ANNUAL GENERAL MEETING
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Annual Report of the ILO Staff Union Committee
for the year 2015
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# Table of contents

## Introduction

I. Implementation of the Programme and Strategy

### Section 1. Regular and Recurring Work

- Addressing Concerns of Staff Based Outside of Headquarters
- Recruitment and Selection
- Gender, Equality Issues and Work-Life Balance
- Contracts and Employment Security
- Staff Safety and Health and Well-Being
- Social Security
- Career Development
- Support to ILO Staff in Conflict Prevention and Resolution
- IRIS

### Section 2. Staff Union Means of Action

- Communication
- Membership, Representation and Training
- Use of Financial Resources
- Promoting Solidarity and Representing Staff Across the Common System

II. Regional Activities

- Africa
- Americas
- Asia and the Pacific
- Europe and Arab States
- Turin

III. Other Bodies

- Former Officials’ Section
- Mutual Association (MEC)
INTRODUCTION

The Staff Union Committee is pleased to present the following summary of its activities in 2014-2015.

Once in a while it is good to get back to fundamentals and to the Union’s original objectives so as to put them into the perspective of a specific time-frame and so help its members to understand better the whys and wherefores of its various activities and of the stands that it has taken over the years.

The objects of the Union shall be to defend and promote the professional, economic and social interests of all persons in the employment of the International Labour Organization (hereafter “ILO”), particularly by the satisfactory regulation and improvement of conditions of employment, work and welfare in the widest sense; to defend the interests of persons formerly in the employment of the ILO; to cooperate with the Director-General in seeking to reach the objectives of the Organization and ensure the efficient working of the Organization; and to safeguard the status, independence and safety of all categories of staff employed by the ILO.

Ever since 1920, when this definition of the Staff Union’s mission was first conceived, each and every word must have been examined, debated, formulated and reformulated by the Union's entire membership, for the simple reason that they are the best assessment of its values and principles and thus provide it from one year to the next with the best guidance for tackling the obstacles that confront the staff’s representatives.

Today still, it is these same values and principles – no more, no less – that have guided your representatives in carrying out the mandate for which they were elected. In the pages ahead we try to describe in some detail the Union’s activities over the past year.

Among the objectives that we set ourselves and listed in our programme and strategy at the first session of the AGM, we can point to the following achievements and successes that we believe are worth describing in greater detail in this report.

- Signing of a new collective agreement on maternity protection
- Joint participation in the implementation of the collective agreement on recruitment and mobility
- Publication of the findings and conclusions of the joint survey of technical cooperation

personnel and implementation of the first short-term measures to improve their professional life

- Amendment of the Staff Regulations to ensure equal rights for same-sex partners
- Creation of a working group to make recommendations to the Director-General for improving the Staff Health Insurance Fund (SHIF)
- Regularization of the situation of several members of the staff who for a long time had been employed under precarious contracts
- Effective institution of the Committee on Safety and Health (COSH) by creating focal points at headquarters and in the field and by focusing more on the renovation work at ILO headquarters

Of course, since the Staff Union is not the only party involved, many challenges remain. The Staff Union Committee therefore feels the need to give you a brief general explanation of the atmosphere and context in which it has been operating and why some of its goals sometimes seem elusive.

The endless need for reform

In the past year the Staff Union has encountered all sorts of challenges and concerns, in the midst of which there have been some occasional reasons for satisfaction (signed agreements, an office directive confirming the principle of equality of rights, regularization of precarious contracts, etc.). For all that, the seemingly unending list of reforms that have still not been completed after three years and more has begun to try the patience of the ILO’s personnel. The reform at headquarters, for example, which is supposed to have been implemented, has left a bad taste with more than one of our colleagues who at the time were prepared to change branch on condition that their job description was modified accordingly – a part of the deal that is still unfulfilled. Meanwhile, this summer’s review of administrative procedures has somehow worked itself into the whole exercise and become a reform within a reform. In the field, too, structural reform seems to be going on and on for no apparent reason. Finally, the human resources reform, whose initial successes came in rapid succession with the signing of a series of collective agreements (recruitment and mobility, anti-harassment campaign, maternity protection), at first gave us reason to believe that, important though they were, the issues that remained (new contracts policy, efficient labour relations framework) would most likely be settled very quickly; that, unfortunately, proved not to be the case.

Did we hear someone mention social dialogue?

The very personal way the administration interprets and practises social dialogue has done much to poison labour relations within the ILO. This very temple of justice and social dialogue, it would seem, still has a certain reticence – intentional or not – to hold regular official meetings between the administration and the personnel, to respect of the binding nature of signed agreements, to enter into consultations or negotiations with the staff’s representatives, as the case may be, before decisions are taken rather than after, or simply to circulate the information that the parties need to be able to negotiate in good faith.

Every time the Staff Union Committee has had to deal with an issue this year, it has come up against one or other of these obstacles, which is why it is especially urgent that negotiations be held as soon as possible so that the framework of labour relations is clearly understood and, above all, respected.

As always, unity is strength.
Of course, this is not the first time the Staff Union has been here: reforms drag on, one consultation follows another, and you can't always count on people’s good faith. Luckily, wherever there is an ILO office the Staff Union knows – as it always has – that it can at least count on its faithful members (and here a word of thanks to you all for your unswerving support!) to make their proposals known to their representatives so that they can defend the employment and working conditions of ILO staff as a whole. That is what Article 3 of the Staff Union Rules says (see box), and that is what the past 96 years have shown.

I. IMPLEMENTATION OF THE PROGRAMME AND STRATEGY

SECTION 1 – Regular and Recurring Work

I. Addressing concerns of staff based outside of Headquarters

<table>
<thead>
<tr>
<th>Objective: To pursue and broaden information-sharing and coordination between the regions and headquarters in the following areas:</th>
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<tbody>
<tr>
<td>• ongoing study of the field structure</td>
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<td>• recruitment and selection procedures, including the creation of a Recruitment, Assignment and Mobility Committee (RAMC)</td>
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<td>• the perennial issue of the reimbursement of claims by the SHIF</td>
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<td>• regrading of posts in the field</td>
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<tr>
<td>• creation and effectiveness of independent study groups for appeals against the regrading of posts in the field</td>
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<td>• career prospects under the new mobility policy</td>
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<td>• safety of field staff of all categories as regards harassment as well as health and physical safety</td>
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<tr>
<td>• combating discrimination between international and national staff as regards security and evacuation policies, including entitlements and allowances linked to high-risk duty stations.</td>
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</tbody>
</table>

Means of action

The new system of regular monthly discussions with all regional representatives via Skype is now an effective means of sharing experience in implementing the priorities above. The object is to keep a record of good practice and draw attention to any shortcomings so as to strengthen the Staff Union’s participation and action in negotiations conducted in decision-making bodies.

Last but not least, a global meeting of all ILO staff representatives at headquarters and the field is being organized for October 2015 in Geneva and is expected to lead, among other things, to the adoption of a new Staff Union Circular on the organization of the Staff Union’s structure globally, and the periodic election of Staff Union representatives at headquarters and the field.

Field coordinator: José Tossa
Substitute members representing the field: Enrico Cairoli (Turin), Dan Cork (Asia and Pacific), José Tossa (Africa), Maria-Marta Travieso (Americas), Christiane Wiskow (Europe and Arab States)

The most important developments are as follows:

– The regular meetings via Skype that were introduced this year are now standard practice between ILO headquarters and its external offices.
– Recruitment, selection and mobility: new procedures have been introduced through the establishment of a central Recruitment, Assignment and Mobility Committee (RAMC) whose selection panels now include independent members both at headquarters and in the field (to be assessed at the end of 2015).

