 46 staff representatives from all ILO offices in the field. The Director-General was expected to address the Global Meeting the next day. She welcomed the representatives from the field who participated in the Global Meeting and at the same time attended the Annual General Meeting. She recalled that the Global Meeting took place every five years since the change of Staff Union Rules on staff representation at HQ and in the field. It provided an opportunity to focus on the vision, mission and objectives of the

Staff Union globally. She recalled that in five years the Staff Union would be celebrating its 100 years and another Global Meeting would take place. This week meetings had been organized with the Administration, and the DG was expected the following day. The contacts had been constructive and sometimes lively as was normal for a Staff Union, with a view to the creation of a better workplace in the ILO.

Turning to the first section of the report, the Chairperson of the Staff Union enumerated the successes of the past year: a new collective agreement on maternity protection; participation in the implementation of the collective agreement on Recruitment and Selection through the RAMC; publication of the joint SUC-HRD survey on technical cooperation staff; a circular on personal status which introduced equal rights for same sex partners; the creation of a working group on the SHIF; the launching of the COSH; the SU participation in the Building Renovation Steering Committee. Ad hoc successes included the regularisation of several colleagues with precarious contracts through the Staff Union's efforts.

She then turned to the context and climate in which discussions were taking place. Certainly successes had been marked and the Staff Union was proud of them. However, the context continued to be difficult as the reform was gradually becoming a permanent feature of the Organisation. After the reform launched at HQ and then in the field a sibylline business structure review subtly introduced a new type of reform, while the HR reform has still not been concluded.

This situation threw sand in the wheels of negotiations. Discussions on the industrial relations framework had not been concluded and this raised problems in the negotiations on other subjects. The parties were unclear as to which subjects were appropriate for information, consultation or negotiation. The Administration thought that it could go forward without consulting on a number of questions thereby causing delays at a later stage. The industrial relations framework should be urgently clarified and respected by all sides.

She then turned to section I of the report which presented the achievements made and areas for future action. Concerning the relations with the field, the Chairperson of the Staff Union Committee emphasized the strengthening of communication and links across ILO offices which allowed the Staff Union to react more quickly to issues concerning the field especially in relation to the lack of consultation with staff representatives on the field structure review. In the latter case, the Staff Union Committee ensured through action at HQ that consultations in the field be reactivated. The Staff Union also managed to have a reclassification exercise launched in the field. This was the last demand remaining unaddressed after the mobilisation of staff in 2010. Lately, some worrying signs seemed to appear concerning divergences in the interpretation of the relevant agreement and the Staff Union was following the situation closely.

The decision of the Organisation to transfer the regional office for Africa from Addis to Abidjan was an important issue and raised fears concerning the future of the local staff in Addis. A Resolution had been presented by the staff of the Addis Office for adoption at the present AGM and would be discussed later on. In the last few days the representatives of the Administration, especially the DDG/FOP, had given signs that the DG would provide information on positive developments on this question. Nevertheless, the Staff Union had to remain vigilant for the time being.

Concerning Recruitment and Selection, the Chairperson of the Staff Union Committee recalled that the Staff Union participated in the establishment of the RAMC. This was the first year of operation. The introduction of a new mobility policy after any such policy was blocked for a large number of years led to the reassignment of many staff in new posts but also gave rise to many questions by staff members at HQ who were under the impression that the decisions taken at the RAMC were in favour of one category of staff over another. While it may be said that, given the criteria established in the collective agreement on recruitment and selection (number of years in the field and hardship of the duty station), the first decisions of the RAMC favoured those members of staff who had been waiting for mobility, having been stuck in the field for a number of years sometimes going as far as 10 years, but mobility did not trump other criteria and was always based on the required skills and abilities in line with the minimum requirements for each posts. The Chairperson of the Staff Union regretted that the Administration had not sufficiently explained this process, the terms of the new collective agreement and the rationale of the decisions taken by the RAMC and believed that an information session on this subject was necessary.

In the area of gender, equality and work-life balance, major successes had been marked, such as the signature of a collective agreement on maternity protection, but the relevant IGDS had still not been issued, as the administrative procedures for the revision of the relevant governance documents were slow. There was therefore a gap between the agreement being signed and the procedures accompanying it. It was crucial to ensure a follow up by the Administration so that all staff had access to all information. Even though HRD had given oral guarantees to the Staff Union that the agreement was already being applied, concerns remained that all staff did not have access to the same information and treatment.

