

SYNDICAT DU PERSONNEL DU BIT - ILO STAFF UNION
ILO STAFF UNION

Distribution:
1 per official

SU/AGM/2002/2/D.3
14 October 2002

ANNUAL REPORT OF ACTIVITIES
RAPPORT ANNUEL DU COMITE
IMFORME ANUAL DEL COMITE

2001-2002

Annual General Meeting (Second session)
Assemblée générale annuelle (deuxième session)
Asamblea general anual (segunda session)

Geneva, 31 October 2002 - Genève, 31 octobre 2002
Ginebra, 31 de octubre de 2002

CONTENTS - TABLE DES MATIERES - INDICE

Pages / Páginas

Introduction	1
Statutory Bodies, Joint Committees and other Committees	
Organes statutaires, Comité paritaires et autres Comités	
Organos administrativos, Comités paritarios y otros Comités	
\$ Joint Negotiating Committee (JNC)	7
\$ New Recruitment and Selection Procedures	10
\$ Caisse commune des pensions du personnel des Nations Unies	10
\$ Enquête sur les salaires des services généraux à Genève	11
\$ Joint Working Group on T titularization	12
\$ Comité du Bien-être	12
\$ ACOSH	13
\$ MEC	13
Staff Union activities in the Field / Activités du Syndicat sur le terrain	
Actividades sindicales en las regiones	
\$ Afrique	14
\$ Americas	15
\$ Asia	16
\$ Europe and Middle East	17
Other / Autres points / Puntos varios	
\$ Individual cases	18
\$ Union Working Group on Communication	19
\$ Union Working Group on Reform of the Union Rules	20
\$ Union Working Group on Staff Health Insurance Fund (SHIF)	20
\$ OSH	21
\$ Shop Stewards	22
\$ ILO Youth Association	22
\$ <i>Union Magazine</i>	23
\$ Membership	24
\$ Section des Anciens fonctionnaires	24

Annex I / Annexe I / Anexo I: Attendance at regular meeting of the Staff Union Committee

Introduction

1. 2002 Staff Union Committee Strategy and programme

1. This year, the incoming Staff Union Committee elected a new Chairperson and a new General Secretary and took on board eight newly elected (or re-elected) Committee members: Roland Cissé, David Dror, Vicky Hinch-Majuva, Fernando Peral, Pierre-François Recoing, Ditiro Saleshando, John Sendanyoye and Mike Shone, to join those members elected in the previous year: Frank Hagemann, Yasuhiko Kamakura, Ahmed Khalef, Jean-Yves Legouas, Colleen McGarry, Liz Piccoli and Marleen Rueda-Catry. This is in addition to our eight field representatives, whose mandate ended on 30 September 2002: Basharat Ahmad and Naoko Otohe (respectively Titular and Substitute Members for Asia), Bernardo Bello and Gerhard Reinecke (Americas), Walid Hamdan and Nadia Skalli (Europe and Middle East) and Charles Kameni and Benjamin Olale Alli (Africa).

2. The year started with an intensive orientation meeting out of the office for all members of the new Staff Union Committee (SUC). This meant that there was a smooth transition of responsibilities and mandate from a team which had been very much involved in bringing about the realization of collective bargaining, to a new team, which needed to quickly come up to speed with the momentum created by the collective bargaining process. Undoubtedly, collective bargaining has fundamentally changed the way in which the Union now interacts with the Administration but the process of change management by management itself is still far from having been achieved as they are challenged to have to function now in quite a different manner, as will no doubt be noted in the ILO Auditor's report.

3. This year has seen a mix of certain very positive developments as well as some setbacks. On the one hand, the Office of the Ombudsperson has become operational and for example the new Joint Training Council and the Joint Human Resources Committee have now been approved, although they are yet to meet when this goes to press. On the other hand, the Director-General surprisingly initially failed in meeting a basic requirement of collective bargaining, i.e. appointing in writing his bargaining agent to the JNC and good faith negotiations were placed at risk.

4. While active participation on the Staff Union Committee remains the only open political expression possible for Staff members in this great Organization, one quickly realizes when on the SUC that this Administration seldom likes to see us act and communicate on issues of substance with hard talk. The preferred methods of communication for this Organization is ILO speak or as you would expect from a rather docile social or debating club where the Administration does not really have to listen or act.

2. Strategy and Programme for 2002

5. The new SUC team quickly established their Strategy and Programme for 2002 and this was presented at the First Session of the Annual General Meeting. While the new Committee did not have any great difficulty in assembling the Strategy and Programme for 2002, because of the order and priorities established in previous years, it is recognized that new Committees actually have relatively little time to establish their new agendas; a later timing by say one month for the First Session of the Annual General Meeting may result in an even improved programme for the year and more in-depth consultation with the membership, especially in the field.

6. The SUC has worked very well together this year, and the role of the Chair has been essentially one of guiding towards consensus of approach and holding firm on the Strategy and Programme agreed for the year, as well as encouraging an even wider involvement from the field following the new closer relationship established by the Union Global Meeting of 2001.

7. The Strategy and Programme for the year included the following elements, and progress on these issues is summarized under the various sections and elaborated on in the reports of the various specialist groups that follow this introduction.

Strategy goals	Strategy achievements
<i>1.1 Operations and services</i>	
Defending the interests and working conditions of staff. (Special attention to health insurance, and OSH issues.)	<p>Staff Health Insurance Fund subject of considered performance assessment, with calls for reform in May issue of <i>Union</i>. Administration still yet to explain where they disagree with the SUC assessment.</p> <p>Special ATuesday@Office-wide meeting held to seek explanation for cause of and follow-up to the January 2002 fire and to promote the need for a collective agreement. Regular briefings held with Medical Service on voluntary analysis of health of the ILO staff.</p> <p>The SUC remains particularly worried about the safety and security of a number of staff in 4 duty stations at the present time and has expressed these concerns to the HRDD.</p>
Implementation of the collective agreements and reform of the ILOAT	<p>One new Collective Agreement (Grading) signed. New HIV/AIDs agreement not accepted by Administration. Implementation failures by the Administration challenged through the Review Panel (finding in favour of the SUC) and a Class Action launched regarding the failure of the baseline Grading Agreement (under process and Asub-judice@). Agenda and timetable for the ILOAT reform deliberately delayed by the Administration; nevertheless significant progress from the SUC in securing the support of Unions/Staff Associations using the ILOAT.</p> <p>A particularly well attended, Union organized, general meeting in the GB room heard from the Ombudsperson, HRDD and the SUC on the expected operations of the Office of the Ombudsperson.</p>