– A field grading exercise has begun with a test phase in the Asia region which will be evaluated before it is applied in the other regions.

– Thanks to the Staff Union's insistence that the staff representatives be consulted in the review of the field structure, the personnel’s involvement in the process and the holding of consultations with the administration are now a fact.

What lies ahead

– Although there has been some progress in the reimbursement of claims by the Staff Health Insurance Fund (SHIF), much in-depth progress is still necessary.

II. Recruitment and selection

**Objective:** Sound implementation of the collective agreement on recruitment and selection, in the context of a mobility and career development approach, as well as a greater motivation and job satisfaction of staff.

**Means of action**

- For confirmed vacancies, the Staff Union Committee (SUC), in collaboration with HRD, plays an important role in the review of vacancy announcements. The SUC aims at ensuring fair job descriptions and real opportunities of career development.

- The coordinator of the recruitment and selection working group is currently participating in the Recruitment, Assignment and Mobility Committee (RAMC), in an advisory capacity. In terms of filling the vacancies, the action of the SUC will be reinforced by the presence of two SUC representatives in the RAMC, and it will be based on a sound implementation of the recruitment and selection procedure and the principles of transparency, due process, fairness and equity.

- The SUC also aims at ensuring a good communication to staff on matters related to the new agreement on recruitment and selection procedures.

- Good relationships with the newly appointed independent members of the technical panels are important for the success of this critical new role. The SUC’s purpose in this matter is to share the working group’s experience, provide practical guidance and develop materials to support fulfilling their new responsibility.

**Titular Member of the RAMC:** Catherine Comte-Tiberghien  
**Technical Adviser RAMC and SUC Working Group Coordinator:** Manuel Cespedes Ocampo  
**Working Group Members:** Carlos Carrion-Crespo, Séverine Deboos, Sylvain Delapris, James Martin, Pierre Sayour, Katerina Tsotroudi, Christiane Wiskow

**Achievements:**

The implementation of the collective agreement on recruitment and selection began in January 2015. Since then, the Recruitment, Assignment and Mobility Committee (RAMC) has met four times in connection with vacant positions and RAPS sessions. The RAMC consists of one representative from HRD, two colleagues representing the DG and a Union (SUC) representative – who is assisted by an advisor.
The SUC participation in the recruitment process starts with the review of proposed job descriptions (JDs) for the RAPS sessions; as well as those for General Service (GS) competitions – 100 JDs so far. During the meetings, we were pleased to note a positive reaction from other RAMC members to SUC comments about any divergent views on JDs between the SUC and unit managers.

Within the framework of the RAMC, the SUC seeks to uphold the interests of staff. It reviews carefully all the information made available by HRD, it asks questions, it addresses irregularities, it takes a firm and objective position with regard to issues raised (proposals for transfers, competitions results, etc.).

Overall, the SUC would assess the new recruitment and selection process as satisfactory. Although, there is room for improvement, the SUC remains optimistic for future RAPS sessions and GS competitions.

In regard to communication, and based on SUC experience, the SUC shared written guidance (vade mecum) in English and French with the independent members of technical panels. The coordinator of the recruitment and selection working group has also met the Union Stewards to clarify some doubts about the new process. However, we are aware that communication to staff is still a real challenge.

**Challenges ahead:**

Communication to staff on the new procedures must definitely be improved. The SUC has duly noted the complaints from colleagues who were candidates for positions filled at stage 2 (mobility) of the recruitment process. Communication by HRD confused those internal/TC+5 candidates who were not selected. The SUC has been told by HRD that communication would be improved for future recruitment sessions.

The review of the first RAPS results has enabled us to notice that some independent members of technical panels would need more guidance on what the role of the independent member should be. Actions by the SUC would seek to involve more actively the independent members in the competition process and not only limit their participation to the technical interview.

The RAMC itself is a great challenge. The priority this year is geographical mobility. This new system will also apply to functional mobility. It will take time and patience in order for the benefits of the new procedures to be visible and effective.

**III. Gender, equality issues and work-life balance**

**Objective:** To promote equality and improve working conditions for women and men working in the ILO, focusing on the following identified key areas:

- maternity and paternity protection
- childcare
- lesbian, gay, bisexual and transgender (LGBT)
- disability inclusion
- harassment
- working-time arrangements
- gender and diversity mainstreaming
Means of action

Work-life balance:
- Maternity and paternity protection: signature and implementation of a collective agreement covering maternity and paternity protection in the ILO.
- Childcare: develop an internal note regarding childcare facilities available for headquarters staff; initiate discussions with HRD to enable staff members to take sick leave to care for disabled children.

Equality:
- LGBT: negotiate a revision of the ILO’s Personal Status Policy; launch/disseminate the ILO’s LGBT/diversity survey; request the CCISUA to recognize formally and work with UN Globe; organize brown-bag lunches for interns on discrimination and UN GLOBE.
- Disability inclusion: collaborate with the administration and the GED in order to improve the implementation of the ILO policy on the employment of persons with disabilities; ensure the protection of ILO personnel from disability-based discrimination; increase the disability knowledge of staff.

Diversity:
- Harassment: follow-up with HRD on the establishment of a pool of independent investigators and negotiate a prevention policy/strategy as stipulated in the new collective agreement.
- Working-time arrangements: follow-up on the draft part-time work policy.
- Gender and diversity mainstreaming: coordinate and facilitate gender and diversity mainstreaming in the work of the other SUC working groups.

Coordinator: Julia Faldt (until 30 June 2015), Katerina Tsotroudi (July-November 2015)
Members: James Martin, Ian Orton, Gurchaten Sandhu
Technical Advisers: Laura Addati, Edward Lawton, Kroum Markov, Shea McClanahan, Jurgen Menze

Achievements:

1. Maternity and paternity protection
   The collective agreement on maternity protection in the ILO was signed on 5 February 2015, advancing the maternity and paternity rights for parents in the ILO.

2. LGBT rights
   A revision of the ILO’s Personal Status Policy was successfully negotiated and agreed upon, ensuring marriage equality in the ILO and which is fully in line with UN good practice as called for by the UN Secretary General.

3. Disability inclusion
   Suggestions on moving forward with making the ILO a disability-friendly workplace (drawing on the recommendations of the ILO staff survey on disability) have been developed and are yet to be agreed upon and implemented.

4. Harassment
   The work on ensuring follow-up with HRD on the establishment of a pool of independent investigators and negotiate a prevention strategy as stipulated in the collective agreement is still to be pursued.

5. Gender and diversity mainstreaming
   Efforts to mainstream a gender and diversity perspective in the work of the SUC and its working groups is taking place continuously, yet more work is needed in this area to ensure this becomes systematic.
Challenges ahead:

- To keep up with the needs/requests in relation to the human resources and expertise available in the working group remains a key challenge and thus some working items are still pending.

- To systematize gender- and diversity mainstreaming within the SUC working groups. This requires consistent efforts to ensure that all SUC members/working groups take ownership of the mainstreaming efforts and establish specific gender- and diversity goals/targets as needed.

- To make information accessible in a one-stop-shop regarding work-family issues. This pertains for example to comprehensive information regarding:
  - Being a parent in the ILO (maternity/paternity rights, entitlements and services available and processes once you go on maternity/paternity leave and return to work, the process/entitlements for HQ staff regarding the Scoubidou crèche, supplementary insurance, sick-leave entitlements when children fall ill, etc.).
  - What happens when a person acquires a disability while working for the ILO - the rights, entitlements, insurance aspects, provisions and services available?

