ANNUAL REPORT OF ACTIVITIES OF
THE ILO STAFF UNION COMMITTEE

2000-2001

Submitted to the Second Session of the
Annual General Meeting of the Staff Union

Geneva, 30 October 2001
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Introduction

1. Two years ago, the whole Staff Union Committee (except one regional titular member) sought a new mandate. Those who stood for election then vouched to focus on matters that could unite the staff of the ILO. Half of the members elected in 1999 served for one year, and the second half will complete its mandate at the end of this coming November. In introducing this report of the Staff Union Committee to the members, it is altogether befitting to state at the outset our belief that the main resource of the SUC during these past two years has been our ability to work as a team, guided by the mandate given to us by the General Meetings. It is also appropriate to mention that many members of the Union, who, for one reason or another, do not wish to stand for election, have participated in working groups or provided advice to the Committee or to the JNC. Many members, both in Geneva and in the Field, have come forward to act as facilitators, as members of the Joint Panel, as members of Assessment & Development Centres and as members of the Independent Review Group (for grading); others will be nominated as representatives in newly established joint bodies such as the Joint Training Council, with mandate to set and prioritize training needs for the office, with the active participation of regional offices, on an annual basis. The array of participatory activity has increased in 2001 well beyond what was already established in 2000. And the outgoing Committee takes pride in this wide-ranging implication of staff – both senior and new, both in HQ and in the Field – in activities that the Staff Union has led in the name of ILO staff.

2. Quite a few staff members have joined the Union in the period under review, with more new members from among Field staff. Anyone who ever doubted that a single Union - speaking with one clear voice for GS, L, NPO, P and even D staff, for all duty stations worldwide - is the proper structure, will have to recognize that a large majority of ILO staff worldwide has joined the ranks and clearly believe that one union is the right structure in the face of one employer.

3. In the last 24 months we have embraced a relationship of partnership with management. This “Partnership Approach” is a means, not an objective. We have not renounced on any legitimate demand, or on the option of conflict, if necessary. Partnership does not mean across-the-board co-determination, nor does it mean accepting all decisions taken by management. It means an ongoing consideration of issues of common interest, and a search for outcomes that are acceptable to both parties. We submit that we have gained more through a win-win relationship, and the tangible results speak loud. At the time this report goes to press (September 2001) we have signed seven collective agreements (3 in 2000 and 4 in 2001), dealing with mutual recognition as bargaining agents, recruitment and selection, establishing a baseline grade for all officials, a new grading system, a plan for personal development, and two fundamental agreements on the resolution of grievances and harassment-related grievances. And before the expiry of our mandate, we expect to negotiate new rewards and benefits, and to delink merit, personal promotion, and titularization, from the old (and, in the opinion of the Committee, ineffective) performance appraisal system.

4. We also agreed with HRD on the need to effect other changes, such as a joint submission to the International Civil Service Commission to introduce a unified grading system for all categories of staff (doing away with the GS/P divide); to negotiate a reform of contracts policy; and to advance the process of reform of the Statute of the ILO Administrative Tribunal.
5. As a result of these agreements, 186 people received a promotion this year through the baseline matching/grading exercise in HQ alone; 170 more people requested a review of their grade, and over 100 have submitted their case to the Independent Review Group, something that never happened on this scale before now. We have a new and better system to grade posts, assess capacities for individual career development, oriented to a fairer recognition of work done well and potential for growth. Decisions in the JNC have resulted in the titularization of 124 staff members under the 2000 exercise. Also, the long-awaited “National Officer” category is being implemented in Field duty stations, in replacement of the PASO/SPASO grade. And most officials employed under precarious conditions have been regularized.

6. Our new internal system of justice aims to solve problems as soon and as close as possible to where they arose. For the first time in the history of the ILO, there is a coherent policy to prevent harassment, to protect staff against this employment-related social disease, and to punish harassers. For the first time in the history of the ILO, we have an Ombudsperson, selected jointly by the Staff Union and the representatives of the Director General. For the first time in the history of the ILO, we have a Joint Panel, chaired by a neutral outsider who was also selected jointly by the Staff Union and the representatives of the Director General. And with the legitimization of Class Action, groups of officials can defend their interests collectively even better than ever before.

7. In all collective agreements, we repeatedly recited the mantra of “the three Gs”: Gender, Grade and Geographical considerations. In addition, in recognition that about half of our members are Field staff, we organized last August, for the first time ever, a Global Meeting of Staff Union representatives from duty stations around the globe. One of the main topics discussed was implementation in the Field of the collective agreements, in the same manner as in HQ. The impressions and conclusions of this activity are reported elsewhere in this report.