Eradication of precarious contract conditions	A special SUC Working Group has made significant headway on this difficult issue. While recognizing some positive efforts on the side of HRDD, the SUC have proposed global solutions to the Director-General, and the EGM has endorsed these proposals.
Monitoring the conditions of former officials in certain duty stations	The SUC has a special Working Group following the situation in Moscow and Beijing and has very useful support from Union members outside the SUC. In the case of Moscow, the SUC has provided assistance during both 2001 and 2002, matched by contributions from the Administration.
Common interest issues	Although scheduled in the plan of action of the JNC, discussions on a new performance appraisal system, merits and rewards with a career development approach, as well as a review of discipline issues have not taken place, which leaves the first cycle of collective agreements incomplete and affects the coherence of the whole ILO HR strategy as a whole. The UN/ILO agreement with the French authorities, brokered by JUR without consultation with the SUC, has resulted in the removal of certain duty-free privileges for ILO officials resident in France. The SUC has still not received any satisfactory explanation from HRDD.
Improving communication between staff and SUC	This year we have issued 15 Bulletins and several user broadcasts. The <i>Union</i> magazine editors report that the feedback from material issued in <i>Union</i> during the year indicates that this is a well read journal. The web site has been modernized and is now the main Aface@ and Avoice@ of the SUC globally and being increasingly used by the field. SUC members on official mission to the field for their Aday jobs@ have met and consulted with the ILO Union members in more than 15 duty stations.
Membership drive	As at early October 2002 the total number of members of the Union had reached 1406. This increase in membership followed a membership drive undertaken by the Union Secretariat and the updating of the manual membership database. The next step of the process of maintaining an active membership is to ensure that we establish a computerized database which can be automatically updated when we receive information on

	staff movements.
<i>1.2 Advocacy and training</i>	
Application of ILSs to all ILO staff	This principle has been applied in the debate regarding those on precarious contracts with the ILO and also in the raft of important issues where the Administration simply falls short of Apracticing what it preaches@.
Defending the principles of the international civil service	At the initiative of the SUC, a Union member has been included on the ILO delegation to the ICSC during 2002 and this precedent may be one to pursue further as a None delegation-two voices@ approach, in the future as well. The achievements of the SUC and other UN representatives in the Geneva round of the local salary survey has produced a good result.
Collaboration with international Trade Unions	This SUC has paid particular attention to developing a working relationship with FICSA and in paving the way for possible partnerships in the future. The same is the case with PSI. Both FICSA and PSI have provided particularly solid support to the SUC for the reform of the ILOAT. Contact with ICFTU has also been important as is ongoing.
Support for Staff Union representatives	The Union Regional meeting held in Asia this year was an unqualified success. HRDD also participated in this meeting and were genuinely surprised by the number of irregularities regarding the Staff Regulations and the collective agreements being practiced in the field. The resolution from this regional meeting has importance beyond the region itself and the SUC is following up on the various matters raised.

3. *Union-Management working Climate*

8. 2002 has been a difficult year for the Staff Union Committee. At the beginning of the year the Director-General addressed all staff in a general meeting and made a series of points in his presentation: the need for team work, the need for innovation, the need for improved communications, the need to improve staff relations and noting especially that

managers should exercise authority more responsibly, and not just simply exercise power as a matter of right they held over their staff. The new SUC picked up on these points when the Director-General met with the new Committee at the invitation of the Committee at the end of January. The Director-General was certainly briefed in a very frank manner on the following three main areas: the need to improve the SUC/DG communications climate, the need to remove obstacles in the work of the JNC and the urgent need to address issues of health, safety and welfare of staff. In his contribution to this meeting the Director-General undertook to take on board the concerns of the SUC and he also referred to the need for 2002 to be a year where collective bargaining and the various collective agreements were consolidated, noting that much had to be done in this respect.

9. For the SUC the first half of the year progressed reasonably well in spite of the disruptions created by the replacement of the Director of HRDD by a non-specialist in HRD, an unexpected reversal of the commitment made by the Director-General in March 1999 that human resources development would only be entrusted to specialists. Since midyear, the Administration has gradually started to renege on its obligations and timelines under a number of collective agreements and it was found necessary to convene an EGM in September to make sure that the general membership were better informed on the really pressing issues facing the SUC. The main concern of the SUC is the flagrant breaches of the collective agreements and the unilateral decisions regarding the operation of the Office of the Ombudsperson as well as the stoney silence of the Director-General when asked to explain. Since then the SUC has communicated with the Director-General proposing ways in which the Office may wish to follow in order that both the Union and management return to a win-win situation. At the time of going to press, the Director-General had finally agreed to meet with the Staff Union Committee.

4. Conclusion

10. While this year has been one where the Administration have chosen from the outset to go slow and indeed to attempt to roll-back on agreements entered into, there have been some notable achievements. This SUC has held firm on the agreements entered into and has chosen the legal remedies rather than direct confrontation when the Administration has failed to act or to act properly. Evidently, the Office has chosen not to follow the usual procedures for modifying collective agreements (i.e. through negotiation) but rather to apply unilateral decisions, without even trying to explain them.

11. This year has also seen considerably more involvement from the field in the work and direction of the SUC and this relationship will be further enhanced in 2003 when, as a result of the way that this SUC has structured the Joint Human Resources Committee and the Joint Training Council, there will need to be active participation by the field in each and every meeting of these important groups whenever they meet in Geneva.

12. Our redesigned web site is now also a main source of information and training resources for our field membership and during 2003 it can be expected that the field will feature more of their own materials on this web site.

13. We take this opportunity to thank all of the SUC members and those attached to it, as well as the dedicated Secretariat for the tremendous workload they have undertaken this year. The prospects for the incoming Committee for 2003 are positive. We hope that the new Committee will hold firm on all of the agreements already negotiated. There will however be the ongoing challenge for the Administration to examine seriously SUC recommendations for resolving the plight of those on precarious contracts, the urgent need for the operationalization of the Office of the Ombudsperson, and the need for a serious breakthrough on the issue of the Occupational Safety and Health agreement as well as the realization of the essential reform of the ILOAT in line with the agreements now reached with various Unions and associations whose members use the ILOAT.

14. All this and more is achievable in 2003. Improved industrial relations in the house are a must. We should be the best in class. We should be the model that other UN and international organizations always refer back to. There is a long way to go yet and if this great Organization is indeed to be able to provide the social face of globalization then we have to have a much better example of in-house industrial relations to demonstrate to the rest of the world.

15. We leave the Union in a strong financial state and with a strong membership base. We wish the new Committee the very best and welcome the new members on the Committee. Those of us who have had the honour to serve on the Union Committee would like to believe we have made some small difference for the good of all staff. That was certainly the aim of all of the outgoing Committee and I thank them sincerely for their solidarity and achievements this year. My special thanks go to Liz Piccoli who will retire from the ILO at the end of this year immediately following the completion of her term as General Secretary. Of course the work of the Committee would not be done without the dedicated efforts also of Brigitte Pillonel-Alvarez and Johanna van Rijn. Thanks to them also.



Statutory Bodies and Joint Committees / Organes statutaires et comités paritaires / Organos administrativos y Comités paritarios

Joint Negotiating Committee

Union representatives: David Dror (Joint Chairperson), Mike Shone, Walid Hamdan, Jean-Yves Legouas, Ditiro Saleshando, Naoko Otoke (Joint Secretary until 30 September 2002)

16. The Joint Negotiating Committee (JNC) is the body established jointly by the Administration and the Staff Union in the first collective agreement signed. Under the agreement, the JNC shall meet at least three times per year. By the date this text goes to press (early October 2002) the JNC has met four times in 2002, plus one *informal* meeting held last June, after the change of the director of HRDD.