Working-time arrangements: Due to a shortage in time-commitment and a dedicated working group member to cover this item, follow-up on draft part-time work policy is still pending.

IV. Contracts and employment security

**Objective:** To protect employment security at the ILO, including in the context of the current negotiations with the Administration on a new contracts policy; eliminating precariousness is paramount, including the abuse of daily, special-short term, short-term, TC and false excol contracts, as well as internships. Priority areas include:

- defending the eligibility of staff in the titularization process and defending the latter as a permanent feature of the Organization.
- bringing the realities of precarious staff to the forefront of negotiations with the administration in order to obtain tangible improvements for all staff while defending acquired rights.
- supporting the claims of interns: recognition of internships as professional experience, extension of the representation of ILO interns in the field, provision of regular performance feedback throughout the internship cycle and periodical revision of the adequacy of the stipend.

**Means of action**

- Release the Staff Union’s vision of a contracts policy and invite comments from members.
- Publish the results of the joint HRD/SUC survey on TC contracts.
- Organize town-hall meetings on contracts at headquarters and in the regions to obtain first-hand feedback from staff.
- Introduce this feedback into the SUC proposals on contracts during negotiations.
- Follow up with an appropriate legal strategy to accompany negotiations on contracts.
- Maintain a close and constructive dialogue with the Intern Board.

Coordinator: Katerina Tsotroudi
Members: Enrico Cairola, Carlos Carrion-Crespo, Dan Cork, Séverine Deboos, Elisabeth Fombuena, James Martin, Ian Orton, Gurchaten Sandhu

**Achievements:** The Staff Union succeeded in drawing attention to the realities of precarious staff through discussions at the Joint Negotiation Committee (JNC), widespread consultation with staff and associated legal action vis-à-vis the Administration.
A constructive relationship with the Internboard (IB) accounted for the Interns’ participation in the May Day march, and a stipend increase of 45 CHF for medical insurance costs.

The following actions were organized in the first six months of 2015:

- Guiding principles for the future negotiations on contracts policy released by SUC;
- Town Hall meeting organized at HQ on 26 February and webinars with the regions organized on 28-29 March;
- Survey on contracts and Mandatory Age of Separation launched on 31 March. Initial results discussed with stewards on 18 June and published in July 2015;
- Results of the joint HRD/SUC survey on TC contracts discussed at the JNC and published in June 2015;
- Legal actions lodged against: (i) the illegal practice of so-called “TC assimilated” contracts, which do not result in the titularization of staff, and (ii) the appointment of D staff without a competitive and transparent selection process;
- Brown bag lunches organized with the IB to discuss issues of concern to the Interns.

Challenges ahead: After a promising start, negotiations on contracts suddenly stopped in the absence of a specific timetable. No concrete steps have been taken, moreover, to implement the recommendations drawn from the joint HRD-SUC survey on TC, despite prior commitments by the Administration. In addition, the Internboard is facing recurrent issues such as stipend adequacy at HQ and in the field, and the question of internship recognition for professional purposes. A campaign to mobilize staff around contract policy is to be launched soon.

V. Staff safety and health and well-being

Objective: To create a network of union representatives equipped with the means to defend the rights of staff concerning safety and health and well-being in the ILO.

Means of action

- Support the timely implementation of the occupational safety and health (OSH) policy and procedure through active participation in the Committee on Safety and Health (COSH):
  - Contribute to making COSH a living body: promote regular meetings of COSH in this initial stage and contribute to the timely implementation of the action plan that was developed last year, by pragmatic and realistic action.

- Build up a network of Staff Union representatives and focal points with a knowledge of safety and health issues:
  - Invite union stewards at headquarters to take OSH issues into their portfolio.
  - Support the appointment of union OSH representatives in field offices and promote the establishment of OSH joint committees in ILO offices by October 2015.
  - Contribute to capacity building among SU focal points and representatives by developing user-friendly guidance for OSH representatives on how to fulfil their OSH duties, including simple tools on risk assessments, walk-through surveys and the implementation of practical solutions in collaboration with management.

- Ensure a staff voice in the Steering Committee for the building renovation so that the highest standards on staff safety and health and well-being apply during the renovation of the headquarters building, in consultation with Staff Union representatives, union stewards and focal points. Ensure that staff are kept informed of developments through communications and/or information sessions.
- Raise awareness among Union representatives on the upcoming new policies concerning harassment and continue to address the issue of stress prevention with the administration in order to facilitate well-being at work.

- Mainstream security in all offices, with special consideration being given to auxiliary project offices, and develop security checklists in the guidance provided for union safety representatives, including those in project offices, taking into consideration existing guidelines within the United Nations system.

**Titular members COSH: Julia Faldt (2014-June 2015), Katerina Tsotroudi (July-November 2015), Christiane Wiskow (Working Group Coordinator)**
Substitute members: Valentina Forastieri, Jim Windell

**Working Group Members: Enrico Cairola, Catherine Comte-Tiberghien, Julia Faldt (2014-15), Katerina Tsotroudi**

**Achievements:**
Staff Union initiated information sharing on the implementation of the OSH policy among its members and called for active participation as staff OSH representatives. To date, nearly half of all field offices have successfully established joint OSH committees. Participation in COSH meetings and collaboration with the OSH Coordinator helped to speed up the initial phase of OSH policy implementation. Basic instruments and guidelines have jointly been developed and will be published on the upcoming COSH-website. At headquarters, security and OSH concerns have been raised with the Administration in the context of the building renovation. Initial evacuation exercises started and the Staff Union provided feedback and suggestions for improvement. In the context of a joint working group on addressing stress at work, Staff Union members took part in the development of a report to inform discussions at the JNC.

**Challenges ahead:**
More SU members with interest in volunteering as OSH representatives are urgently needed and therefore, more information and advocacy activities will be organized. The training of OSH representatives has to be started rapidly, and the Staff Union is working with COSH and the OSH Coordinator on training materials. Creating a culture of security, safety and health will be a long-term challenge. Improving collaboration and coordination at the interfaces of the respective units and responsibilities is a need and ongoing effort.

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**VI. Social security**

**Objective:** To ensure that the policies adopted by the SHIF Management Committee and the United Nations Joint Staff Pension Fund (UNJSPF) Committee reflect the needs and interests of existing and former staff.

**Means of action**
- Keeping staff better informed of health insurance and pension issues so that the staff’s representatives on joint bodies can be more effective, by maintaining regular and close communication between the Staff Union (including the Section of Former Officials) and participants’ representatives on the SHIF Management Committee and UNJSPF Committee, as well as through training sessions;
- Promoting and organizing information meetings, general assemblies and referendums to ensure that any proposal to change the structure, programme, benefits or contributions of any fund is clearly and fully explained to participants and that no decision is taken without thorough consultation.
Health insurance
We have already been informed that the SHIF Management Committee plans to raise participants’ contributions in 2015 and to adjust the level of reimbursements. We shall be pursuing the following objectives in close collaboration with participants’ representatives:

- better governance of the Fund
- maintenance of contributions at the current level
- improved benefits and, in particular, speedy reimbursement of medical claims
- adjustment of benefits, especially the many “ceilings” that have not changed for years.

Pension Fund
Since the recent decision of the United Nations General Assembly (December 2014) to allow staff members normally retiring at 60/62 years of age to stay on until the age of 65 if they so wish, we are optimistic about the chances of concluding early in 2015 our current negotiations with the Administration on the compulsory age of retirement (for all serving officials, including TC staff), the extension of active service for former officials and their right to combine employment and retirement.

