

2019 Declaration of Conference
of the
Staff Associations of International Financial Institutions (IFIs)

We, the representatives of staff councils, associations and committees of IFIs (the Associations), have undertaken to renew support for this declaration on the occasion of the Conference taking place in Manila on 9/10 October 2019,

Cognizant of the importance of the mission of various IFIs on behalf of their member states and shareholders to promote improved frameworks for governance, sustainability practices, and human and labor rights, in accordance with the relevant provisions and staff regulations of the respective IFIs,

We reaffirm our commitment to the following principles that we, the Associations, signed last 13 November 2015 in Manila (the 2015 Declaration) and the application of these rights as embodied in the International Labour Organisation Convention and Recommendations:

- a. **The right to freedom of association.** This includes the right to form and to join a staff association, council or equivalent body of their choice recognized by management, and the means to exercise effectively this right without discrimination, prejudice or retaliation. The Associations will have the right to affiliate with other associations, councils, or equivalent bodies;
- b. **The right to meaningful dialogue towards mutual agreement.** This includes the right to petition and engage with the respective organizations' decision makers and management on their working conditions in an appropriate and meaningful manner, providing a timeframe acceptable to both parties and sufficient to review and respond to proposals or ideas put forth by either party, being assured that all parties will act in good faith and make the best effort to accommodate each other's positions;
- c. **The right to ensure fair treatment and justice.** This includes the right to due process through an independent conflict resolution mechanism which reflects best practice and respects the rule of law. It also includes provision of access to an independent tribunal or court composed of appropriately qualified and independent judges and jurists. In addition, this right of access shall be free from retaliation and include a fair and timely proceeding, including oral hearings as appropriate and access to general legal counsel. Moreover, this right should extend not only to individuals but also to the Associations representing the collective rights of staff.

We hereby call on IFIs whose staff we represent to collaboratively work together with us to achieve the following:

1. **Foster a sense of common purpose.** This is to safeguard the rights, interests and welfare of our members, maintain channels of communication with management to advocate for our members, keep an open communication with our members, including informing members on the developments affecting their interests, identify issues affecting staff and propose solutions, conduct research on critical areas in management-staff relations, and maintain relations with equivalent associations and related bodies of other international organizations;
2. **Promote a family-oriented and flexible workplace.** Continue to promote policies and programs that enable staff to access resources, facilities, and programs to manage their time with their family to achieve an appropriate work-life balance, while being productive at work;
3. **Ensure the provision of an attractive and competitive remuneration package.** The compensation provided to staff should remain highly competitive to attract and retain the best talent that will continue to support the mission of the respective organization. This

requires a periodic review of the compensation and benefits provided by IFIs to its staff and update the remuneration package of the staff to conform to the best practices;

4. **Provide an enabling environment that continuously promotes diversity and inclusion.** Policies on diversity and inclusion should reflect principles that denounce all forms of discrimination based on gender, sexual orientation, race, nationality, social origin, religion, political views or other factors unrelated to the exercise of professional responsibilities and support the full integration of the workforce, consistent with the 2015 Declaration;
5. **Maintain a respectful workplace among IFIs, with access to internal justice through conflict resolution mechanisms and/or administrative judicial proceedings.** This will address any actions that may impede the morale of the staff and promotes and upholds the dignity of people in the workplace. Moreover, having access to internal justice is consistent with the 2015 Declaration on providing and implementing policies to adequately protect those serving on the Associations from any form of discrimination, harassment or retaliation; and
6. **Ensure such provisions apply equally to headquarters and the field offices.** This is to promote an enabling environment to provide a consistent level of support for staff welfare and development in all offices and field locations of IFIs.

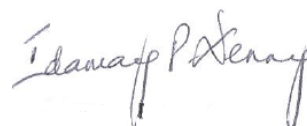
The above declaration was agreed in Manila, Philippines, on the 10th day of October 2019 by the representatives, either present or through official written communication, of the Associations of the African Development Bank, Asian Development Bank, Caribbean Development Bank, European Bank for Reconstruction and Development, European Central Bank, European Investment Bank, Inter-American Development Bank, International Monetary Fund, and the World Bank Group.



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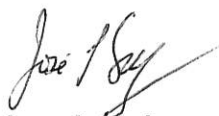
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BEI / EIB
Staff Representatives
Représentants du personnel