8. The Union was also active in preserving staff rights in the face of the reorganization of certain units. Four “problem hubs” drew particular attention due to inordinate tension: RELCONF, BEIRUT, the language teachers and INTER (with particular concern about VOYAGES, messengers and guards). Each of these situations was unique, but in all cases the common thread was that managers on the eve of their departure from the office were intent on introducing unilateral changes that were not favourable to staff. It is a sad irony that autocratic chiefs who will not be around to assume consequences of their mismanagement are still allowed by the Office to reorganize. The Union has tried as best it could to voice the positions of the staff, but was able to obtain only partial results.

9. Lastly, the Union has conducted several consultations, notably during and after the Global Meeting, on our relations with FICSA and other interorganizational unions. We hope that the conditions that could justify our return to activity in these bodies will be satisfied soon.

10. We present this Annual Report with a sense of accomplishment with activities and results achieved, and with humility in the face of the truth that only time will tell whether collective agreements can advance our interests in the long term. In particular, the agreements should be implemented in the Field as in HQ, with the proactive involvement of Field staff. Likewise, more participation of younger officials in all union activities and representative-bodies is also key to the success of our Union.
11. We have tried our best to further the common cause and we have also tried to respond to individual requests for support. We thank all members for the trust and support they have given us during our mandate. And we hope that the next Committee will pursue the unfinished business passed to it by the outgoing Committee.
Joint Negotiating Committee

Union representatives: David Dror (Joint Chairperson), Abdoulaye Diallo, Mary Hamouda, Ditiro Saleshando, Hipolito Tournier (replaced by Jean-Yves Legouas from 1 October 2001), Fernando Peral (Joint Secretary)

12. Between January and September 2001, the Joint Negotiating Committee held seven meetings1 totalling 15 full working days, to discuss and negotiate substantive issues (harassment-related grievances, arrangements for the establishment of a baseline classification and grading - including the development of Generic Job Descriptions - for Headquarters and the Field, training and personal development plans, etc.), issues related to the implementation of collective agreements (review of the Rules of Procedure of both the Review Panel and the Joint Panel, nominations of the Chair of the Joint Panel and of the Ombudsperson, appointment and training of facilitators and assessors, drafting of easy-to-use guides on the operation of the new procedures under the agreements, measures aimed at the implementation of collective agreements in the Field, proposed reforms to the ILOAT, guidelines for the technical evaluation in the recruitment and selection procedures, appeals under the Baseline Classification Agreement, etc.). The JNC also fulfilled the missions previously conferred on (a) the Administrative Committee (requests for change of home-leave station, application of hardship allowances at duty stations, titularization, etc.), and (b) the Selection Board. Within the meaning of Article 2.1(d) of the Recognition and Procedural Agreement,2 the JNC also dealt with other issues arising from the day-to-day management and administration in the Office (in particular, restructuring and working climate in INTER (including the dismantling of VOYAGES), in the Regional Office for Arab States and in the ILO Language Centre, as well as the review of RELCONF). Payment of the end-of-year break was negotiated for those whose contract had been cut before Christmas and a new contract given after the New Year. The Staff Union representatives on the JNC consider that the work it carried out in 2001 was satisfactory and that, although deadlines or formal procedures were not always fully respected, the objectives jointly set were reasonably met.

Collective Agreement on a Procedure for the Resolution of Grievances

13. This Collective Agreement was signed on 13 September 2000 and reported to the General Meeting in October 2000. The structure of the Agreement is now in place (i.e. facilitation, Ombudsperson, Joint Panel). Two groups of facilitators have been trained at Headquarters and training in the Field will be organized before the end of this year. The Staff Union and the Administration have jointly appointed the Joint Panel Chair and each Party has nominated titular and substitute members on the Joint Panel. The Parties have also jointly appointed the Ombudsperson, who took up her functions in early October.

1On 16-17 January, 22-24 January, 5-7 March, 8-9 May, 11-12 June, 2-3 August and 5 September.

2Collective bargaining within the Office is defined as negotiations in good faith ... between the Parties on ... issues affecting a group of staff members arising from day-to-day management and administration in the Office.
14. Under this Collective Agreement the Parties agreed to negotiate amendments to the Statute of the ILO Administrative Tribunal and the Staff Union submitted a draft text on this subject to the Administration at the beginning of September 2001.