In addition to participating in various committees and other bodies, the Staff Union’s priority this year will be to counter attacks against SHIF and its participants that are aimed at reducing benefits and splitting up the fund.

Coordinator: Pierre Sayour (until 30 June 2015), Sylvain Delaprison (July-November 2015)
Members: Elisabeth Fombuena, Yvan Poulin, Katerina Tsotroudi
Technical Advisers: Ralf Hussmanns, François Kientzler (former officials), Samir Koufane, Christopher Land-Kazlauskas, Rosinda Silva, Cherry Thompson-Senior, Faustina Van Aperen

Staff Health Insurance Fund (SHIF)

Because of the large number of complaints about delays in the reimbursement of claims, especially for field staff, the Administration has set up a working group in which the staff is represented by the Chairperson of the Staff Union Committee. We are hoping that the group will be able to submit recommendations to the Director-General and that solutions will very soon be found to improve the way the Fund operates (especially the reimbursement of claims) and to relieve its secretariat of some of the stress it has been under.

A major reason for improving the Fund is that the Management Committee has approved an increase in contributions and an adjustment of reimbursement ceilings for the end of the year. Among other things, the increase in contributions is to be accompanied by improved benefits in terms of prevention (total reimbursement).

United Nations Joint Staff Pension Fund (UNJSPF)

Elections to the Fund are currently under way and you are strongly encouraged to vote for the candidates supported by the Staff Union Committee. The most recent survey of the long-term viability of the Fund shows that it is in good shape. That said, the Joint Board of the UNJSPF is following very closely the decisions taken by the new representative of the Secretary-General, who is responsible for managing the Fund’s investments, to make sure that they do not jeopardize its continued viability.
VII. Career development

**Personal promotions and reclassification**

**Objective:**
- To ensure that the personal promotion machinery is transparent and equitable. Push for clarification regarding the eligibility of staff who are being unlawfully excluded from the exercise, such as colleagues in the ILO Administrative Tribunal, former precarious colleagues, and all others who, according to the applicable rules and GB decisions should be eligible.
- To ensure that the global reclassification exercise in the field is launched without further delay and Independent Review Groups are established and active in the field for the examination of job grade review appeals.

**Means of action**
Participation in the joint group on personal promotions, and legal action where appropriate.

**Training policy and performance management**

**Objective:** To ensure that staff concerns are taken into account in the ILO training policy and in the performance management system of the ILO and that policies are implemented in a fair and transparent manner.

**Means of action**

**Training policy:**
- Negotiate a training policy in line with the needs of staff at all levels and categories.
- Reactivate the Joint Training Council and update its terms of reference based on the Collective Agreement on Personal Development Plans, so that mechanisms can be put in place for the Staff Union to be consulted on the use of staff development funds, the impact of training expenditure and assessing how proposed training programmes satisfy staff members’ needs and requests;

**Performance management:**
- Survey the staff regarding the implementation of the performance management system and assess how the introduction of a new system has responded to staff needs.
- Negotiate improvements suggested as a result of this consultation process with staff.
- Negotiate specific performance management procedures for staff working under TC projects and programmes.

**Joint Chairperson of the Joint Advisory Council on Training: Carlos Carrion-Crespo**

**Members:** Manuel Cespedes Ocampo, Séverine Deboos, Sylvain Delaprison, Julia Faldt, Craig Russon

**Achievements:** As a member of the two joint bodies which exist in this field, the Staff Union participated in the personal promotion processes under the first and second track as well as in the titularization process.

After several years of efforts on the side of the Union, the Terms of the Joint Training Council (JTC) were agreed with HRD. These Terms of reference comply with the collective agreement on personal development plans (3 August 2001), and the Office will provide the statistics, analyses and relevant information, including budgetary allocations and associated expenditures. In the context of the PMF, the Staff Union has also negotiated a new framework for the upward feedback process for the performance of managers.
Challenges ahead:

With regard to personal promotions, the Staff Union is concerned that the quota for personal promotions remains very low while requests keep increasing mainly due to inadequate career development opportunities for staff.

In the area of titularization, the Staff Union’s priority this year was, again, to defend the eligibility of certain categories of staff, such as PSI staff, colleagues in the Tribunal, former precarious colleagues who were in the meantime “regularized”, etc. As anticipated in the report to the first session of the AGM for 2015, the Staff Union has taken legal action on the grounds that these categories of staff are being unlawfully excluded from the titularization exercise and should be eligible according to the applicable rules and GB decisions.

VIII. Support to ILO staff in conflict prevention and resolution

<table>
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<tr>
<th>Objective: To enhance transparency and coherence in Office procedures, including those concerning recruitment and selection; transparency in times of reform is essential in order to handle stress, enhance confidence in Office procedures and practices and minimize conflict within the Office.</th>
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<tbody>
<tr>
<td>Means of action</td>
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<tr>
<td>• On-going provision of legal advice to the SUC and individual staff members, in headquarters and in the field, on the application and interpretation of the Staff Regulations, collective agreements and IGDSs, as well as policies and procedures in force. In particular, the unit will continue to provide legal support in the framework of negotiations carried out with the Administration in order to address issues of particular interest to the staff, like contracts policy, recruitment and selection, job grade review in the field, precarious contracts, harassment policy, working time, rewards and recognition and industrial relations in the Office, etc.</td>
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<tr>
<td>• Technical back-up for SUC activities relating to dispute resolution bodies (mediator, review panel, Joint Advisory Appeals Board, Administrative Tribunal of the International Labour Organization, etc.). Among other things, the unit will assist the SUC to file complaints on institutional matters on behalf of the Staff, any time the Staff Regulations are violated, and no solution has been reached through dialogue and negotiations with the Administration. It will also continue to advise individual staff on options for conflict prevention and resolution, upon request, in the framework of individual cases.</td>
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<td>• Information sessions on legal matters at headquarters and in the field.</td>
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<tr>
<td>• Prepare and submit to the JNC proposals to improve good governance, transparency and managerial accountability drawing on best practices followed within the United Nations system (e.g., publication of staff list, review of the ethics and whistle-blower policies, etc.).</td>
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Coordinator: Maria-Marta Travieso  
Members: Yvan Poulin, Craig Russon, Katerina Tsotroudi  
Technical Adviser: Nicolas Lopez-Armand

Achievements:
The Legal Support Unit (LSU) has provided legal advice to the SUC and individual staff members, in headquarters and in the field. It has also continued to provide legal support in the framework of negotiations carried out with the Administration in order to address issues of particular interest to the staff, like contracts policy, recruitment and selection, job grade review in the field, precarious contracts, harassment policy, working time, rewards and recognition and industrial relations in the Office, etc.
The Unit has also continued to advise individual staff on options for conflict prevention and resolution, upon request, in the framework of individual cases.

Challenges ahead:

A competition for the post of legal adviser. Nicolas Lopez-Armand, who has served the Staff Union as its legal adviser for many years, is due to leave his post for other horizons. We would all like to congratulate him on the work he has done and for the legal assistance he has provided for the Committee and for all the members of the Staff Union. The competition for the post will be held very shortly so that the transition can take place as smoothly as possible and so that the Union’s members can very soon have access to a full legal team.

IX. IRIS

Objective: To be attentive to the IRIS roll-out in ILO field offices – 2015 will be the year of the Payroll IRIS implementation for the Africa and Europe regions – and ensure that this change does not result in much deterioration in working conditions of employees.

