**ANNUAL GENERAL MEETING
SECOND SESSION**

7 November 2013

RESOLUTION

On safeguarding the good governance of the Staff Health Insurance Fund

The Staff Union of the ILO, convened in its Annual General Meeting (second session) on 7 November 2013,

RECALLING that under Article 3 of the Arrangement for the Execution of the Agreement between the Swiss Federal Council and the International Labour Organisation (ILO) the ILO should ensure to its agents equivalent social protection to that provided by the Swiss social insurance funds;

RECALLING that Article 8.1 of the ILO Staff Regulations provides that officials shall be insured in accordance with the Regulations of the Staff Health Insurance Fund (SHIF);

ALSO RECALLING the need to respect the principle of equal treatment among staff, regardless of duty station, category or type of contract;

ALSO RECALLING that the governance framework of the SHIF is set out in its Regulations and Administrative Rules including a number of safeguards to ensure transparency, accountability and independence in the management of the Fund subject to the general authority of the Management Committee such as Articles 4.7, 4.11 and 4.12 of the Regulations of the Fund;

CONCERNED by the obvious absence of transparency and accountability in the way the Fund is managed by the Administration, and in particular:

- the non-release of information requested by the Management Committee on the administrative budget and financial condition of the Fund, which obstructs the Committee's functioning
- the excessive delay in convoking a General Assembly of the members following the one called in 2011 under pressure from the Staff Union Committee
- the absence of responsiveness vis-à-vis members' requests and communications
- the erosion of the services of the SHIF, to the detriment of its members, through administrative restructuring and budget cuts which led to the weakening of the SHIF secretariat

- important steps taken by the Administration without prior consultation with, or authorization from the Management Committee, including the recent inclusion in the ILO Programme and Budget of the amount of the provision for increasing contribution rates to the SHIF (paragraphs 359-364) related to a presumed separation of the ITU from the SHIF

- the Administration omitting to ask the Management Committee to authorize additional functions assumed by the SHIF Executive Secretary which may not only interfere with the effective discharge of his primary duties but may also create a potential conflict of interest

- the fact that the Administration undertakes to appraise the performance of the SHIF Executive Secretary without the participation/approval of the Management Committee;

RECOGNIZES the efforts undertaken since July 2012 by both the Staff Union Committee and the participants' representatives to the SHIF Management Committee to address these long-standing problems;

WELCOMES that the risk of outsourcing the claims settlement function has been avoided thanks to the action of the Staff Union Committee;

CALLS on the SHIF Management Committee to call a General Assembly of the Fund without further delay and as a matter of urgency;

CALLS on the ILO Director-General to reactivate the joint Working Group on the functioning of the SHIF and to make a review of the Fund a matter of priority, in close cooperation with the Staff Union Committee and the SHIF Management Committee, with a view to:

- increasing transparency, accountability, independence and good governance of the Fund

- ensuring access to necessary information for the Fund's members and its Management Committee, in accordance with the Fund's Regulations

- restoring the level of services to those previously enjoyed by members, which were exemplary in the UN system, notably through investment in human resources and IT systems (including the possibility to submit claims online);

AUTHORIZES the Staff Union Committee to take all action deemed necessary for the restoration of the conditions which are essential for the appropriate functioning and good governance of the SHIF.