**Collective Agreement on the Prevention and Resolution of Harassment-related Grievances**

15. This Collective Agreement, signed on 26 February 2001, complements the Collective Agreement on a Procedure for the Resolution of Grievances and follows closely its layout and logic. It applies to all staff members, including external collaborators, daily contract workers, interns, persons on secondment to the ILO, national project personnel, etc. This Agreement defines both sexual and moral harassment. The Staff Union insisted on one integrated agreement covering both kinds of harassment since it is recognized that harassment in its various forms can occur singly, simultaneously or consecutively and means that the staff member does not have to file two separate grievances if the harassment covers both types. Under this Agreement, the Office has an obligation to provide counselling to the parties involved in the harassment-related grievance, to train staff and managers and to issue a policy statement on harassment prevention and resolution. The Staff Union and the Office will also carry out surveys and reviews to assess the nature and frequency of harassment occurring in connection with work in the ILO. In addition the Staff Union and the Office agree to conclude an additional agreement on the possible waiver of immunity from jurisdiction (“diplomatic immunity”) in appropriate cases.

**Collective Agreement on Recruitment and Selection**

16. This Collective Agreement was signed on 6 October 2000 and reported to the General Meeting in October 2000. The Assessment and Development Centres established under this agreement are now functioning, although as a transitional measure they are linked to ongoing competitions. Training of jointly selected assessors is ongoing at Headquarters and arrangements are being made to train field assessors. Guidelines for managers on carrying out the technical evaluation have been finalized.

**Collective Agreement on Arrangements for the Establishment of a Baseline Classification and Grading**

17. This Collective Agreement was signed on 14 March 2001. The procedure laid down in this Agreement is a one-off exercise to give everyone a generic job description and grade before the new grading procedures come into force (see below, *Draft Collective Agreement on Grading*). This baseline exercise was necessary in view of the Office-wide reorganization and the long freeze on requests for reclassification at Headquarters. Generic job descriptions were written, under the guidance of the Joint Working Group on Classification, for all posts at Headquarters and in the Field. The baseline classification process involves three stages: initial matching/grading, review of initial matching/grading by the senior director, and re-examination of matching/grading by the Independent Review Group. At Headquarters the process is now at the third stage and the members of the jointly selected Independent Review
Group have been trained. In the Field, the process started in September 2001 and the initial matching/grading will be finished by the end of October. The members of the Independent Review Group in the regions will be trained later this year. Around 1,200 jobs were reviewed under the initial matching/grading and 186 were upgraded (119 with a retroactive date of 1 January 2000). About 170 officials requested a review by the higher level chief and over 100 have gone on the Independent Review Group stage. Of the 186 officials upgraded, 74 are male and 112 female which has helped to narrow gender gap in the Professional category, although an analysis needs to be made of promotions to the P5 level.

**Collective Agreement on Personal Development Plans**

18. This Collective Agreement was signed on 3 August 2001. The main purpose of the PDP is to enhance career development, particularly through training. Its success therefore depends not only on the implementation of established procedures, but also on political will and on a sufficient budget being allocated to training. The basic principles outlined in the Agreement include: clearly defined responsibilities, equality of treatment, fairness checks and confidentiality. The PDP is owned by the staff member and launched at his/her initiative, the purpose being to identify short- and long-term career goals, individual training and development needs. The PDP is an annual exercise involving the official and the chief and consolidated by HRD for planning purposes including the development of Office-wide training plans and review by the Joint Training Council. The Joint Training Council replaces the Joint Training Committee and its role will be to define priorities in funding and to ensure a fair allocation of funds.

**Draft Collective Agreement on Job Grading**

19. This Collective Agreement is at the final stages of negotiation. These new procedures, based on generic job descriptions and families, will provide a simple, fair and transparent means of placing officials into the appropriate grade and will facilitate a fair and accessible procedure for resolving grading appeals. The responsible chief will review an incumbent’s request to launch a job-grading process and respond in writing within 30 days. If the incumbent does not agree with the response of the responsible chief he/she may appeal to the Grading Appeals Committee consisting of 14 jointly nominated staff members. In case of alleged procedural flaw or unfair treatment, the incumbent may appeal to the Joint Panel created under the Grievance Agreement. An innovation is that the Office must provide career counselling to those officials whose requests for job upgrading have been rejected, if the official so requests.