Means of action

The Union will continue to participate as observer in all reviews of business processes resulting from the IRIS implementation. It remains also a focal point in case of some potential difficulties faced by staff during this phase of implementation.

The Union will demand that ongoing IRIS training be put in place at Headquarters as soon as possible in order to provide adequate career development opportunities to General Services staff and stop the re-employment of retired officials.

Focal points: Manuel Cespedes Ocampo, Sylvain Delaprinson

Achievements:

Following insistent demands from the Staff Union, IRIS training was finally made available to General Service staff at headquarters and is no longer obstructing their career progression.

The IRIS roll-out for Payroll activities will be fully implemented at the end of this year. It means that the production of salaries will be made from Geneva headquarters for the entire ILO staff, in liaison with focal points from field offices.

The Staff Union’s IRIS team took part in all the working meetings on this topic, where the main role was to ensure the smooth incorporation of these changes in the new functions or responsibilities of staff in field offices.

This year was also marked by the finalization of the incorporation of annual leave into IRIS for staff from Geneva office.
SECTION 2 – Staff Union Means of Action

I. Communication

Objective: To increase communication with staff on both current issues and progress achieved by the Staff Union, in close coordination with the thematic working groups.

Means of action

- Issuing regular updates to staff via the website and social media and by other means
- Using creative and inclusive channels of communication, such as the posting of weekly bulletins on latest developments
- Launching a new Staff Union website
- Developing new marketing materials for various campaigns, including member recruitment

Coordinator: James Martin
Member: Yvan Poulin

Achievements:
The Staff Union continues to work diligently on communicating with its members. Comparable to last year, the website has maintained over 10,000 visits with over 25,000 pages viewed but has also increased the amount of time spent on the site per visit. The same goes for the number of “likes” on Facebook which is now up to 838 but has increased its reach from just over 300 people per post to over 1,000 people per post. The weekly posters have also been going strong with very positive feedback.

We are also launching a redesigned website to further increase our visibility and have redesigned the Staff Union logo, both of which will be launched for this session of the AGM.

Challenges ahead:
The news for Union Magazine is not so bright. We have lost several members of the editorial committee and have seen a sharp decline in article contributions, making it difficult to get the issues out. Union Magazine represents the voices of the staff and any volunteers willing to get this back on track would be warmly welcomed.

II. Membership, representation and training

Objective: Recruit at least 150 new members in 2015 at headquarters and in the field, and strengthen the network of union stewards at ILO headquarters. Advance the mission of the union steward network, to promote, protect, and defend the interests of the staff at the constituency level, and to contribute toward building the ILO Staff Union.

Means of action

- Strengthen the capacity and relationships among the existing stewards in 19 constituencies at headquarters, through bi-weekly coffee meetings, and quarterly half-day trainings to boost the capacity and confidence of stewards to represent staff at the constituency level.
- Establish and maintain a systematic database that identifies gaps in membership, as a basis for a recruitment and internal organizing campaign.
- Expand outreach to precarious staff, including those on short-term, fixed-term and Technical Cooperation contracts, including staff in the field.
- Activate current members and get them more involved in the working groups of the ILO Staff Union.
- Enhance the capacity of staff representatives (including stewards and new members of the Staff Union Committee) to recruit and communicate with members, through the design and delivery of two, one-day workshops on organizing and communication skills.
- Develop the leadership capacity of union stewards according to areas of interest, such as facilitating union meetings and holding labour-management discussions at the constituency level.
- Promote awareness and implementation of the new anti-harassment policy, by working with the Gender and Work-Life Balance Group and Legal Adviser to train staff representatives on skills to detect and talk with staff about moral and sexual harassment in the workplace.
- Expand the union steward network to a minimum of 25 constituencies (out of 37) by the end of 2015.
- Develop a user-friendly guide to help union stewards in their duties, including through updating the Staff Representatives’ Training Manual, following the conclusion of the negotiation of the new Contract Policy.

**Coordinators:** Dan Cork, Yvan Poulin  
**Members:** Elisabeth Fombuena, Craig Russon, Gurchaten Sandhu

This year, the Staff Union registered 162 new members from January to September as well as seven voluntary resignations. The majority of new members who joined were stationed in the field (134), with 28 new members in ILO HQ.

The Union Stewards and Organizing Working Group continued to strengthen and expand the network of union stewards in ILO HQ, with union stewards now present in 20 out of 37 constituencies, with the newest steward elected in Infotec 2, representing staff in the Library. Following the Vision and Strategic Plan established by the Union Steward Network in 2013, this year there was once again a strong focus on capacity building of the stewards to carry out their roles and functions at the constituency level. Through the course of two, 1-day interactive training sessions for union stewards, the members of the Union Steward and Organizing Working Group motivated and developed the capacity of stewards to communicate with staff, recruit new staff to join the Union, and engage with management at the unit level, solve problems in the workplace, and promote awareness of the Staff Union’s achievements and challenges experienced this year in the negotiations with the Administration.

The Union stewards continued their regular coffee meetings on a bi-weekly basis, during which they shared the concerns and challenges faced by colleagues in the various HQ constituencies with one another, and shared good practices on developing relationships with staff and solving different sorts of individual and collective issues at the unit level. This year’s regular coffee meetings each dealt with a particular theme of interest to the stewards, with topics such as the Building Renovation, problem solving, Contract Policy Negotiations, and the new Mobility Policy.

Union stewards developed greater skill in organizing staff and in developing targeted approaches toward outreach to staff on different types of contracts. A key success of the Union Steward Network this year was the strong contribution of the Network in mobilizing staff in HQ to attend the Town Hall Meeting on Contract Policy. Organizing staff was improved through the active involvement of the union stewards.
The Staff Union Committee provided regular support this year to the union stewards in FPRW, who demonstrated courage and determination in their support for staff during a very challenging transition year in which there was a great deal of uncertainty about future employment with the ILO. The Union’s support for the FPRW staff, who are nearly all on precarious contracts of one year or less, included regular meetings with staff facilitated by the stewards, constant engagement with HRD and management of the branch, as well as information sessions with the Staff Union’s Legal Adviser and Staff Union Chairperson.

In September, leading up to Union Day, the Union Steward Network continued its department- and constituency-level engagement, building upon the successful model of engagement and support for staff in FPRW.

Overall, the union stewards network continues to strengthen the foundation of the Staff Union, through membership outreach and a leadership development process that continues to motivate the stewards to defend the rights and interests of their colleagues.

III. Use of financial resources

**Objective:** To maximize transparency in the use of financial resources.

**Means of action**

- Review the control and monitoring process for all financial transactions
- Continue discussions with the administration with a view to the establishment of bank accounts in duty stations where local fees are retained
- Issue a Staff Union circular clarifying the financial role and responsibilities of staff representatives in the field.

**Treasurer:** Sylvain Delaprison  
**Assistant Treasurer:** Séverine Deboos

**Achievements:** The centralization of the payroll has led to the review of procedure that guarantees that the Union’s local representations have access to the share of union dues to which they are entitled (75 per cent of the amount contributed), and this for two basic reasons: financial control and payment of the funds.

**Challenges ahead:** The discussions with the Administration allowing our local representations to open bank accounts in the name of the ILO Staff Union, under the responsibility of the International Labour Office (especially in countries where staff associations have no legal status), have been interrupted. The Administration is not yet prepared to back such a scheme, on the grounds that, according to them, it would not be compatible with the general rules and procedures for auditing.

