

**ANNUAL GENERAL MEETING**  
**SECOND SESSION**

**30 October 2008**

**RESOLUTION**

**on social dialogue at the ILO**

The Staff Union of the ILO, convened in its Annual General Meeting (second session) on 30<sup>th</sup> October 2008,

**BELIEVING** that as we move towards reforms in the UN, the ILO based on its tripartite structure, its tradition and the values expressed in its international labour standards should lead efforts within the UN System to encourage and promote the full development and utilization of machinery for voluntary negotiation between the administrations and staff unions of the various UN agencies, with a view to the protection of terms and conditions of employment by means of collective agreements;

**NOTING** in this respect that 2009 will mark the 60<sup>th</sup> anniversary of Convention 98 and this year marks the 60<sup>th</sup> anniversary of Convention 87 promoting the universal principles of freedom of association and the right to bargain collectively;

**RECALLING** that elected staff representatives have a cardinal and statutory role to play in the consideration of conditions of employment and work as well as in all matters of staff welfare and that constructive dialogue between staff and management is indispensable;

**WHILE WELCOMING** progress in the development of consultation processes and social dialogue in ILO field offices and at the interagency level;

**NEVERTHELESS EXPRESSES STRONG CONCERN** on the gradual erosion of social dialogue in the ILO and the weakening of collective bargaining, which is in particular reflected in the unwillingness of the Administration to address through negotiations important outstanding issues for the staff. As a result, the climate of confidence conducive to sound industrial relations is declining;

**REAFFIRMS ITS COMMITMENT** to social dialogue and collective bargaining within the ILO and in the United Nations system, with a view to improving conditions of employment and work through collective agreements, as outlined in the Recognition and Procedural Agreement;

**STRONGLY BELIEVES** that progress can be made towards resolving outstanding disputes and future challenges if both parties engage in genuine efforts to that end;

**REQUESTS** the Staff Union Committee to take any action which it deems necessary in the respect of freedom of association to secure due observance of collective agreements, the Staff Regulations and other relevant texts appropriately amended to give effect to these, to attempt to improve them, and to prevent any initiative of unilateral modification of terms and conditions of employment.

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