**Selection Board/new recruitment and selection procedures**

*Union representatives:* Mary Hamouda (titular), Nathalie Dalibard, Abdoulaye Diallo, Liz Piccoli, Ditiro Saleshando, Nadia Skalli

20. The old and new systems are running concurrently. All competitions requested before 31 December 2000 have been opened under the old Selection Board procedures and all
competitions requested from 1 January 2001 under the new procedures. It had been thought that this interim phase would last a few months; however, as of September 2001 there were about 15 competitions still outstanding under the old procedures. Of the competitions under the new procedures, only a handful have gone to the end of the process. The Union representatives face the same problems as in the past, particularly with competitions where the technical panels have not been correctly constituted and in some cases are non-existent. This leads to unnecessary delays in competitions which has nothing to do with the alleged slowness of the procedure, but to the fact that some managers do not want to play fair. Most Professional and some General Service competitions have been opened to external candidates in order to allow those colleagues in precarious employment conditions to apply. Following the promotions granted under the Baseline Agreement, it appears that there could be a shortage of internal candidates at certain grades, but it is too early yet to confirm this trend.

### Joint Working Groups of the JNC

#### Joint Working Group on Resourcing

*Union representatives:* Fernando Peral, Mary Hamouda  
*Office representatives:* Françoise Eyraud, Motoko Aritake (subsequently replaced by Keiko Niimi)

21. This Working Group continued to meet after the signature of the Collective Agreement on Recruitment and Selection to jointly select the assessors and to prepare the draft guidelines for the conduct of the technical evaluation.

#### Joint Working Group on Classification

*Union representatives:* Ditiro Saleshando, Barbara Collins  
*Office representatives:* François Eyraud, Khin-Khin Glauser

22. The generic job descriptions were established under the guidance of this Joint Working Group and with the active participation of one of the Union representatives. The members of the Independent Review Group under the Baseline Agreement were jointly selected and these members will probably constitute the Grading Appeals Committee under the Grading Agreement.

#### Joint Working Group on Personal Development Plans

*Union representatives:* Colleen McGarry, Françoise Jaffré  
*Office representatives:* Thérèse Betchov, Maria Minguèz

23. This Joint Working Group prepared the draft Collective Agreement on Personal Development Plans which was then negotiated and signed in the JNC. It also developed the form which will be used to establish the Personal Development Plan and which is annexed to the Collective Agreement.
Joint Working Group on Contracts
Policy

Union representatives: Mary Hamouda, Fernando Peral
Office representatives: David Macdonald, Christine Elstob

24. Until September 2001, this Joint Working Group concentrated on issues related to the resolution of precarious employment cases and on the introduction of the new National Officer category in the Field. The review of contracts policy as such is considered as a priority issue by the JNC and will be dealt with shortly.

Joint Working Group on ILO Standards of Conduct

Union representatives: Fernando Peral, Abdoulaye Diallo
Office representatives: David Macdonald, Christine Elstob

25. This Joint Working Group was unable to meet during the year due to the heavy workload of the JNC. For the future, the JWG is to discuss the implementation and adaptation of the new ICSC Standards of Conduct to the ILO. The basic idea is that these standards would be considered as a minimum, but that more progressive provisions would be jointly set for ILO officials.

Joint Working Group on Family, Work and Well-being

Union representatives: Hipolito Tournier, Don Kidd, Susan Saidi
Office representatives: David Macdonald, Christine Elstob

26. This Joint Working Group has not met this year, but its members have maintained contacts, particularly as regards the issues of parental leave and life partnership.

Joint Working Group on Titularization

Union representatives: Abdoulaye Diallo, Nathalie Dalibard (2000 exercise)
                        Colleen McGarry, Liz Piccoli (2001 exercise)
Office representatives: Warwick Jones, Elisabeth Lemoine (2000 exercise)
                        Sue Hudson, Elisabeth Lemoine (2001 exercise)

27. The last titularization exercise was finalized and the Staff Union representatives on this Joint Working Group ensured that service under short-term and external collaboration contracts was taken into account for a number of colleagues. A total of 124 WLT contracts were awarded (44 Professionals and 80 General Service (49 at Headquarters and 31 in the Field)). The new exercise is under way; the Joint Working Group held its first meeting in September to decide on the cut-off dates (see Staff Union Bulletin N° 1272).
Other joint bodies

Staff Welfare Committee

Union representatives:   Cicely Wulf, Cléry Bègue

28. Both the President and the representative of the Administration retired this year and, in spite of attempts by the Staff Union representative and the Staff Welfare Officer, replacements have still not been nominated. The last meeting of the Staff Welfare Committee was held in November 2000 and the only planned activity was the Christmas party which the Director-General had decided was to be organized by INTER, although various sections of the Sport and Leisure Association participated actively in its organization. The Staff Welfare Committee is still involved in providing assistance to Russian retirees and is examining the possibility of issuing restaurant vouchers for interns. The Staff Welfare Officer has prepared a proposal for insurance for delegates.