IV. Promoting solidarity and representing staff across the common system

**Objective:** In keeping with the Staff Union Rules and with the Resolution concerning the impact of UN Reform on the International Civil Service adopted at the second session of the annual General Assembly in 2007, the Staff Union will continue to actively support the work of our international federation, CCISUA, by striving to:
• engage in concerted action with the various staff unions and associations and with the federations in order to defend the rights and further the interests of ILO staff and international civil servants;
• devise and implement joint strategies and approaches within the CCISUA and FICSA, notably with regard to the overall review of benefits initiated by the International Civil Service Commission (ICSC) and to the general service salary survey to be conducted in a number of duty stations (including Geneva);
• pursue our active participation – through the CCISUA (our international federation) and other international federations – in all inter-agency security policy discussions, including the UN Security Management System Network and the HLCM High-Level Steering Committee on Safety and Security.

Means of action

With regard to social protection and family benefits, salaries and working conditions, we shall need to call on our own members’ technical knowledge of social protection, family benefits, salaries and working conditions if we are to recommend improvements and reverse the current decline in our conditions of service. As it did with the alarming trends it noted in the United Nations General Assembly, the Staff Union will keep ILO personnel regularly informed of development and of the fallout from the current compensation structure review.

As a member of Public Services International (PSI) the Staff Union Committee will continue to take part in any action it proposes to defend the conditions of employment and work of public servants worldwide.

The Committee will also maintain close ties with other unions in Geneva regarding any issues surrounding the headquarters agreement or the employment conditions of employees working for enterprises that have a contractual agreement with the ILO, particularly those involved in the restoration and renovation of the ILO building.

Coordinator: Catherine Comte-Tiberghien
Members: Manuel Cespedes Ocampo, Dan Cork, Sylvain Delaprison, Gurchaten Sandhu (UN Globe focal point), Pierre Sayour, Katerina Tsotroudi
Technical Advisor: Valentina Stoevska

As an affiliated member of the Coordinating Committee of International Staff Unions and Associations of the United Nations system (CCISUA), one of the federations of international public servants, and of Public Services International (PSI), the ILO Staff Union is regularly and directly involved in the actions and activities undertaken by the two organizations. Representatives of the Staff Union Committee attended the CCISUA General Assembly in Bangkok last spring and several theme-based meetings of the International Civil Service Commission (ICSC) that were held to defend the salaries and other conditions of service of ILO officials.

As to the overall review of the entire benefits system for United Nations officials which is now in its concluding stages, we can here and now confirm that the review really does undermine our present conditions of employment significantly.

Whether on the issue of salary surveys or on the fixing of post adjustments in the various duty stations, the representatives of the ILO Staff Union, in close collaboration with the staff unions and associations of the other United Nations organizations, have once again had to fight to maintain our existing conditions of employment and to resist any unreasonable demands for a cut in salaries. Where they were unable to do so, legal steps have been taken whose outcome we are still awaiting.
At ILO headquarters in Geneva, a general service salary survey is currently under way in which the Staff Union has taken an active part.

In the area of freedom of association, the ILO Staff Union was closely involved in all actions undertaken locally and internationally concerning the dismissal of the Chairperson of the WIPO Staff Association, which in February 2015 asked the President of the ILO Staff Union to preside over its Ordinary General Assembly, which was held on United Nations premises.

The Staff union also maintains close ties with national unions in Geneva and, both out of solidarity and in our common interest, take part in some of their activities (the annual 1st of May parade, a demonstration by the national and cantonal public service). Moreover, in response to legislative amendments that have major implications for the conditions under which international civil servants can apply for Swiss nationality, several inter-organization meetings were held and appeals made to the heads of international agencies for the existing situation to remain unchanged. Given the sovereign democratic power of the host country, however, these actions have had limited success.

II. REGIONAL ACTIVITIES

Africa

Titular member: Roger Mavinga Nkambu
Substitute member: José Tossa

Main activities:

1. Mission to Dakar. At the request of the outgoing Staff Union team, the titular and substitute members went on a mission to Dakar in December 2014 for the election of the new team and to discuss various issues, such as office premises.

2. Field structure review. With technical support from the Staff Union Committee, the titular member assisted in the consultation organized in the region concerning the various proposals of the field structure review in Africa.

3. Return of the Regional Office to Abidjan. The Director-General’s decision to relocate the Regional Office was at once a cause for rejoicing and a source of concern about its possible consequences. So far, the Staff Union Committee has secured the unconditional return of all staff who were formerly based in Abidjan and before being relocated to certain offices in Africa as a result of the 2005 crisis.

4. Staff Union Assistance Fund (SUAF). At the request of the Staff Union Committee, the Fund made loans and/or gifts to several staff members in precarious circumstances (end of contract, insolvency, sickness, disaster, etc.).

5. Regional consultations. After a period of relative inactivity, meetings between the Regional Director and the staff representatives of country offices and technical support teams in Africa have started up again. They provide a useful opportunity for the two parties to discuss issues between themselves and to clarify any possible misunderstandings.

6. Reclassification. After putting up a fight, some of our colleagues have now been reclassified.
7. Assistance, support and advisory services. The Staff Union provides advice and guidance to any members of the staff who consulted it and does everything it can to maintain good labour relations in the regions and cordial relations among the staff.

Future challenges:

1. Impact on conditions of employment of the relocation of the Regional Office to Addis Ababa. The Office’s relocation has given rise to some concern among the staff, who fear that certain posts will be done away with. The Staff Union is involved in fierce negotiations to ensure that no post is suppressed.

2. The field structure review and its effect on staffing. Restructuring has sometimes taken place without necessarily producing the expected outcome. As a result, staffing is not always adapted to the workload generated by the changes.

3. The regrading of posts has still not been clarified. This is an ongoing problem. So far there has apparently been no significant progress, despite the fact that the imminent global regrading exercise shows every sign of being little more than a gimmick to make the administration look good. Moreover, the highest grade at the ILO is usually NOB and, very occasionally, NOC. Inasmuch as the ILO is part of the United Nations system, it has to assume its role fully along with its implications.

4. Safety and security of field staff in the face of new forms of terrorism and epidemics. United Nations staff everywhere continue to be a target of terrorist attacks, and the plethora of terrorist movements in Africa is a source of real concern for the future and technical cooperation and the safety of UN personnel. The number of countries emerging from recent conflicts where conditions of safety are precarious, the resurgence of urban gangs, pick-pocketing, bag snatching and armed robbery, etc. are as many reasons why the ILO, both as a member of the common system and on its own initiative, must in the name of equal treatment and social justice take appropriate steps to protect its local staff, by the same token as it protects their international colleagues. Anything else would be tantamount to failing to assist a person in danger.

5. Working conditions and occupational safety and health. The resurgence of epidemics and new forms of disease calls for greater vigilance at the workplace and the adoption of occupational health measures. It is unacceptable that visitors should use the same sanitary facilities as members of the staff. The extra workload generated by successive reforms without the corresponding adjustment of the quality and quantity of human, financial and logistical resources poses a threat to staff health and undermines the Organization’s image.

6. Reimbursement of medical claims (excessive delays). There has been some progress, but the SHIF staff is so small that it has little hope of making significant inroads on the backlog of claims for reimbursement.

7. Career development and training. There should be more genuine career advancement if we are to benefit as we should from the accumulated experience of the past 100 years. The ILO is not an NGO and it is not just any United Nations agency either. The right person has to be in the right place, and there should be an ongoing training programme to ensure that the staff are really up to meeting their new responsibilities.

8. Retirement age at the ILO. The ILO’s position needs to be brought into line with that of the United Nations system.
9. **Access of local staff in certain countries to loans from the UNFCU.** The Staff Union Committee must actively advocate improving the social conditions of local staff by facilitating their access to such loans.