In relation to security of employment, this was an area which preoccupied the Staff Union on a constant basis. The Staff Union endeavoured in the framework of the JNC to pinpoint the irregularities and inconsistencies in the implementation of the Staff Regulations to various categories of staff as a result of abusive interpretations leading to all sorts of discrimination and a “divide and rule” strategy by the Administration. The Staff Union also took ad hoc actions to maintain the employment of TC staff in cases where funding of various projects was discontinued, e.g., in the cases of FPRW and ILO AIDS programmes as well as for the regularisation of long-term precarious staff in various departments. The Staff Union had also developed a new legal strategy of appealing against every incident where the Staff Regulations regarding contracts policy were being violated by the Administration. The Staff Union saw that a climate of appeasement in this area did not prove to be beneficial to staff and, therefore, decided to maintain a parallel legal strategy. Negotiations would often not only take place with the HRD Department; the Staff Union recently realised that envisaged changes to the financial and programming rules may have a dramatic impact on contracts policy. So the Staff Union would remain vigilant and bring all its concerns to the attention of the Administration.

The Chair passed the floor to the representatives of the Intern Board for their intervention.

The two IB co-chairs recalled the protective framework set by the ILO for internships which set standards above those applicable other UN system organisations. They thanked the Staff Union for its continued support and assistance in organising various activities. They recalled the status and activities of the Intern Board which included, during the past year, the organisation of an intern development day, steps to improve the professional welfare of interns and the addition of a clause in the contract

of interns obliging managers to notify the extension of internships one month in advance to allow interns sufficient time to make arrangements. Concerns to address remained the limited geographical diversity of interns, the increase of the stipend, the improvement of the working conditions of interns in field offices and the establishment of a global network among interns.

The Chair emphasized the importance of ensuring equal treatment of interns at HQ and in the field, as well as the need to take into account not only academic titles but also equivalent experience so that young trade unionists could have access to ILO internships.

The titular representative for the Americas recalled that steps had been taken in 2014 to bring the IB into contact with the interns' network in Latin America and the Caribbean and offered to reactivate these contacts.

Another member congratulated the IB for providing leadership and support to the "pay your interns" movement which was gaining momentum in other UN agencies, programmes and funds.

The Assembly applauded the IB representatives for this initiative.

The Chair recalled that the issue of paid internships was a real challenge in the youth employment market and an important progressive aspect of the ILO's policy. He then passed the floor to the regional representatives.

The titular members took the floor to present developments at the regional level.

Africa. The titular member for Africa noted that he would focus on key points among the elements provided in the report. He highlighted the Resolution which had been proposed for adoption at the AGM and which concerned the impact on local staff of the return of the Regional Office for Africa to Abidjan. The issue had repercussions beyond the two duty stations, as demonstrated in a recent mission he had carried out to Dakar in order to find solutions to issues arising for local staff there. The situation in Addis was the most urgent one as staff was facing the threat of losing their jobs.

The other major issue in the region was the long-overdue launching of a reclassification which staff expected would lead to a change in grades and not just an update of job descriptions as the Administration seemed to wish. The wish of staff was for the tasks carried out by them to be duly recognized and appropriately compensated.

Other major challenges in the region included the question of security of staff in the light of resurgent extremist movements, epidemics, and other dangers. The Office should lead by example among UN system agencies in the area of security of staff and improve its practices. Working under fear had an important impact on terms and conditions of employment. The ILO, as lead agency on employment related matters, should also lead in taking measures to eliminate the differences between international and local staff including with regard to wage differences.

Concerning medical expenses reimbursement, the Administration should be exhorted to take every measure to support the SHIF so that the services could be improved. A contributing member

should not have to pre-finance its medical expenses and the Organisation should put all means possible so that the SHIF could fulfil its purpose.

Concerning career perspectives, the staff in the field at various categories did not have the same chances to evolve in their careers and there was a gap between those funded by regular and technical cooperation budgets with regard to training. The gaps should be reduced to provide the same opportunities to staff to nourish their careers. As far as mandatory age of separation was concerned, the ILO should align itself to the UN system and provide for a single age of 65 for everyone. Finally, he referred to the need to facilitate the access of local staff to loans extended by the UNFCU as they currently had only limited access.