17. The meetings took place on 18-19 February, 11 March, 29-30 April, 20 June (informal), and 7-8 August. The JNC has not met since early August, even though there are many issues that need to be dealt with, because the Director-General had not yet nominated a *Management representative* to replace the previous director of HRDD (who had simultaneously acted as *management representative* on the JNC).

18. Two families of issues were dealt with in the JNC: (i) collective bargaining; (ii) current affairs relating to implementation of existing agreements, staff rights, and changes to the Staff Regulations.

Collective bargaining

19. The new job grading collective agreement was signed on 18 February 2002, bringing to a successful end the negotiations conducted on this topic in 2001. Although this agreement came into force on 1 April 2002, some of the administrative rules have not yet been agreed upon, notably the terms of reference for the work of the Independent Review Group, which is charged with reviewing appeals on managerial decisions on classification.

20. The work programme of the JNC, agreed by the Parties at the beginning of the year, should have led to agreements on proposed reforms to the ILO Administrative Tribunal, new rewards and benefits, a review of the discipline chapter of the Staff Regulations (including the new Code of Conduct), a new performance appraisal scheme, application to ILO staff of the ILO's Code of Conduct on HIV/AIDS at the Workplace and Occupational Safety and Health issues. Unfortunately, the Administration has raised many obstacles in the JNC, partly because of a deliberate policy to *consolidate* signed agreements (which hardly occurred) before signing new ones, and partly because the Administration has been unable to present proposals for change in line with its proper strategic plan which had been approved by the Governing Body two years ago. Notwithstanding its own inability to formulate proposals, the Administration was unwilling to respond adequately to proposals tabled by the Staff Union, e.g. on a reform of the ILO Administrative Tribunal and on HIV/AIDS. Consequently, the

year 2002 must be viewed as a year in which the JNC has been much less productive than in the previous two years, reflecting the general state of relations between the Parties for most of the year.

Current affairs and implementation of existing collective agreements

Titularization

21. The JNC completed the titularization exercise for the year 2001 in April. Yet, this process has not been completed because the report, which needed to be sent on to Cabinet for confirmation, has remained in HRDD. Several promptings from the Union did not get the desired result, and unfortunately HRDD has consistently proven to be unable to meet all its engagements on this issue. This issue will have to be settled as a matter of priority when the JNC reconvenes.

Inappropriate use of contracts (precarious employment)

22. The JNC dealt untiringly with resolution of precarious contracts in all its meetings. Some tangible progress has been made, including regularization of some persons, allowing people on precarious contracts to participate in competitions, extending the period of special arrangements (which should have come to an end at the end of 2002) until the end of 2003, and one discussion of a proposal to create a Amobile pool@.

Personal promotion

23. The JNC also discussed the implementation of this year's exercise of personal promotion. At the Union's demand, periods of employment under technical cooperation would be taken into consideration for the purpose of personal promotions (following a similar arrangement agreed to last year for the purpose of titularization).

Baseline Matching and Grading Agreement

24. This year, the JNC had to devote much time and attention to the application of the Baseline Matching/Grading Collective Agreement, notably in the field, particularly because there was lack of transparency in the procedures applied in the conversion of PASO/SPASO to NOs and upgrading of posts from GS to NO categories in some cases. In the Middle East and Africa regions there were some serious management issues that still need to be resolved, before the relevant field offices could complete this exercise. This process encountered, and continues to encounter many difficulties; notably the IRG was obliged to review many of its decisions when the Joint Panel decided, early in 2002, that all appellants should have the right to an oral hearing before the IRG. The Parties were unable to reach agreement on the Terms of Reference for the IRG. In July, the Administration unilaterally announced that it would not respect its obligations under the collective agreement (notably the deadlines for replies). In response, the Union submitted the dispute on the implementation of this collective agreement to the Review Panel, which confirmed that the Administration breached the agreement on two counts. The Union also launched the first Aclass action@ appeal to the Joint Panel. When going to press, the Joint

Panel has not yet rendered its decision on the class action appeal, and a reply is expected only in November 2002.

Agreements on Resolution of Grievances and Harassment-related Grievances

25. The budget of the Ombudsperson and time allowed for investigations, as well as the publication of the Ombuds=report have been the subject of intense discussions in the JNC this year. The number of cases (55 cases up to the end of June), most of which (37 cases) being harassment-related, including sexual harassment. This huge workload exceeded the capacities of the Ombudspersons Office by a long shot, and required allowing more time for investigations and more resources. The Union tabled solutions for the time-line issue, which were agreed, and supported vigorously the Ombudspersons budget requests and its need to be independent and impartial (including from a budgetary point of view). The Union repeatedly expressed serious concern with the existing management climate in the Office, and the Administrations seeming dislike of the aforementioned impartiality.

Agreement on Personal Development Plans

26. Additionally, the terms of reference of the new Human Resources Committee and the new Joint Training Council have been elaborated. Unfortunately, the Administration has repeatedly failed to convene these two new joint organs, and therefore the social dialogue practiced in the ILO is certainly lacking, compared to what the Parties agreed would be necessary.

Rewards and Benefits

27. The JNC also confirmed the agreement to apply in ILO the new salary scales for GS, pursuant to the salary survey in Geneva. GS who were engaged after 1 September 1995 will benefit from a 4,3% increase in salary and staff employed prior to that date will enjoy a 1,4% increase, accordingly (see Staff Union Bulletin No. 1287 dated 2 August 2002).

28. The JNC, inheriting some duties from the defunct Administrative Committee, also dealt with request for change of recognized home, with recognition of dependants of GS staff in field duty stations, with proposals to recognize domestic partners (not finished), and with improved safety and health arrangements and responsibilities.

New Recruitment and Selection procedures

Union representatives: Liz Piccoli (titular), Roland Cissé (1st substitute), Jean-Yves Legouas, Vicky Hinch-Majuva, Pierre-François Recoing, John Sendanyoye

29. All competitions have been dealt with under the new procedures, with the exception of three which were dealt with in the final meeting of the Selection Board held in February 2002. Under the new procedures, the Union representatives found an emerging pattern of irregularities in the Administrations dealing with competitions, for example: no technical panel being established, the choice of appointee sometimes being made solely by the chief of unit; preference being given to outside candidates when there was strong evidence that internal candidates were suitable; lack of consideration of seniority; modifications being made to vacancy notices after approval by the Staff Union. In cases where the Staff Union disagreed with the results of competitions, we are disappointed to have to inform you that the Director-General, in receiving split recommendations, agreed with the recommendations of the Administration in almost all cases. On a more positive note, we are pleased to report that most competitions were opened to external candidates, which allowed applications from colleagues employed under precarious conditions; indeed, some of these colleagues were the chosen candidates in competitions. The Staff Union Committee would like to stress that colleagues who apply for competitions are encouraged to seek feedback on technical evaluations from the responsible chiefs. Our overall concerns have been formally raised with HRDD who have so far failed to take remedial actions.

