



R U L E S

Geneva, September 2025

APPENDIX V

Rules of the Former Officials' Section

1. A *Former Officials' Section* is established within the ILO Staff Union for the purpose of defending in the best possible manner the interests of persons formerly employed by the ILO.

2. As part of the activities of the Union, the objective of the Former Officials' Section shall be in particular to defend the interests of former ILO officials¹, to maintain and strengthen their links both with the ILO as an institution and with the serving staff, to develop effective solidarity between ILO officials and their former colleagues and to place at the service of former ILO officials such information and mutual aid services as they may need.

3. The provisions of the Rules of the Staff Union, except those concerning voting rights and eligibility to the Committee and other bodies of the Union, shall apply *mutatis mutandis* to the members of the Former Officials' Section.

4. In accordance with Article 7 of the Rules of the Union, membership of the Former Officials' Section is open to any official who ceases to be employed by the ILO, and who applies for such membership, whether or not they have been a member of the Staff Union. The spouse of a deceased member shall remain a member of the Section.

4.1 Any official employed by the ILO may become a supporting member of the Former Officials' Section, subject to donations or voluntary contributions to be determined and discussed within the Bureau.

5. Members of the Former Officials' Section have the following rights:

a) to receive from the Union advice, assistance and protection in all areas affecting their status as former ILO officials;

¹ As defined in Art. 2.1, Chapter II, ILO Staff Regulations.

- b) to bring to the attention of the Staff Union Committee, through the intermediary of the Former Officials' Section, any problem, complaint or claim which a former ILO official may have with or against the ILO Administration, the United Nations Joint Staff Pension Fund or a public authority; to be assisted, if they so wish, by a member of the Committee or of the Former Officials' Section in pursuing any form of complaints procedure which may be introduced;
- c) to benefit from the information, advisory or assistance services which the Former Officials' Section may set up to help former ILO officials;
- d) the rights to speak, to vote and to submit resolutions at General Meetings on matters affecting them, as determined by the Staff Union Committee in consultation with the Former Officials' Section;
- e) without prejudice to the stipulations provided for by Rule 3 of this Appendix, the members of the Section have a right to initiatives and to vote with regard to the amendments to the Rules by the referendum procedure, as provided for in Article 36.

5.1 Supporting members benefit from the information, advisory or assistance services available to the Former Officials' Section in order to help them regarding their future status as former ILO employees.

6. Each member of the Former Officials' Section shall pay a life-time contribution to the Section, the amount of which shall be determined by the Bureau of the Section.

7. The Former Officials' Section shall be managed internally by a Bureau of ten members, elected for a mandate of three years by the members of the Section, either by correspondence or by electronic voting. In order to participate in any electronic voting, members of the Section must provide a valid and current email address, which shall be included in the membership database.

7.1 Any member of the Section whose contributions are fully paid is eligible for election to the Bureau.

7.2 If an elected member lives outside the vicinity of Geneva where the Bureau of the Section meets, they may participate in meetings

electronically. The Bureau shall not incur any expenses for their physical participation.

7.3 To be a candidate for the Bureau of the Section and subsequently be elected, a member of the Section must not be bound by contract as an ILO official. Should a member of the Bureau be bound by such a contract during their term of office, the Bureau of the Section shall decide, in full knowledge of the facts, on the suspension or exclusion of that member from the Bureau.

7.4 In the event of a vacancy or vacancies in the Bureau the Section may fill the vacant post(s) by co-optation. Any member of the Bureau co-opted in such a manner must fulfil the conditions for eligibility given above; their appointment may not exceed the period for which the other members of the Bureau were elected.

8. The Bureau shall elect from among its members an Executive Secretary, two Deputy Executive Secretaries, a Treasurer and a Secretary. Each member of the Bureau may be called upon to perform these various functions in the absence of the incumbents, and the Bureau may appoint deputies if necessary.

8.1. The Executive Secretary and the Treasurer shall have the power to open or close accounts in the name of the Section with banks. The Executive Secretary or their deputies in their absence and the Treasurer shall be responsible for managing these bank accounts.

8.2. The Bureau shall meet at least ten times a year, in person or virtually, depending on the circumstances.

8.3. The Bureau shall hold at least one meeting per year with the Staff Union Committee.

9. In general, the role of the Bureau shall be to ensure the effective functioning of the Section and its activities, providing support to its members by representing former officials at meetings of the Staff Union Committee and co-ordinating with the latter. To this end, the Bureau shall be responsible, in particular, for:

- a) supporting, to the extent that its means permit, the action of the Staff Union Committee, in particular in the areas which affect the interests of former officials;
- b) taking all appropriate measures in terms of providing information and communicating with its members, in particular by electronic means, to strengthen the Section. However, communication by post shall remain in force;
- c) providing the secretariat of the Former Officials' Section, collecting members' contributions, and undertaking correspondence and action in response to members' requests. The Section shall maintain the confidentiality of information relating to its members by all appropriate means;
- d) providing regular information to former ILO officials on questions of concern to them, in particular their legal status, pensions, insurance, and the defence of their rights and interests;
- e) providing for the functioning of an advisory or consultative service, in so far as it is in a position to do so, so as to help former officials to solve their problems;
- f) sending a representative to meetings of the Staff Union Committee at the latter's invitation; the Bureau may request that questions concerning former officials should be placed on the agenda of the Committee;
- g) taking any steps, in agreement with the Staff Union Committee, designed to improve the living conditions of former officials or to defend their economic and social interests;
- h) present, as part of the annual report of the Staff Union Committee, a report to the Annual General Meeting of the Staff Union;
- i) ensuring, under the supervision of the Treasurer, the proper management of the Section's financial resources and approving a provisional budget and the annual accounts after they have been audited by the ILO auditor.

10. The dissolution of the Section requires the unanimous agreement of the members of the Bureau to submit a duly justified proposal for the dissolution of the Section to all its members for a vote. The decision to dissolve the Section requires a two-thirds majority of the members. Any financial funds remaining following the dissolution of the Section shall be transferred to the ILO Staff Union to be used as a solidarity fund to support former staff members in difficulty.