

**EXTRAORDINARY GENERAL MEETING**

**10 March 2009**

**RESOLUTION**

**In defence of freedom of association, collective bargaining  
and against arbitrary transfers**

The Staff Union of the ILO, at its Extraordinary General Meeting convened on 10 March, 2009

**RECALLING** the numerous resolutions regarding freedom of association and collective bargaining in the ILO adopted by the General Meeting in the past, and more specifically the Resolution on Social Dialogue at the ILO, adopted on 30 October 2008;

**NOTING** that, in accordance with Articles 13 and 14 of the Collective Agreement on a Procedure for Recruitment and Selection, amendments to Article 4.2 of the Staff Regulations are subject to negotiation between the Staff Union and the Administration;

**NOTING FURTHER** that Article 14.7 of the Staff Regulations requires that the Director-General consult about any proposed amendments with the Joint Negotiating Committee;

**INSISTING UPON** full respect of the principles of freedom of association and collective bargaining as embodied in Conventions No. 87 of 1948 on Freedom of Association and Protection of the Right to Organize, No. 98 of 1949 on the Right to Organize and Collective Bargaining, No. 151 of 1978 on Labour Relations (Public Service), and No. 154 of 1981 concerning the Promotion of Collective Bargaining, three of which were specifically referenced in the Recognition and Procedural Agreement.

**DEPLORES** the decision by the ILO Administration to unilaterally submit to the March 2009 session of the Governing Body, the proposed amendments to Article 4.2 (f) of the Staff Regulations, in violation of the agreed procedures;

**EXPRESSES ITS DEEPEST CONCERN** on the content of these amendments themselves, since they would allow the Administration to transfer in an arbitrary manner any official to any position, without sufficient transparency safeguards;

**INSTRUCTS** the Staff Union Committee to organize all actions it deems appropriate to ensure that the proposed amendments are not taken up by the March 2009 Governing Body, and that they are not considered until after they have been the subject of good faith negotiations within the framework of the Joint Negotiating Committee, including:

- if necessary, blocking Governing Body meetings during the current session and ILO Offices worldwide, as well as organizing a strike of all staff members in Geneva and in all offices worldwide;
  - transmit this Resolution without delay to the Bureau of the Governing Body of the ILO;
  - publicize any staff action outside the ILO, using all appropriate means.
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