Caisse commune des pensions du personnel des Nations Unies

Représentants des participants à la CCPNU: Cléry Bègue, Guy Bezou, Pierre Sayour (membres titulaires)

Pauline Barrett-Reid, Jean-Victor Gruat, Adelina Guatavi (Turin)
(membres suppléants)

30. Les représentants des Participants à la Caisse Commune des Pensions du Personnel des Nations Unies (CCPPNU) ont continué comme par le passé à défendre les intérêts des participants dans les différentes instances de la Caisse. Une délégation a assisté à la 51^e réunion du Comité Mixte de la CCPNU qui s'est tenue à Rome du 10 au 19 juillet 2002.

31. Les principaux points de l'ordre du jour furent les suivants: la gestion des investissements de la Caisse, la situation en matière de pension des anciens fonctionnaires internationaux dans l'ex-URSS, la composition du Comité Mixte, la prestation des survivants pour les couples non mariés.

32. En constatant l'amélioration de la position financière le Comité Mixte de la CCPNU a recommandé à l'Assemblée générale des Nations Unies la suppression de certaines mesures d'économie appliquées depuis 1982. D'autres mesures devront attendre une meilleure situation des marchés financiers pour entrer en vigueur.

33. La solidarité envers nos anciens collègues les plus démunis de l'ex-URSS a continué de s'exercer cette année, même si des changements de personnes et des difficultés de procédure ont retardé la mise en place de la partie de cette aide correspondant à l'effort consenti par l'Administration. Le Syndicat a, quant à lui, continué de remplir ponctuellement ses obligations par le truchement du Bureau de Moscou.

34. D'autre part l'Assemblée générale du Syndicat du 31.01.02 a adopté une résolution concernant l'absence de droits à pensions pour les contrats de courtes durées. Le Comité du Syndicat par l'intermédiaire de nos représentants à la CCPPNU a poursuivi ses efforts pour obtenir une participation à la Caisse dès le premier jour d'emploi et pour l'établissement d'accords de transferts avec des systèmes nationaux. Il travaille à l'élaboration d'une proposition interne à l'OIT visant à une meilleure couverture en terme de pensions pour les collègues au bénéfice de contrats à courtes durées. Une proposition détaillée sera présentée lors d'une prochaine assemblée générale avant d'être proposée au comité de négociation collective.

Enquête sur les salaires des services généraux à Genève

Représentant du Syndicat: Cléry Bègue

35. Il aura fallu presque 3 ans de travaux pour mettre fin au gel des salaires des services généraux à Genève. A la suite d'une laborieuse enquête menée à Genève par un comité local (composé de représentants des administrations et des syndicats), la Commission de la fonction publique internationale (CFPI) a accepté, à sa 55^e session à New York, que les fonctionnaires de la catégorie des services généraux engagés après le 1^{er} septembre 1995 reçoivent une augmentation de 4,3 pour cent et que les fonctionnaires engagés avant cette date reçoivent une augmentation de 1,4 pour cent. Ces augmentations seront appliquées avec effet rétroactif au 1^{er} janvier 2002.

36. Les différentes étapes du processus ont été les suivantes :

- a) Mise en place des descriptions de tâches
- b) Création de la liste des employeurs
- 3) Définition des questionnaires
- d) Collecte des données
- e) Analyse des données
- f) Proclamation des résultats

37. Bien que ces résultats positifs soient maintenant proclamés, les représentants des syndicats sont en train d'explorer les voies légales de recours en vue d'obtenir un ajustement supplémentaire. En effet, la CFPI a refusé de prendre en compte les résultats d'une étude sur la discrimination salariale envers les femmes et elle a aussi refusé d'appliquer certains critères techniques contenus dans sa propre méthodologie.

38. Vos représentants ne manqueront pas de vous tenir informé des résultats de ces démarches.

Joint Working Group on Titarization

Union representatives: Colleen McGarry, Liz Piccoli
Office representatives: Sue Hudson, Elizabeth Lemoine

39. The 2001 titularization exercise was finalized and the Staff Union representatives on this Working Group ensured that service under short-term, external collaboration and technical cooperation contracts was taken into account for a number of colleagues. A total of 151 WLT contracts were awarded: 66 Professional and 85 General Service (52 at headquarters and 33 in the field). It was agreed in the JNC to award WLT contracts to a further 16 colleagues, who are awaiting letters to this effect. The new exercise is not yet under way.

Comité du Bien-être

Représentants du Syndicat: Cléry Bègue, Cicely Wulf

40. Cette période a été marquée par le départ de la Présidente, Mme Pouyat, et du représentant du Personnel, M. W. Jones. Après maintes discussions, M. Kelvin Widdows fut nommé Président du Comité du Bien-être. Quant à la représentation du Personnel, elle fut reprise sans autre par M. Satoru Tabusa.

41. Durant la période 2001-2002, les activités du Comité du Bien-être ont été les suivantes:

- \$ Briefing des nouveaux membres du Comité sur les questions en cours.
- \$ Distribution des subsides comme par le passé, au fonds Norma Wagstaffe, à l'association Sports & Loisirs et aux bureaux régionaux pour des projets spécifiques orientés bien-être.
- \$ Bons repas pour les stagiaires: cette proposition n'a pas abouti. Elle a été jugée comme ne relevant pas du Comité du Bien-être.
- \$ Aide aux retraités russes: l'allocation mensuelle augmentée l'année passée est maintenue.
- \$ Assurance pour les délégués: cette question nécessite d'être à nouveau discutée. A première vue, cela ne relève pas du Comité du Bien-être.
- \$ Coût de l'allocation repas: le Comité approuve la nécessité d'un ajustement au coût de la vie; affaire à suivre.
- \$ Massages au bureau: cette question a été discutée avec le Dr Wabitsch, dans le cadre des activités du S&L. Il y aurait plusieurs alternatives. Cependant, il faut résoudre les problèmes de responsabilités et autres questions fonctionnelles.
- \$ Salon du personnel au R1: le personnel n'a toujours pas accès à son salon, depuis janvier 2002; il n'y a pas de local pour installer les équipements de fitness acquis fin 2001. Le comité du S&L a envoyé une lettre au Directeur général à ce sujet. HRD a indiqué par écrit que c'était l'intention de l'Administration de rendre le salon du R1 au personnel au plus tard fin janvier 2003, et qu'un local autre que le salon du personnel serait trouvé pour les équipements de fitness.

42. *Activités pour la période 2002 - 2003*: Principalement, faire le suivi des différentes affaires en cours. Pour l'instant, il n'y a pas de nouvelles demandes ni de projet spécial en vue. Par contre, il faudra un nouveau représentant du côté de l'Administration, pour remplacer M. Busca.

Advisory Committee on Safety and Health (ACOSH)

Union Representative: David Gold

43. The Advisory Committee on Safety and Health met in May following the release of a Staff Union User broadcast *What Kind of Occupational Safety and Health does the ILO practice itself ?* and made the following recommendations:

1. Henceforth, ACOSH recommendations will go to the Joint Negotiating Committee, for its follow-up/action on the Committee's recommendations.
2. The next ACOSH meeting will address an Occupational Safety and Health (OSH) policy, and a communication system on OSH for ILO staff.
3. The issue of personal security will be the item for a future meeting.
4. A coherent rule is needed regarding use of space in the building.
5. A rule is needed about the distribution of documents.