United Nations Joint Staff Pension Fund

29. The participants’ representatives of the United Nations Joint Staff Pensions Fund pursued various issues such as recognition of length of service for certain categories of officials (for example, colleagues in the Beijing Office and the Turin Centre) and the increase in the number of persons working in the secretariat of the ILO Pensions Section in order to improve quality of service.

30. They also participated in the meeting of the Standing Committee of the UNJSPF held in New York in July 2001. This Committee dealt with questions such as investments, the draft report of the working group dealing with pension benefits, the budget for secretarial support and the delicate question of retirees from the ex-USSR.

31. Members of the Staff Union Committee maintained contact with the participants’ representatives to exchange information.

General Service Salary Survey

Union representative:  Cléry Bègue

32. Rescheduled for Spring 2002 by the ICSC, the Geneva General Service Salary Survey is entering a sensitive and decisive stage. In the coming weeks, the local salary survey committee will be, on the one hand, finalizing the list of benchmark employers and, on the other, deciding on the jobs to be used for the survey. Important issues still need to be discussed with the administrations and with the ICSC concerning, for example, the number of employers to be retained or the importance of linguistic knowledge in the job descriptions. The data will probably be collected in March 2002 and the results adopted by the 5th Committee of the United Nations at its session in June 2002. The staff representatives will spare no efforts during this critical period to ensure that their views are taken into account and, if necessary, they will not hesitate to mobilize the entire staff.
Staff Union activities in the Field

First Global Meeting for Field Staff Representatives

33. The main event for the regions was the holding of this Global Meeting which took place in Geneva from 13-17 August 2001 and brought together over 40 staff representatives from ILO offices worldwide. One day was devoted to regional meetings. The conclusions adopted by the Global Meeting are annexed to this report. This meeting had a full agenda: one day was devoted to training under the heading “What it means to be a union representative” and another day was devoted to regional meetings. There was an overview of the new human resources procedures and in-depth presentations and Q&A sessions on the new collective agreements, with the participation of representatives of the Human Resources Development Department. Other sessions included: structure and functioning of the Union, international affiliation, medical service, SHIF, working hours and public holidays, security, pensions, Staff Union Assistance Fund. Feedback from participants was positive and most feel that such global meetings should be held regularly every few years. The cost of this global meeting amounted to about half the Union’s annual budget (just under 190,000 Swiss francs), but the Committee is of the opinion that it was well worth the expense.

34. Specific activities at the regional level are described below.

Africa

35. Union activities in the region continued as normal, with elections being held in most of the field offices in Africa. The outgoing representatives were re-elected in Dakar, Dar-es-Salaam, Harare, Kinshasa and Lagos. There was a change of representative in Addis Ababa, Antananarivo, Cairo, Lusaka, Pretoria and Yaoundé.

36. One of the main problems faced by staff representatives in the region continues to be lack of space and facilities for Union activities; however, improvements have been noted in staff-management relations.

37. The Global Meeting was appreciated by all participants and gave them an opportunity to discuss problems of general concern and also to discuss concerns particular to the region. The main problems and recommendations are contained in the report of the meeting of African staff representatives.

Americas

38. Union activities in the Americas during this period was hampered due to the fact that it was not possible to organize a programming meeting for the region. Due to the lack of programme and the lack of information about the implementation of the collective bargaining agreements in the region, the Union has aimed at maintaining the regional commissions until the new structures are operational. With the help of the Staff Union Committee, several staff

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3The report of the Global Meeting and the reports of the regional meetings have been published as a Staff Union Bulletin.
members under precarious employment conditions have been regularized and compensated. Many cases of pending titularizations have been solved.

39. The Titular Member for the region was invited to attend, as observer, the regional Directors’ Meeting in Costa Rica in November 2000. However, since the status of observer would have prevented him from participating fully in the meeting, the Union was represented by the local staff representative from the San José Office.

40. At the regional meeting for the Americas, which was held during the Global Meeting in August 2001, a programme and strategy was developed. It is hoped that results will be forthcoming over the coming months. The main task is the creation of the new institutions to implement the new human resources strategy, agreed upon between the Staff Union and the Administration, in the region.