**Americas**

**Titular member:** Amalia Cuba  
**Substitute member:** Maria-Marta Travieso

**Field Review Process:**
Our region remains much concerned since the Process began. Staff has not been duly informed in due time – although we met with Mr. Houngbo on February 27th this year, who told us that he requested the Regional Directors to please inform Staff Union of the proposals for their regions to be submitted to CABINET by March 16th. In our region proposals had already been sent without staff knowing about them. After many requests for information, we called for a SU Assembly in Lima on April 20th and invited the Regional Director to provide staff with information. However it was considered insufficient and staff requested that she please share the proposals in writing. She sent them at the end of April. We shared them with everyone in Lima and also in the region. We received several comments from international and nationally recruited staff from all offices in the region which were submitted both to the Regional Direction as well as to CABINET. We have not received any news recently (June).

Staff is highly concerned because we have read in the proposal that some DWCTs or offices will receive one or two additional Specialists and some others will be reduced, therefore staff may be affected either way if terms of reference are not clearly determined or posts are reviewed in order to adjust their TORs to the new workload and tasks requested in each position.

**SHIF:**
America and the Caribbean has suffered from *more than one-month* SHIF-claim-reimbursement delays; although the SHIF’s Executive Secretary has been most helpful with us, we insist that delays are unacceptable especially for the financial damage generated in the officials’ economy. ILO retirees also suffer from long delays. The ILO and CABINET should take the situation of SHIF very seriously. The SHIF is ours and it depends completely on ILO’s management.

**New Regional Director:**
Mr. Jose Manuel Salazar-Xirinachs was appointed Regional Director, starting on June 1st 2015. He was to join the Regional Office in Lima in July. *We hope to have a closer and more permanent dialogue with the Regional Direction and receive information in due time especially considering that our region will soon face changes in some offices after the Field Review Process is implemented.* Management of information, close and transparent communication with staff and respect of ILO rules and rights at work are crucial for any good working environment mainly in light of the structure review process. We have also stated clearly that we expect better Human Resources practices and clear HR regulations to be applied as well. We have also reminded the Regional Direction that we do have Guidelines on Managing Change and Restructuring Processes agreed in the JNC in August 2012 to be followed, when the process starts.

From the SU side we have offered all our support in order to make this process successful though we expect as staff to also be respected and be informed and participate accordingly.
Asia and the Pacific

Titular member: Amrita Mehrotra
Substitute member: Dan Cork

For the Asia and Pacific Region, the following issues are very important:

Field Structure Review:
- The staff needs to be regularly updated on the Field Structure Review and the Staff Union should be actively involved in the process in order to address any concerns.
- While appreciating the fact that there will no merger of offices in the region and no downsizing of offices, the issues of local staff have been put across, i.e. additional workload, reclassification of posts.

Global reclassification and grading:
- This is very important as it will lead to career development. It is important that the job descriptions rely on the real tasks performed, and that the grades and position titles be aligned with the best practices in the region. This exercise should not result in downgrading of any position.
- Training needs resulting from this exercise should be addressed from Staff Development Funds (SDF) both for RB and TC staff. SDF should be monitored by a joint committee comprising of the SU and the Administration in each office.
- An Independent Review Group (IRG) should be set up at the Regional level for the A&P region to take up the appeals resulting from the reclassification exercise. Members of this group should be both from the SU and the Administration.

Local Salary Survey:
- The present methodology is posing major challenges and not in line with the Flemming/Noblemaire principles, as UN salaries are no longer “one of the best”.
- ILO Administration should take it up with the ICSC/UNOHRM to ensure that the methodology reflects the labour market situation at the country level and results are realistic.
- Avoid implementation of dual scales as it does not reflect the principle of equal pay for equal work.
- Training of core ILO staff on the salary survey exercise.

Recruitment and Selection:
- On the basis of the new Recruitment and Selection procedure at HQ a similar procedure should be established for the A&P region.
- The best practices in the region should be maintained and encouraged. There should be involvement of the Staff Union in the process and it should be based on merit, transparency and equal opportunity to all ILO staff.
- The requirement of international experience for national staff should take into consideration the fact that the staff, by virtue of working with the ILO as international civil servants, have the requisite experience.
- SU needs to train its members to take part actively in the recruitment process.
Mobility:
- The mobility policy should be time bound, fair and transparent. Staff who have done their maximum duration should be given priority, as also complexities of family circumstances given due consideration.
- Local staff should have the possibility to gain international experience.

SHIF:
- Ensure better functioning of the SHIF, timely processing of reimbursements. Administration should provide SHIF with necessary means for this purpose.
- Authorize on-line submissions of claims which will assist in timely settlements.
- SHIF cards should be sent with the start of the contracts
- There should be no further increase in SHIF deductions.

TC Staff:
- TC staff, especially those who have put in more than 5 years of service should be integrated into the mainstream and provided job security. In case there are no opportunities under RB, then they should be moved from one project to the other. They should also have access to SDF funds and be linked to the merit increment policy of the office.

Europe and Arab States

Titular member: Rania Bikhazi
Substitute member: Christiane Wiskow

The activities in the Region of Europe and the Arab States are diverse and based on each region’s specificity. They can be grouped along four main achievements:

1. Increasing membership base and strengthening representation
2. Building capacity of staff members serving as committee members or representatives of the Staff Union
3. Ensuring the Staff Union is involved in all office related decisions affecting staff especially in light of the field reform and restructure.
4. Challenges ahead and priorities for action

1. Increasing membership base and strengthening representation

An important achievement in March 2015 was the successful election of a new Staff Union Committee in the Regional Office for the Arab States including two regular budget members and one TC staff to ensure better representation of office staff.

From June 2014 till June 2015, the SUC in Beirut worked on increasing the number of Staff Union members (P, NO & G) and extended its efforts to technical cooperation projects in the field. A total of 8 staff became new members and are divided as follows: 2 P (TC), 4 NO (TC) and 2 G (1 RB and 1 TC).

There has been no change in the number of SU members in the ILO Western European Offices, namely Berlin, Lisbon, Madrid, Rome. In the Brussels Office, one staff union member was lost after leaving the organization.
2. Building capacity of staff members serving as committee members or representatives of the Staff Union

Given the importance of the Local Salary Survey, the Staff Union Committee sponsored the training of one staff union member in the new survey methodology workshop that was held in Vienna (25-27 June 2014) to have this staff act as a member in the Local Salary Survey Committee along with the Office Local Payroll representative (financially covered by office funds). The aim is to ensure a more effective representation of the staff in the Salary Survey Committee led by ESCWA.

In Brussels, the Staff Union representative for Western Europe is a member of the Local Salary Survey committee which comprises 26 UN agencies. Since 2011, there have been only interim salary surveys and the last salary increase was on 1 June 2014 for G and NO staff.

3. Ensuring the Staff Union is involved in all office related decisions affecting staff especially in light of the field reform and restructure.

The Staff Union Committee in the RO for Arab States reports on four main achievements:

- In line with the proposals made under the field reform and restructure of offices, SUC Beirut was consulted by management on opening two vacancies in the Regional Office for Arab States, for the biennium 2016-17, namely Statistician and OSH/Labour Inspection Specialists. The grades to be applied were also shared with the Committee.
- The Staff Union was also consulted on assigning a coordinator from the Beirut DWT in the Jordan office – direct selection or internal announcement – to act as ILO representative and participate in all UNCT meetings. The Committee advised Management to avoid direct selection and requested that an internal announcement be made for those interested.
- The Staff Union participation in the Staff Development Committee to ensure a more just and transparent process of applications, especially as it relates to the eligibility of TC staff, has so far been a success and remains a best practice.
- In accordance with the latest IGDS issued on the establishment of Committees on Occupational Safety and Health in Regional Offices, the Staff Union in Beirut has succeeded in assigning two staff union members to take part in a recently established OSH Committee made up of one management representative and the OSH technical specialist once appointed.