44. A further meeting of ACOSH was planned for July 2002 and then August 2002 but nothing has eventuated. It is quite evident that ACOSH has not been effective during 2002 and that none of its recommendations ever seem to be acted upon. The future of OSH in the ILO must therefore be determined by a new collective agreement, plans for which are being initiated by the SUC.

MEC

Représentant du Syndicat: Pierre Moulet

45. Les comptes et les statistiques font ressortir pour l'année écoulée une tendance qui se maintient depuis longtemps, à savoir une augmentation continue des liquidités et une stabilité des prêts accordés. Les liquidités disponibles sont placées auprès des banques et par l'achat d'obligations de bonne qualité.

46. Une étude comparative sur les taux d'intérêt a été faite sur les principaux établissements bancaires de Genève. Cette dernière montre que pour l'épargne, les taux varient entre 1 et 1.5 % / an, et pour les hypothèques de la façon suivante:

- \$ 1 an: entre 3,40 % et 3,60 %
- \$ 4 et 5 ans : entre 4,40 % et 4,625 %
- \$ 10 ans: entre 5,10 % et 5,25 %

Ces chiffres confortent le Conseil d'Administration dans l'idée que les taux pratiqués par la Mutuelle sont favorables. Les taux d'intérêts sur les comptes de dépôts proposés aux membres est de 3 %, soit une diminution de 0.25 % par rapport au taux payé pour l'année 2000. Ce taux reste toutefois plus favorable que ce que payent les banques sur les comptes d'épargne.

47. Enfin, au 1^{er} juillet 2002, le Secrétaire exécutif M. P. Augsburger a pris sa retraite. Ce dernier a été remplacé par Mlle M-P Fleury.

Staff Union activities in the Field / Activités du Syndicat sur le terrain Actividades sindicales en las regiones

Afrique

Membre titulaire: Charles Kameni
Membre suppléant: Benjamin Olale Alli

48. Au cours de la période de référence, les activités syndicales de la région se sont poursuivies calmement. Les structures locales ont, pour la plupart, été appelées à renouveler leurs Bureaux respectifs. Ceci a été le cas à Abidjan, Addis-Abéba, au Caire et à Hararé. Le processus est en cours à Lusaka, Yaoundé, et le sera dans le reste des Bureaux ultérieurement.

49. Dans l'exercice de leurs fonctions, les représentants du personnel ont connu une année assez difficile, notamment en ce qui concerne la gestion de l'exercice de classification des postes. En effet, il n'a pas été aisé de cerner le début et la fin de l'exercice dans la région. A cela, il faut ajouter l'absence de concertation et/ou d'implication des représentants du personnel sur la synthèse, laquelle aurait dû être analysée et discutée avec l'ensemble du personnel, en vue de limiter les frustrations.

50. Ceci n'a pas contribué à assainir le climat social de travail, déjà rendu complexe par les longues années d'attente d'examen de la situation administrative de la majorité des fonctionnaires. Cette absence de transparence a également développé, dans certains cas, le climat de division et de clans, le sentiment et la conviction pour un traitement peu équitable s'étant avéré parfois fondé.

51. L'amélioration des efforts déjà notables des uns et des autres pour avoir les meilleures solutions à ces questions du personnel passent, bien entendu, entre autres par :

- \$ une bonne politique interne pour l'introduction des grades NO (A-E) à l'instar des pratiques des agences du système des Nations Unies sur le terrain;
- \$ concrétiser la réflexion sur la mobilité terrain/terrain des fonctionnaires de la catégorie des services généraux;
- \$ amener les responsables à développer pour l'intérêt de l'Organisation, une politique d'encouragement et de carrière pour tous les fonctionnaires en activité;
- \$ former les facilitateurs du terrain, en vue de l'assistance attendue pour le règlement des différends;

- \$ des solutions pratiques pour l'appui aux personnes vivant avec le VIH/SIDA, les mesures de sécurité pour toutes les catégories de fonctionnaires, les emplois précaires, la question de genre;
- \$ développer une culture interne réelle de dialogue, de concertation et de tolérance.

52. Nous avons enregistré avec indignation, les rumeurs sur la dévaluation du dollar zimbabwéen, par le système des Nations Unies.

53. Encore une fois, nous disons qu'il ne saurait avoir de paix, de respect, et de justice sociale, sans la prise en compte de toutes les sensibilités et préoccupations, qui restent des facteurs de discorde ou de troubles internes. Pour ce, nous vous remercions de vos efforts ou de l'intérêt que accordez à la recherche des solutions aux problèmes socio-professionnels des fonctionnaires de l'OIT.

Américas

Miembro titular: Bernardo Bello

Miembro suplente: Gerhard Reinecke

54. Durante el período bajo informe las actividades sindicales en la región de las Américas estuvieron marcadas por la cooperación y el trabajo en equipo. Se realizó una reunión regional americana, con la ocasión de la reunión global del sindicato, en ella se decidió contar con un delegado suplente en el terreno para darle más agilidad a las acciones sindicales, es así como se eligió a la compañera Amalia de Cuba para que ocupase ese cargo en las Américas. Se conversó, con Anne-Marie Causanillas (a la razón recién nombrada como Oficial Superior Regional de Personal) la idea de formar una comisión en la región para la implementación de los acuerdos colectivos, sin embargo esto no se llevó a cabo, a nuestro juicio, debido a la falta de autonomía de la Unidad de Personal Regional que limita demasiado el espectro de temas que se pueden tratar, mejorar y resolver en este nivel.

55. Se ha logrado establecer una comunicación fluida entre los delegados locales y el delegado regional y entre esta delegación y la Dirección Regional de la OIT. Se buscó llevar a la práctica un sindicalismo propositivo y constructivo pero firme defensor de los intereses legítimos de los trabajadores y trabajadoras de la OIT.

56. Se buscó, y logró, contar con un sindicato regional disciplinado y alineado con el Comité del Sindicato central, recibimos siempre una buena recepción a nuestras solicitudes. Esto, en gran parte, se lo debemos al excelente trabajo realizado por Gerhard Reinecke como delegado suplente en la sede.

57. Algo de permanente preocupación ha sido el tema de los reembolsos por parte del SHIF. No obstante ser un tema que en realidad correspondería a la Administración resolver, dados los atrasos frecuentes, el sindicato ha tenido que darle seguimiento continuo.

58. Como tareas pendientes o a medio hacer quedan:

- \$ La resolución de las reclasificaciones a grados NO-B y NO-B;
- \$ La queja por irrespeto a los convenios colectivos firmados por parte de DDRH;
- \$ La definitiva otorgación de los contratos WLT a cuatro colegas del Cinterfor;
- \$ La implementación de un Plan de Desarrollo de Carrera para el Personal de las Américas.

Asia and the Pacific

Titular Member: Basharat Ahmad

Substitute Member: Naoko Otohe

59. Close contacts were maintained with colleagues in Asia & Pacific region. Advice and assistance were provided at request. Individual cases were taken up. Asia & Pacific Regional Meeting of Staff Union Representatives was organized in June 2002 in Bangkok in which all Staff Union representatives from all duty stations in Asia & Pacific Region participated, discussed staff issues, and made the following recommendations.