Asia. The titular member for Asia referred to the most important issues, first and foremost the field structure review under way and the need to address the impact of the review on local staff, including the increase in duties, responsibilities and workload, consequent upon the increase of international P positions in some duty stations and the abolition of the posts of Deputy Directors. The distribution of local staff was likely to be affected as well as the consequent redistribution of tasks, increase in workload and complexity of the duties. An immediate measure to consider in order to address this impact on staff, would be to amend the Staff Regulations so that the special post allowance for staff performing duties at a higher level be paid immediately upon the assumption of these duties rather than only six months later.

Furthermore, the job grading exercise currently under way should lead to the career development of staff so that the ILO could be at par with other UN agencies on the ground. The ILO staff at NOA and NOB levels did the same jobs as staff at NOC and NOD levels in other UN agencies and the current grades were not in line with present realities. Position titles should also be aligned to best practices in line with UN principles. In any event, the current exercise should not result in any kind of downgrading of staff.

Career development and mobility was another important aspect of career development and all staff should have opportunities in this framework. Staff development funds should be made available to meet developmental objectives reflected in the performance management framework through individual rather than group trainings. Also training should help staff upgrade their skills so that they could compete for vacancies and opportunities. Mobility should become a reality for both international and local staff and for this purpose the Administration should make funding available and HRD should show more flexibility in the implementation of the policy.

The situation of TC staff was a grave concern as an increasing number of staff belonged to this category. The Office should take steps to integrate this staff in regular budget posts after a certain number of years or facilitate transitions from one TC project to another, e.g., through a redeployment mechanism allowing for a form of “internal competitions” to take place for already serving TC staff. This category of staff should also have access to staff development funds and the mobility policy to ensure appropriate motivation.

The SHIF continued to be a major concern of staff as reimbursements continued to be delayed by many months. Proper support should be provided in terms of resources, staffing, IT etc., to the SHIF by the Administration. Electronic online submission of claims should be made possible to facilitate

timely reimbursements and greening of the office. Perhaps the treatment/reimbursement of claims should be decentralised to allow for speedier handling. SHIF cards should be provided immediately to staff upon assumption of their duties to avoid undue financial hardship for staff. The contributions to the SHIF should not be increased any further.

Americas. The titular member for the Americas noted that the information provided in the AGM report on the region dated from June 2015 in line with the request made by the Staff Union Committee to provide submissions early in the year. However, many developments had taken place since and were not reflected in the report. She would therefore update the AGM on these issues in her oral intervention.

Concerning the field structure review, information had been shared with staff only after 15 July 2015 when the final version of the Office proposals was released for comments even though the higher management was aware of the upcoming developments already by mid-March 2015. Many technical specialists had been surprised to see that they would be reassigned to other offices or other areas of specialisation without having been informed in advance and this raised questions not only for the specialists but also for the support staff who would remain attached to the old teams creating possible gaps and surpluses in coverage and questions about future redeployment. The negotiated Guidelines on restructuring processes required consultations in the framework of redistribution of tasks and such consultations should be ensured also at regional level. The issue had been raised with management and the staff awaited discussions to resume in the future. The region had received several new Directors including at top levels, but contacts with staff had not been established yet, as the new Directors were often on mission. Thus, the staff did not have the appropriate opportunity to exchange and come up with ideas and strategies so as to be supportive.

The SHIF was a major concern and the Administration should make a commitment to provide adequate financial and human resources to ensure tangible improvements. Practical alternatives existed and staff in the region had made numerous efforts to present them to the Administration. The SHIF Secretariat had taken some of these proposals on board and should be thanked in this regard. Now it was time to do more at the institutional level.

In the area of rewards and recognition, it was obvious that the system was not working properly. Merit increments should be awarded fairly and transparently as the lack of justice and recognition was often a demotivating factor for staff.

On pensions, training of future retirees was extremely important and seminars similar to the one provided at HQ should be made available to staff in the field who were about to retire and needed clear-cut information on how to proceed.

On recruitment and selection, the Americas region had had a good practice for a long time with staff representative participation in the recruitment of local staff. The titular member was pleased to note that this good practice had now been extended to the recruitment of international staff thanks to the new collective agreement. It was time to extend this practice also to the recruitment of senior staff for managerial positions to guarantee appropriate selection of candidates with the requisite qualifications and profile guaranteeing good management and staff motivation for the general good of the Organisation as a whole.

Finally, the staff representative from the Americas noted the interesting dynamics generated during the training organised by the Staff Union at the Global Meeting and expressed the desire to replicate this training in the field.

Europe and the Arab States. The titular member for the region referred to the main areas of action of the offices in Europe and the Arab States this year, including increasing membership base, capacity building of staff representatives, involvement in the process of field reform, and focusing on challenges ahead.