**Asia and the Pacific**

41. The Titular member for the region continued to maintain close contacts with colleagues in his region, providing information, advice and assistance as requested. During a mission to Nepal to attend an ILO training workshop, he met colleagues in the Kathmandu Office and discussed matters of staff interest with them. He also met the Regional Director for Asia and the Pacific in Bangkok. He ensured the information flow in the region through contributions to *Union* magazine and the publication of the *ILO Staff Union Asia and the Pacific Regional Newsletter*. The position of substitute member for Asia and the Pacific on the Staff Union Committee will be filled (election results awaited).
Europe and Middle East

Middle East

42. The ROAS/ARMAT Staff Union representatives in Beirut have been active during the period under review in promoting and defending the interests of the staff. The staff representatives, with a unanimous mandate from the staff, engaged in discussions and dialogue with representatives of the Administration to find a solution, in a spirit of dialogue, to the long-standing problems at the Regional Office for Arab States. The staff representatives have been consistent and transparent in endeavouring to promote a healthy working environment, trust, respect, team-work and accountability at the Regional Office. The Administration has taken some steps to remedy the situation and the staff representatives will continue their efforts to ensure that all staff are treated in a fair and equitable manner and that their personal and professional concerns, as well as the interests of the ILO and its technical programme in the region, are fully taken into consideration.

43. The staff representatives maintained excellent relations with the Staff Union Committee at Headquarters, whose support continued to be highly appreciated by the staff in Beirut who are confident that this will continue. High Union membership has been maintained and representation now also covers ILO field project staff and associate experts. Efforts are being made to bring those colleagues who recently resigned back to the Union. Staff have been briefed on the collective agreements and a number of ROAS staff have expressed an interest in being trained as facilitators. The staff representatives continued to cooperate with the local staff associations of other UN agencies in Beirut; however, in line with the position of the Staff Union on relations with FICSA, the staff representatives opted not to join FUNSA as a full member, but as an observer.

Europe

44. The staff representatives in the European offices have been active in promoting better working conditions. They are particularly concerned about the use of precarious contracts, titularization, classification, training and harassment and intimidation. While good management practices exist in some European offices, in others the staff representatives are striving to promote a climate of cooperation, partnership, respect and decent work. They urge that the collective agreements be implemented effectively in the field without delay and request that action be taken to ensure that managers respected the agreements. The staff representatives in the European offices are making efforts to increase Union membership.

45. The staff representatives from the Europe and Middle East region appreciated the opportunity to meet at the Global Meeting and support, resources permitting, the holding of such meetings every 3-4 years.

Staff Union Working Groups

46. Some of the Union Working Groups set up in 2000 to provide input and support to the Union representatives on the Joint Working Groups of the JNC ceased to function following the adoption of the respective collective agreements (resourcing, classification and PDP). Two new working groups (on contracts policy and on Field matters have been set up).
Union Working Group on Reform of the Union Rules

*Members:* Fernando Peral (Convenor), Mary Hamouda, Cicely Wulf, John Myers and Bill Ratteree

47. Due to the heavy workload of the JNC during the year and the fact that the convenor initially nominated by the SUC for this Working Group (Satoru Tabusa) left the Committee in the course of the year, the schedule and outcome of the work of this Group was significantly affected. Nevertheless, this Working Group met five times\(^4\) and finalized a questionnaire for the conduct of the consultation requested by the General Meeting held in November 2000.

Union Working Group on FICSA and other Inter-organization Affiliation

*Members:* Abdoulaye Diallo, Fernando Peral, Hipolito Tournier

48. The Staff Union Committee maintained contacts with FICSA representatives; a member of the Committee met the Secretary General of FICSA in August and the Chairperson and two of the officers met the President of FICSA in September. Regular contacts were maintained with the other international organizations in Geneva through the IO Group. The Global Meeting held in August considered that the time was not yet ripe to rejoin FICSA and that affiliation should wait until FICSA supported collective bargaining agreements in the ILO, in other UN organizations and at the level of the Common System and ICSC, and the issues that had led the Union to withdraw were satisfactorily resolved. The Global Meeting requested the SUC to continue its contacts with other staff unions/associations/federations of UN agencies.