1. Human Resource Development

1. An Assessment Centre should be established for the recruitment and career development of the General Service staff for the Asia and the Pacific region as soon as possible.
2. Qualified internal candidates should be given preference over external candidates for career development.
3. All current cases of inappropriate use of contracts should be reviewed and regularized in order to give staff job security, and such practices should be eliminated in the future.
4. In accordance with the established selection procedure, Staff Union Representatives should be consulted in the selection and recruitment of candidates, including commenting on job advertisements and in ensuring that the procedures are followed in accordance with the Collective Agreement on a Procedure for Recruitment and Selection of October 2000.
5. Exchange of staff assignments should be implemented for GS staff on a rotation basis - these should also include inter-regional, regional, sub-regional meetings, ILC, assisting in the national workshops and major missions in another country.
6. Office should provide five percent (5%) of the Regular Budget for training of the human resources in accordance with the needs and aspirations of both the staff members and the office.

2. Salaries and Allowances

7. When the Office receives new/ revised salary scales for G & P staff, copies should be distributed to all staff members.
8. Staff members who wish to have the salaries paid in a convertible currency, should be granted that option and the Staff Union should raise the matter at the JNC.
9. Daily Subsistence Allowance (DSAs) should be paid to staff members on equal terms.

10. The Office Directors and the responsible chiefs must ensure that the overtime of GS be compensated financially, and when it is not feasible the staff should be given compensatory time-off.
3. Office of the Ombudsperson
11. Asia and the Pacific Staff Union Representatives fully support the Ombudsperson's Office for necessary budget, so that the Ombudsperson's Office can fully function, in particular to serve the field offices.
4. Occupational Safety and Health (OSH) and Security
12. All staff who find themselves suddenly hospitalized or in need of urgent medical support (including medical evacuation), should be immediately provided with an official letter from the Office guaranteeing that the account will be settled and that the Office seek recovery of costs from SHIF on behalf of the staff member. (The staff member will be responsible for meeting the difference between the actual and reimbursement costs, which will be deducted from the staff member's salary.)
13. The current security measures in the field offices must be reviewed by the ILO together with the Union to ensure that in case of emergencies, the Office could provide adequate and timely support to all staff in the field, and in particular taking into consideration the needs of local staff.
14. A Local Occupational Safety and Health (OSH) Committee should be established, and the results of OSH assessments conducted in the field offices and priority issues should be discussed and resolved with Union involvement in the field offices.
5. Training and Communications for Union
15. The Staff Union leaders in each office will compile basic materials and references for briefing purposes of new members and comment on the draft Union Officers' manual to be distributed shortly.
16. Senior Union members should give comprehensive briefings/orientation for new members.
17. A list-serve among the Staff Union representatives including the substitutes should be established to facilitate better communications.

Europe and Middle East

Titular Member: Walid Hamdan

Substitute Member: Nadia Skalli

Middle East

60. ROAS/ARMAT Staff Union representatives in Beirut have been active during the period under review in promoting and defending the interests of staff. The staff representatives, with a unanimous mandate from staff engaged in continuing discussions

to resolve the long standing problems as well as the pending issues, relating to the classification and job matching exercise, both at the Regional Office for Arab States and headquarters.

61. The staff representatives have been consistent and transparent in endeavoring to promote a healthy working environment, trust, team-work, and accountability at the Regional Office. The staff representatives are continuously making 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. The staff representatives have, on several incidents, pointed out to the management both in the region and at headquarters, discrepancies or breakage in the implementation of agreements and procedures, namely the classification / job matching exercise, the new recruitment and the training of local and professional staff.

62. The staff representatives maintained constant communication and 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. The staff representatives stressed their role in following up on matters relating to staff training and career development in the ILO. Union membership has been maintained in spite of the restructuring rotation of staff in the region. Efforts are made to bring back those colleagues who have left the Union, a couple of years ago. Staffs have been briefed on the updates of the collective agreements. Some ROAS staff still expressed their interest in being trained as facilitators. The staff representatives continued to cooperate with the local staff associations of other UN agencies in Beirut. The staff representatives participated in the Local Salary Survey Committee which, for the local staff in Beirut, resulted in an increase of 7% (on the net salary) in addition to an increase in the family allowances.

Europe

63. 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. Condensed efforts have been exerted to encourage staff members to join the Staff Union with a view to best serving their interest and promoting their rights.

64. The staff representatives from Europe and the Middle East region continue to support the holding of regional meetings and to join efforts in promoting the implementation of collective agreements signed between the management and the Staff Union in Geneva.

Other / Autres points / Puntos varios

Individual cases

Members:

Nadia Skalli, Liz Piccoli, Gerhard Reinecke, Naoko Otobe,
Vicky Hinch-Majuva

65. Since its last report, the Staff Union has received increasing numbers of requests for advice from staff members at headquarters and in the field, who were most often at a loss with the procedures pertaining to the collective agreements, whenever those were implemented! Indeed, this is also resulting from the fact that, when Staff Union Committee members are sent on mission by their departments/services, they devote some time to touch base with field colleagues to bring them up to speed with collective agreements and update them on what has been achieved with the Administration and what remains to be done. As a result of this policy, each Staff Union Committee member visiting field offices has been approached in one way or another for a piece of advice and has reported these cases either to the SUC (for its decision, for instance when the legal defense fund was solicited) or to the relevant staff union members who are knowledgeable on issues relating to recruitment and selection, titularization, classification and job grading, promotion, harassment, appraisals, facilitation, the representation of staff, the phrasing of their grievances, understanding the collective agreements (which supercede the Staff Regulations), in other words: how they should struggle with the complexity of the administrative machinery with a view to defending and preserving their rights, when HRDD do not seem to be attuned to the task.

66. Dealing with individual cases could easily become a full-time job, but none in the Staff Union has the magic wand, i.e. the overall administrative knowledge or the time to follow up on each case individually, as some may last for months if not for years before a suitable solution is found between the official and the Administration. This is all possible thanks to the commitment of volunteers who, under the seal of confidentiality, have in common the willingness to help, to listen, to provide support and boost colleagues' morale when they are facing a situation of deadlock and profound distress. After all, solidarity is the key and staying tuned in is what guides our Staff Union in defining its global strategy and objectives. It should be noted that, in addition to the members listed above, nearly all Staff Union Committee members, and the Staff Union Secretariat, have helped with personal cases.

Staff Union Working Group on Communication

Members:

Nadia Skalli, Jean-Yves Legouas, Colleen McGarry

67. The Staff Union attaches great importance to the improvement of communications= channels between the SUC, its members and ILO staff at large. During its retreat in January 2002, the SUC devoted a brainstorming session to the development of its communications= strategy. Indeed, communications constantly need to be revitalized, whether in the form of statutory or ad hoc meetings with the staff, bulletins, flashes, user broadcasts, web pages, reports by working groups on topical issues, articles in *Union* magazine, and more. For instance, it has become customary that each SUC member on mission touch base with the local field representatives. Simple desktop publishing packages are being examined within the framework of the publication of handbooks, manuals, Aladybird@ guides and other jazzy posters. The web page is now much more important than ever and the Union secretariat have this year received special training for regular updating of the Union web site.