In terms of recruitment, a lot had been done in the region but even more needed to be done as this was a time-consuming exercise but was also critical for the future of the Staff Union. Capacity building of staff took place in June 2014 and focused notably on local salary survey training. The Union should ensure that a staff union member regularly participated in the training provided by the ICSC on salary survey methodologies as this allowed the Union to have good representation when these exercises took place, notably in light of the wage reductions being promoted lately at UN level.

In the Beirut Office, consultations had taken place notably in the framework of recruitment and selection for 17 positions in the region. Two new P level posts had been advertised following consultations with the Staff Union. The Staff Union participated in the Staff Development Committee to ensure access to training of staff even in remote duty stations. Recently, OSH Committees had been created in various offices in the region and staff had been appointed as OSH representatives. Several challenges existed in Budapest in relation to programme support positions and the downgrading of positions. In Brussels staff representatives were consulted on recruitment and selection and participated in the local COSH.

The most important challenge ahead was the safety and security of staff which should be extended to all ILO staff regardless of their status, grade and type of contract. Continuity of employment was an important part of job security and had lasting repercussions on staff in the context of the field structure review with the tendency of closing some offices or reassigning staff. Finally, it was important to provide some form of equal treatment to staff detached from national Ministries in order to serve in ILO Branch Offices so that they could, for example, have access to titularisation, participate in competitions as internal candidates or engage in temporary mobility. R&S, and Mobility in general, was an area where more transparency and fairness was necessary.

On reclassifications, the titular member expressed her concern that the current exercise might not result in fair outcomes for staff. This was not so much an issue for offices in Europe and the Arab States where support staff were generally at the G level (this being a demotivating factor for staff not having any career development prospects), except for Ankara and Moscow where they were NOs. These differences in prospects should also be tackled.

Finally, concerning the SHIF, she noted that staff should see tangible improvements in services before any increases in contributions were considered.

Turin Centre. The titular member for ITC-ILO in Turin said that the situation in the Turin Centre continued to be critical, with staff reduced from 210 to 170 in recent years without apparent financial

reasons since the Centre had a financial surplus. Moreover, precarious contracts increased even for staff employed in core functions for more than 10 or 20 years. The Director of the Centre continued to manage on the basis of unilateral decisions, lack of respect for rules, lack of consultation with staff and continuation of bureaucratic procedures. As a result, the staff had started to file complaints with the Tribunal and more were on the way.

She announced that the Centre had opened its doors exactly 50 years ago and this year should have marked its 50<sup>th</sup> anniversary but the Director had decided that no celebrations should take place in Turin. The titular member was happy to celebrate the 50 years of the Centre with her sisters and brothers from the Union on that day. She regretted however that 50 years after its creation, the Centre was still not considered as being an integral part of the Organisation. The Staff Union would follow up closely on this question through discussions with the DDG/FOP and HRD who had recently committed to make progress by end of 2106.

The issue of contracts policy was on top of the agenda of the Committee of the Turin Centre as the recent Staff Union Assembly in May adopted a new programme with three objectives dedicated to contracts policy: stop the recruitment freeze, progressive regularisation of precarious colleagues and same rights for project-based and regular budget staff. Job security, career development, etc., should be the same for all staff irrespective of source of funding. This issue was being negotiated with the Administration at the Turin JNC.

The titularisation of staff had suffered serious delays in Turin, but as a result of a recent agreement, the years giving access to titularisation would include not only those worked in Turin but also years spent in all ILO Offices. She hoped that the same practice would apply in Geneva soon.

The Chairperson emphasized that despite its problems, the Turin Centre delivered a huge service to the Organisation and its success had spread beyond the ILO to large international enterprises.

The Chairperson then passed the floor to the representative of the Former Officials' Section.

The Former Officials' Section took the floor in order to recall the close collaboration under way with the Staff Union Committee and other organisations of retired persons in Geneva and the UN Common System. The section was delighted with the close collaboration facilitated by the proximity of the new offices allocated due to the building renovation and thanked the Chairperson of the Staff Union Committee for this excellent collaboration. The section ensured an active presence at the retirement seminar organised every year at HQ trying to remain as visible to colleagues after their retirement. He noted the comment made by the titular member from the Americas that similar seminars should take place in the field and added that the section was keen to develop even closer links with the field.

The Chairperson passed the floor to the Chairperson of the Staff Union Committee so that she could conclude her presentation of the 2015 Report.