Union Working Group on Family, Work and Well-Being

*Members:* Hipolito Tournier, Donald Kidd, Susan Saidi

49. Two major issues were discussed by this Joint Working Group. The first was paternity leave. The Administration submitted a proposal to the Governing Body in November 2000 to grant five days’ paternity leave on the birth of a child. The Governing Body requested further information from the Administration in order to determine whether this proposal was compatible with Common System practice and requested an analysis of the impact of this measure. The Staff Union will follow up this issue to obtain approval by the Governing Body. The Working Group also prepared a paper on life partnership which is currently under discussion in the Staff Union Committee.

\(^4\)On 18 January, 23 February, 21 May, 29 August and 19 September.
Union Working Group on Field Matters

Members: Hipolito Tournier (Convenor)

50. This Union Working Group was consulted prior to the Global Meeting in order to identify and analyse issues of relevance to the Field; these issues were included in the agenda of the Global Meeting. A number of Headquarters and Field colleagues have expressed an interest in joining this Working Group and a consultation will be held to find the best way to involve everyone in the discussions. The convenor of this Working Group has now retired and a replacement will have to be nominated.

Union Working Group on Contracts Policy

Members: Fernando Peral (Convenor)

51. This Union Working Group has not yet met due to the fact that the JNC has still to decide on a specific calendar for negotiations on this issue and the Joint Working Group has not yet had the chance to discuss the matter. In the meantime, the representatives of the SUC are compiling documents and preparing a background report that will soon be distributed to the members of the Working Group. A consultation will be held since the same concern about how best to involve both Headquarters and Field staff also applies to this Working Group.

Union Working Group on Communications

Members: Frank Hagemann, Nadia Skalli, Fernando Peral

52. In the framework of the new partnership established since the signing of the Recognition and Procedural Agreement on 27 March 2000, communication plays a very important role, be it between the management and the Staff Union, among Staff Union Committee members or - most importantly - between the Staff Union Committee and Staff Union members both in the Field and at Headquarters. Since that historic date, some events have been organized, not just the statutory AGMs or EGMs, but also a new Global Meeting, joint Q&A meetings and training sessions both at Headquarters and in the Field, designed to address staff members’ needs and to answer their numerous and legitimate queries concerning the implementation of the collective agreements already concluded or currently under discussion.

53. The Union uses several channels of communication to keep members informed about recent developments of interest to the staff, regarding their conditions of service in the ILO as well as under the UN Common System.

- user broadcasts;
- flashes;
- joint newsletters;
- Staff Union bulletins;
- website (particularly appreciated by members in the Field and retired colleagues);
- *Union* - the monthly magazine of the Staff Union.
54. Obviously there is always room for improvement. One example is the yet unclear institutional role of the shop stewards, a question that is still under review within the Union Working Group on the Reform of the Union Rules.

**Union Working Group on Standards of Conduct**

*Members:* Abdoulaye Diallo, Fernando Peral

55. This Union Working Group provided comments on a previous ICSC draft and submitted these to the HRD representatives. It has been agreed that this Working Group will reconvene as soon as the JNC has established a calendar to review this issue.

**Membership**

56. At the time of going to press, the Staff Union had 1,353 members, broken down as follows: Headquarters: 593; Professionals in the field: 128; experts: 50; local field staff: 582. During the period 1 December 2000-30 September 2001 there were 126 new affiliations and 18 resignations.

**Former Officials’ Section**

57. The Section now comprises more than 700 members, of whom 486 are life members. The number of new members exceeds the number of losses.

58. For the period covered the Bureau of the Section was composed as follows:

- Mario Tavelli Secretary
- Jean-François Santarelli Assistant Secretary
- Kirsten Hertz Treasurer - individual cases
- Ivan M.C.S. Elsmark Minutes - Co-editor *Letter to Former Officials*
- Alexandre Djokitch Documentalist
- Jean-Jacques Chevron Relations with other former officials associations
- Jane Urben Welfare - individual cases
- Françoise Charpentier Welfare - individual cases

Also participated in the activities of the Bureau:

- Pierre Boulas Honorary Secretary
- Carl Krummel Editor of the *Letter to Former Officials*
- Venkataraman Narasimhan Assistant to the Treasurer

59. Elections for the period 2001-2003 have taken place and the results were published in Staff Union Bulletin N° 1271.

60. As in previous years the Bureau of the Section meets on the first and third Wednesday of each month from September to June. It is appreciative of the regular presence
and lucid advice of its honorary secretary, Pierre Boulas, who continues to give the Section the benefit of his long experience serving the ILO and its former officials.