68. The need to improve communications is also prompted by the will to improve the image of the Staff Union, by explaining what it is doing and why, whilst being constantly guided by its general

principles: transparency, accountability and credibility vis-à-vis its members and management. The primary objective is to ensure that members understand their rights, e.g. the implementation and monitoring of collective bargaining, the identification of problems that merit attention, the prevention of the erosion of acquired rights. An adequate communications= strategy is paramount if we are to strengthen our bargaining power, prevent misunderstandings that lead to criticism and the weakening of staff rights. It should be put on record that this strategy has proven to be efficient and has been appreciated by the staff, since the Staff Union has attracted many new members, at headquarters as well as in the field. Thanks to the expansion of IT facilities, information is circulated instantly and simultaneously to all the staff worldwide. The Staff Union website has recently been revamped, updated and made more user-friendly. Many UN staff unions/associations regularly visit its pages, notably to read about the collective agreements, in their efforts to introduce collective bargaining in their organizations.

69. The SUC Working Group would welcome any suggestions on the way communications could be improved further. All kinds of contributions from the staff are welcome (articles for *Union* magazine, interviews, translation of documents, etc), as volunteers do not necessarily have to be SUC members.

Staff Union Working Group on Reform of the Union Rules

Members: Fernando Peral (Convenor), John Myers, Bill Ratteree, Cicely Wulf

70. As the basis for the conduct of the consultation requested by the General Meeting held in November 2000, the questionnaire drafted by the Working Group, and approved by the Staff Union Committee, was sent on 7 November 2001 to all members. An open-door session was held on 18.01.02, from 11:00 to 13:00, in room 6-24, for members who would have questions regarding the questionnaire. Responses were requested by 31 January 2002, and by February 2002, 122 responses had been received. The Working Group met on 1 March and delegated responsibility for compilation of the responses to one of its members working in cooperation with a Union member from the Bureau of Statistics. This process is not yet completed due to a heavy workload and the holidays= period. As soon as the compilation and the preliminary analytical work are completed, the Working Group shall meet to review the results and finalize a draft document for submission to the Staff Union Committee in preparation for the convening of an Extraordinary General Meeting to consider changes in the Rules.

Staff Union Working Group on Staff Health Insurance Fund (SHIF)

Members: Jean-Yves Legouas, John Sendanyoye, David Dror (resource person)

71. The Staff Union's concerns about SHIF were voiced in our article in the May 2002 issue of *Union* magazine. Some of the issues are mentioned below:

72. The independence of SHIF is currently being threatened, if one looks at the Aissue paper@ prepared for the Chief Executives Board, recommending a re-evaluation of the whole health insurance programme within the UN common system. SHIF faces financial problems, its contribution rate having been eroded by 10 per cent in the last three years alone. Sufficient cash is not being invested, much of it remaining idle. Furthermore, the Management Committee has yet to establish a consultative process to inform and invite the membership to comment on these crucial issues. We can only hope that the situation will improve with the election of new members to the Management Committee.

Occupational Safety and Health

Members: Jean-Yves Legouas, Mike Shone, Benjamin O. Alli, Ahmed Khalef, David Gold, Rudi Wabitsch

73. During the past year, the Union has been very concerned by the total lack of communications between the Administration and the staff regarding the causes and effects of the fire which occurred on the first floor at beginning of this year, as well as by a total absence of information regarding remedies and measures taken to avoid the reoccurrence of a similar incident, which could be more unfortunate if it happened during working hours. We have also been disappointed by the lack of efficiency of the existing Advisory Committee on Safety and Health, by the absence of published reporting of its proceedings, as well as by its poor record of effective meetings.

74. It is however a fact that the ILO has, in the past, adopted a number of instruments on Occupational Safety and Health, and in particular Convention No. 155, which, inter alia, stipulates in Article 7 that: AThe situation regarding occupational safety and health and the working environment shall be reviewed at appropriate intervals, either over-all or in respect of particular areas, with a view to identifying major problems, evolving effective methods for dealing with them and priorities of action, and evaluating results@. The same Convention, provides in Article 11 (d) for Athe holding of inquiries, where cases of occupational accidents, occupational diseases or any other injuries to health which arise in the course of or in connection with work appear to reflect situations which are serious@, as well in (e) Athe publication, annually, of information on measures taken in pursuance of the policy referred to in Article 4 of this Convention and on occupational accidents, occupational diseases and other injuries to health which arise in the course of or in connection with work.@

75. The Union is convinced that if the preceding principles are primarily designed for member States, there is no reason for the ILO not to adopt them as guidelines for the development of a real OSH policy in house.

76. The Union is of the opinion that the Staff Union Committee should, in the near future, enter into negotiations with the Office, in order to reach with them, as soon as feasible, an Agreement on the joint development of a real, durable and efficient policy regarding Occupational Safety and Health at the ILO, at headquarters as well as in the field.

77. This Agreement should at least provide for the establishment of a Joint Hygiene and Safety Commission, with the following tasks:

- \$ meeting on a regular basis, and at least four times a year, as well as exceptionally in case of necessity,
- \$ gathering all necessary information regarding existing and new safety and security systems within ILO premises, and providing this information to the staff as appropriate,
- \$ supervising systematic enquiries held after an incident involving the ILO or its staff,
- \$ triggering appropriate enquiries and follow-up action upon receipt of a complaint regarding OSH,
- \$ publishing an annual report on OSH issues at the ILO.

Shop Stewards

Coordinator: Vicky Hinch-Majuba

78. Within the framework of the collective agreements which have been signed and the bodies created therein, we need to redefine the Terms of Reference and role of Shop Stewards to avoid overlapping i.e. between them and, for instance, the mediators/facilitators. As we already know, some of the latter have been identified and trained, but are not yet operational, due to the lack of support from the Administration and with the Office of the Ombudsperson not being able to fully service headquarters and the field. Faced with this situation, the Staff Union Committee has not been able to advance much on this issue since its last report, and this is not through want of trying by the SUC.

ILO Youth Association

Members: Marleen Rueda-Catry (Coordinator), Jean-Yves Legouas, Nadia Skalli

79. A working group has been created, composed of three Staff Union Committee members and four members of the ILO Youth Association. The aim was to learn what are the issues of most concern for young people in the ILO and work on them.

80. So far, two meetings have been held, and four sub working groups created to work on the following items:

- \$ Working conditions of ex-colls in the ILO
- \$ Working conditions of interns in the ILO
- \$ The issue of discrimination of young professionals based on gender
- \$ Representation of youth in the ILO Staff Union and to serve as a catalyst for other UN system organizations through advocacy and networking on youth issues

81. The objective of these working groups, in particular the three first ones, is to assist the Union in understanding the problems affecting part of the young people in the ILO and help to build up a position for future negotiations with the Administration.

Union Magazine

Editor: Mike Gautrey
Deputy Editor: Catherine Comte-Tiberghien

82. Overall this has been a positive year for *Union* magazine. Before going into detail, it may be useful at the outset to recall two facts that are not always well understood.

