



25 February 2021

**ANNUAL GENERAL MEETING
SECOND SESSION**

15 October 2020

Record of decisions

The Chairperson of the Staff Union Committee opened the second session of the Annual General Meeting and welcomed the participants. Because of the COVID-19 pandemic, the Meeting was being held via Zoom, while the Committee members were located in Room IX.

1. Election of the Chairperson

The Chairperson of the Staff Union Committee reminded 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, as well as Extraordinary General Meetings. Since for personal reasons Ms Anna Biondi was unable to attend the Second Session, a new Chairperson needed to be elected. It was proposed that Ms Yousra Hamed chair the session, and the proposal was duly seconded.

2. Adoption of the agenda (doc. SU/AGM/2020/2/D.1)

The Chairperson thanked the participants for attending the Meeting via Zoom and moved to item 2: *Adoption of the agenda*. Two draft resolutions would be included for discussion under item 4 and the following items would be renumbered accordingly.

The Chairperson proposed that the statements from the INTERNBOARD and the Section of Former Officials of the ILO under item 9 be heard immediately after the report of the Staff Union Committee while there was still a reasonable attendance.

The Annual General Meeting adopted the agenda as amended.

3. **Annual Report of the ILO Staff Union Committee for the year 2020** **(doc. SU/AGM/2020/2/D.2)**

The Chairperson of the Meeting gave the floor to the Chairperson of the Staff Union to explain how 2020 had proved to be an unprecedented year owing to the pandemic and the consequent lockdown and resort to teleworking. The year *should* have marked the celebration of the centenary of the Staff Union, but instead it found itself having to adapt to an entirely new situation and find new ways of communicating with the Administration. In terms of consultation, the Staff Union's time was taken up almost entirely with the occupational safety and health measures that had to be introduced both at headquarters and in the field, all of which took precedence over the Union's normal activities, and that was reflected in the activities report. That said, most of the joint bodies managed to function normally.

In presenting the Staff Union's annual report section by section, the Chairperson referred to the establishment and functioning of the working group on the employment and working conditions of staff members assigned to Technical Corporation projects, as had been requested at the General Meeting of February 2019. She went on to thank the outgoing titular and substitute members for their work and congratulated the newly elected members, to whom she would yield the floor to comment on Staff Union activities in their own region. The General Meeting would then hear from the Section of Former Officials of the ILO and from the INTERNBOARD.

Africa: The member for Africa was unable to deliver his presentation owing to a faulty connection with Zoom.

The Americas and the Caribbean: The titular member for the region was also unable to make her presentation as she too was unable to connect to the Zoom session.

Asia and the Pacific: The titular member for the region focused on the following points:

- the activities of staff unions in the region and the increase in union membership;
- the need to improve communications between the staff representatives and the Administration;
- the extensive involvement of the Committee on Safety and Health (COSH) in the management of the COVID-19 pandemic;
- the implementation of the 2014 agreement on collective bargaining, which meant that the Staff Union would be more closely involved in the recruitment and selection of staff;
- a local study on the reform of the United Nations that had been undertaken throughout the region, not all of whose findings were judged to be satisfactory.

Europe and the Arab States: The titular member for the region emphasized the following points:

- the perennial problem of precarious contracts, which urgently needed to be resolved;
- the fact that performance appraisals were an administrative exercise that did not really contribute much to career development or to the acquisition of new skills;
- the discussions held in the region about the stress caused by the lockdown;
- the problem with post adjustments throughout the region, and notably in Ankara;
- the methodology used for the ICSC's salary surveys.

Turin Centre: The representative for the Turin Centre stressed that:

- the situation in Turin had been aggravated by the pandemic and the Administration was planning to take decisions that could be detrimental to the Centre;
- the Staff Union was planning to take steps for the future.

The representative of the Section of Former Officials informed the Meeting that the Section had managed to maintain contact with its members despite the lockdown. Members had been able to receive information by email, via the Section's website and by regular mail. The Section held a meeting outside the ILO and was hoping to meet the Executive Secretary of the Staff Health Insurance Fund (SHIF) to discuss the SHIF-Online programme for retired officials.

The representatives of the INTERNBOARD said that there were only five interns left at the ILO and that the programme had been suspended by the Administration since 16 March. They stressed the difficult conditions under which the interns were required to work "from home", which in many cases meant a student's room that was not really geared for the purpose. They thanked the Staff Union for helping them to defend their basic rights, to ensure the payment of their allowances and to obtain their "cartes de legitimisation" through the Administration. They were very much aware that interns in other international organizations had not fared so well. The risk of unpaid internships being arranged for interns who were not actually on the premises was increasing dramatically in the United Nations and they might even end up doing the work of consultants. The geographical diversity of interns was also a problem, as developing countries tended to be under-represented. The representatives of the INTERNBOARD called on the Meeting to defend their acquired rights so that when the programme restarted it was under the same working and employment conditions as before, while continuing to argue in favour of better conditions for interns in other organizations.