The Chairperson wished to make a special reference to the legal support unit, since this was a special moment, marking the departure of the first and longstanding legal adviser of the Staff Union,



Mr Nicolas Lopez, who would pursue a career in another domain. She wanted to take the opportunity in the name of the Staff Union Committee and the members to warmly thank Nicolas Lopez for his relentless work, dedication and contribution to the Staff Union in the last 13 years. He had enormously contributed to the strengthening of the Union and had shown to what extent legal support was a key element in the negotiations with the Administration. The Chairperson also praised the legal skills and competences of Mr Lopez. She thanked him for all he had done in favour of the Union.

The Meeting gave a standing ovation to Mr. Nicolas Lopez.

Nicolas Lopez took the floor in order to say that he was proud to have been a member of the Staff Union Secretariat, and of a strong Union that had negotiated excellent collective agreements. He was going to be reassigned to the Regional Office for Africa but would also remain loyal to the union cause and proud for having negotiated collective agreements which were crucial for transparency in the Office. He was also proud for having helped to fight against precarious contracts which were incompatible with the values of the Organisation. He invited everybody to be proud and supportive of the Union which always fought for noble causes.

The Chairperson invited the members to raise any questions or comments.

The representative of the Islamabad Office raised the need for child support services, notably crèches to become available in all ILO Offices in order to support working mothers. This would be in line with ILO Conventions and the Union should be able to negotiate this point.

The Chairperson underlined the importance of this point and recalled the efforts made by the Workers' group in the Governing Body to make progress in this area.

***The first section of the Report of the Staff Union Committee was adopted.***

Moving on to the second section of the Report, the Chairperson of the Staff Union Committee emphasized that the Staff Union had consolidated its means of action, reinitiated the stewards network and provided training, including that very morning, where one could see the importance of the Union taking on board and building the capacity to respond to the multitude of problems prevalent in different regions. She emphasized the excellent work carried out by the Committee members on the reactivation of the role of stewards and the reinforcement of capacities for action. This year the Staff Union had succeeded in recruiting 162 new members while there had been 7 withdrawals.

Another important domain of activity with crucial repercussions on staff was the area of international relations within the Federations of staff unions and associations in the UN System. They were doing their utmost to campaign before the 5<sup>th</sup> Committee of the General Assembly of the United Nations against attacks on the terms and conditions of employment of UN staff. The work of these federations with the active involvement of the ILO Staff Union was very important for defending the conditions of work of all international civil servants against important attacks by the member States at this moment.

***The second and third sections of the Report were adopted.***

***The Annual General Meeting approved the annual report of the ILO Staff Union Committee for 2014-15 by consensus.***

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

The Chairperson recalled that a new item had been placed on the agenda for the adoption of a Resolution on the threat of job losses by local staff in Addis Ababa following the relocation of the ILO Regional Office for Africa. He passed the floor to the Chairperson of the Staff Union Committee to present the draft Resolution on behalf of the Staff representative of the Addis Office.

The Chairperson of the Staff Union Committee indicated that the unionized members from the Addis Office presented within the proper deadlines a draft resolution for the preservation of jobs in the Addis Office in the context of the delocalisation of the Regional Office for Africa from Addis to Abidjan. The draft Resolution had been edited with the agreement of the Addis committee. She asked for comments on the draft which was being presented to the Meeting and invited the Meeting to adopt the Resolution.

The representative of the staff of the Addis Office indicated that the way the delocalisation process had been handled by the Administration was disappointing for staff, as the delocalisation had been announced in December 2014 but information on the future of the staff had not been shared with them more than a year later, creating a lot of apprehension among staff. Through this resolution, staff were trying to push for no job loss and for a response to the petition sent by the staff to the Director-General in August 2015.

One member noted that the last two paragraphs of the operational part of the resolution on the means of action at the disposal of the Staff Union, were too detailed, on the one hand, while not covering all possible means of action, on the other hand. She proposed to replace the two paragraphs with the following phrase: "Authorise the Staff Union Committee to use all means of action at its disposal to avoid any loss of employment by the locally recruited staff of Addis Ababa".

The titular member for Africa supported the proposal because it allowed the Staff Union not to unveil its plan of action and to maintain a larger margin of manoeuvre. Also, in the 3<sup>rd</sup> introductory paragraph, he proposed to add Kinshasa among the duty stations to which staff from Abidjan had been reassigned.

The Chair noted that one proposed amendment was on a minor matter of fact and the other was accepted as a friendly amendment.

