

STAFF UNION BULLETIN
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14 November 2003

ANNUAL GENERAL MEETING
SECOND SESSION

30 October 2003

Minutes

The Chairman of the Staff Union Committee opened proceedings for the Second Session of the Annual General Meeting. In accordance with the proposed agenda the Chairperson went on to Item 1.

Election of Chairperson of the General Meeting

1. Mrs Carmen Sottas, proposed by one member of the Staff Union and seconded by several others, was elected Chairperson of the Meeting by acclamation.

Adoption of agenda

2. The Chairperson thanked those present for electing her and moved on to Item 2 of the agenda, namely its adoption. The agenda was adopted without any amendments (document SU/AGM/2003/2/D.1).

Amendments to the Union Rules

3. The Chairperson of the Staff Union Committee introduced Item 3 (document SU/AGM/2003/2/D.2). He thanked the Working Group who had put in a considerable amount of work to have the referendum process approved, leading to the amendments presented to the Meeting. This was a significant step forward in the democracy of our Staff Union.

Arrangements for the elections to the Staff Union Committee

4. The Chairperson then explained the arrangements for election to the Staff Union Committee (doc. SU/AGM/2003/2/D.3), and these were approved by the General Meeting. The Meeting then appointed the three Returning Officers and the members of the Electoral Commission by acclamation. The Chairperson of the Committee thanked all his colleagues for their dedication and for all that they had done towards the new referendum procedure. He brought to the attention of the Meeting the **list of candidates for the Staff Union Committee 2003-2005** (doc. SU/AGM/2003/2/D.3(Add)).

Report of the Staff Union Committee

5. The Chairperson of the Committee presented the report of the Staff Union Committee, (doc. SU/AGM/2003/2/D.4) the introduction of which was in four main sections covering the whole report. He informed the meeting that despite the excellent relations and the encouraging resolutions passed by the joint bodies, there was a lack of consideration of individual cases. He cited the case of our colleague Baslan Qurashi who had just received a letter of dismissal, marking the end of a long drawn-out process which had highlighted the unilateral aspect of the decisions taken by the Reports Board.

6. During the discussion of the Report the Chairperson of the Committee proposed a motion of support for the action by the Staff Union Committee for our colleague Qurashi. After some amendments this motion was carried by the Meeting, which stressed the need to locate the act of solidarity within the wider context of the job safety of ILO staff.

7. The Chairperson of the Committee continued with the report. He informed the Meeting that at present the Staff Union had 1,538 members out of a total of around 2300 staff members, representing a significant proportion of employed staff. He summarized the various sections of the report, mentioning the improvements in channels of communication both between colleagues at headquarters and with field staff; also the application of collective agreements, in particular the employment of disabled persons, the question of mobility, the improvement of working conditions, solidarity, the gender question and the questions of safety and health.

8. The Chairperson of the Committee also informed the Meeting about the follow-through of actions relating to the resolutions passed by the General Assembly of the United Nations concerning the Pension Fund and the changes in the way of calculating salaries for duty stations outside headquarters.

9. Several colleagues spoke on the subject of colleagues in precarious situations, on the relevance of assessment centres, on the situation of trainees, on geographical distribution among employees, and on career development policy.

10. With regard to questions of recruitment, workforce management and personal development plans (PDP), the Chairperson of the Staff Union explained that the Collective Agreement for Recruitment and Selection would be renegotiated at the beginning of 2004 and that staff would be informed of the new arrangements. The PDPs were still undergoing a trial period and the situation was being closely monitored by members of the Committee who had great hopes on extending this tool to all of the Organization's sectors of activity.

11. Our colleagues, members of the Staff Union Committee and Titular members for the regions of Africa, Asia and Europe and the Middle East commented on aspects of the Report concerning their respective regions. They expressed their support for the Committee's actions throughout the past year.

Financial Report

12. The Treasurer of the Committee then presented the financial accounts (document SU/AGM/2003/2/D.5) and the auditors' report (doc. SU/AGM/2003/2/D.5(Add)). He informed the Meeting that an expenditure control system had been put in place and that a group consisting of former treasurers of the Staff Union Committee had been set up to give advice on investment policy for the Union's various funds.

Report from the Board of the Staff Union Assistance Fund (SUAF)

13. The General Secretary, also a member of the Board of the Fund (SUAF), presented the report from this Commission (doc. SU/AGM/2003/2/D.6).

Election of the Auditing Commission

14. The Chairperson then went on to the election of the Auditing Commission (document SU/AGM/2003/2/D.7), the members of which were appointed by acclamation.

15. There being no further questions, after the usual thanks the Chairperson of the General Meeting brought the meeting to a close.

The meeting closed at 4.35 pm