61. The Section has pursued its usual activities in conformity with its Plan of Action, including publication of Nos. 28 and 29 of its Letter to Former Officials. The Letter continues to be distributed to all retirees, to all headquarters units, as well as to all field offices and to staff unions and associations of other organizations. The Letter is available to all serving ILO officials upon request. Numerous favourable comments continue to come in from readers.

62. As in the past, a representative of the Section has a seat as observer on the ILO Staff Pension Committee.

63. The Bureau of the Section actively participated with the other associations of former officials in response to requests by the Geneva office of the UNJSPF and in consultations relating to the question of charges levied by certain banks on the monthly payments of pension benefits.

64. Many personal cases are brought to the attention of the Bureau which tries to settle these with the Staff Union, its Assistance Fund, the ILO Staff Welfare Officer and the pensions and health insurance services.

65. A member of the Bureau regularly attends the monthly meetings of the AAFI/AFICS Committee and the Inter-Organisation Coordinating Committee, a consultative body on issues of common interest. The Secretary of the Section was a member of an informal group which organized the 60th anniversary celebrations of the AAFI/AFICS (ex ILO “Amicale”). The Bureau is represented in an inter-association working group of ex-officials; this working group is carrying out a review of the benefits provided by the various Health Funds in Geneva, in particular for long-term care.

66. The Section has consultative status in FICSA and the Bureau continues to follow its work with interest.

67. Following certain necessary adjustments the Bureau continues to cooperate with the Staff Union Committee and to enjoy cordial collaboration with its secretariat.
ANNEX I

Conclusions of the Staff Union Global Meeting

The First Global Meeting for Field Staff Representatives, held in Geneva from 13 to 17 August 2001, was attended by staff representatives from ILO offices worldwide, as well as by the Regional Titular Members for Africa, Asia & Pacific, the Americas and Europe & Middle East;

- The Global Meeting commends the Staff Union Committee and its representatives on the Joint Negotiating Committee for having achieved significant progress in conditions and terms of employment and for its determinant role in shaping the new human resources strategy based on collective agreements. The Global Meeting expresses its trust in, and support for, the Committee;

- The Global Meeting emphasises that the collective agreements should be implemented in the Field in the same manner as at Headquarters. Field staff and their Union representatives should be involved in this process, with the active guidance and support of the Staff Union Committee;

- The Global Meeting supports the Staff Union Committee’s priorities for further agreements on reform of the Statutes of the ILO Administrative Tribunal, on new rewards, on reform of performance appraisal, as well as on reform of the GS/NO/P/D grades into a unified grading system;

- The Global Meeting reiterates that the structure and function of the Union should reflect the general and firm conviction that we are, and shall remain, one union for all ILO staff, regardless of duty station, grade or contract type;

- The Global Meeting invites the Staff Union Committee to examine ways to provide staff representatives, as well as the Regional Titular Members, with appropriate training for this role;

- The Global Meeting suggests that the Working Group on Reform of the Rules should examine the issue of conflict of interest between staff representation and other roles, both within and outside the Office;

- The Global Meeting emphasises the importance of good communications between all members of the Union, and particularly between members of the Committee and representatives in the Field; for this purpose, meetings should be organized from time to time, resources permitting;

- The Global Meeting fully endorses the positions of the Staff Union Committee publicly stated on the issue of FICSA membership. The Global Meeting invites the Staff Union Committee to continue its contacts with other staff unions/associations/federations of UN agencies; however, affiliation of FICSA should wait until FICSA supports collective
bargaining agreements fully and publicly, in the ILO, in other UN organizations and at the level of the Common System and ICSC, and the issues that led the Union to withdraw are satisfactorily resolved;

- The Global Meeting requests the Staff Union Committee to ensure that all staff representatives in the Field keep proper accounts, under the guidance of the Staff Union Treasurer, in order to ensure accountability to the members and transparency of how Union money is used. The Treasurer of the Staff Union Committee will receive written reports on a regular basis with the support of, and preferably the coordination of, the regional Titular Member.

- The Global Meeting expresses its sincere thanks to the Chairperson and members of the Staff Union Committee, the Officers of the First Global Meeting, and to all those who contributed to the successful and friendly unfolding of the First Global Meeting of Staff Union Representatives.
**Annex II**

### Attendance at regular meetings of the Staff Union Committee

(1 December 2000 - 30 September 2001)

*Total number of meetings: 19 plus 2 extraordinary meetings*

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<thead>
<tr>
<th>Name</th>
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<tr>
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