***The meeting unanimously adopted the Resolution as amended.***

**5. Financial report and Addendum: Report of the Auditing Commission (doc. SU/AGM/2015/2/D.3 and doc. SU/AGM/2015/2/D.3/Add.)**

The Treasurer of the Staff Union Committee presented the financial report of the Committee for the period 1 January 2014 to 31 December 2014.

***The Annual General Meeting approved the financial report for the period 1 January 2014 to 31 December 2014 by consensus.***

**6. Election of the Auditing Commission (doc. SU/AGM/2015/2/D.4)**

On behalf of the Annual General Meeting, the Chairperson thanked the financial auditors Mr. Clery Bègue, Mr. Daniel Rojas and Ms. Christine Ecuivillon for their work. The Chairperson noted that all three were willing to continue for another term and proposed that their mandate be renewed for one more year.

***The Annual General Meeting approved the appointment of the financial auditors.***

**7. Staff Union Assistance Fund: Proposed amendments to the Staff Union Rules – Referendum (doc. SU/AGM/2015/D.5)  
Report of the Board of the Staff Union Assistance Fund (doc. SU/AGM/2015/2/D.5/Add.)**

The Chairperson noted that document SU/AGM/2015/D.5 contained the results of a referendum which had taken place in September 2015 for the amendment of the Rules of the Staff Union Assistance Fund which constitute Annex I of the Staff Union Rules. The purpose of the amendments was to provide clarity on the Staff Union Assistance Fund's (SUAF) objective and operating principles and to explicitly describe its Board's decision-making process, while ensuring fairness, transparency, rigour and confidence in the overall process.

The Chairperson informed the Meeting that the Report of the Board of the Fund was not ready for presentation to the Committee due to health reasons which prevented the Treasurer from finalizing the report. The Report would be presented to the next Annual General Meeting in February 2016.

***The Annual General Meeting approved the amendments to the Rules of the Staff Union Assistance Fund, which are reflected in Annex I of the Staff Union Rules.***

**8. Arrangements for the elections to the Staff Union Committee and Addendum: List of candidates for elections to the Staff Union Committee 2015-2016 (doc. SU/AGM/2015/2/D.6 and doc. SU/AGM/2015/2/D.6/Add.)**

The Chairperson presented documents SU/AGM/2015/2/D.6 SU/AGM/2015/2/D.6/Add., which contained among other things, the timetable and arrangements for the next elections to the Committee to be held in 2016.

***The Annual General Meeting approved the timetable and arrangements for the next elections to the Committee to be held in 2016.***

**Appointment of the returning officers.** On behalf of the Annual General Meeting, the Chairperson thanked the returning officers, Mr. Samir Koufane (Chief Returning Officer), Ms. Regine

de Loof and Mr. Franco Amato for their work. All three were willing to continue and the Chairperson proposed that their mandate be renewed for one more year.

***The Annual General Meeting approved the renewal of the mandate of the returning officers.***

**Appointment of the Electoral Commission.** The Chairperson recalled that an online electoral process was underway until 26 November 2015. The Annual General Meeting thanked the Electoral Commission for its work, and one member expressed the wish to meet the Electoral Commission. The Chairperson said that one titular member – Mr. Bertrand Bernaz – had retired and one substitute member – Mr. Momar N'Diaye – would not stand for reappointment. He proposed to replace Mr. Bernaz by Mr. Gerald Brun who had been substitute member until now, and to appoint two new substitute members, Ms. Gloria Moreno Fontes and Ms. Maria Prieto. The other titular members – Ms. Karen Curtis, Ms. Caroline De Giorgi and Ms. Martine Humblet – and substitute members – Ms. Angelika Muller and Mr. David Seligson – had accepted to serve another term in 2015-2016. There were no other candidatures and no objections.

***The Annual General Meeting approved the appointment of the Electoral Commission by consensus.***

The Chairperson noted that a list of candidates for the elections to the Staff Union Committee was available in document SU/AGM/2015/2/D.6/Add and online. ***The Committee approved the list of candidates.***

## **9. Other business**

The staff representative from the Nepal Office wished to thank the Staff Union Committee for organizing a global collection of funds in support of the victims of the earthquake which struck Nepal earlier this year. In total, 14,000 Swiss francs were collected and channelled to the Nepal Office which had undertaken to disburse the funds for various purposes and would provide a detailed report on the allocation of the funds in due time.

After the customary thanks, the Chairperson closed the second session of the Annual General Meeting 2015.

**The session ended at 16.00**