In the Budapest Office, the SU has initiated dialogue with management on the filling of two Programme Assistant positions whose financing is pending following the retirement/promotion of their respective incumbents. No final decision has been reached yet, the dialogue is on-going but filling both positions is an absolute priority, otherwise the functioning of the Budapest office is jeopardized. Another issue under discussion is the grading of two positions, where management proposed a downgrading following the retirement/replacement of the respective incumbents; the SU does not see the downgrading justified and is still in negotiations.

At ILO-Brussels, a Communication and Public Information Assistant position needed to be filled. The vacancy was published and the selection procedure was transparent. An additional P post will be opened at the ILO Brussels office in 2016 due to the retirement of 2 G staff members in Paris and Berlin. All staff of ILO-Brussels are members of the OSH Committee and the SU representative is the focal point.

4. Challenges ahead and priorities for action

- **Security and safety of staff members** remain a priority for the Staff Union representatives in the Arab States and Europe that strives to ensure that all staff members, regardless of contract
types, years of services and grades, are provided with all security requirements/equipment and training. **Needless to say that in addition to physical security, job security and continuity remains a priority for the union to work on in case of closure/merger of offices, evacuation or any other consequence of the field reform and restructure.**

- **Employment related issues** which remain of concern to the Staff Union are:
  
  - Equality of opportunities and treatment of staff regardless of status: As an example, “the Madrid Office Model” needs to be revisited as there should be a more equal treatment between national civil servants, detached by the Governments and who have been working permanently for the ILO, and the ILO staff (HQ or field). Specifically equal treatment should be applied in the following cases:
    - Screening and evaluation stages in competitions for such colleagues that have at least five years of continuous service with the ILO. They should be given the chance to apply as internal candidates.
    - Promote and enable temporary mobility of people working at these offices, regardless of their contractual status (detached national civil servants, TC or RB).
    - Titularization: Due to some old field structure, ILO staff in Western Europe branch offices are not eligible to WLT contracts. The justification being that the establishment of these offices should have been of temporary nature. This is not the case anymore and after so many years it seems only fair that staff members of these offices have access to titularization.
  
  - Recruitment, selection and mobility: A transparent and fair process as well as equal opportunities are needed in both HQ and the field.
  
  - Reclassification and grading. This is a concern in the Arab States due to the urgent need to revise job descriptions against duties performed by staff members leading to various requests of reclassifications. The same applies to ILO Western European offices, namely Berlin, Brussels, Lisbon, Madrid and Rome where people in charge of finance and administration are stuck in their G grades and unable to move to the NO level while performing higher level responsibilities and having the required educational background, language skills, and years of experience. It is important to note that staff members performing similar duties in Moscow and Ankara already benefit from the NO grade.

- The complaints from staff and the long-standing problems on the **functioning of the SHIF** continue to be of importance to the Staff Union especially those related to long delays in reimbursement and responsiveness.

**Turin**

**Titular member: Valéria Morra**  
**Substitute member: Enrico Cairola**

The situation of Turin staff continues to be very critical: in five years the staff has been considerably reduced, the workload has increased and the use of overtime systematic; many staff members, including those working on core functions, are employed under project-based (PB) contracts, several for more than ten years. The Director continues to manage the Centre by unilateral decisions, lack of consultation, lack of respect of established rules, and deterioration of bureaucratic procedures; many complaints to the ILOAT have been presented.
In October 2015 the Centre should celebrate its 50th Anniversary, but this has been denied.

Another problem is represented by the fact that Turin staff has no access to the ILO mobility, and continues to be considered as not pertaining to the Organization.

A new Staff Union Committee was elected in March and a Programme for 2015-2018 adopted by the General Assembly. The main goals are:

- Stop the recruitment freeze and restore occupational levels adequate to the workload.
- Same rights for project-based and Regular Budget staff; and progressive regularization of PB staff with long seniority (currently under negotiation at the JNC).
- Titularization exercise which is overdue. Up to 33 staff members had the right to an indeterminate contract as at December 2013, but the exercise was delayed.
- Effective implementation of the existing regulations on “overtime work”.
- Implementation, as of January 2016, of the choice by staff in service before January 2014 of the retirement age (60/62 or 65).
- Improve work-life balance: alignment to ILO improvements on maternity/paternity protection and childcare facilities on campus.
- Improvement of work organization and working conditions, in particular OSH conditions.

As at June, only the alignment of the Centre’s Staff Regulations to the amendments of the ILO’s Staff Regulations on Parental leaves has been obtained.

III. OTHER BODIES

Former Officials’ Section

Executive Secretary: François Kientzler

The Former Officials’ Section meets regularly twice a month, inter alia, to discuss the latest developments in the Staff Health Insurance Fund and in the United Nations Joint Staff Pension Fund. Complaints were voiced by former officials with regard to the persistent delays in the reimbursement of healthcare costs. The Pension Fund’s functioning and investment policy was also discussed at length in the light of recent information on the subject. The Bureau of the Section responded to a large number of requests for assistance from former officials, notably on tax issues.

Message appeared twice in the course of the year, thanks to its editor and to several retired volunteers. The Executive Secretary took part in meetings of the Association of Former International Civil Servants (AAFI-AFICS), and the Section maintains good relations with the other associations of former employees in Geneva. The “Cercle d’arts” was revived.

The Bureau of the Section enjoys fruitful cooperation with the Staff Union Committee which the President thanks for having made it possible for its office space to be relocated near the Union’s secretariat.

Notable events in the course of the year included the annual receptions for former officials in May and December, the joint October 2014 seminar with former officials of AAFI-AFICS and WHO on “Preventing and overcoming loneliness by older people”, participation in the seminar on retirement, and organization of a highly successful information meeting for retired officials (120 participants) in the Geneva area on 17 June 2015.
International Civil Servants’ Mutual Association (MEC/AMFI)

Staff Union representative: Pierre Moulet

Although this was a good year for the Association, there was a sizeable drop in members’ deposits which began in September 2013 when the Board of Directors reminded members of their duty to comply with relevant tax requirements. Because the MEC as an institution is attached to the United Nations and its specialized agencies, it cannot possibly allow itself to harbour funds that do not meet the requirements of tax law. That law now requires the Association to conform to any new practices in the host country, for example by verifying that its members comply with their obligations, by refusing to accept members or members’ funds whose fiscal situation is not clear, by refusing members’ funds that do not meet requirements and by refusing to re-admit members whose account was not in compliance with the law at the time of their admission. Any members who do not yet comply with the relevant tax requirements must without delay take steps to regularize their situation.

The Memorandum of Agreement between the Association and the Office of the United Nations in Geneva was updated in 2014.

An audit of the Association’s internal control system was carried out by PricewaterhouseCoopers, which reached the following conclusions:

1. The authority given to the Union Bancaire Privée (UBP) by the MEC has been found to be too extensive and has been reduced.
2. The risk factor associated with using computerized information needs to be further reduced.
3. Access to computerized information by MEC personnel is now restricted.
4. All operations carried out on the MEC’s backup application have been registered.