83. First, the magazine is published without any cost to the Staff Union, as it is entirely financed by advertising. The amount of advertising determines the number of pages available each month.

84. Second, while it comes under the statutory oversight of the Staff Union Committee, *Union* has always been the bulletin of the Staff Union as a whole rather than of its elected representatives on the SUC. The Editorial Board has the freedom, for example, to publish contributions that do not necessarily reflect SUC positions, or that are critical of the SUC (though in these latter cases the SUC is offered the opportunity to publish a reply in the same issue).

85. It might be inferred that the relationship between the magazine and the SUC is an uneasy one. Far from it. The SUC's input is now firmly established, with regular contributions under the heading *Committee Corner* and active SUC participation in the discussions of the Editorial Board, including suggestions for special features and the commissioning of articles.

86. That solidarity has been in particular evidence this year. While the content of *Union* editorials is strongly influenced by discussions in the Editorial Board, they are signed by the editors, who assume sole responsibility for them. It would therefore be easy for the SUC to disown them when management comes to complain (as has happened more than once during the year). But there has been firm and consistent SUC support this term for the positions adopted in *Union* editorials, in the face of transparent attempts at intimidation (often difficult to take with a straight face) from representatives of senior management.

87. Also positive is the growing sense that individual Staff Union members recognize the magazine for what it is intended to be: a forum for their ideas and opinions about the questions facing ILO staff. Thus, it is pleasing to be able to report that, for the first time in many years, there is now regularly too much material for the space available, rather than the contrary.

88. The year began in some controversy, with the Administration in a lather about comments made in an interview with the outgoing SUC Chair. There were helpful suggestions emanating from the 4th floor that the magazine might be improved if it became a joint venture between the Staff Union and HRD. These were politely declined.

89. Also considered controversial up in the tropical roof garden was an editorial criticizing the way the Director of HRD was replaced, as well as another equating the ILO with a successful football team (though, in light of the Red Card campaign, just why such

virulent exception was taken to this comparison remains a mystery). There were other minor bones of contention, proving that, if nothing else, *Union* has had some success in its aim of giving ILO folk something to talk about each month.

90. The conclusion is that the magazine is going quite well, but could be improved. For this to happen, we need a maximum number of members – whether at HQ or in local offices – to send contributions (articles, drawings, photos, jokes, press cuttings, local news, etc.). So, sisters and brothers: over to you!

Membership

91. At the time of going to press, the Staff Union had 1.406 members. During the period 1 December 2001 - 30 September 2002 there were 186 new affiliations and 15 resignations.

Section des Anciens fonctionnaires

92. Le nombre des membres de la Section est actuellement de 750, dont 549 membres à vie. Le nombre de membres nouveaux fait plus que compenser le nombre de disparitions.

93. Durant la période couverte par ce rapport, le Bureau de la Section a été composé de la façon suivante :

Mario Tavelli	Secrétaire
Jean-François Santarelli	Secrétaire adjoint
Françoise Charpentier	2 ^e Secrétaire adjoint
Venkatraman Narasimhan	Trésorier
Kirsten Hertz	Assistante du trésorier, cas individuels, affaires sociales
Ivan Elsmark	Procès-verbaux - <i>Lettres aux Anciens fonctionnaires</i>
Alexandre Djokitch	Documentaliste
Jean-Jacques Chevron	Relations avec les autres associations d=anciens fonctionnaires

Ont d=autre part participé aux activités du Bureau:

Pierre Boulas	Secrétaire honoraire (jusqu=au 19.11.01)
Carl Krummel	Rédacteur de la <i>Lettre aux anciens fonctionnaires</i>

94. Les élections pour la période 2001-2003 ont eu lieu et les résultats ont été publiés dans le Bulletin du Syndicat N° 1271.

95. Le Bureau regrette infiniment la disparition de son Secrétaire honoraire, Pierre Boulas, dont sa présence aux réunions et ses avis éclairés confortaient l=activité de la Section. (Voir *Lettre aux Anciens N^{os} 30-31-32*).

96. La Section a poursuivi ses activités conformément à son Programme d'action. Dans ce cadre elle a publié sa *Lettre aux anciens fonctionnaires*, (N^{os} 30 et 31). La *ALettre@* est distribuée à tous les retraités, à toutes les unités du siège et aux bureaux extérieurs ainsi qu'aux syndicats et associations de personnel des autres organisations. La *ALettre@* est disponible pour tout membre du personnel actif qui en fait la demande. De nombreux témoignages élogieux continuent à nous parvenir de la part des lecteurs.

97. Comme par le passé, un représentant de la Section siège en qualité d'observateur au Comité des pensions du BIT.

98. Le Bureau de la Section a participé activement avec les autres associations d'anciens fonctionnaires aux démarches faites auprès du Bureau de Genève de la CCPPNU et aux consultations relatives à la question des frais qui étaient prélevés par certaines banques sur les virements mensuels des prestations de retraite.

99. Les problèmes individuels qui parviennent au Bureau sont toujours nombreux et le Bureau de la Section s'efforce de les régler, selon les cas, en collaboration avec le Syndicat, le Fonds d'entraide, le service social du BIT, la caisse des pensions et la caisse maladie.

100. Un représentant de la Section siège régulièrement aux réunions mensuelles du Comité de l'AAFI/AFICS et du comité de coordination inter-associations établi pour servir d'organe de concertation sur les questions d'intérêt commun. Un représentant du Bureau fait partie d'un groupe de travail inter associations d'anciens fonctionnaires qui mène une réflexion sur l'amélioration des prestations fournies par la Caisse maladie, en particulier pour les soins de longue durée.

101. Le Bureau suit toujours avec intérêt les travaux de la FICSA où la Section est au bénéfice du statut consultatif.

102. Bien qu'à ce jour en attente de résultats, le Bureau continue d'entretenir une étroite collaboration avec le Président du Comité du Syndicat et il se félicite de la cordiale collaboration existant avec son secrétariat.

103. L'expérience de ces dernières années a poussé le Bureau de la Section à envisager des modifications à l'Annexe IV des Statuts du Syndicat et a soumis des projets d'amendements au Comité du Syndicat pour décision à une prochaine assemblée générale.

ANNEX I / ANNEXE I / ANEXO I

Attendance at regular meetings of the Staff Union Committee**Présence des membres aux réunions du Comité du Syndicat****Asistencia a las reuniones del Comité del Sindicato**

(1 December 2001 - 30 September 2002)

Total number of meetings: 20

Benjamin O. Alli	6	
Roland Cissé	10	
David Dror	17	
Frank Hagemann	3	
Yasuhiko Kamakura	5	
Ahmad Khalef	6	
Jean-Yves Legouas	12	
Vicky Majuva-Hincha	11	
Colleen McGarry	14	
Naoko Otobe	12	(Until 30.09.2002)
Fernando Peral	11	(Until 30.04.2002)
Liz Piccoli	15	
Pierre-François Recoings	12	
Reinecke, Gerhard	9	(Until 15.08.2002)
Rueda-Catry, Marleen	8	
Saleshando, Ditiro	10	
John Sendanyoye	6	
Mike Shone	15	
Skalli, Nadia	13	(Until 30.09.2002)