The Chairperson drew the Meeting's attention to the annex that was to be adopted along with the report itself. It contained the strategic document on the Vision and Mission of the Staff Union for 2021-25 and replaced the text that had been adopted in 2015.

The Chairperson of the Staff Union Committee drew attention to a few details of the document that had changed since the earlier version. The new version was the roadmap for the Staff Union, as had been drafted at the Global Meeting in 2020 (21-25 September 2020).

The General Meeting unanimously approved the annual report of the Staff Union Committee for 2020, together with the annex.

4. Draft resolutions

The President of the Staff Union presented the two resolutions, which the Committee believed it was important for the General Meeting to adopt.

The first resolution dealt with the difficulties encountered by the Turin Centre and the possible consequences for its staff. The resolution was an expression of solidarity with the Staff Union at the Turin Centre and a step towards the goal of "One-ILO". It was important that the Turin Centre staff be fully informed and consulted on the implications of the decisions that would be taken at the next meeting of the Centre's Board.

The resolution was adopted unanimously.

The second resolution concerned the principle of social dialogue and was intended to reinforce the involvement of the COSH in the decision-making process of the ILO during a pandemic. All too often in the past the Administration had taken far-reaching decisions without seeking the Committee's recommendations. The resolution called for the Committee's terms of reference to be reviewed, for the Committee itself to be strengthened and for the consultation process to be clarified.

The resolution was adopted unanimously

5. **Financial Report of the Committee for the period 1 January 2019 – 31 December 2019 and Report of the Auditing Commission (doc. SU/AGM/2020/2/D.3 and doc. SU/AGM/2020/2/D.3/Add.)**

The Treasurer of the Staff Union presented the financial report of the Committee for the year 2019.

The General Meeting unanimously approved the financial report of the Staff Union Committee for 2019 and the Report of the Auditing Commission.

6. **Election of the Auditing Commission (doc. SU/AGM/2020/2/D.4)**

On behalf of the General Meeting the Chairperson thanked the auditors, Mr Clery Bègue, Mr Daniel Rojas and Ms Christine Ecuivillon, for their work. Since all three wished to continue their efforts, she proposed that their mandate be extended for a further year.

The General Meeting approved the appointment of the auditors by consensus.

7. **Report of the Board of the Staff Union Assistance Fund (doc. SU/AGM/2020/2/D.5)**

In the absence of the Fund's Treasurer, the Chairperson of the Staff Union presented the report. She reminded the Meeting that the Fund was entirely dependent on the voluntary contributions of members of the Staff Union and urged all of them to participate.

The General Meeting approved the report.

8. **Arrangements for the elections to the Staff Union Committee (2020-2022) and Addendum: List of candidates for the elections to the Staff Union Committee (doc. SU/AGM/2020/2/D.6 and doc. SU/AGM/2020/2/D.6/Add.)**

The Chairperson presented document SU/AGM/2020/2/D.6 containing, inter alia, the timetable and other arrangements for the elections to the Staff Union Committee in 2021.

The General Meeting approved the timetable and arrangements for the forthcoming elections to the Staff Union Committee in 2021.

Appointment of the Returning Officers. On behalf of the General Meeting, the Chairperson thanked the Returning Officers, Mr Samir Koufane (Chief Returning Officer), Ms Jessika Muñoz and Mr Franco Amato for their work. Since all three wished to continue to serve as Returning Officers, the Chairperson proposed that their mandate be extended for a further year.

The Chairperson thanked Mr Samir Koufane on behalf of the Committee, and on her own behalf, for his work during the elections that were able to be held in the regions thanks to his exceptional competence.

The General Meeting approved the extension of the Returning Officers' mandate by consensus.

Appointment of the Electoral Commission. On behalf of the General Meeting, the Chairperson thanked the titular and substitute members of the Electoral Commission for their work: Mr Gabriel Brun, Ms Karen Curtis, Ms Anne Sullivan, Mr Gérald de Schmidt and Ms Martine Humblet (titulars), Ms Cristina Campayo, Ms Julia Lee, Ms Céline Moiret, Ms Angelika Mueller and Mr Sylvain Delaprisson (substitutes). Since all of them wished to continue in their post, the Chairperson proposed that their mandate be extended for a further year.

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

The Chairperson presented the list of candidates for the elections to the Staff Union Committee for 2020-2022, which could be consulted in document SU/AGM/2020/2/D.6/Add, or online.

After the customary thanks, the Chairperson closed the second session of the Annual General Meeting for 2020.

The session ended at 3.45 p.m.