



## **GLOBAL ACTION – TAKE A STAND!**

**...FOR RECOGNITION**

**...FOR A RETURN TO THE RULE OF LAW!**

**...FOR REAL COLLECTIVE BARGAINING, AND  
THE RETURN OF FREEDOM OF ASSOCIATION IN  
THE HOUSE OF WORKERS!**

**THE ILO MUST PRACTICE WHAT IT PREACHES TO THE WORLD!**

*The ILO is the guardian of the rights of workers the world over – including in the UN System!*

While we, the staff of the ILO research, write and travel the world over promoting a dialogue-driven response to the global financial crisis, here at home our own rights are being eroded due to unilateral changes to, an non-application of the rules! The Office publishes an Accountability Framework while arbitrary application of the Staff Regulations, IGDS documents, collective agreements and Governing Body decisions becomes the rule!

### ***WHAT DOES THIS MEAN FOR YOU?***

When the Office can change policies and procedures every six months, not through negotiation but through an informal email to a few managers...When the rules apply differently for some than for others ...When those who are entrusted as the “primary guardian of the Staff Regulations” can pick and choose which rules it will apply...*This shows a lack of respect for the staff of the Organization and erodes our system of governance!*

In the absence of accountability in the ILO, *your rights – your career – and the credibility of our Organization are at stake!* It is for this reason that negotiations have broken off, and a Global Action is being initiated during the current session of the Governing Body. *And we will not stop there!* The Union has been mandated to exhaust any and all efforts to carry forward this campaign until we have achieved full application of the Staff Regulations and respect for the rule of law in the Office.

### ***WHAT ARE WE DEMANDING?***

1. **Respect for, and full application of** GB decisions, Collective Agreements, the Staff Regulations and Internal Governance Documents by the Administration, in particular the rules governing **recruitment and selection** and the **abusive use of precarious contracts!**
2. **Immediate global action to review the grading of positions,** at Headquarters and in the field. Following many years of 5% cuts, “official” and “unofficial”

restructuring and redistribution of work, it is clear that the responsibilities of staff are no longer reflected by their grades. Full recognition of the actual work carried out by the staff is called for – through a global review of the ILO's grading structure!

3. Full respect for the **principles of freedom of association and collective bargaining** – including the freedom of the Union to communicate with the staff without prior censorship, and the freedom of the Union to hire its own Secretariat staff!

**IT IS TIME TO ACT TOGETHER – TO TAKE A STAND  
ALL CATEGORIES – HEADQUARTERS AND FIELD  
TO DEFEND OUR RIGHTS BEFORE IT'S TOO LATE!**

*The Global Action will take place in Headquarters and across all duty stations in the field during the Governing Body.*

**EXTRAORDINARY GENERAL MEETING IN HEADQUARTERS  
10 NOVEMBER AT 14:00 – ROOM IX (R.2 South)**

**TO DETERMINE IMMEDIATE AND FORTHCOMING ACTIONS  
TO BE TAKEN**

*Meetings have already taken place in several offices in the field and actions are being planned. More information will be provided during the General Meeting.*

**“Those who fight may lose. Those who do not fight have already lost.”  
B. Brecht**